

# Employment Workgroup

October 17, 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

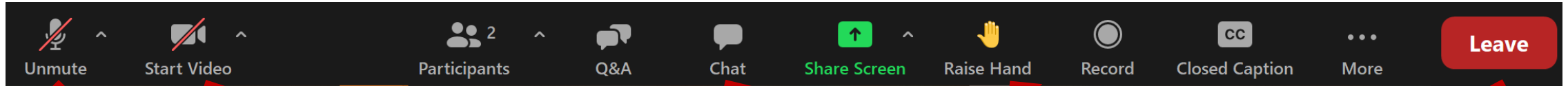


Materials are available at <https://www.dds.ca.gov/initiatives/stakeholder-events/>



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



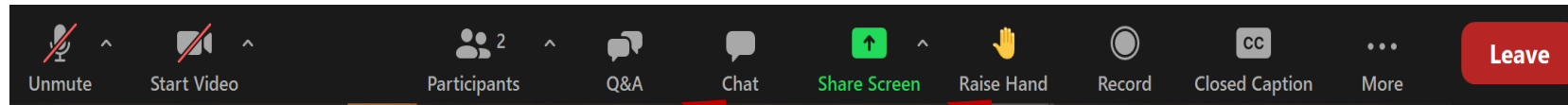
- For attendees, your video and microphone will not be available
- You will only see/hear workgroup members, DDS staff and presenters on screen



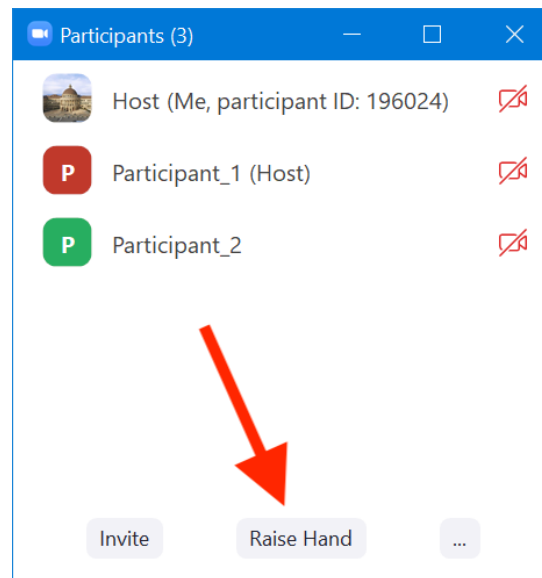
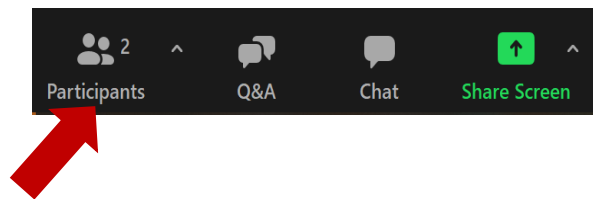
- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

# 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. Updates from July Meeting
  - Data request
  - Recommendations for improving Competitive Integrated Employment and Paid Internship Programs
  - Employment Grants Program
- III. Subminimum Wage Pilot Program
- IV. Discussion
- V. Next steps

# Updates from July Meeting



# Competitive Integrated Employment (CIE) Incentive Payment Milestones

## CIE Milestones Met

	30-day	6-month	12-month
<b>FY 16/17</b>	507	221	*
<b>FY 17/18</b>	984	681	413
<b>FY 18/19</b>	1,129	929	648
<b>FY 19/20</b>	915	741	591
<b>FY 20/21</b>	828	487	385

Source: DDS Research Section's Analysis of State Claims Files of FY1617 through FY2021. Consumers with positive expenditure for the designated subcodes were counted for each milestone.

\* In accordance with DDS Data De-Identification Guidelines, counts under 11 have been suppressed to protect privacy.

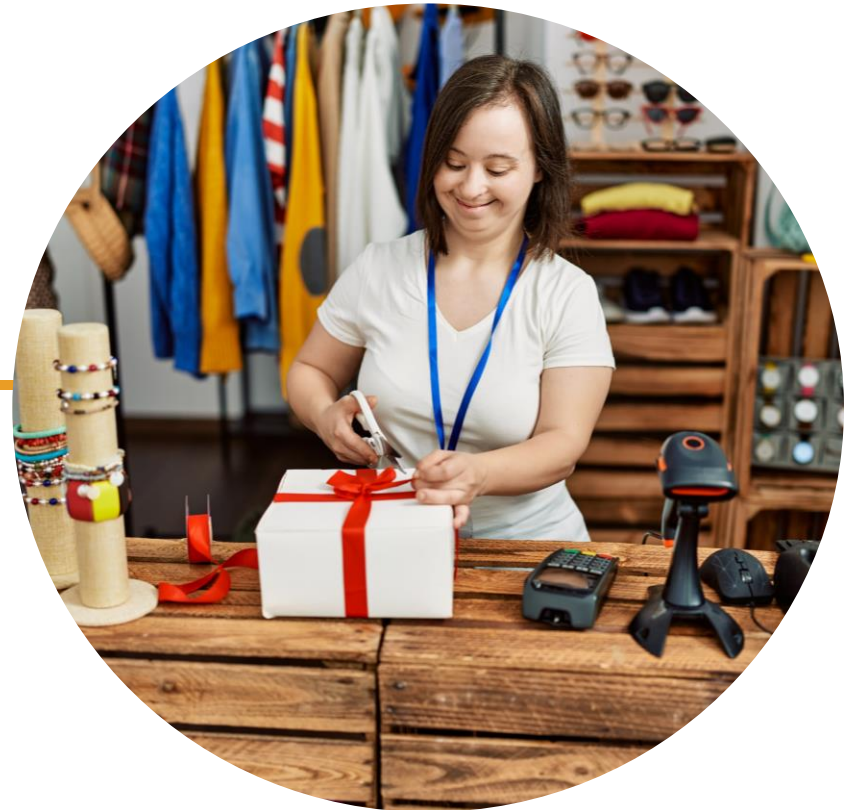
# Recommendations for Improving PIP and CIE Incentives

1. Talk about internships as a job, not a program
2. Simplify and streamline administrative tasks for providers
3. Incentivize employers to provide job coaching
4. Utilize providers as consultants to businesses and employers
5. Engage and inform families early to expect and prepare their child for employment
6. Communicate the value of the PIP and successful employment through success stories and social media

*July 25, 2022 Employment Workgroup Meeting*



# Subminimum Wage Pilot Program



# Overview of Subminimum Wage Pilot Program

## Service Model Pilot

- \$8.3 million one-time funding
- Pilot for individuals exiting work activity programs or high school
- The service model will focus on:
  - The interests of individuals through individualized discussions and planning, leading to discovery and identification of career pathways
  - Competitive Integrated Employment
  - Postsecondary Education
  - Career pathway for individuals exiting a work activity program or high school



WIC. 4870.2

# Required Elements of the Pilot Program

- Be person centered and time limited services
- Considers evidence based or promising practices to eliminate barriers
- Requires service providers report on defined outcome measures



# DDS Initiatives to Advance Employment

2016

- Competitive Integrated Employment (CIE) Incentive Payments
- Paid Internship Program (PIP)

2021-22

- Expand CIE Incentive Payments
- Expand PIP, establish Incentive Payments
- Employment Grants
- Quality Incentive Program – Employment Measures
- Regional Center Performance Measure – Employment Measures

2022-23

- New Service Model – 3-year Pilot

# Who Participates in Work Activity Programs

2,825

Total DDS Consumers Participating in Work Activity Program (WAP) in FY21/22



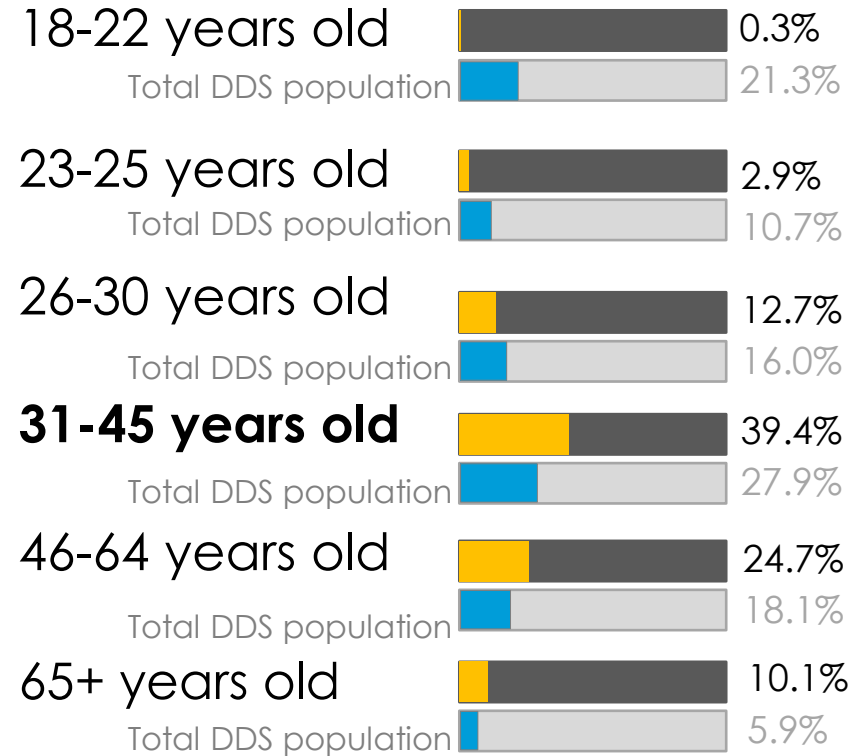
Male

Total DDS population: 67%



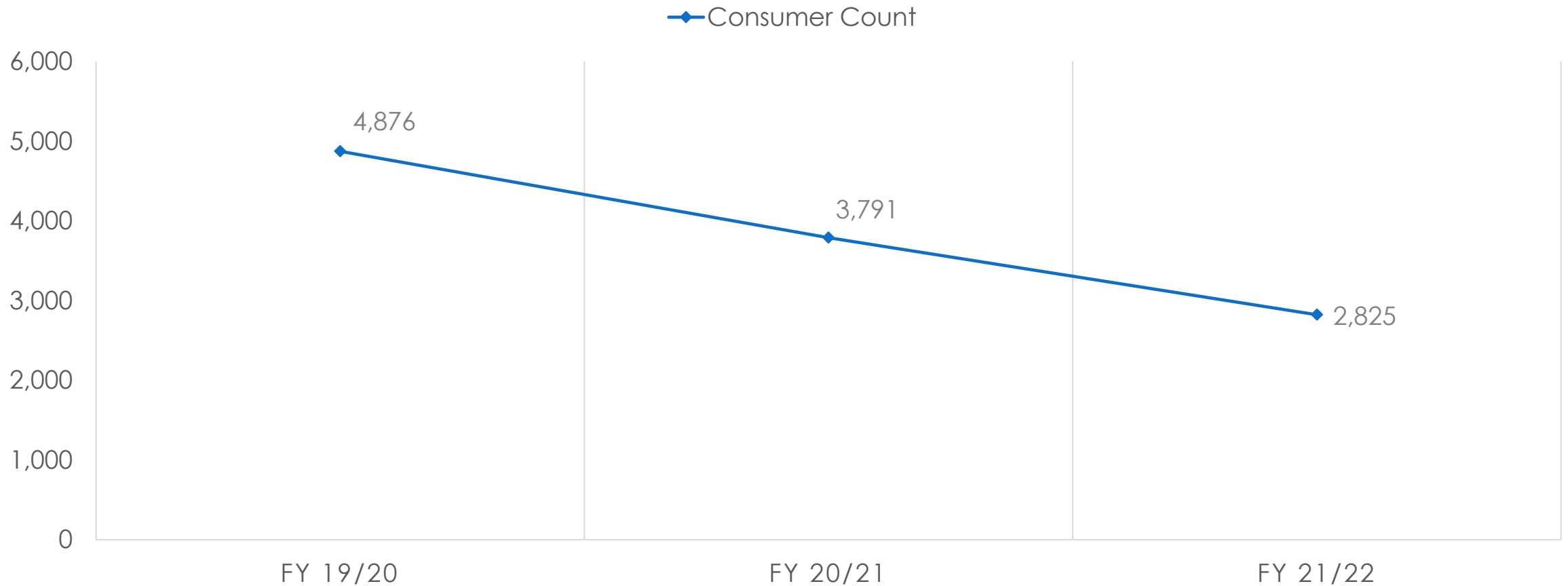
Female

Total DDS population: 33%



Source: DDS Research Section's Analysis of the August 2022 Client Master File and Annual State Claims File for FY21/22. Data extracted in September 2022. Age was calculated as of August 31, 2022.

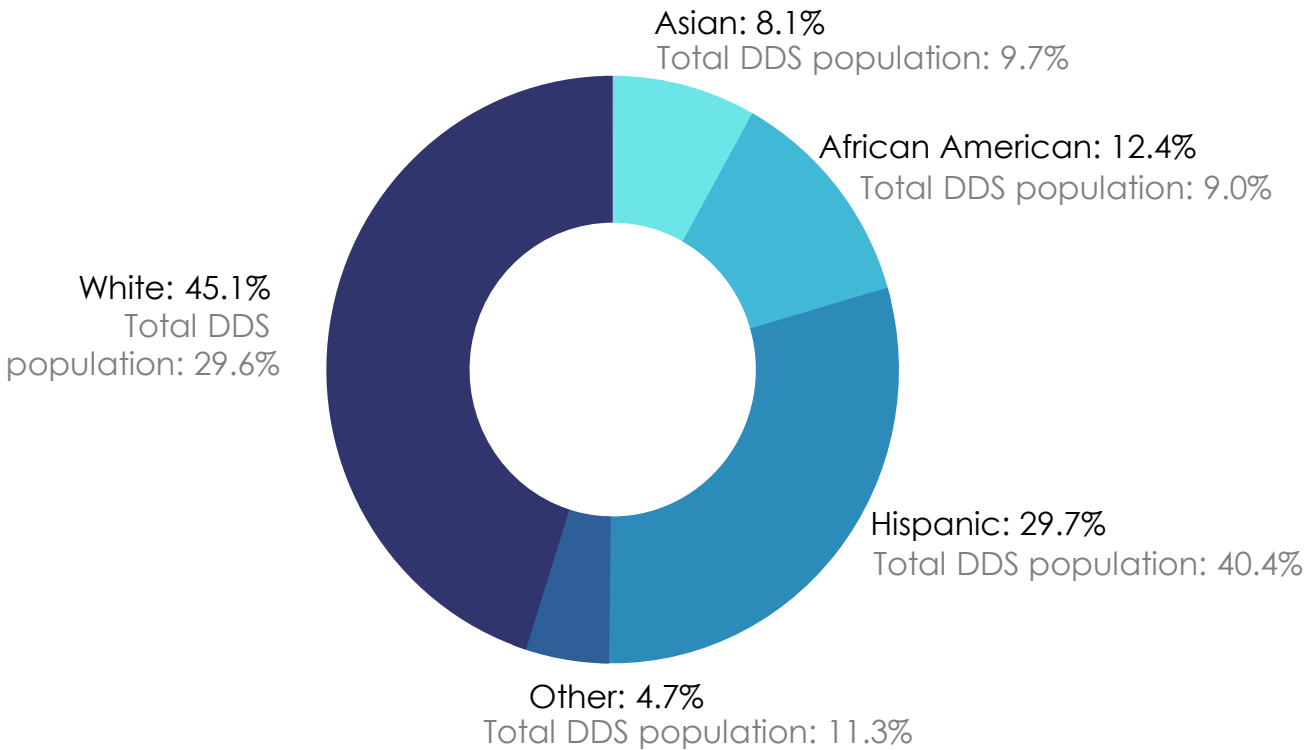
# Work Activity Program Population FY 2019/20 – FY 2021/22



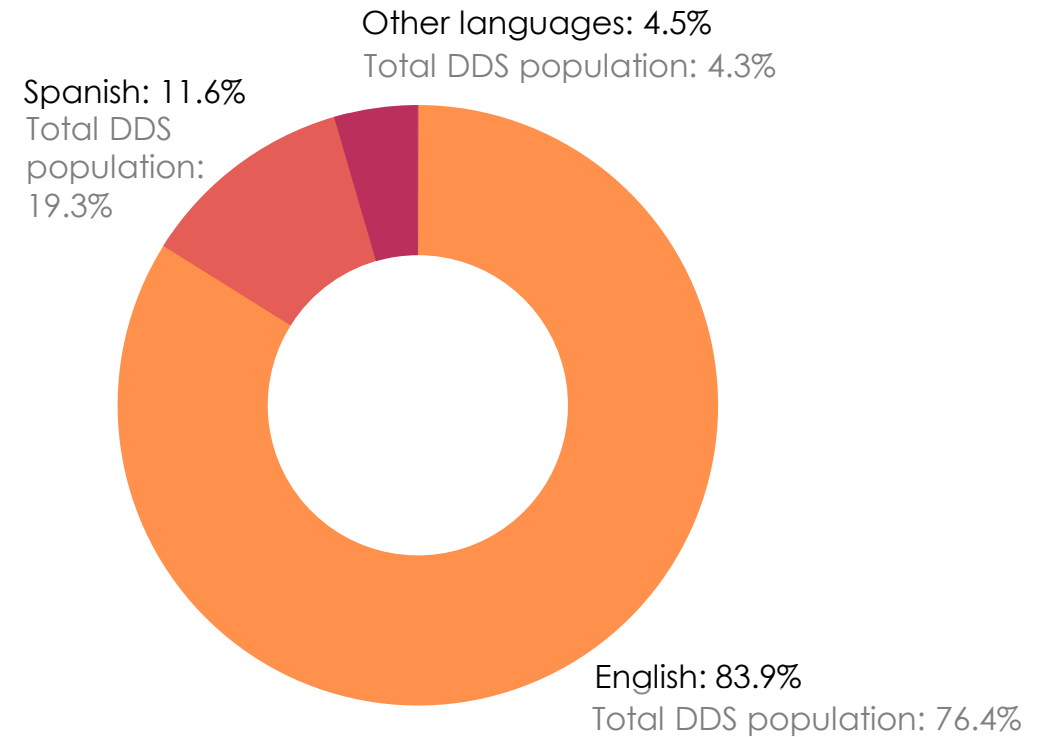
Source: DDS Research Section's Analysis of the August 2022 Client Master File and Annual State Claims File for FY21/22. Data extracted in September 2022.

# Who Participates in Work Activity Programs

Ethnicity

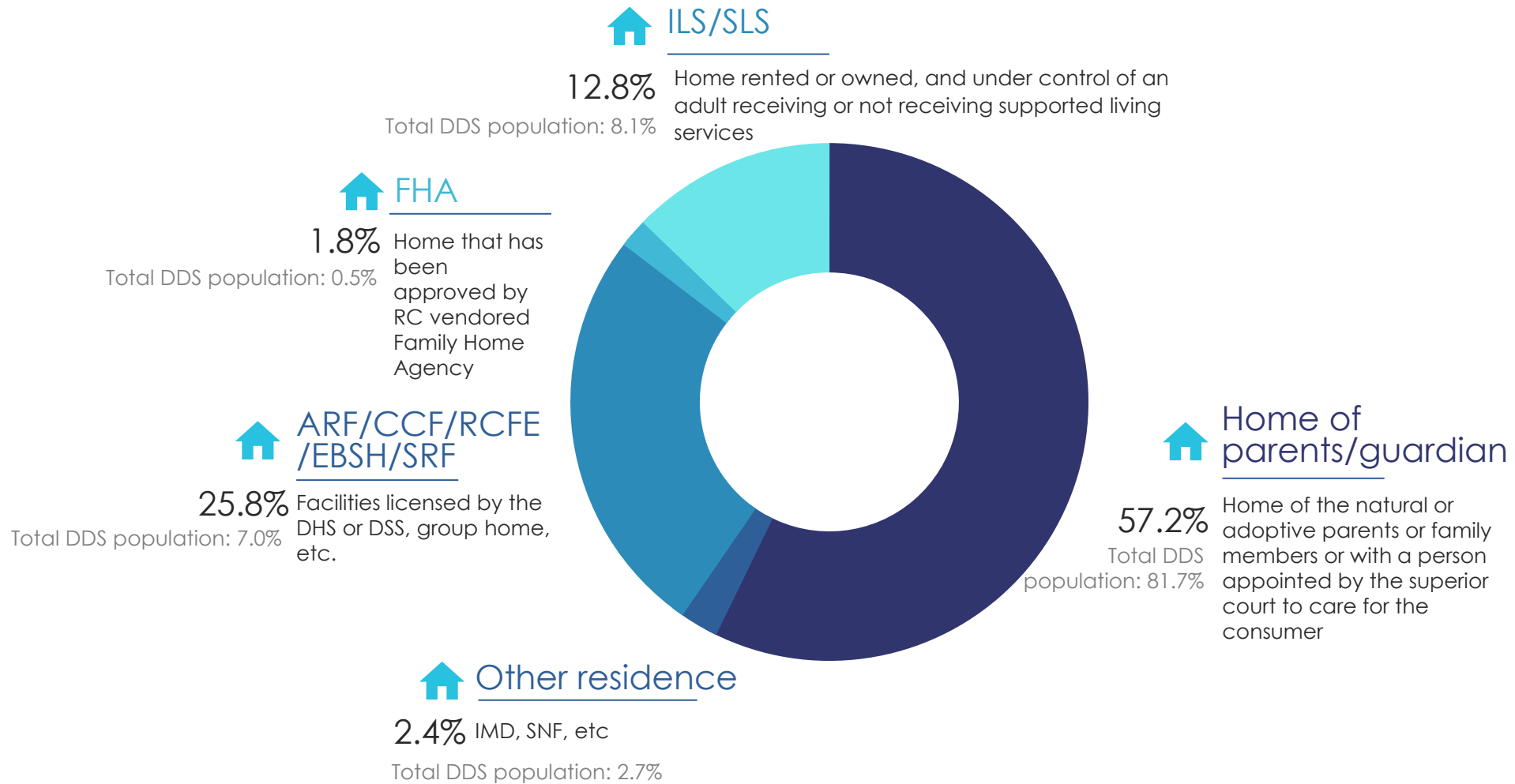


Language



Source: DDS Research Section's Analysis of the August 2022 Client Master File and Annual State Claims File for FY21/22. Data extracted in September 2022.

# Who Participates in Work Activity Programs

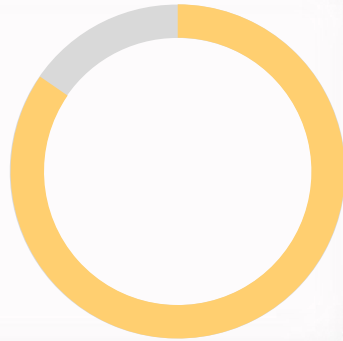




# Who Participates in Work Activity Programs

## Intellectual Disability

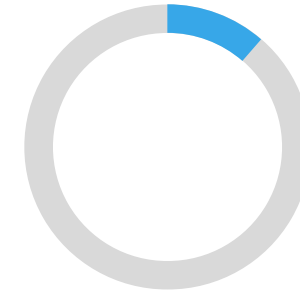
Involves problems with general mental abilities that affect functioning in intellectual and adaptive functioning



Total DDS population: 51.7%

## Epilepsy

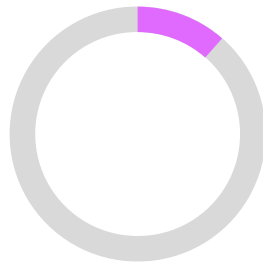
A central nervous system disorder in which brain activity becomes abnormal, causing seizures or periods of unusual behavior, sensations and loss of awareness



Total DDS population: 11.4%

## Fifth category

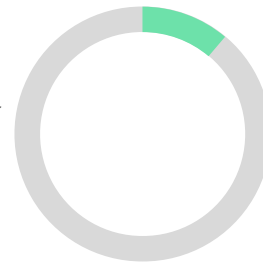
All other diagnoses



Total DDS population: 10.7%

## Autism

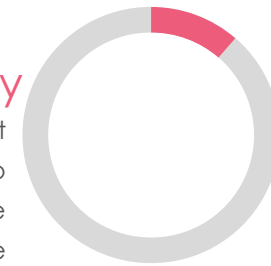
Autism spectrum disorder (ASD)



Total DDS population: 46.5%

## Cerebral Palsy

A group of disorders that affect a person's ability to move and maintain balance and posture



Total DDS population: 10.5%

Source: DDS Research Section's Analysis of the August 2022 Client Master File and Annual State Claims File for FY21/22. Data extracted in September 2022.

Note: A consumer can have more than one diagnosis

# Geography of WAP Service Providers

## Northern CA

6 Regional Centers  
8 vendors



## Central CA

4 Regional Centers  
7 vendors

## Southern CA

11 Regional Centers  
21 vendors

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# Discussion



# Future Meeting Dates

## Tentative Schedule

- December 5, 2022, 1:00-2:30pm
- January 23, 2023, 1:00-2:30pm



## Closing Comments

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

