**California Department of Rehabilitation 2024-2027 State Plan Priorities, Goals and Strategies**

**Priority: Increasing the quality and quantity of employment outcomes for all Californians with disabilities served by the DOR.**

**Goal 1: Increase the** **unsubsidized employment rate of participants during the second and fourth quarter after exit from program.**

**Objectives:**

1. The unsubsidized employment rate of participants during their second quarter after exit from program will increase from the 51.6% rate in PY 2022 to no less than 55% by PY 2025.
2. The unsubsidized employment rate of participants during the fourth quarter after exit from program will increase from the 49.7% rate in PY 2022 to no less than 53% by PY 2025.

***Strategies:***

*1. VR service delivery team staff will receive annual training on career technical education, apprenticeships, and degree programs to support the development of IPEs for career and advanced training and education. The training will include components on the development of training and education plans for individuals with intellectual and developmental disabilities, individuals from unserved and underserved communities and individuals with psychological or psychiatric disabilities.*

*2. DOR district management shall establish a protocol to evaluate and address reasons for consumer unsuccessful case closure, including, but not limited to pre- and post-closure follow-up on participants’ employment status and need(s) for continued or additional services or supports.*

**Goal 2:** Support increased work-based learning including intermediate employment, career technical education and training, and post-secondary education for all DOR participants receiving VR services.

**Objectives:**

1. The Credential Attainment rate by DOR program participants will increase from the PY 2022 rate of 43.5% to no less than 48% by PY 2025.

2. DOR will increase the Measurable Skills Gain (MSG) rate for DOR participants from the PY 2022 rate of 28.6% to no less than 40% by PY 2025.

**Strategies:**

*1. VR service delivery team staff will receive annual training on career technical education, apprenticeships, and degree programs to support the development of IPEs for career and advanced training and education. The training will include components on the development of training and education plans for individuals with intellectual and developmental disabilities, individuals from unserved and underserved communities and individuals with psychological or psychiatric disabilities.*

*2. DOR districts will review their district’s consumers certificate and degree attainment progress and work with individual units and staff to ensure consumers are provided with education and training options to include certificate, degree attainment and advancement in employment.*

**Goal 3:** **Expand and improve VR services to those who have been underserved and underrepresented in the VR program.**

**Objective:**

1. Consumers with Behavioral Health (BH) disabilities who are Black or African American or Hispanic will have second quarter median earnings no less than $7000 per quarter and be no less than the overall median earnings of all DOR consumers with BH disabilities by PY 2024 and will increase to no less than $7200 and be no less than the overall median earnings of all DOR consumers with BH disabilities by PY 2025.

Median earnings as of Q3 of PY 2022 were: $6,340 for Black/AA; $6,586 for Hispanic; and $6,759 for all individuals with BH disabilities who exited the program.

**Strategies:**

*1. DOR staff will work with local workforce partners, educational institutions, behavioral health programs, facilities serving individuals who are justice-involved, and youth in foster care and establish individual formal and informal agreements to ensure individuals from unserved and underserved communities have access to and are provided VR and DOR Student Services.*

*2. DOR will work with the San Diego State University-Interwork Institute’s Rehabilitation Improvements in Services and Employment for Underserved Populations (RISE-UP) project to identify and implement strategies and practices to effectively meet the needs of underserved populations, including receipt of individualized training and technical assistance on strategies that will enable DOR to improve service delivery to, and employment outcomes achieved by, individuals with BH disabilities who are Black/AA and Hispanic.*

*3. DOR will connect with the California Reducing Disparities Program including, as appropriate, with one or more of the 35 pilot projects at a state or local level.*

**Goal 4: Provide effective VR services with quality IPE developments consistent with in-demand workforce needs that lead to a career track offering sustainable living wages.**

**Objective:**

1. The percentage of consumer IPE goals for local/regional high-wage in-demand occupations will increase from the current 19% of all new IPE goals, to at least 30% of all IPE goals for plans developed and approved during PY 2025. (IPE goals matching the EDD LMI regional report of the 25 highest demand occupations making, on average, no less than $22/hr.)

**Strategy:**

1. *Each DOR district will develop a plan for increasing the number of IPEs in high-demand high-wage occupations in their local planning regions. This plan shall include, at a minimum, staff and manager annual training on LMI and a provision to all counselors and managers, no less than quarterly, of a list of high-demand, high-wage occupations in their region and a report on the number of individualized plans for employment (IPEs) they have developed with a goal consistent with the top 25 high wage, in-demand occupations to use to provide informed choice to their consumers and to gauge their progress in implementing their district plans.*
2. *DOR shall include unconscious bias, customer service and diversity training in new staff and counselor training and into recurring training including cultural affinity group activities and events, as applicable.*

**Priority: Provide effective services to businesses**

**Goal 1:** **Support businesses in California to employ more individuals with disabilities.**

**Objective:**

1. For PY 2024 and PY 2025, develop, implement and deliver services to at least 100 new unduplicated businesses annually.

***Strategies:***

1. *Increase business engagement activities led by local and statewide DOR teams.*
2. *Work with the state and Local Workforce Development Boards to conduct outreach activities to businesses.*
3. *Engage with businesses to provide disability etiquette training and information and resources on reasonable accommodations.*
4. *Provide direct services to businesses to include paid and unpaid work experiences including internships, apprenticeships and On-the-Job training.*
5. *Develop specific business-informed, industry business-based services supporting the employment of people with disabilities.*

**Goal 2:** **Improve California state government employers’ parity rate for hiring and promotion of people with disabilities.**

**Objective:**

1. DOR will provide direct hiring services and supports to no less than 30 unduplicated State Departments, Offices or Agencies by the end of PY 2025.

***Strategies:***

1. *Work with California state departments and agencies to develop hiring strategies to employ people with disabilities.*
2. *Provide training, information and resources on disability hiring and accommodations to California state departments, offices and agencies.*
3. *Implement DOR civil sector teams specializing in the hiring needs of California State, and other public employers.*

**Priority: Provide effective services to California students with disabilities.**

**Goal 1:** **Increase the number of students with disabilities, ages 16 through 21, who receive high quality pre-employment transition services, also known as DOR Student Services.**

**Objective:**

1. DOR will increase the number of students with disabilities annually served by 35% from the 46,000 served in PY 2022 to no less than 62,100 in PY 2025.

***Strategies:***

1. *Develop partnerships with state, county, and local entities that serve justice involved youth to collaborate in the provision of pre-employment transition services.*
2. *Identify, develop and approve at least four new private non-profit DOR Student Services providers (community-based organizations) to serve students, with at least one serving a rural area(s),* *and that* *include individuals with intellectual and developmental disabilities, individuals from unserved and underserved communities and individuals with psychological or psychiatric disabilities.*
3. *Engage with the California Foster Youth System of Care to serve students with disabilities in the foster care system.*

**Goal 2:** **Increase the percentage of students with disabilities receiving DOR Student Services who go on to receive VR services.**

**Objective:**

1. DOR will increase the percentage of students enrolled in DOR Student Services who go on to receive an Individualized Plan for Employment for VR services from 19.5% in PY 2022 to no less than 35% during PY 2025.

***Strategies:***

1. *Provide cross training on VR and the “whole person” approach to service provision to DOR staff who provide DOR Student Services, Transition Partnership Programs and community providers to disseminate information about services available to students with disabilities and their families.*
2. *Develop materials in plain language, including in multiple languages, that include information about both DOR Student Services and VR Services.*
3. *Partner with California public community colleges to develop career pathways through career technical education and postsecondary education in order to serve students with disabilities on a continuum from DOR Student Services to VR services,* *to include individuals with intellectual and developmental disabilities, individuals from unserved and underserved communities and individuals with psychological or psychiatric disabilities.*