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 2

Reporting Period: July 2018 – June 2019

Prepared by

California Department of Education

California Department of Rehabilitation

California Department of Developmental Services

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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 **E**xemplary, **E**ffective, **E**merging strategies to support systems change.

# 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) 2018/2019.

The Annual Report provides an update on the second year 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 will continue through June 2022. This report adds a list of abbreviations in [Appendix D](#_APPENDIX_D_–).

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 500 local educational agencies (LEAs), commonly known as “core partners.”

To view the first Annual Report for SFY 2017/2018 please visit the California Health and Human Services Agency (CHHSA) CIE webpage at <https://www.chhs.ca.gov/home/cie/>.

## Key Accomplishments

During this second year of implementation, Local Partnership Agreements (LPAs) continued to form and existing LPAs matured. Collaboration was fostered with ongoing stakeholder meetings and forums, training and technical assistance, and initiation of new or renewed partnerships. As service delivery capacity building, community integration efforts and well-sequenced strategies continued, individuals with ID/DD benefitted from substantial opportunities to participate in work experience to explore community employment and gain skills to prepare for CIE. State and local partners shared exemplary, effective, emerging (Triple E) practices, engaged with business partners and outreached to family organizations. Informed choice efforts additionally encouraged individuals with ID/DD and their families to choose CIE by promoting self-determination, providing career counseling and information and referral (CC&IR) services, and work incentive planning. The result of these combined efforts was that more individuals with ID/DD worked toward and achieved CIE.

Listed below are the key accomplishments for SFY 2018/2019 (July 1, 2018 through June 30, 2019). Key accomplishments are also included in [Appendix A - CIE Blueprint Targeted Outcome Data Tables](#_Appendix_A_–):

1. Achieved the primary Blueprint outcome by increasing the number of individuals with ID/DD working in CIE from 1,125 to 1,502.
2. Developed 15 new LPAs between LEAs, DOR districts and regional centers for a cumulative total of 28 LPAs.
3. Initiated development of Interagency Agreements, including exploration of data sharing mechanisms.
4. Increased work opportunities in multiple industry sectors through the following programs:
* 26,247 students with ID/DD participated in paid work experience and unpaid community-based vocational education with CDE WorkAbility I (WAI).
* 35 individuals with ID/DD participated in On-the-Job (OJT) Training through DOR.
* 1,420 individuals with ID/DD participated in a DDS Paid Internship Program (PIP).
1. Worked collaboratively with Workforce Innovation and Opportunity Act (WIOA) programs, including the following actions:
	* Worked collaboratively with the California Workforce Development Board (CWDB) on a CIE Interagency Agreement within the California Unified Strategic Workforce Development Plan (State Plan).
	* Shared information about regional plans and sector strategies, including career technical education, “Earn and Learn” and other employment and training opportunities while attending Local Workforce Development Board (LWDB) meetings.
	* Connected with Disability Employment Initiative and Disability Employment Accelerator representatives. Advocated for physical and programmatic accessibility at America’s Job Center of California (AJCC) locations.
2. Engaged with employers and business partners in a variety of innovative ways, including the following:
	* Participated in Employment Roundtables, formed Business Advisory Committees and Employer Panels and connected to Mayor’s Committees to encourage businesses to hire individuals with ID/DD.
	* Contracted with the Employer Training Panel (ETP) to work with AJCC to provide work experience opportunities to students with disabilities, including those with ID/DD, through the Summer Training and Work Experience Program for Students (STEPS).
	* Initiated regional workgroups between LPA core partners and local workforce development partners to enhance and build upon business engagements.
3. Provided technical assistance and training to LPA core partners through five regional teleconferences. Additionally, presented on LPA effectiveness to education professionals, service providers, and other stakeholders at the 2018 Bridge to the Future Conference.
4. Followed the U.S. Department of Labor, Office of Disability Employment Policy, “Employment First State Leadership Mentoring Program” and initiated a Service Delivery System Change Task Force focused on providing training and technical assistance to LPAs.
5. The 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. In SFY 2018/2019, thirty-three (33) non-integrated employment programs were approved to use funding to modify their services to come into compliance with the HCBS final rule. All-together, since SFY 2016/2017 seventy-eight (78) non-integrated programs have received funding to come into compliance the final rule.
6. Supported service provider capacity through approval of DDS time-limited funding to provide rate increases for specified service codes, including supported employment, effective January 1, 2020 through December 31, 2021.[[1]](#footnote-1)
7. Conducted a statewide webinar on CIE to over 300 individuals with ID/DD and their families. The webinar included information on benefits and work incentives planning and information on tools and resources available to achieve CIE.
8. Provided CC&IR services to over 12,029individuals working at subminimum wage, of which over 300 applied for vocational rehabilitation (VR) services and 10 achieved CIE.
9. Received approval on the DDS Self-Determination Program (SDP) by the Centers for Medicare and Medicaid Services (CMS) on June 7, 2018.[[2]](#footnote-2)

## Next Steps

In SFY 2019/2020, the departments will continue to focus on state and local collaboration and technical assistance to build system capacity and foster informed choice through the methods below.

To advance Goal 1,the departments will conduct the following:

1. The CIE Interagency Leadership Workgroup will continue to provide statewide support to existing and developing LPAs, including meeting with individual LPAs to facilitate conversations and problem solving, as needed.
2. Post new or updated LPAs and Triple E practices that can be replicated and implemented statewide to support systems change.
3. Conduct five teleconferences with LEAs, DOR districts, and regional centers to provide technical assistance and obtain feedback on best practices for LPA implementation.
4. The DOR and DDS will complete a data sharing agreement to share data to better determine consumer outcomes.
5. The CDE, DOR, and DDS will continue analyzing ways to share data, with the goal of having the departments enter into a comprehensive data sharing agreement, within each department’s regulatory and statutory requirements.

To advance Goal 2,the departments will conduct the following:

1. Develop additional strategies for outreach and to engage local business partners through a Business Partner Initiative Workgroup.
2. Encourage day programs and look-a-like day programs, through information dissemination, to explore employment preparation services, such as PIP, with an emphasis on readying individuals for CIE.
3. Develop and post on the CHHSA CIE webpage, a CIE Toolkit for individuals with ID/DD and their families.
4. Assess the statewide need for pre-employment foundational skills and employment services through an interagency data sharing agreement between the DDS and the Employment Development Department (EDD).

To advance Goal 3,the departments will conduct the following:

1. Conduct quarterly meetings with the Service Delivery System Change Taskforce to develop LPA training and technical assistance that leverages national best practices for service delivery transformation.
2. Continue to explore strategies to increase consumer awareness of CIE and increase the number of consumers who indicate CIE as a goal in their Individual Program Plan (IPP).
3. Deliver a CIE Service Provider Webinar to Supported Employment providers on Triple E Practices.
4. Encourage engagement of parent and family organizations in LPAs.

As the departments look toward the future, through the implementation of the Blueprint, individuals with ID/DD are experiencing increased opportunities to receive needed services across all three systems to work toward and achieve CIE. With the creation and implementation of LPAs and other unifying community participation, the departments expect even more robust collaboration opportunities, with greater systems alignment, coordination of services and ease of movement between the three systems for individuals seeking CIE.

# BLUEPRINT OUTCOMES FOR 2018-2019

## Primary Outcome

The primary outcome of the Blueprint is to increase the number of individuals with ID/DD in CIE. In SFY 2018/2019, the three departments had a targeted outcome to collectively increase the number of individuals with ID/DD in CIE by at least 500, from 780 to 1,280.

**Outcome**: Between July 1, 2018 and June 30, 2019, 1,502 individuals with ID/DD participated in CIE.

This included 1,415 individuals with ID/DD who achieved CIE through DOR and 87 individuals who achieved CIE through regional center funded services, such as Community Integration Services and Adult Day Activity Programs, and Behavior Management Day Programs.

## Goals and Evaluation Measures

This section outlines the strategies, actions, and accomplishments of the three departments in the second year of implementation, from July 1, 2018 through June 30, 2019. It includes targeted outcomes, actions initiated or completed, and next steps. All tools, resources, and webinars are posted on the CHHSA CIE webpage at <https://www.chhs.ca.gov/home/cie/>.

## **Goal 1**

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

### Summary of Targeted Outcomes

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

**Result**: During SFY 2018/2019, completed LPAs were posted on the [CHHSA CIE](https://www.chhs.ca.gov/home/cie/) webpage. Additional LPAs will be posted throughout the five-year implementation period.

Triple E practices are posted as they become available. Refer to [Goal 2, Strategy 1](#_Goal_2,_Strategy) for more information on Triple E practices.

**Targeted Outcome**: CIE Annual Report.

**Result**: The departments completed this CIE Blueprint Annual Report, which is available to view on the CHHSA CIE webpage.

**Targeted Outcome**: Establishing LPAs.

**Result**: Thirteen (13) LPAs were developed in SFY 2017/2018 and an additional fifteen (15) were developed in SFY 2018/2019 between LEAs, DOR districts, and regional centers for a cumulative total of 28 LPAs.

### Goal 1, Strategy 1

Jointly develop and communicate written guidance.

**Result**:There were seven actions in the CIE Blueprint related to achieving Strategy 1. Four actions were completed in the first year of implementation, including the California CIE webpage, the Employment Data Dashboard, Joint Written Guidance, and Local Operational Guidance. The remaining three actions were completed in the second year of implementation, as follows:

#### Stakeholder Meetings and Forums

Representatives from the three departments participated in meetings, presentations, and conferences to provide updates about the Blueprint. The CIE Interagency Leadership Workgroup presented at the Bridge to the Future Conference and the University of California Davis Medical Investigation of Neurodevelopmental Disorders (MIND) Institute to gain support for CIE. A complete list of events held subsequent to the start of the Blueprint to June 2019, is available in [Appendix B – CIE Blueprint Communication and Training Events](#_Appendix_B_–_1).

#### Information Sharing

Relevant information regarding pathways to CIE, and resources were posted on the [CIE](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-%28CIE%29.aspx) webpage and were shared at meetings with department staff and stakeholders, including advisories, committee meetings, Parent Training and Information Centers, and Family Empowerment and Disability Council statewide representatives.

“At a recent Disability Awareness event, a consumer’s father who manages a large warehousing company pulled a DOR staffer aside to thank the department for the services offered to his son. He appreciated that others in the community were willing to just give his son an opportunity. No guarantees. Just an opportunity.

He gave the DOR staff member his business card and said that he wanted to have his company involved in the promotion of hiring of people with disabilities, and to contribute to future Disability Awareness events. Because if someone was willing to do it for his son, then maybe he could be the one to do it for someone else.”

*DOR Supported Employment Liaison*

#### Local Commitments

The departments demonstrated their commitment to the creation of LPAs through on-going technical assistance and teleconferences for core partners. A series of teleconferences targeting core partner staff were offered in May 2019. The teleconferences were primarily attended by WAI, DOR, and regional center staff.

### Goal 1, Strategy 2

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

**Result**:There were seven actions in the CIE Blueprint related to achieving Strategy 2. Three actions were completed in the first year of implementation, including the development of a State Interagency Agreements Timeline, Local LPA Template and LPA Focus Areas, and Local Area LPAs. The remaining four actions were completed in the second year of implementation, as follows:

#### Local Collaboration

Local Partnership Agreements were the impetus through which local collaboration occurred. WorkAbility I projects, DOR, and regional centers, as the subject matter experts offered training and technical assistance to local staff. Ongoing collaborative efforts from the departments’ local representatives addressed the unique needs of their communities and the locality.

#### State Level Interagency Agreements

The interagency agreement between the CDE and DOR was in full effect. It was renegotiated in SFY 2017/2018 to include the WIOA Section 511 requirements to encourage youth seeking subminimum wage employment to consider CIE, DOR Student Services, and student outreach and referral.

Additionally, the DOR and CDE issued a joint communication to DOR District Administrators, Special Education Local Plan Area (SELPA) Directors, and LEA Superintendents, in April 2019. The communication encouraged local discussions and local coordination of DOR Student Services and transition services, including the option of developing local memorandums of understanding (MOU), as appropriate. A collaboration tool was also disseminated to guide discussions about local MOU development.

The DOR and DDS initiated the renewal and expansion of their interagency agreement, including the identification of individuals who are employed at subminimum wage by an employer possessing a Fair Labor and Standards Act 14(c) subminimum wage certificate; or, individuals who received DOR pre-employment transition services, or transition services under the Individuals with Disabilities Education Act (IDEA); and, individuals who received CC&IR and other requirements under WIOA Section 511, especially youth under 25 seeking subminimum wage employment.

#### 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 28 LPAs submitted, approximately 64% met on a quarterly basis, 10% met on a monthly basis, and others met annually and bi-annually.

#### 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 May 2019, the departments conducted five regional LPA technical assistance teleconferences with over 200 LPA core partners. The teleconferences focused on Triple E practices and LPA implementation, such as establishing relationships with business partners and developing strategies to measure LPA effectiveness.

“We had our second LPA meeting and it was well attended by LEA’s, AJCC’s, regional center, Community Rehabilitation Providers, DOR staff and other stakeholders. The Employment Specialist will take the lead on creating an employment committee for this LPA. All Business Specialists / Job Developers from DOR, regional center, AJCC’s and LEA’s were invited to attend the first meeting. Their goal is to strategically plan for and create a Business Advisory Committee.”

*LPA Core Partner*

### Goal 1, Strategy 3

Jointly improve data collection and sharing.

**Result**: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. All three actions are ongoing and contributed to the achievement of Strategy 3, as follows:

#### Interagency Data Sharing Agreement

The Interagency Data Sharing Agreement workgroup continued meeting on the development of an agreement. The goal was to establish ways of sharing CIE outcomes while protecting the privacy rights of individuals and maintaining confidentiality. The Data Sharing Agreement workgroup operated within the confines of each department’s structures and policies regarding data sharing.

#### Research Funding Alternatives

Each department continued to conduct research on resources and costs associated with developing an enhanced data system which would allow regional centers, DOR districts, and LEAs to share individual-level data.

The departments also coordinated with other WIOA partners to facilitate increased referrals and opportunities for individuals with ID/DD to access AJCC services. For example, DOR participated in planning meetings for the development of co-enrollment policy among WIOA core workforce partners.

Co-enrollment policy guidance is expected to rollout in SFY 2019/2020. Along with EDD funding to update California’s Job Opening Browse System (CalJOBS), California’s online resource that helps job seekers and employers navigate the state’s workforce services.

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[[3]](#footnote-3) 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.

## **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.

### Summary of Targeted Outcomes

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

**Result**: As of June 30, 2019, 6,690 students with ID/DD participated in paid work experience, along with 19,557 who participated in unpaid community-based vocational education through WAI, for a total of 26,247 participants. This equated to a 17% increase from the 2014/2015 baseline. WorkAbility I did not receive additional or redirected funding.

**Targeted Outcome**: Increase “Earn and Learn” or OJT Participation.

**Result**: Between July 1, 2018 and June 30, 2019, a total of 1,455 individuals with ID/DD participated in an “Earn and Learn” program, currently including PIP and OJT.

* 1,420 individuals participated in PIP, a paid internship program through DDS.
* 35 individuals participated in an OJT, a non-binding agreement between an individual with a disability, the DOR, and a business, designed to result in permanent CIE.

### Goal 2, Strategy 1

Jointly identify and improve Triple E practices.

**Result**: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. All four actions are ongoing and contributed to the achievement of Strategy 1, as follows:

#### Strategies on Providing CIE Services

The departments collected the following Triple E practices from local programs and will continue to do so in the next steps of Blueprint implementation. Sample documents from Triple E practices will be shared on the [[CHHSA CIE](https://www.chhs.ca.gov/home/cie/)](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-%28CIE%29.aspx) webpage:

* **Monthly Employment Roundtable**
Monthly Employment Roundtable brought together regional center, LEA, DOR, workforce, and community partners to collaborate on employment resources and opportunities in their local area. The Employment Roundtable topics varied each month, including job development, job coaching, motivation of clients and staff, and self-employment.
* **Business Advisory Committee**
The Business Advisory Committees formed around community-based partnerships of employers and organizations to support Community Networks. Together they fostered an environment of collaboration to increase CIE for individuals with ID/DD. The Business Advisory Committee was typically composed of individuals representing business, industry, education, and community organizations. The goal was to empower individuals with ID/DD to secure CIE by providing them with life skills, tools, and resources.
* **Employer Panel**
The Employer Panel was an event put on by one Business Advisory Committee that allowed businesses that hire individuals with disabilities to share information and resources with other businesses interested in hiring individuals with disabilities. The event was an opportunity for businesses to network with employers who embraced diversity. Their mission was to create synergy between employers and the untapped talent of people with disabilities by building an innovative community focused on CIE while dismantling the stigma around employees with disabilities.
* **Business Engagement: Autism and Neurodiversity Training**

The Neurodiversity Workplace Readiness training was a business-based service designed to meet the need of large employers seeking to diversify their workforce. These programs typically are designed to equip individuals with Autism and other related diagnoses with workplace and personal effectiveness skills needed to succeed in today’s work environment.

In SFY 2018/2019, in one such program, 11 DOR consumers participated and four were hired upon completion of the program at an annual salary range of $31,200 to $85,000 and in the following types of jobs:

* + Account Support Associate
	+ Process Associate
	+ Salesforce Developer
	+ Customer Service Specialist
* **Project SEARCH**

The Project SEARCH Transition-to-Work Program was a unique, business-led, one-year employment preparation program that takes place entirely at the workplace. Total workplace immersion facilitated a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations. There are several Project SEARCH programs ongoing throughout the state and several more are in development. Programs culminate in individualized job development.

* **Early Referral to Regional Center Adult Services**

Local Partnership Agreements brought together school officials and youth regional center case coordinators to ensure that youth receive early exposure to CIE and work experiences by coordinating a seamless transition for students from secondary school into adult regional center services. In order to facilitate a seamless transition, core partners were and continue to be encouraged to participate in the development of an individual’s IPP and Individualized Education Program (IEP) to emphasize CIE as a goal. Additionally, expanded PIP eligibility includes individuals ages 18 through 21, providing opportunities for these individuals to obtain work experience and encouraging early referral to regional center adult services.

#### CIE Provider Webinar

The departments initiated the development of a webinar for supported employment providers on Triple E practices, such as work experience and pre-vocational foundational skills development to prepare for CIE, including the PIP, CIE incentive payments, local Employment Roundtables, and others. As a next step, the departments will conduct the webinar in 2020.

#### 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.

1. Alternative Service Models

The three departments explored programs that create pathways to CIE that support alternate models of services to non-integrated employment settings, including:

* Tailored Day Services - This service is funded by DDS and is 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.
* Paid Internship Program - The PIP is designed to increase the vocational skills of individuals with ID/DD to create a pathway to CIE, for those who have a goal of CIE in their IPP. The PIP can include self-employment enterprises, apprenticeships, and other business opportunities. 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.
* Vouchered Community-Based Training - This service is defined as a consumer-directed service that assists the consumer in the development of skills required for CIE or participation in volunteer activities, or both, and the assistance necessary for the consumer to secure employment or volunteer positions or pursue secondary education.

### Goal 2, Strategy 2

Determine and encourage statewide supported employment provider capacity to support CIE.

**Result**:There were five initial actions in the CIE Blueprint related to achieving Strategy 2. One action was completed in the first year of implementation, the development of an interactive Community Resource Mapping tool called the Employment Resources Map. The remaining four actions were completed in the second year of implementation. There are an additional five actions that represent a variety of ongoing state administrative processes and strategies to manage programs long term, as follows:

#### Adult Work Experience

The DDS’s supportive efforts to facilitate community services with the HCBS compliance funding has led to increased work and volunteer experience and job training for many individuals state-wide. Service providers receiving these funds have indicated that many individuals transitioned from segregated services into integrated services, in addition to receiving specialized services to help assist them obtain CIE.

“An individual diagnosed with Cerebral Palsy and Autism applied for and was accepted to Project SEARCH at University of California, Medical Center Autism Enhancement program in January 2018. He received 30 hours per week in specialized non-paid internship hands-on training for 11 months and completed three or four rotations in different departments at the Medical Center to maximize his work experience. The parents were involved throughout the internship to reinforce the skills he learned at home. The individual completed the Project SEARCH internship on December 14, 2018, and subsequently participated in a regional center funded PIP at the Medical Center. The internship and PIP opportunities increased his self-esteem and helped him learn work skills that resulted in a job at the Medical Center as a Hospital Transporter / Assistant in May 2019. He is now working 36 hours per week and is making substantially above minimum wage ($21.60 per hour). He is currently doing a great job with his employment and is even training other Project SEARCH interns.”

*Regional Center Representative*

#### Partnership Opportunities for Sequenced Funding

Through the California Unified Strategic Workforce Development Plan, the departments collaborated with the CWDB on a CIE Partnership Agreement to align state level efforts to support LPAs and the development of co-enrollment policies and guidance. Local Partnership Agreement core partners began working closely with each other, attending meetings and orientations in order to support the individual’s employment goals. They shared information (e.g. job fairs and apprenticeships) with community partners that would benefit their mutual consumers. Assigned counselors met with community partners on a regular basis.

#### Supported Employment and Customized Employment Funding

Supported Employment Funding: The DDS continued to analyze a rate study of provider and regional center services, including supported employment.[[4]](#footnote-4) In addition, Senate Bill (SB) 81, Statutes of 2019, funded a rate increase for hourly job coach services for individual and group placement from January 1, 2020 through December 31, 2021, unless the Department of Finance makes a specified determination to extend funding. The joint partnerships anticipate continued supported employment rate alignment to ensure a seamless delivery of services to individuals with ID/DD.

Customized Employment (CE) Funding: During this reporting period, CE services were piloted in areas of Southern California and jointly funded by regional centers and DOR based on an agreed-upon service description. These services are continuing. There are four modules within CE Service Description: (1) Discovery; (2) Planning for CE; (3) Business Negotiation and Job Site Analysis; and (4) Systematic Instruction and Ongoing Support. Regional centers fund the first two modules while DOR the last two modules.

Common CE funding sources vary, and funding may include state VR, developmental disabilities agencies, AJCC, and for transition age youth, school districts may fund CE as part of a transition plan. Other funding sources that are emphasized in CE are California Achieving a Better Life Experience (CalABLE) accounts, Self-Determination indicated in an IPP, Social Security Work Incentives, including the Plan to Achieve Self Support (PASS) plans for those participants who are Social Security recipients. Small Business agencies are also sources for funding CE especially for self-employment and resource ownership[[5]](#footnote-5).

#### Statewide Needs Assessment

Through an interagency data sharing agreement with EDD, the DDS received non-aggregated quarterly earnings data for 2014, 2015, 2016, and 2017. The data was reviewed and as a next step will be used to inform the demand for pre-employment foundational skills and employment services throughout the state. The goal is to utilize earnings reports by region[[6]](#footnote-6) to build upon the Employment Resources Map, identifying areas where more employment resources may be needed.

“A consumer with Cerebral Palsy wanted a job with opportunities to move about and talk to people. The consumer was soon involved with DOR supported employment services through a local Community Rehabilitation Program (CRP). Through Job Club meetings, Job Fairs and sessions to improve interviewing, he placed a number of applications throughout the community. One of those employers responded to an online application and offered him a Porter position with a local health club. He has been there a little less than a year and everything appears to be coming along nicely. In addition to learning new work skills, he is particularly proud of the self-advocacy skills he learned. Through coaching and counseling, he learned to stand his ground and speak up for himself.”

*DOR Representative*

1. Provider Resources

The DDS has allocated $45 million to assist providers to come into compliance with the HCBS final rule. Portions of this funding went towards non-integrated day service programs, including Work Activity Programs and some Supported Employment Programs from SFY 2016/2017 through SFY 2018/2019. As a result, 78 non-integrated employment programs were approved to use funding to modify their services.

The Governor’s 2019/2020 proposed budget included over $3 million in SFY 2019/2020 and annually thereafter to increase CRP provider uniform fee-for-service rates by ten percent for the services noted below. These rate increases were requested to help maintain the quality of VR services and to address service gaps. This funding was approved as part of the 2019/2020 state budget.

**VR Services with Proposed Rate Increase**

* Comprehensive Vocational Evaluation
* Vocational Assessment
* Personal, Vocational, Social Adjustment
* Employment Services – Intake/Prep/Job Development and Placement/Retention[[7]](#footnote-7)
* Other services[[8]](#footnote-8)

**Services with a Consumer Wage Component**

* Situational Assessment
* Work Adjustment
1. Home and Community-Based Services Waiver

In 2014, new federal rules were released by CMS which required homes and programs where HCBS was delivered to meet new criteria. The new rules required each state to develop a Statewide Transition Plan (STP) to bring service providers, for individuals who qualify for the HCBS waiver, into compliance with the new CMS rules. The STP described how the State will come into compliance with new Federal HCBS Settings Final Rule. The STP for employment service providers included, but was not limited to, the requirement for service settings for individuals with ID/DD to be integrated, supporting full access to the greater community, including opportunities to seek employment and work in competitive integrated settings. On February 23, 2018, the CMS granted initial approval of California’s STP. The Department of Health Care Services has posted the [initial approval of the](https://www.dhcs.ca.gov/services/ltc/Documents/STPInitialApproval.pdf) [STP](https://www.dhcs.ca.gov/services/ltc/Pages/HCBSStatewideTransitionPlan.aspx) and the [revised [STP](https://www.dhcs.ca.gov/services/ltc/Pages/HCBSStatewideTransitionPlan.aspx)](https://www.dhcs.ca.gov/services/ltc/Documents/CASTP-11Jan2018ADA.pdf).

The CIE Blueprint joint written guidance distributed in April 2018, emphasized the requirement for the State of California to implement the requirements for HCBS settings in accordance with California’s CMS approved state plan by March 17, 2022. Originally the new rule required California to come into compliance by March 2019 which is recorded into the CIE Blueprint. As of March 2019, employment service providers achieved substantial compliance with the CMS new rules. Since 2016, the State has authorized $15 million annually to assist DDS service providers to come into compliance with the HCBS new rules. As of SFY 2017/2018, 78 regional center employment service programs were approved by and received funds from DDS to come into compliance with the HCBS new rules.

1. Addressing Barriers to CIE

The departments identified that current statutory vendorization requirements limit the ability of small or new vendors to establish and maintain supported employment programs. Current funding structures typically do not include specialized training for CE and/or individual placement and support models resulting in fewer trained providers able to ensure the fidelity and quality of these employment practices.

The departments additionally identified ongoing data sharing barriers, including the following:

* Lack of a common identifier.
* Confidentiality and privacy rules (e.g., **Health Insurance Portability** and **Accountability Act** (HIPPA) and Family Educational Rights and Privacy Act (FERPA)).
* Technological limitations preventing departments, individuals, and families from sharing information electronically.

### Goal 2, Strategy 3

Support transition from school to employment preparation services and CIE.

**Result:** There were two actions in the CIE Blueprint related to achieving Strategy 3. These actions are ongoing and contributed to the achievement of Strategy 3, as follows:

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

The departments continued to provide technical assistance to encourage discussions and facilitate increases in system in capacity for CIE.

1. **Early Referral to Regional Center Adult Services**

The LPAs offered information to regional center youth service coordinators and schools to encourage seamless coordination regarding transferring youth to adult regional center services so that youth may receive early exposure to CIE and work experiences.

1. **CIE Employment First Brochure**

The WorkAbility I Family Transition Network developed a children and family brochure to highlight transition services to support Employment First. The brochure was shared electronically through the WorkAbility Central webpage at <https://sites.google.com/a/workabilitycentral.com/workability-1/>. WorkAbility Central is a website that is created and maintained by members of WAI projects independent of the CDE. Resources and information regarding secondary school transition are shared on this website.

1. **CIE Webinar and Toolkit**

The departments conducted a statewide webinar on CIE for individuals with ID/DD and their families and developed and posted a CIE Toolkit designed to provide tools and resources on CIE services and supports available to individuals with ID/DD and their families.

1. **Student Work Incentive Planning Services**

The DOR will continue to provide effective, person-centered Work Incentive Planning (WIP) services to all Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) recipients, including SSI youth with ID/DD. Youth-focused WIP services encourage youth and their families to consider CIE as a future goal. California is a leader with one of the first, if not the first, service of this kind in the nation.

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.

### Goal 2, Strategy 4

Develop business partner initiatives. Strategy 4 actions are scheduled beyond the first year of implementation and will be included in future Annual Reports, as follows:

1. Business Partner Initiative Workgroup

Consistent with the WIOA, there are 46 LWDBs that are organized within 14 regional planning units (RPUs). The 14 RPUs were developed in coordination with business needs and industry sector strategies, culminating in the development and implementation of 14 Regional Plans to support local businesses. These [Regional Plans](https://cwdb.ca.gov/plans_policies/) can be found on the CWDB webpage at

<https://cwdb.ca.gov/plans_policies/>.

The DOR partnered at the state level with RPUs to initiate workgroups with workforce development partners to enhance and build upon local business engagement and sector strategies that would be inclusive of individuals with disabilities. Additionally, the DOR established Regional Business Specialists in each DOR district. They were responsible for business engagement and initiatives focused on increasing quality and quantity of employment opportunities for individuals with disabilities, including individuals with ID/DD. A key role of the Regional Business Specialists was to coordinate sharing of information between local regional partners.

Next steps include working with DOR Regional Directors, regional center Employment Specialists, and LEA partners to develop a step-by-step business process to improve coordination between LPAs and WIOA core partners.

1. Capacity Building

The LPA partners continued to develop regional workgroups with local workforce development partners to strengthen business engagement with Chambers of Commerce and expand the availability of community-based jobs. Examples of such engagement were as follows:

* In one area, LPA members advocated with their LWDB to provide a navigator who would act as a single point of contact for LPA core partners at the AJCC. The navigator would be trained in working with individuals with ID/DD to guide them through the AJCC system.
* The LPAs worked closely with local workforce agencies to identify apprenticeships and apprenticeship networking opportunities leading to greater opportunities for internships and permanent hires for individuals with ID/DD.
* The DOR Work Incentive Planners presented on benefits and work incentives planning and information on tools and resources available to achieve CIE at LWDBs and AJCCs in bi-weekly orientation sessions. District staff additionally provided AJCC partners with information regarding the PIP offered by the regional center.
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](https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=201520162AB1), which established the Disparity Funds Program.[[9]](#footnote-9)

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](https://www.dds.ca.gov/initiatives/sdp/newsletters/).

“Twenty-two years ago, a group of parents and self-advocates decided to take a chance and participate in a Regional Center Self Determination Pilot Project. These pioneers came together in mid-May to learn about the new SDP program and, with the support of regional center staff, figure out how to make the transition from pilot to new program. “Being in Self-Determination helped make my daughter a success” said one parent, “she just finished obtaining a certificate in child development and is going to get a job. This happened because of access to tutors and other supportive services we could set up over the years. Self Determination made this happen for her! All the pilot participants are ready to take the next step into the new SDP.”

*DDS Representative*

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.

1. Provider Capacity

In 2018, the DOR partnered with the ETP to establish STEPS. The program offered paid work experience to students with disabilities through local AJCCs.

Services were funded by DOR and administered by ETP through LWDB and the AJCC system. In total, six workforce boards were awarded grant funding: Motherlode, San Joaquin, Verdugo, NorTEC, Richmond, and Sacramento Employment and Training Agency (SETA).

In total, 301 individuals received services through the program. Students ranged in age between 16 and 21, with the average being 17.8 years old. Individual disabilities included ID/DD, communicative, psychosocial, blindness or visual, and physical impairments.

### Goal 2, Strategy 5

Develop tools and resources. One action contributed to the progress in achieving Strategy 5, as follows:

#### CIE Resource Virtual Toolbox

The departments developed and posted a CIE Toolkit designed to provide tools and resources on CIE services and supports available to individuals with ID/DD and their families. The Toolkit included the recorded CIE Webinar, PowerPoint slides by specific topics such as benefits (SSI and Medi-Cal), a CIE Webinar Fact Sheet, a CIE Webinar Glossary of Terms, and resource documents on benefits/work incentives planning. The Toolkit is available on the [[CHHSA CIE](https://www.chhs.ca.gov/home/cie/)](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-%28CIE%29.aspx) webpage.

## **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 Placements.

**Result**: Similar to the result reported in last year’s Annual Report, as of July 22, 2016, DOR has not placed any individual with ID/DD age 24 or younger in a job earning subminimum wage or lower. The DOR has an Achieving Community Employment (ACE) team that actively provides CC&IR services to encourage individuals to choose CIE.

For SFY 2018/2019, the DDS had approximately 119 individuals, ages 24 and under, earning subminimum wage in Supported Employment-Groups and Work Activity Programs a reduction of 24% or 38 from the previous year. In SFY 2017/2018, the DDS had approximately 157 individuals, ages 24 and under, earning subminimum wage in Supported Employment-Groups and Work Activity Programs.

The DDS promoted CIE and the California Employment First Policy, and has created the CIE incentive payment program and the PIP to provide more opportunities for individuals to pursue and obtain CIE.

The DDS worked with regional centers to support Employment First and to have IPP goals in place to support an individual´s choice to engage in CIE or activities that may lead to CIE. For individuals transferring out of Work Activity Programs (WAP) or other day programs that do not meet the HCBS regulations, the DDS, in collaboration with the 21 statewide regional centers, using person-centered planning, will work to transition individuals into CIE, or fundamental career development pathways to CIE, as identified in the Blueprint and consistent with the individual’s goals expressed during person-centered planning.

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

**Result**: National Core Indicators (NCI) data is available triennially. State fiscal year 2017/2018 showed: 29% of individuals had CIE as a goal in their IPP, up from 27% in 2014/2015; 47% of individuals currently unemployed said they wanted a job in the community, up from 39% in 2014/2015.

While the percentage of IPPs that contain a goal of CIE was not readily available for collection at the individual IPP level, the DDS collected triennial NCI data to measure the goal of CIE in the individual’s IPP.

Next steps will be to explore strategies between DDS and regional centers to measure CIE as a goal within IPPs.

**Targeted Outcome**: Increasing Consumer Awareness of Employment Preparation Services by 10% Annually.

**Result**: A methodology was not readily available for measuring consumer awareness, through the IPP process, of employment preparation services to support CIE. As of June 30, 2019, 17 regional centers had Employment First Policies that were consistent with the California Employment First Policy.

Next steps will be to explore strategies between DDS and regional centers to develop a baseline and measure annual increases in consumer awareness of CIE and the number of consumers who indicate CIE as a goal in their IPP.

“A 23-year-old with a cognitive impairment (autism) came to DOR in 2015 to receive assistance getting employed in the Information Technology (IT) field. He met weekly with a Business Specialist to explore job and internship opportunities. The Business Specialist recruited WIP services to help address his concerns related to SSI and Medi-Cal and to discuss work scenarios showing different ways his SSI would be adjusted.

In March 2018, the individual enthusiastically contacted the Business Specialist and WIP regarding a job offer he accepted with an IT company as a CNC machinist working 40 hours per week and making $17.41 per hour. He also decided to finish an AA degree on his own as he was one semester away from graduation. He and his father visited the Compton office to thank his VR Counselor, Business Specialist, and WIP for their assistance. His father told WIP that DOR immensely changed his son’s life positively in which he is forever grateful for the department and services it provides. Finally, his case was closed on November 8, 2018.”

*DOR Work Incentives Planner*

### Goal 3, Strategy 1

Increase individual awareness of tools and resources available to support the achievement of their career goals toward CIE. Twelve actions contributed to the achievement of Strategy 1, as follows:

#### CIE Webinar

The departments conducted a statewide webinar on CIE to over 300 individuals with ID/DD and their families. The webinar included information on benefits planning to support transition from school to employment preparation services and CIE; and information on tools and resources available to achieve CIE.

The recorded CIE webinar and additional resources are available on the [[CHHSA CIE](https://www.chhs.ca.gov/home/cie/)](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-%28CIE%29.aspx) webpage.

#### Pre-Employment Transition Services

The DOR implemented statewide WIOA pre-employment transition services,[[10]](#footnote-10) 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.

The DOR and CDE developed an LEA-DOR Collaboration Worksheet to facilitate the development of local MOUs between LEAs and DOR districts. The Collaboration Worksheet is a new resource developed to compliment the CDE’s and DOR’s current Interagency Agreement - Appendix A, which reiterates topics in the Interagency Agreement to be explored locally. The Worksheet aimed to support the development of strategies that will work best in each LEA and DOR districts. Topics included, but were not limited to, referral to DOR Student Services, student access, and other key processes - understanding that different geographic areas have different resources and needs.

#### CIE Information

The DOR ACE Team counselors provided CC&IR services to 12,029 individuals working in subminimum wage employment, to provide them with information and resources on CIE and Employment First. This was accomplished by coordinating with 92 California employers holding Fair Labor and Standards Act 14(c) subminimum wage certificates to pay individuals below Federal Minimum Wage, including over 82 CRP service providers. The number of United States Department of Labor reported employers with 14(c) certificates decreased from 150 in July 2016 to 109 in April 2019, with 17 employers who are now paying at or above the Federal Minimum Wage.

The CDE provided ongoing technical assistance in the IEP process which included transition planning for CIE postsecondary goals. In January 2019, the CDE presented a statewide webinar for special education educators, secondary transition specialists, program specialists, and school administrators on transition planning which covered the Employment First Policy, CIE, and highlighted a CDE state sponsored resource, [California CareerZone](https://www.cacareerzone.org/), to assist educators in transition planning.

The DDS continued to offer technical assistance to regional centers on Employment First and supports to achieve CIE in the IPP process. Technical assistance was provided through quarterly teleconferences and webinars with regional center Employment Specialists.

1. Accommodations and Supports

The departments developed a CIE Glossary of Terms and Fact Sheet that provided information on services, including accommodations and supports available through each department. Both resources were shared with individuals with ID/DD and their families during the CIE Webinar held in June 2019.

Consistent with a “One-Person One-Plan” philosophy, LEAs, DOR districts, and regional centers collaborated and coordinated well-sequenced funding streams and services to assist individuals with ID/DD, including the shared provision of accommodations and supports that often-included job coaching. The provider of accommodations and supports depended on where the individual was in their continuum of services and their pathway to CIE. The Blueprint identified five pathways to CIE, as follows:

1. Transition Services
2. Adult Pathways to Employment
3. Postsecondary Education Activities
4. Supported Employment Services, including Customized Employment, and Other Employment Support Options
5. Business Partner Engagement
6. Grant and Contract Requirements

In the first implementation year, the CDE required and continues to require, as a condition of the WAI grant, that grantees provide information regarding Employment First, opportunities for employment, and supports to achieve CIE to WAI students with ID/DD ages 16 and above.

The DOR required Transition Partnership Program (TPP) and DOR Contract Administrators to incorporate the following language into the scope of work introduction for all TPP contracts, beginning in SFY 2019/2020, as each TPP contract renews or amends:

* The TPP contractor will provide information to the TPP students with ID/DD ages 16 through 21 regarding Employment First, opportunities for employment, and supports to achieve CIE.

#### Systems Change Funding

In January 2014, the 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 2016/2017 to 2018/2019, 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 WAPs, supported employment group services, and day programs. During this three-year period, 63 WAP and 13 supported employment group 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.

The results of the programs service modifications are still being collected. Examples from WAP modifications resulted in:

* 21 participant and family one-on-one meetings relating to the final rule and its impact.
* Discovery services (meetings with the transition specialist to discuss work history, vocational interests, and work goals) provided to 24 participants.
* Assessments provided to 22 participants.
* Job exploration services (resume/cover letter preparation, computer literacy, interviewing skills, etc.) provided to 23 participants; several participants attended job fairs and interviews in the community.
* 110 participants took part in individualized job training.
* 75 participants engaged in work exploration visits.
* 85 participants gained volunteer work experience.

#### CIE Incentive Funding

Through the DDS, regional centers offer CIE Incentive Payments to provider agencies for placement and retention in CIE. In SFY 2017/2018, a total of 964 individuals participated in the CIE incentive payment program. In SFY 2018/2019, 1,476 individuals participated in the CIE incentive payment program; an increase of 53 percent.

#### Transition Virtual Tools and Resources

The California Community of Practice on Secondary Transition (CA CoP), co-led by the CDE and DOR, had the overarching goal of building statewide capacity to serve individuals with disabilities with a focus on secondary school transition. By promoting interagency collaboration, sharing resources and disseminating information regarding secondary school transition, members were apprised of the current issues affecting transition age youth. Updates on the Blueprint were a standing agenda item during the monthly CA CoP virtual meetings typically attended by representatives from California state departments, non-profit organizations, advisory board members, regional centers, LEAs, WAI projects, TPPs, and the California Promise Initiative (CaPROMISE) to name a few.

#### Career Development Tools and Resources

The departments collaborated on the development of roadmaps for individuals with ID/DD and their families that outlined the employment services offered by each department and how to access these services. Next steps include statewide dissemination.

#### Strategies to Limit Use of Subminimum Wage

In addition to the actions described in [CIE Information](#_CIE_Information), the departments supported person-centered planning to limit the use of subminimum wage as follows:

* Consistent with statewide efforts to limit the use of subminimum wage, 17 regional centers had Employment First Policies that aligned with the California Employment First Policy. Thus, opportunities for CIE would be given the highest priority for working age individuals with ID/DD, regardless of the severity of their disability.
* The DOR’s ACE team coordinated person-centered planning with individuals and supported employment counselors across the state. The team specifically focused on individuals with the most complex disabilities seeking to move from WAPs into supported employment to work toward and achieve CIE.

“The CA COP on Secondary Transition has provided me with an opportunity to network and to learn from peers and leaders in the field of transition regarding best practices to serve our youth with ID/DD by participating on conference calls, workgroups and trainings. The Blueprint itself is an excellent resource that provides guidance on what is possible to achieve within the guidelines and policies of each agency and providing a clear definition of CIE. The LPA templates were invaluable with creating a LPA within my county that included the three core partners, DOR, regional center and our LEA administrators. We are now meeting with each other on a quarterly basis and working towards increasing the opportunities for CIE for our youth with ID/DD and other disabilities as well. We are currently holding Employment First Summits with our community partners to expand the knowledge base in the field and to enhance our local community of practice to promote real work for real pay in the real world.”

*LEA Representative*

### Goal 3, Strategy 2

Support the development of system knowledge, skill, and ability to deliver CIE. Three actions contributed to the achievement of Strategy 2, as follows:

#### Staff Development and Training Plan Outline

With the primary focus of building capacity, the departments drafted the outline for a statewide staff development and training plan. In addition to offering in-person trainings, webinars, and teleconferences, the staff development and training plan was developed to offer trainings at multiple locations throughout the state. While documenting the departments’ commitment to continuous capacity building, the outline allowed flexibility based on ongoing information and feedback gathered regarding relevant and needed topics.

#### Training Plan

The departments developed and offered training to stakeholders, including the California Secondary Transition Community of Practice annual meeting, the University of California Davis MIND Institute Summer Conference and the Bridge to the Future Conference. Please refer to [Appendix B](#_Appendix_B_–_1) for additional trainings.

1. Service Provider Training

The departments continued to explore training opportunities for service provider staff to facilitate CIE outcomes. Currently, there are ongoing discussions occurring at the national, state, and local levels.

### Goal 3, Strategy 3

Increase opportunities for individual participation in activities that support informed choices leading to CIE. Five actions contributed to the achievement of Strategy 3, as follows:

1. Time-Limited Service

The DDS, upon approving of new supported employment groups, requested information from the service providers on how they plan to work with the individuals within the group to train and prepare them for individual placement in CIE.

The DOR provided guidance to DOR District Supported Employment Liaisons regarding WIOA changes for individuals in supported employment working toward CIE (34 Code of Federal Regulations sections 363.1(c) and 363.55(b)).

#### Service Delivery System Change Task Force

The departments expanded the Service Delivery System Change Task Force to include members from a regional center, the Association of Regional Center Agencies (ARCA), two WAI programs, and a family resource empowerment center. Each department identified representatives from these organizations to participate who have expertise in CIE, transition, and post-school outcomes. Next steps will be to include a service provider representative in the Task Force.

#### Pre-Employment Opportunities

The DOR Community Rehabilitation Resources Specialists provided ongoing technical assistance and support to service provider staff to develop and provide pre-employment foundational skills (e.g., soft skills training). The DDS provided ongoing technical assistance through compliance monitoring of service providers.

Through funding from the CDE WAI program, WAI service providers were offered technical assistance at a statewide conference held in November 2018. This conference covered topics related to many transition areas including pre-employment foundational skills. Strategies were shared in helping to increase employment opportunities for individuals with ID/DD.

#### CIE Opportunities within State Service

The DOR and DDS continued to partner with the California Department of Human Resources (CalHR) in the SB 644 Limited Examination Appointment Program (LEAP) State Internship Program. The joint project looks to increase the employment of individuals with disabilities in California civil service.

The program was retooled and renewed based on input from the initial pilot. The new approach added the following features:

* A requirement for job site analysis to inform training and fading plans that ensure the success of the individual.
* Disability etiquette training for the employer and work unit staff.
* Increased vendor benchmarks consistent with an expanded scope of work.

In SFY 2018/2019, two additional individuals began working in state jobs, joining the five interns who were hired last year. As the State Internship Program increases capacity, there is a continuing need for job coaches familiar with the state application and hiring process.

1. Increasing Local Capacity to Create System Change

The departments are continuing to discuss how best to promulgate technical assistance to key LEA, DOR district, and regional center staff to create changes to local systems.

Through regional centers, service providers have been encouraged to submit concepts to DDS for HCBS compliance funding ($45 million in first three fiscal years, beginning SFY 2016/2017). Concepts previously approved included:

* Supporting consumers on a more individualized basis to promote community integration and employment.
* Prioritizing the preferences of consumers and utilizing consumer feedback in the development of the concept.
* Train-the-trainer certification in person-centered planning/thinking and training regarding the HCBS rules.
1. Seamless Employment Transition

The three departments are actively seeking outcomes based on implemented LPAs that may illuminate the efficacy of current and newly implemented transition processes for individuals across all three systems.

# CONCLUSION

As we look back at the second year of implementation of the CIE Blueprint, it is clear that individuals with ID/DD and their families are increasingly exploring CIE opportunities and more individuals are working toward and achieving CIE. Employment First provides a guiding philosophy to overcome the stigma of low expectations that contribute to high unemployment and low wages for individuals with ID/DD.

The CIE Blueprint further promotes a culture that comprehensively considers what each person needs to thrive in their communities, including integrating opportunities that support postsecondary and employment outcomes, according to the individual’s informed choice. This culture is best encapsulated by the phrase “One-Person One-Plan,” meaning that transition services provided through an IEP build the foundation for future IPE and IPP goals, anticipating career development, work experience, and community integration as pathways to CIE. Local educational agencies, DOR districts, and regional center efforts are increasingly aligned to consider the whole person as they move through the continuum of services and supports.

The CDE, DOR, DDS, and LPA core partners are continuing to try new approaches that are implemented in a collaborative manner with input from stakeholders. The actions described in the CIE Blueprint resulted in the three departments and LPA core partners conducting cross-training and technical assistance to increase awareness of what is not only required, but what is possible. The goal is to ensure that all access points for individuals with ID/DD and their families lead to referral and coordination of Employment First services between state and local partners.

The three departments continue to move forward with the third year of Blueprint implementation by:

* Promoting person-centered services and informed choice by emphasizing community employment and high expectations.
* Exploring innovative approaches such as early discovery services in school, regional center case management continuum of services from child to adult, and increased access to plan information (“One Person One Plan”).
* Engaging business partners, including co-enrollment and universal access in WIOA workforce programs, with continued emphasis of the strengths of individuals with ID/DD in the employment world.
* Supporting LPA efforts to align services and build system capacity so individuals with ID/DD, particularly youth and students, are provided pathways to postsecondary education and vocational training options to prepare for CIE.
* Reducing disparities and barriers to equitable access to services and supports for individuals with ID/DD.

The departments appreciate the endeavors of and support from LEAs, DOR districts, and regional centers and their focus on local collaboration to assist individuals with ID/DD achieve the dignity of economic self-sufficiency within their communities. All individuals with ID/DD have a right to community employment in places where they work alongside others with disabilities and those without, for wages that are competitive with the wages of others in similar positions.

In closing, the departments would like to share the following quote from an individual with ID/DD who attended the CIE Webinar in June 2019:

[Begin Quote]

“As a person with a significant disability from the age of five, I had a hard time accepting my disability. This had caused me to choose very difficult lines of work when I was of age which in turn has caused many broken bones and injuries. Once I became 30 years old, my body was too broken which changed my perspective on possible jobs I could perform. I then went to college and received an accounting certificate before I finally looked into the option of working for the State of California and was employed as a volunteer. This allowed me to research on how to pass a state exam and become permanently employed. If I had only known and accepted help from any disability employment programs at the time, perhaps my job goals would have been more refined to meet my disability needs. It is encouraging that so many programs are available for people with disabilities and I would encourage those who qualify to take advantage and use the services available.”

[End Quote]

# **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 | (TBD) |  |  |  |  |  |

Table 2: Targeted Outcome Measures

| **Measure** | **Goal 18/19** | **Outcome****18/19** |
| --- | --- | --- |
| LPAs Developed | N/A | 15 |
| Number WAI Work Experiences (Paid/Unpaid) | N/A | 26,247 |
| PIP and OJT Number Served | 25 | 1,455 |
| CC&IR: Number Served | N/A | 12,029 |

# **APPENDIX B** – CIE Blueprint Communication and Training Events



# APPENDIX C – Completed Targeted Outcomes and Actions



# APPENDIX D – Glossary of Abbreviations

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1. Senate Bill 81 (Committee on Budget and Fiscal Review), Statutes of 2019 [↑](#footnote-ref-1)
2. The DDS SDP was approved June 7, 2018 outside of this reports SFY boundaries. Due to the approval date being so close to the end of the SFY 2017/2018 there was no data or life experience stories to show how the SDP increased CIE opportunities for individuals with ID/DD in the first CIE Annual Report. The SDP is being included in this Annual Report as information showing how the program improved CIE opportunities in SFY 2018/2019. [↑](#footnote-ref-2)
3. Assembly Bill 2083 (Cooley), Statutes of 2018 [↑](#footnote-ref-3)
4. Assembly Bill X2-1 (Thurmond), Statutes of 2016 [↑](#footnote-ref-4)
5. [https://www.ocali.org/project/customized\_employment\_guide/page/ce\_funding](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ocali.org%2Fproject%2Fcustomized_employment_guide%2Fpage%2Fce_funding&data=02%7C01%7CCindy.Chiu%40dor.ca.gov%7C52e79bae692b46f0835508d792c52ed0%7C19ed70549d9743c792b16781b6b95b68%7C0%7C1%7C637139247903551411&sdata=zlZ1feYUJ8wp6RgzkNFy2%2Buok7nI5xu7u7A%2FFvbPTH0%3D&reserved=0) [↑](#footnote-ref-5)
6. Unemployment Insurance Code, Section 1095(s) [↑](#footnote-ref-6)
7. General employment services are available to all individuals with disabilities. Supported employment rate increases for employment services will be addressed concurrent with the DDS rate study. [↑](#footnote-ref-7)
8. Communication skills assessment, communication and language skills training, independent living skills training, orientation and mobility evaluation, rehabilitation technology services assessment and training, occupational skills training, immersion services. [↑](#footnote-ref-8)
9. [Welfare and Institutions Code section 4519.5](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=4519.5&lawCode=WIC) [↑](#footnote-ref-9)
10. 34 Code of Federal Regulations section 361.48 [↑](#footnote-ref-10)