



**North Valley Hills Regional Office – SB 639 Community Conversation  
April 1, 2022 from 11am-12:15pm & April 5, 2022, 10am -12pm**

**The Community Conversations for the North Valley Hills Regional Office were held on April 1, 2022, Self Advocacy Council 6 (SAC6) Weekly CHAT. There was 28 Self Advocates, 3 Family Advocates and 10 Others in attendance. The second event was held on April 5, 2022. There was 5 Self Advocates, 2 Family Advocates and 2 Others in attendance.**

The April 1, 2022, Community Conversation occurred on zoom on the Self Advocacy Council 6 Friday CHAT. The information was presented with the SAC6 leadership, Dena Hernandez, SCDD Regional Manager and Chanel Murray – Community Program Specialist II. No other language interpretation was requested for this event.

The April 5, 2022, Community Conversation was supported with Live Captioning Spanish interpretation. Dena Hernandez, SCDD North Valley Hills Regional Office Manager and Chanel Murray Community Specialist II facilitated and used a power point presentation to help guide the meeting and assist with note taking.

The meetings included a series of questions with input on the topic areas listed below.

**Comment/Question prior to the listed questions:**

**SB 639 Community Conversation Questions**

**1. In a perfect world, with no funding (money) or other barriers, what would the future of employment look like for people with developmental disabilities?**

- Being able to access Future in acting dancing and singing
- Massage therapists- Volunteer job and help acupuncture

**2. What needs to be in place to help a person move from a subminimum wage sheltered workshop into a meaningful day based on their interests?**

- Minimum wage jobs available
- Support from job coach

- Job coaches are very important and help people keep a job
- If you make less than minimum wages- you can talk to your day program or DRAIL to see if they can help you. Also, you service coordinator.
- People need to be connected to their community to find a job
- There needs to be more trained job coaches and job developers
- Need to train employers to hire people with disabilities

### **3. For people who want something other than work, what are the best options or ideas?**

- volunteer work can lead to a job and some education for the job
- Volunteering or something out in community to help other people
- Help themselves there is a difference in self-care learning to take care of yourself
- Education

### **4. For people who want to work, what services to support success?**

- Need to talk about accessibility/ technology concerns
- Have easier applications for people to fill out
- Talk about the ADA
- We need new ideas to help people with significant disabilities into the workforce
- Need more people to help a person get a job and a person to help the person keep the job
- Training to people with disabilities -how to apply, how to interview, how to dress etc is needed
- Benefits- this is a concern that if a person works, they will lose their benefits.
- Parents and teachers need to be educated about employment options and benefits
- Start talking to the youth ore about employment as an option. Workability is a good program
- Benefits counseling (including through WIPA) can help explain to individuals how increased income may affect benefits they already have. This can help ensure a smooth transition and help individuals, and even their supports, feel comfortable knowing that higher pay and exploration of employment can be both possible and exciting! Also, expansion of internship programs can help in promoting expanded opportunities

### **5. Let's think about supported employment professionals - like job developers or job coaches. What additional skills or supports do they need to be successful in their roles?**

- Person centered approach
- More job developers and coaches
- Building workforce and don't have to wait for the support
- Loss of job if there is ready availability for the services

## **6. How can we encourage employers to hire people with disabilities to work at their companies?**

- Self-Advocates going to employment fairs
- Disability awareness with employers to encourage hiring
- Working with employment specialist to create custom employment
- Tax credit and encourage them through the tax credit- raise awareness
- Give simple fact sheet on "Why to employ people with disabilities"
- Access to internships where employers are supported initially
- LEAP program (Limited Examination and Appointment **Program (LEAP)** is a recruitment and hiring **program** for people with disabilities)
- Assistance with preparing a resume and help with interview role playing practices.
- Reach out to smaller employers to see if they would want incentives to hire a person with a disability
- Options for people with physical disabilities is needed. Can people job share?
- Working with Dept of Rehabilitation can be confusing and not helpful
- Train the regional center service coordinator on options for employment/volunteer in the region

## **7. Thinking creatively or outside the box, what kind of new programs should California develop for people with significant disabilities and or support needs?**

- Start talking to the youth more about employment as an option. Workability is a good program
- Reach out to smaller employers to see if they would want incentives to hire a person with a disability
- Options for people with physical disabilities is needed. Can people job share?
- Working with Dept of Rehabilitation can be confusing and not helpful
- Train the regional center service coordinator on options for employment/volunteer in the region
- Job sharing Individuals worked together and created employment for both of them
- Law office

- Making it clear that employers cannot discriminate against applicants with disabilities. Because job discrimination is real...so beware
- Educating employers
- Navigating employer with support need Accommodations If people with disabilities DO get hired...Then reasonable accommodations are a MUST!

**8. For a last question, please complete this thought: “Success will be achieved when...”**

- When people can find work
- When people get a job who need it and a job that they would like to do
- When people are not afraid to work
- Services are readily available
- Making it clear that employers cannot discriminate against applicants with disabilities. It’s real...so beware
- get hired...