

Employment Workgroup Meeting: What's New and Upcoming for Employment Services

October 7, 2026



Welcome



Housekeeping (Webinar)



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

Panelists can raise your hand when you want to speak

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

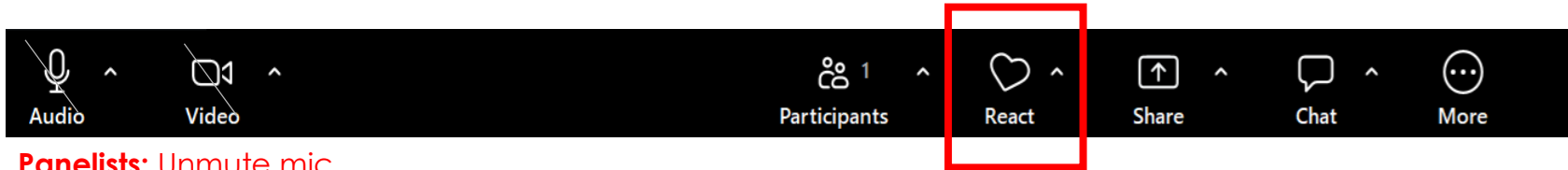
Leave the webinar at the end of the meeting



- 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

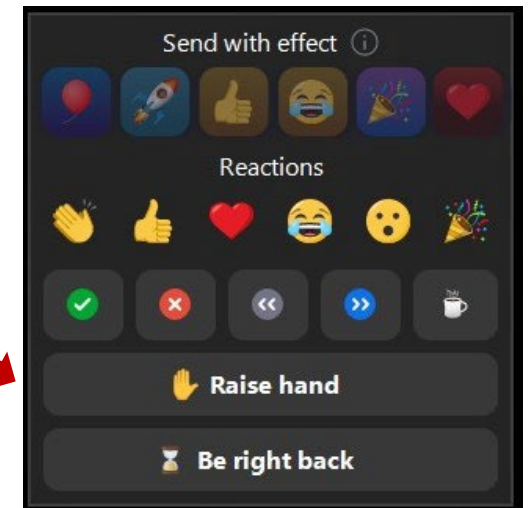
Panelists: Please use the “Chat” or “Raise Hand” to comment



Panelists: Unmute mic when it's your turn to speak & turn camera 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 have access to the Q&A and Reaction features.

Agenda

- Department of Rehabilitation's Order of Selection
- Employment Access Alignment and Tailored Day Services Updates
- Q&A

BREAK

- Paid Internship Program
- Project SEARCH Service Design
- National Disability Employment Awareness Month
- Q&A
- Closing Comments



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

Department of Rehabilitation's Order of Selection





On August 31, 2026, the Department of Rehabilitation entered into order of selection.

Order of selection is a federally mandated process that vocational rehabilitation (VR) agencies must implement when they do not have sufficient resources—staff or funding—to serve all eligible individuals.

New eligible applicants for VR services will be placed on a waiting list.

Who Is Affected



New eligible applicants while the Department of Rehabilitation is in order of selection

Example:

An individual that expresses interest in employment that would typically be referred to DOR for vocational rehabilitation services during order of selection



Individuals who were in the process of applying for vocational rehabilitation services that do not have a signed Individualized Plan for Employment

Example:

An individual who has their eligibility established but did not have a completed Individualized Plan for Employment before August 31

Who Is Not Affected



- Anyone with a signed Individualized Plan for Employment
- Anyone receiving or eligible for DOR student services
- Individuals who are interested in non-DOR funded employment-related services

Example:

- An individual who wants to start a Paid Internship Program
- An individual who wants to be in Supported Employment – Group
- Using Tailored Day Services for education support, work experience or volunteering

What This Means for Regional Centers

Regional centers are to fund employment services for individuals impacted by order of selection, under Welfare and Institution Codes, section 4855.

*“When an individual who is eligible for habilitation services under this chapter is referred to the Department of Rehabilitation for vocational rehabilitation services, including supported employment services, and is placed on a Department of Rehabilitation waiting list for vocational rehabilitation as a result of the Department of Rehabilitation’s order of selection regulations, **the regional center shall authorize appropriate services** for the individual pursuant to this chapter as needed until services can be provided by the vocational rehabilitation program.”*

Regional Center Responsibilities

- Continue referring to DOR for Individual Placement
- Fund regional center services immediately after referral
- Regional center services can include, but are not limited to:
 - Supported Employment – Individual Placement (Service Code 952)
 - Job Development (Subcode 1D0)
 - Job Coaching (Subcode 1J0)
 - Intensive job coaching up to 100% until employment stabilization is achieved
 - Post-stabilization job coaching supports



Implementing this Update

- When an individual is interested in employment.
 - A referral is sent to DOR
 - The service coordinator does not need to wait for a response
- Send a referral right away to a Supported Employment-Individual Placement provider for regional center funded services.
- No further documentation is needed right now to get Job Development or Supported Employment started.
- Individuals should expect update letters on their waitlist status from DOR every six months.

Additional Fees for Providers

- Welfare and Institutions Code, section 4860(c), outlines three fees to be paid to supported employment providers for individuals affected by order of selection.
- These fees will be added to the provider's rate table.
- Documentation requirements to issue payments:
 - A copy of the individual wait list letter from DOR or equivalent
 - Documentation to the regional center demonstrating milestone has been met for each fee

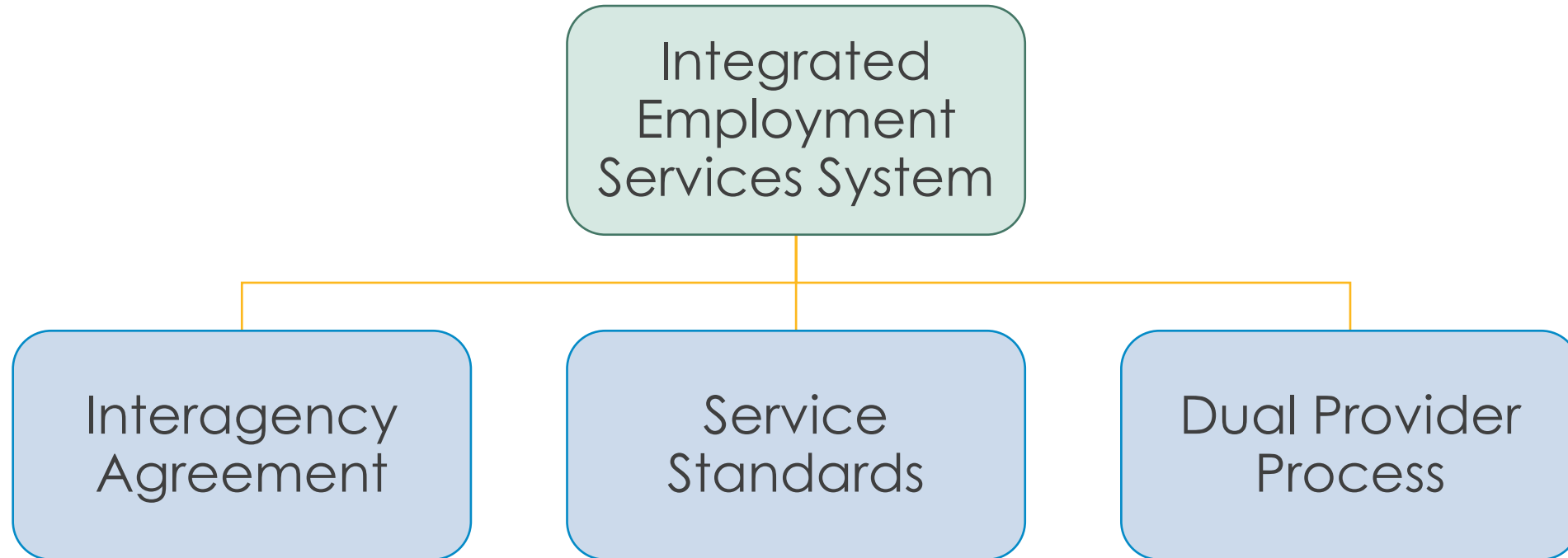
WIC 4860(c) Vendor Fee Schedule

Payment	Amount	When It Is Paid
Intake Fee (subcode VR1)	\$360	• Paid to the supported employment provider at intake. • Not available if the individual completed intake with the same provider in the past 12 months.
Placement Fee (subcode VR2)	\$720	• Paid when the individual is placed in CIE. • Not available if the individual is placed with another individual or individuals assigned to the same job coach during the same hours of employment.
90-Day Retention Fee (subcode VR3)	\$720	• Paid after the individual maintains their CIE placement for 90 days. • Not available if the individual is placed with another individual or individuals assigned to the same job coach during the same hours of employment.

***These fees do not prevent vendors from also billing the appropriate service code for services provided, or from receiving CIE incentive payments.**

Employment Access Alignment and Tailored Day Services Updates





Interagency Agreement

Why:

- The two systems operate together without clear and consistent processes and rules
- Makes navigating confusing and burdensome for the individual and their family
- Providers navigate two different billing systems and structures, adding to administrative load

Goal: Reduce barriers for individuals pursuing employment by creating an interagency agreement that:

- Defines responsibilities (who funds what service when)
- Coordinates funding at the department level

Deadline: August 1, 2027





Why:

- CARF accreditation is costly, time intensive, and creates a barrier for new providers.
- Replacing CARF with service standards that are specific to California and shared between the two systems creates consistency for individuals and providers.

Goal: Replace CARF with shared employment service standards that are developed by a Department-led workgroup with DOR and community partners.

Deadline: September 1, 2027

Dual Provider Process

Why:

- Transition points can create delays and can have a negative impact on an individual
- The process for becoming a provider for either system is intensive with a lot of overlap in requirements

Goal: Create a streamlined dual approval process for providers through a Department-led workgroup consisting of DOR, regional centers, and ARCA to create a pool of providers that can support an individual throughout the entire employment journey.

Deadline: March 1, 2029





Semiannual public reports shared to the Department Employment Data website, starting December 2026

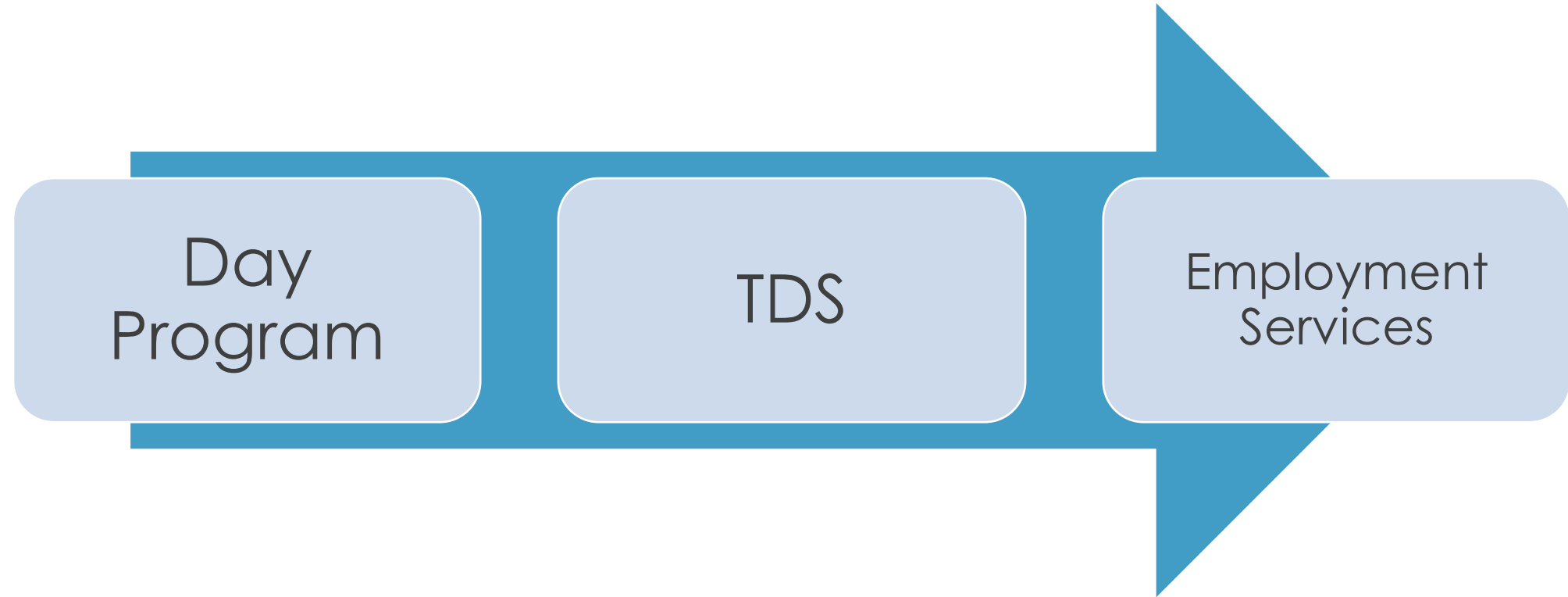


Quarterly legislative reports on Service Standards development (replacing mandatory CARF accreditation), starting September 2026

Recent Legislative Updates

- WIC 4688.21: Tailored Day Services may now be provided on the same day as Supported Employment – Individual Placement.
- WIC 4861: As of July 13, 2026, regional centers can vendor new supported employment providers without a CARF accreditation or DOR certification. DOR certification after vendorization is encouraged but not required.





Q&A



BREAK

5-minute break



Paid Internship Program

Paid Internship Program



Paid Internship Program (PIP) Standards

PIP Standards Development

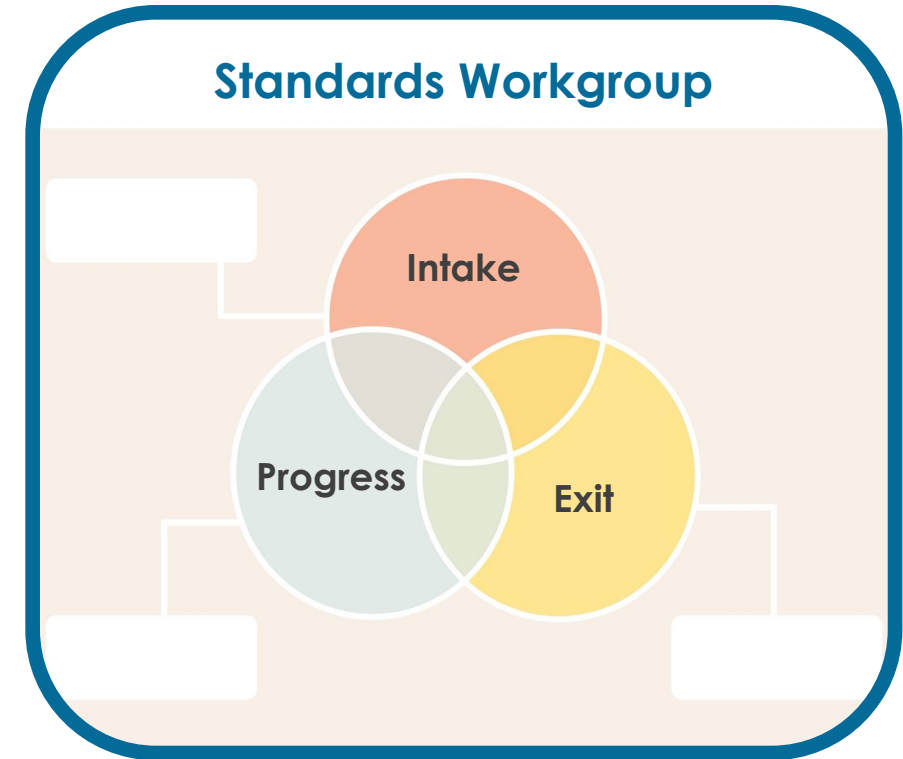
- Provide clarification on intent and use of the PIP
- Create useful tools and resources for RCs, Vendors and Individuals
- Not limit opportunities

PIP Standards Workgroup with RC

- Standardized Intake, Progress, Exit Forms
- Discussing PIP renewal process
- Discussing types of work settings

Next Steps

- Drafting forms, guidance language
- Review by RCs
- Review by vendors



Project SEARCH Service Design



Project SEARCH Service Model

- A business-led, one academic year employment preparation program
- Workplace immersion that includes classroom instruction, career exploration, and hands-on training
- Concludes with individualized job search with the goal of competitive integrated employment as a result of participating in the program



Continued Rate Reform Implementation

- To create a Project Search based service code we have:
 - Reviewed the rate recommendations from providers
 - Reviewed different Project SEARCH program designs
 - Met with Project SEARCH to learn about the model



Project SEARCH and Look-alike Program Model

- DDS is considering creating one all-inclusive rate for providers that would encompass the following services:
 - Skills Development
 - Job Skills Training
 - Business Relations Management



National Disability Employment Awareness Month



National Disability Employment Awareness Month



Ray-Ban | Meta

Smart Glasses and the Future of
Job Coaching



Talent in Every Workplace



Employment Services NDEAM
Awareness Campaign



Governor's Proclamation

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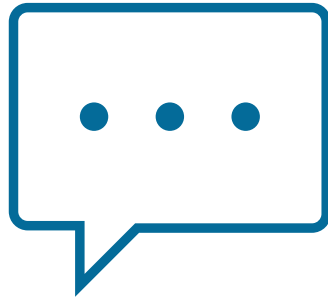
We want to hear
from you!

Share your success stories with us:
WorkServices@dds.ca.gov



Q&A





Closing Comments