

Coordinated Career Pathways

DDS Department of
Developmental
Services



S | D | R | C

San Diego Regional Center





AGENDA

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What is Coordinated Career Pathways?

- New service designed for individuals to achieve their career goals
- It will help individuals find jobs in the community that offer equal pay, benefits, and opportunities for growth
- Coordinated Career Pathways (CCP) services will be tailored to the specific needs and work goals of the individual
- Two new services are available through CCP
 - Career Pathway Navigator (CPN)
 - Customized Employment Specialist (CES)

Career Pathway Navigator (CPN)

CPN helps to navigate the individual and their families through career planning and identifying career goals. CPN will work with you and your family to create a Person-Centered Career Plan. This can include:



- ✓ Identify individual's career options and preferences
- ✓ Going to college
- ✓ Internships
- ✓ Help to apply for jobs
- ✓ Navigating regional center and generic services
- ✓ Monitor progress
- ✓ Assist in coordination of interpreters, translation, and plain language materials as needed for individuals & their representatives

Customized Employment Specialist (CES)



The Customized Employment Specialist (CES) helps the individual secure a job customized to their unique talents, skills, and interests that match the employer's needs.

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.

The Customized Employment Process Includes:

- Discovery process to profile a job seeker's interests, strengths, life experience, preferred employment settings, etc.
- Developing long-term business relationships to identify employer needs and advocates for the value individuals with disabilities add to the workplace
- Presenting potential business solutions to employer and negotiates a customized position
- Providing post-CE placement support to organize position and onboard new employee
- Working with employer, supervisors, and co-workers in the employment setting to develop natural supports
- Self-employment, micro-enterprise, or gig-based economy opportunities are supported as other CE options

Eligibility- Who Is This Service For?

- Individuals who are exiting a work activity program(s)
- Individuals who are exiting a program where they are earning less than minimum wage
- Individuals who are enrolled in special education and is within 2 years from transitioning from secondary education, including those who have chosen to exit secondary education
- **CCP requires a Person-Centered Career Plan**

*Participants of the Self Determination Program (SDP) can access CCP as long as they meet the CCP service eligibility criteria. If eligible, CCP will be funded outside of the SDP participant's individual budget.

Other Services and Coordinated Career Pathways

CCP can be used together with other services including Supported Employment (SE), Community Integration Training (CIT), and Tailored Day Services (TDS). Example: Career Pathway Navigator (CPN) is in place and in the PCCP it's identified that SE can/should be used to assist with obtaining employment and provide job coaching.

CCP does NOT include job coaching. Other services, like SE or TDS, would have to be used for job coaching.

How Long Can I Get This Service?



- You can receive this service for 18 months
- It may extend to 24 months based on the individual's needs, and you will need to contact your Service Coordinator
- CCP is not a full-time service

Person-Centered Career Plan (PCCP)



All individuals using Coordinated Career Plan are required to have a Person Centered Career Plan. 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 seek customized employment if it fits the needs and wants of the individual based on the desired outcomes of the Person-Centered Career Plan.

How Can I Get This Service?



- Talk to your Service Coordinator to request the service
- Service Coordinator completes Referral and Service Need Evaluation form to determine eligibility
- SDRC Review team will review and approve if it meets eligibility
- The Service Coordinator completes and sends the referral form and any additional document (e.g. IPP, IEP, pertinent assessments) to the vendor

How Can I Get This Service? *(continued)*



- If customized employment is identified in the PCCP, individual will work with the Customized Employment Specialist (CES) to monitor progress towards PCCP goals.
- CES crafts tailored jobs in collaboration with individual and employer
- CES includes self-employment or microenterprise
- CES and CPN work jointly to develop transition plans
- CPN works with the individual to access needed services and supports for their career path. Options may include college, vocational training, supported employment, paid internship program, etc.

How Can I Get This Service? *(continued)*



- A Person-Centered Career Plan (PCCP) will be created in collaboration with Career Pathway Navigator (CPN)
- CPN sends the Person-Centered Career Plan (PCCP) to the Service Coordinator to review with the IPP team to start accessing identified services, which may include customized employment
- CPN will meet with the individual to check on milestones and address any need for modification of the PCCP





SDRC Contacts:

Client Services – [@sdrc.org](mailto:info@sdrc.org)

Client Services – [@sdrc.org](mailto:info@sdrc.org)

Resources:

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

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

