

CURRENT INITIATIVES AND EFFORTS TO ADVANCE EMPLOYMENT FOR CALIFORNIANS WITH INTELLECTUAL/DEVELOPMENTAL DISABILITIES (I/DD)

Paid Internship Program (PIP)

The purpose of the paid internship program is to increase the vocational skills of regional center consumers who choose to participate in a paid internship. Through the individual program plan (IPP) process, the consumer is supported by a service provider to find an internship opportunity with a collaborative employer and assist the consumer to develop skills and good work habits throughout the internship. The goal is for the consumer to gain experience and skills for future paid employment, or for the internship itself to lead to full- or part-time paid employment with the same job. The consumer's wages, which must be at minimum wage or above, are paid through regional center purchase of service funding.

[Work Services - CA Department of Developmental Services](#)

Competitive Integrated Employment (CIE) Incentive Payments (IP)

Competitive integrated employment is full or part-time work for which an individual is paid minimum wage or greater in a setting with others who do not have disabilities. Consumers are assisted by service providers to find a CIE opportunity and supported with orientation and job performance. Service providers receive incentive payments from their local regional center for placing individuals into CIE, and for individuals' continuous employment for milestones of 30 consecutive days, six consecutive months, and 12 consecutive months.

[Work Services - CA Department of Developmental Services](#)

Employment Grants

The program will establish grants for innovative strategies and practices to expand paid work experience and other employment opportunities for people with disabilities. \$10M was included in the Department of Developmental Services' (DDS) budget in 2021-22 for this purpose.

[Welfare and Institutions Code 4870.1 - Employment](#)

California Competitive Integrated Employment (CIE) Blueprint

The California Department of Rehabilitation (DOR), California Department of Education (CDE), and DDS have entered into an agreement consistent with the State's "Employment First" policy and other laws to make competitive integrated employment for individuals with intellectual and developmental disabilities (I/DD) its highest priority.

As a combined effort of DOR, CDE and DDS, with input from a variety of stakeholders and with leadership by the California Health and Human Services Agency (CalHHS), the CIE Blueprint is a five-year plan detailing goals and actions to increase opportunities for Californians with I/DD to achieve CIE.

[Competitive Integrated Employment \(CIE\) - California Health and Human Services](#)

Local Partnership Agreements (LPA) are created at the local level to identify ways local educational agencies (LEAs), DOR Districts, and regional centers will work together to streamline service delivery, engage communities and increase CIE opportunities for individuals with I/DD.

[Local Partnership Agreement Templates - California Health and Human Services](#)

Direct Service Professional (DSP) Workforce Training and Development

The DSP workforce training and certification program will enhance the services DSPs provide, foster a more sustainable workforce, and promote services that are person centered, culturally and linguistically sensitive, and that improve outcomes for individuals with I/DD. Sometimes referred to as DSP University, this program is tied to wage differentials for DSPs who choose to participate in the program and successfully progress through training and certification. Funding for this initiative was included in the DDS budget in 2021-22, thus it is under development.

[Welfare and Institutions Code 4511.5 – Direct Service Professionals](#)

Direct Service Professional (DSP) Bilingual Differential

To increase consumer access to staff who speak their preferred language, DSPs who can communicate with consumers in a language or medium other than English will be provided a pay differential. This system promotes equity in consumer access to services and supports and encourages the recruitment and retainment of bilingual and multilingual staff throughout the developmental services system. Funding for bilingual staff differential was included in the DDS budget in 2021-22, thus this is under development for implementation.

[Welfare and Institutions Code 4641.1 – Bilingual Differential](#)

Regional Center Employment Specialists

Regional Centers are funded to hire employment specialists to lead competitive integrated employment activities at the local level.

Community Placement Plan/Community Resource Development Plan

DDS is responsible for ensuring that individuals with I/DD live in the least restrictive setting, appropriate to their needs. DDS designed the Community Placement Plan (CPP) and Community Resource Development Plan (CRDP) for regional centers to enhance the capacity of the community service delivery system and to reduce the reliance on the use of developmental center and other restrictive living environments. The CPP and CRDP provide funding to the regional centers for the development of a variety of resources that are responsive to the changing community needs. In its guidance to regional centers each year, DDS continues to specify Employment as one of the statewide priorities for development of the CRDP.

[Community Placement Plan - CA Department of Developmental Services](#)
