

*~ DRAFT LECT "Spotlights" DRAFT ~*

CECY Spotlight:  
**East Bay Innovations**

**Program Purpose:**

East Bay Innovations (EBI) is a nonprofit provider of innovative employment services to individuals with intellectual and developmental disabilities. EBI aims to create access to gainful employment through individualized on-the-job development support and strategic training pipelines.

**Employment Obstacle:**

EBI found Department of Rehabilitation and Regional Center funding structures did not reimburse the full cost of job discovery and development activities.

**Solutions (Best Practices):**

EBI diversified funding sources in order to achieve job development activities that led to individuals being hired for long lasting, livable wages jobs that also match the interests and skills of the person through the following methods:

- Pursued additional streams of funding through the Workforce Investment Board's On-the-Job-Training and Individual Training Accounts, the Social Security Administration's Ticket to Work program, as well as through private donations, foundation grants, and corporate giving.
- Developed multimedia marketing materials about supported employment.
- Nurtured collaborative partnerships and provided presentations on supported employment throughout the community.

**Population and Area Served:**

EBI serves Alameda County, California. Participants are 18 and older, predominantly male (71%), and reflect diverse ethnicities. Most have autism (43%) and/or intellectual disability (54%).

## **Employment Outcomes:**

- 60% of EBI's clients achieve community integrated employment
- Over 90% of those served in supported employment remain in the same job more than a year later
- Average hourly wage: \$10.97
- Average monthly hours worked: 94.5

## **Success Story:**

A young woman with autism who completed Project SEARCH through EBI was unable to secure employment for quite some. During job interviews, she often overly focus on her fascination with airplane propellers. EBI extensively coached her in interviewing skills and connected her to the Alameda County Health Care Services Agency where she now excels in her work as a Health Services Clerk earning \$13.40 per hour. EBI's Health Partnership Project made possible by diversified funding sources directly connected her to an employer willing to focus on her skills and assets.

For more information on East Bay Innovations:

<http://www.eastbayinnovations.org>