# Future SRC Agenda Items and Policy Topics

*(for discussion purposes only – not a notice or commitment)*

Top priorities for the SRC Policy Committee in 2025:

* DOR staffing (ongoing June – December 2025)
* Phase out of subminimum wage (presentations given to SRC Policy Committee on May 8th and June 12th)

Topics for the full SRC to receive presentations on, and then the Policy Committee will explore these topics in greater detail:

* Housing
* Diversity, equity and inclusion (presentation given to SRC on June 11, 2025)
* Public and private schools (presentation given to SRC on March 5, 2025)
* Mobility Evaluation Program (presentation given to SRC on March 5, 2025)

Assessments

* 7/24/25: Learn about the different assessments (examples: assistive technology, vocational, psychological) available to DOR consumers.
* 3/5/25: As a follow up to the March 5, 2025 presentation on services for youth in foster care: what type of assessments can DOR provide clients with to help individuals with obtaining a diagnosis for their disability?

DOR Apprenticeship Program

8/15/25: As a follow up to the August 14th SRC Policy Committee meeting, ask that the full SRC receive an overview of the DOR Apprenticeship Program.

DOR Inclusion, Diversity, Equity and Accessibility Division (IDEA)

* 6/11/25: Ask IDEA Division to present on DOR’s new, comprehensive Upward Mobility program that will provide DOR staff with training and resources to help advance into higher-paying roles.
* 6/11/25: Receive a report out from DOR’s affinity groups and review affinity group recommendations.
* 6/11/25: Ongoing collaboration with the IDEA Division and SRC on the Consumer Satisfaction Survey (CSS) and Comprehensive Statewide Needs Assessment (CSNA).
* Suggestion for CSS: translate the survey into ASL and incorporate questions that measure quality of life.

## ASL Interpreters

6/5/25: Ask the DOR Specialized Services Division to present on issues and solutions related to ASL interpreting services for DOR staff who are Deaf and hard of hearing.

## Training for DOR Staff, Vendors and Community Partners

3/5/25: suggestion from Danny Marquez, CASRA, that the SRC receive a report from DOR on trainings offered to not only DOR counselors, but also other staff, vendors and community partners.

## Pathways to Success Project

6/11/25: suggestion from Danny Marquez: receive an update on the Pathways to Success Project (last update was provided to the SRC on March 8, 2023).

## State Internship Program

6/11/25: Receive an update on the SIP (last update received on 11/30/24).

## Reasonable Accommodation Process for DOR Employees

6/11/25: Learn about the DOR reasonable accommodation policies and procedures.

## Mobility Evaluation Program (MEP)

3/5/25: Follow up questions from March 5, 2025 presentation

* When DOR provides a vehicle to a consumer, how does that impact the consumer’s SSI/SSDI benefits?
* Is the MEP program income based?
* Is the MEP checklist still used by counselors to analyze whether or not a consumer would be a candidate for the MEP? What are the qualifications?
* Who do consumers reach out to during the MEP process?

## Housing

* 7/18/24: Learn about initiatives and efforts to connect individuals with disabilities experiencing homelessness with VR services and housing. Identify and understand DOR’s position on homelessness prevention for individuals with disabilities.
* 12/5/24: The resources and initiatives to support people with disabilities experiencing homelessness will likely be different for youth and adults.
* 1/9/25: Observation that the information on DOR’s website about housing can be confusing, as the guidance states for individuals to call their local Independent Living Center (ILC). It would be helpful if DOR adopted a no wrong door approach to provide “warm hand-offs” to ILCs. Does collaboration and connection between local DOR offices and ILCs need to be increased?
* 1/9/25: Suggestion that DOR should increase coordination with behavioral health agencies. These agencies provide wrap around services including housing supports.
* 2/13/25: At the statewide level, DOR is participating on a California Health and Human Services Agency housing workgroup. Regional efforts occur based on local needs and circumstances.

## Order of Selection

12/5/24: If a future Order of Selection is under consideration, analyze why consumers are reopening cases. Consider adding the following question to the application for VR services: “If you have received DOR services in the past, please provide the reasons why you are reapplying for services.”

## Vendors

* 10/29/24: Learn about what DOR is doing to address a lack of vendors available to provide services. Learn about the general process for becoming a DOR vendor.
* 2/13/25: There are very few options for assistive technology vendors, which leads to delays in consumers receiving their needed assessments
* 6/11/25: Receive a report out on the survey administered by the DOR Community Resource Division (CRP) to Community Rehabilitation Programs (CRPs) to understand if Commission on Accreditation of Rehabilitation Facilities (CARF) is creating barriers.

## Transportation

* 6/7/24: Receive an update on DOR transportation/mileage regulations.
* 3/7/24: Transportation has, and continues to be, a barrier for consumers in obtaining and maintaining employment. How can DOR support and encourage employers to incorporate transportation supports into employee salary and benefits packages?

## Phase Out of Subminimum Wage

* 12/5/24: How many individuals with the most significant disabilities are currently working in California? (*Requested by a member of the public).*
* 1/9/25: Monitor transitions as individuals exit subminimum wage employment settings.
* 1/9/25: How can we ensure that individuals are receiving quality vocational experiences and training? Several new programs are being launched and there is a need for quality control.
* 1/9/25: Analyze data on the DDS dashboards to understand if services are being provided and accessed equitability to support individuals transitioning from subminimum wage to competitive, integrated employment settings.
* 2/13/25: How has the phase out impacted individuals that were in subminimum wage employment settings? Are statistics or data available regarding their current employment?
* 2/13/25: Gather more information from staff and vendors/service providers to determine if additional resources are needed.
* 2/13/25: Learn more about the Master Plan for Developmental Services and how it ties into the phase out of subminimum wage.

## Self-Employment

* 12/5/24: Request that SRC receive a copy of the memo that will be sent out to DOR staff that explains the key changes in the self-employment regulations. Suggestion to weave the term “entrepreneur” into resources, information and communication about self-employment.

## Behavioral Health

* 6/11/25: Receive an update on the utilization of the Individual Placement and Support model.
* 6/11/25: Invite the Solano County Behavioral Health Director to present on integrated services.
* 6/11/25: Is DOR collaborating with the Department of Health Care Access and Information (HCAI) to increase the behavioral health workforce?
* 11/30/23: follow up from the November 30, 2023 presentation from Peter Blanco, Regional Director, DOR San Diego District, on DOR’s behavioral health goals, initiatives, and local efforts.
* 9/13/24: receive an update on the following:
  + Employment Services as Part of FSPs - Employment services are required as part of Full-Service Partnerships (FSPs) in all 59 jurisdictions. It would be good to know how DOR's central office, and local VR offices and contractors are involved in planning and implementation with the 59 behavioral health agencies.
  + Performance Outcomes - "Employment" outcomes should be included in the Behavioral Health Services Act (BHSA) Integrated Plan (local 3-year plan) data requirements. It would be good for DOR to be involved in informing this, since DOR has experience collecting and reporting on employment outcomes. (Note: the BH Transformation Quality and Equity Advisory Committee is advising regarding this (facilitated by Department of Health Care Services).
  + Workforce (3% of BHSA annually goes to the behavioral health workforce, education and training, with additional Federal Funding due to the BH CONNECT Waiver) - The CA Health Care Access & Information (HCAI) agency is putting together a strategic plan. It would be good to learn how DOR is informing the planning for workforce, education and training.
* 11/30/23: receive updates on how use of the Individual Placement and Support (IPS) model is going, along with updates on the mental health cooperative program contract and fee-for-services. *Requested by a member of the public.*

## Student Services

* 12/5/24: Request for data – obtain demographic data on the individuals receiving DOR Student Services to learn about disparities in service access.
* 12/5/24: Learn about how PTICs are collaborating with DOR. How does DOR connect with parents?

## AB 5, Gonzalez

7/17/24: As a follow up to the legislative update given during the July 17, 2024 SRC quarterly meeting, the SRC is interested in learning about the impacts AB 5 *Worker status: employees and independent contractors* has made on the DOR’s utilization of independent service providers (ISPs).

## Integrating Employment in Recovery (IER)

9/12/24: As a follow up to the IER presentation during the September 12, 2024 SRC quarterly meeting, discuss -

* Utilizing the term “reoccurrence” instead of “relapse” or “failure”.
* Explore partnership opportunities with IER/DOR and CalAIM and the Department of Health Care Services.

Draft policy recommendation: *The SRC recommends that the services and supports provided through the Integrating Employment in Recovery (IER) pilot become permanently available to individuals with behavioral health disabilities. provided by DOR and/or by partnering with other state departments and community-based organizations.*

## DOR In-Service Trainings:

* 6/7/23: As a follow up to the June 7, 2023 presentation on the in-service trainings that are offered to DOR employees, are there any gaps and/or additional training opportunities that should be considered?
* 11/30/23: question from member of the public - what training is being provided to DOR counselors on working with consumers with behavioral health disabilities?
* 9/12/24: receive an update on the DOR New Counselor Academy. Is leadership training available for counselors who are interested in promotion opportunities?

## Connecting with Workforce

11/30/23: learn about how DOR connects with local Workforce Development Boards and America’s Job Centers of California. How can we organize employment demand and re-think the perception of talent?

## Limited Examination and Appointment Program (LEAP)

6/12/25: Receive an update on LEAP.

3/7/24: Receive an overview of the LEAP program and its effectiveness.

## Adult Work Experience

* Receive an update on the availability of Adult Work experiences for DOR consumers. Work experiences are intended to be temporary placements to gain experience in the workplace.
* 6/11/25: How is Adult Work Experience different then other services and opportunities?

## Updates on DOR Initiatives

* VR Connections
* Labor Market Sector Specialty Teams

*Completed Updates*

* Integrating Employment in Recovery (IER) (9/11/24)
* Demand Side Employment Initiative (3/7/24)
* Pathways to Success Project (PSP) (3/8/23)
* State Internship Program (11/30/24)
* CalDOR Payment Card (8/31/22, 6/7/23)

# Ongoing/Standing Agenda Items

## VR Services Portion of the State Plan

* 12/5/24: For the 2026/27 State Plan modification, discuss with DOR leadership the possibility of adding a goal to track the phase out of subminimum wage.
* Ongoing partnership with DOR to 1) evaluate the current State Plan goals, and 2) develop future State Plan priorities and goals. The 2026/27 State Plan modification is due in December 2025. The SRC will review a draft in (or around) October 2025.
* 3/6/25: Suggestion to analyze median wage data by disability group.
* 3/6/25: Ask VRED to present on reasonable accommodations provided to consumers in order to access DOR service and trainings. Should be a conversation happening between the consumer and counselor.
* 3/6/25: State plan goals – is DOR’s training on Disability Awareness offered to employers also given to vendors?

## Comprehensive Statewide Needs Assessment (CSNA)

* 12/5/24: Provide the DOR Stakeholder Initiatives Office with direction and suggestions on researching underserved populations. Request disaggregated data to learn more about possible disparities.
* Winter 2025: The CSNA includes an assessment of the need to establish, develop, or improve community rehabilitation programs (CRPs) within California. Based on public comment and reports from SRC members, the SRC believes there may be a lack of vendors in areas of the state, which leads to service delays for DOR consumers. Use the CSNA to gather feedback on the challenges and issues that DOR service providers, vendors and CRPs experience.
  + Identify where vendor and service provider shortages exist in California.
  + Gather feedback on the challenges and issues that DOR service providers, vendors and CRPs experience through key informant interviews or a service provider/vendor focus group.

## Consumer Satisfaction Survey (CSS)

* 9/12/24: The CSS 2024 data indicates that consumer satisfaction is low in the following two areas – need to revisit this data: 1) My counselor treats me with courtesy and respect, and 2) My service providers treat me with courtesy and respect.
* 9/12/24: Consider the various ways different cultures and communities respond to surveys. High context and low context cultures, direct meaning vs. implied meaning, qualitative vs. quantitative questions, listening sessions vs. written surveys.

## Coordination with DOR’s Independent Living & Community Access Division

* How can DOR provide coordinated “no wrong door” services to address the whole person whether they enter the systems through the VR or independent living programs?
* 9/12/24: Receive an update on the CalAIM “No Wrong Door” initiative.
* Traumatic Brain Injury Program
  + There is a limited number of TBI sites and vendors, and services are not available in all areas. How can access be increased?
  + How can DOR improve employment services and outcomes for individuals with TBI?
  + How can TBI be more openly included in discussions, both at DOR and with community-based organizations?

## Biannual Updates on California Department of Education Initiatives

* Alternative Pathway to a High School Diploma program
* Standardized Individualized Education Program template
* Learn about the new IEP and 504 plans and the intersection with VR services.
* Reporting Requirements – is it possible to update reporting requirements to include the provision of VR services and/or a warm hand-off for VR services (when desired)?

## Annual Review

* Fair Hearing and Mediation Decision Summaries
* SRC Annual Report
* SRC Bylaws
* DOR’s Year End Reports
* Legislative update

# General Policy Questions

## Budget Change Proposal (BCP) Concepts

If DOR was going to make a budget ask, what should that ask be, and why? Requests should be new initiatives, not a request to do more of the same.

## Legislative Policy Change

If DOR had an opportunity to make a legislative policy change, what would that change be, and why should DOR ask for that change?

## SRC Recommendation Review

Which SRC recommendations from the past five years should the SRC revisit and request updates on?

## Information and Data Analysis

What can the data and trends from the DOR’s year end reports, Consumer Satisfaction Survey, fair hearing and mediation decision trends, and Comprehensive Statewide Assessment tell us about the impact of DOR’s programs and the opportunity to improve service delivery?

## Program Development

* Before developing a new initiative or program what are the core, guiding principles that need to be identified and established?
* What are some of the core principles that should guide efforts to integrate health and human services programs?
* What systems and policies are outdated and need to be modernized? Or instead, do we need to let go of them?
* What procedures might be impacting policy?