

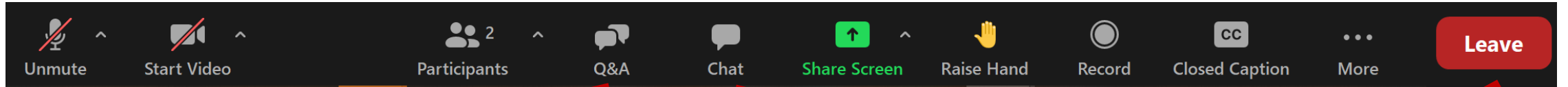
Coordinated Career Pathways (CCP)

For Regional Center Service
Coordinators

June 27 & 28, 2024



Zoom Tips



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

Chat is available for everyone, but questions for the presenters need to be entered in the Q&A to be addressed

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

- Review key elements of Coordinated Career Pathways (CCP) and associated documents
- Prepare service coordinators to initiate the referral process and engage in discussions about CCP with individuals and families
- Assess readiness, identify challenges and resource needs for discussing CCP with individuals and families



Distinguishing Features of CCP



- Personalized career planning and action steps for employment
- Inclusive of individuals with high support needs/complex disabilities
- Continuing education, postsecondary education, vocational training
- Option to use other work and community integration opportunities
- Individualized help accessing generic resources, such as benefits planning and transportation

Who Will CCP Serve?

CCP will serve any individual who wants to work from the following groups, regardless of support needs:

- 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



Is CCP a time-limited service?

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



Two Services of CCP



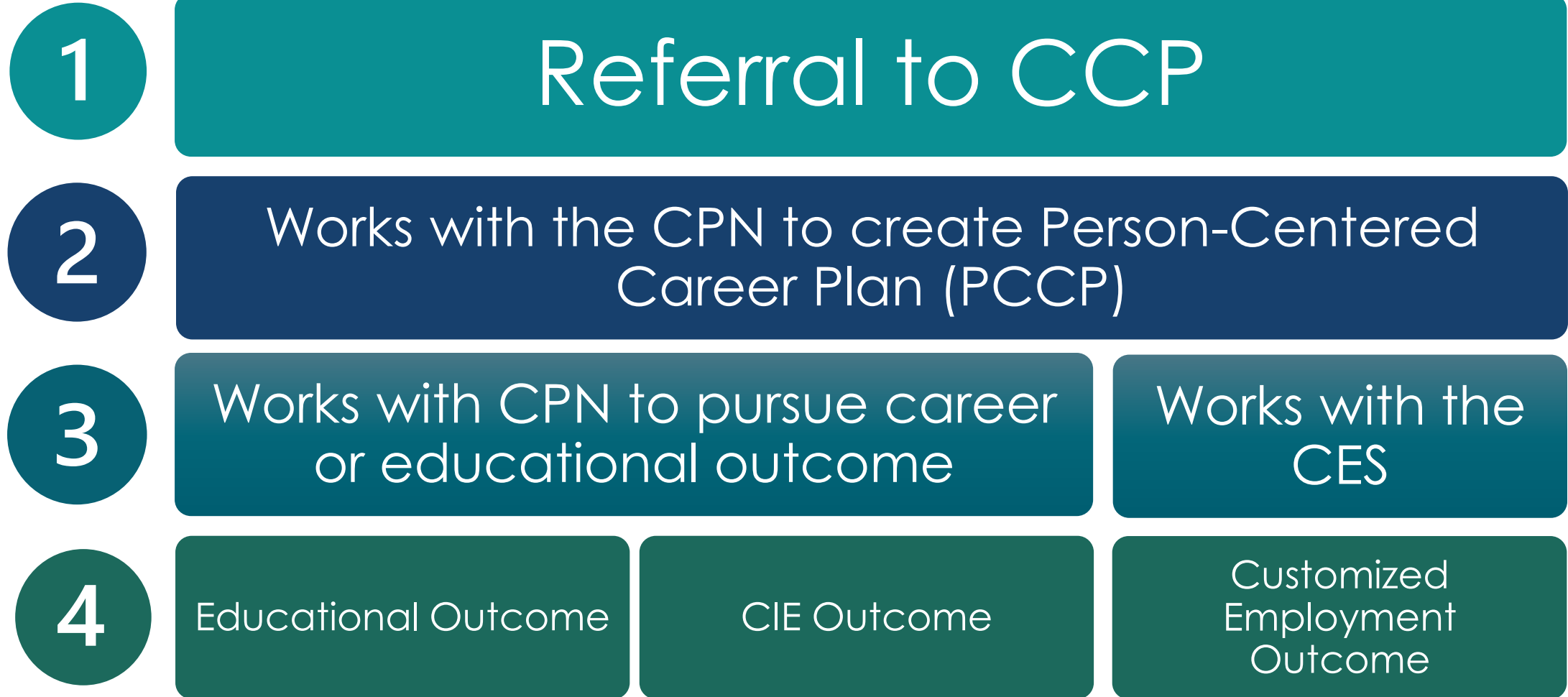
Career Pathway Navigator (CPN)

Service Code 956 – subcode NAV: 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)

Service Code 956 – subcode 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.



Step 1: Referral to CCP

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- The individual is interested in pursuing employment and meets eligibility criteria
- The service coordinator will complete step 1 of the referral form to determine eligibility
- The IPP team will complete step 2 of the referral form collecting information on work history, current employment status, and any special considerations when seeking employment in the community
- 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)

Step 2: 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 monthly to check on milestones and address any needed changes to the PCCP
- [Enclosure B – Person-Centered Career Plan Service Provider Fact Sheet](#)

Enclosure B: PCCP Service Provider Fact Sheet

All individuals using the Coordinated Career Pathways (CCP) service are required to have a Person-Centered Career Plan (PCCP). The Career Pathway Navigator (CPN) will facilitate the planning process, document the plan, oversee its implementation, and monitor progress.

1. What is a PCCP?

The PCCP is a tailored approach to career development for individuals with developmental disabilities. It is a person-centered plan that specifically focuses on career-related goals and what is needed to achieve these goals. It identifies an individual's strengths, what is important to the individual inclusive of values, interests, and preferences for employment. The PCCP outlines activities, services, and supports needed to achieve educational, vocational, and/or career goals.

2. How is the PCCP used in CCP?

The PCCP informs and contributes to the Individual Program Plan (IPP) and where applicable, the Individual Education Plan (IEP) and Individual Plan for Employment (IPE).

3. Who should be involved in Person-Centered Career Planning?

To the greatest extent possible, the individual should take the lead in the planning process along with the CPN. Person-centered career planning is a collaborative approach and should include anyone the individual wants to participate and who knows them well, such as family members, caregivers, professionals, and others. Understanding the linguistic and cultural preferences of the individual and family can help tailor services and supports effectively to better meet their needs, such as identifying effective services for the individual. Additionally, other supporters may offer advice, guidance, contacts, and connections for employment.

Core Elements of the PCCP

- Vision for Employment
- Background Information Relevant to Employment
- Career Exploration and Evaluation
- Personal Profile
- Barriers to Achieving Competitive Integrated Employment
- Services, Supports and Action Planning

Regional Center Services and Generic Supports in a PCCP

Examples:

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

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

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

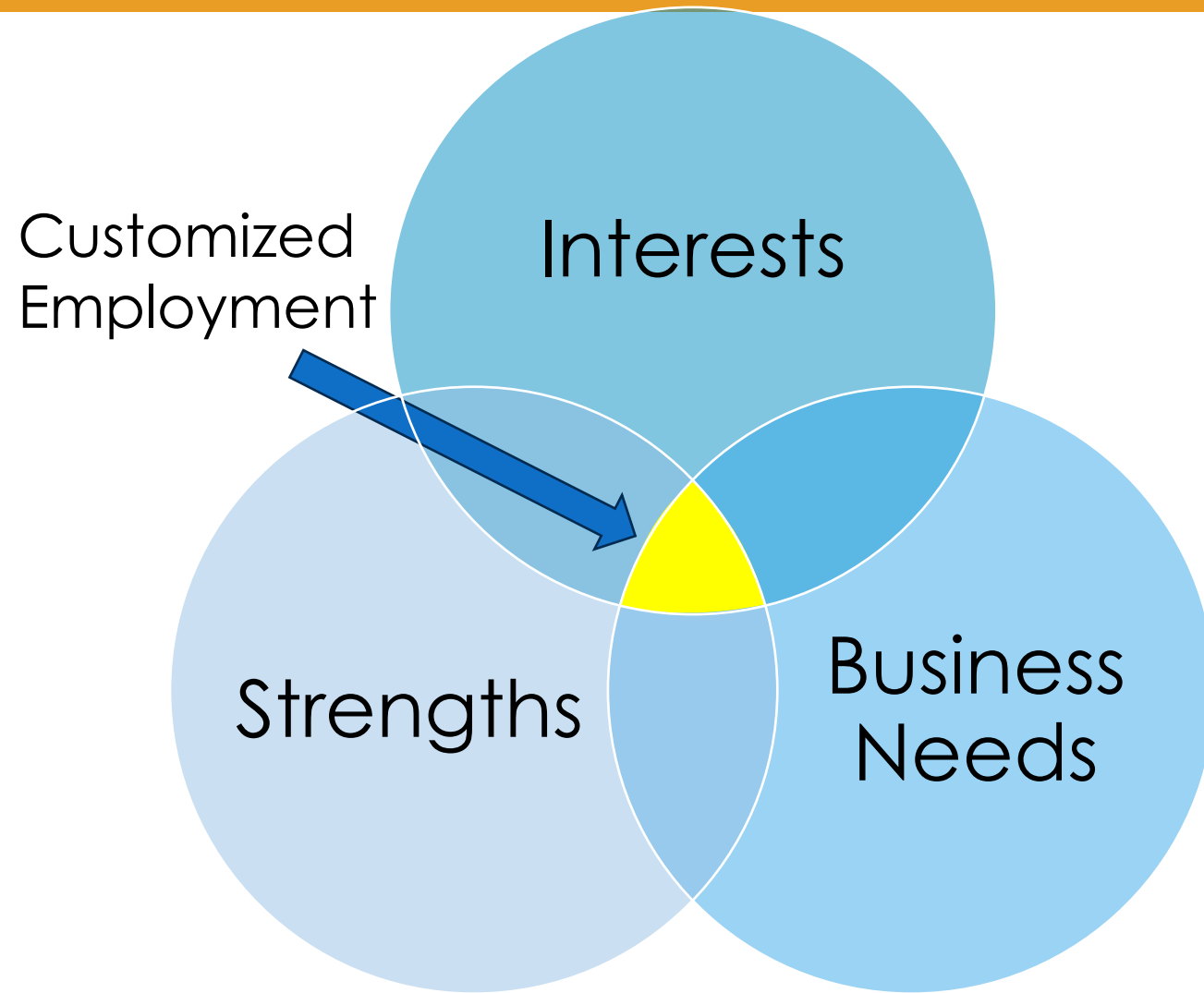
- Facilitates college or vocational training enrollment
- Facilitates CIE job placement through direct hire, PIP, or other means
- Individual will monitor progress towards career goals with the CPN
- CPN will assist with transition planning when the milestones have been achieved

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

Step 3b (optional): Works with the CES

- CES works with businesses to negotiate and create job opportunities for individuals (customized employment)
- Customized employment 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



- Meets the specific abilities of the individual and business needs of employer
- Customizes a job description with the employer
- Provides supports while the individual learns the job

Step 4: Expected Outcomes

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Educational Outcome

- Will result in successful college or vocational training enrollment/completion

CIE Outcome

- Will result in a fulfilling CIE job

Customized Employment Outcome

- Will result in a fulfilling CIE customized job

Discussing CCP with Individuals and Families: Understanding the Referral Process



Discussing CCP with Individuals and Families

Career Pathway Navigator

- Creates PCCP
- Benefits Planning
- Transportation
- Navigation Support for RC and Generic Service
- Information and Resource
- Individual and Family Concerns and Needs
- Monitoring of Progress



Person Centered Career Plan



Community Integration Services

Volunteerism

Paid Internships

Post-Secondary Education



Competitive
Individual
Supported
Employment



Customized
Employment



Self
Employment

Referral Section 2: Career Pathways

Please check the statement from the following options that most accurately characterizes the individual's current position on their career path.

- ☐ The individual is not sure about a job in the community and needs help to learn more about job options, working in CIE, and earning money.
- ☐ The individual wants to work in CIE and needs help to explore job options and opportunities and get a job.
- ☐ The individual is already working in a CIE job and needs help to keep, improve, or advance in the job.
- ☐ Other (please describe)

Illustrative Scenario: Transition from Work Activity Program

Elena, is a 47-year-old woman with autism from Craigsville. She is a well known for always wearing her favorite Dodger blue T-shirt, showing her strong support for her home team. Since 1994, she has worked at the Craigsville Work Activity Program (CWAP) putting together electrical junction boxes used in maintenance and construction.

Initially unsure about joining the the workforce, Elena's parents encouraged her to try CWAP. Now, they believe it has been life-changing for her. Elena takes pride in her work and loves showing off the the equipment she helps to make. With her paycheck, she treats herself to the movies. Her parents do not think that that she could handle a 'regular job' without extra support.

Illustrative Scenario: Transition Age Youth

Thomas, who is 22 recently graduated from the Yucca Transition Program for Inclusive Learning. This program helps students with developmental disabilities by focusing on academics and job skills. His father believes this program and employment support are great for young people's futures.

Thomas currently works at a grocery store with job supports, He dreams of a career in ministry or criminal justice. He has a lively social life with supportive friends and an employment team to help him with on-the-job challenges. His father wants him to have a meaningful job and make a difference in the world. The family knows that Thomas will need continued support to further his education and employment.

Referral Section 2: Needs, Issues or Challenges to Employment

Employment Check all that apply:

- ☐ Low expectation/uncertainty about the ability to work in CIE
- ☐ Does not have a clear idea of what to do for a job
- ☐ Fear of loss of benefits
- ☐ Transportation to and from work
- ☐ Behaviors that may affect the workplace
- ☐ Social and interpersonal skills for the workplace
- ☐ Safety
- ☐ Independence in the community
- ☐ Postsecondary education or training
- ☐ Assistance and training to navigate employment systems and other resources
- ☐ Preferred method of communication: _____
- ☐ Medical/health issues that affect work
- ☐ Workplace accommodations, services and supports
- ☐ Other, please describe: _____

Discussion Questions

What aspects of discussing CCP with individuals and families do you feel most confident about explaining?

What might present the biggest challenge?

What additional resources/information, would help you discuss CCP with individuals/families?



Sample FAQs

Q: Can individuals in the Self-Determination Program (SDP) use CCP?

A: 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.

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 while receiving CCP services.

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?



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

- About CCP - a brief overview of the new service
- Community Webinar Recordings
- Links to upcoming 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](#)
- [Frequently Asked Questions](#)

Closing Comments

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

