



Unified Strategic Workforce Development Plan

Program Specific Requirements for Title IV Programs

2026 Modification

IN FULFILLMENT OF THE REQUIREMENTS OF THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT
PUBLIC LAW 113-128

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VR Portion of WIOA State Plan for the State of California

Program-Specific Requirements for Vocational Rehabilitation

The Vocational Rehabilitation (VR) Services Portion of the Unified or Combined State Plan* must include the following descriptions and estimates, as required by section 101(a) of the Rehabilitation Act of 1973, as amended by WIOA:

* Sec. 102(b)(D)(iii) of WIOA

(a) State Rehabilitation Council

All VR agencies, except for those that have an independent consumer-controlled commission, must have a State Rehabilitation Council (Council or SRC) that meets the criteria in section 105 of the Rehabilitation Act. The designated State agency or designated State unit, as applicable, has (select A or B):

- (A) is an independent State commission.
- (B) has established a State Rehabilitation Council.

In accordance with Assurance 3(b), please provide information on the current composition of the Council by representative type, including the term number of the representative, as applicable, and any vacancies, as well as the beginning dates of each representative's term.

Council Representative	Current Term Number/ Vacant	Beginning Date of Term Mo./Yr.
Statewide Independent Living Council (SILC)	2	August 2025
Parent Training and Information Center	Vacant	
Client Assistance Program	2	August 2024
Qualified Vocational Rehabilitation (VR) Counselor (Ex Officio if Employed by the VR Agency)	2	Sept. 2024
Community Rehabilitation Program Service Provider	1	October 2025
Business, Industry, and Labor	1	August 2024
Business, Industry, and Labor	2	August 2024
Business, Industry, and Labor	Vacant	
Business, Industry, and Labor	Vacant	
Disability Groups	1	August 2025
Disability Groups	Vacant	
Current or Former Applicants for, or Recipients of, VR services	1	October 2025
Section 121 Project Directors in the State (as applicable)	Vacant	

Council Representative	Current Term Number/ Vacant	Beginning Date of Term Mo./Yr.
State Educational Agency Responsible for Students with Disabilities Eligible to Receive Services under Part B of the Individuals with Disabilities Education Act (IDEA)	1	Nov. 2024
State Workforce Development Board	2	August 2025

If the SRC is not meeting the composition requirements in section 105(b) of the Rehabilitation Act and/or is not meeting quarterly as required in section 105(f) of the Rehabilitation Act, provide the steps that the VR agency is taking to ensure it meets those requirements.

Meetings: The SRC holds consistent quarterly meetings and numerous subcommittee meetings throughout the year.

Recruitment: The CDOR leadership and the SRC Executive Officer engage in ongoing recruitment efforts, which include (but are not limited to):

- Sharing information about SRC membership opportunities at conferences, trainings, and statewide events.
- Recruiting at local workforce development meetings.
- Communicating with other state advisory councils and boards.
- Connecting with leadership from state departments and partner agencies.
- Encouraging current SRC members to share recruitment materials with their networks.
- Including membership information in the SRC Annual Report and on the SRC webpage.
- Following up with interested individuals who attend SRC meetings.
- Sharing recruitment updates during quarterly SRC meetings.
- Maintaining a running list of prospective candidates.
- Coordinating with CDOR Regional Directors to identify candidates from local communities.
- Sharing information about SRC membership opportunities on social media, as appropriate.

To support the appointment process, the CDOR has an established relationship with the California Health and Human Services Agency (CalHHS) and the Governor’s Office. As of October 2025, candidates for several of the vacant positions have been identified and submitted for consideration:

- Business, Industry and Labor – June 2025
- Disability Groups – June 2025

To meet the SRC’s federally required membership composition, appointments for these vacant positions are anticipated by the end of 2025 or early 2026. Appointments are made at the discretion of the Governor. An updated roster of current SRC members is available online at <https://dor.ca.gov/Home/SrcMembership>.

In accordance with the requirements in section 101(a)(21)(A)(ii)(III) of the Rehabilitation Act, include a summary of the Council's input (including how it was obtained) into the State Plan and any State Plan revisions, including recommendations from the Council's annual reports, the review and analysis of consumer satisfaction and other Council reports.

Summary of the SRC's input, including how it was obtained, for the State Plan modification

To develop meaningful input for the State Plan modification, the SRC State Plan Committee approved a series of stakeholder engagement questions in April 2025. These questions were intended to gather feedback from a wide range of stakeholders regarding the strengths, challenges, and opportunities within California's vocational rehabilitation service delivery system. The questions were distributed through the SRC stakeholder listserv, and SRC members further shared them within their professional and community networks. In addition, SRC members discussed the questions with DOR Regional Directors and District Administrators to obtain local and program-level perspectives. The resulting feedback was used to inform the development of several recommendations for inclusion in the State Plan modification, which were formally adopted by the full Council in September 2025.

Summary of the SRC's recommendations from the Council's annual reports

In addition to recommendations developed specifically for the State Plan modification, the SRC regularly formulates and adopts policy recommendations that are included in the Council's Annual Reports. These recommendations reflect the Council's ongoing advisory role and are shaped by a variety of information sources, including: discussions and presentations held during quarterly Council and subcommittee meetings, findings from the annual Consumer Satisfaction Survey, analysis of trends in administrative hearing decisions, and regular discussions with DOR Regional Directors. Through this process, the SRC identifies opportunities to strengthen vocational rehabilitation service delivery across California. The SRC's policy recommendations reflect the SRC's efforts to review, analyze and advise DOR on the performance and effectiveness of California's VR program.

Summary of the review and analysis of consumer satisfaction and other Council reports.

The Rehabilitation Act calls for the SRC to review and analyze the effectiveness of, and consumer satisfaction with, CDOR's delivery of VR services and the employment outcomes achieved by consumers. To carry out this responsibility, the SRC collaborates with CDOR to conduct an annual Consumer Satisfaction Survey (CSS). The SRC's role in the survey includes reviewing and modifying the survey questions, advising on methodology, and developing policy recommendations based on the survey findings.

The annual CSS cycle aligns with California's State Fiscal Year which runs from July 1st through the following June 30th. The CSS is comprised of questions designed to assess consumer satisfaction with services from DOR and its providers. These questions cover categories such as: overall DOR experience, DOR counselors, service providers, employment services, job satisfaction, and employment opportunities.

The SRC and CDOR are dedicated to measuring consumer satisfaction and understanding how well the needs and expectations of consumers are being met. The SRC and CDOR make continuous efforts to enhance survey engagement and increase the response rate. The SRC looks forward to ongoing collaboration with CDOR on the CSS and developing policy recommendations that will lead to increased consumer satisfaction.

SRC State Plan Modification Recommendation 1 – CDOR Staffing

On March 5, 2025, the SRC recommended that CDOR work to identify and address barriers to attracting and retaining staff. The SRC appreciates DOR’s commitment to exploring staffing solutions and its ongoing engagement with the SRC Policy Committee throughout 2025, including updates on the CDOR apprenticeship program, the streamlined Senior Vocational Rehabilitation Counselor–Qualified Rehabilitation Professional (SVRC-QRP) exam, and related workforce initiatives. The SRC recommends that CDOR prioritize workforce development in the 2024–2027 State Plan Modification.

SRC State Plan Modification Recommendation 2 – Leveraging Partnerships

The SRC recommends that CDOR prioritize leveraging partnerships in the 2024 – 2027 State Plan Modification. By strengthening partnerships with community-based organizations, independent living centers, workforce boards, and other service providers, individuals with disabilities can continue to access needed supports, even if an Order of Selection is implemented.

SRC State Plan Modification Recommendation 3 – Vendor Development and Expansion

The SRC recommends that CDOR prioritize vendor development and expansion in the 2024 – 2027 State Plan Modification. Developing and expanding the pool of available vendors is critical in order to reduce service delays, ensure equitable access to services throughout California, improving consumer choice, and increasing competitive integrated employment outcomes for individuals with disabilities.

SRC State Plan Modification Recommendation 4 – Training

The SRC recommends that DOR prioritize staff training and consistency in policy implementation in the 2024–2027 State Plan Modification, ensuring that individuals with disabilities receive fair, timely, and equitable services regardless of where they live or which DOR office serves them. Ensuring that staff across California apply regulations and policies consistently is essential for equity, efficiency, and accountability in DOR’s service delivery. Comprehensive staff training will help increase consumer employment outcomes.

SRC State Plan Modification Recommendation 5 – Order of Selection

The SRC has closely monitored CDOR’s workforce shortages, increased caseloads, resource and budget limitations. The Rehabilitation Act requires a state vocational rehabilitation agency to implement an Order of Selection (OOS) when it lacks sufficient staff or resources to serve all eligible individuals. An OOS prioritizes individuals with the most significant disabilities, ensuring that limited resources are directed to those with the greatest need. The SRC recognizes that an OOS is necessary in order for CDOR to improve service quality, increase employment outcomes, and maintain the integrity of the VR program. Therefore, the SRC supports CDOR’s decision to enter into an OOS for the modification to the 2024 – 2027 State Plan Modification.

SRC State Plan Recommendation 6 – Expanding the Pool of American Sign Language (ASL) Interpreters

The SRC recommends that CDOR prioritize increasing the pool of ASL interpreters as part of the 2024–2027 State Plan Modification, ensuring that all consumers can fully participate in the VR process and achieve meaningful employment outcomes.

SRC State Plan Recommendation 7 – Expanding Outreach

The SRC recommends that CDOR expand outreach efforts to reach individuals and communities who may experience the most significant challenges with accessing VR services. This includes strengthening partnerships, improving communication about available resources, and using data and stakeholder feedback to identify areas where services are underutilized.

SRC Policy Recommendations

SRC Recommendation 2024.1 – Benefits Planning

Adopted on September 12, 2024

The SRC supports the policy recommendations included in the 2024 Benefits Planning Report developed by the California Committee on the Employment of People with Disabilities (CCEPD) workgroup of disability-related advisory bodies.

SRC Recommendation 2024.2 – VR Terminology

Adopted on September 12, 2024

The SRC recommends that a glossary in plain language, within the vocational rehabilitation (VR) context, of VR terminology (example: disability, conservator, Community Rehabilitation Program, etc.) be made available to interested individuals, applicants and consumers on the CDOR website and attached to the CDOR application. A glossary may be a helpful reference when individuals apply for VR services without an advocate or CDOR staff member present.

SRC Recommendation 2024.3 – CARF Accreditation

Adopted on September 12, 2024

The SRC recommends that the CDOR Community Resource Division (CRD) conduct a survey of Community Rehabilitation Programs (CRPs) currently providing services to CDOR consumers to gather information on the following:

- CRP expenditures,
- Revenue from providing VR services,
- Cost of becoming Commission on Accreditation of Rehabilitation Facilities (CARF) accredited,
- Benefits to the CRP of having CARF accreditation, and,
- Barriers that CARF accreditation creates for the CRP.

SRC Recommendation 2025.1 – DOR Staffing

Adopted on March 5, 2025

The SRC recommends that CDOR work to understand and address barriers to attracting and retaining staff.

Provide the VR agency's response to the Council's input and recommendations, including an explanation for the rejection of any input and recommendations.

CDOR Response to SRC Recommendation 1 – CDOR Staffing

CDOR agrees that a strong workforce is essential to achieving quality outcomes for VR consumers. CDOR will continue to implement strategies as outlined in Section (i) –Comprehensive System of Personnel Development (CSPD) of the State Plan to ensure an adequate supply of qualified rehabilitation professionals and to support the professional growth of current staff. Examples of recent initiatives to support and develop CDOR's workforce include the following:

- The Limited Examination and Appointment Program (LEAP) is a California state initiative that provides an alternative pathway to civil service employment for individuals with disabilities. Upon successful completion, candidates may receive a permanent appointment to their position. LEAP participants must meet the same job qualifications as other applicants and may request reasonable accommodations, as needed. DOR recently released a LEAP exam specific to the Senior Vocational Rehabilitation Counselor–Qualified Rehabilitation Professional (SVRC-QRP) classification and is including LEAP into the Department's broader recruitment and retention strategies.
- In July 2025, CDOR updated and streamlined the SVRC-QRP exam to make the hiring process more efficient and to attract a wider range of qualified candidates.
- The CDOR is launching a Registered Apprenticeship Program to strengthen its pipeline of qualified SVRC-QRPs and to address workforce shortages. This two-year paid training program combines on-the-job experience with academic instruction. Graduates who complete the apprenticeship and hold a related bachelor's degree will qualify for appointment as Vocational Rehabilitation Counselors.

DOR looks forward to ongoing collaboration with the SRC to monitor the effectiveness of these initiatives and to identify additional strategies to strengthen DOR's workforce.

CDOR Response to SRC Recommendation 2 – Leveraging Partnerships

The CDOR agrees that coordinated partnerships are essential to enhancing service access and achieving successful employment outcomes for individuals with disabilities.

The CDOR has, and continues, to engage in such initiatives, one of which is the Youth Employment Initiative, a three-year partnership launched in December 2023 between CDOR and the Office of Youth

and Community Restoration (OYCR). This initiative supports youth with disabilities involved in the justice system by providing vocational rehabilitation services that promote long-term employment and successful return to the community. Key features of the initiative include:

- Workforce Development Navigators employed by counties to identify eligible youth, coordinate services, and maintain engagement throughout the youth's transition from secure facilities to the community.
- DOR Counselors who provide career counseling and planning, including in-facility engagement prior to release.
- Community-based organizations that deliver pre-employment transition services and coordinate paid work experiences both in facilities and in the community.

The CDOR is also currently engaged in a strategic partnership with the California Employment Development Department (EDD) to implement a statewide initiative to expand services for individuals with disabilities through America's Job Centers of California (AJCCs). The purpose of this initiative is to improve employment and training outcomes for individuals with disabilities served by California's workforce development system. It aims to increase job quality and satisfaction for people with disabilities by promoting access to sustainable employment opportunities. A key component of the initiative is to expand co-enrollment across workforce programs, ensuring individuals receive coordinated services.

Additional examples of CDOR's partnerships are detailed in the following State Plan sections: Section (h) – Waiver of Statewideness, Section (k) – Coordination with Employers, and Section (l) – Interagency Cooperation with Other Agencies. These sections detail DOR's efforts to engage the broader workforce development system and business community through outreach, relationship-building, and partnership development. They also detail CDOR's interagency coordination with educational agencies, regional centers, county programs, and community-based organizations to deliver coordinated services for youth and adults with disabilities.

The CDOR is committed to providing regular updates to the SRC regarding the Department's partnership initiatives.

DOR Response to SRC Recommendation 3 – Vendor Development and Expansion

CDOR agrees with this recommendation and continues to evaluate and enhance its vendor management processes to promote quality in service delivery. Examples of how CDOR is supporting the development and expansion of new vendors include the following:

- **Courtesy Vendorization:** Courtesy vendorization is utilized to quickly establish services when critical needs or service gaps exist. This may be extended across district lines, allowing existing vendors to provide approved services in multiple geographic areas without duplicative application processes. This practice reduces service delays and ensures consumers have timely access to needed services statewide.

- **Online Vendor Application and Centralized Processing:** An online vendor application system under development improves turnaround time, consistency, and communication. A dedicated vendorization team reviews and processes applications to ensure timely approvals and standardized procedures.
- **Alternative and Electronic Service Delivery Models:** Alternative and electronic service delivery models expand access, particularly in rural areas. These include virtual assessments, remote job coaching, and technology-based service options that enhance flexibility and consumer reach.
- **Comprehensive Geographic Needs Assessments:** Statewide and regional needs assessments identify vendor gaps by service type and location. Assessment data guide targeted outreach, recruitment, and capacity-building efforts in areas with limited service availability.
- **Abbreviated Vendor Certification and Reference Tools:** An abbreviated Quick Reference/Mini Guide outlines key certification steps, documentation requirements, and best practices for new vendors is under development. Technical assistance and training are also provided to support vendors in meeting certification and accreditation standards efficiently.
- **Performance Monitoring and Continuous Improvement:** Vendorization timelines, service coverage, and service quality measures tracking processes are being implemented to ensure accountability and guide continuous improvement. Feedback from vendors and CDOR staff informs process enhancements to support efficient vendor growth and high-quality service delivery.

CDOR Response to SRC Recommendation 4 – Training

CDOR agrees that comprehensive staff training is critical to ensuring that individuals with disabilities receive quality services throughout California. Consistent application of policies and regulations promotes efficiency and positive outcomes for consumers. To meet current and emerging workforce training needs, CDOR’s Staff Development Unit collaborates with other CDOR divisions to develop and deliver targeted training and professional development opportunities for staff, as described in Section (i) – Comprehensive System of Personnel Development (CSPD) of the State Plan.

Examples of trainings recently provided to CDOR staff include trainings on regulations related to student services, training services, public and private postsecondary schools, maintenance supports, and informed choice. Trainings currently in development will address key aspects of the vocational rehabilitation process, including regulations related to service applications, eligibility criteria, service prioritization, and other essential program components.

These coordinated training initiatives reinforce CDOR’s commitment to staff excellence, policy consistency, and high-quality service delivery for Californians with disabilities.

CDOR Response to SRC Recommendation 5 – Order of Selection

As described in State Plan Section (g) – Order of Selection, CDOR will declare an OOS on February 1, 2026, and operationalize the OOS as soon as feasible. The decision to enter into an OOS reflects CDOR’s commitment to maintaining service quality, improving employment outcomes, and upholding the integrity of the VR program. CDOR will continue to work closely with the SRC, the Rehabilitation Services Administration, and other stakeholders to monitor the OOS implementation.

CDOR Response to SRC Recommendation 6 – Expanding the Pool of American Sign Language (ASL) Interpreters

CDOR agrees that access to qualified ASL interpreters is essential to ensuring that consumers who are Deaf and hard of hearing can fully participate in VR services and achieve successful employment outcomes. To increase interpreter availability and service quality, CDOR’s Specialized Services Division is implementing the following strategies:

- Targeted recruitment of qualified ASL interpreters, including outreach to interpreter training programs and professional networks.
- Ongoing professional development opportunities to support interpreter skill-building and retention.
- Strategic partnerships with community-based organizations to expand access and coverage.

In addition, CDOR is exploring innovative service delivery options, such as remote interpreting technology, to enhance accessibility and reduce service delays, particularly in regions with limited in-person interpreter availability. These solutions are intended to support consumers and ensure effective communication across all service settings. These efforts reflect CDOR’s ongoing commitment to and effective communication for all consumers receiving VR services.

CDOR Response to SRC Recommendation 7 – Expanding Outreach

The CDOR agrees that strengthening partnerships, improving communication about available resources, and using data and stakeholder feedback are important strategies for increasing awareness and access.

As CDOR prepares to implement an Order of Selection (OOS), however, the Department must balance outreach activities with federal requirements designed to ensure that limited resources are directed to individuals with the most significant disabilities. Under an OOS, DOR’s ability to conduct broad outreach may be limited, and efforts that could increase demand among individuals who cannot immediately be served may not be feasible. Outreach activities will therefore need to be carefully aligned with available staffing and resources to ensure compliance with OOS requirements.

DOR remains committed to maintaining essential partnerships, sharing clear and accurate information about VR services, and monitoring data to understand where service gaps exist. Within the parameters of an OOS, the Department will continue to explore targeted and sustainable approaches that support

informed access to VR services while ensuring that individuals with the most significant disabilities receive timely and appropriate support.

SRC Policy Recommendations

CDOR Response to SRC Recommendation 2024.1 – Benefits Planning

CDOR agrees that benefits planning is a crucial support for individuals with disabilities as they explore employment options. The CDOR appreciates the efforts of the California Committee on Employment of People with Disabilities (CCEPD) disability cross-advisory body workgroup to identify policy recommendations. The CDOR Directorate received the 2024 Benefits Planning Report on October 11, 2024 from CCEPD leadership. CDOR executive leadership will identify individuals and organizations whose scope and interests intersects with the report recommendations and CDOR will distribute the report accordingly.

CDOR Response to SRC Recommendation 2024.2 – VR Terminology

CDOR agrees with developing a glossary, as this aligns with our commitment to providing interested individuals, applicants, and consumers with clear, plain-language information about CDOR and VR services. The purpose of the VR Services Application, however, is to give individuals the opportunity to personally describe their disability and how it affects their ability to work in a streamlined format that avoids unnecessary complexity or potential barriers. For this reason, CDOR does not anticipate placing the glossary directly within the application. Instead, CDOR subject matter experts will determine the most effective location(s) for the glossary so that it enhances understanding without detracting from the application experience. After submitting an application, individuals have the opportunity to further discuss their disability and service needs with a CDOR Counselor during eligibility, assessment, and employment planning.

CDOR also notes that the recently revised Student and Consumer Handbook already serves as a plain-language reference tool, functioning similarly to a glossary, by explaining CDOR and VR terminology in an accessible format. This updated handbook will be available in all CDOR offices and on the CDOR public website.

CDOR's future efforts to improve consumer understanding of CDOR and VR services may also include modernization and rebranding initiatives.

CDOR Response to SRC Recommendation 2024.3 – CARF Accreditation

The CDOR agrees with this recommendation and will conduct a survey of CRPs currently providing services to CDOR consumers. An overview of the survey results will be presented at a future SRC quarterly meeting.

CDOR Response to Recommendation 2025.1 – DOR Staffing

The DOR agrees with this recommendation and acknowledges the importance of attracting and retaining a qualified, dedicated workforce. CDOR is prioritizing the quality of services delivered to consumers and ensuring that individuals exiting the VR program do so with meaningful, competitive employment outcomes. In support of this priority, CDOR leadership is actively evaluating internal staffing practices, identifying recruitment and retention challenges, and exploring strategies to enhance staff engagement. CDOR will continue to partner with stakeholders to strengthen our workforce and sustain high-quality service delivery across California.

(b) Comprehensive Statewide Needs Assessment

Section 101(a)(15), (17), and (23) of the Rehabilitation Act require VR agencies to provide an assessment of:

1. The VR services needs of individuals with disabilities residing within the State, including:

A. Individuals with the most significant disabilities, including their need for supported employment services

The latest triennial Comprehensive Statewide Needs Assessment (CSNA) was submitted on January 5, 2024. The next cycle is due for completion by December 31, 2026.

In FFY 2027, CDOR anticipates serving approximately 42,801 individuals with most significant disabilities, or Priority Category 1. Of this number, an estimated 11,556 individuals are estimated to receive Supported Employment services.

Over the past three state fiscal years, individuals with most significant disabilities (MSD) represented an average of 31.6% of all new applicants that received vocational rehabilitation (VR) services from CDOR, and an average of 27.9% of those consumers received supported employment (SE) services.

At the time of application, youth ages 14 to 24 with MSD represented 35.1% of all CDOR consumers with MSD. Youth with MSD receiving SE services accounted for 45.1% of all CDOR consumers receiving SE services.

Disability Type

Individuals with ID/DD accounted for 33.2% of MSD consumers at application in PY 2022-23, followed in descending order by consumers with Psychiatric, Physical, Blind or Visually Impaired, Cognitive Impairment, Learning, Deaf/Hard of Hearing, and Traumatic Brain Injury disabilities.

Individuals with ID/DD were also the highest represented disability category among SE consumers, at 78.5 %, followed in descending order by Cognitive Impairment, Physical, Psychiatric, Learning, Blind/Visually Impaired, Deaf/Hard of Hearing, and Traumatic Brain Injury disabilities.

Subminimum Wage

On October 5, 2021, Governor Gavin Newsom signed legislation to phase out subminimum wage, making California the 11th state to do so. Under this new law, California workers with disabilities are required to be paid at least the state's minimum wage by January 1, 2025. The CDOR has received a Disability Innovation grant to increase CIE outcomes of individuals with disabilities currently in, or traditionally referred to, subminimum wage employment. The California Subminimum Wage to Competitive Integrated Employment Project (CSP) is a multi-agency collaborative with an innovative design that will provide an array of services and supports for participants and families that will address the historical challenges faced by individuals working in subminimum wage employment.

Survey Results for MSD and SE – Consumer Survey

In Fall 2022, the CDOR surveyed consumers who received a recent service, gathering feedback on service effectiveness, satisfaction with services, employment related challenges and technological skills. Survey responses were received from 2,571 consumers, of which 630 identified as individuals with MSD and 124 as individuals receiving SE.

They were asked if a variety of job-related challenges affected their ability to find, get, or keep a job. They had the option to choose multiple answers.

The top three employment barriers for survey respondents are as follows:

- Lack of job skills
- Challenges experienced in workplace related to disability status
- Lack of reasonable accommodations

Respondents were asked to select each type of training that is important to get a job. The top three training types provided by respondents are as follows:

- College or University Education (top result for MSD consumers)
- Apprenticeship or On-the-Job training (top result for SE consumers)
- Business or vocational training

Respondents were asked to rate the importance of seven job factors. The seven job factors and ratings of importance for MSD are as follows:

- Making a living wage – 81.1% Very Important, 11.3% Important
- Job security - 72.4% Very Important, 20.1% Important
- Reasonable accommodations – 67.1% Very Important, 20.7% Important
- Health care benefits – 69.4% Very Important, 17.3% Important
- Maintaining Social Security benefits – 52.0% Very Important, 17.3% Important
- Social interaction – 40.9% Very Important, 29.8% Important
- Full-time employment – 50.1% Very Important, 21.6% Important

The seven job factors and ratings of importance for SE are as follows:

- Reasonable accommodations – 65.6% Very Important, 24.6% Important

- Job security - 63.6% Very Important, 28.9% Important
- Making a living wage – 65.3% Very Important, 24.0% Important
- Health care benefits – 59.2% Very Important, 21.7% Important
- Maintaining Social Security benefits – 55.5% Very Important, 21.8% Important
- Social interaction – 50.4% Very Important, 31.4% Important
- Full-time employment – 35.6% Very Important, 20.3% Important

Findings

CDOR identified the following findings for individuals with MSD:

- Individuals with ID/DD represent both the largest disability category of consumers and youth ages 14 to 24 with MSD and receiving SE services, at application.
- For those indicating employment barriers, both MSD and SE survey respondents cited the need for job skills and to learn how to use computer programs.
- Survey respondents reported College or University Education as the most important type of training to MSD consumers, whereas Apprenticeship or On-the-Job training is the most important type to SE consumers.
- Survey results indicated that MSD and SE consumers need to learn how to use computer programs such as Word and Excel more than other technological equipment or skills.
- Making a living wage was the most important job factor for MSD consumers and the third most important job factor for SE consumers. Job security is second most important to both.

B. Individuals with disabilities who are minorities and individuals with disabilities who have been unserved or underserved by the vocational rehabilitation program

Analysis of recent data and feedback from surveys and key informant interviews indicates that certain populations of Californians with disabilities continue to experience obstacles that may limit participation in VR services. This information was previously published in the 2024 – 2027 VR Services Portion of the California Unified State Plan, Section B and the full 2023 CSNA Report. The CDOR has, and continues to, administer VR services in accordance with federal and state regulations, ensuring that eligibility and service delivery are based on program criteria and individual need.

When implementing an Order of Selection, for all eligible individuals placed in closed categories, including those populations identified as unserved or underserved in the CSNA, the CDOR will provide standardized Information and Referral (I&R) services. This includes, as appropriate, referral to Federal and State programs, workforce partners, and other local or community resources (refer to description (g)).

C. Individuals with disabilities served through other components of the statewide workforce development system

The CDOR is one of the core programs of California’s workforce development system, which consists of 14 Regional Planning Units (RPU) and 45 Local Workforce Development Boards (LWDBs). Additionally, there are over 190 America’s Job Center of California (AJCCs), one-stop shops for workforce services for those individuals looking to enter the workforce. The AJCCs provide a comprehensive range of no-cost employment and training services for employers and job seekers through a collaboration of local, state, private, and public entities that provide comprehensive and innovative employment services and resources to meet the needs of the California workforce. The CDOR’s 14 districts work closely with local AJCCs and LWDBs to provide services to individuals with disabilities.

This section presents information about individuals with disabilities in the job market, their needs, and their challenges. Through a survey of CDOR consumers and counselors and an analysis of labor market data, the CDOR has gathered information about the needs of consumers trying to enter the workforce and the challenges they are currently facing in finding employment. This section also covers the gaps in services as identified by the survey respondents, including the need to increase registered apprenticeships and co-enrollment with other workforce partners.

The ACS 2021 5-Year estimates indicated the employment rate of working-age people with disabilities in California was 23.2%. Comparatively, the employment rate of working-age people without disabilities in California was 65.5%. Furthermore, a majority of working-age people with disabilities (73.3%) are not in the labor force, while a smaller portion of 30.1% of working-age people without disabilities are not in the labor force.

California Educational Attainment

Most individuals with disabilities have either some college or an associate degree (30.3%) or a high school diploma or equivalent (24.7%), while many individuals without disabilities have either a bachelor’s degree or higher (37.9%) or some college or an associate degree (28.1%). Individuals with disabilities are 16.7% less likely to earn a bachelor’s degree or higher than individuals without disabilities.

California Wage Information

On January 1, 2023, the California statewide minimum wage increased to \$15.50 per hour for all employer sizes, increasing from at least \$14.00 in 2022. Some cities and counties have higher minimum wages than the state’s rate. For example, since January 1, 2023, the minimum wage in Sunnyvale in Santa Clara County is \$17.95 per hour. This is lower than the living wage estimates provided by the [Massachusetts Institute of Technology](#), which are \$21.24 per hour, or \$44,179 annually, for individuals with zero children in California.

According to the 2023 Annual Disability Statistics Compendium from the Institute on Disability, the full-time/full-year median annual earnings of working-age people with disabilities in California was \$51,427 in 2021. Conversely, people without disabilities had median annual earnings of \$60,970, a wage gap of \$9,543 annually.

California Labor Force by Industry

The California Labor Force Industry statistics, using the 2021 ACS data, reflect the percentage of California's working-age population by industry. The top three industries employing individuals with disabilities are: educational services, and health care and social assistance (22.7%); professional, scientific, and management, and administrative and waste management services (12.8%); and retail trade (11.4%). Individuals without disabilities are employed in the same top three industries at the following rates: educational services, and health care and social assistance (21.3%); professional, scientific, and management, and administrative and waste management services (14.0%); and retail trade (10.2%). Individuals with a disability are more likely to work in the following industries than individuals without disabilities:

- Educational services, and health care and social assistance
- Retail trade
- Transportation and warehousing, and utilities
- Public administration
- Other services (except public administration)
- Agriculture, forestry, fishing and hunting, and mining

Occupational Information

The five top occupations for employment placements based on CDOR's employment outcome at closure data for 2020, 2021, and 2022 were reviewed. Customer Service Representatives is the most common occupation for job placement and pays \$45,739 annually, which is slightly above California's living wage of \$44,179. The median annual wage for the other four of the most common occupations for CDOR employment placements are below the California living wage level. Those occupations in descending order by number of placements were:

- Stockers and Order Fillers at \$38,314
- Helpers-Production Workers at \$38,085
- Office Clerks, General at \$43,784, and
- Janitors and Cleaners, Except Maids and Housekeeping Cleaners at \$38,043

Through surveys of CDOR consumers and counselors conducted for the CSNA in PY 2022, respondent results indicate that apprenticeship opportunities rank as highly important, including for consumers identified as most significantly disabled or SE. CDOR has implemented strategies from its 2022 State Plan modification to increase the number of apprenticeship programs in order to more fully address this need. While data from CDOR's case management system does not currently indicate that the number of apprenticeship opportunities have yet increased significantly, CDOR continues its efforts to provide such opportunities and collaborations. Please refer to Description (d), Objective 4.1.

CSNA research also indicates a potential need to increase co-enrollment opportunities with other workforce development partners: while overall annual co-enrollment rates with WIOA partners continues to increase, the rates of co-enrollment with AJCCs has decreased during the 2021-2023 CSNA reporting period. CDOR has developed new State Plan goals to increase collaborations with and services to state partners and businesses, as described in Description (c), under Goal 5 and Goal 6,

which are expected to increase co-enrollment with WIOA Title I and Title III programs. Furthermore, CDOR is engaging in active conversations with Labor and workforce development programs including doing joint planning to support the provision of services to individuals with disabilities being served by AJCCs.

Findings

CDOR identified the following findings for individuals with disabilities served through other components of the statewide workforce development system:

- The rate of employment for working-aged persons with disabilities in California remains low at 23.2%.
- Individuals with disabilities are less likely to have earned a bachelor's degree or higher than individuals without a disability.
- Individuals with disabilities are more likely to earn a lower median wage than individuals without disabilities.
- Of CDOR's top five occupational placements, consumers in four of the occupations earn less than the estimated annual living wage of \$44,179.

D. Youth with disabilities and students with disabilities, including, as appropriate, their need for pre-employment transition services or other transition services

The youth with disabilities section covers vocational rehabilitation (VR) consumers who are not younger than 14 years of age, and not older than 24 years of age. Youth with disabilities may, or may not, be students with disabilities.

Also included in this section are students with disabilities receiving pre-employment transition services (Pre-ETS), also called CDOR Student Services.

Pre-ETS provision has continuously increased during the 2021-2023 CSNA reporting period. On average, 33% of applications for CDOR services were received from students and/or youth with disabilities, indicating a high demand and the potential for future growth.

Through a survey of CDOR consumers receiving Pre-ETS, conducted for the CSNA, respondent results indicate high levels of importance with all five required Pre-ETS categories. Workplace Readiness Training and Work Based Learning Experiences were reported as the most important by respondents. The survey also requested information from consumers on satisfaction with the Pre-ETS they received, revealing an overall satisfaction score averaging 83% for four of the five required categories. CDOR has developed a new State Plan goal to increase opportunities for quality pre-employment transition services for students, and other opportunities to serve youth and students, as described in Description (c), under Goal 7 and Goal 8.

The Individuals with Disabilities Education Act (IDEA) and the Rehabilitation Act of 1973, as amended by the Workforce Innovation and Opportunity Act (WIOA), require State educational agencies (SEA) and VR agencies to plan and coordinate transition services, as well as CDOR Student Services for

students with disabilities through a formal interagency agreement (Section 612(a)(12) of the IDEA and Section 101(a)(11)(D) of the Rehabilitation Act).

The CDOR and the CDE established a state interagency agreement for transition planning and student services for secondary students with disabilities. The purpose of the interagency agreement is to create a coordinated system of educational and VR services, including CDOR Student Services, for students with disabilities to facilitate a smooth transition from secondary education to post-secondary employment-related activities and CIE.

Students receiving Student Services that have not opened a VR case are assigned a potentially eligible (PE) case record type. A student with a disability is defined as a student aged 16 through 21 receiving special education or related services under the IDEA, or who is an individual with a disability for purposes of Section 504 of the Rehabilitation Act. Students with disabilities receiving CDOR Student Services will be referred to as students in this section.

Population of Youth Receiving CDOR Services

Using ACS 5-year estimate public use microdata for 2021, it is estimated that approximately 5% (308,062) of Californians ages 14 to 24 identify as having disabilities.

An average of 33% of VR consumer applicants (8,785) were youth ages 14 to 24. During the COVID-19 pandemic the number of VR applications from youth declined but have recovered to pre-pandemic levels.

The CDE data indicates that as of fall school enrollment for PY 2022-23, over 162,000 students were students with disabilities ages 16 through 21. During PY 2022-23, CDOR received new applications from 14,981 potentially eligible students (9.2%) of the total population, and 36,882 students (22.6%) were provided with Student Services during that fiscal year.

Youth Experiencing Additional Barriers

Opportunity Youth, also called disconnected youth are youth ages 16 to 24 not in school and not working, and may lack the necessary skills to qualify for employment, particularly employment with a career path.

According to the New Ways to Work and California Opportunity Youth Network [2022 California Opportunity Youth Data Report](#), California is home to the largest population of Opportunity Youth. Updated 2021 data obtained from New Ways to Work indicated that 12.5% (572,756) of youth ages 16 to 24 were neither in school nor at work. Of those, 78,725 (13.7%) were youth with disabilities. Additionally, 25.8% of youth ages 16 to 24 with a disability are unemployed or not in the labor force compared to 11.5% without a disability. Although the number of youths who report additional challenges is most likely under-reported, the percentage of VR consumers who are youth ages 14 to 24 and who identified as having additional challenges to employment are as follows:

- Foster Youth – 3.3%
- Homeless/Unhoused – 2.2%

- Justice-Involved – 3.6%
- English Learners – 7.7%
- Low Income – 50.8%

While many of these youth are still in school, having these additional challenges leaves them at higher risk of becoming disconnected youth.

2. *Assessing the need to establish, develop, or improve community rehabilitation programs within the State*

Community rehabilitation programs (CRPs) facilitate the provision of vocational rehabilitation (VR) services to individuals with disabilities in support of their employment goals. CDOR continues to explore the needs for developing and improving the community rehabilitation programs within the State and, as a result, may choose to use establishment funds for new and existing CRPs.

Statewide CRP Availability

Although the number of CRPs and CRP locations/facilities may vary throughout the year, at the end of PY 2022-23 there were 219 CRPs providing VR services to CDOR consumers at 389 locations throughout California. There were 50 CRP sites throughout the state that provided services for CDOR consumers who are blind or visually impaired and/or deaf or hard of hearing. However, 16 California counties and 61.9% of mostly rural counties lack CRP locations. The rural definition was based on Office of Management and Budget (OMB) metropolitan counties.

Consumers Receiving CRP Services

The number of VR consumers that received CRP services has increased over the past three years. In PY 2020-21, 12,568 consumers received one or more CRP services, increasing to 15,908 in PY 2022-23. Additionally, total VR consumers has increased each year since PY 2020-21, resulting in an increase of VR consumers accessing CRP services from 16.7% in PY 2020-21 to 17.8% in PY 2022-23. These numbers reflect that total VR consumers and consumers receiving CRP services have mostly recovered to pre-pandemic levels.

Counselor Survey Results

As mentioned in section (b), the CDOR conducted a Counselor Survey in the fall of 2022, and 237 counselors provided the following feedback:

- Counselors across all geographic areas reported that the number of CRPs in their area are insufficient to meet demands.
- According to the results, 56.1% of counselors in suburban areas and 54.1% in urban areas reported that the quality of CRP services is sufficient to meet most consumer needs, while only 37.5% of counselors in rural areas found the quality of CRP services to be sufficient.

In February 2022, the California Committee on Employment of People with Disabilities (CCEPD) conducted a Virtual Service Delivery Survey of 65 organizations that provide vocational rehabilitation services to people with disabilities in California. The findings are as follows:

- When asked if their organization provided services virtually prior to the pandemic, 58.5% said that they did not, while 27.7% indicated that they did. As the pandemic continued, 86.2% of organizations said that they plan to offer a hybrid service delivery model, 27.7% indicated that they plan to return to in-person services, and 16.9% said that they will provide all virtual services.
- The types of assistance most requested from people with disabilities for virtual services were Internet or Broadband access (60.0%), technological skills to access virtual platforms (49.2%), and request for ASL interpreter (36.9%).

Findings

CDOR identified the following findings to establish, develop, or improve CRPs within the State:

- Both total VR consumers and individuals accessing CRP services have increased from PY 2020-21 to 2022-23.
- The phasing out of subminimum wage employment will likely increase the need to provide supported employment services to persons with disabilities with most significant disabilities, including through CRPs.
- Consumers in rural areas are limited in access to CRP locations and VR services.
- Counselors reported that the number and quality of CRPs across many areas of California are insufficient to meet demands.
- Survey results indicate that more CRPs offer a virtual or hybrid service delivery method as a result of the pandemic, however, a large number of individuals with disabilities are unable to access virtual services due to a lack of Internet or Broadband access, or technological skills and/or computer equipment.

(c) Goals, Priorities, and Strategies

Section 101(a)(15) and (23) of the Rehabilitation Act require VR agencies to describe the goals and priorities of the State in carrying out the VR and Supported Employment programs. The goals and priorities are based on (1) the most recent CSNA, including any updates; (2) the State's performance under the performance accountability measures of section 116 of WIOA; and (3) 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. VR agencies must—

- 1. Describe how the SRC and the VR agency jointly developed and agreed to the goals and priorities and any revisions.***

The SRC and CDOR collaborate on the VR Services Portion of the State Plan. The SRC and CDOR's Performance Team meet regularly to review, discuss, and evaluate CDOR's progress in meeting the State Plan goals and priorities. Together, the SRC and CDOR jointly developed, reviewed, and agreed to the priorities and goals for the VR Services Portion of the 2024-2027 Unified State Plan, including the updates to the 2026 modification.

The SRC and CDOR also collaborate on the Consumer Satisfaction Survey and the Comprehensive Statewide Needs Assessment, which in part informs the development and finalization of priorities and goals of the State Plan. Refer to Description (a) for more information.

2. ***Identify measurable goals and priorities in carrying out the VR and Supported Employment programs and the basis for selecting the goals and priorities (e.g., CSNA, performance accountability measures, SRC recommendations, monitoring, other information). As required in section 101(a)(15)(D), (18), and (23), describe under each goal or priority, the strategies or methods used to achieve the goal or priority, including as applicable, description of strategies or methods that—***
 - A. ***Support innovation and expansion activities;***
 - B. ***Overcome barriers to accessing VR and supported employment services;***
 - C. ***Improve and expand VR services for students with disabilities, including the coordination of services designed to facilitate the transition of such students from school to postsecondary life (including the receipt of VR services, postsecondary education, employment, and pre-employment transition services); and***
 - D. ***Improve the performance of the VR and Supported Employment programs in assisting individuals with disabilities to achieve quality employment outcomes.***

Priority 1: Increase the quality and quantity of employment outcomes for Californians with disabilities served by the CDOR.

Goal 1: Employment Second and Fourth Quarter After Exit.

Objective 1.1: The unsubsidized employment rate of participants during their second quarter after exit from program will increase from the 46.8% rate in PY 2024 to no less than 55% by PY 2026.

Objective 1.2: The unsubsidized employment rate of participants during the fourth quarter after exit from program will increase from the 46.0% rate in PY 2024 to no less than 53% by PY 2026.

Basis: This goal aligns with WIOA Performance Accountability Measures and is derived from Goal 1 of the previous 2024 State Plan, as described in Description (d).

Strategies:

1. Regularly assess data on employment outcomes for service providers and vocational training providers.
2. CDOR district management will implement measures 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.
3. Explore alternative service delivery models for field staff that enhance the effectiveness of direct services and support practices that optimize successful employment outcomes.

4. VR service delivery team staff will continue to receive ongoing 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 focus on the development of training and education plans for individuals who experience challenges accessing vocational rehabilitation services and achieving competitive integrated employment (CIE).

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

Objective 2.1: The Credential Attainment rate by CDOR program participants will increase from the PY 2024 rate of 37.7% to no less than 48% by PY 2026.

Objective 2.2: CDOR will increase the Measurable Skills Gain (MSG) rate for CDOR participants from the PY 2024 rate of 23.9% to no less than 40% by PY 2026.

Basis: This goal aligns with WIOA Performance Accountability Measures and is derived from Goal 2 of the previous 2024 State Plan, as described in Description (d).

Strategies:

- VR service delivery team staff will continue to receive ongoing 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 who experience challenges accessing vocational rehabilitation services and achieving CIE.
- CDOR 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.
- VR services delivery team staff will receive regular training in documenting Credential Attainment and Measurable Skill Gains to ensure that data for WIOA Performance Indicators 4 and 5 is accurately captured in the case management system.
- Explore and implement administrative process improvements and automation tools to streamline accurate data entry. As part of this effort, provide staff with training and support to ensure consistent and effective use of new systems and practices, as needed.

Priority 2: Provide effective services to businesses.

Goal 3: Support businesses in California to employ more individuals with disabilities.

Objective 3.1: For PY 2026 and PY 2027, develop, implement, and deliver services to at least 125 new, unduplicated businesses annually.

Basis: This goal aligns with the statewide workforce development system portion of the CSNA, as described in Description (b)(C), and is derived from Goal 5 of the previous 2024 State Plan, as described in Description (d).

Strategies:

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

Goal 4: Support Public Sector Hiring, Retention, and Promotion

Objective 4.1: CDOR will provide direct hiring services and support to no less than 35 unduplicated State Departments, Offices, or Agencies by the end of PY 2026.

Basis: This goal aligns with the statewide workforce development system portion of the CSNA, as described in Description (b)(C), and is derived from Goal 6 of the previous 2024 State Plan, as described in Description (d).

Strategies:

1. Continue to work with California state departments and agencies to develop hiring strategies to employ people with disabilities.
2. Continue to provide training, information, and resources on disability hiring and accommodations to California state departments, offices, and agencies.
3. Continue to implement CDOR civil sector teams specializing in the hiring needs of California State, and other public employers.

Priority 3: Provide effective services to California youth and students with disabilities.

Goal 5: Ensure the availability of pre-employment transition services for Students with Disabilities across California.

Objective 5.1: From the baseline of 56,084 students served in PY 2024, CDOR will increase the number of Students with Disabilities who receive pre-employment transition services by 5% over two program years.

Basis: This goal aligns with the youth and students with disabilities portion of the CSNA, as described in Description (b)(D), and is derived from Goal 7 of the previous 2024 State Plan, as described in Description (d).

Strategies:

1. Provide CDOR liaisons to Local Education Agencies across the state to ensure they have up to date information on DOR Student Services.
2. Continue to leverage partnerships with state, county, and local entities that serve justice-involved youth to collaborate in the provision of CDOR Student Services.
3. Continue to identify, develop, and approve new private, non-profit CDOR Student Services providers (community-based organizations) to serve students to include individuals who experience challenges accessing vocational rehabilitation services and achieving CIE.
4. Continue to engage with the California Foster Youth System of Care to serve students with disabilities in the foster care system.

(d) Evaluation and Reports of Progress: VR and Supported Employment Goals

For the most recently completed program year, provide an evaluation and report of progress for the goals or priorities, including progress on the strategies under each goal or priority, applicable to that program year. Sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act require VR agencies to describe—

1. Progress in achieving the goals and priorities identified for the VR and Supported Employment Programs;

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

Objective 1.1: 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.

In Progress

In PY 2024, the percentage of consumers in unsubsidized employment two quarters after program exit decreased from a baseline of 51.6% to 46.8%. This is lower than the negotiated rate of 52.0%, as described in Section (d)(2) below.

CDOR is adjusting this goal for the new 2026 State Plan Modification cycle. Please refer to description (c), Objective 1.1, for more information.

Objective 1.2: 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.

In Progress

In PY 2024, the percentage of consumers in unsubsidized employment four quarters after program exit decreased from a baseline of 49.7% to 46.0%. This is lower than the negotiated rate of 50.0%, as described in Section (d)(2) below.

CDOR is adjusting this goal for the new 2026 State Plan Modification cycle. Please refer to description (c), Objective1.2, for more information.

CDOR is actively implementing strategies to realign progress and is committed to achieving its negotiated rates. CDOR continues to implement strategies to positively impact the objectives of Goal 1, including:

- Establishing 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.
- Ongoing training on career technical education, apprenticeships, and degree programs to support the development of IPEs for career and advanced training and education. Training focused on the development of training and education plans for individuals who have

challenges accessing vocational rehabilitation services and achieving competitive integrated employment (CIE).

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

Objective 2.1: The Credential Attainment rate by CDOR program participants will increase from the PY 2022 rate of 43.5% to no less than 48% by PY 2025.

In Progress

In PY 2024, the percentage of consumers to receive a Credential Attainment decreased from a baseline of 43.5% to 37.7%. This is lower than the negotiated rate of 44.5%, as described in Section (d)(2) below.

CDOR is adjusting this goal for the new 2026 State Plan Modification cycle. Please refer to description (c), Objective 2.1, for more information.

Objective 2.2: CDOR will increase the Measurable Skills Gain (MSG) rate for CDOR participants from the PY 2022 rate of 28.6% to no less than 40% by PY 2025.

In Progress

In PY 2024, the percentage of consumers who achieved a Measurable Skill Gain decreased from a baseline of 28.6% to 23.9%. This is lower than the negotiated rate of 37.0%, as described in Section (d)(2) below.

CDOR is adjusting this goal for the new 2026 State Plan Modification cycle. Please refer to description (c), Objective 2.2, for more information.

CDOR is actively implementing strategies to realign progress and is committed to achieving its negotiated rates. CDOR continues to implement strategies to positively impact the objectives of Goal 2, including:

- Ongoing staff training on career technical education, apprenticeships, and degree programs to support the development of IPEs for career and advanced training and education. Training includes components on the development of training and education plans for individuals who face challenges accessing vocational rehabilitation services and achieving CIE.
- Reviewing 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 3.1: Consumers with Behavioral Health (BH) disabilities who are Black or African American or Hispanic will have second quarter median earnings no less than \$7,000 per quarter and be no less than the overall median earnings of all CDOR consumers with BH disabilities by PY 2024 and will increase to no less than \$7,200 and be no less than the overall median earnings of all CDOR consumers with BH disabilities by PY 2025.

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

Achieved

In the fourth quarter of PY 2024, the median wages 2nd Quarter After Exit Quarter for all consumers with BH disabilities was \$9,231. This is \$2,031 per quarter higher than the goal set to be achieved by the end of PY 2025, and projections indicate continued increase for this cohort. In addition, wages within the same timeframe was \$8,413 for consumers with BH disabilities who are Black or African American, and \$9,678 for those who are Hispanic or Latino, all of which are above the set goal. Therefore, Objective 3.1 is considered achieved and will no longer be included in the priorities identified in Description (c).

Some strategies that positively impacted the objectives for Goal 3 in PY 2024 include:

- Working 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 all communities have access to and are provided VR and CDOR Student Services.
- Working 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 all populations, including receipt of individualized training and technical assistance on strategies that will enable CDOR to improve service delivery to, and employment outcomes achieved by, individuals with BH disabilities.
- Connecting 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 4.1: 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 labor market information regional report of the 25 highest demand occupations making, on average, no less than \$22/hour.)

Achieved

As of PY 2024, the percentage of consumer IPE goals for local/regional, high-wage, in-demand occupations has increased from the baseline of 19% to 56.1%. This is higher than the 30%

objective of all IPE goals that has been set for PY 2025 and projections indicate continued maintenance through PY 2025. Therefore, Objective 4.1 is considered achieved and will no longer be included in the priorities identified in Description (c).

Some strategies that positively impacted the objectives for Goal 4 in PY 2024 include:

- Developing plans for increasing the number of IPEs in high-demand, high-wage occupations in local planning regions. Plans include, at a minimum, the following: staff and manager annual training on labor market information; 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. This plan will be used to provide informed choice to consumers and to gauge progress in implementing their district plans.

Goal 5: Support businesses in California to employ more individuals with disabilities.

Objective 5.1: For PY 2024 and PY 2025, develop, implement, and deliver services to at least 100 new, unduplicated businesses annually.

In Progress

In PY 2024, CDOR developed, implemented, and delivered services to approximately 1,506 unduplicated businesses, and continues its efforts in this objective through PY 2025. This objective is considered achieved for 2024, and is anticipated to be achieved for PY 2025.

While data suggests this objective is being met, it has highlighted the need to reassess some of the associated tracking methodologies to ensure they more accurately reflect the goal's original intent. As a result, developing and improving the methodology will be included in the 2026 Goals and Priorities, as described in Description (c), Objective 3.1.

Some strategies that have positively impacted the objective for Goal 5 in PY 2024 include:

- Increasing business engagement activities led by local and statewide CDOR teams.
- Working with the state and Local Workforce Development Boards to conduct outreach activities to businesses.
- Engaging with businesses to provide disability etiquette training and information and resources on reasonable accommodations.
- Providing direct services to businesses to include paid and unpaid work experiences including internships, apprenticeships, and On-the-Job training.
- Developing specific business-informed, industry-based services supporting the employment of people with disabilities.

Goal 6: Improve California state government employers' parity rate for hiring and promotion of people with disabilities.

Objective 6.1: CDOR will provide direct hiring services and supports to no less than 30 unduplicated State Departments, Offices, or Agencies by the end of PY 2025.

In Progress

In PY 2024, CDOR provided direct hiring services and supports to 432 unduplicated State Departments, Offices, and Agencies, and continues its efforts in this objective through PY 2025. This objective is considered achieved for 2024, and is anticipated to be achieved for PY 2025.

Some strategies that have positively impacted the objective for Goal 6 in PY 2024 include:

- Working with California state departments and agencies to develop hiring strategies to employ people with disabilities.
- Providing training, information, and resources on disability hiring and accommodations to California state departments, offices, and agencies.
- Implementing CDOR civil sector teams specializing in the hiring needs of California State, and other public employers.

Goal 7: Increase the number of students with disabilities, ages 16-21, who receive high quality Pre-Employment Transition Services, also known as CDOR Student Services.

Objective 7.1: CDOR 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.

In Progress

In PY 2024, CDOR increased the number of students with disabilities annually serving from the 46,000 baseline to 56,084, a 10,084 (or 21.9%) increase. CDOR is projecting achieving its goal of a 35% increase by 2025.

Some strategies that have positively impacted the objectives for Goal 7 in PY 2024 include:

- Developing partnerships with state, county, and local entities that serve justice-involved youth to collaborate in the provision of CDOR Student Services.
- Identifying, developing, and approving at least four new private, non-profit CDOR Student Services providers (community-based organizations) to serve students, with at least one serving a rural area(s), and that include individuals who face challenges in accessing vocational rehabilitation services.
- Engaging with the California Foster Youth System of Care to serve students with disabilities in the foster care system.

Goal 8: Increase the percentage of students with disabilities receiving CDOR Student Services who go on to receive VR services.

Objective 8.1: CDOR will increase the percentage of students enrolled in CDOR Student Services who go on to receive an IPE for VR services from 19.5% in PY 2022 to no less than 35% during PY 2025.

Retired

CDOR has elected to retire this goal due to persistent challenges in data evaluation and a strategic shift in priorities related to the potential implementation of an Order of Selection (OOS).

Data Evaluation Challenges:

CDOR has encountered ongoing difficulties in accurately tracking the progression of students from CDOR Student Services to full VR services. Current data systems do not consistently support the linkage of service records across these phases, limiting the agency's ability to measure this outcome with reliability and consistency. Despite efforts to improve data integration and reporting, these challenges have significantly impacted CDOR's capacity to evaluate progress toward this goal.

Strategic Shift and Anticipated Order of Selection:

In light of the potential need to implement an Order of Selection, CDOR is reevaluating its goals to ensure alignment with its mission and available resources. Under OOS, students with disabilities who apply for the full range of VR services may be placed on a wait list, which could limit their access to services beyond CDOR Student Services. Continuing to pursue this goal under such conditions may not reflect the most equitable or practical use of CDOR resources and could create unintended challenges for students.

Future Direction:

Although this specific goal is being retired, CDOR remains committed to delivering high-quality CDOR Student Services to students with disabilities and will continue to explore alternative strategies and performance measures that better reflect current operational realities and support long-term outcomes for youth.

Some strategies that have impacted the objectives for Goal 8 in PY 2024 include:

- Providing cross training on VR and the "whole person" approach to service provision to CDOR staff who provide CDOR Student Services, Transition Partnership Programs, and community providers to disseminate information about services available to students with disabilities and their families.
- Developing materials in plain language, including in multiple languages, that include information about both CDOR Student Services and VR Services.
- Partnering 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 CDOR Student Services to VR services, to include individuals who face challenges in accessing vocational rehabilitation services and achieving CIE.

2. Performance on the performance accountability indicators under section 116 of WIOA for the most recently completed program year, reflecting actual and negotiated levels of performance. Explain any discrepancies in the actual and negotiated levels;

The CDOR’s performance indicators for the most recent program year (PY 2024), including negotiated and actual rates, are as follows:

WIOA Performance Indicator	PY 2024 Negotiated	PY 2024 Actual
Employment Rate – 2 nd Quarter After Exit	52.0%	46.8%
Employment Rate – 4 th Quarter After Exit	50.0%	46.0%
Median Earnings – 2 nd Quarter After Exit	\$7,000	\$7,887
Credential Attainment	44.5%	37.7%
Measurable Skill Gains	37.0%	23.9%

With the exception of the Median Earnings indicator, CDOR’s actual performance on the WIOA Performance Indicators for Program Year (PY) 2024 fell below the negotiated levels. As outlined in Description (g), which provides justification for the potential implementation of an Order of Selection (OOS), a sharp and sustained increase in demand for services has significantly impacted CDOR’s capacity to deliver individualized and person-centered vocational rehabilitation services.

The record number of new applications and Individualized Plans for Employment (IPEs) has led to a substantial increase in caseload sizes for VR counselors and support staff. Current staffing limitations have constrained the agency’s ability to serve all eligible individuals at the level of intensity and timeliness required to meet performance expectations. These same systemic pressures contribute directly to the discrepancies between actual performance and negotiated targets.

Despite these challenges, CDOR remains fully committed to achieving all negotiated WIOA Performance Indicator levels. The agency has implemented targeted strategies and set measurable goals to improve performance outcomes, as detailed in Descriptions (c) and (g). These efforts reflect CDOR’s ongoing commitment to continuous improvement and to delivering high-quality services that support meaningful employment outcomes for individuals with disabilities.

3. The use of funds reserved for innovation and expansion activities (sections 101(a)(18) and 101(a)(23) of the Rehabilitation Act) (e.g., SRC, SILC).

State Independent Living Council (SILC) – CDOR will engage with the SILC, per 29 U.S.C. 721(a)(18), regarding Innovation & Expansion funds (I&E) allotted under section 730 to support activities of the SILC, consistent with the State Plan for Independent Living (SPIL). CDOR allocated the following to the SILC and the SRC in PY 2024:

SILC and SRC Allocations (PY 2024)

	Budget	Expenditures
State Independent Living Council (SILC)	\$716,929	\$716,929
State Rehabilitation Council (SRC)	\$250,000	\$181,021

(e) Supported Employment Services, Distribution of Title VI Funds, and Arrangements and Cooperative Agreements for the Provision of Supported Employment Services

Acceptance of title VI funds:

VR agency requests to receive title VI funds.

VR agency does NOT elect to receive title VI funds and understands that supported employment services must still be provided under title I.

If the VR agency has elected to receive title VI funds, Section 606(b)(3) of the Rehabilitation Act requires VR agencies to include specific goals and priorities with respect to the distribution of title VI funds received under Section 603 of the Rehabilitation Act for the provision of Supported Employment services. Describe the use of title VI funds and how they will be used in meeting the goals and priorities of the Supported Employment program.

In federal fiscal year (FFY) 2027, CDOR will utilize approximately \$9,567,353 in Title I and Title VI funds to provide Supported Employment services to individuals with most significant disabilities, prioritizing at least 50% of Title VI funds for youth with most significant disabilities.

During FFY 2027, CDOR anticipates approximately 7,924 consumers will receive Supported Employment services under Title I and Title VI funds.

The CDOR intends to achieve its Supported Employment goal through the following actions:

- Sustaining effective collaboration with core and extended partners through regular communication.
- Applying best practices to emphasize family engagement by building and sustaining partnerships with local education agencies (LEAs), regional centers, and others who know the individual well.
- Exploring natural supports as a source for extended services.
- Expanding partnerships that support competitive integrated employment within California’s developmental disabilities system.

The CDOR’s collaboration efforts regarding Supported Employment services and extended services are identified in the response to Description (e), Section (4).

Collaboration with Schools Regarding Required Documentation Specified in Section 511 Regarding Career Exploration Activities for Individuals Considering Subminimum Wage Employment

The CDOR and the California Department of Education (CDE) Interagency Agreement include specific requirements related to individuals considering subminimum wage employment. Actions include, but are not limited to:

- Communication by CDE with LEAs, parents, guardians, teachers, and students about the Section 511 requirements.
- CDOR maintains the documentation and provides a copy to the individual within specified timelines under 34 CFR 397.
- The LEA documents any services provided and gives the documentation to the student and CDOR.
- If a youth with a disability or, as applicable, the youth's parent or guardian, refuses, through informed choice, to participate in the activities required by Section 511 or the implementing regulations in 34 CFR 397, documentation must, at a minimum:
 - Contain the information in 34 CFR 397.10(a)(2); and
 - Be provided by CDOR to the youth within 10 calendar days of the youth's refusal to participate.
 - The CDOR School Liaison meets with LEA partners at least annually and reviews Section 511 requirements within the statewide interagency agreement.

California Senate Bill (SB) 639 (Statutes of 2021) required subminimum wage employment to be phased out statewide, effective January 1, 2025. The CDOR will continue to collaborate with CDE to prepare students and their families for competitive integrated employment.

The provision of extended services for a period not to exceed 4 years

The Lanterman Developmental Disabilities Services Act (Welf. & Inst. Code, § 4500 et seq.) is a primary funding source for extended services for individuals with intellectual disabilities and developmental disabilities (ID/DD) in California, ages 22 and older, and is provided through California Department of Developmental Services (DDS).

The CDOR will provide extended services for youth with the most significant disabilities for up to four years, or until the youth is 25 years of age, whichever comes first, for those youth who are not eligible for extended services under the Lanterman Developmental Disabilities Services Act.

How the State will leverage other public and private funds to increase resources for extended services and expanded supported employment opportunities for youth with the most significant disabilities.

The DDS provides extended services through the Lanterman Developmental Disabilities Services Act (Welf. & Inst. Code, § 4500 et seq.).

The DDS also received state funding for paid internship programs for individuals with most significant disabilities and competitive integrated employment incentive payments to Community Rehabilitation

Programs (CRPs) for job retention after six and twelve months of employment. The CDOR will work collaboratively with DDS to leverage these internship programs to afford students and adults with the most significant disabilities opportunities to obtain work experience and pre-vocational soft skills development.

Supported Employment services may be provided with Title 1 or Title VI funds following the placement of individuals with the most significant disabilities in employment. In accordance with Section 101(a)(22) and Section 606(b)(3) of the Rehabilitation Act, describe the quality, scope, and extent of Supported Employment services to be provided to individuals with the most significant disabilities, including youth with the most significant disabilities; and the timing of transition to extended services.

The CDOR Supported Employment Program provides Supported Employment services for individuals with the most significant disabilities, including youth with the most significant disabilities, to enable them to work toward and achieve an employment outcome of Supported Employment in competitive integrated employment. These services support opportunities for competitive integrated employment (including customized employment) that is individualized, customized, and consistent with the unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individual, including with ongoing support services for individuals with the most significant disabilities.

The CDOR conducts the following activities with funds allotted for its Supported Employment Program to provide Supported Employment services and extended services for youth with disabilities:

- Coordinates CDOR planned services, accommodations, and supports, with other program plans, such as the IEP (transition services) and Individual Program Plan (developmental services).
- Leverages other public and private funds to increase resources for extended services and expand Supported Employment opportunities.

The CDOR reserves and expends 50 percent of its allotment for the provision of Supported Employment services, including extended services to youth with the most significant disabilities for up to four years or until they reach age 25, whichever comes first (34 CFR 363.22).

The following information outlines how CDOR monitors the quality of the services consumers receive, the scope of services provided, the extent of Supported Employment services, and the timing of transition to extended services. Additional information on extended services for Supported Employment is identified in the response to Description (e), Section (4).

Quality of Supported Employment Services

The CDOR provides ongoing services from the point of job placement until the transition to extended services. Such services are mostly provided to consumers by CRPs and partner agencies. In areas where CRPs are not available, or if an individual has needs beyond those that can be met by a CRP, CDOR may identify natural supports and/or alternative service providers.

CRPs providing Supported Employment services follow guidelines provided by CDOR's Community Resources Development (CRD) Section. Generally, CDOR follows DDS's policies set forth in the

California Welfare and Institutions Code to ensure continuity of services to mutual consumers. The CDOR guidelines require CRPs to submit timely reports to VR counselors as well as providing efficient services to consumers. The CDOR CRD Specialists, who work regionally in California, assist local CDOR districts and CRPs with technical assistance and identify training needs to support system alignment. The CRD Specialists additionally conduct ongoing assessments and evaluations of consumer services.

Locally, each district has nominated at least two district Supported Employment Program Liaisons to assist in sharing information and training district staff.

Scope of Supported Employment Services

The VR process for assessment for determining eligibility and priority categories, and the development of an IPE, including Supported Employment, is the same used for all Consumers when establishing eligibility and an eligible individual's Priority Category, when CDOR is under an Order of Selection. An individual receiving Supported Employment services must be in Priority Category One. CDOR implement an Order of Selection effective February 1, 2026 (refer to Description (g)).

The VR services for a consumer begin with a comprehensive assessment to identify 'primary employment factors,' including their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice of the individual. The VR counselor will collaborate with an individual with a most significant disability, including a youth with a most significant disability, to determine if Supported Employment services are required to achieve a competitive integrated employment outcome. The IPE will identify a Supported Employment Plan and Supported Employment services including customized employment and extended services.

The CDOR provides the full scope of Supported Employment services to individuals who:

- Are determined eligible with the most significant disabilities;
- Have not achieved competitive integrated employment, or it has been interrupted or intermittent;
- Require intensive Supported Employment services and extended services to maintain employment; and
- Have a reasonable expectation that a source of extended services will be available at the time of transition to extended services.

The plan development activities, including customized employment activities, may include but are not limited to the following:

- A general meeting to review the Supported Employment job placement parameters used in developing strategies to focus on the individual's strengths to achieve competitive integrated employment.
- A review of school transition services, including CDOR Student Services and postsecondary transition activities, which may include competitive integrated employment and/or postsecondary education and training.

- Coordination with regional centers to share information about community activities, hobbies, or other pre-vocational foundational skill development or adult work experience activities.
- An evaluation of the labor market and identification of suitable employment sites; employer contacts; job seeking skills training; work site assessment; task analysis; evaluation; and recommendation for a job coaching plan.
- Working with families and individuals who know the person best to discover their strengths, interests, and abilities.

Supported Employment services begin at the point of placement and may include, but are not limited to, the following:

- Retention activities where the consumer is contacted no less than twice per month for at least 90 days to determine ongoing satisfaction with the terms of employment and any assistance with the necessary minimal supports to sustain employment.
- Job coaching support services in an individual's placement if supports are needed to maintain the consumer's employment, including training, destination training, advocacy, and job loss intervention.
- As needed, coordinated benefits planning discussions with the Consumer, CDOR Work Incentive Planners, and other third parties to identify appropriate work incentive programs as well as potential sources for ongoing support.
- Discrete post-employment services, if needed to support and maintain employment and are not available through extended services.
- Extended Services for youth with the most significant disabilities for up to four years or until they reach age 25, whichever comes first.
- Counseling and guidance, including information and referral, is required under WIOA Section 511 or upon request with eligible individuals earning subminimum wages or in segregated work settings regarding opportunities for competitive integrated employment and available employment services and supports.

Extent of Supported Employment Services

Supported Employment services are ongoing support services needed to support and maintain individuals with the most significant disabilities, including youth. Supported Employment services are:

- Organized and made available, singly or in combination, in such a way as to assist an eligible individual to achieve competitive integrated employment;
- Based on a determination of the needs of an eligible individual, as specified in an IPE;
- Provided by CDOR for a period not to exceed 24 months, unless under special circumstances the eligible individual and the VR counselor jointly agree to extend the time to achieve the employment outcome identified in the IPE; and,
- Following transition, as post-employment services that are unavailable from an extended services provider and that are necessary to maintain or regain the job placement or advance in employment.

Use of the Required 50% Reserve of Supported Employment Funds to Provide Extended Services to Youth with the Most Significant Disabilities

While the Lanterman Developmental Disabilities Services Act (Welfare and Institutions Code, Section 4500 et seq.) funding is a primary source of extended services for individuals with ID/DD in California, Regional Center work services typically begin at age 22.

Per Title 29, USC Section 795h, CDOR will use the 50 percent reserve of Supported Employment funds for Supported Employment services and extended services for youth with the most significant disabilities. These funds may provide additional opportunities for youth with the most significant disabilities to receive extended services after completing up to 24 months of Supported Employment services, or longer if there are extenuating circumstances that require more time. When these funds are exhausted, CDOR will utilize Title I funds as necessary to meet the needs of consumers eligible for Supported Employment services.

Timing of Transition to Extended Services

Once a consumer has maintained stability on the job for at least 60 days, the funding for and provision of job coaching transitions to a source of extended services and an extended service provider. The VR counselor continues to track the consumer's progress and job stability during the transition period. If the consumer maintains job stabilization for 90 days after transitioning to extended services, the record of services is Closed–Rehabilitated.

The transition to extended service providers is essential to maintaining consistency and support for consumers receiving Supported Employment services. The CDOR collaborates with extended service providers, and identifies sources of extended services and funding, including natural supports that are vital for the long-term success of the consumer.

Youth with the Most Significant Disabilities

The CDOR will provide extended services to youth with the most significant disabilities when other extended services are unavailable, as appropriate, for a period not to exceed four years, or at such time that a youth reaches age 25 and no longer meets the definition of a youth with a disability under 34 C.F.R. 361.5(c)(58).

Under the Lanterman Developmental Disabilities Services Act (Welfare. & Institutions Code, § 4500 et seq.), California established a commitment to provide services and supports to individuals with ID/DD throughout their lifetime. Robust services and supports are provided through a combination of federal, state, county, and local government services, private businesses, support groups, and volunteers. The CDOR works closely with the DDS to leverage Medicaid funds for habilitation services for persons with ID/DD, including the provision of “extended services” to help an individual with a most significant disability to maintain employment after CDOR record of services is closed.

To this end, CDOR will continue to refer youth with the most significant disabilities to extended services currently funded by the DDS Regional Centers upon CDOR record of services closure or when

placed on a wait list, as appropriate. CDOR will additionally provide extended services to youth with the most significant disabilities who do not qualify for services funded by a Regional Center prior to age 22 or are unable to receive extended services from another funding source.

Sections 101(a)(22) and 606(b)(4) of the Rehabilitation Act require the VR agency to describe efforts to identify and arrange, including entering into cooperative agreements, with other State agencies and other appropriate entities in order to provide Supported Employment services. The description must include extended services, as applicable, to individuals with the most significant disabilities, including the provision of extended services to youth with the most significant disabilities in accordance with 34 CFR 363.4(a) and 34 CFR 361.5(c)(19)(v).

Cooperative Agreements with Private Nonprofit Organizations.

The CDOR develops federally required cooperative agreements with private non-profit organizations consistent with California State Contracting Rules, CDOR's regulation in Title 9 of the California Code of Regulations, and internal policy and procedures for the establishment, development, or improvement of CRPs. The CDOR pays CRPs through fee-for-service or contractual agreements to deliver authorized assessment, training, pre-employment transition, employment, and specialized support services provided to CDOR applicants or consumers.

Fee-for-Services

Fee-for-services are paid to approved vendors per CDOR's Uniform Fee Structure for CRP providers. The Uniform Fee Structure applies only to those CRPs in a fee-for-service relationship with CDOR. The Uniform Fee Structure does not apply to services provided under a cooperative program or case service contract as described in the response for Description (h)—Request for Waiver of Statewideness. The types of services provided include:

- Assessment Services – improves a Consumer's outcome by identifying specific challenges to employment and provides recommendations to eliminate those challenges.
- Training Services – enhances a Consumer's employability by providing necessary interactions that remove employment challenges, facilitate specific occupational training, or develop appropriate personal and work behaviors, as outlined in their rehabilitation plan.
- Job-Related Services – assists a Consumer, in an organized planned manner, to prepare for, obtain, and retain employment; includes Supported Employment services and extended services.
- Support Services – provides direct services such as Independent Living Skills training and Assistive Technology assessments that enhance employability for CDOR consumers.
- Student Services – provides students with disabilities services needed to prepare for and achieve quality competitive integrated employment outcomes.

- Business-Based Services – creates opportunities for CDOR to support Consumer participation in new and innovative programs that meet both individual preferences and fulfill industry demands.
- Customized Employment – determines the strengths, needs, and interests of an individual with a significant disability and develops an employment opportunity designed to meet both the specific abilities of the individual and the needs of the business.

New or Expanded VR Services

The need for new services or expansion of VR services by a CRP may be directly identified by CDOR’s District, through the needs assessment process identified in Description (b) – Statewide Assessment, or by individual requests by consumers. When a needed VR service is identified for a consumer, CDOR will first seek services from current CDOR certified CRPs. In establishing a new vendor, or a new or added service, CDOR staff considers departmental priorities using the following criteria: there is an identified need for the service and a sufficient number of CDOR applicants and consumers exist to sustain the service, there are no other providers, current providers or cooperative partners cannot fill the need, and the new service or vendor will fill a service gap.

The CDOR has established an Adult Work Experience service, which allows participants the opportunity to explore competitive integrated work experiences in a variety of real time work settings. There are currently 50 approved vendors providing the service out of 111 facilities in various parts of the State.

The CDOR continues to focus on business engagement efforts to partner with CRPs or other providers with connections to businesses seeking to hire individuals with disabilities through the Business Based Services program. This initiative creates opportunities for new and innovative programs designed to meet a business need while at the same time matching the skillset and interests of consumers. The design of these programs is led by a commitment to hire by the participating businesses.

CDOR Community Resources Development Section

The CDOR’s Community Resources Development (CRD) section is responsible for the vendorization and certification functions of CRPs. All new CRPs go through a vendorization process. Further, any new or expanded services beyond those currently approved and offered by a current vendor are subject to the approval procedures in place at the time of the submission of the request. Certain vendors or service categories may require CDOR executive-level approval. Once vendorized to provide VR services, each CRP is formally notified of the approved VR service type(s) along with the corresponding CDOR-approved Uniform Fee Structure.

Case Service Contracts

When CDOR identifies a need for VR services to be provided by CRPs to consumers served through local public agency cooperative agreements identified in the response for Description (h) – Request for

Waiver of Statewideness, CDOR's Cooperative Programs Section assists districts and CRPs in developing case service contracts. These contracts are negotiated between CDOR and the CRPs to indicate the specific VR services, the number of consumers to be served, expected contract outcomes, and the costs needed to provide these services to consumers.

Certification, Review and Technical Assistance

All CRPs are required to maintain certification with CDOR, and those providing work-oriented programs are required to be accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF). The CDOR may waive the accreditation requirements if a CRP's annual service expenditures are at or below \$50,000 for three prior consecutive years. The CDOR's Community Resources Development Section's (CRDS) certification process ensures that CRPs are compliant with CDOR Title 9 Regulations and CDOR standards for certification to assure the quality of services, as well as the safety of consumers, and identify any needed improvements. For CRPs associated with cooperative agreements, CDOR's Cooperative Programs Section will also perform program reviews to evaluate their effectiveness in meeting the contract VR service objectives and identify any needed improvements. In addition, CDOR's CRDS Section and the Cooperative Programs Section will provide technical assistance in response to CRP questions or concerns when needed or upon request.

Efforts to Ensure Quality Services and Resources

The CDOR strives to maintain regulatory compliance and advocates for consumer and vendor service quality. Several efforts are taking place to provide quality services and resources for consumers:

- The CDOR has implemented strategies to reduce its reliance on Individual Service Providers (ISPs) and continues to utilize CRPs as the primary and preferred providers of VR services to maximize the provision of higher quality services and ensure consumer safety.
- The CDOR's CRDS Section continues to conduct comprehensive certification and site reviews of CRPs on an ongoing basis. The focus of the review process is ensuring consumers are receiving quality services that adhere to CDOR guidelines and requirements, maximizing employment outcomes for CDOR consumers.

Arrangements and Cooperative Agreements for the Provision of Supported Employment and Extended Services

The CDOR collaborates with entities, including DDS, Regional Centers, CDE, LEAs, the California workforce development system, county mental health agencies, CRPs, independent living centers, business partners, and other community partners, to provide supported employment and extended services to eligible individuals seeking competitive integrated employment. The CDOR works with over 110 Supported Employment providers statewide, with associated locations and satellite offices.

In California, CDOR and DDS utilize the hourly rates for Supported Employment job coaching, intake, placement, and retention services that are statutorily defined for DDS. The current rates were set in

2015 (Assembly Bill X2-1; Welfare and Institutions Code Section 4860) and were increased again by DDS after surveying providers in 2016. Starting April 1, 2022, DDS implemented a rate increase for service providers that equaled one-quarter of the difference between current rates and the fully funded rate model for each provider. In subsequent years, rates have been adjusted based on a pre-determined schedule culminating in rates being uniform within service categories and adjusted for geographic cost differentials. The CDOR Supported Employment services begin after job placement and are for the purpose of maintaining and supporting an individual with a most significant disability in competitive integrated employment.

Sources of extended services vary depending on the individual's eligibility for other programs or the availability of other resources. CDOR partners with other agencies and employers for natural supports to ensure Supported Employment consumers have a source of extended services.

The CDOR will provide extended services to youth with the most significant disabilities when other extended services are unavailable, as appropriate.

The following are examples of sources of extended services that are not provided by CDOR and are provided to eligible individuals regardless of age:

- Individuals with ID/DD may be provided extended services by county mental health agencies, which may allocate Medi-Cal, Mental Health Services Act, or Short-Doyle funds as determined by each county. Short-Doyle funds are provided to local governments to establish and develop locally administered and controlled community mental health programs.
- Social Security Administration Work Incentives, such as Impairment Related Work Expenses or an approved Plan for Achieving Self Support.
- Supported Employment services provided under the Veteran's Health Administration Compensated Work Therapy Program.

California state regulations do not allow Traumatic Brain Injury (TBI) state match funds to be used for extended services. Consumers with a TBI that require extended services such as job coaching can be served through local Independent Living Centers and other TBI service providers supported through state general funds.

Whenever possible, building natural supports at the workplace for consumers with Supported Employment needs is encouraged. Natural supports allow strengthened relationships between employer and consumer, support long-term successful outcomes and offer opportunities for competitive integrated employment, to the greatest extent practicable.

California Initiatives

California has enacted legislation and implemented statewide initiatives that have made an impact on the provision of Supported Employment services to individuals with ID/DD:

- The Lanterman Developmental Disabilities Services Act (Welfare and Institutions Code section 4500 et seq.) provides Californians with ID/DD the right to obtain services and supports to enable them to live a more independent life; this includes funding for Supported Employment extended services. This Act is unique to California.
- Assembly Bill (AB) 287 (Statutes of 2009) established the Employment First Policy, which led to a standing Employment First Committee formed by the State Council on Developmental Disabilities. The bill expands employment opportunities for people with ID/DD and identifies best practices and incentives for increasing integrated employment and gainful employment opportunities for people with ID/DD. The CDOR is an active participant in the State Council on Developmental Disabilities' Employment First Committee to help with transition planning.
- AB 1041 (Statutes of 2013) established in statute California's Employment First policy. The policy was established to make services and supports available to enable persons with developmental disabilities to have similar everyday living to those without disabilities and to support the integration of persons with developmental disabilities into their community.
- Senate Bill (SB) 639 (Statutes of 2021) amended California Labor Code sections 1191 and 1191.5 to phase out subminimum wage employment and prohibit an employee with a disability from being paid less than the California minimum wage under state law starting January 1, 2025. Effective January 1, 2022, California prohibits new special licenses from being issued. SB 639 is intended to afford all Californians, regardless of whether they have disabilities, with protections to ensure appropriate pay and treatment in the workplace. SB 639 requires all individuals to be paid at least the California minimum wage.
- Pathways to Success Project (PSP): The CDOR has partnered with San Diego State University, Interwork Institute to evaluate the effects and benefits in improving VR outcomes for eligible individuals with disabilities, including previously served VR participants, to advance in high-demand, high-quality careers such as science, technology, engineering, and math (STEM); to improve and maximize competitive integrated employment outcomes; to promote economic self-sufficiency; and to reduce reliance on public benefits. This project is funded by the RSA and will pilot a model of sector-based services consistent with the larger workforce system.

(f) Annual Estimates

Sections 101(a)(15) and 101(a)(23) of the Rehabilitation Act require all VR agencies to annually conduct a full assessment of their resources and ability to serve all eligible individuals before the start of the Federal fiscal year. In accordance with 34 CFR § 361.29(b), annual estimates must include the following projections:

1. Estimates for the next federal fiscal year—

A. VR Program

In federal fiscal year (FFY) 2026, CDOR estimates that it will provide vocational rehabilitation (VR) services to approximately 94,560 eligible individuals with disabilities.

In federal fiscal year (FFY) 2027, CDOR estimates that it will provide vocational rehabilitation (VR) services to approximately 64,120 eligible individuals with disabilities.

B. Supported Employment Program

In FFY 2026, CDOR estimates that approximately 28,700 consumers will have a most significant disability, of which approximately 9,200 consumers will receive Supported Employment services under both Title I and Title VI funds.

In FFY 2027, CDOR estimates that approximately 19,303 consumers will have a most significant disability, of which approximately 7,924 consumers will receive Supported Employment services under both Title I and Title VI funds.

(g) Order of Selection

The VR agency is **not** implementing an order of selection and all eligible individuals will be served.

The VR agency is implementing an order of selection with one or more categories closed.

VR agencies may maintain an order of selection policy and priority of eligible individuals without implementing or continuing to implement an order of selection.

Pursuant to section 101(a)(5) of the Rehabilitation Act, this description must be amended when the VR agency determines, based on the annual estimates described in description (f), that VR services cannot be provided to all eligible individuals with disabilities in the State who apply for and are determined eligible for services.

1. For VR agencies that have defined priority categories describe—

A. The justification for the order;

The California Department of Rehabilitation (CDOR) is steadfast in its commitment to partner with consumers and stakeholders to deliver services and advocacy that lead to employment, independent living, and equality for individuals with disabilities across the state. CDOR is dedicated to ensuring equitable opportunity for all eligible Californians with disabilities who desire to work. However, to preserve fiscal integrity and uphold the provision of high-quality, person-centered services, particularly for those with the most significant disabilities, CDOR has determined the necessity of implementing an

Order of Selection (OOS) for its VR services, effective February 1, 2026. This decision is a carefully considered measure to address a dramatic increase in service demand and rising operational costs within existing resource constraints and is in accordance with federal requirements under Section 101(a)(5) of the Rehabilitation Act.

Escalating Demand and Rising Service Costs

CDOR has experienced a significant and sustained increase in the demand for VR services, including increases in new referrals, applications, the total number of individuals receiving services under an Individualized Plan for Employment (IPE), and potentially eligible students with disabilities receiving Pre-Employment Transition Services (Pre-ETS). This growing visibility and utilization of VR programs, partly due to successful outreach and implementation of new strategic initiatives, highlights a robust and expanding need for support from CDOR for employment services within California's diverse disability population.

Concurrently, CDOR is contending with increasing costs associated with this growing demand for services and inflationary increases to the costs of services. CDOR has experienced a consistent rise in the cost per case over the past five fiscal years and overall program spending, coupled with substantial investments in the provision of Pre-ETS. This pattern of escalating expenditures across various service categories, alongside an increasing number of participants, places immense pressure on available resources.

Critical Financial Shortfalls and Resource Constraint

A thorough fiscal analysis indicates that, despite diligent efforts to manage resources, CDOR faces a projected financial deficit that necessitates the implementation of an OOS. These financial shortfalls arise from factors such as impacted federal appropriations, increased cost of VR services, and reduced reimbursements (program income) from the Social Security Administration (SSA).

For CDOR, without the implementation of an OOS, total available funds for FFY 2026 are projected at \$379 million, against projected estimated costs of \$498 million, resulting in a projected deficit of \$119 million. This anticipated shortfall, even after employing cost containment strategies and maximizing the use of comparable benefits, makes it infeasible to provide the full spectrum of VR services to all eligible individuals. While California has been proactive in enhancing programmatic efficiencies, these measures alone are not sufficient to bridge the widening financial gap.

Personnel Capacity and Ensuring Service Continuity

The sharp increase in demand for services, and resulting increases in participants receiving services, directly impacts CDOR's capacity to provide individualized, personalized services. The record number of Individualized Plans for Employment (IPEs) and new applications translates to increasing caseload sizes for VR counselors and support staff; current limitations on personnel directly hamper CDOR's ability to serve all eligible individuals. Implementing an OOS will allow CDOR to strategically allocate its dedicated personnel and financial resources to effectively serve individuals with the most significant

disabilities first, as mandated by federal regulations. This prioritization is essential to ensure that current participants with IPEs can continue to receive uninterrupted services and to manage the waitlist for new applicants responsibly. Without an OOS, the escalating demand would inevitably lead to a degradation of service quality and timeliness across all populations, thereby undermining CDOR's ability to achieve its core mission.

Conclusion

The decision to implement an OOS is a necessary and fiscally responsible action to address the critical imbalance between the increasing demand for VR services and the finite financial and personnel resources available to CDOR. By prioritizing services for individuals with the most significant disabilities, CDOR will uphold its commitment to federal mandates, stabilize its fiscal health, and, most importantly, safeguard the quality and continuity of services for those most in need. CDOR is committed to continuously assessing its financial outlook and actively pursuing opportunities to open all priority categories as fiscal resources become available.

The Order of Selection will initially be implemented on February 1, 2026. This strategic measure will ensure the long-term viability and effectiveness of California's VR program in empowering individuals with disabilities to achieve competitive integrated employment and independence.

B. The order (priority categories) to be followed in selecting eligible individuals to be provided VR services ensuring that individuals with the most significant disabilities are selected for services before all other individuals with disabilities;

California DOR's Order of Selection process has three priority categories in the following order:

Priority Category 1: Individual With A Most Significant Disability

An individual with a disability who has a serious limitation in terms of employment in at least four functional capacity areas; is expected to require multiple VR services over an extended period of time (more than six months); and has one or more physical or mental disabilities.

Priority Category 2: Individual With A Significant Disability

An individual who the Social Security Administration has determined is eligible for Social Security benefits as a result of a disability or blindness (may be considered an individual with a most significant disability if also meeting the criteria for Priority Category 1); or, an individual who meets the following three criteria: has a serious limitation in terms of employment in at least one functional capacity area; is expected to require multiple VR services over an extended period of time; and has one or more physical or mental disabilities resulting from a disability or a combination of disabilities as determined by the basis of an assessment for determining eligibility and VR needs to cause comparable substantial functional limitation in accordance with 34 C.F.R. 361.5(c)(30(iii)).

Priority Category 3: Individual With A Disability

An individual with a disability determined eligible for VR services who does not meet the definition of an individual with a significant or most significant disability.

Under an Order of Selection, the CDOR will serve all individuals already receiving services under an IPE first. In all cases, CDOR will consider the Date of Application as a factor for managing the waitlist when resources are not sufficient to serve all individuals within an open category. The CDOR will assess resources at least annually to evaluate whether existing resources are adequate to serve individuals in all three priority categories.

After an individual is found eligible for VR services, the VR Counselor evaluates the functional limitations, anticipated services needed, and the duration of the services to identify the level of significance of disability.

Factors that cannot be used in determining the level of significance of disability of eligible individuals include: residency, type of disability, sex, race, age, religious creed, color, ancestry, national origin, sexual orientation, marital status, referral source, type of expected employment outcome, need for or anticipated cost of specific VR services required for an individual's plan for employment, an individual's or family's income level, counseling and guidance, and/or transportation services.

- C. The VR agency's goals for serving individuals in each priority category, including how the agency will assist eligible individuals assigned to closed priority categories with information and referral, the method in which the VR agency will manage waiting lists, and the projected timelines for opening priority categories. NOTE: Priority categories are considered open when all individuals in the priority category may be served.***

Priority of Services

When implementing an OOS, the CDOR will ensure that individuals receiving services under an IPE continue to receive services. As resources become available, and consistent with federal regulations, CDOR will open Priority Categories sequentially, beginning with individuals with most significant disabilities, then individuals with significant disabilities, and then individuals with disabilities.

Information and Referral

For eligible individuals placed in closed categories, the CDOR will provide standardized Information and Referral (I&R) services. Consumers will receive written notice of their eligibility determination, category placement, and their rights under OOS. They will also receive, as appropriate, referral to workforce partners, such as America's Job Centers of California, and other state, local, or community resources.

Waitlist Management

The CDOR will manage the waitlist in an orderly and transparent manner. Individuals will be placed on the waitlist both by priority category and application date. When resources become available,

individuals will be released from the waitlist in respective order, by priority category and application date.

To maintain engagement, the CDOR will contact individuals on the waitlist quarterly to confirm interest in services, provide status updates, and re-offer I&R services. Multiple communication methods, including letters and emails, will be used to maximize accessibility and consumer responsiveness.

Oversight of Category Openings and Closures

CDOR leadership will retain oversight of all decisions regarding the opening and closing of priority categories. Formal communications will be issued to staff, stakeholders, and the public when categories are opened or closed. Decisions will be informed by fiscal forecasting, staffing capacity, caseload analysis, and waitlist size.

Youth Engagement and Pre-ETS Continuity

The CDOR is committed to ensuring continuity of services to students with disabilities. Students who began receiving Pre-ETS before OOS implementation will continue to receive those services. Potentially eligible students with disabilities will continue to receive Pre-ETS services. For youth who have been found eligible for VR services and may be on a waiting list, CDOR will provide I&R services.

Project Timelines and Transparency

The CDOR will develop and implement projected timelines for reopening closed categories, guided by fiscal forecasts, application trends, available resources, and caseload projections. While these timelines may be subject to change, CDOR is committed to transparent and proactive communication with staff, consumers, stakeholders, and partners throughout the process.

Financial Participation

The CDOR will continue to apply its financial participation policies, in accordance with federal and state regulations. When an OOS is in effect, these policies help maximize the use of available resources by requiring eligible individuals, when applicable, to contribute toward the cost of services based on their financial circumstances. Students with disabilities receiving Pre-ETS will remain exempt, as required by California regulation (California Code of Regulation Title 9 § 7191). Clear guidance will be provided to staff and consumers to ensure consistent application of financial participation rules.

2. *Has the VR agency elected to serve eligible individuals outside of the order of selection who require specific services or equipment to maintain employment?*

No, CDOR is not electing to serve eligible individuals outside of an Order of Selection. CDOR is carefully assessing how to implement this in the future.

(h) Waiver of Statewideness

The State plan shall be in effect in all political subdivisions of the State, however, the Commissioner of the Rehabilitation Services Administration (Commissioner) may waive compliance with this requirement in accordance with section 101(a)(4) of the Rehabilitation Act and the implementing regulations in 34 CFR 361.26. If the VR agency is requesting a waiver of statewideness or has a previously approved waiver of statewideness, describe the types of services and the local entities providing such services under the waiver of statewideness and how the agency has complied with the requirements in 34 CFR 361.26. If the VR agency is not requesting or does not have an approved waiver of statewideness, please indicate "not applicable."

The CDOR requests a continuation of its waiver of statewideness for third-party cooperative arrangements (referred to in California as Cooperative Agreements or Cooperative Programs) with local educational agencies (LEAs), public higher education agencies, and county human services agencies. These arrangements between CDOR and local public agencies are designed to increase the availability and quality of VR services, which assist consumers in achieving competitive integrated employment. Although cooperative agreements exist in each CDOR district, CDOR does not have sufficient staff or budget authority to contract with every potential cooperative partner in the state. In geographic areas where a cooperative agreement is not available, individuals in any area of the state can apply for VR services at any local CDOR field office at any time.

Cooperative agreements include the following required federal assurances:

Local funds used as match are verified as non-federal monies. The non-federal share of funds is made available by the local public agencies to CDOR and is paid either through a cash match contribution or reported as certified expenditures of redirected agency staff time to provide a unique pattern of VR services exclusively to CDOR applicants and consumers, or students with disabilities who are potentially eligible for VR services. Each cooperative agreement identifies the type and amount of match to be provided by the local public agency.

The types of VR or CDOR Student Services provided to CDOR applicants, consumers, or students with disabilities who are potentially eligible for VR services by the local public agency or associated vendor are identified by the VR counselor.

An authorizing case note is issued by CDOR to the local public agency or associated CRP, which designates the specific type of VR or CDOR Student Services to be provided to CDOR applicants and consumers or students with disabilities who are potentially eligible for VR services.

The services provided are for CDOR applicants and consumers, or students with disabilities who are potentially eligible for VR services and are new services that have a VR focus or existing services that have been modified, adapted, expanded, or reconfigured to have a VR focus, and are not customary services the local public agency is legally mandated to provide. The services included in each

cooperative agreement are based on the local needs of CDOR applicants, consumers, and the local public agency.

Program expenses for cooperative agreement services are under the administrative supervision of CDOR through the cooperative agreement.

Each cooperative program and CDOR district establish a mutual referral system for individuals to apply for VR services.

The requirements of the VR Services Portion of the Unified State Plan will apply to all services provided to CDOR applicants and consumers under the cooperative agreement, including the Order of Selection identified in the response for Description (G) – Order of Selection, when applicable.

The CDOR administers VR services through the following cooperative programs for which a waiver of statewideness is requested. Through these agreements, the participating cooperative program provides one or more new or expanded VR services to CDOR applicants, consumers, or potentially eligible students with disabilities.

Transition Partnership Programs

The CDOR administers 106 cooperative programs, known as Transition Partnership Programs (TPPs), with LEAs, County Offices of Education (COEs), or Special Education Local Plan Areas (SELPAs) providing CDOR Student Services and VR services to students with disabilities who are potentially eligible and eligible for VR services in hundreds of individual schools. The goal of the TPPs is to serve high school students with disabilities, including physical, blind, deaf, intellectual, developmental, and behavioral health disabilities (mental health and/or psychiatric disabilities) by facilitating the effective transition from school to meaningful competitive integrated employment.

As of July 1, 2020, all 106 TPP contracts have transitioned to a new CDOR Student Services design that further identifies the provision of CDOR Student Services to accurately report to RSA both the 15% spending requirement and the service delivery. Approximately 54 of the 106 TPP contracts also provide VR services to students who have transitioned from CDOR Student Services to the full array of VR services.

The LEA or SELPA will refer students with disabilities who are potentially eligible or eligible for VR services and ages 16-22 to CDOR. The maximum age range for students with disabilities to receive CDOR Student Services is consistent with the maximum age range for special education services specified in California Education Code Section 56026. The assigned VR counselor will then open a student record and work in partnership with the student to complete a CDOR Student Services Request and Student Services Plan for students who are potentially eligible for VR services, or an Individualized Plan for Employment (IPE) for students accepted as VR consumers, as early as possible but at the latest

before the student leaves school. Through the cooperative agreement, the participating LEAs, COEs, or SELPAs provide one or more new or expanded VR services to students.

These services conform to the definition of Pre-Employment Transition Services (Pre-ETS) required by the Workforce Innovation and Opportunity Act (WIOA) and contain the following key features: job exploration counseling, work-based learning experiences, counseling on post-secondary opportunities, workplace readiness training, and instruction in self-advocacy. These services, in addition to others provided on an individual basis, are intended to ultimately result in competitive integrated employment.

Through meetings, presentations, and school events (e.g., back-to-school nights, etc.), CDOR Student Services staff continue to collaborate with local schools, districts, and LEAs to promote, coordinate, and provide CDOR Student Services.

The 106 cooperative programs for TPP are as follows:

- Altus Schools San Diego
- Altus Schools Southern California
- Anaheim UHSD
- Antelope Valley UHSD
- Arcadia USD
- Bellflower USD
- Berkeley USD
- Burbank USD
- Cabrillo USD
- California School for the Blind - Fremont
- California School for the Deaf - Fremont
- California School for the Deaf - Riverside
- Capistrano USD
- Center Joint USD
- Centinela Valley UHSD
- Classical Academy
- Clovis USD
- Compton USD
- Contra Costa County Office of Education - Foster Youth
- Corona-Norco USD
- Del Norte COE

- Denair USD
- Desert Mountain SELPA
- East Side UHSD
- East Valley SELPA
- Elk Grove USD
- Fontana USD
- Fremont UHSD
- Fresno Superintendent of Schools
- Galt USD
- Garden Grove USD
- Gilroy USD
- Glenn COE
- Grossmont UHSD
- Humboldt COE
- Huntington Beach UHSD
- Imperial COE SELPA
- Irvine USD
- Jefferson UHSD
- Kings COE
- Laguna Beach USD
- Las Virgenes USD
- Lassen COE
- Lodi USD
- Long Beach USD
- Los Angeles COE @ Risk
- Los Angeles USD
- Los Banos USD
- Los Gatos-Saratoga UHSD
- Marin Co. SELPA
- Mendocino COE
- Milpitas USD
- Mission Valley SELPA
- Modoc County SELPA

- Monrovia USD
- Montebello USD
- Morgan Hill USD
- Morongo USD
- Mountain View Los Alto UHSD
- Napa Valley USD
- Nevada Joint UHSD
- Newport Mesa USD
- Norwalk La Mirada USD
- Oakland USD
- Oxnard UHSD
- Pajaro Valley USD
- Palo Alto USD
- Placer COE 49er ROP
- Poway USD
- Redondo Beach USD
- Riverside COE
- Sacramento City USD
- Sacramento COE
- Saddleback Valley USD
- Salinas UHSD/Mission Trails ROP
- San Benito HSD
- San Bernardino City USD
- San Diego City USD
- San Dieguito UHSD
- San Francisco USD
- San Jacinto USD (Aces)
- San Mateo UHSD
- Santa Ana USD
- Santa Barbara HSD
- Santa Clara COE
- Santa Clara USD
- Santa Cruz City Schools

- Simi Valley USD
- Siskiyou COE
- Solano COE
- Sonoma COE
- South San Francisco UHSD
- Stockton USD
- Sutter County Superintendent of Schools Office (Sutter County One-Stop)
- Sweetwater UHSD
- Tahoe Truckee USD
- Torrance USD
- Tustin USD
- Vallejo City USD
- Valley Center Pauma USD
- Walnut Valley USD
- West Contra Costa USD
- West End SELPA
- Western Placer USD
- Whittier UHSD
- William S. Hart UHSD

WorkAbility II Cooperative Programs

The CDOR administers one WorkAbility II cooperative program with one adult school. The goal of WorkAbility II is to assist adults and out-of-school youth with disabilities to obtain competitive integrated employment. The VR services provided include vocational assessment; employment preparation and vocational instruction; job development, placement, and retention; and short-term supports. The one cooperative program for WorkAbility II is as follows:

- Vista Unified School District, Vista Adult School

WorkAbility III Cooperative Programs

The CDOR administers 14 WorkAbility III cooperative programs with community colleges to assist community college students with disabilities to obtain competitive integrated employment. The VR services provided include vocational assessment, employment preparation, job development, placement, and job retention services. The 14 cooperative programs for WorkAbility III are as follows:

- Desert Community College/College of the Desert
- Feather River Community College District

- Gavilan Joint Community College District / Gavilan College
- Kern Community College District, Bakersfield College
- Long Beach Community College
- North Orange County Community College District
- Peralta Community College District, College of Alameda
- Sac City College /Los Rios Community College District
- San Bernardino Community College District
- San Diego Community College District
- San Joaquin Delta Community College District
- Southwestern Community College District
- State Center Community College District, Reedley College
- West Kern Community College District, Taft College

WorkAbility IV Cooperative Programs

The CDOR administers four WorkAbility IV cooperative programs within the California State University system. The goal of WorkAbility IV is to assist college students with disabilities in obtaining competitive integrated employment. The VR services provided include internships, employment preparation, job development, placement, and job retention services. The four cooperative programs for WorkAbility IV are as follows:

- California State University, Fresno Foundation
- California State University Long Beach, Research Foundation
- California State University, San Bernardino
- San Diego State University

Mental Health Cooperative Programs

The CDOR administers six mental health cooperative programs with county mental health agencies to assist individuals with behavioral health disabilities to live independently in the community through obtaining successful competitive integrated employment. The VR services provided may include vocational assessment; personal vocational and social adjustment; work adjustment; employment preparation; job development, placement, and retention services; and short-term supports. The six cooperative programs for Mental Health are as follows:

- Contra Costa County Mental Health - Vocational Services
- County of Butte, Department of Behavioral Health

- Marin County BH
- Merced County Behavioral Health & Recovery Services
- County of Riverside - Riverside University Health System - Behavioral Health
- Stanislaus County Behavioral Health and Recovery Services

(i) Comprehensive System of Personnel Development

In accordance with the requirements in section 101(a)(7) of the Rehabilitation Act, the VR agency must develop and maintain annually a description (consistent with the purposes of the Rehabilitation Act) of the VR agency’s comprehensive system of personnel development, which shall include a description of the procedures and activities the VR agency will undertake to ensure it has an adequate supply of qualified State rehabilitation professionals and paraprofessionals that provides the following:

- 1. Analysis of current personnel and projected personnel needs including—**
 - A. The number and type of personnel that are employed by the VR agency in the provision of vocational rehabilitation services, including ratios of qualified vocational rehabilitation counselors to clients;**
 - B. The number of personnel currently needed by the VR agency to provide VR services, broken down by personnel category; and**
 - C. Projections of the number of personnel, broken down by personnel category, who will be needed by the VR agency to provide VR services in 5 years based on projections of the number of individuals to be served, including individuals with significant disabilities, the number of personnel expected to retire or leave the field, and other relevant factors.**

Personnel Category	No. of Personnel Employed	No. of Personnel Currently Needed	Projected No. of Personnel Needed in 5 Years
Team Manager	106	112	112
Senior Vocational Rehabilitation Counselor (QRP)*	506	585	585
Regional Business Specialist	14	14	14
Business Specialist / Work Incentive Planner / Services Coordinator	310	316	316
Case Support Staff	305	351	351
Regional Director	12	14	14
District Administrator	14	14	14
Medical Consultant	1	5	5
Consulting Psychologists	7	10	10
Mobility Evaluation Specialist	0	1	1
Teacher, Orientation and Mobility for the Blind	3	4	4
Teacher, Typing and Braille	1	2	2
Teacher, Home Economics	1	1	1

Personnel Category	No. of Personnel Employed	No. of Personnel Currently Needed	Projected No. of Personnel Needed in 5 Years
Counselor, Orientation Center for the Blind	3	3	3
Vocational Instructor	3	3	3
Physician and Surgeon	0	0	0
Optometric/Dental Consultant	1	2	2

*The number of SVRC/QRP includes only those positions that meet the qualifications specified in section (3) Personnel Standards.

The CDOR has a comprehensive system for collecting, maintaining, and analyzing, on an annual basis, data on qualified personnel needs. Personnel position reports are created by CDOR Human Resources' Branch (HRB) position control, utilizing data collected from the State Controller's Office. The data reflecting current position allocations and position location is shared on a monthly basis with CDOR's field divisions. The CDOR's field division determines any changes in position allocation for their division and informs HRB of any potential changes.

The VR Counselors are exclusively responsible for the following five functions: eligibility determination; priority of service; Individualized Plan for Employment (IPE) approval and signature; IPE revisions or amendments; and determination that a successful employment outcome has been achieved and the record of services can be closed. Collectively, the VR Counselor, Service Coordinator, Business Specialist, Work Incentives Planner, and Case Support Staff focus on providing VR services necessary for consumers to prepare for, find, and retain employment. Counselors and Service Coordinators may also be assigned to provide Pre-Employment Transition Services, also known as DOR Student Services, to students with disabilities ages 16-21. The VR Counselors and Service Coordinators provided CDOR Students Services to 56,084 students with disabilities in FFY 2025, including potentially eligible students with disabilities.

The Orientation Center for the Blind is a CDOR owned and operated training facility that assists consumers who are blind or visually impaired to adjust to their vision loss and acquire the skills and tools necessary to pursue competitive integrated employment. A specialized staff of qualified teachers, trainers, and rehabilitation professionals provides comprehensive training and experiences tailored to assist each participant to reach their full potential for independence. At no cost to CDOR consumers, training is provided in daily living skills including cooking, independent travel, Braille and communication, AT use, and work readiness skills necessary for vocational success. Options for training include residential, individualized day programs, two-week skills assessments, or a combination of any of the above. The residential facility can support 36 participants at any given time.

During FFY 2025, CDOR actively provided VR services to 45,842 VR new applicants and provided CDOR Student Services to 45,620 potentially eligible students with disabilities. In FFY 2025, CDOR field staff provided services to an estimated 126,450 individuals and students with disabilities in open status.

D. Ratio of qualified VR counselors to clients

1 to 233. This ratio is based on total number of counselor positions (506) and the total number of consumers served in the VR program and Supported Employment program during PY 2025 (117,712).

E. Projected number of individuals to be served in 5 years

According to the 2023 American Community Survey (ACS) 5-Year Estimates for California, as reported by California Department of Finance, the percentage of individuals with disabilities in California is 11.3%. This is an increase from the 10.6% reported in the 2021 ACS 5-Year Estimates.

In program year (PY) 2030, CDOR will provide services to an estimated 64,120 individuals in the VR program.

2. Data and information on personnel preparation and development, recruitment and retention, and staff development, including the following:

- A. A list of the institutions of higher education in the State that are preparing VR professionals, by type of program; the number of students enrolled at each of those institutions, broken down by type of program; and the number of students who graduated during the prior year from each of those institutions with certification or licensure, or with the credentials for certification or licensure, broken down by the personnel category for which they have received, or have the credentials to receive, certification or licensure.**

Institute of Higher Education	Type of Program	No. of Students Enrolled	No. of Prior Year Graduates
CSU Los Angeles	Master's	62	82
CSU Fresno	Master's	24	25
CSU Sacramento	Master's	18	48
CSU San Bernardino	Master's	53	14
San Diego State University	Master's	71	49
	Total	328	136

The table above provides data for Academic Year 2021-2022 on the number of students enrolled in or graduated from a Council for Accreditation of Counseling and Related Educational Programs (CACREP) accredited Master's Degree program and the numbers of students sponsored in those programs by CDOR and/or the Rehabilitation Services Administration (RSA).

- B. The VR agency's plan for recruitment, preparation and retention of qualified personnel, which addresses the current and projected needs for qualified personnel; and the coordination and facilitation of efforts between the VR agency and institutions of higher education and professional associations to recruit, prepare, and retain personnel who are qualified, including personnel from minority backgrounds and personnel who are individuals with disabilities.**

DOR's Plan for Recruitment, Preparation, and Retention of Qualified Personnel

Through the past program years, CDOR has focused on hiring, developing, and retaining staff with the right skills and competencies to achieve the vision, mission, and goals of the department through several initiatives, including the following:

1. Recruitment Outreach and Marketing – Develop and implement an outreach and marketing strategy to establish CDOR as an employer of choice to attract high-performing diverse candidates. A recruitment committee was convened to address challenges in attracting, hiring, and retaining the Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional (QRP) Classification. Marketing strategies include developing new content to be used in brochures, posters, billboards, and a variety of online platforms. Outreach strategies include targeting university partnerships through campus recruiting events, classroom presentations, internships, and alumni engagement.
2. Onboarding Program – Develop an onboarding program available online in the Learning Management System (LMS) for all staff to learn about the CDOR's mission, core values, program areas, resources, and overall expectations.
3. Performance Management Enhancement – Develop and implement a training framework to provide managers with increased talent management knowledge and skills. Activities include proactive recruitment and retention, conducting and supporting effective individual development plans, and productive employee relations.
4. Leadership Development – The California Department of Human Resources' California Leadership Academy provides foundational mandated trainings for CEAs, managers, and supervisors in state service. The CDOR supports leadership development by providing self-paced leadership courses available on-demand in the LMS and by supporting trainings encompassing leadership competencies.
5. Recognition Program – Develop a program consisting of informal and formal recognition that reinforces the department's mission, values, and strategic objectives to help attract and retain high-performing staff.
6. Mentoring Program – Develop a mentoring program to provide educational and experiential opportunities for staff to enhance their personal and professional development.

Current and Projected Needs for Qualified Personnel

To meet the current needs for qualified personnel, CDOR's Staff Development Unit will continue to collaborate with other CDOR sections to develop employee competencies, knowledge, skills, and abilities; provide staff retraining; and comply with mandatory training requirements. The Staff Development Unit will provide logistical support for internal and external training.

The CDOR plans to offer a variety of training to support current professional development needs including:

- Academies for VR Counselors, Service Coordinators, Business Specialists, and Office Technicians. These academies will increase the capacity of personnel to provide services to consumers and will also enhance existing knowledge of personnel duties.
- Quarterly knowledge-based trainings.
- Training on the medical aspects of disability.
- Continual training for VR Counselors.

To meet the projected needs of personnel, the Staff Development Unit will rely on a number of tools including CDOR's:

- Triennial Comprehensive Statewide Needs Assessment
- Staff Development Unit Statewide Training Needs Assessment
- State and Strategic Plans
- Workforce Strategic Plan
- Employee Engagement Survey
- Learning Management System

The Staff Development Unit will identify projected training needs through analysis of audit findings, program reviews, and policy inquiries.

The Staff Development Unit will utilize the Learning Management System to track mandatory training and department-required trainings, assign competency-based training, and coordinate external training requests for department personnel.

The Staff Development Unit will support continuing education by offering a variety of methods and topics including rehabilitation technology, documentation, and case assessment. The Staff Development Unit will also coordinate additional classes focusing on Section 508 compliance.

Coordination with Higher Education Institutions and Professional Associations

The CDOR offers volunteer internships for VR students looking to gain experience and get a first-hand look at rehabilitation counseling at CDOR. The CDOR partners with the Council on Rehabilitation Education universities to conduct "How to Apply to the CDOR" workshops that help the Council on Rehabilitation Education university students navigate the civil service application process. The CDOR also partners with the Council on Rehabilitation Education universities and professional associations to promote CDOR career opportunities to their databases.

C. Description of staff development policies, procedures, and activities that ensure all personnel employed by the VR agency receive appropriate and adequate training and continuing education for professionals and paraprofessionals:

1. **Particularly with respect to assessment, vocational counseling, job placement, and rehabilitation technology, including training implemented in coordination with entities carrying out State programs under section 4 of the Assistive Technology Act of 1998; and**
2. **Procedures for the acquisition and dissemination of significant knowledge from research and other sources to VR agency professionals and paraprofessionals and for providing training regarding the amendments to the Rehabilitation Act made by the Workforce Innovation and Opportunity Act.**

System of staff development

The CDOR will provide training to professional and paraprofessional staff through three training tracks:

Track 1: Onboarding Training – provides CDOR employees with an introduction to the department and how to function successfully within it. Courses will provide staff with resources to onboard appropriately within the first quarter of employment. Key components include CDOR’s mission, CDOR and VR history, and the rehabilitation process. Courses will be available on-demand to all staff.

Track 2: Academies – provides policy-based training for the department’s VR teams. Training evaluations will be completed through a pre-assessment to both the participant and their manager to determine a baseline of learning. Upon completing academies, learners will participate in a series of continuing education courses.

Track 3: Continuing Education – provides continuing training on a range of current VR topics and role-based technology training. Continuing education is provided through various modalities including live virtual workshops and on-demand training for staff to utilize as needed in alignment with the Commission of Rehabilitation Counselor Certification guidelines. A training needs assessment of CDOR employees is conducted every two years to help guide information about the direction and need for continuing education for staff.

Training for Supervisory Staff

In addition to the three training tracks, the State of California amended Government Code 19995.4 to mandate initial and biennial leadership and development training for the Staff Services Manager I classification (or equivalent) and above.

Acquisition and Dissemination of Significant Knowledge

The CDOR continues to routinely acquire and disseminate significant VR research through the following outlets:

- Topical webinars from VR leaders including the VR Technical Assistance Center, the National Center on Leadership for the Employment and Economic Advancement of People with Disabilities, and the Employment and Training Administration.
- CDOR Director’s Quarterly All Staff Calls
- Coordinates conferences and workshops for professionals and paraprofessionals that are applicable to current industry practices.

3. **Description of VR agency policies and procedures for the establishment and maintenance of personnel standards consistent with section 101(a)(7)(B) to ensure that VR agency professional and paraprofessional personnel are adequately trained and prepared, including—**
- A. **Standards that are consistent with any national or State-approved or -recognized certification, licensing, registration, or other comparable requirements that apply to the profession or discipline in which such personnel are providing VR services; and**
 - B. **The establishment and maintenance of education and experience requirements, in accordance with section 101(a)(7)(B)(ii) of the Rehabilitation Act, to ensure that the personnel have a 21st century understanding of the evolving labor force and the needs of individuals with disabilities.**

CDOR Employees with Education and, or Certification Standards

Candidates applying for all positions must meet California’s personnel standards prior to appointment, including proof of possession of degree, certification, licensing, and registration requirements applicable for each position. California standards identified in the state approved job specifications include certification, licensing, and registration requirements for the following job classifications: Senior Vocational Rehabilitation Counselor, Qualified Rehabilitation Professional (SVRC/QRP); Teacher, Orientation and Mobility for the Blind; Teacher, Orientation and Mobility for the Blind (Typing and Braille); Teacher, Home Economics; Counselor, Orientation Center for the Blind; Vocational Instructor (Culinary Arts or Computer and Related Technologies); Physician and Surgeon; Medical Consultant; Dental Consultant; Consulting Psychologist; Optometric Consultant; and Work Incentive Planner classifications. These standards are detailed below:

SVRC/QRP

Possession of a Master’s degree in Rehabilitation Counseling from a recognized institution or:

- Possession of a Master’s degree in a closely related field or Doctorate Degree with a doctoral dissertation with an emphasis on rehabilitation,. Successful completion of one graduate course with a primary focus on the Theories and Techniques of Counseling; or
- Possession of an active national certification as a Certified Rehabilitation Counselor; or
- Completion of a Rehabilitation Counselor or Qualified Rehabilitation Professional Apprenticeship program and possession of a baccalaureate degree in a field of study reasonably related to vocational rehabilitation, such as vocational rehabilitation counseling, social work, psychology, disability studies, business administration, human resources, special education, supported employment, customized employment, economics, or another field that reasonably prepares individuals to work with consumers and employers.

Orientation and Mobility for the Blind

Possession of a valid California Teaching credential authorizing the teaching of orientation and mobility to the visually disabled and either:

- Completion of an approved graduate curriculum leading to a Master of Arts degree in Orientation and Mobility Training. Candidates who are within six months of completing the

required education will be admitted to the examination, but they will not be appointed until they have completed the curriculum, or,

Two years of experience working with the blind in training in mobility skills and physical conditioning (completion of an approved training course in the orientation and mobility in a Veterans Administration Hospital may be substituted for up to one year of the required experience on the basis of one year of training for one year of experience.) and,

- Equivalent to graduation from college.

Teacher, Orientation Center for the Blind (Typing and Braille)

Possession of a valid California designated subject credential in Typing and Braille and either:

- Two years of experience teaching Typing and Braille, or,
- Four years of typing experience, which must have included or been supplemented by experience or training in reading and writing Braille and education equivalent to graduation from college. (Additional qualifying experience may be substituted for not more than two years of the required education on a year-for-year basis.)

Teacher, Home Economics

Possession of a Secondary Credential with a major or minor in home economics.

Counselor, Orientation Center for the Blind

Equivalent to completion of two years of college, preferably including such courses as psychology, physiology, or mental hygiene. (Two years of experience teaching blind adults may be substituted for not more than two years of the required education on a year-for-year basis.)

Vocational Instructor (Culinary Arts or Computer and Related Technologies)

Credential: Possession of a valid California teaching credential that authorizes the holder to teach, on a full-time basis, a vocational course in the appropriate subject specialty or Industrial Arts subspecialty. Applicants who do not possess this credential may take the examination but must meet the requirements and have an application on file with the Commission on Teacher Credentialing for the appropriate credential before an appointment can be made and must secure the credential within 120 working days after appointment. After issuance, the credential must be maintained by completion of any required examinations or course work.

Physician and Surgeon

Possession of the legal requirements for the practice of medicine in California as determined by the California Board of Medical Quality Assurance or the California Board of Osteopathic Examiners.

Applicants who are in the process of securing approval of their qualifications by the Board of Medical Quality Assurance or the Board of Osteopathic Examiners will be admitted to the examination, but the Board to which application is made must determine that all legal requirements have been met before candidates will be eligible for appointment.

Applicants serving an internship in an approved hospital will be admitted to the examination, but they may not be appointed until they meet the other requirements stated above.

Medical Consultant

Possession of legal requirements for the practice of medicine, as determined by the California Board of Medical Quality Assurance or the California Board of Osteopathic Examiners, in addition to one year of experience in the practice of medicine exclusive of internship. Applicants who are in the process of securing approval by the Board of Medical Quality Assurance or the California Board of Osteopathic Examiners will be admitted to the examination, but the Board to which the application is made must determine that all legal requirements have been met before the candidate will be eligible for appointment.

Consulting Psychologist

Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the California Business and Professions Code. Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of two years, at which time licensure shall have been obtained or the employment shall be terminated. Experience must include either:

- Two years of experience in the California state service performing clinical psychology duties equivalent to those of a Psychologist (Various Specialties), Psychologist (Health Facility) (Various Specialties), or Psychologist Clinical, Correctional Facility, or,
- Three years of full-time postdoctoral, post-internship experience in the practice of psychology involving either training, research, consultation, or program planning in mental health services.

Consulting Optometrist

Possession of the legal requirements for the practice of optometry in California as determined by the California State Board of Optometry. Applicants who are in the process of securing approval of their qualifications by the State Board of Optometry will be admitted to the examination, but that Board must determine that all legal requirements have been met before candidates will be eligible for appointment.

Experience must include two years of experience within the past five years as a practicing Optometrist. Experience as an Optometrist in the consultant function of a medical care program can be substituted on a year-for-year basis.

Work Incentive Planner

The CDOR recruits Work Incentive Planners using the state civil service Staff Services Analyst Classification. After the CDOR Work Incentive Planners are hired, they participate in and complete the Cornell University Work Incentives Practitioner Credentialing training for certification.

21st Century Understanding

The WIOA describes the need for personnel to have a 21st century understanding of the evolving labor force and the needs of individuals with disabilities. CDOR will offer the following training:

- 21st Century Labor Market (Job-Driven Economy)
- Building Effective Partnerships with America's Job Center of California
- Building Effective Partnerships with Employers
- Competitive Integrated Employment
- Customized Employment
- Medical Aspects of Disability
- Youth
- Business Engagement
- Capacity Building

4. *Method(s) the VR agency uses to ensure that personnel are able to communicate in appropriate modes of communication with or in the native language of applicants or eligible individuals who have limited English speaking ability.*

CDOR complies with applicable federal and state laws that require the Department to provide language access services. The CDOR has a Language Access Program that ensures its services are effectively communicated to limited or non-English speaking individuals, as required by the Act.

To ensure effective communication with members of the public, including applicants and eligible individuals with disabilities, CDOR provides a variety of language services including, but not limited to, oral interpretation, written translation, and American Sign Language Interpreting, all of which are no cost to members of the public, including applicants and eligible individuals with disabilities. The CDOR translates a variety of written materials that communicate its services into several different languages.

Additionally, appropriate accommodations such as Auxiliary aids and services are provided, where necessary and as required, to afford an individual with a disability the opportunity to participate in CDOR services. Appropriate accommodations may include auxiliary aids and services such as: real time, open, closed captioning through Teams and/or Zoom; on-demand Video Remote Interpreting, which utilizes Support Service Assistant-Interpreters; and large print materials.

Refer to Description (L) for information on disability access training provided to Federal, State, and Local Government employees through the Cal Learns Training Portal, which includes Language Accessibility training.

5. *As appropriate, describe the procedures and activities to coordinate the designated State unit's comprehensive system of personnel development with personnel development under the Individuals with Disabilities Education Act.*

The CDOR and CDE have an established core series of trainings designed for CDOR and LEA staff. These trainings are initiated by CDOR and LEA cooperative program partners and include topics on VR-related subjects including employment preparation, job development and placement; transition-age youth; and transition services to students. Trainings are provided as mutually requested by CDOR and the LEA. Additionally, CDOR provides cross-training to LEAs with designated school district local VR teams to inform and support educators on CDOR services and application processes. The CDE provides the CDOR with informational material for CDOR staff on mandated secondary transition planning under IDEA for students who have an IEP.

(j) Coordination with Education Officials

Plans, Policies, and Procedures

- 1. Describe plans, policies, and procedures for coordination between the designated State agency and education officials responsible for the public education of students with disabilities, that are designed to facilitate the transition of the students with disabilities from the receipt of educational services in school to the receipt of vocational rehabilitation services, including pre-employment transition services.***

Coordination with Education Officials

The CDOR ensures coordination with education officials at the local, regional, and statewide levels through a variety of mechanisms, as described below. At the local level, CDOR has established cooperative agreements, as described in Description (L). In addition, CDOR has established a list of all California school districts and assigned a CDOR staff liaison to each district to ensure vocational rehabilitation (VR) and pre-employment transition services (CDOR Student Services) are made available to students with disabilities. The CDOR also provides training and technical assistance at the local and regional levels to education officials on VR and CDOR Student Services.

The CDOR coordinates services through an interagency agreement with the California Department of Education (CDE) as described in response to Description (J)(2)(E). The CDOR additionally coordinates with the Western Educational Corporation to encourage collaboration with Learn4Life Charter Schools doing business in California.

Consultation, Technical Assistance, and Community of Practice

The CDOR provides consultation and technical assistance to support state and local agencies in planning for the transition of students with disabilities, including the provision of CDOR Student Services. Consistent with Section 56026 of the California Education Code and the maximum age for the receipt of special education services under this section, CDOR has expanded the uppermost age range for a student with a disability to be eligible or potentially eligible for CDOR Student Services to ages 16-22, not beyond the point at which a secondary student exits their special education program.

Students who are potentially eligible can access CDOR Student Services by requesting a Student Services Plan. The CDOR facilitates the coordination of student referrals from Local Education Agencies (LEAs) and other partners and confirms that the individual meets the definition of a “student with a disability.” The CDOR further facilitates the informed choice discussion and identifies expected

CDOR Student Services to be provided to those who are potentially eligible for VR services. It ensures that the specific activities provided for the student are based on the needs and interests of the student.

Locally, each CDOR District has liaison staff to provide outreach, consultation, and technical assistance to LEAs seeking information on CDOR Student Services and VR services for students with disabilities. In addition, CDOR participates in the National Association of Special Education Administrators supported Community of Practice, which has created a shared work website for programs that support transition practices for students with disabilities. The Community of Practice leadership team includes representatives from CDOR, CDE, Department of Developmental Services (DDS), California Department of Social Services (CDSS), Employment Development Department (EDD), State Independent Living Council (SILC), educators, and parents who share the goal of providing seamless delivery of transition services to students with disabilities that lead to positive post-school outcomes.

Regional Training and Technical Assistance Curriculum

In keeping with the goal of collaboration to support transitioning students with disabilities, CDOR and CDE collaboratively fund and provide a core series of regional training and technical assistance curriculum to local CDOR and LEA staff and partners. Expert consultants provide training on topics related to CDOR Student Services and vocational services and supports leading to employment for students and youth with disabilities. Training topics include employment preparation, job development and placement; transition-age youth, and benefits planning and management. These trainings help support the further success of CDOR consumers who are students with disabilities in securing and maintaining employment. Trainings are provided, as mutually requested by CDOR and the LEA.

Approximately 20 trainings are provided annually.

Collaborative Team Process

In the coordination of goals, objectives, and services for transitioning students with disabilities, CDOR and LEAs are encouraged to use a collaborative team process to develop the transition services section of the Individualized Education Program (IEP) for students determined eligible for VR services. This process should include the involvement of the student, family, LEA representatives, CDOR staff when invited, and other service providers, as appropriate.

The CDOR and CDE's specific responsibilities are defined in the Interagency Agreement by each agency's applicable rules and regulations. The LEA is identified as the lead agency responsible for providing transition services by qualified personnel to students with disabilities to the point of exit from school. In planning for transition, the school should inform the parents and the student with a disability no later than age 16 about CDOR services and facilitate the referral process.

When invited, CDOR staff attend IEP meetings to actively participate in the planning and development of CDOR Student Services and transition services for the individual student.

For CDOR, a student's Individualized Plan for Employment (IPE) must be coordinated with the IEP or 504 services, as applicable, for that individual in terms of the goals, objectives, and services identified in the education program.

Determining Eligibility and Individualized Plan for Employment Development

The CDOR is responsible for determining eligibility for VR services needed to prepare for or obtain employment and is designated as the lead agency responsible for providing VR services by qualified personnel to students with disabilities meeting eligibility requirements.

The CDOR is providing CDOR Student Services to students with disabilities who are eligible and potentially eligible students for VR services. As appropriate, when a student with a disability is referred to CDOR for VR services and determined eligible (within 60-days from the date of application), CDOR develops the consumer's IPE. The IPE is developed within 90 days from the date of eligibility determination or by an agreed-upon extension date. The CDOR is responsible for providing and paying for the transition services, including CDOR Student Services, agreed upon in the IPE while the student with a disability is still in high school and continuing for the period the consumer is participating in the VR program.

Individualized Education Program or Individualized Plan for Employment Responsibilities

The CDOR and the CDE's responsibilities include the provision of services outlined and required by the IEP or IPE. When developing these plans, both agencies work to avoid duplication of services. Where responsibilities overlap, the primary responsibility for specific services rests with the most appropriate agency, as determined by the consumer's present status and when an agency is legally obligated and funded to provide that service. When a service could be provided by either agency, CDOR and LEAs use the following criteria to determine and assign the financial roles and responsibilities of each agency for the provision of the service:

- Determine the purpose of the service – Is it related more to an employment outcome or to education?
- Determine if the service is customary – Is the service one that the LEA customarily provides under part B of the Individuals with Disabilities Education Act (IDEA)?
- Determine the student's eligibility for the service – Is the student with a disability eligible for transition services under the IDEA?

The local agency (LEA, SELPA, or other entity) that develops the eligible student's IEP is responsible for paying for the agreed upon transition services required under the IDEA. The CDOR is responsible for providing and paying for the VR services, including CDOR Student Services, included in the consumer's agreed upon IPE for the period the consumer is in high school and continues to participate in the VR program.

Outreach

The CDOR conducts outreach through third party agreement partners by implementing procedures for enhancing outreach and identification of students with disabilities in need of transition services. The outreach by VR counselors includes a description of the VR program, eligibility requirements,

application procedures, and scope of services that may be provided to eligible individuals. The CDOR provides local presentations and informational literature to LEAs, educators, student associations, and parents about CDOR eligibility and program services.

Additionally, CDOR assigns liaison VR Counselors to many secondary schools as a single point of contact for Special Education departments. Each liaison assists in the identification of local coordination activities between CDOR and the LEA and is responsible for annually reviewing the Interagency Agreement with designated LEA staff. The CDOR will continue to provide outreach and information to high schools about available VR services.

Cooperative Programs Annual Meetings

The CDOR Cooperative Programs Section has implemented regular meetings by cooperative program type, occurring annually and mostly in-person. These meetings have provided an opportunity for CDOR field staff, cooperative programs, and stakeholders to engage in reciprocal conversation, sharing of ideas and communication on new policy, emerging service strategies, best practices, and participant success. By conducting these meetings in the community, it allows for greater participation of CDOR and cooperative program staff that enhances service delivery.

CDOR Student Services

The CDOR continues to engage in the following activities to coordinate with schools and provide CDOR Student Services:

- Developed and published a “Student Services” page on the CDOR public-facing website.
- Communicated and will continue to communicate the statewide availability of CDOR Student Services with SELPA directors and the Advisory Commission on Special Education.
- Continued outreach to schools and closer coordination between VR and LEA staff that do not currently have a Transition Partnership Program (TPP) cooperative agreement.
- Expand transition services beyond school to work to include school to postsecondary training transitions.
- Provide information about the transition from school to work at an earlier age to students who are eligible and potentially eligible for VR services.
- Provide work incentives education and planning services to students with disabilities as well as their parents or guardians.
- Provide specialized training and increase awareness for VR staff and service providers on the unique needs of students with disabilities.

In addition, CDOR utilizes a variety of methods to ensure the provision of CDOR Student Services to students with disabilities:

- Job Exploration Counseling: This service is provided by CDOR field team members. It is also provided to some students with disabilities through TPP third-party cooperative agreements and through purchased services provided through other contracts or fee-for-service arrangements through LEAs, CRPs, or other providers.

- **Work-Based Learning Experiences:** CDOR VR team members arrange for on-the-job trainings, internships, apprenticeships, work experiences, and other work-based learning experiences for students with disabilities through direct interaction with businesses, TPP third-party cooperative agreements, and through vocational services provided through other contracts or fee-for-service arrangements through LEAs or CRPs.
- **Counseling on Postsecondary Education Opportunities:** This service is provided primarily by CDOR VR team members. Team members may also arrange for the provision of this service through contracts or fee-for-service arrangements through LEAs, CRPs, or other providers.
- **Workplace Readiness Training:** CDOR VR team members provide training on workplace readiness skills including soft skills, financial literacy, independent living skills, and resume development, or arrange for training through TPP third-party cooperative agreements as well as other contracts or fee-for-service arrangements through LEAs, CRPs, or other providers. As part of the financial literacy component, CDOR Work Incentives Planners (WIPs) provide limited WIP services to students who are Supplemental Security Income or Social Security Disability Insurance recipients and need support and information regarding the impact of paid work experience on their benefits.
- **Instruction in Self-Advocacy:** The CDOR VR team members provide training on self-advocacy. It is also provided to some students with disabilities through TPP third-party cooperative agreements as well as through other contracts or fee-for-service arrangements.

Activities that support CDOR Student Services methods above include the following:

- The TPP contract services have been revised and implemented to emphasize the provision of CDOR Student Services.
- The CDOR developed and maintains new CRP pre-employment transition services, including work-based learning experience in which work experiences are arranged by CRPs across the state that serve as the employers of record.
- The CDOR established and expanded contracted work experience opportunities through We Can Work contracts, in which LEAs serve as the employer of record.
- The CDOR will continue to establish other work opportunities in collaboration with the local America's Job Center of California (AJCC).
- The CDOR will continue the Student Training Employment Program (STEP), in collaboration with local workforce boards, to provide work experience that is aligned with the employment needs of business partners through a three-year contract.
- The CDOR will continue to develop additional work opportunities for students with disabilities on an ongoing basis by working directly with businesses and establishing the Community College Foundation as the employer of record.
- Status and Scope of the Formal Interagency Agreement

Local Level Coordination

Each local administrator, or designee, will be responsible for the coordination of transition-related activities both within their own agency and with other agencies. This will serve a variety of purposes,

including, but not limited to coordination of resource information, outreach, program information dissemination, research, and evaluation, including student follow-up studies and, facilitating annual meetings of interagency personnel who serve secondary students with disabilities for the provision of CDOR Student Services and transition services.

The LEAs and CDOR districts will utilize the following resources to assist in local coordination activities:

- School Contact List – The CDOR has developed a school contact list to identify school liaisons for each secondary school district in California. This list is used to facilitate the coordination of resource information, outreach, and program information dissemination.
- Memorandums of Understanding (MOUs) – The CDOR and CDE recommend and encourage the development of local MOUs between CDOR and LEA. These MOUs will serve to facilitate and coordinate CDOR Student Services and transition services for secondary students with disabilities. State technical assistance will be provided to form such agreements. MOUs are also encouraged between the CDOR and Charter Schools. Collaborations may also include Local Partnership Agreements encouraged by CDE, CDOR, and DDS students with intellectual disabilities and developmental disabilities to provide opportunities for students with intellectual disabilities and developmental disabilities.

MOUs with LEAs

The CDOR established partnerships between several LEAs and CDOR districts to initiate a local MOU. The CDOR shared with LEAs the CDOR/CDE Interagency Agreement, which includes resources such as: the Collaboration Worksheet, CDOR School Contact List, and a CDOR Student Services flyer. The Collaboration Worksheet aims to support the development of strategies that will work best in the LEA and CDOR district. Topics include but are not limited to referral to CDOR Student Services, student access, and other key processes – understanding that different areas will have different resources and needs.

LEA-CDOR Local Interagency Agreement Template

The CDOR and CDE's Interagency Agreement includes a template for developing local agreements. The LEAs and CDOR districts will use this template to help facilitate the coordination of transition services and CDOR Student Services for students with disabilities who are enrolled in secondary education and are eligible, or potentially eligible, to receive VR services. Specifically, the intent of the agreement is to:

- Define the responsibilities of LEAs and CDOR districts.
- Provide for efficient and effective utilization of resources.
- Minimize duplication.
- Provide a foundation for continuous, effective working relationships between LEAs and CDOR districts.

Each local administrator, or designee, will be responsible for the coordination of transition-related activities within their own agency and with other agencies.

2. Describe the current status and scope of the formal interagency agreement between the VR agency and the State educational agency. Consistent with the requirements of the formal interagency agreement pursuant to 34 CFR 361.22(b), provide, at a minimum, the following information about the agreement:

A. Consultation and technical assistance, which may be provided using alternative means for meeting participation (such as video conferences and conference calls), to assist educational agencies in planning for the transition of students with disabilities from school to post-school activities, including pre-employment transition services and other vocational rehabilitation services;

Under the WIOA, State Educational Agencies (SEA) and VR agencies must plan and coordinate transition services, as well as CDOR Student Services for students with disabilities through a formal interagency agreement. In October 2018, CDOR entered into an interagency agreement with the CDE to facilitate collaboration and shared responsibilities to increase opportunities for successful transition to adult life and employment for all students with disabilities (refer to Description L). The VR services may be provided to students with disabilities and youth with disabilities; CDOR Student Services may only be provided to students with disabilities. The interagency agreement is still in effect; it does not include an expiration date.

The purpose of the agreement is to create a coordinated system of educational and VR services, including CDOR Student Services, for students with disabilities to facilitate a smooth transition from secondary education to postsecondary employment-related activities and competitive integrated employment. For the purposes of this agreement, interagency cooperation and collaboration for transition planning and services will be focused on students with disabilities who are enrolled in secondary school programs and are potentially eligible or eligible for services from CDOR. This includes students with disabilities who are served under the IDEA, regardless of where services are provided, and students with disabilities served in general secondary instructional programs and who are not served under IDEA.

Consultation and Technical Assistance

The CDOR will provide consultation and technical assistance to assist LEAs in planning for the transition of students with disabilities from school to post-school activities, including CDOR Student Services and other VR services. Technical assistance may be provided through teleconference calls, in-person presentations and meetings, or through informational material.

The CDE will provide CDOR with informational material for CDOR staff on mandated secondary transition planning under IDEA for students who have an IEP.

Additionally, statewide and local joint trainings with topics addressing CDOR Student Services and transition services will be made available to special education teachers, administrators, parents, and students by CDOR and CDE. Other training opportunities will be presented to agencies (e.g., County Mental Health programs, AJCCs, EDD, and DDS) that could individually or collectively share in the responsibility for providing transition-related services to youth and students with disabilities.

The CDOR has established a core series of training curriculum designed for local CDOR and LEA staff. Expert consultants in their respective fields provide training modules that may include:

- CDOR Student Services – Workplace Readiness Training
- CDOR Student Services – Instruction in Self Advocacy
- CDOR Student Services – Work-Based Learning Experiences
- CDOR Student Services – Job Exploration Counseling
- Job Development, Placement and Retention
- Transition Age Youth
- Collaboration and Building Partnerships for Successful Employment

Refer to Description (j)(1), specifically the sections title, “Consultation, Technical Assistance, and Community of Practice” and “Regional Training and Technical Assistance Curriculum” for more information.

B. Transition Planning by personnel of the designation State agency and educational agency personnel for students with disabilities that facilitates the development and implementation of the individualized education programs (IEPs) under section 614(d) of the Individuals with Disabilities Education Act;

A student’s IEP will include appropriate measurable postsecondary goals based upon age-appropriate transition assessments related to training, education, employment, and, where appropriate, independent living skills and the transition services (including courses of study) needed to assist the student in reaching those goals.

The CDE will encourage LEAs to invite CDOR staff to IEP meetings and other team meetings, to the extent appropriate and with the consent of the parent or adult child, so CDOR can provide information, technical assistance, and information and referral as needed for students with disabilities who are eligible or potentially eligible for VR services.

The CDOR staff will attend IEP meetings, when invited, to actively participate in the planning and development of CDOR Student Services and transition services for the individual student. For each eligible secondary student with a disability who applies for VR services, CDOR will develop an IPE before the student leaves the school system or within 90 days of eligibility determination, whichever occurs first.

The LEA and CDOR will use a collaborative team process to develop the transition services section of the IEP and the IPE for the transitioning student.

Refer to Description (j)(1), specifically the sections titled, “Collaborative Team Process” for more information.

C. The roles and responsibilities, including financial responsibilities, of each agency, including provision for determining State lead agencies and qualified personnel responsible for transition services and pre-employment transition services;

Refer to Description (j)(1), specifically the sections titled, “Collaborative Team Process” and “Individualized Education Program and Individualized Plan for Employment Responsibilities.”

D. Procedures for outreach to and identification of students with disabilities who need transition services and pre-employment transition services. Outreach to these students should occur as early as possible during the transition planning process and must include, at a minimum, a description of the purpose of the vocational rehabilitation program, eligibility requirements, application procedures, and scope of services that may be provided to eligible individuals;

To enhance outreach and identification of students with disabilities that need CDOR Student Services and transition services by VR and education, local CDOR districts and LEAs are collaborating to ensure access to these services. The CDOR procedures for student outreach will include sharing information on the VR program, eligibility requirements, application procedures, and the scope of services that may be provided to eligible individuals.

Refer to Description (j)(1), specifically the section titled, “Outreach” for more information.

E. Coordination necessary to satisfy documentation requirements set forth in 34 CFR part 397 regarding students and youth with disabilities who are seeking subminimum wage employment;

State Level Coordination

The CDOR and CDE are responsible for providing leadership and monitoring to local CDOR offices and LEAs, respectively, to facilitate the development of cooperative programs for secondary students, memorandums of understanding, and identification of students with disabilities who are either potentially eligible or eligible for the VR program. The CDOR and CDE staff will work cooperatively with other state programs and agencies to ensure that CDOR students and consumers have access to the resources available through the workforce development system.

State and local staff from each agency will work together to plan and implement evaluation activities, including individual accountability measures, for shared students/consumers. These activities should address program effectiveness, consumer satisfaction, longitudinal outcomes, cooperative research and pilot projects, and other joint efforts to document and improve the effectiveness of transition services. These coordinated efforts help to ensure that necessary documentation requirements are satisfied as set forth in 34 CFR part 397 regarding students and youth with disabilities who are seeking subminimum wage employment.

Phasing-Out of Subminimum Wage Employment

On October 5, 2021, Governor Gavin Newsom signed legislation to phase out subminimum wage, making California the 11th state to do so. Under this new law, California workers with disabilities will be required to be paid at least the state’s minimum wage by January 1, 2025. The CDOR has received a Disability Innovation grant to increase CIE outcomes of individuals with disabilities currently in subminimum wage employment. The California Subminimum Wage to Competitive Integrated Employment Project (CSP) is a multi-agency collaborative with an innovative design that will provide an

array of services and supports for participants and families that will address the historical challenges faced by individuals working in subminimum wage employment.

As such, per state legislation, effective January 1, 2025, CDOR has not been creating plans nor documenting services for students and youth with disabilities who are seeking subminimum wage employment.

Refer to Description (j)(1), specifically the sections titled “Consultation, Technical Assistance and Community of Practice,” “Regional Training and Technical Assistance Curriculum,” and “Local Level Coordination.”

F. Assurance that, in accordance with 34 CFR 397.31, neither the SEA nor the local educational agency will enter into a contract or other arrangement with an entity, as defined in 34 CFR 397.5(d), for the purpose of operating a program under which youth with a disability is engaged in work compensated at a subminimum wage.

In accordance with 34 CFR 397.31, neither the SEA nor the local educational agency will enter into a contract or other arrangement with CDOR, as defined in 34 CFR 397.5(d), for the purpose of operating a program under which youth with a disability is engaged in work compensated at a subminimum wage.

(k) Coordination with Employers

In accordance with the requirements in section 101(a)(11)(E) of the Rehabilitation Act, describe how the VR agency will work with employers to identify competitive integrated employment and career exploration opportunities in order to facilitate the provision of VR services; and transition services for youth and students with disabilities, including pre-employment transition services for students with disabilities.

VR services and Coordination with Employers.

The CDOR continues to engage with and serve the business community to help businesses identify talented employees to participate in competitive integrated employment. Some ways CDOR works with businesses include:

- Engaging the workforce development system and the business community via effective outreach, and relationship and partnership building.
- Maintaining regular CDOR participation at the California Workforce Development Board and with local workforce development boards.
- Preparing a ready and skilled workforce by connecting consumers with local opportunities to obtain non-degree credentials, including industry certifications, apprenticeship certificates, and occupational licenses with CTE, workforce, and businesses to build a skilled workforce.
- Emphasizing and supporting increased earn-and-learn opportunities for consumers including on-the-job training, paid or unpaid work experiences, internships, and apprenticeships.
- Identifying and providing early interventions to address potential employment challenges, such as providing work incentive planning support, workplace readiness training, and work-based learning opportunities.

- Ensuring each CDOR District Administrator, Regional Director, or Regional Business Specialist meets with local business leaders from identified in-demand sectors, as determined by their local Regional Planning Unit, to develop working partnerships or establish initiatives that support the hiring and/or recruitment of individuals with disabilities.
- Accessing and utilizing labor market information, including, but not limited to CalJOBS, World of Work Inventory, The Career Index Plus, Career Zone, and Careerinfo.net, to inform plans that help businesses meet their recruitment and talent needs.
- Informing business partners on hiring incentives and resources (e.g., Work Opportunity Tax Credit, Talent Acquisition Portal, Disability Awareness training, the AT network, and CDOR business-based services) to support businesses employing, supporting, retaining, and promoting qualified talent with disabilities.
- Connecting consumers and businesses with on-the-job training opportunities.

Some examples of how CDOR has partnered with businesses to promote competitive integrated employment and career experiences for consumers include:

- Participating and hosting events to build business partnerships to increase career opportunities for consumers.
- Forming statewide partnerships with businesses.
- Providing training to CDOR staff on working with businesses and developing job opportunities.
- Offering training to businesses.

Transition services, including pre-employment transition services, for students and youth with disabilities.

In addition to current vocational rehabilitation service delivery staff working with transition-aged youth, the CDOR dedicated 210 field staff, specifically Qualified Rehabilitation Professionals (QRPs), and Service Coordinators (SCs) to provide CDOR Student Services to students with disabilities. These Student Services staff outreach to employers and contractors to make available work-based learning experiences and work-readiness training to students with disabilities through initiatives such as Student Training and Employment Program (STEP) and the Foundation for California Community Colleges (FCCC) Paid Work Experience. In addition, CDOR collaborates with community rehabilitation programs (CRPs) and schools, including through transition partnership programs (TPPs) and We Can Work programs, to provide paid work experience opportunities.

Student Training and Employment Program (STEP)

STEP is a contract between CDOR and the FCCC, which funds local America’s Job Centers of California (commonly known as AJCC) to provide workplace readiness training, career exploration, and work experience in partnership with local Work Development Boards.

As part of STEP, the FCCC can provide employer of record services to assist adults, youth, and students with disabilities in obtaining valuable work experience. While the FCCC serves as the employer of record in most cases, the partnership has expanded to allow local workforce development areas and boards the option to also serve as employers of record, as appropriate.

Additional information on CDOR's efforts to collaborate with employers to provide competitive integrated employment and career exploration for students and youth with disabilities can be found in Priority 2 of Description (c), Goals, Priorities, and Strategies.

Foundation for California Community Colleges FCCC Paid Work Experience

The FCCC has been partnering with CDOR to provide paid work experience for people with disabilities to receive meaningful and transferable work experience in their local communities.

The FCCC student work experience is available to all students with disabilities aged 16 through 21 with an open potentially eligible or VR case. This opportunity allows students the ability to work in local businesses, develop soft skills, obtain transferrable skills for their resumes, and explore various careers for future employment. Work experiences can be up to 300 hours per student, are developed based on the students' interest and abilities, and are developed by local CDOR Student Services staff.

The FCCC adult work experience was developed out of the student work experience after seeing the success and need to expand these services for adults with disabilities. This is an extremely valuable assessment tool to explore their interests and abilities as they move toward their employment goals.

We Can Work (WCW)

The WCW job opportunities are administered through case service contracts between CDOR and LEAs. The purpose of these contracts is to afford students with disabilities an opportunity to participate in CDOR Student Services work-based learning experiences.

The WCW is available to students with disabilities who are potentially eligible and eligible for VR services. Work-based learning experiences are provided primarily with community businesses that have been developed by the WCW contracts. Through WCW, students with disabilities can explore competitive integrated employment settings and work with the community employers on career exploration.

(I) Interagency Cooperation with Other Agencies

In accordance with the requirements in section 101(a)(11)(C) and (K), describe interagency cooperation with and utilization of the services and facilities of agencies and programs that are not carrying out activities through the statewide workforce development system to develop opportunities for community-based employment in integrated settings, to the greatest extent practicable for the following:

1. State programs (designate lead agency(ies) and implementing entity(ies)) carried out under section 4 of the Assistive Technology Act of 1998;

The CDOR is the designated state entity for the provision of the Assistive Technology (AT) Act services and, as such, does not require additional agreements to coordinate AT Act and VR services.

The AT Act grant enhances the coordination, support and provision of existing state leadership and state-level AT activities. The grant was executed in October 2018 and was extended until September 30, 2024. CDOR will complete a Request for Interest for a new three-year grant cycle beginning October 1, 2024, through 2027.

The CDOR Voice Options Program is an AT program supported through an Interagency Agreement with the California Public Utilities Commission's Deaf and Disabled Telecommunications Program. This program provides eligible Californians who are unable to speak, or who have difficulty speaking, with a speech generating device through grant agreements with 29 local providers. The goal of this program is to ensure full and equal telephone communications access for all Californians with disabilities.

2. Programs carried out by the Under Secretary for Rural Development of the Department of Agriculture;

The CDOR is not a part of an interagency cooperation on the utilization of services and facilities of the programs carried out by the Undersecretary for Rural Development of the U.S. Department of Agriculture. However, CDOR field offices in rural areas do collaborate with local farm worker programs such as CalAgrAbility to coordinate and deliver services to farm workers with disabilities.

3. Non-educational agencies serving out-of-school youth;

The CDOR provides VR services to out-of-school youth through partnerships and coordinated programs. CDOR districts collaborate with educational agencies, regional centers, and county programs that offer appropriate services. CDOR works with the California Department of Education (CDE) to share information about available services and local contacts that can assist in connecting youth to vocational opportunities. In coordination with other state agencies, CDOR participates in the implementation of Assembly Bill 2083, which aligns public systems to better coordinate services for youth in foster care. Through these interagency efforts, CDOR contributes to developing programs, providing technical assistance, and participating in county agreements to strengthen awareness of career and training services available to youth.

4. State use contracting programs;

The state use contracting program is not applicable to CDOR.

Refer to the following other cooperative agreements with agencies not carrying out activities under the statewide workforce development system:

California State Controller's Office

Interagency Agreement 1: Claim Processing – expedites services to process claim schedules containing vendor invoices for goods and services provided to CDOR staff and consumers to ensure timely payment for continuance of services and compliance with the California Prompt Payment Act.

Interagency Agreement 2: Employee Leave System – provides CDOR Human Resource staff access and use of the State Controller's Office California Leave Accounting System for CDOR employees to perform a variety of functions necessary to accurately record and track leave system eligibility, balances, state service credits, and leave benefit activity.

Interagency Agreement 3: Human Resource Reports – provides CDOR Human Resource staff access and use of the Management Information Retrieval System to generate pre-written reports or create ad hoc reports on CDOR employee employment history, payment history, employer- sponsored deductions, and position inventory.

California Department of General Services

CDOR Purchasing Agreements: The California Department of General Services oversees the statewide contracts for purchasing where agreements establish a pre-qualified list of vendors and simplify the purchasing process. Leveraged Procurement agreements are available to all State of California governmental entities, including CDOR, that expend public funds for the acquisition of both non-IT goods and services and IT good and services that have been assessed to be fair, reasonable, and competitive.

Interagency Agreement 1: Mediation and Fair Hearings for Vocational Rehabilitation and Independent Living Services Programs – CDOR contracts with the Department of Social Services' State Hearings Division to conduct mediations and fair hearings requested by applicants, consumers, or students with disabilities who are dissatisfied with any action of CDOR in relation to application for or receipt of vocational rehabilitation and independent living services. The mediations and fair hearings are conducted in accordance California Code of Regulations, title 2, section 7350 et seq. by administrative law judges who are jointly approved by CDOR and the State Rehabilitation Council to serve as impartial hearing officers.

Interagency Agreement 2: Full Evidentiary Hearings for Business Enterprises Program for the Blind – CDOR contracts with the Department of General Services' Office of Administrative Hearings to conduct full evidentiary hearings requested by individuals licensed through the Business Enterprises Program for the Blind in accordance with California Code of Regulations, title 2, section 7227.2. BEP licensees and vendors may request a full evidentiary hearing when dissatisfied with an action of CDOR arising from licensing, selection as a vendor, termination, or suspension of a license or vendor operating agreement, probation, or administration of the program.

Interagency Agreement 3: Business Enterprises Program Insurance Management – the California Department of General Services' Office of Risk and Insurance Management provides management of

the Business Enterprises Program statewide insurance program funded from food service vending machine locations.

California Department of Health Care Services Information Exchange

Interagency Agreement: Verification of CDOR Applicant's Benefit Status –CDOR contracts with the Department of Health Care services to verify an applicant's Supplemental Security Income or Social Security Disability Insurance benefit status to assist in determining eligibility for CDOR services, including application of the presumptive eligibility rules for Supplemental Security Income or Social Security Disability Insurance beneficiaries in accordance with Title I of the Rehabilitation Act.

California Employment Development Department (EDD)

Interagency Agreement: Provides CDOR with confidential EDD wage and employer information to verify CDOR consumers' cases can be closed as employed and for use in federally required evaluation of the federal VR program.

California Department of Technology Services

Interagency Agreement: Data Processing – provides CDOR data processing services.

California Office of Technology and Solutions Integration

Interagency Agreement: Formalized Governance – CDOR reimburses the Office of Technology and Solutions Integration for the proportional share of costs for on-going formalized governance, project assessment, and strategic architecture services for delegated and non-delegated information technology projects.

California Human Resources (CALHR)

Interagency Agreement: Exam Access – Selection System provides CDOR computer access to conduct departmental civil service examinations, as well as process and maintain civil service eligible lists and certification lists.

Disability Related Services

The CDOR provides disability trainings to federal, state, and local government employees through the CalLearns Training Portal, managed by the California Department of Human Resources. The CalLearns Training Portal has 66,000 registered users. These webinars are promoted on the CDOR website, social media, and email marketing. These services provide physical, digital, and communication accessibility expertise for state government entities, businesses, and consumers.

Trainings provided to federal, state, and local government employees through the CalLearns Training Portal include the following:

- Program Access
 - Physical accessibility training for the California State Lottery, Department of General Services, and State Architect's Office
- Document Accessibility and Disability Awareness and Employment Trainings

- Contract with the California Department of Human Resources to offer trainings on the Cal Learns Training Portal:
 - Participants from 8 Federal Agencies
 - Participants from 223 State of California Departments/Boards/Commissions/Agencies
 - Participants from 14 county governments in California
 - Participants from 26 city governments in California
- Webinars to the public – marketed via CDOR website, social media, and email marketing

5. State agency responsible for administering the State Medicaid plan under title XIX of the Social Security Act (42 U.S.C. 1396 et seq.);

The CDOR has a formal agreement with the Department of Developmental Services (DDS), California’s State agency responsible for administering the Home and Community Based Services waiver for the State Medicaid plan under Title XIX of the Social Security Act (42 U.S.C. § 1396 et seq.). The CDOR and DDS continue to work together to overcome challenges in sharing individual client data across the two departments.

The DDS has the primary responsibility to provide services and supports for individuals with ID/DD, including extended services for individuals ages 22 and older who have been determined to be eligible for home and community-based services under a Medicaid waiver, Medicaid State plan amendment, or other authority related to a State Medicaid program period.

Collaborative efforts to support community integration of individuals who are eligible for Home and Community Based Services waiver programs include CDOR district staff participation in person-centered planning meetings, when invited. The CDOR is supporting discussions with DDS for improved coordination of IEPs and Individual Program Plans for eligible individuals. Refer to Description (e), Arrangements and Cooperative Agreements for the Provision of Supported Employment Services.

6. State agency responsible for providing services for individuals with developmental disabilities;

The CDOR addressed its collaboration with DDS, the agency responsible for the State Medicaid plan under Title XIX of the Social Security Act and the provision of services for individuals with ID/DD, in a previous section to this description. The CDOR’s cooperation with DDS is described throughout the State Plan, particularly in Description (e).

7. State agency responsible for providing mental health services;

In California, the State agency responsible for administering state and federal funding to county mental health services providers is the Department of Health Care Services (DHCS). Through a former memorandum of understanding (MOU), the CDOR and DHCS established a collaborative framework to provide local technical assistance and support to strengthen existing CDOR Mental Health Cooperative Programs or to develop new patterns of VR services available to individuals living with significant mental health disabilities. While the MOU expired in 2021, the CDOR has initiated and maintains

enhanced collaborative efforts with DHCS to meet its intent, with the goal of ensuring that consumers have access to comprehensive, coordinated, and quality service delivery systems.

The CDOR is also a member of the California Behavioral Health Planning Council, which evaluates the behavioral health system for accessible and effective care. It supports an accountable system of responsive services that are strength-based, recovery-oriented, and cost-effective.

8. Other Federal, State, and local agencies and programs outside the workforce development system;

California Association of Student Financial Aid Administrators

Memorandum of Understanding: Guidelines for Joint Financial Support – establishes guidelines for the joint financial support of CDOR student consumers to achieve their educational goals, eventually leading to employment. This Memorandum of Understanding supports students enrolled in the California postsecondary setting with a financial aid office on campus.

California State University (CSU)

Memorandum of Understanding: Service Commitment for CSU Students who are CDOR Consumers – details the commitment of the CSU and CDOR to work cooperatively to provide services to eligible CSU students who are CDOR consumers with disabilities.

California Community Colleges Chancellor's Office

A Memorandum of Understanding between CDOR and the California Community Colleges provides the framework to work cooperatively to improve services to the consumers of both programs. The agreement establishes processes for information sharing and service provision by each program. This partnership results in more comprehensive, complete, and timely services for consumers of both programs.

The Regents of the University of California (UC)

Memorandum of Understanding: Service Commitment for UC Students who are CDOR Consumers – details the commitment of the UC and CDOR to work cooperatively to provide services to eligible UC students who are CDOR consumers with disabilities.

Vocational Rehabilitation Services

Demand Side Employment Initiative (DSEI); also known as Disability Employment Program: CDOR and the Department of Developmental Services were granted a one-time appropriation of \$20 million from the California State Legislature to increase employment opportunities for Californians with disabilities through June 30, 2024. DOR created the \$10 million Demand Side Employment Initiative (DSEI) to incentivize employers to hire Californians with disabilities through three incentives: A California-specific human resource professional certificate program for disability-inclusive hiring and retention practices estimated to launch in December 2023; a partnership with IWSI America, NeuroTalent Works, and East Bay Innovations that established three new earn and learn opportunities in the allied health, insurance, and childcare sectors; and the EmployABILITY Business Grant to provide direct

grants to employers for hiring permanent employees with disabilities and/or providing meaningful work experience to individuals with disabilities. The DSEI also provided funding for DOR to partner with a media/marketing firm to highlight the businesses receiving grants.

Ticket to Work and Self-Sufficiency Program

The CDOR actively coordinates with the Ticket to Work and Self-Sufficiency Program. Ticket to Work is a voluntary work incentive program for Social Security Disability Insurance or Supplemental Security Income beneficiaries between the ages of 18 and 64 who are interested in going to work. The Ticket to Work Program provides beneficiaries with access to VR, training, and placement services, job retention services, as well as other services and support. Beneficiaries can use their ticket to obtain employment services and support from CDOR or they can take their ticket to an approved service provider called an Employment Network. A ticket cannot be assigned to an Employment Network and in-use with CDOR at the same time.

The CDOR's Work Incentives Planners and VR Counselors have an active role in the Ticket to Work program. The CDOR's Work Incentives Planners verify ticket status, provide information as needed, and facilitate referrals to Employment Networks at case closure. VR counselors distribute CDOR's Ticket to Work fact sheet at intake, verify the ticket status prior to approving the IPE, and facilitate sequential services.

California Work Incentives Planning and Assistance (WIPA) Projects

Memorandum of Understanding: An agreement between CDOR and the seven California WIPA projects is established to improve coordination of work incentives planning services delivered to individuals receiving Social Security Disability Insurance (SSDI) and/or Supplemental Security Income (SSI). The Memorandum of Understanding (MOU) provides guiding principles for collaboration, information sharing, and referrals between the CDOR and the WIPA projects.

The WIPA projects are organizations funded by the Social Security Administration to provide community-based work incentives planning services to SSDI/SSI beneficiaries. The WIPA projects are important CDOR partners working in cooperation to provide information SSDI/SSI beneficiaries need to make an informed choice about work and benefits for a successful transition to work and increased job retention.

(9) Other private nonprofit organizations.

Independent Living Centers

Grant 1: Statewide Grants: Administration and Oversight of Independent Living Services – Title VII Rehabilitation Act funds, state general funds, and state Social Security Reimbursement funds are used to administer CDOR's Independent Living program and monitor 28 Independent Living Centers that provide federal and state required services including information and referral, independent living skills, peer support, transition and diversion, housing, personal assistance, and AT services to individuals with disabilities.

Grant 2: Provision of Independent Living Services – Assembly Bill 204 grants are issued to 28 non-profit Independent Living Centers and provide a wide range of independent living services for individuals regardless of type of disability, age, and income level to achieve social and economic independence. Core services provided include peer counseling, information and referral, personal assistance, housing assistance, independent living skills training, and other services and supports such as AT, transportation, job development, mobility assistance, and communication.

As a core service, Independent Living Centers provide transition and diversion services. Transition services assist individuals transitioning from nursing homes and other institutions to home and community-based living. Transition services also include youth transition for individuals with significant disabilities to transition out of high school into postsecondary education, independent living, and employment. Diversion services provide assistance to consumers who are at risk of entering institutions or going into higher levels of care so that they may remain living in the community.

Grant 3: State Plan for Independent Living Independent Living Transition and Diversion Grants – In partnership with the State Independent Living Council (SILC) and the State Plan for Independent Living (SPIL), Title VII B of the Rehabilitation Act grants funds are used to assist Independent Living Centers with the one-time costs associated with assisting people with disabilities of all ages to transition from institutional settings to community settings, to remain in the community when at risk of entering institutionalization, for youth with disabilities to transition to postsecondary life, and to support individuals who are homeless to transition to stable housing.

Grant 4: State Plan for Independent Living Tier Augmentation Grants – In partnership with the SILC and the SPIL, Title VII B of the Rehabilitation Act grant funds are used to create a base funding level for Independent Living Centers.

Grant 5: Systems Change Grant – In partnership with the SILC and the SPIL, CDOR funds a Systems Change Grant through Title VII B of the Rehabilitation Act. The grant, issued on January 1, 2021, through September 30, 2024, granted one non-profit agency the award to administer the Systems Change Network Hub program that funds the maintenance, coordination, and continued development of an existing systems change network focused on independent living issues affecting persons with disabilities.

Traumatic Brain Injury

Grant 1: Traumatic Brain Injury (TBI) Program – The State General Fund supports a network of six community service provider TBI sites to assist individuals with TBI by providing supportive living, community reintegration, vocational supportive services, information and referral, and public and professional education. The CDOR coordinates TBI services and Technical Assistance through six TBI site partners and provides information and best practices related to TBI consumers to Independent Living Centers and the TBI service network.

Grant 2: Home and Community Based Services (HCBS) Spending Plan TBI Grant: Through funding from the American Rescue Plan Act and the California Department of Health Care Services, CDOR expanded

its TBI program to serve unserved and underserved populations through a network of services and supports for individuals with TBI, their families, and caregivers through December 2024. The six existing state funded TBI program sites and six new HCBS funded sites have contracts that started April 1, 2022, and ended June 30, 2024.

Grant 3: Traumatic Brain Injury (TBI) State Partnership Program Grant – In 2021, CDOR was awarded a federal grant from the Administration for Community Living to continue the work of its TBI Advisory Board that advises CDOR on the needs of TBI survivors.

State Independent Living Council

Interagency Agreement: SILC Operation – Title VII B, Rehabilitation Act funds are used to operate the SILC and provide SILC funds for various sub-grants and contracts necessary to carry out the goals and objectives of the SPIL in support of independent and community living for people with disabilities.

Community Living Fund

Grant 1: To improve access to community Living, the Community Living Fund (CLF) advances California's Master Plan for Aging over a three-year period that started July 1, 2022, through June 30, 2025. The CDOR has grants with a statewide network of 28 eligible disability and aging service providers, including Independent Living Centers who have a demonstrated ability to provide institutional transition and diversion services, assess individuals for needs and eligibility of services, and coordinate services with other systems designed to support people with disabilities and older adults to live in the community to reduce duplication to provide services for the Community Living Fund. The grants started April 1, 2023, and ended June 30, 2025.

Older Individuals who are Blind

Older Individuals who are Blind Grants: The Older Individuals who are Blind Program Administration and Services – Title VII, Chapter 2 Rehabilitation Act funds are used to administer and monitor the delivery of local Older Individuals who are Blind program services to visually impaired individuals age 55 and older to assist them to live independently, including funding 15 organizations to provide training in low-vision skills, adaptive equipment, orientation and mobility, communication, daily living skills, adjustment counseling, and supportive services to eligible individuals.

California Committee on Employment of People with Disabilities

The California Committee on Employment of People with Disabilities (CCEPD) has an interagency agreement with the Employment Development Department to advance competitive integrated employment for people with disabilities and support cross-system collaborations between workforce and human services. The CCEPD makes policy recommendations to the Secretary of the California Health and Human Services Agency and the Labor Workforce Development Agency and supports the annual statewide Youth Leadership Forum and regional youth events. The CCEPD will continue its work on supporting collaborative efforts to further strategic co-enrollment and best practices in broader workforce. It will also develop reports to identify barriers to employment through the management and navigation of benefits, on efforts to engage on career technical education and apprenticeships, use of artificial intelligence, and efforts with the Master Plan for Aging.

Youth Leadership Forum

The Youth Leadership Forum (YLF) for Students with Disabilities is an annual leadership event that serves between 30 and 50 youth with disabilities. The event is designed to build youth's confidence and skills to set goals for their lives, education, training, and employment. In 2022, CCEPD staff and members engaged with local partners in Los Angeles, Sacramento, and San Diego to develop pilots for regional YLF events. The Sacramento YLF event was the first regional event, which took place in October 2023. The Los Angeles YLF event took place in February 2024, and the San Diego YLF in June 2024.

Vocational Rehabilitation Certifications and Assurances

CERTIFICATIONS

States must provide written and signed certifications that:	
1.	The (enter the name of designated State agency or designated State unit, as appropriate,) is authorized to submit the VR services portion of the Unified or Combined State Plan under title I of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by title IV of WIOA, ¹ and its State Plan supplement under title VI of the Rehabilitation Act;
2.	In the event the designated State agency is not primarily concerned with vocational and other rehabilitation of individuals with disabilities, the designated State agency must include a designated State unit for the VR program (Section 101(a)(2)(B)(ii) of the Rehabilitation Act). As a condition for the receipt of Federal funds under title I of the Rehabilitation Act for the provision of VR services, the (enter the name of designated State agency or the designated State unit when the designated State agency has a designated State unit) ² agrees to operate and is responsible for the administration of the State VR Services Program in accordance with the VR services portion of the Unified or Combined State Plan ³ , the Rehabilitation Act, 34 CFR 361.13(b) and (c), and all applicable regulations ⁴ , policies, and procedures established by the Secretary of Education. Funds made available to States under section 111(a) of the Rehabilitation Act are used solely for the provision of VR services and the administration of the VR services portion of the Unified or Combined State Plan;
3.	As a condition for the receipt of Federal funds under title VI of the Rehabilitation Act for supported employment services, the designated State agency or the designated State unit when the designated State agency has a designated State unit, agrees to operate and is responsible for the administration of the State Supported Employment Services Program in accordance with the supplement to the VR services portion of the Unified or Combined State Plan ⁵ , the Rehabilitation Act, and all applicable regulations ⁶ , policies, and procedures established by the Secretary of Education. Funds made available under title VI are used solely for the provision of supported employment services and the

¹ Public Law 113-128.

² All references in this plan to "designated State agency" or to "the State agency" relate to the agency identified in this paragraph.

³ No funds under title I of the Rehabilitation Act may be awarded without an approved VR services portion of the Unified or Combined State Plan in accordance with section 101(a) of the Rehabilitation Act.

⁴ Applicable regulations, in part, include the Education Department General Administrative Regulations (EDGAR) in 34 CFR parts 76, 77, 79, 81, and 82; 2 CFR part 200 as adopted by 2 CFR part 3474; and the State VR Services program regulations at 34 CFR part 361.

⁵ No funds under title VI of the Rehabilitation Act may be awarded without an approved supported employment supplement to the VR services portion of the Unified or Combined State Plan in accordance with section 606(a) of the Rehabilitation Act.

⁶ Applicable regulations, in part, include the citations in footnote 4, as well as Supported Employment program regulations at 34 CFR part 363.

States must provide written and signed certifications that:	
	administration of the supplement to the VR services portion of the Unified or Combined State Plan;
4.	The designated State unit, or if not applicable, the designated State agency has the authority under State law to perform the functions of the State regarding the VR services portion of the Unified or Combined State Plan and its supplement, and is responsible for the administration of the VR program in accordance with 34 CFR 361.13(b) and (c);
5.	The State legally may carry out each provision of the VR services portion of the Unified or Combined State Plan and its supplement.
6.	All provisions of the VR services portion of the Unified or Combined State Plan and its supplement are consistent with State law.
7.	The (enter title of State officer below) has the authority under State law to receive, hold, and disburse Federal funds made available under the VR services portion of the Unified or Combined State Plan and its supplement;
8.	The (enter title of State officer below) has the authority to submit the VR services portion of the Unified or Combined State Plan and the supplement for Supported Employment services;
9.	The agency that submits the VR services portion of the Unified or Combined State Plan and its supplement has adopted or otherwise formally approved the plan and its supplement.

ASSURANCES

The designated State agency or designated State unit, as appropriate and identified in the State certifications included with this VR services portion of the Unified or Combined State Plan and its supplement, through signature of the authorized individual, assures the Commissioner, that it will comply with all of the requirements of the VR services portion of the Unified or Combined State Plan and its supplement, as set forth in sections 101(a) and 606 of the Rehabilitation Act. The individual authorized to submit the VR services portion of the Unified or Combined State Plan and its supplement makes the following assurances:

The State Plan must provide assurances that:	
1.	Public Comment on Policies and Procedures: The designated State agency assures it will comply with all statutory and regulatory requirements for public participation in the VR

The State Plan must provide assurances that:	
	Services Portion of the Unified or Combined State Plan, as required by section 101(a)(16)(A) of the Rehabilitation Act.
2.	Submission of the VR services portion of the Unified or Combined State Plan and Its Supplement: The designated State unit assures it will comply with all requirements pertaining to the submission and revisions of the VR services portion of the Unified or Combined State Plan and its supplement for the State Supported Employment Services program, as required by sections 101(a)(1), (22), (23), and 606(a) of the Rehabilitation Act; section 102 of WIOA in the case of the submission of a Unified State plan; section 103 of WIOA in the case of a submission of a Combined State Plan; 34 C.F.R. 76.140.
3.	<p>Administration of the VR services portion of the Unified or Combined State Plan: The designated State agency or designated State unit, as appropriate, assures it will comply with the requirements related to:</p> <ul style="list-style-type: none"> (a) the establishment of the designated State agency and designated State unit, as required by section 101(a)(2) of the Rehabilitation Act. (b) either a State independent commission or State Rehabilitation Council, as required by section 101(a)(21) of the Rehabilitation Act. (c) consultations regarding the administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(16)(B) of the Rehabilitation Act. (d) the financial participation by the State, or if the State so elects, by the State and local agencies, to provide the amount of the non-Federal share of the cost of carrying out the VR program in accordance with section 101(a)(3). (e) as applicable, the local administration of the VR services portion of the Unified or Combined State Plan, in accordance with section 101(a)(2)(A) of the Rehabilitation Act. (f) as applicable, the shared funding and administration of joint programs, in accordance with section 101(a)(2)(A)(ii) of the Rehabilitation Act. (g) statewideness and waivers of statewideness requirements, as set forth in section 101(a)(4) of the Rehabilitation Act. (h) the requirements for cooperation, collaboration, and coordination, as required by sections 101(a)(11) and (24)(B); and 606(b) of the Rehabilitation Act.

The State Plan must provide assurances that:	
	<ul style="list-style-type: none"> (i) all required methods of administration, as required by section 101(a)(6) of the Rehabilitation Act. (j) the requirements for the comprehensive system of personnel development, as set forth in section 101(a)(7) of the Rehabilitation Act. (k) the compilation and submission to the Commissioner of statewide assessments, estimates, State goals and priorities, strategies, and progress reports, as appropriate, and as required by sections 101(a)(15), 105(c)(2), and 606(b)(8) of the Rehabilitation Act. (l) the reservation and use of a portion of the funds allotted to the State under section 110 of the Rehabilitation Act for the development and implementation of innovative approaches to expand and improve the provision of VR services to individuals with disabilities, particularly individuals with the most significant disabilities as set forth in section 101(a)(18)(A). (m) the submission of reports as required by section 101(a)(10) of the Rehabilitation Act.
4.	<p>Administration of the Provision of VR Services: The designated State agency, or designated State unit, as appropriate, assures that it will:</p> <ul style="list-style-type: none"> (a) comply with all requirements regarding information and referral services in accordance with sections 101(a)(5)(E) and (20) of the Rehabilitation Act. (b) impose no duration of residence requirement as part of determining an individual's eligibility for VR services or that excludes from services under the plan any individual who is present in the State in accordance with section 101(a)(12) of the Rehabilitation Act. (c) provide the full range of services listed in section 103(a) of the Rehabilitation Act, as appropriate, to all eligible individuals with disabilities in the State who apply for services or, if implementing an order of selection, in accordance with criteria established by the State for the order of selection as set out in section 101(a)(5) of the Rehabilitation Act. (d) determine whether comparable services and benefits are available to the individual in accordance with section 101(a)(8) of the Rehabilitation Act. (e) comply with the requirements for the development of an individualized plan for employment in accordance with section 102(b) of the Rehabilitation Act.

The State Plan must provide assurances that:

- (f) comply with requirements regarding the provisions of informed choice for all applicants and eligible individuals in accordance with section 102(d) of the Rehabilitation Act.
- (g) provide vocational rehabilitation services to American Indians who are individuals with disabilities residing in the State, in accordance with section 101(a)(13) of the Rehabilitation Act.
- (h) comply with the requirements for the conduct of semiannual or annual reviews, as appropriate, for individuals employed either in an extended employment setting in a community rehabilitation program or any other employment under section 14(c) of the Fair Labor Standards Act of 1938, as required by sections 101(a)(14) and 511 of the Rehabilitation Act.
- (i) meet the requirements in sections 101(a)(17) and 103(b)(2) of the Rehabilitation Act if the State elects to construct, under special circumstances, facilities for community rehabilitation programs.
- (j) with respect to students with disabilities, the State:
 - (i) has developed and will implement,
 - (A) strategies to address the needs identified in the assessments; and
 - (B) strategies to achieve the goals and priorities identified by the State, to improve and expand vocational rehabilitation services for students with disabilities on a statewide basis; and
 - (ii) has developed and will implement strategies to provide pre-employment transition services (sections 101(a)(15), 101(a)(25), and 113).
 - (iii) shall reserve not less than 15 percent of the allocated funds for the provision of pre-employment transition services; such funds shall not be used to pay for the administrative costs of providing pre-employment transition services.

5. Program Administration for the Supported Employment Title VI Supplement to the State plan:

- (a) The designated State unit assures that it will include in the VR services portion of the Unified or Combined State Plan all information required by section 606 of the Rehabilitation Act.
- (b) The designated State agency assures that it will submit reports in such form and in accordance with such procedures as the Commissioner may require and collects the information required by section 101(a)(10) of the Rehabilitation Act separately for

The State Plan must provide assurances that:	
	individuals receiving supported employment services under title I and individuals receiving supported employment services under title VI of the Rehabilitation Act.
6.	<p>Financial Administration of the Supported Employment Program (Title VI):</p> <p>(a) The designated State agency assures that it will expend no more than 2.5 percent of the State's allotment under title VI for administrative costs of carrying out this program; and, the designated State agency or agencies will provide, directly or indirectly through public or private entities, non-Federal contributions in an amount that is not less than 10 percent of the costs of carrying out supported employment services provided to youth with the most significant disabilities with the funds reserved for such purpose under section 603(d) of the Rehabilitation Act, in accordance with section 606(b)(7)(H) and (I) of the Rehabilitation Act.</p> <p>(b) The designated State agency assures that it will use funds made available under title VI of the Rehabilitation Act only to provide supported employment services to individuals with the most significant disabilities, including extended services to youth with the most significant disabilities, who are eligible to receive such services; and, that such funds are used only to supplement and not supplant the funds provided under Title I of the Rehabilitation Act, when providing supported employment services specified in the individualized plan for employment, in accordance with section 606(b)(7)(A) and (D), of the Rehabilitation Act.</p>
7.	<p>Provision of Supported Employment Services:</p> <p>(a) The designated State agency assures that it will provide supported employment services as defined in section 7(39) of the Rehabilitation Act.</p> <p>(b) The designated State agency assures that the comprehensive assessment of individuals with significant disabilities conducted under section 102(b)(1) of the Rehabilitation Act and funded under title I of the Rehabilitation Act includes consideration of supported employment as an appropriate employment outcome, in accordance with the requirements of section 606(b)(7)(B) of the Rehabilitation Act an individualized plan for employment that meets the requirements of section 102(b) of the Rehabilitation Act , which is developed and updated with title I funds, in accordance with sections 102(b)(3)(F) and 606(b)(7)(C) and (E) of the Rehabilitation Act.</p>