

**DEPARTMENT OF DEVELOPMENTAL SERVICES**

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TO: REGIONAL CENTER EXECUTIVE DIRECTORS

SUBJECT: REGIONAL CENTER PERFORMANCE MEASURES – EMPLOYMENT,  
PARTICIPATION IN COMPETITIVE INTEGRATED EMPLOYMENT

The Department of Developmental Services (Department) worked with the Regional Center Performance Measures (RCPM) Workgroup consisting of representatives from all aspects of the developmental disabilities services system to develop performance incentives and measures to promote improvements in consumer outcomes and regional center performance. This RCPM program has six focus areas identified by the Workgroup, including: Early Start, Employment, Equity and Cultural Competency, Individual and Family Experience and Satisfaction, Person-Centered Services Planning, and Service Coordination and Regional Center Operations. Each focus area has one or more performance measures tied to specific desired outcomes, with corresponding performance targets and incentives.

**Overview**

The purpose of this directive is to provide information regarding the Participation in Competitive Integrated Employment (CIE) measure in the Employment focus area of the RCPM program. Full descriptions of all RCPM focus areas, measures and incentives can be found [here](#). Each performance measure and incentive is an opportunity for regional centers to demonstrate performance above the minimum expectations established through statute or regulation. While participation in the program is voluntary, all regional centers are encouraged to provide high quality service that is responsive to the priorities established by the statewide stakeholder Workgroup. The performance measure addressed in this directive assesses the number of consumers who participate in CIE for at least 30 days during the reporting period.

The incentive associated with this measure is a pay-for-performance incentive, meaning as described below that regional centers will be eligible for incentive payments after meeting defined performance expectations.

**Performance Measures and Desired Outcomes**

The desired outcome of this measure is to ensure that people who want a job have a job, with support from regional center service providers that help people get and keep jobs that maximize their skills and interests. To advance this outcome, the Department has set a statewide goal for Fiscal Year (FY) 2022-23 of increasing CIE placements by 20 percent over the number of placements in FY 2021-22.

**“Building Partnerships, Supporting Choices”**

### **Performance Measures Data**

To measure progress toward the statewide goal of increasing CIE placements by 20 percent over last year, the Department will review unduplicated consumer CIE 30-day incentive payment data across all ages for each regional center for FY 2022-23. These data will be compared to CIE data for FY 2021-22 to identify the change in consumers who participate in CIE for at least 30 days.

### **Incentive**

The Department recognizes that regional centers have different experiences and prior levels of CIE placements and, as such, the performance targets required to earn incentives for this measure are structured to reflect these varying experiences. Accordingly, the Department has established a statewide target of increasing CIE placements by 20 percent (representing 1,254 new placements for FY 2022-23). Unique regional center performance targets have been established, allocating the 20 percent statewide increase based on the proportion of the statewide population that each regional center serves. For some regional centers with high historical CIE placements, this target may be lower than their placements for FY 2021-22, so the Department has also established an alternative performance target for those regional centers equal to a 5 percent increase in CIE placements over the prior year.

A regional center may earn a one-time incentive payment of \$75,000 for meeting one of the following performance targets, *whichever is higher for the regional center*.

- Achieve the number of 30-day CIE placements that are equal to or exceed the unique regional center target based on the statewide goal of a 20 percent increase in CIE placements; OR
- Achieve a 5 percent increase in the regional center's 30-day CIE placements compared to FY 2021-22.

Regional centers may earn an additional high performance incentive of \$50,000 for exceeding their base performance target for FY 2022-23 by 10 percent or more.

Details for the base and high performance incentives are shown in Table 1 below. Please also refer to the enclosure for further details on the FY 2022-23 performance targets for each regional center, which the Department has pre-calculated based on the higher of the two base performance targets for each regional center.

**Table 1: FY 2022-23 CIE Placement Incentive Approach**

<b>Incentive Type</b>	<b>Performance Target</b>	<b>Incentive</b>
Base Performance Incentive	Achieve one of the following targets, whichever is higher for the regional center: <ul style="list-style-type: none"><li>• <u>Target A</u>: Achieve the number of 30-day CIE placements that are equal to or exceed the unique regional center target based on the statewide goal of a 20 percent increase in CIE placements; OR</li><li>• <u>Target B</u>: Achieve a 5 percent increase in the regional center's 30-day CIE placements compared to FY 2021-22.</li></ul>	\$75,000
High Performance Incentive	Achieve the number of CIE placements that are equal to or exceed the base performance target by 10 percent.	\$50,000

Details of incentive payments for subsequent phases of this measure will be provided in future directives from the Department. If you have any questions regarding the RCPM program, please email [RCmeasures@dds.ca.gov](mailto:RCmeasures@dds.ca.gov).

Sincerely,

BRIAN WINFIELD  
Chief Deputy Director

Enclosure

cc: Regional Center Administrators  
Regional Center Directors of Consumer Services  
Regional Center Community Services Directors  
Association of Regional Center Agencies  
Nancy Bargmann, Department of Developmental Services  
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