ORANGE COUNTY LOCAL PARTNERSHIP AGREEMENT (OCLPA) PROGRAMMING ACTION PLAN 2023-2024

PRIORITY #1	PLAN OF ACTION: Increase WBL & CIE for Youth & Young Adults with a Wide Range of Disabilities						
Goal	**Action Step/s**	**Strategies**	**Critical Partners**	**Outcome(s)**	**Timeline**	**Completion Date**	**Responsible Party**
1.0 Increase work-based learning (WBL) & competitive integrated employment (CIE) for youth & young adults with a wide range of disabilities	**1.0-1** Identify data to be collected across agencies **1.0-2** Share enrollment & service access documents	**1.0-1a** Through OCLPA Steering Committee meetings and conference calls, data will be identified, and collection methods determined.	DOR LEAs Community Colleges RCOC OC Development Board (OCDB) Business Partners OCLPA Steering Committee Chapman University Thomson Policy Institute Transition Initiative (TPI-TI)	• Identified WBL & CIE data to be collected & shared with agreements from participating agencies.	1/18-8/24	**Continue**	**OCLPA Members** **CU Thompson Policy Institute-Transition Initiative (TPI-TI)**
	1.03 Survey stakeholders regarding needs and Identify issues	**1.0-3a** Work with CU TPI-TI Research Team to develop surveys for a variety of stakeholders (individuals with disabilities, families, educators, service agencies, adult service providers and others)		• OCLPA Research Protocol • Completed Surveys of stakeholders regarding employment related needs & issues • Data Summary Report	2/18-8/24	**Continue**	**CU Thompson Policy Institute-Transition Initiative (TPI-TI)** **Research Work Team**
	1.0-4 Identify WBL & CIE options through various organizations & agencies.	**1.0-4a** Identify current WBL & CIE opportunities throughout Orange County (Indicate type of service providers		• List of WBL & CIE Opportunities.	1/18-8/2024 (on-going)	**Expected:** Quarterly	**OCLPA Staff** **Linda ONeal**
	1.0-5 Develop process to share employment data across agencies & providers	**1.0-5a** Review current data sharing process and identify potential data sharing procedures. Seek administrative staff approval.		• New cross agency data sharing procedures.	9/2020-8/2024	**Continue**	**Arturo Cazares, RCOC & Other agencies & providers**
PRIORITY #2	PLAN OF ACTION: Expand Business Partnerships to support WBL & CIE Opportunities						
Goal	**Action Step/s**	**Strategies**	**Critical Partners**	**Outcome(s)**	**Timeline**	**Completion Date**	**Responsible Party**
2.0 Increase WBL & CIE in Orange County through expanded & organized business partnerships	**2.0-1** Identify current business partners in North & South Orange County	**2.0-1a** Request business partner lists from OC LPA Steering Committee Members; including the Costal Business Advisory Committee, LEA Workability/TPP Programs, OCEAN, OCDB, RCOC and DOR.	DOR LEAs Community Colleges RCOC OCDB Business Partners Adult Service	• Orange County WBL & CIE Business Partnership Lists	2/18-8/24 (on-going)	**Continue & On-going**	**OCLPA Steering Committee** **TPI-TI Regional Business Partnership Work Team** **Adult Service Providers**

	2.0-2 Identify New business partnerships to support the OCLPA in both North & South Regions	**2.0-2a** Target & secure agreement from business partnerships to support WBL & CIE efforts. Include programming contacts with specific guides for accessing businesses.	Providers	• Enhanced OC WBL & CIE Business Partnerships • Procedures for contacting engaged businesses	4/18-**8/24** **(on-going)**	**Continue & On-going**	**OCLPA Steering Committee** **TPI TI Business Partnership Work Team** **Adult Service Providers**
	2.0-3 Develop funding proposals to address available Request for Proposals (Local, State & Federal)	2.0-3a Meet with various funding agencies to determine timelines, priorities and possibilities for release of funding guidelines	Ca Workforce Development Board OC Workforce Development Board SDSU II, DOR & **DDS-Employment Grants**	• Identified RFPs • Asset Mapping • Power point Summaries • Executive Summaries • Completed Grant Proposals	**8/17/23-7/30/24**	**8/2024 (Ongoing Process)**	**Neurotalent Works** **Grit & Flow** **OC Asperger's Support Group** **TPI Staff** **SDSU-II** **NOCE** **SVUSD** **Goodwill OC**
	2.0-4 Develop Job Development Coordination efforts & job coach training supports to support our small, medium and large business partners	2.0-4a Design a Workforce Development Intermediary effort to better collaborate with our business partners…Identify pilot sites, including: LEAS, adult service providers, community colleges & business partners.	(1) LEAS (1) Community Colleges (2) Adult Service Providers (6) Business Partners	• Approved partners: ✓ LEAs ✓ Community Colleges ✓ Adult Service providers ✓ Business Partners	**8/17/23-7/30/24**	**8/2024 (Ongoing Process)**	**NeuroTalent Works** **Grit & Flow** **TPI Staff** **SDSU-II** **NOCE** **SVUSD** **Goodwill OC**
2.1 Coordinate Business Partner Resources in Orange County	**2.1-1Implement OC Business Partner Intermediary (OCBPI) Process funded by the DDS Employment Grant** **2.1-2 Work with two Business Partner Intermediaries to lead this new and innovative process**	**2.1-1a OCBPI Work Team Leaders develop processes to utilize business partner resources in a coordinated, organized and efficient way, including K-12/ATP, PSE, & Adult Service Providers** **2.1-2a BPIs will work with small, medium & large businesses to define specific county wide strategies to address business concerns with ineffective use of their WBL/CIE resources** **2.1-3a Develop CIE related documents & materials to promote CIE for all**	**DDS** **CUTPI** **SDSU Interwork Institute** **Neuro Talent Works** **grit & flow** **NOCE** **SVUSD** **Goodwill OC** **RCOC** **DOR** **Businesses** **IWD** **Families**	• **New OCBPI Process to utilize business partner resources** • **WBL/CIE Products for relevant stakeholders:** ✓ **IWD** ✓ **Families** ✓ **K-12/ATP** ✓ **PSE** ✓ **Adult Service Providers** ✓ **Business Partners**	**2/2023-1/30/24**	**2/2024 (Ongoing Process)**	**Business Partner Intermediaries:** **Neurotalent Works** **Grit & flow** **CUTPI** **SDSUII** **NOCE** **SVUSD** **Goodwill OC**

Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party
		stakeholder groups					
2.2 Expand the OCBPI practices to include additional places in California	2.2-1 Identify potential funding source(s) to replicate the best practices identified in the OCBPI Transformative Action Plan	2.2-1a Grant writers will work with potential funding sources to write proposal(s). 2.2-1b Grant Writers will work with OCBPI Partners to determine how and if they want to be involved in sustainability &/or replication efforts. 2.2-1c Work with families & IWD for guidance on feasibility of WBL/CIE Programming efforts & BPI Practices	DDS CUTPI SDSU Interwork Institute Neuro Talent Works grit & flow NOCE SVUSD Goodwill OC RCOC DOR Families & IWD	• Completed California Business Partners Intermediary (CABPI) Proposal(s) • Funded CABPI Proposal(s) • Input & directives from families & IWD	7/1/2023-6/30/24	9/2023-6/2024	CUTPI SDSUII Families & IWD

PRIORITY #3	PLAN OF ACTION: Identify Workforce Development Programs						
Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party
3.0 Identify career development, Workforce Development (WFD) and Post-Secondary Education (PSE) & Training Program Options in Orange County	3.0-1 Identify & describe all career development programs in Orange County	3.0-1a Use template for short description of program, enrollment information and contact information to update & collect new program information. 3.0-1b Design & Update TPI TI Website to showcase OC Workforce Development Programs (New Platform Fall 2021) 3.0-1c Continue to update business partner lists	DOR LEAs Community Colleges RCOC OCDB TPI Graduate & undergraduate Interns	• Workforce Development Templates • Google Drive • TPI-TI Website	8/17/23-7/30/24	Completed & continue with updates	OCLPA Members CU TPI Interns & Graduate Assistants

PRIORITY #4	PLAN OF ACTION: Identify Transition & Employment Resources & Services						
Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party

Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party
4.0 Identify transition & employment related resources & services for youth & young adults with disabilities & their families	**4.0-1** Request information from OCLPA Partners and other agencies providing services for individuals with special needs	**4.0-1a** Utilize OCDE Programming Directory **4.0-1b** Confirm and expand and revise resources and services identified on the OCWBL Resources & Services Chart #8 **4.0-1c** Continue to research and identify new transition resources from NTACT:C (National Technical Assistance Center: The Collaborative	OCDE DOR LEAs Community Colleges RCOC OCDB WINTAC SDSU Interwork Institute	• Expanded & Updated OCWBL Chart #8 • Easy to read Information sheets describing resources & services • OCLPA Service & Resource Handbook • NOCE Transition Guide for Families (2021) **develop revisions (2024)**	8/17/23-7/30/24	**Continue with Updates** **Continue & Ready for Distribution**	**OCLPA Membership** **Linda ONeal, SDSU, CUTPI & RCOC** **Dr. Adam Gottdank, NOCE** **NTACT: C**
PRIORITY #5	**PLAN OF ACTION: Design, Monitor & Implement a Transition & Employment Website**						
Goal	**Action Step/s**	**Strategies**	**Critical Partners**	**Outcome(s)**	**Timeline**	**Completion Date**	**Responsible Party**
5.0 Design & implement and monitor transition/employment website through the Chapman University TPI-TI) for a variety of stake holders	**5.0-1** Redesign the website layout for easy access by all stakeholder groups ✓**IWD** ✓**Families** ✓**Educators** ✓**Service Providers** ✓**Business Partners as needed**	**5.0-1a** Work with the TPI-TI Website Development Team to identify types of information and strategies for stakeholders group access. Include: services, resources, success stories, program descriptions, agency access and information sheets. 5.0-1b Continue with Phase II Website design	DOR LEAs Community Colleges RCOC OCDB Business Partners Foundations SDSU Interwork Institute Graduate & Undergraduate Interns	• Operational TPI-TI Phase I website including workforce development programming, and accommodation specifics addressing a wide range of disability needs • Phase II Website is operational • Phase II Website with new easy to use features will continue	8/17/23-7/30/24	**Completed & continue with updates**	**TPI-TI Website Development & Social -Media Team Linda O'Neal Richard Rosenberg (CUTPI & SDSU Interwork Institute)** **CU TPI Interns**
5.1 Continue to update the CUTPI Transitionca.org Website	5.1-1Place materials on the CU TPI Transition Initiative (TI) Website "**transitionca.org**"	5.0-1a Place materials on the CU TPI TI Website by topic area with the most recent/up to date materials first 5.0-1b Organize materials into 5 Stakeholder Groups (IWD, Families, Educators, Service Providers & Business Partners) 5.0-1c Organize resources by topic and further into files under the topic. 5.01-d organize resources by county, state and federal	TPI Team Members OCLPA Team Members SDSU Interwork Institute OCBPI Teams	• Up to date Transition Resources & Materials available on the CU TPI TI Website "**transitionca.org**"	8/17/23-7/30/24	8/17/24	**CUTPI Administration & Leadership** **TPI & OCLPA Membership** **Linda O'Neal** **CU TPI TI Staff Intern Graduate Assistant**

PRIORITY #6	PLAN OF ACTION: Identify Best Practice Workforce Training & Career Development Practices						
Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party
6.0 Investigate, vet & document best practices/ evidenced based practices in work training & career development for individuals with disabilities	**6.0-1** Identify work force development best practices through LEAs, PSE, and adult service provider systems	**6.0-1a** Survey educators and adult service personnel regarding proven programming strategies & activities to support positive job/career related outcomes	DOR LEAs Community Colleges RCOC OCDB Business Partners CaPROMISE SDSU Interwork Institute	• Lists of WFD best practices to support positive outcome for youth & adults with a variety of disabilities	**8/17/23-7/30/24**	**Continue**	**OCLPA Members** **TPI-TI Research Team Linda ONeal, SDSU Interwork Institute & RCOC**
	6.0-2 Develop OCWBL System for youth/ young adults with all disabilities	**6.0-2a** Utilizing the approved OC Work-Based Learning System, develop **s**trategies to promote WBL & CIE opportunities and programming **6.02b Utilize 2023 revised OCWBL Documents #1, #2 & #3 and secure input specific to WBL & CIE from stake holder groups specific to Students & Adults with a wide range of disabilities**	**OCWBL& CIE Documents Work Team**	• Ensure familiarity & use of OCWBL System for students with significant disabilities (Revise as needed) • OCWBL System to support students with all disabilities • **Revised WBL #1, #2 & #3 "Fillable" forms to address IWD with a wide range of disabilities**	**8/17/23-7/30/24**	**Continue & Update**	**OCLPA Members Linda O'Neal IUSD Orange County Business Partnership Intermediary OCBPI Grant Team** **OCWBL CIE Documents Work Team**
PRIORITY #7	PLAN OF ACTION: Promote the Use of Best Practice Cross Agency Collaboration Strategies						
Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party
7.0 Identify & implement cross agency/collaboration strategies & best practices for promoting CIE for youth & young adults with disabilities through-out	**7.0-1** Hold monthly OCLPA Meetings **7.0-2** Share enrollment & service access documents **7.0-3** Develop cross	**7.0-1a** Utilize a variety of methods: ✓ Face-to Face ✓ Conference Call ✓ Zoom Meetings **7.0-2a** Place related documents	DOR LEAs Community Colleges RCOC OCDB	• OCLPA Monthly Agendas • OCLPA Problem Solving Strategy, including directions and a template • OCLPA Collaboration Techniques showcased on	**8/17/23-7/30/24**	**Continue & Ongoing**	**OCLPA Administrative Team:** **Arturo Cazares Trinh van Erp Adam Gottdank Lorri Guy Ray Bueche**

Orange County…expand the use of the Universal Referral Process needed per individual student	agency problem solving system to address service access issues **7.0-4. Identify collaboration practices that improve service access & utilization 7.0-5 Continue with implementation of the Universal Referral Process (URP) 7.0-6 Continue to Implement am electronic survey system to secure quarterly feedback** from IWD, Families & Service Providers	on the TPI-TI Website with easy-to-read explanations **7.0-3a** Discuss and agree to a problem-solving strategy to address service access and cross-agency issues **7.0-4a Identify cross -agency service strategies that promote effective WFD programming 7.0-5a Revise Universal referral URP Tools 7.0-6a Continue to Partner with Chapman University Thompson Policy Institute in the development of an electronic survey system utilizing Qualtrics.**	Business Partners TPI CU SDSU Interwork Institute Pilot Teams: LEAs Community Colleges Adult Service Providers Department of Rehabilitation SDSU Interwork Institute	the TPI-TI Website • Approved URP Process for expanded implementation • Approved URP Documents • URP Training Materials • **Qualtrics Survey Summaries**	8/17/23-7/30/24	7/2020-8/2024	**Charlotte Dobyns Kathi Millett Karena Gibbs Tricia Chinn Julie Ornelas Smith Linda O'Neal**
7.1 Expand use of the OCLPA Universal Referral Process to other agencies, schools & community colleges	**7.1-1 Revise OCLPA URP Documents 7.1-2 Provide URP training to various service providers groups, agencies, and schools 7.1-3 Utilize OCLPA URP Technical Assistance Advisors**	**7.1-1a Secure revision suggestions at monthly URP Meetings 7.1-1b Provide training using experienced program staff to:** ○ **CU TPI Advisory Committee** ○ **OCLPA** ○ **DOR student Services** ○ **OC AJCC Partner Meeting** ○ **OCAE (Students & Adults)** ○ **UCI/Andy Burke** ○ **DOR Management Team** ○ **WAI Region I** ○ **Others TBD**	**OCLPA URP Experienced Team Members**	• **Approved OCLPA URP Revised Documents** • **URP Presentation Materials** • **URP TA Directory** • Listing of URP TA provision	8/17/23-7/30/24	9/2021-8/2024 **Expand use of the OCLPA URP**	URP Presenters: Ray Bueche SVUSD Charlotte Dobyns, FJUHSD Sherry Travis, GGUSD Lorri Guy, NOCE Karena Gibbs, IUSD Trinh van Erp, DOR Arturo Hernandez, DOR Arturo Cazares, RCOC URP TA Advisors: Ray Bueche SVUSD Karena Gibbs IUSD Sherry Travis GGUSD Arturo Cazares, RCOC Arturo Hernandez, DOR Linda O'Neal CU TPI
7.2. Continue to operate (7) OCLPA Work Teams and add (1) new work team to update CIE documents	**7.2-1 Project SEARCH Work Team 7.2-2 Agriculture Work Team 7.2-3 Benefits**	7.2-1 Project SEARCH Work Teams **Re-open PS Sites Closed form Pandemic:** ○ **CHOC Hospital** ○ **Kaiser Anaheim Medical**	**OCLPA Work Teams Families IWD K-12 / ATP Business Partners**	• **Project SEARCH Program Materials** • **Agriculture**			OCWBL Team Leads: 1. Kathi Millett (Goodwill OC) 2. Ray Bueche (SVUSD) 3. Judi Uttal (OC Aspergers Support

Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party
Planning 7.2-4 PSE Inclusion Practices 7.2-.5 CIE Data Collection 7.2-6 Family Services & Supports Work Team 7.2-7 Business Site Accommodations **7.2-8 Work-Based Learning/CIE Document Update & Revisions**	Center ○ **New Sites** **7.2-2 Agriculture Work Team** **Expand participation from ATP & Adult Services Providers** **7.2-3 Benefits Planning** **Make recommendations on improving benefits planning resources for IWD & families** **7.2-4 PSE Inclusion Practices** **Identify and disseminate Best PSE Practices** **7.2-.5 CIE Data Collection** **Identify strategies to support cross agency CIE data collection** **7.2-6 Family Services & Supports Work Team** **Identify & develop resources to support families of PSP** **7.2-7 Business Site Accommodations** **Identify ways to support successful CIE placement** **7.2-8 Work-Based Learning/CIE Document Update** **Complete updates to (3) OCWBL Documents and disseminate to K-12, ATP, PSE & Adult Service Providers**	○ **CHOC** ○ **Kaiser Anaheim Medical Center** ○ **Amazon** **PSE** **Adult Service Providers**	**Programming Lists** ● **Benefits Planning White Paper, Executive Summary, additional Documents** ● **PSE Best Practices Recommendations** ● **CIE cross Agency Data Collection Strategies and Data Dictionary** ● **OCLPA Family Personal Information Documents & Portfolio Recommendations** ● **OCBPI CIE Business Site Accommodations identification procedure methods** ● **Updated OCWBL 1, 2 & 3 Fillable Documents**	**8//22-7/30/24**	**Continue 7/30/24**	Group) 4. Adam Gottdank (NOCE) 5. Arturo Cazares/ Adam Gottdank/ Linda O'Neal (RCOC, NOCE & CUTPI)) 6. Melissa Cory (Families) 7. Richard Rosenberg (CUTPI & SDSUII) 8. Linda ONeal (CUTPI & RCOC)
PRIORITY #8	**PLAN OF ACTION: Develop Transition Programming & Learning Resources**						
Goal	Action Step/s	Strategies	Critical Partners	Outcome(s)	Timeline	Completion Date	Responsible Party

8.0 Continue to develop Transition Resources to share across education, service agencies, families, IWD & business partners.	**8.0-1** Develop monthly Transition Virtual & Transition Resources List **8.0-2** Put all resources on the TPI OCLPA Google Drive	**8.0-1a** Secure resources from OCLPA & TPI Team Members **8.0-2a** Utilize TPI OCLPA Google Drive to organize materials by date **8.0-2b** Organize materials for five stakeholder groups (Families, IWD, Educators, Service Providers & Business Partners)	TPI Team Members OCLPA Team Members SDSU Interwork Institute	• Monthly OCLPA Transition Resource Lists • CUTPI & OCLPA Google Drives	**8/17/23-7/30/24**	**8/17/24**	**CUTPI Administration & Leadership** **TPI & OCLPA Membership** **SDSUII** **Linda O'Neal**

PRIORITY #9	PLAN OF ACTION: Expand & Develop Transition Training Opportunities for all Stakeholders						
Goal	**Action Step/s**	**Strategies**	**Critical Partners**	**Outcome(s)**	**Timeline**	**Completion Date**	**Responsible Party**
9.0 Identify a variety of Transition Training Opportunities & place on the CUTPI Calendar	**9.0-1** Identify Transition Topics of interest to stakeholders **9.0-2** Develop training calendar **9.0-3 Design marketing strategies for all training opportunities**	**9.0-1a** Secure topic speakers **9.0-2a** Develop directions for presentations **9.0-2b Design Flyers for each Training** **9.0-3a** Organize registration **& marketing efforts** **9.0-3b** Utilize Zoom Platform for conversations **9.0-3c Set up ASL Interpretation & Translation Services, as needed, using "Languagers"** **9.0-3b Translate training materials, as requested**	OCLPA Members OC Experts RCOC CU TPI Transition Initiative SDSU Interwork Institute	• 2023-24 "Ask the OC Experts" Zoom Conversations Training Chart • Directions & Reminders • Registration Lists • RCOC & TPI Evening Workshops	**8/17/23-7/30/24**	**8/14/24**	**TPI & OCLPA Memberships** **Linda O'Neal (SDSU, CU TPI & RCOC)** **Arturo Cazares** **Carlos Fonseca** **Anita Kwon** **OC Experts** **OCBPI Grant CIE Teams**

| 9.1 Offer evening workshops to expand audiences for a variety of Transition/CIE related workshops | 9.1-1 Set up evening OCBPI Zoom Workshops | 9.1-1a Secure topic speakers
9.1-1b Develop directions for presentations
9.1-1c Design Flyers for each Training
9.1-1d Organize registration & marketing efforts
9.1-1e Utilize Zoom Platform for conversations
9.1-1f Set up ASL Interpretation & Translation Services, as needed, using "Languagers"
9.1-1g Translate training materials, as requested | CalABLE
Be Well OC
Department of Developmental Services
OCBPI Teams:
✓ Business partner Intermediaries
✓ K-12/ATP
✓ PSE
✓ Adult Service Providers
✓ CIE Data Evaluation | • DDS/OCBPI Supported Trainings with Pre & Post Surveys | 8/17/23-7/30/24 | 1/26/24 | OCBPI CUTPI Administration

OCBPI Grant CIE Teams |

PRIORITY #10	**PLAN OF ACTION: Develop and Operate OCLPA Work Teams to Address OC Disability Related Needs**						
Goal	**Action Step/s**	**Strategies**	**Critical Partners**	**Outcome(s)**	**Timeline**	**Completion Date**	**Responsible Party**

10.0 Continue to implement (8) OCLPA Work Teams	10.1-1 Each Work Team meets separately to address transition & employment issues identified in Orange County. Each Work Team has a Team Lead with volunteer members who are interested in addressing the topic through programming opportunities development, & materials design.	1. Project SEARCH
		
		2. Agriculture
		
		3. Benefits Planning
		
		4. PSE Inclusive Best Practices
		
		5. Universal Referral Process (URP)
		
		6. Family Services & Supports
		
		7. Business Site Accommodations
		
		8. OCLPA WBL Documents
			Goodwill OC
			
			SVUSD
			
			OCASG
			
			NOCE
			
			RCOC & CUTPI
			
			Families
			
			CUTPI
			
			CUTPI, RCOC & DOR
				• PS Site Procedures & CIE Outcomes
				
				• Agricultural Opportunities & CIE Opportunities
				
				• PSE Inclusive Best Practices Report
				
				• URP Practices & Implementation Sites
				
				• Paper & Digital Services & Resources Portfolio for Families
				
				• OC Work Based Learning Materials #1, #2 & #3
					7/2022-7/30/24	7/30/24	• Kathi Millett Goodwill OC
							• Ray Bueche SVUSD
							• Judi Uttal OCASG
							• Adam Gottdank NOCE
							• Arturo Cazares RCOC
							  Linda ONeal CUTPI & RCOC
							• Melissa Cory Parent
							• Richard Rosenberg CUTPI
							• Linda ONeal CUTPI & RCOC
							  Trinh van Erp DOR

9-21-2023