Competitive Integrated Employment (CIE) Blueprint

The CIE Blueprint project is a partnership between the California Department of Education, Department of Rehabilitation, and Department of Developmental Services designed to increase opportunities for individuals with ID/DD to prepare for and engage in CIE.

The CIE Blueprint has the following three goals:

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

2. Increase opportunities for individuals with ID/DD who choose CIE to prepare for and participate in the California workforce development system and achieve CIE within existing resources.

3. Support the ability of individuals with ID/DD to make informed choices and adequately prepare for, transition to, and engage in CIE.

The Blueprint emphasizes guidance and technical assistance to promote collaboration among state and local partners. Local leadership is provided by the 14 DOR districts, 21 regional centers, and over 500 local educational agencies (LEAs), commonly known as "core partners."

Successes

Local Partnership Agreements:
CIE Blueprint goal:

> 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) among LEAs, DOR districts, and regional centers including linkages to the workforce development system, and other key partners and stakeholders.

As of February 2021, there are 54 LPAs that have been submitted and 51 posted on the CHHS CIE webpage at https://www.chhs.ca.gov/home/cie/.

Systemic change:
1. Aligning with WIOA in ending 14c –
   a. There were 81 14c certificate holders in California as of 10/1/2020. 57 of the 81 are vendorized with DOR to provide services and support for individuals seeking CIE. DOR does not place consumers in the non-CIE settings. DDS continues to support these providers transitioning away from 14c and into CIE settings.
   b. At the start of the Blueprint, there were 22,235 individuals working in a subminimum wage environment. The number is now 12,169. The number of DOL 14(c) Certificate Holder/Employers continues to decrease, from 150 in July 2016 to 81 as of October 2020. PRIDE Industries, one of the largest 14(c) employers in the nation, recently affirmatively chose to not renew their 14(c) certification. Per a recent report/survey from DDS on 1/28/21 that 4 providers (the Arc Fresno/Madera Counties, ToolWorks, Inc., Shasta County Opportunity Center, and Institute for Redesign of Learning-the former Almansor Center) with 14c certificates are no longer paying subminimum wages and have transitioned into group and/or individual placements.

2. Stopping the pipeline for employment at subminimum wages & preparing youth with significant disabilities for CIE –
   a. Eliminate the use of subminimum wage certificates by CA schools: As of spring 2014, California's Department of Education does not permit payment of subminimum wage in its WorkAbility I Programs.
   b. Engage students in Transition/Work Experience programs. The targeted goal at the CIE Blueprint onset was by the end of SFY 2017/2018, 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. To date, we have exceeded the targeted goal by completing SFY 17/18: 25,313 (at 13% increase); SFY 18/19: 26,247 (at 17% increase). The numbers for SFY 19/20 are TBD.
   c. Through the LPAs, local partners have added Workforce partners to better prepare youth for CIE. Aligning with the LPA targeted goals, the local workforce development boards are invited to jointly develop LPAs to support individuals participating in CIE. As a result, there are increased number of individuals statewide participating in "Earn and Learn" or On-the-Job Training (OJT) with business partners. For example, SFY 18/19 there are 1455 (35 OJTs and 1420 PIP) participants in the "Earn & Learn" pathway toward CIE.

3. Supporting service providers to enhance CIE –

   a. HCBS funding for concepts selected by DDS for regional center service providers includes:
      1) Train-the-trainer certification in person-centered planning/thinking and training regarding customized employment.
      2) Staffing for Supported Employment Programs/Work Activity Programs to increase community integration and employment opportunities.
      3) Transportation/vehicles for Supported Employment Programs/Work Activity Programs, including accessible vehicles, for more individualized community access.

b. Over the last 4 years, 105 programs, out of 198 programs (as of February 2020), with DDS employment services have received HCBS funding to begin their phasing out process.
c. In June 2020, the three departments conducted the CIE Provider Webinar (over 400 individuals attended the webinar) and made available CIE resources, such as the CIE TOOLKIT listed on the CHHS website, to providers through the CHHS CIE webpage.

Challenges

- CIE Blueprint Year 1: SFY 17/18 the target was 1,080 and achieved 1,125 over target.
- CIE Blueprint Year 2: SFY 18/19 the target was 1,280 and achieved 1,502 over target.
- CIE Blueprint Year 3: SFY 19/20 the target was 1,878 (DOR achieved 1,330 and still waiting on DDS numbers. We anticipated not meeting Year 3 target due to unexpected sudden labor market decline and increasing unemployment rates due to the unprecedented COVID-19 outbreak.)

Potential Challenges that may Impact Expected Outcomes
1. Low expectations
   Early intervention & Family engagement to instill the belief and expectations that every child can secure real work for real pay.
2. Fears of losing benefits.
3. Businesses not hiring workers with disabilities.
4. Barriers to data sharing
   The departments agree that overcoming data sharing barriers will support efforts to have more effective person-centered planning and more accurate performance data. The DOR and DDS are in the final stages of a data sharing agreement (BUCP) to identify mutual consumers for CIE more accurate CIE tracking.