



# INLAND REGIONAL CENTER

*...valuing independence, inclusion and empowerment*

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January 30, 2020

Nancy Bargmann  
Department of Developmental Services  
1600 Ninth Street, Room 240, MS 2-13  
Sacramento, CA. 95814

Dear Ms. Bargmann,

Attached is Inland Regional Center's CY2019 Performance Contract Report for the Department's review. IRC had a fantastic year! We achieved many goals while serving those with intellectual and developmental disabilities in Riverside and San Bernardino Counties. As our dedicated, hard-working team enters the CY2020 Performance Contract, we look forward to continuing a connectedness to our community, providing a high level of transparency, and serving our clients, who are so dear to us.

You will note there are several activities listed in the report. IRC's Community Engagement department attended over 300 public forums, collaborative meetings, conferences, resource fairs, and educational events throughout our catchment area. These events allow IRC to connect with stakeholders and strengthen relationships in both counties we serve. We are committed to opening doors and creating long-lasting partnerships with our fellow community-based organizations and service agencies.

Please feel free to contact me with any questions, concerns, or input. We welcome the opportunity to discuss our activities with you.

Sincerely,

Lavinia Johnson  
Executive Director  
Inland Regional Center



**Inland Regional Center (IRC) 2019 Performance Contract Report**

Public Policy Measure	Actions
<p>1. Percent of total annual Purchase of Services by individuals diagnoses and ethnicity.</p>	<p>Activities:</p> <p>IRC analyzed POS expenditure data which helped identify areas where we were able to increase the Purchase of Services to better meet the needs of our underserved population. The data also reflected that we have a current disparity in the following areas:</p> <p>Overall consumer growth from FY 17/18 to FY 18/19 = 1,034 consumers (from 38,625 to 39,659).</p> <p>Per capita expenditures among Spanish primary language consumers increased by \$671 and utilization stayed the same as last year.</p> <p>Per capita expenditures among consumers with Autism increased by \$792 and utilization stayed close to the same as last year.</p> <p>Per capita expenditures among Hispanic consumers increased by \$924 and utilization stayed the same as last year.</p> <p>Autism Diagnosis</p> <ul style="list-style-type: none"> <li>• FY 17/18 to 18/19 growth = 1,203 consumers</li> <li>• No POS numbers (Clients without a paid Regional Center Service/Support) dropped from 32% to 29.5%, which equals a 2.5% decrease in disparity.</li> <li>• Due to the large growth, there is an increase in the number of consumers with no POS from 3,242 to 3,345 – 103 more consumers with Autism do not have POS in FY 18/19 than in FY 17/18; however, with a 2.5% decrease in disparity, 283 consumers with Autism that wouldn't have had services now have POS.</li> </ul> <p>Spanish as Primary Language</p> <ul style="list-style-type: none"> <li>• FY 17/18 to 18/19 growth = 206 consumers</li> <li>• No POS numbers dropped from 24.2% to 22.4%, a 1.8% decrease in disparity.</li> <li>• With the 1.8% decrease in disparity, 137 consumers that wouldn't have had services now have POS.</li> </ul>



	<p>Hispanic Ethnicity</p> <ul style="list-style-type: none"><li>• FY 17/18 to 18/19 growth = 470 consumers</li><li>• No POS numbers dropped from 26.4% to 25.3%, a 1.1% decrease in disparity.</li><li>• With the 1.1% decrease in disparity, 174 consumers that wouldn't have had services now have POS.</li></ul> <p>Note: A more detailed analysis of the POS data will be provided in the Purchase of Services Disparity Report March 11, 2020 in English and March 12, 2020 in Spanish.</p> <p><a href="https://www.inlandrc.org/2019/11/21/input-welcome-at-purchase-of-service-data-presentation/">https://www.inlandrc.org/2019/11/21/input-welcome-at-purchase-of-service-data-presentation/</a></p> <p>IRC continued to develop the Diversity Outreach Coordinator position to increase education, engagement, and cultural competency of IRC staff, consumers, families, and community partners as well as maintain records, collect data, and track qualitative and quantitative outcomes from our Community Based Organizations (CBO). The disparity outreach coordinator attended the following trainings:</p> <ol style="list-style-type: none"><li>1. Consumer Service Coordinator Job Shadowing – New family, first IPP</li><li>2. Growing up with Autism</li><li>3. Department of Behavioral Health Parent Partner Training</li><li>4. A Guide to IEP's and the Special Education Process</li><li>5. Suicide Prevention Training</li><li>6. Intro to Evidence Based Practices</li><li>7. Med Waiver Overview</li><li>8. Human Trafficking In-Service</li><li>9. Preventing Sexual Harassment</li><li>10. C.L.A.S.E. (employment &amp; DOR options for consumers)</li><li>11. Person Centered Planning</li><li>12. Employment &amp; DOR Training for EPU staff and DOC</li><li>13. Diversity and Inclusion in the Workplace</li><li>14. Independent Facilitator Training</li></ol> <p>IRC supported families by referring them to our Community-Based Organization's to expose them to different services in which they may be eligible for through Purchase of Services (POS) and critical topics</p>
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	<p>that directly affect them and their children’s services and primary diagnoses.</p> <p>IRC supported the below Community Based Organizations (CBO) with referrals</p> <p>University of California Riverside: DDS Grant Autism Conference</p> <p>In May 2019, UCR hosted the Autism and Intellectual Disabilities: from Identification to Transition Conference.</p> <ul style="list-style-type: none"><li>• 161 families requested to attend the conference</li><li>• 116 families did not show</li><li>• 45 attended of which 14 had no POS when they attended the conference.</li></ul> <p>Exceptional Parents Unlimited: DDS Grant Program</p> <p>IRC has referred 129 families to this program of which 119 do not have POS. Their project allows for 225 referrals. Current data indicates that 35% of these families show an increase in POS.</p> <p>ABX-Transportation Grant</p> <p>Currently, 187 families have received a \$25 gas card for an Intake appointment and or to attend orientation.</p> <p>IRC provided for the Community Based Organizations (CBO) clients, parents, care providers and community partners the following trainings:</p> <ul style="list-style-type: none"><li>• Overview of Lanterman Act</li><li>• Purchase of service request and process</li><li>• Disparity in Purchase of Services</li><li>• Qualifying Diagnoses</li><li>• Service Delivery and the role of the Consumer Services Coordinator</li><li>• IRC Documentation</li><li>• Navigating the Appeal Process</li><li>• Community Engagement as a resource</li><li>• Overview of Inlandrc.org</li><li>• IRC’s Social media as a resource</li></ul>
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	<p>IRC continued to collaborate, attend and support Fiesta Educativa with their annual conference which provided education and information on IRC services to underserved diagnoses, languages including Spanish and Vietnamese, and ethnicities, specifically Autism.</p> <p>IRC assisted and supported families to gain confidence in IRC and community resources by providing the below:</p> <ul style="list-style-type: none"><li>• 12 IRC parent orientations- (typically 15-20 parents/clients attended each session)</li><li>• IRC 101 trainings in the community - Provided 14 training to 200+ clients, parents, community partners, law enforcement agencies and school employees.</li><li>• Outreaches attended for the calendar year: 320</li></ul> <p>IRC has fostered Partnerships with community organizations:</p> <ol style="list-style-type: none"><li>1. Autism Society Inland Empire.<ol style="list-style-type: none"><li>A. C.L.A.S.E Grant</li><li>B. Safety trainings</li><li>C. Dr. Crooke presentation</li></ol></li><li>2. Exceptional Parents Unlimited<ol style="list-style-type: none"><li>A. DDS Disparity grant</li><li>B. Non-DDS grant parent trainings</li></ol></li><li>3. Team of Advocates for Special Kids<ol style="list-style-type: none"><li>A. DDS Disparity grant</li><li>B. Non-DDS Parent trainings.</li></ol></li><li>4. Inland Empire Disability Collaboration<ol style="list-style-type: none"><li>A. Monthly collaboration meeting</li></ol></li><li>5. United Cerebral Palsy Inland Empire<ol style="list-style-type: none"><li>A. Parent empowerment training</li></ol></li><li>6. Chasing 7 Dreams – E KAMP<ol style="list-style-type: none"><li>A. Consumer Advisory Committee volunteered as mentors at annual camp</li></ol></li><li>7. Coachella Valley Autism Society Association</li><li>8. Fiesta Educativa<ol style="list-style-type: none"><li>A. Attended and supported both conference they hosted in 2019.</li></ol></li><li>9. Vendor Advisory Committee<ol style="list-style-type: none"><li>A. Facilitated communication to the vendors</li><li>B. Provided social media training to vendors</li><li>C. Provided cultural competency training to vendors</li></ol></li></ol>
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	<p>IRC hosted a parent empowerment conference focusing on advocacy, self-care and linkage to resources on September 21, 2019, in English and Spanish.</p> <p><a href="https://www.inlandrc.org/2019/10/15/2019-exceptional-families-conference-a-photo-essay/">https://www.inlandrc.org/2019/10/15/2019-exceptional-families-conference-a-photo-essay/</a></p> <p>English Session attendance: 227 Spanish Session attendance: 178</p> <p>IRC hosted the Annual Fall Festival Resource fair to link parents to IRC, vendors and community partners. This year's event was held in Riverside and attracted over 2000+ guests with 105 resource booths.</p> <p><a href="https://www.inlandrc.org/2019/11/01/irc-hosts-more-than-2000-guests-at-fall-festival/">https://www.inlandrc.org/2019/11/01/irc-hosts-more-than-2000-guests-at-fall-festival/</a></p> <p>IRC continued to build a Spanish email list to assist with the engagement of monolingual parents to link them to supports, services, educational opportunities in primary language and POS. Currently the list has 78 parents/clients signed up with a 60% open and read rate.</p> <p>IRC supported the creation of Parent Support Groups.</p> <p>Starting these support groups allows parents to obtain information related to the RC system and services, IEP advocacy, generic resources, and provides opportunity for parents to share and learn from each other's successes and challenges.</p> <p>Cathedral City (Spanish)</p> <p>The one-year anniversary of this support group was celebrated on December 6, 2019. This group started with nine parents and has grown to 17 members. Angel View in Cathedral City is generously providing the space for the monthly meetings. Disability Rights California (DRC) and the Office of Clients' Rights Advocacy (OCRA) provided many workshops and are scheduled to continue to do so in 2020.</p>
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	<p>Rialto (Bilingual)</p> <p>This is a new support that inaugurated December 2, 2019. This support group was started in collaboration with Rialto USD Special Education Department. This is a bilingual English/Spanish support group and Rialto USD is providing the location and interpreters. First meeting included the participation of seven parents. Disability Rights California (DRC) and the Office of Clients' Rights Advocacy (OCRA) are scheduled to provide various workshops for this support group in 2020.</p> <p>IRC started a Community-Based Organization Collaborative</p> <p>A monthly meeting for EPU Parent Partners, CSCs, and the Diversity Outreach Coordinator to come together and discuss successes and challenges related to families referred to the Navigating Systems with Families disparity program. The goal of this collaborative is to join efforts, build trust and communication, and a partnership in serving IRC families that do not have POS.</p> <p>IRC started Disparity Link</p> <p>A monthly meeting for CSCs assigned by their PMs and the Diversity Outreach Coordinator to gather and discuss disparity news and updates related to disparity programs and projects. Currently there are 13 CSCs appointed by PMs to participate in Disparity Link. The goal of Disparity Link is to align efforts related to advocacy and disparity and bridge the gap of missing and inaccurate information.</p>
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Public Policy Measure	Actions
<p>2. Percent of total annual Purchase of Service expenditures by individual's ethnicity and age:</p> <ul style="list-style-type: none"> <li>• Birth to age two, inclusive</li> <li>• Age three to 21, inclusive</li> <li>• Twenty-two and older</li> </ul>	<p>Activities:</p> <p>IRC supported families in being referred to Community Based Organization's to expose them to different services in which they may be eligible for through Purchase of Services and critical topics that directly affect them and their children's services and primary diagnoses. See data from measure #1</p> <p>IRC continued to work with the Office of Client Rights Advocates (OCRA) and State Council on Development Disabilities to offer educational seminars to the community.</p> <ol style="list-style-type: none"> <li>1. DRC presented two trainings: Special Education and IHSS During both trainings there was a legal clinic where parents were offered free legal consultations.</li> <li>2. With SCDD - Community Care Licensing training from consumer advocates.</li> <li>3. With SCDD - Safety Task Force</li> </ol> <p>IRC continued to actively seek, schedule, and attend outreaches and educational events once per week. These outreaches assisted IRC in clearly and concisely communicating mission and values to stakeholders, with a focus on diversity and disparity.</p> <p>See data from measure #1</p> <p>IRC continued to participate in inter-agency collaboration to provide and receive training in cultural competency.</p> <ol style="list-style-type: none"> <li>1. Inland Empire Disability Collaborative (IEDC)</li> <li>2. Cultural Competency Advisory Committee</li> <li>3. Building Community Partners (hosted by SB County Children and Family Services)</li> </ol> <p>IRC's Diversity Outreach Coordinator increased advocacy services to Consumers and families during the IPP and Purchase of Services process through targeted outreaches. See data from measure #1</p>





	<p>IRC continued to participate in the Self-Determination Advisory committee. IRC has conducted 14 Self Determination Parent Orientations since the process started. The Self-Determination Advisory Committee continues to meet monthly. Typically, it is the 4th Thursday of the month (exceptions are on holidays like this month). The number of attendees continues to grow as we get farther through the SDP Timeline.</p> <p>IRC's Diversity Outreach Coordinator participated in the San Bernardino County Bilingual Advisory Committee monthly.</p> <p>IRC's Diversity Outreach Coordinator participated Cultural Competency Advisory Committee (CCAC) Meeting monthly.</p> <p>IRC's Diversity Outreach Coordinator participated in the Latino Awareness Subcommittee when held.</p> <p>IRC utilized the ABX transportation grant to link parents to APEP through bus passes and gas cards. After the APEP grant was terminated, we used the grant, with permission from DDS, for linking parents to intake appointments and Parent Orientation. Which assisted in an increase of attendance at Parent Orientation by 30% and insured that families who live more than 25 miles from IRC and had a hardship could make it to their intake appointments.</p>
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Public Policy Measure	Actions
<p>3. Number of percent of Adult individuals by ethnicity receiving only case management services.</p>	<p>Activities:</p> <p>IRC continued to participate in inter-agency collaboration with the Department of Behavioral Health, local Police Departments, and Crisis Intervention Teams and addressed the increased interaction with our population <i>not</i> attending a program.</p> <p>IRC continued to support the Consumer Advisory Committee (CAC) in providing educational forums and events to link Consumers to Day, Behavior, or Work Activity Programs.</p> <p>This past calendar year the CAC sponsored, hosted, or attended 35 events, trainings or outreaches.</p> <p>IRC was unable to update Public Service Announcements on Disparity in POS, Advocacy, Eligibility and Regional Center services in English and Spanish. This will be a focus for the 2020 year.</p> <p>IRC provided “How to Advocate for Your Child” training in English and Spanish to empower parents to advocate for their children and needed services. The attendance to these trainings were low and the community did not seem to be interested in the material.</p> <p>IRC continued to develop and improve upon inlandrc.org to deliver information and linkage to IRC eligibility, intake process, and community training. The website was viewed over 325,000 times in 2019.</p> <p>Official 2019 inlandrc.org analytics  Total views: 326,162  Top ten pages viewed in 2019:</p> <ol style="list-style-type: none"> <li>1. Home</li> <li>2. Service Providers</li> <li>3. Eligibility</li> <li>4. About IRC</li> <li>5. Careers</li> <li>6. Contact Us</li> <li>7. Consumers/Families</li> <li>8. Pre-Application</li> </ol>



	<p>9. Calendar 10. Accountability</p> <p>IRC continued to design and implement community projects focused on outreach to underserved demographic populations, with a focus on the Hispanic community and individuals with a primary diagnosis of Autism.</p> <p>This past year we designed and implemented the below:</p> <ol style="list-style-type: none"><li>1. Growing up with Autism presented to Staff.</li><li>2. Aktion Club sponsored by the Kiwanians Club of San Bernardino – Leadership program for adult clients.</li><li>3. Exceptional Parents Conference.</li><li>4. Chasing 7 Dreams Camp volunteer program.</li><li>5. Back to school backpack event with Premier Health Care</li></ol> <p>IRC hosted an annual parent empowerment conference focusing on advocacy, employment, self-care and linkage to resources on September 21, 2019.</p> <p>IRC continued to collaborate and support Fiesta Educativa with their annual conference that provides education and information on IRC services to underserved diagnoses, languages including Spanish and Vietnamese, and ethnicities, specifically Autism.</p>
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Public Policy Measure	Actions
<p>4. Total number of \$1000, \$1250, \$1500 incentive payments made for fiscal year.</p>	<p>Activities:</p> <p>IRC analyzed POS expenditure data to help identify the total number of 119 individuals participating in competitive and integrated employment.</p> <p>The IRC Employment Specialist continued to provide outreaches and community education to provide information on employment opportunities and available supports to vendor and school districts.</p> <ol style="list-style-type: none"> <li>1. Moreno Valley Unified Transition Fair</li> <li>2. Colton Joint Unified Transition Fair</li> <li>3. WE SELPA Transition Fair</li> <li>4. California School for the Deaf Riverside</li> <li>5. Ontario High School Student/Parent Training</li> <li>6. Corona Unified Staff Training</li> <li>7. Moreno Valley Unified School District Teacher Training</li> <li>8. Riverside County Office of Education Special Ed Teacher Training</li> <li>9. Murrieta Parent Group</li> <li>10. Spanish Parent Support Group Corona</li> <li>11. Cathedral City Unified School District Educators</li> <li>12. Corona Unified School District Transition Fair</li> <li>13. Rialto Unified School District Teacher Training</li> </ol>



Public Policy Measure	Actions
<p>5. Increase the number of local partnership agreements over the next calendar.</p> <p><i>** It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with development disabilities, regardless of severity of their disabilities. This policy is known as the Employment First Policy.</i></p>	<p>Activities:</p> <p>Local Partnership Agreement (LPA) created and streamlined an agreement between LEA, DOR and IRC to properly train consumers for Competitive Integrated Employment. (CIE)</p> <p>LPA used a vendor at the school districts to offer the Paid Internship Program (PIP). The vendors were: Exceed, VIP, Anthesis, FRW, Desert Arc.</p> <p>PIP lead to CIE placements. 13</p> <p>PIP increased job readiness of consumers exiting school as evident by: Data will be added by Beth and Andrew after they return.</p> <ol style="list-style-type: none"> <li>1. IRC partnered with San Bernardino and Riverside County Workforce Development Boards, Local Education Agencies, and the Department of Rehabilitation to provide multi-agency trainings on employment issues affecting the ID/DD population in the Inland Empire.</li> <li>2. IRC has provided soft-skills trainings and workshops with students to help them prepare for employment after high school.</li> <li>3. IRC has presented information to schools, families and community resource agencies on the benefits of IRC consumers gaining employment after high school, and the transition process.</li> <li>4. IRC has utilized its Paid Internship Program to provide work experience to students exiting school.</li> </ol>



Public Policy Measure	Actions
<p>6. Decrease the number and percent of Regional Center caseload in state developmental centers (DCs).</p>	<p>Activities:</p> <p>IRC continued to support families and consumers to move into the community with Community Placement Plan funds as available. This past calendar year, IRC assisted one family/consumer in the process to transition within the community.</p> <p>IRC developed resources in IRC’s two-county area to assist individuals transitioning from developmental centers or to deflect them from being committed to a developmental center. The below resources were developed the past year or are presently being developed: Benson Community Crisis Home (completed), Benson Pony Trail Enhanced Behavior Supports Home (in development) and Benson Camino Los Banos Enhanced Behavior support homes (in development).</p> <p>IRC continued to assist and support families to gain comfort and confidence with community resources through community outreach, education, compressive website and support of the Developmental Center Team at IRC.</p> <p>IRC participated in state efforts to develop residential and program alternatives for those who are challenging and difficult to serve through the development of 1 Community Crisis Home and present development of 5 Enhanced Behavior Support Homes (4 that will serve adults and 1 that will serve transition age consumers).</p> <p>IRC continued to serve as a resource to Regional Centers who have consumers leaving Sonoma Developmental Center. This past calendar year we did not receive a request from our sister Regional Center for placement assistance with any consumers they have committed to Sonoma.</p>



Public Policy Measure	Actions
<p>7. Increase number and percent of minors residing with families or “home settings”</p> <p>“Home settings” also include: Foster Home Agency homes and home of parent or guardian</p>	<p>Activities:</p> <p>IRC provided trainings for families to deal with behaviors interfering with child’s ability to interact with family and community.</p> <ol style="list-style-type: none"> <li>1. IEP Overview Parent Training</li> <li>2. Sensory Integration Parent Training               <ul style="list-style-type: none"> <li>Part 1                   <ul style="list-style-type: none"> <li>January 24 – Rancho Cucamonga</li> <li>February 1 – Palm Desert</li> <li>February 14 – San Bernardino</li> <li>March 7 – Corona</li> <li>April 30 – Twentynine Palms</li> <li>May 7 - Temecula</li> <li>May 10 – Moreno Valley</li> <li>May 30 – Victorville</li> <li>June 17 – San Bernardino</li> <li>September 9 – San Bernardino</li> <li>October 1 – San Bernardino</li> <li>November 19 – Barstow</li> </ul> </li> <li>Part 2                   <ul style="list-style-type: none"> <li>February 28 – San Bernardino</li> <li>August 29 – San Bernardino</li> <li>September 12 - Victorville</li> <li>October 1 – Palm Desert</li> <li>November 14 – Lake Elsinore</li> </ul> </li> </ul> </li> </ol> <p>IRC continued to develop and provide group parent training and supports for families within the specific ethnic groups served by IRC.</p> <p>IRC continued assessing, developing, and providing families with services and supports to keep and maintain children in their own.</p> <p>IRC continued referring to small 4-6 bed homes for “out-of-home settings”.</p> <p>IRC created a Behavioral Health Team that reviews the behavioral cases for service provision, in order to reduce placement out of home.</p>



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	<p>IRC created a parent/consumer friendly flyer with a menu of commonly used services. <a href="https://www.inlandrc.org/wp-content/uploads/2018/09/Common-Services-Listing.pdf">https://www.inlandrc.org/wp-content/uploads/2018/09/Common-Services-Listing.pdf</a></p> <p>IRC created a Service Provider Search Tool to assist in locating resources. <a href="https://www.inlandrc.org/disclaimer/">https://www.inlandrc.org/disclaimer/</a></p> <p>IRC was unable to create a PSA to assist parents/consumers in understanding how to request POS using the commonly used service flyer. This will be revisited in 2020.</p>
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Public Policy Measure	Actions
<p>8. Increase the number and percent of adults residing in home-like settings.</p> <p><b>“Home-like settings”</b> include: Independent living; and Supported living settings; as well as Adult Family Agency Homes and the Consumers’ family homes.</p>	<p>Activities:</p> <p>IRC continued developing and providing effective services and supports for consumers to gain as much independence as possible.</p> <p>IRC continued to monitor implementation of AB1472 to ensure that the consumers are respected, and compliance achieved.</p> <p>IRC continued monitoring supported living environments to ensure safe supports and services.</p> <p>IRC continued to assist families in obtaining services and supports needed, such as in-home services, respite, behavior intervention, and parent training, hospice, and crisis services.</p> <p>IRC continued to offer Independent Living Services to assist clients in learning the skills to live independently in their own home.</p> <p>IRC did not vendor any additional Adult Family Home Agency.</p>



Public Policy Measure	Actions
<p>9. Decrease number of <b>minors</b> living in facilities serving six or more.</p>	<p>Activities:</p> <p>To the greatest extent possible, services were identified and provided to allow the child to successfully transition back to their home.</p> <p>IRC remains committed to continuing support for the children’s sub-acute facility and programs that offer this high level of care to all Southern California children served by Regional Centers.</p> <p>IRC continued the practice of a rigorous multi-disciplinary review of placement in homes with more than 4 beds.</p> <p>IRC communicated to any potential provider that it is IRC’s preference for homes to serve four or fewer people with rooms of their own.</p>



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Public Policy Measure	Actions
<p>10. Decrease number and percent of adults living in facilities serving more than six people.</p>	<p>Activities:</p> <p>IRC continued to follow Consumers living in large skilled nursing facilities and assess their needs to see if they can be appropriately served in a small home setting serving four to six people.</p> <p>IRC continued the practice of a rigorous multi-disciplinary review of placement in homes with more than 4 beds.</p> <p>IRC communicated to any potential provider that it is IRC's preference for homes to serve four or fewer people with rooms of their own.</p>



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Public Policy Measure	Actions
<p>11. Number and percentage of Consumers, ages 16-64 with earned income.</p>	<p>Activities:</p> <p>IRC analyzed data changes in the number of percentages of consumers with an earned income, ages 16-64, as reported from Employment and Development Department. Data will be received by DDS and posted on a later date.</p> <p>The IRC Employment Specialist provided outreaches and community education to provide information on employment opportunities and available supports to community partners, vendors, and Consumers. See measure #4.</p> <p>IRC continued to pilot projects with the Department of Rehabilitation, local community colleges and local vendors to implement programs focused on job discovery and employment.</p>



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Public Policy Measure	Actions
<p>12. Annual earnings of Consumers ages 16-64 compared to people with all disabilities.</p>	<p>Activities:</p> <p>IRC will analyze the number of individuals served, ages 16-17 years of age when the data is received from DDS.</p> <p>IRC will analyze the number of individuals served, ages 18-23 years of age when the data received by DDS.</p> <p>IRC will analyze the number of individuals served, ages 24-64 years of age when the data is received by DDS.</p> <p>IRC will review the average earnings for the calendar year in comparison to all people with disabilities in CA when the data is received.</p>



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Public Policy Measure	Actions to attain Objectives
13. Average annual wages for Consumers ages 16-64.	See measure #12.



Public Policy Measure	Actions to attain Objectives
<p>14. Number of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program.</p>	<p>Activities:</p> <p>IRC participated in a Job Fairs and Employment Fairs throughout both counties to promote employment opportunities for those who participate in a Paid Internship Program.</p> <p>IRC’s Employment Specialists stressed the importance of a Paid Internships Program, potentially leading to employment at the Vendor Advisory Committee and subcommittee meetings.</p> <p>IRC provided training to CSCs to help them better understand the Paid Internship Program and Competitive Integrated employment.</p> <p>CSC reviewed employment options annually during the IPP planning process.</p> <p>IRC continued to create community-based employment programs to increase the employment opportunities and decrease the use of work activity programs that pay sub-minimum wage.</p> <p>IRC Employment Specialists continued meeting with local Chambers of Commerce and Workforce Development Boards to develop opportunities.</p>



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Public Policy Measure	Actions to attain Objectives
15. Percentage of adults who were placed in competitive, integrated employment following participation in a Paid Internship Program	See measure #14.





2019 IRC Performance Contract

Public Policy Measure	Actions to attain Objectives
<p>16. Average hourly or salaried wages and hours worked per week for adults who participated in a Paid Internship Program during the fiscal year.</p>	<p>See measure #14.</p>



2019 IRC Performance Contract

Public Policy Measure	Actions to attain Objectives
<p>17. Percentage of adults who reported having integrated employment as a goal on their IPP.</p>	<p>Activities:</p> <p>IRC Employment Specialists continued to train and consult with adult and transition units on integrated employment.</p> <p>IRC developed IPPs based on Person Centered Planning through the Training and Development Department.</p> <p>IRC Employment Specialists was unable to create a Public Service Announcement in collaboration with the Community Engagement Unit.</p> <p>IRC CSCs added or made addendums to IPPs for adults who show interest in integrated employment.</p>



<b>Public Policy Measure</b>	<b>Actions to attain Objectives</b>
<p>18. Average wages and hours worked for adults engaged in competitive, integrated employment, on behalf of those to whom incentive payments have been made.</p>	<p>Activities:</p> <p>IRC Employment Specialist continued meeting with local school districts and the vendor community.</p> <p>IRC Employment Specialists continued meeting with local Chambers of Commerce and Workforce Development Boards to develop opportunities.</p>



<b>Public Policy Measure</b>	<b>Actions to attain Objectives</b>
<p>19. Number and percent of individuals receiving only case management services by age and ethnicity.</p> <ul style="list-style-type: none"><li>• Birth to age two, inclusive.</li><li>• Age three to 21, inclusive.</li><li>• Twenty-two and older.</li></ul>	<p>See statement and activities in measure #3.</p>