

MINUTES OF THE HOUSE COMMERCE AND LABOR COMMITTEE.

The meeting was called to order by Chairman Donald Dahl at 9:00 a.m. on January 28, 2003 in Room 521-S of the Capitol.

All members were present except: Representative Donald Betts, Excused
Representative Dale Swenson, Excused

Committee staff present: Jerry Ann Donaldson, Kansas Legislative Research Department
Rena Jefferies, Revisor of Statutes
June Evans, Secretary

Conferees appearing before the committee: Martha Gabehart, Executive Director, Kansas Commission on Disability Concerns

Others attending: See attached sheet

The Chairman opened the meeting and asked if there were any bill introductions.

Representative Bob Bethell requested introduction of a bill that would establish a state occupational safety plan. This legislation is the same as last year's **HB 2868 - State occupational safety plan**. Hearings were not held on **HB 2868** and it was referred to a summer interim committee. The interim committee recommended the bill be re-introduced and hearings held this session.

Representative Johnson moved and Representative Humerickhouse seconded to accept the request as a committee bill. The motion carried.

Martha Gabehart, Executive Director, Kansas Commission on Disability Concerns (KCDC), briefed the committee on the disability concerns and employment issues that relate to people with disabilities. KCDC is an advisory body charged with advising the governor, legislature and state agencies about issues of concern to all Kansans with disabilities; provide information, referral and education programs; and assist other agencies and disability organizations with initiatives that support people with disabilities staying in their own communities. KCDC does not provide job placement or case management services.

Five years ago the commission decided their main goal was for Kansas to be the number one state in the nation for employment of people with disabilities. According to the 2000 census Kansas was tied with Wyoming for ninth place. The tactical planned activities relate to improving employment opportunities for people with disabilities. Two grants have been received totaling more than \$800,000 to work with workforce centers in Kansas and to improve services for people with disabilities.

The most important issue affecting employment for people with disabilities is the cut to the Social and Rehabilitation Services (SRS) budget. The Home and Community Based Services (HCBS) program provides personal care services to disabled people in their own homes. Personal care attendants come into the homes and get the individuals ready for work. This service is not available in nursing homes.

The Working Healthy program budget has not received any cuts and will be expanded to provide personal care attendant services. Mary Ellen Wright, Director, could give a briefing to the committee on the Working Healthy Program if the committee would want.

A group of concerned organizations recently formed the Kansas Big Tent Coalition. Their plan is to develop and present a position that increases the SRS budget. (See Attachments 1 - 5).

Chairman Dahl asked Ms. Gabehart if she was working with groups to have people come and rally at the Capitol?

Ms. Gabehart replied the Commission worked as support to those coming to the Capitol.

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMERCE AND LABOR COMMITTEE at 9:00 a.m. on January 28, 2003 in Room 521-S of the Capitol.

Representative Ruff stated that last year the disabled group stormed the Capitol Rotunda. She asked if this group was expected to be larger this year?

It was agreed the group would be larger this year.

The meeting adjourned at 9:20 a.m. and the next meeting will be January 31.

Presentation to the House Commerce and Labor Committee
by Martha K. Gabehart, Executive Director
Kansas Commission on Disability Concerns (KCDC)
January 28, 2003

Thank you Mr. Chairman and members of the Committee. I appreciate this opportunity to talk about the Kansas Commission on Disability Concerns (KCDC) and employment issues that relate to people with disabilities.

KCDC is an advisory body within the Kansas Department of Human Resources. We are charged with advising the governor, legislature and state agencies about issues of concern to all Kansans with disabilities; provide information, referral and education programs; and assist other agencies and disability organizations with initiatives that support people with disabilities staying in their own communities. We do not provide job placement or case management services.

The Secretary of Human Resources appoints fifteen commissioners. Thirteen of our current commissioners have disabilities and the remaining two are parents of people with disabilities. They represent different parts of Kansas and come from a variety of professions and backgrounds. The remaining fifteen members are ex officio by virtue of their positions in state government and the legislature. Their purpose is to provide connections to state programs that affect Kansans with disabilities and lawmakers.

Five years ago, the commission decided their main goal was to make Kansas the number one state in the nation for employment of people with disabilities. According to the 2000 census, Kansas is tied with Wyoming for ninth place. Our tactical plan activities relate to improving employment opportunities for people with disabilities. We have received two grants totaling more than \$800,000 to work with workforce centers in Kansas to improve services for people with disabilities.

Disability Mentoring Day (DMD) is our youth activity that focuses on giving high school aged students opportunities to experience working in a profession and having a mentor. Two years ago eight students participated in Topeka. In 2002, more than 300 students participated in nine cities across Kansas, making us the number one state in the nation for participation in DMD.

The legislative activities we perform include sending out a weekly legislative track to over 100 people with disabilities. We track bills through the legislative process, report when hearings are held and how to sign up to give testimony. The track includes a list of the bills we follow, along with a brief explanation and any amendments made to them. We also provide testimony on bills to provide information about the issue and impact on people with disabilities. Following the session, we give legislative process training to people with disabilities, their family members and service providers so they can access the system efficiently and effectively.

The most important issue that effects employment for people with disabilities is the budget cut to the Social and Rehabilitation Services (SRS) budget. The Home and Community Based Services (HCBS) program provides personal care services to people with disabilities in their own homes.

This is vital to employment of these people because they can have a personal care attendant come into their homes at the appropriate time to get them ready for work. This service is not available in nursing homes. If people on HCBS lose their services and have to go into nursing homes, they will have to quit their jobs. HCBS is vital to maintaining employment for some people with disabilities and independence for all people with disabilities on the program.

A group of concerned organizations recently formed the Kansas Big Tent Coalition. Their plan is to develop a position that could be presented to you, the legislature and the governor, that would call for the restoration of the SRS budget cuts and increases where needed to help more people participate in the programs. I have attached a copy of their statement of beliefs and a list of the organizations that have signed on.

A second issue to remain aware of is the Working Healthy program budget. While it has not received any cuts, it will soon need to be expanded to provide personal care attendant services. Working Healthy is the Medicaid Buy-in program that helps people with disabilities that are working maintain their health care. Currently 56 percent of 474 eligible participants are paying premiums for their health care services. I have attached the information about premium payers and the comparison of money paid in premiums to the amount of money people are earning at work. The program started in July 2002. I have attached an informational brochure and the latest quarterly report for your information.

Thank you for the opportunity to present this information. If you have any questions, I would be happy to answer them.

WORKING HEALTHY PROGRAM
Medical Assistance for Employed Persons with Disabilities
Quarterly Data Report October - December 2002

Abstract

Begun in July, 2002 Working Healthy allows working people with disabilities to qualify for Medical Assistance (MA) under higher income and asset limits. Working Healthy is intended to encourage persons with disabilities to work and enjoy the financial benefits of being employed. It also allows more people with disabilities to become taxpayers and reduce their dependence on government programs.

To qualify for Working Healthy, an individual must:

- be certified disabled by the Social Security Administration (SSA)
- be at least 16 but under 65 years of age
- be employed
- meet the asset limit (currently \$20,000)
- pay a premium, based on a sliding scale, if income is at or above 300% of the Federal Poverty Guidelines.

This report is based on monthly 2002 data. Quarterly comparison data will be based upon the last month of the quarter.

GENERAL ENROLLMENT DATA

The following tables indicate enrollment figures for the second quarter (October-December) of 2002 by month. Monthly enrollment numbers compare enrollees with and without a premium. Additionally, Working Healthy Premium receipts for the month and a cumulative total for the year are shown for each month.

WORKING HEALTHY AT A GLANCE (October, 2002)		
■ Working Healthy Enrollment	370	
■ Enrollees with a premium	201	(54%)
■ Enrollees without a premium	169	(46%)
■ Total premium payment	\$13,790.00	
■ Cumulative total for 2002	\$33,398.50	

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WORKING HEALTHY AT A GLANCE (November, 2002)		
■ Working Healthy Enrollment		447
■ Enrollees with a premium		256 (57%)
■ Enrollees without a premium		191 (43%)
■ Total premium payment		\$15,302.00
■ Cumulative total for 2002		\$48,700.50

WORKING HEALTHY AT A GLANCE (December, 2002)		
■ Working Healthy Enrollment		474
■ Enrollees with a premium		262 (55%)
■ Enrollees without a premium		212 (45%)
■ Total premium payment		\$16,128.00
■ Cumulative total for 2002		\$64,828.50

ENROLLMENT ACTIVITY

The table below reflects the total Working Healthy enrollment changes each month of the quarter. New cases include not only those individual who are new to the program but also those who participated in Working Healthy in some previous month.

Month	New	Closed	Active in month
October, 2002	47	9	370
November, 2002	66	8	447
December, 2002	24	15	474
Average/qtr 2	46	11	430

PREMIUMS & EARNINGS BY AREA

The table below indicates the monthly premiums billed to Working Healthy participants and earnings of Working Healthy participants in each area and a total.

Area	Premiums	Earnings
EMPORIA	\$ 1,234.00	\$ 12,568.73
HAYS	\$ 859.00	\$ 13,041.75
GARDEN CITY	\$ 1,426.00	\$ 11,785.34
MANHATTAN	\$ 1,337.00	\$ 14,192.59
WICHITA	\$ 3,681.00	\$ 46,311.53
LAWRENCE	\$ 6,558.00	\$ 79,420.07
CHANUTE	\$ 2,049.00	\$ 24,589.83
OVERALL	\$ 17,144.00	\$ 201,909.84

WORKING HEALTHY BENEFIT SPECIALIST OUTREACH & ACTIVITIES

Working Healthy Benefit Specialists provided comprehensive outreach to community agencies and individual within their respective areas. This outreach consists of representing the Working Healthy Program and Kansans with disabilities who are employed or seeking employment. Benefit Specialists offer informed choices to persons with disabilities who are already working or seeking employment regarding the impact of working on their benefits. The tables below indicate enrollee numbers in coverage areas and monthly statewide outreach activities of the Working Healthy Benefit Specialists for the second quarter.

Coverage Area (December)	Premium Payers	WH Non-premium Payers	Total WH Participants
Chanute	30	24	54 (11%)
Emporia	18	14	32 (7%)
Garden City	17	20	37 (8%)
Hays	20	11	31 (7%)
Lawrence	106	58	164 (35%)
Manhattan	20	19	39 (8%)
Wichita	53	64	117 (24%)
Totals	264 (56%)	210 (44%)	474 (100%)

*HC
Lawrence
Topoka*

WORKING HEALTHY BS OUTREACH (October, 2002)

■ Benefit Specialist outreach activities	66 Total presentations 367 Outreach contacts 154 Consumer contacts
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WORKING HEALTHY BS OUTREACH (November, 2002)

■ Benefit Specialist outreach activities	66 Total presentations 327 Outreach contacts 58 Consumer contacts
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WORKING HEALTHY BS OUTREACH (December, 2002)

■ Benefit Specialist outreach activities	27 Total presentations 242 Outreach contacts 70 Consumer contacts
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THE KANSAS BIG TENT COALITION STATEMENT OF BELIEFS

The Kansas Big Tent Coalition is comprised of organizations and individual advocates who share the common goal of restoring State funds to protect and preserve essential services for Kansas' most vulnerable citizens. Collectively, the Coalition believes that:

1. Each society is best judged by how it treats its most vulnerable citizens.
2. By eliminating essential services to citizens in need, Kansas jeopardizes their basic human right, as supported by the Olmstead Decision, to live in the most integrated setting of their choice. Without services, these citizens will find their right to choice, dignity, and self-determination compromised.
3. There comes a time when reductions are counter-productive. Our state has reached that point. These reductions are overtly harmful to seniors, the working poor, and people with disabilities. Moreover, they put families in crisis and children at risk. Consequently, when assistance is not available, situations exacerbate and conditions worsen. The ultimate costs to the consumer, their families, and the state will far exceed past expenditures. Funding cuts, though seemingly expedient in the short-run, will undoubtedly undermine the state's ability to avoid higher care and assistance costs in the future.
4. Many of the beneficiaries, who will lose services, and their families, have long been contributing to the state of Kansas through their taxes. They are expected to meet their responsibilities as citizens, while the State has chosen to redefine its own responsibility to its vulnerable citizens.
5. For many years, the providers of health and social services, including Medicaid, have subsidized the programs by providing millions of dollars of free care. They have felt a civic responsibility to participate and have tried to balance their losses by other means. But, in these economic times, that has become more and more difficult. As small businesses, they too contribute to the tax base and are now jeopardized by sharply reduced rates and the elimination of services. Reimbursement rates do not begin to cover actual costs and many providers will have to cease participation.
6. A basic American doctrine is that "you must help people to help themselves." For many, these services allow them to remain independent, while participating productively in their families and communities. Without these services, many of these individuals will have no options and little choice about the way their lives will change. They will lose the dignity of independence, their self-sufficiency, and freedom from a daily struggle just to manage their essential daily needs.
7. We must not lose sight of the fact that these cuts fall on the shoulders of Kansans who already face significant challenges. We cannot forget that the "numbers" have faces.

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and that their lives will be significantly altered by our decisions. No one should have to live at the mercy of others, but should have the right to live by "choice", not by "chance."

Big Tent Members

- 1) Kansas Advocates for Better Care
- 2) Kansas AFL-CIO
- 3) Coalition for Independence
- 4) Kansas Home Care Association
- 5) Kansas Assistive Technology Cooperative
- 6) Prairie Independent Living Resource Center
- 7) ILC of NE Kansas
- 8) CIL of SW Kansas
- 9) KACIL
- 10) Three Rivers Inc.
- 11) Kansas Council on Developmental Disabilities
- 12) Resource Center for Independent Living
- 13) Prevention and Recovery Services, Inc.
- 14) Independent Living Resource Center
- 15) United Methodist Church- Kansas Area
- 16) Multiple Sclerosis Society - Eastern Kansas
- 17) Kansas Association for the Blind and Visually Impaired
- 18) Cerebral Palsy Research Foundation of Kansas
- 19) United Cerebral Palsy of Kansas, Inc.
- 20) Kansas Area Agency on Aging Association
- 21) LINK, Inc.
- 22) The Whole Person, Inc.
- 23) Kansas Association of the Deaf, Inc.
- 24) Statewide Independent Living Council of Kansas (SILCK)
- 25) Butler Co. Dept of Aging
- 26) Southeast Kansas Independent Living (SKIL)
- 27) The Dream Works
- 28) 1st Class Transportation
- 29) Midwest Bio Ethics

**Kansas Commission on Disability Concerns
Tactical Plan for 2001-2003**

Updated January 14, 2003

I. Mission – The Kansas Commission on Disability Concerns (KCDC) believes that all people with disabilities are entitled to be equal citizens and equal partners in Kansas society. The purpose of KCDC is to involve all segments of the Kansas community through legislative advocacy, education and resource networking to ensure full and equal citizenship for all Kansans with disabilities.

II. Values – KCDC operates with the values of inclusion, freedom of choice, respect and to do no harm.

III. Objectives and Strategies -

1. Objective

The Kansas Department of Human Resources (KDHR) functions as a catalyst in establishing and maintaining an efficient labor exchange environment in Kansas. (KDHR Strategy Objective #2)

2. Objective

KDHR has attained "cultural and diverse needs" awareness that is matched to the needs and demographics of the agency's clientele, as measured by: b) accessibility of services for people with identified disabilities...." (KDHR strategy objective #8)

Strategy

1. KCDC will evaluate Workforce Development Centers (WDC) in Local Area III on the provision of services to people with disabilities and provide training for WDC staff on accessibility and the provision of services to people with disabilities.

- a. Expected Result: People with disabilities will be able to use WDC regardless of their disability
- b. Due Date: November 1, 2003
Milestone Dates:
 - 07/01/01: Grant received from Kansas Rehabilitation Services
 - 11/30/01: Focus groups formed
 - 9/15/02: Training developed and presentation dates set
 - 10/30/2002: Training of mystery customers completed
 - 2/1/2003: Evaluation of mystery customer reports completed
 - 4/1/2003: Follow-up training set with WDC staff
 - 6/28/2003: Write final report and final training and assessment materials, disseminate
- c. Assigned To: Randy Fisher
- d. Measurement: 100 percent of Kansas WDCs in Local Area III (Kansas City, Overland Park and Leavenworth) meet or exceed a satisfactory rating by people with disabilities covertly post-testing WDCs.
- e. Budget: \$112,481 amount of Kansas Rehabilitation Services (KRS) grant amount
- f. Training Requirements:
 - Covert testers—evaluation tool and reporting findings.

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- WDC staff—working with customers with disabilities and regarding them as potential recipients of WIA services instead of KRS clients.
- g. Project Justification/Description: The numbers of people with disabilities utilizing the Job Service centers has been decreasing for at least the past four years. Evaluation of accessibility and the customer service given to people with disabilities will determine if there are problems with physical and program accessibility and staff training will be developed for those staff members in need of training.
 - h. Stakeholder Analysis: WDC staff, One-Stop Operators and consumers with disabilities. WDC staff members are directly affected by this initiative because of their role in providing services. One-Stop Operators are directly affected because they are responsible for the center being physically accessible as well as staff providing services in a non-discriminatory manner. Consumers are directly affected as recipients of One-Stop services.
 - i. Organizational Impact: WDC staff may experience some uncomfortable feelings while learning to listen for the needs of customers with disabilities, helping them use the computers and other equipment, and providing alternate formats. These are natural feelings and will dissipate as employees become more comfortable treating customers with disabilities as customers instead of as Vocational Rehabilitation (VR) clients.
 - j. Status: 7/2/2001 KRS grant awarded
 1/28/2002: Focus groups of consumers have been completed and information has been compiled on their needs and wishes for treatment by WDC staff.
 7/17/2002: The training is being developed for WDC staff and mystery customers by the KU Division of Adults Studies (DAS). Five people with disabilities have agreed to have their job search recorded.
 12/2002: Training was developed and administered to 29 WDC staff. A make up date is being determined for the rest of staff. Mystery customers have been lined up to do evaluation after the training is completed. A job seekers brochure is nearly complete. The Olathe TTY number is still needed.
2. Expand evaluation to Local Area II.
- a. Expected Result: People with disabilities will be able to use the WDC in Local Area II regardless of their disability
 - b. Due Date: June 30, 2004
 Milestone Dates:
 05/15/2002: Grant received from U.S. Department of Labor
 6/30/2004: Write final report and final training and assessment materials, disseminate
 - c. Assigned To: Patricia Eakes
 - d. Measurement: 100 percent of WDC in Local Area II receive a satisfactory rating by mystery customers
 - e. Budget: \$713,725
 - f. Training Requirements:
 - mystery customers – evaluation tool
 - adult education program staff – Road to Success curriculum
 - WDC staff — assistive technology, assessment tools, partner services and eligibility information,
 - g. Project Justification/Description: The numbers of people with disabilities utilizing the Job Service centers has been decreasing for at least four years. Evaluation of accessibility and

the customer service given to people with disabilities will determine if there are problems with physical and program accessibility and staff training will be developed for those staff members in need of training.

- h. Stakeholder Analysis: WDC staff, One-Stop Operators and consumers with disabilities. WDC staff members are directly affected by this initiative because of their role in providing services. One-Stop Operators are directly affected because they are responsible for the center being physically accessible as well as staff providing services in a non-discriminatory manner. Consumers are directly affected as recipients of One-Stop services.
- i. Organizational Impact: WDC staff may experience some uncomfortable feelings while learning to listen for the needs of customers with disabilities, helping them use the computers and other equipment. These are natural feelings and will dissipate as employees become more comfortable treating customers with disabilities as customers instead of Vocational Rehabilitation (VR) clients.
- j. Status: 7/17/2002: The grant administrator has been hired, stakeholders meeting scheduled, charter and stakeholders map completed; initial meeting with KU DAS partners has been held. The contract with KU has been received and is being reviewed by Fiscal Management and Legal.
12/2002: All focus group meetings have been held with staff and consumers; development of staff self-assessment and consumer assessment and resource Web sites are in process; development of a job-seekers brochure and follow-up postcard are nearly completed. Three sites started giving Road to Success classes and one site continues to give these classes.

Strategy

3. Objective

KDHR has an established capability for creatively identifying and obtaining traditional and non-traditional funding (capital) from non-budget resources, as measured by: a) percentage of new initiatives funded from these sources, b) share of grant dollars obtained and d) number of grants in which the agency is a "partner."

Strategy

- 1. KCDC will seek alternative funding to augment the One-Stop employment initiatives.
 - a. Expected Result: Sufficient funding will be obtained to completely implement employment initiatives.
 - b. Due Date: Ongoing
 - KRS grant application made 6/18/01
 - KRS grant awarded 6/29/01
 - DOL Customized Services grant application made 8/31/01
 - DOL Work Incentives application sent 1/25/2002
 - c. Assigned To: Martha Gabehart
 - d. Measurement: Grants awarded
 - e. Budget: KRS grant = \$112,481
DOLETA grant = \$713,725
 - f. Project Justification: The main goal set by the KCDC commissioners is to improve employment for people with disabilities. This initiative would fund activities to improve One-Stop services for all people with disabilities.

- g. Stakeholder Analysis: Stakeholders include One-Stop operators, WDC staff and KCDC staff. The supplemental income will help KCDC provide training to WDCs, which in turn will help them provide more effective services to people with disabilities looking for work. Without the funding, KCDC would not be able to provide the training to as many WDC staff and it would take longer to train all staff. If we did not do the training, WDCs would not be as inviting, inclusive and friendly to all people with disabilities.
- h. Organizational Impact Management: Acquisition of additional funding will speed the commission toward accomplishing its goals. Without additional funding the commission will have to work toward their goals much more slowly.
- i. Status:
 - 7/1/2001 KRS grant awarded July 1, 2001. Still waiting for new DOL SGA to be issued.
 - 2/2002 The DOL SGA has been published. Application was made 1/25/2002.
 - 7/17/2002: DOL Employment and Training Administration (DOLETA) awarded the Work Incentive Grant to KCDC 5/15/2002. The award amount is \$713,725. 12/2002: No more grant opportunities have presented themselves as to this date.
- 2. KCDC will seek alternative funding to establish a mentoring initiative.
 - a. Expected Result: Sufficient funding will be obtained to establish a statewide mentoring program for people with disabilities.
 - b. Due Date: On hold
 - c. Assigned To: Position vacant
 - d. Measurement: Grants awarded
 - e. Budget: \$500
 - j. Project Justification: The main goal set by the KCDC commissioners is to improve employment for people with disabilities. This initiative would fund mentoring activities to connect job seekers with disabilities to employed people with disabilities.
 - k. Stakeholder Analysis: Stakeholders include people with disabilities, employers, and case managers/vocational counselors.
 - l. Organizational Impact Management: Acquisition of additional funding will speed the commission toward accomplishing its employment goals. Without additional funding the commission will have to work toward their goals much more slowly.
 - m. Status: 8/1/2002 still searching.
 - 12/10/2002 update: Sharon Huffman resigned in October and no one has been hired to fulfill the duties of her position. When that position is filled, that person will take over this responsibility.

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IV. Business Unit Driver

Objective 1

Youth with disabilities will be given opportunities to learn about leadership, careers and employment in order to see employment in jobs that pay more than a living wage and have career potential as a real possibility.

Strategy

1. Disability Mentoring Day (DMD) activities will be expanded.
 - a. Expected Result: four cities will have DMD activities during FY 2003
 - b. Due Date: October 16, 2002
 - c. Assigned to: Sharon Huffman state organizing committee co-chair,
Carolyn Rhoades - Topeka coordinator
 - d. Measurement: three more DMD sites will be added with participating students with disabilities.
 - e. Budget: \$1000 for the Topeka activities
 - f. Training Requirements:
 - g. Project Justification: The second goal of the commission is to improve transition services for students with disabilities exiting high school so they will succeed in their transition into the community.
 - h. Stakeholder Analysis: Students with disabilities will receive exposure to adults with disabilities in the workplace. Employees of host businesses will have a student with a disability in their worksite for a few hours learning about the business.
 - i. Status: DMD occurred as planned with nine students being paired with nine state employees, most of whom were ex officio members of KCDC.
7/18/2002: Kansas has nine cities participating in the DMD this year. Once all nine have registered on the National DMD Web site, Kansas will have the most sites in the nation. Geographic distribution is excellent across Kansas.
7/23/2002: The Dodge City coordinator cannot participate. Sharon will look for a new coordinator in Dodge City.
8/2/2002: The Topeka committee has a goal of 60-75 mentees.
12/2002: A wrap-up call is scheduled for 12/19 to review activities and make plans for next year.

Objective 2

Kansas will become the number one state in the nation for employment of people with disabilities.

Strategy:

Identify the scope of employment of people with disabilities in the state.

- a. Expected Result: Data will be identified that can be compared to other states and territories to determine the effectiveness (?) of Kansas' programs.
- b. Due Date: November 1, 2003
Milestones:

1/1/2002 Data will be obtained from WIA program in Kansas, then in nation for number of participants, number of participants with disabilities and the corresponding data on training and job placement.

10/1/2002 Data will be acquired from the US Department of Labor on the same participation information other states are reporting and determination of where Kansas ranks made.

6/30/2003 Determine whether or not current employment activities with KRS grant has or will make any improvement in participation of people with disabilities and make plans for expanding efforts or changing them.

- c. Assigned to: Randy Fisher and Martha Gabehart
- d. Measurement: Participation of people with disabilities in the Workforce Investment Act (WIA) will increase.
- e. Budget: \$500.00
- f. Training Requirements: WDC staff will need training on working with people with disabilities on career planning and job placement.
- g. Project Justification: The first goal of KCDC is to make Kansas the number one state in the nation for employment of people with disabilities.
- h. Stakeholder Analysis:
- i. Organizational Impact Management:
- j. Status: 1/28/2002: KCDC has received three months worth of number from the five local areas in Kansas.

7/17/2002: Census data indicates Kansas is tied for the ninth position in the country with a 62 percent employment rate for people with disabilities. Minnesota has the highest rate with 65 percent. Data is still being compiled from the WIA and Job Service programs to determine whether or not the information tells us anything and then will be compared to other states to see if it can tell us how Kansas is performing compared to other states.

12/10/02: KCDC will contact the eight states from the Census Bureau's data ranked higher than Kansas in percentage of people with disabilities who are employed. We hope to find out from them what strategies or practices have been successful in their state, with the hope of modifying them for success in Kansas.

Objective 3

The current state anti-discrimination law will be amended to expand coverage to more people with disabilities.

Strategy

- a. Expected Result: The Kansas Act Against Discrimination will be modified to expand the definition of disability to eliminate consideration of mitigating measures when determining qualifications, elimination of the word "substantial" from the definition of disability and expanding the definition to be broadly construed and include physical, mental, social activities and working.
- b. Due Date: July 1, 2004
- c. Assigned to: Sharon Huffman
- d. Measurement: Passage of the amendment.
- e. Budget: \$1,000

- f. Training Requirements: If the amendment passes, Kansas Human Rights Commission (KHRC) will have to do training for their staff on the new definition of disability and determination of coverage under the law.
- g. Project Justification: The protection of people with disabilities' rights under the Kansas Act Against Discrimination needs to be clarified.
- h. Stakeholder Analysis: Stakeholders include people with disabilities, employers, landlords, KHRC and legislators. More people with disabilities will have more protection of rights than is currently provided. Employers and landlords could be involved in complaints and could lose more readily cases if they discriminate against people with disabilities. The KHRC will be responsible for promulgating regulations, educating the public and enforcing the law. Legislators will be responsible for weighing the arguments of advocates, employers and landlords and determining whether or not to pass the amendments.
- i. Organizational Impact: The KHRC will probably see an increase in complaints filed by people with disabilities. There will be some staff time involved with the writing of new regulations.
- j. Status: 8/14/2002: Legal is drafting the language for the proposed amendments.
12/2002: Commission executive committee decided to suspend activity until action in Congress on the Americans with Disabilities Act (ADA) is completed.

Accomplishments 2002 and 2001

1. Objective

The Kansas Department of Human Resources (KDHR) functions as a catalyst in establishing and maintaining an efficient labor exchange environment in Kansas. (KDHR Strategy Objective #2)

2. Establish disability access policy for Workforce Investment Act (WIA) entities and the Employment and Training State Policy Handbook.
 - a. Expected Result: Every One-Stop will utilize the same accessibility policy in the provision of its services.
 - b. Due Date: July 1, 2002
 - c. Assigned to: Randy Fisher
 - d. Measurement: All five Local Workforce Investment Boards (LWIBs) and the Division of Employment and Training (E&T) include the policy in their policy manuals.
 - e. Budget: \$500
 - f. Training Requirements: None
 - g. Project Justification: WIA prohibits discrimination against people with disabilities in the provision of services. However, there are no policies in any LWIB policy manual or the E&T policy manual that gives explicit direction with regard to services, communication and assistive technology. The disability access policy would provide that direction.
 - h. Stakeholder Analysis: LWIBs, E&T, WDC staff and people with disabilities who utilize services at WDCs are all affected by the policy. LWIBs and E&T are responsible for compliance with the federal laws prohibiting discrimination in the provision of their respective services. WDC staff will need guidance on providing services without discriminating against people with disabilities. People with disabilities are eligible customers of WDC and may need auxiliary aids and services or assistive technology in order to access the services available at the centers.
 - i. Organizational Impact: WDCs will need to purchase assistive technology if they do not already have it for at least one universal work station and train staff on the policy and processes necessary to provide services without discriminating as well as on the assistive technology.
 - j. Status: 04/25/01 - Draft guidelines completed.
05/10/01 - Draft guidelines reviewed and approved by Steve Jack for submission to LWIBs.
07/30/01 - Mailed informative letters to administrative entity of each LWIB, advising of follow-up telephone call to schedule date to present to LWIB.
08/09/01 - Glenn Fondoble, Local Area I, agreed to see that guidelines are approved by the LWIB.
08/23/01 - Presented guidelines to Local Area IV Operations Committee, who modified them slightly before approving.
09/05/01 - Presented guidelines to Local Area II LWIB and LEO boards. They were approved as part of their state plan.
09/25/01 - Presented guidelines to Local Area V LWIB. They were subsequently approved.
03/26/02 - Presented guidelines to Local Area III LWIB. We understand board approved them.

04/26/02 - Guidelines submitted to E&T for consideration of including them in state WIA policy.

07/24/02 – Guidelines incorporated in the E&T Policies and Procedures Manual.

2. Objective

KDHR has attained "cultural and diverse needs" awareness that is matched to the needs and demographics of the agency's clientele, as measured by: b) accessibility of services for people with identified disabilities...." (KDHR strategy objective #8)

Strategy

1. Educate One-Stop Operators and/or LWIB members and staff about Ticket to Work/Work Incentives Improvement Act (TWWIA) issues and advocate for them to become Employment Networks (EN).

a. Expected Result: One-Stop Operators will become ENs

b. Due Date: 12/31/2002

Milestone Dates: 4/30/2002 Regulations read and training developed

9/10/2002 Disseminate introductory information about ENs to all Kansas One-Stops and follow-up with them to schedule training o learn about becoming an EN.

12/31/2002 All Kansas One-Stop operators training and decisions made about becoming ENs

Assigned To: Randy Fisher

d. Measurement: 15% of all Kansas One-Stops will become ENs

e. Budget: \$1,236 (salaries, travel, postage and communication)

f. Training Needed:

- KCDC staff needs to be trained on TWWIA and its regulations.
- One-Stop Operators and LWIB members and staff will need to be trained.

g. Project Justification/Description: TWWIA requires that WDCs consider becoming EN to provide case management to people on Social Security who have "tickets" (vouchers) for employment and training services. No one entity in Kansas has taken on the responsibility of communicating with One-Stop operators and training them on TWWIA and the EN responsibilities.

h. Stakeholder Analysis: WDC staff, One-Stop Operators and Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) recipients are stakeholders. WDC staff members are directly affected by this initiative because of their role in providing services. One-Stop Operators are directly affected because they are responsible for provision of services required to be an EN. SSI and SSDI recipients are directly affected as ticket holders.

i. Organizational Impact Management: One-Stop operators will need to develop a method of financing case management work required to help Ticket holders acquire training and employment. They will also have to train their staffs on the options available and necessary for people with disabilities to participate in training and work.

j. Status: Not started yet because the regulations are not finalized.

1/28/2002: The TWWIA regulations were published 12/28/2001. The reading and training development has not started.

7/17/2002: Information was sent to all One-Stop operators about the Maximus seminar for potential ENs. Randy attended the Maximus seminar for potential Employment Networks on the 16th. He will be developing the presentation for the One-Stop operators and making those presentations.

3. Objective

KDHR strategy 8 (above) plus 3: KDHR has in place a technology platform and on-going technology delivery capability matched to the agency's continuing operational context and service delivery model, and in step with the State's information technology plan, as measured by: b) Best practices benchmark comparisons and ... d) Comparison to the Information Technology Executive Committee's (ITEC) architecture statement.

Strategy

1. KCDC will provide advice and support to KDHR in its efforts to make agency Web sites including Kansas Job Link usable to people relying upon assistive technology.
 - a. Expected Result: KDHR Web sites will comply with ITEC Accessibility Guidelines
 - b. Due Date: March 31, 2002
 - c. Assigned To: Martha Gabehart, Sharon Huffman and Randy Fisher
 - d. Measurement: KDHR Web sites will pass accessibility testing (tool not developed/chosen by Web Accessibility Subcommittee (WAS))
 - e. Budget: \$5,840 (salaries)
 - f. Project Justification/Description: Government web sites are not generally written so that a person using assistive technology can access the information easily. KCDC commissioners indicated that this was an issue KCDC staff should be working to improve. Prior to ITEC issuing guidelines for making web sites accessible, KCDC staff was working with the WAS and the KansasJobLink Accessibility Advisory Committee to improve access. This work will continue until the issue is no longer an issue. Randy has started working with Web redesign committee on making KDHR Web sites more user friendly.
 - g. Organizational Impact Management: Some units will lose control over how their sites look and interact. While this is not intended to be a takeover operation, it may be perceived as one and could cause hard feelings and "backlash" against those making the decisions and those programmers making the changes. In an effort to reduce these, it will be important to keep the owners of the Web sites informed of the changes needed and keep communication lines open with regard to what the owners want for their Web sites.
 - h. Stakeholder Analysis: Web site owners (those divisions and units that have sites they maintain or use to provide information to the public or their own employees), anyone who would be utilizing Web sites for information, agency executives recommending the changes, and the executive team members who are working to give all KDRH KDHR Web sites a similar look and feel as well as making them accessible for us by people who use assistive technology. As stated above under Organizational Impact Management, communication is essential to keeping or acquiring everyone's cooperation.
 - i. Status: The accessible KansasJobLink site was installed as the default address for public use in January 2002.

7/17/2002: Sharon continues to be a member of the Web Accessibility Subcommittee. All KDHR Web sites are accessible except the Labor Market Information Services sites. They continue to work on updating those pages. Randy continues to participate as a member of the KDHR Web Redesign Committee.

Each student with a disability will receive adequate transition services to achieve independence and, if desired, post secondary education and employment.

IV. Business Unit Driver

Objective 1

Youth with disabilities will be given opportunities to participate in activities that expose them to adults with disabilities who are working and independent.

Strategies

1. High school students with disabilities with some leadership skills need specific training and mentoring on goal setting and career planning.

- a. Expected Result: At least 30 high school juniors and seniors with disabilities will participate in the Kansas Youth Leadership Forum (KYLF) in 2001.
- b. Due Date: June 2001
- c. Assigned to: Martha Gabehart
- d. Measurement: Number of students participating and setting career goals, number of good to outstanding evaluations number of students who choose to go on to some form of higher education.
- e. Budget: \$6,000 (staff salaries, postage, printing, telephone calls)
- f. Project Justification: The second goal of the commission is to improve transition services for students with disabilities exiting high school so they will succeed in their transition into the community.
- g. Stakeholder Analysis: Some high school juniors and seniors with disabilities will have the advantage of being with a wide variety of other students with disabilities and will be given the opportunity to learn about leadership, goal setting, civil rights and advocacy. Without the training, those same students would not be as knowledgeable about the same issues.
- h. Status: First annual KYLF is finished. Thirty-two delegates participated. Evaluations from staff and delegates were good. Some excellent recommendations for improvements were received.

2. High school students with disabilities with some leadership skills need specific training and mentoring on goal setting and career planning.

- a. Expected Result: At least 35 high school juniors and seniors with disabilities will participate in the Kansas Youth Leadership Forum (KYLF) in 2002.
- b. Due Date: June 2002
- c. Assigned to: Martha Gabehart and Carolyn Rhoades
- d. Measurement: Number of students participating and setting career goals,
- e. Number of good to outstanding evaluations number of students who choose to go on to some form of higher education

- f. Budget \$6,000 (\$5,000 is allocated to pay for housing expenses for the forum. The balance is for staff salaries, postage, printing, telephone calls)
- g. Project Justification: The second goal of the commission is to improve transition services for students with disabilities exiting high school so they will succeed in their transition into the community.
- h. Stakeholder Analysis: Some high school juniors and seniors with disabilities will have the advantage of being with a wide variety of other students with disabilities and will be given the opportunity to learn about leadership, goal setting, civil rights and advocacy. Without the training, those same students would not be as knowledgeable about the same issues.
- i. Status: 1/28/2002: The 2002 KYLF will be held in Topeka at Washburn University. Applications have been received and the process of interviewing applicants will begin soon. Location for the mentors' luncheon is at the Topeka and Shawnee County Public Library. Menu will be decided shortly. A few mentors have been located, but more need to be contacted.
7/17/2002: The 2002 KYLF was held as planned. Thirty-seven students participated. No report is available as of this date.

3. Disability Mentoring Day activities will be implemented to give students with disabilities an opportunity to see role models in professional work settings.

- a. Expected Result: 5 people with disabilities between the ages of 16 & 21 will participate as students to 5 professionals with disabilities
- b. Due Date: October 16, 2001
- c. Assigned to: Sharon Huffman, Carolyn Rhoades
- d. Measurement: 5 successful mentoring matches for the day
- e. Budget: \$500
- f. Training Requirements:
- g. Project Justification: The second goal of the commission is to improve transition services for students with disabilities exiting high school so they will succeed in their transition into the community.
- h. Stakeholder Analysis: Students with disabilities will receive exposure to adults with disabilities in the workplace. Employees of host businesses will have a student with a disability in their worksite for a few hours learning about the business.
- i. Status: DMD occurred as planned with nine students being paired with nine state employees, most of whom were ex officio members of KCDC.

X. Authority/Signatures

Beverly Howard, Chair, Kansas Commission on Disability Concerns
 Richard E. Beyer, Secretary of Human Resources
 Martha K. Gabehart, Executive Director, KCDC

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WORKING HEALTHY BENEFIT SPECIALIST OUTREACH & ACTIVITIES (December)

<u>Coverage Area</u>	<u>Premium Payers</u>	<u>WH Non-premium Payers</u>	<u>Total WH Participants</u>
Chanute	30	24	54 (11%)
Emporia	18	14	32 (7%)
Garden City	17	20	37 (8%)
Hays	20	11	31 (7%)
Lawrence	106	58	164 (35%)
Manhattan	20	19	39 (8%)
Wichita	53	64	117 (24%)
Totals	264 (56%)	210 (44%)	474 (100%)

PREMIUMS & EARNINGS BY AREA

Monthly premiums billed to Working Healthy participants and earnings of Working Healthy participants in each area and a total.

<u>Area</u>	<u>Premiums</u>	<u>Earnings</u>
EMPORIA	\$ 1,234.00	\$ 12,568.73
HAYS	\$ 859.00	\$ 13,041.75
GARDEN CITY	\$ 1,426.00	\$ 11,785.34
MANHATTAN	\$ 1,337.00	\$ 14,192.59
WICHITA	\$ 3,681.00	\$ 46,311.53
LAWRENCE	\$ 6,558.00	\$ 79,420.07
CHANUTE	\$ 2,049.00	\$ 24,589.83
OVERALL	\$ 17,144.00	\$ 201,909.84