

SCDD EFC 10/20/22

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EFC Priorities & Recommendations



EFC Target Priorities (Past Vote)

- ▶ implementation of SB 639,
- ▶ data,
- ▶ and preventing people from “falling through the cracks.”

Administrative 2020 & 2021

Benefits

- ▶ All people who have disabilities should have access to informed general work incentives information and targeted benefits analysis so they can make an informed decision regarding employment search. Work incentives planning needs to be individualized and occur at different phases—misinformation and fear over losing benefits is the primary reason people who have disabilities do not pursue employment. Information on CalABLE and asset limit changes like those made in AB133 must be widely available to people who have disabilities and their families. Transition planning should include discussion of the impact of wages on benefits.

Data

- ▶ Currently data is released years after collection. This delay impacts the field of practice's ability to identify trends and create targeted interventions. This is especially important during the pandemic because shifts in unemployment and safety issues require real time response.
- ▶ DDS should invest in the collection and reporting of deaggregated, timely data with universal client identifiers across government systems to understand the factors that impact whether or not a person enters or retains CIE. DDS and the State Council should publicly report aggregate data on the Data Dashboard in a consumer friendly and accessible format so that the impact of CIE can be assessed and people with developmental disabilities and their families can make informed data-driven decisions about choosing the best pathway to CIE.
- ▶ CDE, DDS, DOR, and the State Council should create data-sharing agreements across agencies that identify and quantify tertiary benefits of employment as a social determinant of health. This information should be made public and involve diverse success stories from the disability perspective.

Marketing Campaign/Promotion

- ▶ CDE, DOR, DDS and the Council should work collaboratively to promote a statewide multi-media public service campaign in traditional and social media with the goal of reducing the stigma around hiring individuals with developmental disabilities. The campaign should also highlight the impact and benefits to businesses when they hire a person with a developmental disability and highlight the accomplishments of people with developmental disabilities in CIE. DOR's Demand Side Initiative addresses the foundational data collection for a targeted employer campaign. Employer specific examples must be presented.
- ▶ EFC members recommend expanding and targeting this campaign to showcase disability employment success stories across industries. This needs to be reflective of diverse cultures and communities so that people who have disabilities and family members see themselves in the service. Functional examples include targeted social media campaigns to people with lived experience of disability linked to self-advocacy and self-determination. Ideally this will involve overcoming fears, challenges and building resiliency during work search and job loss.

Internship & Apprenticeship

- ▶ Billions of dollars in California have been invested in apprenticeship programming. Apprenticeship, pre-apprenticeship and Internships require additional advertisement to people who have disabilities, employers, family members, advocates and educational institutions. Though we need to focus on individualization of services to find good job matches, we need to understand that workplace learning can help people gain skills as well as a deeper understanding of the job duties and demands.
- ▶ DDS and regional centers must build awareness and encourage career exploration via work based learning gained through paid internships, PIP information and data on how many CIE placements evolve out of it must be shared broadly across workforce development partners, employers, educators, family members, and people who have disabilities.

Awareness & Access

- ▶ Comprehensive, cross-departmental Information on CIE resources and pathways should be available in several different government sites. Currently, sites offer departmentally specific services without addressing the intersectionality of state funding and support. We recommend that state government sites cross-link to synergistic service categories. This information should also be curated on a plain language site identified by easily understood search terms.
- ▶ CDE, DOR and DDS should continue to expand opportunities for work experience, work-based learning, career-exploration, and internship opportunities for students with developmental disabilities through various opportunities, including increasing outreach to local businesses through partnerships with chambers of commerce. **Outcomes should be collected and shared across agencies.**
- ▶ CDE, DOR and DDS should continue their efforts to collaboratively work to streamline information sharing and service delivery planning to ensure that individuals with developmental disabilities, ensuring equity and inclusion for those from ethnically- and linguistically-diverse communities, experience a service delivery system that allows for unified planning, implementation, evaluation and data sharing across agencies.

Funding

- ▶ DDS should **prioritize** a tiered incentive structure to implement Welfare and Institutions Code Section 4870 (d-g) that provides for higher incentive payments for individuals with the most significant disabilities.
- ▶ DDS is currently exploring CIE incentives and pilot frameworks. This content is essential, but a tiered model has not been shared with the public.
- ▶ The State of California must explore funding options to provide enhanced skills training for job developers/supported employment practitioners in customized employment, business bottom line strategies and job coaching supports. Braided funding should be used to support extended coaching when needed. Funders must incentivize individualization of services, fading in job coaching, job accommodations, knowledge of technical assistance in assistive technology, and helping employers create a culture of inclusion.

Job Retention

- ▶ Supports like skilled job coaching need to exist for employees as well as employers. Currently, California providers experience staff shortages and high turn-over. Enhanced funding and upskilling through workforce certifications and best practice tutorials in customized employment will help

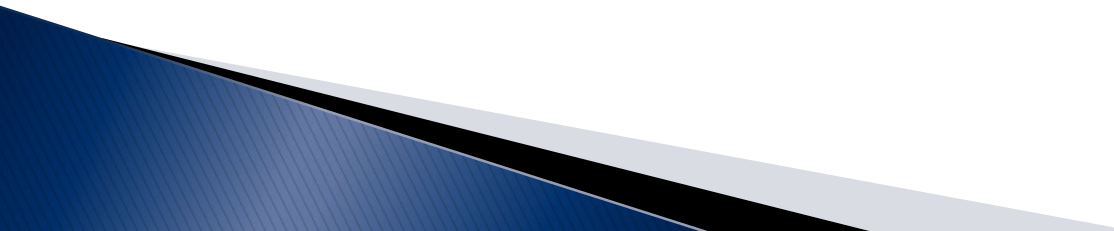
Self Advocacy & Family

- ▶ 60% of job hires occur through networking and exploring natural, community connections. The voices of family members must be heard and incorporated in customized employment planning connected to internships. Self-advocacy and networking skills to share personal interests and skills can help people find employment. The “Let’s Work” Toolkit explores strategies for employment related networking. This can simultaneously encourage peer to peer interaction which can serve as a catalyst for employment exploration. [Let’s Work! California Networking Activity Guide \(catransitionalliance.org\)](http://catransitionalliance.org)

Emerging and Best Practice

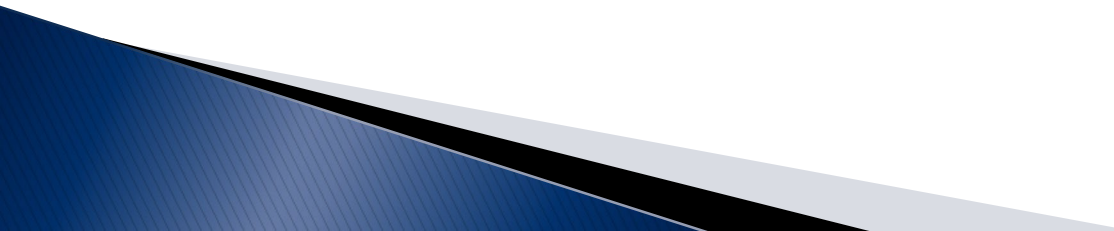
- ▶ Disability is underrepresented on local workforce boards and partnerships funded with WIOA dollars. Advertisement must include sharing best practice. The CCEPD synthesized recent best practices in a report that we recommend sharing. See appendix
- ▶ Innovative programs like LPA's, Local Partnership Agreements, can build bridges amongst diverse stakeholders and lead to increased competitive, integrated employment outcomes. LPA's Listed – California Health and Human Services
- ▶ In the health field, the competitive, application based LEND Program–Leadership, Education in Neurodevelopmental Disabilities, can provide stipends and link to mentorship opportunities. Participants are tracked post program for 10 years. Self-advocates, family advocates and other leaders can participate. USC UCEDD CA-LEND

2019 Administrative

1. DDS should adopt a tiered incentive structure to implement Welfare and Institutions Code, Section 4870 (d–g) that provides for higher incentive payments for individuals with the most significant disabilities.
 2. DDS should continue to invest in the collection and reporting of all individual outcome data from different systems necessary to understand the factors that impact whether or not a person enters or retains CIE. DDS and the State Council should publicly report aggregate data on the Data Dashboard in a consumer friendly and accessible format so that the impact of CIE can be assessed and people with developmental disabilities and their families can make informed data-driven decisions about choosing the best pathway to CIE.
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2019 continued

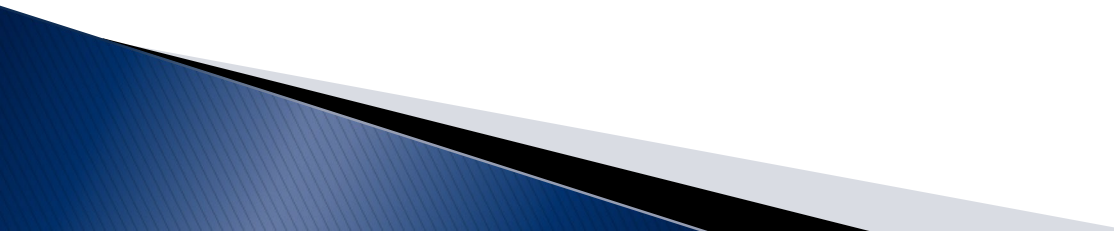
3. CDE, DOR, DDS, and the Council should work collaboratively to launch a statewide multi-media public service campaign in traditional and social media with the goal of reducing the stigma to hiring individuals with developmental disabilities. The campaign should highlight the impact and benefits to businesses when they hire a person with a developmental disability and highlight the accomplishments of people with developmental disabilities in CIE.



2019 cont.

4. CDE, DOR, and DDS should work to expand opportunities for work experience, work-based learning, career-exploration, and internship opportunities for students with developmental disabilities by increasing outreach to local businesses through partnerships with chambers of commerce.

5. CDE, DOR, and DDS should continue their efforts to collaboratively work to streamline information sharing and service delivery planning to ensure that individuals with developmental disabilities, including those from ethnically and linguistically diverse communities, experience a service delivery system that allows for unified planning and data sharing across agencies.



2019

6. The Labor and Workforce Development Agency should develop a senior level position reporting to both the Secretary of Labor and Health and Human Services Agency that is responsible for coordinating services and activities related to CIE across both agencies including the activities of the various Committees and Taskforces with responsibility for CIE.

