



## CIE Related Issues and Barriers

*(According to the SCDD Regional Offices and Regional Advisory Committees Portrait of Services Assessment at September 30, 2017)*

Each year the SCDD asks their regional offices to conduct a “portrait of services” assessment for each of the objectives found in the State Plan. That assessment has two components – the current portrait of how their regional looks and secondly, the emerging needs for that same objective. For 2017, the offices and their respective Regional Advisory Committees (RACs) identified “issues and barriers” to Competitive Integrated Employment (in relation to State Plan Objective 2.1). Attached is a copy of the raw data from each regional office staff and/or their RAC. The data can be categorized into the top 5 areas of need as:

1. Need for more skills development, Career Opportunities and Internship Information
2. More public awareness of the benefits of hiring folks with I/DD
3. More information (in plain language) about how wages affect public benefits (such as SSI)
4. More opportunities for different kind of jobs (rather than janitorial and food services)
5. Increase availability of transportation to get to and from paid work

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The SCDD State Plan Goal #2: **Goal 2 (Employment): Californians with I/DD and their families reflecting the diversity of the state will have increased information to obtain competitive, integrated employment.**

**From October 1, 2016 to September 30, 2017, the SCDD reached 7, 999 Self-Advocates – 9,203 Family Advocates – 11,316 Others. We did this through:**

- 35 trainings to 1,810 people
- 174 collaborative meetings with 1,084 people
- 26 statewide events with 2,737 people attending
- Outreach direct, in-person contact on CIE topics to 12,172 people
- Testimony to 11 hearings, reaching 1,099 people
- 61 meetings with 375 legislators and their staff members

We also estimate that the data sharing bill (SB 433/AB 1696) between DDS and EDD will also impact 275,351 self-advocates and 110,140 family-advocates.

## 2.1 CIE-related issues &/or barriers

### North Coast:

1. "There should be more public awareness and education about the benefits of hiring people with IDD."
2. "We need to know more about careers available and then get skills training so one can actually have an inclusive job with good pay."
3. "Provide more job fairs."
4. "Kids need to know what opportunities are out there. They have no idea about what skills are needed nor are they getting any training in rural areas for real competitive employment."
5. "We need more job skills training. Also, we need to start talking to employers about the benefits of hiring people with IDD."
6. "Need better paying jobs and more opportunities."
7. "Need more career training and opportunities for other kinds of work, not just janitorial, house cleaning, gardening, etc.."
8. "Employers need to be made aware of what these people have to offer. I think a lot of it is lack of exposure. Unless you are part of the community, or a parent, you really don't know/understand the amazing things people with special needs are capable of."
9. Provide information to employees and the public about the productive potential of people with disabilities. Dispel disability myths and stigmas which hinder full inclusion of community members who have disabilities.
10. Provide Customized Employment training; Meet the skills needed by employers to enhance productivity and competitiveness, help business identify skills needed for individual job preparation and the value of job coaching and training and technical assistance to employers and community groups on implementation of the ADA, work place accommodations and assistive technology.
11. Continue to provide counseling to individuals and families that have fear of losing Entitlements/Benefits if working: SSI, Medi-Cal/Medicare, information in Spanish
12. Need College Certificate Courses leading to increased economic self-sufficiency; such as Life Skills Program Certificate- Practical Living and Employment Skills.

13. Continue to publicly recognize significant efforts by employers and others to employ people with disabilities.

## **North State**

14. "More job coaches are needed to find what jobs are out there for people with disabilities."
15. "Educate consumers in the community and increase the public's knowledge of benefits of hiring people with I/DD."
16. "If we don't prepare the community they will reject us."
17. "There are not very many jobs that are out there support people with I/DD."
18. "Jobs are limited in this community."
19. "More training about how to support people with disabilities"
20. "Educating employers about disabilities and the positive experience with hiring people with disabilities."
21. Transportation
22. Benefits Protection
23. Education/Outreach
24. Employer Education
25. Prepare Youth for Adult Opportunities

## **Sacramento**

26. Transportation problems
27. Lack of job training
28. Youth in transition seeking employment
29. A person's disability
30. HCBS rules
31. Wages
32. Lack of jobs
33. The ability to job carve

## North Bay

- 34. Transportation problems
- 35. Lack of job training
- 36. Youth in transition seeking employment
- 37. A person's disability
- 38. HCBS rules
- 39. Wages
- 40. Lack of jobs
- 41. The ability to job carve

## Bay Area

- 42. This region has a need for all types of work.
- 43. There are greater needs and progress to be made within non-English speaking communities, such as some Asian-language communities.
- 44. Many people experience a lack of capacity to provide CIE services for those with more complicated or involved disabilities, e.g. "We can't do anything for you".
- 45. There are funding restrictions limiting successful CIE.
- 46. There is a need for more benefits counseling and education.
- 47. Cost of Living in the area is prohibitive of new/increase service providers starting up to support CIE
- 48. LPAs have yet to get rolling in this region (or statewide for the most part)
- 49. This region is working on a more effective and streamlined working relationship between districts, DOR and Regional Centers for increased outcomes around employment
- 50. More benefits counseling is needed for people with I/DD and families

## North Valley Hills

- 51. A need to develop a partnership with the Employment Development Boards in 5 counties in collaboration with the VMRC Employment Specialist, Dept of Rehab and the Independent Living Center.

## Sequoia

- 52. Information on CIE needs to be available throughout the county
- 53. Information on how social security benefits will be impacted.
- 54. Trainings in plain language on how wages impact all benefits.
- 55. Provide more information on paid-internship
- 56. Department of Rehabilitation needs to start doing more trainings in the community

## Central Coast

- 57. Direct Service Workforce not strongly trained in person centered thinking.
- 58. Day and Employment models serving clientele requiring higher degrees of support are not prepared or have the program design to adjust polices to greater and fuller community inclusion.
- 59. Resources not available to address the one to one needs associated with assessment, placement, training, and career identification and advancement as well as non-traditional, non-employee / employer work opportunities.
- 60. Lack of buy-in from the employer community, particularly the role contract managers and human resource personnel play in promoting hiring people with disabilities.
- 61. Poor vocational training and preparation at the post-secondary level.

## Los Angeles

## Orange

- 62. There are also a lot of vocal parent advocates who believe in CIE, but not when it is at a cost of a reduced number of hours worked leaving the RCOC, and/or the parent, to fill in the gap.
- 63. While RCOC has been supplementing CIE hours with a community based day program, volunteer opportunity, or otherwise (after advocacy on SCDD OCRO part), some parents have reported it is still a struggle to get RCOC to fund two employment-related programs.

## San Bernardino

64. Department of Rehabilitation needs to be more present for the region.
65. The information provided by Social Security is not in plain language and is hard to understand.
66. There is a need for more trainings in plain language on how wages affect benefits, and the potential loss of public services
67. Increase paid internship program opportunities need to be developed for the Inyo/Mono county areas.
68. There is a need for the Department of Rehabilitation to increase their presence and work with local vendors to develop opportunities in collaboration with Regional Center.
69. Social Security should give more training regarding how they reach calculations of benefits
70. Increase paid internship program opportunities throughout the county, and advertise these opportunities to families.
71. "I have received input from my peers in the community regarding problems with job training." It is not in plain language and there is little assistance from local resources for persons with I/DD.
72. My local self-advocacy group in San Bernardino reported to me that often times, when an individual is identified as having I/DD, employers and even job coaches often underestimate their abilities. They treat them differently or do not acknowledge their presence. This behavior causes a lot of depression amongst my peers and anxiety. "They are made to feel different (when they FEEL different already)."

## **San Diego**

73. One of the biggest barriers to CIE in the San Diego area is the fear of losing benefits such as SSI and Medi-Cal, so more trainings need to be offered regarding this.
74. The increase in minimum wage in San Diego has caused many employers to reduce the number of staff with disabilities they can employ.
75. There has been little information provided to employment agencies on how to customize employment opportunities to meet the needs of both the employer and the employee, and those agencies that have paid for the ACRE training are rare.

- 76.** Resistance on the part of residential facilities to allow individuals that live in their homes to work a variety of hours, or weekends, as that means they have to staff homes to meet the needs of the residents, and be more flexible with mealtimes, weekend activities, etc.
- 77.** Transportation is a continuing issue, as service on weekends and nights is reduced, and the majority of individuals with IDD are dependent on public transportation.
- 78.** Families sometimes fail to recognize their part in identifying employment opportunities, which they typically do for the non-disabled child.
- 79.** Schools are not adequately preparing students for employment, and the number of Workability and volunteer sites are very limited, thus people do not even know what type of job they want, let alone have experience in doing a job.
- 80.** Many times agency staff from Department of Rehabilitation and the San Diego Regional Center will meet with an employer about a particular self-advocate, address whatever issues are occurring, and without discussing these matters with the employee, a change in placement occurs without consulting the individual to see if they are in agreement with this change.
- 81.** Clearly, the 30% unemployment rate is the biggest barrier to employment in Imperial County.
- 82.** More opportunities to participate in college level classes or technical training need to be made available, as do certificate programs in various trade industries.