

## **YORK 04/06/16 CAC MEETING MINUTES**

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Meeting Minutes

*April 6, 2016*

*Present:* Jameson Collins OVR ; A. Z. Customer; Larry Kauffman Advocate, Stefani Eichelberger Community Skills Program, Jaritza Nguyen CIL, John Eccleston AHEDD, Eric Orr CIL, Tony Schweitzer Bell Socialization

*Next meeting:* June 1, 2016 10am-12noon York District Office

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### **Discussion**

**Client Assistance Program-** CAP Advocate Margaret McKenna called to discuss the Client Assistance Program (CAP). CAP helps individuals understand rehabilitation services and advise individuals about their rights and responsibilities. Individuals do not have to have an open OVR case to contact CAP.

**PETS-** OVR has reserved 15% of the operating budget for Pre-Employment Transition Services. Work Based Learning Experiences are increasing within the York OVR office. The York OVR office is looking at ways to manage this. The law, (Workforce Innovation Opportunity Act) says it must be done, but there is not enough support for employers. In Adams County, there are multiple human service agencies, and school support personnel contacting

one employer for one student. This is overwhelming to business partners. If a plan is not developed to manage this, business partners may close their doors and students will not be able to gain work experiences. There is not a supporting law that mandates business cooperation for work experience for high school students with disabilities. OVR's Central office is looking into a certification for providers that offer Employment Specialist services. This will aid in delivering a consistent message with a consistent format.

**Fenner Drives**- Fenner Drives is the York OVR office 1<sup>st</sup> multi-site Work Based Learning Experience site. Currently, there are 6 students at the site in Manheim, Pennsylvania. This Fall, Fenner Drives would like to extend the program to their Lancaster site. They have already replicated this model with their plant in Wilmington, North Carolina. Permanent working positions for the students at the Manheim, Pennsylvania site have been explored. Fenner Drives is in need of employees that can perform the job tasks independently. Currently, the students are all being supported by a job trainer, and they are not participating in of the job tasks to be hired as permanent workers. Fenner Drives would like to continue with Work Based Learning Experiences.

**Early Reach Academy**- The Harrisburg and York OVR offices have recruited enough students for the Early Reach Academy. Plans are being made to finalize schedules and travel arrangements for the program and staff members.

**Project Search**- Participant referral numbers for Project Search are low for the York OVR office. Many School Districts are developing their own transition programs and are not utilizing services through the Intermediate Units. Some School Districts have reported that the cost is too high. The York OVR office will have a meeting with the Intermediate Units within the territory to discuss the concerns.

**Starbucks Inclusion Academy**- This program is going well for the York OVR office. The 3<sup>rd</sup> Inclusion class will start on May 2, 2016 at the Starbucks Roasting Plant in York, PA. This class will have participants from the local school districts. Students that are 18 years of age or older can participate in the Inclusion Academy if they have a desire to work in a warehouse environment, and the school district is in agreement for providing them with the transportation to and from the Starbucks Roasting plant.

**Caseload Size-** Counselor referrals have increased. The OVR eligibility process can take up to 60 days. The needs for Work Based Learning Experiences are increasing. School Districts are making referrals based on the needs of the employers. Sometimes the employer may need multiple students within two weeks of reaching out. This creates pressure for the OVR Counselor to meet with the students, go through the eligibility process and screen the students for the Work Based Learning Experience. As of today, there is not a plan to increase the OVR Counselor complement. When OVR is fully staffed with Counselors, the complement is about 400 Counselors. Currently there are about 104,000 students that could potentially qualify for OVR services in Pennsylvania. If each of those students submits an OVR application, OVR Counselor caseload size could increase by 250 students for each OVR Counselor. (This is assuming that OVR is fully staffed with 400 Counselors). This number is in addition to the 85% of the adult population that each Counselor is currently working with. The York OVR office is looking into ways to align current staff to meet the demand.

**Staffing-** The York OVR office is still without a full complement of clerical workers. The process takes 6-8 weeks. During that time, the nominated candidates may select an offer from another employer. The York OVR office has one Counselor Intern scheduled for May 2016. In April, there will be one more Counselor to add to the Lancaster County Counselor compliment. The York OVR office will be losing the support of Laurie Moore, Business Service Representative. The York OVR office will be entering a request to fill the Business Service Representative position and add a second Business Service Representative to assist with Pre-Employment Transition Services. The York OVR office will also add an additional Early Reach Coordinator to assist with Pre-Employment Transition Services as well. The Office of Development Programs has partnered with OVR to support an OVR Counselor to assist individuals with intellectual disabilities and autism spectrum disorder. This program is in the pilot stage.

**Reach Hire Job Fair-** This was the first time that the York OVR office has conducted a job fair in partnership with the Intermediate Unit #13. The purpose of the fair was for students to gain summer work experience. The event went well and will become an annual event. There are plans to do the same for seasonal positions in the Winter. It was suggested by John Eccleston (AHEDD) that the event should be before October for Winter Seasonal positions.

**Jobs For All**- There has been complaints that OVR is not truly offering jobs for all. The program is for youths. The youths are able to benefit from On The Job Training Wage Reimbursement and adults that are 26 years of age or older do not get this opportunity. OVR Central office is looking into truly making Jobs For All, mean jobs for all. It was suggested that OVR look into options without the pressure of a wage. Some OVR customers need to start smaller to get themselves back into meeting the demands of work, and having to start with meeting the demands for earning a wage may be too much pressure.