



April 22, 2022

The Honorable Nancy Skinner  
Chair, Senate Budget Committee  
California State Senate  
1020 N Street, Room 502  
Sacramento, California 95814

**RE: SB 639 Workgroup Budget Request: \$3M**

Dear Senator Skinner,

Pursuant to California Labor Code Section 1191(c) and (e), SCDD is submitting this budget request on behalf of the advocate and service provider members of the SB 639 Workgroup. The goal of this proposal is to establish priorities for transitioning Californians with IDD out of 14(c) sheltered workshops and into competitive integrated employment. As the bill calls for the multi-year phaseout of the 14(c) program, the advocate and provider members of the workgroup felt that a budget request this year was necessary in order to ensure the transition process for over 6,000 individuals out of 14(c) has the appropriate resources for appropriate implementation.

The workgroup has convened twice, and the advocate and provider members have quickly identified and communicated questions that must be answered and needs that must be addressed relative to the 14c phaseout and its success.

Lived experience is the foundational lens for the SB 639 Workgroup process to ensure all recommendations made are based on the voices of individuals directly impacted by the phaseout of subminimum wage in California. Individuals with lived experience bring the greatest insights on their abilities, unmet needs and possible solutions. The proposed funding levels assume administrative funding for an entity or agency designated with implementing the specific item or items.

**Work Incentive Benefits Coaching, \$350,000**

**Research shows that the primary reason people who have disabilities do not pursue competitive, integrated employment is fear or misunderstanding over benefits loss. Robust, accessible benefits consultation is integral to informed choice.**

Awareness of benefits consultation resources is low. Addressing fear and misinformation is necessary and can be achieved by expanding existing informational and education resources



offered via DB101. Additional resources may include marketing tools, video tutorials, and statewide training opportunities. Target audiences are job seekers, employees, families, case managers, job developers and job coaches.

### **Upskilling, \$900,000**

**Job Developers and Job Coaches for people who have disabilities require training in best practices that optimize job seeker independence and leverage transferable skills to meet employer needs. Service providers often experience high turnover and cannot afford to consistently fund this training.**

Job developers who help people that have significant disabilities find and maintain employment require complex training in Customized Employment and other evidence-based interventions. These interventions require advanced interviewing skills, labor market analysis, developing sector specific vernacular, and the ability to work with employers to identify unmet operational needs.

Job developers also require strengths-based assessment skills, knowledge of job accommodations, assistive technology and methods to create a culture of inclusion at work sites. Creating a training methodology informed by existing credentials and certifications like ACRE and the CESP for supported employment professionals will help match job seeker skills and abilities with customized positions. This training coupled with ongoing skills building via a learning collaborative will enhance sustainability.

### **Transportation Needs Assessment, \$300,000**

**The transportation needs of the current 14(c) population are unknown. People who have disabilities often struggle with accessing reliable, affordable and safe transportation to and from work.**

A transportation gap analysis is needed to understand transportation access barriers and possible solutions to those barriers for individuals in 14(c). California's regional diversity presents unique challenges for those in urban areas, and distinctly different challenges in rural areas. The stakeholder group recommends conducting a needs assessment to better understand these issues and identify potential solutions appropriate and effective for one's region, level of support needs, and employment goals.

### **CIE Pilot, \$1.3M**

**Pilots for CIE are often broad and open ended without requiring implementation of evidence-based practices or thorough data analysis and transparency in outcomes. These pilots often offer time limited outcomes with no sustainability or capacity building requirement.**



The stakeholder group recommends funding a pilot that requires the use of best practice job development strategies, systematic evaluation, and enhanced job retention supports for individuals who are in 14(c) settings. The pilot awardee will also be responsible for implementing a tiered payment structure based on acuity to ensure those who have the most significant support needs are served. Outcomes of the pilot will be shared publicly, and the awardee will need to identify a sustainability plan that leverages braided funding. A structured pilot framework exists and has been presented within the SB 639 stakeholder workgroup.

### **Source and develop diverse transition case studies, \$150,000**

Individuals who work in subminimum wages do not often see real-life examples of people who have disabilities working in diverse competitive, integrated environments. Furthermore, images of individuals who have disabilities in educational and outreach materials are not representative of the diverse racial and cultural diversity in California communities. Translation of materials, paying self-advocates for sharing their lived experience, and developing trusted messengers in underserved communities across the state are key elements of equitable services. Cultivating real life examples of the 14(c) transitional process that depict different jobs and different types of people engaged in community-based activities is imperative to success. All people are inspired by the success of others; we need to amplify the possibilities for the 14(c) population.

If you have any questions, please contact our Deputy Director of Policy and Public Affairs, Bridget Kolakosky at 916-806-1452 or [bridget.kolakosky@scdd.ca.gov](mailto:bridget.kolakosky@scdd.ca.gov).

Sincerely,

A handwritten signature in blue ink, appearing to be 'A. Carruthers'.

Aaron Carruthers, Executive Director

CC: Senator Durazo