



EMPLOYMENT FIRST TRANSITION SUBCOMMITTEE AGENDA

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DATE: Wednesday, February 2, 2011
TIME: 10:00 – 12:00

TELECONFERENCING LOCATIONS:

Area Board XIII 8880 Rio San Diego Drive, Suite 250 San Diego, CA 92108	Dept. of Education 1430 N. St., Suite 2401 Sacramento, CA 95814
Area Board X 411 N. Central Ave., Suite 620 Glendale, CA 91203	DDS 1600 Ninth Street, Room 240 Sacramento, CA 95814
Area Board 9 200 E. Santa Clara St., Suite 620 Ventura, CA 93001	People First 1225 8 th St. Suite 360 Sacramento, CA 92692
Arc of CA 1225 8 th St. Suite 350 Sacramento, CA 95814	UCLA UCEDD 760 Westwood Plaza Los Angeles, CA 900-1759
CA Community Colleges 1102 Q St. 3 rd Floor Sacramento, CA 95811-6549	In Alliance Inc. 6950 21 st Ave Sacramento, CA 95820 ARCA 915 L St., Suite 1440 Sacramento, CA 95814

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AGENDA

1. **CALL TO ORDER** Tony Anderson
2. **WELCOME AND INTRODUCTIONS** Tony Anderson
3. **REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON DECEMBER 1, 2010, AND THIS SUBCOMMITTEE'S REPORT TO EMPLOYMENT FIRST COMMITTEE ON JANUARY 7**
Tony Anderson
4. **POINT OF TRANSITION PRESENTATION** Stormy Miller
5. **PUBLIC COMMENTS**
Public Comments: [This section is for members of the public only; and is to provide the public an opportunity to comment and/or present information to the Subcommittee on any matter that is not on the agenda. Each public member will be afforded up to three minutes to speak. Written requests, if any, will be considered first under this section. Additionally, the Subcommittee will provide a public comment period not to exceed 5 minutes total for all public comments prior to Subcommittee action on each agenda item.]
6. **DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE** Tony Anderson
6. **SUMMARIZE SUBCOMMITTEE NEXT STEPS** Tony Anderson
7. **ADJOURNMENT** Tony Anderson



Transition Sub-Committee Minutes December 1, 2010

In Attendance: Dan Boomer, Tony Anderson, Scott Berenson, Dayon Higgins, Mary Ellen Stives, David Drazenovich, Stormy Miller, John Filley, Joe Meadours, Lisa Cooley, Diana DeRodeff, Carol Lopes, Eileen Richey, Mark Starford, Garren Stumpf, Sharon Fallis, Denyse Curtright, Charlene Jones,

1. CALL TO ORDER

2. WELCOME AND INTRODUCTIONS

The meeting was called to order at 10:04 by Chairperson Tony Anderson. Welcome and Introductions were made.

3. REVIEW OF BOARD RESOURCE CENTER RECOMMENDATIONS

Tony briefly reviewed the Board Resource Center recommendations. It was felt that having the peer advocates go first was a bit heavy handed. Charlene stated that BRC just wanted to be sure that everyone had a chance to speak.

4. REVIEW OF MINUTES FROM THIS SUBCOMMITTEE'S MEETING ON NOVEMBER 3, 2010 AND THIS SUBCOMMITTEE'S REPORT TO EMPLOYMENT FIRST COMMITTEE ON NOVEMBER 10

Minutes from the November 3, 2010 meeting were reviewed, and several typographical errors were pointed out that needed to be corrected. A motion was made, seconded and carried to approve the minutes as corrected.

5. PUBLIC COMMENTS

There was no public comment.

6. REVIEW OF FEEDBACK ON SUBCOMMITTEE RECOMMENDATIONS AND DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE

In reviewing the feedback on subcommittee recommendations, it was thought to be positive overall, but the group decided to review the questions posed at the last meeting again. The ideas presented are as follows:

Question 1: Is the strategy to utilize IPP meetings as the forum for people to receive information to make choices about jobs and working in the community effective?

Dan would like something specific on post secondary education in the transition plan. A form might be appropriate – Garren worked with transition services for 11 years, and said funding is always an issue. When a student leaves High School, they get their IEP paperwork, so she suggested that a form could be provided with information on DSPS services, etc. A booklet was suggested, but might be too cumbersome to produce. Lisa shared that she had received no information when she left high school. Joe agreed that a one page information sheet would be helpful. Scott agreed that 1 page would be adequate, with community college information, employment, etc. Lisa also reminded the committee that the information sheet needs to be produced in multiple languages. **One universal form would be preferable if possible. IEP's should have measurable post-secondary goals. Dan said there is new transition language in IDEA that we need to look at regarding post-secondary goals. For a lot of students and families the IPP is the place where this information should be documented.**

Question 2: Should State Agencies – DOR, CDE, etc. – put funding together to help people figure out what to do after high school?

We need to advocate for more funding for DSPS services at community colleges. Dan also spoke of the “Community of Practice”, where all agencies involved would participate in the IEP.

Question 3: Should Regional Centers pay for more services that help people find and keep jobs, and do things in the community like everyone else?

The burden of doing this should not fall on the regional center system alone. The field of job development needs to be professionalized, and Joe believes job coaches need more training and resources. Stormy stated that DOR and the Department of Education need to work together on this as well. **The committee supports collaborations in seeking grant funding between universities, DOR, CDE and Regional Centers to increase training.**

Question 4: What still needs to be done regarding transition?

Eileen said there is an initiative in Connecticut “Real Jobs, Real Work, Real Pay – No Chump Change” which focuses on self-advocates working with each other. This is a pilot program that we might want to look into.

Question 5: Are there programs to transition people from post secondary education into the workforce? What is working? What still needs to be done?

Dan will follow-up with Pathways at UCLA and TAFT College also.

Question 6: Does the system and those providing services offer assistance, expertise, or anything else that will result in more people with developmental disabilities being employed in integrated settings earning at least minimum wage?

Diana stated that “prevailing” wage should be used vs. “minimum” wage. Again, this goes back to training of job developers/coaches, and we need to provide incentives to programs to offer training. College of Direct Support and the university system might be utilized to offer these trainings.

Eileen also has concerns about the “readiness” model nationwide, and that this will be a continuous problem in California.

Question 7: What strategies, best practices, and incentives exist for having more employers hire people with developmental disabilities in integrated jobs making at least minimum wage? What needs to be created to make this happen?

DOR has OJT dollars for people who don't go through Supported Employment agencies, where OR pays the employer directly. The employer uses the dollars, or can contract out with an agency or person to provide the necessary supports.

Diana is concerned about the Workability model, and would like to make sure it is used properly.

Eileen stated that many corporations don't want to use tax incentives, and she reiterated the need for highly trained job coaches.

Lisa Cooley thinks tax incentives are still a good idea.

Public relations need to be done to educate employers, as well as offering techniques regarding interviewing/hiring, accommodations, etc.

Diversity and disability training to employers, Chambers of Commerce, accommodation process, needs of TBI, MI, etc. as well as providing these trainings to service clubs in addition to employer groups. Joe stated that self advocates should do these trainings.

Question 8: Are there legislative, regulatory, and/or policy changes that are necessary to improve transition planning and services? In a perfect world, what would those changes be?

The "Point of Transition" model in San Diego has been quite successful, but some of the issues have been the monetary trade from school to adult programs. DOR steps in 7 months in advance with people in Supported Employment. The beauty of this program is that there is a seamless transition from school to adult services. There will be someone at the next meeting to explain this program in more detail.

The Washington model should also be looked at.

Overall, it was agreed that we would like to see some legislation so that DOR moves in the last year of publicly funded education.

Question 9: What do we need to fix to get the system to support people with developmental disabilities work in integrated work earning at least minimum wage?

This question was not revisited.

Overall, the consensus of recommendations and strategies are:

1. Increase training for job developers and job coaches
2. Look at the Point of Transition model further
3. Community of Practice
4. "Readiness" Standards
5. Public Relations and Awareness Trainings for employers
6. Benefits education and counseling to dispel myths

7. DEVELOPING THE EMPLOYMENT FIRST POLICY

8. SUMMARIZE SUBCOMMITTEE NEXT STEPS

There was not enough time left to address the Employment First policy, so people were instructed to send any comments or suggestions to Mary Ellen.

9. ADJOURNMENT

The meeting ended on time, and the next Transition Committee will be held on February 2, 2010 from 10:00 to 12:00.

AGENDA ITEM DETAIL SHEET

ISSUE: DEVELOPING RECOMMENDATIONS AND STRATEGIES TO EMPLOYMENT FIRST COMMITTEE

BACKGROUND: This subcommittee made recommendations and outlines strategies to the Employment First Committee on January 7.

ANALYSIS/DISCUSSION: The subcommittee will review the feedback provided by the Employment First Committee and consider changes to its recommendations and strategies. Additionally, the Employment First Committee requested subcommittees identify specific actions that would implement the strategies – for example, policy changes, regulatory changes, statutory changes, etc.

COUNCIL STRATEGIC PLAN OBJECTIVE: Promote the inclusion in all chosen aspects of community life for Californians with developmental disabilities and their families. Shape public policy that positively impacts Californians with developmental disabilities and their families.

PRIOR SUBCOMMITTEE ACTIVITY: This subcommittee met in November and December and answered a set of questions. These questions were the basis for strategies to increase the number of people with developmental disabilities earning at least minimum wage in integrated workplaces.

RECOMMENDATION(S): It is recommended that the subcommittee fine tune and prioritize its recommendations and identify the ways in which proposed changes may be made (for example, by changing regulations).

ATTACHMENT(S): N/A

PREPARED: Christofer Arroyo, January 13, 2010

SCDD Employment 1st Sub-Committees

Recommendations for Teleconference

Suggestions from EFC members and facilitators.

1. Use explanation/plain language examples – clarify acronyms and complicated word/phases.
2. Minimize difficult language.
3. Equal time for all – no one person dominates.
4. Everyone needs to be provided an opportunity to speak.
5. Before moving to a new agenda item, reflect on comments and recommendations to maintain focus on agenda item.
6. Clarify discussion notes for accuracy.
7. Agencies providing public meeting support need to be aware of meeting arrangements, dates and times.
8. Sub-committee agenda, materials and minutes need to be emailed, mailed and placed on the Yahoo Group site. (Some members do not have consistent email access.)

Scheduling:

- Ensure meetings do not conflict with each other (time and date).
- Consider the work schedule of members when setting up times.
- Update Yahoo Group Calendar (include auto email reminder to committee members)