

Consent Decree Quarterly Report for January – March 2025
(submission May 2025)

(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 2023 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 implemented with a few exceptions. With support from Gainwell, BHDDH identified the needed codes for the new services. These new services need to have service standards prior to implementation.
- BHDDH staff are working on finalizing certification standards and billing codes for the following services, which are under review for implementation in FY25.
 - Remote Supports is a new service that will allow people more independence. Staff at a remote location can support an individual through technology with live two-way communication. DD has CMS approval and rates but needs structure to implement. It is expected to start rolling out in the Summer of 2025.
 - Peer Supports is a new service that will offer guidance to people in areas of transition, technology, self-directed services, employment, and other determined areas. Trained peer mentors will offer support to individuals. Training has begun to work with those who self-direct. A training session was held by Advocates in Action in January. DD is working on implementation of a pilot that will begin this summer with Looking Upwards, West Bay, and Perspectives. Meetings began in March with an identified group of individuals and providers who are interested in helping support peers in providing this service. Targeted training for those who want to be peer supports for technology has also begun with Jennifer White, the Technology SME. The target for implementation will be in 2025.
 - Family-to-Family Supports is a new service from a peer caregiver who has received training to help support other families. This service will be implemented in Summer of 2025.
- As of January, Fiscal Intermediaries began to bill under Financial Management Services. The rate will remain the same.
- Authorizations are being completed in WellSky. Purchase orders continue to be submitted by agencies via Therap and entered by the Fiscal team in WellSky. Case managers who are completing the entire planning process have begun entering the Planned Services form information in the Purchase Order directly into WellSky. Planned Services will replace paper purchase orders.
- A stakeholder workgroup came together to discuss access to community-based services for individuals who are aging (over 62). This workgroup met twice in February 2025. Information as it relates to billing is that support provided in a participant's home that promotes community

participation may be billed under Community-Based Supports (except for participants who live in group homes or WLSLA, because such support is included in the rates for those two services). A meeting is planned with provider agencies in May to provide clarification. See Item # 10 for further information and follow up on this workgroup.

- Providers were able to submit billing in August 2024 and can back-bill in FY24 on Discovery.
 - Discovery is a billable Medicaid service. This is a focused service to identify the individual's strengths, needs and interests to assist in development of an employment plan. This service should only be provided by employment staff who have the credentials to engage in this work.
- Job Exploration is currently being finalized for implementation during FY25. To move a small pilot forward and to get a training begun, DD is working with a DDO to develop a training with a national expert that will be done during Summer 2025. This service will support an individual in expanding upon their interests and strengths to assist in determining if they are interested in employment and preferred working conditions and industries. This service does not need to be provided by a certified employment specialist.
- The Court Monitor has requested a new Advisor Service Model. The Division has met internally and with the Court Monitor, but clarification is needed on the details of the implementation.
- The DD Billing Manual has been updated to reflect changes and clarifications in employment definitions.
 - Weekly billing related meetings have been held with provider agency staff to ask questions, share information, and troubleshoot issues.
- Rate Review:
 - Per the Office of the Health Insurance Commissioner (OHIC), OHIC's 2023 rate recommendations were included in the FY2025 budget with a start date of October 1, 2024. EOHHS has a [FY25 Medicaid Reimbursement Rate Updates](#) webpage.
 - Further reports have been posted on the OHIC website under [Social and Human Service Programs Review](#). A dedicated section titled **Legislatively Mandated Reports – 2025 Cycle** has been created.
 - Final recommendations are due by September 1, 2025.
- Utilization Rate:
 - Over time, utilization will likely see a slight increase when Independent Facilitation/Conflict-Free Case Management (IF/CFCM) is further implemented along with other changes that have begun, such as new services and outreach efforts. It may only be a slight increase due to some individuals wanting/needing increase in support while others will be encouraged to gain greater independence with decreased supports or use of technology as a support.
 - BHDDH will look at the authorizations vs actuals data by category and track trends moving forward to see impacts.
 - Planning for a data-driven approach to identify those who are not utilizing services with direct outreach to individuals to determine if needs are being met is ongoing.

3	<p>All adults will have experienced the new three-step assessment process (December 2022 Court Order).</p> <p>(A) REPORT THE NUMBER OF PEOPLE EXPERIENCING THAT ACTION AND</p> <p>(B) AN UPDATE ON ANY STATE ACTIVITIES</p>
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For this quarter, a total of 180 individuals have experienced the three-step process. The overall total since March 2023 through March 2025 is 1443. (Note: the number for the quarter added to the overall reported from last quarter will not show this total because more were uploaded for December after the report was completed).

Three-Step Assessment Process:

The Additional Needs and Supports Questionnaire (ANSQ) and Follow-Up continue to be implemented by the SIS Assessment team to those receiving a SIS Assessment in the Three-Step Process. Data is provided monthly to the Court Monitor to report on the number of individuals who experienced the three-step process and whether additional funding was granted.

- For the newly eligible who are not yet receiving services and/or secured an adult DD provider and do not require exceptional supports, the ANSQ Committee ensures the DD State Social Caseworker (SCW) or CFCM/IF, if assigned, is providing the necessary case management to support the transition to adult services. Therefore, case management/additional resources are provided in lieu of additional funding. For those who are newly eligible and have not secured a provider but demonstrate a higher-level support need, the ANSQ Committee will again review the support needs to grant the necessary supplemental funding once a provider is secured. The data review of the additional support/outcomes secondary to the committee review in lieu of additional funding shows other results for this three-step process:
 - Increase in tier.
 - SCW/CM/IF to work on referrals and provide support for youth transition to adult services.
 - SCW/IF/CM follow-up to assist with placement needs.
 - SCW/IF/CM follow-up to assist with referrals for employment, CBS and/or self-directed services.
 - If an individual has an existing supplemental funding approval, that warrants carryover, this process automatically extends the funding and eliminates the need for an additional S109.
- To reduce administrative burden with the S109 process, when an ANSQ is administered and there is an approved S109 for the last 2 or more years, the funding is automatically carried forward for remainder of the current plan year and through the next plan year if there is still the need for these additional services. A new S109 request will not be needed. The approval comes from either the ANSQ Committee or S109 Committee. Total S109 requests for this quarter = 92.
- The new algorithm for tier assignment developed by HMA will be implemented by July 2025. HMA's recommendations for automated funding to for the ANSQ will be implemented by July 2025 as well. Wellsky will implement the new algorithm Fall 2025.

Two-Step Assessment Process:

- The Two-Step Assessment Process consists of the ANSQ, and the Individual Follow-Up administered at the same meeting. The two-step assessment process is intended to be administered annually by DD staff prior to the Individual Support Plan (ISP) meeting.
- Identified DD staff were trained on the process and focused on this work temporarily for the summer. Due to educational leave and retirement, they are no longer available. An additional DD staff member was identified and began to administer the two-step assessment in December. They can dedicate one day per week to this work until the new SIS staff are onboarded.
- The Division restructure allocated 4 additional SIS social case worker (SCW) positions and one case work supervisor position to the SIS unit to support the increased workflow required of the additional

assessment components. The additional SIS staff will allow the assessment process to be further implemented once those staff are fully onboarded.

- The number of SIS SCW staff will increase from 4 to 8. There are currently three SIS SCW staff with two new staff onboarding in May, leaving 3 vacant positions. In the prior Quarterly Report, it was reported that 2 new staff were hired. One completed certification and is included in the three above. The other staff transferred to one of the BHDDH Case Management positions. The hiring process remains ongoing.
- The initial focus of the two-step process was on the CD population who have not yet completed the three-step assessment process and have upcoming ISP dates. As stated above, the original identified staff were no longer available to complete the two-step process. The newly identified staff have begun the process as stated above.

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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- Flexible spending within the core budget:
 - POs will now be called Planned Services within Wellsky, the case management system.
 - There will be training specific to the budget for IF/CFCMs and how to utilize it, so they are equipped to have more in-depth discussions around the individual budget and how individuals want to use their funding. DD has incorporated more specific information into the Planned Services/PO training held in February. Training has been provided outlining the budget and services related to flexible vs. fixed in the orientation provided by the DD training team. There have been several trainings on “Planned Services” at the Department, and individual trainings have occurred with the CFCM agencies.
- The “Notice of Assessment Results” letter that is provided to the individual was developed by a Consent Decree Contacts Workgroup consisting of stakeholders. Further revisions have occurred.
 - The letter was previously revised to itemize the individual budget to include additional funding secondary to the three-step process within one correspondence. At the start of the assessment changes, both the “Notice of Assessment Results” letter and the supplemental funding request response letter (S110) were utilized.
 - The most recent revisions included standardized information outlining what, if any, additional funding was received and the reason why. This version has been reviewed by the Court Monitor. There were no additional revisions during this quarter.

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 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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Independent Facilitation (IF) and Conflict-Free Case Management (CFCM)

Assignment and Capacity

The CFCM role is to introduce this new process to the individual and family they are working with; get to know the individual well through a variety of strategies, including but not limited to, resource mapping

(i.e. who is in that person's life and where/how they spend their time); share information about opportunities and resources available to the individual so they can make informed choices about goals and interests, including for employment and participation in their community; support the person to be actively engaged in their planning process; make referrals to services and supports; develop goals and action steps that are meaningful to the individual; write the plan ensuring it reflects what was discussed and agreed upon throughout the planning process; and routine check-ins with the individual at least every months or on a cadence the person wants to support quality implementation, monitoring, and progress on goals.

- IF/CFCM assignments began in September and are being completed on a rolling basis. IF will align closely with Conflict Free Case Management (CFCM). State Social Caseworkers will continue to work with individuals until such time they are assigned to an IF or CFCM.
- Four certified CFCM entities (Private CFCM) have participated in training (CareLink, WestBay Community Action, Child and Family Services, and East Bay Community Action) and have been assigned individuals. HealthCare Connect has been certified but has not yet developed capacity to serve the I/DD population. Another entity, Bethel Behavioral Associates has submitted an application to EOHHS for certification.
- All sixteen State CFCM Social Caseworkers and two CFCM Social Caseworker Supervisors were hired. As of May 2025, two of the State Social Caseworkers have resigned. One position has been posted, and interviews are underway. The second person will be leaving on 6/1. This position will also be posted. The Division has one State CFCM on medical leave.
- The State will have continuous recruitment efforts for IF/CFCM, and training will be ongoing.
 - As of March, there were approximately 35 IFs who have completed the training and have started or will start supporting people. There were several others who went through training but decided not to pursue this work.
- The initial plan for sequencing the IF/CFCM assignments was developed. An analysis on the never-been employed (NBE) target population was completed, and the process began with that group for assignments.
- As of May 2025, for the overall population (including NBE), 1493 individuals have been assigned to an IF or CFCM (state or private), which also includes newly eligible individuals.
- Below is the summary of those assigned from the 527 initially identified individuals in the never-been employed (NBE) group, through May. This information is also included in the NBE tab within the Census data:

Group	Assigned to	# of individuals
Self-Direct NBE	Independent Facilitators	136
Self-Direct NBE individuals who are pending assignment	(in progress)	2
NBE receiving services from Provider Agencies (including 11 RICLAS)	State CFCM	360
NBE individuals who have closed to services (or deceased)	n/a	16
NBE in out-of-state placements	n/a	2
NBE individuals not assigned for other reasons (ex: incorrectly included in 527 group, removed as had been employed, are in long-term care facility, other)	n/a	11

- The State CFCM Independent Facilitators (State CFCM) were assigned a caseload of the target population members receiving services through an agency. The current 16 staff are working with an average caseload of 35 individuals. Maximum caseloads are 48-50 individuals.
- The Independent Facilitators (referred to as IFs) working with those self-directing their services were assigned a caseload of those in the Target population members who are self-directing services and are already on their caseloads for plan writing. The initial focus is on NBE. Once the independent contractors are completed with training and submitted a BCI, more will be assigned.
- Beginning in September, NBE individuals were assigned to those IFs that had completed training and already were working with these individuals. Additionally, for individuals in the NBE population who do not have a plan writer that became an IF, they began transferring to IFs.
- IFs will be geographically matched to individuals as much as possible to allow individuals the opportunity to work with someone who is familiar with local resources.
- CFCM external certified entities (Private CFCM) initially received caseloads of some of the RICLAS individuals, those newly eligible which includes transition youth, some who are in adult day health (ADH) centers, those who are receiving Home Health services only, and some who were assigned to help support the Division's staff restructuring. Further assignments were designed to alleviate DD SCW caseloads and assist with the staff reorganization.
- Referrals will continue each month at a steady but thoughtful pace to ensure that newly eligible participants are connected to a CFCM/IF as well as existing participants.
- The plan by end of FY 25 towards reaching capacity has been modified.
 - 768 individuals will be managed by 16 State CFCMs. The Division has not yet assigned maximum capacity for the state CM staff for the following reasons.
 - Staff turnover (and one on medical leave)
 - Need to ensure CMs are doing quality work and have received the needed training
 - Need to have the continued capacity to able to assign newly eligible participants.
 - With current Independent Facilitators who are doing this work, DDD foresees 433 individuals could be managed by June 2025.
 - The prior report stated that for the CFCM private agencies, add 100 individuals per month Nov 2024 through June 2025 for a projected total of 800. However, that projection has been revised to 701 individuals because of the turnover and capacity changes at the CFCM agencies.

Training

- The CFCM Program Manual can be found here: [Conflict-Free Case Management \(CFCM\) Program Manual](#)
- As this is a new system, BHDDH acknowledges that there is work to be done to mitigate some initial concerns about the CFCM and IF process. Further training continues to be developed to work through any potential issues. The work of the CFCM/IF Workgroup that began meeting in February will help to inform further needs. (see Item 5 for more Workgroup information).
- The BHDDH Training Unit had developed a Training Standards document for all CFCMs (state and private) and Independent Facilitators, which was provided in the last Quarterly Report.
- A variety of other training has been provided to the Private CFCM agency staff, the State CFCMs, and the IFs. There will be ongoing supplemental training as needed. For details on these trainings, please see the *DD Training and Outreach Tracker*.
- The Division had launched a training on its Three Step Assessment Process on the RI Train Learning platform. The module gives an in-depth look into the Assessment and Post Assessment processes

and explains the case manager's role. Contacts, resources, and links are provided as well. See the *Three-Step Assessment Process PowerPoint* attached.

Implementation

- IFs/CFCMs will work with individuals to ensure identified services are being offered and delivered. They will also follow up on referrals. Through this targeted work people will have a better understanding of what supports are available within and outside the DD system and how they can access them to meet their needs. The CFCM/IFs will note services and supports outside of the DD system that people choose to utilize or those they want but cannot find.
- The CFCM will use input from the provider agencies as well as discussion with the participant to create the Planned Services, which replaces the purchase order. The Planned Services lists the amount of each paid service a participant will use in support of their goals or to address identified needs and risks. This will help resolve related administrative burdens by shifting the changes need to POs from providers to CFCMs. The CFCM will submit this through WellSky.
- Phasing out the Therap case management system will happen more slowly than initially anticipated. Provider agencies will continue to submit the plans and purchase orders through Therap until participants are transitioned to CFCM.
- Providers will have access to WellSky to submit plans. A pilot group of providers will begin working in WellSky in June.
- The IFs will develop the plans and purchase orders/planned services and work with the Fiscal Intermediaries (FIs) to submit them.
- The plan for the Monitoring and Qualitative Review of Life Domains process is that the CFCM will complete the Qualitative Review of Life Domains during the annual planning process to help inform the person-centered planning.
- DD staff have set up biweekly office hours for CMs and for IFs for any support needed.
- A dedicated email account has also been set up for questions, issues, feedback, request for changes in assigned CM or IF, etc.

CFCM (State and Private):

- Upon receipt of a new assignment, the CFCM will follow a series of steps, including sending an introductory letter to the person to start the communication process. A "leave-behind" packet of information is also being finalized by the CFCM/IF Workgroup (see below) to provide additional process information to the individual and the individual's support team.
- Initially assigned CM will reach out to the State social caseworker and current provider(s) as an initial check in and to coordinate an initial meeting with the participant.
- Initially getting to know the participant is the priority. The Quality Review of Life Domains and the monthly monitoring assist with discussions and gathering information through conversations.

Independent Facilitators (which include trained Independent Contractors – referred to as IFs):

- Many of the IF's have a working relationship with individuals as a plan writer or a teacher. For those who do not an introduction is facilitated by the SCW prior to the transfer of the case.
- Sherlock Center facilitates a Community of Practice (CoP) Network to support those doing this work. There are monthly meetings to provide TA through discussions or by bringing in SME on certain topic areas. Division staff will attend some of the meetings to work through the technical information and processes.

IF/CFCM Communications

- A comprehensive plan to inform all stakeholders about Independent Facilitation (IF) and Conflict Free Case Management (CFCM) was developed and launched in July 2024. As new case managers engage with participants, they are gathering insights on common questions, which are helping to shape additional informational materials. Guidance documents are also being created or refined through collaboration with the CFCM/IF Workgroup of stakeholders.
- The rollout of the IF/CFCM process was first highlighted in the June 7, 2024, DD Newsletter, and updates will continue as new information becomes available. You can access DD Newsletters here: [News and Updates Newsletters | Dept. of Behavioral Healthcare, Developmental Disabilities, and Hospitals \(ri.gov\)](#).
- Additional efforts to keep participants informed include in-person meetings, DD Community Forums, website updates, outreach by Social Caseworkers and partner organizations (RIPIN, Sherlock Center, Advocates in Action), as well as ongoing trainings and weekly meetings with provider agency staff. See attached *Communications Tracker* and *DD Training and Outreach Tracker* documents.
 - The Communication Team has updated the Division's website:
 - The [DD Guidebook](#) is published and can be located on the [Division's homepage](#).
 - The old SIS webpage has been updated and is now the [Assessment Process webpage](#). This page features an overview of the SIS, ANSQ, and Individual Follow-up.
 - [The Eligibility and Application webpage](#) was updated to share eligibility criteria, clinical criteria, and key application information in plain language.
 - [Services for Adults webpage](#) has a new resource called the DD Service Spotlight Cards (bottom of page)
 - The old Forms section, including the old Brochures & Guides and Policies subpages, have been reorganized. Some of the content was merged to a single webpage, which is now called [Forms, Brochures, and Guides](#). The rest was moved to one of two new provider pages (see list item 6 and 7 below).
 - [Reporting Abuse webpage](#) is new. It defines different types of abuse and how community members can get help in the community.
 - [Provider Tools and Resources webpage](#) is new. It features the policies, Tech Bulletins, and forms providers often use.
 - [Conflict Free Case Managers webpage](#) is new. It features CFCM/IF provider materials, including rubrics, forms, letters, training materials, and external CFCM provider list.

CFCM/IF Workgroup

At the request of the Court Monitor, a stakeholder workgroup was formed to address implementation challenges within the Conflict Free Case Management (CFCM) process and to develop guidance on the roles of Conflict Free Case Managers (CM) and Independent Facilitators (IFs). An external stakeholder led the first meeting, helping to identify key concerns and possible solutions.

Subsequent meetings, which included Division staff, focused on reviewing processes, refining guidance, and developing supporting documents. The group has convened on February 6, February 20, March 6, April 3, April 24, and May 15, with additional meetings planned.

For a summary of the discussions, see the April 4th Special Edition DD Newsletter: [DD News and Updates Newsletter 4/4/25](#)

Guidance documents that result from this workgroup will be available next quarter.

The Division is restructuring the internal team to align with the shift in roles of the social caseworkers and to better support stakeholders. In addition to the hiring of 18 State Case Managers/Supervisors, the restructure will shift 14 staff into the youth in transition unit (2 supervisors and 12 caseworkers), one staff into the eligibility unit, 5 staff into the SIS/Level of Need unit, 2 staff to the residential unit, and 5 staff into service authorization unit. The restructure will occur over the next several months, as caseloads shift from social caseworkers to case managers.

6	<p>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).</p> <p>(A) REPORT THE NUMBER OF PEOPLE EXPERIENCING THAT ACTION AND</p> <p>(B) AN UPDATE ON ANY STATE ACTIVITIES</p>
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The Employment Add-On budget is an important system-change that provides individual funding for employment services separate from that person's funding for other supports. The state has now converted all employment services contained in individual community-based authorizations into a person's Employment Add-On budget. There are no longer any individuals receiving employment services funding through their flexible budget.

For the quarter, 98 individuals were new to having authorizations for the add-on budget. Of those 98 individuals, 40 are members from the Consent Decree population. Overall, as of March 2025, 942 individuals have been authorized for the add on budget, of which 461 are CD population individuals.

Report on strategies to increase the Add-On Employment Budget utilization.

- IF/CFCM is one strategy to increase the number using add-on employment funds.
 - IF and CFCM will ensure that people are engaging in employment discussions, offered opportunities to be able to make an informed decision about employment, make referrals and connections to employment support providers, and identifying entry point for services, e.g. Discovery, job exploration, job development.
 - This process will also ensure through monitoring services that they are getting the right services and are able to make progress towards their goals.
- Ensure that stakeholders know that individuals can have both employment services and community-based services by consistently discussing in any community forums or other public facing meeting the use of the Employment Add On funding and by including it in the Newsletter a few times a year.
- Reducing the administrative burden:
 - Separate employment services can be sequenced and included on one PO/Service Plan.
 - The majority of the 38 providers that the BHDDH employment team/ORS have met with have positively reported on the Add-On budget as making a difference. People no longer need to make a choice between employment services and community services.
- Communications:
 - A variety of outreach methods occurred to ensure individuals and families are aware of the employment add-on funding availability. These efforts include, but are not limited to, the Facilitating Success process that began in November 2023, a mailing that was sent to all individuals, information included in the DD Newsletters, DD Communications team trainings and community outreach, technical assistance with providers, RIPIN outreach and webinars, DD Community Forums, DD employment team outreach, guidance posted on the DD website, and bi-weekly meetings with the FI's.

- The Supported Employment Associate Administrator worked with the Communications team to develop information to assist individuals. The [Employment Add-on Budget](#) and the [DD Transportation Options](#) documents can be found on the BHDDH website at [Forms, Brochures, and Guides | Dept. of Behavioral Healthcare, Developmental Disabilities, and Hospitals](#)

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

Division priorities for the NBE population include connecting to an Independent Facilitator (IF) or CFCM and Supported Employment (SE) provider to develop highly individualized employment plans with targeted strategies to ensure individuals are engaging in discovery, customized employment, and job development/matching.

The Division assesses the health of the employment support system by monitoring not just the number of people served but equally important are jobs gained, credentialed professionals in the field, the number of referrals providers share they can accept, and people's documented progress towards their employment goals. Current indicators provide evidence that more people are getting the right amount of support needed to achieve their employment goals consistent with Consent Decree outcomes. The Division regularly assesses capacity and have documented staffing disruptions in the last six months due to employee's health and turnover. Providers have taken steps to respond to this disruption which will increase the current capacity.

Additionally, the NBE individuals, some with very limited employment and community experience, may need significant supports to determine their employment interests, customized employment opportunities, and to be successful on the job. The Employment Team is taking a data-driven approach to this work by looking at employment service utilization for these individuals along with understanding people's employment goals and other indicators of employment. The Division continues to work with providers to deliver the appropriate supports to increase employment opportunities for these individuals.

Strategies:

Strategies for employment outcomes include but are not limited to Employment Add-On budget, increasing the overall capacity of our Supported Employment providers, expanding employer engagement, and increased focus on training for job development and job matching to assist individuals with more complex needs and when a variance is appropriate to assist the individual in completing one.

Working with Supported Employment Providers

- DDD continues to engage with Supported Employment (SE) providers to advance employment outcomes. From January-March 2025, DDD met individually with all SE providers to review their organization's capacity, establish a jobs forecast, and to receive input and feedback on ongoing system improvements.
- The team shared a spreadsheet with providers to be completed in advance of the meeting. The spreadsheet requested information on capacity, job outcomes for July 1-December 31, 2024, and jobs forecast of people they anticipate gaining employment between January 1-June 30, 2025.

- Included with the spreadsheet, the team worked with the State Employment Leadership Network (SELN) and ORS to develop an initial data ask of SE providers regarding the NBE they support. SE providers were asked if the person currently or has previously engaged in any of the following, “volunteerism, relationships w/people without disabilities who are not paid support, employment related experiences, time outside their home, memberships, hobbies, use of technology for ADL, communication.” SE providers were also asked to identify important considerations regarding the person engaging in employment services – in an attempt to minimize administrative burden, the spreadsheet included a drop-down option that providers could click all that apply. Important considerations included, “Person’s concerns re employment, parent/guardian’s concerns re employment, person’s physical health, person’s behavioral health, caregiver’s health, concerns for personal safety, concerns for a community’s safety, concerns re impact on benefits, unstable living environment.”
- Lastly, the team asked, “If you received an employment services referral for this person, do you currently have capacity to engage them in employment services?” and “Please let us know if there is anything specific you would like the Division to know about this person engaging in employment services.” Recognizing the volume of data requested, the team streamlined data requests in the other spreadsheet tabs discussed above.
- When scheduling the meetings, the team shared that the completed spreadsheets would help guide the conversations. The agenda was shared with providers and included 7/1-12/31/24 job outcomes, discussion of the NBE, jobs forecast, support needed to achieve employment outcomes, capacity, discussion of training and technical assistance needs along with asking what training/s have been most impactful/useful. Notably, providers shared positive feedback on the Employment Add-On funding available to people.
- The outcomes of SE provider meetings, a summary of information received regarding the NBE, and corresponding actions the Division is taking in response to the feedback we received will be shared in a report to be written at the conclusion of the meetings.
- The Employment Team is making intentional connectivity between the Division’s technology and employment activities. National subject matter expert, Jennifer White, will engage providers, including RICLAS, to build or increase skill to evaluate, train and write goals for staff and people supported on low tech camera/printer models, iPads, Self-Advocacy Films, Video Resumes, Apps, and Business Minded Employer Engagement.

New service:

- The addition of Job Exploration will be part of provider trainings on employment services as needed. Job Exploration will be made available to the NBE population as a first step, if interested.

Training/Technical Assistance/Increase capacity:

- The Division is working on ways to increase capacity around supported employment, including trainings and other ways to engage staff. BHDDH will work with partners to increase training opportunities so there is an increase in credentialed employment staff. However, there is still a capacity issue for employment services staff.
- DD is asking SEPs about capacity and using the information to engage in targeted referrals for individuals.
- DD has been providing FIs with information on accessing SE services. DD is also ensuring SCWs/IFs/CFCM/CM can access technical assistance from the SE Associate Administrator.

- Two trainings were held and led by Doug Crandell. Both trainings were funded through BHDDH's Transformation grant and sponsored by the RI Cross Disability Coalition and the RI Developmental Disabilities Council.
 - A free virtual Customized Job Development Training was provided, Vocational Themes and "Ideal Conditions of Employment" for People with Disabilities on February 27, 2025. See attachment *Customized Employment Free Information Training February 2025*.
 - In collaboration with Nancy Brooks-Lane, Doug Crandall also provided training titled "Discovery" Training...Paving the Road to Employment. This was a 4-part free training to determine vocational themes for successful job-matching and employment. Part 1 of the training was on February 20, 2025. See attachment *Transformation Discovery Training*.

Independent Facilitation/Conflict-Free Case Management

- Most of the NBE population has been matched to a State CFCM, Private CFCM agency, or an Independent Facilitator for Self-Direct (IF). See section 6.

Increase Employment

- Targeted employment funds will be henceforth referred to as Transformation Funds, Phase III.
- The Division continues to review applications for Transformation Funds Phase III to ensure they are funding and supporting strategies that are aligned with the innovative employment practices that are sustainable and when feasible, make targeted efforts to engage the NBE population and individuals self-directing their services.
- Through the community outreach, the DD Business and Community Outreach Administrator has spent time educating the people he engages with about the benefits of employing people with I/DD because of the stigma around people with disabilities.
- On a regular basis, the DD Business and Community Outreach Administrator participates in community events where opportunities exist for networking and engaging with the business community to talk about employment for people with I/DD and has conducted a substantial number of employer-engagement activities. As a result of these efforts, more businesses have engaged in discussions about employing individuals with I/DD.
 - Partnering with SE providers who have identified individuals who are actively seeking employment.
 - This collaboration is beneficial to everyone as most are allowed to complete work trials to ensure it is a position they are interested in, and have the appropriate skills set for, which will assist in longer retention rates and higher job satisfaction.
- The DD Associate Administrator for Supported Employment provides technical assistance to the providers and CFCM/IFs on an ongoing basis.
- The DD Associate Administrator for Supported Employment has been working with RICLAS to assist them with employment services and identifying options for referrals.
- DD Associate Administrator attends monthly Supported Employment providers' meetings are held for open discussions, dialogue, and information transfer.
- Sherlock Center SE trainings are free to participants (State funds the training) and is one of a mini-certificate series offered to earn ACRE certification.
 - A training series began on September 5 and continues through December 5. The Winter session was canceled due to low enrollment.
 - RIPIN has held webinars regarding employment for those who self-direct. Please see the Self-Direct Information in Item 19.

- RIPIN continues to conduct targeted outreach to all those self-directing their services. As part of the outreach, they will ask individuals if they are employed or would like to be employed.
 - If employed, will ask if they are filling out the EERF.
 - If not employed, will ask if they are interested in employment.
 - If yes, refer to SE Administrator, SCW, or CM/IF.
 - If no, refer to SCW/CM/IF to discuss employment opportunities.
- The Division is planning to further highlight employers that have provided job opportunities to individuals with I/DD in the DD Newsletter.
- The Division previously submitted a plan detailing how RICLAS will support individuals to engage in employment services and community participation. This plan includes strategies for training, technical assistance, structural support, and implementation of IF/CFCM.

See attached Business and Community Engagement Report and January-March 2025 SE Activity Report documents attached for an outline of additional DD Employment Team activities.

ORS

- ORS continues to provide fee-for-service Supported Employment Services to participants and annually reviews and updates Supported Employment Services based on employment trends and client demands. ORS meets with Providers frequently both monthly and quarterly to review supported employment services. There is an ORS VR Counselor Liaison for each Provider Agency. ORS continues to reinforce the braiding and sequencing of funding with BHDDH. ORS works closely with BHDDH on updating Braiding and Sequencing information with BHDDH's new rate structure and provides examples for Providers.
- ORS continues to fund an Adult Project Search and braids funds with DLT and BHDDH at Bally's Casino in Lincoln. There are currently 4 Adult Project Search interns participating in this FY 25 cohort program that began September 16, 2024. Internships include Hotel Positions, Commercial Cleaning, Food Service, and Human Resources. Currently the interns are in the process of job development and placement. Graduation is June 2025.

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). 175 additional jobs by June 30, 2025, and 200 additional jobs by June 30, 2026. 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. The non-competitive tab has been updated to align with the parameters provided by the Court Monitor.
- The currently employed CD population is 464 individuals.
- The total number of new jobs for this **quarter** is 56 (21 for the CD population and 35 for non-CD population). This brings the **total** number of new jobs since the start of the addendum to 295 (80 for CD population and 215 for non-CD population).
- The Division uses a variety of sources to inform the employment numbers. Data is reconciled from any data from any source to ensure it can confirm the job, the dates, the employer and position, wages and hours for the individuals employed. Reports are now also obtained from Wellsky case management system. With the implementation of Wellsky, more up-to-date EERF are being received

from provider agencies which are validated with the DD employment team prior to entry into the system. In addition, the Employment team has delved into reports and data further and have found additional jobs that were not previously reported.

- The DD Employment Team met with supported employment (SE) providers and obtained information on new jobs. This has resulted in an increase in those jobs reported. See Item #7 for more information on these efforts. Data reconciliation has occurred for new jobs information through March. However, further data reconciliation is needed before all the information reported by providers can be included in the census data for this year. As DD is made aware of new jobs and that information is reconciled, new job numbers since the start of the Addendum (census tab) will be updated, so the total number may not match the sum of the quarters as reported previously.
- Independent Facilitation/CFCM process will further these efforts in that they will work with the individual to determine if their employment goals are being met and can assist in ensuring individuals are filling out ERFs.
- The DD Supported Employment Associate Administrator has been working with RICLAS to provide technical assistance for employment. Regular meetings are held to monitor progress.
- Supported Employment Associate Administrator Activity for Quarter is summarized on the attached document, *January-March 2025 SE Activity Report*.
- Data is collected quarterly from provider agencies on capacity.
 - Questionnaire responses were received from 33 of the SE providers from January – March 2025. 16 of those providers reported to have capacity to provide supported employment services. That information was shared with the SCWs, CFCMs and IFs.
- Family Awareness Employment Trainings (FEAT):
 - The Division asked the Sherlock Center to adapt the current FEAT that is geared toward to Youth in Transition (YIT) to and support individuals who are new to the process and are transitioning into adult services. Sherlock Center adjusted the curriculum (FEAT-Y).
 - Planning began and curriculum developed in collaboration with the Sherlock Center to host an adapted version of the Family and Employment Awareness Training (FEAT) geared toward individuals in the NBE population who have guardians. It is called FEAT- A and the A is for adults vs. youth training that has been done for years.
 - The FEAT-Y has been scheduled for May 5, 8, 12 and 15.

Business and Community Engagement Hiring Outcomes

- Business and Community Engagement Administrator attended numerous meetings during this quarter to engage businesses and the community for purposes of employment opportunities. Please see Item #7 and the attached *Business and Community Engagement Report*.

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 the average number of hours worked over last quarter. Information is also received from the Providers' responses to the Capacity Questionnaire. Information is also gleaned from the Employment & Earnings Reporting Forms (EERF), and Providers' data entry, which continues to be entered into Therap.

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
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	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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- IF/CFCM will work with individuals to help them understand the options available to them, so they can make an informed choice about desired community activities. Regular monitoring and check-in's will help ensure progress is being made toward meeting their goals.
- Capacity is still an issue, but in recent months there has been an increase in agencies' acceptance rates due to increased staffing. Part of this positive direction is due to the providers' Transformation Funding activities and the RISWI activities, as well as the wage increase to \$20 dollars an hour.

Community-Based Services for those who are Aging Workgroup

- At the request of the Court Monitor, stakeholder workgroups were created to work on four topics. One of the workgroups was to discuss the availability of and access to community-based services in an individual residence for those over 62. The workgroup, composed of participants, provider personnel, and State staff, met twice in February 2025. A statement about these services was drafted and was the basis for further discussion in a third meeting. Additional participants who fall in this age group were "recruited" for this meeting. Following the meeting, State and provider staff will meet to discuss funding and billing details. Following that meeting, official guidance will be produced and made available to all stakeholders before the end of FY 2025. See Item # 2 for the billing information.

Transformation Fund Grants

Providers are still working towards completing the activities in their proposals from Transformation Fund Phase I and II. The deadline to use existing funding was extended to December 31, 2024, for Phase I grantees, and to June 30, 2025, for Phase II grantees, thus allowing more time to spend down their allocated funding.

- At the May 2024 Caseload Estimating Conference, BHDDH requested the Targeted Employment funds be utilized as Transformation Funds. Proposals will continue to be accepted and granted to applicants for innovative practices. Progress has been made by funding initiatives geared toward engagement in meaningful community activities, increased supports to assist with community membership, employment service delivery changes, and staff training and mentoring to support the workforce. This has been documented by providers in data and narratives collected in Transformation II reports and meetings.
- The Targeted Employment funds, now named the Transformation Funds Phase III, will be used in furtherance of transformation activities.
 - Providers can access Phase III funds for the continuation of new and innovative models of service or continuation of these support models.
 - To date, 5 providers have submitted proposals to access this funding. In FY25 \$184,780.00 dollars has been disbursed to date.

Technology Fund

DD continues to accept and review requests through the Technology initiative. For the quarter reported, Tech Fund Rounds 1-11 had been completed and Tech Fund Round 12 is being finalized. Tech Fund Round 13 requests are being accepted through the next deadline of May 31, 2025.

As of March 30, 2025, the Technology Fund has an estimated total of \$793,263.03 in encumbered funds.

DD Technology Fund Initiative through Round 12

Round	# of Total Requests in Round	Total # of approvals	Total # not approved	# of duplicate requests, not eligible, passed away, or withdrew
1	266	247	10	9
2	241	205	19	17
3	182	144	27	11
4	148	132	3	13
5	256	224	17	15
6	77	59	1	17
7	86	76	1	9
8	81	67	2	12
9	125	112	2	11
10	79	64	0	8
11	67	53	2	12
12	67	56*	1	7
Total	1675	1439	85	141

****3 more are pending for more information needed.***

- Outreach began to those who received technology through the Technology Fund. One person is working with Jennifer White, technology SME, to assist with this targeted outreach to determine if people are using their technology, how they are using it, and if they need assistance to use it. Some of this information will help to determine what trainings people may need to support the continued use and knowledge about what other things their technology can assist with. To strengthen outcomes for the implementation of technology provided through the tech fund, Robert Jones, from Able Opportunities, Inc., has been following up with each recipient of technology. The tech fund committee is using this data to set statewide trainings based on location and requested training topics. Recipients through Round 4 are providing data on types of devices, uses, and information to set trainings as needed for users of the tech and their teams.
 - A Technology Plan has been developed and some of the work has started.
 - **Business Model Hiring:** A list of employers has been created. These employers have been contacted and tracked. Work will resume when technology is available to train agency staff who will follow up with the skills/tools promised in the model.
 - **Student Project:** Technology purchases for this project were delayed. Students are refining their PR pitches and staff are filming. Peers and Transition students are working together to finish these projects. We will have short overview film clips to share after our final trip in May. Students have a share out set within the school, and then teachers have set up community share out sessions post our project! For a 6-month project without the tech tools, great progress has been made. Outcomes are already clear- students stating their needs! And peers with an understanding about accommodations and advocacy as a human issue, not just a disability issue.
 - **Webpage housing training resources:** The Tech Committee has been working to identify a website to house training tools for recipients of devices. Teaching tools are built in universal design, with visuals leading the layout, alongside brief written instructions. The step-by-step

screenshots and footage allow nonreaders to access the training directly. The webpage will be designed with large buttons, embedded with visuals for the same reason. The Sherlock Center is reaching out to their contracted web developer to see if these features can be added to the package of buttons and design options they've already purchased. In the meantime, Able Opportunities, Inc. will post a page on their website, giving Rhode Islanders access soon. This will also provide a clear model of accessible design and organization when the contractor is ready to add it to Sherlock Center's website.

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

- RTCs continue to provide targeted technical assistance to districts upon district request.
 - RTC met with special educators 1/2/25, 2/27/25 CDP-TA with Paul Cuffee Charter
 - 2/26/25: RTC met with 18+ educator at East Providence High School to provide TA on 20+ CDP
 - 2/28/25: RTC met with East Providence department chair regarding TA needed for 18+ program and 20+ CDP development.
 - 3/20/25: RTC met with ORS and East Providence High School special educators to discuss best practices in interagency collaboration for 20+ CDP completion.
 - 3/25/2025: RTC provided TA to Woonsocket regarding CDP completion

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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Annually, DDD will calculate the average number of applications received for YIT (age 16 – 21) and will determine if 80% of that average are found eligible. The Quarterly Report for period ending June 2024 had shown that this benchmark has been reached.

For this quarter, 59 applied for those aged 16-21. Of those, 47 (or 80%) were found eligible to date but 7 applications are still pending.

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 BHDDH vendor and will be involved in specific job development (Consent Decree Section VIII; December 2022 Court Order).
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BHDDH

Information about choosing to use funding upon age 18 when eligible through DDD is provided to all Youth in Transition (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.
- Numerous planning discussions, document updates and staff preparation for the impact the Division of Developmental Disabilities (DDD) roll out of Conflict Free Case Management (CFCM) and Independent Facilitation (IF) will have on the Transition Process are underway. Multiple transition related documents have been updated in collaboration with the BHDDH Communications Team, including the Guide to Accessing Transition Services or Employment Supports While Still in School, Service model comparison, initial adult service information packets (letters and packet documents), and talking points document.
 - The Transition Administrator has on-going communication with DDD administrative, training and line staff, Conflict Free Case Managers, school district staff and individuals/families re: Medicaid Wavier applications, steps in the Transition process, adult service options, use of Tier funding for students receiving school funded services, and the CFCM process.
 - Information re: CFCM and IF training opportunities are routinely shared with Teachers of Life Skills in public high schools across RI.
 - Presentations re: the process for using adult service funding while a student were made this quarter to Transition Advisory Councils (TAC) across the state. These councils are comprised of Special Educators in public schools. This information sharing has led to an increase in youth receiving adult services prior to school exit, creating a smoother transition.
 - Communication and problem solving with DDD Training staff and the Wellsky Project Manager continues re: the implementation of this system on the transition process.
 - The DDD Transition Administrator continues to facilitate the DCYF quarterly meeting with staff from DDD, Behavioral Health and DCYF. This meeting has been moved from monthly to quarterly due to the creation of a successful structure for application submission and communication. A checklist re: task responsibility during the transition process for staff in both Departments is being finalized. Outreach has been made to the DCYF Administrator overseeing the Professional Service Coordinator position, due to the imminent retirement of the staff person in this transition liaison position.

ORS

- ORS continues to have a VR Counselor assigned to each public, private and alternative high school statewide as well as a Rehab Tech assigned regionally to offer support to ORS Counselors and school districts to meet the needs of student/families. We have recently filled several vacancies which allows for increased availability to attend IEP/CDP meetings and collaborative school activities.
- ORS has monthly Transition Check-in meetings to discuss any transition related updates and provide information and training around resources available.
- The Assistant Administrator for Transition participated in the recording of the Intro to State Services presentation which will be utilized to deliver necessary information around referral process and services to the school personnel that need to hear it. This is a resource that is continually available to districts as needed.

- ORS currently has 1848 students in Pre-Employment Transition Services, 1256 of these students are in potentially eligible status. There are 64 students that have entered stable employment/Employment status.
- In September ORS rolled out a pilot program called Future Pathways Academy. Future Pathways Academy is a new Pre-Employment Transition Service designed to meet the needs of our students who require additional support needs to reach meaningful competitive employment goals. This service is designed to be a partnership between The Office of Rehabilitation Services, the Local School District and a Community Rehab Program/Adult Provider. It takes place over three consecutive school years, preparing the student to move into supported employment job development, placement, and retention. It is meant to be an ongoing partnership with students continuously entering and exiting through employment services. We currently have partnered with 4 school districts and 4 separate adult providers. This program continues to be monitored in order to ensure we are meeting the needs of the students/families and school districts
- ORS continues to provide a wide range of pre-Employment transition services to meet each student where they are at in their transition trajectory. These services include work readiness, Job Exploration, Community Based work experiences, Summer Work, Tri-employment and Project Search.
- ORS continues to have Project Search for Transition-Age Students at Mariam Hospital and Blue Cross Blue Shield RI Headquarters.
- ORS is in development with Sargent Center on a multi-year program to support several students involved in Career Technical Education (CTE), as they work to move from being a CTE participant, concentrator, and completer to supporting them to meet the identified program industry standards.
- ORS continues to fund technical assistance training directly to school districts around job development and job coaching through Joann DeAngelo at Easter Seals.
- ORS collaborated with the Regional Transition Coordinators and participated in two regional student events and the college planning forum.
- ORS participated and provided support to the Annual Dare to Dream Conference.

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

- *See CTE data in Summary section ("Addendum Questions Data")*

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. The eligibility determination letter sent to eligible applicants in this age range includes the name and contact information for the Transition Coordinator.
- The Transition Administrator serves as backup for the Transition Coordinator and communicates frequently with families.

- Through the contract overseen by DD, RIPIN is a contact for transitioning youth aged 17/18 who have not yet applied for service and is an identified contact for families.
- Eligible individuals between the ages of 18 – 21 are assigned to a Transition caseload overseen by the Transition Coordinator. These young adults are re-assigned to a CFCM or IF when they are within 6 months of receiving adult services.
- Moving forward, as CFCM/IF builds capacity and individuals are transitioned off the State SCW's caseloads, those who are now working within the newly created YIT unit will be working in schools and will serve as the primary contact for those still attending school.

ORS

- ORS continues to be present at public high schools, most/majority of identified private and alternative schools with assigned liaison (VR Counselor and Supervisor). Once a student is identified to ORS by the school district and referred, ORS begins registering and/or applying the student for ORS services and beginning employment services.
- ORS also utilizes LAZO similarly to RIDE and BHDDH for brokerage purposes, assisting families one-on-one who may have cultural or language barriers and may need additional support in making connections with available resources.

RIDE:

Charlas:

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

- This past quarter, Charlas occurred in 5 districts (Woonsocket, Johnston, Central Falls, Cranston, and Providence).
- Many of these Charlas provided were individual supports to families based on referrals made from the school district.
- LAZO is in the process of expanding Charlas to RIAPSES members. This quarter, Charlas occurred at The Sargent Center and the Trudeau Center.

Lazo provides biannual reports for Charlas to RIDE and the Regional Transition Centers (January and June). More detailed outcomes and themes of Charlas sessions and follow-up meetings will be provided in the Quarter 4 report.

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

See Charlas information above.

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 *DD Training and Outreach Tracker* and the *January-March 2025 SE Activity Report* for employment services training and technical assistance activities.
- Technical Assistance is provided to agencies and to those who self-direct to identify barriers to employment and effective employment practices. The DD Supported Employment Assistant Administrator attended the Quarterly Self-Direct Advisory meeting hosted by RIPIN on 1/21/25 which focused on an overview of the RIPIN 1st Annual Self-Directed Support Conference. Next meeting in April 2025.
- RIPIN continues their work with those who self-direct their services. See items # 18 and 19.
- The RI State Workforce Initiative (RISWI) is 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.
- Employment trainings were offered from a national SME.
- Technology training/information by national SME.

ORS

- ORS is providing school districts with training in job development and job coaching. Training will continue to be offered to school districts into SY2025 with dates for both Job Coaching and Job Development. ORS meets with training providers on a regular basis to identify areas of need and expand the education/training around Job Development and Job Coaching.
- ORS manages the Supported Employment Council (SEC) with BHDDH. The meetings are facilitated by an ORS contract with The Sherlock Center. The SEC's focus for FY25 is offering technical assistance and training specifically on utilizing Rhode Island Labor Market Information and other DLT tools when exploring employment options for individuals. The training is based on the need of Rhode Island Employers and the strengths of the individual. The title of the series is Expanding Diversity of Employment and RI Workforce Resources. Participants include Provider Agencies Employment Supports and ORS VR Counselors.
 - 1/13/2025 58 Participants In-Person
 - 2/10/2025 18 Participants Virtual Meeting Reinforcing 1/13/2025 meeting
 - 3/10/2025 38 Participants In-Person
- ORS Assistant Administrators for Supported Employment and Transition continue to participate in The Sherlock Center FEAT Training. Next ORS participation in FEAT is May 12, 2025 and May 15, 2025.

18	<p>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).</p> <p>SUBMIT UPDATED TRAINING TRACKER WITH # OF PARTICIPANTS IN APPENDIX</p>
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- The RI State Workforce Initiative (Direct Support Workforce Solutions) out of UMN has engaged in discussions with FIs and other stakeholders regarding SWI. See Item #21 for RISWI activities.
- DDD continues to hold bi-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, CFCM/IF, and other topics as needed.

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-Direction:

BHDDH:

Workgroup for Goods & Services Guidance: This is one of the four workgroups requested by the Court Monitor and was to focus on goods and services. The goal is to make information about goods and services more flexible and easier to find and understand.

- There have been two workgroup sessions. The Division created a spreadsheet to track workgroup feedback. This spreadsheet stores member comments, advice, questions, and next steps. Some topics the workgroup talked about are:
 - How to talk to people and share information about goods and services.
 - How to get repayment for buying an approved good or service.
 - Opportunities and limits to goods and services.
 - What Fiscal Intermediaries (IFs) may do the same or different.
 - Training options people can explore.
 - How to lower the number of denials.
 - Resources on writing Person-Centered Plan (PCP) goals.
- Members of the workgroup agreed to meet again in 6-8 months. During this check-in, members will share progress and give more feedback. This session will happen in Summer 2025.

Other Activities:

January:
<ul style="list-style-type: none"> • DDD met with FI's bi-weekly. DDD helped with billing questions relating to Professional Services and Vendor-Only Goods & Services. • SD Coordinator met with RIPIN on 1/6/25;1/13/25;1/26/25 for self-direct contract. • 1/6/25-Assistant Director and SD Coordinator met with Provider Agency to discuss interest in adding Fiscal Intermediary services. • 1/16/25- SD Coordinator met with SCW to discuss questions about self-direct supports. • 1/17/25- SD Coordinator met with Case Manager to review Self-Direct service model. • 1/21/25- SD Coordinator completed a new employee orientation on Self-Direction. • SD Coordinator facilitated office hours meetings at 10:00am and 4:00pm on 1/15/25 & 1/29/25 for Independent Facilitators • 1/21/25-SD Coordinator attended Quarterly Self-Direct Advisory Meeting • 1/23/25- SD Coordinator met with IF to provide support • 1/30/25- SD Coordinator met with FI to provide technical support. • 1/30/25- SD Coordinator met with family to discuss questions regarding Self-Direct. • 1/31/25- Assistant Director and SD Coordinator met with Support Broker to provide technical assistance.

February:

- DDD met with FI's bi-weekly. Topics included, Parent's working more than a combined 40 hours, staff overtime, overnight support hours.
- SD Coordinator met with RIPIN on 2/3/25;2/10/25;2/17/25;2/24/25 for self-direct contract.
- SD Coordinator facilitated office hours meetings at 10:00am and 4:00pm on 2/12/25 & 2/26/25 for Independent Facilitators
- 2/12/25SD Coordinator met with individual and guardians in person at their request to answer questions relating to self-direction.
- 2/12/25- Assistant Director and SD Coordinator met with Holistic Development Center to provide technical support.
- 2/13/25- SD Coordinator completed a new employee internal orientation on Self-Direction
- 2/14/25- SD Coordinator met with Case Manager to review Goods & Services.
- 2/17/25- SD Coordinator attended Annual ISP meeting at request of Individual and guardian to review questions about self-direct.
- 2/24/25-SD Coordinator met with IF to provide technical support

March:

- DDD met with FI's bi-weekly. Topics included, PCP, CFCM/IF
- SD Coordinator met with RIPIN on 3/3/25; 3/10/25; 3/17/25; 3/24/25; 3/31/25 for self-direct contract.
- 3/3/25- SD Coordinator met with IF to provide technical support on PCP process
- 3/3/25- SC Coordinator met with IF to provide technical support on referral process
- 3/4/25-SD Coordinator met with CM to provide technical support on Goods and Services
- SD Coordinator facilitated office hours meetings at 10:00am and 4:00pm on 3/12/25 & 3/26/25 for Independent Facilitators
- 3/19/25-SD Coordinator met with IFs virtually at their request to provide technical assistance on PCP process.
- 3/24/25-SD Coordinator spoke with IF to provide technical support relating to service options.

Sherlock Center:

Please refer to *The Sherlock Center Third Quarter Summary* attachment.

Webinar:

- Self-Direct Supports Network Meeting-
 - In February, The Sherlock Center hosted a meeting on Shared Living Arrangements (SLA) with expert speakers from BHDH, two agencies and people who are living in SLAs.

Workgroups

- The Sherlock Center co-facilitated a series of four workgroups. These workgroups were initiated by the Court Monitor and included the topics of Conflict-Free Case Management/Independent Facilitation (CFCM/IF), Individual Support Plan (ISP), Goods and Services for those who Self-Direct, and a workgroup on services for those who are aging. Feedback from these meetings have helped illustrate what is working, what is challenging, and providing suggestions to overcome the challenges. More information about each workgroup can be found in Items # 2, 5, 10, and 19.

RIPIN:

Webinars:
<ul style="list-style-type: none"> • Work Pays! An Introduction to Youth SSI Work Incentives <ul style="list-style-type: none"> ○ Tuesday, January 28, 2025 ○ Virtual 6:00pm-7:00pm ○ Number of Registrants: 49 ○ Number attended: 14 (2 consumers; 12 professionals (5 were RIPIN Staff))
<ul style="list-style-type: none"> • Self-Direction Connection <ul style="list-style-type: none"> ○ Tuesday, February 25, 2025 ○ Virtual 6:00pm-7:00pm- (This session was not recorded) ○ Number of Registrants: 103 ○ Number attended: 26 (3 consumers; 13 parents/caregivers; 1 DSP; 9 professionals (RIPIN staff))
<ul style="list-style-type: none"> • Meet the DD Communications Team <ul style="list-style-type: none"> ○ Tuesday, March 25, 2025 ○ Virtual: 6:00pm-8:00pm ○ Number of Registrants: 71 ○ Number Attended: 27 (3 consumers, 12 parents, 12 professionals)

Self-Direct Advisory Meeting
<ul style="list-style-type: none"> • Tuesday, January 21, 2025 • Virtual, 2:00pm-3:00pm • Topic: RIPIN 1st Annual Self-Direct Conference Overview • Presenter: Susan Donovan, RIPIN; Sharon Kochan, RIPIN • Next meeting to be scheduled in April 2025

Outreach Calls:		
January	February	March
<ul style="list-style-type: none"> • Contact Made - (24) • Unable to contact after (3) attempts - (44) • No longer using Self-Direct service model - (2) • Total April Outreach Calls (70) 	<ul style="list-style-type: none"> • Contact Made - (21) • Unable to contact after (3) attempts - (17) • No longer using Self-Direct service model - (1) • Total April Outreach Calls (39) 	<ul style="list-style-type: none"> • Contact Made - (25) • Unable to contact after (3) attempts - (28) • No longer using Self-Direct service model - (2) • Total April Outreach Calls. (55)
January Call Topics	February Call Topics	March Call Topics
<ul style="list-style-type: none"> • Happy with using blended services • Looking for social programs • Staffing • Mental Health counseling • Estate planning 	<ul style="list-style-type: none"> • Social Activities • Staffing • Using blended services • Help with new payroll system FI is using 	<ul style="list-style-type: none"> • Staffing • Happy with services • Housing in future • Tier level changed; administrative review scheduled.

20	The State's Communication Plan, as filed with the Court, will be fully implemented (Consent Decree, Section X).
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SUBMIT THE UPDATED COMMUNICATIONS TRACKER IN APPENDIX

- See the attached *Communications Tracker* for an updated list of the DD Communications team activities.
- A DD Community Quarterly Forum was held virtually on March 18, 2025, hosted by Advocates in Action. RISWI presented a summary of their activities for the quarter.
 - A recording of the event can be found here: [Advocates in Action Rhode Island: Rhode Island's Statewide Self-Advocacy Organization](#).
- The Division continues to explore ways to enhance communication to meet the varying preferences of the population.
- Additional plans for communications to stakeholders were recently developed to address the many questions and concerns for participants and providers about the changes occurring in the DD service system. This is to ensure they know how to fully access what they need from the Division.
- Stakeholder Workgroup for ISP Guidance was created to discuss how to write quality goals that are broad enough so that minimal changes would be needed. The first meeting was held on February 13. Due to minimal attendance, that workgroup has not met again. However, guidance documents have been provided to the Court Monitor. These are designed for training those who write the plan. See [PCP Review Rubric](#) and the attached ***draft version of the Person-Centered Plan Guide for CFCM***.
- Other stakeholder workgroups have been held and described in other sections of this report.
- Other activities include:
 - Additional weekly provider meetings, including in-person meetings to discuss new services, processes, and information gaps.
 - Meetings with participants, providers, support brokers, and self-directed staff or other supporters to answer questions.
 - Reach out to people not connected to providers to ensure they know how to access what they need and identify any barriers to their participation.
 - DD Social Caseworkers will continue to bring and discuss information about the Division to scheduled meetings.
 - Develop an orientation for people new to the DD system. Also develop an orientation for those who are new to the self-direction model for services.

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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Please see attached RISWI Jan-March 2025 Report for a summary of the key activities of the Rhode Island State Workforce Initiative for the months of January, February, and March.

22	Direct Support Staff vacancies will decrease (Consent Decree, Section XI, · May 2022 Court Order, · December 2022 Court Order).
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SUBMIT THE UMN DATA PORTAL SEMI-ANNUAL REPORT IN APPENDIX

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.

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, oversight activities, and reporting 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.
- Additional funding through Targeted Employment/Transformation Phase III has provided agencies the ability to continue innovative practices.
- Providers continue to spend down the funding received through Transformation Phase I and II to support the technical assistance they need.
- Youth in Transition Administrator continues to provide support and a Community of Practice to providers and LEAs working with youth. Many of these discussions have a focus on employment.

Employment Services

- DDD has a contract with Sherlock Center to continuously offer the SME training at no cost.
- The Transformation funds have allowed for the continued employment-based trainings from Griffin-Hammis for Discovery, Customized Employment, and Employer Engagement.
- SE Associate Administrator has been available and offers assistance for any questions that a provider may have on these services and the Add-On Employment budget.
- Employment Team and ORS met with all SE providers this quarter to gather information and provide guidance.

ORS

- ORS continues to meet with Providers regularly. From January 1, 2025 through March 31, 2025, ORS met with 19 Providers (some more than once) to assist and offer technical assistance regarding employment practices and continuing to reinforce braiding and sequencing of funds and business practice flow when providing support to job seekers on their path to employment.
- Disability Rights Rhode Island and ORS continue to work together to provide Informed Choice to our clients.

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

- The Sherlock Center continues to provide TA to agencies. They assisted DD to develop a curriculum for professional development for IF/CFCM. The Sherlock Center partnered with DD to facilitate a two-part Upskilling requirement that all IFs/CFCMs will need to have to do this work. As additional training needs arise, they continue to support the professional development work with our training team. Under training section there is a list of all new trainings now provided.

- 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.
- Work continues with HMA/HSRI for the rate structures and for development of the SIS algorithm. See also Item #3. This work also now includes how individuals living in group homes can access support during the day.
- RIPIN held and facilitated the Self-Direct Support Advisory Meeting virtually on January 21, 2025.

ORS

- ORS continues to assist providers by offering technical assistance on Braiding and Sequencing BHDDH and ORS Funding.

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 IF/CFCM 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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- There are Service definitions for every service in the new service structure. Changes were made to account for increased flexibility.
- A draft of the Certification standards is complete. BHDDH and CPNRI have determined the best format for the review, though the review presentations have yet to begin. A slide show presentation has been completed and will be used for the review, along with the draft standards. A public comment period is planned. The quality metrics draft is complete and will be reviewed by providers once the standards are finalized.

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. On July 12, the State provided an Implementation Plan at the Court's request to address the areas of concern in the Court Monitor's June 2024 Interim Monitor's Report.

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).

1. CD Census Report
2. CD Census Data Report
3. Communications Tracker
4. DD Training and Outreach Tracker
5. Business and Community Engagement Report Jan-March 2025
6. Jan-March 2025 SE Activity Report
7. The Sherlock Center Third Quarter Summary attachment
8. Customized Employment Free Information Training February 2025
9. Transformation Discovery Training
10. (Draft) Person-Centered Plan Guide for CFCM
11. RISWI Jan-March 2025 Report
12. Three-Step Assessment Process PowerPoint

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

- Communication between DCYF and key DDD social casework staff has been facilitated re: the Every Student Succeeds Act (ESSA); a federal law that guides decision re: the best placement for education for students in foster care. This has been particularly pertinent to young adults moving from a DCYF residence at age 21, continuing with school funded services until age 22.
- Presentation to Bradley Hospital Center for Autism and Developmental Disabilities (CADD) unit staff re: the transition process to adult services was held, and connection with Bradley clinical staff and the DDD Residential Coordinator was facilitated. This training and connection are anticipated to enhance communication sharing re: youth needing adult services and residential placement.
- Facilitating connections between school district staff and adult service providers continued this quarter with introduction of an adult service agency with the Providence and West Warwick school districts. Similar connections have been made through introducing adult service providers to Coordinators of the Transition Advisory Councils (TAC) to schedule presentations to members re: Shared Living Arrangements. These connections are anticipated to increase employment opportunities, social connections and residential options for youth.
- The Transition Administrator participated in an initial steering committee meeting for a new Project Search site at the Ocean State Job Lot warehouse in North Kingstown RI. Project Search is a school to work program that has a high success rate of employment for participating youth.
- The Transition Administrator, in collaboration with the BHDDH Behavioral Health unit, has outreached Directors of the local mental health centers re: Certified Community Behavior Health Centers (CCBHC) giving presentations to educators through the Transition Advisory Council meetings. Thus far a presentation has been scheduled at the Teachers of Life Skills meeting to be held the end of March. These presentations will provide critical information about behavioral health services, to educators across the state.

ORS Summary

- ORS continues to conduct monthly or quarterly meetings with the SE Providers to discuss issues, offer technical assistance, review files, provide training on braiding and sequencing of funding, and discuss quality improvement and best practices. Below are the SE Providers that ORS met with from January 1, 2025 through March 31, 2025.

1/7/2025	Olean Center	1/7/2025	Trudeau
1/8/2025	Easter Seals of RI	1/14/2025	Proability
1/25/2025	Work Inc	1/23/2025	Work Inc
1/27/2025	Maher	1/29/2025	Work Inc
2/3/2025	Looking Upwards	2/5/2025	WOU
2/6/2025	West Bay RI	2/6/2025	Looking Upwards
2/11/2025	Olean Center	2/18/2025	Perspectives
3/4/2025	HDC	3/7/2025	Looking Upwards
3/11/2025	The Fogarty Center	3/24/2025	Looking Upwards
3/28/2025	Olean Center		

- This is the Second year that the Adult Project Search Program running at Bally's Casino Lincoln. The Program provides a training opportunity for adult interns to gain employment skills in 3 different jobs. Presently there are four interns are enrolled in this program. They are in the process of looking for employment and graduation is in June 2025. During the Program interns receive a benefits planning overview onsite with then an offered 1:1 individualized benefits planning. Interns are also assessed for Assistive Technology such as smart watches and are trained on their technology to increase their independence and executive functioning.
 - ORS Assistant Administrators for Transition and Supported Employment continue to be available for The Sherlock Center's FEAT Training. Next sessions are the beginning of May 2025. Both Assistant Administrators for Supported Employment and Transition have made themselves available.
 - ORS Assistant Administrator for Supported Employment continues to participate in RI Governor's Commission on Disabilities Employment Committee.

RIDE Summary

TLS Events:

3/27/25 RIPIN Presentation

- RIPIN Self-Directed Support Program Overview
- Link with your Community: An Online Resource Guide
- Natural Supports: Who's in my Circle?
- 8:00am-2:00pm (29 Attendees)

18+ Virtual Community of Practice with Dr. Vickie Mitchell is held monthly on Tuesday from 2:30-3:30 pm. 1/14/25, 2/11/25, 3/11/25

The remaining dates are as follows: 4/8/25, 5/13/25

Upcoming: End-of-Year TLS May 16, 2025

Job Coaching RIDE and the RTCs continue to encourage school districts to provide Job Coach training as needed to their education staff. In collaboration with ORS, RTCs coordinated the scheduling of a winter/spring training series. Session details are below:

- January 10, 2025: Cranston Transition Academy (15 attendees)
- January 14, 2025: 7 districts participated (12 attendees)
- April 1, 2025: 4 districts participated (5 attendees)
- One more session is scheduled for 5/20/25

Job Development Training

RIDE and RTCs in collaboration with ORS planned two Job Development winter/spring training sessions for educators and school personnel to prepare educators to focus on assisting students with obtaining paid employment prior to exit. Session details are below.

- January 15, 2025: Pathways Strategic Training Center, Warwick (11 attendees)
- April 2, 2025: 4 districts participated (5 attendees)
- 1 more session is scheduled for 5/21/25

Additionally, in response to educator requests for more targeted support and training, RTCs in collaboration with ORS developed a “*Job Development 201*” training for districts. This offering is designed for district staff that have participated in the Job Development training but continue to have difficulty with developing work sites for their students. This training will be offered in person, by district request to provide technical assistance regarding the barriers experienced while implementing job development strategies.

- This quarter, East Providence, Burrillville and Central Falls requested this offering.

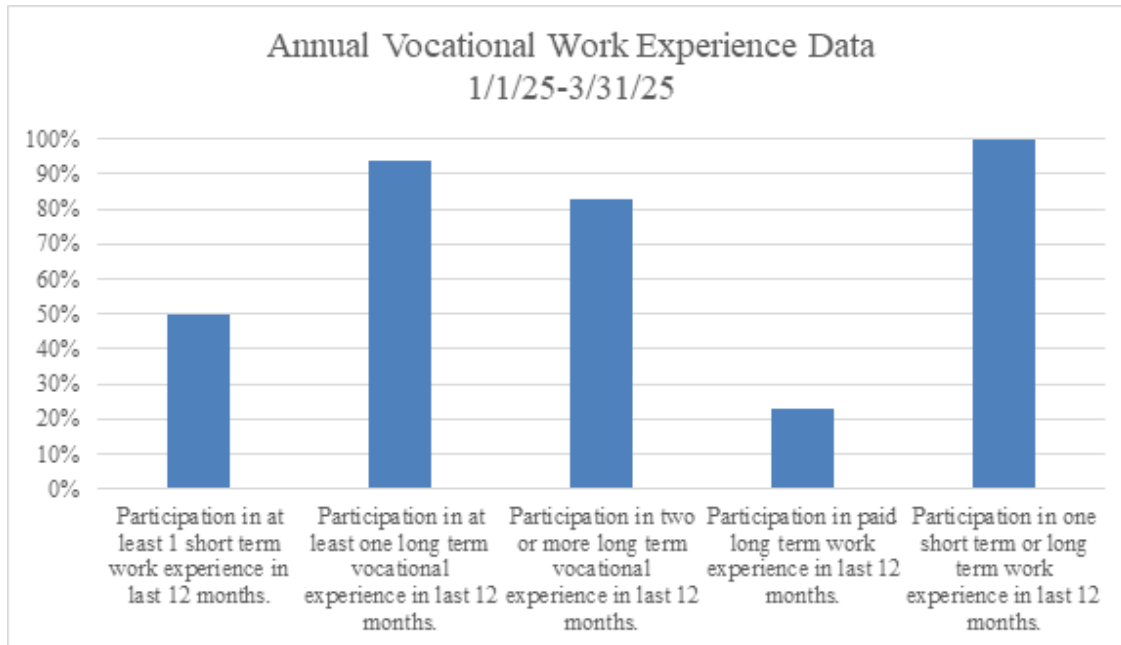
RTC Training and Technical Assistance Provided:

- 1/17/25: Southern TAC. Living Innovations discussed shared living and OSCIL presented on services that they can provide to youth in transition
- 1/30/25- RTC visited North Kingstown Life Skills Teachers to discuss programming needs
- 2/6/25 RTC met with Warwick Transition Program educator to discuss program
- 2/10/25- RTC met with Narragansett Special Ed Director and Assistant to discuss district goals.
- 2/13/25: RTC met with Beacon Charter Special Ed Coordinator to provide information on age-appropriate Transition Assessments
- 2/13/25: RTC met with Rogers HS department chair and 18+ educator to discuss the district's transition needs.
- 2/20/25: RTC met with Pawtucket Assistant Special Ed Director regarding ITWE completion
- 2/27/25: RTC met with Tiverton Life Skills teacher to observe program and discuss transition needs.
- 2/28/25: RTC met with Chariho Life Skills and 18 plus educators to discuss transition needs
- 2/28/25: RTC met with South Kingstown Special Education Director and Transition Coordinator to discuss transition needs and increasing Pre-ETS services
- 3/3/25 RTC met with East Greenwich Special Ed Director CDP and 18+ transition
- 3/7/25: Southern TAC. Guest Speaker RI General Treasurer’s office presented on ABLE accounts
- 3/9/25: RTC Provided TA to East Providence 18+ educator regarding best practices for utilizing employer evaluations for 18+ program data collection.
- 3/24/25: RTC visited Exeter/West Greenwich Life Skills and 18+ program and discussed planning a transition night for families as well as ITWE site development
- 3/24/25 RTC met with Coventry Transition Program educator to discuss programming needs

- 3/28/25. East Bay TAC. Guest Speaker RI General Treasurer's office presenting on ABLE accounts
- 3/31/2025: RTC provided TA to North Smithfield regarding best practices for ITWE tracking

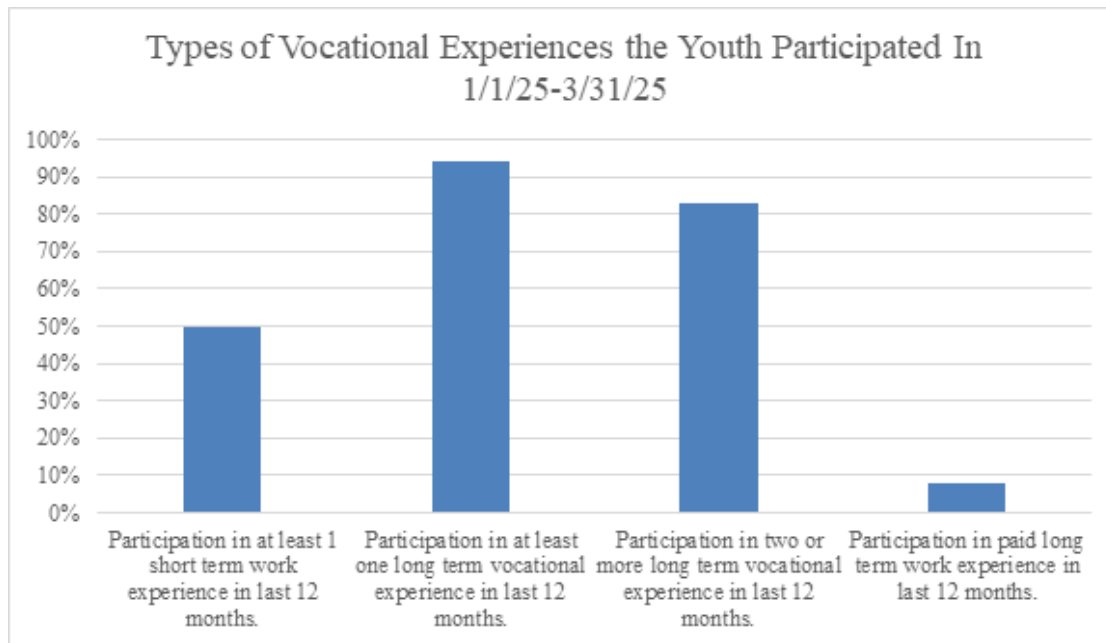
Vocational Experiences

At the Monitor's request 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, 9 school districts/36 students on Career Development Plans were randomly selected and surveyed: 18 students participated in at least one short-term work experience (defined as any experience less than two weeks in length), 34 students participated in at least one long term work experience (defined as more than two weeks in length and the student regularly attended), 30 students participated in 2 or more long-term experiences, and 3 students participated in a paid long term work experience. 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 36 students surveyed, 100% participated in at least one short or long-term work experience or paid work experience within the last 12 months. The graph below further breaks down the different experiences that these students participated in. 50% or 18 participated in at least one short-term vocational experience (within the last 12 months). 94% or 34 participated in at least one long-term vocational experience (within the last 12 months). Of the 34 that participated in a long-term vocational experience, 88% or 30 students participated in 2 or more long-term experiences within the last 12 months. 3 or 8% had a paid experience in the past 12 months.



This data continues to indicate that work experiences are 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:

At the Monitor's request, RIDE continues 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, 9 school districts/230 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:

- 151 of these students are ages 17-19
- 79 of these students are ages 20+

Important note: The student data listed below is representative of the 9 selected districts surveyed this quarter. Sample size numbers will fluctuate quarter to quarter due to the varying program sizes district to district.

CTE Participation:

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

- Of the total 230 students sampled, 27% or 62 students participate in or access CTE programming during their school day.
 - 38% or 58 of the students aged 17-19 participate in or access to CTE programming. Of these 14 students:

- 37% or 56 informally participate in or access CTE programming.
- .01% or 2 are enrolled in a CTE program or pathway as a participant.
- .05% or 4 of the students aged 20+ participate in or access to CTE programming informally.

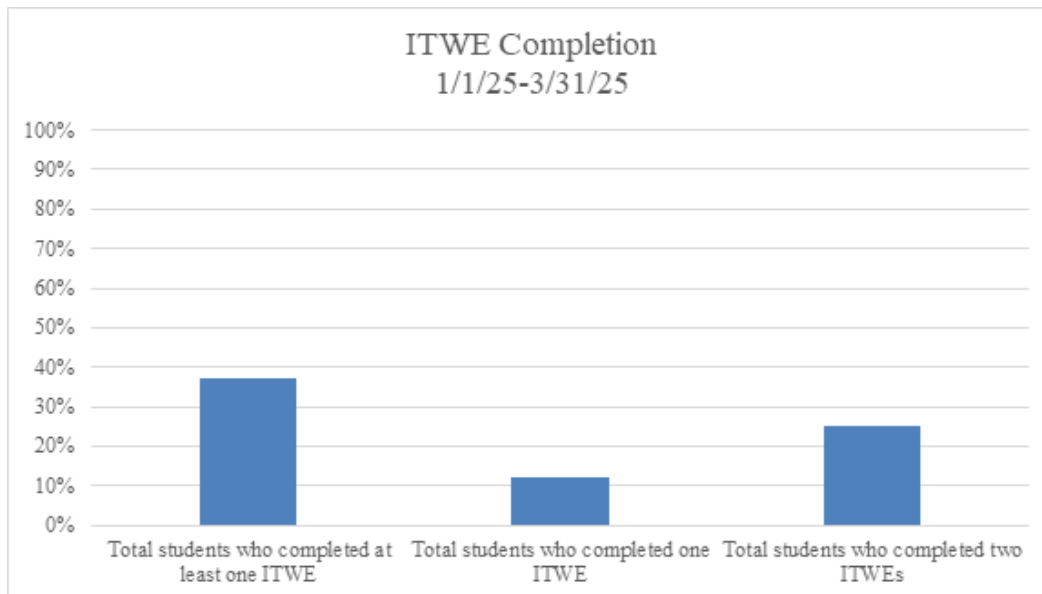
These numbers indicate districts are continuing to make efforts to ensure students have access to participation in CTE, specifically for students aged 17-19.

Integrated Trial Work Experience (ITWE) Completion:

In conjunction with the rollout of the redesigned CDP, RTCs have provided 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 to get a snapshot of completion by age group, with the knowledge that ITWE completion is not required until student exit from program.

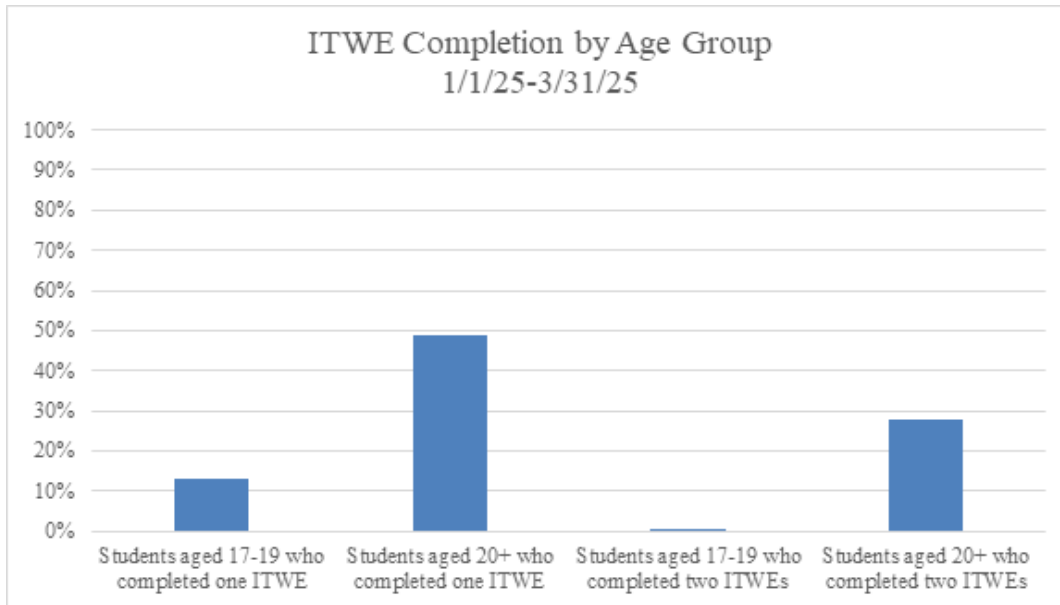
As stated, this quarter 9 school districts/230 students on Career Development Plans were randomly selected and surveyed. Of these sampled students, 37% or 85 have completed *at least* one ITWE. Some of these students have completed two ITWEs (*see below*).

- 25% or 58 students have completed two ITWEs.
- 12% or 27 students have completed one ITWE.



ITWE Completion by age group:

- Age 17-19 ITWE completion
 - 13% or 19 students have completed one ITWE.
 - .03% or 5 students have completed two ITWEs.
- Age 20+ ITWE completion
 - 49% or 59 students have completed one ITWE.
 - 28% or 28 students have completed two ITWEs.

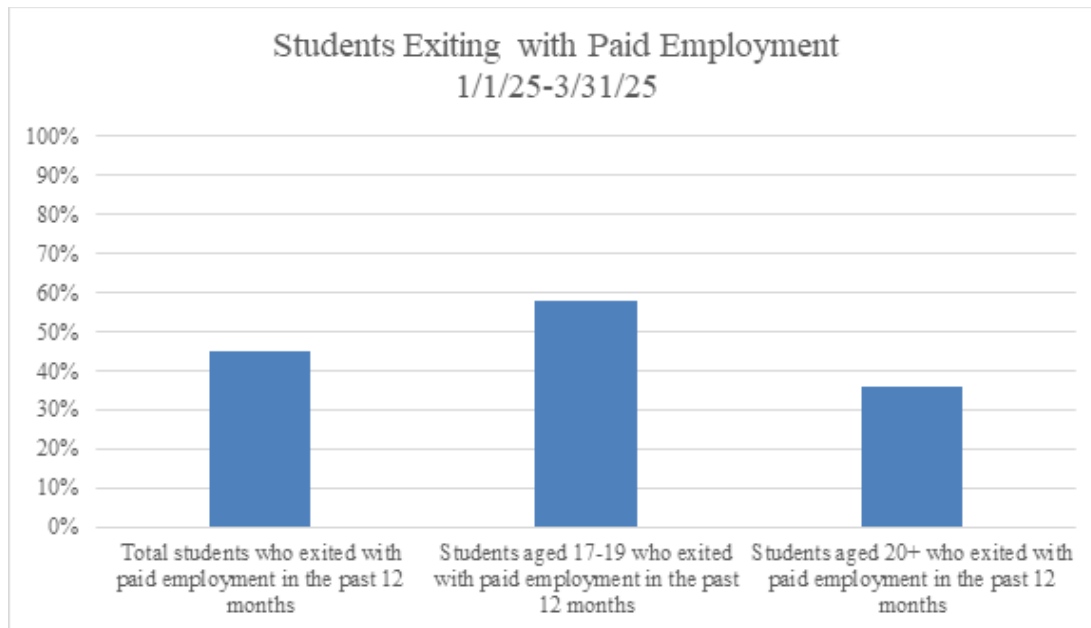


These numbers continue to indicate districts are making efforts to ensure students complete ITWEs earlier.

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 9 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 65 students exited their school programs.
 - 26 of these exiting students were aged 17-19
 - 39 of these exiting students were aged 20+
- Of the 65 students who exited, 45% exited with paid employment
 - 58% or 26 of these students aged 17-19 exited with paid employment
 - 36% or 14 of these students aged 20+ exited with paid employment



These numbers indicate districts continue to progress in their efforts to support students' movement towards paid employment.

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.

As of 03/31/2025 and since the 2022 start of the grant program, the Board has awarded \$78,467.00 in grants over twenty-two (22) contracts across seventeen (17) unique employers.

Industry and Community Workforce Partnerships

The Department of Labor and Training's industry and community workforce partnership program (Real Jobs RI) is currently funding six activities that either directly or indirectly addresses the challenges of the Consent Decree as of 3/31/2025:

- Activity:** Project SEARCH at Bally's/Twin River – ran January 15, 2025, through August 31, 2025. 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. 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. Interns work separately with their mentor and not in a group or enclave. The tasks being taught are the same tasks that all employees will be expected to know, what to do in that position. 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.

- For CY2025, Project SEARCH has 6 participants as target enrolled, and aims to have 6 complete the program, and 5 participants placed into employment by the end of the program in August 2025. The program currently has 4 participants enrolled.
- **Activity: Self-Employment Business Incubator** – The current program began on January 13 and is expected to end December 31, 2025. The RI Developmental Disabilities Council aims to serve 16 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 CY2025, RIDDC aims to have 16 participants enrolled and 14 individuals to complete the program. Current participants enrolled is 12.
- **Activity: Skills RI/workAbility** – The current program began on January 13 and is expected to end December 31, 2025. 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 CY2025, Skills RI/workAbility aims to have 20 participants enrolled, 13 completed and 10 placed. Current participants enrolled 16, completed & placed.
- **Activity (sector investment/incumbent worker): University of Minnesota (ICI) Supervisor Training & Data Portal Access & TA** – The current ICI Training began on January 13 and is expected to end December 31, 2025. The program 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 CY2025, ICI Training aims to train 115 participants enrolled, and 80 individuals to complete the program. Current participants enrolled 40.
 - ♣ Since this programming has been in place since 2023, some participants have had the privilege to move onto phase 2 of the training that is reflected in these numbers.
- **Activity: Looking Upwards Inclusive PCA Training** - The current program began on February 1 and is expected to end December 31, 2025. 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 16 participants with at least 60% of the individuals diagnosed with I/DD and 40% composed of other underemployed populations this year.
 - For CY2025, Looking Upwards aims to have 16 participants enrolled, 12 completed and 8 placed. Currently, 10 participants enrolled.
- **Activity (sector investment/incumbent worker): CPNRI Training Conferences: Upskilling Workers in the Disability Service Sector** – The current program began on January 13 and is expected to end December 31, 2025. CPNRI coordinates, plans, and executes a full-day conference 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 CY2025, the Training Conferences program aims to have 300 participants enrolled and 250 individuals to complete the program.
- In preparation of this Quarterly Report, the DLT Data and Performance Team queried job placement data for the I/DD-focused partnerships as of 3/31/2025.

[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 we are confident that a sizeable majority are].

The new/updated numbers as of 03/31/25 (and since the beginning of the program in 2017) are:

- ♣ 331 Job Placements (increase from 329 in Q4, 2024)
- ♣ 20.35 Average Hours per Week (slight decrease from 20.38 in Q4, 2024)
- ♣ \$14.47 Average Hourly wage (no change from \$14.47 in Q4, 2024)

A breakdown of job placements by year is provided below:

Job Placement Year	Estimated Number Placed
2017	<5
2018	25
2019	48
2020	21
2021	71
2022	27
2023	53
2024	79
2025 (to date)	2