



EMPLOYMENT FIRST COMMITTEE
Subcommittee Work Group: Barriers and Disincentives

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Agenda for Monday, February 7, 2011
Telephone conference Meeting from 3:00 p.m. to 5:00 p.m.
TELECONFERENCE NUMBER: 866/944-9160
PIN #: 2982825

Locations for Telephone conference/Input:

Area Board 5, 1515 Clay Suite 300, Oakland, CA 4612	Department of Developmental Services 1600 9 th Street; Sacramento, CA 95814
East Bay Innovations 303 W. Joaquin Ave. #101, San Leandro, CA 94577	9720 Babbitt Avenue Northridge, CA 91325
6235 Beck Avenue #319 North Hollywood, CA 91606	Contra Costa ARC 1340 Arnold Dr, Martinez, CA 94553
Department of Rehabilitation 721 Capitol Mall, Sacramento, CA 95814	

AGENDA

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| 1. CALL TO ORDER | Wilson |
| 2. WELCOME AND INTRODUCTIONS | All |
| 3. REVIEW OF MINUTES FROM BARRIERS SUBCOMMITTEE MEETING ON DECEMBER 6, 2010 AND BARRIERS SUBCOMMITTEE REPORT TO EMPLOYMENT FIRST COMMITTEE ON JANUARY | wilson |
| 4. PUBLIC COMMENTS | |

Public Comments: *[This section is for members of the public only; and is to provide the public an opportunity to comment and/or present information to the Committee on any matter that is not on the agenda. Each public member will be afforded up to three minutes to speak. Written requests, if any, will be considered first under this section. Additionally, the Committee will provide a public comment period not to exceed 5 minutes total for all public comments prior to Committee action on each agenda item.]*

**5. DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT
FIRST COMMITTEE** Wilson

6. SUMMARIZE COMMITTEE NEXT STEPS Wilson

7. ADJOURNMENT

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 the meeting, should contact Rocio Smith at 510-286-0439 or email at rocio.smith@scdd.ca.gov



EMPLOYMENT FIRST ~ BARRIERS AND DISINCENTIVES SUBCOMMITTEE

Meeting Minutes December 6, 2010

Present: Bill Moore, DOR; Tom Heinz, EBI; Connie Lapin, Liz Lyons, Cindy White

Also present: Denise Curtright, DDS; Charlene Jones; Mark Starford

Staff: Rocio Smith

The meeting was held via teleconference. Chair Liz Lyons called the meeting to order at 3:05 pm. Everyone introduced themselves.

The work group reviewed the recommendations from the Board Resource Center and agreed to follow them.

The minutes of November 1, 2010 were approved as presented.

There was no public comment.

The work group brought up some additional barriers to employment:

- Medical issues not related to the disability can impact the ability of a person to maintain a job
- When a person is employed through their day program, if the program has furlough days or State mandated holidays, the persons ability to work at their job on such a date is impacted
- People with disabilities may be caretakers and face the same challenges as other people who care for children or the elderly
- Licensing regulations do not allow for a consumer to be in the residential home without staff, even if the person travels independently to work and holds a regular job. The impact is that people cannot have jobs at different

schedules than day programs or people find themselves wandering around waiting till it is time to come home.

The group felt that there needs to be a waiver in licensing regulations for people who work regular jobs.

The group then discussed potential strategies to address some of the barriers that were previously identified:

Skill of support staff – Support staff may not be properly trained to do their job.

- Develop a training protocol for job coaches and job developers.
- Partner with community colleges to establish a certificate or similar
- Establish minimum qualifications for supported employment job coaches
- Identify existing resources to assist with training such as NADSP
- Implement national standards in California
- Articulate a career path for people entering the field
- Systematize training similar to the training for CCF staff possibly using community colleges instead of ROP
- Use resources like workforce Investment Core and Individual training accounts at One Stop centers to help staff gain training and skills needed.

Preparation for work - people need skills to get work and do their job

- Work and earning money has to be seen as an option for people with developmental disabilities from the get go (grammar school)
- Establish short term focused training on marketable skills
- Use internships and programs like Project Search
- Training on “job-getting” skills
- Move focus of day programs to short term training on getting skills for employment. Use supported employment to help find a job and support on the job
- Focus on work experience and skill acquisition. Pre-vocational training, job preparation, skill training, internships, on the job training should be time limited
- SCOPE in Sonoma county is a good model

Transportation

- Problem-solve options and solutions to transportation to work as part of the IPP.
- Use existing benefits such as Social security impairment related work expense for transportation
- The group reiterated the need to make benefits counseling a service that can be vendorized and paid for through regional centers for people who want to work

Bureaucratic Barriers

- Provide flexibility in funding. Redirect funding used for a particular individual for day program to allow 1 – 1 support to get and maintain a job for the same amount of money
- Establish firm timelines to resolve bureaucratic disagreements so that services can start at a reasonable time.

The group then discussed the current state of supported employment. According to DDS data, there were only 60 individual placements in supported employment while there were 2,000 new placements in day programs.

In addition group placements are growing faster than individual placements. One possibility for this difference is that workers could get sub minimum wage for group employment.

People in the field may not be well served by supported employment because of the requirement for rapid fading. One option is group placement but there are challenges since the employer needs to accommodate several employees on a schedule at the same time.

Tom Heinz said that there were waiting lists in his program for supported employment. DDS and DOR were not aware that some programs have waiting lists.

DOR has seen a decrease in referrals for supported employment for people with developmental disabilities. Tom said that many times the referral to DOR comes from the supported employment agency when the assessment has been done already instead of the other way around.

There is little incentive to do supported employment. The payment structure doesn't work well since payment is not received until an individual is placed on a job. This makes it harder to try to find jobs for people with more severe disabilities or try to find more creative jobs. The system encourages finding easier jobs for easier to serve individuals.

The group did not have enough time to discuss the proposed Employment First Policy in detail. The one thing that needs to be incorporated into the policy under the characteristics of a successful implementation is a statement that **employment of people with disabilities follows natural proportions** so that no job classification or department becomes “the job or department for people with disabilities”.

Meeting was adjourned at 5:02 pm

AGENDA ITEM 5 DETAIL SHEET

ISSUE: DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE

BACKGROUND: This subcommittee made recommendations and outlines strategies to the Employment First Committee on January 7.

ANALYSIS/DISCUSSION: The subcommittee will review the attached chart with feedback provided by the Employment First Committee and consider additional recommendations and strategies. Additionally, the Employment First Committee requested subcommittees identify specific actions that would implement the strategies – for example, policy changes, regulatory changes, statutory changes, etc.

COUNCIL STRATEGIC PLAN OBJECTIVE: Promote the inclusion in all chosen aspects of community life for Californians with developmental disabilities and their families. Shape public policy that positively impacts Californians with developmental disabilities and their families.

PRIOR SUBCOMMITTEE ACTIVITY: This subcommittee met in November and December and answered a set of questions. These questions were the basis for strategies to increase the number of people with developmental disabilities earning at least minimum wage in integrated workplaces.

RECOMMENDATION(S): It is recommended that the subcommittee fine tune and prioritize its recommendations and identify the ways in which proposed changes may be made (for example, by changing regulations).

ATTACHMENT(S): A chart developed by staff that consolidates the subcommittee's input.

PREPARED: Christofer Arroyo, January 13, 2010 and Rocio Smith January 31, 2011

EMPLOYMENT FIRST COMMITTEE

SUBCOMMITTEE IDENTIFIED STRATEGIES

1/26/11

Barriers Subcommittee

Issue or Problem	Strategy and Method of Implementation
Transportation	<ul style="list-style-type: none"> • Problem-solve options and solutions to transportation to work as part of the IPP. • Use existing benefits such as social security impairment related work expense (IRWE) for transportation <ul style="list-style-type: none"> ○ Make benefits counseling a regional center vendorized, funded service ○ Ensure there is a benefits specialist at each regional center
Benefits maze	<ul style="list-style-type: none"> • Make benefits counseling a regional center vendorized, funded service • Ensure there is a benefits specialist at each regional center
Preparation for work	<ul style="list-style-type: none"> • For companies/businesses willing to commit to hiring, grants to support training of existing employees and hiring managers, enable the employer to set up an internship to employment program and some \$\$ with no strings attached to use as the employer sees fit • Need to change the way we plan, need to begin the “what do you want to be when you grow up” conversation with parents when their son or daughter is in preschool and then throughout the education process • Providers collaborate with the education system to improve the pathway to employment • Work and earning money has to be seen as an option for people with developmental disabilities from the get go (grammar school); plan as though employment is the outcome of the education and training system • Establish short term focused training on marketable skills • Use internships and programs like Project Search • Training on “job-getting” skills • Move focus of day programs to short term training on getting skills for employment. Use supported employment to help find a job and support on the job • Focus on work experience and skill acquisition. Pre-vocational training, job preparation, skill training, internships, on the job training should be time limited • SCOPE in Sonoma county is a good model
Skill of support staff	<ul style="list-style-type: none"> • Develop opportunities for professional career ladder for staff • Solid training and ongoing support/training for job developers and job coaches on best strategies and effective practices • Develop a training protocol for job coaches and job developers.

	<ul style="list-style-type: none"> • Partner with community colleges to establish a certificate or similar • Establish minimum qualifications for supported employment job coaches • Identify existing resources to assist with training such as NADSP • Implement national standards in California • Systematize training similar to the training for CCF staff possibly using community colleges instead of ROP • Articulate a career path for people entering the field • Use resources like workforce investment core and individual training accounts at One Stop centers to help gain training and skills needed
Low expectations of people with developmental disabilities	<ul style="list-style-type: none"> • More public information about the success of people with disabilities in the workforce • Peer mentoring for hiring managers by hiring managers who have successful employees
Staffing issues <ul style="list-style-type: none"> • Lack of skills in getting and maintaining a job • Low rates translate to low pay and turnover 	<ul style="list-style-type: none"> • Develop opportunities for professional career ladder for staff • Solid training and ongoing support/training for job developers and job coaches on best strategies and effective practices
Bureaucratic barriers: <ul style="list-style-type: none"> • Inflexible staffing ratios • Denial by delay (regional centers may require consumer to apply to DOR as a generic resource, even if ineligible) 	<ul style="list-style-type: none"> • Provide flexibility in funding. Redirect funding used for a particular individual for day program to allow 1 – 1 support to get and maintain a job for the same amount of money • Establish firm timelines to resolve bureaucratic disagreements so that services can start at a reasonable time
Employers' perceived cost of accommodations	<ul style="list-style-type: none"> • Peer mentoring for hiring managers by hiring managers who have successful employees
Employers' inability to access a pool of qualified applicants	

Employers' belief that applicants with developmental disabilities are not qualified for the job	<ul style="list-style-type: none"> • Peer mentoring for hiring managers by hiring managers who have successful employees • Solid training and ongoing support/training for job developers and job coaches on best strategies and effective practices
Employers' ignorance of the ability of support services or that such services are not valuable	<ul style="list-style-type: none"> • Develop opportunities for professional career ladder for staff • Peer mentoring for hiring managers by hiring managers who have successful employees • Solid training and ongoing support/training for job developers and job coaches on best strategies and effective practices
	<ul style="list-style-type: none"> • Spotlight and duplicate successful models
Providers' lack of understanding about the needs of the business community	<ul style="list-style-type: none"> • Solid training and ongoing support/training for job developers and job coaches on best strategies and effective practices
Medical issues not related to the disability can impact the ability of a person to maintain a job	
When a person is employed through their day program, if the program has furlough days or State mandated holidays, the persons ability to work at their job on such a date is impacted	
People with disabilities may be caretakers and face the same challenges as other people who care for children or the elderly	

<p>Licensing regulations do not allow for a consumer to be in the residential home without staff, even if the person travels independently to work and holds a regular job. The impact is that people cannot have jobs at different schedules than day programs or people find themselves wandering around waiting till it is time to come home</p>	<ul style="list-style-type: none"> • There needs to be a waiver in licensing regulations for people who work regular jobs
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On supported employment in general:

- According to DDS data, there were only 60 individual placements in supported employment while there were 2,000 new placements in day programs.
- In addition group placements are growing faster than individual placements. One possibility for this difference is that workers could get sub minimum wage for group employment.
- People in the field may not be well served by supported employment because of the requirement for rapid fading. One option is group placement but there are challenges since the employer needs to accommodate several employees on a schedule at the same time.
- Tom Heinz said that there were waiting lists in his program for supported employment. DDS and DOR were not aware that some programs have waiting lists.
- DOR has seen a decrease in referrals for supported employment for people with developmental disabilities. Tom said that many times the referral to DOR comes from the supported employment agency when the assessment has been done already instead of the other way around.
- There is little incentive to do supported employment. The payment structure doesn't work well since payment is not received until an individual is placed on a job. This makes it harder to try to find jobs for people with more severe disabilities or try to find more creative jobs. The system encourages finding easier jobs for easier to serve individuals.