



# **Community Resources Workgroup: Focus on Employment**

February 22, 2021

# Housekeeping



Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta "Interpretation." Luego haga clic en "Spanish" y seleccione "Mute original audio."



ASL interpreters have been "Spotlighted"



This meeting is being recorded

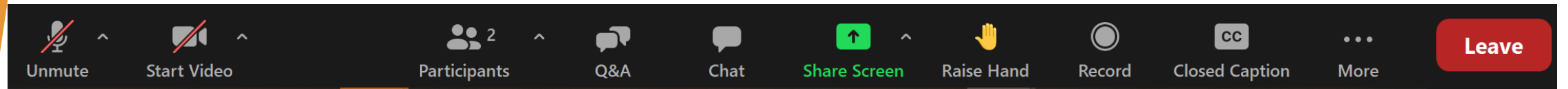


Materials are available at: <https://www.dds.ca.gov/initiatives/ds-task-force/>



Submit written comment via email to [DSTaskForce@dds.ca.gov](mailto:DSTaskForce@dds.ca.gov)

# Zoom Tips



Unmute mic only when it's your turn to speak

Turn your webcam on/off

All attendees can type questions/comments in the Q&A

Chat is available for Workgroup members only to provide comments

Workgroup members can raise your hand when you want to speak

Leave the webinar at the end of the meeting



- For attendees, your video and microphone will not be available
- You will only see/hear Workgroup members, DDS staff and presenters on screen



- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

# Welcome

- Nancy Bargmann, Director  
Department of Developmental Services
- Joe Xavier, Director  
Department of Rehabilitation

# Introductions & Meeting Objectives



DEPARTMENT of  
REHABILITATION

Employment, Independence & Equality

# Department of Rehabilitation



Department of Developmental Services

# Employment Outcomes and 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)
- Prior to the pandemic, measures of employment increased gradually from quarter to quarter
- Wages were affected by COVID-19 starting in Quarter 1 of 2020
  - Quarter 2 of 2020 brought greater impacts

*\*Handout (pages 1-5) also includes data by regional center*



# Employment Initiatives

- Employment First
- Competitive Integrated Employment (CIE) Blueprint
- Paid Internship Program (PIP)
- CIE Incentives
- Governor's Office State Employment Initiative
- Performance Contract

*\*Handout (pages 6-8) includes additional details*



# State Council on Developmental Disabilities

# Collaboration & Amplification

## Collaboration & Data

- In 2020, SCDD coordinated and facilitated 104 meetings, reaching 14,143 people and hosted 17 employment events, reaching 1,133 people
- SCDD convenes the Employment First Committee and hosts the Employment First Data Dashboard
- SCDD participates in the Limited Examination and Appointment Program (LEAP) and is exploring ways to expand recruitment

# Broadcasting Best Practice & Federal Findings

## Systems Change

- SCDD hosted a December 2020 presentation on the report: THE U.S. COMMISSION ON CIVIL RIGHTS: SUBMINIMUM WAGES AND THE IMPACTS ON THE CIVIL RIGHTS OF PEOPLE WITH DISABILITIES. Catherine Lhamon, Chair of the U.S. Commission on Civil Rights summarized findings and answered questions.
- SCDD shares and provides implementation support for Employment First Systems Change tools like the Employment First State Leadership Mentorship Program's Criteria for Performance Excellence

# Resource Creation

## Resource Provision

- SCDD developed 5 curricula, hosted 35 workshops/trainings, reaching 1,157 people, and distributed resource bulletins reaching 132,280 people.
- SCDD provided employment related technical assistance 98 times, reaching 357 people. Regional Office staff consistently highlight localized employment success stories, offer training on Employment First Policy, benefits issues, CIE service access, and the benefits of hiring a diverse workforce
- The “Let’s Work” toolkit includes a workbook on networking to help self-advocates expand skills and connect with employers

# Inspiration

## Changing Attitudes

- In 2020, SCDD held employment focused innovation events, reaching 358 people and 15 employment outreach events, reaching 759 people
- SCDD funded the “Let’s Work” Documentary which showcases the successes of eight young people who have intellectual and developmental disabilities and work in competitive, integrated employment settings.
- SCDD associated self-advocates share employment success and challenges via employment focused self-advocacy chats
- SCDD has presented on bottom line benefits to hiring individuals who have disabilities at local workforce boards



Disability Rights California

# Regional Center Examples

Arturo Cazares, Regional Center of Orange County



# Employment Discussion

- Prior to COVID-19, what were some of the barriers to successful, inclusive employment?
- What are some lessons learned/adaptations made under COVID-19 that should be carried forward?
- What strategies should we be exploring as a system?

# Paid Internship Program & Incentive Payments Discussion

- We've seen value/growth over time, before the interruption of COVID-19. What are some strategies the group can think of to “jumpstart” these again?
  - Paid Internship Program
  - Incentive Payments