

Coordination Agreements Among State Plan Partners California Department of Rehabilitation (DOR)-Working Group Partnership Agreement February 2018

Partners California Department of Rehabilitation (DOR), California Workforce Development Board (CWDB) agree that the CWDB and DOR will partner to achieve the policy objectives of the state plan:

- Fostering demand-driven skills attainment. Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
- Enabling upward mobility for all Californians, including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and is able to access the level of education necessary to ensure economic self-sufficiency and security.
- Aligning, Coordinating, and Integrating Programs and Services to economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.

POINTS 1-12

1. Partners CWDB and DOR agree that identified DOR priorities (the matrix) will inform areas of the State plan to be drafted by the CWDB.
2. DOR will draft a Title IV appendix to the State Plan in areas not required in Title I, but required of the State's Vocational Rehabilitation program.
3. DOR will vet its compliance appendix with relevant stakeholders in addition to the public comment process envisioned for the State Plan. The appendix developed by DOR will be available to the CWDB before October 23, 2015 to release for public comment with the draft State Plan on October 23, 2015. The Unified State Plan and DOR compliance appendix will inform the content of each other.
4. CWDB and DOR will work together to implement both WIOA program strategies and the DOR program priorities for the State Plan, through a value-added partnership in which each partner contributes on the basis of its programmatic expertise.
5. The State Board and DOR recognize that not all WIOA program strategies are appropriate for all DOR consumers and that DOR services are individualized and geared to the needs of the consumer.
6. DOR and CWDB recognize that the ability to implement WIOA program strategies and DOR priority policies are contingent on resources, and the development and continued support of ongoing partnerships at the state, local, and regional levels; these partnerships, along with CDE and local educational agencies, and DDS and the 21 regional centers, will also help facilitate Local Partnership Agreements.
7. CWDB and DOR will communicate both jointly and individually with their local counterparts (Local Boards and DOR district offices) on the need to partner to collectively implement WIOA program strategies and DOR program priorities. This communication will occur using joint letters, and when appropriate, relevant policy directives.
8. The nature of regional and local partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies and DOR Program Priorities, will vary according to the types of agreements worked out between Local Boards and DOR District offices.
9. Working with DOR, CWDB will issue "tiered" policy guidance that identifies, and alternatively, requires, recommends, or encourages the adoption of best practices and model partnerships at the local and regional level to facilitate the implementation of WIOA program strategies and DOR priority policies.
10. Partners CWDB and DOR agree that a memorandum of understanding (MOU) will be updated between each DOR district and the corresponding Local Board concerning the operation of the One-Stop delivery system in the local

area including: services to be provided, funding sources and mechanisms, methods of referral between One-Stop operator and One-Stop partners, methods to ensure needs of individuals with disabilities are addressed, including physical and programmatic accessibility, and duration of the MOU.

11. CWDB will draft local and regional guidance and DOR will provide technical assistance, through staff or referrals to local resources, to the Local Boards that will ensure *a level of one stop accessibility for individuals with disabilities that is consistent with state and federal requirements pertaining to accessibility*. DOR and CWDB will provide a consistent message to both Local Boards and DOR district offices concerning state policy on these matters.
12. DOR and CWDB staff will work jointly to assess the level of partnership in One-Stops and current compliance with known future regulatory requirements regarding access to services for persons with disabilities. These requirements include providing services to job seekers through co-location, cross –training, or direct access through real-time technology. This information gathered from the assessment will be used to ensure that all districts and Local Boards are on a path to compliance with all state and federal laws. DOR will be consulted by Local Boards regarding CAPs for hard to resolve concerns.

POINTS 13-18

13. CWDB and DOR agree that areas in the State Plan concerning students with disabilities will be discussed in a youth workgroup consisting of partners serving in and out of school youth to take place prior to September 15, 2015.
14. The CWDB and DOR will provide support, technical assistance/professional development, through staff or referrals to local resources, and linkages to community based organizations/regional centers providing services to individuals with disabilities to local, and where appropriate, regional partnerships implementing the WIOA Program Strategies and DOR Program Priorities. DOR and CWDB will provide information to locals on best practices and model partnerships using both policy research and information from the field. Pending available resources, DOR may provide directly or refer to other available resources disability expertise and technical assistance to inform service provision.
15. The DOR will provide access to the Talent Acquisition Portal (DOR consumers only), Schedule A, and the LEAP program to qualified job seekers with disabilities. The Local Boards will provide access to CalJOBS labor exchange website and other services.
16. DOR will provide access to pre-employment transition services to eligible and potentially eligible students with disabilities, and Vocational Rehabilitation services including training, self-advocacy training, assessments, career counseling/exploration; OJT/work experience; benefits planning; job placement services and assistive technology for eligible individuals with disabilities.
17. DOR will provide a single point of contact for AJCC business services staff and employers requesting assistance with section 503 federal contracting hiring compliance. Additionally, DOR will provide training to AJCC business services staff on Section 503 federal contracting hiring compliance.
18. CWDB, and DOR with data that it receives from its CIE Blueprint partners, , DDS and CDE, will discuss statewide strategies to achieve the performance measures in the CIE Blueprint.

DOR Policy Priorities and WIOA Program Strategies

Services to Youth:

DOR Priority -- Physical, programmatic and electronic access for youth with disabilities, ages 14 through 24; and student with disabilities, ages 16 through 21, including the following:

Access to One-Stop career services and WIOA Title 1 Youth program (WIOA Strategies: Integrated Service Delivery and Resources, Providing Supportive Services) (Planning Guidance Tier: Required)

Vehicle: One-Stop MOU and certification requirements, Local Planning Guidance.

Access to training and education programs, including career pathways, internships, apprenticeships (WIOA Strategies: Career Pathways, Earn and Learn) (Planning Guidance Tier: Required)

Vehicle: DOR staff working locally and regionally with Local Board staff and training and education providers to increase co-enrollment opportunities of recipients of pre-employment transition services and DOR consumers with local training and education providers based on alignment of needs, desires, and capacities.

DOR outreach to youth and students with disabilities through AJCCs and cross training of DOR staff on other services to be provided through AJCCs (Planning Guidance Tier: Required)

Vehicle: One-Stop MOU and certification requirements, Local Planning Guidance; additionally DOR and CWDB will ensure cross-training of frontline staff in the AJCCs; finally, the DOR will provide the Local Boards linkages to DOR's youth programs, including pre-employment transition services for eligible and potentially eligible students with disabilities.

Employer Engagement:

DOR Priority -- Collaborative employer outreach and engagement and marketing of employer incentives and strategies for the hiring of individuals with disabilities, including section 503 hiring requirements

Participation in Employer Engagement efforts at the local level through AJCCs and through Local Board business services strategies required under WIOA local plan requirements (WIOA Strategies: Integrated Service Delivery and Braided Resources; Sector Strategies) (Planning Guidance Tier: Required)

Vehicle: Local Planning Guidance

Participation in Employer Engagement efforts at the regional level (WIOA Strategies: Integrated Service Delivery and Braided Resources; Sector Strategies, Organizing Regionally) (Planning Guidance Tier: Recommended)

Vehicle: Regional Planning Guidance. WIOA regional plans requirements do not require core program participation at the regional level. Local plans require the adoption of business services strategies. CWDB recommends that regional employer engagement efforts by Local Boards at the regional level include a DOR representative to help make employers aware of incentives and strategies for the hiring of individuals with disabilities.

Participation in Employer Engagement efforts at the state level (WIOA Strategy Sector Strategies).

Vehicle: facilitated access to employers engaged in statewide sector strategies initiatives

Information on Sector Strategies, Career Pathways, Labor Market Information (WIOA Strategy Sector Strategies, Career Pathways)

Vehicle: CWDB will ensure that DOR has access to and participation in the regional WIOA plans and programs which detail targeted sectors, prioritized career pathways, and regional labor market analyses. This will include consideration for individuals and youth with disabilities.

Capacity Building:

DOR Priority: Capacity building and professional development for the purpose of ensuring program, physical, and electronic access, including disability awareness training to increase employment opportunities for individuals with disabilities

WIOA Program Strategies: Integrating service delivery and braiding resources

Vehicle: One-Stop Design and certification requirements, Local Planning Guidance; additionally DOR and CWDB will ensure resources for cross-training of frontline staff in the AJCCs (Planning Guidance Tier: Required) Competitive Integrated Employment:

DOR Priority: Development of competitive integrated employment opportunities, skill attainment strategies and supportive services to assist individuals with intellectual disabilities or developmental disabilities (ID/DD).

(WIOA Program Strategy: Providing supportive services, and utilizing "earn-and-learn strategies")

DOR district staff will designate a point of contact for the Local Boards to provide linkages to service providers of consumers with ID/DD (Planning Guidance Tier: Required).

Vehicle: DOR district staff will partner with the Local Boards to outreach employers and partners to develop strategies to achieve Competitive Integrated Employment opportunities for consumers with ID/DD (Planning Guidance Tier: Required).

DOR, in coordination with CIE Blueprint partners DDS and CDE, will provide disability expertise and CIE technical assistance to the Local Boards, partners, and employers (Planning Guidance Tier: Recommended).

Business partners will be invited to participate in Local Partnership Agreements (LPAs) between LEAs, DOR districts, and regional centers to create engagement with local and regional business partners, resulting in "job-driven" training and other pathways to CIE for youth and adults with ID/DD in both the public and private sectors. More information regarding Local Partnership Agreements, the CIE Blueprint and other Competitive Integrated Employment resources can be found on the California Health and Human Services Agency website:

[http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-\(CIE\).aspx](http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-(CIE).aspx)

Vehicle: DOR and CWDB state executive staff will work collaboratively to ensure resources for cross-training of frontline staff in the AJCCs (Planning Guidance Tier: Required)

Vehicle: DOR district staff will provide supportive services (i.e., job coaching) to consumers with ID/DD – these services may continue with regional centers continuing support services once an individual is considered stable in the workplace (Planning Guidance Tier: Required).

CWDB recommends that Local Boards support the efforts of DOR representatives to recruit and refer individuals with disabilities and engage employers. (Planning Guidance Tier: Recommended)

The CIE Blueprint, along with other CIE related resources, is now available in multiple languages on the [California Health and Human Services CIE](#) webpage.