



PETE CERVINKA
DIRECTOR

Department of Developmental Services

1215 O Street, Sacramento, CA 95814

www.dds.ca.gov



GAVIN NEWSOM
GOVERNOR

Quality Incentive Program Employment Measure Fact Sheet

(This fact sheet applies to employment service providers who were vendored and provided services during FY 2024-25. Guidance for providers who completed vendorization on or after July 1, 2025, will be issued separately.)

1. WHAT IS THE QIP EMPLOYMENT REPORTING MEASURE?

The QIP Employment reporting measure, which informs the fiscal year (FY) 2026-27 provider rate, requires employment providers to report data to the Department of Developmental Services (Department) through an online survey. This survey will be sent to providers who provided support to individuals during fiscal year (FY) 2024-25 under service codes 950 and 952. Service providers will be asked questions related to:

- ✓ The number of employment specialists they employ and the trainings and certifications these staff have completed or attained through the Association of Community Rehabilitation Educators (ACRE) and Credentialed Employment Support Professional (CESP) program.
- ✓ The number of individuals the provider supported in achieving employment, the length of time those individuals remained at their job(s), and the number of supported individuals who had paid internships.

Accurate on-time reporting lets eligible providers earn part or all of their Quality Incentive Rate in FY 2026-27.

2. WHAT ARE THE REQUIREMENTS PROVIDERS MUST MEET TO PARTICIPATE IN DATA COLLECTION?

To participate in the QIP Employment data collection effort, an employment service provider must meet these requirements:

- ✓ Existing provider that delivered services during FY 2024-25 and had a Purchase of Service (POS) Authorization for one or both of the following service codes:
 - 950 – Supported Employment, Group
 - 952 – Supported Employment, Individual
- ✓ Are not newly vendored. Service Providers vendored or re-vendored on or after July 1, 2025, are not eligible for the quality measure's current data collection.
- ✓ Fully and accurately registered in the [Provider Directory](#) by **October 30, 2025**.
- ✓ Be compliant with [Electronic Visit Verification](#) (EVV) by:
 - Registering at the [California Provider Self-Registration Portal](#) or,
 - Getting confirmation from your vendoring regional center that you are exempt from EVV.
- ✓ Home and Community Based Services (HCBS) – Vendoring RC must:
 - Make an initial determination that you meet the [HCBS settings final rule](#), and
 - Report that determination to DDS (per the [January 8, 2024](#), directive).

- ✓ Independent Audits or Reviews
 - If total payments from one or more RC in a state FY equal \$2,000,000 or more, then an independent audit or independent review by an accounting firm must be conducted relating to payments made by RC(s).
 - If total payments from one or more RC in a state FY equal between \$500,000 and \$2,000,000, then an independent review by an accounting firm must be conducted relating to payments made by RC(s).
 - All service providers must submit their independent audit or independent review to their vendoring RC within 9 months after the end of the most recent fiscal year or have an approved exemption under [Welfare and institutions code 4652.5](#).

3. WHAT ARE THE INCENTIVE AMOUNTS?

For submitting complete and accurate QIP Employment measure reporting on staff training and employment outcomes of individuals the provider served in FY 2024-25, employment providers will earn half (5%) of their Quality Incentive rate. To earn the remaining half (5%) of their Quality Incentive rate, providers must participate in the [QIP Provider Capacity measure](#).

4. WHO WILL EMPLOYMENT SERVICE PROVIDERS BE ASKED TO SUBMIT INFORMATION ABOUT?

- ✓ All paid staff that delivered employment services in FY 2024-25.
- ✓ Everyone that received supported employment (group or individual) services during FY 2024-25.

5. WHAT WILL EMPLOYMENT SERVICE PROVIDERS BE ASKED TO REPORT?

- A. Staff Training (Baseline) – For FY 2024-25, report the number and percent of paid staff that completed any of the following:
 - ACRE (Association of Community Rehabilitation Educators) training, and/or
 - CESP (Certification of Employment Support Professionals) certification or recertification.
- B. Employment outcomes (Baseline) for FY 2024-25, report the number and percent of individuals that achieved any of these:
 - Individual CIE, including transitions from internship, group employment, or day/education programs.
 - Paid internships
 - Job retention milestones reached within the year: 30 days, and 6, 12, 18, 24 months.

Note: The initial placement may have occurred before FY 2024-25 but only count milestones reached during FY 2024-25.

6. HOW DOES THE REPORTING WORK (STEP-BY-STEP)?

- ✓ On or after **November 3, 2025**, watch the inbox of the email address submitted on Provider Directory for the survey link.
- ✓ Gather records for FY 2024-25 payroll/training data (for staff) and service/outcome data (for the individuals served).
- ✓ Complete the worksheet before accessing the survey link to minimize data entry errors or the need for multiple submissions.
- ✓ Complete the online survey by counts and percentages for training and employment outcomes by **February 27, 2026**. Late or incomplete submissions do not earn incentives.

- ✓ Existing service providers must meet all compliance requirements (EVV, HCBS, independent audit/review) by **February 27, 2026**.
- ✓ Validation and rate programming – DDS will review and validate all data. Regional centers (RC) will then program FY 2026-27 rate to include any QIP portion earned.

7. WHEN WILL INCENTIVES BE APPLIED OR DISBURSED?

Participation in the [QIP Employment measure](#) will earn employment providers half (5%) of their Quality Incentive rate for the entire fiscal year (FY) 2026-27 (July 1, 2026 – June 30, 2027). For employment providers, the other half (5%) of the Quality Incentive rate can be earned by participating in the QIP Provider Capacity reporting measure.

AT A GLANCE RESOURCES

FISCAL YEAR DATES

1. FY 2024-25: July 1, 2024 – June 30, 2025
2. FY 2025-26: July 1, 2025 – June 30, 2026
3. FY 2026-27: July 1, 2026 – June 30, 2027

KEY MILESTONES

- Fall 2025: DDS begins QIP data collection
- October 30, 2025: Provider Directory deadline to be fully and accurately registered.
- November 3, 2025: The Department emails Employment measure survey to the email submitted on the Provider Directory.
- February 27, 2026: Complete and accurate Employment reporting due.
- February 27, 2026: Existing service providers must meet all compliance requirements (EVV, HCBS, & Independent audit/review).
- July 1, 2026 – June 30, 2027: Quality Incentive rate is applied.

Note: Nine months after most recent Fiscal Year, applicable service providers must submit either their Independent Audit or Independent Review to their vendoring RC.

CHECKLIST

- Had POS authorizations for a QIP eligible code in FY 2024-25.
- Registered in the Provider Directory by October 30, 2025.
- Received the DDS survey email on November 3, 2025.
- Collected data for each eligible staff member and/or individual.
- Submitted complete and accurate data by February 27, 2026.
- Meet all compliance requirements by February 27, 2026.

TRAINING & SUPPORT - Webinar announcements will be posted on the DDS QIP webpage. Attendance is strongly encouraged. DDS will host training webinars for RCs and eligible providers. Topics include:

- How the Employment measure works.
- Eligibility & compliance requirements.
- Reporting instructions and use of the data collection tool.

SERVICE CODES AT A GLANCE

- 950 - Supported Employment (Group)
- 952 - Supported Employment (Individual)

ONLINE RESOURCES

For more information on the QIP, please see:

- The QIP webpage: <https://www.dds.ca.gov/rc/vendor-provider/quality-incentive-program/>
- The QIP FAQ

For more information on the Employment measure, please see:

- The [FY 2026-27 Employment Measure Directive](#)
 - Plain Language Version
- The FY 2026-27 Employment Measure FAQ
- The FY 2026-27 Employment Measure webinar training slides

APPENDIX

DEFINITIONS

- **DDS** - Department of Developmental Services.
- **RC** – Regional Center.
- **QIP (Quality Incentive Program)** – A program that rewards providers for actions that improve quality.
- **POS (Purchase of Service) Authorization** - Approval from a regional center for services provider delivers.
- **Vendored/Re-vendored** – Approved or re-approved by a regional center to provide services.
- **Provider Directory** – DDS system where service providers register contact information.
- **Quality Incentive Rate** – An ongoing “rate add on”. When a provider meets a QIP measure, a portion of their reimbursement rate (up to 10% of the full rate) is turned on for the period DDS specifies.
- **FY** – Fiscal Year.
- **EEV** - Electronic Visit Verification.
- **HCBS** - Home and Community-Based Services.
- **CIE** – Competitive Integrated Employment.
- **ACRE** – Association of Community Rehabilitation Educators.
- **CESP** - Certification of Employment Support Professionals.