

Employment Workgroup

October 8, 2025



Housekeeping



Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta "Interpretation." Luego haga clic en "Spanish" y seleccione "Mute original audio."



ASL interpreters have been "Spotlighted" and live closed captioning is active



This meeting is being recorded



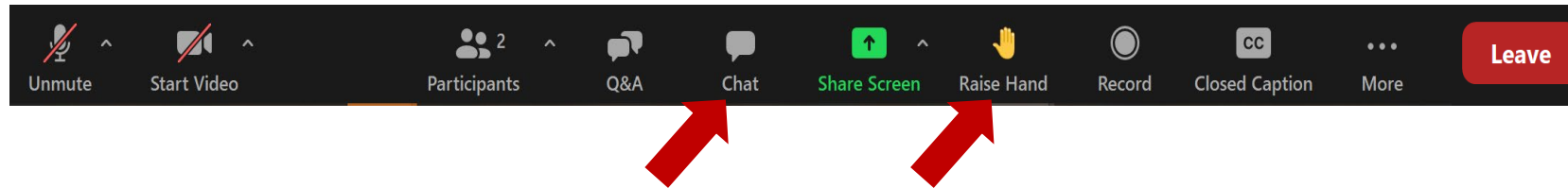
Materials are available at <https://www.dds.ca.gov/initiatives/stakeholder-events/>



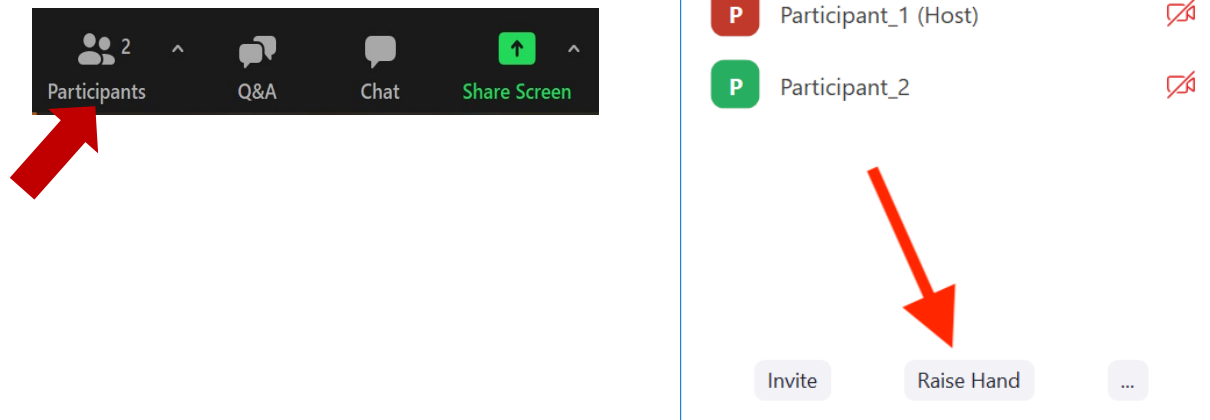
Submit written comment via email to workservices@dds.ca.gov

Providing Comments – Workgroup Members

Workgroup Members: Please use the “Chat” or “Raise Hand” to comment



You may need to click on “Participants” and a new window will open where you can “Raise Hand”



Meeting Agenda

- Welcome and Introductions
- Overview of Employment Concepts
 - Optimizing Funding sources
 - Vendor Capacity and Rates
 - Service Access
 - Benefits Planning and Employment
- Open Questions
- Closing Comments



Welcome and Introductions



Department of Developmental Services

- Yang Lee, Chief Deputy Director, Community Assistance and Empowerment
- Sonya Fox, Employment Services Branch Manager
- Michael Luna, Chief, Employment Services
- Stephanie Crist, Assistant Chief, Employment Development
- Michael Clay, Assistant Chief, Employment Support

How Did We Get Here

- Employment first state
- SB 639 and the elimination of subminimum wage
- Community discussions
- Discussions with other states
- Discussions with other departments
- Gathering materials from experts in the employment field
- The overall goal to improve employment outcomes



Optimizing Funding Sources



Department of Rehabilitation



- DDS and Department of Rehabilitation (DOR) working together
- Explore options to create a model where individuals can start and receive services in a timely manner from either department
- Pursue ways to shift the burden of navigating the bureaucracy from individuals to the system
- Review vendor requirements and intake procedures to create alignment

School Districts

- Currently only two exceptions for regional centers to provide services to those still eligible for services through the school:
 - The Paid Internship Program exception for 18-year-olds
 - Coordinated Career Pathways for those within 2 years of exiting school
- Explore expanding access to employment where there are a lack of services, ex. WorkAbility programs



Vendor Capacity and Rates



Alternative Reimbursement Model with Individualized Service Levels

Two main components:

1. Takes in consideration the level of support an individual needs
2. Outcomes-based payments: Vendors are paid by the hours the individual works, not job coach hours

Centers for Medicare and Medicaid Services (CMS) Example

Support Level	0-11 Months on Job	12-24 Months on Job	25+ Months on Job
Level 1	85%	75%	65%
Level 2	65%	55%	45%
Level 3	45%	35%	25%
Level 4	30%	20%	10%

- The percentages are the assumed average job coaching intervention
- These percentages are used to calculate the rate vendors are paid for every hour the individual works, **NOT** the reimbursement rate for job coaching hours
- These percentages are **NOT** the limit of job coaching
- This model moves away from the traditional “fee-for-service”

Outcomes Reported From Other States

Inclusa (Wisconsin):

- A 35% increase in Competitive Integrated Employment after 25 months
- After 6 years, 70% growth
- After 9 years, 92% growth

Oregon:

- Went from 11.8% Competitive Integrated Employment to 30.9% after 5 years
- Significant growth in individuals working 20+ hours (from 10% to 21.6%)

Colorado:

- Increased fading of job coaching (8% fading vs 2.5%)
- 61% of pilot cohort were employed for at least 12 months

Service Access





- Project SEARCH
- Tailored Day Services
- Milestones and Incentives
- Technology and Innovation

Benefits Planning and Employment



Benefits Planning and Employment



- Expanding access to benefits counseling
- Solutions to preserving Medi-Cal benefits if employed

Questions?



Closing Comments

For questions or additional comments, please contact WorkServices@DDS.ca.gov.

