



EMPLOYMENT FIRST COMMITTEE (EFC) AGENDA/NOTICE

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DATE: April 14, 2015
TIME: 10:00 a.m. – 4:00 p.m.
LOCATION: Hilton Sacramento Arden West
2200 Harvard Street
Sacramento, CA 95815
Phone: (916) 922-4700

Pursuant to Government code Sections 11123.1 and 11125(f), individuals with disabilities who require accessible alternative formats of the agenda and related meeting materials and/or auxiliary aids/services to participate in this meeting should contact Michael Brett at (916) 322-8481 or email michael.brett@scdd.ca.gov. Requests must be received by 5:00 pm, April 7, 2015.

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|---|-----------|-------------|
| 1. CALL TO ORDER | K. Weller | |
| 2. ESTABLISHMENT OF 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 DECEMBER 2014 MINUTES | K. Weller | 3 |
| 6. MEMBER REPORTS | Members | |
| <i>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</i> | | |

- 7. **CECY REPORT** M. Clark
- 8. **2015 WORKPLAN DEVELOPMENT** K. Weller
 - a. **SURVEY MONKEY**
 - b. **SECOND SURVEY**
 - c. **PRESENTATIONS**
- 9. **NEXT MEETING DATE & ADJOURNMENT** K. Weller

Item 5
APPROVAL OF DEC 2014
MINUTES



DRAFT

**Employment First Committee Meeting Minutes
December 9, 2014**

MEMBERS PRESENT

Tony Anderson
Daniel Boomer
Denyse Curtright
Kathleen Derby
Dale Dutton
Rick Hodgkins
Connie Lapin
David Mayer
Bill Moore
David Mulvey
Steve Ruder
Debbie Sarmento
Robert M. Taylor
Kecia Weller (Chair)
Amy Westling
Barbara Wheeler

MEMBERS ABSENT

Andrew Mudryk
Liz Pazdral
Olivia Raynor
Sarah Triano
Vanda Yung

OTHERS PRESENT

Molly Kennedy
Mike Clark
Bob Giovati
Janet Fernandez
Mary Agnes Nolan
Michael Brett
Mary Ellen Stives
Sam Seaton (Guest)
Irn Gayton (Guest)
Beth Bure (Guest)
Cheryl Hewitt
Robert Levy

1. CALL TO ORDER

Chairperson Kecia Weller called the meeting to order at 10:00 a.m. and established a quorum present.

2. WELCOME/INTRODUCTIONS

Members and others in attendance introduced themselves.

3. WELCOME NEW MEMBER SARAH TRIANO

Chairperson Weller formally introduced Sarah Traino, Rachel Steward's replacement.

4. PUBLIC COMMENTS

There were no public comments.

5. APPROVAL OF SEPT 2014 MEETING MINUTES

It was moved/seconded (Lapin/Hodgkins) and carried to approve the September 2014 minutes as presented. (Committee member Barbara Wheeler abstained).

6. WORKFORCE INNOVATION AND OPPORTUNITY ACT

Councilmember Bill Moore gave a presentation on Workforce Innovation and Opportunity Act (WIOA). The presentation was also given out as a handout. The following summarizes the presentation:

- WIOA provides opportunities for all agencies throughout the United States. Recently, the laws have changed and the main reason for this presentation is to go over the changes that have taken place with the existing laws.
- The WIOA replaces the Workforce Investment Act of 1998 that amends the Rehabilitation Act of 1973. These regulations authorize vocational rehabilitation services throughout the United States.
- The Department of Rehabilitation is doing a comprehensive review and analysis on WIOA. Therefore, they are making plans to understand, implement, and collaborate with our community partners.
- WIOA also deals with transition services that focus on youth with developmental disabilities

7. CECY REPORT

Executive Director Michal Clark briefed members on the CECY Report. CECY is a systems change grant that promotes changes for integrated youth and adults. Some accomplishments have been: two regional centers have passed and begun implementation of the Employment First Policy and two others are in the process of adopting the Employment First Policy; and data dashboard located on the Council's website.

It was moved/seconded (Lapin/Hodgkins) and carried to recommend that the Council to send a letter to the Regional Centers recognizing them for adopting this policy and request that the Council add a listing of Regional Centers with Employment First policies on the SCDD website.
(unanimous)

8. 2015 WORKPLAN DEVELOPMENT:

Due to the size of this Committee, Chairperson Weller proposed that the Committee elect a vice-chair. Currently, the Committee has 23 seats and in order for this election to take place, it is recommended that this committee consult with State/Legal Counsel for guidance on how this should take place. In the meantime, interested members were asked to inform Chairperson Weller.

Chairperson Weller also suggested developing a survey using Survey Monkey that would be used to develop an issue paper for the legislature identifying barriers to employment and possible solutions. Coming directly from the State Council, this paper would be helpful in educating new legislators on disability related issues. Inviting legislators to a future EFC Meeting was also discussed.

- A second survey was suggested to identify gaps between providers and consumers. Asking prospective employers what they expect out of their employees with or without any type of disability was also recommended.
- During the June 2014 EFC meeting, resolutions were sent to the State Council regarding segregated work centers and enclaves that pay subminimum wage. The EFC suggested the following options: restructuring, providing competitive integrated services, downsizing, or shutting down altogether.
- Though it was suggested this committee look at the September 2014 meeting minutes on K thru 12 education collaborations for further

clarification on these issues, the meeting minutes in question could not be located.

The committee stated the need to identify prior objectives and commitments, including goals centered around transition, reaching under represented communities, and eliminating barriers.

- Each SCDD committee is creating a work plan to be discussed at the 12/16/14 Executive Committee meeting. All committee chairs will be attending. Work plans will be tracked by the full Council and Executive Committee and will detail each committee's progress.

9. **SUBMINIMUM WAGE**

Council Chair Molly Kennedy gave a presentation on subminimum wage and passed out a handout entitled "Draft: SCDD Policy to Eliminate Sheltered Workshops and Eliminate Sub-Minimum Wage Implementation Work plan."

Background

The Council and the Self-Advocacy community approved the policy in July 2014. This policy eliminates sheltered workshops and subminimum wage. At the September 2014 Employment First meeting implantation discussions started.

Below are a few highlights of the discussion:

- Research other states (Washington, Oregon, Vermont, and Rhoda Island) on how they are eliminating/downsizing sheltered work and subminimum wage.
- Collect data from these states on outcomes and strategies that could work for California.
- Begin discussions with Executive Director Clark to meet with the Department of General Services (DGS) on sending a policy letter letting DGS know our activities and then meeting with them to give a formal recommendation on what we can do to work on this issue.

10. RELATIONSHIP BETWEEN EFC AND SSAN

Ms. Cheryl Hewitt from the Statewide Self-Advocacy Network (SSAN) provided a presentation to the Committee which was designed to convey the importance of SSAN and EFC working together. Committee members recommended that SSAN seek approval from the Council.

11. EMPLOYMENT FIRST BROCHURE REVIEW

The Committee reviewed the Employment First Policy flyer and brochure. The Committee agreed that the flyer would be finalized and distributed with the following revisions to be considered:

- Change to accessible format.
- Use plain language and shorten.
- Include revision date on flyer.
- Use a professional reproduction/printing company.
 - Deputy Director Bob Giovati suggested consulting with the new Communications Manager.
- Remove the Employment First website.

12. NEXT MEETING DATE AND ADJOURNMENT

The next meeting is set for March 2015 with the exact date to be announced. Future agenda items will include: One Stop presentation, and One Promise presentation from the Inner Work Institute.

Meeting was adjourned at 3:30 p.m.

