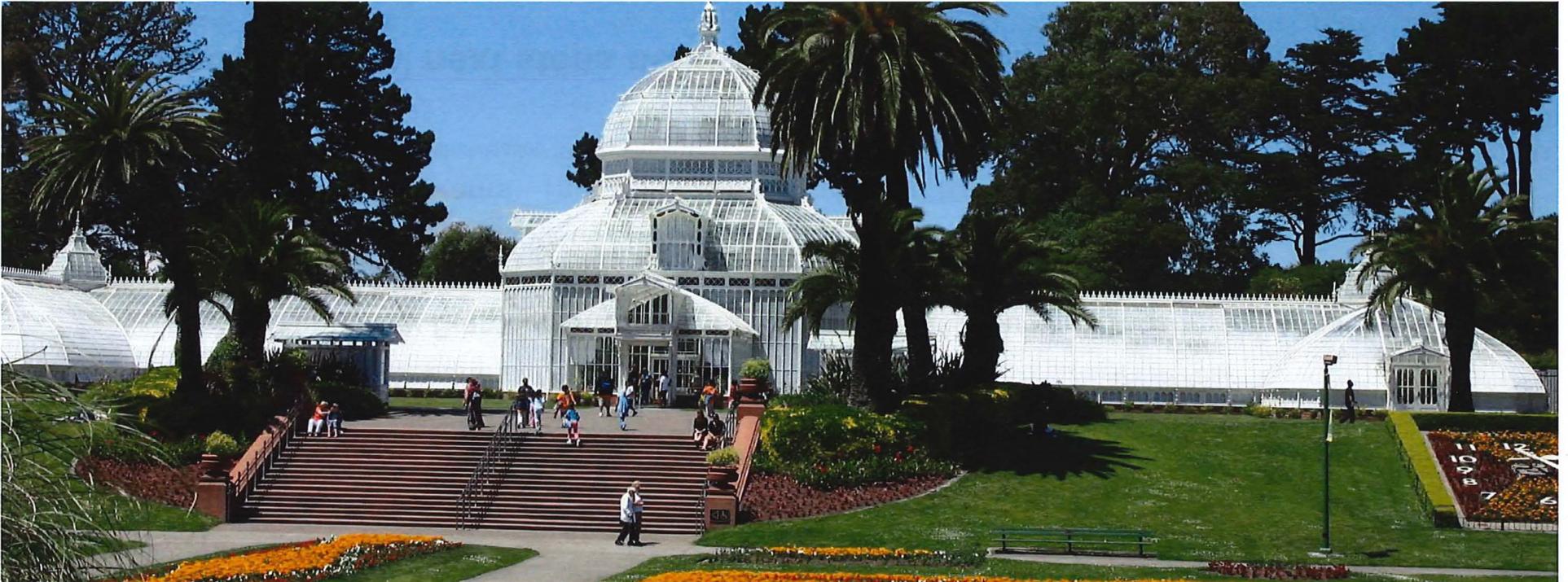


Presented in Committee - May 9, 2018



# 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)

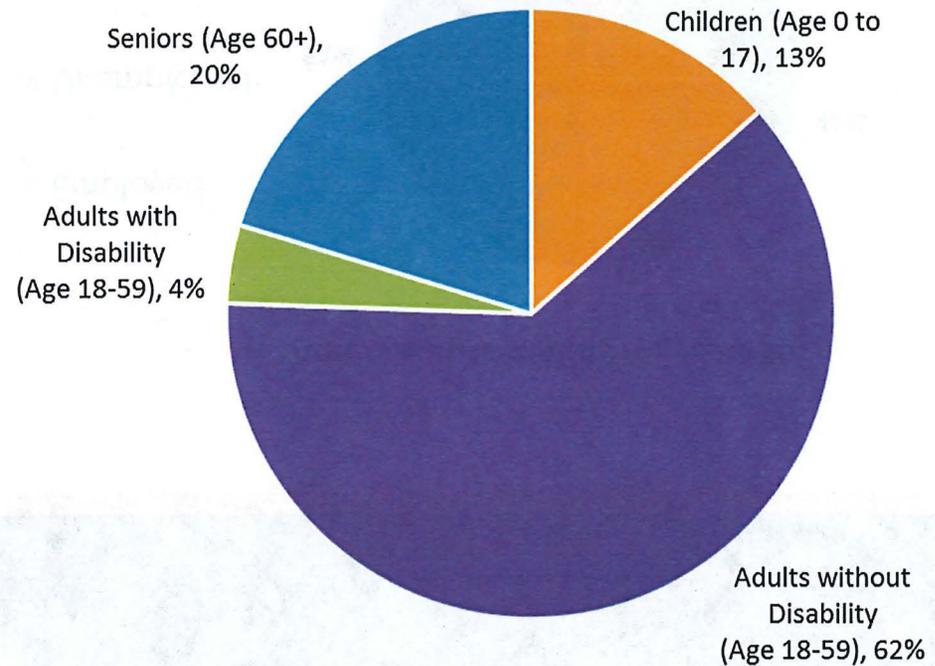
# Demographics

**1 in 4**

San Francisco residents are  
Older Adults or Adults with  
Disability

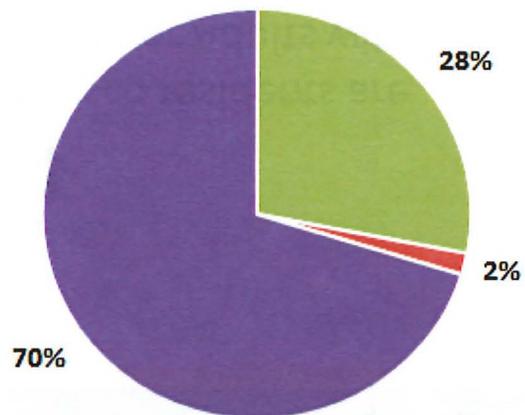
**Total Population:  
849,788**

*Source: ACS 2016 5-Year Estimates*

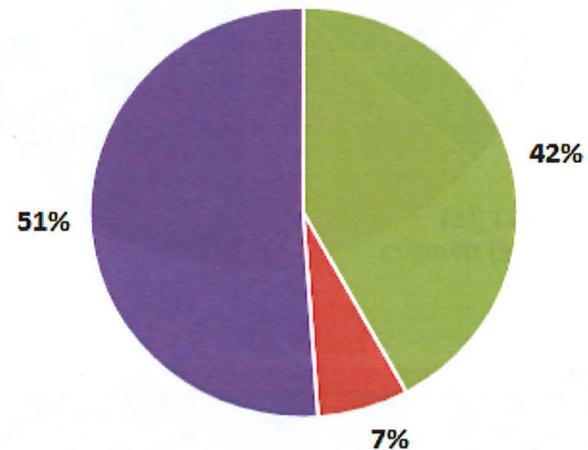


# Employment Status

**Older Adults (Age 60+)**  
N = 172,451



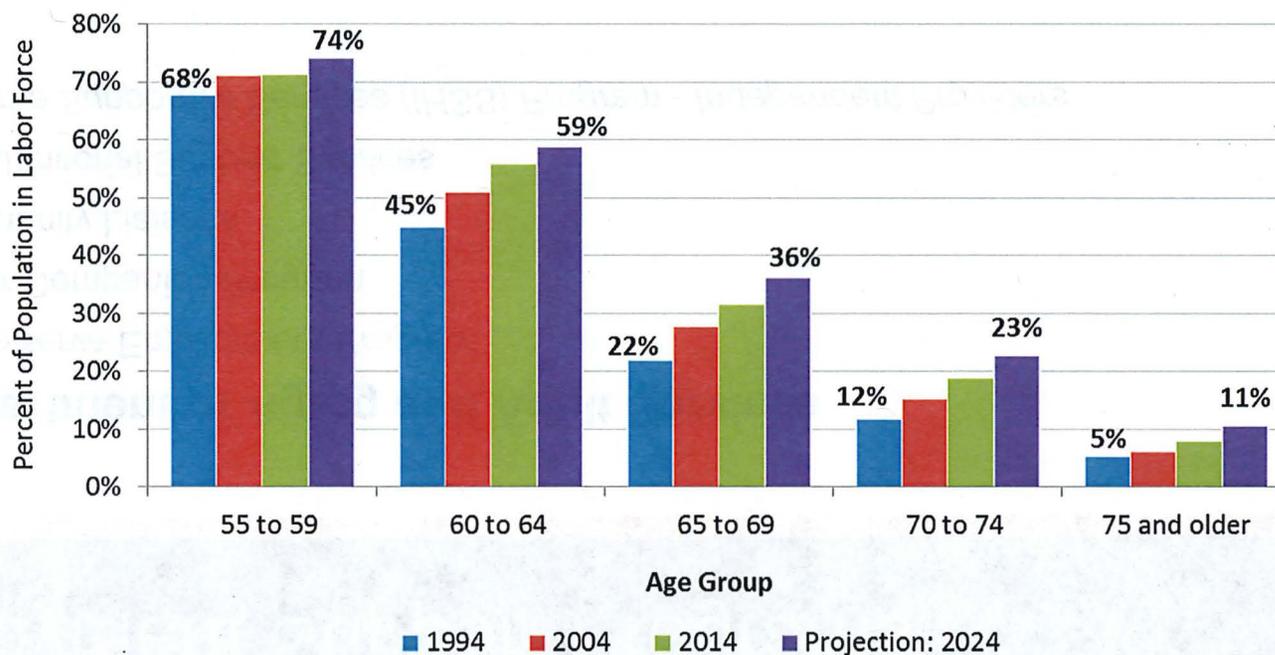
**Adults with Disability (Age 18 - 59)**  
N = 35,228



- 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

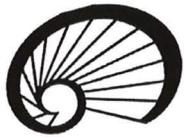
## Awareness by Community Based Organizations (CBOs)

- 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



San Francisco Health Network

SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

DPH  
13 Placements



REC  
1 Placement



HSA  
4 Placements

DHR  
3 Placements



DPW  
2 Placements



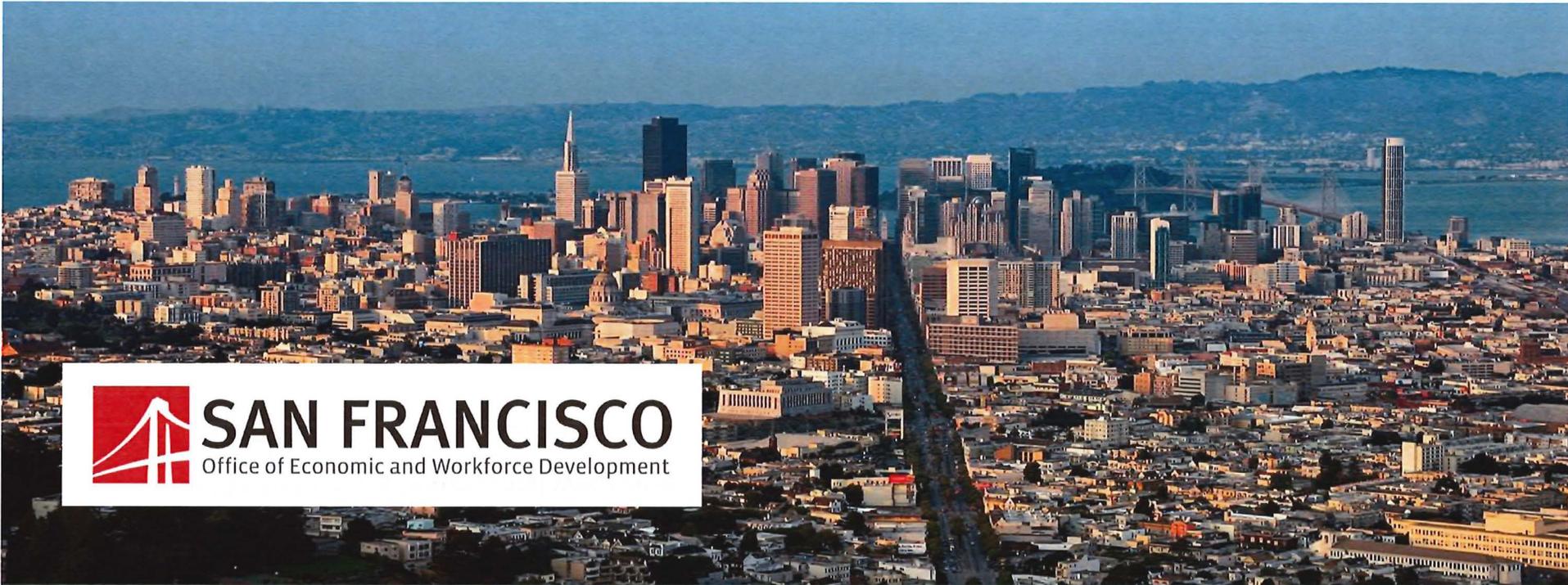
Airport  
2 Placements



San Francisco International Airport

# 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)



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**DEPARTMENT of  
REHABILITATION**

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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

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

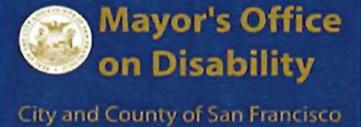
## Mayor's Disability Council

- 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



## 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??

