

Governor's Nonprofit Cabinet on Health and Human Services

July 24, 2017

Team 1 Update

Employment and Training

Co-Chairs: Cheryl Cepelak, Deputy Commissioner, Department of Correction and Jeannette Archer-Simons, Executive Director, The Open Door Shelter, Inc.

Work Group Charges

- ▶ Strategies for recruitment, training, retention and career advancement
- ▶ Foundational components for effective collaborations
- ▶ Access to DECD capital and technical assistance
- ▶ Access to process improvement and technical assistance

Guiding Principles

- ▶ Provide concrete deliverables that are no / low cost
- ▶ Build partnerships across sectors
- ▶ Increase communication and awareness across sectors

Resources / Partnerships

- ▶ State Agencies
- ▶ Nonprofits
- ▶ Foundations
- ▶ Lyceum
- ▶ Chrysalis Center



Initiatives

- ▶ Create an effective internship framework
 - *(Charges A & B)*
 - Define criteria
 - Non-paid
 - Resume building
 - Add value for organization and intern
 - Quality experience
 - Communicate / Partner
 - State agencies
 - Nonprofits
 - Colleges / universities

Initiatives

- ▶ Connect with DECD regarding their incentives and programs for nonprofit businesses (*Charges B & C*)
 - Increase awareness of these incentives and programs with nonprofits
 - Provide outreach / inform of how to access training
 - I.D. host facilities for training opportunities
 - CT Alliance
 - DOC Training Academy
 - Etc.
 - Plan a Training / Resource Fair
 - Partners participate with training topics
 - Resource area

Initiatives

- ▶ Reconnect with Board of Regents
 - *(Charges A & B)*
 - Pursue Mark Ojakian and/or Ernestine Weaver to be on this workgroup
 - Reinvigorate conversations / plans for
 - Certification Program
 - Web site for “hub” of information
 - “Empty Seat” Initiative

Initiatives

- ▶ Pursue Second Chance initiatives
 - *(Charges A & B)*
 - Conduct a survey to identify gaps for nonprofits related to training / employment of ex-offenders
 - Explore internship opportunities for ex-offenders

Initiatives

- ▶ Partner with CT Data Academy
 - *(Charges B & D)*
 - Schedule them for a presentation to our workgroup

- ▶ Seek CT Employment and Training Commission, CETC, representation on our workgroup
 - *(Charges A & B & D)*

Summary

- ▶ Develop opportunities for educational partnerships that advance organizations.
- ▶ Increase awareness of resources and incentives for nonprofits from DCED.
- ▶ Create opportunities for accessing data which add value and effectiveness.
- ▶ Advance understanding of collaborative opportunities through training activities.
- ▶ Promote opportunities for partnership on Second Chance Initiatives.

Employment and Training Workgroup

QUESTIONS?



Team 2 Update

Data Collection | Rate Setting | Contract Management

Co-Chairs: Robert Dakers, Executive Finance Officer, Office of Policy and Management, and Barry Simon, President and Chief Executive Officer, Oak Hill

Cabinet Charges to Team 2

1) Data Use/Reporting – Outcomes:

- Consistent, streamlined *set of data and reporting methods that can be used uniformly across state agencies is created.*
- *Cross-agency data management tools that show population level results are reviewed and recommendations made to the Cabinet.*

2) Rate Setting Office – Outcomes:

- *The true cost of doing business as a non-profit is defined.*
- *Research is completed on models for establishing a Rate Setting Office and recommendations made to the Cabinet.*
- *Policy changes are identified to prioritize paying for cost of services to ensure sustainability of the Nonprofit Health and Human Services system.*

Cabinet Charges to Team 2

3) Best Practices in Contract Procurement

- *Best practices in contract procurement are identified.*
- *Three best practices are identified for implementation in cooperation with OPM.*

Team 2 Work Approach to Cabinet Charges - *Data Collection*

Data Use/Reporting. Team 2 determined that the purposes of data collection, measurement and evaluation include:

1. Contract management—measuring the performance and achievement of outcomes as part of contract management/administration.
2. Program development—measuring the effectiveness of program and service types/models
3. Population results—measuring outcomes related to the populations served by individual agencies and across agencies
4. Individual case management—case records/information about services and outcomes of specific individuals within and across state agencies and systems

Team 2 Work Approach to Cabinet Charges - *Data Collection*

- ▶ **Approach.** Team 2 is initially focusing on Items 1 and 2, above, in terms of “what and how” agencies are collecting in terms data/information in support of these 2 purposes, and what changes improvements could be made in this regard. A next step would be to see how data/information could be aligned with and inform number 3. As for number 4, they may be very difficult to assess/implement and was deemed beyond our charge

Team 2 Work Approach to Cabinet Charges - *Data Collection*

- ▶ **Current Phase.** Team 2 has discussed the data collection systems utilized by State HHS agencies and, with help of OPM, will seek to create a document that will describe these systems agency-by-agency.
- ▶ **Outcomes.** In time for inclusion in the December report, Team 2 will seek to identify best practices, strengths and weaknesses and potential areas for change/improvement within and across these systems. Develop basic tenets/principles to guide future work and some next steps.

Team 2 Work Approach to Cabinet Charges – *Rate Setting*

Rate Setting Office. The charge was seen here to be to categorize the rate setting systems in place and determine “how and if” these systems reflect the cost of the services being provided and what changes are needed in this regard. Another purpose would be to seek greater standardization/consistency within and between these rate setting systems.

- ▶ **Approach.** Team 2 is focusing on and evaluating residential rate setting systems for DCF, DDS, DMHAS, DOC and CSSD.

Team 2 Work Approach to Cabinet Charges – *Rate Setting*

- ▶ **Current Phase.** Team 2 has had presentations and discussions regarding these rate-setting systems. With help from OPM, will seek to create a document that will describe these systems agency-by-agency.
- ▶ **Outcomes.** In time for inclusion in the December report, Team 2 will seek to identify best practices, strengths and weaknesses and potential areas for change/improvement within and across these systems. Develop basic tenets/principles to guide future work (e.g. rates reflective of licensing requirements) and some next steps.

Team 2 Work Approach to Cabinet Charges – *Contract Management*

Best practices in contract management. The group interpreted this charge to involve the selection (i.e. RFP process).

- ▶ **Approach.** Team 2 will review the status of OPM's Procurement Standards, in general, and the changes made by the cabinet a few years back, and see how they are working for state agencies and providers.
- ▶ **Outcomes.** Team 2 expects to have findings and recommendations available for inclusion in the December report.

Team 2 Update

QUESTIONS?

