

Service Title: Career Pathways to Competitive Integrated Employment

Service Code:

Service Description:

A regional center shall classify a vendor as a Career Pathways to Competitive Integrated Employment (CPCIE) provider when the vendor plans, coordinates, and provides services identified below to individuals exiting work activity programs, subminimum wage settings, or secondary education to achieve Competitive Integrated Employment (CIE). The CPCIE is designed for individuals with barriers to employment who would benefit from individualized career planning, navigation of services, and customization of employment. CPCIE may be provided for up to 24 months and includes but is not limited to:

Career Pathway Navigator (CPN)

1. Develops Person-Centered Career Plan (PCCP) for employment, community engagement, and non-work supports to achieve CIE. Ensures PCCP goals and measurable objectives are incorporated into individuals' Individual Program Plan (IPP). Attends IPP and IEP planning meetings as requested.
2. Assists and trains individuals and their family on career options and navigating regional center and generic services and supports to overcome barriers and meet their unique needs (i.e., transportation).
3. Provides individuals and their representatives interpreters, translation, and plain language material as needed.
4. Monthly review/reassessment of progress and/or unmet needs with the individual. Modifies PCCP as needed and expedites any changes to the plan.
5. Assists individuals to obtain personalized benefits planning and information about savings.
6. Quarterly reporting on milestones achieved, services provided, and employment outcomes and annual progress report.
7. Assists in the transition to ongoing individual supported employment services or requests an extension of CPCIE based on individual needs.

Minimum qualifications for CPN include a Bachelors-level degree in human services with 3 years' experience in the field of developmental disabilities service systems or an Associates-level degree with 5 years' experience. The CPN must be certified in person-centered thinking/planning and hold either an ACRE Certificate with an emphasis on CE or APSE CESP Certification. Must be knowledgeable of the service delivery systems including the regional center and generic services for community integration and employment.

Customized Employment (CE) is a person-centered and multi-strategy approach for achieving CIE or self-employment. CE services may vary in intensity and duration depending on individualized needs. Customized employment includes but is not limited to:

1. A Customized Employment Specialist (CES) provides 1:1 CE services to individual and employer including discovery, job search planning, job development and negotiation, and post-employment support.
2. Develops long-term business relationships to identify employer needs and advocates for the value individuals with disabilities add to the workplace.
3. Discovery to profile a job seeker's interests, strengths, life experience, preferred employment settings, etc.
4. Presents potential business solutions to employer and negotiates a customized position.
5. Provides post-CE placement support to organize position and onboard new employee.
6. The CES may supervise other employment staff who provide workplace supports (i.e.. training, job coaching, assistive technology).
7. Works with employer, supervisors, and co-workers in the employment setting to develop natural supports.
8. Accesses business planning resources for self-employment, micro enterprise, or gig-based economy.

The CES qualifications include an Associates-level degree in a human services field of study and 2 years of experience or a high school diploma (or equivalent) with 2 years' experience with CE. The CES must possess skills for implementing CE elements such as business engagement, job analysis, discovery, and systematic instruction, and positive behavioral supports. The CES requires ACRE Certification with an emphasis on CE or CESP Certification.

Proficiency in the languages of the individuals supported is preferred. Exceptions to the minimum qualifications, along with the justification, shall be submitted to the regional center for the Department of Developmental Services' determination. CPCIE providers shall provide training and coaching to CPN, CES, and staff by a qualified subject matter expert on the implementation of CE services to assure proficiency in the delivery services.