

**CLALLAM COUNTY'S  
WORKING AGE ADULT POLICY  
STAKEHOLDERS MEETING MINUTES  
9.15.05**

**PRESENT:**

Willie Burer (County), Debra Terry (DDD), Rayna Abrahams (Concerned Citizens), Linda Middleton (Concerned Citizens), Jeanne Griener (Concerned Citizens), Charles E. Jesse (TSI), Terry Frichette (Frichette & Associates), Peter Ripley (DDAC), Cindi Kirchmeier (Morningside), Lisa Phillips (DDAC), Karen Pierce (Pierce & Associates), Karen Kay (Frichette & Associates), Sharon Rhoads-Warren (Frichette & Associates), Tami Davis (Self Advocate and People First)

**FACILITATOR:** Chris Christian

**Introductory Remarks by Chris**

Perspective from across the state:

- ◆ What are you getting paid to do? Think.
- ◆ Strongly value planning here in Clallam County, others don't share this (An indicator that agencies are being paid for nothing?)
- ◆ Without planning, there will always be failure. Let's hold ourselves to higher standards

**Comments:**

- ◆ If you don't know where you are going, any road will get you there.
- ◆ Something's missing. Talking. Gathering information. What are the resources? We need more information – skeleton of plan?
  - Assumptions of powers that be regard this
  - How far are we willing to go with resources
- ◆ Together we can figure it out
- ◆ Great things come out of community working together
- ◆ Watch the process at work. We are unsure of the implementation.
- ◆ We care about our community and want to be involved in successful implementation
- ◆ This is part of the process of change, part of the process of community development
- ◆ Community Access – where is it going? What are the plans?
- ◆ Want to be part of the process – positive and optimistic that plan works well for all
- ◆ Gather information, see process
- ◆ Believe in planning process; create something unique to Clallam County and for the people we provide services to
- ◆ Get information and share with community
- ◆ Want to be part of the process. Our agency will move toward new territory.
- ◆ Want to help Concerned Citizens move to new territory
- ◆ Want to be innovative in County's plan
- ◆ Old Community Access is gone. Want to know process for new Community Access.

## Presentation of Two Models : Willie

### ? **Begin with the end in mind**

- “Would you tell me please which way I ought to go from here?” “That depends a good deal on where you want to get to,” said the Cat. “I don’t much care where...” said Alice. “Then it doesn’t matter which way you go,” said the Cat. *From Alice’s Adventures in Wonderland*
- Imagine where we want to be, then we will build the path to get there
- County \$\$ = Employment **OR** Pathway to Employment
- Everyone who wants a job will get a ticket/ride
- System Functions for ALL (Especially participants)

### ? **Think “Win-Win”**

- There is plenty for everyone (and more)
- Seek Mutual Benefit
- Let’s find a solution that works for everyone
  - What’s a “win” for you?
  - What’s a “win” for them?
- Balance of Courage and Consideration
  - Courage- willingness and ability to speak your thoughts & feelings
  - Consideration – willingness and ability to seek and listen to others’ thoughts and feelings with respect
- Elements of “Win-Win”
  - Desired Results – What end do we have in mind? Expected results/outcomes?
  - Guidelines – What rules do we follow? Guidelines for accomplishing results?
  - Resources - What do I need to accomplish expected outcomes?
  - Accountability – How will we measure how well it is going?
  - Consequences – Rewards for success? Consequences for not?

See attached handouts (Definitions, Model 1, Model 2). These are presented as models. Neither of which is perfect. The hope is that together we will build a better third model.

### Comments about models:

- ? Development type activities should be with employment providers, not planners... too confusing.
- ? Planning has been fairly narrow historically
- ? Don’t like name/word “job club”
- ? Have **ONE** employment provider category
- ? We decide which pieces done by who
- ? Like skill building, exploration, shadowing – very useful for people who don’t verbally process information
- ? Planning is a good thing and important to me
- ? Like importance/emphasis /definition around planning phase
- ? More players in folks lives is a good thing
- ? Not sure we agreed that the planning agency would not provide the employment services
- ? Others think we did agree that the agency that does planning for a specific individual should not provide employment services to that individual, but that they might provide

employment services for someone that they did not do planning services with (and vice versa).

- ? Feel it is a conflict of interest for the planning services and employment services provided to a particular individual to be done by same agency
- ? Very competitive now; have to trust each other
- ? Natural Supports – If a person only has one agency and only trusts one agency; they are not expanding the vision and can't make the transition to trust natural supports. Expand access to different entities.
- ? I like bits and pieces of each
- ? Planning – Two part planning
  - o Balance of plan and exploration
  - o Come back to make more final, allow for changes as progress
- ? Self-contained, flexible
- ? The closer it gets to employment; the more it needs to be in the hands of the Employment Provider
- ? Like Pathways Provider being separate from Employment Provider
  - o Easy to get wrapped up in work-related stuff
  - o Separating off makes it a positive experience
  - o Our agency fits best into Pathway Provider
- ? What does a Pathway Provider do?
  - o All employment-related activities
  - o Easier looking for volunteer experience
- ? Planning Provider is a specialist; expertise is needed. Seems easier to do only planning and not be an Employment Provider
  - o Separate function
  - o Separate design
  - o It can be learned
  - o You want more planners, not less
- ? Job Club – Pitfalls:
  - o Direct result of people feeling like they are not getting anything - becomes time-filler and legitimacy goes down the tube.
  - o Becomes very old, very fast- not really stay employment-focused
  - o Recommend making it time-limited and curriculum-based
  - o Do you want a thing or a setting?
  
- ? Can we be part of doing written plan/process? Develop our own model?
- ? Long Winding Path Phase – don't like. When is hand off? Who decides?
- ? Like planning
  - o Long Winding Path Phase could be part of planning
  - o Model/shadow/explore – all part of planning
- ? It is all employment preparation – don't need Pathway Provider. It is all towards the same thing.
- ? Employment Preparation and Employment Ready – could be same entity; separate funding sources
- ? Employment Provider needs to be part of planning process
- ? Planning piece is good with clarity on which services can be done by them- modeling, shadowing, interview (mock, etc.)
- ? Will client choice prevail?
- ? Geographic realities with planners from outside of Clallam County
- ? How many plans per person? Do planners “re-do” a plan?

- ? Who specifies the frequency of the planning? – the intervals?
- ? Pathway providers can/should be involved in the Person-Centered Planning
- ? Feels ‘expensive’
- ? QUICKSAND:
  - o Community Access was there for a reason
  - o Many of our efforts were inconclusive, people were difficult to figure out how to serve and yes we provided lots of life-enriching things for people
  - o If we build a tiered system- it just becomes a glorified Community Access with a slight employment bend where people are once again stuck.

## **NEXT MEETING**

**Wednesday, November 9th at 5:30 pm.**

Willie will reserve room and inform members.

Potluck