

**Contra Costa Counties
Developmental Disabilities
Council Presentation – 11/20/2024**

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**Coordinated Career Pathway
Services
(New Service Code 956)**



Coordinated Career Pathway Services

Who is eligible to receive the Services?

Who can deliver the Services?

What are the Key Services?

- Career Pathway Navigator
- Customized Employment Supports

Definitions and Terminology?



Definitions and Terminology - I

- Competitive Integrated Employment (CIE) – A job that is paid at the same wage with the same benefits as any other worker.
- Customized Employment – A job that is designed to meet the needs of both the individual and the employer (win/win situation).
- Discovery – A process to help the individual to identify possible jobs they wish to potentially pursue.
- Exploration – Building on the Discovery process, exploration starts to dig deeper into potential jobs and interests to help refine what the individual wants to do.



Definitions and Terminology - II

- Informational Interview – As a part of Discovery and Exploration, informational interviews with potential employers may be held.
- Accommodations – based on the individuals support needs, areas of support are identified to help promote positive job outcomes, such as:
 - Transportation – how will they get to and from work
 - Communication/Learning support – how does the individual communicate and best understand directions
 - Job coaching – what is a job coach and how do they support the person.
 - Other areas – Life flexible work schedule, workspace set-up, etc.



Definitions and Terminology - III

- Employment Supporters –
 - Job Developer/Search supporter – A person who is focused on supporting the individual to find possible jobs/ employers.
 - Job Coach/Employment Specialist – A person who supports the individual once a job has been landed.
 - Tailored Day Service Coach – A person who supports the individual both on the job and as necessary to help them gain any required certifications.
 - Career Pathway Navigator – A new category of support to provide person-centered supports to map out how to achieve a job the person wants.
 - Personal Circle of support – families and friends maybe able to provide leads to potential jobs.



Definitions and Terminology - IV

- Types of Employment –
 - Internships – The Paid Internship Program (PIP) can be used both for Discovery/Exploration and to land a job.
 - Customized Employment – a job that has been negotiated to provide meaningful work that benefits the employer.
 - Traditional Employment – a job that has not required any changes.
 - Self-Created Employment (micro enterprises) – a job based on the individuals desire to control their work and work environment to meet a particular niche. Often used for artistic opportunities or if it is how the industry operates or based on a business idea that the individual wants to pursue.

Who is currently eligible for services?

Youth within 2 years of exiting high school and for 2 years after they have exited school:

- High School Diploma Track (16 to 20 years of age)
- Transition School Certificate (20 to 24 years of age)

Adults (post high-school)

- Currently attends a Work Activity Program (WAP)
- Has attended a WAP within the last 5 years
- Individual is in or is transitioning from a non-WAP sub-minimum wage setting (such as Supported Employment and/or Day Program Group employment setting).

Who can Deliver the Service?

Career Pathway Navigator Requirements

- A BA degree and 3 years of experience in the IDD service system – or -
- An AA degree and 5 years of experience in the IDD service system.
- A course/certification in Person-Centered Thinking
- Certification from one of the following:
 - ACRE (Association of Community Rehabilitation Educators) – Typically a 40-hour course with assignments on top - lifetime certification
 - APSE (Association of People Supporting Employment First) CESP - (Customized Employment Support Professional) certification – Application, experience and passing a test is required, and recertification is required every 3 years.

Customized Employment Support Requirements

- High school diploma, and relevant work experience
- Certification from either ACRE or APSE



Career Pathways Navigator – Key Services

- The main service is the development of the Person-Centered Career Plan – which should include:
 - Assessments, including Job Discovery and Exploration opportunities.
 - Review of impact of working on any Government Benefits and strategies to maximize the individual’s long-term financial stability.
 - Based on identified and desired long-term career, a plan on how to meet any educational, apprenticeship and/or other requirements should be outlined.
 - Ensure their circle of support is engaged in supporting the participants desired career.
 - If self-employment (micro-enterprise) is desired, support to identify the steps to create that business should be included.



CPN – Key Services II

- Identification of any needed supports or accommodations to achieve a job, such as:
 - Community access (transportation to and from the job)
 - Communication access (interpreters and translation)
 - Job accommodations/supports needed – (flexible schedule, access needs, job coaching, etc.)
 - Accessing generic resources, i.e., Department of Rehabilitation
 - Possible technology support needs
 - Other
- Job Search supports



Customized Employment – Key Services

- Implementation of the Person-Center Career Plan for individuals desiring a more customized job, by:
 - Additional assessments, discovery and exploration activities as needed
 - Identifying and building relationships with potential employers
 - Developing the pitch to employers to match a potential job seeker to meet both employer and job seeker needs
 - Negotiating with the employer to secure the job.
 - Providing post placement supports, to ensure successful transition into the job, supporting both the employee and the employer
 - Working with the employer and co-workers to develop natural supports as appropriate.



Self-Created Employment Options

- Both the CPN and the CES services can support the development of self-created/driven employment (micro enterprises) options by:
 - Helping build a Business Plan
 - Helping identify possible resources and supports
 - Providing coaching supports as needed
 - Other services as needed

CCP Service time frame and rules

Coordinated Career Pathway Services – can be provided for up to 18 months (with a potential extension to 24 months depending on need)

The number of service hours provided is developed by the Inter-Disciplinary Team and can be re-visited as necessary.

The services can be provided on the same day as other services, such as day services, etc.



Questions?

Contact information

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