



NOTICE/AGENDA

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES EMPLOYMENT FIRST COMMITTEE MEETING

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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: October 7, 2021




TIME: 10:30 AM – 3:30 PM

COMMITTEE CHAIR: Wesley Witherspoon

Item 1. CALL TO ORDER

Item 2. ESTABLISH QUORUM

Item 3. WELCOME AND INTRODUCTIONS

Item 4.	PUBLIC COMMENTS <i>This item is for members of the public to provide comments and/or present information to this body on matters not listed on the agenda. There will be up to 20 minutes allocated to hear from the public with each person allotted up to 3 minutes to comment.</i> <i>Additionally, there will be up to 10 minutes allocated to hear from the public on each Council agenda item, with each person allotted up to 1 minute to comment.</i>	
Item 5.	APPROVAL OF JULY 2021 MINUTES 	Page 4
Item 6.	SELF-ADVOCATE SPOTLIGHT: Rebecca Donabed <i>Presented by: Rebecca Donabed, SSAN Member and Self-Advocate</i>	Page 8
Item 7.	UPDATE ON 2021 TARGET PRIORITIES <i>Presented by: Wesley Witherspoon and Tania Morawiec</i>	Page 9
Item 8.	SUPPORTED EMPLOYMENT FOR YOUNG ADULTS WITH AUTISM GRANT PRESENTATION <i>Presentation by Dr. Marjorie Solomon, UC Davis School of Medicine</i>	Page 10
Item 9.	STATE LEGISLATIVE UPDATES AND 2020 EFC POLICY RECOMMENDATIONS <i>Presented by: Bridget Kolakosky</i>	Page 14
Item 10.	2022 TARGET PRIORITIES 	Page 18
Item 11.	2021 EMPLOYMENT FIRST REPORT TIMELINE 	Page 19
Item 12.	UPDATE ON CIE BLUEPRINT IMPLEMENTATION <i>Presented by: CDE, DOR and DDS</i>	Page 22
Item 13.	UPDATE ON THE IMPLEMENTATION OF THE DATA SHARING LEGISLATION <i>Presented by: Michael Luna</i>	Page 23
Item 14.	MEMBER UPDATES <i>Presented by: All</i>	Page 24
Item 15.	FUTURE MEETINGS AND ADJOURNMENT <i>2022 Meeting Dates to Be Announced.</i>	

Accessibility:

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

October 7, 2021

AGENDA ITEM 5.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Approval of July 2021 Minutes

Members will be presented with the draft minutes from the July 2021 meeting for consideration.

Action Recommended

Approve July 2021 minutes.

Attachments

July 22, 2021 Meeting Minutes



DRAFT

Employment First Committee Meeting Minutes July 22, 2021

Attending Members

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

Members Absent

Others Attending

Aaron Carruthers
Lisa Cooley
Donna Feingold
Bridget Kolakosky

Others Attending

Robin Maitino-Erben
Tania Morawiec
Sheraden Nicholau
Mary Agnes Nolan
Mary Ellen Stives
Matt Traverso
Client Specialist
Employment Services,
ACRC

1. CALL TO ORDER

Chairperson Wesley Witherspoon (SA) called the meeting to order at 10:33 a.m.

2. ESTABLISH QUORUM

A quorum was established.

3. WELCOME/INTRODUCTIONS

Members and others in attendance introduced themselves.

4. PUBLIC COMMENTS

Lisa Cooley asked what is being done to increase transportation services? Committee member Sarah Isaacs responded stating this is something that is on this Committee's radar.

5. APPROVAL OF THE MAY 2021 MEETING MINUTES

It was moved/seconded (Francis/Ruder) and carried to approve the May 2021 meeting minutes as corrected. (Passed by acclamation. See page one for members in attendance.)

Revisions/Corrections

Page 1, Item 4, 5th line, delete "is."

Legend:

SA = Self-Advocate

FA = Family Advocate

Page 1

Page 2, Item 6, 5th line, change “2020” to “2021.”

Page 3, Item 8, 1st line, change “on” to “to” the members.

Page 4, Item 13, provide more details on what the members reported.

6. 2021 TARGET PRIORITIES UPDATE

Committee Chair Wesley Witherspoon provided an update on the four 2020 targeted priorities indentied at the September 2020 meeting (Data, Service Delivery System, Emerging Practices, and Education and Training) which included updates on the topics discussed at the May meeting.

Requested that Wilbert Francis lead the of the Data Workgroup
Tania presented on the state plan survey results

7. GETTING PEOPLE BACK INTO THE WORKFORCE

Deputy Director Tania Morawiec provided an overview of the outcomes from the Building Back Better for Diversity, Equity and Inclusion Summit highlighted at the May meeting.

Committee Chair Wesley Witherspoon then requested that members identify Disability Awareness Month activities to highlight at the October meeting.

8. FEDERAL AND STATE LEGISLATIVE AND REGULATORY UPDATES

Committee members were provided updates on federal and state legislative and regulatory issues relating to education and employment for people with disabilities; including SB 639, AB 299, AB 313, and AB 610.

9. UPDATE ON CIE BLUEPRINT IMPLEMENTATION

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

10. UPDATE ON THE IMPLEMENTATION OF THE DATA SHARING LEGISLATION

Michael Luna and Cindy Chui reported that the Business Use Case Proposal (BUCP), a data sharing agreement between the two agencies, is in the final stages of execution and will soon be implemented. This agreement is intended to enhance the partnership between DDS and DOR and allow the two agencies to identify gaps in services to more effectively move individuals into CIE.

11. MEMBER UPDATES

Members provided updates within their agency/area on activities related to CIE that were not otherwise covered during the meeting. Updates included a grant proposal aimed at studying the effectiveness of Individual Placements and Supports (IPS) for individuals with Autism, the expansion of opportunities and addition of a training site under Project Search, and DDS developing guidance for Regional Centers on implementation of changes to the PIP and CIE.

12. FINAL 2020 EMPLOYMENT FIRST REPORT

The final copy of the approved 2020 Employment First Report to the Legislature was distributed to members of the Committee and posted online.

13. NEXT MEETING AND ADJOURNMENT

The next meeting is October 7th. The meeting was adjourned at 3:38 p.m.

October 7, 2021

**AGENDA ITEM 6.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Self-Advocate Spotlight: Rebecca Donabed

Committee Chair Wesley Witherspoon has invited a guest speaker Rebecca Donabed to share her personal path to competitive integrated employment (CIE). The Ms. Donabed will provide members an overview of her experience, including the barriers she encountered and the supports she found helpful.

Attachments

None – could be handouts the day of the meeting.

October 7, 2021

**AGENDA ITE 7.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Update on 2021 Target Priorities

In the fall of 2020, members created an outline of targeted issues to work on at each meeting in 2021 so that the activities of the Committee better linked to recommendations in the 2021 EFC report (see below list).

At this meeting, Chair Wesley Witherspoon and Deputy Director Tania Morawiec will provide members with an update on the targeted priorities covered in 2021.

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.

October 7, 2021

**AGENDA ITEM 8.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Supported Employment for Young Adults with Autism Grant Presentation

Marjorie Solomon, Professor of Psychiatry from the UC Davis School of Medicine will present information about UC Davis' potential grant to Improve Supported Employment for Young Adults with Autism.

If awarded, the grant would fund a research project about the adaptation of an evidence-based supported employment model known as Individual Placement and Support (IPS) to fit the needs of people with autism spectrum disorders (ASD), their families and their supported employment providers.

The goal of this presentation is to seek stakeholder participation in a monthly "Community Academic Partnership Panel" (C/APP) consisting of representative from several leading and innovative supported employment providers, adults with ASD, parents of adults with ASD, and California State policy makers who have a stake in funding evidence-based supported employment programs for those with ASD and other forms of developmental disorders.

Attachments

Grant Fact Sheet

Fact Sheet About UC Davis MIND Institute Grant to Improve Supported Employment for Young Adults with Autism

Draft: 9/19/21

Goals of the Grant and how your agency can help us to develop and implement evidence-based practice:

We have submitted a 3-year grant to the National Institute of Mental Health (NIMH), have scored highly, and are in the process of getting ready to re-submit this grant – hopefully on October 15th. This grant would fund a research project about the adaptation of an evidence-based supported employment model known as Individual Placement and Support (IPS) to fit the needs of consumers with autism spectrum disorders (ASD), their families, and their supported employment providers.

In the first year of the project, which would start in May 2022 if funded, we would convene, on a monthly basis, a “Community Academic Partnership Panel” (C/APP) consisting of representative from several leading and innovative supported employment providers, adults with ASD, parents of adults with ASD, and California State policy makers who have a stake in funding evidence-based supported employment programs for those with ASD and other forms of developmental disorders. Concurrently, during the first 6 months of the grant, the UC Davis academic team would conduct a series of interviews and focus groups with stakeholders including persons with ASD engaged in different forms of employment, parents of young adults with ASD, and supported employment providers including those from the C/APP who wish to participate. The goal of these focus groups would be to hear about what stakeholders believe are the barriers to and facilitators of employment for persons with ASD. The C/APP would then be charged with helping the UC Davis academic team to review the results of the focus groups and to adapt the existing IPS curriculum, and to develop a more sophisticated understanding of how the program might be implemented in the community. ***A very important part of the work of the C/APP also would be to help us to fine-tune funding mechanisms for implementation of the new model in a subsequent clinical trial.***

Once all have had a chance to review a refined curriculum, we would move into a clinical trial of the curriculum in several leading and innovative supported employment providers over the next 2 years to see whether the adapted new IPS model (IPS4ASD) works better than current practice at those Agencies. ***We are asking your Agency to help us by participating in the C/APP, and then to participate in the trial of the new model if you feel it would be a good fit for your Agency.***

What is IPS?

The Individual Placement and Support (IPS) model of supported employment is the most extensively studied, widely disseminated, and highly validated model of psychiatric rehabilitation for those with mental illnesses including schizophrenia, bipolar disorder, and major depression. Practitioners using IPS are supported by a learning community consisting of individuals throughout the world. To learn more about the effectiveness of the model and the sites that use it, visit the IPS website at <http://ipsworks.org/>.

The model is organized around 8 core principles including:

- 1) Focus on the goal of competitive employment (CE) -- Agencies providing IPS are committed to developing regular jobs in the community;

- 2) Zero exclusion for clients seeking employment who want to work regardless of “readiness”, work experience, mental health symptoms, expertise, or any other issue;
- 3) Attention to clients’ skills and preferences versus practitioners’ judgments of appropriate job fits;
- 4) Rapid job search beginning soon after clients express interest in working, rather than providing lengthy pre-employment assessment, training and counseling. This is based on the premise that the “train and place” vs “place and train” approach is less effective, but nevertheless characteristic of many traditional vocational rehabilitation models;
- 5) Targeted job development by employment specialists who build relationships with employers through repeated contact that promotes learning about the business needs of employers;
- 6) Personalized benefits counseling to provide understandable and accurate information about how working may impact clients’ disability insurance and other government entitlements;
- 7) Individualized long-term follow-along supports, tailored for the individual, that continue for as long as the client wants and needs them to keep a job or to advance career opportunities; and
- 8) Integration with other client services, which for SMI typically includes mental health providers. Given funding constraints we cannot currently offer this in the context of this study.

There are now 28 randomized controlled trials assessing the effectiveness of IPS compared to other vocational programs with all but one showing that IPS had the best outcomes. In these studies, 55% of participants receiving IPS achieved competitive employment versus 25% of those receiving traditional vocational rehabilitation services. Another study that summarized the performance of existing trials found that compared to controls, IPS participants gained employment faster, maintained employment 4x longer, and were 3x as likely to work 20 hours or more per week. Another showed that those receiving IPS earned higher wages over a 5-year period. Furthermore, in a large RCT of 2,059 SSDI beneficiaries with schizophrenia, bipolar disorder, or depression, those receiving IPS experienced more paid employment (60.3% compared with 40.2%) and reported better mental health and quality of life than the control group.

IPS also has been adapted for other populations including persons with spinal cord injuries, substance use disorders, and criminal justice involvement. Like persons with ASD, those with SMI exhibit CE rates of only 10%-20% without assistance (24).

Can IPS work for a wide range of people with autism including those with mild intellectual disability?

Given their similar work and social cognition challenges, it appears that the IPS model of supported employment may offer the promise of helping those with ASD to attain competitive employment. There has been one successful small open trial of IPS for autism that was implemented by a highly skilled team with autism intervention experience (psychiatrist, psychologist, and an ES) in a University-based Medical Center. In this trial, IPS was not formally adapted for ASD. The published version of this trial reported that the team was able to successfully place all participants in CE, although more recent results of the entire program (n=19) have found that approximately 74% of participants obtained competitive jobs. Individuals who participated in this program were placed in competitive jobs in settings including retail stores, supermarkets, teaching, computer services, construction, and big data analysis. Many of the participants in previous trials of IPS have likely had mild intellectual disability, and this did not negatively impact their success. The current trial will be different from this first published trial

in that we will include more participants, compare them to persons not receiving IPS as a form of supported employment making ours a stronger test, and implement the model through community-based partner Agencies versus a hospital clinic.

More details about what would be required from partner agencies?

Involvement in this first stage of the clinical trial, which is expected to start in May of 2022, would include allowing one or more experienced employment support professionals from your Agency to participate in an initial 12-week online IPS training through the IPS employment center to teach all aspects of the model. These employment support professionals also would complete a series of lessons from a curriculum called Thinking Skills at Work. During this training they would be required to carry several clients using the IPS model. ***The grant proceeds would fund this training which, while likely not very different from your Agency's typical practice, would hopefully extend the knowledge base of your Agency.***

If your Agency decides to participate in the trial, we would hold a two-day orientation training for all community-based participating employment specialists. This will likely be conducted over Zoom and training costs again would be covered by the grant. After the trial commences, employment specialists would be required to participate in weekly one hour group IPS supervision sessions and in on-going consultations with experienced IPS professionals as needed and to implement the IPS model they are learning in 5-10 of their clients with autism ages 22-40 years over the next 18 months as part of their normal caseload. IPS providers typically meet weekly with clients at the beginning of the job development and onboarding processes and fade their participation over time. By the inception of the trial, we would have more solid plans for funding. Since we are trying to study the efficacy of the new IPS model in our research, participating employment personnel would have to sign a consent form so we can collect data from them and will have to report on their IPS clients' progress, and then be available to share their insights on what worked and what didn't work with the model.

If you have questions, please reach out to Marjorie Solomon, Professor of Psychiatry, UC Davis School of Medicine marsolomon@ucdavis.edu.

October 7, 2021

**AGENDA ITE 9.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

State Legislative Updates and 2020 EFC Policy Recommendations

Deputy Director Bridget Kolakosky will begin by providing an update on state legislative issues relating to employment for people with disabilities, which will include the status of Council's sponsored bill, SB 639.

Deputy Director Kolakosky will then review the legislative recommendations contained in the 2020 EFC report and encourage members to come up with bill ideas.

Finally, Committee members will be introduced to the Bill Idea Form. The form is a part of the Council's first ever "There Should Be a Law" contest that launched in September. This form can be found at <https://bit.ly/BillIdeas>.

Attachments

2020 EFC Report Legislative Recommendations
There Should Be A Contest Flyer

Handouts

Could be additional handouts



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.

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, equity and inclusion requirements 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 and other applicable laws pertaining to people with disabilities, for all employees and contractors.

The State Legislature should allocate funding to create career pathways and training that provides direct support to 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, the University of California, and College to Career programs).

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 successfully providing 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 Senate Bill 639, authored by Senator María Elena Durazo, which would phase out subminimum wage for people with disabilities in California, and present it to the Governor for signing at the end of the 2021 Legislative Session.

The State Legislature should pass legislation to create resources or incentives providing solutions and supports for employers who hire people with developmental disabilities and retain them long-term.

The State Legislature should pass legislation requiring outcome-driven evidence-based and/or promising practices that effectively enable people with disabilities to achieve CIE.

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

There Should Be a Law Contest

Ever had a problem in your daily life and thought, "There should be a law to fix this!"? Send your problem and solution to the State Council on Developmental Disabilities for a chance for your idea to become SCDD's next legislative priority!

What ideas can I submit for the contest?

The idea must benefit people with intellectual and developmental disabilities.

Who can enter the contest?

Anyone can enter the contest.

Where do I send my ideas to?

Email the SCDD Bill Idea Form 2022 to scdd@scdd.ca.gov or submit your bill idea online at <https://bit.ly/BillIdeas>.

When is the deadline?

September 30, 2021

What's the Prize?

The ideas chosen by the Legislative and Public Policy Committee will be SCDD's top legislative priorities for 2022 and may become the next state law! We will include the winner in the legislative process and guide them through the bill's progress.



October 7, 2021

AGENDA ITEM 10.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2022 Target Priorities

The Committee will create an outline of targeted priorities to focus on at each meeting in 2022 so that the activities of the Committee better link to recommendations in the 2022 EFC report.

The Committee will be given a variety of options to use to guide 2022 activities including, carry over of some of the 2021 targeted priorities, participating in UC Davis' Community Academic Partnership Panel, and identifying and sharing CIE resources/research articles (e.g., share studies on what employers say they want from employment specialist versus what employment specialists THINK employers want).

Reminder of 2021 Targeted Priorities

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

Attachments

None – could be additional handouts the day of the meeting.

October 7, 2021

AGENDA ITEM 11.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2020 EFC Report Timeline

Committee members will be provided with a draft report timeline based on the 2021 meeting months and identify authors for each section of the report.

Attachments

Draft - 2021 EFC Report Timeline

2021 EFC Report Timeline

<u>Start Date</u>	<u>Activity</u>	<u>Due Date</u>	<u>Responsibility</u>	<u>Notes</u>
10/7/21	<ul style="list-style-type: none"> Complete Timeline Recap Theme adopted in 2020 Assign Sections to be Drafted 		All Committee Members	
10/8/21	<ul style="list-style-type: none"> Draft Sections of Report <p>- Executive Summary (write once the rest of the report is written)</p> <p>- Impact of COVID on Employment (CIE) –</p> <p>- Federal Policies Impacting CIE in California – staff to provide standard language</p> <p>- State Policies Impacting CIE in California – standard language</p> <p>- Data Trends in Competitive Integrated Employment (CIE) –</p> <p>- State and Local Implementation of Policies for CIE (Blueprint Partners) Internship Programs, Success, Opportunities and Challenges (what internships do you want to highlight)</p> <p>- Client Success Story</p> <p>- New Legislative Efforts in 2021 –</p> <p>- EFC's Activities in 2021 – Summaries of workgroup and committee work – Robin Maitino</p> <p>- Recommendations – All</p> <p>- Appendices – Robin Maitino</p>	11/18/21	See list	Send completed sections to Matt, Robin and Tania by 11/18 to incorporate into one document.
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 	12/31/21		
1/15/21	<ul style="list-style-type: none"> Develop February Meeting Packet 		Council Staff	
February 2021	<ul style="list-style-type: none"> Review Draft Report at EFC Meeting 		All Committee Members	First Committee meeting of the year.

<u>Start Date</u>	<u>Activity</u>	<u>Due Date</u>	<u>Responsibility</u>	<u>Notes</u>
February-2021	<ul style="list-style-type: none"> • Comment Period 	3/15/21	All Committee Members	
March-2021	<ul style="list-style-type: none"> • All Comments Due to Council Staff 	3/18/21	All Committee Members	
March-21	<ul style="list-style-type: none"> • Incorporate Final Comments 	4/12/21	Council Staff	
Apr-21	<ul style="list-style-type: none"> • Develop May Meeting Packet 	TBD	Council Staff	
May-2021	<ul style="list-style-type: none"> • Approve Final Report at EFC Meeting 	TBD	All Committee Members	Second Committee meeting of the year.
May-Jun 2021	<ul style="list-style-type: none"> • Council Approves Final Report 	Jun 2021	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	

October 7, 2021

**AGENDA ITEM 12.
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, Nick Wavrin with the Department of Education have been asked to submit a written report on the progress of the Blueprint Implementation across the Departments prior to the meeting.

Attachments

None – May be handouts the day of meeting.

October 7, 2021

**AGENDA ITEM 13.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Update on the Implementation of the Data Sharing Legislation

Michael Luna with DDS has been asked to submit a written report of any implementation updates available on the data sharing legislation prior to the meeting.

Attachments

None – May be handouts the day of meeting.

October 7, 2021

**AGENDA ITEM 14.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Member Updates

Members have been asked to submit local and/or agency updates on activities related to the employment of people with developmental disabilities in writing prior to the meeting.

Attachments

Deputy Director Tania Moraweic Update
Could be handouts the day of the meeting

Deputy Director Morawiec has the following announcement to provide to members.

Event Name and Details

Building Back Better For Diversity, Equity, Inclusion and Access:
Disability Employment Awareness Month
October 5th and 12th, 2021,
9:00 – 11:00 a.m.

The Building Back Better for Diversity, Equity, Inclusion and Access Coalition in partnership with the UC Davis MIND Institute - Business Advisory Council, Chapman University - Thompson Policy Institute, Orange County Local Partnership Agreement and others invite you to a two-part virtual event to celebrate National Disability Employment Awareness Month. The event will focus on highlighting successful local models and best practices for businesses that promote disability diversity in the workforce. 1.5 Society for Human Resource Management Professional Development Credits and 1.5 Human Resource Certification Institute Recertification Credits will be provided by Helix Opportunity LLC for each event.

The two-part event will be held:

Northern California

October 5, 2021

9:00 – 11:00 a.m.

Southern California

October 12, 2021

9:00 – 11:00 a.m.

Register Today [https://urldefense.com/v3/_https://disabilityrightsca.us12.list-manage.com/track/click?u=77810467f9d5092fc1d1b1a23&id=eec628679&e=a1ca3d3ed2_!!GYLAqPY1nfYXW-ZqwnM!ZEjEBctN5QfJefoO4vqRWyGrmTZGUWg7L221dgmT6VlyTfLbNwPD74OdAzQg013O1knvJQ\\$](https://urldefense.com/v3/_https://disabilityrightsca.us12.list-manage.com/track/click?u=77810467f9d5092fc1d1b1a23&id=eec628679&e=a1ca3d3ed2_!!GYLAqPY1nfYXW-ZqwnM!ZEjEBctN5QfJefoO4vqRWyGrmTZGUWg7L221dgmT6VlyTfLbNwPD74OdAzQg013O1knvJQ$)

The intended audience for these events is employers, hiring managers, HR professionals, Diversity and Inclusion Officers, and other business professionals. However, this event is open to all who wish to attend.

Please contact Rebecca Hoyt at Rebecca.Hoyt@disabilityrightsca.org
For information in Spanish, contact Vanessa Ochoa at Vanessa.Ochoa@disabilityrightsca.org