

emp^{1ST}loyment

2016

EMPLOYMENT

FIRST COMMITTEE

REPORT

EFC Members in 2016

JENNY YANG, CHAIRPERSON, SELF-ADVOCATE AT-LARGE

DANIEL BOOMER, CDE

DENYSE CURTRIGHT, DDS

ELENA GOMEZ, DOR

ANDY MUDRYK, DRC

SARAH ISAACS, DRC

OLIVIA RAYNOR, UCEDD/UCLA

STEVE RUDER, UCEDD/M.I.N.D.

BARBARA WHEELER, UCEDD/USC

**THE EFC REPORT IS THE
STATE COUNCIL'S
“*STATE OF THE UNION*”
ADDRESS ON COMPETITIVE,
INTEGRATED EMPLOYMENT IN
THE GOLDEN STATE.**

**WHILE CALIFORNIA EMPLOYMENT
OVERALL HAS INCREASED
DURING SIX YEARS OF ECONOMIC,
EMPLOYMENT HAS STAYED STATIC
FOR PEOPLE WITH I/DD.**

YET THERE IS REASON FOR HOPE.



**THE FIRST EFC
REPORT WAS
ISSUED IN 2011**



CALIFORNIA'S EMPLOYMENT FIRST POLICY

SIGNED INTO LAW ON OCTOBER 9, 2013

BY GOVERNOR BROWN

THE LANTERMAN ACT: W&I CODE §4869(A)(1)

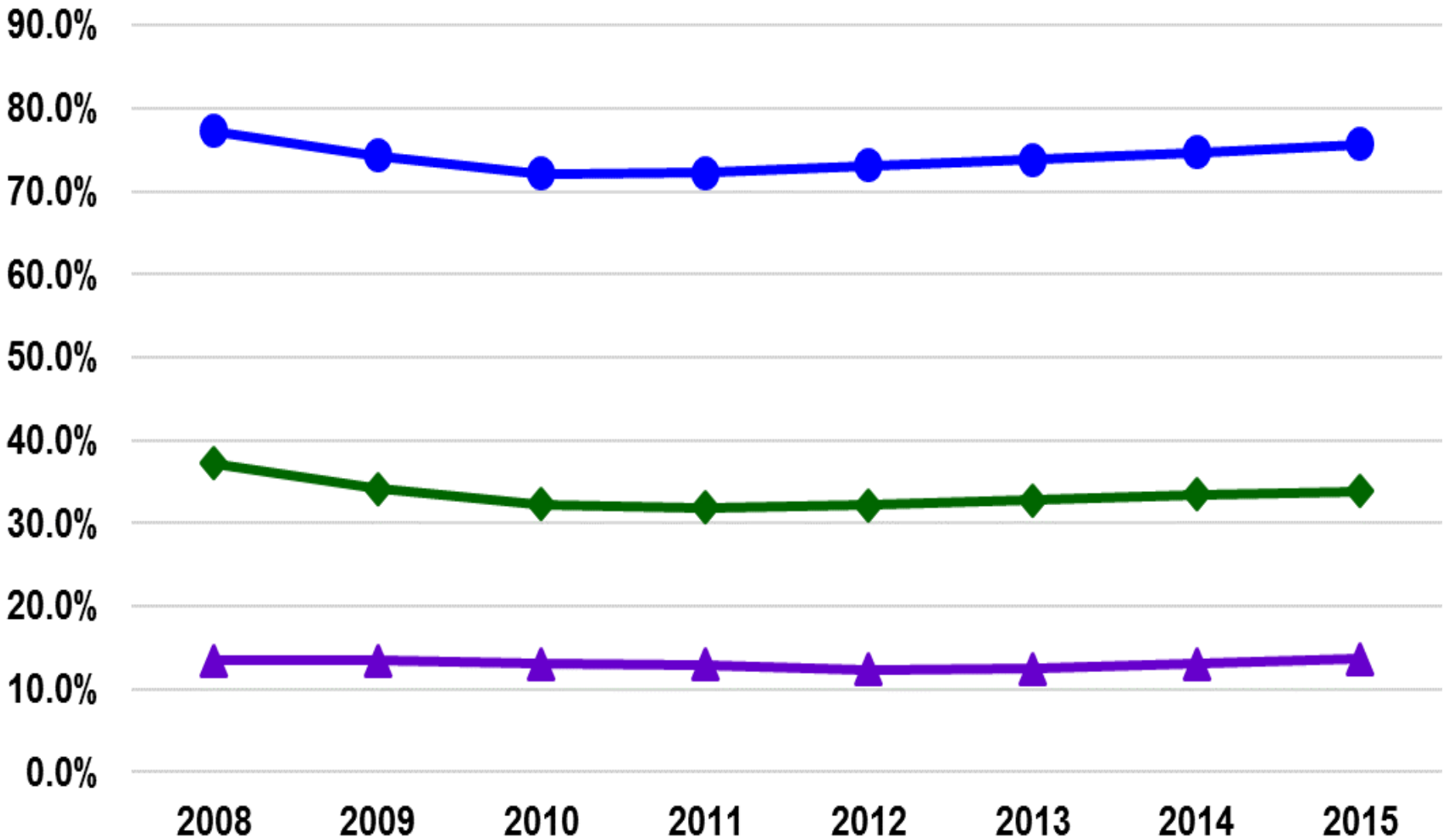
“IT IS THE POLICY OF THE STATE THAT OPPORTUNITIES FOR INTEGRATED, COMPETITIVE EMPLOYMENT SHALL BE GIVEN THE HIGHEST PRIORITY FOR WORKING AGE INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES, REGARDLESS OF THE SEVERITY OF THEIR DISABILITIES.”



WHAT IS NEW IN 2016?

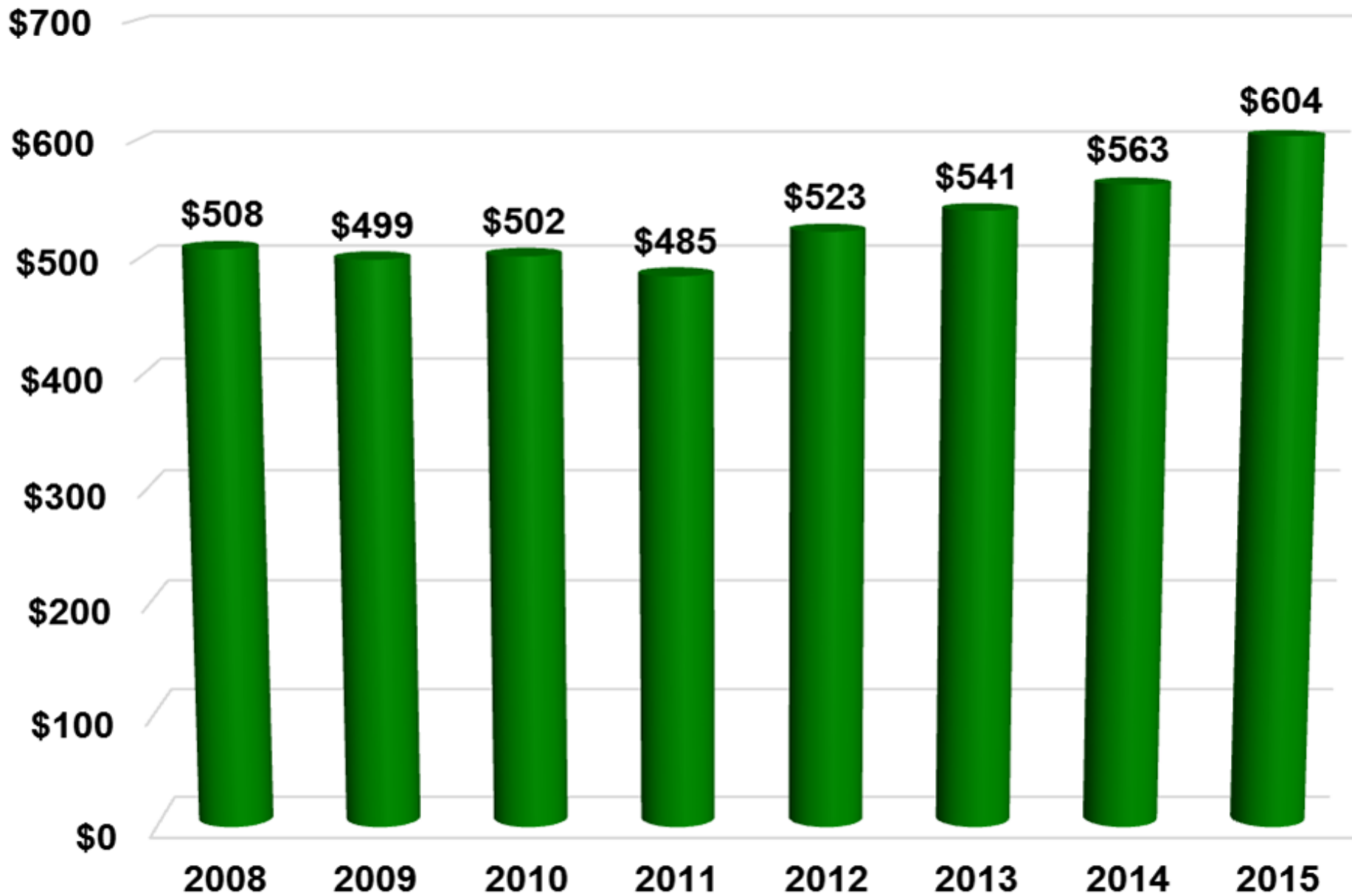


- General Population1
- ◆ People with Any Disability1
- ▲ People with Developmental Disabilities2

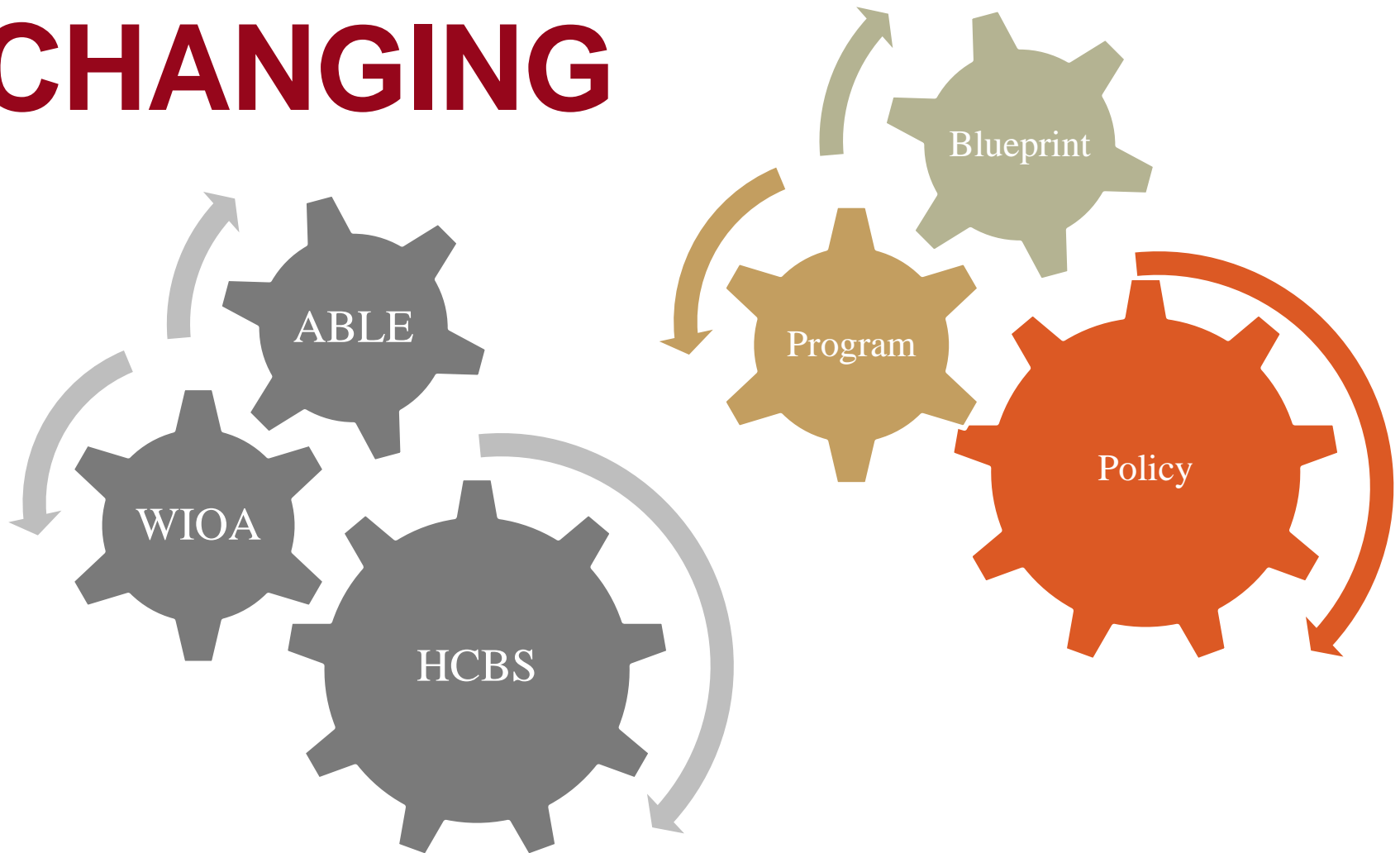


California Employment Rates (2008-2015)

Average Monthly Consumer Wages



THE EMPLOYMENT LANDSCAPE IS CHANGING



STATE CHANGES

EMPLOYMENT FIRST POLICY

**NO MATTER THE SEVERITY
OF THE DISABILITY PEOPLE
WILL BE GIVEN THE
PROPRIETY OF CIE**

STATE CHANGES

Self-Determination Program

**PEOPLE LEADING
SELF-DETERMINED LIVES
HAVE HIGHER RATES OF
EMPLOYMENT AND EARN
MORE MONEY, AS WELL AS
HAVE BETTER BENEFITS.**

STATE CHANGES

CIE BLUEPRINT

**A ROADMAP ON NAVIGATING
THE EMPLOYMENT SERVICES
PROVIDED BY THE
DEPARTMENTS OF EDUCATION,
REHABILITATION, AND
DEVELOPMENTAL SERVICES**

FEDERAL CHANGES

HOME AND COMMUNITY BASED SERVICES (HCBS)

**THIS WILL LEAD TO PEOPLE TO
HAVING OPPORTUNITIES TO
SEEK EMPLOYMENT IN
COMPETITIVE, INTEGRATED
SETTINGS.**

FEDERAL CHANGES

WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

- **INCREASES PEOPLE WITH DISABILITIES' ACCESS TO WORKFORCE SERVICES TO PREPARE THEM FOR CIE.**
- **CREATES A FEDERAL PRESUMPTION OF EMPLOYABILITY .**
- **FOCUSES ON PATHS FOR EMPLOYMENT FOR YOUTH.**

FEDERAL CHANGES

ACHIEVING A BETTER LIFE EXPERIENCE (ABLE) ACT

**ALLOWS PEOPLE WITH I/DD TO
SAVE UP TO \$100,000 WITHOUT
FEAR OF LOSING
SUPPLEMENTAL SECURITY
INCOME (SSI) BENEFITS.**

RECOMMENDATIONS

- **Establish measureable outcomes for the implementation of the Employment First Policy**
- **Make employment data available**
- **Phase out sheltered work and subminimum wage**
- **Repeal trailer bill language prohibiting Regional Center day services for students 18-22 years old**
- **Raise and align expectations toward CIE**
- **Improve the availability of benefits planning information**

The EFC has adopted CECY's goals for advancing CIE in California



ENGAGEMENT
EMPOWERMENT
EMPLOYMENT

CONCLUSION

- **The evidence clearly shows the dismal state of affairs regarding employment for people with I/DD.**
- **There are policies underway to change fundamentally the expectations for employment.**
- **EFC and policy makers expect that this will result in better outcomes.**

Action Item:

**Approve the 2016
Employment First Report**

