

## Administration on Disabilities Partnerships in Employment Systems Change Project Semi-Annual State Profile



### What is the Partnerships in Employment Project?

**5-year grant awarded to 14 states:** The Administration on Disabilities (AoD) awarded funding to eight states in 2011 and 2012, and six states in 2016: *District of Columbia, Hawaii, Kentucky, Massachusetts, South Carolina, and Utah.*

**Focus on competitive integrated employment for youth with I/DD:** This project promotes cross-system and cross-agency collaboration to improve competitive integrated employment outcomes for youth and young adults with intellectual and developmental disabilities (I/DD). *Competitive integrated employment (CIE)* is when “individuals with disabilities earn wages consistent with wages paid workers without disabilities in the community performing the same or similar work.”

**States form consortiums:** The six 2016 Partnerships in Employment states formed a consortium or coalition of stakeholders that include:

- ▶ **Individual Level:** Individuals with I/DD, family members
- ▶ **Community Level:** Pilot sites, employers, providers
- ▶ **State Level:** Developmental Disabilities Agency, Vocational Rehabilitation Agency, State Education Agency, State Developmental Disabilities Council, other state agencies

**AoD contractors perform project evaluation and provide technical assistance:** The Lewin Group is conducting a comprehensive, longitudinal evaluation and the Youth Employment Solutions (YES)! Center is providing training and technical assistance to states.

## Hawaii Jobs Now Partnership: October 2016 – February 2020

### Overview

The University of Hawaii’s Center on Disability Studies (CDS), a University Center for Excellence in Developmental Disabilities (UCEDD), was awarded the Partnerships in Employment (PIE) grant in September 2016. CDS leads the Jobs Now Partnership (JNP) in collaboration with the Hawaii Department of Education (DOE), Hawaii Department of Human Services – Division of Vocational Rehabilitation (DVR), Hawaii Department of Health – Developmental Disabilities Division (DDD), and the Hawaii Department of Health – State Council on Developmental Disabilities (DD Council). JNP is focusing on enacting systems change to prioritize CIE for young adults ages 16 to 30.

### Project Goals and Vision

The overall goal of JNP is to increase the number of youth ages 16 to 30 with I/DD engaged in CIE. JNP has three identified goals:

- 1) Identify current, emergent, promising, and sustainable policies, procedures, and evidence-based practices in Hawaii and nationally to create a comprehensive strategy
- 2) Define and conduct a pilot demonstration to determine effectiveness for recommended policies, procedures, and practices
- 3) Recommend and implement a sustainable plan/legislation that will remove statewide structural, functional, and financial barriers that impede competitive employment opportunities for youth with I/DD

This profile highlights JNP activities and accomplishments from October 2016 to February 2020 related to PIE project objectives—developing or changing policies, removing systemic barriers, building cross-system and cross-agency collaboration, and implementing strategies and promising practices to support CIE. For a full list of all activities and outcomes, please refer to the PIE Semi-Annual Reports.

## **Policy Development**

### **State and Federal Policies and Initiatives**

#### *Policy Analyses*

Between October 2016 and March 2017, JNP analyzed the extent to which state policies addressed employment opportunities in integrated settings at a competitive wage. Policies from the DD Council, DDD, DVR, and DOE were analyzed. JNP also reviewed State Executive Orders from California, Iowa, Ohio, Oregon, Pennsylvania, and Washington and policy-related work from other PIE states, including Alaska, California, Iowa, Mississippi, New York, Tennessee, and Wisconsin.

#### *Employment First Executive Order*

In 2017, the JNP Executive Council pursued establishing Hawaii as an Employment First state. The JNP Executive Council revisited an Executive Order drafted collaboratively by state agencies several years ago and analyzed Employment First Executive Orders from other states. The Executive Council also discussed strategies for presenting the draft to the governor. In October 2017, the governor of Hawaii and the mayor of Honolulu signed a Disability Employment Month proclamation and endorsed making Hawaii an Employment First state. Following the governor's proclamation, JNP's Employment First Work Group, Workforce Solutions, designated a four-member team to draft Hawaii's Employment First Executive Order. In January 2019, the Employment First Work Group sent the draft Executive Order language to the National Governors Association (NGA) for feedback prior to submitting the Executive Order to the Governor's Office.

During the March to August 2019 reporting period, the four-member team revised the Employment First Executive Order based on NGA and other local stakeholders' feedback. During the September 2019 to February 2020 reporting period, Hawaii JNP learned that the Governor would not sign the Executive Order

due to the perception that agencies are still working in silos. Hawaii JNP and the Employment First Work Group introduced a new Employment First legislation, House Bill (HB) 2419. HB 2419 passed through the Lower and Higher Education and Financial Committees. As of February 2020, HB 2419 was being reviewed by the Education and Ways and Means Committees.

#### *Earned Income Disregard Bill*

CDS and other JNP consortium agencies supported the Earned Income Disregard Bill, Senate Bill (SB) 330, which allows Medicaid to establish a percentage of an individual's income that will not be counted towards an individual's Medicaid eligibility. Prior to the Earned Income Disregard Bill, Hawaii was one of the few states without a Medicaid Buy-In program. In an implementation meeting with MedQuest, Hawaii's Medicaid division, the JNP team advocated for a higher asset limit and higher income disregard limit and tied it to the federal poverty level instead of a flat income rate. In addition, families provided testimonies to legislators on why the Earned Income Disregard Bill was important, which included the story of a man named Kal who required full-time nurses and was unable to gain employment. He wanted to become a professor, however he had to remain below the poverty level to continue receiving his benefits so he did not work. The bill became known as Kal's Law. In July 2019, the governor signed the Earned Income Disregard Bill.

During the September 2019 to February 2020 reporting period, Hawaii JNP worked with the state Medicaid agency, MedQuest, to establish an Earned Income Disregard Program and test it through a pilot before full implementation. During the most recent legislative session, the legislature also introduced HB 1613 to implement a Medicaid Buy-In program without a pilot. The passing of HB 1613 may set back the progress made by implementing SB 330 in 2019 because it would eliminate the need for a pilot program.

#### *Workforce Solutions*

Between April 2017 and February 2020, the JNP team facilitated Workforce Solutions meeting focused on achieving Employment First outcomes. Members of Workforce Solutions include DDD, DD Council, DVR, Department of Labor and Industrial Relations (DLIR) Workforce Development Division, CDS, and other state

agencies. The work group developed a survey to gather data on all employment efforts in Hawaii and identified barriers to Employment First within each agency. During the March to August 2018 reporting period, the Hawaii Governor's Office joined as a new member, which led to increased access to resources and more advocacy for JNP goals. During the September 2018 to February 2019 reporting period, the group held eight meetings. Five meetings were regularly scheduled and three additional meetings were held to plan the Reverse Job Fair. Between March and August 2019, Workforce Solutions held six meetings to discuss the Employment First legislation, Employment First Executive Order, the Medicaid Earned Income Disregard Bill, and Achieving a Better Life Experience (ABLE) Accounts.

During the September 2019 to February 2020 reporting period, JNP held five meetings. Topics included reverse job fairs and strategies around how to promote Employment First including the lessons learned from the Employment First Executive Order.

#### *ABLE Accounts*

During the September 2019 to February 2020 reporting period, JNP established the Hawaii ABLE Account Work Group, which conducted presentations and provided educational material to the State Department of Budget and Finance and local banks on how to set up ABLE accounts. The Hawaii ABLE Account Work Group also worked with the DD Council to research best practices implemented by consortia developing ABLE accounts in various states. The Hawaii ABLE Account Work Group's education and outreach led the Department of Budget and Finance to release a Request for Proposals to solicit proposals on implementing ABLE accounts in Hawaii.

#### *Hawaii Transition Success Network Legislative Proposal*

In December 2019, Hawaii JNP, pilot families, DOE educators and administrators, DVR and DD Council agency professionals, and community partners collaborated to develop the Hawaii Transition Success Network Legislative Proposal, SB 3156, which would provide funding for and establish statewide transition centers. In February 2020, Hawaii JNP held a hearing with the Human Services Committee. The Hawaii JNP team asked families to support the legislation by sharing it with their networks, providing online or in-person testimonies, and support letters. The Hawaii DOE also supports the legislation. The Assistant Superintendent overseeing the state's Student Support

Services delivered testimony to voice support. At the end of February 2020, the Ways and Means Committee held a hearing and the bill crossed to the Senate. The bill is currently on hold because of the legislature's indefinite recess due to COVID-19.

## **Leveraging Grants or Initiatives**

#### *Disability Employment Initiatives Funding*

The JNP team collaborated with the Hawaii DLIR Workforce Development Division to submit a proposal for the Disability Employment Initiatives (DEI) Round 8 funding. The three-year project started in October 2017 and focuses on employment and post-secondary implementation of Career and Technical Education strategies for transition age youth ages 14 to 24 with I/DD.

During the March to August 2018 reporting period, JNP members provided support for the Summer Youth Employment Project (SYEP) through the DEI work team. In partnership with DVR and DLIR, JNP members provided soft-skills training to all the SYEP participants before the participants were placed at job sites.

#### *National Governors Association Learning Lab Grant*

In April 2018, JNP wrote a proposal and received the NGA Learning Lab grant. Through this grant, JNP sent a team of representatives from DVR, DDD, and the Governor's Office to the Learning Lab in Wisconsin to learn more about Employment First best practices and to develop Employment First programs in Hawaii. The Hawaii NGA Learning Lab team researched future initiatives to make Hawaii more employment-friendly, including the Better Bottom Line initiative, Customized Employment trainings for DDD, apprenticeship programs, and creating a ridesharing app for students going to work. JNP plans to use the NGA Learning Lab Grant to support sustainability by building the capacity of agency staff.

#### *Statewide Family Engagement Centers (SFEC) Grant*

In July 2018, JNP submitted a proposal in collaboration with DOE and the Hawaii Parent Training and Information Center and received the SFEC grant. This grant will provide training and technical assistance to DOE, schools, families, and community-based organizations to implement and enhance family engagement policies, programs, and activities to improve student development and academic achievement. The target population is families of high-

need students, which includes students with I/DD. In September 2018, CDS, the lead JNP agency, received the grant. In June 2019, JNP attended the SFEC Summit on how to cultivate effective home-school partnerships and how family engagement can be a strategy for student success and school improvement. During the September 2019 to February 2020 reporting period, JNP continued to leverage resources, materials, and expertise through the SFEC grant. The grant will help sustain PIE activities once the PIE grant ends.

#### *DVR Grant*

CDS received a two-year contract from the Hawaii DVR, effective April 1, 2019 to December 2, 2021. The contract's scope of work includes working with DVR and DOE to conduct Pre-ETS workshops and benefits education training. During the September 2019 to February 2020 reporting period, JNP, in collaboration with DVR, conducted 10 Pre-ETS presentations through the DVR grant. An average of 10 families attended each event. JNP presented at DOE school campuses on Oahu and neighboring islands. The presentations also included a component on benefits education, the importance of self-advocacy, what self-advocacy entails, and self-advocacy role plays.

## **Program Development and PIE Model Demonstration Projects**

### **Alternative Certificates, Diplomas, or Curriculum**

#### *Alternative Certificates and Diplomas*

After identifying the diploma track as a barrier to employment, JNP began discussing an alternative approach for students in a diploma track to gain experience during school hours. When pursuing a diploma, employment experience is not possible, but it is possible when earning a certificate. JNP members began conversations with stakeholders to consider whether to pursue an alternative approach to enable students with I/DD in the diploma track to gain work experience during school hours. During the March to August 2019 reporting period, the JNP team was invited by DOE to serve on a committee to review and provide feedback on alternative assessment standards for students with significant cognitive disabilities taking standardized tests for high school diplomas.

During the September 2019 to February 2020 reporting period, JNP held an informational interview with a DOE employee who is working to create alternate tracks for students with I/DD to earn diploma equivalents or work credentials. The DOE employee will pilot a work readiness program in a high school with students with I/DD in fully self-contained classrooms. The pilot will use Digitability programming to simulate a work environment for students so they may gain the necessary experiences to enter the workforce. Hawaii JNP is still exploring ways to support the DOE employee and how to support the alternate track pilots in schools.

### **Self-Advocacy**

#### *Self-Advocacy Involvement*

During the September 2017 to February 2018 reporting period, JNP increased involvement and input of youth and young adults in project activities. JNP staff began inviting self-advocates to JNP Executive Council meetings. JNP staff also organized an Employment Day at the Pacific Rim Conference on Disability and Diversity in October 2017. There was an Employment Panel called "A Great Employer Makes a Great Workplace" where youth and young adults with I/DD who are currently employed in CIE shared personal testimonies. In total, 28 self-advocates participated in the Pacific Rim Conference.

In addition, JNP staff interviewed three young adults with I/DD who are employed to discover what helped them find jobs and job search challenges. During the September 2017 to February 2018 reporting period, JNP staff also visited the DD Council's nine-week self-advocacy course to see if the skills training could be useful to pilot participants. During the March to August 2018 reporting period, JNP began planning a self-determination training. During the September 2018 to February 2019 reporting period, JNP worked with an internal team at CDS to create the self-determination training. Between March and August 2019, as part of the pilot project, JNP held self-determination workshops that focused on self-awareness, self-efficacy, self-regulation, and self-advocacy.

During the September 2019 to February 2020 reporting period, JNP pursued self-advocacy through the JNP pilot project workshops. The workshops focused on benefit planning, social skills, and IEPs. In addition, the DOE work readiness program that JNP would like to support promotes self-advocacy.

## Improve or Enhance Existing Programs

### *Project SEARCH™ Partnership*

JNP regularly attends the quarterly Transition Teacher meetings to support their work and build relationships. Through attending these meetings, JNP is exploring a partnership with Project SEARCH™ to assist with policy-related changes. In January 2017, JNP approached and established relationships with the transition teacher who will implement the pilot Project SEARCH™ program.

By working with Project SEARCH™, JNP hopes to identify gaps in cross-agency services and the changes needed to enhance employment outcomes for students who will transition out of secondary education. The Project SEARCH™ Hawaii program is funded and led by DVR, and began with one school in August 2017.

During the September 2017 to February 2018 reporting period, JNP staff held a one-day site visit with Project SEARCH™ at the state rehabilitation hospital to learn about student interns' job rotations. JNP staff met with the on-site transition teacher and the Human Resources Director to learn about the successes and challenges of implementing Project SEARCH™. JNP members plan to promote Project SEARCH™ to other employers in the Business Leadership Network and to find ways to improve the Project SEARCH™ experience.

Between March and August 2019, JNP participated in a meeting with DVR, DD Council, and DOE on how to build their knowledge and experience of Project SEARCH™ to expand Project SEARCH™ across Hawaii.

### *University of Hawaii Benefit Education Partnership*

CDS currently provides benefits planning services to DVR clients statewide. JNP will partner with the benefit education team at the University of Hawaii to continue increasing the availability of benefits planning services in Hawaii. Through the contract between CDS and DVR, DVR clients will have access to group training on public benefits and DVR work incentives. DVR clients also have access to one-on-one comprehensive benefits planning services. The goal of this partnership is to increase awareness and the use of benefits planning services. The JNP team recognizes that providing timely and accurate information on public benefits and work incentives is essential to successful employment outcomes. In addition, JNP plans to modify existing benefit planning training modules for parents enrolled in the JNP pilot program.

Through the JNP pilot program, JNP held two benefit planning workshops, one in September 2019 and another in October 2019. The two-part workshop was held to educate parents and students on various agencies and their provided benefits. Topics covered included Medicaid, Social Security, ABLE accounts, and Section 8 housing. The workshop was attended by about 75 people across two sessions. JNP also held one-on-one benefit consultations with six students and their families.

## Increase or Build Program Capacity

### *Stakeholder Interviews*

During the October 2016 to April 2017 reporting period, JNP developed a set of interview questions for each stakeholder group on the delivery of person-centered planning and cross-agency coordination and collaboration. The groups included transition teachers, DVR counselors, DDD case managers, parents/families, self-advocates, service providers, and employers. JNP began conducting one-on-one and group interviews during the April to August 2017 reporting period. The goal was to identify gaps and changes needed at the system level, and develop an ideal system of streamlined services to be tested during the JNP Model Demonstration study. Based on stakeholder feedback, the JNP team determined that the pilot study would focus on high school students rather than high school students and post-secondary students.

### *Quarterly Transition Meetings*

JNP sponsored the August 2017 Quarterly Transition Meeting which had over 80 attendees, including transition teachers and representatives from DDD, DVR, DOE, and the DD Council. JNP also sponsored the meetings for the 2017 to 2018 school year.

During the September 2018 to February 2019 reporting period, JNP worked with DOE partners to expand the Oahu Quarterly Transition Meeting to other islands. JNP staff helped secure funding for the expansion. During the September 2018 to February 2019 reporting period, the Hawaii JNP team supported DOE holding Quarterly Transition Meetings on every island in Hawaii, including three meetings on Oahu, one on Kauai, two on Hawaii (the Big Island), and one on Maui. During the March to August 2019 reporting period, JNP held one Quarterly Transition Meeting on Oahu and one on Hawaii. Each meeting was attended by representatives from state agencies, DOE school transition counselors, DDD case

managers, DVR counselors in transition branch, Statewide Parent Information Network (SPIN), Centers for Independent Living (CILs), service providers, staff from University of Hawaii projects pertaining to transition, and the Self-Advocacy Advisory Council.

During the September 2019 to February 2020 reporting period, JNP held three Quarterly Transition Meetings on Oahu. Meeting topics included social skills, IEPs, family engagement, person-centered thinking in service planning and delivery, independent living centers, peer mentoring, the Medicaid Earned Income Disregard program, ABLE accounts, Customized Employment opportunities, the Reverse Job Fair, and the Hawaii Transition Success Network Legislative Proposal. The September and December 2019 meetings had record attendance of 135 attendees each. About 100 people attended the February 2020 meeting. In December 2019, Hawaii JNP held the first Transition Meeting on the island of Molokai. Hawaii JNP staff presented on workplace accommodations and conducted a presentation on community building and areas of potential growth on the island. There were about 12 people in attendance. JNP began to plan Transition Meetings on the Big Island in Hilo and Kona, Kauai, and Maui.

#### *Quarterly Leeward District Transition Meetings*

During the September 2018 to February 2019 reporting period, JNP began to participate in the Quarterly Leeward District Transition Meetings that include transition coordinators from six public high schools, one public charter school, resource teachers, and two DVR counselors that serve the high schools. JNP has formed close working relationships with two high schools and planned to create trainings on best practices in transition services and hold a Community of Practice. Hawaii JNP attended four Quarterly Leeward District Transition Meetings that occurred in 2019 and one in 2020.

## **Model Demonstration Project**

#### *JNP Pilot Project*

During the September 2017 to February 2018 reporting period, JNP team members finalized the pilot project plans. JNP team members determined the goals, program components, targeted population, and desired outcomes for the pilot project. The JNP team determined that the focus of the pilot project will be

family engagement. The pilot program will recruit 45 high school students with I/DD and their families. Both groups will be pilot participants. The high school students can be in their sophomore, junior, or senior year and must be currently receiving DVR and/or DDD services. The pilot will include parent workshops every six to eight weeks, parent engagement activities, and pre-employment activities with students, such as workplace readiness, skills training, self-advocacy training, and work-based learning experience. DVR counselors and DDD case managers of the student participants will receive training on person-centered counseling and Customized Employment approaches. Pilot project goals include facilitating state systems to support pilot participants and families for CIE, and empowering parents and other family members to become mentors on transition planning to other families. The intended outcomes of the project are CIE, post-secondary education/training, or work-based experiences aligned with career pathways. JNP intends to establish the pilot as a best practice that will lead to strategies replicated by other JNP partners statewide.

During the September 2017 to February 2018 reporting period, JNP team members held three retreats to finalize the pilot project and develop training topics. JNP staff met one-on-one with all partner agencies, including DVR, DDD, DOE, and DD Council to gather feedback on the proposed draft pilot project plan. In a previous reporting period, JNP identified participant recruitment strategies by exploring cross-agency collaboration opportunities. In January 2018, JNP staff revised the pilot project plan based on partner feedback. JNP staff also developed materials for the pilot project, including a one-page pilot project description for families and consent and assent forms for pilot participation.

JNP staff also worked with stakeholders, families, and employers to finalize the pilot project. JNP team members researched best practices from other stakeholders. JNP staff also worked with the employers in the Business Leadership Network to determine employers' needs that can be served through the pilot program. In addition, JNP conducted one-on-one and group conversations with agency partners and families. Through these conversations, JNP has gathered honest feedback regarding the pilot project plan and received referrals of families to participate in the pilot project. For example, DOE, DVR, and DDD provided insight and

feedback to reshape the pilot project plan. Families gave suggestions about simplifying the one-pager so JNP added a graphic to the flyer.

JNP launched the pilot program in June 2018 and identified the Leeward School District as the pilot site based on stakeholder recommendations. JNP created pilot program information sheets and flyers, which were distributed at JNP's meeting with DDD case managers and DVR counselors in charge of the Leeward District. Meeting attendees discussed how to determine eligible families for the pilot. After difficulty recruiting participants, JNP met with the Leeward District transition coordinator to discuss improved recruitment strategies, which included filming a YouTube video, drafting and distributing parent letters in plain language, creating gift card incentives for families, hosting parent nights, distributing pilot information at the annual Special Parent Information Network (SPIN) Conference in April 2018, and posting pilot information in the SPIN newsletter.

JNP conducted the first pilot family training in June 2018. Five families attended the training, for a total of six attendees. During the September 2018 to February 2019 reporting period, JNP held two Charting the LifeCourse workshops; two Individualized Education Plan (IEP) workshops; and one Smart, Measurable, Attainable, Relevant, and Timely (SMART) IEP workshop for pilot participants. The two IEP workshops served as an introduction to IEP law and procedures, while the SMART IEP workshop focused on improving parent-school collaboration, writing SMART goals, and connecting education and transition goals.

During the March to August 2019 reporting period, JNP held a self-determination workshop and a Jobs Now! Employer Round Table. JNP invited two local employers, which included one federal and one private sector employer in Hawaii, to discuss the job search process, including applications, interview schedules, hiring, and entry processes. Pilot participants and their families were able to ask questions to the local employers to gain insights from the hiring side of the employment process. JNP also began to provide individualized family support, which included holding four one-on-one IEP consultations on linking education and transition goals.

As previously mentioned, JNP held two benefit planning workshops and six one-on-one benefit consultations during the September 2019 to February 2020 reporting

period with pilot members. In addition, JNP held a workshop in December 2019 on social skills for about 40 people, which was led by a professor at the College of Education at the University of Hawaii at Manoa. One of the parents involved in the pilot program, who has a wealth of experience working with a variety of administrators and agencies across various states, led a workshop on IEPs titled "The Art of the Child-Centered IEP" for about 15 people. The workshop focused on strategies parents can use to be collaborative advocates for their child's education and how to utilize members of an IEP team to ensure goals are adhered to and met. The parent who led the workshop also developed a Parent Profile for Students so that parents can bring this tool with them to IEP meetings to represent their child if the child cannot attend. To further engage families, JNP also held six home visits to touch base with parents in the pilot project.

As of February 2020, 22 students from 21 families are participating in the JNP pilot. One student is working at the Hawaii Public Safety Office and another is working at a catering company. In addition, one previous pilot participant graduated from high school and enrolled in the culinary certificate program at a two-year community college.

## **Relationship Building**

### **Collaboration Progress, Highlights, or Achievements**

#### *JNP Executive Council*

JNP includes an Executive Council and a consortium led by CDS. Twelve members participate in the consortium, including the five JNP Executive Council team members. The Executive Council held two meetings between April 2017 and August 2017, two between September 2017 and February 2018, one between March and August 2018, two between September 2018 and February 2019, two between March and August 2019, and two between September 2019 and February 2020.

JNP introduced the project to key state agency partners at the first quarterly Executive Council meeting in October 2016 and the Statewide Workforce Solutions meeting in March 2017. In October 2016, JNP also presented at the Hawaii State Capitol and to DD Council self-advocates via teleconference and in person.

## Memorandums of Agreement and Memorandums of Understanding

### *Analysis and Development of Memorandums of Agreement (MOA) and Memorandums of Understanding (MOU)*

During the April 2017 to August 2017 reporting period, JNP met with DOE and DVR members to understand the relationship between the two agencies. JNP then analyzed the MOA within the context of the Workforce Innovation and Opportunity Act (WIOA) to identify barriers to successful program implementation and employment outcomes for student DVR clients.

During the April 2017 to August 2017 reporting period, the JNP team also offered to assist with the development of an MOA between DVR and DDD for waiver participants. There was a previous but unsuccessful attempt at establishing an MOA between the two agencies in 2010.

In 2017, DOE and DVR updated the Special Education and Vocational Rehabilitation MOU between the two agencies. JNP leveraged this partnership to assist with the implementation of the JNP pilot.

## Employer Engagement

### *Business Leadership Network (BLN) Oahu*

JNP is leading the effort to revive the BLN Oahu chapter. JNP worked with DVR, US Business Leadership Network, and CVS to host a chapter kickoff meeting in August 2017. Participating employers included CVS, Hard Rock Café, Enterprise Rent-a-Car, Tanioka's Catering, GS4 Security, Oahu Worklinks, Lowes, and other businesses. JNP is now leading an ongoing monthly BLN meeting. JNP coordinated 11 Oahu BLN meetings between September 2017 and August 2018. JNP attracted new employers, including Veterans Affairs Vocational Rehabilitation office, Hilton Hotels, Marriott Hotels, and Starbucks.

In August 2018, the U.S. Business Leadership Network changed its name to Disability:IN. Between September 2018 and August 2019, JNP continued to host Oahu Disability:IN chapter meetings. Meeting activities included networking, information sharing, site visits, and training. Oahu Disability:IN members discussed revitalizing chapters on neighboring islands.

In July 2019, a JNP team member attended the Disability:IN National Conference with a member of the

Hawaii Employer Council (HEC). Department of Labor and Industrial Relations sponsored the team member to attend the Disability:IN Conference. JNP is beginning a broader partnership with HEC and will invite HEC to the next Disability:IN meeting as a potential new member.

### *Reverse Job Fairs*

JNP and Disability:IN held a Reverse Job Fair, an event where job seekers set up a booth and employers approach them to learn more about their skills, in June 2018. Individuals with I/DD and employers attended the Reverse Job Fair. In October 2018, the JNP team, Employment First Work Group, and Disability:IN collaborated with the Hawaii Governor's Office and State Legislature to organize and hold a Reverse Job Fair at the Hawaii State Capitol in October 2018. The event attracted 86 employers and 44 students, of which four were pilot participants. At least eight students received job offers as a result of the event. To organize the Reverse Job Fair, the JNP team met with employers, politicians, and teachers. JNP received positive feedback from stakeholders.

In October 2019, Hawaii JNP held a Reverse Job Fair at the Hawaii State Capitol with 77 high school students and 95 employers in attendance. It is estimated that three students gained employment as a result of the Reverse Job Fair. The Reverse Job Fair was specifically designed for high school students with I/DD to promote school to work transition. In addition to planning the Reverse Job Fair, Hawaii JNP helped deliver supplies to local high schools for students to assemble job boards, conducted outreach to employers, and increased employer awareness. The Reverse Job Fair was featured on major news channels. After the Reverse Job Fair, Hawaii JNP held debriefs and discussions on how to evaluate the impact of the Reverse Job Fair and are working on gathering data on the effectiveness of the Reverse Job Fair in helping students obtain jobs.

JNP received funding from the Mitsubishi Electric American Foundation (MEAF) to support additional reverse job fairs. CDS matched some of the funds to expand the reverse job fairs statewide. Using the funding from MEAF, JNP began to plan local reverse job fairs on neighboring islands at various high schools and school districts. Three reverse job fairs were planned for April 2020 on Oahu and one reverse job fair was planned for May 2020 on Kauai. The planned reverse job fairs have been postponed due to COVID-19.



## **Data Systems and Employment Tools**

### **Documenting and Disseminating Resources**

#### *JNP Promotional Materials*

JNP created materials to promote JNP, including a fact sheet, a brochure, a [blog post](#), and a [website](#). All of the materials were shared with Transition Quarterly meeting participants, JNP Executive Council members, Workforce Solutions members, DD Council members, and individuals that JNP interviewed when developing the pilot goals, including stakeholders, parents, and transition teachers. The JNP website is promoted on the University of Hawaii CDS website. During the September 2019 to February 2020 reporting period, JNP began to update the JNP website to transform it into a hub for stakeholders from different agencies, teachers, and parents to find resources for transition.

#### *Blog Post*

Hawaii JNP wrote [a blog post](#) on the Reverse Job Fair, which was held in October 2019. The blog post was posted on the YES! Center website and disseminated through the TASH monthly e-newsletter.

## **Sustainability Efforts**

### **Sustainability Beyond the PIE Grant**

#### *Existing Relationships and Additional Funding*

Beginning in 2016, JNP pursued systems change by building on existing relationships and tools developed by other projects within CDS, including the Business Leadership Network, the Workforce Solutions, and benefits planning services. JNP promoted the PIE project with well-established groups in the disability community, contributing to the longevity of key JNP objectives and principles.

JNP is pursuing additional funding to increase capacity of agency staff and promote sustainability. JNP has received several grants, including the NGA Learning Lab grant and Hawaii Statewide Family Engagement Center grant. Between March and August 2019, JNP applied for and received funding through MEAF to sustain PIE components, including the Reverse Job Fair and expanding it to other counties in Hawaii. During the September 2019 to February 2020 reporting period, JNP also introduced the Hawaii Transition Success Network Legislative Proposal, SB 3156, to establish statewide and

district-level transition centers that will last after the PIE grant ends.

At the August 2019 Executive Council meeting, JNP began the conversation on sustainability by circulating a worksheet for members to write their sustainability ideas. JNP determined that the Employment First Executive Order and Hawaii Transition Success Network Legislative Proposal were the sustainable initiatives worth pursuing.

### **Considerations**

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