

ODEP CA AND E1 RETROSPECTIVE WEBINAR RESOURCE LIST

California Specific Information and Resources:

1. **California Department of Rehabilitation-** <https://www.dor.ca.gov/>
 - **Limited Examination and Appointment Program (LEAP), SIP-State Internship Program**
 - <https://www.dor.ca.gov/Home/SIP>
 - Leap@calhr.ca.gov statewide coordinator
 - 1-916-558-5423
 - **October 13, 2020 Employment Services through the Department of Rehabilitation** (Jose Garcia, Senior Vocational Rehabilitation Counselor, DOR) and **Career Exploration** supports through Golden Sierra Job Training Agency (Jessica Conant, MS, Disability Resource Coordinator) are explored. <https://youtu.be/yAQdbg77Cws>
2. **DDS-Supported Employment Services - CA Department of Developmental Services**
 - **Paid Internship Program-(PIP) and Competitive, Integrated Employment Incentive Payments** <https://www.dds.ca.gov/services/work-services/>
 - **October 6, 2020 Employment Services from ACRC, Employment First Legislation and Competitive Integrated Employment (CIE):** Cindy Le, Employment Services Specialist, Alta California Regional Center (ACRC) will discuss Employment Services from ACRC, Employment First Legislation and Competitive Integrated Employment (CIE). <https://youtu.be/mNldC-kdDxE>
3. **DRC-Disability Rights California Building Back Better for Diversity, Inclusion, Equity and Access** <https://www.disabilityrightsca.org/post/building-back-better-for-diversity-equity-and-inclusion-transforming-californias-approach-to>
4. **California Competitive Integrated Employment Blueprint for Change:** <https://www.dor.ca.gov/Home/CieBlueprintforChange>
5. **Competitive Integrated Employment Roadmap for Consumers:**

The California Department of Education (CDE), Department of Rehabilitation (DOR), and Department of Developmental Services (DDS) are pleased to share the Competitive Integrated Employment (CIE) Roadmap for Consumers. The roadmap is designed to assist individuals with intellectual disabilities and developmental disabilities (ID/DD) and their families navigate the service delivery systems of the three departments and locate available employment resources. The roadmap provides CIE information by the following age groups:

- 12 to 15 years old
- 16-17 years old
- 18-21 years old
- 22 years old and above

The CIE Roadmap for Consumers is also available on the California Health and Human Services Agency [CIE Toolkit](#) webpage under the CIE Resources section. Organizations, businesses, and departments are encouraged to share this resource with the individuals with ID/DD and their families they work with.

6. **California Employment First Committee (EFC)**-The **Employment First Committee** is a statutorily created body which is responsible for identifying and promoting strategies that increase the number of individuals with intellectual and/or developmental disabilities who engage in competitive integrated **employment**.
https://scdd.ca.gov/Employment_First_Committee/
7. **California Committee on Employment of People with Disabilities (CCEPD)**
<https://www.dor.ca.gov/Home/Ccepd>
8. **California APSE Chapter** <https://apse.org/chapter/california/>
9. **WIOA**
[Workforce Services – Workforce Innovation and Opportunity Act | California EDD](#)
10. “Let’s Work!” full length documentary, <https://youtu.be/Jgl-tfUkhsQ>
11. **State Employment Snapshot: California**
<https://www.statedata.info/statepages/California>
12. “California State Disability Employment Summary” <https://apse.org/wp-content/uploads/2020/03/CA-Dis-Compend-Summary.pdf>
13. “California Employment Outcomes for People with Disabilities” <https://apse.org/wp-content/uploads/2019/07/CA-CIE-Handout.pdf>

14-c Phase out:

1. Provider Transformation Manual & webinar series 1.0/2.0
2. [State Implementation of WIOA Section 511 Requirements](#) - This webinar explores how Ohio has implemented WIOA Section 511.
3. [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.
4. WIOA Advisory report: <https://www.dol.gov/agencies/odep/about/advisory-committee>
5. [Access to Integrated Employment](#) a research project that analyzes trends in day and employment services and outcomes for individuals with IDD and the factors that

contribute to these outcomes at multiple levels: individual achievement, employment support practices, service provider engagement, and state policy reform.

6. CA provider perspectives-Carole with PEC shares about the structure and philosophy of a community-based program focused on employment as the goal. And Jackie Armstrong, a self-advocate, shares her experiences earning subminimum wage and then later getting a CIE with an excellent wage. **May 12, 2020** Carole Watilo, ED, Progressive Employment Concepts and Self-Advocates on **Employment & Community Based Supports** <https://bit.ly/3x4IW23>

Infrastructure to Support Transformation



1. [Value-Based Payment Methodologies to Advance Competitive Integrated Employment: A Mix of Inspiring Examples from Across the Country](#)
2. 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/>
3. [Medicaid Buy-in Q & A](#)
4. New Multiagency Fact Sheet: Recent Funding Opportunities to Expand Access to Competitive Integrated Employment (CIE) for Individuals with Disabilities

Published by the U.S. Department of Labor's Office of Disability Employment Policy

CIE Funding Opportunities Fact Sheet

5. [Criteria for Performance Excellence in Employment First State Systems Change & Provider Transformation](#) [PDF] - The EFSLMP developed a set of criteria to help states and service delivery systems successfully implement systems change within a comprehensive Employment First strategic framework. A blended approach of top-down systems-change strategies, combined with community-based capacity building activities initiated by key stakeholders, is critical to the successful implementation of an Employment First strategic framework.
6. HCBS Settings Rule [HCBS settings rule - Medicaid.gov Search Results \(usa.gov\)](#)
7. "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>

8. 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
 9. Federal, [White House Disability Policy Fact Sheet \(pdf\)](#)
 10. [Advisory Committee on Increasing Competitive Integrated Employment \(CIE\) for Individuals with Disabilities](#)
Describes the committee as a key part of the Workforce Innovation and Opportunity Act (WIOA).
 11. [Blueprint for Success](#) (PDF)
Massachusetts blueprint for employing individuals with intellectual disabilities.
- [The State Employment Leadership Network \(SELN\)](#) brings together state IDD agencies for sharing, educating, and providing guidance on practices and policies around employment. SELN is operated in conjunction with the National Association of State Directors of Developmental Disabilities Services.
 1. 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>
 2. Provider Transformation webinar on the "**ARC of Bakersfield Provider Transformation Success Story**."
You can view it [here](#).
Meeting material: [Presentation Slides](#)

Data Collection

Data and information systems that collect and report a number of important pieces of information about employment and integration outcomes are important. Data collection helps states understand where they are and where they need to go.

1. [Participant Individual Record Layout \(PIRL\) Data Visualization Tool](#) - PIRL is a set of common definitions that are shared across multiple programs within American Job Centers for performance reporting and shows states how they are doing with disability reporting. PIRL was developed collaboratively by the U.S. Departments of Labor and

Education as a part of the Workforce Innovation and Opportunity Act (WIOA) performance accountability-related provisions. A “How to” video is available on using the data visualization tool.

2. [Understanding WIOA Disability-Related Reporting: Tools for Data Visualization](#) - In Part 1 of this two-part webinar series by the LEAD Center, presenters share an online interactive data visualization tool that helps states and local areas better understand the comprehensiveness of their disability-related reporting. It also discusses Wisconsin’s workforce system practices and how they benefit programs, employers and participants with disabilities.
3. [WIOA Disability-Related Reporting: A Deep Dive into the Participant Individual Record Layout \(PIRL\)](#) – In Part 2 of this two-part webinar series by the LEAD Center, presenters discuss the definitions and coding for each of the ten disability-related PIRL data elements, why to collect this data, and how it benefits participants and programs. Additionally, Wisconsin’s Department of Workforce Development highlights best practices related to their case management system, guidance for their local areas and staff training.
4. [StateData](#) promotes Employment First and systems change efforts nationwide through compilation and analysis of data on employment trends from a wide variety of sources.

Employer focused services:

1. **ETA Issues TEN 9-21 -- Release and Availability of the Work Opportunity Tax Credit (WOTC) Quick Reference Guide for Employers.** The Employment and Training Administration (ETA) has published Training and Employment Notice (TEN) 9-21 which announces the availability of the Work Opportunity Tax Credit (WOTC) Quick Reference Guide for Employers. To obtain additional information, visit: https://wdr.doleta.gov/directives/corr_doc.cfm?docn=3465.
2. **Recent National Resource on Employer Engagement** <https://yestoemployment.org/wp-content/uploads/2021/08/EmployerEngagement-Final.pdf>
3. The **Northern California Business Advisory Council (BAC)** was established in 2015 to promote partnerships between local businesses and employment training programs. The purpose of the BAC is to provide advice, guidance, and support for the continuing development of high quality workforce development programs. <https://health.ucdavis.edu/mindinstitute/centers/cedd/bac.html>
4. “Employer Engagement Strategy: Workforce Inclusion”
[Business Case Engagment White Paper \(pdf\)](#)
5. “Getting to Equal: The Disability Inclusion Advantage”
https://www.accenture.com/t20181029T185446Z_w_us-en_acnmedia/PDF-89...
6. “What Your D&I Policy Is Missing: Employing People with Intellectual and Developmental Disabilities”

<https://www.i4cp.com/trendwatchers/2014/10/15/what-your-d-i-policy-is-m...>

7. "Hiring People With Disabilities Is Good Business" by Ted Kennedy, Jr.
<https://www.nytimes.com/2018/12/27/opinion/disability-rights-employment...>
8. **BBBS Panel Discussion Video: Business Leaders Discuss Success with Inclusive Hiring Initiatives.** <https://youtu.be/vjiNOyEAgpY>
9. **503 Hiring Regulations**, Section 503 of the Rehabilitation Act of 1973 is a law that prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities and requires employers take affirmative action to recruit, hire, promote, and retain these individuals.
<https://www.dol.gov/agencies/ofccp/section-503>
10. **The Hope Handbook: A Guide for Disability Hiring**
<https://www.elmhurst.edu/wp-content/uploads/2017/11/HOPE-Disability-Hiring-Handbook.pdf>
11. "Building An Inclusive Workforce: A Four-Step Reference Guide to Recruiting, Hiring and Retaining Employees with Disabilities"
[Creating an Inclusive Workforce \(pdf\)](#)
12. AI and Inclusive Hiring [New tools can help employers foster disability inclusion](#) while procuring, developing and implementing AI technology.
13. BBBS Video clip, Disability and Inclusion Program and Process, Sodexo, **Sherina Barnes**, Diversity Coordinator
14. The Employer Assistance and Resource Network (EARN) on Disability Inclusion has resources for businesses regarding [disability inclusion](#). Mainly, disability inclusion has many components for companies to consider from organizational culture, reasonable accommodations, training and company policies. An inclusive environment in both remote work and office environment needs to be developed.
15. The [Workforce Development Section](#), within the Department of Rehabilitation, also works with businesses to develop strategies for inclusive workplace environments.
16. **Training**
 - The [Disability Access Services](#) program within the Department of Rehabilitation offers classes on the hiring and supervising of a person with a disability, accessibility trainings and reasonable accommodations. This program works in partnership with the local workforce development boards and America's Job Centers of California on specific classes such as how to work with people with disabilities, who have hidden disabilities, and serving customers with disabilities.
 - **[Cornell University, ILR School Employment and Disability Institute](#)**
The Employment and Disability Institute conducts research, and provides technical assistance and continuing education on disability and the workplace issues.

- The **Workplace Disability Inclusion** course discusses the importance of inclusion for people with disabilities and the business case for aligning disability inclusion with a company's strategic human-capital initiatives.
- The **Autism at Work** course explores emerging Autism at Work employment programs; outlining implications for HR policies and practices in embracing a neurodiverse workforce. [Learn More about the Courses](#)

Reasonable Accommodation and Assistive Technology

There are many resources available from the federal and state government on reasonable accommodation. Below are some websites to find more information about specific needs.

1. 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.
2. To ensure the unique needs of the individual are addressed to perform work during COVID, businesses are encouraged to have discussions with employees for telework accommodations. The [Job Accommodation Network](#) provides resources to employers and people with disabilities regarding accommodation needs.
 - a) Generally, telework is offered at an employer's discretion, but for some employees, it may be considered a reasonable accommodation under disability nondiscrimination laws. Therefore, it's advisable for employers to adopt an integrated telework policy applicable to all employees, including employees with disabilities, in order to prevent confusion and inefficiency.

To help employers establish such policies, the ODEP-funded Employer Assistance and Resource Network on Disability Inclusion (EARN) recently published a policy brief, "[Adopting an Integrated Telework Policy for Employees With and Without Disabilities.](#)"

3. The U.S. Equal Employment Opportunity Commission (EEOC) issued [guidance](#) on the topic of telework as a reasonable accommodation. The guidance states that while the Americans with Disabilities Act (ADA) does not require employers to have telework programs, changing the location where work is performed may fall under the ADA's reasonable accommodation requirement of modifying workplace policies, even if the employer does not allow other employees to telework. The EEOC issued [additional guidance](#) for employers in relation to COVID-19, the ADA and other existing laws.
4. The [California Department of Fair Employment and Housing](#) provides guidance to Californians and businesses on civil rights, including people with disabilities. This Department also provides training on many civil rights topics.

5. The [Disability Access Services](#) program and [Workforce Development Section](#) within the Department of Rehabilitation can offer technical assistance with accommodation.
6. Businesses can also create a procurement list of items that can be used for assistive technology. Disability:IN, a nonprofit resource for business disability inclusion worldwide, has developed [an accessible technology procurement toolkit](#) that can be used by businesses to help create procurement policies for assistive technology.

It is important to ensure that the assistive technology is appropriate for the end user and is compatible with the software and computer equipment utilized by the company.

7. [Obtaining Assistive Technology through the Department of Rehabilitation | Disability Rights California](#)
8. [Rehabilitation Engineering and Assistive Technology Society of North American \(RESNA\)](#)

An interdisciplinary association dedicated to improving the potential of people with disabilities to achieve their goals through the use of technology. The organization does this through research, development, education, advocacy and provision of technology; and by supporting the people engaged in these activities.

Job Development

1. [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.
2. [Employer Engagement: Letting the Employer Take the Wheel](#) - This webinar dives into employer engagement and explores creating and maintaining customized employment opportunities.
3. [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.
4. “Developing a Business Focused Message and Employment First Standardized Practice”
[Common Pitch \(docx\)](#)
5. Job Search and Job Supports in a virtual world:
<https://storage.googleapis.com/econsys-public->

[webinars/October%2BCommunity%2Bof%2BPractice%2B\(CoP\)%2BPart%2BI 3 0.m p4](#)

6. **National Center for Cultural Competence at Georgetown University** The National Center for Cultural Competence (NCCC) was created to help health and mental health programs design, implement, and evaluate culturally and linguistically competent service delivery systems.

7. Let's Work Networking Activity Guide,
http://www.catransitionalliance.org/docs/49-English_Let'sWorkNetworkingGuide_1122020113942.pdf

8. **Facilitating Circles of Support for People with Mental Illnesses in Employment Settings**

This Instruction Manual is designed as a training tool to assist staff in implementing the use of Circles of Support approaches in Supported Employment settings for people with psychiatric disabilities. Developed with support from the Temple University Collaborative by the University of Dentistry of New Jersey, the manual provides step-by-step Circle of Support training. [Circles of Support in Employment | Temple University Community Inclusion \(tucollaborative.org\)](#)

9. [ThinkWork!](#) is the hub for an array of projects related to employment for people with intellectual and developmental disabilities (IDD). Examples include the [Rehabilitation Research & Training Center on Advancing Employment for Individuals with IDD](#). This project conducts and shares research on topics such as the best ways to share information about employment with people with IDD and their families, and ways to increase the effectiveness of employment consultants.

ThinkWork! is also home to the [Community Life Engagement](#) project, which examines the many ways that people with IDD spend their time when they are not at school or at work; and [Real Work Stories](#), which shares stories of people with IDD who have found fulfilling paid employment in their communities and the agencies that supported them to reach that goal.

[Find out more about ThinkWork! and its projects](#)

10. Money Smart FDIC, Financial Literacy Tools
<https://www.fdic.gov/resources/consumers/money-smart/index.html>
11. O*Net, On-line resources for occupational and labor trend exploration
<https://www.onetonline.org/>

12. Justice Involved Job Seekers

- H.I.R.E. Employment Subcommittee - The primary collaborative in Orange County focusing on justice involved reentry has been the Orange County Re-Entry Partnership (OCREP) for many years. Now H.I.R.E. (Hub for Integration, Reentry & Employment), founded in 2020, serves as the lead agency in this effort. The H.I.R.E. meetings are attended by service providers, persons formerly involved in the justice system and other stakeholders to support this population via resources and identify needs/gaps in the justice system (via targeted subcommittees) to benefit the community as a whole. Their goal is to maximize the skills and talents of justice-involved youth and adults by unifying OC stakeholders and community members. <https://www.hireoc.org/about>

13. Micro enterprise/Entrepreneurship

- The **Chicagoland Entrepreneurship Education for People with Disabilities (CEED)** project has been funded by the Coleman Foundation, and works to bridge entrepreneurship and disability by developing and implementing an evidence-based, comprehensive entrepreneurship education and training program for people with disabilities and service providers working in Disability Community Agencies and Small Business Development Centers (SBDC) in Illinois. This has been accomplished through a dual focused, person-centered approach that combines disability and business knowledge/practices, and targets the needs and barriers specifically experienced by people with disabilities looking to start or grow a business [About - CEED Project](#)
 - 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](#)

14. Certifications/Job Development Training:

- a) Association of Community Rehabilitation Educators-(ACRE) certification: <http://acreducators.org/certificates>
- b) The Association of People Supporting Employment First-(APSE)-Certified Employment Support Professional Credential-CESP HUB-<https://apse.org/cesp-central/>
- c) 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](#).

- d) Individual Placement and Supports (IPS) Practitioner Skills Course
<https://ipsworks.org/index.php/training-courses/practitioner-skills-course/>
- i) Video, An IPS job developer discusses her daily work experiences,
<https://youtu.be/UwjgH41CpPE>

15. SourceAble is the bridge for you and talent with disabilities/autism/neurodiversities to connect with Fortune 500 companies ready to hire. Companies in SourceAble have been trained and see the value in said talent and their supports. Furthermore, these are positions not posted via traditional means. Giving your job seekers an exclusive platform to access a career! SourceAble looks to partner with local support agencies to fill roles across the globe. While at the same time never interfering with your funding or relationships with job seekers. Additionally, we provide technology allowing you to leverage the power of collaboration and technology. Making job development more efficient and successful than ever! Join SourceAble to expand your network, work with dedicated professionals with experience in employment services and match qualified talent to available opportunities! <https://www.sourceabled.com/jobs>

16. The Hiring Chain, Sting <https://youtu.be/SKku4RAWa4M>

Transitions Aged Youth (TAY)-


- 1) [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.
- 2) [Seamless Transition from School to Competitive Integrated Employment: The Oregon Story](#) - This webinar explores the subject matter expert and state perspectives on Oregon's work through its Employment First State Leadership Mentoring Program to help youth transition to CIE.
- 3) [Seamless Transition from School to Competitive Integrated – State Examples from Michigan and Utah](#) - This webinar explores the process Michigan used to develop an MOU between multiple state agencies to support the transition to employment for students and youths with disabilities, the process Michigan is using to develop pilot sites to demonstrate a single transition design, and how to leverage resources and gain buy-in from state partners when developing seamless transition models.
- 4) [Read "Promoting and Maintaining Career and Technical Education for Students with Disabilities: State Strategies Developed During the COVID-19 Pandemic"](#) The Center for Advancing Policy on Employment for Youth released a brief on "Promoting and Maintaining

Career and Technical Education for Students with Disabilities: State Strategies Developed During the COVID-19 Pandemic.” This brief discusses how states increased participation and performance in CTE programs for students with disabilities during the COVID-19 pandemic. It explores lessons learned and how policymakers can support the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) and the Workforce Innovation and Opportunity Act.

- 5) Engaging Employers, Partnering for Employment Success, YES! Youth Employment Solutions Center <https://yestoemployment.org/wp-content/uploads/2021/08/EmployerEngagement-Final.pdf>
- 6) Soft Skills to Pay the Bills, "Skills to Pay the Bills: Mastering Soft Skills for Workplace Success," is a curriculum developed by ODEP focused on teaching "soft" or workforce readiness skills to youth, including youth with disabilities. Created for youth development professionals as an introduction to workplace interpersonal and professional skills, the curriculum is targeted for youth ages 14 to 21 in both in-school and out-of-school environments. <https://www.dol.gov/agencies/odep/program-areas/individuals/youth/transition/soft-skills>
- 7) DOR, Student Services, <https://www.dor.ca.gov/Home/StudentServices>
- 8) DOR, CALIFORNIA YOUTH LEADERSHIP FORUM FOR STUDENTS WITH DISABILITIES (YLF), The YLF is a six-day overnight leadership program for students with disabilities, held at California State University, Sacramento, where delegates stay in a dormitory for a college experience. The current tentative dates for YLF are July 17-22, 2022 <https://www.dor.ca.gov/Home/Ylf>
- 9) 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 \(transitionta.org\)](https://www.transitionta.org/)
 - a) Pre-Employment Transition Services, [Pre-Employment Transition Services | NTACT:C \(transitionta.org\)](https://www.transitionta.org/pre-employment-transition-services/)
 - b) Secondary Education, [Secondary Education | NTACT:C \(transitionta.org\)](https://www.transitionta.org/secondary-education/)
 - c) Post-Secondary Education, [Postsecondary Education | NTACT:C \(transitionta.org\)](https://www.transitionta.org/postsecondary-education/)
 - d) Employment, [Employment | NTACT:C \(transitionta.org\)](https://www.transitionta.org/employment/)
- 10) Post-Secondary Education, UC Davis Redwood SEED Scholars Program <https://redwoodseed.ucdavis.edu/>
- 11) [Think College for Students](#)
Resources for opening doors to colleges for people with intellectual and other developmental disabilities in many different ways all over the country.

- 12) [Taking Charge of Your Education: Transition Planning for Your Future](#) [PDF]
A comprehensive guide with activities and resources to guide students with disabilities from high school to postsecondary success.
- 13) [Navigating College: A Handbook on Self Advocacy](#) [PDF]
This handbook was written by adults and youth on the autism spectrum and is a unique tool for assisting autistic students navigation through college.
- 14) [California Employment Consortium for Youth \(CECY\)](#)
Provides products developed by CECY related to Employment First.
- 15) Student Earned Income Exclusion, [Transition-Age Youth and Social Security – The Student Earned Income Exclusion | Disability Rights California](#)
- 16) Project SEARCH Panel Discussion Video, BBBS <https://youtu.be/W4XxL4TJyso>
- 17) Transition Planning Ideas for Parents, <https://scdd.ca.gov/wp-content/uploads/sites/33/2016/10/Transition-Planning-for-All-Youth.pdf>
- 18) [Talent Knows No Limits](#)
A California public education resource for the employment of people with disabilities.
- 19) [The 411 on Disability Disclosure: A Workbook for Youth with Disabilities](#) [PDF]
This workbook helps young people make informed decisions about whether or not to disclose their disability and understand how that decision may impact their education, employment, and social lives.
- 20) [National Center for Learning Disabilities](#)
The National Center for Learning Disabilities (NCLD) works to ensure that the nation's 15 million children, adolescents, and adults with learning disabilities have every opportunity to succeed in school, work, and life.
- 21) [National Collaborative on Workforce and Disability](#)
The National Collaborative on Workforce and Disability for Youth (NCWD/Youth) assists state and local workforce development systems to better serve all youth, including youth with disabilities and other disconnected youth
- 22) Universal Design-<https://www.washington.edu/doit/universal-design-education-principles-and-applications>

Strategies to address family concerns

1. [Family Involvement & Partnerships](#)
This California Department of Education website provides information, resources, and support to parents, guardians, and families of children with disabilities.

2. Research on the effect of parental expectations on employment of people with intellectual disability, [3. The effect of parental expectations on employment of people with intellectual disability – Everyone Can Work](#)
3. Recent National Resources on Family Engagement
 - a. <https://yestoemployment.org/wp-content/uploads/2021/08/FamilyEngagementBrief-FINAL.pdf>
 - b. <https://aoddisabilityemploymenttcenter.com/wp-content/uploads/2021/11/DETAC-2021-GEN-4-508.pdf>

Rural strategies to support implementation-job development in rural areas

1. **CoP Provider / Transportation Webinar (Michigan)**
 - a. <https://storage.googleapis.com/econsys-public-webinars/Provider%20Transformation%20from%20a%20Rural%20Perspective-p820orwu1op.mp4> – Provider Transformation From a Rural Perspective
 - b. <https://storage.googleapis.com/econsys-public-webinars/Building%20Meaningful%20Lives%20in%20a%20Modern%20World%20%E2%80%93%20Big%20Cities-Small%20Towns-p4xnhbzvr8y.mp4> Building Meaningful Lives in a modern world
 - c. University of Montana – Rural Institute for Inclusive Communities - <http://ruralinstitute.umt.edu/>
 - d. Facilitating Mobility through innovative solutions: <https://storage.googleapis.com/econsys-public-webinars/Facilitating%20Employment%20Success%20through%20Innovative%20Mobility%20Options-p7s3d1mggxt.mp4>

Customized employment and Individual Services and Supports (IPS), best practice and evidence based practice

1. Essential elements of customized employment and customized employment competency model <https://www.dol.gov/agencies/odep/program-areas/customized-employment>
2. <https://leadcenter.org/employment-strategies/customized-employment-and-discovery/>
- Lead Center Customized Employment Page

- a. New customized employment fidelity tools are being developed and will help service providers implement best practices with this model
- 3. [Customized Employment and Discovery](#) – Customized Employment (CE) can be a tool that leads to CIE when the relationship between employee and employer is personalized in a way that meets the needs of both. It is a universal strategy that benefits many people, including people with disabilities who might not have found employment success through other employment strategies. Discovery is the foundation for securing Customized Employment.
- 4. Individual Placement and Supports (IPS)
 - a. Information on and evidence for IPS, <https://ipsworks.org/index.php/what-is-ips/>
 - b. Video on IPS implementation, <https://youtu.be/k8R2zTyiGpY>

Benefits information

1. **Webinar, Work More, Earn More! Learn about the Ticket to Work Program** and how you can work more while protecting your Social Security and medical benefits. <https://bit.ly/35rarVV> ([Flyer in English](#) | [Flyer in Spanish](#)) Handouts: ([English](#)) ([Spanish](#)) <https://youtu.be/e8IaVcXOsk0>
2. **SSA Red Book**-<https://www.ssa.gov/redbook/index.html>
3. **Disability Benefits 101**-<https://ca.db101.org/>
4. **(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.
 - a. 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/
 - i. Disability Rights California Work Incentives Planning and Assistance (WIPA) Program offers free individualized work incentives counseling to eligible individuals living in: San Diego, Riverside and Imperial Counties. <https://www.disabilityrightsca.org/what-we-do/programs/work-incentives-planning-and-assistance-wipa>
 - ii. A certified Community Work Incentives Coordinator (CWIC) can work with you to:
 1. Plan for the effect employment may have on your benefits
 2. Develop work incentives so you can be successful
 3. Coordinate with agencies that help you pay for training or services to return to work. To contact a Community Work Incentives Coordinator call (888) 768-7058.

5. Certification Programs for benefits specialists,
 - a. Cornell University, <https://www.ytionline.org/>
 - b. Virginia Commonwealth University, (VCU), <https://vcu-ntdc.org/>
6. **Cal ABLE**- <https://www.calable.ca.gov/>

In the past, the risk of losing public benefits coupled with the high cost of support expenses, limited members of the disability community from building financial security. **Until now.**

Eligible individuals may now open a CalABLE account and manage their money on this website that provides you a tax-advantaged account, easy access to your money using the CalABLE Visa® Prepaid Card,* and confidence your savings, up to \$100,000, won't affect your eligibility for programs like SSI and Medi-Cal.

- **Webinar, CalABLE Account Training.** <https://youtu.be/CtS5jthzQx0>. CalABLE Resources and other recordings. Link to PowerPoint Slides.

Job Seekers

1. "Let's Work CA", Self-Advocacy Video, <https://youtu.be/fEM8g78il1>
2. "Let's Work CA", Disability Disclosure Video, <https://youtu.be/TX9cabPkHPY>
3. "Let's Work CA", Preparing to Network Video, <https://youtu.be/wIkAKwilwO>
4. "Let's Work CA", Networking and Meeting People Video, <https://youtu.be/h6C91gul-UI>
5. "Let's Work CA", Peer Mentors, You've got to have friends!, <https://youtu.be/YZLQJCROF9Y>
6. "Why Work is Better", <https://scdd.ca.gov/wp-content/uploads/sites/33/2016/11/Why-Work-is-Better.pdf>
7. DOR, How do I apply for services?, <https://www.dor.ca.gov/Home/Services>
8. Federal Schedule A Hiring, <https://www.eeoc.gov/publications/abcs-schedule-tips-applicants-disabilities-getting-federal-jobs>
9. Internships, ODEP runs the workforce recruitment program – WRP. WRP is geared towards current post-secondary and graduate school students and recent graduates who are interested in internships or full-time positions in the federal government. Interested candidates work through their school to be connected with a volunteer WRP "recruiter" who will work with the candidates on their resume and interview skills. Candidates' resumes are then imported into a database that can be accessed by interested federal employers. From there, federal employers reach out to potential candidates for internships or jobs. Each year more than 2,100 employers access the database in search of candidates. The database consists of an average of 2,100 candidates each year, including veterans with disabilities. <https://www.wrp.gov/wrp>

10. America's Job Center of California, https://edd.ca.gov/office_locator/

Success Stories:

1. Video, Entrepreneurship-Ottosmottos <https://youtu.be/8QL9eKxrs0>
2. Video, Work and Recovery through IPS, <https://youtu.be/xlw5eewXg38>
3. Job Seekers (added 11/18) 6 people speak about their experiences finding jobs and the impact of CIE employment. Hear more from Autism@work in OC <https://www.youtube.com/watch?v=x0TdALUn1ZY>
4. **October 27, 2020 Let's Celebrate our Stories! Nine self-advocates (and parents) shared stories about their employment experiences** before, during, and after the Pandemic. They shared about how their work duties changed, and in some cases, how their employment goals have changed due to the current work climate. Progressive Employment Concepts – PEC, Pride Industries, and Strategies to Empower People – STEP, shared how they assisted these individuals to obtain their jobs, provide on-the-job training, and ongoing employment supports and coaching as job duties change. https://youtu.be/j1eb8_je3Q
5. **A Practical Guide for People with Mental Health Conditions Who Want to Work**
Although a staggering number of individuals with mental health conditions do not work, competitive employment remains a vibrant goal for most, and the truth is that most people with mental health conditions are able to work successfully if they receive the supports they need. The Temple University Collaborative is proud to present “A Practical Guide for People with Mental Health Conditions Who Want to Work,” designed for people with mental health conditions who want to return to successful careers. In fifteen brief and beautifully illustrated chapters, the Guide offers vital information on the importance of work, the availability of rehabilitation programs, the ins and outs of the Social Security Administration's work incentives, the challenges of starting a new job and grappling with disclosure, strategies for long-term success at work, encouragement, and more. Designed for those with mental health conditions to use on their own or as part of a return-to-work group in community mental health centers, psychiatric rehabilitation programs, or peer-run agencies, the Guide focuses on helping people to achieve economic self-sufficiency. [Download Now!](#)

Covid/Post Covid

1. The Employment First Community of Practice webinar on “Lessons Learned from COVID-19's Impact on Competitive Integrated Employment” is available in the archive. In the webinar, David Mank and Rich Toscano discussed their findings from group interviews

with national and international leaders on COVID-19's impact on competitive integrated employment for people with disabilities. They also presented strategies for employers and providers to consider post-COVID-19 to maximize CIE for people with disabilities.

2. The Western Governors' Association, in collaboration with the State Exchange on Employment & Disability, hosted a webinar on "Disability-Inclusive Policy in COVID-19 Economic Recovery" that examined the effects of the pandemic on employment for people with disabilities and offered strategies for an inclusive recovery. Moderated by SEED Legislative and Policy Counsel Bobby Silverstein, the webinar included remarks from ODEP Senior Policy Advisor Nadia Mossburg. It featured a panel of state government representatives from Kansas, Montana and Washington. [View "Disability-Inclusive Policy in COVID-19 Economic Recovery"](#)
3. Tracking Youth Unemployment During the COVID-19 Pandemic. This resource released by Mathematica is a monthly, semi-annual, and annual data series on youth unemployment beginning with 2010. The data series provides publicly available and timely data on youth unemployment at the national level by population groups, at the state level, and in select metro areas. The data can help policymakers, foundations, and other key stakeholders who directly serve youth target their resources and programs more effectively.
 - a. <https://www.mathematica.org/projects/tracking-youth-unemployment-during-the-covid-19-pandemic>

Apprenticeship

1. The Partnership on Inclusive Apprenticeship released two resources to support people with disabilities through the apprenticeship process. "Advancing Your Career through Inclusive Apprenticeship" and "Becoming an Apprentice" communicate the value of apprenticeships, what it means for apprenticeships to be inclusive, and the steps people with disabilities can take to secure an inclusive apprenticeship in high-growth, high-demand industries.
[Read "Advancing Your Career through Inclusive Apprenticeship"](#)
[Read "Becoming an Apprentice"](#)
2. Disability Disclosure for Apprentices
The Partnership on Inclusive Apprenticeship released the third resource in its apprenticeship resource series for people with disabilities. PIA published "Disclosing Your Disability and Requesting an Accommodation" to provide apprentices with information on if, when and how to disclose their disabilities and request accommodations to support their success as apprentices.
 - a. [Read "Disclosing Your Disability and Requesting an Accommodation"](#)
3. Disability Inclusion Training

The Partnership on Inclusive Apprenticeship posted a podcast in its “Apprenticeship for All” series on “Disability Inclusion Training for Employers.” In the podcast, Dr. James McNeil, an expert in vocational rehabilitation, disability management and HR compliance, discusses the positive effect of disability inclusion training for employers. He shares how appropriate accommodations allow employers to grow a dedicated and skilled workforce while addressing intersectionality and its impact on their diversity, equity, inclusion and accessibility goals.

- a. [Listen to the podcast episode or read the transcript of “Disability Inclusion Training for Employers”](#)

4. Success Story on Inclusive Apprenticeship in State Government

As part of the National Apprenticeship Week celebration, the Council of State Governments, in collaboration with the State Exchange on Employment & Disability, published a blog on “Ohio Program Sees Success with Disability Inclusion, Preparation for State Government Careers.” The blog focuses on an Ohio vocational apprenticeship program that encourages state government to hire individuals with disabilities.

- a. [Read “Ohio Program Sees Success with Disability Inclusion, Preparation for State Government Careers”](#)

Workforce/WIOA

1. WIOA: [CIE official definition.](#)
2. WIOA: [CIE final rule.](#)
3. Inclusive Workforce Development Services Toolkit

The U.S. Conference of Mayors’ Workforce Development Council, in collaboration with the State Exchange on Employment & Disability, published a toolkit on “Providing Effective Workforce Development Services to Individuals with Disabilities in a Limited Resource Environment.” The toolkit promotes COVID-19 recovery efforts that advance inclusive and equitable employment for individuals with disabilities. It features actions for city and workforce leaders to expand employment opportunities for people with disabilities and to develop policies, programs and practices that promote workforce inclusivity and accessibility. SEED presented the findings of the toolkit during WDC’s Annual Meeting.

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- [Read “Providing Effective Workforce Development Services to Individuals with Disabilities in a Limited Resource Environment”](#)

Intersectionality

1. “Disability Is Intersectional featuring Keri Gray”
 - https://www.youtube.com/watch?v=TuO81byl_OA
2. “Your Values & Disability featuring Rebecca Cokley”
 - <https://www.youtube.com/watch?v=SbViO-qtYxM>
3. “How Data Speaks to Disability and Employment in the Black Community”
 - [Data Disability and Employment in the Black Community \(pdf\)](#)
4. “Racial Identity and the Rehabilitation Process”
 - [Black Identity and Rehabilitation \(pdf\)](#)
5. “‘I don’t know how I can survive.’ Women have been hit the hardest by COVID’s economic toll”
 - <https://www.latimes.com/business/story/2021-05-07/will-california-women...>