

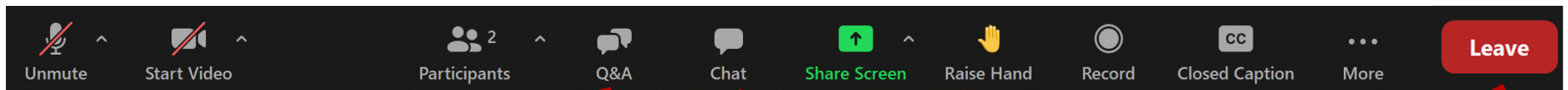
Employment Services Overview with DDS and DOR

for Regional Center Service Coordinators

September 9, 2024



Zoom Tips



If you would like a response to your question, please use Q&A

Chat is available for everyone, but questions for the presenters need to be entered in the Q&A to be addressed

Leave the webinar at the end of the meeting



- For attendees, your video and microphone will not be available
- You will only see/hear 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

TODAY'S AGENDA

- Let's Think Differently About Employment
- Employment Options Through DDS
- Individual Scenarios
- DOR Presentation on Supported Employment
- Questions and Answers



LET'S THINK DIFFERENTLY ABOUT EMPLOYMENT

Employment First

- Start early
- Ongoing conversations
- Possibilities
- Competence

Person-Centered

- Important to, and important for
- What can be explored and offered

Vision of a collaborative experience between
DDS and DOR



CIE Toolkit and Other Generic Resources

The [CIE Toolkit](#) lists some generic resources available to help individuals achieve CIE.

- Limited Examination Appointment Program (LEAP)
- Hot Jobs
- America's Job Center of California (AJCC)
- Project Search
- California Career Network Resources (CalCRN)
- Department of Rehabilitation (DOR) Student Services
- Customized Employment Webcast: Achieving a Common Understanding of Customized Employment

<https://www.chhs.ca.gov/home/cie/cie-toolkit/>

Competitive Integrated Employment (CIE)

CIE means employment:

- Where a person makes the **same amount of money** as a person without a disability doing similar work.
- That takes place **in the community**.
- Where people with disabilities have the **same opportunities for interactions** with customers, clients and co-workers without disabilities as their peers without disabilities.
- With the **same opportunities for advancement and employee benefits** as employees without disabilities in similar positions.
- That is **full-time** or **part-time** work, including **self-employment**.

DDS Employment Services



Supported Employment



Individual (Service code 952)

- Typically, in a CIE setting
- 1:1 job coaching support
- Typically, a direct hire with the business



Group (Service code 950)

- 3-8 individuals in a group
- Contracted work with the vendor
- Not direct hires
- Best suited for individuals who may not be ready to work independently

Paid Internship Program (PIP)

- Allows wages and payroll costs up to **1,040 hours per year, per internship**
- Allows individuals with I/DD to **discover and experience** new employment opportunities
- **Opens doors to businesses** who had been reluctant to work with individuals with I/DD
- Introduces job developers to a wide range of businesses willing to work with individuals with I/DD
- **Micro-enterprises** are eligible for the PIP
- Must be at least 18 years old
- **Direct hire is a goal** but not mandatory

Coordinated Career Pathways

- Pilot service for individuals in **Work Activity Programs, earning subminimum wages or within two years of exiting high school**
- **18-month service** but can be extended to 24 months
- Can be used alongside other employment, community integration or other regional center services
- Two available positions for vendors
 - **Career Pathway Navigator (CPN)**
Service Code 956 – subcode NAV: The CPN helps **navigate** the individual and their family through career planning and identifying what is needed to achieve identified career goals.
 - **Customized Employment Specialist (CES)**
Service Code 956 – subcode CES: The CES assists the individual in securing a job that is **customized** to their unique talents, skills, and interests that matches the needs of an employer.
- Additional resources including FAQs can be found at [Coordinated Career Pathways \(CCP\) Services : CA Department of Developmental Services](#)

Tailored Day Services

- Includes the goal of further development of an individual's employment suitability, customized training services with flexible schedules and fewer program hours resulting in positive benefits, with individuals **developing skills in employment, participating as a volunteer, attending post-secondary education programs, and engaging in community integration.**
- Can be used in **conjunction** with other day program, look-alike day program, supported employment program, or work activity program

Self-Directed Services

Participant-Directed Services – Supported Employment

- A service that is provided in order to support an individual in **obtaining and maintaining competitive integrated employment, or self employment**.
- This may include **developing a plan for employment** by assessing the individual's strengths, weaknesses, skills, and desires for employment.

Self Determination

- Employment supports are individually designed and provided in the manner specified by the planning team to **assist participants to gain and retain employment, including self-employment, in community integrated work environments** to achieve the participant's personally defined outcomes.
- The intended outcome of this service is **sustained paid employment at or above minimum wage in an integrated setting** in the general workforce, in a job that meets personal career goals.

Additional Employment Options



Employment Preparation Through Day Program

- Employment training as a part of their program day
- Resume building
- Interview skills
- Paid work experience

Individual Scenarios



DIFFERENT CAREER PATH OPTIONS

1. The individual is already working but is interested in exploring other employment options
2. The individual is not working but is interested in exploring employment
3. The individual is not sure about pursuing employment
4. The individual is not interested in pursuing employment



NOT WORKING BUT IS INTERESTED IN EXPLORING EMPLOYMENT

Elena is 18 years old and is transitioning out of high school. She started volunteering in the community at her local library and has been working on her resume. She is interested in earning money but doesn't know what she wants to do for work.

1. What type of services or supports might you recommend to Elena?
2. What barriers might Elena encounter?
3. How might these barriers be addressed?

NOT SURE ABOUT PURSUING EMPLOYMENT

Tom is 40 years old and has been working in a Work Activity Program earning subminimum wage for the past 15 years. He knows the program he is at will close by the end of the year and he will have to start attending a new program. Right now, he is unsure if he wants to pursue employment in the community because he is not confident in his ability to talk with strangers and he is worried about navigating transportation to a place he is unfamiliar with.

1. What considerations should be addressed with Tom about employment?
2. What type of services or supports might you recommend to Tom?
3. What barriers might Tom encounter?
4. How might these barriers be addressed?

NOT INTERESTED IN PURSUING EMPLOYMENT

Cindy is 27 years old and is attending a day program. Her favorite hobby is painting, and she gets to paint at her day program. Cindy has expressed interest in earning some additional money, but her mom is opposed. Cindy has a lot of friends she enjoys spending time with at her day program and her mother is worried about her daughter being out in the community.

1. Would you talk to Cindy and her mother about employment?
2. How would you bring up the topic of employment?
3. How would you address the concerns of Cindy's mom?
4. What services and supports might you recommend?

Supported Employment

Sandra Tamayo and
Matthew Barenchi
Community Resources Development (CRD)
Department of Rehabilitation (DOR)

DOR Employment Placement Services

- Employment Services – typically non-regional center individuals
- Supported Employment Services – Individual – regional center individuals
- Customized Employment Services – Both
- Business Based Services – Both

Who qualifies for Supported Employment – Individual?



- Individuals with the most significant disabilities
- Desire to work
- Available to participate
- Including youth with the most significant disabilities, for whom competitive employment has not traditionally occurred or has been interrupted or intermittent, and who need intensive and extended services.

How to Refer Someone to Supported Employment – Individual

- Referral from Regional Center
 - Individual requests Supported Employment services from their regional center (RC) service coordinator
 - RC service coordinator sends the referral packet (DS1968) to the DOR QRP.
 - *QRP conducts intake and lets the individual know of available and approved SE providers to choose from.*
 - OR, service coordinator sends referral packet (DS1968) directly to the vendor of choice

The DS 1968 can be found on the DDS website here: <https://www.dds.ca.gov/services/work-services/service-providers-information/sep-wap-work-services-forms/>

REFERRAL PACKET FROM REGIONAL CENTER



- DS 1968 “ Vocational Services Referral.”
- IPP and IPP Addendum
- Annual Review
- Current CDER (Within 12 months).
- Annual Medical Reports (Within 12 months).
- If applicable, psychiatric report (Within 6 months).
 - Psychological Reports
 - Social Assessment
- If individual is or has been in a behavioral management day program, include last ISP and/or ISP from program.

DOR Opens SE Case

- Once DOR QRP receives referral packet, they will contact the individual for an intake meeting
- DOR will determine eligibility and develop an Individualized Plan for Employment
- DOR will refer and authorize Employment Services to the Supported Employment vendor

Supported Employment Services – Individual

CRP will provide the following authorized DOR services

- Employment Services – Intake
- Employment Services – Job Preparation
- Employment Services – Job Development and Placement

Individual is Placed with CIE job

- The CRP will provide DOR QRP with the Job Coaching Projected Hours, then DOR will provide authorization for Job Coaching – Individual and Supported Employment Retention

Supported Employment Services – Individual Cont.

- Competitive integrated employment (CIE)
- DOR provides initial support and funding for the first components of Employment Services
- Job coaching available for the duration of the job
- Initial funding by DOR, then transition to Regional Center
- On and off supports funded via the SE Job Coaching service category



Job Coaching – Individual

- Job Coaching provides intensive assistance and supports to promote job adjustment and retention.
- Under DOR funding, Job Coaching tapers off - this is also known as fading or stabilization
- Length depends on individual need
 - No more than 20 percent job coaching for at least 60 days, or
 - No more than 25 percent job coaching for at least 90 days, or
 - No more than 30 percent job coaching for at least 120 days.
- If individual receives SE services beyond 24 months- DOR must document what extenuating circumstance has led to individuals need to exceed 24 months

Transition Funding to Regional Center

- Once DOR receives the monthly progress report indicating the individual is at 20% job coaching, DOR sends the Regional Center the SE Notice of Transition to Extended Services Form
- Case is transitioned to Regional Center funding and case is monitored for an additional 90 days
- DOR explores any other possible services still needed by individual for retention and authorizes services if needed before readying case for Closure.
- Regional Center takes over long term supports

Transition



- SE Notice of Transition to Extended Services sent from DOR to the CRP by the 10th of the month following stabilization criteria being met
- Extended Services responsible for long-term support. DOR funding ends and Regional Center funding starts.
- A resource for Job Coaching after DOR funding ends
- Reinforce and stabilize job placement.
- Provide ongoing support for the life of the job.
- Transition starts on the 1st of the subsequent month.

DOR Closes Case

- DOR Closes case as Successfully Rehabilitated by the 15th of the month following the 90 days.
- If DOR misses the deadline, DOR must fund another month of Job Coaching and close before the 15th of the following month.



State Internship Program (SIP)

- The LEAP State Internship Program (SIP) - was made a permanent program by AB 121 in 2023, provides an alternate pathway for people with intellectual/developmental disabilities (ID/DD) to become eligible for state service.
- Interns are given the opportunity to develop the skills and abilities to meet the Minimum Qualifications of the job classification
- Intern for 512 hours at a State of California Agency. An individual may participate in as many internship programs as they would like.
- When on-the-job internship is completed, intern can gain LEAP list (L4) eligibility for hire by the State of California
- Wages funded by PIP through DDS, Supports funded by DOR

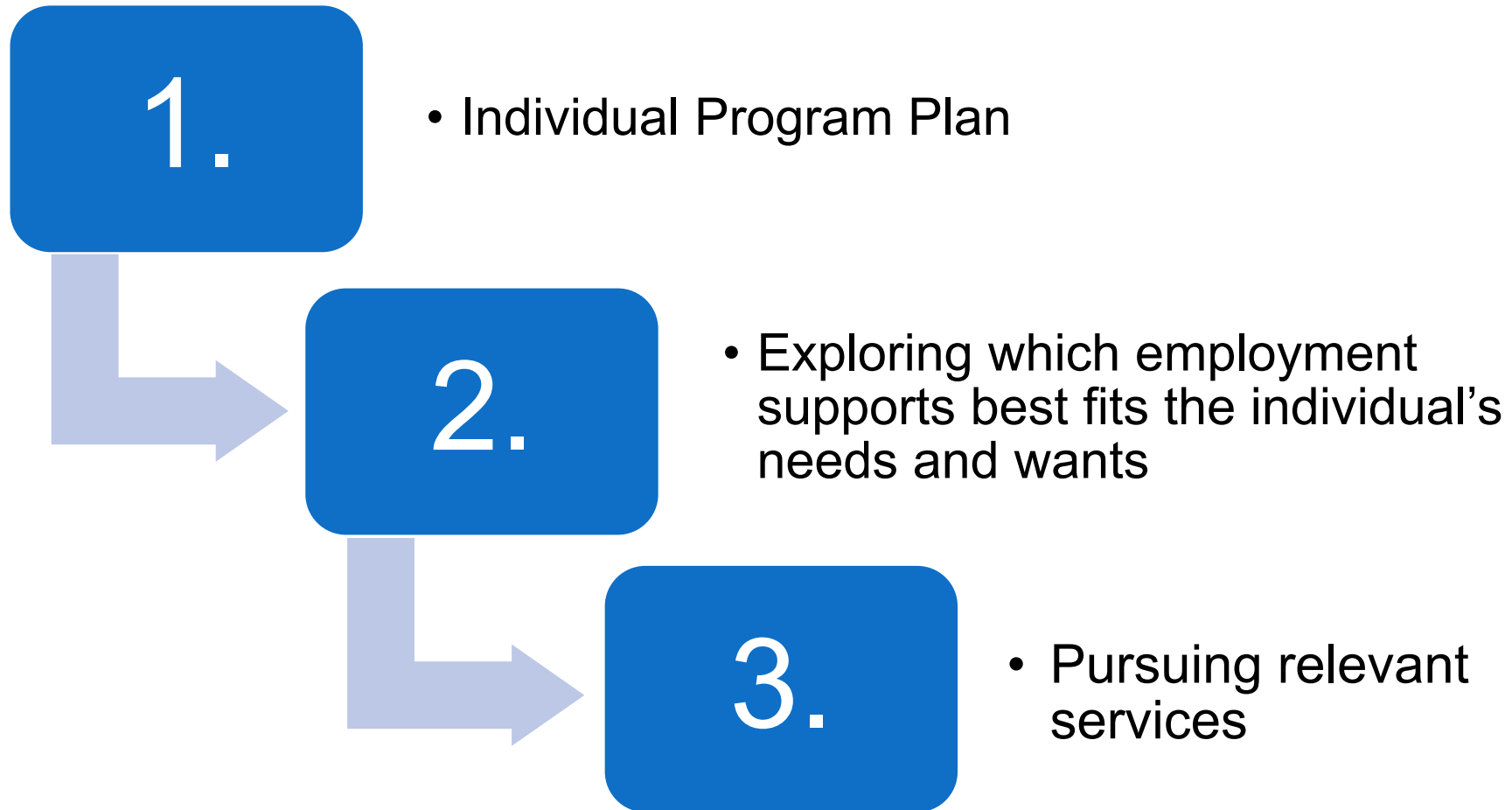
Thank you!



Employment Discussion



Discussing Employment with Individuals



List of Service Options



- Supported Employment – Individual (DOR and DDS)
- Supported Employment – Group (DDS)
- Paid Internship Program (DDS)
- State Internship Program (DOR)
- Coordinated Career Pathways (DDS)
- Customized Employment (DOR)
- Day program employment options (DDS) (DDS)
- Tailored Day Services (DDS)
- Participant-Directed Services (DDS)

Scenario Recaps

	Elena	Tom	Cindy
Status	Transitioning from high school but does not know what she wants to do for work.	Worked at a Work Activity Program for many years and is not sure of other employment options.	Enjoys painting at her day program but has expressed the desire to earn some additional money.
DDS/RC	<ul style="list-style-type: none"> • Coordinated Career Pathways • Paid Internship Program • Tailored Day Services 	<ul style="list-style-type: none"> • Coordinated Career Pathways • Supported employment • Paid Internship Program • Self-directed services 	<ul style="list-style-type: none"> • Paid Internship Program • Tailored Day Services • Self-directed services
DOR	<ul style="list-style-type: none"> • Supported Employment • State Internship Program • WorkAbility 	<ul style="list-style-type: none"> • Supported Employment • Customized Employment • State Internship Program 	<ul style="list-style-type: none"> • Community college classes on painting

Q&A



Up Next: Benefits and Employment

A joint webinar with DOR and DDS

September 23, 2024

From 10:00-11:00 AM

Register using the link in the email invitation



Closing Comments

For questions or additional comments, please contact WorkServices@dds.ca.gov, your local CRD specialist, or Community.Resources@dor.ca.gov.

