

Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities

Seventh Meeting

JANUARY 27 – 28, 2016

Capacity Building Subcommittee

Subcommittee Focus Since October Meeting (Top 3 – 5 Emerging Recommendations)

The Capacity Building Subcommittee concentrated on:

- *condensing the seven recommendations from the Interim Report*
- *identifying capacity building activities and content areas for each recommendation*
- *Responding to the Wage and Hour Division questions related to 14c and its affect on employment*



Possible Preliminary Recommendations for Final Report (New Topic Areas)

Recommendation 1: *CMS and RSA should encourage the development of state/local standards or adopt national standards of professional competence; and support broad scale professional development*

- Require certifications for CIE professionals from a recognized accrediting body
- Train for all levels of staff as well as licensing/certification personnel
- Support innovative new CIE service models
- Provide training and TA to existing Center-based programs and staff for conversion to CIE



Possible Preliminary Recommendations for Final Report (New Topic Areas)

Recommendation 1 (cont.): CMS and RSA should *encourage the development of state/local standards or adopt national standards of professional competence; and support broad scale professional development*

- **Help states** become familiar with DOJ settlements which stipulate changes in the delivery of services to decrease use of use of center based services and increase the availability of CIE
- **Develop new tools and supports** for assessing individual's capabilities and employment possibilities to strengthen the employment focus of a system led by CIE
- **Research** to establish contemporary evidence for what constitutes effective delivery of CIE
- **Pilot employer driven models** that enhance services and expand outcomes



Possible Preliminary Recommendations for Final Report (New Topic Areas)

Recommendation 2: *Congress should direct CMS to expand the use of the HCBS Waiver program funds, now used for facility-based services, for CIE services, including improving the state match in order to provide an incentive for states to prioritize CIE outcomes.*

- fund CIE at a rate that is consistent and equitable across both VR and HCBS Waiver programs and at a rate that allows for the professional development identified under the first recommendation
- Allocation for individuals who receive HBCS Waiver funding for services will need to be dedicated for CIE to improve transition and employment outcomes



Possible Preliminary Recommendations for Final Report (New Topic Areas)

Recommendation 3: *Identify common data collection points across federal agencies, using a clear definition for CIE, as well as establish systems to share data across programs and publically report employment outcomes.*

- Adopt a common definition of CIE, derived from the WIOA definition
- Specify data collection points for both services and outcomes



Possible Preliminary Recommendations for Final Report (New Topic Areas)

Recommendation 4: *Congress should direct the formation of an interagency team to develop an implementation plan for incorporating these capacity building steps for increasing CIE*

- Federal interagency team to be charged with developing the implementation plan within a specified time frame
- The implementation plan will be the framework for implementing the activities outlined under the previous Recommendations



Possible Areas of Recommendations that may overlap with other sub-committees

As an important next step, include a focus on plans for implementation of final Advisory Committee recommendations

