

Employment First State Leadership Mentoring Program Community of Practice Survey

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Employment First State Leadership Mentoring Program Community of Practice Survey: Satisfaction, Impact, and Progress

Welcome to the Employment First State Leadership Mentoring Program (EFSLMP) Community of Practice (CoP) survey. The purpose of this survey is to assess your satisfaction with the EFSLMP Community of Practice and to help us understand its impact on key areas of Employment First systems change activities within your agency. The survey will also measure your agency's progress in the development of key Employment First policy reforms and effective practices. We will ask one representative from each of six key agencies in your state to fill out this survey. We anticipate the survey will take approximately 15 to 20 minutes to complete. Social Dynamics, LLC, in collaboration with the Institute for Community Inclusion and Altarum Institute, are under contract with the Office of Disability Employment Policy (ODEP) to conduct this survey.

Responses to this data collection are voluntary and will be used only for statistical purposes. Reports prepared for this study will summarize findings across the entire CoP and will not associate responses with a specific state, or individual. We will not provide information that identifies you or your, state, to anyone outside the study team, except as required by law. Responses are intended to be anonymous; therefore, please do not include any person identifiers (e.g., your name, address, etc.) in your response.

This survey has been approved under OMB Control Number 1230-XXXX. The approval is valid until XX/XX/XXXX. The Paperwork Reduction Act of 1995 provides that persons cannot be required to respond to a collection of information unless such collection displays a valid OMB Control Number. Your response is estimated to take about 15-20 minutes. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Office of Disability Employment Policy, 200 Constitution Ave., Room S-1303, Washington, DC 20210.

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Respondent Information

***1.) At what agency are you employed? We recognize that names of state agencies vary from state to state. Please choose the item that best represents your agency.**

- Department of Education (or similar)
- Department of Intellectual/Developmental Disabilities (or similar)
- Medicaid or Medicaid Infrastructure Grant (or similar)
- Department of Mental Health (or similar)
- Department of Vocational Rehabilitation (or similar)
- Department of Workforce Development (or similar)
- Other (please specify):

***2.) How long have you worked at this agency?**

- More than 20 years
- 10 to 20 years
- 6 to 9 years
- 3 to 5 years
- 0 to 2 years

***3.) What is your job title?**

***4.) How long have you held this position?**

- More than 20 years
- 10 to 20 years
- 6 to 9 years
- 3 to 5 years
- 0 to 2 years

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Non-EFSLMP Provided Training and Technical Assistance

5.) Excluding ODEP's EFSLMP Community of Practice, what additional **agencies** or **organizations** have you and your colleagues working on your state's Employment First efforts received technical assistance from in the last two years? (Select all that apply)

Administration on Intellectual and Developmental Disabilities

Administration on Intellectual and Developmental Disabilities

Centers for Medicaid & Medicare Services

State Medicaid Infrastructure Grant

Money Follows the Person

Community First Choice Option

Balancing Incentives Program

Innovations Grant

Other

Employment & Training Administration

Disability Employment Initiative

Other Federal Grant

Other Federal TA/Training Opportunity

Office of Special Education Programs

Federal Grant

Other Federal TA/Training Opportunity

Rehabilitation Services Administration

Technical Assistance & Continuing Education Centers for Vocational Rehabilitation (Regional TACE)

Other Federal Grant

Other Federal TA/Training Opportunity

State Employment Leadership Network (SELN)

State Employment Leadership Network (SELN)

Substance Abuse and Mental Health Services Administration

Federal Grant

Other Federal TA/Training Opportunity

Other agencies or organizations

Other Federal Government Entity/Funding/Grant/TA

Local county government/public agencies

Private foundations and private non-profit agencies

National Trade Association/Professional Development Resources

Describe any other agency or organization not listed above from which you received training or technical assistance:

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Non-EFSLMP Provided Training and Technical Assistance

6.) Please indicate all the topics that you and your colleagues working on your state's Employment First efforts received Training and TA in the last two years from the sources you selected in question 5.

(Check all that apply)

- Policy Development/Alignment/Implementation
- Service Innovation/Delivery of Effective Practices
- Strategic Planning
- Funding Alignment/Reimbursement & Rate Restructuring
- Leveraging of Public Resources across Systems (i.e. Braiding, blending, individual budgeting)
- Data Collection/Outcomes & Performance Measurement
- Professional Development, Training and Capacity Building
- Stakeholder Engagement
- Other:

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ODEP - EFSLMP Community of Practice Training and Technical Assistance

*7.) Listed below are 12 features of the ODEP's Community of Practice T&TA provided to CoP states. Please rate your level of satisfaction for each of the T&TA characteristics.

- *a.) Information presented during webinars:

- *b.) Quality of speakers during webinars:

- *c.) Level of interaction among participants:

- *d.) Opportunities to ask questions and get feedback:

- *e.) Frequency and duration of webinars:

- *f.) Relevance of topics covered in monthly webinars:

- *g.) Real-world examples from CoP states :

- *h.) Quality of contacts made with other states through participation in the CoP :

- *i.) e-Policyworks systems :

- *j.) Monthly CoP Electronic Bulletins:

- *k.) Annual In-Person National EFSLMP CoP meeting (held in November 2012):

- *l.) Opportunities to provide feedback to Federal policy-makers via participation in the CoP:

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Use of what learned through EFSLMP Community of Practice

8.) Below please indicate whether you have used what you have learned from participating in the CoP to influence your state's Employment First planning and implementation efforts.

(Please select **No Opportunity** if you have not participated in this specific activity in your state.)

Strategic Planning

As a result of participating in the EFSLMP CoP, have you used what you learned to:

***a.) develop measurable goals related to increased integrated employment of PWD in your planning efforts.**

Yes No No Opportunity

***b.) use your state's data to better inform your strategic plan with respect to employment of PWD.**

Yes No No Opportunity

Policy Development & Operational Alignment

As a result of participating in the EFSLMP CoP, have you used what you learned to:

***c. influence your agency's Employment First policy development.**

Yes No No Opportunity

***d.) promote best practices related to integrated employment.**

Yes No No Opportunity

Interagency Collaboration

As a result of participating in the EFSLMP CoP, have you used what you learned to:

***e.) initiate a regularly scheduled cross agency meeting around the topic of Employment First.**

Yes No No Opportunity

***f.) initiate the development of an MOU/MOA to establish interagency collaboration**

Yes No No Opportunity

***g.) share responsibilities and coordinate service delivery across systems**

Yes No No Opportunity

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Use of what learned through EFSLMP Community of Practice

Funding and Reimbursement

As a result of participating in the EFSLMP CoP, have you used what you learned to:

***h.) influence your agency's agenda in the area of employment funding and service contracting.**

Yes No No Opportunity

***i.) revise service definitions that support integrated employment.**

Yes No No Opportunity

***j.) inform the restructuring of rates to encourage employment over other day service options.**

Yes No No Opportunity

Outcomes and measures

As a result of participating in the EFSLMP CoP, have you used what you learned to:

***k.) promote data sharing between your agency and other agencies to better measure the collective performance around employment for people with disabilities.**

Yes No No Opportunity

***l.) develop changes for collecting individual and provider level outcome data (e.g., hours worked, wages, work/employment setting) to assess progress toward employment.**

Yes No No Opportunity

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Your state agency's Employment First Progression and Development

9.) Listed below are six components of Employment First that have been topics of discussion during various CoP technical assistance events. Please select the "stage of development/implementation" in your state agency for each of these components using the following scale:

- Not yet present
- In its infancy (e.g., early conversations are happening)
- Under development (e.g., beginning to formulate, conceptually planning, drafting language etc.)
- in existence (e.g., approved, formalized, beginning to be operationalized)
- Fully implemented (e.g., fully established, monitored with a focus on improvement, and used to guide policy development)
- Status unknown

Then for each component, please indicate whether or not involvement in the CoP influenced the progression of the item (y/n).

Policy Development

***a.) A formal, written Employment First policy is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***b.) An executive order that promotes employment as the first option for individuals with disabilities is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***c.) A legislative change/bill that promotes employment as the first option for individuals with disabilities is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***d.) Employment First as a top priority of senior career and political leadership in my agency is....**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***e.) Operational policies that support integrated employment are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***f.) Cross agency policies that increase access to integrated employment are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***g.) Using data on disability service funding, outcomes, and trends to inform strategy and strategic planning is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***Overall, has participation in the CoP activities influenced your state's integrated employment policy developments?**

Yes No Unknown

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Your state agency's Employment First Progression and Development

Services and Service Innovations

***a.) Encouraging transition age students to choose employment or post secondary education over other options is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***b.) Using of "best practices" in promoting integrated employment (including person-centered career planning, job carving, customized employment strategies, self-employment) is....**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***Overall, has participation in the CoP activities influenced your state's integrated employment services and service innovations?**

Yes No Unknown

Interagency Collaboration

***a.) Informal relationships focused on operationalizing aspects of our state's Employment First efforts between multiple agency levels including state, regional and provider agencies are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***b.) Informal relationships with employers to support integrated employment are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***c.) Formal interagency agreements that support integrated employment are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***d.) Partnership among state agencies in the implementation of pilot or other initiatives related to integrated employment is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***e.) Regularly scheduled state cross-agency meetings on Employment First are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***Overall, has participation in the CoP activities influenced your state's integrated employment related interagency collaboration?**

Yes No Unknown

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Your state agency's Employment First Progression and Development

Funding/ Reimbursement

***a.) Rate(s) and rate structures that encourage employment over other day service options are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***b.) Service definitions that clearly define integrated employment and encourage providers to meet employment-related goals are...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***c.) Seamless coordination of funding between agencies is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***Overall, has participation in the CoP activities influenced your state's integrated employment related funding/reimbursement changes?**

Yes No Unknown

Performance Measurement

***a.) Measuring annual performance goals with clear benchmarks with respect to expanding integrated employment is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

b.) Data collected on individual employment outcomes (hours, wages, employment setting) is...

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***c.) Data sharing on employment outcomes with key stakeholders is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***d.) A statewide data collection system is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***e.) One or more agencies developing shared outcomes standards for measuring performance across systems in helping people with disabilities to obtain integrated employment is...**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***Overall, has participation in the CoP activities influenced your state's integrated employment related performance measurement developments?**

Yes No Unknown

Capacity building to support Employment First

***a.) Agency supported training and technical assistance opportunities to direct support professionals on best practices in the delivery of integrated employment services**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***b.) Agency specified minimum training requirements and qualifications**

Not yet present In its infancy Under development In existence Fully implemented Status Unknown

***Overall, has participation in the CoP activities influenced your state's integrated employment capacity building activities?**

Yes No Unknown

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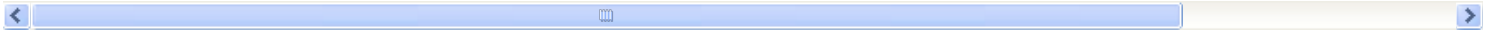
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Section Six - Tell us about your state agency's Employment First Progression and Development

10.) Please describe what you thought was most valuable in your experience with the EFSLMP CoP.

11.) Please provide recommendations for how you would improve the EFSLMP CoP in the future.



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Thank you for taking the survey.