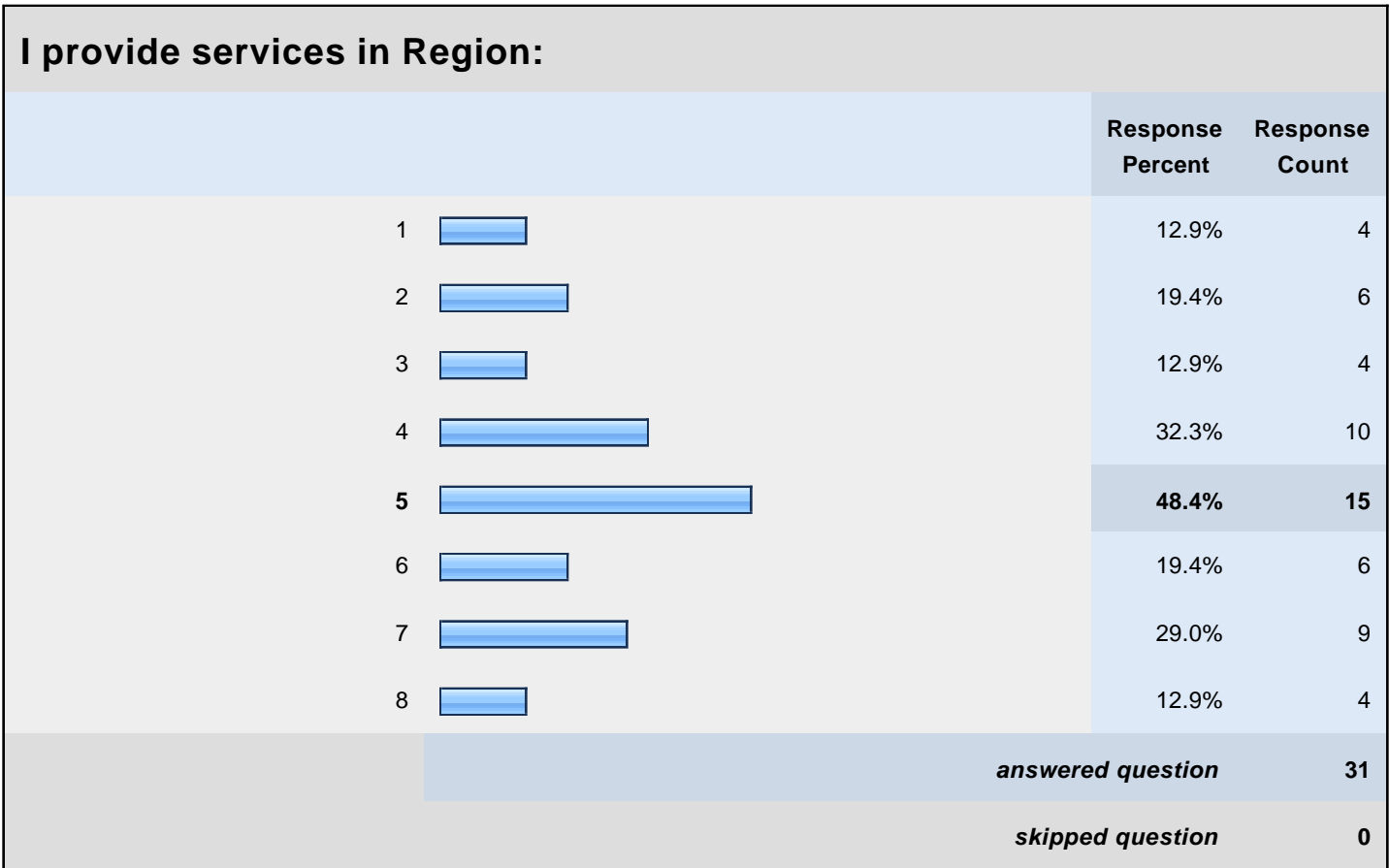
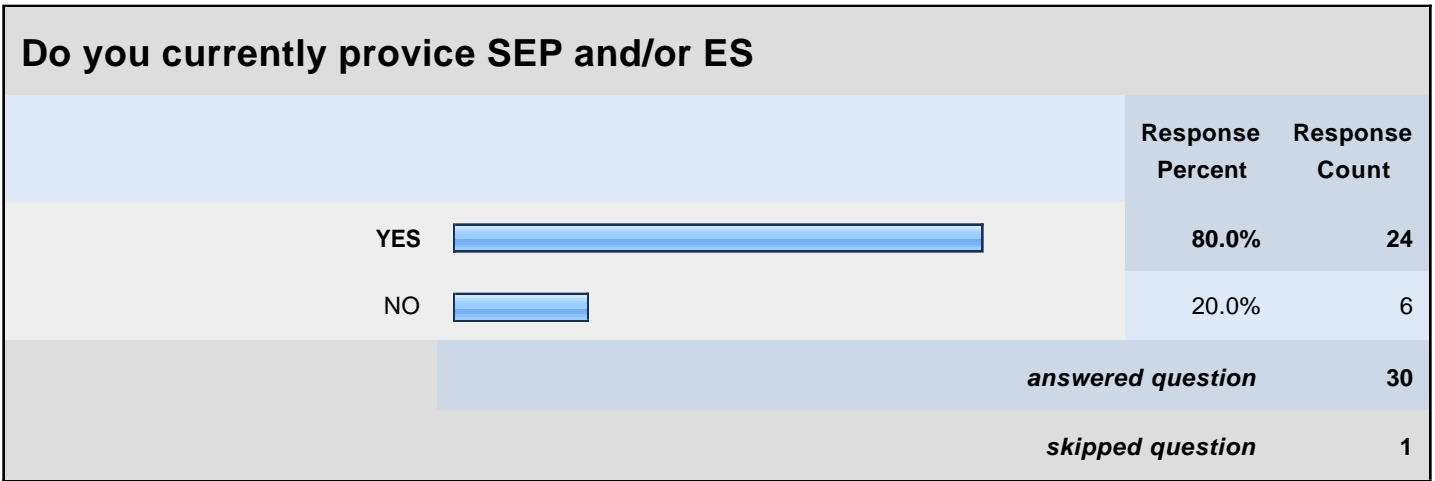
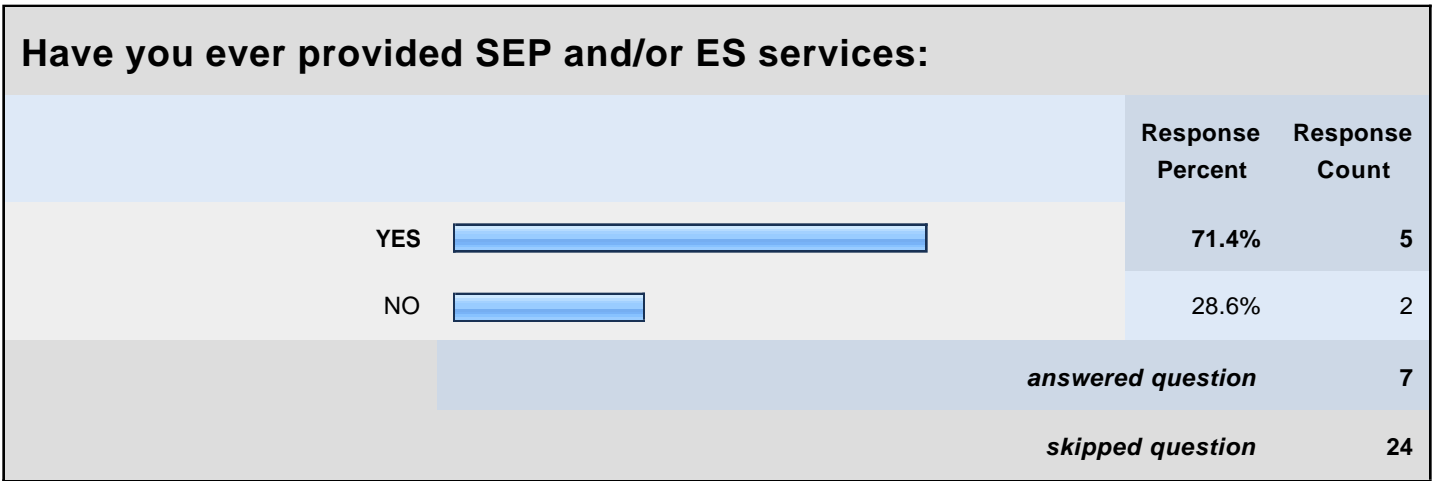


<b>My agency name is:</b>	
	<b>Response Count</b>
	26
<i>answered question</i>	<b>26</b>
<i>skipped question</i>	<b>5</b>

<b>Response Text</b>		
1	NDACP	Sep 13, 2010 2:05 PM
2	DHI	Sep 13, 2010 2:28 PM
3	Easter Seals Goodwill of ND	Sep 13, 2010 2:29 PM
4	Alpha Opportunities, Inc.	Sep 13, 2010 2:31 PM
5	Opportunity Foundation, Inc.	Sep 13, 2010 2:46 PM
6	4th Corporation	Sep 13, 2010 3:56 PM
7	RRHSF	Sep 13, 2010 4:52 PM
8	Knife River Group Homes, Inc.	Sep 13, 2010 5:10 PM
9	HIT, Inc.	Sep 13, 2010 6:26 PM
10	Community Living Services	Sep 13, 2010 6:27 PM
11	Red River Human Services Foundation	Sep 13, 2010 6:38 PM
12	RSI	Sep 13, 2010 6:52 PM
13	Community Options, Inc.	Sep 14, 2010 1:14 PM
14	Community Options, Inc.	Sep 14, 2010 7:36 PM
15	Open Door Center	Sep 15, 2010 12:51 PM
16	Rehab Services	Sep 16, 2010 1:33 PM
17	Lake Region Corporation	Sep 17, 2010 4:09 PM
18	Fraser, Ltd	Sep 17, 2010 6:56 PM
19	Fraser, Ltd	Sep 17, 2010 6:57 PM
20	Rehab Services, Inc.	Sep 20, 2010 1:55 PM
21	Development Homes Inc	Sep 22, 2010 5:55 PM
22	Development Homes, Inc.	Sep 27, 2010 4:33 PM
23	HIT, Inc.	Sep 27, 2010 8:20 PM
24	Friendship, Inc.	Oct 4, 2010 9:29 PM
25	Friendship, Inc.	Oct 5, 2010 3:52 PM
26	Friendship, Inc	Oct 5, 2010 5:12 PM





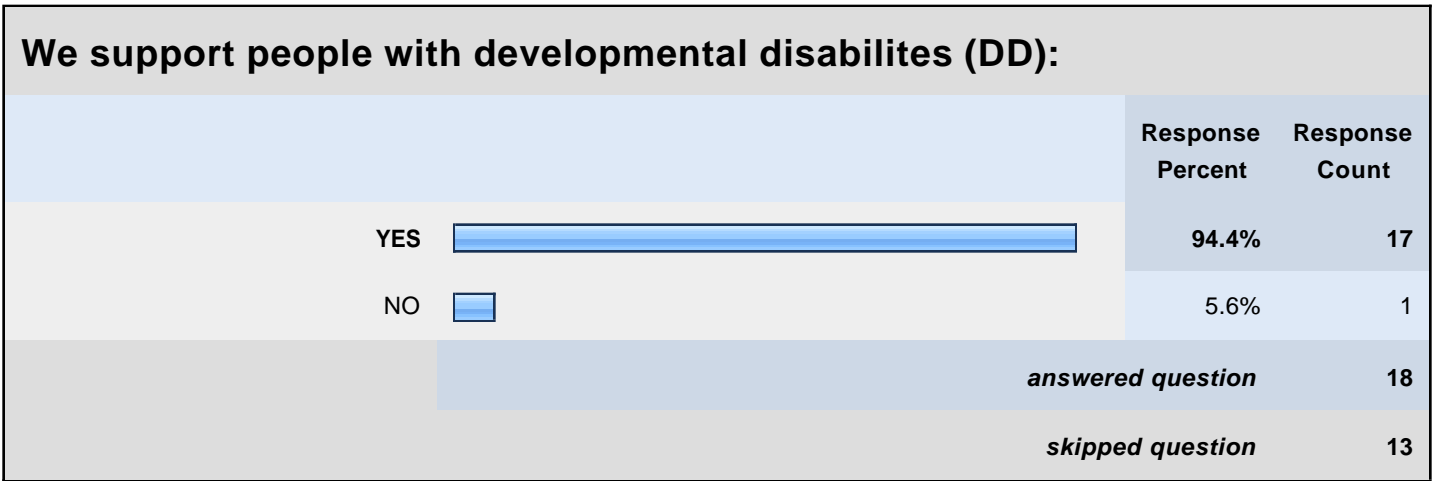


<b>We considered providing SEP and/or ES services but did not because:</b>	
	<b>Response Count</b>
	2
<i>answered question</i>	2
<i>skipped question</i>	29

<b>Response Text</b>		
1	At this time funding would be of concern	Sep 13, 2010 2:31 PM
2	Do not serve anyone quailified	Sep 13, 2010 3:57 PM

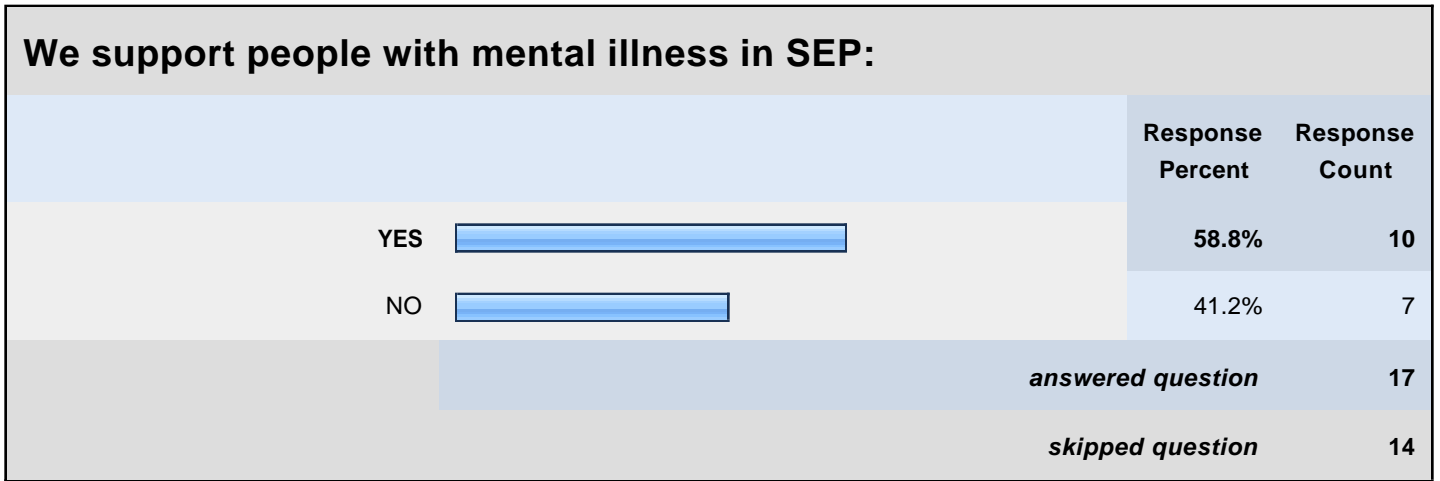
<b>We discontinued providing SEP and/or ES services because:</b>		<b>Response Count</b>
		3
	<i>answered question</i>	3
	<i>skipped question</i>	28

<b>Response Text</b>		
1	Lost money on the program.	Sep 13, 2010 2:47 PM
2	not sufficient reimbursement	Sep 15, 2010 12:51 PM
3	It was economically unfeasible.	Sep 17, 2010 4:12 PM



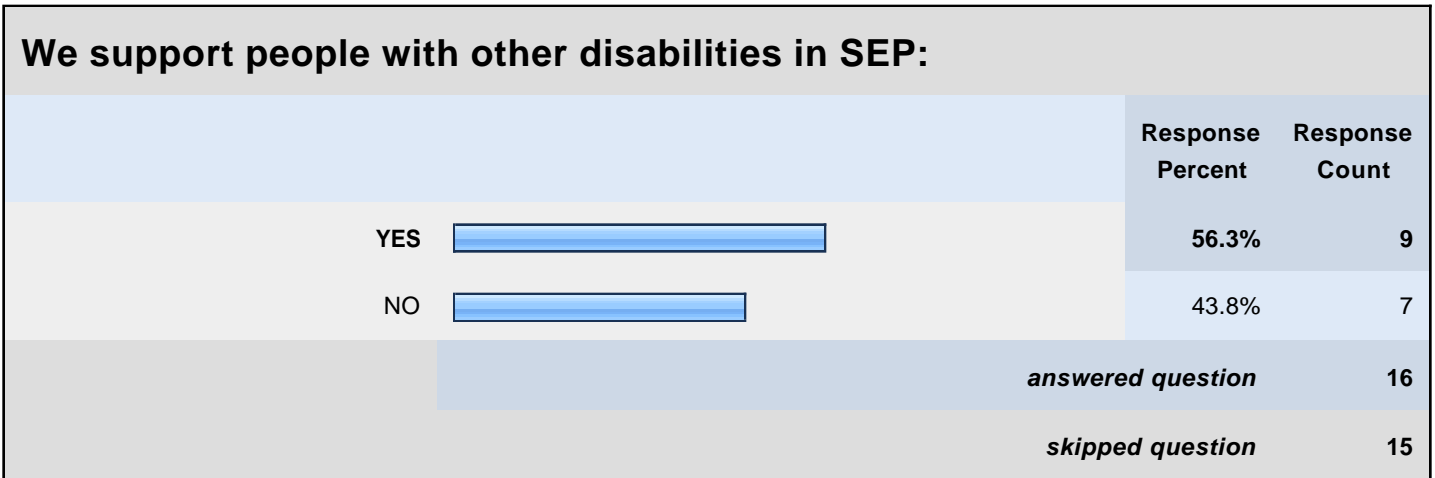
If yes, number of people served in DD-SEP:		Response Count
		14
	<i>answered question</i>	14
	<i>skipped question</i>	17

Response Text		
1	usually 4-5	Sep 13, 2010 2:30 PM
2	Approx 3-5	Sep 13, 2010 4:53 PM
3	0	Sep 13, 2010 5:12 PM
4	15	Sep 13, 2010 6:33 PM
5	0	Sep 13, 2010 6:39 PM
6	2	Sep 13, 2010 6:48 PM
7	5	Sep 14, 2010 8:04 PM
8	3	Sep 16, 2010 1:35 PM
9	3	Sep 20, 2010 1:56 PM
10	1-5	Sep 22, 2010 6:07 PM
11	2	Sep 27, 2010 4:34 PM
12	6	Sep 27, 2010 8:25 PM
13	2	Oct 5, 2010 3:53 PM
14	2	Oct 5, 2010 5:22 PM





If yes, number of people supported in mental health SEP:		Response Count
		9
	<i>answered question</i>	9
	<i>skipped question</i>	22

Response Text		
1	1	Sep 13, 2010 6:39 PM
2	5	Sep 13, 2010 6:48 PM
3	3	Sep 14, 2010 8:04 PM
4	4	Sep 16, 2010 1:35 PM
5	4	Sep 20, 2010 1:56 PM
6	0	Sep 27, 2010 4:34 PM
7	2	Sep 27, 2010 8:25 PM
8	0	Oct 5, 2010 3:53 PM
9	0	Oct 5, 2010 5:22 PM



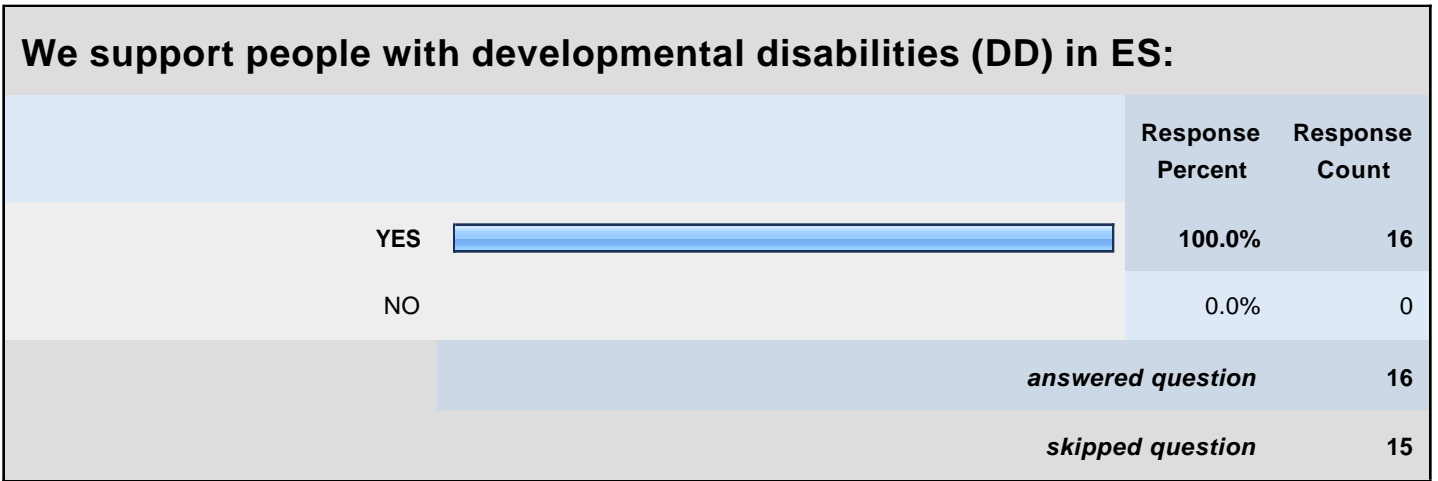
If yes, number of people with other disabilities in SEP:		Response Count
		8
	<i>answered question</i>	8
	<i>skipped question</i>	23

Response Text		
1	1	Sep 13, 2010 6:48 PM
2	0	Sep 14, 2010 8:04 PM
3	1	Sep 16, 2010 1:35 PM
4	1	Sep 20, 2010 1:56 PM
5	0	Sep 27, 2010 4:34 PM
6	6	Sep 27, 2010 8:25 PM
7	1	Oct 5, 2010 3:53 PM
8	1	Oct 5, 2010 5:22 PM

<b>Does the SEP reimbursement cover all program costs:</b>		
	<b>Response Percent</b>	<b>Response Count</b>
<b>YES</b> 	15.4%	2
<b>NO</b> 	84.6%	11
	<i>answered question</i>	13
	<i>skipped question</i>	18



If no, please describe any difficulties you faced due to inadequate SEP reimbursement.		Response Count
		11
	<i>answered question</i>	11
	<i>skipped question</i>	20

Response Text		
1	transportation costs.	Sep 13, 2010 4:53 PM
2	Re-employment DD Admin allocation Supervisory Time	Sep 13, 2010 6:33 PM
3	Our agency has had to subsidize the costs in this program for many years.	Sep 13, 2010 6:48 PM
4	wages are not covered for staff when it is a hard to serve client and it takes longer then expected to secure employment.	Sep 14, 2010 2:49 PM
5	Clients who are eligible for VR SEP services are often hard to place clients and require an extended amount of time to job search. The payment for this often leaves providers with not enough revenue to cover the costs of staff wages.	Sep 14, 2010 8:04 PM
6	later months of \$250 & \$150 leave the program way short to cover expenses	Sep 16, 2010 1:35 PM
7	Last few months of 250 and 150 are not covering expenses.	Sep 20, 2010 1:56 PM
8	Individuals with severe cognitive and physical disabilities historically have had low expectations for competitive employment because of their needs for extensive training, job modification, follow-along services, and/or employer and coworker preparation. VR reimbursements cover these costs initially(\$1000.00 monthly), however the rate structure decreases dramatically over a short period of time(\$150.00 monthly, thus making it almost impossible to provide services at that that point; especially if that person is requiring a significant amount of intervention and is not meeting the criteria for ES funding.	Sep 22, 2010 6:07 PM
9	The first month is ok, but succeeding months are underfunded.	Sep 27, 2010 4:34 PM
10	SE reimbursement has not kept pace with salary increases approved by the legislature. Job coaches start at \$13.29. By month 5 we are already losing money. Also the state has been requiring people are at 40% level of independence which means we are stuck in SE with a very inadequate reimbursement. The ES guidelines state 50% as the level required for transition into ES.	Oct 5, 2010 3:53 PM
11	The payment rates effective Oct , 2007 have not increased. The state of ND has given increases that increase staff wages.After month #5 we start losing money on a direct hire position. On a crew placement where a person supported earns 7.35 an hour @ 20 hours a week we loss money from month #2.	Oct 5, 2010 5:22 PM





If yes, number of people in DD Extended Services:		Response Count
		15
	<i>answered question</i>	15
	<i>skipped question</i>	16

Response Text		
1	60	Sep 13, 2010 2:10 PM
2	3	Sep 13, 2010 2:41 PM
3	1-2	Sep 13, 2010 4:53 PM
4	2	Sep 13, 2010 5:12 PM
5	25	Sep 13, 2010 6:34 PM
6	2	Sep 13, 2010 6:39 PM
7	38	Sep 13, 2010 6:49 PM
8	60	Sep 14, 2010 8:05 PM
9	8	Sep 16, 2010 1:36 PM
10	8	Sep 20, 2010 1:56 PM
11	5-10	Sep 22, 2010 6:22 PM
12	5	Sep 27, 2010 4:35 PM
13	26	Sep 27, 2010 8:30 PM
14	50 between both regions	Oct 5, 2010 3:53 PM
15	50	Oct 5, 2010 5:32 PM

<b>We support people with mental illness in ES:</b>			
		<b>Response Percent</b>	<b>Response Count</b>
<b>YES</b>		<b>50.0%</b>	<b>8</b>
<b>NO</b>		<b>50.0%</b>	<b>8</b>
<i>answered question</i>			<b>16</b>
<i>skipped question</i>			<b>15</b>



If yes, number of people in mental illness Extended Services:		Response Count
		9
	<i>answered question</i>	9
	<i>skipped question</i>	22

Response Text		
1	20	Sep 13, 2010 2:10 PM
2	12	Sep 13, 2010 6:49 PM
3	30	Sep 14, 2010 8:05 PM
4	23	Sep 16, 2010 1:36 PM
5	23	Sep 20, 2010 1:56 PM
6	0	Sep 27, 2010 4:35 PM
7	3	Sep 27, 2010 8:30 PM
8	8	Oct 5, 2010 3:53 PM
9	8	Oct 5, 2010 5:32 PM

<b>We support people with other disabilities in ES:</b>			<b>Response Percent</b>	<b>Response Count</b>
<b>YES</b>			50.0%	8
<b>NO</b>			50.0%	8
			<i>answered question</i>	16
			<i>skipped question</i>	15

If yes, number of people with other disabilities in Extended Services:		Response Count
		9
	<i>answered question</i>	9
	<i>skipped question</i>	22

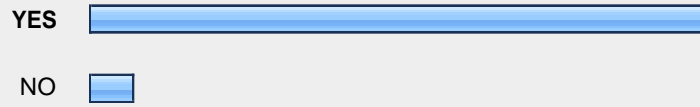
Response Text		
1	4	Sep 13, 2010 2:10 PM
2	1	Sep 13, 2010 6:49 PM
3	30	Sep 14, 2010 8:05 PM
4	2	Sep 16, 2010 1:36 PM
5	2	Sep 20, 2010 1:56 PM
6	0	Sep 27, 2010 4:35 PM
7	7	Sep 27, 2010 8:30 PM
8	7	Oct 5, 2010 3:53 PM
9	7	Oct 5, 2010 5:32 PM

<b>Does the ES reimbursement cover all program costs:</b>			<b>Response Percent</b>	<b>Response Count</b>
<b>YES</b>			42.9%	6
<b>NO</b>			57.1%	8
			<i>answered question</i>	14
			<i>skipped question</i>	17

If no, please describe any difficulties you faced due to inadequate ES reimbursement:	
	<b>Response Count</b>
	10
<i>answered question</i>	<b>10</b>
<i>skipped question</i>	<b>21</b>

Response Text		
1	xxx	Sep 13, 2010 2:10 PM
2	Transportion costs	Sep 13, 2010 4:53 PM
3	Supervisory Time Travel Time	Sep 13, 2010 6:34 PM
4	Again, Our agency has had to subsidize a significant portion of the costs of these programs to operate them correctly.	Sep 13, 2010 6:49 PM
5	Our rate should be higher but VR gets upset when rates are increased.	Sep 14, 2010 8:05 PM
6	time based reimbursed for costs	Sep 16, 2010 1:36 PM
7	Better than SEP reimbursement, underfunded for re-training, re-placement.	Sep 27, 2010 4:35 PM
8	When a client loses a job or gives up a job (especially in DD Extended), we can only get funding for 90 days for re-employment. After that, it's on our own tab until that person is re-employed, when we can once again be authorized for coaching hours. If the person isn't re-employed because of our lack, this is fair. But if the person isn't re-employed within 90 days because of a host of other reasons, we still feel the obligation to help with re-employment, though it is without compensation.	Sep 27, 2010 8:30 PM
9	The amount of indirect travel, program management, employee supervision, etc. is not covered. We lost \$45,000. in 2010.	Oct 5, 2010 3:53 PM
10	The current reimbursement is not enough to cover our current program costs. Although our rate is high we provide person centered job placement in the job of the persons choice. Our administrative budget is under funded.	Oct 5, 2010 5:32 PM

**Do you see a need for a supervisory position to be included in the ES reimbursement:**



**Response Percent**    **Response Count**


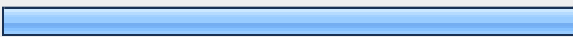
93.8%    15



6.3%    1

*answered question*    16

*skipped question*    15

**Do you fund the program supervisor/director position exclusively out of Extended Services or is the position combined with supervision of other programs such as Day Supports, or other areas:**



		Response Percent	Response Count
Exclusively out of Extended Services		13.3%	2
Combined with supervision of other programs		86.7%	13
		<i>answered question</i>	15
		<i>skipped question</i>	16

<b>Is the cost of travel a critical ES reimbursement issue:</b>			
		<b>Response Percent</b>	<b>Response Count</b>
YES		73.3%	11
NO		26.7%	4
<i>answered question</i>			15
<i>skipped question</i>			16

<b>If yes, do you encounter problems in the following areas:</b>			
	<b>YES</b>	<b>NO</b>	<b>Response Count</b>
Travel from site is not reimbursable:	<b>83.3% (10)</b>	16.7% (2)	12
Consumer transportation is not available unless provided by the provider:	<b>75.0% (9)</b>	25.0% (3)	12
Other	<b>60.0% (3)</b>	40.0% (2)	5
		<b><i>answered question</i></b>	<b>12</b>
		<b><i>skipped question</i></b>	<b>19</b>



<b>Comments regarding answers to question #4</b>	
	<b>Response Count</b>
	4
<i>answered question</i>	<b>4</b>
<i>skipped question</i>	<b>27</b>

<b>Response Text</b>		
1	What was question 4? I can't see it from this screen.	Sep 13, 2010 4:56 PM
2	Comments on Question 24: We have had situations where a client in a small town isn't able to get transportation. This has only happened with clients who were still receiving services from Voc Rehab, and in most cases we were able to negotiate a rate with VR to cover transportation costs.	Sep 27, 2010 8:38 PM
3	In region 5 the public transportation doesn't align with the non-traditional work schedule. In region 4 we travel many miles throughout the rural county to various jobs. That is the nature of rural employment.	Oct 5, 2010 4:04 PM
4	We pay our staff a mileage rate plus their hourly wage when driving from site to site. People we support that rely on public in the Fargo metro area. They may not live or work on a fixed route or may work non-traditional so we needed to transport. In many of the areas we provide services there is no public transportation so we transport people to and from work.	Oct 5, 2010 6:33 PM

<b>Are ES administrative costs adequately reimbursed:</b>			<b>Response Percent</b>	<b>Response Count</b>
YES			40.0%	6
NO			60.0%	9
			<i>answered question</i>	15
			<i>skipped question</i>	16

<b>If no, please explain:</b>	
	<b>Response Count</b>
	8
<i>answered question</i>	<b>8</b>
<i>skipped question</i>	<b>23</b>

<b>Response Text</b>		
1	We receive an hourly rate	Sep 13, 2010 2:46 PM
2	Adm allocation exceeds reimbursement.	Sep 13, 2010 4:56 PM
3	With recent increases in paper work responsibilities and the need for coaching staff to attend IPP's, the rates of reimbursement are inadequate to cover costs. Additionally, supervisor/ coordinator costs are not adequate.	Sep 13, 2010 7:28 PM
4	various elements of the administrative process are not covered.	Sep 14, 2010 8:28 PM
5	This is noted more when you are in the re-employment phase. The criteria and amount of time reimbursement does not cover the administrative costs/rates associated with finding new employment and or providing increased intervention during the initial hiring phase.	Sep 22, 2010 8:29 PM
6	In Extended Services, we are authorized for intervention time only. We account for some travel time in those hours, but often end up with time for reports, other travel and such that is not reimburseable. We also periodically have clients who need help beyond what is authorized, and we provide that help even though we don't get reimbursed. We feel that obligation, but don't feel it is fair.	Sep 27, 2010 8:38 PM
7	The admin time necessary (both job coach and supervisory staff) to manage the program is very inadequate.	Oct 5, 2010 4:04 PM
8	No, I am told my department is always over budget it is very stressful coming to work everyday wondering if the CEO is going to come in and tell me that we can not afford to provide SE/ES services to the people we support. I feel our program is one of the best in the state when it comes to person centered job placement.	Oct 5, 2010 6:33 PM



Did your program grow in the last year:			Response Percent	Response Count
YES			46.2%	6
NO			53.8%	7
			<i>answered question</i>	13
			<i>skipped question</i>	18

If yes, by what percentage:		Response Count
		6
	<i>answered question</i>	6
	<i>skipped question</i>	25

Response Text		
1	10	Sep 13, 2010 2:11 PM
2	5	Sep 16, 2010 1:41 PM
3	5%	Sep 20, 2010 1:59 PM
4	36%	Sep 22, 2010 8:29 PM
5	Estimated 20 percent.	Sep 27, 2010 8:38 PM
6	0%	Oct 5, 2010 4:04 PM

What is the starting wage for a DSP Job Coach:	
	<b>Response Count</b>
	15
<i>answered question</i>	<b>15</b>
<i>skipped question</i>	<b>16</b>

Response Text		
1	12	Sep 13, 2010 2:11 PM
2	10.40	Sep 13, 2010 2:30 PM
3	\$11.50	Sep 13, 2010 2:46 PM
4	Ddepends on community & experience- \$11-\$12/hr	Sep 13, 2010 4:56 PM
5	10.25	Sep 13, 2010 5:16 PM
6	\$11.50	Sep 13, 2010 6:37 PM
7	10.90	Sep 13, 2010 6:44 PM
8	13.25/hr	Sep 13, 2010 7:28 PM
9	9.00	Sep 16, 2010 1:41 PM
10	9.00	Sep 20, 2010 1:59 PM
11	10.50 hour	Sep 22, 2010 8:29 PM
12	\$10.40, plus 5% after 3 month probation	Sep 27, 2010 4:37 PM
13	\$11.75	Sep 27, 2010 8:38 PM
14	\$13.29	Oct 5, 2010 4:04 PM
15	\$13.29	Oct 5, 2010 6:33 PM



Do you feel SEP/ES is operating successfully?			Response Percent	Response Count
YES			53.3%	8
NO			46.7%	7
			<i>answered question</i>	15
			<i>skipped question</i>	16

<b>What strategies are you using to successfully implement SEP and/or ES?</b>	
	<b>Response Count</b>
	13
<i>answered question</i>	<b>13</b>
<i>skipped question</i>	<b>18</b>

<b>Response Text</b>		
1	We receive no referrals for SEP/ES has maintained for past 3 years	Sep 13, 2010 2:46 PM
2	Staff need to pound the pavement for job opportunities.	Sep 13, 2010 4:56 PM
3	We are small. We need minimal hours for Extended, staff from other programs pick up the extra hours needed. Not a separate person for extended. Hours tracked seperatly.	Sep 13, 2010 5:16 PM
4	Shared Supervisory responsibilities	Sep 13, 2010 6:37 PM
5	Our agency feels that these vocational services are extremely important in assisting people with disabilities to be successful and, so, we have made a commitment to subsidize services as necessary to make sure they are available to the people who need them.	Sep 13, 2010 7:28 PM
6	Diversify funding sources.	Sep 14, 2010 8:28 PM
7	last few months of \$250 & \$150 are difficult for provider to cover costs	Sep 16, 2010 1:41 PM
8	one on one, training program	Sep 20, 2010 1:59 PM
9	We are having an extremely difficult time in making these programs successful. We combine resources from other programs such as day supports. We are having to skip over SEP and go directly into ES at high interventions. We are getting multiple people hired in the same setting (enclave type situations). Various other strategies The problem is people are being discouraged to obtain community employment and or it is taking a longer time to get employed because providers are trying to work around the systems in place.	Sep 22, 2010 8:29 PM
10	We are doing more job support through day supports instead.	Sep 27, 2010 4:37 PM
11	We know we struggle financially in some programs, and make money in other programs, but on balance, we do OK. The programs need to balance each other or we wouldn't be able to make it work. We also have a brilliant executive director who knows how to divide the wages between programs to make it work.	Sep 27, 2010 8:38 PM
12	Keeping all non-direct admin time of job coaches at a minimum. Making the best job match, transitioning from SE to ES as early as possible through good training. Limiting extracurricular activities such as the Transition Task Force, Mayor's Committee or continuing training because it is all non-reimbursable.	Oct 5, 2010 4:04 PM
13	Some of the things we do are: Assist people supportd with the hiring process completing paper/online applications, mock interviews to practice interview skills. We assist with job coachng/mentoring and building relationships with co-workers and employers. We are unable to be involved in committee's or attend trainings due to our program budget. Due to the lack of funds in mental health extended services people who qualify for MH/ES are not being served.	Oct 5, 2010 6:33 PM

What could be changed in SEP or ES to make it better or more feasible?	
	<b>Response Count</b>
	10
<i>answered question</i>	<b>10</b>
<i>skipped question</i>	<b>21</b>

Response Text		
1	limited time working under SEP	Sep 13, 2010 2:46 PM
2	More of an emphasis by the state.	Sep 13, 2010 4:56 PM
3	Revisit the SEP/ES guidelines for minimum hours worked per month, costs of services exceeding client earnings. Agency reimbursement levels need to be evaluated. Change philosophy in how vocational services are viewed, from temporary services to long term/ on-going services.	Sep 13, 2010 7:28 PM
4	Higher reimbursement rates or a different process. For example, VR could pay the provider X amount of money to service 5 clients for X amount of time. Also, VR should not micromanage providers.	Sep 14, 2010 8:28 PM
5	feel ES & SEP are good except for other category which needs to be expanded to offer services for people that don't have a DD or mental health diagnosis, we serve a number of people in voc. development that should be SEP but don't have a DD or MI diagnosis	Sep 16, 2010 1:41 PM
6	other category expanded for people who don't qualify for mental health or DD....A number of individuals fall through the cracks and don't qualify under these two programs and these individuals are being underserved.	Sep 20, 2010 1:59 PM
7	Funding methods are needed that encourage and support service providers to expand community based service capacity. For example, flexible rate systems can be designed to cover excess costs to providers for serving individuals with more intensive support needs or employment barriers, or provide incentives for assisting consumers to achieve more positive outcomes in terms of job choice, wages, benefits, and integration.	Sep 22, 2010 8:29 PM
8	Better commitment on the part of VR to adequately fund the service for this population.	Sep 27, 2010 4:37 PM
9	Add a supervisory reimbursement, adjust rates to align with increasing salary costs, allow consumers to transition into ES at 50%, remove the disincentives to serve people with higher support needs (they often are denied SE anyway).	Oct 5, 2010 4:04 PM
10	Funding for mental health extended services. Higher payment for supported employment services. More referrals for supported employment. Transportation costs A higher administrative payment structured in a way that it does not increase ES provider hourly rates. Bucket funding for employment services. More funding available for transition services.	Oct 5, 2010 6:33 PM

<b>My position in the agency is:</b>			<b>Response Percent</b>	<b>Response Count</b>
<b>Administrator</b>			<b>68.4%</b>	<b>13</b>
Program Supervisor/Director			31.6%	6
			<b><i>answered question</i></b>	<b>19</b>
			<b><i>skipped question</i></b>	<b>12</b>