



New York **Makes Work Pay**

Developing a path to employment for New Yorkers with disabilities

Presenter



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What is New York Makes Work Pay (NYMWP)?

- NYMWP is Multi-year Comprehensive Employment System Medicaid Infrastructure Grant (MIG) (Contract No. #1QACMS030318) from the U.S. Department of Health and Human Services, Center for Medicare and Medicaid Services.
- NYS Office of Mental Health administers the MIG on behalf of New York State and in collaboration with the Employment Committee of the New York State Most Integrated Setting Coordinating Council (Chapter 551 of the Laws of 2002)
- Funds must be used for the development of infrastructure to support competitive employment opportunities for people with disabilities

Who Is Involved?

- All NYS agencies that come into contact with individuals with disabilities seeking employment – DOL, VESID/SED, OMH, OPWDD, OASAS, CBVH, OCFS, OTDA, DOH, SOFA, CQCAPD, DHCR/NYHOMES, DVA, DOT
- OMH is the lead NYS agency with grant administration responsibilities in conjunction with grant management partners:



Cornell University
ILR School
Employment and Disability Institute

Five Year Strategic Goals and Objectives

GOAL #1: Identify and Address Policy, Regulation and Practice Barriers to Improve Coordination of Employment Services Delivery across Multiple Public and Private Agencies and Constituencies

GOAL #2: Improve Knowledge, Capacity and Collaborations that Enable Employment Services Providers (“Supply Side”) to Increase Competitive Employment Outcomes for People with Disabilities

Goal #3: Improve Knowledge, Capacity and Collaborations that Enable Employers and Employer Associations (“Demand Side”) to Increase Competitive Employment Outcomes for People with Disabilities.

GOAL #4: Develop and Implement a Statewide Transformation Process to Transition Programs and Individuals from Sheltered/Segregated to Competitive/Integrated Employment

Goals, cont'd.

GOAL #5: Improve Knowledge, Capacity and Collaborations to Increase Entrepreneurship Outcomes for People with Disabilities

GOAL #6: Create Linkages for New Yorkers with Disabilities to Employment at Living Wages through Increased Access to Work Incentives Planning, Health Care, and Asset Accumulation Tools and Strategies

GOAL #7: Improve Knowledge, Capacity and Collaborations among High Schools, Post-Secondary Training and Education and Career Services to Increase Competitive Employment Outcomes for Youth with Disabilities

Additional information on NYMWP's 7 Goals, establishing Plans for Achieving Self Support (PASS), utilizing Medicaid Buy-In for Working People With Disabilities (MBI-WPD), trainings on PASS and MBI-WPD and other topics, research completed to date, and other NYMWP initiatives is available at:

www.nymakesworkpay.org



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.com

**A Collaboration of Medicaid Infrastructure
Grants**



wirestone

Two Primary Marketing Goals:

1. **Raise awareness about the benefits of hiring people with disabilities**
2. **Drive employers to digital hub where they are able to:**
 - Become more educated about available resources for employing people with disabilities
 - Take ACTION efficiently by connecting directly with the source for qualified candidates.



RHYTHM IMPAIRED

Bob's victories at the office are legendary. Too bad his "victory dance" isn't a little less legendary.

**INNOVATE.
THINK BEYOND THE LABEL.**

Just because someone moves a little differently doesn't mean they can't help move your business forward. The same goes for people with disabilities.

*Innovate your thinking.
Download the "5 Myths & Real Facts" tip sheet now.*

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New York **Makes Work Pay**



New York **Makes Work Pay**

When Employers Come to the Digital Hub, What Mechanism Will Connect Employers With Qualified Applicants with Disabilities?

- No such mechanism exists currently in NYS – Employers regularly inform us that NYS’ current “system” doesn’t work for them
- NYS needs to create a mechanism to present qualified applicants with disabilities to employers seeking to hire in a timely manner

Multi-Phase Strategy Through Partnership with the Department of Labor

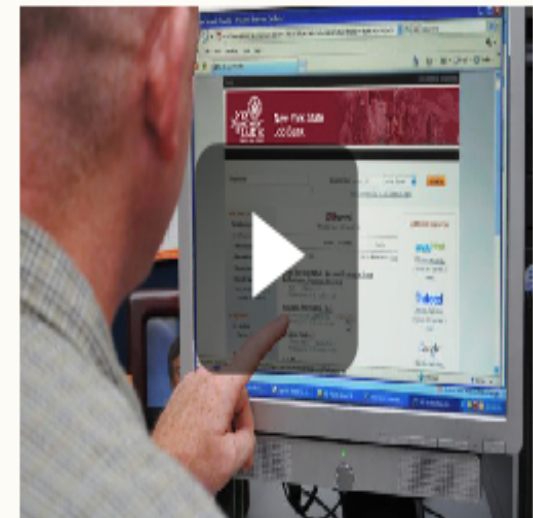
Step 1: Utilize the new, improved Department of Labor operated **New York State Job Bank** website – creates a common marketing plan to promote this existing resource to both employers and job seekers

Department of Labor Launches New Job Search Site: Over 84,000+ Jobs Available

Labor Department Encourages Job Seekers to Find Their Next Job on the New Site And Urges Employers to List Job Openings

Albany, NY (August 10, 2010) - To make it easier for job seekers to search for careers, the New York State Department of Labor has launched the New York State Job Bank web site: <http://www.labor.ny.gov/jobs/>. There are 84,217 jobs posted on the new site and it continues to grow.

The site offers free services for both job seekers and businesses to speed hiring. Job seekers can post resumes and scan job openings, while businesses can post job openings and view resumes to find qualified candidates.



www.labor.ny.gov/jobs

Services for Job Seekers

www.laborny.jobs

[Search Jobs](#) | [Account](#) | [Resume](#) | [Agents](#) | [Log Out](#)

Elizabeth's Account

Manage Account

Post / Edit Resume

Create or Edit Resume using our resume builder or paste your own resume in plain text or HTML format.

Preview Resume (Post Resume First)

View how your resume will appear to employers (if you make your resume searchable).

Privacy Options (Post Resume First)

Edit Privacy Options to remove your resume from the search if you don't want employers to find it.

Update Resume (Post Resume First)

Your resume has never been updated. Make your resume more visible - update it often to move it to the top of the employer search results.

Saved Searches / Job Search Agents

You do not currently have any Saved Searches or Job Search Agents.

Account Information

View Account Information to edit your name, contact numbers, address, etc.

Username / Password

Easily change your username and / or password.

Downsized? Laid Off?

If your previous employer (or State Workforce personnel) have entered any information related to your loss of work, use available tools and information to get reemployed faster.

- * Create/Update Resumes
- * Save Searches, Create/Manage Search Agents
- * Links to Other Available Services/info

Benefits for Job Seekers

www.labor.ny.gov/jobs

- Free – No fees
- Simple, easy to use
- Real jobs, good jobs, no spam
- Non-duplicated/fresh job openings
- More jobs – More attractive to employers
- More direct control over content – can react to customer feedback
- Single source of jobs nationwide – 47 participating states

Benefits for Job Seekers

www.labor.ny.gov/jobs

- Access to “Hidden Job Market” - employers search on-line for resumes even when no job posted
 - Need to Encourage Job Seekers to post resumes on-line*
- Search Agents – system searches for jobs based on your select criteria and notifies you by email
 - *You select how often searches are run and notification of new jobs sent*

Multi-Phase Strategy Through Partnership with the Department of Labor

Step 2: Use DOL's One-Stop Operating System (OSOS) as a platform to create a re-designed employment system (OS2) for use by all entities assisting with employment to facilitate service coordination, development of functional resumes, benefits coordination, data tracking, outcomes reporting and matching employers with qualified employees with disabilities for job openings

Vision:

New York State is developing a re-designed employment services system that seeks to provide access to job seekers, job opportunities, services and supports – regardless of your perspective – in an organized fashion responsive to individual business and job seeker needs. This re-designed system will replace the various current silos of employment-related information and fragmented approaches to assisting individuals with disabilities find employment through a comprehensive database benefitting job seekers, employers, service providers, state agencies, as well as advocates, tax payers and researchers.

How will OS2 benefit....

... EMPLOYERS?

- Create a central source for accessing qualified applicants for jobs across NYS using a mechanism employers are familiar with and are currently using to list job opportunities
- Reduce general/generic inquiries from job developers seeking employment opportunities for people with disabilities that have often already been filled
- Pre-match job applicants with disabilities for skills employers seek for individual job functions

...EMPLOYERS, cont.

- Provide a mechanism to help individuals with disabilities enroll in the Medicaid Buy-In for Working People with Disabilities (MBI-WPD), possibly avoiding health insurance costs for such individuals and minimizing the effects on employers' risk pools
- Automatically generate tax credit claiming documentation for employers that hire an individual with a disability through the redesigned system
- Allow employers to actively seek out potential applicants with disabilities
- Document affirmative hiring policies and procedures that promote employment of individuals with disabilities as a defense against EEOC allegations

OS2 Will Use “SMART” Technology

- Skills Matching & Referral Technology (SMART):
 - “Reads” a customer’s resume, “understands” unique work history and acquired knowledge, skills and abilities
- www.laborny.jobs is already the source of jobs used in SMART technology – plus expanded job leads from “EmployOn” spidered jobs
- SMART technology being expanded to provide additional job seeker tools – resume writer
- DOL plans to create connections to share resumes between OSOS/OS2, SMART, and www.laborny.jobs (with job seeker permissions)

How will OS2 benefit....

... JOB SEEKERS?

- Create a single point of access for all individuals with disabilities that provides assistance in finding employment opportunities and providing access/coordinating necessary supports to succeed on the job
- Coordinate eligibility for financial supports (i.e. MBI-WPD) and other (i.e. educational, vocational, rehabilitation) supports; assist with documentation requirements
- Assess the skills of individual job seekers and develop a functional resume
- Immediately link individual job seekers' skills and desires to available jobs and notify as new jobs become available

How will OS2 benefit....

... SERVICE PROVIDERS?

- Centralize all employment service information for individuals, allowing for coordination of multiple supports
- Access to entitlements screening and eligibility criteria, including documentation requirements
- Create job matches for individual job seekers and allow job developers to focus on assisting job seekers with interview preparation, coordinating job supports
- Fulfill certain duplicative reporting requirements through a single system that meets reporting requirements for multiple state agencies

... SERVICE PROVIDERS, cont.

- Automatically generate Employment Network claiming documentation to support Ticket To Work claims
- Eliminate need for manual data entry through new ability to upload/download information from existing provider data systems
- Automatically notify providers of job openings suitably matched to individuals they are serving
- Allow providers to run reports on their agency's/employees performance, outcomes, etc.

How will OS2 benefit....

... STATE AGENCIES?

- Maximize provider resources and enable provider networks to coordinate care and services
- Obtain precise baseline employment data across all disabilities
- Track individual, provider and agency outcomes and progress using reliable sources, including wage record information

How will OS2 benefit....

... ADVOCATES, TAX PAYERS, AND RESEARCHERS?

- Build on an existing, integrated system that has already been implemented, tried and tested
- Accountability for outcomes across all government systems related to employment
- Maximize state/public assets and resources to promote economic growth, inclusive of individuals with disabilities
- Measure the success of individual employment initiatives and identify “promising practices”

WHAT DOES THIS MEAN FOR US?

- Employment services support organizations working with agencies that support people with disabilities (i.e. OMH, OPWDD, VESID, CBVH, etc.) will be afforded access to OS2
- All services provided to job seekers with disabilities will be documented so that any service provider can see the case record and, thus, coordinate efforts with other service providers

Phase 1 OS2 Roll-Out

- Convert New York Interagency Supported Employment Report (NYISER) to OS2 system – OMH, OPWDD, CBVH, VESID. For these agencies, OS2 will replace NYISER with real-time employment system.
- Include additional employment programs from those agencies (i.e. PROS)
- Include OASAS and SOFA
- Timeline: Begin training on new OS2 system – Q1, 2011; OS2 replaces NYISER – Q2, 2011

Training for users of OS2 will include:

- Technical aspects concerning use of the new OS2 system
- Which people with disabilities can work
- The employment supports available for people with disabilities from various agencies
- How to coordinate among users of OS2 when serving the same individuals with disabilities

Sample Reports “OS2” Will Be Able to Generate

07/07/2010

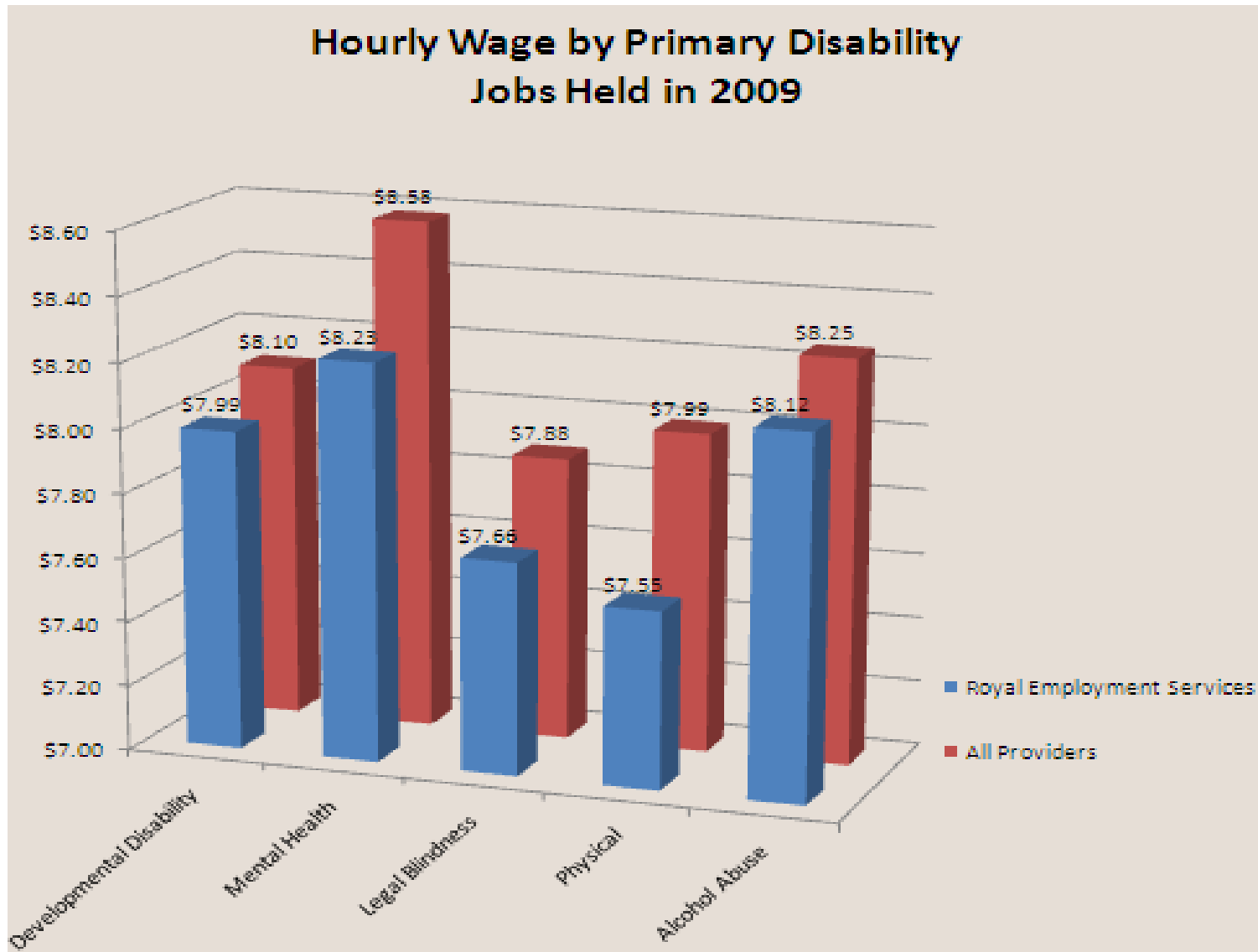
Employment Report

Page: 1

Royal Employment Services, LLC

For Jobs Held During 2009

Name of Participant	Primary Disability	State Agency	Occupation Category	Job Placement Date	Job Term. Date	Wage	Weekly Hours	Wages Paid By
William Consumer	MH	VESID	Miscellaneous clerical occupations	08/28/2009	09/22/2009	7.50	40	Employer in the
William Consumer	MH	VESID	Paperworking occupations	12/07/2007	07/01/2009	7.25	20	Employer in the
William Consumer	MH	VESID	Packaging and materials handling	09/24/2009	//	7.50	20	Employer in the
William Consumer	MH	VESID	Occupations in education	09/28/2009	//	10.36	40	Employer in the
William Consumer	MH	VESID	Food and beverage preparation	08/16/2009	09/12/2009	7.25	20	Employer in the
William Consumer	MH	VESID	Food and beverage preparation	09/14/2009	//	8.00	7	Federal, State or local
William Consumer	MH	VESID	Food and beverage preparation	07/13/2009	//	7.50	25	Employer in the
William Consumer	MH	VESID	Computing and account-recording	06/22/2009	//	12.00	20	Employer in the
William Consumer	MH	VESID	Lodging and related service	08/27/2009	//	7.75	20	Employer in the
William Consumer	MH	VESID	Building and related service	06/06/2009	//	8.00	40	Employer in the
William Consumer	MH	VESID	Building and related service	07/15/2009	//	8.00	9	Employer in the
William Consumer	MH	VESID	Lodging and related service	05/05/2009	08/13/2009	8.00	25	Employer in the
William Consumer	MH	VESID	Food and beverage preparation	07/23/2009	//	7.75	25	Employer in the
William Consumer	MH	VESID	Food and beverage preparation	09/22/2006	//	7.15	15	Employer in the
William Consumer	MH	VESID	Occupations in Processing of	07/05/2009	08/10/2009	13.00	40	Employer in the
William Consumer	MH	VESID	Occupations in education	09/28/2009	//	10.50	25	Employer in the

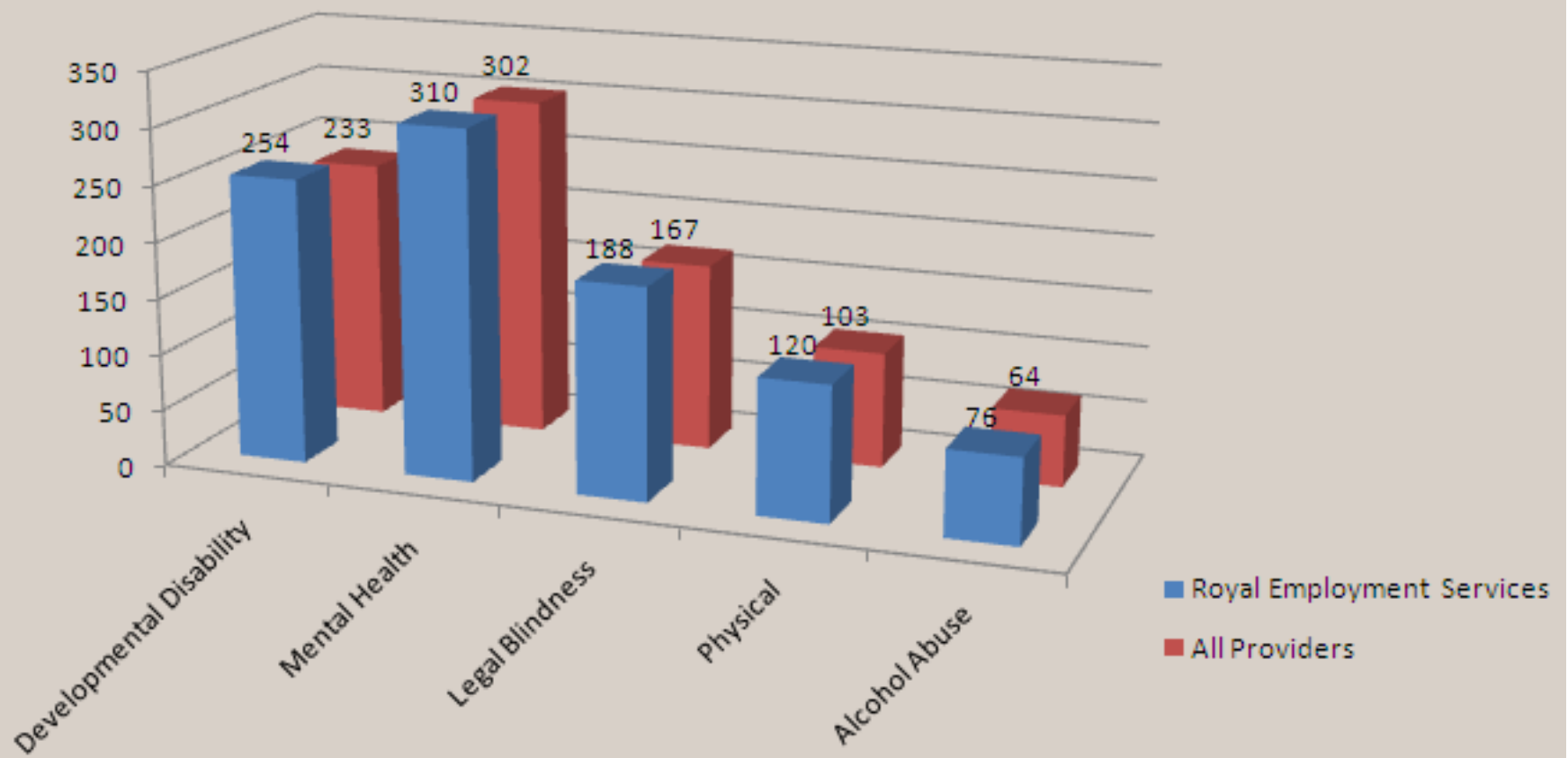


Occupation Category Report

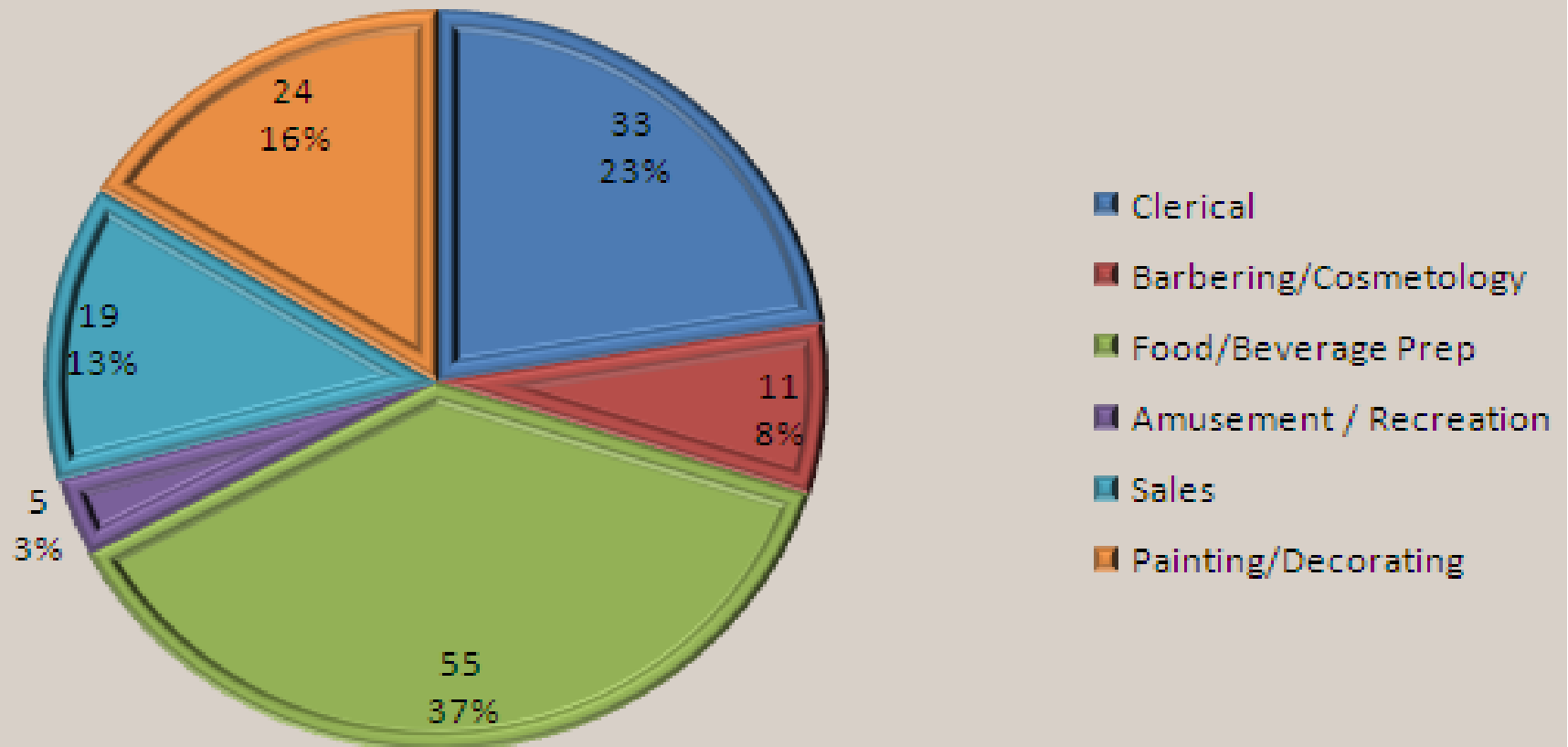
Royal Employment Services, LLC
Jobs Held On 12/31/2009

Occupation Category	Number of Jobs	Average Wage Rate	Average Weekly Hrs.
Apparel and furnishings service occupations	0	9.99	99.99
Barbering, cosmetology, and related service occupa	0	9.99	99.99
Building and related service occupations	2	9.99	99.99
Computing and account-recording occupations	1	9.99	99.99
Food and beverage preparation and service occupati	4	9.99	99.99
Information and message distribution occupations	0	9.99	99.99
Lodging and related service occupations	1	9.99	99.99
Mechanics and machinery repairers	0	9.99	99.99
Miscellaneous clerical occupations	0	9.99	99.99
Miscellaneous professional, technical, and manager	0	9.99	99.99
Miscellaneous sales occupations	0	9.99	99.99
Occupations in education	2	9.99	99.99
Occupations in medicine and health	0	9.99	99.99
Occupations in processing of leather, textiles, an	0	9.99	99.99
Packaging and materials handling occupations	1	9.99	99.99
Paperworking occupations	0	9.99	99.99
Production and stock clerks and related occupation	0	9.99	99.99
Structural work occupations, n.e.c.	0	9.99	99.99
Totals:	11	9.99	99.99

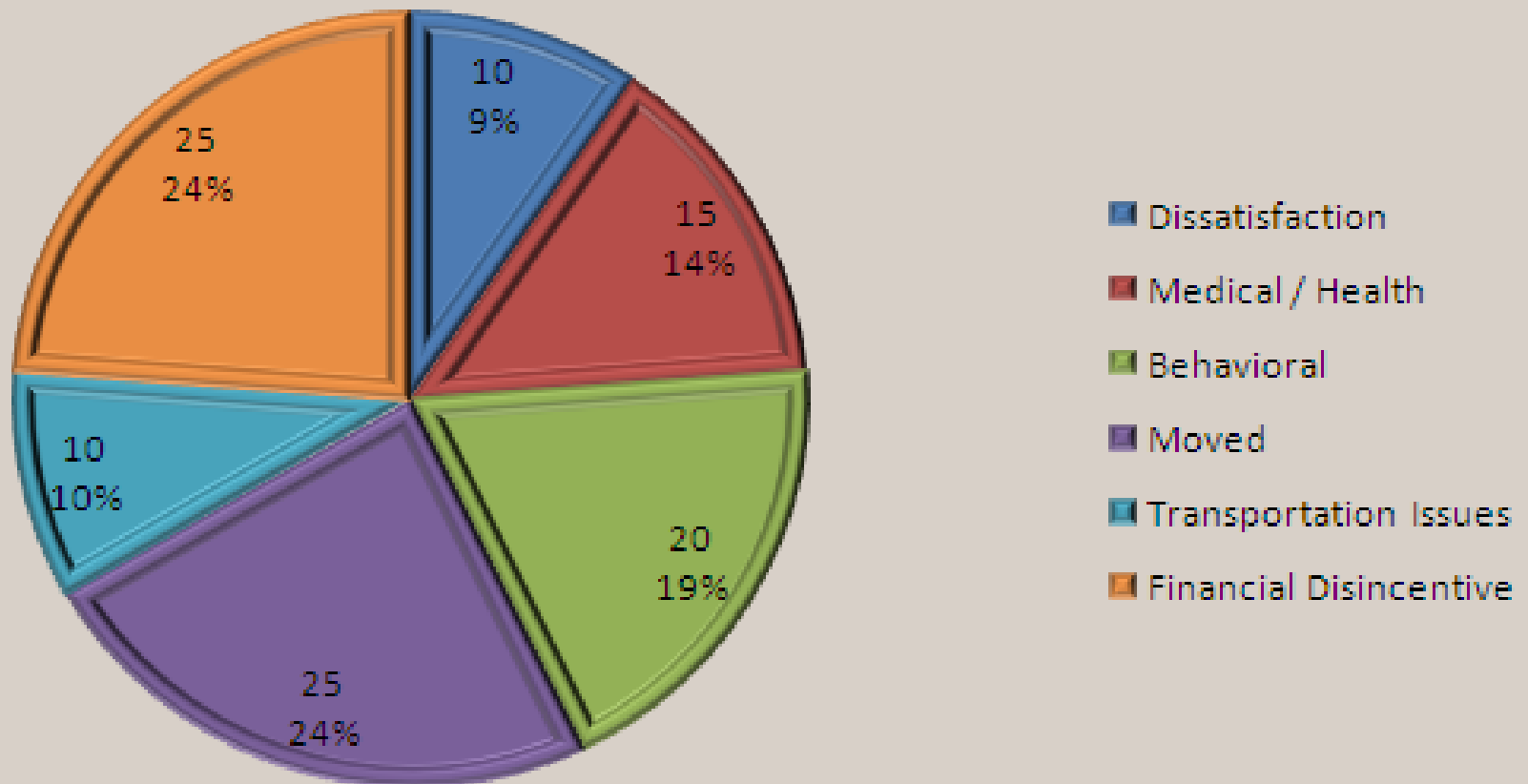
Days from Intake to Placement by Primary Disability Consumers Placed in 2009



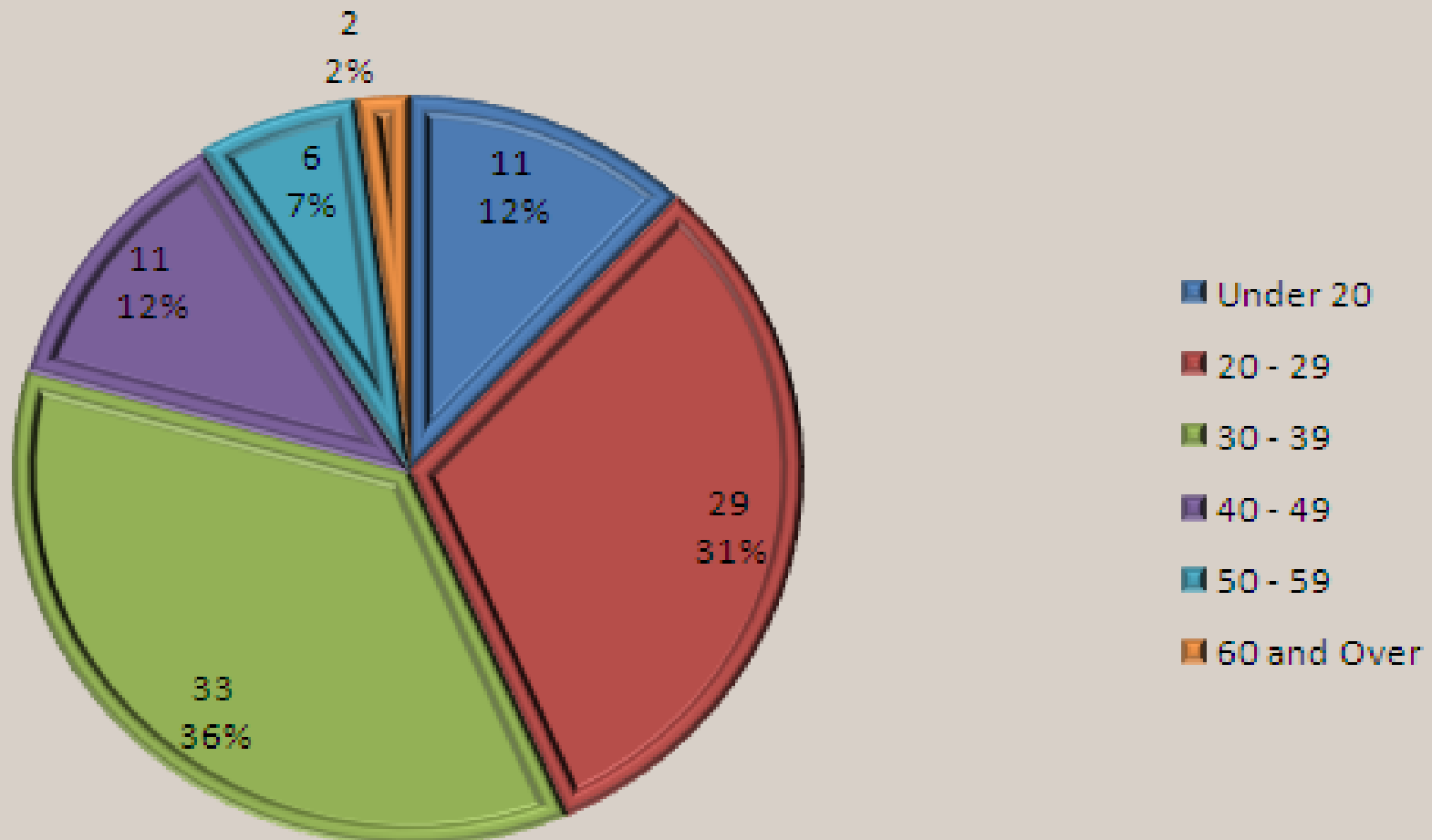
Occupation Categories - Jobs Held in 2009 Royal Employment Services, LLC



Program Termination Reasons - 2009 Royal Employment Services, LLC



Age of Consumers on 12/31/2009 Royal Employment Services, LLC



07/07/2010

Consumers Who Reached 90 Days on the Job

Page: 1

Royal Employment Services, LLC

01/01/2010 - 01/31/2010

Name of Participant	Primary Disability	State Agency	Occupation Category	Job Placement Date	Wage	Weekly Hours
William Consumer	MH	VESID	Miscellaneous clerical occupations	10/XX/2009	7.50	40
William Consumer	MH	VESID	Paperworking occupations	10/XX/2009	7.25	20
William Consumer	MH	VESID	Packaging and materials handling	10/XX/2009	7.50	20
William Consumer	MH	VESID	Occupations in education	10/XX/2009	10.36	40
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.25	20
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	8.00	7
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.50	25
William Consumer	MH	VESID	Computing and account-recording	10/XX/2009	12.00	20
William Consumer	MH	VESID	Lodging and related service	10/XX/2009	7.75	20
William Consumer	MH	VESID	Building and related service	10/XX/2009	8.00	40
William Consumer	MH	VESID	Building and related service	10/XX/2009	8.00	9
William Consumer	MH	VESID	Lodging and related service	10/XX/2009	8.00	25
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.75	25
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.15	15
William Consumer	MH	VESID	Occupations in Processing of	10/XX/2009	13.00	40
William Consumer	MH	VESID	Occupations in education	10/XX/2009	10.50	25

Questions ?????