

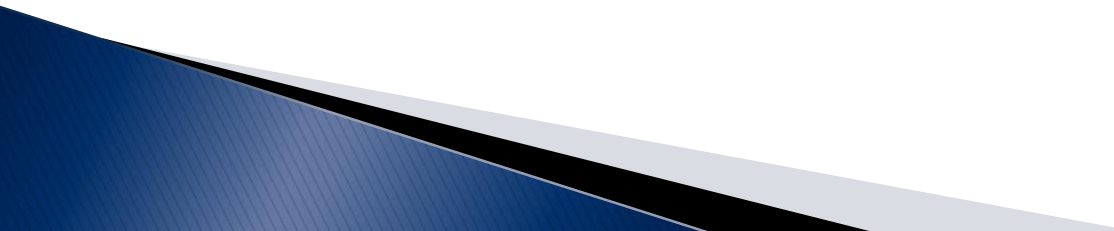
# Employment First Resource Review

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# California

- ▶ Developing job developer training tools
  - ▶ Stakeholders exploring funding recommendations/DDS incentive payments
  - ▶ Job developer networks/community of practice
  - ▶ SB 639 stakeholder engagement opportunities planned
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# What have you found to be most valuable tools for provider transformation?

- ▶ Provider Transformation Manuals 1 and 2:

<https://leadcenter.org/wp-content/uploads/2021/07/Provider-Transformation-Manua-Final-Draft-05-05-2017.pdf>

<https://leadcenter.org/wp-content/uploads/2021/07/Provider-Transformation-Manual-2.0.pdf>

# Provider Tools from ODEP

ODEP developed an entire webpage to provider transformation. You can access it at [www.leadcenter.org](http://www.leadcenter.org). Go to the Employment Strategies tab, and under that is provider transformation. We sort resources into 7 categories:

- 1) Data Collection & Analysis
- 2) Funding
- 3) Individualized Planning & Service—Consumer Focus
- 4) Leadership & Setting the Tone for Change
- 5) Making it Happen—Operational Focus
- 6) Reorganizing Staff for Transformative Change
- 7) Strategic Planning

# NEON Project

- ▶ ODEP administers the National Expansion of Employment Opportunities Network – or NEON. Through NEON, ODEP works with provider intermediary organizations – specifically APSE, ANCOR, SourceAmerica, the Arc US and ACCSES. This year, each intermediary organization will be able to choose up to 15 provider organizations to receive up to 40 hours of technical assistance to help increase competitive integrated employment. Regardless of where a provider is in the provider transformation process, new NEON Providers will conduct a self-assessment that a provider transformation expert will evaluate and make recommendations for tangible steps to increase CIE. If you think NEON might be helpful to you, reach out to one of the intermediary organizations.

# Additional Provider Tools

- [Subminimum Wage Program: Factors Influencing the Transition of Individuals with Disabilities to Competitive Integrated Employment](#) - This Government Accountability Office report identified 32 factors influencing whether and how people can transition to CIE. This document does not necessarily reflect the views or policies of the Office of Disability Employment Policy, U.S. Department of Labor, nor does the mention of trade names, commercial products or organizations imply endorsement by the U.S. Government.

# Benefits of Inclusive Hiring

- ▶ Companies that successfully incorporate employees with disabilities have **28% higher revenue and 2x higher net income**, according to Accenture.

They also experienced reduced turnover, lower recruiting costs, increased productivity and improved customer outreach.

## Employer Quote:

“The business perspective may be different than the service provider perspective. As much as we want to do what is compassionate...we have to meet the bottom line. Any employee has to contribute to the bottom line. Our question is, what can you (service providers) do to help the bottom line?”





# Job Accommodations=Productivity Enhancements

A Job Accommodation Network (JAN) Study reveals the direct and indirect benefits of implementing accommodations. The study also found that a high percentage (59%) of accommodations cost absolutely nothing to make, while the rest typically cost only \$500.

- <https://askjan.org/topics/costs.cfm>
- Architectural Barrier Removal Tax Deduction
- Disabled Access Credit-Businesses can claim the Disabled Access Credit on [IRS Form 8826](#) (PDF)

# Reasonable Accommodations and Assistive Technology

- ▶ The [Job Accommodation Network](#) provides resources to employers and people with disabilities regarding accommodation needs. It also provides suggestions on the needs of the disability.
- [Obtaining Assistive Technology through the Department of Rehabilitation | Disability Rights California](#)

# Business Case

In seeking to serve social needs because it makes good business sense to do so, a corporation is doing what it knows how to do best.

Henry Ford II

- The total after-tax disposable income for working-age people with disabilities is about \$490 billion
- Discretionary income for working-age people with disabilities is about \$21 billion

People with disabilities are not a solitary market; they are surrounded by family members and friends who also recognize the value in products and services that accommodate all people in society.

## Many providers indicate that it's essential to upskill job developers. What resources are available to help job developers and or job coaches hone their skills?

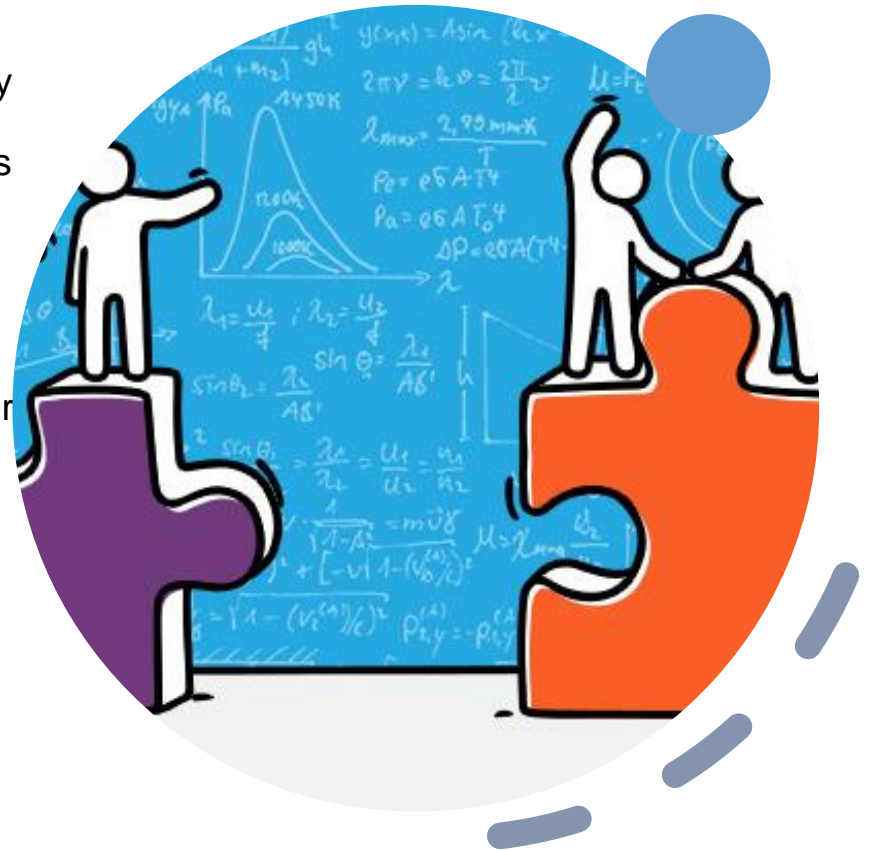
- [Staffing to Provide Competitive, Integrated Employment](#) - This webinar, presented by Employment First SME Rick McAllister, discusses the recruitment, development and retention of staff who will effectively promote CIE.
- [Employer Engagement: The Art of Customizing Successful Employer-Employee Job Matches Inclusive of Individuals with the Most Significant Disabilities](#) -This webinar discusses managing the employer engagement process, with examples from North Carolina and Hawaii.

# Certifications

- Association of Community Rehabilitation Educators-(ACRE) certification:  
<http://acreducators.org/certificates>
- The Association of People Supporting Employment First-(APSE)-Certified Employment Support Professional Credential-CESP HUB-  
<https://apse.org/cesp-central/>
- The [DirectCourse College of Employment Services](#) (CES) offers online courses available on demand, built around a nationally recognized set of competencies from the Association of People Supporting Employment First (APSE). CES is part of the DirectCourse suite of training offerings produced by Elsevier. ICI offers a supplement to CES that qualifies learners for a certificate from the Association of Community Rehabilitation Educators (ACRE), a nationally recognized certification. ICI partners on this project with the University of Minnesota's [Institute on Community Integration](#).
- Individual Placement and Supports (IPS) Practitioner Skills Course  
<https://ipsworks.org/index.php/training-courses/practitioner-skills-course/>

# What's really going on?

- Based on polling data collected between 2007-2017 by Able Opportunities, Inc., most often, service system providers believe that discrimination by the employer is the biggest barrier to employment opportunities.
- Ironically, employers perceive a lack of self-advocacy from the potential employee, in other words the fact that supported employment service providers speak for the job seeker, as the biggest barrier. They note that they most often hire the support team, and do not always develop a strong relationship with their own employee. They also report frustration with a lack of consistent professional practice and accountability in service system providers.
- These variables can reinforce a charity model, something to do when a company feels they have the bandwidth for a special project. Business minded standardized practice allows for a shift in this perception.



# What resources are available to help individuals with disabilities develop small businesses?

- CEED Entrepreneur Workbook, [CEED Projec \(ceedproject.org\)](http://ceedproject.org)
- Australian Website, Everyone can work, Employment Pathways for People with Intellectual Disability, [16. Microenterprises and people with intellectual disability – Everyone Can Work](#)
- Social Security PASS plan, <https://www.ssa.gov/disabilityresearch/wi/pass.htm>

**Research shows that one of the main reasons people who have disabilities do not pursue competitive integrated employment is fear or misinformation regarding benefits. What can you tell us about work incentives planning?**

- ▶ Disability Benefits 101-<https://ca.db101.org/>
- ▶ (WIPA) The Work Incentives Planning and Assistance (WIPA) program is a free service that helps Social Security beneficiaries who receive benefits based on a disability make informed choices about their employment goals.
- ▶ To locate county WIPA projects or for general information about the Social Security work rules call the Ticket to Work Help Line at, (866) 968-7842 from 5:00 a.m. to 5:00 p.m. PST, or [www. chooseworkttw.net/findhelp/](http://www.chooseworkttw.net/findhelp/)
- ▶ Cal ABLE- <https://www.calable.ca.gov/>



## **Are resources available that identify blended funding strategies or innovative ways to pay for best practice job development and job retention services?**

ODEP developed Value-Based Payment Methodologies to Advance Competitive Integrated Employment: A Mix of Inspiring Examples from Across the Country - a very comprehensive rate reimbursement restructuring guide and three webinars to accompany it.

- These webinars were from the provider and state agency perspectives about the benefits of restructuring rates. Different strategies work better for different states and state structures.

# CIE Funding Examples

- [Value-Based Payment Methodologies to Advance Competitive Integrated Employment: A Mix of Inspiring Examples from Across the Country](#)
- Payment Methodologies for Transformation:  
<https://leadcenter.org/webinar/value-outcome-and-performance-based-payment-methodologies-to-advance-competitive-integrated-employment-a-three-part-webinar-series/>
- [Medicaid Buy-in Q & A](#)
- New Multiagency Fact Sheet: Recent Funding Opportunities to Expand Access to Competitive Integrated Employment (CIE) for Individuals with Disabilities

**CIE Funding Opportunities Fact Sheet**

# Transition Aged Youth

- ▶ [The Implications of WIOA for Seamless Transition for Youth with Significant Disabilities](#) - This webinar dives into employment transition under the Workforce Innovation and Opportunity Act (WIOA) and its application to seamless transition.
- National Technical Assistance Center on Transition: The Collaborative (NTACT:C) We provide information, tools, and supports to assist multiple stakeholders to provide effective services and instruction for students and out-of-school youth with disabilities. [NTACT:C | National Technical Assistance Center on Transition: The Collaborative \(transitionta.org\)](#)

# Job Match

Job match is an important element of job development and it involves the opportunity for a job seeker to identify their interests, their circles of support and connect with a position that include activities of interest that fit transferable skills and employer need.

What types of discovery tools, an element of customized employment, are available to help job developers better identify strong job matches?

# Customized Employment

Essential elements of customized employment and customized employment competency model <https://www.dol.gov/agencies/odep/program-areas/customized-employment>

- <https://leadcenter.org/employment-strategies/customized-employment-and-discovery/> -

Lead Center Customized Employment Page

New customized employment fidelity tools are being developed and will help service providers implement best practices with this model

# Discovery

- ▶ ODEP developed discovery guides for guided group discovery and self-discovery. For guided group, there are manuals geared towards youth and veterans. Guided group can be effective because many individuals can go through the discovery process at the same time, and they can discuss strengths and network connections together. For some, self-discovery is preferred. Group discovery has also been piloted with individuals involved in the justice system.

# Self-Advocacy

Research has shown that networking results in 60% of job attainment nationally. Very important to help jobseekers self-advocate and networking concerning their interests and preferences around work. Are there any tools available that help with this process?

# Job Seekers, Self Advocacy

- ▶ “Let’s Work CA”, Disability Disclosure Video, <https://youtu.be/TX9cabPkHPY>
- ▶ “Let’s Work CA”, Preparing to Network Video, <https://youtu.be/wlkAKwilwO>
- ▶ “Let’s Work CA”, Peer Mentors, You’ve got to have friends!, <https://youtu.be/YZLQJCROF9Y>
- ▶ “Why Work is Better”, <https://scdd.ca.gov/wp-content/uploads/sites/33/2016/11/Why-Work-is-Better.pdf>
- ▶ DOR, How do I apply for services?, <https://www.dor.ca.gov/Home/Services>
- ▶ America’s Job Center of California, [https://edd.ca.gov/office\\_locator/](https://edd.ca.gov/office_locator/)



# Work Matters

- "Work Matters: A Framework for States on Workforce Development for People with Disabilities" represents the culmination of a yearlong joint task force effort of state policymakers convened by NCSL and the Council of State Governments (CSG) to address barriers to employment and develop policy solutions to build a thriving workforce that is disability inclusive. Through the work of the task force, state legislators, legislative staff and state executive branch representatives explored the causes of these barriers and devised bipartisan policy options supporting increased employment access and opportunity for people with disabilities.

<https://www.ncsl.org/research/labor-and-employment/work-matters-a-framework-for-states-on-workforce-development-for-people-with-disabilities.aspx>

- Work Matters Policy Framework Checklist  
[https://www.dol.gov/sites/dolgov/files/ODEP/pdf/Work-Matters-Checklist\\_6.3.21.pdf?utm\\_source=odep-homepage&utm\\_medium=news-and-events-links&utm\\_campaign=odep-homepage-6-11-2021](https://www.dol.gov/sites/dolgov/files/ODEP/pdf/Work-Matters-Checklist_6.3.21.pdf?utm_source=odep-homepage&utm_medium=news-and-events-links&utm_campaign=odep-homepage-6-11-2021)

# Apprenticeship & Internship

- ▶ As the economy recovers during the pandemic, billions of dollars in resources and funding for apprenticeship opportunities have been highlighted across the nation. What resources are available to help diversify apprenticeship opportunities and make them more inclusive for individuals who have disabilities?
  - **Office of Disability Employment Policy: Inclusive Internship Guide**  
<https://www.dol.gov/odep/pdf/InclusiveInternshipPrograms.pdf>.

# Bakersfield, ARC



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