



Employing Individuals with Intellectual Disabilities and Developmental Disabilities in California

“Real Work for Real Pay in the Real World”

California Competitive Integrated Employment Blueprint User Friendly Overview

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

“Real Work for Real Pay in the Real World”

Vision

Providing opportunities for Californians with intellectual disabilities and developmental disabilities to prepare for and participate in competitive integrated employment.

“...you never know if somebody can run with the ball if you never hand it to them.”

*Business Partner – California CIE Business Partner Forum,
August 31, 2015*

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Introduction

This document is a user friendly overview of the Competitive Integrated Employment (CIE) Blueprint. The overview will help you understand:

- What the Blueprint is.
- Who developed the Blueprint.
- What each department does.
- How the Blueprint will help create change in the future.

In this overview the names of these entities and products are going to be abbreviated as the following:

Acronym	Word/Phase
CDE	California Department of Education
CHHSA	California Health and Human Services Agency
CIE	Competitive Integrated Employment
CMS	Centers for Medicare and Medicaid Services
DDS	California Department of Developmental Services
DOR	California Department of Rehabilitation
DRC	Disability Rights California
ESSA	Every Student Succeeds Act
ID/DD	Intellectual Disabilities and Developmental Disabilities
IDEA	Individuals with Disabilities Education Act
IEP	Individualized Education Program
IPE	Individualized Plan for Employment
IPP	Individual Program Plan
LEA	Local Educational Agency
VR	Vocational Rehabilitation
VRSD	Vocational Rehabilitation Services Delivery
WIOA	Workforce Innovation and Opportunity Act

*“Together we are better than when we are alone...”
Service Provider - California CIE Stakeholder Forum,
May 15, 2015*

What is Competitive Integrated Employment (CIE)?

The term CIE means working for pay (at least minimum wage) in the community alongside people without disabilities. Work can be full-time (up to 40 hours per week) or part-time. You should get the same level of benefits as other employees where you work. Benefits could include things like paid vacation and sick time, health insurance, and retirement saving plans. You should also have chances to advance to other positions, just like other employees. Having your own business counts as working for pay.

What is the CIE Blueprint?

The CIE Blueprint is a five-year plan, developed by the CDE, DOR, and DDS, to assist people with ID/DD get ready for and get a job earning at least minimum wage working in the community with people without disabilities. Person-centered planning is important throughout the Blueprint and respects the racial, ethnic, cultural background, and language of each person. Person-centered planning is building a plan based on the person’s abilities, interests, and dreams.

The goals of the Blueprint are to:

- Help the three departments work together to better support people with ID/DD who want a CIE job.
- Create more options for people with ID/DD to get ready for and get a CIE job.
- Help people with ID/DD to make their own choices about working in the community.



A few specific goals of the Blueprint are:

1. From July 2016 forward, DOR and DDS cannot place individuals under age 24 in jobs earning less than minimum wage unless certain conditions are met.

2. By March 2019, DOR and DDS will no longer place any individuals in segregated work settings – you must be placed in settings in the community interacting with people without disabilities. This is CIE.
3. By March 2019, DDS must transition all individuals out of places that are segregated, like work activity centers, sometimes called “sheltered workshops”, and into work or other pathways to work in the community.



Across all systems the planning that takes place for CIE must be focused on you, your wants, and needs. This is called person-centered planning.

“...work is a place where potential can be maximized.”
*Youth Commissioner - Advisory Commission on Special Education
 Meeting, August 12, 2015*

A team of people from the CDE, DOR, and DDS developed the Blueprint, working with CHHS  and DRC . The team met with consumer advisory groups and other stakeholders to get input to improve the Blueprint. The Directors of the three departments, the CHHSA, and DRC then finalized the Blueprint.



Each department has specific laws that guide the work they do and these laws are:

- The CDE must follow the [IDEA](#) and the [ESSA](#).
- The DOR must follow the [Rehabilitation Act of 1973](#), as amended by the 2014 [WIOA](#). 
- The DDS must follow the [Lanterman Act](#) and the [CMS Rules](#). 

These laws were used as one source of reference during the development of the Blueprint.

“Provide maximum opportunity in the community in paid employment or volunteer work...”

*Parent/Vendor – Feedback received through the California CIE
Inbox, May 18, 2015*

What does each department do?

California Department of Education (CDE)

The CDE oversees the state’s public school systems, which include over 9,000 schools in California. These schools have over seven million students.

The CDE works with many partners to provide educational supports for infants and preschoolers through young adults with disabilities. Many school programs provide these supports. Some of the supports are:

- Family-centered services.
- Special education.
- Transition from high school to adult life, including further education or employment.

For more information on special education see the CDE Special Education website [CDE Special Education Division](http://www.cde.ca.gov/sp/se/).

<http://www.cde.ca.gov/sp/se/>

How many students ages 16 through 21 with ID/DD are in school?

From July 1, 2013 through June 30, 2014, there were about 29,000 students with ID/DD, ages 16 through 21 years old in school in California.



How do you get into Special Education?

Eligibility for special education is determined through an assessment process. The school brings together an IEP team consisting of the parents or guardians of the student with a disability, the teacher, and other school representatives to decide if the child is an individual with exceptional needs. If the child is found to be an individual with exceptional needs, the child is eligible for special education and related services.

What is an Individualized Education Program (IEP)?

An IEP is a plan made by an IEP team. The student's IEP is reviewed every year.

The local DOR and regional center staff are typically invited to the IEP meeting to talk about transition services they may provide or pay for.

The IEP includes:

- The student's goals for when they leave high school. For example, attend training, attend more school, and get a job.
- The transition services the student needs to help them achieve those goals.

Transition services are services that help the student move from school to activities after school including college, a job, or living by themselves.



California Department of Rehabilitation (DOR)

The DOR provides VR services to people with disabilities to help them get a job. The DOR works with other agencies, including LEAs, colleges, community rehabilitation programs, regional centers, and other

resources to provide these services. The DOR also provides students with disabilities services to prepare them for having a job. These are called pre-employment transition services.

The DOR has offices state wide to provide VR services to people with disabilities.

How many people ages 16 and over with ID/DD does the DOR serve?

From July 1, 2013 through June 30, 2014, the DOR served 1,700 persons with ID/DD ages 16 through 21 and 2,900 ages 22 and over.

How do you get DOR services?

A person is eligible for DOR services if he or she:

- Has a disability that creates a barrier to getting a job.
- Needs VR services to prepare for, get, or be successful in a job.
- Is able to use the DOR services to get a job.

What is an Individualized Plan for Employment (IPE)?

The IPE is a written plan that shows a person's goal for work and the services to be provided to reach the goal. The IPE is developed by the person and their DOR counselor. The IPE is reviewed each year.

Services are provided that will help the person reach their work goal. These services may include vocational counseling and guidance, assessment, assistive technology, help with benefits planning, transition services, training or school after high school, on-the-job training, and job-related services and supports.

For more information on VR services and the IPE process see the [Consumer Information Handbook](http://www.dor.ca.gov/Public/Publications-n-Forms.html).
<http://www.dor.ca.gov/Public/Publications-n-Forms.html>

California Department of Developmental Services (DDS)



The DDS provides services and supports to people with ID/DD. These services are provided through 21 nonprofit organizations called regional centers.

These services include pre-employment services (services that prepare someone for getting a job) and support services to assist an employee on the job.

How many people ages 16 and over with ID/DD does the DDS serve?

From July 1, 2013 through June 30, 2014, the DDS served 38,000 people with ID/DD ages 16 through 21 and 126,000 ages 22 and over.

How do you get DDS services?

A person is eligible for regional center services if they have a developmental disability. Developmental disabilities begin before age 18 and are expected to continue indefinitely. Eligibility is determined through an intake and assessment process done by the regional centers.

What is an Individual Program Plan (IPP)?

The IPP is an agreement between a person and the regional center. The IPP lists the person's goals and the services and supports that the regional center will help them get to meet their goals. The IPP is developed by the person with the disability, their regional center representative(s) and others through a person-centered process.

For specific information on the IPP process see the [Individual Program Plan Resource Manual](http://www.dds.ca.gov/RC/IPPManual.cfm).
<http://www.dds.ca.gov/RC/IPPManual.cfm>

“...work provides that place to look forward to... a place to achieve goals...”

Parent – California CIE Stakeholder Forum, May 15, 2015

What will the CIE Blueprint do?

The main goal of the Blueprint is to assist more people with ID/DD to get CIE jobs. There are about 780 people with ID/DD that enter CIE per year now. By June 30, 2018, the three departments have a goal of assisting 300 more people with ID/DD achieve CIE and by June 30, 2019, assisting 500 more people with ID/DD achieve CIE. There will be additional yearly goals in years 3, 4 and 5 of the Blueprint. A stakeholder process that involves people with disabilities will be used to set those yearly goals.

The Blueprint has targeted outcomes for each goal. A targeted outcome is a number or activity we can measure to see how well we did in implementing the Blueprint. For example, one targeted outcome is to help people making subminimum wage move into CIE, which is real work for real pay in the real world.

This user friendly overview highlights the objectives and strategies for each goal. The Blueprint uses the DDS Employment Data Dashboard to track the most important goal of the number of people in CIE.

The Blueprint goals, as well as the objectives and strategies for each goal, are listed below.

Goal 1 – Improve how the three departments work together to prepare and support people with ID/DD who want a CIE job.

The objectives of Goal 1 are to:

- Improve information sharing between the three departments.
- Work together to use current resources better.
- Work together more on planning, implementation, and evaluation of CIE.

Strategies for Goal 1 include:

1. Develop and communicate written guidance.
2. Encourage local level relationships among agencies to support CIE.
3. Improve data collection and sharing.

Goal 2 – Create more options for people with ID/DD to get ready for and get a CIE job.

The objectives of Goal 2 are to:

- Get more people with ID/DD in work experience, employment preparation services, foundational employment skills training, post-secondary education and training, customized employment, and supported employment individual placements.
- Get more people with ID/DD in the California workforce development system, including America’s Job Center of California (also known as One-Stops).
- Improve how the departments work together with employers. This includes “job-driven” training with regard to hiring people with ID/DD in both the public and private sectors.

Strategies for Goal 2 include:

1. Identify and improve practices that assist persons with ID/DD to get ready for and get CIE jobs.
2. Find out how many people we can help achieve CIE today.
3. Support transition from school to preparing for a CIE job.
4. Develop new ways to work with employers.
5. Develop tools and resources.

Goal 3 – Assist and support people with ID/DD to make their own choices about working in CIE jobs.

The objective of Goal 3 is to:

- Offer people with ID/DD, their families, and employers, information on CIE.

Strategies for Goal 3 include:

1. Make more people aware of tools and resources available to help them achieve their work goals of CIE.
2. Support the community to obtain additional system knowledge, skill, and ability to assist individuals to achieve CIE.
3. Increase the number of activities that assist people with ID/DD in choosing CIE jobs.

“...take time to listen to me... I know what I want and need...”
*Member – ARCA Consumer Advisory Council Meeting, April
10, 2015*

This Blueprint lists the goals, objectives, and strategies that will guide the departments over the next five years and highlights how the departments, at the local and state level, will work together to help each person on choosing a pathway to CIE. The Blueprint also has a list of actions the three departments will take, with help from stakeholders, to make changes to increase CIE outcomes.

The departments will track how effective the strategies in the Blueprint are. Data will be electronically posted on the [Employment Data Dashboard](#) and CIE website (see link below) each year and will include an evaluation of progress and recommended next steps with stakeholder input.

“It’s really critical that each community comes together.”
Vendor - California CIE Stakeholder Forum, March 23, 2015

For more information or a copy of the entire Blueprint, please visit the CIE website at this link.
[http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-\(CIE\).aspx](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-(CIE).aspx)