

# UCEDD Directors Meeting

February 17<sup>th</sup>, 2022 3-5pm ET

Breakout Room Notes

**Breakout Room Title:** End Subminimum Wage and System Transformation

**Facilitator:** Kelly Nye-Lengerman

**Notetaker:** Liz Schneider

**Attendees:** Kelly Nye-Lengerman— New Hampshire, Facilitator, Zolinda Stoneman—Georgia, Univ Georgia, Athens, 20 years, Janice Carson—Idaho, with the center for 11 years.

Notes:

- [How have UCEDDs been successful in advocating for an end to subminimum wage and a transformation to integrated competitive employment?](#)
  - Janice, Idaho:
    - It's a matter of trying to support those leaving high school trying to get them supported into the larger workforce development where there are internships or apprenticeships and vocational rehab.
    - Spring conference coming up to help support secondary transition people.
    - Think college buildings across the state.
  - Zolinda, Georgia:
    - Not doing a lot of outreaches for employment yet. Trying to set up a set of neurodiverse mentors across the country to make connections.
    - Through the college autism network there are a lot of people who could engage.
- [What barriers are UCEDDs experiencing and/or what strategies have proven unsuccessful?](#)
  - Janice: Subminimum wage is still permitted in Idaho.
    - the provider lobby is very powerful, the death grip of strong-arming legislators that we need segregated settings. Getting rid of sub-min wage takes that off the table, but then how do continue support?
  - Some of the barriers are rate structures and message structures
  - One of the components is chaos at the state and getting them to a functional state.
  - The state is not as good at the supply side of this process.



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- How are UCEDDs engaging at the state-level and with community providers?
  - Strategy—working closely with your state to make sure the work structure formula is not disincentivizing.
  - Whole life engagement needs to be the focus (customized employment). Must make sure to get at the root. NH did away with sub min wage, but everyone got pushed into day programs
  - Need to rely on the Innovation of people who learn how to work outside the system since the system does not work. Individual support at the state level, but not necessarily structural support. Good people working at the state agencies, but the agencies are fighting with each other
  
- What specific language has proven successful in related policy initiatives?
  - Focus on Customized and supported employment
  - Kelly Nye-Lengerman, Facilitator: New Hampshire has a training system on training advocates and families on how to get work done at the state level, individually, and collectively--for a few years that was successful. However, the season of intense advocacy has waned. Reimagining this now, advocacy vs education vs lobbying and understanding the difference between this at the individual level and the collective level.
    - Zolinda: how do we do this? And reduce aggression
    - Janice: how successful the sheltered workshops are in what they do. Because there statement is that we have a place, its solution-oriented and it creates belonging and supports.
    - Zolinda: supports are in place, transportation and care for family, respite care—the system is set up to support.
  - Facilitator: focus on what you stand for, build on the things that you do agree on.



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