



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

Years Three and Four

Reporting Period for Year Three: July 2019–June 2020

Reporting Period for Year Four: July 2020–June 2021

Prepared by

California Department of Education

California Department of Rehabilitation

California Department of Developmental Services

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PREAMBLE

The Competitive Integrated Employment (CIE) Blueprint Interagency Leadership Workgroup acknowledges the lateness of the combined Annual Report for Year 3 and Year 4. 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).

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 **Exemplary**, **Effective**, **Emerging** strategies to support systems change.

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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 Years (SFYs) 2019–20 and 2020–21. For the purposes of this report, SFY 2019–20 will be referred to as Year Three (Y3) of CIE Blueprint implementation, and SFY 2020–21 will be referred to as Year Four (Y4) of the same.

The Annual Report provides an update on Y3 and Y4 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](#).

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.”

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/>.

Context for Blueprint Implementation in Y3 and Y4

The emergence of the Coronavirus in March of 2020, referred to in this report as COVID-19, created major disruptions which continued to affect service and support delivery through the 2020–21 fiscal year. Throughout Y3 and Y4 of CIE Blueprint implementation, state and local agencies and service providers continued to explore ways to continue service delivery and employment experiences through virtual

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platforms, however, the obstacles presented by in-person experiences have continued to impact postsecondary and employment outcomes for individuals with ID/DD. For example, many Workability I (WAI) students and individuals in an On-the-Job Training (OJT) and Paid Internship Program (PIP) were not able to intern at places of business traditionally open to them, and pre-vocational opportunities were temporarily affected as the state and the world learned how best to operate during the COVID-19 pandemic. Furthermore, the impact of state or locally required closures of almost all 14(c) community rehabilitation program (CRP) worksites significantly impacted the ability for individuals in subminimum wage (SMW) employment to engage in learning more about CIE and available employment and supportive services and resources.

The three departments worked diligently within their own department structure and collaborated with agency partners to combat some of the effects of the pandemic, including, but not limited to:

- The DDS issued directives that allowed for flexibility in providing services to individuals with ID/DD, including alternative services and participant-directed services, whether remote or virtual, or in person.
- The DOR continued to provide services and advocacy resulting in employment, independent living, and equality for individuals with disabilities and valued the health and safety of everyone by applying appropriate California Department of Public Health (CDPH) guidelines during the pandemic.
- The CDE provided resources and guidance on remote service delivery, instruction, and safe school openings via a dedicated COVID-19 response Webpage as well as weekly updates from the State Superintendent of Public Instruction.

Key Accomplishments

Y3 Accomplishments

Listed below are the key accomplishments for Y3 (July 1, 2019, through June 30, 2020). Key accomplishments are also included in [Appendix A - CIE Blueprint Targeted Outcome Data Tables](#):

1. 1,401 individuals with ID/DD attained CIE.
2. Demonstrated increasing partnership and cross-system collaborations by developing 22 new Local Partnership Agreements (LPAs) between LEAs,

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DOR districts, and regional centers for a cumulative total of 50 LPAs statewide.

3. Continued discussions and planning for the development of Interagency Agreements, including exploration of data sharing mechanisms.
4. Increased work opportunities in the community through the following career exploration and work experiences activities:
 - 27,028 students with ID/DD participated in paid work experience and unpaid community-based vocational education with CDE WAI.
 - 20 individuals with ID/DD participated in an OJT through DOR.
 - 1,812 individuals with ID/DD participated in a DDS PIP.
5. Engaged with employers and business partners:
 - DOR districts conducted a Virtual Career Fair with 11 employers, 119 consumers, 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 The Arc SF, an employment services provider committed to improving the lives of people with ID/DD.
 - Contracted with the Employer Training Panel (ETP) to work with America’s Job Center of CaliforniaSM (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).
6. Provided technical assistance and training to LPA core partners through five regional teleconferences.
7. Conducted an LPA Core Partner Self-Assessment Survey in June 2020 and posted results on the CalHHS CIE Website <https://www.chhs.ca.gov/home/cie/> to guide future CIE enhancement.
8. Followed the U.S. Department of Labor, Office of Disability Employment Policy, “Employment First State Leadership Mentoring Program.” Initiated in

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SFY 2018–19, and continued with quarterly meetings in Y3, a Service Delivery System Change Task Force 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. In Y3, 35 non-integrated employment programs were approved to use 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.

Another example of a modification is the use of the funds for training employment vendor’s staff in customized or micro employment options. All-together, since SFY 2016–17, 142 non-integrated employment programs have received funding for this purpose. These non-integrated work programs consist of Work Activity Programs and Supported Employment Group Programs. The goal of these systems-change funds is to develop community-based programming that complies with the HCBS settings rule, which will improve the CIE opportunities of individuals within these programs.

10. 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
11. Conducted a statewide webinar on CIE to over 300 employment service providers and staff. The webinar included information on benefits and Triple E practices, COVID-19 updates, and information on tools and resources available to achieve CIE.
12. Expanded on the CalHHS CIE Webpage, including an updated CIE Toolkit for individuals with ID/DD and their families.
13. For Y3, DOR’s Achieving Community Employment (ACE) Team provided nearly 8,000 Career Counseling Information and Referral (CC&IR) services to over 7,000 recipients to provide them with information on CIE and

¹ Senate Bill 81 (Committee on Budget and Fiscal Review), Statutes of 2019

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available employment and supportive resources. This was accomplished by coordinating with 79 California employers holding U.S. Dept. of Labor (DOL) 14(c) SMW certificates to pay individuals below federal minimum wage, including over 72 CRPs.

Y4 Accomplishments

Listed below are the key accomplishments for Y4 (July 1, 2020, through June 30, 2021). Key accomplishments are also included in [Appendix A—CIE Blueprint Targeted Outcome Data Tables](#):

1. 1,184 individuals with ID/DD attained CIE.
2. Expanded partnership and cross-system collaborations by developing 7 additional LPAs for a cumulative total of 57 LPAs statewide.
3. Initiated development and formal review of a Data Sharing Agreement between the CDE and DOR, as a part of the two agencies’ non-monetary Interagency Agreement.
4. Increased work opportunities in the community through the following career exploration and work experiences activities:
 - 22,809 students with ID/DD participated in paid work experience and unpaid community-based vocational education with CDE WAI.
 - 17 individuals with ID/DD participated in an OJT through DOR.
 - 875 individuals with ID/DD participated in a DDS PIP
5. Development and recording of technical assistance webinars in May 2021 for LPAs on key areas identified for training. Training topic selection was based on results from the LPA Core Partner Self-Assessment Survey, and addressed several strategies within this report. The webinars were delivered to DOR District Offices, WAI grantees, and Regional Centers statewide in June 2020.
6. Continued to convene regular meetings with the Service Delivery System Change Task Force focused on providing training and technical assistance to LPAs resulting in increasing the quality and quantity of CIE outcomes.
7. DDS approved the allocation of \$15 million to service providers who submitted a plan to come into compliance with the HCBS final rule. In Y4, 25 non-integrated employment programs were approved to use funding to

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modify their services to come into compliance with the HCBS final rule, bring the cumulative total of 167 employment programs receiving funding since 2016–17.

8. Developed the CIE Roadmap for Consumers resource and made available in English and Spanish on the CalHHS Website. The Roadmap for Consumers was designed to assist individuals with ID/DD, ages 12 and above, and their families to navigate the service delivery systems of the three departments and locate available employment resources.
9. Directors from the CDE, DOR, and DDS participated in a panel discussion on the topic of state-level efforts to improve CIE outcomes during the “Building Back Better for Diversity, Equity, and Inclusion Summit.” The Summit took place over three days in May 2021, and featured leaders from the federal and state government, as well as business and youth communities. The Summit focused on improving employment outcomes for individuals with disabilities, specifically those with ID/DD.
10. In order to provide other options in lieu of community-based work experience, the CDE provided temporary flexibility during COVID-19 school closures. WAI grantees offered increased remote or virtual-work experiences. The CDE also provided guidance regarding expanded on-campus work opportunities for students enrolled in the WAI program. This would apply for any upcoming situation wherein work experience opportunities are scarce due to safety measures, yet LEAs remain open. Through these remote and on-campus options, students were provided with additional work experience opportunities to prepare for CIE.
11. DOR and DDS made progress toward finalizing the data sharing agreement aligning with new cross-agency data sharing recommendations from CalHHS.
12. The Vocational Rehabilitation Employment Division Districts developed and piloted the Virtual Service Delivery Project (VSDP), which provides individuals with training, paid work-based learning experiences, and opportunities for employment in a remote setting. The VSDP presented this information to the State Rehabilitation Council in March 2021.

Next Steps

In SFY 2021–22, 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.

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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. Beginning November 2021, the CIE Blueprint Leadership Workgroup will meet every week with two separate LPAs, each for a 30-minute check-in session.
2. Post new or updated LPAs and Triple E practices on the CIE Webpage that can be replicated and implemented statewide to support systems change.
3. Disseminate promising or encouraging Triple E practices from LPA successes in the form of a factsheet to LPA members and other stakeholders.
4. DOR and DDS will finalize a data sharing agreement to share data to better determine consumer outcomes.
5. CDE, DOR, and DDS will continue work towards formalizing a comprehensive data sharing agreement, within each department’s regulatory and statutory requirements.

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

1. Research new sector strategies and labor markets consistent with the current economic and business needs, including self-employment and micro-enterprises.
2. Utilize the PIP, OJT, State Internship Program, and the Governor’s Hiring Initiative to further reduce the unemployment rate.
3. Further 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. Post and inform core partners about the availability of the technical assistance webinars designed for LPA partners, with input from the June 2020 LPA Core Partner Self-Assessment Survey, and with an emphasis on pre-employment foundational skills development and business and family engagements, among other topics.

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2. Development of remote work options where transportation is not required for a consumer to work, including exploring expansion of virtual service delivery.
3. 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.

Through the implementation of the Blueprint, individuals with ID/DD have experienced 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 in the future, with greater systems alignment, coordination of services, and ease of movement between the three systems for individuals seeking CIE.

There remain many challenges ahead, especially as they relate to working through the COVID-19 pandemic. The three departments have strategies in place and more are currently being developed to overcome these challenges, including:

- Exploring funding and/or training opportunities for access to technology for individuals with ID/DD to enter or maintain CIE.
- Leveraging new industries supported by federal legislation that offer emerging opportunities. Examples of this include distribution centers, local markets, medical testing and manufacturing, and other industries to be determined.
- Engaging businesses, community partners and support systems to identify potential employment opportunities for individuals with ID/DD responding to COVID-19 and the emerging labor market needs.

Sharing COVID-19 service options and technology during a statewide employment service provider webinar. These COVID-19 remote service resources were posted on the CalHHS CIE Webpage and made available to all employment service providers.

II. BLUEPRINT OUTCOMES FOR Y3 (2019–20) and Y4 (2020–21)

Primary Outcome

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

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In Y3 of the Blueprint, the three departments had a targeted outcome to collectively increase the number of individuals with ID/DD in CIE by at least 25 percent, from 1,502 to 1,878.

In Y4 of the Blueprint, the targeted outcome was again to increase the number of individuals with ID/DD in CIE by at least 25 percent, from 1,878 to 2,348.

Y3 Outcome: Between July 1, 2019, and June 30, 2020, 1,401 new individuals with ID/DD participated in CIE.

This included 1,330 individuals with ID/DD who achieved CIE through DOR funded services and 71 individuals who achieved CIE through regional center-funded services, such as Community Integration Services and Adult Day Activity Programs, and Behavior Management Day Programs.

Y4 Outcome: Between July 1, 2020, and June 30, 2021, 1,184 new individuals with ID/DD participated in CIE.

Discussion

The projected CIE outcomes of 1,878 individuals in Y3 and an additional 2,348 individuals in Y4 were not met. The COVID-19 pandemic began in the third quarter of Y3 and had a substantial impact on the state’s economy in Y4. The community safety measures that were launched in California as a response to the pandemic played a significant role in limiting access to employment opportunities for each of these program years. It is anticipated that as the state emerges from the COVID-19 pandemic, and returns to a sense of normalcy, the CIE placement numbers will increase.

Goals and Evaluation Measures

This section outlines the strategies, actions, and accomplishments of the three departments in Y3 and Y4 of implementation from July 1, 2019, through June 30, 2020; and from July 1, 2020, through June 30, 2021. It includes targeted outcomes, actions initiated or completed, and next steps. All tools, resources, and webinars are posted on the CalHHS CIE Webpage at <https://www.chhs.ca.gov/home/cie/>.

For clarity and readability, goals and strategies will be organized by year, allowing goals and strategies for the third and fourth years of Blueprint implementation to stand alone.

Goal 1

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

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Targeted Outcome: Sharing of LPAs and Triple E Practices.

Y3 Result: During Y3, 22 completed LPAs were posted on the CHHS CIE Webpage for a cumulative total of 50 LPAs.

Y4 Result: During Y4, an additional 7 LPAs were posted on the CHHS CIE Webpage for a cumulative total of 57 LPAs. 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](#) for more information on Triple E practices.

Discussion

The CIE Blueprint recorded 57 LPAs through Y4, which means that every DOR District Office, Regional Center, and LEA with a WAI grant (267 in Y4) is currently engaged in a collaborative relationship with their local and community partners. This is the infrastructure, developed directly under the guidance of the CIE Blueprint, that can pave the way for improved CIE outcomes throughout the state.

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.

Y3 Results:

1. 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 hosted the CIE Webinar for Employment Service Providers and Job Coaches on Triple E Practices. A complete list of events held subsequent to the start of the Blueprint to June 2020, is available in [Appendix B–CIE Blueprint Communication and Training Events](#).

2. Information Sharing

The CIE Toolkit was expanded on the CalHHS Website, with information on pathways to CIE, and resources were shared at meetings with department staff and stakeholders, including advisories, committee meetings, Parent Training

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and Information Centers, and Family Empowerment and Disability Council statewide representatives.

3. 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 November 2019. The teleconferences’ primary focus was Business Engagement, Family Engagement, LPA Staff Development, and Triple E practices.

Y4 Results:

1. Stakeholder Meetings and Forums

The CIE Blueprint Interagency Leadership Workgroup continued to meet weekly and develop presentations, resources, and communications to LPAs to manage disruptions to service delivery as a result of COVID-19 and further improve CIE outcomes for individuals with ID/DD.

2. Information Sharing

The CIE Roadmap for Consumers resource was developed and made available in English and Spanish on the CalHHS Website in April and May of 2021, respectively. The Roadmap for Consumers was designed to assist individuals with ID/DD, ages 12 and above, and their families to navigate the service delivery systems of the three departments and locate available employment resources.

3. Local Commitments

The CIE Blueprint Interagency Leadership Workgroup developed and recorded the LPA Technical Assistance Webinar Series in May 2021. The areas covered in the webinar were based on results from the June 2020 LPA Self-Assessment Survey, and were as follows:

- Plan Coordination and Consensus-Based Decision Making
- COVID-19 Coordinating Responses
- Provision of Community-Based Pre-Vocational Foundational Skills Development in the LPA
- Business Engagement in the LPA

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The series will be made available to LPAs through the CIE Webpage of the CalHHS Website in the 2021–22 year.

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 Y3 and Y4.

Y3 Results:

1. Local Collaboration

In October 2019, the Inland Empire LPA Core Partners held a Disability Awareness Month LPA Celebration that brought together the LPA core and community, local businesses, and organizations to celebrate the strong partnerships that have been built through their LPA and identify new opportunities to collaborate.

2. State Level Interagency Agreements

CDE/DOR Interagency Agreement: “CDE/DOR Transition Planning and Student Services for Secondary Students with Disabilities.” The purpose of this Interagency Agreement is to create a coordinated system of educational and vocational rehabilitation (VR) services, including DOR Student Services, for students with disabilities to facilitate a smooth transition from secondary education to post-secondary employment-related activities and CIE. This agreement serves as a mechanism for DOR, CDE, and, as appropriate, LEAs to clearly specify the plans, policies, and procedures for coordinating services to facilitate the transition of students with disabilities, including:

- DOR Student Services.
- Consultation and technical assistance to assist LEAs in planning for the transition of students.
- Transition planning by DOR and educational personnel that facilitates the development and implementation of a student’s Individualized Education Program (IEP) and timely development of a VR Individualized Plan for Employment (IPE), as appropriate.

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Appendix A to the CDE/DOR Interagency Agreement provided a template for development of optional local Memorandums of Understanding (MOUs) between DOR districts and LEAs. The purpose of Appendix A is to describe how DOR districts and LEAs will share responsibility to prepare students with disabilities, including students with most significant disabilities for successful competitive integrated employment and help facilitate the integration and coordination of transition services and DOR Student Services for students with disabilities who are enrolled in secondary education and are eligible, or potentially eligible, to receive VR services.

The DOR and CDE are in the process of developing a data sharing agreement as a part of their statewide interagency agreement. The agreement is expected to be completed in Summer 2022 and may later be used as a model to expand and include all three departments. The data sharing agreement will help with person-centered planning across all three departments. Updates in the development of the data sharing agreement is an ongoing agenda item in the quarterly meetings between DOR and CDE.

The DOR and DDS are in the process of finalizing a Business Case Use Proposal (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.

3. Jointly Sponsored Training and Technical Assistance

In November 2019, the departments conducted five regional LPA technical assistance teleconferences with over 200 LPA core partners. The teleconferences focused on:

- **Business Engagement** strategies and best practices to increase the number of businesses that hire and train consumers with ID/DD leading to greater employment opportunities. Business engagement is a comprehensive, value-added set of strategies, activities, and partnerships designed to support and promote economic prosperity by providing valuable solutions for the needs of businesses.

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- **Family Engagement** strategies and best practices for keeping families involved and informed by taking into consideration their needs, while recognizing, respecting, and addressing cultural differences. Family engagement is a collaborative and strengths-based process through which professionals, families, and individuals with ID/DD build positive and goal-oriented relationships.
- **Staff Development** for the LPA, which includes cross-training and sharing of innovative practices and experiences leading to increased understanding of the unique needs of the population.
- **Effective, Emerging, or Exemplary Local Practices** proven to be successful in supporting increased opportunities for individuals with ID/DD to prepare for and engage in CIE.

Y4 Results:

1. Jointly Sponsored Training and Technical Assistance

Local Partnership Agreement Technical Assistance Webinar Series

In May 2021, the CIE Blueprint Workgroup recorded a five-part technical assistance webinar series for LPAs, which included a session entitled “Plan Coordination and Consensus-Based Decision Making.” This resource was developed as a result of data from the LPA Self-Assessment Survey and focused on plan coordination and collaboration between the local partner agencies through increasing informed choice by applying a “one-person/one-plan” approach. The webinar also focused on the development of better LPA meetings and increasing core partner participation through using consensus-based decision. The webinar series is currently posted on the CIE Webpage of the CalHHS Website.

2. State Learning Collaborative Grant

In August 2020, the DOR, along with partners from the CDE and DDS, developed a joint-application to represent California in the State Learning Collaborative (SLC) grant. The SLC is a 5-year opportunity, funded by the Rehabilitation Services Administration (RSA) and administered through the University of Massachusetts, Boston, wherein the DOR and its partner agencies receive training to increase employment outcomes for individuals with ID/DD. Whereas the DOR was not awarded the grant in 2020, they applied again within Y4 and were awarded the 5-year grant. Trainings will

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commence in 2021–22 and will focus on improving local-level practice in the areas of self-determination and person-centered career planning.

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 Y3.

Y3 Results:

1. 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.

2. Research Funding Alternatives

Early in the pandemic, DOR’s CRPs determined which services they could continue to provide in a virtual environment that would still meet the intent of the service and address a consumer’s needs. What most CRPs have done is to make as many of their services accessible virtually. They continue to provide those services and reports are that they have been successful. These programs continue to provide services in-person as well.

Personal Vocational Social Adjustment (PVSA) will be authorized for consumers who had their job search interrupted—or who have already completed the job prep benchmark and the provider has already been compensated—so that they can continue to work on social skills such as time management, self-advocacy, daily living skills or to address other barriers they may be facing now in a virtual environment.

Y4 Results:

1. Interagency Data Sharing Agreement

CDE/DOR Data Sharing Agreement

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The Data Sharing Agreement between the CDE and DOR was developed, is currently under review, and will be integrated into the two agencies’ non-monetary Interagency Agreement with an anticipated approval timeline of Summer 2022. The Data Sharing Agreement includes student demographics, including confirmation of disability, measurable skills gained, the statewide student identifier, and post-secondary data. This information will help with service delivery and data collection related to post-secondary CIE outcomes. The Data Sharing Agreement will also assist in identifying data elements that agencies and LPAs can track to measure program impact.

DDS/DOR Data Sharing Agreement

There was significant progress towards finalizing the *DDS and DOR Data Sharing Agreement to Identify Mutual Participants* that is expected to:

- Expand joint information sharing.
- Coordinate efforts to utilize existing resources effectively.
- Foster person-centered planning through improved systems alignment.
- Enable effective administration of the departments’ respective programs and supports consumers to achieve maximum independence in the community, including an employment outcome of competitive integrated employment. It maximizes use of federal funds as available to provide vocational rehabilitation, habilitation, extended, and other services.

Next steps: All parties are expected to sign the BUCP in July 2021.

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.

Y3 Result: As of June 30, 2020, 5,972 students with ID/DD participated in paid work experience, along with 21,056 who participated in unpaid community-based vocational education through WAI, for a total of 27,028 participants.

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Y4 Result: As of June 30, 2021, 1,460 students with ID/DD participated in paid work experience, along with 21,349 who participated in unpaid community-based vocational education through WAI, for a total of 22,809 participants.

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

Y3 Result: Between July 1, 2019, and June 30, 2020, a total of 1,802 individuals with ID/DD participated in an “Earn and Learn” program, currently including PIP and OJT.

- 1,812 individuals participated in PIP, a paid internship program through DDS.
- 20 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.

Y4 Result: Between July 1, 2020, and June 30, 2021, a total of 885 individuals with ID/DD participated in an “Earn and Learn” program, currently including PIP and OJT.

- 875 individuals participated in PIP.
- 17 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. All four actions are ongoing and contributed to the achievement of Strategy 1.

Y3 Result:

1. Strategies on Providing CIE Services

To successfully meet the needs of the ID/DD population, some DOR districts have implemented innovative strategies such as the expansion of Customized Employment and the development of an interactive CIE Supported Employment Workgroup.

Below are outlines for two of the methods which have led to successful employment outcomes for our ID/DD consumers.

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Visual Resume/Portfolios

- Development of a comprehensive Visual Resume uniquely displaying the consumers strengths, skills, passions, and abilities in a way that allows for the employer to fully understand their strengths, work skills, and competence.

Layering of Services

- Creatively utilizing multiple, non-duplicating services to improve job skills, while participating in job development.
- Sharing of resources with CRPs.
- Paid Internship Program/Work Experience/OJT.
- Participation in local regional center’s integrated work program and services during the job development process.
- Participation in Virtual Delivery Services.
- Elements of Customized Employment—Discovery process through the LEA.
- Using Customized Employment Informational Interviews with potential businesses.

One DOR district, in conjunction with LPA partners, developed a universal referral process and tool to facilitate referrals across organizations and allow the participants to identify their support system to share resources and assist individuals with working towards achieving CIE and maximizing their independence.

2. CIE Provider Webinar

The departments conducted 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. The recorded CIE Provider Webinar and additional resources are available on the CHHS CIE Webpage.

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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](#).

4. 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
- Self-Determination
- Paid Internship Program
- Customized Employment—As Described in Workforce Innovation and Opportunity Act (WIOA) Regulations

Customized Employment is CIE for an individual with a significant disability, that is:

- Based on an individualized determination of the unique strengths, needs, and interests of the individual with a significant disability.
- Designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer.
- Carried out through flexible strategies, such as:
 - I. Job exploration by the individual.
 - II. Working with the employer to facilitate placement, including:
 - Customizing a job description based on current employer needs or on previously unidentified and unmet employer needs.
 - Developing a set of job duties, a work schedule and job arrangement, and specifics of supervision (including performance evaluation and review) and determining a job location.
 - Using a professional representative chosen by the individual, or if elected self-representation, to work with an employer to facilitate placement.
 - Providing services and supports at the job location.

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Success Story

Consumer “Steve,” whose disability falls into the category of ID/DD, had been working with DOR for quite some time through a vendor. At the time, the vendor was having a hard time with finding the right fit for him. The local DOR business specialist was asked to help assist both Steve and the vendor in locating an employment opportunity. During an initial interview with Steve, the business specialist identified that he wanted to work in a retail capacity with customer service, working enough hours to achieve substantial gainful activity. With that information the business specialist went to a local grocery chain and asked the store manager if they were hiring. The manager stated they weren’t hiring and were potentially going to be laying off some employees. The business specialist asked if the store manager would do a mock interview with Steve in order to assist him with the process and provide some insight into what he might need to adjust and respond in order to excel during future actual interviews. The store manager agreed. After the mock interview Steve called the business specialist and stated that he had gotten the job, to which the business specialist replied it was only a “practice” interview since the store wasn’t hiring. Five minutes later the store manager called the business specialist and stated that he had extended an offer of employment because Steve had impressed him so much!

Steve has since relocated and moved out of his parents’ home, has an apartment, and lives on his own. He was transferred to one of the company’s stores in Central California and lives downtown in that city and either walks or takes the bus to work and get around town. He and his family were thankful for the assistance provided by DOR.

DOR Representative

Y4 Result:

1. Alternative Service Models

The three departments continued to explore programs that create pathways to CIE and/or support alternate models of services, in addition to supported employment programs, including:

- Tailored Day Services
- Self-Determination
- Paid Internship Program

The following client success stories demonstrate results of the exploration:

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Adam

Adam, who is 23 years old and a Regional Center client, came to the DOR to get assistance with becoming employed in the Information Technology (IT) field. Adam has been attending a local college and has been taking courses to accomplish his work goal since he enjoys working with computers. With the assistance of his Rehabilitation Counselor, his plan was created to assist him in obtaining employment using his computer science skills along with finishing his IT degree.

Adam was referred for Work Incentive Planning (WIP) services by the Business Specialist on his DOR team. Adam dedicatedly met with the Business Specialist on a weekly basis to work on job search and internship opportunities. The Business Specialist recruited Gaby to assist Adam to understand about how employment might impact his Supplemental Security Income (SSI) benefits. Throughout the year, Gaby met with him, discussing his concerns related to his SSI and Medi-Cal and creating work scenarios showing different ways his SSI will most likely be adjusted.

Several months later, Adam enthusiastically contacted the Business Specialist and Gaby regarding a job offer that he had just accepted. Adam has obtained employment for an IT company as a machinist working 40 hours per week and earning \$17.41 per hour. Adam and his father thanked DOR for the assistance. Adam’s father stated that DOR has immensely changed his son’s life positively, and he is very grateful for the department and services it provides.

Becky and Alma

When Becky, a DOR WIP, received the Benefits Planning Query (BPQY) for Alma, she discovered that Alma had a \$49,000.00 + overpayment on her record. She also had a child receiving an auxiliary payment from her Social Security Disability Insurance (SSDI) benefit.

In reviewing the past 5 years of SSDI earnings, Becky noted that some years it appeared subsidy was being applied and other years not. Becky inquired with the Social Security Area Work Incentives Coordinator (AWIC) who stated that if verification of subsidy could be provided, the record could be reviewed again. Becky worked with the Supported Employment provider to obtain the needed verification of subsidy from the employer, and Becky worked with Alma and her Regional Center case worker to obtain receipts for Impairment Related Work Expenses (IRWEs) for transportation to and from work, hearing aid batteries and health supplements, along with all her paystubs for completion of a new Work Activity Report.

Through an ongoing effort and collaboration between DOR, Regional Center, and the Ticket to Work program, finally the news came (14 months later) that the

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overpayment was removed, Alma was awarded a \$4,265.00 underpayment, and her work incentives were recalculated.

Becky provided Alma, who is now employed in an integrated setting, and her case worker with information and resources along with a written Benefits Summary and Analysis. She also developed a Work Incentives Plan showing steps going forward, as without requesting these work incentives of Subsidy and IRWEs, Alma’s SSDI will terminate as well as the auxiliary cash benefit for her child.

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, the development of an interactive Community Resource Mapping tool called the Employment Resources Map. Four actions were completed in the second year of implementation. There are seven actions that represent a variety of ongoing state administrative processes and strategies to manage programs long term.

Y3 Result:

1. Adult Work Experience

The DDS’s supportive efforts to facilitate community services with the HCBS compliance funding have led to increased work and volunteer experience and job training for many individuals state-wide. One example of a service provider’s approved funding plan is as follows:

- We propose a Pathway to CIE that supports individuals with ID/DD in reaching their employment goals. Individuals will direct the planning process to ensure that each Person-Centered Path to Employment is customized to meet individuals’ specific interests and needs. Each individual will choose the specific services and supports that they would like to receive as part of their path to employment. During the Person-Centered planning process, staff will identify the needs of the whole individual to address any barriers that may interfere with an individual gaining or maintaining employment. Once a solution has been identified, it will become part of the individual’s Path to Employment plan.

Another service provider in Southern California has begun working with youths as early as age 14 on Discovery, a component of Customized Employment.

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2. Partnership Opportunities for Sequenced Funding

The DOR and DDS-funded regional centers continue to share financial responsibilities on the four components of Customized Employment funding.

The State Council on Developmental Disabilities Customized Employment Replication Guide was created and published in February 2020.

- a. The Replication Guide was a collaboration between Easter Seals, Griffin-Hammis Associates, regional centers, and DOR; funded by the State Council on Developmental Disabilities.
- b. Used to build service provider capacity, maintain fidelity, build infrastructure, replicate programs, change culture and mind-set of those in a position to hire.

3. Supported Employment and Customized Employment Funding

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.

The DDS honored State of Emergency Billing and issued multiple directives to ensure continuity of services for individuals during the COVID-19 pandemic, including Participant-Directed Services and Flexibility in Provision of Services and Supports for Consumers and Providers.

4. Statewide Needs Assessment

Utilizing information gathered from the June 2020 LPA Core Partners Self-Assessment Survey, the departments identified key areas of need, including but not limited to:

- Plan (IEP, IPE, Individual Program Plan (IPP)) Development Coordination and Collaboration—How to Ensure a Smooth Transition to Life After High School
- Consensus-Based Decision-Making Strategies
- COVID-19 Responses - How are core partners responding and how are they integrating COVID responses together?

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- Provision of Community-Based Pre-Vocational Foundational Skills Development in the LPA
- How to Assist with Impacts on Individuals and Families
- How to Engage Businesses in the LPA

5. Provider Resources

Since SFY 16/17 the DDS has allocated \$60 million (\$15 million per year) to assist service providers to come into compliance with the HCBS final rule. In Y3, 35 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 2016–17, 142 non-integrated employment programs have received funding to come into compliance with the final rule.

The Governor’s budget included over \$3 million in Y3 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.

VR Services with Proposed Rate Increase

- Comprehensive Vocational Evaluation
- Vocational Assessment
- Personal, Vocational, Social Adjustment
- Employment Services—Intake/Prep/Job Development and Placement/Retention²
- Other services³

Services with a Consumer Wage Component

- Situational Assessment
- Work Adjustment

² 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.

³ 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.

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6. Home and Community-Based Services Waiver

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 Centers for Medicare and Medicaid (CMS) approved state plan by March 17, 2023. Originally, the new rule required California to come into compliance by March 2019, which is recorded into the CIE Blueprint. The rule was then pushed back to March 2022, but due to the effects of COVID-19 on the system, the rule was moved back again to March 2023. Since 2016, the State has authorized \$15 million annually to assist DDS service providers to come into compliance with the HCBS new rules; 142 regional center employment service programs were approved by and received funds from DDS to come into compliance with the HCBS new rules.

7. Addressing Barriers to CIE

The departments identified ongoing data sharing barriers, including privacy laws (HIPAA and Family Educational Rights and Privacy Act (FERPA)), lack of a common identifier among three departments, and possible database issues (Departments using multiple databases to collect data). With more accurate shared data, the departments are better able to identify programs that work and those that need more attention in helping individuals achieve CIE.

Strategies in place or being developed to overcome this challenge include:

- The DOR and DDS are in the process of finalizing a 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.
- The DOR and CDE are in the process of developing a data-sharing agreement as a part of their statewide interagency agreement. Next steps in the development of the data-sharing agreement include an ongoing agenda item in the quarterly meetings between DOR and CDE.

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- It is anticipated that the agreement will be expanded to include all three departments.
- The agreement will help with person-centered planning across all three departments and can aid state agencies and LPAs to identify data points to track program impact.

Y4 Result:

1. Home and Community-Based Services

Since SFY 16/17 the DDS has allocated \$75 million (\$15 million per year) to assist service providers to come into compliance with the HCBS final rule. In Y4, 25 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 2016–17, 167 non-integrated employment programs have received funding to come into compliance with the final rule.

2. Provider Resources

CIE Provider Webinar Follow-up Survey

Mentioned earlier and related to this goal, the departments conducted 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. The recorded CIE Provider Webinar and additional resources are available on the CalHHS CIE Webpage.

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, one action is ongoing.

Y3 Result:

1. 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.

a. Early Referral to Regional Center Adult Services

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The CIE Blueprint team continues to encourage the best practice of regional centers encouraging the seamless coordination for youth as they are transferred to adult services, so youth may receive early exposure to CIE and work experiences.

b. CIE Employment First Brochure

The WAI Family Transition Network developed a children and family brochure to highlight transition services to support Employment First. This information has been announced during WAI State Advisory Committee meetings and was posted on the Employment First Webpage of the CDE Website at [Secondary Transition Planning - Special Education \(CA Dept of Education\)](#).

c. CIE Webinar and Toolkit

The departments built upon their webinar for individuals with ID/DD and their families, conducting a statewide webinar on CIE for service providers and job coaches. A CIE Toolkit was designed to provide tools and resources on CIE services and supports available to individuals with ID/DD and their families, along with employment service providers.

d. Student Work Incentive Planning Services

From July 1, 2019, through June 30, 2020, the Social Security Programs Section (SSPS) provided trainings to the WIPs during the monthly WIP Services meetings (such as trainings on how to create a Benefits Summary and Analysis, how to use work incentives tracking sheets and wage reporting tools) and trainings to the DOR field staff as part of the academies done by Staff Development for Business Specialists, Qualified Rehabilitation Professionals, and Office Technicians (trainings with an overview of SSPS, Ticket to Work and work incentives, busting myths about work and benefits).

Y4 Result:

1. Communication to Facilitate Increases in System Capacity for CIE

The Individualized Education Program Template and Alternative Pathways to a High School Diploma Workgroups

Senate Bill 75, also known as The Budget Act of 2020, established two workgroups: the Individualized Education Program (IEP) Template Workgroup and the Alternative Pathways (Alt Pathways) to a High School Diploma Workgroup. The legislative charges for each Workgroup were as follows:

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- IEP Template Workgroup
 - Examine and make recommendations to ensure the IEP development and periodic review processes are designed to improve student outcomes by capturing student strengths and needs and informing learning strategies that support instruction aligned to state standards.
 - Design a standardized state IEP template that provides information about student strengths, needs, and learning strategies.
 - Support transition planning with early learning and postsecondary options.
 - Assess the feasibility of a Web-based statewide IEP system.
 - Design a state standardized IEP addendum that addresses distance learning modifications and adaptations to the IEP necessitated by a state or local emergency, including best practices recommendations.
- Alt Pathways Workgroup
 - Study existing and develop new pathways for students with disabilities to access the core curriculum in order to satisfy the requirements for a high school diploma.
 - Develop an alternative diploma aligned to the state’s alternative achievement standards for students with significant cognitive disabilities, consistent with federal law.

The workgroups consisted of representatives from the CDE, DOR, DDS, LEAs, special education local plan areas (SELPAs), legislative staff, and relevant state and national policy experts. It is anticipated that the final products of both workgroups—a standardized, statewide IEP template that is student-based, conducive to agency collaboration, and backwards mapped from postsecondary goals; and the opportunity for all students with disabilities, including students with ID/DD to earn a high school diploma—will have a significant impact on future CIE outcomes. The workgroups commenced meetings in December 2020 and continued throughout the fiscal year.

Goal 2, Strategy 4

Develop business partner initiatives.

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

Y3 Results:

1. Business Partner Initiative Workgroup

In one area, the local DOR district partnered with local businesses, the regional center, and supported employment vendors to facilitate the hiring of people with disabilities. Individuals with ID/DD participated in OJTs with many of these businesses leading to CIE.

A number of DOR districts held a Virtual Career Fair. Eleven employers and 119 consumers participated.

A separate event was held in partnership with Amazon. From this event, 67 participants 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 The Arc SF, a service provider committed to improving the lives of people with ID/DD through employment opportunities and other services. .

Another DOR district held a “Virtual Smart Recruiter Roundtable” through which recruiters, job developers, and community partners came together on a virtual platform to discuss ways of organizing events for job seekers moving forward.

Project SEARCH (PS) continues to thrive. One DOR district hosts PS Statewide Zoom meetings every other month sharing best practices, PS programming strategies, PS curriculum sharing, and data sharing. PS placements were occurring at several medical facilities. Due to COVID-19, all the sites are on hold and some individuals chose not to work at that time. However, students continued to attend classroom sessions via Zoom to job search, learn about safety protocols as they relate to COVID-19, improve on soft skills, communication, and job search activities. Some students participated in the PIP to retain their skills set. Several consumers with ID/DD were placed in the community and continued to work.

2. 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:

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- The Community Advisory Committee, East San Gabriel Valley SELPA, created a strategic plan to engage families through the following actions:
 - Including teachers and parent representatives at the table
 - Forming a legislative committee
 - Conducting outreach
 - Networking with other parent groups
 - Parent trainings
 - Publishing a newsletter
 - Hosting the 5th annual arts festival
- North Los Angeles County Regional Center LPA collaborated with Los Angeles County Workforce Development Boards to increase disability awareness, incentives and additional benefits associated with hiring individuals with ID/DD. Workforce Development Boards and AJCCs provided workforce trends in the local communities to the LPAs.
- The DOR’s SSPS provided trainings to the WIPs during the monthly Work Incentives Planning Services meetings, including how to create a Benefits Summary and Analysis, how to use work incentives tracking sheets and wage reporting tools, in addition to trainings to the DOR field staff as part of the academies done by Staff Development for Business Specialists, DOR Counselors, and Office Technicians (trainings with an overview of SSPS, Ticket to Work and work incentives, busting myths about work and benefits).

3. Provider Capacity

In Y3, the DOR renewed contracts with the AJCCs for the STEPS program. The program, established in 2018, is a partnership between the DOR and the ETP that offers paid work experience to students with disabilities through local AJCCs.

In Y3, nine workforce boards were awarded grant funding: Tulare, Santa Barbara, Kings County San Joaquin, Fresno, Verdugo, Richmond, Los Angeles City, and Sacramento Employment and Training Agency (SETA).

Y4 Results:

1. Provider Capacity

In Y4, nine workforce boards were awarded grant funding: Santa Barbara, Tulare, San Joaquin, Orange County, Los Angeles City, Richmond, Verdugo, Riverside, and SETA.

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2. Business Engagement

During Y4, DOR districts throughout California reported successful and on-going efforts in business engagement. A few examples are described below.

One district’s Regional Business Specialist (RBS) attended networking meetings with the Business Advantage Network in the local County and facilitated DOR’s Business Consortium. He also attends a variety of networking groups and represents DOR on the local workforce board’s Employer Outreach committee. In October 2021, the RBS, a Team Manager (TM), a member of DOR’s Disability Access Services team, provided a Disability Awareness Training to the local Chamber of Commerce and employment training agency. Over 250 individuals from multiple community partners, including Supported Employment providers and Regional Center Service Coordinators were in attendance. One of the TMs engages with the employment training agency’s Workforce Services Manager who manages the Disability Employment Initiative grants providing referrals for services and other opportunities. She and her team have collaborated with DOR and the Regional Center to prepare and support one of the consumers who secured employment via the State Employment Initiative (SEI).

Additionally, a Business Consortium had been developed to bring partners together to ensure that resources are shared amongst all partners. The DOR district provided training on the development of On-the-Job-Training opportunities to Workability III, College 2 Career (C2C), and CRP vendors to enhance these entities’ ability to market this opportunity to employers. Social Security benefits training was provided to the same audience.

State and Federal Employment workshops have been provided since 2018 to groups of consumers and vendors. In Y4, several of the vendors have participated in the State Employment workshop. These vendors expressed that part of their success in placing several individuals in state employment, even during the pandemic, was due to the knowledge they gained from their attendance at the workshop.

Staff from another district collaborated with staffing agencies to access multiple channels for job placement. DOR has been able to increase referrals and contacts with the business community through our partnership with local staffing agencies.

A local AJCC’s Accelerator Grant provides a platform for the AJCC to better serve people with disabilities. The DOR partnership is key to streamlining the referral process with the positive result of increased collaboration. The benefits

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of this collaboration include increased employment opportunities for people with disabilities plus a stronger connection for all the partners with the business community.

The Workforce Development Board and LPA partners in one district have had successes using the SPARK computer program to do basic job prep and job search modules with their ID/DD consumers. This program delivers useful information in manageable chunks and assists mutual consumers with developing basic computer skills.

Business specialists work with consumers to help them to prepare to answer interview questions directly related to the business they are interviewing with. This practice signals to the businesses that the individual has interest in the business itself, relevant to the job role. Another best practice that is taught is to have job seekers research the company’s current news events to gain insight into the current status of the company.

In another district, Business Specialists reached out to local businesses to develop OJTs and provide job coaching services. Part of their strategic plan is to reach out to businesses in an effort to increase employment opportunities for consumers with ID/DD

Another district’s Business Advisory Council developed a comprehensive fact sheet for employers covering frequently asked questions related to hiring people with disabilities, including information and resources related to reasonable accommodation and the multiple benefits of hiring people with disabilities.

In one city, an LPA subcommittee developed a proposal for internship placement with the city and county. In an adjacent county, the LPA worked together to transform an in-person transition fair to virtual. In addition, they developed a self-employment curriculum in conjunction with a local entrepreneurship center to enhance self-employment outcomes for students in five different school districts.

One district conducted outreach to prominent businesses in their communities. Collaboration that has been fostered through the LPA is evident in the annual County Transition Consortium and the Transition Faire. Staff are also part of the C2C Cooperative (College to Career), County Office of Education programs, Community College and University Disability Resource Departments. DOR staff participate in advisory committees planning for service needs, cross-training, and shared resource planning through committee

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membership and liaison services as well as the Regional Center Work Taskforce.

Business advisory groups focused on employment efforts for ID/DD consumers have also taken place through the auspices of the LPAs.

The SIP has resulted in greater employment opportunities in state service.

One DOR district utilizes neurodiverse hiring programs through Dell and other information technology companies. One consumer completed the Dell Technologies Program and was hired earning a high 5-figure salary for starting wages. He will have the potential to earn 6-figures in his career pathway.

Goal 2, Strategy 5

Develop tools and resources

One action contributed to the progress in achieving Strategy 5.

Y3 Results:

1. CIE Resource Virtual Toolkit

The departments expanded upon the CIE Toolkit designed to provide tools and resources on CIE services and supports available to individuals with ID/DD and their families. The Toolkit includes CIE Webinars from the last two years, including fact sheets, PowerPoint slides with specific topics such as benefits (Supplemental Security Income (SSI) and Medi-Cal), and resource documents on benefits and work incentives planning. The Toolkit is available on the CalHHS CIE Webpage, <http://www.chhs.ca.gov/home/cie/>.

Y4 Results:

1. CIE Resource Virtual Toolkit

LPA TA Webinar Series

Mentioned earlier and related to this goal, the CIE Blueprint Workgroup developed a series of recorded technical assistance webinars which would be hosted on the CIE Webpage. The webinar series, which was conducive to the accomplishment of Goal 2, featured the following titles:

- Plan Coordination and Consensus-Based Decision-Making
- COVID-19 Coordinating Responses

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- Provision of Community-Based Pre-Vocational Foundational Skills Development in the LPA
- Business Engagement in the LPA

The topics for each of the webinars was developed using feedback from the LPA Self-Assessment Survey.

Other previously mentioned deliverables that also served the purpose of Goal 2 strategies, were the CIE Roadmap for Consumers and the California Community of Practice (CA COP) on Secondary Transition.

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.

Y3 Result: Similar to the result reported in previous Annual Reports, 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’s ACE team is providing “expanded” CC&IR services to assist appropriate recipients, leveraging regional center support, with learning about and attaining pre-vocational foundational skills that are transferable to CIE (e.g., focused CC&IR services specific to person-centered needs/interests).

DDS has approximately NEW 228 individuals, ages 24 and under, earning subminimum wage in Supported Employment-Groups and Work Activity Programs (WAPs).

In previous Year 1 and Year 2 Annual Reports, the DDS provided the approximate number of NEW individuals that were age 24 or younger, and earning subminimum wage. The language used in the reports did not clearly identify that the number provided was of new individuals. As a result, this may mislead the reader to believe that the numbers provided was reflective of the TOTAL number of individuals. Note that when reviewing the current and previous annual reports, the number of individuals age 24 and younger in subminimum wage work are NEW individuals for that fiscal year.

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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 policy 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 WAPs 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.

For SFY 2019–20, the ACE Team provided nearly 8,000 CC&IR services to over 7,000 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 72 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 October 2020, with 10 employers who are now paying above federal or state minimum wage.

At the start of the Blueprint, the DOL 14(c) Certificate Holder listing reported 22,235 individuals working in SMW employment (earning below federal minimum wage) in October 2015. As of October 2020, the number had decreased down to 12,169 individuals working in SMW.

Y4 Result: In April 2021, the three departments provided their analysis and support of SB 639, which would prohibit new special licenses for 14(c) certificates from being issued after January 1, 2022, and would prohibit an employee with a disability from being paid less than the legal minimum wage, thus eliminating SMW by January 1, 2025.

The DOR’s ACE Team had also been monitoring SB 639, engaged with partners, and has since developed strategic planning and new CC&IR Expanded Services to support 14(c) and DOR on the impacts and services needed for individuals interested in CIE. The bill was approved by Governor Newsom on September 27, 2021.

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

Y3 Result: National Core Indicators (NCI) data is available triennially. SFY 2017–18 showed that 29 percent of individuals had CIE as a goal in their IPP, up from

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27 percent in 2014–15; 47 percent of individuals unemployed said they wanted a job in the community, up from 39 percent in 2014–15.

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.

Y4 Result: Year 4 data was not available at the time of publication.

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

Y3 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, 2020, 19 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.

Y4 Result: Year 4 data was not available at the time of publication.

Goal 3, Strategy 1

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

Two actions were completed in the first two years of implementation. Nine actions contributed to the achievement of Strategy 1.

Y3 Result:

1. CIE Webinar

The departments conducted a statewide webinar on CIE to over 400 employment service providers and their staff. The webinar included information on Triple E practices, benefits information, COVID-19 updates, and information on tools and resources available to achieve CIE.

The recorded CIE webinar and additional resources are available on the CalHHS CIE Webpage.

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2. Pre-Employment Transition Services

The DOR continued statewide WIOA pre-employment transition services,⁴ 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.

In Y3, the DOR and CDE developed an LEA-DOR Collaboration Worksheet to facilitate the development of optional local MOUs between LEAs and DOR districts that describe the referral to DOR Student Services, student access, and other key processes. To date, a total of 17 MOUs were developed.

3. CIE Information

In Y3, the ACE Team provided nearly 8,000 CC&IR services to over 7,000 recipients to provide them with information on CIE and available employment and supportive resources. This was accomplished by coordinating with 79 California employers holding DOL 14(c) SMW certificates to pay individuals below federal minimum wage, including over 72 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 October 2020, with 10 employers who are now paying above federal or state minimum wage.

The CDE provided ongoing technical assistance in the IEP process which included transition planning for CIE postsecondary goals. Furthermore, the CDE, alongside WAI, developed two WAI Regional Institutes that were scheduled for in-person in Spring 2020, but were rescheduled for Fall 2020 as a result of the COVID-19 outbreak. The focus of the institute was professional development on work experience and Employment First for students with disabilities.

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 with regional center Employment Specialists.

4. Accommodations and Supports

⁴ 34 Code of Federal Regulations section 361.48

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Below is a list of links from the departments Websites that provide COVID-19 related employment information for individuals seeking employment services during this unprecedented time.

The list has been divided into DDS Directives, DOR Public Forum transcripts and Frequently Asked Questions, CDE COVID-19 Information, the California Department of Public Health, the Centers for Disease Control and Prevention COVID-19 protections, and Creative Service Solutions during the COVID-19 pandemic.

DDS Directives

- April 2, 2020: [Extension of Waivers, Modifications and Directives due to COVID-19](#)
- March 30, 2020: [Guidance for Additional Participant-Directed Services](#)
- March 18, 2020: [Guidance for Flexibility in Provision of Services and Supports for Consumers and Providers ◦Directive Summary](#)
- March 12, 2020: [Guidance for Regional Centers to Pay Vendors for Absences as a Result of COVID-19](#)
- March 12, 2020: [Guidance for Waiving Requirements for In-Person Eligibility, Services, or Individual Program Plan Meetings and Authority to Regional Centers for Health & Safety Waiver Exemptions](#)

DDS Vendors and Service Providers COVID 19 Resources

- <https://www.dds.ca.gov/corona-virus-information-and-resources/>

DOR Programs and COVID-19 Response

- [Public Forum Transcript: Grantees and Advisory Board Stakeholder Forum \(3.18.20\)](#)
- [Public Forum Transcript: Service Providers, Cooperative Programs Partners, and Advisory Body Members Stakeholder Forum \(3.18.20\)](#)
- [Public Forum Transcript: Grantees and Advisory Board Stakeholder Forum \(3.16.20\)](#)
- [Public Forum Transcript: Service Providers, Cooperative Programs Partners, and Advisory Body Members Stakeholder Forum \(3.16.20\)](#)

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CDE Information

- The CDE developed a dedicated COVID-19 response Webpage which hosted directives and guidance to the field, such as the “Stronger Together” Guidebook, and webinars and resources on various topics, including secondary transition planning, assessments, data reporting, distance learning, early learning and care, and mental health at <https://www.cde.ca.gov/ls/he/hn/coronavirus.asp>
- Launch of a seven-part, live-streamed webinar series on Secondary Transition Planning, which was a collaborative effort with the CDE, Supporting Inclusive Practices, and the California Transition Alliance. The webinar series focused on: Assessment, Transition Services, Parent Involvement, and Agency Collaboration. Webinars and resources can be accessed via the Supporting Inclusive Practices Padlet at https://padlet.com/SIP_Grant/Transition2020
- Innovations in Special Education Workgroup. The CDE assembled stakeholders from across the state, convened in March of 2020 to gather and share resources, strategies, and tools, specific to special education and distance learning. The workgroup developed a resource toolkit on distance learning made available at Supporting Inclusive Practices Website at <https://www.sipinclusion.org/wp-content/uploads/2020/05/Secondary-Transition-Resource-Summary-FINAL.pdf>

5. 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 2016–17 to 2019–20, 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 four-year period, 142 work services programs received DDS

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approval for modification plans to comply with HCBS final rule requirements, which has improved the CIE opportunities for individuals within these programs.

6. CIE Incentive Funding

Through the DDS, regional centers offer CIE Incentive Payments to provider agencies for placement and retention in CIE. In Y3, 1,774 individuals participated in the CIE incentive payment program.

7. Transition Virtual Tools and Resources

The California Community of Practice on Secondary Transition (CA COP) is led by the CDE and DOR and comprised of representatives from state agencies, LEAs, DOR district offices, regional centers, parent advocacy groups, non-profit organizations, and students. Its focus is the improvement of postsecondary and employment outcomes for transition-age individuals with disabilities and meets monthly to share resources, strategies, and information to anyone involved in secondary transition.

In Y3, the CA COP continued to disseminate information towards the goal of building statewide capacity to service individuals with disabilities, including, but not limited to, a webinar offered by the Northern California Business Advisory Council and UC Davis MIND Institute: Recruiting People with Disabilities into Your Workforce and newsletters from Workforce GPS.

The DDS regularly provides employment data to the State Council on Developmental Disabilities for the SCDD Employment Data Dashboard, which details wage and employment statistics, among other data points.

8. 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. The roadmaps are tailored to various age groups including student age youth through working-age individuals and show the necessary steps to seek out and obtain CIE. Next steps include statewide dissemination.

9. Strategies to Limit Use of Subminimum Wage

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

- Consistent with statewide efforts to limit the use of subminimum wage, 19 regional centers had Employment First Policies that aligned with the California Employment First Policy. Thus, opportunities for CIE would be

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given the highest priority for working age individuals with ID/DD, regardless of the severity of their disability.

The CIE Blueprint workgroup has consistently advocated for CIE placements at or above minimum wage. Those efforts have led to a significant decrease in the number of DOL 14(c) Certificate Holders, which was 150 in July 2016 and has been reduced to 79 as of October 2020. Additionally, at the start of the Blueprint, the DOL 14(c) Certificate Holder listing reported 22,235 individuals working in subminimum wage employment in October 2015. As of October 2020, the number had decreased down to 12,169 individuals working in SMW.

Y4 Result:

1. CIE Information

WAI Regional Institutes

The WAI State Advisory Committee developed and held two Regional Institutes in September 2020: a Northern Institute and a Southern Institute, which were originally scheduled for in-person in Spring 2020, but later rescheduled due to the emergence of COVID-19. The two Regional Institutes were open to WAI grantees and partners statewide and focused on professional development for work experience education and Employment First for students with disabilities.

CA COP on Secondary Transition

The 2020–21 calendar for the CA CoP on Secondary Transition General meetings covered many areas relevant to the CIE Blueprint, particularly:

- October 2020: Service Delivery in Virtual Platforms
- November 2020: Career Technical Education
- December 2020: Work-Based Learning
- February 2021: Partnerships: Formal/Informal and Local/Regional
- March 2021: Family Engagement, Including SSI Benefits Education
- April 2021: Person-Centered Planning, Including How it Relates to Plans from Other Service Providers
- May 2021: Obstacles to Obtaining Competitive Integrated Employment

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Members of the CIE Blueprint Leadership Workgroup participated in the February 2021 CA COP General Meeting and presented on the CIE Blueprint and LPAs.

2. 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 2016–17 to 2020–21, 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 four-year period, 167 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.

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.

Y3 Results:

1. Training Plan

The departments developed and offered training to stakeholders, including the Supported Life annual conference. Please refer to [Appendix B](#) for additional trainings.

2. Service Provider Training

On June 24, 2020, the CIE Interagency Leadership Workgroup conducted a CIE Service Provider Webinar to provide information on Triple E Practices for CIE to over 300 service providers. Webinar topics included:

- COVID-19 supports for service providers

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- Tools to alleviate the fear of losing SSI and Medi-Cal benefits
- Strategies for service provider agencies transitioning to CIE services
- Increasing a service provider’s business engagements

Y4 Results:

1. Training Plan

LPA TA Webinar Series

The LPA TA Webinar series was developed with the intention of improving the ability to deliver CIE opportunities across the state and served as a key strategy in the accomplishment of Goal 3. The webinar series featured the following titles:

- Plan Coordination and Consensus-Based Decision Making
- COVID-19 Coordinating Responses
- Provision of Community-Based Pre-Vocational Foundational Skills Development in the LPA
- Business Engagement in the LPA

Goal 3, Strategy 3

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

Six actions contributed to the achievement of Strategy 3.

Y3 Results:

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)).

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2. Service Delivery System Change Task Force

The departments and representatives from the newly created Service Delivery System Change Task Force met quarterly and followed the DOL, Office of Disability Employment Policy, Employment First State Leadership Mentoring Program (EFSLMP), Provider Transformation Model. Various topics discussed include, but not limited to: The potential impacts of COVID-19 on CIE outcomes and creative solutions to take advantage of new opportunities presented by remote service delivery. Areas for development included improving the communication chain within LPAs and inviting core partners to initial IEP/IPE/IPP meetings.

3. Pre-Employment Opportunities

Through funding from the CDE WAI grant, two Regional Institutes were developed and scheduled for Spring 2020 to provide in-person, professional development opportunities focusing on work experience opportunities and self-advocacy training for transition age students with disabilities, including students with ID/DD. The WAI Regional Institutes were rescheduled for Fall 2020 as a result of the emergence of the COVID-19 pandemic.

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.

4. CIE Opportunities within State Service

The DOR and DDS continued to partner with the CalHR in SIP, which works to increase the employment of individuals with disabilities in California civil service. During SFY 2019–20, one intern that completed the SIP in 2019 got hired at the Department of Motor Vehicles in April 2020.

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

- A requirement for a worksite task 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.

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Eleven of the DOR management teams have been presented the SIP information in their management team meetings and thirteen have identified a subject matter expert (SME) on SIP for their district. As the SIP increases capacity, there is a continuing need for job coaches familiar with the state application and hiring process. DOR’s Community Resources Development section has worked closely with vendors to share information about the SIP as well as getting them on-board if they are interested in being a vendor for the SIP. A list has been compiled of all the vendors and potential vendors by district. This list has been provided to the SIP SMEs, so they are aware of who in their district can be a vendor for the SIP locally.

A worksite task analysis and the progress reports have been essential in helping the DOR counselors understand the progress of how the individual is doing during their internship. This also provides feedback if any additional support is needed to ensure the intern is successful.

The disability etiquette training provided to the employers and staff on the team has also provided an inclusive culture. It allows for the team to ask any questions they may have prior to the intern starting. We believe this has helped include the intern and also helped the unit staff feel comfortable asking questions or dispelling myths in a safe place prior to the intern starting.

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Success Story

Frank is a trailblazer for the Self-Determination Program (SDP). His favorite part of the SDP is, “more control over services and supports – the biggest thing is controlling where the money goes,” says Frank. Something very exciting about Frank is that being part of the SDP has allowed him to pursue his dreams, which include illustrating and writing books. There are many books that he has been able to create and get published and sell online; including “Wild Thunder.” To further Frank’s career choice is attending Math and Art classes at Mendocino College. Frank expressed that he has gained confidence in himself and his abilities through the SDP. He feels this confidence has brought him closer to his community. Frank’s final advice to those that are interested in the SDP is, “if you’re scared, just push through the nervousness and follow your dreams...just do it.”

DDS Representative

5. Increasing Local Capacity to Create System Change

In an effort to further prepare service providers for the HCBS Final Rule, the DDS provided the following training topics in Y3:

- [Overview of the HCBS Settings Final Rule](#)
- [HCBS Final Rule and How it is Supported by Person-Centered Planning](#)
- [HCBS Final Rule Self-Assessment Training](#)

Through regional centers, service providers have been encouraged to submit concepts to DDS for HCBS compliance funding (\$60 million in first four fiscal years, beginning SFY 2016–17). 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.

6. Seamless Employment Transition

Senate Bill 75 of 2020 (June 29, 2020) establishes two workgroups; the IEP Workgroup, with a focus on designing and recommendations for a standardized statewide IEP; and, the Alternative Pathways Workgroup, with a focus to propose alternative pathways to a high school diploma for students

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with disabilities in lieu of a certificate of completion, which has little weight in the workforce. Both include representatives from CDE, DOR, DDS, LEAs, SELPAs, legislative staff and relevant state and national policy experts. Both workgroups will develop reports to the legislature to be submitted on or before October 1, 2021.

Y4 Results:

1. Pre-Employment Opportunities

Allowance for Remote and Expanded On-Campus Placements

The CDE provided statewide program guidance to WAI grantees in March 2021 regarding remote (e.g., virtual) placements and the expansion of on-campus placements. By providing temporary flexibility during COVID-19 school closures for WAI grantees to offer increased remote or virtual-work experiences, or additional on-campus work opportunities, the CDE allowed WAI grantees to provide other options in lieu of traditional, community-based work experience, the opportunities for which remained limited in many communities.

2. Seamless Employment Transition

IEP Template and Alternative Pathways to a High School Diploma Workgroups

The Budget Act of 2020, Senate Bill 74, authorized the creation of two workgroups which would make recommendations to the California State Legislature regarding the development of (1) a statewide IEP template and (2) alternative pathways for students with disabilities to earn a high school diploma. These two workgroups began their work in December 2020 and worked throughout the 2020-21 year. Both of these workgroups center on maximizing student choice and increasing opportunities for postsecondary success.

3. Increasing Local Capacity to Create System Change

In an effort to further prepare service providers for the HCBS Final Rule, the DDS provided the following training topics in Y4:

Developing a Community of Practice—June 2021

This training provided participants with information on how to apply the concepts of person-centered practices. Participants learned how to

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envision, structure, and plan for implementing lasting person-centered practices in partnership with individuals served, families, providers, and service systems.

Developing Outcomes through Person-Centered Planning—May 2021

This training provided participants with information on how to create meaningful outcomes and goals through person-centered planning. It shared examples that anyone can use to have better understanding on where to start and how to work in partnership to create a useful plan that includes goals to support desired outcomes.

Partnership in Person-Centered Planning—May 2021

This training provided participants with information on different styles of person-centered planning while reviewing what the federal and state requirements are for planning. It introduced tools that anyone can utilize to have better planning, including how to work in partnership with a support team to tie everything together into a useful plan.

Person-Centered Practices & Cultural Considerations—March 2021

It is important to learn and understand a person’s culture and beliefs and how those identities affect planning for services and supports. This training provided information on applying cultural considerations while using a person-centered approach to planning, including understanding the difference between cultural humility and cultural competence, and identifying key aspects of person-centered cultural humility to provide individualized services and supports.

A Person-Centered Approach to Risk—January 2021

This training provided information on risk and how to approach this topic in a person-centered way, giving participants tools to address this balance including defining risk, providing supportive environments, and encouraging informed decision making.

Continuing Person-Centered Engagement in Challenging Times—November 2020

This training provided information on balancing “important to” and “important for” as we seek a new normal and give participants tools to address this balance while supporting elements of resiliency, including maintaining

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connections, helping people be and feel safe, and assisting people to have control.

HCBS Final Rule Webinar: Strategies for Providing Services in Alignment with the Final Rule—October 2020

This training focused on the intent of the HCBS Final Rule, the importance of person-centered planning, and implementing practices that consider both in the way services are provided.

III. CONCLUSION

On March 4, 2020, Governor Gavin Newsom declared a State of Emergency for California as a result of the global COVID-19 outbreak that began in December 2019. The Governor followed up with a Stay at Home Order, issued March 19, 2020. In immediate response to this unprecedented situation, the DDS, DOR, and the CDE created and continue to provide information regarding COVID-19, including information to assist with the delivery of services to individuals with ID/DD. As the COVID-19 pandemic has impacted almost every part of our lives, the safety of all Californians with ID/DD and their service providers is our highest priority. To help limit the spread of COVID-19, departments, their district offices, regional centers, and service providers are dedicated and working with consumers and their communities to identify different opportunities to access competitive integrated employment while being protected from the COVID-19 virus.

Throughout Years 3 and 4 of CIE Blueprint implementation, the three departments aggressively and transparently focused on providing solutions to the disruptions caused by the COVID-19 outbreak, the CIE Blueprint continued to work to increase employment opportunities for all Californians with ID/DD. Years 3 and 4 witnessed a continued focus on the coordinating services at the state and local levels, which included an increase in the network of LPAs to 57 statewide; the creation of interactive resources for individuals, such as the CIE Roadmap for Consumers; the development of technical assistance webinars for service providers and LPA partners; participation in the IEP Template and Alt Pathways Workgroups; and the expansion of the System Change Task Force.

While COVID-19 has slowed the process for some to immediately attain CIE, the Blueprint team is determined to find new and innovative ways to facilitate the skill enhancement and employment outcomes for individuals with ID/DD.

The Blueprint Interagency Leadership Workgroup will continue to build the framework and infrastructure necessary to create and sustain permanent pathways to CIE for all.

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As we engage implementation in the fifth year of the CIE Blueprint, the challenges of COVID-19 and its effects on employment are still present. The three departments and the CIE Blueprint team will work with and listen to stakeholders as we emerge from this unique time in history with flexible strategies and a keen focus on protecting and enhancing the pathways to CIE that exist and creating new opportunities for all individuals with ID/DD so that all have the opportunity to achieve their goals.

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	2,348	1,184		

Table 2: Targeted Outcome Measures

Measure	Goal 19/20	Outcome 19/20	Goal 20/21	Outcome 20/21
LPAs Developed	N/A	22	N/A	7
Number WAI Work Experiences (Paid/Unpaid)	N/A	25,285	N/A	22,809
PIP and OJT Number Served	25	1,802	N/A	885
CC&IR: Number Served	N/A	8,000		

APPENDIX B—CIE Blueprint Communication and Training Events



Appendix B - CIE
Blueprint Communic

APPENDIX C—Completed Targeted Outcomes and Actions



Appendix C -
Completed Targeted

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APPENDIX D—Glossary of Abbreviations



APPENDIX D -
Glossary of Acronyms