



Master Plan for Developmental Services
Workgroup 3 Meeting #3 - Summary
Monday, September 30, 2024
11:30 a.m. – 2:30 p.m.
Virtual Zoom Meeting

Attendance

Workgroup Members in Attendance

- Alex Mountford
- Jaime Johnson
- Joyce McNair
- Kathleen Barajas
- Lauren Loza
- Norma Ramos
- Renu Moon
- Sara Speck
- Shannon Cogan
- Suad Bisogno
- Teresa Andersen
- Tracey Mensch

Facilitators and Workgroup Chairs/Leads in Attendance

- Kelly Kulzer-Reyes (Co-Chair)
- Sascha Bittner (Co-Chair)
- Marty Omoto (Equity Lead)
- Victor Duron (Facilitator)

Public in Attendance.

Over 70 public attendees attended the meeting via Zoom video conference.

Welcome & Introductions

Victor Duron, the facilitator for Workgroup 3, opened the meeting and welcomed workgroup members and the public. Co-chair Sascha Bittner reviewed the agenda and discussion topics. Victor took attendance to confirm who was present.

Review of Timeline and Priorities (slides 4-6)

Victor provided an overview of the workgroup's timeline and priorities. He shared what has been accomplished so far. He explained that the group usually

focuses on one main topic in each meeting but might discuss more if needed. The goal is to develop recommendations that improve support for individuals with developmental disabilities.

Review of Priority 1 Problem Statement and Draft Recommendations (slides 7-9)

The workgroup had a productive discussion about the draft problem statement for Priority 1, which focuses on improving job opportunities for people with developmental disabilities. Members shared their thoughts and experiences. They emphasized the need for a more inclusive workforce and revised the problem statement to specify the need to attract racial or ethnic minority communities into the workforce. They agreed that the glossary in the Master Plan needs to help define what “career in disability services” means.

Draft Recommendations:

1. **Create Partnerships:** The first recommendation is about forming partnerships between state and local agencies, schools, and businesses. Members highlighted how working together could provide more paid internships and mentorship programs. This could help people start their careers in disability services.
2. **Statewide Marketing Campaigns:** The group agreed that there should be targeted marketing efforts to raise awareness about careers in disability services. They emphasized the importance of reaching out to minority and underserved communities to encourage more individuals to consider these valuable jobs. They also emphasized developing marketing messages to reduce stigma and making message upbeat.
3. **Update Occupation Codes:** The recommendation to review the Standard Federal Occupation Code sparked conversation about the need to better recognize disability-related jobs and identify gaps. Members noted that having accurate codes and modernized titles could help attract more talent to these roles. A workgroup member commented that California should be a leader in this national conversation.
4. **Create a Career Support Organization:** Members were excited about the idea of establishing a dedicated organization to connect job seekers with employers in the disability field. They discussed how this could simplify the hiring process and make it easier for individuals to find suitable jobs.
5. **Fund Grants for Entrepreneurs:** The recommendation to provide grants for entrepreneurs and service providers received strong support. Members agreed this funding could help create more job opportunities and support innovative businesses in disability services.
6. **Other Recommendations:** The group welcomed additional ideas, encouraging everyone to contribute. Ideas reinforced the commitment to

finding effective solutions for improving employment for people with developmental disabilities.

Throughout the discussion, members shared personal stories that reinforced the need for actionable recommendations. The conversation showed a strong agreement on the importance of inclusivity and support for individuals pursuing careers in disability-related fields.

Break (10 minutes)

Brainstorm Priority 2 “Big” Ideas (slides 11-15)

Workgroup members had a robust discussion about new ideas to improve pay and job opportunities in disability services.

Key Ideas Discussed

1. **Job Training Programs:** Members suggested creating special training programs to help people gain the skills needed for jobs in disability services. Members suggested such programs could start as early as high school and middle school through awareness and volunteer initiatives. This would prepare more individuals to work in these important roles.
2. **Higher Pay Incentives:** The group talked about ways to encourage better pay for workers. Ideas included offering bonuses for strong performance and keeping staff on board for longer periods. Some even suggested providing breaks or time off as rewards for dedication. The discussion of adequate pay included pay for job coaches who help individuals with disabilities find and apply for jobs.
3. **Support for Small Businesses:** There was a strong interest in helping individuals with disabilities start their own small businesses. The group sometimes called these new businesses “micro-enterprises.” Members talked about providing resources such as a training academy for starting a new business. They also discussed creating a service code for job coaches to support small business and microenterprise.
4. **Opportunities for Growth:** The importance of ongoing training and professional development was highlighted. Offering workshops and certifications could help workers build their skills and advance in their careers.
5. **Connecting Job Seekers and Employers:** Members discussed creating a technology platform to link job seekers with employers in the disability services field. This would help more people find suitable job opportunities.
6. **Improving Job Quality:** The group stressed the need to make jobs better overall. This included offering better benefits and creating supportive work environments. This could help attract and keep skilled workers.

Everyone was encouraged to think about how to make these ideas a reality. The group acknowledged that a well-rounded approach is key to solving the challenges of hiring and retaining great staff in disability services.

Review Upcoming Meetings (slides 16 - 17)

Victor outlined the next steps for the workgroup. They will refine the recommendations based on today's discussions and encourage members to continue sharing their ideas through email, especially regarding the Department of Rehabilitation services.

The goal is to ensure that all recommendations are reviewed by the Master Plan Committee for feedback and approval. Victor stressed the importance of working together with different state agencies to tackle the various challenges faced by individuals with developmental disabilities.

Public Comment

At the end of the meeting, Victor supported a 30-minute public comment period. A summary of public comments is included in the Public Comment summary document which is available with other meeting documents on the [Master Plan website](#).

Meeting Materials:

- Discussion PowerPoint and other meeting documents on the [Master Plan web page](#).