

COMMONWEALTH OF PENNSYLVANIA  
HOUSE OF REPRESENTATIVES  
LABOR AND INDUSTRY COMMITTEE HEARING

STATE CAPITOL  
HARRISBURG, PA

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TUESDAY, SEPTEMBER 13, 2016  
2:03 P.M.

PRESENTATION ON HB 2130

BEFORE:

HONORABLE MAUREE GINGRICH, MAJORITY CHAIRWOMAN  
HONORABLE STEPHEN BLOOM  
HONORABLE SHERYL DELOZIER  
HONORABLE CRIS DUSH  
HONORABLE MARK GILLEN  
HONORABLE SETH GROVE  
HONORABLE RICH IRVIN  
HONORABLE FRED KELLER  
HONORABLE RYAN MACKENZIE  
HONORABLE STEVEN MENTZER  
HONORABLE DAN TRUITT  
HONORABLE JUDITH WARD  
HONORABLE DANIEL DEASY  
HONORABLE MARIA DONATUCCI  
HONORABLE MARC GERGELY  
HONORABLE LEANNE KRUEGER-BRANEKY  
HONORABLE DANIEL McNEILL

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SUBMITTED WRITTEN TESTIMONY

\* \* \*

(See submitted written testimony and handouts online.)

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## 1 P R O C E E D I N G S

2 \* \* \*

3 MAJORITY CHAIRWOMAN GINGRICH: Good  
4 afternoon.5 Now that everyone is settled and found a  
6 seat, welcome. I want to welcome all of you. To the  
7 members who made it a point to be here with us, we have,  
8 actually, two full days of hearings, one as important as  
9 the other in the public forum. So we're looking forward  
10 to this session this afternoon.11 I'm going to ask Ann to do roll call, not  
12 that we're voting, but just so we have on record who all  
13 is here quickly.14  
15 (Roll call taken.)16  
17 MAJORITY CHAIRWOMAN GINGRICH: Okay.  
18 Thank you very much.19 I will try to track if people do come in.  
20 And please, I apologize in advance if people have had to  
21 come and go. And if John will help me recognize when  
22 someone comes into the room.23 We are here at this public hearing to  
24 discuss House Bill 2130. We are all very interested in  
25 meeting and hearing from the prime sponsor and his prime

1 cosponsor, but before we do that, I want to issue just a  
2 couple of reminders, as I remind myself, to please turn  
3 off your cell phone or anything that may make noise  
4 here.

5 We are going to be broadcast. It is  
6 being videotaped and then broadcast on PCN. So I'd like  
7 for you to be aware of that.

8 And I don't know if there's any  
9 additional testimony. We've got some testimony now, so  
10 you'll probably want to read along with some of it or  
11 just listen very carefully. If any more testimony is  
12 submitted to us and we're not hearing from them today,  
13 we will make sure everyone gets that.

14 All right. Now, first off, we have our  
15 prime sponsor here, Bryan Cutler, Representative Bryan  
16 Cutler. And with him today is Representative Dan  
17 Miller.

18 So if you'd like to come up and talk a  
19 little bit to us about the genesis of the bill, the  
20 intent of the bill, before we hear from all those who  
21 are going to testify from experience.

22 REPRESENTATIVE CUTLER: Thank you, Madam  
23 Chair, members of the committee. It certainly is a  
24 privilege to come before you.

25 I really think the starting point in

1 terms of the genesis of the bill, we should back up and  
2 speak of the good work that you did as Chair on your  
3 House Bill 400 and the efforts there.

4 MAJORITY CHAIRWOMAN GINGRICH: It was a  
5 lot of work together there.

6 REPRESENTATIVE CUTLER: Yes.

7 And that really is the starting point and  
8 this is really the next step in that process.

9 Representative Miller and I were  
10 approached by some of the advocates, who you will hear  
11 from later today, because of our interest in this. And  
12 really, it can be boiled down, at least for me -- I  
13 don't want to speak for Dan -- but one of my main  
14 concerns is utilizing our resources in the most  
15 effective manner to have the best impact on behalf of  
16 our constituents. And then second is really create an  
17 opportunity society where every individual who wants to  
18 be gainfully employed can have every opportunity to do  
19 so.

20 And we will hear the benefits of that,  
21 both in terms of personal as well as economic. Because  
22 when you look at some of our current proposals and some  
23 of the issues that we face, there tends to be a lot of  
24 silos of thought and approach. And one of the things  
25 that we're looking to do with this proposal is really

1 break down those silos, increase coordination of  
2 delivery of services.

3           And in talking to some of the advocates,  
4 one of the stories that really got me was, we do a great  
5 job of integrating individuals with disabilities and  
6 intellectual disabilities up to graduation. And then  
7 once they hit graduation, it's almost as if they don't  
8 really know where to go. And unfortunately, the term  
9 that was used when they came to advocate for the bill  
10 was they graduate to the couch. And then they're left  
11 deciding, well, do I try to get a job and potentially  
12 adversely impact my situation or do I do something  
13 different, and where do I even start?

14           So it's a privilege and an honor to have  
15 the three secretaries here presenting later. I want to  
16 thank you for that.

17           And really, I think it's fair to say our  
18 goal is to try to collect as much information as  
19 possible, look at what our end efforts were, what your  
20 starting point was, work with the individuals who  
21 currently run the host of the different programs that  
22 are currently before us, and really just synthesize a  
23 solution that will be best for all of us. But better in  
24 terms of administration, better in terms of service  
25 delivery, better in terms of opportunity for individuals

1 who will be covered under these programs.

2                   And with that, I will defer to  
3 Representative Miller.

4                   REPRESENTATIVE MILLER: Thank you,  
5 Representative Cutler and Madam Chairwoman, and the  
6 committee for the opportunity to come up and just say a  
7 couple of quick words. And it's always an honor to work  
8 with Representative Cutler. I appreciate that very  
9 much.

10                   I just want to kind of highlight back to  
11 the point about continuing. This is the, I would say,  
12 the next stage as we continue to develop on the success  
13 of graduating inclusively more and more people with  
14 disabilities from our public school education process.  
15 These are -- it's a good thing, what has happened over  
16 this time, but now we're dealing with, of course, where  
17 your 400 goes in, where this is in, and some other  
18 aspects that need to be addressed.

19                   I know that probably every one of us has  
20 spent time walking in our districts. We've come across  
21 those households where we've knocked on the door and  
22 somebody has come in and grabbed us and said, sit down,  
23 sit down. I want to tell you about my 24-year-old who  
24 lives at home. And I want to tell you how good, how  
25 many skills that 24-year-old has, the abilities that

1 24-year-old has, yet the challenge that 24-year-old has  
2 in integrating into the workforce.

3           And we know that if we -- I always tell  
4 somebody, there's always two ways to these types of  
5 issues. Whether you morally believe that we need to be  
6 sure that our workforces are as diverse and inclusive as  
7 possible, or whether you fiscally believe that  
8 graduating somebody to the couch and setting them up for  
9 50-plus years for some sort of dependency on the  
10 government, and God forbid, their caregiver passes away  
11 during that time -- which is a whole other issue -- we  
12 have two big reasons why we need to address this  
13 population and move the ball forward on it.

14           So I just want to say again, thank you so  
15 much for spending the time and for the personal invite.  
16 I appreciate the Chairwoman's staff for the effort as  
17 well, and I very much look forward to the testimony that  
18 comes here today.

19           MAJORITY CHAIRWOMAN GINGRICH: Thank you.  
20 Thank you both. We're both looking forward to the  
21 testimony and thank you very much for your interest, and  
22 you know I share your interest.

23           So we're going to hear first, our panel  
24 will be folks who I think can tell us a little bit more  
25 about how this can work and how this can be done from



1 some personal experiences.

2 And I see my good friend, Dr. Josie  
3 Badger, is already at the table, and I am happy to see  
4 you again. If she will be joined by Peri-Jude  
5 Radecic -- am I saying that right?

6 MS. RADECIC: Radecic.

7 MAJORITY CHAIRWOMAN GINGRICH: I like  
8 that name. That's interesting. And Shirley Walker.

9 Peri-Jude, you're the CEO of the  
10 Disability Rights Pennsylvania, correct?

11 And Shirley, Shirley Walker is the  
12 president and CEO of PAR, which of course, is  
13 Pennsylvania Advocacy and Resources for Autism and  
14 Intellectual Disabilities.

15 So we're delighted to have you here  
16 testifying. And I don't know that there's a particular  
17 order, but I have you listed with Dr. Badger first.

18 DR. BADGER: Okay. Well, thank you so  
19 much. We are so excited to be here and talking about  
20 Employment First with all of you.

21 I want to thank Representatives Gingrich,  
22 Galloway, Cutler, Miller, and all of you for allowing  
23 today to be possible. I'm personally excited because I  
24 think that this is the next step to House Bill 400.

25 Now, as we just said, it's not just

1 retiring from high school, but it is talking about  
2 success and all of the resources that we really have put  
3 into our youth, putting that into action, and making  
4 sure that our individuals with disabilities are able to  
5 serve and work and pursue their maximum potential.

6           So first, I'm really excited, number one,  
7 that I am here with individuals that I feel are a  
8 family, not genetically, but that we all believe in the  
9 power of people and the importance of people as a  
10 resource and that we can utilize everyone to make our  
11 Commonwealth better.

12           Right now, there are about 11 percent of  
13 individuals who are adult working age who have  
14 disabilities. Approximately three-fourths of them do  
15 not have jobs. Further, 69 percent of them are pursuing  
16 employment, whether that be through applying for jobs,  
17 getting training. But I can promise you that almost  
18 every single one of those individuals can work, but it's  
19 the barriers that exist that are preventing a lot of  
20 them from working.

21           So first off, I want to talk a little bit  
22 about the #IWantToWork Campaign. If you have not had  
23 the privilege of getting a selfie with us yet, trust me,  
24 you will have the honor of doing so shortly.

25           But we are not just about legislation.

1 We are about social change. We are about making sure  
2 that people with disabilities are employed, that they  
3 have the dignity to pursue their dreams, their passions,  
4 and their abilities as well. We have done that through  
5 multiple ways, but one of the most exciting was the  
6 passage of House Bill 400, which you all were involved  
7 in. And that bill has allowed OVR to start working with  
8 students in high school to get them jobs. But as was  
9 said earlier, we don't -- our lives don't end when we  
10 graduate. They go on, and I hope that our ability to  
11 continue our work and succeed does as well.

12 But our campaign does a lot more than  
13 just speaking here today. We have created an amazing  
14 business coalition. We have created a social media  
15 campaign that now reaches about 20,000 people per month.  
16 And we also have created multiple videos -- where  
17 Representative Gingrich is one of the superstars -- but  
18 we have also made materials and training so that we're  
19 not just, we don't hold that knowledge, but we share it  
20 with others.

21 And we have many of our coalition members  
22 here with us today. We have some of our team members,  
23 Lewis Hall, William Deltoro. And then some of them who  
24 have not been able to get here today for various  
25 reasons, Alexa Brill, Josh Stranis. But then some of

1 our members and leaders, John Denny and Mary Hartley,  
2 are here.

3 And our campaign really was started out  
4 of United Way of Southwest Pennsylvania, Campaign for  
5 What Works.

6 So with that being said, why are we doing  
7 this? Why are we pushing this? We know that there has  
8 been an executive order that we plan will do wonderful  
9 stuff to empower people with disabilities. However,  
10 that's the first step, that's not all of it.

11 So our bill, House Bill 2130, Employment  
12 First Pennsylvania, will expand what the executive order  
13 does. It will make sure that there is an oversight  
14 committee, that there's an executive committee, a  
15 coordinating committee that will reassure that there are  
16 deputy secretaries involved so all the right people are  
17 at the table. It will encourage the role of all  
18 governments, local and state, to employ at least  
19 7 percent of their workforce, be people with  
20 disabilities. It would collect data -- which we all  
21 love data -- but it would also create a three-year plan  
22 that we hope will create a further encouragement of  
23 pulling us together for the right role, the right cause,  
24 and making sure that we all know what's going on and  
25 work together.

1           As it is right now, there are individuals  
2 working to get jobs, fighting to get jobs, but  
3 unfortunately, a lot of our legislation, organizations,  
4 bills don't work together. I'm sure that's not a  
5 surprise to you. And we want everyone to talk and to  
6 work together and not have people with disabilities  
7 fighting against government to have a job.

8           For me, when I was growing up, I dreamt  
9 about being a veterinary. I dreamt of being a teacher  
10 and I taught many hours to my very uneventful dogs, who  
11 were pupils. I somehow did not think about being a  
12 campaign manager, but that happened, and I am very  
13 grateful for that. But never once did I want to be in  
14 poverty, sitting on the couch, reliant on governmental  
15 services. That was not my dream and I don't believe  
16 it's anyone else's.

17           So this right here is our step forward to  
18 make sure that all people can pursue their dream of  
19 being a teacher or a vet, not sitting on the couch in  
20 poverty. So I want to encourage all of you, recognize  
21 it for many of the changes that our culture -- it  
22 started with legislation, that little nudge to get  
23 society moving in the right direction. But legislation  
24 has to be based in the right time, the right place. And  
25 I believe that time is now and I believe it's up to all

1 of you to make that change.

2 So everyone, thank you for letting me be  
3 here and speak with you. Number two, I ask for you to  
4 continue to support empowering people of the  
5 Commonwealth in allowing businesses to thrive in  
6 Pennsylvania. Thank you.

7 MAJORITY CHAIRWOMAN GINGRICH: As always,  
8 your message is succinct and beautiful. Thank you very  
9 much for all the work you do.

10 And let me just say this -- it's not a  
11 question, but I have to say it. I love the way this  
12 bill is designed to integrate with what we were doing  
13 with House Bill 400 in integrating them into a  
14 competitive workplace. Now, let's figure out a way to  
15 do it because you have to have all the right parties  
16 involved. So that's great and that's why we're here  
17 today.

18 Would you be happy to go next?

19 MS. RADECIC: Yes, ma'am.

20 MAJORITY CHAIRWOMAN GINGRICH: You're on  
21 my list that way, but it does not matter.

22 Thank you very much.

23 MS. RADECIC: Thank you, Madam Chair, and  
24 thank you members of the committee for your time this  
25 afternoon. And thank you to Representatives Cutler and

1 Miller for the introduction of this bill and, of course,  
2 to the I Want To Work Campaign for their tireless  
3 efforts and leadership in this critical area. And  
4 they've certainly been a pleasure to work with. We do  
5 work with them at Disability Rights Pennsylvania and we  
6 so much appreciate all of their leadership.

7           So I want to thank you for letting me  
8 testify. At Disability Rights Pennsylvania, we've been  
9 providing legal and advocacy services for almost 40  
10 years. You may not be that familiar with us, but we've  
11 been providing free legal and advocacy service for  
12 almost 40 years, so we have an interesting perspective,  
13 in that not only have we been providing special  
14 education and employment, discrimination services, and  
15 trying to remove barriers so people on Social Security  
16 can go back to work, and benefits counseling for people  
17 who are on Social Security, so we see employment for  
18 people with disabilities from so many angles.

19           We also want you to know that we are an  
20 employer of persons with disabilities. We have 57 staff  
21 across Pennsylvania and I can tell you firsthand that  
22 hiring and accommodating persons with disabilities can  
23 be easily addressed. So as we think about transitioning  
24 students from high school into adulthood and into jobs,  
25 one thing we always get questions about is, you know,

1 how do I accommodate people with disabilities. And I'm  
2 here to tell you that it can be easily done. As an  
3 employer, we do it every day and it is easily addressed.

4 I won't go into statistics because  
5 Dr. Badger did that so well, but I will tell you that  
6 not only is House Bill 2130 a step forward from House  
7 Bill 400, but it's also a step forward from the  
8 Americans with Disabilities Act. If I can take us back  
9 to 1990 when the American with Disabilities Act was  
10 introduced, Congress spent a great deal of time taking  
11 testimony from our disability community on the rate of  
12 poverty and the rate of unemployment for people with  
13 disabilities. And they found many things, but Congress  
14 also found that historically, society tended to isolate  
15 and segregate individuals with disabilities. And  
16 despite lots of improvements, many forms of  
17 discrimination against individuals with disabilities  
18 continued to be serious and pervasive. And so the ADA  
19 was passed, the Americans with Disabilities Act was  
20 passed, to remove those barriers, including in  
21 employment and in government services.

22 So while you may not know this, House  
23 Bill 400 and House Bill 2130 is very consistent with the  
24 Americans with Disabilities Act and an important step  
25 increasing the opportunities for integrated and



1 competitive employment. And as I just said, the ADA was  
2 about trying to remove segregated settings and  
3 discriminatory settings, so this is all in compliance  
4 with the Americans with Disabilities Act and all moving  
5 towards giving people an opportunity, first, for  
6 competitive and integrated settings.

7           House Bill 2130 has many critical  
8 elements for a successful program. Dr. Badger covered  
9 many of them, but it's important that the state set out  
10 that Employment First is the official policy of the  
11 state, and this bill does that. It says that very  
12 clearly. It establishes an oversight committee and a  
13 coordinating council.

14           The coordinating council is very  
15 important to make sure that all of the state agencies  
16 are discussing and sharing policies and making sure this  
17 legislation moves forward. And the oversight commission  
18 is also critically important to make sure that the  
19 coordinating council and the law is being implemented.  
20 And House Bill 2130 means real jobs at real wages in  
21 real places for Pennsylvanians with disabilities.

22           So people with disabilities want and  
23 deserve full lives in the community and this bill makes  
24 great progress towards that end. This legislature has  
25 opened many doors for people with disabilities. You've

1 opened up community living for people with disabilities.  
2 You've opened up the classroom to children with  
3 disabilities. Youth and adults absolutely need more  
4 employment opportunities and House Bill 2130 will help  
5 solve this problem.

6 I now ask you to open the door to more  
7 employment opportunities for children and adults with  
8 disabilities.

9 MAJORITY CHAIRWOMAN GINGRICH: Thank you,  
10 appreciate that so much.

11 Before we move on to Shirley Walker, I  
12 just want to acknowledge, we've been joined by a few  
13 other members who came in a couple minutes late, and  
14 that's Representative Fred Keller -- if you want to  
15 raise your hand -- and Representative Dan Truitt came  
16 in, Representative Sheryl Delozier, and Representative  
17 Steve Bloom. Did I miss anyone?

18  
19 (No response.)

20  
21 MAJORITY CHAIRWOMAN GINGRICH: So you're  
22 drawing a full house.

23 Okay, Ms. Walker, please proceed.

24 MS. WALKER: Thank you, Chairwoman  
25 Gingrich and members of the House Labor and Industry

1 Committee, for the opportunity to testify on this  
2 important bill.

3 PAR fully supports this bill. We  
4 certainly support Employment First. My testimony is  
5 going to suggest ways to strengthen this effort to help  
6 ensure that the vision of competitive employment for  
7 individuals that we want to support is fully realized.

8 House Bill 2130 comes at a historic  
9 moment in Pennsylvania's history. This year marks the  
10 50th anniversary of the MHMR Act which Pennsylvania's  
11 legislature passed in 1966. The act gave individuals  
12 with disabilities a framework to live a life in home and  
13 community-based settings outside of institutions. With  
14 that pivotal legislation, we have achieved an amazing  
15 transformation during the last 50 years from  
16 institutional to community services. The next giant  
17 leap for people with disabilities is a real chance at  
18 competitive employment.

19 Government policy and funding barriers  
20 have worked against achieving the goal of employment for  
21 people with disabilities and have blocked significant  
22 movement in that direction. This bill is the first  
23 step. With amendments, it can help remove those  
24 barriers. So we offer several recommendations for your  
25 consideration to make the bill even more capable of

1 achieving our mutual goal of making competitive  
2 employment for people with disabilities reachable in  
3 Pennsylvania.

4           The state can lead by example, such as  
5 giving the Governor's Office of Administration new  
6 authority and a directive to increase the hiring of  
7 individuals with disability in state government and to  
8 achieve goals such as those being required at the  
9 federal level and in some other states. For example,  
10 the bill could establish a 7 percent hiring target for  
11 Commonwealth employment for individuals with  
12 disabilities. The bill could establish a similar  
13 requirement in all state contracts or alternately  
14 require that they demonstrate how they will recruit,  
15 hire, train, and retrain individuals with disabilities.

16           The bill could establish a job  
17 classification specifically for individuals with  
18 disability to promote customized employment, which  
19 encourages matching the needs of the employer to the  
20 strengths of the applicant instead of maintaining the  
21 current inflexible job classifications currently in  
22 civil service. The state could become a model employer  
23 for individuals with disability by consulting with  
24 experts in the intellectual and developmental disability  
25 field and with human resources experts to identify what

1 works best when applying, interviewing, and performing a  
2 job. This would include structural, technological, and  
3 communication accessibility.

4 My second recommendation -- without  
5 establishing authority and accountability, having a new  
6 advisory committee may only result in more meetings that  
7 government officials must attend without achieving real  
8 results, and we want to achieve real results with this  
9 bill. Therefore, PAR recommends that the council  
10 appoint one of the secretaries as the point person who  
11 would coordinate and take responsibility for the  
12 council's outcomes. In addition, PAR recommends that  
13 the council provide an annual report to the general  
14 assembly detailing the coordination efforts among state  
15 agencies and the employment outcomes that resulted from  
16 their efforts.

17 Our third recommendation, the bill could  
18 charge the Department of Education to embrace  
19 competitive employment by increasing opportunities for  
20 students with a disability to get paid work experience  
21 before leaving high school. This would greatly increase  
22 their chances of gaining employment after graduation.

23 As a former chief administrator in the  
24 education system, I can attest that we have been  
25 providing paid work experiences for students without

1 disabilities for decades. Pennsylvania is way past due  
2 in offering the same to students with disabilities.

3 Our fourth recommendation, to support  
4 competitive employment for people with disabilities  
5 policies and resources must be directed to providers to  
6 enable them to develop the service capacity needed to  
7 make the connections with employers and provide the  
8 support to individuals to sustain competitive  
9 employment. Government policies including new service  
10 definitions and rates that enable this direction must be  
11 developed for this next giant leap to be achieved.

12 And I noticed that Deputy Secretary Nancy  
13 Thaler is in the room. And I want tell you that she  
14 needs to be applauded for her work that she is doing to  
15 try to change service definitions and create rates that  
16 will help enable this to happen.

17 Right now, providers lose funding for an  
18 individual once they place the individual in a job, but  
19 without continuous support, most individuals and  
20 employers cannot sustain the relationship. The policies  
21 and rates that are established by the state need to  
22 recognize that for people with disabilities to succeed  
23 in competitive employment, providers need ongoing  
24 funding after the initial job placement. Individuals  
25 who have an intellectual disability or autism have

1 ongoing needs for emotional, behavioral, and  
2 developmental support, which do not end just because  
3 they have found a job.

4           Frequently individuals must choose  
5 between two necessary services, support for work or  
6 support for what they need for everyday living. This  
7 legislation is an opportunity for the stakeholders and  
8 the Council of Department Secretaries to establish ways  
9 to encourage and then monitor new policies and new  
10 funding methodologies to ensure that they produce  
11 lasting employment outcomes.

12           Fifth, state agencies need to partner  
13 with service providers to learn how the bureaucracies of  
14 the various departments are creating barriers for  
15 individuals achieving employment. They need to work  
16 together to create new policies and funding structures  
17 that will remove those barriers, and they need to be  
18 held accountable for outcomes. And we are hoping that  
19 this bill will do just that.

20           Number six, this legislation can help  
21 ensure that parents and potential employers alike are  
22 educated on the opportunities and benefits of employing  
23 persons with disabilities. We recommend that an ongoing  
24 media campaign be developed in coordination with  
25 providers about the benefits of hiring people with

1 disabilities.

2                   And seven, we also recommend the  
3 Department of Labor and Industry's JobGateway online job  
4 matching portal, which took millions in government funds  
5 to develop, integrate the goals of this legislation in  
6 its online presence to promote people with disabilities  
7 for jobs.

8                   Pennsylvania's legislature made all the  
9 difference 50 years ago with the passage of the MHID Act  
10 of 1966. We encourage you to further strengthen this  
11 legislation to stimulate the next giant leap forward for  
12 people with disabilities to obtain and to keep  
13 competitive employment.

14                   We really appreciate the opportunity to  
15 share our support for the bill and to offer our  
16 additional recommendations. Please use PAR as a  
17 resource as you move forward. Thank you.

18                   MAJORITY CHAIRWOMAN GINGRICH: Thank you  
19 so much.

20                   I was jotting some of those  
21 recommendations down. Some of them are already in the  
22 bill, so we can -- right?

23                   MS. WALKER: Right.

24                   MAJORITY CHAIRWOMAN GINGRICH: So we can  
25 talk more about those.



1           I want to take a minute to thank my  
2 acting minority committee chairman. Happy to have her  
3 with me today through both of our hearings. And this is  
4 Representative Leanne Krueger-Braneky. I always get  
5 those -- those double names throw me every time. But  
6 I'm delighted that she's here today.

7           Now we are going to have a few questions  
8 for this panel. And I just want to ask one because I  
9 want to know where the number comes from. We talk about  
10 how many of our employable are unemployed in the  
11 disability population. Where did the 7 percent goal  
12 come from? Is that just because it's a federal number  
13 or how do we calculate -- what would be the basis for  
14 that?

15           DR. BADGER: Just as you said, that has  
16 been a federal number that has been used. It's just,  
17 it's a nice number, you know.

18           MAJORITY CHAIRWOMAN GINGRICH: All right.  
19 Let's just say a good starting place.

20           MS. WALKER: It's a starting place.

21           MAJORITY CHAIRWOMAN GINGRICH: Again,  
22 right. Well, thank you very much.

23           Now we do have some other questions. We  
24 have one from Representative Dush. He's sitting down  
25 here to my right.

1                   REPRESENTATIVE DUSH: Thank you,  
2 Chairman, and thank you, panel.

3                   Just a quick comment. Shirley, your  
4 recommendation C under 1, of the things -- my father was  
5 a placement counselor for OVR for over 30 years. And  
6 one of the things that he found when trying to  
7 coordinate with the different agencies, there were a lot  
8 of roadblocks. And when it came down to finding the job  
9 classifications -- or determining the job  
10 clarifications, the DOT codes and the SOC codes that we  
11 have are pretty etched in stone. And he actually was  
12 one of those guys that kind of went around things. He  
13 got vocational aptitude batteries that he provided for  
14 his clients and sort of used those in determining where  
15 he was going to try and find work for people.

16                   That -- it's this kind of thing that the  
17 bill really needs to start with. And I think we need  
18 to, we truly need to start with people who are at the  
19 working end of this thing. And when this panel is put  
20 into place, that's where we need to get it. We need to  
21 get it from the, the information and the input from the  
22 people who are at the working end, finding ways around  
23 the system, and making the system actually work for  
24 people. Because for far too long, that lack of  
25 communication -- it's sad that we have to come to

1 something like this after so long in order to try and  
2 address this. But I'm hope -- what I don't want is for  
3 this thing to grow out of hand either, so we have to...

4 MS. WALKER: Yes.

5 REPRESENTATIVE DUSH: And the whole top  
6 down thing is going the wrong direction. I'd like to  
7 see us from the top talking to the people down at the  
8 bottom, down at the working end of things because they  
9 do have solutions. They have contacts across agencies.  
10 The people who are truly devoted to this, they're  
11 working, they're doing their own work-arounds, and we  
12 need to find out how they're doing it and who's being  
13 effective.

14 But thank you very much for...

15 MS. WALKER: Thank you.

16 MAJORITY CHAIRWOMAN GINGRICH: Thank you.

17 Representative Delozier, do you have a  
18 question?

19 REPRESENTATIVE DELOZIER: Thank you,  
20 Madam Chair.

21 Thank you for your testimony. I just  
22 have two clarifying questions. And one -- actually, the  
23 first one might actually be more at Bryan, with the  
24 language of the bill.

25 With the definition of disability, you

1 mention here as to the fact that it's in compliance with  
2 the Americans with Disabilities Act, but then there's  
3 also an additional kind of description. So I guess I'm  
4 asking, what is not included in the ADA description that  
5 you're adding by adding that additional language? Under  
6 the definition of disability, it's on page 3.

7 REPRESENTATIVE CUTLER: I believe you're  
8 referencing page 3, line 19.

9 REPRESENTATIVE DELOZIER: 16.

10 REPRESENTATIVE CUTLER: Line 16. Well,  
11 right, that's where the definition of disability starts.

12 REPRESENTATIVE DELOZIER: Correct.

13 REPRESENTATIVE CUTLER: And then we  
14 specifically, we want to make sure that we also capture  
15 veterans in lines 19 through 21 in that piece because  
16 there's a couple of subsets of individuals who are  
17 defined as disabled at multiple levels on the federal  
18 piece. Because the ADA is one piece, veterans is  
19 another, and then also lines 16 through 18 would then  
20 serve as a catchall for anybody else who might qualify  
21 for benefits, but not otherwise be defined in those two  
22 areas.

23 REPRESENTATIVE DELOZIER: Okay. I was  
24 just trying to see -- since we use the ADA as kind of  
25 the basis, I didn't know what we were also, what we were

1 adding to it with those additional terms, so thank you  
2 for that clarification.

3 And I have one other question, which you  
4 may or may not have the answer to. It kind of goes  
5 along with what the chairman asked as to the 7 percent.

6 Do we know, in state government at this  
7 point, what percentage we do have employed of those with  
8 disabilities? Just to see and understand, if we're  
9 going to 7 percent and we already have 3 percent, it's a  
10 4 percent increase, or are we going -- but I know we do  
11 have employees that have disabilities, so I just wasn't  
12 sure. Okay.

13 REPRESENTATIVE CUTLER: Actually, I would  
14 defer to the secretary because I believe she has that  
15 number and might be presenting that a little later.

16 (Inaudible.)

17 REPRESENTATIVE CUTLER: Yeah.

18 REPRESENTATIVE DELOZIER: Okay. Thank  
19 you.

20 MAJORITY CHAIRWOMAN GINGRICH: Thank you.  
21 Representative Donatucci.

22 REPRESENTATIVE DONATUCCI: Thank you,  
23 Madam Chair.

24 Thank you for your testimony today.

25 Are there any other states or a

1 particular state that already have enacted Employment  
2 First that Pennsylvania should look at for solid  
3 programs? And if so, can you tell us about some of  
4 those programs?

5 MS. RADECIC: We know Kansas, Illinois,  
6 Washington. We can get you a full list. I don't know  
7 if Dr. Badger has...

8 DR. BADGER: I know that Kansas has been  
9 fantastic, but as we've been -- as we were preparing for  
10 this legislation, we definitely were researching other  
11 states because some of them have been doing it for many,  
12 many years. So obviously, we want to find out what  
13 they're doing well and not so good at.

14 So yes, we can provide that.

15 MS. RADECIC: Many more states have  
16 executive orders, but I think the focus is on  
17 legislation.

18 MAJORITY CHAIRWOMAN GINGRICH: Okay.  
19 That will be a good segway for later discussion, an  
20 executive order.

21 Representative McNeill, you have a  
22 question, I believe.

23 REPRESENTATIVE McNEILL: Mine is really  
24 not a question, but I have 11 years' experience with  
25 teaching skills for these children. My wife is a job

1 coach for Carbon Lehigh Intermediate Unit and she's been  
2 taking high school students for 11 years and teaching  
3 them. And this is one of the most rewarding programs  
4 that I have ever in my life been through.

5           When you see these kids graduate at the  
6 end of the year and they know they're placed in a job,  
7 it breaks your heart. But all they say is they want to  
8 have their own apartment, they want to get married.

9           This -- you have my 10,000 percent --

10           Mr. Dush, if you need any information on  
11 job coaching, I'll give you my home phone number. You  
12 can call my wife. She's working 11 years there. And  
13 believe me, you don't want to know what she gets paid  
14 because it's a disgrace, but she won't quit because she  
15 loves it. And I attend a lot of the meetings and I  
16 attend the graduations.

17           The time is now to protect these children  
18 and their -- I would say their graduation is about  
19 90 percent placed in jobs. They train at the Good  
20 Shepherd Home, St. Luke's Hospital. They have four or  
21 five different -- I would say 90 percent are employed.  
22 Either the hospital or the Good Shepherd Home hires them  
23 right away, or Home Depot, K-Mart, restaurants,  
24 anywhere you could think of.

25           And it's really a tough job for a job

1 coach. I mean, my wife sometimes has to, for two  
2 months, teach them how to get on the school bus -- or  
3 not on a school bus, but on a bus to go to work. And  
4 they really don't know that. At the end of the year,  
5 they are so equipped.

6           One of the best stories I heard, I think,  
7 was St. Luke's Hospital. In the operating room, where  
8 they have to lay their utensils out, that they do it so  
9 perfectly that if they go in and see one fork a quarter  
10 of an inch the other way, they go ballistic. And then  
11 the boss would come in and say, "Oh my God, she's  
12 right." You know, they're trained --

13           I can't say no more, that's enough. I  
14 mean, I just love this thing. I'm so grateful it's  
15 here. And if you need any information, get ahold of me.  
16 I'll get my wife.

17           And Project SEARCH is the name of the  
18 company that she's affiliated with. And if you need  
19 anything, let me know. I'll get it for you.

20           Thank you.

21           MAJORITY CHAIRWOMAN GINGRICH: Thank you,  
22 Representative. Thank your wife for us.

23           Representative Grove.

24           REPRESENTATIVE GROVE: Thank you,  
25 Chairwoman.





1 glad I asked?

2 DR. BADGER: Thank you so much.

3 So right now, we have about \$400 million  
4 in intellectual and disability, developmental disability  
5 services. And that's provided a lot of day services,  
6 training, but only 5 percent of that right now is going  
7 to employment, supportive employment, employment  
8 supports. And what we want to see is to put the money  
9 where our goals are.

10 And so we're not saying necessarily more  
11 allocated, we're saying, let's transition, let's start  
12 moving some of that money into our real goals of having  
13 people work.

14 And to me, I think ultimately, that's  
15 going to pay back tenfold what we put towards it because  
16 people are going to be able to work and to have their  
17 own apartments and get married without living on the  
18 couch having governmental assistance for their entire  
19 life.

20 MAJORITY CHAIRWOMAN GINGRICH: Thank you.  
21 Thank you. That's very helpful.

22 We always have to consider how we are  
23 going to pay for these things, too.

24 Great presentations from our panel of  
25 advocates. Thank you. I hope you will stay with us.

1           I understand next we're going to actually  
2 hear from a consumer of some of the disability services  
3 and a little bit of a personal experience. And that's  
4 Mr. Alex Graysay.

5           And I think you might be introduced by  
6 somebody I know pretty well, Maureen Cronin of ARC.  
7 Welcome both of you up front.

8           MS. CRONIN: Good afternoon, Madam Chair,  
9 and the 2016 ARC legislator of the year awardee. So  
10 thank you for your work. And good afternoon to members  
11 of the committee.

12           I am Maureen Cronin from the ARC of  
13 Pennsylvania. And I've met with many of you, but I know  
14 that most of you have really strong working  
15 relationships with our local chapters and I appreciate  
16 all that you do.

17           Today I am extremely honored to introduce  
18 to you Alex Graysay and his team leader, Chad Taylor.

19           Alex is joined today with his sister and  
20 his mother and his friends from ARC Human Services, one  
21 of our chapters. Welcome.

22           So it's -- we are very grateful that Alex  
23 and his whole team are here today with us.

24           And before I turn it over to Alex, I want  
25 to give a shout-out. This week, many of you know, is

1 Direct Support Professionals Week. Chad, until very  
2 recently, was a direct support professional and I want  
3 to publicly thank Chad for his work as a direct support  
4 professional. It's a week that we really honor the  
5 folks who really do the greatest work for us. So thank  
6 you.

7 And so without further ado, I turn it  
8 over to Alex.

9 MR. GRAYSAY: Hi.

10 MAJORITY CHAIRWOMAN GINGRICH: Hi. Thank  
11 you for being here.

12 MR. GRAYSAY: Thank you for having me.

13 Hi. I'm Alex Graysay. Thank you for  
14 letting me speak today about -- I'll tell you about  
15 myself.

16 I like to play video games and I'm 33  
17 years old. I live in Peters Township. I live with my  
18 mom and my sister, and I like to play video games. My  
19 favorites are Batman, (inaudible), and Lego Harry  
20 Potter. It's one of my favorites. And I played  
21 basketball for Special Olympics. And I also, I also, I  
22 do ballroom dancing. And if you can dance -- I perform  
23 with my group all the time. And I do the waltz, the  
24 tango and the foxtrot and the salsa.

25 I also want to tell you about my job.

1 Sure. You know what job I do? All right. Here's my  
2 work. I volunteer at training (inaudible) and many  
3 places, like PTA, PA Trolley Museum, Meals on Wheels,  
4 and the food bank and more. Then I did traditional work  
5 at Steratore Sanitary Supplies.

6 I picked orders and packed orders for  
7 delivery. Then we took the orders to the houses. Then  
8 this helped me to learn job skills and to practice  
9 beginning, doing my job. It gives me confidence.

10 Now I have two jobs and am working four  
11 days a week. I stock the shelves at Heisler's Market in  
12 my hometown. And I'm a hard merchandiser at K-Mart.

13 I take -- oh, thank you. I like stocking  
14 the shelves. It is fun and nice to do a good job. I  
15 take First Transit to work and back, and back home. My  
16 mom says -- schedules the trip, but I ride by myself. I  
17 ride by myself, so...

18 I have a job coach at work. Chad helped  
19 me to learn the procedures of the store. Now he mostly  
20 keeps me focused and on task. He also helps me,  
21 explains the directions to me. And I can't -- I can do  
22 the work, but I get distracted a lot.

23 I like when people I know come and see  
24 me. My work -- my mom says I am more grown-up and act  
25 more independent at home, too. I like doing, going to

1 work, doing a good job. I spend the money I make -- I  
2 spend it on wrestlers, I go to movies, and I dance. And  
3 I also -- oh, I got this suit, the wonderful suit I  
4 bought.

5 And do you have any questions for me?

6 MAJORITY CHAIRWOMAN GINGRICH: We may  
7 have some questions. I have a few comments.

8 I like your suit a lot.

9 MR. GRAYSAY: Oh, thank you.

10 MAJORITY CHAIRWOMAN GINGRICH: Good  
11 taste. Obviously, you have a lot of talent.

12 MR. GRAYSAY: Yes, thank you.

13 MAJORITY CHAIRWOMAN GINGRICH: I can't do  
14 that either too well. And I think you are probably an  
15 asset to any place you would work. It's incredible, you  
16 are.

17 MR. GRAYSAY: Thank you.

18 MAJORITY CHAIRWOMAN GINGRICH: So let me  
19 ask my colleagues, do you have any questions directly  
20 for Alex?

21 Looks like Representative Delozier has a  
22 question for you, Alex.

23 MR. GRAYSAY: Yes, question. Go ahead.

24 REPRESENTATIVE DELOZIER: Yes, I just  
25 have a real quick question.

1                   You mentioned your skills that you  
2 learned at work, do you think the skills you learn at  
3 work help you at home and everything you do on a daily  
4 basis?

5                   MR. GRAYSAY: Yeah.

6                   REPRESENTATIVE DELOZIER: So it helps you  
7 both ways then.

8                   MR. GRAYSAY: Yes, I do. Yeah, both  
9 ways, you know, it's like...

10                  MAJORITY CHAIRWOMAN GINGRICH: It's a  
11 great thing. Then your mom and dad are making out, too.

12                  REPRESENTATIVE DELOZIER: Good, thanks.

13                  MAJORITY CHAIRWOMAN GINGRICH:

14                  Representative Miller, feel free to come  
15 up and join us. You're going to need a microphone. You  
16 can -- yes, share with Dan Truitt.

17                  REPRESENTATIVE MILLER: Thank you. Thank  
18 you for your testimony.

19                  I was wondering if you could tell us how  
20 working and being able to work makes you feel.

21                  MR. GRAYSAY: Makes me feel?

22                  REPRESENTATIVE MILLER: Yeah.

23                  MR. GRAYSAY: It makes me feel so nice.  
24 To work, it's been hard to work. Any time, hard, you  
25 know, it's like working hard. Makes me feel real good,

1 feels real good, you know. It's like good. And it  
2 feels nice to be good.

3 I make all the money I can get, so...

4 MAJORITY CHAIRWOMAN GINGRICH: The making  
5 money thing is a good thing.

6 We have another question for you from  
7 Representative Ward.

8 MR. GRAYSAY: Hi, Mr. Ward. How are you,  
9 sir? Hi, Mrs. Ward. How are you?

10 MAJORITY CHAIRWOMAN GINGRICH: It's that  
11 cute blonde lady up there.

12 REPRESENTATIVE WARD: I want to thank you  
13 for your testimony.

14 MR. GRAYSAY: Thank you.

15 REPRESENTATIVE WARD: I'd also like to  
16 ask you sometime, if you can help me learn to dance like  
17 you know how to dance, that would be great.

18 MR. GRAYSAY: Oh, sure.

19 REPRESENTATIVE WARD: Awesome. And  
20 you're all dressed to go, so this would be great.

21 Have you made friends at work and has  
22 that helped you socially?

23 MR. GRAYSAY: Yes, I think. Yeah. I  
24 make friends a lot. Some other friends I know. I know  
25 my friends, and that's who I know.



1 REPRESENTATIVE WARD: Great. Thank you.

2 MR. GRAYSAY: You're welcome.

3 MAJORITY CHAIRWOMAN GINGRICH: The  
4 independence is probably the best part, isn't it?

5 MR. GRAYSAY: Yes, it is.

6 MAJORITY CHAIRWOMAN GINGRICH: Have your  
7 own money, a little bit of your own money, pay some  
8 taxes like the rest of us, be a real part of the  
9 government, you know.

10 MR. GRAYSAY: Yes.

11 MAJORITY CHAIRWOMAN GINGRICH: Well, it  
12 looks like you have had really good coaching --

13 MR. GRAYSAY: Yes.

14 MAJORITY CHAIRWOMAN GINGRICH: -- great  
15 support from your family and from the services that are  
16 available. We are very happy for you, Alex, I must say.

17 MR. GRAYSAY: Thank you.

18 MAJORITY CHAIRWOMAN GINGRICH: And thank  
19 you very much for testifying today. You added a lot to  
20 our testimony today. And I hope you'll stay and enjoy  
21 the rest of it.

22 Thank you.

23 MR. GRAYSAY: I sure will. Thank you so  
24 much.

25 MAJORITY CHAIRWOMAN GINGRICH: Well, I

1 feel bad for the secretaries because they have to follow  
2 this fine young gentleman. My colleague and I were just  
3 saying, we don't envy you, but we are very, very happy  
4 you are here with us today. This is very meaningful to  
5 us. I know to the prime sponsor, to those of us who are  
6 very interested, and I sure am.

7 I'm always ready for you. Come up, make  
8 yourself comfortable, make sure we have mics accessible.  
9 And we are going to have the privilege today of hearing  
10 the perspectives of three of our secretaries. One of  
11 our department secretaries, my old friend, former  
12 colleague, current friend, Secretary Kathy Manderino,  
13 from the Department of Labor and Industry. Secretary  
14 Ted Dallas, who has his hands full with the Department  
15 of Human Services, and Secretary Pedro Rivera, of whom  
16 we hear a lot because education is always at the top of  
17 our list.

18 So if you wouldn't mind focusing with us  
19 today on the issue beforehand at us, and that's House  
20 Bill 2130, and how you all would be prepared to help us  
21 with it.

22 SECRETARY MANDERINO: Great. I'm batting  
23 kickoff, I guess. Pedro is cleanup. But we're used to  
24 being upstaged by our clients and our consumers and our  
25 staff, and isn't that the way it should be?

1 I'm Kathy Manderino, Secretary of Labor  
2 and Industry. With me is Ted Dallas, Secretary of the  
3 Department of Human Services, and Pedro Rivera,  
4 Secretary of Education. And we thank you very much for  
5 the opportunity to talk with you about House Bill 2130  
6 and the Wolf administration's efforts to establish an  
7 Employment First policy to increase competitive  
8 integrated employment for individuals with disabilities  
9 in Pennsylvania.

10 The Governor signed the executive order  
11 in March. It establishes policies for agencies under  
12 the Governor's jurisdiction requiring competitive  
13 integrated employment to be the first consideration of  
14 preferred outcome for all publicly funded education,  
15 employment, and training and longterm support and  
16 service programs for working age Pennsylvanians with a  
17 disability.

18 The executive order directs the  
19 Departments of Labor and Industry, Human Services, and  
20 Education to obtain stakeholder and business input and  
21 to work with our other sister agencies as appropriate to  
22 develop a plan to implement the executive order. The  
23 order defined standards against which progress will be  
24 measured. And the Governor's Office of Administration  
25 is also charged with reducing barriers to Commonwealth

1 employment for people with a disability.

2           Josie already gave you all the  
3 statistics. You've heard them. Let's just sum it up by  
4 saying we have a lot of work to do to help people with  
5 disabilities become fully integrated and engaged members  
6 of the workforce.

7           The executive order established an  
8 interagency work group. They were charged with  
9 developing and implementing a plan to make Employment  
10 First a reality in Pennsylvania. The work group  
11 consists of staff from the Governor's Policy Office,  
12 executive level staff, and policy staff from L and I,  
13 Human Services, Education, General Services,  
14 Transportation, the Governor's Office of  
15 Administration -- did I say PennDOT -- Transportation.  
16 And that interagency work group actively sought  
17 stakeholder input and employer input as various channels  
18 as we were developing an implementation plan.

19           There was a 30-day public comment period,  
20 a statewide teleconference with over 170 participants,  
21 presentations to 16-plus state agencies and advisory and  
22 policy committees, and an additional online survey to  
23 employers in which over 350 -- actually 374 businesses  
24 responded.

25           In July, we sent our interagency work

1 group plan to the Governor's Office. It consists of 12  
2 different priorities, 69 specific recommendations,  
3 establishing an Employment First policy and increasing  
4 competitive integrated employment for Pennsylvanians  
5 with a disability. And the Governor's Office plans to  
6 release that implementation plan later this week, so the  
7 timing is all coming together.

8           The goal of House Bill 2130 to establish  
9 an Employment First program to ensure that individuals  
10 with disabilities have an opportunity and the supports  
11 necessary to achieve competitive integrated employment  
12 is consistent with the goal of the Governor's executive  
13 order.

14           Our thanks to the proponents of this  
15 legislation, the advocates, and the legislators for  
16 recognizing that state government can lead by example to  
17 create a strong and competitive workforce for our  
18 Commonwealth that includes every person of every ability  
19 who wants to and deserves to work to their fullest  
20 potential. The administration believes that our mutual  
21 desire to advance Employment First policy in  
22 Pennsylvania will be accomplished most quickly and with  
23 the most flexibility if we use the executive order  
24 implementation plan as a basis for achieving Employment  
25 First.

1                   We will need to use the executive order  
2 as we move forward to seek changes. There will likely  
3 be changes to existing statutes or regulations that are  
4 not compatible with or that interfere with Employment  
5 First policies in our Commonwealth. This approach will  
6 allow Pennsylvania the flexibility to adjust initiatives  
7 as federal policies impacting employment for individuals  
8 with disabilities under WIOA, the CMS final rules, and  
9 other federal laws are implemented, and the executive  
10 order implementation recommendations are assessed.

11                   The implementation plan that is expected  
12 to be released in a couple of days includes priorities  
13 for reviewing, identifying, and changing policies so  
14 that they align with the Employment First executive  
15 order.

16                   Each agency under the Governor's  
17 jurisdiction has a direct and indirect impact on  
18 increasing competitive employment outcomes for working  
19 age Pennsylvanians with a disability in the public or  
20 the private sector and will be issuing Employment First  
21 statements or policies articulating the values and the  
22 principles consistent with the executive order.  
23 Agencies will be charged with conducting review of  
24 existing regulations and policies to identify provisions  
25 which are or may be in conflict with the executive order

1 and pursuing changes to ensure that the regulations and  
2 the policy align.

3           For instance, at L and I, we have already  
4 started to form a work group as we speak, the purpose of  
5 which will be to evaluate all of our policies and  
6 procedures. We will be acting to reduce barriers that  
7 exist for people with disabilities to work at L and I  
8 and to receive the -- as well as to receive the services  
9 that we provide to workers seeking private employment.

10           The implementation plan will outline how  
11 departments will work together to collect, coordinate,  
12 and publish data relating to competitive integrated  
13 employment for people with disabilities. Data will  
14 focus on labor participation and unemployment, children  
15 receiving early intervention services in integrated and  
16 nonintegrated environments, employment goals and  
17 outcomes for home and community-based Medicaid programs,  
18 competitive integrated work experience, and employment  
19 supports for students enrolled in and transitioning from  
20 secondary education settings, vocational rehabilitation,  
21 and private sector business supports for hiring and  
22 retaining workers with a disability.

23           Under the implementation plan, the chair  
24 of the Governor's Cabinet on People With Disabilities is  
25 charged with establishing an Employment First

1 subcommittee, which will have the purpose of  
2 implementing the recommendations accepted by the  
3 Governor's Office, monitoring the progress, obtaining  
4 regular input to develop new recommendations. Members  
5 of the committee will be department secretaries or their  
6 designated deputy secretaries and will be accountable to  
7 the Governor's Advisory Committee on People With  
8 Disabilities, which will publish the plan specifics,  
9 action steps, and targeted completion dates on its  
10 public website.

11           The Governor's Advisory Committee for  
12 People With Disabilities, which includes people with  
13 disabilities and other stakeholders, will advise the  
14 Employment First subcommittee convened by the chair of  
15 the Governor's Cabinet for People With Disabilities. It  
16 will also play a role in monitoring progress. It will  
17 regularly seek stakeholder input to solicit new ideas  
18 and to increase the number of Pennsylvanians with a  
19 disability working in competitive integrated employment.

20           I want to talk for just a minute about L  
21 and I in particular, but I don't want to forget to  
22 address the question about, what do we know about data.  
23 And that's going to be one, quite frankly, of our first  
24 major steps. Because right now, we do not really know  
25 how many people with a disability work in Commonwealth



1 employment. It's not an issue that we track. It's an  
2 issue with a little bit of sensitivity, at least  
3 historically, about whether or not you ask.

4           So looking at our current policies with  
5 regard to hiring, with regard to privacy, but looking  
6 for options such as voluntary self-disclosure and a way  
7 to form a basis by which we know -- you can't know where  
8 you're going if you know don't know where you are. And  
9 so we have to figure out a way to know where we are and  
10 to know how we can grow and how we can improve that. So  
11 that's going to be one of the first challenges that our  
12 work group is going to have to come to an agreement  
13 about, how do we do that.

14           At the Department of Labor and Industry,  
15 we have the Office of Vocational Rehabilitation, as  
16 Representative Dush said. And quite frankly,  
17 Representative McNeill, just want to let you know that  
18 Project SEARCH is an OVR funded activity. So we are  
19 very integrated at OVR.

20           We are all about jobs for people with  
21 disabilities at the Office of Vocational Rehabilitation.  
22 And in the last year, we assisted 9,000 Pennsylvanians  
23 with a disability to maintain and obtain a job. And  
24 about 20,000 new applicants were referred to OVR for  
25 employment insistence. At any given time, we have about

1 50,000 Pennsylvanians with a disability in our caseload  
2 working to secure and maintain employment.

3 In 2014, I know you all are very aware  
4 because we worked with you on this. The federal WIOA,  
5 Workforce Innovation Opportunity Act, was enacted, as  
6 well as the Centers for Medicare and Medicaid Services  
7 issuing home and community-based services rule. Both of  
8 these actions increased the role of the Office of  
9 Vocational Rehabilitation in helping prepare people with  
10 disabilities for competitive integrated employment with  
11 an emphasis on pre-employment transition services for  
12 young people. Project SEARCH is one example of that.  
13 In an increased scrutiny of employment services in  
14 segregated settings and sub-minimum wage compensation,  
15 OVR has been preparing aggressively to meet the new  
16 opportunities.

17 Additionally, in the state fiscal year  
18 '15-'16 -- thank you very much -- Governor Wolf and the  
19 general assembly enabled OVR to draw down our maximum  
20 federal funding that had been being left on the table  
21 because we weren't putting up enough state match. So  
22 5 million extra state dollars last year and 2 million  
23 this year allow us to remain at the peak and draw down  
24 maximum federal dollars and that has allowed us to  
25 really shift focus, and without underserving our adult

1 population, to really be much more aggressive and have  
2 the resources to meet the needs of young people with  
3 disabilities through a lot of different kinds of  
4 pre-employment transition services.

5           We expect to be spending about  
6 \$20 million on pre-employment transition services in the  
7 upcoming year. And again, Project SEARCH -- we have  
8 another opportunity called Early Reach, where folks  
9 are -- young people in high school are working while  
10 they're in high school with employers. And I'm going to  
11 an Early Reach graduation. Lots of fun in Bryn Mawr  
12 next week and I was at one at Hershey Med a couple of  
13 months ago. We have summer academies that we do for  
14 young people who are planning on college or other  
15 post-secondary education. So we have a lot of work that  
16 we're doing, a lot more that can be done.

17           Although some public-private partnerships  
18 exist, the state also has a number of opportunities for  
19 growth in this area to enhance the employment  
20 opportunities and independence of Pennsylvanians with  
21 disabilities.

22           L and I plans to support the development  
23 of local Employment First coalitions, consisting of  
24 representatives from Human Services, Education, and  
25 employment agencies. Additionally, OVR is currently

1 using a single point of contact model for our employers  
2 who are interested in hiring people with a disability.  
3 By allowing employers to work with a single person to  
4 meet their hiring needs, it streamlines the process of  
5 navigating all the government red tape and provides a  
6 consistent point of information for our businesses.

7           So we are really excited about our OVR  
8 business services team's work in helping employers  
9 understand accommodations, federal tax incentives, and a  
10 lot of other things. Many people, quite frankly, are  
11 not aware of the host of services available to help  
12 people with disabilities obtain employment.

13           In 2009, Pennsylvania conducted a  
14 campaign, a public information campaign, that was called  
15 Works For Me. And the website -- it had a website, it  
16 had public promotions. They were very successful, but  
17 it's been a lot of years since the state has conducted  
18 an outreach campaign like that.

19           So this year, OVR is planning to update  
20 the website and implement a social media campaign to  
21 further publicize this tool of Works For Me of alerting  
22 Pennsylvanians to the services available to them.

23           With that, let me turn to Secretary  
24 Dallas, and then Secretary Rivera will clean up.

25           MAJORITY CHAIRWOMAN GINGRICH: Thank you

1 very much.

2                   SECRETARY DALLAS: Thank you for the  
3 opportunity to be here today.

4                   It's a real privilege to be with my -- to  
5 be with all of you, and particularly with my fellow  
6 cabinet members. Pedro and Kathy are not only  
7 colleagues, but also good friends. And I don't get to  
8 see them as often as I might like.

9                   Just to start off, Representative Grove,  
10 some data for you. We serve about 50,000 folks who have  
11 an intellectual disability or autism. We have about  
12 28,000 people who have a physical disability and we have  
13 over 700,000 people who receive community mental health  
14 services. Some of them, about 500,000, through Medicaid  
15 and 200,000 not through Medicaid.

16                   So there is a large population of folks  
17 out there that we serve and they are just like all of  
18 us, they want to work, they want to contribute. And to  
19 make that happen is going to take, it's going to take  
20 more than the actions of anybody.

21                   I wish my department could do it by  
22 myself or Kathy's could do it by themselves or the  
23 general assembly could do it by themselves, but it's  
24 really going to take all of us. I know Pedro has a  
25 passion for this and so does Kathy, Secretary Minnich

1 and Secretary Richards, and other folks who have been  
2 working hard on the -- responding to the Governor's  
3 executive order have come up with a report, I think have  
4 come up with a pretty comprehensive plan.

5           One other group of folks that are, or a  
6 couple other groups of folks that I think are important  
7 parts of this are employers. A lot of times when we're  
8 in government, we think about what can the government  
9 do, right? And there are certain things that we should  
10 do and certain things that we're not doing now, but that  
11 conversation has to include employers. The process that  
12 we went through does.

13           And it also has to include advocates,  
14 stakeholders, and last, but certainly not least, the  
15 family members of the folks and the folks who have the  
16 disabilities. They are the ones who know what their  
17 abilities are, what they like. And just like all of us,  
18 they want to do things and they want to work in things  
19 that they like. Now, we can't make that the only  
20 consideration for how we have a job because if it was  
21 only what we like, I'd be a professional hockey player,  
22 not Secretary of Human Services, but it turns out I'm  
23 not terribly coordinated, so I went a different route.

24           But for us, it really is about finding  
25 what -- when you're talking about employment for people,

1 it really is about what their ability is. There are  
2 things that all of us can contribute. There are no  
3 folks who are -- you know, graduate to the couch is a  
4 term that I think it's, it can be very descriptive, but  
5 it's one that we hate, right? It's one that we want to  
6 make sure that everybody is doing what they can up to  
7 their abilities. There shouldn't be any spare person in  
8 Pennsylvania. There should be everybody working and  
9 living up to their abilities.

10           So for us, we think that is -- there are  
11 a couple of things that are already underway at DHS that  
12 we think are going to help us get there. And then I  
13 think there's also efforts that we as a government can  
14 do to lead by example.

15           So first, to give you an idea of how far  
16 we have to go, right? Just in one of our program  
17 offices, which is the Office of Developmental Programs,  
18 those are -- we serve folks with intellectual  
19 disabilities and autism. In that group, we -- you know,  
20 there was a survey done. Fourteen percent of those  
21 folks have jobs, 14 percent, which is pretty good, until  
22 you realize that over 30 percent of them want jobs,  
23 right? And perhaps most disturbingly of that is, of  
24 those folks who want to have jobs who aren't employed,  
25 only 23 percent of them right now have employment in

1 their -- in something called an individual service plan  
2 or an ISP.

3           So in many ways, we are fundamentally not  
4 where we want to be. Ultimately for us, everybody who  
5 wants to work and who can work, they should have that be  
6 part of their ISP and it's just simply not the case.

7 Why is that the case?

8           It really isn't -- for all the work we do  
9 at DHS, it too often isn't in the day-to-day of what we  
10 do. It's not in our DNA or it's not in the, you know,  
11 the sort of day-to-day work that we have. We have  
12 supports coordinators all across the state, we have  
13 services that we provide all across the state, but too  
14 often employment is either an afterthought or it's not a  
15 thought at all. And those are the things that we have  
16 to change.

17           So for us, we are looking at a couple of  
18 changes along the way that will hopefully get us headed  
19 in that direction.

20           We have two waivers. What they do is not  
21 as important as what we are adding to them. We have the  
22 consolidated and the PFDS waivers. We are expanding the  
23 definition of employment in those waivers so that will  
24 expand the things that are covered under those waivers  
25 to include a larger definition of employment. So that



1 means things like benefits counseling.

2 I think a couple of folks --

3 Representative Cutler, you mentioned that there are a  
4 lot of folks who might want to work, but are concerned  
5 that they might lose their benefits if they do work.  
6 That should never be the case. It should never be that  
7 someone has to choose between the benefits that they  
8 need to live and being able to work. So there are, you  
9 know -- part of expanding that definition is including  
10 things like benefits counseling.

11 We want to have training for our folks so  
12 that they know how to talk about employment with  
13 families. I've had a lot of families come in and speak  
14 with me and they say, well, you know, all of this sounds  
15 great, but I just don't think my son or daughter can do  
16 this. And there is a lot of genuine fear out there  
17 about some of those things.

18 There's something called the home and  
19 community-based final rule that the federal government  
20 had. And that's where a lot of folks have come in and  
21 said, I just don't know if my child can do that. And  
22 what, you know, what we always try to say is, let's see  
23 what they can do. It's better to fail trying to do  
24 something than to never even try to live up to your  
25 potential.

1                   So for us, we want to expand that  
2 definition. We want to expand what those waivers cover  
3 so there are more services and there's an  
4 employment-centered approach, so everybody who wants to  
5 work, can. Similarly, for us, the Office of Longterm  
6 Living, folks with physical disabilities and other  
7 issues that require them to get services from us, we are  
8 expanding that definition in the same way as well,  
9 making sure that we don't have a narrow bureaucratic  
10 definition that doesn't get us to be able to provide the  
11 services we have. So that might even happen a little  
12 more quickly, the home and community-based services  
13 waivers.

14                   I think -- and Jen, I'm going to look  
15 back at Jen -- is it October that -- October. So coming  
16 up in October, we will hopefully be able to expand those  
17 definitions as well.

18                   And in addition, we will do things that  
19 we should have done a long time ago, like releasing  
20 bulletins that say as part of the supports coordination  
21 service, an individual service plan, or an ISP, that you  
22 have to talk about employment with people, that you have  
23 to talk about it. You have to make that an opportunity  
24 and you have to ask people what they want. And we think  
25 those things will help us get to a place where it's part

1 of more of the day-to-day work that we do at DHS and  
2 part of more of the culture we have and things that come  
3 naturally to us, and we're just not there yet.

4           And then last, but not least, we also  
5 think it's very important to lead by example. So one  
6 thing that we are, hopefully, going to be able to rule  
7 out this fall is, we have something called the  
8 Contractor Partnership Program at DHS, which requires  
9 our contractors -- DHS is big place. We hire a lot of  
10 contractors. We pay them a lot of money. And right  
11 now, for a long time, we have had a program where we  
12 encourage them to look for folks who are receiving TANF,  
13 folks who are on, people who use cash assistance or  
14 welfare. We work with them to hire folks and give them  
15 jobs as they're getting, as they're completing contracts  
16 with the department.

17           What we also want to do is expand that to  
18 not just be folks who are receiving TANF. But it should  
19 be aspirational goals or working with our populations  
20 for folks with intellectual disabilities, folks with  
21 autism, people who have behavioral health issues, and  
22 people who have physical disabilities. The department  
23 should make that commitment and we should put our money  
24 where our mouth is. And we should work with our  
25 contractors to make sure that we're not just giving that

1 chance to people who are receiving cash assistance, but  
2 to all the people we serve up to their abilities.

3           So I'm very hopeful that will be  
4 something that we roll out this fall. We have some  
5 legal wrangling to do with some of our lawyers. And as  
6 soon as we get through that -- I think we are almost  
7 there. And when we do that, I hope to roll that out  
8 this fall.

9           So for us, it's really about finding ways  
10 to make it part of the day-to-day, make it part of the  
11 culture we have. And then the other piece of it is also  
12 to make sure that we set an example, at least at DHS,  
13 that we believe that everybody should be employed up to  
14 their own abilities.

15           SECRETARY RIVERA: I'd also like to start  
16 off with a thank you for bringing this attention, or  
17 bringing this matter to attention and also helping to  
18 improve the way we serve members of our community. I  
19 think it's absolutely worthwhile, and one of the issues  
20 you can never spend too much time on.

21           So I, too, would like to start with some  
22 data for Representative Grove.

23           So we serve over 105,000 transition  
24 students. These are students from ages 14 to 21 with a  
25 disability. And that's a staggering number when we

1 think of, you know, the total service of 1.74 million  
2 students in our K-12 system. And you know, understand  
3 that you can never have too many resources, you can  
4 never create too many partnerships to better serve a  
5 community that's absolutely important for us all.

6           If I can take a moment to also give a  
7 self-serving plug to my team, especially around this  
8 area. This year, again, PDE was recognized for ongoing,  
9 for excellence in ongoing compliance under IDA really  
10 monitoring this issue, monitoring data like this as we  
11 best serve our constituents across the Commonwealth.

12           We actually are one of the states that  
13 have been recognized more frequently than any of the  
14 seven largest states in the nation. So that's a great  
15 distinction that I would like to take a moment and  
16 recognize my team, who's sitting behind me, represented  
17 for that distinction. So we're really, really proud of  
18 them around this work.

19           So the executive order has been extremely  
20 important as a challenge to us to really raise the bar  
21 as we ensure that all students are able to successfully  
22 transition from school to meaningful work. And I think  
23 the relative term is meaningful work. As we heard  
24 earlier, we want to make sure that we're not just  
25 helping them find employment, but helping them find

1 gainful employment, meaningful employment, and really  
2 helping to transition to not only a better quality of  
3 work, but quality of life for both the students and  
4 their families.

5           So some of the opportunities that we have  
6 through PDE, we are going to provide and ramp-up a broad  
7 range of supports, you know, by engaging in stakeholder  
8 training, by hosting conferences, by hosting webinars,  
9 by enriching our partnerships with career and technical  
10 education centers that can help gain, help students  
11 obtain industry certificates, two-year degrees, and just  
12 employment opportunities, training opportunities,  
13 partnering with the PA State System of Higher Education.

14           You know, I was really fortunate as  
15 superintendent to see one of my students enter a program  
16 with intellectual disabilities at Millersville  
17 University. And then as secretary, see Danny graduate,  
18 you know, through that program with an associate's  
19 degree and look on to further his higher education  
20 opportunity and enrichment. So we also have  
21 opportunities to partner with other models throughout  
22 the state.

23           I think another great opportunity for me  
24 to share is an example of PDE, ARC of Philadelphia -- we  
25 had ARC of PA represented here today -- and the SAP

1 company, who have helped -- and it's page 12 of the  
2 testimony. But you can see that they helped really  
3 create a framework that would help develop and identify  
4 resources and training for critical employment and  
5 social skills. Because sometimes it's not only just  
6 about the skills that they need as students, but the --  
7 actually, you know, some of the social skills that not  
8 only students with intellectual or students with  
9 disabilities can benefit from, but you know, throughout  
10 the course of our day, we find that, you know, non-need  
11 individuals who could really benefit from, you know,  
12 from some of those skills.

13           So I think what's really important as we  
14 think of the executive order and how we've been working,  
15 you know, with my colleagues from L and I and DHS is to  
16 ensure that, first, we're preparing young folks with  
17 disabilities to become successful adults and earn and  
18 really engage in meaningful employment. But we really  
19 have to acknowledge, as we shared earlier, we can't do  
20 it alone. Not only do we have to employ, engage  
21 employers, engage the greater community, but we have to  
22 engage the administration and the members of the general  
23 assembly.

24           And I think when I read through this, and  
25 we really started to, you know, really have a great

1 dialogue around this, it's -- really, you have to  
2 consider the fact that, you know, we work under, you  
3 know, through consideration of WIOA, IDA, Perkins  
4 legislation, and of course, ESSA. And I think if  
5 there's any one big ask, it's that you provide us --  
6 that we work together to provide an opportunity to best  
7 serve, you know, this community, but understand that the  
8 best programs, the best services, the best opportunities  
9 exist when we're nimble enough to remember why it is  
10 that we're looking to engage and service this community  
11 and not allow, you know, continued stringent  
12 expectations. Some of the best laid plans, some of the  
13 best considered plans sometime create an environment in  
14 which we forget who it is that we're trying to serve in  
15 the first place.

16           So my ask for the Department of Education  
17 is that we continue to be allowed to be nimble enough to  
18 serve the community that we're here to discuss and that  
19 we heard from.

20           SECRETARY MANDERINO: Two quick examples  
21 and then we're all available for questions.

22           But as Pedro was giving the example of  
23 the SAP program, that's actually something that  
24 Education was involved in, L and I through OVR was  
25 involved in. And I went down to the graduation. SAP



1 made a commitment internationally throughout their  
2 company, they call it -- they have an Autism At Work  
3 initiative. Their goal is to have 1 percent of folks in  
4 their work places with autism working there.

5 I got to see the graduation and the  
6 projects that these folks had done. They were juniors  
7 and seniors or graduating from college. Extreme  
8 intellectual capacity for problem solving, and then the  
9 social skills part that was layered on top of them just  
10 really helped to integrate them in the workforce. Some  
11 of them got job offers from SAP. I know that all of  
12 them will have job offers by the time they graduate.  
13 But two departments working together on a particular  
14 program.

15 Likewise, DHS and L and I's OVR executed  
16 a memorandum understanding between our two agencies this  
17 year, so that DHS can give us some money that helped us  
18 draw down another pocket of federal dollars to  
19 specifically help young people with intellectual  
20 disabilities in some of the in-school transition  
21 services, et cetera.

22 So there's a lot of silo breaking down  
23 that we're working very hard to make happen. And I  
24 think if we stay focused on what do employers need and  
25 what do workers need, that we will get there.

1 MAJORITY CHAIRWOMAN GINGRICH: Thank you  
2 very much.

3 I assure you we will have some questions.  
4 How often do we have three cabinet members sitting in  
5 front of us all working together towards a common goal?

6 Speaking of nimble, Secretary Rivera, I  
7 think you should talk to Alex Graysay back there.

8 SECRETARY RIVERA: Absolutely.

9 MAJORITY CHAIRWOMAN GINGRICH: It sounds  
10 like Alex might have it over on all of us for sure.

11 Thank you so much for your testimony.  
12 I'm sitting here listening to all of this fairly excited  
13 because even talking about the executive order and the  
14 work that's been done so far seems to dovetail nicely  
15 with what we'd like to see happen, you know, to bring  
16 this to implementation and fruition.

17 So in the end, if there are other  
18 recommendations or changes, I know that the prime  
19 sponsors -- I don't see Dan here anymore, but -- are  
20 most happy to work with you.

21 It makes me both optimistic and a little  
22 sad that it hasn't always been part of our culture. You  
23 know, sometimes you look at yourself and think, how did  
24 we ever not just have this as part of what we do?  
25 Everybody needs to go to work, wants to go to work, and

1 can go to work.

2                   So I'm excited about that part. I just  
3 happen to have my pin here -- it was in my pocket --  
4 saying I support Employment First.

5                   We do have some questions. And we'll go  
6 to Representative Ward first.

7                   REPRESENTATIVE WARD: Thank you so much,  
8 and thank you all for testifying. It's exciting to have  
9 you all here.

10                  I do have a question for Secretary  
11 Dallas. How are the rates set for supported employment?

12                  SECRETARY DALLAS: How --

13                  REPRESENTATIVE WARD: How are the rates  
14 set? What goes into it?

15                  SECRETARY DALLAS: The rates, it depends  
16 what you're talking -- if you're talking about the rates  
17 that we pay to our providers, those are, they are set by  
18 actuaries.

19                  Is that what you're referring to?

20                  REPRESENTATIVE WARD: Yeah, yeah. Is  
21 that a fairly transparent process? How does the process  
22 work?

23                  SECRETARY DALLAS: So the -- I believe  
24 the -- and Nancy may have to come up to give me some of  
25 the details on this. But I believe the actuaries, they

1 do the data analysis, they set an actuarial sound range,  
2 and then we set a rate within that range.

3 Did I get that right, Nancy? There we  
4 go.

5 REPRESENTATIVE WARD: And then the  
6 transparency of all that, how does --

7 SECRETARY DALLAS: I think that -- you  
8 know, Nancy right now is engaged in a process working  
9 through rate setting and it involves all the providers.  
10 She's gotten a lot of kudos that are well-deserved for  
11 having probably the most open process, looking at the  
12 data, sharing the data that's there. Some of the math  
13 that those folks do is a little over my head, so I'm not  
14 sure even if they showed it to me if I'd know, if I'd  
15 understand it. But she had a process where she had a  
16 lot of folks, providers, and other folks together to go  
17 through, here's what we're looking at, here is how we're  
18 setting the rates.

19 I know there are featured discussions  
20 coming up and I think I can -- if Pedro got to brag a  
21 little bit about some of his folks here, I'll brag about  
22 Nancy. I think I have -- usually, the only time I ever  
23 hear when people say something about a deputy secretary  
24 is they complain that they didn't do something. I have  
25 gotten more compliments on the process that Nancy is

1 running than just about any process that we have so far.

2 REPRESENTATIVE WARD: Okay, great. Thank  
3 you so much.

4 SECRETARY MANDERINO: Being modest, I  
5 won't brag about OVR's recent national awards.

6 MAJORITY CHAIRWOMAN GINGRICH: But,  
7 Secretary Manderino, I happen to see Dave De Notaris  
8 back there and I'd like to personally give a shout-out  
9 to him and for the work that he does with OVR.

10 So I guess you can all be proud of them  
11 and then we can all be proud of you. Thank you.

12 Next question comes from Representative  
13 Dush.

14 REPRESENTATIVE DUSH: Thank you.

15 I have a couple of things. First of all,  
16 Congressman Thompson's change to the Occupational  
17 Innovation Act that actually gives you guys more  
18 flexibility, is this going to help you going forward as  
19 far as -- from the way he was describing the intent was  
20 that this bill was, his bill was to allow you guys to  
21 have that flexibility. Is that...

22 SECRETARY MANDERINO: I'm a little lost  
23 and I'm thinking other folks are looking a little lost,  
24 too, about what, the context around the bill you're  
25 referring to.

1                   REPRESENTATIVE DUSH: Encourages state  
2 leaders to better integrate their career and technical  
3 education services and other state-led job training  
4 programs helping them to provide Americans a more  
5 seamless and efficient workplace, workforce development  
6 program.

7                   Is this going to help you?

8                   SECRETARY MANDERINO: Yeah. If I'm  
9 getting the context wrong, you can let me know later.

10                  But the Workforce Innovation and  
11 Opportunity Act that was enacted in the last  
12 congressional session and is coming into fruition in our  
13 state plan was approved and started to be implemented  
14 this past July, is doing exactly that. It really is  
15 about breaking down the barriers between workforce and  
16 OVR and Education and Human Services and all of the  
17 components around that.

18                  And in Pennsylvania, we put together a  
19 state plan that involves nine different state agencies  
20 for exactly that purpose, to try to figure out how we  
21 can cut through things and just get what we need to get  
22 done. That doesn't necessarily mean we can snap our  
23 fingers, as I said early in the testimony, and Ted and  
24 Pedro alluded, too, as well.

25                  We're moving forward implementing our

1 plan and at the same time, the feds are trying to catch  
2 up with us issuing regs. So we've taken a position in  
3 Pennsylvania that we're doing it until they tell us no.  
4 But the reality of it is kind of, every month, we kind  
5 of know where our red flags are. We know what might  
6 come down from the feds that we don't want to get too  
7 far out in advance. But at the same time, there are  
8 still some areas where the feds are kind of telling us,  
9 run, don't run with scissors in your hands, and the  
10 states are all trying to navigate that.

11 Is that a fair way to say it?

12 REPRESENTATIVE DUSH: And, Secretary  
13 Manderino, you had said you already have a working group  
14 towards this. Can I ask who's on it and are you looking  
15 at -- the question I was going to ask the first go-round  
16 was actually, who are you, as secretaries, looking at  
17 for the guidance on how to proceed?

18 SECRETARY MANDERINO: Well, I think the  
19 executive order will get to that. We are waiting for --  
20 like I said, later this week, I think is when -- the  
21 Governor's is looking at it now, so to speak, so when it  
22 comes out, it will be, okay, the Governor is charging us  
23 to do this.

24 But as I said in my earlier testimony,  
25 Ted and myself and Pedro and our deputy secretaries, as

1 well as at Transportation, Aging, Office of  
2 Administration, Department of General Services, and  
3 probably someone else I'm forgetting are all part of the  
4 kind of cabinet level one. But then that's going to be  
5 overlaid with -- as Dave De Notaris always tells me, my  
6 executive director of OVR, nothing about us without us.

7           And so our actions are going to be guided  
8 by the Governor's Advisory Council on People With  
9 Disabilities. And I guess that's kind of the one thing  
10 as we move forward. And it's a discussion that we all  
11 should have, like do we use the existing structures that  
12 already exist, which is the Governor's Cabinet on People  
13 With Disabilities combined with the Governor's Advisory  
14 Board on -- for People With Disabilities and look at  
15 whether the right people are seated at the table and  
16 adjust those, or do we create something new, which is at  
17 least my read of 2130 as it exists now, creating  
18 something separate.

19           And my inclination -- this is Kathy  
20 speaking now, maybe I shouldn't be doing that, but it's  
21 the legislator in me -- kind of wants to say, you know,  
22 let's figure out the one place and just make sure we  
23 have enough seats, the right seats, at the table to make  
24 it happen.

25           Does that answer your question?



1 REPRESENTATIVE DUSH: Thank you.

2 MAJORITY CHAIRWOMAN GINGRICH: Thank you  
3 very much.

4 And we have a question from my minority  
5 chair for the day, Representative Krueger-Braneky.

6 REPRESENTATIVE KRUEGER-BRANEKY: Thank  
7 you, Madam Chair.

8 Thank you so much, Secretaries, for  
9 joining us here today and for everyone who testified  
10 previously. Very, very educational.

11 For the secretaries, there was a  
12 conversation in the first panel about funding for this.  
13 There was a comment made about the 400 million that  
14 already exists for services and the suggestion that we  
15 could divert some of those resources to pay for this  
16 program.

17 I was struck, Secretary Manderino, by  
18 your comment that investing \$5 million in OVR this year  
19 leveraged 18 million from the federal government. So  
20 I'm wondering, is this an either/or? Can we actually  
21 leverage additional federal funds or otherwise for this?  
22 If not, what do you see the impact being of diverting  
23 from existing services?

24 SECRETARY MANDERINO: Well, I could  
25 address -- right now, thanks to that, the additional

1 state dollars, we are leveraging the maximum amount  
2 available to us from the feds.

3 So clearly, I think Dr. Josie Badger said  
4 it really well, we have a lot of money being spent right  
5 now. We have to ask, what are our priorities and is the  
6 money going to the priority of Employment First? And as  
7 we put those policies and incentives in place, I think  
8 behavior --

9 There's lots that's been built up over  
10 the years around the systems as they currently exist.  
11 And I think, you know, what Ted said, we all are looking  
12 at what incentives or disincentives do we have within  
13 our own shops, within our own regulations to make sure  
14 that the money is following the Employment First goal.

15 I don't know if anybody else wants to add  
16 to that.

17 SECRETARY DALLAS: Just to echo what  
18 Kathy said, I think that's right.

19 I think when you look at my department, a  
20 lot of the money we spend draws down federal dollars as  
21 well, so if we get a little smarter about that, I think  
22 there's opportunities there. But it's always going to  
23 be about, you know, especially with my department, it's  
24 going to be about the billions of dollars I already have  
25 more than any additional money that I get. If we're

1 making the most out of those dollars, I think that's  
2 going to help us maximize it. And I think -- I can't  
3 remember who said, it was one of the previous panels,  
4 the impact that it has on people's lives when they get a  
5 job and they're able to do it, that oftentimes, it's a  
6 lot more cost effective than the things that we're doing  
7 now.

8           So for us, I think there's a lot of  
9 opportunity there. And I think as we're expanding this,  
10 there's opportunities to draw on federal dollars, but  
11 also, we always have to look first at making sure we  
12 make the best use of the resources we have now.

13           SECRETARY RIVERA: And we've been looking  
14 pretty significantly as well at human resources. You  
15 know, there are a number of existing opportunities for  
16 training, there are a number of existing opportunities  
17 for college career skills alignment that now we've been  
18 able to partner with our colleagues to really just help  
19 align, in terms of vision and scope of what's being  
20 done.

21           And I think the Representative shared  
22 earlier, I really have to share that I think what's been  
23 different across the board is we actually enjoy the  
24 conversations amongst secretaries around this issue and  
25 many issues like this. So we are realizing in a

1 30-minute conversation when we come together, we're  
2 seeing alignment and opportunities to really leverage  
3 resources both, you know, of course -- I'm always asking  
4 them for money. But you know, so human resources, just  
5 bringing them to the table and help align, you know,  
6 just the opportunities that exist.

7 REPRESENTATIVE KRUEGER-BRANEKY: And I  
8 would imagine that that collaboration leads to cost  
9 savings as well as better outcome for the clients that  
10 we serve. So thank you.

11 SECRETARY RIVERA: And we've realized  
12 that already.

13 MAJORITY CHAIRWOMAN GINGRICH: Let's  
14 remember the love and the collaboration when we head  
15 into the next budget discussion.

16 When I remember all those Appropriations  
17 meetings --

18 SECRETARY MANDERINO: Are you going to be  
19 here for that?

20 MAJORITY CHAIRWOMAN GINGRICH: I won't be  
21 here. But I'll be watching PCN for a change from the  
22 other end.

23 But I've been through so many  
24 Appropriations meetings where you're meeting with every  
25 department and everybody's issues are just so important

1 and you're looking at how you're going to dovetail it  
2 into the budget. And it's really wonderful to see three  
3 departments right in front of me who are really aiming  
4 towards one goal.

5 So are we done with questions?

6

7 (No response.)

8

9 MAJORITY CHAIRWOMAN GINGRICH: We just  
10 have big thank yous for you. We know, again, we know  
11 what your schedule is like. And aren't you glad we did  
12 this this week and not next week when we're all back in  
13 here and making it even more hectic?

14 Thank you. Go do what you do so well and  
15 think of us as we progress alongside of you on this  
16 issue.

17 Thank you.

18 And we have the privilege of one more  
19 panel of one. I believe he will be a good one. We're  
20 going to hear some county agency perspective on how to  
21 do this, not why to do this, but how to do this.

22 And I don't want to mispronounce his  
23 name. Gary Entrekin, Entrekin -- hey, I'm not bad, I  
24 practiced -- from Chester County, Mental Health,  
25 Intellectual and Developmental Disabilities

1 Administrator.

2                   So you come right to us from the  
3 trenches --

4                   MR. ENTREKIN: Yes, ma'am.

5                   MAJORITY CHAIRWOMAN GINGRICH: -- of  
6 getting these jobs done. So we're very interested in  
7 hearing what you have to share.

8                   MR. ENTREKIN: Well, first, I want to  
9 thank you for giving me the opportunity to come and talk  
10 about this. This is something that is very close to my  
11 heart.

12                   As I said, I'm Gary Entrekin, and I serve  
13 as the Mental Health, Intellectual/Developmental  
14 Disabilities Administrator in Chester County. I want to  
15 tell you how much I appreciate House Bill 2130 and how  
16 important it is going forward and how it has actually  
17 impacted a lot of stuff that we do.

18                   I've worked in the disability field for  
19 decades, over 40 years. And I can say that we've made  
20 progress in helping individuals get jobs, but we have a  
21 long way to go.

22                   The Chester County experience has been a  
23 very rewarding one for me. The young adults gaining  
24 work experiences, as well as the countless numbers of  
25 government employees and general public who witness

1 their capabilities and energy and dedication to work is  
2 on a daily basis. This came as a result of our county  
3 building.

4           The GSC ceased operation of the cafeteria  
5 service about five years ago. We as, our office viewed  
6 this as an opportunity for creating employment  
7 opportunities for people with disabilities. So we  
8 worked with county facilities and developed a request  
9 for proposals from the experience of PORT employment  
10 providers to operate a grab-and-go kiosk to serve about  
11 800 employees in the GSC, as well as 3,000 to 5,000  
12 people who visit the GSC monthly.

13           The Chester County Intermediate Unit was  
14 awarded the contract to provide the food kiosk in the  
15 lobby of the GSC, where students received training, job  
16 skills, and employment opportunities in hospitality,  
17 food service, and catering. These skills include taking  
18 customer orders, making change, and most importantly,  
19 having that face-to-face experience while interacting  
20 with the public.

21           As a result of the overwhelming success  
22 of the County Cup food kiosk venture, five additional  
23 locations now operate throughout county. And what  
24 started as a pilot has been recognized nationally as an  
25 innovative program that modernizes and improves county

1 government.

2           The National Association of Counties,  
3 NACO, awarded the County Cup its highest accolade in the  
4 employment training category at this year's Outstanding  
5 Achievement Awards in Los Angeles, California.

6           The Chester County Department of MHID is  
7 proud to partner with organizations supporting young  
8 adults in gaining real world experience by exploring  
9 options to find that right fit, just like all of us  
10 need. Students gain valuable work experience in county  
11 departments of human services performing in  
12 administrative support duties, such as filing, scanning,  
13 shredding, collating brochures, and et cetera.

14           As a result, more requests came from  
15 other departments to handle their overflow of routine  
16 and critical office work. In partnership -- just  
17 recently, in partnership with the Department of Veterans  
18 Affairs, numerous students in our office got the  
19 opportunity to be involved in digitizing burial records  
20 of Chester County veterans dating back to the Civil War.

21           Through this partnership with the IU,  
22 four students were hired on a part-time basis in minimum  
23 wage to undertake this project. Just during the month  
24 of June, up to 20 percent of the files were converted.  
25 We have expanded this real work experience to more



1 students this year.

2 In Chester County, we are fortunate to  
3 have very forward-thinking leaders with our Board of  
4 Commissioners and have implemented programs under GSC  
5 and in coordination with the IU, Chester County IU,  
6 Preparing Adolescents with Autism for Life, PAAL  
7 program, and other specialized school programs, where  
8 students participant through internships working at  
9 various county departments.

10 We also arranged for the Chester County  
11 IU to employ Jeffrey, a part-time young man with autism  
12 who has become an integral part of our team. Upon his  
13 graduation from high school in 2015, he remains employed  
14 in our department today.

15 House Bill 2130 supports and protects,  
16 supports and promotes continued efforts for employing  
17 individuals with disabilities and it is consistent with  
18 the Department of Human Services' Office of  
19 Developmental Programs efforts, as well as the  
20 Governor's proclamation. In addition, it supports the  
21 core values of the State Employment Learning Network, an  
22 initiative of the National Association of State  
23 Directors of Developmental Disability Services and the  
24 Institute for Community Inclusion, of which Pennsylvania  
25 is an active participant. They promote Employment First

1 at the national level and then provide a forum for my  
2 peers to connect, collaborate, and share information and  
3 lessons learned across state lines and systems  
4 boundaries.

5 My testimony is more about just  
6 employment. It isn't about Robert or Sarah getting a  
7 series of 30-day stints of employment at four different  
8 convenient stores, but creating sustaining vocation for  
9 Robert and Sarah that matches their capabilities and  
10 unique talents.

11 Not easy to say our employment  
12 providers -- this is not to say our employment providers  
13 are not creative in finding jobs. Our difficulty is  
14 educating our community to be aware that hiring  
15 individuals with disability is not the right thing to  
16 do, but the necessary thing to do because of their  
17 skills and willingness to be the optimal employee.

18 We wish to have -- we wish -- the wish we  
19 all have is to be included and to be a contributor and  
20 be a respective representative of their place of  
21 employment and their community. The right job for  
22 someone may very well be a convenient store, but let's  
23 make sure there's a pathway to stability and growth for  
24 that person and that employer.

25 Those of us without disabilities need to,

1 need jobs to pay bills, but we typically are attracted  
2 to seek out jobs that are meaningful and engaging. The  
3 same is true for people with disabilities, and our  
4 expectation must be the same, to find a real vocation, a  
5 place to belong, to build and set a path for a career,  
6 not just a job.

7           Successful collaboration focuses on  
8 building competencies. Take the concept of  
9 accommodations. Supervisors and colleagues of new  
10 employees in any settings have the responsibility to  
11 teach and train individuals on appropriate behavior in  
12 the workplace, regardless of the disability. But there  
13 needs to be appropriate accommodation for the ones with  
14 disability, but the expectation for professional  
15 behavior and interaction with coworkers and customers  
16 must be the same.

17           In addition to supervising coworkers  
18 changing so much to human resources departments, the  
19 traditional focus on résumés for schools and experience  
20 may not work for individuals with disabilities. The  
21 focus will need to be on providing internships, previous  
22 job successes and failures, and making appropriate job  
23 matches.

24           This will bring about cultural and  
25 attitudinal changes. This requires leadership from and

1 guidance from state agencies, CEOs, supervisors,  
2 coworkers learning and nurturing healthy work  
3 environments that transfer and pass cultures.

4           Locally I have championed and advocated  
5 for individuals with disabilities to seek a vocation, as  
6 well as promote and support workplace practices that  
7 foster courteous and respectful -- that foster courtesy  
8 and respect for all individuals. PACA, the Pennsylvania  
9 Association for County Administrators, MHDS continues to  
10 work with county offices to understand options by  
11 engaging and coaching individuals and families to seek  
12 competitive integrated employment and move community  
13 services to focus on complete integration.

14           The biggest barrier is the inability of  
15 some to adopt to the perspective of what is possible  
16 rather than focusing on what is not possible. The  
17 ability to see the competencies and talents individuals  
18 possess and matching those business needs is a much more  
19 efficient and natural approach to finding people career  
20 paths.

21           In closing, I encourage you to generate  
22 opportunities throughout our communities for people who  
23 may sometimes look or talk and have different abilities  
24 than we might be used to seeing in our neighbors. The  
25 change is this, individuals with disabilities have

1 competencies and the ability to learn skills that are  
2 valuable in the workplace.

3 This is a win-win for everyone. And know  
4 that to contribute, when given the chance, validates the  
5 right to belong to a welcoming and accepting community.

6 So in closing, I do want to say that this  
7 is a lot more than employment. This is about engaging  
8 with social -- getting social skills and engaging in a  
9 community that we sometimes have segregated people.

10 Thank you.

11 MAJORITY CHAIRWOMAN GINGRICH: Thank you  
12 so much.

13 You know, I'm very sensitive to the work  
14 that goes on at the county level and the many challenges  
15 that we meet on the county level, and I interact a lot  
16 with those that I represent in Lebanon County. So I  
17 kind of know on a day-to-day basis.

18 What I want to ask, as we look at this  
19 discussion here today, you have a sense of change,  
20 obviously, but do you have a sense of a cost element or  
21 would we look at it more as a reprioritizing of how we  
22 do what we do? We always have to think about the cost.

23 MR. ENTREKIN: I know. And I do --

24 MAJORITY CHAIRWOMAN GINGRICH: And I know  
25 how they struggle.

1                   MR. ENTREKIN: I know that I'm having  
2 meetings with OVR, and I've had one or two with them  
3 talking about using the opportunities to train and  
4 support students financially through their school years.  
5 As to what happens when they graduate, we try to be as  
6 creative as we can in Chester County, if there's any  
7 block grant.

8                   But I don't know. It would be an expense  
9 of a person working -- even if a person works part-time,  
10 just to get the -- to be able to grow at a job or be  
11 able to make connections to people is what I expect.

12                   My expectation for the County Cup was not  
13 to open up a food service as much as for people to see  
14 that there's individuals that have disabilities that can  
15 work, and I don't think that's seen that much. So our  
16 community is not really aware of the skills and the  
17 gifts that people with disabilities bring.

18                   MAJORITY CHAIRWOMAN GINGRICH: That's  
19 where it comes back to what we talked about earlier with  
20 the secretaries, making it a part of our culture so that  
21 it is a thought process. And then maybe it is more a  
22 reprioritizing of how we do that to get people into the  
23 workplace.

24                   MR. ENTREKIN: I can say -- and I know  
25 Nancy is back there, but she's the biggest bell ringer

1 for that. She's a very, very strong advocate for  
2 employment and it's a pleasure to hear her support in  
3 that.

4                   So I'm looking for any opportunities that  
5 we have. And I think there are some things that we can  
6 do. Every agency and department and office can look at  
7 stuff that they're -- that sometimes get by the wayside,  
8 that maybe someone coming in and getting the social  
9 experience and doing the work, just to get the  
10 experience of having, wearing a tie to work, coming in  
11 and having lunch with people that we take for granted.

12                   MAJORITY CHAIRWOMAN GINGRICH: Right.  
13 And any work experience is real work experience --

14                   MR. ENTREKIN: It is real work  
15 experience.

16                   MAJORITY CHAIRWOMAN GINGRICH: -- and  
17 that's valuable. Look at every one of us who have just  
18 grown from our first job, building on each and every  
19 one --

20                   MR. ENTREKIN: Absolutely.

21                   MAJORITY CHAIRWOMAN GINGRICH: -- and,  
22 Lord, help us, where it got some of us, but you know, it  
23 all mattered, it all mattered.

24                   We have a few questions -- oh, one came  
25 off and on. But I see that Representative Truitt still

1 has a question for you.

2 REPRESENTATIVE TRUITT: Good afternoon,  
3 Gary. Thank you for coming out to Harrisburg and  
4 testifying today. You make me proud, being a resident,  
5 a representative from Chester County. You guys do  
6 fantastic work there.

7 I wanted to talk to you a little bit  
8 about an e-mail exchange that you and I had recently  
9 because I think it was relevant to this program.

10 MR. ENTREKIN: Yes.

11 REPRESENTATIVE TRUITT: It's kind of  
12 interesting. You sent me an e-mail looking to find out  
13 if there was any openings available in my office for  
14 someone to come in and work for a couple of hours a week  
15 to get some job experience. And I didn't realize it had  
16 to do with folks with disabilities. I just assumed you  
17 were looking to place students and I --

18 MR. ENTREKIN: See, see, see.

19 REPRESENTATIVE TRUITT: And my answer to  
20 Gary at the time was that, you know, we run an extremely  
21 lean operation in my district office. I only have two  
22 and a half employees and we run a paperless operation.  
23 We can't find work for interns with or without  
24 disabilities.

25 But can you tell us more about the kind



1 of places where you do place your clients and what kind  
2 of work they do in these offices?

3 MR. ENTREKIN: Well, the IU does the  
4 placing. I think the thing that we are doing in our  
5 office is we're giving them technical training where  
6 they can use that in offices and businesses, whereas we  
7 have one project that's a scanning project. It takes  
8 forever to do because of all the paper. And this  
9 student comes in and scans. And it gets rid of all the  
10 paper. You get it shredded and you have stuff --  
11 correlating, any kind of work or any kind of  
12 opportunities that they can have to come in and do the  
13 work.

14 Besides, sometimes thinking beyond  
15 working in food service, even though we do at the County  
16 Cup, something beyond food service, beyond, like in  
17 grocery stores. And I'm not saying they're not great  
18 jobs, but there are jobs and opportunities for people  
19 that we sometimes think they can't do and they can.

20 So as far as the placing of, after they  
21 graduate, we just started this scanning project within  
22 the last year. So I don't know how many students have  
23 been placed out of, from our experience. I just know  
24 that I've given them recommendations for employment for  
25 their, for any future jobs that come along. And if they

1 do have a résumé, or at least on their application, they  
2 can say they worked in the county office and they did,  
3 you know, a lot of clerical work.

4 REPRESENTATIVE TRUITT: Like I said, we  
5 already run a paperless operation out of my district  
6 office, but if you haven't already, I encourage it, or  
7 reach out to the other state representatives in Chester  
8 County. Hopefully, you can help them move over to a  
9 more modern system.

10 MR. ENTREKIN: Well, we actually had a  
11 student that asked for, he actually asked to learn  
12 something in political science, so that's why I reached  
13 out. And I have an opportunity in our commissioner's  
14 office, so we may have placed him, an opportunity to do  
15 some internships.

16 REPRESENTATIVE TRUITT: Outstanding.  
17 Thank you for your great work.

18 MR. ENTREKIN: You, too.

19 MAJORITY CHAIRWOMAN GINGRICH: You know,  
20 that makes me think, I've had a young woman volunteering  
21 in our district office because I'm not quite paperless  
22 yet, although we are all trying to get there. So  
23 there's a little bit of filing to be done and certainly  
24 a lot of collation of newspaper articles that are  
25 relative to information we may want to have on hand and

1 so on.

2           This young lady is able to work with us  
3 under the supervision of my staff down there, who happen  
4 to love her. And ultimately, she had an opportunity to  
5 get a part-time job at Hersheypark and I was able to  
6 write her a letter of recommendation and clearly state  
7 what her abilities have shown to have been in our  
8 office. So those opportunities, you don't realize how  
9 meaningful they might be, but that's that culture shift  
10 we have to think about.

11           MR. ENTREKIN: And we had one student who  
12 worked one summer with us, and we had the county ID  
13 badge that he was given for coming into the office. And  
14 when he graduated and went to work somewhere else, I  
15 said, Jonathan, you have to give me your badge back.  
16 And he goes, why? So I finally called HR and said, just  
17 disconnect it. They wanted the badge back and I said,  
18 I'm not going to give it to you.

19           So he kept his badge and he did work at  
20 Chester County and we're proud to say he was an  
21 employee.

22           MAJORITY CHAIRWOMAN GINGRICH: And I'm  
23 sure he's equally proud. Thank you so much.

24           Thank you to everyone who contributed  
25 today. Thank you for the members for their diligence.

1 You drew a crowd and kept a crowd. And for the second  
2 one in a day, that says a lot about the members and  
3 their interest.

4 To the prime sponsors, thanks so much for  
5 being here, for presenting this bill to us, and we look  
6 forward to working with you as you move forward.

7 Have a wonderful day. They tell me it's  
8 a beautiful day outside. The meeting is adjourned.

9  
10 (Whereupon, the hearing concluded at  
11 3:56 p.m.)

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REPORTER'S CERTIFICATE

I HEREBY CERTIFY that the proceedings and evidence are contained fully and accurately in the notes taken by me on the within proceedings and that this a true and correct transcript of the same.

\_\_\_\_\_  
SUMMER A. MILLER  
Court Reporter  
Notary Public