Equality and Action

Hiring People with Disabilities and the Limited Examination & Appointment Program (LEAP)
History and Process of LEAP

- Piloted 1984
- Launched 1989
- Government Code Section 19240
- Alternate civil service exam for People with Disabilities
- Minimizes adverse impact
- Facilitates recruitment
LEAP Internship

The Two Laws

• Senate Bill 644 (Hancock, 2015)
  • Authorizes a state internship program for individuals with developmental and intellectual disabilities
  • An alternative to the state examination process
The Two Laws continued

- Assembly Bill 2X-1 (Thurmond, 2016)
- Provides funding for paid internships
- Covers wages, taxes and worker’s comp costs
- Capped at $10,400 per intern per year
Assembly Bill 1 and Senate Bill 644

State Paid Internship Program:
Developed by CalHR in partnership with
- Department of Rehabilitation and
- Department of Developmental Services
- Pilot of proposed program underway
- Funding of interns wages provided
- Opportunity to demonstrate ability to learn and perform job duties
State Internship Pilot and Roll-out

The SB644 Internship project, created in partnership with CalHR, Department of Developmental Services (DDS) and Department of Rehabilitation (DOR), includes the following:
State Internship Pilot and Roll-out continued

• A pilot, kicked off in February which will support between 10-15 interns to gain paid work experience and learn the skills required of an Office Assistant (General) within the state.
State Internship Pilot and Roll-out continued

- The interns will complete a paid internship of at least 512 hours, which can be extended on a case by case basis if further skills or experience is deemed necessary.
- The intern will be classified as a volunteer to the employing state department.
Internship Details

- AB2X1 internship funds from DDS fund the wages paid to the intern through an authorization from the local regional center to a community rehabilitation program (CRP.)
- This CRP will be the employer of record for purposes of paying wages of at least minimum wage to the intern. Internships can be funded up to $10,400 per year.
• In addition to being the employer of record, the CRP will also provide the on-the-job supports, including job coaching if required.

• DOR will be providing necessary services including authorizing the on-the-job supports, such as job coaching, during the internship.
State Civil Service Internship: Goal

• As a result of the completion of the minimum 512 hour internship, and if the intern has demonstrated the skills and abilities necessary to successfully perform the position they will be certified as meeting the minimum qualifications and will be placed on the LEAP list.
State Civil Service Internship: Goal continued

• The internships provide an invaluable opportunity to the individual to gain work experience in addition to becoming LEAP certified.
Assembly Bill 1

Paid Internships

• Allow individuals with Developmental and Intellectual Disabilities an opportunity to
  • Demonstrate employments skills to a hiring manager
  • Learn new duties to meet the minimum qualifications
  • Certifies the intern is qualified upon completion
Assembly Bill 1 continued

- Supports are available to:
  - Hiring manager
  - Department
  - Intern
LEAP Recent Changes

- SB 848/CA Government Code 19243
- CalHR Interim Guidance
- LEAP Coordinator training
- Key contact = LEAP Coordinators
State Personnel Board

Proposed LEAP Regulations
LEAP

PROPOSED CHANGES

• Simplified and Streamlined
• Expanded
• LEAP Internships
• Next Steps
SIMPLIFIED & STREAMLINED

No Prior Approval
Use LT for the JEP
An MQ Evaluation

JEP Only
JEP = Length of Probationary Period
Evaluation Standards
LEAP EXPANDED
LEAP EXPANDED (2)

ANY JOB CLASSIFICATION
LEAP INTERNSHIPS

Applicants with Developmental Disabilities

Coordination Involves CalHR, DDS, and DOR

Meet MQs and At Least 512 Hours
LEAP
Next Steps
Announcement!

New Job Examination Period
Evaluation form
CalHR 273
Future Plans for LEAP

• Joint Project Recommendations
• Implementation of new regulations
• Streamlining
• Stakeholder involvement
Questions/Thank you!

Contact CalHR Office of Civil Rights

(916) 324-0970 voice

7-1-1 California Relay Service

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