



THE EMPLOYMENT STATUS OF CALIFORNIANS WITH DISABILITIES 2009-2010



January 2009 - December 2010

Annual Report to the Governor and the Legislature
Presented by the California Governor's Committee on Employment of People with Disabilities

CALIFORNIA GOVERNOR'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

PAUL K. MILLER, Ph.D., CHAIR

Director, Disabled Students Services and Student Athlete Assistance Program
California State University, Fullerton

SUZANNE M. AMBROSE, Executive Officer
State Personnel Board

CAROL BERNARDO, Coordinator Co-op WEXP
Cosumnes River College

ROGER L. BRAUTIGAN, Secretary
California Department of Veterans Affairs

ELISABETH BRINTON
Director of Communications and
Community Relations
Sacramento Municipal Utility District (SMUD)

WILL BUSH, Director
Department of General Services

TERRI DELGADILLO, Director
Department of Developmental Services

RON DIEDRICH, Acting Director
Department of General Services

ROBERT FRIED, Partner
Atkinson, Andelson, Loya, Ruud & Romo

MICHELLE "SHELLY" GREEN, Representative
California Workforce Investment Board

PAMELA HAYES, Ph.D., Past Vice-Chair
President and Chief Executive Officer
Valley Light Industries

PATRICK W. HENNING, Director
Employment Development Department

RANDY LOWE, Past Chair
Lowe and Associates

STEPHEN MAYBERG, Ph.D., Director
Department of Mental Health

GAYLE PACHECO, VICE CHAIR

President, Western Hardware Company

DAVID MAXWELL-JOLLY, Director
Department of Health Care Services

LINDA MICHALOWSKI
Vice Chancellor for Student Services and
Special Programs
California Community Colleges
Chancellor's Office

MARIA NICOLACOUDIS
Executive Director, TransAccess

DON NORTE
Parking Services & Development Officer
Department of Public Works
City of West Hollywood

RITA NORTON, Director
Procurement and Job Development
Arc Riverside

JAIME PACHECO-OROZCO
Appointee of Speaker of the Assembly

TEDDIE-JOY REMHILD, Chair
State Independent Living Council

CAROL RISLEY, Executive Director
California State Council on Developmental
Disabilities

ANN RUTH
Manager, Computer Forensics
Five Star Legal and Compliance, Inc.

ANTHONY SAUER, Director
Department of Rehabilitation

LES TREECE-SINCLAIR
Appointee of Senate Rules Committee

FRANCISCO VALLE
Valle Consulting

JOHN A. WAGNER, Director
Department of Social Services

A Message from the Chair

Dear Governor,
Members of the California Legislature and
Workforce Partners:

Assembly Bill (AB) 925 Government Code Section 12803.65 (d) (2), states that the California Governor's Committee on Employment of People with Disabilities (Governor's Committee) shall "Report annually to the Legislature and the Governor on the employment status of Californians with disabilities."

As the Chair of, and on behalf of, the Governor's Committee, *The Employment Status of Californians with Disabilities 2009-2010 Annual Report* (Annual Report) is submitted as required.

AB 925 also directed California to prepare a strategic plan to address the lack of employment parity between people with disabilities and the general population. In January of 2006, The Governor's Committee finalized the *California Comprehensive Strategy for the Employment of People with Disabilities* (Comprehensive Strategy).

This Annual Report provides an overview of California's progress and accomplishments toward achieving the goals contained in the Comprehensive Strategy.

Sincerely,

A handwritten signature in black ink that reads "Paul K. Miller, Ph.D." The signature is written in a cursive style.

PAUL K. MILLER, Ph.D., Chair
California Governor's Committee on
Employment of People with Disabilities

**THE EMPLOYMENT STATUS
OF CALIFORNIANS WITH DISABILITIES
2009-2010 ANNUAL REPORT**

Table of Contents

EXECUTIVE SUMMARY	1
INTRODUCTION	3
CALIFORNIA EMPLOYMENT STATUS OVERVIEW	4
PREPARING AND SUPPORTING PEOPLE WITH DISABILITIES	4
ALIGNING SYSTEMS	9
MEETING THE NEEDS OF BUSINESS	10
SUMMARY	12

EXECUTIVE SUMMARY

California is on a path to transform its public services and supports for people with disabilities from a confusing system that includes disincentives to employment, into a coordinated system that supports an individual's choice to seek employment at any age.

This shift in public policy comes out of a desire to maximize the potential of all citizens as contributing members of society, provide people with disabilities increased options to participate in the workforce, help relieve an overburdened public assistance system, and make productive use of everyone's talent.

It is anticipated that in 2011, the new Governor and members of the Legislature will make critical policy and program decisions relative to the employment of people with disabilities; therefore, it is essential that they be informed of the existing policies and programs and how those programs either help or hinder the employment of people with disabilities.

A comprehensive employment system must assist youth and adults to enter the workforce, continue in the workforce, and maximize economic impact and benefit as members of that workforce at any age. In addition, the workforce system must address the needs and interests of all: the worker, the employer, and the community.

The Governor's Committee, while researching this report, discovered three areas that should be expediently addressed to increase the employment rate of people with disabilities and therefore recommends consideration of the following:

Recommendations:

1. State as a Model Employer

In 2005, the Governor issued Executive Order S-04-05 that required all state agencies, departments, boards and commissions become a "Model Employer" by streamlining and improving the State's overall employment program regarding people with disabilities. The State Personnel Board (SPB) surveyed approximately 100 departments relative to their employment rate of people with disabilities. Approximately 35 percent of the State's departments did not respond to the survey.¹

The Governor's Committee recommends that all of California's departments, boards and commissions that are required to complete the survey actually complete the survey. In addition, if departments fall below the designated employment parity level, the Governor's Committee will support SPB's efforts in their work with departments to prepare corrective action plans.

¹ State Personnel Board, 2008-2009 *Annual Census of Employees in the State Civil Service*, <http://www.spb.ca.gov>

2. Entrepreneurship

Rapid advances in technology have made entrepreneurship an increasingly popular option for people with disabilities. Self-employment is a powerful means of increasing the employment rate of people with disabilities and helping them attain economic independence. The Department of Rehabilitation (DOR) worked with Small Business Development Centers (SBDC) throughout California to develop individual feasibility evaluations to increase entrepreneurship levels for people with disabilities. Due to lack of funding in 2010, many SBDCs ceased doing business.

The Governor's Committee recommends that California develop a formalized program wherein people with disabilities can receive guidance on how to develop a business plan, conduct market research and obtain financing.

3. Disability Program Navigators

In 2003, the U.S. Department of Labor (DOL) and the Social Security Administration collaborated to develop the Disability Program Navigator Initiative. The Employment Development Department participated in this project at the onset and distributed over \$11 million to Local Workforce Investment Areas (LWIA) to employ Disability Program Navigators (DPN). DPNs work to effect systemic change in the entire workforce system, transform the culture of how One-Stops serve people with disabilities and dispel misconceptions employers may have about hiring people with disabilities. The DPN Initiative was instrumental in linking uncommon partners, grassroots organizations, community- and faith-based organizations, employers and local government agencies to One-Stops. California's DPNs created numerous innovative best practices that have been replicated throughout the country. In June 2010, DOL ceased funding this program for all participating states.

The Governor's Committee recommends that the DPN model be sustained by directing each LWIA to employ at least one DPN within their One-Stop Career Center system.

INTRODUCTION

California's increasingly competitive job market, impacted by the recent economic downturn, continues to challenge people with disabilities trying to obtain employment. The California Governor's Committee on Employment of People with Disabilities (Governor's Committee) is striving to affect a more streamlined and comprehensive workforce training system along with fostering a business culture receptive to hiring people with disabilities.

People with disabilities encompass a demographically broad group of individuals with a variety of mental and/or physical conditions. Therefore, a successful workforce system must be comprehensive, flexible and dynamic in order to meet the needs of such a diverse group. California continues on its path to transform its public services and supports for people with disabilities from a disjointed system to a coordinated system that provides opportunities for individuals to obtain meaningful employment, regardless of their age, severity of disability or necessary reasonable accommodations. California is striving to provide people with disabilities increased options for participating in the workforce in order to benefit from their talent and relieve the burden to a stressed public assistance system.

California has the most diverse demographic population and geographic landscape in the country with numerous job sectors that allow job seekers the ability to pick their passion for employment and/or entrepreneurship and lends itself well for people with disabilities to choose employment that suits their needs, from self-employment, tele-work and entry level, to professional careers.

The Governor's Committee has made considerable strides toward educating policy makers, employers and people with disabilities via public hearings and focus groups, employer symposiums and legislative activities. Additionally, the Governor's Committee has collaborated with stakeholders to achieve some significant accomplishments, reviewed later in this report.

Although California's employment levels have been healthier than today, it appears that California has been taking advantage of the depressed economic environment to strengthen One-Stop Career Centers' (One-Stop) accessibility and disability-focused services. During the downturn, California adopted a strategy to reach out to more people with disabilities to prepare them to be ready, competitive and positioned for jobs as they reemerge when the economy and labor market regenerates.

This report provides information on 2009-2010 activities. The Governor's Committee respectfully submits the *Employment Status of Californians with Disabilities 2009-2010* report to those who are interested in the concept of full inclusion for all of our state's citizens into the California workforce.

CALIFORNIA EMPLOYMENT STATUS OVERVIEW

It is generally accepted that the United States entered a recession in 2008. In October 2009, the Center for Social Inclusion prepared *Measuring the Recession: An Impact Index* wherein they ranked the states hardest hit by the country's economic downturn. California ranked in the top ten.

A state's unemployment rate is a critical indicator of its economic health and a high unemployment rate usually affects and transects numerous industry and population sectors, including people with disabilities. However, comparing the unemployment rate between the general population and people with disabilities can be very misleading. In some cases, the unemployment rate is only moderately affected by the presence of a disability. Accurately assessing the employment status of people with disabilities requires reviewing the *employment rate* of people with disabilities. Therefore, Assembly Bill (AB) 925 states that California shall, "Bring adults with disabilities into gainful employment at a rate that is as close as possible to that of the general adult population."

A reduction in federal and state funding to programs benefiting people with disabilities has dramatically hindered progress in both providing and developing creative supports for people with disabilities wishing to enter the labor market.

1. PREPARING AND SUPPORTING PEOPLE WITH DISABILITIES

In order for people with disabilities to achieve a higher level of inclusion in the workforce, they must believe that employment is a means to maximizing their self-sufficiency. Concurrently, California must remove the barriers and employment disincentives that all demographically categorized people with disabilities encounter when considering employment. Further, youth with disabilities must be exposed to academic supports and work-readiness training to make them more competitive when they are ready to enter the labor market.

Veterans with disabilities and youth with disabilities are two groups within the workforce that should be targeted with specific services to increase their ability to obtain gainful employment. There were significant accomplishments in 2009 and 2010 for each of these groups, however, more safeguards and support is necessary. Activities relative to this goal include:

Medi-Cal 250% Working Disabled Program

In April 2000, California elected to expand upon the federal Medicaid program via AB 155 -The Medi-Cal 250% Working Disabled Program (CWD Program). This program provides full scope Medi-Cal service to individuals with disabilities whose employment income makes them ineligible for other Medi-Cal categories. Within the CWD Program, individuals with disabilities may earn countable income up to 250% of the federal poverty level and still be eligible for Medi-Cal. Enrollees in the CWD Program pay monthly premiums based upon a sliding scale.

As revealed in earlier annual reports, this program suffered from complications and additional disincentives that resulted in less than expected enrollment. In 2006, a taskforce convened to review the program and formulate solutions. The World Institute on Disability (WID), California Health Incentives Improvement Project (CHIIP) and the Governor's Committee were instrumental in conducting outreach and education to people with disabilities and social workers about the program's revisions and benefits. This educational outreach resulted in an enrollment increase of 700 participants in 2009 and 57 countys' computer systems becoming CWD compatible.²

Disability Benefits 101 – Working with a Disability in California

Disability Benefits 101 Information Services (DB101) is an online benefits-planning calculator developed by WID and other partners. California-based, WID is an internationally recognized public policy center that educates interested parties in deciphering how employment income affects the various benefits available to people with disabilities.

Because the calculator can capture and incorporate data that is unique to each individual's circumstances, it has become an invaluable planning tool not only for people with disabilities, but social service professionals as well. The DB101 site offers five calculators: *Benefits to Work, Job-to-Job, School and Work, Medi-Cal for the Working Disabled and Plan for Achieving Self Support*. Because it is such a thorough benefits-planning tool, other states are beginning to use the DB 101 calculator series as well. Due to the popularity and high usage of the calculators, improved versions were released in 2009, which incorporate situational life changes into the equations. Additional population specific calculators are currently in development.

Veterans with Disabilities

Significant advances in medical technology are allowing more conflict-wounded soldiers to recover mobility and surmount debilitating skeletal injuries than in past conflicts. However, countless veterans suffer from various forms of post-traumatic stress disorder and brain injuries, which can be significantly harder to address. California has the largest population of veterans in the nation with numerous veterans returning to California per month.³ This influx is exacerbating longstanding service deficits specific to veterans and hindering their smooth transition back into civilian life.

In 2009, California became very proactive and aggressive in developing strategies to streamline transitional services and employment assistance for veterans. Over the past three years, the Governor's Veteran's Initiative has helped expand services in California:

² California Health Incentives Improvement Project, Working Disabled Program Enrollment, <http://www.chiip.org>

³ California Department of Veterans Affairs, <http://www.cdva.ca.gov/aboutus/demographics.aspx>

Honor a Hero; Hire a Vet program

The Honor a Hero; Hire a Vet program is a series of job fairs connecting veterans directly to employers. California has hosted over 31 events, connecting approximately 9,500 veterans with 2,200 employers and numerous service organizations.⁴

Operation Welcome Home

Operation Welcome Home was another component of the Veteran's Initiative. EDD hired over 300 veterans to help other veteran's transition from the military to the community by giving them a single point of contact for services and benefits offered by the State and supported by communities throughout the State.⁴

Veterans Network of Care

In May 2009, the Governor released the Veterans Network of Care, an innovative website that connects veterans, active duty personnel and their families to social services, medical providers, educational opportunities and employment supports in their community.

Also in May 2009, California released a \$12.7 million grant to 15 recipients to help veterans find high-wage civilian jobs in growth industries such as clean and renewable energy.⁴

In 2009, The Governor's Committee formally endorsed the National Institute of Community Enlightenment (NICE) organization's effort to establish an Ernest T. Hamilton Wellness & Fitness Center in Los Angeles. The center will provide comprehensive support services for veterans with disabilities and other special needs populations out of remembrance and respect for Mr. Hamilton's tireless efforts to improve services to people with disabilities.

Veterans' Benefits Navigator Project

Additionally in 2010, the DOR worked in partnership with the EDD to develop the Veterans' Benefits Tools/Navigator Project (Veterans' Tool). Modeled after the aforementioned DB101 online calculator series, the new Veterans' Tool will provide veterans with a benefits-planning process tailored specifically to them, including health services, education and training, employment income maintenance and housing. Additional features of the Veterans' Tool will include ideas a veteran may pursue to retain employment and family healthcare options.

At the time this report was prepared, WID was selected to develop the Veterans' Tool.

Talent Knows No Limits (TKNL)

TKNL is a comprehensive and ambitious public education campaign incorporating several types of media that is continuously evolving. The TKNL website includes information and tutorials (basic/intermediate) on employment issues for employers and job seekers, professional development tutorials for

⁴ Employment Development Department, <http://www.edd.ca.gov>

workforce practitioners, how-to's and planning tools for youth and various forms of downloadable media and fact sheets for any interested party. The website also offers job seekers and recruiters the ability to post resumes and job announcements. The campaign is also hosting webinars featuring nationally recognized subject matter experts. Webinars include educational and motivational formats. Online training modules are also available. The TKNL website provides information seekers a 'virtual' one-stop source of resources relative to people with disabilities, such as benefits programs, workplace accommodations, disability law, employer incentives, labor market information and linkage to other State and community resources.



"Many employees with disabilities want to be challenged in the workplace and to find employment that will encourage them to stretch beyond what they feel they are capable of accomplishing." (www.talentknowsnolimits.info/)

Youth

Among all people with disabilities, youth may benefit most from policy reforms. Youth with disabilities eagerly consider employment because their peers without disabilities are transitioning to employment and because they may not have become fully entrenched in public assistance dependency.

Although many programs are available for youth, they could be stronger as a relatively small portion of them target youth with disabilities. Of those designed for youth, several were created 20-25 years ago and provider agencies are trying to adapt them to be appropriate for today's youth.

Currently, programs that are either in place or in development for youth with disabilities include:

WorkAbility

WorkAbility, initiated in 1985, was designed to coordinate complimentary programs between the DOR and California Department of Education (CDE). Workability integrates adult schools with regional occupational programs. Over the years, Workability has expanded to include community colleges and state universities.

Transition Partnership Programs

The Transition Partnership Programs (TPP) was initiated in 1987. TPP was another joint venture between the DOR and the CDE and was in response to amendments to the Rehabilitation Act and the Education for the Handicapped Act. The TPP facilitated the transition of student-DOR customers into either secondary education and/or gainful employment. Currently, 87 programs are

operating via cooperative agreements between local school districts, Special Education Local Plan Areas and County Offices of Education.⁵

Youth Organized Disabled and Proud Program

The California Foundation for Independent Living Center's philosophy is that youth with disabilities can have a big impact in effecting social change to reduce discriminatory practices and barriers preventing full inclusion in their schools and communities. Their Youth Organized Disabled and Proud (YO!) program helps transitional-aged youth and young adults (15-28) into employment and self-sufficiency. YO! coordinates community meetings for youth with disabilities so they can work collectively to effect change in their community. Youth choosing to volunteer at local Independent Living Centers receive a stipend to simulate a real world work environment. Youth that may feel uncomfortable with adults, within their circle, can access a toll-free information line on youth-related topics.

California Youth Leadership Forum

The California Youth Leadership Forum (YLF), for students with disabilities, continues to be a highly successful venue for developing youth leaders and advocates. In 2009, YLF alumni petitioned the State Assembly to adopt a resolution to recognize Disability History Week. Subsequently, Assembly Concurrent Resolution 162 (ACR 162) acknowledges the significant gains people with disabilities have made in overcoming discrimination and exclusion from our communities. ACR 162 became law on August 9, 2010, designating the second week of October, starting in 2010, as Disability History week. ACR 162 should encourage all educational institutions to acknowledge Disability History Week by dedicating some classroom time to all-inclusive activities.

Youth Transition Toolkit

California Children's Services and CHIIP are developing the Youth Transition Toolkit (Toolkit) for youth aged 12-21+. The Toolkit is similar in theory to the online calculators mentioned earlier. The toolkit contains worksheets, tips for parents and valuable information on a number of transition-related topics, such as planning for health care, employment, independent living, social inclusion, recreation, education and finances.

Future Activities

- **“Think Beyond the Label”**
CHIIP will continue to participate with other Medicaid Infrastructure Grant (MIG) states in a national advertising campaign with a tag line “Think Beyond the Label”. Television ads expected by the end of 2010, will be in the forefront for 2011.
- **“I Can Work”**
CHIIP and DOR have a contract in place for a video targeting consumers and job seekers.

⁵ Department of Rehabilitation, <http://www.dor.ca.gov/public/factsheets.htm>

- **Veterans**
In 2011, the WID will continue to work on developing, piloting and implementing the Veterans' Benefits Tools.
- **Youth**
In the near future, the Governor's Committee will seek out model programs for foster youth with disabilities for statewide replication. Criteria for replicable models will include creative community collaboration, leveraging of resources and measureable outcomes.

2. ALIGNING SYSTEMS

Integrated Service Delivery

Historically, training and employment services were delivered via various specialty departments scattered throughout communities or more densely populated counties. In 1998, the Workforce Investment Act (WIA) mandated that specialty service centers become more centralized and hence the One-Stop was born. In 2007, the EDD, California Workforce Investment Board (CWIB), California Workforce Association (CWA), Labor and Workforce Development Agency and Local Workforce Investment Area (LWIA) directors met to develop and pilot a new integrated service delivery model for California's Workforce System within the One-Stops. Goals of the integrated service delivery system were to integrate customer pools and customer flow, and integrate program staffing, partner resources and funding streams.

In 2008, the 12 LWIAs participating in the pilot program became known as Learning Labs. In September 2009, four more LWIAs joined the pilot program; however, two LWIAs dropped out of the program with 14 still operating as Learning Labs.

In January 2010, the CWIB contracted with California State University, Northridge to evaluate the success of the Integrated Services Delivery System, in two phases. The formative (first phase) of the evaluation was completed in June 2010 and gathered the varied implementation experiences between LWIAs, challenges, best practices and lessons learned, and data-capture methods. A draft report of the formative findings portion was discussed during the California Workforce Association's Conference in September 2010 with a final report of findings released in November 2010.

Future Activities

- **Integrated Service Delivery**
The summative evaluation (second phase) is scheduled for July 2010 through June 2011. This portion will contrast performance outcomes with Learning Labs and non-Learning Labs. Performance outcomes under review focus on the volume and types of services within the various Learning Labs, and the costs and customer satisfaction of those services. Expected release of the final report is late summer 2011.

3. MEETING THE NEEDS OF BUSINESS

The California Comprehensive Strategy for the Employment of People with Disabilities (Comprehensive Strategy) defines “meeting the needs of business” as removing perceived and real barriers, relative to people with disabilities, employers may encounter during any stage of the employment process. Two key elements are necessary to accomplish this outcome: 1) employers have user-friendly access to information regarding legalities of workplace accommodations, hiring practices, accessibility and tax incentives, and 2) accurate information on truth vs. myth about people with disabilities in the workplace, i.e., increased worker's compensation and/or reduced attendance and productivity.

Branding

Although One-Stops offer an array of employment services for both job seekers and employers, many employers are still unfamiliar with One-Stops, or may think of them as just unemployment offices. Further, One-Stops throughout California typically do not have common monikers in their business name, making it difficult for job seekers and employers to locate and/or identify with them in the broad spectrum.

The two key elements mentioned above could benefit significantly from branding One-Stops and/or other informational sources. Many online employer resources are improving and expanding; but there is no ‘brand’ identification for user-familiarity to make locating those resources easier. The EDD, CWIB and CWA are currently working on the feasibility of branding One-Stop Career Centers throughout California.

State as a Model Employer

In 2005, the Governor issued Executive Order S-04-05 requiring all state agencies, departments, boards and commissions to become a ‘Model Employer’ by using their best efforts to recruit, hire and promote people with disabilities into the State workforce.

Per the State Personnel Board's (SPB) 2008-2009 *Annual Census of Employees in the State Civil Service*, the State employed approximately 21,183 workers with disabilities, in departments with 30 or more employees, which represents 9.3 percent of their workforce and an increase of 0.6 percent from 2007-2008. The SPB considers employment parity, for people with disabilities in the state workforce, to be 16.6 percent. Should a department fall below 80 percent of parity (13.3 percent) the department is required to submit an annual hiring goal for people with disabilities.

The SPB surveyed approximately 100 departments; however, approximately 35 percent of the state's departments did not respond to the survey and therefore data is incomplete. Of the participating departments:

- 12 departments met or exceeded 16.6 percent disability parity
- 21 departments met or exceeded 80 percent of disability parity
- 31 departments fell below 80 percent of disability parity

The State, as a civil service employer, is taking a more proactive approach and working with partners to achieve workforce parity in employing people with disabilities. In 2010, several state departments, non-profits and councils worked with the Governor's Committee to host the Association of California State Employees with Disabilities' (ACSED) Symposium: Advancing Inclusion 2010. The Symposium offered state hiring managers' instruction on disability outreach and hiring programs and worked with state employees with disabilities on job retention strategies.

Another outcome of S-04-05 was the implementation of the California Model Employer Initiative. The SPB and DOR are spearheading this initiative to increase access to State employment for people with disabilities. SPB and DOR began information gathering in 2008 and in November 2009 developed an action plan that would streamline the employment process and expand employment opportunities for people with disabilities in civil service. In March 2010, a steering committee was formed and by July 2010, four areas were designated for expansion: Training, Reasonable Accommodation, Marketing and Policy Development. Disability employment subject matter experts will be working to improve each of the areas identified by the steering committee.

Corporate Culture and People with Disabilities

In 2008, a partnership between the University of California, Davis (UCD) and the CHIIP resulted in the development of a unique series of teaching case studies for private sector executive managers. Modeled on case method pedagogy used in business and management schools around the country, the series examines corporate culture and its effect on the employment-process experiences for people with disabilities. The series is entitled Promoting Understanding and Innovative Support of Employees with Disabilities. The cases represent diverse employers throughout California and a cross-section of small to large employers.

In 2009, the case studies became available for public use. As a series, they provide a window into the 'best practices' of a variety of companies and are useful in triggering discussion and decision points in an educational environment. In addition, the case studies are being utilized by DPNs for professional development in working with employers reluctant to hiring people with disabilities.

Future Activities

- **Branding**
The evaluation on the feasibility of branding One-Stop Career Centers throughout California will be reviewed by the EDD, CWIB and CWA. If branding One-Stop Career Centers is determined to be feasible, action and implementation plans will be developed in a collaborative effort by the EDD, CWIB and CWA.

- **CMEI**

It is planned to have the development of a stand-alone Limited Examination and Appointment Program (LEAP) video completed by September, 2011.

SUMMARY

Large-scale efforts by California, which include legislation and disability friendly programs, are having a positive impact for people with disabilities. The negative atmosphere that people with disabilities have historically been subject to is starting to change. People with disabilities are attaining higher levels in education, and more visibility in professional careers and media than ever before. However, the labor market as a whole still has considerable reservation in hiring people with disabilities and the economic downturn made the job market much more competitive for everyone, especially people with disabilities.

The largest component of the Comprehensive Strategy is to prepare and support people with disabilities to enter the workforce. Many stakeholders in California are diligently working toward developing creative outreach media, user-friendly online aids, entrepreneurial opportunities, transitional supports and high-tech assistive technology and adaptive equipment.

California has the infrastructure and diversity to offer job seekers with disabilities the freedom to pick their passion for employment and/or entrepreneurship. California has an incalculable number of citizens that are passionate and tirelessly dedicated to fulfilling the dream of unrestricted and full inclusion of people with disabilities into the labor market and everyday life activities.

However, in order to maintain California's progress, it is imperative that the Governor and the Legislature continue to promote and support programs that facilitate employment opportunities for all people with disabilities.



This report is approved by the California Governor's Committee on Employment of People with Disabilities and printed in partnership by The California Health Incentives Improvement Project. The California Governor's Committee on Employment of People with Disabilities staff may be contacted at (800) 695-0350 or TTY at (916) 654-9820 to request alternate formats for people with disabilities.

This publication is fully-funded under a Medicaid Infrastructure Grant from the Center for Medicare and Medicaid Services of the U.S. Department of Health and Human Services, grant number 1QACMS030313-03-00.