

**Developmental Services (DS) Task Force
Community Resources Workgroup Meeting
February 22, 2021**

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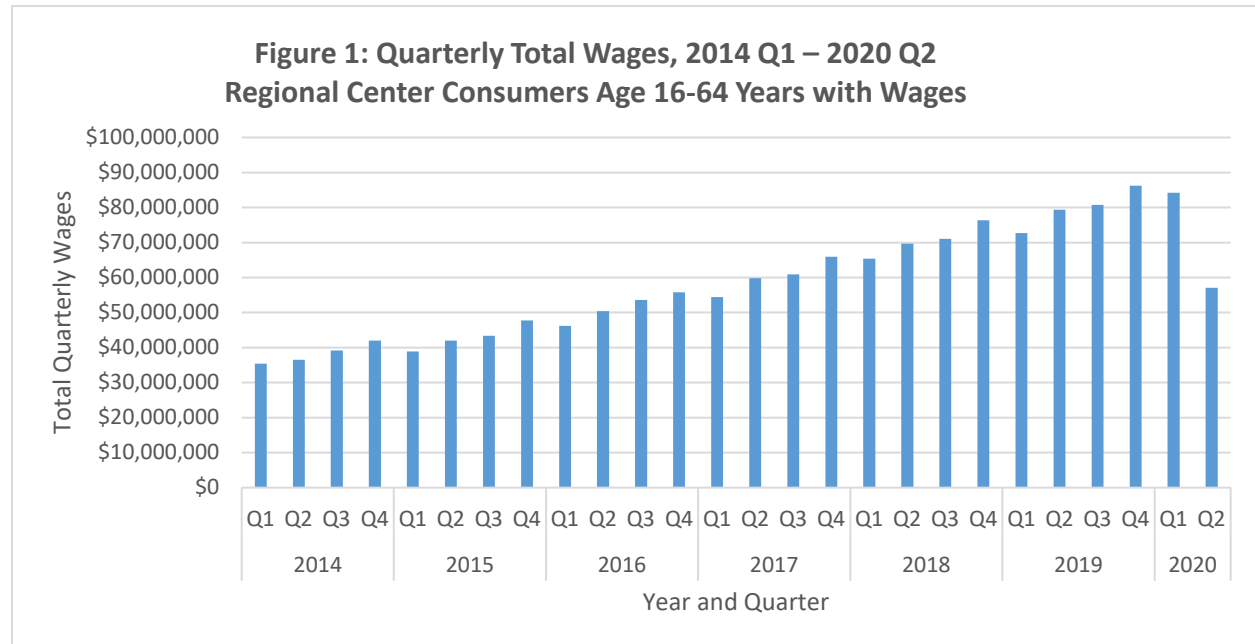
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State-Level Overview: Employment Outcomes & Data Trends

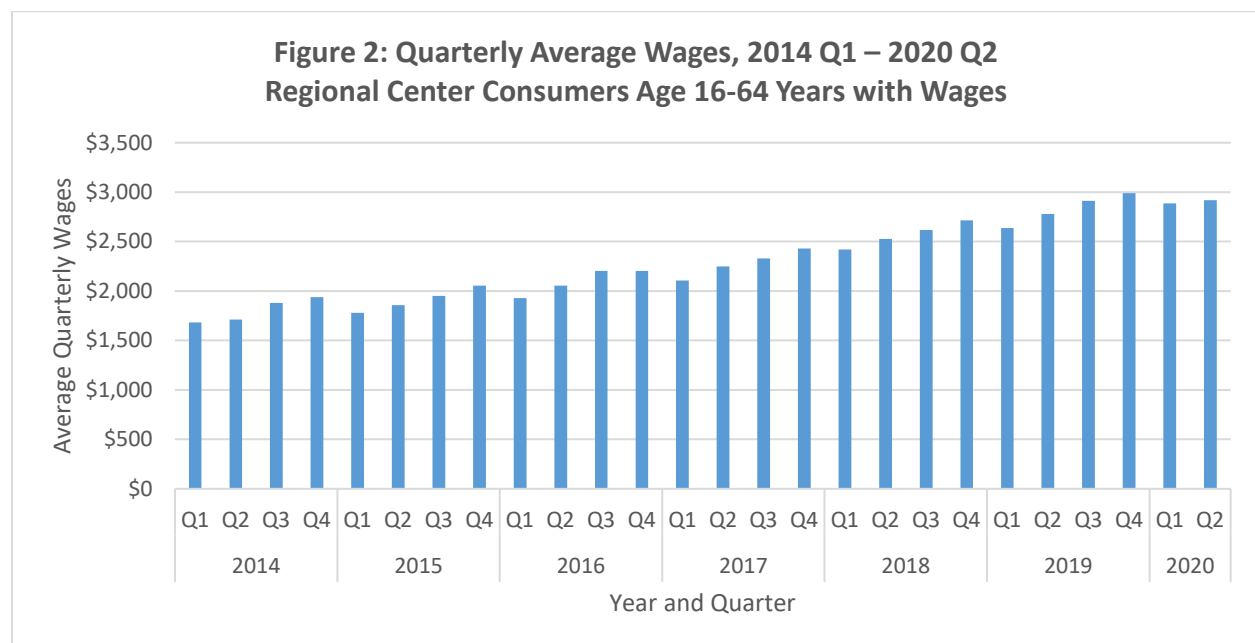
Employment Development Department (EDD) Data

Data shows wages earned by quarter (3 months)
 Monthly wages approximately 1/3rd of quarterly wages
 Does not include wages from work not covered by unemployment insurance (like self-employed individuals)

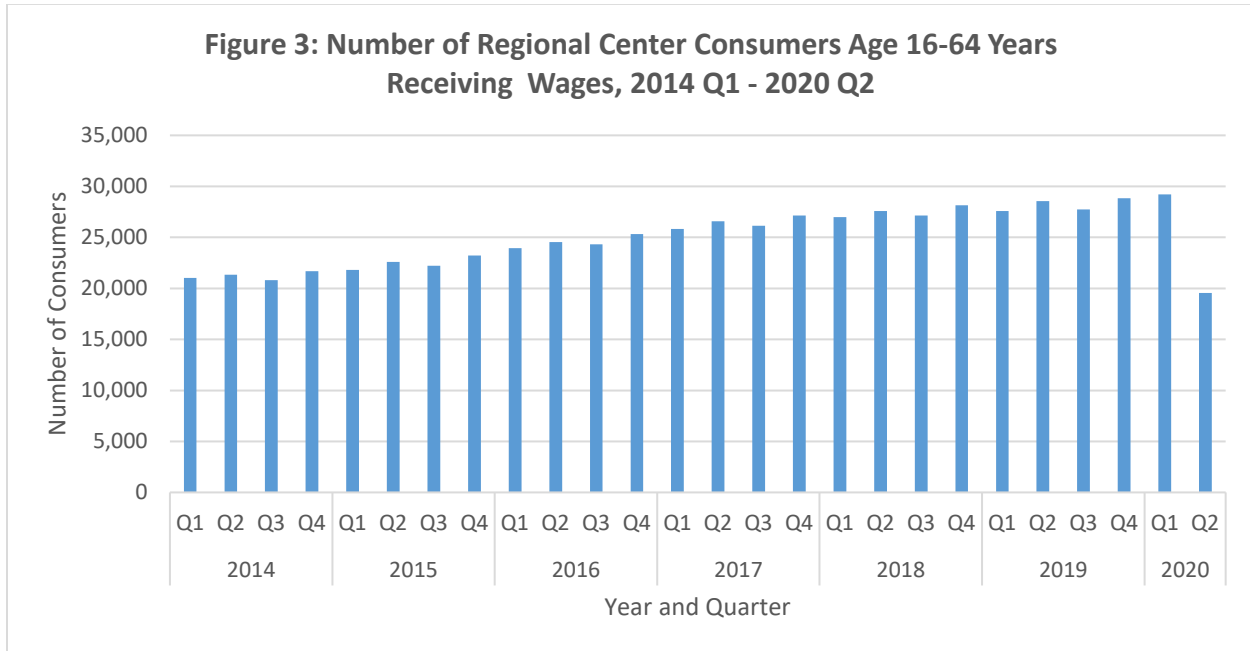
Total quarterly wages increased from \$35 million to \$86 million before decreasing in 2020



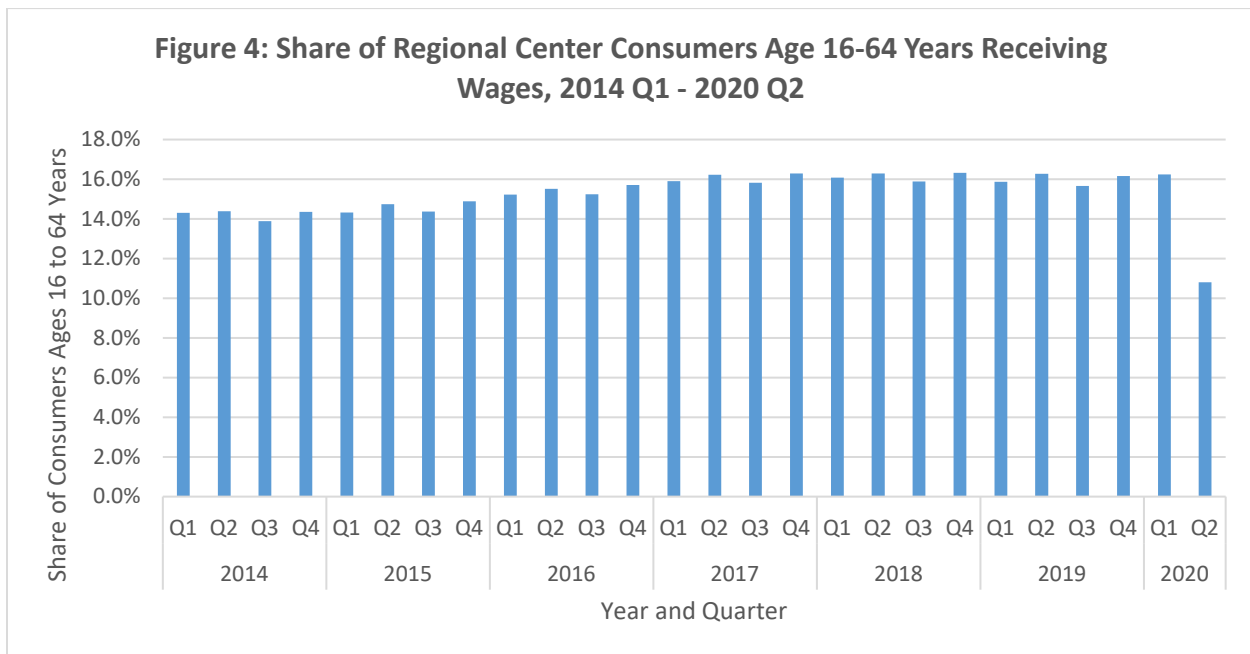
Average quarterly wages grew from \$1,683 in 2014 Q1 to \$2,991 in 2019 Q4



The number of individuals with wages increased through 2020 Q1, from 21,032 to 29,203

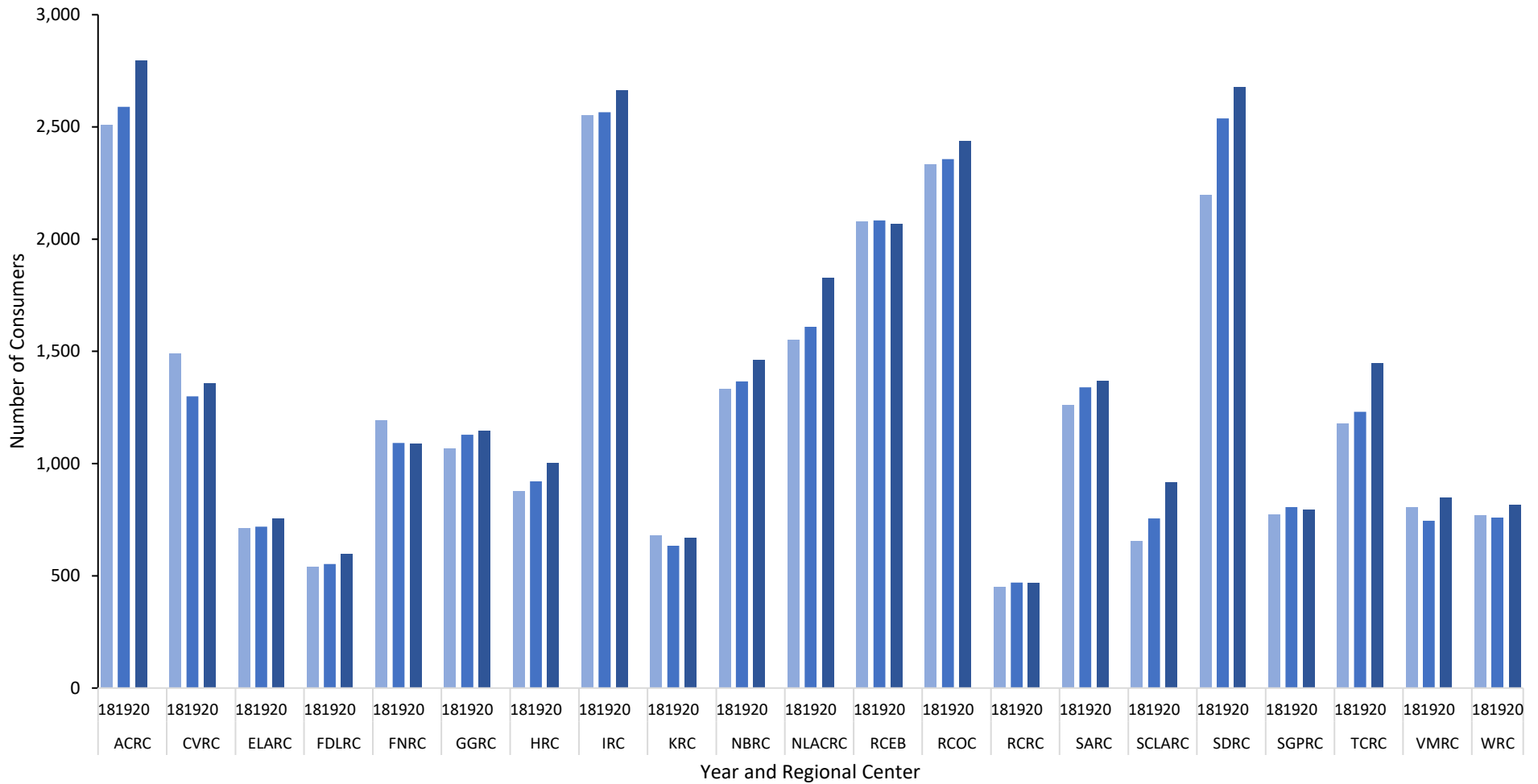


The share of individuals age 16-64 years with wages grew from 14% in 2014 Q1 to 16.2% in Q1 of 2020

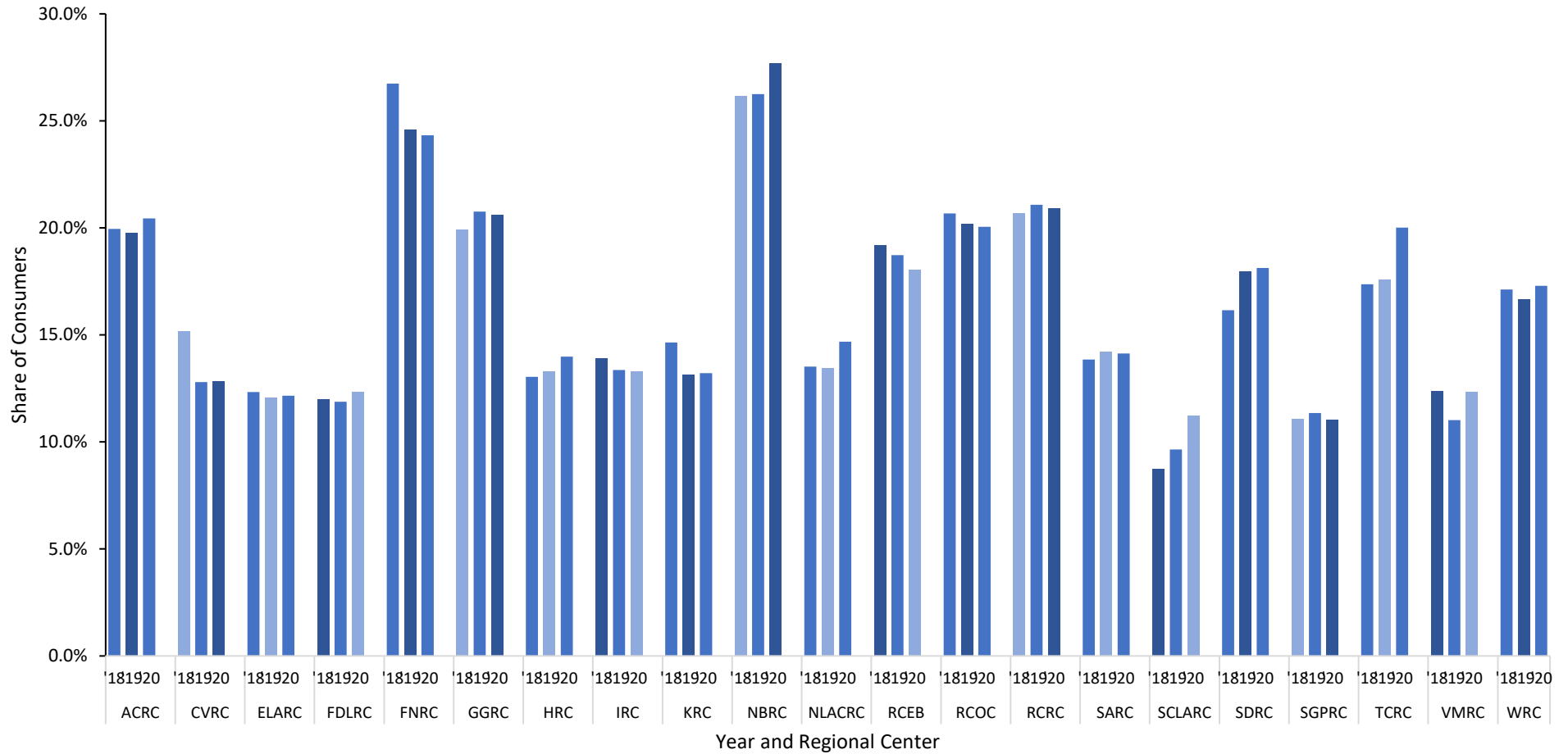


The following 3 charts show how the number and share of individuals age 16-64 years with wages, and average quarterly wages, changed from 2018 Q1 to 2020 Q1.

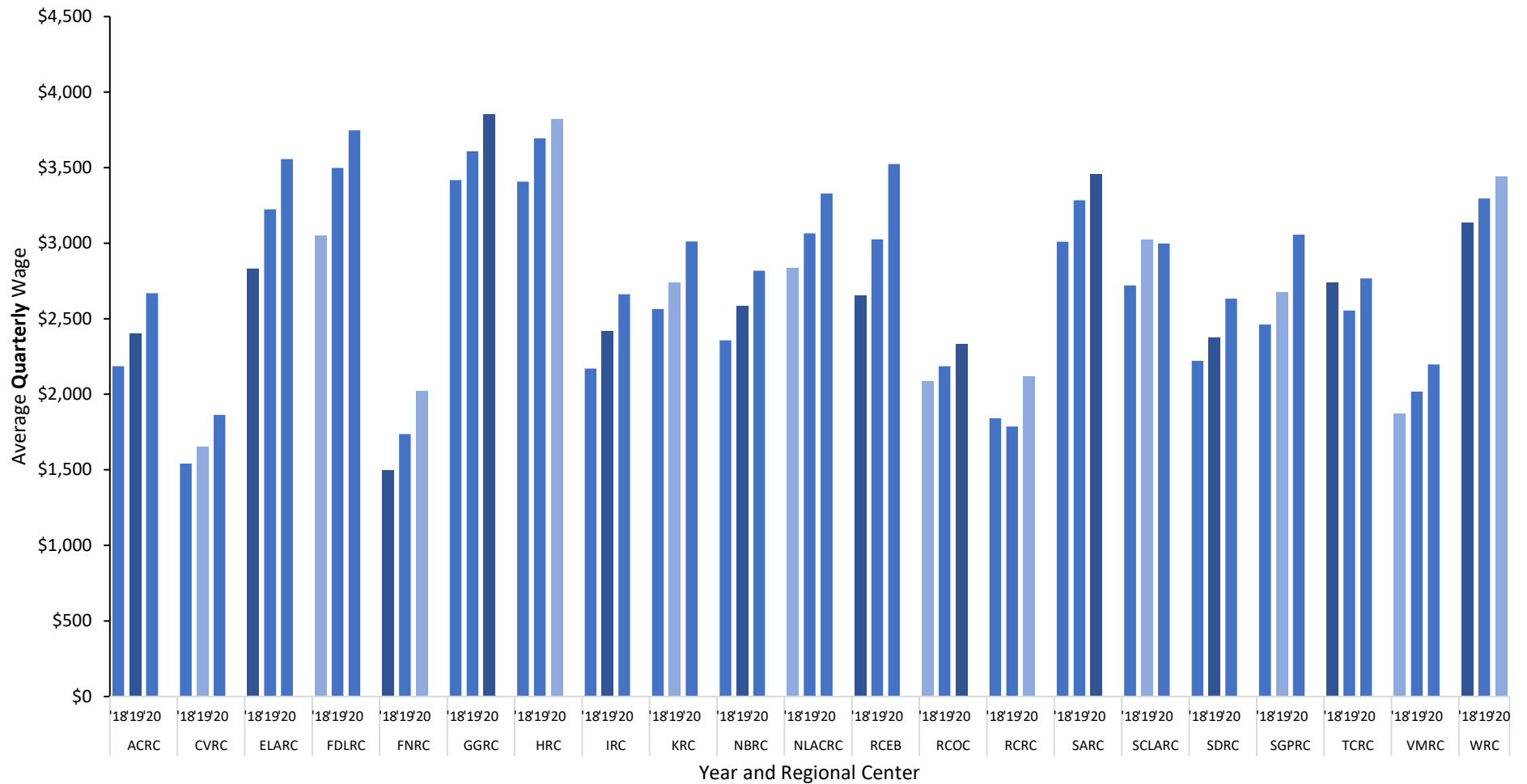
Figure 5: Number of Regional Center Consumers Age 16-64 Years Receiving Wages, 2018 Q1, 2019 Q1, and 2020 Q1



**Figure 6: Share of Consumers Age 16-64 Years Receiving Wages by Regional Center,
2018 Q1, 2019 Q1, and 2020 Q1**



**Figure 7: Average Quarterly Wages by Regional Center, 2018 Q1, 2019 Q1, and 2020 Q1,
Consumers Age 16-64 Years Receiving Wages**





EMPLOYMENT INITIATIVES

1. Employment First
2. Competitive Integrated Employment (CIE) Blueprint
3. Paid Internship Program (PIP)
4. Competitive Integrated Employment (CIE) Incentives
5. Governor's Office State Employment Initiative
6. Performance Contract

Employment First

- In 2013, California became the 12th state to establish an "Employment First" policy:
 - Opportunities for CIE must be the highest priority for working age individuals with Intellectual and Developmental Disabilities (I/DD)
 - CIE should be the first option considered by planning teams for working age individuals, but individuals may choose goals other than CIE
 - Regional Centers (RCs) employment first policies
 - RCs provide individuals with:
 - Information about the Employment First policy
 - Options for CIE
 - Services and supports that enable the individual to transition from school to work, and to obtain and maintain CIE

Competitive Integrated Employment (CIE) Blueprint

- Developed with Department of Rehabilitation (DOR) and California Department of Education (CDE) in partnership with Disability Rights California (DRC), and with leadership from California Health & Human Services Agency (CHHS)
- Three goals to prepare and support all individuals with I/DD who choose CIE:
 - Improve collaboration and coordination between the 3 departments
 - Prepare for and participate in the CA workforce development system and achieve CIE within existing resources
 - Support individuals to make informed choices and adequately prepare for, transition to, and engage in CIE
- Emphasizes guidance and technical assistance to promote collaboration among state and local partners
- Local leadership provided by 14 DOR districts, 21 RCs, and over 500 Local Educational Agencies (LEAs)
- [CIE resource page/toolkit on the CHHS website](#)

Paid Internship Program (PIP)

- PIPs increase vocational skills and abilities
 - Individuals gain experience and skills for future paid employment at the same organization or elsewhere
 - Employers benefit from PIP by having wages paid by the State
 - Maximum annual funding for an internship is \$10,400 per individual

Competitive Integrated Employment (CIE) Incentives

- CIE Incentive program pays service providers for placement and retention of individuals into CIE
 - \$1,000 after 30 days of employment
 - \$1,250 after 6 months of employment
 - \$1,500 after 12 months of employment

Governor's Office State Employment Initiative

- [Proclamation issued October 2020](#)
- Increases hiring of individuals with I/DD within State government
- DDS and DOR match State departments with individuals based on the individual's skills, abilities and the needs of the department
- Individuals are appointed by the Governor

Performance Contract

- Annual RC contracts that include specific, measurable, performance objectives
- Measures meaningful progress above current baselines in a variety of areas
- Employment data measures include:
 - Percentage of adults who reported having CIE as a goal in their Individual Program Plan (IPP)
 - Number and percentage of individuals ages 16-64 with earned income and average annual wages
 - Annual earnings of individuals ages 16-64 compared to all people with disabilities in CA
 - Number and percentage of adults who entered CIE following participation in a PIP
 - Average hourly or salaried wages and hours worked per week for adults who participated in a PIP
 - Average wages and hours worked for adults engaged in CIE on behalf of whom incentive payments have been made
 - Total number of \$1,000, \$1,250 and \$1,500 incentive payments made for the fiscal year



Paid Internship Program
Purchase of Service (POS) Data by Regional Center (RC)

Paid Internship Program											
RC	FY 16/17		FY 17/18		FY 18/19		FY 19/20		FY 20/21 ¹		Total Unique Consumers for all Fiscal Years ²
	Consumers	Total POS	Consumers	Total POS	Consumers	Total POS	Consumers	Total POS	Consumers	Total POS	
ACRC	25	\$62,380	68	\$214,954	68	\$305,697	60	\$214,224	13	\$38,587	137
CVRC	-	-	1	\$2,611	41	\$92,191	82	\$270,105	29	\$83,843	116
ELARC	1	\$1,406	12	\$75,403	56	\$274,805	58	\$281,354	25	\$91,190	113
FDLRC	1	\$9,394	10	\$32,803	11	\$32,268	10	\$36,325	-	-	26
FNRC	5	\$15,766	42	\$140,414	74	\$497,054	55	\$343,675	19	\$61,346	112
GGRC	-	-	31	\$149,211	144	\$450,320	178	\$526,239	28	\$62,805	258
HRC	22	\$47,718	70	\$243,028	102	\$309,458	131	\$447,244	42	\$79,231	244
IRC	7	\$4,113	64	\$251,134	91	\$338,022	119	\$381,069	50	\$155,882	219
KRC	-	-	16	\$48,350	34	\$159,738	49	\$157,022	23	\$52,952	76
NBRC	-	-	4	\$8,592	30	\$57,980	32	\$58,923	1	\$1,982	47
NLACRC	-	-	4	\$10,162	30	\$111,164	46	\$134,525	14	\$28,102	66
RCEB	60	\$244,907	87	\$323,167	103	\$436,973	110	\$417,038	14	\$30,379	233
RCOC	-	-	8	\$26,042	35	\$135,321	80	\$187,943	3	\$5,557	94
RCRC	-	-	16	\$52,660	22	\$62,629	33	\$80,836	11	\$22,817	53
SARC	18	\$21,683	70	\$223,900	119	\$427,761	119	\$318,226	16	\$32,798	232
SCLARC	11	\$11,665	33	\$80,099	138	\$503,047	261	\$963,135	83	\$150,250	325
SDRC	2	\$2,110	28	\$77,273	120	\$399,301	176	\$685,180	36	\$78,814	227
SG/PRC	16	\$22,413	57	\$110,278	70	\$175,481	36	\$62,830	4	\$6,930	127
TCRC	5	\$4,584	43	\$190,730	132	\$518,078	162	\$609,177	27	\$37,828	234
VMRC	-	-	5	\$17,716	7	\$28,773	4	\$26,876	-	-	10
WRC	-	-	7	\$18,602	29	\$43,166	33	\$57,742	1	\$364	52
Total	173	\$448,138	676	\$2,297,131	1,456	\$5,359,228	1,834	\$6,259,690	439	\$1,021,658	3,001

Note: Paid Internship Program (PIP) data may include consumers and POS that are not related to PIP. DDS is unable to determine whether all claims are related to PIP due to variations in regional centers' use of sub-codes. For example, some regional centers used sub-codes such as PIPA, PIPR, PIPS, PIP01, PIP02, PIP13, etc., for claims under day program and employment service codes.

¹ FY 20/21 POS expenditures through December 2020. Due to billing lag, this information may not capture all POS for this period.

² "Total Unique Consumers for all Fiscal Years" shows the unduplicated consumer counts throughout all fiscal years.

Competitive Integrated Employment Incentive Payments
Purchase of Service (POS) Data by Regional Center (RC)

Competitive Integrated Employment Incentive Payments											
RC	FY 16/17		FY 17/18		FY 18/19		FY 19/20		FY 20/21 ¹		Total Unique Consumers for all Fiscal Years ²
	Consumers	Total POS	Consumers	Total POS	Consumers	Total POS	Consumers	Total POS	Consumers	Total POS	
ACRC	19	\$29,500	62	\$120,500	80	\$150,750	91	\$173,750	53	\$71,500	203
CVRC	5	\$5,000	8	\$12,250	22	\$33,500	35	\$57,750	8	\$8,750	56
ELARC	-	-	9	\$12,000	23	\$37,500	25	\$39,750	5	\$7,500	44
FDLRC	7	\$10,500	23	\$45,000	32	\$54,250	26	\$33,250	10	\$11,750	69
FNRC	4	\$5,250	12	\$24,000	14	\$19,000	17	\$24,750	3	\$4,250	33
GGRC	16	\$24,750	118	\$203,750	120	\$231,250	88	\$145,500	20	\$26,000	237
HRC	27	\$37,000	91	\$163,250	107	\$208,000	137	\$250,000	51	\$65,500	259
IRC	30	\$45,000	89	\$157,750	130	\$245,250	97	\$180,250	58	\$75,500	249
KRC	7	\$11,250	6	\$15,250	12	\$18,550	9	\$16,000	-	-	24
NBRC	19	\$27,750	56	\$108,250	96	\$207,250	57	\$88,500	8	\$10,500	152
NLACRC	26	\$41,500	122	\$241,700	141	\$258,250	93	\$154,250	6	\$8,000	245
RCEB	31	\$43,000	98	\$177,500	158	\$309,500	134	\$211,750	28	\$33,000	282
RCOC	132	\$206,000	226	\$392,250	239	\$461,250	212	\$369,250	38	\$49,000	516
RCRC	14	\$19,000	25	\$44,750	35	\$64,000	23	\$38,000	2	\$2,500	59
SARC	41	\$71,000	132	\$234,500	135	\$240,750	61	\$89,000	8	\$11,750	233
SCLARC	1	\$1,000	18	\$21,000	41	\$59,950	39	\$59,250	12	\$13,750	82
SDRC	73	\$120,700	117	\$201,000	125	\$214,500	97	\$173,500	12	\$14,750	269
SG/PRC	8	\$13,000	44	\$65,750	68	\$118,500	45	\$72,414	14	\$18,250	125
TCRC	35	\$49,000	82	\$152,000	90	\$148,250	54	\$78,250	-	-	170
VMRC	22	\$32,000	48	\$79,000	51	\$99,750	49	\$72,750	14	\$17,250	109
WRC	1	\$1,000	11	\$22,250	37	\$62,500	44	\$71,000	9	\$12,250	66
Total	518	\$793,200	1,397	\$2,493,700	1,756	\$3,242,500	1,433	\$2,398,914	359	\$461,750	3,482

¹ FY 20/21 POS expenditures through December 2020. Due to billing lag, this information may not capture all POS for this period.

² "Total Unique Consumers for all Fiscal Years" shows the unduplicated consumer counts throughout all fiscal years.



Employment First Policy

On October 9, 2013, Governor Brown signed AB 1041 (Chesbro), which establishes in statute an Employment First Policy. California became the 12th state to enact an employment first policy in law.

Employment First Policy

From WIC Sect. 4869(a)(1)

It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.

The Statute Explains Why

The Employment First Policy was established “in furtherance of the purposes of this division (the Lanterman Act) to make services and supports available to enable persons with developmental disabilities to approximate the pattern of everyday living available to people without disabilities of the same age, to support the integration of persons with developmental disabilities into the mainstream life of the community, and to bring about more independent, productive, and normal lives...” Section 4869(a)(1)

Definitions

Integrated Employment occurs “in work in a setting typically found in the community in which individuals interact with individuals without disabilities other than those who are providing services to those individuals, to the same extent that individuals without disabilities in comparable positions interact with other persons.”

Competitive Employment means “work in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting and for which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.”

Microenterprises are “small businesses owned by individuals with developmental disabilities who have control and responsibility for decision-making and overseeing the business, with accompanying business licenses, taxpayer identification numbers other than social security numbers, and separate business bank accounts. Microenterprises may be considered integrated competitive employment.”

“Self-employment” means an employment setting in which an individual works in a chosen occupation, for profit or fee, in his or her own small business, with control and responsibility for decisions affecting the conduct of the business.

Requirements

4869(a)(1) The Employment First Policy establishes the value of work firmly within the Lanterman Act and makes it the “highest priority” that the developmental services system strives to make regular jobs with regular pay a real option for people with developmental disabilities. Thus, this policy gives a new direction for the evolution of developmental services.

4869(b) The State Council on Developmental Disabilities shall “develop an informational brochure about the Employment First Policy, translate the brochure into various languages, and post the brochure on its Internet Website.”

4868(c) (4and 5) The Employment First Committee of the Council shall “recommend goals for measuring employment participation and outcomes” for people within the developmental services system and identify existing sources of data for identifying employment outcomes by “age, gender, ethnicity, types of disability, and geographic location....”

4869(c) “Regional centers shall provide consumers 16 years of age or older, and, when appropriate, their parents, legal guardians, conservators, or authorized representative with information, in an understandable form, about the Employment First Policy, options for integrated competitive employment, and services and supports, including postsecondary education, that are available to enable the consumer to transition from school to work, and to achieve the outcomes of obtaining and maintaining integrated competitive employment.”

4869(a)(3) “Integrated competitive employment is intended to be **the first option considered by planning teams** for working age individuals, but individuals may choose goals other than integrated competitive employment.”

4869(a)(4) “Postsecondary education, technical or vocational training, and internship programs may be considered as **a means to achieve integrated competitive employment or career advancement.**”

4869(d) The Department of Developmental Services “may request information from regional centers on current and planned activities related to the Employment First Policy.”

California Legislative History on Employment First Policy

Over several years, the Council has worked with the Legislature, Administration, and stakeholders on policy to encourage the growth of integrated competitive employment for people with I/DD:

- **SB 1270 (Chesbro), Statutes of 2006** – Established a stakeholder and public input process, organized by the Council, to recommend ways to expand opportunities for people with I/DD in the areas of employment and community participation.
- **AB 2424 (Beall), 2008** – Following on the recommendations of the Council coming out of the SB 1207 process, AB 2424 would have established an employment first policy and imposed responsibilities on regional centers and DDS related to the development of materials, the provision of information, and the conduct of IPP meeting. (Held in Sen. Approps)
- **AB 287 (Beall), Statutes of 2009** – Established the Employment First Committee as a standing committee of the Council. The EFC was tasked with recommending an employment first policy, identifying strategies and best practices, report on the state's progress, and make recommendations for policy change for significantly increasing the numbers of people with I/DD in integrated competitive employment.
- **Employment First Report, 2011** – After an extensive stakeholder process through the Employment First Committee, the Council recommended to the Legislature and Governor language for an employment first policy, and strategy options to achieve better employment outcomes.
- **AB 254 (Beall), 2011** – Carried the employment first policy proposed by the Council. The bill received some stakeholder opposition and raised cost concerns. (Held in Assembly Appropriations).
- **AB 2338 (Chesbro), 2012** - Addressed the cost concerns of the Assembly Appropriations Committee by narrowly focusing on the policy. It also made changes to the proposed policy to address concerns of some stakeholders. (Held in Senate Appropriations).
- **AB 1041 (Chesbro), Statutes of 2013** - Virtually identical to AB 2338, this bill was signed into law by Governor Brown, establishing California's Employment First Policy.