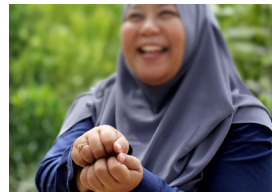


# Employment Workgroup

March 28, 2022



# 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" and live closed captioning is active



This meeting is being recorded

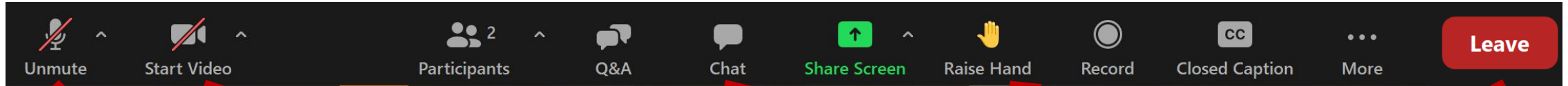


Materials are available at <https://www.dds.ca.gov/initiatives/stakeholder-events/>



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

Workgroup members can raise your hand when you want to speak

Leave the webinar at the end of the meeting



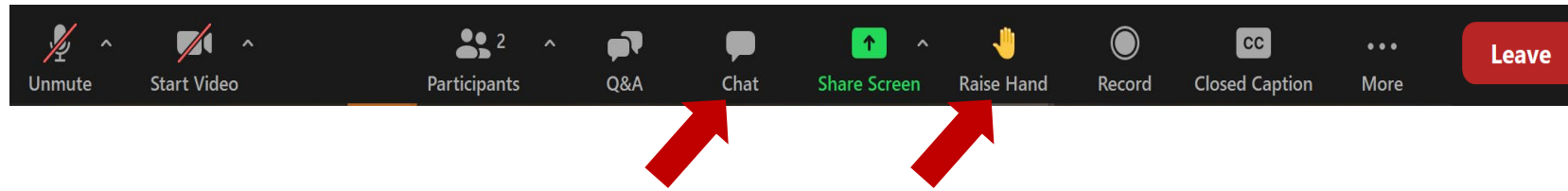
- For attendees, your video and microphone will not be available
- You will only see/hear workgroup members, DDS staff and presenters on screen



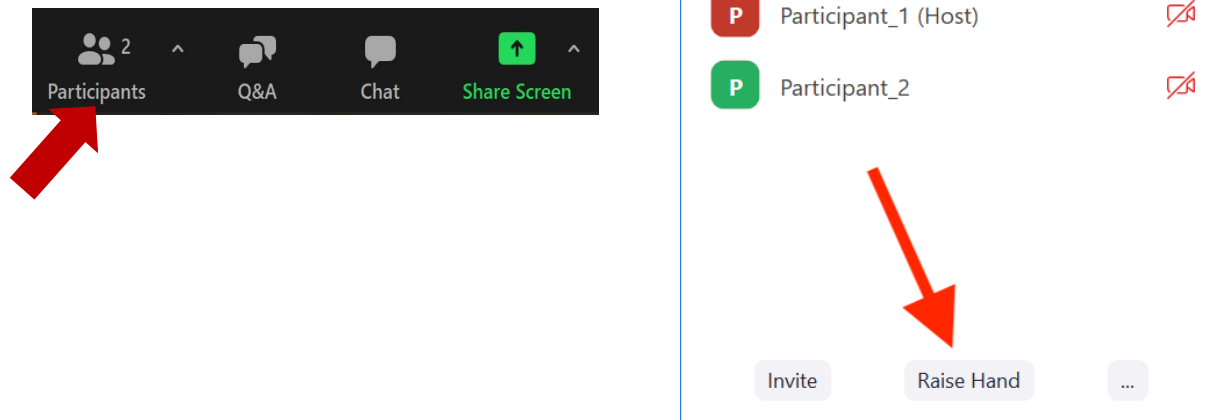
- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

# Providing Comments – Workgroup Members

**Workgroup Members:** Please use the “Chat” or “Raise Hand” to comment



You may need to click on “Participants” and a new window will open where you can “Raise Hand”



# 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

# EDD Services for Job Seekers and Employers

March 28, 2022

# Agenda

- EDD Benefit Programs
- Services for Job Seekers
- Services and programs for Employers
- State Internship Program
- Questions and Answers

# Benefit Programs

- Unemployment Insurance:
  - Partial wage replacement for workers who lost their job or hours were reduced.
  - Up to 26 weeks of benefits at weekly amounts ranging from \$40 to \$450.
  - Paid by employers.
- State Disability Insurance:
  - Partial wage replacement for pregnancy and non-work related injury or illness.
  - Up to 52 weeks of benefits at weekly amounts ranging from \$50 to \$1,540.
  - Paid by workers.
- Paid Family Leave:
  - Partial wage replacement for up to 8 weeks ranging between \$50 to \$1,540 to:
  - Care for a seriously ill family member.
  - Bond with a new child.
  - Time off due to a family member's military deployment to a foreign country.
  - Paid by workers.



# Workforce Services Branch

- One of the largest public employment services in the world.
- Funded by the Wagner-Peyser Act:
  - Established in 1933 to create a national employment system.
- Connects job seekers to employers.
- Distributes federal funds to provide training for adults, dislocated workers, and youth.
- Partners with EDD's Labor Market Information Division (LMID) to provide workforce statistics and labor market trends.

# Services for Job Seekers

- America's Job Centers of California<sup>SM</sup> (AJCC)
  - Over 120 locations throughout California.
  - Information and assistance with EDD benefit programs.
  - Help with job search and CalJOBS<sup>SM</sup>.
  - Personalized career counseling.
  - Workshops, webinars, and job clubs.
  - Job Fairs.
  - Rapid Response.
  - Referrals to partners and community based organizations.
  - Special programs for veterans, youth and workers whose jobs were impacted by foreign trade or a shift in production outside the United States.

# Services for Employers

- E-Services for Business:
  - Pay and manage payroll taxes.
  - Protest unemployment benefit charges and rates.
  - Apply for WOTC.
- Recruitments and job fairs.
- Labor Market information ([edd.ca.gov](http://edd.ca.gov)):
  - Statistics on California industries, occupations, wages, and trends.
  - EDD Data Library
  - LMI consultant
  - Custom reports

# Programs for Employers

- Work Opportunity Tax Credit (WOTC):
  - Up to \$9,600 tax credit incentive to hire members of target groups.
- Work Sharing Program:
  - Averts or minimizes layoffs and helps retains trained staff.
  - Allows for flexible staffing to quickly adapt to business needs.
  - Provides employees with unemployment insurance benefits and maintains health and retirement benefits.
- Fidelity Bonding:
  - Helps employers hire ex-offenders and high risk job applicants.
  - No cost to employers for bonds up to \$15,000 for a period of six months.
  - Potential for employer to purchase continuing coverage at commercial rates.


# State Internship Program

- Paid internship program through DDS and DOR.
- Entry level positions such as Program Technician or Office Assistant.
- Applicants are interviewed by an EDD hiring manager.
  - Applicant's Job Coach is present, but does not score the interview.
- Provides 512 hours of in-person on the job experience and mentoring.
- Prior to onboarding, all EDD team members take the "Windmills Disability Etiquette" training.
- Upon completion of 512 hours, interns qualify for the Limited Exam and Appointment Program (LEAP).
  - Alternate examinations and appointment process for persons with disabilities.
- DOR SIP survey for 2021 showed very positives results.

# Contact Information

Ken Gomez, Deputy Division Chief  
EDD Workforce Services Branch  
LA/Coastal Division

[Ken.Gomez@edd.ca.gov](mailto:Ken.Gomez@edd.ca.gov)



The EDD is an equal opportunity employer/program.  
Auxiliary aids and services are available upon request  
to individuals with disabilities.

# Grant Program Discussion





# Proposed Grant Priorities

Innovative  
Pathways to  
Employment

Employment  
Supports

Business Focused  
Practices

Engaging  
Families, Adults  
and Youth in CIE

Whole Person  
Approach to  
Achieving CIE

*Please refer to handouts for more information*

Priorities

The What

Project Type

The How

# Proposed Project Types

**Education and Training**

**Employment Preparation Services and Supports**

**New and Alternative Service Models**

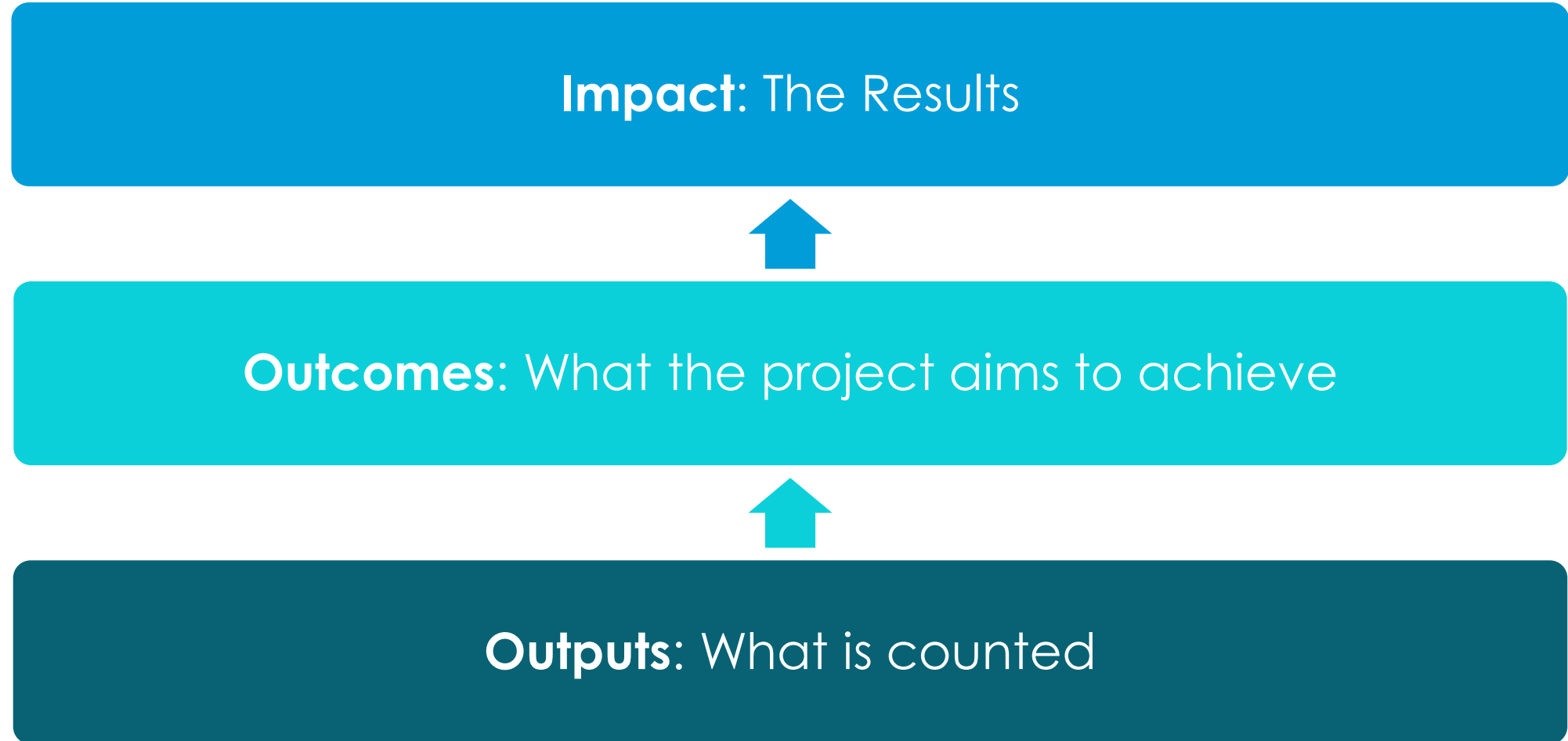
**Business Focused Practices**

*Please refer to handouts for more information*

## Proposed Measures



# Performance Measures



# Education and Training – Provider Training for Implementation

## **Outputs**

- Number of education and training events
- Number of providers trained
- CIE strategies and approaches addressed in training
- Number of self advocates entering program
- Number of services and supports being used

## **Outcomes**

- Pre/Post knowledge by providers
- Number of self advocates receiving CIE strategies addressed in training

## **Impact**

- Achievement of employment

# Education and Training – Family, Adults and Youth

## **Outputs**

- Number of education and training events
- Number of families, adults, youth, trained
- Topics in training
- Number and types of work-based learning experiences for youth and adults

## **Outcomes**

- Pre/Post knowledge by families, adults and youth
- Pre/Post family/parent confidence to access CIE services
- Referrals for CIE placements/access to new services

## **Impact**

- Achievement of employment

# Employment Preparation Services and Supports

## Outputs

- Number of self-advocates entering program
- Number of individual career plans developed
- Number and types of services and supports being used

## Outcomes

- Number of self-advocates receiving new work-related services (internships, work-based learning, postsecondary education, Discovery, Customized Employment)
- Post participant measure of satisfaction with progress in attaining career goal

## Impact

- Achievement of employment



# New and Alternative Service Models – Serving Individuals with High Support Needs & Holistic Approaches

## **Outputs**

- Number of career plans
- Assessment of CIE support needs

## **Outcomes**

- Number and types of disability and non disability specific services requested, approved, and received
- Pre/post types of barriers experienced by participants
- Number of self advocates receiving new work-related services in internships, work-based learning, postsecondary education, discovery and customized employment

## **Impact**

- Achievement of employment

# New and Alternative Service Models – Provider Transformation

## Outputs

- Position and role of members of the planning group to develop action plan
- Assessment of individuals served and mapping of current service methods and resources
- Number of technical assistance and training sessions held
- Number of participants in training/ta sessions

## Outcomes

- Development of a transformation action plan with associated steps for implementation
- Post satisfaction survey of TA/training provided

## Impact

- Achievement of employment

# Business Focused Practices

## Outputs

- Description of new relationships (with employers, unions, chamber of commerce, small business associations, small and large employers; and position of the contact person)
- Number of new relationships

## Outcomes

- Description of specific activities with each new relationship/employer (events, training, job fairs, touring business, other)
- Number of individuals referred for potential employment

## Impact

- Achievement of employment

# Impact – Achievement of Employment

## Promotion

- Increases in hours, income

## Retention

- Duration of employment

## Advancement

- Upward trajectory of a person's career, requiring more skills & experience with associated increase in wages and benefits

# Future Meeting Dates

## Upcoming

- Monday, April 25 from 1-2:30pm

## Tentative Schedule

- Monday, May 23 from 1-2:30pm
- Monday, June 27 from 1-2:30pm



# Closing Comments

Email input and/or questions to  
[WorkServices@dds.ca.gov](mailto:WorkServices@dds.ca.gov)

