

## **COORDINATED CAREER PATHWAYS FACT SHEET FOR POTENTIAL SERVICE PROVIDERS**

### **1. What is Coordinated Career Pathways?**

Coordinated Career Pathways (CCP) is specifically designed for individuals with developmental disabilities served by regional centers to achieve Competitive Integrated Employment (CIE) or post-secondary education. It is targeted for individuals within 2 years of exiting high school (including students that elect to graduate early) and individuals who are exiting or recently exited a work activity program or other subminimum wage setting. An individual can access CCP services for up to 18 months, but it can be extended to a maximum of 24 months.

CCP services will be tailored to the specific needs and work goals of the individual being served. CCP has two services – A Career Pathway Navigator (CPN) and Customized Employment Specialist (CES). The Department set the rate for the two CCP services. More information may be found at:

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

### **2. What is the role of the Career Pathway Navigator?**

The CPN assists the individual with career planning through the development of a Person-Centered Career Plan (PCCP). This process can include but is not limited to:

- Career planning through a person-centered process that can include the individual's circle of support and leads to the development of the PCCP with measurable and achievable milestones.
- The plan is holistic and includes information from all aspects of the job seekers life, including their culture, home, community, and work experiences to help identify pathways and barriers to employment.
- Assisting individuals and their families in acquiring and navigating employment-related regional center and generic services and supports to address barriers and meet their unique needs.

### **3. What is the role of the Customized Employment Specialist?**

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

- A strengths-based discovery process and the identification of components of an ideal job that are best suited for the individual.
- Working collaboratively with the individual and the employer to negotiate a customized job, provisions of support, and terms of employment for the individual.
- Providing coordination or assistance with acquiring employment supports, training, and stabilization as well as any extended services needed for success at the workplace.
- Assisting with transition planning with CPN and regional center service coordinator to address long-term career development and support needs.

#### **4. Interested in becoming a CCP provider?**

Current service providers are encouraged to consider expanding their service portfolio to include CCP. Others with an interest in serving individuals with developmental disabilities, especially those with diverse backgrounds and who have high support needs, are also encouraged to consider becoming a CCP provider. CCP providers will be required to become vendored by the regional center and meet the following requirements:

- CPN staff must have a Bachelors-level degree with 3 years' experience in the field of developmental disabilities service systems OR an Associates-level degree with 5 years' experience. The CPN must have completed a course or training in person-centered thinking/planning and hold either an ACRE certificate with an emphasis on CE or Association of People Supporting Employment First (APSE) Certified Employment Support Professional (CESP) credentialed.
- CES staff must have an Associates-level degree (preferred) OR a high school diploma (or equivalent). The CES requires ACRE certification with an emphasis on CE or CESP credentialed.

To learn more about CCP and the vendorization process, contact your local regional center.