

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. Note: making sure data is transferrable across regional centers, including using the same measures and definitions – Steve Ruder
 - 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) Julie Gaona
 - 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. Nick Wavrin*
 - 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 **Cathay Liu**
 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