

Employment Workgroup

February 11, 2026



WELCOME





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 Zoom's live closed captioning is active



This meeting is being recorded

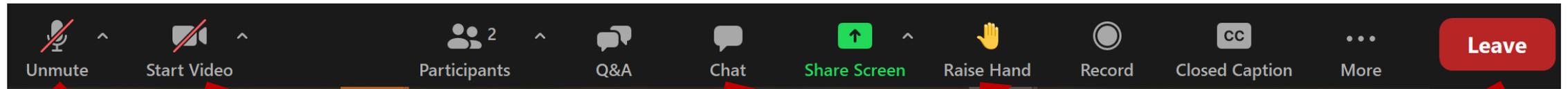


Materials will be available online at [Stakeholder Events : CA Department of Developmental Services](#)



Submit written comment via email to: WorkServices@dds.ca.gov

ZOOM TIPS



Unmute mic only when it's your turn to speak



Turn your webcam on/off

All participants can type questions/comments in the Q&A for everyone to see and/or upvote

Chat is available for Panelists and Attendees

Panelists can raise your hand when you want to speak

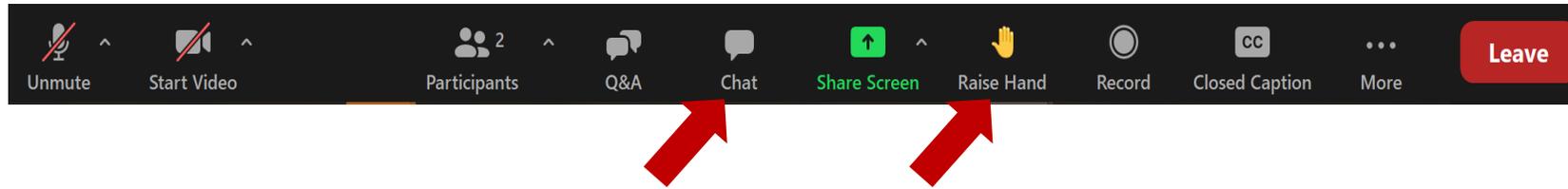
Leave the webinar at the end of the meeting



- For attendees, your video and microphone will not be available
- You will only see/hear workgroup members, DDS staff and presenters on screen
- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

PROVIDING COMMENTS – PANELISTS & ATTENDEES

Panelists: 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”

- Please say your name before you start your comment or question
- Speak slowly to assist the interpreters

Attendees: You will only have access to the Q&A and Chat features

AGENDA

1. **Employment Access Alignment**
2. **Employment Updates**
3. **BREAK (10 minutes)**
4. **Employment Direction, Planning and Feedback**
5. **Closing comments**





Department of Developmental Services

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

EMPLOYMENT ACCESS ALIGNMENT



EMPLOYMENT ACCESS ALIGNMENT

- Trailer Bill Language Proposal from DDS and DOR
- If approved this will start July 2026
- DDS and DOR to create an interagency agreement
- Create an integrated employment services system with input from the community
- DDS will report milestones on the public website semi-annually



EMPLOYMENT ACCESS ALIGNMENT

- Improve responsiveness of employment services and reduce wait times for employment services
- Clear funding path that defines funding obligations
- Creates a dual provider process
- Removes accreditation requirement
- Align provider vendorization and processes
- New services standards are to be developed in consultation with regional center, providers, and stakeholders



What considerations should be included in employment access alignment?

EMPLOYMENT UPDATES

- Department of Rehabilitation has announced the expectation to implement order of selection spring of 2026
- Individuals who already have authorized DOR services in plan will continue to receive services without interruption
- Once implemented, eligible applicants are placed in a priority category on a waiting list



Regional Center Funding

The Regional Center will provide services for the individual as needed until services can be provided by the vocational rehabilitation program when:

An individual who is eligible for habilitation services is placed on a Department of Rehabilitation (DOR) waiting list for vocational rehabilitation due to the DOR order of selection regulations.



Questions or comments



BREAK







EMPLOYMENT DEVELOPMENT SECTION

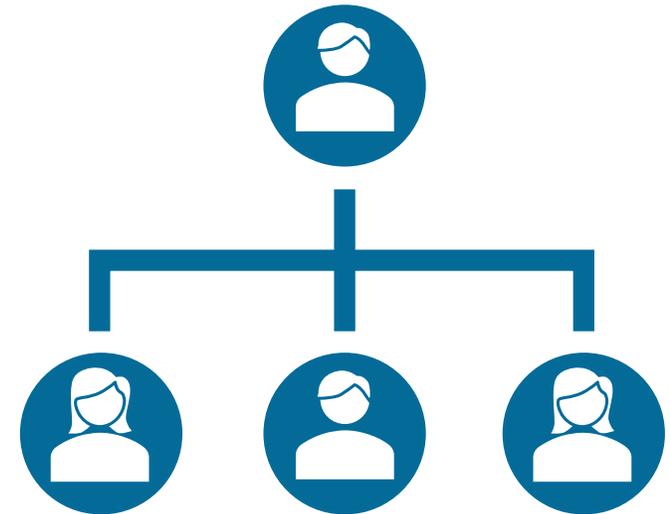


STEPHANIE CRIST, ASSISTANT CHIEF

The Solution: Service Consolidation

Key Benefits:

- Customizable to meet individualized needs
- Single vendor can provide complete range of services
- Seamless process from IPP employment goal through DOR placement to regional center supports
- Integration with DOR's 'No Wrong Door' system
- Project SEARCH and similar programs funded under Employment Services without separate codes



Proposed Employment Services Consolidation

Discovery

1:1 ratio, up to 60 hours within 12 months

Identify interests, skills, conditions for success; create a personal profile

Job Development

1:1 ratio, 120-240 hours within 12 months

Job identification, employer negotiation, interview prep, placement support

Skills Development

1:3-8 ratio, 12 months (6 hrs/day, 5 days/week)

Classroom and community-based training in employment skills

Supported Employment Group

1:2-8 ratio, no time limit (annual assessment)

On-site paid work experience in group setting

Supported Employment Individual

1:1 ratio, no time limit (IPP team determined)

On-site training, natural support development, ongoing support

Stand-Alone and Complimentary Services



Tailored Day Services

Ratio: 1:1

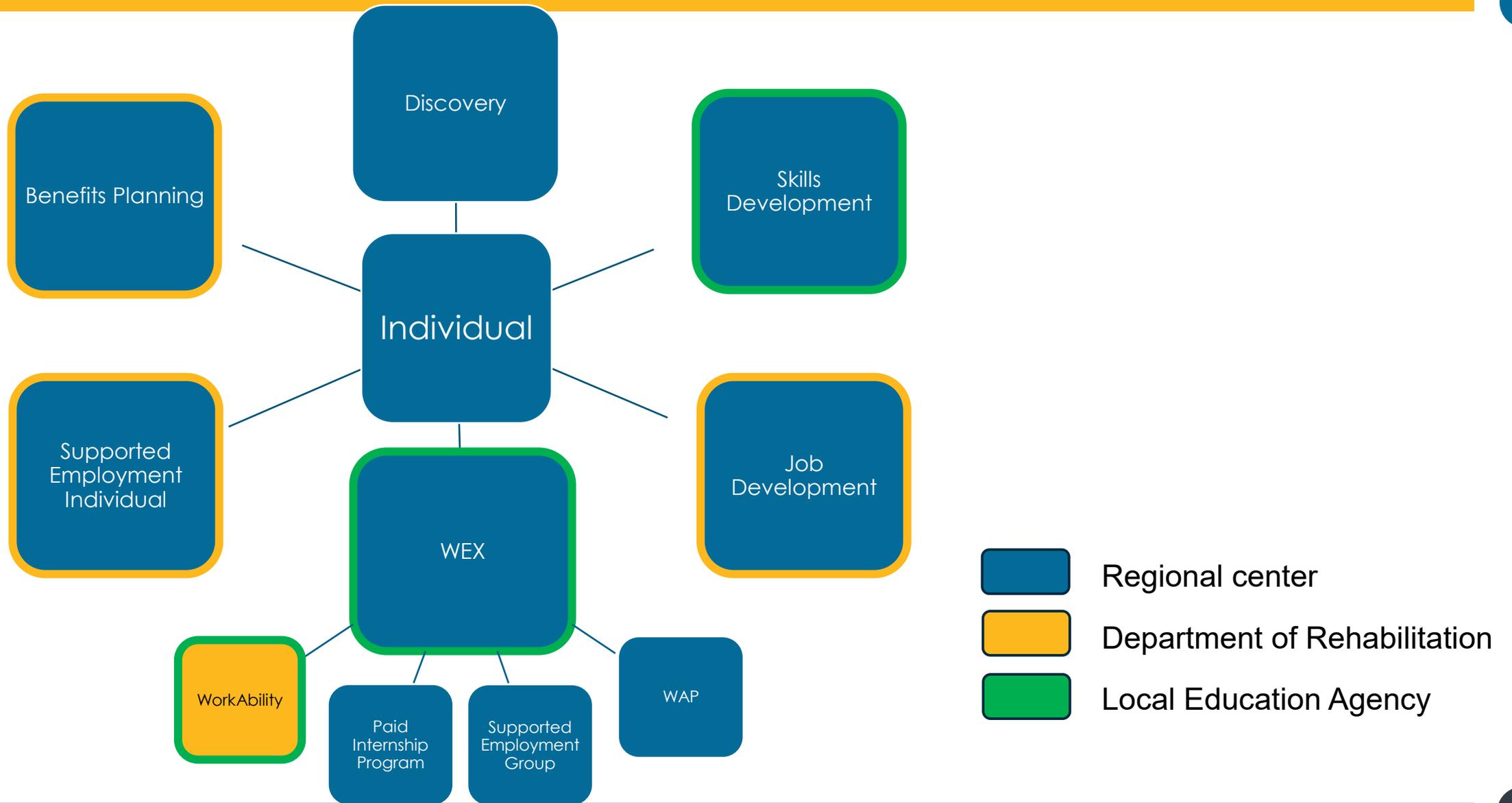
Service: Tailored Day Services with 1:1 can be used for individualized activities such as accessing additional education, and internships.



Benefits Counseling

Concept informed in coordination with the California Committee on Employment of People with Disabilities.

Employment Service Code Redesign



What services, if any, are missing from this new model?

Are there any areas of confusion or concern?



EMPLOYMENT ENGAGEMENT SECTION



REBECCA PARNIANCHI, ASSISTANT CHIEF

EMPLOYMENT ENGAGEMENT TEAM



Individual, Family & Community Engagement

Collaborate with individuals, families, and employment workgroups to increase awareness, gather input and advance public engagement around CIE.



Business & Resource Partnerships

Engage employers and workforce partners while developing tools, training and material that expands employment opportunities and strengthen service delivery.



Workforce Development & Internship Pathways

Create inclusive career pathways and hands-on workforce experience.

INDIVIDUAL, FAMILY & COMMUNITY ENGAGEMENT

Collaborate with individuals, families, and employment workgroups to increase awareness, gather input and advance public engagement around CIE

Focus Groups

Lived Experience Advisory Group (LEAG)
Regional Center Employment Specialist
Work Ability 1 (High School) programs

Collaboration

Early Childhood & Youth Services Division
Early Start
Family Resource Centers



BUSINESS & RESOURCE PARTNERSHIPS

Engage employers and workforce partners while developing tools, training and material that expands employment opportunities and strengthen service delivery

Focus Groups

Workforce development boards
Chambers of Commerce

Training & Resource Development

Training and webinars
Business Conferences

Marketing & Materials

Targeted messaging and success stories
Data sharing with the public



WORKFORCE DEVELOPMENT & INTERNSHIP PATHWAYS

Expand the Student Internship Program to create inclusive career pathways and hands-on workforce experience

Other Focus Areas

Student Internship Program
Public engagement



What resource materials and topics would be most beneficial in employment?



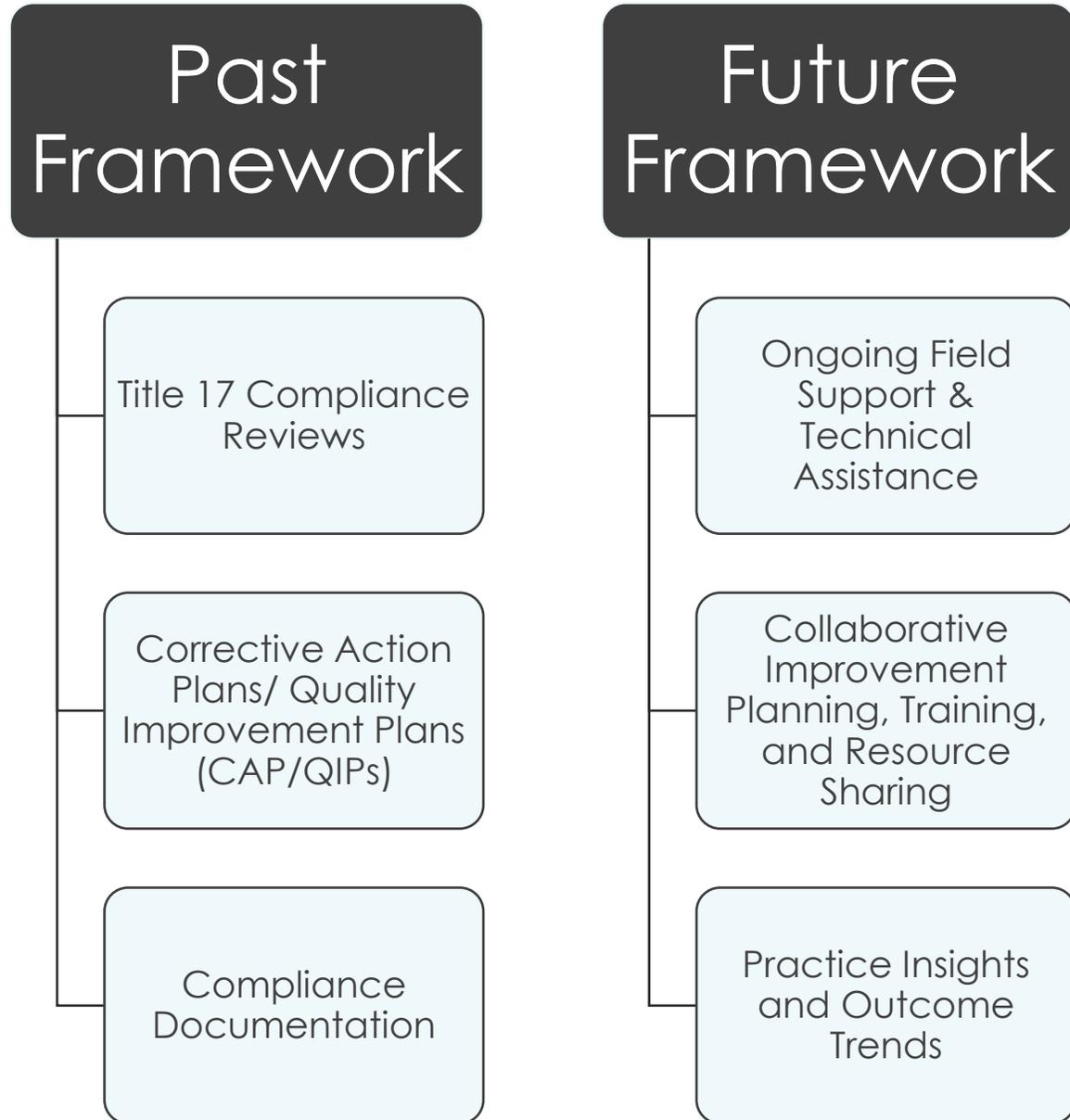
EMPLOYMENT SUPPORT SECTION

MICHAEL CLAY, ASSISTANT CHIEF

Employment Support Services



Renewed focus on building regional capacity



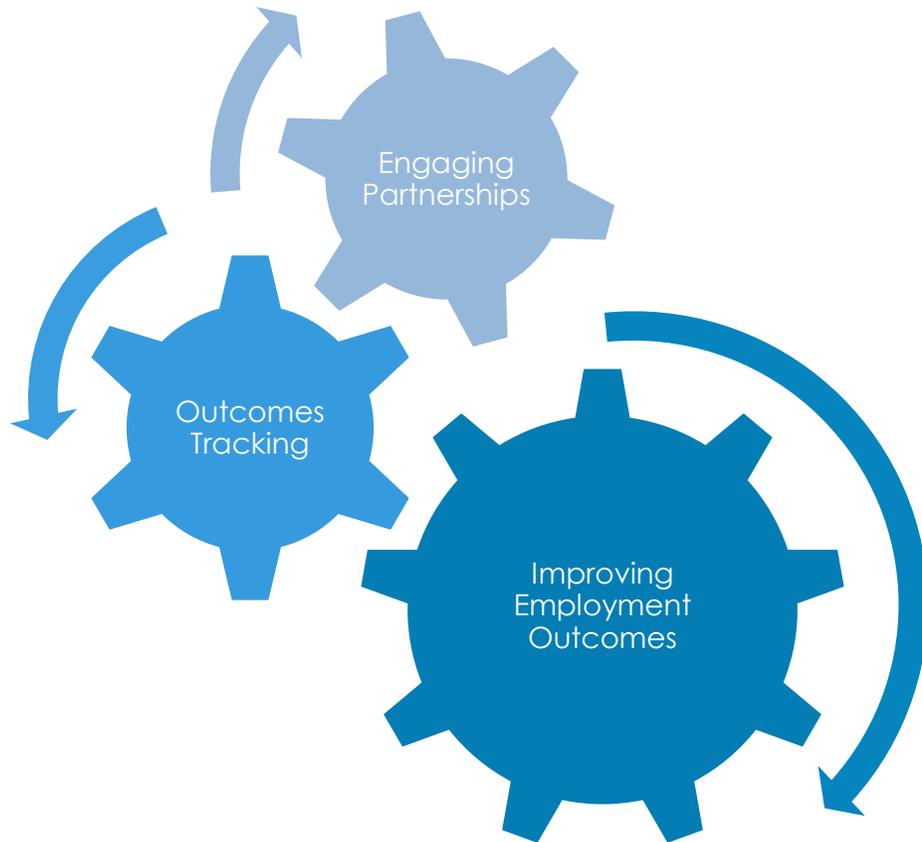
Building a Sustainable Future Together

Sustainable employment outcomes are built through intentional collaboration, shared responsibility, and continuous learning across the employment system.

Together, we are committed to:

- **Centering individuals and families** in meaningful, person-centered employment pathways.
- **Strengthening partnerships** among Regional Centers, Service Providers, employers, public agencies, and community partners.
- **Using shared insight** to guide targeted support, technical assistance, and system improvement.
- **Building capacity and encouraging innovation** that reflects local strengths and needs.
- **Sustaining and improving Competitive Integrated Employment (CIE)** outcome over time.





New Support Process

Engaging Partnerships

Supporting Regional Centers & Service Providers

Outcomes Tracking

Informing assistance through structured feedback tools to identify trends, successes, and areas for growth

Employment Outcomes

Focusing on measurable progress, shared responsibility, and continuous improvement in employment outcomes

Listening, Learning, and Improving

Information will be gathered through a combination of:

- Structured surveys and data review
- Conversations with Regional Centers & Service Providers
- Field engagement focused on understanding strengths and challenges
- Review of existing IPP goals, referrals, placements, job development



Field Support/ Technical Assistance

Shifting from corrective oversight to collaborative problem-solving

Direct involvement with Regional Centers and employment service providers to:

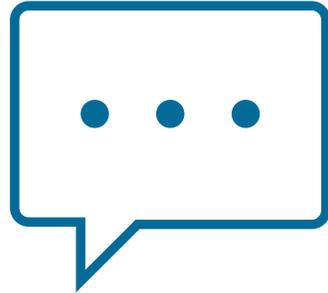
- review services,
- validate employment outcomes,
- identify barriers, and
- deliver targeted guidance/training based on identified needs.



What areas of focus should be considered to increase CIE outcomes?

Questions





Closing Comments

Reach us at

WorkServices@dds.ca.gov