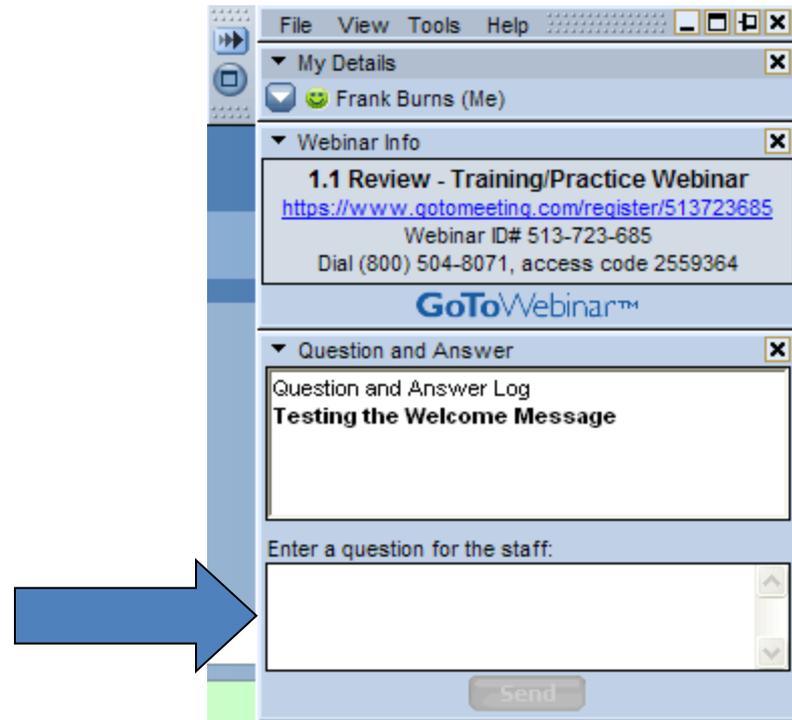
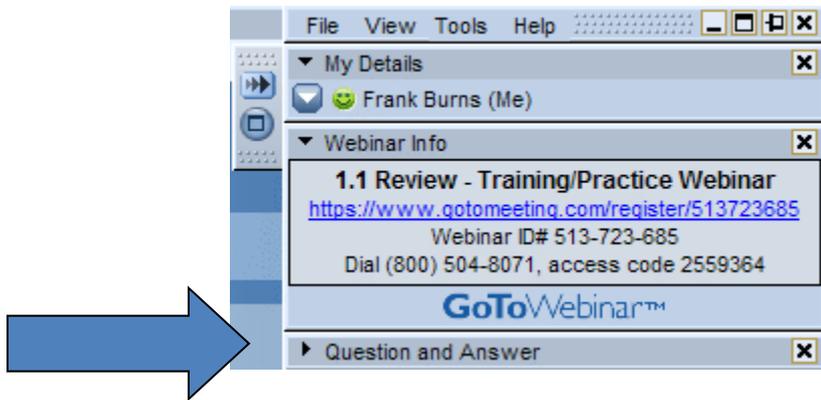


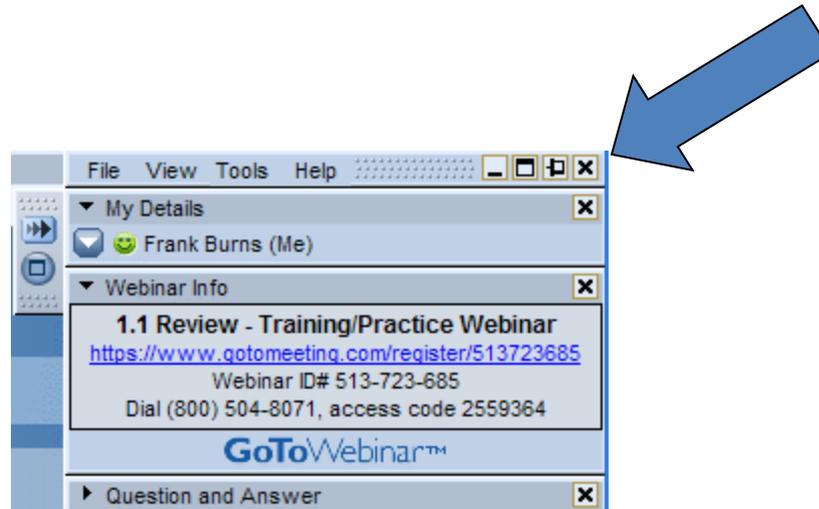


New York **Makes Work Pay**

Developing a path to employment for New Yorkers with disabilities

New York **Makes Work Pay**



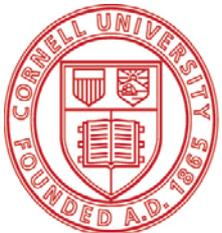


What is New York Makes Work Pay (NYMWP)?

- NYMWP is Multi-year Comprehensive Employment System Medicaid Infrastructure Grant (MIG) from the U.S. Department of Health and Human Services, Center for Medicare and Medicaid Services.
- NYS Office of Mental Health administers the MIG on behalf of New York State and in collaboration with the Employment Committee of the New York State Most Integrated Setting Coordinating Council (Chapter 551 of the Laws of 2002)
- Funds must be used for the development of infrastructure to support competitive employment opportunities for people with disabilities

Who Is Involved?

- All NYS agencies that come into contact with individuals with disabilities seeking employment – DOL, Adult Career & Continuing Education Service (ACCES-VR, formerly VESID)/SED, OMH, OPWDD, OASAS, CBVH, OCFS, OTDA, DOH, NYSOFA, CQCAPD, HCR, DVA, DOT
- OMH is the lead NYS agency with grant administration responsibilities in conjunction with grant management partners:



Cornell University
ILR School
Employment and Disability Institute



Burton Blatt Institute
SYRACUSE UNIVERSITY

New York's Inclusive Workforce

State and Regional Associations in full support of the vision presentation:



CMEP/Coalition of Mainstream Employment Programs

Correctional Educational Consortium, Inc.





THINK BEYOND THE LABEL



**A Collaboration of Medicaid Infrastructure
Grants**

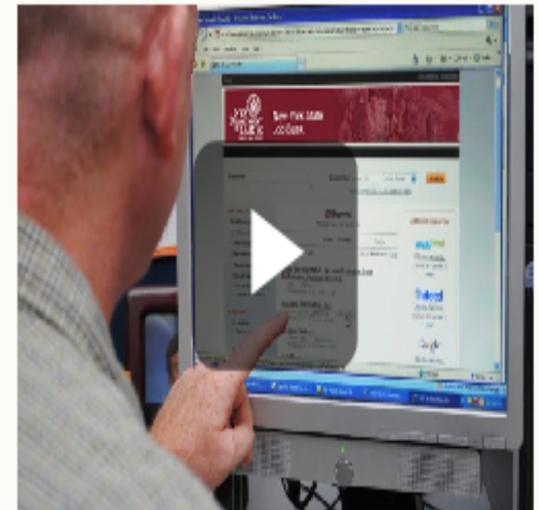


Department of Labor Launches New Job Search Site: Over 84,000+ Jobs Available

Labor Department Encourages Job Seekers to Find Their Next Job on the New Site And Urges Employers to List Job Openings

Albany, NY (August 10, 2010) - To make it easier for job seekers to search for careers, the New York State Department of Labor has launched the New York State Job Bank web site: <http://www.labor.ny.gov/jobs/>. There are 84,217 jobs posted on the new site and it continues to grow.

The site offers free services for both job seekers and businesses to speed hiring. Job seekers can post resumes and scan job openings, while businesses can post job openings and view resumes to find qualified candidates.



www.labor.ny.gov/jobs

JobZone

JobZone is a free, online job search and career planning system. JobZone provides information on 900 occupations from the Occupational Information Network (O*NET) Database of standardized and occupation-specific descriptors, as well as the latest labor market information from the NYS Department of Labor. JobZone is able to offer users local and relevant content based on their interest and jobseeking activities. In addition, JobZone provides access to up-to-date job postings and basic job preparation tools such as a resume builder, reference list maker and cover letter application.

New York Makes Work Pay

https://www.nyjobzone.org/jobseeker/login.do?url=%2Fjobseeker%2Fportfolio%2Findex.jsp

File Edit View Favorites Tools Help Convert Select SnagIt

JobZone

New York State State Agencies Search all of NY.gov

New York State Department of Labor



JobZone

Help Contact About

Unemployment Benefits Career Services Business Services Workforce NY Partners Labor Statistics Worker Protection Forms and Publications FAQs

Personalize and Refine Your Job Search

Create your free account to:

- Build and store resumes
- Explore occupations
- Identify your strengths, skills and talents
- Search education and training databases

[Click Here For a FREE Account](#)

Please Sign In Below

Username:

Password:

[Login](#)

[Forgot your password? Click here for reminder.](#)

Who's Getting Hired

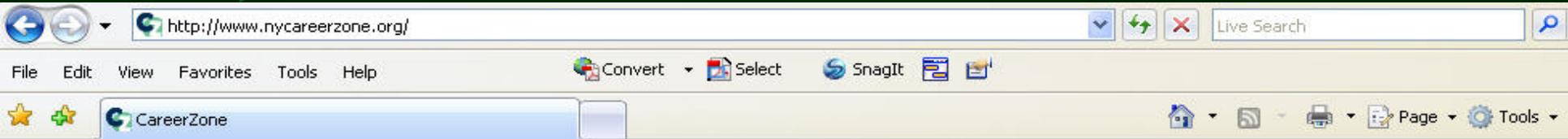
Jobs with the most expected openings this month in **New York State** include:

- Purchasing Agents, Except Wholesale, Retail, and Farm Products
- Locksmiths and Safe Repairers
- First-Line Supervisors/Managers of Production and Operating Workers
- Gaming and Sports Book Writers and Runners
- Barbers

CareerZone

Similar to JobZone, CareerZone is an online career exploration and planning system designed to assist individuals who may not be ready for employment. Geared toward youths, CareerZone presents current and relevant occupational and labor market Information in a clear and interesting way, making career exploration and planning fun and easy. CareerZone provides information on 800 occupations from the O*NET Database, the latest labor market information from the state [Department of Labor](#), over 450 career videos that provide a visual of the workplace and bring careers to life, up-to-date job postings, and a resume building tool.

New York Makes Work Pay



New York State State Agencies

Search all of NY.gov

- Text/Multilingual Site
- About Us
- FAQ
- Find A Trainer
- What's New
- Privacy Statement
- Site Map

- STEM for Teens
- ASSESS YOURSELF
- MY PORTFOLIO
- SEARCH
- RESOURCES
- HELP

welcome to **careerZONE**[®]

*explore your career path
your future begins here*



Engineering and Technology

People working in this field use technical knowledge and skill to assemble, inspect, design, maintain and repair. They provide scientific and diagnostic skills to maintain and repair computer equipment, aircraft, automobiles, buildings, roads, bridges, and manufacturing machinery.



Multi-Phase Strategy Through Partnership with the Department of Labor

Step 2: Build on DOL's One-Stop Operating System (OSOS) as a platform to create a re-designed employment support system. All entities providing employment supports will have access to the new employment system, which will assist with: making job matches, facilitating service coordination, benefits screening and enrollment and outcomes reporting. Access to job seekers, job opportunities, services and supports will be organized to be responsive to individual business and job seeker needs. The new employment system will replace the various current silos of employment-related information and fragmented approaches to assisting in finding employment.

How Will The New Employment System Benefit....

... EMPLOYERS?

- Create a central source for accessing qualified applicants for jobs across NYS using a mechanism employers are familiar with and are currently using to list job opportunities
- Pre-match job applicants with disabilities for skills employers seek for individual job functions
- Reduce general/generic inquiries from job developers seeking employment opportunities for people with disabilities that have often already been filled

...EMPLOYERS, cont.

- Provide a mechanism to help individuals with disabilities enroll in the Medicaid Buy-In for Working People with Disabilities (MBI-WPD), providing coverage for services possibly not covered by employer's health insurance
- Automatically generate tax credit claiming documentation for employers that hire an individual with a disability through the redesigned system
- Allow employers to actively seek out potential applicants with disabilities who choose to disclose their disability status
- Document affirmative hiring policies and procedures that promote employment of individuals with disabilities as a defense against EEOC allegations

Use Of “SMART” Technology

- Skills Matching & Referral Technology (SMART):
 - “Reads” a customer’s resume; “understands” work history, unique experiences, and acquired knowledge, skills and abilities
- SMART then matches skills sought by businesses/employers with skills possessed by job seeker
- SMART technology being expanded to provide additional job seeker tools – resume writer
- Future plan is to apply SMART technology to database of volunteer opportunities

SMART does NOT match based on key words



"An impressive résumé, General, but remember — department-store security is different from national security."

How Will The New Employment System Benefit....

... JOB SEEKERS?

- Create a single point of access for all individuals with disabilities that provides assistance in finding employment opportunities and providing access/coordinating necessary supports to succeed on the job
- Assess the skills of individual job seekers and help develop a resume
- Allow job seekers to search and immediately find jobs that match the individual job seekers' skills and desires, and notify as new jobs become available
- Coordinate eligibility for financial supports (i.e. MBI-WPD) and other (i.e. educational, vocational, rehabilitation) supports; assist with documentation requirements
- Connect to Earned Income Tax Credit claiming resources (est. \$800+M)

New York Makes Work Pay

SMART Job Matches - Message (HTML)

Message

Reply Reply Forward Delete Move to Create Other Block Safe Lists Categorize Follow Mark as Find
to All Respond Folder Rule Actions Junk Sender Not Junk Up Unread Read Related Select Find

From: SMT@workforcenewyork.org
To: TRB924@yahoo.com
Cc:
Subject: SMART Job Matches

Sent: Wed 12/16/2009 8:05 PM

Hi BISOGNO, TERRY Job Seeker!
SMART - Skills Matching And Referral Technology

Your job matches

Your resume generated the following (7) matches

NATL MGR SPONSORSHIPS

Match level : ★★★★★

About Barron's For 85 years, Barron's has been the source that America's business and financial leaders turn to every week for authoritative market analyses and insights on companies, industries, sectors, the economy and financial markets in the U.S. and around the world. Barron's has served the stewards of this nation's wealth

[Details for NATL MGR SPONSORSHIPS](#)

Remember

Some matches may at first seem unlikely. Click the details link to look at the full job description. Try to think of whether some of your skills or experience might actually make this a possible fit for you. Also look for the required and preferred skills and experiences that you can build on find the new opportunities.

Director, Business Development

Match level : ★★★★★☆

Director, Business Development Job ID 2726 Job Location New York, NY Job Category Sales Date Posted Dec 1, 2009 Do you THINK like a marketer and SELL like a business development executive? Active Network Media + Marketing, a premiere digital media and marketing services firm is recruiting proven business development executives in New

[Details for Director, Business Development](#)

Director, Corporate Affairs

Match level : ★★★★★☆

Position Announcement Title: Director, Corporate Affairs Location: Position based in New York, N.Y. Founded in 1921, the Council on Foreign Relations is the leading independent national membership organization and nonpartisan center for dedicated academic analysis of events on the world stage, and the subsequent foreign policy choices facing the United States and other governments. The

start | Inbox - Microsoft Out... | SMART Job Matches - ... | DPN SMART.ppt [Co... | 11:17 AM

How Will The New Employment System Benefit....

... SERVICE PROVIDERS?

- Centralize all employment service information for individuals, allowing for coordination of multiple supports
- Access to entitlements screening and eligibility criteria, including documentation requirements
- Automatically notify providers of job openings suitably matched to individuals they are serving
- Ease burden on job developer by identifying job matches for job seekers, allowing job developers to focus on interview preparation, coordinating job supports, etc.

... SERVICE PROVIDERS, cont.

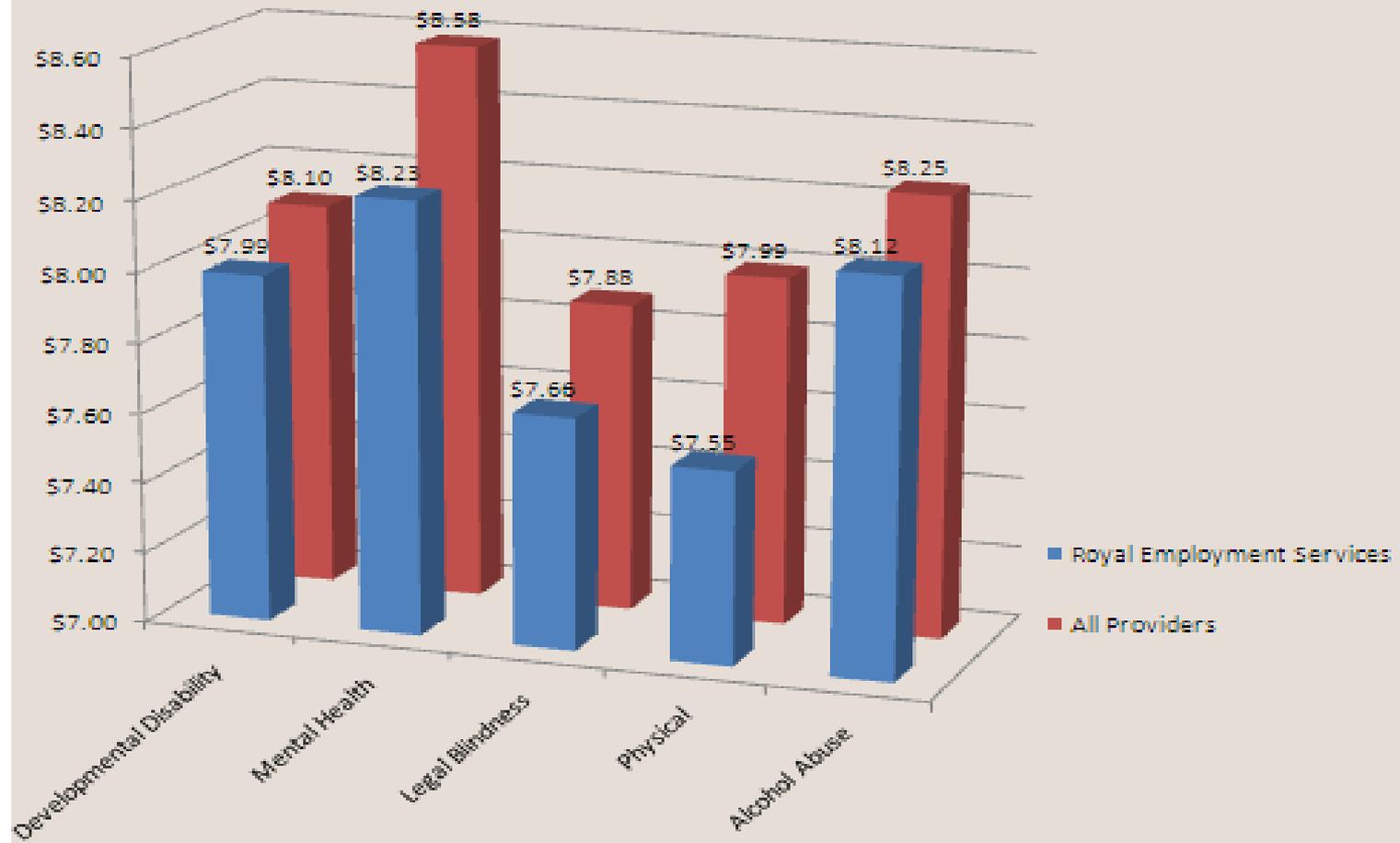
- Automatically generate Employment Network claiming documentation to support Ticket To Work claims (estimated to be as much as \$1B annually)
- Provides “real-time” tool, replacing quarterly reporting tool (NYISER), thereby eliminating need for manual quarterly data entry through ability to upload/download information from existing provider data systems
- Fulfill certain duplicative reporting requirements through a single system that meets reporting requirements for multiple state agencies
- Allow providers to run reports on their agency’s/employees performance, outcomes, etc.

How Will The New Employment System Benefit....

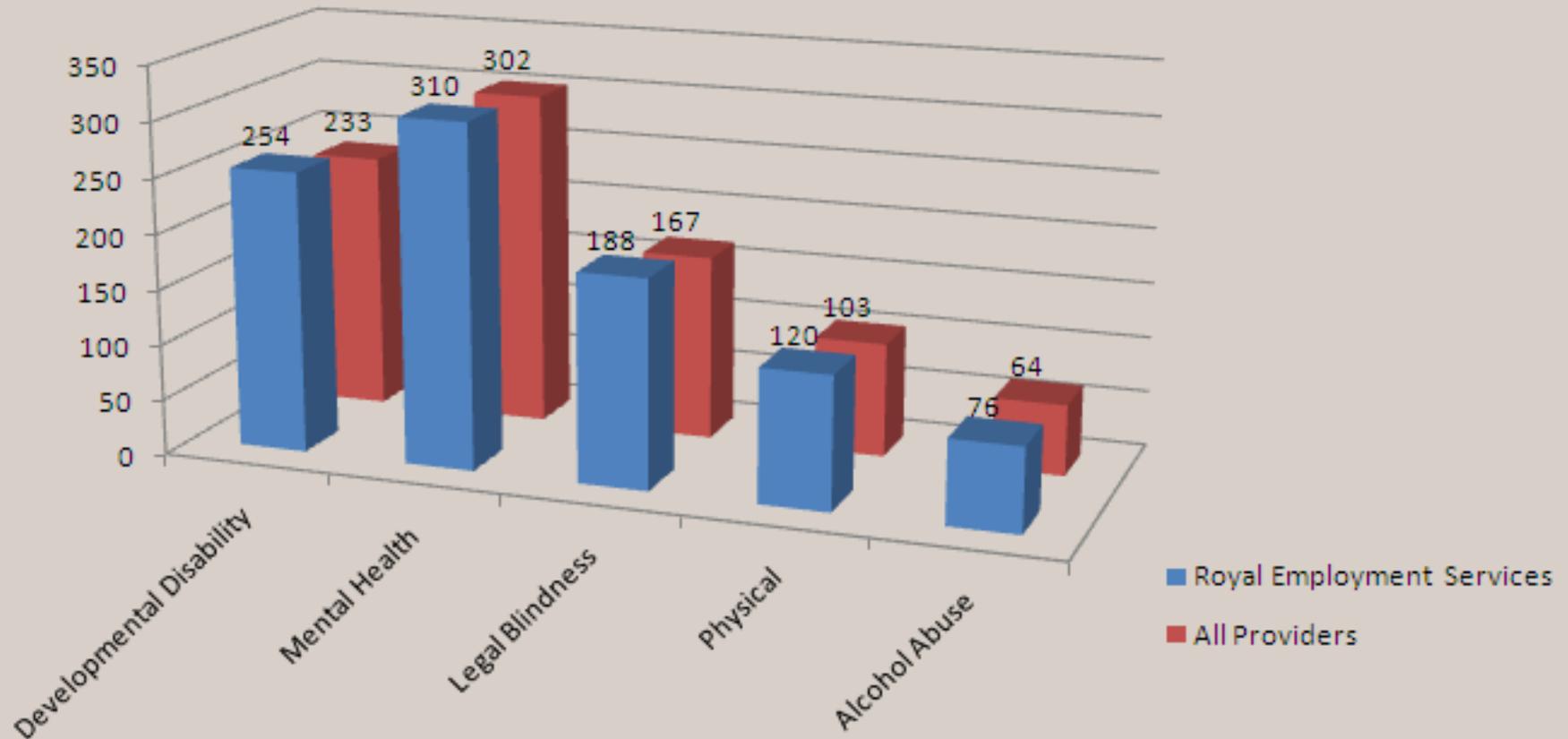
... STATE AGENCIES, ADVOCATES, TAX PAYERS?

- Built on an existing, integrated system that has already been implemented, tried and tested
- Obtain precise baseline employment data across all disabilities
- Maximize state/public assets and provider resources through coordination of services and promotion of economic growth, inclusive of individuals with disabilities
- Track individual, provider and agency outcomes and progress using reliable sources, including wage record information
- Accountability for outcomes across all government systems related to employment
- Measure the success of individual employment initiatives and identify “promising practices”

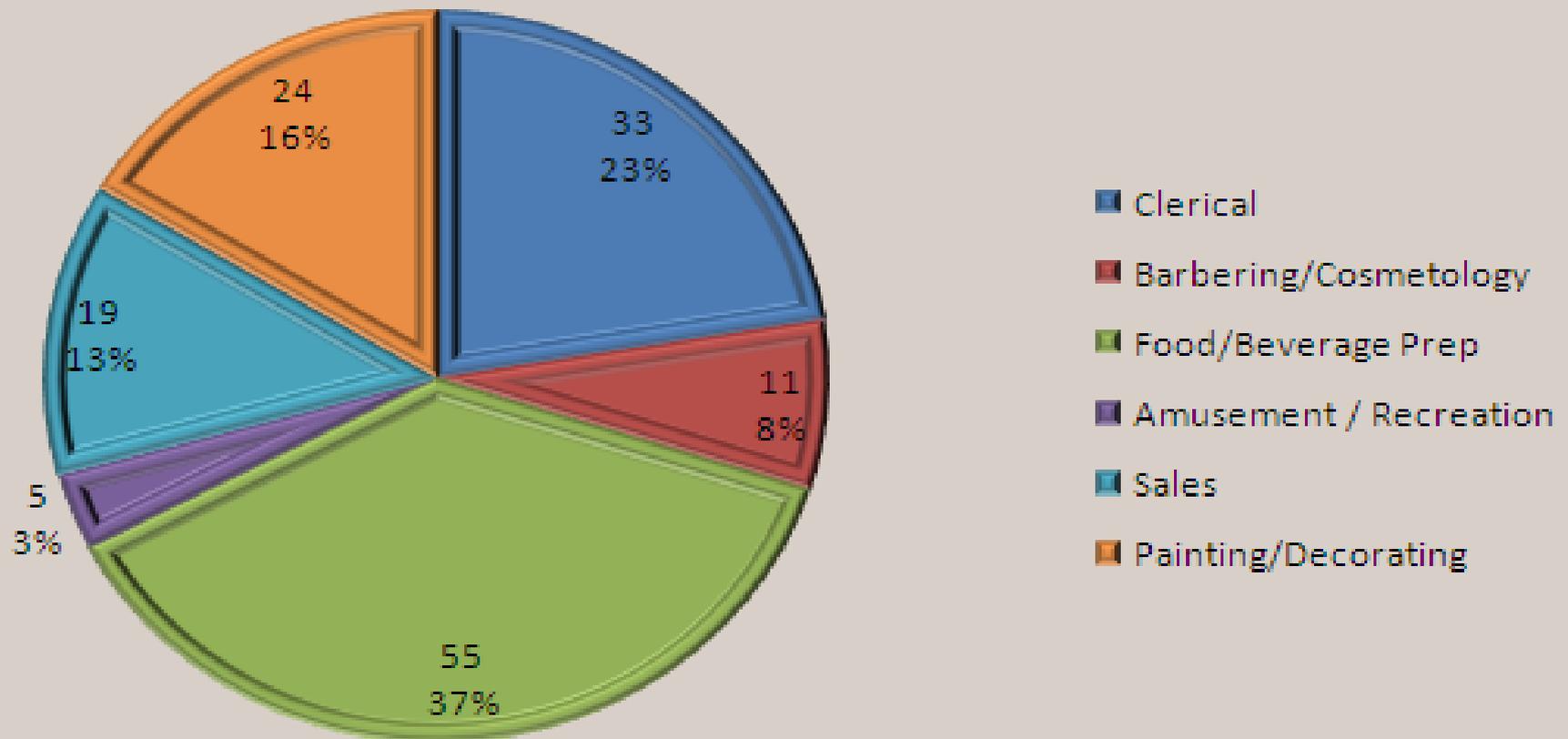
**Hourly Wage by Primary Disability
Jobs Held in 2009**



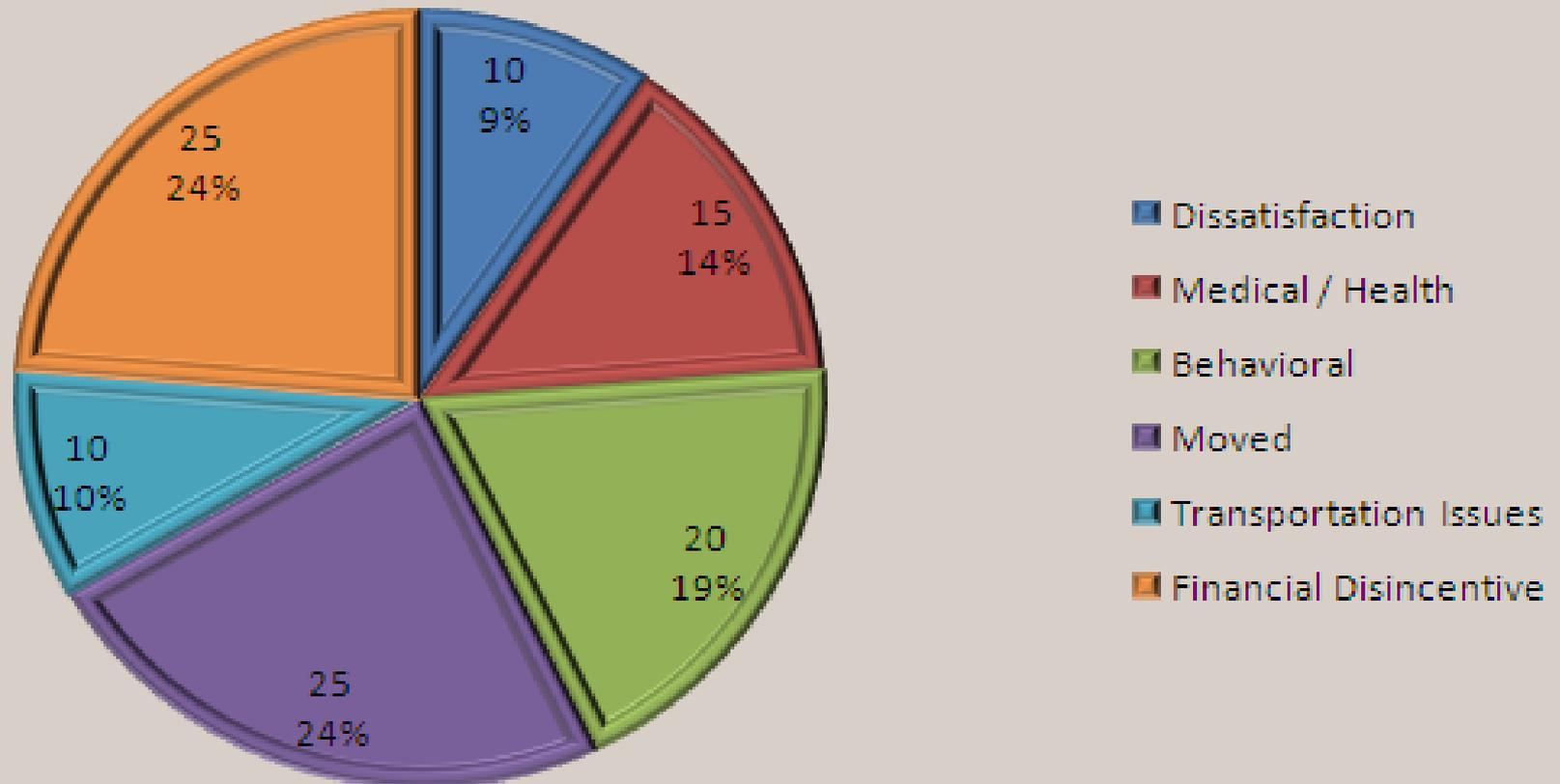
Days from Intake to Placement by Primary Disability Consumers Placed in 2009



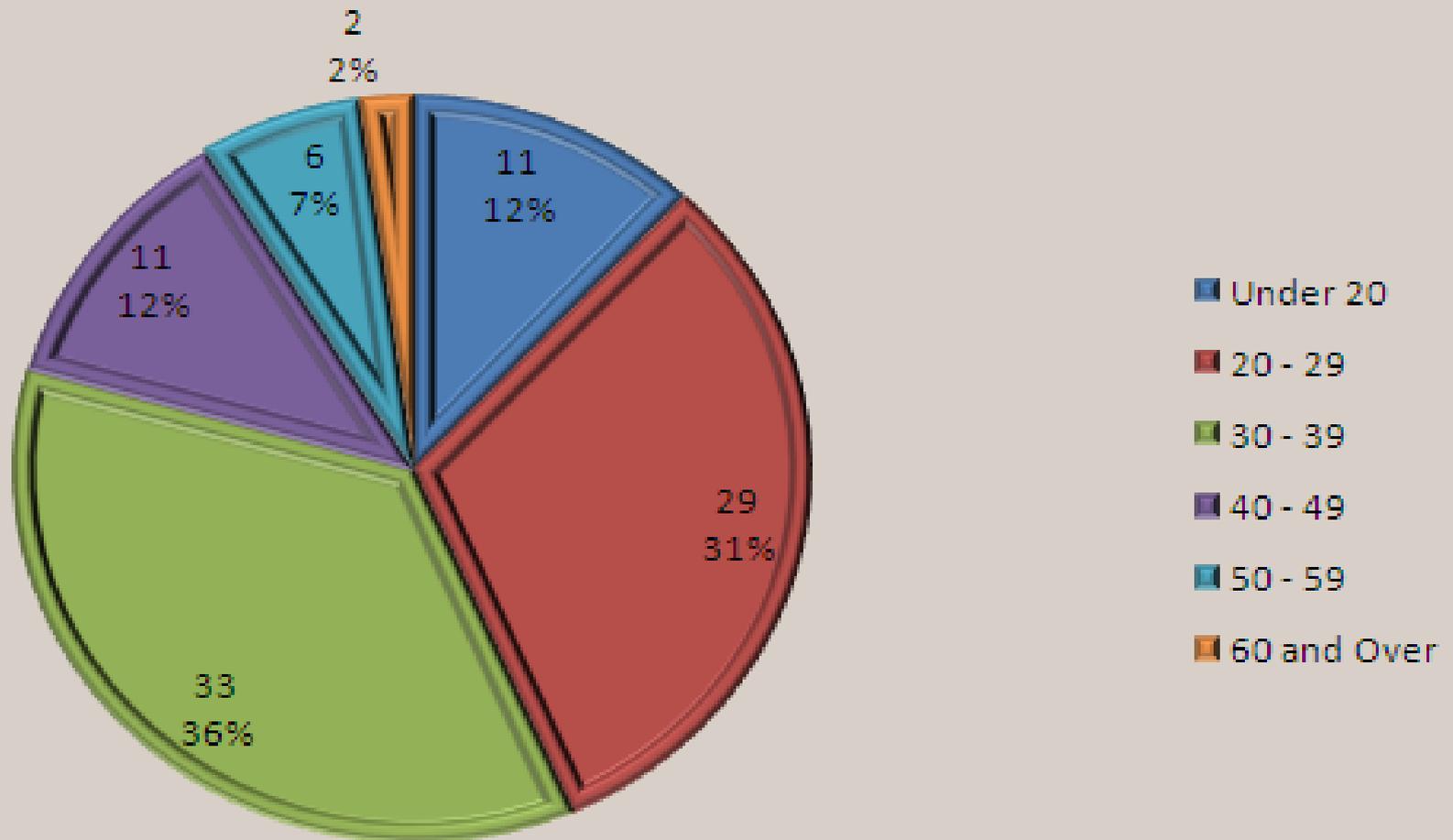
Occupation Categories - Jobs Held in 2009 Royal Employment Services, LLC



Program Termination Reasons - 2009 Royal Employment Services, LLC



Age of Consumers on 12/31/2009 Royal Employment Services, LLC



Consumers Who Reached 90 Days on the Job

Royal Employment Services, LLC

01/01/2010 - 01/31/2010

Name of Participant	Primary Disability	State Agency	Occupation Category	Job Placement Date	Wage	Weekly Hours
William Consumer	MH	VESID	Miscellaneous clerical occupations	10/XX/2009	7.50	40
William Consumer	MH	VESID	Paperworking occupations	10/XX/2009	7.25	20
William Consumer	MH	VESID	Packaging and materials handling	10/XX/2009	7.50	20
William Consumer	MH	VESID	Occupations in education	10/XX/2009	10.36	40
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.25	20
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	8.00	7
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.50	25
William Consumer	MH	VESID	Computing and account-recording	10/XX/2009	12.00	20
William Consumer	MH	VESID	Lodging and related service	10/XX/2009	7.75	20
William Consumer	MH	VESID	Building and related service	10/XX/2009	8.00	40
William Consumer	MH	VESID	Building and related service	10/XX/2009	8.00	9
William Consumer	MH	VESID	Lodging and related service	10/XX/2009	8.00	25
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.75	25
William Consumer	MH	VESID	Food and beverage preparation	10/XX/2009	7.15	15
William Consumer	MH	VESID	Occupations in Processing of	10/XX/2009	13.00	40
William Consumer	MH	VESID	Occupations in education	10/XX/2009	10.50	25

Next Steps for Implementation Of The New Employment System

- Convert New York Interagency Supported Employment Report (NYISER) to the new employment system – OMH, OPWDD, CBVH, ACCES-VR. For these agencies, the new employment system will replace NYISER with real-time employment system.
- Include additional employment programs from those agencies
- Include OASAS, DVA and NYSOFA
- Webinar for affected Executive Directors – April 29, 2011 at 1:30
- Timeline: Begin training on new employment system – Q2, 2011; new employment system replaces NYISER – October 1, 2011

Implementing the NYS DOL / OMH Employment Support System

Initial Steps

- Overview and Understanding of the Project and Agencies Responsibilities
- Executed Data Sharing Agreement
- Assignment of Agency Security Officer
- Computer Hardware Availability to Project with Internet Access
- User Account Creation
- User Training

Statutes Governing Agreements

- New York's unemployment insurance program, must conform to the confidentiality requirements set forth in 20 CFR Part 603
- Health Insurance Portability and Accountability Act of 1996 ("HIPAA") and the Health Information Technology for Economic and Clinical Health Act ("HITECH")
- Unemployment insurance status and State Directory of New Hire information contained in a client's OSOS record is confidential under Labor Law §537 and Tax Law §697(e), respectively.
- Sections 6103 and 7213 of the Internal Revenue Code contains secrecy provisions which apply to federal tax reports and returns. Pursuant to Internal Revenue Code, penalties similar to those in the

Unemployment Insurance and New Hire Data

- Information derived from the DOL's administration of the unemployment insurance system and State Directory of New Hire data contained in OSOS is confidential and privileged and may only be disclosed for the purpose of operating an integrated authorized employment activities system for employment services

Unauthorized Access Indemnification

- Authorized Agencies to require\ their respective agents and contractors/service providers to hold DOL and OMH harmless from, and to indemnify DOL and OMH for, any and all claims, losses, expenses, and/or damages arising out of their unauthorized access or use of the material without limitation.

Protective Orders

- Unemployment insurance status and State Directory of New Hire information contained in a client's OSOS record is confidential under Labor Law §537 and Tax Law §697(e), respectively.
- In the event any third party seeks access to records containing unemployment insurance status or other confidential unemployment insurance information or State Directory of New Hire information on clients, the Authorized Agency, shall seek a protective order from an appropriate court to prevent disclosure of such information

Security

- Authorized Agencies will ensure, that any data, records, or information obtained from the NYS DOL / OMH Employment Support System will be stored in an area that is physically safe from access by unauthorized persons during duty hours as well as non-duty hours.
- Information obtained from the NYS DOL / OMH Employment Support System that is maintained in an electronic format must be stored and processed such that unauthorized persons cannot obtain the information by any means.

System and Data Security

- Implement policies, procedures and processes to monitor the use of the system
- Continuously be assessed and refined based on information learned from system monitoring, available security technology/software and continuously evolving local, state and federal security standards

System Monitoring

- Authorized Agencies shall monitor the performance of their employees, agents, and contractors/service providers in complying with these requirements and maintain documentation of such efforts subject to audit

Limited Access

- Limit, access to information to their respective employees, agents, and contractors/service providers who are administering employment services to their respective clients.

Designated Security Officer

- Implement security policies and procedures to ensure and monitor proper use of the NYS DOL / OMH Employment Support System by its Employees.
- Policies and procedures must include:
 - facility security to safeguard the facility and the equipment therein from unauthorized physical access, tampering and theft;
 - workstation safeguards to restrict access to authorized users;
 - requiring supervisory staff to conduct periodic and regular walk through office areas to observe and determine whether staff are complying with confidentiality requirements;
 - reviewing records of system activity, such as exception lists and v) promptly reporting security incidents.
- Conduct accurate and thorough assessments of the potential risks and vulnerabilities to the confidentiality and integrity of the NYS DOL / OMH Employment Support System's data available to its staff and take measures to reduce these risks and vulnerabilities.
- Maintain adequate records to document compliance with both the security protocols and the confidentiality requirements contained in this Agreement subject to audit.

Security Training

- All personnel, as well as their supervisors, have been fully advised of the confidential nature of the information contained therein, the safeguards required to protect the information, and the civil and criminal sanctions for noncompliance contained in applicable state and federal laws.
- Such information shall be made available to Employees through successful completion of unemployment insurance confidentiality training, and HIPAA / HITECH training within the prior twelve-month period.

Acknowledgements and Agreements

- Annually sign an agency acknowledgement that its Employees have been so advised and that such Employees will adhere to the confidentiality requirements
- Authorized Agencies, shall sign an individual employee non-disclosure acknowledgment prior to being granted access
- Each individual user sign the New York State Department of Taxation and Finance Secrecy Agreement

Termination of Access

- An Authorized Agency, or an agent or contractor/service provider of such Agency, or no longer serves in an appropriate position, access to the NYS DOL / OMH Employment Support System is immediately terminated.
- Access to the NYS DOL / OMH Employment Support System may also be terminated for any individual who violates any terms of this Agreement

Responsibilities in the event of Systems Breach

- In the event of a breach of the security of a system used to provide the services by an Authorized Agency, or one of their agents or contractors/service providers, and private information has been or is reasonably believed to have been acquired by a person without valid authorization, the Authorized Agency and/or their agent or contractor/service provider shall immediately notify their respective Information Security Officer and the DOL/OMH Joint Management Committee, commence information security incident response procedures including investigation to verify and determine the scope of the breach, determine the appropriate plan of action addressing applicable reporting and notification requirements, and restore the security of the system to prevent any further breaches.

Informed Consent of Clients

- Obtain signed informed consent forms from their respective clients, or their legal representative where applicable,
- Authorizing DOL to disclose to such Employees any unemployment insurance information pertaining to them in connection with the client's receipt of employment services
- The identity of persons executing such informed consent forms shall be subject to verification

Validate Identity using NYS-issued identification

- Provide a valid Government -issued identification (i.e. Government Issued Driver's License or Non-Driver ID containing both a photograph of the client and the client's signature). Employment support staff with access to the NYS DOL / OMH Employment Support System and working with a client must attest on the informed consent form that they have verified the identity of the client either via a valid Government-issued Driver's License or Non-Driver ID, or via the accepted state practices (see protocol below).
- Support staff verifying the identity of a client via Government-issued Driver's License or Non-Driver ID must: (i) verify the likeness of the client to the picture on the ID; (ii) watch the individual sign the informed consent form; (iii) verify the client's signature by comparing it with the one on the ID; and (iv) determine whether both the picture and the signature on the ID match those of the client. If the determination is yes, the support staff shall attest on the informed consent form that he/she verified the client's identity by following this protocol.

Validate Identity when individual has no NYS-issued identification

- Currently, disability providing agencies licensed or operated by NYS, take a number of steps to identify, verify identification, and ensure payment for treatment/services rendered to clients. Typically, upon admission to a program/service/treatment, these agencies gather information related to a potential client's: age, marital status, relatives, dependents, Social Security number, veteran status, citizenship, etc. Such information is typically gathered from: admission forms, interviews with the individual client, interviews with relative(s) and/or friend(s), and contacts with members of a client's current or previous treatment teams.
- The agencies then verify identifying information using a number of different sources, such as:
 - records from services previously provided, prior admission records,
 - the NYS Department of Health's Medicaid Management Information System,
 - the Social Security Administration,
 - the National Government Service's Medicare contracting system,
 - treatment team members from services previously rendered,
 - and financial questionnaires completed.
- Upon completing a review of the information provided upon admission from the various different sources available to them, OMH, Authorized Agency or disability providing agency employment support staff with access to the NYS DOL / OMH Employment Support System and working with the client must then make a determination if there is enough validated information to positively identify the potential client as the individual he/she represents him/herself to be.
- The employment support staff must then attest on the informed consent form that he/she verified the client's identity using said information.

Identification of Legal Representative

- Where a client's legal representative requests to sign an informed consent form on behalf of the client, employment support staff with access to the NYS DOL / OMH Employment Support System and working with a client must also verify the identity of the legal representative using a valid Government-issued identification (i.e. Government issued Driver's License or Non-Driver ID containing both a photograph of the representative and the representative's signature).
- Support staff verifying the identity of a legal representative via Government-issued Driver's License or Non-Driver ID must: (i) verify the likeness of the legal representative to the picture on the ID; (ii) watch the individual sign the informed consent form; (iii) verify the legal representative's signature by comparing it with the one on the ID; and (iv) determine whether both the picture and the signature on the ID match those of the legal representative. If the determination is yes, the support staff shall attest on the informed consent form that he/she verified the legal representative's identity by following this protocol.
- Employment support staff must also verify the right of the legal representative to act on the client's behalf through appropriate documentation (e.g., guardianship papers).

Computer Hardware Availability to Project with Internet Access

- Computers available to employment support staff
 - Email accounts
 - Internet access
- Computers available to clients
 - Use of Job Zone / Career Zone

Key Dates

- Signed Data Sharing Agreements 5-13-11
- Identification of Security Officers 5-13-11
- Security Officer and Lead Staff Training 6-15-11 thru 7-1-11
- User accounts created and users trained 7-1-11 thru 9-1-11
- System LIVE 7-1-11
- NYSIER Conversion Compete 10-1-11

- Please provide the name, email address, street address and telephone number of the person who will be your security officer.
- Please provide the name, email address, street address and telephone number of the individual who will be your master trainer.
- Please provide the names and email addresses of anyone who should be kept up to date on this project.
- Please email this information to:
- Tom.sperduto@omh.ny.gov

Questions ?????