

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

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 integrated, competitive employment (ICE) shall be given the highest priority for working age individuals with intellectual and developmental disabilities (“I/DD”) regardless of the severity of their disabilities. ICE is intended to be the first option considered by planning teams for working age individuals, but individuals may choose goals other than ICE, including postsecondary education, technical or vocational training, and internship programs that are means to achieving ICE or career advancement.

**A. PURPOSE OF AGREEMENT**

This Memorandum of Understanding reflects the DDS’s, DOR’s, and CDE’s 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.

DDS, DOR and CDE hereby memorialize the three departments’ commitment to “Employment First.” To support ICE outcomes for individuals with I/DD, the Departments will meet regularly over a period of six months, beginning in December 2014, for the specific purpose of developing a “blueprint,” with stakeholder input, to identify changes in policies, practices, statutes, or regulations in order to improve ICE outcomes for individuals with I/DD over a five year period.

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

## B. STEPS IN FURTHERANCE OF PURPOSE

### Blueprint Design Features:

Within six months of the signing of this MOU in December 2014, the Departments will formulate a blueprint, which will be the plan for the Departments to use to redesign the service delivery system to support the achievement of ICE for individuals with I/DD. As part of the development of the blueprint, the Departments will jointly review existing statutes, regulations, policies, and practices for purposes of modifying existing policies and procedures, developing long- and short-range objectives, and eliminating barriers, to support ICE outcomes for individuals with I/DD within the authority of each Departments. The blueprint, developed through this process, will address matters including, but not limited to, the following:

- Developing and providing training for education, employment, and day services providers, department staff, regional center staff, consumers, family members, and others.
- Promoting and expanding state funding of integrated work sites and integrated day programs.
- Preserving consumers' and family members' opportunities to make informed and meaningful choices.
- Phasing out the payment of sub- minimum wages in state-funded employment.
- Expanding engagement with and outreach and training to private sector employers.
- Expanding the capacity of and number of supported employment providers.
- Developing meaningful outcome measures and improving data collection and sharing among agencies.
- Expanding the availability of ICE opportunities.

- Developing common understandings of “integrated” and “competitive” employment.
- Improving interagency coordination, including referral processes between agencies and the continuity of transition planning from school to work.

The blueprint will include the following elements:

1. A clear directive from each of the departments, to employees and partners responsible for providing services, that employment in integrated, competitive settings is the first and preferred activity for individuals with I/DD.
2. Establishment of measurable goals and benchmarks including timelines or performance outcomes for integrated competitive employment across agencies and a description of the process for reviewing the outcomes, to be completed within five years.
3. Delineation of state and local agency roles and responsibilities in planning, services, coordination among the Departments and agencies, and dispute resolution between the Departments to facilitate achievement and maintenance of ICE.
4. Development of requirements for annually informing individuals with I/DD and their families about opportunities and available supports for achieving integrated, competitive employment.
5. Development of specific recommendations for policy and regulatory change, and stakeholders’ recommendations for statutory changes.
6. Creation of an informal resolution process for disputes among the Departments regarding the implementation of the blueprint at the state and local levels.

### C. COLLABORATION AND COMMUNICATION

1. The Departments will meet at least once a month for the next six months beginning in December 2014 to develop the blueprint to support ICE outcomes for individuals with I/DD.

During that six-month period beginning in December 2014, the Departments will meet monthly with Disability Rights California (DRC) to inform them of the progress of the blueprint development and seek additional advice. The Departments and DRC can agree to invite other participants to the planning meetings to advise them, as well as extend the working period.

2. Within the first two months of meeting, the Departments will identify milestones with corresponding dates during the six months, towards developing the plan and recommendations described in B, above.
3. The three Departments and Disability Rights California will establish a stakeholder process to receive input and share their recommendations with other state boards and committees, including the Employment First Committee and individuals with I/DD and their families, to obtain input on implementation.
4. Nothing herein is intended to impede or restrict the ability of the signatories to extend the period they will work together or to otherwise modify any of the provisions of this MOU.

## SIGNATURES

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

**California Department of Rehabilitation**

Name

Title



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Signature

12/12/14

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Date

**California Department of Developmental Services**

Name

Title

Santi J Rogers by [Signature]  
Signature

12/12/14  
Date

**California Department of Education**

Name

Title

[Signature]  
Signature

12/12/14  
Date