

Person-Centered Career Pathway Pilot Program

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Service Title: Person-Centered Career Pathway Pilot

The Person-Centered Career Pathway Program (PCCP) is a new service option specifically designed for individuals with developmental disabilities who are exiting secondary education or work activity programs to prepare to achieve competitive integrated employment. The pilot program focuses on improving equitable access to services and supports to achieve the goals established by the individual through person centered career planning. The service option is for anyone regardless of where they are on their career path, including participants who (1) may have a job and would like a better one or to move up; (2) want a job but need help to find one; (3) are unsure about work and need help to learn more; or (4) do not think they want to work but may not know enough about it.¹

The service establishes a Career Pathway Navigator who will provide direct assistance to the individual and family with accessing regional center funded services as well as services and supports from community agencies, including the Department of Rehabilitation and local school district. Individual participants will be able to customize a flexible support system of community integration and employment services that reflects their individual preferences, skills and goals for career preparedness and employment. All participants will receive benefits planning, and information and resources for financial empowerment. Training, and technical assistance will be provided to the regional center, providers, and community agencies to strengthen organizational capacity, and the coordination and delivery of evidence based, promising or best practices in employment services to the participants of the program. Data collection and reporting will measure services received and tangible employment outcomes, as well as satisfaction and attainment of personal goals for CIE.

¹ EFOhio-Person centered planning guide (no date) and [Ohio Department of Developmental Disabilities, 5123:2-2-05 Employment first. https://dodd.ohio.gov/about-us/compliance-resources/rule_fact_sheets/employment_frst](https://dodd.ohio.gov/about-us/compliance-5123:2-2-05-Employment-first)

Legislative Background

In June 2022, the State's Budget Trailer Bill for developmental services, SB 188 (Chapter 49, Statutes of 2022) added Welfare and Institutions (W&I) Code section 4870.2, requiring the Department of Developmental Services (Department) to establish a three-year pilot program that focuses on competitive integrated employment (CIE), postsecondary education, and career readiness for individuals with developmental disabilities exiting work activity programs (WAP) or secondary education in order to explore inclusive options, including, but not limited to, paid internships, competitive integrated employment, and college-to-career programs.

The legislation required that the pilot program (1) be developed in consultation with stakeholders, (2) provide person centered and time limited services in alignment with a person-centered approach to prepare individuals for career pathways, (3) consider evidence-based or promising practices and (4) report outcome measures.

Stakeholder Consultation

The pilot program is being developed in consultation with the Department's Employment Workgroup and informational interviews with individuals with disabilities who will be served by the program, family members, providers, self-advocates, regional centers, the State Council on Developmental Disabilities, the California Department of Education (CDE), and the Department of Rehabilitation (DOR). The workgroup identified barriers, best practices, and ways to mitigate challenges for individuals with developmental disabilities transitioning from secondary education or WAPs in developing and pursuing their goals for employment and adult life.

Summary of key stakeholder priorities for the pilot program:

1. Reflects the Employment First Policy
2. Assumes all Individuals Can work, including those with the most significant disabilities
3. Person Centered Career Planning and individualized services
4. Ensures equitable access to services and supports
5. Builds social capital and networks
6. Access to inclusive quality postsecondary education and vocational training
7. Family and individual engagement: resources, training, and direct assistance
8. Provider training and technical assistance

9. Flexibility in services to create wrap around supports
10. Builds employer relationships
11. Performance measures and outcomes
12. Builds a sustainable service model

Elements of the Services

- 1. Person Centered Career Plan:** A Person-Centered Career Plan to achieve CIE that is responsive to the dreams, goals, personal preferences, interests, skills and needs of the individual and family.

- 2. Career Pathway Navigator (CPN):** Provides 1:1 guidance and training for the consumer and family in navigating comprehensive services and supports that are tailored to their unique needs.
 - Conducts an initial meeting with the individual and his/her family member to explain the pilot program, the services to be provided and respond to questions/concerns related to pursuing employment
 - Provides education and training to the individual and family that promotes informed choice, guides open discussion, shares information about the benefits of community employment and facilitates experiences that help individuals, and their families understand their employment options, including but not limited to discovery, career preparation, postsecondary and vocational training, community integration, supported employment, regional center, and other generic services to prepare for and obtain employment. Provides examples of individuals with developmental disabilities who have successfully achieved CIE in a variety of jobs and positions
 - Based upon PCP identifies next steps and measurable milestones and outcomes to be achieved toward CIE
 - Identify regional center and community supports necessary
 - Directly refers, coordinates, and assists individuals with securing needed regional center and community services offered by partner agencies and providers to achieve short- and long-term goals for community integration, career preparation (internships, postsecondary education, vocational training) and employment
 - Facilitates interagency coordination and access to services to meet individuals' unique needs
 - Routinely communicates with all parties (individual, families, providers, and other team members to assess progress, address any barriers, and assist the team to focus on employment outcomes

- Ensures that all individuals receive benefits counseling/work incentives and financial planning tools such as CalAble

3. Regional Center Services

Flexibility in the service design and provision of employment and community integration services to be provided on a schedule that allows for the duration, location, and intensity of services to meet needs of the individual and family. For example, the delivery of employment, community integration or other services on the same day based on their individual program plan for transitioning to CIE.

The pilot program includes regional center funded services and supports that will aid in making it possible for individuals with significant disabilities to prepare for and attain competitive integrated employment. The service provider may provide and/or coordinate community integration and/or employment services that meet the needs and goals of these individuals.

Services may include but are not limited to:

- Paid Internship program
- Tailored Day Services-indicate whether for employment, volunteer activities, postsecondary education
- Postsecondary Education Supports and Services
- Customized Employment
- Supported Employment (Individual Placement)
- Supported Employment (Dispersed Group Model-every person in group works a different job dispersed throughout the employer's business)
- Mobility training
- Independent Living Services
- Adult Day Services for community integration or employment
- Identification of resources and partners for business engagement for work based learning, paid internships and employment engagement strategies
- Other RC services and supports

4. Local Training and Technical Assistance (T/TA)

The T/TA should elevate the skills of the employment specialist, regional center service coordinator, employment providers and other agencies in the implementation of person centered, evidence based and best practices for transition services and CIE. T/TA may be provided by internal

or external subject matter experts. Trainers will be responsible for conducting a needs assessment and training plan to increase the knowledge, skills and abilities of the recipients to deliver high quality services and employment outcomes.

T/TA should include but is not limited to:

- Identifying and implementing evidence-based practices, including transition, pre-employment and career preparation, customized employment, developing personalized career profiles, natural support facilitation, and tools for business engagement
- Specific training/coaching and mentoring to employment providers to build capacity and fidelity in the provision of customized employment
- The use of technology and assistive technologies that support the participation of individuals in the community and employment
- Understanding local business needs and engaging employers to provide work experiences and employment opportunities
- Cross discipline and agency training to leverage partnerships and maximize each agency's expertise in the coordination of individualized transition and employment services and supports in school, community, and employment

5. Measurement and Outcomes: Quarterly Reporting of Process and Outcomes

Collect qualitative and quantitative data to measure tangible outcomes and assessment of services and outcomes, including satisfaction and attainment of personal goal for CIE.