

EMPLOYMENT FIRST COMMITTEE AGENDA ITEM DETAIL SHEET

ISSUE: 2018 Employment First Report

BACKGROUND: Pursuant to California Welfare and Institutions Code Section 4868(e), the Employment First Committee (EFC) of the State Council on Developmental Disabilities (the Council) shall produce an annual report to the Legislature describing its work and recommendations. One of the major policy achievements in 2017 after passage of the Employment First Policy was the issuance of the CIE Blueprint to implement the Employment First Policy.

The Employment First Policy (AB 1041) states the EFC is required by July 1, to “provide a report to the appropriate policy committees of the Legislature and to the Governor describing its work and recommendations.”

ANALYSIS/DISCUSSION: On October 9, 2018, EFC met and discussed the accomplishments and recommendations the Committee would like to focus on in the 2018 report. Committee members engaged in a discussion involving areas of achievement and progress as well as areas needing further attention and discussion. Theme/focus areas that were discussed included featuring stories of persons with intellectual and developmental disabilities (I/DD) who are successfully employed in competitive integrated employment (CIE), how to ensure that people with I/DD are accounted for in the generic workforce system, focusing on challenges to CIE, and highlighting data trends related to CIE.

Staff reviewed activity reports for State Plan Goals 2 (Employment) and 5 (Education and Transition) to gather the full breadth of accomplishments made in 2018 by the Council. SCDD’s highlights of statewide accomplishments include the following:

State Plan Goal 2, Objectives 1 and 2

The Council reached over 7,000 people through CIE events, trainings, and meetings held statewide and distributed over 150 articles electronically and/or hardcopy that reached more than 40,000 people.

The Council also funded two grantees, Hope Services (a regional grant provided to SCDD) and Easterseals Southern California (a statewide grant).

Hope Services' Project SEARCH, is an ongoing project that with collaborators such as Kaiser Permanente, provide unique, business-led, one-year, school-to-work programs that take place entirely at the workplace. The goal of Project SEARCH interns is to find part-to full-time employment.

Easterseals Southern California successfully completed a one year grant which provided comprehensive training on Customized Employment. Customized Employment avoids this "screening" process by getting to know the job seeker's skills and abilities, talents and interests, and then matching them with an employer who needs and values those things. Easterseals conducted the nation's first field test of the Discovery Fidelity Scale (DFS) which is designed to validate that when Discovery is provided with fidelity, people with I/DD achieve better employment outcomes

Additionally, the Council sponsored 2 bills related to CIE, monitored 4 bills related to CIE, reached more than 100 stakeholders through meetings, convened 5 Legislative and Public Policy meetings, 4 Employment First meetings, and provided technical assistance on more than 200 occasions.

State Plan Goal 5, Objectives 3 and 4

The Council prepared and empowered students in developing individualized transition plans that lead to employment by reaching more than 1,800 people through trainings and event outreach, distributing electronic and/or hardcopy materials to more than 60,000 people, and providing technical assistance on more than 50 occasions.

The Council increased identification, advocacy and/or sponsorship of legislative, regulatory, policy, procedure and/or practice changes that led to increased access to quality education services by testifying in three hearings, monitoring six legislative bills and taking positions/sponsoring four bills, attending 16 meetings with stakeholders, distributing electronic information that reached more than 16,000 people, and providing technical assistance on more than 70 occasions.

COUNCIL STRATEGIC PLAN OBJECTIVE: State Plan Goal 2 and State Plan Goal 5.

PRIOR COMMITTEE ACTIVITY: October 9, 2018.

RECOMMENDATION(S): Adopt the highlights presented above to guide the draft report.

ATTACHMENTS(S): Summary pages of Program Performance Report Goals 2 and 5 presented to the Council in January 2019.

PREPARED: Cindy Smith and Robin Maitino, February 1, 2019.

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.

Objective 2.1: The Council will increase and promote culturally competent strategies and resources that facilitate competitive, integrated employment (CIE) of people with I/DD.

2017-18 Federal Fiscal Year in Obj. 2.1



Educated in person through events outreach, and informational materials:

- * 35 events on CIE reaching 5,210 people
- * 35 trainings on CIE reaching 1,133 people
- * 18 regional cross-disciplinary collaboratives created for 249 individuals and agencies to focus on CIE
- * 105 quarterly regional cross-disciplinary collaborative meetings with 1,041 individuals and agencies
- * 7 Employment First Committee meetings held
- * 28 CIE opportunities for 73 self-advocates were supported through SCDD's 12 regional offices

Sample Events:

- * JobtoberFest
- * Coachella Valley Employment Summit
- * San Diego Workforce Conference
- * Ability Faire
- * College of the Sequoia's Comm Resources & Employment Faire



Electronic Information Distribution: 155 articles to 37,652 people

Hardcopy Information Distribution: 31 articles to 10,124 people

Technical Assistance: 214 occasions to 2,679 people

Grant-Funded Project(s):

- * Hope Services – Project Search in Monterey County
- * EasterSeals Southern California – Discovery Fidelity Scale for Customized Employment – 1st field-testing in the Nation

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.

Objective 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.

2017-18 Federal Fiscal Year in Obj. 2.2

Educated in person through legislative change and direct contact:

Provided 25 outreach activities to 19,026 people

Meetings:

Convened 3 Legislative and Public Policy Committee (LPPC) meetings

12 meetings with policymakers, reaching 132 people

4 EFC meetings

Data and Publications:

1 EFC report distributed to 100 people

Updated Data Dashboard on SCDD Website and reached 146 people

Legislative Bills:

4 monitored

2 took a position/sponsored

Technical Assistance:

16 occasions, impacting 24 people



Goal 5 (Early Intervention, Education, Transition & Post-Secondary Education): Californians with I/DD and their families reflecting the diversity of the state will have increased information, in order to obtain inclusive education services throughout the lifespan.

Objective 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.

2017-18 Federal Fiscal Year in Obj. 5.3

Educated in person through training, events outreach, and informational materials:

- * 15 trainings to educators and stakeholders reaching 366 people
- * 29 lists of collaborative partners with 330 participants
- * 67 collaborative meetings to develop training resources with 845 partners
- * 8 trainings to self-/family-advocates on the student-led IEP/PCP/ITP for 282 people

Sample Events:

- * Post-Secondary Educational Opportunities for Students with a Disability Conference
- * College with A Disability Conference
- * County Transition Faire (Multiple)
- * Chapman College – Disability Summit
- * Project College
- * Adult Education Task Force (Multiple)

Electronic Information Distribution:

68 articles about PCP and ITPs to 55,272 people

Hardcopy Information Distribution:

43 articles about PCP and ITPs to 13,644 people

Technical Assistance:

74 occasions impacting 139 people



Goal 5 (Early Intervention, Education, Transition & Post-Secondary Education): Californians with I/DD and their families reflecting the diversity of the state will have increased information, in order to obtain inclusive education services throughout the lifespan.

Objective 5.4: 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 access to quality education services throughout the lifespan for people with I/DD.

2017-18 Federal Fiscal Year in Obj. 5.4

Testified in Hearings to Policymaking Bodies:

3 times to 76 people

Legislative Bills:

Monitored: 6

Took a Position/Sponsored: 4

Meetings:

16 meetings with policymakers, reaching 346 people

Electronic Information Distribution:

37 articles to 16,505 people

Technical Assistance:

77 occasions, impacting 110 people

