



Let's Go To Work California Grantees

Project Summaries

East Bay Innovations in San Leandro, is an innovative service provider with a strong network of partnerships, such as the Alameda County Developmental Disabilities Planning and Advisory Council, Alameda County Health Care Services Agency (HCSA), County of Alameda, College of Alameda's College to Career (C2C) program, Department of Rehabilitation (DOR), Kaiser Permanente, Oakland Children's Hospital, Oakland Unified School District (OUSD), Regional Center of the East Bay (RCEB), and World Institute on Disabilities (WID). With the help of these partners, East Bay currently supports 104 individuals with intellectual and developmental disabilities. 102 are placed in integrated competitive employment.

90% of the individuals supported by East Bay Innovation remain in the same job a year later. The average hourly salary, for those placed by East Bay, was \$10.98 per hour in 2012. As part of the Let's Go To Work California project, East Bay will document how they achieve these comparatively high outcomes and they will create multimedia presentations training on others about how to increase retention rates and obtain higher paying jobs.

Glenn County Office of Education: Glenn County, located 100 miles north of Sacramento, is a rural county with a population base of 29,000. The current unemployment rate is 15.7%, which exceeds the state average by 5%. After seeing youth with disabilities struggle to find work in a down market, Glenn County (through its Workability 1 and Youth Employment Services Program) began working with health department personnel to explore the provisions of accommodations that might be necessary to help youth earn their Food Handlers Card. The experience with the Food Handlers certification demonstrated that they could enhance the employment options for their youth if they equipped them with state mandated certifications in specific industries.

As part of the Let's Go To Work program, Glenn County, will document its *Work Safe and Self Advocacy Program*, which helps youth meet the requirements for the Food Handlers Certificate. It will also document its adaptation of the CA Food Handlers Card Training which is presented using mixed media of text, video and narration in multiple languages and is designed to meet



the needs of individuals with learning challenges, sensory impairments and language barriers. Finally, they will replicate this process to allow youth to gain other types of industry certifications such as First Aid/ CPR certification, Early Childhood Education, Groomer's Assistant and Occupational Safety certifications related to housekeeping and custodial services.

Sweetwater Union High School District is located in The City of Chula Vista, the second largest city in San Diego County. The City is a very culturally diverse area, languages like Tagalog and Spanish are often heard in the community as it is predominantly Hispanic, White, and Asian. Despite the business opportunities that are created by the geography and demographics, job outcomes in integrated settings with competitive wages for youth with developmental and/or intellectual disabilities are few and far between. In the face of significant cuts to school budgets, school districts like Sweetwater are not able to employ dedicated job developers, even on a part-time basis. Transition teachers are left to negotiate with local employers, develop work-training partnerships, and build employer relationships with only their "prep-period" time of approximately 50 minutes each day.

As part of the Let's Go To Work project, Sweetwater USD will document their partnerships with the San Diego Regional Center, Employment & Community Options—a service provider that offers job development services, San Diego State University, the Department of Rehabilitation, and a South County SELPA parent support group for transition students. Together, this team will collaboratively build the districts capacity to provide vocational assessments, job development, job placement, and parent education. This project will model how community collaboration can address existing resource shortfalls and help youth and young with ID/DD find integrated employment.

Taft College TIL Program: The Transition to Independent Living (TIL) program at Taft College in Taft, California is a residential postsecondary education program for students with intellectual and developmental disabilities. 82% of TIL graduates are competitively employed, and 87% earn above minimum wage. As part of the Let's Go To Work project Taft will pilot strategies to improve upon their already successful outcomes. They will concentrate on improving services for students with ID/DD in two ways: (1) by *significantly increasing parental involvement* relative to locating and placing students in competitive integrated employment.



In addition, there is a significant time lapse of 6-12 months that currently exists between when a student graduates from the TIL program to the time his/her case file is opened and acted upon by the California Department of Rehabilitation Services. During this multi-month period, most TIL program graduates simply sit and wait for their case to be opened. TIL program personnel feel strongly that students should be involved in volunteer or additional internship programs while they wait for local or state government bureaucracies to “catch up” to them. As part of the Let’s Go To Work California project they will explore strategies to *significantly decrease the amount of time it takes for students to acquire competitive integrated employment after graduation.*

TransCen and its programs WorkLink and AimHIRE provide employment support services for individuals with multiple disabilities, who have limited or unsuccessful work histories, in the San Francisco area. TransCen has pioneered hybrid strategies that braid multiple funding sources and eliminate the forced choice that many individuals and families must make between “day services” and “supported employment services.” Their hybrid model gives families and individuals flexibility to pursue employment while still receiving support during hours in which they are not working or during periods of unemployment. TransCen cultivates nontraditional, higher paying jobs in professional settings that are based on an individual’s unique interests and skill sets. For the Let’s Go To Work project, TransCen will mentor larger service providers, such as the ARC of San Francisco (the largest service provider in San Francisco), to help them adopt the hybrid model, and to identify barriers to and solutions for replicating this innovative strategy.

Irvine and Whittier USD, located in Orange County and the L.A. Basin have achieved much success in developing robust community partnerships and creating person centered planning that leads to sustainable job placements. As part of Let’s Go To Work, these district transition coordinators will collaborate to create a handbook on high impact transition practices, such as identifying local funding streams & braiding opportunities, developing local interagency agreements that support integrated competitive employment, securing training sites that are amenable to employment of same trainees, utilizing technology in the job development process, interviewing with the help of a picture resume or video resume on an i-pad, creating a plan to collect integrated competitive employment related data and more.