

Education, Empowerment and Employment for Success

A Grant from the California State Council on
Developmental Disabilities

Jay Nolan Community Services
in partnership with Easter Seals

Final Report
March 20, 2015

**SCDD Cycle 35 Grants
Progress Report Form**

INSTRUCTIONS

The quarterly report shall be completed using the following format provided in this report. Please submit an original report to Kristie Allensworth, SCDD, 1507 21st Street, Suite 210, Sacramento, CA 95811. Any questions on reporting or billing requirements should be directed to kristie.allensworth@scdd.ca.gov or (916) 322-8777.

Progress reports shall be submitted quarterly and must be submitted with the billing invoice. Reports are due 30 days following completion of the quarter. All reports must be current to have invoices processed.

The final Progress Report should be completed and submitted with the Final Report and any materials must be received within 45 days of the completion date of your contract.

SECTION A

Date: Final Report March 20, 2015

Contractor: **Jay Nolan Community Services**

Contract Number: SCDDCY35HQ

Name of Program: **Education, Empowerment and Employment for Success**

Address/Location of Program: 15501 San Fernando Mission Blvd., Suite 200
P.O. Box 9604
Mission Hills, CA 91346-9604

Contact Person: Jeffrey Strully, Executive Director

E-mail Address for Contact Person: Jeff@jaynolan.org

Telephone Number for Contract Person: (818) 361-6400 x127

List any in kind/supplementary funds received and/or expended during this reporting period:

Need New Info Here!!

<u>In Kind Expenses JNCS/Easter Seals</u>	TOTAL	\$29,347
Salary supplements	\$ 5,418	
Mileage supplements	\$ 3,066	
Administrative overhead	\$ 8,795	
Materials and supplies	\$ 1,753	
Travel Costs	\$ 1,115	
Rent and facility use	\$ 7,500	
Consultants	\$ 4,629	

SECTION B

As we come to the end of this grant, we want to express our profound appreciation to the California State Council on Developmental Disabilities for giving us an opportunity to define and pursue actions which result in better employment for young adults with developmental disabilities. This final report will cover a summary of the relevant statistics and outcomes for the grant.

We know that the grant was awarded with the intention of providing California with some information about what it will take to increase employment opportunities for people with disabilities. To that end, we have created a separate summary document of what we learned in the course of implementing this grant which will be submitted with this final report. This summary document includes the following about what we learned in this grant:

1. How attitudes and values about what is possible for people with disabilities affect the support that people with disabilities receive to pursue and sustain meaningful employment.
2. Which employment practices work best to facilitate the development of meaningful employment for students and adults with disabilities.
3. What is needed for service provider organizations to support meaningful employment for individuals.
4. How systems can work together to better facilitate the development and ongoing support of meaningful employment for people with disabilities.
5. Our recommendations for things California can do to improve the opportunities for people with disabilities to leave high school with an effective path to meaningful employment.

Final Report of Statistics and Outcomes

Staff, consultants and collaborators involved in the grant:

Staff: Lisa Fisher, Ilka Szaktilla, Debbie Ball, Maureen Carasiti, Crystal Nunez, Lily Handley, Linda Thompson, Joshua Herrera, Nathanie Pye, Christian Quijano, Mariela Linares, Joan Pierce, Mallory Nelson, Teri Hought, and Susan Carrillo

Consultants: Vickie Vining, Sharon Collins, Dr. Ruth Myers (The Community Circle), Martha Leary, Michael Callahan, Corey Smith, Ellen Condon (Rural Institute U. of Montana), Bob Neimic (Griffin Hammis Associates), Marsha Threlkeld (WISE)

Collaborators to Date:

- Department of Rehabilitation: Sue Brown (LA), Fatima Larcome (SD), Cheryl Adams, Chief, Cooperative Programs Section
- USC UCEDD: Barbara Wheeler
- UCLA UCEDD: Olivia Raynor
- Foothill SELPA: Stephanie Kovach
- People First San Diego: Trena Wade
- San Diego Regional Center: Stormy Miller, John Filley
- Down Syndrome Association: Joyce Clark
- Exceptional Family Resource Center: Sherry Torak
- North Los Angeles County Regional Center: Anna Polin, Jocelyn Doucette, Erica Beall
- Beacon School: Ashley Robert
- TRACE Program San Diego Unified School District: Andrew Parales,, Colleen Harmen
- San Diego Unified School District: Kathy Pierson Special Education Tech.
- Fallbrook Unified School District: Mary Riseman
- Service Coordinators from the following regional centers: Harbor, Lanterman, NLACRC, SDRC
- Employment First Committee
- Los Angeles Unified School District: Geri Fuchigami – Coordinator, Division of Special Education, Aaron Jeffery – Coordinator, District of Transition Services (DOTS), Lela Rondeau - Transition Specialist, District Office of Transition Services, Ken McKnight - Transition Coordinator, DOTS Program, Joyce Fidler – Transition Teacher, Paul Dowling - Transition Teacher and Sury Romero - Transition Teacher
- Franklin High School
- APSE, SOCAL APSE
- Caroline White, Ph.D. Center for Autism Research, San Diego
- Bonnie Jimenez, Senior Vocational Rehabilitation Counselor, CA Department of Rehabilitation
- Jerry Wechsler, Educational Specialist – Transition for TRACE Program San Diego Unified School District
- Cathy Pierson Special Education Technician, San Diego Unified School District
- The Santa Clarita Small Business Development Center
- The Long Beach Social Security PASS Cadre
- The Autism Society of Los Angeles: Caroline Wilson, Executive Director
- East Valley Occupational Center
- West Valley Occupational Center
- Independent Living Centers
- Greenlight Mobility (transportation training program)
- L. A. Trade Tech
- Northridge Academy
- Exceptional Minds
- Pierce College
- Mission College
- East LA College
- Glendale College
- Garfield Campus Continuing Education
- Abram Freedman Occupational Center
- East LA Occupational Center

- Evans Adult School
- Southwest College: Julie Swanson, Employer Liaison
- Cal State LA
- Chapman University
- Rutgers University
- Los Angeles Dodgers Incorporated
- Barrios Action Youth and Family Center

Goals and Outcomes

People Who Participated in the Grant:

JNCS/Los Angeles

63 applications received

52 individuals met criteria and were enrolled in the project

- 4 dropped out or did not respond when contacted after enrolling

11 people applied but were not enrolled in the project

- 4 did not meet eligibility criteria
- 7 did not respond when contacted or did not complete application process

Easter Seals/San Diego

32 applications received

- 24 met criteria and were added to the project
 - 9 dropped out, moved away or did not respond after being enrolled
- 8 did not complete registration process or chose not to be in grant

Here are the statistics on the individuals enrolled in the grant:

NOTE: Ages are as of the end of the grant. They would have been one or two years younger when enrolled.

AGES End of Grant	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	Total
LA		1	1	5	9	5	7	4	3	4	4	4	2	1	1	1	52
SD	1		1	2		3	3	7	4	1	1				1		24

Ethnicity of People Accepted	Asian	Black	Filipino	Hispanic	Other	White	Totals
JNCS	4	1	1	19	6	21	52
Easter Seals	1	3		4		16	24
Total	5	4	1	23	6	37	76
% of Total	7%	5%	1%	30%	8%	47%	

Primary Disability	Intellectual Disability Severe / Profound	Intellectual Disability Mild / Moderate	Autism	Down Syndrome	CP	Dual Diagnosis	Fragile X	Other	Not Listed	Totals
JNCS	1	16	26		3	4	1	1		52
Easter Seals		17	5	2						24
Total	1	33	31	2	3	4	1	1	0	76
% of Total	1%	43%	41%	3%	4%	5%	1%	1%	0%	

Outcomes for Individuals in the Grant

(Note some outcomes fell into more than one category.)

Outcome	Jay Nolan	Easter Seals
Wage jobs	15	9
Carved jobs		5
Resource Ownership		
Small business/self-employment	2	1
Internships	5	2
College classes	17	5
Volunteer related to field of employment	4	1
Assisted to receive long term supports	15	9
PASS plan/creative funding	1	

Examples of Jobs:

- Works at Six Flags Magic Mountain. Average of 20 hours a week and is paid \$8.00 an hour.
- Works at I Stitch and Print. 15 hours a week and is paid \$8.00 an hour
- Wage job Kennels Vista 28 hours @ \$9.10/hr
- Wage job Burlington Coat Factory - Recovery Associate, 16 hours per week, \$9.00 per hour
- Interned and then hired – Jay Nolan Community Services, Social Media - Logistics Coordinator, 12.5 hours per week, \$9.00 an hour
- Logistics Coordinator for grant in LA 12.5 hr/wk @ \$10.50/hr
- Corner Bakery 12 hr/wk @ \$9.50/hr
- Carl's Jr 13.5 hr/wk @ \$9.00/hr

- Toys R Us 12/wk @ &9.00/hr
- Shrimp Haus 30 hr/wk @ \$9.00/hr
- Northridge Academy 10 hr/wk @ \$9.00/hr
- South Bay Sandblasting and Tank Cleaning 40 hr/wk @ 49.00/hr
- Fallbrook High School workability—has two part time jobs
- One part time carved job was created and funded through the Work Ability Program.
- Carved Job 10 hours per week @ \$8.00/hour
- works at Ralphs. Average of 20 hours a week and is paid \$8.00 an hour
- customized job at a local television sales and repair business earning a wage of \$8.50 per hour
- Job at Courtesy TV 10-15 hours per week @\$9.00/hr
- Mitchell Pools 10 hours per week @ \$9.00/hour and second job at North Coast Café 10 hrs. per week @\$9.00/hr
- Job at Southwestern College Staff Development 10 hours per week @\$9.00/hr; also enrolled at the college part time
- Von's 24 hours per week @ \$9.68/hr
- Job at Safari Park 12-20 hours per week @ \$9.00/hour (also enrolled at Mira Mesa College and had paid internship as an assistant ranger
- Albertson's 16 hours per week @ \$9.10 per week
- San Luis Equine 24 hours per week and Shedalaine Vet for 20 hours per week @\$9.10/hr.

Self-Employment/Small Business Development:

- Business Plan developed for J. F. (Upside Down Yogurt)
- Started EBay store
- Logo bag and tee shirt business
- Started a small business at the Farmer's Market

Colleges and Training People Attended:

- Taking sign language course at Southwestern College
- Attending school at Palomar for becoming a Ranger
- Pursuing training at Pasadena College to become Xray Tech
- Going to school at Valley College
- Going to school at East L. A. College
- Taking an accounting course at Pierce College
- Taking classes at Glendale Community College
- Taking English class at West Valley Occupational Center
- Taking classes for landscaping certificate program
- Taking classes at North Valley Occupational Center
- Taking classes at the Small Business Development Center
- Studying for GED
- Enrolled in Cuyamaca College taking courses in automotive and graphic design
- San Diego Unified Transition Program landscaping, diploma
- Mira Costa horticulture class to gain skills for possible plan business
- Graduated with AA from Palomar College and starting search for employment in marine biology animals

Paid Internships:

- Participant doing internship as a Ranger assistant
- Jay Nolan Community Services Accounting Clerk 10 hr/wk @ \$9.00/hr
- Vending business
- Crown City Theater
- startup soap company
- a silk screen/print shop.
- interning at Harbor Regional Center 3 times a week.

Volunteering Related to Employment Field:

- Los Angeles Housing, preparing and serving meals to the homeless
- Pets Delight
- Best Friends Animal Shelter
- Los Angeles Art Walk, Tree People, and Lucky Puppy
- Panorama Library
- Eagle Rock Library
- Pet Orphans

Follow Along or Long Term Supports Assisted to Access:

- Advocate, Creel Services, Regional Center, 8 hours weekly Southwestern College, Disability Support Services, by request
- Cuyamaca College, Disability Students Programs and Services, by request
- Touched base twice monthly to support his future goals and current employment. Has Regional Center funding for Job Coaching- No job coaching needed/desired
- Dixon Lake –Natural Support- developing skills for employment desired.
- Job coaching supports through DOR - SE
- Job coaching supports through regional center

Schools We Worked With Through the Grant:

- High Schools:
 - worked with the transition coordinator and principal of Franklin High School in LAUSD.
 - Northridge Academy, Miller, Birmingham, Burbank High (Foothill school district) , Dubnoff Center, Fallbrook High School
- Post-Secondary Schools:
 - Glendale Community College, Valley College, East L.A. Com. College, North & West Valley & East LA Occupational Centers, Pierce College, Palomar Com. College, Southwestern College, Mission College, LA Trade Tech, Garfield Campus Continuing Education Center, Evans Adult School, Santa Monica College, Cuyamaca College.

Presentations We Did Related to the Grant:

- My Story, My Strength Conference presented by the Self-Advocacy Board of Los Angeles County and State Council on Developmental Disabilities, Area Board 10 – September 13, 2014 – 20 participants (all self-advocates)
- Cal-TASH Conference Presentation – March 2014 -JNCS Project Coordinator, Ilka Szaktilla presented to 60 people including: Regional Center service coordinators, teachers, area board members, service providers, parents, and other professionals.
- Presentation at the national APSE conference in Long Beach, CA in July 2014. Presentation included one of the grant’s participants who used resource ownership to secure a job in his field of interest. (It was his first time traveling without his family.)
- Two presentations were conducted for California APSE: Introduction to CE and Transition in the morning and Social Security Work Incentives October 2013
- Presented on the grant to the SDUSD Parent Advisory group
- Had a booth at NLARC Transition Fair at Leichman High School
- Presented at Transition Conference at the Sportsman’s Lodge
- Presented at Life After High School Vendor Fair at Widney High School
- Provided an orientation to Customized Employment training for the Los Angeles Autism society
- Presented information about the grant at San Diego’s IEP Day
- Met with staff from UCLA and USC and provided orientation on the grant
- Presented at Latino Conference hosted by Disability Rights California
- Had a booth at North Los Angeles County Regional Center’s “Life After High School” transition fair.
- Provided small group or individual presentations on Customized Employment to everyone who participated in the grant and their families.
- Grant Manager presented at Cal State Los Angeles to Graduate Students and Professors about Discovery and Customized Employment for students exiting out of school into adult life. Also met with Professors to discuss internship program

Trainings Provided Through the Grant:

- Customized Job Development and Interest Based Negotiation in Los Angeles
- Introduction to Customized Self-Employment Los Angeles
- Introduction to Customized Employment San Diego
- The Discovery Process in San Diego
- Introduction to Customized Employment February Los Angeles
- The Discovery Process February Los Angeles
- Customized Job Development and Interest Based Negotiation March Los Angeles
- Introduction to Customized Self-Employment Strategies March Los Angeles

- Social Security Work Incentives and Plans for Achieving Self Support April Los Angeles
- Natural Supports and Systematic Instruction May Los Angeles
- Introduction to Customized Employment March San Diego
- The Discovery Process March San Diego
- Customized Job Development and Interest Based Negotiation April San Diego
- Introduction to Customized Self-Employment April San Diego
- Social Security Work Incentives and Plans for Achieving Self Support May San Diego
- Natural Supports and Systematic Instruction May San Diego
- ACRE training was completed in San Diego broken down into 6 all day training sessions scheduled 2 days per month over three months
- November 2013 : Quick Start training at JNCS
- December 2013 : Interest Based Negotiation and Customized Job Development in San Diego.
- December 2013 : Self Employment training in San Diego.
- December 2013 : Jay Nolan Discovery and Resource Ownership and businesses-within-a-business training.
- Michael Callahan - Systematic Instruction Training – both JNCS and Easter Seals attended during the middle of October
- Over 25 people certified in Customized Employment through ACRE Boot Camp, including high school teachers and administrators, parents, employment specialists, and other staff.
- ACRE Online Certificate in Community Employment for grant staff
- Lynda.com training in social media marketing and management for Grant staff and participant
- Small Business Development – Janet Steveley Griffin Hammis – December, 2014
- Discovery – Tammara Geary October, 2014

Funding Sources:

- Developed two revolving loan funds for participants to use to purchase equipment or other items to assist with developing jobs.
- Assisted people to access funding from Social Security, Department of Rehabilitation, Regional Centers, college disabled students' services, etc.
- Assisted individuals to obtain PASS plans from Social Security to fund employment expenses (which allowed one man to make payments to the revolving loan fund to pay back his loan)
- Helped people find transportation resources, housing resources, and other generic resources

Sustainability Planning:

For each participant involved in the grant, we have been actively engaging in planning what kind of ongoing support they will be able to receive after the grant is finished. We have assisted people to sign up for and/or access regional center services, Department of Rehabilitation services, SSI, and school programs such as WorkAbility. We continue to see that individuals really need more overall case management services to help them access the support services that they need. Current case management through various government programs are not serving everyone well. Personnel either don't know the resources available or have too little time to give to each person to meet their needs. This is a key barrier to people being employed.

Some examples of what we are doing for participants for sustainability:

- Applied for RC Services
- GreenLight to Mobility Services accessed
- RC sent a referral SE provider and Community Integration Program
- Barrios Action Youth and Family Center – assisting individuals with generic community resources
- FAFSA assistance
- Driving School referrals
- Dixon Lake –Natural Support- developing skills for employment desired.
- Ongoing funding obtained through DOR Supported Employment Program
- Ongoing funding obtained through RC – ACE Program
- DOR Cases opened for:
 - Direct Placement Services, Job Development
 - Supported Employment Services, Job Development and Job Coaching
 - Easters Seals signed up all of their participants with DOR

Name of Grantee: Jay Nolan Community Services

Contract Number: **SCDDCY35HQ**