

Job Development Webinar

April 7, 2026



WELCOME



HOUSEKEEPING



ASL interpreters have been “Spotlighted” and Zoom's live closed captioning is active



This meeting is being recorded

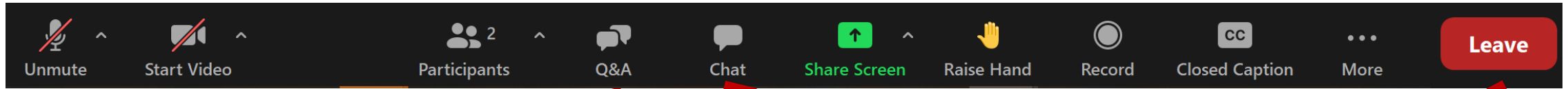


Materials will be available online after the session



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

ZOOM TIPS



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

Chat is available for Panelists and Attendees

Leave the webinar at the end of the meeting



- For attendees, your video, microphone, and raise hand feature will not be available
- You will only see/hear 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

AGENDA

1. Working with the Department of Rehabilitation
2. The Standard Process of Referring
3. What is Job Development
4. Updated Guidelines
5. Real-World Examples
6. Questions and Comments



Employment Branch Panelists



Sonya Fox

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Chief,
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Assistant Chief,
Employment
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Working with Department of Rehabilitation



Department of Rehabilitation is considered the generic service.



There is a wait time between referral and services, some may lose interest in pursuing employment.



But they don't have to do nothing while they wait.



There are supports that can be authorized during this time to keep the momentum going.

The Standard Process



Have the IPP



Determine interest
in employment



Complete Form
DS 1968

Updated DS 1968



While Waiting

Regional center services available:



Supported
Employment Group
Placement



Tailored Day
Service



Paid Internship
Program



Job Development

What is Job Development?

- A new subcode of Supported Employment – Individual Placement (952-1D0) available as of January 1, 2025.
- Means **developing** a partnership with an employer to create an employment opportunity for an individual.
- 120 hours in 12 months
- Starts while waiting for DOR eligibility determination and the Individual Plan for Employment (IPE) **or**
- DOR services determined not appropriate at that time.



Updated Guidance as of March 2, 2026



- Services can be both **direct** or done **on behalf of** an individual
- “Direct” means supports conducted in-person or via communicative technology
- “On behalf of” means time spent doing work outlined in the service description for a specific individual that does not require the individual to be present
- Other regional center services may be authorized for the same day

“Direct” Example



- May is working with John as his Job Developer.
- When John first started working with May, they met to outline his interests, strengths, and what success in employment would look like for him. This is considered direct because it took place in-person.
- John and May have regular Zoom check-ins to discuss progress. This is also considered direct because it is face-to-face time that takes place via communicative technology.

“On Behalf Of” Example Part 1

- May has met with 3 potential employers that align with John’s employment goals.
- John was not present for these meetings.
- This time is billable as this work was done specifically on John’s behalf.



“On Behalf Of” Example Part 2



- May also attended an industry luncheon to meet with businesses in a specific field to build connections.
- Networking is an assumption built into the rate model.
- This time is not billable—this is a networking activity and not work done on behalf of a specific person.

“On Behalf Of” Example Part 3

- HOWEVER, May began talking with a specific employer that could be a good match for John.
- May starts talking to this employer about potentially hiring John and setting up a follow-up meeting.
- The time spent here talking with this specific employer is billable.



Example: “Manny”

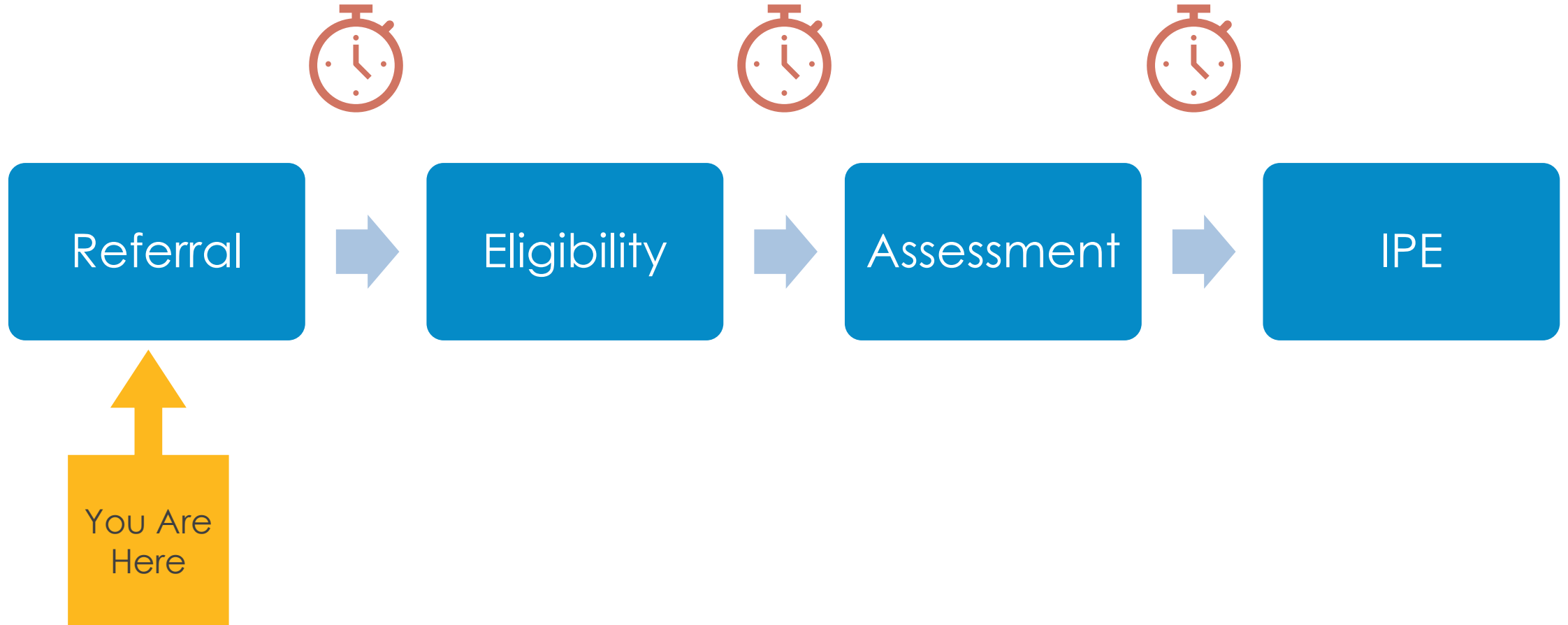


Manny is 25 years old and currently attending a day program. At his last IPP meeting, he expressed interest in employment and really wanted to work with animals, especially dogs.

While in his transition program, he participated in work experience at a local movie theater, but he doesn't have any experience working with animals yet. His service coordinator refers Manny to DOR using the DS 1968 form.

What comes next for Manny?

Department of Rehabilitation Referral

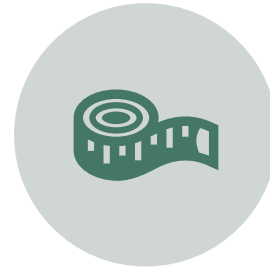


While Waiting

Regional center services Manny can start:



Supported
Employment Group
Placement



Tailored Day
Service



Paid Internship
Program



Job Development

While Manny Waits



Manny's day program is vendored to offer Tailored Day Services. While waiting for DOR services to become available, his service coordinator authorizes Tailored Day Services where he volunteers at his local animal shelter to gain experience working with animals.

This experience helps him prepare for working with DOR.

Department of Rehabilitation Referral

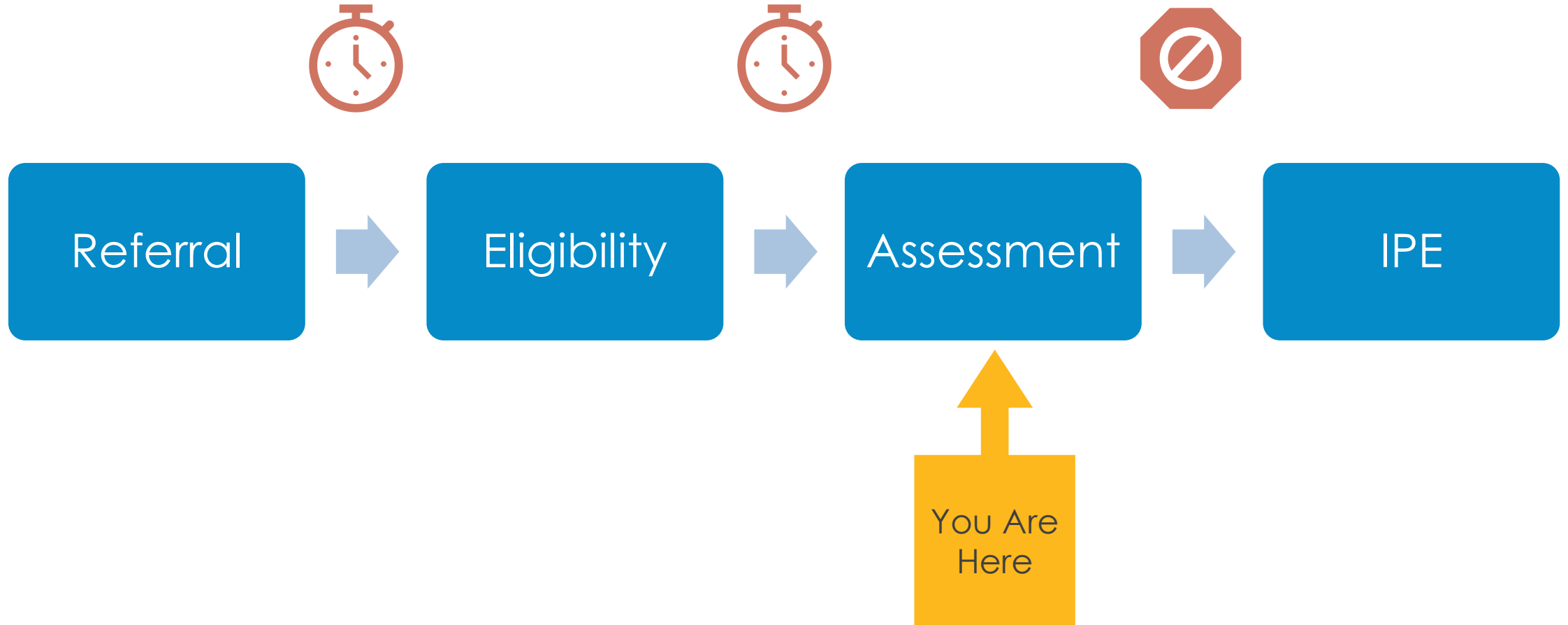


Transitioning to Regional Center



- Once Manny stabilizes at his job, DOR closes his case.
- He is transitioned back to regional center-funded services.
- His service coordinator authorizes continued SEP-IP job coaching supports.

What if Manny is Not Ready?



After Determination



- Although eligible, DOR determined that they might not be the best option for Manny...YET.
- Manny keeps volunteering at the animal shelter using TDS. He adds goals relating to improving his communication skills that he also begins working on.
- His service coordinator refers him to an employment provider to start receiving Job Development services.

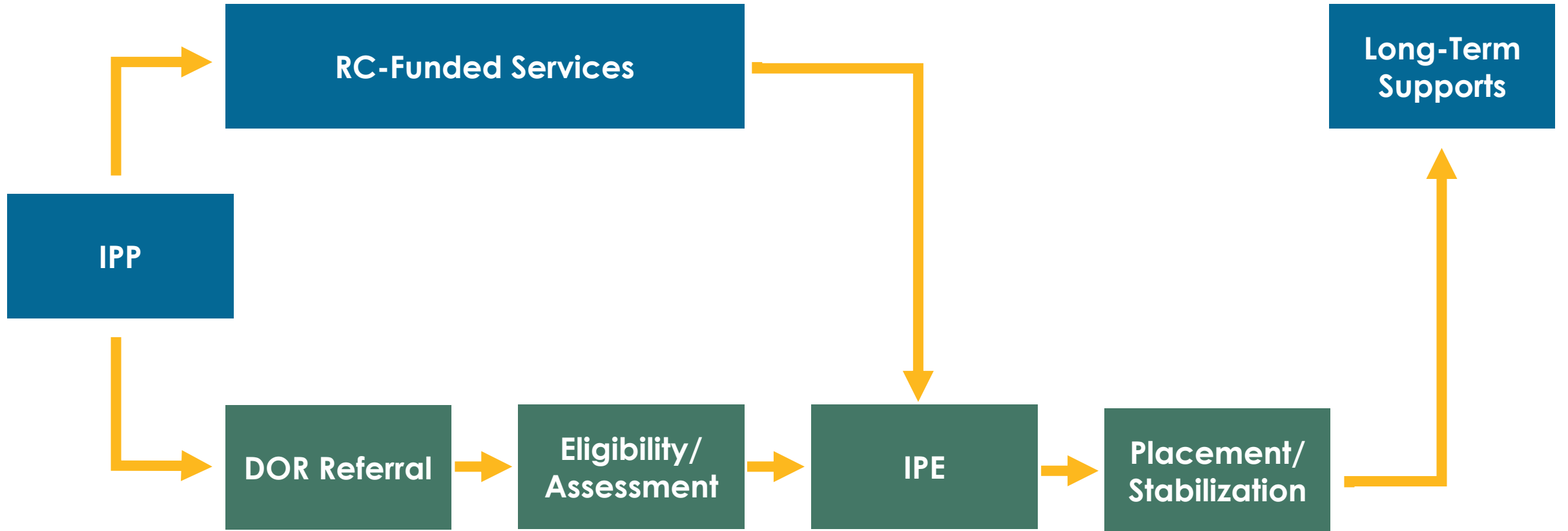
Employment for Manny



His Job Developer gets to know Manny and his skills, interests, and employment goals. They connect Manny with a doggy daycare and boarding business. At first, the business is a bit hesitant, but they agree to a 3-month trial using the Paid Internship Program.

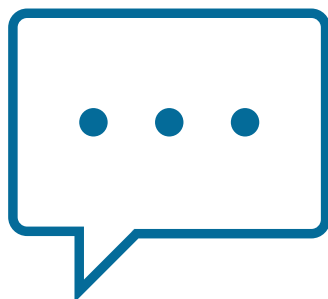
After the 3 months, the business is interested in taking Manny on as an employee. The service coordinator contacts DOR to reopen the case. Once Manny stabilizes at his job, DOR closes his case he is transitioned back to regional center-funded services. His service coordinator authorizes continued SEP-IP job coaching supports.

Sequence of Funding



Questions





Closing Comments

Reach us at

WorkServices@dds.ca.gov