



Summary of Public Comments Received During Workgroup 3 Meeting #4- Friday, October 25, 2024 2:00 p.m. – 5:00 p.m.PT

This summary reflects the themes and ideas received during the workgroup meeting's public comment period. Public participants were invited to speak and share their comments with the workgroup and to share their comments using the Zoom chat and Q&A. Themes from public comments included:

Inclusive Employment Opportunities

- There should be more specific job opportunities for people with IDD, both as employees and service providers.
- There is a need for flexible, non-traditional job programs tailored to people with IDD.
- Public comment highlighted that offering internships, part-time jobs, and alternatives to the standard 9-to-5 schedule could better meet diverse needs.

Self-Determination Program (SDP) Support

- There is a current lack of structured training support through the SDP program causing significant concerns.
- Family members have been forced to take on the role of training service providers themselves with little guidance.
- Public comment suggested that developing a shared benefits program for people in the SDP could make it easier to provide health insurance to staff.

Workforce Gaps and Equity Issues

- Current workforce initiatives may not fully support historically underserved groups, including those with dual diagnoses.
- A speaker requested stronger focus on equity and targeted support for unserved groups within the IDD community, particularly people of color, justice involved individuals, and individuals at higher risk of institutionalization.
- Increasing representation of IDD individuals in leadership positions within relevant agencies and organizations is essential.
- Developing policies to increase disability employment within state departments could provide lasting benefits.

Staff Retention

- Public comment reiterated that retaining qualified staff is challenging, especially for in-home care roles.
- High turnover is often due to lack of training and higher pay elsewhere. Improving training, career development, and offering competitive wages and benefits are crucial to keeping staff.



Education and Training

- Public comment supported inclusion of disability studies in more colleges, including community colleges, to create a larger pool of qualified workers.
- There is a need for longer-term supports and coaching for individuals who may take longer to obtain certificates or degrees due to delays or behavioral challenges.