

CIE Blueprint Measurables

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

Tracking:

By the end of SFY 2017/2018, the departments will jointly enable and encourage the establishment of at least 13 new Local Partnership Agreements (LPAs) between LEAs, DOR districts, and regional centers including linkages to the workforce development system, and other key partners and stakeholders. Over the next five years the goal will be to have LPAs developed between the DOR, regional centers, and 270 LEAs. The 13 LPAs developed in year one will be used as models for the state for subsequent year LPAs. An actual target for each subsequent year will be established at the end of year one.

Tracking:

By the end of the first quarter of SFY 2017/2018 and each following year of implementation, the departments will post the LPAs, and identify and post “Triple E” practices that were implemented in the prior year on a California CIE webpage.

Tracking:

By the end of the first quarter of SFY 2017/2018, and each following year of implementation, the departments will publish a CIE Annual Report.

Tracking:

California CIE Website: The departments developed a California CIE website hosted by CHHSA. Each department will link to the website so that local agencies can track the implementation of the Blueprint.

Tracking:

Employment Data Dashboard: The Employment Data Dashboard, administered by SCDD, will be linked to each of the three department's individual websites.

Tracking:

Implementation Plan for Written Guidance: The three departments will jointly develop an outline and timeline for an implementation plan.

Tracking:

Initial Statewide Written Guidance: Each of the three departments will distribute their respective guidance per the Blueprint written guidance implementation plan, including a description of recommended effective strategies.

Tracking:

State Department / Partner Written Guidance: As a follow-up to the written guidance, the DOR will distribute written WIOA operational implementation requirements to district staff; CDE will revise the WorkAbility I statement of assurances to include direction to enter into LPAs; and, DDS will pursue adding CIE related outcomes, such as establishing LPAs, to regional center performance contracts in partnership with regional centers.

Tracking:

Stakeholder Meetings and Forums: The departments will convene state meetings and forums to engage key stakeholders and obtain input on the implementation of the Blueprint.

Tracking:

Information Sharing: The departments will gather, coordinate, and provide consistent information to state agencies. The information gathered will be made available on the CIE website for utilization by other stakeholders through mechanisms such as advisory committee meetings and Special Education Local Plan Areas (SELPA) Director meetings.

Tracking:

Local Commitments: The departments will encourage local commitments to support CIE from: State educational entities and LEAs that could implement changes to promote transition from school to CIE.

Tracking:

State Level Interagency Agreements Timeline: The departments will develop a timeline to amend current interagency agreements between CDE, DOR and DDS to include an emphasis on CIE, local linkages, and a reference to the California CIE Blueprint for Change.

Tracking:

Local LPA Template: The departments will develop an LPA template outline for LEAs, DOR districts and regional centers, in compliance with IDEA, WIOA and CMS guidance, to improve local level collaboration and linkages.

Tracking:

Local Collaboration: For the purpose of supporting local collaboration, the departments will train select LEA, DOR district, and regional center staff to provide training and tools at the local level. These trainings and tools will assist in the development of local collaborative groups to discuss the written guidance, development of LPAs, and "Triple E" practices.

Tracking:

Local Area LPAs: The DOR will direct local offices to initiate processes for LPAs with the LEAs and regional centers. The DDS will include information regarding LPA development to regional centers to be included in performance contract goals. The CDE will provide guidance and encouragement to LEAs on working with regional centers and DOR districts to develop and implement LPAs.

Tracking:

State Level Interagency Agreements: The departments will develop or revise IAs and MOUs according to the Blueprint timeline as well as required state and federal statute and regulations.

Tracking:

Local Partnership Agreement Tracking: To support the development of additional LPAs, the departments will gather information on the occurrence of LEA, DOR district, and regional center staff local collaboration meetings.

Tracking:

Jointly Sponsored Training and Technical Assistance: The departments will provide training and technical assistance for the development of LPAs between LEAs, DOR districts, and regional centers.

Tracking

Interagency Data Sharing Agreement: The departments will develop and implement an interagency data sharing agreement, including protocols for matching data from the CDE, DOR, DDS, or other sources, as necessary, and aggregating and reporting data.

Tracking:

Research Funding Alternatives: The departments will research funding alternatives to enhance interagency data collection systems and practices for educational services, workforce services, and training programs.

Tracking:

Interagency Data Sharing Capacity: The departments will identify barriers that may be addressed through legislative and regulatory authority or policy processes to allow for Employment Development Department (EDD) and Franchise Tax Board (FTB) data sharing of wages and earnings data in support of CIE.

Tracking:

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

Tracking:

By the end of SFY 2019/2020, 50% of the DOR students with disabilities, ages 16 through 21, who have exited secondary education by the prior year will have either entered CIE or post-secondary training or education, or received vocation rehabilitation services in preparation for CIE.

Tracking:

By the end of SFY 2017/2018, provide information and technical assistance for CIE placements to 100% of SE group providers to help increase individual placements.

Tracking:

By the end of SFY 2017/2018, increase the number of individuals statewide participating in “Earn and Learn” or On-the-Job Training (OJT) with business partners by at least 25 annually.

Tracking:

Strategies on Providing CIE Services: The departments will gather readily available information on “[Triple E](#)” practices from programs that have proven successful in achieving CIE outcomes, develop information to be communicated in each agency’s written guidance and identify the steps to replicate the effective strategies and explore methodologies to implement the effective strategies statewide.

Tracking:

CIE Provider Webinar: The departments will develop and host a webinar on CIE for SE providers on “[Triple E](#)” practices that improve CIE outcomes.

Tracking:

Training Development: The departments will develop training curriculum and informational materials about “[Triple E](#)” service models and other options for linkages.

Tracking:

Alternative Service Models: The departments, as part of the implementation activities of the Implementation Workgroup, will explore and compile models of services that are alternatives to non-integrated employment settings, such as work activity programs, in order to increase opportunities for existing providers to support CIE.

Tracking:

Community Resource Mapping: The departments will, as part of the initial needs assessment, identify the number and location of existing programs such as CRP SE service providers, regional center day programs that provide Tailored Day Services, WorkAbility I, College to Career pilots, Transition Partnership Programs, and the We Can Work pilots in order to inventory current capacity. Information collected will be published to the CIE website by June 30, 2017.

Tracking:

Partnership Opportunities for Sequenced Funding: The departments will identify local partnerships between LEAs, DOR, and regional centers and assist them to sequence funding for specific services and supports that lead to CIE. This will also include providers of those additional supports to individuals with ID/DD that are students of the PSE system.

Tracking:

SE and Customized Employment Funding: The departments will explore SE and customized employment funding structures including the following: Current rate structure. Funding models, e.g., outcome-based funding, incentives for CIE, well-sequenced funding, hybrid funding, regional employment networks, etc. Well-sequenced services. Alternative resources for new or expanded program development, such as public/private partnerships or grants.

Tracking:

Statewide Needs Assessment: The departments will build upon the Community Resource Mapping, identified in Phase I, to develop a statewide needs assessment of demand for pre-employment and employment services.

Tracking:

Provider Resources: The departments will identify resources to assist service providers as they transition to support more individuals who choose to move from segregated and/or subminimum wage to CIE. The departments will provide specific information on options to increase support for existing and new programs, such as SE group, Work Activity Programs,

and day programs, in relation to integrated and individualized employment models that support consumers to reach CIE.

Tacking:

Home and Community-Based Services (HCBS) Waiver: The joint guidance will emphasize the use of the HCBS waiver requirements to promote CIE options through person-centered service delivery.

Tracking:

Addressing Barriers to CIE: The departments will identify barriers that may need to be addressed through legislative and regulatory authority or policy processes.

Tracking:

Effectiveness Testing: The DDS will implement, pending federal approval of the HCBS waiver renewal, required 'effectiveness testing' of community-based vocational development (CBVD) services (Pavley SB 577) within five regional centers, with the goal of ultimately expanding and braiding the CBVD service model statewide with other well-sequenced services.

Tracking:

Work Activity Program: The DDS will address wages and integration rates in work activity programs per the CMS settings rule requirements.

Tracking:

Waiver Amendment: The DDS will develop a waiver amendment for the CBVD services (Pavley SB 577) per the CMS timelines.

Tracking:

Communication to Facilitate Increases in System Capacity for CIE:

- Offer information and resources to LEAs for students and parents on transition from school to employment preparation and CIE.
- Provide information to regional centers and adult Day Program service providers regarding Tailored Day services and other pre-employment preparation services.
- Provide information to LEAs, students and parents, and regional centers regarding the use of existing resources to assist with understanding the impact of earnings on public benefits and work incentives.

Tracking:

Business Partner Initiative Workgroup: The departments will develop a Business Partner Initiative Workgroup to develop strategies for outreach and to engage local business partners and meet their workforce development needs with individuals with ID/DD.

Tracking:

Capacity Building: The departments will explore ways to support systems including: Strengthening partnerships with the California workforce development system and statewide business communities such as the California Chamber of Commerce to expand the availability of community-based jobs for individuals with ID/DD.

Tracking:

Other Support Options: The departments will explore other support options for CIE such as natural supports in the workplace or employer supported work models.

Tracking:

Provider Capacity: The departments will identify categories of existing local workforce development resources, such as AJCCs, adult education, and community colleges that have not been traditional sources of services with the goal of increasing provider capacity and expanding capacity in underserved regions.

Tracking:

CIE Resource Virtual Toolbox: The departments will identify existing resources to develop and publish the CIE Resource Toolbox on the CIE website and continue to provide and update as appropriate resources highlighting current adult education, career technical education or community college programs.

Tracking:

By March 17, 2019, the DOR and DDS will not place any individual in an employment setting that does not meet the Medicaid HCBS regulations found at 42 Code of Federal Regulations (CFR) 430 et seq.

Tracking:

By March 17, 2019, the DDS will transition individuals out of settings that do not meet the Medicaid HCBS regulations found at 42 CFR 430 et seq.

Tracking:

Of the individuals with ID/DD who say they want a job, work to increase the numbers who have a goal of CIE in their IPP by 10% annually beginning SFY 2017/2018.

Tracking:

Increase consumer awareness, through the IPP process, of employment preparation services available to support CIE by 10% annually beginning SFY 2017/2018.

Tracking:

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

Tracking:

Develop talking points for appropriate LEA, DOR district, and regional center staff.

Tracking:

CIE Webinar: Develop and host a webinar on CIE for individuals and their families.

Tracking:

Pre-Employment Transition Services: Per the WIOA requirement to provide pre-employment transition services to students with ID/DD ages 16 through 21, the DOR will conduct outreach in partnership with the LEAs to provide students information on CIE or PSE and information about VR services including pre-employment transition services.

Tracking:

CIE Information: The departments will offer the following: For individuals working for subminimum wage, the DOR will provide individuals with information about Employment First and opportunities to achieve CIE. The CDE will offer technical assistance to LEAs to focus on Employment First and supports to achieve CIE in the IEP process for all students with ID/DD ages 16 and above. The DDS will offer technical assistance to regional centers to focus on Employment First and supports to achieve CIE in the IPP process.

Tracking:

Transition Services: The CDE will monitor LEA compliance with transition requirements, including that beginning at age 16 the IEP shall include appropriate measurable postsecondary goals based upon age-appropriate transition assessments, as well as the transition services necessary to assist the pupil in reaching those goals. Transition services may include, if appropriate, a functional vocational evaluation. For all eligible students who

choose to have an IPE, the DOR will provide a vocational assessment as needed as part of the VR process. The IPE is to be completed prior to the exit of high school.

Tracking:

Grant and Contract Requirements: The departments will apply the following:

The CDE will require, as a condition of the WorkAbility I grant, that grantees provide information to WorkAbility I students with ID/DD ages 16 and above regarding Employment First, opportunities for employment, and supports to achieve CIE. The DOR will require, as a condition of the TPP contracts, that the contractors provide information to TPP students with ID/DD ages 16 and above regarding Employment First, opportunities for employment, and supports to achieve CIE. The DDS will work with regional centers on the inclusion of language in the contract between DDS and regional centers to address the provision of information to consumers regarding Employment First, opportunities for employment, and available supports to achieve CIE. Annually, the DDS will report the number of regional centers that include employment as an outcome measure in their performance contract.

Tracking:

Systems Change Funding: Pursuant to the 2016/2017 budget and ABx2- 1, the DDS will offer funding to provider agencies to increase their capacity to support community based integrated services.

Tracking:

CIE Incentive Funding: The DDS will offer incentive funding to provider agencies for CIE placements. The DDS will also, with input from stakeholders, develop and implement a paid internship program as another pathway to CIE.

Tracking:

Transition Virtual Tools and Resources: The departments will provide the following tools and resources to help educate individuals and their families or representatives on the transition process and address changes to employment services available to them: A fact sheet and checklist for LEAs and students and their families on CIE and the transition process from school to work. Continue to provide information for the Employment First

website hosted by the SCDD. Coordinate with the California Community of Practice on Secondary Transition.

Tracking:

Career Development Tools and Resources: The departments will develop people first tools and resources in collaboration with the DDS Consumer Advisory Council to provide an overview of existing services for consumers and families.

Tracking:

Strategies to Limit Use of Subminimum Wage: The departments will identify strategies to assist individuals who participate in subminimum wage on a long term basis to consider and work towards CIE. These strategies regarding the transition from subminimum wage employment will be person-centered and based on individual strengths and interests.

Tracking:

Staff Development and Training Plan Outline: The departments will develop a training plan outline. The outline will help build knowledge and skills regarding delivering services that lead to CIE, understanding the transition process, benefits advisement, and engaging employers to the following groups:

- Individuals with ID/DD and their families or representatives as appropriate.
- LEAs.
- Community Based Organizations.
- Employers.
- Department staff (DOR, CDE, and DDS).
- Regional center staff.
- PSE Staff.

Tracking:

Subminimum Wage: The departments will work to provide guidance to employers and individuals about both the legal requirements related to the use of subminimum wage and

ways to maximize opportunities for CIE, including the documentation and service requirements for youth and SWD.

Tracking:

Training Plan: The departments will identify learning content, develop curriculum, identify training resources, and offer training per the Blueprint training plan outline.

Tracking:

Service Provider Training: The DOR and DDS will explore mandatory training for service provider staff regarding services that lead to CIE.

Tracking:

Supported Employment Information: The departments will develop and disseminate information to LEAs, DOR district staff, and regional centers to encourage the consideration of CIE, including SE Individual Placement as a first choice. In addition, information will be disseminated regarding the utilization of SE group services as a time-limited bridge to CIE, as opposed to a permanent placement option.

Tracking:

Time-Limited Service: Consistent with WIOA; the DOR will utilize temporary, short-term integrated SE group placements as part of an individual's career pathway toward CIE. The DDS will, for those who chose individual placement CIE as their employment goal, utilize SE group placements as a time-limited potential pathway toward CIE.

Tracking:

Service Delivery System Change Task Force: The departments will establish a Service Delivery System Change Task Force, comprised of subject matter experts from each department system, to provide training and technical assistance to key LEA, DOR district, and regional center staff to support development of local capacity to create system change.

Tracking:

Pre-Employment Opportunities: The departments will offer technical assistance to service provider staff to develop and provide pre-employment foundational skills training to individuals with ID/DD.

Tracking:

CIE Opportunities within State Service: The departments will develop and promote CIE opportunities for paid internships with state agencies used as an alternative to LEAP, (based on enactment of SB 644 September 2015). Once the data sharing agreement with FTB is obtained, the departments will be able to report out on the number of individuals who are regional center clients that are employed in state service.

Tracking:

Increasing Local Capacity to Create System Change: The departments will identify key leadership staff, communication strategies, and resources to provide training and technical assistance to key LEA, DOR district, and regional center staff to create changes to local systems such as: DOR / CDE funded Transition Services, DDS funded Day Programs, DDS funded Work Activity Programs. DOR / DDS funded SE programs.

Tracking:

Seamless Employment Transition: Explore options to create a seamless transition process for individuals in CIE across all three systems, regardless of age.

Tracking:

