



California NEON Competitive Integrated Employment Community of Practice

Staff development is the most critical element to quality services. Development opportunities are available in many formats. A Community of Practice (CoP) is a powerful and effective means to support our staff. The CoP will provide a forum for sharing best practices while allowing members to problem-solve with colleagues. Customizing the experience to the group's needs of the group while supporting the individual team member provides for sustainable improvement in the quality of services. A CoP can be a “lifeline” for staff to stay engaged in their work and remain in a position.

The California State Council on Developmental Disabilities secured federal technical assistance through the U.S. Department of Labor NEON grant (National Expansion of Employment Opportunities Network) and the Administration of Community Living's Disability Employment TA Center. The focus is on California's transition from subminimum wage by maximizing national best practices. These include focused, national subject matter expert (SME) led technical assistance on leveraging state and federal funding for braiding and sequencing competitive integrated employment funding and the development of our CoP. Optimizing braided funding between government agencies is rooted in value-based purchasing, focusing on funding services that secure desired outcomes like competitive integrated employment and job retention.

The California CoP, led by national SMEs, targets diverse stakeholders like employment providers, regional center employees, and other direct service

staff involved in the 14(c) transition. The content includes work incentives and benefits planning, change management, customized employment, individualized services, business bottom-line enhancing employer education and outreach, and self-employment. The CoP content is strategically designed to respond to stakeholder areas of interest identified in SB 639 phase-out focus groups and other disability employment-related initiatives. The CoP provides an opportunity to introduce new resources, share national best practices, recognize innovation, explore challenges, and celebrate achievements in real-time as services evolve.



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Community of Practice Session Calendar

You may submit questions before each scheduled session [here](#).

SESSIONS	DATE/TIME
<p>Session 1</p> <p>Benefits-Paid employment does not necessarily mean people lose their benefits. A certified Work Incentives Planner explores how earned income may impact SSI and Title 2 Benefits (SSDI & Childhood Disability Benefits CDB/SSDI) for people who have disabilities and how people typically earn more money when employed.</p> <p>Zoom Registration Link</p>	<p>June 28, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>

<p>Session 2</p> <p>Customized Employment/Discovery/job shadow as a tool for discovery. There is often a disconnect between best practice and implementation-How do you meaningfully engage in discovery? Explore these issues and how it becomes manageable for an organization.</p> <p>Zoom Registration Link</p>	<p>July 12, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>
<p>Session 3</p> <p>Job development/job customization/business bottom line: How to supervise and implement employer development efforts.</p> <p>Zoom Registration Link</p>	<p>July 19, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>
<p>Session 4</p> <p>Job retention coaching and systematic instruction are important. Reconcile the need for support with the reality that it is hard to find.</p> <p>Zoom Registration Link</p>	<p>July 26, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>
<p>Session 5</p> <p>MH/co-occurring focus-disclosure, accommodations, IPS, Paula Toblar from Disability Rights California</p> <p>Zoom Registration Link</p>	<p>August 2, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>
<p>Session 6</p> <p>Ask me anything/Ask the expert session. A panel of 3 or 4 SMEs answer questions from the community.</p> <p>Zoom Registration Link</p>	<p>August 9, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>
<p>Session 7</p> <p>Wrap up-transition planning, discussion of CoP efficacy and on-going needs.</p> <p>Zoom Registration Link</p>	<p>August 16, 2023</p> <p>9:00 a.m. – 11:30 a.m.</p>

Follow the Council on social media to keep up with statewide and regional events!



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