

Employment First Committee



Work is for all

October 2011

Employment First Advocate Planning Session



Welcome

Employment First Background

View "Work is for All" Video

Community Outreach Survey

Employment First Priorities and Next Steps

Focus Areas



- Review Data and Policy Goals
- Policy Recommendations
- What do you want to suggest: Priorities and Legislation



BREAK

California Employment Consortium Project

- Strengthen interagency collaboration & practices
- Increase understanding by youth/young adults, families, etc.

CA Field Demonstration Project

Review Employment First Committee Agenda

- Updates from Departments
- Legislative Update

Employment First Background



View "**Work is for All**" Video

Discussion:



Key Points

Notes:

Write down key points from the video

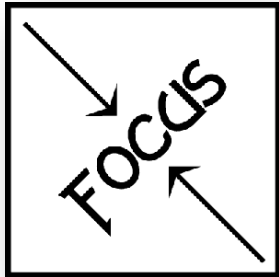


Employment First Priorities Survey




- How can more people with disabilities get good jobs in the future?
- What is the most important thing about getting a job?
- Would a special law about employment help more people get jobs? What should it say?

Employment First



What information did you collect from your communities?

- **THINK:**  What does the data mean?

Policy Recommendations

- What do you want to suggest for policy change or new legislation?
- How will Employment First advocates take the lead?



Employment First Committee Updates

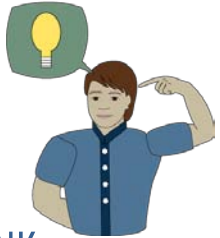


Employment First Report to the Legislature

WHAT WE KNOW



15% people with developmental disabilities served by DDS received services in integrated employment



THINK
ABOUT

70% in community based non-work settings.

15% in facility-based work and non-work.

26.5% of working age people with developmental disabilities live below the poverty line.

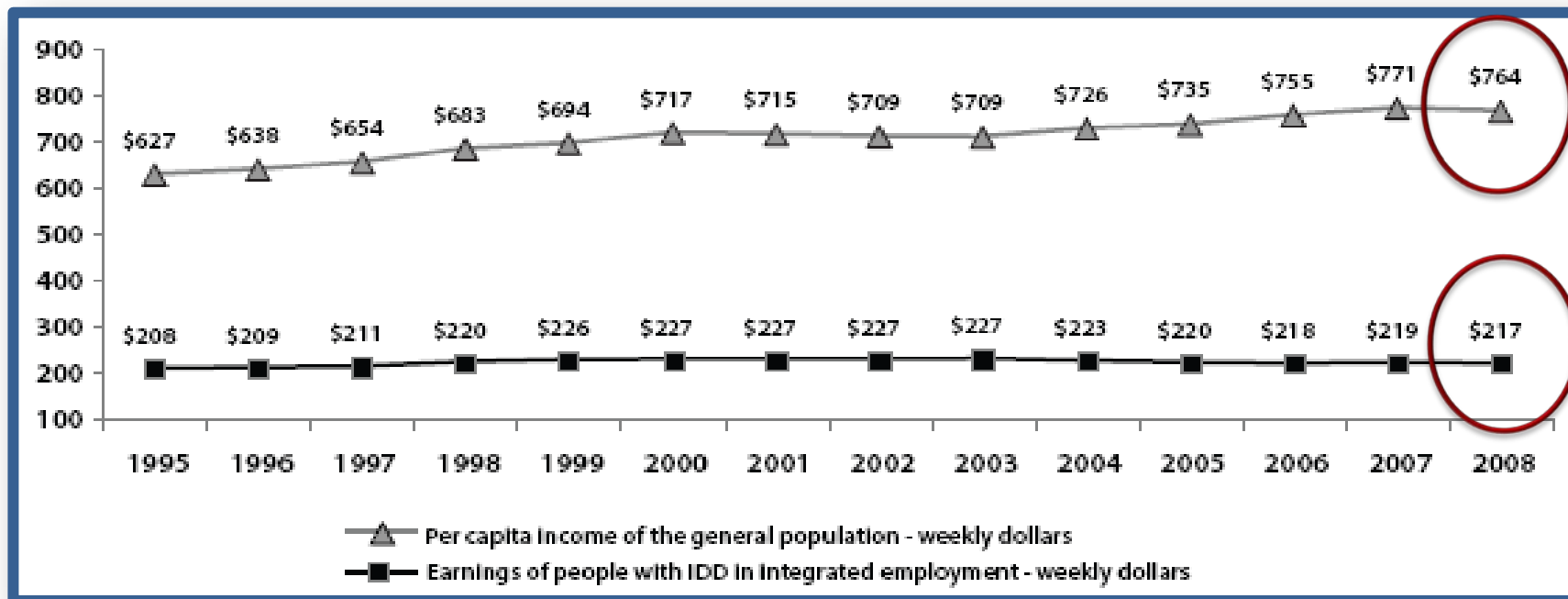
Employment First Committee Updates



Employment First Report to the Legislature

WHAT WE KNOW

2007, people *without* a disability (US) earned about **\$764** a week opposed to **\$217** for people with developmental disabilities in California.



Employment First Committee Updates



Employment First Report to the Legislature



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

Employment First Policy



“It is the policy of the State of California that integrated competitive employment is the priority outcome for working age individuals with developmental disabilities.”

“WORK IS FOR ALL”

Highlighted Areas

- Interagency collaboration and coordination
- Transition
- Getting Work
- Benefits
- Supports



Goals and Strategies - Employment First



Goal 0: Self-directed services are available as an option to all individuals with developmental disabilities.

Education and Transition

Goal A1: Increase interagency collaboration and efficiently provide services and supports through the use of blended or braided funding.

Goal A2: Publicize successful transition programs.

Goal A3: Prepare students with developmental disabilities for work and create more opportunities for integrated competitive employment.

Goal A4: Regional centers have the expertise needed to successfully transition students into postsecondary education and/or integrated competitive employment.

Goal A5: Eliminate delays in finding jobs.

Goal A6: Increase expectations regarding employment.

Goal A7: Employment is discussed at individual transition program (ITP) meetings.

Goal A8: Make transition planning more accessible to students and their families.

Goal A9: Leverage employment opportunities and trends.

Goals and Strategies - Employment First



B. Getting a Job

Goal B1: Sufficient supports are provided to assist people to locate and obtain employment.

Goal B2: Supported employment providers have expertise and resources needed to support individuals with developmental disabilities to locate and obtain integrated competitive employment.

Goal B3: Regional centers and the Department of Rehabilitation (DOR) promote and facilitate the integrated competitive employment of individuals with developmental disabilities.

Goal B4: Support the desires and efforts to individuals with developmental disabilities from segregated employment settings and/or settings with subminimum wages to integrated competitive employment opportunities.

Goal B5: Support the desires and efforts of individuals with developmental disabilities to create their own businesses.

C. Keeping and Supporting a Job

Goal C1: Supported employment providers have expertise and support to support people.

Goal C2: Assure individuals have supports required to allow them to travel to their jobs.

Goal C3: Ensure people have the necessary supports required to keep their jobs.

Goals and Strategies - Employment First



D. Employers

Goal D1: Educate employers regarding the business advantages and value added to their workforce in hiring individuals with developmental disabilities.

Goal D2: Increase the number of individuals with developmental disabilities that are employed in integrated competitive jobs.

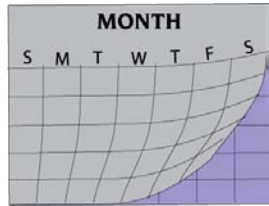
Goal D3: Increase number of individuals employed by the State of California.

E. Indirect Supports and Services that Support the Ability to Work

Goal E1: Individuals with disabilities understand the impact of work on their public benefits.

Goal E2: Make public benefits more flexible to support working individuals with disabilities.

Employment First – Evaluating Outcomes



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.

December 31, 2013

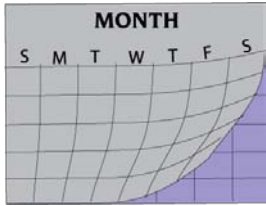
Number of individuals with developmental disabilities working in integrated competitive employment will increase by 10%.

Number of individuals with developmental disabilities working in supported employment individual placements, earning at least minimum wage will increase by at least 10%.

Number of individuals in microenterprise businesses will increase by at least 5%.

Gross receipts of individuals with developmental disabilities engaged in microenterprise businesses will increase by at least 5%.

Employment First – Evaluating Outcomes



December 31, 2014

Number of individuals with developmental disabilities who transition into integrated employment from high school will increase by at least 10%.

100% of working age individuals with developmental disabilities will have employment explored at IPP meetings. If person wishes to work, barriers will be identified, steps will be developed to overcome them, and a plan will be incorporated into the IPP.

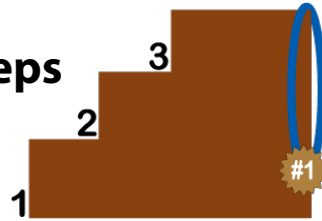
No. of individuals with developmental disabilities who transition into post secondary education will increase by at least 5%.

Develop way to measure reduced reliance on public benefits by individuals with developmental disabilities because they have integrated competitive employment.

Employment First – Next Steps



Next Steps



1. Support **Goal 0** to ensure that self-directed services are available as an option to all individuals with developmental disabilities
2. Incorporate Employment First policy into California statute.
3. Require all state agencies that serve individuals with developmental disabilities (DDS, DOR, EDD, CDE, etc.) follow it while respecting an individual's right to make choices about their own life.
4. Measure progress toward the goal - agencies that collect and retain data on the status of individuals with developmental disabilities must develop a coordinated data collection and reporting system which allows for tracking individuals throughout their lives across numerous service delivery agencies and organizations.

Priorities: Employment First



Issue/Priority	Recommendation



Establish a 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.

Employment Consortium Project



TARJAN
CENTER FOR
STUDENT SUCCESS

Main Activities:

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

POINT
OF
INQUIRY

What will change?

How will we know?

Who will participate?

Who will be impacted?

California Field Demonstration Project



Key Points:

1. **Asks the State Council** to be a partner
2. **Seeks money** from a federal grant and private sources
3. **Work with 4 Supported Employment Providers** to:
 - Find good jobs, with benefits in communities.
 - Pay providers to increase number of people in good jobs.
 - Trained in benefits counseling to advise people better.
4. Test approach and evaluate results.



Employment First Committee Updates



Department and Legislative Updates



Employment Development Department
(\$6 million Disability Employment Initiative)



Department of Rehabilitation



Department of Developmental Services



California Department of Education



California Legislature



REPORTS



Employment Development Department
Department of Rehabilitation
Department of Developmental Services
CA Department of Education
Legislative
CA Employment Consortium

PRIORITIES FOR 2011-12



Criteria
Focus Areas
Priority Recommendations

NEXT STEPS

CALIFORNIA FIELD DEMONSTRATION PROJECT



Asking the State Council to be a partner

