



# NOTICE/AGENDA

## **STATE COUNCIL ON DEVELOPMENTAL DISABILITIES EMPLOYMENT FIRST COMMITTEE MEETING POSTED AT: [www.scdd.ca.gov](http://www.scdd.ca.gov)**

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This meeting is being held via teleconference within the meaning of Government Code Section [11123.2](#). Members may be physically present at one or more teleconference locations. There may be members of the public body who are participating in today's meeting that were granted a reasonable accommodation per the Americans with Disabilities Act (ADA). Accessible formats of all agenda and materials can be found online at [www.scdd.ca.gov](http://www.scdd.ca.gov)

### **TELECONFERENCE LOCATION**

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

### **JOIN BY TELECONFERENCE:**

Call-In Number: (888) 475-4499  
Meeting ID: **847 9865 8246**

### **JOIN VIA ZOOM:**

Meeting ID:  
Password:

[bit.ly/FEB-EFC-MEETING](https://bit.ly/FEB-EFC-MEETING)  
**847 9865 8246**  
**018449**

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**DATE:** February 8, 2024

**TIME:** 10:30 AM – 2:00 PM

### **COMMITTEE CHAIR:**

Julie Gaona

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**Item 1. CALL TO ORDER**



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**Item 2. ESTABLISH QUORUM**

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**Item 3. WELCOME AND INTRODUCTIONS**

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<b>Item 4. PUBLIC COMMENTS</b>	<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>		
<b>Item 5. APPROVAL OF OCTOBER 2023 MINUTES</b>		Page 5
<b>Item 6. UPDATES ON CIE RELATED LEGISLATION &amp; BUDGET</b>	<i>Presented by: Bridget Kolakosky</i> a. AB 447 (2023) Update b. SB 639 Report Update c. Employment 1 <sup>st</sup> Office Update	Page 13
<b>Item 7. CIE IMPLEMENTATION SUPPORTS UPDATE</b>	<i>Presented by Tania Morawiec</i> a. NEON Grant	Page 15
<b>Item 8. UPDATE ON PRIORITIES</b>	<i>Presented by: SMART Workgroup</i> a. SMART Goal Workgroup Update	Page 17
<b>Item 9. 2023 EMPLOYMENT FIRST REPORT</b>		Page 19
<i>Presented by: SMART Goal Workgroup and SCDD Staff</i>		
<b>Item 10. DDS UPDATES</b>	<i>Presented by: Michael Luna and SCDD Staff</i> a. DDS Employment Workgroup b. Employment Data Dashboard	Page 27
<b>Item 11. CIE BLUEPRINT IMPLEMENTATION &amp; NEXT STEPS</b>	<i>Presented by: CDE, DOR and DDS</i>	Page 29
<b>Item 12. MEMBER UPDATES</b>	<i>Presented by: All</i>	Page 31

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## **Item 13. FUTURE MEETINGS AND ADJOURNMENT**

*May 16, 2024*

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### **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 (916) 263-7919. Requests must be received by 5 business days prior to the meeting. *All times indicated and the order of business are approximate and subject to change.*

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February 8, 2024

**AGENDA ITEM 5.**

**ACTION ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***Approval of October 2023 Minutes***

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

***Action Recommended***

Approve October 2023, minutes.

***Attachment(s)***

October 12, 2023, Meeting Minutes

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## **Employment First Committee Meeting Minutes October 12, 2023**

### **Attending Members**

Julie Gaona (SA)  
Nick Wavrin (CDE)  
Larry Yin (USC)  
Christine T. Moody (UCLA)  
Cathay Liu (FA)  
Alfonso Jimenez (DOR)  
Steve Ruder (UCD)  
Sarah Issacs (DRC)  
Wesley Witherspoon (SA)

### **Members Absent**

Michael Luna (DDS)

### **Others Attending**

Amanda Reynaud  
Angel Garcia  
Ashley Duke  
Beth Hurn  
Bridget Kolakosky  
Lynn Villoria  
Mary Ellen Stives  
Suzanna Szewiola  
Tania Morawiec  
Robin Maitino-Erben  
Veronica Bravo

#### **1. CALL TO ORDER**

Chairperson Julie Gaona (SA) called the meeting to order at 10:35 a.m.

#### **2. ESTABLISH QUORUM**

A quorum was established.

#### **3. WELCOME/INTRODUCTIONS**

Members and others introduced themselves.

#### **4. PUBLIC COMMENTS**

SCDD Staff Robin Maitino announced that Beth Hurn is the new Operations Support Analyst and will be facilitating meetings going forward. She thanked Suzanna Szewiola for the support that she has provided the committee over the last two years.

#### **5. APPROVAL OF JUNE & JULY 2023 MINUTES**

It was moved/seconded (Witherspoon [SA]/Ruder) and carried to

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Legend:

SA = Self-Advocate

FA = Family Advocate

Page 1

approve the June and July 2023 meeting minutes. (All members present voted to approve the minutes, with the exception of Sarah Issacs, who abstained. See page one for a list of voting members.)

## **6. CIE IMPLEMENTATION SUPPORTS UPDATE**

SCDD Deputy Director of Policy and Public Affairs Bridget Kolakosky and Deputy Director of Regional Office Operations Tania Morawiec informed members that SCDD's Statewide Self-Advocacy Network (SSAN) has created workgroups to create employment related resources and to host an employment focused webinar on October 30, 2023. SCDD is also working to collect employment success stories, which will be used for a social media campaign highlighting the lived experiences of people with I/DD who have achieved success in all aspects of employment, including job searching, the interview process, and working in a competitive, integrated environment.

Ms. Morawiec provided an update on the SCDD's Community of Practice (COP) sessions, which were funded via the CA NEON ODEP grant, and concluded in September 2023. Ms. Morawiec informed the committee that SCDD is interested in continuing this work, and that the deadline to apply for additional funding is October 28<sup>th</sup>, 2023. Members expressed satisfaction with the work that was completed through the COP and discussed ideas for future projects, including investigating barriers in accessing funding streams for employment programs and providing a presentation on self-advocate owned microenterprises.

## **7. UPDATES ON CIE RELATED LEGISLATION**

SCDD Deputy Director of Policy and Public Affairs Bridget Kolakosky provided a presentation on the status of CIE related legislation. This included an update on the new Office of Employment First under the CA Department of Health and Human Services, along with updates on AB 447 and AB 222, and an overview of SCDD's Employment First policy efforts over the last three years. This presentation can be viewed here: [https://scdd.ca.gov/wp-content/uploads/sites/33/2023/10/EFC\\_October-2023\\_Legislative-Update-II.pdf](https://scdd.ca.gov/wp-content/uploads/sites/33/2023/10/EFC_October-2023_Legislative-Update-II.pdf)

### Public Comment

Ashley Duke asked when the new Employment First Office will be hiring and was informed that the agency has not made any hiring announcements at this time.



Angel Garcia asked if any funding had been allocated for SB 544 and was informed that this bill passed without funding attached.

## **8. UPDATE ON PRIORITIES**

Members reviewed the results of the EFC's priorities survey, which members and SCDD staff responded to between meetings to determine what the committee will focus on during the final meetings of the EFC. Results of the survey can be found here: <https://scdd.ca.gov/wp-content/uploads/sites/33/2023/10/Employment-First-Committee-Priorities-Survey-Responses-UPDATED.pdf>

Committee members agreed that the responses to this survey should be used to inform the contents of the 2023 Employment First Report and cover letter, with the intent of providing a roadmap and recommendations to the new Office of Employment First.

## **9. CIE BLUEPRINT REPORT UPDATE**

Nick Wavrin with CDE reported that the draft of the year five annual report is in its final stages before being sent to leadership for a final review. This report will focus on fiscal year 2021-22, but also encapsulates the efforts throughout the entire blueprint and makes recommendations to continue moving CIE forward.

## **10. 2023 EMPLOYMENT FIRST REPORT**

SCDD staff presented a proposed outline and timeline for the 2023 Employment First Report. Committee members discussed the role that each member will have in writing the report. The committee agreed that the report should include the following sections:

- Executive Summary
- EFC Lessons Learned
- Recommendations for the Office of Employment First
- Appendices

Members agreed to participate in another survey to inform the "Lessons Learned" section of the report. The SMART workgroup will use these responses, along with recommendations from the past 3 years to create an initial draft of the report for the committee to review.

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

## 11. **DDS UPDATES**

Michael Luna was unable to attend the meeting and provided his update in writing. The update can be viewed here: <https://scdd.ca.gov/wp-content/uploads/sites/33/2023/10/DDS-Update-10.2.2023.pdf>

## 12. **MEMBER UPDATES**

Committee chair Julie Gaona reported that a friend of hers started a new job and has received employment supports, including a job coach, through DOR.

Nick Wavrin provided an update on CDE activities. SB 141 authorizes a new diploma pathway for individuals who qualify for California alternate assessment. For more information about the Alternative Pathway to a High School Diploma, please visit the CDE website at <https://www.cde.ca.gov/sp/se/lr/om082523.asp>

The California Community of Practice on Secondary Transition held its first meeting of the 23-24 fiscal year, with a focus on transition planning. Major themes are providing an alternative pathway to a high school diploma, amplifying youth voices, early transition planning, and how to utilize data to improve outcomes. For more information about the California Community of Practice on Secondary Transition, please email [CACOP@cde.ca.gov](mailto:CACOP@cde.ca.gov).

CDE's Workability I Family Transition Network Committee held a webinar series on the transition from school to adulthood. These sessions were recorded and included: 1. Alternatives to Conservatorship 2. The value of parents' role in transition 3. Self-Determination, and 4. Working and SSI Benefits.

Cathay Liu reported that the Chinese Parents Association will be providing an employment training series for family and self-advocates on the third Saturday each month from July 2023 through February 2024.

Wesley Witherspoon reported that the State Council hosted a guest speaker from Washington state who talked about her experience with finding a job.

Councilmember Witherspoon stated that he knows a lot of self-advocates who are searching for a job.

### **13. FUTURE MEETINGS AND ADJOURNMENT**

The next meeting will be held in February 2024.

The meeting adjourned at 3:17 p.m.

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**February 8, 2024**

**AGENDA ITEM 6.  
INFORMATIONAL ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***Updates on CIE Related Legislation & Budget***

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Deputy Director Bridget Kolakosky will provide an update on state legislative issues relating to employment for people with disabilities, which will include the status of the California state budget.

***Attachments***

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

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**February 8, 2024**

**AGENDA ITEM 7.  
INFORMATIONAL ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***CIE Implementation Supports Update***

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Deputy Director Tania Morawiec will provide members with an update on CIE implementation activities.

***Attachment(s)***

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

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February 8, 2024

**AGENDA ITEM 8.  
INFORMATIONAL ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

**Update on Priorities**

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Members of the SMART Goal Workgroup will provide an update on progress toward the priorities established at the October 2023 EFC meeting.

**Attachments**

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

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February 8, 2024

**AGENDA ITEM 9.**

**ACTION ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***2023 Employment First Report***

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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 Committee will review a draft outline of the report.

***Action Recommended***

Approve the 2023 Employment First Report in concept.

***Attachment(s)***

2023 EFC Report Timeline with Committee Notes

2023 EFC Report Outline

***Handout(s)***

May be additional handouts the day of the meeting.

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## **2023 EFC Report Timeline** **(With Committee Notes)**

<u><b>Start Date</b></u>	<u><b>Activity</b></u>	<u><b>Due Date</b></u>	<u><b>Responsibility</b></u>	<u><b>Notes</b></u>
<b>Oct 12</b>	<ul style="list-style-type: none"> <li>• <b>Adopt Timeline</b></li> <li>• <b>Establish Theme/Structure</b></li> <li>• <b>Assign Sections to be Drafted</b></li> </ul>		<b>All Committee Members</b>	
10/12	<ul style="list-style-type: none"> <li>• Draft Sections of Report               <ul style="list-style-type: none"> <li>– Executive Summary <b>Christine Moody</b></li> <li>– EFC: Lessons Learned (Staff writes summary of lessons learned based off of what committee writes in subsections- BK, RM, VB, TM)                   <ul style="list-style-type: none"> <li>○ What Worked (SMART Workgroup, folding in what was reported in the survey, <b>ask each committee member to respond to each of these questions</b>)</li> <li>○ What Didn't (Lessons Learned) (SMART workgroup to synthesize what is received, <b>ask each committee member to respond to each of these questions</b>)</li> <li>○ Moving the policy forward (Promising Programs, Blueprint reflections.) (SMART workgroup to synthesize what is received, <b>ask each committee member to respond to each of these questions</b>)</li> </ul> </li> </ul> </li> <li>• Recommendations: <b>All</b> – any new recommendations that come in, survey recommendations, past recommendations – SCDD Staff can put together and present to SMART workgroup. <b><u>In February talk about how to organize the recommendations.</u></b></li> <li>• Appendices: <b>All</b> – Include this in survey, Robin &amp; Bridget are going to work on language to explain what kind of additional appendices we could include in the report.</li> </ul>		To be assigned at meeting.	<p><b>Send completed sections to Veronica, Beth, &amp; Robin</b></p> <p><b>Note: staff please provide examples for survey (see CL comments in chat regarding this).</b></p> <p>Robin: pull three years of recommendations. Ask members to speak to each of them if they can. Ask members to sign up to speak on recommendations.</p>
12/4	<ul style="list-style-type: none"> <li>• Staff Send out Draft Report</li> </ul>			
12/5	<ul style="list-style-type: none"> <li>• Dec 5<sup>th</sup> to Dec 31<sup>st</sup> to review and provide recommendations</li> </ul>	1/5/2024		

<u>Start Date</u>	<u>Activity</u>	<u>Due Date</u>	<u>Responsibility</u>	<u>Notes</u>
1/15	<ul style="list-style-type: none"> <li>Develop February Meeting Packet</li> </ul>	TBD	Council Staff	
<b>Early Feb</b>	<ul style="list-style-type: none"> <li><b>Review Draft Report at EFC Meeting</b></li> </ul>		<b>All Committee Members</b>	<b>2<sup>nd</sup> to last meeting of the EFC.</b>
Early Feb-Mar 15th	<ul style="list-style-type: none"> <li>Comment Period</li> </ul>	3/15/2024	All Committee Members	
3/15	<ul style="list-style-type: none"> <li>All Comments Due to Council Staff</li> </ul>	4/5//2024	All Committee Members	
3/31	<ul style="list-style-type: none"> <li>Incorporate Final Comments</li> </ul>	4/15/2024	Council Staff	
4/8	<ul style="list-style-type: none"> <li>Develop May Meeting Packet</li> </ul>	TBD	Council Staff	
<b>Early May</b>	<ul style="list-style-type: none"> <li><b>Approve Final Report at EFC Meeting</b></li> </ul>		<b>All Committee Members</b>	<b>Final meeting of the EFC.</b>
May-Jun	<ul style="list-style-type: none"> <li>Complete design layout and submit to Legislature and E10</li> </ul>		Council Staff	
???	<ul style="list-style-type: none"> <li>Possible June EFC meeting to present final report to HHS</li> </ul>			
Jun 30, 2024	<ul style="list-style-type: none"> <li>Distribute to Stakeholders.</li> </ul>		Council Staff	

## 2023 Report Outline

### **EXECUTIVE SUMMARY**

#### **COMPETITIVE INTEGRATED EMPLOYMENT IN CALIFORNIA**

- Introduction:
  1. Describing CA as Employment First State and sharing the meaning of that
  2. Brief overview of progress and successes since Employment First designation
  3. Highlight that we are still working towards fulfilling mandate of Employment First
    - Express excitement for continued work and actions of Employment First Office (EFO) to move the needle
- Recommendations for EFO to pursue related to CIE in California
  1. *Improve the capacity, equity, and success of California's services and systems working toward enhancing competitive integrated employment.*
    - Collect data to assess alignment with Employment First mandate and create accountability
      - Identifying if/how/when people are directed to CIE and offered employment services
      - Capturing length of waitlists for employment services and time to employment once receiving employment services
      - Identifying predictors of access and success in CIE to uncover inequities and inform priorities
    - Prioritize investment in outcome-driven, evidence-based promising employment practices
      - Require ongoing data collection and reporting on key outcomes
    - Increase equity across Regional Centers
      - Ensure understanding of how codes can be applied for employment services
      - List employment services as an available service on websites and have service coordinators discuss employment
      - Standardize process and paperwork for vendors
    - Introduce tiered payments that incentivize agencies to serve people with higher needs (e.g., greater payment based on support needs)
    - Address workforce challenges (e.g., staff shortages, limited training, poor wages, and high turnover)
      - Professionalize career pathways for service providers with certifications, training, and degrees that are associated with enhanced wages
    - Develop resources that promotes awareness and utilization of assistive technology to support employment accessibility and success

2. *Strengthen and grow collaborative efforts among various stakeholders to achieve more positive competitive integrated employment outcomes.*
  - Support the continued cross-agency collaboration and communication between CDE, DOR, and DDS through a renewed/revised Blueprint plan (e.g., collaboration and communication about 1) individual clients, 2) specific service initiatives, 3) service codes/rates)
  - Advocate and problem-solve to achieve data-sharing systems across agencies to allow for a more accurate understanding of the population served, services received, pathways, and outcomes
  - Engage businesses actively through a multi-pronged effort
    - Have business partners present at and contributing to Employment First conversations with EFO and agencies
    - Provide businesses with training, tools, and ongoing support to showcase benefits of inclusive hiring and increase hiring and success of employees with disabilities
    - Utilize business-to-business training and success stories
  - Promote community collaboration through concerted oversight and facilitation of local partnership agreements (LPAs)
  - Empower families and consumers with easy access to their own files, plans, contacts, and information
    - Unified system, preferably across agencies
    - Potentially formatted like an app, with gamification, reminders, ways for family/consumer to engage
3. *Support clients' successful transitions to competitive integrated employment through proactive approaches to enhance ultimate outcomes.*
  - Promote investment in and attention to development of postsecondary education programs and supports
  - Increase employment opportunities in high school, as one of the most powerful predictors of post-high school CIE
  - Continue to monitor and ensure successful transition of adults in subminimum wage settings
  - Advocate for solutions to transportation barriers to employment
    - Mobility training, increased availability of infrastructure, improved reliability of paratransit, agencies paying for taxi/uber/mileage reimbursement
4. *Manage a coordinated informational and social media campaign to inform the public about employment for people with disabilities with goals to:*
  - Increase family knowledge about employment services (e.g., CIE Road Map)
  - Combat any misconceptions or concerns families may have about employment's impact on benefits
  - Share success stories of:
    - individuals in CIE
    - businesses that have recruited and onboarded people with disabilities in partnership with DOR, AJCs and supported employment agencies



## EMPLOYMENT FIRST COMMITTEE STRUCTURE

- Introduction:
  1. Describing the purpose and make of the Employment First Committee (EFC)
  2. Brief overview of progress and successes of the EFC
  3. Acknowledgment of barriers to progress and potential for new EFO committee to revisit the structure to improve EFC process and effectiveness
    - Express excitement about sustained focus on employment, opportunities to involve more departments/agencies under HHS umbrella
- Recommendations for EFO to pursue related to EFC structure and process
  1. *Restructure meeting schedule of EFC to more frequent meetings of shorter length.*
    - Will increase consistency of attendance and may allow increased engagement from public/other stakeholders (e.g., employers)
    - More frequent meetings will also enhance productivity given less wait time between committee actions/approvals
  2. *Ensure voices of important stakeholders are heard and considered in EFC.*
    - Including people with disabilities, family members/caregivers of people with disabilities, direct service providers, regional center employees, postsecondary education staff, employers on the EFC or in the EFC processes
    - Ensure that all materials and reporting are in plain language, with minimal jargon
  3. *Engage EFC members more effectively to draw upon collective expertise.*
    - Clarify EFC member expectations and provide training on any relevant rules/restrictions when nominated/joining
    - Allow for EFC member feedback on legislative priorities to inform, guide, and educate legislative development
    - Provide agendas and proposals farther in advance, or discuss ideas at one meeting prior to voting at the next meeting, to allow EFC members to convene with their agencies or conduct research to inform voting
    - Ensure EFC members are given clear assignments and adequate time to complete “out-of-meeting” tasks
    - Increase opportunities for collaboration among EFC members (e.g., group brainstorming, creative communication platforms, collaborative report-writing with a unified message rather than individuals writing one section only)
  4. *Convene EFC efforts and expertise to achieve specific initiatives rather than broad goals to move the needle.*
    - When determining EFC priorities each year, take steps to identify specific actions or targets to focus
    - Enhance accountability through specific assignments, creation of workgroups/subcommittees, and regular reporting

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**February 8, 2024**

**AGENDA ITEM 10.  
INFORMATIONAL ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***DDS Updates***

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Michael Luna with DDS will be asked to provide an update on data and the department's Employment Workgroup. SCDD staff will provide an update on the Employment Data Dashboard.

***Attachments***

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

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**February 8, 2024**

**AGENDA ITEM 11.  
INFORMATIONAL ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***CIE Blueprint Implementation & Next Steps***

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Michael Luna with the Department of Developmental Services, Nick Wavrin with the Department of Education, and Robert Loeun from the Department of Rehabilitation will provide a report on the progress of the Blueprint Implementation and next steps.

***Attachments***

None – may be handouts the day of meeting.

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**February 8, 2024**

**AGENDA ITEM 12.  
INFORMATIONAL ITEM**

**STATE COUNCIL ON DEVELOPMENTAL DISABILITIES – EFC**

***Member Updates***

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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.