



Celebrating Olmstead: How Blending, Braiding, and Sequencing Leads to Integrated Employment

June 29, 2022

LEADCenter

WIOA POLICY DEVELOPMENT

The LEAD WIOA Policy Development Center is led by Social Policy Research Associates and National Disability Institute and is fully funded by the Office of Disability Employment Policy, U.S. Department of Labor, Contract No. 1605DC-19-F-00341.



Moderator

Vinz Koller

Senior Strategist, Social Policy Research Associates

LEAD Center

Housekeeping I: Captioning

If you wish to personalize the captioning:

- Click the “Live Transcript” button on the Zoom panel to find the Hide Captions option, or adjust caption size under the “subtitle settings...” option.
- Alternatively, you may open a captioning web page in a new browser. Click the link posted in the Chat box.
<https://www.streamtext.net/player?event=CFI-SPRA>
 - Adjust the background color, text color and font using the drop-down menus at the top of the browser. Position the window to sit on top of the embedded captioning.

Housekeeping II: Questions

Content questions?

Click on the Q&A button and type in your question.

Tech support questions? Type your question in the Chat box.



Welcome

Taryn Williams

Assistant Secretary,

Office of Disability Employment Policy
(ODEP), U.S. Department of Labor





Today, we will share how:

- Governance, strategic thinking, vision and ambassadorship lead to collaboration between state and local boards and partners.
- State Behavioral Health and Vocational Rehabilitation (VR) agencies braid funds for Supported Employment.
- Multiple local programs partner and braid funds through Integrated Resource Teams.
- Local VR and Employment Networks sequence resources.
- Strong partnerships can be sustained among multiple agencies at the state and local levels.



Multiple funding streams may be:



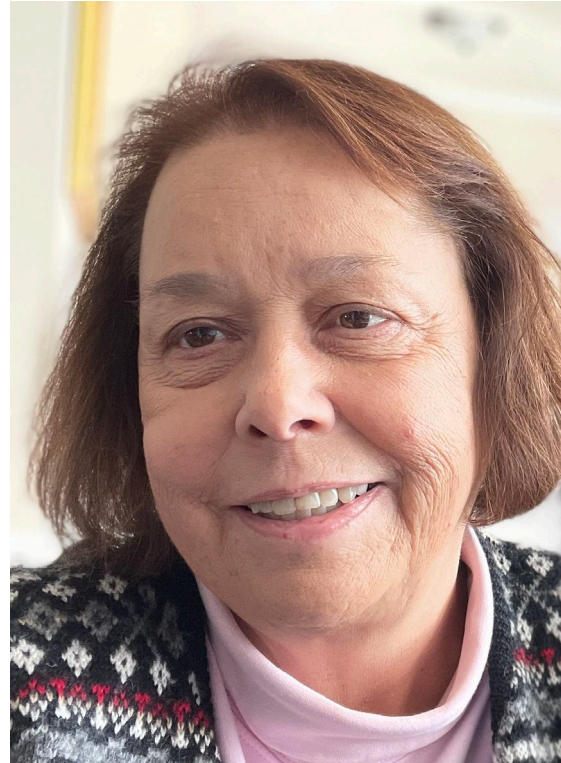
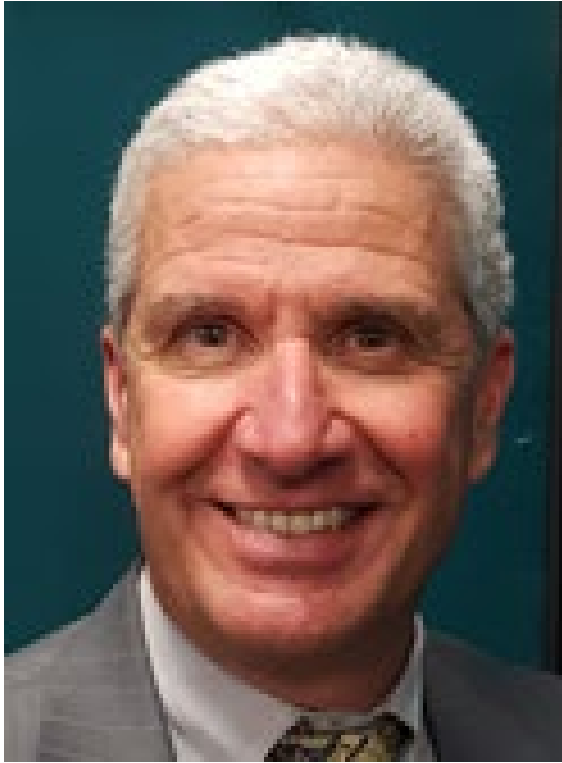
1. Blended: combine dollars to create a single “pot” of dollars to purchase services for customers.



2. Braided: separately and *simultaneously*, purchase and provide specific services for customers.



3. Sequenced: separately and *sequentially* purchase and provide specific services for customers.



Presenters

- [Mike DiGiacomo](#), Executive Director, Maryland (MD) Workforce Development Board
- [Stacy Seymore](#), Director, Statewide Employment Initiatives MD Employment Network
- [Kate Drake](#), Community Rehabilitation Program Staff Specialist, MD Division of Rehabilitation Services
- [Lisa Dunaway](#), Manager, Youth and Young Adult Services, Ticket to Work Coordinator, Anne Arundel Workforce Development Corporation

Governor's Workforce Development Board

The Governor's Workforce Development Board (GWDB) is the Governor's chief policy-making body for workforce development in the State of Maryland.


Mission: To guide a nationally-recognized workforce development system that aligns with the economic and educational goals of the State of Maryland.



*The Benchmarks of Success is a framework used by Maryland workforce development system partners to build system effectiveness, support transparency about progress, and help local districts align resources and strategies with its intentions. **Five strategic goals** are organized around an overall vision to increase the earning capacity of Marylanders...*

Strategic goals:

Strategic Goal 1:	Maximize access to employment
Strategic Goal 2:	Maximize access to/use of skills and credentialing
Strategic Goal 3:	Maximize access to/use of life management skills
Strategic Goal 4:	Eliminate barriers to employment
Strategic Goal 5:	Strengthen and enhance the effectiveness and efficiency of Maryland's workforce system





Program	State Oversight Agency
WIOA Title I – Adult, Dislocated Workers, and Youth Programs	Maryland Department of Labor Governor’s Workforce Development Board
WIOA Title II – Adult and Family Literacy	Maryland Department of Labor
WIOA Title III – Wagner-Peyser Employment Services	Maryland Department of Labor
WIOA Title IV Vocational Rehabilitation Services	Maryland State Department of Education Division of Rehabilitation Services (DORS)
Temporary Assistance for Needy Families Program (TANF)	Maryland Department of Human Services

WIOA Alignment

Communication

Collaboration

Coordination

- Governance
- Strategic Thinking
- Vision
- Ambassadorship



Maryland Braided Funding for Behavioral Health Supported Employment

The Partners

Behavioral Health Administration
(BHA)

Division of Rehabilitation Services
(DORS)

Local Behavioral Health Authority/Core
Service Agency (LBHA/CSA)

Administrative Services Organization
(ASO)

Implementation – I.

- Long-standing collaborative partnership with Behavioral Health Administration (BHA) and DORS (Division of Rehabilitation Services) which demonstrates the shared vision and central value of employment for individuals with Serious Mental Illness (SMI).
- Memorandum of Understanding (MOU) for Supported Employment (SE) between BHA and DORS for over 20 years, which outlines joint funding of SE.

Implementation – II.

■ Critical Policy Catalysts

- DORS decision to grant deemed status approval for SE for Mental Health SE Programs licensed by Maryland Department of Health, Behavioral Health Administration.
- BHA mandate of referral to DORS for SE, which leverages DORS funding for individuals served in the Public Behavioral Health System (PBHS).
- BHA decision to direct SE funding exclusively to competitive, integrated employment and not agency-sponsored employment.

Implementation – III.

- Key Features of SE Service Design
 - Braided funding mechanism leverages three funding sources: Medicaid through MA Rehabilitation Option, state general funds to BHA through legislative appropriation, and DORS Vocational Rehabilitation funds from Rehabilitation Services Administration (RSA).

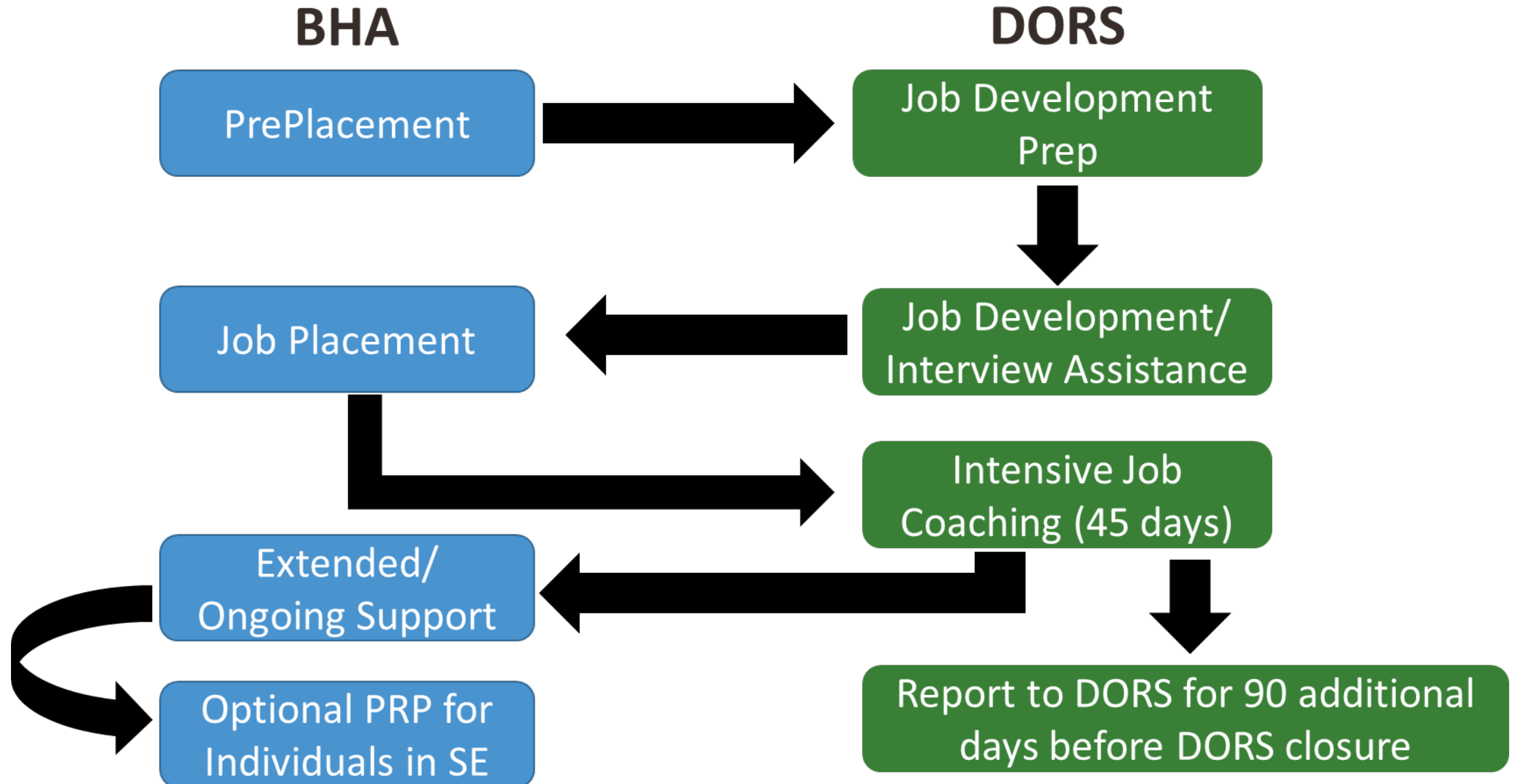
Implementation – IV.

- Key Features of SE Service Design
 - Single point of entry (one authorization request; DORS application embedded in ASO system).
 - Guest access to ASO for DORS counselor to rehabilitation and treatment information.
 - Process is streamlined and expedited for applicants from the Public Behavioral Health System as DORS staff have access to necessary clinical information to determine eligibility and Order of Selection.

Implementation – V.

- Key Features of SE Service Design
 - Seamless to provider and transparent to consumer.
 - DORS provides referral to and funding for individualized benefits planning services for all Social Security beneficiaries receiving supported employment.
 - Enhanced funding for providers of Individual Placement and Support (IPS-Evidence-Based Practice model for supported employment) SE based on fidelity which is a proxy for outcomes.

Supported Employment Funding Process – Braiding



Ongoing Collaborative Work and Challenges – I

- Ongoing Collaboration
 - Ongoing review and development of MOU
 - Regular DORS/BHA Leadership Meetings
 - Leadership Meetings with the ASO
 - Collaborative onboarding of newly licensed SE providers
 - Joint technical assistance and training for established providers, local DORS staff, and local behavioral health

Ongoing Collaborative Work and Challenges – II.

- Challenges
 - Balancing different and changing systemic regulatory requirements
 - Programmatic financial stability is heavily influenced by successful employment outcomes (particularly challenging for newly licensed providers)
 - Accreditation options result in varying level of understanding of supported employment
 - Braided funding mechanism is complex and often challenging for new providers to navigate

Sustainability

- Funding safety net (If VR dollars are unavailable, BHA provides funding for intensive job coaching)
- Ticket to Work
- Ongoing communication between DORS and BHA as new developments arise and change the landscape

Lessons Learned

- Relationships are key!
- Roles dedicated across agencies to Supported Employment collaboration

Anne Arundel
Workforce
Development
Corporation
(AAWDC)



ANNE ARUNDEL
WORKFORCE DEVELOPMENT
CORPORATION

AAWDC

Workforce Employment Network (WF)

- Part of the Workforce System
 - 2013
 - Expand the capacity to serve

Workforce Innovation and Opportunity Act (WIOA)

- Core Partners – Co-located at AA County Career Center (AJC)
 - MD Department of Labor – Title III (Employment Services)
 - MD Division of Rehabilitation Services – Title IV (Vocational Rehabilitation)
 - AAWDC – Title I (Adult, Dislocated, Youth)
 - Anne Arundel Community College – Title II (Adult Education and Literacy)
- Additional WIOA partners

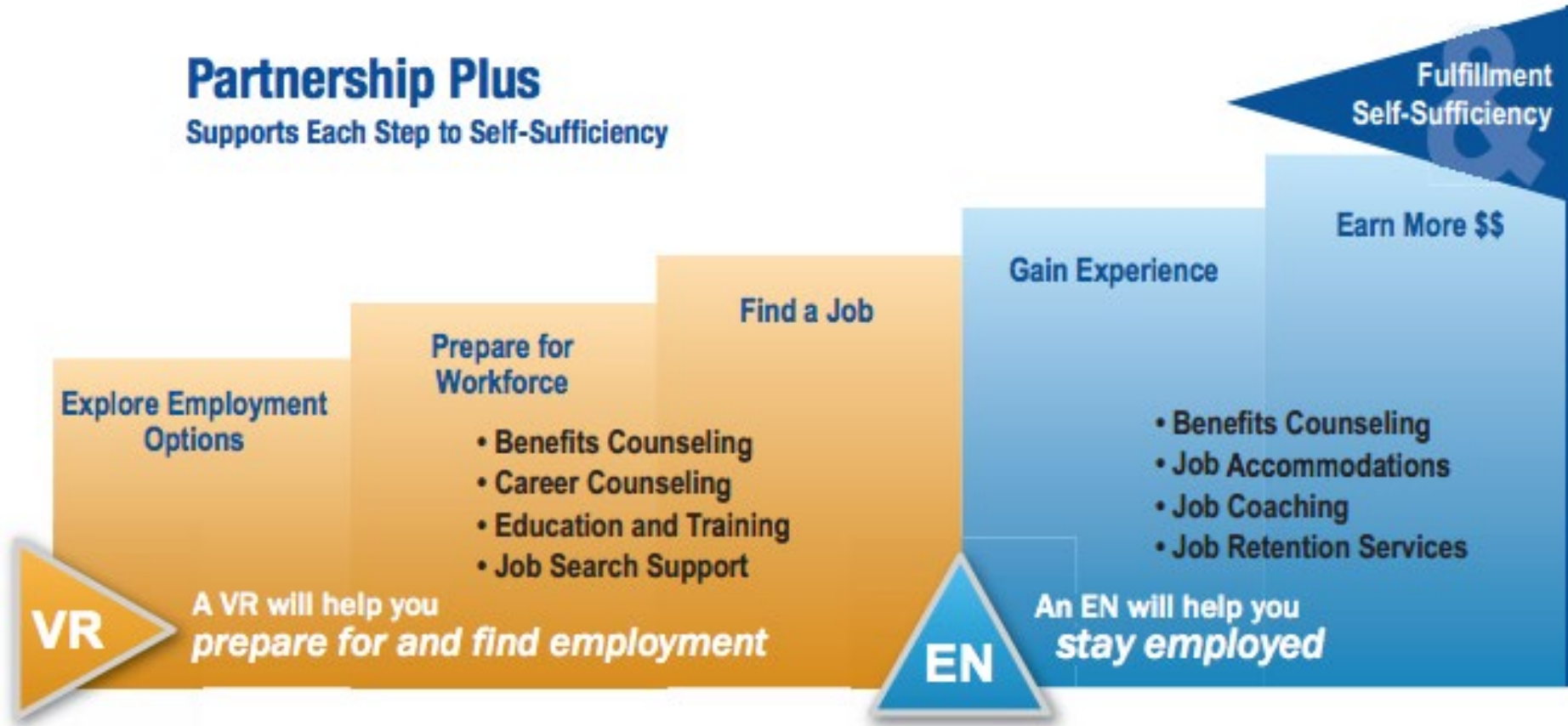
Employment Network Found Itself in a Programming Silo

- EN separate initiative from existing WIOA programming
 - AAWDC provides access to Title I services
- Ticket to Work (TTW) – we support jobseekers
 - Financial support from SSA is in a reimbursement *after* employment
- Wagner-Peyser: beneficiaries receive additional services under Maryland Workforce Exchange (MWE)
 - AAWDC still encouraged beneficiaries to enroll in MWE for those services
- Siloed services created roadblocks to accessing and coordinating with other programs and partners

Disability Employment Initiative (DEI) Ushered in Braiding

- Maryland applied in 2016: included Anne Arundel & Montgomery Counties
- What is DEI?
 - Designed to knock down silos & increase access to WIOA services
 - Education, training, employment
 - Disability Provider engagement
- Mandatory enrollment into WIOA for SSA Disability Beneficiaries
- Creation of Integrated Resource Teams
 - Identify services for each client & identify funding sources
 - Case by case basis
- Made better coordinated & more efficient, freeing up staff time

Partnership Plus is an Example of Sequencing



Partnership Plus Benefits

Formal agreement between DORS and AAWDC

- Continued access to individualized employment services
 - Employment support
 - Benefits counseling
 - Continued career progression opportunities

Benefits

- Improved retention rates
- Relationship development
 - Promotes collaboration and cooperation
- Added program flexibility & more comprehensive services

Success Story: Mr. McGowan

- Enrolled in the AAWDC in 2016
- Sought Business Administration degree
- TTW coordinator assisted with applying for federal aid & a tuition waiver to Anne Arundel Community College
- AAWDC covered all non-tuition costs
- Received AA in 2019, then BA in 2022
- Became employed with help from Career Coach
- Now works at Southwest Airlines full-time





Questions and Answers

Content questions?

Click on the Q&A button and type in your question.

Closing Remarks

Carol Beatty

Secretary of Disabilities

Office of Secretary, Maryland Department of
Disabilities



Resources

[Maryland's Policy Guidance: WIOA Memoranda of Understanding & Resource Sharing Agreements](#)

POLICY ISSUANCE 2021-04



WIOA Memoranda of Understanding & Resource Sharing Agreements | April 26, 2021

TO: MD Labor Division of Workforce Development and Adult Learning (DWDAL) staff;
MD Labor Division of Unemployment Insurance (DUI) staff;
Local Workforce Development Area Directors;
Local Administrators of WIOA Title II Adult Education provider programs;
DORS Regional Directors and Supervisors staff;
Department of Human Services staff;
Local Departments of Social Services staff;
Community Action Agency staff

Resources cont.

[Maryland Department of Disabilities State Disabilities Plan](#)

March 2022 Webinar: [How Blended, Braided, or Sequenced Funding Can Help Drive Employment, Equity, and Inclusion](#)

- Promising practices from Colorado, North Carolina, and Arizona



Coming Soon!

Q&A Chat with the Field

Thursday, August 11

2-3pm ET/ 11am-Noon PT

Your peers from Colorado, North Carolina, Arizona, and Maryland will be in attendance to answer your blending, braiding, and sequencing questions. We want to hear your best practices also!

LEAD Center Website



<http://leadcenter.org/>

Sign up for information and notifications

CONNECT WITH US

➤ Follow the LEAD Center on...



Facebook: www.facebook.com/LEADCtr



Twitter: <https://twitter.com/LEADCtr>



LinkedIn: <http://www.linkedin.com/company/odep-lead-center/>



YouTube: <https://www.youtube.com/user/LEADCtr>