



MASTER PLAN *for* Developmental Services

Workgroup 3, Meeting

October 25, 2024



Housekeeping



- Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta “Interpretación”. Luego haga clic en “Español” y seleccione “Silenciar audio original”.



- ASL interpreters have been “Spotlighted” and Zoom, automatic closed captioning is active.



- This meeting is being recorded.

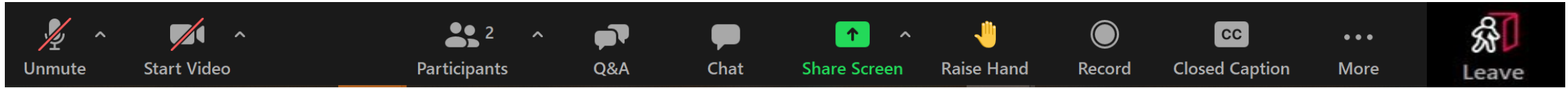


- Materials are available online on the [Master Plan web page](#).



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

Zoom Instructions



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

Committee members can turn their webcams on/off

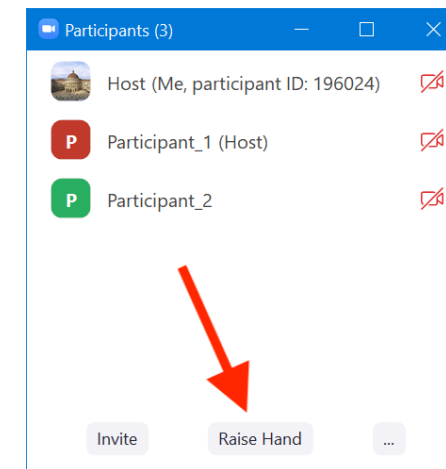
All attendees can type questions/comments in the Q&A for all participants to see. Chat is available for everyone unless it's an accessibility barrier to a member of the committee.

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"**

Use the "leave" icon at the far right of the Zoom toolbar to 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. Review Revised Priority 1 Recommendations
3. Discuss Problem Statement for Priority 2
4. 10 Minute Break
5. Brainstorm Recommendations for Priority 2
6. Discuss Service Coordinator Focus Group
7. Next Steps for Upcoming Meetings
8. Public Comment

Revised Recommendations: Priority #1 (1/2)

Below are revised recommendations for Priority #1: Expand career pathways to develop a diverse and inclusive workforce that reflects the community.

Recommendation A: Create a partnership between the State, community colleges, and employers to establish a paid internship program to help people start their careers in disability services. This could begin as a pilot through a partnership with a community college and their local regional center.

Recommendation B: Launch a state sponsored awareness campaign featuring major employers to increase interest in disability-related careers and reduce stigma about disability. This campaign should reach culturally diverse and underserved communities and youth in middle and high school.

Revised Recommendations: Priority #1 (2/2)



Below are revised recommendations for Priority #1: Expand career pathways to develop a diverse and inclusive workforce that reflects the community.

Recommendation C: California should submit to the federal government a specific recommendation for how to update the Standard Federal Occupation Codes so that they accurately reflect careers in disability related fields. This will make it easier for employers and employment service providers to track and attract talent into these careers.

Recommendation D: Create an online hub that matches people looking for jobs in disability services with organizations and individuals that are looking to hire people in disability services. This could be a state created system or through a partnership with private industry.

Recommendation E: Establish a partnership between DDS and DOR to fund grants for entrepreneurs and service providers to support small businesses that specifically focus on developmental services.

Draft Problem Statement for Priority #2

Universal Goal Setting: Provide competitive pay and employment supports to recruit and retain a high-quality workforce that includes people with developmental disabilities.

DRAFT Problem Statement(s): People don't get paid and don't get enough benefits to want to stay in the field. They are forced to find other jobs, even when they don't want to change careers. There are not enough opportunities for training and promotions. People with developmental disabilities are not encouraged and supported to seek jobs in this field.

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

BREAK

10 Minutes

Draft Recommendations: Priority #2 (1/2)

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

- Create more pathways to employment for people with developmental disabilities to work in Regional Centers and State departments like DOR, DDS, and others that provide disability services.
- Create a State sponsored pooled benefits program that people in disability related careers, including people who are self employed, could access if they do not receive these benefits through their employment. This could include healthcare benefits, retirement programs, and other savings and insurance programs.
- Launch a pilot program for middle and high school students, particularly students with disabilities, to get exposure and work experience in disability services careers.

Draft Recommendations: Priority #2 (2/2)

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

- Establish a partnership between the California Community College System DDS and DOR to launch a small business academy for people with developmental disabilities to give step by step support on setting up their own small business as disability services providers.
- Create a State-sponsored study with specific recommendations for types of financial incentives that could be provided to people in disability related careers including tax breaks, loan forgiveness, and housing assistance.
- Other recommendations?

Service Coordinator Focus Group

We are planning a focus group with service coordinators from regional centers across the state to get their input. **What are some questions we should ask them to get their help thinking of ideas for our three 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: *Ensure clear roles and responsibilities for service coordinators to deliver culturally-responsive, effective, and consistent services.*

Our Next Steps

1. At our next meeting, we will review the revised recommendations for Priority 2 and focus and start brainstorming our problem statement and recommendations for Priority 3.
2. We just held a presentation on workforce employment services from DOR and DDS and are preparing a SC Focus group. **Are there other presentations or informational sessions we should be considering?**

Upcoming Workgroup Meetings

- 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, or post them in the Zoom Q&A

Thank you!

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

Wednesday, November 6, 2024

10:00 a.m. – 3:30 p.m.

Location: Virtual Meeting Only – Zoom

For more information visit the [Master Plan web page](#).

Email us your input at: DSMasterPlan@chhs.ca.gov

