



# MASTER PLAN *for* Developmental Services

Workgroup 3 Meeting  
September 9, 2024

# Housekeeping (1/2)



**MASTER PLAN** *for*  
Developmental Services



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, automatic closed captioning is active

- Please make sure you state your name & speak slowly before making comments to help our interpreters



This meeting is being recorded

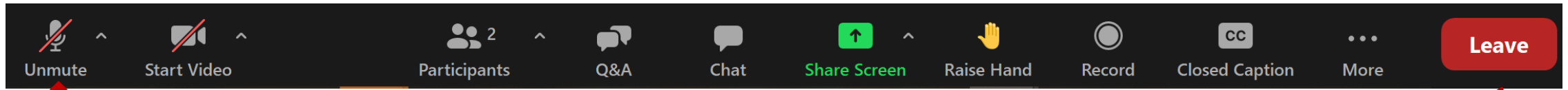


Materials are available at: <https://www.chhs.ca.gov/home/master-plan-for-developmental-services>



Questions? Comments? Email [DSMasterPlan@chhs.ca.gov](mailto:DSMasterPlan@chhs.ca.gov)

# Housekeeping (2/2)



  
Committee members can unmute their mic when it's their turn to speak

Committee members can turn their webcams on/off here

Participants will always be able to use the Q&A feature to ask questions and make comments during the meetings. In addition, the chat feature will be open unless it is an accessibility barrier to a member of the workgroup.

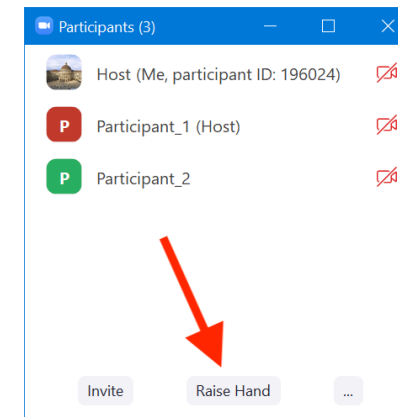
Raise your hand when you want to speak

You may need to click on "Participants" and a new window will open where you can "Raise Hand"

Leave the webinar at the end of the meeting



- 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. Welcome and Introductions
2. Workgroup 3 Timeline and Process for Creating Big Ideas and Recommendations
3. Workgroup 3 Priorities
4. Priority 1: Using the Equity Tool
5. Brainstorm “Big Ideas” for Priority 1 Recommendations
6. Upcoming Meetings
7. Public Comment

# Workgroup Meetings



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**Workgroup 3 will meet monthly for six months. We will develop recommendations about the workforce for the Master Plan for Disability Services.**

2024					2025	
August	September	October	November	December	January	February
Workgroup launch meeting	Discuss Priority 1	Discuss Priorities 1 and 2	Discuss Priority 2	Discuss Priority 2 and 3	Discuss Priority 3	Finalize workgroup recommendations  <b>Finalize Master Plan in Spring 2025</b>

# Developing Our Recommendations



1. **Discuss “big” ideas:** Talk about ideas for recommendations
2. **Draft recommendations:** Co-Chairs and staff will use the “big ideas” to develop draft recommendations
3. **Review with Workgroup:** Members discuss and revise draft recommendations
4. **Review with Master Plan Committee:** Recommendations presented to the Master Plan Committee for feedback and approval



# Workgroup 3 Priorities



**Priority #1:** Expand career pathways to develop a diverse workforce that reflects the community.

**Priority #2:** Provide competitive pay and employment supports to recruit and retain a high-quality workforce that includes people with developmental disabilities.

**Priority #3:** Create clear roles and responsibilities for service coordinators to deliver culturally-responsive, effective, and consistent services.

# Think About the Equity Tool: Our Goal



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**1. Universal Goal Setting** → Our Priority #1 tells us where we want to be

**Priority #1:** Expand career pathways to develop a diverse workforce that reflects the community.

**2. Problem Statement** → Where are we now? What are the biggest issues, especially for people from diverse communities, to have a career in developmental services?



# Think About the Equity Tool: Next Steps



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**3. Causes of Problem →** Why do we have these barriers to careers in developmental services? Why are some of the barriers greater for people from diverse communities?

**4. Information →** What data or information will help answer these questions?

# Use the Equity Tool to Develop our Problem Statement



**Priority #1 Our goal:** Expand career pathways to develop a diverse workforce that reflects the community.

## Let's discuss:

- 1. Problem Statement** → Where are we now?
- 2. Causes of Problem** → Why are we here?
- 3. Information** → What data or information will help answer these questions?

# BREAK

10 Minutes

# Brainstorming Priority #1 Big Ideas



**Workgroup 3 members and public comments gave us good ideas about how to improve the workforce.**

**We are going to talk about 2 “big” ideas. And ask for other “big” ideas. For each big idea think about:**

- What needs to be part of the “big” idea to make it work?
- Are there tools that need to be developed?
- Is there information we need to make our “big idea” great?

# Brainstorming Priority #1 Big Ideas



**Big Idea #1:** Improve training options and employment services for having a career as a developmental services provider.

## **For this idea, think about:**

- How can we get and keep great Direct Support Professionals with good pay and support?
- What can we do to make work safer and better, especially in tough or remote areas?
- How can we better prepare providers to help people with different needs, including those who have been in the justice system, have behavioral health needs, and other complex needs?

# Brainstorming Priority #1 Big Ideas



## **Big Idea #2:** Improve Diversity and Representation in the Workforce

### **For this idea, think about:**

- How can we make careers in developmental services interesting to people from all different communities?
- How do we make the training and job application process accessible to people from all different communities?
- Are there culturally specific issues we need to think about to recruit more diverse communities to careers in developmental services?

# Brainstorming Priority #1 Big Ideas



## Your “Big” Ideas

Think about other big ideas you have that will improve, expand, and retain the workforce.



# Our Next Steps



## At our next meeting we will:

1. Continue our discussion about “big ideas”
2. Think about other “big” ideas you have
3. Look at Priority #1 Draft Recommendations
4. Begin to discuss Priority #2

# Upcoming Workgroup Meetings



- Monday, September 30, 2024
- Monday, October 28, 2024
- Friday, November 22, 2024
- Friday, December 20, 2024
- Tuesday, January 31, 2025
- Friday, February 28, 2025

**\*\* Note:** Times to be confirmed

# Public Comment

Public comment period will be limited to no more than 30 minutes.

If you want to make public comment regarding the topics of this meeting, please raise your hand and we will call on you in the order shown in Zoom.

At 2 minutes you will be asked to complete your thought to ensure everyone who wants to has a chance to speak.

Please let us know if you need additional time as a disability related accommodation to make your comment.

If you prefer to send comments in writing, email them to:  
[DSMasterPlan@chhs.ca.gov](mailto:DSMasterPlan@chhs.ca.gov) or post them in the Q&A

# Thank you!

We look forward to seeing you at the next **Master Plan Committee** meeting.

Wednesday, September 18, 2024

10:00 a.m. – 3:30 p.m.

Location: Virtual and in Fresno at The Painted Table Event Center, 5080 North Blackstone Avenue, Fresno, CA 93710

For more information visit our website at:

[www.chhs.ca.gov/home/master-plan-for-developmental-services](http://www.chhs.ca.gov/home/master-plan-for-developmental-services)

Send us your input at: [DSMasterPlan@chhs.ca.gov](mailto:DSMasterPlan@chhs.ca.gov)

