



2020  
ANNUAL  
REPORT

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CALIFORNIA COMMITTEE ON  
EMPLOYMENT OF PEOPLE  
WITH DISABILITIES



# OVERVIEW

The California Committee on Employment of People with Disabilities (CCEPD) makes policy recommendations to the Secretary of Labor and Workforce Development Agency and the Secretary of the California Health and Human Services Agency and influences policy as it is being developed through the various state departments.

With the COVID-19 pandemic, the CCEPD quickly adapted to remote work and the use of video platforms to conduct its business. During the pandemic, the CCEPD has been closely monitoring trends such as remote work, virtual service delivery and distance learning to determine the lasting effects and needed policies to ensure people with disabilities have access to opportunities during and after the pandemic. The digital divide and access to broadband is also a barrier for people with disabilities, which the CCEPD will monitor in coming years.

As a result of the national conversation on social justice and several high-profile incidents of racial injustices, the CCEPD decided to develop an equity framework for its own policy-making abilities ensuring all communities are included and to advocate for the intersectionality of people with disabilities. Although people with disabilities received civil rights through the Americans with Disabilities Act (ADA) in 1990, people with disabilities still face societal low expectations, high unemployment rates and low labor force participation rates. Within the equity discussion, the CCEPD will develop long-term strategies and messaging so that people with disabilities are represented in every segment of society, gender and race to be used for policy-making.



# 2020 HIGHLIGHTS

The year began with developing and providing comments on the Workforce Innovation and Opportunity Act (WIOA) 2020-2023 Unified Strategic Workforce Development Plan. Many of the comments focused on inclusion of people with disabilities as part of the equity discussion and the need to have workforce strategies for people with disabilities be a priority. Other comments included the need for specific strategies for upward mobility of all Californians and inclusion of benefits planning as a support service for people with disabilities.

While comments on the State Plan on Career Technical Education were provided in late 2019, the CCEPD was pleased to find numerous comments aimed at increasing access to students with disabilities were incorporated into the final plan submitted to the federal government. As a result of efforts in 2019, the CCEPD continues to follow development of the State's Strategic Plan on Career Technical Education.

In June, the Executive Officer and departmental representatives presented an overview of programs serving students with disabilities to the Joint Special Populations Advisory Committee. The Joint Special Populations Advisory Committee provides professional development for career technical educators and ensures that diversity is incorporated within career technical education. Our goal is to explore continued collaborative efforts with the Advisory Committee.

The Employment and Training Subcommittee developed an informational "telework resource toolkit" document for businesses to use as a guide in developing inclusive telework programs for people with disabilities. The document was shared widely and placed on the CCEPD website. Recognizing the implications of the pandemic to long-term workplace trends, the toolkit should help educate businesses on the range of resources available to assist their workers who have disabilities. Developing the toolkit was an effort to identify potential issues and to educate businesses.

A comment letter was submitted to the California Workforce Development Board on the Draft Directive for Regional Planning Units and Local Workforce Development Board Guidance for Program Years 2021-2024. The CCEPD made many recommendations to strengthen the partnerships within regional and local plans for people with disabilities.

The Employment and Training Subcommittee received a presentation from the Mental Health Oversight and Accountability Commission regarding a mental health in the workplace project. The CCEPD will be monitoring the project.

The State Coordination Subcommittee is developing a resource guide on benefits planning for workforce professionals. The Subcommittee is also discussing virtual service delivery for both best practices within the systems and to identify any gaps or barriers.

The 2020 California Youth Leadership Forum for Students with Disabilities (YLF) planning partners quickly transitioned the in-person YLF to a virtual one within three months. The YLF was held on July 20-24, 2020 for 14 seniors, who graduated from high school. For 2021, a virtual approach is being developed again.

Beginning in 2020, the YLF planning partners are developing post-YLF activities to include potential workshops such as resume building, how to find a job, and community engagement. Alumni from 2014 through 2020 will be invited to these workshops. Workshops will be done through existing resources and alumni will be asked to participate.

Due to the pandemic, discussions for YLF 2.0 curriculum concept and fee-for-service funding was deferred. The Youth Event Subcommittee will discuss strategies in the coming year.

For more information, visit the [CCEPD website](#) or call the Executive Officer at (916) 558-5698.