

MEMORANDUM OF UNDERSTANDING BETWEEN THE CALIFORNIA
DEPARTMENT OF REHABILITATION, CALIFORNIA DEPARTMENT OF
DEVELOPMENTAL SERVICES, AND CALIFORNIA DEPARTMENT OF
EDUCATION

**“Up-Skilling Individuals with intellectual and developmental disabilities
(I/DD) to meet business and employer demands workforce”**

The California Department of Developmental Services (DDS), the California Department of Rehabilitation (DOR), and the California Department of Education (CDE) (jointly “the Departments”) agree that opportunities for competitive integrated employment (CIE) shall be given the highest priority for working age individuals with intellectual and developmental disabilities (“I/DD”) regardless of the severity of their disabilities. The CIE MOU is intended to be the first option considered by partners and planning teams preparing and working with individuals of working age to achieve CIE, including postsecondary education, technical or vocational training, and internship programs that are means to achieving CIE or career advancement.

- PURPOSE OF AGREEMENT

This Memorandum of Understanding reflects the Departments’ intention to identify and implement improvements in furtherance of the State's “Employment First” Policy and other federal and state laws describing employment in an integrated setting, at competitive wage, for individuals with I/DD. This CIE MOU continues building an infrastructure for the provision of services to individuals with I/DD which lead to CIE outcomes.

DDS, DOR, and CDE hereby memorialize the three departments’ commitment to “Employment First.” Beginning in July 2022, to support CIE outcomes for individuals with I/DD, the Departments will meet regularly over a period of 12 months to implement the CIE strategic plans with LEAs, Regional Centers, Community Partners, and Stakeholders.

By entering this MOU, each of the Departments does not assume any legal responsibilities that by law belong to one of the other departments.

- **CIE MOU Mission Statement:**

DOR, CDE and DDS promote transformational systems change and service delivery to support individuals with I/DD through the integration of education, training, workforce preparation, and up-skills training to meet the workforce needs of employers and businesses.

- **STRATEGIES AND GOALS:**

The CIE MOU will implement strategies and goals with CIE Blueprint partners statewide to increase CIE outcomes and independence for individuals with I/DD.

Strategy #1:

To engage with individuals with I/DD for early Intervention transition plans geared towards CIE outcomes.

Goal:

To align education and social services programs preparing students' career pathways and employment skills resulting in increased CIE outcomes.

Objectives:

- Introduce Pre-employment Transitions Services (Pre-ETS) to youth with an emphasis on Employment First and CIE.
- Develop early Career Pathways Development track for transition with Person Centered Planning included in the IEP and IDD goals

Benchmark & Target date:

Strategy #2

Develop comprehensive trainings available to community partners, local education agencies, stakeholders, and employers.

Goal:

Create a training master plan to increase comprehensive skills development for staff, educators, businesses/employers, and stakeholders.

Objectives:

- Implement a master plan for Self-Determination, Person

- Centered Planning, and ACRE training available statewide
- Develop a strategic plan to increase hiring of individuals with I/DD capitalizing on their talents and unique skills

Benchmark & Target Date:

Strategy #3

Transform and develop skills and talents of individuals with I/DD to meet business and employer needs for increased inclusion into the workforce.

Goal:

Create a universal model of services to increase and improve workforce skills for individuals with disabilities in order to achieve increased CIE outcomes.

Objectives:

- Develop an Earn and Learn Model to increase work experience opportunities through diverse hands-on-training career pathways

Establish employment preparation model to provide enhanced up-skills training for individuals with disabilities

Benchmark & Target Date:

Strategy #4

To develop a comprehensive capacity-building SB639 transition strategic plan to create new CIE opportunities for Individuals with I/DD.

Goals: Building partnerships between community partners, businesses, workforce professionals, educators, stakeholders, and families.

Objectives:

- DOR, CDE, and DDS continue sharing CIE data to gauge and track the results of improved services and increased in successful outcomes
- Build consensus for effective policy development and services

Develop a strategic plan to increase hiring of individuals with I/DD capitalizing on their talents and unique skills

Establish a CIE Business Advisory Committee statewide Benchmark & Target Date:

SIGNATURES

The signatories below warrant and represent that they have the competent authority on behalf of their respective entity to enter the obligations set forth in this agreement.

California Department of Rehabilitation

Name

Title

[DOR Director, Joe Xavier, signature on file]

Signature

Date

California Department of Developmental Services

Name

Title

[DDS Director, _____, signature on file]

Signature

Date

California Department of Education

Name

Title

[CDE Special Education Director, _____, signature on file]

Signature

Date