

CONCURRENCE IN SENATE AMENDMENTS

AB 2414 (Nguyen)

As Amended August 28, 2026

Majority vote

SUMMARY

Defines a “direct support professional” and requires the Department of Developmental Services (DDS) to develop billing guidance necessary to facilitate compensation for the training of direct support professionals (DSPs).

Senate Amendments

- 1) Remove the requirement for any proposed or active pay differential associated with the established training to be included in the rate model review.
- 2) Remove the requirement for DDS to develop billing guidance to facilitate a pay differential associated.
- 3) Make technical and conforming changes with the Budget Act.
- 4) Add language to avoid chaptering out issues with AB 175 (Committee on Budget) or SB 175 (Committee on Budget and Fiscal Review).

COMMENTS

Role of a Direct Support Professional. DSPs work directly with people with intellectual or developmental disabilities to assist the people they work with to become independent and integrated into their community. According to the United States Department of Labor, DSPs are a part of the broader workforce of Direct Care Workers. Historically, DSPs primarily served as caregivers for the people they supported. In the past few decades, however, the needs of those served began to change, and the roles of DSPs began to change as well. Today, the role of a DSP goes beyond caregiving and focuses more broadly on supporting people with disabilities to participate fully in their communities, live in integrated settings, and seek competitive integrated employment. Some of the roles of a DSP include:

- 1) Supporting engagement with the community by providing support in less congregate and more individualized settings, job coaching, employment support, and transportation.
- 2) Using creative thinking for accommodations to help people with disabilities be more independent.
- 3) Providing caregiving and support with activities of daily living, including: medication administration, mobility assistance, wound care, and accessing food.
- 4) Working with the people they support to advocate for rights and services, such as accessing resources and opportunities in the community, and working with the employer to customize job duties.

5) Providing emotional support.¹

DSP Training and Career Paths. Because DSPs play a vital role in helping individuals with intellectual or developmental disabilities, California has recognized that training and development should match the professionalization of the role. As such, California has implemented a number of workforce initiatives including a training stipend for DSPs and an internship program. In addition to those efforts, AB 136 (Committee on Budget), Chapter 76, Statutes of 2021, required DDS to develop and implement a direct service professional training curriculum that promotes person-centered services that are culturally and linguistically sensitive and improve consumer outcomes. DDS is implementing this by establishing the "DSP University," which, according to their webpage, is set to roll out in Winter 2026. *This bill* requires DDS to establish billing guidance necessary to facilitate compensation associated with required training on or before April 1, 2027.

DDS Rate Model Review. AB 2434 (Mathis), Chapter 904, Statutes of 2024, required DDS to review and update the rate models per the cost inputs available at the time of the review and post the updated rate models on its website every two years. The first model was published this year.² The model is not required to be implemented and is merely a model of what rates would be if they were fully funded.

According to the Author

"Direct Support Professionals (DSPs) are on the front lines, providing direct and essential support to California's community of individuals with intellectual and developmental disabilities (IDDs). This workforce ensures that folks with IDD maintain their dignity, independence, and access to social opportunities by providing a wide range of supports, including job coaching and employment support, mobility assistance, wound care, and the administration of medication. Unfortunately, California is currently facing a DSP workforce shortage, which severely reduces supports and services for the IDD community. Low wages in exchange for this highly skilled labor are forcing workers to seek employment in other industries to make ends meet. "[This bill] addresses this issue by standardizing references to DSPs throughout state law, strengthening workforce recognition, enabling consistent data collection, and supporting more effective policy development. By ensuring DSPs are formally recognized in state law, this bill also increases access to supports and services for individuals with IDDs."

Arguments in Support

The California Respite Association writes, "Although DSPs play a crucial role in our disability services system and the broader economy, state law inconsistently references these workers and does not define their role. This lack of clarity complicates efforts to accurately assess workforce shortages, track turnover, and develop effective recruitment and retention strategies. As shortages persist, individuals with IDD and their families experience instability in accessing consistent, person-centered supports. By clearly recognizing the DSP workforce, [this bill] strengthens the foundation of the regional center system. A stable, visible, and well-supported DSP workforce will ensure that Californians with IDD can consistently access the person-centered services they are entitled to."

¹ <https://www.dol.gov/agencies/odep/program-areas/individuals/DSP>

² https://www.dds.ca.gov/wp-content/uploads/2025/12/AB2423_RateModels_Vers202601_Master_2025-12-31.pdf

Arguments in Opposition

None on file.

FISCAL COMMENTS

According to the Senate Appropriations Committee on August 3, 2026:

- 1) Unknown General Fund cost pressures, potentially hundreds of thousands annually, to provide compensation associated with the training for direct support professionals.
- 2) The Department of Developmental Services (DDS) indicates no fiscal impact for state operations since the department already utilizes the term “direct support professional” and is developing billing guidance to support enhanced, training-based compensation using existing funds.

VOTES:**ASM HUMAN SERVICES: 7-0-0**

YES: Lee, Castillo, Calderon, Elhawary, Jackson, Solache, Tangipa

ASM APPROPRIATIONS: 15-0-0

YES: Wicks, Hoover, Aguiar-Curry, Calderon, Caloza, Dixon, Fong, Mark González, Krell, Pacheco, Pellerin, Sharp-Collins, Solache, Ta, Tangipa

ASSEMBLY FLOOR: 78-0-2

YES: Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Arambula, Ávila Farías, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Castillo, Chen, Connolly, Davies, DeMaio, Dixon, Elhawary, Ellis, Flora, Fong, Gabriel, Gallagher, Garcia, Gipson, Jeff Gonzalez, Mark González, Hadwick, Haney, Harabedian, Hart, Hoover, Irwin, Jackson, Johnson, Kalra, Krell, Lackey, Lee, Lowenthal, Macedo, McKinnor, Nguyen, Ortega, Pacheco, Papan, Patel, Patterson, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Michelle Rodriguez, Rogers, Blanca Rubio, Sanchez, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Ta, Tangipa, Valencia, Wallis, Ward, Wicks, Wilson, Zbur, Rivas

ABS, ABST OR NV: Muratsuchi, Celeste Rodriguez

SENATE FLOOR: 40-0-0

YES: Allen, Alvarado-Gil, Archuleta, Arreguín, Ashby, Becker, Blakespear, Cabaldon, Caballero, Cervantes, Choi, Cortese, Dahle, Durazo, Gonzalez, Grayson, Grove, Hurtado, Jones, Laird, Limón, McGuire, McNeerney, Menjivar, Niello, Ochoa Bogh, Padilla, Pérez, Reyes, Richardson, Rubio, Seyarto, Smallwood-Cuevas, Stern, Strickland, Umberg, Valladares, Wahab, Weber Pierson, Wiener

SENATE FLOOR: 40-0-0

YES: Allen, Alvarado-Gil, Archuleta, Arreguín, Ashby, Becker, Blakespear, Cabaldon, Caballero, Cervantes, Choi, Cortese, Dahle, Durazo, Gonzalez, Grayson, Grove, Hurtado, Jones, Laird, Limón, McGuire, McNeerney, Menjivar, Niello, Ochoa Bogh, Padilla, Pérez, Reyes, Richardson, Rubio, Seyarto, Smallwood-Cuevas, Stern, Strickland, Umberg, Valladares, Wahab, Weber Pierson, Wiener

UPDATED

VERSION: June 22, 2026

CONSULTANT: Alexandria Smith / HUM. S. / (916) 319-2089

FN: 0004531