



EMPLOYMENT FIRST COMMITTEE (EFC) AGENDA/NOTICE

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DATE: January 12, 2016
TIME: 10:00 a.m. – 4:00 p.m.
LOCATION: Hawthorne Suites
321 Bercut Drive
Sacramento, CA 95811
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	<u>AGENDA</u>	<u>Page</u>
1.	CALL TO ORDER	K. Weller
2.	ESTABLISH QUORUM	K. Weller
3.	WELCOME/INTRODUCTIONS	K. Weller
4.	PUBLIC COMMENTS	
	<i>This item is for members of the public only to provide comments and/or present information to the Council on matters not on the agenda. Each person will be afforded up to three minutes to speak. Written requests, if any, will be considered first.</i>	
5.	APPROVAL OF SEPTEMBER 29, 2015 MINUTES	K. Weller 3

For additional information regarding this agenda, please contact Michael Brett, 1507 21st Street, Ste, 201, Sacramento, CA 95811, (916) 322-8481. Documents for an agenda item should be turned into SCDD no later than 12:00 p.m. the day before the meeting to give members time to review the material. The fax number is (916) 443-4957

6.	DEVELOPING IMPLEMENTATION PLAN OF EFC/CECY PRIORTIES	O. Raynor/ A. Mudryk	9/11
7.	BLUEPRINT UPDATE	D. Curtright/ A. Mudryk	
8.	OUTLINE OF 2015 EFC ANNUAL REPORT	Members	20
9.	SELF-DETERMINATION AND EMPLOYMENT OPPORTUNTIES	L. Cooley/ C. Lapin	
10.	PENDING QUESTIONS	All	
11.	NEXT MEETING ITEMS & DATES FOR JUNE, SEPTEMBER, AND DECEMBER 2016	K. Weller	
12.	MEMBER REPORT	Members	
13.	ADJOURN	K. Weller	

**5. APPROVAL OF
SEPTEMBER 29, 2015
MINUTES**



DRAFT

**Employment First Committee (EFC) Meeting Minutes
September 29, 2015**

Members Present

Robert Taylor (SA)
Daniel Boomer
Lisa Cooley (SA) Vice
Denyse Curtright
Dale Dutton
Rick Hodgkins (SA)
Connie Lapin (FA)
Bill Moore
Andrew Mudryk
Liz Pazdral
Olivia Raynor
Steve Ruder
Debbie Sarmiento
Vanda Yung (FA)
Amy Westling
Barbara Wheeler

Members Absent

Kecia Weller (SA) Chair
Tony Anderson
Rebecca Martinez
David Mayer
David Mulvey

Others Attending

Bob Giovati
Nelly Nieblas
Michael Brett
Catherine Campisi

1. CALL TO ORDER

Lisa Cooley (SA), Vice Chairperson, called the meeting to order at 10:00 a.m. Chairperson, Kecia Weller (SA) was not present for the meeting. Therefore, Vice Cooley (SA) is the acting Chairperson for this meeting.

2. ESTABLISH QUORUM

A quorum was established.

3. WELCOME/INTRODUCTIONS

Vice Chairperson Cooley (SA), members of the committee, staff, and guests gave introductions.

Legend
SA = Self-Advocate
FA = Family Advocate

4. PUBLIC COMMENTS

There were no public comments.

5. APPROVAL OF JUNE 30, 2015 MINUTES

It was moved/seconded (Hodgkins (SA)) (Lapin (FA)). All in favor of approving the June 30, 2015 Minutes except for four abstentions from Dale Dutton/Denyse Curtright/Debbie Sarmiento/Robert Taylor (SA) with the following corrections:

- Page 4: Integrated should read Workforce Innovation and Opportunity Act.
- Page 4: Remove (MOU).

(See member list for voting)

6. MEMBER REPORTS

Rick Hodgkins (SA): Discussed the Time Act transition to the Integrated Gainful Employment Act which is federal legislation. This legislation was introduced earlier this year and it repeals 14c over the next three years. 14c. of the Fair Labor Standards Act (FLSA) Section 14(c) which allows employers to pay wages less than the Federal minimum wage to workers who have disabilities.

Connie Lapin (FA): Update on Self Determination:

- The Self Determination book can be purchased for \$15.00.
- The law states/requires that every Regional Center establishes a Local Advisory Committee.
- The Department of Developmental Services (DDS) has put out a video on Self Determination. This video is in the process of being translated into other languages.
- Discussed that the waiver is going to be submitted within the next few days. The history of the waiver was also discussed.
- Mrs. Lapin (FA) is on the Self Determination Task Force.
- Mentioned the importance of getting the training modules out for employment.

Legend

SA = Self-Advocate

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- Brought up Person Centered Planning and how it opens the door to employment. Mrs. Lapin (FA) also stated that Person Center Planning and the IPP are not the same thing.

Gave the history behind incidents of shock treatments to individuals with developmental disabilities. These treatments are given by a Graduated Electronic Device.

Robert Taylor (SA): The following was discussed:

- Attended the first Alta Regional Center Advisory Committee
- Created a binder on Self Determination and went over the contents.
- Elections are being held to elect Chair/Vice Chair for the Redwood Coast Regional Center's Self Determination Advisory Committee. Two additional Self-Advocates are planned to be added to the committee. The results of this election are to be determined.
- Requested a hard copy of the DDS August Update and the State Council's *The New Options – Self Determination* documents.
- Gave a project history on how Self Determination was created for Redwood Coast Regional.
- Mentioned the fires that are taking place in Lake County CA and how it has/is affecting these surrounding communities.

7. STATUTES OVERVIEW OF EFC REQUIREMENTS

Nelly Nieblas, staff, passed out a handout which gave an overview of the statutes for EFC requirements. From the last EFC Meeting (6/29/15), committee members expressed a need for these statutes to explain each agenda item will be on current/future agendas. This statute document will serve as a record copy for each member.

The committee recommended that for future agenda/items, it should reflect the goals and objectives that need to be accomplished.

The full handout can be viewed on the State Council Website which can be retrieved from the following link:

http://www.sccd.ca.gov/res/docs/pdf/Employment_First/2015/HQ-%20EFC%20Statutes%20Handout.pdf

8. EFC & CECY PARTNERSHIP

Olivia Raynor, committee member and UCLA UCEDD, opened this agenda item with an overview of the policy/practices of CECY regarding I/DD. She then opened the floor to Andrew Mudryk, committee member and from the DRC and Catherine Campisi, who is a consultant for CECY

The purpose of this item is to give recommendations to the EFC.

Mr. Mudryk and Catherine Campisi went over the following document:
CECY Policy Priorities for Consideration by Employment First.

Starting on page 17- 25, of the EFC Packet, are the six suggested goals that CECY is presenting to this committee.

Mr. Mudryk also pointed out that on pages 27- 46 are two Policy Briefs from CECY. The first brief is titled, *Aiming Higher: Increasing Employment for Young Adults with Intellectual and Developmental Disabilities* (April 2014) and the second brief is titled, *Aiming Higher: Expanding Transition Services to Increase Employment for Young Adults with Intellectual and Developmental Disabilities* (August 2015).

The above pages can be viewed from the EFC Packet which is on the State Council Website which can be retrieved from the following link:

http://www.sccd.ca.gov/res/docs/pdf/Employment_First/2015/HQ-%20EFC%20Packet%209.29.15.pdf

The committee discussed at length the goals that CECY suggested and came up with the following motion:

It was moved/seconded (Wheeler) (Lapin (FA)). All in favor of the EFC adopting its action plan in keeping/and in concert with the EFC's initial goals. There was one abstention from Amy Westling.

(See member list for voting)

Mr. Mudryk and Ms. Campisi suggested how the committee would like to implement/prioritize these potential goals. After discussion, the following motion was developed:

It was moved/seconded (Mudryk) (Taylor (SA)). All in favor to place agenda item 6, for the next meeting, to dedicate two hours to vote on developing an implementation plan to move forward the six goals that the committee has approved. There were no abstentions.

Legend

SA = Self-Advocate

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(See member list for voting)

The committee would like the following goals from the CECY brief to be introduced into the next legislative cycle: 2.1, 3.1, 3.2, and 4.1.

However, it was determined by committee/staff that it would be too late to present to the legislature. These goals can be found in the EFC Packet on pages 19-23. To view these goals, please go the SCDD website which can be retrieved from the following link:

http://www.scdd.ca.gov/res/docs/pdf/Employment_First/2015/HQ-%20EFC%20Packet%209.29.15.pdf

The committee discussed creating a teleconference workgroup to develop language on the above goals to present to the Legislative and Public Policy Committee (LPPC). This meeting will be taking place November, 20 2015 and the time is to be determined.

9. PURCHASE OF SERVICE ORDER

Amy Westling, committee member and Director of Policy for Association of Regional Center Agencies, gave a presentation on Purchasing Employment Supports. The following areas were presented to the committee:

- The Goals
- The Function of the Regional Center
- Federal Funding
- “Blended” Versus “Braided” Funding
- Least Costly Vendor
- Services for Individuals 18-22
- Tailored Day Service
- Workforce Innovation and Opportunities Act (WIOA)
- Home and Community-Based Services Rules
- Limitations on Education Funding
- Limitations on DOR Funding
- Potential Solutions

To view this presentation in its entirety, on the State Council’s Website, it can be retrieved from the following link:

http://www.scdd.ca.gov/res/docs/pdf/Employment_First/2015/HQ-%20EFC%20Purchasing%20Employment%20Supports%20Handout.pdf

Legend

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10. REVIEW OF THE 2014 EFC ANNUAL REPORT

Staff stated that certain changes will be made to the next report. The current report shows what the committee has accomplished. Next report will reflect the work the committee is currently engaged in.

11. SACRAMENTO CHAMBER DISCUSSION

Vice Chairperson Cooley (SA) presented to the committee that she would like to touch bases with the local chamber of commerce and let them know what the EFC/State Council are about. She would also like to build a partnership with local businesses on I/DD. As a result of this occurring, employment issues will be discussed.

Committee held a discussion on this topic.

12. PENDING QUESTIONS

Throughout this meeting, committee questions have been answered on various subjects/agenda items.

13. NEXT MEETING ITEMS & DATE

- Workgroup meeting is planned for November 20, 2015.
- The next meeting is set for January 12, 2016.

14. ADJOURN

Meeting adjourned at 3:41 p.m.

Legend

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FA = Family Advocate

6. DEVELOPING IMPLEMENTATION PLAN OF EFC/CECY PRIORTIES

WELFARE AND INSTITUTIONS CODE

State of California
WELFARE AND INSTITUTIONS CODE
DIVISION 4.5. SERVICES FOR THE DEVELOPMENTALLY DISABLED
CHAPTER 14. EMPLOYMENT
§ 4868

4868. (a) The State Council on Developmental Disabilities shall form a standing Employment First Committee consisting of the following members:

(1) One designee of each of the members of the state council specified in subparagraphs (B), (C), (D), (F), and (H) of paragraph (2) of subdivision (b) of Section 4521.

(2) A member of the consumer advisory committee of the state council.

(b) In carrying out the requirements of this section, the committee shall meet and consult, as appropriate, with other state and local agencies and organizations, including, but not limited to, the Employment Development Department, the Association of Regional Center Agencies, one or more supported employment provider organizations, an organized labor organization representing service coordination staff, and one or more consumer family member organizations.

(c) The responsibilities of the committee shall include, but need not be limited to, all of the following:

(1) Identifying the respective roles and responsibilities of state and local agencies in enhancing integrated and gainful employment opportunities for people with developmental disabilities.

(2) Identifying strategies, best practices, and incentives for increasing integrated employment and gainful employment opportunities for people with developmental disabilities, including, but not limited to, ways to improve the transition planning process for students 14 years of age or older, and to develop partnerships with, and increase participation by, public and private employers and job developers.

(3) Identifying existing sources of employment data and recommending goals for, and approaches to measuring progress in, increasing integrated employment and gainful employment of people with developmental disabilities.

(4) Identifying existing sources of consumer data that can be used to provide demographic information for individuals, including, but not limited to, age, gender, ethnicity, types of disability, and geographic location of consumers, and that can be matched with employment data to identify outcomes and trends of the Employment First Policy.

(5) Recommending goals for measuring employment participation and outcomes for various consumers within the developmental services system.

(6) Recommending legislative, regulatory, and policy changes for increasing the number of individuals with developmental disabilities in integrated employment, self-employment, and microenterprises, and who earn wages at or above minimum

wage, including, but not limited to, recommendations for improving transition planning and services for students with developmental disabilities who are 14 years of age or older. This shall include, but shall not be limited to, the development of a policy with the intended outcome of significantly increasing the number of individuals with developmental disabilities who engage in integrated employment, self-employment, and microenterprises, and in the number of individuals who earn wages at or above minimum wage. This proposed policy shall be in furtherance of the intent of this division that services and supports be available to enable persons with developmental disabilities to approximate the pattern of everyday living available to people without disabilities of the same age and that support their integration into the mainstream life of the community, and that those services and supports result in more independent, productive, and normal lives for the persons served. The proposed policy shall not limit service and support options otherwise available to consumers, or the rights of consumers, or, where appropriate, parents, legal guardians, or conservators to make choices in their own lives.

(d) For purposes of this chapter, the following definitions shall apply:

(1) "Competitive employment" means work in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting and for which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

(2) "Integrated employment" means "integrated work" as defined in subdivision (o) of Section 4851.

(3) "Microenterprises" means small businesses owned by individuals with developmental disabilities who have control and responsibility for decisionmaking and overseeing the business, with accompanying business licenses, taxpayer identification numbers other than social security numbers, and separate business bank accounts. Microenterprises may be considered integrated competitive employment.

(4) "Self-employment" means an employment setting in which an individual works in a chosen occupation, for profit or fee, in his or her own small business, with control and responsibility for decisions affecting the conduct of the business.

(e) The committee, by July 1, 2011, and annually thereafter, shall provide a report to the appropriate policy committees of the Legislature and to the Governor describing its work and recommendations. The report due by July 1, 2011, shall include the proposed policy described in paragraph (4) of subdivision (c).

(Amended by Stats. 2013, Ch. 677, Sec. 3. (AB 1041) Effective January 1, 2014.)

**CECY POLICY PRIORITIES FOR
CONSIDERATION BY EFC
September 29, 2015**

**CECY Policy Priorities for Consideration
by Employment First Committee
September 29, 2015**

The California Employment Consortium for Youth (CECY) is a five-year systems change grant from the Administration on Intellectual and Developmental Disabilities (AUCD) to promote changes in policy and practice which will advance the employment of youth with intellectual and developmental disabilities (IDD). The State Council on Developmental Disabilities (SCDD) is a lead agency in the grant, along with the Departments of Developmental Services, Rehabilitation, and Education. Over 40 people from government, the federal partners, education, and the stakeholder community have been working in CECY for four years to identify barriers to employment and solutions. The CECY Policy Committee is issuing policy briefs that identify the need for policy change and other actions that are necessary for California to better support people with IDD to achieve Competitive Integrated Employment (CIE).

Below are listed several policy solutions and other actions, identified by CECY, that are consistent with the State Council’s statutory responsibilities under the Employment First Policy. The Council may consider leading the effort to implement or actively support these proposals.

Goal 1. Establish goals, benchmarks, and measurable outcomes for the implementation of the Employment First Policy.

Good data drives policy and performance. To effectively implement the Employment First Policy, California needs an established outcome measurement



CECY is administered by the Tarjan Center at UCLA, a University Center for Excellence in Developmental Disabilities.
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system, baseline measurements of current performance, and goals for improvement. Employment outcome measures may include the percentage of people working, wages, hours worked, employment settings, and other employment measures.

1.1 Data sharing legislation.

The data that the Department of Developmental Services (DDS) currently has access to do not allow it to assess employment outcomes by geography, disability type, severity of disability, ethnicity, or age. There is also limited data on the quality of employment for the people served and a lack of data on regional center clients who do not receive day or employment services. Without better data, California cannot know how well it is doing to implement Employment First, where it is succeeding, or where it needs to improve. Therefore, legislation to improve data sharing is critical path to implementation of the Employment First Policy.

SCDD committed at its July 2014 Council meeting to sponsor legislation requiring: (1) Franchise Tax Board and/or EDD to release to DDS income data for regional center clients; (2) DDS to collect data from regional center service providers on all working-age regional center clients on hours worked, income earned, type of job, and other relevant employment data; and (3) DDS to maintain confidentiality of individual income data.

1.2 Convene and organize a stakeholder process on measurements and goals.

After the data sharing legislation is passed into law, there needs to be a stakeholder process for deciding on: (1) The most important measures of employment; (2) determining goals for improvement in those measures over

time; and (3) goals, if appropriate, for target populations and geographic areas. Consideration of employment measures could include: income earned, hourly earnings, hours worked, level of integration, type of job, access to employer benefits, duration of employment, advancing on the job, and other employment measures.

Goal 2. Align and incentivize funding for CIE.

There is consensus among stakeholders that the current regional center rates for day and employment services do not support CIE outcomes. In addition, the statutory formula for funding supported employment programs (SEP), which is also used by the California Department of Rehabilitation (DOR), discourages CIE as an outcome. Accordingly, in keeping with the implementation of California's Employment First Policy, existing funding needs to be realigned to better support services that lead to CIE.

2.1 Incentivize CIE by increasing the rate for Individual Placement SEP.

Individual Placement (IP) SEP supports people to work at regular job sites integrated into the work site and earning competitive wages. IP SEP is therefore considered CIE and consistent with the Employment First Policy. The rate level for IP SEP has long been recognized as leading to a contraction in the supply of service providers, as the rate is not adequate for the hiring and retention of qualified job coaches. In 2014, the California Disability Services Association (CDSA) reported the results from a survey of their members: they found that SEP agencies on average lose close to \$700 per year per person served in supported employment. Agencies were only able to maintain these services by subsidizing from other parts of their operations, leading to greater stress on the entire

organization. Since agencies are penalized for each individual served by IP SEP, they have the incentive to reduce their concentration in CIE and expand their use of segregated employment or non-work day services. This has resulted in very few providers across the state that are willing to provide CIE services to new clients.

Group SEP is usually not CIE, because the individual usually works for the provider agency (not for the business where they work), works as part of a group of individuals with IDD, is less integrated into the work site, and is often paid subminimum wage. The rates for IP and Group SEP are the same. However, given the same rate, providers have an incentive to develop Group SEP, at the expense of individual placement. It is easier and less costly to hire job coaches for Group SEP, as IP SEP job coaching requires a significantly higher skill level. Supporting people in IP is more complex than Group, as the agency must schedule and train an IP job coach to support several clients in a variety of jobs, locations, and businesses. The agency must also maintain steady hours for job coaches while they fade hours supporting people getting used to a job. In contrast, a Group SEP job coach typically supports 3 or 4 individuals full time, at one employment site, with no fading.

To implement the Employment First Policy, the Lanterman Act would need to be amended to allow for an increase in the IP SEP rate to make individual placement a workable business model for providers and adequately compensate highly skilled job coaches. This rate must be meaningfully above that for Group SEP in order to remove the unintended incentive in the current rates that drives consumers to less integrated, lower paid, and more expensive group placements.

Goal 3. Phase out sheltered work and subminimum wage.

Increasingly, federal policy is finding that sheltered work and payment of subminimum wage are not appropriate employment outcomes. For example, the Workforce Innovation and Opportunities Act (WIOA) places limits on the use of sheltered work and subminimum wage jobs for youth with disabilities. The U.S. Department of Justice ruled that unnecessary segregation in sheltered workshops is considered discrimination under the Americans with Disabilities Act. Additionally, the new Centers for Medicare & **MEDICAID** Services (CMS) Settings Rule for Medicaid waiver services requires states to transition from segregated day settings, such as sheltered workshops, to integrated community settings by March 2019. Consistent with these developments, the SCDD policy on sheltered work and subminimum wage calls for the phasing out of these services.

3.1 California should commit to stop new placements of individuals with IDD in sheltered work.

An important part of phasing out sheltered work is to limit new admissions. Options could include a complete ban on new placements or a ban on new placement of transition age youth, ages 16-30. This could be accomplished through policy changes at the state or local level. For example, Orange County Regional Center has stopped new admissions to sheltered workshops in their catchment area.

3.2 Establish bridge funding for sheltered work facilities to transition to CIE.

Faced with the need to transition to community integrated services, sheltered work providers need the knowledge and the resources to downsize existing operations and start up new operations to support CIE. All of this costs money.

DDS should either provide incentive payments to providers, use grants, or give a temporary rate increase to fund the costs of transition to CIE.

Goal 4. Repeal trailer bill language prohibiting regional center day services for students 18-22 years old.

The Lanterman Act was amended in 2011 to prohibit regional centers from funding day and employment services for youth ages 18-22, unless they have completed school with a certificate of completion or a high school diploma. This cost-saving measure is at odds with the efforts at the state and federal levels towards greater integration of services and coordination of transition preparation and planning. Exceptions to the prohibition that are allowed in law create more paperwork, bureaucracy, and barriers to receiving needed services. These exceptions are not often utilized, and implementation varies across regional centers.

One difficulty is that the prohibition discourages DOR from providing services to students with IDD while they are in school. When needed by an individual, DOR will fund a supported employment provider to give intensive job coaching to a person while they are first learning a new job and adjusting to the demands of the work environment. Once the individual is stabilized on the job, typically when job coaching has faded below 20% of hours worked, the responsibility for long-term job coaching, or follow-on support, is transferred to the regional center system. However, under current law, regional centers are generally prohibited from providing that follow-on service until the youth leaves school at age 22.

As an example of the impact this has, DOR's innovative Transition Partnership Program (TPP) successfully places half of its students with disabilities in CIE.

However, the TPP serves very few students with IDD, in part because follow-on services may not be available from the regional center until age 22.

This prohibition also limits the ability of schools to prepare students for employment, since it is difficult for them to collaborate with supported employment providers funded by DOR and DDS. It also discourages regional centers to engage in transition planning with schools and to support students with ancillary services such as support for summer jobs and transportation to work sites during the transition years.

4.1 Address the barrier in the trailer bill language prohibiting regional center day services for students 18-22 years old.

Data from DDS indicates that repealing the prohibition will not be a significant cost to the state, and that enabling students to transition directly to CIE will create significant long-term savings.

Goal 5. Raise and align expectations toward CIE.

Historically, we have underestimated the abilities and interests of people with disabilities, especially those with IDD, to succeed in educational and employment settings. Professionals and families are not familiar with the Employment First Policy. Professionals from different departments often discourage youth and their families from considering CIE.

5.1 Inform and train individuals with IDD and their families in the Employment First Policy.

Individuals with IDD and their families need information early on about the Employment First Policy, the possibilities for CIE for all individuals, and the services and supports that can help individuals and their families get there. Service systems respond to demand from consumers and families. Having the knowledge about the possibilities for CIE will lead to people asking for the necessary supports to get there.

SCDD could contribute to this work through expansion of its Employment First/Data Dashboard webpages to include stories of success, best practices, employment resources, and training materials. Also, the Council could use its regional staff to train people at the local level about the Employment First Policy and what it could mean for them.

5.2 Develop a model curriculum for self-advocacy training for special education students that includes Employment First.

The core of successfully preparing students for adult life and its responsibilities is ensuring that they take responsibility and advocate for themselves. Therefore, California must require self-advocacy training for special education students. The model curriculum will include strategies for students to understand their own strengths and needs, identify personal goals, plan for their future, know their rights and responsibilities, advocate for their educational goals, and network with adult role models with disabilities. The curriculum must establish the expectation for Employment First, including the possibility of CIE and the services that can help them achieve it. Students and their families also need information on the management of Supplemental Security Income (SSI) benefits and the use of Social

Security Administration (SSA) work incentives. The Council could develop this curriculum through the direct work of staff or through grant funding.

Goal 6. Improve availability of benefits planning information.

Professionals from within education, rehabilitation, and developmental services have long reported that the fear of losing public benefits, such as SSI and Medi-Cal, cause many individuals to never enter the workforce or decide to stay with subminimum wage jobs. Also, family members often discourage individuals from getting work because of their belief that earnings would disqualify them from public benefits.

6.1 Develop a tool on benefits planning resources.

Through the direct work of staff or through grant funding, SCDD could develop a tool that summarizes all the benefits planning resources available to individuals with IDD, family members, and service providers throughout the person's lifespan.

8. OUTLINE OF 2015 EFC ANNUAL REPORT

Tentative EFC Annual Report Outline

The tentative structure of the report

- **Introduction**
- **2015 overview of employment progress for people within California I/DD**
- **EFC priorities**
- **EFC/CECY partnership – data dashboard – website**
- **Legislative successes**
- **Data describing the I/DD population (MOU between FTB, DDS and SC DD 1st batch of information)**
- **Constraints facing the regional centers- funding issues- day programs versus look-alike programs- support programs**
- **Disparity Issues-impact of language, socioeconomic, status and ethnicity in accessing competitive integrated employment (CIE) for people with I/DD**
- **Models of effective practices for employment of I/DD (supported employment, individual placement, group placement, look-alike programs versus day programs applied at the local level)**
- **Examples of nonprofit/government /and business collaboration to employ people with I/DD-by California region**

Feedback from committee members is welcome

