



FAQS ABOUT COORDINATED CAREER PATHWAYS

We collected the most common questions around the new pilot, Coordinated Career Pathways (Pathways). If you have any additional questions that are not addressed here, email us at EmploymentPilot@dds.ca.gov.

Q1. If an individual recently left a Work Activity Program or another subminimum wage setting, do they still qualify for this service?

A1. An individual qualifies as long as they were in a Work Activity Program or other subminimum wage setting within the last 5 years.

Q2. Is Coordinated Career Pathways (Pathways) available to those transitioning from secondary education, earning either a diploma, Certificate of Completion, or aged out at 22?

A2. Yes, Pathways is available to those transitioning from any secondary education setting.

Q3. If an individual graduated recently, do they qualify for Pathways?

A3. Pathways is available to individuals 2 years prior to or 2 years after exiting school.

Q4. Does a transitioning student need to be 18 years old to qualify for Pathways?

A4. No, as long as they are within 2 years of exiting school, there is no age restriction.

Q5. Do I need to refer an individual to the Department of Rehabilitation (DOR) first before authorizing Pathways?

A4. No, there is dedicated funding for Pathways that allows regional centers to authorize Pathways services without referring to DOR first.

Q6. If an individual secures employment through Pathways and requires job coaching, does Pathways cover the job coaching?

A6. Job coaching is not offered as a standalone service through Pathways. However, it may be identified as a necessary service before or after securing employment within the individual's Person-Centered Career Plan. Individuals may receive job coaching through individual supported employment or tailored day services.

Q7. Can tailored day services be added to Pathways vendorization?

A7. No, tailored day services can only be added to any day, lookalike, Supported Employment Program, or Work Activity Program. Pathways does not qualify as one of these allowable programs.

Q8. If an individual starts a Paid Internship while in Pathways, can the Paid Internship be tied to Pathways?

A8. No. Paid Internships cannot be tied to Pathways as it is a time-limited service that does not provide the direct job coaching supports. The Paid Internship should be tied to the vendor that is supporting the individual.

Q9. If an individual requires job coaching, but there is currently a 2-month wait to be seen by DOR, can the regional center authorize the job coaching?

A9. Yes, the regional center can authorize the job coaching while waiting for DOR services if there is more than a 30-day delay at no fault of the individual.

Q10. Can an individual be authorized for other regional center services while in Pathways?

A10. Any day program, look alike program, supported employment program, tailored day service or other regional center service can be authorized if an individual is receiving Pathways services. Any additional services may take place on the same day but not at the same time.

Q11. What services can be used to support an individual transitioning out of Pathways?

A11. If it is determined that an individual needs additional support, outside of any generic supports, by the end of the Pathways service, supported employment or tailored day services are among options, depending on the identified needs.

Q12. Can a Navigator recommend non-regional center-funded services as part of the Pathways?

A12. Yes. Any resource that will assist the individual in meeting their career goals can be part of the Person-Centered Career Plan. The Navigator will assist the individual with navigating and accessing services to attain their career goal.

Q13. Can an individual choose to receive one service but not the other?

A13. All individuals in Pathways are required to work with the Navigator, as this is the core component of Pathways. Based on their preferences and the outcome of the Person-Centered Career Plan, the individual may be recommended to work with a Customized Employment Specialist.

Q14. What is the maximum number of hours per month for each service?

A14. The hours are dependent on the needs of the individual. While Pathways is not a full-time service, 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 Program Design for vendorization.

Q15. How does this service work for individuals in Self Determination Programs?

A15. Individuals in the SDP can access Pathways if they meet the Pathways service eligibility criteria. When authorizing the service, regional centers shall fund it outside of the SDP participant's individual budget.

Q16. Can services be provided in a group setting?

A16. No. Pathways services are intended to be 1:1.

Q17. Is Pathways a full-time service like a day program?

A17. No. Pathways services are not a full-time service. Pathways is a time-limited service intended to develop a Person-Centered Career Plan, which will guide an individual in their career aspirations.

Q18. If I want to become a Pathways vendor, do I have to offer both services?

A18. Vendors are encouraged to provide both services, however, they are not required to provide customized employment. All Pathways vendors are required to provide Navigator services.

Q19. How do I go about getting an exception to the minimum qualifications for the Career Pathway Navigator (Navigator) or Customized Employment Specialist?

A19. Exceptions to the minimum qualifications, along with the justification, shall be submitted to the regional center. The regional center shall provide a recommendation(s) to the Department for review and final determination.

Q21. Can one person serve as both the Navigator and CES, if qualified?

A21. Yes, however the regional center should take into consideration and evaluate the service effectiveness in having one person perform both roles.

Q22. Is the vendor required to provide the regional center with the client quarterly report?

A22. Yes. The vendor is also required to provide the Department with the standard measures reporting on a quarterly basis.

Q23. What is the difference between the Person-Centered Career Plan and the Personal Profile?

A23. The individual works with the Navigator to create the Person-Centered Career Plan. The Person-Centered Career Plan informs the service(s) the individual receives and their overall career goals. This can include career exploration, technology assistance, self-employment or microbusiness support, benefits education, transportation, customized employment, and further education or training.

A Personal Profile, also called a Vocational Profile or Discovery-Personal Profile, or Individual Career Profile is specific to customized employment and is developed with the CES as they work with the individual to tailor and create a job.

Q24. If the Person-Centered Career Plan is completed in a language other than English, does the vendor need to provide an English translation to the regional center?

A24. Yes. The vendor is responsible for providing the regional center with an English translation of the plan.

Q25. Will Pathways replace Customized Employment services (subcode CE)?

A25. A previously established CE subcode under a different service code will not be automatically replaced by the CES service offered under Pathways. Previously vendored CE programs must meet the qualifications and obtain vendor status to provide Pathways services.