



# Employing Individuals with Intellectual Disabilities and Developmental Disabilities in California

## **“Real Work for Real Pay in the Real World”**

California Competitive Integrated Employment Blueprint  
Annual Report  
Year Five  
Reporting Period: July 2021–June 2022

Prepared by  
California Department of Education  
California Department of Rehabilitation  
California Department of Developmental Services

## **PREAMBLE**

The Competitive Integrated Employment (CIE) Blueprint Interagency Leadership Workgroup acknowledges the lateness of the Annual Report for Year 5. As a result, the report cannot be read without considering the work that has been completed since that time through the committed collaboration between the California Department of Education (CDE), California Department of Rehabilitation (DOR), and California Department of Developmental Services (DDS). This collaborative approach signifies a shift towards enhanced synergy and coordination among these entities, as they collectively address critical issues impacting employment opportunities for individuals with disabilities. Through the Blueprint's guidance, these agencies are forging deeper partnerships, leveraging their respective expertise and resources to drive meaningful policy reforms and leading to important systemic change such as the phasing out of subminimum wage practices in the state.

The CIE Blueprint has served as a catalyst for many policies and programs to increase opportunities for individuals with intellectual disabilities and developmental disabilities to make informed choices regarding preparing for and achieving competitive integrated employment. CDE, DOR, and DDS remain committed to reshaping the future of work for individuals with intellectual disabilities and developmental disabilities so they can work in satisfying and meaningful jobs and participate in their communities of choice.

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## VISION

Providing opportunities for Californians with intellectual disabilities and developmental disabilities (ID/DD) to prepare for and participate in competitive integrated employment (CIE).

## CORE PRINCIPLES

- Person-centered planning is the basis for decisions and actions affecting the lives of individuals with ID/DD.
- Coordination across local educational agencies, Department of Rehabilitation districts, and regional centers to develop and implement person-centered plans is the responsibility of each respective agency, in collaboration with individuals with ID/DD and their families.
- Outreach to and engagement of individuals with ID/DD and their families such that they understand the role of each agency and are included appropriately in planning and services.
- All individuals with ID/DD seeking employment are afforded opportunities for career exploration, career development, and postsecondary education and training.
- Career exploration and development activities include work experience in CIE settings in the community.
- Individuals with ID/DD are connected with community resources and appropriate services and supports from transition to adulthood, including benefits planning to encourage employment.
- Employment services focus on CIE and work to phase out the use of subminimum wage.
- Continuous development and use of Triple E practices that support increased opportunities for individuals with ID/DD to prepare for and engage in CIE. Triple E practices are **Ex**emplary, **E**ffective, **E**merging strategies to support systems change.

## I. EXECUTIVE SUMMARY

The California Department of Education (CDE), California Department of Rehabilitation (DOR), and California Department of Developmental Services (DDS) are pleased to present the Competitive Integrated Employment (CIE) Blueprint Annual Report (“Annual Report”) for State Fiscal Year (SFY) 2021–22.

The Annual Report provides an update on year five of CIE Blueprint statewide implementation efforts to increase employment for Californians with intellectual disabilities and developmental disabilities (ID/DD). Blueprint implementation began in May 2017 and officially ended in June 2022. While the five-year period is over, the three Departments are committed to improving the choices and lives of those with ID/DD – especially as they strive for and achieve CIE. The CIE Blueprint leadership team continued to meet to discuss improving employment outcomes beyond year five.

The Blueprint is centered on the following three goals:

1. Improve collaboration and coordination between the three departments to prepare and support all individuals with ID/DD who choose CIE.
2. Increase opportunities for individuals with ID/DD who choose CIE to prepare for and participate in the California workforce development system and achieve CIE within existing resources.
3. Support the ability of individuals with ID/DD to make informed choices and adequately prepare for, transition to, and engage in CIE.

The Blueprint emphasizes guidance and technical assistance to promote collaboration among state and local partners. Local leadership is provided by the 14 DOR districts, 21 regional centers, and over 260 local educational agencies (LEAs), commonly known together as “core partners.” This report adds a list of abbreviations in [Appendix D](#). To view Annual Reports for prior fiscal years, please visit the California Health and Human Services (CalHHS) Agency CIE Webpage at <https://www.chhs.ca.gov/home/cie/>.

## Key Accomplishments

### Year Five Accomplishments

Listed below are the key accomplishments for year five (July 1, 2021, through June 30, 2022). Key accomplishments are also included in [Appendix A - CIE Blueprint Targeted Outcome Data Tables](#):

1. 1,778 individuals with ID/DD attained CIE.
2. Demonstrated increasing partnership and cross-system collaborations by developing new Local Partnership Agreements (LPAs) between LEAs, DOR districts, and regional centers for a cumulative total of 58 LPAs statewide.
3. The CDE and DOR were actively involved in the monthly Community of Practice meetings, used as a forum to disseminate information on CIE and other employment related topics.
4. Increased work opportunities in the community through the following career exploration and work experiences activities:
  - 26,282 students with ID/DD participated in paid work experience and unpaid community-based vocational education with CDE WAI.
  - 87 individuals with ID/DD participated in on-the-job training (OJT), State Internship Program (SIP), or work experience through DOR.
  - 1,527 individuals with ID/DD participated in a DDS Paid Internship Program (PIP/SIP).
5. Engaged with employers and business partners:
  - DOR districts conducted a Virtual Career Fair with 11 employers, 119 individuals, and a “Virtual Smart Recruiter Roundtable.” Recruiters, job developers, and community partners came together on a virtual platform to discuss ways of organizing events for job seekers.
  - In partnership with Amazon, a career event was held with 67 participants that indicated that they were interested in working at Amazon. Within three days of the event, ten job seekers made an appointment to start the hiring process through a local service provider, committed to improving the lives of people with ID/DD.
  - Contracted with the Employer Training Panel (ETP) and, subsequently, with the Foundation for California Community Colleges (FCCC) to work with America’s Job Center of California<sup>SM</sup> (AJCC) to provide work experience opportunities to

students with disabilities, including those with ID/DD, through the Student Training and Work Experience Program (STEP).

6. Disseminated CIE information through numerous presentations and training modules at the March 2022, Bridge to the Future conference.
7. Conducted technical assistance calls with all LPAs and created the LPA survey, “Changing People’s Lives.”
8. The Service Delivery System Change Task Force (Task Force) continued with quarterly meetings in year five, following the U.S. Department of Labor, Office of Disability Employment Policy, “Employment First State Leadership Mentoring Program.” The Task Force was initiated in SFY 2018–19 and focused on providing training and technical assistance to LPAs, with the intention to increase the quality and quantity of CIE outcomes.
9. DDS approved the allocation of \$15 million to service providers who submitted a plan to come into compliance with the Home and Community-Based Services (HCBS) final rule. Since 2016/17 DDS has provided 181 non-integrated employment programs with HCBS compliance funding to modify their services to come into compliance with the HCBS final rule. For example, modifications to these programs included individuals with ID/DD who were working in non-integrated settings being provided with options for community competitive integrated employment opportunities by participating in volunteer settings, work observations, job clubs, job fairs, local adult education services, as well as CIE placements.
10. DDS increased rates for Supported Employment and other providers in April 2022, with final implementation of the DDS rate study by January 2025.
11. DDS included Job Developer services as part of supported employment starting January 1, 2025
12. The DOR and DDS finalized an inter-agency data sharing agreement, Business Use Case Proposal (BUCP), in July 2021.
13. Expanded the CalHHS CIE Webpage, including an updated CIE Toolkit, CIE roadmap and benefits information for individuals with ID/DD and their families.
14. DOR’s Achieving Community Employment (ACE) Team provided nearly 3,500 Career Counseling Information and Referral (CC&IR) services to over 2,600 recipients to provide them with information on CIE and available employment and supportive resources. This was accomplished by coordinating with 79 California employers holding U.S. Dept. of Labor (DOL) 14(c) subminimum wage (SMW) certificates to pay individuals below federal minimum wage, including over 67 Community Rehabilitation Programs (CRPs).

## II. BLUEPRINT OUTCOMES FOR YEAR FIVE

### Primary Outcome

The primary outcome of the Blueprint is to increase the number of individuals with ID/DD in CIE.

**Year Five Outcome:** Between July 1, 2020, and June 30, 2021, 1,778 new individuals with ID/DD participated in CIE.

This included 1,460 individuals with ID/DD who achieved CIE through DOR funded services and 318 individuals who achieved CIE through regional center-funded services, such as Community Integration Services and Adult Day Activity Programs, and Behavior Management Day Programs.

## **Goal 1**

Improve collaboration and coordination between the three departments to prepare and support all individuals with ID/DD who choose CIE.

**Targeted Outcome:** Sharing of LPAs and Triple E Practices.

**Year five Result:** During year five, one additional LPA was posted on the CHHS CIE Webpage for a cumulative total of 58 LPAs.

Triple E practices are posted as they become available. Refer to [Goal 2, Strategy 1](#) for more information on Triple E practices.

### **Goal 1, Strategy 1**

Jointly develop and communicate written guidance.

There were eight actions in the CIE Blueprint related to achieving Strategy 1. All eight actions were accomplished in either the first or second year of implementation. The actions listed below are considered on-going actions or areas of need identified by the Blueprint team.

#### **Year five Actions:**

##### **1. Stakeholder Meetings and Forums**

To further boost CIE opportunities, DDS conducted many stakeholder workgroup meetings in SFY 21/22, including the Employment, Quality Incentive, and Regional Centers Performance Measures Workgroups.

##### **2. Information Sharing**

The Employment Resources for Individuals with ID/DD and their Service Providers document, which includes various local, state and national resources, was updated and shared among service providers.

Information about CIE resources was provided regularly during the California Community of Practice on Secondary Transition's (CACOP) monthly General meetings, as well as through the monthly CACOP listserv announcements. The DDS regularly updates regional centers during employment specialist and employment workgroup meetings.

##### **3. Local Commitments**

The CIE Blueprint Interagency Leadership Workgroup met with each LPA over the course of SFY 21/22, providing technical assistance towards sustainability beyond year five of the Blueprint.

### **Goal 1, Strategy 2**

Promote local level collaboration and the development of LPAs that address CIE.

There were seven actions in the CIE Blueprint related to achieving Strategy 2. All seven actions were accomplished in either the first or second year of implementation. The actions listed below are considered on-going actions or areas of need identified by the Blueprint team and continued in year five.

## **Year five Results:**

1. Local Collaboration: In October 2021, the Santa Clara County Business Advisory Council (BAC) held a National Disability Employment Awareness Month event to provide training on OJT as an incentive for Business Engagement. The BAC for San Benito/Monterey County worked on a marketing campaign and talking points to share with the business community to inform them about services to businesses including OJTs. Part of the marketing campaign included a standing invitation for businesses to learn about OJTs and other programs and services available through DOR and in collaboration with our community partners.
2. Measuring Success of Blueprint Initiatives: The departments held Zoom meetings with each of the established LPAs in California and followed-up with an LPA post-meeting check-in survey titled, "Changing People's Lives."
3. State Level Interagency Agreements: The DDS and DOR updated and finalized their interagency BUCP data sharing agreement. The primary purpose of this data sharing agreement is to assist DDS's and DOR's coordinated efforts to conduct data analysis and support experiences to individuals with ID/DD, including youth with most significant disabilities. Data sharing between DDS and DOR enables effective administration of the departments' respective programs and supports individuals to achieve maximum independence in the community, including an employment outcome of competitive integrated employment.

## **Goal 1, Strategy 3**

Jointly improve data collection and sharing.

There were two initial actions in the CIE Blueprint related to achieving Strategy 3. A third action was identified beyond the initial implementation of the first year of the CIE Blueprint. Two of the actions are ongoing and contributed to the achievement of Strategy 3 in year five.

## **Year Five Results:**

1. Research Funding Alternatives: In July 2021, the DDS increased their CIE incentive payments by 100% for each of the three milestone incentives. Additionally, in the same month, the DDS added PIP incentives for both 30 days and 60 days and increased the duration of the PIP substantially to 1,040 hours per internship, per year.

The DDS rate study began going into effect in April 2022, with a general increase for all supported employment (SEP) providers in California. More increases are scheduled beyond year five.

2. Interagency Data Sharing Agreement  
The interagency data sharing workgroup continued to explore ways to allow for a unique common identifier between the three departments, which would have allowed greater data sharing of individual data.

## **Goal 2**

Increase opportunities for individuals with ID/DD who choose CIE to prepare for and participate in the California workforce development system and achieve CIE within existing resources.

**Targeted Outcome:** Increase Students in Work Experience.



**Year five Result:** As of June 30, 2022, of the 21,645 students with ID/DD who were served through the CDE's WAI program, 21,116 students participated in unpaid community-based vocational education and 5,116 students participated in paid work experience.

**Targeted Outcome:** Increase "Earn and Learn" or On the Job Training (OJT) Participation.

**Year five Result:** Between July 1, 2021, and June 30, 2022, a total of 1,592 individuals with ID/DD participated in an "Earn and Learn" program, currently including PIP/SIP and OJT.

- 1,527 individuals participated in PIP/SIP.
- 65 individuals participated in an OJT.

## **Goal 2, Strategy 1**

Jointly identify and improve Triple E practices.

There were three initial actions in the CIE Blueprint related to achieving Strategy 1. A fourth action was identified beyond the initial implementation of the first year of the CIE Blueprint. Three actions are ongoing and contributed to the achievement of Strategy 1.

### **Year five Results:**

1. Strategies on Providing CIE Services:  
To successfully meet the needs of the ID/DD population and improve employment outcomes, the DDS provides monitoring of Habilitation service providers within the regional center system. Common technical assistance provided includes:
  - Evaluation of CIE readiness;
  - Utilization of existing resources, such as PIP and Incentive Payments;
  - Measurable goals and oversight to help individuals achieve those goals.
2. Alternative Service Models: The DDS was awarded \$10 million in grants for organizations with ties to the developmental services system to:
  - Increase pathways to employment.
  - Improve the employment rate of individuals with intellectual and developmental disabilities (IDD) served by regional centers.
  - Employment Grant guidelines were released on June 29, 2022.
  - Project types include:
    1. Business Focused Practices;
    2. Employment Preparation Services and Support;
    3. Service Models for Individuals with High Support Needs;
    4. Service Model Transformation;
    5. Training and Implementation.
3. Training Development: The departments continued to identify and share Triple E practices and resources through meetings, teleconferences, and the CIE Webpage. For examples, refer to [Appendix B](#).

## SUCCESS STORY:

CL is a client with the San Gabriel/Pomona Regional Center. He became a State Internship Program (SIP) intern in June 2021. He learned all duties as an Office Assistant. He learned to screen calls, provide accurate information to callers, and take detailed notes that were later added as documentation to the official case files. Everyone in the office could see that he was a hard worker and is a delight to work with. He had perfect attendance as a SIP intern. He worked close to the 500 hours but was hired as a permanent intermittent employee with Blind Field Services within DOR on December 6, 2021, before he could complete the intern hours. He was a standout in work ethic, ability, and personality. In March of 2022, he applied for the role of Office Technician General (OTG). He was hired in a full-time and permanent position. CL processed services for almost every office in the District. He is the lead trainer for the new SIP interns in the office and assists with training new Office Technicians as well.

CL attended Mt. San Antonio College, transferred to UC Riverside earning a BA degree in Sociology. He has plans for his next position to become a Service Coordinator. CL is well liked and completes his work on time and enjoys training others that are new to the position of OTG.

## **Goal 2, Strategy 2**

Determine and encourage statewide supported employment provider capacity to support CIE. There were eleven actions in the CIE Blueprint related to achieving Strategy 2. One action was completed in the first year of implementation, four actions were completed in the second year of implementation. There are eight actions that represent a variety of ongoing state administrative processes and strategies to manage programs long term.

## **Year Five Results:**

### 1. Adult Work Experience:

To help increase individual participation in employment or employment related activities, the DDS increased their CIE incentive payments by 100% for each of the three milestone incentives. Additionally, in the same month, the DDS added PIP incentives for both 30 days and 60 days and increased the duration of the PIP substantially to 1,040 hours per internship, per year.

The DDS rate study began going into effect in April 2022, with a general increase for all SEP providers in California. Final rate study implementation is scheduled to go into effect in January 2025.

### 2. Partnership Opportunities for Sequenced Funding: Below are sampled responses from the LPA "Changing People's Lives" survey, for the question: *Is there one specific story that illustrates how your LPA has increased collaboration, changing the lives of individuals?*

- a. "When we started working on the LPA (2019-2020), the regional center and WAI were able to work together to transition a client from a WAI subsidized/supported work experience into a regional center paid internship upon high school graduation. This was due to the relationship and understanding formed between the WAI program and regional center through LPA development."
- b. "Participating in the LPA has helped me understand the services that are available in the county. As such, I have been able to share these resources with my organization. In turn, many individuals have been able to get benefits or assistance finding employment."
- c. "LPA has allowed open communication with the partners. We've done cross-trainings with the Regional Centers regarding DOR services and participated in Life After High School fairs in partnership with the LEA and Regional Center."

3. Supported Employment and Customized Employment Funding: The DOR and DDS-funded regional centers continue to share financial responsibilities on the four components of Customized Employment funding: Discovery, Job Search Planning, Job Development and Negotiation, and Post-Employment Support.

The DDS rate study began going into effect in April 2022, with a general increase for all SEP providers in California. Final rate study implementation is scheduled to go into effect in January 2025.

The DDS was allocated \$10 million in grant funding for organizations with ties to the developmental services system to: increase pathways to employment to improve the employment rate of individuals with ID/DD served by regional centers.

4. Statewide Needs Assessment: The LPA list was updated so the viewer can sort LPA listings by Workability 1 Regions, Department of Rehabilitation Districts and regional centers. Additional resources were added to the Resource section on the CalHHS website, including the Family Empowerment Centers (FEC) and Family Resource Centers (FRC) information and contact links, as well as a letter with FEC and FRC local contact information sent to all LPAs, which emphasizes including these local organizations as well as utilizing their resources.
5. Provider Resources: The DDS expanded their CIE incentive payments, doubling the amount previously available and also added incentive milestone payments for the PIP program, for 30-day and 60-day placements. Additionally, rates increased for providers, as part of a multi-step implementation process that will continue through 2024.
6. Home and Community-Based Services (HCBS) Waiver: Since SFY 16/17 the DDS has allocated \$90 million (\$15 million per year) to assist service providers to come into compliance with the HCBS final rule. In year five, 14 non-integrated employment programs were approved to use funding to modify their services to come into compliance with the HCBS final rule. Altogether, since SFY 2016–17, 181 non-integrated employment programs have received funding to come into compliance with the final rule.
7. Addressing Barriers to CIE: The DOR and DDS finalized their BUCP Data Sharing Agreement that will:
- Expand joint information sharing as permitted by law.
  - Coordinate efforts to utilize existing resources effectively.
  - Increase collaboration on planning, implementation, and evaluation of each department's respective services.
  - Foster person-centered planning through improved systems alignment.
  - Support data-informed decision making.

8. Work Activity Program: Utilization of Work Activity Programs has been on a steady decline over the last five years, due in part by the HCBS Final Rule emphasizing integrated environments. The passing of Senate Bill (SB) 639 into law, which removes subminimum wage as of January 1, 2025, continues California's effort to emphasize CIE for all who wish to pursue it.

## **Goal 2, Strategy 3**

Support transition from school to employment preparation services and CIE.

There were two original actions in the CIE Blueprint related to achieving Strategy 3, both actions are ongoing.

### **Year five Results:**

1. Communication to Facilitate Increases in System Capacity for CIE: DDS Director Nancy Bargmann was the keynote speaker for the July 2021 Supported Life Conference. Her presentation championed pandemic inspired service adaptations such as remote services and how these types of services could be combined post pandemic with in-person services improving an individual's support for life skills including competitive integrated employment skills.

The February 2022 Supported Life Conference included Nicolas Wavrin, Education Programs Consultant in Programs and Partnerships Unit of the CDE's Special Education Division as a keynote speaker who spoke about the changes brought on by the pandemic that are being kept to improve special education and transition programs for students with disabilities transitioning out of high school.

DDS hosted a table at the February conference which shared information about DDS's employments resources such as brochures offering PIP for Students and PIP for Adults as well as booklets containing Employment resources for Individuals with Disabilities.

2. Oversight Responsibility: Alternative Pathway to a High School Diploma: On June 30, 2022, California *Education Code* (EC) Section 51225.31 went into effect, authorizing a new diploma pathway for students with disabilities, particularly students who are (1) eligible to take the California alternate assessment and (2) are required to complete state standards-aligned coursework to meet statewide coursework requirements. Through the completion of statewide coursework requirements, the LEA must award the qualifying student a diploma of graduation from high school.

## **Goal 2, Strategy 4**

Develop business partner initiatives.

Four actions that contributed to the progress of achieving Strategy 4.

### **Year Five Results:**

1. Business Partner Initiative Workgroup: The Career Launch Program is an approved Business Based Service in San Jose, San Francisco, and East Bay districts of DOR initiated during year five. This online program designed for neurodiverse job seekers is aimed at individuals who hold a two- or four-year college degree (or equivalent), are currently underemployed or unemployed, have set the goal to get a job, and need the knowledge and support to strengthen their motivation and drive to reach the goal. This comprehensive program consists of a 17-week Career Readiness Training phase including a two-week Simulated Workplace Experience and a six-month Job Search and Placement phase.

Amazon attends the Orange County LPA (OCLPA) meetings. At these meetings, OCLPA partners share the support their company receives when they hire individuals with ID/DD. We discuss providing onsite job coaches if needed, windmills training and disability etiquette training for their employees. Another employer that is collaborating with OCLPA is University of California South Coast Research Center Esperanza Education Center. This employer provides the youth with job training opportunities in the field of agriculture. Due to the success of previous participants, more ID/DD students are afforded an opportunity to participate.

2. Capacity Building: The CIE Blueprint Leadership team encourages FECs and FRCs to be invited to join LPAs. FECs and FRCs offer a wealth of information about the needs of youth with disabilities, and they could also greatly benefit from the information each LPA has to share.

The FECs provide information to families of children and young adults with disabilities, between the ages of 3 and 22. These parent-led nonprofit organizations offer:

- Specialized training
- Peer-to-peer support
- Information and referral services

3. Other Support Options: The Disparity Funds Program (DFP) requires the regional centers to collaborate with DDS annually to gather data related to purchase of service (POS) authorization, utilization, and expenditures, by each regional center. The DFP requires regional centers to undertake certain activities to identify significant disparities and barriers to equitable access to services and supports, and to develop recommendations and plans to reduce existing disparities. The DFP awards \$11 million annually to regional centers and community-based organizations to implement strategies to reduce disparities and increase equity in regional center services. These services include, but are not limited to, growing relationships with local organizations and partners to link clients to services such as workforce development and career training, provide English as Second Language (ESL) to support low literacy and illiterate adults with the necessary English proficiency for employment and higher education, providing relevant leadership in bias and systems training, Transition to Adulthood conference series targeting individuals ages 14 and up with resources for education, employment and public benefits, exploring 21st Century skills, remote employment, resume writing, interviewing, self-advocacy skills, accommodations, job matching, and Job Club.

Funding was secured in SFY 21/22 for the following:

Colaboración, Liderazgo, Abogacía, Servicio y Educación (CLASE)

The Colaboración, Liderazgo, Abogacía, Servicio y Educación (CLASE) Latino Community of Practice received a \$180,000 two-year grant to strengthen the CLASE leaders providing relevant leadership in bias and systems training, and support for at least 30 parent advocates and leaders who serve the Inland Empire Hispanic ID/DD community. The goal is to have these 30 individuals share information about Regional Center services including employment services amongst other supportive services with 30,000 people or more in the Hispanic communities.

Special Kids Connect

Special Kids Connect received a \$130,000 grant to promote equity in service access and utilization for the Monterey County's Hispanic and Spanish-speaking regional center

individuals through a 3-part Transition to Adulthood conference series targeting families with regional center individuals ages 14 and up including education, employment, and public benefits.

#### Autism Society Inland Empire

The Autism Society Inland Empire received a \$90,000 grant for a pilot program to support six adults with autism to explore 21st Century skills, remote employment, resume writing, interviewing, self-advocacy skills, accommodations, job matching and Job Club. This project is serving adults with autism of all ethnicities.

#### Children's Hospital Los Angeles

The Children's Hospital Los Angeles received \$450,000 to fund four full-time Parent Navigators who will be present in pediatric clinics in underserved communities to provide one-on-one assistance to families of children with developmental concerns or disabilities to help connect them to Regional Center services including supports in gainful employment for individuals from Black/African American and Native American communities.

4. Provider Capacity: The post LPA meeting survey included the following results for the question, *"Please share one innovative LPA strategy that increased service delivery capacity."*
  - a. Innovations and ongoing, positive relationships have resulted in a rapid, streamlined referral process from one regional center to the local DOR district.
  - b. Career Information Forums - for potentially eligible students - not only did we get a placement, but we also gave information on how to sign up for DOR student services and vocational rehabilitation services.
  - c. We formed an LPA internship sub-committee to write a proposal to the City and County of San Francisco as an employer. We are creating internship opportunities in the following career pathways: janitorial, clerical, library, hospital, zoo, museum and mass transit.
  - d. A survey was created to increase our business partnerships. This survey was/will be sent to local Chambers of Commerce offices, Rotary Clubs and individual families with businesses.
  - e. We collaborated with a community-based organization to provide financial literacy and self-employment training in the high schools.

## **Goal 2, Strategy 5**

Develop tools and resources.

One action contributed to the progress in achieving Strategy 5.

### **Year five Results:**

CIE Resource Virtual Toolbox: The CIE Toolkit on the CalHHS CIE webpage was updated to reflect Social Security Administration's (SSA) 2022 increase to the Student Earned Income Exclusion (SEIE) and an increase to the California Achieving a Better Life Experience (Cal-ABLE) annual savings limit. These updates were added to:

- The CIE Family Webinar sub-section Supplemental Security Income (SSI) Benefits and Medi-Cal, and the webinar Glossary of Terms.
- The CIE Employment Service Provider's Webinar Glossary of Terms.
- The Benefits Planning Work and Benefits - Questions and Answers: Social Security Disability Benefits and Work Incentives, SEIE, and SSI Work Incentives Quick View.

### **Goal 3**

Support the ability of individuals with ID/DD to make informed choices and adequately prepare for, transition to, and engage in CIE.

#### **Summary of Targeted Outcomes**

**Targeted Outcome:** Reducing Subminimum Wage (SMW) Placements.

#### **Year five results:**

For SFY 2021–22, the ACE Team provided nearly 3,500 CC&IR services to over 2,600 recipients to provide them with information on CIE and available employment and supportive resources. This was accomplished by coordinating with 79 California employers holding U.S. DOL 14(c) SMW certificates to pay individuals below federal minimum wage, including over 67 Community Resources Program service providers. The number of DOL 14(c) Certificate Holder/Employers continues to decrease, from 150 in July 2016 to 79 as of June 2022, with 10 employers who are now paying above federal or state minimum wage.

Chapter 339, Statutes of 2021 (SB 639), prohibits new special subminimum wage licenses from being issued after January 1, 2022. The law makes authorizing a lesser minimum wage inoperative on January 1, 2025. The law prohibits an employee with a disability from being paid less than the legal minimum wage or the applicable local minimum wage ordinance, whichever is higher.

**Targeted Outcome:** Increasing CIE in IPP Goals by 10 Percent Annually.

**Year five Result:** Unfortunately, the National Core Indicators (NCI) removed this question from their national and California surveys, so no data is available.

**Targeted Outcome:** Increasing Individual Awareness of Employment Preparation Services by 10 percent Annually.

**Year five Result:** A methodology was not readily available for measuring individual awareness, through the IPP process, of employment preparation services to support CIE. As of June 30, 2021, 20 regional centers had Employment First Policies that were consistent with the California Employment First Policy.

Discussions of adding the goal of CIE to individuals' Client Development Evaluation Report (CDER) and other ways to document and promote individuals' CIE aspirations continue. Starting January 1, 2025, the new standardized Individual Program Plan (IPP) will require the IPP team to review employment first options with the individual.

#### **Goal 3, Strategy 1**

Increase individual awareness of tools and resources available to support the achievement of their career goals toward CIE.

Eight actions contributed to the achievement of Strategy 1.

## Year Five Results:

1. Communication Plan: The CIE Blueprint Interagency Leadership Workgroup met with each LPA over the course of SFY 21/22, providing technical assistance towards sustainability beyond year five of the Blueprint. The technical assistance was followed-up with a post-meeting survey, “Changing People’s Lives.”
2. Pre-Employment Transition Services: The DOR continued statewide WIOA pre-employment transition services,<sup>1</sup> commonly known in California as DOR Student Services. These services include job exploration counseling, work-based learning experiences, postsecondary education counseling, workplace readiness training, and instruction in self-advocacy.
3. CIE Information: The California Committee of Employment of People with Disabilities (CCEPD) has created a workgroup to develop a report that highlights systemic, state policy issues related to benefits planning. The report hopes to highlight the difficulty and complexity of managing benefits and employment. Workgroup members will evaluate program fragmentation, lack of access to benefits planning in systemic way, eligibility requirements (income and asset) for health care and long-term services.
4. Systems Change Funding: In January 2014, the Centers for Medicare and Medicaid Services (CMS) issued final regulations, or rules, for HCBS. The rules required that HCBS programs funded through Medicaid (called Medi-Cal in California) provide individuals with disabilities full access to the benefits of community living and offer services and supports in settings that are integrated in the community. In SFYs 2016–17 to 2021–22, the DDS encumbered \$15 million annually to be allocated to service providers pursuant to this ruling for service providers to modify their programs to come into compliance with the HCBS final rule. These modification plans were required to include person-centered planning services as well as ways to change from non-integrated settings to integrated settings. Some of the service providers modification plans came from Work Activity Programs (WAP), supported employment group services, and day programs. During this four-year period, 181 work services programs received DDS approval for modification plans to comply with HCBS final rule requirements, which has improved the CIE opportunities for individuals within these programs.
5. CIE Incentive Funding: In July 2021, the DDS increased their CIE incentive payments by 100% for each of the three milestone incentives. Additionally, in the same month, the DDS added PIP incentives for both 30 days and 60 days and also increased the duration of the PIP substantially to 1,040 hours per internship, per year.
6. Transition Virtual Tools and Resources: In year five, the CACOP hosted several presentations on topics related to CIE, such as:
  - Secondary Transition Programs and Supplemental Security Income (SSI) Benefits Awareness
  - Person-Centered Planning as an Essential Transition Assessment
  - Preparing Students for the Alternative Pathway to a High School Diploma
  - Special Education, Career Technical Education, and Work-Based Learning
  - Engaging Youth: Teaching Entrepreneurship and Getting Socially Connected

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<sup>1</sup> 34 Code of Federal Regulations section 361.48



- Successful Interagency Collaborative Efforts with the DDS
7. Presentations and Trainings Related to CIE: the March 2022, Bridge to the Future conference, featured numerous presentations and training modules related to CIE, including:
    - Practices and Strategies for Supporting Students with Intellectual and Developmental Disabilities Through College 2 Career (C2C) Programs
    - Peer Mentoring as a Pre-Employment Service
    - Orange County Local Partnership Agreement and its Work Teams
    - SB 639 and the Elimination of Subminimum Wages for Persons with Disabilities
    - Getting Started on Your Journey Toward a Paid Internship or Competitive Integrated Employment
    - How Does Regional Center's Self-Determination Program Work?
  8. Career Development Tools and Resources: In year five, updates were added to the original roadmap after working directly with individuals with ID/DD to get their input. The CIE roadmap is available on the CalHHS website.
  9. Strategies to Limit Use of Subminimum Wage: SB 639 prohibits new special subminimum wage licenses from being issued after January 1, 2022, and makes authorizing a lesser minimum wage inoperative on January 1, 2025. The law prohibits an employee with a disability from being paid less than the legal minimum wage or the applicable local minimum wage ordinance, whichever is higher.

### **Goal 3, Strategy 2**

Support the development of system knowledge, skill, and ability to deliver CIE.

Two actions contributed to the achievement of Strategy 2.

#### **Year five Results:**

1. Subminimum Wage: As mentioned earlier, SB 639 prohibits new special subminimum wage licenses from being issued after January 1, 2022, and makes authorizing a lesser minimum wage inoperative on January 1, 2025. The law prohibits an employee with a disability from being paid less than the legal minimum wage or the applicable local minimum wage ordinance, whichever is higher.
2. Service Provider Training: California was selected to participate in the 2021-22 State Leadership Collaborative initiative, "IT'S EMPLOYMENT."

IT'S EMPLOYMENT is a Rehabilitation Services Administration (RSA) funded effort to improve employment outcomes for individuals with ID/DD through training of vocational rehabilitation staff and partners. This State Leadership Collaborative (SLC) project is operated by the Institute for Community Inclusion at the University of Massachusetts Boston.

The proposed areas of focus from California are applying person-centered planning and supporting the right for individuals with ID/DD to self-determine their lives early in career planning – like anyone else – to prepare for and achieve CIE. Through participation in the SLC, California will develop effective cross-discipline teams that integrate the philosophy of person-centered planning and self-determination. The teams include Vocational Rehabilitation Professionals, Regional Center Employment Specialists and Service Coordinators, Community

Resource Providers (CRP) service providers, LEAs, California Workforce Development Board (CWDB), and family/parent advocates. The training integrated with person-centered planning and self-determination will further encourage a paradigm shift to believe and invest in the talent and potential of individuals with ID/DD. This shift will further influence a positive attitudinal change, from the circle of support including parents, teachers, service providers, businesses and hiring employers, toward CIE.

### **Goal 3, Strategy 3**

Increase opportunities for individual participation in activities that support informed choices leading to CIE.

#### **Year five Results:**

1. Supported Employment Information: The post LPA meeting survey included the following results for the question - *Tell us how the LPA increased a CIE-related choice for individuals and families.*
  - a. The LPA has allowed us to solidify a continuum of services which is so necessary for individuals and their families to know about as they navigate life through public school, transition services, employment, education and beyond.
  - b. One student was extremely interested in graphic design. We were able to partner with a community business where this skill and training was included. The individual was able to complete a work experience, while in high school, specifically related to their vocational goals.
  - c. From the LPA, DOR formed a partnership with an agency called Support for Families to provide a series of workshops to introduce college and work opportunities.
2. Service Delivery System Change Task Force: The departments held the last meeting with members of the Systems Change Task Force prior to the conclusion of the Blueprint. The Task Force recognizes that there is an increased awareness of CIE by individuals with ID/DD and their families and that the formation of LPAs throughout the state has helped with inter-agency communications, but makes the following recommendations to further enhance CIE hiring:
  - a. Trainings are needed to businesses on hiring/working with individuals with ID/DD;
  - b. More benefits planning;
  - c. Transportation assistance;
  - d. Prevocational training;
  - e. Vocational training.
3. CIE Opportunities within State Service: The DOR and DDS collaborated with the California Department of Human Resources to expand the State Internship Program (SIP) that offers an alternate pathway for persons with ID/DD to become Limited Examination Appointment Program (LEAP) certified.

The following classifications were added to the LEAP program during SFY 21/22:

Associate Industrial Hygienist (LEAP)	12/10/2021
Assistant Industrial Hygienist (LEAP)	12/10/2021
Licensing Program Manager 1 (LEAP)	05/02/2022
Licensing Program Manager 2 (LEAP)	06/23/2022

## Phase II Actions

### 1. Increasing Local Capacity to Create System Change

To further prepare service providers for the HCBS Final Rule, the DDS partnered with Tri-Counties Regional Center to promote additional HCBS resources:

Through the use of HCBS Compliance Funding, the Peer Partnership Funding project was formed as a collaboration of service providers with Tri-Counties Regional Center (TCRC) to create an HCBS Workbook titled, *Living Well In My Community- A Guide to HCBS Standards and Person-Centered Practices*. This workbook was created to help people with disabilities and service providers better understand the rights and roles for living well in the community. This can be found on the [TCRC web site](#) in three languages and is available for sharing and downloading.

Through regional centers, service providers have been encouraged to submit concepts to DDS for HCBS compliance funding (\$90 million in first six fiscal years, beginning SFY 2016–17). Concepts previously approved included:

- Supporting individuals on a more individualized basis to promote community integration and employment.
- Prioritizing the preferences of individuals and utilizing individual feedback in the development of the concept.
- Train-the-trainer certification in person-centered planning/thinking and training regarding the HCBS rules.

2. Seamless Employment Transition: In June 2022, the State's Budget Trailer Bill for developmental services, SB 188 (Chapter 49, Statutes of 2022) added Welfare and Institutions (W&I) Code section 4870.2, requiring the DDS to establish a three-year pilot program that focuses on CIE, postsecondary education, and career readiness for individuals with developmental disabilities exiting WAPs or secondary education in order to explore inclusive options, including, but not limited to, paid internships, competitive integrated employment, and college-to-career programs. The legislation required that the pilot program (1) be developed in consultation with stakeholders, (2) provide person centered and time limited services in alignment with a person-centered approach to prepare individuals for career pathways, (3) consider evidence-based or promising practices and (4) report outcome measures.

**Beyond year 5**, beginning July 1, 2022, to current, here are some of the key efforts the three departments have focused on, as it relates to person-centered planning and CIE:

DDS:

Tailored Day Services: Was revamped in Fiscal Year 22/23, to make it easier for individuals to access services by allowing TDS to be in conjunction with other services rather than in lieu of services.

Quality Improvement Program Employment Access Incentives: Provides bonus financial incentives to service providers who place multiple individuals into CIE.

Quality Improvement Program Employment Capacity Incentives: Provides financial incentives to service providers for employees who become either certified or recertified in Association of Community Rehabilitation Educators (ACRE) training; or, Certified Employment Support Professionals (CESP) training.

Coordinated Career Pathways Pilot: DDS received \$8M in funding to create a program focused on CIE opportunities for individuals who are exiting subminimum wage settings and high school. Service includes a Career Pathway Navigator tasked with taking a whole person approach to career development and a Customized Employment Specialist to assist the individual and business in tailoring the employment opportunities.

Employment Grants: DDS received \$10 Million in grant funding to Community Based Organizations to create new and innovative pathways to achieve CIE. 45 projects received funding in five project types, Business Focused Practices, Employment Preparation Services and Supports, Service Model Transformation, Service Models for Individuals with High Support Needs, and Training and Implementation for Adults and Individuals or Staff and Professionals. Grants started in January 2023 and are scheduled to go through June 2024.

The DDS Rate Study: Full implementation is scheduled for January 1, 2025.

CDE:

WAI and LPAs – It remains a condition of the WAI grant award that WAI grantees enter and participate in an LPA with core partners, specifically noted are local educational agencies, DOR districts, and Regional Centers.

The Statewide Individualized Education Program (IEP) Template – The Statewide IEP Template workgroup continues to refine the design Statewide IEP Template which was authorized in Chapter 6 of the Statutes of 2020. The Statewide IEP Template will be backwards mapped from postsecondary goals, including employment, and will include features conducive to interagency collaboration.

The Alternative Diploma Pathway – The CDE continues to provide guidance regarding the Alternative Diploma Pathway, which is authorized through California *EC* Section 51225.31, and through which students who are eligible for the California Alternative Assessments, can earn a high school diploma.

Alternative Coursework – Authorized through SB 154 and SB 102, the CDE and partners continue to develop alternative coursework and performance tasks for educators to use with students with disabilities, including students who are eligible for the California Alternative Assessments, and may benefit from demonstrating completion of state graduation requirements through alternate means.

Expansion of FECs – In 2022, the CDE expanded FECs throughout the state from 14 to 40. FECs provide training and information to families of children and young adults with disabilities. In 2023-24, the CDE will release a request for applications to support the remaining county without an FEC.

CACOP General Meetings – The CDE maintains a leadership role in the monthly CACOP General Meetings, through which resources are provided to assist and empower educational partners prepare students for postsecondary success, including CIE.

## Department of Rehabilitation (DOR):

### CalHHS Hiring Playbook

Developed in February 2022 in partnership with California Health and Human Services (CalHHS) and Department of Rehabilitation (DOR), the CalHHS Hiring Playbook supports Governor Newsom's initiative to increase state employment opportunities for people with disabilities. As the largest employer in the state of California, the state has a responsibility to ensure the work force within state government reflects the population of California. Efforts underway include presentations to state leaders, hiring managers, and IDEA officers on the advantages around hiring people with disabilities, creating a diverse workforce that is inclusive of all, and supports available through DOR. Hiring events throughout the year for those interested in state employment have also taken place.

The Hiring Playbook team within DOR includes Regional Business Specialists, Workforce Development Services, Regional Directors, and DOR Human Resources and offers support to State of California departments with information about LEAP, Reasonable Accommodations, the State Internship Program, disability etiquette training, the many advantages of hiring people with disabilities, and a talent pool of DOR individuals ready to apply for state employment.

### Demand Side Employment Initiative

The Department of Rehabilitation (DOR) and the Department of Developmental Services were granted a one-time appropriation of \$20 million from the California State Legislature to increase employment opportunities for Californians with disabilities through 6/30/2024. DOR created the \$10 million Demand Side Employment Initiative (DSEI) to incentivize employers to hire Californians with disabilities through three incentives: A California-specific human resource professional certificate program for disability-inclusive hiring and retention practices estimated to launch in December 2023; a partnership with IWSI America, NeuroTalent Works, and East Bay Innovations that established three new earn and learn opportunities in the allied health, insurance, and childcare sectors; and the EmployABILITY Business Grant to provide direct grants to employers for hiring permanent employees with disabilities and/or providing meaningful work experience to individuals with disabilities. The DSEI also provided funding for DOR to partner with a media/marketing firm to highlight the businesses receiving grants and to communicate the competitive advantage of disability-inclusive hiring from the business perspective. To date, 34 individuals with ID/DD are participating in the (Neuro)diversity in Insurance and Early Educator Programs, and 32 awarded employers are committed to creating 72 permanent employment and 80 internship positions for Californians with disabilities. As of 9/30/2023, nine employees and 30 interns with disabilities have been hired/onboarded and 23% of Californians hired/onboarded identified as individuals with ID/DD.

### Student Services

Youth possess the potential to flourish as they transition to the world of work, paving the way to community inclusion through employment, independence, and equality. DOR is dedicated to providing pre-employment and employment supports, intended to inspire eligible youth with disabilities to actively envision their future where they succeed and contribute meaningfully to the evolving economy. Through person-centered planning, youth have the opportunity to identify interests, explore emerging industries, cultivate essential skills, and acquire the education or training necessary to launch their careers. DOR celebrates that each individual is unique, talented, and has potential to contribute to their community. The Department's continued commitment to serving all youth with disabilities is demonstrated in the recent establishment of a statewide Student Services Section with staff dedicated to enhancing the quality of, and capacity for,

providing vocational rehabilitation services to California youth with disabilities including those with ID/DD.

### Adult Work Experience

The Adult Work Experience service is a dynamic program designed by DOR to facilitate career exploration and skill development for individuals. This service is particularly focused on competitive, integrated work in industries that are actively expanding their workforce. It serves as a platform for individuals to engage in practical work settings, not necessarily with the primary aim of securing permanent employment, but instead to acquire and refine transferable skills that are valuable in the workplace.

Central to this service is the concept of flexibility and adaptability. The experiences offered through the program do not necessarily need to align with the specific employment goals outlined in an individual's Individualized Plan for Employment (IPE). Instead, the focus is broadened to include a variety of work environments and roles, allowing individuals to gain a wider perspective and diverse skill set.

The execution and success of the Adult Work Experience service is largely dependent on the collaboration with Community Rehabilitation Programs (CRPs). These CRPs, certified by the DOR, hold the responsibility of identifying suitable immediate-hire opportunities within local businesses and placing individuals accordingly. This not only helps in integrating individuals into real-world work scenarios but also ensures they receive a well-rounded experience that includes developing work skills, orientation to different work environments, and understanding the dynamics of the modern workforce.

Moreover, to support the individuals' journey in the Adult Work Experience, Short-Term Supports can be authorized by DOR counselors. These supports are tailored to each individual's needs, emphasizing the development of natural supports within the workplace. This approach is integral in promoting independence and self-reliance, key components for long-term success in any career path.

Since the service's launch, over 1,800 DOR Individuals have benefited from the Adult Work Experience service and the number of providers offering the service continues to expand statewide with over 40 CRPs currently offering the service.

### California Subminimum Wage to Competitive Integrated Employment Project

DOR initiated the California Subminimum Wage to Competitive Integrated Employment Project (CSP) through a Disability Innovation grant awarded by the U.S. Department of Education, Rehabilitation Services Administration. CSP, a pilot research project, provides a comprehensive set of interventions and support to increase CIE outcomes, economic self-sufficiency, independence, and inclusion for individuals with the most significant disabilities currently or traditionally offered subminimum wage employment. New service delivery practices are being tested and evidence-based approaches to vocational service delivery will be established addressing future needs with the transition from subminimum wage into CIE for individuals with ID/DD.

### Ready, Willing and ABLE

Department of Rehabilitation (DOR) and the Institute for Workplace Skills and Innovation America (IWSIA) are working in partnership proud to create a new mentored apprenticeship program which will help Californians with disabilities to access apprenticeship pathways and secure exciting full-

time career opportunities. Ready, Willing and ABLE represents a new approach to creating long-term employment opportunities for Californians with disabilities, leveraging the unique features of the registered apprenticeship model, to enable Californians with disabilities to prepare for, start and maintain ongoing employment. Through this partnership, we are committed to support a regional initiative which can be expanded statewide, that develops a registered apprenticeship program to serve jobseekers with disabilities to increase the quality and quantity of employment outcomes in a career track with sustainable wages, while meeting the talent needs of businesses. On November 16, 2023, the apprenticeship fair was held at Hacienda La Puente Adult school which over 200 people attended the event. The event was covered by Telemundo News.

### College to Career

The College to Career (C2C) Program is a collaborative venture between the California Department of Rehabilitation (DOR), the California Community College Chancellor's Office (CCCCO), and the University of California, Los Angeles (UCLA) Tarjan Center. C2C was originally developed in 2010 as a pilot program for individuals with intellectual disabilities (ID) to participate in a post-secondary higher education vocational training program. Eight (8) community colleges now have C2C programs and approximately 400 students are presently receiving services through these programs. Services provided by the C2C programs currently include pre-vocational and vocational training programs, campus supports, work experience/internships, employment preparation, and job development and placement. Currently a number of C2C programs are developing expansion opportunities within the programs including additional services offered and expansion of populations served by the programs.

### California Youth Leadership Forum

The California Youth Leadership Forum (YLF) is a cross-disability six-day leadership program for students with disabilities. Selected delegates travel to Sacramento to live on a college campus for a week, learn about the importance of self-advocacy and build leadership skills from peer mentor alumni and adult professionals with disabilities. Delegates create a "Personal Goals & Leadership Plan" to help establish and identify resources and services needed to reach their future education, independent living, and career goals. They interact with state and national leaders with disabilities, which may include celebrities, politicians, entertainers, and other adult role models with disabilities. Delegates attend a combination of large group presentations and small group meetings during the forum with topics covering transition after high school, living independently, mental health, systems change, community engagement, and disability history, culture, and community. YLF 2023 was held as a hybrid program with part of the week conducted virtually online using the Zoom platform, and part of the week in-person at California State University, Sacramento. YLF 2023 had 32 Delegates. YLF 2024 will be held fully in-person for 50 delegates from July 14-20, 2024.

### Pathways to Success Program

The Pathways to Success Project (PSP) is a Disability Innovation grant awarded to DOR by the U.S. Department of Education, Rehabilitation Services Administration. PSP will identify and demonstrate practices, which are supported by evidence, in improving Vocational Rehabilitation (VR) outcomes for eligible individuals with disabilities, including previously served VR participants to advance in high-demand, high-quality careers. PSP participants are served by sector-specific specialist teams that are experts in the industry and translate that knowledge to increased opportunities for individuals, served in-person or remotely, to enter career pathways for those occupations. The PSP sector-specific teams effectively engage with businesses, utilize work-based learning experiences, internships, apprenticeships, and career-level employment for DOR individuals. PSP is a demonstration project which focuses on six high-wage, high-skill and high

demand career pathways: Advanced Manufacturing, Biotechnology, Construction & Transportation, Green Energy, Health Care, and Information Technology & Communications. PSP includes a unique service delivery design by assigning, building, and serving statewide caseloads based on the individual's identified goal rather than geography. The PSP grant will operate until 09/30/2026 and has 11% of enrolled participants with an Intellectual Disability and Developmental Disability thus far in the grant cycle. PSP has contracted with UCLA Tarjan Center to provide curriculum and training to DOR PSP staff to support our efforts in recruitment and providing support services for the ID/DD population.

### **III. CONCLUSION**

At the launch of the initiative in December 2014, and with the completion and implementation of the Blueprint in May 2017, the goal of the three departments was to advance CIE opportunities for individuals with ID/DD by identifying and promoting improvements in furtherance of the State's Employment First Policy and other federal and state laws, including IDEA, WIOA, and the HCBS settings rule.

Much has changed since the Blueprint went into effect, with many exciting initiatives and pathways to CIE that have been and continue to be developed, including the establishment of 58 LPAs and numerous resources posted on the CalHHS website. While all of the changes have helped create a more streamlined infrastructure to CIE, there have also been unprecedented interruptions to that end, specifically, the onset and continuation of the COVID-19 virus. While COVID-19 created a "systems pause" for many individuals due to individual and community health concerns, we end the five-year Blueprint plan on a positive note, with most of COVID-19 in the rearview mirror and a general increase in CIE placements of 50% compared to year four (fiscal year 20/21). With expanded and strengthened state- and local-level connections and collaborations established by five-year Blueprint initiative, we look ahead, striving to enhance individual's ability to seek out and achieve CIE.

The Blueprint listed the following areas as major focuses of change:

- Expanding joint information sharing.
- Coordinating efforts across the three systems to utilize existing resources more effectively.
- Increasing collaboration between departments at the state level, and entities at the local level, to better plan, implement, and evaluate services to increase competitive integrated employment.
- Increasing participation of individuals with intellectual disabilities and developmental disabilities in the California workforce development system.
- Improving business partner engagement with regard to hiring individuals with intellectual disabilities and developmental disabilities in both the public and private sectors.
- Offering individuals, their support network, and business partners, information and technical assistance related to competitive integrated employment.



Additionally, the Blueprint outlined these areas as general goals for the five-year plan:

- Individuals with intellectual disabilities and developmental disabilities have increased opportunities to receive the services they need across all three systems to achieve competitive integrated employment, especially during the transition years to adulthood.
- The business community is able to better access individuals with intellectual disabilities and developmental disabilities as a potential workforce.
- Services provided across all three systems are coordinated and prepare individuals with intellectual disabilities and developmental disabilities for competitive integrated employment.
- Collaborative relationships are developed and maintained between schools/local educational agencies, Department of Rehabilitation districts, and regional centers across the state.

Collectively, the three departments succeeded in addressing those areas of need identified by the Blueprint, and while we are all very proud of the accomplishments the CIE Blueprint has achieved, and the excitement it has generated, there is still much work to be done to ensure all have an equal opportunity to achieve CIE. The Blueprint team has also identified many potential actions beyond year 5, looking to bolster employment opportunities for those currently ready for CIE, and those younger individuals who may still be in the school system. Our work is not done.

## APPENDIX A—CIE Blueprint Targeted Outcome Data Tables

*Table 1: CIE Placements*

Measure	Goal 17/18	Outcome 17/18	Goal 18/19	Outcome 18/19	Goal 19/20	Outcome 19/20	Goal 20/21	Outcome 20/21	Goal 21/22	Outcome 21/22
CIE Placements	1,080	1,152	1,280	1,502	1,878	1,401	1,574	1,184	1,869	1,778

*Table 2: Targeted Outcome Measures*

Measure	Outcome 17/18	Outcome 18/19	Outcome 19/20	Outcome 20/21	Outcome 21/22
LPAs Developed	13	15	22	7	1
Number WAI Work Experiences (Paid/Unpaid)	25,313	26,247	27,028	22,809	26,282
*PIP and OJT Number Served	676	1,455	1,832	892	1,592
CC&IR: Number Served	14,008	12,029	8,000	2,724	3,500

\*PIP total includes SIP.

## APPENDIX B— Competitive Integrated Employment (CIE) Blueprint Implementation

### Communication and Training Events

The California Department of Education, Department of Rehabilitation, and Department of Developmental Services recognize that ongoing communication and training at all levels is key to achieving the goals of the Blueprint. Communications and trainings are detailed in the events that follow. This communication and training matrix focuses on communication and trainings to best inform participants, department staff, and stakeholders.

Date	Target Audience	Topic	Communication / Training Vehicle
April 2017	Inland Empire Transition Partnership Program (TPP)	CIE Blueprint overview	In-person meeting
April 2017	Cooperative Programs Action Committee (CPAC) members	CIE Blueprint overview	In-person meeting
April 2017	WorkAbility I Region 5 Training	Update and overview of the Blueprint and details on the Local Partnership Agreements (LPAs)	In-person meeting

<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
May 2017	Department of Developmental Services (DDS) regional center Employment Specialists	Update and overview of the Blueprint and details on the LPAs	In-person meeting
May 2017	North Bay Regional Center (Regional center staff and providers)	Update and overview of the Blueprint and details on the LPAs	In-person meeting
May 2017	State Rehabilitation Council (SRC)	Update and overview of the Blueprint	In-person meeting
May 2017	Department of Rehabilitation (DOR) District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	Videoconference
May 2017	Assistive Technology Advisory Committee	Update and overview of the Blueprint and details on the LPAs	In-person meeting
May 2017	State Independent Living Council (SILC) members	CIE Blueprint	In-person SILC meetings
June 2017	California Employment Consortium for Youth (CECY) Webinar – Providers, families, individuals, local educational agencies (LEAs), regional centers, etc.	CIE and Person-Centered Planning	Teleconference - webinar
June 2017	DDS Consumer Advisory Committee	Update and overview of the Blueprint and details on the LPAs	In-person meeting
June 2017	Stakeholders – public	Overview of the LPAs and an introduction to the LPA Template	Public teleconference
June 2017	CECY members	Person-Centered Planning	Webinar
June 2017	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	In-person meeting
July 2017	ARCA Consumer Advisory Committee	Update and overview of the Blueprint and details on the LPAs	Teleconference
July 2017	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	Videoconference

<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
July 2017	Inland Empire District meeting	LPAs	Teleconference
August 2017	California Community of Practice on Secondary Transition Leadership Team	Update and overview of the Blueprint and details on the LPAs	In-person meeting
August 2017	Advisory Commission on Special Education (ACSE)	Update and overview of the Blueprint and details on the LPAs	In-person meeting
August 2017	State Rehabilitation Council	Update and overview of the Blueprint and details on the LPAs	In-person meeting
August 2017	DDS regional center Employment Specialists	Update and overview of the Blueprint and details on the LPAs	In-person meeting
August 2017	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	Videoconference
September 2017	California Committee on Employment of People with Disabilities (CCEPD) Meeting	Update and overview of the Blueprint and details on the LPAs	In-person meeting
September 2017	Self-Advocate Advisory Council	Update of the Blueprint; user-friendly documents review	In-person meeting
September 2017	California Disability Services Association	Update of the Blueprint; Paid Internship Program (PIP), CIE Incentive Payments; LPAs	In-person meeting
September 2017	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	In-person meeting
October 2017	Supported Life Conference Attendees (Consumers, families, providers, agencies)	Overview of the CIE Blueprint, person-centered planning, and LPAs	In-person meeting
October 2017	San Francisco region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference

<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
October 2017	Orange/San Gabriel region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	Van Nuys/Foothill region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	Redwood Empire region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	San Jose region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	LA South Bay region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	WorkAbility I Region 2 (Regional Conference attendees)	Update and overview of the Blueprint and details on the LPAs	In-person meeting
October 2017	San Joaquin region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	Santa Barbara region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	WorkAbility I Region 3 (Regional Conference attendees)	Update and overview of the Blueprint and details on the LPAs	In-person meeting
October 2017	Greater LA region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	Northern Sierra region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	Greater East Bay region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference

<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
October 2017	San Diego region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
October 2017	Inland Empire region DOR district, regional centers, LEAs and SELPAs	Technical assistance on the development of LPAs	Teleconference
November 2017	California Association on Post-Secondary Education and Disability (CAPED)	Details on the LPAs	Webinar
April 2018	LEA, regional center, and DOR staff	Written guidance to staff on how to collaborate to increase CIE outcomes for individuals with intellectual disabilities and developmental disabilities (ID/DD)	Emailed document
June 2018	DOR Supported Employment Liaisons	CIE Blueprint update, LPAs, integrated settings, etc.	In-person and teleconference
June 2018	WorkAbility I Programs	LPA development	In-person and teleconference
August 2018	Adults with disabilities, families and professionals who work with adults	US Davis MIND Institute Summer Conference: CIE Panel - Overview of the CIE Blueprint, current status and future expectations.	In-person
August 2018	LEAs, DOR staff, DDS staff, and secondary transition community members from community colleges, state colleges, CA Transition Alliance, workforce, development board, Advisory Commission on Special Education, and the State Council on Developmental Disabilities	California Secondary Transition Community of Practice annual leadership meeting. Sharing information and practices that lead to CIE. Update on the CIE Blueprint and LPAs.	In-person

<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
September 2018	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	In-person meeting
October 2018	Parent Training and Information Center Statewide Representatives	Presented on CIE and LPA to statewide representatives from PTICs. Discussed the role of parent and family organizations in LPAs and opportunities to partner with local LEAs, DOR districts, and regional centers and contribute to the implementation of new strategies for employment. Provided the CIE Inbox as a method to give feedback to aid in the development of future resources.	In-person and teleconference
October 2018	Supported Life Conference Attendees (Consumers, families, providers, agencies)	Mini presentation about Pathways to CIE for consumers ages 16 and older and other CIE resources for consumers and consumer advocates.	In-person
October 2018	Vocation Rehabilitation State Department Directors	CSAVR Blueprint Presentation	In-person
November 2018	Bridge to the Future Conference attendees, including parents, individuals with disabilities, LEAs, providers, DOR staff	CIE Blueprint state and local collaboration and LPA development	In-person
December 2018	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	In-person meeting
January 2019	Regional Center Employment Specialists	Update on the Blueprint, LPAs, PIP and Tailored Day Services (TDS)	Teleconference

<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
February 2019	State Council on Developmental Services (SCDD) Employment First Committee	Update on Blueprint and discussion on strategies for CIE	In-person meeting
March 2019	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	In-person meeting
March 2019	Regional Center Employment Specialists	Update on the Blueprint, LPAs, PIP and TDS	Teleconference
April 2019	Regional Center Employment Specialists	Update on the Blueprint, LPAs, PIP and TDS	Teleconference
April 2019	SCDD Employment First Committee	Update on Blueprint and discussion on strategies for CIE	In-person meeting
May 2019	Regional Center Employment Specialists	Update on the Blueprint, LPAs, PIP and TDS	Teleconference
May 2019	LPA core partners (WorkAbility I Region 1, DOR and regional center staff)	Technical assistance on the development of LPAs	Teleconference
May 2019	LPA core partners (WorkAbility I Region 2, DOR and regional center staff)	Technical assistance on the development of LPAs	Teleconference
May 2019	LPA core partners (WorkAbility I Region 3, DOR and regional center staff)	Technical assistance on the development of LPAs	Teleconference
May 2019	LPA core partners (WorkAbility I Region 4, DOR and regional center staff)	Technical assistance on the development of LPAs	Teleconference
May 2019	LPA core partners (WorkAbility I Region 5, DOR and regional center staff)	Technical assistance on the development of LPAs	Teleconference
May 2019	DOR Supported Employment Liaisons	Update on the Blueprint and LPAs. Discussion about ways to establish collaborative efforts between Supported	In-person and teleconference



<b>Date</b>	<b>Target Audience</b>	<b>Topic</b>	<b>Communication / Training Vehicle</b>
		Employment Liaisons and the Workgroup.	
May 2019	State Council on Independent Living	Update on Blueprint and discussion on strategies for CIE	In-person meeting
June 2019	DOR District Administrators	Update on the Blueprint and discuss on strategies for CIE and LPAs	In-person meeting
June 2019	Regional Center Employment Specialists	Update on the Blueprint, LPAs, PIP and TDS	Teleconference
June 2019	Family Empowerment and Disability Council members	Update on the Blueprint and LPAs	In-person
June 2019	CIE Webinar to individuals with ID/DD and their families	CIE benefits, how to get ready for CIE in high school and after high school, how CIE affect SSI and Medi-Cal, being safe on the job and in the community, and transportation options	Webinar - teleconference
August 2019	CIE Webinar for Service Providers and staff		Webinar
September 2019	Data Sharing Agreement Meeting	DDS, DOR and CDE	In-Person
	ACE Team Meeting		
October 2019	Supported Life Conference		
	Disability Event Booth	DDS was a vendor at Disability Event Booth at CA Department of Business Oversight	In-Person
November 2019	LPA Teleconferences		
December 2019	Service Delivery System Change Task Force		Quarterly – in person and teleconference
February 2020	Data Sharing Agreement Meeting		
July 2020	LPA Self Evaluation Survey	Survey to LPA Core Partners statewide regarding overall health	Survey delivered via email / Survey Monkey

Date	Target Audience	Topic	Communication / Training Vehicle
		and training needs of LPAs	
November 2020	Supported Employment Liaisons Meeting		Online
February 2021	California Community of Practice on Secondary Transition	CIE Blueprint and LPAs	Online
May 2021	LPA Technical Assistance Webinars	Key Topics for training were elicited from the LPA Self-Assessment Survey	Webinar
May 2021	Agency Leadership participation in the “Building Back Better for Diversity, Equity, and Inclusion Summit”	Improving employment outcomes for individuals with ID/DD	Webinar

## APPENDIX C—Completed Targeted Outcomes and Actions

### Appendix C

#### Completed Targeted Outcomes and Actions

Targeted Outcomes and Actions completed during the previous years of CIE Blueprint implementation are included in Appendix C.

#### Goal 1

Improve collaboration and coordination between the three departments to prepare and support all individuals with ID/DD who choose CIE.

#### TARGETED OUTCOMES

##### Written Guidance

Targeted Outcome: By the end of the calendar year 2017, the departments will develop and distribute joint written guidance outlining coordination and collaboration at the state and local level.

Result: The departments developed and disseminated the CIE Blueprint Written Guidance to 137 Special Education Local Plan Areas (SELPAs) that cover over 500 LEAs, all 14 DOR districts, all 21 regional centers, and posted it on the [CHHSA CIE](#) webpage. The guidance provides managers and staff from LEAs, DOR districts, and regional centers with useful and current information on what is possible within policies and statutory requirements, along with roles and responsibilities.

## ACTIONS

### **California CIE Website**

In April 2015, the departments developed a California CIE webpage hosted by CHHSA. Each department offers a link to the CIE site on their webpage and widely communicates and shares about this joint resource. The CIE webpage provides links for Blueprint work products, resources, and stakeholder updates.

To view, please visit the [CHHSA](#) website and select the tab at the top titled [CIE](#).

### **Employment Data Dashboard**

The [Employment Data Dashboard](#) is a collection of data on the employment of individuals with ID/DD, available through the [State Council on Developmental Disabilities](#). The departments linked their websites to this dashboard.

- CDE – [Employment First Policy](#)
- DOR – [California CIE Blueprint](#)
- DDS – [Work Services Home](#)

### **Initial Statewide Written Guidance**

The departments jointly developed Written Guidance for the implementation of the Blueprint. The final document incorporated all elements specified in the Blueprint, including a description of recommended effective strategies. It was distributed throughout the state in April 2018.

### **State Department / Partner Written Guidance**

Each department developed operational requirements for local implementation.

DOR: Distributed Guidance Circulars, including:

- Youth Seeking Subminimum Wage Employment
- Determining Integrated Work Settings

CDE: Updated the statement of assurances for the 2018–2019 WAI Grants. The revisions include language requiring grant recipients to enter into LPAs with the local DOR districts and regional centers.

DDS: Welfare and Institutions Code Section 4629<sup>2</sup> added employment-related measures to regional center contracts, effective calendar year 2018. This requires annual performance objectives that measure progress and report outcomes for implementing the Employment First Policy.<sup>3</sup>

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<sup>1</sup> Developmental Services Trailer Bill, Assembly Bill (AB) 107 (Chapter 18, Statutes of 2017),

<sup>3</sup> Employment First Policy is pursuant to Welfare and Institutions Code, Section 4869

Stakeholder Meetings and Forums: The departments regularly add this to the CIE annual report, and is also detailed in Appendix B.

### **State Interagency Agreements Timeline**

The departments established a timeframe to update existing agreements, including agreements between CDE and DOR, and DOR and DDS. Refer to [Goal 1, Strategy 2, Action 5](#) for more information on the CDE and DOR agreement.

Information Sharing: The departments have considered this an on-going action and have accomplished this action in multiple years.

Local Commitments: This action was met with the creation of the Local Partnership Agreements and the ongoing technical assistance provided by the Blueprint workgroup over the course of the five years.

### **Local LPA Template and LPA Focus Areas**

In June 2017, the departments developed an LPA Template to help guide LEAs, DOR districts, and regional centers in establishing their agreements. To view the LPA Template, please visit the [CHHSA CIE](#) webpage.

Local Collaboration: The three departments have worked with local LEA's, DOR districts and regional centers by providing CIE webinars and other direct technical assistance to help with the formation and the sustainability of local LPAs.

### **Local Area LPAs**

The departments directed LEAs, DOR districts, and regional centers to participate in LPAs as follows:

- The DOR directed all of its 13 geographical districts to enter into LPAs.
- The DDS added LPA development, and other CIE related outcomes, to the 21 regional center performance contracts.
- The CDE directed all WAI projects (currently 270) to enter into LPAs by revising the WAI statement of assurances to include LPA participation.

### **Jointly Sponsored Training and Technical Assistance**

The departments provided training and technical assistance to local core partners for the development of LPAs through the following methods:

- In June 2017, the CDE, DOR, and DDS held a statewide teleconference, which provided instructions and resources to assist in establishing LPAs.

- In October 2017, the CIE Interagency Leadership Workgroup conducted thirteen technical assistance teleconferences with local educational agencies, SELPAs, WAI projects, DOR districts, and regional centers.
- The Written Guidance, distributed in April 2018, included examples of specific steps local communities could take to establish their LPAs.
- In June 2018, the CDE arranged for a webinar through the California Services for Technical Assistance and Training to WAI staff statewide. This webinar provided technical assistance for developing LPAs, addressed concerns for initiating LPAs, and highlighted a real-life example of how one project initiated the development of an LPA.

State Level Interagency Agreements: The three departments have updated all of their existing data sharing agreements.

Research Funding Alternatives: Increased funding, via rate increases, grant money allocations and incentive payments and paid internship funds have all been created or enhanced during the five year Blueprint timeline.

#### Local Partnership Agreement Tracking

Information collected from LPAs posted to the CHHSA website informed state level decisions and supportive efforts. Through this information, the departments tracked the frequency of meetings. Based on stated meeting schedules in the 50 LPAs submitted, approximately 64% met on a quarterly basis, 10% met on a monthly basis, and others met annually and bi-annually.

#### 1. Interagency Data Sharing Capacity

To modernize its business processes and information technology infrastructure, the DOR received budgetary approval to increase internet bandwidth statewide, migrate network infrastructure and services to the cloud, and develop an external and internal facing business portal to streamline vendor invoicing and consumer services.

The departments were additionally involved in an ongoing Task Force<sup>4</sup> that includes a joint interagency resolution team to develop guidance to counties, county offices of education, and regional centers regarding developing MOUs to ensure coordinated and timely services are provided to children and youth in foster care who have experienced severe trauma, including those with ID/DD. The Legislature's acknowledgement of data sharing as a critical component of interagency collaboration supports the three departments' goal to increase data sharing capacity and alignment of services.

Through surveys and discussions, the departments are continuing their efforts to identify and address barriers that hamper interagency data sharing capacity. Ongoing data sharing obstacles include the lack of a common individual identifier, as well as legislative and regulatory limitations.

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<sup>4</sup> Assembly Bill 2083 (Cooley), Statutes of 2018

## **Goal 2**

Increase opportunities for individuals with ID/DD who choose CIE to prepare for and participate in the California workforce development system and achieve CIE within existing resources.

### **TARGETED OUTCOMES**

#### **Increase Students in Work Experience**

Targeted Outcome: By the end of SFY 2017/2018, and as a result of the efforts of the three departments, increase the number of students with ID/DD who participate in paid work experience and/or unpaid community-based vocational education, with supports as needed, by 10% over current WAI data contingent upon the allocation of additional or redirected funding.<sup>5</sup>

Result: As of June 30, 2018, 6,406 students with ID/DD participated in paid work experience, along with 18,907 who participated in unpaid community-based vocational education through WAI, for a total of 25,313 participants. This equates to a 13% increase from the 2014/2015 baseline. WAI has not received additional or redirected funding.

#### **Information and Technical Assistance to Supported Employment Group Providers**

Targeted Outcome: By the end of SFY 2017/2018, provide information and technical assistance for CIE placements to 100% of supported employment group providers to help increase individual placements.<sup>6</sup>

Result: As of June 30, 2018, 100% of supported employment group providers were provided information and technical assistance for CIE placement.

DOR Community Resources Development (CRD) Specialists provided information and technical assistance to supported employment group providers on WIOA and CIE at various meetings, including local work services meetings, task force meetings, and individual provider meetings.

### **ACTIONS**

#### **Community Resource Mapping**

In 2017, the departments developed an interactive Employment Resources Map, available on the [CHHSA CIE](#) webpage, that allows users to identify the number and location of existing programs for individuals with ID/DD. It includes all Supported Employment Individual Placement Providers, WAI Projects, College to Career Programs, Transition Partnership Programs (TPPs), We Can Work Contracts, AJCC offices, Family Resource Centers, and 21 regional centers throughout California.

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<sup>6</sup> Based on current DDS data (November 2, 2018), there are 191 supported employment providers providing individual placements and 146 providing group placements.

**Strategies on Providing CIE Services: The creation of the Systems Change Task Force, which included representatives from multiple outside stakeholders helped accomplish this goal, by discussing ways in which the principals of Employment First can best be utilized in the community.**

**CIE Provider Webinar: This was accomplished with the CIE webinars posted to the CHHS website.**

**Alternative Service Models: With the assistance of HCBS compliance funds, and utilization of the Paid Internship Program and CIE incentive program, more individuals were able to experience community employment or internships from day programs, work activity programs and more.**

**Training Development: This was accomplished with the posting of multiple resources on the CHHS website.**

## **Adult Work Experience**

The departments shared information on the services listed below to assist service providers and individuals to shift from non-integrated to integrated employment.

The PIP, funded by DDS<sup>7</sup>, is designed to increase the vocational skills of individuals with ID/DD to create a pathway to CIE, who have a goal of CIE in their IPP. Pathways to CIE can include self-employment enterprises, apprenticeships, and other business opportunities that can lead to future paid employment. Goals of this program include the acquisition of experience and skills for future paid employment, or for the internship itself to lead to full or part-time paid employment in the same job. Notably, the Lanterman Act was amended to afford individuals ages 18-22 the opportunity to participate in a PIP.

Tailored Day Services<sup>8</sup> is funded by DDS and made available to all regional centers statewide. It allows individuals with ID/DD to opt out of traditional day program services to receive individualized services. Tailored Day Services allow postsecondary education and technical or vocational training in the community, among other services. The expected outcome is to increase the individual's ability to lead an integrated and inclusive life, including the achievement of CIE. The scope, type, and duration of services are determined through the person-centered planning process and specified in the IPP.

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<sup>5</sup> Welfare and Institutions Code was amended to add Section 4870 for the PIP

## **Effectiveness Testing:**

## **Waiver Amendment:**

### **Communication to Facilitate Increases in System Capacity for CIE**

#### **a) Employment-Career Preparation Webpage**

The CDE offers information and resources to LEAs through the Employment Career Preparation webpage, located on the Secondary Transition Planning section of the CDE Website. The webpage provides information for students and parents on transition from school to employment preparation and CIE. One of the resources is the reference guide entitled, "Transition Planning: The Basics." Included is a link to the DOR webpage for DOR Student Services. Also offered are resources and information on career readiness skills, exploration and preparation and employment resources.

<https://www.cde.ca.gov/sp/se/st/careerprep.asp>

#### **b) Parent Training and Information Centers (PTICs)**

The CDE met with statewide representatives from PTICs to discuss the role of parent and family organizations in LPAs and opportunities to partner with local LEAs, DOR districts, and regional centers and contribute to the implementation of new strategies for employment. The CDE is developing resources for PTICs and Family Empowerment Centers to inform parents about opportunities with the Blueprint and LPAs.

#### **c) Regional Center Employment Specialists**

The DDS provided information to regional centers regarding Tailored Day Services and other employment preparation services through quarterly teleconferences and webinars with regional center Employment Specialists.

#### **d) Benefits Planning**

The DOR Work Incentive Planners (WIPs) provide DOR Supplemental Security Income (SSI)/Social Security Disability Insurance (SSDI) consumers the knowledge, tools, and resources to effectively utilize all available work incentives to obtain and maintain CIE while decreasing poverty and reliance on Social Security benefits.

The DDS provided information on benefits and work incentives through a webinar to regional center Employment Specialists, including Impairment Related Work Expenses (IRWE), Plan to Achieve Self-Support (PASS), Ticket to Work, and California Achieving Better Life Experiences (CalABLE).

### **1. Oversight Responsibility**

The CDE's Focused Monitoring and Technical Assistance Education Programs Consultants, responsible for coordinating all monitoring and technical assistance activities for the LEAs and SELPAs in their assigned counties, continued to provide oversight to LEAs. This included ongoing special education program reviews related to the IDEA transition requirements. As a part of the review process, Consultants were encouraged to emphasize the importance of



career assessments as part of the IEP process, regardless of the severity of the child's disability.

### 1. Other Support Options

The departments explored two new support options that were indirectly associated with increasing CIE for individuals with ID/DD:

- The DDS Self-Determination Program waiver approved by the CMS on June 7, 2018.
- [Assembly Bill \(AB\) X2-1, Statutes of 2016](#), which established the Disparity Funds Program.<sup>9</sup>

The SDP is a voluntary delivery system consisting of a defined and comprehensive mix of services and supports, selected and directed by a participant through person-centered planning, to meet the objectives in their IPP. Self-Determination services and supports are designed to assist the participant to achieve personally defined outcomes in community settings that promote inclusion. These services and supports are intended, in part, to help create opportunities for individuals to take responsibility for making decisions in their own lives and accept a valued role as a contributing wage-earner in their community through employment. An example of a self-designed service is presented in the [May 2019 Self-Determination Program Newsletter](#).

The Disparity Funds Program (DFP) annually requires the regional centers to collaborate with DDS to gather data related to purchase of service (POS) authorization, utilization, and expenditures, by each regional center. The DFP requires regional centers to undertake certain activities to identify significant disparities and barriers to equitable access to services and supports, and to develop recommendations and plans to reduce existing disparities. The DFP awards \$11 million annually to regional centers and community-based organizations to implement strategies to reduce disparities and increase equity in regional center services. These services include, but are not limited to, growing relationships with local organizations and partners to link clients to services such as workforce development and career training as well as provide an English as Second Language (ESL) to support low literacy and illiterate adults with the necessary English proficiency for employment and higher education.

## Goal 3

Support the ability of individuals with ID/DD to make informed choices and adequately prepare for, transition to, and engage in CIE.

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<sup>9</sup> [Welfare and Institutions Code section 4519.5](#)

## **TARGETED OUTCOMES**

### **Increased Counseling, Information and Referral Services**

Targeted Outcome: By the end of SFY 2017/2018, the DOR and DDS will provide counseling, information, and referral services regarding CIE opportunities to 400 employed individuals currently working at subminimum wage.<sup>10</sup>

Result: From July 1, 2017 through June 30, 2018, a total of 14,008 individuals with ID/DD working at subminimum wage were provided Career Counseling & Information and Referral (CC&IR) services.

## **ACTIONS**

### **Communication Plan**

The departments developed a Communication Plan, including strategies to reach individuals and families with information, tools, and resources for CIE. Strategies include, but are not limited to:

- Talking points, PowerPoint presentations, webinars and roadmaps.
- Outreach to parent and family organizations.

### **Transition Services**

The CDE monitors LEA compliance with transition requirements on an ongoing basis, including that beginning at age 16, the IEP shall include appropriate measurable postsecondary goals based upon age-appropriate transition assessments, as well as the transition services necessary to assist the student in reaching those goals.

The CDE monitors compliance in this area through special education program review items, conducted by the Focused Monitoring and Technical Assistance Education Programs Consultants, including specific questions about IEP goals and transition services.

The DOR provides a vocational assessment, as needed, as part of the vocational rehabilitation process, for all eligible students who choose to have an Individualized Plan for Employment (IPE).

### **Subminimum Wage**

The departments provided guidance to employers and individuals about the legal requirements for limiting the use of subminimum wage, and ways to maximize opportunities for CIE.

- CDE continued to direct LEAs not to use WAI funds for supporting work in subminimum wage settings.
- The DOR created a webpage on [CC&IR](#) for employers and employees, including WIOA Section 511 restrictions on the payment of subminimum wage to youth and a fact sheet for youth seeking subminimum wage employment.
- The DDS provided information to regional centers regarding WIOA Section 511 restrictions on the payment of subminimum wage to youth. Regional centers share that information with employers and service providers who hold Fair Labor and Standards Act 14(c) subminimum wage certificates.

### **Supported Employment Information**

The DOR provided district staff with information and resources to encourage CIE, including supported employment individual placements as a first choice through the documents listed below. These documents were additionally provided to DDS and CDE to share with regional center and LEA staff, as appropriate.

- Guidance to DOR district staff titled “Determining Integrated Work Settings.” The WIOA integrated settings criteria<sup>11</sup> requires all DOR employment placements to be positions in the community. It emphasizes interactions with co-workers, and that the position is available to individuals with and without disabilities across the work site and work unit.
- An Integrated Settings Checklist for use by counselors to determine on a case-by-case basis whether an individual’s placement meets the definition of an integrated setting.
- Through the CIE Written Guidance, the departments additionally disseminated information to LEAs, DOR district staff, and regional centers to encourage the consideration of CIE, including SE Individual Placement, as a first choice.

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<sup>11</sup> 34 CFR 361.5(c)(9)

## **APPENDIX D—Glossary of Abbreviations**

### **Glossary of Abbreviations**

<b>Acronym</b>	<b>Full Term</b>
AB	Assembly Bill
ACE	Achieving Community Employment
AJCC <sup>SM</sup>	America's Job Center of California <sup>SM</sup>
ARCA	Association of Regional Center Agencies
BUCP	Business Use Case Proposal
CA CoP	California Community of Practice on Secondary Transition
CalABLE	California Achieving a Better Life Experience
CalHR	California Department of Human Resources
CalJOBS	California's Job Opening Browse System
CaPROMISE	California Promise Initiative
CBVD	Community-Based Vocational Development
CC&IR	Career Counseling and Information and Referral
CDE	California Department of Education
CDPH	California Department of Public Health
CHHSA	California Health and Human Services Agency
CIE	Competitive Integrated Employment
CMS	Centers for Medicare and Medicaid Services
CRP	Community Rehabilitation Program
CWDB	California Workforce Development Board
DDS	California Department of Developmental Services
DFP	Disparity Funds Program
DHCS	California Department of Health Care Services
DOR	California Department of Rehabilitation
EDD	California Employment Development Department
ESL	English as Second Language
ETP	Employer Training Panel
FERPA	Family Educational Rights and Privacy Act
HCBS	Home and Community-Based Services
HIPPA	Health Insurance Portability and Accountability Act
ID/DD	Intellectual Disabilities and Developmental Disabilities
IDEA	Individuals with Disabilities Education Act
IEP	Individualized Education Program
IPP	Individual Program Plan
LEAP	Limited Examination Appointment Program
LEA	Local Educational Agency
LPA	Local Partnership Agreement
LWDB	Local Workforce Development Board
MIND	Medical Investigation of Neurodevelopmental Disorders
MOU	Memorandum of Understanding
NCI	National Core Indicators
OJT	On-the-Job Training
PASS	Plan to Achieve Self Support
PIP	Paid Internship Program
POS	Purchase of Service
SB	Senate Bill
RPU	Regional Planning Unit
SDP	Self Determination Program

SELPA	Special Education Local Plan Area
SETA	Sacramento Employment and Training Agency
SFY	State Fiscal Year
SMW	Subminimum Wage
SSI	Supplemental Security Income
SSDI	Social Security Disability Insurance
State Plan	California Unified Strategic Workforce Development Plan
STP	Statewide Transition Plan
STEPS	Summer Training and Work Experience Program for Students
TPP	Transition Partnership Program
Triple E	Exemplary, Effective, Emerging Practices
UCI	University of California, Irvine
VR	Vocational Rehabilitation
WAI	WorkAbility I
WAP	Work Activity Program
WIP	Work Incentive Planning
WIOA	Workforce Innovation and Opportunity Act