

2023 Employment First Report Overview

Presented by: Aaron Carruthers, Executive Director



Purpose

Currently, California *Welfare and Institutions Code Section 4868(e)* states that the Employment First Committee (EFC) of the State Council on Developmental Disabilities (the Council) shall write an annual report to the Legislature describing its work and recommendations.

On June 30, 2024, the Council's EFC will no longer be operational at SCDD. Beginning July 1, 2024, a new committee will be formed under the of the Employment First Office at Agency. Therefore, the EFC 2023 Report to the Legislature is the final report of this committee.

Process for Developing Report

- **October 12, 2023:** The Employment First Committee met, developed a timeline and agreed that the 2023 Employment First Report would be written with the intent of providing a roadmap with recommendations to the new Office of Employment First.
- **February 8, 2024:** The Committee met, reviewed the report outline and assigned sections to Committee members to write.
- **May 16, 2024:** Committee members reviewed the draft report and approved the report pending the implementation of minor changes.
- **June 18, 2024:** Draft report goes to the Executive Committee for final approval.
- **July 2022:** The EFC Report is due to the Legislature.

Report Highlights

- This year's report is more concise and is divided into two main sections:
 1. What is needed to continue progress in competitive integrated employment for people with I/DD in California?
 2. What is needed to maximize the committee's effectiveness in advancing this mission?

Summary of Recommendations to Continue Progress

- Collect meaningful data that can inform decision-making.
- Increase equity within the employment service systems.
- Invest in workforce development and retention efforts.
- Strengthen collaboration among key partners.
- Actively engage businesses to support achieving Employment First goals.
- Support successful transitions and remove barriers to competitive integrated employment.
- Spread awareness of employment for people with disabilities.

Summary of Recommendations on Committee Structure & Function

- Restructure meeting schedule of the EFC by meeting more frequently and for shorter periods of time.
- Expand the committee to include voices of important stakeholders.
- Engage members more effectively by setting expectations, providing training on relevant meeting rules, providing materials farther in advance, etc.
- Convene EFC efforts and expertise to achieve specific initiatives rather than broad goals to move the needle by using SMART goals to drive movement and action.

Action Recommended

- ✓ Approve the 2023 Employment First Report

