

**Advisory Committee on Increasing Competitive Integrated Employment for
Individuals with Disabilities**

Minutes of First Meeting — January 22-23, 2015

**Access Board, 1331 F St. NW, Suite 800
Washington, DC 20004**

The first meeting of the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (“ACICIEID” or “the Committee”) was called to order by the Designated Federal Officer (DFO) Jennifer Sheehy at 8:30 a.m. on Thursday, January 22, 2015. The meeting took place at the offices of the U.S. Access Board, 1331 F St. NW, Suite 800 in Washington, D.C.

The following members were present:

Self-advocates for individuals with intellectual or developmental disabilities:

Patrick Hendry, Mental Health America

Karen McCulloh, McCulloh and Associates

Santa Perez, People First of Nevada

Providers of employment services, including those who employ individuals with intellectual or developmental disabilities in competitive integrated employment:

Brian Itzkowitz, Goodwill Industries of Arkansas Inc.

Christine McMahan, Fedcap

Representatives of national disability advocacy organizations for adults with intellectual or developmental disabilities:

Alison Barkoff, Bazelon Center

Ruby Moore, National Disability Rights Network

Mark Perriello, American Association of People with Disabilities

Experts with a background in academia or research and expertise in employment and wage policy issues for individuals with intellectual or developmental disabilities:

Valerie Brooke, Virginia Commonwealth University

David Mank, Indiana Institute on Disability and Community

Representatives from the employer community or national employer organizations:

Oswald Mondejar, Partners Continuing Care

Steve Pemberton, Walgreens

Other individuals or representatives of organizations with expertise on increasing opportunities for competitive integrated employment for individuals with disabilities:

Cesilee Coulson, Washington Initiative for Supported Employment

Sharyn Hancock, Workforce Essentials, Inc.

Rita Landgraf, Delaware State Department of Health and Social Services
(participated by phone for the 1st day of the meeting)

Lisa Pugh, Disability Rights Wisconsin

Fredric Schroeder, Interwork Institute at San Diego State University

In addition, the following Federal officials were present:

- Kathleen Martinez, Assistant Secretary of the Office of Disability Employment Policy at the U.S. Department of Labor;
- Portia Wu, Assistant Secretary of the Employment and Training Administration at the U.S. Department of Labor;
- David Weil, Administrator of the Wage and Hour Division at the U.S. Department of Labor;
- Sharon Lewis, designated by the Commissioner of the Administration on Intellectual and Developmental Disabilities;

- John O'Brien, Director of the Centers for Medicare and Medicaid Services designee;
- Mariana LaCanfora, the Commissioner of Social Security's designee; and
- Janet LaBreck, Commissioner of the Rehabilitation Services Administration;

Pre-Opening Session – Day One (Closed Session)

From 8:30 a.m. to 11:30 a.m., ACICIEID met in closed session to provide orientation for the members. After a brief welcome and introductions, members heard from Jennifer Sheehy, Deputy Assistant Secretary of the U.S. Department of Labor's (DOL) Office of Disability Employment Policy (ODEP) and the committee's Designated Federal Official (DFO).

Ms. Sheehy provided an overview of ACICIEID's charge, including the three statutory areas for its interim and final report. She also addressed membership structure, member expectations and restrictions, her role as DFO, rules guiding meetings and public participation, and recordkeeping requirements.

Following Ms. Sheehy's presentation, Joe Plick from DOL's Office of the Solicitor provided an overview of the requirements of the Federal Advisory Committee Act (FACA) for the Committee. Members then heard from Anne Tillema from Maher & Maher, a consulting organization that is assisting in managing the committee's operations, about travel procedures.

Following a short break, members reconvened to elect a chairperson. They chose Dr. David Mank. Dr. Mank is the Director of the Indiana Institute on Disability and Community at Indiana University and full professor in its School of Education whose area of expertise is education and employment for people with disabilities.

Members also established a tentative 2015 meeting schedule before opening the meeting to the public. The tentative dates for upcoming meeting in 2015 are March 23-24, May 11-12 and July 13-14.

Opening Session – Day One

ACICIEID was formally called to order in open session at 11:30 a.m. The DFO outlined the afternoon agenda before turning things over to newly elected Chairperson Mank. Dr. Mank welcomed everyone and had each committee member reintroduce himself or herself by name and organization for the benefit of themselves and the members of the public present.

Introductory Remarks of ACICIEID Members (Federal)

Each of the seven Federal members provided brief opening statements regarding the perspective they bring the committee. These individuals were:

- DOL Wage and Hour Division (David Weil, Assistant Secretary)
- DOL Office of Disability Employment Policy (Kathy Martinez, Assistant Secretary)
- DOL Employment and Training Administration (Portia Wu, Assistant Secretary)
- U.S. Department of Health and Human Services (HHS) Administration on Intellectual and Developmental Disabilities (Administrator's Designee: Sharon Lewis, Principal Deputy Administrator, Administration on Community Living)
- HHS Centers for Medicare and Medicaid Services (CMS) (Director's Designee: John O'Brien, Senior Policy Adviser, Disabled and Elderly Health Programs Group)
- U.S. Department of Education (ED) Rehabilitation Services Administration (RSA) (Janet LaBreck, Commissioner)
- Social Security Administration (SSA) (Administrator's Designee: Marianna LaCanfora, Acting Deputy Commissioner for Retirement and Disability Policy)

Details on each Federal member's position and professional background can be accessed at <http://www.dol.gov/odep/topics/date/biographies.pdf>.

Members broke for lunch at 12:30 p.m.

Introductory Remarks of ACICIEID Members (Non-Federal)

Upon reconvening, each non-Federal member was similarly asked to introduce himself or herself. These individuals were:

Self-advocates for individuals with intellectual or developmental disabilities:

- Patrick Hendry, Mental Health America;
- Karen McCulloh, McCulloh and Associates; and
- Santa Perez, People First of Nevada.

Providers of employment services, including those who employ individuals with intellectual or developmental disabilities in competitive integrated employment:

- Brian Itzkowitz, Goodwill Industries of Arkansas, Inc.; and
- Christine McMahon, Fedcap.

Representatives of national disability advocacy organizations for adults with intellectual or developmental disabilities:

- Alison Barkoff, Bazelon Center;
- Ruby Moore, National Disability Rights Network; and
- Mark Perriello, American Association of People with Disabilities.

Experts with a background in academia or research and expertise in employment and wage policy issues for individuals with intellectual or developmental disabilities:

- Valerie Brooke, Virginia Commonwealth University; and
- David Mank, Indiana Institute on Disability and Community (elected Chairperson).

Representatives from the employer community or national employer organizations:

- Oswald Mondejar (MA), Spaulding Rehabilitation Hospital Network, and Partners Home Care; and
- Steve Pemberton (IL), Walgreens.

Other individuals or representatives of organizations with expertise on increasing opportunities for competitive integrated employment for individuals with disabilities:

- Cesilee Coulson, Washington Initiative for Supported Employment;
- Sharyn Hancock, Workforce Essentials, Inc.;
- Lisa Pugh, Disability Rights Wisconsin; and
- Fredric Schroeder, Interwork Institute at San Diego State University.

Committee member Rita Landgraf from the Delaware Department of Health and Social Services did not attend the first day in person but participated by phone.

Details on each non-Federal member's position and professional background can be accessed at <http://www.dol.gov/odep/topics/date/biographies.pdf>.

Overview of the FLSA 14(c) Program

After a short break, members heard from Helen Applewhaite, the Branch Chief in DOL's Wage and Hour Division (WHD), who provided an overview of the Fair Labor Standards Act (FLSA) 14(c) program. In summary, section 14(c) authorizes the employment of workers with disabilities at subminimum wages when the disabilities impair their productivity for the work being performed. Ms. Applewhaite noted that such wages can only be paid when authorized by a certificate issued to the employer by DOL. Ms. Applewhaite provided a summary of the regulation and addressed its origins in the context of the FLSA at large, which was passed in 1938.

The presentation also discussed the process for determining subminimum wages, the Wage and Hour Division's process for issuing certificates under section 14(c) and the types of establishments to which it issues them. Enforcement procedures, including certificate revocation when employers are found to be in violation of the certificate's requirements, were also discussed, along with the Wage and Hour Division's compliance assistance efforts and outreach to employers regarding the program's requirements.

During her presentation, Ms. Applewhaite also highlighted Executive Order 13658, which President Obama signed last year. The EO establishes a minimum wage for workers working on or in connection with a covered Federal contract. Under this Executive Order, section 14(c) certificate holders may continue to pay commensurate wages to workers employed on or in connection with such contracts only if the rate is greater than this minimum wage.

Following her presentation, Ms. Applewhaite answered a few questions from committee members. As part of this conversation, she noted that the Wage and Hour Division's jurisdiction only extends to laws it enforces thus, when inspecting workplaces, it does not assess for potential violations of the Americans with Disabilities Act, including whether or not accommodations are provided when conducting time studies to determine wage rates. However, WHD does make appropriate referrals when it feels they are appropriate, as was the case in Rhode Island in 2013.

Ms. Applewhaite's slide presentation may be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Voices of Experience: Perspectives of Individuals with Disabilities about Competitive Integrated Employment

Following a short break, committee members heard from Nancy Ward, who previously worked in a sheltered workshop and transitioned to competitive integrated employment; today, Ms. Ward is co-director of the National Technical Assistance Center for Voting and Cognitive Access. She is also president of Oklahoma People First, and she shared her experiences learning to become a self-advocate and how important that side of her work is to her life.

Following her remarks, Ms. Ward answered a few questions from the committee. She stated that Committee members should listen to people with disabilities and not make assumptions. She also shared that, when she worked in the sheltered workshop, other employment options were not discussed with her.

Next, Serena Powell, President and CEO of Community Work Services in Boston and Fedcap Senior Vice President for the New England Region, spoke briefly about her experiences in 2013 reengineering a sheltered workshop program in Rhode Island. She introduced Pedro Alba, one of the 88 employees in the sheltered workshop. To assist in transitioning out of segregated employment, Mr. Alba participated in a culinary arts program and within four months obtained employment with a local restaurant, where he now works cleaning and dishwashing in the kitchen three days a week earning \$9/hour and is well respected for his work ethic. He spends two days a week improving his English literacy skills. He has been on the job for 17 months.

Mr. Alba himself then spoke about his experiences transitioning to competitive integrated employment, with his brother, Jesus Alba, translating. He said his goal is to do his best, and that although he's tired when he gets home from work, he also misses work and his friends at the restaurant when he is away from the restaurant. Both Mr. Alba and Ms. Powell then answered a number of questions from committee members.

Ms. Powell noted that the sheltered workshop where Mr. Alba worked was phased out completely, and that 57 of the 88 people who were there now work in integrated settings making at or above minimum wage, which in Rhode Island is \$9/hour; about 10-15 percent of these individuals are working full time. The goal is to increase hours, wages and stamina, but there is also an important benefits

counseling component since many of these individuals are also on disability benefits; however, some are coming off of benefits by choice.

Ms. Powell also noted the importance of both family and employer engagement in making competitive integrated employment successful and the critical role vocational rehabilitation can play, despite people with intellectual and developmental disabilities not traditionally being among its customers.

Signing-In Ceremony

At this point, U.S. Secretary of Labor Thomas Perez joined the meeting and spoke to committee members about the importance of their work and increasing employment opportunities as essential to fulfilling the spirit of the ADA. He then presided over a group signing-in ceremony and took photos with committee members.

The meeting adjourned for the day at 5:00 p.m.

Day Two

The committee reconvened at 8:30 a.m. on Jan. 23. To start, Chairperson Mank asked Rita Landgraf to provide a few introductory remarks since she was unable to attend in person the previous day. Dr. Mank also asked each member to briefly state one thing that the Committee keep in mind as it started its deliberations. Summaries of responses were as follows:

- Ruby Moore: Federal agencies need to work together to establish and fund performance outcomes regarding competitive integrated employment and ancillary supports; realign resources to provide technical assistance in implementation of new Home and Community Based Services settings guidance and performance outcomes.
- Cesilee Coulson: Invest in our workforce so we have skilled/professional labor; consistent steady resources within Centers for Medicare and Medicaid Services (CMS) to promote capacity building on the ground; technical assistance.
- Sharyn Hancock: Public disclosure; increase funding for the Work Opportunity Tax Credit; reform online job application/assessment processes that create unintentional barriers for people with disabilities; address cultural/social barriers within human resources; customized employment/job training is time intensive; fear of liability insurance so

employers don't want to hire; adequate professional development and investment in direct support professionals.

- Alison Barkoff: Setting high expectations for people with disabilities; using schools and early intervention; engaging families early and often; ensuring that an expectation of employment is built into our disability service systems.
- Christine McMahon: Need for thoughtful structure around the committee's work is critically important to the relevance of our outcomes; structure matters.
- Fredric Schroeder: View the employment of people with disabilities as a civil rights issue; reinforcing high expectations will occur by looking at these issues in that context; competitive integrated employment as a civil right that cannot be casually taken away.
- Brian Itzkowitz: Money should be tied to outcomes.
- Lisa Pugh: Integrated work experiences in schools; provider capacity must be strengthened to assure that customized employment and other strategies that help individuals with complex disabilities succeed in competitive integrated employment.
- Rita Landgraf: How to utilize the state/local entitlement programs toward this work; must also engage both public and non-public funding entities from an anti-poverty perspective.
- Vicki Brooke: We need to have an outcome in which youth leave school with a competitive integrated employment outcome or go on to post-secondary education; business engagement must also be a critical priority.
- Patrick Hendry: Align public resources (Federal/state/local) and encourage resource braiding and service coordination so that people on the ground have a seamless set of options and supports to help them achieve competitive integrated employment.
- Santa Perez: Perception comes in two parts; people with disabilities often believe they only have one option; we must educate that there are other options available to them; they must make an informed choice.
- Portia Wu: Restructure and reshape field agencies supported through Federal statute/funding to make sure they are focused on helping people with significant disabilities achieve competitive integrated employment; also need to drill down and understand what specific strategies need to be scaled/elevated.

- John O'Brien: Need to provide stronger technical assistance to states and providers of disability services, additional guidance that will promote one or more Federal agencies' perspectives; also need to look at reimbursement models like pay for performance or other incentives to encourage greater focus on the delivery of services and supports that lead to competitive integrated employment.
- Karen McCulloh: Funding and training need to be coordinated and aligned; we have to customize the job training needs; not a one-size-fits-all approach; must make sure Federal policies/agencies are promoting collaborative and coordinated focus around training.
- Bob Williams (SSA): Fear is the greatest reason for the status quo, and we need to address this paradigm, especially with younger citizens with disabilities; the career pathway to employment is not just possible, it is an expectation and a responsibility; unless we make that clear, the systems that need reform have no incentive to change or even collaborate with each other.
- Sharon Lewis: Civil rights enforcement is important, but we need to focus on the two primary funding areas—CMS and Education; Education needs to be at the table because that is where the seeds of early expectations around employment begin; need to focus on those professionals who are part of a young person with disability's life early on, such as educators, school counselors, and parents/siblings. Data is also very important; we need to be able to review data across systems to identify where the problems/barriers are still occurring despite Federal public policy and civil rights law.
- David Weil: Align the regulatory, financing and support services so they push consistently towards competitive integrated employment.
- Janet LaBreck: We need to be using a consistent definition of competitive integrated employment and using concrete examples/models so that the field will have access to promising practices to reshape their work/strategies.
- Oz Mondejar: Consider the dialogue with business; focus on making sure the work of the committee translates with the business world.
- Steve Pemberton: The rule of culture change is not to look at what's wrong but to look at what's working. Businesses are motivated by their competition; we need to highlight the positive reforms and strategies that

are demonstrating progress in order to ignite further interest from the business community.

- Mark Perriello: Education is vital to preparing young people with disabilities for jobs in the future; employers also have indicated there is a pipeline problem, so we need to prepare students with disabilities with appropriate skills.
- David Mank: The majority of public funds are not supporting competitive integrated employment, and we need to realign Federal resources with the desired outcomes.

Member Discussion of Subcommittees

The DFO then encouraged committee members to sign up for a subcommittee. To assist, the names of the subcommittees were listed on large poster-size sheets of paper around the room. These included: Transition to Adulthood; Complexity and Needs in Delivering Competitive Integrated Employment; Marketplace Dynamics; Building Local and State Capacity; and Independence and Self-Sufficiency.

Each member was also provided a handout which described the subcommittees in more detail. Chairman Mank emphasized that the subcommittees are not fixed in stone but rather a possible framework on how to proceed. He added that the final report will not necessarily need to be structured in alignment with them.

Expert Panel #1: What is Possible: What the Research Tells Us About the Employment of People with Disabilities in Competitive Integrated Employment

Committee members then heard from a series of expert panels. The first panel consisted of two researchers whose work focuses on the employment of people with disabilities: Dr. Robert Cimera from Kent State University and Dr. John Butterworth from the Institute for Community Inclusion at the University of Massachusetts Boston.

Dr. Cimera presented data he has gathered drawing various comparisons between supported employment and sheltered workshop employment. He noted that the data consistently indicates that supported employment costs less than sheltered workshop employment. Furthermore, he noted that, over time, the costs of supported employment tend to go down while the costs for sheltered workshop employment tend to go up, meaning the longer individuals in competitive integrated employment are on the job, the fewer services they require, while the opposite appears to be true for those in sheltered workshops.

Dr. Cimera also pointed out differences in employment outcomes based on when students develop individualized education plans. In conclusion, he said that integrated employment provides workers and taxpayers greater benefits and lower costs than sheltered workshop employment. Dr. Cimera's slide presentation can be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Next, Dr. John Butterworth summarized various data sets to provide an overview of the employment situation for people with intellectual and developmental disabilities (I/DD). Dr. Butterworth also addressed I/DD agency services and outcomes, noting that non-work appears to be growing and participation in competitive integrated employment services varies widely by state. He also addressed vocational rehabilitation agency services and outcomes with regard to people with I/DD, which also vary widely by state.

Dr. Butterworth noted that the major challenge before the Committee is realigning investments to promote choice and ensuring a "meaningful day" so that a transition from a sheltered workshop does not mean that segregation at work is simply exchanged for segregation at home. He emphasized the importance of engaging youth in a conversation about work and choice early and aligning vocational rehabilitation goals to better support people with I/DD. He also highlighted the importance of defining competitive integrated employment precisely, since different data sources do so differently; establishing minimum data requirements within Medicaid services; strengthening Individuals with Disabilities Education Act (IDEA) reporting; and encouraging transparency at all levels. As part of this, he advised the committee to take time to understand state differences and to integrate outcome, service, cost and demographic variables.

Dr. Butterworth's slide presentation may be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Expert Panel #2: Transitioning to Competitive Integrated Employment

After a short break, committee members heard from three individuals: Dr. Richard Luecking, Past President of TransCen, Inc., Meghan Jones, a person with a disability and self-advocate, who was accompanied by her mother, Sylvia Jones; and LaVerne Buchanan, Senior Associate, TransCen, Inc.

Dr. Luecking provided a brief overview of TransCen, which is a Maryland-based non-profit dedicated to improving educational and employment outcomes for people with disabilities. He said TransCen's vision is that secondary education

should be not just work readiness, but work itself, and that its demonstration projects over the years have shown that this ideal is indeed practical. The number one predictor of success, he said, is whether or not a student has had paid jobs and work experiences while still in school. He concluded by saying that the key to success is a presumption of employability by all partners and employment before exit, so that the last day of school doesn't look very different than the next day, with students already working with the same level of support.

Dr. Luecking's slide presentation can be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Through an interview format with Dr. Luecking asking questions, Ms. Jones then shared her story of working while still in school and her current employment status and goals. Ms. Jones has two jobs, one at Giant supermarket, where she does a variety of general duties such as stocking shelves and collecting carts, and the other at TransCen, where she is an office clerk. She particularly likes working at TransCen because she has always wanted to work in an office.

Ms. Jones had several work experiences before finishing school, both paid and unpaid. These included volunteering in schools and working part-time at Target, a Project SEARCH placement at the National Institutes for Health, and an internship at the Kennedy Center. For some of her experiences, she had the support of a job coach through Maryland's Division of Rehabilitation Services. Her goal is to work in an office 20-40 hours a week, have benefits and earn enough to have her own apartment. She would also like to be able to be in an environment where she can use her sign language skills.

After Ms. Jones' presentation, her mother, Sylvia Jones, shared that her daughter has always been highly motivated to do well in school, work and gain independence. Ms. LaVerne added that Ms. Jones' many work experiences should be a real asset to her in moving onto the next phase of her career, and TransCen is helping her get to the level she'd like, in terms of both hours and nature of job.

Dr. Luecking, both Ms. Joneses and Ms. LaVerne then answered several questions from committee members. They reiterated the importance of starting the conversation about employment early with individuals and family involvement in setting and achieving goals. Dr. Luecking also stressed the need for accountability. When Ms. Jones was asked what she likes to do when not at work, she shared that she enjoys writing and has written a book about her

experiences as a person with Down syndrome, which she hopes to get published one day. She also likes singing and dancing. When asked if she feels it is fair that some people with disabilities are paid less than minimum wage for their work, she said “no.”

Expert Panel #3: Civil Rights and Competitive Integrated Employment

The next panel consisted of Sheila Foran, Special Legal Counsel in the U.S. Department of Justice’s (DOJ) Civil Rights Division (CRD); Regina Kline, Trial Attorney at DOJ/CRD; and Chai Feldblum, Commissioner, U.S. Equal Employment Opportunity Commission (EEOC).

Ms. Foran delivered a presentation on behalf of DOJ/CRD, noting that it works on a range of ADA issues regarding community integration for people with disabilities. The foundation for this work in recent years has been the Olmstead decision, which requires that publicly financed services to individuals with significant disabilities be provided in the most integrated setting possible. This includes employment services, and as of late, this has been a significant focus of DOJ/CRD’s work. As a result, Ms. Foran said, the provisions of WIOA, particularly its disability-related provisions, including the establishment of the advisory committee and its prohibition of students under age 24 being slated directly into sheltered employment, are very timely. The Supreme Court’s Olmstead decision used very clear language to affirm that integration is a core value of the ADA, and this means not only where people live, but how they spend their days; thus, segregated employment does not comport with its intent. Ms. Foran then provided details about the landmark U.S. v. Rhode Island settlement in 2013 and its consent decree.

Ms. Foran’s slide presentation may be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Ms. Feldblum then delivered a presentation on competitive integrated employment in the context of the ADA. She started by reemphasizing Ms. Foran’s comment that there are a nexus of factors leading to this being the right time to take action on this issue, and these include changing social expectations, especially for youth with disabilities, regulatory changes with regard to sections 503 and 501 of the Rehabilitation Act, and a reinvigorated ADA through the ADA Amendments Act. She then went on to provide an overview of EEOC’s mission, Title I of the ADA and her agency’s enforcement processes under it. Ms. Feldblum then reviewed several enforcement examples, addressing cases of disparate

treatment; reasonable accommodations; support services as reasonable accommodations; wage rates; harassment; and employment tests.

Ms. Feldblum's slide presentation may be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Ms. Foran, Ms. Kline and Ms. Feldblum all answered a few questions of clarification from committee members.

Expert Panel #4: The Complexities of Securing Sustained Competitive Integrated Employment

Committee members then heard from a panel of leaders from four employment service providers of varying size, scope and approach: Kimberly Zeich, Deputy Executive Director of the Ability One Commission; Jim Martin, CEO Goodwill Industries in Eugene, OR; Bruce Phipps, CEO Goodwill Industries in Roanoke, VA; and Colleen Morrone, CEO Goodwill Industries in Wilmington, DE.

Kimberly Zeich started with an overview of AbilityOne's mission, network and program organization, along with statistics about how the program services are broken down by different categories of disabilities. She then discussed the roles and responsibilities of AbilityOne's commission, central nonprofit agencies and qualified nonprofit agencies. She also provided details about the organization's Quality Work Environment (QWE), under which the AbilityOne commission issued three guiding principles in 2009. These three principles include: 1) choice, supports, workplace flexibilities, integration, competitive wages and benefits; 2) access to training; and 3) a clear path to career advancement. Roll out of the QWE started in 2010 and significant progress has been made toward its goals; the target is for 95 percent of all AbilityOne employees to be covered by QWE action plans by the end of 2015. Ms. Zeich concluded by providing a snapshot of program data, including related to wages.

Ms. Zeich's slide presentation may be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

In his presentation, Jim Martin provided an overview of Goodwill Industries of Lane and South Coast Counties in Oregon. Highlights included its mission and the number of people it served in 2014, broken down by the type of employment program/services they were involved in. Of the 7,762 people it served, 128 were individuals with I/DD. The organization is a section 14(c) certificate holder, and Mr. Martin shared a breakdown of wages earned by the 128 individuals under this

program; roughly half earn more than the Federal minimum wage and roughly half earn less. The average is \$7.12/hour, which is slightly less than the Federal minimum wage (\$7.25/hour); however, 40 earn Oregon's minimum wage of \$9.25/hour. Mr. Martin then shared the story of one of the employees.

Mr. Martin's slide presentation can be accessed on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Mr. Phipps and Ms. Morrone's presentations were delivered verbatim from written statements. These presentations are available on the meeting agenda webpage at <http://www.dol.gov/odep/topics/date/20150120.htm>.

Following all four presentations, committee members asked each of the panelists various questions about their programs and their varied perspectives on competitive integrated employment, including strategies they feel may improve it to the benefit of individuals and their families.

Member Reflections/Discussion

Before a short break, members spent some time reflecting upon the day's discussions; the majority of the conversation centered on the list of potential subcommittees and where there may be gaps that need to be filled. Also, the Committee discussed the possibility of developing principles to guide their work and that of the committee overall in order to ensure a successful process and end product.

Public Testimony

The last session of the day comprised public testimony. Nine statements from members of the public had been submitted in advance of the meeting. Individuals who submitted these statements and were present at the meeting were asked to deliver them in person. One additional person also delivered a statement that had not been submitted in advance. The following is a list of the individuals who submitted and/or delivered statements and their organizational affiliations:

1. Katy Beh Neas, Vice President, Government Relations, Easter Seals
2. Laura Walling, Director of Advocacy and Legislative, Goodwill (on behalf of Jim Gibbons, CEO)
3. Samantha Crane, Director of Public Policy, Autistic Self-Advocacy Network

4. John Kelly, Assistant Vice President of Government Affairs and Public Policy, SourceAmerica
5. Jennifer Laszlo Mizrahi, President, RespectAbilityUSA
6. Rose Sloan, Government Affairs Specialist, National Federation of the Blind
7. Barb Trader, Executive Director, TASH
8. Allison Wohl, Executive Director, Association of People Supporting Employment First
9. Michael Gamel-McCormick, Associate Executive Director for Research and Policy, Association of University Centers on Disabilities
10. Donna Meltzer, CEO, National Association of Councils on Developmental Disabilities

The testimonies are available online at

<http://www.dol.gov/odep/topics/date/ACICIEID.htm>.

After a few closing remarks by Chairperson Mank, the meeting adjourned at 4:45 p.m.

CERTIFICATION

I hereby certify that, to the best of my knowledge, the foregoing minutes are an accurate summary of the meeting



David Mank

ACICIEID chair

Date: March 17, 2015