

**Employment Workgroup**

**March 28, 2022**

**1:00-2:30 PM**

**Via Zoom**

**Register: <https://cal->**

**[dds.zoom.us/webinar/register/WN\\_R4LeWtQSQMWikZb74aG8fA](https://cal-dds.zoom.us/webinar/register/WN_R4LeWtQSQMWikZb74aG8fA)**

**Agenda**

**I. Welcome & Housekeeping**

**II. Review Handouts**

**III. Employment Development Department (EDD) Presentation**

**IV. Grant Program Discussion**

- Summary of priority areas
- Proposed project types and measures

**V. Closing Comments**

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

**Overview:** This was the third meeting for the Employment Grant Workgroup. The purpose of the meeting was to:

- Provide a summary of the January 2022 workgroup meeting;
- Review current employment data for CIE Incentive Payment (CIE-IP), Paid Internship Program (PIP), and Employment Development Department (EDD) average wages for individuals served by the Department;
- Discussion on identified employment grant priority areas.

**Employment Data:**

- Data was shared with the workgroup included the following:
  - CIE I-IP and PIP by regional center (RC) and share of population;
  - EDD wage data presented for the average wages of consumers in a Work Activity Program (WAP) compared to all consumers receiving wages, by quarter.
- Additional data questions were posed by the workgroup included: types of industry and percentage of PIPs that led to employment.

**Grant Discussion:**

- January Meeting Summary
  - Reviewed handouts and summary of January 2022 meeting.
  - Reviewed data for *consumers ages 16-64* in the following areas: total number of RC consumers, EDD data on the number of consumers with wages, EDD data on the percentage of RC consumers who had wages, and the average annual wages for consumers.
  - Input from the workgroup was shared including challenges with funding, the need for business testimonials, staff training, service coordination, and early employment outreach in schools.
- Additional criteria for selecting priority areas were suggested.
  - Expanding opportunities for CIE for all;
  - Supports, employment goals, and outcomes for the individual using a person-centered planning approach;
  - Support for self-determined employment opportunities;
  - Evidenced based or promising practices;
  - Employer or business focused grants;

- Grants should be realistic and feasible to implement given the time constraint;
- Consider grants that produce specific measurable outcomes for CIE.
- Employment Grant Priority Areas
  - Based on the workgroup discussion from the January 2022 meeting, the following five priority areas were reviewed:
    - Innovative Pathways to Employment
    - Supported Employment and Customized Employment
    - Business Focused Practices
    - Holistic Approach to Achieving CIE
    - Engaging Families and Youth in CIE
  - Consider a shift in perspective to include careers and career pathways. Need to examine strategies that bridge the gap between K-12 education and adult services. This may require schools and Local Education Agencies (LEA) to engage families and youth.
  - Create forums, round table discussions with schools, local businesses, and community members.
  - It will be important to look at the whole person and not just an employment number to ensure individual needs and preferences are being addressed.
  - Focus on the right job match, utilizing individual abilities and skills rather than simply a job which, may not be desirable to the individual.
  - Creating rate structures to support providers in their hiring and retention of staff.
  - Employment should be an option for all individuals, including those with significant needs. This will require focused strategies.
  - The grant timeline of 12-18 months may not enable the volume of successful outcomes that the workgroup would like to achieve. However, a grantee could lay the groundwork to test or expand a strategy that has previously been developed or develop a strategy that may be tested in the future. It will be important to consider the shorter timeline when submitting and approving proposals.
  - There is a need for a data driven system to further pinpoint areas of need.

**Closing Comments:**

- The next meeting will take place on March 28, 2022.

## **Employment Workgroup Grant Priorities**

- 1. Innovative Pathways to Employment:** Implementing evidence-based, new, and emerging best practices to attain employment and advance the careers of individuals with developmental disabilities including internships, work-based learning, peer mentoring, technology, postsecondary education, vocational training, Supported Employment, and Customized Employment.
  
- 2. Employment Supports**
  - a. High Quality Services and Supports:** Building the knowledge base and capacity of providers to use best practices and strategies in employment services.
  - b. Individuals with High Support Needs:** Creating a tailored approach with pathways to employment for individuals with high support needs. This may include individuals with complex or significant disabilities who require more intensive training, preparation and customized services to achieve CIE.
  - c. Provider Transformation:** Site specific technical support, guidance, and action planning to assist service providers in the development of a transformation plan to help individuals achieve their goals for community inclusion and employment.
  
- 3. Business Focused Practices:** Developing business or industry focused collaborations to increase workforce preparation and employment opportunities for individuals with developmental disabilities.
  
- 4. Engaging Families, Adults, and Youth in CIE:** Increasing family, adults and youth knowledge and use of community resources, paid work experience, self-advocacy, transition planning from school to postsecondary education and employment, navigating adult service systems, and public benefits.
  
- 5. Whole Person Approach to Achieving CIE:** Connecting individuals to employment through an individualized, self-directed and whole person approach to services. This may include the use of supports from disability and non-disability specific services.

## **Employment Workgroup Proposed Project Types**

- 1. Education and Training:** May include multiple platforms or methods of training such as in-person, virtual, peer mentoring, peer learning, coaching and/or community of practice.
  - a. Provider Training for Implementation:** Increase statewide provider knowledge and use of evidence-based and best practices in CIE and coaching for local implementation.
  - b. Family, Adult and Youth Education and Training:** Increase family, adult and youth knowledge and use of community resources, paid work experience, self-advocacy, transition planning from school to postsecondary education and employment, navigating adult systems, and public benefits.
  
- 2. Employment Preparation Services and Supports:** Increase the utilization of evidence-based and best practices in employment supports and strategies for job attainment, retention, and career advancements in CIE. This may include family engagement, paid work experience, coordinated services, Customized Employment, postsecondary education/training, Supported Employment, benefits planning, and technology.
  
- 3. New and Alternative Service Models:**
  - a. Serving Individuals with High Support Needs and Holistic Approaches:** Innovative ways to achieve CIE for individuals with high support needs and/or utilizing a whole person approach through intensive employment services. Individuals may require disability and non-disability specific resources and supports. Increasing cross-agency collaboration and coordination of services and supports, including braiding/blending financial resources for CIE.
  - b. Provider Transformation:** Technical assistance and training to develop an action plan to create a business and service delivery model to provide CIE for every individual served.
  
- 4. Business Focused Practices:** Establishing employer or industry focused collaborations to learn from one another and increase the recruitment, hiring, and retention of qualified employees with developmental disabilities.