

# Coordinated Career Pathways Guidance



**Department of Developmental Services**



**SID|RIC**

San Diego Regional Center



# Guidance for Regional Centers

On Coordinated Career Pathways

Department of Developmental Services





# AGENDA

- ① Service Description
- ② Eligibility
- ③ Career Pathway Navigator
- ④ Customized Employment Specialist
- ⑤ Vendorization (Staff Qualifications, Program Design, Rates)
- ⑤ Next steps

# CCP – Service Description

- Specifically designed for individuals exiting WAP (Work Activity Program) and SMW (Sub Minimum Wage) and transitioning out of high school to achieve Competitive Integrated Employment (CIE) or post-secondary education and may have unique support needs or employment goals.
- CCP services will be tailored to the specific needs and work goals of the individual being served.
- Two new services are available through CCP
  - Career Pathway Navigator (CPN)
  - Customized Employment Specialist (CES).
- Services are time-limited to 18 months but can be extended to 24 months (max).

# Eligibility- Individuals

Individuals who are exiting or recently exited:

- Work activity programs or other sub-minimum wage settings
- Within two years of exiting secondary education
- Recently after high school or post secondary graduation
- If the individual is in SDP (Self-Determination Program), they can be eligible and CCP services are paid outside of the Individual budget

# Career Pathway Navigator

- Development of a Person Centered Career Plan (PCCP)
- Guidance on employment resources and information
- Assistance in identifying career options
- Navigating regional center and generic services
- Monitoring progress



# Person-Centered Career Plan

All participants of CCP are required to have a PCCP. The written plan includes the individual's career interests and goals, strengths, challenges and barriers, regional center and generic services and supports, short term milestones, action steps, and timeline.

A PCCP does not automatically assume an individual will go into customized employment. An individual will pursue customized employment if it fits the needs and wants of the individual based on the desired outcomes of the PCCP.

# Customized Employment Specialist

The goal of customized employment is job placement that meets the specific abilities of the individual job seeker and the business needs of the employer in a competitive integrated setting rather than the traditional approach of matching a person to an existing job.

The CES will expand on initial information from the PCCP to direct, assist and support the individual through an individualized, person-centered, customized employment process which includes:

- Discovery
- Job Search Planning
- Job Development and Negotiation of a Customized Job
- Placement Support
- Post-Employment Support and Transition Planning

# Vendorization – Staff Qualifications

Vendor must meet the following requirements:

## **CPN Staff**

- Bachelors-level degree with 3 years' experience in the field of developmental disabilities service systems OR an Associates-level degree with 5 years' experience.
- Completed a course or training in person-centered thinking/planning
- Hold either an ACRE certificate with an emphasis on CE or Association of People Supporting Employment First (APSE) Certified Employment Support Professional (CESP) credentialed.

## **CES Staff**

- Associates-level degree (preferred) OR a high school diploma (or equivalent).
- ACRE certification with an emphasis on CE or CESP credentialed.

# Vendorization – Program Design

- Program Design Guidance
- Create program design using DDS Guidelines
- Submit to SDRC resource specialist
  - Include additional vendor packet requirements
  - Include PIP and CIE to design
- Once approved, Community Services will send information to SCs who will send appropriate referrals
- DDS Enclosure C (Referral Form)

# Vendorization – Service Codes & Rates



**Service Code 956**



**Sub Code**

Career Pathway Navigator (sub code NAV) -  
\$90.47 per hour

Customized Employment (sub code CES) –  
\$65.51 per hour

# Outreach Plan to Service Providers

## Service Providers *and* Community Members

- Roundtables
- Coffee with Community Services
- Presentations and info sessions
- Development of materials
- Collaboration with community partners to distribute information
- Streamlined Vendorization Process





## SDRC Contacts:

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## Resources:

DDS Enclosure A: [CCP Service Description](#)

DDS Enclosure D: [Fact Sheet for Potential Service Providers](#)

DDS Enclosure E: [Fact Sheet for Individuals and Families](#)

DDS Enclosure B (PCCP): [Fact Sheet for Service Providers](#)

DDS Enclosure F: [CCP Program Design Guidance](#)

DDS Enclosure C: [CCP Referral and Service Need Evaluation Form](#)

DDS Guidance/Resources: <https://www.dds.ca.gov/services/coordinated-career-pathways-ccp-services/>

