



NOTICE/AGENDA

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

This is a teleconference and zoom meeting only. There is no physical location being made available to the public. Per [EXECUTIVE ORDER N-29-20](#), teleconferencing restrictions are waived during the COVID-19 pandemic. Therefore, Committee members are not required to list their remote locations and members of the public may participate telephonically or by Zoom from any location. Accessible formats of all agenda and materials can be found online at www.scdd.ca.gov.

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MEETING ID: **935 6684 7127**

PASSWORD: **594468**

JOIN BY TELECONFERENCE: (VOICE ONLY)

CALL IN NUMBER: **888-475-4499**

MEETING ID: **935 6684 7127**

DATE: May 6, 2021

TIME: 10:30 AM – 4:00 PM

COMMITTEE CHAIR: Wesley Witherspoon

Item 1. CALL TO ORDER

Item 2. ESTABLISH QUORUM

Item 3. WELCOME AND INTRODUCTIONS

Item 4. PUBLIC COMMENTS

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.

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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.

May 6, 2021

AGENDA ITEM 5.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Approval of February 2021 Minutes

Members will be presented with the draft minutes from the February 4, 2021 meeting for consideration.

Action Recommended

Approve February 2021 minutes.

Attachments

February 4, 2021 Meeting Minutes



DRAFT

**Employment First Committee Meeting Minutes
February 4, 2021**

Attending Members

Cindy Chiu (DOR)
Sarah Issacs (DRC)
Michael Luna (DDS)
Wilbert Francis (UCLA)
Kara Ponton (SA)
Steve Ruder (UCD)
Nick Wavrin (CDE)
Wesley Witherspoon (SA)

Members Absent

Larry Yin (USC)

Others Attending

Aaron Carruthers
Charlotte Endres
Cindy Smith
Lea Park-Kim
Matt Traverso
Robin Maitino-Erben
Beth Hurn
Tania Morawiec
Vivian Haun
Pamela Pearls

1. CALL TO ORDER

Chairperson Wesley Witherspoon (SA) called the meeting to order at 11:07 a.m.

2. ESTABLISH QUORUM

A quorum was established.

3. WELCOME/INTRODUCTIONS

Following member and public introductions, Committee Chair Wesley Witherspoon provided a brief overview of the Committee's history and purpose for the new members.

4. PUBLIC COMMENTS

None.

5. APPROVAL OF THE SEPTEMBER 2020 MEETING MINUTES

It was moved/seconded (Ruder/Luna) and carried to approve the September 29, 2020, meeting minutes as presented. (Abstain: Francis, Ponton: all others present voted in favor. See page one for members in attendance.)

6. GETTING PEOPLE BACK INTO THE WORKFORCE

The Department of Rehabilitation, the California Department of Education and the Department of Developmental Services provided updates on their activities that are focused on getting people back to work.

7. REVIEW 2020 EFC REPORT

Staff members Cindy Smith and Matt Traverso presented the completed portions of the draft report to members for comment and input. Members then went into breakout sessions to brainstorm and work on the remaining, unfinished sections of the report. Following the breakouts, members presented their ideas and were told that the final draft incorporating the feedback received would be sent out the week of February 16th and that members would be given one month to provide final comments and suggestions for report recommendations. Committee Chair Witherspoon stated that final comments are due by March 19th and that the final draft of the report would be considered at the May 6th Committee meeting.

8. WORKGROUP UPDATES

Members were provided with updates on the Labor Workforce and Data Workgroups. Staff members Ms. Smith and Mr. Traverso stated that the work of the Labor Workforce Workgroup is on hold pending the appointment of a new agency secretary. The work of the Data Workgroup continues to move in a positive direction as workgroup members identify data that would be most useful and relevant in determining barriers to competitive integrated employment (CIE) and outcomes.

9. 2021 TARGET PRIORITIES

At the September 29, 2020 meeting, members identified 1) Data; 2) Service Delivery System; 3) Emerging Practices; and 4) Education and Training as the targeted issues to work on in 2021. At this meeting, members agreed that at least one of these categories would be focused on at each meeting in 2021. The findings from these discussions would then be used to assist the Committee in creating subsequent recommendations to the legislature in the 2021 EFC report.

Deputy Director Tania Morawiec discussed the possibility of the Committee applying for the ASPIRE grant via ODEP. ASPIRE supports the implementation of an evidence based practice (IPS) that help people with mental health issues and I/DD find and maintain employment. The grant opportunity is due by February 24th.

10. FEDERAL AND STATE LEGISLATIVE AND REGULATORY UPDATES

Committee members were provided updates on federal and state legislative and regulatory issues relating to employment for people with disabilities. The report included updates on the new administration as well as the latest on the federal COVID relief package.

11. UPDATE ON CIE BLUEPRINT IMPLEMENTATION

The Blueprint partners provided a verbal update on the implementation activities since the last meeting.

12. UPDATE ON THE IMPLEMENTATION OF THE DATA SHARING LEGISLATION

Nothing new to report since the September 29, 2020 meeting.

13. MEMBER UPDATES

This standing item allows Committee members the opportunity to share items related to CIE that were not otherwise covered during the meeting.

Committee member Steve Ruder reported that the MIND Institute is engaging in an onsite experience that allows 12 students to be admitted to campus, live onsite and have inclusive experience on campus. This experience allows people with I/DD the opportunity to learn about and/or engage in internship and other employment resources/opportunities. Mr. Ruder also requested that captioning be made available at future meetings.

Committee member Sarah Isaacs reported that her unit is hosting CIE clinics with regional center clients interested in learning about resources. These clinics are available in English and Spanish. Ms. Isaacs also reported that her agency is working on legislation that would phase out subminimum wage.

Committee member Wilbert Francis reported that Tarjan hosted a college-to-career student social across 8 campuses. The purpose of this was to give students an opportunity to come together and be inspired by each other's lived experiences.

Committee Chair Wesley Witherspoon expressed his appreciation for all everyone is doing.

14. NEXT MEETING AND ADJOURNMENT

The next meeting is May 6, 2021. The meeting was adjourned at 2:41 p.m.

May 6, 2021

**AGENDA ITEM 6.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2021 Target Priorities Update

The purpose of this agenda item is to provide members with an update on the below listed 2021 Target Priorities chosen at the September 29, 2020 EFC meeting. At that 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.

In February, members began a targeted discussion on an approach to highlight one-to-two of these priorities at each meeting. This meeting will highlight what DRC is doing in the way of recovery efforts from the economic crisis of the COVID-19 pandemic and how Wesley Witherspoon, Chair of the Employment First Committee, is helping. The Committee will also hear about an innovative employment model called the Individual Placement and Support (IPS) model. Both of highlighted topics can be linked to the Committee's emerging practices priority (priority #3).

Before the conclusion of the meeting, the Committee will also identify a date for the next Data Workgroup meeting to occur (priority #1).

2021 Targeted Priorities

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

Attachments

None – May be handouts the day of meeting.

May 6, 2021

**AGENDA ITEM 7.
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, Committee Chair Wesley Witherspoon and Deputy Director Tania Morawiec will highlight the work of the Council's federal partner and agency member, Disability Rights California (DRC).

DRC is hosting a 3-day summit focused on building back a better, more inclusive economy as California recovers from the economic crisis of the COVID-19 pandemic. This 3-day summit will be comprised of four two-hour virtual sessions including keynote speakers, panels and engaging break-out room discussions. Speakers include Governor Gavin Newsom Congresswoman Barbara Lee, as well as our very own Committee members Wesley Witherspoon and Olivia Raynor.

The objective of the summit is to identify existing best policies and practices and help California set an agenda for long-term economic capacity that promotes equitable and sustainable employment of all people with disabilities, and address the needs of intersectional communities most impacted by COVID-19 as well as individuals with intellectual, developmental and other significant disabilities in the competitive labor force. The expected outcomes include, expanding the vision and policy of Employment First to have more impact and to reach a broader and more diverse cross-section of the disability community. Chair Witherspoon is hoping the summit's results, among other things, as an opportunity to increase CIE opportunities and engage business.

Attachments

None – May be handouts the day of meeting.

May 6, 2021

**AGENDA ITEM 8.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Individual Placement and Support (IPS) Presentation

Committee members will hear from speakers about the IPS. IPS is an evidence based practice that helps people who have disabilities find and maintain employment. This model is being used in several counties throughout the State, such as Los Angeles, Kern, Solano, San Diego and Alameda County. This model serves with people who have co-occurring mental health and intellectual and developmental disabilities.

The 8 guiding principles of the model are:

1. Zero Exclusion
2. Integrated with Mental Health
3. Achieve Competitive Integrated Employment
4. Personalized
5. Rapid job search approach
6. Employment Specialist work with Consumers and Employers based on consumer preference
7. Consumer work preferences are a priority
8. Follow along supports are continuous

Attachments

None – May be handouts the day of meeting.

May 6, 2021

AGENDA ITEM 9.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Approve 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 final draft report, finalize the recommendations and update the DDS data and CIE Blueprint portions of the report.

Action Recommended

Approve the final draft of the report, pending final comments.

Attachments

2020 Report Timeline

Final Draft 2020 EFC Report

Handouts

Could be handouts the day of the meeting

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"> o *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"> o This section is for a broader landscape that impacts the Committees work. Settings Rule extended to 2023. o 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"> o Systemic on improving CIE (Local Planning Agreements) o 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	<ul style="list-style-type: none"> Staff Send out Draft Report 			
12/5/20	<ul style="list-style-type: none"> Dec 5th to Dec 31st to review and provide recommendations 	12/31/20		
1/15/21	<ul style="list-style-type: none"> Develop February Meeting Packet 		Council Staff	
2/4/20	<ul style="list-style-type: none"> Review Draft Report at EFC Meeting 		All Committee Members	First Committee meeting of the year.
2/4/21	<ul style="list-style-type: none"> Comment Period 	3/15/21	All Committee Members	
3/19/21	<ul style="list-style-type: none"> All Comments Due to Council Staff 	3/19/21	All Committee Members	
3/22/21	<ul style="list-style-type: none"> Incorporate Final Comments 	4/12/21	Council Staff	
4/12/21	<ul style="list-style-type: none"> Develop May Meeting Packet 	4/26/21	Council Staff	
5/6/21	<ul style="list-style-type: none"> Approve Final Report at EFC Meeting 		All Committee Members	Second Committee meeting of the year.
May-Jun 2021	<ul style="list-style-type: none"> Council Approves Final Report 	6/24/21	Council	
7/1/21	<ul style="list-style-type: none"> Submitted to the Legislature 		Council Staff	
July 2021	<ul style="list-style-type: none"> Distribute to Stakeholders. 		Council Staff	

Report of the Employment First Committee for 2020

Executive Summary

This is the 2020 annual report of the Employment First Committee (EFC) convened by the State Council on Developmental Disabilities. EFC is tasked with advancing competitive integrated employment (CIE) for people with developmental disabilities by identifying: 1) the respective roles and responsibilities of state and local agencies; 2) strategies and best practices for increasing employment, including transition practices; 3) sources of employment data and recommended approaches for measuring progress; 4) demographic data that can be matched to employment outcomes; and 5) goals for measuring employment participation and outcomes for various people with developmental disabilities across service systems.

The world has changed a great deal over the past year as a result of the COVID-19 pandemic. In California and across the nation, unemployment rates are at record highs. Those rates are significantly higher when focusing on people with disabilities. However, as California begins to open up and build back, we are presented important new opportunities to achieve meaningful change. To that end, sub-committees of the EFC have made recommendations to the Governor's Taskforce on Business, Jobs and Recovery. We also provided recommendations to the California Labor and Workforce Development Agency to help ensure that people with intellectual and developmental disabilities are considered and included in efforts to rebuild. Additionally, we reviewed the State of California Developmental Disabilities System Employment Data Dashboard and made recommendations on how to enhance the accessibility of the information.

Even before COVID-19 the majority of working age adults with developmental disabilities remained unemployed or underemployed. We recognize that now, more than ever, California has the opportunity to become a national leader in CIE. Although California has a strong Employment First Policy, it has not yet been fully actualized. Some of the current barriers include: 1) insufficient measurable outcome data that allow for an evaluation of effective practices for CIE; 2) shortfalls in employment service provider availability and retention; and 3) insufficient availability of comprehensive benefits planning and education for individuals and families.

This report discusses some of the efforts that have been undertaken in 2020 to address these barriers and includes policy recommendations for the Legislature and Administration to meet these challenges.

Impact of COVID on Employment

The COVID-19 Pandemic, which began roughly in March of 2020, threw the nation into a economic recession unlike any seen before due to the immediate nature of the reaction. Workers throughout the United States went from being employed to temporarily furloughed or unemployed almost overnight. In fact, the number of unemployed persons increased from 15.9 million to 23.1 million in the month of April, according to the Bureau of Labor Statistics. Additionally, this data shows that, if using February 2020 as the baseline for pre-pandemic employment status, the employment status of people with disabilities decreased by 18.8% compared to 15.5% for people without disabilities between February and April. The statistics also show that individuals with disabilities did not bounce back to the same degree as people

without disabilities: in June 2020, 12.1% fewer people with disabilities were employed than in February 2020 compared to 9.5% of people without disabilities. Lastly, when using the same metric for February to October, the data shows that 8.5% fewer people with disabilities were employed in October of 2020 compared to February 2020 compared to only 4.7% of people without disabilities. This information shows that individuals without disabilities were almost twice as likely (8.5% to 4.7%) to rebound from the Pandemic as people with disabilities.¹

Federal Policies Impacting CIE in California

The ongoing implementation of federal policy changes are moving California to realize improved employment outcomes in the future. The following highlights those changes.

Home and Community Based Services (HCBS) Settings Rule

- In 2014, the Centers for Medicaid and Medicare Services (CMS) published a final HCBS Settings Rule which states in part that residential and non-residential programs must provide services in the most integrated setting by March 2022. Given the COVID-19 pandemic, the deadline for implementation was moved to March 2023. California received initial approval for its plan in 2018 and is working towards final approval.

Workforce Innovation and Opportunity Act (WIOA)

- In 2014, WIOA was signed into law and superseded the Workforce Investment Act of 1998, amended the Wagner-Peyser Act, the Adult Education and Family Literacy Act, and the Rehabilitation Act. For people with disabilities, WIOA created a presumption of employability in CIE. For individuals with disabilities under age 25, it established strict requirements that must be met before a person can be placed in subminimum wage employment. The WIOA core partners are working on their shared commitment to CIE and are either in the process of phasing out or no longer placing people in subminimum wage employment. WIOA also focuses on ensuring that youth in transition from school to employment or post-secondary education are provided pre-employment transition. It also ensures that adults with disabilities in segregated and/or subminimum wage employment receive information about options to become employed in CIE. In early 2020, California submitted its draft Unified Strategic Workforce Development Plan (State Plan) for 2020-2023. The State Plan “represents agreement among partners identified in WIOA and serves as the framework for the development of public policy, fiscal investment, and operation of the state workforce and education system.”

Achieving a Better Life Experience (ABLE) Act

- In 2014, the ABLE Act was signed into law and allows people with disabilities under the age of 26 and their families to set up a special savings account to pay for disability-related expenses which are not taxed. The funds in the ABLE account are also not generally considered for the Supplemental Security Income (SSI) program or Medicaid and other federal means-tested benefits. In December 2018, California launched its program.

Strengthening Career and Technical Education for the 21st Century Act

- In 2018, the *Strengthening Career and Technical Education for the 21st Century Act* was signed into law which reauthorized and amended the *Carl D. Perkins Career and*

¹ https://www.statedata.info/sites/statedata.info/files/files/DN_69_D2.pdf

Technical Education Act of 2006. The Act provides expanded opportunities for all students, including students with disabilities, to explore, choose, and follow career and technical education programs of study and career pathways. In early 2020, California submitted its draft Strengthening Career and Technical Education for the 21st Century Act State Plan.

In addition, in 2020, the U.S. Civil Rights Commission issued a report, *Subminimum Wages: Impacts on the Civil Rights of People with Disabilities*.² The overarching finding in the report is that Congress should repeal 14(c) of the Fair Labor Standards Act, that allows for the payment of subminimum wage, with a planned phase-out period that will allow time for providers and people with disabilities to transition services. The Commission's research concluded that "Section 14(c) is antiquated as it was enacted prior to our nation's civil rights laws, and its operation in practice remains discriminatory by permitting payment of subminimum wages based on disability without sufficient controls to ensure that the program operates as designed "to the extent necessary to prevent curtailment of opportunities for employment."³

State Policies Impacting CIE in California

The State's policies impacting CIE are also being strengthened. This began in 2013 when California adopted its Employment First Policy (AB 1041 [Chesbro]). The policy states in part:

In furtherance of the purposes of this division to make services and supports available to enable persons with developmental disabilities...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. This policy shall be known as the Employment First Policy (Welfare and Institutions Code 4869(a)(1)).

Adopting the Policy was a critical step in beginning to develop the framework that ensures that CIE be given the highest priority, regardless of the severity of disability, in California. The following highlights additional progress made during this report period.

Self-Determination Program (SDP)

In 2013, the SDP (SB 468 [Emmerson]) was signed into law. SDP provides people with developmental disabilities receiving Regional Center services the option to choose their service providers. The SDP launched in the fall of 2018 and is in the third year of a three-year phase-in process for 2500 people with developmental disabilities. As of December 2020, there 447 participants receiving services through the SDP.

Data Trends in Competitive Integrated Employment (CIE)

Access to comprehensive data within and across systems is the cornerstone of evaluating and identifying barriers to achieving CIE. California continues to experience gaps in the ability to collect and analyze comprehensive data requiring stakeholders to rely on multiple data systems to create a holistic portrait of the barriers and achievements related to CIE.

² <https://www.usccr.gov/pubs/briefing-reports/2020-09-17-Subminimum-Wages.php>

³ Id. at pg. vii citing 29 U.S.C. §214(c).

California, like the rest of the United States, continues to see minimal change in the employment participation and unemployment rates for people with disabilities. People with disabilities continue to be much more likely to be unemployed or under-employed than people without disabilities.

A secondary analysis of the American Community Survey reported in 2019, the employment rate of working-aged people with disabilities was 38.9 percent compared to 78.6 percent of working-aged people without disabilities.⁴ A gap of 39.8 percent that has remained relatively unchanged from 2018 to 2019.⁵ Also, in 2019, 25.9 percent of working-aged people with disabilities were living in poverty compared to 11.4 percent of working-aged people without disabilities.⁶ A gap of 14.5 percent.⁷ In California in 2018, the percentage of working-aged people with disabilities who were not working but actively looking for work was 7.9 percent compared to 17.5 percent of working-aged people without disabilities.⁸

In 2017, the Department of Developmental Services reported that 14.5 percent of working-aged people with developmental disabilities who are receiving services through the Regional Centers were working compared to 14.2 percent in 2016.⁹ In 2017, 23,265 Regional Center clients received wages.¹⁰ The average monthly Regional Center clients' wage was \$725.¹¹ This calculation is made based on quarterly earnings to EDD, and if annualized, this amount is significantly below the federal guidelines in 2019 for one person at \$12,490.

SIDEBAR: Internship Success Stories! *(Have photos of participants too)*

Terry K. is a young man with a developmental disability. His dream job was to work as a Chef. He was able to intern at Eskaton in Sacramento county with a passionate group of Chefs and kitchen staff through the Paid Internship Program. After the PIP, he was hired permanently as a Dietary Aide in another Facility. Terry says "I work in an Assisted Living place for Senior Citizens: I work in the kitchen. I wash dishes, break down boxes and do some housekeeping like sweeping/mopping and help the Chef's with food preparation. I like the people I work with" and the best moments are "when I get to serve food to the residents". "I like having a good job!" Terry is thankful for the PIP opportunity, "I really love my job and love my coworkers. I'm glad I got the chance to do my internship so I could try out the job and get hired!"

Orange County Office Intern Identifying Systemic Issues within Orange County Public Schools

Shanel Ames, SCDD PIP Intern spoke out at the Orange County Adult Transition Task Force (OCATTF) meeting to describe her experience interfacing with the various special education district offices. The OCATTF is a collaboration where leaders from education, business, service agencies and family advocacy groups come together to share resources and address programmatic concerns specific to the successful transition of individuals with disabilities from

⁴ <https://disabilitycompendium.org/annualreport> at pg. 16.

⁵ Id. at pg. 17.

⁶ Id. at pg. 15.

⁷ Id. at pg. 20.

⁸ https://www.disabilitystatistics.org/StatusReports/2018-PDF/2018-StatusReport_CA.pdf at pg. 35

⁹ <https://dds.ca.gov/rc/dashboard/employment/33>

¹⁰ Id.

¹¹ Id.

school to work and community living. Shanel was tasked to update the special education contact information for all school districts, CACs, and SELPAs in the county. She called the various districts to obtain information that was not otherwise available via website. She presented her experience to this task force of transition educators so they would be aware of the "real life" issues faced by someone with a disability in the workforce to help them better prepare their own transition students. Staff from four school districts treated her rudely by being impatient, unhelpful, and/or rude. In her words, "they would hang up on me, or in an unfriendly tone, tell me to speak louder and they became frustrated when having to spell out emails to me. In one situation, the secretary told me she wasn't interested in a fundraiser and hung up on me, twice." Following her presentation, one adult transition professional suggested that perhaps SCDD should have sent a formal letter to the school districts letting them know *in advance* that a person with a disability was going to be contacting them and what information she was attempting to gain, which was not the point of her sharing. SCDD staff confirmed the information sought was not the issue nor is it appropriate and/or necessary to notify districts in advance that a person with disability would be contacting them. This same district staff excused the behavior of the unprofessional district staff by assuming they likely conduct themselves in this way across the board. In spite of the absurd commentary from this one school district employee, Shanel said "I hope by sharing my experience, I can bring awareness of how people with disabilities are treated and that the special education departments can strive to improve their customer service to ALL callers."

AM was referred for DOR services by her Regional Center Service Coordinator. Her desired goal was to pursue clerical work. An Individualized Plan for Employment was written in support of this goal. She participated in formal training as well as clerical work experience at a local Job Center, in order to enhance her customer service and clerical skills.

She was referred to a Community Rehabilitation Program (CRP) for assistance with employment search. Her counselor additionally recommended her as a potential candidate for The State Internship Program with a large state agency in Sacramento. After initial screening, mock interviewing and resume revision by a team consisting of her DOR counselor, business specialist and PRIDE's Job Developer, she was interviewed and selected by the state agency as an Office Assistant intern. Her Regional Center Service Coordinator requested and received approval to fund the internship. The CRP trainer provided systematic instruction for each of the tasks associated with the Office Assistant position.

At the conclusion of the five-month (512 hour) internship, AM was placed on the L4 hiring list for Office Assistant-General. When a vacancy arose at the same agency following completion of internship, AM applied and was hired as an Office Assistant-General. She required minimal job coaching and was successfully transitioned to the Regional Center for follow-along. She has recently been encouraged by her manager to apply for a promotion with the same agency. Participation in the internship ensured AM gained hands-on experience learning the work of an Office Assistant, which she could later add to her resume. Her direct supervisor also became a source of professional reference as a result of the internship.

State and Local Implementation of Policies for CIE: California CIE Blueprint for Change

In 2017, the Department of Education (CDE), Department of Developmental Services (DDS), and Department of Rehabilitation (DOR) issued the California Competitive Integrated Employment (CIE) Blueprint for Change ([Blueprint](#)).

Commented [MT1]: CDE, DOR, DDS need help with finishing this section.

The Blueprint is a proactive interagency plan between CDE, DDS, and DOR to jointly identify ways to increase CIE opportunities for individuals over a five-year period using existing resources and providing a roadmap on how best to implement CIE.

In May 2020, the second CIE Annual Report was made available highlighting the work in the second year of implementation.

The report highlights state and local collaborative efforts and pathways to CIE that are making a difference in the lives of individuals with developmental disabilities and their families. Some key accomplishments during the second year of implementation that are highlighted in the report include:

The number of individuals with developmental disabilities working in CIE increased from 1,125 to 1,502.

The continued dissemination of the CIE Blueprint Written Guidance and Local Partnership Agreements (LPA) Template. An LPA identifies how Local Educational Agencies, DOR Districts, Regional Centers, and other stakeholders will work together to streamline service delivery and engage their local communities to increase opportunities for CIE. In 2020, 21 new LPAs between LEAs, DOR Districts, and Regional Centers were created and posted, bringing the cumulative total of LPAs to 49 and there are 5 currently under review.

The leveraging of the Senate Bill (SB) 644 Limited Examination and Appointment Program (LEAP) Internship Program resulting in two additional individuals with developmental disabilities hired as full-time permanent state employees, joining the five who were hired during state fiscal year 2017-2018.

An increased utilization of work opportunities including the following:

- 26,247 students participated in paid work experience and unpaid community-based vocational education with CDE WorkAbility I (WAI).
- 35 individuals participated in On-the-Job Training (OJT) through DOR.
- 1,420 individuals participated in a DDS Paid Internship Program (PIP)
- Provided career counseling and information and referral (CC&IR) services to over 12,029 individuals working at subminimum wage, of which over 300 applied for vocational rehabilitation (VR) services and 10 achieved CIE.
- Engaged with employers and business partners in a variety of innovative ways including the following:

- Participated in Employment Roundtables, formed Business Advisory Committees and Employer Panels and connected to Mayor's Committees to encourage businesses to hire individuals with developmental disabilities.
- Initiated regional workgroups between LPA core partners and local workforce development partners to enhance and build upon business engagements.
- The DDS approved the allocation of \$15 million to service providers who submitted a plan to become compliant with the Home and Community-Based Services (HCBS) Final Rule. 33 non-integrated employment programs were approved to use funding to modify their services to come into compliance. Since 2016-2017, 78 non-integrated programs have received funding.

New Legislative Efforts in 2020

During the 2020 legislative session, three significant pieces of legislation were sponsored by the organizations represented on the Committee. Of the three bills, SB 1062 and SB 1063 did not advance in the legislative process once the COVID-19 Pandemic began since the Legislature agreed to only focus on bills related to the Pandemic. The third bill, SB 1264, was signed into law by the Governor.

Senate Bill 1264 (Senate Committee on Human Services)

The State Council initially sponsored SB 1264 which was initially authored by Senator Hurtado. However, after the coronavirus outbreak, the bill was reformatted into the Senate Committee on Human Services' Omnibus Bill. The Governor signed the bill into law. Sections including one focusing on a one-year extension of the Limited Appointment and Examination Program's internship option were added to the original text of the bill which ensures "authorized representative" is defined throughout the Lanterman Act to include those individuals appointed under Welfare & Institutions Code section 4541(a).

Senate Bill 1062 (Durazo)

The State Council, Disability Rights California and Legal Aid at Work co-sponsored Senate Bill 1062 (Durazo) which failed to move due to the COVID-19 Pandemic. SB 1062 addressed the Fair Labor Standards Act of 1938 which allows for people with disabilities to be paid the subminimum wage. This bill would have established that the State of California would ensure that people with developmental disabilities working at a Department of Developmental Services program is paid at least minimum wage.

Senate Bill 1063 (Durazo)

The State Council, Disability Rights California and Legal Aid at Work co-sponsored Senate Bill 1063 (Durazo) which failed to move due to the COVID-19 Pandemic. Competitive Integrated Employment (CIE) is defined in the Workforce Innovation Opportunity Act (WIOA) and implements regulations. California law is not yet conformed with the federal definition. This bill would conform state statute to the federal definition of CIE in the Employment First Policy and across agencies providing services to people with developmental disabilities.

Taken together, the federal and state policy changes are very promising for improving employment outcomes for Californians with developmental disabilities.

EFC's Activities in 2020

In August 2019, Committee members completed its annual strategic planning process and identified the goals and activities to work towards completing in 2020. While Committee members strived to make progress on these activities, the COVID-19 pandemic redirected priorities that impacted the planned outcomes for 2020.

The Committee convened several workgroup meetings to identify data that would be most useful and relevant in determining barriers to competitive integrated employment (CIE) and outcomes. This included identifying the data needed to maintain a useful and informative data dashboard. The Committee is on target to release a new and improved interactive data dashboard sometime in 2021.

In light of the COVID-19 pandemic, members also convened several workgroup meetings to develop recommendations for the Governor's Task Force on Business and Jobs Recovery to ensure that people with intellectual and developmental disabilities were being considered. These recommendations were subsequently approved by the Committee and sent to the Governor's Office in June of 2020.

Additionally, the Committee began working on recommendations to ensure that people with intellectual and developmental disabilities were being considered in the work the California Labor and Workforce Development Agency is doing to get people with I/DD back to work following the pandemic.

Finally, the Committee concluded the year by creating an outline of targeted issues to work on in 2021 which will include completing the updates to the data dashboard; convening workgroup meetings to evaluate and provide recommendations to improve the service delivery system; evaluate emerging practices; and providing more education and training whenever possible.

Recommendations

The EFC recommends that California undertake the following policy changes and activities to remove barriers to CIE and create a system that more fully supports CIE across agencies and departments with the goal of having an employment participation rate for people with disabilities, regardless of the significance of their disability, that is similar to that of people without disabilities. The recommendations included in this report represent the collective input of the EFC and have not been endorsed by the individual departments and organizations listed below.

Commented [MT2]: These were the Recs that were approved in the prior year report. If anything needs to be edited, added, or otherwise please make those suggestions as you know the plan is to have a final set of Recs for the EFC to review in May.

Legislative

The State Legislature should require that any federal or state funding to employers to help businesses/agencies recover from the COVID-19 public health emergency:

- Should include a specific diversity requirement for spending the funds that would support the employment of people with disabilities.
- Should be mandated that funding cannot be used to support sub-minimum wage and/or segregated employment.
- Should include a component of required training on the Americans with Disabilities Act for all employees and contractors.

The State Legislature should allocate funding to create career pathways and training that provides direct support professionals with career advancement and credentialing to increase competency and professionalism to improve job retention and quality support for people with developmental disabilities.

The State Legislature should help prepare students with developmental disabilities for employment by expanding opportunities for post-secondary education for students with developmental disabilities within California's higher education systems (community college, state universities, and the University of California).

The State Legislature should provide funding to promote the creation and enhancement of new and innovative projects that support CIE and facilitate systems transformation away from sheltered employment and segregated day services including funding for training and technical assistance from organizations that have successfully transitioned programs to provide expertise to assist those in the process of transitioning with the goal of moving towards phasing out sub-minimum wage under 14(c) of the Fair Labor Standards Act and/or segregated employment.

The State Legislature should pass legislation to create additional tax or other incentives, such as incorporating transportation solutions and supports, for employers who hire people with developmental disabilities and retain them long-term.

The State Legislature should increase funding for access to technology for people with disabilities who need to use it to enter or retain CIE.

Administrative

DDS should adopt a tiered incentive structure to implement Welfare and Institutions Code, Section 4870 (d-g) that provides for higher incentive payments for individuals with the most significant disabilities.

DDS should continue to invest in the collection and reporting of all individual outcome data from different systems necessary to understand the factors that impact whether or not a person enters or retains CIE. DDS and the State Council should publicly report aggregate data on the Data Dashboard in a consumer friendly and accessible format so that the impact of CIE can be assessed and people with developmental disabilities and their families can make informed data-driven decisions about choosing the best pathway to CIE.

CDE, DOR, DDS and the Council should work collaboratively to launch a statewide multi-media public service campaign in traditional and social media with the goal of reducing the stigma to hiring individuals with developmental disabilities. The campaign should highlight the impact and benefits to businesses when they hire a person with a developmental disability and highlight the accomplishments of people with developmental disabilities in CIE.

CDE, DOR and DDS should continue to expand opportunities for work experience, work-based learning, career-exploration, and internship opportunities for students with developmental disabilities by increasing outreach to local businesses through partnerships with chambers of commerce.

CDE, DOR and DDS should continue their efforts to collaboratively work to streamline information sharing and service delivery planning to ensure that individuals with developmental disabilities, including those from ethnically and linguistically diverse communities, experience a service delivery system that allows for unified planning and data sharing across agencies.

The Labor and Workforce Development Agency should develop a senior level position reporting to both the Secretary of Labor and Health and Human Services Agency that is responsible for coordinating services and activities related to CIE across both agencies including the activities of the various Committees and Taskforces with responsibility for CIE.

Appendices

EFC MEMBERSHIP FOR 2020

- Wesley Witherspoon, State Council on Developmental Disabilities
- Michael Luna, Department of Developmental Services
- Cindy Chiu, Department of Rehabilitation
- Barbara Boyd, California Department of Education (Served: June 2018 through February 2020)
- Sarah Isaacs, Disability Rights California
- Olivia Raynor, UCEDD, Tarjan Center at University of California, Los Angeles
- Steve Ruder, UCEDD, University of California, Davis MIND Institute
- Larry Yin, UCEDD, University of Southern California
- Nick Wavrin, California Department of Education (Began Serving: April 2020 to present)

Statutory Responsibilities of the Employment First Committee (Welfare and Institutions Code §4868)

(a) The State Council on Developmental Disabilities shall form a standing Employment First Committee consisting of the following members:

(1) One designee of each of the members of the state council specified in subparagraphs (B), (C), (D), (F), and (H) of paragraph (2) of subdivision (b) of Section 4521.

(2) A member of the consumer advisory committee of the state council.

(b) In carrying out the requirements of this section, the committee shall meet and consult, as appropriate, with other state and local agencies and organizations, including, but not limited to, the Employment Development Department, the Association of Regional Center Agencies, one or more supported employment provider organizations, an organized labor organization representing service coordination staff, and one or more consumer family member organizations.

(c) The responsibilities of the committee shall include, but need not be limited to, all of the following:

(1) Identifying the respective roles and responsibilities of state and local agencies in enhancing integrated and gainful employment opportunities for people with developmental disabilities.

(2) Identifying strategies, best practices, and incentives for increasing integrated employment and gainful employment opportunities for people with developmental disabilities, 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.

(3) Identifying existing sources of employment data and recommending goals for, and approaches to measuring progress in, increasing integrated employment and gainful employment of people with developmental disabilities.

(4) Identifying existing sources of consumer data that can be used to provide demographic information for individuals, including, but not limited to, 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.

(5) Recommending goals for measuring employment participation and outcomes for various consumers within the developmental services system.

(6) Recommending legislative, regulatory, and policy changes for increasing the number of individuals with developmental disabilities in integrated employment, self-employment, and microenterprises, and who earn wages at or above minimum wage, including, but not limited to, recommendations for improving transition planning and services for students with developmental disabilities who are 14 years of age or older. This shall include, but shall not be limited to, the development of a policy with the intended outcome of significantly increasing the number of individuals with developmental disabilities who engage in integrated employment,

self-employment, and microenterprises, and in the number of individuals who earn wages at or above minimum wage.

This proposed policy shall be in furtherance of the intent of this division that services and supports be available to enable persons with developmental disabilities to approximate the pattern of everyday living available to people without disabilities of the same age and that support their integration into the mainstream life of the community, and that those services and supports result in more independent, productive, and normal lives for the persons served. The proposed policy shall not limit service and support options otherwise available to consumers, or the rights of consumers, or, where appropriate, parents, legal guardians, or conservators to make choices in their own lives.

(d) For purposes of this chapter, the following definitions shall apply:

(1) "Competitive employment" means work in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting and for which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

(2) "Integrated employment" means "integrated work" as defined in subdivision (o) of Section 4851.

(3) "Microenterprises" means small businesses owned by individuals with developmental disabilities who have control and responsibility for decision making and overseeing the business, with accompanying business licenses, taxpayer identification numbers other than social security numbers, and separate business bank accounts. Microenterprises may be considered integrated competitive employment.

(4) "Self-employment" means an employment setting in which an individual works in a chosen occupation, for profit or fee, in his or her own small business, with control and responsibility for decisions affecting the conduct of the business.

(e) The committee, by July 1, 2011, and annually thereafter, shall provide a report to the appropriate policy committees of the Legislature and to the Governor describing its work and recommendations. The report due by July 1, 2011, shall include the proposed policy described in paragraph (4) of subdivision (c).

(PLAIN LANGUAGE VERSION)

The Lanterman Act tells the State Council on Developmental Disabilities to have an Employment First Committee. This is what the Lanterman Act says about the Employment First Committee (EFC):

Why the EFC was created:

The Lanterman Act created the EFC to help get more people with developmental disabilities jobs in CIE.

What is Competitive Integrated Employment (CIE):

It means good jobs with good pay (minimum wage or above). Jobs in the general workplace, where people with disabilities work with other people from their community who do not have disabilities. These are jobs where people with disabilities get the same pay and benefits as people without disabilities doing the same work and where they are paid directly by their employer. Having a good job can also include people who make money with their own small businesses or by working for themselves.

Who is a member of the EFC?

The EFC includes representatives from departments of government and other organizations that help people with developmental disabilities get good jobs.

What the EFC has to do:

Describe how the state government departments will work with each other to help people get good jobs with good pay.

Find what works to help people get good jobs with good pay.

Find good ways to plan for transition aged students (age 14 and above) to go to work after they are finished with high school, or their education beyond high school.

Find ways to encourage agencies to support people to get good jobs with good pay.

Develop partnerships with employers and agencies that help people find good jobs with good pay.

Find out how many people with developmental disabilities are working and how much money they are earning. Each year, measure if the state is getting better at supporting people to get good jobs with good pay.

Recommend ways the state can improve how they measure progress in helping people get employed.

Recommend goals for CIE for the state.

Recommend legislation and other ways that the state can do a better job of supporting people to get good jobs with good pay.

Recommend ways to improve helping transition age students (age 14 and above) go to work after they are finished with high school, or their education beyond high school.

Recommend an Employment First Policy that will get a lot more people good jobs with good pay, with the supports they need. This will help people with disabilities to be part of their communities, have jobs, and make money, just like other people their age without disabilities. The policy will make sure people can choose the services they want, like they do

now under the Lanterman Act. This policy is now California law.

Other things the EFC thinks will help.

The EFC has to send an annual report to the Legislature and the Governor. The report makes recommendations to the Legislature and the Governor and describes all the work of EFC. The Council approves the report.

Definition of Developmental Disability in the Lanterman Developmental Disabilities Services Act (Welfare and Institutions Code §4512(a))

“Developmental disability” means a disability that originates before an individual attains 18 years of age; continues, or can be expected to continue, indefinitely; and constitutes a substantial disability for that individual. As defined by the Director of Developmental Services, in consultation with the Superintendent of Public Instruction, this term shall include intellectual disability, cerebral palsy, epilepsy, and autism. This term shall also include disabling conditions found to be closely related to intellectual disability or to require treatment similar to that required for individuals with an intellectual disability but shall not include other handicapping conditions that are solely physical in nature.

Definition of Developmental Disability in the Developmental Disabilities and Bill of Rights Assistance Act (42 U.S.C. §15002(8)(A))

The term “developmental disability” means a severe, chronic disability of an individual that —

- (i) is attributable to a mental or physical impairment or combination of mental and physical impairments;
- (ii) is manifested before the individual attains age 22;
- (iii) is likely to continue indefinitely;
- (iv) results in substantial functional limitations in 3 or more of the following areas of major life activity:
 - (I) Self-care.
 - (II) Receptive and expressive language.
 - (III) Learning.
 - (IV) Mobility.
 - (V) Self-direction.
 - (VI) Capacity for independent living.
 - (VII) Economic self-sufficiency; and
- (v) reflects the individual’s need for a combination and sequence of special, interdisciplinary, or generic services, individualized supports, or other forms of assistance that are of lifelong or extended duration and are individually planned and coordinated.

May 6, 2021

**AGENDA ITEM 10.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Federal and State Legislative and Regulatory Updates

Committee members will receive the attached written update on SCDD-sponsored and supported State legislation pertaining to education and CIE. Members will also be provided an update on any federal legislative and regulatory issues relating to employment for people with disabilities.

Attachments

SB 639 Fact Sheet (SCDD Sponsored)
State Updates on SCDD Supported CIE and Education Related Legislation

Handouts

May be additional handouts the day of the meeting.



SB 639: Minimum Wage: Persons with Disabilities

BILL

SB 639 will eliminate unfair payment methods to people with disabilities and ensure equitable wages for all California workers regardless of disability. The bill will phase out the practice of paying subminimum wage for work performed by people with disabilities in California and will support providers to transition service delivery models away from subminimum wage employment to competitive integrated employment.

PROBLEM

Section 14(c) of the Fair Labor Standards Act (FLSA) allows the federal Wage and Hour Division to issue special certificates to employers that allow them to pay employees with disabilities less than the minimum wage based on the purported impact that the employee's disability has on their ability to perform a job. Specifically, in California, Labor Code §1191 also allows for a one-year, state-issued subminimum wage license to pay employees with disabilities. Having been enacted respectively in 1938 and 1972, the FLSA and California's equivalent law predate other federal and state civil rights laws that deemed failure to provide an employee with a disability reasonable accommodation as a form of employment discrimination. This means subminimum wages are arguably in direct conflict with civil rights and employment discrimination law. Additionally, in California, these subminimum wage statutes are in conflict with the state's Employment First Policy, which states that "[i]f 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."¹

¹ Welfare and Institutions Code Section 4869(a)(1)

In 2020, the U.S. Civil Rights Commission issued a report, *Subminimum Wages: Impacts on the Civil Rights of People with Disabilities*.² The overarching finding in the report is that Congress should repeal 14(c) of the FLSA with a planned phase-out period that will allow time for providers and people with disabilities to transition services. The Commission's research concluded that "Section 14(c) is antiquated as it was enacted prior to our nation's civil rights laws, and its operation in practice remains discriminatory by permitting payment of subminimum wages based on disability without sufficient controls to ensure that the program operates as designed "to the extent necessary to prevent curtailment of opportunities for employment."³

SOLUTION

SB 639 will repeal and replace Labor Code § 1191 and 1191.5 and will prohibit employers applying for a license after January 1, 2022 for a certificate under 14(c) of FLSA from paying subminimum wage. The bill will also create a stakeholder workgroup charged with the development and implementation of a plan to phase-out the payment of subminimum wages to people with disabilities currently receiving their working wages from providers with certificates under 14(c) of the FLSA on or before January 1, 2024. Lastly, the bill will supply employers with support transition service delivery models from subminimum wage employment to competitive integrated employment.

SPONSORS/SUPPORT

State Council on Developmental Disabilities (Co-Sponsor)
Disability Rights California (Co-Sponsor)
Americans Civil Liberties Union California Action
Association of California State Employees with Disabilities
Association of Regional Center Agencies
At Your Home Family Care
Butte County Special Education Local Plan Area
California Apse

² <https://www.usccr.gov/pubs/briefing-reports/2020-09-17-Subminimum-Wages.php>

³ Id. at pg. vii citing 29 U.S.C. §214(c).



SB 639: Minimum Wage: Persons with Disabilities

California Association of Social Rehabilitation Agencies
California Catholic Conference
California Chapter of Mains'l
California Chapter of The Association for the Severely Handicapped
California Community Living Network
California Conference Board of The Amalgamated Transit Union
California Conference of Machinists
California Down Syndrome Advocacy Coalition
California Employment Lawyers Association
California Foundation for Independent Living Centers
California Health+ Advocates
California Labor Federation, Afl-CIO
California Nurses Association
California State Council of Service Employees International Union (SEIU California)
California Teamsters Public Affairs Council
Care Parent Network
Coalition for Humane Immigrant Rights (CHIRLA)
Dayle McIntosh Center, a Center for Independent Living
Disability Rights Education and Defense Fund
Disability Voices United
Down Syndrome Connection of The Bay Area
East San Gabriel Valley Special Education Local Plan Area Community Advisory Committee
Educate. Advocate.
Empower Family California
Engineers and Scientists of California, Ifpte Local 20, Afl-cio
Fetal Alcohol Spectrum Disorder Network of Southern California
Hope Services
Level Up Nor Cal
National Association of Social Workers, California Chapter
NextGen California
National Health Law Program
Options for All
Progressive Employment Concepts
San Francisco Senior and Disability Action
Santa Barbara County Special Education Local Plan Area
Santa Clara County Special Education Local Plan Area I
Santa Clara County Special Education Local Plan Area II
Santa Clara County Special Education Local Plan Area III
Santa Clara County Special Education Local Plan Area IV
Santa Clara County Special Education Local Plan Area VII
Special Education Local Plan Area Administrators of CA
Professional and Technical Engineers, Ifpte Local 21, Afl-cio
San Joaquin County Special Education Local Plan Area
Santa Barbara County Special Education Local Plan Area

Senior and Disability Action
Strategies to Empower People
Tehama County Special Education Local Plan Area
Unite Here International Union, Afl-cio
Utility Workers Union of America, Afl-cio
WeBelong:805

FOR MORE INFORMATION

Bridget Kolakosky, Deputy Director of Policy and Public Affairs, State Council on Developmental Disabilities | (916) 206-4055

State Updates on SCDD Supported CIE/Education Related Bills

AB 126, Author: E. Garcia (D)

State Plan Goal: Education

Bill Summary: Funding to provide increased support for Family Empowerment Centers (or FEC's) to help families of children and young adults with disabilities, between the ages of 3 and 22, navigate the special education system.

Status: Passed out of the Assembly Education Committee with a vote of 7-0 and has been placed on the Assembly Appropriations Committee's Suspense File

AB 610, Author: Kalra (D)

State Plan Goal: Education & Public Safety

Bill Summary: Increases protections for pupils from criminalization for school-related misbehavior that is best addressed by school site personnel and appropriate supportive services.

Status: The bill has been referred to the Assembly Education Committee but has yet to be heard in that committee. The deadline for this bill to be heard is 4/30/2021 since it is fiscal and must be heard in Assembly Appropriations before it moves to the floor.

AB 299, Author: Villapudua (D)

State Plan Goal: Education & Employment

Bill Summary: Establishes the Apprenticeship Grant Program for CA Community Colleges and encourages students participate, by way of supplemental funding, career tech education and vocational education programs.

Status: Was originally supposed to be heard by the Assembly Higher Education Committee on March 24th, but the bill was pulled by the committee. The deadline for this bill to be heard is 4/30/2021 since it is fiscal and must be heard in Assembly Appropriations before it moves to the floor.

AB 313, Author: Garcia (D)

State Plan Goal: Employment

Bill Summary: Improves the Limited Examination and Appointment Program (LEAP) by ensuring individuals with intellectual and developmental disabilities have more job opportunities in civil service.

Status: Passed out of Assembly Public Employment and Retirement with a vote of 7-0 (on the consent calendar) and has been referred to the Assembly Appropriations Committee with the recommendation that the bill be placed on the consent calendar.

May 6, 2021

**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 have been asked to provide a written report on the progress of the Blueprint Implementation across the Departments.

Attachments

None – May be handouts the day of meeting.

May 6, 2021

**AGENDA ITEM 12.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Update on the Implementation of the Data Sharing Legislation

The Department of Developmental Services has been asked to provide a written report on any implementation updates available on the data sharing legislation.

Attachments

None – May be handouts the day of meeting.

May 6, 2021

**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. Members have been asked to provide any updates in writing prior to the meeting.

Attachments

None – May be handouts the day of meeting.

May 6, 2021

**AGENDA ITEM 14.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Future Meetings and Adjournment

The next meeting is scheduled for July 22nd and Committee Chair Wesley Witherspoon is proposing that the target priority focus for July include education and training. He has invited Statewide Self-Advocacy Network (SSAN) member and Chair of SSAN's Employment Workgroup, Rebecca Donabed to come present. Deputy Director Tania Morawiec is also seeking stakeholders to present on efforts the Council is making to broaden the State's Limited Examination and Appointment Program (LEAP).