



# Hawaii APSE Chapter Meeting

## September 7th 2023

<https://HawaiiAPSE.org/>

[info@HawaiiAPSE.org](mailto:info@HawaiiAPSE.org)

# What is Employment First?

**Employment First** is an effort taken on by states to change systems and create a reality of meaningful work for all people with disabilities, including people with significant and complex disabilities.



**ODEP**

Office of Disability  
Employment Policy

# NEON

NATIONAL EXPANSION  
OF EMPLOYMENT  
OPPORTUNITIES  
NETWORK

## Core State Contract



STATE OF HAWAII  
**Department of Labor  
and Industrial Relations**



Hawaii was awarded a technical assistance contract with through the U.S. Department of Labor which will help us bring critical, sustainable training and resources to help with our Employment First initiatives.

# Subject Matter Experts



**Karen Lee, SEEC**

- HCBW Review and Draft Public Comment
- Employment First Task Force Strategic Planning
- Explored braided funding strategies and implementation strategies



**Rick McAllister**

- Employment Service Professional Training
- Toolkit for Employment Support Professionals
- Assistance with the Hawaii Summit on Employment First
- Assistance planning Hawaii Office of Employment First

# Supervising and Implementing Employment Services

A recorded version of this training will soon be available through Hawaii APSE Community of Practice



# Training Feedback

## Learning Experience, Environment, and Delivery

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Did the training meet your expectations?	0.0%	0.0%	0.0%	14.3%	85.7%
How would you rate the overall quality of this training session?	0.0%	0.0%	2.9%	11.4%	85.7%
Was the training program interactive and engaging?	0.0%	0.0%	0.0%	8.6%	91.4%
Was the location of the training comfortable?	0.0%	2.9%	2.9%	34.3%	60.0%
Did you get a chance to collaborate with your team members during the training? If yes, was it effective?	0.0%	0.0%	5.7%	31.4%	62.9%

## Training Content, Modules, and Structure

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Was the training program well organized and easy to follow?	0.0%	0.0%	0.0%	17.1%	82.9%
Did you find the training material practical, intuitive, and helpful?	0.0%	0.0%	0.0%	8.6%	91.4%
Were all modules engaging and interesting?	0.0%	0.0%	0.0%	17.1%	82.9%
Did the training content provide enough context and go into enough detail?	0.0%	0.0%	0.0%	20.6%	79.4%

More training, more collaboration opportunities.



**Job Coaches,  
Job Developers,  
Employment Counselors!**

**Join us via Zoom!**  
Tuesday, October 3rd  
9am - 10am



**Community  
of Practice**

# Employment Support Professionals Community of Practice



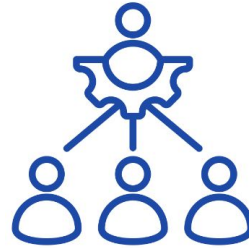
## A Forum

Brainstorming and  
Collaboration



## Knowledge

Training Support for  
our Teams



## Coordination

Shared Referrals and  
Job Development



## Tools

Resources to help us  
do our work well




# Resources & Toolkit

- Core Competencies & Standard Operating Procedures
- Employment Service Delivery Tools
- Training Modules

## EMPLOYMENT SERVICES TOOLKIT & RESOURCE GUIDE


This toolkit and resource guide is created to help us all provide the best services possible to the people we serve.



### APSE Universal Employment Competencies

These universal employment competencies represent the skills and standards of practice for providers of supported, customized, and self-employment services for ALL people with disabilities.


[Employment Competencies](#)



### Employment Service Delivery Tools

Written and consistent training will help employment service teams

[View Toolkit](#)



### Training Modules

Written and consistent training ensures that all team members have the same level of training, provides a reference point for team members to refer back to, and can improve team morale and effectiveness.

[View Modules](#)  
[Request a Training](#)


# Resources & Toolkit

- Job Development
- Employment Counseling
- Job Coaching

**Employment Service Delivery Tools**

Having the right toolkit will help your team

Take the Employment Services Self-Assessment by clicking [Employment Services Self-Assessment](#)



### Job Development


Getting to know the jobs!

**Job Skills Inventory**  
A job description doesn't paint the whole picture. Getting out to see the job is the most important metric in successful employment services.

- [Web Based Tool](#)
- [Job Skills Inventory.docx](#)

**Supervising Job Development**  
To measure the effectiveness of your job development efforts.

- [Supervising Job Development.docx](#)



### Employment Counseling


Getting to know the job seeker.

**GAP Analysis**  
The most important tool in our toolkit, which first evaluates the job match, identifies intervention strategies, becomes the employer proposal and the service plan.

- [GAP Analysis Template.docx](#)

**Jobseeker Positive Profile**  
It is critical to understand how the job seekers skills, wants and needs match the jobs we are helping them meet. This is done through the Discovery process.

- <https://www.marcgold.com/mgaforms>
- <https://vcurrtc.org/resources/>



### Job Coaching

Follow on supports.

**Task Analysis w/Cue Tracking**  
A task analysis is developed while doing the task. This template can be used to help outline the steps of a sequence, and measure the use of cues in training.

- [Task Analysis w/Cue Tracking](#)


# Resources & Toolkit

- Video Recordings
- Training Modules
- Community of Practice

## Training Modules

### VIDEO RECORDINGS


View recordings of the training, "Building and Sustaining Employment Services."



**Employer Engagement**  
The Business of doing Business with Business with Rick McAllister

### VIDEO RECORDINGS


View recordings of the training, "Building and Sustaining Employment Services."




**GAP Analysis**  
Perhaps the most important tool in your toolkit, Rick McAllister reviews a tool for helping make a job match, employer proposal, and service plan.

### PRESENTATIONS


View recordings of the training, "Building and Sustaining Employment Services."



**Building and Supervising Employment Services**



**GAP Analysis**



**APSE**  
Employment First  
Employment for All

### MORE TRAINING AND RESOURCES

Your membership to the Association of People Supporting Employment First comes with the benefit of training, and communities of practice. Please also consider joining the Hawaii Community of Practice.

[Join the Hawaii CoP](#)

# HCBS Waiver Amendment Public Comment

1. Use **consistent language** in all three services.
2. Create a **flow of support** between the Community Learning Services, Discovery and Career Planning and Individual Employment Supports
3. As “Discovery” is a term used in the customized employment process the definition of “Discovery and Career Planning” should include the **steps of customized employment**.
4. Use **Community Life Engagement guideposts** in the definitions, description, and examples of Community Learning Services.
5. Review and revise the **definition for Discovery and Career Planning**



# Employment First Legislative Team

We are working to draft legislation to strengthen **Employment First in Hawaii** by officiate our taskforce, to make recommendations for Policy and Legislative Implementation.

Approved by the Governor  
on JUL 12 2022

ORIGINAL

ACT 308

HOUSE OF REPRESENTATIVES  
THIRTY-FIRST LEGISLATURE, 2022  
STATE OF HAWAII

H.B. NO. 1787  
H.D. 2  
S.D. 2  
C.D. 1

## A BILL FOR AN ACT

RELATING TO PERSONS WITH DISABILITIES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

1 SECTION 1. Chapter 78, Hawaii Revised Statutes, is a  
2 by adding a new section to be appropriately designated and  
3 read as follows:  
4 "~~§78-~~ Employment first; persons with disabilities. (a)  
5 Employment first shall be a policy of the State and the  
6 counties. Employment services are the first choice of services  
7 that are offered for persons with disabilities receiving  
8 assistance from publicly funded systems. State and county  
9 agencies shall ensure that employment first is effectively  
10 implemented in hiring practices and all programs and services  
11 administered or funded by the State and counties, including  
12 programs and services that help persons with disabilities obtain  
13 employment. All state and county agencies shall coordinate  
14 efforts and collaborate to ensure that programs, policies,  
15 procedures, and funding support competitive employment in an  
16 integrated setting for persons with disabilities. All state and



Looking forward! *February 2024*



39th Annual Pacific Rim International Conference on Disability and Diversity  
**Beyond Access: Building a Culture of Belonging**

Tuesday, February 27 – Wednesday, February 28, 2024  
Hawai'i Convention Center

# Hawaii Summit on Employment First

Building on the momentum of Hawaii's Employment First efforts to increase and improve employment among people with disabilities, the 2nd Annual Summit on Employment First will bring together self-advocates and those who support their full participation in work and careers. The post-conference summit will feature a full day of training, inspiration, and collaboration to expand competitive integrated employment and community inclusion.

Thursday, February 29  
Hawai'i Convention Center

- Customized Employment
- Transition Youth
- Public Policy
- Employer Engagement
- Engaging Self Advocates Family
- Funding Strategies



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Chapter Meeting

Thursday, November 2nd @ 1pm







October 3 @ 1pm

Internal and External Communications

- Website
- Emails
- Social Media
- Meeting Invites

Members

Patrick Gartside  
Sandee Oshiro  
Lauren Kato  
Kevin Dierks



October 3 @ 12pm

Track and respond to advocacy opportunities. Coordinate with other stakeholders.

Members

Michael Lee  
Annette Tashiro  
Melissa Gibo



October 3 @ 11am

Support our Events and Trainings such as:

- Summit
- NDEAM

Members

Patrick Gartside  
Nancy Romaine / co-chair  
Kevin Dierks  
Kristin Hargrove  
Alison Lee / co-chair  
Isabel Mejia Ramos



October 3 @ 10am

Gather, collect and report on data for Employment First.

Members

Daniela Bond-Smith Chair  
Sandee Oshiro  
Kevin Dierks



October 3 @ 9am

A forum for brainstorming and collaboration, and an opportunity to increase our knowledge and skills

Members

Patrick Gartside  
Nancy Romaine  
Melissa Gibo  
Julie Humble  
Christa Martin  
Annette Tashiro  
Jody Silva  
Michael Lee  
Alison Lee  
Duane Nakanishi  
David Comfort  
Isabel Mejia Ramos