

The background of the slide is a top-down view of a collaborative workspace. It shows several people's hands and arms as they work on a large table. There are various hand-drawn diagrams and sketches, including a large yellow circle with a lightbulb and lightning bolts, a blue circle with an eye, a green circle with a computer monitor, and an orange circle with a coffee cup. There are also gears, puzzle pieces, and stars drawn on the table. The overall atmosphere is one of creative collaboration and problem-solving.

# MASTER PLAN *for* Developmental Services

Workgroup 3 Meeting  
September 30, 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

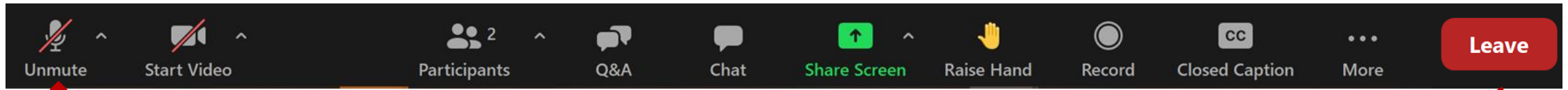


Materials are available on the [Master Plan for Developmental Services web page](#).



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.

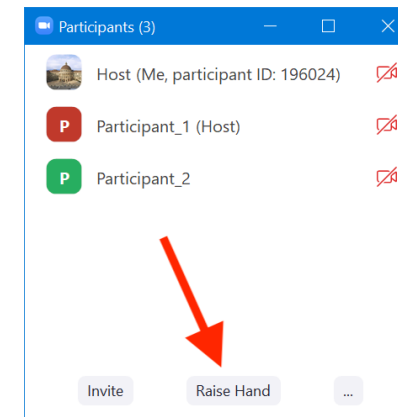
Raise your hand when you want to speak

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 Priorities
3. Priority 1 Draft Problem Statement and Recommendations
4. 10 Minute Break
5. Brainstorm “Big Ideas” for Priority 2 Recommendations
6. Next Steps for Upcoming Meetings
7. Public Comment

# Workgroup Meetings



**MASTER PLAN** *for*  
Developmental Services

**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  <div><i>Finalize Master Plan in Spring 2025</i></div>

# 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.



# Draft Problem Statement for Priority #1



MASTER PLAN *for*  
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**Universal Goal Setting:** Expand career pathways to develop a diverse workforce that reflects the community.

**Problem Statement(s):** Many people, especially from immigrant and minority communities, do not know about careers connected to disability. There is not enough information for how to get a career in disability services. Traditionally, the disability field has not been treated as a profession; it is often viewed as a temporary job with low pay and challenging work situations.

**Discussion:** Is anything missing from our problem statement(s)?

# Draft Recommendations: Priority #1



**Below are possible recommendations based on our brainstorm on “Big Ideas”:**

Recommendation 1: Create partnerships between state and local entities, education, and private industry to launch more opportunities for people seeking careers in disability-related fields, including:

- Certificate and degree programs
- Paid internships and apprenticeships
- Mentorship and professional development trainings

Recommendation 2: Conduct statewide and targeted marketing campaigns to increase awareness and interest in disability-related careers, particularly for minority and underserved communities.

Recommendation 3: Update the Standard Federal Occupation Code to reflect and better support careers in disability related fields.



# Draft Recommendations: Priority #1



**Below are possible recommendations based on our brainstorm on “Big Ideas”:**

Recommendation 4: Create a disability career supporting organization that matches people looking for jobs in disability services with organizations and individuals that are looking to hire people in disability services.

Recommendation 5: Fund grants for entrepreneurs and service providers to support competitive integrated employment opportunities and for starting microenterprise in disability services.

Recommendation 6: Other?

# BREAK

10 Minutes

# Use the Equity Tool to Develop our Problem Statement



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

## 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?

# Brainstorming Priority #2 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 #2 Big Ideas



**Big Idea #1:** Provide employment services, including micro-enterprise training, specifically for people who want careers in disability services.

## For this idea, think about:

- What kind of employment services do people need that they aren't getting today?
- What are the main barriers people need help with to start their own business or micro-enterprise?
- Who should be providing these services and how do we make these services easier to get?

# Brainstorming Priority #2 Big Ideas



**Big Idea #2:** Provide other creative incentives in addition to higher pay.

## For this idea, think about:

- What other kinds of benefits and incentives are there for people to do different type of work?
- In addition to higher pay, what would make you or someone you know want a career in disability services?
- What are other systems, like the military, education, and volunteer corps, doing so people will want to work for them?



# Brainstorming Priority #2 “Big” Ideas



## Your “Big” Ideas

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

# Our Next Steps



1. At our next meeting, we will review the revised recommendations for Priority 1 and focus on developing recommendations for Priority 2.
2. We are organizing a presentation on workforce employment services from DOR and DDS. **Are there other presentations we should be considering?**
3. We are organizing a focus group with SCs and DSPs. **What questions would you want to ask them to help us develop our recommendations?**

# Upcoming Workgroup Meetings



- Friday, October 25, 2024 – 2:00 to 5:00pm
- Friday, November 22, 2024 – 2:00 to 5:00pm
- Friday, December 20, 2024 – 11:00 to 2:00pm
- Tuesday, January 31, 2025 – 2:00 to 5:00pm
- Friday, February 28, 2025 – 12:00 to 3:00pm

# 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, October 9, 2024

10:00 a.m. – 3:30 p.m.

Location: Virtual and in San Diego at Sharp Prebys Innovation and Education Center, Executive Boardroom, 4th Floor, 8695 Spectrum Center Blvd, San Diego, CA 92123

For more information visit our [website](#) at:

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

