

Employment First Committee



Work is for all

January 2012

JANUARY 2012						
SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Employment First Advocate Planning Session



1. Welcome
2. Review Committee Agenda
3. Minutes from Oct. 26, 2011

4. Departments



- EDD, DOR, DDS, CDE,
- ARCA New Day Conference
- CA Employment Consortium for Youth and Young Adults

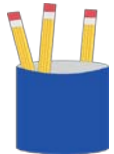
5. Legislation

- State AB254
- Federal HR 3086
- Welfare and Institution Code 4648.55



BREAK

6. Employment First Committee Objectives and Work Plan



- Identify activities to carry out EF priorities
- Self-Advocates report on priority activities

Department Updates



Employment Development Department



Department of Rehabilitation



Department of Developmental Services



California Department of Education



Employment Consortium Youth & Young Adults

Employment First Review



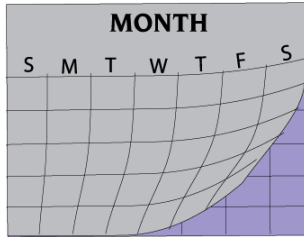
WHAT WE KNOW

What does
the data
say?

Persons Receiving Services Statewide

FY	SEP Group	SEP Individual	WAP	Look Alike	Day Program
2004-05	4,610	4,757	12,090	6,396	36,641
2005-06	4,548	4,842	11,988	6,651	37,629
2006-07	5,258	4,976	11,499	7,565	38,555
2007-08	5,623	5,004	11,063	8,820	39,472
2008-09	5,863	5,054	11,093	10,096	40,528

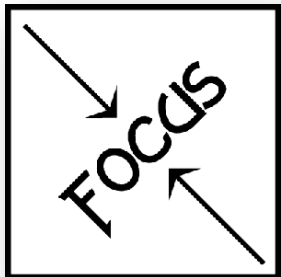
ARCA New Day Conference



Sept. 18 & 19, 2012
Pasadena, CA



Conference to promote
collaboration and sharing



*"Innovative practices and projects
to make housing and employment a reality"*

Employment – Think Local



An innovative Idea – what do you think?

Mutually Beneficial Community Relationships

Who are community members?
Who accesses local businesses?



Persons with disabilities are a part of the community, they shop and work where they live.

Agencies Have Economic Influence



SAMPLE Agency data

350 Individuals served

500 Employees

400 Extended families and friends

Agency Income - **\$16 million every year**

Agency impact on local businesses



Apartment rentals

Shopping

Banking

Home owners

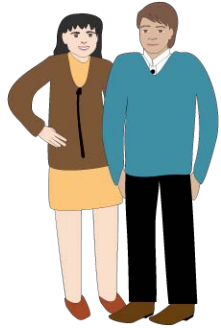
Restaurants

Tax revenue

Economic Influence Example



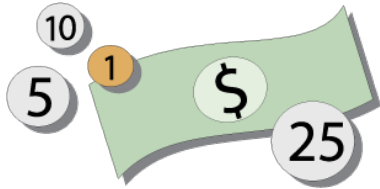
Local Sandwich Shop



500 agency employees buy a sandwich
(*example: visit once monthly*)



50 individuals buy a sandwich
(*example: visit once monthly*)



Monthly income for shop
\$4,600 (approximately)

Valued Community Members

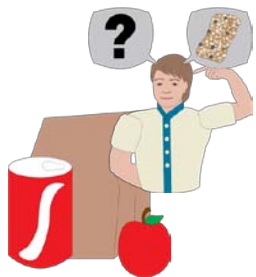


Agencies bring money to their communities



Agencies employ 100's of community members
People served live in the immediate community

They are –

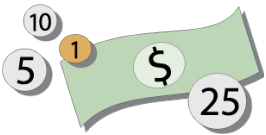


Tax payers

Voters

Users of products and services

An economic force!



Employing People with Disabilities



RESULTS

Nearly 30% of US families have a family member with a disability who is a potential customer.

Family and friends will use services of a business.

Chamber of Commerce helps promote local businesses.

Neighborhood and business associations help connect people to their communities –

- Live inclusively
- Use community services
- Shop locally



“Think Beyond the Label”



Employment Consortium Project



Main Activities:

- Develop a shared vision in California.
- Identify good models for transition.
- Increase skills through trainings and conferences.
- Share information through the Employment First website.

A background of interlocking puzzle pieces in shades of gray and white, with some pieces slightly raised. Four colored boxes containing text are overlaid on this background.

What will change?

How will we know?

Who will participate?

Who will be impacted?

Employment Consortium Project



Work Group



Purpose:



Strengthen interagency collaboration, practices and policies

Increase understanding by youth and young adults, families, professionals about

- Good practices and supports for finding and keeping good jobs in the community.



Add Employment First Policy

“integrated competitive employment is the priority outcome for working age individuals with developmental disabilities”

At 14 years, Regional Centers assure information about integrated employment and service options are provided

- including information about education/training after high school.
- Respects rights of people to make informed choices about IPP, services and supports.

DDS may request information from Regional Centers on Employment First activities and number of people in competitive employment.



State Legislation – AB 254



Comments From Hearing



Employment First is the right approach
More people will have a chance to work



Employment First could undo the Lanterman
Act planning process
Cost too much money



Federal Legislation – HR 3086



Fair Wages for Workers with Disabilities Act

Phase out Special Wage certificates under federal Fair Labor Standards Act - under which persons with developmental disabilities may be employed at subminimum wages.



“...denies people the guarantee of a minimum wage for potentially any job, at any point in their career, based on their own disability status, a status that can be lifelong.”

“...It has not served its original purpose of assuring open market employers hire people with disabilities. Instead... provided a subsidy for sheltered workshops, which have done a poor job of preparing their workers for open market employment...”

Welfare and Institution Code 4648.55



Regional Centers shall not provide day program, vocational education, work services, ILS, mobility training and transportation services for someone 18 to 22 years,



if that person is eligible for special education and has not received a diploma or certificate of completion.

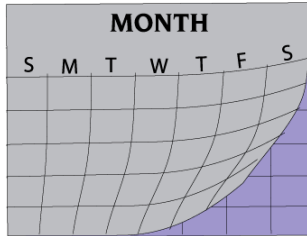
NOTE:

Unless IPP team determines needs cannot be met in education system or grants exemption.

Employment First – Outcomes

1

“... Increased expectation that everyone can work”



December 31, 2012

Number of individuals with developmental disabilities employed in California state government will increase by 5%.

10% of individuals with developmental disabilities in sheltered workshops will transition to integrated employment opportunities.

Employment First Priorities 2011-12

1

“... Increased expectation that everyone can work”



Think About:

1. Put Employment First policy into California law.
2. Strengthen transition to competitive employment.
3. Understand the relationship of benefits and work.
4. Build infrastructure – support the system to move from segregated to integrated options.
5. Support post secondary education opportunities.

Step 5
Present
report

Step 3 **DO**
Create the plan



Goal

**Self-Advocate
Report**

Step 4
Decide who will
Present report

Step 2 **PLAN**
Discuss options

Step 1 **THINK**
What are the priorities

Employment First Committee Report

1

“... Increased expectation that everyone can work”



Suggested Committee Actions:

Collaboration

1. State Departments
2. Community (Parents, students, teachers)
3. Schools
4. Regional Centers

Education and Training

1. Students
2. Schools
3. Families
4. Service System

Understanding the relationship between benefits and work

1. Access to and application of correct information

Building infrastructure

1. Segregation to competitive employment

“... Increased expectation that everyone can work”

Review Employment First priority activities



THINK
ABOUT

- **What is most important?**
- **Is it practical?**
- **Next steps?**

Employment First Committee Report

1

“... Increased expectation that everyone can work”



What information did you collect from your communities?

Collaboration
Education and
Training
Benefits and Work
Infrastructure



THINK
ABOUT

1. Why is it the most important?

2. What makes it practical?

3. What are recommended next steps?

Self-Advocate Report Worksheet

1



- Collaboration
- Education and training
- Benefits and work
- Infrastructure

1. What is most important?

2. Why is it the most important?

3. What makes it practical?

4. What are recommended next steps?