



NOTICE/AGENDA

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES EMPLOYMENT FIRST COMMITTEE MEETING

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Members of the public may participate in person, telephonically, or by Zoom.

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MEETING DETAILS:

PHYSICAL LOCATION

SCDD HQ OFFICE
3831 North Freeway Blvd., #125
Sacramento, CA 95834

REMOTE LOCATION(S):

See last page

ZOOM LINK:

[2022.EFC.Meeting.Link](#)

MEETING ID: 935 6684 7127

PASSWORD: 594468

TELECONFERENCE

CALL IN NUMBER: 888-475-4499

MEETING ID: 935 6684 7127

DATE: July 14, 2022

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>	
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Item 13.	MEMBER UPDATES <i>Presented by: All</i>	Page 20

Item 14. FUTURE MEETINGS AND ADJOURNMENT

October 20th

Accessibility:

Pursuant to Government Code Sections 11123.1 and 11125(f), individuals with disabilities who require accessible alternative formats of the agenda and related meeting materials and/or auxiliary aids/services to participate in this meeting should contact Robin Maitino-Erben at (916) 263-8193 or robin.maitino@scdd.ca.gov. *Please provide at least 3 business days prior to the meeting to allow adequate time to respond to all requests.*

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

There are members of the public body who are participating in today's meeting that were granted a reasonable modification per the Americans with Disabilities Act (ADA). To protect their health and/or safety, they are participating remotely for this proceeding without providing their physical location.

In addition to Zoom and teleconference, the below addresses will be made available for public participation.

REMOTE LOCATIONS:

USC University Center for Excellence
in Developmental Disabilities
Children's Hospital Los Angeles
4650 Sunset Blvd.
Los Angeles, CA 90027-6062

July 14, 2022

AGENDA ITEM 5.

ACTION ITEM

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Approval of June 2022 Minutes

Members will be presented with the draft minutes from the June 2022 meeting for consideration.

Action Recommended

Approve June 2022 minutes.

Attachments

July 14, 2022 Meeting Minutes



DRAFT

Employment First Committee Meeting Minutes June 6, 2022

Attending Members

Sarah Issacs (DRC)
Michael Luna (DDS)
Nick Wavrin (CDE)
Wesley Witherspoon (SA)
Alexis Deavenport-Saman (CHLA)
Kara Ponton (SA)
Cathay Liu (FA)
Nancy Wentling (DOR)

Members Absent

Steve Ruder (UCD)

Others Attending

Bridget Kolakosky
Tania Morawiec
Mary Ellen Stives
Robin Maitino-Erben
Suza Szewiola
Alex Phuong
Dawn Purdy
Michelle Smith
Anne De Medeiros
Beth Hurn
Ken DaRosa

1. CALL TO ORDER

Chairperson Wesley Witherspoon (SA) called the meeting to order at 10:40 a.m.

2. ESTABLISH QUORUM

A quorum was established.

3. WELCOME/INTRODUCTIONS

Members and others introduced themselves.

4. PUBLIC COMMENTS

Michelle Smith expressed the need for clearer public information surrounding competitive integrated employment (CIE) and better collaboration and information sharing between participating agencies (DOR, Regional Centers, School Districts). She stated that even as an independent facilitator, parent, and professional it is difficult to obtain the needed information. There needs to be a “roadmap” for CIE, not just instruction. Due to these issues, self-advocates are not being matched with available jobs.

Dawn Purdy echoed Ms. Smith's comments, stating that the lack of guidance is becoming a barrier to employment. Both Ms. Smith and Ms. Purdy are from the Fresno area.

In response to their concerns, Tania Morawiec mentioned that DOR has published a roadmap on the CalHHS website (<https://www.chhs.ca.gov/home/cie/>) and the California Department of Education (CDE) Secondary Transition Planning information can be found on their website (<https://www.cde.ca.gov/sp/se/st/employmentfirstpolicy.asp>).

Mary Ellen Stives encouraged Ms. Smith and Ms. Purdy to seek out meetings of their Local Partnership Agreements (LPAs) for community and service provider trainings.

Michael Luna (DDS) added that the California CIE Blueprint as a collaboration of DOR, DDS, and CDE is working to ensure individuals meet their CIE goals.

Mr. Luna continued, LPAs were specifically established to facilitate communication, cooperation, and collaboration of services between regional centers, DOR districts, and school districts. He pointed out the CHHS website's CIE toolkit and roadmap (see above for weblinks) and acknowledged that the agencies and LPAs need to make certain that information is getting to individuals and families.

5. **APPROVAL OF THE JULY 2021 MEETING MINUTES**

It was moved/seconded (Isaacs/Wavrin) and carried to approve the July 2021, meeting minutes with the following amendment. "Tailored day services" will be changed to "Tailored day services/Self-Determination" on Page 3, Item 8, Priority 6. (All present voted in favor. See page one for members in attendance.)

6. **CHAIR UPDATE**

Presented by Wesley Witherspoon

A. DDS Employment Subcommittee

Chair Witherspoon attended two meetings of the subcommittee since the last EFC meeting. He shared comments he made at these meetings on behalf of the EFC. They included the need for:

- More data. Specifically, more *timely* data—for transparency and so the EF webpage can reflect real-time information.
- More information on internship programs that result in paid employment.

- Pilot programs that are sustainable and become long-term. Accurate data gathered from those pilots that can help us improve.
- More individualized services that help people with disabilities: understand what opportunities exist; develop the skills and independence needed to retain jobs; and become more resilient and realistic in the job search.
- Earlier (school age) preparation for employment.
- Organizations working together to provide supports (like transportation and interview preparation).
- CIE to become commonly known and understood, including in underserved communities. Make sure all (self-advocates, employers, agencies) have accurate information.

Ms. Morawiec thanked the Chair for taking the EFC's comments and concerns to other organizations that are working toward similar goals.

Chair Witherspoon reminded attendees that the Primary Election is tomorrow and encouraged them to vote. He also congratulated the graduating class of 2022.

7. **STATE BUDGET & CIE RELATED LEGISLATIVE UPDATES**

Bridget Kolakosky stated that SCDD carried a four-bill package this year. One of these bills was AB 2920 Post-Secondary Education: Students with Disabilities: Inclusive College Pilot Program. Unfortunately, it was held in the Assembly Appropriations Committee towards end of May and will not move forward. However, the Council will improve the Bill, expand the coalition, and introduce it next year.

Ms. Kolakosky briefly reviewed the budget process for the Committee. Although the State Budget is due on June 15th at midnight, trailer bills are not due until August 31st. Therefore, it is not known how that money will be spent.

8. **FINALIZE 2021 EMPLOYMENT FIRST REPORT**

Robin Maitino-Erben presented the 2nd Draft of the Report on screen. She summarized information added by DDS, SCDD Policy and EFC Staff, and the Tarjan Center at UCLA. She described what still needs to be updated. Sarah Isaacs will write the Executive Summary once the Report is finalized.

Ms. Maitino-Erben asked members if they had anything they wanted to add to the section on State Policies Impacting CIE in California.

Tania Morawiec suggested adding new resources, such as the CIE Blueprint's Roadmap, the CDE Toolkit for Parents, and materials from the Institute for Community Inclusion at UMass Boston. She also pointed out the need to update ABLE Account information to reflect new asset limits.

Nick Wavrin suggested mentioning efforts of the Alternative Pathways to a High School Diploma and IEP Template Workgroups (which are intended to have an impact on CIE).

Ms. Maitino-Erben asked members to think about changes/additions they want to make to the reporting structure in upcoming years. These will be discussed at future meetings.

It was decided to break the Committee into two workgroups to discuss recommendations—Policies and COVID/Paid Internship. The Policies group included Wesley Witherspoon, Michael Luna, Nick Wavrin, Bridget Kolakosky, Nancy Wentling and SCDD staff members Robin Maitino-Erben, and Beth Hurn. The COVID/Paid Internship group included Sarah Issacs, Alexis Deavenport-Saman, Cathay Liu, Anne De Medeiros, and SCDD staff members Mary Ellen Stives and Suza Szewiola.

After lunch, the two workgroups presented their recommendations as follows:

COVID/Paid Internship

- Develop, share, advertise internships more extensively in order to raise awareness among stakeholders. Link stakeholders with resources.
- Emphasize networking and peer to peer support.
- Use Local Partnership Agreements (LPAs) to make connections among stakeholders and as links to resources. Make sure LPAs know that internships are an opportunity for employment success.
- Support Promotion in Place (PIP) as an internship outcome.
- Promote awareness of other programs such as LEND (Leadership, Education in Neurodevelopmental Disabilities) which can provide stipends.
- Provide the same supports in the paid internship program that are normally available with employment.
- Make sure disability is represented on workforce boards by sharing California Committee on Employment of People with Disabilities (CCEPD) report on innovative and successful best practices in CIE.

This workgroup did not have a chance to discuss COVID section recommendations. Ms. Morawiec stated she will complete that section. She asked the group to send her relevant information.

Policies

- Emphasize that HCBS Setting Rule goes into effect in March 2023.
- Add text on the DOR Grant Awardee from Nancy Wentling.
- Update Self-Determination link.
- Create a resource addendum page with links to CIE Roadmap, CIE Toolkit for Parents, ABLE Act, etc.
- Update information on Senate Bill (SB) 644.
- Add information from Nick Wavrin (CDE) on IP Workgroup and diploma alternative.

The Employment First Committee again broke into two separate workgroups—Legislative Recommendations and Administrative Recommendations. The Legislative group included Bridget Kolakosky, Michael Luna, Nick Wavrin, Cathay Liu, Kara Ponton, Nancy Wentling, and SCDD staff Anne De Medeiros and Robin Maitino-Erben. The Administrative group included Alexis Deavenport-Saman, Sarah Isaacs, Wesley Witherspoon, Dawn Purdy, and SCDD staff Tania Morawiec, Mary Ellen Stives, Suza Szewiola.

After regrouping, the two workgroups presented their recommendations as follows:

Administrative

- Make benefits consultation available early and extensively so individuals can make informed choices regarding employment.
- Implement higher incentive payments (tiered system) for those who have the most support needs.
- Release and share more data in a timely manner. Information should be public and written from the disability perspective.
- Expand media campaign to target people with disabilities, their caregivers, and family so they thoroughly understand CIE.
- Collect and share outcomes across agencies.
- Enhance skills training for supported employment practitioners and use braided funding to support coaching.

Legislative

- Rewrite first COVID-19 funding bullet point to highlight that funding requirements should include the support of people with I/DD. Mention the passage of SB 639 (and its effects) after the second bullet point.
- Make EFC's priorities more actionable by offering legislators technical advice, help develop bill language, etc.
- Update rate reform information.
- Retain relevant priorities adding information about what *has* materialized and what is needed next.
- Nancy Wentling (DOR) will research proper avenues of appeal for increasing funding for access to technology for people with disabilities.

It was moved/seconded (Wavrin/Luna) and carried that the Committee approve the 2021 Report pending updates that were made today. (All present voted in favor. See page one for members in attendance.)

9. **UPDATE ON TARGET PRIORITIES**

Presented by Tania Morawiec

A. SD 639 Implementation Update

It was decided that Ms. Maitino-Erben will communicate with committee members via email to decide on two of the six targeted priorities to be discussed next meeting.

A third meeting with core stakeholder groups is upcoming. Topics to be included: budget recommendations based on EFC priorities, specifics surrounding benchmarks, data requirements, and optimization of federal funding.

Ms. Morawiec discussed feedback gathered from "Community Conversations" held by SCDD. She stated that the conversations provided important information from a broader perspective. They allowed the community to have input and voice their concerns. (A link to the synopsis is included in the PowerPoint that will be emailed to Members.)

For those that were unable to participate in the core stakeholder group or community conversations, a letter writing campaign had been devised.

10. **UPDATE ON CIE BLUEPRINT IMPLEMENTATION**

Presented by CDE, DOR, and DDS

Michael Luna (DDS) stated the 3rd and 4th year reports will be released soon. Meetings with all 59 LPAs have been completed with great feedback.

The goal of the meetings was to create and/or discover new resources and information. This new information will ultimately be available on CalHHS website. Although the Blueprint is near the end of the 5-year implementation, the team anticipates future collaboration.

DDS updates gathered from quarterly Purchase of Services data through November 2021 indicated:

- Paid internship program placements have made a strong recovery (759 paid placements) and are on track to meeting the same level of paid internships pre-pandemic.
- CIE incentive payments have been making a slower recovery than the previous fiscal year (367 payments). However, there is typically an influx of payments toward the end of the FY when billing catches up.

New numbers will be available when the quarterly report comes out in July.

DDS anticipates the guidelines for an employment grant to be released in June 2022. Priorities and project types for the grant have been formulated as follows:

Priorities

- Innovative pathways to employment
- Supported employment and customized employment
- Business focused practices
- Holistic approaches to achieving CIE
- Engaging families using CIE

Project types

- Education and training
- Employment preparation services and supports
- New and alternative service models
- Business-focused practices.

11. UPDATE ON THE IMPLEMENTATION OF THE DATA SHARING LEGISLATION

Business Use Case Proposal (BUCP), a data sharing agreement between DDS and DOR, was passed in July. The departments are still in the process of analyzing information, so results have not been reported.

Mr. Luna will share data when it is available.

12. MEMBER UPDATES

Chair Witherspoon reminded members to conserve water as we go into summer and wished everyone a good June.

Alexis Deavenport-Saman stated that USC UCEDD at CHLA applied for their 5-year grant. A current needs assessment they sent out showed that employment is a top concern among stakeholders. 80.9% (174 out of 220) of respondents chose employment as a priority, therefore USC make it a priority

Ms. Deavenport-Saman noted that CHLA has “family navigators” that help families access services including employment during transition. Additionally, CHLA is planning trainings for racially, ethnically, linguistically diverse people with disabilities and their family members specifically on CIE. These will be recorded and eventually posted on their website.

Sarah Issacs noted that DRC also has a needs assessment pending and asked the group to share the link broadly.
<https://www.disabilityrightsca.org/latest-news/we-want-to-hear-from-you-2022-disability-rights-california-survey>. As things are opening up, they are starting to give more in-person training and outreach.

13. FUTURE MEETINGS AND ADJOURNMENT

Upcoming meetings for 2022 are scheduled for July 14th and October 20th.

The meeting was adjourned at 3:15 p.m.

July 14, 2022

**AGENDA ITEM 6.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Chair Update

Committee Chair Wesley Witherspoon will provide members with an update on CIE-related activities that have taken place since the last meeting, including an update on the DDS Employment Subcommittee.

Attachments

None – may be handouts the day of the meeting.

July 14, 2022

**AGENDA ITEM 7.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2022 Targeted Priority Updates

Deputy Director Tania Morawiec and Associate Analyst Robin Maitino-Erben will provide members with an update on two of the targeted priorities for 2022.

Deputy Director Morawiec will provide members an update on the latest activities pertaining to the implementation of SB 639.

SCDD Staff member Robin Maitino-Erben will provide members with an overview of the work the Data Workgroup completed in 2019-2020 and ask for volunteers to participate in the reestablishment of the Workgroup.

Attachments

None – may be handouts the day of meeting.

July 14, 2022

**AGENDA ITEM 8.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2022 Targeted Priority Presentation – Preventing People from Falling Through the Cracks

Michele Jodock from Vantage Point has been invited to about her and her agency's experience matching its clients' passion with meaningful employment in the San Diego area. Vantage Point is a local provider who is known for customized employment and creatively serves individuals who have significant support needs.

Ms. Jodock is very enthusiastic about employment and serves a large range of people from I/DD to blind, deaf and those with mental health issues.

Attachments

None – may be handouts the day of meeting.

July 14, 2022

**AGENDA ITEM 9.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Updates on CIE Related Legislation

Members will receive an update on legislative issues relating to the employment and/or education of people with disabilities including and following update from the Department of Labor (DOL).

DOL Issues New Guidance

Section 511 requires employers with a certificate under Section 14(c) of the FLSA to ensure that workers have received critical resources and information prior to and throughout the duration of employment at a subminimum wage. The timely provision of these resources and information helps maximize opportunities for workers to obtain competitive integrated employment. When employers fail to comply with the requirements of Section 511, they are required to pay workers the full federal minimum wage.

The new guidance, Field Assistance Bulletin No. 2022-4 “Enforcement of the Rehabilitation Act Section 511 Requirements for Workers with Disabilities in the Section 14(c) Program,” supplements Field Assistance Bulletin Nos. 2016-2 and 2019-1, Fact Sheet 39H and other materials designed to provide guidance on the provisions of Section 511 and the protections it offers workers in the Section 14(c) program. The new FAB reaffirms and provides assistance to stakeholders in determining compliance with the timing and documentation requirements of Section 511.

Attachments

None – may be handouts the day of meeting.

July 14, 2022

**AGENDA ITEM 10.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

2022 Employment First Report

Members will be engaged in a focused discussion to determine the focus and layout of the 2022 Employment First Report.

Attachments

None – may be handouts the day of meeting.

July 14, 2022

**AGENDA ITEM 11.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Update on CIE Blueprint Implementation

Michael Luna with the Department of Developmental Services, Nick Wavrin with the Department of Education, and a representative from the Department of Rehabilitation will be asked to provide a report on the progress of the Blueprint Implementation across the Departments prior to the meeting.

Attachments

None – may be handouts the day of meeting.

July 14, 2022

**AGENDA ITEM 12.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

DDS Updates

Michael Luna with DDS will be asked to provide updates on the implementation of the data sharing legislation, the DDS Employment Workgroup and the CIE Grant Proposal.

Attachments

None – May be handouts the day of meeting.

July 14, 2022

**AGENDA ITEM 13.
INFORMATIONAL ITEM**

STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

Member Updates

Members will provide updates on local and/or agency activities related to the employment of people with developmental disabilities.

Attachments

None – May be handouts the day of the meeting.