



#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES EMPLOYMENT FIRST COMMITTEE MEETING POSTED AT: www.scdd.ca.gov

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#### **MEETING DETAILS:**

ZOOM LINK: 2023.EFC.Meeting.Link MEETING ID: 935 6684 7127 PASSWORD: 594468

TELECONFERENCE: 888-475-4499 MEETING ID: 935 6684 7127

- **DATE:** October 12, 2023
- **TIME:** 10:30 AM 3:30 PM

#### **COMMITTEE CHAIR:**

Julie Gaona

Item 1. CALL TO ORDER

Item 2. ESTABLISH QUORUM

#### Item 3. WELCOME AND INTRODUCTIONS

ltem 4.	PUBLIC COMMENTS	
	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.	
	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.	
ltem 5.	APPROVAL OF JUNE & JULY 2023 MINUTES	Page 4
ltem 6.	<b>CIE IMPLEMENTATION SUPPORTS UPDATE</b> Presented by Tania Morawiec and Bridget Kolakosky	Page 12
	a. SSAN Employment Workgroups & Webinar b. SCDD Employment Success Stories c. NEON Grant Wrap-up	
ltem 7.	UPDATES ON CIE RELATED LEGISLATION Presented by: Bridget Kolakosky	Page 13
ltem 8.	<b>UPDATE ON PRIORITIES</b> Presented by: Bridget Kolakosky and SMART Workgroup	Page 21
	a. SMART Goal Workgroup Update b. Employment 1 <sup>st</sup> Office Update	
ltem 9.	CIE BLUEPRINT REPORT UPDATE	Page 22
	Presented by: CDE, DOR and DDS	
ltem 10.	<b>2023 EMPLOYMENT FIRST REPORT</b>	Page 23
	<ul><li> Approve Report Timeline</li><li> Adopt Outline/Structure of Report</li></ul>	

#### Item 11. DDS UPDATES

Presented by: Michael Luna

- A. Data Sharing
- B. Employment Pilot/Grant
- C. DDS Employment Workgroup

#### Item 12. MEMBER UPDATES

Presented by: All

#### Item 13. FUTURE MEETINGS AND ADJOURNMENT

February and May 2024

#### 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.

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#### AGENDA ITEM 5. ACTION ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES - EFC

#### Approval of June and July 2023 Minutes

Members will be presented with the draft minutes from the June and July meetings for consideration.

#### Action Recommended

Approve June and October 2023, minutes.

#### *Attachment(s)* June 19, 2023, Meeting Minutes

July 13, 2023, Meeting Minutes



#### DRAFT

#### Employment First Committee Meeting Minutes June 19, 2023

#### **Attending Members**

#### Members Absent

Julie Gaona (SA) Michael Luna (DDS) Nick Wavrin (CDE) Larry Yin (USC) Christine T. Moody (UCLA) Cathay Liu (FA) Nancy Wentling (DOR) Robert Loeun (DOR) Sarah Issacs (DRC) Steve Ruder (UCD) Wesley Witherspoon (SA)

#### **Others Attending**

Aaron Carruthers Tania Morawiec Bridget Kolakosky Robin Maitino-Erben Veronica Bravo Carol Asch (DOR)

#### 1. CALL TO ORDER

Chairperson Julie Gaona (SA) called the meeting to order at 10:33 a.m.

#### 2. ESTABLISH QUORUM

A quorum was established.

#### 3. WELCOME/INTRODUCTIONS

Members and others introduced themselves.

#### 4. PUBLIC COMMENTS

There were no public comments.

#### 5. APPROVE 2022 EMPLOYMENT FIRST REPORT

SCDD staff Robin Maitino-Erben and Veronica Bravo led members in a discussion about final edits to the 2022 Employment First Report. Members had a number of revisions to the report and were concerned that they would not have a chance to review the report to ensure that those revisions were implemented correctly before the report was submitted to the legislature. Staff suggested that instead of adopting the report as revised during the meeting, that the committee could vote not to adopt, and the final document would be reviewed and approved at the July 13, 2023, EFC meeting. The committee made the following motions:

It was moved and seconded to approve the report as revised (Gaona/Yin). <u>The motion failed.</u> (Michael Luna, Larry Yin and Nick Wavrin voted no, Julie Gaona and Cathay Liu abstained).

It was moved and seconded (Gaona/Luna) and carried to adopt the revisions made by the committee members. (Motion passed unanimously, edits are summarized below).

- Steve Ruder's edits are available to view at <u>https://scdd.ca.gov/wp-content/uploads/sites/33/2023/06/Steve.Ruder\_.Edits\_.pdf</u>
- The DDS section of CIE Updates will return to the language originally written by Michael Luna.
- CDE section of CIE Updates and "Alternative Pathway to a High School Diploma" section will be returned to the language originally submitted by Nick Wavrin. Also requested a new section title "shortage of Work Experience Opportunities."
- DOR section of CIE Updates edited to state "87 individuals with ID/DD participated in an OJT, SIP, or work experience through DOR, and 875 individuals with ID/DD participated in a DDS PIP."
- P. 44 change from January 2022 to January 2023
- EFC Recommendation Interagency Collaboration paragraph be changed to Interagency Data Collaboration
- P. 21 remove the first sentence and delete last paragraph in this section and change the title to "Data Collaboration."
- P. 32 PIP Section: from 6 months to 1040 hours.
- P. 18 "Referrals to CIE" section, change header to "Referrals to Employment," condense paragraphs and change language to "Educators in the K-12 system as well as and Regional Center staff are likely contributing to this challenge, perhaps due to a lack of awareness of other options, low capacity for employment services, or persistence of low expectations for young people with ID/DD."
- P.19 Referrals to Employment section, change 3% to 25%.
- P. 24 remove the sentence "There are 66,000 California transition-age students with intellectual disabilities that are currently waiting for inclusive post-secondary opportunities because there are not enough programs."
- Add an updated link to the Employment Data Dashboard

#### 6. 2023 MEETING DATES AND ADJOURNMENT

Remaining 2023 meetings are July 13<sup>th</sup> and October 12th. The meeting was adjourned at 12:23 p.m.



#### DRAFT

Employment First Committee Meeting Minutes July 13, 2023

#### **Attending Members**

#### Members Absent

Julie Gaona (SA) Michael Luna (DDS) Steve Ruder (UCD) Nick Wavrin (CDE) Larry Yin (USC) Carol Asch (DOR) Wesley Witherspoon (SA) Christine T. Moody (UCLA) Cathay Liu (FA) Robert Loeun (DOR) Sarah Issacs (DRC)

Aaron Carruthers Tania Morawiec Bridget Kolakosky Mary Ellen Stives Robin Maitino-Erben Suza Szewiola Michelle Cave Beth Hurn Kate Bjerke (DOR) Gabriela Solval Angel Garcia Marjorie Solomon "CA Resident"

**Others Attending** 

#### 1. CALL TO ORDER

Chairperson Julie Gaona (SA) called the meeting to order at 10:36 a.m.

#### 2. ESTABLISH QUORUM

A quorum was established.

- 3. WELCOME/INTRODUCTIONS Members and others introduced themselves.
- 4. **PUBLIC COMMENTS** None.
- 5. APPROVAL OF THE MAY AND JUNE 2023 MEETING MINUTES Approval of the June minutes was tabled until the October meeting as they were unfinished.

It was moved/seconded (Gaona [SA]/Witherspoon [SA]) and carried to approve the May 2023 meeting minutes. (Motion passed unanimously. See page one for a list of voting members.)

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#### 6. APPROVE 2022 EMPLOYMENT FIRST REPORT

Members reviewed the report to ensure that the changes requested at the June 19<sup>th</sup> were complete. Committee member Nick Wavrin pointed out that the language of the education code in the section on alternate pathways to a high school diploma was recently modified and requested that the final report reflected that. Deputy Director Bridget Kolakosky suggested adding a footnote to include that information. An outdated link will also be replaced.

It was moved/seconded (Witherspoon [SA]/Gaona [SA]) and carried to approve the report as amended. (Motion passed unanimously. See page one for a list of voting members.)

#### 7. UPDATES ON CIE RELATED LEGISLATION

Deputy Director of Policy and Public Affairs Bridget Kolakosky presented an update on CIE related Legislation. The update included a summary of SCDD Employment First Policy work over the last three years. Ms. Kolakosky announced that SCDD, in collaboration with DOR, eliminated the sunset clause of the LEAP SIP (Limited Examination and Appointment Program State Internship Program). At this time, the program will continue indefinitely. SCDD championed SB 639 to end subminimum wages in California and convened stakeholder workgroups to assist in its implementation. SCDD championed and won the establishment of an Employment First Office in the California Health and Human Services Agency.

The Current EFC will be inoperative as of July 1, 2023 and an Employment First Office will be established under the California Health and Human Services Agency (HHS). The new office will consist of the following members: at least one designee of each of the members of the SCDD; Department of Developmental Services (DDS) director or designee; Department of Rehabilitation (DOR) director or designee; Superintendent of Public Instruction/California Department of Education director or designee; one from each of the three University Centers for Excellence in Developmental Disabilities (UCEDDs); Department of Health Care Services (HCS) director or designee; a member of the Consumer Advisory Committee of the SCDD. Committee member Christine Moody suggested the current EFC invite a representative from HHS to attend one of the final meetings so the EFC can share information and make recommendations.

#### 8. CIE IMPLEMENTATION SUPPORTS UPDATE

SCDD Deputy Director of Regional Center Operations Tania Morawiec spoke about efforts to bring CIE resources to and implement best practices in the State California. She announced that the Department of Developmental Services (DDS) has issued grant funding to the UC Davis MIND Institute to pilot test a new supported employment tool (Individualized Placement and Support – IPS) which has been successfully used to help people with mental illness.

Ms. Morawiec reviewed the origin of the CA NEON Competitive Integrated Employment Community of Practice (CoP). Grant funding from the U.S. Department of Labor's National Expansion of Employment Opportunities Network (NEON) is being used to present a series of online lectures and Q & A sessions as California transitions out of subminimum wage.

The sessions focus on staff development and the subject matter is based on feedback from the EFC, DOR, DDS, and DRC. Each session is led by national subject matter experts (SMEs). Along with other resources, the session's didactic content will be recorded and made available for future reference on the SCDD website.

There have been over 200 registrants for each session. The first one was held on June 28, 2023, and the last one is scheduled for August 23, 2023. Session topics include(d):

- Benefits
- Customized Employment/Discovery/Job Shadow
- Job Development/Job Customization/Business Bottom Line
- Job Retention Coaching/Systematic Instruction,
- Mental Health/Co-Occurring/Accommodations
- Best Practice in Job Coaching
- Wrap-Up Transition Planning
- Financial Structuring in Employment Services.

More information on the sessions can be found on the SCDD website. <u>https://scdd.ca.gov/sb639-ca-neon/</u>

Ms. Morawiec stated that California was able to secure consultation and information sharing by SME Lisa Mills, through the Administration for Community Living's (ACL) Administration on Disabilities (AoD). Ms. Mills will do a presentation and Q & A on September 15, 2023.

https://acl.gov/programs/employment/disability-employment-technicalassistance-center.

#### 9. TARGET PRIORITIES UPDATE

Ms. Moody spoke briefly about the progress of the SMART Goals Workgroup in regard to inviting new members to the EFC, creating an EFC member role description, updating the Data Dashboard, and identifying New Data Directions. Taking into consideration the imminent formation of a new EFC under HHS, members agreed to discontinue the process of seeking new members and, instead, focus on recommendations and resources for the new EFC.

Ms. Kolakosky suggested that materials from the SMART Goals Workgroup be included in a packet of resources to the new EFC. The group agreed that they should continue to fulfill the SMART Goals related to data. The SCDD Data Dashboard will be updated to reflect the most recently released data (DDS), with links to expanded information. The update is currently on hold so the material can be made WCAG accessible.

Ms. Morawiec volunteered to proofread the Data Dashboard once everything is uploaded if the process is not complicated and does not compromise the clarity of the data. Otherwise, she will consult the Workgroup for suggestions.

Members directed staff to create a survey to identify:

- EFC focus in its final year.
- Recommendations on data points to include on the Data Dashboard
- What has worked and what hasn't worked in the current committee structure. (This will be used to form recommendations for the new EF office).

EFC members and staff will complete the survey and the responses will be included in the next EFC meeting packet.

#### 10. UPDATE ON CIE BLUEPRINT IMPLEMENTATION

Michael Luna stated that the Blueprint Team is in the process of writing the end of project report. Information will be shared once the report is released.

#### 11. DDS UPDATES

Micael Luna announced that the DDS Employment Grant has been released, and that DDS will release their second quarterly report at the end of July. This report will include substantial data that can be presented to the Legislature in August.

The DDS Employment Work Group has released a draft of the service code description for the pilot program, Career Pathways to Competitive Integrated Employment. The draft includes descriptions for the Career Pathway Navigator and Customized Employment. The service code is expected to be released in the Fall.

Mr. Wavrin stated that Senate Bill 114, Section 58 modifies the language to California Education Code 51225.31 Alternate Pathway to a High School Diploma. It doesn't change the pathway but attempts to clarify some of the elements in the Education Code. The California Department of Education is currently developing a Frequently Asked Questions (FAQs) document about the Alternate Pathway. Mr. Wavrin stated that the current language in the Code is that those that enter 9th grade in the 2022-23 school year or later shall be eligible for the Alternate Pathway. However, it is unclear if students in previous years would also qualify.

SB 531 was recently enacted to modify California Education Code 45125.1(a) which unintentionally created obstacles for work experience programs. The Code's blanket background check requirements made it difficult to place students into paid employment opportunities.

CDE's Special Education Division has started to meet and collaborate with the Transition and Partnerships Unit of the Children, Adolescent, and Young Adult Services division of DDS to help smooth the transition out of high school.

#### 12. MEMBER UPDATES

Chairperson Gaona stated that the Self-Advocacy Board of Los Angeles County continues to give presentations on employment, IPPs, and conservatorship.

#### 13. FUTURE MEETINGS AND ADJOURNMENT

The next meeting for 2023 will occur on October 12th. The meeting adjourned at 2:11 p.m.

#### AGENDA ITEM 6. INFORMATIONAL ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

#### CIE Implementation Supports Update

Deputy Directors Tania Morawiec and Bridget Kolakosky will provide members with an update on a variety of CIE implementation activities including the Statewide Self-Advocacy Network's Employment Workgroups, SCDD employment success stories, and a wrap-up report on the NEON grant.

#### Attachment(s)

None – there may be handouts on the day of the meeting.

#### AGENDA ITEM 7. INFORMATIONAL ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

#### Updates on CIE Related Legislation

Deputy Director Bridget Kolakosky and Policy Analyst Veronica Bravo will provide an update on state legislative issues relating to employment for people with disabilities.

Attachments

Legislative Update Presentation

Handout(s)

There may be additional handouts the day of the meeting.

# Legislative Update - EFC

Bridget Kolakosky



# **Employment Legislative Priority**

### Employment 1st Office Budget Proposal: Done! Effective 7/1/2024

- Creates an Employment 1st Office
- Improve state agency and department efforts to expand employment opportunities, coordination, and reduce siloing across programs.
- Next steps: SCDD is building a resource to support the new Office. We welcome all contributions on an ongoing basis, including anonymous.

### LEAP SIP is now a permanent program

 DOR teamed up with SCDD to finally end the annual recurring sunset, SCDD hopes we can continue to work together to expand awareness and use of the program



## SCDD and Employment 1<sup>st</sup> Policy Three Years in Review

- In 2021 SCDD championed SB 639 which ended subminimum wages in California.
- In 2022, we convened a stakeholder workgroup which recommended an Employment 1<sup>st</sup> Office to resolve the unrealized expectations of employment first policy in California, system wide.
- In 2023 we focused on equity in employment for individuals with intellectual and developmental disabilities.
- This summer we championed, and won, the establishment of an Employment 1st Office in the California Health and Human Services Agency



## The New Employment 1st Office Summary

AB 121 (Developmental Disabilities Trailer Bill)

- ✓ Sunsets existing EFC on 7/1/24: WIC Section 26 4868 (f)
- ✓ Adopts relevant definitions: WIC Section 27 4868
- ✓ Establishes Employment 1<sup>st</sup> Office: WIC Section 28 4868.5
- ✓ Establishes new EFC: WIC 4868.5 (e)(1) (2)



# Employment Bills- AB 222 (Arambula) Californians with Disabilities Workgroup

- Creates a workgroup focused on California disability laws and policies related to workforce and employment
- Workgroup will make recommendations to the legislature
- Now a 2-year bill



# Employment Bills – AB 447 (Arambula/Grayson) Inclusive Higher Education Act

- Requires UC/CSU colleges to establish and maintain inclusive college programs for students with intellectual and developmental disabilities
- Passed both houses- now awaiting Governor signature



Thank you for your good work EFC! Your contributions to employment policy helped make it happen.

# **QUESTIONS?**



#### AGENDA ITEM 8. INFORMATIONAL ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

#### **Update on Priorities**

At this meeting, members will discuss what they will prioritize for the committee's three remaining meetings. Staff will provide an analysis of the survey that committee members and others participated to assist with this discussion.

The SMART Workgroup will also provide an update on the work they have been doing since the Committee met in July.

As a reminder, the following defines what a SMART Goal is.

#### What is a SMART Goal?

**SMART Goal = S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**imely Goals. SMART goals incorporate these criteria to help focus efforts and increase the chances of achieving goals.

#### Attachments

None.

#### Handout(s)

There will be handouts on the day of the meeting.

#### AGENDA ITEM 9. INFORMATIONAL ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

#### CIE Blueprint Report Update

Michael Luna with the Department of Developmental Services, Nick Wavrin with the Department of Education, and Robert Loeun from the Department of Rehabilitation will be asked to provide an update on the status of the Blueprint Report and how implementation across the Departments is going.

#### Attachments

None – there may be handouts on the day of meeting.

#### AGENDA ITEM 10. ACTION ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

#### 2023 Employment First Final Report

Pursuant to California Welfare and Institutions Code Section 4868 (e), the Employment First Committee shall produce an annual report to the Legislature describing its work and policy recommendations. The 2023 Employment First Committee Report to the Legislature will be the last report produced by this Committee because on June 30, 2024, the Employment First Committee will disband.

On July 1, 2024, the California Health and Human Services Agency will establish the Office of Employment First. This will be a permanent state office that will help different departments and agencies understand and implement the Employment First Policy.

In preparation for this change, the Committee will review the proposed report timeline and consider staff recommendations for format and structure of the report.

#### Action Recommended

Approve the 2023 Employment First Report Structure and Timeline.

Attachment(s)

None.

#### Handout(s)

There will handouts the day of the meeting.

#### AGENDA ITEM 11. INFORMATIONAL ITEM

#### STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC

#### **DDS Updates**

Michael Luna with DDS will be asked to provide a report on data, the employment pilot/grant and the department's Employment Workgroup.

#### **Attachments**

None – there may be handouts on the day of meeting.

#### AGENDA ITEM 12. 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.