



State Council on Developmental Disabilities

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STATE OF CALIFORNIA

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## DRAFT

December 13, 2016

Dear CIE Blueprint Interagency Workgroup:

The State Council on Developmental Disabilities (SCDD), is an independent state agency established by federal and state law that advocates, promotes, and implements policies and practices that achieve self-determination, independence, productivity, and inclusion in all aspects of community life for Californians with intellectual and developmental disabilities and their families.

As a primary proponent of California's Employment-First Policy, SCDD is committed to increasing competitive integrated employment (CIE) opportunities for persons with intellectual and developmental disabilities throughout California. Increasing CIE is a key component of SCDD's State Plan and a primary goal of our Employment-First Committee. We applaud the extraordinary work of the CIE Blueprint Interagency Workgroup and we very much appreciate the Workgroup's participation in our State Council meetings on May 26 and November 29, 2016.

SCDD shares the Blueprint's commitment to "Real Work for Real Pay in the Real World", as demonstrated by the Employment-First Committee's recognition that "Employment-First is about focusing on real jobs, real wages and real business settings." SCDD has played a lead role in advocating for the elimination of sub-minimum wage and we are actively working to promote the integration mandates within the Home and Community-Based Services (HCBS) Rules.

Here is a summary of the feedback that the State Council provided to the Workgroup during our November 29, 2016 meeting:

- 1) Please ensure that the Blueprint addresses the needs of all people with intellectual and developmental disabilities, including those with the most significant needs.
- 2) We underscore the importance of the Blueprint's one clear definition of CIE. It is important that everyone (DDS, DOR, DOE and all community stakeholders) is clear on the overarching goal. Additionally, it is important to be clear and transparent about the metrics used to measure success.

*"The Council advocates, promotes & implements policies and practices that achieve self-determination, independence, productivity & inclusion in all aspects of community life for Californians with developmental disabilities and their families."*

- 3) Please make sure that the Blueprint is available in plain language so that it can be understood clearly by all members of our community.
- 4) Many individuals and family members currently have a difficult time navigating the different planning processes, rules, and requirements for different departments (DDS, DOR, DOE, etc.). Please consider the creation of a single CIE plan for each individual to facilitate collaboration across departments and a CIE point person at the local level to facilitate efficient and effective implementation.
- 5) It is important to identify qualified CIE “trainers” in local areas, in order to ensure that technical assistance and consultation are available and to facilitate two-way communication. Additionally, clear metrics need to be in place so that we can effectively measure the impact of CIE trainings.
- 6) The Blueprint should address individuals who are already in sub-minimum wage settings and include a plan to transition them to CIE.
- 7) Given the importance of addressing CIE through the Individual Program Plan (IPP) process, SCDD appreciates the Blueprint’s emphasis on training for Regional Center staff.
- 8) Please ensure that self-employment is promoted as an important option during the Blueprint’s implementation process. Traditional “9 to 5” employment is not a good fit for all people.

Again, we commend the Workgroup for your efforts in developing the CIE Blueprint and we look forward to actively collaborating with you throughout its implementation. For example, as we’ve discussed, SCDD is prepared to host relevant CIE data on our website and we stand ready to assist with training and outreach through our Councilmembers and 12 regional offices.

SCDD understands that the Blueprint is a 5-year plan and that adjustments will be necessary going forward. We look forward to receiving regular updates, in addition to on-going collaboration with SCDD’s Employment-First Committee.

Feel free to contact either myself or Executive Director Aaron Carruthers at 916-322-8481, if SCDD can be of assistance.

Sincerely,

Dr. April Lopez, Chair  
State Council on Developmental Disabilities