



Seniors and People with Disabilities

May 9, 2018

Agenda and Presenters

I. **Data and statistics** – Shireen McSpadden (Department of Aging and Adult Services)

II. **City Programs:**

- **Reserve and Senior Community Service Employment Program (SCSEP)** - Shireen McSpadden (Department of Aging and Adult Services)
- **Access to City Employment (ACE) Program** - Porsche Bunton (Department of Human Resources)
- **OEWD program** – Katherine Daniel (OEWD Workforce Development Division)
- **Additional Programs** - Theresa Woo (Department of Rehabilitation)
 - Department of Rehabilitation (DOR)

III. **Resources and next steps needed** - Nicole Bohn (Mayor's Office on Disability)

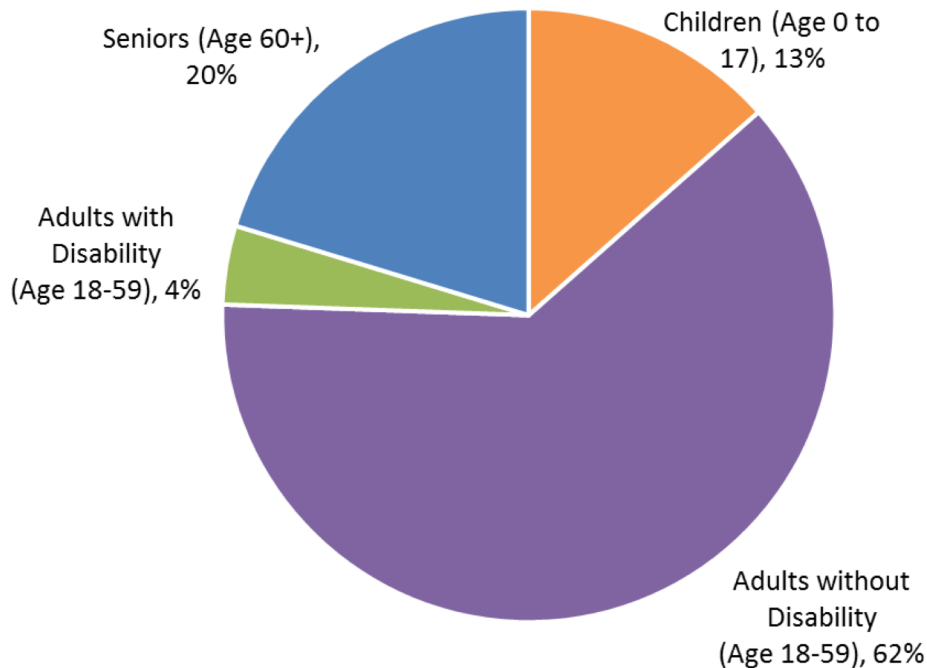
Demographics

1 in 4

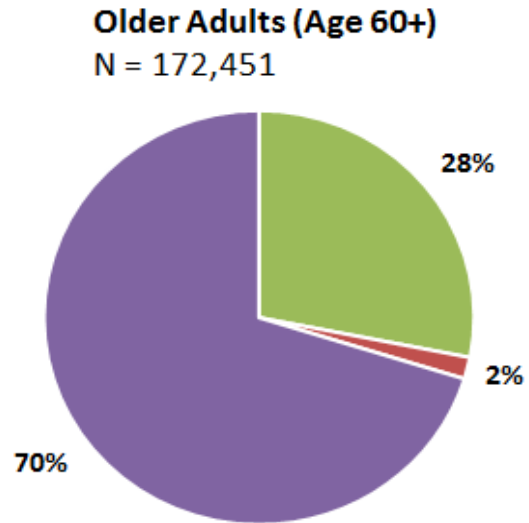
San Francisco residents are
Older Adults or Adults with
Disability

Total Population:
849,788

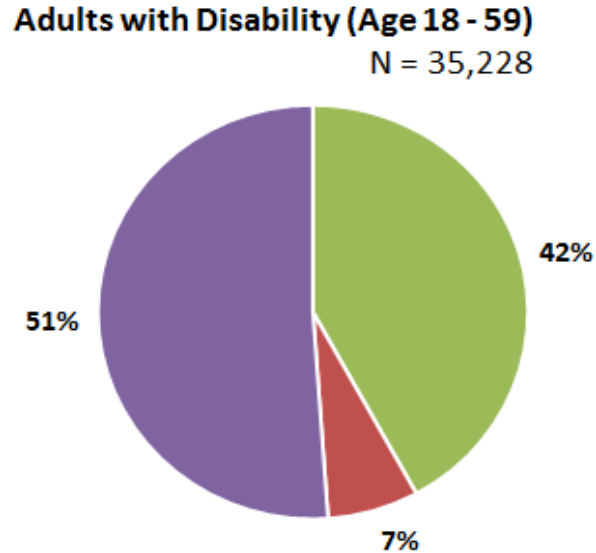
Source: ACS 2016 5-Year Estimates



Employment Status

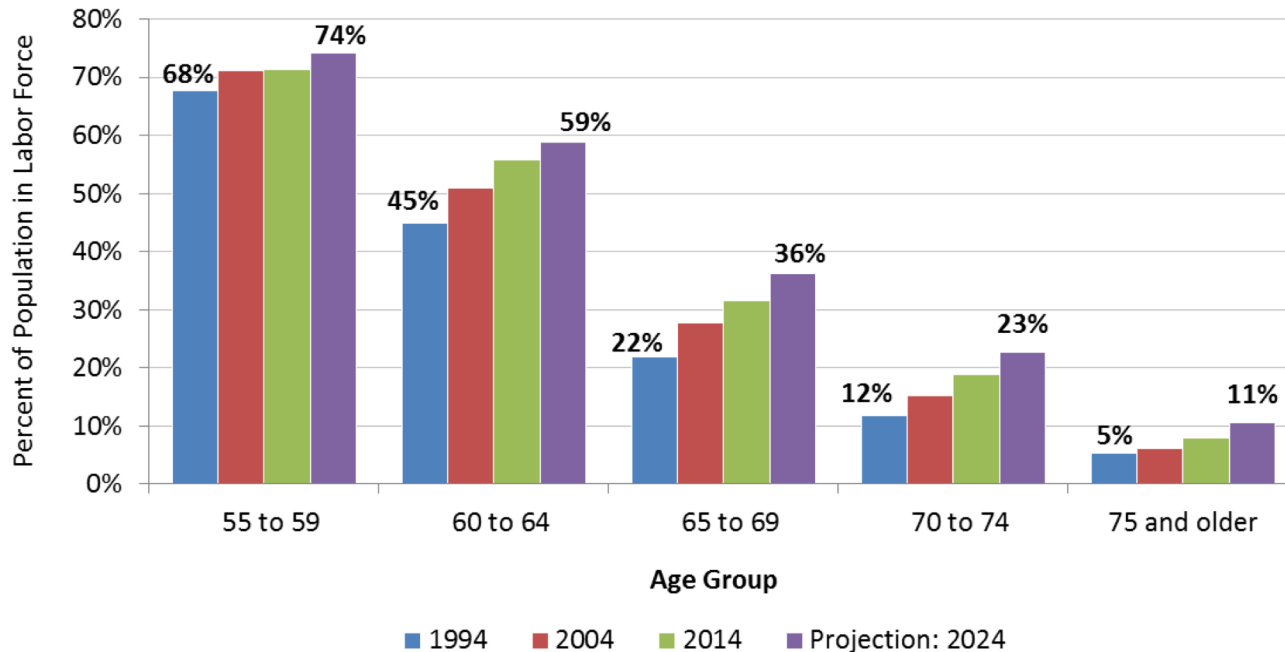


■ Employed
■ Unemployed
■ Not in labor force



Source: ACS 2016 5-Year Estimates

Senior Participation Continues to Rise



Source: Employment Projections program, U.S. Bureau of Labor Statistics, December 2015

Employment Support Programs

SF Department of Aging and Adult Services

- SF ReServe Employment Program
- Senior Companion Program
- Community Liaisons
- ARC Janitorial Support Services
- *In-Home Supportive Services (IHSS) Program - Independent Providers*

+ SF Department of Human Services Programs

ACE Program Employing Persons with Disabilities

Access to City Employment (ACE) Program



Provides an alternative pathway towards City employment for qualified persons with disabilities.

Access to City Employment Program (ACE)

- Alternative pathway to City employment for individuals with a disability.
- Individuals hired via ACE must complete an evaluation period; similar to probationary period for Permanent Civil Service (PCS) appointment.
- Individual obtains PCS status upon completion of the evaluation period.

ACE Accomplishments

Appointments via ACE

- 5 years (2011 to 2015) = 7 appointments
- 2 years (2016 to Present) = 24 appointments
- **Since Pilot Program** (4 months) = 6 placements

Additional 21 appointments of individuals with disability who applied via ACE were appointed via the regular civil service selection process



Utilization of ACE by City Departments

5 years (2011 to 2015) = 5 departments
2 years (2016 to Present) = 14 departments

Awareness by Community Based Organizations (CBOs)

5 years (2011 to 2015) = 12 CBO
2 years (2016 to Present) = 765+ CBO

of Applicants

2015 to 2016 = 50 applicants
2017-2018 = 1200+ applicants

ACE Supporters!



San Francisco Public Library

Library
3 placements

DHR
3 Placements



DPW
2 Placements



San Francisco
Health Network

SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

DPH
13 Placements



HSA
4 Placements



Airport
2 Placements

San Francisco
International
Airport



REC
1 Placement

Next Steps for DHR

- Increase Awareness and Utilization of ACE Program
 - Update and Expansion of ACE website
 - Marketing via testimonial webpage
 - Continue outreach to City departments and CBOs
- Explore Other Avenues for Employment
 - Continue to partner with departments to hire individuals into Exempt appointment types
 - Outside of Rule 115



SAN FRANCISCO
Office of Economic and Workforce Development

OEWD Workforce Services

May 9, 2018

OEWD Workforce System



OEWD Workforce Services: Older Adults (60+)

- Served as part of OEWD's Adult portfolio
 - Older Adults enrolled/placed
 - Top 5 providers:

FY16-17		
Enrolled	Placed	Served
326	187	7% of Clients Served were 60+
FY 17-18*		
Enrolled	Placed	Served
283	123	8.5% of Clients Served were 60+

FY16-17	FY 17-18*
Self-Help for the Elderly	Self-Help for the Elderly
Goodwill Industries, Inc.	Central City Hospitality House
Success Center SF	Goodwill Industries, Inc.
Toolworks	Community Housing Partnership
Homebridge, Inc.	FACES-SF

**Through 3.31.18*

OEWD Workforce Services: Adults w/ Disabilities

- Served through Specialized Access Points
 - Adults with Disabilities enrolled/placed
 - OEWD Providers:

FY16-17	FY16-17	FY17-18*	FY17-18*
Enrolled	Placed	Enrolled	Placed
304	142	278	112

FY 16-17	FY 17/18*
Positive Resource Center	Positive Resource Center
Toolworks	Toolworks
Hearing and Speech Center	The Arc

**Through 3.31.18*

Department of Rehabilitation (DOR)



**DEPARTMENT of
REHABILITATION**

Employment, Independence & Equality

A California state department which administers vocational rehabilitation services and provides support to independent living centers throughout the state.

- Total served per year: 2500 individuals with disabilities
- Total number of individuals employed for 90 or more days per year: 350 individuals with disabilities
- Average time to obtain a job: 6-12 months

DOR Student Services for Student ages 16-21



**DEPARTMENT of
REHABILITATION**

Employment, Independence & Equality

- Job Exploration Counseling
- Work-Based Learning Experiences
- Post Secondary Counseling
- Workplace Readiness Training
- Self-Advocacy Training

Department of Rehabilitation

Some of the services provided include, but are not limited to:

- Counseling and guidance;
- Referrals and assistance to get services from other agencies;
- Job search and placement assistance;
- Evaluation of physical and mental impairments;
- On-the-job or personal assistance services;
- Rehabilitation and orientation/mobility services for individuals who are deaf/hard of hearing and/or blind/low vision.
- Rehabilitation assistive technology services and devices.
- Transportation as required, such as travel and related expenses

Next Steps: Employment



**Mayor's Office
on Disability**

City and County of San Francisco

1. Incorporate feedback from the Mayor's Disability Council (MDC) and members of the disability and older adult communities

Mayor's Disability Council

- More needs to be done – broader outreach and initiatives should be developed

Public

- Application and reasonable accommodation processes are unclear and/or not accessible to or usable by people with certain disabilities
- Fear of hiring and on-the-job discrimination keeps people from seeking employment or availing of reasonable accommodations
- Unclear how to access benefits and programs that allow for full or part-time work **and** the maintenance of health and supportive care benefits.

Next Steps: Employment



Mayor's Office
on Disability

City and County of San Francisco

2. Implement and support Aging and Disability Friendly Task Force Employment and Economic Security Goals, Phase One:

- I. Ensure employment policies & priorities exist to meet the needs of elders, people with disabilities, & caregivers.

Action: Promote and support employment programs for older adults and people with disabilities (city, non-profit, and for-profit).

- II. There are efforts to address ableism & ageism within the employment process.

Action: Advocate for a workforce that is representative of the diversity of San Francisco's demographics, particularly in regard to people with disabilities and older adults (& address employer/employee training needs)

- III. Prioritize efforts that support economic security for elders, people with disabilities, and caregivers.

Action: Evaluate/expand impact of DAAS eligibility counseling for Medi-Cal clients on most beneficial program (e.g., working disabled program, opportunities to reduce share of cost, etc.).

Next Steps: Employment



**Mayor's Office
on Disability**

City and County of San Francisco

3. Identify stakeholders, collaborate on solutions, outreach to communities
 - Disability and Older Adult members of the public
 - SFUSD and Higher Education networks
 - Disability and Older Adult non-profit advocates and service providers
 - For-profit Corporations and Business sector

QUESTIONS??

