

East Bay Innovations

EMPLOYMENT SERVICES Outcome Report Additional Information July 1, 2007 through June 30, 2008

Number of persons placed in jobs: Of the 31 people placed in SES, 5 were individuals who were repeat placements: 1 individual was laid-off from a part-time janitorial site managed by the company he worked for and moved into a full-time position at a site closer to his home with more responsibilities including light electrical, light plumbing and painting; 1 person desired a second part-time job; 1 person was placed in a higher paying position with more responsibilities and hours as well as a better match to long-term career goals without any lapse in employment. 4 individuals received promotions: one to the meat department from a courtesy clerk position at Safeway; one from cleaning tables to food prep and cashier at Target; one from a cart collector to a loader position at Wal-Mart; one from a receiving position to assume more responsibilities on the sales floor.

Overall, 11 individuals experienced an increase in responsibilities, a promotion or a change in employment to a better position this year. Highlights include, in addition to the above mentioned promotions, one individual who began training in a supervisor role; one individual who is receiving maintenance training at Lowe's; two individuals who moved from group placement to individual placement within the same company; one individual took on a second position as a cashier at Target; one individual who began cashier training at Fresh Choice.

15 people were no longer being counted under SES persons employed when: 4 individuals were terminated by their employers and no longer wished to work; 2 individuals quit due to unstable child care; 5 people currently work successfully with only natural supports; 1 person was terminated by her employer and returned to job development; 2 individuals were terminated by their employer and referred back to the Regional Center Case Manager to explore other program options; 1 individual resigned from her position after making a decision that she was no longer interested in working.

9 of the new employment placements this year were within the public sector including the City of Livermore, (3 clerical positions and 1 Public Works Shop Aide) St. Mary's College, (3 food service positions) and the College of Alameda. (2 Safety Aide/Campus Assistants)

More news not included in the stats: Focus this year was on transition to employment from high school and increasing public and health care sector employment for persons with disabilities. A grant received from the Mayerson Family Foundation enabled us to increase our efforts of outreach, employment and career enhancement in regards to transition age students. As a result of these efforts, five of the individuals placed this year began working with EBI to develop employment prior to exiting high school during June 2007. Of these five individuals, three moved immediately into employment and support with EBI upon exiting high school.

A grant from the East Bay Regional Center enabled us to work collaboratively with three other Supported Employment vendors to replicate Project SEARCH in our respected areas. (Project SEARCH is a one-year internship program within a host business in partnership with a school district partner and Supported Employment vendor) The Regional Center grant funded the transportation costs of the founder of Project SEARCH to present to Kaiser, Valley Health Care and Children's Hospital and Research Center Oakland. The grant also allowed us to visit successful Project SEARCH sites in Cincinnati and Seattle along with key employees from Kaiser and Children's Hospital Oakland. Our first Project SEARCH site begins September 8, 2008 at Children's Hospital Oakland and in partnership with the Oakland Adult Career and Education Adults with Disabilities Program. (OUSD)

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Retention: Information regarding the individuals placed during the 2006 – 2007 fiscal year and used to determine the retention rate: 3 individuals were terminated by their employers and returned to job development and 2 of these individuals were placed in better employment matches; one individual resigned due to health reasons; 2 individuals resigned due to fears that they would lose Social Security Benefits; 2 individuals resigned after they decided that they no longer wanted to work.

Average length of employment of individuals working at the close of the 2007/2008 fiscal year was 2.42 years.

Transition to natural supports: 5 individuals in SES transitioned successfully to natural supports and no longer receive vocational support from EBI. 2 individuals in SE continue to work successfully with natural supports after receiving an average of 7 months of support on the job through EBI.

Recruit BAC members from the local business community: BAC members include a St. Mary's Communication Professor, Imaging Business Owner, 2 parents, College of Alameda Job Developer, San Francisco Vocational Services Job Developer, Business Coach, former education administrator, a consumer rights advocate employed by the Regional Center of the East Bay, the Director of the Alameda County Developmental Disabilities Council and a member of SEIU.

Provide outreach to local service clubs and other groups: Presentations were made regarding Supported Employment or Project SEARCH and the employment of persons with disabilities to: Alameda County Probation Department; Municipal Managers Association of Northern California; Dublin Chamber of Commerce; Kaiser; Children's Hospital; The City Council Chambers of Livermore; SEIU; Valley Health Care; Alameda Developmental Disabilities Council.

Host informational meetings at High Schools and other venues for parents, teachers and students: Presentations were made to Congresso Familiar; Pleasanton Tri-Valley SELPA; Del Amigo High School students, teachers and parents; Tri-Valley Parent Association; Alameda County Transition Fair; Friends of Children with Special Needs; and three presentations at Village High School in Pleasanton regarding Social Security Benefits, sharing of successful employment stories by previous students and an overview of The State Department of Vocational Rehabilitation, East Bay Regional Center and Supported Employment.

Occupations: Job categories listed may reflect more than one selection for each current position. For example, there is an individual employed by a non-profit with clerical responsibilities and another person who works in a hospital's fitness club.

SES = Supported Employment Services: People who are entitled to lifelong supports due to a developmental disability and Regional Center services.

ES = Employment Services: People who are eligible for short-term (usually 3 to 9 months) of support through Department of Rehabilitation eligibility and who have disabilities other than developmental.

ESA = External Situational Assessment: A short-term service (usually 3 to 5 days) funded by Department of Rehabilitation to allow EBI to arrange an opportunity for individuals to explore job goals through exploration and actual "try-outs" at real employment sites. ESAs also help to identify any barriers to employment that should be addressed prior to placement. Individuals are paid minimum wage by EBI during all hours worked.

PVSA= Personal, Vocational, Social, Adjustment: A short-term service (usually 3 to 5 days, but can last as long as a couple of months) funded by Department of Rehabilitation to allow EBI to address barriers to employment prior to placement. The most common barrier addressed under PVSA is transportation and often used to assist people learn bus routes, public transportation safety, time management and develop back-up plans for transportation.

BAC = Business Advisory Group: Group of business leaders from the community that assist EBI in identifying new employers, develop marketing strategies and materials and assist with outreach.