

Employment Workgroup March 28, 2022 Meeting Summary

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

- Provide a summary of the February 2022 workgroup meeting;
- Provide additional information regarding EDD;
- Review the proposed grant priority areas;
- Review the proposed project types and measures.

Employment Development Department (EDD) Presentation:

- Provided overview of EDD benefit programs such as Unemployment Insurance, State Disability Insurance and Paid Family Leave.
- Highlighted 120 America's Job Centers throughout CA that assist with career counseling, workshops, job fairs, referrals, veteran programs, and more
- Discussed programs in the Workforce Services Branch for employers including:
 - Work Opportunity Tax Credit (WOTC) – tax credit incentive to hire members of target groups;
 - Work Sharing Program – may aid employers and employees in the face of changing business needs;
 - Fidelity Bonding: helps employers hire ex-offenders and high-risk job applicants;
 - State Internship Program – EDD partners with Department of Rehabilitation (DOR) and DDS to provide 512 hour paid internships for entry level positions with job supports. Qualified participants to may apply for the Limited Examination and Appointment Program.
- Discussed concerns and causes of the slow job market and post-pandemic recovery.

Grant Discussion:

Reviewed Employment Grant Priority Areas:

- Innovative Pathways to Employment – exploring new and best practices to advance employment;
- Employment Supports – tailored approach to meeting the employment needs of individuals with high needs;

- Business Focused Practices – how businesses can learn the benefits of hiring people with disabilities to improve their business;
- Whole Person Approach to Achieving CIE – identifying individual services and supports necessary for to achieve CIE;
- Engaging Families and Youth in CIE – engaging with families and youth to identify employment as a priority.

Project Types:

4 project types were shared along with discussion of performance measures:

- Education and Training - May include multiple platforms or methods of training such as in-person, virtual, peer mentoring, peer learning, train the trainer, coaching and/or community of practice. May also include cross-agency training that leads to improvements in planning and services for CIE;
- Employment Preparation and Supports - Increase the utilization of evidence-based, best, or promising practices in employment supports and strategies for job attainment, retention, and career advancements in CIE; May include family engagement, paid work experience, coordinated services, customized employment, post-secondary education/training, supported employment, benefits planning, and technology;
- New and Alternative Service Models - 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;
- Business focused practice - Establishing employer or industry focused collaborations to learn from one another and increase the recruitment, hiring, and retention of qualified employees with developmental disabilities.

Discussion: Project Types and Proposed Measures:

- Grantees will need to work with RCs to determine funding options for innovative service models which may include exploring mechanisms available to seek Department approval for applicable waivers.
- There must be clarification and identification of “best practices” in this area. Grant applicants will need this to be specified or provided with examples.

- The scale of each project will need to be determined by the applicant and in conjunction with DDS to ensure that the objectives are attainable within the given timeframe of the grant.
- Train the trainer models will be most effective for training because of staff turnover.
- Individuals may need to explore multiple jobs before committing to long-term CIE.
- It may be difficult to measure the additional benefits of employment such as overall wellbeing, improved self-confidence, etc., in the time allotted for the grant. Pre-/post-surveys may be possible.
- Can current CIE and PIP data be used to examine employee retention and the duration of employment?

Closing Comments: The next meeting will take place on April 25, 2022.