



ORANGE COUNTY LOCAL PARTNERSHIP AGREEMENT

The purpose of the Orange County Local Partnership Agreement (OCLPA) is to enhance partnerships that promote preparation for and achievement of competitive integrated employment (CIE) for youth/adults, 14 years old through 30 years+, with disabilities and related “At Risk” populations including individuals with intellectual disabilities and developmental disabilities (ID/DD).

The OCLA was established in July 2017 and has grown to over 180 members from 60+ agencies. Partners include...

Local Education Agencies	Disability Resource Agencies
Workforce Development Programs	Families
Individuals with Disabilities	Disability Advocacy Organizations
Post-Secondary Education	Foundations & Non-Profits
Adult Service Providers	Career Pathway Programs

Over the last five years the OCLPA’s actions have included...

Developed Disability Related Glossary	Develop an annual OCLPA Action Plan
Monthly Steering Committee Meetings & Resource Google Drive	Completed Orange County Workforce Development Information Sheets
Universal Referral Process	OC Business Partnership Coordination
CU TPI Transition Web Site	OC Ask the Experts Zoom Conversations
Community Conversation SB 639	OC Challenge Think Tanks

Additionally, once the OCLPA has identified a need and a group of interested individuals make a commitment...an OCLPA Work Team is developed, implemented, and made operational. At the current time, the OCLPA has seven Work Teams as indicated below.

OCLPA WORK TEAMS

2023

March 31, 2023

1) Project SEARCH Orange County

(Kathi Millett, Goodwill of Orange County & OCBPI Grant Staff)

Project SEARCH is part of an internationally recognized program dedicated to building a workforce that includes people with disabilities. This benefits the individual, the community, and the workplace. The purpose of this program is to develop skills that advance employment opportunities, provide pathways to careers, and enable participants to succeed as contributing members of their community. There are currently 656 Program Sites in 48 States and 10 Countries.

Project SEARCH Orange County works in collaboration with employers, school districts, state agencies, community partners, community colleges, and other organizations who are committed to providing year-long unpaid internship opportunities to young adults with developmental and intellectual disabilities. The internships occur in professional, integrated, and inclusive settings. The purpose is to explore employment options and job preferences, through specialized skill development opportunities. This is especially helpful to individuals who

have limited workforce experience. The goal of the program is to better prepare our interns for competitive integrated employment (CIE) outcomes.

The Project SEARCH Orange County Work Team including RCOC, DOR, families, adult service providers, business partners, K-12, community colleges and advocacy groups, oversees the operation of two active sites: 1) Children's Hospital of Orange County and Kaiser Permanente Anaheim Medical Center. Additionally, several additional sites are in the planning process.

2) Post-Secondary Disability, Equity & Inclusion Services & Supports **(Adam Gottdank, North Orange Continuing Education & OCBPI Grant Staff)**

Members of the Postsecondary Education (PSE) subcommittee includes K-12, DOR, RCOC, families, adult service providers, Orange County PSE, and additional California community colleges. The purpose of this subcommittee is the identification of student needs, services that currently exist, services that are needed, program models and research that promotes the transition, inclusion, persistence, and success of students with disabilities with consideration of intersectionality factors in postsecondary education and employment; and provide recommendations for best practices and implementation to the OCLPA Steering Committee.

Current efforts include the development and distribution of an "Inclusion Survey" to relevant PSE stakeholders to identify effective and needed PSE services and supports to promote success and positive outcomes for Individuals with Disabilities. This survey has also been translated into Spanish and Vietnamese by the Chapman University Thompson Policy Institute. Survey results will be reviewed, and a report developed.

Additionally, team members will be conducting a review of over (20) PSE Sites in California and the nation, with robust disability related programming and services. The interview format and questions are currently being finalized. Once approved, members of the sub-committee will be assigned to PSE Programs and the interviews will be conducted. It is anticipated that this process and its report will be completed by Fall 2022 with the assistance of a CU TPI Graduate Research Intern.

3) Agriculture Work Team **(Ray Bueche, Saddleback Valley Unified School District & OCBPI Grant Staff)**

The Saddleback Valley Adult Transition Program and the University of California South Coast Research and Extension Center (SCREC) oversee this work team. This is a vocational training program for students and adults with disabilities and is located on two hundred acres in Orange County South Coast research and extension center, one of nine research and extension centers in the UC agriculture and natural resources system. It was established by the University of California in 1956 as a representative site for agricultural and horticultural research in California South coastal plain-temperate climatic zone

Members of this work team include representatives of school districts and adult service providers. Current work efforts include preparing individuals with disabilities for jobs in the garden centers, commercial nurseries, and landscaping. Specific strategies include identify business partners, including Master Gardeners of Orange County, curriculum development and basic use of landscaping tools, irrigation management and maintenance of fruiting and landscape trees.

Members of this work team meet to discuss methods to expand farm to table programming with a focus on Career Pathways including:

• Agribusiness Systems	• Environmental Service Systems
• Animal Systems	• Food Products & processing Systems
• Natural Resources Systems	• Plant systems
• Power, Structural & Technical Systems	

4) Benefits Planning & Mangement (Judi Uttal, OC Asperger’s Support Group)

This Work Team has been developed to address the many benefits related concerns voiced by families and Individuals with Disabilities. Members include Families, Department of Rehabilitation (DOR), Regional Center of Orange County (RCOC), Disability Rights California (DRC), State Council on Developmental Disabilities (SCDD), and CU TPI.

Specifics will include reviewing:

- On-going benefits issues reported by families
 - ✓ Eligibility
 - ✓ Application process
 - ✓ Combining Employment with benefits receipt
 - ✓ Overpayments
 - ✓ Re-determination Status
 - ✓ Use of Work Incentives (SSI & SSDI)
- Social Security Administration (SSA) Policies & Procedures
- SSA Work Incentives Reporting
- Benefits Planning and Management Certified Planners Services (Work Incentives Planners (WIPs) & Work Incentives Planning & Assistance (WIPAs))
- ABLE ACT

Efforts will also include identifying resources to include on the CU TPI Website to assist families and IWD who have questions and or encounter benefits related issues. Additionally, when needed, TPI Staff will reach out to the SSA Benefits Division to ask questions and receive guidance from federal benefits experts.

5) Competitive Integrated Employment (CIE) Data Collection (Adam Gottdank, NOCE & OCBPI Grant Staff & Linda O’Neal CUTPI, RCOC, SDSUII & OCBPI Grant Staff)

Data collection and sharing across agencies is the next step for the OCLPA as we strive to demonstrate positive outcome measures for the employment of people with disabilities. This is the newest OCLPA Work Team and includes DOR, RCOC, NOCE, Adult Service Providers, K-12, and CU TPI.

Currently we have separate systems collecting different types of employment related data on individuals with disabilities. This team will address differing data collection variables including...

- Data Collection methods
- Strategies to share data across agencies
- Individuals with Disabilities specifics
- Competitive Integrated Employment

- SB 639 Minimum Wage Requirements
- Business Partner/employer Lists
- Career Pathway Job Listing
- Report Format
- Strategies to get publicize report information

These outcome measures are needed to verify best practices and inform the need for additional and revised programming efforts

6) Family Work Team

(Melissa Cory, OC Families, President Emeritus, Spirit League)

This is a great opportunity for families who have adult children with disabilities to get together on Zoom or in person to discuss needs, challenges, and other topics of interest. Specific parents have been invited based on expertise and willingness to share firsthand experiences at conferences, in meetings and workshops.

This team meets once per month for one hour.

Focus Areas:

- Disability Related Needs of Family Members
- Identifying Community Resources
 - ✓K-12 Education
 - ✓Post-Secondary Education Opportunities
 - ✓Service Agencies
 - ✓Service Providers
 - ✓Benefits use & problem solving
- Competitive Integrated Employment
- Transportation
- Access & Accommodations
- Success Stories
- Conservatorship & Alternatives
- Life Planning for after Parents are gone

Outcomes:

- ✓Vetted Transition/life Planning Materials for Families
- ✓Vetted/recommended TPI Website Resources for Families
- ✓“How To” Information Sheets (One Pagers)
- ✓Identification of Systems Challenges

7) Business Site Accommodations

(Richard Rosenberg, CUTPI & SDSUII and OCBPI Grant Staff)

As the OCLPA addresses success in Competitive Integrated Employment (CIE), we have recognized a need to review practices in identifying, requesting, and implementing work related accommodations. Reports from Individuals with disabilities and their families and reports from business partners indicate a gap in services including:

- Identifying needed and appropriate accommodations
- Assisting Individuals with Disabilities to utilize self-advocacy skills in the workplace
- Understanding the Americans with Disabilities (ADA) Legislation & its application
- Requesting accommodations from employers
- Assisting employers with the use of accommodations taking into consideration appropriateness, cost, and effects in the workplace
- Monitoring effectiveness of implemented accommodations
- Understanding the business side of accommodation use
- Assisting with co-worker perceptions of accommodations

This work team includes RCOC, DOR, Business partners, Families, IWD and CU TPI. Efforts will include developing materials to assist stakeholders in the successful use of accommodations in the workplace.

8) OC Work Based Learning CIE Document Revisions
(Linda O'Neal CUTPI, RCOC, SDSUII & OCBPI Grant Staff)

This work team has been meeting since Fall 2022 to revise all of the Orange County Work Based Learning (OCWBL) Documents developed in 2012 by a team of individuals representing RCOC, DOR, and school districts. Updating is needed for all documents:

- **OCWBL #1 Pre-Employment Skills Development Chart**
- **OCWBL #2 Employment Skills Development Evaluation Chart**
- **OCWBL #3 Employment RTING Referral Summary Chart**

Specific Employment Development Skills include:

- 1. Follows Directions**
- 2. Dress/Hygiene**
- 3. Time Management & Employer Expectations**
- 4. Work Tasks**
- 5. Productivity/Quality of Work**
- 6. Communication & Socializations with Supervisor & Co-Workers**
- 7. Utilizing Workplace Natural Supports &/or Job Coaching**
- 8. Mobility/Community Safety/Transportation Options**
- 9. Technology Literacy**

This work team includes representatives from RCOC, DOR, School Districts, CUTPI, Community Colleges & Adult Service Providers