

Employment Workgroup Meeting

June 2, 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



Chat is available for Panelists and Attendees

Panelists can raise your hand when you want to speak

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

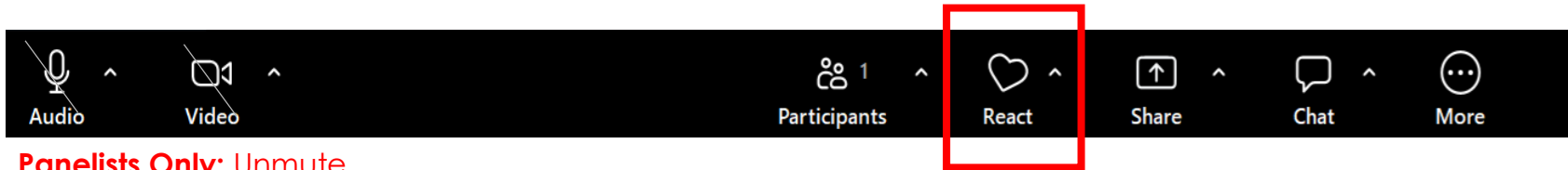
Leave the webinar at the end of the meeting



- 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

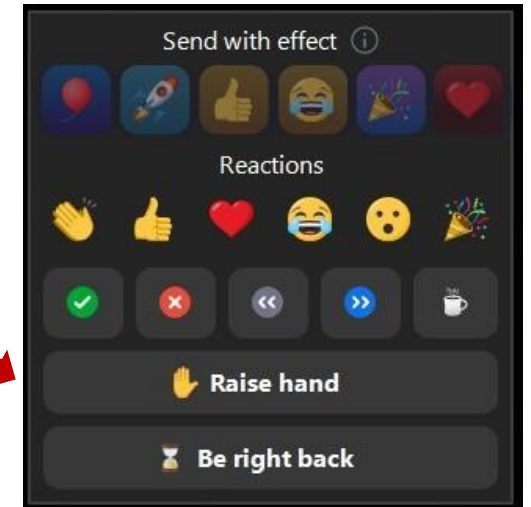
Panelists: Please use the “Chat” or “Raise Hand” to comment



Panelists Only: Unmute mic only when it's your turn to speak & Turn webcam on/off

You may need to click on the “React” icon 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

- Coordinated Career Pathways Data
- Paid Internship Program & Competitive Integrated Employment Survey
- Paid Internship Program Standards
- Employment First and Service Standards
- Department Updates



INTRODUCTIONS



Yang Lee
Chief, Community
Assistance and
Empowerment



Sonya Fox
Branch Chief,
Employment
Services



Michael Luna
Chief,
Employment
Services Branch



Stephanie Crist
Assistant Chief,
Employment
Development Section



Michael Clay
Assistant Chief,
Employment
Support Section



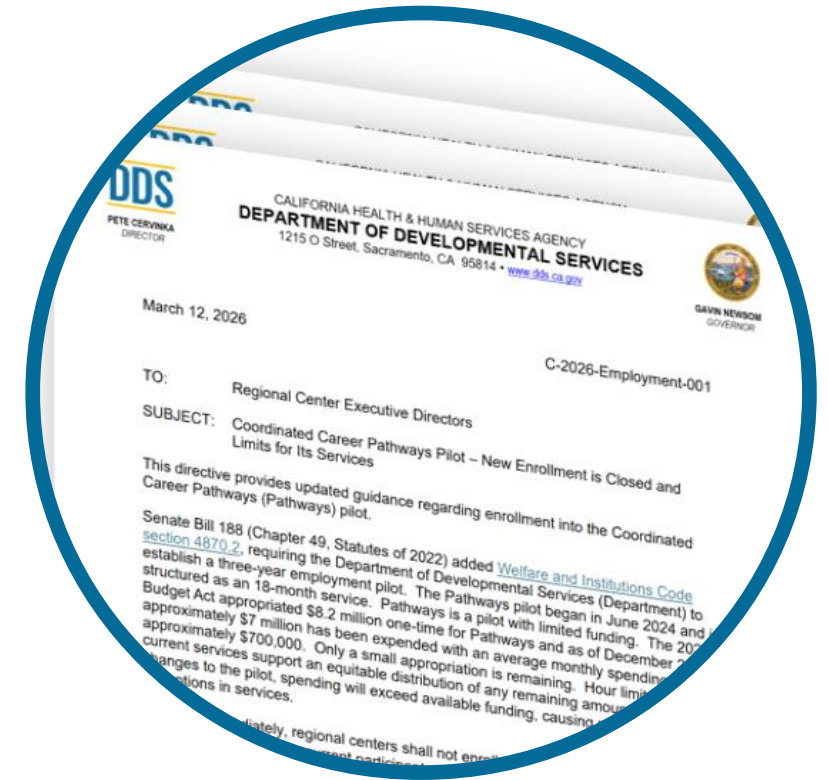
Rebecca Parnianchi
Assistant Chief,
Employment
Engagement Section

Coordinated Career Pathways Data Update



Coordinated Career Pathways Pilot Overview

- DDS received one-time funding of \$8.2 million for Pathways
- By December 2025, 85% of allocation was spent
- March 12, 2026, DDS issued guidance pausing new enrollments and establishing caps on service hours
- As of May 2026, 128% of allocation was spent



[C-2026-Employment-001 Coordinated Career Pathways Pilot - New Enrollment is Closed and Limits for Its Services](#)

Continuing Data Collection



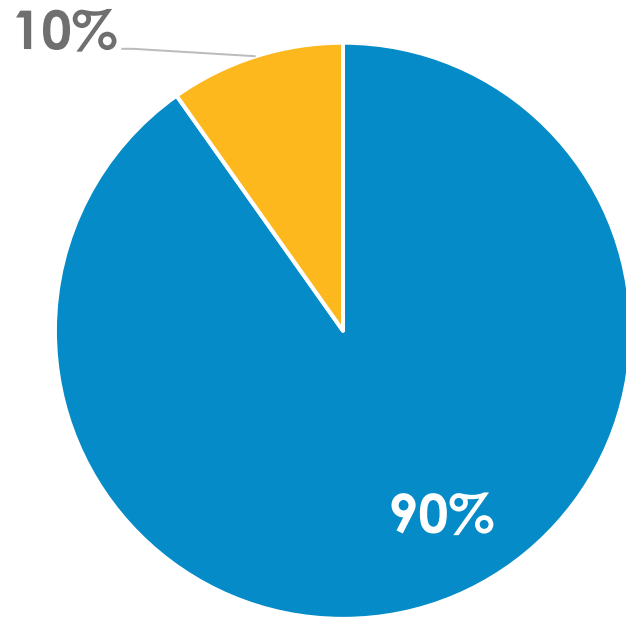
Providers are still required to submit quarterly Pathways data to DDS



Data collected during the pilot will inform any future actions

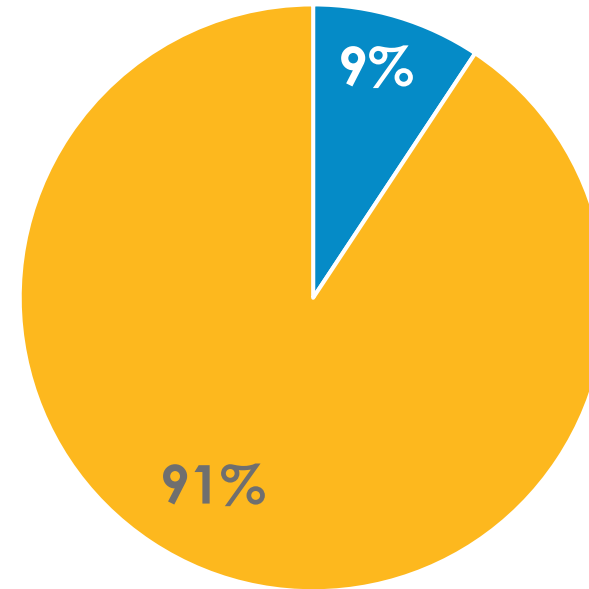
Participant Information

Exiting School vs. Subminimum Wage



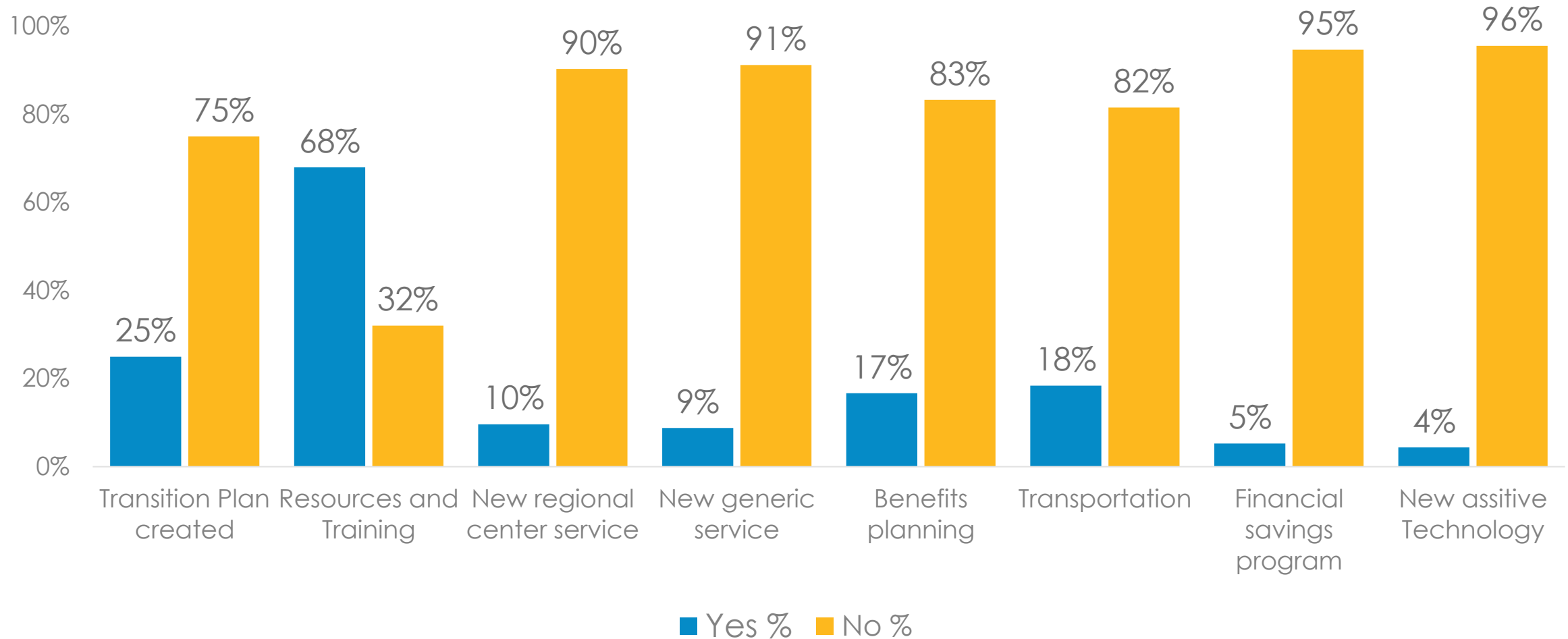
- Exiting Secondary Education
- Exiting Subminimum Wage

Employment Status at Referral

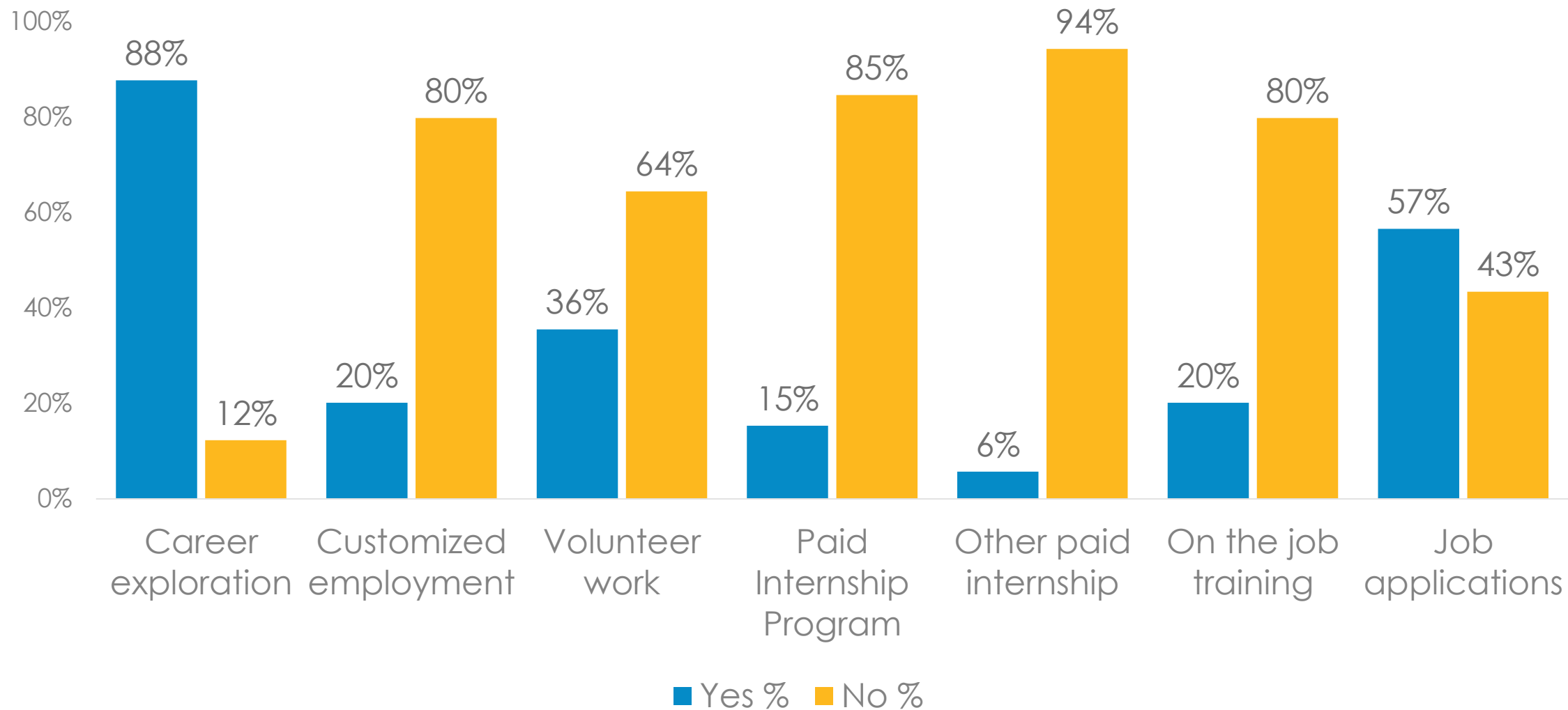


- Working
- Not Working

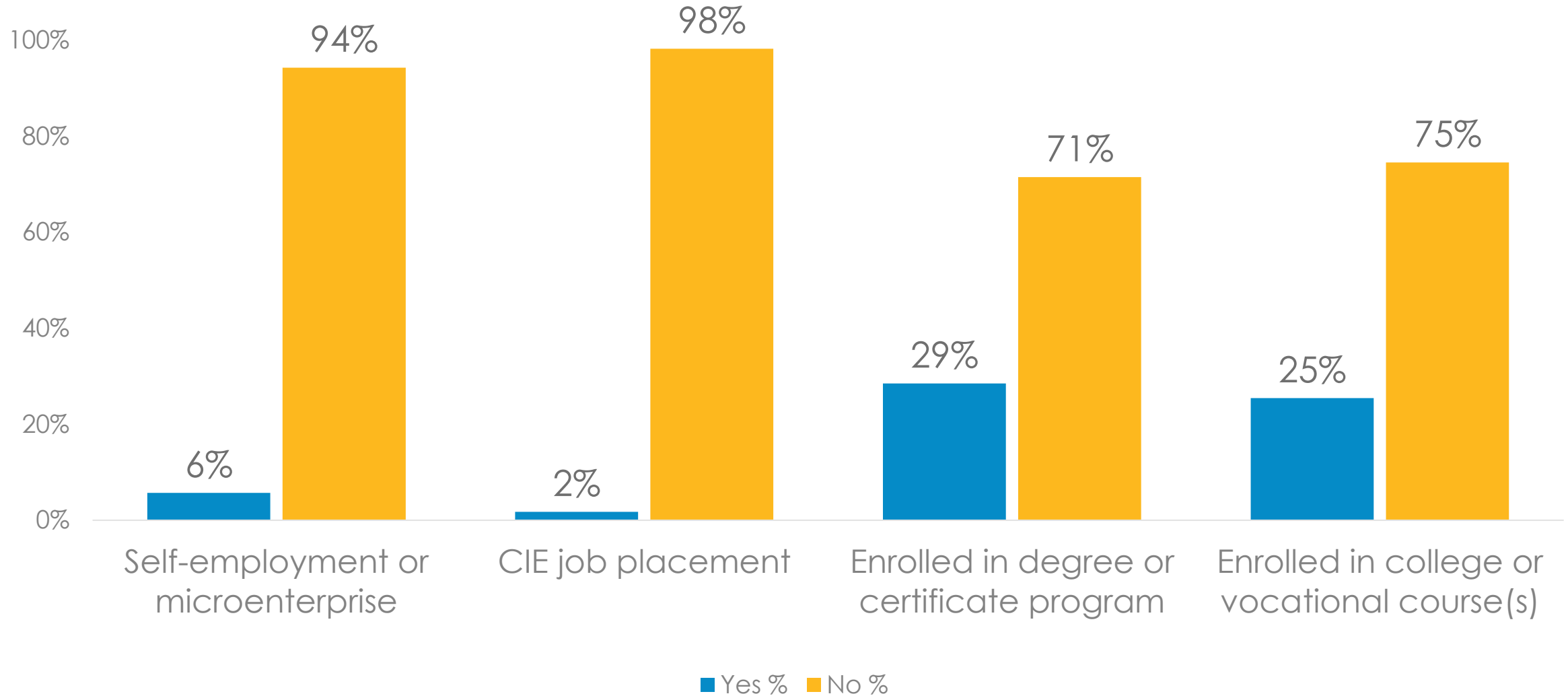
Accessing Resources



Accessing Employment-Related Activities



Accessing Employment or Education



UTILIZATION RECAP

Subcode	Caseload	Average Monthly Hours	Total Claims	Average Monthly Claim per Person
NAV ¹	376	31	\$5.9M	\$16k
CES ²	117	49	\$2.0M	\$17k

¹ “NAV” means Career Pathway Navigator.

² “CES” means Customized Employment Specialist.

Data as of December 2025.



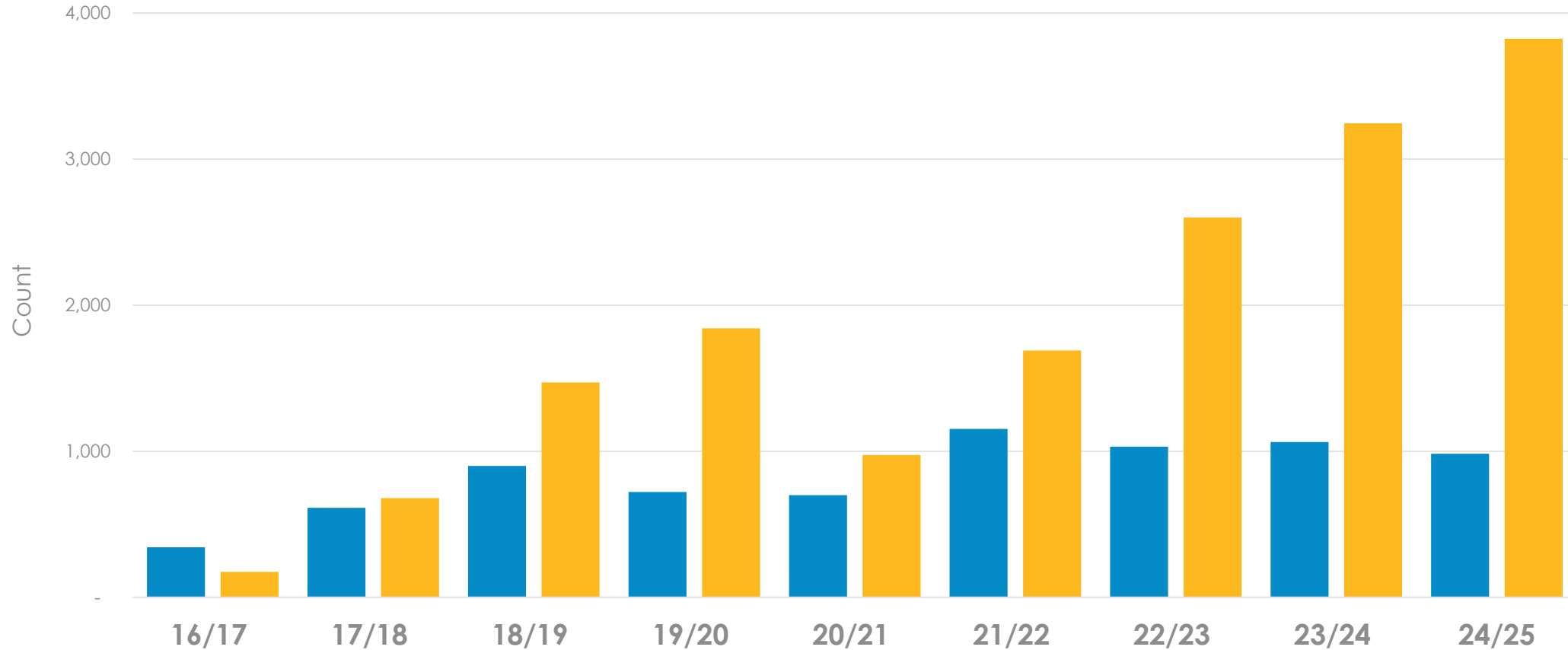
Discussion

- What is the community perspective of those in the program?
- Does the experience match the data?

**Paid Internship Program & Competitive
Integrated Employment Survey**



PIP CIE Survey History



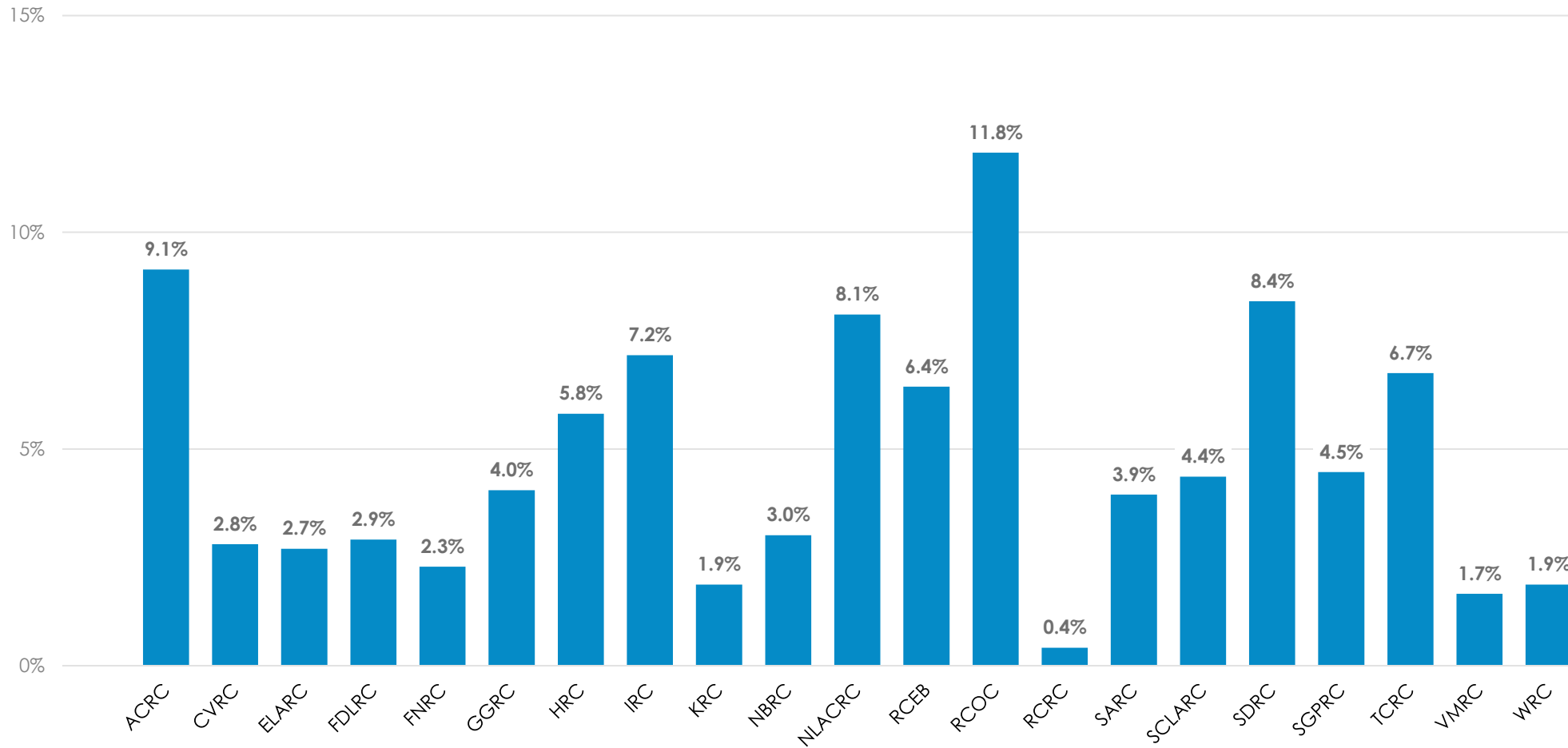
Individuals in CIE
Individuals who achieved a 30-day CIE milestone payment in fiscal year. Not unique.

Individuals with PIPs
Includes multiple internships. Not unique.

Competitive Integrated Employment: 30-Day Incentive Payments

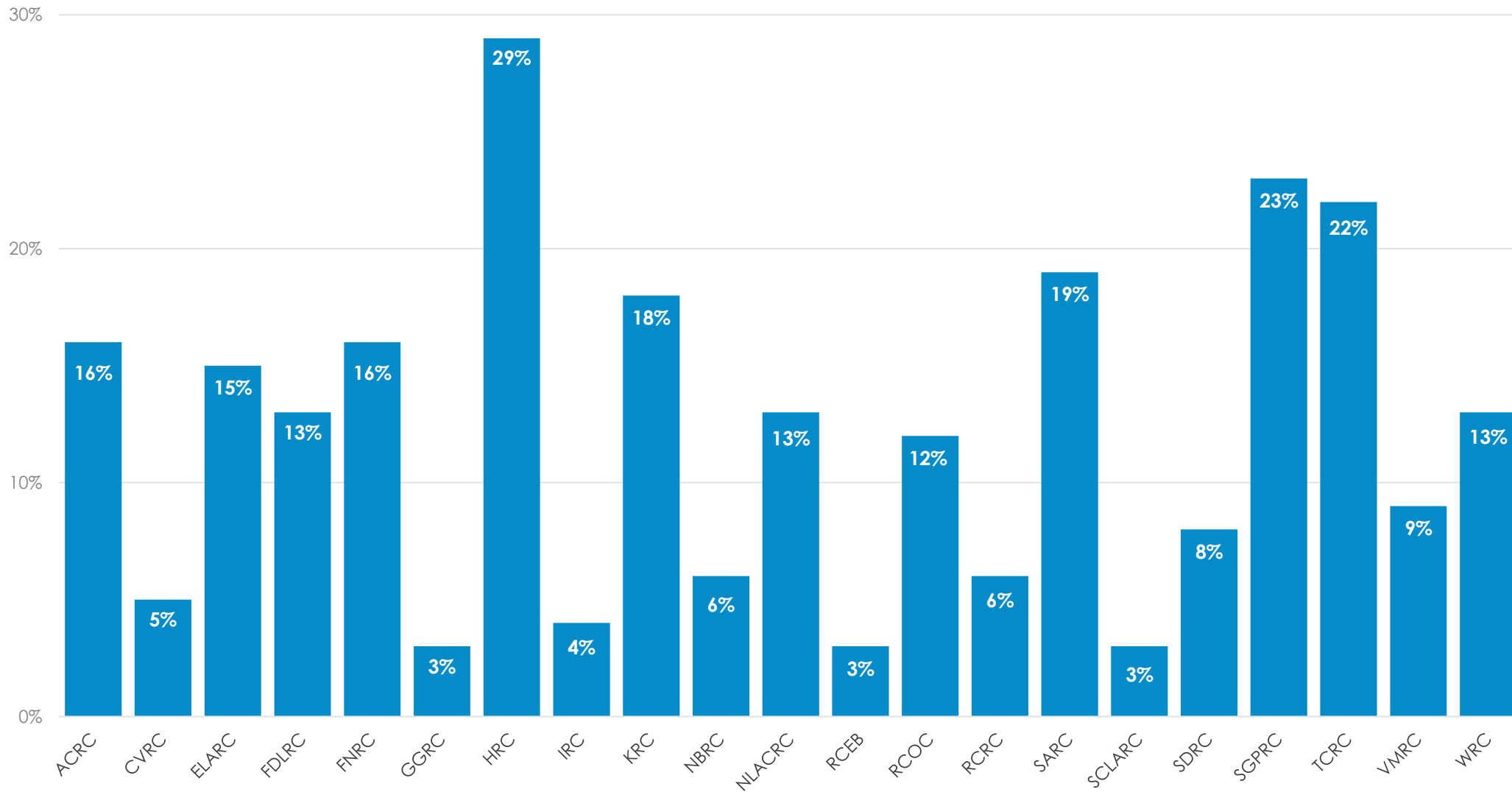
% Utilization

Fiscal Year
2024/2025

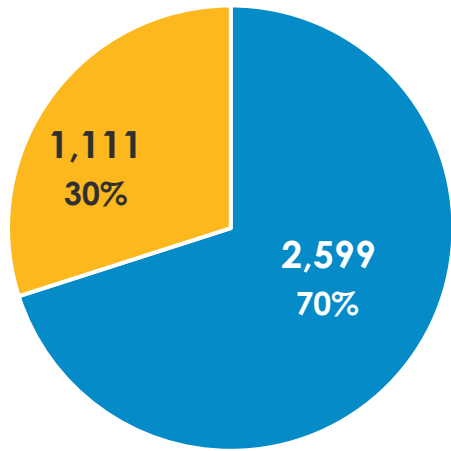


Percentage of PIPs Leading to CIE

Fiscal Year
2024/2025



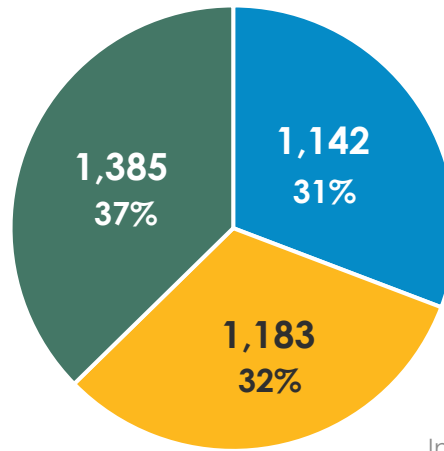
Paid Internship Program



Individuals in PIP

Gender

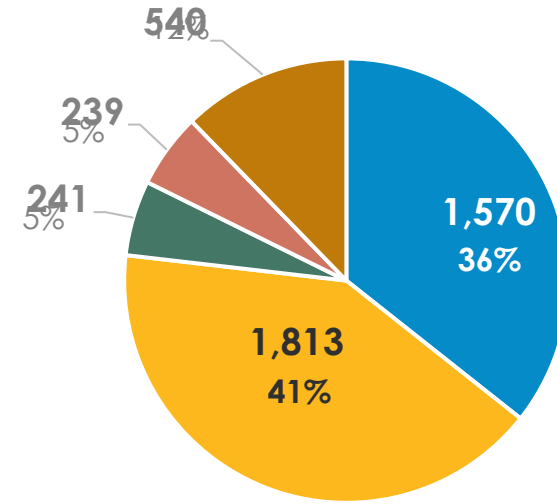
- Male
- Female



Individuals in PIP

Age Demographics

- Ages 24 & Under
- Ages 25-31
- Ages 32+

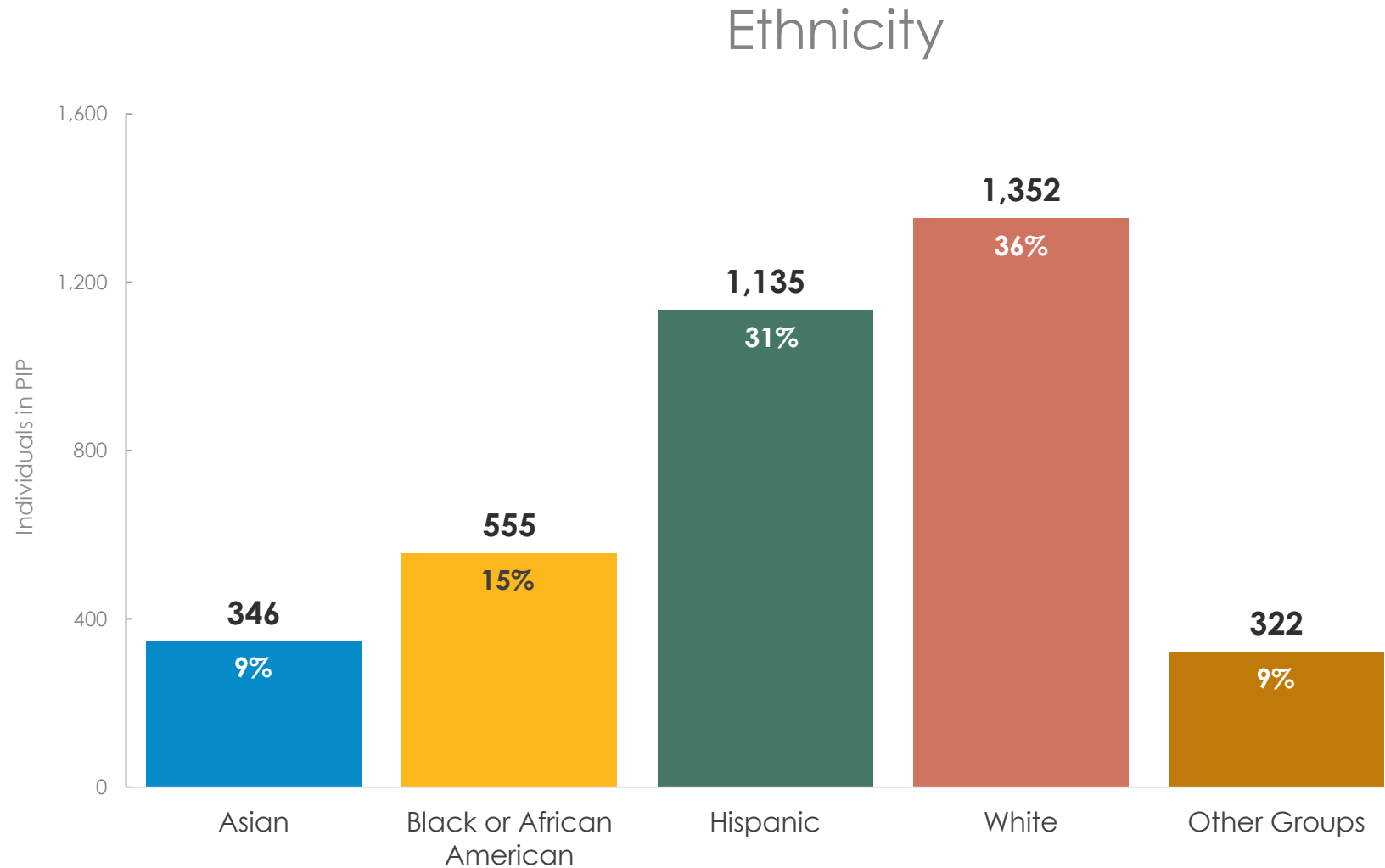


Individuals in PIP

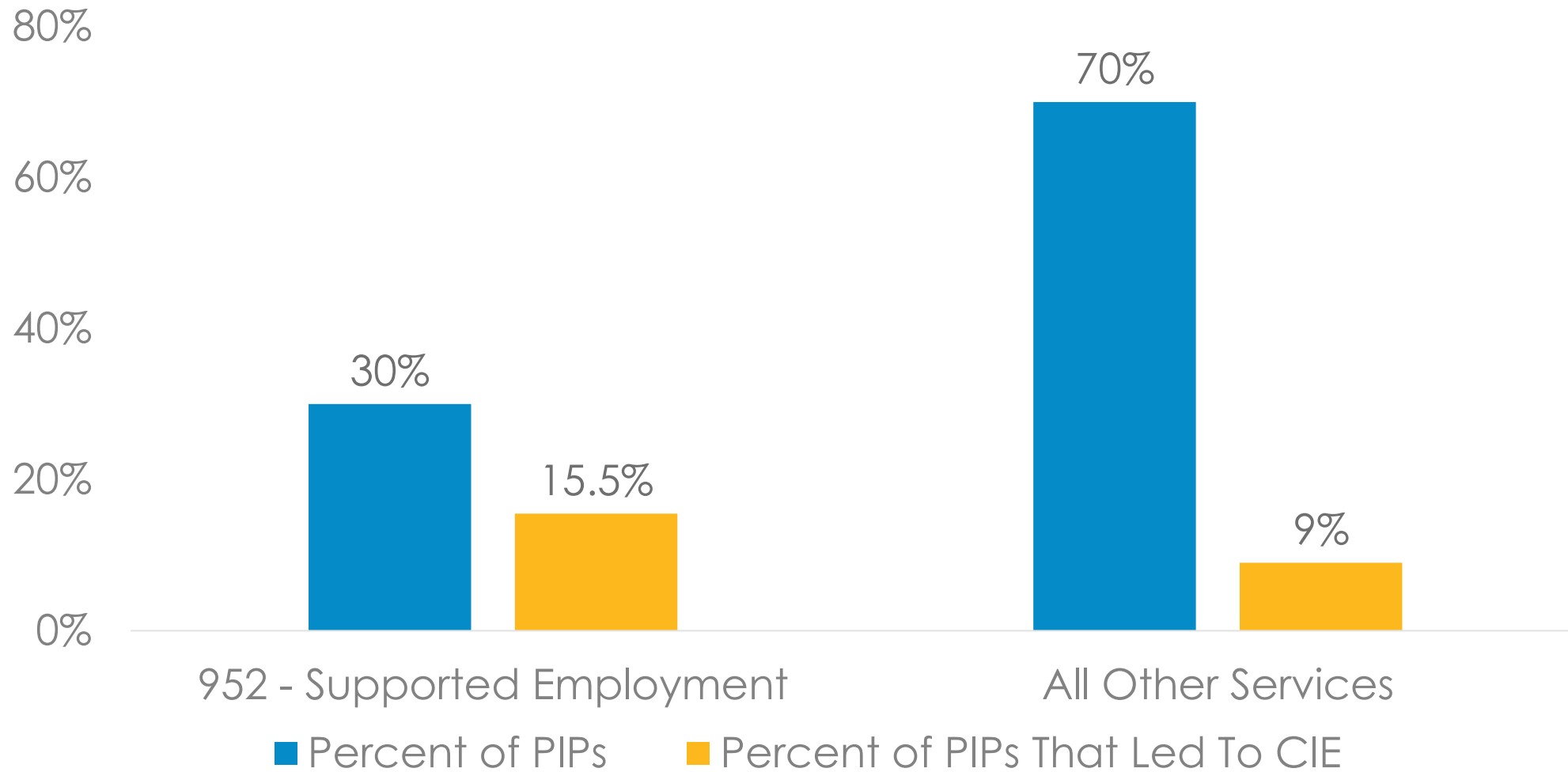
Disability

- Autism
- Intellectual Disability
- Cerebral Palsy
- Epilepsy
- Fifth Category

Paid Internship Program



Service Codes Using Paid Internship Program



Paid Internship Program Standards



Paid Internship Program Standards

Revisit the intention of a PIP

- CA Employment First Policy
- Develop marketable skills that leads to CIE
- Opportunity for direct hire

Reviewing survey data and interviews with regional centers told US:

- Low PIP to CIE conversions
- PIP placement without a desire to find permanent work
- PIPs to fill out an individual's day but not resulting in CIE
- Businesses use PIP as a revolving door for labor





Discussion

Program standards could include the following:

- Creating plan for employment following the PIP
- Setting expectations of PIP with individual
- Stricter guidelines for day program utilization of PIP
- Limits on PIP renewals

BREAK

5-minute break



Employment Service Standards

Employment Service Standards



California, Welfare Institution Code (WIC), Section 4856 (a)

The regional center shall monitor, evaluate, and audit habilitation services providers for program effectiveness, using performance criteria that include, but are not limited to, all of the following:

- 1) Service quality.
- 2) Protections for individuals receiving services.
- 3) Compliance with applicable ~~CARE~~ standards **services standards established by the department in consultation with regional centers, providers, and other stakeholders. The department shall establish the service standards no later than September 1, 2027.**

Preliminary Service Standards

- **Person-centered** – Individualized and are designed around the identified needs and desires of the person served.
- **Individual Service Records** – Reflect identified employment goals, progress measurable and outcomes are being activated.
- **Bill Analysis and Data Collection** – Review DDS billing forms; verify proper use of the paid internship program, job coaching and job development.
- **Quality Management Systems** – Stated goals, evaluation and analysis of progress.
- **Workforce Development and Management** – Program operates a stable workforce that is well trained and effective at placing and supporting individuals in CIE.
- **Health and Safety** – Program maintains health and safety standards.

Employment First



California, Welfare Institution Code, Section 4869

- (c) Regional centers shall provide consumers 16 years of age or older, and, when appropriate, their parents, legal guardians, conservators, or authorized representative with information, in an understandable form, about the Employment First Policy, options for integrated competitive employment, and services and supports, including postsecondary education, that are available to enable the consumer to transition from school to work, and to achieve the outcomes of obtaining and maintaining integrated competitive employment.
- (d) The department may request information from regional centers on current and planned activities related to the Employment First Policy.

Employment First Policy

Transition and Early Employment Pathways

- Preparing transition-aged youth for employment before they exit the school system, by introducing work early and building real-world experience.

What information could be reviewed relating to this focus area?

- Number of transition-age youth who:
 - Received Employment First outreach materials.
 - Had employment discussions documented in their Individual Program Plan (IPP).
 - Were identified up to two years prior to exiting the school system.



Education, Training, and Career Development

- Supporting individuals in building skills and pursuing additional education and/or training that leads to meaningful long-term competitive integrated employment (CIE).

What information could be reviewed relating to this focus area?

- Types of follow-ups support provided after education or training completion to support transition into employment, such as:
 - Job Development Services
 - Career/ Benefits Counseling
 - Job Coaching
 - Employment Service and Supports Referrals



Discussion

Creating a task force:

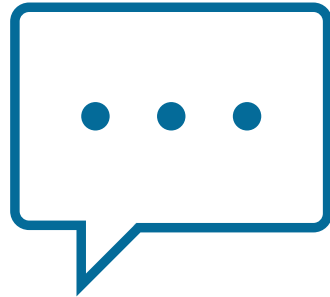
- Regional Center Representative
- Service Providers
- Community Members (i.e. Family and Individuals with lived experience)
- Department of Rehabilitation Representative

- Budget
- Employment Access Alignment
- Tailored Day Services
- Order of Selection



Questions and Answers





Closing Comments