



Grants to Day Training and Habilitation Providers

Report to the Legislature
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DEED/VRS Day Training and Habilitation Grant

In the 2016 legislative session, the legislature appropriated \$800,000 to the Department of Employment and Economic Development (DEED) for grants to day training and habilitation (DT&H) providers, with a report due to the legislature by February, 1, 2020. The appropriation language in 2016 Laws of Minnesota, Chapter 189, article 7 states:

\$800,000 in fiscal year 2017 is from the workforce development fund for grants to day training and habilitation providers to provide innovative employment options and to advance community integration for persons with disabilities as required under the Minnesota Olmstead Plan. Eligible day training and habilitation providers are those who certify that they do not possess a certification as provided by section 14(c) of the Fair Labor Standards Act. Of this amount, \$250,000 is for a pilot program for home-based, technology-enhanced monitoring of persons with disabilities. This is a onetime appropriation and is available until June 30, 2018.

Grant Program

The published request for proposals required applicants to demonstrate plans to achieve the following objectives:

- Implement Customized Employment training and innovative placement strategies that improve the employment outcomes of adults with disabilities in integrated, community settings.
- Build relationships and provide incentives to business entities to expand competitive, integrated employment opportunities for persons with disabilities.
- Work with employers to develop new positions and implement job support strategies, including the use of technology, to increase the employment options which include competitive, customized, or self-employment.

Eligible organizations had to demonstrate knowledge of:

- Unique barriers to employment faced by those with disabilities and an understanding of delivery systems that provide employment services and supports.
- Effective communication strategies to explain programs and services to business personnel, rehabilitation staff, education and social service professionals, consumers and family members.
- Building partnerships/relationships with businesses that are committed to hiring a diverse workforce that includes employees with disabilities.
- How to meet business and individual needs, including knowledge of appropriate job accommodations or work site modifications (including assistive technology and systems).

- Federal, state, and local laws regarding employment hiring practices including, but not limited to, Americans with Disabilities Act, Minnesota Human Rights Act, Affirmative Action, Federal and State Data Privacy requirements, OSHA standards, FLSA, and Wage and Hour legislation.
- Job markets, labor market trends, and job search strategies sufficient to enable consumers to develop and implement an appropriate employment goal and effective job seeking skills.

Further, eligible organizations had to demonstrate the skills and abilities in order to:

- Understand, analyze, and integrate business needs and labor market information, and apply results to the development and implementation of innovative employment, job placement plans, and strategies. Provide skills verification in community based settings to understand an individual's transferable skills.
- Understand the Minnesota Olmstead Plan, Employment First Policy, and goals regarding the advancement of persons with disabilities in the most integrated employment setting.
- Establish and maintain professional working relationships with businesses and community partners sufficient to build and coordinate efforts and expand employment opportunities, job success, and job retention.
- Communicate effectively in writing and orally; maintain data confidentiality.
- Manage time and resources effectively.

Grant Awards

The request for proposals was issued in December, 2016. Five applicants responded to the request for proposals. Three out of the five applicants were awarded grants. Contracts were executed and began on March 1, 2017 and extended through state fiscal year 2018.

- Ally People Solution: \$174,872
- Kaposia: \$171,400
- Minnesota Diversified Industries, Inc.: \$174,813

Grant goals and plans for implementation

Ally People Solutions: Identify 25 current or future program participants who wish to enroll in the Personal Employment Program which is a customized employment program and each participant will complete a discovering personal genius plan. Arrange for paid internships and personal empowerment training for each program participant. All 25 participants will secure competitive, integrated employment in the community with 95% retaining those jobs for at least 90 days.

Kaposia: Implement customized employment training and innovative placement strategies for 25 individuals with disabilities (specifically individuals who have intellectual and developmental disabilities and/or mental health challenges) with the goal of all 25 individuals securing competitive, integrated employment. Build relationships with businesses to expand competitive, integrated employment opportunities for persons with disabilities, with a minimum of 100 businesses contacted to learn about hiring people with disabilities through informational interviews. Establish a Day Training and Habilitation Leadership group to improve competitive, integrated employment.

Minnesota Diversified Industries, Inc.: Implement customized employment training and innovative placement strategies to achieve integrated employment with community businesses to increase awareness of person-centered thinking and increase employment opportunities in community businesses for people with disabilities. Implement customized employment model to increase the number of people with disabilities that have competitive, integrated employment with a goal of placing 10 people in the community who are working in integrated settings and making competitive wages. Evaluate the success of the Innovative Employment services provided to the individuals.

Outcomes

Contracts were executed on March 1, 2017. The below table reflects the outcomes that have been reported by each grantee through December 31, 2017.

DEED/VRS Day Training and Habilitation Training Grant Outcomes (3/1/17 – 12/31/17)

Various activities	Ally People Solutions	Kaposia	MDI
Served (# of individuals)	44	25	17
Paid Internships	15	N/A	19
Employed (# of individuals)	32	31	6
Staff trained in Customized Employment	3	5	25
Businesses contacted	N/A	160	73

*N/A = the grantee did not include this outcome in their work plan goals