

Employment Training Series Week #3: Employment Services for People with Disabilities

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DRC Logo, Employment Training Series, Employment Services for People with Disabilities, presented by Rebecca Hoyt, Senior Advocate, Stephen Peters, Attorney, Ibrahim Saab, OCRA Supervising Attorney for Outreach

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Our Mission as an Organization

Disability Rights California advocates, educates, investigates, and litigates to advance the rights, dignity, equal opportunities, and choices for all people with disabilities.

Photo: Photo of a boy with a disability in a wheelchair. His young sister is kneeling next to him holding his hand.

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Client Assistance Program

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Client Assistance Program

The Client Assistance Program (CAP) helps people with disabilities who receive or need services from:

- Department of Rehabilitation,
- Independent Living Centers, or
- Other Rehabilitation Act-funded partners.

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How Can CAP Help Me?

- Information about agencies that may be able to help you with employment
- Information about your rights under the Americans with Disabilities Act
- Answer questions and provide advice
- Advocate on your behalf
- Advocate for changes that affect many people

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Who is Working in California?

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Executive Order N-33-20

On March 19, 2020, Governor Gavin Newsom issued an executive order that said only essential businesses should stay open:

- Healthcare employees
- First responders
- Food and agricultural workers
- Transportation employees

Other business should have their employees work from home.

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Governor's Modified Order May 8, 2020

Counties that can show they have low numbers of COVID-19 and have an acceptable "readiness plan" can open some businesses with modifications

- Retail
- Manufacturing
- Warehouses

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Before reopening, all businesses should:

- Assess risk and make a plan to keep the worksite safe
- Train employees on how to limit the spread of COVID-19, including how to tell if they have symptoms and to stay home if they are sick
- Make a plan to stop the spread of COVID-19 and screen employees
- Make a plan to keep the workplace clean and safe
- Make a plan for physical distancing
- Take action on these plans

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Department of Rehabilitation

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Goal of DOR Program

People with disabilities can

- Work in the community
- Earn money
- Make meaningful decisions about work
- Be independent

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Competitive Integrated Employment (CIE)

Real jobs with real wages!!!

- Make the same amount of money as a person without a disability (and at least minimum wage)
- Your paycheck comes from your employer and not a service provider
- Have the same opportunities for benefits and promotions as a person without a disability

Work with people with and without disabilities

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COVID-19 and DOR

- DOR offices remain open
- Social distancing at in-person meetings
- Most services can be provided over the phone or virtually
- Processing new applications
- You should still get the services in your Individualized Plan for Employment
- The DOR should let you know if your services have changed or been postponed
- Soft hold on case closures for lack of cooperation, transportation issues and to allow for additional time to ensure stabilization of employment
- Let your counselor know if your service needs have changed

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DOR Services

There are two types of DOR services for job seekers:

- Pre-Employment Transition Services
- Vocational Rehabilitation Services

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Pre-Employment Transition Services

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DOR's Role in Transition

Work with other agencies in transition-related activities

- Attend IEP meetings when invited

- Attend IPP meetings for Medi-Cal eligible individuals when invited
- * The DOR may attend telephonic or virtual meetings*

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Who can receive Pre-ETS Services?

You can get Pre-ETS if you are

- Between the ages of 16 – 21,
- In an educational program, and
- Receiving special education or related services or is a person with a disability for purposes of Section 504 plan

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Pre-Employment Transition Services

34 C.F.R. § 361.48(a)

Infograph: Circle divided into 5 differently colored sections - Self advocacy, Job exploration, Work-based learning, Post-secondary education, Workplace readiness

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COVID-19 Impact on Pre-ETS

- Most Pre-ETS services can be provided over the phone in a virtual format while you shelter-in-place.
- Under the current orders work-based learning experiences may be limited to
 - Essential businesses
 - Stage 2 businesses - If the county meets readiness requirements
 - Remote work

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How to get Pre-ETS

Request DOR Student Services by filling out the Student Services Request form!

- Online: <https://dor.ca.gov/Home/StudentServices>
- Ask your School District Liaison
- Contact: YouthServices@dor.ca.gov
- DOR office near you

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Myths About Pre-ETS

- I have to ask for Pre-ETS at my IEP meeting
- Only students who are “high-functioning” can participate
- Clients who need job coaching or other general DOR services, cannot get Pre-ETS
- If a student obtains employment as the result of a work experience, the student is no longer eligible for DOR services
- Students have to choose between school district, regional center and Pre-ETS

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Vocational Rehabilitation Services

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Purpose of the Vocational Rehabilitation Program

Help people with disabilities to...

- Prepare for work
- Get a job
- Keep a job
- Advance in employment

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Who Is Eligible For VR Services?

- A person with a disability
- Difficulty finding, keeping or advancing in employment
- Need for services or supports
- DOR services would help you reach your employment goal

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What can the DOR consider?

- Information from you, your family or your representative
- Rehabilitation Counselor observations
- Medical records
- Education records
- Information from other agencies like social security, school districts and the regional center
- Assessments – *ONLY if there is not enough information*

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Steps of the VR Process

1. Application
2. Eligibility
 - Within 60-days of application date
 - a. Develop Individualized Plan for Employment (IPE) → Within 90-days of eligibility determination
3. Obtain services
4. Find a job and close case
5. Post-employment services if necessary

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Application for VR Services

- Apply online www.dor.ca.gov.
- Call DOR and ask for application in the mail.
- Go in person to local DOR office and fill out application. CALL AHEAD!!

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The Individualized Plan for Employment (IPE)

The IPE is a plan made just for you!

A road map to the type of job you want, based on your disability related needs and what is needed for your job

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Informed Choice

The DOR helps you get the information you need to make choices about your employment goal, services, and service providers.

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What goes into the IPE?

- Your employment goal
- Services you will need to reach your goal
- When you will get services
- Who will provide your services
- How the DOR will measure your progress
- The DOR's responsibilities
- Your responsibilities
- Post-Employment services you might need

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VR Services

- Assessments to see if you are eligible and to find out what you need;
- Counseling, guidance and referral;
- Services to help remove barriers to employment
- Training;
- Extra expenses for training or job-search;
- Transportation;
- Services to family members;
- Interpreters, readers, and orientation and mobility services for individuals who are blind;
- Job-related services;
- Supported employment services;

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VR Services (cont'd)

- On the Job Training
- Customized employment;
- Personal assistance services;
- Services to help you keep your job;
- Licenses, tools, equipment, initial stocks, and supplies;
- Technology, devices and training
- Pre-Employment Transition Services
- Guidance about self-employment or telecommuting;
- Other things you need to reach your employment goal

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Regional Center Services for Employment

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Employment of People with Developmental and Intellectual Disabilities in California

Pie chart showing data from Department of Developmental Services (DDS) Purchase of Service for fiscal year 2015-2016

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THE IPP IS THE STARTING POINT

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What is the Individual Program Plan?

The Individual Program Plan (IPP) is the contract between the consumer and the regional center.

- An IPP identifies your goals, services, and supports so you can be more independent and participate in the community.

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Why are IPP Meetings Important?

- The IPP meeting is the only time your IPP can be officially talked about and written up. Contact your regional center service coordinator to schedule an IPP meeting to discuss your desire to get a job.
- An IPP meeting must be scheduled within thirty (30) days of the request. During the Coronavirus, regional centers are holding meetings virtually or via telephone.
- Ask for a decision-maker to attend the meeting to help speed up the approval process.
- If a final decision is not reached, the IPP team must set up another meeting within 15 days.

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Employment First Policy

- If you want to work, the regional center will look at employment as the first option for you!
- You also have the right to earn minimum wage or above in an integrated setting.
- You also have the right to choose where you want to work.

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How can the Regional Center help me?

- Paid work experience
- Help finding a job
- Supervision or training to prepare for work
- Ongoing supports on the job

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How can the Regional Center help me?

- Supports for family - benefits counseling and day programs/services
- Tailored day services.
- Advocacy if there are problems with your employer.
- Independent Living Skills Instruction.

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Paid Internship Program

- Many PIP programs have been temporarily put on hold due to COVID-19
- Beginning on July 1, 2016 regional centers must provide information about the internship to individuals eligible for the program.
- Goal of program is to increase job skills and experiences for participants in the program.
- The main purpose of the program is for participants to secure future paid employment.
- Interns must earn at least minimum wage.

- Regional centers reimburse employers for the cost of the intern's wages.
- Request an IPP meeting to include an employment goal and discuss how to join the internship program.

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APPEAL RIGHTS

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What if the Regional Center Denies Your Funding Request

- Request a Notice of Action (NOA)
- Regional centers must issue a NOA within five (5) working days of decision to deny funding request.
- Provide documentation to regional center that school district refuses to provide requested service.

An appeal must be filed within thirty (30) days of receiving the NOA.

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What if the Regional Center Denies Your Funding Request

- To continue receiving a service during the course of the appeal, you must file for hearing within ten (10) days of the date of the NOA. This is called aid paid pending.
- Contact OCRA for assistance.

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CONTACT OFFICE FOR CLIENTS' RIGHTS ADVOCACY (OCRA) FOR ASSISTANCE

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How Can OCRA Assist You?

- Call your regional center service coordinator to talk about your case.
- Attend IPP meeting with you.
- Help fill out appeal paperwork and prepare for hearing.

- Scope of assistance is an individualized determination based on a variety of factors.
- Northern California 1-800-390-7032 (TTY 877-669-6023)
- Southern California 1-866-833-6712 (TTY 877-669-6023)

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American Job Centers

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American Job Centers

- American Job Centers, also known as One-Stop Career Centers, help job seekers find employment.
- The American Job Centers system is coordinated by the U.S. Department of Labor's Employment and Training Administration (ETA).
- Many centers have virtual or telephone services available.

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American Job Center Services

Services vary by location but can include:

- Resource rooms with phones, free internet and resume writing tools (may not be available)
- Employment plan development
- Job training services
- Job search assistance
- Career counseling
- Practice interviewing
- Skills testing
- Labor market and employer information and access to job leads

- Employment workshops, hiring events and business service information
- Information about other programs and benefits
- Accessibility and special accommodations for people with disabilities
- Referrals to community resources, other agencies, and unemployment insurance information

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Unemployment Benefits Finder

<https://www.careeronestop.org/LocalHelp/UnemploymentBenefits/Find-Unemployment-Benefits.aspx>

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Find Your Local AJC

- Online: www.careeronestop.org
- Employment and training helpline:
1-877-US2-JOBS
(1-877-872-5627)
TTY: 1-877-889-5627
- CareerOneStop help:
info@CareerOneStop.org

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How to Get DRC Services

Intake line: (800) 776-5746

www.disabilityrightsca.org

Photo: person reading braille