Transforming New York

Developing Innovative & Inclusive Business Opportunities

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New York State Rehabilitation Association

ACCSES 2015 Annual Conference
Monday, July 13, 2015
NYS OMH SW Transformation Process

2010
NYS OMH announces plan to phase out SW funding over 4 years

2011
NYS OMH requests of providers proposals to transition individuals receiving MH services in SW to competitive employment. NYSRA proposes reinvestment of funding into enhanced supports for people in competitive employment; OMH agrees.

2012
NYSRA TA focuses on affirmative businesses, business partnership development and reinvestment opportunities, ≈ 30 agencies

2012
Providers submit outcome data on OMH transformation and are permitted, if approved, to reinvest funds
NYS OPWDD’s Transformation Process – To Date

2013

- Governor’s Olmstead Cabinet makes increase by 250 PWDD in competitive employment goal
- OPWDD Transformation Agenda released – aggressive goals on:
  - Residential – Downsize Developmental Centers, ICFs to IRAs
  - Self-Direction
  - Employment
    - SW to Pathway to Employment, Community-based Pre-Voc, or SEMP - halts all new admissions to SWs 7/1/13
- OPWDD 1915c waiver renewal application commits to transition from SWs
2014

- Governor’s Executive Order creates Employment First Commission
- CMS community settings rule creates additional confusion for providing waiver services
- OPWDD cuts state funding for SWs, transfer to Medicaid Pre-Voc permitted
- OPWDD announces funding for individuals who choose services in sheltered workshops to end by 2020
NYS OPWDD’s Transformation Process – To Date

2015

- Governor’s Employment First Commission Report released: focus on investments and incentives for integrated employment, not elimination of SW option

- OPWDD Integrated Employment Conference: Draft options for requirements to be considered acceptable setting shared, feedback continues, revisions to be made – may offer viable, but narrow, path forward
What's Involved and Challenges

• 83 agencies supporting individuals in sheltered work centers currently

• ≈ 8,000 individuals currently work/receive services in SWs

• Providers completely unclear about how to transition to new business models that would be acceptable

• Individuals and families are scared by lack of clarity about maintaining options and what new models will look like

NYSRA’s Board of Directors has tasked the Association with advocating, educating and supporting member associations across the state to meet these challenges.
The Role of NYSRA:
Supporting Providers and Individuals They Serve

• Resource for advocacy, information, and technical assistance for (80+) member, and non-member, agencies providing employment and other supports to individuals in NYS.

• Convener of like-minded advocates - Co-Chair NYS’ Inclusive Workforce Alliance of 21 statewide associations representing Independent Living Centers, Mental Health Associations, Self-Advocates, Youth Advocates, Workforce Development Experts, Community Rehabilitation Providers, and others committed to inclusive work; Will oversee Employment First Commission recommendations.

• Demonstrated experience in supporting rehabilitation and integrated employment opportunities for individuals with disabilities, including through OMH transformation.
NYSRA Transformation Project
Training and Support to Create Plans for Sustainable Transition

- Funding through Balancing Incentives Program (BIP) Grant through OPWDD for system transformation activities

- NYSRA proposal to build capacity to increase integrated employment opportunities, primarily through TA, submitted 10/14

- Internal NYSRA RFI issued and twelve member agencies selected

- The Transformation Twelve (T-12) receive intensive, individualized training and consultant supports to develop one or more business plans as alternatives to SW-based employment

- Business plans must be realistic and viable
The Kick-Off!
February, 2015

• Two-Day event at The Center at Lexington, Johnstown, NY

• Representatives from T-12 traveled participated, providing initial opportunities for networking, learning, and collaboration

• Presentations from consultants and contractors from four states

Why The Center at Lexington?

The Center at Lexington is a full service conference, training and event space located in what was formerly the sheltered workshop space operated by the Lexington Center, Fulton County Chapter, NYSARC, Inc. The Center at Lexington provides full catering capabilities; employees include individuals with disabilities who are now employed in this integrated and competitive setting.
Kick-Off Conversations:
Providers' Expectations, Plans and Concerns

• Why are we here?
• What have we accomplished already?
• What else do we need to do?
• What are the challenges?
• What do we hope to accomplish?
Why Are We Here?

Providers' Goals for their Transformation
Learning from the Experience of Others: Consultants

Jill Vaught, The Arc of Indiana

Joan Uhl Browne, Lott Industries/Collegiate In-Site

Jane Davis-Bunt & Carrie O’Connell, Ability Beyond

Lorrie Lutz, Carlene Scheel, Lori Norris & Serena Powell, Fedcap (Rhode Island)
The Transformation Twelve
Aka – The T-12

Agencies were selected from all over New York State to reflect unique regional challenges

- Abilities First, Inc., Poughkeepsie
- Brooklyn Community Services, New York
- Capabilities, Inc., Elmira
- Chemung ARC, Elmira
- Citizen Advocates, Inc., Malone
- Gateway Community Industries, Kingston
- Lifetime Assistance, Inc., Rochester
- Northeast Career Planning, Menands
- Putnam ARC (PARC), Brewster
- The Arc of Madison Cortland, Oneida
- The Arc of Rensselaer County, Troy
- Ulster-Greene ARC, Kingston
How Will We Transform Our Sheltered Workshops?

Providers' Discuss their Ideas for New Businesses
Resources to Address Provider Challenges and Concerns

Contractors:

**Coordinated Care Services, Inc (CCSI):** Design Self-Assessment tool for the 12 participating agencies to target where assistance will be most effective

**Foothold Technology:** Electronic Health Records and data management

**Loeb & Troper LLP:** Accountants specializing in working with human services agencies and not-for-profits

**NY Association of Training & Employment Professionals (NYATEP):** Linking providers to local stakeholders and labor markets

**Parent Network of Western NY:** Responding to parents’ questions, concerns, and personal goals

**Self-Advocacy Association in NYS (SANYS):** Responding to self-advocates’ questions, concerns, and personal goals

**Small Business Development Center of the University at Albany:** In-depth instruction in business plan development and financial forecasting
How Are We Going to Accomplish This?

Anticipated Challenges
Project Timeline:

Goals for the Project

- **October ‘14 – January ‘15:** Identified T-12, Contractors, Consultants

- **February:** Awarded Grant, Held Kick-Off Event

- **March, April, May:** Personal visits to providers, readiness assessment, initial informational/resource webinars, family perspective webinars to advise plan development and communication, business development, training curricula established

- **June, July, August:** GetReady™ Tool special offer for T-12, CCSI Self-Assessment Tool, SBDC Training, NYATEP Regional Trainings, Individual agency TA identified and scheduled with contractors & consultants

- **September, October, November:** Individualized technical assistance continues; regional and statewide SANYS workshops; webinars with consultants, CITEC

- **December:** Wrap Up*: Refine business plans, final day-long event

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* AGENDA
  - OMH Transformation
  - OPWDD Transformation Plan
  - NYSRA’s Role
  - The Transformation Project
  - Kick-Off Event
  - Why Are We Here?
  - Consultants
  - T-12
  - How Will We Transform?
  - Contractors
  - How Will We Accomplish This?

Project Timeline

Questions?
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New York State Rehabilitation Association, Inc.

the transformation project
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