

ELEMENTS OF HIGH PERFORMING STATES

The Employment Frameworkⁱ describes elements or strategies of states known to be “high performers” in integrated employment systems. Within high performing states, there are a higher percentage of youth and young adults with developmental disabilities in employment or growth in integrated employment over time. CECY has adopted this framework as the basis for establishing strategic directions for advancing integrated competitive employment in California.

We use the elements in multiple ways. First, as a means to identify, explore, and further our understanding of the work of CECY member organizations and their contributions to the system. Second, we identify barriers and omissions in the existing system, and recommend and implement strategies that will advance policies and practices so that California can become a high performing state.

- Finding and cultivating Champions and Leadership in positions of significant influence, within and among agencies.
 - *California Committee on the Employment of People with Disabilities with its diverse representation of state departments, service providers, and people with disabilities.*
 - *CECY: Expanded membership from original 9 to 18 agencies, with representatives who can effect change within their organizations.*
- Affirming, revising, or clarifying our Strategic Goals and Operating Policies.
 - *Employment goals from CECY and ARC Employment Committee shared with all 21 Regional Centers.*
 - *CECY: Developed and implemented strategic plan – mission, vision and goals with activities conducted by workgroups.*
- Examining, establishing, or revising Funding and Contracting Mechanisms.
 - *Alta Regional Center renewed MOU with DOR Northern Sierra District for the purpose of improving access to and efficiency of shared services.*
 - *CECY: Through the work of one of our LECTs, examined and disseminated a hybrid funding model in support of preparing, securing, and sustaining employment for youth and young adults with ID/DD.*

- Providing Training and Technical Assistance.
 - *California Consortium on Higher Education for People with Developmental Disabilities (formerly California Consortium for Postsecondary Education) conducted a 3-hour workshop on transition of youth from higher education to employment.*
 - *CECY: "A Bridge to Success," California Institute on Secondary Education, co-sponsored by the CA Community of Practice and CA Transition Alliance in collaboration with San Diego State University, California Department of Education, WorkAbility I, CA Department of Rehabilitation, and CECY (current registration around 700!).*

- Engaging in, Initiating or Advancing Interagency Collaboration and Partnership.
 - *IUSD/WHUSD held business advisory meeting to expand opportunities for ICE.*
 - *CECY: Agencies represented in CECY have identified over 60 primary groups, networks, committees, consortia, etc., that they participate in which are working on employment for youth and young adults with ID/DD.*

- Offering, Customizing, or Strengthening Service and Service Innovations.
 - *SCDD funded Jay Nolan Community Services to implement demonstration project in Los Angeles and San Diego areas to support transition to ICE.*
 - *CECY: 1st year activities of LECTs to document their practices for future dissemination.*

- Conducting, Revising, or Establishing Performance Measurement and Data Management.
 - *College to Career Programs at 5 community colleges are collecting data that will capture both the implementation process and outcomes for students in their achievement of ICE.*
 - *CECY: Data Nerds Workgroup's development of a data dashboard to communicate current status of youth with ID/DD in ICE and monitor progress over time.*

ⁱ Hall, A.C., Butterworth, J., Winsor, D. Gilmore, & D. Metzger (2007). Pushing the Employment Agenda: Case Study Research of High Performing States in Integrated Employment. *Intellectual and Developmental Disabilities*, 45(3), 182-198.