**State Rehabilitation Council (SRC) State Plan Committee Meeting  
April 22, 2025, 1:00 p.m. – 2:30 p.m.**

Meeting location: Department of Rehabilitation (DOR), 721 Capitol Mall, Room 401, Sacramento, CA 95814

**Draft Meeting Minutes**

*Note: This committee meeting was held in accordance with California Government Code section 11123.5. There may be members of the public body who participated in the meeting who were granted a reasonable accommodation per the Americans with Disabilities Act (ADA).*

In attendance:

* SRC State Plan Committee members (by Zoom): Ivan Guillen, Gregory Meza, Michelle Bello, Shannon Coe
* DOR staff (in-person): Kate Bjerke
* DOR staff (by Zoom): Peter Frangel, Antoinette deBoisblanc
* Members of the public (by Zoom): Peter DeHaas, Michael McCullough

**Item 1: Welcome and Introductions**  
Ivan Guillen, SRC Chair and State Plan Committee Chair, welcomed attendees to the meeting. Kate Bjerke, SRC Executive Officer, reviewed the Bagley-Keene Open Meeting Act requirements. SRC members, DOR staff, and members of the public introduced themselves.

**Item 2: Public Comment**

None.

**Item 3: State Plan Modification Overview**  
Peter Frangel, Manager, DOR Policy Performance Section, presented an overview of the VR Services Portion of the 2024-27 Unified State Plan and the mid-cycle modification process, which will go into effect on July 1, 2026 (reference [Appendix A](#_Appendix_A:_VR) for the full presentation). Frangel spoke about the structure of the State Plan, the required two-year modification,

key timelines, and collaboration with partners including the California Workforce Development Board and the California Employment Development Department (EDD). Frangel described the sections of the State Plan, highlighting those most relevant to the SRC, including Section A (SRC Input), Section C (Goals, Priorities and Strategies), and Section D (Evaluation and Progress). The SRC has a critical role in shaping these sections and early and ongoing input is encouraged.

Frangel reviewed the current State Plan goals including employment rates post-exit, credential attainment, measurable skill gains, wage parity, alignment with in-demand occupations, and outreach to underserved communities. He noted that while only six to eight months of data are available, DOR is using projections and monitoring tools to track progress. Frangel answered questions from the SRC State Plan Committee members regarding data sources, performance metrics, and how SRC input can inform the development of future State Plan goals and priorities. Comments and questions from the SRC State Plan Committee members included the following:

* Shannon Coe expressed appreciation for the comprehensive overview and asked how DOR ensures equitable data collection across racial and ethnic groups.
* Michelle Bello asked how DOR collaborates with school districts during the State Plan development process, emphasizing the importance of consistency in transition planning.
* Gregory Meza emphasized the need to elevate work-based learning and apprenticeship opportunities within the goals, particularly for students with disabilities.
* Ivan Guillen highlighted the importance of making the plan accessible to the public and ensuring language access for all stakeholders in outreach efforts.

**Item 4: SRC Involvement with the State Plan Modification**  
Kate Bjerke, SRC Executive Officer, discussed how the SRC can inform the State Plan modification process. Bjerke reviewed the following engagement questions, designed to generate feedback and input from the SRC members and stakeholder community:

1. What are the biggest barriers individuals with disabilities currently face in obtaining and maintaining competitive integrated employment?
   1. What solutions could help reduce or eliminate these barriers?
2. Are there specific disability groups or underserved populations that need greater access to VR services?
3. What specific areas of VR service delivery need improvement (examples: timeliness, accessibility, effectiveness, consumer choice, etc.)?
   1. What improvements could be made?
4. How can DOR’s strengthen partnerships with employers?
5. How can DOR encourage more employers to offer internships, apprenticeships, and on-the-job training opportunities?
6. Are there policies that limit the effectiveness of VR services? If so, what are they?
7. What innovative strategies, programs, or technologies should be adopted to improve VR services?

The SRC State Plan Committee members discussed the importance of aligning feedback and input with key themes such as service equity, partnership development, and measurable consumer outcomes.

Bjerke confirmed that as a next step, she will send an email to all SRC members and the stakeholder community with the engagement questions, request input and feedback, and will provide a summary of the feedback received at the next State Plan Committee meeting in July 2025. Bjerke reviewed the following timeline:

* Late April – June 2025: SRC members reflect on the questions and gather feedback from their networks.
* June 2025: DOR gives an update on the State Plan modification during the June 11 – 12, 2025 SRC quarterly meeting.
* July 2025: The SRC State Plan Committee drafts input and recommendations for the State Plan.
* September 2025: The draft input and recommendations are presented to the full SRC for consideration and adoption during the September 10 – 11, 2025 SRC quarterly meeting.
* October 2025: DOR presents the draft State Plan modification to the SRC State Plan Committee for feedback.
* Late November/early December 2025: DOR presents the final State Plan modification to the full SRC during the quarterly meeting.

**Item 5: Brainstorming Session**  
Using the engagement questions from the detail sheet, the SRC State Plan committee members held a preliminary brainstorming session. Key themes and ideas included the following:

* Increasing alignment between IPE goals and high-wage, high-demand occupations as identified by EDD.
* Promoting equitable access to VR services across racial, ethnic, and geographic groups.
* Enhancing coordination with education partners and local employers.
* Addressing barriers for transition-age youth, including those with behavioral health needs.
* Improving measurable skill gain tracking for consumers in postsecondary programs.
* Considering the impact of emerging technologies and workforce trends on VR services.

Members of the public offered the following feedback:

* Peter DeHaas suggested greater outreach to entrepreneurs with disabilities and described the work of his organization, the San Francisco Disability Business Alliance.
* Michael McCullough spoke about the challenges of sustained employment for individuals with physical disabilities and suggested that DOR look into long-term support strategies post-exit.

**Item 6: Future Meeting Dates**  
The committee agreed to schedule the next State Plan Committee meetings in July and October 2025 to allow timely feedback on the draft goals. Specific dates will be confirmed by Bjerke and shared with members via email.

**Item 7: Adjourn**  
Ivan Guillen, SRC State Plan Committee Chair, adjourned the meeting at 2:30 p.m.

# **Appendix A: VR State Plan Updates Presentation**

Slide 1. VR State Plan Updates

SRC Presentation

Presented by the Performance Team

Slide 2. State Plan Background

Mandated: Sections 101(a)(15) and (23) of the Rehabilitation Act require VR agencies to establish the State's goals and priorities for implementing the VR and Supported Employment programs.

Goals and Priorities

The goals and priorities are based on:

* + The most recent Comprehensive Statewide Needs Assessment (CSNA), including any updates
  + The State’s performance under the performance accountability measures of section 116 of WIOA
  + Other available information on the operation and effectiveness of the VR program, including any reports received from the SRC and findings and recommendations from monitoring activities conducted under section 107 of the Rehabilitation Act.

Slide 3. Timelines

Program Year Quarters

* Quarter 1: July 1 – September 30
* Quarter 2: October 1 – December 31
* Quarter 3: January 1 – March 31 (we are here!)
* Quarter 4: April 1 – June 30

Slide 4. Timelines

State Plan Reporting

* Implementation and Monitoring (we are here!)
* Modification Drafting and Public Comment – December 2025
* Modification Reviewed by RSA – March 2026
* State Plan Modification Effective – July 1, 2026

Slide 5. Our Goals

* Increase the unsubsidized employment rate of participants during the second and fourth quarter after exit.
* Support increased work-based learning including intermediate employment, career technical education, and post-secondary education.
* Expand and improve VR services to those who have been underserved and underrepresented in the VR program.
* Provide effective VR services with quality IPE developments consistent with in-demand workforce needs and sustainable living wages.
* Support businesses in California to employ more individuals with disabilities.
* Improve California state government employers’ parity rate for hiring and promotion of people with disabilities.
* Increase the number of students with disabilities who receive high-quality DOR Student Services.
* Increase the percentage of students with disabilities receiving DOR Student Services who go on to receive VR services.

Slide 6: PY 2023 Performance Rates

| PERFORMANCE INDICATOR | PY 2023  ACTUAL | PY 2023  NEGOTIATED | PY 2024  NEGOTIATED |
| --- | --- | --- | --- |
| Employment Rate (Second Quarter After Exit) | 48.5% | 50.0% | 52.0% |
| Employment Rate (Fourth Quarter After Exit) | 48.4% | 44.0% | 50.0% |
| Median Earnings (Second Quarter After Exit) | $7,058 | $5,650 | $7,000 |
| Credential Attainment Rate | 41.4% | 27.1% | 44.5% |
| Measurable Skill Gains Rate | 31.8% | 42.0% | 37.0% |

Slide 7: WIOA Methodology

* What is the measure? The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program
* SRC Question: $7,000 is less than a living wage, due in part to some consumers wanting to work part-time. For comparison purposes, what is the average salary of people working full-time?
  + Earnings 2nd quarter after exit
  + Median, not average
  + Quarterly earnings, not monthly earnings
  + Does not account for number of hours worked
  + All participants with IPE after exit regardless of employment outcome

Slide 8. Methodology

Full-time wages after exit

* Closed in competitive integrated employment
* Full-time employment at exit (35+ hours/week)
* Still employed 2nd quarter after exit in PY 2024 reports

Slide 9: Full-Time Outcomes

* Part-time: 40.4%
* Full-time: 59.6%
* WIOA: $7,058
* All CIE: $8,583
* Full-time: $11,338

Slide 10: Full-Time Top 10

* Heavy and tractor
* Office clerks, general
* Customer service representatives
* Helpers-production workers
* Stockers and order fillers
* Social and human services
* Firefighters
* Rehabilitation counselors
* Janitors
* Construction

Slide 11: Full-Time Outcomes (Median)

* Heavy and tractor-trailer truck drivers: $14,067
* Office clerks, general: $11,917
* Customer service representatives: $9,003
* Helpers-production workers: $9,376
* Stockers and order fillers: $8,043
* Social and human service assistants: $12,745
* Firefighters: $22,554
* Rehabilitation counselors: $14,499
* Janitors and cleaners; $8,884
* Helpers-construction traders/roofers: $10,976

Slide 12: Average Wages After Exit by Age, 2023-24

* <16: $5,330
* 16 – 18: $5,922
* 19 – 24: $5,774
* 25 – 44: $8,058
* 45 – 54: $8,546
* 55 – 59: $7,302
* 60+: $7,124

Slide 13: Average Wages After Exit by Race/Ethnicity, 2023-24

* American Indian/Alaska Native: $7,453
* Asian: $7,307
* Black/African American: $6,790
* Hispanic/Latino: $7,227
* Native Hawaiian/Pacific Islander: $8,968
* White: $6,973
* More than one race: $6,326

Slide 14: Average Wages After Exit by Barrier, 2023-24

* $7,391: Displaced homemakers
* $6,241: English language learners
* $7,756: Exhausting TANF within 2 years
* $8,533: Justice involved
* $7,815: Unhoused/runaway youth
* $6,576: Long-term unemployed
* $5,632: Foster youth

Slide 15: Contact

Performance Team

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