

January 2024 Consent Decree Quarterly Report

(II) The Court orders that the following actions will be complete by June 30, 2024.

The focus of 2023-2024 is on (a) full implementation of the plans submitted in the State's June 26, 2023, court filing, (b) the development and promotion of effective models for providing service and support and (c) assessing progress towards the benchmarks of the Consent Decree.

1	The State will fully implement all plans and activities included in the June 26, 2023, court filing.
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All plans and activities are completed or currently in different stages of implementation as outlined in the June court filing.

2	The new rates and rate structure will be fully implemented (Consent Decree, Section XIV). SUMMARY OF WHAT HAS OCCURRED
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- New rates and rate structure have been fully implemented with a few exceptions.
 - Some new services are targeted to be implemented by July 1, 2024. BHDDH has the needed codes for the remaining services and are meeting with Gainwell/OHHS.
 - Professional Services - Working to identify new codes in system for new services to begin on 7/1.
 - Remote Supports – CMS approval for remote supports is expected after 1/2025 but work to develop the service has begun. Certification standards are needed.
 - Peer and Family-to-Family Supports – codes are needed as well as Certification Standards.
Companion Room and Board and Supportive Living will not be ready as the programs are not yet in place.

3	All adults will have experienced the new three-step assessment process (December 2022 Court Order). (A) REPORT THE NUMBER OF PEOPLE EXPERIENCING THAT ACTION AND (B) AN UPDATE ON ANY STATE ACTIVITIES
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A total of 703 individuals have gone through the SIS assessment and the Additional Needs and Support Questionnaire since March 2023. Of those, 242 have gone through the full 3-step process since it began on September 20, 2023, which is the date the follow-up was implemented. The Additional Needs and Supports Questionnaire had begun in March 2023 initially with the SIS Casework Supervisor, and then full implementation with remaining SIS staff in July, 2023.

Technical Assistance and Training:

- Donna Standish, SIS Supervisor at BHDDH and an expert in the field, participated in an interview hosted by RIPIN on 11-28-23. The interview was to delve in the SIS-A tool. See Item #19 for more information.
- SIS Supervisor has completed training regarding the three-step assessment process to five out of six Fiscal Intermediaries (FI). Scheduling the training for the sixth FI is in progress. In addition to the FI specific trainings, the SIS Supervisor continues to provide trainings to all provider agencies and completed two during this quarter.
- The SIS Supervisor provided an overview of the three-step assessment process to each of the BHDDH DD social case worker units in November 2023.
- On 12-19-2023, two of the five SIS unit staff attended the first session of the Person-Centered Training provided by Mary Madden. The second session will be rescheduled due to inclement weather. The remaining three SIS staff will attend the next scheduled session.
- Two SIS assessors successfully completed their AAIDD annual certification with a “Qualified” standing on 12-14-2023. The AAIDD certification range is Novice, Beginner, Qualified and Advanced.

Three-Step Assessment Process:

- The three-step process is occurring for all individuals who have a scheduled SIS-A. Data is provided monthly to the Court Monitor to report the number of individuals who experienced the three-step process and whether additional funding was granted. For the individuals who do not receive additional funding, the Additional Needs and Support Questionnaire Committee request the BHDDH DD social case workers provide follow-up case management as needed. The cases in which follow-up case management is requested are now being tracked within the questionnaire database.
- The BHDDH DD team continues to work with HMA to develop a new algorithm, determine tier levels, and develop an automated funding mechanism for the Additional Needs and Support Questionnaire.
- With the rollout of the SIS-A, 2nd ed., there was a delay in receiving tier results. The BHDDH DD team implemented a process to receive batch tier results weekly from HMA. The first batch was received 11-2-2023. The SIS unit designated time to upload all SIS-A, 2nd ed. administered and are currently up to date.
- In November 2023, the third step of the assessment process was changed from “Individual Meeting” to “Individual Follow-up.” It is no longer voluntary; all individuals will receive this follow-up. This change was communicated in the 11-17-2023 DD Newsletter, posted on the website, shared via internal email to DD staff and external email to all DD providers.

Two-Step Assessment Process:

The BHDDH DD team is in the process of developing the implementation of the two-step process to include staff training, workflow, and staff resources. The two-step process includes the Additional Needs and Supports Questionnaire and the individual follow-up for those who are not scheduled for a SIS during time frame.

Communication:

- An email was sent to all DD staff on 11-2-2023 to provide a comprehensive document regarding the changes to the assessment process, information on tier effective dates and the implementation of the SIS-A, 2nd ed. The staff were asked to share the document widely to include during meetings, community forums, transition trainings, or other consumer-facing opportunities.
- The 11-3-2023 DD Newsletter provided information regarding changes to the assessment process and included the comprehensive document provided in the 11-2-2023 email. This information was also distributed via Listservs, sent via email to all DD providers and posted on the BHDDH website.
- The 11-17-2023 DD Newsletter provided information regarding the changes to the third step of the assessment process as noted above. This information was also shared via internal email to DD staff, external email to DD provider network, via Listservs, and is posted on the BHDDH website.
- As of 11-15-2023, all individuals began receiving an insert with their “Notice of SIS-A Results” letter regarding the implementation of the SIS-A, 2nd ed.

In early December 2023, all participants received a comprehensive letter to provide information on recent changes with the Division of Developmental Disabilities. This letter included a synopsis of the changes to the assessment process. The participant letter was also included in the 12-15-2023 DD Newsletter.

4	All adults will have an individual budget based on the three-step process (Consent Decree, Section XIV; December 2022 Court Order).
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Monthly reports are provided to the Court Monitor. It is important to note that some individuals already had additional funding in place that were continued; some individuals had needs that were captured through the SIS-A, 2nd edition; and some of these individuals were newly eligible and need time to be connected to a provider to determine scope of service needs.

“Notice of SIS-A Results” letters began to be generated on a weekly basis on 11-15-2023 to assist with providing tier results more quickly. They were previously generated on a bi-weekly basis. Revisions to the current “Notice of SIS-A Results” letter have occurred and the new itemized letter is being provided starting week of 2/26/24. The revised letter will itemize the individual budget to include additional funding secondary to the three-step process within one correspondence. Currently, both the “Notice of SIS-A Results” letter and the supplemental funding request response letter (S110) are utilized.

5	All adults will have an independent facilitator who will (a) provide information about employment and community activity, (b) facilitate the development of a person-centered plan, (c) explain the resources and opportunities available through the new
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	rate structure, (d) assist the individual to use their individual budget to access employment and community services (December 2022 Court Order). (A) REPORT THE NUMBER OF PEOPLE EXPERIENCING THAT ACTION AND (B) AN UPDATE ON ANY STATE ACTIVITIES
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BHDDH caseworkers began the Independent Facilitation (IF) process (termed internally as Facilitating Success) in November 2023.

- 172 participants and their support teams have engaged in IF with their assigned DD social caseworker as part of their ISP planning and development process from 11/27/23-1/31/24.
- IF has included inquiries and discussions regarding participants’ receipt of and satisfaction with current services, community involvement, and employment. Up-to-date resources are being shared and reviewed to ensure awareness and understanding of opportunities and resources available. Barriers and interventions are discussed, and follow-ups have begun to ensure they are being addressed.
- The first of several training and professional development sessions facilitated by the DD internal Training Team and Mary Madden have occurred. (see *DD Training & Outreach Tracker*)
- Quality reviews of required IF documentation has started. One-on-one and group meetings with casework supervisors to review quality of documentation and engagement have begun. Supervisors are expected to discuss during group and one-on-one meetings with social caseworkers and provide feedback and guidance for quality improvement.
- Planning for shift in content to focus on informal assessment of life domains is underway. Goal is to improve and coordinate efforts to ensure participant experience is not overwhelming and that staff have the training and tools to be effective independent facilitators.
- A high-level draft of Independent Facilitation was presented to the Court Monitor and DOJ on 2-8-24. It outlined how IF intersects with the different touchpoints an individual has when in the Adult DD system. The roles and responsibilities of IFs will align closely with the work Conflict Free Case Managers (CFCM) will do, so moving forward there is not a disruption when individuals begin to work with CFCMs. *Please see the attached Roles and Responsibilities documents – one is for the state Social Caseworkers to be hired and the other is designed for the independent Plan Writers. Please also see the attached IF Project Journey document which has been combined with the Implementation Timeline.*

6	The majority of adults in the target populations will be using the add-on employment funds to obtain or maintain employment in integrated settings (Consent Decree, Sections IV, V, XIV, December 2022 Court Order). (A) REPORT THE NUMBER OF PEOPLE EXPERIENCING THAT ACTION AND (B) AN UPDATE ON ANY STATE ACTIVITIES
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Report on the Add-On Employment Budget requests

- As of 1/30/2024, a total of 86 Add-On Employment Budget requests have been reviewed and received since 10/6 through the DD SCW/ISP and from Fiscal as received through

Therap. They have been entered into the Add-On Employment – Goods and Services Approval Tracker Form on the Microsoft Teams shared file (68 approved, 18 denied with guidance to resubmit which some of those then were approved, some changed to Personal Supports in the Workplace, some guided to use community authorizations and 3 previously denied as S109 requests). As of January 1, 2024, DD began tracking the number of Personal Supports in the Workplace requests, which is 10.

- There have also been numerous phone conversations and emails during the past quarter with the providers, Fiscal Intermediaries, plan writers, etc. to answer questions, share informational materials and provide guidance on the Add-On budget.

See Item #20 for information around Communications for the employment add-on budget.

7	Supported Employment Services will be provided at a sufficient quantity so that all members of the Consent Decree populations should have access to jobs that meet the criteria defined (Consent Decree, Section V, A-C).
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BHDDH

- See attached *SE Activities Oct-Dec 2023 and Business Engagement and Employment Needs Tracker* for meeting dates with providers.
- On October 24 and 25, BHDDH and ORS recognized Feast & Fettle and Bally’s Twin River for Employer Excellence. The employers were nominated for this award. Bally’s is also hosting a Project SEARCH.
- ORS – in collaboration with BHDDH and DLT -- begin an Adult Project Search at Bally’s Lincoln with an Intern start date of October 16th. This project is conducted through AccessPoint. See also the DLT Summary data in Section IV.
- ProAbility applied for targeted employment funds. For a part of their proposal, they submitted a job coaching curriculum. ORS and DD employment teams will review this curriculum to approve for use of this training (internal training and to offer to other supported employment providers). Another part of this proposal is to do a virtual job coaching. They are beginning to train staff to support individuals to utilize virtual job coaching.
- L.I.F.E Inc. began their second cohort through their innovative employment model, which started through the Transformation funding.
- In October, an easy-to-read Infographic on Supported Employment was created with communication team and distributed widely.

ORS

- ORS continues to provide fee for service Supported Employment Services. ORS continues to review and update Supported Employment Services due to employment trends and need of populations. An example is increasing the Community Work Based Experience fee to reflect minimum wage increases.

- ORS will continue to address Provider Capacity for Supported Employment Services through Monthly and/ or Quarterly Provider Meeting with ORS so that job seekers have access to jobs.

8	The number of adults currently employed in integrated settings will increase. Specifically, by June 30, 2024, 125 individuals seeking employment will be employed in new individual jobs in integrated settings (Consent Decree, Section IV, 9; V, D). These numbers do not include transition-aged youth who gain employment prior to school exit.
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- See the attached Census Data and the CD Data Report for the quarter, which shows an increase in employment numbers.
- The focus is to increase employment for 125 Consent Decree members; however, the state’s efforts and data gathering has been for all individuals.
- Outreach has been occurring to provider agencies. A New Jobs Form was sent to the Providers to collect a list of all individuals they support who have started a new job between July 1st and January 31st. There are some discrepancies in the data that the Providers sent in, which will be reconciled. But, of those reported by Providers, there have been 69 total new jobs reported as of 12/31/23, of which 24 are part of the CD population. Please note that this does not reflect 69 individuals, but rather 69 new jobs, as a few had started more than one job. Please also note that reconciliation of this data with the Census and employment report will occur for the next Quarterly Report as DD works to ensure all information is entered into Therap to accurately capture this data.
- Independent Facilitation process will further these efforts in that the Independent Facilitator will work with the individual to determine if their employment goals are being met.

Update on Business and Community Engagement Employment Hiring

- Business and Community Engagement Administrator Elvys Ruiz has attended numerous meetings during this quarter to engage businesses and the community for purposes of employment opportunities. Please see attached *Business Engagement and Employment Needs Tracker* for a list of meetings with business that have occurred (1st tab), a summary of activities (3rd tab) and the resulting job opportunities (2nd tab). Four individuals have gained employment during this quarter as a direct result of this outreach.
- Supported Employment Associate Administrator Activity for Quarter is summarized on the attached document, *SE Activities Oct-Dec 2023*. This work encompasses many activities such as providing information on the Employment Add-On budget, trainings, technical assistance to providers, document development, provider outreach, community outreach, and committee meetings.

9	By June 30, 2024, the average number of weekly hours of employment (using the Sherlock Survey as the metric) will increase to 12 (Consent Decree, Section V, K).
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- The attached CD Data Report shows an increase in the average number of hours worked over last quarter. This does not yet include the information received from the Providers' responses to the Supported Employment Provider Questionnaire. That questionnaire includes the number of hours and number of new jobs from July until end of January.
- Information is also gleaned from the Employment & Earnings Reporting Forms (EERF), and Providers' data entry in Therap but this is not reflected in this quarterly report.

10	All adults covered by the Consent Decree will participate in community activities in integrated settings such that community activities and services will meet the criteria defined in the Consent Decree. Requests to be exempt from community participation must be documented by the State and approved by the Monitor. (Consent Decree VI, B 1- 10)
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- Independent Facilitators will work with individuals to help assess and choose desired community activities, and the bi-monthly check-in's will help facilitate meeting their goals.
- The Coordinator of Integrated Community Services is talking with community-based services providers about their capacity, which is then shared with the DD Transition Coordinator and SCWs.
- The DD Supported Employment Associate Administrator has been working with RICLAS to provide technical assistance for employment and community participation.

Transformation II Grant Activities

- Progress in meaningful activities and community integration of settings is demonstrated through the data and narratives collected in Transformation II reports and meetings (so far, the Coordinator of Integrated Community Services has met with 18 of 30 grantee agencies).
- To demonstrate an example of an innovate practice by one of the grantees, Seven Hills RI's both person-centered and assistive technology training are helping over 234 staff learn how to customize supports and technology to optimize functional independence and community engagement. Specifically...
 - 75 staff will receive the transformational training **Person-Centered Thinking & Employment** through Griffin-Hammis/Doug Crandell
 - 100 staff will receive the training **Everyone Can Work - You Make It Happen** through Griffin-Hammis/Doug Crandell
 - 59 staff have completed the **TechFirstShift** training and will receive the Enabling Technology Certification
 - 5 DSP staff will receive 10 hours of training in **community mapping** and will support 10 participants for approximately 30 hours per week for 9 weeks to complete community maps and achieve at least two new community connections/memberships each.

Technology Fund

- DD continues to accept and review requests through the Technology initiative. For the quarter reported, Rounds 1-6 had been completed. However, information as of submission of this report is available through Round 7.

DD Technology Fund Initiative through Round 7 (deadline: Nov. 30, 2024)

Round	# of Total Requests in Round	# of duplicate requests, # not eligible, # passed away, # withdrew	Total # of approvals
1	266	9	247
2	241	17	205
3	182	11	144
4	148	13	132
5	256	15	224
6	77	17	59
7	86	9	76
Total completed	1256	91	1087

Round 8's deadline is Feb. 29. As of 2/16/24, 75 requests have been received for that Round.

- The Technology Fund to date has a total of \$513, 982.48 in encumbered funds.
- Development of training materials are in progress to provide materials for a resource library that individuals can access to obtain information on how to use the technology they have and on how it can be integrated into their everyday lives.
- A survey has been finalized and will be sent to those who received technology on a rolling basis. This survey is to determine how individuals have utilized this technology to assist in their everyday lives.

11	The revised Career Development Plan for transition youth will be implemented in all LEAs and with all transition-aged students (Consent Decree Section VIII, December 2022 Court Order).
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RIDE

- All LEAs are currently utilizing the redesigned CDPs with all transition aged students.
- The 5-part recorded training series was sent out to educators and Special Education Directors during the month of September.
- RTCs have been providing targeted technical assistance to districts upon district request (*see below*)
 - **10/31/23:** RTC met with East Providence High School Special Educators to provide overview of Court Actions for new Life Skills Teachers and provide support and training on completing Redesigned CDPs (4 attendees)
 - **10/31/23:** eliRTC Provided a training on Redesigned CDPs for Jamestown Middle School Special Educators (3 attendees)

- **11/3/23:** RTC met with Rogers High School Special Ed Department Chair to provide technical assistance in completing redesigned CDPs.
- **11/6/23:** RTC met with Northwest SE to review CDP changes.
- **11/14/23:** RTC met with the Life Skills teacher at Mt. Hope High School to provide technical assistance completing redesigned CDPs.
- **11/16/23:** RTC met with Portsmouth's 18+ teacher to provide TA completing redesigned CDPs.
- **11/21/23:** RTC provided East Providence 18+ teacher to provide TA for Redesigned CDPs.
- **11/28/23:** Provided TA to East Providence Life Skills teacher regarding completion of specific sections of the redesigned CDP.
- During the upcoming quarter, a random sample of Career Development Plans will be audited by the RTCs to guide further technical assistance and the development of any needed guidance documents.

12	The State will document outreach to transition youth with IDD to facilitate application for services as early as possible. By age 20 80% of transition youth with IDD will have applied for adult developmental disability services. All who are eligible will be receiving DD funding and services sufficient to allow them a meaningful choice of integrated community activities and integrated employment (Consent Decree Section VIII, December 2022 Court Order).
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- DDD will calculate the average number of applications received for YIT (age 16 – 21) annually. DDD will determine if 80% of that average are found eligible.
- The number of applications from youth in transition (under age 21, approved for service):
 - Received for Fiscal Year 2022 is 144
 - Received for Fiscal Year 2023 is 176
 - Received for Fiscal Year 2024 to date is 98
- Information about choosing to use funding upon age 18 when eligible through DDD is provided to all YIT through DDD staff participation in any of the following:
 - IEP meetings
 - individual meetings with student/family
 - information packets provided to family
 - information on the Transition page of the website
 - RIPIN contact with family through DDD contract
 - school district transition fairs
 - parent presentations within districts
 - state service presentations to educators in public, non-public and charter schools statewide

13	The State will document outreach to transition youth with IDD to apply for services as early as possible. By age 20 80% of transition youth with IDD will be connected to an ORS or a
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	BHDDH vendor and will be involved in specific job development (Consent Decree Section VIII; December 2022 Court Order).
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BHDDH

DDD staff outreach transition age youth in all the ways outlined above in Item #12. In addition, the information sharing also occurs with the below activities:

- State service presentations to educators in public, non-public and charter schools statewide. Information about choosing to use adult service funding upon age 18 when eligible through DDD is provided to youth/families in the same manner.
- In collaboration with ORS and the Transition Advisory Coordinators, the DDD Transition Coordinator has presented information about adult services to staff at 57 public, non-public and charter schools across the state since September. 48 of those presentations took place between Oct – Dec 2023.
- Informational letters were mailed to 51 young adults aged 19 who are eligible for adult service through the Division of Developmental Disabilities (DDD). These letters provide information on the transition process, resources, and contact information for Transition staff at DDD.

ORS

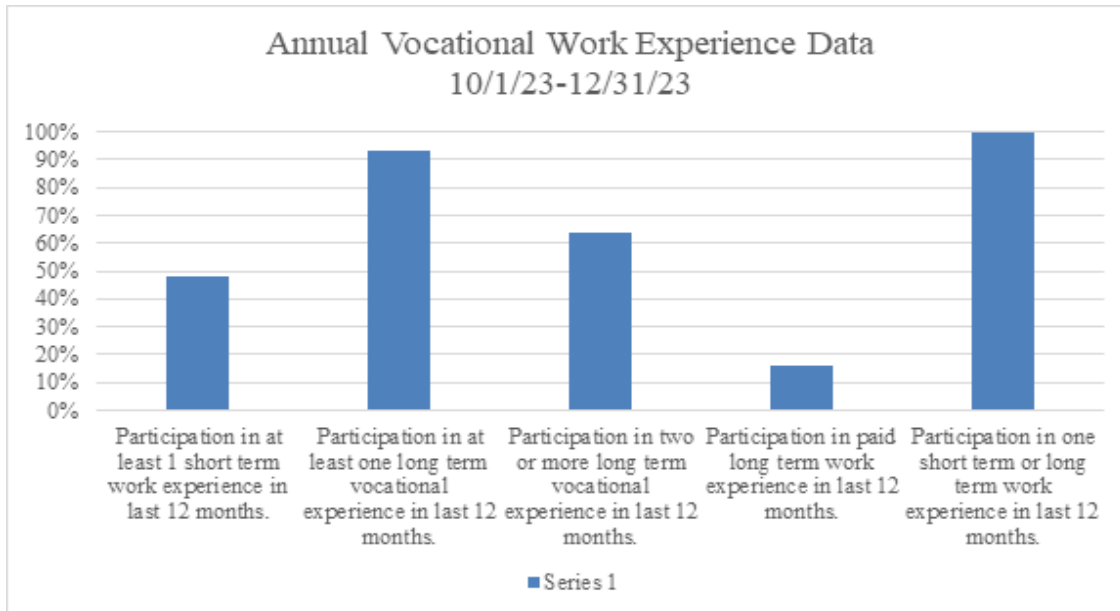
- As reported ORS has a current census of 1348 Pre-ETS students, 864 of these students are over the age of 18. This does not mean all these students are on a CDP but if they are open with ORS, they are either receiving or will receive a Pre-ETS service and begin working towards employment. These services include Work Readiness, Job Exploration, CBWE, Summer Employment Alliance, Summer Work, Project Search, Tri-Employment and SE Job Development, Placement, Retention and Support. ORS has a VR Counselor assigned to each of the public HS’s as well as most of the private and alternative schools. Once a student is identified, ORS counselors register the student and begin to provide them with employment services.

14	The number of transition-aged youth who participate in CTE will increase (Consent Decree Section VIII, December; 2022 Court Order).
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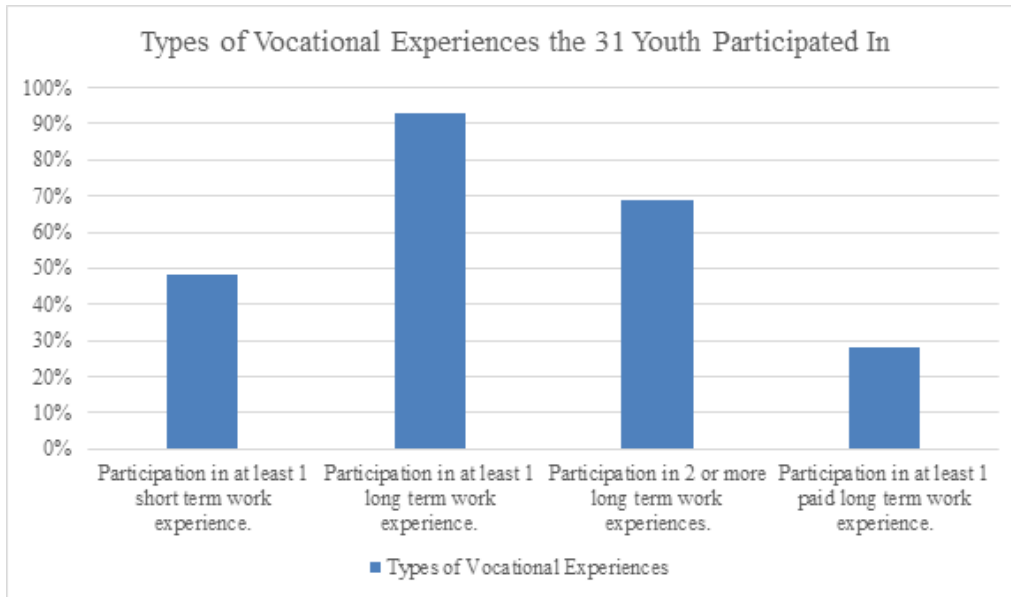
RIDE

Vocational Experiences

RIDE continues to collect specific information regarding vocational experiences within the current school year targeting students in their last two years prior to exit. RIDE utilizes a data tool analyzing both qualitative and quantitative data. Please see the graph and information below.



- This quarter, 7 school districts/31 students on Career Development Plans were randomly selected and surveyed: 15 students participated in at least one short-term work experience (defined as any experience less than two weeks in length), 29 students participated in at least one long term work experience (defined as more than two weeks in length and the student regularly attended), and 5 students participated in a paid long term work experience. Of the 29 students participating in a long-term work experience, 69% or 20 students participated in 2 or more long-term experiences. Please note that students could simultaneously be counted in any of the above categories (i.e., one student could have participated in a short-term and long-term experience and thus be counted in each of the categories).
- Out of 31 students surveyed, all 31 students participated in at least one short or long-term work experience or paid work experience within the last 12 months. This means that 100% of students surveyed participated in at least one type of vocational experience in the community during the last 12 months. The graph below further breaks down the different experiences that these 31 students participated in. Out of 31 students, 48% or 15 participated in at least one short-term vocational experience (within the last 12 months). 93% or 29 participated in at least one long-term vocational experience (within the last 12 months). Of the 29 that participated in a long-term vocational experience, 20 or 69% participated in 2 or more long-term vocational experiences within the last 12 months. Out of 21 students who experienced a vocational experience within the last 12 months, 5 or 16% had a paid experience.



- This data indicates that long term work experiences are continuing to be prioritized for students who are in their last two years of school. 100% of students surveyed participated in at least one type of vocational experience in the community during the last 12 months.

Addendum Questions Data:

CTE Participation

At the Monitor’s request, this past quarter RIDE began to collect specific information regarding student participation rates in CTE, Integrated Trial Work Experience (ITWE) completion, and the number of students who exited with paid employment. RIDE utilized a data tool to collect and analyze quantitative data. *Please see the graph and information below.*

This quarter, 7 school districts/145 students on Career Development Plans were randomly selected and surveyed. Please note that this number is inclusive of students surveyed in the Vocational Experiences data. Of the students sampled:

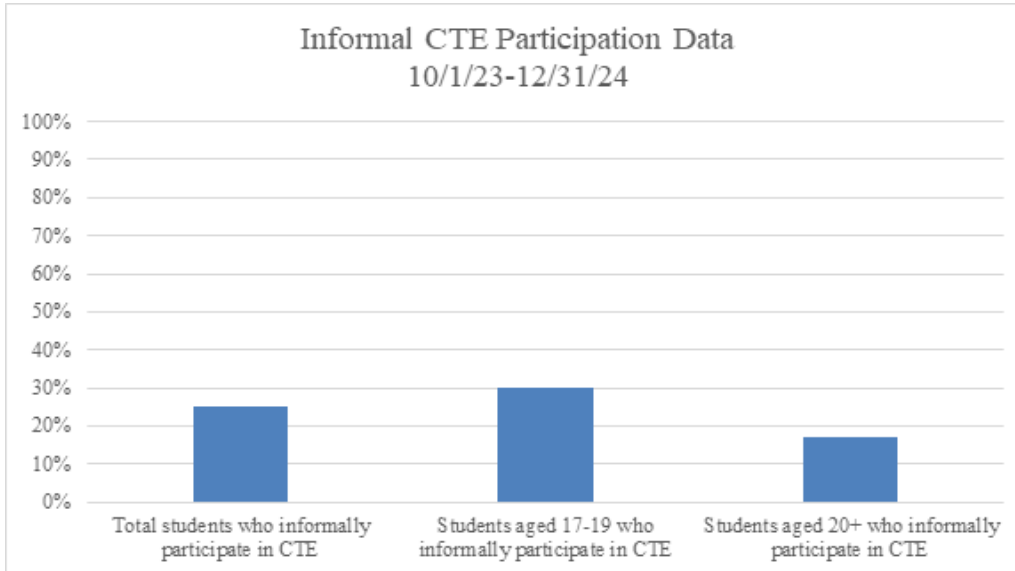
- 86 of these students are ages 17-19
- 59 of these students are ages 20+

Important note: The student data listed below is representative of the 7 selected districts surveyed this quarter. Sample size numbers will fluctuate quarter to quarter due to the varying program sizes district to district.

In response to the Consent Decree Addendum items, RIDE and RTCs began to collect specific information regarding CTE participation rates in effort to establish a baseline of how many students access CTE programming as a means of Discovery.

- Of the total 145 students sampled, 25% or 36 students informally participate in or access to CTE programming during their school day.

- 30% or 26 of the students aged 17-19 informally participate in or access to CTE programming.
- 17% or 10 of the students aged 20+ informally participate in or access to CTE programming.



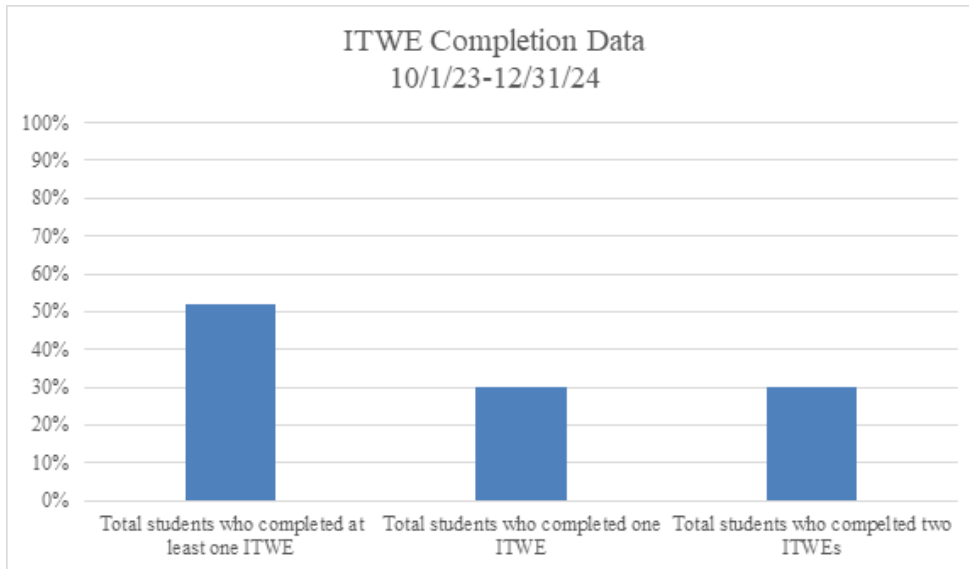
These numbers indicated districts are making efforts to ensure students have access to participation in CTE programming.

Integrated Trial Work Experience (ITWE) Completion:

With the roll out of the new CDP, RTCs are providing technical assistance and support to districts to complete ITWE's earlier in order to better prepare students to move towards paid employment. RIDE and RTCs are working to collect specific information regarding ITWE completion rates in order to get a snapshot of completion by age group, with the knowledge that ITWE completion is not required until student exit from program.

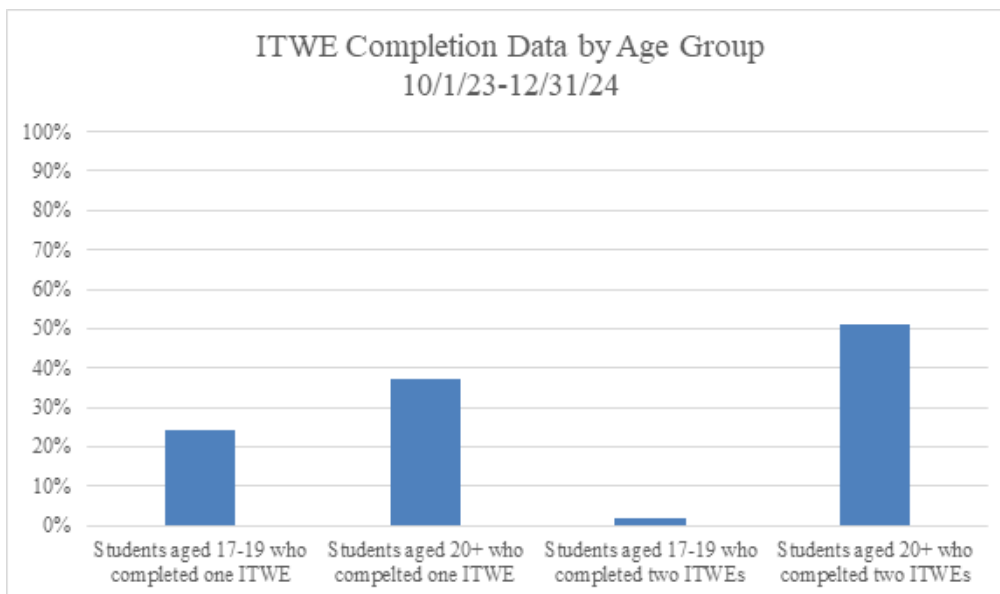
As stated, this quarter 7 school districts/145 students on Career Development Plans were randomly selected and surveyed. Of these sampled students, 52% or 75 have completed *at least* one ITWE. Some of these students have completed two ITWEs (*see below*).

- 22% or 32 students have completed two ITWEs.
- 30% or 43 students have completed one ITWE.



ITWE Completion by age group:

- Age 17-19 ITWE completion
 - 24% or 21 students have completed one ITWE.
 - 2% or 2 students have completed two ITWEs.
- Age 20+ ITWE completion
 - 37% or 22 students have completed one ITWE.
 - 51% or 30 students have completed two ITWEs.



Important notes:

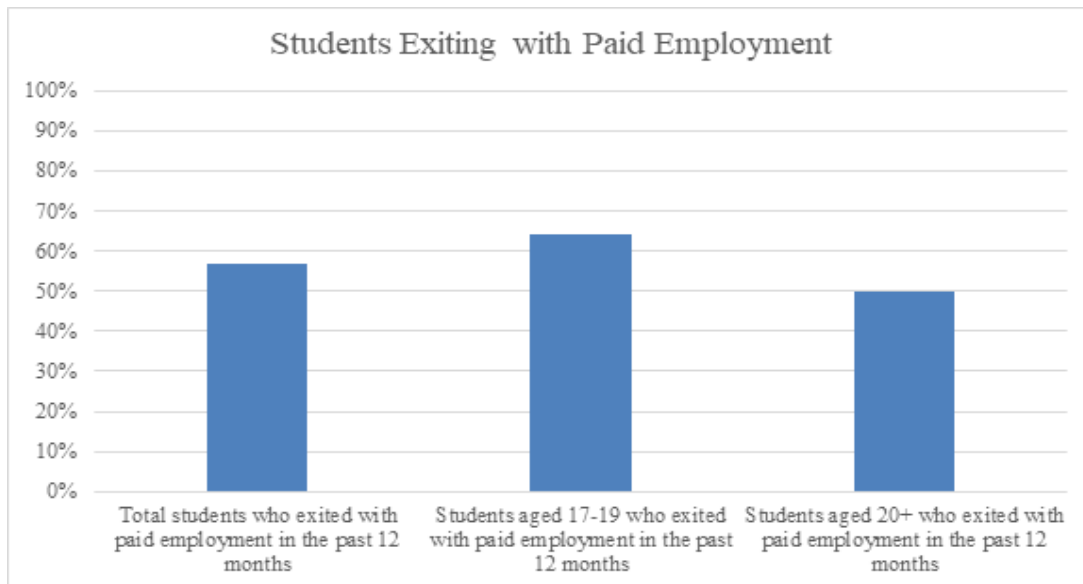
- It is predicted that the ITWE completion rates reported this quarter are lower than will be reported in subsequent quarters due to the fact that this data was collected during the first quarter of the 2023-24 school year. Students are in process of completing

ITWEs, and it is likely more IWTEs will be reported as completed by the end of the school year as students make progress in completing their 60-day experiences.

Students exiting with Paid Employment

To gain a more accurate understanding of the number of students who have exited with paid employment, the teachers of the 7 districts surveyed were asked to report how many students exited their school program in the past 12 months, by age range. They were also asked to report how many of these students exited with paid employment (*see below*)

- Of the surveyed districts, in the past 12 months 47 students exited their school programs.
 - 25 of these exiting students were aged 17-19
 - 22 of these exiting students were aged 20+
- Of the 47 students who exited, 57% exited with paid employment
 - 64% or 16 of these students aged 17-19 exited with paid employment
 - 50%, or 11 of these students aged 20+ exited with paid employment



15	An individual contact person for all transition youth and their families will be specified (Consent Decree Section VIII, December 2022 Court Order).
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BHDDH

- For youth aged 14 – 19, the Transition Coordinator is the primary contact person with the Transition Administrator as backup; RIPIN through contract.
- For youth aged 20 through adulthood, the DDD Social Caseworker is their contact.

ORS

- ORS has a VR Counselor assigned to each of the public high schools as well as most/majority of identified private and alternative schools. The ORS counselor will meet with the student and family members to discuss and explain transition services.
- ORS also utilizes LAZO -- similarly to RIDE and BHDDH -- for brokerage purposes, assisting families one on one, who may have cultural barriers and may need additional support in making the connections with the resources available.

16	A network of family-to-family support and mentorship will be developed and fully implemented (Consent Decree Section VIII, December 2022 Court Order).
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RIDE

RIDE and the RTCs continue to partner with Lazo to expand Charlas. A service agreement is in place with RTCs and Lazo, and expansion of programs across the state is in process.

- Prior to the service agreement put in place in October 2023, Charlas was established in 7 districts.
- One additional district (*Newport*) was added this past quarter.
- Planning meetings are in process to expand into 2 other districts (*East Bay and Cranston*) during the upcoming quarter.
- This past quarter, Charlas were held in 7 districts. *Please see breakdown below:*
 - Charlas this quarter: 7 districts
 - Participating families: 46
 - Lazo actively serving: 31 families
 - BHDDH application completed: 25
 - Found eligible: 16
 - SIS completed: 12
 - ISP completed: 10
 - Active with ORS: 35
- Additionally, Lazo continues to provide service to 42 families from 2022-2023 Charlas sessions.

17	As specified in the Monitor's July 2023 report, the organizational development, technical assistance to provider organizations and trainings for targeted audiences on specific topics will continue (Consent Decree, Section IX).
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BHDDH

- See attached *SE Activities Oct-Dec 2023* for Training and Technical Assistance activities related to employment and the *DD Training and Outreach Tracker* for other trainings.
- The Coordinator of Integrated Community Activities and been working with the Transformation Funds grantees – See also Items #10 and #23 for more information.
- RIPIN continues their work with those who self-direct their services. See items # 18 and 19.

- The RI State Workforce Initiative (RISWI) has been information gathering and creating content for work with those who self-direct and with the Fiscal Intermediaries – see Item # 21.
- Sherlock Center is helping to facilitate the work of RISWI. Mary Madden, through her work with the Sherlock Center, is assisting with provider technical assistance regarding person-centered thinking and community navigation.
- Technical assistance occurred to providers on community participation during Transformation II meetings and through policy review related to HCBS Final Rule requirement that settings are integrated in and support full access to the greater community.

ORS

- ORS is providing school districts with training in job development and job coaching. Information reflects date of training, type of training and participant number. Sign in sheets for all and evaluations for most were completed.
 - September 27, 2023- Job Coaching 7
 - September 28, 2023- Job Development 5
 - October 25, 2023- Job Coaching 9
 - October 26, 2023- Job Development 10
 - November 15, 2023- Job Coaching 6
 - November 16, 2023- Job Development 3
 - December 6, 2023- Job Coaching 10
 - December 7, 2023 -Job Development

These trainings will continue into the Spring with dates for both JC and JD on 2/14 and 15, 3/23 and 3/28, and 5/8 and 5/9. A reminder and flyer will be sent out to all school districts to take advantage.

- ORS and BHDDH completed interagency cross trainings on October 12, 2023 (35 attendees) and October 19, 2023 (29 attendees).
- ORS oversees the Supported Employment Council (SEC) with BHDDH. Mary Anne Maciel from Spurwink provided training to providers and other job seeker supports (ORS Counselors and staff) on October 30, 2023. The title of the training was Job Trials: A Pathway to Employment. In attendance were 38 attendees from 24 agencies. One of the Topical Questions through a poll provided that 12 attendees use this frequently, 1 at least 1 time and 15 attendees noted that they had never performed job trials. Other trainings that will be provided in the future include Executive Functioning utilizing Android and IOS devices and other accessibility features in February 2024. The SEC will continue to discuss community resources that are beneficial for the job seeker.

RIDE/RTC Training and Technical Assistance Provided

Highlights of Training:

TLS Events (including Training Series for 18+ Educators):

10/19/23 TLS Welcome Back full day. The annual TLS Network reboot for the 2022-2023 school year. What's happening for the coming year:

- New BHDDH SIS Process
- New BHDDH- DD Application
- 18+ Program Technical Assistance with Vickie Mitchell*
- New CDPs

Tides Cafe at Warwick CTC Toll Gate HS (60 attendees)

11/1/23 Dr. Vicki Mitchell RI 18+ Program visits to:

- Warwick
- Westerly
- Providence
- Johnston

11/2/23 Dr. Vickie Mitchell 18+ only

Evidence-Based Transition Services in 18+ to Support Employment and Postsecondary Education. Full Day overview of evidence-based practices in 18+ programs, 18+ program models, basic data collection in 18+, agency connections, parent and community supports, and implementing an outcome-based 18+ program. Participants will conduct a self-assessment of their 18+ program and utilize a Gap Analysis Tool to establish a program baseline. (57 attendees at JWU)

12/6/23 PATH: Planning Alternative Tomorrows with Hope full day training with Ken Renaud (at WBC 21 attendees)

12/12/23 Transition Assessment for Post Secondary Education & Employment; Training: Developing Appropriate Outcome-Based Services Virtual morning with Dr. Vickie Mitchell. Afternoon Engaging Students in Career Development Activities with Heidi Kalinowski; Best Buddies International. (full day Tides Cafe at Warwick CTC Toll Gate HS (52 attendees)

Transition Tuesday 12/19/23- 2:00-3:30 at WBC and offered virtually.

The RI Self-Employment Incubator: Opportunities for Transition Age Youth with Sue Babin (12 attendees virtual)

Middle School Cohort:

10/27: Middle School Cohort. Session included Orientation to State Services, presented by ORS, BHDDH, RIPIN, and OSCIL and Career Development Stages and Supporting Activities, presented by the RI Regional Transition Coordinators (29 Attendees)

Job Coaching Training (Court Order)

RIDE and the RTCs continue to encourage school districts to provide Job Coach training as needed to their education staff. In collaboration with ORS, RTC's offered three training sessions this past quarter. Session details are below.

- 10/25/23: 6 districts participated (9 attendees)

- 11/15/23: 5 districts participated (6 attendees)
- 12/6/23: 6 districts participated (10 attendees)
- 3 additional sessions are scheduled in the Winter/Spring 2024 (February, March, and May)

Job Development Training (Court Order)

RIDE and RTCs in collaboration with ORS offered three Job Development training sessions for educators and school personnel in order to prepare educators to focus on assisting students with obtaining paid employment prior to exit. Session details are below.

- 10/26/23: 7 districts attended (9 attendees)
- 11/16/23: 3 districts attended (3 attendees)
- 12/7/23: 4 districts attended (4 attendees)
- 3 additional sessions are scheduled in the Winter/Spring 2024 (February, March, and May)

18	The State will develop and provide competency-based and value-based training to all providers who support individuals who self-direct their own employment and/or community services (Consent Decree, Section IX, 2-3). SUBMIT UPDATED TRAINING TRACKER WITH # OF PARTICIPANTS IN APPENDIX
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- Training for providers who support individuals who self-direct their services and oversee their employees will be done through the work of RISWI. See Item #21 for RISWI activities.
- DDD continues to hold weekly meetings with FI’s to work on guidance documents for self-direction and addressing concerns/questions that FI's have regarding billing, parents/guardians as staff, overtime, respite, and other topics as needed.
- In addition, RIPIN has worked with the Sherlock Center to update their On-Line Resource Library. Specific activities included website resources- reviewed, vetted, recommended new materials, and updated materials. Created and conducted a survey for Self-Direct Supports Network (SDSN) list serve-collected demographics and updated member list.

19	Plans to outreach to individuals who self-direct and individuals in segregated settings will be fully implemented (Consent Decree, Section X). Adults in segregated settings will use employment resources to obtain integrated employment in addition to their current day activities.
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Self-Direct

- A Technical Bulletin was released last quarter outlining Self-Directed Allowable Costs. View it here: [TB 19-02 Self Direct Allowable Costs 2023.pdf \(ri.gov\)](#)
- Self-Directed Supports: A Guide to Goods and Services was disseminated in the 12/15 newsletter and posted on the DD website, which includes the requirements for approval, allowable and not-allowable goods and services, request form, and Brochure. [PowerPoint Presentation \(ri.gov\)](#)
- RIPIN began a calling campaign on 10/2/23.

- October outreach
 - Contact made- 36
 - Unable to contact after 3 attempts –20
- November outreach
 - Contact made – 10
 - Unable to contact after 3 attempts – 6
- December outreach
 - Contact made – 29
 - Unable to contact after 3 attempts – 12
- RIPIN has ramped up their events and information for the Self-Directed Support Program (SDSP). Updated information and links to past and future webinars can be found here: [Self-Directed Support - RIPIN](#)
- RIPIN facilitated a webinar: *What is Self-Direction?* which was held on 10-10-23. There were 32 attendees at the live event. It was recorded and posted by RIPIN. As of 12/31/23 the presentation was viewed 186 times.
- An online meeting was held on 10-18-23 by Sherlock Center “Learn about the Employment and Day Activities Survey and Access to Independence Program”. Information was presented by Victoria Ferrara, Access to Integrated Employment Coordinator and Christine Botts, Deputy Administrator, BHDDH.
- A webinar: *Meet and Greet with Support Brokers in the Self-Directed Support Community* was held on 10-24-23. Best Life RI, Lazo, and the RI Self-Directed Coalition presented. There were 18 attendees at the live presentation. It was recorded and posted by RIPIN. As of 12/31/23 it was viewed 106 times.
- A webinar: *SIS-A* was held on 11-28-23. Donna Standish, Casework Supervisor II, BHDDH presented There were 43 attendees at the live event. It was recorded and posted by RIPIN. As of 12/28/23 the presentation was viewed 116 times. [What is a SIS? - Webinar - RIPIN](#)
- A webinar was held on the Individual Support Plan (ISP) on December 12. Anne LeClerc, Associate Director of Program Performance, BHDDH, and Andrew Whalen, Peer Mentor from Advocates in Action, spoke about the ISP and provided guidance. (See also Item #20)
- RIPIN has partnered with Advocates in Action for Peer-to-Peer supports. Focus groups were held in November and December, and 18 individuals were identified for peer-to-peer support training.

Those in segregated settings:

- Outreach to participants in segregated settings includes collection of information about participants’ employment in integrated settings and need for referral to employment service(s), as well as community participation.
- Outreach to participants at Generations has been completed. Outreach to participants in the rest of the adult day centers in the state will begin by end of February.

20	The State's Communication Plan, as filed with the Court, will be fully implemented (Consent Decree, Section X). SUBMIT THE UPDATED COMMUNICATIONS TRACKER IN APPENDIX
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- A letter to all participants was mailed out at the end of November to inform all of what’s happening at the Division of Developmental Disabilities, with a revised version included in the 12/15/23 DD Newsletter. This letter included information on the new SIS assessment process, ISP update, technology fund update, information on the new funding packages as well as the new add-on budget for employment. The link to the Guide for Employment Add-On Budget Requests was included and can be found here: [Guide to Employment Add-On Budget Requests 9.19.23.docx \(live.com\)](#) . A visual guide to the Add-On Budget was included in the DD Newsletter from 11-17-23.
- A DD Community Forum was held virtually on December 5, hosted by Advocates in Action. A recording of the event can be found here: [Advocates in Action Rhode Island: Rhode Island's Statewide Self-Advocacy Organization](#)
- On December 12, 2023, Anne LeClerc and self-advocate Andrew Whalen presented on the ISP at a session hosted by RIPIN under the Self-Direct Support Program. Jackie Camilloni was also present and assisted with answering questions. There were 30 attendees at the live event. It was recorded and posted by RIPIN. As of 12/28 it had been viewed 8 times. RIPIN provided feedback from the attendees which has been shared with the training and communications team to inform future events and additional information about the ISP to be developed.
- See the attached *Task Tracker-Communications Team* for an updated list of the DD Communications team activities.
- A presentation done by the Communications unit is attached that provides an update to the work the unit is doing. *DD Comms Leadership Presentation*
- An easy-to-read guidebook, *Your Life, Your Rights: DD Services Bill of Rights*, was developed by the DD Communications team (attached). This campaign was inspired by the mission to enhance equitable access to information. It is an initiative designed to be fun and engaging while informational and usable for participants. The topics are tied into national remembrance days, like Developmental Disabilities Awareness Month (DDAM) in March and National Disability Employment Awareness Month in October. DD plans to leverage social media and the BHDDH external website to increase traffic to the site. The Communications team sees the long-term applications of this yearly campaign, including but not limited to the possibility of professional education for providers and internal staff.
- The DD Communications team has also been developing guidelines to ensure materials are more accessible. The drafts of the three Standard Operating Procedures (SOPs) are attached for review (*DD Communications Accessibility – Guidelines, Design Notes, and Internal Implementation 2023*).

21	The State will fully implement the activities of the statewide workforce initiative (Consent Decree, Section XL 1-2, May 2022 Court Order; December 2022 Court Order).
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RI State Workforce Initiative (RISWI) and University of Minnesota (UMN) Key Activities:

- Planning and scheduling of the next full-day summit gathering, held on January 24.
- The Coordinating Council Quarterly Forum was held on 11/1/23.
- Work with the Fiscal Intermediaries has begun. In October and November, RISWI held preliminary exploratory conversations with stakeholders with content knowledge at Sherlock and CPNRI.
- Structured conversations with each FI were planned during the month of January.
- In November - December 2023, exploratory conversations were held separately with RIPIN and RISDC.
- Coordinating Council meetings were held on 11/8/23 and 12/13/23.
- Workgroup Meetings Summary:
 - Selection and Retention Workgroup (Co-Leads: Casey Gartland & Sheila Coyne; UMN Consultant: Kris Foss/Barb Kleist)
 - 10/17 and 10/31 Meetings: Reviewed the RI DSP Competency set and concluded that it would be a good foundation for retention tools in RI.
 - 10/31 and 11/14 Meetings: Because there is not yet a Frontline Supervisor Competency set recommended to be used in RI, the workgroup reviewed the National Frontline Supervisor Competency Set as a foundation for retention tools in RI.
 - Policy Guidance and Worker Voice (Co-Leads: Kelsey Collins & Esther Picon; UMN Consultant: Megan Sanders)
 - 11/17: meeting topics include discussion around promoting a Vaccine PSA (made by UMN ICI), how to engage and communicate with DSPs, and if riswi.org will be a suitable place for DSPs to connect and share their experiences.
 - Training and Professional Development Workgroup (Co-Leads: Rob Kalaskowski & Ailton Barbosa; UMN Consultant: Megan Sanders)
 - 11/21 Meeting: Focus was on reviewing the results of the 129 responses to the onboarding survey. The workgroup decided to leave the survey open longer in the hopes of getting more responses. The workgroup also discussed the Hub and how it can be used to meet the needs of the Training & Professional Development workgroup objectives.
 - 12/19 Meeting: Reviewed the additional survey responses and made a plan to move forward with the survey. Introduced next topic: competency-based training.
 - Marketing and Recruitment Workgroup (Co-Leads: Michael Andrade & Aryana Huskey; UMN Consultant: Jerry Smith)
 - 10/25, 10/26, and 11/16: Hosted listening sessions with provider organizations to learn about barriers to recruiting and retaining direct support professionals in Rhode Island. The workgroup co-leads discussed using what was learned from the listening sessions to update and prioritize tasks for 2024 with a focus on plans for a Rhode Island specific marketing campaign with supporting materials in development.

- Data and Reporting Workgroup (Co-Leads: Amy Grattan & Tina Spears; UMN Consultants: Sandy Pettingell/Julie Bershadsky)
 - 12/14 meeting – Focused on data collection for self-direction. UMN consultants have met with self-direction advocates and will organize a full listening session that will also contain a training and consultation component. Also discussed environmental scan feedback and next steps.
- Coordinating Council members participated in a variety of planning meetings around riswi.org [riswi.org], often called “the Hub,” and how best to use the website moving forward. Members received a demo of Forumbee (the website platform currently being used) on 11/29, brainstormed the purpose of riswi.org [riswi.org], and gave feedback. Work will continue to improve riswi.org [riswi.org] so that it meets the needs of the workgroups and the workforce in the state of RI.
- Discovery Process for a Second cohort of Provider Organizations: Initiated Discovery with 3 provider organizations (Refocus Inc., Seven Hills RI and Access Point RI) in November. Two additional providers will begin Discovery phase in February 2024.
 - Recruitment continues to add additional providers to the February kickoff date in partnership with the Sherlock Center.
- Continued Action Planning and Implementation with 3 of the first cohort of provider organizations: Providers are working closely with UMN workforce consultants to implement workforce strategies recommended during the Discovery process include West Bay RI, LIFE Inc and The Fogarty Center. All providers began this phase in September 2023 and continue to meet monthly with workforce consultants and two Sherlock Center Workforce Coaches.
 - Workforce Webinars: As a part of Action Planning, UMN developed a series of 5 webinars for all providers in RI and sent invitations to provider list provided by BHDDH. The first webinar was conducted live on December 1: Competency Based Training. More webinars will be conducted live next quarter. These webinars will be used as a recruitment tool for providers not yet engaged with UMN.
 - RI specific Realistic Job Preview, Marketing materials and Public Service Announcements: Filming was completed in late fall for the RI realistic job preview. Content is being edited and assembled for review and initial viewing planned for the Summit in January. Messaging for the recruitment PSAs will come through the RISWI Marketing & Recruitment workgroup, ensuring RI stakeholders identify target audiences and have ownership of the messages. We anticipate completing these short videos in early 2024.
 - Create a Modified Comprehensive Workforce Consultation Model for Self-Direction Employers: UMN workforce consultants are engaged in the planning and design phase. In November and December, UMN workforce consultants engaged with various stakeholder groups in RI to understand how best to collect workforce data for both the data portal and as part of the comprehensive workforce consultation model. They will be developing an advisory committee made up of people who use or support self-directed services to guide the development of a modified workforce consultation model for self-direction employers and the fiscal intermediaries.
- Expansion of a state-specific workforce portal to include intervention data collection and monitoring: As part of the CPNRI’s project funded through DLT, CPN hosted two in-person

workforce data boot camps for RI providers on Oct 3-5 and Nov 13-14 and 3 virtual boot camps the week of Dec 11-14th led and facilitated by UMN workforce consultants. To date, 30 provider organizations have received training to use the state-specific workforce portal. UMN workforce consultants continue to provide ongoing technical assistance to providers looking to report or access their data.

- On November 14–17, Dr. Amy Hewitt (of UMN) attended the National Association of State Directors of Developmental Disabilities Services (NASDDDS) conference in Alexandria, Virginia and presented the conference plenary “Rhode Island Statewide Workforce Initiative” along with ICI’s partners in this state: Kevin Savage, DDD Director; Tina Spears, CPNRI Executive Director; Kim Einloth, Sherlock Center; and Judy Niedbala, Perspectives Corporation.

22	Direct Support Staff vacancies will decrease (Consent Decree, Section XI, May 2022 Court Order, December, 2022 Court Order). SUBMIT THE UMN DATA PORTAL SEMI-ANNUAL REPORT IN APPENDIX
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RI State Workforce Initiative (RISWI) reported they have trained 30 providers by December and were planning to complete training with the remaining providers by January. The providers are submitting their staff stability/workforce data via the data portal. The dashboard from this data portal will be provided to the State and to the Court Monitor every 6 months. The first time will be collected in January 2024 and cover the period July-December 2023. It will be available in February. The second time will be in July and cover the period of Jan-June 2024; data will be available in Aug 2024. See attached *UMN RI SupportWise Workforce Data Summary Jul-Dec 2023 document*.

23	The State will continue to provide technical assistance and oversight to agencies re: use of evidence-based employment practices, staffing capacity, business models that align with the goals of the Consent Decree (Consent Decree, Section XL 5).
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BHDDH

- Information regarding technical assistance and oversight regarding staffing capacity provided in context of Transformation II activities and more generally through the RISWI can be found in other report sections, specifically Items #10 and 21.
- During the weekly FI meetings, topics did include requirements around hiring DSP workers in self-direct model, including guidance for hiring parents/guardians as DSPs.
- Andrew McQuaide began in December as a Consultant to the Division. Through his work, he will provide technical assistance to providers and work closely with the DD employment team.
- In the next quarterly report, DD will report on the number of trained and certified staff dedicated to employment at DDO’s.

- The Transition Administrator facilitated connection between the Transition Advisory Coordinators, responsible for ensuring best practice in transition with Educators across the state, and the Executive Director of Living Innovations, who presented to Educators about the residential option of Shared Living Arrangements.

ORS

- ORS is providing school districts with training in job development and job coaching. Information reflects date of training, type of training and participant number. Sign in sheets for all and evaluations for most were completed.
 - September 27, 2023- Job Coaching 7
 - September 28, 2023- Job Development 5
 - October 25, 2023- Job Coaching 9
 - October 26, 2023- Job Development 10
 - November 15, 2023- Job Coaching 6
 - November 16, 2023- Job Development 3
 - December 6, 2023- Job Coaching 10
 - December 7, 2023 -Job Development
- These trainings will continue into the Spring with dates for both JC and JD on 2/14 and 15, 3/23, 3/28, 5/8 and 5/9. A reminder and flyer will be sent out to all school districts to take advantage.
- ORS continues to meet with Providers on a regular basis. From 10/1/2023 - 12/31/2023 ORS met with 17 Developmental Disability agencies to assist and offer technical assistance. ORS continues to reinforce braiding and sequencing of both ORS and DD funds, assisting with developing business practices, and discussing employment services to enhance supported employment services. During quarterly/monthly meetings with the Provider Agencies, ORS will discuss and reinforce Customized Employment and IPS models that may benefit job seekers.

24	The State will develop a contract(s) with organizations that have credibility and capacity to assist providers and others to effectively use the new rates and rate structures to develop program models that promote the goals of the Consent Decree (Consent Decree, Section Xii).
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BHDDH

- A contract is in place with Direct Support Workforce Solutions (DSWS) to do the work of the RISWI to work with cohorts of providers and individuals who self-direct. See item #21.
- RIPIN facilitated a Self-Direct Support Program Advisory Meeting on October 26, 2023. Agenda topics included introductions, role of the advisory, review of survey results from RIPIN webinars, feedback from SD consumers, scheduling panel webinars for Support Brokerage and FI's. Meetings will be held quarterly. Next meeting tentatively scheduled January 18, 2024.

ORS

- ORS continues to assist providers by offering technical assistance on braiding and sequencing BHDDH and ORS Funding. ORS continues to explore rates and rates structures through its program to ensure that it promotes the goals of the individual.
- ORS circulated an Innovative Practices Survey with Providers on Innovative Strategies that agencies were either currently doing at their agencies or wanted ORS to pilot. ORS wants to help facilitate and support new ideas that would help increase employment outcomes for the job seeker while also increasing vendor capacity. ORS met with the 15 agencies that responded and is in the process of discussing the services that the agencies would like to provide as possible pilots.
 - As part of this process, OSCIL is in the development phase of working with ORS on extending their Youth Transition Program Services.
 - Providers received clarification regarding ORS resources and discussed that the quarterly individualized provider meetings be structured to be more beneficial and enhance communication between ORS and provider agencies.
 - RIDDC discussed the need for Entrepreneurial Programs in High Schools through a curriculum-based program and is in the process of exploring that at a couple of high schools and will continue to utilize ORS as a partner.
 - Provider agencies discussed the need for further training on how to develop and conduct Community Based Work Experiences. The Supported Employment Council (SEC) presented a training on this topic at the October 2023 SEC meeting. Mary Anne Maciel from Spurwink discussed this in her presentation with the VocLinks Model, a generalist model to explore all aspects of life.

25	By January 1, 2024, the State will develop a methodology for annual assessment of life outcomes for each/every individual member of the Consent Decree population (December 2022 Court Order).
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The annual Qualitative Review of Life Domains plan has been provided. This review will be conducted during the independent Facilitation process.

26	Although the State has developed a Quality Improvement System, these activities should continue throughout the duration of this Addendum with specific focus on translation of the new rates and services into program models that increase employment and community activity in integrated settings (Consent Decree, Section XV).
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- Service definitions for every service in the new service structure have been finalized.
- Certification standards and quality metrics for all services currently being provided have been finalized; the Office of Quality Improvement is finalizing its review procedures.

27	The state will provide data and reporting as detailed in (111) below (Consent Decree, Section XVI).
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The State has provided a Data Plan, Annual Assessment of Life Domains, Independent Facilitation Plan, and monthly lists of those who have had their ISPs completed and those who have participated in the SIS three-step process.

28	By January 1, 2024, the State (in collaboration with the Monitor, the Department of Justice, others) will develop a comprehensive methodology for data collection and reporting (Consent Decree, Section XVI).
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The Consent Decree Data Plan has been submitted to the Court Monitor. Data points have been provided throughout this report in the degree available for this quarter.

Section 3 – Any appendices (per examples above).

- CD Employment Report
- Census Data
- DD Training and Outreach Tracker
- Business Engagement and Employment Needs Tracker
- SE Activities Oct-Dec 2023
- Task Tracker-Comms Team (Communications tracker)
- DD Comms Leadership Presentation
- Your Life, Your Rights: DD Services Bill of Rights Guidebook
- DD Communications Accessibility Design Notes
- DD Communications Accessibility Guidelines
- DD Communications Accessibility Internal Implementation
- UMN RI SupportWise Workforce Data Summary Jul-Dec 2023

Section IV (optional) – Summaries from BHDDH, RIDE, ORS, DLT of key accomplishments and/or activities you would like to report not included in Section 2.

BHDDH Summary

Shared Resources:

The following resources were shared with social service within DDD:

- Supporting Healthy Relationships and Boundaries workshop RISDC,
- DOH Youth Advisory Council and storytelling opportunities,
- SD Coalition Healthy Relationship workshop,
- Food banks across RI

- Parent/caregiver of YIT chance to comment on adolescent health care needs with Dept of Health,
- Tech Access Fall resource information,
- Webinar on how educators can help students prepare for college and College Planning Forum save the date 2024,
- Administration for Community Living (ACL) webinar on Supported Decision making,
- Jennifer Bumble presentation on creating transition plans
- Adaptive basketball and Zumba through OSCIL
- Autism Project training video

ORS Summary

- ORS, BHDDH, and Providers recognized three employers for the National Disability Awareness Month. Each was provided an Employer Excellent award in October 2023. A survey to nominate the employers was circulated to providers, BHDDH and ORS. The three Employers that were recognized included Feast and Fettle, Walmart (Warwick) and Bally’s Casino Lincoln. This event was a success and will be offered on an annual basis during October which is National Disability Employment Awareness Month.
- ORS, BHDDH, and DLT have been working with Bally’s Casino Lincoln on an adult Project Search Program. This is an opportunity to gain skills for employment by completing three internships. The Project Search model utilizes an Instructor and Skills Trainer onsite to working with the Bally’s Casino Management Staff and participants. There were initially six Interns that began in the October 2023 class and five remain in the internship with the support of ACCESS POINT, ORS, and BHDDH. Employment meetings are once a month for each Intern as well as a monthly Steering Committee Meeting with stakeholders.
- ORS has a VR Counselor assigned to each of the public HS’s as well as the majority of identified private and alternative schools. Once a student is identified to us by the school district and referred, ORS will begin the process of discussing and registering the student for ORS employment services.
- ORS has also been developing additional Youth SE services and having conversations to bring adult providers on board to support school districts in meeting needs under the new CDP.
- ORS continues to conduct monthly or quarterly meetings with the SE Providers to discuss issues, review files, provide training, braiding and sequencing of funding, and discuss quality improvement and best practices. Below are the SE Providers that ORS met with from October 2023-December 2023.

10/2/2023	Blackstone Arc	10/2/2023	Trudeau
10/18/2023	WOU	10/25/2023	Proability
10/25/2023	Seven Hills	10/30/2023	Proability
10/31/2023	HDC	10/31/2023	Career Construction
11/6/2023	Blackstone Arc	10/8/2023	Seven Hills
10/8/2023	Goodwill	11/20/2023	Maher

11/29/2023	Proability	12/4/2023	Blackstone Arc
12/5/2023	Proability	12/6/2023	Work Inc
12/11/2023	Action Based Enterprise		

The Innovative Survey and Continuing Provider Meetings that are facilitated by the ORS Assistant Administrators provided information for SEC trainings for FY 2024 including training in October on Job Trials.

Department of Labor and Training Summary

Workplace Accessibility Grant Program

- The Governor’s Workforce Board (a division of the Department of Labor and Training) continues to fund the Workplace Accessibility Grant (WAG) Program. Board staff continues to make themselves available to employers, Chambers of Commerce, direct support service staff and any other interested parties who wish to learn about the program, its goals, its administrative and fiscal requirements, and how to apply.

Since the 2022 start of the grant program, the Board has awarded \$44,672.00 in grants over eleven (11) contracts across nine (9) unique employers.

Industry and Community Workforce Partnerships

- The Department of Labor and Training’s industry and community workforce partnership program (Real Jobs RI) is actively funding nine activities that either directly or indirectly addresses the challenges of the Consent Decree as of January 2024:
- **Activity: ‘The Rhode Map’** – The CY 2024 programming began on January 1 through December 31. AccessPoint prepares Rhode Islanders, including Rhode Islanders with disabilities and other significant barriers to employment, for full or part-time employment in retail careers. The Rhode Map aims to serve 40 participants in up to 10 weeks of classroom instruction that includes hands-on experience in a mock store environment complete with real retail products and technology (i.e., registers and scanners). Program participants develop other employment-related skills, including how to communicate with customers, and co-workers, dress for success, transportation/travel training, benefits planning, and how to interview and complete hiring-related paperwork. Applicable classroom experiences are applied in a two-week externship at a local retail store. For the CY2024, The Rhode Map aims to have 40 participants enrolled, 38 to complete the program, and 36 participants placed into employment.
- **Activity: Project SEARCH at Bally’s/Twin River** – began on September 1, 2023, through October 1, 2024. AccessPoint has been selected by ORS to implement an adult Project SEARCH in Rhode Island. Project SEARCH is a nationally, and internationally, recognized program that prepares young people and adults with significant disabilities for success in competitive integrated employment. Project SEARCH is a unique business-led, one-year employment preparation program that takes place entirely at the host business. The program provides total workplace immersion and facilitates a seamless combination of

classroom instruction, career exploration, and hands-on training through worksite rotations. The program culminates in individualized job development. APRI uses the Project SEARCH proprietary curriculum. The program staff includes an instructor, teacher assistant, job coach, and part-time job developer. Bally's/Twin River identifies employees from each department who can supervise interns during work rotations. There are four tracks available: Hotel/Housekeeping, Food/Beverage, Office/Administration, and Retail/Warehouse. Each of the interns is mentored by a Twin River employee in one of these tracks. Upon completion of the program, worksite rotations are identified, and job descriptions are reviewed. Bally's/Twin River is committed to employing graduating individuals, realizing this as a direct pipeline to filling many vacant positions. Project SEARCH has seven participants enrolled, and aims to have five complete the program, and five participants placed into employment by the end of the program in October 2024.

- **Activity: Self-Employment Business Incubator** – The CY 2024 programming will begin in February through November. The RI Developmental Disabilities Council aims to serve 42 aspiring entrepreneurs with developmental disabilities and others with opportunities to develop their business idea, launch or grow their small businesses, and contribute to RI's growing economy. In this program, participants have access to a Business Development Series of eight key business classes, individualized ongoing support, and mentorship from project staff and experienced RI business professionals, learn about upcoming vendor marketplace locations to have direct experiences in selling their products or services to the public, and practical information to be successfully employed. Each participant will develop a Personalized Business Planning Portfolio including a detailed Business Plan to assist them with a roadmap for successful business ownership. For the CY2024, The RI Developmental Disabilities Council aims to have 42 participants enrolled, and 36 individuals to complete the program.
- **Activity: Skills RI/workAbility** – The current program began on January 1 and through December 31, 2024. Education and Awareness: This program provides training and education on hiring and working with people with disabilities. Skills RI/workAbility offers consultative services for employer partners and prospective new businesses who have hiring needs and are looking to meet their goals for diversity, equity, and inclusion and collaborate on customized hiring initiatives. CPNRI provider agencies' employment staff provide direct support to their candidates and consult with WorkAbility team members throughout the process to ensure customized hiring strategies and training meet the specific needs of the individual and employer to ensure overall success on the job. Skills RI recruits local employers to participate and CPNRI's 36 member agencies provide employment services that recruit individuals with disabilities who are seeking employment and may be interested in the positions the employer partners are hiring for. For the CY2024, Skills RI/workAbility aims to have 20 participants enrolled, 13 to complete the program, and 10 participants placed into employment.
- **Activity (sector investment/incumbent worker): University of Minnesota (ICI) Supervisor Training & Data Portal Access & TA** – The ICI Training begins on January 22 and provides a year-long training series for frontline supervisors and managers on workforce recruitment and retention strategies and practices. CPNRI partners with the Institute on Community Integration (ICI) at the University of Minnesota to provide incumbent worker training

webinars for network building within Direct Support Providers. This partnership seeks to safeguard the integrity of the DDO employer network workforce by offering programming that includes providing training, career pipelines/pathways for direct support professionals (DSPs), and health and human service workers for advancement within their agencies that provide services for people with disabilities. Additionally, CPNRI and Direct Support Workforce Solutions at the UMN ICI collaborate to finalize the data collection and reporting database that can be used to examine staffing, recruitment, retention, and critical workforce indicators across organizations at specific time points as well as track them over time. The program aims to have a functional customized data collection system for external data entry and indicator reporting by the end of the project and to launch the data collection system to the CPNRI member organizations. For the CY2024, ICI Training aims to have 123 participants enrolled, and 71 individuals to complete the program.

- **Activity: Looking Upwards Inclusive PCA Training** - The current program began on January 1 through December 31, 2024. Looking Upwards developed a Personal Care Attendant (PCA) training program that provides education to unemployed and underserved Rhode Islanders. This program not only offers training and employment opportunities it also offers support to individuals who are hiring PCAs. Looking Upwards focuses on continuing the PCA training program for 32 participants with at least 60% of the individuals diagnosed with I/DD and 40% composed of other underemployed populations this year. For the CY2024, Looking Upwards aims to have 32 participants enrolled, 24 to complete the program, and 16 participants placed into employment.
- **Activity: The Opportunity Zone at the Maher Learning Center** - The CY 2024 programming began on January 1 through December 31. The Maher Center facilitates a dual-track inclusive career exploration and vocational launchpad designed to provide intensive, industry-specific preparation that yields a new source of capable, reliable, well-trained, and highly motivated workers for horticulture and culinary. The training consists of 1) a full month of classroom instruction and practicum training in the kitchen and garden center; 2) a two-week on-site internship in one of the above facilities, and 3) a one-week externship with an external employer. The Maher Center's in-house employment team also teaches interview skills, workplace etiquette, and other essential content areas, in close collaboration with industry partners who would offer industry-specific coaching. The Center dedicates classroom space at its Middletown Facility, a fully licensed commercial kitchen, and a garden center encompassing both greenhouse and retail sales operations – as well as five decades of experience in horticultural training for people with I/DD. The Center's content knowledge and support services help participants develop valuable skills, acclimate to the workforce, and address barriers (from anxiety to transportation to quality-of-life issues and more) that may create challenges to productive employment. For the CY2024, The Maher Center aims to have 25 participants enrolled, 15 to complete the program, and 10 participants placed into employment.
- **Activity (sector investment/incumbent worker): CPNRI Training Conferences: Upskilling Workers in the Disability Service Sector** – The program begins on January 22 through December 31. CPNRI coordinates, plans, and executes two full-day conferences to upskill workers in the disability service sector to advance upward career mobility and continued program quality improvement. The Training Conferences program aims to train up to 300

employees (entry-level, mid-level, and senior-level) in RI's DDO network. For the CY2024, the Training Conferences program aims to have 300 participants enrolled, and 250 individuals to complete the program.

- **Activity:** Direct Support Professional Career - Crossroads Rhode Island CY 2024 programming began on January 1 through December 31. Crossroads partners with five RI provider agencies to connect clients who are homeless or at risk of homelessness with career exploration, job preparation, support services, job training, and employment opportunities as a Direct Support Professional (DSP.) This opportunity supports the participants by developing the tools they will need for long-term stability and success. This program is intended to primarily address the needs of home-based care and community care service providers. The majority of employer partners and/or the primary benefiting employers are Home and Community-Based Services (HCBS) providers. The program aims to improve access and quality of services of those service providers. Crossroads RI completes an on-ramp process that includes career exploration, job readiness, barrier assessment with support, and case management for placement into DSPs. For the CY2024, Crossroads aims to have 35 participants enrolled, 30 to complete the program, and 23 participants placed into employment.
- In preparation of this Quarterly Report, the DLT Data and Performance Team queried job placement data for the I/DD-focused partnerships as of 1/15/2024 and beginning since the life of the program.

[NOTE: While the referenced workforce partnerships were formed to serve the needs of job seekers with I/DD, the integrated program design means not all job placements were individuals with I/DD – although are confident that a sizeable majority are].

The new/updated numbers as of 10/1/23 are:

- 273 Job Placements (increased from 261 in mid-October)
- 20.4 Average Hours per Week (slight decrease from 20.7 in mid-October)
- \$13.68 Average Hourly wage (increase from \$13.60 in mid-October)