Employment First Committee Priorities Survey Responses

QUESTION 1:

What would you like the EFC to focus on during the final year leading up to the establishment of the Office of Employment First?

RESPONSES:

1. Finding jobs for people with disabilities. So many are lost after high school.

2. Reviewing committee structure should be first. This will help committee be more efficient and effective in making recommendations.

   Data collection: My question here is how can we collect data from clients themselves? What are their challenges? Are services provided by agencies helping them find employment? We only know that they are not getting employed but we don't know why. What are the needs of clients to move to CIE and how are these needs met/are they being met?

   From RC's: we would want to collect how many are being referred to CIE? What are the challenges for staff referring to CIE? Has there been any official collection from RC staff on challenges?

   From schools: How many students are being referred to CIE or counseled on post-secondary education (to gather data on if they are being referred to CIE consistently)?

   The data on dashboard already identifies that wages are low, employment is low, and there are few students are graduating. Why? Is SCDD website equipped to have an ongoing survey for stakeholders to complete?

3. Recommendations for language used to collect data on people with disabilities who work. For Example, disability is typically divided by sensory, physical, mental, self-care, etc. but there is little explanation on how a person with disability should classify themselves.

   Advocate for the inclusion of state identification card on job applications instead of driver's licenses.

4. Gather input on how best to structure Office of Employment First to meet the needs of California.
   Perhaps collect info and or speakers from other states to share success stories/challenges from their employment first offices.

5. I'm not sure what would be feasible to get done given the challenges in the committee and infrequency of meetings. I would likely recommend that we focus our energies on the annual report since that process was confusing last year, with attention to how to make it useful for the next iteration of the EFC. Perhaps with some planning/brainstorming, it could include not only recommendations of what needs to be done, but HOW to move forward or SMART goals for first steps etc. I would also really appreciate understanding more about HOW exactly we anticipate the new EF office and EFC will have more power and what exactly we think they'd be able to do that we didn't have the ability to.

6. 1. Develop an Expansive Vision: Recommendations for core values and principles for the operation of the Office.

   2. Training and Technical Assistance Resources -identify state and national resources in core topics related to EF and stakeholder groups. Recommendations for developing an infrastructure that can support individuals, families and systems that support better jobs.

   3. Learn from Our Unique History: Synthesize best practices/lessons learned from past and current state/regional/local initiatives in employment to elicit lessons learned and recommendations for furthering employment first. Accompany recommendations with success stories from these projects.

   4. Start Early, Focus on Families! Develop recommendations for the early intervention, education, family support and healthcare systems on setting high expectations and preparation of children for independence, self advocacy and careers. Tackling the pipeline that leads to non work requires a holistic framework that incorporates the cultural and linguistic diversity, values and perspectives of families, and economic challenges faced by many families with a family member with a disability. Financial empowerment (tools, resources, accurate information) needs to begin with the families.

   5. Recommendations for engaging with state agencies that have responsibilities for workforce preparation, vocational training, higher education, apprenticeships, etc. For example, the California Arts Council has a priority in the support for individuals with careers in the creative workforce and statewide networks.

6. Recommendations for developing provider capacity both in number of providers and quality (training, skill development, diversity). How the use of technology may further opportunities to provide support for employment?

QUESTION 2:

In addition to the data that is currently being collected for the Employment Data Dashboards, are there any areas of data/data sets that you would recommend collecting to inform the Office of Employment First?

RESPONSES:

1. hours worked? wages? jobs by industry? + of I/DD served by DOR time from job search to obtainment? wait time to service, amount of JC and how long JC lasts? RC assigned?

2. How many are referred to CIE (from both high school and regional centers)? How are they referred to CIE, from where/whom/agency/process?

3. Benefited from work incentive programs (LEAP, SIP, Schedule A etc.)

4. We need more effective methods for tracking success (or lack thereof) of programs and services across agencies.

5. No additional recommendations at this time. This area should be an important focus of the new office that will likely be addressing the need for new methodologies in data gathering, new technology/software, and MOUs for the sharing of data.

6. I think the data gives a good snapshot of where employment is in the state but does not tell us anything about barriers/potential. I think more systematic data is needed on these factors. This might include:
1. information on how RC service coordinators plan the transition with their clients
2. the number of consumers/family members who want CIE, and also those who are open but not sure, and those who do not want CIE (and why)
3. time to start employment services
4. time from starting employment services to obtaining CIE

5. length of job maintenance
6. types of services received, job development practices, and job coaching practices that promote/predictor employer engagement and successful employment
7. related to 5, success features (percentage of clients achieving CIE, time to CIE, average wages, length of holding a job) of specific vendored agencies - I imagine that some might be variability in success and it would be good to know who's succeeding so we can replicate, and those who are not to intervene
8. similarly, features of those who are successfully employed, and where their employment stemmed from (e.g., family connections/advocacy, K-12 or ATP internship leading to job, DOR, Regional Center etc).

QUESTION 3:

Please provide your thoughts on the current committee structure. This may include what has and has not worked, where you have noticed barriers and your recommendations for improvement. Your response will inform the EFC's recommendations to the Office of Employment First.

RESPONSES:

1. Should be a working group with targeted subcommittees to focus on specific topics and involve decision makers so action steps can be taken.

2. There is a barrier (legal) for agencies to share data and information and becomes a barrier for EFC to collect data. (This might be remediated by E1O?)

   Committee members that are part of agencies are not able to share the challenges within their own agencies? Statute requires EFC membership include agencies and for these to make legislative recommendations for improving transition planning and services. EFC Report should include/identify issues with services and recommendations for improvements.

   Limitation of Meetings: The BK meetings are too few for EFC to get anything accomplished. Smart Work Group meetings were a recommendation/solution to the few BK meetings but scheduling these has also proven to be a challenge. Because SCDD staff are required to be present during Smart Work Group meetings. Not sure how this is required but either officially assigning staff to these meetings (having that resource always available) or not requiring staff to

be present so we don't make it more challenging for there to be Smart Work Group meetings.

3. Currently the quarterly meetings are a nice way to connect and get updates on one another's work but have not been effective in moving things forward or making services more readily available to clients attempting to get services from multiple agencies. One particular challenge is the lack of decision-makers at the table.

4. I think the biggest barrier is the schedule of meetings. I recommend that we meet more frequently for shorter periods of time - maybe 2 hours per month? I think by having more frequent meetings, it would actually increase engagement with tasks between meetings (because it feels more pressing, its not as easy to be like I have several months to work on that so let me focus on other things). I also think more frequent meetings would also allow for quicker approval of activities and therefore quicker action by the committee, and likely increase engagement of members in the meeting itself. I have said this before, but I did not receive adequate orientation, nor did I receive a binder that Robin later told me I should have (but still haven't). I think there should be more clear expectations and guidelines set - particularly around participation and contribution. Members tend be quiet in meetings and do not respond to things outside of the meeting... Perhaps we could institute time in the meetings for task completion or brainstorming? I don't know if the same transparency rules will apply but breakout rooms if possible might be better for conversation. Perhaps because of these challenges, it seems like the EFC has struggled to take action or make progress toward goals/recommendations. I created a SMART goals workgroup in the last year, which I think was helpful but still hit a lot of roadblocks/struggled to actually move things forward.

5. There needs to be a clear understanding and agreement that of the role and responsibilities of all representatives, their authority in contributing to recommendations for changes in policy and practice, and communication with agency leadership in their organization/agency.

QUESTION 4:

Please list additional stakeholders you believe would add value to the committee's mission:

RESPONSES:
1. Managers from Regional Centers
2. CCEPD

3. Employers, job coaches/customized employment providers, self-advocates.

4. I think employers and direct service providers (e.g., job developers and job coaches) are most important to hear from.

5. Higher Education - CA Community College Chancellor's Office

   CA Chamber of Commerce

   California Arts Council

   Cal-HR - LEAP Program

   State Assemblymember

   Unions?? particularly related to industries such as food service