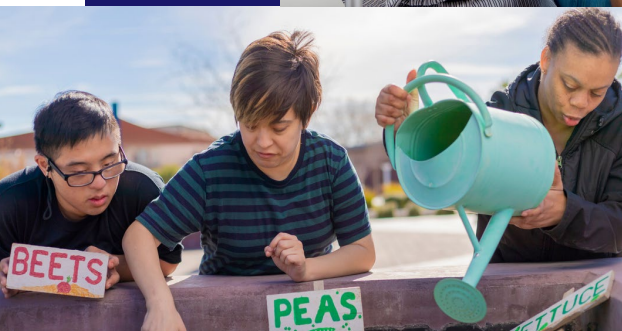
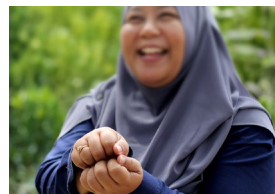


# Employment Workgroup

June 26, 2023



# Housekeeping



Interpretación en español: haga clic en el globo blanco en la parte inferior de la pantalla con la etiqueta "Interpretation." Luego haga clic en "Spanish" y seleccione "Mute original audio."



ASL interpreters have been "Spotlighted" and live closed captioning is active



This meeting is being recorded

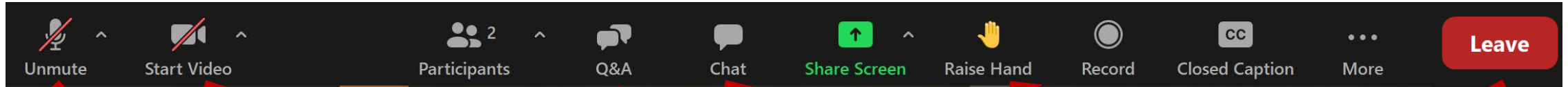


Materials are available at <https://www.dds.ca.gov/initiatives/stakeholder-events/>



Submit written comment via email to [workservices@dds.ca.gov](mailto:workservices@dds.ca.gov)

# Zoom Tips



Unmute mic only when it's your turn to speak



Turn your webcam on/off

All attendees can type questions/comments in the Q&A

Chat is available for Workgroup members only

Workgroup members can raise your hand when you want to speak

Leave the webinar at the end of the meeting



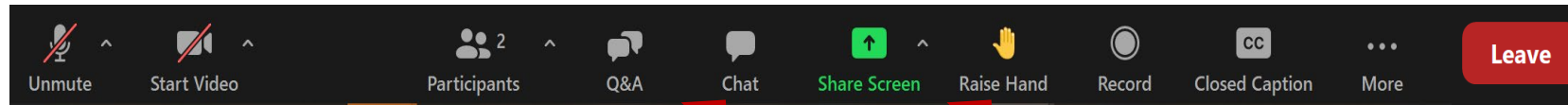
- For attendees, your video and microphone will not be available
- You will only see/hear workgroup members, DDS staff and presenters on screen



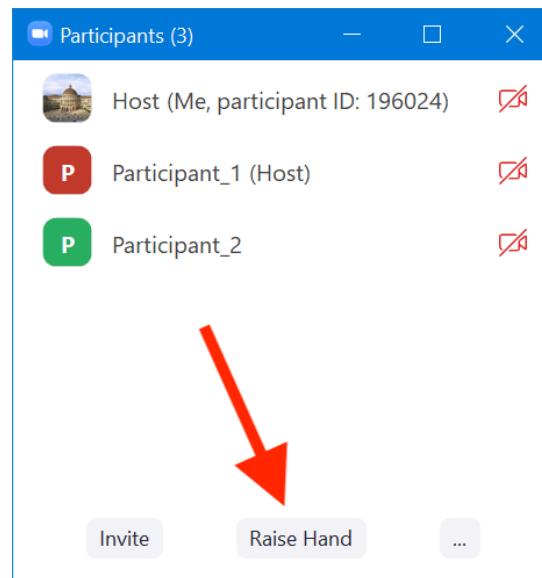
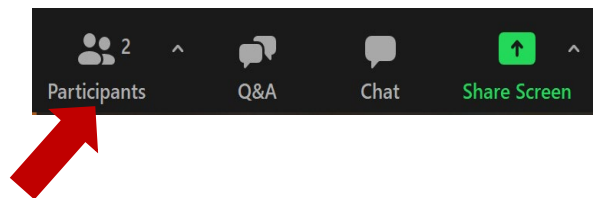
- Features will vary based on the version of Zoom and device you are using
- Some Zoom features are not available for telephone-only participants

# Providing Comments – Workgroup Members

**Workgroup Members:** Please use the “Chat” or “Raise Hand” to comment



You may need to click on “Participants” and a new window will open where you can “Raise Hand”



# Agenda

Welcome

Update on Career Pathways to Competitive Integrated Employment Pilot

Presentation from California Department of Education:  
*“Preparing Students with Disabilities for Postsecondary Success”*

Department of Rehabilitation Update

Next Steps

# Career Pathways to Competitive Integrated Employment Pilot



# Career Pathway Navigator

Develops Person Centered Career Plan

Assists and trains consumers/family members on career options, navigating regional center and generic services to meet needs

Provides interpreters, translation and plain language materials

Monthly reassessment, expedites changes to plan

Assists individuals to obtain benefits planning and financial empowerment tools

Quarterly reporting on data on milestones achieved, employment outcomes and annual progress report



# Career Pathway Navigator Qualifications

Bachelors-level degree in human services with three-years of experience in the field of developmental disabilities service systems or an Associates-level degree with 5 years of experience

The Career Pathway Navigator must be certified in both:

- Person-centered thinking/planning **and**
- Association of Community Rehabilitation Educators (ACRE) Certificate with an emphasis on Customized Employment **or** Association of People Supporting Employment First (APSE) Certified Employment Support Professional (CESP) Certification
- Must be knowledgeable of the service delivery systems including the regional center and generic services for community integration and employment



# Customized Employment

- Includes Customized Employment services such as discovery, job search planning, job development and negotiation, and post employment support based on individual needs
- Long term business relationships established
  - Identifies employer needs and presents solutions
  - Negotiates a customized position for individual
- Post Customized Employment placement support

# Customized Employment, Cont.

- Long term supports
  - Works with employer to develop natural supports and/or
  - Transitions individual to individual supported employment
- Includes self-employment, micro-enterprises, gig-based economy
- 18-24 Months

# Customized Employment Specialist Qualifications

- Associates-Level degree in a human services field and two-years of experience or high school diploma (or equivalent) with two-years of experience with customized employment
- ACRE Certification with an emphasis on customized employment or CESP Certification
- Experience with business engagement, job analysis, discovery, systematic instruction, and positive behavioral supports

# Customized Employment Specialist Qualifications, Cont.

- Proficiency in the languages of the consumers supported is preferred
- Career Pathways to CIE providers shall provide training and coaching to Career Pathway Navigator, Customized Employment Specialist, and staff by a qualified subject matter expert on the implementation of Customized Employment services to assure proficiency in the delivery of services
- Exceptions to the minimum qualifications, along with the justification, shall be submitted to the regional center for the Department of Developmental Services' determination

# California Department of Education



# Department of Rehabilitation



DEPARTMENT of  
REHABILITATION

Employment, Independence & Equality

# Future Meeting Dates

## Tentative Schedule

- July 24, 2023, 1:00-2:30pm
- August 28, 2023, 1:00-2:30pm





## Closing Comments

Email input and/or questions to  
[WorkServices@dds.ca.gov](mailto:WorkServices@dds.ca.gov)

