

Strategic Map

CECY's Progress Towards Achieving Strategic Directions

Below is a description and status update of the core initiatives or approaches CECY has used to work towards achieving our strategic directions. These are listed as bulleted items on the strategic map.

Increasing CECY Impact on Public Policies and Practices that Support ICE at Local and State Levels

- **Policy Briefs**—Policy briefs call attention to the challenges faced by youth/young adults with IDD to services and systems that impact transition to employment. Each review also contains policy recommendations. The Developmental Disabilities system brief “Aiming Higher: Increasing Employment for Young Adults with Intellectual and Developmental Disabilities” has been released, the Secondary Education-Transition brief is nearly completed and a review of the Department of Rehabilitation is in progress. Following the release of the DD system brief, CECY’s policy workgroup leads met with legislative staff and agency leadership to discuss recommendations.
- **California Works! Blueprint**—This cross-agency effort that was called Vision Quest, producing a blueprint that presents a framework to support school to CIE transition, specifically in the areas funding, MOU’s, and cross-agency training and technical assistance. Next steps are to complete a final review of the California Works! Blueprint and to provide agency leadership with a final copy for potential implementation.
- **Local Employment Collaborative Teams (LECTs) Effective Practices**—Through a competitive application process, 7 local best practices that significantly surpassed statewide CIE outcomes were designated LECTs. Specific strategies and practices used included: person- centered planning; specialized training of transition students toward attaining industry certification; video resumes, job matches resulting in higher salaries and job retention; interagency collaboration between school, university and community resources for teacher training, job assessment and development activities; involving families in opening up job leads; utilizing braided or sequential funding from DOR and regional center that leads to direct hire integrated jobs. LECTs have created an array of products including a published journal article, videos, stories of success, and descriptions of practices for dissemination.
- **State and Local Employment First Policies**—Established in 2013, California’s Employment First legislation expresses the intent that it is the state’s highest priority that working age individuals with IDD should have the opportunity to be prepared for integrated, competitive employment. Three regional centers (Alta, Golden Gate, Orange County) have adopted policies surpassing the requirements of the state and are in the process of implementing them in their communities, including closing the door to new entries by consumers into non-integrated, facility-based work. CECY produced a policy brief, “Employment First: the Train has Left the Station.”
- **Joint Committee Work**—CECY convened a 5-month cross-disability group to identify common priorities around transition and employment. Representatives of

CECY, the Employment First Committee of California's State Council on Developmental Disabilities, the State Independent Living Council, California's Community of Practice—Secondary Education, and the California Committee on the Employment of People with Disabilities came together to further our knowledge of each other's work. From these discussions, participants agreed to inform and request support from one another on policy efforts. As a result of this Committee, letters of support contributed to the successful passage of Employment First legislation and to preserving education's Workability I programs.

Raising Expectations for CIE and Expand Youth and Family Involvement

- **Community Conversations**—In 2014-2015 CECY hosted 6 of 7 community conversations focusing on uncovering the most promising avenues for expanding employment opportunities locally for individuals with IDD. Conversation events were held in communities reflecting the geographic diversity of the state; Orland, Taft, San Francisco, Oakland, Anaheim and Whittier. Over 350 community members participated, including professionals, employers, young adults with IDD and local community members. Individual briefs have been/ will be provided to the attendees summarizing key recommendations for them to implement next steps in their community. The San Diego Community Conversation will be held in February.
- **Consistent Message about Employment First and Transition**—many CECY member agencies, committees, councils have adopted core vision and expectations for CIE into their own policies, committees, and training. CECY members directly participate in over 70 related committee, councils, agencies, etc pertaining to CIE thereby expanding CECY's potential influence over policy and practice.
- **Youth Advisory Committee**—Advised CECY on matters pertaining to the timing, delivery, and accessibility of needed services by young adults with IDD. YAC Members shared their journeys toward CIE, which gave CECY members critical information about what is or is not working to support them as they prepare for and transition to work.

Establishing Cross-System Accountability and Indicators of Progress

- **Data Dashboard**—The Data Dashboard, available at http://www.sccd.ca.gov/employment_data_dashboard.htm, displays up-to-date employment data to chart the state's progress in developing CIE for people with IDD. Success stories from the LECTs and CECY members will be added to the site to provide real life examples of what CIE looks like and what it takes to achieve it.
- **Monitor Cross-Agency Employment Trends for Individuals with IDD**— Targets for employment data will be established to track changes occurring in conjunction with state and local Employment First policies, Improvements in data sharing will allow for greater understanding of employment trends.

Spreading What Works

- **Presentations, Training and TA**—over 50 CECY sponsored presentations and workshops about CIE have been presented increasing knowledge of effective practices, raising expectations, and public policy for CIE. Also, CECY members have provided TA to over 7,500 people through individual or group consultation. CECY co-sponsored the 2013 of Bridge to the Future I Transition Institute and is a co-

sponsor again in 2015 increasing knowledge of best practices in transition that lead to CIE. A 4 part-training module for rehabilitation professionals on postsecondary education and rehabilitation is under development. The 1st module, Using College to Build Skills to Go To Work is nearly completed. Next steps is to complete the additional 3 modules: the Nuts and Bolts to Make It Happen for rehabilitation counselors, Interagency Collaboration, Real People, Real Lives

- **Dissemination of Products**, including briefs and presentations. Currently CECY materials are housed on the Tarjan web site (tarjancenter.org/cecy).
- **CECY E-News**—121 issues of the CECY E-News has been distributed to over 500 subscribers and reposted to additional thousands, resulting in significant education and information sharing among interested parties throughout the state.
- **Web Repository**—An agreement has been reached with the California State Council on Developmental Disabilities to permanently house CECY developed products and materials on its accessible website along side the Data Dashboard.
- **Road Map for Transition to CIE and/or PSE**—Creating 7, person-centered guides that summarize research, and list resources and web sites. Topics include:
 - ✓ Motivation: I want to work!
 - ✓ Expectations: We believe you can work!
 - ✓ Career Goals: What work is best for ME?
 - ✓ Education/Training: What training do I need?
 - ✓ Employment Opportunities: Where can I find a job?
 - ✓ Business Engagement: Who will advocate for me? Hire me?
 - ✓ Other support: What else do I need?

Strengthening Ties within CECY and with its Partnering Agencies, Families and Youth/Young Adults with IDD

- **Adopting a unified vision**—CECY has built a unified vision of CIE among its members. As a result, people are strongly tied to CECY's shared values and membership has remained stable even as some members have changed their positions. Members feel this work is important, trust one another and are able to transcend difficulties as we encounter them.
- **Interagency collaboration, knowledge and understanding**—CECY members have deepened their knowledge of and commitment to CIE and have used that knowledge to influence their agencies/agency leadership.
- **Representation of diverse and key stakeholders**—CECY membership has expanded from 13 (on original roster) to 50 individuals and from 8 to 24 agencies/organizations. CECY members rely on one another for information, insights, and help in networking/sitting on committees. Self-advocacy groups such as the Statewide Self-Advocacy Network closely follow the work of CECY.
- **Engaging state and local leadership**—CECY members have been invited to provide legislative testimony on service barriers, best practices, and interagency collaboration related to transition and CIE. CECY leadership has convened meetings with disability agency leadership to draw attention to policies that promote CIE.
- **Aligning CECY strategies with national framework (HPS)**—CECY adopted the High Performing States Framework (HPS) to stimulate and organize our work around a proven model of "best practices" in states with high rates of integrated, competitive employment. The HPS framework has informed CECY's work and also

CECY's work is now informing the evolution of the HPS framework. The elements of the framework that guide our work and are being documented quarterly are member's activities in: policy, outcome data; funding; agency leadership; interagency collaboration; training and outreach; and innovation.