



# THE EMPLOYMENT STATUS OF CALIFORNIANS WITH DISABILITIES

July 2007 – Final Report

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Annual Report to the Governor and the Legislature  
Presented by the California Governor's Committee on Employment of People with Disabilities

# **The Employment Status of Californians with Disabilities**

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# The Employment Status of Californians with Disabilities

## Table of Contents

	Page
<b>Introduction</b> .....	1
<b>Executive Summary</b> .....	2
<b>California Landscape</b> .....	4
2007 Recommendations .....	5
Evaluating Our Progress .....	6
Governor's Committee Work Since 2003 .....	7
<b>Implementation</b> .....	8
Strategy Implementation .....	8
Agency Liaison Subcommittee .....	9
Business Liaison Subcommittee .....	9
Education and Employment Subcommittee .....	9
Policy and Planning Subcommittee .....	10
<b>Partners</b> .....	10
California Health Incentive Improvement Project .....	10
World Institute on Disability .....	11
State Personnel Board .....	13
California Workforce Investment Board .....	14
California State University System .....	15
Chancellor's Office of the California Community Colleges .....	15
Department of Developmental Services .....	15
State Council on Developmental Disabilities .....	16

# **The Employment Status of Californians with Disabilities**

Department of Education .....	16
Department of Health Services .....	17
Department of Rehabilitation .....	17
Department of Social Services .....	18

## **Service Delivery .....** 18

One-Stop Career Center System .....	18
Empowering Individuals .....	18
Universal Access .....	18
Disability Program Navigators .....	20
Work Incentives Planning and Assistance Grant .....	20

## **Appendices**

Appendix A	Subcommittee Accomplishments .....	A-1
Appendix B	State Employment-Related Programs for People with Disabilities .....	B-1
Appendix C	California Comprehensive Strategy for Employment of People with Disabilities Logic Model .....	C-1
Appendix D	Strategy Implementation .....	D-1

# **The Employment Status of Californians with Disabilities**

## ***INTRODUCTION***

This is the fourth report on *The Employment Status of Californians with Disabilities* (Annual Report)<sup>1</sup> to the Governor and the Legislature, as mandated by Assembly Bill (AB) 925,<sup>2</sup> the Workforce Inclusion Act, Statutes of 2002; An act to add Sections 12803.6, 12803.65, and 12803.7 to the Government Code, to add Division 10 (commencing with Section 18000) to the Unemployment Insurance Code, and to amend Sections 12300 and 14132.95 of, and to add Sections 14007.95 and 14132.955 to, the Welfare and Institutions Code, relating to disabilities.

With the passage of AB 925, California was charged with developing a sustainable comprehensive strategy to bring the employment rate of people with disabilities as close as possible to that of the general population. The Governor's Committee on Employment of People with Disabilities (Governor's Committee) is designated to provide the leadership in coordinating and executing the design and activities of the strategy.

In 2006, the *California Comprehensive Strategy for the Employment of People with Disabilities* (Comprehensive Strategy) was developed and includes input from a wide variety of partners. The Comprehensive Strategy is the roadmap for implementing the goals contained in AB 925, including the development of a seamless, cohesive employment delivery system for Californians with disabilities.

California is one of the first ten states in the nation to have a Comprehensive Strategy to guide public policy towards systems change to increase the employment rate for people with disabilities. However, California is the only state with enabling legislation which creates an infrastructure firmly embedded within the State system to carry out this charge. With the structure in place, and the Comprehensive Strategy in hand, California is now positioned to make great strides toward the goal of bringing people with disabilities into gainful employment. This Annual Report describes the steps on the road to employment success for Californians with disabilities.

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<sup>1</sup> To view previous reports, go to <http://www.edd.cahwnet.gov/qcepdind.asp>

<sup>2</sup> To view Assembly Bill 925, go to [http://www.leginfo.ca.gov/pub/01-02/bill/asm/ab\\_0901-0950/ab\\_925\\_bill\\_20020929\\_chaptered.html](http://www.leginfo.ca.gov/pub/01-02/bill/asm/ab_0901-0950/ab_925_bill_20020929_chaptered.html)

# **The Employment Status of Californians with Disabilities**

## **EXECUTIVE SUMMARY**

The Governor's Committee is working towards identifying answers to difficult questions such as, "How many Californians with disabilities are employed?" "How many would like to be employed?" "What are the barriers stopping them from becoming employed?" "What can the system do to better prepare people with disabilities to be able to gain and retain employment?" "How can the State system be redesigned to provide the services needed?"

To answer these questions and others that follow returns the reader to previous Annual Reports. The Governor's Committee has reported in the last three reports that without good data, there is no way to accurately identify how many people with disabilities are currently employed or seeking employment. When employers were surveyed to determine if they knew the percentage of their workforce who claimed to be disabled, they could not, or would not, provide an answer. Most employers do not track disability in their diversity plans; they track country of origin, gender, etc. Employers depend on employees to self-disclose if they have a disability. Some employers do track requests for accommodations, but that does not give an accurate picture of the number of people with disabilities who are employed.

### **Current Data**

According to the United States Census Bureau press release of May 12, 2006, based on information in the *Survey of Income and Program Participation*, in 2002 approximately 51.2 million Americans, or 18 percent, said they had a disability and 32.5 million, or 12 percent, said they had a severe disability. More than half of those 21 to 64 years of age had a job. About 56 percent of people aged 21 to 64 who had a disability were employed at some point in the one-year period prior to the interview.<sup>3</sup>

Current data collection focuses on measuring disability for a variety of purposes—health, population, cultural differences, etc. Consequently, many surveys disagree on the actual numbers of employed or unemployed people with disabilities.

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<sup>3</sup> US Census News can be found at [http://www.census.gov/Press-Release/www/releases/archives/aging\\_population/006809.html](http://www.census.gov/Press-Release/www/releases/archives/aging_population/006809.html)

## **The Employment Status of Californians with Disabilities**

Looking at data provided by the California Department of Education (CDE),<sup>4</sup> there are large numbers of transition-aged students enrolled in Special Education classes. However, not all students with disabilities are in Special Education; consequently, these are not all-inclusive numbers. In the K-12 education system, children do not self-declare, but are assessed for inclusion in the Special Education program. The numbers do not hold when these students advance to the Community College or California State University system, where they self-declare if they have a disability, or may be tested for learning disabilities by individual campuses.

The issue of defining employment disability must be clarified. Major discrepancies in definitions of disability add to the data tracking inconsistencies. The general blanket term for a disability definition causes consternation among many people with disabilities. For example, many injured war veterans recently returning from Iraq and Afghanistan do not want to be called or considered disabled. They prefer to be identified by their disability, e.g., amputee, wounded, injured, etc. A "one-size-fits-all" label does not work for all people with disabilities.

What does it mean to be disabled? According to the federal government, the definition of "disability" varies depending on the purpose for which it is being used. Federal and State agencies generally use a definition that is specific to a particular program or service. For example:

- For purposes of nondiscrimination laws (e.g., the Americans with Disabilities Act, Section 503 of the Rehabilitation Act of 1973 and Section 188 of the Workforce Investment Act), a person with a disability is generally defined as someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment.
- To be found disabled for purposes of Social Security disability benefits, individuals must have a severe disability (or combination of disabilities) that has lasted, or is expected to last, at least 12 months or result in death, and which prevents working at a "substantial gainful activity" level.

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<sup>4</sup> California Department of Education can be found at <http://www.cde.ca.gov/>

## **The Employment Status of Californians with Disabilities**

- State vocational rehabilitation offices will find a person with a disability to be eligible for vocational rehabilitation services if he or she has a physical or mental impairment that constitutes or results in a "substantial impediment" to employment for the applicant.<sup>5</sup>

Some of these definitions include words or phrases that have been the subject of lawsuits, as individuals, agencies, and courts try to clarify the terms used in some of these definitions of disability. The Americans with Disabilities Act has a more narrow definition of "disability" than California's Fair Employment and Housing Act ([www.dfeh.ca.gov/statutes/FEHA%202005.pdf](http://www.dfeh.ca.gov/statutes/FEHA%202005.pdf))<sup>6</sup>

The Governor's Committee is continuing to work to resolve the issues around differing definitions and fluctuating numbers as to who is working with a disability and who is not.

### ***CALIFORNIA LANDSCAPE***

#### **Who are Californians with Disabilities?**

Based on demographic data from the 2005 American Community Survey (ACS),<sup>7</sup> conducted by the United States Census Bureau and reported by Cornell University,<sup>8</sup> a glimpse of what a Californian with a disability looks like is provided. The survey targeted working-age people between the ages of 21 and 64.

In California, during 2005:

- The percentage of working-age people with disabilities was 10.9 percent, vs. the 89.1 percent with no disability.
- The employment rate of working age people with disabilities was 37.4 percent, in comparison to 75.7 percent for people without disabilities.

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<sup>5</sup> To view DOL website, site go to: <http://www.dol.gov/odep/faqs/federal.htm>

<sup>6</sup> [www.dfeh.ca.gov/statutes/FEHA%202005.pdf](http://www.dfeh.ca.gov/statutes/FEHA%202005.pdf)

<sup>7</sup> American Community Survey can be found at <http://www.census.gov/acs/www/index.html>

<sup>8</sup> The 2005 Disability Status Reports for California, conducted by Cornell University can be found at <http://www.DisabilityStatistics.org>

## **The Employment Status of Californians with Disabilities**

- The poverty rate of working-age people with disabilities was 21.3 percent, while the total working-age population was significantly lower at 11.9 percent.
- The median annual labor earnings of working age people with disabilities working full-time/full-year was \$35,000, compared to \$52,050 for the State as a whole.
- The median annual household income of working age people with disabilities was \$42,200. For the state as a whole, the median annual household income was \$53,629.
- The percentage of working-age people with disabilities receiving Supplemental Security Income payments was 17.6 percent and 4.9 percent for the State as a whole.
- The percentage of working-age people with sensory, physical and/or mental disabilities that report an employment disability (difficulty working at a job or business) was 52.5 percent.

### ***2007 Recommendations***

- To increase the ability of people with disabilities to go to work, health care disincentives must be removed. The Governor's Committee strongly supports the strengthening of major provision of AB 925, the Medi-Cal 250% Working Disabled Program (250% Program).<sup>9</sup> Waiving limits on liquid asset limits, exempting retirement income, and eliminating the marriage penalty will increase the enrollment numbers in the 250% Program. Training county staff on the benefits to people with disabilities gaining employment is crucial. The Governor's Committee feels the 250% Program has been a positive step forward for many people with disabilities.
- The Governor's Committee continues to stress the importance of a coordinated statewide effort to gather disability data from and on programs and services to better develop strong employment policy for people with disabilities.

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<sup>9</sup> To view the Medi-Cal 250% Working Disabled Program, go to <http://www.dhs.ca.gov/mcs/mcpd/MEB/ACLs/PDFs/ACWDLs/1999ACLs/60s/99-67.pdf>

## **The Employment Status of Californians with Disabilities**

- The Governor's Committee will continue to work toward defining disability as it pertains to people seeking employment.
- The Governor's Committee is continuing to bring all partners to the table to address ongoing issues around accessible transportation and available housing. The Governor's Committee will start reviewing ways of getting current labor market information to service providers to ensure people with disabilities are focusing on finding high wage, high skill jobs in growing industries.

### ***Evaluating Our Progress***

Efforts aimed at evaluation and continuous improvement of the California Comprehensive Strategy for the Employment of People with Disabilities (Comprehensive Strategy) began in 2006.

In support of the evaluation, the California Health Incentives Improvement Project (CHIIP) recruited and hired a Research and Evaluation Coordinator in 2006. This researcher worked with Governor's Committee subcommittees to create outcome measures specific to their work plans. In addition, the CHIIP and Governor's Committee staff conducted background research locating administrative data across State departments that could be used to develop a system of reporting, tracking, and measuring outcomes.

Key to evaluation in 2006, the CHIIP developed a systematic and visual logic model of the relationships among resources, the planned activities of the Governor's Committee, and outputs needed to achieve the goals and objectives of the Comprehensive Strategy. The Logic Model process is a tool that has been used by evaluation researchers for more than 20 years. Key continuous improvement measures of performance are being identified from the logic model process (Appendix C).

Although information on the activities highlighted by Governor's Committee in 2006 can be examined in the logic model, the true evaluation of the Governor's Committee work will be the increased numbers of people with disabilities who find and retain employment, allowing them to live independently.

# **The Employment Status of Californians with Disabilities**

## ***Governor's Committee Work Since 2003***

The Governor's Committee has always reached out to form new partnerships to allow for more voices at the table. In Program Year 2004-2005, to address the issue of unreliable data, the Governor's Committee collaborated with the California Health Incentives Improvement Project (CHIIP) in contracting the University of California, San Francisco (UCSF),<sup>10</sup> to conduct a study of the various statistical sources available relating to disability, health, and employment.

In April 2005, UCSF made a presentation to the Governor's Committee on the results of their study. Within California, there is substantial variation in the rate of disability. The UCSF explored how the employment rate relates to the different sectors of the California economy, particularly areas where agriculture or technology predominate. Besides human capital (education, skills, and work experience), there are basically two primary factors that influence the rate of employment of people with disabilities: the external environment on the one hand and the health and functioning of the individual on the other hand.

The UCSF also identified gaps in collecting information that can be addressed to better inform disability policy in California. The California Health Interview Survey<sup>11</sup>, which is a very important survey of the health of Californians, is an example of such a gap, as it currently lacks a completely adequate measure of disability with which to identify the entire population of Californians with disabilities. With an adequate measure, the CHIS, conducted every two years, could provide essential information on how disability may change in the future.

To date, the Governor's Committee continues to work with its partners in the effort to identify, access, and provide the most accurate and reliable data available. By assembling the best and most recent statistical information on disability in California and recommending options to improve data collection on disability, policymakers and the public will be better informed and disability policy can be advanced to better serve Californians with disabilities.

To ensure consistent program and physical accessibility within the One-Stop Career Center System, the Governor's Committee worked in partnership with the U.S. Department of Labor (DOL) Region 6, the Department of Rehabilitation and the Employment Development

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<sup>10</sup> To view University of California, San Francisco, go to <http://www.ucsf.edu/>

<sup>11</sup> <http://www.chis.ucla.edu/>

## **The Employment Status of Californians with Disabilities**

Department in producing a three-day, multi-state disability-training forum. The DOL Region 6 *Building Employment Opportunities for People with Disabilities 2005 Training Forum* was held in March 2005 in Sacramento, offering stakeholders an opportunity to learn and share information about the challenges and solutions in helping people with disabilities access training and find employment.

One-Stop Career Center staff and local partners, human resources professionals, community based organizations staff and partners, disability program navigators and vocational rehabilitation professionals were invited. More than 450 disability stakeholders representing 11 states attended, with over 50 training workshops available to participants on a wide range of topics, including, but not limited to, employment and education for people with disabilities, discrimination issues, access to health care, services to youth with disabilities in transition from school to work or higher education, and disability policy.

In 2005, the Governor's Committee and the CHIIP Steering Committee developed a working vision statement, the guiding principles and goals for the Comprehensive Strategy. These building blocks were presented to other stakeholders for further input. A first draft of the proposed Comprehensive Strategy was developed in April 2005. The draft was posted for public comment on the Governor's Committee Web site and was widely distributed to State partners and advocacy groups for additional comment.

In 2006, the Comprehensive Strategy was approved by Secretary Victoria Bradshaw, Labor and Workforce Development Agency and by Secretary Kim Belshé, Health and Human Services Agency. The Governor's Committee's focus is now on implementation of the goals.

### ***IMPLEMENTATION***

#### **Strategy Implementation**

The focus of the Governor's Committee for the year has been on developing strategies by which the Governor's Committee may make deliberative recommendations to the Secretaries of Labor and Workforce Development and Health and Human Services Agencies on ways the Administration can implement the goals of the Comprehensive Strategy. The Governor's Committee has organized

# **The Employment Status of Californians with Disabilities**

itself into four subcommittees that have responsibility to develop recommendations for the Comprehensive Strategy.

The following contains brief descriptions of each subcommittee and its objectives.

## **Agency Liaison Subcommittee**

The Agency Liaison Subcommittee consists of membership of State Agency decision-makers, whose administrative responsibility includes implementing approved disability employment policies, providing oversight on State implementation efforts, and providing coordinated State-level efforts related to employment of people with disabilities.

The Agency Liaison Subcommittee is working toward the development of public policies to align public sector systems that support the employment of people with disabilities into an infrastructure that streamlines and maximizes resources.

## **Business Liaison Subcommittee**

The Business Liaison Subcommittee is comprised of private sector representatives of California's business community, advocates and stakeholders working to formulate strategies to increase employment opportunities for people with disabilities.

The Business Liaison Subcommittee is working toward engaging the business community in the development of an inclusive workforce system that supports their changing business needs and provides people with disabilities opportunities for employment and advancement in the workplace.

## **Education and Employment Subcommittee**

The Education and Employment Subcommittee is working with the educational, vocational training, and employer communities to advance policies and initiatives aimed at increasing employment and entrepreneurial opportunities for people with disabilities.

The Education and Employment Subcommittee is working to formulate strategies to assist youth and adults with disabilities with gaining the academic and job-readiness skills necessary to succeed in the workplace and to achieve financial independence.

# **The Employment Status of Californians with Disabilities**

## **Policy and Planning Subcommittee**

The Policy and Planning Subcommittee coordinates with other subcommittees, partners and stakeholders to identify barriers to employment and potential solutions. They are working to develop public policy that will align public sector systems that support the employment of people with disabilities and help streamline resources.

The Policy and Planning Subcommittee is working on issues around better coordination and integration of employment services and wrap-around services to help people with disabilities to gain and retain employment. Their work focuses on developing public policy that will align public sector systems that support the employment of people with disabilities into an infrastructure that streamlines and maximizes resources.

For detailed information regarding the subcommittee goals and accomplishments please refer to Appendix A.

For additional information regarding how the subcommittees will be implementing the Comprehensive Strategy in the upcoming year, please refer to Appendix D.

## ***Partners***

At the heart of AB 925 is the recognition that no one entity can accomplish the goal of employment parity for people with disabilities, but a coalition of partners working toward a common goal will make great strides toward accomplishing that goal. The following highlights activities of some of the critical partners working toward the goal of increased employment opportunities for Californians with disabilities.

Please refer to Appendix B for detailed information on employment-related programs for people with disabilities that were provided by these partners.

## **California Health Incentives Improvement Project**

The California Health Incentives Improvement Project (CHIIP) is a multi-agency collaborative effort working to remove barriers to employment and self-sufficiency of people with disabilities, particularly health care and personal assistance barriers. The CHIIP was created

## **The Employment Status of Californians with Disabilities**

in 2002, and is funded by a Medicaid Infrastructure Grant from the federal Centers for Medicare and Medicaid Services. Sonoma State University began administering the grant in 2003 with approval by the California Department of Health Services. In 2004, CHIP successfully competed for a comprehensive employment opportunity award, which provides a broader mandate and increased funding for the current grant period of 2005-2008. The CHIP and the Governor's Committee share a mutual vision and goal and the two organizations work closely in this shared effort.

The CHIP has supported the implementation of the Comprehensive Strategy through core outreach and training activities, research, policy analysis/development and sustainability goals by:

- Building state and local intergovernmental infrastructure to remove healthcare barriers and other obstacles to employment for people with disabilities.
- Increasing the number of participants utilizing the Medi-Cal Working Disabled and In-Home Supportive Services in the Workplace programs through outreach to people with disabilities, service providers, eligibility workers and employers.
- Strengthening labor force connections for people with disabilities by expanding and supporting the disability benefits counseling and training infrastructure of state and local program administrators, front-line staff and community-based organizations that assist people with disabilities in achieving successful employment outcomes and economic self-sufficiency.
- Improving employment and earning levels of Medi-Cal Working Disabled participants by evaluating the adequacy and effectiveness of, and developing improvements in, health incentives and other supports for people with disabilities related to employment, including for the Medi-Cal Working Disabled and In-Home Supportive Services programs.

### **World Institute on Disability**

The World Institute on Disability (WID) developed the California Work Incentives Initiative (CWII) in 2000 to provide information services on health coverage, and work and benefits to youth and adults with disabilities with the goals of reducing poverty for Californians with a

## **The Employment Status of Californians with Disabilities**

disability. The CWII has built a statewide technical assistance and policy center providing health and benefits information services via its Disability Benefits 101 (DB101) Web site, individual technical assistance, outreach and training services, policy education and advocacy activities.

### **DB101 Online Benefits Planning Sessions with Calculators**

With support from the California Health Incentives Improvement Project, Social Security Administration, the California Endowment and others, DB101 began its launch of online Benefits Planning Sessions with Calculators. The benefits planning sessions allow users to quickly explore scenarios that match their life situations or plans, and to find out more about benefit eligibility changes that can occur with a new job, a change in earnings, marital status and other financial circumstances. Each session produces a personal results section, rich with individualized information for the user.

The CWII conducted 27 disability benefits trainings throughout California for benefits planners, service providers, consumers and family members and other community members in 2006 using online calculators. The CWII received highly favorable feedback and exit evaluations. Online Calculators provide concrete graphs and results that demonstrate the effects of employment and other changes on benefit rules and program interactions. They can reveal surprising or hidden effects that beneficiaries will face being employed.

### **Policy Activities**

The California Work Group (CWG), founded by CWII in 2000, has been a central component of CWII's policy education activities. The CWG is composed of over 300 individuals with disabilities, benefits planners, representatives from community-based and government organizations dedicated to improving access to health care, benefits and employment for people with disabilities. In April of 2006, the CWG launched its new GAPS Taskforce on the Medi-Cal Working Disabled Program to identify and report on issues and gaps in use of this health care program for workers with disabilities. The GAPS recommendations contain elements found in California's Comprehensive Strategy and have been approved by the entire Governor's Committee.

# **The Employment Status of Californians with Disabilities**

## **State Personnel Board**

Government Code Section 19232 requires State departments with more than 50 employees to establish employment goals for people with disabilities and determine whether employees with disabilities are underrepresented in comparison to the California labor force, and if so, to set employment goals.

In 2005, to support this goal, the Governor issued Executive Order 5-4-05, calling for the State to assure that persons with disabilities are given equal employment opportunities and are treated fairly as employees.

The Executive Order required the State Personnel Board (SPB) to provide statewide leadership, in partnership with the Department of Rehabilitation, to coordinate and provide technical guidance to fulfill the intent of the Executive Order.

The SPB is charged with setting guidelines, oversight, technical assistance, and reporting to the Governor and the Legislature on the status of overall employment programs for individuals in State government and the achievement of annual employment objectives.

The SPB administers the Limited Examination and Appointment Program (LEAP). This is an alternate examination and appointment process designed to facilitate the recruitment and hiring of persons with disabilities. Individuals who qualify for LEAP will be able to apply for any LEAP-specified examination for which minimum qualifications are met. LEAP placement is available in many job classifications and the selection process establishes an eligible referral list of names for departments to use in hiring.

To ensure that the State meets its obligation to provide equal employment opportunity and has non-discriminatory employment practices, the SPB collects statistical information about the State civil service workforce. *The Departmental Score Card*<sup>12</sup> provides each State department's activity score with respect to employment of people with disabilities, equal employment opportunities and upward mobility.

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<sup>12</sup> Departmental Score Card FY 2004-2005 Results  
<http://www.spb.ca.gov/civilrights/documents/Departmental%20Score%20Card-FY04-05%20BY%20SIZE.xls>

## **The Employment Status of Californians with Disabilities**

On the Score Card there were a total of 141 State departments, with 206,033 total employees at the end of Fiscal Year 04-05. 48 of those departments reported “generally performing well in this area” relating to the number of employees with disabilities represented. 29 departments reported “not applicable”, 46 inform “some areas of improvement required” and 18 showed “significant areas of improvement required.”

With regard to hiring individuals with disabilities, the State departments ranked significantly higher, with 84 reporting “generally performing well in this area”, 29 acknowledged “not applicable”, 24 reported “some areas of improvement required” and only four showed “significant areas of improvement required.”

Disappointedly however, on the subject of employing people with disabilities through LEAP, only nine departments showed “generally performing well in this area”. One department reported LEAP is not applicable, 21 report “some areas of improvement required”, while the remaining 110 departments specify “significant areas of improvement required.”

In the upcoming year, the Governor’s Committee will work with the SPB and other partners to work to ensure that State government is a model employer of individuals with disabilities.

### **California Workforce Investment Board**

The California Workforce Investment Board (State Board) is responsible for assisting the Governor in performing the duties and responsibilities required by the federal Workforce Investment Act (WIA) of 1998. With this responsibility, the State Board is charged with recommending policies to the Governor regarding full implementation of the WIA, including universal access for all.

Senate Bill (SB) 293, Statutes of 2006, requires the State Board to create a strategic workforce plan for California. The State plan is described in SB 293 as a strategic plan for the entire workforce system, and is intended to serve as a framework for the Strategic Two-Year Plan for the WIA. It will also serve as a framework for the development of workforce policy and fiscal investment, and for the operation of California’s labor exchange, workforce education, and training programs.

# **The Employment Status of Californians with Disabilities**

## **California State University System**

The California State University system has 23 campuses throughout the state, employing 46,000 faculty and staff. The system reports enrolling approximately 410,000 students in 2006, of which more than 12,000 sought services through campus Services for Students with Disabilities. The total student population with disabilities is likely larger than the 12,000 seeking services, but the exact number is unknown, since that demographic is not reported and tracked.

## **Chancellor's Office of the California Community Colleges**

The California Community Colleges Chancellor's Office provides guidance for the 73 districts and 109 colleges that constitute the California Community Colleges system. The largest system of higher education in the nation, California Community Colleges provided educational, vocational and transfer programs to more than 2.5 million students during academic year 2004-2005. During the 2005-2006 State fiscal year, the California Community Colleges Disabled Student Programs and Services program served 87,728 students statewide.

## **Department of Developmental Services**

The Department of Developmental Services (DDS) administers services for people with developmental disabilities through a network of 21 not-for-profit regional centers. These regional centers are responsible for securing and coordinating access to community resources and purchasing services to meet the needs of the individual to live, work and enjoy recreational activities in the person's community.

One of the priorities of DDS is to assist all individuals with developmental disabilities who desire employment to achieve that goal. Regional centers make referrals to the Department of Rehabilitation (DOR), as appropriate, for vocational rehabilitation services in the form of the Supported Employment Program (SEP). Because DOR's services are time-limited, regional centers fund the long-term supports once an individual has a job, is stable, and DOR closes the case. This program is an extension of SEP, and is called the Habilitation Supported Employment Program.

As of October 2006, 9,275 individuals were enrolled in work activity programs; 3,833 individuals had been placed in supported individual

## **The Employment Status of Californians with Disabilities**

placements; and 3,522 had been placed in supported employment group placements.

### **State Council on Developmental Disabilities**

Senate Bill (SB) 1270, Statutes of 2006, directed the State Council on Developmental Disabilities (State Council), with support from the Department of Developmental Services, to gather information from stakeholders to draft a report detailing strategies for different and expanded nonresidential (work, social, recreational, school) opportunities for people with developmental disabilities. The report was submitted to the Legislature May 1, 2007.<sup>13</sup>

The Governor's Committee participated in the SB 1270 stakeholder input process. The resulting report contains many goals and strategies that align with the goals of the Comprehensive Strategy and the work of the Governor's Committee. The State Council has delineated those areas in the report as opportunities for partnership and leveraging of resources with the Governor's Committee partners. In the upcoming year, the Governor's Committee and the State Council will coordinate their participation on each other's respective work projects to build upon the work already in progress, avoid duplication of effort, and maximize resources.

### **Department of Education**

The California Department of Education (CDE) oversees the state's diverse public school system that is responsible for the education of more than seven million children and young adults in more than 9,000 schools. As such, CDE is a critical partner in impacting the success of youth with disabilities in making the transition to post-secondary education, training or employment.

For 2005, the state's K-12 system had a total enrollment of 6,312,436 students, with a Special Education enrollment of 683,178 students. This represents 10.8 percent of the total enrollment. The enrollment for the transition-aged (14-22 years old) special education students was 224,914.

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<sup>13</sup> The SB 1270 report can be found at <http://www.sccd.ca.gov/SB1270.htm>

## **The Employment Status of Californians with Disabilities**

The CDE provides tables<sup>14</sup> that reflect specific Special Education enrollment by disability and by ethnicity for transition-aged youth with disabilities. As noted earlier, not all students with disabilities are enrolled in Special Education classes, so these numbers do not reflect the universe of students with disabilities, but it does represent a significant number of them.

### **Department of Health Services**

The Department of Health Services (CDHS) is leading the way as a model employer for people with disabilities. As of March 31, 2006, persons with disabilities accounted for 15.1 percent, or 835 employees in the CDHS workforce. This exceeds the State Personnel Board's goal-setting threshold of 13.3 percent (80 percent of the 16.6 state disability parity) by 10.8 percent. (Note: In January 2007 CDHS Office of Civil Rights resurveyed our 5829 employees, which determined that CDHS now has 1224 employees who self identified having disabilities. As of March 31, 2007, 21 percent of the CDHS workforce reported having disabilities, which surpasses the State Personnel Board goal-setting threshold.)

The CDHS has also established a model Disabilities Advisory Committee.

### **Department of Rehabilitation**

The Department of Rehabilitation (DOR) is an active Governor's Committee partner participating on all four subcommittees. The DOR assists Californians with disabilities in obtaining and retaining employment and maximizing their ability to live independently in their communities. Working with individuals of every type and category of disability, DOR provides vocational rehabilitation services to eligible Californians. Vocational rehabilitation services are designed to get Californians with disabilities prepared for employment and include training, education, transportation and job placement.

For Fiscal Year 2005-2006, DOR accepted 40,085 new applications from individuals seeking vocational services. Total cases for the year numbered 115,640 (total cases consist of total open cases and closed cases), and they helped facilitate job placement of 14,290 people with disabilities.

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<sup>14</sup> To view CDE Special Education data go to:  
<http://data1.cde.ca.gov/dataquest/SpecEd/SEEnrEthDis1.asp?cChoice=SEEthDis1&cLevel=State&cYear=2005-06&ReptCycle=December>

# **The Employment Status of Californians with Disabilities**

## **Department of Social Services**

The California Department of Social Services (CDSS) is an active partner in the implementation of AB 925 and in the development of the Comprehensive Strategy to bring the employment rate of people with disabilities as close as possible to that of the general population. The CalWORKs (Temporary Assistance to Needy Families), In-Home Support Services, and Deaf Access Programs continue to provide employment and support services to people with disabilities.

In addition, CDSS has taken several steps to serve as a model employer for people with disabilities. Its Disability Advisory Committee is working to identify barriers to employment and work with the Department to increase the number of people with disabilities in employment.

## ***Service Delivery***

California's One-Stop Career Center System was designed in such a way that all employment services would be accessible at or through the One-Stop Career Centers. AB 925 is specific in its charge that workforce preparation services be accessible to employers and jobseekers with disabilities through these centers.

## **One-Stop Career Center System**

The Workforce Investment Act (WIA) of 1998 established seven principles by which the federal job training programs would be coordinated to provide a comprehensive workforce system. The reformed system was to be customer-focused, and to help people access the tools they need to manage their careers through information and high quality services. Two of the principles are most important to providing employment services to people with disabilities.

**Empowering Individuals** — Eligible adults are given financial power to use Individual Training Accounts to supplement financial aid already available through other sources. Individuals are empowered through the advice, guidance and support available through the One-Stop Career Center System and the activities of the One-Stop Career Center partners.

**Universal Access** — Any individual will have access to the One-Stop Career Center System and to core employment-related services. In addition, they will receive information about job

## **The Employment Status of Californians with Disabilities**

vacancies, career options, student financial aid, relevant employment trends and help in conducting a job search.

There are 19 mandatory partners in the One-Stop Career Center System, including representatives from education, vocational rehabilitation, aging, Job Corps, etc. In addition, many One-Stop Career Centers are expanding the partnership to include community-based organizations that serve people with disabilities, e.g., Sacramento Employment and Training Agency has an interactive partnership with Crossroads, a local community-based organization that focuses on serving people with mental health disabilities.

California has 49 Local Workforce Investment Areas (Local Areas) which are responsible for providing Workforce Investment Act-funded employment services in California through the One-Stop Career Centers. The Local Areas contract with organizations to operate the local One-Stop Career Centers. In each area there must be at least one comprehensive center where all partner services are accessible. Each Local Area is directed by the Local Workforce Investment Board, which sets local employment related policies.

Assembly Bill 925 directed the Governor's Committee to work closely with the State Workforce Investment Board to make sure the One-Stop Career Centers in California are accessible to both adults and youth seeking employment. Consequently, the Governor's Committee is working with the local delivery system to ensure both physical and programmatic accessibility. The Governor's Committee has worked for the past four years to help people with disabilities gain an increased comfort level in using the employment services provided through the partners in the One-Stop Career Center System.

In this continuing effort to provide the One-Stop Career Centers with opportunities to increase their capacity to serve people with disabilities, the Employment Development Department (EDD) and the Governor's Committee have applied for and received funding to support Disability Program Navigators (Navigators) and Community Work Incentive Coordinators (Coordinators). The Navigators work as change agents in their local areas to ensure that the local workforce investment system is accessible both physically and programmatically to serve all Californians needing employment-related services. The Coordinators work with people with disabilities so they understand the relationship between their anticipated wages and their benefits.

# **The Employment Status of Californians with Disabilities**

## **Disability Program Navigators**

Since 2003, California has been participating in the Department of Labor and the Social Security Administration funded Disability Program Navigator demonstration project.<sup>15</sup> California currently has 33 Navigators located in 19 Local Areas.

These Navigators serve as a resource to their workforce investment community to ensure the availability of comprehensive knowledge of federal, state, local, and private programs that enable people with disabilities to gain, return to, or retain employment. They are working to strengthen the infrastructure of the One-Stop Career Centers to better serve people with disabilities. They are outreaching to the employer community to let them know there is a skilled workforce available.

For example, in 2006, the San Bernardino County Disability Program Navigator submitted a proposal to the San Bernardino County Workforce Investment Board to establish a Disability Advisory Committee. The Local Workforce Investment Board met and approved the proposal in February 2007. The Disability Advisory Committee will serve in an advisory capacity to the Local Workforce Investment Board, providing an interagency approach for identifying obstacles to the effective and meaningful participation of jobseekers with disabilities in the local workforce development system, and for identifying and recommending coordinated solutions to overcome those barriers. The first meeting of the Disability Advisory Committee was held in April 2007.

## **Work Incentives Planning and Assistance Grant**

In 2006, the EDD and the Governor's Committee applied for cooperative agreement funds from the Social Security Administration (SSA) to provide Work Incentives Planning and Assistance (WIPA) Program<sup>16</sup> services to beneficiaries with disabilities in three California counties. The SSA made WIPA funds available to disseminate accurate information on work incentives programs and related issues to assist SSA beneficiaries in their employment efforts. The Community Work Incentive Coordinator, funded by WIPA dollars, is responsible for helping people with disabilities understand how their benefits may or may not be

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<sup>15</sup> To view the Disability Program Navigator Initiative, go to [http://www.doleta.gov/disability/new\\_dpn\\_grants.cfm](http://www.doleta.gov/disability/new_dpn_grants.cfm)

<sup>16</sup> To view the Work Incentives Planning and Assistance (WIPA) Program, go to <http://www.socialsecurity.gov/work/ServiceProviders/WIPADirectory.html>

## **The Employment Status of Californians with Disabilities**

affected by employment. The Coordinators are resources within the One-Stop Career Centers to help people with disabilities better plan for their future.

In September 2006, EDD provided WIPA funds to the Riverside County Economic Development Agency, the Sacramento Employment and Training Agency, and the San Diego Workforce Partnership to coordinate a WIPA program in their respective counties. The Coordinators are working in partnership with Navigators to provide a wide range of services, including benefits planning, employment, and supportive services. The pairing of these two positions is the natural next step in building the One-Stop Career Center infrastructure of services and supports to assist individuals with disabilities in their return to work efforts.

# **Appendices**

### **Subcommittee Accomplishments**

#### **Agency Liaison Subcommittee**

The Agency Liaison Subcommittee has continued to work on its assigned Comprehensive Strategy goals through work group activities. Some of the recent progress made by the Subcommittee includes:

**Goal C2:** *The State of California is a model employer for hiring people with disabilities.*

The Agency Liaison Subcommittee has made significant progress on Goal C2 of the Comprehensive Strategy. The major effort is in support of the Governor's Executive Order S-4-05, which makes the State Personnel Board (SPB) and the Department of Rehabilitation (DOR) the lead agencies in working with State agencies, departments, boards and commissions to ensure State recruitment, hiring and advancement practices for people with disabilities are consistent with existing laws.

The Agency Liaison Subcommittee has assisted the SPB in assembling a coalition of partners to plan and conduct a two-day State staff training summit and career fair focused on State employment for people with disabilities. This coalition, led by the SPB, consists of a variety of State departments, the State Disabled Advisory Council; Disabled in State Service; California Health Incentives Improvement Project (CHIIP); and staff of the Governor's Committee. The theme for this event is "Creating Inclusion: The State as a Model Employer." It is being planned for October 2007, which is National Disability Employment Awareness month.

**Goal C3:** *The California Workforce Investment Board and local One-Stop Career Centers promote universal access in order to achieve full compliance with State and federal laws and to increase employment of people with disabilities.*

Based on the information in the recently completed One-Stop Career Center Survey Report, forums will be held with local workforce investment area administrators to have a discussion relative to barriers for local areas in serving people with disabilities in the One-Stop Career Centers. In addition, a work team is being established to address Goal C3(d), "ensure that the requirements for universal access for people with disabilities in the workforce system are effectively implemented and monitored."

# **The Employment Status of Californians with Disabilities**

## **Appendix A**

**Goal C5:** *Integrated management information systems will provide consistent data to inform policy recommendations.*

The California Health Incentives Improvement Plan (CHIIP) contracted with a vendor to survey selected State departments' data collection. The results of the survey will guide the work of the subcommittee in aligning integrated management information systems.

### **Strategy Evaluation**

The California Health Incentives Improvement Project (CHIIP) is developing a logic model with the subcommittee work plans to begin the evaluation of the effects of the Comprehensive Strategy. The CHIIP will be participating with all subcommittees as they continue to build the Comprehensive Strategy evaluation plan.

### **Business Liaison Subcommittee**

The focus of the Business Liaison Subcommittee has been to develop a comprehensive work plan to begin accomplishing their prioritized goals. The work plan is finalized and approved by the subcommittee. Individual workgroup leads and members have been redistributed to more equitably distribute workload and subject matter expertise.

**Goal A2(h):** *Provide employers with a pool of job-ready, qualified persons with disabilities.*

At the April 12, 2007, meeting the Business Development, National Business Services Alliance (NBSA) gave an overview of the proposed project to establish a college-level skills competency certification program in California. The subcommittee is considering this program as a significant contributor to addressing the directive of Goal A2(h). The NBSA has also been in discussions with the Department of Rehabilitation, the Employment Training Panel and the Sacramento Employment Training Agency to ensure that the various needs and requirements of all partners are addressed.

# **The Employment Status of Californians with Disabilities**

## **Appendix A**

**Goal A2(b):** *Provide existing and develop new disability awareness and disability-related legal training for employers, e.g., the Americans with Disabilities Act.*

Another new program under the Business Liaison Subcommittee review is the Corporate Culture and People with Disabilities University of California at Davis Case Study Project. This project is currently in contract negotiation with the Employment Development Department. The purpose of this project is to affect the thinking and understanding of business students, middle and executive management about the feasibility and value of utilizing people with disabilities in the workplace. The researchers in this project will develop training materials that facilitate organizational change regarding people with disabilities relative to the students' individual work environment.

The Business Liaison Subcommittee is also looking at The New Windmills as an additional element to fulfilling Goal A2.b. The New Windmills has historically been a highly successful training instrument for both private and public sector employers. The subcommittee is reviewing The New Windmills for application to today's climate and culture and possible recommendations for additional components to meet the criteria of Goal A2(b)'s vision.

### **Education and Employment Subcommittee**

The Education and Employment Subcommittee has continued to work on its assigned Comprehensive Strategy goals through work group activities. Some of the recent progress made by the subcommittee includes:

**Goal B2:** *Youth with disabilities have the resources and supports they need to complete their education and transition to employment that leads to economic self-sufficiency and independent living.*

The Goal B2 Workgroup continues to review the Improving Transition Outcomes for Youth with Disabilities (ITOP) State Plan to incorporate common components into the subcommittee's work and build upon the work already completed by the ITOP Steering Committee. The work team is currently prioritizing the five top Goal B2 Actions, which will be the basis for the development of the first youth transition policy recommendation to the Education and Employment Subcommittee.

# **The Employment Status of Californians with Disabilities**

## **Appendix A**

**Goal B3:** *People with disabilities seeking self-employment options have a variety of micro-enterprise and entrepreneurial opportunities.*

The Goal B3 Workgroup has finalized research on the collection and dissemination of success stories of business owners with disabilities. This study included:

- specifying the criteria for defining what a successful business startup is;
- determining sources for gathering and distributing selected success stories;
- identifying effective ways to communicate these successful entrepreneurial ventures to the public.

A recommendation is being developed and will be forwarded to the Executive Board once approved through the appropriate process.

**Goal B7:** *Sufficient services are in place for disabled veterans to obtain and retain employment.*

The Goal B7 Workgroup successfully conducted three public hearings regarding veterans with disabilities obtaining and retaining employment. Hearings were held on February 27, 2007, in Los Angeles; March 1, 2007, in San Diego; and March 22, 2007, in Sacramento. The panel for these hearings consisted of representatives from the Governor's Committee, the Employment Development Department, the Department of Rehabilitation, the Department of Mental Health, the California Department of Veterans Affairs and the County Veteran's Service Officers Association. To round out the input, focus groups were conducted in May 2007 soliciting input from veterans and employers. At the conclusion of the focus groups, the workgroup developed recommendations to address the issues raised during this public input process.

**Goal C4:** *Comprehensive public awareness and education campaigns targeted towards decreasing stigma, eliminating attitudinal barriers and discrimination, and increasing awareness of the advantages of hiring qualified adults and youth with disabilities is developed and promoted.*

As an additional component of this goal, actions are being added related to Media Access. The Media Access Office and Awards Task Force has been established to work on this issue. They are developing a work plan and subsequent policy recommendations relating to the improved and sustained support of the Media Access Office and the Media Access Awards Program.

# The Employment Status of Californians with Disabilities

## Appendix A

### Policy and Planning Subcommittee

After the Comprehensive Strategy was approved, the subcommittee formerly known as the Employment, Planning, and Coordination Subcommittee, was re-established and named the Policy and Planning Subcommittee. The Comprehensive Strategy goals that frame the Policy and Planning Subcommittee work plan are Goals B1 (a through o) and C1 (a through u).

In May 2006 the Policy and Planning Subcommittee selected five priorities from their work plan as their initial focus:

**Goal B1:** *Remove the barriers that people with disabilities face when seeking employment, e.g. healthcare, housing, transportation and accessibility.*

- a) Identify and recommend elimination and/or reconciliation of conflicts within existing State law that are barriers to employment.
- b) Increase current participation, evaluate program effectiveness, and make recommendations for improvement in the 250% Working Disabled Program, e.g., add a grace period for temporary lapses in employment for Medi-Cal Working Disabled Program enrollees.

**Goal C1:** *Work toward a seamless, cohesive delivery system across State Agencies by including State and local stakeholders, employers and the disability community in the development of policies and practices.*

- a) Identify and outreach to all workforce development partners, including health coverage, transportation, housing, corrections, aging, veterans, social security, local workforce investment boards, etc. and create or enhance the needed linkages to achieve common goals.
- b) Identify, monitor and link to all existing disability employment and support service Councils, Advisory Committees, Workgroups, etc. to coordinate common activities and goals, e.g., the Olmstead Advisory Committee, Council on Developmental Disabilities, State Rehabilitation Council.
- c) Engage policy makers, employers and appropriate stakeholders, in coming to agreement on an operational definition of disability as it pertains to employment.

The subcommittee has made considerable progress towards achieving these goals. The California Work Group, GAPS Task Force on the 250% Medi-Cal Working Disabled Program brought six recommendations forward to the Policy and Planning Subcommittee in support of Goal B1(b), who worked

# **The Employment Status of Californians with Disabilities**

## **Appendix A**

together to bring the recommendations to the Governor's Committee. Doing so has helped address many issues working to improve the Medi-Cal 250% Working Disabled Program. The six recommendations were approved by the Governor's Committee on March 8, 2007.

### **Recommendations by the Policy and Planning Subcommittee**

To address Goal B1(b) of the Comprehensive Strategy, which reads:

**Goal B1:** *Remove the barriers that people with disabilities face when seeking employment, e.g. healthcare, housing, transportation and accessibility.*

- b. Increase current participation, evaluate program effectiveness, and make recommendations for improvement in the 250% Working Disabled Program, e.g., add a grace period for temporary lapses in employment for Medi-Cal Working Disabled Program enrollees.

The following six recommendations were approved by the Governor's Committee:

**Recommendation 1:** Support waiving liquid asset limits for Medi-Cal 250% Working Disabled Program enrollees and allow for participants options number 1 and/or number 2.

**Recommendation 2:** Support exempting public and private retirement income in the Medi-Cal 250% Working Disabled Program.

**Recommendation 3:** Support removing the "Marriage Penalty" in the Medi-Cal 250% Working Disabled Program.

**Recommendation 4:** Support collaborative strategies and resources with the Assembly Bill 925 stakeholders, partners, regions, and counties to support and implement:

- Outreach, training, marketing and media activities within certain timeframes.
- After the combined activities are performed, measure their effects on employment and enrollment in the Medi-Cal 250% Working Disabled Program.

**Recommendation 5:** Support the programming of all county software systems to include the Medi-Cal 250% Working Disabled Program.

**Recommendation 6:** Require ongoing training of county eligibility workers implementing the Medi-Cal 250% Working Disabled Program.

# **The Employment Status of Californians with Disabilities**

## **Appendix A**

To address Goal C1 of the Comprehensive Strategy, which reads:

**Goal C1:** *Work toward a seamless, cohesive delivery system across State Agencies by including State and local stakeholders, employers, and the disability community in the development of policies and practices.*

During the planning stages of Senate Bill (SB) 293, the Policy and Planning Subcommittee decided that a recommendation was necessary in order to reduce duplicate efforts and raise disability-related employment issues. The SB 293 was signed by the Governor on September 29, 2006, effective January 1, 2007, and requires that the California Workforce Investment Board (CWIB) create a strategic workforce plan for the State. The State Plan is described in SB 293 as a strategic plan for the entire workforce system, and is intended to serve as a framework for the Strategic Two-Year Plan for the Workforce Investment Act. It will serve as a framework for the development of workforce policy and fiscal investment, and for the operation of California's labor exchange, workforce education, and training programs. Information on SB 293 is available on the California legislative Web site at [http://www.leginfo.ca.gov/cgi-bin/postquery?bill\\_number=sb\\_293&sess=CUR&house=B&author=ackerman](http://www.leginfo.ca.gov/cgi-bin/postquery?bill_number=sb_293&sess=CUR&house=B&author=ackerman)

SB 293 initiated the Governor's Committee commitment for close involvement with the CWIB's operations to assure input from the disability community is acknowledged in the employment arena. A recommendation was drafted, and unanimously approved, by the Policy and Planning Subcommittee on April 3, 2007. The recommendation was then brought before the Executive Board and was also approved on May 9, 2007.

**Recommendation 7:** To ensure that the mandates of AB 925 are reflected in all of California's employment service delivery systems, including the One-Stop system, and to meet Goal C1, the Policy and Planning Subcommittee recommends that the Governor's Committee Chair advise the CWIB Chair to adopt and incorporate the language contained in the Comprehensive Strategy.

## **Service Needs Evaluation**

Assembly Bill 925 mandates that the Governor's Committee provide guidance to local workforce investment boards, to determine ways to minimize or remove barriers to work for people with disabilities. To support this mandate, the Governor's Committee began an evaluation process to determine the methods in which state-level services are

# **The Employment Status of Californians with Disabilities**

## **Appendix A**

delivered and looking at the employment barriers for people with disabilities.

As a first step in the evaluation process, the Governor's Committee, through an interdepartmental workgroup, developed an inventory of state-level programs that provide either direct employment services for people with disabilities or supportive services, e.g., transportation or assistive technology, that enable people with disabilities to accept or retain employment.

The second step of the evaluation process, which was completed in 2005, was to identify what adults and youth with disabilities need to support their employment attainment and retention. The Governor's Committee staff used two statewide needs assessments recently conducted by two separate disability-related state offices.

The Department of Rehabilitation commissioned San Diego State University, Interwork Institute, to develop a survey designed for individuals and community agencies and a separate survey for business to assess the vocational rehabilitation and independent living needs of people with disabilities. The results were published in September 2002. In June 2003, the California State Independent Living Council (SILC) published the results of their Statewide Independent Living Needs Assessment. The survey, developed and conducted by InfoUse, Berkeley, California, focused primarily on what is needed to achieve the goals associated with the Olmstead decision. However, the interviews included people with disabilities who are unserved or underserved, resulting in valuable information for the Governor's Committee evaluation.

In the fall of 2005, Governor's Committee staff facilitated focus groups throughout the state to collect and examine information from adults and youth with disabilities, their families, employers, educators, and service providers regarding their service needs and their advice on policy for future improvements in services. The information collected from the focus groups is included in the Governor's Committee's 2005-2006 Annual Report to the Governor and the Legislature.

The focus group information has assisted the Governor's Committee in learning what the public deems important, how State services might be improved, and where additional or combined services might be beneficial. The information collected was used in the development of the Comprehensive Strategy. The Governor's Committee will also use the information, in conjunction with the DOR and SILC needs assessments, to compare the needs expressed with the information in the State Program and Services Inventory. The final step is to conduct a thorough analysis and report of this comparison, which will assist the

## **The Employment Status of Californians with Disabilities**

### **Appendix A**

Governor's Committee in developing recommendations to the Governor and Legislature through future Annual Reports.

*The State Program and Services Inventory* was included in the Governor's Committee's 2004-2005 Annual Report, which contains program, participant, and fiscal information. The state entities who furnished information for the Inventory were again contacted this year, in order to furnish updates for this Annual Report. The information the entities provided has been revised and referenced in Appendix B.

### **State Program and Services Inventory**

The Governor's Committee's 2004-2005 Annual Report first introduced the *State Program and Services Inventory*, which was a collection of data submitted by multiple State entities. The information submitted detailed their employment-related program, participant and fiscal information for serving people with disabilities. For this Annual Report, these entities were again contacted by Governor's Committee staff to update the information previously received.

The *State Program and Services Inventory* references the following areas:

- Name of the organization and where they are located.
- Program/project representative and their contact information.
- Overall goal for the program/project.
- Funding source and detail about the funding.
- Type of service provided.
- If legislation is authorized for the program/project.
- Program/project eligibility requirements.
- Geographic area(s) and number of individuals served.
- Partnerships and responsibilities of each partner.
- Additional information if necessary.

Each State entity completed a template and submitted it to the Governor's Committee staff. Only the State entities that submitted their documentation are referenced; entities that did not submit information to staff are not included in this report. The information that follows is being presented as it was received.

STATE PROGRAM AND SERVICES INVENTORY

<b>California Workforce Investment Board</b>																	
<p><b>Organization Name:</b> CA Workforce Investment Board</p> <p><b>Address:</b> 777 12<sup>th</sup> St Suite 200 Sacramento, CA 95833</p>	<p><b>Contact Name:</b> Margaret Mack</p> <p><b>Position:</b> Project Manager</p> <p><b>Phone:</b> 916-324-3258</p> <p><b>E-Mail:</b> mmack@cwib.ca.gov</p>																
<p><b>Program/Project Name:</b> Improving Transition Outcomes For Youth with Disabilities Project (ITOP)</p> <p><b>Type:</b>  <input type="checkbox"/> Program  <input checked="" type="checkbox"/> Grant-Funded Project                 </p>	<p><b>Authorizing Legislation:</b> NA</p> <p> <input type="checkbox"/> Federal <span style="margin-left: 200px;"><input type="checkbox"/> State</span>  <input type="checkbox"/> Not Applicable                 </p>																
<p><b>Overall Program/Project Goal:</b>  <input checked="" type="checkbox"/> Job Preparation/Placement   <input checked="" type="checkbox"/> Support Job Placement/Retention                      (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)   <input checked="" type="checkbox"/> Research; Planning;                      Other (Please explain.)                 </p>	<p><b>Service Type:</b></p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> Job Placement</td> <td><input type="checkbox"/> Mental Health Svcs.</td> </tr> <tr> <td><input checked="" type="checkbox"/> Job Training</td> <td><input type="checkbox"/> Child Care</td> </tr> <tr> <td><input checked="" type="checkbox"/> Education</td> <td><input checked="" type="checkbox"/> Benefits Planning</td> </tr> <tr> <td><input type="checkbox"/> Housing</td> <td><input type="checkbox"/> Drug/Alcohol</td> </tr> <tr> <td><input type="checkbox"/> Technology</td> <td><input checked="" type="checkbox"/> Staff Training</td> </tr> <tr> <td><input type="checkbox"/> Transportation/Parking</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Health Care Svcs./Benefits</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Other</td> <td></td> </tr> </table>	<input checked="" type="checkbox"/> Job Placement	<input type="checkbox"/> Mental Health Svcs.	<input checked="" type="checkbox"/> Job Training	<input type="checkbox"/> Child Care	<input checked="" type="checkbox"/> Education	<input checked="" type="checkbox"/> Benefits Planning	<input type="checkbox"/> Housing	<input type="checkbox"/> Drug/Alcohol	<input type="checkbox"/> Technology	<input checked="" type="checkbox"/> Staff Training	<input type="checkbox"/> Transportation/Parking		<input type="checkbox"/> Health Care Svcs./Benefits		<input type="checkbox"/> Other	
<input checked="" type="checkbox"/> Job Placement	<input type="checkbox"/> Mental Health Svcs.																
<input checked="" type="checkbox"/> Job Training	<input type="checkbox"/> Child Care																
<input checked="" type="checkbox"/> Education	<input checked="" type="checkbox"/> Benefits Planning																
<input type="checkbox"/> Housing	<input type="checkbox"/> Drug/Alcohol																
<input type="checkbox"/> Technology	<input checked="" type="checkbox"/> Staff Training																
<input type="checkbox"/> Transportation/Parking																	
<input type="checkbox"/> Health Care Svcs./Benefits																	
<input type="checkbox"/> Other																	
<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization)</p> <p>Federal &amp; state</p>	<p><b>Funding Amount:</b> 2005/06 - \$ 435,000 2006/07 - \$ 250,000</p>																
<p><b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy</p> <p>10/01/06 through 09/30/07</p>	<p><b>Anticipate Future Funding?</b>  <input type="checkbox"/> Yes                      For how long?  <input checked="" type="checkbox"/> No                 </p>																
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>Competitive</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p> <input checked="" type="checkbox"/> Youth  <input type="checkbox"/> Adult                      Specifics:                 </p>																

STATE PROGRAM AND SERVICES INVENTORY

<b>California Workforce Investment Board</b>	
<b>Eligibility Requirements:</b>	<b>Services Provided:</b> (Please provide as much detail as possible)
<b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served)  Statewide	<b>Number Served -- Prior Year:</b> <u>238</u> <input type="checkbox"/> N/A <b>PLANNED NUMBER -- CURRENT YEAR</b>  <u>238</u> <input type="checkbox"/> N/A
<b>Partnerships and Responsibilities of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organization, e.g., Department of Rehabilitation: Training One-Stop staff on Disability Law; Department of Education: (Intake and Assessment; Lighthouse for the Blind: Referral Services)  There are no particular defined responsibilities of partners. ITOP established the Improving Transition Outcomes for Youth With Disabilities Advisory Committee to plan and coordinate the services and resources available to youth with disabilities. The committee is comprised of key organizations with expertise in delivering services, such as the California State Department of Rehabilitation, Youth Authority, Pride Industries, Independent Living Centers, California Department of Education, Governor’s Committee on Employment of People with Disabilities, California Workforce Association, California Youth Connection, and the City and County of San Francisco Department of Human Services.	
<b>Additional Comments or Explanation:</b>          	
<b>Form Completed By:</b> Margaret Mack <span style="float: right;"><b>Date:</b></span>	

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Community Services and Development</b>																	
<p><b>Organization Name:</b> Department of Community Services and Development</p> <p><b>Address:</b> 700 North 10<sup>th</sup> Street, Room 258 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Pamela Harrison</p> <p><b>Position:</b> Manager, Community Services Division</p> <p><b>Phone:</b> (916) 341-4289</p> <p><b>E-Mail:</b></p>																
<p><b>Program/Project Name:</b>  Community Services Block Grant Program</p> <p><b>Type:</b>  <input type="checkbox"/> Program  <input checked="" type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> 42 USC 9901 et seq. State Government Code 12725-12790</p> <p><input checked="" type="checkbox"/> Federal <span style="margin-left: 150px;"><input checked="" type="checkbox"/> State</span>  <input type="checkbox"/> Not Applicable</p>																
<p><b>Overall Program/Project Goal:</b>  <input type="checkbox"/> Job Preparation/Placement</p> <p><input checked="" type="checkbox"/> Support Job Placement/Retention (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning;</p> <p><input checked="" type="checkbox"/> Other (Please explain): The program is designed to provide a range of services to assist low-income people in attaining the skills, knowledge, and motivation necessary to achieve self-sufficiency. The program also provides low-income people with immediate life necessities such as food, shelter, and health care needs, etc.</p>	<p><b>Service Type:</b></p> <table style="width: 100%; border: none;"> <tr> <td><input checked="" type="checkbox"/> Job Placement</td> <td><input checked="" type="checkbox"/> Mental Health Svcs.</td> </tr> <tr> <td><input checked="" type="checkbox"/> Job Training</td> <td><input checked="" type="checkbox"/> Child Care</td> </tr> <tr> <td><input checked="" type="checkbox"/> Education</td> <td><input checked="" type="checkbox"/> Benefits Planning</td> </tr> <tr> <td><input checked="" type="checkbox"/> Housing</td> <td><input checked="" type="checkbox"/> Drug/Alcohol</td> </tr> <tr> <td><input checked="" type="checkbox"/> Technology</td> <td><input checked="" type="checkbox"/> Staff Training</td> </tr> <tr> <td><input checked="" type="checkbox"/> Transportation/Parking</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> Health Care Svcs./Benefits</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> Other: Referral to other services, Utility Assistance</td> <td></td> </tr> </table>	<input checked="" type="checkbox"/> Job Placement	<input checked="" type="checkbox"/> Mental Health Svcs.	<input checked="" type="checkbox"/> Job Training	<input checked="" type="checkbox"/> Child Care	<input checked="" type="checkbox"/> Education	<input checked="" type="checkbox"/> Benefits Planning	<input checked="" type="checkbox"/> Housing	<input checked="" type="checkbox"/> Drug/Alcohol	<input checked="" type="checkbox"/> Technology	<input checked="" type="checkbox"/> Staff Training	<input checked="" type="checkbox"/> Transportation/Parking		<input checked="" type="checkbox"/> Health Care Svcs./Benefits		<input checked="" type="checkbox"/> Other: Referral to other services, Utility Assistance	
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<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization)</p> <p>Federal - Department of Health &amp; Human Services</p>	<p><b>Funding Amount:</b></p> <p>\$ 55,942,793</p>																
<p><b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy 10/1/2006 through 9/30/2007</p>	<p><b>Anticipate Future Funding?</b>  <input checked="" type="checkbox"/> Yes                  For how long? Continuing</p> <p><input type="checkbox"/> No</p>																

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Community Services and Development</b>	
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>Funds are allocated to a network of local service providers based on the percentage of the State's low-income population (100%) of the federal poverty level) residing in each service area.</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p><input checked="" type="checkbox"/> Youth <input checked="" type="checkbox"/> Adult</p>
<p><b>Eligibility Requirements:</b></p> <p>Income must be at or below 100% of the federal poverty guidelines.</p>	<p><b>Services Provided:</b> Services provided include but are not limited to the following:</p> <p>Emergency grants for housing and medical, Transitional Housing and rental assistance, Weatherization services, energy assistance payment, legal services, food distribution, job training, tax preparation, recreation through horse and the environment to disabled children and youth, dance and movement course, drama/career development workshops, personal care instruction, family support group sessions, employment preparation skills and independent living skills, case management, adult education, independent living skills, mobility training, behavior management, advocacy, computer training, leisure/recreational skills, community integration, cane mobility training, and counseling.</p>
<p><b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served)</p> <p>Statewide</p>	<p><b>Number Served – Prior Year:</b> <u>2,099,345</u> <input type="checkbox"/> N/A</p> <p><b>Planned Number – Current Year</b> _____ <input checked="" type="checkbox"/> N/A</p>
<p><b>Partnerships and Responsibilities of Each Partner:</b></p> <p>Some of the agencies partnerships include: State/Local Agencies; Community/Faith-Based Organizations, private, non-profit agencies, Independent Living Centers, etc.</p> <p>The partners provide outreach, intake and assessment, referral and other services.</p>	
<p><b>Additional Comments or Explanation:</b></p> <p><b>Number Served:</b> includes all of the low-income population served by CSD's contractors. The number of disabled served is included in the total number.</p>	
<p><b>Form Completed By:</b> Pamela Harrison <span style="float: right;"><b>Date:</b> April 26, 2007</span></p>	

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Community Services and Development</b>			
<p><b>Organization Name:</b> Department of Community Services and Development</p> <p><b>Address:</b> 700 N. Tenth Street, Rm. 258 P.O. Box 1947 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Danny L. Feister</p> <p><b>Title:</b> Program Analyst</p> <p><b>Phone:</b> 916-341-4200 916-327-3153 (fax)</p> <p><b>E-Mail:</b> dfeister@csd.ca.gov</p>		
<p><b>Program/Project Name:</b> Department of Energy Weatherization Assistance Program (DOE-WAP)</p> <p><input type="checkbox"/> State Program</p> <p><input checked="" type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> 42 USC 6861 et seq.</p> <p><input checked="" type="checkbox"/> Federal <span style="margin-left: 200px;"><input type="checkbox"/> State</span></p> <p><input type="checkbox"/> N/A</p>		
<p><b>Primary Focus of Program/Project:</b></p> <p><input type="checkbox"/> Direct Job Placement, Job Readiness, or Job Retention Services</p> <p><input type="checkbox"/> Services that Support the Ability to Seek and Accept Job Placement and Remain Employed <small>(e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</small></p> <p><input type="checkbox"/> Research; Planning; Coordination, etc.</p> <p><input checked="" type="checkbox"/> Other (Please explain.)</p> <p>Install weatherization measures that increase the energy efficiency of dwellings occupied by low-income persons</p>	<p><b>Services Provided:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top; width: 50%; border: none;"> <p><i>Direct Placement</i></p> <p><input type="checkbox"/> Special Ed</p> <p><input type="checkbox"/> Voc. Rehabilitation</p> <p><input type="checkbox"/> Assessment</p> <p><input type="checkbox"/> Indiv. Emplmt. Plan</p> <p><input type="checkbox"/> Case Mgmt. Svcs.</p> <p><input type="checkbox"/> Resume Writing</p> <p><input type="checkbox"/> Job Search</p> <p><input type="checkbox"/> Job Club</p> <p><input type="checkbox"/> Employability Skills</p> <p><input type="checkbox"/> Job Skills Training</p> <p><input type="checkbox"/> Classroom Training</p> <p><input type="checkbox"/> On-the-Job Training</p> <p><input type="checkbox"/> Job Development</p> <p><input type="checkbox"/> Job Referral</p> <p><input type="checkbox"/> Employer Outreach</p> <p><input type="checkbox"/> Supportive Services</p> <p><input type="checkbox"/> Job Placement</p> <p><input type="checkbox"/> Follow-up Services</p> <p><input type="checkbox"/> Certification <small>(Explain below)</small></p> <p>-----</p> <p><input type="checkbox"/> _____</p> <p><input type="checkbox"/> _____</p> <p><input type="checkbox"/> _____</p> <p><input type="checkbox"/> _____</p> <p><small>(Use additional lines, as necessary.)</small></p> </td> <td style="vertical-align: top; width: 50%; border: none;"> <p><i>Supportive</i></p> <p><input type="checkbox"/> Transportation</p> <p><input type="checkbox"/> Parking</p> <p><input type="checkbox"/> Housing</p> <p><input type="checkbox"/> Child Care</p> <p><input type="checkbox"/> Physical Rehab</p> <p><input type="checkbox"/> Health Benefits</p> <p><input type="checkbox"/> Mental Health Svcs.</p> <p><input type="checkbox"/> Alcohol/Drug Treatment</p> <p><input type="checkbox"/> Alcohol/Drug Prevention</p> <p><input type="checkbox"/> Assistive Technology</p> <p><input type="checkbox"/> Accommodations</p> <p><input type="checkbox"/> Benefits Planning</p> <p><input type="checkbox"/> Employer Education</p> <p><input type="checkbox"/> Staff Training</p> <p><input type="checkbox"/> Consumer/Credit Counseling</p> <p><input checked="" type="checkbox"/> Energy/Utilities Assistance</p> <p><input type="checkbox"/> Disability Prevention</p> <p><input type="checkbox"/> Civil Rights Enforcement</p> <p><input type="checkbox"/> _____</p> <p><input type="checkbox"/> _____</p> <p><input type="checkbox"/> _____</p> </td> </tr> </table>	<p><i>Direct Placement</i></p> <p><input type="checkbox"/> Special Ed</p> <p><input type="checkbox"/> Voc. 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STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Community Services and Development</b>	
<p><b>Source of Funds:</b>  <input checked="" type="checkbox"/> Federal    <input type="checkbox"/> State    <input type="checkbox"/> Private                      Weatherization Assistance Program                      Funding Name                      U.S. Department of Energy  <small>Name of Federal, State, or Private Fund Source</small></p>	<p><b>Funding Amount:</b>                      \$ 6,378,430 (PY 2005)                      \$ 7,085,364 (PY 2006)                      \$ 5,702,751 (PY 2007)</p>
<p><b>Duration of Funds:</b>  <small>mm/dd/yy through mm/dd/yy</small>                      04/01/05 through 03/31/06                      04/01/06 through 03/31/07                      07/01/07 through 06/30/08</p>	<p><b>Anticipate Future Funding?</b>  <input checked="" type="checkbox"/> Yes                      For how long? Continuing    <input type="checkbox"/> No</p>
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)                      Via an allocation formula to a network of local service providers</p>	<p><b>Population Served:</b>  <input type="checkbox"/> Youth w/disabilities    <input type="checkbox"/> Adults w/disabilities  <input type="checkbox"/> By Disability (Specify disability type)  <input checked="" type="checkbox"/> Low Income, including those with disabilities.  <input type="checkbox"/> General Population, including those with disabilities.</p>
<p><b>Eligibility Requirements for People Seeking Program/Project Services:</b>                      Household income must be at or below 60% of the State median income    <input type="checkbox"/> N/A</p>	<p><b>Geographical Area Served:</b>  <small>(Statewide, County/City/Zip Codes Served)</small>                      Statewide    <b># Served PY 2005:</b> 4,191    <input type="checkbox"/> N/A  <b># Served PY 2006:</b> 4,424    <input type="checkbox"/> N/A    <b>Projected Number for PY 2007:</b> 2,983</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b>  <small>(State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</small>                      A network of local community-based non-profit and governmental organizations provide installation of weatherization measures that increase the energy efficiency of dwellings occupied by low-income persons, thereby reducing their energy costs, while safeguarding their health and safety.</p>	
<p><b>Comments on the Program/Project:</b> (Pros-Cons; What is Working Well, Suggestions for Improvements, etc.)</p>	
<p><b>Form Completed By:</b> Danny L. Feister                      <b>Date:</b> 05/04/2007</p>	

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Community Services and Development</b>			
<p><b>Organization Name:</b> Department of Community Services and Development</p> <p><b>Address:</b> 700 N. Tenth Street, Room 258 P.O. Box 1947 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Danny L. Feister</p> <p><b>Title:</b> Program Analyst</p> <p><b>Phone:</b> 916-341-4200 916-327-3153 (fax)</p> <p><b>E-Mail:</b> dfeister@csd.ca.gov</p>		
<p><b>Program/Project Name:</b>  Low-Income Home Energy Assistance Program (LIHEAP)</p> <p><input type="checkbox"/> State Program</p> <p><input checked="" type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b>  42 USC 8621 et seq. Government Code 16366.1 – 16367.8</p> <p><input checked="" type="checkbox"/> Federal <span style="float: right;"><input checked="" type="checkbox"/> State</span></p> <p><input type="checkbox"/> N/A</p>		
<p><b>Primary Focus of Program/Project:</b></p> <p><input type="checkbox"/> Direct Job Placement, Job Readiness, or Job Retention Services</p> <p><input type="checkbox"/> Services that Support the Ability to Seek and Accept Job Placement and Remain Employed <small>(e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</small></p> <p><input type="checkbox"/> Research; Planning; Coordination, etc.</p> <p><input checked="" type="checkbox"/> Other (Please explain.)</p> <p>Provide financial assistance to low-income persons to help offset the costs of heating/cooling their home, and install weatherization measures to increase the energy efficiency of their home.</p>	<p><b>Services Provided:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top; width: 50%; border: none;"> <p><i>Direct Placement</i></p> <p><input type="checkbox"/> Special Ed</p> <p><input type="checkbox"/> Voc. 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STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Community Services and Development</b>	
<p><b>Source of Funds:</b>  <input checked="" type="checkbox"/> Federal    <input type="checkbox"/> State    <input type="checkbox"/> Private                      Low-Income Home Energy Assistance (LIHEAP) Block Grant</p> <p>Funding Name                      U.S. Department of Health and Human Services  <small>Name of Federal, State, or Private Fund Source</small></p>	<p><b>Funding Amount:</b>                      \$ 84,985,108 (PY 2005)                      \$ 89,286,908 (PY 2006)                      \$ 89,236,390 (PY 2007)</p>
<p><b>Duration of Funds:</b>  <small>mm/dd/yy through mm/dd/yy</small>                      1/1/05 through 12/31/2005                      1/1/06 through 12/31/2006                      1/1/07 through 12/31/2007</p>	<p><b>Anticipate Future Funding?</b>  <input checked="" type="checkbox"/> Yes                      For how long? Continuing</p> <p><input type="checkbox"/> No</p>
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>Via an allocation formula to a network of local service providers</p>	<p><b>Population Served:</b></p> <p><input type="checkbox"/> Youth w/disabilities    <input type="checkbox"/> Adults w/disabilities  <input type="checkbox"/> By Disability (Specify disability type)_  <input checked="" type="checkbox"/> Low Income, including those with disabilities.  <input type="checkbox"/> General Population, including those with disabilities.</p>
<p><b>Eligibility Requirements for People Seeking Program/Project Services:</b>                      Household income must be at or below 60% of the State median income</p> <p>_____</p> <p>_____</p> <p><input type="checkbox"/> N/A</p>	<p><b>Geographical Area Served:</b>  <small>(Statewide, County/City/Zip Codes Served)</small>  <u>Statewide</u></p> <p><b># Served PY 2005:</b> 159,011    <input type="checkbox"/> N/A  <b># Served PY 2006:</b> 183,101    <input type="checkbox"/> N/A</p> <p><b>Projected Number for PY 2007:</b> 149,193</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b>  <small>(State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</small></p> <p>A network of local community-based non-profit and governmental organizations provide financial assistance to low-income households to help offset the costs of heating and/or cooling their home, and/or install weatherization measures to increase the energy efficiency of their home.</p>	
<p><b>Comments on the Program/Project:</b> (Pros-Cons; What is Working Well, Suggestions for Improvements, etc.)</p>	
<p><b>Form Completed By:</b> Danny L. Feister                      <b>Date:</b> 05/04/2007</p>	



STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>	
<p><b>Eligibility Requirements:</b></p> <p>Clients must have a hearing impediment- (deaf and/or hard of hearing) and be job-ready</p>	<p><b>Services Provided:</b> (Please provide as much detail as possible)</p> <p>Job placement, follow-up and advocacy, specialized counseling and interpretive services</p>
<p><b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served)</p> <p>Statewide</p>	<p><b>Number Served -- Prior Year:</b> _____ <input type="checkbox"/> N/A</p> <p><b>Planned Number -- Current Year</b> _____ <input type="checkbox"/> N/A</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: (Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</p> <p>The State EDD contracts with public and private non-profit corporations to provide employment services for the deaf and hard of hearing. These employment services are provided on-site.</p>	
<p><b>Additional Comments or Explanation:</b></p>	
<p><b>Form Completed By:</b> Gil E. Barkley <span style="float: right;"><b>Date:</b> March 29, 2007</span></p>	

STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>	
<p><b>Organization Name:</b> Employment Development Department (EDD)</p> <p><b>Address:</b> Workforce Services Division 722Capitol Mall, Rm. #5099, MIC 50 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Gil Barkley</p> <p><b>Position:</b> Program Manager</p> <p><b>Phone:</b> (916) 654-9309 (916) 653-2467-FAX</p> <p><b>E-Mail:</b> gbarkley@edd.ca.gov</p>
<p><b>Program/Project Name:</b>  JOBS FOR ALL</p> <p><b>Type:</b> <input checked="" type="checkbox"/> State Program <input type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b></p> <p><input type="checkbox"/> Federal <span style="margin-left: 200px;"><input type="checkbox"/> State</span></p> <p><input checked="" type="checkbox"/> Not Applicable</p>
<p><b>Overall Program/Project Goal:</b> <input checked="" type="checkbox"/> Job Preparation/Placement</p> <p><input type="checkbox"/> Support Job Placement/Retention (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning; Other (Please explain.)</p>	<p><b>Service Type:</b></p> <p><input checked="" type="checkbox"/> Job Placement <span style="margin-left: 20px;"><input type="checkbox"/> Mental Health Svcs.</span></p> <p><input type="checkbox"/> Job Training <span style="margin-left: 20px;"><input type="checkbox"/> Child Care</span></p> <p><input type="checkbox"/> Education <span style="margin-left: 20px;"><input type="checkbox"/> Benefits Planning</span></p> <p><input type="checkbox"/> Housing <span style="margin-left: 20px;"><input type="checkbox"/> Drug/Alcohol</span></p> <p><input type="checkbox"/> Technology <span style="margin-left: 20px;"><input type="checkbox"/> Staff Training</span></p> <p><input type="checkbox"/> Transportation/Parking</p> <p><input type="checkbox"/> Health Care Svcs./Benefits</p> <p><input type="checkbox"/> Other</p>
<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization)</p> <p>Wagner Peyser 90 Percent Funds</p>	<p><b>Funding Amount:</b></p> <p>\$</p>
<p><b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy</p> <p>07/01/06 through 06-30-07</p>	<p><b>Anticipate Future Funding?</b></p> <p><input checked="" type="checkbox"/> Yes <span style="margin-left: 20px;">Another State Fiscal Year</span></p> <p><input type="checkbox"/> No</p>
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>Formula Allocated to Participating Sites</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p><input type="checkbox"/> Youth</p> <p><input checked="" type="checkbox"/> Adult</p> <p>Specifics: With Disabilities</p>

STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>	
<p><b>Eligibility Requirements:</b></p> <p>Must be job ready with one or more disabilities that creates a barrier to employment</p>	<p><b>Services Provided:</b> (Please provide as much detail as possible)</p> <p>Assessment, Individual employment plans, case management, resume writing, Job Search, job development, job placement, follow-up service</p>
<p><b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served)</p> <p>Los Angeles City/County (All) Bakersfield (Metropolitan)</p>	<p><b>Number Served -- Prior Year:</b> <input checked="" type="checkbox"/> N/A</p> <p><b>Planned Number -- Current Year</b> <input checked="" type="checkbox"/> N/A</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: (Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</p> <p>Department of Rehabilitation (DOR) refer job ready clients to the EDD Jobs For All (JFA) Program for work search and employment assistance. DOR also provide supportive services and training for clients.</p>	
<p><b>Additional Comments or Explanation:</b></p> <p>None</p>	
<p><b>Form Completed By:</b> Gil E. Barkley <span style="float: right;"><b>Date:</b> March 29, 2007</span></p>	

STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>	
<p><b>Organization Name:</b> Employment Development Department (EDD)</p> <p><b>Address:</b> 800 Capitol Mall, MIC 21 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Robyn Peguero</p> <p><b>Position:</b> Program Manager</p> <p><b>Phone:</b> 916-654-0205</p> <p><b>E-Mail:</b> rpeguero@edd.ca.gov</p>
<p><b>Program/Project Name:</b> Work Incentives Planning and Assistance Program/Work Incentives Planning and Assistance Partnership Project (WIPAPP)</p> <p><b>Type:</b>  <input checked="" type="checkbox"/> Program  <input type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> Ticket to Work and Work Incentives Improvement Act of 1999</p> <p> <input checked="" type="checkbox"/> Federal                      <input type="checkbox"/> State  <input type="checkbox"/> Not Applicable                 </p>
<p><b>Overall Program/Project Goal:</b>  <input type="checkbox"/> Job Preparation/Placement</p> <p> <input checked="" type="checkbox"/> Support Job Placement/Retention                      (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)                 </p> <p> <input type="checkbox"/> Research; Planning;                      Other (Please explain.)                 </p>	<p><b>Service Type:</b></p> <p> <input type="checkbox"/> Job Placement      <input type="checkbox"/> Mental Health Svcs.  <input type="checkbox"/> Job Training          <input type="checkbox"/> Child Care  <input type="checkbox"/> Education              <input checked="" type="checkbox"/> Benefits Planning  <input type="checkbox"/> Housing                  <input type="checkbox"/> Drug/Alcohol  <input type="checkbox"/> Technology            <input type="checkbox"/> Staff Training  <input type="checkbox"/> Transportation/Parking  <input type="checkbox"/> Health Care Svcs./Benefits  <input checked="" type="checkbox"/> Other: SSI/SSDI benefits planning assistance                 </p>
<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization) Federal</p>	<p><b>Funding Amount:</b> \$ 218,127</p>
<p><b>Duration of Funds:</b> 09-30-06 through 05-31-07</p>	<p><b>Anticipate Future Funding?</b>  <input checked="" type="checkbox"/> Yes                      For how long? Possibly through 9-29-2009</p> <p><input type="checkbox"/> No</p>
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>Partnership with local workforce Investment areas</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p> <input checked="" type="checkbox"/> Youth  <input checked="" type="checkbox"/> Adult                      Specifics: SSI/SSDI beneficiaries                 </p>

STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>	
<p><b>Eligibility Requirements:</b>  <b>Recipient of SSI or SSDI</b></p>	<p><b>Services Provided:</b></p> <p>The EDD provided the WIPA funds to the Riverside County Economic Development Agency, Sacramento Employment and Training Agency, and San Diego Workforce Partnership to coordinate a WIPA program in their respective counties. Three Community Work Incentives Coordinator (CWIC) work in One-Stop Career Centers in partnership with Disability Program Navigators (DPN) to provide benefits planning, employment, and supportive services. The pairing of these two positions is the natural next step in building the one-stop infrastructure of services and supports to assist individuals with disabilities in their return to work efforts.</p>
<p><b>Geographical Area Served:</b>                      (Statewide, County/City/Zip Codes Served)</p> <p>Sacramento, San Diego, and Riverside counties</p>	<p><b>Number Served -- Prior Year:</b>                      N/A</p> <p><b>Planned Number -- Current Year</b>                      90 to150</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b>                      (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: (Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</p>	
<p><b>Additional Comments or Explanation:</b></p>	
<p><b>Form Completed By:</b> Robyn Peguero</p> <p style="text-align: right;"><b>Date:</b> 04/30/2007</p>	

STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>	
<p><b>Organization Name:</b> Employment Development Department</p> <p><b>Address:</b> 800 Capitol Mall, MIC 21 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Robyn Peguero <b>Position:</b> Program Manager <b>Phone:</b> 916-654-0205 <b>E-Mail:</b> rpeguero@edd.ca.gov</p>
<p><b>Program/Project Name:</b> Disability Program Navigator (DPN)</p> <p><b>Type:</b>  <input type="checkbox"/> Program  <input checked="" type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b></p> <p><input type="checkbox"/> Federal <span style="margin-left: 200px;"><input type="checkbox"/> State</span>  <input type="checkbox"/> Not Applicable</p>
<p><b>Overall Program/Project Goal:</b>  <input type="checkbox"/> Job Preparation/Placement  <input type="checkbox"/> Support Job Placement/Retention                  (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning;  <input type="checkbox"/> Other (Please explain.)</p> <p>Funds and supports a DPN position in the One-Stop Career Centers (OSCC) who were awarded DPN grants. The DPN position, although allowed to work directly with a client on occasion, is not a case manager and no direct services are provided through the position. The DPN performs outreach to local service providers and employers acting as a conduit between such groups and the One-Stop Case managers. A DPN is a systems change agent in the Local Workforce Investment Area (LWIA). The DPN to provides information, training, and technical assistance activities that improve the effective and meaningful participation of youth and working age adults with disabilities in OSCC. The EDD and LWIA are partners in improving access and equal opportunity to the workforce development system for individuals with disabilities. The DPN offers the LWIA an unprecedented opportunity to bring together public and private resources that respond to market needs for skilled labor and customer needs for employment and related support services. It is the goal of the DPN to become a resource to the workforce system, staff, and community partners; to facilitate policy and program development at the local systems level as part of a process of continued improvement of opportunities and employment outcomes for youth and working age adults with disabilities.</p>	<p><b>Service Type:</b></p> <p><input type="checkbox"/> Job Placement <span style="margin-left: 20px;"><input type="checkbox"/> Mental Health Svcs.</span>  <input type="checkbox"/> Job Training <span style="margin-left: 20px;"><input type="checkbox"/> Child Care</span>  <input type="checkbox"/> Education <span style="margin-left: 20px;"><input type="checkbox"/> Benefits</span></p> <p>Planning  <input type="checkbox"/> Housing <span style="margin-left: 20px;"><input type="checkbox"/> Drug/Alcohol</span>  <input type="checkbox"/> Technology <span style="margin-left: 20px;"><input type="checkbox"/> Staff</span></p> <p>Training  <input type="checkbox"/> Transportation/Parking  <input type="checkbox"/> Health Care Svcs./Benefits  <input type="checkbox"/> Other</p>

STATE PROGRAM AND SERVICES INVENTORY

<b>Employment Development Department</b>			
<b>Source of Funds:</b> (Name of Federal, State, or Private Organization) Social Security Administration and the Department Of Labor	<b>Funding Amount:</b>  \$5,855,972 to date		
<b>Duration of Funds:</b> 10-1-03 through 6-30-07	<b>Anticipate Future Funding?</b> <input checked="" type="checkbox"/> Yes For how long? Unknown, at least through June 30, 2007 <input type="checkbox"/> No		
<b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)  Competitive bid process to local workforce investment areas	<b>Population Served:</b> (Specify disability(s), if applicable.)  <input type="checkbox"/> Youth <input type="checkbox"/> Adult Specifics: N/A		
<b>Eligibility Requirements:</b> Grant funds do not support direct services	<b>Services Provided:</b> (Please provide as much detail as possible)  N/A		
<b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served) Please see #18 for a list of One-Stops that received grant funds	<b>Number Served -- Prior Year:</b> _____ <input checked="" type="checkbox"/> N/A  <b>Planned Number -- Current Year</b> _____ <input checked="" type="checkbox"/> N/A		
<b>Partnerships and Responsibilities Of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u> : Training One-Stop staff on Disability Law; <u>Dept. of Education</u> : (Intake, and Assessment; <u>Lighthouse for the Blind</u> : Referral Services.)			
<b>Additional Comments or Explanation:</b>  <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;">                             1. Carson/Lomita/Torrance Consortium                              2. Humboldt County                              3. Kern/Inyo/Mono Consortium                              4. Long Beach City                              5. Los Angeles City                              6. Monterey                              7. NoRTEC Consortium                              8. Marin County*                              9. Napa County *                              10. Solano County *                         </td> <td style="width: 50%; vertical-align: top;">                             11. Sonoma County *                              12. North Central Consortium                              13. NOVA Consortium                              14. Orange County                              15. Riverside County                              16. Sacramento City/County Consortium                              17. San Bernardino County                              18. San Diego Consortium                              19. San Francisco City/County                              20. South Bay Consortium                         </td> </tr> </table> <p>*Funding to Solano County for the North Bay Employment Connection</p>		1. Carson/Lomita/Torrance Consortium 2. Humboldt County 3. Kern/Inyo/Mono Consortium 4. Long Beach City 5. Los Angeles City 6. Monterey 7. NoRTEC Consortium 8. Marin County* 9. Napa County * 10. Solano County *	11. Sonoma County * 12. North Central Consortium 13. NOVA Consortium 14. Orange County 15. Riverside County 16. Sacramento City/County Consortium 17. San Bernardino County 18. San Diego Consortium 19. San Francisco City/County 20. South Bay Consortium
1. Carson/Lomita/Torrance Consortium 2. Humboldt County 3. Kern/Inyo/Mono Consortium 4. Long Beach City 5. Los Angeles City 6. Monterey 7. NoRTEC Consortium 8. Marin County* 9. Napa County * 10. Solano County *	11. Sonoma County * 12. North Central Consortium 13. NOVA Consortium 14. Orange County 15. Riverside County 16. Sacramento City/County Consortium 17. San Bernardino County 18. San Diego Consortium 19. San Francisco City/County 20. South Bay Consortium		
<b>Form Completed By:</b> Robyn Peguero <span style="float: right;"><b>Date:</b> 04-25-2007</span>			



STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>	
<b>Source of Funds:</b> (Name of Federal, State, or Private Organization) State	<b>Funding Amount:</b> \$ 54,850,000
<b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy  07/01/06-06/30/07	<b>Anticipate Future Funding?</b> <input type="checkbox"/> Yes For how long? <input checked="" type="checkbox"/> No
<b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.) Through competitive process to local county and city mental health agencies.	<b>Population Served:</b> (Specify disability(s), if applicable.)  <input type="checkbox"/> Youth <input checked="" type="checkbox"/> Adult Specifics: Adults with mental illness
<b>Eligibility Requirements:</b> Adults and "transition age youth" with serious mental illness who are homeless, at risk of homelessness, recently released from county or state incarceration, and are not already receiving county mental health services.	<b>Services Provided:</b> (Please provide as much detail as possible) Comprehensive services provided in AB 2034 programs are based on a psychosocial, recovery-focused model and include but are not limited to housing, employment, education, physical healthcare, treatment for substance abuse, advocacy with the justice system, and mental health treatment.
<b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served) Statewide – 32 county and 2 city grants	<b>Number Served -- Prior Year:</b> 4,277 _____ <input type="checkbox"/> N/A  <b>Planned Number -- Current Year</b> 4,263 _____ <input type="checkbox"/> N/A
<b>Partnerships and Responsibilities Of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u> : Training One-Stop staff on Disability Law; <u>Dept. of Education</u> : (Intake, and Assessment; <u>Lighthouse for the Blind</u> : Referral Services.) State general funds support these programs which are also able to leverage federal Medi-Cal reimbursement when appropriate. (Many services provided in these programs are not eligible for FFP.) Local programs partner with local law enforcement, housing authorities and coalitions, landlords and property managers, Dept. of Rehabilitation, community colleges, substance abuse providers, Veteran's services, etc.	
<b>Additional Comments or Explanation:</b> The focus on "housing first" in these programs has been very successful. With most enrollees currently in some type of housing the focus has shifted to include employment and/or education. Current data indicates that approximately 18% of those enrolled are involved in some type of employment activity and more than 8% are involved in education. DMH is currently involved in identifying performance expectations and goals with regard to both employment and education outcomes over the next year. Significant training in delivering employment services has been provided to local programs and will continue.	
<b>Form Completed By:</b> Dee Lemonds <span style="float: right;"><b>Date:</b> 4/23/07</span>	

## STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>	
<p><b>Organization Name:</b> Department of Mental Health</p> <p><b>Address:</b> 1600 9<sup>th</sup> Street Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Edie Covent</p> <p><b>Position:</b> Staff Mental Health Specialist</p> <p><b>Phone:</b> (619) 644-8967</p> <p><b>E-Mail:</b> edie.covent@dmh.ca.gov</p>
<p><b>Program/Project Name:</b> DMH/DOR Interagency Agreement</p> <p><b>Type:</b> <input checked="" type="checkbox"/> Program <input type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> Federal Rehabilitation Act</p> <p><input checked="" type="checkbox"/> Federal <input type="checkbox"/> State <input type="checkbox"/> Not Applicable</p>
<p><b>Overall Program/Project Goal:</b> <input type="checkbox"/> Job Preparation/Placement</p> <p><input type="checkbox"/> Support Job Placement/Retention (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input checked="" type="checkbox"/> Research; Planning; Other (Please explain.) See #18.</p>	<p><b>Service Type:</b> <input type="checkbox"/> Job Placement <input type="checkbox"/> Mental Health Svcs. <input type="checkbox"/> Job Training <input type="checkbox"/> Child Care <input type="checkbox"/> Education <input type="checkbox"/> Benefits Planning <input type="checkbox"/> Housing <input type="checkbox"/> Drug/Alcohol <input type="checkbox"/> Technology <input type="checkbox"/> Staff Training <input type="checkbox"/> Transportation/Parking <input type="checkbox"/> Health Care Svcs./Benefits <input checked="" type="checkbox"/> Other: County Mental Health/Department of Rehabilitation local programs provide vocational programs and this unit supports via oversight, program development, training and technical assistance.</p>
<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization) state and federal</p>	<p><b>Funding Amount:</b> \$ 1,565,440</p>
<p><b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy  7/1/06-6/30/09</p>	<p><b>Anticipate Future Funding?</b> <input checked="" type="checkbox"/> Yes For how long? Ongoing  <input type="checkbox"/> No</p>

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>	
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>This is a state level cooperative that is funded through an Interagency Agreement to provide training and technical assistance, program development and oversight. Training is provided statewide as requested by local partners and as part of ongoing program oversight and reviews. Contracts for the consultants are for 3 years and are through DMH. Topics are updated for new RFPs every 3 years and it is a competitive process.</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p><input type="checkbox"/> Youth <input checked="" type="checkbox"/> Adult</p> <p>Specifics:</p> <p>Mutual clients of local County Mental Health and Department of Rehabilitation cooperatives.</p>
<p><b>Eligibility Requirements:</b> Mutual clients of County Mental Health and Department of Rehabilitation who meet priority population.</p>	<p><b>Services Provided:</b> (Please provide as much detail as possible)</p> <p>Direct services through DMH are not provided—training and technical assistance, program development, federal program reviews are the primary function of this unit. Training topics—see Additional Comments/Explanation.</p>
<p><b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served)</p> <p>Statewide</p>	<p><b>Number Served -- Prior Year:</b> State DMH does not provide direct client services. <input checked="" type="checkbox"/> N/A</p> <p><b>Planned Number -- Current Year</b> State DMH does not provide direct client services. <input checked="" type="checkbox"/> N/A</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: (Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</p> <p>The State Department of Mental Health and the Department of Rehabilitation have formed an Interagency Agreement to jointly administer and provide oversight, training and technical assistance, and program development to the current 25 local cooperatives and to counties that are working toward providing vocational services to their mental health clients. We work in collaboration with the Department of Rehabilitation, families, clients, County Mental Health, and local community agencies such as education.</p>	

## STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>		
<p><b>Additional Comments or Explanation:</b>            This state level cooperative program provides training that focuses on building employment services and supports. The training is brought to the local programs/communities at no cost to them—it is funded through the state Department of Mental Health/Department of Rehabilitation Interagency Agreement. Major outcomes have been the building of and maximizing existing collaborations and resources, as well as providing programs and clients with the tools and supports to address the client’s interest in working and becoming a member of the community in which they live.</p> <p><b>Overall Program/Project Goal:</b> Provides administrative support, oversight, program development, training and technical assistance to counties/programs collaborating to provide vocational services and supports.</p> <p><b>Services Provided:</b> Building System/Community/Individual Capacity for Employment, From Vision to Transformation—Management Level Trainings and Organization Building, Shifting to the Recovery Culture: Program/Line Staff Level Trainings and Cooperative Team Building, How to Engage the Employment/Business Community, Utilization of Mainstream Educational Resources in the Design of Your Program, Benefits Planning, Connecting Employment with Recovery, The Client’s Perspective—Supporting Educational and Employment Goals, System/Program Assessment, Planning and Development, Transition Age Youth (TAY), Job Retention for Clients in Employment, Developing and Implementing Technical Assistance and Customized Training.</p>		
<table style="width: 100%; border: none;"> <tr> <td style="border: none;"><b>Form Completed By:</b> Dee Taylor</td> <td style="border: none; text-align: right;"><b>Date:</b> 3/28/07</td> </tr> </table>	<b>Form Completed By:</b> Dee Taylor	<b>Date:</b> 3/28/07
<b>Form Completed By:</b> Dee Taylor	<b>Date:</b> 3/28/07	

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>	
<p><b>Organization Name:</b> Department of Mental Health</p> <p><b>Address:</b> 1600 9<sup>th</sup> St., Room 100 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Peter Best</p> <p><b>Position:</b> Staff Mental Health Specialist</p> <p><b>Phone:</b> 916-6573487</p> <p><b>E-Mail:</b> Peter.best@dmh.ca.gov</p>
<p><b>Program/Project Name:</b> Projects for Assistance in Transition from Homelessness (PATH)</p> <p><b>Type:</b>  <input checked="" type="checkbox"/> Federal Program  <input type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> Stewart B. McKinney Homeless Assistance Amendments Act of 1990 (P.L. 101-645. Title V Subtitle B)</p> <p> <input checked="" type="checkbox"/> Federal                      <input type="checkbox"/> State  <input type="checkbox"/> Not Applicable                 </p>
<p><b>Overall Program/Project Goal:</b>  <input type="checkbox"/> Job Preparation/Placement   <input type="checkbox"/> Support Job Placement/Retention (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)   <input checked="" type="checkbox"/> Research; Planning; Other (Please explain.)                      Funds may be used only to provide services to individuals who are suffering from serious mental illness or from a co-occurring substance abuse disorder and who are homeless or at imminent risk of becoming homeless. A small portion of the funds may be used for housing (20%).</p>	<p><b>Service Type:</b>  <input type="checkbox"/> Job Placement            <input type="checkbox"/> Mental Health Svcs.  <input type="checkbox"/> Job Training                <input type="checkbox"/> Child Care  <input type="checkbox"/> Education                    <input type="checkbox"/> Benefits Planning  <input type="checkbox"/> Housing                        <input type="checkbox"/> Drug/Alcohol  <input type="checkbox"/> Technology                 <input type="checkbox"/> Staff Training  <input type="checkbox"/> Transportation/Parking  <input type="checkbox"/> Health Care Svcs./Benefits  <input checked="" type="checkbox"/> Other: The grant funds can be used for a variety of treatment and support services listed above.</p>
<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization)</p> <p>Federal</p>	<p><b>Funding Amount:</b></p> <p>\$ 7,425,000</p>
<p><b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy</p> <p>07/01/07-06/30/08</p>	<p><b>Anticipate Future Funding?</b>  <input checked="" type="checkbox"/> Yes                      For how long? Indefinite  <input type="checkbox"/> No</p>

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>	
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.)</p> <p>The funds are awarded to the States based on a formula. California then allocates the funds to County Mental Health Departments via the CA. Cigarette and Tobacco Tax formula.</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p><input type="checkbox"/> Youth <input checked="" type="checkbox"/> Adult</p> <p>Specifics: Mental Illness and/or substance abuse.</p>
<p><b>Eligibility Requirements:</b> Individuals who have serious mental illness or have co-occurring substance use disorders; and are homeless or at imminent risk of becoming homeless.</p>	<p><b>Services Provided:</b> (Please provide as much detail as possible)</p> <p>Outreach, case management, supportive services in residential setting, one-time security deposits and/or moving costs, staff training, alcohol and/or drug treatment (non-residential), and screening and diagnostic treatment.</p>
<p><b>Geographical Area Served:</b> (Statewide, County/City/Zip Codes Served)</p> <p>Statewide in 37 counties</p>	<p><b>Number Served -- Prior Year:</b> <u>16,250</u> <input type="checkbox"/> N/A</p> <p><b>Planned Number -- Current Year</b> <u>16,857</u> <input type="checkbox"/> N/A</p>
<p><b>Partnerships and Responsibilities Of Each Partner:</b> (State/Local Agencies; Community/Faith-Based Organizations-- e.g., <u>Dept. of Rehabilitation</u>: Training One-Stop staff on Disability Law; <u>Dept. of Education</u>: (Intake, and Assessment; <u>Lighthouse for the Blind</u>: Referral Services.)</p> <p>County mental health may choose to subcontract with outside service providers or may provide direct services.</p>	
<p><b>Additional Comments or Explanation:</b> The Federal guidelines for the PATH program are restrictive in that the services provided may only be provided to those individuals who are diagnosed with severe mental illness and/or suffering from a co-occurring substance abuse disorder and are homeless or at risk of homelessness.</p>	
<p><b>Form Completed By:</b> Peter Best <span style="float: right;"><b>Date:</b> 04/23/07</span></p>	

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<b>Department of Mental Health</b>			
<p><b>Organization Name:</b> Department of Mental Health <b>Address:</b> 1600 9<sup>th</sup> Street Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Ron Bettencourt <b>Title:</b> Staff Mental Health Specialist <b>Phone:</b> 916-654-4432 <b>E-Mail:</b> Ron.bettencourt@dmh.ca.gov</p>		
<p><b>Program/Project Name:</b> SAMSHA (Substance Abuse and Mental Health Services Administration) Community Mental Health Services Block Grant Type Program/Project Name Here</p> <p><input type="checkbox"/> State Program <input checked="" type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> Title XIX of the Public Health Service Act; P.L. 102-321 and 106-321; W&amp;I Code, Sect. 5700-5700.1.</p> <p><input checked="" type="checkbox"/> Federal      <input checked="" type="checkbox"/> State      <input type="checkbox"/> N/A</p>		
<p><b>Primary Focus of Program/Project:</b></p> <p><input type="checkbox"/> Direct Job Placement, or Job Preparation Services</p> <p><input type="checkbox"/> Services that Support the Ability to Seek and Accept Job Placement and Remain Employed (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning; Coordination, etc. (Please explain.)</p> <p><input checked="" type="checkbox"/> Other (Please explain.)</p> <p>The primary focus of the program is to support comprehensive, community-based systems of care for adults with serious mental illnesses (SMI) and children with serious emotional disturbances (SED). Those services could include services that support the ability of an individual with SMI or SED to seek, accept and retain employment.</p>	<p><b>Services Provided:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>Direct Placement</b></p> <p><input type="checkbox"/> Education (all levels) <input type="checkbox"/> Assessment <input type="checkbox"/> Indiv. Employment Plan <input type="checkbox"/> Case Mgmt. Svcs. <input type="checkbox"/> Resume Writing <input type="checkbox"/> Job Search <input type="checkbox"/> Job Club <input type="checkbox"/> Essential Employability Skills</p> <p><input type="checkbox"/> Voc Rehab <input type="checkbox"/> Job Skills Training <input type="checkbox"/> Classroom Training <input type="checkbox"/> On-the-Job Training <input type="checkbox"/> Employer Outreach &amp; Education <input type="checkbox"/> Job Development <input type="checkbox"/> Job Referral <input type="checkbox"/> Employer Outreach <input type="checkbox"/> Misc. Supports while Receiving Services <input type="checkbox"/> Job Placement <input type="checkbox"/> Retention Services <input type="checkbox"/> Certification (Explain certification below)</p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>Supportive</b></p> <p><input type="checkbox"/> Transportation <input type="checkbox"/> Parking <input type="checkbox"/> Housing <input type="checkbox"/> Child Care <input type="checkbox"/> Physical Rehab <input type="checkbox"/> Health Benefits <input checked="" type="checkbox"/> Mental Health Svcs. <input checked="" type="checkbox"/> Alcohol/Drug Treatment (for co-occurring diagnosis) <input type="checkbox"/> Alcohol/Drug Prevention <input type="checkbox"/> Assistive Technology <input type="checkbox"/> Accommodations <input type="checkbox"/> Job Coach <input type="checkbox"/> IHSS in Workplace <input type="checkbox"/> Benefits Planning <input type="checkbox"/> Post-Placement Employer Education <input type="checkbox"/> Staff Training <input type="checkbox"/> Consumer/Credit Counseling <input type="checkbox"/> Energy/Utilities Assistance <input type="checkbox"/> Workplace Safety <input type="checkbox"/> Independent Living Skills <input type="checkbox"/> Civil Rights Enforcement</p> </td> </tr> </table> <p><input checked="" type="checkbox"/> The Block Grant funds are to be used for mental health services. However, are flexible and can be used for a variety of treatment and support services that are listed above, provided the individual is diagnosed with SMI or SED.</p>	<p><b>Direct Placement</b></p> <p><input type="checkbox"/> Education (all levels) <input type="checkbox"/> Assessment <input type="checkbox"/> Indiv. Employment Plan <input type="checkbox"/> Case Mgmt. Svcs. <input type="checkbox"/> Resume Writing <input type="checkbox"/> Job Search <input type="checkbox"/> Job Club <input type="checkbox"/> Essential Employability Skills</p> <p><input type="checkbox"/> Voc Rehab <input type="checkbox"/> Job Skills Training <input type="checkbox"/> Classroom Training <input type="checkbox"/> On-the-Job Training <input type="checkbox"/> Employer Outreach &amp; Education <input type="checkbox"/> Job Development <input type="checkbox"/> Job Referral <input type="checkbox"/> Employer Outreach <input type="checkbox"/> Misc. 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STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>																																			
<p><b>Organization Name:</b> Department of Mental Health</p> <p><b>Address:</b> 1600 9<sup>th</sup> Street Sacramento, Ca. 95814</p>	<p><b>Contact Name:</b> Gartia Bansah</p> <p><b>Position:</b> TBI/CRC Project Coordinator</p> <p><b>Phone</b> (916) 654-0853</p> <p><b>E-Mail:</b> gartia.bansah@dmh.ca.gov</p>																																		
<p><b>Program/Project Name:</b> Traumatic Brain Injury Services of California</p> <p><b>Type:</b> <input checked="" type="checkbox"/> X Program <input type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b> Senate Bill 2232, (Chapter 1292, Statues of 1988) which added Section 5564 to the W &amp; I Code</p> <p><input type="checkbox"/> Federal <span style="float: right;"><input checked="" type="checkbox"/> State</span> <input type="checkbox"/> Not Applicable</p>																																		
<p><b>Overall Program/Project Goal:</b> <input type="checkbox"/> Job Preparation/Placement</p> <p><input type="checkbox"/> Support Job Placement/Retention (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning;</p> <p><input checked="" type="checkbox"/> X Other (Please explain.) Assist TBI survivors to attain productive, independent lives, including paid employment</p>	<p><b>Service Type:</b></p> <table style="width: 100%; border: none;"> <tr> <td><input type="checkbox"/> Job Placement</td> <td><input type="checkbox"/> Mental Health Svcs.</td> </tr> <tr> <td><input type="checkbox"/> Job Training</td> <td><input type="checkbox"/> Child Care</td> </tr> <tr> <td><input type="checkbox"/> Education</td> <td><input type="checkbox"/> Benefits Planning</td> </tr> <tr> <td><input checked="" type="checkbox"/> X Housing</td> <td><input type="checkbox"/> Drug/Alcohol</td> </tr> <tr> <td><input type="checkbox"/> Technology</td> <td><input type="checkbox"/> Staff Training</td> </tr> <tr> <td><input checked="" type="checkbox"/> X Transportation/Parking</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Health Care Svcs./Benefits</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Other</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Community Reintegration</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Case Management Services</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Assessments</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Essential Employment Skills</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Job Coach</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Benefits Planning</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Independent Living Skills</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Information &amp; Referral</td> <td></td> </tr> <tr> <td><input checked="" type="checkbox"/> X Post- Placement Employer Education</td> <td></td> </tr> </table>	<input type="checkbox"/> Job Placement	<input type="checkbox"/> Mental Health Svcs.	<input type="checkbox"/> Job Training	<input type="checkbox"/> Child Care	<input type="checkbox"/> Education	<input type="checkbox"/> Benefits Planning	<input checked="" type="checkbox"/> X Housing	<input type="checkbox"/> Drug/Alcohol	<input type="checkbox"/> Technology	<input type="checkbox"/> Staff Training	<input checked="" type="checkbox"/> X Transportation/Parking		<input type="checkbox"/> Health Care Svcs./Benefits		<input checked="" type="checkbox"/> X Other		<input checked="" type="checkbox"/> X Community Reintegration		<input checked="" type="checkbox"/> X Case Management Services		<input checked="" type="checkbox"/> X Assessments		<input checked="" type="checkbox"/> X Essential Employment Skills		<input checked="" type="checkbox"/> X Job Coach		<input checked="" type="checkbox"/> X Benefits Planning		<input checked="" type="checkbox"/> X Independent Living Skills		<input checked="" type="checkbox"/> X Information & Referral		<input checked="" type="checkbox"/> X Post- Placement Employer Education	
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<p><b>Source of Funds:</b> (Name of Federal, State, or Private Organization) Traumatic Brain Injury Fund</p>	<p><b>Funding Amount:</b> 0.66% of State Penalty Fund approximately \$1,003,000 per year</p>																																		

STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Mental Health</b>	
<p><b>Duration of Funds:</b> mm/dd/yy through mm/dd/yy 09/24/1988 through 06/30/2012</p>	<p><b>Anticipate Future Funding?</b> X Yes For how long? 2012</p> <p><input type="checkbox"/> No</p>
<p><b>How And To Whom Are Funds Disbursed For Use?</b> (e.g., formula allocation to counties, competitive process to local non-profits, etc.) Contract awards to non-profit providers made via competitive bid process</p>	<p><b>Population Served:</b> (Specify disability(s), if applicable.)</p> <p><input type="checkbox"/> Youth <input type="checkbox"/> Adult Specifics: Adults with TBI injury related disabilities</p>
<p><b>Eligibility Requirements:</b>  Must have a documented Traumatic Brain Injury and be over 18 years of age</p>	<p><b>Services Provided:</b> (Please provide as much detail as possible)</p> <p><u>Information and Referral</u> served as the primary resource for dissemination of information relative to survivors of TBI, their families and caregivers, professionals and service providers.</p> <p><u>Intake, Assessment, and Individual Service Plan Development</u> that enabled the participant to move from intensive medical rehabilitation or highly structured living arrangements to increased levels of independence.</p> <p><u>Community Reintegration</u> arranged as needed access to housing, transportation, medical care, rehabilitative therapies, day programs, chemical dependency recovery programs, personal assistance, and education. Other services designed to for independent functioning and participation in community life.</p> <p><u>Supported Living supervision</u>, support and training in the participants place of residence designed to maximize independence.</p> <p>Vocational services for promotion of participants skill development</p> <p><u>Post Placement Employer Education</u></p> <p><u>Job Coaching</u></p> <p><u>Case management Services</u></p> <p><u>Benefits Planning</u></p>



STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Rehabilitation</b>			
<p><b>Organization Name:</b> California Department of Rehabilitation</p> <p><b>Address:</b> 2000 Evergreen Street Sacramento, CA 95815</p>	<p><b>Contact Name:</b> Benjamin Harville <b>Title:</b> Chief, Independent Living and Assistive Technology <b>Phone:</b> 916- 263-8950 <b>E-Mail:</b> bfharvil@dor.ca.gov</p>		
<p><b>Program/Project Name:</b>  California Assistive Technology Systems</p> <p>Type Program/Project Name Here <input type="checkbox"/> State Program <input checked="" type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b>  Assistive Technology Act of 1998 and 2004, as amended</p> <p><input checked="" type="checkbox"/> Federal <span style="margin-left: 200px;"><input type="checkbox"/> State</span>  <input type="checkbox"/> N/A</p>		
<p><b>Primary Focus of Program/Project:</b></p> <p><input type="checkbox"/> Direct Job Placement, or Job Preparation Services</p> <p><input checked="" type="checkbox"/> Services that Support the Ability to Seek and Accept Job Placement and Remain Employed (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning; Coordination, etc. (Please explain.)</p> <p><input checked="" type="checkbox"/> Other (Please explain.)</p> <p>AT also supports Independent Living of persons with disabilities which is essential to work and daily living.</p>	<p><b>Services Provided:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="vertical-align: top; width: 50%; padding-right: 10px;"> <p><b>Direct Placement</b></p> <p><input type="checkbox"/> Education (all levels) <input type="checkbox"/> Assessment <input type="checkbox"/> Indiv. Employment Plan <input type="checkbox"/> Case Mgmt. 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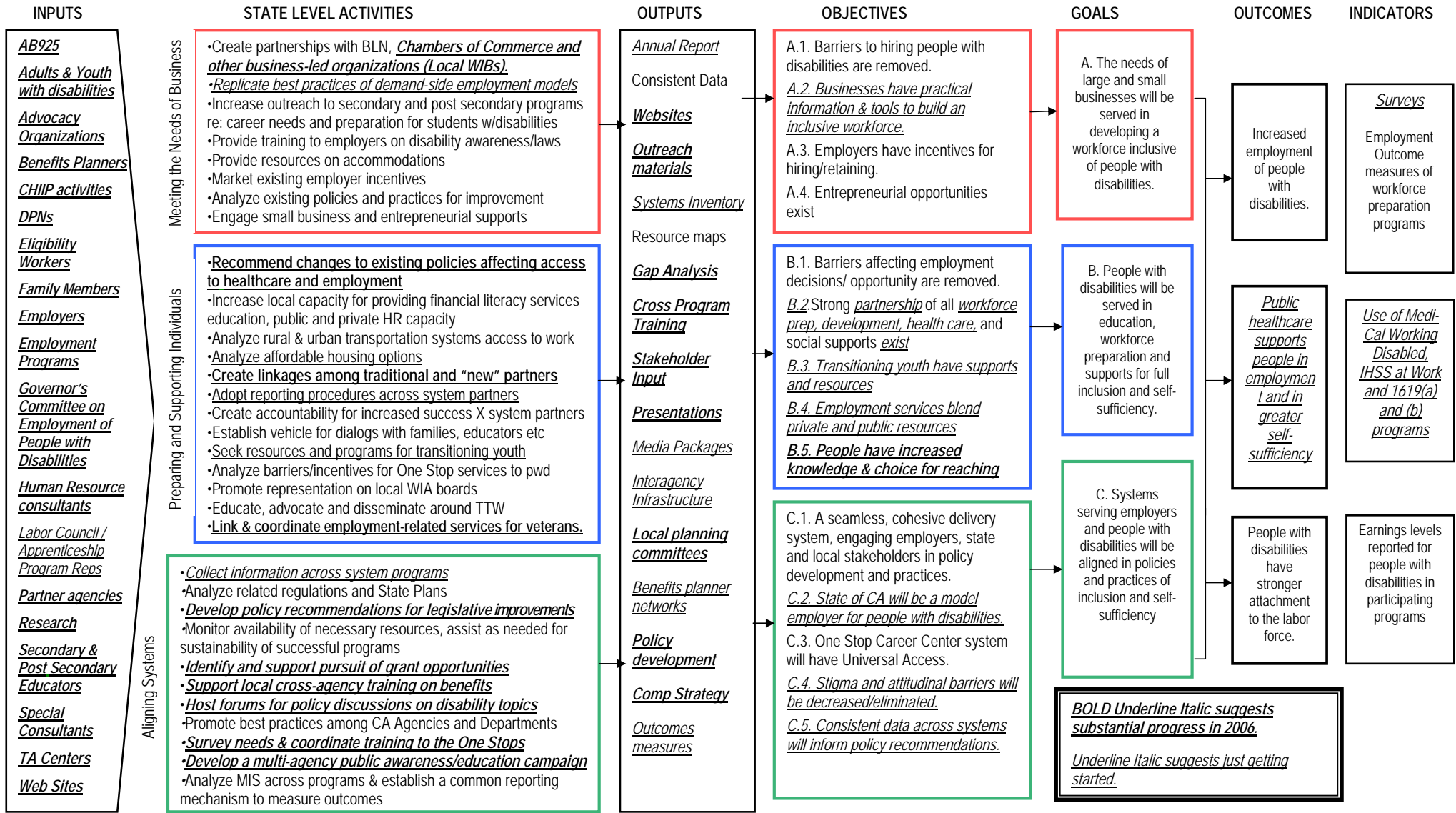


STATE PROGRAM AND SERVICES INVENTORY

<b>Department of Social Services</b>			
<p><b>Organization Name:</b> Department of Social Services</p> <p><b>Address:</b> Office of Deaf Access 744 P Street MS 11-91 Sacramento, CA 95814</p>	<p><b>Contact Name:</b> Marsha Fins <b>Title:</b> Program Analyst <b>Phone:</b> 916-651-9140 <b>E-Mail:</b> Marsha.Fins@dss.ca.gov</p>		
<p><b>Program/Project Name:</b></p> <p>Deaf Access Program (DAP) Type Program/Project Name Here <input checked="" type="checkbox"/> State Program</p> <p><input type="checkbox"/> Grant-Funded Project</p>	<p><b>Authorizing Legislation:</b></p> <p>W &amp; I Codes, Sections 10550-10560 W &amp; I Codes, Sections 10620-10629 Manual of Policies &amp; Procedures, Chapter 65-100</p> <p><input type="checkbox"/> Federal <span style="float: right;"><input checked="" type="checkbox"/> State</span> <input type="checkbox"/> N/A</p>		
<p><b>Primary Focus of Program/Project:</b></p> <p><input type="checkbox"/> Direct Job Placement, or Job Preparation Services</p> <p><input checked="" type="checkbox"/> Services that Support the Ability to Seek and Accept Job Placement and Remain Employed (e.g.; child care, benefits planning, healthcare, transportation, housing, workplace accommodations etc.)</p> <p><input type="checkbox"/> Research; Planning; Coordination, etc. (Please explain.) Provision of 7 mandated social services. State-created program that assures that public programs are adapted to meet the communication needs of deaf and hard of hearing children, adults, and families so they may receive the public benefits and services to which they are entitled and achieve economic independence and fully participate in mainstream society.</p> <p><input type="checkbox"/> Other (Please explain.)</p>	<p><b>Services Provided:</b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>Direct Placement</b></p> <p><input checked="" type="checkbox"/> Education (all levels) <input checked="" type="checkbox"/> Assessment <input type="checkbox"/> Indiv. Employment Plan <input type="checkbox"/> Case Mgmt. Svcs. <input checked="" type="checkbox"/> Resume Writing <input checked="" type="checkbox"/> Job Search <input type="checkbox"/> Job Club <input checked="" type="checkbox"/> Essential Employability Skills</p> <p><input type="checkbox"/> Voc Rehab <input checked="" type="checkbox"/> Job Skills Training <input checked="" type="checkbox"/> Classroom Training <input type="checkbox"/> On-the-Job Training <input checked="" type="checkbox"/> Employer Outreach &amp; Education <input checked="" type="checkbox"/> Job Development <input type="checkbox"/> Job Referral <input checked="" type="checkbox"/> Employer Outreach <input checked="" type="checkbox"/> Misc. Supports while Receiving Services <input checked="" type="checkbox"/> Job Placement <input checked="" type="checkbox"/> Retention Services <input type="checkbox"/> Certification (Explain certification below)</p> <p><input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____ <input type="checkbox"/> _____ (Use additional lines, as necessary.)</p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>Supportive</b></p> <p><input type="checkbox"/> Transportation <input type="checkbox"/> Parking <input type="checkbox"/> Housing <input type="checkbox"/> Child Care <input type="checkbox"/> Physical Rehab <input type="checkbox"/> Health Benefits <input checked="" type="checkbox"/> Mental Health Svcs. <input type="checkbox"/> Alcohol/Drug Treatment <input checked="" type="checkbox"/> Alcohol/Drug Prevention <input type="checkbox"/> Assistive Technology <input type="checkbox"/> Accommodations <input checked="" type="checkbox"/> Job Coach <input type="checkbox"/> IHSS in Workplace <input checked="" type="checkbox"/> Benefits Planning <input checked="" type="checkbox"/> Post-Placement <input type="checkbox"/> Employer Education <input type="checkbox"/> Staff Training <input type="checkbox"/> Consumer/Credit Counseling <input type="checkbox"/> Energy/Utilities Assistance <input type="checkbox"/> Workplace Safety <input checked="" type="checkbox"/> Independent Living Skills</p> <p><input type="checkbox"/> Civil Rights Enforcement <input checked="" type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Communication <input checked="" type="checkbox"/> Referral&amp;Counseling</p> </td> </tr> </table>	<p><b>Direct Placement</b></p> <p><input checked="" type="checkbox"/> Education (all levels) <input checked="" type="checkbox"/> Assessment <input type="checkbox"/> Indiv. 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# California Comprehensive Strategy for Employment of People with Disabilities — Logic Model — Highlights of 2006 Activities Appendix C



### **Strategy Implementation**

In an effort to advance the implementation of the Comprehensive Strategy the Governor's Committee assigned and prioritized goals within each subcommittee. Below is a list of the subcommittees and the course of action that will be taken to accomplish the goals.

#### **Agency Liaison Subcommittee**

The Agency Liaison Subcommittee is focusing on the goal *The State of California is a model employer for hiring people with disabilities*. Focusing on this goal is supporting the Governor's Executive Order S-4-05, which requires the State Personnel Board (SPB) in partnership with the Department of Rehabilitation (DOR) to work with State agencies, departments, boards and commissions to ensure State recruitment, hiring and advancement practices for people with disabilities are consistent with existing laws.

To ensure California fulfills this goal, the Agency Liaison Subcommittee has assisted the SPB in assembling a coalition of partners consisting of a variety of State departments, the State Disability Advisory Council; Disabled in State Service; the California Health Incentives Improvement Project; and the Governor's Committee, to plan and conduct a two-day State staff training summit and career fair focused on people with disabilities in State government. The theme for this event is "Creating Inclusion: The State as a Model Employer" and is scheduled for October 2007, which is National Disability Employment Awareness Month.

#### **Business Liaison Subcommittee**

The Business Liaison Subcommittee is focusing on the goals: *Remove the barriers which employers face in hiring people with disabilities e.g., misconceptions regarding costs and accommodations, workers compensation and discrimination claims.* and *The business community is equipped with the practical information and tools necessary to build their workforce inclusive of people with disabilities e.g. employer incentives, labor market information.*

To support both of these goals, the Governor's Committee, the California Health Incentives Improvement Project and the Employment Development Department are contracting with the University of California at Davis (UCD). The UCD team will investigate corporate culture, including attitudinal,

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

behavioral and physical barriers. These are all considered to be obstacles to acceptance of people with disabilities in the workplace; and managerial attitudes and understandings are considered crucial to creating a disability-friendly environment.

The UCD will conduct research in four different corporations that have been successful in hiring, retaining and promoting people with disabilities. The research will be used for two purposes:

1. Identify best practices that can be generalized into policy proposals.
2. Build teaching cases, similar to those produced by the Harvard Business School, focusing on issues related to people with disabilities in the workplace.

The subcommittee is aware that while public agencies are working to increase the hiring rate of people with disabilities, as evidenced by the Executive Order urging the State to become a model employer, it is the private sector that has the potential to make the biggest impact on the employment rate of people with disabilities.

In preparation for the development of the subcommittee's work, private sector employers known to hire people with disabilities were contacted to see if they would share information about the number of people with disabilities in their workforce. Of the positive contacts made, businesses were unanimous in their response: they do not track this information. One employer noted that the only way they could possibly extrapolate that information was by examining reasonable accommodations requests, but they didn't track that either. Reasonable accommodation is frequently tied to medical records, which are confidential.

It should be noted that the interpretation of diversity inclusion within the private sector differs from that of the Governor's Committee. The private sector predominantly describes their vision of diversity as inclusiveness of minorities and/or offering accessibility/services friendly to people with disabilities, not necessarily reaching out to people with disabilities to be included within their workforce.

Many factors contribute to the inability to accurately monitor the impact of the Governor's Committee's efforts relative to increasing the employment of people with disabilities in the private sector workforce. However, there are three primary factors, and two considerations obstructing data collection at this point. Neither federal nor State law requires employers to track the number of

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

their employees with disabilities. In addition, disclosure of a disability to an employer is only required when reasonable accommodations are requested, and not every person with a disability needs an accommodation within their work environment. Numerous confusing laws and regulations relative to people with disabilities, and general privacy protections, make employers reluctant to track this data or admit to having the information if they do, and consequently sharing the information. In addition, people with disabilities may be reluctant, for a number of reasons, to disclose a disability. It is a matter of personal opinion as to whether a person considers him or herself disabled or not.

The subcommittee is also working with the National Business Services Alliance's EDUCATE program, which is working to establish a college-level skills competency certification program in California. The EDUCATE program will work with two to three Local Workforce Investment Areas and the Department of Rehabilitation to identify people with disabilities interested in participating in a pilot program.

The goal of the program is to provide employers with a pool of job-ready candidates with disabilities, including seniors that have been "skill certified" in jobs the employer is looking to fill. The EDUCATE solution could dramatically increase the employability of eligible people with disabilities by offering: personal advisors, comprehensive assessment, targeted training, skill certification and proven job readiness guidance so employers are hiring certified 'Job-Ready' candidates. The National Business Services Alliance (NBSA) will offer employers a comprehensive assessment of the gaps they need to fill in their organization and tailor training activities and skill certification for these positions. Currently, the Business Liaison Subcommittee is working with their partners to determine the feasibility of establishing a regional NBSA pilot program. The outcomes of the pilot program would provide the Governor's Committee with critical data on which to base a recommendation for a skills certification model that could help fill employers' needs.

### **Education and Employment Subcommittee**

The Education and Employment Subcommittee has prioritized their work to focus on the goal *Sufficient services are in place for veterans with disabilities to obtain and retain employment* of the Comprehensive Strategy as the subcommittee's target for 2007.

The subcommittee conducted three public hearings to obtain broad-based stakeholder input on issues faced by veterans with disabilities seeking

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

employment. The public hearings were held in: Los Angeles, San Diego and Sacramento.

In addition to members of the public providing information, expert testimony was received from veterans' provider organizations, the Department of Labor Veterans' Employment and Training Services Program, the U.S. Veterans' Administration Palo Alto Health Care System, and the U.S. Veterans' Administration Vocational Rehabilitation and Employment Office.

The Governor's Committee conducted these public hearings and focus groups to learn what barriers veterans with disabilities face in obtaining and retaining employment and what challenges employers may face when hiring veterans. The following is a summary of the responses from those public hearings and focus groups.

Veterans leave the military and transition into civilian life with far less preparation than was given them when they entered into service. The average training for a person entering the military lasts from three to six months, and military personnel can spend more than 12 months in a combat environment. The current Transition Assistance Program (TAP) given to service members for transition into civilian life is three days. Participation in the TAP is not mandated by all branches of the military and is only available on certain military bases.

To add to this, many transitioning veterans, as they search for employment, have experienced subtle and/or overt discrimination from employers. Because of this, they are reluctant to identify themselves as veterans. Veterans reported being bounced from one government office to another when seeking assistance in obtaining employment and benefits filing, leading to confusion, delays, disappointment and distrust of both federal and state government.

Veterans being discharged with disabilities have additional challenges and reject being labeled as disabled. Veterans prefer to be identified as injured or wounded. The long process of the military service disability rating through the Veterans Administration leaves disabled veterans without needed mental health services.

Employer responses did not seem to indicate a particular bias for hiring or not hiring veterans. What they did emphasize is a need for qualified, responsible, career oriented employees, whether veteran or not, disabled

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

or not, who have the required skills to perform the job. Most employers indicated that they have had good success in hiring veterans. They indicated that, in general, there is very little turnover with veterans, veterans easily accept instruction, are easier to train and are willing to take on more responsibility.

Veterans need a true “One-Stop Shop” where they can be assisted by another veteran on a one-to-one basis with benefits filing, legal and financial matters, housing, education, training, career counseling, résumé writing, and all services that veterans may require to transition back to civilian jobs. These One-Stops could be located in the existing veterans centers throughout the state, as many veterans visit these centers regularly.

As an incentive for employers to hire veterans, the State could provide employer tax credits. This could be part of a comprehensive transitional employment program. This comprehensive transitional program could include:

- waiver of all tuition fees
- internships for veterans
- legal and financial management services
- assistance with housing

The Military Occupational Specialty (MOS) certifications earned in the military should be transferable into college credits, state licensing requirements, and civil service position minimum qualifications. Legislation should be passed requiring all trade unions to accept MOS certifications as meeting minimum apprentice qualifications, as well as impose a “veteran’s priority” hiring veterans first from employment waiting lists.

The State could also enhance the Disabled Veterans Business Enterprise (DVBE) by increasing the current three percent “goal” to a 10 percent “requirement.” California could implement a requirement that all State-contracted vendors hire a pre-determined percentage of veterans in order to qualify for the contract.

### **Policy and Planning Subcommittee**

The Policy and Planning Subcommittee’s first goal is, *Remove the barriers that people with disabilities face when seeking employment, e.g., healthcare, housing, transportation and accessibility.* The specific focus

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

for this goal has been to increase current participation, evaluate program effectiveness, and make recommendations for improvement in the 250% Working Disabled Program, e.g., add a grace period for temporary lapses in employment for Medi-Cal Working Disabled Program enrollees.

Significant progress has been made in this area by utilizing the input and work of a grassroots task force established through the World Institute on Disability, a non-profit research, training and public policy center promoting the civil rights and full societal inclusion of people with disabilities. This task force, known as the GAPS Task Force on the 250% Medi-Cal Working Disabled Program (GAPS Task Force), is a statewide group of key stakeholders and workers with a disability that focus on identifying and recommending solutions to gaps in services for people with disabilities. The GAPS Task Force, working through the Policy and Planning Subcommittee, brought recommendations forward related to the Medi-Cal Working Disabled Program. These recommendations were subsequently adopted by the Governor's Committee at their March 2007 quarterly meeting. The recommendations are to support:

- Waiving liquid asset limits for Medi-Cal 250% Working Disabled Program enrollees.
- Exempting public and private retirement income in the Medi-Cal 250% Working Disabled Program.
- Removing the "Marriage Penalty" in the Medi-Cal 250% Working Disabled Program.
- Collaborative strategies and resources with stakeholders, partners, regions, and counties to support and implement:
  - \* Outreach training, marketing and media activities with certain timeframes.
  - \* After the combined activities are performed, measure their effects on employment and enrollment in the Medi-Cal 250% Working Disabled Program.
- Programming of county software system to include the Medi-Cal 250% Working Disabled Program.
- Ongoing training of county eligibility workers implementing the Medi-Cal 250% Working Disabled Program.

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

As the subcommittee moved its recommendations forward, complementary legislation, Assembly Bill 1113 (Brownley), was introduced February 23, 2007, and was approved by the Assembly on June 6, 2007.

The second goal the Policy and Planning Subcommittee is focused on is, *Work toward a seamless, cohesive delivery system across State Agencies by including State and local stakeholders, employers and the disability community in the development of policies and practices.* The specific focus for this goal has been to identify, monitor and link to all existing disability employment and support service Councils, Advisory Committees, Workgroups, etc. to coordinate common activities and goals, e.g., the Olmstead Advisory Committee, Council on Developmental Disabilities, State Rehabilitation Council.

In order to address this important connecting activity, a meeting was convened in September 2006 of 20 different boards, commissions, councils, etc., to identify areas of common interest to better work together and coordinate activities.

### **Service Needs Evaluation**

The Governor's Committee has been working on a service needs evaluation to assist in determining where there may be service gaps for people with disabilities. The first step was to gather information regarding employment service programs administered through State departments.

Updating this service data is ongoing as funding reductions, augmentations and regulatory revisions occur changing the landscape of services provided. The second step involves analyzing the results of two needs assessments, one conducted by the Department of Rehabilitation and the second conducted by the State Independent Living Council. The analysis of these two assessments will be used to compare the services provided to determine where there may be gaps or overlaps. This information will help make apparent where services should be enhanced or possibly realigned. The analysis is currently in progress.

### **Boards and Commissions Meeting Summary**

The Boards and Commissions meeting held on September 20, 2006 was initiated and hosted by the Governor's Committee staff. Participants were staff from other boards, commissions, or councils, whose mission either

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

directly or indirectly affects the employment of people with disabilities. The following organizations participated:

- California Veterans Board
- California Workforce Investment Board
- California Commission on Aging
- California Student Aid Commission
- Mental Health Services Oversight and Accountability Commission
- California Health Incentives Improvement Project
- Department of Rehabilitation Cooperative Programs Section
- Social Security Administration
- Olmstead Advisory Committee
- California Mental Health Planning Council
- State Council on Developmental Disabilities
- State Independent Living Council (unable to attend/is interested)
- State Rehabilitation Council
- EDD Veterans Program Unit
- Statewide Disability Advisory Council
- California Governor's Committee on Employment of People with Disabilities

The objective was to provide a forum at which all participants could share information and develop a network of contacts that would assist in the creation of the seamless infrastructure of services and supports for the employment of people with disabilities.

Participants not only accomplished the objective of sharing information and developing a network of contacts, all became more aware of the

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

commonalities shared and the wealth of expertise available. Stimulus questions were sent out prior to the meeting, and were the basis for participant interaction.

The group brainstormed the following “vision-victory” statements and goals utilizing the stimulus question responses:

### **Employment/Retention/Supports**

- Wages and benefits for people with disabilities = general population
- This group contributes to the Comprehensive Strategy
- Supports are in place to make this happen
- Stigmas are eliminated

### **Goals**

- Transparency to customers
- Break down barriers
- Streamlined and integrated systems
- More effective services
- Reduced duplication
- Maximized resources and expertise
- Interagency collaboration and information sharing
- Identified partnership opportunities/commonality

The action planning stage provided participants the opportunity to brainstorm the strengths and weaknesses of the organizations and the context (benefits and dangers) in which their missions are performed.

## **The Employment Status of Californians with Disabilities**

### **Appendix D**

The group developed the following plan that reflects the actions that could be taken to respond to the overall goals of the Comprehensive Strategy.

<b>Action Method</b>	<b>Goals</b>
State Employment Opportunities for People with Disabilities	<ul style="list-style-type: none"> <li>• Design activities to impact the State Personnel Board/Department of Personnel Administration implementation of Executive Order</li> </ul>
Consumer Input and Education	<ul style="list-style-type: none"> <li>• Create effective methods for communication</li> <li>• Create systems for stakeholder consumer input</li> <li>• Outreach in education</li> <li>• Training and education for consumers and family members about services and participation opportunities</li> <li>• Targeted cross agency training with identifiable measurable outcomes, e.g., the way the California Health Incentives Improvement Project does it</li> </ul>
Stakeholder	<ul style="list-style-type: none"> <li>• Participate in Governor's Committee groups</li> <li>• Simplify eligibility procedures that will expand access of clients to services</li> </ul>
Sharing Information and Resources	<ul style="list-style-type: none"> <li>• Establish an effective networking system to communicate needs, resources and goals (e-mail, mission, vision, services overview)</li> <li>• Survey each agency to identify services provided and populations served</li> </ul>

<b>Action Method</b>	<b>Goals</b>
Sharing Information and Resources	<ul style="list-style-type: none"> <li>• Develop a matrix to identify overlap and commonalities</li> <li>• Contact information to group</li> </ul>

# **The Employment Status of Californians with Disabilities**

## **Appendix D**

### **Meeting Review**

Outstanding issues that transpired during the review of the meeting included:

- Others to be included in future discussions: Department of Veteran's Affairs and additional subject matter experts.
- The need of a common definition of "disability" for more consistent data tracking to determine the actual unemployment rates for people with disabilities. There is concern about vocational rehabilitation and college reimbursement mechanism.
- Have a default on student loans affect future training and employment.

### **Meeting Follow-up**

The following actions have been/will be made as follow-up from the meeting:

- Prioritize the organizations considered to be most important to begin collaborating with to further the Comprehensive Strategy goals.
- Request participation by the Department of Veterans Affairs, the Mental Health Services Oversight and Accountability Commission, the California Commission on Aging, and the State Council on Developmental Disabilities to work on the implementation of the Comprehensive Strategy.
- Review the above organization's Web sites for information that will be beneficial to the Governor's Committee and to identify meetings that can be attended for collaboration purposes.



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