



NOTICE/AGENDA

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES EMPLOYMENT FIRST COMMITTEE MEETING POSTED AT: www.scdd.ca.gov

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MEETING ID: **935 6684 7127**
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OR

JOIN BY TELECONFERENCE: (VOICE ONLY)

CALL IN NUMBER: **888-475-4499**
MEETING ID: **935 6684 7127**

DATE: February 4, 2021

TIME: 11:00 AM – 4:00 PM

COMMITTEE CHAIR: Wesley Witherspoon






Item 1. CALL TO ORDER

Item 2. ESTABLISH QUORUM

Item 3. WELCOME AND INTRODUCTIONS

Page 4

- a. New Member Introductions
 - b. Overview of Committee Purpose
-

Item 4.	PUBLIC COMMENTS <i>This item is for members of the public only to provide comments and/or present information to the Committee on matters not on the agenda. Each person will be afforded up to three minutes to speak.</i>	
Item 5.	APPROVAL OF SEPTEMBER 2020 MINUTES 	Page 31
Item 6.	GETTING PEOPLE BACK INTO THE WORKFORCE	Page 37
Item 7.	REVIEW 2020 EFC REPORT  <i>Presented by: All</i>	Page 38
Item 8.	WORKGROUP UPDATES  <i>Presented by Olivia Raynor, Tarjan</i> a. Labor Workforce Workgroup b. Data Workgroup	Page 41
Item 9.	2021 TARGET PRIORITIES  <i>Presented by: All</i> a. Data b. Service Delivery System c. Emerging Practices d. Education and Training	Page 46
Item 10.	FEDERAL AND STATE LEGISLATIVE AND REGULATORY UPDATES  <i>Presented by Aaron Carruthers, SCDD</i>	Page 47
Item 11.	UPDATE ON CIE BLUEPRINT IMPLEMENTATION <i>Presented by CDE, DOR and DDS</i>	Page 50
Item 12.	UPDATE ON THE IMPLEMENTATION OF THE DATA SHARING LEGISLATION <i>Presented by: Michael Luna, DOR</i>	Page 51
Item 13.	MEMBER UPDATES <i>Presented by: All</i>	Page 52
Item 14.	FUTURE MEETINGS AND ADJOURNMENT May 6 th , July 22 nd , October 7 th	

Accessibility:

Pursuant to Government Code Sections 11123.1 and 11125(f) and Executive Order N-29-20 (this Executive Order can be found by clicking the link on page one of the agenda or typing <https://www.gov.ca.gov/wp-content/uploads/2020/03/3.17.20-N-29-20-EO.pdf> into your web browser), 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-Erben at (916) 263-8193 or robin.maitino@scdd.ca.gov. *Please provide at least 3 business days prior to the meeting to allow adequate time to respond to all requests.*

All times indicated and the order of business are approximate and subject to change.

February 4, 2021

**AGENDA ITEM 3.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Welcome and Introductions

During welcome and introductions, Committee Chair Wesley Witherspoon will welcome new members to the Committee and provide a brief overview of the committee's history and purpose.

Attachments

EFC History and Purpose Presentation

The Story of Employment First The Purpose, Policy, and Mandate

February 4, 2021



The History of Employment First

- The Employment First Policy that you know today actually started from legislation that was introduced and signed into law in 2006 (SB 1270, Chesbro) as a result of a statewide ARCA conference in 2005 that focused on alternatives to traditional supports of consumers.
- SB 1270 was signed on September 22, 2006 and required that the Department of Developmental Services (DDS) provide Regional Centers information related to employment options.
- That the State Council on Developmental Disabilities (Council) convene a workgroup that developed alternative and expanded options for nonresidential services and supports.
- The workgroup then developed and submitted recommendations to the Governor and the Legislature on May 1st 2007.

State Council's SB 1270 Report

To the right is an Excerpt from the 2007 Report titled Expanding Opportunities and Choice in California's Day Program Services for Individuals with Developmental Disabilities

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Goals, Recommendations, and Strategies¹⁶

Introduction

Some forty years ago, individuals with developmental disabilities in California were often isolated from their fellow citizens. Families and other advocates asked the State to write policies and direct resources to help end that isolation. The State, the Regional Center system, and Service Providers responded and community group homes, day programs and workshops were created. This system of programs has served people well.

Over the past forty years, there has been a steady growth in different ways that people can choose to live. In addition to community group homes, there are now opportunities for individuals to continue to live with their own family, other families, or to live on their own with support. Expansion for choices in what people do during the day has not kept pace.

It's 2007, and a new day! Individuals with developmental disabilities, their families and advocates are once again asking the State, Regional Centers and Service Providers to take a big step. To join them in writing policies and redirecting resources that will provide new opportunities for working and participating in the community alongside their fellow citizens. To make sure that by the year 2012:

- (1) individuals and families get the information they need to make informed decisions about integrated employment, community participation, work and health benefits at their IPP meetings;
- (2) individuals who choose to, have their own self-directed service budgets, decide on the kinds of services they want, and buy their services;
- (3) collaborative transition teams are available to help individuals and their families plan for what happens after school such as employment, college, community living and participation;
- (4) there are incentives for employers, providers, and communities to support people with developmental disabilities to expand their opportunities for integrated employment and community participation;
- (5) there are standards for good quality integrated services; and
- (6) there is a statewide way to measure progress in what people earn from employment and how they spend their time in the community.

The following recommendations will help move the system of services and supports for individuals with developmental disabilities and their families towards accomplishing

¹⁶ Each goal is presented in bold with a one or two sentence narrative. Recommendations are also presented in bold and are in easy-to-understand language followed by a more complete description of the intent.

What was in the Workgroup's report...

- The final report presented ten recommendations to achieve the four goals that were identified by the workgroup.

Recommendations 1 through 3

- 1 - Make sure people with developmental disabilities and families get information about integrated employment, community participation, work and health benefits at their IPP meeting.
- 2 - People have their own self-directed service budgets, decide on the kinds of services they want, and buy their services.
- 3 - The State Council will ask state agencies like DDS, Departments of Rehabilitation (DOR) and Education (CDE) to put funding together to help people with developmental disabilities and their families figure out what to do after high school.

Recommendations 4 through 7

- 4 - The State Council will work with its Agency partners and all employers to hire more people with disabilities.
- 5 - Help individuals who have good ideas about work/job services or community services and people with developmental disabilities who want to start their own businesses.
- 6 - Make sure support staff get the training they need to do a good job by putting together good trainers from across the state.
- 7 - Get the word out about people with developmental disabilities who work and are involved in their communities.

Recommendations 8 through 10

- 8 - For people who work and get SSI, let them keep more of the money they earn and get health benefits.
- 9 - Let Regional Centers pay for services that help people find and keep jobs and get out in the community to do things like everyone else.
- 10 - Keep track of the work/employment situation of people with developmental disabilities and how they are involved in social and recreational activities in their communities.

Goals presented to meet by July 1st 2008

- Goal 1 – Opportunities for integrated employment and community participation are discussed at all Individual Program Plan meetings.
- Goal 2 – There is a Cooperative Transition and Employment Unit located in the Department of Developmental Services (DDS).
- Goal 3 – The State Council will announce a 5-year employment initiative for Californians with developmental disabilities.
- Goal 4 – There is a statewide system for collecting and reporting information about integrated employment and community participation.

Assembly Bill 287 (Beall)

- On February 13th 2009, AB 287 (Beall) was introduced with the intent to enact legislation that would result in a significant increase in the number of individuals with developmental disabilities who engage in gainful, integrated employment.

Creating Change...

The Employment First Movement

But the toughest challenge of all is when people with disabilities are seen as "them" and not as "us". A job can change that. A job is more than a paycheck; it is a source of dignity. The workplace can be a productive and fulfilling place - a place where people with disabilities transform their lives from the margins to the mainstream, and can be seen as the valuable and complete people they are.

Testimony of
J. Randolph Lewis,
Senior Vice President of
Supply Chain and Logistics,
Walgreen Co., Deerfield,
Illinois, on Employment of
Individuals with
Development Disabilities
to United States Senate
Committee on Health,
Education, Labor and
Pensions, Wednesday,
March 2, 2011

Success...

- On October 11th 2009, AB 287 (Beall) was signed into law.
- It established the Employment First Committee with multiple requirements including creating an Employment First Policy.

“Work is for All”

To the right is the cover
letter that accompanied the
Council’s first Employment
First report to the
Legislature

“A vision of Californians with
developmental disabilities
working in competitive
integrated employment”



State Council on Developmental Disabilities

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August 10, 2011

Dear Governor Brown and Members of the Legislature:

The California State Council on Developmental Disabilities (SCDD) is pleased to present the following report addressing employment for persons with developmental disabilities pursuant to Chapter 231, Statutes of 2009 (Assembly Bill 287, Beall).

SCDD is an independent, federally funded State agency mandated to advocate, promote and implement policies and practices that achieve self-determination, independence, productivity and inclusion in all aspects of community life for Californians with developmental disabilities and their families.

"Employment is the first question we ask about most adults in society. In part, every adult is defined by their contributions, their work. Even as employment for people with intellectual and developmental disabilities has gained attention, there has been a growing awareness that the labor force participation rate for this population has remained flat" (Kiernan et al, 2011).

This report discusses the status of integrated competitive employment for persons with developmental disabilities in California through identifying the roles and responsibilities of state and local agencies in enhancing employment opportunities; strategies, promising practices and incentives for employment; resources of employment data and recommendations of goals for measuring progress of employment; presenting recommendations designed to increase of number of people employed, and present an employment first policy for California.

This report represents a beginning toward enhancing the economic independence of persons with developmental disabilities. The goal is full inclusion, assuming that all people, with and without disabilities, have the opportunity to work in the general labor market with supports as needed. As expressed by individuals with developmental disabilities involved in the development of this report, "Work is for All".

SCDD looks forward to working the Administration and Legislature toward achieving the outcomes envisioned in this report.

Sincerely,

LEROY SHIPP
Chairperson



STATE OF CALIFORNIA
Jerry Brown, Governor

What did the Committee Do?

- On August 10th 2011, the report was submitted to the Governor and Legislature.
- Including five goals and a series of recommendations and strategies to achieve the goals.

Goal: Interagency Collaboration and Coordination

- Evaluate and reform existing state laws, regulations, guidelines, and operational procedures to institute systemic changes that increase agency collaboration and coordination toward the employment of individuals with developmental disabilities. These recommendations should increase interagency collaboration to develop an infrastructure to support and further employment as a priority outcome.

Goal: Transition

- To ensure that students with developmental disabilities are adequately prepared for integrated competitive employment.

Goal: Getting Work

- All working age youth and adults with developmental disabilities will have the choice and opportunity to work in jobs that are integrated within the general workforce and work side-by-side with co-workers with and without disabilities, earning benefits and competitive wages, or to engage in self-employment or microenterprise.

Goal: Benefits

- Individuals with developmental disabilities, their families, and service providers will have access to resources that fully inform them of ways to maintain benefits while working, if needed. Any disincentives to working caused by the actual or perceived risk of losing benefits will be reduced.

Goal: Supports

- Provide adequate supports to individuals with developmental disabilities in obtaining and maintaining integrated competitive employment, including self-employment and microenterprise.

AB 287 also mandated that the Committee
create an Employment First Policy

“Work is for all”

The Employment First Policy Development

- On February 22nd 2013, Assemblyman Chesbro introduced AB 1041.
- AB 1041 (Chesbro) was signed by the Governor on October 9th 2013 and created the Employment First Policy and continued the Employment First Committee with with updated responsibilities.

What the Policy says...

“It is the policy of the State of California 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.”

AB 1041 (Chesbro)

Progress/Achievements

Since the first report to the Governor and Legislature, California has made progress and/or achieved the following goals.

- Opportunities for integrated employment and community participation are discussed at IPP meetings.
- There is a unit within DDS that focuses on transition and employment.
- The State Council has a current state plan goal related to employment.
- There is a statewide system for collecting and reporting information on CIE.
- Policies have been established to increase interagency collaboration to support and further employment as a outcome.

So What's Next...

With all California has achieved, there is still more to be done to achieve previously identified goals. Specifically, AB 1041 states that the Employment First Committee will identify strategies and recommend legislative, regulatory, and policy changes to increase integrated employment.

AB 1041 further states that the Committee identify existing sources of consumer data that can be matched with employment data and recommend goals for measuring employment participation and outcomes for various consumers within the developmental services system.

What the Committee Does...

- Identify the respective roles and responsibilities of state and local agencies in enhancing integrated and gainful employment opportunities.
- Identify strategies, best practices, and incentives for increasing integrated employment and gainful employment opportunities, including, but not limited to, ways to improve the transition planning process for students 14 years of age or older, and to develop partnerships with, and increase participation by, public and private employers and job developers.
- Identify existing sources of employment data and recommending goals for, and approaches to measuring progress in, increasing integrated employment and gainful employment.

What the Committee Does (continued)

- Identify existing sources of consumer data that can be used to provide demographic information, including, age, gender, ethnicity, types of disability, and geographic location of consumers, and that can be matched with employment data to identify outcomes and trends of the Employment First Policy.
- Recommend goals for measuring employment participation and outcomes for various consumers within the system.
- Recommend policy changes for increasing the number of individuals in integrated employment who earn wages at or above minimum wage, including, recommendations for improving transition planning and services for students who are 14 years of age or older.

Questions?

February 4, 2021

AGENDA ITEM 5.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Approval of September 2020 Minutes

Members will be presented with the draft minutes from the September 29, 2020 meeting for consideration.

Action Recommended

Approve September 2020 minutes.

Attachments

September 29, 2020 Meeting Minutes



DRAFT

Employment First Committee Meeting Minutes September 29, 2020

Attending Members

Cindy Chiu (DOR)
Sarah Issacs (DRC)
Michael Clay (DDS)
Olivia Raynor (UCLA)
Steve Ruder (UCD)
Nick Wavrin (CDE)
Wesley Witherspoon (SA)
Larry Yin (USC)

Others Attending

Aaron Carruthers
Charlotte Endres
Cindy Smith
Lea Park-Kim
Matt Traverso
Robin Maitino-Erben
Beth Hurn
Caycee Rickets
Ryan Duncanwood
Sue Digre
Marbell Gomez-Davidson

Others Attending (cont.)

Tracey Marquart
Czarina Navarro
Abigail Espericueta
Todd Rubien
Wiley Shepherd
Jayne Williams
Glynda Givens
Alex Rivin
Irene Cormande
Gerardo Lopez
Arturo Cazares
Raul Sanchez
Matoria Filipovich
Kathy Brian
Sonya Bingaman
Tobias Weare
Scarlett von Thenen
Mary Ellen Stives
Yolanda Cruz
Tania Morawiec
Midhun Tripuraneni

Others Attending (cont.)

Oahn Vuong
Crystal Nevosh
Gary Studebaker
Edward Amey
Nick Webb
Cindy Le
David Einhorn
Debra Jorgensen
Elizabeth Jinzo
Pam Redding
Ivan Arce
Robinson Cole
Alex Nuckols
Vivian Huan
Odulia Juarez
Marianne Sullivan
Allison Cameron Gray
Pamela Albonni
Bill Pelterr
Zak Ford

1. CALL TO ORDER

Chairperson Wesley Witherspoon (SA) called the meeting to order at 11:13 a.m.

2. ESTABLISH QUORUM

A quorum was established.

3. WELCOME/INTRODUCTIONS

Members and others introduced themselves.

4. **PUBLIC COMMENTS**

Debra Jorgensen with the California Association of People Supporting Employment First provided public comment requesting that State Council and other relevant partners collaborate to consider legislation to phase out 14C in California.

5. **APPROVAL OF THE JULY 30 2020 MEETING MINUTES**

It was moved/seconded (Ruder/Raynor) and carried to approve the July 30, 2020, meeting minutes as presented. (Abstain: Clay: all others present voted in favor. See page one for members in attendance.)

6. **GETTING PEOPLE BACK INTO THE WORKFORCE**

Committee Chair Witherspoon asked the Council's Public Information Officer, Lea Park-Kim to highlight the Council's activities relating to National Disability Employment Awareness Month (NDEAM) before turning it over to other committee members to highlight their agency's activities.

Following Ms. Park-Kim's highlights, Committee member Olivia Raynor requested that the Council think about linking its activities to improving outcomes in supporting reintegration into the workforce.

7. **POLICY PLATFORM**

At the September 2020 Council meeting, Councilmembers requested edits to the employment section of the Policy Platform. Deputy Director Cindy Smith incorporated the requested changes and presented them to the Committee for consideration. Those changes can be found on page 12 of the packet.

Following their review, members made minor changes. The suggested language for the employment section of the Policy Platform is as follows:

“EMPLOYMENT AND ECONOMIC SELF-SUFFICIENCY

Every person with a developmental disability should have the opportunity to be employed in competitive integrated employment (CIE). CIE means full or part time work at minimum wage or above, with wages and benefits similar to those without disabilities, fully included with co-workers without disabilities, and located in the community. California must invest in systems change efforts that will result in a measurable increase in CIE for people with I/DD. This priority is consistent with California's Employment First Law that states CIE is the priority outcome for working age individuals with I/DD regardless of the severity of their disability.

Policies, service delivery practices, and financing must set expectations for CIE, microenterprise training, and/or self-employment. Individuals with I/DD must have access to information, benefits counseling, transition planning, job training, and inclusive post-secondary education. Adequate provider rates must be established for the provision of services and to incentivize quality and inclusive employment outcomes.

Employers must be engaged, prepared, and supported to employ individuals with I/DD. New or expanded pathways to CIE, including apprenticeships and internships, must be developed and supported for all individuals with I/DD regardless of severity of disability. The Council supports the phasing out and elimination of subminimum wage and/or segregated employment for all individuals with I/DD.”

It was moved/seconded (Raynor/Isaacs) and carried to adopt the changes made above. (Motion passed by acclamation. See page one for members in attendance.)

8. FEDERAL AND STATE LEGISLATIVE AND REGULATORY UPDATES

Deputy Director Cindy Smith provided updates on federal and state legislative and regulatory issues relating to employment for people with disabilities. The report included updates on the federal COVID relief package.

9. UPDATE ON CIE BLUEPRINT IMPLEMENTATION

Blueprint partners Cindy Chiu and Nick Wavrin provided a verbal update on the implementation activities since the last meeting.

10. UPDATE ON THE IMPLEMENTATION OF THE DATA SHARING LEGISLATION

Cindy Smith reported that Committee member Michael Luna submitted new data to the Council approximately two weeks prior to the meeting. This data has been updated on the Council’s website.

11. WORKGROUP UPDATES

Committee member Olivia Raynor provided an update on the work the Data Workgroup has completed since the last EFC meeting and requested that members provide input via email to Robin Maitino-Erben on data they would like to see on the data dashboard by October 7th.

12. **2020 EFC REPORT TIMELINE**

The Committee developed a timeline and assigned responsibility to each section. Report responsibility is divided as follows:

EFC Report Sections

- Executive Summary (write once the rest of the report is written) – Sarah
- Impact of COVID on Employment (CIE) – Olivia Raynor
 - Impact of any federal and state legislation
- Federal Policies Impacting CIE in California – Cindy Smith – will provide standard language
 - This section is for a broader landscape that impacts the Committees work. Settings Rule extended to 2023.
 - US Civil Rights Report
- State Policies Impacting CIE in California – Cindy Smith – standard language
- Data Trends in Competitive Integrated Employment (CIE) - Larry Yin, Blueprint Partners and Matt
- State and Local Implementation of Policies for CIE (Blueprint Partners) Internship Programs, Success, Opportunities and Challenges (what internships do you want to highlight)
 - Systemic on improving CIE (Local Planning Agreements)
 - Internship Success Story (have a variety of stories)
- Client Success Story (State Internship Program for LEAP, Paid Internship Program, Workability, on the job training opportunities) – All members – Steve Ruder will assist
- New Legislative Efforts in 2020 – Cindy Smith, Matt Traverso, Sarah Isaacs
- EFC's Activities in 2020 – Summaries of workgroup and committee work – Robin Maitino
- Recommendations
- Appendices – Robin Maitino

13. **2021 EFC PRIORITIES**

Members created an outline of targeted issues to work on at each meeting in 2021 so that the activities of the Committee better link to recommendations in the 2021 EFC report. After much discussion, the four-targeted issues selected.

- Data
- Service Delivery System
- Emerging Practices
- Education and Training

14. **MEMBERS UPDATES**

This agenda item is a newly established standing item to allow Committee members the opportunity to share items related to CIE that were not otherwise covered during the meeting.

During updates, Committee member Steve Ruder shared the below hyperlinks.

I4CP Publication: <https://www.i4cp.com/press-releases/49-of-organizations-hire-people-with-intellectual-and-developmental-disabilities-but-81-in-the-u-s-remain-unemployed>

ICI Issue 31: https://www.communityinclusion.org/pdf/TO31_F.pdf

15. **NEXT MEETING AND ADJOURNMENT**

The meeting dates for 2021 are February 4th, May 6th, July 22nd and October 7th. The meeting was adjourned at 2:01 p.m.

February 4, 2021

**AGENDA ITEM 6.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Getting People Back into the Workforce

This is a standing agenda item which highlights what different agencies/organizations are doing to get people back into the workforce in light of the COVID-19 pandemic. At this meeting, the Chair will ask each agency/organization member to report on activities that are designed to achieve this outcome.

Attachments

None – May be handouts the day of meeting.

February 4, 2021

AGENDA ITEM 7.

POTENTIAL ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Review Draft 2020 EFC Report

Pursuant to California Welfare and Institutions Code Section 4868 (e), the Employment First Committee shall produce an annual report to the Legislature describing its work and policy recommendations.

The Committee will review the draft report and begin the comment period identified in the attached timeline.

Attachments

2020 Report Timeline

Handouts

Draft 2020 EFC Report

2020 EFC Report Timeline

<u>Start Date</u>	<u>Activity</u>	<u>Due Date</u>	<u>Responsibility</u>	<u>Notes</u>
9/29/20	<ul style="list-style-type: none"> Complete Timeline Establish Theme Assign Sections to be Drafted 		All Committee Members	
10/1/20	<ul style="list-style-type: none"> Draft Sections of Report Executive Summary (write once the rest of the report is written) – Sarah Isaacs Impact of COVID on Employment (CIE) – Olivia Raynor and *Cindy Smith <ul style="list-style-type: none"> *Impact of any federal and state legislation Federal Policies Impacting CIE in California – Cindy Smith – will provide standard language <ul style="list-style-type: none"> This section is for a broader landscape that impacts the Committees work. Settings Rule extended to 2023. US Civil Rights Report State Policies Impacting CIE in California – Cindy Smith – standard language Data Trends in Competitive Integrated Employment (CIE) - Larry Yin, Blueprint Partners and Matt State and Local Implementation of Policies for CIE (Blueprint Partners) Internship Programs, Success, Opportunities and Challenges (what internships do you want to highlight) <ul style="list-style-type: none"> Systemic on improving CIE (Local Planning Agreements) Internship Success Story (have a variety of stories) Client Success Story (State Internship Program for LEAP, Paid Internship Program, Workability, on the job training opportunities) – All members – Steve Ruder will assist New Legislative Efforts in 2020 – Cindy Smith, Matt Traverso, Sarah Isaacs 	11/18/20	See list	Send completed sections to Matt, Robin and Cindy by 11/18 to incorporate into one document.

<u>Start Date</u>	<u>Activity</u>	<u>Due Date</u>	<u>Responsibility</u>	<u>Notes</u>
	- EFC's Activities in 2020 – Summaries of workgroup and committee work – Robin Maitino - Recommendations – All - Appendices – Robin Maitino			
12/4/20	• Staff Send out Draft Report			
12/5/20	• Dec 5 th to Dec 31 st to review and provide recommendations	12/31/20		
1/15/21	• Develop February Meeting Packet		Council Staff	
2/4/20	• Review Draft Report at EFC Meeting		All Committee Members	First Committee meeting of the year.
2/4/21	• Comment Period	3/15/21	All Committee Members	
3/19/21	• All Comments Due to Council Staff	3/19/21	All Committee Members	
3/22/21	• Incorporate Final Comments	4/12/21	Council Staff	
4/12/21	• Develop May Meeting Packet	4/26/21	Council Staff	
5/6/21	• Approve Final Report at EFC Meeting		All Committee Members	Second Committee meeting of the year.
May-Jun 2021	• Council Approves Final Report	6/24/21	Council	
7/1/21	• Submitted to the Legislature		Council Staff	
July 2021	• Distribute to Stakeholders.		Council Staff	

February 4, 2021

AGENDA ITEM 8.

POTENTIAL ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Workgroup Updates

Members will be provided with an update on the work the Committee's Labor Workforce and Data workgroups have completed since the last meeting.

Attachments

Overview of Data Workgroup Comments and Recommendations

LIST OF ALL CHANGES DISCUSSED SEPT – NOVEMBER

Overview of Input Effecting All Sections

- Make sure everything is in plain language
- Ensure Data matches the narrative
- Delete duplicative information
- Verify data sources (data source changed in 2016?)
- Make Data Interactive
- Ensure Graphics clearly depict what is being reported
- Create universal template to be updated
- Create Glossary of Terms that is displayed on right of each section
- Reduce number of clicks to get to information
- Change client and consumer to persons served and define what that means
- Narratives need to be strong, include background and clearly identify goal of data being reported.
- Instead of lengthy text, use bullets where ever possible.

9/21 Input on Data Dashboard

- Continuous employment would be useful to have.
- Interactive and not static (up-to-date)
- Choice of data vs. narrative, is that possible (e.g., filters for data or narrative for certain data) – Emily will ask about tools
- What we are using now is static charts (can we use Tablu)
- **9/21 Action: take language on front page of dashboard to full committee to review for plain language..**
- Ensure that the graphics depict clearly what the data is. Where is the data coming from, be clear on dashboard (e.g., NCI, Cedar, etc.) How often does the data provider give data?
- Committee should create a template so that the only thing that need updated is numbers.
- Some data is available in the Blueprint report (wage data).
- Data that Arturo spreadsheet has, type of internship, job support, (what is sharable)
- OCRC is able to provide two types of data that can be useful (one from the provider and one from the client).
- Have glossary of terms on a left bar instead of on own page.
- Front page narrative responsibility division: **Wage Gap (Olivia); Where People Are Served (Michael); Calif. Employment Rate (Cindy); How Many Receive Wages (Arturo); Average Monthly Earnings (Sarah); Education (Cindy)**
- Delete Duplicative data

10/12 Input on Wage Gap, Average Monthly Earnings and Education sections of the data dashboard.

General Comments for all sections: There are a lot of clicks to get to the data, need to reduce. Narratives need to include background/strong introductions and need to provide why the data is there. Be sure to point to (cite) where different data is kept/came from. Use consistent terms throughout (e.g., persons served vs. consumer/client) and define them. Perhaps add definitions to left or right of page. Clarify goal with each statement that is made in narratives. Consensus that we are looking for more information that is currently on dashboard.

Section related comments:

Wage Gap

Is “Wage Gap” the best name for this section, this is showing more of wage comparisons? Wage Gap infographic needs to be bar graph or something clearer than what is currently there. Robin will look for BRC infographics.

Instead of lengthy text, use bullets. Suggested bullets for this section are:

- EDD Average Reported Wage (WAA)
- EDD Reported Wage for Persons Served by Regional Center
- EDD Reports on Sub-Minimum Wage

Should we delete some information? Preference in using line graph for employment services. Should we compare NCI and EDD data.

Average Monthly Earnings

Find out how many people took the survey. Definition of “Other Consumers” section is being clarified by Michael.

Compare data by regional center using DDS information and highlight those RCs that are showing higher earnings/employment rates. They can be used for as best practices for other RCs that need assistance. How can we get data on self-employment, need to be clear that data does not reflect self-employment. Need to use data to show trends over time.

CA Employment Rate

Get rid of repetitive/duplicative information in section. Clarify labor force participation. Verify employment rate of 74.7% (seems high). This is a good section to make statement to advocate for job support and how it can be an important step to get people to work. Use the data reported in the section in the Committee’s annual report.

11/3 Sections reviewed and comments

Continued Discussion:

Wage Comparison

Possible category names

POSSIBLE NEW HEADING NAMES:

Hourly average and hours worked.

Wages for person served by RC

People Employed through PIP

What are the comparisons we want to show? What are the differences within services if possible (e.g., work supported vs work activity)? Arturo noted that regardless of service type, the wage are about the same. Also, need big picture, that would be interesting to policy makers.

What categories within Wage Comparison?

Sub-Category under Wage Gap - Average Monthly Earnings Chart under See more

Do away with this chart. It doesn’t give us what we need.

Do we want to rename Supported Employment Group

We want to make sure there is a difference shown.

Should we rename “Other Consumers” or remove it?

CA Employment Rate

Is there data that ICI reports that will be useful? Be sure to cite where all data is coming from. Clarify in Column 4 that these are people served by the Cal RC system. Remove line graph and replace summary pointing out that there has been little change with link to ICI with interactive data. It would be important to note that when one number goes up, all numbers typically go up. Include in this section, a table that show Labor Force Participate

Rate and why this is an important comparison. Is this for people who got a job or both job/contract. Keep data going back to 2008 for now.

Education

Do we want to include data from all 13 categories? How helpful is this data? How aligned to student's w/o disabilities? Do we show trend data? The question was – how many students get a diploma? Outcomes piece is important to show. Include a summary. Include PSE data (check into cradle to career data effort). What are we doing to prepare people for work? Cindy will talk to Matt

11/13 Create a cumulative record of changes requested for Olivia and others on workgroup.

Flag information that may be missing.

“How Many Received Wages” report data from 2016 forward. (Column 4 – Arturo Graph) Statewide average for persons receiving RC service for each quarter. This doesn't adequately capture data (EDD started to report the data/change in data source). Formula that average was calculated by isn't accurate, so we need to change language on data sources. Michael Luna will look into that further and get back to us source to make sure the footnote is accurate. See notes in Arturo document.

“Average Monthly Earnings” Sarah cleaned up to make sure it was in plain language. It's not meaningful to have average monthly earnings. Stick to average annual wage. Do we have a chart that shows subminimum wage or do we say, this excludes people making subminimum wage? Change client/consumers to *individual receiving services* throughout all sections.

Next Steps

Robin will put together a record of all changes and send to Olivia before sending to Workgroup. Once all changes are approved by WG members, staff will make sure all changes are consistent and in plain language before doing a mock up to show to Workgroup members. Once approved by WG, the full Committee will approve.

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AGENDA ITEM 9.

POTENTIAL ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2021 Target Priorities

At the September 29, 2020 EFC meeting, members created an outline of targeted issues to work on at each meeting in 2021 so that the activities of the Committee better link to recommendations in the 2021 EFC report.

At this meeting, members will begin their targeted discussion and provide recommendations on or more of the four-targeted issued selected.

1. Data
2. Service Delivery System
3. Emerging Practices
4. Education and Training

Attachments

None – May be handouts the day of meeting.

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**AGENDA ITEM 10.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Federal and State Legislative and Regulatory Updates

Aaron Carruthers with the State Council on Developmental Disabilities will provide an update on federal and state legislative and regulatory issues relating to employment for people with disabilities.

Attachments

Summary Highlights from President Biden’s Disability Plan

Handouts

May be additional handouts the day of the meeting.

President Joe Biden released a 20+ page document that outlines his approach to ensure full participation and equality for people with disabilities. For an electronic version of this document, you can visit <https://joebiden.com/disabilities/>. Below are some highlights from his plan.

Highlights from the Biden Plan for Full Participation and Equality for People with Disabilities

- Ensuring people with disabilities are included in policy development by creating a senior position in the White House dedicated to disability community engagement and policy coordination
- Fully implementing the Help America Vote Act, including the section championed by Biden requiring that voting systems be accessible for people with disabilities
- Immediately revoking the Trump Administration's public charge rule, which discriminates against immigrants with disabilities.
- Guaranteeing access to high-quality, affordable healthcare, including mental health care, and expand access to home and community-based services and long-term services and supports
- Increasing funding for NIH.
- Providing greater access to home and community-based services and long-term services and supports in the most integrated setting appropriate to each person's needs.
- Working with Congress to secure permanent reauthorization of and investing in the Money Follows the Person (MFP) program.
- Investing in the direct care workforce and increasing the minimum wage to \$15 per hour and provide federally-funded paid leave.
- Providing support for direct care workers to engage with consumers to develop appropriate training and career opportunities to improve community living services.
- Expanding competitive, integrated employment opportunities for people with disabilities
- Safeguarding workers with disabilities' rights to workplace accommodations and equal employment opportunity.
- Phasing out the subminimum wage.
- Enforcing the integrated employment provisions of the Workforce Innovation and Opportunity Act consistent with the regulations issued by the Obama-Biden Administration in 2016, directing resources under the vocational rehabilitation program to be used for people with disabilities seeking competitive, integrated employment.

- Protecting and strengthening the economic security for people with disabilities by increasing the benefit level for people receiving SSI.
- Eliminating the five-month waiting period for SSDI and two-year waiting period for Medicare.
- Reforming the SSI program so that it doesn't limit beneficiaries' freedom to marry, save, or live where they choose.
- Expanding access to high-quality early childhood supports and education.
- Ensuring educators and schools have the resources to educate students with disabilities.
- Addressing the disparities in school discipline, including suspension, expulsion, and segregation.
- Ensuring that students of color are not inappropriately identified as having disabilities, while also ensuring that students of color with disabilities have the support to succeed.
- Supporting transition to employment for youth with disabilities, including post-secondary education for students with disabilities. Biden has released a bold plan for education and training beyond high school that is designed to ensure that all students get the education and training they need to be successful.
- Expanding access to accessible, integrated and affordable housing, transportation (including para-transit), and assistive technologies and protect people with disabilities in emergencies
- Promoting universal design and affordable, accessible public and private transportation

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**AGENDA ITEM 11.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Update on CIE Blueprint Implementation

Cindy Chiu with the Department of Rehabilitation, Michael Luna with the Department of Developmental Services, and Nick Wavrin with the Department of Education will provide a report on the progress of the Blueprint Implementation across the Departments.

Attachments

None – May be handouts the day of meeting.

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**AGENDA ITEM 12.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Update on the Implementation of the Data Sharing Legislation

Committee members will receive any implementation updates available on the data sharing legislation.

Attachments

None – May be handouts the day of meeting.

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**AGENDA ITEM 13.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Member Updates

This is a new agenda items to allow members to provide local and/or agency updates on activities related to the employment of people with developmental disabilities.

Attachments

None – May be handouts the day of meeting.