



Presenters

Expanding Integrated Employment:

Lessons from Scaling Up Pathways to Careers

September 2020



Noelle Denny-Brown, Mathematica

Noelle Denny-Brown is a senior researcher at Mathematica. Her research focuses on disability policy, particularly interventions that help people with disabilities find or maintain employment. She is directing Mathematica's evaluation of the Pathways to Careers program, funded by SourceAmerica. For over 10 years, Denny-Brown has conducted qualitative and mixed-methods research for several evaluations of Medicaid initiatives for people with disabilities, such as the Money Follows the Person demonstration. She is currently leading the implementation analysis for the evaluation of the Promoting Opportunity Demonstration, funded by the Social Security Administration; this demonstration involves testing a benefit-offset formula and changes to rules in the Social Security Disability Insurance program to promote employment. Denny-Brown holds a master's degree in public administration from the University of Connecticut.



Shane Kanady, SourceAmerica

Shane Kanady is the vice president of workforce development at SourceAmerica. In this position, Kanady focuses on the economic and social inclusion of people with disabilities. He joined the SourceAmerica team in 2001 and has served in multiple management and director roles in Operations and Government Affairs. Kanady is a researcher on the future of work—advising social enterprises, government agencies, and Congress on inclusive programmatic and legislative frameworks. He has published reports and articles based on his research and has spoken at the United Nations Conference of State Parties to the Convention on the Rights of Persons with Disabilities and at the International Labor Organization Global Business and Disability Network Summit. Currently, Kanady serves on the Advisory Council for the Armed Services Arts Partnership and the Mason LIFE Coordinating Council, and he is a fellow with the Royal Society for the Encouragement of Arts, Manufactures, and Commerce. He earned his B.S. in business administration from Walden University and a master of arts in interdisciplinary studies in social entrepreneurship from George Mason University. In addition, he is the recipient of the Ivy Johansen Award for Excellence and Mary Simpson Award for Customer Service through SourceAmerica, and he has earned the Distinguished Alumnus title from George Mason University. Kanady is a father of two and a woodworker.



Jennifer Kellett, ServiceSource

Jennifer Kellett is the program manager for ServiceSource's customized employment services and Pathways to Careers grant. Over the 11 years that Kellett has been with ServiceSource, she has worked both within supported employment and customized employment as well as in providing benefits counseling. In leading the customized employment team over the past five years, Kellett has had the opportunity to directly perform all three stages of the customized employment process (discovery, customized job development, and employment facilitation), which she feels has given her valuable insights into the approach and its subtleties. In addition to the direct services she and her team provide, Kellett is currently working with Virginia DARS to coordinate and lead a Community of Practice for Customized Employment. This group focuses on sharing knowledge, discussing best practices, and leveraging the collective professional insights of members to advance customized employment in the northern Virginia region. Kellett graduated with highest distinction from the University of Virginia with a bachelor's degree in sociology and Africana and African American studies, and she is currently pursuing her master of social work at Virginia Commonwealth University. She holds an ACRE certification in employment services with an emphasis on customized employment and is a certified work incentives specialist advocate.



Lisa A. Mills, Marc Gold & Associate

Lisa A. Mills, B.A. (honors), M.S.W., Ph.D., has been a consultant in the field of disability for 29 years, with a focus on community services for people with intellectual and developmental disabilities. Dr. Mills has worked in 20 states over the past 14 years under various contracts with state and federal government agencies, managed care organizations, and provider associations. She serves as a subject matter expert (SME) for the U.S. Department of Labor's (DOL's) Office of Disability Employment Policy and the LEAD Center. She was lead SME for DOL's Advisory Committee on Competitive Integrated Employment of Individuals with Disabilities during its first year of deliberations. Dr. Mills also previously consulted with federal agencies on Olmstead's application to publicly funded employment and day service settings, as well as three customized employment projects. She is an associate with Marc Gold & Associates, focused on the financing of customized employment and supported employment. Dr. Mills has worked with many states on rate structures and reimbursement methodologies, including outcome-based payment methodologies to advance Employment First. With support from the Office of Disability Employment Policy, she recently authored a comprehensive guide focused on the various innovative purchasing strategies that are supporting the growth of competitive integrated employment for individuals with disabilities.



James Willis, JVS Human Services

James Willis serves as vice president of workforce development and rehabilitation at JVS Human Services, where he oversees business and career services, ORT computer training, rehabilitation services, and Michigan Works! Career Centers in Waterford and Detroit. Willis has a Bachelor of Science in psychology from Michigan State University and a master of social work from Wayne State University. While working on his master's degree, Willis worked at a residential treatment facility for delinquent youth, Don Bosco Hall, and in the employee assistance program at the Detroit Medical Center. He has worked for JVS Human Services in southeast Michigan for more than 20 years, working as a job coach, transition specialist, vocational evaluator, and supervisor. He is a CARF surveyor and graduated in the first cohort of the InCompass Leadership Academy. Willis is certified by Marc Gold & Associates and ACRE in customized employment and has coordinated the implementation of Pathways to Careers in Michigan. He has also served on several boards, including the MRA, MDRA, and MIAPSE.

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