

# 2018 Employment First Report Overview

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# Purpose of Report

California Welfare and Institutions Code Section 4868(e) states that 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.

# Process for Developing Report

- February 5, 2019: The Employment First Committee provided staff its initial suggestions on what should be included in the draft report at its meeting.
- April 19, 2019: The Committee reviewed the draft report and provided staff additional edits to the report including suggestions on policy recommendations. The Committee approved the report in concept and had time to provide additional input on the recommendations until April 26, 2019.
- May 7-8, 2019: Committee members reviewed draft report prior to inclusion in the Council packet.
- July 1, 2019: The report is due to the Legislature.

The 2018 Employment First report largely focuses on areas of achievement and progress as well as areas needing more attention.

Specifically the report contains updates on:

- Employment Data Trends
- Policy Changes Impacting Implementation of CIE
- CIE: Blueprint for Change
- Local, State & National Implementation of the Employment First Policy, and
- Legislative Efforts in Employment for 2018-2019

The entire report begins on page 157 of your Council packet.

People with disabilities are much more likely to be not in the labor market, unemployed or under-employed than people without disabilities.

- In 2017, only 8.0 percent of people with disabilities were actively looking for work compared to 18.0 percent of working age people without disabilities.
- In 2017, the employment rate of working age people with disabilities was 36.8 percent compared to 77.3 percent of working age people without disabilities.
- CDE, DOR and DDS report in the Blueprint report that the number of individuals with developmental disabilities working in CIE increased from 780 to 1,152 in 2018.

# Employment First in California

In addition to the many updates, the Committee concluded its report by providing ten recommendations that would remove barriers to CIE and create a system that more fully supports CIE.

Examples of the recommendations include:

- launching a statewide multi-media campaign with the goal of reducing the stigma to hiring individuals with developmental disabilities.
- promoting and funding new and/or innovative programs that result in the creation of new programs supporting CIE.
- expanding work experience, work-based learning, career-exploration, and internship opportunities for students with developmental disabilities by increasing outreach to local businesses.
- creating an incentive for employers who demonstrate commitment to CIE by incorporating transportation solutions and supports into their business practices.

## Chair and Staff Recommendation

As the final draft was being created based on the feedback from Committee, we noticed that the recommendations do not contain specifics of who might best accomplish each policy recommendation and how it might be accomplished.

- Therefore, as Chair I recommend that the Council approve the 2018 EFC Report in concept, and direct the EFC Chair and staff to work on making the recommendations more specific as described above.

This approach allows us to refine it and still meet our statutory deadline.

