

# **California Committee on Employment of People with Disabilities: Increasing Employment of People with Disabilities in The Health Professions**

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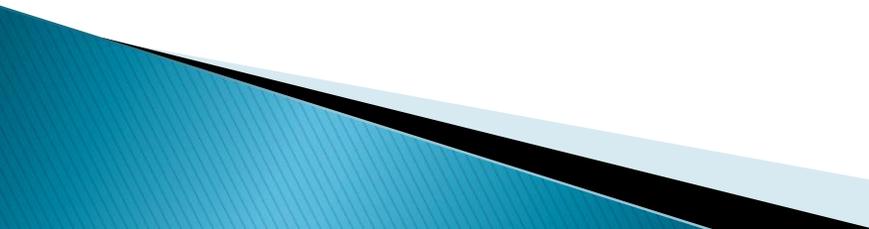
# What is the CCEPD?

- ▶ **CCEPD** is a statutorily-established committee charged with consulting and advising the Secretaries of the California Labor and Workforce Development Agency and the California Health and Human Services Agency on all issues related to full inclusion in the workforce of persons with disabilities.
- ▶ [www.dor.ca.gov/ccepd](http://www.dor.ca.gov/ccepd)

# Who are members of the CCEPD?

- ▶ State Department Directors (or designees):
  - Employment Development Department
  - Department of Rehabilitation
  - Department of Health Care Services
    - Mental Health and Substance Use Disorder Services
  - Department of Developmental Services
  - Department of Social Services

# CCEPD Members, cont.

- ▶ California Workforce Investment Board (CWIB) representative
  - ▶ Local Workforce Investment Board representative
  - ▶ 4 Individuals with Disabilities
  - ▶ 3 Business representatives
  - ▶ Provider representatives
  - ▶ 2 Higher Education representatives
  - ▶ State Independent Living Council representative
  - ▶ California Health Incentives Improvement Project (CHIIP) representative
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# CCEPD Staff

- ▶ Executive Officer appointed by the Governor
  - ▶ Three, full-time professional staff
  - ▶ Housed in the CA Department of Rehabilitation
  - ▶ Funded by the CA Employment Development Department
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# Why do we exist?

**Mission:** To achieve an employment rate for people with disabilities that is **in parity** with that of the general population.

32.1% vs. 77.7%

- As of June, 2012, the national labor force participation rate (LFPR) for working age adults with disabilities was 32.1% (compared to 77.7% for adults without disabilities);

1988-  
Today =  
no change

- This rate has not changed at all since 1988, despite the passage of the Americans with Disabilities Act.

# Situation in California

Declined

- In 2005, the labor force participation rate of working age adults with disabilities in California was **37.4%**, but as of 2012 it was **20.8%**.
- 10% for African-Americans with disabilities.

CA  
Ranks  
Last

- California currently ranks last in the nation in the LFPR of people with disabilities.

# Why Does CA Rank Last?

## Demographics

- Largest overall population of people with disabilities in the country
- Majority are 55 or older
- 2.8 million of working-age Californians have a disability
- But of the 2.8 million, only 20.8% actively participate in the labor market

# Other Reasons CA Ranks Last

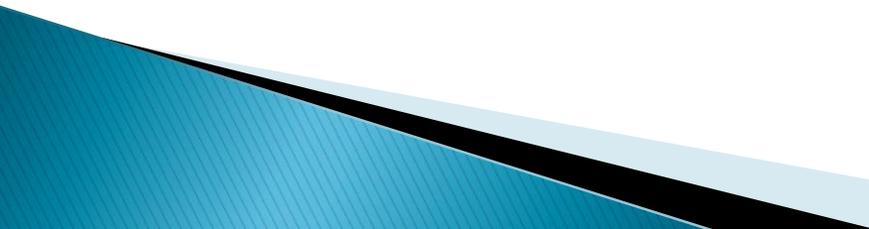
## Unfair Labor Practices

- Rhode Island sued by DOJ for segregating public school children with disabilities in sheltered workshops that paid subminimum or no wages
- Special wage certificates under 14(c) of FLSA
- 33% of special wage certificates issued to public school districts in the US belong to CA
- CA public school students with disabilities paid lowest wages in the country

## Shouldn't Have to Go On Welfare (or Retire) to Get Health Care

- What are the 4 largest programs (in terms of money) that support people with disabilities?
- If you have a disability, what do you have to say to be eligible for these programs?

# CCEPD Healthcare Industry Focus for FY 2013-2014

- ▶ Why health care industry focus?
    - High growth industry: Between 2010 and 2020 the health care sector is projected to add over 4.2 million jobs
    - Low employment of people with disabilities in the education and health services industry (3.1%)
    - Successful models for employing people with disabilities (i.e. “Project Search”)
    - Match customer base: “Nothing about us without us”
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# Health Professionals with Disabilities: Culturally Relevant Care

- ▶ Racial & ethnic diversity linked with quality of care.
- ▶ Health professionals with disabilities may:
  - enhance **psychosocial skills** (e.g., understand multicultural perspectives)
  - redefine **clinical skills** (adaptive technology which will become standard practice, such as amplified stethoscopes)
  - advance **cultural competence** in the field
  - improve **overall care** for patient/clients

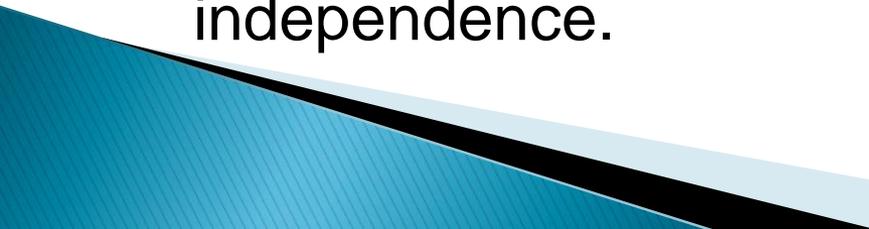
# CCEPD Plan to Get Californians with Disabilities Working

1. **Increasing Employer Demand** to hire people with disabilities
2. **Building the Pipeline** of qualified workers with disabilities

# Increasing Employer Demand

- ▶ CCEPD partners with a statewide employer in the health care industry that will commit to making their workforce reflective of the people with disabilities they serve by adopting an internal policy to increase the percentage of people with disabilities in their workforce (as measured by a defined percentage growth per year).
  - ▶ Long-term expansion of this model to all health care providers (insurance companies and service providers) that have contracts with the state to provide health care to state employees.
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# Building the Pipeline

- ▶ Students and workers with disabilities in California have the necessary skills, equal opportunities, and supports to achieve competitive, integrated employment in California's health workforce.
  - ▶ California has a large supply of qualified workers with disabilities to meet the growing employer demand for skilled health care workers.
  - ▶ Promote the development of innovative reforms of the SSI, SSDI, Cal-WORKS, and other public assistance systems for new applicants and current recipients with the principle objective of maximizing work and economic independence.
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# Call to Action!

- ▶ Formal partners in the December Health Care & Disability Employment Summit
  - ▶ Partner in the development and review of policy recommendations and action plans
    - Workgroup participation and input
    - Identification of a model employer of people with disabilities within the healthcare industry
    - Health professional education on disability-related topics
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# Shared Activities

## CCEPD

- ▶ Convening stakeholders
- ▶ Gathering, analyzing, and disseminating data, policy recommendations, and information
- ▶ Identifying, formulating, and supporting innovative policy solutions
- ▶ Providing tools to facilitate effective implementation of policy recommendations



## HWDC

- ▶ 11 Regional focus groups
- ▶ Review of reports and recommendations from major health workforce studies and literature review
- ▶ Priority recommendations and action plans from workforce initiatives
- ▶ Extensive vetting and prioritization process

# Thank You

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with Disabilities

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