**Workforce Best Practices Policy Recommendations Outline**

Throughout 2022, the CCEPD has held numerous meetings with workforce areas identified as best practices throughout the state. These meetings will continue into 2023. From these best practices, the CCEPD is developing policy recommendations to enhance outcomes for people with disabilities.

The policy recommendations will be presented to the CCEPD’s Full Committee in May for approval, and then sent to the Secretary of the Labor and Workforce Development Agency and the Secretary of the California Health and Human Services Agency. Based on issues raised to date, a rough outline of a policy recommendations is below, separated by topic area. The Subcommittee will discuss these general topics and determine which ones to further develop. More research will be needed to find information that lays out the policy recommendation.

Funding

* Funding is necessary to build infrastructure to assist people with disabilities within workforce systems. However, funding for services should go beyond the initial creation of infrastructure (system change/redesign, not brick and mortar).
* There is a need for capacity building through efforts to make cultural changes in organizations. These changes include the following:
  + Inclusion
  + Etiquette
  + Addressing the differences between requirements vs culture
* The braiding of resources should be incentivized whenever addressing the needs of people with disabilities.
* Funding for job coaches will improve both short-term and long-term outcomes.

Co-enrollment and Cross-Training

* The development of strong partnerships between workforce service providers, human services, and disability-related organizations for long-term goals should be incentivized.
* Client intake processes and the release of client information across multiple systems and programs should be streamlined whenever possible.
* The culture between programs must incorporate the concept of “collective wins” between systems and programs.
* Service providers should provide a single point of contact, or as few as possible, across systems and programs.

Customer Centered Design and Service Delivery

* New models in delivering employment services, such as individualized placement and support (IPS), should be supported and the evaluation of those service delivery methods should be in place.
* Service delivery methods must understand of the importance of customer involvement with goals.
* Ongoing staff training on specific disability-related topics is needed as client needs evolve.

Employment Models

* The use of social enterprise business models should be used for the employment of people with disabilities.
* “Earn and learn” training models that provide long-term employment outcomes for people with disabilities should be enhanced and promoted for people with disabilities. These include pre-apprenticeship and apprenticeship models.
* Entrepreneurship should be encouraged.

NOTE: Any policy recommendations should read from the perspective of how state level policies can improve outcomes, not like local mandates. Additionally, while focused on individual clients, policy recommendations should consider employers working with service providers as clients.