

DEVELOPMENTAL DISABILITIES COUNCIL OF CONTRA COSTA COUNTY
BOARD OF DIRECTORS MEETING
October 24, 2012

Board and Liaison Members Present: Suzanne Anthony, Chairperson, Stephanie Chapralis, Vice Chair, Nickole Bouslog, Jim Burton, Ella Liggins, Krista Loomis, Caroline Ortiz, Erin Rogers, Craig Rose, Ken Talken, Vi Ibarra, Heather Hackett, Heidi Spaulding, Carl Tolentino, Kim Williams, Barbara Maizie, Will Sanford, Penny Musante, Steven Dale, John Rodriguez, Staff

Board Members Excused: Karen Lingenfelter, Barbara Sheehy, Diana Thomas, Josh Sullivan.

Guests: Carol Anne McCrary, Contra Costa ARC; Betty Jo DuBois, Commercial Support Services; Michelle Palmer, Commercial Support Services; Ron Usac, AREA Board 5; Victoria Greenleaf, RCEB; Michele Ternes, Contra Costa ARC; Barbara Saylor, Commercial Support Services; Angela Gattis, Care Parent Network; Joanne Nakamura, Congressman George Miller's Office; Sara Steinburg, RCEB; Patrick Verdun, RCEB; Ron Kilgore, Las Trampas; Melanie Fowler, Las Trampas; Laurie Mortensen, Department of Rehabilitation; Pam Perls, Parent; Cathy Botello, COPE.

Welcome and Introductions:

The meeting was called to order by Chairperson, Suzanne Anthony, at 10:00 a.m. All present introduced themselves.

- The September 2012 minutes were unanimously approved with no corrections (M/N. Bouslog; S/ H. Spaulding).
- One announcement (Cathy Botello) was added to the agenda.

Special Presentation: Employment---Vision and Reality

Guest Speakers: Laurie Mortensen, Department of Rehabilitation; Will Sanford, Futures Explored; Barbara Maizie, Contra Costa ARC.

- Laurie Mortensen started the presentation, discussing the time-limited services provided by the Dept. of Rehabilitation (DR) with employment outcomes, usually referred to as Supported Employment (see handouts).
 - She stated that her entire caseload consists of people from RCEB. DR funds an intake process, coaching for 90-days, and a placement retention fee. On-going funding is through the Regional Center.
 - She gave a few examples of success stories:
 - A young man with Autism tried Community College, but preferred to work. He had little work experience. He attended a Work Activity Program until a job was found for him (good way to assess his skills). He is now successfully working with a janitorial crew in the evenings and enjoys having his afternoons free.
 - Another young man with limited work experience attended a Work Activity Program. He was instructed in filling out applications, interviewing skills, as well as, dressing in professional attire. He toured UPS with his Job Coach, and interviewed on his own. At the end of interview, UPS asked for personal info to do a background check. Within a few weeks he had the job of an Unloader. He subsequently trained and was given a job as a Loader. He has been honored for perfect attendance, has full benefits and has received a pay increase. Much to the distress of his Job Coach, he prefers the 4:00 a.m. – 8:00 a.m. shift.
 - Laurie mentioned that DR may fund other activities that will result in work. For example, a person was funded by DR to attend Community

College classes. A plan was put in place in which the classes taken would result in future employment.

Will Sanford continued the presentation with a discussion of the employment statistics in California:

- There are 4,200 people working in Individual Placements in Supported Employment that work 20-40 hours per week;
- There are 4,500 people working in Supported Employment in groups of 3-8 people;
- There are 9,500-10,000 people working in Work Activity Programs;
- There are 20,000-30,000 people working part time in Day Programs;
- There are 90,000-100,000 working age adults in public schools, with only about 2% transitioning into employment after leaving school (we need to do better at this).

Will further discussed the complicated components/considerations to successful employment (finding, getting and keeping the right job): social skills development, the person's interests, prior work experience, mobility/transportation, personal development, work skills/job training and support needs to keep the job (see handouts).

The final speaker, Barbara Maizie, discussed some of the challenges faced by Job Coaches:

- Different agencies define the roles of Job Coaches differently;
- The critical component to success is making the right match between the job, employer, coach, family and employee;
- Good matches change within a lifetime: a person at age 22 may mature into other jobs during their lifetime, thus a Job Coach must be flexible;
- Work experience in schools with subsidized wages is quite different from competitive employment, however sometimes families perceive them as the same;
- Job coaches have to keep all the parts working together, including:
 - Learning all jobs (office, janitorial, food service, etc) in order to train and coach an employee;
 - Smoothing out all the bumps (be a good mediator between employee, employer, family members and the agency);
 - Work all hours of the day or night;
 - Reassure the employer in order to reduce fears that tend to appear about hiring someone with a disability.

Budget/RCEB Update-Jim Burton:

- The upcoming election, specifically the results of Prop 30 will be the deciding factor in whether or not DDS will sustain further "trigger" budget cuts.
- With the July 2012 budget, RCEB was able to hire for some case management positions, which is happening now.
- RCEB is also in the midst of collecting information for the Sufficiency of Allocation Report (SOAR) to DDS.
- Jim Burton thanked Barbara Maizie for her recent tour of the newly refurbished George Miller Center in Concord. He commented on Contra Costa ARC's accomplishments in assuring that the services continued and are now enhanced.
- Jim also mentioned that he and others attended hearings in Sacramento yesterday regarding problems facing the Developmental Centers. There are still approximately 1600 people residing in the Developmental Centers in California.

Committee Reports:

- Legislative Committee:
 - The presentation last month covered the impact of several State propositions on our services. Everyone was encouraged to vote on November 6th.

- Transition Committee:
 - Meetings are held at 3:15 p.m. at RCEB on the 3rd Thursday of each month.
 - This Friday, October 26th, the East and Central County Transition Fair will be held at the Willow Creek Center.
 - Ken Talken announced that the West County Resource and Transition Fair is scheduled for Saturday, April 27, 2013.
- Nominating Committee:
 - John announced that he had recommendations to fill the remaining 2 Board positions and will contact the committee at a future date.

Announcements:

- John explained that the Antioch Police bumped us from their meeting room today. So November's meeting is planned for that location. Everyone will receive the address and directions with next month's agenda.
- Cathy Botello of COPE: Counseling Options and Parent Education has recently moved from Antioch to Concord. They work in collaboration with Care Parent Network in providing Parent Education Classes. They serve families throughout Contra Costa County.

The meeting was adjourned at 11:45 a.m.

Next Meeting:
November 28, 2012
@
Antioch Police Services
300 L Street
Antioch, CA 94509

Respectfully Submitted Electronically by,

Carol Anne McCrary
Contra Costa ARC
(with assistance from others)