



EMPLOYMENT FIRST COMMITTEE MEETING NOTICE/AGENDA

Posted at www.scdd.ca.gov

DATE: June 29, 2011

TIME: 10:00 am- 3:30 pm

LOCATION: New Motor Vehicle Board
1507 21st Street, Suite 330
Sacramento, CA 95814

Pursuant to Government code Sections 11123.1 and 11125(f), individuals with disabilities who require accessible alternative formats of the agenda and related meeting materials and/or auxiliary aids/services to participate in this meeting should contact Robin Maitino at (916) 322-8481 or email robin.maitino@scdd.ca.gov. Requests must be received by 5:00 pm June 24, 2011.

AGENDA

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|--|------------------|
| 1. CALL TO ORDER | O. Raynor |
| 2. WELCOME/INTRODUCTIONS | O. Raynor |
| 3. PUBLIC COMMENTS | |
| <i>This item is for members of the public only to provide an opportunity to comments and/or present Information to the Council on matters not on the agenda. Each person will be afforded up to three minutes to speak. Written requests, if any, will be considered first. The council will provide a public comment period, not to exceed a total of seven minutes, for public comment prior to action on each agenda item.</i> | |
| 4. EMPLOYMENT FIRST POLICY | O. Raynor 3 |

5. EXECUTIVE SUMMARY

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- A. Interagency Collaboration and Coordination
- B. Transition
- C. Getting Work
- D. Benefits
- E. Supports

6. NEXT STEPS

O. Raynor

- A. Revised Draft Released for Public Comment
- B. State Council Meeting- July 27, 2011

7. ADJOURNMENT

O. Raynor

EMPLOYMENT FIRST AGENDA ITEM DETAIL SHEET

ISSUE: Proposed employment first policy.

BACKGROUND: Chapter 231, Statutes of 2009 (Assembly Bill 287) requires the Council, among other things, to develop an employment first policy. A draft policy was presented as part of the draft Employment First report to the Council on May 25, 2011. There was considerable discussion of the policy and report, following which the Council decided to delay submittal of the report until no later than September 1, 2011 to allow time for further refinements.

Subsequently, the Council called for the official Employment First Committee to reconvene and specifically look at the draft policy.

ANALYSIS/DISCUSSION: The proposed employment first policy in the draft report reads as follows:

“Integrated, competitive employment is the preferred outcome for working age individuals with developmental disabilities.”

At the Council meeting, some members strongly advocated for a policy that reads:

“Integrated, competitive employment is the preferred outcome for working age individuals with developmental disabilities.”

Public input at the Council meeting raised concerns about the relationship of the policy to the individual program plan provisions in the Lanterman Act and, although not in the following specific language, appeared to be promoting a policy that reads more closely to:

“California recognizes the right of persons with developmental disabilities to work on an equal basis with others in integrated competitive employment.”

While these are three proposals based upon the work of the Committee and public input, the Committee could agree to one of these or develop an alternative.

COUNCIL STRATEGIC PLAN OBJECTIVE: Shape public policy that positively impacts Californians with developmental disabilities and their families.

PRIOR COUNCIL ACTIVITY: On May 25, 2011, the Council reviewed and discussed the draft Employment First Report which includes a proposed employment first policy as required by statute.

RECOMMENDATION(S): Develop a proposed employment first policy for consideration by the Council as part of the final Employment First Report.

ATTACHMENT(S): None

PREPARED: Carol J. Risley, June 17, 2011

**Employment First Report
Executive Summary
California State Council on Developmental Disabilities
September 2011**

“Community inclusion is fundamental to the whole idea of people with developmental disabilities finding jobs and choosing the ‘best’ support (natural or paid) to maintain employment.

School age children must be included in their school and community when they are young. That’s the foundation that we build everything on.

Work leads to health and well-being – self-esteem, confidence and more income. Also important it leads to increased social networks and making contributions to the greater community like paying taxes and having buying power”

Consumer Subcommittee, Employment First Committee, January 6, 2011

AB 287

AB 287 (Beall) 209 became law in 2009. -The law directs the council to: x,y,z

California Trends in Employmentⁱ

People with developmental disabilities (DD) are much less likely to have the opportunity to work than people without disabilities and earn less than half what the general population earned from working.ⁱⁱ The majority of working age adults with DD are supported in segregated non-work programs or facility based employment. 2009 data show the following:

- 21.3% percent of people with a cognitive disability are employed vs 66% of all working age people.
- 15% of people with DD served by the Department of Developmental Services (DDS) were provided services in integrated employment; 70% community based non-work settings; 15% facility-based work.
- 80% of DDS funding was dedicated to non-work services and 8% to facility-based work, 12% on integrated employment.
- 28.5% of working age people with DD living below the poverty line versus 13% of the general population.
- The mean weekly earnings of people with a cognitive disability at closure from Vocational Rehabilitation Services was \$216.ⁱⁱⁱ
- Weekly earnings were 4 times greater for persons in competitive integrated employment (\$111) than those served in facility-based work (\$29 a week)^{iv}
- Educators, adult service agencies and service providers face barriers to collaboration, including a lack of knowledge about each other’s systems, and bureaucratic constraints that complicate service coordination.
- No one state or local agency is responsible for charting out cross system services, locating gaps or measuring progress on the employment status of

people with DD (occupation, hours worked, salary, job maintenance or promotion, service setting and benefits received).

Employment First Committee Process

- Appointed an Employment First Committee
- Established Subcommittees
- Public Review

Employment First Policy

Insert Policy Statement

Issues, Goals and Recommendations

Employment First is about focusing on real jobs, real wages and real business settings for people with developmental disabilities (DD) to have the ability to increase their income and benefits, accrue assets and build wealth. The present work builds on the foundation laid by SB 1270 that articulated core values and the need for expanded opportunities for people with DD to work and participate in the community alongside their fellow citizens. People with DD are best suited to identify their own unique needs and how to best address those needs. Therefore, the services and supports provided must be individualized, culturally responsive, flexible and supportive of consumer choice, change and control. For those individuals who receive services through the developmental disabilities system, the Employment First policy sets a direction while respecting the Individual Planning process as articulated in the Lanterman Act.

The implementation of an Employment First Policy will require a shift in policies and rebalancing of existing resources across all relevant state agencies (education, employment, health, disability and human services) to support and encourage integrated employment outcomes. The following goals and objectives provide recommendations on policies, procedures and practices to promote an employment first approach.

Interagency Collaboration and Coordination

Issue: Interagency coordination assists youth and adults with DD, who have needs across multiple agencies, gain access to services and supports for integrated employment. There are collaborative efforts in place; however there is no overall framework for state or local agency collaboration and coordination. As a result, individuals with DD do not have the necessary linkages and services they need.

- Ensure that all relevant agencies and partners participate in the transition planning process.
- Students have the opportunity to explore all postsecondary options, including college and other post school training for employment.
- Provide students with opportunities for career exploration and preparation such as through work based learning, internships and paid employment.

Getting Work

Issue: The majority of working age people with developmental disabilities are not in the labor force.

Goal: All working age youth and adults with DD will have the choice and opportunity to work in jobs that are integrated within the general workforce, work side by side with co-workers without disabilities, earning benefits and competitive wages.

- Employment related training, services and supports should target areas of present and future workforce growth with direct input from employers.
- Increase opportunities for individuals with DD to pursue self-employment and the development of micro-enterprises or small businesses.
- Ensure supports are provided as long as needed and that generic resources, including natural supports within the family, community and work setting are included as much as possible.
- Showcase successful parts of the system that are demonstrating success with implementing an employment first agenda through planning, service provision, job preparation and placement, removal of systems barriers and provision of supports.
- Provide training and technical assistance to develop knowledge and skills for providers, job developers, job coaches, agencies and employers to use best, promising and emerging practices to the provision of employment related services and supports

Benefits

Issue: Some mechanisms exist for people with DD to maintain social security benefits while working. However, people with DD, their families, and service providers are often not fully aware of those mechanisms. That lack of knowledge sometimes serves as a disincentive to work.

Goal: People with DD, their families, and service providers will have access to resources that fully advise them of ways to maintain benefits while working. Any disincentives to working caused by the actual or perceived risk of losing benefits will be reduced.

- Ensure that all systems involved in assisting people with developmental disabilities obtain and maintain integrated competitive employment provide accurate advice and resources concerning the interplay between benefits and work.
- Evaluate and reform existing state laws, regulations, guidelines, operational procedures and funding practices to institute systemic changes that eliminate any disincentives caused by the risk of losing benefits when working.

Supports

Issue: There are supports available to people with DD to obtain and maintain employment. However, the various agencies responsible for serving people with DD in their employment goals do not do so in collaboration with each other and employers lack advice and information on the benefits of employing people with developmental disabilities and how to provide them with accommodations and supports. In addition, resources are inappropriately focused on funding non-work related resources.

Goal: Provide adequate supports to people with DD in obtaining and maintaining integrated competitive employment.

- Review current laws and regulations to determine if they can be strengthened to ensure adequate collaboration among the Departments of Education, Employment Development, Rehabilitation, and Developmental Services, schools districts, regional centers, and service and support providers, and employers to promote, develop and support work experience, training, and on-the-job training for students with developmental disabilities.
- Examine allocation of resources to determine if they can be shifted from non-work related activities to supports to enable people with developmental disabilities to be prepared for employment and work.
- Provide regional center service coordinators with employment training from experts to instruct them on the available supports to people with developmental disabilities in obtaining and maintaining employment.
- Provide a dedicated employment specialist at each regional center, to enhance the level of information about employment and related issues available to individuals with DD, families, service coordinators and employers.
- Provide training for employers on how to appropriately accommodate people with developmental disabilities.

ⁱ The 2009 data reported here are the core elements of the Institute for Community Inclusion's IDD Agency National Survey of Day and Employment Services. These data focus on participation in integrated employment, community-based non-work, and facility-based services.

ⁱⁱ 2009 American Community Survey

ⁱⁱⁱ 2009 Rehabilitation Services Administration 911, State Data: The National Report on Employment Services and Outcomes, ICI

^{iv} National Core Indicators Project 2008 -2009.

[Consider including appendix with definitions of terms with the Executive Summary]

