

**CALIFORNIA STATE REHABILITATION COUNCIL (SRC)**

**MEETING PACKET**

Wednesday, June 8, 2022, 9:00 a.m. – 4:00 p.m.

Thursday, June 9, 2022, 9:00 a.m. – 4:00 p.m.

**Table of Contents**

[Meeting Notice and Agenda 2](#_Toc104917574)

[Wednesday, June 8, 2022 Agenda 2](#_Toc104917575)

[Thursday, June 9, 2022 Agenda 4](#_Toc104917576)

[Item 4: Detail Sheet 7](#_Toc104917577)

[Item 4 Attachment: Draft March 23-24, 2022 SRC Quarterly Meeting Minutes 8](#_Toc104917578)

[Item 6: Detail Sheet 21](#_Toc104917579)

[Item 6 Attachment: BAC Taskforce Recommendations and DOR Responses 22](#_Toc104917580)

[Item 9: Detail Sheet 28](#_Toc104917581)

[Item 9 Attachment: Excerpt from the SRC Bylaws 29](#_Toc104917582)

[Item 9 Attachment: SRC Membership Roster and Appointment Chart 30](#_Toc104917583)

[Item 11: Detail Sheet 31](#_Toc104917584)

[Item 12: Detail Sheet 32](#_Toc104917585)

[Item 16: Detail Sheet 33](#_Toc104917586)

[Item 16 Attachment: State Plan Update Presentation 34](#_Toc104917587)

[Item 16 Attachment: Comprehensive Statewide Assessment Presentation 40](#_Toc104917588)

[Item 17: Detail Sheet 43](#_Toc104917589)

[Item 21: Detail Sheet 44](#_Toc104917590)

[Item 21 Attachment: Recommendation Discussion Summary 45](#_Toc104917591)

[Item 24: Detail Sheet 47](#_Toc104917592)

[Information: DOR Case Data Report 49](#_Toc104917593)

[Glossary 55](#_Toc104917594)



**CALIFORNIA STATE REHABILITATION COUNCIL (SRC)**

# Meeting Notice and Agenda

Wednesday, June 8, 2022, 9:00 a.m. – 4:00 p.m.

Thursday, June 9, 2022, 9:00 a.m. – 4:00 p.m.

Department of Rehabilitation (DOR)

721 Capitol Mall, Room 301

Sacramento, CA 95814

**Public Participation Options**

**Virtual Meeting (Zoom) Link**:

<https://dor-ca-gov.zoom.us/j/81888695929?pwd=Vk16M3hQWEFJT3FKTEpwU2ZkTFlTQT09>

Meeting ID: 818 8869 5929 and passcode: 1%R93xqY

**Join by Phone**: +1 669 900 6833 or +1 408 638 0968 US

Meeting ID: 818 8869 5929 and passcode: 52975372

Participant phone controls: Mute and unmute press \*6; Raise hand press \*9

**Email Your Comments**: [SRC@dor.ca.gov](mailto:SRC@dor.ca.gov)

# WEDNESDAY, JUNE 8, 2022 AGENDA

Please note: Times are listed with the agenda items to assist attendees joining the meeting virtually and by phone. These times are estimates and subject to change. The SRC may act on any item listed in the agenda.

**Item 1: Welcome and Introductions (9:00 – 9:05 a.m.)**

Theresa Comstock, SRC Chair

**Item 2: Public Comment (9:05 – 9:10 a.m.)**

Members of the public will have the opportunity to comment on issues and concerns *not* included elsewhere on the agenda. Public comment relating to a specific agenda item will be taken at the end of the applicable agenda item or prior to a vote.

**Item 3: New SRC Member Welcome (9:10 – 9:25 a.m.)**

The SRC will welcome the new members appointed on March 30, 2022:

* Lisa Hayes, representing the State Independent Living Council
* Sara Abdrabou, representing Vocational Rehabilitation Counselors
* Elizabeth Lewis, representing Business, Industry and Labor

**Item 4: Approval of the March 23**–**24, 2022 SRC Quarterly Meeting Minutes**

**(9:25 – 9:30 a.m.)**

**Item 5: Directorate Report (9:30 – 10:30 a.m.)**

Joe Xavier, DOR Director, will report on leadership and policy topics of interest. National, State, and departmental updates will be provided. SRC members will have the opportunity to ask questions and have an interactive discussion.

**Break(10:30 – 10:45 a.m.)**

**Item 6: Update on the BAC Taskforce on Allegations of Sexual Misconduct**

**(10:45 – 11:15 a.m.)**

Blind Advisory Committee (BAC) members Chris Fendrick and Mitch Pomerantz will provide the SRC with an update on the progress of the taskforce and DOR’s response to the recommendations.

**Item 7:** **DOR Student Services - Current Outreach and Training Methods**

**(11:15 a.m. – 12:00 p.m.)**

The SRC will learn about the current outreach methods used by DOR to provide local education agencies and teachers with information and training on DOR student services. This discussion will inform the draft SRC recommendation currently under development and consideration.

**Lunch (12:00 – 1:00 p.m.)**

**Item 8:** **VR Connections Update (1:00 – 1:45 p.m.)**

SRC members will receive an update on the VR Connections Portal, developed to enhance collaboration, business processes and service delivery. The new online request for DOR information and services will be highlighted.

**Item 9: Election of the SRC Nominating Committee (1:45 – 2:00 p.m.)**

In preparation for the SRC Officers elections during the August 31 – September 1, 2022 SRC quarterly meeting, members will elect a Nominating Committee.

**Item 10:** **VR and Local Behavioral Health Agencies Partnerships**

**(2:00 – 2:45 p.m.)**

The SRC and DOR will discuss coordination and partnerships between VR and local behavioral health agencies, and related topics. This discussion will inform the draft SRC recommendation currently under development and consideration.

**Break *(*2:45 – 3:00 p.m.)**

**Item 11: Employment Panel (3:00 – 3:40 p.m.)**

A panel discussion with the SRC’s business, industry and labor representatives will be held. Discussion questions and topics will focus on hiring individuals with disabilities, and DOR and employer engagement.

**Item 12:** **Adopt-a-Region Reports (3:40 – 4:00 p.m.)**

SRC members will report out from their recent Adopt-a-Region discussions.

**Recess until 9:00 a.m. Thursday, June 9, 2022**

# THURSDAY, JUNE 9, 2022 AGENDA

Please note: Times are listed with the agenda items to assist attendees joining the meeting virtually and by phone. These times are estimates and subject to change. The SRC may act on any item listed in the agenda.

**Item 13: Reconvene, Welcome, and Introductions (9:00 – 9:05 a.m.)**

Theresa Comstock, SRC Chair

**Item 14: Public Comment (9:05 – 9:10 a.m.)**

Members of the public will have the opportunity to comment on issues and concerns not included elsewhere on the agenda. Public comment relating to a specific agenda item will be taken at the end of the applicable agenda item or prior to a vote.

**Item 15: Career Pathways Grant (9:10 – 10:00 am)**

Members will learn about the grant creating sector-based caseloads. This is a unique service delivery design by assigning, building and serving statewide caseloads based on the identified goal in the consumer’s Individualized Plan for Employment (IPE) rather than geography.

**Break (10:00 – 10:15 a.m.)**

**Item 16:** **Unified State Plan Committee Meeting (10:15 – 11:15 a.m.)**

The DOR Planning Unit will provide the SRC Unified State Plan Committee with the quarterly State Plan updates. The Planning Unit will then present plans for collecting qualitative data for the current Comprehensive Statewide Assessment and the options for SRC involvement, and committee members will have the opportunity to provide their feedback and insight.

**Item 17: Selection of Future Meeting Dates (11:15 – 11:30 a.m.)**

Members will review scheduling options and select the SRC quarterly meeting dates for the 2022/23 federal fiscal year (October 1, 2022 – September 30, 2023).

**Item 18: Intersection of Retention Plans and Order of Selection**

**(11:30 a.m. – 12:00 p.m.)**

DOR Vocational Rehabilitation Policy and Resources Deputy Director, Jessica Grove, will discuss the policy landscape and potential fiscal challenges that vocational rehabilitation agencies may have to consider in the future.

**Lunch (12:00 – 1:00 p.m.)**

**Item 19: Independent Living Program (1:00 – 1:30 p.m.)**

The SRC members will learn about the work of the Independent Living Centers, the State Independent Living Council (SILC), and of any policy/system issues.

**Item 20: Traumatic Brain Injury Program (1:30 – 2:00 p.m.)**

The SRC will learn about the four centers in California that provide Traumatic Brain Injury (TBI) services, and what efforts are taking place to expand TBI services throughout California.

**Item 21: Debrief and Recommendations Discussion (2:00 – 2:45 p.m.)**

SRC members will debrief from this meeting’s discussions and potentially adopt recommendations.

**Break (2:45 – 3:00 p.m.)**

**Item 22: Adopt-a-Region Reports, continued (3:00 – 3:30 p.m.)**

SRC members will report out from their recent Adopt-a-Region discussions.

**Item 23: SRC Officers, Members, and Executive Officer Reports**

**(3:30 – 3:45 p.m.)**

**Item 24: Identification of Future Agenda Items**

**\*Adjourn 4:00 p.m.**

**PUBLIC COMMENTS**

Public comment relating to a specific agenda item will be taken at the end of the applicable agenda item or prior to a vote. Public comments on matters not on the agenda are taken at the beginning of the meeting. A speaker will have up to three minutes to make public comments and may not relinquish his or her time allotment to another speaker. 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 SRC is precluded from discussing matters not on the agenda; however, SRC members may ask questions for clarification purposes.

**MEETING NOTICE AND AGENDA**

This meeting notice and agenda and supplemental meeting materials are posted on the [SRC webpage](https://dor.ca.gov/Home/SRC). All times indicated and the order of business are approximate and subject to change.

\*The meeting will adjourn upon completion of the agenda. Interested members of the public may join virtually or use the teleconference line to listen to the meeting and/or provide public comment. The SRC 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 or virtual meeting room.

**REASONABLE ACCOMMODATIONS**

If you require a disability-related accommodation, materials in alternate format or auxiliary aids/services, please call (916) 558-5897 or email [SRC@dor.ca.gov](mailto:SRC@dor.ca.gov) five days prior to the meeting.Any requests received after this date will be given consideration, but logistical constraints may not allow for their fulfillment.

**REMOTE LOCATIONS**

3977 Bob St, San Diego, CA 92110

555 Canal Street, New Orleans, LA 70130

601 Santa Monica Blvd, Santa Monica, CA 90401

15415 W. Sand Street, Suite 200, Victorville, CA 92392

**CONTACT PERSON**

Kate Bjerke, SRC Executive Officer, [SRC@dor.ca.gov](mailto:SRC@dor.ca.gov), (916) 558-5897

# Item 4: Detail Sheet

**Approval of the March 23–24, 2022 SRC Quarterly Meeting Minutes**

**Item Type: Action**

The SRC members will review and vote to approve the minutes from the last SRC quarterly meeting.

**Background:**

The SRC met for their quarterly meeting on March 23 – 24, 2022. The meeting minutes highlight the key issues discussed, motions proposed or voted on, and activities to be undertaken.

**Attachment:**

Draft March 23 – 24, 2022 SRC Quarterly Meeting Minutes

# Item 4 Attachment: Draft March 23-24, 2022 SRC Quarterly Meeting Minutes



California State Rehabilitation Council (SRC)

Quarterly Meeting

March 23-24, 2022

10:00 a.m. – 12:30 p.m. each day

Virtual meeting through Zoom with conference call option

*Draft Meeting Minutes*

**Attendance**

|  |  |  |
| --- | --- | --- |
| **SRC Members** | **DOR Staff** | **DOR Staff (cont.)** |
| Theresa Comstock, Chair | John Anderson | Nina Presmont |
| Nick Wavrin, Vice-Chair | Carol Asch | Diane Shinstock |
| Benjamin Aviles, Treasurer | Kate Bjerke | Nancy Wentling |
| Chanel Brisbane | Regina Cademarti | Barbara Wieskamp |
| Ivan Guillen | Sarah Candee | Theresa Woo |
| Jonathan Hasak | Brian Connors | Julie Xiong |
| Susan Henderson | Mark Erlichman |  |
| Joe Xavier | Shanti Ezrine | **Public Members** |
|  | Zak Ford | Andrew Burdick |
|  | Jessica Grove | Beth Crane |
|  | Kristin Hughes | Lesley Ann Gibbons |
|  | Brenna Lammerding | Lisa Hayes |
|  | Trung Le | Michael Luna |
|  | Robert Loeun | Danny Marquez |
|  | Justin McIntire | Ashneek Nanua |
|  | Jeff McKey | Linda O’Neal |
|  | Andi Mudryk | Andrea Rogozinski |

**Item 1. Welcome and Introductions**

SRC Chair Theresa Comstock called the meeting to order at 10:00 a.m. and welcomed the SRC members. The SRC members introduced themselves and a quorum was established.

**Item 2. Public Comment**

There were no public comments on issues and concerns not included elsewhere on the agenda.

**Item 3: Approval of the January 12-13, 2022 SRC Quarterly Meeting Minutes**

Motion: It was moved/seconded (Guillen/Hasak) to approve the

January 12-13, 2022 meeting minutes as presented. A roll call vote was taken.

(Yes –Comstock, Guillen, Hasak, Henderson, Wavrin), (No - 0) (Abstain – 0) (Absent for vote – 0) The final vote was 5 yes, 0 no, and 0 abstain.

Motion carried.

**Item 4. Directorate Report**

The SRC members were informed by Joe Xavier, Department of Rehabilitation (DOR) Director and Andi Mudryk, DOR Chief Deputy Director on national, State, and departmental policy topics.

National

* Reauthorization of the Workforce Innovation and Opportunity Act (WIOA). The House of Representatives is drafting legislation reauthorizing WIOA. A draft bill is expected to be in place in 2022. The House of Representatives and Senate will not include Title IV of the Rehabilitation Act in the WIOA reauthorization. The concern with including Title IV is it would require addressing the definition of integration.
* The Rehabilitation Services Administration (RSA) released the Real Pay for Real Work disability fund grant solicitation that focuses on shifting subminimum wage to competitive integrated employment (CIE). The application is due June 21, 2022. Awards totaling $167 million will be made.

State

* California Health and Human Services (CalHHS) Playbook for Hiring Individuals with Disabilities. This playbook advances initiatives to hire people with disabilities in State civil service. The playbook provides principles, strategies, and DOR resources to support hiring individuals with disabilities. DOR is rolling the playbook out to twelve other departments in CalHHS.
* COVID-19 – California SMARTER Plan. The SMARTER Plan will guide California’s approach to managing COVID-19 while moving the state’s recovery forward. It emphasizes continued readiness, awareness, and flexibility.
* Community Assistance, Recovery and Empowerment (CARE) Court. This is a proposed framework to deliver behavioral health services to Californians with untreated mental health and substance use disorders leading to homelessness or incarceration. If approved by the legislature, every California county would be required to establish a CARE Court as a part of its civil court system.

Department

* DOR is planning for State budget fiscal year 2023/24.
* State Plan Modification. The modification did not have significant changes. The objective changes mostly consisted of methods of measurement. Most objectives will be measured by percent change instead of by numbers.
* Pathways to Employment. Through the Paid Internship Program and State Internship Program (SIP), DOR has increased the number of pathways of employment for 70 individuals.
* Bagley-Keene Open Meeting Act. The executive order allowing State bodies to meet remotely expires April 1, 2022.
* California Statewide Assessment (CSA). The SRC was encouraged to obtain input for the CSA on how to outreach to unserved and underserved communities.

Public comment from Danny Marquez representing California Association of Social Rehabilitation Agencies (CASRA) was provided. Marquez asked if DOR would pursue a RSA Real Pay for Real Work grant. DOR stated they are assessing the viability and the opportunity of pursuing that grant.

**Item 5.** **Mental Health Cooperative Programs Evidence-Based Practices**

Sarah Candee, Chief of Cooperative Programs; Diane Shinstock, Manager, DOR Cooperative Programs; and Theresa Woo, Regional Director, DOR San Francisco District presented on evidence-based practices with mental health cooperative programs. Highlights included:

* Currently, DOR has mental health cooperative contracts with half of the behavioral health departments in California.
* Consumers with psychiatric disabilities is the largest population DOR serves.
* Individual Placement Support (IPS) is an evidence-based practice. DOR has allowed cooperative programs if interested incorporate IPS in their program model.
* IPS provides competitive employment and rapid job search. There has been improvement of behavioral health symptoms when the individual is working.
* An IPS pilot began six years ago with Occupational Therapy Training Program (OTTP) in the San Francisco DOR District. The pilot was successful. Through fundraising OTTP has been able to sustain the IPS model at their agency.
* DOR has a Statewide work group of three DOR Regional Directors to discuss best practices such as motivational interviewing training. A motivational interview training workshop was provided by DOR to partners and counselors.
* DOR has a regional partnership in San Francisco with IPS providers to discuss funding opportunities and best practices.
* Challenges with IPS implementation include funding challenges such as the costs of fidelity reviews and long-term supports are not funded by vocational rehabilitation (VR) dollars. There is a work culture shift for DOR to move to rapid engagement of consumers and rapid employment. Another challenge is aligning what successes look like for all partners. DOR defines success different than local county mental health departments
* The topic of cost-of-living adjustments for providers was discussed. DOR does not have the authority to provide this increase in pay. The cost-of-living adjustment would be helpful since staffing is a challenge. Staff continue to leave for other entities for higher wages.

Public comment was provided by Danny Marquez representing CASRA. The DOR staff works with 14 CASRA members that have a cooperative contract. CASRA believes in the positive results that come from an IPS model. They are concerned with the funding aspect. Members in the Los Angeles area decided not to do IPS because of lack of funding. Funding is needed to help keep those consumers employed and retain employment. Staff retention is an issue and keeping employees is a challenge when county staff are paid more.

Public comment was provided by Lisa Hayes from Rolling Start Inc. Lisa asked for clarification on what long-term supports meant. The presenters clarified long-term supports are specific to the employment situation and DOR will close a case successfully if the person employed in the same position after 90 days, but the same individual may need supports for six months to a year. Lifetime supports are available to an individual if they want or need them pertaining to their place of employment. It is up to the agency providing the services and not DOR to provide those supports. Typically, that funding would come from county which can be a barrier to the implementation.

**Item 6. Timely Communication with DOR Consumers**

Carol Asch and Trung Le, Assistant Deputy Directors, DOR VR Employment Division presented on timely communication with DOR consumers. Highlights include:

* The DOR field leadership made up of all Regional Directors and District Administrators confirmed and affirmed their commitment to continue improvement with customer service.
* The annual district reminders address expectations of response times to consumers. The language will be revised to show that all calls and emails will be returned as soon as possible, but not more than 48 hours after receipt. Out-of-Office notifications will be required on email and voicemail and will have contact information of a staff member that is available in their absence.
* Consumers will be introduced to all members on the VR team.
* Innovative customer service efforts include: VR Connections portal allows consumers to electronically sign their Individualized Plan for Employment (IPE), consumers wills get notifications when authorizations and checks are processed, consumers will be able to apply for services online and expedited enrollment will make the DOR process easier and timelier.
* The statewide team manager training will also cover customer service.

Public comment was provided by Lesley Ann Gibbons of Sterling Adaptives. Ms. Gibbons stated the vendor/provider of goods and services does not have the knowledge or contact information of the DOR team members for consumers. When an authorization is received it has a VR counselor’s name and contact information, but not the Service Coordinator’s name and contact information. It would be helpful to have the contact information of the VR team. DOR responded that the District Administrator can provide the team information to the vendor/provider.

Public comment was provided by Danny Marquez representing CASRA. Mr. Marquez stated consumers communicate by texting and may respond faster to texts than email.

**Item 7. Adopt-a-Region Reports**

Treasurer Aviles connected with Robert Loeun, Regional Director from the Inland Empire (IE) District/Region. Discussion highlights include:

* Treasurer Aviles attends the IE team meetings to be involved actively with this district/region.
* Successful Closures. IE’s successful closures was the highest of all DOR Regions.
* IE is working on job placements in their rural areas of their region.

Treasurer Aviles connected with Susan Senior, Regional Director from the

Los Angeles South Bay District/Region. Discussion highlights include:

* This region is working on an entrepreneurship initiative to help consumers seeking self-employment and starting a business.

Member Brisbane connected with Theresa Woo, Regional Director from San Francisco District/Region. Discussion highlights include:

* There is a focus in the district on a homelessness project.
* Career Pathways Grant. This district/region is participating in this grant that creates sector-based caseloads. The VR counselor in charge of technology caseloads is housed in the DOR San Francisco district/region.
* The SIP was extended into 2022. Best Buddies is the vendor supporting this program.

Chair Comstock connected with David Wayte, Regional Director from the Redwood Empire District (RED) /Region. Discussion highlights include:

* RED has a district goal to increase numbers by 10 %. So far, they are meeting these goals in all three categories: (1) VR applications; (2) potentially eligible; and (3) VR successful closures.
* RED Challenges
* Expedited Enrollment - They are trying to increase the rate of expedited enrollment. Team managers are giving individual attention to VR counselors to increase the rate of expedited enrollment.
* Serving Individuals Experiencing Homelessness:

Wrap-Around Services - Exploring ways to increase wrap-around services (Independent Living Training, Peer Counseling Training & Navigating Resources) to help individuals be work-ready. There has been a limited term position called a "Community Resource Navigator" that has helped with locating resources, but there is often such a time lag that people drop out.

Housing Bridge Funding – RED is considering providing funding for housing assistance to provide a bridge toward stability in living situation.

* Addressing Workplace Bullying issues through trainings, especially related to email etiquette/courtesy.

Member Guillen connected with Peter Blanco, Regional Director and Jeff Noyes, District Administrator from the San Diego District/Region:

* DOR staff are now present at all America’s Job Centers in the San Diego District
* The district is practicing the rapid engagement model which can lead to quicker employment successes.
* Challenges include the number of applications is lower than expected. Possible contributors to the lower numbers are consumers and staff are worried about being potentially exposed to COVID-19 and more consumers are seeking remote work opportunities for consumers.
* This district held an employment fair to get individuals signed up with Schedule A. Schedule A gives the federal government permission to hire people with significant disabilities for jobs within the federal government without requiring them to compete against non-disabled jobseekers for those positions.
* The district has placed consumers in on-the-job trainings and internships with Sandag and CalTrans.

Member Hasak connected with the San Jose District/Region.:

* This region has vacant positions for Regional Director, District Administrator, Team Managers, and Office Technicians that are advertised, and they are looking to fill.
* This region hosted a virtual and in-person job fair.
* They are partnering with Handshake. Handshake is an online recruiting platform for higher education students and alumni. They partner with universities and employers to streamline and simplify the recruiting process.
* The district has increased number of referrals and are working to increase successful closures.

Member Henderson connected with Della Randolph, Acting Regional Director from the Greater East Bay (GEB) District/Region. Discussion highlights include:

* On March 14, 2022 the DOR GEB district participated with Disability Rights Education and Defense Fund in a transition fair for youth with disabilities.
* GEB hosted hiring events with the United States Postal Service, CalTrans, and Department of General Services.
* GEB has a new collaboration with the Oakland Private Industry Council. They provide accessible, high-quality training and employment services to residents and employers.
* GEB promotes non-traditional trades and apprenticeship programs as pathways for consumers.
* Goal to increase the number of individuals with ID/DD into CIE.
* GEB participated in a Statewide Black History month event and in the Virtual Asian American Lunar New Year Event.

**Recess**

The SRC meeting recessed until 10:00 a.m. on Thursday, March 24, 2022

**Thursday, March 24, 2022**

**Item 8. Reconvene, Welcome, and Introductions**

Meeting attendees were welcomed back for day two of the quarterly meeting and a quorum was established.

**Item 9. Public Comment**

There were no public comments on issues and concerns not included elsewhere on the agenda.

**Item 10: Competitive Integrated Employment**

Michael Luna, California Department of Developmental Services (DDS); Nick Wavrin, SRC Vice-Chair, California Department of Education (CDE); Andrew Burdick and Beth Crane, Employment Specialists, Inland Regional Center (IRC) presented on the CIE Blueprint, the business engagement efforts, and local partnership agreements (LPA). Highlights include:

* CDE, DOR, and DDS developed the CIE Blueprint to jointly identify ways to increase opportunities for individuals with intellectual and developmental disabilities (ID/DD) to prepare for and engage in CIE.
* The Blueprint guides implementation activities to support the achievement of CIE for individuals with ID/DD over a five-year period.
* LPAs document the ways local partners work together to streamline service delivery, engage their communities, and increase CIE opportunities for individuals with ID/DD. There are 59 LPAs throughout the State.
* LPA core partners are local education agencies, DOR districts, and regional centers. The LPA community partners include public community services, parental organizations, business partners and private non-profit organizations
* Locally, IRC spoke of their best practices in forming LPAs which included starting the partnership at the top agencies of DOR, local education agencies (LEA), and the regional center; starting the partnership early, and strategizing how to develop partnerships, and bringing in the Workforce Development participation. Currently there are 12 LPAs between Riverside and San Bernardino Counties.
* The IRC with the LPAs developed for consumers a transition services timeline; a roadmap for students exiting high school; a universal referral form, and a resource directory.
* Businesses engage through the LPAs and will speak directly to the teachers or counselors about employment opportunities their businesses offer. The LPA partners will participate in the transition fairs, employment and hiring fairs.
* IRC will posts employment opportunities for consumers on their website (<https://www.inlandrc.org/>).

Chair Comstock asked the presenters to share the challenges or key factors that needed to be in place for the LPAs to ensure success. The presenters stated the key factors was identifying any problems early in the LPA process and keeping energy with the involved partners.

Member Henderson commented the CIE Blueprint should be shared with all LEAs and SELPAs. The presenters stated that WorkAbility I programs are required to enter into an LPA. Local LPAs can be found on the CIE webpage link: <https://www.chhs.ca.gov/home/cie/>

Presenter Michael Luna commented that regional centers can provide support for consumers that are interested in micro enterprises.

For CIE resources the webpage link: <https://www.chhs.ca.gov/home/cie/>

**Item 11: Self-Employment**

Presenters, Nina Presmont, Chief, Program Policy Section; Brenna Lammerding, AGPA, Program Policy Section; Theresa Woo, Regional Director, DOR San Francisco District; and Justin McIntire, SSMI, DOR Santa Barbara District presented on the services available for DOR consumers interested in starting and operating their own small business. Highlights include:

* As suggested in 2018 by the SRC, the DOR increased its self-employment internal marketing and capacity. DOR internal self-employment resources are available on the intranet on the new self-employment and entrepreneurship area called “The Hub”. The resources include small business and mentors, authorization codes, small business tips, webinars, trainings, and articles related to working with consumers in a self-employment setting.
* Self-employment setting means an employment setting in which an eligible individual works in a chosen occupation, for profit or fee, in their own small business, with control and responsibility for decisions affecting the conduct of the business.
* Generally, DOR can provide eligible individuals with assessment, technical assistance, and training to assist them in preparing for work in a self-employment setting, and certain initial one-time costs to establish the proposed small business.
* DOR Statewide totals included approximately 498 self-employment plans for State Fiscal Year 2020-2021.
  + 66 plans were successfully closed with an employment outcome.
  + 44 plans had individuals ages 19 through 21. (There were no plans below the age 19.)
* Each District nominated one or more Self-Employment Subject Matter Experts (SME) to provide training and technical assistance to VR teams and support more opportunities for consumers.
* The SMEs must be familiar and remain up to date on State and Federal regulations, disseminate information on tools and resources, train the VR teams on topics relevant to self-employment.

Chair Comstock asked if there are any barriers or challenges to increase the self-employment successes. Presenters stated areas they are working to increase referrals by marketing the service and possibly developing a video for the DOR website.

Vice-Chair Wavrin asked if DOR self-employment resources are available outside on the external DOR website. Presenters stated this is under development. The DOR wanted to get internal feedback on the intranet resources on “The Hub” before providing the information on the public internet.

Member Guillen asked the presenters role in the decision whether a consumer is approved for self-employment or not. The presenters stated that decision is between the consumer’s counselor and the district management.

Public comment was provided by Danny Marquez of CASRA. Mr. Marquez asked if any of the Work Incentive Planners (WIPs) develop a Plan to Achieve Self Support plan to help the consumer with the development of self-employment or entrepreneurship. Presenters stated the WIPs do this now.

**Item 12. SRC Bylaw Amendments**

Executive Officer Cademarti reviewed the suggested SRC bylaw revisions originally introduced to the full SRC at the January 12-13, 2022 SRC quarterly meeting. Revisions included:

Under Article IV Membership

* Pages 3-5: Updated the membership to match the Federal regulations

34 CFR § 361.17 - Requirements for a SRC.

* Page 5: Updated “with the exception” to “except for”. Updated he/she pronouns to they/them/theirs gender neutral pronouns

Under Article VI Procedures, B. Voting

* Page 8: Update “anytime” to “any time”

Motion: It was moved/seconded (Henderson/Guillen) to approve the SRC bylaw amendments as presented. A roll call vote was taken.

(Yes – Aviles, Brisbane, Comstock, Guillen, Henderson, Wavrin), (No - 0) (Abstain – 0) (Absent for vote – 0) The final vote was 6 yes, 0 no, and 0 abstain. Motion carried.

**Item 13. Debrief and Recommendations Discussion**

SRC members debriefed from this meeting’s discussions to potentially adopt recommendations. Discussion included:

* DOR to consider a cost-of-living adjustment for mental health service cooperative program providers. There is a high employee turnover in these programs due to staff leaving for better paying jobs. The DOR does not have the authority to provide an increase in pay.
  + Instead of increasing the budget, it was emphasized to enhance the relationship with the local level mental health agencies and with DOR and CDE, like the CIE Blueprint.
  + Can the LPAs include mental health? The LPA must focus on ID/DD but they can include more.
  + It would be helpful for DOR to sustain the LPAs past the CIE Blueprint time period and expand their focus to include other disabilities including mental health.
* Provide vendors/contractors the names of staff on the VR team. When vendors receive an authorization, it has only the counselor’s name, but not the DOR Service Coordinator’s name. The Service Coordinator’s name would be useful on the authorization for contacting when they have questions.
  + It would be helpful to improve communications between vendors/contractors and local DOR agency staff.
  + An area of improvement is if DOR could confirm they received the authorization. In one district it can be processed in 24 hours, another district it could take two weeks. The CRP cannot provide services until they receive the authorization.
* Another challenge is how to reach everyone and inform them of DOR services. Vice-Chair Wavrin stated most students with disabilities go through LEAs. DOR should leverage existing resources to provide training to LEAs regarding the services available for DOR. This training would be for all teachers. Special education only serves consumers with and Individualized Education Plan. DOR will serve consumers with and IEP, but also serves consumers that are potentially eligible and those with a 504 plan.

**Item 14. SRC Officers, Members, and Executive Officer Reports**

SRC Officers and the SRC Executive Officer provided brief reports.

Chair Comstock shared:

* Appreciation to all members for attending and wished the SRC could be meeting in person soon.

Treasurer Aviles shared:

* SRC budget personnel costs had a small increase due to the wage cut for state workers ending on June 30, 2021.
* There continued to be operating expense savings due to no member and staff travel.

Unified State Plan Committee Chair Guillen shared:

* State Plan Modification
  + The public comment period closed on Monday, February 14, 2022
  + DOR submitted the State Plan Modification.
    - The US Departments of Labor and Education will review and provide a decision within 90 days if approved or not
      * The modification would be valid from July 1, 2022 – June 30, 2024
  + Next Unified State Plan Subcommittee Meetings is Tuesday, May 17 at 1:00 p.m. by Zoom
    - Agenda items include:
      * Modification: Review of public comment process and submission
      * State Plan: Update on goals and objectives
      * CSA: Brainstorming session on qualitative data gathering

Monitoring and Evaluation Committee Chair Henderson shared:

* The committee met on March 8, 2022. The meeting topics included:
  + Final 2021 Consumer Satisfaction Survey (CSS) Report
    - Overall the consumers were satisfied with DOR services. Satisfaction rate was 78.6%.
    - The recent modifications to the survey, which includes the expanded satisfaction rating scale, improved DOR’s understanding of consumer satisfaction.
  + CSS Dashboard Demonstration
    - For the first time a dashboard of the CSS data was created. This provides a visual display of the data that can be configured so the user can choose what CSS data they want to see
    - Access is limited to DOR staff. SRC can request data from the dashboard.
  + Distribution of the 2022 CSS
    - This year the DOR increased the number of consumers that will receive the survey from 5,731 to 7,357. This increase will help obtain more survey responses. The goal is to receive survey responses from 1% of DOR’s population (current DOR population approximately 101,000)
    - In April 2022, DOR will send the survey by email and by surface mail
    - During May through August 2022 the Planning Unit will analyze the data
    - During August through December 2022 the Planning Unit will update the dashboard and write the CSS report.

Executive Officer Cademarti shared:

* Provided a membership update.
  + Members Brisbane, Hasak, Henderson, and Xavier terms expire September 2022. All are eligible for reappointment.
  + Chair Comstock’s second and last term ends in September 2022.
  + Reached out to individuals interested in the Tribal VR SRC position and in the Business, Industry, and Labor position.
  + SRC is waiting for the Governor’s Office to appoint new members.
* Bagley Keene update
  + The Governor issued Executive Order N-1-22 on January 5, 2022 to immediately extend the sunset of Assembly Bill 361, which extended the flexibilities enabling public agencies to meet remotely during the COVID-19-19 emergency. The pandemic related changes to the Bagley-Keene Act will remain in effect through March 31, 2022.
  + DOR has one room (Conference Room 301) available to meet. This room is not large enough for the State Rehabilitation Council. The microphones and speakers in the larger conference rooms (Rooms 242 and 169) are being enabled for teleconferencing.

**Item 15. Identification of Future Agenda Items**

No new future agenda items were discussed or added to the future agenda item list.

**Item 16. Adjourn**

The SRC quarterly meeting was adjourned at 12:30 p.m.

# Item 6: Detail Sheet

**Update on the BAC Taskforce on Allegations of Sexual Misconduct**

**Item Type: Information and Discussion**

In June 2021, the Blind Advisory Committee (BAC) formed a taskforce in response to allegations of sexual misconduct by a residential training center outside California. On August 4, 2021, the BAC approved the ten recommendations developed by the Taskforce. DOR has provided responses to these recommendations. During the June 8, 2022 SRC quarterly meeting, BAC Chair Chris Fendrick, and BAC member Mitch Pomerantz, will provide the SRC with an update on the progress of the taskforce, recommendations, and responses. The BAC Taskforce recommendations and DOR’s responses are included in this meeting packet for reference.

**Background:**

The Blind Advisory Committee (BAC) is established pursuant to Section 19098.5 of the Welfare and Institutions Code. The BAC provides advice to the DOR on means to increase competitive employment, enlarge economic opportunities, enhance independence and self-sufficiency, and in methods of improving services for persons who are blind or visually impaired. The BAC develops, in conjunction with stakeholders, an annual work plan to identify and address areas for improvement in services provided by the division to persons who are blind and visually impaired. Additional information on the BAC is available online at <https://www.dor.ca.gov/Home/Bac>

**Attachment:**

BAC Taskforce Recommendations and DOR’s Responses

# Item 6 Attachment: BAC Taskforce Recommendations and DOR Responses

FINAL RECOMMENDATIONS Approved by the Blind Advisory Committee, August 4, 2021:

**1. The Department of Rehabilitation should amend its current policies and procedures specifically for receiving, investigating and resolving allegations of discrimination based on sex – harassment, assault, abuse, or misconduct – to eliminate the handling of such complaints informally, except by DOR’s Office of Civil Rights (OCR). If the consumer is dissatisfied with OCR’s findings s/he should be reminded that a complaint may be filed with the U.S. Department of Education, Office for Civil Rights. DOR policies and procedures should also be amended such that the Department’s Office of Civil Rights will investigate allegations of sexual misconduct involving community rehabilitation programs (CRP’s) and other providers of services to DOR consumers.**

DOR’s Response:  DOR agrees in part with this recommendation. DOR will amend its current policies and procedures to include language in accordance with Title IX of the Education Amendments Act of 1972 (Title IX) and the accompanying federal regulations. Also in accordance with Title IX, DOR will enact regulations to add to the discrimination resolutions by the Office of Civil Rights (OCR) contained within Chapter 12, Article 3 of DOR’s regulations. These new regulations will govern receiving, investigating and resolving allegations of discrimination based on sex – harassment, assault, abuse, or misconduct. As Title IX requires, DOR will implement a formal process for handling such complaints, including an appeals process. DOR’s OCR already informs consumers that if they are dissatisfied with OCR’s findings, they may file with the U.S. Department of Education, Office for Civil Rights, and this will be part of the Title IX investigatory process as well.

A consumer receiving services from a Community Rehabilitation Program (CRP) or from another DOR contracted provider is currently able to file a complaint with OCR and OCR will investigate or ensure than an appropriate investigation is completed. The regulations DOR enacts will provide that, when required under Title IX, OCR will conduct a Title IX investigation of a consumer’s complaint against a service provider when the service provider does not have a Title IX Coordinator to oversee or conduct such an investigation. At the beginning of 2022, DOR plans to engage the Blind Advisory Committee (BAC) and other advisory bodies, including the State Rehabilitation Council (SRC), to solicit input about the Title IX investigatory process to be outlined in these new regulations.

**2. The Department should establish within its OCR an anonymous hotline (single point of contact) wherein survivors of sexual misconduct – at the three in-state residential rehabilitation training centers and those outside California, by vendors providing services to consumers, and at nonresidential CRP’s – can report such misconduct with confidence and privacy. It should be noted that health and safety violations may be reported in this manner so survivors of sexual misconduct should likewise be able to report allegations anonymously. The availability of such a hotline should be publicized in all consumer-related materials.**

DOR’s Response: DOR agrees with this recommendation. Currently, DOR includes the phone number of its Office of Civil Rights in the DR 1000 form, entitled Your Rights and Remedies. This phone number is routinely answered during regular business hours and has voicemail. DOR is in the process of adding an option that would allow an individual to leave an anonymous voicemail regardless of time of day. By December 31, 2021, DOR expects to have this voicemail option available and to instruct appropriate staff to notify all consumers in residential training centers and nonresidential CRPs about this option as soon as practicable. Thereafter, DOR will be revising its consumer-related materials to include the phone numbers for OCR and information on how to report discrimination on the basis of sex, including sexual orientation, gender identity, sexual harassment, and sexual violence such as rape, sexual assault, sexual battery, and sexual coercion. The consumer-related materials include, but are not limited to, a revised DR 1000, which is included with the Individualized Plan for Employment, consumer and Orientation Center for the Blind handbooks, and the Community Rehabilitation Programs Guide to Certification and Vendorization. We will be sharing the revised materials with our advisory bodies at their future meetings.

**3. The Department should draft and implement a comprehensive “code of conduct” to which all contractors eligible for triennial certification must sign as part of the certification process. Such code of conduct to include affirmation that they have met certain standards contained in the code regarding the reporting, investigation, resolution and maintenance of confidentiality of all incidents of sexual harassment, assault, abuse or misconduct. Any internal process implemented by a CRP or other service provider must be submitted and approved by DOR annually and include all aspects of how allegations of this type will be handled throughout the consumer’s experience with the CRP/service provider. For purposes of these recommendations, “contractor” is defined as any individual or business entity providing a blindness-related service(s) to a consumer. “Service” is defined as any activity that facilitates the independence of a blind/visually impaired consumer.**

DOR Response: The DOR agrees in part with this recommendation. All DOR service providers including CRPs and all residential rehabilitation Training Centers will be required to follow Title IX, which will be specified in DOR Terms and Conditions and in the Community Rehabilitation Programs Guide to Certification and Vendorization by December 31, 2021.

In regard to any complaints that fall within Title IX, including sexual abuse, the service provider’s Title IX Coordinator will be responsible for conducting the investigation. If a service provider does not have a Title IX Coordinator in place and an investigation regarding alleged misconduct to a consumer by a service provider is required, DOR’s OCR Title IX Coordinator will investigate and determine the appropriate process to be taken.

**4. If the individual service provider (ISP) program is retained, DOR should develop specific standards for any contracted party entering the home or domicile of a consumer, or at any location where a contractor/service provider meets with a consumer. Such standards to become part of the triennial certification of both for-profit vendors and CRP’s. “Contractor” is defined as described in No.3) above.**

DOR Response: While DOR does not agree with developing specific standards for any contracted party entering the home or domicile of a consumer, or at any location where a contractor or service provider meets with a consumer, DOR is revising its policies, terms and conditions, handbooks, and other materials consistent with Title IX requirements. Further, DOR’s OCR will conduct Title IX investigations in relation to allegations of abuse against ISPs.

**5. The Department should consider, based on any restrictions by the State of California, requiring LIVE Scan (digital fingerprinting) for both CRP staff who work closely with consumers and contractors who visit consumers’ places of residence, domicile, or at any location where a contractor/vendor meets with a consumer to provide services.**

DOR Response: DOR disagrees with this recommendation. DOR does not agree that requiring vendors to be fingerprinted is necessary to ensure the safety of individuals receiving services. DOR is also concerned that requiring this would add an additional cost and effort for CRPs and vendors in an environment where it is already difficult to obtain and retain vendors.

**6. The Department should contract with an independent trainer certified and specializing in matters of sexual misconduct to train on an annual basis staff of all CRP’s and for-profit contractors and their executives. Participation in such training – or proof that similar training has been provided annually during the previous three years – to be part of the triennial certification process.**

DOR Response: DOR disagrees with this recommendation. CRPs already conduct internal sexual harassment and misconduct training as mandated by California law. This law requires all employers of five or more employees to provide one hour of sexual harassment and abusive conduct prevention training to nonsupervisory employees and two hours of sexual harassment and abusive conduct prevention training to supervisors and managers once every two years. As noted in prior responses, by December 31, 2021, DOR will also be adding Title IX Terms and Conditions into all CRP certifications, guides, and authorizations from DOR to all service providers serving DOR consumers.

**7. On an annual basis, the Department should obtain from all out-of-state residential rehabilitation training centers their written policies and procedures regarding the handling of documented allegations (formal charges) of sexual misconduct. Failure of any out-of-state center to provide such written policies and procedures annually may result in DOR’s denying a consumer’s request to attend such center. DOR will determine to its satisfaction that each out-of-state center’s written policies meet DOR’s own sexual misconduct standards prior to the processing of any consumer’s request to attend that center.**

DOR Response: DOR disagrees with this recommendation. As DOR revises its policies in relation to Title IX, DOR will determine whether these training centers have Title IX Coordinators and a process in place to handle allegations in accordance with Title IX by December 31, 2021. As noted in prior responses, the DOR will add a DOR Term and Condition in all authorizations that will state that if the service provider does not have a Title IX Coordinator in place, the service provider must provide the DOR OCR with access to residents, staff and records relevant to the Title IX investigation that the DOR OCR will conduct.

**8. The Department should immediately suspend future authorizations for any out-of-state training center for which a documented pattern or practice of unsafe conditions, including sexual or other misconduct has been determined by the Department. DOR will develop a hearing process, with input from the BAC and in consultation with the Rehabilitation Services Administration, for its determination of such documented unsafe pattern or practice related to consumer safety. Any hearing must be conducted within 30 days of the Department becoming aware of circumstances which threaten current residential student safety including documented allegations of sexual misconduct and must include processes for all interested parties to provide policy and statistical information as well as any other accounts related to student safety. Out-of-state residential centers will have the right to appeal any adverse finding by the Department in a timely manner. Similar documented allegations made by a consumer attending the Orientation Center for the Blind (OCB) will be handled in accordance with the policies and procedures established by DOR as described above. Such documented allegation made by a consumer attending another in-state residential rehabilitation training program – not classified as a state entity – will be handled pursuant to their internal policies and procedures, but subject to appeal to the Department’s Office of Civil Rights if the consumer is dissatisfied with the outcome of either entity’s internal review process.**

DOR Response: DOR disagrees with this recommendation, which proposes the development of an administrative hearing process for service providers. This type of hearing process for providers is not required by Title IX, and DOR currently has the ability to suspend or terminate services with a provider pending the outcome of an investigation or review into allegations of misconduct. As noted in DOR’s prior answers, when residential rehabilitation training centers or other service providers do not have Title IX Coordinators to provide the process required to address Title IX allegations, that process will be provided by DOR’s OCR.

OCB already follows appropriate procedures for any Title IX allegations by immediately working with DOR’s OCR. OCB will be part of any additional process required under new Title IX regulations and policy developed by DOR.

**9. The Department should report annually to the BAC the number and characteristics of any reported allegations of illegal sexual activity affecting any DOR consumer whose training is funded by the Department. Such annual reports will be redacted so as not to disclose confidential or identifying information, but only to provide statistical information on the statewide level of such allegations.**

DOR Response: DOR agrees with this recommendation. Starting in January 2023 and annually thereafter, DOR will provide the BAC with information for the previous calendar year on the number of consumer complaints involving allegations under Title IX and the number of those complaints in which DOR determined that some or all of the allegations were substantiated.

**10. The Department should strongly encourage all CRP’s – and particularly the three residential rehabilitation training centers – to provide instruction on healthy relationships, consent, healthy boundaries, identifying sexual harassment and assault. Such training should be discussed during new student orientation and would be entirely voluntary. Given the sensitivity of this issue, where feasible, a trained professional should be contracted with to conduct such training. It is also recommended that a CRP staff member be trained as a “consent advocate” to whom a consumer could seek guidance and counseling if they so choose.**

DOR Response: DOR agrees in part with this recommendation. DOR agrees that including information about these topics is important to cover at student orientation at residential rehabilitation training centers and many CRPs. However, the DOR does not agree that a trained professional must conduct such training or that a CRP must be required to have one of their staff trained as a consent advocate to be effective in addressing these topics. For example, DOR believes that OCB’s current process is effective in this area. In the first week of training at OCB, students attend an interactive orientation consisting of question and answers that covers the following:

The right to a harassment free environment, privacy and confidentiality;

Identification of sexual harassment and bullying behaviors;

The zero-tolerance policy regarding sexual harassment and bullying; and,

The process of reporting violations of such policies.

In addition, all OCB participants may attend seminars featuring:

Boundaries in the Workplace;

Safety While Out in the Community; and

Sexual Health and Education Seminar.

The above seminars all include the topics of healthy relationships, consent, and healthy boundaries. DOR does not agree OCB needs to additionally hire a trained professional or consent advocate to continue effectively orienting new students to this important information. However, by December 31, 2021, DOR will determine whether other residential rehabilitation training centers provide such information to new students, and if not, strongly encourage them to do so in addition to including legally required information about Title IX.

# Item 9: Detail Sheet

**Election of the SRC Nominating Committee**

**Item Type: Action**

The Executive Planning Committee (EPC) is recommending SRC members to serve on the Nominating Committee. These recommendations are presented to the full SRC for consideration and election during the June 8 – 9, 2022 SRC quarterly meeting. During this quarterly meeting, the floor will also be open to additional nominations.

**Background:**

On May 23, 2022, the SRC EPC convened to identify members for the Nominating Committee. Below is an excerpt from the draft May 23rd EPC meeting minutes identifying the EPC’s recommendations and action taken:

“Item 4: Recommendations for the SRC Nominating Committee

Executive Officer Bjerke provided information on the roles and responsibilities of the SRC Nominating Committee and the SRC Officer election process. The EPC members then discussed the creation of a slate of candidates to be recommended as members of the SRC Nominating Committee. **Motion: It was moved/seconded (Aviles/Wavrin) to recommend the following SRC members for the slate of candidates for the Nominating Committee: Theresa Comstock, Chanel Brisbane, Jonathan Hasak, Kecia Weller, and Ivan Guillen. Motion was approved 3-0-1. (Yes –Wavrin, Aviles, Guillen), (No – 0), (Abstain – Comstock).”**

The responsibility of the SRC Nominating Committee is to recommend a slate of candidates for the annual election of the SRC Officers (Chair, Vice-Chair and Treasurer). Serving on the SRC Nominating Committee does not preclude an SRC member from being included on the recommended slate of candidates for the Officer elections. The Nominating Committee will convene in late June or early July 2022 to identify a slate of candidates for the annual SRC Officer elections. The SRC Officer elections will be held during the August 31 – September 1, 2022 quarterly meeting. In addition to the recommended slate of candidates for the SRC Officer positions, the floor will also be open to additional nominations.

**Attachments:**

Excerpt from the SRC Bylaws

SRC Membership Roster and Appointment Chart

# Item 9 Attachment: Excerpt from the SRC Bylaws

The following excerpt from State Rehabilitation Council (SRC) Bylaws provides the guidelines for the Nominating Committee.

CALIFORNIA STATE REHABILITATION COUNCIL

BYLAWS

(Last revised March 24, 2022)

Article V Officers, Section A, Item (1) b.

1. The SRC Officers shall be Chair, Vice-Chair and Treasurer, with duties and responsibilities as follows:

(1) The Chair shall:  
b. Select and appoint, from among the SRC membership, Chairs and members of all SRC Committees and taskforces, with the exception of the Nominating Committee;

Article 7 Committees, Section A, Item 5

5. Nominating Committee

The Nominating Committee shall make recommendations to the SRC relative to the annual election of SRC officers. The Nominating Committee shall:

* 1. Be composed of at least three (3) and not more than five (5) SRC members.
  2. Be elected by the SRC at the meeting preceding the meeting in which Officer elections are held, from a slate of candidates recommended by the EPC. The floor shall also be opened to additional nominations.
  3. Serve for one year. Should a mid-year vacancy occur in the office of vice-chair or treasurer, the Nominating Committee shall reconvene and recommend a candidate for vote at the next SRC meeting.

# Item 9 Attachment: SRC Membership Roster and Appointment Chart

| **Member Name** | **Term** | **Appointment Date** | **End**  **Date** | **Member Type** |
| --- | --- | --- | --- | --- |
| Theresa Comstock | Second | Sep 8 2019 | Sep 7 2022 | Disability Advocacy Group |
| Joe  Xavier | Third | Sep 8 2019 | Sep 7 2022 | State VR Director  (non-voting) |
| Chanel Brisbane | First  (Partial Term) | Sep 25 2020 | Sep 7 2022 | Community Rehab Program |
| Jonathan Hasak | First  (Partial Term) | Sep 25 2020 | Sep 7 2022 | Business, Industry, and Labor |
| Susan Henderson | First  (Partial Term) | Sep 25 2020 | Sep 7 2022 | Parent Training and Information |
| Lisa  Hayes | First  (Partial Term) | Mar 30, 2022 | Sep 7, 2022 | State Independent Living Council |
| Benjamin Aviles | Second | Sep 8 2020 | Sep 7 2023 | Applicant of or Recipient of VR Services |
| Nicholas Wavrin | Second | Sep 8 2020 | Sep 7 2023 | State Education Agency |
| Kecia  Weller | Second | Sep 8 2020 | Sep 7 2023 | Disability Advocacy Group |
| Ivan  Guillen | Second | Oct 11 2021 | Sep 7 2024 | Client Assistant Program |
| Sara Abdrabou | First | Mar 30, 2022 | Sep 7. 2024 | Voc. Rehab Counselor  (non-voting) |
| Elizabeth Lewis | First | Mar 30, 2022 | Sep. 7, 2024 | Business, Industry, and Labor |

# Item 11: Detail Sheet

**Employment Panel**

**Item Type: Information and Discussion**

A panel discussion with the SRC’s business, industry and labor representatives will be held. Additional participants from DOR and the business community will be invited as well. The discussion questions and topics will focus on hiring individuals with disabilities, and engagement between DOR and employers. Potential discussion questions and topics may include, but are not limited to the following:

* What are hiring managers looking for when selecting an employee?
* What is the best way for DOR to approach your company about hiring?
* What are some positive and/or negative experiences when working with DOR?
* What fears do employers have when hiring a person with a disability?
* What suggestions would you give DOR to help the Department develop long-term partnerships with employers?
* Are there ways to incentivize for, and create employer demand, to hire people with disabilities? Such as tax incentives?

The information and ideas exchanged through this panel discussion may inform future SRC policy recommendations.

**Background:**

Information on DOR’s services, tools, and practices that support businesses and employers is available online at <https://www.dor.ca.gov/Home/BusinessEmployer>

**Attachment:**

None

# Item 12: Detail Sheet

**Adopt-a-Region Reports**

**Item Type: Information**

During this agenda item, SRC members will report out from their recent Adopt-a-Region discussions.

**Background:**

Through the SRC’s “Adopt-a-Region” program, each SRC member is paired up with a DOR Regional Director (assignments listed in the table below). The goal is for SRC members and Regional Directors to meet once a quarter to build connections and to learn about local issues, activities, and opportunities.

| DOR District/Region | DOR Regional Director | Assigned SRC Member |
| --- | --- | --- |
| Northern Sierra | Vivian Hernandez-Obaldia | Elizabeth Lewis |
| Greater East Bay | Della Randolph | Susan Henderson |
| San Jose | Theresa Woo *(Acting)* | Jonathan Hasak |
| Santa Barbara | Brian Winic | Theresa Comstock |
| Inland Empire | Robert Loeun | Benjamin Aviles |
| Van Nuys/Foothill | Wan-Chun Chang | Kecia Weller |
| Greater Los Angeles | Maria Turrubiartes | Nicolas Wavrin |
| Los Angeles South Bay | Susan Senior | Benjamin Aviles |
| Redwood Empire | David Wayte | Theresa Comstock |
| San Joaquin Valley | Shayn Anderson | Lisa Hayes |
| San Francisco | Theresa Woo | Jonathan Hasak |
| San Diego | Peter Blanco | Ivan Guillen |
| Orange/San Gabriel | Sherri Han-Lam | Chanel Brisbane |
| Blind Field Services | Laura Rasmussen *(Acting)* | Sara Abdrabou |

**Attachment:**

None

# Item 16: Detail Sheet

**Unified State Plan Committee Meeting**

**Item Type: Information and Discussion**

The DOR Planning Unit will provide the SRC Unified State Plan Committee with the quarterly State Plan updates. The Planning Unit will then present plans for collecting qualitative data for the current Comprehensive Statewide Assessment and the options for SRC involvement, and committee members will have the opportunity to provide their feedback and insight.

**Background:**

The SRC Unified State Plan Committee members are Ivan Guillen (Committee Chair), Jonathan Hasak, Theresa Comstock, and Elizabeth Lewis.

Background information and links to the full DOR State Plan and Comprehensive Statewide Assessment are available online at <https://www.dor.ca.gov/Home/StatePlan>

34 CFR § 361.17 - Requirements for a State Rehabilitation Council states that the SRC shall “Advise the designated State agency and the designated State unit regarding activities carried out under this part and assist in the preparation of the vocational rehabilitation services portion of the Unified or Combined State Plan and amendments to the plan, applications, reports, needs assessments, and evaluations required by this part”

**Attachments:**

* State Plan Update Presentation
* Comprehensive Statewide Assessment Presentation

# Item 16 Attachment: State Plan Update Presentation

1. **STATE PLAN PROGRESS - (Program Year 2021-22 Quarters 1-2)**
   1. Presentation to SRC
   2. June 9, 2022
2. **State Plan Overview**

* The Workforce Innovation and Opportunity Act requires each State to submit a Unified State Plan to the federal Department of Labor and the Education Department.
* The DOR’s Vocational Rehabilitation (VR) Portion of the Unified State Plan is a roadmap of initiatives the State will undertake to meet consumer needs.
* The Unified State Plan and DOR’s VR portion of the Plan is updated after year two, known as the Modification.
* The current State Plan covers July 1, 2020 – June 30, 2024.
* DOR has submitted a modification to RSA, which will go into effect on July 1, 2022, and will cover July 1, 2022, through June 30, 2024.

1. **June 2022 Update to the SRC**

* Current update covers State Plan tracking for Quarters 1 and 2: July 1, 2021 – December 31, 2021.
* Overview of the 2022 Modification to DOR’s State Plan:
* Updates to information about DOR’s contracts and agreements.
* Updates to information about DOR operating under an Order of Selection.
* Provided summary of DOR’s Comprehensive Statewide Assessment final report which was published in January 2021.
* Reported on the progress of achieving the goals included in the 2020-2024 State Plan.
* Updated some of the objectives to modify the way that progress was being tracked.

1. **DOR State Plan: Progress Update for Program Year 2021 (Q1 and Q2)**
   1. Current DOR State Plan
      1. 5 Goals
      2. 16 Objectives track goal progress
      3. Program Years 2020-2023
   2. Modifications
      1. Submitted to RSA
      2. Effective July 1, 2022
   3. Tracking Progress
      1. Data sources
         1. Aware Database
         2. RSA-911
         3. Program Reports
2. **GOAL 1 - PROVIDING EFFECTIVE VR SERVICES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OBJ** | **TRACKING** | **BASELINE** | **GOAL**  (PY 2021) | **DOR**  (PY 2021\*) | **PY 2021 Progress** (DOR – GOAL) |
| **1.1** | Number of consumers that attain credentials | 1,550  (PY 2020) | 1,628  (Baseline + 5%) | TBD | TBD |
| **1.2** | Number of consumers that achieve measurable skills gains | 6,719  (PY 2020) | 7,055  (Baseline + 5%) | 1,640 | 23% |
| **1.3** | Average consumer wage at closure | $16.48  (PY 2019) | $19.78  (Baseline + 20%) | $18.69 | 94.5% |

*\*Data shown represent Program Year 2021 Q1 and Q2 (July 1, 2021 through December 31, 2021)*

1. **GOAL 2 - SUPPORTING CONSUMER EMPLOYMENT**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OBJ** | **TRACKING** | **BASELINE**  (PY 2020) | **GOAL**  (PY 2021) | **DOR**  (PY 2021\*) | **PY 2021 Progress**  (DOR – GOAL) |
| **2.1** | Number of consumers employed two quarters post exit | 9,026  (consumers exited 7/1/2019 – 6/30/2020) | 9,477  (Baseline + 5%) | TBD | TBD |
| **2.2** | Number of consumers employed four quarters post exit | 8,925  (consumers exited 1/1/2019 - 12/31/2019) | 9,371  (Baseline + 5%) | TBD | TBD |

*\*RSA reports this data annually from EDD and it is delayed usually by one quarter. (Source BFFR)*

1. **GOAL 3 - CREATING PATHWAYS TO EMPLOYMENT**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OBJ** | **TRACKING** | **BASELINE**  (PY 2019) | **GOAL**  (PY 2021) | **DOR**  (PY 2021\*) | **PY 2021 Progress**  (DOR – GOAL) |
| **3.1** | Number of cases unsuccessfully closed for BH consumers | 6,614 | 6,217  (Baseline – 6%) | 3,061 | 49% |
| **3.2** | Number of Students receiving work-based learning experiences (Pre-ETS 2) | 11,184 | 12,302  (Baseline + 10%) | 6,264 | 50% |
| **3.3** | Number of cases unsuccessfully closed for transition age foster youth | 232 | 216  (Baseline – 6%) | 73 | 34% |

*\*Data represents the first two quarters of Program Year 2021 (July 1, 2021 through December 31, 2021)*

1. **GOAL 3 - CREATING PATHWAYS TO EMPLOYMENT (cont.)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OBJ** | **TRACKING** | **BASELINE** | **GOAL**  (PY 2021) | **DOR**  (PY 2021\*) | **PY 2021 Progress**  (DOR – GOAL) |
| **3.4** | Number of applications received from individuals who left SMW employment | 178  (PY 2020) | 187  (Baseline + 5%) | 95 | 51% |
| **3.5** | Number of cases successfully closed for individuals who left SMW employment | 68  (PY 2020) | 71  (Baseline + 5%) | 20 | 28% |
| **3.6** | Number of cases unsuccessfully closed for justice involved consumers | 3,036  (PY 2019) | 2,854  (Baseline – 6%) | 2,010 | 70% |

*\*Data represents the first two quarters of Program Year 2021 (July 1, 2021 through December 31, 2021)*

1. **GOAL 4 - MEETING BUSINESS TALENT NEEDS**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OBJ** | **TRACKING** | **BASELINE**  (PY 2020) | **GOAL**  (PY 2021) | **DOR**  (PY 2021\*) | **PY 2021 Progress**  (DOR – GOAL) |
| **4.1** | Number of consumers that obtained apprenticeships | 483 | 507  (Baseline + 5%) | 403 | 79% |
| **4.2** | Number of consumers receiving work-based learning experiences | 1,047 | 1,099  (Baseline + 5%) | 704 | 64% |
| **4.3** | Number of consumers co-enrolled in AJCCs | 2,077 | 2,181  (Baseline + 5%) | 1,844 | 85% |

*\*Data represents the first two quarters of Program Year 2021 (July 1, 2021 through December 31, 2021)*

1. **GOAL 5 - ENGAGING BUSINESSES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **OBJ** | **TRACKING** | **BASELINE** | **GOAL**  (PY 2021) | **DOR**  (PY 2021\*) | **PY 2021 Progress**  (DOR – GOAL) |
| **5.1** | Number of new business relationships | TBD  (PY 2019) | TBD  (Baseline + 5%) | TBD | TBD |
| **5.2** | Number of trainings to businesses | NONE | 60 | 43 | 72% |

*\*Data represents the first two quarters of Program Year 2021 (July 1, 2021 through December 31, 2021)*

1. **Summary**

State Plan modifications go into effect July 1st, 2022, which will alter how some objectives are tracked. Some of the changes include:

* Objectives 3.1, 3.2, 3.3, 3.5, 3.6, and 4.3, dates were changed to begin tracking them on July 1, 2022. Where applicable, dates for establishing baseline were also changed.
* For the above objectives, language was also changed to adjust the percent change to reflect the shorter duration for which the objective will be tracked.

1. **DOR PLANNING UNIT** 
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# Item 16 Attachment: Comprehensive Statewide Assessment Presentation

Comprehensive Statewide Needs Assessment

Status and Qualitative Data Collection

June 9, 2022

Presented by: Planning Unit

**Slide 2: What is the Comprehensive Statewide Assessment (CSA)?**

* Required by the federal Rehabilitation Act of 1973, as amended by the WIOA.
* A triennial study to determine the vocational rehabilitation needs of individuals with disabilities in California.
* Developed by the DOR in partnership with the State Rehabilitation Council (SRC).
* Research that informs DOR’s understanding of individuals with disabilities and their service needs and contributes to the goals and priorities of DOR’s State Plan.

**Slide 3: CSA Reporting Requirements**

Assess Vocational Rehabilitation Needs

* Individuals with Most Significant Disabilities
* Individuals with Disabilities who are Minorities, Unserved, or Underserved by VR
* Individuals with Disabilities who are served through the Workforce Development System
* Youth and Students with Disabilities

Identify the Need to Establish, Develop, and Improve

* Community Rehabilitation Programs (CRPs)

**Slide 4: Research for the CSA Utilizes a Variety of Data Sources**

Quantitative data sources may include:

* DOR caseload data, American Community Survey, Bureau of Labor Statistics, Employment Development Department (EDD) Labor Market Information, California Department of Education (CDE) Special Education Enrollment Data, California Department of Corrections and Rehabilitation (CDCR), Homeless Data Integrity System.

Qualitative data sources may include:

* Surveys (Consumer Satisfaction Survey, Business Satisfaction Survey, etc.), focus groups, public meetings or hearings, and key informant interviews with groups such as VR counselors, DOR consumers, the SRC, CRPs, and community partners.

**Slide 5: Results from the CSA are used to develop recommendations and strategies**

* One of the deliverables of the CSA is to develop a range of potential strategies for each major area of need that has been identified in the results.
* Sources of strategies may include recommendations from key informants, stakeholders, the SRC, literature on evidenced-based practices, and VR counselors, managers, and leadership.
* The CSA results and strategies are used in DOR's State Plan to inform the priorities, goals, and objectives. They can also be used to inform policy decisions and potential outreach needed to identified communities.

**Slide 6: CSA Timelines**

* Brainstorm and Develop Research Plan
* Conduct quantitative data collection and analysis
* Conduct qualitative data collection and analysis
* Develop results based on data analysis
* Use results to facilitate development of strategies with stakeholders
* Share strategies with Tri-Deputies and SRC *(Summer 2023)*
* Complete final report and submit it to RSA *(Dec 2023)*

**Slide 7: CSA Progress to Date**

* General Research
  + Consumer Satisfaction Survey
  + Business Satisfaction Survey
  + Summarizing DOR VR Population
* Section: Minorities, Unserved and Underserved Populations
  + Foster Youth
  + Individuals experiencing homelessness
  + Justice-involved individuals
* Section: Youth and Students
  + Summary of DOR Population
* Section: CRPs
  + Summary of Usage
  + Consumer Outcomes

**Slide 8: Qualitative Data Collection Ideas: Surveys**

CONSUMER SURVEY

The survey will help determine needs of individuals with disabilities, such as:

* Un/underserved populations
* Technology access and use
* Impacts of the pandemic on services and employment
* Workforce development system involvement
* Students with disabilities and their need for Student Services and VR services.

COUNSELOR SURVEY

* The survey will help determine counselors’ experiences with:
* Consumer outreach and referral
* Consumer technology access and use
* Consumer involvement in the workforce development system
* Un/underserved populations and barriers to employment
* Community Rehabilitation Partners (CRPs)

**Slide 9: Qualitative Data Collections Ideas: Key Informant Interviews**

KEY INFORMANT INTERVIEWS

DOR advisory bodies and disability-related non-profits:

* Advisory bodies may include:
  + California Committee on Employment of People with Disabilities (CCEPD)
  + State Rehabilitation Council (SRC)
  + Deaf and Hard of Hearing Advisory Committee (DHHAC)
  + Blind Advisory Committee (BAC)
  + Etc.
* Obtain non-profit organization recommendations from the SRC.
* Questions will be focused on unserved and underserved individuals with disabilities.

**Slide 10: Feedback**

* Any other un/underserved populations of individuals with disabilities to analyze in the CSA?
* Consumer survey: additional topics to include in the survey?
* Counselor survey: additional topics to include in the survey?
* Key informant interviews: groups or organizations to interview?
  + SRC participation?
  + Any other suggestions?

**Slide 11: Next Steps**

* Develop qualitative collection tools
* Conduct qualitative data collection
* Analyze qualitative data

# Item 17: Detail Sheet

**Selection of Future Meeting Dates**

**Item Type: Action**

Members will review scheduling options and select the SRC quarterly meeting dates for the 2022/23 federal fiscal year

**Background:**

34 CFR § 361.17 - Requirements for a State Rehabilitation Council states that “The Council must convene at least four meetings a year in locations determined by the Council to be necessary to conduct Council business. The meetings must be publicly announced, open, and accessible to the general public, including individuals with disabilities, unless there is a valid reason for an executive session”

Historically, the SRC has held for quarterly meetings in February, May, August, and November. In 2021, the SRC convened in January, April, July, and September. The SRC has the discretion to select a meeting schedule and duration (example: half day, one day, two-day meetings) that most effectively meet the needs and requirements of the Council. For discussion purposes, a proposed quarterly meeting schedule for federal fiscal year October 1, 2022 – September 30, 2022 is provided below:

* December 7 – 8, 2022 Quarterly Meeting
  + January 19, 2023 Executive Planning Committee Meeting
* March 8 – 9, 2023 Quarterly Meeting
  + April 20, 2023 Executive Planning Committee Meeting
* June 7 – 8, 2023 Quarterly Meeting
  + July 20, 2023 Executive Planning Committee Meeting
* September 6 – 7, 2023 Quarterly Meeting
  + October 19, 2023 Executive Planning Committee Meeting

**Attachment:**

None

# Item 21: Detail Sheet

**Debrief and Recommendations Discussion**

**Item Type: Discussion and Possible Action**

SRC members will debrief and hold a working session to draft and potentially adopt recommendations. The SRC has three draft recommendations currently under development and consideration. These draft recommendations were discussed during the March 23 – 24, 2022 SRC quarterly meeting, and the May 4, 2022 Executive Planning Committee meeting.

**Background:**

The SRC’s policy recommendations reflect the Council’s efforts to review, analyze and advise DOR on the performance and effectiveness of California’s VR program, a function of the SRC required by federal law. The following questions are examples of prompts that can help generate and facilitate discussions on policy recommendations:

* Before developing a new initiative or program (example: expanding partnerships between VR and behavioral health agencies) what are the core, guiding principles that need to be identified and established?
* How can DOR identify inequities in the Department’s programs and services, and what can be done to close these inequity gaps? What communities are unserved and underserved, and how can DOR effectively reach them?
* If DOR had an opportunity to make a legislative policy change, what would that change be, and why would DOR ask for that change?”
* If DOR was going to make a budget ask, what should that ask be, and why?

**Attachment:**

Recommendation Discussion Summary

# Item 21 Attachment: Recommendation Discussion Summary

**Discussion #1**

Adding DOR Contact Name to DOR Goods and Services Authorization Form

**Issue**

The current authorization form only has the VR counselor name, phone number, and email address. Contractors (vendors and service providers) may have questions about items on the form that the VR counselor cannot answer. The contractors need a direct phone number to DOR staff, such as the service coordinator, to ask questions.

**Draft Recommendation**

The DOR should ensure the DR 297B Authorization for Vocational Rehabilitation Services form clearly identifies the name(s) and contact information of DOR staff that the contractor (vendor or service provider) can contact with questions about the services or authorization.

**Discussion #2**

Working with Local Education Agencies to Train Teachers on DOR Services

**Issue**

Information on DOR services to students with disabilities should be shared with all teachers, not only teachers in Special Education. There are students with disabilities that may not qualify for Special Education, such as those with 504 plans, that could potentially utilize DOR services.

**Draft Recommendation**

To increase awareness that all students with disabilities, including those without an Individualized Education Plan, are eligible for vocational services, the DOR should partner with local education agencies to provide training and information to all teachers, administration, counselors, parents, and students.

**Discussion #3**

Expanding Partnerships between Vocational Rehabilitation and Behavioral Health Agencies

**Issue**

The local behavioral health agencies could benefit from a partnership model like the Competitive Integrated Employment Blueprint. A formalized process such as local partnership agreements could help enhance services and increase opportunities for employment for individuals with behavioral health disabilities.

**Draft Recommendation**

In order to increase and sustain successful employment outcomes for individuals with mental illness, we recommend increasing communication, resources and training for agencies and organizations on the state and local levels by establishing a blueprint (similar to the Competitive Integrated Employment Blueprint) with a goal of increasing the provision of evidence-based vocational services (services that require an array of staff and multiple funding mechanisms in order to achieve fidelity and sustain employment.)

# Item 24: Detail Sheet

**Identification of Future Agenda Items**

**Item Type: Information and Discussion**

The SRC members will provide input on future agenda items.

**Background:**

To help plan for upcoming SRC quarterly meetings, below is a list of updates, discussions and presentations as requested by the SRC:

* Individual Service Providers (ISP): Members will receive an update on the DOR’s use of ISPs. ISPs are independent contractors who assist individuals with disabilities to participate in vocational rehabilitation services and to achieve and maintain an employment outcome. DOR did not discontinue authorizations for ISPs and their services by September 1, 2021, as previously communicated.
* Expedited Individualized Plan for Employment (IPE): Members will learn about the expedited IPE process purpose and goal.
* Consumer Reimbursement of Goods and Services: The SRC will learn about the process of consumer reimbursement of goods and services. The DOR fair hearing complaints were separated into categories, one category included the request for reimbursement for goods and services which were not previously authorized by the DOR. The SRC can learn of the possible factors that may lead up to those complaints.
* Adult Work Experience: Members will receive an update on the availability of Adult Work Experiences for DOR Consumers. Work experiences are intended to be temporary placements to gain experience in the workplace.
* Financial Participation Implementation Documents: The SRC will learn about the DOR materials (informational handouts to consumers, website content, staff resources and training) related to the financial participation and loaned property regulations. This is in support of the 2021 SRC recommendation that the materials are developed with clear language and with examples to ensure understanding by staff, consumers, and the public, reassuring that access to needed services will continue in an equitable and fair manner.
* Consumer Payment Card Update: The SRC will learn more consumer payment card updates after a request to bid is awarded including the provider and objectives.
* Social Media: The SRC will learn about how DOR engages with consumers and stakeholders through social media. How does the DOR respond to comments and questions from followers and keep followers/community informed, educated, and up to date? How do they choose what content to publish to attract attention from followers and encourage engagement?

**Attachment:**

None

# Information: DOR Case Data Report

Quarter 3

of

**State Fiscal Year (SFY) 2021/22**

(July 1, 2021 through June 30, 2022)

HIGHLIGHTS

Majority of the DOR’s caseload and expenditures have improved and may indicate that trends are beginning to stabilize.

VR Cases

* Compared to Q3 SFY 2020-21 (PY), New Applications are up by 35% and New Plans have increased by 28%.
* While In-Plan cases are down by 3% from PY it is up by 3% from 2019-20 (PPY).

Student Services

* PE New Applications are up by 4,840 (72%) compared to PY
  + Current Year numbers are up compared to PPY numbers which may indicate stabilizing trends given the ongoing impacts of the pandemic.

SSI/SSDI Beneficiaries

* We continue to see a decrease in SSI/SSDI beneficiaries in our caseload, which will impact the amount of Social Security Reimbursement (SSR) program income.
* SSI/SSDI New Applications are up 28% from PY, but still 32% down from PPY.

Successful Closures

* Successful Closures are up 23% from PY.
  + 13% of Successful Closures resulted in consumers gaining Customer Service Representative occupations. This occupation has remained number 1 in ranking for the past three years.
  + Successfully closed consumers earned an average of $18.86 per hour (Q2 average hourly rate was $18.68).

CASELOAD DATA (VR and PE case types)

Applications

Those who applied for services, regardless of forthcoming eligibility status.

PE:

* SFY 2021/22 = 11,581, an increase of 72% from PY
* SFY 2020/21 = 6,741, a decrease of 41% from PY
* SFY 2019/20 = 11,365, a decrease of 7% from PY
* SFY 2018/19 = 12,222, (PE was fully implemented in FY 18/19)

VR:

* SFY 2021/22 = 17,991, an increase of 35% from PY
* SFY 2020/21 = 13,341, a decrease of 39% from PY
* SFY 2019/20 = 21,924, an increase of 3% from PY
* SFY 2018/19 = 21,231, a decrease of 24% from PY

New Plans

Those with an Individualized Plan for Employment (IPE) initiated during the current SFY.

* SFY 2021/22 = 14,561, an increase of 28% from PY
* SFY 2020/21 = 11,348, a decrease of 31% from PY
* SFY 2019/20 = 16,372, an increase of 4% from PY
* SFY 2018/19 = 15,699 a decrease of 22% from PY

Total Closed

Cases that closed within the year.

PE[[1]](#footnote-1):

* SFY 2021/22 = 4,339, a decrease of 30% from PY
* SFY 2020/21 = 6,225, an increase of 12% from PY
* SFY 2019/20 = 5,556, an increase of 260% from PY
* SFY 2018/19 = 1,544, (PE was fully implemented in FY 18/19)

VR:

* SFY 2021/22 = 18,708, an increase of 24% from PY
* SFY 2020/21 = 15,133, a decrease of 41% from PY
* SFY 2019/20 = 25,522, a decrease of 0.6% from PY
* SFY 2018/19 = 25,672, a decrease of 9% from PY

Closed In-Plan – Successful Closures

Those who completed their IPE and closed their case after maintaining stable employment for a minimum of 90 days. Also referred to as “Closed Rehab.”

* SFY 2021/22 = 5,723, an increase of 23% from PY
* SFY 2020/21 = 4,664, a decrease of 30% from PY
* SFY 2019/20 = 6,639, a decrease of 5% from PY
* SFY 2018/19 = 7,009, a decrease of 11% from PY

Closed In-Plan – Not Employed

Those who completed their IPE and closed their case before they were able to maintain stable employment for a minimum of 90 days. This includes cases where an IPE was signed but services were never provided. Also referred to as “Closed from Service.”

* SFY 2021/22 = 9,124, an increase of 34% from PY
* SFY 2020/21 = 6,795, a decrease of 44% from PY
* SFY 2019/20 = 12,150, an increase of 0.6% from PY
* SFY 2018/19 = 12,077, a decrease of 5% from PY

All Cases Served

All open and closed cases that received service(s) in the year.

* SFY 2021/22 = 105,759, an increase of 13% from PY
  + PE = 34,074, an increase of 40% from PY
  + VR = 71,685, an increase of 4% from PY
* SFY 2020/21 = 93,500, a decrease of 10% from PY
  + PE = 24,266, a decrease of 3% from PY
  + VR = 69,234, a decrease of 13% from PY
* SFY 2019/20 = 104,317, an increase of 8% from PY
  + PE = 24,890, an increase of 77% from PY
  + VR = 79,427, a decrease of 4% from PY
* SFY 2018/19 = 97,012, an increase of 6% from PY
  + PE = 14,100, (PE was fully implemented in FY 18/19)
  + VR = 82,912, a decrease of 10% from PY

COMPARISON TABLES - CLOSURES BY DISABILITY TYPE

(See Attachment A for explanation of Disability Types.)

Closed Rehab

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Type** | **SFY 2021 Number** | **SFY 2021 Percentage** | **SFY 2020 Number** | **SFY 2020 Percentage** |
| Blind/Visually Impaired | 256 | 4% | 189 | 4% |
| Cognitive Impairment | 444 | 8% | 321 | 7% |
| Deaf/ Hard of Hearing | 379 | 7% | 285 | 6% |
| Intellect./Dev. Disability | 1,068 | 19% | 765 | 17% |
| Learning Disability | 862 | 15% | 748 | 16% |
| Physical Disability | 786 | 14% | 671 | 14% |
| Psychiatric Disability | 1,855 | 32% | 1,634 | 35% |
| Traumatic Brain Injury | 73 | 1% | 51 | 1% |
| **TOTAL** | **5,723** | **100%** | **4,664** | **100%** |

Closed from Service

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Disability Type** | **SFY 2021 Number** | **SFY 2021 Percentage** | **SFY 2020 Number** | **SFY 2020 Percentage** |
| Blind/Visually Impaired | 326 | 4% | 287 | 4% |
| Cognitive Impairment | 615 | 7% | 447 | 7% |
| Deaf/ Hard of Hearing | 388 | 4% | 333 | 5% |
| Intellect./Dev. Disability | 1,515 | 17% | 1,087 | 16% |
| Learning Disability | 1,292 | 14% | 996 | 15% |
| Physical Disability | 1,673 | 18% | 1,240 | 18% |
| Psychiatric Disability | 3,206 | 35% | 2,325 | 34% |
| Traumatic Brain Injury | 109 | 1% | 79 | 1% |
| Not Reported | 0 | 0% | 1 | 0% |
| **TOTAL** | **9,124** | **100%** | **6,795** | **100%** |

ATTACHMENT A: DISABILITY TYPES

The Budgets, Fiscal Forecasting, and Research Section (BFFR) merges 23 Disability Impairments and five Disability Causes within Aware into the nine Primary Disability Types.

Nine Primary Disability Types

1 - Blind/Visually Impaired

2 - Cognitive Impairment

3 - Deaf/Hard of Hearing

4 - Intellectual/Developmental Disability

5 - Learning Disability

6 - Not Reported

7 - Physical Disability

8 - Psychiatric Disability

9 - Traumatic Brain Injury

The following table shows how Disability Impairments and Disability Causes within Aware are grouped to synthesize the nine Primary Disability Types listed above.

Grouping Breakdown of the 9 Primary Disability Types:

|  |  |  |
| --- | --- | --- |
| **Disability Type**  **(BFFR Grouping)** | **Disability Impairment**  **(Source: Aware)** | **Disability Cause**  **(Source: Aware)** |
| 1 - Blind/Visually Impaired | Blindness - Legal | None specified |
| 1 - Blind/Visually Impaired | Blindness - Total | None specified |
| 1 - Blind/Visually Impaired | Other Visual Impairments | None specified |
| 2 - Cognitive Impairment | Cognitive (learning, thinking & processing info) | None specified |
| 2 - Cognitive Impairment | Communicative Impairments (expressive/receptive) | None specified |
| 3 - Deaf/Hard of Hearing | Deaf - Blindness | None specified |
| 3 - Deaf/Hard of Hearing | Deafness, Primary Communication Auditory | None specified |
| 3 - Deaf/Hard of Hearing | Deafness, Primary Communication Visual | None specified |
| 3 - Deaf/Hard of Hearing | Hearing Loss, Primary Communication Auditory | None specified |
| 3 - Deaf/Hard of Hearing | Hearing Loss, Primary Communication Visual | None specified |
| 3 - Deaf/Hard of Hearing | Other Hearing Impairments (Tinnitus, etc.) | None specified |
| 4 - Intellectual/ Developmental Disability | None specified | Intellectual Disability |
| 4 - Intellectual/ Developmental Disability | None specified | Intellectual/Developmental Conditions |
| 4 - Intellectual/ Developmental Disability | None specified | Autism |
| 5 - Learning Disability | None specified | Specific Learning Disabilities |
| 6 - Not Reported | Converted Data | None specified |
| 6 - Not Reported | No Impairment | None specified |
| 6 - Not Reported | Null | None specified |
| 7 - Physical Disability | General Physical Debilitation (Fatigue, pain, etc.) | None specified |
| 7 - Physical Disability | Manipulation/Dexterity - Orthopedic/Neurological | None specified |
| 7 - Physical Disability | Mobility - Orthopedic/Neurological Impairments | None specified |
| 7 - Physical Disability | Other Orthopedic Impairments (limited motion) | None specified |
| 7 - Physical Disability | Other Physical Impairments (not listed above) | None specified |
| 7 - Physical Disability | Respiratory Impairments | None specified |
| 7 - Physical Disability | Both Mobility & Manip/Dexterity - Ortho/Neurologic | None specified |
| 8 – Psychiatric Disability | Other Mental Impairments | None specified |
| 8 – Psychiatric Disability | Psychosocial (interpersonal/behavior impairments) | None specified |
| 9 - Traumatic Brain Injury | None specified | Traumatic Brain Injury |

# Glossary

| Acronym | Term |
| --- | --- |
| ACE | Achieving Competitive Employment |
| ADA | Americans with Disabilities Act |
| AJCC | America's Job Center of California |
| ALJ | Administrative Law Judge |
| ASL | American Sign Language |
| AT | Assistive Technology |
| ATAC | Assistive Technology Advisory Committee |
| AWARE | Accessible Web-based Activity Reporting Environment |
| BAC | Blind Advisory Committee |
| BFFR | DOR Budgets, Fiscal Forecasting and Research Section |
| BFS | DOR Blind Field Services |
| CalATSD | CA Assistive Technologies, Services, and Devices Supplier Directory |
| CalPIA | California Prison Industry Authority |
| CalWORKS | CA Work Opportunity and Responsibility to Kids |
| CAP | Client Assistance Program |
| CaPROMISE | Promoting the Readiness of Minors in Supplemental Security Income |
| CARF | Commission on Accreditation of Rehabilitation Facilities |
| CASRA | CA Association of Social Rehabilitation Agencies |
| CCEPD | California Committee on the Employment of People with Disabilities |
| CCIR | Career Counseling and Information and Referral Services |
| CDE | California Department of Education |
| CDOR | CA Department of Rehabilitation |
| CFR | Code of Federal Regulations |
| CHHS | California Health and Human Services Agency |
| CIE | Competitive Integrated Employment |
| COOP | Cooperative Program |
| CRP | Community Rehabilitation Program |
| CSA | California State Auditor |
| CSA | Comprehensive Statewide Assessment |
| CSAVR | Council of State Administrators of Vocational Rehabilitation |
| CSNA | Comprehensive Statewide Needs Assessment |
| CSS | Consumer Satisfaction Survey |
| CSU | DOR Customer Service Unit |
| CWDB | California Workforce Development Board |
| DA | DOR District Administrator |
| DDS | California Department of Developmental Services |
| DGS | California Department of General Services |
| DOF | CA Department of Finance |
| DOL | US Department of Labor |
| DOR | Department of Rehabilitation |
| DVBE | Veteran Business Enterprise |
| ED | US Education Department |
| EDD | California Employment Development Department |
| EPC | SRC Executive Planning Committee |
| FCCC | Foundation for California Community Colleges |
| FFY | Federal Fiscal Year |
| FPL | Federal Poverty Level |
| GAO | U.S. Government Accountability Office |
| GIS | Geographical Information System |
| GSM | Grant Solicitation Manual |
| HHS | US Department of Health and Human Services |
| IA | Interagency Agreement |
| IDEA | Individuals with Disabilities Education Act |
| IEOCC | CA Improving Educational Outcomes of Children in Care |
| IEP | Individualized Education Plan |
| IL | Independent Living |
| IL/ILC | Independent Living/Independent Living Center |
| IPE | Individualized Plan for Employment |
| IPS | Individual Placement and Support |
| ISP | Individual Service Providers |
| LEA | Local Education Agency |
| LEAP | Limited Examination and Appointment Program |
| LGP | Loan Guarantee Program |
| LMI | Labor Market Information |
| LPA | Leveraged Purchase Agreement |
| LWDB | Local Workforce Development Board |
| MH | Mental Health |
| MHSA | Mental Health Services Act |
| MOE | Maintenance of Effort |
| NCSRC | National Coalition of State Rehabilitation Councils |
| NDEAM | National Disability Employment Awareness Month |
| OAH | Office of Administrative Hearings |
| OAL | Office of Administrative Law |
| OIB | DOR Older Individuals who are Blind |
| OIB | Older Individuals who are Blind |
| OJT | On the Job Training |
| OOS | Order of Selection |
| OSDS | Office of Small Business and Disabled Veteran Business Enterprise Services |
| Pre-ETS | Pre-Employment Transition Services |
| Project E3 | Educate, Empower, Employ Targeted Communities Project |
| Q&A | Questions and answers |
| RA | Reasonable Accommodation |
| RAM | DOR Rehabilitation Administrative Manual |
| RFAs | Request for Applications |
| RFP | Requests for Proposal |
| ROI | Return on Investment |
| RSA | Rehabilitation Services Administration |
| RSA 911 | federal Case Service Report for the State VR and Supported Employment Programs |
| SB | CA Certified Small Business |
| SCM | State Contracting Manual |
| SE | Supported Employment |
| SED | Supported Employment Demonstration |
| SELPA | Special Education Local Plan Area |
| SFY | State Fiscal Year |
| SILC | State Independent Living Council |
| SIO | DOR Strategic Initiatives Office |
| SLAA | State Leadership Accountability Act |
| SPS-AT | State Price Schedule for Assistive Technology |
| SRC | State Rehabilitation Council |
| SSDI | Social Security Disability Insurance |
| SSI | Supplemental Security Income |
| SSP | State Supplemental Program |
| STEPS | Summer Training and Employment Program for Students |
| SVRC-QRP | Senior Vocational Rehabilitation Counselor - Qualified Rehabilitation Professional |
| TA | Technical Assistance |
| TANF | Temporary Assistance for Needy Families |
| TAP | Talent Acquisition Portal |
| TBI | Traumatic Brain Injury |
| TPP | Transitional Partnership Program |
| VR | Vocational Rehabilitation |
| VRED | DOR Vocational Rehabilitation Employment Division |
| VRPRD | DOR Vocational Rehabilitation Policy and Resources Division |
| VRSD | Vocational Rehabilitation Services Delivery Team |
| WDS | DOR Workforce Development Section |
| WIOA | Workforce Innovation and Opportunities Act |
| WIP | Work Incentives Planning |
| YLF | Youth Leadership Forum |

1. Due to the Rehabilitation Services Administration (RSA) policy directive 19-03 released July 2020, Vocational Rehabilitation (VR) agencies are only allowed to close a PE Case when the individual no longer meets the definition of a Student with Disability. A Student with a Disability is defined as an individual who: 1) is enrolled in secondary, postsecondary, or other recognized education program; 2) is not younger than 16 and not older than 21, or 22 if the student is participating in a special education program in secondary school; and 3) is an individual with a disability for purposes of Section 504 of the Rehabilitation Act. [↑](#footnote-ref-1)