

# SB639 Implementation

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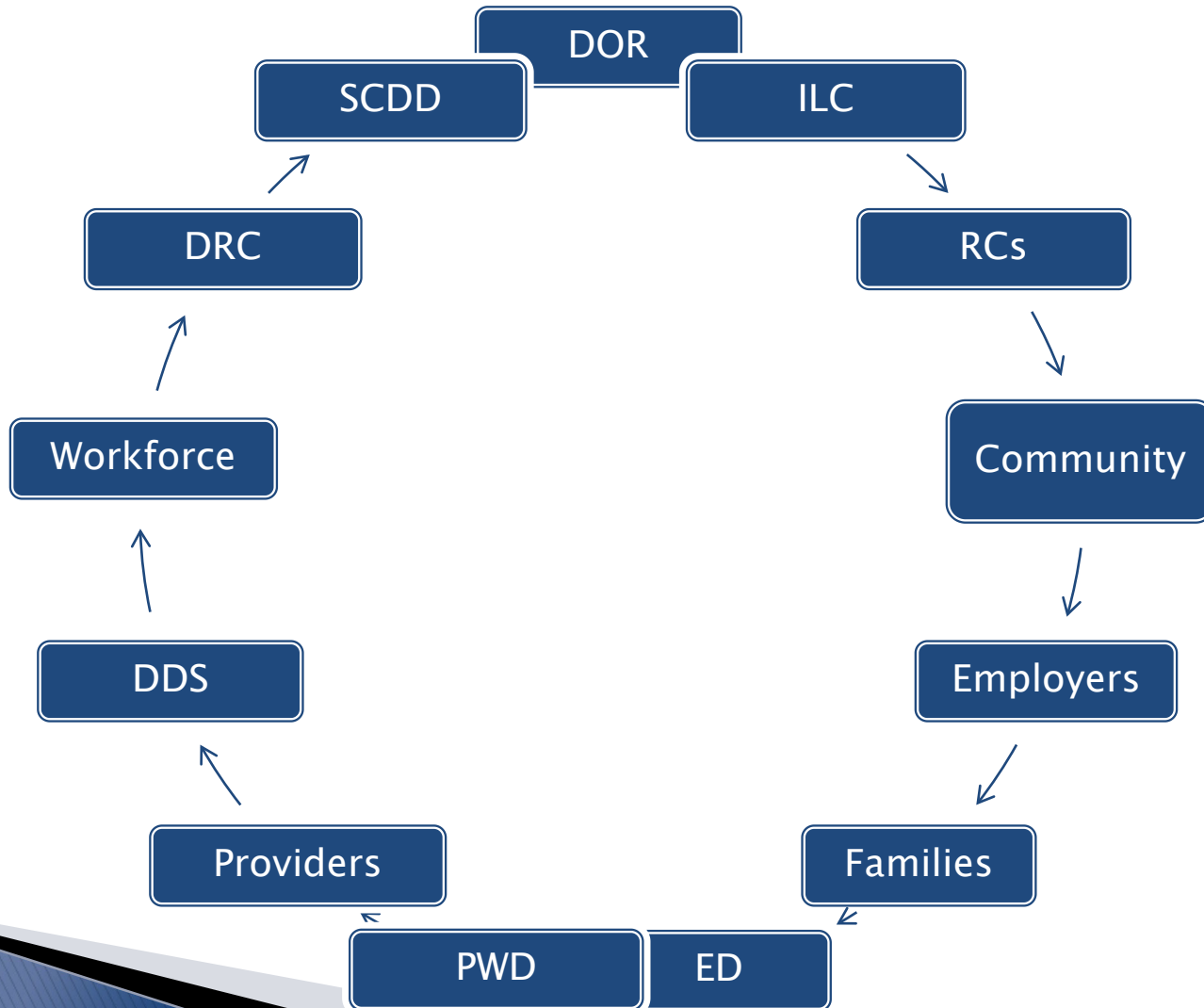
## Stakeholder Workgroup Launch

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# We are in this Together



# We are a Work in Progress



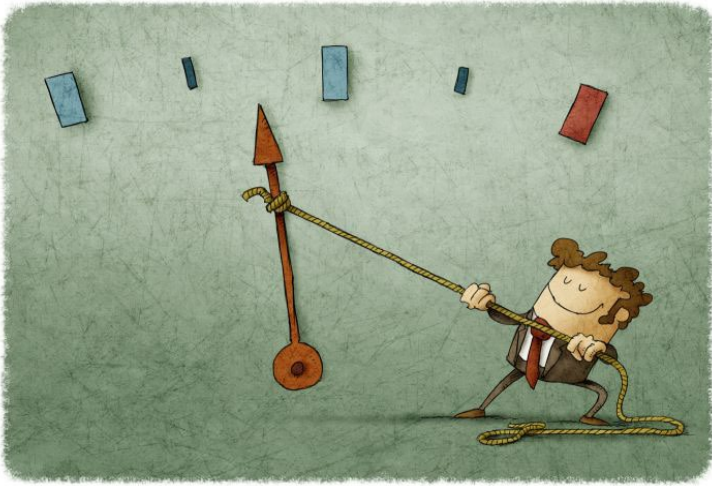
# Performance Excellence Criteria

Figure 2. Facilitators of Cross-Systems Change Efforts



# Move the Needle

In 2020, the unemployment rate for PWD rose to 12.6%, increasing more than 5% from the year before



It's going to take a lot of thought and work

Not backwards

# Reinventing the Wheel



► We don't need to do this.

► We just need to make it better





# Work Matters Checklist



# Social Determinants

## Social determinants of health

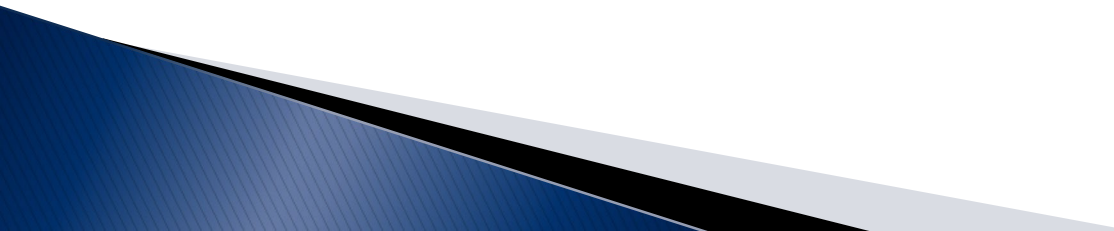
The social determinants of health are the conditions in which we are born, we grow and age, and in which we live and work. The factors below impact on our health and wellbeing.





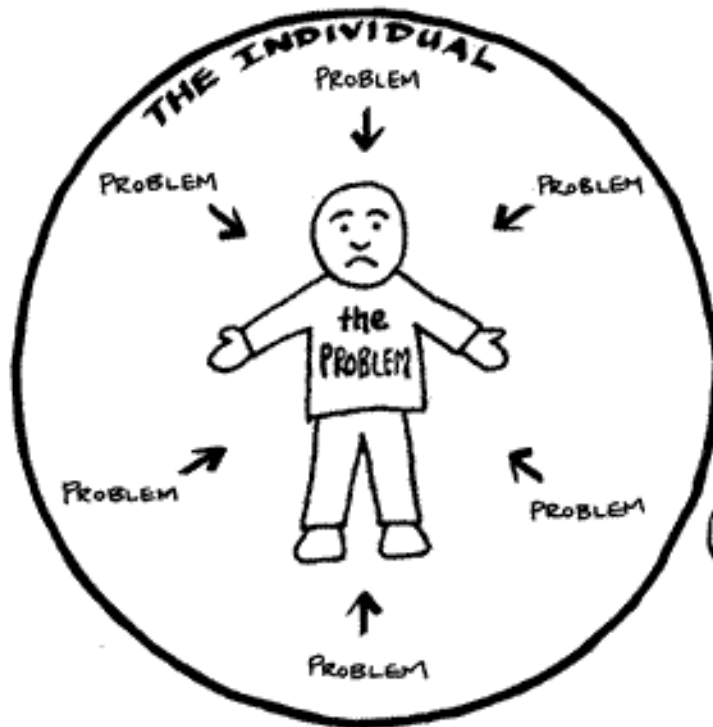
# Employment as a “linchpin”

Employment is referred to as a “linchpin indicator”, because of its central relationship to other life outcomes, including long-term social, health, and economic indicators. Having a job is itself linked to a higher quality of life, a sense of self-worth and greater levels of self-determination (Antosh et al., 2013), and is a key factor in breaking the cycle of poverty for individuals with intellectual and developmental disabilities (Nye-Lengerman & Nord, 2016).

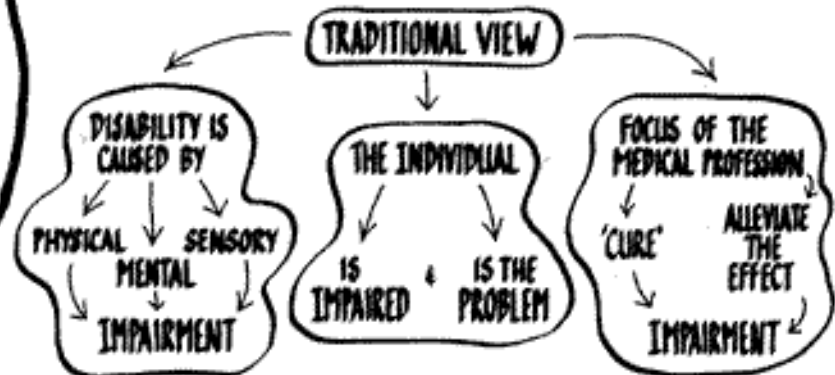


# Switch to a Social Model of Disability

## THE MEDICAL MODEL OF DISABILITY



IMPAIRMENTS AND CHRONIC ILLNESS  
OFTEN POSE REAL DIFFICULTIES BUT  
- THEY ARE NOT THE MAIN PROBLEMS

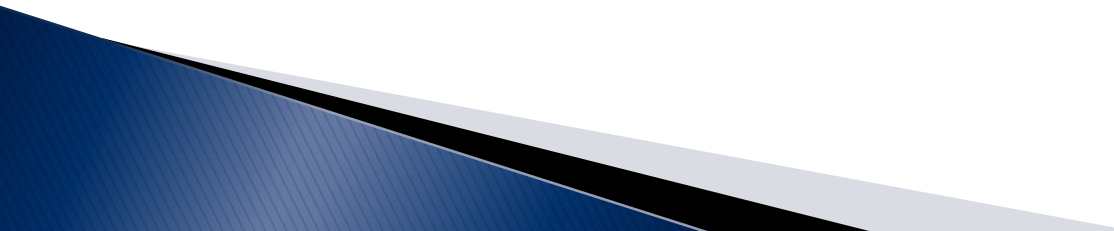


# Secondary Benefits of CIE

- ▶ Participants in CIE earned more than their peers in segregated settings
- ▶ SE in CIE settings proved to be less costly than a sheltered workshop and more efficient from a worker's perspective in terms of the economic benefits received relative to cost.
- ▶ All studies examining psychological and physical health outcomes reported positive findings related to those engaged in CIE
- ▶ CIE was linked to improvements in locus of control, self-determination, personal independence, autonomy, maladaptive behaviors, and quality of life.
- ▶ CIE led to increased levels of community integration.

# Equality of Opportunity

The core policy of equality of opportunity includes three main components:

1. individualization,
  2. genuine, effective, and meaningful opportunity,
  3. inclusion and integration.
- 

# Funding

- ▶ How do we design this to support equality of opportunity?
- ▶ How do we design this to support job retention?
- ▶ What are meaningful incentives?

Some early adopters transformed their service models to CIE without rate restructuring,  
**HOW did they do this successfully?**



# What are our barriers?

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



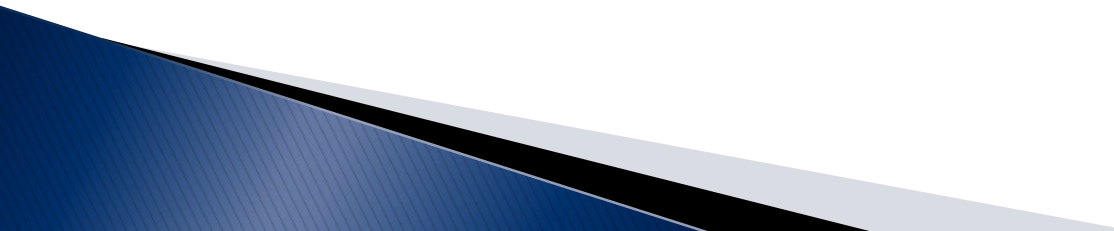
In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



# Pay for Quality, Support Access

- ▶ Lisa Mills, one of the nation's leading disability employment experts indicates that access is tied to reimbursement in a tiered, acuity based model
  - ▶ The Council of State Governments recommends providing for risk adjustment for serving those with significant disabilities requiring more intensive, on-going services and supports (prevent nonrandom selection of participants).
- 



# Opt OUT rather than IN

- ▶ Don't ask, "have you thought about work?", ask, "what kind of work do you want to do?"
- ▶ How can we introduce CIE potential and work earlier in the lives of individuals who have disabilities?



# Sensitivity

## Parental fears:

- Loss of a site where friends and safety exist
- Loss of benefits and safety net
- Fears over job loss impacts
- The system cannot serve those with the most significant needs
- \_\_\_\_\_?
- \_\_\_\_\_?
- \_\_\_\_\_?

# Self-Determination

- ▶ How can people make informed choices if they don't know what their options are?
  - Standardization of assessments
- ▶ Tone, interviewing skills, implicit bias, and system knowledge/awareness  
ALL impact decisions made by people who have disabilities



Consistent Messaging

Spread the word

# HCBS and SB639



- ▶ The setting is integrated in and supports full access to the greater community;
- ▶ Is selected by the individual from among setting options;
- ▶ Optimizes autonomy and independence in making life choices;

Convergence

HCBS March 17, 2023

# Opportunity & Customization

- ▶ The Great Resignation
- ▶ Micro enterprise and gig economy
- ▶ Customized Employment Training
- ▶ Job development Collaboratives
- ▶ How do we effectively provide training and build capacity in the field?
- ▶ What other opportunities exist at this time?

Upskilling/Job Match

Discovery

# Yes we are BIG, but we CAN LEARN from Others

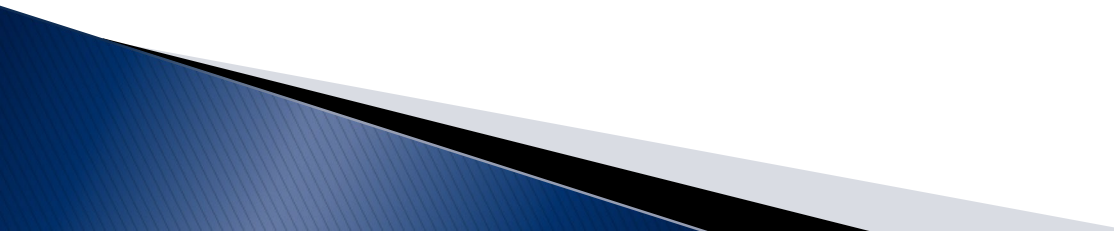


- ▶ Alaska
- ▶ Oregon
- ▶ Colorado
- ▶ Tennessee
- ▶ Maryland
- ▶ Maine
- ▶ New Hampshire
- ▶ Delaware
- ▶ Hawaii
- ▶ Washington

It's all relative


Trailblazers

# Evidence Based (EBP) and Promising Practices

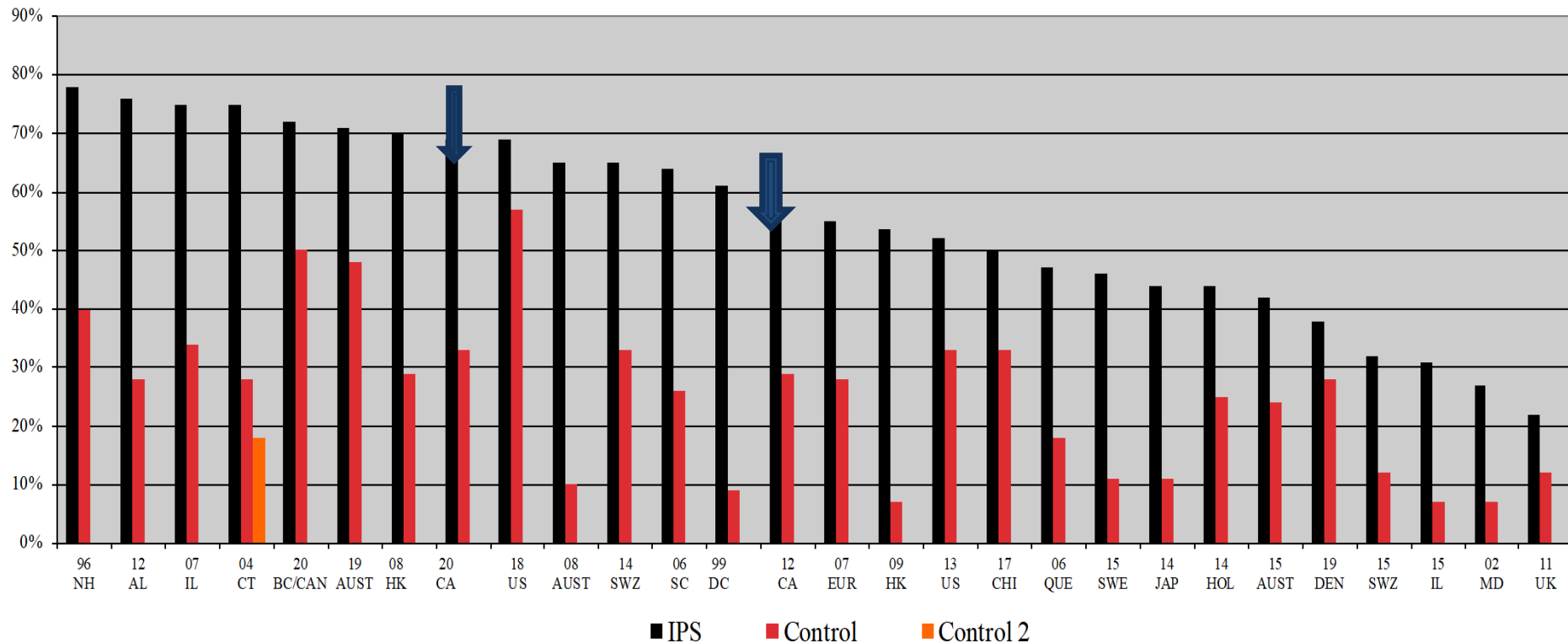
- ▶ Though Project SEARCH, on average, has a 80% successful employment rate, programs are small and not available throughout CA
  - ▶ Though 60–70% of people who have a mental health diagnosis want to work, only about 15% are employed in CIE and only about 2% have access to Individual Placement and Supports (IPS)
- 



# IPS Practice Principles

1. Anyone who wants to work is served
  2. Competitive employment
  3. Rapid job search
  4. Targeted job development
  5. Client preferences
  6. Individualized long-term supports
  7. Integrated with treatment
  8. Benefits counseling
- 

# Competitive Employment Rates in 28 Randomized Controlled Trials of IPS




# Capacity And Sustainability

- ▶ What are your ideas for expanding awareness and access to evidence based and promising practices?

# Transportation

(Getting to Work) Policy options for improving access to transportation for people with disabilities include:

- ▶ Establishing working groups and/or forums;
  - ▶ Offering regional transportation vouchers;
  - ▶ Expanding transportation options by offering paratransit and taxicabs;
  - ▶ Establishing nondiscrimination requirements for transportation network programs that include individuals with disabilities among the protected classes; and
  - ▶ Requiring the design and testing of autonomous vehicles to address access for passengers with disabilities.
- 

# Post-Secondary Education

**KY students with significant intellectual (moderate and severe intellectual) disabilities who left school after the 2013–2014 school year, only 11.1% engaged in competitive employment, just 2.6% enrolled in higher education, and 58.6% reported being not engaged in any post-school activities. Among former students with multiple disabilities, only 16.8% engaged in competitive employment, 6.3% in higher education, and 47.4% were not-engaged in any activity.**

- ▶ Research shows that people make more money and work in expanded fields when they have education beyond high school
  - Evolve disability services for students
  - CA Dept of Ed–Alternative pathways to graduation and certificate bearing ed
  - Optimize internships and apprenticeships

# 3 Concerns with Post-Secondary Employment Improvement Efforts

1. They focus too narrowly on formal systems of services and supports designed for people with disabilities, while neglecting “simultaneous investments in partnerships with employers, civic groups, community leaders, families, and others residing in a community”
2. They focus too heavily on identifying existing barriers to employment and the absence of resources necessary for change, while failing to recognize the assets that are available within the community that could expand local employment opportunities.
3. They focus on external ideas, such as those drawn from the professional literature, other locations, or from model demonstration projects, that may be effective elsewhere, but that do not recognize the potential for new ideas and local strategies that may be more effective in the context of the community of focus

# Asset-Based Community Conversations





# Silos



- ▶ Through coordinated planning we can connect and braid supports
- ▶ Stakeholders want to see a clear path and process

Strengthen Collaboration

Innovation Hubs

# On-going Benefits Consultation

- ▶ Fear or misinformation over losing benefits is the primary reason PWD do not pursue Competitive, Integrated Employment.
- ▶ WIPA-Options exist but not enough to meet demand.
- ▶ [www.ca.DB101.org](http://www.ca.DB101.org), estimate for CA, \$113,403.00
- ▶ <https://www.benefit.org>

# Workforce, WIOA

- ▶ Cross training and business bottom line
- ▶ Language cross over–dislocated workers, opportunity youth
- ▶ Recent data indicates that many employers are not including disability and age in their diversity, equity and inclusion efforts. Only 4% include disability.

# Messaging–Business Bottom Line

Disability is an essential part of diversity hiring initiatives. Statistics show the advantages of hiring people with disabilities. Data from the Walgreens Initiative to hire people with Intellectual/Developmental Disabilities reinforces business reasons to hire employees with disabilities:

- 48% greater tenure, decreasing recruiting/training costs
- 34% fewer safety incidents
- 90% perform equal to or better than those without disabilities
- Absenteeism is 40% less

# Market Share and Revenue

Companies that **successfully** incorporate employees with disabilities have **28% higher revenue and 2x higher net income**, according to Accenture. They also experienced reduced turnover, lower recruiting costs, increased productivity and improved customer outreach.

According to the U.S. Department of Labor the large and growing market of people with disabilities has \$175 billion in discretionary spending. Customers with disabilities, their families, friends and associates represent a trillion dollar market segment and many Americans indicate they prefer to patronize businesses that hire people with disabilities

(The Business Case, 2017).

# Resources & Myth Busting

## **Accommodations/Productivity Enhancements:**

result in such benefits as retaining valuable employees, improving efficiency and morale, reducing workers' compensation and training costs, and improving company diversity. These benefits were obtained with little investment. Employers in a JAN study reported that a high percentage (59%) of accommodations cost absolutely nothing to make, while the rest typically cost only \$500.

<https://askjan.org/media/lowcosthighimpact.html>



# DOR Demand Side Initiative

- ▶ Currently collecting feedback from CA employers to inform the design of a Demand Side Employment Initiative
- ▶ How can CA support this initiative and ensure the feedback is used to inform employers and equip job developers?

We need MORE  
CA specific  
examples and  
cross-industry  
testimonials



# Service Coordination

- ▶ Provide service coordination to assist individuals in receiving necessary services when a comprehensive array of services is required, and such services are provided or paid for by multiple agencies.

Who/Where are points for service coordination and are they informed of options?



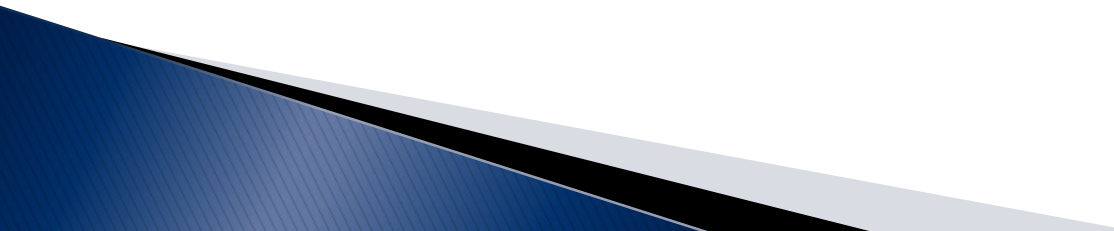
# Sustainable Upskilling is Needed

## Adequacy of the Network of Qualified Providers

- ▶ Ensure that qualified personnel provide a range of necessary supports and services
  - ACRE, CESP, etc. for supported employment professionals
  - Education and awareness for DSPs
  - Pay structure and career laddering to support retention
- ▶ DOR is creating a job developer training AND a learning collaborative for ALL interested job developers


# Peer Support and Learning Collaboratives

**Shared experience is a powerful thing**

- ▶ People who have disabilities listen to others who have disabilities
  - ▶ Parents listen to parents
  - ▶ Teachers listen to teachers
  - ▶ Employers listen to employers in their industry
- 

# Monitoring and Enforcement

Include a process for government agencies to review policies, practices, procedures, and implementation, and enable agencies to respond to findings in a timely and effective manner. This includes:

- Preparing monitoring instruments;
  - Conducting monitoring reviews;
  - Issuing reports;
  - Requiring corrective action;
  - Imposing sanctions; and
  - Securing remedies for individuals.
- 

# Fidelity and Mentorship

- ▶ Who is going to do it?
- ▶ When/how often are they going to do it?
- ▶ Do we currently have people to do it?
- ▶ If not, do we have funds hire them?
- ▶ How will we share their findings?



On-going Monitoring

On-going Support

# Transparency and Accountability

- ▶ Which pilot projects have been successful?
  - What services and supports were used?
  - Are they scalable and sustainable?
  - **Where the heck can we find this information?**
  - What were their outcomes?
  - Were these shared with a broader learning community?
  - Do participant cohorts exist?
    - Are they helpful?
    - How can we enhance them?

# Provider Self-Assessment Tools

- ▶ These exist and are included in the resource section of the SB639 webpage
- ▶ Note:
  - Many providers assess themselves further along in the change process or higher in a fidelity measure than the findings of an external analysis



# Outcomes

- ▶ What are successful outcomes for CIE transition/14-c phase out?



# Thank you for your work

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