

Coordinated Career Pathways (CCP)

May 13 & 14, 2024



Zoom Meeting Details



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



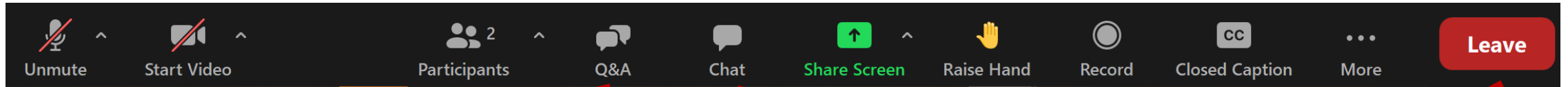
Materials are available at:

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



Submit written comment via email to EmploymentPilot@dds.ca.gov

Zoom Tips



If you would like a response to your question, please use Q&A

Chat is available for everyone, but we will not monitor during the meeting

Leave the webinar at the end of the meeting



- For attendees, your video and microphone will not be available
- You will only see/hear 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

Presentation Overview

- Describe the background and development of the new service
- Review key elements of Coordinated Career Pathways (CCP) and their related documents
- Next steps



Background and Development

Legislation

In October 2022, the State's Budget Trailer Bill for developmental services, SB 188 (Chapter 49, Statutes of 2022) added Welfare and Institutions Code section 4870.2, requiring the Department of Developmental Services to develop a three-year pilot program that focuses on competitive integrated employment, postsecondary education, and career readiness for individuals with developmental disabilities exiting work activity programs or secondary education.



Core Elements of CCP that Meet Legislative Requirements

- Community Representatives Consulted in Development
- Person-Centered and Time-Limited Services
- Using Evidence-Based Practices
- Outcomes Reporting

Distinguishing Features of CCP



- For individuals with high support needs/complex disabilities
- Personalized career planning and action steps
- Options for continuing education, postsecondary education, vocational training
- Individualized help in accessing generic resources, including benefits planning and transportation

Available Information and Resources on the [CCP Webpage](#)

- About CCP - a brief overview of the new service
- Links to upcoming webinars/recorded webinars
- Contact information for questions or additional information
- Resources:
 - [Guidance Letter to Regional Centers](#)
 - [Enclosure A – Service Code Description](#)
 - [Enclosure B – Person-Centered Career Plan Service Provider Fact Sheet](#)
 - [Enclosure C – CCP Referral and Service Need Evaluation Form](#)
 - [Enclosure D – CCP Fact Sheet for Potential Service Providers](#)
 - [Enclosure E – CCP Fact Sheet for Individuals and Families](#)
 - [Enclosure F – CCP Program Design Guidance](#)
- Additional resources to be added

Two Services of CCP



Career Pathway Navigator (CPN): The CPN helps *navigate* the individual and their family through career planning and identifying what is needed to achieve identified career goals.

Customized Employment Specialist (CES): The CES assists the individual in securing a job that is *customized* to their unique talents, skills, and interests that matches the needs of an employer.

Who Will CCP Serve?

- Individuals in Work Activity Programs or within 5 years of exiting a Work Activity Program
- Individuals earning subminimum wages
- Students within 2 years before or after exiting high school



Can individuals in the Self-Determination Program Use CCP?



- Individuals in the SDP can access CCP if they meet the CCP service eligibility criteria.
- When authorizing the service, regional centers shall fund it outside of the SDP participant's individual budget.

Is CCP a time-limited service?

- CCP is an 18-month service
- May extend to 24 months based on individual needs
- It can be used alongside other employment, community integration or other regional center services



Step 1: Referral to CCP

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- The individual is interested in pursuing employment and meets eligibility criteria
- Service coordinator and IPP team completes the referral form
- Service coordinator sends the completed form and any additional documents to the CCP vendor to initiate CPN services
- [Enclosure C – CCP Referral and Service Need Evaluation Form](#)

Step 2: Works with the Career Pathway Navigator (CPN) to create Person-Centered Career Plan (PCCP)

Works with the CPN to Create PCCP

- Written plan that outlines career interests, goals, timelines, and recommended services and supports
- CPN sends the PCCP to the service coordinator to initiate the career path
- CPN will meet with the individual to check on milestones and address any needed changes to the PCCP
- [Enclosure B – Person-Centered Career Plan Service Provider Fact Sheet](#)

Examples of Services and Supports in a PCCP

- Community integration training
- Career exploration
- College or vocational training
- Customized employment
- Supported employment
- Adaptive technology acquisition
- Benefits planning
- Financial empowerment training
- Transportation coordination

Step 3a: Works with CPN to pursue career or educational goal

Step 3: Works with CPN to Pursue Career or Educational Goal

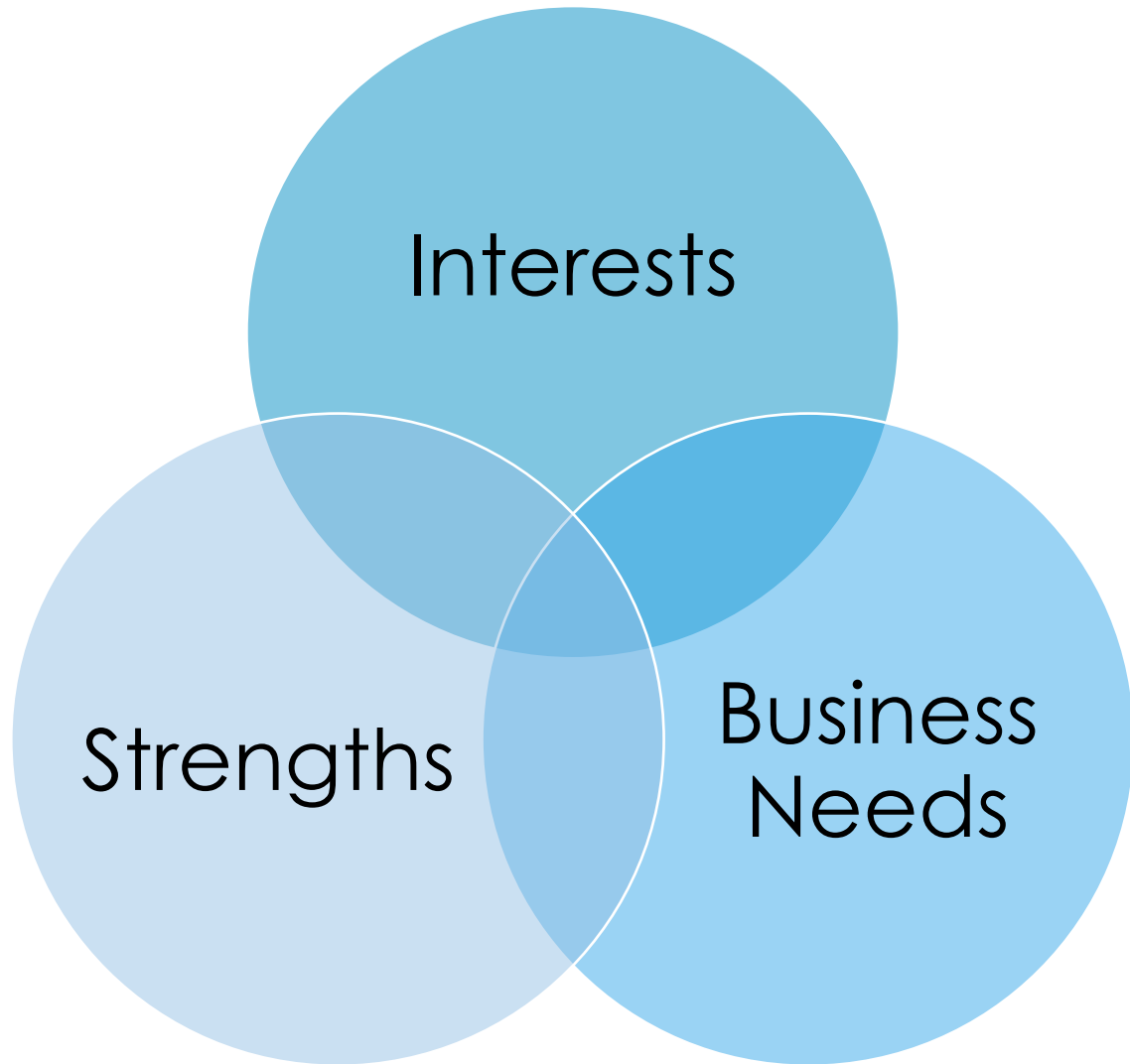
- Facilitates college or vocational training enrollment
- Facilitates CIE job placement through direct hire, PIP, or other means
- Individual will monitor progress towards career goals with the CPN
- CPN will assist with transition planning when the milestones have been achieved

Step 3b (optional): Works with the Customized Employment Specialist (CES)

Step 3b (optional): Works with the CES

- CES will work with a business to identify an area of need that can be addressed by hiring the individual
- CE includes self-employment or microenterprise
- Individual continues to work with the CPN to monitor progress towards PCCP goals
- The CES and CPN jointly develop transition plans

Basics of Successful Customized Job Creation



Successful customized employment creation is the result of:

1. Identifying the interests of the individual
2. Identifying the strengths of the individual
3. Identifying a business that aligns with interests and has a need that aligns with strengths

Step 4: Expected Outcomes

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Educational Outcome

- Will result in successful college enrollment or vocational training

CIE Outcome

- Will result in a successful CIE job placement

Customized Employment Outcome

- Will result in successful CIE job creation

Data Collection and Reporting

Participant Surveys

- Participants complete a short survey
- The purpose of these surveys is to capture the participant experience

Vendor Reporting

- Quarterly reporting requirement
- Track milestone progress as well as educational/ employment outcomes
- Report on progress for customized employment outcomes

Data Collection Tool

- DDS will share more information on the data collection tool when it is ready to launch
- DDS will offer training on reporting and the data collection tool once it becomes available

Interested in Becoming a CCP Vendor?

1. Reach out to your regional center to start the vendorization process

2. Use the Program Design Guidance provided by DDS to start creating your program design

3. Ensure you have qualified staff or pursue training/certification prior to becoming a vendor

Enclosures D & F: Fact Sheet and Program Design Guidance

- [Enclosure D – CCP Fact Sheet for Potential Service Providers](#)
- [Enclosure F – CCP Program Design Guidance](#)

Sample FAQs

Q: If an individual secures employment through CCP and requires job coaching, does CCP cover the job coaching?

A: Job coaching is not offered as a standalone service through CCP. However, it may be identified as a necessary service before or after securing employment. Individuals may receive job coaching through individual supported employment or tailored day services.

Q: Can an individual receive CCP services along with other programs?

A: Yes, an individual may participate in a day program, look alike program, tailored day service, or postsecondary education.

Q: What is the maximum number of hours per month for each service?

A: The hours are dependent on the needs of the individual. The Department has not set a maximum number of hours per month. Each vendor should include an anticipated range of hours required for each component of the service in their Service Design Plan for vendorization.

Questions?



Closing Comments

For questions or additional comments, please
contact employmentpilot@dds.ca.gov

