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April 8, 2022

U.S. AbilityOne Commission

**Virtual Town Hall for AbilityOne Nonprofit Agencies
for Discussion of Draft FY 2022-2026 Strategic Plan**

1:00 – 3:00 p.m. ET

Zoom WEBVTT

This document is based on speech recognition software and may not be a totally verbatim record of the proceedings. It is being provided to facilitate timely communication about the proceedings.

1

00:00:03.449 --> 00:00:04.710

Angela Phifer: Okay we're going live.

2

00:00:39.960 --> 00:00:50.100

Jeffrey Koses: Good afternoon or to our friends at West good morning and Jeff courses, Chair of the ability one Commission welcome to today's town hall.

3

00:00:51.690 --> 00:01:01.530

Jeffrey Koses: A law, called the government performance and resolve a federal agencies are required to develop into post a five year strategic plan.

4

00:01:02.370 --> 00:01:17.670

Jeffrey Koses: The plan should outline the agency's mission its long term goals and its performance measures, the law also specifies the timing, it says that the planet must be posted the year after a new president takes office.

5

00:01:18.750 --> 00:01:32.430

Jeffrey Koses: Last year, President Biden took office and named for new citizen members for the for the Commission, they were a huge part of developing this draft strategic plan and today you'll hear from all four of them.

6

00:01:34.140 --> 00:01:44.400

Jeffrey Koses: Beyond simply posting the strategic plan, although, which is all the law requires, but the Commission thought it was important that we also have a series of conversations about the plan.

7

00:01:44.760 --> 00:02:03.030

Jeffrey Koses: With key stakeholders with the interested party that includes today's meeting for the NPA Community an upcoming meeting with a disability rights advocates and various other outreach events at this time I let me turn it over to answer for for a couple of administrative or Max and John.

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00:02:05.010 --> 00:02:12.450

Angela Phifer: Hansen's good afternoon and welcome to today's town hall, we would like to accommodate, as many speakers as possible.

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00:02:13.050 --> 00:02:21.630

Angela Phifer: So if you signed up in advance to make comments during the strategic objectives discussion, please limit your comments to five minutes.

10

00:02:22.170 --> 00:02:29.070

Angela Phifer: Very the strategic objectives discussion each speaker will be interviewing style moderator Irene playful.

11

00:02:29.910 --> 00:02:40.440

Angela Phifer: schedule speakers have already been over five of the order in which they will see, we will discuss the strategic objectives sequentially one through three.

12

00:02:41.250 --> 00:03:00.570

Angela Phifer: After discussion of strategic objective number three will move on to a general discussion of the draft strategic planning if we have enough time we will also take comments and questions from the chat box as well, so consider request to speak time permitting Thank you.

13

00:03:02.730 --> 00:03:15.150

Jeffrey Koses: Thank you, Angela so let's take a moment for introductions and when we asked my fellow Commissioners to introduce themselves, starting with high and then moving on to our other citizen numbers.

14

00:03:16.410 --> 00:03:22.650

Chai Feldblum: Welcome everyone, my name is hi phil Bloom, and I am a citizen member and Vice Chair of the Commission.

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00:03:25.020 --> 00:03:26.400

Chai Feldblum: Heading over to Brian.

16

00:03:26.940 --> 00:03:37.980

Bryan Bashin: Thank you hi i'm Brian bashan i'm CEO of the lighthouse for the blind and visually impaired in San Francisco where we're a member of an IB and also a private citizen Member.

17

00:03:41.400 --> 00:03:51.720

Christina Brandt: hi everyone i'm Chris brant I am the CEO of at work in bellevue Washington, and I am also a private citizen Member of the Commission.

18

00:03:54.540 --> 00:03:55.050

Gabriel Cazares: Good.

19

00:03:56.190 --> 00:04:08.640

Gabriel Cazares: morning or afternoon to everyone i'm gay Gospel as Director of the mayor's office for people with disabilities at the city of Houston Texas, and I am also a private citizen, Commissioner.

20

00:04:11.340 --> 00:04:19.710

Jeffrey Koses: Thank you, maybe also invite our executive director and actually the spectra general to introduce themselves.

21

00:04:21.030 --> 00:04:25.290

Kimberly Zeich: Hello everyone i'm Kim psych and i'm the acting executive director.

22

00:04:28.440 --> 00:04:35.280

Kimberly Zeich: and actually chefs to find ya big is not participating at all, but they are very interested in our outcomes.

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00:04:35.400 --> 00:04:44.790

Jeffrey Koses: Very good i'm also really pleased that we're joined today by the car for the central nonprofits and many members of their staff.

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00:04:45.270 --> 00:04:56.820

Jeffrey Koses: mortal you know these are seen as a lot of great feedback, as we work towards this draft today, however, is for the NPA community and we're very much looking forward to hearing from you.

25

00:04:57.600 --> 00:05:04.830

Jeffrey Koses: But today is not your only chance to be heard, we publish the plan and we invited official written comments.

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00:05:05.400 --> 00:05:14.940

Jeffrey Koses: So, if even if you do speak today, let me still encourage you to please offer written comments after hearing from today's panel, you may have some additional thoughts.

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00:05:15.720 --> 00:05:25.860

Jeffrey Koses: To help us manage the current process we use the usual tools of regulation writing the draft strategic plan is posted on the federal earmarking portal.

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00:05:26.310 --> 00:05:33.810

Jeffrey Koses: regulations.gov so all comments are are written cans should be submitted through that portal through regulation serve.

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00:05:34.440 --> 00:05:41.190

Jeffrey Koses: The common deadline is coming up, it is April 16 so you've got about another week for any further comments.

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00:05:41.970 --> 00:05:48.870

Jeffrey Koses: will trigger the thoughts that you have for today, yes insights into the draft plan and will treat your vision cameras as part of the official record.

31

00:05:49.650 --> 00:05:54.870

Jeffrey Koses: Well, think about are we here, and all we read as we move from the draft to the final version of the plan.

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00:05:55.770 --> 00:06:03.750

Jeffrey Koses: Because we believe public engagement is going to result in a better a more thoughtful plan we deliberately created multiple opportunities for engagement.

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00:06:04.320 --> 00:06:16.290

Jeffrey Koses: First, in late February we posted a summary document when we call it the draft plans core aspects on march 18 three weeks ago we posted the dress plan and regulations that have.

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00:06:17.610 --> 00:06:26.160

Jeffrey Koses: The same day, we should have Federal Register notice announcing the final draft plans, availability and we opened a 30 day public comment and review period.

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00:06:27.030 --> 00:06:33.960

Jeffrey Koses: we've reached out to ensure the key stakeholders were aware that 30 day compared it will conclude next week.

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00:06:34.710 --> 00:06:48.120

Jeffrey Koses: So let's turn the floor over now to to have our citizen members first version of the lighthouse for the blind and visually impaired in San Francisco and he will immediately be followed by Chris brant event work Brian.

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00:06:48.990 --> 00:06:59.670

Bryan Bashin: Thank you cheers co hostess it's really a pleasure to join all of you i'm really looking forward to dialoguing and hearing good feedback about the draft strategic plan.

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00:07:00.810 --> 00:07:12.000

Bryan Bashin: You know today's Commission is air two years and years of other proposals to modernize now we've had the while a proposals from seven years ago.

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00:07:13.140 --> 00:07:20.070

Bryan Bashin: The 98 panel just concluded ncd and others, all with proposals to modernize.

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00:07:21.090 --> 00:07:33.210

Bryan Bashin: All of these groups said that this this operation cannot stay static but written needs to address the current realities, including ci G competitive integrated employment.

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00:07:34.920 --> 00:07:44.160

Bryan Bashin: And if we could just take a moment to remember the world that existed in 1938 at the time of our our governing legislation was first instituted.

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00:07:44.910 --> 00:08:04.140

Bryan Bashin: The bond the employment rate for blind people was 2% employment 98% unemployment there, this was a world in which they were separate schools for white people who are blind and black people who are blind there was no national disability consumer movement.

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00:08:05.400 --> 00:08:09.270

Bryan Bashin: In California, people who have that dream that they might.

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00:08:10.440 --> 00:08:17.550

Bryan Bashin: Work blind people formed an association, the association of the potentially self supporting blind.

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00:08:19.410 --> 00:08:33.450

Bryan Bashin: Now, at four years later, our country is home to an extended disability community and what we hear and citizen members is a huge desire to modern a nice the Program.

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00:08:34.710 --> 00:08:47.970

Bryan Bashin: And we really need ci G growth to complement the existing program because the existing program with all of the efforts and all the NPA is really service about 1%.

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00:08:48.510 --> 00:08:59.610

Bryan Bashin: of working age blind who are looking to work 1% ci G is a growth direction that get amplify and get us to serve more than that 1%.

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00:09:00.990 --> 00:09:03.750

Bryan Bashin: I personally believe that the era.

49

00:09:04.770 --> 00:09:24.000

Bryan Bashin: That a wad offers only non integrated employment is rapidly going to come to a close, just like the ERA 14 C sub minimum wage is rapidly coming to a close and as an NPA myself i've been wrestling with these considerations for 13 years.

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00:09:25.350 --> 00:09:29.820

Bryan Bashin: see it doesn't have to be scary, this is the message I want to send to you.

51

00:09:30.930 --> 00:09:49.380

Bryan Bashin: In my own agency last quarter we've had a line worker go from our work to doing essentially the same kind of work at Amazon she's happy there that's CIA we've had another line worker change jobs and work in our finance department.

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00:09:50.400 --> 00:10:00.780

Bryan Bashin: The only blind person in our finance department that's CIA we've had another worker join come off the line and join our it department that's CIA.

53

00:10:02.520 --> 00:10:24.360

Bryan Bashin: So this town hall gives you a chance to listen and give feedback to us, we invite your proposals, especially your proposals to monetize the program this week I happen to have the chance to meet face to face with six passionate CEOs and PA CEOs in our program now.

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00:10:25.710 --> 00:10:33.150

Bryan Bashin: These are people who have given their careers to finding employment possibilities for people who are blind and want to do more.

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00:10:34.620 --> 00:10:51.240

Bryan Bashin: I I could tell from my conversations this week that many of the CEOs really haven't had a chance, a full chance to understand what the strategic plan and it's three strategic objectives truly are this week I heard, for instance.

56

00:10:52.500 --> 00:11:05.280

Bryan Bashin: That the our draft strategic plan, the fear was would force employees on existing contracts to leave we don't have that power, we have no intention of doing that.

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00:11:06.630 --> 00:11:14.250

Bryan Bashin: But this plan would stop mbas from bidding on new contracts, nothing in our strategic plan says this.

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00:11:15.270 --> 00:11:28.860

Bryan Bashin: Or that it would precipitous we stop new PL a procurement list assignments pending some immediate ci he change, this is not in our objectives.

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00:11:30.180 --> 00:11:30.780

Bryan Bashin: We heard that.

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00:11:32.820 --> 00:11:38.040

Bryan Bashin: Many of the CEOs thought of us, the Commissioner that we're unaware.

61

00:11:39.990 --> 00:11:48.690

Bryan Bashin: That many line workers currently in the program are unable or unwilling to work in cae we get that.

62

00:11:52.170 --> 00:12:04.890

Bryan Bashin: You thought that maybe we're unaware that many of the NPA is lack the capacity to train current workers in this in the skills disability skills and other skills to work in CIA.

63

00:12:05.940 --> 00:12:11.730

Bryan Bashin: We actually want in this plan to give more resources to the NPA to be able to do that.

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00:12:12.990 --> 00:12:21.570

Bryan Bashin: And we heard some very positive reactions to the strategic plan is outlined positive about lowering the ratio.

65

00:12:23.760 --> 00:12:33.210

Bryan Bashin: Positive that NPs could get credit for people with disabilities and supervisory roles and other roles throughout the organization.

66

00:12:35.220 --> 00:12:51.090

Bryan Bashin: We heard a very strong interest in developing pilots we're interested in these pilots, the NPA is really want to know how do they go about proposing it where's the rfp and all of that strong support for that, which is in our strategic plan.

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00:12:54.960 --> 00:12:57.720

Bryan Bashin: We heard from the NPA CEOs.

68

00:12:59.820 --> 00:13:07.890

Bryan Bashin: That we want better tools to show the successful placements that are happening already outside your agencies and into ci.

69

00:13:10.920 --> 00:13:18.090

Bryan Bashin: We heard interest in getting more cna support so that NPs could have better training and better benefits counseling.

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00:13:20.400 --> 00:13:31.740

Bryan Bashin: We heard a strong interest in your being a thought leader to federal contractors who might develop with you, pilots or programs for meet more see IE.

71

00:13:32.100 --> 00:13:42.450

Bryan Bashin: Not only because of the jobs and the mission, but also because it gives stronger relationships that could be philanthropic and Community relationships that will be positive.

72

00:13:43.530 --> 00:13:53.400

Bryan Bashin: And finally, we heard from many of you that you want the Commission to know your operations better to take tours when that's possible in person and in the meantime to do.

73

00:13:54.060 --> 00:14:09.900

Bryan Bashin: connections with video tours and other things so that the Commission knows, in particular the innovative things that you are doing now to prepare your workforce for ci G or other joint programs that we may not be aware of and we're interested that.

74

00:14:11.220 --> 00:14:24.240

Bryan Bashin: I could go on, but this is the wide and interesting conversations that I had this week from people that are so dedicated to this program We support you and now we're interested in hearing your ideas, thank you.

75

00:14:26.700 --> 00:14:33.480

Christina Brandt: Thank you, Brian and good morning or afternoon to everyone and as you're hearing today.

76

00:14:33.870 --> 00:14:46.110

Christina Brandt: As the heart of this plan or expansive opportunities for increasing jobs within and beyond the ability one program, especially with your support and your commitment to forge ahead together on the actions outline.

77

00:14:47.070 --> 00:14:57.900

Christina Brandt: We believe that the pro proposed plan boldly and confidently maps objectives and strategies that build and expand competitive integrated employment within ability one.

78

00:14:58.320 --> 00:15:10.110

Christina Brandt: And across all federal agencies and into the general economy i've got a little over 35 years of experience as the CEO of small mbas that are proud ability one contractors.

79

00:15:10.560 --> 00:15:18.270

Christina Brandt: And during this time i've supported and witnessed hundreds of people with intellectual and developmental disabilities achieve CIA.

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00:15:18.630 --> 00:15:25.230

Christina Brandt: And from that perspective I believe this plan ensures a viable and robust future of job creation and opportunity.

81

00:15:25.830 --> 00:15:33.750

Christina Brandt: And at the core of it is deep belief and respect for the expectations of the disability Community for equity and opportunity.

82

00:15:34.290 --> 00:15:41.610

Christina Brandt: And it takes as Brian described necessary steps to modernize the ability one program in ways that meet that expectation.

83

00:15:42.150 --> 00:15:56.190

Christina Brandt: And it erases the old status quo of employability as eligibility and draws a new paradigm that people with disabilities, can be successful in CIA within and beyond the parameters of the ability one Program.

84

00:15:57.000 --> 00:16:02.490

Christina Brandt: And I know many of my fellow NP mbas and others in the Community are really eager to invest.

85

00:16:02.820 --> 00:16:13.290

Christina Brandt: In New opportunities and that you are currently exploring new ways to promote CIA within the program and through upward and outward mobility, Brian just described, some of those.

86

00:16:13.710 --> 00:16:19.020

Christina Brandt: The plot plan recognizes the importance and the impact of this work.

87

00:16:19.440 --> 00:16:31.890

Christina Brandt: And looks for innovators to sustain and create pilot projects that demonstrate that ci is already an integral part of the ability one Community and how much we can expand it and as Brian said.

88

00:16:32.370 --> 00:16:35.910

Christina Brandt: How to participate in those as far as will be forthcoming.

89

00:16:36.720 --> 00:16:45.540

Christina Brandt: And we believe that the implementation of this plank and create nearly limitless opportunities to get more people into really good paying jobs and out of poverty.

90

00:16:46.050 --> 00:16:54.570

Christina Brandt: It has promised to significantly reduce that still dismal employment outlook continues, despite the passage of the Americans with Disabilities Act.

91

00:16:55.500 --> 00:17:03.450

Christina Brandt: The Commission intends to take advantage of the ability, when representatives program to increase opportunity we're committing to partnering with federal agencies.

92

00:17:03.720 --> 00:17:08.850

Christina Brandt: To create more diverse and inclusive workplaces that can serve as models for others.

93

00:17:09.420 --> 00:17:20.310

Christina Brandt: And we want to explore ways to incentivize federal contractors and further investigate employment opportunities into the general equity efforts of federal government acquisition.

94

00:17:21.000 --> 00:17:33.060

Christina Brandt: I think in my fellow Commissioners believe the plan is timely achievable and visionary, I applaud the work of my fellow Commissioners and the staff and all of you that have provided feedback ideas and support.

95

00:17:33.630 --> 00:17:41.820

Christina Brandt: Time of significant change with us always means it's a time of great opportunity and I really look forward to continue to work with all of you and partner.

96

00:17:42.210 --> 00:17:54.720

Christina Brandt: To achieve our common vision and goals, starting with hearing all of you and your comments today, so I appreciate your feedback and an eager to move forward endless and thank you for being here.

97

00:17:57.660 --> 00:18:06.480

Jeffrey Koses: Thank you, Brian are really appreciate the preview and sort of what you're hearing Chris great comments and particularly thanks for closing on the importance of listening.

98

00:18:07.290 --> 00:18:16.350

Jeffrey Koses: Now let me turn it over to high problem is the Commission is Vice chair and she's going to take us through an overview of the draft strategic plan okay.

99

00:18:17.730 --> 00:18:29.160

Chai Feldblum: Thank you Jeff so there will be some slides for this, but, but before those Come on, I want to do two things I want to underscore what Brian said enquist.

100

00:18:29.550 --> 00:18:40.020

Chai Feldblum: about the fact that the ability one program can't stand still right if we own report from 2016 898 panel various ideas.

101

00:18:40.470 --> 00:18:49.560

Chai Feldblum: That entities report saying the Eo the ability to one program has to be phased out completely because its philosophical underpinning mix the program untenable.

102

00:18:50.340 --> 00:19:05.100

Chai Feldblum: So it's clear the ability one program cannot simply stand still must be modernized some of this work, we, as a Commission, have the authority to do internally but major changes will have to be done by Congress.

103

00:19:06.060 --> 00:19:15.600

Chai Feldblum: Our challenging responsibility, therefore, as a Commission, is to come up with workable and realistic ideas for modernizing the program internally.

104

00:19:16.620 --> 00:19:22.500

Chai Feldblum: And to provide information to Congress if it hopefully amends J wide in a way that is helpful.

105

00:19:23.490 --> 00:19:36.240

Chai Feldblum: And threw out these efforts, we must have ideas that will support the mission of providing employment for people who are blind to of other significant disabilities in that not for employees, currently in the Program.

106

00:19:36.900 --> 00:19:51.840

Chai Feldblum: and to make sure that we are delivering quality products and services best value to our federal customers so let's go to our slides, starting with our proposed mission and vision statements.

107

00:20:01.680 --> 00:20:13.440

Chai Feldblum: And again, this these slides will also are also available already will be available and, of course, since this is being recorded, you will also be able to.

108

00:20:15.810 --> 00:20:16.470

Chai Feldblum: Go back.

109

00:20:17.490 --> 00:20:23.940

Chai Feldblum: With these strategic objectives, etc okay it's not showing up as screen sharing yet.

110

00:20:27.270 --> 00:20:32.580

Chai Feldblum: Is that right, I think, until it is just in the interest of time.

111

00:20:33.690 --> 00:20:36.120

Chai Feldblum: i'm just going to start with.

112

00:20:37.560 --> 00:20:42.540

Chai Feldblum: The mission statement and if someone can tell me when it does come up that would be excellent.

113

00:20:43.800 --> 00:20:56.730

Chai Feldblum: Okay, so our mission statement new mission statement to tap America America is underutilized workforce of individuals who are blind or have significant disabilities to deliver high quality.

114

00:20:57.030 --> 00:21:04.530

Chai Feldblum: mission essential products and services to federal agencies in quality employment opportunities that's our mission.

115

00:21:05.130 --> 00:21:13.410

Chai Feldblum: And our vision statement is here we go to remain a trusted source of supply and services for federal agencies.

116

00:21:13.680 --> 00:21:28.290

Chai Feldblum: While creating quality employment opportunities across all economic sectors for people who are blind or have significant disabilities, so our vision, ultimately, is not just good jobs with inability one programs but also.

117

00:21:28.950 --> 00:21:40.020

Chai Feldblum: Across all economic sectors so let's go to the next slide here you're going to have our three overall strategic objectives expand Cie.

118

00:21:40.800 --> 00:21:48.660

Chai Feldblum: For people who are blind or have other significant disabilities ensure effective governance across the ability one Program.

119

00:21:49.110 --> 00:21:59.760

Chai Feldblum: And then partner with federal agencies and ability one stakeholders to increase and improve employment opportunities generally for people who are blind to other significant disabilities.

120

00:22:00.120 --> 00:22:05.490

Chai Feldblum: So next slide with each of these slides we're just going to be digging in a bit, but each one.

121

00:22:05.910 --> 00:22:19.860

Chai Feldblum: So strategic objective one, how do we expand cae within the ability one program okay so strategic objective one is going to be all focused on ability one, as opposed to you'll see strategic objective three.

122

00:22:20.430 --> 00:22:28.290

Chai Feldblum: So the first outcome that we would want is for Congress to amend J wide, so we can support cae I mean that's basic.

123

00:22:29.070 --> 00:22:43.410

Chai Feldblum: The second outcome is to do what we can internally to expand cae within the current constraints which are primarily, of course, the 75% dla Tracy okay next slide we're going to dig in.

124

00:22:44.460 --> 00:22:56.580

Chai Feldblum: So the outcome goal of working with Congress to amend J white right we don't have jurisdiction on that, but we can be a voice to Congress about things that could be workable and non workable.

125

00:22:57.690 --> 00:23:04.440

Chai Feldblum: So we know, three issues they will address what's the minimum ratio of employees.

126

00:23:05.490 --> 00:23:19.860

Chai Feldblum: Were blind to have significant disabilities that an NPA has to hire to qualify for the program I mean this is a sole source program what's the minimum ratio, you need to hire and what's the maximum ratio to make sure we get integration.

127

00:23:20.970 --> 00:23:41.970

Chai Feldblum: that'll be one of the main things they can decide, and one of the things we can provide in that conversation a what is realistic and b what is a realistic phasing period for NPs and What support do NPs need in order to achieve this okay.

128

00:23:43.170 --> 00:23:49.410

Chai Feldblum: they'll change, obviously, the definition of significant disability which right now is a disability, that makes a person unable.

129

00:23:49.890 --> 00:23:57.210

Chai Feldblum: To participate in quote normal competitive employment and they're going to have to think about what requirements they want to put on NPA.

130

00:23:57.720 --> 00:24:07.170

Chai Feldblum: For outward movement of their employees to jobs outside of ability one, given the fact that, ultimately, you know as Brian said.

131

00:24:07.680 --> 00:24:14.640

Chai Feldblum: We want to really get people hired it's got to also be beyond the sole source program okay so that's working with Congress.

132

00:24:15.150 --> 00:24:25.380

Chai Feldblum: Next slide and I think these next two slides will be most relevant obviously to the NPA so the, we would like your ideas on you know what you think Congress should do.

133

00:24:26.670 --> 00:24:38.100

Chai Feldblum: So we want to internally advanced cae within our statutory authority well number one ensure competitive wages and benefits right that's a sort of basic.

134

00:24:38.880 --> 00:24:52.530

Chai Feldblum: definable and 14 seat should be out obviously that at this point just for some of the source America NPs to as the strategic plan says we will issue a request for information.

135

00:24:53.610 --> 00:24:59.160

Chai Feldblum: If we want workable and realistic ideas, we have to hear from you about those ideas.

136

00:24:59.760 --> 00:25:07.590

Chai Feldblum: So we're going to want ideas on how can you support cae within your current contracts, even with the current ratio.

137

00:25:08.010 --> 00:25:21.810

Chai Feldblum: How can you increase outward movement and what sort of support, would you need and what pilot projects might you be able to think about that you can do, and we can authorize even within the 75% ratio.

138

00:25:22.590 --> 00:25:32.430

Chai Feldblum: Right ways to not have to have that in certain locations and then based on that feedback will issue a guidance document on the best practices to advanced cae.

139

00:25:32.790 --> 00:25:43.770

Chai Feldblum: In off the road civil pilot projects, because we think we can do some of those in the current statute next slide part to have internally advancing cae.

140

00:25:44.400 --> 00:25:59.460

Chai Feldblum: issue revised ieec that's conducive to hiring individuals who want to work and CIA as opposed to, of course, the definition that is currently in the Statute we feel there should be some flexibility in an ice that we can revise.

141

00:26:00.240 --> 00:26:14.220

Chai Feldblum: We want to figure out the data points for measuring and NPs performance on CIA and the flip side of that we need to ensure that the cna is that can provide resources to the NPA to help them achieve see a.

142

00:26:15.120 --> 00:26:23.430

Chai Feldblum: lot more money sitting in the ncaa is, as you all know, then an hour \$8.2 million budget, which is what we have when you don't count the ID.

143

00:26:24.330 --> 00:26:38.820

Chai Feldblum: And then finally issue guidance on how an NPA success in achieving cae will be used and that's really at this point just open for consideration, what can we do, given the current statutory structure.

144

00:26:40.050 --> 00:26:41.850

Chai Feldblum: That strategic objective one.

145

00:26:43.080 --> 00:26:43.740

Chai Feldblum: Next slide.

146

00:26:45.240 --> 00:26:54.480

Chai Feldblum: So now we're moving to strategic objective to hear our responsibility is to ensure effective governance across the ability one Program.

147

00:26:55.140 --> 00:27:07.560

Chai Feldblum: And our first outcome go focuses on the Commission and cna and mbas and the second outcome goal focuses on our federal customers so let's dig into this to the next slide.

148

00:27:08.940 --> 00:27:17.670

Chai Feldblum: So how are we going to improve operations right well we'll continue to strengthen our internal Commission operations, and we have.

149

00:27:18.120 --> 00:27:28.650

Chai Feldblum: Good world map from our ID as well as from our staff in terms of ideas, our enterprise risk management system under George go vents leadership.

150

00:27:29.610 --> 00:27:42.270

Chai Feldblum: To we're going to modernize the data collection system because data is essential for knowing what's working well and not and we will revise the data points that we are saying we need to receive from the NPs.

151

00:27:43.170 --> 00:27:51.210

Chai Feldblum: we're going to reimagine the site visits to include both compliance aspects and technical assistance to support NPA success.

152

00:27:51.630 --> 00:28:00.390

Chai Feldblum: If we're now asking for new things from you to show success and CIA, we have to make sure those visits are giving you that technical assistance.

153

00:28:01.080 --> 00:28:07.230

Chai Feldblum: We want to make sure that we have full access to the cna reviews of mbas against the days of a lot more money.

154

00:28:07.710 --> 00:28:12.510

Chai Feldblum: they're the ones doing a lot of these, we need to have the data that they're collecting from you.

155

00:28:13.110 --> 00:28:30.240

Chai Feldblum: And most importantly for all of this, we have to update the cooperative agreements with the CNS to align with this right we're talking about a pivot in terms of results, which means a pivot in terms of resources and that's something we will work with negotiate with.

156

00:28:31.380 --> 00:28:42.990

Chai Feldblum: The cna is in it will be reflected in those cooperative agreements and, finally, in terms of operations we're doing a big focus inside the Commission on digital accessibility.

157

00:28:44.130 --> 00:28:52.620

Chai Feldblum: Ryan and GABE have been excellent and making it clear what we need, and also in terms of increasing dei diversity equity.

158

00:28:53.160 --> 00:29:03.360

Chai Feldblum: and inclusion accessibility at the Commission, which includes hiring obviously people with disabilities so that's the operations on the next slide.

159

00:29:03.900 --> 00:29:21.240

Chai Feldblum: You can see the focus on the federal customer so just yep provide best value through contract performance okay best value doesn't necessarily mean the lowest price, but it does mean taking into account.

160

00:29:21.690 --> 00:29:30.780

Chai Feldblum: The pricing structure, together with past performance and technical capabilities right, and this is the basic competition issue that many of you know about.

161

00:29:31.260 --> 00:29:38.970

Chai Feldblum: Doing that in a in an intelligent strategic way and then again in order for you to provide best value.

162

00:29:39.660 --> 00:29:49.440

Chai Feldblum: We needed to determine the type of support that mbas need to support their workforce, while providing competitively priced products and services.

163

00:29:49.770 --> 00:29:58.740

Chai Feldblum: And we need to improve our coordination with that federal customers to we have metrics for those contract performance, so we know whether they're happy or not happy.

164

00:29:59.610 --> 00:30:22.650

Chai Feldblum: Okay, so next slide is the final strategic objective now remember I said strategic objective one is very focused internally on ability one strategic objective three, which is about creating more jobs is split between a focus on ability one and focus outside okay so outcome go one.

165

00:30:23.670 --> 00:30:33.840

Chai Feldblum: partnering with the ability one representatives is focused on more jobs inside ability one an outcome goal to is focused on helping.

166

00:30:34.770 --> 00:30:46.530

Chai Feldblum: You to have your employees go to other places again we're asking you that let's make sure that we can help so last two slides dive into each of these two pieces.

167

00:30:48.390 --> 00:30:51.630

Chai Feldblum: So how do we next slide here.

168

00:30:53.460 --> 00:31:01.080

Chai Feldblum: Work with the White House and the boys, so we can increase ability one contracts that offer good jobs well White House from the office of federal.

169

00:31:01.710 --> 00:31:13.950

Chai Feldblum: procurement policy put out a memo creating these ability one representatives, calling on the agencies to create them calling on the agencies to double their spend to go from 4 billion to a billion.

170

00:31:14.460 --> 00:31:23.760

Chai Feldblum: Well we'll we'll do analysis of the agency performance against these commitments, and we will be working with those eight boards.

171

00:31:24.480 --> 00:31:43.290

Chai Feldblum: To promote the satisfactory customer experience to explain what we're looking for in terms of cae explain the pilot projects, we will be working with a ball is White House, etc, to increase the job opportunities inside the ability one program and the next and final slide.

172

00:31:45.450 --> 00:31:56.160

Chai Feldblum: is creating the demand for the ability one employees Okay, we want to ultimately and again most of this will have to be legislative change make sure that.

173

00:31:56.520 --> 00:32:07.590

Chai Feldblum: There is CIA within every ability one job but part of that is also having having that demand for this supply that you will have.

174

00:32:08.550 --> 00:32:20.940

Chai Feldblum: And we have an affirmative action obligation for government agencies will work with the office of personnel management and the eeoc to connect ability one employees with government agencies.

175

00:32:21.420 --> 00:32:32.850

Chai Feldblum: There is an obligation of federal contractors to hire people with disabilities will work with department of Labor the office of federal contract compliance programs to be that connector.

176

00:32:33.270 --> 00:32:42.360

Chai Feldblum: And we're going to work with the Small Business Administration to create support for disability on businesses, which doesn't exist right now.

177

00:32:43.620 --> 00:32:52.590

Chai Feldblum: Those are three strategic objectives we're going to have a discussion about each one which, like my fellow Commissioners i'm very much looking forward to.

178

00:32:53.310 --> 00:33:11.730

Chai Feldblum: In the next slide TIM is going to tell you what our next steps are going to be sort of logistically no next slide is fine thanks Aaron and then we will move over to Irene for moderated I hope interesting exciting passionate maybe at times conversation.

179

00:33:12.930 --> 00:33:13.440

Chai Feldblum: Thanks.

180

00:33:14.700 --> 00:33:19.980

Kimberly Zeich: Thank you hi for that overview and Hello everyone again i'm Kim psych.

181

00:33:20.460 --> 00:33:31.740

Kimberly Zeich: And as you've heard from the Commission members and as you're experiencing firsthand today developing this new strategic plan has been and continues to be quite an interactive process.

182

00:33:32.100 --> 00:33:41.850

Kimberly Zeich: So now i'm going to share the next steps so you'll know what to expect, as are way ahead first it bears repeating that the comment period remains open.

183

00:33:42.360 --> 00:33:54.720

Kimberly Zeich: So open until April 16 we have comments being posted on regulations.gov so we have full transparency there and I do encourage everyone with comments to go ahead and post them.

184

00:33:55.650 --> 00:34:05.910

Kimberly Zeich: Once the comment period ends, the Commission will take a few weeks to review all of the feedback that we have gathered throughout this process and we will finalize an issue, the plan.

185

00:34:06.510 --> 00:34:18.960

Kimberly Zeich: And, as I mentioned it's very important than that the Commission and the cna work together to update our cooperative agreements so that they're aligned with and reflect the new strategic priorities.

186

00:34:19.440 --> 00:34:36.900

Kimberly Zeich: And then, finally, we will develop and put in place and operating plan that will help us to implement and achieve the strategic plan goals so i'm going to turn the floor over to the chairperson, and he will introduce our moderator and our discussion section.

187

00:34:39.390 --> 00:34:41.370

Jeffrey Koses: So you just heard from.

188

00:34:42.720 --> 00:34:53.880

Jeffrey Koses: us just you've heard a really big bold vision and agenda and thought process, but now we're moving on to what I think it's gonna be the best part of today's meeting.

189

00:34:54.330 --> 00:35:00.660

Jeffrey Koses: it's your opportunity to share your actions your comments, what you like what you don't like what you're worried about.

190

00:35:01.500 --> 00:35:11.580

Jeffrey Koses: I mean glaser retired from the Commission actually just last week, but she is such an incredibly fellas moderator we couldn't resist the chance to bring her back to help us today.

191

00:35:13.080 --> 00:35:16.740

Jeffrey Koses: Thank you for coming back to help us with this and over to you.

192

00:35:18.060 --> 00:35:33.150

Irene Glaeser: Thank you, Mr hostess I am not just thrilled but jazzed to be your moderator today for this most important portion of the town hall, and you can see some of the rules that we've drawn up in order.

193

00:35:33.450 --> 00:35:39.750

Irene Glaeser: For this discussion to go smoothly, but we also are prepared for not smooth.

194

00:35:40.710 --> 00:35:59.880

Irene Glaeser: But first I will introduce every speaker scheduled speakers who wrote in in advance, have been notified of the order in which they'll speak, and in order to accommodate as many as possible will ask that the speaker limit their comments to up to five minutes.

195

00:36:00.930 --> 00:36:13.800

Irene Glaeser: Again, the only reason we have a time limit is to accommodate, as many speakers as we can fit in, and thank you so much for understanding that and for your cooperation, your cooperation on that.

196

00:36:14.880 --> 00:36:24.510

Irene Glaeser: The strategic objectives will be a dress potentially one by one and we'll go through each and we'll go through the prepared.

197

00:36:27.060 --> 00:36:41.790

Irene Glaeser: Questions first a given in advance um if you do want to weigh in and there's time send a chat I may not be able to see your hand up.

198

00:36:42.180 --> 00:36:51.270

Irene Glaeser: And i'll be monitoring the chat and then we will change the zoom settings and make you a panelist very quickly and you'll need to unmute yourself.

199

00:36:52.170 --> 00:37:03.540

Irene Glaeser: And that is time permitting but we're anticipating that we are extremely excited about this after Objectives three will go into general discussion.

200

00:37:04.620 --> 00:37:12.510

Irene Glaeser: So without further ado, we will begin with the prepare panelists questions.

201

00:37:13.050 --> 00:37:32.220

Irene Glaeser: My first speaker really there's no introduction, but I will introduce her the amazing Charlotte hammond CEO of challenge unlimited in alton Illinois and also the President of the National Council of source America employers take it away Charlotte.

202

00:37:33.270 --> 00:37:35.490

Charlotte Hammond: Thank you are raining and I have two.

203

00:37:36.690 --> 00:37:47.640

Charlotte Hammond: boys, Mr Kostas sentiments about having you back so I don't want to encroach on my five minutes so i'll just be started, so thank you Chi and the rest of the condition members.

204

00:37:48.240 --> 00:38:01.320

Charlotte Hammond: As well as the Commission staff this some of my talking points is really a compilation of several ability one enterprises organizations within this program.

205

00:38:02.100 --> 00:38:09.120

Charlotte Hammond: So first i'd like to just acknowledge, some of the positive points associated with the strategic plan.

206

00:38:09.960 --> 00:38:16.170

Charlotte Hammond: The first is expanding CIA options for people who are blind or having disability is very important.

207

00:38:17.100 --> 00:38:29.250

Charlotte Hammond: The ability one Commission is positively stating that CIA he is possible within the ability one program and, in fact, already exist in many places in the Program.

208

00:38:30.060 --> 00:38:39.420

Charlotte Hammond: Thank you for acknowledging the hard work that nonprofits do have done to expand Cie opportunities within the ability one Program.

209

00:38:39.930 --> 00:38:51.390

Charlotte Hammond: We support the use of the statutory definition of the CEO of ci G from Viola, without our essays interpretation of what is and isn't typically found in the Community.

210

00:38:52.560 --> 00:39:00.270

Charlotte Hammond: We believe that the ability one program and myself, is most misunderstood and frequently portrayed as sheltered employment.

211

00:39:00.720 --> 00:39:10.560

Charlotte Hammond: low skilled jobs special jobs, and when I say special jobs, jobs and I typically found in the Community, a created only for people with disabilities.

212

00:39:11.190 --> 00:39:17.490

Charlotte Hammond: Instead, we need to accurately define the program as a vital part of the federal economy.

213

00:39:17.940 --> 00:39:27.930

Charlotte Hammond: Providing a Center products and services to our federal customer using a skilled workforce of people who are blind or or who have a disability.

214

00:39:28.590 --> 00:39:46.380

Charlotte Hammond: Who are under represented up under represented in the workforce upward mobility career pathways exists within the ability one program significant upward mobility does exist for the direct Labor workforce and need to be acknowledged.

215

00:39:47.400 --> 00:39:55.290

Charlotte Hammond: Many ability ability one jobs are in the skilled trades, which addresses the national lack of skilled trades people.

216

00:39:55.980 --> 00:40:00.840

Charlotte Hammond: Employment expectations, should be the same inside and outside of the Program.

217

00:40:01.290 --> 00:40:11.040

Charlotte Hammond: meaning in the general population, people are not expected to leave a job they like or events beyond the career level that they've chosen for themselves.

218

00:40:11.700 --> 00:40:18.270

Charlotte Hammond: There is a misconception that people are stuck in the ability one program that they do not have the option to leave.

219

00:40:18.840 --> 00:40:36.750

Charlotte Hammond: Instead, people choose ability one jobs as the best option for themselves, for a variety of reasons, there should be no expectation that all people graduate from the ability one program continued employment and growth within the program should be acknowledged as success.

220

00:40:38.400 --> 00:40:47.970

Charlotte Hammond: People who are blind or have disabilities are capable of choosing the right employment options for their individual abilities interest and career goals.

221

00:40:49.110 --> 00:40:53.400

Charlotte Hammond: i'm going to skip just to make sure that I can kind of get through my five minutes.

222

00:40:54.360 --> 00:41:04.620

Charlotte Hammond: We strongly encourage them more proactive position from the ability one Commission on growing the ability one program as strategic specifics of how it is going to happen.

223

00:41:05.490 --> 00:41:17.640

Charlotte Hammond: The the ability one program needs to grow to allow for more career growth opportunities a Boars and other growth initiatives cannot be truly successful without the support of a contracting goal.

224

00:41:18.570 --> 00:41:24.150

Charlotte Hammond: A strategic plan that looks over the next four years should prioritize both modernization and growth.

225

00:41:24.600 --> 00:41:32.070

Charlotte Hammond: Otherwise, employment options for people who are blind or have disabilities will shrink as we wait for the program to modernize.

226

00:41:32.730 --> 00:41:47.370

Charlotte Hammond: and closing, we support the ability one commissions focused on data and its importance and making evidence based decisions and I just have to say personally just having a finance background Chi just because I can see your face.

227

00:41:48.480 --> 00:42:00.030

Charlotte Hammond: You know just you know what i'm hearing from the Commission on gathering data to me to make a decision, as opposed to anecdotal decisions being made is the best path for us to move this program forward.

228

00:42:00.540 --> 00:42:13.680

Charlotte Hammond: The ability one Commission through through the CNS does collect some data, and I think a lot of data is not just some data i'm just saying a lot of data currently through the Q er a program that could be helpful and relevant here.

229

00:42:14.160 --> 00:42:24.270

Charlotte Hammond: We suggest the ability one permission focus on collecting and analyzing the following data points upward mobility within the ability one direct Labor positions.

230

00:42:24.810 --> 00:42:37.440

Charlotte Hammond: upward mobility from ability one direct Labor to indirect Labor positions upward mobility or movement from ability one employment to employment outside of the of the ability one Program.

231

00:42:38.280 --> 00:42:46.290

Charlotte Hammond: Available career paths within organizations and evidence of how that is being communicated to in bill ability one.

232

00:42:46.770 --> 00:43:05.940

Charlotte Hammond: Employees recognize certifications and credentials, they can be earned in the ability one jobs and, lastly, what I would like to say to Chi and the rest of the Commission, just being, and this is per per Charlotte representing many of the.

233

00:43:07.740 --> 00:43:20.190

Charlotte Hammond: Employees that work for us in the ability one programming outside of the ability one program I think the most important thing out of all of this is to remember the importance of choice.

234

00:43:20.790 --> 00:43:36.270

Charlotte Hammond: Just being an African American one thing that I learned from my husband, who went to a hbc you historically black college and I did not, but that was his choice and I always ask him why did you decide to attend hbc you.

235

00:43:36.780 --> 00:43:44.730

Charlotte Hammond: He said because that's where I felt like that I could thrive that's where I felt like I could I could relate to many of the.

236

00:43:45.570 --> 00:43:56.130

Charlotte Hammond: Many of the professors that are there, within our within our campus that they understood some of the background that many of our African Americans may come from.

237

00:43:56.460 --> 00:44:05.700

Charlotte Hammond: And so you know him attending and historically black college and him moving on it just really proved to me that.

238

00:44:06.150 --> 00:44:13.920

Charlotte Hammond: You know, it was his choice, and it was where he could thrive, it was where he could be successful and I just asked the Commission to remember.

239

00:44:14.520 --> 00:44:26.880

Charlotte Hammond: that these are adults, these are individuals who can make a decisions and choices on their own, and that they make the decision of where they can thrive and where they can be successful, thank you.

240

00:44:30.030 --> 00:44:38.310

Irene Glaeser: So, Charlotte that was amazing and you brought up a whole different metaphor, that was, I think, really.

241

00:44:38.730 --> 00:44:49.290

Irene Glaeser: useful for for just thinking about this in a different direction, so we thank you for all of those comments and appreciate them very much and we'll move on.

242

00:44:49.830 --> 00:45:01.620

Irene Glaeser: Next to matt cook who is CEO of Virginia industries for the Blind for in charlottesville who also had some remarks for us today, thank you man.

243

00:45:02.430 --> 00:45:11.880

Matt Koch: Thank you for holding this town hall and Charlotte and I did not coordinate our comments, but you're going to hear some common themes, I am the CEO of Virginia industries for the blind.

244

00:45:12.420 --> 00:45:21.930

Matt Koch: Which is one of only a few ability when affiliates that is a state entity, we have a great relationship with our state rehab agency, because we're part of it.

245

00:45:22.380 --> 00:45:29.070

Matt Koch: I am, I am also the deputy Commissioner of enterprises for that, for the department for the blind and visually impaired.

246

00:45:30.060 --> 00:45:45.180

Matt Koch: My hope is that the commission's plan will build a stronger partnership with the Department of Education and Disability Advocacy groups to advance the understanding of the need to treat all employees who are blind as competent adults.

247

00:45:46.260 --> 00:45:51.930

Matt Koch: Competent adults who can choose where they want to work without fear of losing government services.

248

00:45:52.770 --> 00:45:59.910

Matt Koch: I feel this Ellis interpretation of integrated employment is tarnishing the proud accomplishments of so many people.

249

00:46:00.450 --> 00:46:07.170

Matt Koch: with disabilities who would find themselves not in the workplace at all if it were not for the ability, when Program.

250

00:46:08.040 --> 00:46:32.010

Matt Koch: The idea that a case is only successfully closed in the end is if it ends in a job deemed worthy by to do, he is indefensible 98% of my 160 employees across 25 locations in Virginia enjoy full time salary jobs above minimum wage and will full benefits.

251

00:46:33.240 --> 00:46:44.190

Matt Koch: Unfortunately 40 of our jobs are not considered competitive integrated employment and therefore not worthy ideally standards for rehab funding.

252

00:46:45.360 --> 00:46:56.430

Matt Koch: Meanwhile, a part time job for minimum wage, with no regular schedule and no benefit is considered a successful close and is worthy of government supported funding.

253

00:46:57.540 --> 00:47:04.980

Matt Koch: This is discriminatory against people exercising their free will, on where they want to work in the policy is.

254

00:47:06.600 --> 00:47:08.820

Matt Koch: is not appropriate for people with disabilities.

255

00:47:09.930 --> 00:47:18.480

Matt Koch: I have worked in the in the company of great people first, as a navy pilot then in the private sector and now in state government.

256

00:47:19.440 --> 00:47:38.220

Matt Koch: Each environment created professional expectations built teams developed people and generated pride all of that is evident at VIP and our sister affiliates in the program, please allow me to share two short stories about choice with you.

257

00:47:40.110 --> 00:47:57.150

Matt Koch: When we were looking to expand operations into a new market I held a meeting coordinated I coordinated a meeting with the Virginia chapter of the National Federation of the blind and we had 24 people who are blind show up to hear about our plans.

258

00:47:58.410 --> 00:48:02.220

Matt Koch: Each one of those two dozen people was looking for a job.

259

00:48:04.020 --> 00:48:09.900

Matt Koch: Each one of those two dozen people was excited by full time salary jobs, with benefits.

260

00:48:11.070 --> 00:48:15.180

Matt Koch: Each one of those two dozen people said they would apply for jobs.

261

00:48:16.710 --> 00:48:23.670

Matt Koch: and not a single person ever asked if it was competitive integrated employment that's just not important to job seekers.

262

00:48:25.320 --> 00:48:35.670

Matt Koch: They wanted a quality job that would respect their and leverage their skills, allow them to grow in a supportive environment and create financial independence.

263

00:48:36.900 --> 00:48:47.100

Matt Koch: The second story that I want to talk to you about is an employee of ours, who chosen ability one job over the private sector CIA job that he already had.

264

00:48:48.540 --> 00:49:00.750

Matt Koch: This employee who is deaf blind came to us, after hearing about the joy, the absolutely joy that two of his friends had for working with Virginia industries for the blind.

265

00:49:01.920 --> 00:49:04.980

Matt Koch: Both of his friend had been on public assistance.

266

00:49:06.060 --> 00:49:08.850

Matt Koch: Those two friends met at the IB and eventually married.

267

00:49:09.870 --> 00:49:13.470

Matt Koch: Both of them have developed skills and have received pay raises.

268

00:49:14.700 --> 00:49:19.290

Matt Koch: Their friend who is deaf blind was working for a national retail company.

269

00:49:20.490 --> 00:49:30.060

Matt Koch: In their shipping and receiving department, he complained that he was ignored because quote they simply did not know what to do with me and quote.

270

00:49:31.290 --> 00:49:41.280

Matt Koch: The vm employees told him about an opening in our shipping and receiving department, he applied competed for and was selected for that role.

271

00:49:42.870 --> 00:49:43.860

Matt Koch: He moved cities.

272

00:49:45.030 --> 00:49:53.040

Matt Koch: For this job and he's been very happy with us for several years, we would never and we cannot afford to ignore him.

273

00:49:55.170 --> 00:50:03.870

Matt Koch: He is one of two people in our shipping and receiving department that shipped out one third of the mattresses for navy ships ships out mattresses.

274

00:50:04.470 --> 00:50:25.500

Matt Koch: or Virginia colleges state parks state hospitals in state prisons his supervisor knows close up sign language and we use technology to leverage is limited remaining vision, he is happy and all three are proud of their jobs and VIP and for the fact that they're paying taxes.

275

00:50:26.850 --> 00:50:41.730

Matt Koch: The problem is that 40 of my employees like thousands across the ability one program who choose a career, that is not considered competitive integrated employment by the do we lose access to rehab services, funded by the government.

276

00:50:43.440 --> 00:50:55.410

Matt Koch: That needs need does not go away, but the federal government abandons these people that is wrong and my hope is that the Commission will eagerly correct that injustice.

277

00:50:56.850 --> 00:51:01.650

Matt Koch: All people with disabilities deserve supported services from their government.

278

00:51:03.060 --> 00:51:20.370

Matt Koch: And not just those ideally deems worthy based on where the individual chooses to work if we cannot change the minds of policymakers at the Department of Education, perhaps the Commission should seek funds to provide rehab services to its affiliates directly.

279

00:51:21.480 --> 00:51:27.180

Matt Koch: Thank you for this opportunity to share my thoughts and your first strategic theme.

280

00:51:29.040 --> 00:51:29.370

Irene Glaeser: Thanks.

281

00:51:30.810 --> 00:51:31.800

Matt Koch: man.

282

00:51:32.070 --> 00:51:48.750

Irene Glaeser: We really appreciate them, I think, somebody might have an open MIC i'm working to go on to our next comment by Bruce Patterson CEO of service source in appt in Virginia, but before we do i'd like to.

283

00:51:51.150 --> 00:51:59.580

Irene Glaeser: Note that after bruce's comments we will address a couple of questions and I think.

284

00:52:01.050 --> 00:52:06.540

Irene Glaeser: gay or high might have some remarks to make so on to Bruce.

285

00:52:07.620 --> 00:52:18.150

Bruce Patterson: This German and members of the Commission and and staff, as a member of the corp community, I want to thank you for the opportunity to provide comment on the commission's draft strategic plan.

286

00:52:18.870 --> 00:52:30.420

Bruce Patterson: i'm reminded that the reason this program exists, as it does today is because of the previous grassroots and field initiated efforts, led by the Community rehabilitation program movement.

287

00:52:31.200 --> 00:52:43.110

Bruce Patterson: And what exists today is a program that provides employment to 40,000 people with disabilities or every branch of our military and much of our Federal Government across every state in this country.

288

00:52:44.460 --> 00:52:55.620

Bruce Patterson: Of course, in this town one day you're this solution, and the next year the problem and there are calls to get the program, to the point of it no longer being executable.

289

00:52:56.160 --> 00:53:03.330

Bruce Patterson: And even to eliminate it, I urge you to challenge those proposals and to work to offer improvements to the model.

290

00:53:04.200 --> 00:53:17.760

Bruce Patterson: That preserve and grow the ability one program and it seems you're on that path, I want to use my time today to speak specifically about the emphasis on outplacement of ability one employees into external.

291

00:53:18.390 --> 00:53:27.210

Bruce Patterson: Non ability one employment and propose that you consider a concept that engages in challenges the RSA in this effort.

292

00:53:28.260 --> 00:53:42.570

Bruce Patterson: outplacement has long been a unique benefit of the ability one employment program it's been required of mph through regulation and compliance is required for continued NPA participation in a program.

293

00:53:43.410 --> 00:53:59.550

Bruce Patterson: The notion that NPs hold captive their employees, so is to benefit their organizations is utterly ridiculous We do know, however, that people will not generally take jobs and unless something as good or better.

294

00:54:00.630 --> 00:54:07.470

Bruce Patterson: is offered to them, and even then, there can be reluctance and engaging in a significant life change.

295

00:54:08.250 --> 00:54:16.560

Bruce Patterson: Although it's not specifically referenced in the draft plan to change the nature of ability one employment to temporary or transitional.

296

00:54:17.070 --> 00:54:31.170

Bruce Patterson: I strongly believe that's not the answer, that is, that is a breaking of faith with those who are employed and those who may become employed through ability one who depend on the relative stability or the opportunity.

297

00:54:32.250 --> 00:54:42.630

Bruce Patterson: The challenges for us as a system to offer as good or better opportunities, not to dilute their current employment or create instability.

298

00:54:43.140 --> 00:55:01.470

Bruce Patterson: So this leads me to a proposal for your consideration that makes the most of one of your key tenants of your draft plan, which is a whole of government approach it's a call to action of a key government organization that should be a part of the solution.

299

00:55:02.520 --> 00:55:04.110

Bruce Patterson: The design i'm proposing.

300

00:55:05.190 --> 00:55:17.280

Bruce Patterson: removes any perceived bias on the part of the NPA employers amid the claims that we're collecting on to our employees and holding them back and engage is a completely independent entity.

301

00:55:18.360 --> 00:55:27.030

Bruce Patterson: Finally, it challenges the entire system and creating positive and real outcomes, while allowing ability one employees to choose their own path.

302

00:55:27.660 --> 00:55:37.380

Bruce Patterson: i'm proposing that the RSA and the vast network of state vr agencies that they regulate monitor and fund take the lead.

303

00:55:37.890 --> 00:55:48.690

Bruce Patterson: and become actively engaged and responsible for specific outcomes of the outplacement of ability one employees into external competitive integrated employment.

304

00:55:49.500 --> 00:55:57.210

Bruce Patterson: And pH will do what we've always done offer quality employment and training and uniquely diverse environments and job types.

305

00:55:57.720 --> 00:56:05.280

Bruce Patterson: provide excellent paying benefits such as health insurance holiday sick and vacation pay retirement contributions and plans.

306

00:56:05.640 --> 00:56:15.000

Bruce Patterson: apprenticeship programs credentialing programs security clearance attainment housing and homeownership support tuition coverage able account seating.

307

00:56:15.660 --> 00:56:24.780

Bruce Patterson: and continue to follow all equal opportunity and non discrimination laws and regulations that any government contractor subjective.

308

00:56:25.680 --> 00:56:36.150

Bruce Patterson: Secondly, NPs in this design wouldn't open our doors to the State vr agencies and with individual agreement, we would provide contact information.

309

00:56:36.660 --> 00:56:43.920

Bruce Patterson: of our existing ability one employees to state vr so that they can independently reach out to these individuals.

310

00:56:44.580 --> 00:56:49.950

Bruce Patterson: are building one employees, I would expect would be eligible and entitled to these services.

311

00:56:50.760 --> 00:57:01.440

Bruce Patterson: offer letters from NPA good specifically advise it will share this information with state vr for the purpose of outplacement support unless directed not to buy the individual.

312

00:57:02.130 --> 00:57:12.060

Bruce Patterson: The Commission could direct and compelling pH to reasonably actively and fully support this effort and include such compliance within their regulatory review and reporting.

313

00:57:12.960 --> 00:57:23.790

Bruce Patterson: are many ways and pH could creatively incentivize in encourage or ability one employees to meet with in here out the state viewer counselors in their area.

314

00:57:24.270 --> 00:57:34.230

Bruce Patterson: On the benefits of competitive integrated employment outside of the ability one program and the myriad of additional benefits for your participation can include.

315

00:57:35.220 --> 00:57:44.250

Bruce Patterson: Then, unless specifically requested to be the outplacement provider the employer NPA would leave it fully in the hands of the.

316

00:57:45.000 --> 00:57:55.650

Bruce Patterson: Of the state vr and their wide network of vendors, providing a completely independent effort towards outplacement the RS and Commission could develop.

317

00:57:56.520 --> 00:58:21.240

Bruce Patterson: An mo you defining this advancement and engagement reach in accountability, the state vr agencies could perhaps once again refer people to ability one contracts understanding that in 1218 2436 months they vr will be in contact with them to reactivate services and again offer outplacement.

318

00:58:22.290 --> 00:58:30.150

Bruce Patterson: dashboards and performance indicators could be developed and reported on by the RSA and made a regular part of the Commission, business as well.

319

00:58:30.750 --> 00:58:40.320

Bruce Patterson: So that that's it in a nutshell, and and I know we'll hear well that that's really not how vr works, but we're talking about you know transformative agendas here.

320

00:58:40.800 --> 00:58:49.470

Bruce Patterson: This doesn't ask any organization to act in ways that are inconsistent with our missions and their set of skills it keys, on the whole government approach.

321

00:58:49.920 --> 00:59:01.650

Bruce Patterson: defines a process with specific responsibilities and outcomes removes any potential bias associated with being the employer and introduces an external, independent entity entity.

322

00:59:02.340 --> 00:59:16.680

Bruce Patterson: And it continues to allow employees to make their own his own choices regarding their employment beth, thank you for your time and consideration, and please know we're interested in working with you as you map the future the ability one Program.

323

00:59:18.660 --> 00:59:27.270

Irene Glaeser: As you always have been Bruce and it looks like you've put a lot of work into those comments, and thank you, that was a big nutshell.

324

00:59:27.750 --> 00:59:41.190

Irene Glaeser: And i'm going to pause for a moment, because we did receive the hosts and panelists receive a question from lauren branch and i'll read it quickly, but if we could highlight Warren branch.

325

00:59:42.900 --> 00:59:45.720

Irene Glaeser: And maybe she could turn the camera on.

326

00:59:46.740 --> 01:00:05.550

Irene Glaeser: So Lauren asked are you going to be creating a separate definition of an interpretation and CIA he outside of the RSA definition and I think both high and gay we're going to comment on that.

327

01:00:07.110 --> 01:00:19.920

Chai Feldblum: Yes, thank you I'll start and then gave I know you'll then add thinking so I just want to say with all sweet, I appreciate your comments.

328

01:00:20.910 --> 01:00:34.530

Chai Feldblum: Typically, because I think the point of this town hall meeting is for you to understand where we're at at the Commission, as reflected in the strategic plan right where we agree, and where we may not agree.

329

01:00:39.060 --> 01:00:52.110

Chai Feldblum: And Bruce I why I appreciate that you are saying we should respond to calls to end the program we are our view of how to do so may not align with everything that's been said to date.

330

01:00:53.760 --> 01:00:58.020

Chai Feldblum: And that's okay that's the part that's The point of this conversation so.

331

01:00:59.130 --> 01:01:16.110

Chai Feldblum: We will not be creating a new definition of CIA geared for ability one programs okay I've all three of you in ways have said, there is the inability one RSA should recognize that RSA is a separate agency.

332

01:01:18.390 --> 01:01:33.300

Chai Feldblum: it's a separate agency right what we're saying in the strategic plan now is we're not going to have a new definition of cae we're going to have the week or definition it's competitive pay its.

333

01:01:34.800 --> 01:01:48.060

Chai Feldblum: Integration and its job opportunities and promotion we're going to use the Statute, which has those three things and we're going to use the regulation, which has the force and effect of law.

334

01:01:48.540 --> 01:01:58.770

Chai Feldblum: Which is typically located in the Community now we're obviously not in a request for you, for you to tell us where you think you do fca.

335

01:01:59.280 --> 01:02:11.790

Chai Feldblum: Great tell us you know how are you managing to do that, even with the 75% ratio that's what the Roi is about okay now so we obviously cannot use the RSA faqs.

336

01:02:12.180 --> 01:02:22.320

Chai Feldblum: Since they are presumptively assumes that CA is now possible because an NPA set up to me to 75% ratio right, so we can't use that.

337

01:02:22.830 --> 01:02:39.120

Chai Feldblum: In terms of our strategic objective of expanding cae However, please understand that the reason our very first outcome goal, one is to work with Congress to amend J wide.

338

01:02:40.050 --> 01:02:56.220

Chai Feldblum: Is because it's very hard to reconcile a 75% deal age with integration working side by side same job people without disabilities like I said let's hear from you, if you've got some.

339

01:02:57.390 --> 01:03:09.480

Chai Feldblum: But we feel there has to be that legislative change and when they do that legislative change they'll consider whether the choice arguments that you're saying makes sense.

340

01:03:10.200 --> 01:03:21.270

Chai Feldblum: Right they'll consider whether you do need that see yourselves as a gateway to CIA generally so new people let's say coming in understand, they may love that job but.

341

01:03:21.780 --> 01:03:30.360

Chai Feldblum: You know that's expensive real estate in your places, because you have a mandated ratio and might need to open that for someone else.

342

01:03:31.110 --> 01:03:45.840

Chai Feldblum: Okay they're going to have to make those decisions, all that we can do, and we will do it is do everything we can to give you the support to do some of that outplacement that you are talking about.

343

01:03:46.710 --> 01:03:57.360

Chai Feldblum: And to work with federal contractors and federal agencies and other businesses to be places where people who are blind and deaf and idd add or supported.

344

01:03:57.930 --> 01:04:05.880

Chai Feldblum: that's a vision looking forward so i'm glad we're able to have this sort of back and forth discussion, and with that I hand it over to gail.

345

01:04:07.020 --> 01:04:17.070

Gabriel Cazares: Thank you hi and I think that's a great summary of where all of us, private citizen Members are with regards to modernizing the Program.

346

01:04:17.520 --> 01:04:36.750

Gabriel Cazares: I appreciate the thoughtfulness with which everyone has approached this discussion, but I want to make something abundantly clear and it's been said over and over and over again during this conversation but i'll say it again, this program has gone to chain.

347

01:04:37.920 --> 01:04:52.740

Gabriel Cazares: Before we can talk about growing the program it's our responsibility to demonstrate to our stakeholders and to Congress that we have the capacity to.

348

01:04:53.760 --> 01:05:09.120

Gabriel Cazares: To be careful stewards responsible stewards of that how are we going to do that we're going to do that as high as said, by looking at the CEO of definition of CIA.

349

01:05:09.750 --> 01:05:15.570

Gabriel Cazares: And I want to put a challenge back out to all of you take a look at your C suite.

350

01:05:16.380 --> 01:05:30.210

Gabriel Cazares: Take a look at your supervisory and administration administrative positions, but I went to particularly focused on your C suites and your supervisory positions, how many of them are occupied by people with disabilities.

351

01:05:31.260 --> 01:05:39.270

Gabriel Cazares: Who is that the decision making table with you when you're thinking about new lines benefit changes.

352

01:05:40.320 --> 01:05:51.540

Gabriel Cazares: pay compensation adjustments are people with disabilities at the table, how many CEOs of mbas with disabilities are you talking to.

353

01:05:52.830 --> 01:06:00.210

Gabriel Cazares: that's the perspective that I think is missing most in the program and I look forward to working with all of you.

354

01:06:00.720 --> 01:06:12.840

Gabriel Cazares: To make sure that we can prove that upward mobility exists in the program by creating pipelines of leadership to fill those executive positions and NPA.

355

01:06:13.560 --> 01:06:24.120

Gabriel Cazares: um so that we can prove to ourselves to our employees and to the Community, that we can achieve competitive integrated employment.

356

01:06:24.660 --> 01:06:46.980

Gabriel Cazares: So I look forward to continuing to have this discussion with all of you i'm grateful for your time and I hope that you all, will take the opportunity to submit comments yeah regulations.gov the the strategic plan is still open, for your comments and we welcome them, thank you.

357

01:06:49.380 --> 01:06:57.360

Irene Glaeser: Thank you so much hi and gave this is definitely a very meaningful discussion and I will say that.

358

01:06:58.170 --> 01:07:14.700

Irene Glaeser: If we don't get to any comments they will all be made available to the Commissioners, at the end of this session, I want to comment that Bruce received a number of kudos for his comments and Karen.

359

01:07:16.020 --> 01:07:23.430

Irene Glaeser: Page I believe inform the host and panelists that she agreed with Charlotte on her metrics.

360

01:07:23.880 --> 01:07:35.220

Irene Glaeser: And so there are all kinds of comments pouring in and board the bill or I have not forgot you for the one you sent in today i'm going to save it for a little bit later.

361

01:07:35.610 --> 01:07:45.000

Irene Glaeser: As we move on to strategic objective number two and the good news is this is all part of the discussion if we run a little over.

362

01:07:45.270 --> 01:07:58.980

Irene Glaeser: into our discussion time period so strategic objective to without further ado, I will introduce Murray camp and ollie, who is the Vice President of government affairs at school come.

363

01:07:59.310 --> 01:08:08.400

Irene Glaeser: In bremerton Washington, and I think she indicated she may have comments on more than one objective, the floor is yours marine.

364

01:08:09.210 --> 01:08:23.130

Marie Campanoli: Thank you, thank you for the opportunity to share susan's comments today, and thank you so much for the forward thinking and hard work that has gone into creating this vision of the future of our Program.

365

01:08:23.880 --> 01:08:32.940

Marie Campanoli: We have submitted written comments and multiple points, but today I would like to focus on three and firstly in the strategic objective to.

366

01:08:34.140 --> 01:08:47.460

Marie Campanoli: A good earpiece system, one with decent workflow will streamline processes, we believe the procurement action lead time pals can be shortened if we see any NPA Commission staff.

367

01:08:47.880 --> 01:09:06.240

Marie Campanoli: can get a better system in place and then work collectively to lean out the process we accept, now that held is somewhere around 200 plus days it used to be shorter and can be again leveraging a goodie rp system to ensure we do so with the same level of integrity.

368

01:09:07.350 --> 01:09:19.020

Marie Campanoli: agility and due diligence are both important we sacrificed the former for the ladder, we suggest adding a performance measure around ability one pound.

369

01:09:20.850 --> 01:09:21.840

Marie Campanoli: On another topic.

370

01:09:22.890 --> 01:09:28.440

Marie Campanoli: We need to recognize that our customers have been asking for competition and we need to meet them per way.

371

01:09:28.980 --> 01:09:38.820

Marie Campanoli: scoop them supports competition within the program to include price competition at times when done in a best value trade off scenario.

372

01:09:39.120 --> 01:09:47.940

Marie Campanoli: Where non price factors are considered as well and are ideally given more weight than price in the evaluation process.

373

01:09:48.810 --> 01:10:00.600

Marie Campanoli: eaten at eight panels subcommittee six made some excellent recommendations on competition and the third report to Congress scoop them supports the adoption of these recommendations.

374

01:10:01.920 --> 01:10:12.720

Marie Campanoli: And I would like to circle back just briefly on strategic objective one for one point school come strongly supports the elimination of 14 see.

375

01:10:13.380 --> 01:10:22.680

Marie Campanoli: And we prefer the language go farther to include that to qualify for the program and pH must not hold a 14 CA certificate.

376

01:10:23.520 --> 01:10:29.610

Marie Campanoli: We recognize this will be difficult, yet this is the right thing to do and it's time we have heard criticism of the.

377

01:10:30.090 --> 01:10:41.820

Marie Campanoli: proposed ruling on the hill that eliminating the use of 14 see on ability one contracts only still allows mbas to shift those employees into other work in their agency.

378

01:10:42.750 --> 01:10:54.480

Marie Campanoli: continued use of 14 see by ability one producing agencies, even on non ability one work creates headwinds for the program and, ultimately, for the people we serve.

379

01:10:55.680 --> 01:11:15.060

Marie Campanoli: And, on a personal note, I would just like to add, I spend most of my work life, advocating for and communicating about the program I hear comments praise suggestions and criticisms and I just want to share that I am so inspired by the path we're taking the strategic plan, thank you.

380

01:11:18.600 --> 01:11:23.070

Irene Glaeser: Thank you, Marie and we're getting comments about Labor ratio.

381

01:11:24.030 --> 01:11:36.240

Irene Glaeser: And I always appreciate hearing from Jeff commitment of bob's ma I believe he stated that most of us have people with disabilities at the table.

382

01:11:36.540 --> 01:11:50.490

Irene Glaeser: We need to do a better job of communicating those numbers and it should be part of the data that Commission and Santa collect and we all know, Jeff is blind individual and hat is also a CEO.

383

01:11:51.510 --> 01:12:00.930

Irene Glaeser: And there are other comments, but we're going to move on at the moment to our next speaker who is quite Davis and.

384

01:12:01.980 --> 01:12:09.660

Irene Glaeser: dwight is the CEO of GE CEO of pensacola Florida and we're looking forward to hearing from him now.

385

01:12:10.920 --> 01:12:15.300

Dwight Davis: great things and i've definitely been to all that's happening now.

386

01:12:16.620 --> 01:12:23.160

Dwight Davis: Thanks Kim you and your team for giving you guys a chance to say a few words today on this very important topic.

387

01:12:23.640 --> 01:12:36.780

Dwight Davis: i'll be addressing strategy 200 objective to which is increasing CNS technical support MPs silicate successful contract performance, I want to focus on emerging technical lines of businesses is where they're submitting and growth and opportunity.

388

01:12:38.400 --> 01:12:46.440

Dwight Davis: You know, do you see he has been providing services in the technology space for for a few years now and we've assembled some lessons learned and areas of focus for this line of work on for.

389

01:12:47.160 --> 01:12:54.660

Dwight Davis: A while a good portion of these lessons were quite internal changes and considerations, some are areas where the cna is consistent in the Community, and this one is.

390

01:12:55.980 --> 01:13:07.140

Dwight Davis: To be successful it's emerging space technology services cna and mbas will need to adopt a clean approach pretty much for every opportunity as each one is different, as it's their own success of challenges.

391

01:13:08.610 --> 01:13:09.240

Dwight Davis: While a good course.

392

01:13:10.890 --> 01:13:15.330

Dwight Davis: With the changing ability one strategy great opportunity and we've been talking about all afternoon.

393

01:13:16.530 --> 01:13:27.480

Dwight Davis: And this opportunity to shift focus and capture momentum into new markets for organizations see days when you to underpin this momentum in three areas ensure success it's going to come right now.

394

01:13:29.160 --> 01:13:43.260

Dwight Davis: First, our government customers are looking to hire technology service providers agile and time, however, many of us to see included see ourselves ability one service provider has been a very specific goal and creating meaningful and rewarding work experience for our TEAM members.

395

01:13:44.550 --> 01:13:51.390

Dwight Davis: This can be at odds with the customer desires of times we've seen with requirements that can change and do change, and when we.

396

01:13:52.290 --> 01:13:55.260

Dwight Davis: will need this team and approach I mentioned previously, you ever meet this.

397

01:13:56.010 --> 01:14:03.870

Dwight Davis: Developing a technology support structure staff with dedicated IP professionals at the cna and Commission level will help manage customer expectations.

398

01:14:04.230 --> 01:14:12.720

Dwight Davis: As well as support the NPA as they navigate through spaces, this is almost a culture shift and must be embraced by the CNN MTV if we are successful in.

399

01:14:13.800 --> 01:14:18.840

Dwight Davis: The right influencers and supporters and we needed to manage customer expectations and NPA requirements.

400

01:14:19.860 --> 01:14:26.670

Dwight Davis: Second, technology, work is, in my opinion, the future we must embrace and another gateway to competitive and integrated employment.

401

01:14:27.150 --> 01:14:34.050

Dwight Davis: hires we've experienced firsthand some of the types of work and Labor categories are not often suitable for the Program.

402

01:14:34.740 --> 01:14:46.680

Dwight Davis: definition of suitability is a wide ranging and cannot be defined by the MPs vacuum cna is required to assist with defining the foundational support suitability of the work as it pertains to this technology space.

403

01:14:47.940 --> 01:14:53.220

Dwight Davis: That work is already underway with the it Roundtable social services, supporting and we can continue to support.

404

01:14:54.720 --> 01:15:04.830

Dwight Davis: The pilot projects with the latitude to define what a suitable has this focus based on capabilities and uncover areas will find quite wrinkle lastly.

405

01:15:06.000 --> 01:15:14.040

Dwight Davis: cna is can provide material and management support engineers working in the space cna is can aid with building a foundation for training pipeline.

406

01:15:14.340 --> 01:15:18.330

Dwight Davis: To build a bunch of candidates for the different areas of focus in the technology space.

407

01:15:18.750 --> 01:15:29.070

Dwight Davis: These pipeline should support more than one in PA or contract and become a vehicle for increasing employee capabilities and they mature in their roles and see more competitive placements are internal advancement.

408

01:15:29.880 --> 01:15:37.440

Dwight Davis: Additionally, assistance with working in talent needed to staff these outcomes, by creating and maintaining a national database updates seeking employment through this program.

409

01:15:38.100 --> 01:15:48.840

Dwight Davis: Here, we will need to explore all manner of pipeline program to give additional rotation content work there be a military services moving as well as other state entry and traditional placement programs.

410

01:15:50.100 --> 01:16:00.930

Dwight Davis: My final point on that cia's can can match in place for mentor protege and team and opportunities and often complex projects to leverage different experiences and grow the network real large.

411

01:16:01.380 --> 01:16:04.590

Dwight Davis: Large is this will take more of us to ensure success and spread.

412

01:16:05.250 --> 01:16:17.280

Dwight Davis: and by that I mean spreading the risk true is not just having a few of those technology providers in the space, but bringing along more mbas so that we can get more work out there for our clients.

413

01:16:18.210 --> 01:16:31.320

Dwight Davis: So summing it up the technology space, a future looking brace it's going to require preparation and deliberate approach and emphasized and we're going to be successful, no single in PA or small group of engage, they will make this work.

414

01:16:33.000 --> 01:16:46.590

Dwight Davis: For the cia's Commission will be needed to make this happen you've been working in the technology space for a bit now, but I think we need to work together with RCA partners to articulate support requirements your enhanced and technology culture.

415

01:16:47.670 --> 01:16:51.690

Dwight Davis: You will need help in the sales and Commission and understand what suitability for this work looks.

416

01:16:52.350 --> 01:16:59.910

Dwight Davis: and support for building partnerships identified and helping the talent pool and training opportunities amongst the Community or enhance our chances of sense.

417

01:17:00.870 --> 01:17:13.350

Dwight Davis: So I really do want to thank you guys for the APP to kind of bring this point forward as as we really are starting to dive into this after two years, so thanks again to your attention, I hope I get to meet a bunch of you in Dallas.

418

01:17:17.820 --> 01:17:21.480

Irene Glaeser: dry and, as I look at the chat box i'm getting a lot of.

419

01:17:22.800 --> 01:17:34.650

Irene Glaeser: fall on comments for Jeff mitten in agreement with some of his suggestions also want to encourage you to note if you're talking to host some panelists or to everyone, there is a difference.

420

01:17:35.160 --> 01:17:43.950

Irene Glaeser: And we will move on to the next speaker who is Lisa pace Vice President of external affairs at boss.

421

01:17:45.390 --> 01:17:51.450

Irene Glaeser: Of Jeff Jeff mitten bobsleigh and indianapolis indiana take it away lease.

422

01:17:52.530 --> 01:17:59.430

Lise Pace: And afternoon, my name is Lisa paste and, as you said, I am the VP of external affairs at plasma enterprises.

423

01:17:59.820 --> 01:18:10.230

Lise Pace: And I should mention that I am one of two Vice Presidents on the executive leadership team who are blind as my enterprises and, as you mentioned Jeff maintenance.

424

01:18:10.650 --> 01:18:22.710

Lise Pace: Our CEO is also blind the opportunity to work for this organization has been absolutely life changing after losing my first career in banking and finance due to my vision loss.

425

01:18:23.400 --> 01:18:32.040

Lise Pace: Thank you to the ability one Commission for the opportunity to provide brief comment and to ask questions relating to the Commission strapped strategic plan.

426

01:18:32.700 --> 01:18:43.590

Lise Pace: ability, one is at its core unemployment program with the Commission well positioned to steward job opportunities for a disadvantaged population.

427

01:18:43.950 --> 01:18:54.840

Lise Pace: Through the federal government's purchase of products and services to be able to sustain and ultimately grow jobs for people who are blind or have significant disabilities.

428

01:18:55.410 --> 01:19:08.010

Lise Pace: who otherwise face 70% unemployment nationally, can you share with me how the Commission will work with our federal customers to ensure contract compliance.

429

01:19:08.400 --> 01:19:30.330

Lise Pace: Additionally, when out of compliance, what steps will be taken to remediate non compliance is compliance a specific performance measure that can be added to the strategic plan, I heard through previous comments that there's utilization goals.

430

01:19:31.500 --> 01:19:52.230

Lise Pace: There are opportunities to collect data, but I think that compliance piece was missing a bit for me with regard to the strategic plan, again I want to thank you for your time today and I really appreciate all of the comments that I have heard previously Thank you.

431

01:19:58.320 --> 01:20:12.690

Irene Glaeser: Karen Thank you so much, and I said in the chat but I made an error, and it was a big error so i'll apologize i'm Jeff commitment is an individual who is a CEO and he happens to be blind and.

432

01:20:13.200 --> 01:20:19.740

Irene Glaeser: it's always the person first and I absolutely knew better than that call it moderator nurse, thank you, I.

433

01:20:20.100 --> 01:20:21.630

Chai Feldblum: mean, I just want to interrupt the.

434

01:20:21.660 --> 01:20:31.770

Chai Feldblum: Second, there because I saw that as well just warm folks actually in the younger disability community, for whatever reason, they seem to me moving back to.

435

01:20:32.040 --> 01:20:40.290

Chai Feldblum: Disabled individuals, as opposed to individuals with disabilities and black i'm not exactly sure why it's a little hard for me to change my.

436

01:20:41.010 --> 01:21:00.540

Chai Feldblum: Language but, but you know just an fyi that you know there's there's not any more sort of one right way, but before because Lisa asked a specific question, and I hope after we hear from some more I will come back and answer it can you just explain, when you say compliance by federal contractors.

437

01:21:02.280 --> 01:21:04.440

Chai Feldblum: Lucy what will you meaning by that.

438

01:21:06.180 --> 01:21:24.630

Lise Pace: Ensuring that if there's a contract that there's a performance measure against that contract and that we understand that they have purchased those products that they were supposed to purchase based on the contractual obligation, does it does that help.

439

01:21:24.840 --> 01:21:40.710

Chai Feldblum: That makes sense, and that means it's going to be someone other than me that answers that sounds like a Jaffa marlin answer I was thinking about compliance by federal contractors with section 503 which i'll you know, maybe addressed later so Jeff.

440

01:21:42.990 --> 01:21:52.080

Jeffrey Koses: Sir somewhere yeah we say i'm glad to hear you recently topic of contrast compliance, one of the things.

441

01:21:53.520 --> 01:22:04.350

Jeffrey Koses: you'll see in the strategic plan, how can kind of briefly mentioned the focus CAP, the reimagining of the compliance and assistance visits.

442

01:22:06.270 --> 01:22:15.390

Jeffrey Koses: We have also tried to place a greater emphasis on contract compliance as part of the outcome of visits moving forward.

443

01:22:17.670 --> 01:22:34.350

Jeffrey Koses: you've correctly position this as a jobs program but from a federal agency procurement perspective, this is a program that we use to buy and acquire vital services, I desperately needed products so.

444

01:22:35.190 --> 01:22:46.800

Jeffrey Koses: My fellow senior security execs and I are tremendously concerned with the quality of performance, I think all of us know how to use the program and how to write around the Program.

445

01:22:47.490 --> 01:23:01.350

Jeffrey Koses: So when we are emphasizing compliance when we're saying that that is a key piece of what we're looking for from the CNS is to focus, not just on the record keeping side of compliance.

446

01:23:01.770 --> 01:23:17.460

Jeffrey Koses: But on the contract performance side of it, that is all about program growth about purpose success about achieving key outcomes, so I listened to, I think that is caught up in the strategic plan and it's an area that we are very much concerned with.

447

01:23:23.550 --> 01:23:24.840

Jeffrey Koses: Irene back to you.

448

01:23:25.440 --> 01:23:32.370

Irene Glaeser: Thank you, Mr Kostas looking for my unmute button, we had a comment that was written in.

449

01:23:33.570 --> 01:23:45.090

Irene Glaeser: From Nicole jewel senior manager of compliance at goodwill of central and coastal Virginia and her comment was, I would like to hear updates regarding when the.

450

01:23:49.230 --> 01:24:03.300

Irene Glaeser: Policy will be released the 898 panels work, as well as joint Commission and cna reviews I think it's July is looking for a timeline type of questions.

451

01:24:06.660 --> 01:24:22.110

Chai Feldblum: I can start with them, so in terms of 898, as you know, the final report went in there were a whole set of recommendations, including said for ability, one that obviously we're looking at the set of recommendations for.

452

01:24:23.700 --> 01:24:25.830

Chai Feldblum: legislative changes to Jay wad.

453

01:24:26.850 --> 01:24:39.870

Chai Feldblum: did not go in and that's because they came up with a very complicated to ratios very short phasing for mph for those phases and no flexibility for the Commission to.

454

01:24:40.230 --> 01:24:48.420

Chai Feldblum: attend change things if things were not working well for the mph so we, including all the for citizen Members did not feel that was appropriate.

455

01:24:49.110 --> 01:24:58.680

Chai Feldblum: And that's why that did not go to Congress and, instead, there was a paragraph that said that the relevant agencies will continue to work.

456

01:24:59.190 --> 01:25:11.640

Chai Feldblum: To then send something to Congress, we will be taking the lead on that we will be working at over the next several months so that's going to be the timeline for that part of 898.

457

01:25:12.480 --> 01:25:25.590

Chai Feldblum: In terms of the IE IE form the 898 recommendation was that ability one Commission not change the ieec form until Congress changes the definition of significant disability.

458

01:25:26.130 --> 01:25:32.400

Chai Feldblum: And they had a definition significant disability that was essentially connected to vr.

459

01:25:33.120 --> 01:25:45.900

Chai Feldblum: The Rio 2016 report had a definition for significant disability that was more related to third party certification natchez vr but also social security and some others.

460

01:25:46.680 --> 01:26:00.600

Chai Feldblum: So their recommendation was not to change it until there was a statutory change and then our feeling is we're all about having a statutory change that's track one but we'd also like to see what we can do.

461

01:26:01.620 --> 01:26:18.930

Chai Feldblum: Even before then, and obviously with all of this, as we have ideas they will be seeking feedback, but so I timeline is sort of as soon as we can, even though we have a lot of ambitious things that we want to do sort of as soon as we can.

462

01:26:20.010 --> 01:26:24.180

Chai Feldblum: So hopefully that answered at least, if not all part of your question.

463

01:26:25.860 --> 01:26:36.870

Irene Glaeser: Thank you hi very much and we are doing quite well on time, it appears on I will move on Strategic Objectives three.

464

01:26:37.260 --> 01:26:59.730

Irene Glaeser: And after that, I do have one more written in comments and we'll take some of the chat box comments so moving on Karen page of VP of innovation envision Inc in wichita Kansas has some comments on strategic objective number three.

465

01:27:01.560 --> 01:27:08.340

Karyn Page: Thank you Irene as Irene introduced me i'm the Vice President of innovation at envision.

466

01:27:08.880 --> 01:27:23.190

Karyn Page: My job is to lead our workforce innovation Center on this is really truly indicative of envisions commitment to career employment our end this conversation could also call that competitive integrated employment.

467

01:27:24.000 --> 01:27:35.790

Karyn Page: i'd like to just make some comments on strategic objective number three and it really digs into a bore perspective sort of within the ability one.

468

01:27:36.720 --> 01:27:44.340

Karyn Page: program as well as alludes to the possibility of outside that and when it talked mentioned stakeholders.

469

01:27:45.210 --> 01:27:59.700

Karyn Page: When we look at this we're thinking about leaning into the future of work and also D Ay Ay and I think that this is an important part of progress and expansion of competitive integrated employment.

470

01:28:00.450 --> 01:28:12.540

Karyn Page: With ability one leading in this space and such an important role and program when we look at the future of work, look at inclusion look at belonging and accessibility.

471

01:28:13.200 --> 01:28:21.930

Karyn Page: And this allows us to fulfill workforce needs of our global economy and that in knighted states so when I think about.

472

01:28:22.470 --> 01:28:28.710

Karyn Page: A board perspective and leaning into work with other federal agencies, I want to share an example with you.

473

01:28:29.370 --> 01:28:37.410

Karyn Page: Within the last 24 months envision along with off a point and ability one Commission work together.

474

01:28:37.950 --> 01:28:48.390

Karyn Page: With Wright Patterson air force base to identify candidates who are blind or visually impaired for career positions that have much potential for promotion.

475

01:28:48.960 --> 01:28:59.190

Karyn Page: In the in contract management, and that was a really great program that we would like to repeat to and to expand however there's one issue.

476

01:28:59.730 --> 01:29:17.040

Karyn Page: That i've noted that needs to be corrected because, in the current format that Wright Patterson air force base placement outplacement is really outside the current ability one program there was no opportunity for the partners to be.

477

01:29:18.120 --> 01:29:29.130

Karyn Page: To be compensated for the work of identifying training and placing those employees, which makes it not sustainable and as we look at the strategic plan.

478

01:29:30.000 --> 01:29:40.170

Karyn Page: and implementing that plan, I think, at the beginning Kevin talked about the operational plan, I think the sustainability is of the utmost importance.

479

01:29:40.620 --> 01:29:50.760

Karyn Page: The other thing i'd like to mention is the the allusion to stakeholders, which could be interpreted as working with our contractors as and before.

480

01:29:51.330 --> 01:30:01.410

Karyn Page: As well as suppliers and we are beginning to explore those opportunities for outplacement of people who are blind or visually impaired within those other organizations.

481

01:30:01.800 --> 01:30:09.510

Karyn Page: The impact that could have on our lever ratio and our performance under the current ability one agreement.

482

01:30:09.870 --> 01:30:23.820

Karyn Page: could be negative impact on our performance, when in fact it's going toward the mission of providing those opportunities for people who are blind or visually impaired and wanted that now move to.

483

01:30:25.500 --> 01:30:37.170

Karyn Page: move to the components that are needed to have a robust program so as I think about how we make this successful and sustainable sustainability has to be within that success requirement.

484

01:30:37.860 --> 01:30:50.160

Karyn Page: accessibility is the baseline so we have to begin with the employee earth, either within a federal agency or outside the Agency has to be accessible.

485

01:30:50.610 --> 01:30:59.580

Karyn Page: And it needs to be appropriately allocated resources to make that happen again, going back to the Wright Patterson air force base example.

486

01:31:00.210 --> 01:31:11.610

Karyn Page: There wasn't time nor enough resources allocated to making more positions accessible outside Wright Patterson air force base so Then we come to a stop we can't repeat from replicate but.

487

01:31:12.480 --> 01:31:20.070

Karyn Page: The other thing is that compensation of the a bar a bore as we're working with other federal agencies and stakeholders must be allowed.

488

01:31:21.600 --> 01:31:29.190

Karyn Page: And then changes to policy to accommodate encouraged and, for example, that lever ratio, we really have to consider how that flows through.

489

01:31:30.270 --> 01:31:41.220

Karyn Page: And then the last day, which is of equal importance to placement is training and education both of the employer candidate, as well as the employer.

490

01:31:41.610 --> 01:31:51.720

Karyn Page: or employee candidate, as well as the employer as of the utmost importance when i'm talking to people outside our industry, so to speak, in the larger community.

491

01:31:52.020 --> 01:32:11.220

Karyn Page: I always tell people my job is twofold the first is to prepare people who are blind or visually impaired for employment opportunities, so the first is to prepare the employer, at the very same time we work with the employer or mostly on accessibility, but also on diversity equity inclusion.

492

01:32:12.330 --> 01:32:21.870

Karyn Page: opportunities to make them accessible they most happen at the same time and, within that we're looking at earn and learn experiences.

493

01:32:22.350 --> 01:32:30.810

Karyn Page: And to move the employee and the employees are together, for example, if you think about internships apprenticeships on the job training programs.

494

01:32:31.110 --> 01:32:39.240

Karyn Page: As well as the present to to help us employee get through those prerequisites as well as prepare them for that job finally i'd like to mention that the metrics.

495

01:32:39.990 --> 01:32:47.760

Karyn Page: That we use need to accurately reflect competitive integrated employment and overall economic impact both for.

496

01:32:48.180 --> 01:32:55.980

Karyn Page: The region or the state where the NPA is besides, as well as the overall economic impact in the nation.

497

01:32:56.550 --> 01:33:05.880

Karyn Page: And that needs to be considered in terms of the progress of improvement and competitive integrated into employment as well as how we are on mission.

498

01:33:06.810 --> 01:33:23.730

Karyn Page: i'd like to finally say that envision works for visions workforce innovation Center would love to work on a pilot program and we could look at making the Wright Patterson air force base example really sustainable and we have many other ideas.

499

01:33:24.930 --> 01:33:31.470

Karyn Page: The ability once leadership and employing people who are blind or visually impaired, as well as other disabilities.

500

01:33:31.830 --> 01:33:46.770

Karyn Page: is of the utmost importance, and probably one of those thankless programs that most people are a nation don't realize, and I just want to thank you all for giving me time today to talk about competitive integrated employment and i'm so glad to be part of this Community, thank you.

501

01:33:51.450 --> 01:34:03.960

Irene Glaeser: Perfect Karen your positivity just shines right through screen um we had a few more writing comments and going to at this time.

502

01:34:04.410 --> 01:34:20.010

Irene Glaeser: Address board you be your be i'm sorry boring dealer who actually both wrote in his comments on the side so her writing comment is this she is President of em ve w services.

503

01:34:20.460 --> 01:34:24.360

Irene Glaeser: If she could be highlighted, please, well, I read her comment.

504

01:34:25.020 --> 01:34:35.760

Irene Glaeser: Although expanding ci is certainly a worthy goal, I had two concerns regarding the statements about CIA and the commission's strategic plan.

505

01:34:36.150 --> 01:34:42.930

Irene Glaeser: First, many of us believe that a high percentage of ability one jobs already meet the definition of CIA.

506

01:34:43.350 --> 01:34:49.410

Irene Glaeser: But some of the statements in the strategic plan may be interpreted to mean that the Commission does not agree.

507

01:34:49.770 --> 01:35:03.840

Irene Glaeser: Second, the plan proposes a shift towards treating ability one jobs as a short term training positions, rather than long term employment, although offering opportunities for advancement, for those who are interested.

508

01:35:04.230 --> 01:35:12.660

Irene Glaeser: and capable is certainly positive, all contractors and the customer benefit from long term service from experienced employees.

509

01:35:13.170 --> 01:35:26.850

Irene Glaeser: Forcing short term employment on ability when contractors would be a great disservice to the employees and the Federal customer, as well as put the contractor at a competitive advantage and board he.

510

01:35:28.080 --> 01:35:38.730

Irene Glaeser: I read yours, because it came in a couple of hours before the meeting, but now I see your up if you wanted to quick address your other concerns from the chat box, that would be great.

511

01:35:40.290 --> 01:35:49.290

Borgi Beeler: Thank you and I don't think I ever anything really to add to that I pause I apologize for the poor audio and video today because I am on the road, but.

512

01:35:49.680 --> 01:36:00.870

Borgi Beeler: it's been a great discussion and i've heard a lot of viewpoints on all sides and and, of course, participated in the comments that that Charlotte offered as well, so thank you for that the question that I put in the.

513

01:36:01.320 --> 01:36:11.400

Borgi Beeler: chat box was regarding taxes and I don't know if the Commission already has that on their radar or not, but, of course, most of us are perhaps all of us are nonprofits.

514

01:36:11.910 --> 01:36:23.250

Borgi Beeler: And the IRS looks at our mission and what we're accomplishing in maintaining our nonprofit status and part of that is the percentage of people with disabilities, that we employ.

515

01:36:23.970 --> 01:36:34.140

Borgi Beeler: So I just want us to be aware that if that ratio is modified that we need to have some tax experts consider that question, and how that might impact our nonprofit status.

516

01:36:36.090 --> 01:36:40.590

Irene Glaeser: Thank you so much, I certainly hope you're watching the road you hear the driver.

517

01:36:42.570 --> 01:36:52.080

Irene Glaeser: comments and I am going to go back in order and address a few more chat comments and then I think.

518

01:36:52.800 --> 01:37:16.740

Irene Glaeser: we'll turn it back over to the Commission members to comment on any of those chat questions or comments so Joe Where are you send if you could highlight yourself, or if we could have you highlighted new turn your camera on just stated, has there been any consideration of revising regulations.

519

01:37:18.270 --> 01:37:35.340

Irene Glaeser: To require that within this 75% DLR no more than 49% person should be receiving H CVs waiver services, this would better integrate the ability one program by achieving disability diversity.

520

01:37:36.660 --> 01:37:40.890

Irene Glaeser: that's a question I don't know if any of you want to take that right away.

521

01:37:42.570 --> 01:37:42.840

Irene Glaeser: or.

522

01:37:42.960 --> 01:37:49.290

Jo Sinha: Explain a little bit better and can I've talked to you about this before, is trying to achieve better.

523

01:37:50.670 --> 01:38:03.240

Jo Sinha: Disability diversity, so when we talk about integration it's that not only is it integration with them without people with disabilities it's also integration across different disability categories.

524

01:38:04.650 --> 01:38:21.870

Jo Sinha: And so that's really important I don't think anyone here on this call would disagree that having 100% or even 75% of persons with any one type of disability would.

525

01:38:23.370 --> 01:38:24.090

Jo Sinha: impede.

526

01:38:26.520 --> 01:38:27.030

Jo Sinha: A.

527

01:38:30.450 --> 01:38:33.510

Jo Sinha: Would would not be an integrated.

528

01:38:34.830 --> 01:38:42.570

Jo Sinha: environment if all of the folks that you were serving are persons with developmental disabilities it's really hard to have.

529

01:38:44.340 --> 01:38:48.000

Jo Sinha: The relationships that are needed to help you.

530

01:38:49.680 --> 01:39:08.010

Jo Sinha: exceed further in your career goals and so within the regulations just say 75% but eat but there would appear to be room to take those regulations.

531

01:39:08.490 --> 01:39:18.720

Jo Sinha: And further break that down not not doing away with the 75% but, to be able to break that down and say out of that 75%.

532

01:39:19.260 --> 01:39:35.010

Jo Sinha: Only 49% should be persons receiving aid CBS waiver services which are typically https waiver services are defined by the Center for medicaid and medicare services miss targeted at a specific population.

533

01:39:36.570 --> 01:39:43.260

Jo Sinha: You know it'd be great if there were a universal categorization of people with disabilities but there's not.

534

01:39:44.370 --> 01:39:58.260

Jo Sinha: and try and trend to use the DSM you can't really use that either, but that might be the next best because it is defined and is spoken to in there and see and see mh in the.

535

01:39:59.580 --> 01:40:05.040

Jo Sinha: medicaid medicare services ah bcs regulations.

536

01:40:10.920 --> 01:40:24.240

Irene Glaeser: Thank you, Joe appreciate those comments for consideration and i'm going to continue, because we have so many comments to drop down to Ashley.

537

01:40:25.140 --> 01:40:36.390

Irene Glaeser: struck i'm sorry Ashley full lesson struck by there we go these comments, sometimes truncate the name so forgive me, I spoke to her, the other day.

538

01:40:36.930 --> 01:40:51.690

Irene Glaeser: And she said, Kim mentioned the development of an operational plan as a next step will this document includes specific timelines and will it be public and I don't know Kim if you wanted to grab that on real quickly.

539

01:40:52.800 --> 01:41:03.420

Kimberly Zeich: Sure, thank you Irene I think consistent with the commission's commitment to transparency and communication that is a document that we want to.

540

01:41:03.750 --> 01:41:14.430

Kimberly Zeich: Be collaborative we want to have input on that and we want to share how we intend to move forward, because we recognize how essential the nonprofit agency community is.

541

01:41:14.820 --> 01:41:30.660

Kimberly Zeich: And our cna is all of our partners or customers are fellow federal agencies they're all essential if we're going to achieve this ambitious strategic plan so my intention, yes, would be to share what's in that operational plan so you know how it is for implementing.

542

01:41:34.110 --> 01:41:34.350

Ashlie Strackbein: Things.

543

01:41:35.160 --> 01:41:44.910

Irene Glaeser: And, and, as you probably have all your doubt we are in the discussion portion, but we still have so many comments, and I would love to.

544

01:41:45.630 --> 01:42:00.720

Irene Glaeser: Read off a comment that was made in read ahead by chuck Richmond, who is a consultant, but he was formerly an NPA CEO and he wanted to say my comments are largely method methodological and.

545

01:42:01.350 --> 01:42:11.850

Irene Glaeser: methodological and concerned that the proposal plan doesn't provide clear direction and lacks evidence base assumptions about what will work and what will not work.

546

01:42:12.240 --> 01:42:24.750

Irene Glaeser: The proposed plan is based on current and proposed to turn initiatives, rather than strategies and goals, the plan should include a required learning agenda which supports proactive.

547

01:42:25.170 --> 01:42:37.260

Irene Glaeser: public policy by the Commission, the learning agenda, alongside the strategic plan will fill critical gaps in knowledge insights on how the ability on program could be improved.

548

01:42:37.770 --> 01:42:50.850

Irene Glaeser: And the mission accomplished and i'm going to read one more, and then I think I think that I like to hear, we all would from the Commissioners about some of these comments.

549

01:42:51.690 --> 01:43:12.960

Irene Glaeser: Chris stream wrote in in the past there's always been great concern about opening up the act are we comfortable that there will be an unintended consequences about Congress to make changes Does anyone want to address opening up the jj Watt act.

550

01:43:14.850 --> 01:43:25.650

Gabriel Cazares: i'll start and then hi Maybe you can cover the reality is that, in order to achieve the goals and objectives that we have in the strategic plan.

551

01:43:27.510 --> 01:43:38.190

Gabriel Cazares: Jay what needs to change, and in order for us to really reach untapped the full potential of the Program.

552

01:43:38.880 --> 01:43:48.480

Gabriel Cazares: it's our responsibility to pull the data together that's why you're going to see a lot of focus from from this Commission from the art Commissioners on data.

553

01:43:49.050 --> 01:44:02.310

Gabriel Cazares: So that we have all of the information we can't make Congress do anything we can provide suggestions and the suggestions we're looking to provide are going to be informed by the data that is collected.

554

01:44:04.620 --> 01:44:10.470

Irene Glaeser: Thank you, and I believe hi wanted to address for these comments.

555

01:44:10.710 --> 01:44:19.980

Chai Feldblum: um yeah as well as a few of the others let's let's make sure we can answer as many questions as we can first just to on the last point that gave mentioned.

556

01:44:21.510 --> 01:44:22.800

Chai Feldblum: My my.

557

01:44:23.820 --> 01:44:29.760

Chai Feldblum: anticipation is J one will be amended, the only question is how will it be amended.

558

01:44:30.240 --> 01:44:38.190

Chai Feldblum: Okay, so there's one proposal out there, amended by phasing it out completely and forth federal contractors to have a quota.

559

01:44:38.670 --> 01:44:49.530

Chai Feldblum: there's another proposal amended so that 40% of the contracts have to go to for profit companies, I mean you know, there are a few proposals out there.

560

01:44:50.040 --> 01:44:59.460

Chai Feldblum: What we're saying and what gave was just saying is we'd like to suggest some other proposals that does in fact take into account some data okay.

561

01:45:00.060 --> 01:45:17.430

Chai Feldblum: So now to just some of the specific questions for the tax exemption great to make sure that you're still covered very good point something we will look at, but let's just postulate that Congress says, you have to have at least 25% people with.

562

01:45:18.570 --> 01:45:21.570

Chai Feldblum: disabilities as defined by the by Congress.

563

01:45:22.650 --> 01:45:31.800

Chai Feldblum: In your employment, a minimum of that maybe a maximum of 35% just making that set putting that as out as a number, there is no way.

564

01:45:32.400 --> 01:45:41.460

Chai Feldblum: That most companies are going to be able to show that that's what they're doing you know so to me that's a nonprofit purpose.

565

01:45:41.970 --> 01:45:49.140

Chai Feldblum: And then that also connects to the question about temporary transitional that's a huge complex issue.

566

01:45:49.650 --> 01:46:02.580

Chai Feldblum: Right, but if part of what this organization is doing is, in fact, making it possible for people to expand their resumes and get experience to then help them get other jobs.

567

01:46:02.970 --> 01:46:14.610

Chai Feldblum: That again is a nonprofit purpose Now I will tell you, because many of us with the citizen Members come from the general disability Community I have heard someone say.

568

01:46:15.270 --> 01:46:24.030

Chai Feldblum: sort of a nonprofit by definition means charity and that's not what we want for people with disabilities, but I think we have to fight back against that.

569

01:46:24.930 --> 01:46:40.920

Chai Feldblum: I don't think we're going to be able to unless we have is GABE said before a system, a program where we can show integration we can show movement, etc, but I definitely believe we will be able to see nonprofit status remaining.

570

01:46:42.660 --> 01:46:55.200

Chai Feldblum: two last points I think it's worth thinking about some of the data of how many people need jobs out there again when you're thinking about how best to achieve it so 2018 data.

571

01:46:56.010 --> 01:47:08.640

Chai Feldblum: People with vision disabilities blind or impaired vision 3.7 million 45% of those are employed as Brian indicates society has changed.

572

01:47:10.350 --> 01:47:14.100

Chai Feldblum: 24% of those are employed full time full year.

573

01:47:15.210 --> 01:47:23.940

Chai Feldblum: The number of people who would therefore not employed at of the 3.7 million people blind visually impaired that's 2 million people were not employed.

574

01:47:25.230 --> 01:47:40.920

Chai Feldblum: cognitive disabilities 8.2 million in this country 29% of them are employed 29% but only 15% employed full time full year leaving 5.8 million people with cognitive disabilities who are not employed.

575

01:47:41.820 --> 01:47:48.870

Chai Feldblum: And we also have statistics on the number of people in those categories, who are looking for work, because not all of them are.

576

01:47:49.410 --> 01:47:59.130

Chai Feldblum: All of this is to say, there is a job to be done and ability one program is an important piece of getting that job done.

577

01:48:00.120 --> 01:48:14.820

Chai Feldblum: And That to me is what the strategic plan is doing it's taking on directly people who say we can't have this program at all, because of its philosophical underpinnings and we're saying yes, we can, if it's framed in a certain way.

578

01:48:15.960 --> 01:48:26.370

Chai Feldblum: The last thing i'll say in terms of diversity among disability that's very interesting question whether legally, we have the authority under that 75% ratio to have certain people with disabilities.

579

01:48:26.820 --> 01:48:37.380

Chai Feldblum: You know, I think that the issue about third party certification, where you can have both medicaid cms you can have social security ticket to work, you can have book, we have.

580

01:48:38.370 --> 01:48:54.300

Chai Feldblum: Maybe not impossible to say yeah you need to have these types of third party certifications and you need a particular ratio, you know among those I don't know legally but what's nice about this meeting is people have ideas and then we lawyers go back and try to figure that out.

581

01:48:55.560 --> 01:48:56.040

Chai Feldblum: Over.

582

01:48:56.700 --> 01:48:59.100

Irene Glaeser: Thank you hi what's up.

583

01:48:59.460 --> 01:49:01.110

Irene Glaeser: what's also nice about this.

584

01:49:01.110 --> 01:49:20.490

Irene Glaeser: meeting is we're on time doing well and we've heard from so many people, but I like to call upon miss Christina brand is to see if she has any comments, followed by Gay before we close up with Mr Kostas today, thank you.

585

01:49:20.580 --> 01:49:21.540

Chai Feldblum: In Bryan.

586

01:49:23.400 --> 01:49:28.260

Irene Glaeser: Oh Bryan how did I miss you oh let's go around the Horn, then.

587

01:49:29.820 --> 01:49:32.070

Irene Glaeser: Then, Brian gave i'm so sorry.

588

01:49:33.390 --> 01:49:34.530

Christina Brandt: Thank you, I Ray.

589

01:49:36.690 --> 01:49:49.620

Christina Brandt: Thank you for sharing all of your creative ideas and, as I said, we are going to look at every single one of them, some of them resonate well with me because I i'm in the same.

590

01:49:50.370 --> 01:50:01.470

Christina Brandt: boat, as all of you, wanting to make sure that people with disabilities significant disabilities and those who are blind do have choice.

591

01:50:01.890 --> 01:50:09.780

Christina Brandt: And that the ability one program perseveres into the future, and I think as you've heard today and what you brought up.

592

01:50:10.110 --> 01:50:20.430

Christina Brandt: Is that is, this is a common goal of every single 200 and some people that are here is to make sure that that program perseveres and, as I said to you.

593

01:50:20.850 --> 01:50:27.690

Christina Brandt: That there's a fight for that, and I think that the plan really addresses the issues that.

594

01:50:28.200 --> 01:50:37.770

Christina Brandt: You know where we have to draw our battle lines and and win that fight, and I think we've made a lot of progress towards that choice is a really big issue for me.

595

01:50:38.160 --> 01:50:52.230

Christina Brandt: And I you know, and I heard a lot about that, today, and I want to continue to delve deeper into that absolutely we want people to make choices about their career path and their opportunities for many people with disabilities.

596

01:50:53.670 --> 01:51:06.840

Christina Brandt: We need to provide the opportunities for for them to make experience or choices that they have had opportunities, you know, to look in and really consider other opportunities that might be available to them.

597

01:51:07.620 --> 01:51:13.410

Christina Brandt: It was good to really hear some of the stories of advanced, but just from Brian from others.

598

01:51:13.950 --> 01:51:25.650

Christina Brandt: To really look at where there are leadership opportunities within organizations for the people with disabilities, that we employ and I know listening to people with disabilities who work it out work across.

599

01:51:26.010 --> 01:51:34.320

Christina Brandt: All of our company our ability, one program is very small, but across all of our company that opportunity for professional development and career advancement.

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01:51:34.620 --> 01:51:42.510

Christina Brandt: is as true for them, and even more so because traditionally they have been denied those leadership opportunities, particularly have idd.

601

01:51:42.810 --> 01:51:52.020

Christina Brandt: So really good points that brought up today, or whatever you did one I think I filled up three pages of notes and then I stopped taking because my hands started cramping and remember, we will recording.

602

01:51:53.160 --> 01:52:02.400

Christina Brandt: So we can go back we're not going to forget what you said and we're going to look at everything, and you know, thank you for being on the same road with us and spending a couple hours with us today.

603

01:52:03.480 --> 01:52:09.150

Irene Glaeser: Barbie did indicate she pulled her Chris and we are all on the same road so now that.

604

01:52:10.320 --> 01:52:10.860

Irene Glaeser: I am.

605

01:52:11.280 --> 01:52:16.350

Irene Glaeser: And, and we thank you so much for your remarks over to Brian.

606

01:52:16.920 --> 01:52:27.060

Bryan Bashin: Thank you so much, you know, I was heartened by what we heard today, first of all, because it was a discussion and the Commissioners, I know we're listening intensely ironed.

607

01:52:27.840 --> 01:52:39.180

Bryan Bashin: Quite a few very intriguing proposals that I know we will be talking about and one of the things I heard from left, right and Center was our common belief in.

608

01:52:39.630 --> 01:52:50.010

Bryan Bashin: getting more and better data I think that's going to show the way it's going to give credit to those agencies, which are employing people with disabilities.

609

01:52:51.030 --> 01:53:01.830

Bryan Bashin: That may not be highlighted, from the CEO on down that's one thing and then it's going to also start shedding some lights into some other areas, for instance.

610

01:53:02.940 --> 01:53:09.060

Bryan Bashin: We really need to know about our placements outside of ability one what those numbers are.

611

01:53:10.350 --> 01:53:17.040

Bryan Bashin: And, as these things as we start seeing applications on the procurement list the Commission start.

612

01:53:18.210 --> 01:53:29.700

Bryan Bashin: starting to delve a little deeper one NPA, for instance, we said well it's around 60 employees, how many people left in this year.

613

01:53:30.330 --> 01:53:41.640

Bryan Bashin: The answer was zero how about the year before zero how about the year before zero had to go back four years to find one placement and I think there were three over five years.

614

01:53:43.770 --> 01:53:48.780

Bryan Bashin: These are important bits that the Commission needs to get more detailed about.

615

01:53:51.150 --> 01:54:04.440

Bryan Bashin: We will be getting more detail about it, it on the converse side, I think there are many great accomplishments that are not being logged in a High Level Meeting, and that perhaps we need to have.

616

01:54:05.670 --> 01:54:14.640

Bryan Bashin: tours video tours and later in person tours so we can see how these things work practically so i'll just conclude by saying.

617

01:54:15.450 --> 01:54:32.430

Bryan Bashin: We are very interested in new possibilities for cae your ideas around them different kinds of employment, whatever we can do within the constraints of our current law and ideas as we think about what we can do when we modify the law, so thank you all.

618

01:54:33.930 --> 01:54:44.580

Irene Glaeser: Thank you so much, Brian and gave we welcome your remarks before we close out on time with Mr coasts, thank you and it's all yours game.

619

01:54:45.030 --> 01:54:53.460

Gabriel Cazares: Thank you Irene one of the things that has really stood out to me throughout this conversation, and I really have appreciated.

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01:54:53.730 --> 01:55:07.980

Gabriel Cazares: The conversation happening between us and and you all who have signed up to speak, but also in the chat i've read every single comment on the chat and it's a very active conversation that's been happening.

621

01:55:08.940 --> 01:55:19.290

Gabriel Cazares: The biggest takeaway for me is that everyone on this call is passionate about ensuring that this program laughs and that it lasts well into the future.

622

01:55:20.070 --> 01:55:32.850

Gabriel Cazares: The way that we're going to make sure that that happens is by making sure that we are contemporary with what is happening across the whole of government.

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01:55:33.330 --> 01:55:58.770

Gabriel Cazares: in regards to federal disability policy, I think there are a lot of areas where where we agree, there are some areas where maybe our opinions diverged but the biggest takeaway for me is that we feel strongly about ensuring that the over 70% unemployment rate for people who are blind.

624

01:56:00.060 --> 01:56:09.060

Gabriel Cazares: and continues to go down, I know, the unemployment rate is so similarly high for folks with significant disabilities.

625

01:56:09.810 --> 01:56:23.130

Gabriel Cazares: And the reality is that this program plays a vital role and the disability employment ecosystem, to ensure that people with disabilities have access to the American dream.

626

01:56:23.460 --> 01:56:32.910

Gabriel Cazares: So I look forward to working with all of you, I look forward to digging into your data to visiting your facilities, hopefully meeting you in person.

627

01:56:33.420 --> 01:56:43.770

Gabriel Cazares: Sometime soon, and I am very encouraged by what i've heard today, and I look forward to continuing this productive conversation with all of you.

628

01:56:46.920 --> 01:57:02.190

Irene Glaeser: Thank you gave so much in and again the positivity and all the comments i'm so pleased to turn over a productive meeting to Mr Kostas chairman for his closing remarks I.

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01:57:02.310 --> 01:57:13.650

Jeffrey Koses: think you Irene I think you all saw exactly why we're so excited that I really nervous wanting to come back and facilitate today's meeting fabulous job and we really appreciate you sharing Thank you.

630

01:57:14.670 --> 01:57:23.610

Jeffrey Koses: For those of you who spoke, thank you for sharing your thoughts for those who are here to listen, thank you for taking the time to be here, hopefully, you found the dialogue helpful.

631

01:57:24.690 --> 01:57:36.720

Jeffrey Koses: we're just to the opening comments on CIA we're dealing with some really complex issues here the strategic plan is not weighing are absolutes moderation is a very good thing.

632

01:57:37.620 --> 01:57:48.030

Jeffrey Koses: At the same time, we believe that a modern disability program when it creates the right Opportunities has strong features, to promote, but not a mandate CIA.

633

01:57:49.350 --> 01:57:57.810

Jeffrey Koses: I think it's important to recognize, we now have gen Z in the workplace, and we need to understand their needs and the way that they're looking to work to.

634

01:57:58.890 --> 01:58:07.500

Jeffrey Koses: Read, thank you for the comments on pata as an issue i'm deeply interested in and would love to see some more details on that in your comments.

635

01:58:08.310 --> 01:58:15.390

Jeffrey Koses: Right, I thought you were directly on point on technology some really good comments we'd love to hear more about that and some written comments.

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01:58:15.870 --> 01:58:23.550

Jeffrey Koses: But Lisa, thank you for emphasizing compliance and hi Karen I really have senior comments and future of work and sustainability.

637

01:58:24.240 --> 01:58:33.900

Jeffrey Koses: Let me make a last plug for you follow up today by submitting your written comments by April 16 to regulation.gov moving forward.

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01:58:34.680 --> 01:58:41.340

Jeffrey Koses: The Commission is going to consider what is her today what we're hearing other engagement events and the written comments.

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01:58:42.270 --> 01:58:58.860

Jeffrey Koses: Those in combination will lead us to the final version of the strategic plan so with that let's conclude our town hall listening session time with us, thank you, our friend, is a very valuable event and, hopefully, all of you did too thanks oh.

640

01:58:59.700 --> 01:58:59.940

Thanks.

641

01:59:01.080 --> 01:59:01.860

Irene Glaeser: Everyone.

