Competitive Integrated Employment Roadmaps

Competitive Integrated Employment Roadmap Key

- The goal of the multi-departmental CIE service and funding coordination roadmaps is to provide a comprehensive guide for the delivery and funding of CIE services for individuals with developmental disabilities.

Resource Links

- Department of Developmental Services (DDS)
  - Paid Internship Program (PIP)
- California Department of Education (CDE)
  - WorkAbility I (WAI)
- California Department of Rehabilitation (DOR)
  - Transition Partnership Program (TPP)
  - We Can Work (WCW)
  - Supported Employment (SE)

Agency Acronyms

- Local Education Agency (LEA)
- Regional Center (RC)
- Service Coordinator (SC)
- Work Experience (WEX)

DDS Department of Developmental Services

DOR Department of Rehabilitation Employment, Independence & Equality

In-School Roadmap for Regional Center Students: Work-Based Learning

1. Step 1. Student expresses interest in Work Experience (WEX) to school, parents, or Regional Center (RC) Service Coordinator (SC). This conversation may occur within the student's individualized education program (IEP). For more information regarding transition planning within the IEP, please see the CIE Roadmap Reference Guide.
2. Step 2. School is notified the student is interested in work experience.
    - Does the school have a WEX program?
        - If no, school refers student to Department of Rehabilitation (DOR) for WEX via DOR student services.
            - DOR receives referral, contacts student and coordinates DOR student services.
        - If yes, then the school enrolls student in WEX program (Workability I, Transition Partnership Program, We Can Work). Potential agency shared funding opportunity.
3. Step 3. Student participates in WEX, Vocational Exploration and employment preparation.
    - Does the student want a Paid Internship Program (PIP)?
        - If yes, then refer to In School Roadmap for RC Students: PIP.
4. Step 4. Could the student benefit from additional vocational rehabilitation (VR) services?
    - If student found eligible for VR services, then Individualized Plan for Employment (IPE) is created.
        - Student receives services to achieve their vocational goal.
        - Finish: Obtains Competitive Integrated Employment.

In-School Roadmap for Regional Center Students: PIP

1. Step 1. Student contacts Regional Center (RC) Service Coordinator (SC) and requests Individualized Program Plan (IPP) meeting to request work-based learning services.
    - If the student is 18+ and still enrolled in high school, the student works with the RC Service Coordinator to establish job goals.
        - Step 2. RC Service Coordinator (SC) refers student to DOR to potentially access DOR VR services to support PIP placement. Potential agency shared funding opportunity.
        - Step 3. RC Service Coordinator, LEA Staff, and DOR Counselor communicate and coordinate placement opportunities.
        - Step 4. Student is placed in PIP.
        - Job coaching support, as needed, is coordinated through a vendor, RC, DOR. Potential agency shared funding opportunity.
        - Finish: Potential direct hire or skills gained to achieve Competitive Integrated Employment (CIE) Outcome.

Adult Services CIE Road Map

1. Individual is interested in seeking Competitive Integrated Employment.
    - Step 1. RC or the individual contacts DOR to apply for services.
        - If the individual needs additional support to engage in DOR Services, RC Service Coordinator refers individual to appropriate employment services program.
            - Step 2A. RC Service Coordinator refers to appropriate employment services program (Group Supported Employment (SE), Paid Internship Program (PIP) or Tailored Day Services (TDS)).
                - Finish: Experiences and supports lead to potential direct hire employment.
            - Step 2B. If individual qualifies for VR Services, DOR, RC Service Coordinator and individual determine best services.
                - If using Employment Services, individual is referred to Employment Services vendor.
                    - Individual participates in Employment Prep and Job Development services.
                    - Individual obtains CIE.
                    - Finish: Individual stabilizes on the job; DOR case is closed successfully 90 days post job placement.
                - If using Supported Employment Services (SE), individual participates in SE employment readiness and job development services.
                    - Individual hired at CIE job with SE services.
                    - Individual stabilizes on the job, and DOR closes case successfully employed.
                        - Finish: DOR and RC coordinate transition of services and funding for long term SE job coaching for the length of employment. Potential agency shared funding opportunity.
                    - If individual does not reach SE stabilization, individual needs additional support and career exploration for CIE success through Support Employment Services (SE) or Customized Employment (CE) Services.
                        - If using Customized Employment (CE) Services, DOR may coordinate funding of CE services.
                        - Finish: Individual participates in CE services and obtains Competitive Integrated employment.