



**EMPLOYMENT FIRST**  
**INNOVATIVE STRATEGIES SUBCOMMITTEE AGENDA**

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**DATE: Thursday, February 10, 2011**

**TIME: 1:00 PM**

**Call-In Number: 866-944-9160 PIN #: 2982825**

**TELECONFERENCING LOCATIONS:**

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**AGENDA**

- 1. CALL TO ORDER** (MacDonald)
- 2. WELCOME AND INTRODUCTIONS** (Mac Donald)
- 3. REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON DECEMBER 9, 2010 AND THIS SUBCOMMITTEE'S REPORT TO EMPLOYMENT FIRST COMMITTEE ON JANUARY 7** (MacDonald)

#### **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 Subcommittee 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 Subcommittee will provide a public comment period not to exceed 5 minutes total for all public comments prior to Subcommittee action on each agenda item.]*

#### **5. DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE** (MacDonald)

#### **6. SUMMARIZE SUBCOMMITTEE NEXT STEPS** (MacDonald)

#### **7. ADJOURNMENT** (MacDonald)



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## **EMPLOYMENT FIRST** **INNOVATIVE STRATEGIES SUBCOMMITTEE AGENDA**

**Meeting notes Thursday, December 9, 2010**

### **Members and Guests Present:**

#### Members

Kevin MacDonald – The Arc of Southeast LA County and Subcom. Chair

Rachel Chen-Chinese Parent Association for the Disabled

Dale Dutton-Advocate/Parent/Self Employment Specialist

Dawn Morley-State Council Area Board 1

Andy Mudryk-Disability Rights California

Mark Polit - SEIU

Robert Taylor- Department of Developmental Services CAC

Scott Valverde- California Community Colleges Chancellors Office

#### Guests

Luana Acuña-Director of Employment Services, The Arc of SE LA Cty.

Joan Berg- Board Resource Center

Scott Harrington-Director of Youth Transition, Nevada Center for Excellence in Disabilities, University of Nevada

- 1. CALL TO ORDER-**A Quorum was present.
- 2. Welcome and Introductions-** Members and guests present introduced themselves.
- 3. REVIEW OF BOARD RESOURCE CENTER RECOMMENDATIONS**  
These recommendations came from a panel of advocates. The Employment First Committee would like all subcommittees to adopt and utilize these guidelines.  
Motion- Dale Dutton/Second- Robert Young /Carried that this subcommittee agrees to accept the Board Resource Center Recommendations.
- 4. REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON NOVEMBER 8, 2010 AND THIS SUBCOMMITTEE'S REPORT TO EMPLOYMENT FIRST COMMITTEE ON NOVEMBER 10, 2010**

Motion- Dawn Morley/Second-Robert Young/Carried to approve the November 8, 2010 meeting notes and November 10, 2010 report to the Employment First Committee.

## **5. PUBLIC COMMENTS**

Scott Harrington is working on the Nevada Employment Policy as it was recommended that become an Employment First State. He is looking at what California and other states are doing for guidance and direction regarding how to approach policy change. He has been in contact with Olivia Raynor at UCLA UCEDD and has been working closely with the Institute for Community Inclusion in Boston, MA. He reviewed Employment Summits in Indiana, Washington State and Minnesota and found they are all very different. He is working with community training centers and how to move from being facility based to community based. He advised Scott to contact Transition Sub.

## **6. REVIEW OF FEEDBACK ON SUBCOMMITTEE RECOMMENDATIONS AND DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE**

Feedback of subcommittee: continue looking at what is current and regulatory and policy changes that will need to be made in order to move forward with innovative strategies.

Incentives for Supported Employment Follow-up: Mark Polit is participating in a work group with multiple agencies: DOR/ DDS/DHCS/ SCDD / SSA/ WID. They are looking at individual placement supported employment which is generally when someone is placed in competitive employment. Individual placement rates have been flat and it has been suggested that the root of the problem is that the incentives are all wrong. The model would give incentives to supported employment agencies for meeting outcomes at multiple levels. The idea is a pilot/field demonstration - which will demonstrate an incentive model which mirrors the Ticket -to-Work incentive structure which is based on meeting defined milestones. For example, when a Supported Employment agency helps someone land a job, they are eligible to receive monetary incentives. They will receive additional incentive payments for other successes such as if the person remains on the job for a specified time. The agency is eligible for additional incentive payments in addition to rates paid through state agencies. The group is looking for private funding since it is unlikely that the state budget will be able to support such a pilot. Departments are hoping that a field demo will give them additional data to change regulations and eliminate disincentives. They look to incentivize the outcome which is the actual job and are looking at cash up front for developers. DHCS did an analysis of data and is engaged in conversation; jobs with benefits illustrate that agencies stand to save money. If incentives work, the state saves a lot of money. If demo works, state will support because they know they will save money. Pilot/field demonstration is unique to California; World

Institute on Disability has been helpful in bringing in the federal people. Proposal will likely go to the full committee at some point.

Scott will report on: Impact of Community College and how they fit in with the person's life and employment. Also, due to cuts and adult education being eliminated we will be looking to community colleges for help.

Dale is reviewing some different case management models for supported employment in the San Francisco area. He is also working with Golden Gate Regional Center to make sure state policy fits with local policy.

Kevin: Job development is an important area to review and specifically how that is organized throughout the state. We are looking at options of how to centralization job development since so many agencies are doing it and competing instead of supporting each other. We are looking at examples from Wisconsin and New Jersey. There is serious concern that job development is very underfunded and yet a key to successful placements. The current strategies of paying for services post placement gives no incentives for providers to hire job developers due to cash flow issues.

Committee members were asked to submit written reports to Kevin. [Due to tight timelines in order to get the information to Chris Arroyo for inclusion in the Employment First Committee meeting packet members were asked to submit information by Monday morning, December 13, 2010.]

## **7. DEVELOPING THE EMPLOYMENT FIRST POLICY**

Policy was reviewed (Attachment 1). Robert will e-mail CAC committee statement to Kevin. (Attachment 2) RE: outlined points Items 14 and 17 Kevin will confirm if the full committee or subcommittees will craft language. Members were asked to e-mail grammatical corrections and additional comments/information in writing to Kevin prior to Monday morning, December 13, 2010.

## **8. SUMMARIZE SUBCOMMITTEE NEXT STEPS**

- Submit summary notes/comments on specific activities and additional comments on the Draft Employment First Policy by Monday morning, December 13, 2010.
- Innovative Strategies teleconference meeting dates:
  - Thursday, February 10, 2011 at 1:00 pm
  - Thursday, April 14, 2011 at 1:00 pm
- For those who are interested, check your e-mail regarding signing up for the Employment First Committee Yahoo Group.

## **9. Meeting adjourned**

# California Employment First Policy

## Employment First Committee

Updated 11/17/10

### Statement on Employment First<sup>1</sup>

*Employment<sup>1</sup> in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age people with developmental disabilities,<sup>2</sup> regardless of level of disability.*

### Underlying Principles

1. The current [low employment] or [high unemployment] rate of people with developmental disabilities in the workforce is unacceptable.
2. Access to choices and opportunities to earn prevailing wages are essential if people with developmental disabilities are to avoid lives of poverty, dependence, and isolation.
3. It is presumed that all working age adults and youths with developmental disabilities can work in jobs fully integrated within the general workforce, working side-by-side with co-workers without disabilities, earning benefits and minimum wage or higher.
4. As with all other individuals, employees with developmental disabilities require assistance and support to ensure job success and have a right to those supports necessary to succeed in the workplace.
5. All people, regardless of disability, have the right to pursue the full range of available employment opportunities, and to earn prevailing wages in a job of their choosing, based on their talents, skills, and interests.

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<sup>1</sup> Employment includes all income generation activities such as traditional jobs or owning one's own business.

<sup>2</sup> While this policy is intended to specifically apply to people with developmental disabilities, it may equally apply to all people with disabilities. Additionally, the federal definition is used when referring to "developmental disability", which is broader and more inclusive than the California definition.

## Characteristics of Successful Implementation of Employment First

1. Implementation of Employment First principles must be based on clear public policies and practices that ensure employment of people with developmental disabilities within the general workforce is the priority for public funding and service delivery.
2. Inclusion or exclusion of the specific term “Employment First” does not determine whether a public system or agency has adopted Employment First principles. Such a determination can only be made in examining whether the underlying policies, procedures and infrastructure are designed for and ultimately result in increased integrated employment in the general workforce for people with developmental disabilities.
3. There are measurable increases in ~~employment~~ [income] [add continuity of employment and benefits] of people with developmental disabilities within the general workforce, earning minimum wage or higher with benefits. **Note: the concept of “income” replacing employment was not universally accepted due to the ability to track and obtain income data compared to placement, however business ownership or self employment should factored in.**
4. ~~Greater opportunities~~ [Measureable increases in opportunities] exist for people with developmental disabilities to pursue self-employment and the development of microenterprises (or small businesses).
5. While employment is the first and preferred option when exploring goals and a life path for people with developmental disabilities, individuals still retain the right to make choices about their own lives.
6. People with developmental disabilities are ~~employed~~ [earn income] within the general workforce, regardless of the severity of disability and assistance required. \* **See note above regarding income versus employment**
7. Young people with developmental disabilities have work experiences that are typical of other ~~teenagers and young adults.~~ [youth]
8. Individuals with developmental disabilities are valued by employers as an integral part of their workforce, and include people with developmental disabilities within their workforce culture, career development, and general recruitment and hiring efforts as standard practice.
9. Individuals with developmental disabilities have gainful avenues of revenue, increased incomes, can accrue assets, and build their wealth.

10. People with developmental disabilities have greater opportunities to advance in their careers.
11. In order for long-term success, employers recognize their obligations to provide reasonable accommodations and quality services and supports are available as needed.
12. Plans for individuals with developmental disabilities (such as individual program plans) must address integrated employment earning at least minimum wage while respecting an individual's right to choice.
13. The [CA] Department of Developmental Services issues a program advisory that encourages regional center boards of directors to require at least 5% of willing people in day programs to be redirected to employment. [services/opportunity] Time frames (?) and percentage (?) [Note Employment Recruitment subcommittee questioned this item with respect to regional center "requirement" authority – planning to recommend removing this point unless there would be a mechanism to require].
14. [Insert an item to reflect "Developing and implementing specific target goals including identified percentage of people who are in non-work and sheltered employment that will move to integrated employment earning at least minimum wage by a designated time with specific benchmarks established at two time intervals over a 5 year period of time.]
15. It must be ensured that regional centers and other agencies have the capability to track changes and work status over time. [No teeth-add policy detail]
16. Technical assistance is available to providers. [expand to include knowledge and skill development in areas for job developers, job coaches, agencies and employers]
17. [Discuss post secondary education, mentorships and other opportunities for career development and advancement]

#### ADDITIONS:

- Touch on the other parts of a person's life. In order to keep a job you need supports. What are we doing to make sure people have whole life support?
- RE: Item 17 obtain suggested verbiage from Scott re: post secondary
- RE: Concern as to why item 18 was removed.
- Are we training in the correct areas that people need to be trained in and are there standards for that and what areas do we need to train the employers in as well. Multifaceted approach.

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<sup>i</sup> Many thanks to APSE (Association for Persons in Supported Employment for their inspiration

**Values:**

Individuals with developmental disabilities throughout the United States can work wherever they want and get the supports and assistance they need to become contributors. Not a lot of individuals with developmental disabilities have jobs.

Individuals with developmental disabilities have the same rights as individuals without disabilities.

Earning your own money helps individuals learn responsibilities, and it takes developing a circle of support.

**Options and Priorities:**

- I would like to work for myself.
- Have a regular job instead of an enclave.
- It feels good to be part of a workforce, and part of the community, as well.
- Not have a sub-minimum wage - which means below the minimum wage.
- If you don't have the skills or degree, but have the talents and interests - you should have a job.

**High School and Transition:**

- Students getting ready for jobs need learning experiences in school.
- Give them an encouragement to get jobs and earn their own money.
- Start working as a teenager will give you the experience needed.
- High school students need more opportunities for same types of jobs.
- Middle school kids need to have jobs and experiences, related to it.
- Have real jobs with other workers.
- Money is a motivator, like buying a car, for example - you don't have to depend on mom and dad for allowances.

**Benefits:**

- Have ways not to lose social security when we earn a living.
- Information on (benefit) programs are needed.

**Business Community Outreach:**

- Have an outside committee talk to employers to network and advocate for more employment.
- Educate employers that we are valuable.

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## AGENDA ITEM 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 feedback provided by the Employment First Committee and consider changes to its 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):** N/A

**PREPARED:** Christofer Arroyo, January 13, 2010