DATE: July 10, 2017
TIME: 1:00 p.m. – 5:00 p.m.
LOCATION: State Council on Developmental Disabilities
1507 21st Street, Suite 210
Sacramento, CA 95811
Phone: (916) 322-8481

TELECONFERENCE SITE(S): Disability Rights California
1330 Broadway, Suite 500
Oakland, CA 94612

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, July 3, 2017.

AGENDA
1. CALL TO ORDER
2. ESTABLISH QUORUM
3. WELCOME/INTRODUCTIONS

J. Yang

For additional information regarding this agenda, please contact Robin Maitino, 1507 21st Street, Ste, 201, Sacramento, CA 95811, (916) 322-8481. Documents for an agenda item should be turned into SCDD no later than 12:00 p.m. the day before the meeting to give members time to review the material. The fax number is (916) 443-4957
4. PUBLIC COMMENTS
   This item is for members of the public only to provide 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.

5. APPROVAL OF MAY 3, 2017 MINUTES

6. LEGISLATION AND POLICY
   a. LPPC process and priorities
   b. New bill idea for AB1170

7. ROLE OF EDD & WORKFORCE SYSTEM IN CIE
   L. Thompson

8. FINALIZE 2016 EFC REPORT
   A. Carruthers

9. SCDD REGIONAL EMPLOYMENT ACTIVITIES REPORT
   V. Smith

10. BLUEPRINT
    a. Targeted Outcomes & Local Partnership Agreements
    b. Oversight & Outreach

11. REVIEW EFC GOALS AND IDENTIFY NEW PRIORITIES
    J. Yang

12. MEMBER CIE ACTIVITIES DISCUSSION
    All

13. MEETING DEBRIEF
    J. Yang/All

14. ADJOURN
    J. Yang
APPROVAL OF
MAY 2017
MINUTES
Employment First Committee (EFC)
Meeting Minutes
May 3, 2017

Member Present: Denyse Curtright (DDS)
Elena Gomez (DOR)
Sarah Isaacs (DRC)
Olivia Raynor (UCLA)
Steve Ruder (UCD)
Barbara Wheeler (USC)
Jenny Yang (SA)

Absent: None

Other Attending
Aaron Carruthers
Bob Giovati
Vicki Smith
Cindy Chiu
Robin Maitino

1. CALL TO ORDER
Chairperson Yang called the meeting to order at 10:09 AM.

2. ESTABLISH QUORUM
A quorum was established.

3. WELCOME/INTRODUCTIONS
Chairperson Yang welcomed all to the meeting. EFC members and others in attendance introduced themselves.

4. PUBLIC COMMENTS
None.

5. APPROVAL OF MINUTES
The minutes for January 12, 2016 were reviewed and approved by the EFC with the following corrections:
- The date of the minutes to be approved on the agenda change “JANUARY 16, 2016” to “JANUARY 12, 2016”
- Line 13 on Packet Page 5, change “FTD” to “FTB”

*M/S/C (Ruder & Curtright) The EFC approved the minutes as amended.
Abstain: Gomez, Isaacs, and Yang
The minutes for January 31, 2017 were reviewed and approved by the EFC with the following corrections:

- Line 29 on Packet Page 11, change “Draft is translated” to “Draft is being translated”
- Line 3 on Packet Page 12, change “guides with the community” to “guides for the community”
- Line 13 on Packet Page 13, change “CAPP” to “CAP”
- Line 19 on Packet Page 19, change “CC&IR Services” to “CC&IR Service numbers” (The number will be provided by EFC Member Gomez)
- Line 26 on Packet Page 19, change “or other options” to “and CIE options”
- Line 1 on Packet Page 20, change “Isaccs” to “Isaacs”
- Line 2 on Packet Page 20, change “to cover various” to “by”
- Line 3 on Packet Page 20, add “for regional center consumers to receive VR services from DOR” following process

M/S/C (Isaacs & Ruder) The EFC approved the minutes as amended.

6. MEMBER CIE ACTIVITIES DISCUSSION
- The final CA CIE Blueprint is available in Spanish, Chinese, Armenian, Russian, Vietnamese, and Tagalog. User friendly language of the CA CIE Blueprint will be available after consulting with the DDS CAC (Consumer Advisory Committee).
- The CA CIE Blueprint Workgroup has been invited to present the information and help establish local partnerships (i.e. building local partnership agreement on well-coordinated funding to provide the needed services, and drafting a joint guidance) statewide.
- DDS will provide ongoing webinars (e.g. Employment 101) for Regional Center Employment Specialists. It was suggested and noted to make archived webinars accessible online to reach a larger target audience.
- To sustain and monitor the progress of CA CIE Blueprint activities, an Ad Hoc Committee will meet virtually on an ongoing basis.
- Governor’s TBL Request #631 on age 18-22 paid internships will be reviewed by subcommittee staff and can be acted on at the May Revision hearings. The proposed language will allow regional center consumers that receive educational services to receive regional center funded services that facilitate participation in a paid internship. By allowing regional centers to purchase employment services, an individual could remain in school and participate in a paid internship, thereby maximizing the benefits of both the educational system and experience leading to a CIE.
DOR announced the roll out of a statewide weekend work program to provide students with disabilities Pre-Employment Transition Services under WIOA. It is a paid work experience for students who are not participating in TPP (Transition Partnership Program).


It was suggested to invite EDD Representatives to present on its services for job seekers with disabilities at future EFC meetings.

DOR shared its active partnerships with the California Workforce Association and the local Workforce Investment Boards to jointly promote CIE under WIOA. DOR announced that its Director will deliver the keynote speech at the 2017 CWA WORKCON at Orange County (OC) on May 10, 2017.

It was suggested to obtain comprehensive employment services model and/or best practices of Sharon Krause at Sacramento Employment Training Agency to be shared with EFC members.

DRC shared a pilot helping OCRC (OC Regional Center) consumers access DOR services.

A concern about the shortage of providers supporting individuals with dual and/or multiple disabilities was discussed.

http://www.ncsl.org/Portals/1/Documents/employ/Work_Matters_Report.pdf was shared. As stated in its Executive Summary, the "Work Matters" framework is meant as a resource for state policymakers who are interested in systematically exploring a range of state policy options that can ensure a strong, inclusive state workforce development system for students and workers with disabilities.

7. 2016 EFC REPORT

The timeline and purpose of the 2016 EFC Report was discussed and clarified.

Feedback and suggestions from EFC members:

- Rearrange the content to enhance clarity and fluid flow
- Clarify EFC goals, acknowledge CECY's policy priorities, and indicate the continuation of the SCDD partnerships
- Incorporate the EFC goals into the Executive Summary
- Keep the plain language version and attach the statutory language as an appendix
• EFC members responded with the following to the question, “What’s the objective to describe EFC?”
  o Critical tipping point
  o Self-determination; self-directive
  o PCP (Person-Centered Planning)
  o Helpful in constructing a meaningful day
  o Hopeful
  o Transformational

• SCDD Executive Director Carruthers received the group consensus to revise the 2016 EFC Report based on his area of expertise in legislative reporting. The draft will be sent to EFC members by 5/19/2017.
• To meet the report deadline, an in-person EFC meeting will be scheduled from 1-5 PM on 7/10/2017.

8. EFC PRIORITY #1: DATA SHARING LEGISLATION
   a. **SB 433** Update: got off the Senate Floor on a **37-0** vote on 5/1/2017 and went to the Assembly.
   b. It was noted that the California Employment Data Dashboard needs to be updated.
   c. It was suggested to invite LPPC to share employment related legislative information with EFC.
   d. It was suggested to include public policy on employment as a permanent agenda item.

9. EFC PRIORITY #2: INFORM AND TRAIN INDIVIDUALS AND IDD AND THEIR FAMILIES IN THE EMPLOYMENT FIRST POLICY
   a. SCDD Regional Office Operations Deputy Director (A) Smith briefed EFC members on SCDD Employment Work Plan (i.e. State Plan Goals 2.1, 2.2, and 5.3) and regional office activities reports. It was reported that SCDD Regional Offices use the Train-the-Trainer approach to ensure consistent practices throughout the state. There was a question concerning the activities/objectives did not accurately reflect the statement, “The Council will increase and promote culturally competent strategies...” under Goal 2.1. It was suggested to forward the actual curricula explaining how the activities meet the culturally competent strategies, and to include the up-to-date activity reports under Goals 2.1, 2.2, and
5.3 In the next EFC meeting packet. EFC members were invited to present at the future SCDD Regional Manager meetings.

b. CIE Blueprint Update: see MEMBER CIE ACTIVITIES DISCUSSION.

c. AB 1170 (Cooley): to be tabled at the next EFC meeting.
   Status of the bill: the 1st hearing was set, and cancelled at the request of the author on 4/4/2017.

   Timeline of this two-year bill: need to have proper bill language around September or early October this year; move to the Assembly floor by the end of January 2018.

d. Role of EFC
   Chairperson Yang asked EFC members to continue the discussion at the next meeting focusing on:
   1) SCDD Regional Offices provide training on CIE Blueprint;
   2) EFC goals; and
   3) The 3 priorities of EFC.

10. EFC PRIORITY #3: CONVENE AND ORGANIZE A STAKEHOLDERPROCESS ON MEASUREMENTS AND GOALS
   Chairperson Yang requested EFC members to continue the discussion at the next meeting:
   1) Review the finalized CIE Blueprint goals and targeted measurable outcomes
   2) Help improve CDE data sharing through legislative and public policy push
   3) Re-prioritize EFC goals and priorities

   EFC Member Curtright will present the establishment of goals, benchmarks, and measurable outcomes for the implementation of CA CIE Blueprint in relation to EFC Priority #3 at the next EFC meeting on 7/10/2017.

11. MEETING DEBRIEF

   Chairperson Yang summarized the following action items:
   1) Asked the Committee to send suggested agenda items one month prior to the meeting.
   2) Advised DDS to make archived webinars accessible online.
3) Advised SCDD staff to update the CA Employment Data Dashboard information on SCDD Webpage.
4) Advised staff to include public policy on employment as a permanent agenda item.
5) Requested staff to invite representatives from EDD and LPPC to present at future EFC meetings.
6) SCDD ED Carruthers will revise the 2016 EFC Report and the draft will be sent to EFC members by 5/19/2017.
7) The next EFC meeting will be 1-5 PM on 7/10/2017 at SCDD HQ.
8) Tabled the following items for the next EFC meeting: AB 1170, EFC role, goals, and top three priorities, and EFC Member Curtright’s presentation.

Overall, the Committee felt the meeting was very productive, and shared the following comments.

- Appreciated the meeting structure to allow in-depth discussions.
- Enjoyed learning all the SCDD Regional Office activities.
- Reminded not to forget the past efforts and all the contributing factors of what got us here.
- Thanked for the sharing of resources and the gift of time.
- Suggested to bring in subject matter experts to effectively address the complex issues.
- Thanked for the positive partnerships to help move forward to the right direction.

12. ADJOURN

Meeting adjourned at 2:50 PM.
AB 1170

LANGUAGE
An act to add Article 8 (commencing with Section 4556) to Chapter 2 of Division 4.5 of the Welfare and Institutions Code, relating to developmental disabilities.

LEGISLATIVE COUNSEL'S DIGEST

AB 1170, as introduced, Cooley. Developmental disabilities: competitive integrated employment ombudsperson.

Existing law requires the State Council on Developmental Disabilities to, among other responsibilities, form a standing Employment First Committee to identify strategies and recommend legislative, regulatory, and policy changes to increase integrated employment, as defined, self-employment, and microenterprises for persons with developmental disabilities, as specified.

This bill would establish within the State Council on Developmental Disabilities the office of the Competitive Integrated Employment Ombudsperson. The bill would require the executive director of the council to appoint a qualified individual to serve as the ombudsperson and would specify the duties of the ombudsperson, including, among other things, the duty to serve as a resource regarding the rights and services available under the California Competitive Integrated Employment Blueprint, as defined. The bill would require the ombudsperson to submit an annual report to the Governor, the Director of Developmental Services, and the Employment First Committee of the State Council on Developmental Disabilities, as specified. The bill would also specify that all communications received by the Competitive
Integrated Employment Ombudsperson in the course of his or her duties are confidential.

Existing constitutional provisions require that a statute that limits the right of access to the meetings of public bodies or the writings of public officials and agencies be adopted with findings demonstrating the interest protected by the limitation and the need for protecting that interest.

This bill would make legislative findings to that effect.


The people of the State of California do enact as follows:

SECTION 1. Article 8 (commencing with Section 4556) is added to Chapter 2 of Division 4.5 of the Welfare and Institutions Code, to read:

Article 8. Competitive Integrated Employment Ombudsperson

4556. For the purposes of this article, “California Competitive Integrated Employment Blueprint” or “Blueprint” is the plan developed through the partnership of the State Department of Education, the Department of Rehabilitation, the State Department of Developmental Services, and stakeholders, under the leadership of the California Health and Human Services Agency, to increase opportunities for individuals with intellectual disabilities or developmental disabilities, or both, to prepare for, and participate in, competitive integrated employment.

4557. (a) There is hereby established within the State Council on Developmental Disabilities the office of the Competitive Integrated Employment Ombudsperson.

(b) The executive director of the State Council on Developmental Disabilities shall appoint an individual to serve as the Competitive Integrated Employment Ombudsperson who is qualified, by training and experience, to perform the duties of the office.

(c) The Competitive Integrated Employment Ombudsperson shall have all of the following duties:
(1) Serve as a resource regarding the rights and services available under the California Competitive Integrated Employment Blueprint.

(2) Provide information and support in navigating and understanding the process, goals, and objectives of the Blueprint, and be the designated contact person for questions and inquiries regarding the Blueprint.

(3) Provide information, communication, problem solving suggestions, appeal resolution, and related services in resolving conflicts concerning Blueprint issues, and educate Californians on the available options for resolving these disputes.

(4) Work neutrally with all parties to help ensure that the Blueprint functions equitably as intended.

(5) Identify any patterns of complaints that emerge regarding the implementation of the Blueprint, and recommend strategies for improvement.

(6) Assist and advise the State Department of Education, the Department of Rehabilitation, and the State Department of Developmental Services in creating public information programs that educate Californians about the Blueprint and the ombudsperson’s duties regarding the Blueprint.

(7) Serve as a resource for referrals to other available programs and services that align with the goals and objectives of the Blueprint.

(d) All communications received by the Competitive Integrated Employment Ombudsperson in the course of his or her duties are confidential.

(e) The Competitive Integrated Employment Ombudsperson shall submit an annual report to the Governor, the Director of Developmental Services, and the Employment First Committee of the State Council on Developmental Disabilities that includes all of the following:

(1) A summary of the services provided by the ombudsperson during the prior year.

(2) An evaluation of the progress made implementing the Blueprint.

(3) A numerical breakdown and analysis of complaints received regarding the implementation of the Blueprint and their resolutions.

(4) Recommendations concerning implementation of the Blueprint.
SEC. 2. The Legislature finds and declares that Section 1 of this act, which adds Section 4556 to the Welfare and Institutions Code, imposes a limitation on the public's right of access to the meetings of public bodies or the writings of public officials and agencies within the meaning of Section 3 of Article I of the California Constitution. Pursuant to that constitutional provision, the Legislature makes the following findings to demonstrate the interest protected by this limitation and the need for protecting that interest:

In order to protect the privacy of individuals using the services of the Competitive Integrated Employment Ombudsperson and to enable him or her to effectively perform his or her duties, it is necessary that all communications received by the ombudsperson in the course of his or her duties be confidential.
SCDD REGIONAL EMPLOYMENT ACTIVITIES REPORT
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

- BARO Staff, via conference call, met with a VP of Cisco to talk through the change process of adapting Cisco University (a 12-18 month technical training program with impressive outcomes, serving over 1 mil people a year at about 9000 universities) to better serve people with disabilities. This VP is looking to lead a 3 project pilot accordingly- one in Atlanta, one in DC and one with location TBD. Discussions covered the philosophy, the partnerships needed and the change process itself. (PM 2.1.4 – 1 FA/1 OTH)

- CCRO Staff met with members of the CIE Best Practices committee to determine date, location, and presenters for a seminar on Best Practices in Community Integrated Employment. Date has moved to May, and location appears to be at SCDD CC office or a local community room at a library. Speakers still need to be determined. (PM 1.3.4)

- CCRO: At a parent of adult children roundtable meeting sponsored by Parents Helping Parents of San Jose, State Council Central Coast staff informed families about the Competitive Integrated Employment, Employment First, and the resources available at Regional Center to support vocational development for people with developmental disabilities. (11 FA)

- CCRO: Workability 1 Volunteer Training: SCDD staff offering vocational training for a Workability student. Student is working at the office completing work on a website for the disability coalition. Support is offered the student through a job coach from the Workability Program. (1 SA)

- LARO Manager met with partners from Kaiser Woodland Hills, LAUSD, Tierra Del Sol, NLACRC, and CA Project SEARCH Coordinator to discuss the attached MOU and prepared to roll out Project SEARCH at Kaiser Woodland Hills. Currently 4 out of 7 regional centers in LA have a Project SEARCH in place to provide pre-employment internship opportunities for individuals with I/DD pursuing CIE. SCDD LA Regional Manager has been working with all 7 regional centers to provide the needed support to bring about positive employment outcomes for job seekers with I/DD. (9 OTH/6 ORG)

- LARO Manager met with the new Employment Specialist of ELARC to discuss best practices of helping individuals with I/DD secure CIE. SCDD LA Manager invited the new Employment Specialist to present at the next RAC to share the innovative employment projects to engage hiring employers and bring about positive recruitment outcomes. (PM 1.3.2 – 1 OTH/2 ORG)

- LARO Staff participated as a guest in the quarterly meeting of California APSE, a
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

- LARO Staff worked with several partners to work on a future presentation featuring the documentary, Bottom Dollars including a panel discussion and presentation on employment best practices. We worked on the content of the event and drafted a flyer. (4 ORG)
- LARO Staff, on behalf of the Self-Advocacy Board of LA County, posted four articles on competitive employment on the SABLAC FB page. (44 OTH)
- NBRO Staff participated in a community town hall and provided information on CIE, including Employment First Policy and the Client Assistance Program (CAP). Discussion included information on resources available to people with disabilities regarding training, education, and jobs. The CAP brochure was distributed. (25 SA/100 FA/75 OTH/18 ORG)
- NBRO Staff participated in the Solano County Office of Education Transition Information Fair, providing information to self-advocates, family advocates, and the community on resources available to help a student facilitate their movement from school to adult life. Information on California’s Employment First Policy and resource page was provided. Self-advocates were encouraged to read the Employment First Policy getting help section which states "to ask the school to prepare them for getting a job in their community making at least minimum wage." (70 SA/50 FA/84 OTH/27 ORG)
- NCRO Staff provided an update on North Coast activities on 3/22/17 to the Association of Service Providers that cover Lake, Mendocino, Humboldt, and Del Norte Counties. Most of these agencies provide supported employment services. Staff also provided an update on events and training for April and Autism awareness events. Participating agencies provided updates on services and were introduced to the new Redwood Coast Regional Center (RCRC) Director Dr. Rick Bloomberg. Legislative updates and system changes were discussed including how the changes will impact services and programs. In attendance were CBEM, NCALC, People Services, Enriching Lives, City Cab, Trajectory, Supportability, UVAH, and Redwood Coast Regional Center. (1 FA/18 OTH/10 ORG)
- NSRO Staff developed curriculum and provided training on "Understanding
Employment First" to service provider staff at Gridley Day Program on 3/23/17 in Gridley, Ca. Staff used a power point presentation and provided the SCDD handout on Employment First in both English and Spanish, a list of Employment First Resource Links, a copy of Self-Advocate John Riva’s Employment Tips, in addition to a copy of the power point presentation. Staff discussed organizing a group of Spanish Speaking Families to meet and receive training. Staff will follow up this summer per request. 6 staff participated in the training. (6 OTH/1 ORG)

- NSRO Staff facilitated the Butte-Glenn Partners in Transition (BGPiT) meeting on 3/9/17 in collaboration with 9 professionals from 6 organizations who participated and worked on developing the BGPiT Mission Statement. Staff provided members with notes from the last meeting for reference and went through four questions to generate more work toward completing a mission statement. The four questions were: What do we do? How do we do it? Whom do we do it for? What value are we bringing? Staff distributed the Council Brochure with a list of basic trainings now available throughout the 9 counties in the North State Region. (PM 1.5.1 – 9 OTH/6 ORG)

- NSRO Staff provided training on 3/8/2017 for Interested Families in Glenn County at the Glenn County Office of Education conference room on Understanding Employment First. Staff used a power point presentation and provided the SCDD handout on Employment First. A request was made to have an additional training at a later date on Understanding SCDD. There was also a request for more information on the California Blueprint. Staff followed up email providing the full document that is posted on the DDS website. (PM 1.2 – 6 SA/1 FA/2 ORG)

- OCRO: Integrity Cottages Self-Advocacy Meeting Employment Training- SCDD Orange County staff facilitated the Integrity Cottages Self-Advocacy Group on Friday, March 17, 2017. Paula West-Hernandez, TASK Program Director and Self-Advocate, provided a presentation about employment tips and tricks to help consumers learn how to get a job and keep a job, including assistive technology on the job. There were 7 self-advocates and 2 parents in attendance. The evaluations were completed by the 7 self-advocates. (PM 1.1 – 7 SA/2 FA/3 ORG)

- SACRO Staff attended and provided information about people with ID/DD for the purpose of outreach to the Align Rural Region (ARR) of Colusa, Yuba, Sutter, Yolo counties. There were 55 people at this meeting was in Yolo County, representing education (elementary, secondary, college), city government, non-profit organizations, private business, county employees and interested community
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

members. ARR is deploying an operating system to improve how business, education, and community partners advance regional outcomes and economic prosperity. The purpose is to join with all capital region leaders to learn how the alignment process works and how to participate in this effort. Outcomes: College readiness, educational attainment, career readiness, and community vitality. (55 OTH/25 ORG)

- SACRO Staff attended the Business Advisory Council (BAC) meeting for the purpose of planning for the upcoming event (which will take place on May 24th) hosting business' so they may highlight their workforce needs and the BAC may introduce viable candidates for future employment. The BAC is committed to providing guidance, advice and support for the continuing development of high quality workforce programs. (2 SA/2 FA/8 OTH)

- SACRO Staff forwarded information for a janitorial contract for DMV in South Lake Tahoe to Choices Program in Tahoe. (1 SA/1 FA)

- SACRO Staff participated in the El Dorado Union High School Districts Career Expo and Job Fair at Union Mine High School. A wide variety of careers (over 75 careers represented) from Career Tech to Academic opportunities. It was also a hiring fair with many organizations hiring on the spot for summer jobs and permanent positions. In addition it represented a volunteer Fair as well. Students got connected with organizations which serve El Dorado County communities. It was optimal for community college, high school and middle school students. SACRO Staff distributed information on Regional Center services, Independent Living and Supported Living, IHSS, Employment First, Self-Determination and Emergency Preparedness. (100 SA/100 FA/800 OTH/75 ORG)

- SACRO Staff participated in the Yolo County Special Education Local Plan Area (SELPA) meeting in Woodland. SCDD staff spoke about Employment First, sharing the latest information regarding the Employment First legislation and DOR, DDS and CDE's Blueprint for employment opportunities for people with I/DD. (6 FA/20 OTH/6 ORG)

- SACRO Staff reviewed training materials on Competitive Integrated Employment and Community Inclusion as a result of listening to the webinar on Service Provider Transformation: From Policy to Opportunity sponsored by the Lead Institute. (1 ORG)

- SACRO Staff shared information with the Director of MORE Rehabilitation about a webinar on Program Change toward Full Inclusion. Program Director discussed
that as a result of this webinar, she learned that her program is on the right path and needs to continue to do more community access, integration, and continue to access inclusive activities and employment. She is going to highlight client success stories next month and SACRO suggested also highlighting staff who have assisted to increase inclusion. SACRO offered to share these success stories with Sacramento region email list. (1 FA)

- SDIRO Staff, on 3/9/17 in San Diego, sat on the "San Diego Committee on Employment of People with Disabilities" to discuss employer trainings, possible topics and member participation in implementation of these quarterly trainings. We also began discussion and planning for the October, 2017 Jobtoberfest Employment Fair for persons with disabilities. A component of Jobtoberfest is the awarding of academic scholarships at the college level for individuals with a disability. This year there will be 2 - $1500.00 scholarships given out. (13 OTH/5 ORG)

- SEQRO Staff met with local day program Executive Director to discuss using two of their consumers who wanted to volunteer as models for our community closet. Sequoia Regional Office was asked if the day program could also send over their reporter to interview our staff regarding the community closet. We received written permission to photograph the models and were able to create a flyer. (PM 1.3.4 – 2 OTH/1 ORG)

- SEQRO Staff continues building a community closet for people with developmental disabilities who are in need of interview attire. SCDD met with a thrift store owner in Madera who loans people clothing to wear on job interviews. We wanted to leave our information with her as a community outreach resource to any consumers she may know in need of clothing for employment. We are giving items away to those in need where as she is loaning items out. (PM 1.3.4 – 1 OTH/1 ORG)
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

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<tr>
<th>Title of Eblast</th>
<th>Self-Advocates</th>
<th>Family Advocates</th>
<th>&quot;Other&quot;</th>
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<td>DOR Career Counseling for Employees Paid Subminimum Wages</td>
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<td>Parents Role in Job Development eblast to Love2Learn support groups of families</td>
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<td>Employable Me - TV Show seeks neuro-diverse job seekers</td>
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<td>LEAD Webinar - Interagency Coordination in Securing CIE for Transition</td>
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<td>Learn about Youth and Subminimum Wage Regulations Webinar</td>
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<td>State Council Los Angeles News, Volume 68: ACRE Employment Certification</td>
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<td>Important Information: Invitation to the Youth &amp; Subminimum Wage Public Forum</td>
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<tr>
<td>Employment First: A New Hope for a Better Future for Adults with Autism</td>
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<td>Help Make Videos on Employment</td>
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<tr>
<td>Sequoia Regional Office Community Interview Closet Opening April 18th</td>
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<td>56</td>
<td>170</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type of Technical Assistance</th>
<th>Self - Advocate</th>
<th>Family Advocate</th>
<th>&quot;Other&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advised parent of Person Centered Planning and Vocational Planning</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Spoke with Self Advocates and job coach about modeling clothing from our</td>
<td>2</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
## Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

<table>
<thead>
<tr>
<th>Community Closet for Our Flyer</th>
<th>Provided TA on DOR eligibility and process</th>
<th>1</th>
<th>0</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>E</td>
<td>Informed 47 community stakeholders of upcoming OCEAN meeting/job developer roundtable</td>
<td>0</td>
<td>0</td>
<td>47</td>
</tr>
<tr>
<td>T</td>
<td>FM, wanted more information regarding the upcoming 03.25.2017 &quot;Why work is Better training. Called and informed the event has been moved to 10.20.2017. FM stated that SA is an IRC consumer and is borderline losing SSI. Emailed manager for direction.</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>T</td>
<td>2 FAs assisted with registration for SCDD employment presentation</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>E</td>
<td>Provided a staff member of Access 2 Independence (the ILC in San Diego) with information on WIOA, and where she could go for more information</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>T</td>
<td>FM, calling on behalf of SA. Was referred to our office interested in Micro Enterprise workshop</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>E, T</td>
<td>FM, calling on behalf of SA. SA is working and wanted more information regard SSI and wages. Emailed DRC Guide to Social Security &amp; SSI Work Incentives &amp; “Why Work is Better”.</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>T, E</td>
<td>A Self Advocate wanting to enhance his public speaking career by offering ability awareness trainings to the medical and healthcare profession was looking for ideas on how to make connections in that arena. SCDD staff brainstormed with the individual and identified several strategies that could be used.</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>F</td>
<td>Provided technical assistance regarding employment and appropriate supports, Appropriate referrals and resources were provided.</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>T, E, F</td>
<td>Advised parent of Person Centered Planning and Vocational Planning</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>T</td>
<td>Caller is having difficulty working with the Department of Rehabilitation. She has limited mobility in her hands and feet and needs training on accessible software. When she was about to begin training with a program at the Ed Roberts Campus, she was told they are no longer working with Department of Rehabilitation, and nothing has been done to put her in another program, or to help her with finding another way to be in this program. She tried working with Center for Independent Living and they would only train her on outdated programs and software. Staff provided key wording to use with DOR to ensure that a plan was developed and that they follow the plan for both adaptive tech and for job development provided other resources as well, and asked for follow up once that happened.</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>T</td>
<td>Caller sought assistance with DOR, as she was experiencing a delay with her case, she had yet to have seen a developed plan, and she was not referred for job development nor for an assessment for adaptive tech, even though these two areas were what she was requesting. Staff gave her suggested wording and who to call to speed up this process and bring attention to her case stall-out. Also provided info about the local county DD Council and about adaptive tech providers in the area. Asked her to follow up after next steps, if she continues to experience delay in her case.</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

<table>
<thead>
<tr>
<th>T</th>
<th>Client - Hunter - Called to find out how he could sign up for BARC as he wants to work - the day program in Bakersfield. Staff directed him to his case manager at RC for assistance.</th>
</tr>
</thead>
<tbody>
<tr>
<td>T</td>
<td>Professional, calling on behalf of SA. SA is in need of housing, and assistance with locating a job. Referred to KRC, &amp; DOR.</td>
</tr>
<tr>
<td>E</td>
<td>Staff provided TA by reviewing and providing some suggested language for a health professional who was writing a formal letter re ADA accommodations for licensing tests. This health professional self-identifies as a person with multiple disabilities.</td>
</tr>
<tr>
<td>T</td>
<td>Professional emailed SCDD and SB RO12 staff. Spoke with consumer SA and FM regarding desire to work. Both are frustrated because SA was terminated due to behaviors and has been unemployed for over 6 months now. FM has looked into several other programs with a work component and they are either full or won't accept SA. FM feels that there are now good enough programs in the area to meet the needs of SA. Referred FM and SA to attend POS Disparity mtg. tonight and encouraged them to contact OCRA to discuss employment/service rights.</td>
</tr>
</tbody>
</table>
Goal #2.2

The Council, in consultation with its federal partners, will increase identification, advocacy and/or sponsorship of legislative, regulatory, policy, procedure and/or practice changes to increase CIE for people with I/DD.

- HQ: (1/2) Deputy Director Bob Giovati met with California State Senator Scott Wiener’s office regarding SB 433, the data sharing bill to support Employment First. One of 25 meetings with legislators in work plan. (PM 2.1 – 1 OTH)
- HQ: Deputy Director Bob Giovati met with California State Senator Tom Berryhill’s office regarding SB 433, the data sharing bill to support Employment First. One of 25 meetings with legislators in work plan. (PM 2.1 – 1 OTH)
- HQ: Deputy Director Bob Giovati met with California State Senator Steve Glazer’s office regarding SB 433, the data sharing bill to support Employment First. One of 25 meetings with legislators in work plan. (PM 2.1 – 2 OTH)
- HQ: (2/2) Deputy Director Bob Giovati met with California State Senator Scott Wiener’s office regarding SB 433, the data sharing bill to support Employment First. One of 25 meetings with legislators in work plan. (PM 2.1 – 2 OTH)
- HQ: Deputy Director Bob Giovati testified in front of the Assembly’s Human Services Committee on AB 1170 regarding the competitive, integrated employment ombudsman. (PM 2.1 – 2 OTH)
- HQ: Deputy Director Bob Giovati testified in front of the Senate’s Human Services Committee on SB 433 (Data Sharing). Five senators were present and 40 members of the public. (PM 2.1 – 45 OTH)
- LARO: Info Dissemination Training on Best Practices for CIE to Inclusion Institute Event - SCDD LA Regional Manager met with Project Director of the Interwork Institute Workforce Innovation Technical Assistance Center (WINTAC) to discuss best practices to promote CIE for individuals with I/DD. As a result of the discussion, WINTAC Project Director provided a free presentation to an Inclusion Institute sponsored event titled “Changes & Chances: Leading the Charge”. He addressed to more than 260 participants including SAs/FAs/Professionals on WIOA and how the law leading the employment shift toward CIE and promoting Employment 1st policy. The presentation PPT is attached. Funds leveraged at about $500. (PM 1.1 – 60 SA/100 FA/100 OTH/3 ORG)
- SDIRO Staff attended the San Diego Regional Center Roundtable meeting. During the meeting representatives from the regional center presented information on HCBS which included the history and changes organizations will need to be made to be found in compliance with the Final Rule. An unofficial self-assessment tool was distributed to assist programs as they work toward a shift in how their services are provided. Each program was asked to complete the tool and return it to the
Goal #2.2

The Council, in consultation with its federal partners, will increase identification, advocacy and/or sponsorship of legislative, regulatory, policy, procedure and/or practice changes to increase CIE for people with I/DD.

Regional center and in return the regional center offered to meet with each program to review their assessment and work with them to create a plan to bring them into compliance with the regulations. Information regarding the systemic barriers that are prohibiting them from coming into compliance was asked to be identified so that they could be looked at on a larger scale. Additionally they said they would hold roundtable meetings at all five regional center offices on a monthly basis to assist the providers as they work through the transition. (22 OTH/6 ORG)

<table>
<thead>
<tr>
<th>Title of Eblast</th>
<th>Self-Advocates</th>
<th>Family Advocates</th>
<th>&quot;Other&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>CECY Enews: Issue 221-CA Employment Consortium For Youth</td>
<td>12</td>
<td>448</td>
<td>435</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Type of Technical Assistance</th>
<th>Self - Advocate</th>
<th>Family Advocate</th>
<th>&quot;Other&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>T Provided technical assistance to a parent seeking CIE best practices</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>T Staff provided referral information for legal assistance to FA who expressed numerous problems with 25 year old son with autism. Problems include employment issues.</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

- BARO: On 03/16/2017 staff participated in a planning meeting for the Alameda County Transition Faire. The meeting was held at the RCEB San Leandro office. The Alameda County Transition Faire is an event to help facilitate the transition of high school students with developmental disabilities to adult services. It offers an educational showcase of adult service programs and a variety of educational workshops. After the participating planning members gave updates, the team went on a final walkthrough of what to expect on the day of the event. Volunteer assignments and table assignments were finalized. The need for interpreters was a big topic of concern and so was the distribution of classrooms for the presenters. (PM 1.2 – 10 OTH)
- BARO: On 03/25/2017 staff participated in hosting the Alameda County Transition Faire. The event was held at the College of Alameda in Alameda City. This Transition Faire is an event to help facilitate the transition of high school students with developmental disabilities to adult services. It offers an educational showcase of adult service programs and a variety of educational workshops. A total of 22 workshops were offered throughout the entire day. Some of the workshops were offered in other languages such as Cantonese, Vietnamese and Spanish. (PM 1.2 – 100 SA/150 SA/50 OTH)
- CCRO Staff chaired the monthly Disability Collaborative Meeting. At the meeting members prepared the questions for the panel discussion. Staff then drafted the questions and emailed them to panelist to help them prepare for the Summit scheduled for April 25. Staff also encouraged the members of the committee to promote the event. Staff requested and had posted the Summit on the SARC Facebook website. (6 OTH)
- LARO and OC Managers collaborated with JSPACC, DRC, CDOR, and Ability 1st to provide a panel discussion on transition support and DD system in California for four professors and researcher from Kanazawa University in Japan. SCDD LA Manager drafted the PPT and facilitated the panel discussion. (PM 1.3.2 – 3 FA/11 OTH/5 ORG)
- LARO and OC Managers worked in partnership with Autism Society of Greater Long Beach/San Gabriel Valley to address the unmet need for adult transition by hosting three town hall meetings in LA County (Whittier, Long Beach) and Orange

Goal #5.3 – March 2017 State Plan Activities
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

County (Santa Ana). SCDD LA Office will share the findings gathered from these town hall meetings with partner agencies and LEAs to mutually address any concerns to ensure effective transition. Marketing and logistics of the meetings were discussed. The town hall meetings in LA County are scheduled on 4/15 in Whittier and 5/13 in Long Beach. Announcement will be disseminated via social media and newsletters. (PM 1.2 – 1 FA/2 OTH/2 ORG)

- LARO and OC Managers worked in partnership with Autism Society of Greater Long Beach/San Gabriel Valley to address the unmet need for adult transition by hosting three town hall meetings in LA County (Whittier, Long Beach) and Orange County (Santa Ana). SCDD LA Manager draft the PPT to effective collect the needed information from the town hall meetings. (PM 1.2 – 1 FA/2 OTH/2 ORG)

- LARO Staff met with a family support group, Special Kids, Involved Parents, to talk about how to prepare their children for adulthood. This was intended to be a joint presentation with two adult, married self-advocates, however transportation issues prevented them from getting to the site. Staff presented their story in their absence and a future time will be identified for them to meet with these parents. (1 SA/8 FA)

- NVHRO Staff provided facilitation to the Stanislaus County Transition taskforce which is a group of educators, Regional Center Staff and vendors and other agencies that seek to improve transition services and planning to better prepare students for adult services including employment and residence in the community. Staff led conversation on the changes in HCBS Waiver administration and promoting a vendor fair to occur in Turlock in April. Staff recorded the minutes and disbursed to participants. (12 OTH/7 ORG)

- OCRO Staff joined with Cindy Chiu, LARO, and Regina Moreno, President of the Autism Society of San Gabriel/Pomona, Long Beach, and Orange County to discuss logistics and planning for three Adult Transition Town Hall events, originally conducted in the Inland Empire with Autism Society of Inland Empire and SBRO and OCRO. Three town halls with take place to accommodate Orange County and the Los Angeles regions and the Autism Society will provide in-kind supports of food, water, etc. The purpose of the town hall is to obtain feedback from parents on the school’s adult transition programs and what they feel they need more information on in order to effectively participate in the process. (PM 1.5.1 – 1 FA/2 OTH/2 ORG)
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education & /or independent living options & opportunities.

- OCRO Staff participated in the March 23, 2017, resource fair for the Irvine Adult Transition Program Parent Information Night. There was a parent panel available, Irvine Police Department, and other adult agencies to share information on transition. SCDD OCRO shared brochures, transition-related one-pagers, as well as the following handouts: "Affordable Housing Basics," "IEP Basics," "Transition Basics," "IHSS Basics," and copies of the "Consumer’s Guide to the Lanterman Act." There were approximately 75 parents and students in attendance. (PM 1.1 – 30 SA/45 FA)

- OCRO Staff participated in the North Orange County Community College District Transition Night 2017 on March 22, 2017 on the Cypress Community College campus. There were over 25 service providers and/or agencies represented and it was well-attended by around 200 students, self-advocates, support staff, educational professionals, and family members of those with disabilities. Staff made available the following materials at this outreach event: IPP Basics; Adult Transition Basics; Regional Center Eligibility; Emergency Preparedness Basics Planning Page; IHSS Basics; Social Security Disability Benefits Flyer; OC Community Resources Brochure; IEP Basics; Special Education Basics; Social Security Red Book; HCBS summary; ABLE Act info sheet; Summary of Changes to the System; and the upcoming Safety Training Flyer. Additionally, sixteen new people were added to the SCDD Orange County email blast list. (PM 2.2.1 – 50 SA/50 FA/100 OTH/25 + ORG)

- OCRO Staff participated in the regular meeting of the Orange County Adult Transition Task Force (OCATTTF) at the Newport Beach Coastline Community College on March 2, 2017. OCATTTF is a collaboration where leaders from education, business, service agencies and family advocacy groups come together to share resources and address programming concerns specific to the successful transition of individuals with disabilities from school to work and community living. SCDD Orange County staff promoted the upcoming "Parents as Job Developers" and the "Ocean Job Developer Roundtable" events. At this meeting, the following topics were discussed: TPP Contract Updates - New language - WIOA regulation changes to contracts; Workability I updates on upcoming spring conference 2017; Regional Center of Orange County internship funding opportunities; CaPROMISE update; North Orange County Community College District Transition Night;
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

Chapman University Transition Initiative Update; and Hope Center for the Arts presentation. The next meeting will take place in May 2017 at the Newport Mesa School District office. (PM 2.2.3 – 30 OTH/15 ORG)

- SACRO Staff disseminated information at the Yolo County Office of Education (YCOE) Parent/family Transition Fair. SCDD shared written information on SCDD, Transition Planning, the CalABLE Act, Self-Determination, Living Options, In Home Support Services (IHSS), and Employment First. Additionally, SCDD staff gave a training-like, information dissemination presentation to 20 parents about transition, including life after high school, options for education, work, day activities and/or volunteer opportunities. Attending were primarily Yolo County parents/family members from 5 high school districts (Davis, Esparto, West Sacramento, Winters, and Woodland); --- High School teachers & program staff, and 10 YCOE staff. SACRO distributed information on: Supported Living, Independent Living, Self-Determination, and Emergency Preparedness, IHSS, and Transition information. Other representatives were: College (UC Davis and Sacramento City College), Department of Rehabilitation, Yolo Employment Services (YES), Woodland Chamber of Commerce, and a panel of High School Alumni who are now college students. (PM 2.2.1 – 25 SA/100 FA/50 OTH)

- SBRO: 12 collaborated with stakeholder Exceptional Parent Unlimited (EPU) to provide community outreach training and informational resources to increase awareness and knowledge for families and self-advocates about the availability of and access to services which support inclusive education. The training presentation entitled "Understanding the Individual Education Process" was held within a San Bernardino training room secured by SB RO 12 and near the regional office and funds were leveraged in the amount of $50.00. (1 SA/8 FA/18 OTH)

- SDIRO Staff attended and participated in a transition resource fair for students ages 16-21, teachers and families at a school site that offers an intensive therapeutic environment. Staff spoke to 65 students on the importance of attending and being involved in their IEPs as well as the importance of planning for their future. The following materials were taken: (10)What is influencing changes to the developmental disabilities system in CA; (8)HCBS Final Rule; (45)My IEP packet; (25)Transition Basics; (25)Transition Planning Checklist; (18)Adaptive Computer Empowerment Services application for low cost computers; (48)When
You Turn 18 newsletter; (37) Kids and the Law newsletter; (20) Free phone event flyers; (15) An Employment Guide to Planning; (10) Transition Resources 65 students, 5 family members and 20 staff participated. Prior to the event SCDD staff provided technical assistance to assist the school in identifying organizations to be invited to participate in the event. While at the resource fair a staff person from the Grossmont Unified High School District asked if SCDD will participate in a transition fair that will be held in May. Several days after the event SCDD staff was contacted by a student who had picked up the IEP planning packet and wanted assistance in completing several sections of it as well as reviewing tips for advocating for herself at her IEP meeting that will be occurring in two weeks. Technical assistance was provided. (65 SA/5 FA/20 OTH)

- SDIRO Staff met with a representative from the Autism society to discuss a possible training at the May support group meeting as well as extend an invitation to participate in their resource fair in April. The topic that will be presented on will be Strategies for using Person Driven Planning with Your IPP. (1 FA/1 ORG)

- SDIRO: Project College Committee met to review and update the schedule for 2017 Project College. Dates are June 18 - 23, 2017. Also reviewed: Applicants and the plan/schedule interviews of those that meet the criteria of being diploma bound and ages 17 - 22; reviewed staffing, including overnight staff/RAs. (3 OTH/3 ORG)

- SDIRO Staff presented "A Multi-Organizational Approach to Support Success in Post-Secondary Education" at the Cal-TASH Conference. This presentation was done in collaboration with United Cerebral Palsy, San Diego. There were approximately 20 people in the session, and from the questions asked, people were interested and engaged. The premise of the presentation was not strictly to define what Project College is, but more of an example of how our system needs to be more creative in services offered, and how people can find partners with a like mind to develop programs that are currently not available. In regard to PSE, there is no one agency or department tasked to provide information and training to assist students to be successful, since schools end once a student graduates or receives a certificate; Department of Rehab might pay for PSE, but do not provide supports to be successful; Post Secondary Institutions offer a defined amount of services and supports, but nothing in regard to personal development, which is
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

sometimes the most critical need. Hopefully the presentation provided ideas and information to the audience on how they can identify unmet needs in their community, identify partners - some of which might not be the most obvious - do key informant interviews, and move forward! (20 OTH)

- SEQRO Staff provided the transition students at TAFT College with information on what SCDD does and how we can assist them with finding resources and supports in their community. (PM 1.1 – 32 SA)
- SEQRO: Meeting of Agency Representatives to discuss Adult Transition in a Community Meeting Forum. Meetings are to provide educational tools that support adults with disabilities as they contribute to a productive workplace, exercise self-direction and positively impact the community. Representatives give updates on current transition projects and any relevant legislative updates. SCDD shared the flyer on their Community Closet and a list of their upcoming April trainings. (PM 2.2.3 – 5 FA/12 OTH/13 ORG)

<table>
<thead>
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<th>Family Advocates</th>
<th>&quot;Other&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alexis Bird Schey 2017 Summer Internship Fund</td>
<td>317</td>
<td>842</td>
<td>237</td>
</tr>
<tr>
<td>Adult Transition Town hall</td>
<td>317</td>
<td>842</td>
<td>237</td>
</tr>
<tr>
<td>State Council Los Angeles News, Volume 68: Town hall Meeting on Adult Transition</td>
<td>600</td>
<td>650</td>
<td>740</td>
</tr>
</tbody>
</table>
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

<table>
<thead>
<tr>
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<th>Self - Advocate</th>
<th>Family Advocate</th>
<th>&quot;Other&quot;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provided technical assistance regarding employment and appropriate supports. Appropriate referrals and resources were provided.</td>
<td>0</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>FM, calling on behalf of SA in special education. SA has an IEP with a 1 on 1 aid. FM feels that the aid wasn’t attentive to SA so FM requested a new 1 on 1 aid to both the school and school district but nothing has occurred. SA is missing school due to the aid; SA doesn’t feel comfortable with aid.</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>College student was requesting information on how to file a complaint against college re: lack of accommodation. When I learned she was working with the CRA, I recommended taking CRA’s counsel and to call back if she did not get the help she needed.</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Provided technical assistance to parent of adult child served by SGPRC regarding issues with community college classroom support.</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Self-advocate who attended a transition resource fair and gathered information on the student driven IEP process requested assistance in reviewing the student IEP planning guide she completed. SCDD staff provided information and strategies for running her own IEP and discussed post-secondary options that can also be discussed at her IEP.</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

- BARO Staff attended and provided feedback and outreach, as invited, for the Vision 2020 Think Tank: Advancement through Empowerment: Women and Disabilities. Panelists included Disability Rights Advocate and Attorney, Janni Lehrer-Stein; Partner at Boies Schiller Flexner and former Senior Policy Director for the Hillary Clinton and Tim Kaine ticket, Ann O’Leary; Founder and Project Coordinator for the Disability Visibility Project, Alice Wong; and moderated by Vision 2020 CA Delegate, Sara L. Terheggen. This event was hosted by Morrison Foerster, Stanford Rock Center for Corporate Governance, Berkeley Center for Law, Business and the Economy, and the Silicon Valley Association for Corporate Growth. Topics focused on the expansion of accessibility, rights and employment for women with disabilities. BARO staff provided insight for panelists and attendees on the intersection of women’s rights and disability rights, and the importance of that intersectionality. Also, BARO staff provides examples of how a growth in equity and opportunity in the workplace for women with disabilities often first starts with employee engagement/support groups targeting existing employees with family members with disabilities, and then from their the inclusion and equity efforts can more easily spread to recruitment and hiring practices, as well as stronger retention and accessible business practices and standards. (4 SA/30 OTH)

- BARO Staff hosted and facilitated a call between CA Dept. of General Services and East Bay Innovations regarding expanding the use of LEAP program, sharing position posting, and starting to use SB 644 Paid Internship program. Discussed the value of focusing on the Bay Area market to start, and also discussed next steps of presenting to some DGS hiring managers and other recruiters about LEAP and SB 644 and the value to the department. (3 ORG)

- BARO Staff participated in a tour of local provider agency Ability Now Bay Area, met with senior leadership staff, board members, and self-advocates. Spoke with self-advocates about their transitions to these services and their microenterprise experience. Spoke with senior leadership staff about outcomes reporting and potential employment related relationships that may be a fit for their approach to employment services. Noted that this agency (in RCEB territory) would be a good fit to talk with providers in GGRC territory regarding microenterprise. Cross-catchment area collaboration and networking will be important for increased employment success in the Bay Area. (4 SA/4 OTH)

- BARO Staff participated in an East Bay Employment Coalition. Topics covered included Social Security Administration’s Transition to Work program. BARO staff
provided some related explanation regarding the TTW process and partners, and more plain-language info for RAC member in attendance. BARO staff also made announcements about the statewide grant cycle, how employment is a goal area in need of projects of statewide impact, and also announced when the next Statewide Employment First Committee is meeting. Regional trending shows that it is a lot of preparation and a 90 page application to become a TTW Employer Network, thus many supported employment providers do not choose to participate, especially those that are already understaffed and unable to address the needs of traditional supported employment candidates already served in Habilitation programming. (2 SA/3 FA/22 OTH)

- BARO Staff participated in the GGRC Employment First Committee, and provided information on CIE criteria/standards for supported employment positions, information on paid internships, information on SB 644, and on the HCBS self-assessments for employment and community services. Follow up included emailing the committee chair additional info as well as contacts for microenterprise programs in the Bay Area. (12 OTH)

- CCRO Staff attended the Grand Opening of the new Friends of Children with Special Needs South Bay Center. At the ceremony, staff offered a congratulatory message to the 70 guests attending the ceremony. Comments included the importance of promoting person centered employment 1st type services. (PM 1.2 – 12 SA/43 FA/15 OTH)

- CCRO: At the San Andreas Service Providers Advisory Committee meeting SCDD CC staff updated members on plans for a Community Integrated Employment Best Practices Symposium. Staff announced the plans are to have the symposium in June at the Bascom Avenue Community Center and will include a guest speakers and local provider input.

- LARO in partnership with Griffin-Hammis Associates, Easter Seals Southern California, the Southern California Association of People Supporting Employment First (SoCal APSE), and the Association of Community Rehabilitation Educators (ACRE) is sponsoring a 40-hour certificate course in Basic Employment Services including Customized Employment. The course will cover community employment policy, functional community-based assessments, customized employment development, employer engagement and interest-based negotiation, and more. SCDD LA Office outreached to all Vendor Advisory Committees in LA County, employment service providers vendorized with DOR, and SoCal APSE network to help promote the cutting edge employment training to bring about positive CIE for
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

- LARO Staff facilitated the meeting to connect LAUSD and SCLARC and to jointly promote CIE. Participants included the executive team from SCLARC, Transition Support Coordinator with LAUSD, Principal of Banneker High School. Topics such as Project SEARCH with the local medical centers, the LEAP (Legacy Employment Assistant Program) with SCLARC, and other employment initiatives were discussed. A follow-up site visit at Banneker’s workability program is scheduled in May. (7 OTH/3 ORG)

- LARO Staff participated in a Project SEARCH discussion with CHLA Executive Team. Project SEARCH Coordinator provided an overview and Q&A session. The project will help prepare youths with I/DD to enter gainful employment leading to CIE. CHLA agreed to host a PS training site at its IT section. SCDD LA Staff will help facilitate and connect the needed partners (i.e. regional center, a community resource program, DOR, and/or school district) to launch the program. (10 OTH/4 ORG)

- LARO Staff provided technical assistance and consultation to help launch a Project SEARCH at Kaiser Permanente in Woodland Hills benefiting youths with I/DD to gain CIE. Partners included NLACRC, LAUSD, Tierra Del Sol, Kaiser Medical Centers, and CA Project SEARCH Coordinator. Communication with NLACRC ED was attached. The implementation team is scheduled to meet and roll out the project on 4/26/2017. (6 ORG)

- LARO Staff was invited to a business engagement meeting with the local Asian business network to help support employing individuals with I/DD. Effective workforce needs and social responsibilities to employ job seekers with disabilities were discussed. SCDD LA Manager shared with event participants the following: AIDD Fact Sheet, SCDD LARO Training Event Calendar, successful business model employing individuals with I/DD. (3 FA/10 OTH/4 ORG)

- LARO Staff worked with Easter Seals Southern California, SoCal APSE and Griffin-Hammis LLC to promote and disseminate information about ACRE training (best employment practices) being co-hosted by these entities. The training is provided over five days split between May and June. (4 ORG)

- LARO Staff, on behalf of the Self-Advocacy Board of LA County, posted seven articles about competitive, integrated employment on the SABLAC FB page. The number indicated reflects the highest reach of an article. (47 OTH)

- NBRO Staff provided information to Napa County stakeholders regarding
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

Employment First Committee updates including Workability Program opportunities available at SCDD regional offices, CalABLE, and the CIE Blueprint. (5 FA/7 OTH/12 ORG)

- NCRO Staff assisted the Mendocino Interagency Transition Team (MITT) to develop the annual interagency "Planning for Your Future" event on May 11, 2017 for parents, teachers, agency representatives and 18 -22 year olds students with I/DD attending High School in Ukiah and Willits, the Learning Center and the Community Transition Program. The purpose of the event is to provide information on planning for a student's transition from school to life after school including services/resources available to young adults with I/DD. Topics to be covered are Employment & Education. Money Management & Independent Living. NCRO staff is responsible for producing pre-event announcements and flyers for the event and staff will also assist panel participants with developing their PowerPoint presentations, provide a SCDD resource table and raffle prizes. (1 FA/14 OTH/11 ORG)

- NCRO Staff participated in the Mendocino College Disability Awareness Roundtable with community agencies involved with competitive, integrated employment services in Lake and Mendocino Counties. The new Life Skills Program Certificate courses that will be offered in fall, was reviewed and discussed. Information was reviewed related to the commitment needed from participating agencies and time line for implementation of classes. NCRO staff provided agency updates and projects. The AEGB and the Adults with Disabilities webpage was reviewed. Instead of a fall roundtable the group will planning to provide an AEGB Summit in Ukiah on October 6, 2017. The goals are to connect AEGB focus areas to job providers and to make pathways for AEGB focus areas. Employers and agencies were identified to invite to the summit and deadlines to get names in by May 1, 2017. NCRO staff will assist with maintaining resources lists. (2 FA/4 OTH/11 ORG)

- NCRO Staff provided an exit interview to help a workability student from the Transition Training Program experience the outcome of leaving a job. Student was asked questions to help her understand her future work goals and what she liked and did not like about the job at SCDD, North State Office. (1 SA/2 ORG)

- NSRO Staff chaired and completed the minutes for the Butte-Glenn Partners in Transition (BGPiT) that focuses on developing opportunities for transitioning youth out of high school and adults with Intellectual and Developmental Disabilities around employment and post-secondary education. NSRO Staff established the
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

Committee back in 2013 in collaboration with Far Northern Regional Center, Glenn County Office of Education (GCOE) and Butte County Office of Education (BCOE). Information and resources were shared including BCOE SELPA WorkAbility 1 Program developed, "Preparing For The Future - A Transition Handbook for Success" and Butte-Glenn Community College District's Disabled Students and Program Services Department (DSPS) advertisement for recruiting faculty positions. Butte College Representative requested that NSRO Staff distribute faculty recruitment flyers through community email lists. (8 OTH/7 ORG)

- NSRO Staff participated in the Alliance For Workforce Development, Inc. (AFWD) Training Forum and distributed information on the trainings NSRO can provide, as well as a plain language handout out on the basics of Workforce Innovation and Opportunity Act (WIOA). 22 Workforce Alliance attendees reviewed the latest changes with WIOA and SCDD NSRO staff educated 22 professionals on a general overview of what WIOA will do and how WIOA provides federal guidelines and that the "California Blueprint" provides state guidelines. Staff emphasized training is available through SCDD. Staff additionally provided information on the ABLE Act and stressed the importance of the opportunity for individuals to save money beyond the $2000 limit if they have a disability that occurred before the age of 26. The following organizations were provided the information: Butte County Career Technical Education Center - CTEC, Discovery Challenge Academy, BCOE, Butte Glenn Community College District, California Conservation Corps, Boys & Girls Clubs of the North Valley Serving Butte and Glenn Counties, Valley Contract Exchange, Chico High School, Alliance for Workforce Development, Inc. (2 SA/5 FA/15 OTH/9 ORG)

- NVHRO Staff coordinates office tasks for the Work Ability Students from Stockton Unified School District each week. The students are learning about employment and what jobs are done in an office setting. During the month of April the students and their support person assisted filling the 500 folders for the CHOICES conferences, made copies, labeled Quality Assessment envelopes, opened mail, added postage to envelopes and organized handouts as well as counted the copies of handouts. (10 SA/3 OTH)

- OCRO Staff conducted training on Employment First/CIE to two staff of Quality Connections in Santa Ana, CA on April 10 2017. The training included the following components: 1) California's legislative history on the employment first policy; 2) The employment first policy itself; 3) SCDD policy on sheltered work and subminimum wage and transition to CIE; 4) RCOC's employment first policy; 5)
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

Workforce Innovation and Opportunity Act (WIOA); and 5) steps to moving forward. The evaluations completed by the attendees showed an overall improvement (5 being "high" and 1 being "low") of understanding about the CA legislative history regarding integrated employment (3.00 point increase) and knowledge level of Employment First Policy and the Workforce Innovation and Opportunity Act (3.50 point increase). (PM 1.4.1 – 2 OTH/1 ORG)

- OCRO Staff facilitated the Integrity House Self-Advocacy Group on Wednesday, April 19, 2017. Arturo Cazares, Employment and Day Services Manager RCOC, provided a presentation entitled "Adult Day and Employment Services - You Have Options!" There were 19 self-advocates and 6 professionals who attended the discussion about the topic. The evaluations completed by 15 of the attendees showed that 10 of the 15 participants learned something today about employment options (3 were neutral / 2 did not learn anything new); 9 of the 15 participants feel more confident about making decisions about how to spend their day (5 were neutral / 1 was not confident). Although 19 consumers and 6 professionals attended the training, many of them needed to leave for their Access/OCTA transportation pick-up and were not able to participate in the survey. This meeting leveraged funds of $400 for the use of space at Integrity House and Audio/Video equipment. (PM 1.1 – 19 SA/6 OTH/2 ORG)

- OCRO Staff participated in the Department of Rehabilitation Work Services Meeting on April 14, 2017. SCDD staff promoted upcoming conservatorship training and the OCEAN "Employment First & WIOA - Ask An Expert" event. The purpose of the meeting is to inform DOR supported employment vendors and providers about new legislation, information, and any employment-related updates. The group reviewed the following items: Department of Rehabilitation Updates including WIOA: Youth & SMW Guidance Circular 2017, Flow Chart, SPOC - Transition Notification to Extend Service Provider (DR387) procedure; Regional center Paid Internship Program and CIE Incentive Payments; and vendor updates OCWBL Document & coordinating the process. Then next DOR Work Services meeting is scheduled for July 28, 2017. (PM 1.5.1 – 25 OTH/12 ORG)

- SACRO Staff attended and participated in the Nevada County Special Education Parent Advisory Committee (SELPA) at the Nevada County Office of Education in Nevada City. The Associate Superintendent of Special Education, Eli Gallup reports there are 1,100 special education students, with complete full inclusion in many of their schools but completely in their Head Start program. SACRO staff spoke highlighting SCDD's goal of full inclusion. SACRO staff provided
information on the SCDD and the 4 upcoming IEP workshops SCDD SACRO and DRC will provide (to be distributed to 1,100 students/parents); this information will be distributed to 1,100 students/parents. Information on Self-Determination, Employment First and In Home Supportive Services was also provided. (1,100 FA/3 OTH/2 ORG)

- SACRO Staff attended and participated in the San Juan School District Community Advisory Committee (SELPA) at the San Juan Office of Education in Sacramento. The Special Education Director, Mathew Patterson reports there are 6,200 special education students on IEP’s are served by the San Juan School District. SACRO staff spoke highlighting SCDD’s goal of full inclusion. SACRO staff provided information on the SCDD and the 4 upcoming IEP workshops SCDD SACRO and DRC will provide (to be distributed to 6,200 students/parents); this information will be distributed to 1,100 students/parents. Information on Self-Determination, Employment First and In Home Supportive Services was also provided. (6,200 FA/3 OTH/2 ORG)

- SACRO Staff participated by providing an information table at the Placer County Office of Educations (PCOE) Resource Fair in Rocklin. SCDD staff provided written information on SCDD, In Home Support Services (IHSS), Employment First. Additionally, SCDD staff spoke to parents about life after high school, options for education, work, day activities and/or volunteer opportunities. PCOE have hired Lucas Anderson, PBIS/MTSS Coordinator to train school sites and district leadership teams across the state in how to build systems of supports for all students to address behavior. This method is called Positive Behavioral Interventions and Supports (PBIS). It is important in the interest of full inclusion to have school-based behavioral strategies, how the use of positive behavior supports can impact school climate and keep students in school and being successful, what resources are available to support bullying, etc. This gave parents the opportunity to share concerns, ask questions, and be a part of building successful home-school-community collaborations to support ALL students. SCDD makes available the State Plan Goals which align with Full inclusion. (PM 2.2.1 – 4 SA/60 FA/35 OTH/10 ORG)

- SACRO Staff participated in and distributed information at the San Juan School Districts Transition Fair at Laurel Ruff School. A wide variety of vendors representing agencies that provide: Independent Living, Supported Living, Employment assistance, volunteer work, College, Disability Rights California, Alta California Regional Center, Respite services, Transportation, Mental Health
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

agencies, and agencies regarding technical assistance with regards to communication and mobility. Students and parents got connected with organizations which serve the Sacramento County communities. It was optimal for community college and work bound students. SACRO staff distributed information on Employment First, Employment First Policy and HCBS Settings rules. (PM 1.3.4 – 100 SA/100 FA/60 OTH/50 ORG)

- SACRO Staff participated in the Align Capital Region - Rural Regional Alliance (RRA) A- Team Training Workshop. SCDD staff spoke out to educate about the inclusion of all community members for workforce development. The team reviewed the RRA Tactical Plan and discussed identifying and the development of certificate programs to enhance workforce development. Currently certificates are: Soft Skills Training, Mechanics Industrial, Truck driving, Construction, Welding, & Plumbing. Tactical Plan for RRA plans for: Foundational Skills for Everyone; Skilled Employees and Satisfied Employers; Successful and Accessible Support Systems; Ensure Necessary Infrastructure; Full Community Inclusion and Connection; and Bridge from Poverty to Living Wage. (PM 1.3.2 – 27 OTH/11 ORG)

- SACRO Staff presented information to 50 high school students who are deaf and hard of hearing who were attending the Norcal Deaf Community’s Career Day Fair at American River Community College. Staff explained what SCDD does and explained the benefits of CalABLE accounts for individuals seeking employment who are on SSI. 5 of the students raised their hands when asked who receives services through ACRC. Each vendor shared with the students about their organization. Then each student walked to each table to gather information. Sign language interpreting was provided. Spoke with Dustin Knott, EDD Program Coordinator, Norcal, Christine Mathews, Workability Elk Grove, and Edward Ly, Deaf Counselor for Department of Rehabilitation. All are excited to collaborate and have us train their staff on a variety of issues. Local businesses had the opportunity to encourage the deaf students to apply for summer internships or jobs after high school. Distributed information to 50 students: SCDD brochure, CalABLE Accounts, Self-Determination, Low Income Housing Resources, Deaf Rights in Rentals and Home Purchases. Selected "other" language because presentation and discussions with students were translated into ASL. (PM 1.1 – 50 SA/10 OTH)

- SBRO Staff provided technical assistance and facilitation of the Inland Empire Employment Taskforce, which is a collaboration between the State Council on

Goal #2.1 – April 2017 State Plan Activities

40
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

Developmental Disabilities (SCDD), Inland Regional Center (IRC), Department of Rehabilitation (DOR), Autism Society of the Inland Empire (ASIE), Riverside County Office of Education (RCOE), San Bernardino Valley College (SBVC), Rolling Start of San Bernardino, and other community members. This collaborative was held in San Bernardino, CA and meets on a monthly basis to increase and promote culturally competent strategies and resources that facilitate competitive integrated employment (CIE) for persons with I/DD. This meeting was held to begin the process of 'Resource Mapping', which will outline the services for employment that support persons with disabilities in the community. DOR is the first organization to outline their services for persons with a disability within their organization, and explained how services are provided to youth with disabilities (YWD), Pre-Employment Transition Services (PETS), and services to others with disabilities from their agency. The intent of the group is to outline all of the services available, and then provide a completed resource to families in the catchment area. The next meeting will be held in May. (11 OTH/6 ORG)

- SBRO Staff provided technical assistance and facilitation of the Workability program students from Banning High School Transitional Age Youth program within the San Bernardino Regional Office. The students worked on developing vocational skills by sorting documents, organization of materials and creating informational forms into packets for dissemination to the community at outreach events all to increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD. (3 SA/1 OTH/1ORG)

- SBRO Staff provided technical assistance to the Workforce Development Committee at their monthly meeting held at their location in Palm Desert, CA on April 3, 2017. SBRO staff assisted the group in addressing their ADA concerns for their upcoming employment expo to be held on September 14, 2017 in Indio. SBRO staff informed the committee of accessibility for persons with a disability for the event, pre-expo workshops designed to support persons with intellectual and developmental disabilities, and captioning services that can be contacted for the event. The technical assistance in the planning and support of the event will increase and promote culturally competent strategies and resources in the employment community for persons with intellectual and developmental disabilities in achieving competitive integrated employment (CIE). The committee agreed to reach out to the resources provided by SBRO 12 staff that will improve accessibility for persons with a disability for the event. The next planning meeting
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

will be held in May. (23 OTH)

- SDIRO Staff on 4/13/2017 in San Diego sat on the San Diego Committee on Employment of People with Disabilities to continue planning for the 2017 Jobtoberfest Employment Fair to be held October 24, 2017. As a committee member I volunteered to review applications for the two academic scholarships being awarded. I also volunteered to check into possible resources for our printing needs. (12 OTH/8 ORG)

- SEQRO hosted an open house of our new venture that assists clients with being interview ready for employment. We invited local agencies and individuals to attend and view our new community closet located at the Sequoia Regional Office. We are hoping that by sharing our new program with other agencies, it will lead us to individuals who will benefit from the service we are providing. (PM 2.1.4 – 1 SA/1 FA/4 OTH/4 ORG)

- SEQRO opened their community closet today for individuals with developmental disabilities looking for interview attire. These consumers are seeking employment and we are providing them an opportunity to find a nice outfit to wear to their interviews. The Closet will be open every Tuesday from 1:00pm to 3:00pm or by appointment. (PM 2.1.4 – 4 SA/1 FA/2 OTH/3 ORG)

- SEQRO: Vocation Plus Executive Director, Staff, and Consumer met at the Sequoia Regional Office to view our community closet. They were so impressed with our employment outreach project that they are going to incorporate the community closet as part of their work program training. Consumers will visit our community closet to pick out proper attire for job interviews, and if they find items that fit, it will be theirs to keep. (PM 2.1.4 – 1 SA/2 OTH/1 ORG)

<table>
<thead>
<tr>
<th>Title of Eblast</th>
<th>Self-Advocates</th>
<th>Family Advocates</th>
<th>“Other”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sequoia Regional Office Community Interview Closet Open House</td>
<td>25</td>
<td>61</td>
<td>174</td>
</tr>
<tr>
<td>SCDD Central Coast Post (Employment)</td>
<td>12</td>
<td>519</td>
<td>438</td>
</tr>
<tr>
<td>CCEPD: Recruiting for Two Open Positions on the Committee</td>
<td>13</td>
<td>60</td>
<td>309</td>
</tr>
</tbody>
</table>
Goal #2.1

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

<table>
<thead>
<tr>
<th>Event</th>
<th>Frequency</th>
<th>600</th>
<th>700</th>
<th>726</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upcoming Training - Dress for Success</td>
<td>5</td>
<td>437</td>
<td>100</td>
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<tr>
<td>Employment First &amp; WIOA - Ask an Expert!</td>
<td>317</td>
<td>912</td>
<td>241</td>
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<tr>
<td>Autism at Work Virtual Career Fair</td>
<td>5</td>
<td>191</td>
<td>12</td>
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<tr>
<td>SCDD Central Coast Post (Self Advocate Volunteer Opportunity)</td>
<td>12</td>
<td>524</td>
<td>432</td>
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<tr>
<td>2017 STEP Summer Programs Information</td>
<td>103</td>
<td>687</td>
<td>585</td>
<td></td>
</tr>
<tr>
<td>NCI: Recruiting Interviewers of Adults with disabilities</td>
<td>300</td>
<td>779</td>
<td>600</td>
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<tr>
<td>Position openings in CA Dept. of General Services</td>
<td>13</td>
<td>74</td>
<td>346</td>
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<tr>
<td>SJ Delta College Employment Opportunity info</td>
<td>15</td>
<td>15</td>
<td>15</td>
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<tr>
<td>The ABLE Act: A Tool for Financial Stability and Employment Outcomes</td>
<td></td>
<td>600</td>
<td>700</td>
<td>726</td>
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<tr>
<td>State Council Los Angeles News, Volume 70: National Certificate Course on Employment</td>
<td></td>
<td>600</td>
<td>700</td>
<td>726</td>
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<tr>
<td>Community Employment certificate course - Book your spot now</td>
<td>103</td>
<td>687</td>
<td>585</td>
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<table>
<thead>
<tr>
<th>Type of Technical Assistance</th>
<th>Self - Advocate</th>
<th>Family Advocate</th>
<th>&quot;Other&quot;</th>
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<tbody>
<tr>
<td>E</td>
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<tr>
<td>Telephone (T), Email (E), or</td>
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<tr>
<td>Face-to-Face (F)</td>
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<td>E</td>
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<tr>
<td>BARO staff edited a letter based on a request from a military veteran with TBI and PTSD in order to request the upholding of reasonable accommodations for her to take her chiropractic licensing exam.</td>
<td>1</td>
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<td>0</td>
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<td>T</td>
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<tr>
<td>Grandparent called looking for employment services for 20 year old grandchild who is not regional center eligible. Provided information on employment programs that might be able to assist the individual.</td>
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<td>1</td>
<td>0</td>
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<tr>
<td>T</td>
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<tr>
<td>Discussed upcoming DOR meeting with DOR staff</td>
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<td>0</td>
<td>1</td>
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<tr>
<td>E</td>
<td></td>
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<tr>
<td>Email regarding DOR meeting with professional</td>
<td>0</td>
<td>0</td>
<td>1</td>
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<tr>
<td>Professional, called wanting technical assistance with how to follow up with IRC/PM &amp; IRC/Director of Adult Services after the POS Disparities meeting and the issues that were brought up. Encouraged professional to email both PM &amp; Director to follow up on issues and proposed resolution and to request an IPP mtg. to discuss said issues.</td>
<td>1</td>
<td>1</td>
<td>0</td>
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<tr>
<td>F</td>
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<tr>
<td>NCRO staff provided technical assistance by conducting a mock interview with a workability student to help prepare them for other job interviews in the future.</td>
<td>1</td>
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<td>0</td>
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<td>F</td>
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<tr>
<td>Provider requested info re WIOA, CIE, and vendorization codes around TDS and Supported Employment. BARO staff provided.</td>
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<tr>
<td>Assisted SA with Day Program/Employment information he was requesting.</td>
<td>1</td>
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<tr>
<td>T, F</td>
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<tr>
<td>Provided technical support to a parent regarding employment first and WIOA.</td>
<td>0</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>E</td>
<td></td>
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<tr>
<td>DOR input regarding upcoming meeting</td>
<td>0</td>
<td>0</td>
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</tr>
</tbody>
</table>
**Goal #2.1**

The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td><strong>E</strong></td>
<td>Save the Date notice to OCEAN Collaborative members - WIOA and Employment First Ask an Expert</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>F</strong></td>
<td>BARO staff provided information about SCDD BSG goals, about our sponsorship process and statewide grant process, and about other local foundation grants in the areas of employment and community integration services. Also touched on HCBS rules and CIE rules in relation to supported employment.</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>E</strong></td>
<td>BARO staff provided a provider with feedback following a tour of their agency, looking at their employment/microenterprise program, their health and wellness program, and their advocacy program. Also provided suggestions about providing an outcomes report or some infographics to tour takers. Discussed HCBS as well.</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>E</strong></td>
<td>Informed 48 employment professionals about upcoming ACRE training</td>
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<td>0</td>
</tr>
<tr>
<td><strong>E</strong></td>
<td>Parent reported that her adult son hit a teenage girl at his worksite at Regional Transit and the police were called. When they explained he had autism, the girl decided not to press charges. Otherwise, the police were prepared to arrest him. Family working with Behavior Intervention Services to help with behaviors. Parents very concerned.</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td><strong>F</strong></td>
<td>Discussed with client of regional center self-advocacy and outreach to promote employment for people with disabilities</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>E</strong></td>
<td>BARO staff provided the QA Manager and chair of the Employment First Committee of GGRC with microenterprise and CIE Blueprint info, as a follow up to a meeting. Provided contacts to talk with other vendors doing out-of-box services in this area.</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Goal #2.2
The Council, in consultation with its federal partners, will increase identification, advocacy and/or sponsorship of legislative, regulatory, policy, procedure and/or practice changes to increase CIE for people with I/DD.

- LARO Staff participated in the Project SEARCH Orientation with LAUSD, NLACRC, Kaiser Permanente, and Tierra Del Sol to launch PS at Kaiser Woodland Hills this fall. LARO staff shared EFC flyer in both English and Spanish with all meeting participants to help enhance CIE. (20 OTH/7 ORG)

<table>
<thead>
<tr>
<th>Title of Eblast</th>
<th>Self-Advocates</th>
<th>Family Advocates</th>
<th>&quot;Other&quot;</th>
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Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

- BARO Staff met with Attorney Louise Katz in Menlo Park. Discussion covered trending in the Bay Area around school-age youth and their access to a timely and throughout IEP and IPP, and their access to services between the district and the regional center. Mapped out anticipated needs for training within SELPAs, for educators, about what the RCs offer and how families access these services, and what kind of language in IEPs can assist or hinder families from getting the supports they need, especially during transition years. Also discussed upcoming Admin Law Judge trainings for families on Due Process (SCDD office is setting this up for the summer). Shared resources and contacts as a follow up after the meeting, regarding next steps. (PM 1.3.4 – 2 ORG)

- BARO Staff met with the Brandman University Assistant Professor of Special Education covering classes and curriculum for Walnut Creek, Fairfield, Yuba City and Roseville to discuss having SCDD represented on Brandman University’s Advisory Board to provide TA and consult regarding special education trending, data sharing, the needs for new educators in special education, and to ensure that the undergraduate and other programs are accessible and welcoming to students of varying need and ability. Discussions also included upcoming Due Process trainings for educators and families, and trending with local SELPAs. (PM 1.3.4 – 1 FA/1 OTH/2 ORG)

- BARO Staff met with the new Director of Student Accessibility Services for College of Marin. Discussed approach of developing a wide array of services and supports for community college students with disabilities, and the networking and outreach that is most effective. Discussed SCDD goals, and SCDD supported projects in the Bay Area (this College of Marin Dir. of SAS is from the San Diego region), and community leaders and partners that can assist College of Marin meet their goals in this department. Follow up included distributing info about upcoming outreach event for College of Marin continuing education programing, and introducing the Director to several Marin co. contacts and fellow leaders. (PM 1.3.4 – 2 ORG)

- CCRO chaired the Disability Collaborative meeting on Transition and assisted with planning a Summit on financial planning. This is the final meeting before the Summit which is planned for the end of the month. Details about the event were finalized and members received their assignments. (PM 2.2.1 – 8 OTH)

- CCRO Staff along with the Disability Collaborative held a Transition Summit on
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

Financial Planning for children with developmental disabilities. SCDD Staff co-moderated the event. The Summit was attended by 59 people. The Summit included a panel discussion by 7 experts in the field. The panelist included Stephen Dale to discuss CalAble, Kate Brune of Center for Independent Living on San Mateo to discuss Social Security Work Incentives, Suzanne Francisco, Disability Rights and Special Education Advocate, to discuss Supported Decision Making, Lorna Drope Esq. to discuss Special Needs Trusts, Janie Whiteford of the IHSS Consumer Alliance to discuss In Home Support Services, Michelle Estrada, Social Security Administration to discuss SSI and SSA benefits, and Michael Keeley of San Andreas to discuss DDS Services. After the panel audience members were able to meet individually with the panelist to discuss their own particular needs. Parents Helping Parents videotaped the event and will have it available on their website. Parents Helping Parents Pre-Post Survey was used. Scores for before the training are 3.7. The post test scores are 4.1. In the comments, members expressed appreciation for the speakers, particularly the SSI representative. They enjoyed a variety of discussions surrounding supported decision making and limited conservatorship, CalAble, and SSI information. The panelist had materials on hand to distribute. To recover cost the host Parents Helping Parents charged $20.00 per person and received $1260 for the event. (PM 1.2 – 45 FA/14 OTH)

- LARO Staff provided technical assistance and participated in a two hour meeting of the Los Angeles Special Education Task Force. The Taskforce is a collaboration of special education attorneys and advocates who meet monthly to share resources, new laws, current events, emerging issues and promising practices. Topics in this meeting included current events, employment, behavioral interventions and obligations of school districts to provide them, and other matters. (8 FA/19 OTH/14 ORG)

- LARO Staff connected with Autism Society LA to discuss partnership in offering transition support to youths and their family members to access the needed services. A Transition Fair is scheduled in May. SCDD LARO in partnership with SABLAC will be onsite to provide the needed info and resources. (12 SA/1 FA/1 OTH/3 ORG)

- LARO Staff participated in the second meeting of a project advisory committee established to provide advice and guidance regarding an Assistive Technology
AT) grant awarded to OPARC. OPARC is a non-profit organization that provides employment support programs for people with developmental disabilities. The grant was awarded by the California Communications Access Foundation’s (CCAF) Disability Communications Fund (DCF) that provides augmentative and alternative communication (AAC) training to professionals including, speech pathologists, human services staff (day & vocational programs), and staff in the K-12 schools. The advisory committee will review the project’s curriculum, implementation plan, provide consultation on the project’s progress, and link the project with appropriate personnel within their organization to promote the AAC trainings. SCDD L.A. Office staff suggested that a training be given to the members of the SCDD L.A. Office Regional Advisory Committee (RAC) during one of their regularly scheduled meetings. (PM 1.3.2)

- LARO: This is a follow-up meeting collaborating with CHLA USC UCEDD, CSULA, and DOR to address the unmet need for transitional aged youths and their families in CHLA to access transition support & services from special education, regional center services, and vocational rehabilitation programs. The team proposed to model the CalPROMISE program to launch a pilot pre-vocational training at CHLA targeting 12-20 patients with I/DD ages 16 through 18. It was discussed that this may become a feeding program to prepare CHLA patients for Project SEARCH once it is in place. CSULA and CHLA will seek possible funding to support the pilot project. SCDD LA Staff provided technical assistance to draft the curriculum synopsis for the pilot program. (1 SA/4 OTH/4 ORG)

- NVHRO Staff is a member of the San Joaquin Delta College Disability Support Programs & Services Advisory Committee and participated at the meeting held at Delta College in Stockton on April 13, 2017. This advisory committee meets twice a year and discusses issues affecting the disabled services at the college which then impacts students with disabilities getting the service and supports they need to participate fully at the junior college, and asks for input on community happenings. SCDD North Valley Hills staff shared the following information: SCDD new Brochure, Self Determination Symposiums, Housing Resources page, HCBS and WIOA materials. SCDD North Valley Hills staff also provided information on upcoming self-advocacy events in San Joaquin County. Other members also shared information from their agencies which included Department of Rehabilitation, Work Ability 3, Person Centered Services, CA Promise, NAMI, San
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

Joaquin Community for the Blind, and Delta College Mobility supervisor. Other agenda items were about the Disability Support Programs & Services updates on a variety of activities. The next meeting will be in November 2017. (2 SA/2 FA/15 OTH)

- NVHRO Staff met with representatives of Valley Mountain Regional Center, local school districts, DRAIL, MOVE and regional center vendors to discuss methods of improving transition services in Stanislaus County on 4/10/17. Staff provided facilitation through completion and distribution of meeting notes. (6 ORG)

- NVHRO Staff met with representatives of Valley Mountain Regional Center, local school districts, DRAIL, CA Dept. of Rehabilitation, Family Resource Network and regional center vendors on 4/25/17 to discuss the cases of 23 students transitioning from educational services to adult services in Lodi, Stockton and surrounding San Joaquin County school districts. The intent of the staffing is to insure that all students served through the regional center have appropriate planning in place to insure a smooth and seamless transition. Also discussed were methods of improving transition services in the County. SCDD staff shared with the group that Individual Education Plan training provided by SCDD in collaboration with Family Resource Network is to occur in Stockton on Thursday April 27th. (21 OTH/8 ORG)

- OCRO Staff participated in the regular meeting of the Adult Education Block Grant (AEBG) Disability Support Services Consortium on April 27, 2017. The focus of the meeting included: Progress Report on the DSS Counselors; DSS AEBG Counselor/District meeting topics from 4/13/17; Job Development; Professional Development/Student tour of Cypress Bistro; Workgroup set up Strategy Outcomes from Evaluation Plan; and Proposed 17/18 Strategies. At the request of the committee, SCDD OCRO staff also volunteered to facilitate for a newly established self-advocacy group on campus. (Pm 1.5.1 – 9 ORG)

- SBRO disseminated information at a table for the 3rd Annual Autism Walk in collaboration with the Coachella Valley Autism Society on Saturday, April 1, 2017. The event was held at Cathedral City High School, in Cathedral City, CA. In order to increase information to empower students and families on the individualized education process, the SBRO 12 staff distributed information. (150 SA)

- SDIRO Staff attended the Transition Fair for the San Diego Unified School District
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

on Monday evening, April 24, 2017 at the Ballard Center in Old Town, San Diego. The transition fair was very well attended this year as it was done a month earlier than last year, and translators were available for Spanish, Vietnamese and American Sign Language speakers. Staff spoke directly to 35 family members about various aspects of transition, employment, and primarily Project College. 10 attendees took applications for Project College, but 27 people took brochures and 25 Frequently Asked Questions were handed out. In addition to providing the above information, parents (and some teachers - approximately 4) took SCDD Brochures, the information sheets with all the links to Self-Determination, WIOA, ABLE Act, and other; the information regarding diploma vs. certificate; Transition Resources; Employment First information; and the brochure on the local Self-Determination meetings were also distributed. Think Before You Speak, the Transition Needs Assessment (for planning future transition trainings) the DDS HCBS information sheet, and the upcoming Legislative Forum information was also available. Due to the constant flow of people stopping by to ask questions, it was difficult to determine if people were taking just one, or multiples of information sheets, but 45 pieces of each handout described were taken. (12 SA/36 FA/4 OTH)

- SDIRO: On April 14th/18th, 2017, interviews of applicants for the upcoming Project College were conducted at the SCDD SDI office in San Diego; and on April 18, 2017, interviews were conducted at the SCDD OC office for applicants to Project College from that area. Since the program only accepts 12 students, these interviews are necessary to identify the best candidates, and those that will benefit. One applicant from Orange County was interviewed last year, but not accepted. She was told to re-apply this year, and she was interviewed and accepted this year. The difference one year can make is astonishing, and the interview team believes it is better to sometimes wait for a student to truly benefit from the experience. There will be several more interviews to accommodate the needs of some students that were unable to attend these two sessions, but otherwise we have a good student body in the works! (PM 1.3.4)

- SDIRO: Project College committee meeting. Reviewed applicants and their interview results. Looked over the schedule for the week of PC and determined where changes are needed and what activities will be done in the evenings. Also discussed was the availability of the accessible rooms for the two students that are
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

<table>
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<th>Title of Eblast</th>
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<td>ADULT TRANSITION TOWNHALL</td>
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<td>912</td>
<td>241</td>
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<td>SCDD Central Coast Post (Financial Planning)</td>
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<td>519</td>
<td>438</td>
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<td>April 21st workshop on college supports for people with developmental disabilities at the UC Davis MIND Institute</td>
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<td>College Options with Supports, UCD MIND Institute 4/21/17.</td>
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<td>SCDD Central Coast Post (Online Educational Advocacy)</td>
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<td>SCDD Central Coast Post (FYI From Disability Rights California, Special Education Grassroots Advocacy)</td>
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<th>Family Advocate</th>
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<tr>
<td>T Provided FA with information regarding an IEP transition meeting into 7th grade, Clarification of Certificate of Completion/Diploma Track. Modified work/Accommodations.</td>
<td>0</td>
<td>1</td>
<td>0</td>
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<tr>
<td>T, E Provided technical assistance regarding transition to adulthood, which included a discussion of appropriate and available services. Appropriate referrals and resources were provided.</td>
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<td>1</td>
<td>0</td>
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<tr>
<td>E Outreach to college disability support services regarding upcoming meeting content</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>E Assisted FA with C2C requirements for her adult son who was recently denied</td>
<td>0</td>
<td>1</td>
<td>0</td>
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<tr>
<td>E TA to self-advocate on how to file OCR complaint for college refusing to provide</td>
<td>1</td>
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Goal #5.3 – April 2017 State Plan Activities
Goal #5.3

The Council, in consultation with its federal partners and in collaboration with educators and stakeholders, will increase information and technical assistance to prepare and empower students, families and professionals in developing individualized transition plans that lead to employment, post-secondary education &/or independent living options & opportunities.

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<td>E TA to FA who is attempting to transfer high schools per student choice. Provided TA on education code</td>
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<tr>
<td>T Provided assistance to parent regarding special ed concerns and post-secondary services</td>
<td>0</td>
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<tr>
<td>E Discussed OCR complaint with SA who plans to file against National University for not providing accommodations that will allow her to complete her graduate degree.</td>
<td>1</td>
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BLUEPRINT
MATERIALS
California Competitive Integrated Employment Blueprint
Goals and Targeted Outcomes

- Employing Individuals with Intellectual Disabilities and Developmental Disabilities in California

 "Real Work for Real Pay in the Real World"

Competitive Integrated Employment Goal 1

Improve collaboration and coordination between the three departments to prepare and support all individuals with ID/DD who choose CIE.
Goal 1 Targeted Outcomes

By the end of the calendar year 2017, the departments will develop and distribute joint written guidance outlining coordination and collaboration at the state and local level.

Goal 1 Targeted Outcomes

By the end of the first Quarter of SFY 2017/2018 and each following year of implementation, the departments will post the Local Partnership Agreements (LPA), and identify and post Triple E practices that were implemented in the prior year on a California CIE webpage.
Goal 1 Targeted Outcomes

By December 31, 2018, and each following year of implementation, the departments will publish a CIE Annual Report.

Goal 1 Targeted Outcomes

By the end of SFY 2017/2018, the departments will jointly enable and encourage the establishment of at least 13 new LPA's between Local Education Areas (LEA), DOR Districts, and regional centers, including linkages to the workforce development system, and other key partners and stakeholders. Over the next five years the goal will be to have LPA's developed between the DOR, regional centers, and 270 LEA's.
Competitive Integrated Employment Goal 2

Increase opportunities for individuals with ID/DD who choose CIE to prepare for and participate in the California workforce development system and achieve CIE within existing resources.

Goal 2 Targeted Outcomes

► By the end of SFY 2017/2018, and as a result of the efforts of the three departments, increase the number of students with ID/DD who participate in paid work experience and/or unpaid community-based vocational education, with supports as needed, by 10% over current WorkAbility 1 data contingent upon the allocation of additional or redirected funding.
Goal 2 Targeted Outcomes

By the end of SFY 2017/2018, provide information and technical assistance for CIE placements to 100% of SE group providers to help increase individual placements.

Goal 2 Targeted Outcomes

By the end of SFY 2017/2018, increase the number of individuals statewide participating in “Earn and Learn” or On-the-Job Training (OJT) with business partners by at least 25 annually.
Goal 2 Targeted Outcomes

By the end of SFY 2019/2020, 50% of the DOR students with disabilities, ages 16 through 21, who have exited secondary education by the prior year will have either entered CIE or post-secondary training or education, or received vocational rehabilitation services in preparation for CIE.

Competitive Integrated Employment Goal 3

Support the ability of individuals with ID/DD to make informed choices, adequately prepare for, transition to, and engage in CIE.
Goal 3 Targeted Outcomes

► By July 22, 2016, the DOR and DDS will not place any individual 24 or younger in a job earning subminimum wage, unless certain conditions are met.

Goal 3 Targeted Outcomes

► By March 17, 2019, the DOR and DDS will not place any individual in an employment setting that does not meet the Medicaid HCBS regulations found at 42 Code of Federal (CFR) 430 et seq.

► By March 17, 2019, the DDS will transition individuals out of settings that do not meet the Medicaid HCBS regulations found at 42 CFR 430 et seq.
Goal 3 Targeted Outcomes

- Of the individuals with ID/DD who say that they want a job, work to increase the numbers who have a goal of CIE in their IPP by 10% annually beginning SFY 2017/2018

- Increase consumer awareness, through the IPP process, of employment preparation services available to support CIE by 10% annually beginning SFY 2017/2018

Goal 3 Targeted Outcomes

- By the end of SFY 2017/2018, the DOR and DDS will provide counseling, information, and referral services regarding CIE opportunities to 400 employed individuals currently working at subminimum wage
Questions?
REVIEW EFC
GOALS AND
IDENTIFY NEW
PRIORITIES
CECY Policy Priorities adopted by the Employment First Committee

Goal 1. Establish goals, benchmarks, and measurable outcomes for the implementation of the Employment First Policy.

Good data drives policy and performance. To effectively implement the Employment First Policy, California needs an established outcome measurement system, baseline measurements of current performance, and goals for improvement. Employment outcome measures may include the percentage of people working, wages, hours worked, employment settings, and other employment measures.

1.1 Data sharing legislation.

The data that the Department of Developmental Services (DDS) currently has access to do not allow it to assess employment outcomes by geography, disability type, severity of disability, ethnicity, or age. There is also limited data on the quality of employment for the people served and a lack of data on Regional Center clients who do not receive day or employment services. Without better data, California cannot know how well it is doing to implement Employment First, where it is succeeding, or where it needs to improve. Therefore, legislation to improve data sharing is critical path to implementation of the Employment First Policy.

1.2 Convene and organize a stakeholder process on measurements and goals.

After the data sharing legislation is passed into law, there needs to be a stakeholder process for deciding on: (1) The most important measures of employment; (2) determining goals for improvement in those measures over time; and (3) goals, if appropriate, for target populations and geographic areas. Consideration of employment measures could include: income earned, hourly earnings, hours worked, level of integration, type of job, access to employer benefits, duration of employment, advancing on the job, and other employment measures.

Goal 2. Align and incentivize funding for CIE.

There is consensus among stakeholders that the current Regional Center rates for day and employment services do not support CIE outcomes. In addition, the statutory formula for funding supported employment programs (SEP), which is also used by the California Department of Rehabilitation (DOR), discourages CIE as an outcome. Accordingly, in keeping with the implementation of California’s Employment First Policy, existing funding needs to be realigned to better support services that lead to CIE.

2.1 Incentivize CIE by increasing the rate for Individual Placement SEP.

Individual Placement (IP) SEP supports people to work at regular job sites integrated into the work site and earning competitive wages. IP SEP is therefore considered CIE and consistent with the Employment First Policy. The rate level for IP SEP has long
been recognized as leading to a contraction in the supply of service providers, as the rate is not adequate for the hiring and retention of qualified job coaches. In 2014, the California Disability Services Association (CDSA) reported the results from a survey of their members: they found that SEP agencies on average lose close to $700 per year per person served in supported employment. Agencies were only able to maintain these services by subsidizing from other parts of their operations, leading to greater stress on the entire organization. Since agencies are penalized for each individual served by IP SEP, they have the incentive to reduce their concentration in CIE and expand their use of segregated employment or non-work day services. This has resulted in very few providers across the states that are willing to provide CIE services to new clients.

Group SEP is usually not CIE, because the individual usually works for the provider agency (not for the business where they work), works as part of a group of individuals with IDD, is less integrated into the work site, and is often paid subminimum wage. The rates for IP and Group SEP are the same. However, given the same rate, providers have an incentive to develop Group SEP, at the expense of individual placement. It is easier and less costly to hire job coaches for Group SEP, as IP SEP job coaching requires a significantly higher skill level. Supporting people in IP is more complex than Group, as the agency must schedule and train an IP job coach to support several clients in a variety of jobs, locations, and businesses. The agency must also maintain steady hours for job coaches while they fade hours supporting people getting used to a job. In contrast, a Group SEP job coach typically supports 3 or 4 individuals full time, at one employment site, with no fading.

To implement the Employment First Policy, the Lanterman Act would need to be amended to allow for an increase in the IP SEP rate to make individual placement a workable business model for providers and adequately compensate highly skilled job coaches. This rate must be meaningfully above that for Group SEP in order to remove the unintended incentive in the current rates that drives consumers to less integrated, lower paid, and more expensive group placements.

**Goal 3. Phase out sheltered work and subminimum wage.**

Increasingly, federal policy is finding that sheltered work and payment of subminimum wage are not appropriate employment outcomes. For example, the Workforce Innovation and Opportunities Act (WIOA) places limits on the use of sheltered work and subminimum wage jobs for youth with disabilities. The U.S. Department of Justice ruled that unnecessary segregation in sheltered workshops is considered discrimination under the Americans with Disabilities Act. Additionally, the new (CMS) Final "Settings Rule" for Medicaid waiver services requires states to transition from segregated day settings, such as sheltered workshops, to integrated community settings by March 2019. Consistent with these developments, the SCDD policy on sheltered work and subminimum wage calls for the phasing out of these services.

**3.1 California should commit to stop new placements of individuals with IDD in sheltered work.**
An important part of phasing out sheltered work is to limit new admissions. Options could include a complete ban on new placements or a ban on new placement of transition age youth, ages 16-30. This could be accomplished through policy changes at the state or local level. For example, Orange County Regional Center has stopped new admissions to sheltered workshops in their catchment area.

3.2 Establish bridge funding for sheltered work facilities to transition to CIE.

Faced with the need to transition to community integrated services, sheltered work providers need the knowledge and the resources to downsize existing operations and start up new operations to support CIE. All of this costs money. DDS should provide incentive payments to providers, use grants, or give a temporary rate increase to fund the costs of transition to CIE.

Goal 4. Repeal trailer bill language prohibiting Regional Center day services for students 18-22 years old.

The Lanterman Act was amended in 2011 to prohibit Regional Centers from funding day and employment services for youth ages 18-22, unless they have completed school with a certificate of completion or a high school diploma. This cost-saving measure is at odds with the efforts at the state and federal levels towards greater integration of services and coordination of transition preparation and planning. Exceptions to the prohibition that are allowed in law create more paperwork, bureaucracy, and barriers to receiving needed services. These exceptions are not often utilized, and implementation varies across Regional Centers.

One difficulty is that the prohibition discourages DOR from providing services to students with IDD while they are in school. When needed by an individual, DOR will fund a supported employment provider to give intensive job coaching to a person while they are first learning a new job and adjusting to the demands of the work environment. Once the individual is stabilized on the job, typically when job coaching has faded below 20% of hours worked, the responsibility for long-term job coaching, or follow-on support, is transferred to the Regional Center system. However, under current law, Regional Centers are generally prohibited from providing that follow-on service until the youth leaves school at age 22.

As an example of the impact this has, DOR’s innovative Transition Partnership Program (TPP) successfully places half of its students with disabilities in CIE. However, the TPP serves very few students with IDD, in part because follow-on services may not be available from the Regional Center until age 22.

This prohibition also limits the ability of schools to prepare students for employment, since it is difficult for them to collaborate with supported employment providers funded by DOR and DDS. It also discourages Regional Centers to engage in transition planning with schools and to support students with ancillary services such as support for summer jobs and transportation to work sites during the transition years.
4.1 Address the barrier in the trailer bill language prohibiting Regional Center day services for students 18-22 years old.

Data from DDS indicates that repealing the prohibition will not be a significant cost to the state, and that enabling students to transition directly to CIE will create significant long-term savings.

Goal 5. Raise and align expectations toward CIE.

Historically, we have underestimated the abilities and interests of people with disabilities, especially those with IDD, to succeed in educational and employment settings. Professionals and families are not familiar with the Employment First Policy. Professionals from different departments often discourage youth and their families from considering CIE.

5.1 Inform and train individuals with IDD and their families in the Employment First Policy.

Individuals with IDD and their families need information early on about the Employment First Policy, the possibilities for CIE for all individuals, and the services and supports that can help individuals and their families get there. Service systems respond to demand from consumers and families. Having the knowledge about the possibilities for CIE will lead to people asking for the necessary supports to get there.

SCDD could contribute to this work through expansion of its Employment First/Data Dashboard webpages to include stories of success, best practices, employment resources, and training materials. Also, the Council could use its regional staff to train people at the local level about the Employment First Policy and what it could mean for them.

5.2 Develop a model curriculum for self-advocacy training for special education students that includes Employment First.

The core of successfully preparing students for adult life and its responsibilities is ensuring that they take responsibility and advocate for themselves. Therefore, California must require self-advocacy training for special education students. The model curriculum will include strategies for students to understand their own strengths and needs, identify personal goals, plan for their future, know their rights and responsibilities, advocate for their educational goals, and network with adult role models with disabilities. The curriculum must establish the expectation for Employment First, including the possibility of CIE and the services that can help them achieve it. Students and their families also need information on the management of Supplemental Security Income (SSI) benefits and the use of Social Security Administration (SSA) work incentives. The Council could develop this curriculum through the direct work of staff or through grant funding.
Goal 6. Improve availability of benefits planning information.

Professionals from within education, rehabilitation, and developmental services have long reported that the fear of losing public benefits, such as SSI and Medi-Cal, cause many individuals to never enter the workforce or decide to stay with subminimum wage jobs. Also, family members often discourage individuals from getting work because of their belief that earnings would disqualify them from public benefits.

6.1 Develop a tool on benefits planning resources.

Through the direct work of staff or through grant funding, SCDD could develop a tool that summarizes all the benefits planning resources available to individuals with IDD, family members, and service providers throughout the person’s lifespan.