

Employment

The State submits the enclosed information with respect to Employment, in response to the Court’s December 6, 2022 Order regarding substantial compliance.

Many initiatives are underway to increase the capacity of employment supports. In order to increase capacity and meet outcomes, there needs to be investments into providers to assist with this work. Additional funding was awarded to providers to train staff, create new programs, and make needed adjustments to their infrastructure. Providers are in different stages of making changes to their organizations service structure. Progress is being made as evidenced in recent employment data.

Court Order Required Actions	Required Documentation	Responsive Documentation
Substantially meet the Consent Decree benchmarks for Supported Employment placements and individuals currently employed.	Cumulative number of employment placements	Employment-000001 to Employment-000003: CD Status June 2023 Data Report
	Number employed as of June 15 from DLT	Employment-000001 to Employment-000003: CD Status June 2023 Data Report
Substantially meet the Consent Decree benchmarks for hourly wage and hours worked.	Wage data	Employment-000001 to Employment-000003: CD Status June 2023 Data Report
	Weekly hours data	Employment-000001 to Employment-000003: CD Status June 2023 Data Report
Increased Employer Outreach and Support	List of Employers who received Work Accessibility Grants	Employment-000004 to Employment-000007: DLT Narrative
	List of Real Jobs RI Partnerships – number of people involved, number of jobs.	Employment-000004 to Employment-000007: DLT Narrative
	List of other employer outreach initiatives – who is involved, how they are implemented, number of employers contacted.	Employment-000008 to Employment-000022: <ul style="list-style-type: none"> • DDD Business Outreach Strategy • Flyer-Everyone Benefits from Hiring People with Intellectual & Developmental Disabilities • Business Engagement and Employment Needs Tracker • Employer Forum 2023 • Agenda 6.19.23 • RI Workforce Investments and New Solutions (WINS) Newsletter

Employment

<p>Expand and fund innovative practices targeted to increasing employment</p>	<p>Written description of funding and/or initiatives targeted to increasing employment – who is involved, how implemented, number impacted.</p>	<p>Employment-000023 to Employment-000059:</p> <ul style="list-style-type: none"> • Transformation Fund Phase II Activities List • Transformation Funds Phase II Info • ORS Provider Funding Narrative • Innovative Practice PowerPoint • ORS Innovative Practice Application Narrative • ORS meeting 6.2.23 summary • Visual summary of DLT funded programs • Written description of DLT funded programs
<p>Provide funding and support to take effective Transformation 2 Projects to scale</p>	<p>List of effective transformation strategies – by grantee</p>	<p>Employment-000060 to Employment-000064: BHDDH Narrative.</p>
	<p>Funding amounts needed to take strategy to scale – source, when distributed</p>	<p>Employment-000065 to Employment-000073:</p> <ul style="list-style-type: none"> • Targeted Employment Funding Form Application • Employment Plan Form • Target Employment Outreach Funding Plan
<p>Continue timely distribution of technology funds.</p>	<p>Number of requests, number awarded, total funds awarded</p>	<p>Employment-000060 to Employment-000064: BHDDH Narrative.</p>
	<p>Schedule for additional rounds</p>	<p>Employment-000074 to Employment-000077: Technology Fund FAQs</p>
	<p>Follow-up data re: actual acquisition of technology</p>	<p>Employment-000060 to Employment-000064: BHDDH Narrative.</p>
<p>Through the rate review process, increase the variety of transportation options and the number of allocated trips.</p>	<p>Written description of allowable transportation options</p>	<p>Employment-000078 to Employment-000081: Technical Bulletins:</p> <ul style="list-style-type: none"> • 19-02 SD Allowable Goods and Services • 18-05 Transportation FI
	<p>Guidance (both technical and plain language versions) to individuals, families and</p>	<p>Employment-000082 to Employment-000083: Transportation Infographic (English & Spanish)</p>

Employment

	providers clarifying number of allowable trips	
--	--	--

CD Status June 2023

Data Report

Current Consent Decree Population

Report Date: 6/15/2023

REPORT 1 - Current Census	Youth Exit²	Sheltered Workshop	Day Program	Unduplicated Total
Total Individuals	582	844	1,901	3,327
- <i>Individuals deceased since January 2013</i>	13	168	456	637
- <i>Voluntarily left services</i>	93	82	129	304
- <i>Not Attending/Limited Services</i>	4	13	39	56
- <i>Haven't Applied</i>	53	0	0	53
- <i>Not Eligible or Rescinded Application</i>	8	0	0	8
Active Census for Current Quarter	411	581	1,277	2,269
Population as a % of Census	18.1%	25.6%	56.3%	100.0%
- <i>Individuals employed in 2012</i>	0	60	157	217
- <i>Variance Requests</i>	6	24	60	90
- <i>Individuals age 62+ who want to be retired</i>	0	106	264	370
- <i>Reported don't want to work</i>	23	32	70	125
+ <i>Inactive individuals who gained employment</i>	26	21	40	87
Target Population for Employment¹	408	380	766	1,554

Notes:

¹The Target Population for Employment is tracked for reporting of newly obtained employment. Individuals employed in 2012 are excluded from the Consent Decree targets for new employment. All other reports are based on the Census for Current Quarter.

*Data Sources for Status Report

1. Sherlock Center survey completed October 2022
2. ORS cases through 3/31/23
3. DDD caseload information as of 5/31/23
4. RIDE annual census, September 2022
5. Employment and Earnings Reporting Form submissions through 5/31/23
6. State Wage information (SWICA) from the RI Department of Labor & Training as of 3/31/23
7. Training Class data from the RI Department of Labor & Training as of 6/12/23

Consent Decree Status Report on Employment

Report Date: 6/15/2023

EMPLOYMENT BY TARGET POPULATION	Youth Exit	Sheltered Workshop	Day Program	Unduplicated Total
Benchmark for Employment	408	700	950	2,058
Benchmark % of Original Population	100%	89%	44%	

Target Population for Employment	408	380	766	1,554
Employed in Non-Competitive Jobs	17	70	93	180
In School/Training Program	0	0	1	1
Population Available for Employment	391	310	672	1,373

Gained Competitive Employment	346	290	462	1,098
% Employed of Target Population	85%	76%	60%	
% Employed of Target Population Available for Employment	88%	94%	69%	

Those Currently Employed*	89	103	193	385
Report wanting a job in the next year*	46	47	101	194

**Current employment and those reporting wanting a job in the next year come from DD information collected in Therap. Other data sources do not indicate current employment, only that a job was obtained.*

*Data Sources for Report

1. Sherlock Center survey completed October 2022
2. ORS cases through 3/31/23
3. DDD caseload information as of 5/31/23
4. RIDE annual census, September 2022
5. Employment and Earnings Reporting Form submissions through 5/31/23
6. State Wage information (SWICA) from the RI Department of Labor & Training as of 3/31/23
7. Training Class data from the RI Department of Labor & Training as of 6/12/23

Average Weekly Hours and Hourly Wages

Report Date: 6/15/2023

Individual Employer Paid Employment						
Target Population Unduplicated Counts	Measure	Total Population	Weekly Hours Worked	Hourly Wage	Worked 20+ Hours	% With 20+ Hours
Day Program	# Reporting	477			23	4.8%
	Average		6	\$12.53		
Sheltered Workshop	# Reporting	298			24	8.1%
	Average		7	\$12.58		
Youth Exit	# Reporting	346			26	7.5%
	Average		8	\$12.53		

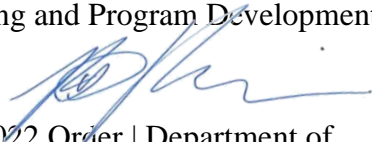
Note: # Reporting equals the count of individuals reporting hours or wages above minimum wage.

*Data Sources for Quarterly Report

1. Sherlock Center survey completed October 2022
2. ORS cases through 3/31/23
3. DDD caseload information as of 5/31/23
4. RIDE annual census, September 2022
5. Employment and Earnings Reporting Form submissions through 5/31/23
6. State Wage information (SWICA) from the RI Department of Labor & Training as of 3/31/23
7. Training Class data from the RI Department of Labor & Training as of 6/12/23

DLT Narrative

To: Kathleen A. Hilton, Esquire
From: Robert Kalaskowski, Assistant Director of Planning and Program Development
Date: June 20, 2023
Subject: Documentation of Compliance with December 2022 Order | Department of Labor and Training



DLT, Employment

Substantially meet the Consent Decree benchmarks for Supported Employment placements and individuals currently employed.

As of 6/20/2023; the RIDLT Real Jobs RI partnerships focused on the needs of individuals with intellectual and developmental disabilities have served (trained and/or upskilled) 522 participants and placed **191** people into jobs. [Note while these partnerships were formed to serve the needs of job seekers with I/DD, the integrated program design means not all 191 job placements were individuals with I/DD – although are confident that a sizeable majority are.] Of the 191 who were placed, the average hourly wage was \$13.30, and the average number of hours worked per week was 20.”

Expand and fund innovative practices targeted to increasing employment

- Since 2017, RIDLT (through the Governor’s Workforce Board, GWB) has *obligated* **\$4,688,384.31** to Real Jobs RI partnerships working with people with disabilities. Note that not all of the funded projects are directly placing people with disabilities, as the partnerships also support the network of providers for people with disabilities, such as addressing the demand for direct support professionals.
- From 2017 through June 2022; RIDLT (GWB) has *spent* **\$2,061,441.87** on contracts for Real Jobs RI partnerships working with people with disabilities [Accounting for FY 2023 (July 1, 2022 – June 30, 2023) is not complete yet].
- For FY 2023 (July 1, 2022 – June 30, 2023), RIDLT (GWB) *obligated* **\$100,000** to the Workplace Accessibility Grant Program

➤ **Real Jobs RI Community Workforce Partnerships focused on the I/DD Population [As of 6/20/2023]**

The Department of Labor and Training's industry and community workforce partnership program (Real Jobs RI) is actively funding two partnerships that either directly or indirectly addresses the challenges of the Consent Decree.

Partnership: 'The Rhode MAP (Maximizing Accessibility and Possibility)'

Partnership Lead: AccessPoint

Partnership: RISE to Work Partnership

Partnership Lead: Community Provider Network of RI

Additional Partners: RI Developmental Disabilities Council; James L. Maher Learning Center; Skills for Rhode Island's Future; University of Minnesota (contracted partner); Perspectives Corporation; Looking Upwards

➤ **List of Other DLT-led Employer Outreach Initiatives**

Through the federal Workforce Innovation and Opportunity Act (WIOA), Rhode Island employers are eligible for a range of services and programs to help them meet their hiring needs. The Workforce Development Services team at the Department of Labor and Training is available to assist with: hosting on-site or off-site job fairs, accessing the state job board, participating in regional recruitment fairs, advertising open positions, and other hiring activities. To increase awareness of these services among Developmental Disability Organizations (DDOs), in CY Q3 and Q4 2022, DLT conducted an aggressive coordinated outreach campaign to help organizations meet their immediate workforce needs while also introducing them to the programs, systems, and services that the WDS division has available for Rhode Island employers. Throughout this four-month recruitment drive; WDS engaged DDOs in job fairs, accessing the state job board, participating in regional recruitment fairs, advertising open positions, and other hiring activities.

Activity	Employer	Date
Job Fair	Goodwill	08/31/2022
Referral to Massachusetts Workforce Agency	Work Inc.	09/01/2022
Job Fair	Corliss Institute	09/08/2022
Job Fair	Looking Upwards	09/14/2022
Outreach and Notice	Multiple	09/17/2022
Job Fair	Action Base	09/20/2022
Job Fair	Groden Center	09/20/2022
Job Fair	Maher Center	09/22/2022
Job Fair	Refocus Inc.	09/26/2022
Job Fair	Perspectives Corporation	10/04/2022
Job Fair	United Cerebral Palsy	10/26/2022
Job Fair	Opportunities Unlimited	11/09/2022
Multi-Employer Job Fair (Multi-state)	Seven Hills, Looking Upwards, AccessPoint, Maher Center	11/15/2022 - 11/16/2022
Job Fair	Care at Home	12/06/2022
Job Fair	Maher Center	12/6/2022 - 12/7/2022
Job Fair	Looking Upwards	01/12/2023
State Job Board Access	Avatar	9/2022 - Ongoing
State Job Board Access	Community Living of Rhode Island	9/2022 - Ongoing
State Job Board Access	Corliss Institute	9/2022 - Ongoing
State Job Board Access	Frank Olean Center	9/2022 - Ongoing
State Job Board Access	Goodwill	9/2022 - Ongoing
State Job Board Access	Living Innovations	9/2022 - Ongoing
State Job Board Access	Looking Upwards	9/2022 - Ongoing
State Job Board Access	Perspectives Corporation	9/2022 - Ongoing
State Job Board Access	Refocus Inc.	9/2022 - Ongoing
State Job Board Access	West Bay Residential Services	9/2022 - Ongoing

➤ **Workplace Accessibility Grant Recipients [As of 6/20/2023]**

1. Cedar House LLOC
2. Inspiring Minds
3. Newport Chowder Company LLC
4. Koann Therapeutic Services DBA Revive Therapeutic Services
5. International House Rhode Island
6. Medical Equipment Recyclers of New England LLC DBA Mobility Equipment LLC

➤ **DLT, Integrated Community Activities**

Increased access to integrated community activities to substantially comply with Consent Decree benchmarks.

As of 6/20/2023 RIDLT (GWB) has approved nine (9) active contracts across six (6) unique employers in the Workplace Accessibility Grant program with two (2) recent applications pending review.

Expand and Fund innovative practices targeted to increasing participation in integrated community settings.

RIDLT has prepared and delivered a presentation describing all of the federal and state-funded programs in its portfolio that are relevant to the consent decree and can help increase integrated employment. That presentation is included as Attachment B. A written description of those initiatives, with a description of the funding source is included as Attachment D.

DDD Business Outreach Strategy



STATE OF RHODE ISLAND
Department of Behavioral Healthcare, Developmental Disabilities and Hospitals

DIVISION OF DEVELOPMENTAL DISABILITIES

6 Harrington Road
Cranston, RI 02920-3080

TEL: (401) 462-3421

FAX: (401) 462-2775

DDD Business Outreach Strategy

Outreach

- Contact via phone, email, meeting
- Community meetings
- Sending out a letter to introduce the new Administrator of Business and Community Engagement to the business community

Marketing

- Flyer that will be given to businesses
- Created a brochure to share with businesses
 - Links to employment success stories on the DDD website
 - Benefits for the Business

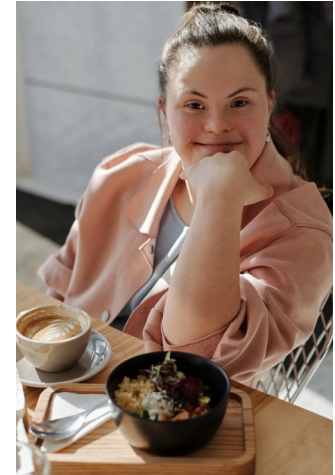
Resource Information Sharing/Collaboration

- Creating a Tracker
 - Record employer engagement
 - Record the scope of employment needs and employment preference
- Collaborating with SkillsRI WORKAbility Initiative

**Flyer – Everyone
Benefits from Hiring
People with
Intellectual &
Developmental
Disabilities**

Everyone Benefits from Hiring People with Intellectual and Developmental Disabilities

People with disabilities bring a diverse range of skills, abilities, and perspectives to the workplace



The Division of Developmental Disabilities (DDD) at the RI Department of Behavioral Healthcare, Developmental Disabilities & Hospitals (BHDDH) is responsible for planning, funding, and overseeing a community system of services and supports for adults with developmental disabilities.

There are benefits of employing people with differing abilities. They strengthen the workplace morale and productivity through a more committed and diverse workforce.

BENEFITS TO THE EMPLOYER

- IMPROVEMENT IN PROFITABILITY
- INCREASED RETENTION RATES
- INCLUSIVE WORK CULTURE AND ABILITY AWARENESS
- CUSTOMER SATISFACTION
- RELIABILITY AND PUNCTUALITY
- POSITIVE WORD OF MOUTH
- CANDIDATE MATCHING WHICH REDUCES COST OF TURNOVER

BENEFITS OF EMPLOYMENT

- OPPORTUNITY TO BUILD RELATIONSHIP WITH DIVERSE COWORKERS AND NETWORKING
- PERSONAL AND PROFESSIONAL GROWTH
- EARNING WAGES AND BECOMING MORE FINANCIALLY SELF-SUFFICIENT
- CONTRIBUTION TO THE ECONOMY AND THEIR COMMUNITIES
- SENSE OF PRIDE AND CONFIDENCE

To learn more, please contact:

Elvys Ruiz, Administrator, Business and Community Engagement
Elvys.ruiz@bhddh.ri.gov OR 401-462-3857

Business Engagement and Employment Needs Tracker

Increased Employer Outreach and Support							
List of Employer Outreach	Business Owner/ Contact Person	BHDDH / DD Involvement	Employers Contacted	Date	City	Meeting Outcome	Next Step
Sincere Multi-services, LLC	Sharlyn Martinez	Elvys Ruiz	1	6/5/2023	Providence	Business Owner Sharlin Martinez expressed interest in sharing information with her network. Will be opening some programs in the summer and may need a person to answer the phone 10 hours/week.	Follow up
Guillen Services, LLC	Evelyn Guillen	Elvys Ruiz	1	6/5/2023	Providence	Business Owner Evelyn Guillen, a parent of a child with developmental disabilities is willing to organize some informational meetings with the business community she serves and invite us to present about the benefits of hiring people with Intellectual and Developmental Disabilities.	Follow up
South Providence Library	Carolina Briones	Elvys Ruiz	1	6/8/2023	Providence	Met with Carolina Briones, Latino Programs Manager. She suggested me to meet with Cheryl Snyder about employment, but she offered her help by offering volunteer services for the programs she manage.	An email was sent to Cheryl Space requesting a meeting.
CC Cleaning Company	Francisco Cabrera	Elvys Ruiz	1	6/8/2023	N. Prov	CANCELLED - TO RESCHEDULE	Follow up
RI Department of Administration's Division of Equity, Diversity and Inclusion (DEDI)	Tomas Avila, Associate Director	Elvys Ruiz	1	6/9/2023	Providence	Jay MacKay, Associate Administrator for Employment and Elvys Ruiz participated. The meeting went well. There may be an opportunity to hire a person with I/DD as a trial at DEDI. They will be hiring people to help in the office temporarily. TA request to follow up and meet again in three weeks for us to talk to the EOO and the HR Outreach team about the benefits of hiring people with disabilities and also address increasing employment in state agencies.	Follow up
Center Innovation Mujer Latina	Dra. Evylegna Rodriguez	Elvys Ruiz	1	6/9/2023		CANCELLED / TO RESCHEDULE	Follow up
Hope & Main Street	Lisa J. Raiola, Founder and President					She is very excited about this meeting and will bring staff from Sperwink to the meeting.	

Providence Community Libraries	Cheryl Space - Executive Director		1	6/14/2023	Providence	I met with Cheryl Space, Library Director and Maria Melvin, Human Resources Manager to talk about employment opportunities for people with I/DD. The meeting went well, and they were very receptive. They are willing to offer a part time position for clerical support, assisting with library cards, checking books, copying, scanning, etc. Also, they mentioned that they need a cleaner for late-afternoon or evening hours for their library at Rochambeau.	Follow Up Jay MacKay, Associate Administrator for Employment and Elvys Ruiz
Progreso Latino	Mario Bueno	Elvys Ruiz	1	6/21/2023	Central Falls		
RI Public Libraries / Pawtucket Public Library	Maria Cotto	Elvys Ruiz		6/22/2023	Pawtucket		
Providence City Hall - Mayors Office	Mr. Anthony Aquino	Elvys Ruiz	1	6/28/2023	Providence		
RI Hispanic Chamber of Commerce	Oscar Mejias	Elvys Ruiz	1	6/29/2023	Providence		
Biz/Bodega Innovation Studio	Cynthia Munrayos	Elvys Ruiz	1	Meeting requested 6/12/23			Follow up
Social Enterprise Greenhouse	Julie Owens	Elvys Ruiz	1	Meeting requested 6/13/23			Follow up
RI Black Business Association	Lisa Ranglin	Elvys Ruiz	1	Meeting requested 6/13/23			Follow up
RI College	Ana Cano Morales	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up
URI	Dorca Paulino and Miriam Thorburn	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up
Liutenant Governor	Sabina Matos	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up
Tomaquag Museum	Loren Spears	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up

African Alliance of Rhode Island	Julius Kolawole	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up
Genere Foods	Jose Genere	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up
Mayor Maria Rivera	Maria Rivera	Elvys Ruiz	1	Meeting requested 6/14/2023			Follow up
Oasis International	Muraina "Morris" Akinfolarin	Elvys Ruiz	1	Meeting requested 6/15/2023			Follow up
Center for Souteast Asians	Channavy Chhay	Elvys Ruiz	1	Meeting requested 6/15/2023			Follow up
Skills for RI	Melba DePena	Elvys Ruiz	1	Meeting requested 6/13/2023			Follow up

Employer Forum 2023

Provider	Seeking Employment Now	Seeking Employment w/in 3 months
ACCESSPOINT RI		
ACTION BASED ENTERPRISES		
AVATAR, INC.		
COMMUNITY LIVING OF RHODE ISLAND, INC.		
EASTERSEALS RHODE ISLAND		
FRANK OLEAN CENTER, INC.		
GATEWAYS TO CHANGE, INC.		
GOODWILL INDUSTRIES OF SOUTHERN NEW ENGLAND		
J. ARTHUR TRUDEAU MEMORIAL CENTER		
JAMES L. MAHER CENTER		
JUSTICE RESOURCE INSTITUTE		
LAZO, LLC		
LIVING IN FULFILLING ENVIRONMENTS, INC. (LIFE)		
LOOKING UPWARDS, INC.		
OPPORTUNITIES UNLIMITED FOR PEOPLE WITH DIFFERING ABILITIES		
PERSPECTIVES CORP		
REFOCUS, INC.		
SEVEN HILLS RHODE ISLAND		
SPURWINK/RI		
THE ARC OF BLACKSTONE VALLEY		
THE ARC OF BRISTOL COUNTY, INC. D/B/A PROABILITY		
THE C.O.V.E. CENTER, INC.		
THE CORLISS INSTITUTE, INC.		
THE FOGARTY CENTER		
THE FOGARTY CENTER		
TOWN OF COVENTRY PROJECT FRIENDS		
WEST BAY RESIDENTIAL SERVICES, INC.		
WHITMARSH HOUSE		
WORK INC.		
WORK OPPORTUNITIES UNLIMITED CONTRACTS, INC.		

Business

Job Opportunity

**Potential Job
Opportunity**

Position Description Notes

Agenda 6.19.23

Office of Rehabilitation Services' Employer Forum

Date: Monday June 19, 2023

Time: 1-4pm

Location: Rhode Island College Alger Building Room 110

The Employer Forum is an opportunity for employers to learn the benefits of hiring individuals with disabilities and their rights as employers. Presentations include employer rights, benefits, myths, and misconceptions of hiring individuals with disabilities.

Agenda

- | | |
|-----------|---|
| 1:15-1:30 | ORS Opening Remarks- Michael Montanaro
Assistant Administrator Vendor Affairs and
Workforce Development |
| 1:30-2:00 | Workplace Accessibility Grants-Olivia Byron
DLT- Director of Employer Workforce Programs |
| 2:00-2:30 | Promoting and Untapped Workforce- Mary Anne Maciel
RI APSE- Business Development Chairperson |
| 3:00-3:30 | Windmill Training- Teresa O'Brien and Tara Buckler
ORS Supervisor and Voc. Rehabilitation Counselor |
| 3:30-4:00 | Table Talk, Networking, and Closing Remarks |

From: [Sbardella, Melanie \(ORS\)](#)
To: [Rory Carmody](#); [jsavoie@accesspointri.org](#); [tfonseca@accesspointri.org](#); [mikepurc76@gmail.com](#); [abehap@gmail.com](#); [sbrousseau@bvcriarc.org](#); [emiddleton@avatarresidential.com](#); [rmemory@avatarresidential.com](#); [JaJackson@CareNE.org](#); [dsamponaro@cox.net](#); [ksamponaro@gmail.com](#); [robert@communitylivingri.com](#); [joseph@communitylivingri.com](#); [jose@communitylivingri.com](#); [maryamina@communitylivingri.com](#); [gwright@covecenter.org](#); [bholt@covecenter.org](#); [jdelangelo@fedcap.org](#); [kodonnell@fogartycenter.org](#); [kmcmanus@fogartycenter.org](#); [pboardman@oleancenter.org](#); [mchadwick@gtcinc.org](#); [cyankee@goodwillsne.org](#); [cnewberry@goodwillsne.org](#); [lroth@hdcri.com](#); [kmahoney@hdcri.com](#); [nicolef@lifeincri.org](#); [virginiam@lifeincri.org](#); [vmchugh@lookingupwards.org](#); [arodrigues@lookingupwards.org](#); [mrocha@lookingupwards.org](#); [dskaggs@mahercenter.org](#); [tpennell@nric-ed.org](#); [abaillie@nric-ed.org](#); [lward@oppunlim.com](#); [rhudson@oppunlim.com](#); [dward@oppunlim.com](#); [atipple@perspectivescorporation.com](#); [jwebber@proability.org](#); [jderosier@refocusinc.org](#); [cwoodruff@refocusinc.org](#); [keburgess@refocusinc.org](#); [ckavanagh@refocusinc.org](#); [Sue Babin](#); [mcharpentier@sevenhills.org](#); [mamaci@spurwinkri.org](#); [cdurand@spurwinkri.org](#); [rtopham@tricityri.org](#); [chighan@trudeaucenter.org](#); [jmyoung@viability.org](#); [gthompson@viability.org](#); [jpisano@viability.org](#); [kcollins@westbaycollaborative.org](#); [jdoucette@westbaycollaborative.org](#); [tcurran@westbaycollaborative.org](#); [smorse@westbaycollaborative.org](#); [mgilmartin@westbaycollaborative.org](#); [cdoval@westbaycollaborative.org](#); [kflynn@westbayri.org](#); [sraposo@westbayri.org](#); [mshortway@westbayri.org](#); [tlucason@westbayri.org](#); [lwaheed@workinc.org](#); [mamons@workopportunities.net](#); [twagner@workopportunities.net](#); [wright@workopportunities.net](#); [jquintana@accesspointri.org](#); [Office of Rehabilitation Services - All Staff](#); [MacKay, Gerard \(BHDDH\)](#); [mmelvin@proability.org](#); [Cunningham-Martins, Tracey](#); [LaRoche, Natalie \(BHDDH\)](#); [Byron, Olivia \(DLT\)](#); [Mary Anne Maciel \(Spurwink\)](#); [Ryan McNiece](#); [Patrick McNiece](#); [Dudley Samponaro](#); [Mark Maragnano](#); [Rossi, Melissa](#); [Costa, Melissa](#); [Jeff Legg](#); [Amy Skurka](#); [Raymond Conca](#); ["vfergara@ric.edu"](#)
Cc: [Montanaro, Michael \(ORS\)](#)
Subject: RE: ORS Employer Forum 2023- REMINDER
Date: Wednesday, May 31, 2023 3:39:40 PM

REMINDER

Good Afternoon!

Could everyone on this email thread please forward the below information to your Employer Contacts. **There is an Evite link for the employer to fill out if they would like to attend the Forum.** If you have any questions please don't hesitate to connect with Michael Montanaro or myself. This Employer Forum is specifically for Employers.

Thank you so much!

Melanie

Office of Rehabilitation Services' Employer Forum

Date: Monday June 19, 2023

Time: 1-4pm

Location: Rhode Island College Alger Building Room 110

RSVP: Monday June 12, 2023

Office of Rehabilitation Services' The Employer Forum is an opportunity for employers to learn the benefits of hiring individuals with disabilities and their rights as employers. Presentations include employer rights, benefits, myths, and misconceptions of hiring individuals with disabilities.

Please click on link for Evite:

<http://evite.me/cCqyP5PtpU>

If you have any questions, please connect with
Michael.montanaro@ors.ri.gov or Melanie.sbardella@ors.ri.gov

Melanie Sbardella
Assistant Administrator for Supported Employment
RI Department of Human Services
Office of Rehabilitation Services
40 Fountain Street, Providence, RI 02903
P: 401-332-9018
F: 401-222-1328
Melanie.sbardella@ors.ri.gov

Peace begins with a smile. - Mother Teresa

This message and all attachments are confidential or proprietary to DHS, and disclosures, or distribution to anyone other than the intended recipient without the prior written permission of DHS is prohibited. This message and any attachments may contain confidential health information and/or confidential and/or proprietary information that is protected by law. This information is intended only for the use of the individual or entity names above. If you are not the intended recipient, you are hereby notified that any disclosure, copying, or distribution is strictly prohibited. If you think you have received this message in error, please notify the sender by replying to the e-mail and delete the message without disclosure. Thank you.

**RI Workforce
Investments and New
Solutions (WINS)
Newsletter**



QUARTERLY NEWSLETTER JUNE 2023 | ISSUE 1

This is a project of the RI Cross Disability Coalition

RI WINS (Workforce Investment & New Solutions)" is the name utilized by the RI Cross Disability Coalition for our DD Transformation Grant in collaboration with the RI Developmental Disabilities Council (RIDDC) and Skills for RI's Future. This newsletter provides information on the status of implementation of the goal areas within the project and efforts to educate and provide support to people with disabilities, staff from community agencies, and RI employers on creating sustainable change for meaningful and inclusive lives for individuals with disabilities.



Goal 1: Peer and Family Education and Empowerment Network

The network launched as a statewide resource to educate individuals and families about opportunities, choices for supports leading to living meaningful and inclusive lives, and how to prepare to be a contributing member within RI's workforce.

The RI Cross Disability Coalition's 3-person Peer Education Director Team recruited 18 people with disabilities to be part of the Speakers Bureau. They began presentations in March, with scheduled dates continuing through July. Among the outreach efforts.



Completed/Past Presentations:

- “Let’s Talk about Money” - West Bay
- “Let’s Talk About Money” - Warwick Public Library, Perspectives Self Advocacy Group
- “Building Self Esteem for Living the Best Life”
- “Life is Good” – RI Food Bank
- “Person Centered Planning” - East Greenwich School Committee Meeting
- “Let’s Talk about Money” - Re-Focus Inc
- “Self-Employment”- President’s Committee for People with Intellectual Disabilities (PCPID)
- “Self-Employment”- Advocates in Action Annual Conference
- “Building Self Esteem for Living the Best Life” - Avatar Avavoice Self-Advocacy Group
- “Self-Employment” - Governor’s Workforce Board

Scheduled/Upcoming Presentations:

- **6/7 at 12:45pm:** “Building Self Esteem for Living the Best Life” at ReFocus
- **6/16 at 10:00am** “Let’s Talk about Money” Warwick Career & Technical Center
- **7/5 at 12:45pm:** “Healthy Relationships” at ReFocus



Goal 2: Workforce Development

Staff Professional Development and Support for Self-Employment Business Owners

As we’ve rounded out Q1 of 2023 we’re reflecting on the success of our current Employer Engagement Trainings. Staff from Skills for RI’s Future, RIDDC, RI Cross Disability Coalition, Developmental Disabilities staff and other providers have joined together to learn and build skills to effectively conduct informational interviews with employers and RI businesses, as well as create and nurture relationships with industry partners, with the ultimate goal of building opportunities for job seekers such as internships, wage-paying jobs, or small business (within a business).

Current Initiatives

Our primary goal is to identify various businesses and to build relationships with employers ultimately to assist them with their workforce and economic development needs through solutions including actions to promote their businesses, providing information to them on business development resources including tax incentives and accessibility grants, referrals of job candidates for open positions, internships, or business-within-a business opportunities. A major focus of our work is to continue to mentor employment coaches and job developers from various agencies through monthly meetings to help them successfully engage with employers.

The group is recognizing some promising successes now that stakeholders are attending the Monthly Coaching Call in a building community of practice and sharing their business leads and developed opportunities. Additionally, Skills for RI’s Future maintains an active database of employers and the entire team then works to identify and recommend job seekers that may fit the employers’ needs via a daily updated Teams channel.

Prior to the initiative's collaborative effort, agency employment staff would have developed an opportunity or supported a job seeker for an interview with an employer only to discover that there was not an ideal fit. Now, if a job remains open or unfilled, the information is shared with the team at SkillRI and posted on the channel, and is available to all 50 agency employment staff who went through training, and to all those whom they serve. That coordinated approach and information sharing is an important first within the state – a significant time-saving benefit to everyone, from staff to job seeker to employer.

Doug Crandell's Training

Doug's program has so far trained fifteen teams (over 50 people statewide from over 20 DD provider agencies) and conducted fifteen employer interviews during three rigorous - yet fun! - sessions in September, December, and March.



(L) Planners L-R, Sue Babin, Doug Crandell, and Danna Spencer / (R) Classroom Day 3 Presentation by each group interviewing various businesses

Additional training to enhance the sustainability of employer engagement are scheduled.

Progress

Our teams remain committed to conducting additional employer interviews throughout the year to maintain the program's continuity. Thus far we've had four professional development sessions with coaches.

- Initially planned for 12 employer engagement sessions, ultimately 23 sessions educating 37 individuals with businesses were completed by the end of April. These included 1:1 and group sessions with hiring personnel to work on customized and supportive employment.
- Average attendance on coaching calls: 15 coaches on monthly calls, directors of employment programs 10 or 11
- 39 employers outreached. Of those 11 added to CRM, have committed to hiring (even if they haven't hired yet).

Placements

We've had promising outcomes with our programs thus far, including being able to collaborate with partner agencies and businesses to refer candidates and assist job seekers.

- **Apple Cinema:** Onboarded candidate following tour and information interview
- **Feast and Fettle:** Hired 1 person after a completed internship and currently have another participant in an internship
- **Atria Senior Living:** After meeting with a variety of candidates, hired 1 individual in a dishwasher role
- **Thielsch Engineering.** A customized role that was created to assist their lab chemists cleaning glassware. The candidate was one of 3 workABILITY candidates interviewed.



Goal 3: Employer Engagement Roadmap

Creating an Inclusive Workforce

While training staff as well as job seekers, the project also focuses on training employers to understand the benefits to them of diversity, equity, inclusion and accessibility in their workforce.

A 3-part series for employer education is currently being developed in conjunction with the RI Secretary of State's office, a central resource for ongoing business information and services.

The topics scheduled for June are:

- Part 1: Demystify Diversity - What It Means? Is It Good For Business?
- Part 2: Existing Businesses - How Did Diversity Change/Improve Your Workforce?
- Part 3: What Resources Are Available? What If You Have Job Openings? Information about Grants and Tax Credits

Committee Members

- Kristen Cordeiro, Deputy Director of Business Services, RI Department of State
- Maureen Ewing, Director of Business Series, RI Department of State
- Tina Pederson, Director, Real Access Motivates Progress (RAMP)
- Omar Reyes, Director of Adult Programs, RI Office of the Postsecondary Commissioner (RIOPC)
- Kevin Matta, President, Diversity And Inclusion Professionals (DAIP) and Chief HR and Diversity Officer, Amos House
- Jeannine Pavlak, Director, Arts Equity RI
- Donna Rofino, Marketing and Events Director, Providence Business News (PBN)
- Mike Mello, Editor, Providence Business News (PBN)
- Patricia Martinez, Chief Equity and Empowerment Officer, Central Falls School District
- Paul Ouellette, Business Consultant, RI Cross Disability Coalition
- Olivia Byron, Director of Employer Workforce Programs, Department of Labor and Training (DLT)
- Sue Babin, Special Projects Coordinator, RI Developmental Disabilities Council (RIDDC)



Goal 4: Transformation Among Stakeholders

Collaboration, Initiatives, New Challenges and Opportunities

Jeannine Pavlak, Executive Director, New England Business Associates (NEBA) is coordinating the activities under this goal area. In early February 2023 a meeting was convened inviting all Grantees who received funding from DD for Transformation Grants. Approximately 20 Grantees attended the meeting. The purpose of the meeting was to share information on the status of implementation of various grants, identify potential opportunities for collaboration, discuss major highlights relating to integration and customized employment as well as identify challenges faced by Grantees.

The group will work collaboratively to learn from one another and to continue to share successes and challenges. Jeannine will identify national experts who will participate in future meetings to address challenges and provide guidance and support to Grantees.

Grantees are working in a variety of areas including:

- Family Education and Support
- Community Integration, Membership and Customized Life Supports
- Staff Recruitment, Retention, Incentives and Bonuses/Performance Payments
- Redefining DSP roles to "Community Connections Specialists"/"Community Navigators"
- Education for People with Disabilities on Community Integration and Customized Employment/Self-Employment
- Customized Employment
- Connections with RI Employers and Businesses
- Employer Education and Engagement
- DSP and Front Line Supervisor Training
- Person Centered Planning
- Technology Support
- Shared Living for People living in Group Homes
- Major challenges identified by Grantees included the following:
 - Difficulty with Workforce Recruitment... people are not applying, don't show up for interviews, or not qualified
 - Time Commitment involved with various Grants and back work to get projects organized
 - Not many referrals of People with Disabilities for Employment Supports from BHDDH
 - Transportation
 - Documentation and Tracking of Information
 - Family Concerns re: Loss of SSI/SSDI Benefits for People involved with Employment
 - Questions on Sustainability

The next meeting will be convened in July 2023.

This is a collaborative project with the Rhode Island Cross Disability Coalition, RI Developmental Disabilities Council and Skills for RI's Future funded as one of the State Developmental Disability Transformation Grants.

Transformation Fund Phase II Activities List

Transformation Fund Phase II Info

Agency/Organization	Tasks/ Projects
1 Action Based Enterprises, Inc	Activity Hire a Vocational Coordinator to facilitate the Supported Employment and Volunteer Work project. Hire 2 Job Coaches to deliver the core services of the Supported Employment project. Stipends to participants and natural supports for attending Vocational Focus Groups Stipends for participants doing Community Work Experience (10-40hrs trial work in an intergrated community work setting) Interpreters for non-English speaking Participants Accounting for Vocational expenses Transportation costs for ride share services, natural support mileage, and project staff mileage.
1 Accesspoint RI	Activity Finalize project plan Customized Employment Professional 30 iPads CQL Technical Assistance Memberships: ANCOR, ATECH, APSE SELN E-Learning Conferences: ATEC, CQL, ANCOR Trainings: Relias Training Platform Employment Professionals Emerging Leaders Training Community Inclusion Specialist (Navigators and DSPs) Customized Employment Mentor Platforms National Leadership Institute Performance Payments for Outcomes Employment Outcomes Individual Elements
1 Avatar Residential	Activity "The Agent" "The Facilitator" Administrative Oversight Barrier Buster Fund
1 Best Life RI	Activity One Lead Advisor Two Advisors Consultants (National and In-State)- Training, Development (Advisor/s, Allies, People with IDD) Marketing and Outreach Technology- Hardware and Software Administrative
1 Community Living Of Rhode Island, Inc (Withdraw)	Activity 1. Develop New Models for Community-Based Supports (a) Improve on person centered program by utilizing the latest technology in the market to develop CLRI 100% Community-Based Employment brand as well as creating our brand identity to suit our diverse participants. (b) Expand on family center model through our collaborative effort between our employment department and the America's Job Center of California SM (JCCSM). 2. Increase Employment Outcomes for Participants North Kingstown Chamber of Commerce Membership Southern RI Chamber of Commerce East Providence Chamber of Commerce (for 100+ Employees) 3. MBTI- (Myers Briggs Personality Assessment) MBTI- Certification for 10 Office Staff (in-person) x 4 Full Days Additional Person Each (More than 10) x 4 Full Days Strong Interest Inventory Assessment 10 Office Staff (in-person) x 2 Full Days 4. Purchase Bank of Inventory Reports For 100 Reports For 500 Reports Crowne Plaza Training Location x 4 Full Days w/Lunch 9-5pm (15 min) Crowne Plaza Training Location x 2 Full Days w/Lunch 9-5pm (15 min) CareerScope Subscription CareerScope for 150 Administrations

	5. Increase Integrated Community Activities for Participants
	Providence History Day Trip around RI (\$95.00x65 Participants)
	Boston Museum Entry Fee (\$29.00x65 Participants)
	Light House Cruise Membership (\$35.00x65 Participants)
	6. Administrative time for billing and quarterly reports
	7. Final Project Report
1	Community Residences, Inc
	Activity
	Personal Development Fund to support access to community activities to support ISP goals, increased recreational opportunities, etc.
	Hiring Community Liaison/Navigator to assess and develop comprehensive community inclusion plans and develop employment and social opportunities for personal growth.
	Training cost to enhance staff assigned to the program.
	Ongoing training quarterly
	Increased mileage for community exploration and development by Community Liaison/Facilitator
	Computer for Community Liaison/Navigator
	Cell phone/wireless card for dedicated line/internet access for responsive communication with potential resources for Community Liaison/Navigator when in the community
	Training Resources
1	Easter Seals RI
	Activity
	*salary and benefits, materials and travel are included within total costs for each activity
	Cultivation of Business Partners, jobs available, planning of tours and planning of training
	Employee training at all levels of organization and potential technical assistance
	Individual tours, planning for individuals and ISPs
	Individual work and support including any necessary technical assistance
	Individual community engagement outside work hours
	Administrative costs at 5%
	Project Report
1	Frank Olean Center, Inc
	Activity
	Advisor Role
	Director of SLA/Employment/Transitions
	Adult Trainer
	Marketing/advertising materials
	Membership (messy middle funding)
1	Fogarty Center
	Activity
	Provide DSPs with training opportunities focused on employment services and integrated day activities
	Provide job coach with mobile technology to access data collection and internet during community employment hours
	Hire full time community liaison to explore meaningful community opportunities for home based day programs
	Provide financial resources for participants to access the community through memberships and classes
1	Goodwill of Southern New England
	Activity
	6 individuals working 10 hrs a week with 1-1 coaching
	2 individuals working 15 hrs a week with 1-1 coaching
	Benefits Specialist/Retention Specialist
1	Justice Resources Institute, STEP
	Activity
	Employment Supervisor - Temporary 18 month position
1	LAZO
	Activity
	Hire Program Liaison / Admin Support
	Hire Program Facilitator
	Administration of Billing & Reports
	Continuing Education related to community integration and /or employment for participants
	Transportation
	Provide Quarterly Community Workshops
1	LIFE, Inc
	Activity
	Annualized salary and ERE for Employment and Inclusion Director
	Annualized salary and ERE for Employment Specialist
	Annualized salary and ERE for Job Developer
	Portion of annual salary and ERE for 2 Job Coaches
1	Living Innovations & Westbay
	Activity

	Vacancy management -\$244 day/8 people/60 day avg
	Transition supports to move people to GH \$2,000/8 people, 6 months to move, avg
	Community Facilitator -multiple educational events, surveys, resource materials
	Transition/Intake Manager
1	Looking Upwards
	Activity
	Transformation Director
	Consultation and follow up work with Joe W from Oregon
	Equipment for smart home not accessed through Tech grant
	Increase in job developers salary and cost associated
	Charting the Life Course training
	Transportation initiatives and Community Partnerships
	Space for Transformation services
1	Maher Center
	Activity
	part-time clinical social worker
	2 full time life coaches (enhanced DSPs)
	full-time nutritionist
	13 I pads (10 participants, 3 staff)
	Peer support network building
1	Ocean State Center for Independent Living (Withdraw)
	Activity
	CONTI JOSHUA
	HUGHES LINDA
	PINKHAM BETH
	SCHEY HEATHER
	Administration
	Consultants
	Office Space
	PROGRAM PROMOTIONS
	Peer support & Workshop;
	Supplies
	Travel/Transportation/Bus RIPTIKS/UBER
1	Opportunities Unlimited
	Contract with SAs to develop PCPs with adults with DD.
1	Perspectives Corp
	Activity
	One Lead Advisor (20 hours/week)
	Advisor salary supplement & professional development (4 full-time Advisors)
	Technology Equipment (6 Ninth Generation iPads for Advisors)
	Training/Consulting/Certification (Soapbox Consulting, Marc Gold & Associates, Institute for Community Inclusion at Umass Boston, Able Opportunities, Starfire Council & Neighbours Inc.)
	Membership, classes and club Fees (20 Individuals)
1	The Arc of Bristol County dba proAbility
	Activity
	Development of Project Plan
	Newly designed training that will be provided to current staff and self directed staff in PCP, community navigation, employment, and innovation strategies
	Marketing Consultant
	Hire additional staff to afford training time
	Project Coordinator
	Data Collection
	Administrative time for billing and quarterly reports
1	ReFocus, Inc
	Activity
	One Community Navigator will be hired for two years at \$23 per hour for 40 hours per week plus benefits.
	Community Navigator memberships and community integration activities costs.
	An incentive program will be established to reward 25 staff and individual teams \$1000 each upon completion of targeted outcomes.
	Training costs
	One Employment Specialist will be hired for 18 months at \$21 per hour for 40 hours per week plus benefits.
	Technology support & hardware for Community Navigator and two Employment Specialist.
1	RI Cross Disability Coalition
	Activity
	1. Peer and Family Empowerment
	RIDDC
	Staffing
	*Skills for RI Future
	Operational
	2. Workforce Development

	Employer Engagement Training
	DD Providers Business Education, Marketing and Production
	In-State and National Webinars
	3. Employer Engagement
	Employer Diversity and Inclusion Series
	Minority Employer and Chamber Outreach
	Employer Recognition
	4. Transformation Stakeholders Learning Collaborative
	5. Project Management
	Staffing
	Operational costs
	Administrative costs
	6. Project Evaluation and Research
1	RISDC
	Project Management Staff:
	Public Relations
	Web Support
	Speaker fees:
	Training for DSPs/Relias
	Licensing Fees (NADSP)
	CPR/First Aid Training
	Training Supplies/Materials/Office Supplies
	Stipends for DSP Trainees
	DSP Coordinator
	Instructor Fees
	Interpreters/Translators
	Training /Office Space Rental
1	Seven Hills RI
	Activity
	Basic Agency-Wide Transformational training on Person-Centeredness will be provided to 250 staff (134 Phase 1, 116 Phase 2) through a two day, 16 hour workshop with the goal of enhancing organizational capacity to understand the importance of person-centered and community-based supports for person's served.
	ACRE Customized Employment training will be provided to 22 SHRI day, employment, and residential staff through a 5 week, 8 hours p/week workshop (40 hours total) with the goal of enhancing staff competencies through certification and improving employment outcomes for person's served.
	Discovery Mentor training will be provided to 10 SHRI day, employment, and residential staff who complete the ACRE certification. This training will be conducted over 12 weeks, 4 hours p/week (includes 3 hours job related field work and 1 hour class time - 40 hours total) with the goal of enhancing staff competencies through certification.
	Assistive Technology training will be provided to 125 SHRI day, employment, and residential staff through 3, 1-hour TechFirstShift trainings plus quarterly 1-hr Seven Hills Foundation "AT Expo zoom sessions" with the goal of enhancing staff competencies through certification and independent case study work.
	Incentives @ \$100 /staff Phase 1 (125 AT training); Phase 2 - (21 ACRE , 9 Discovery Mentoring)
	Transformational Training Certification Incentive @ \$100/staff
	Final project report
	Administrative time for billing and quarterly reports
1	Skills RI (RI Cross Disability Coalition)
	Employer Engagement Staff (Client Services) Wages + Benefits
	Candidate Engagement Staff (Career Coaches) Wages + Benefits
	Professional Development for Network Partners (Employer Engagement) Wages + Benefits
	Professional Development for Network Partners (Candidate Engagement) Wages + Benefits
	Candidate Work-Readiness Training Program Stipends (Ready.Set. workAbility)
	Internal Data Staff
	Program Marketing + Program Materials
	Independent Researcher
	ADMIN
1	Spurwink RI
	Activity
	Target Area 1-Innovative Strategies-Hybrid Model a: Pilot Project Community Connector Specialist
	Target Area 1-Innovative Strategies: Professional Supervision of intern(s) provided by licensed professional
	Target Area 1-Innovative Strategies-Pod Model b - Manager(s)
	Target Area 2 - Expansion/Continuation of a career ladder
	Final project report
	Administrative time for billing and quarterly reports
1	The Arc of Blackstone Valley
	Activity
	Development of Project Plan

	Marketing and Communications
	4 months of training for 3 Job Coaches
	Provide trainings to current staff in PCP, community navigation, employment and retention.
	Project Coordinator
	Data Collection
	Administrative time for billing and quarterly reports
	Final project report
1	Trudeau Center
	Activity
	Project Plan
	Person centered plan/facilitation for 12 people
	Community mapping/plan for 12 people
	Data collection
	Community access/ membership
	Utilize a transformation/QI coordinator to take the lead on Trudeau's transformation and Quality Improvement initiative (Transformation Fund year 2)
	Performance payments for community memberships and employment successes (30 at \$200 each)
	Software and applications
	Final report
1	UCP ArcRI
	Activity
	Futures Advisor
	Person Centered Future Facilitator
	Futures Life Coach
	Project Plan
	Final project report
	Administrative time for billing and quarterly reports
1	West Bay RI
	Activity
	DSP (2) Community Connectors
	Training 2-day
	Self-determination Instruction (24 classes at \$500 each)
	Admin time for billing and quarterly reports
	Tech Alliance (5) members
1	WHITMARSH
	Chromebooks for 10 Community Based staff/Employment staff
	Chrome Licenses 10
	ANCOR Community Inclusion trainings through RELIAS will be provided to 30 staff (20 current, 10 new hires) in 7 sessions totaling 8.25 training hours (at 15.75 per hour)
	Money towards hiring and paying the salary for two Full-time Employment Specialist
	ANCOR Customized Self-Employment trainings through RELIAS will be provided to 2 Employment Specialist in 10 sessions
	ANCOR Community Employment Specialist trainings through RELIAS will be provided to 2 Employment Specialist in 5 sessions
	Money to be use for Person-Centered Activities or Memberships in the community by Whitmarsh Participants with their staff
	Money to be use for Person-Centered, skill building classes that focus but are not limited to the following areas: daily living skills, independence, employment, community inclusion, socialization, relationship building, child care, etc.
	Money towards training hours for Supervisors to mentor/guide DSPs while completing ANCOR Certifications
1	Work Opportunities Unlimited
	Activity
	Latitude 3420, 14" Screen, i5 Processor
	8gb of Ram, 256gb solid state drive,
	Microsoft Home Business 2021
	ASL Instructor Levels 1-3
	DSP Wages for ASL Class
	Team wages for ASL Classes
	ACRE certificate & DSP wages (12, 25 hr classes for mini certificate)
	SME DSP completion Bonus (existing and new certificates)
	DSP Community Based Work Bonus
	West Bay Collaborative
	Training/support Design person centered plan to drive self-directed programing

Provider Funding

<u>Agency</u>	<u>Award Amount</u>	<u>Disbursed</u>
Action Based Enterprises	\$153,174.47	Yes
Access Point RI	\$133,380.81	Yes
Avatar Residential	\$84,699.77	Yes
Best Life RI	\$215,617.21	Yes
Community Residences	\$68,447.25	Yes
Easter Seals RI	\$50,914.99	Yes
Frank Olean Center	\$255,297.68	Yes
Goodwill Industries of Southern New England	\$248,661.84	Yes
Justice Resource Institute, STEP	\$96,941.50	Yes
LAZO	\$248,046.04	Yes
L.I.F.E., Inc.	\$258,740.65	Yes
Living Innovations & West Bay Residential	\$203,689.27	Yes
Looking Upwards	\$258,549.53	Yes
James L. Maher Center	\$245,889.87	Yes
Opportunities Unlimited	\$122,393.82	Yes
Perspectives Corporation	\$258,740.65	Yes
proAbility, The Arc of Bristol County	\$258,174.87	Yes
ReFocus, Inc.	\$258,740.65	Yes
RICDC/RIDDC/Skills for RI's Future	\$258,706.15	Yes
RI Self-Direction Coalition	\$237,178.93	Yes
Seven Hills RI	\$151,647.90	Yes
Skills for RI's Future	\$258,740.65	Yes
Spurwink/ri	\$258,740.65	Yes
The Arc of Blackstone Valley	\$253,997.07	Yes
The Fogarty Center	\$190,270.98	Yes
J. Arthur Trudeau Memorial Center	\$122,104.03	Yes
United Cerebral Palsy/ The ARC	\$207,639.37	Yes
West Bay Collaborative	\$258,740.65	No
West Bay RI	\$89,524.27	Yes
Whitmarsh House	\$146,222.97	Yes
Work Opportunities Unlimited	\$153,775.53	Yes

Total	\$5,748,648.74

ORS Provider Narrative



State of Rhode Island
Department of Human Services
Office of Rehabilitation Services

40 Fountain Street ~ Providence, RI 02903
401-421-7005 ~ 401-222-3574 FAX
RI Relay 711 ~ Spanish (401) 462-7791

ORS has done the following to help Providers to increase their Funding and encourage them to understand how best to braid ORS funds with BHDDH.

1. ORS has paid a little over \$1,000,000 for supported employment services from July 1, 2022 through June 15, 2023. There are currently 24 active Supported Employment Providers. There are \$1,800,000 in open authorizations for employment services across those 24 active providers.
2. ORS funding is discussed during monthly/quarterly meetings with providers. During those meetings, ORS reviews the outstanding authorization list and discusses billing issues.
3. ORS has coordinated with BHDDH and presented training on Braiding and Sequencing of funds 4 times in the past 5 years. Providers have been encouraged to utilize both funding streams to help increase their financial resources and increase capacity.
4. As stated above, ORS received feedback from providers that completing reports for services authorized was too cumbersome and complicated; as a result, the reports were simplified so there would be less writing and more intuitive reporting (drop down menus, checklists, etc.)
5. ORS sent an email to Providers to ask them for suggestions on fee changes, and only the Fogarty Center and Perspectives responded to the email. But, ORS acted upon provider feedback that having to wait for fees to be paid at the end of the service was hurting them financially; ORS made changes to the fee for service structure to ensure tiered payments and that some fees could be divided into multiple payments during the service time frame. This ensured a steady flow of funding.

Following the most recent Court Order, ORS developed another survey to elicit ideas from providers about possible innovative practices, services, programs, etc. that ORS might be able to work with them on bringing them into practice at least on a pilot basis at first.

Innovative Practice PowerPoint

ORS Innovative Practices Survey

Completed June 9, 2023

Background Regarding the Survey

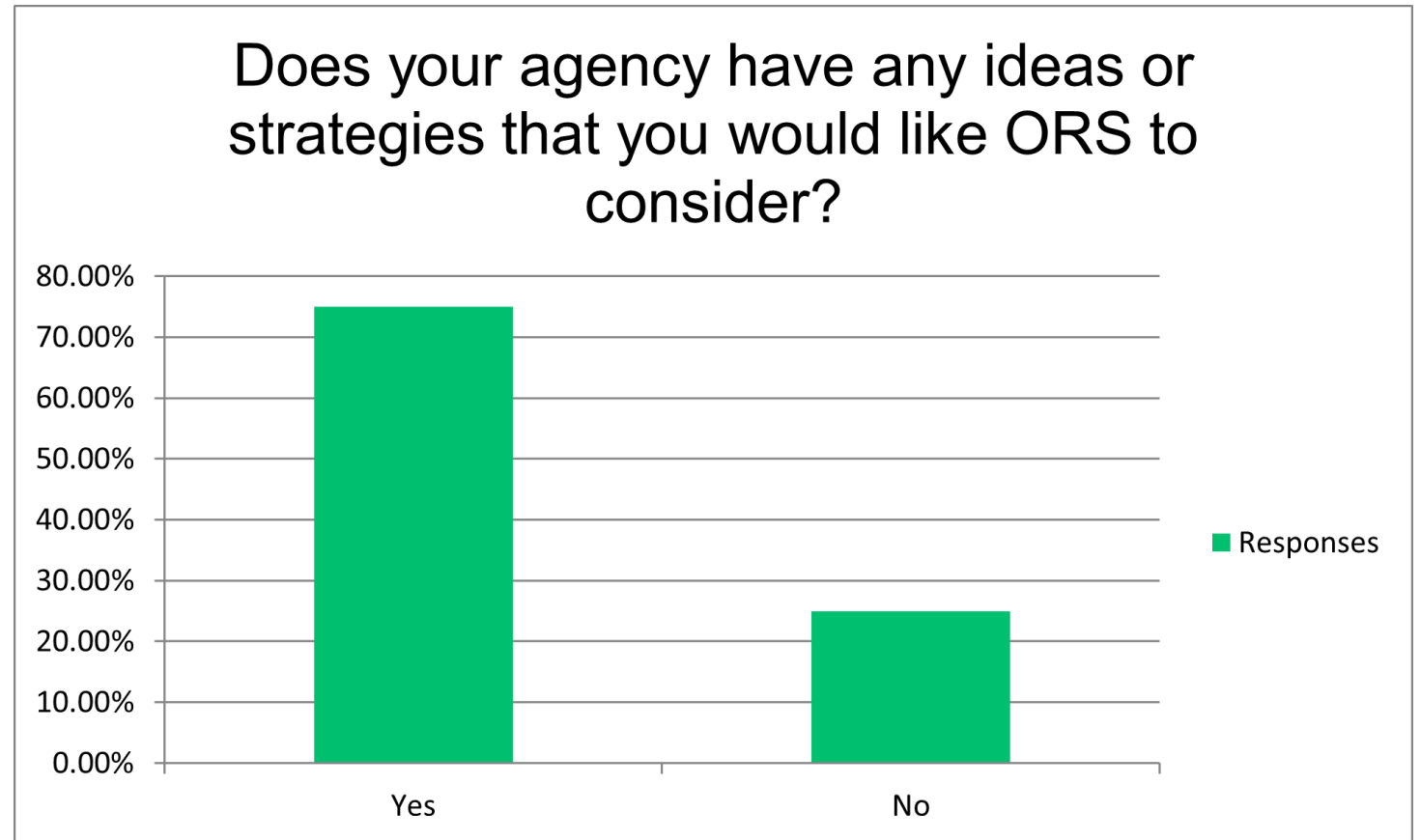
- Survey was completed using Survey Monkey.
- The Survey was emailed to 83 Providers on 5/23/2023 with a deadline to answer on 6/9/2023 with a prompt by ORS Assistant Administrator SE at SEC meeting on 6/5/2023.
- 83 Providers were sent the survey.
- The 20 Responses included the following:
 - 4 Did not identify
 - 9 DD Providers
 - 3 Behavioral Health
 - 2 ORS
 - 1 Independent Living Center
 - 1 Parent Support Network

Question 1

If yes what are your ideas or strategies?

Summary of Responses Included

- CBWE's are actually used as a job development strategy. We strategically develop an individualized site based on each person's skills and interests that is likely to lead to a hire.
- Explore apprenticeships for individuals through either training program or onsite.
- Self-Employment assessment and development.
- Develop training on efficiency for computer and cell phone to increase job seekers skills.

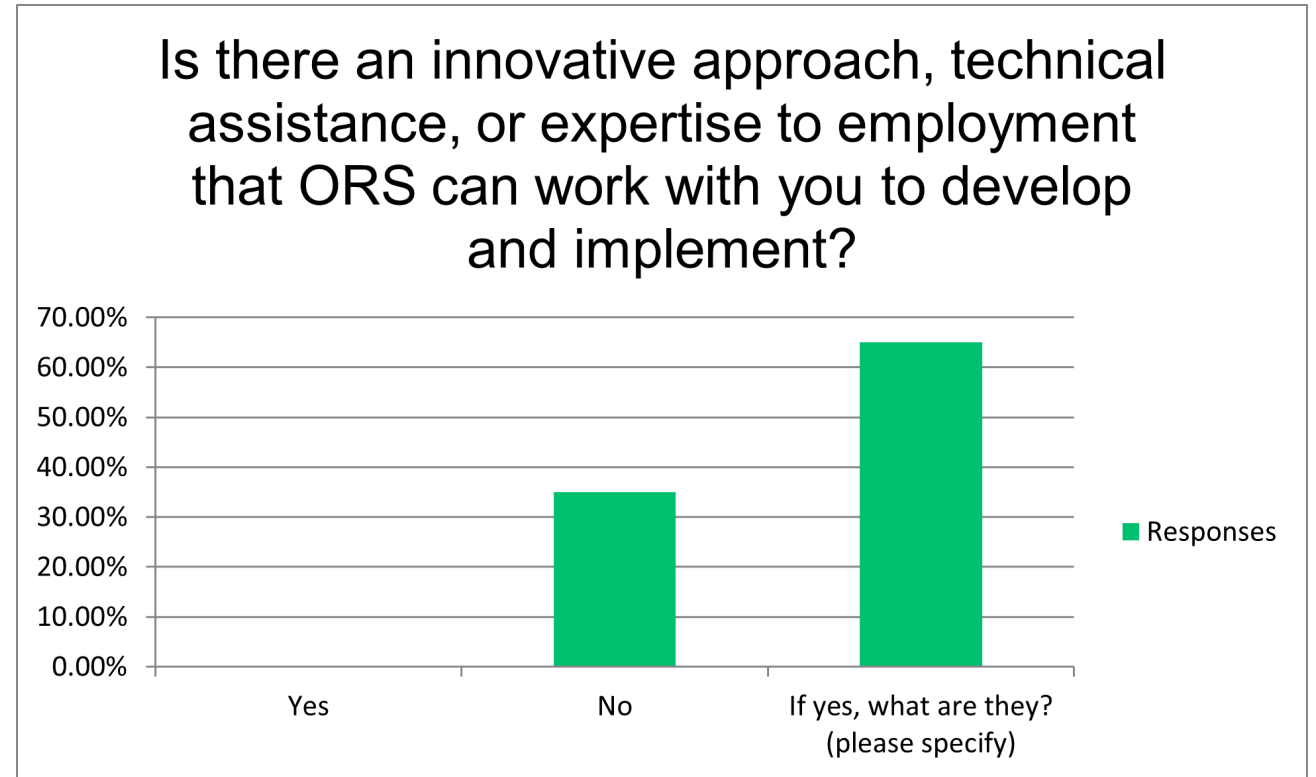


Question 2

- If yes, what are they? (please specify)

Responses included:

- Working more closely with independent living center and transition age students.
- Funding for development of Provider Managers.
- Explore support for self-employment.



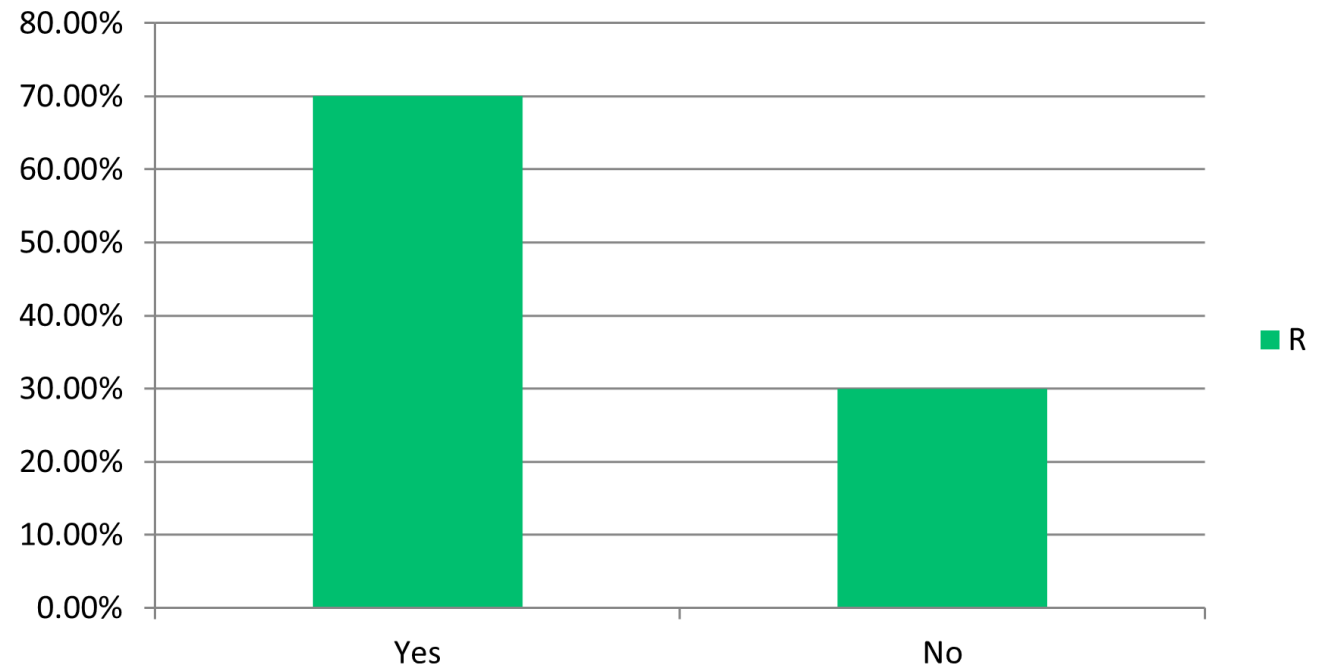
Question 3

If yes, what are they?

Survey Responses included:

- Continue to develop better communication with Providers and ORS liaison.
- There should be consistent expectations with all the ORS Counselors.
- Explore internship/apprenticeships.
- More examples on how to execute braiding and sequencing of funds.
- Time and transportation issues.

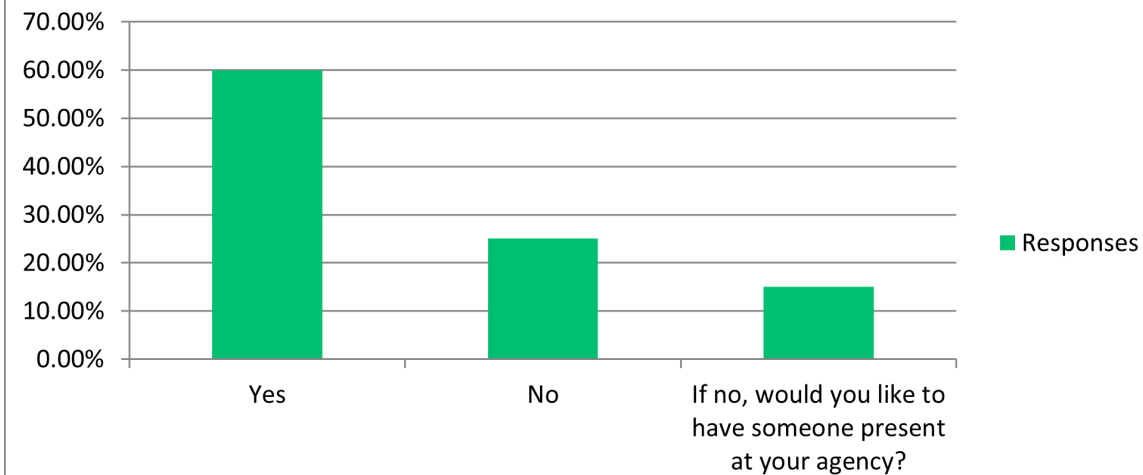
Does your agency provide ORS funded Pre-ETS Services?



If no, would you like to have someone present at your agency?

Question 4

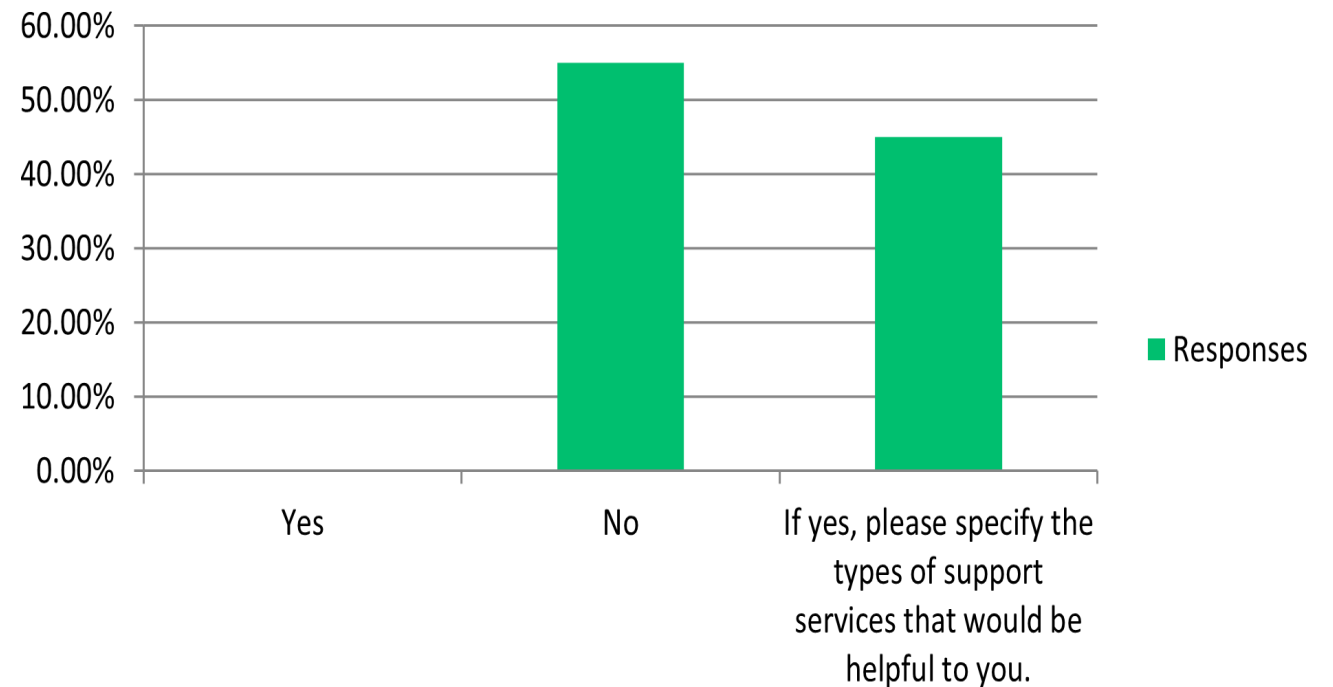
Did your agency participate in the joint ORS/BHDDH/DLT Sequencing and Funding presentation?



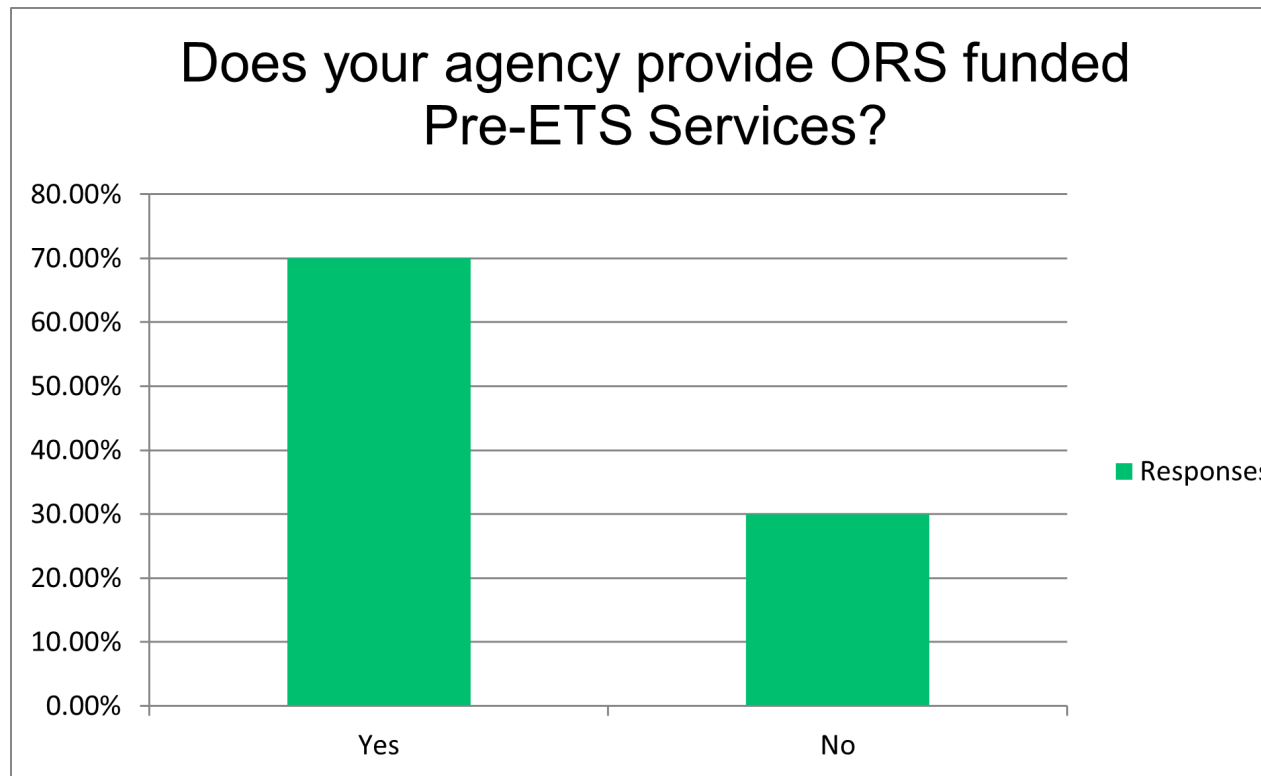
Question 5

- Summary of Responses:
- Continue to address communication between ORS liaison and providers.
- Lack of staff.
- Provide more information about job seeker at intake.
- Continue quarterly meetings with ORS.
- Provider being aware of all resources that our available at ORS.
- Have a FTE to coordinate internships/apprenticeships.

Do you need additional support from ORS to help increase your ability to provide employment services?



Question 6



9 individuals that completed the survey indicated that their agency has or is willing to provide Pre-ETS services.

Question 7

The 20 Responses included the following groups:

- 4 Did not identify
- 9 DD Providers
- 3 Behavioral Health
- 2 ORS
- 1 Independent Living Center
- 1 Parent Support Network

ORS Meeting

6.2.23 Summary



State of Rhode Island
Department of Human Services
Office of Rehabilitation Services

40 Fountain Street ~ Providence, RI 02903
401-421-7005 ~ 401-222-3574 FAX
RI Relay 711 ~ Spanish (401) 462-7791

Innovative Practices June 2023

ORS partnered with BHDDH, Accesspoint RI, Bally's Twin River Casino, and DLT Real Jobs RI, to initiate, facilitate and support an Adult Project Search Program. Internship applications are currently being accepted, and the program is scheduled to begin in October 2023. The goal is to identify eight individuals with IDD to participate in the first run of this program, which runs for approximately nine months. During this time, the interns will rotate through 3 different job sites, which will include maintenance, housekeeping, customer service, and office support. The National Project Search Program will be overseeing this pilot, and they expect a minimum of 70% of the participants will locate competitive integrated employment.

LIFE Inc. has developed a new Program, Supported and Customized Employment, utilizing last year's BHDDH Transformation funds. That program was successful, and LIFE began working proactively with ORS to line up funding to expand. The ORS funds will be braided with the BHDDH funds to help support this service. LIFE reported that the first cohort of 5 individuals all obtained competitive integrated employment ranging from 6 to 20 hours per week, paid out at least minimum wage or above. LIFE, ORS and BHDDH have expanded this pilot to include 10 people in this next cohort; LIFE is committed to hiring additional staff for this expanded pilot in September 2023.

Job Club

ORS is working with two providers, Holistic Development Center, and Dr. Myerson, who have developed a Job Club model which is comprised of several vocational services. This comprehensive program focuses on addressing the skills and clinical needs essential for individuals to obtain and sustain meaningful employment. The Job Club instruction facilitates the development of lifelong skills used in career development: self-assessment, employment research/networking, job search skills, career management, and adapting to the changing world of work. A licensed clinical psychologist collaborates with a certified secondary special education teacher/career resource specialist/rehabilitation counselor to deliver the curriculum of instruction. Job Club not only focuses on securing job placement for participants but also is designed to address on-going clinical/therapeutic needs that can jeopardize sustained employment.

The Job Club instruction is delivered through multiple modalities, including video, role-playing, individual feedback sessions, worksheets, peer feedback, group discussion, lectures, hands-on learning, and community placement.

The participants are individuals with various disabilities, including those with Intellectual Disabilities or Developmental Disabilities. ORS will begin to obtain statistics for both programs starting this month and report information as it is available in the upcoming quarterly reports.

ORS Applications:

To help reduce the burden of completing multiple applications, ORS and BHDDH have reviewed each other's applications and identified minimal commonalities between the two documents. The demographic information is the most similar but other sections do not meet the needs for ORS or BHDDH. If the two documents were merged, the O.R.S. 4-page document would now become a longer, more difficult application. ORS currently requires minimal information to complete its application, and counselors can meet with individuals to complete the form if necessary. ORS works with many individuals who have varying disabilities and it is not feasible to expand the form to incorporate sections from the BHDDH application.

However, ORS and BHDDH did identify ways to reduce the burden of applicants submitting or providing supporting documentation for eligibility or vocational services. BHDDH currently uses a successful information-sharing process between BHDDH and DHS. After reviewing the process, ORS agreed to utilize the same process with BHDDH. BHDDH has developed the tracking form that will be placed in SharePoint, and both ORS and BHDDH have identified a limited number of people who will have access to this file. The file will be checked twice a week by each agency. Although a Data Sharing Agreement is in place between the two agencies, ORS requires its counselors to obtain signed releases from the participants.

Concrete plan to simplify application process.

1. Proposed adding check box on DD application, "Have you received services from ORS?". If yes, DD will obtain internally any documentation to support application process via a SharePoint repository.
2. If a participant expresses desire to be referred to ORS during any time of receiving active DD services, social caseworker will have process to internally refer directly to ORS via the SharePoint document. The same process applies for ORS individuals for which a DD referral may be appropriate.
3. If during any time of receiving services, the ORS worker or DD caseworker need to exchange documentation for coordination of services on behalf of the client, the request can be made in the SharePoint document.
4. The SharePoint spreadsheet will be monitored on a weekly basis to ensure timely responses.
5. Documents can be uploaded directly into SharePoint for immediate access by caseworkers.

Collaboration and Cross-Training with ORS

1. Ongoing Training for ORS workers to occur to focus on areas ORS has identified as most important for the workers to support family: Eligibility process, SIS process, and funding levels. Training to provide an overview of DD employment services.
2. ORS to provide overview of services to DD Social caseworkers.
3. First session to occur 6/26/23.
4. Follow up in person session for discussion and specific cases 7/11/23.
5. Quarterly check-ins with supervisory staff at each agency to provide updates and/or discuss any issues.
6. Ensure ORS has most updated version of the DD staff directory with Departmental Administrators to be sure workers can reach appropriate person in timely manner.
7. Ensure that DD has the most updated version of the ORS staff directory and liaison list for the DD Providers.

Visual Summary of DLT Funded Program



Workforce Initiatives – Department of Labor and Training

March 8, 2023

Department of Labor and Training Programs



Programs to help meet internal/organizational workforce needs.



Programs to help train and/or place individuals with developmental disabilities.



Incentives for employers to encourage hiring of individuals with developmental disabilities.

Meeting Internal Workforce Needs

Meeting Internal Workforce Needs

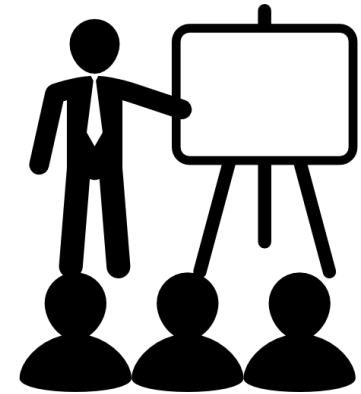


Direct Support Professional Training Programs

Summary: Through a workforce partnership with Community Provider Network of Rhode Island, the Department of Labor and Training has funded a number of training and placement programs for the Direct Support Professional occupation. These programs were developed with direct input from service providers and focus on preparing job seekers for entry-level DSP positions.

Next Steps:

The training schedule and cohort size for these programs varies greatly. Programs are contingent upon availability of funding. Organizations interested in learning more about these initiatives (and/or potentially becoming a hiring partner) should contact CPNRI.



Community Provider Network of Rhode Island
110 Jefferson Blvd, Warwick, RI 02888
(401) 773-7771

Meeting Internal Workforce Needs



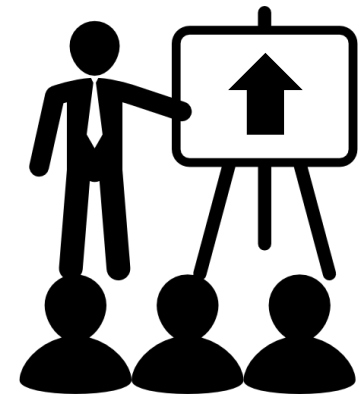
Incumbent Worker Training Grants

Summary: Incumbent Worker Training Grants provide 50% reimbursement of allowable training costs to organizations for training and upskilling their own employees. Grants are available up to \$30,000 on a first come, first served basis. To be eligible, an employer must pay into the state Job Development Fund (often meaning they pay the state Unemployment Insurance tax and do not self-insure). Eligible Service Providers may obtain grants to help defray costs associated with required or discretionary staff training expenses.

Next Steps:

An application must be submitted and approved before training can begin. Any expenses incurred prior to the grant contract start date and not reimbursable. All applicants must be registered with the state Division of Purchases prior to application. The Incumbent Worker Training Grant application can be found on the GWB website:

<https://gwb.ri.gov/programs-and-incentives>



Meeting Internal Workforce Needs



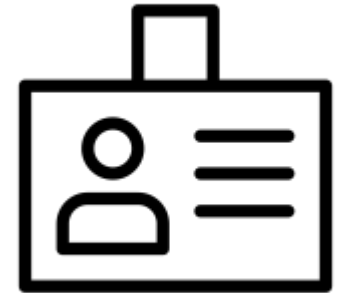
Work Immersion Program (For Internal Hiring)

Summary: The Work Immersion program provides up to 50% wage reimbursement to any Rhode Island business that provides a temporary paid work experience to Rhode Island college students, high school students, or unemployed adults. Work Experiences can last up to 400 hours. While the program can be used to promote the hiring of individuals with disabilities in the community; it can also help Service Providers meet their internal talent needs and reduce the cost of onboarding a new hire.

Next Steps:

An application must be submitted and approved before the work experience can begin. Any wages incurred prior to the contract start date and not reimbursable. All applicants must be registered with the state Division of Purchases prior to application. Participants must be new hires with no prior employment relationship with the organization. The Work Immersion application can be found on the GWB website:

<https://gwb.ri.gov/programs-and-incentives>



Meeting Internal Workforce Needs

Workforce Development Services – Employer Services

Summary: Through the federal Workforce Innovation and Opportunity Act, Rhode Island employers are eligible for a range of services and programs to help them meet their hiring needs. The Workforce Development Services team at the Department of Labor and Training is available to assist with: hosting on-site or off-site job fairs, accessing the state job board, participating in regional recruitment fairs, advertising open positions, and other hiring activities.

Next Steps:

Employers interested in learning more about the services that may be available to them should visit the Department of Labor and Training Employer Page at:

<https://dlt.ri.gov/employers>

Employers can also reach out to:

Chris Tanguay, MPA
Coordinator of Employment & Training Programs
christopher.tanguay@dlt.ri.gov
401-462-8791



Promoting Employment for individuals with Developmental Disabilities



Promoting Employment for individuals with Developmental Disabilities



Adult Career and Training Services

Summary: The WIOA Adult program provides Basic and Individualized Career Services including career planning, job search assistance, specialized assessments, and job referrals, as well as occupational training for eligible individuals. An individual must be 18 years of age or older, a U.S. citizen or eligible non-citizen, and registered with Selective Service (if applicable) to receive services under the WIOA Adult program, with priority given to individuals with barriers to employment, including job seekers with disabilities.

Next Steps:

While providers are encouraged to reach out to the Vocational Rehabilitation program (Office of Rehabilitation Services) first when referring potential candidates; providers can also connect candidates directly with WIOA career counselors by visiting either:

www.employri.org

www.backtoworkri.com



Promoting Employment for individuals with Developmental Disabilities

Community Workforce Partnerships

Summary: Through the state's industry and community workforce partnership program, Real Jobs RI, the Department of Labor and Training funds a number of integrated occupational training programs for individuals with disabilities. Such programming is initiated and developed by the provider, in concert with one or more employer partners. Recent examples include: Retail and Customer Service Training and Self-employment and entrepreneurship.

Next Steps:

The training schedule and cohort size for these programs varies greatly. Programs are contingent upon availability of funding. Organizations seeking to refer candidates to training should contact the community workforce partnership lead organizations:

Community Provider Network of Rhode Island
110 Jefferson Blvd, Warwick, RI 02888
(401) 773-7771

James O'Connor
Retail and Customer Service Training Program
(401) 943-1866



Employer Incentives



Employer Incentives



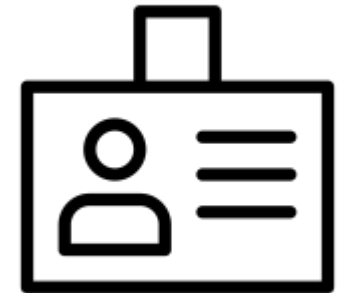
Work Immersion (External Placements)

Summary: The Work Immersion program provides up to 50% wage reimbursement to any Rhode Island business that provides a temporary paid work experience to Rhode Island college students, high school students, or unemployed adults. Work Experiences can last up to 400 hours. Service Providers who conduct outreach and job placement for candidates are welcomed and encouraged to inform employers of the Work Immersion program as a means to promote hiring. The program has a limit of 5 applications per year, but that can be waived to encourage to hiring of individuals with significant barriers to employment, including individuals with disabilities.

Next Steps:

An application must be submitted and approved before the work experience can begin. Any wages incurred prior to the contract start date and not reimbursable. All applicants must be registered with the state Division of Purchases prior to application. Participants must be new hires with no prior employment relationship with the organization. The Work Immersion application can be found on the GWB website:

<https://gwb.ri.gov/programs-and-incentives>



Employer Incentives



Work Opportunities Tax Credit (Federal)

Summary: The Work Opportunities Tax Credit is a federal tax credit for qualifying employers to promote the hiring of certain targeted groups of job seekers, including individuals with disabilities. Service Providers who conduct outreach and job placement for candidates are welcomed and encouraged to inform employers of the WOTC program as a means to promote hiring. Some additional eligibility and application conditions apply and employers are encouraged to reach out to the DLT Business Workforce Center in advance of hiring to learn more and avoid any complications.

Next Steps:

Qualifying employers must file IRS form 8850 and ETA form 9061 or 9062 with the DLT. The Department must certify that there is documentary evidence verifying that the individual qualifies in one of the targeted groups for employment categories and approve applications. Employers eager to learn more should visit:

<https://dlt.ri.gov/employers/rhode-island-tax-credits>



Employer Incentives



Workplace Accessibility Grants

Summary: The Workplace Accessibility Grant Program promotes employment and economic opportunity for individuals with disabilities through investment in accessible workplaces. It provides a 100% reimbursement for eligible modification or investment costs up to \$5,000 per calendar year. All Rhode Island employers with fewer than twenty-five (25) employees and who meet the eligibility requirements outlined in the program guide may apply.

Next Steps:

An application must be submitted and approved before any improvements or investments can be made. Any costs incurred prior to the contract start date and not reimbursable. All applicants must be registered with the state Division of Purchases prior to application. The Workplace Accessibility Grant application can be found on the GWB website:

<https://gwb.ri.gov/programs-services/workplace-accessibility-grants>





Workforce Initiatives – Department of Labor and Training

March 8, 2023



Written Description of DLT Funded Programs

- **Written Description of Funding And/Or Initiatives Targeted To Increasing Employment**
 - **Rhode Island Department of Labor and Training**

Programs To Help Meet Internal/Organizational Workforce Needs

Direct Support Professional Training Programs

Summary: Through a workforce partnership with Community Provider Network of Rhode Island, the Department of Labor and Training has funded a number of training and placement programs for the Direct Support Professional occupation. These programs were developed with direct input from service providers and focus on preparing job seekers for entry-level DSP positions.

Funding Source: Hybrid - State (JDF) and Federal (discretionary grants as available)

Incumbent Worker Training Grants

Summary: Incumbent Worker Training Grants provide 50% reimbursement of allowable training costs to organizations for training and upskilling their own employees. Grants are available up to \$30,000 on a first come, first served basis. To be eligible, an employer must pay into the state Job Development Fund (often meaning they pay the state Unemployment Insurance tax and do not self-insure). Eligible Service Providers may obtain grants to help defray costs associated with required or discretionary staff training expenses.

Funding Source: State (JDF)

Work Immersion Program (For Internal Hiring)

Summary: The Work Immersion program provides up to 50% wage reimbursement to any Rhode Island business that provides a temporary paid work experience to Rhode Island college students, high school students, or unemployed adults. Work Experiences can last up to 400 hours. While the program can be used to promote the hiring of individuals with disabilities in the community; it can also help Service Providers meet their internal talent needs and reduce the cost of onboarding a new hire.

Funding Source: State (JDF and General Revenue)

Workforce Development Services –Employer Services

Summary: Through the federal Workforce Innovation and Opportunity Act, Rhode Island employers are eligible for a range of services and programs to help them meet their hiring needs. The Workforce Development Services team at the Department of Labor and Training is available to assist with: hosting on-site or off-site job fairs, accessing the state job board, participating in regional recruitment fairs, advertising open positions, and other hiring activities.

Funding Source: Federal (WIOA formula funds)

Programs Promoting Employment for Individuals with Developmental Disabilities

Adult Career and Training Services

Summary: The WIOA Adult program provides Basic and Individualized Career Services including career planning, job search assistance, specialized assessments, and job referrals, as well as occupational training for eligible individuals. An individual must be 18 years of age or older, a U.S. citizen or eligible non-citizen, and registered with Selective Service (if applicable) to receive services under the WIOA Adult program, with priority given to individuals with barriers to employment, including job seekers with disabilities.

Funding Source: Federal (WIOA formula funds)

Community Workforce Partnerships

Summary: Through the state's industry and community workforce partnership program, Real Jobs RI, the Department of Labor and Training funds a number of integrated occupational training programs for individuals with disabilities. Such programming is initiated and developed by the provider, in concert with one or more employer partners. Recent examples include: Retail and Customer Service Training and Self-employment and entrepreneurship.

Funding Source: Hybrid -State (JDF) and Federal (discretionary grants as available)

Employer Incentives for Hiring Individuals with Developmental Disabilities

Work Immersion (External Placements)

Summary: The Work Immersion program provides up to 50% wage reimbursement to any Rhode Island business that provides a temporary paid work experience to Rhode Island college students, high school students, or unemployed adults. Work Experiences can last up to 400 hours. Service Providers who conduct outreach and job placement for candidates are welcomed and encouraged to inform employers of the Work Immersion program as a means to promote hiring. The program has a limit of 5 applications per year, but that can be waived to encourage hiring of individuals with significant barriers to employment, including individuals with disabilities.

Funding Source: State (JDF and General Revenue)

Work Opportunities Tax Credit

Summary: The Work Opportunities Tax Credit is a federal tax credit for qualifying employers to promote the hiring of certain targeted groups of job seekers, including individuals with disabilities. Service Providers who conduct outreach and job placement for candidates are welcomed and encouraged to inform employers of the WOTC program as a means to promote hiring. Some additional eligibility and application conditions apply and employers are encouraged to reach out to the DLT Business Workforce Center in advance of hiring to learn more and avoid any complications.

Funding Source: Federal (WOTC Program)

Workplace Accessibility Grants [NEW]

Summary: The Workplace Accessibility Grant Program promotes employment and economic opportunity for individuals with disabilities through investment in accessible workplaces. It provides a 100% reimbursement for eligible modification or investment costs up to \$5,000 per calendar year. All Rhode Island employers with fewer than twenty-five (25) employees and who meet the eligibility requirements outlined in the program guide may apply.

Funding Source: State (JDF)

BHDDH Narrative



STATE OF RHODE ISLAND

Department of Behavioral Healthcare, Developmental Disabilities & Hospitals

DIVISION OF DEVELOPMENTAL DISABILITIES

6 Harrington Road – Simpson Hall
Cranston, RI 02920

TEL: (401) 462-3421

FAX: (401) 462-2775

Employment Required Outcomes

Many initiatives are underway to increase the capacity of employment supports. In order to increase capacity and meet outcomes, there needs to be investments into providers to assist with this work. Additional funding was awarded to providers to train staff, create new programs, and make needed adjustments to their infrastructure. Providers are in different stages of making changes to their organizations service structure. Progress is being made as evidenced in recent employment data.

Substantially meet the Consent Decree benchmarks for Supported Employment placements and individuals currently employed.

Cumulative number of employment placements

Please see the CD Status June 2023 Data Report attached.

Number employed as of June 15 from DLT

Please see the CD Status June 2023 Data Report attached.

Substantially meet the Consent Decree benchmarks for hourly wage and hours worked.

Wages and Hours

Please see the CD Status June 2023 Data Report attached.

Increased Employer Outreach and Support

List of Employers who received Work Accessibility Grants (DLT)

List of Real Jobs RI Partnerships – number of people involved, number of jobs. (DLT)

List of other employer outreach initiatives – who is involved, how they are implemented, number of employers contacted.

Recently, the Administrator III position was filled. The individual hired for the position has many connections to the business community, specifically the small and minority business community. This person was hired because they will be able to use their connections to engage businesses in discussions regarding employment. The Administrator of Business and Community Engagement has begun outreach. Through this outreach, he was able to connect with the Providence Public Libraries and work out two potential positions. Both positions are on a major bus line, so there should not be transportation issues. (See Attached: DD Business Outreach Strategy; Flyer-Everyone Benefits from Hiring People with Intellectual & Developmental Disabilities Attachment; and Business Engagement and Employment Needs Tracker)

The Administrator of Business and Community Engagement is working to get the state to make commitments to hiring individuals with I/DD. He has already had meetings with DOA staff, who are committed to working with him to make inroads in this area. He is committed to pushing this agenda with the state.

With the Transformation Phase II Funding, one of the innovative projects was to make training on Customized Employment available to all employees working at a DDO that provides supported employment services. There have been 3 rounds of training conducted by Doug Crandell from Griffin-Hammis. These trainings teach employees working with individuals to gain employment how to engage businesses and look for job opportunities within the business.

One organization has helped individuals who self-direct their services find employment. They help individuals make connections in their community. Employment opportunities have also been found by engaging people in the community and asking businesses if they need help. This has led to 6 individuals securing a job.

These activities targeted at increasing employment outcomes are just a few examples of the work providers are engaged in. Rhode Island Association of People Supporting Employment (APSE) sponsored a meeting to bring together providers and families of those engaged in Person Centered Supported Employment Pilot Program (PCSEPP). When meeting with providers after the PCSEPP ended, there were a few things the supported employment staff felt were beneficial and would like to see continue in some form. There was an emphasis on continuing and building upon these identified areas of collaboration, discovery, and technology.

With the Transformation Phase II Funding, the DDO who brought in Griffin-Hammis also collaborated with an employment agency to do a monthly mentoring meeting after the training to cultivate the skills the trainees had gained. By bringing the staff together on a monthly basis, the employees who go through the training are able to come together to discuss employment opportunities they have identified. There is a platform they use to track these opportunities. If one employee has identified an employment opportunity but does not have someone who is interested or a good fit for the opportunity, they are able to share with others supporting individuals looking for a job. This is encouraged even when the employment opportunity may be going to someone receiving employment support from a different provider than the one who identified the opportunity. Collaborating in this way will help individuals looking for employment have access to more employment leads. There is also a newsletter that this DDO distributed with details regarding the work that is being done with Griffin-Hammis, Workforce Development information, Peer Connections information, and employment data. Please see RI Workforce Investments and New Solutions (WINS) Newsletter.

To track all of the employment efforts underway the Administrator of Business and Community Engagement has begun using a tracker to track business meetings and outcomes. He will be working with the employment agency to share employment leads he has secured. He will be working with Supported Employment providers to gather data on the number of individuals ready for employment. This will provide data on the number of positions needed. (See Business Engagement and Employment Needs Tracker Attached)

Expand and fund innovative practices targeted to increasing employment.

Written description of funding and/or initiatives targeted to increasing employment – who is involved, how implemented, number impacted.

Through the Transformation Phase II Funds, there are several Developmental Disabilities Organizations (DDOs) that proposed to work on initiatives that would increase employment outcomes. There were 10 organizations that have specific activities targeted to increase employment for individuals. There are 11 organizations using the funding to increase employee's knowledge of employment supports. (See Transformation Fund Phase II Activities List Attachment)

One provider offered a training program. The initial cohort was 6 individuals. By using discovery and technology, they are able to provide meaningful training. The next cohort will include 9 individuals. They are doing community mapping and working to customize employment for individuals. The 1st cohort ended, and 5 out of the 6 individuals are now employed.

See above information on Transformation Phase II Fund. (See Transformation Fund Phase II Info Attachment)

Provide funding and support to take effective Transformation 2 Projects to scale.

List of effective transformation strategies – by grantee

It is too soon to tell for many providers if their employment activities have successful outcomes. There are a few standouts thus far, the work the RI Cross Disability Coalition is doing with Griffin and Hammis; the work RI Cross Disability Coalition is doing with SkillsRI and their WORKAbilities program; the work LIFE Inc is doing; and the work LAZO is doing.

Funding amounts needed to take strategy to scale – source, when distributed.

Targeted Employment funding will be used to assist individuals in reaching their employment goals. This funding, if necessary, will be available on top of the employment funding available in their budget to allow for additional employment supports. This should assist individuals in meeting their employment goals. (Targeted Employment Funding Form Application Attachment; and Targeted Employment Plan Form Attachment)

This funding will also be used to provide agencies with additional funding to expand upon or start new service models. They can submit proposals, and the submissions will be reviewed on a rolling basis. The providers are encouraged to include work with youth in transition and those self-directing their services. (See Target Employment Funding Form Application Attachment)

Outreach and communication have been made to let providers, individuals who self-direct, and others know that there is additional funding to assist individuals in reaching their employment goals. One stream of funding is directly for individuals and the other stream that can be accessed is for providers to increase services. Emails have been sent to providers letting them know about this additional funding. The Supported Employment (SE) Associate Administrator met with the SE providers, and during these meetings, he informed them that this funding was available. The Youth in Transition (YIT) Administrator has also informed the Transition Councils, youth

educators, and others involved with YIT. The Assistant Director of DDD will be attending the Self-Directed Users Network meeting on June 21st to let people know this funding is available and the ways they can access it. There will be a meeting on June 27th to answer providers' questions related to this funding. Information will be on the website as well. If by September at least half of the funding is not accounted for, another meeting will be set up with SE providers to encourage use of the funding and answer any questions. (See Targeted Employment Outreach Funding Plan Attachment)

The Division has also received an estimated \$2 million to fund a pilot for the use of remote support services. These services will help individuals either gain or maintain independence in their life. Remote support services can be used to assist people at work, in their home, or out in the community. By having a way to connect with staff that do not need to be with you, in person, at all times, allows people more control over their lives. They can do things without the reliance on in-person staff.

There is a meeting scheduled for June 22nd with a small group of stakeholders to discuss how to implement remote supports in RI. Steps have been taken to implement this new service. Remote support services were written into the Extension of the 1115 Global Waiver, so these services can be offered in RI. Through the Rate Methodology work there are now rates for these services.

New and Innovative Service Discussions

- One DDO is accessing the Targeted Employment Funding to start an Adult Project Search. There will be a cohort of 9 individuals scheduled to start in August. DDD, ORS, and DTL collaborate with AccessPoint RI, in partnership with Bally's Twin River Lincoln. The adult program is for people from 21 to 30. There is work being done to get the funding to this DDO for this initiative. The funding will be in place for July.
- Another DDO has been in discussions with DDD to start a business training program. They would like to use food carts as a training program. They are interested in working with youth in transition and also providing classes on financial literacy.
- A Technology Expert is working with DDD, RIDE, and ORS to engage a larger business willing to commit to employing individuals. It is a business engagement model. It has proven results in other states. Planning meetings are underway to get this project off the ground. The SME will work with ORS and DDD staff to recruit businesses that would be willing to partner with us on this work. It would also include trainings geared to educational staff working with transition age youth and training providers on use of technology to support individuals seeking employment.

There is also a Student Project Search at Newport Hospital. They did not have enough students in the cohort for this coming school year, so they inquired about opening it up to adults. The Youth in Transition Administrator was able to assist in getting the word out. There is one individual in the adult DD system who is looking to go through this Project Search.

Continue timely distribution of technology funds.

Number of requests, number awarded, total funds awarded.

There have been 1093 requests submitted through the Technology Fund through May 31, 2023, of those requests 722 have been approved. Approvals from Round 5 have not yet been finalized

and not included in total. Please note that the total number of requests includes duplicate requests, those deemed not eligible, 2 who passed away, and those who had withdrawn their requests after submission.

1st Round – 266 Requests; Approved 247; and Estimated Funding \$148, 414.59

2nd Round – 241 Requests; Approved 205; and Estimated Funding \$95,746.99

3rd Round – 182 Requests; Approved 144; and Estimated Funding \$74,243.24

4th Round - 149 Requests; Approved 126 to date but waiting for final responses to requests for more information so approved number will increase.

5th Round – 255 Requests; approvals in progress.

Schedule for additional rounds

There will be additional rounds of the technology fund. The last round ended May 31, 2023, with the next deadlines happening on the following dates August 31, 2023, November 30, 2023, February 28, 2024, and May 31, 2024. (See Technology Fund FAQs Attachment)

Follow-up data re: actual acquisition of technology

To date, the estimate of technology purchased is 475. Invoices continue to be submitted, so it is likely more technology has been purchased. The State will follow up with Providers and continue to collect data.

Through the rate review process, increase the variety of transportation options and the number of allocated trips.

Written description of allowable transportation options

The Self-Directed Allowable Goods and Services memo was updated in October of 2021 to reflect all available transportation options. Individuals who self-direct their services are able to pay employees mileage, increase an employee's hourly rate to include mileage, purchase bus passes, or utilize RIdE, taxis, Uber or Lyft. (See Technical Bulletin: 19-02 SD Allowable Goods and Services Attachment)

For individuals receiving agency-based services, they are afforded the same options mentioned above, although individuals do not pay staff as the provider agency would work out mileage reimbursement with their employees. Individuals receiving agency-based services have staff that can provide transportation, if necessary.

Guidance (both technical and plain language versions) to individuals, families and providers clarifying number of allowable trips.

Please see Technical Bulletin 18-05 Transportation FI 6/13/2023 and Transportation Infographic (English and Spanish).

Targeted Employment Funding Form Application

Employment Plan Form

Targeted Employment Outreach Funding Plan



TARGETED EMPLOYMENT FUNDING FORM

* Required

Please note: if you wish to print the completed form, please right click on the document and click on print option before you hit the Submit button.

1. NAME *

Enter your answer

2. DOB

Enter your answer

3. ADDRESS

Enter your answer

4. DATE OF SUBMISSION

Enter your answer

5. REQUEST TYPE *

New Request

Request for Extension

6. SERVICE(s) REQUESTED (check all that apply)

Job Assessment and Development

Job Coaching

Job Retention

7. What type of services are you receiving?

Select your answer



8. Enter name of Agency and/or Fiscal Intermediary (self-direct) that provides your services.

Enter your answer

9. Receiving ORS Services

Check if currently receiving ORS services

Check if received ORS previously

Check if have received Community-Based Work Experience (CBWE)

10. What is the financial request (actual cost of services requested)?

Enter your answer

11. Provider Contact: Enter the name of the individual providing the service.

Enter your answer

12. Enter the date range of your request (should be in increments of 6 months)

Enter your answer

13. Check here to confirm that the Employment Plan document has been emailed to BHDDH.DDSupportedEmployment@bhddh.ri.gov *

Employment Plan has been emailed.

Never give out your password. [Report abuse](#)

This content is created by the owner of the form. The data you submit will be sent to the form owner. Microsoft is not responsible for the privacy or security practices of its customers, including those of this form owner. Never give out your password.

Powered by Microsoft Forms |

The owner of this form has not provided a privacy statement as to how they will use your response data. Do not provide personal or sensitive information.

| [Terms of use](#)



STATE OF RHODE ISLAND

Department of Behavioral Healthcare, Developmental Disabilities & Hospitals
DIVISION OF DEVELOPMENTAL DISABILITIES

Submit completed document to:

BHDDH.DDSupportedEmployment@bhddh.ri.gov

Employment Plan

Name: Click or tap here to enter text.

DOB: Click or tap here to enter text.

Provider for the Employment Supports: Click or tap here to enter text.

Information Section

- 1. What is the plan to support this individual with their employment goal(s) and what is the desired outcome? Please explain in detail with a timeline for completing specific services.**

Click or tap here to enter text.

- 2. Is there a Discovery Port? YES NO**

If yes, date of completion? Click or tap here to enter text.

If not, is there a need for one? Click or tap here to enter text.

3. What is the transportation plan for employment? Will there be travel training?

Click or tap here to enter text.

4. What is the plan to fade supports?

Click or tap here to enter text.

5. Have you discussed with the individual the use of technology to support them with employment? Yes No

If not, please explain:

Click or tap here to enter text.

**Targeted Funding Outreach
Plan - Supported
Employment (SE) Providers**

	January	February	March	April	May	June	July	August	September	October	November	December
Meeting with ORS		X	X									
Supported Employment Meetings w/Providers			X	X	X							
Email w/Information on Targeted Employment - Individuals					X	X						
Email w/Information on Targeted Employment - Providers					X	X						
Forms on website					X	X						
Information on website					X	X						
Provider FAQ Meeting						X				X		
DDSEC Meetings						X		X		X	X	X
Work4Wellness						X						

**Targeted Funding
Outreach Plan - Self-
Direct**

	January	February	March	April	May	June	July	August	September	October	November	December
Meeting w/ ORS		X										
Email w/Information on Targeted Employment - Individuals					X	X						
Email w/Information on Targeted Employment - Providers					X	X						
Forms on website					X	X						
Information on website						X						
Provider FAQ Meeting						X				X		
SD User Network Group Meeting						X				X		
Guidance on Accessing Employment Funds (posted on website)						X						

Targeted Funding Outreach Plan - Youth in Transition												
	January	February	March	April	May	June	July	August	September	October	November	December
Meeting w/ORS		X	X	X	X	X	X	X	X	X	X	X
TAC Meetings		X	X	X	X	X			X	X	X	X
Email w/Information on Targeted Employment - Individuals					X	X				X		
Email w/Information on Targeted Employment - Providers					X	X						
Forms on website					X	X						
Information on website					X	X						
Provider FAQ Meeting						X				X		
Guidance on Accessing Employment Funds (posted to website)						X						

**Targeted Funding
Outreach Plan**

	January	February	March	April	May	June	July	August	September	October	November	December
Email w/Information on Targeted Employment - Individuals					X	X	X	X	X	X	X	X
Email w/Information on Targeted Employment - Providers					X							

Technology Fund FAQs



RI Division of Developmental Disabilities Technology Fund Frequently Asked Questions (FAQs) (Updated June 2023)

1. Who is eligible to apply for this fund?

- You must be receiving funded services through the Division of Developmental Disabilities (DDD) with a current Individual Support Plan (ISP) in place.

2. Where can I find more information about the Technology Fund including the Technology Request Form?

- On the BHDDH Technology Fund website: <https://bhddh.ri.gov/developmental-disabilities/initiatives/technology-fund>.
- The Request Form is available in English, Spanish and American Sign Language (ASL).
- Contact your DDD Social Case Worker if you need more support.

3. How much can I spend?

- There is no defined minimum or maximum amount you can request. However, the fund holds 2 million dollars which is intended to be shared across approximately 4000 people.
- You are encouraged to identify technology that best meets your accommodation needs.

4. Do I need a technology goal in my ISP to access the Technology Fund?

- You do not need a goal specific to technology in your ISP.
- You do need to be able to use the technology requested to meet a goal in your ISP.
 - If you already have a goal where the technology supports your progress, you do not need to write a new goal.
 - Or you may need to update your ISP to reflect your need/intended use of technology. Contact your plan writer/support coordinator to amend your ISP.

5. When do I have to submit my Technology Request Form?

- You can submit your Technology Request Form any time before the end of each submission and it will be reviewed in the quarter in which it is received. Request deadlines are May 31, 2023, August 31, 2023, November 30, 2023, February 28, 2024, and May 31, 2024. You will be notified the month following your submission, in June 2023, October 2023, December 2023, March 2024, and June 2024 respectively.

6. Who can submit the Technology Request Form?

- You can submit your Technology Request form, with or without support, or someone can submit it on your behalf, such as your support coordinator or family member.

7. I self-direct my services, is there anything I need to know about accessing the Fund?

- You access the Fund like everyone else by filling out and submitting the Technology Request Form.

8. What if I don't know who my Social Caseworker is?

- You can call the DDD main phone line at (401) 462-3421 and someone will help you.

9. How will I know if my request has been approved? Will you send me the technology?

- You will be contacted by mail and/or email from your Social Caseworker to let you know if your request was approved.
- DDD will work with your Provider Agencies/Fiscal Intermediaries to purchase the technology.

10. What happens if my Technology Request Form is not approved?

- You will be contacted by your Social Caseworker and receive feedback about why your request is not being approved. You may choose to resubmit your request, based on the feedback.

To avoid delay of approval, fill out all the details requested in the request form.

Common issues that could delay your request:

- A lack of detail about the exact items you are requesting to purchase, including the device model and an itemized cost.
- Not listing the specific ISP goal/s where technology will be used to support you to work towards your goal, and detailed information on how the technology will be used to support your life.
- A lack of detail about accommodation need that explains why you need more than the base model of a device. For example, you might need a larger screen because of your vision needs.
 - The base model is the least expensive model. **For example**, if you requested an iPad Pro, but did not justify the reason you need the larger model, you will only be approved for the base model: 10inch iPad, Wi-Fi 64 GB \$329.00, AppleCare \$69.00, Smart Cover \$49.00. Total: \$492.15
- You asked for subscription services. The Technology Fund can purchase a device with cellular capacity but cannot pay for a subscription/monthly fee. If requesting cellular capacity, provide justification of the need.
- You requested gaming equipment. The Technology Fund will not pay for gaming and entertainment equipment unless there is a clear connection to an ISP goal, and that goal is not isolating a person from community options/connections.
- Your request meets the criteria for approval. However, before your request is processed, the review committee wants to make sure you are aware that there are other pathways to pursue

the hardware/software you requested through other funds (for example, Medicaid funds can cover items recommended by Speech Language Pathologist).

- Your request describes use of the device solely for employment goals and could be purchased through other sources (for example, ORS or a self-employment mini grant).

11. I'm not sure what technology to purchase, where do I start?

- The Tech Fund was created to give you access to general technology, for example smart devices and touch screen tablets. There are many options available, you need to explore what is right for you based on your ISP goals.
- You can explore your options online, using searches on the internet (ex. technology used by people with disabilities, or independence through technology), you can go into stores that sell technology and talk to salespeople, speak to your family, peers, your provider, and your social caseworker.
- Forums on the Technology Fund will include information on what technology people are using and how they are using it to meet their goals.

12. Does the Technology Fund pay for assessments or training?

- No, it is only for you to receive Technology hardware or software.

13. When will the next Technology Fund Forum be?

- The Technology Fund Forums will be held in August 2022, October 2022, January 2023, and April 2023. Once this Forum is scheduled, meeting information will be made available on the Technology Fund website and in the DDD Newsletter.
- You can sign up to receive the DDD Newsletter at:
<https://bhddh.ri.gov/developmental-disabilities/newsletters-forums-and-events>

14. What happens if I miss the deadline to submit a Technology Request Form?

- Requests will be reviewed on a Quarterly basis. If you miss the deadline for the current Round, your request will be reviewed by the Tech Review Committee during the following quarter.

15. I will need help to learn the technology I purchase. My staff needs to learn how to support me using it. How do I do this?

- Your Support Coordinator / Plan Writer can work with you to identify a training plan. DDD is working with the Sherlock Center and Advocates in Action to develop a library of training tools that includes short videos and clear visually-based training documents.

16. What's the difference between assistive technology and technology?

The definition of assistive technology (AT) is any item, piece of equipment, software program, or product system that is used to increase, maintain, or improve the functional capabilities of persons with disabilities. For a long time, assistive technology focused on specialized tools and devices. Now with touch screen tablets, and smart devices created

for the entire population, technology is becoming more accessible for everyone. Many of these new devices meet the definition of AT.

**Technical Bulletin 19-
02 SD Allowable
Goods and Services**



Division of Developmental Disabilities

6 Harrington Road
Cranston, RI 02920

401-462-3421
401-462-2775 FAX

TECHNICAL BULLETIN

Technical Bulletin Number:	19-02 v. 2.0
Date:	Updated 10/04/2021
Subject:	Self-Directed Services: Allowable Good and Services
Applies to:	Self-Directed Participants

Purpose: To detail the allowable goods and services that can be authorized through self-directed plans, but need to be secondary to coverage available through other funding sources such as health coverage. This update clarifies the transportation options that can be used.

Background: Under Medicaid rules, self-directed participants can use their funding allocation not only to hire personal support workers, but also to purchase other goods and services designed to meet disability-related needs. Individual Directed Goods and Services are services, equipment, or supplies not otherwise provided through general Medicaid or the waiver that address an identified need in the individual's service plan.

Information: The following lists provide information on allowable and not allowable requests for goods and services.

Requests for Self-Directed Goods and Services:

- Requests for goods and services must:
 - be submitted with and documented in the annual ISP;
 - have a clear connection to the individual's identified and established goals; and
 - be drawn from an individual's allocated resource package.
- Requests can be made outside of the annual plan in the event of an emergency or exceptional need for a plan modification.
- Goods and Services can only be authorized through self-directed plans if not available through other funding sources such as health coverage.
- Substitutions to the goods and services approved in an annual budget may be made within the budget category with a similar or related alternative that is within the original budgeted amount for that item.
 - For example, if a specific lifelong learning class is budgeted, but the individual elects to attend a different class, this is allowable without submitting a formal budget modification. If the alternate class costs more, this would require a modification.

Examples of Allowable Self-Directed Goods and Services:

- Transportation for covered service-related activities.
 - Pay an increased hourly rate for self-directed staff that has mileage built in to it
 - Pay a per mile rate for self-directed staff (must be no higher than IRS mileage rate)
 - If using alternative modes of transportation other than staff, use the self-directed transportation option (e.g. to pay varying costs for Uber/Lyft, buy a RIPTA bus pass, etc.)
 - Only one method can be used for any given trip
- Health coverage for employees
 - Should not exceed \$3000 annually or \$250 a month
- Therapeutic services funded discretely or in conjunction with a health club membership or other allowable services. Allowable therapies or therapeutic services include, but are not limited to, physical therapy, occupational therapy, speech therapy, personal training, hippotherapy, or other therapy that meets all of the following conditions:
 - 1) helps an individual physically, socially, or emotionally
 - 2) is recognized and provided by a Certified or Licensed practitioner
 - 3) is tied to specific goals in the individual’s ISP
 - 4) is recommended and documented by a physician as a current need
- Health club memberships and enrollment fees
 - Should not exceed \$1200 per year
 - Do not require a physician’s note
- Memberships to organizations when there is a clear connection to an outcome measure listed in the individual’s ISP.
- Specialized equipment and/or assistive technology that will enable or support an individual’s independence, functionality, and/or increased access to the community.
- Lifelong learning that is not associated with college credits.
 - Note: Documentation of the requirement of materials necessary for participation in the class must be provided in order to use allocated funds to purchase the materials.
- Employee Wages and Taxes directly related to support services
- Support Brokerage & Administrative Fees (Workers Compensation, Plan Development)
- Trainings that are related to the individual’s overall health, safety or community participation

Examples of Non-Allowable Self-Directed Goods and Services:

- Food
- Housing costs, including utilities
- Prescriptions or co-payments for covered medical services, including eyeglass frames or contact lenses
- Experimental or prohibited treatments

Other References: Technical Bulletin 18-05 Transportation Billing Alternative

Version Control and Change History:

Version	Effective Date	Rescinded Date	Amendment/Update	Replaces Previous Technical Bulletin
1.0	8/23/18	10/03/21	Original Version	No
2.0	10/04/21	current	Update to clarify transportation options	No

Technical Bulletin
18-05 Transportation
F I T



Division of Developmental Disabilities

6 Harrington Road
Cranston, RI 02920

401-462-3421
401-462-2775 FAX

TECHNICAL BULLETIN

Technical Bulletin Number:	18-05
Date:	6/13/2023
Subject:	Transportation Billing Alternative
Applies to:	All DDOs

Purpose: Provide an alternative billing option for transportation where the current DDO transportation rates are insufficient for extended travel needs. Individuals will have the ability to flex their tier package funding for transportation going through a fiscal intermediary to bill transportation such as Ride, taxi, black car, Uber, Lyft. The Fiscal Intermediary will be the fiduciary agent for transportation while the individual will still access all other services through their lead DDO agency.

Background: Previously, authorizations for individuals receiving DD services through an agency allowed for 512 units of transportation per year billed to code T2003 by a licensed Developmental Disability Organization (DDO) or by RIPTA for trips on The Ride Program. Units are defined as individual one-way trips. These rates and provider restrictions do not allow for needed flexibility to utilize other transportation options. DDD now allows access of a vendor payment through Fiscal Intermediaries to add more flexibility for individuals who need it.

Information:

The following only applies to individuals receiving services through a licensed DDO. Individuals who self-direct already have a Fiscal Intermediary and can purchase transportation alternatives through their self-directed budget.

For individuals receiving DD services through a licensed DDO:

Lead DDO Agency:

1. Lead DDO Agency will assist the individual with securing a Fiscal Intermediary (FI).
2. Lead DDO Agency will coordinate with a Fiscal Intermediary (FI) to provide all the individual's information, plan year, ISP amendment form, Purchase Order (PO), and the amount of agreed transportation funding being assigned to the FI.
3. Once the Lead Agency receives the revised PO from the FI, the Lead Agency will attach the revised PO and the Self-Direct Tier Funding Reallocation for Transportation Request form to the individual's record in Therap and inform the individual's social caseworker and the DD Fiscal Office of the new PO.

4. Transportation funds transferred to the Fiscal Intermediary must also include funding for Support Facilitation billed to code T2022 U5 U2.

Fiscal Intermediary (FI):

1. Fiscal Intermediary will complete a self-direct Purchase Order for the individual wanting to allocate funding for transportation.
2. Fiscal Intermediary will forward the self-direct Purchase Order to the Lead DDO Agency. The FI will receive a portion of the Support Facilitation billed to code T2022 U5 U2.
3. Fiscal Intermediary will make payments based on the individual FI agency’s policies. Support documentation must be provided, such as a monthly tracking log denoting appropriate and approved destination/return locations with corresponding vendor receipts.
4. Fiscal Intermediary will maintain all records and receipts regarding transportation for fiduciary auditing purposes.

Version Control and Change History:

Version	Effective Date	Rescinded Date	Amendment/Update	Replaces Previous Technical Bulletin
1.0	4/26/2018	6/11/18	Original Version	No
1.1	6/11/2018	6/12/2023	1	Yes
2.0	6/13/2023	Current	2	Yes

Change Description:

6/11/2018: The billing code corrected to T2003.

6/13/2023: Updated to remove restriction to employment transportation and new process for submission.

**Transportation
Infographic (English
& Spanish)**



Transportation Options Through Your DD Services

Division of Developmental Disabilities

WHAT HAS CHANGED?

In the past, you were only allowed a specific number of transportation trips per year. Now you can choose to use your funding for as many trips as you need. You also have flexibility to use your funding three ways to meet your transportation needs.



WHAT ARE THE THREE OPTIONS FOR TRANSPORTATION?



1. You can pay your agency for transportation they provide.
2. You can use your funds to pay for trips on The Ride Program (RIPTA). You need to add RIPTA to your plan and purchase order. RIPTA will bill the Division directly. There is no cost to you.
3. You can use the self-direct option for transportation, even if you use an agency for most services. Through self-direction, you can pay for trips on Uber, Lyft or taxi service or to pay someone you know for driving you.

DO I NEED TO SELF-DIRECT TO USE THE SELF-DIRECT TRANSPORTATION OPTION?

No, you do not have to be in a self-direct program to use the self-direct transportation option.

Contact your provider and tell them that you want to use "self-directed funds option" for transportation to use Uber, Lyft, taxi service, or to pay someone for rides.



WHO DO I CONTACT?



Contact your provider.

Your provider will help you make sure your plan and purchase order have the transportation options you need.

You can use one or all of the transportation options.

1. Pay your provider agency for transportation.
2. Pay for Ride services.
3. Self-direct funds to pay for other transportation services such as Uber, Lyft, taxis, or someone who drives you.

Read more at <https://www.bhddh.ri.gov/developmental-disabilities/services-adults/self-directed-services>



DEPARTMENT OF
Behavioral Healthcare, Developmental
Disabilities & Hospitals

State of Rhode Island

Employment-000082



OPCIONES DE TRANSPORTE A TRAVÉS DE SUS SERVICIOS DD

División de Discapacidades del Desarrollo

¿QUE HA CAMBIADO?

En el pasado, solo se le permitía una cantidad específica de viajes de transporte por año. Ahora tiene flexibilidad para utilizar los fondos de tres maneras para satisfacer sus necesidades de transporte.



¿CUÁLES SON LAS TRES FORMAS DE FINANCIACIÓN DEL TRANSPORTE?



1. Puede pagar a su agencia por el transporte que proporciona.
2. Puede utilizar sus fondos para pagar viajes en el Programa Rlde (RIPTA). Debe agregar RIPTA a su plan y orden de compra. RIPTA le facturará directamente a la División. No tiene ningún costo para usted.
3. Puede usar la opción de autoservicio directo para el transporte, incluso si usa una agencia para la mayoría de los servicios. A través de la autodirección, puede pagar viajes en Uber, Lyft o servicio de taxi o pagarle a alguien que conoce para que lo lleve.

¿NECESITO AUTODIRIGIRME PARA USAR LA OPCIÓN DE TRANSPORTE AUTODIRIGIDO?

No, no es necesario que esté en un programa autodirigido para utilizar la opción de transporte autodirigido.

Comuníquese con su proveedor y dígame que desea usar la "opción de fondos autodirigidos" para el transporte para usar Uber, Lyft, el servicio de taxi o para pagarle a alguien por los viajes.



¿CON QUIÉN ME COMUNICO?

Te pones en contacto con tu proveedor.

Su proveedor lo ayudará a asegurarse de que su plan y orden de compra tengan las opciones de transporte que necesita.

Puede utilizar una o todas las opciones de transporte

1. pagar su agencia proveedora para el transporte,
2. pagar los servicios de Rlde, o
3. fondos autodirigidos para pagar otros servicios de transporte como Uber, Lyft, servicios de taxi o alguien que lo lleve.



Lea mas en <https://www.bhddh.ri.gov/developmental-disabilities/services-adults/self-directed-services>



DEPARTMENT OF

Behavioral Healthcare, Developmental
Disabilities & Hospitals

State of Rhode Island

Employment-000083