CALIFORNIA CAREER INNOVATIONS (CCi) INTERVENTIONS CHART

CCi GOAL: Increased economic self-sufficiency, through planned education, work-based learning experiences, and Competitive Integrated Employment for students with disabilities (Updated 3-19-18)

RSA GOALS:

#1: All project participants will successfully complete at least 2 work-based learning (WBL) experiences including one paid work experience.

#2: Participation in the project demonstrates the WBL experiences have contributed to the participants academic & career planning

#3: Project Participants enroll in PSE or Training

#4: Project Participants obtain competitive integrated employment (CIE), including supported employment

RSA Performance Measure:

#1: The percentage of all participants who successfully complete at least 2 WBL experiences, including one paid work experience

#2: The percentage of participants who demonstrate a significant improvement in the knowledge & skills needed to effectively engage in academic & career planning

#3: The percentage of all participants who enroll in an education or training program that leads to a recognized postsecondary credential either while in the program or within 1 year of participant's completion

#4: The difference in percentage points between the percentage of participants in the Transition Work-Based Learning Model Demonstration who enroll in an education or training program that leads to a recognized postsecondary credential either while in the program or within one year of competing the program compared to the percentage of comparable group of students with disabilities not in the program who enroll in an education or training program that leads to a recognized postsecondary credential.*

This performance measure is for programs with a control group. CCi will utilize a comparison group.

#5: The percentage of participants completing the program who obtained CIE, including supported employment within one year of completing the program; [or for participants who are still in secondary education one year after completing the program, the number who obtained CIE within one year of graduation from /or completion of secondary education].

CCi Objectives:

1) Implement demonstration project for at least 800 students with disabilities
2) 90% of students will participate in non-paid career focused internships
3) 75% of students will participate in paid career focused internships
4) 90% of students will participate in career pathway programs
5) 75% of students will participate in Post-Secondary Education (PSE) programs and/or Competitive Integrated Employment (CIE) for at least 20 hours per week
6) Implement 5-year research & demonstration protocol that assess formative, progress & outcome measures for student

CCi Interventions:

1) Basic Interventions: The basics are support services and resources that all CCi students will receive (if applicable).
2) Core Interventions: The core interventions are to be provided to all CCi students.
3) Research Interventions: The research interventions will be randomly assigned to CCi students.

CCi BASIC INTERVENTIONS

The basics are support services and resources that all California Career Innovations (CCi) students will receive (if applicable) through a variety of means including: CCi Career Coaches, general education school program, charter school program, special education program, WorkAbility I, Transition Partnership Program, other DOR sponsored programs and community-based employment related service program.

Planning:	Support Services:	Resources:
✓ Person Driven Planning	✓ Work-Based Learning Opportunities/Non-Paid & Paid	✓ Connections to community agencies & programs to promote economic self-sufficiency
✓ Transition Planning, including families /Quality ITP's	✓ Academic & Workplace Accommodations	✓ Counseling Services Referrals
✓ Post-Secondary Education & Training Options Awareness	✓ Career Pathway Training	✓ 14-c Certificate Counseling/Sub-minimum Wages used as a last resort and in compliance with WIOA Regulations
✓ Career Vocational Interest Assessment	✓ Financial Capabilities	
✓ Benefits Planning & Work Incentives Introduction	✓ Assistive Technology, where needed	
✓ Individual Career Action Plan Development (ICAP)		
Basics Instruments/Tools:		
□ California Career Zone 1, 4	□ Individual Career Action Plan (ICAP)	□ Person Driven Plan Document (Allen & Shea)
□ Soft Skills to Pay the Bills (ODEP)	□ DB 101 (If receiving SSA Benefits)	□ DB 101 (Disability Benefits 101) Website
□ WorkAbility I Array of Services Chart	□ Ca Career Resource Network	□ CA Career Center Virtual Counselor
□ CIE Toolkit 2017 (NTACT)	□ Evaluation Tool Kit 2016 (NTACT)	□ Age Appropriate Assessment Tool Kit 2016 (NTACT)
□ Personal Data Wizard		
□ SSA Red Book (Updated Annually)		
CCi Participant Outcomes:		
♦ Person Driven Plan	♦ K-12 Completion/Diploma or Certificate	♦ Academic Accommodations (identified if needed)
♦ Legal & quality Individual Transition Plan (ITP)	♦ Individual Career Action Plan (ICAP)	♦ Workplace Accommodations (identified if needed)
♦ Career Vocational Interest Assessment Results	♦ Community Service Agency Referral & Access List	

✓ *Basic interventions to be provided*	□ *Basic Instruments and Tools*	♦ *CCi Participant Outcomes*

CCi CORE INTERVENTIONS		
CORE INTERVENTION A	**CORE INTERVENTION B**	**CORE INTERVENTION C**

These core interventions are to be provided to all CCi students. They are derived from evidenced-based practices identified as important to Work Based Learning (WBL) model success, student attainment of CIE & PSE outcomes for students with disabilities.

Pre-Employment Skills Development:	Career Pathway Experiences:	Academic Performance Monitoring Methods:
✓ Job Exploration Counseling	✓ Career Relevant WBL Opportunities	✓ Transcript Review 2x per year
✓ Workplace Readiness Training	✓ Career Mentoring	✓ Progress Report Review & Discussion (Quarterly & as needed)
Time Management/Organizational Skills	✓ Career Coaching	✓ Report Card Review
Working with Others/Team Work	✓ Benefits Planning & SSA Work Incentives (SSI & SSDI)	✓ A-G Requirements On-going Monitoring
Communication	✓ Career Relevant Clubs & Activities	✓ Refer & Connect to Tutoring Support, as needed
Following Directions, Duties & Schedules	✓ Identification & Implementation of WBL Supports	✓ Identification, Implementation of Needed Academic Supports
Productivity & Work Quality	✓ Labor Market Information/Target Industry	✓ CTE Sequence Planning & Monitoring
✓ Job Search Skills	**Career Pathway Program Participation:**	✓ PSE Planning, Enrollment & Completion
Completing Applications	• Career Pathway Trust Programming	✓ Attendance Records
Introduction/Cover Letter	• Linked Learning	
Interviewing	• Regional Occupation Programming	
Thank You Letter	• Career Technical Education (CTE)	
Developing a Resume	• STEM (Science, Technology, Engineering & Mathematics)	
✓ Orientation to Career Sectors & Pathways	• Project Search	
	• Launch Path	
	• Apprenticeships	
	• Adult Education Block Grant Programs	
	• Community College Career Certificate and Degree Programs	

Core Instruments & Intervention Tools (∗required | ▫optional):

∗ **By Youth for Youth Employment (NCWD)**	∗ **Career Technical Education Standards**	∗ **Promoting Quality Individualized Learning Plans (NCWD)**
∗ **Mastering Soft Skills For Workplace Success (ODEP)**	∗ **Fostering Inclusive Volunteering & Service Learning (NCWD)**	∗ **Hitting the Open Road After High School Document (NCWD)**
▫ Conover Work Readiness	▫ Career Pathways Tool Kit	▫ Guidance & Career Counselor Tool Kit (George Washington Univ.)
▫ Essential Skills to Getting a Job (ODEP)	▫ CTE Sector Poster	▫ Making My Way Through College Guide (NCWD)
	▫ Paving the Way to Work/Mentoring Guide (NCWD)	▫ Rethinking High School: Preparing Students for Success in College & Career Life (WestEd)
	▫ Road to Self Sufficiency: A Guide to Entrepreneurship for Youth with Disabilities	▫ A Transition Guide: to Post-Secondary Education & Employment for Students & Youth with Disabilities (OSERS)

Outcomes:

⚜ Pre-Employment Transition Skills (Pre-ETS) verification	⚜ Career Pathway Plan	⚜ High School Diploma or Certificate of Completion
	⚜ Career Relevant WBL Opportunities including Paid and Unpaid Work Experiences	⚜ Verified A-G Requirement Completion
	⚜ Competitive Integrated Employment	⚜ CTE Sequence Verification
	⚜ Career Pathway Employment	⚜ Career Relevant Post-Secondary Education & Training Plan
	⚜ Apprenticeship Enrollment & Completion	⚜ College Readiness Assessment Tests
	⚜ Career Pathway/Industry Recognized Certificates	⚜ Post-Secondary Ed. & Trng. Application/ Matriculation/Ed. Plan
		⚜ Post-Secondary Ed. & Trng. Enrollment & Completion Verification (Classes, Certificates, Workshops, Transfer Plan & Degrees)

✓ *Core interventions to be provided*   • *Career Pathway Program options*   ∗ *Required Instruments & Tools*   ▫ *Optional Instruments & Tools*   ⚜*CCi Participant Outcomes*

CCi RESEARCH INTERVENTIONS

RESEARCH INTERVENTION A	RESEARCH INTERVENTION B	RESEARCH INTERVENTION C
The following research interventions will be randomly assigned to CCi students. We believe these additional programming elements will likely lead to acquisition of skills necessary to gain & retain CIE as well as completion of career pathway classes, recognized certificates and degrees, leading to future career advancement plans.		
Career Development Assessment	**Self-Determination Skills Development**	**Workplace Technology Skills Development**
Utilize career interests, work values & aptitude assessments, matched to local labor market trends to identify career pathway focus in WBL & CIE options	Support development of self-determination strategies to ensure access to services, resources & accommodations that promote long & short-term success in academic & employment outcomes	Troubleshooting, consulting & training to promote essential technology skills needed for Employment & Job Retention
✓ Situational Work Assessments (Weekly, Quarterly or Semester Evaluations)	✓ SD Training for students & families	✓ International Society for Technology in Education (ISTE) Standards
✓ Career Vocational Assessments (Interests, Abilities & Work Values)	✓ Identification, implementation & documentation of needed accommodations for academic & workplace settings	✓ Basic Tech Skills for Students entering the Workforce, Simplicity, 2016
	✓ Peer Monitoring	
	✓ Transition Portfolio Development	
Research Intervention Tools (∗required | ▢optional):		
∗ **California Career Zone Enhancement/Career Planning Evolved**	∗ **Opening Doors to SD Skills: Planning for Life After H.S.**	▪ University of California Irvine Distance Based Technologies for Transition (Technology in the Workplace Program)
∗ **Inform Journey**	∗ **ME! Lessons for Teaching Self-Awareness & Self-Advocacy (Univ. of Oklahoma)**	▪ DOR Tech Basics (Work at Your Own Pace) Word, Excel, PowerPoint
▢ Armed Forces Vocational Aptitude Battery (ASVAB)	∗ **Self-determination and self-advocacy skills questionnaire**	▪ Olympic College in Washington, Workplace Technology Certificate
▢ Career Index Plus + O-NET	▢ 411 on Disability Disclosure (NCWD)	
▢ Charting the Course: Supporting Career Development of Youth with Learning Disabilities (NCWD)	▢ ARC Self Determination Short Form - Self Report (Wehmeyer)	
▢ COPS, CAPS & COPES (Edits)	▢ I am Determined (Virginia Department of Education)	
▢ Kuder Career Planning System	▢ Stepping Forward: A Self Advocacy Guide for HS Students	
	▢ Steps to Self Determination: A Curriculum to help Adolescents Achieve their Goals	
Outcomes:		
⬇ Career Vocational Assessment Summary (Interests, Aptitudes & Work Values)	⬇ Transition Portfolio (Hard Copy & Electronic Version)	⬇ Workplace Technology Skills Verification (Job Specific and/or Basic Technology Skills)
⬇ Career Pathway Short & Long-Term Plan, including identification of future promotional opportunities & future education & training needs	⬇ Self-Determination Skills Verification Checklist	⬇ Office Suite Technology Skills Verification
	⬇ List of needed Academic & Workplace Accommodations	⬇ Video Resumes

✓ Research interventions to be provided	∗ Required Instruments & Tools	▢ Optional Instruments & Tools	⬇ CCi Participant Outcomes