CCEPD FULL COMMITTEE

MEETING

November 3, 2022

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# **California Committee on Employment of People with Disabilities (CCEPD) MEETING NOTICE AND AGENDA**

Thursday, November 3, 2022

9:00 a.m. – 12:00 p.m.

**Other Public Participation Options**

**Video Conference**: [Zoom](https://dor-ca-gov.zoom.us/j/89510630537?pwd=S2tuMVRrNjk3SXhPVCtQL0Vlay8xdz09)

Use Meeting ID: 895 1063 0537 and Passcode: .dbDy5Z (Please note: there is a period before the letter “d”.)

**Teleconference**: (408) 638-0968

Use Meeting ID: 895 1063 0537 and Passcode: 85005299

**Email Public Comment**: [CCEPD@dor.ca.gov](mailto:CCEPD@dor.ca.gov)

**Meeting Agenda**

1. **Welcome and Introductions**

Taylor Winchell, Vice-Chair, CCEPD

1. **Approval of August 2022 CCEPD Full Committee Meeting Minutes**

Taylor Winchell, Vice-Chair, CCEPD

1. **Election of Chair and Vice-Chair**

Maria Aliferis-Gjerde, Executive Officer, CCEPD

1. **Approval of Mission, Vision, and Guiding Principles**

Taylor Winchell, Vice-Chair, CCEPD

Maria Aliferis-Gjerde, Executive Officer, CCEPD

1. **Discussion of Issues for 2023**

Taylor Winchell, Vice-Chair, CCEPD

Maria Aliferis-Gjerde, Executive Officer, CCEPD

Break 10:30-10:45 a.m.

1. **YLF 2.1 Concept, Regional Events and 2023 YLF Update and Approval**

Eric Glunt, Youth Event Subcommittee Chair, CCEPD

Maria Aliferis-Gjerde, Executive Officer, CCEPD

1. **Joint Subcommittee Best Practices Update**

Jennifer Fischer, State Coordination Subcommittee Chair, CCEPD

Anita Wright, Employment and Training Subcommittee Chair, CCEPD

Maria Aliferis-Gjerde, Executive Officer, CCEPD

Zak Ford, Analyst, CCEPD

1. **Approval of Comment Letter for State Plan for Career Technical Education**

Maria Aliferis-Gjerde, Executive Officer, CCEPD

Zak Ford, Analyst, CCEPD

1. **Approval of CCEPD Annual Report**

Maria Aliferis-Gjerde, Executive Officer, CCEPD

1. **2023 CCEPD Calendar**

Maria Aliferis-Gjerde, Executive Officer, CCEPD

1. **Agenda Items for Future Meetings**
2. **Public Comment**
3. **Adjournment\*** 12:00 p.m.

\* The meeting will adjourn upon completion of agenda.

**MEETING MATERIALS:** This meeting notice and agenda and other supplemental materials may also be accessed on [the website,](https://www.dor.ca.gov/Home/CCEPD) located on the Advisory Committee Calendar view. All times indicated, and order of business are approximate and subject to change on the day of the noticed meeting. The meeting will adjourn upon completion of the agenda.

Interested members of the public may use the video conference or teleconference number provided to listen to the meeting and/or provide public comment. The CCEPD is not responsible for unforeseen technical difficulties that may occur and is not obligated to postpone or delay its meeting in the event of unforeseen technical difficulties with the teleconference line.

**PUBLIC COMMENT:** Public comment on matters not on the agenda is taken at the end of the meeting and members of the public can make comments on agenda items prior to any vote of the committee. Depending on the number of individuals wishing to address the committee, public comment may be limited to three minutes per person. Non-English speakers who utilize translators to make public comment will be allotted no more than six minutes unless they utilize simultaneous translation equipment. The CCEPD is precluded from discussing matters not on the agenda; however, CCEPD members may ask questions for clarification purposes.

**REASONABLE ACCOMMODATIONS:** If you require a disability-related accommodation, materials in alternate format or auxiliary aids/services, please contact Maria Aliferis-Gjerde at (916) 558-5698 or [Maria.Aliferis-Gjerde@dor.ca.gov](mailto:Maria.Aliferis-Gjerde@dor.ca.gov) by October 28, 2022. Providing your accommodation request at least five (5) business days before the meeting will help ensure availability of the requested accommodation. Any requests received after this date will be given prompt consideration, but logistical constraints may not allow for their fulfillment.

# **CCEPD FULL COMMITTEE MEETING MINUTES (DRAFT)**

Thursday, August 18, 2022

CCEPD Members: Kerry Chang, April Dawson, Robert Fried, Eric Glunt, Lis Hayes, Roy Kim, Aparna Kommineni, Michael Luna, Kimberlee Meyer, Robert Sifuentes, and Taylor Winchell

CCEPD Staff: Maria Aliferis-Gjerde, Margaret Balistreri, and Zachariah Ford

Members of the Public: Theresa Comstock, Jennifer Fischer, Nicholas Love, Gina Griffith, and Michelle O’Camb

1. Welcome and Introductions

Meeting began at 9:02 a.m. and a quorum was met. New members Kommineni and Chang were welcomed to the Committee.

2. Approval of May 2022 CCEPD Full Committee Meeting Minutes

Motion: It was moved/seconded (Sifuentes/Glunt) to approve the May meeting minutes. (Yes – 8, Dawson, Chang, Fried, Glunt, Kommineni, Luna, Meyer, Sifuentes,): (No – none); (Abstain – 1, Hayes). Motion passed on 8-0-1 vote.

3. Experiences with Benefits Planning Panel Discussion

Chair Dawson introduced the panelists for this next discussion: Justus Harris, Christy Harder, Alisha Turner and Megan Wuebold. Panelists were asked four questions, as listed below.

Please discuss your experience with Benefits Planning.

Panelists provided following responses:

* Two panelists, Justus Harris, and Megan Wuebold discussed how long it took to get services from Department of Rehabilitation (DOR) and difficulty navigating accommodations and services needed. Problems exist with communications and navigating the programs to get services.

Christy Harder had a good experience once she worked with Work Incentives Planner.

* Alisha Turner provided perspective as a Ticket-to-Work provider. People with disabilities need this counseling because they are so many myths. Funding for the Ticket-to-Work program is challenging

How did you learn of benefits planning? How did it help you?

Panelists provided following responses:

* Learned of benefits planning from DOR.
* Justus Harris has not heard of benefits planning or the Ticket-to-Work program.
* All discussed what a challenge it is working with Social Security Administration Office, getting benefits, and managing them while employed.

What changes would you like to see in benefits planning?

Panelists provided following responses:

* Panelists discussed how the experience of working with Social Security Administration (SSA) made them feel. Many expressed frustrations at ableism.
* Panelists discussed that benefits should be easier administratively.
* Lack of knowledge of where to go for help and how hard it is to find information.
* Reporting requirements are difficult and must recertify for housing, medical and other benefits annually.
* SSA should allow people to upload documents online.

Members requested that a SSA representative to be asked to attend meeting and share comments from panelists.

4. Overview of Disability Benefits 101 (DB101)

Nicholas Love of World Institute of Disability provided an overview of the DB101 website and various aspects of the tool, including how someone can register to save information.

Questions and Comments from Members:

* Member Kommenini discussed how the page on Individual Development Accounts is not clear. She also had some other suggestions for improvements.
* Question was on how often website is updated. Dates on pages show when that page was last updated.

5. Approval of Benefits Planning Recommendations

Jennifer Fischer, Chair, State Coordination Subcommittee provided an overview of the benefits planning recommendations. She discussed why the recommendations was deferred and feedback provided at the time:

* More information on why cross systems were needed
* More information on each system affected
* Number of people that could be served by DB101
* Some formatting changes and suggestions from the public were also included.

The recommendations were read out loud and Members were asked if the recommendations were clear. There was a request from the Department of Developmental Services to make a wording change to from “require to request” for the following recommendation:

* Request DB101 usage for employment efforts within the Department of Developmental Services, as part of the elimination of sub-minimum wage discussions and other employment discussions. Regional Centers should incorporate DB101 knowledge among staff and incorporate benefits planning strategies as part of the elimination of subminimum wage.

Member Meyer discussed the difficulty of collecting data and discussed how systems would need to be changed to collect data.

Motion: It was moved/seconded (Glunt/Sifuentes) to approve the benefits planning recommendations with the change requested and submit them to lead departments. (Yes – 8, Chang, Dawson, Fried, Glunt, Kommineni, Luna, Meyer, Sifuentes,): (No – none); (Abstain – none). Motion passed on 8-0-0 vote.

6. Project Updates

Executive Officer Aliferis-Gjerde provided an update to the projects:

* Engaging with local workforce areas to discuss best practices in serving people with disabilities. Compiling a document with best practices and potential policy recommendations.
* Submit Benefits Planning recommendations to lead departments.
* State Plan for Career Technical Education has been released. Goal will be to submit a comment letter when it is open for comment period.
* Discussing cross-training needs and plan is to survey local workforce areas for more information.
* Staff is researching information on Long Covid discussions to develop conversations on emerging issues.
* Meetings with lead departments are being scheduled to discuss YLF 2.1 concept.
* This year’s YLF was virtual. Different engagement efforts are being reviewed for next year due to low attendee number of 13. Some youths were not interested when they learned of program becoming virtual.

7. Agenda Items for Future Meetings

April Dawson announced that she is resigning from the Committee. She has a new position.

8. Public Comment

There was no public comment

9. Adjournment

Motion to adjourn was approved and meeting adjourned at 11:43 a.m.

# **2022 Election of Chair and Vice Chair**

The California Committee on Employment of People with Disabilities (CCEPD) will elect a Chair and Vice-Chair at the November 2022 Full Committee meeting. The current Chair, April Marie Dawson, resigned in August 2022.

According to Operating Guidelines, a Nominating Subcommittee was created by the Executive Committee in September 2022 to select the nominees and present them to the CCEPD. Due to the short-time frame, the Executive Committee agreed to put forth Taylor Winchell as a nominee for the Chair and requested that the Executive Officer talk with potential candidates for the Vice-Chair position.

The following nominee as Chair:

* Taylor Winchell

Since Taylor Winchell has been nominated for Chair, she will vacate the Vice-Chair position and a nomination was needed.

The following nominee as Vice-Chair:

* Roy Kim

The Chair and Vice-Chair serve a two-year term and may serve two full, two-year terms.

# **CCEPD’s Mission, Vision, and Guiding Principles**

**Background**

The California Committee on Employment of People with Disabilities (CCEPD) leadership decided that the mission, vision, and guiding principles should be modified. As part of the Operating Guidelines, the mission, vision, and guiding principles will be updated when the Full Committee approves them. Upon the 2022 annual review of CCEPD Operating Guidelines, members felt modifications were needed to the vision, mission, and guiding principles. The Executive Committee began review in June and finalized language in September.

**Proposed New Mission, Vision, and Guiding Principles**

Mission: The California Committee on Employment of People with Disabilities promotes, develops, and evaluates policies to increase the employment and training of people with disabilities, and advocates for better coordination among programs and services.

Vision: People with disabilities bring diversity, experience, talent, and skills to California’s workforce and communities through equitable access to services and employment.

Guiding Principles:

* People with disabilities are represented across industries at all levels at parity with the general population.
* People with disabilities are willing and empowered to participate in economic and workforce activities.
* Support diversity, equity, accessibility, and inclusion of all communities when developing policy recommendations or influencing policies.
* All systems and programs serve people with disabilities.
* Equal opportunity, full participation, independent living, and economic self-sufficiency are core principles for the development of a workforce system accessible to people with disabilities.
* Partnership and collaboration with all stakeholders are necessary to ensure equitable access for people with disabilities.
* As an essential workforce partner, the business community gains a broader skilled workforce by providing equitable employment opportunities for people with disabilities.
* Employment improves social, economic, and health outcomes for individuals, their families, and communities.
* Public policy at all levels should promote employment incentives and decrease barriers to employment for people with disabilities.
* Evidence-based information should be used to set measurable and attainable goals.

**Old Mission, Vision, and Guiding Principles**

Old Mission:

"California commits to achieving an employment rate for people with disabilities that is in parity with that of the general population by:

* Removing barriers to work; and,
* Providing needed services, supports and incentives to maximize individual economic growth and development."

Old Vision:

"People with disabilities will be prepared to maximize their self-sufficiency by integrating into the mainstream of a California labor market that is accessible to the diversity of its workers, job seekers, and businesses and microenterprise owners."

Old Guiding Principles:

* Support diversity, equity, and inclusion of all communities when developing policy recommendations or influencing polices.
* Partnership and collaboration with all stakeholders, including utilizing existing resources is the key to achieving our goals.
* Equal opportunity, full participation, independent living, and economic self-sufficiency are core principles for the development of a workforce system accessible for people with disabilities.
* Employment is an economic and social goal that benefits the individual, the community, and the economy.
* People with disabilities are expected and prepared to participate in economic and workforce activities.
* Public policy at all levels must promote employment incentives and decrease disincentives for both people with disabilities and employers.
* The business community is a valued partner in providing employment opportunities for people with disabilities.
* Evaluation is a key component of our goals to ensure they are measurable and attainable.

Next Steps

The CCEPD Executive Committee approved the language on September 9, 2022 and is proposing it to the Full Committee. It is recommended Full Committee Members approve or change the updated language at the November Full Committee meeting.

# **2022 CCEPD Strategic Policy Priorities**

**Background Information**

At the beginning of 2022, CCEPD developed strategic policy priorities to help further align our work and communicate how the CCEPD’s work fit into the broader state-level policy discussions. The document has been updated throughout the year to capture the tasks and activities.

At the November 2022 Full Committee Meeting, Members will discuss whether these strategic priorities should continue, narrowed, or others added to the strategic policy priorities. Members should also reflect on what other issues should be a focus as 2023 approaches.

**Subcommittee Projects identified through Strategic Priorities Listed Below**

Increase employment outcomes of people with disabilities through education and training to gain skills as California enters the post-pandemic.

* Discussions on High-road training partnerships –The Employment and Training (E&T) Subcommittee held first discussion.
* Workforce Innovation and Opportunity Act State Plan Modified – Comment letter was submitted to the California Workforce Development Board on February 3rd.
* State Strategic Plan on Career Technical Education –Members will approve a comment letter at the November meeting.
* Identifying best practices in regional planning units and local workforce development plans – Both Subcommittees have been meeting with local workforce developments areas. Work will continue into 2023.
* Green Jobs – Discussion occurred with California State Workforce Development Board and Office of Planning and Research to understand conversations around green jobs.
* DOR’s Demand-Side Business initiative – An overview discussion was introduced at the January 2022 Employment and Training Subcommittee meeting.
* Implementation of [SB 639](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202120220SB639) – Executive Officer has been following stakeholder engagements on implementation efforts.
* Digital Equity Plan – CCEPD staff to follow development of plan.

Coordinate systems to achieve better employment outcomes for people with disabilities.

* Discussions on service delivery – Survey was released to service providers in February and 65 responses were received. It helped inform what service delivery methods most service providers are continuing since the pandemic. CCEPD shared responses with other entities and will monitor emerging practices on service delivery.
* Develop no wrong door policies – State Coordination Subcommittee decided to first focus on cross-system training needs with local workforce development areas. Discussions were received by Department of Aging in February 2022 and English Language Learners in March 2022.

Work on a better, coordinated system of benefits and support services for people with disabilities.

* Benefits planning recommendations – Benefits planning recommendations were approved at the August Full Committee Meeting. The lead departments received them in September 2022.
* Elimination of asset limits for Medi-Cal implementation efforts – CCEPD received information from Department of Health Care Services in July 2022. CCEPD shared information. CCEPD will continue to participate in these conversations.
* Implementation efforts for long-term services and supports through Master Plan for Aging – Executive Officer will follow.
* Peer Specialist Program—Received information from Department of Health Care Services. CCEPD will continue to engage with this program.

Ensure people with disabilities are included in equitable pandemic recovery efforts and lessons learned in service delivery from the pandemic.

* Partner with other disability entities to collaborate on issues as long-term services and supports and employment and training efforts for people with disabilities.
* Monitor equity discussions through the [Governor’s Executive Order](https://www.gov.ca.gov/2022/09/13/governor-newsom-strengthens-states-commitment-to-a-california-for-all/).
* Continue to incorporate community perspectives into agendas.
* Develop a legislative program in coming year.

Other Issues Discussed at the Subcommittee Level:

* Long-Covid and its effects of employment
* Job Retention
* Long Term Services and Supports

# **Comment Letter on State Plan for Career Technical Education**

**Background**

In January of 2020, the California Committee on Employment of People with Disabilities (CCEPD) submitted a comment letter to the California Workforce Pathways Joint Advisory Committee (CWPJAC) on the federal Perkins portion of the State Plan for Career Technical Education (CTE). Subsequently, the CCEPD will be submitting a comment letter to the CWPJAC on the state’s portion of the [California State Plan for CTE](https://www.cde.ca.gov/ci/ct/gi/workpathjac.asp) by November 17, 2022.

In 2018, CCEPD received presentation from the California Department of Education and California’s Community College Chancellor’s Office on CTE initiatives and the reauthorization of the Perkins Act, Strengthening Career and Technical Education in the 21st Century. Since then, CCEPD staff have been following the CWPJAC on state plans or statewide policy.

Below is proposed language for a comment letter, which recommends additional language on system alignment for students with disabilities. Members will approve or make changes to the comment letter.

**Proposed Comment Letter**

The California Committee on Employment of People with Disabilities (CCEPD) advances policies that promote the employment of people with disabilities in the state. With a variety of representation, the CCEPD provides a forum for state departments, the business community, and others to develop better state program coordination to increase employment goals for people with disabilities.

The CCEPD commends the efforts of the California Workforce Pathways Joint Advisory Committee (CWPJAC) and appreciates the vision for equity in the California State Plan for Career Technical Education (CTE) for all students, including students with disabilities. However, the CCEPD strongly encourages additional focus on students with disabilities and strategies to ensure these students are included in CTE programs.  
  
CTE programs are the building blocks to skill attainment, allowing for entry into various career pathways based on a person’s interest and needed skills. Inclusion of students with disabilities in CTE programs is essential to improving employment outcomes thus decreasing reliance on benefits, escaping a life of poverty, and promoting a life of independence.

In August of 2022, the unemployment rate for people with disabilities in California was 9.2%, compared to 4.9% for those without disabilities. More alarming, the labor force participation rate for people with disabilities in the state was only 21.3%, compared to 61.7% for those without disabilities. These stark numbers illustrate why intentional and specific strategies should be included in the State Plan for CTE for students with disabilities.

Below are two recommendations to improve the existing draft of the plan.

* Within the “Effective Delivery and Support” section on page 14, the CCEPD commends references to recruitment, onboarding, and retention. These areas are often a challenge for students with disabilities. Detailed language should be added that CTE programs can use existing processes such as individual education plans and 504 plans to improve access to students with disabilities. This could also be added to the access bullet point of Appendix A (page 22).
* While the CCEPD commends numerous references to systems alignment (beginning on page 14), the CCEPD supports additional language that describes how various entities within education, such as Special Education and Disabled Student Services Programs – and entities such as Department of Rehabilitation (DOR), Department of Developmental Services (DDS) and Independent Living Centers – can be aligned to assist students with disabilities in CTE programs, work to educate businesses, and provide professional development content for teachers related to their students with disabilities.

The CCEPD believes these recommendations, focused on awareness, access, and system alignment, will improve access for students with disabilities. Our goal within California should be to increase the employment opportunities for student with disabilities and decrease a life of poverty.

We look forward to ongoing collaborative efforts with the CWPJAC regarding students with disabilities. If you have questions, or would like to discuss the CCEPD’s comments, please call Maria Aliferis-Gjerde, the Executive Officer of the CCEPD, at (916) 558-5698.

# **CCEPD 2022 Annual Report**

**Overview**

The California Committee on Employment of People with Disabilities (CCEPD) advances the employment for people with disabilities by making policy recommendations to the Secretary of Labor and Workforce Development Agency and the Secretary of the California Health and Human Services Agency. The CCEPD influences policy as it is being developed through the various state departments, and creates new policy recommendations, as needed.

In 2022, the CCEPD has updated its mission, vision, and guiding principles and released the equity statements. The mission and vision are as follows. (Place the language after CCEPD approves in November.)

The CCEPD also has a new Chair and Vice-Chair. (Place a sentence once election is held.)

**2022 Highlights**

The work of the CCEPD and its three subcommittees (Employment and Training, State Coordination, and Youth Event), along with the coordination of the California Youth Leadership Forum for Students with Disabilities (YLF), has continued to be greatly influenced by the pandemic and ongoing workforce trends affecting people with disabilities.

In late 2021, CCEPD staff reviewed the 2021-2024 Workforce Innovation Opportunity Act (WIOA) regional and local plans and submitted comments to the California Workforce Development Board in February 2022. When reviewing the regional and local plans, staff recommended a series of conversations with local workforce development areas to identify best practices, challenges, and opportunities for policy recommendations. This project will continue into 2023, and may include a best practice toolkit, webinars, and policy recommendations.

The State Coordination Subcommittee developed benefits planning policy recommendations and submitted them to lead departments in September 2022. CCEPD surveyed various service providers on benefits planning, which informed the benefits planning recommendations. Other issues are cross-training of workforce staff and how to develop a more integrated service delivery model for people with disabilities. Surveys were sent to local workforce development areas on cross-training needs for people with disabilities. Both projects will continue into 2023.

The CCEPD continues to engage on various initiatives, including the changing of Medi-Cal asset limits and the peer specialist program through Department of Health Care Services, green jobs through California Workforce Development Board, and Demand-Side Initiative through the Department of Rehabilitation.

The CCEPD also provided comments to the California Department of Education regarding the State Plan for Career Technical Education in November 2022.

The Youth Event Subcommittee submitted recommendations in April 2022 to the lead Departments (Department of Rehabilitation and Employment Development Department) requesting assistance to develop a Youth Leadership Forum (YLF) 2.1 model. Discussions are occurring on the best way to develop the new model. While the recommendations have been submitted to lead departments, CCEPD has been working with local partners to develop regional YLF events pilots. At least three regional YLF events will be developed in fall, spring, and summer of 2023. Using some of the YLF curriculum, a regional YLF was developed in the Inland Empire by the local Department of Rehabilitation office.

YLF continued in a virtual format, July 19-22. Delegates engaged in numerous leadership activities focused on postsecondary education, career readiness, independent living, financial literacy, and self-advocacy. Six virtual post-YLF activities have been created for alumni of the 2023 YLF.

Learn More

For more information, including current developments and meetings, visit the [CCEPD website](https://www.dor.ca.gov/Home/Ccepd) or call the Executive Officer at (916) 558-5698.

# **2023 CCEPD Meeting Calendar**

In 2023, the CCEPD meetings will remain virtual and/or may become hybrid dependent on Bagley-Keene Open Meeting Act. Although the majority of the meetings are virtual, one Full Committee Meeting will be in-person. For 2023, CCEPD will schedule meetings from 9 a.m. until noon unless the meeting is in-person.

CCEPD Full Committee Meetings

The meetings are held on Thursdays on a quarterly basis. The dates of the meetings are:

* February 23
* May 18
* August 17
* November 16

Executive Committee

The administrative meetings are held on Fridays. The dates of the meetings are:

* January 13
* March 24
* June 9
* September 29

Youth Leadership Forum (YLF) for Students with Disabilities

YLF will be a hybrid model, Thursday, July 13- Friday, July 14 is virtual and Sunday, July 16 through Wednesday, July 19 is in-person.