



Employment

The Department of Developmental Services (DDS) is committed to providing leadership that results in quality services to people of California and assures the opportunity for individuals with developmental disabilities to exercise their right to make choices.

The National Core Indicators (NCI) survey

instrument was chosen in 2009, in accordance with WIC 4571, to monitor California's developmental disabilities service system and assess quality and performance among regional centers.

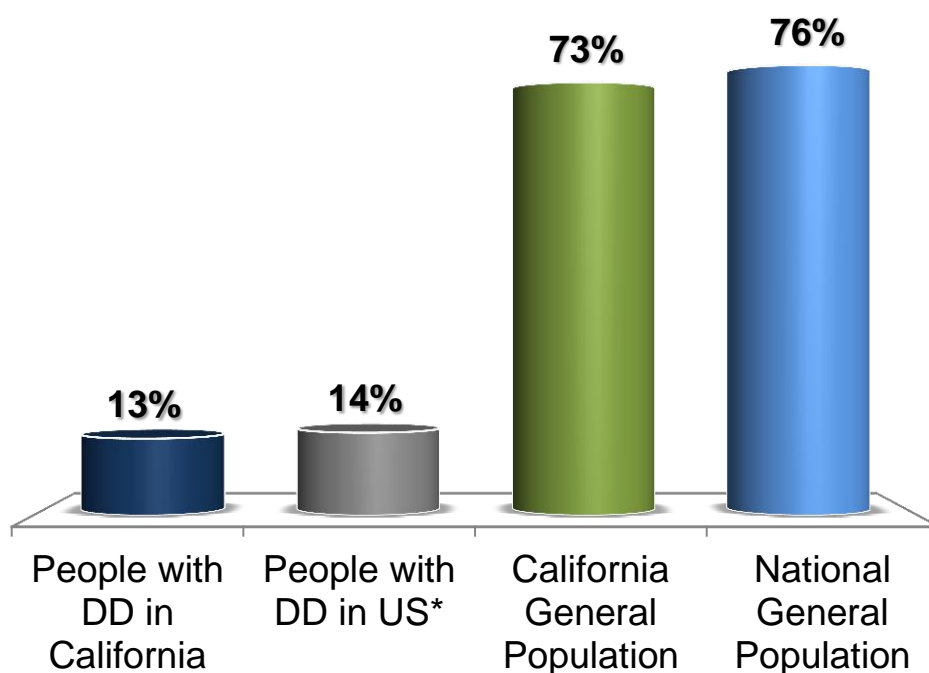
Employment for people with developmental disabilities

is of special interest to DDS and stakeholders. This data brief uses employment data from California's NCI Adult Consumer Survey from fiscal year 2011 – 2012 (FY 11/12). This information can be used to engage communities and develop realistic state and local employment goals.



Employment Rates FY 11/12

There were 13% of people with developmental disabilities who were interviewed in California who have a community job as compared to the NCI national average of 14%*.



NCI employment percentages are ***self-reported*** by people who are:

- (1) 18 years or older,
- (2) have an intellectual and/or developmental disability diagnosis,
- (3) employed for at least 2 hours per week for 2 or more weeks,
- (4) and are receiving at least one service (in addition to service coordination) from a regional center.

* US results (NCI national average) includes 29 states and does not include California

Benefits of Employment

The following percentages capture what people with developmental disabilities who are in paid community employment in California have said:



79%
Have friends



84%
See their family



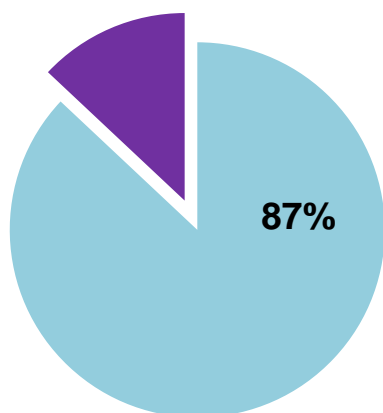
99%
Choose what to do in
their free time

People with developmental disabilities benefit from paid community employment in more ways than just income.

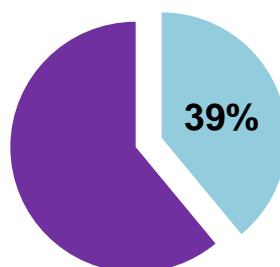
Unemployed

The following percentages capture what people with developmental disabilities in California have said:

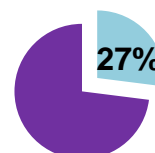
Unemployed



**Unemployed and
Want a Job**



**Unemployed, Want a
Job and
Employment is a Goal
in IPP**



Including employment as a goal in the IPP of a person who is unemployed and wants a job can be the first step.

Types of Employment

The figures below (out of the 13% who were employed in FY 11/12) represent various types of employment among people with developmental disabilities in California.



3 out of 10
Competitive
Integrated

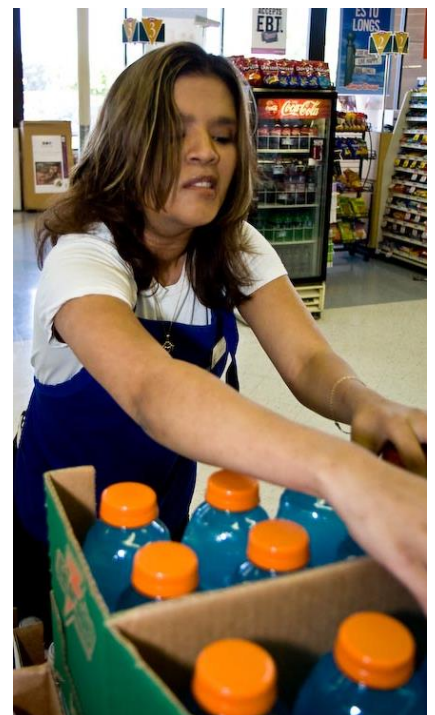


2 out of 10
Individually-
Supported
Community



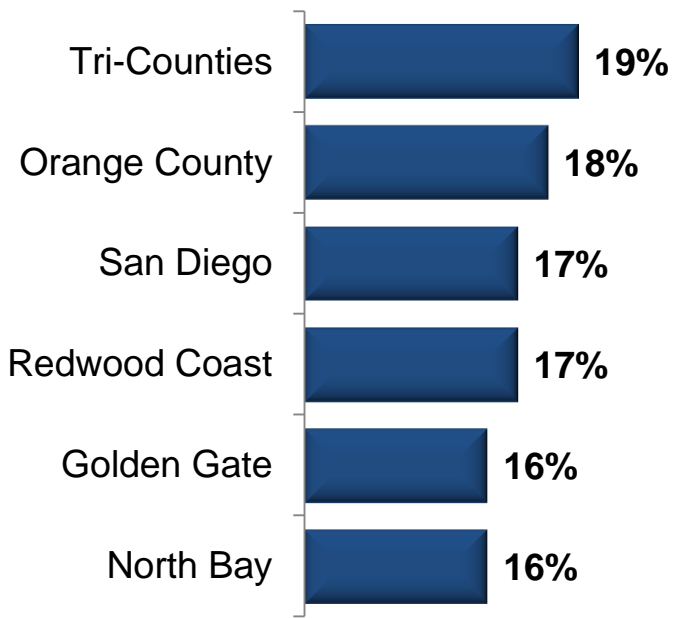
4 out of 10
Group-Supported
Community

Actual
percentages:
Competitive
Integrated 33%,
Individual-
Supported
Community 24%,
Group-Supported
Community 43%



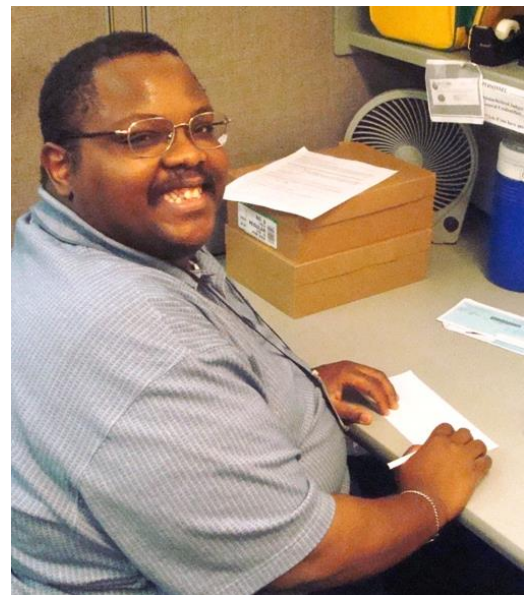
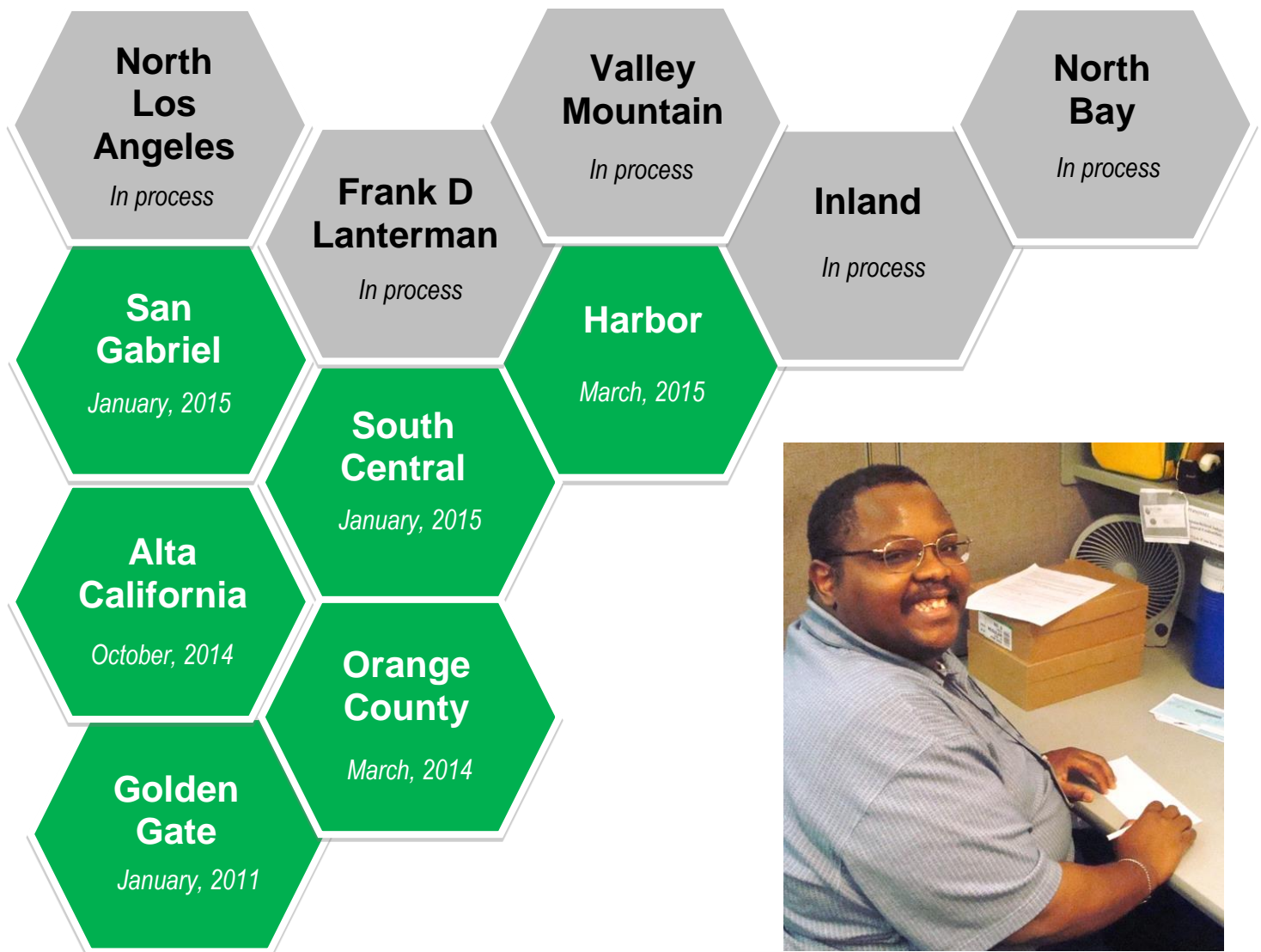
Regional Top Performers

The following graph shows regional centers with the highest percentage of people with developmental disabilities who are employed in FY 11/12.





The Employment First Policy (Title 17, section 4868) was passed October, 2013. The policy mandates that opportunities for competitive integrated employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.





Memorandum of Understanding is an agreement made in 2014 between DDS, the Department of Rehabilitation and the Department of Education to implement the Employment First Policy and support competitive integrated employment outcomes for people with developmental disabilities.



11 regional centers

are in the process or have adopted an *Employment First Policy*

2 regional centers



have included employment measures in their *2015 performance contracts*



Regional Center 2015 Performance Contract offered an optional employment measure that uses data from the Employment Development Department and the Client Development Evaluation Report, in addition to the NCI results included in this data brief.

*Eastern
Los
Angeles*

*Golden
Gate*



If you have any questions or comments please contact:

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For more information about the
California National Core Indicators
please visit:

<http://www.dds.ca.gov/QA/>