

Focus Area: Employment
Measure: Development and Outreach
Fiscal Year: 2025-26

Overview

As part of the ongoing evaluation of Regional Center Performance Measures (RCPM), the Department of Developmental Services (Department) seeks to assure measures are in alignment with the Master Plan for Developmental Services by supporting individuals with intellectual and developmental disabilities in accessing the services they need and choose as they transition from school to the workforce and establish meaningful employment connections. To address these goals in Fiscal Year (FY) 2025-26, a set of new measures was presented during the June 26, 2025, RCPM Workgroup meeting. Included below are the details for Development and Outreach in the focus area of Employment.

Performance Measure and Desired Outcome

The measure addressed in this correspondence is for regional centers to submit an Employment Development and Outreach Plan to increase employment opportunities and outcomes for individuals. Regional centers will work with the Department to establish a reporting structure that will be used by all regional centers to report on the types and frequency of outreach and activities.

The desired outcome of this measure is to increase employment opportunities and outcomes through targeted outreach.

Performance Measure Data

To meet the requirements of this measure, regional centers will submit an Employment Development and Outreach Plan. The Department will provide a template for the Employment Plan in a separate correspondence. In the Employment Development and Outreach Plan, the regional center will identify outreach to and collaboration with:

- Individuals and families;
- Businesses and Chambers of Commerce;
- Service providers;
- Other public agencies (e.g., local education agencies, Department of Rehabilitation).

Regional centers will also address how to target underserved populations.

Considerations for activities in the Employment Development and Outreach Plan can include:

- Service coordinator training and education related to employment;

- Educational and awareness building opportunities for individuals and families about employment (Benefits Planning, work experience opportunities, and the benefits of work);
- Provider capacity development (i.e. provider education and mentoring, developing new providers);
- Employer engagement, cross system relationships and coordination (i.e. with Department of Rehabilitation and local education agencies);
- Improving transitions from paid internships to long-term employment.

Regional centers will report the Employment Development and Outreach Plan activities annually, and the Department will review data from the Employment Development Department (EDD), on the number of individuals who are earning wages for calendar year 2025 to establish baseline data on the number of individuals earning wages.

Incentive

The first year of the Outreach and Development measure (FY 2025-26) will establish a baseline for reporting on activities undertaken to carry out the Employment Development and Outreach Plan and the results of activities. Subsequent years will result in recognition of performance through an improved performance target. Future measurement will rely on completion of the baseline data collected in the first year.