Promoting Employment through Independence, Access, and Equity
Pilot Project Implementation - Draft 3-31-2022

PILOT PROJECT IMPLEMENTATION

The steps below form a simplified approach to implementing the Employment Revolution Coalition's proposed pilot project:

1. **Provider Selection.** Through a competitive process (e.g., application, interview, commitment to the process, regional center concurrence, etc.), select a diversity of service providers to participate in the pilot project. The size of the pilot will depend on the available funding. Selected service providers should represent the following:
   a. Different regions of California and various Regional Center catchment areas
   b. Urban, suburban, and rural areas
   c. Large, medium, and small providers
   d. All types of employment providers – individual supported employment, group supported employment, sheltered workshops, specialized ("055") employment, Project SEARCH, day services providing employment and employment prep, etc.

2. **Technical Assistance.** Provide training and technical assistance to support the pilot project providers with understanding the model as well as the effective and promising practices to implement it successfully. Training and technical assistance should include both initial and on-going support. In addition, provide funding to the selected providers to cover their costs of participating in the training and technical assistance and setting up the new systems and structures.

3. **Operations and Funding.** Providers implementing the pilot project should continue to bill DOR and/or Regional Center for employment services as they have done previously. At the same time, providers should calculate the billing as it would be under the pilot project (e.g., payments for Discovery services, enhanced incentive payments, payment for hours worked versus hours coached, etc.). Payments for providers under the pilot should reflect the difference between "pilot project billing" and the funds they received under the traditional DOR/RC system.
   For example, a pilot project provider bills DOR and its regional center $16,000 for services in July for multiple individuals in its employment program. Under the pilot project structure, the provider would have been able to bill $20,000 in July for those same services. The pilot project then funds the provider $4,000 for July, the difference between its traditional billing ($16,000) and what it would have billed under the pilot project structure ($20,000). For budgeting purposes, the pilot may need to implement a cap on total payments for each provider, pro-rated for number of people supported.

4. **Lessons Learned.** Convene pilot project providers at multiple points (e.g., six months, 12 months, etc.) to glean lessons learned through a "what worked" and "what didn't work" process. Supplement anecdotal lessons with data on job placements and retentions as compared to pre-project periods (adjusted for economic realities). Publish a final report from the pilot with recommendations for strengthening the employment structure and system statewide.