

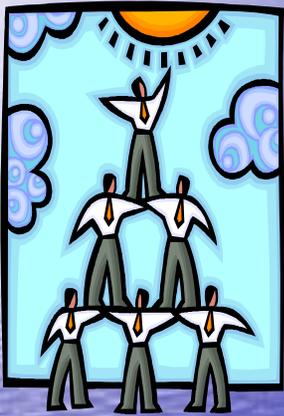
The World of Work in 2005-2006

Work for ALL: *The Sky's the Limit!*

California
Department of Developmental Services (DDS)
Employment Symposia
Presented by
Sherry Beamer & Associates, Inc.



Our Goals Today



Introduce regional center service coordination staff and leadership to:

- General economic trends
- Showcase of employment opportunities
- Information Guides to help educate

Create collaborative action plans to increase employment for people with disabilities throughout California

The Training Staff



- Sherry Beamer
Sherry Beamer & Associates, Inc.
- Dale Dutton
D3 Associates
- Local Training Associates
- Local Work Examples

Today's Agenda



- Opening Session
 - Employment Trends, Options
 - DVD about Making Money!
 - Importance of Benefits Counseling
- Lunch and Micro-enterprise Fair
- Break Out Sessions (4 – Repeated)
- “Taking It Home” – What Do I Do Next?

Economic Trends



- Adults with disabilities are one of the largest minorities in the United States without jobs, with an unemployment rate of nearly 70 percent.
- People with developmental disabilities often face an unemployment rate of 90%

Program, Policy, Economic Effects



- Many federal policies developed with perception that people with disabilities will be **eternally dependent and need segregation, charity and care.**
- Employment of adults with disabilities provides challenges with income security and health care provision, education and workforce training.

*Presidential Task Force on
Employment of Adults with Disabilities Report, 1998*

Program, Policy, Economic Effects



- Public benefit work incentives are complex
- There is little choice and control in providers to help find and keep work
- Competitive global employment market and societal attitudes about disabled persons as unproductive provide for few jobs.
- Many young people with disabilities grow up expecting to move from school to a lifetime of dependency on public benefits

*Presidential Task Force on
Employment of Adults with Disabilities Report, 1998*

The Current Economic Opportunities



- Projections from US Bureau of Labor Statistics predict a shortfall of skilled and knowledgeable workers as early as 2010
- The health care, retail sales and computer industries is where the opportunities, and needs, are predicted.

The Current Policy/Program Opportunities

National, state and local policies/programs have changed to provide more options for people with disabilities to work.



The increasing number of options make navigating the service options for employment and public benefits complicated and confusing, especially for people with cognitive disabilities.

Reminder: Lanterman Act Intent



Vision

(legislative intent)

"...to promote opportunities for individuals with developmental disabilities to be integrated into the mainstream of life in their home communities."

Welfare and Institutions Code § 4501

California's Responsibility to People with Developmental Disabilities



Increase Inclusion/Integration

Enable people to approximate the pattern of everyday living of non disabled persons of the same age in living arrangement, lifestyle and relationships.

Welfare and Institutions Code § 4501

Today you will learn
about the changes



**To
government
programs to
help people
with
disabilities
work.**

People with Disabilities Want To and Need to Work!



*Spending Money
Makes a Person a
True "Consumer"
in our
"Communities"!*

New Opportunities in California

- DDS State-Wide Data System (CADDIS)
- DDS Performance Contracting Pilots
- Habilitation Move to DDS/Regional Centers
- New Options for Service/Support



CADDIS = Accountability!



- All Regional Centers will use the same accounting and reporting system
- Common Data Elements will support comparison and analysis

DDS Performance Contracting



- Very Specific Outcome Measures, e.g.
 - “Adults Who Want to Work Will Find a Job”
- Measured Against State Averages, e.g.
 - State Baseline - 25%
- **And** Individual RC Past History, e.g.
 - Presently - xx%
- **And** National Data, e.g.
 - Best Practice - 80%

Performance Contracting Outcome Requirements for **Employment**:

- Increase the percentage of adults with earned income; increase their total aggregate income.
- Increase the percentage of adults in employment and income generation environments.



Habilitation Services Move to DDS/Regional Centers

- Effective July 1, 2004
- Added Consumer “Work Supports and Services” Responsibility to RC Case Management/IPP planning
- Provides Opportunities for Greater “Life” Planning and Support Services



Self-Determination

- New CMS Independence Plus Waiver
- Employment as a regular part of life
- Individual Budgets
- Choice of Supports and Provider
- Independent Service Brokerage
- Fiscal Intermediaries



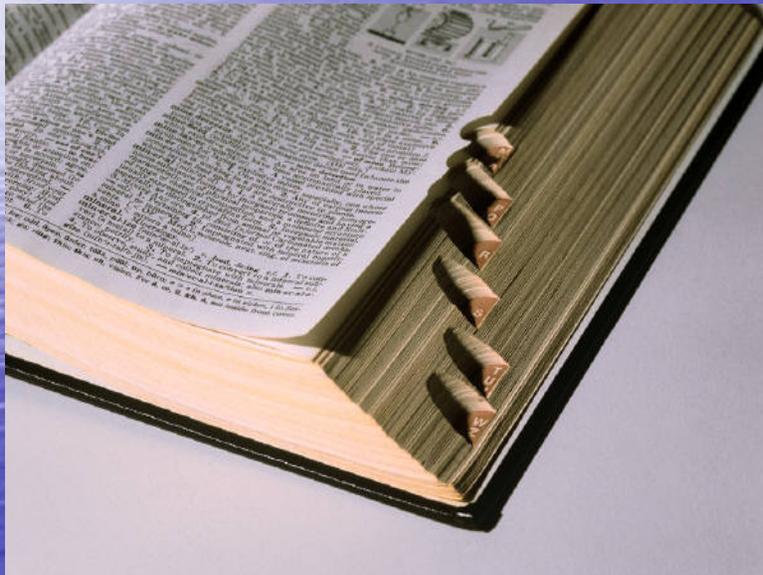
Options for Service/Support



- Supported Employment
- Work Activity, NISH, CARI, Reverse Integration
- Day Programs
- Self-Determination & Supported Living
- Micro-Enterprise/Business Ownership
- Competitive Employment

“Work” vs. Income Generation
(Building Equity!)

Some New Language (Jargon!)



Today, we will use the term "Supported Employment", but in many parts of the country, the original concept of SE has evolved into what is now called "Customized Employment"!

Customized Employment



Spends a greater amount of time "up front", developing a more individualized match between the worker's unique strengths, needs, and interests with the identified business needs of the employer, or the self-employment business chosen by the candidate. (See Guide for more detail.)



Public Resources Today

- Individual Program Funding
(Integrated Work – Day Program)
- Department of Rehabilitation programs/DDS
(Supported Employment)
- In-Home Support Services
(Public Authorities)
- Local One-Stop Career Centers
(Workforce Investment Act)
- Ticket-To-Work
(Social Security Administration)

And The Point Is...



Making it all work
together to
make the most of public
resources!

**(And increase
the quality of life!)**

Planning for Work Should Include:



- Interests and abilities
- Preferences of environment, hours, location, activity, etc.
- Accommodations and supports
- Career opportunities
- Potential social relationships
- Earnings and benefits
- Transportation
- Long range plans

Public Benefits Planning

Growing Up With A Disability

<http://www.preview.disabilitybenefits101.org/ca/situatio...>

disability benefits101 working with a disability in California

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Life Situations

Newly Diagnosed

**Growing Up With
A Disability**

Eric's Story

FAQs

Pitfalls

Resources

Workforce Re-Entry

Sudden Onset

Income Support

California State
Disability

Social Security
Disability Programs

Health Coverage

Private Health
Coverage

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**"I've gotten myself
though school.
Now I'm ready for a job.
Can I make enough
to live on my own?"**



[Read Eric's Story](#)



FAQs

[More FAQs...](#)

Frequent Pitfalls

[More Pitfalls...](#)

Next Steps: Resources

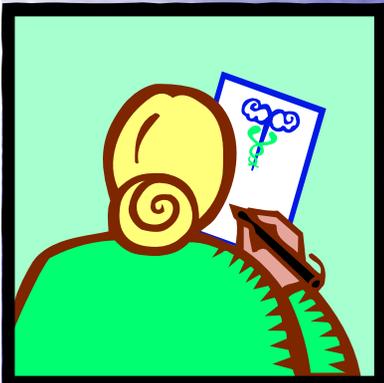
[More Resources...](#)

Public Benefits Planning



- Critical to any person receiving any public benefits, most importantly SSI or SSDI
- Difference in counting and reporting wages and business net profit
- Use of PASS, PESS, IWRE, 1619 a&b
- Potential source of startup funds

The "250% CWD" Program



- The full benefits of MediCal are available to workers with disabilities who earn up to 250% of the Federal Poverty Level!
 - \$1,995 (Family of one)
 - \$2,675 (Family of two)
- Enrollees currently pay between \$20 and \$175 per month (individual)

AB 925: Workforce Personal Assistance



- Some state funded In-Home Supportive Services (IHSS) can be used in the workplace.
- Conditions must be met for hours used at work, not travel to work. Extra hours are not given.

Supported Employment



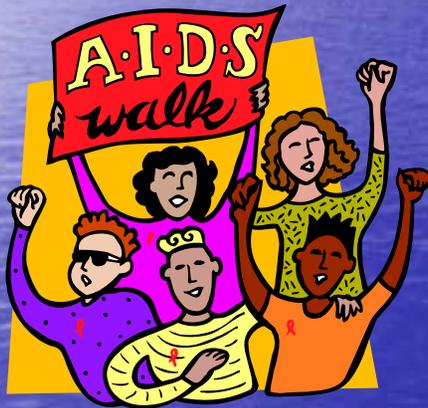
- Assessment
- Job Preparation
- Job Placement
- Follow-up Support
- On-going Services

Work Activity and VR-WAP



- Skills Assessment
- Job Training
- Support Needs Assessment
- Behavioral Needs Assessment
- Planning for Successful Placement

Day Programs



- Often includes work in the community
- May be paid
- May be volunteer
- Provides good experience
- Develops confidence
- Identifies supports needed for additional work opportunities

Micro-Enterprise Development

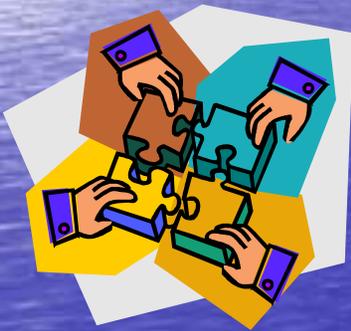


- Making money following a passion
- Create financial goals
- Create a plan to meet financial goals
- Investigate the feasibility
- Plan for operating a small business
- Public benefits financial planning

Income and Equity and Fun!

Critical Elements of Micro-Enterprises

- Person Centered Business Planning
- Feasibility Study
- Benefits Analysis & Counseling
- Business Plan Creation
- Startup Activities
- Ongoing Operations & Supports



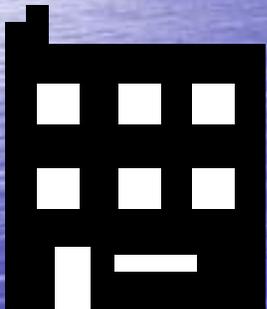
Competitive Employment



- Success with Natural Supports
- Opportunities for additional services if something “goes wrong”

One-Stop Career Centers

- Available in Every Community Statewide
- To serve “anyone” seeking Employment - including persons with disabilities, e.g. “the hard to serve”.
- Federal, State and local funding and policy
- Uses over 100 funding streams - including Vocational Rehabilitation \$\$\$.
- Disability Program Navigators
- **\$15+ Billion in 2005!!!**



Ticket to Work

- New Social Security program designed to help people get off SSI benefits
- Tickets have been sent to those on SSI in California
- Designed to expand support opportunities through local Employment Networks (ENs)
- **Limited reimbursement for services**



Ticket to Work, cont.



The tickets can be used to get almost any employment service, including transportation, from *Employment Networks*.

Employment Networks are approved service providers or employers that give employment services in exchange for outcome payments when people's checks are decreased because of their work earnings.

Our Challenges Today



- Regional Center Staff and Provider Knowledge/Training
- Provider Visibility to Workforce Development of Service Providers (One-Stop Career Centers and ENs)
- Provider Incentives for Change
- Consumer/Parent/Family Information

This "Stuff" Changes Daily

Stay Tuned In!



And Open Up Your Local Channels of Information!

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