



**Andy Beshear**  
Governor

**Jaime Link**  
Education and Labor Cabinet Secretary

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**Provider Capacity Committee**  
**Minutes**

May 01, 2023  
11:00am – 12:00pm  
Zoom  
Meeting ID: 848 8405 4901

**Members Present:** Chair, Jeff White, Annette Jett, Katie Wolf-Whaley Leslie Hoffman and Lori Norton

**Members Absent:** Staci Cain, Todd Coffey, Leslie Hoffman was logged into meeting however was unable to maintain video connection and exited the meeting prior to adjournment, therefore was marked as a non-participant.

**Staff Present:** Kentucky Office of Vocational Rehabilitation (KYOVR) Administrator, Nanci Howard, KYOVR Administrative Specialist, Pepper Caudill, KYOVR Manager, Ron O’Hair

**Staff Absent: None**

**Guest(s) Present:** Provider (Executive Director at Think Inc.), Sara Lynn; Provider (Employment Services Director of Seven Counties), Cathy Anderson

**Welcome, Introductions and Agenda Review:**

Administrator, Nanci Howard began meeting by sharing the agenda with the committee members and requesting that the Minutes of the previous meeting be approved by the committee. Chair, Jeff White called for a motion to approve the April 6<sup>th</sup>, 2023, minutes. Member, Lori Norton made the motion and member, Katie Wolf Whaley provided a second. A vote was taken, and the motion passed unanimously. Nanci reminded all members in attendance that to be counted as a participant of the meeting, video and audio must be maintained during the entire meeting. There was some discussion amongst members regarding this and the meeting was continued. Jeff provided brief introductions of the guests in attendance of the meeting.

**Chair Report:**

Char, Jeff White screenshared a power point presentation and began discussions of the “Purpose of the Provider Capacity Subcommittee”. (This presentation has been attached behind this document.) There was discussion between Jeff and member, Katie Wolf Whaley regarding overlap of the Provider Capacity Committee and the Public Policy Committee.

**Subcommittee Discussion:**

There was discussion regarding waiver provider question between Chair, Jeff White and member, Lori Norton. Guest, Cathy Anderson provided discussion regarding the “lack of available supported employment services”. Guest, Sara Lynn provided discussion regarding the “lack of available supported employment services”. Both guests provided information regarding the areas their organizations are presently serving. Member, Annette Jett provided discussion regarding the “lack of available supported employment services”. Jeff provided discussion regarding “assistance to hire qualified staff”. There was further discussion amongst committee members regarding the power point presentation. Member, Lori Norton provided discussion regarding IPS working with KYOVR and other collaborators. Member, Ron O’Hair also provided discussion regarding IPS referral work. There was further discussion amongst committee and guests regarding this matter. Discussion regarding “transportation” was held amongst committee members and guests in attendance. Discussion was held amongst members and guests in attendance stemming from the power point presentation, regarding “Who also needs to be at the table? “. Jeff mentioned that he would like to have a Vocational Rehabilitation Manager invited to a future meeting of this committee. There was a question regarding an employer attending the meeting and Administrator, Nanci Howard stated that member, Todd Coffey is an employer representative. Nanci read a chat message, that was sent by member, Katie Wolf Whaley, to the members and guests in attendance. It stated that there would be many providers attending the upcoming APSE Conference that could be solicited to join this committee. Jeff requested any action items be brought forth for further discussion. Katie asked what the next step would be in distributing the infographic that was recently approved by the full council. Jeff stated that he would send the branded infographic to Katie and Nanci. He requested that Nanci share it with the remainder of the committee or anyone who had use for it. He also wanted it to be added to the KYOVR website. There was further discussion regarding the shareability of the document.

**Future areas of focus:**

- Distribution of the branded infographic
- Western KY provider to speak at next meeting
- Eastern KY provider to speak at next meeting

**Action Items: None****Public Comment: None****Adjournment:**

Due to loss of a quorum, an official adjournment was attempted but unable to be passed so an informal closing of the meeting was accepted.

**Next Meeting Date:**

Thursday, May 25<sup>th</sup>, 2023  
1:00pm – 2:00pm  
Hybrid Format  
Location: TBD

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# Kentucky Employment First Council – Provider Capacity Subcommittee

May 1, 2023

11:00 AM to 12:00 PM

# Purpose of the Provider Capacity Subcommittee

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- Identify challenges and opportunities to the delivery of employment services for people with disabilities following existing service delivery procedures with existing policies.
- Identify and communicate to the NEON Work Group those situations where policy-based barriers to the provision of effective employment services make positive employment outcomes unduly challenging.
- Develop tools and training to help providers successfully implement Employment First, given the policies in place and incorporating any system changes that might occur.

## Responses to Waiver Provider Question Regarding Why Participants Wishing to Work Do Not Receive Supported Employment Services



Lack of Available Supported Employment Services	32.65%
Time Required to Establish Services through OVR is Prohibitive.	26.53%
Lack of Family/Guardian Support	24.49%
Lack of Commitment by the Participant	14.29%
Transportation	12.24%
Staff Shortage	12.24%
Behavior Patterns of the Participant	10.20%
Prefer to Receive Support from PDS Staff or Seek Employment Themselves Rather than Working with Supported Employment Providers	10.20%
Answer Indicates a Lack of Understanding Regarding OVR's Role in Funding Services for OVR Participants	8.16%
Concern About Impact of Wages on Benefits	6.12%
Participants Prefer to Work in Sheltered Setting	6.12%
Age of the Participant (Youth)	4.08%
Lack of Available Jobs	4.08%
Negative Work Experience	4.08%
State Guardianship Rules Concerning Earned Income	4.08%
Health Concerns (COVID)	4.08%
Levels of Supervision do not Permit Independence in the Workplace	2.04%
Providers Concentrating on Re-establishing Other Services	2.04%
Long-term Support Limits	2.04%
Participant's Diagnosis	2.04%

Waiver Provider Survey answers to the question, “What do you need to begin or resume providing Supported Employment services?”

Assistance to hire qualified staff	60.53%
Assist employers to increase job opportunities for participants	15.79%
Initiate changes to assist providers maintain sufficient caseloads to break even	15.79%
Provide additional training on all aspect of Supported Employment	15.79%
Distribute additional information about how to work with OVR	7.89%
Help motivate participants to work	7.89%
Reduce the annual training required by OVR	5.26%
Enhance Community partnerships to promote employment for people with disabilities	5.26%
Improve community awareness that people with disabilities can work and be successful	5.26%
Eliminate OVR's required minimum number of participants	5.26%
Exempt waiver participants from the requirement that they receive OVR funded services	5.26%
Increase the availability of transportation to/from work	5.26%
Increase funding for Supported Employment	5.26%
Simplify the process to establish employment provider status with both waiver and OVR	2.63%
Reduce the regulatory requirements for the provision of Supported Employment	2.63%
Develop a "train the trainer" opportunity for Supported Employment	2.63%
Provide Supported Employment training more frequently	2.63%
Reduce restrictions imposed by human rights and BIC committees that impact Supported Employment	2.63%
Simplify the process to access services	2.63%
Provide payment for Prevocational Services	2.63%
Create and distribute a "Guide Map" detailing when services should be available form OVR vs. waiver	2.63%
Produce and distribute information about the impact of income on benefits	2.63%

# Training Needs to Initiate Employment Services

How to become a supported employment provider	52.63%
Overview of the Supported Employment process	26.32%
Review of Supported Employment regulatory requirements	15.79%
How to find qualified staff	10.53%
How to provide supported employment for persons with behavioral issues and dementia	5.26%
How to transition participants to competitive integrated employment when they are ready	5.26%
How to assist participants to further their education	5.26%
Identifying resources and opportunities to promote employment services	5.26%

A top-down view of a wooden desk. In the center is an open notebook with a red cover, showing architectural sketches of hexagonal and rectangular forms. To its right are two pens, one silver and one black. Above the notebook is a black smartphone. In the top left corner is a yellow mug. On the right side of the desk is a white architectural model with several rectangular blocks of varying heights. The text "Who also needs to be at the table?" is overlaid in white on the left side of the image.

Who also needs to be at the table?