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**CCEPD Employment and Training Subcommittee**

**MEETING MINUTES – DRAFT**

Tuesday, August 20, 2024

*Meeting held through Zoom and in person at the Department of Rehabilitation’s Central Office.*

*This meeting was being held via teleconference within the meaning of Government Code Section 11123.5.*

**Subcommittee Members:** Anisa Escobedo, Jennifer Fischer (Virtual) James Hill (Virtual), Tania Morawiec (Virtual), Michelle O’Camb (Virtual), Kayla Prusia (Virtual) Paula Tobler (Virtual)

1. **Welcome and Introductions**

The meeting began at 2:05 p.m. and a quorum was established.

1. **Approval of June Meeting Minutes**

Motion/second (Tobler/Prusia) to approve. Motion passed on 5-0-1 vote. (Yes – 5: Hill, Morawiec, O’Camb, Prusia, Tobler), (No – 0), Abstain – 1: Fischer)

1. **Presentation and Discussion on Business Engagement and the Northern California Business Advisory Council (BAC)**

Steve Rudder, Founder and Facilitator, Northern California Business Advisory Council (BAC)

Staff member Ford introduced Rudder to present on business engagement and the Northern California Business Advisory Council.

The Northern California Business Advisory Council was established in 2015 to promote partnerships between local businesses and employment training programs. The purpose of the council is to provide advice, guidance, and support for the continuing development of high-quality workforce development programs.

Ruder provided an overview of the Accenture Report, “Hidden Workers: Untapped Talent,” published through the Harvard Business School.

* The report surveyed more than 8,000 hidden workers and more than 2,250 executives across the U.S., the U.K., and Germany.
* “Hidden workers” fall into three broad categories – missing hours, missing from work, missing from the workforce.
* Hidden workers do not necessarily have to be disabled.
* Most employers think they are doing a good job with their hiring practices, but don’t focus on the structural barriers which often don’t allow certain people into the workforce. The report gives solutions to business to overcome these barriers.
* Many businesses are still resistant to hiring people with disabilities; they have so much to think about in just running the business that hiring a person with a disability does not fit into their processes.
* Companies that do not hire hidden workers only foresee problems such as being less competitive, more exposed to risk, negative financial returns. This is all due to lack of experience.
* The data that supports inclusive hiring is compelling. Hidden workers cost the same or less to hire, hidden workers performed better in six key areas, intentionally hiring from the hidden workforce talent and skill shortages are avoided.
* Businesses who hire employees with disabilities have much lower turnover rates as compared to the general population.
* Businesses are wary of agencies providing guidance, believing the vested interests are in the agencies and not the businesses and that agencies don’t have experience in running businesses.
* The communication between agencies and businesses needs to be better. Using service language rather than business language can be confusing to businesses.
* Businesses need to understand that an inclusive workforce can increase efficiency, cut costs, and reduce retention and attendance issues.
* When services are explained as a story it can be easier to understand by the business.
* Business leaders are good communicators. If they were able to tell other business about their experience with a service agency that would be the best way to get the information out. They will explain in a way that other business would understand.

Business Advisory Council Events

* One or two businesses will share their experience.
* Presenting business receives recognition.
* When business can show other businesses their outcomes, it makes a difference in getting the message out.

Members asked questions and provided follow-up comments about the presentation.

* Data can be hard to find in the state of California so are there any recommendations on gathering or how to store the data? Most businesses have had to justify that the programs are revenue positive but for some reason are not quick to discuss this in front of other businesses. Most large businesses have collected the data but are not willing to share it.
* Data that is shared as a story is generally remembered better than just raw data.

Ford asked members for any insights or requests on future business engagement discussions for the subcommittee.

* Those of us coming from service are not the best to speak about businesses engagement. Ideally, businesses would be the ones to do that.
* Any potential speakers can be sent to CCEPD for possible future presentations.
* Are there any DOR practices that would help others in hiring people with disabilities? The state as a model employer will look different than other large business. Some best practices could probably be pulled out from the state. Looking at both public and private sector would be worth including. Total percentages for state of California and people with disabilities are down for no known reason. There may be other better sources for best practices.
* Public work can also include cities, counties, school districts and others which could have different hiring practices than the state.
* CCEPD has made policy recommendation to CalHR in past years for hiring people with disabilities to help make the state a model employer.
* There is still a disconnect even within DOR for hiring people with disabilities and retaining them.
* Meristem is willing to present before a future subcommittee on their business engagement.
1. **Follow-Up Discussion on Other 2024 Subcommittee Priorities**

Staff member Ford provided an overview of other subcommittee priorities.

* Master Plan for Career Education
	+ Last Thursday, 8/15, the group held a webinar to provide and update on community engagement.
	+ There were four core concepts they discussed:
		- Access and affordability
		- Career pathways
		- Hand-on learning, work-based learning, apprenticeships, and employer engagement
		- State and regional coordination
	+ Between August and November meetings will be held to further address these areas, with expectations the plan will be complete by year’s end.
	+ Ford will continue to keep members in the loop and pass along information when he receives it.
* Master Plan for Developmental Services
	+ Based on the input received from the last subcommittee meeting, CCEPD staff worked on, and submitted, a comment letter based on the current work of the committee’s five workgroups.
		- Workgroup 1: Individuals and families experience person-centered service systems they trust
		- Workgroup 2: Individuals receive timely, inclusive, and seamless services across all service systems
		- Workgroup 3: Individuals and their families receive services from a high-quality, stable, and person-centered workforce
		- Workgroup 4: Individuals and their families experience consistent, transparent, accountable and data-driven systems that focus on outcomes
		- Workgroup 5: Individuals Receive Quality, Life-Long, Person-Centered Services from Systems with Adequate Resources
	+ Next larger committee meeting on the plan will be held this Wednesday, 8/21, in Sacramento, (Lottery building) with the option to join online.
	+ Ford will continue to keep members in the loop and pass along information when he receives it.
1. **Agenda Items for Future Meetings**
* More on business engagement, possibly a Meristem presentation
* Updates on the two different Master Plans
* Need for a guide on job coaching best practices that is business friendly and can be used by employers
1. **Public Comment**

There were no public comments.

1. **Adjourn**

The meeting adjourned at 3:39 p.m.