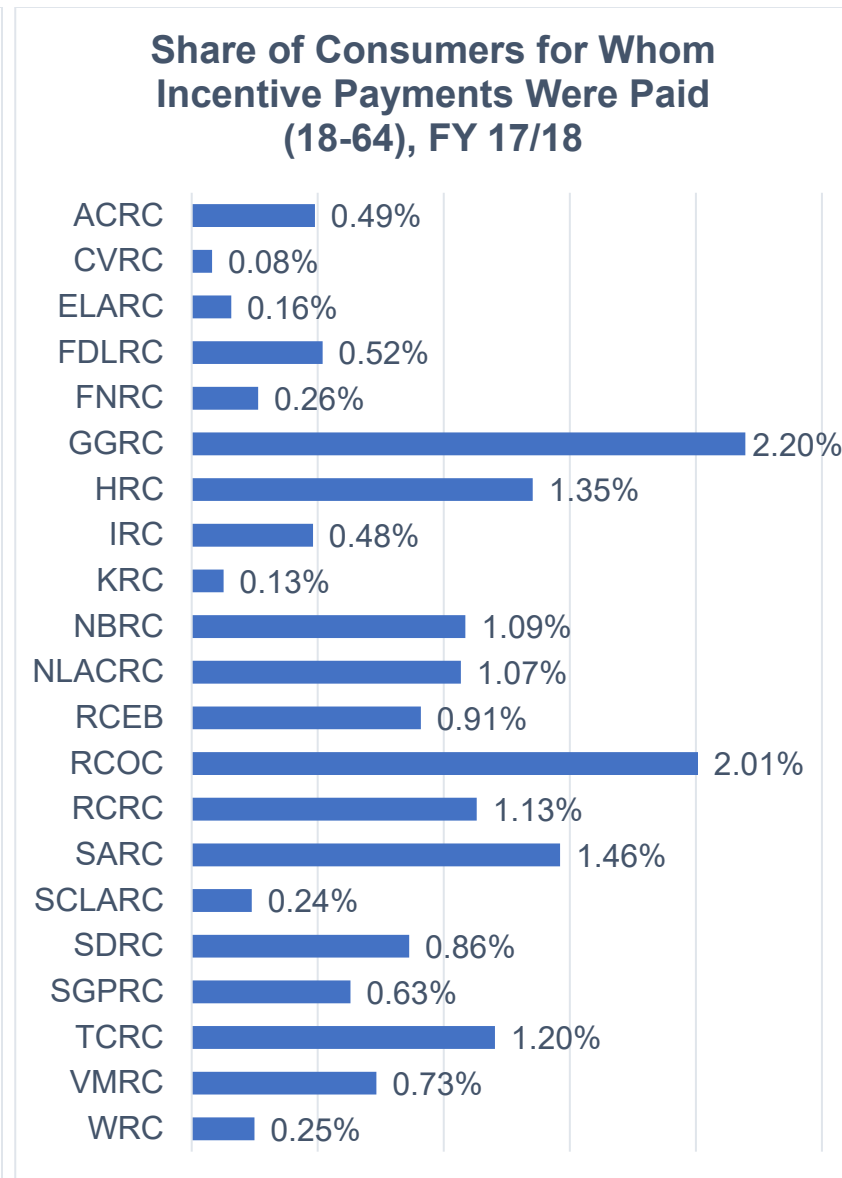
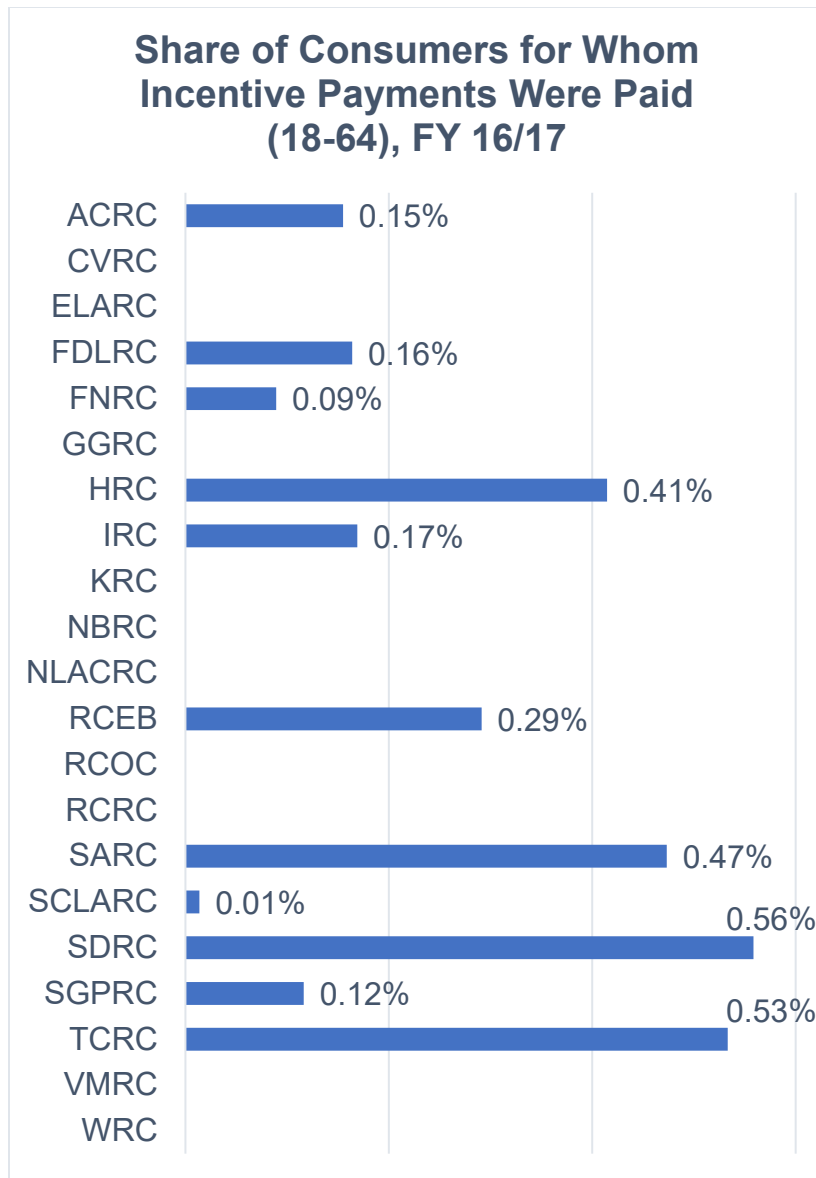


**Employment Workgroup Meeting  
February 24, 2022  
Handouts**

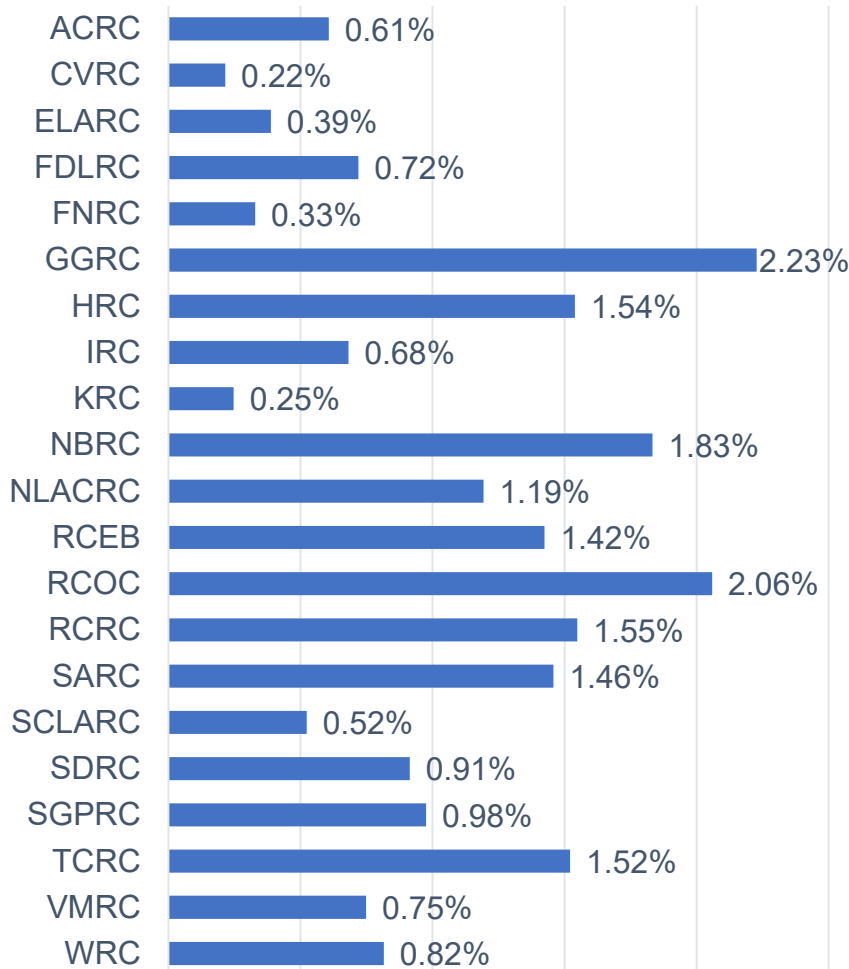
**Table of Contents**

1. Consumers for whom Competitive Integrated Employment Incentive Payments (CIE-IP) were paid, by Regional Center & Fiscal Year (3 pg) .....	1
2. Consumers participating in Paid Internship Programs (PIP), by Regional Center & Fiscal Year (3 pg) .....	4
3. Average wages of consumers participating in Work Activity Programs (WAP) compared to all consumers receiving wages, by Quarters (1 pg) .....	7
4. December 2021 Employment Workgroup Meeting Summary (3 pgs) .....	8
5. January 2022 Employment Workgroup Meeting Summary (3 pgs) .....	11
6. Employment Grants Priority Areas (3 pgs) .....	14

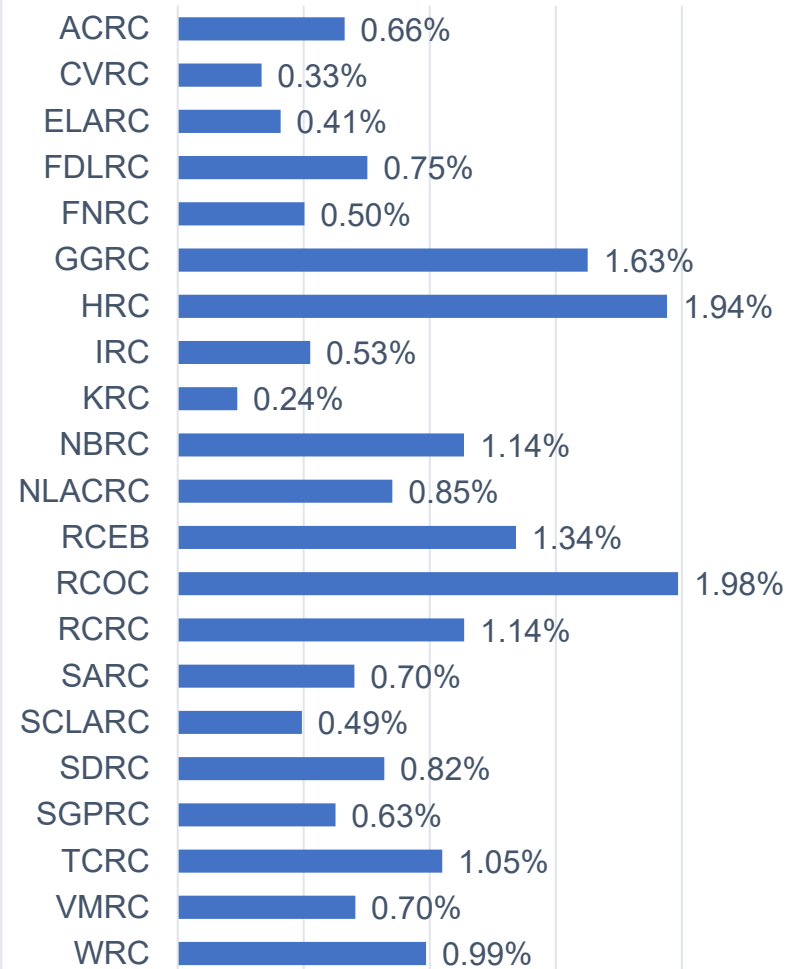


Source: DDS Research Section analysis of Purchase of Service (POS) Data for Q1 of 2014 through Q3 of 2021.

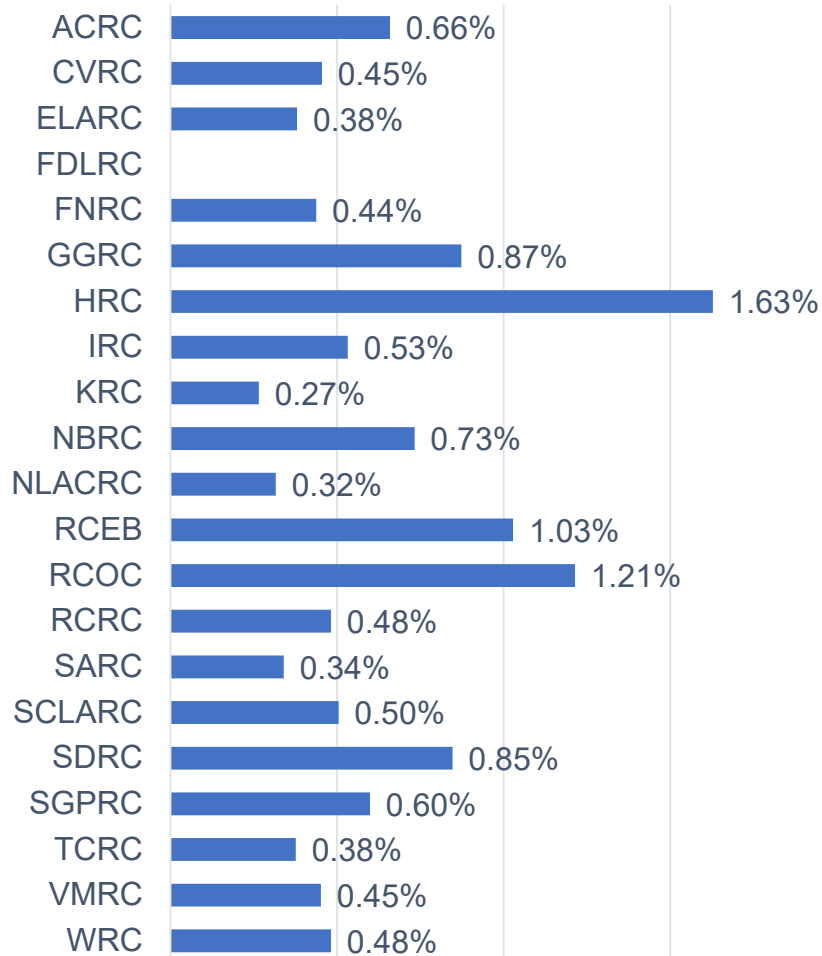
**Share of Consumers for Whom Incentive Payments Were Paid (18-64), FY 18/19**



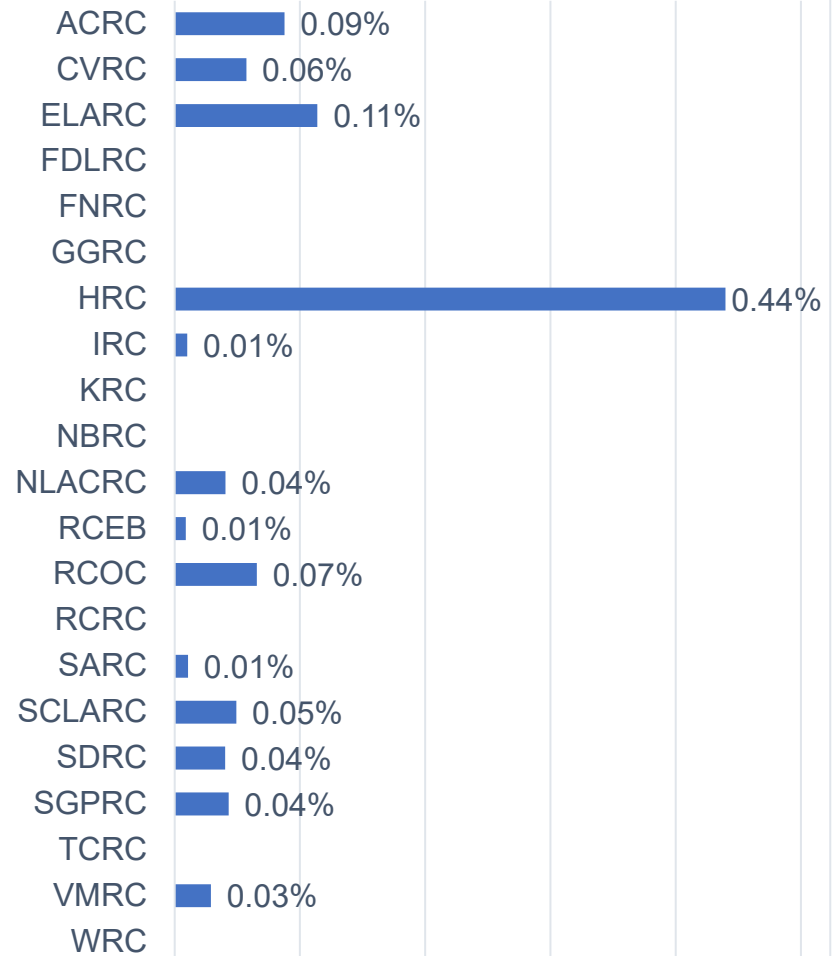
**Share of Consumers for Whom Incentive Payments Were Paid (18-64), FY 19/20**

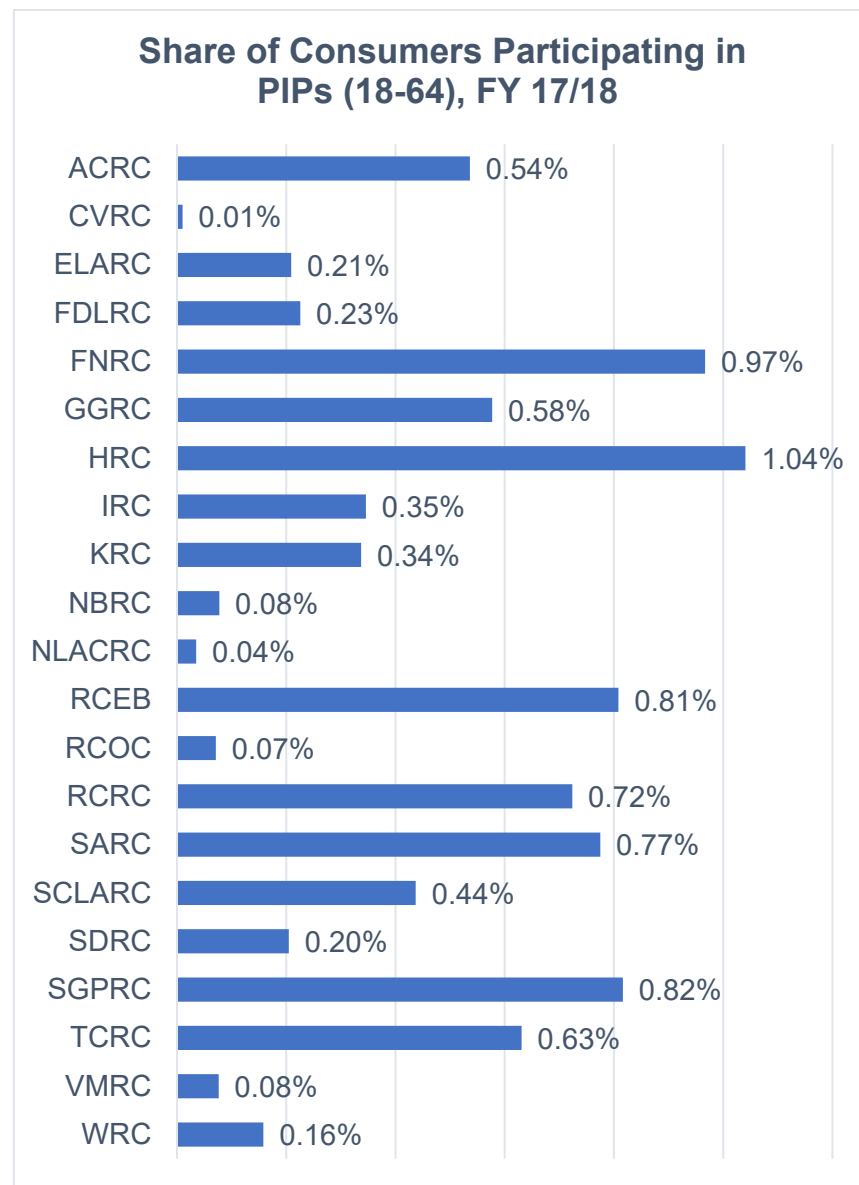
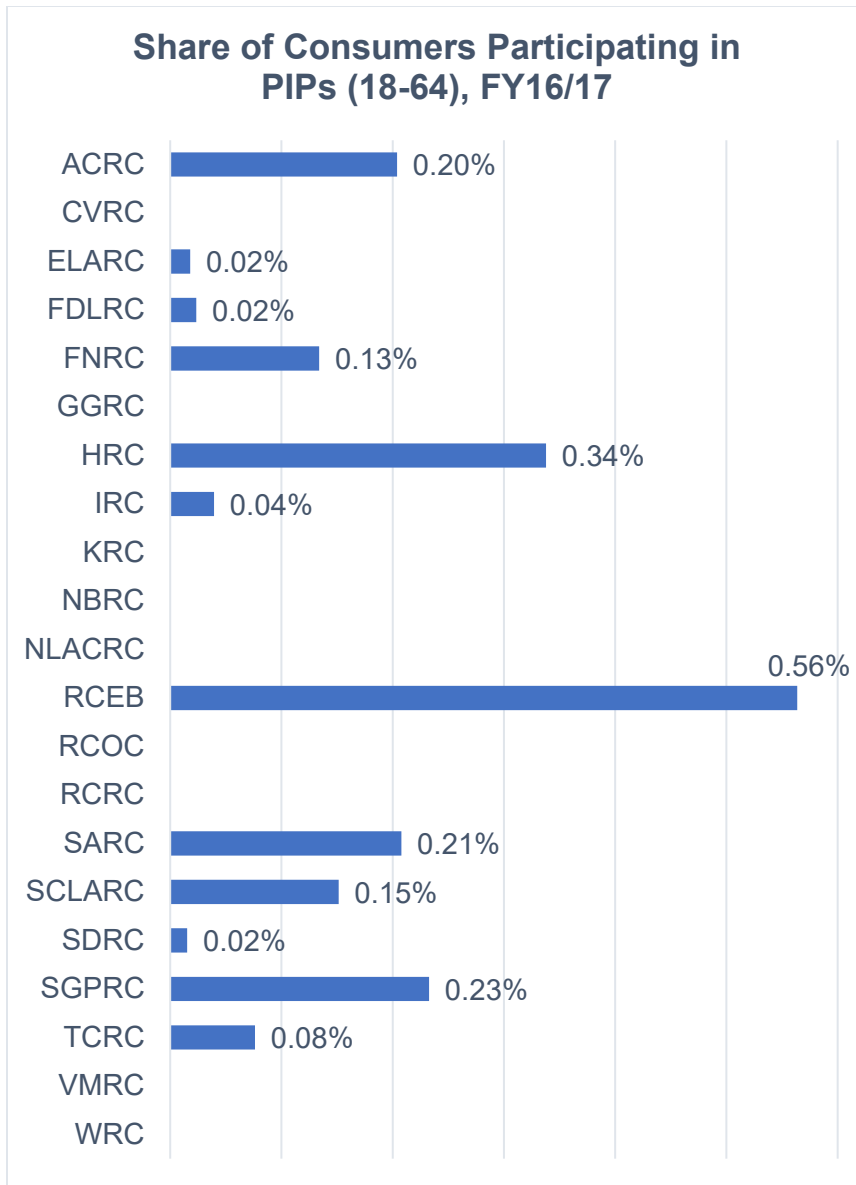


**Share of Consumers for Whom Incentive Payments Were Paid (18-64), FY 20/21**



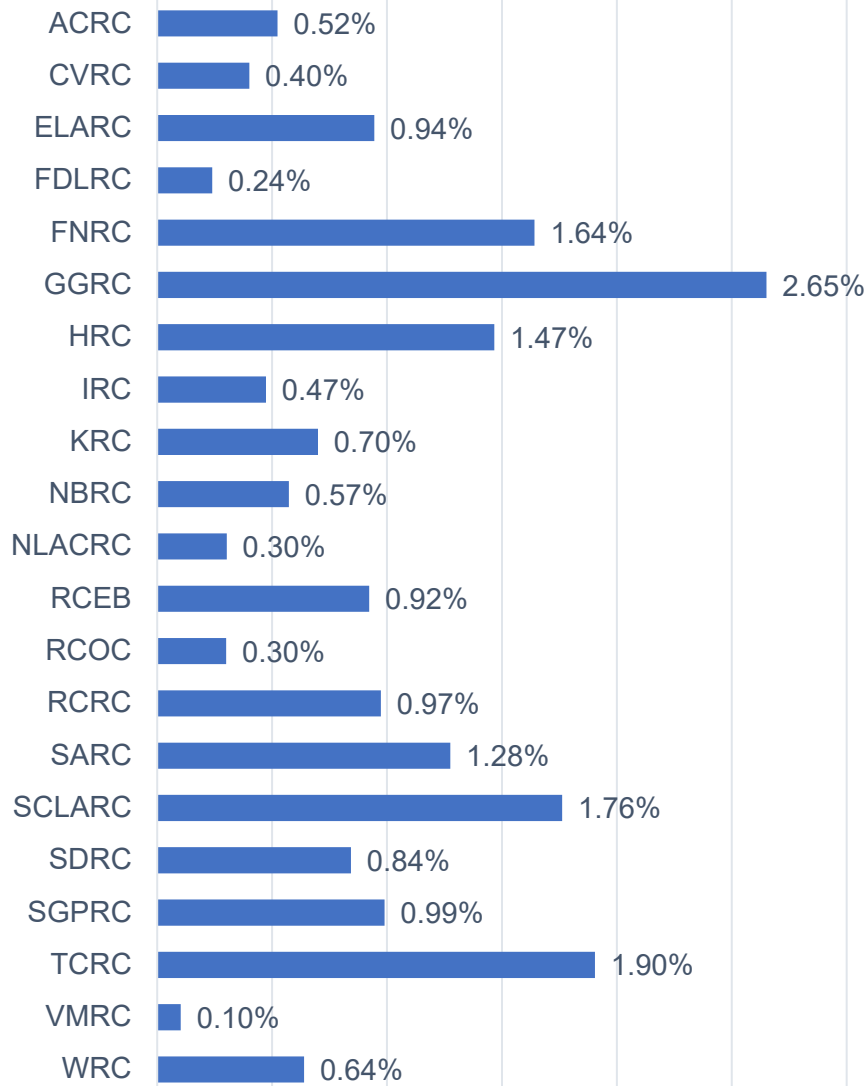
**Share of Consumers for Whom Incentive Payments Were Paid (18-64), FY 21/22**



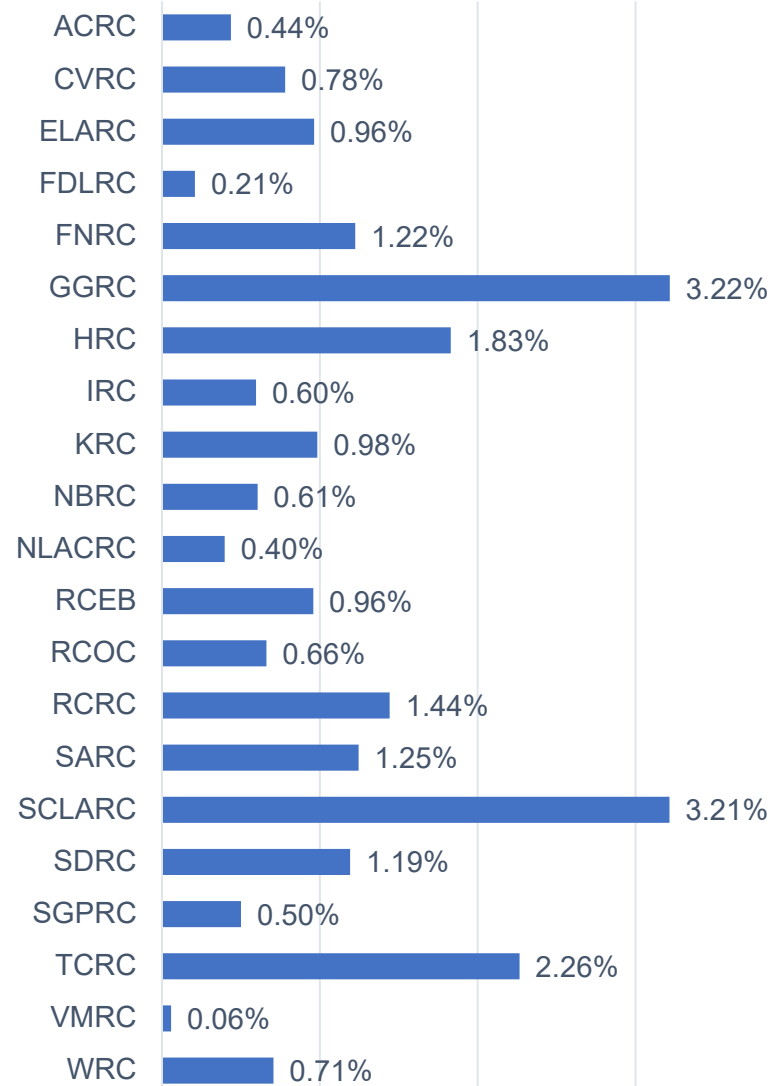


Source: DDS Research Section analysis of POS Data for Q1 of 2014 through Q3 of 2021.

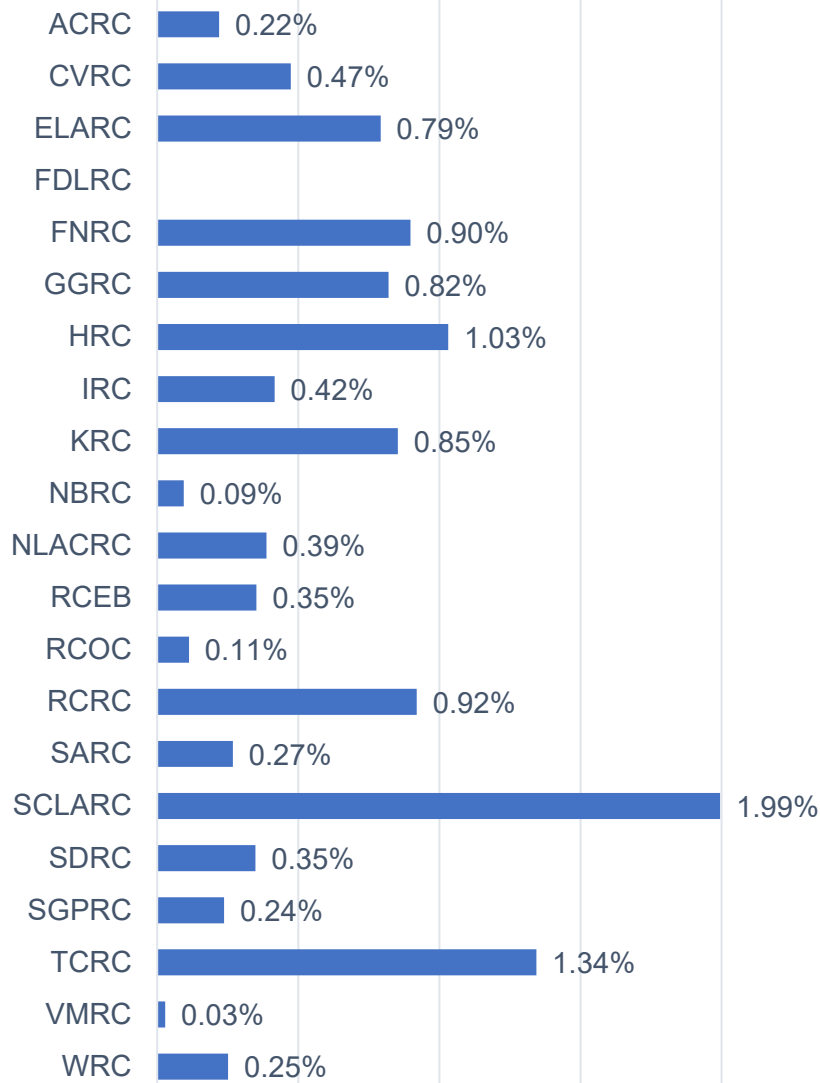
**Share of Consumers Participating in PIPs (18-64), FY 18/19**



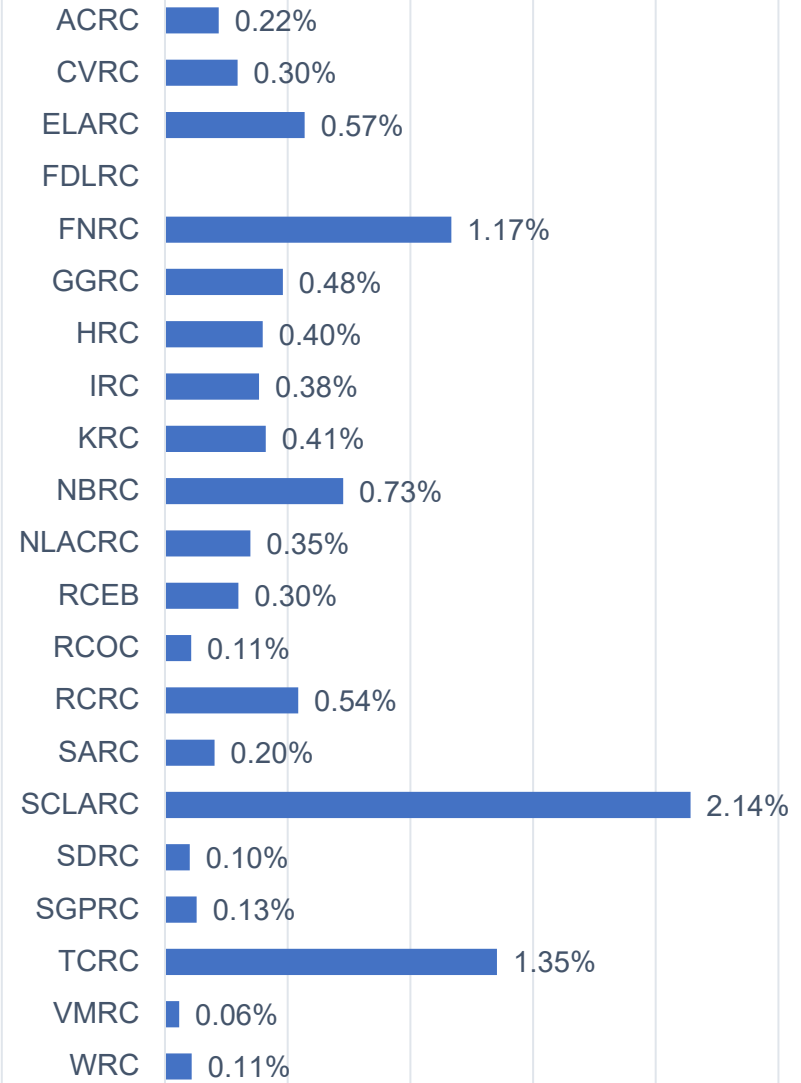
**Share of Consumers Participating in PIPs (18-64), FY 19/20**

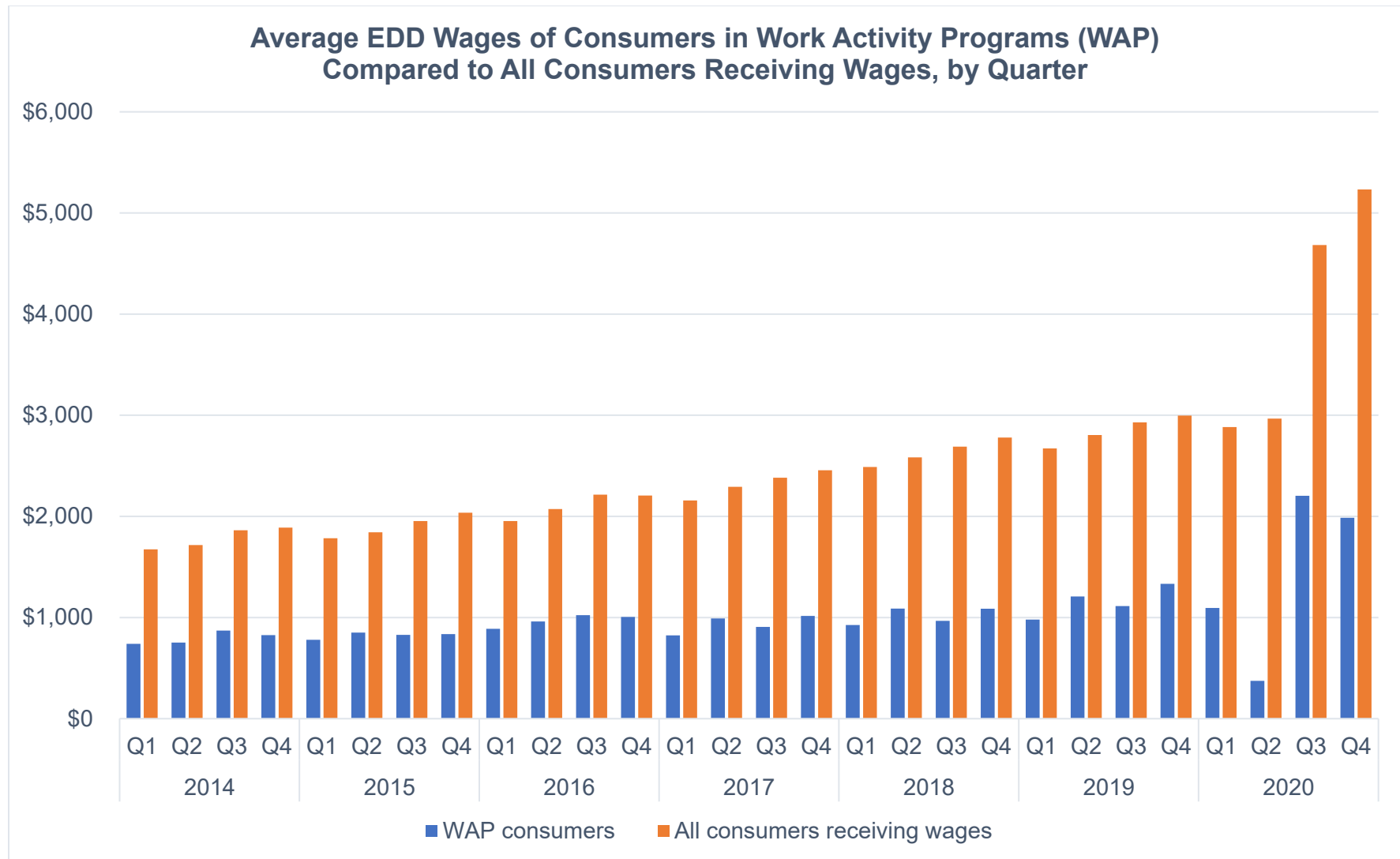


**Share of Consumers Participating in PIPs (18-64), FY 20/21**



**Share of Consumers Participating in PIPs (18-64), FY 21/22**





Source: DDS Research Section analysis of wage data provided by EDD for Q1 of 2014 through Q4 of 2020 and POS Data for Q1 of 2014 through Q4 of 2020.

Note: Age is calculated as of each quarter; WAP consumers are defined using service code 954



## **Employment Workgroup December 13, 2021 Meeting Summary**

**Overview:** This was the first meeting of the Employment Workgroup. This goal of this workgroup, in collaboration with the Department of Rehabilitation (DOR), is to improve and advance employment opportunities for the individuals we serve. The purpose of the meeting was to review and discuss:

- The role of the Employment Workgroup in the development of recommendations to advance employment for individuals served by regional centers throughout the State;
- The advancement of policy initiatives and grant provided for in the Governor's 2021-2022 budget;
- Discuss next steps and future meetings.

**Welcome & Housekeeping:** Brian Winfield, Chief Deputy, Department of Developmental Services

- This and subsequent meetings will be recorded, and the materials can be found on the DDS website.

**Introductions:** Nancy Bargmann, Director, Department of Developmental Services

- Reviewed major policy initiatives in the Governor's 2021-22 budget and the important opportunities provided to the developmental services system and to improve the experiences of individuals receiving services and their families.
- This is a collaborative project with DOR to advance employment for individuals. Available funding for this initiative includes \$10 million to both DDS and DOR.
- How do we create pathways to inclusive services, especially for individuals currently in school?

**Workgroup Purpose:** Brian Winfield, Chief Deputy Director, Department of Developmental Services

- The purpose of this workgroup is to provide recommendations to:
  - Improve access to services that lead to Competitive Integrated Employment
  - Increase pathways to employment
  - Improve employment outcomes

**Current Initiatives/Efforts to Advance Employment:** Erica Reimer Snell, Deputy Director, Community Services Division

- New statutory changes effective July 2021 for the Paid Internship Program (PIP) and the Competitive Integrated Employment (CIE) program.
  - PIP provides an opportunity to develop vocational skills in an integrated internship that may lead to future employment.
  - Competitive Integrated Employment (CIE) Incentive Payments are available for providers for job placement and retention.
- Employment Grants: DDS received \$10 million in one-time funds for a joint initiative with the Department of Rehabilitation (DOR).
- CIE Blueprint began in fiscal year 2017/18 and is currently in fifth and final year. The focus of the CIE Blueprint is Local Partnership Agreements.
- Direct Service Professional (DSP) Workforce Training and Development provides wage differentials for staff participating in the training.
- DSP Bilingual Differential encourages the recruitment and retainment of staff who speak additional languages and able to support individuals in their preferred language.
- Regional Center Employment Specialist is resource and support for increasing employment for individuals supported by regional center.
- Community Placement Plan/Community Resource Development Plan (CPP/CRDP) employment continues to be a priority.

**Discussion and Overall Themes**

- What data or information might be helpful to inform the work of this group?
  - What are other states with successful and sustainable community integrate employment programs doing? And what are considered “best practices” in this area?
  - How are we measuring outcomes? Are outcomes person-centered?
  - What data is currently collected by DDS? The data must be current to be relevant.
- Input and Recommendations
  - It is important to ensure that employment for individuals is a preferred job, utilizing their skills and abilities.
  - Currently, there are unique and abundant opportunities for employment, but this requires employers to be educated on the benefits of hiring people with intellectual and development disabilities (I/DD).

- Gathering the perspective of employers who recognize and appreciate the contributions of their employees with I/DD may provide information useful when recruiting potential employers.
- There should be streamlined process for individuals to access DOR and DDS services. How do we, as system partners, work together to make employment a reality for individuals we serve?
- Higher rates for service providers should remain a priority as this contributes to the current workforce shortage.

**Closing Comments:** Brian Winfield, Chief Deputy Director, Department of Developmental Services

- Next meeting of this workgroup will be January 24<sup>th</sup>, 2022 at 1:00 pm.
- If you do have questions, please send them to the email address [workservices@dds.ca.gov](mailto:workservices@dds.ca.gov)

## **Employment Workgroup January 24, 2022 Meeting Summary**

**Overview:** This was the second meeting for the Employment Workgroup. The purpose of the meeting was to review:

- Discuss the framework and purpose of the workgroup;
- Share and review current employment data received by the Department of Developmental Services (DDS);
- Discuss the \$10M grant program to improve employment outcomes for individuals served by DDS and the Department of Rehabilitation (DOR).

### **Workgroup Purpose: Brian Winfield, Chief Deputy Director, Department of Developmental Services**

- The purpose of the workgroup is:
  - To receive stakeholder input on \$10M in grant opportunities for DDS;
  - Explore pathways for Competitive Integrated Employment (CIE);
  - Establish the priorities for the workgroup moving forward.

### **December Meeting Recap: Brian Winfield, Chief Deputy Director, Department of Developmental Services**

- Discussion highlights from the previous meeting:
  - What are innovative work options and best practices?
  - How are outcomes measured and goals established?
  - Provider capacity and training of direct service professions (DSP);
  - Ensure adequate supports for those individuals with the most intense needs.

### **DDS Employment Data: Michael Luna, Chief of Work Services, Department of Developmental Services**

- Provided a brief overview of the employment data including:
  - Paid Internship Program (PIP) and the Competitive Integrated Employment (CIE) – Incentive Payment data provided by regional centers and providers in annual surveys, conducted by DDS;
  - Employment Development Department (EDD) wage data;
  - National Core Indicators (NCI) related to employment.
- More detailed data is needed to identify gaps that need to be filled and establish a baseline for where we are in the state and to establish goals.

- Data should provide details of the factors contributing to increases, decreases, and stagnant employment numbers.
- Compare California data sets to other states to determine and benchmark contributing factors to employment.

**Grant Discussion:** Brian Winfield, Chief Deputy Director, Department of Developmental Services

- DDS received \$10M for grants and contracts over three years to explore innovative strategies and practices to expand paid work experience and other employment opportunities for individuals served regional center.
- DDS will examine other funding processes such as Home and Community Bases Services and Services Access and Equity to build a framework of how the employment grant can be administered.

DOR Employment Grant: Jessica Grove, Deputy Director for Vocational Rehabilitation Policy and Resource Division

- AB 136 also provided funding to DOR to focus on the demand side of the employment initiative. DOR will focus on four key areas: media and marketing targeted toward businesses, training for Human Resource professionals on a large scale, direct grants to businesses to make their workplace more accessible and creating new Earn and Learn pathways for employment.

Employment Grant Discussion: Olivia Raynor, PhD. DDS Consultant

- It will be important to create replicable business to business marketing models.
- Preparation for employment should start early and efforts must be made to bridge the K-12 to postsecondary gap and employment.
- Peer mentorship for individuals during employment is necessary to improve and enhance the work experience as well as job skills.
- Employment must be included in the Individual Program Planning (IPP) process.
- Address barriers around CIE and discovery. Some of the current barriers to employment include the impact and recovery from COVID-19, transportation, communication access, and technology.
- Focus efforts on individual needs and understanding of employment options as well as skill set development and customized employment.

- Long-term employment strategies targeting careers, promotions, and advancements. Offer business incentives to support employees with disabilities.
- Equity to support people with greater needs achieve career-oriented jobs.

**Closing Comments:** Brian Winfield, Chief Deputy Director, Department of Developmental Services

- The next meeting will take place on February 24<sup>th</sup> at 1:00 PM
- The meeting will focus on the development of grant guidance.

## **Employment Workgroup**

Discussion Topics: Employment Grants Priority Areas

Date: February 24, 2022

### **Purpose of the Employment Workgroup**

The Employment Workgroup provides guidance to DDS on ways to increase competitive integrated employment opportunities to Californians who have intellectual and developmental disabilities. On January 24, 2022, the workgroup made recommendations on areas of focus for the new Employment Grants Program.

### **Grant Areas of Focus for the Employment Grants Program**

The workgroup recommendations are organized under 5 priority areas with strategies to achieve competitive integrated employment (CIE).

### **Criteria for Priority Setting**

Additional criteria for selecting priority areas to be addressed in the Employment Grants Program include:

- Expands opportunities for CIE for ALL
- Supports employment goals and outcomes for the individual using a person-centered approach
- Supports self-determined employment opportunities
- Is an evidenced based or promising practice
- Is employer/business-focused
- Is realistic and feasible to implement (e.g., timeframe, funding, skilled personnel)
- Will produce specific measurable outcomes for CIE

## **Priority Areas**

### **1. INNOVATIVE PATHWAYS TO EMPLOYMENT**

- a) Innovative pathways to employment through internships, work-based learning, postsecondary education, discovery, and customized employment.
- b) Long term employment strategies that are targeted to careers, promotions, and advancements for people with disabilities.
- c) Technology literacy training for providers and individuals for employment.
- d) Peer mentoring by self-advocates to support transition, employment, and social relationships in the workplace.

### **2. SUPPORTED EMPLOYMENT AND CUSTOMIZED EMPLOYMENT**

- a) Statewide training and technical assistance on discovery and customized employment with local implementation.
- b) Transformation of non-integrated employment services to person centered, business centric approaches that support competitive integrated employment.
- c) Funding models that consider the competencies, skilled effort, and time required to support CIE outcomes for all.

### **3. BUSINESS FOCUSED PRACTICES**

- a) Employer-focused partnerships that address business needs and support inclusive workplace practices.
- b) Marketing of successful business practices for recruiting, hiring, and retaining employees with developmental disabilities.
- c) Peer mentoring by co-workers without disabilities to support transition, employment, and social relationships in the workplace.



#### **4. HOLISTIC APPROACH TO ACHIEVING CIE**

- a) Utilizes a 'Whole Person Approach' that addresses individual needs for wrap around supports and services for improved employment outcomes.
- b) Individualized career planning that involves staff, parents, friends, and includes needed accommodations and/or assistive technology
- c) Partnerships with other local, non-disability-specific organizations to identify community resources and to generate new community-based options.
- d) Reduces barriers to employment including the impact and recovery from COVID-19, transportation, communication access, benefits planning, and technology.

#### **5. ENGAGING FAMILIES AND YOUTH IN CIE**

- a) Parent education and training related to the expectation, value, and outcome of competitive integrated employment; transition from school to work; postsecondary education and employment resources: navigating state agencies; and public benefits (e.g., housing, social security).
- b) Youth development to prepare for successful transition from K-12 to postsecondary education and/or employment.
- c) Peer mentoring by self-advocates who have been successful in their postsecondary or career goals to support youth in developing self-advocacy skills, explore career options, provide social support, and network building experience.