Competitive Integrated Employment

Roadmaps for People Receiving Regional Center Services

Click to START

START

CIE

Click on CIE if you want to know what Competitive Integrated Employment is.

Roadmaps

Click on Roadmaps to find ways to get CIE.

FAQ

Click on FAQ to find out how a job in CIE will affect your SSI and other answers to Frequently Asked Questions.

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

FAQ – Frequently Asked Questions

SSI – Supplemental Security Income

What is Competitive Integrated Employment (CIE)?

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment

- CIE means working in your community.
- CIE means earning minimum wage or above.
- CIE means a chance to promote and get paid more.
- CIE means you get benefits like health care and retirement savings.

Click to go to next page

Why is having a Competitive Integrated Employment (CIE) important?

You get more money to spend and pay bills

You get more money for a vacation and more health benefits

You can get more independence and self-confidence

It opens doors to new friendships and new job opportunities

Click to go back to START

Roadmaps

Click your age group

12 to 15

Click above if you are 12 to 15 years old

16 to 17

Click above if you are 16 to 17 years old

18 to 21

Click above if you are 18 to 21 years old

22 to 64

Click above if you are 22 to 64 years old

Click to go back to START

Roadmap for 12 to 15 year-olds

Family and School

STEP 1

Click on **Family & School** to learn how to get ready for CIE in the future

IEP

STEP 2

Click on **IEP** to learn how your IEP can help prepare you for CIE in the future

CIE

LAST STEP

Click on **CIE** to learn how you can get CIE after you get ready for CIE

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IEP – Individualized Education Plan

Click to go back to Roadmaps

Click to go back to START

Step 1: Family, Teacher, School Counselor

Tell your family, teacher, or school counselor that you are interested in CIE. Have them help you answer these 4 questions:

1. Should you work toward a high school diploma or a certificate of completion?

2. Would you like to continue your education after high school and then find a job or just find a job after high school?

3. What kind of jobs would you like?

4. What job skills do you already have and what job skills do you need?

Your family and school staff can help you tell your Individualized Education Program (IEP) case manager that you are interested in CIE. They can also help you tell your IEP team what you discovered about yourself from answering the four questions above.

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment

IEP – Individualized Education Program

Click to go to Step 2

Step 2: Individualized Education Program (IEP) Team Meeting

Your IEP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.

2. If you want to work toward getting your high school diploma or a certificate of completion.

3. If you would like to continue your education after high school and then find a job or just find a job after high school.

4. What kind of jobs you want.

5. What job skills you already have and what job skills you need.

6. What goals you want to work on to gain CIE in the future.

7. What education services and other services you will need to reach your goals.

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IEP – Individualized Education Program

Click to go to the Last Step

LAST STEP - CIE

When you have some job skills, you could get CIE in many different ways:

- Volunteering at a business which decides to hire you for a CIE job.
- From working as an intern at a business.
- Working with the support of a job coach at a business.
- Your family or friend may own a business where they can offer you a CIE job if it is the right fit for you and their business.
- Applying for a CIE job, interviewing for the job, and getting that job.

Click here: **Employment First Video** to see individuals in CIE.

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

Click to go back to Roadmaps

Click to go back to START

Frequently Asked Questions (F A Q)

1. Click on **SSI and Medi-Cal** for questions about how a CIE job can change your Supplemental Security Income (SSI) and Medi-Cal health benefits.

2. Click on **Disability Benefits 101** for more information about how a job affects SSI and Medi-Cal.

3. Click on **Getting My SSI Back** to find out what to do if your SSI check stops.

4. Click on **Job Accommodations** to find out what job accommodations you can ask for.

5. Click on **Transportation** to find out how you can get to and from work.

6. Click on **Saving Money** to find out how you can save money without it changing your SSI.

7. Click on **Work Permit** to find out about work permits if you are younger than 18 years old.

8. Click on **Minimum Wage information** to find out what the minimum wage is in your county.

9. Click on **Acronym** to find the meaning of an Acronym.
(Acronym examples: SSI, CIE,)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

SSI – Supplemental Security Income

Click to go back to START

1. Can a CIE job change my Supplemental Security Income (SSI) and my Medi-Cal health benefits? (1 of 2)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

SSI – Supplemental Security Income

Yes, getting a job can change your SSI income and your Medi-Cal health benefits.

2. How can a job change my SSI and Medi-Cal?

There are many ways a job can change you SSI and Medi-Cal. The most common change is a job will lower your SSI check and it may or may not change your Medi-Cal. See the example on the next page.

Click to go to next page

1. Can a CIE job change my Supplemental Security Income (SSI) and my Medi-Cal health benefits? (2 of 2)

EXAMPLE: Here is a person who works and because she works her SSI check is less, but she makes more money and she keeps her Medi-Cal.

Before Jill worked, she got an SSI check for $830 a month.

Now, Jill makes $500 a month doing food prep for a restaurant.

Social Security will take out $207.50 from her SSI check,

So now Jill's SSI check will be $622.50 a month

Jill makes $622.50 + $500 = $1122.50 a month and she keeps her Medi-Cal.

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

Click to go back to FAQ

Click to go back to START

2. Where can I find more information about SSI and Medi-Cal?(1 of 8)

Disability Benefits 101

Click on **Disability Benefits 101** to help you understand how a job might change your SSI and Medi-Cal benefits. Below are a couple of ways Disability Benefits 101 can help you.

- Depending on your age and the type of benefits you get, you can calculate how much money you can make before you lower or lose your benefits.
- If you are 12 to 17 years old, click on **12-17**. If you need help to understand this website, ask your family or someone you trust like a teacher or counselor for help.
- If you are 18 to 64 years old, click on **18-64**. If you need help to understand this website, ask your family or someone you trust like a counselor, or job coach.

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal? (2 of 8)

The Red Book

The Red Book is a Social Security Administration (SSA) book that can help you understand your SSI money better. Click **Red Book** for more information.

Below are three programs in the Red Book that can help you get a job and protect your SSI and Medi-Cal.

- Ticket to Work
- Plan to Achieve Self-Support (PASS)
- Impaired Related Work Expense (IRWE)

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

SSA – Social Security Administration

PASS – Plan to Achieve Self-Support

IRWE – Impaired Related Work Expense

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal?(3 of 8)

The Ticket to Work

ACRONYMS ON THIS PAGE:
SSI - Supplemental Security Income

The Ticket to Work program is a program where Social Security gives you a "Ticket." You can use the ticket to get services and jobs you need from an employment network. An employment network can be a small organization or business or a large State agency like the Department of Rehabilitation that help you find a job and keep a job.

If you have a Ticket you can:

- Contact a network to talk about what services you need.
- Use your Network as A Team to make a work plan to help with a job goal.

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal? (4 of 8)

ACRONYMS ON THIS PAGE:
SSI - Supplemental Security Income

Employment Networks help in different ways:

They are person-centered so a work plan depends on what each person needs and wants

to find a job and do well at that job.

- Networks are paid by the Social Security Administration to provide this support.
- They are here to help you for free.

For an Employment Network near you click here: **Employment Network search**

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal? (5 of 8)

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

PASS – Plan to Achieve Self-Support

Plan to Achieve Self Support (PASS)

PASS – Is a plan approved by Social Security that allows you to save some of the money that you earn from a job and any other money you get. It can be used for services and/or things you need to work.

For example, if you receive SSI, or other money, you could save some of that money to pay for education, work skills training, assistive technology, or starting a business, as long as the money is spent on working toward your job goal.

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal? (6 of 8)

Plan to Achieve Self Support (PASS) (continued)

To get the PASS Incentive your plan must:

- Be made especially for you.
- Be in writing.
- Have a work goal that you are able to do.
- Have a set time to finish your work goal.
- Show what money you receive (other than your SSI payments).
- Show how you will use your money to reach your work goal.
- Be approved by Social Security.

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

PASS – Plan to Achieve Self-Support

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal? (7 of 8)

ACRONYMS ON THIS PAGE:
IRWE – Impairment Related Work Expense

Impairment Related Work Expenses (IRWE)

IRWE is a work incentive plan. Social Security will not count the IRWE (money you use to pay for something or to someone so you can work) from the money you earn. Examples of IRWE are:

- Transportation
- Personal assistant
- Medications

They can be subtracted as long as:

Click to go to next page

2. Where can I find more information about SSI and Medi-Cal? (8 of 8)

Impairment Related Work Expenses (IRWE) (continued)

- The items or services helps you to work;
- You need the items or services because of a physical or mental disability;
- You pay for the items or services and are not reimbursed by another source such as Medicare, Medicaid, or a private insurance carrier; and
- The cost is “reasonable”, that is, it is what most people pay for the item or service.

Social Security will subtract your IRWE costs from the money you make from your job to figure out what your monthly SSI payment should be.

ACRONYMS ON THIS PAGE:

IRWE – Impairment Related Work Expense

SSI – Supplemental Security Income

Click to go back to FAQ

Click to go back to START

3. What happens if your SSI check stops because you make too much money? (1 of 2)

Expedited Reinstatement (EXR)

If you are not getting an SSI check anymore because you make too much money from your job and then you suddenly lose your job, you can get your SSI check back quickly through Expedited Reinstatement (EXR).

You can get EXR if:

- You have been getting SSI checks for at least one month, which most people with an intellectual or developmental disability (IDD) have.
- You qualify for the Medicaid needs test which most people with IDD do.

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

EXR – Expedited Reinstatement (Means getting your SSI back more easily and faster)

IDD – Intellectual or developmental disability

Click to go to next page

3. What happens if your SSI check stops because you make too much money? (2 of 2)

Expedited Reinstatement (EXR) (continued)

- You make less than the California's SSI and Medicaid threshold, which most people with IDD do. For more information about the threshold go to the most current Redbook
- You have money that you did not work for, that is less than the federal benefit rate (FBR) for one person. For more information about the FBR go to the most current Redbook.
- Your SSI benefits have been stopped for less than 5 years.

If you qualify for EXR, you can get up to 6 months of temporary SSI checks while Social Security figures out the correct amount of SSI to give you.

ACRONYMS ON THIS PAGE:

IDD – Intellectual and Developmental Disability

SSI – Supplemental Security Income

EXR – Expedited Reinstatement (Means getting your SSI back more easily and faster**)**

FBR – Federal Benefit Rate

Click to go back to FAQ

Click to go back to START

4. What kind of job accommodations can I ask for? (1 of 3)

ACRONYMS ON THIS PAGE

ADA – American Disabilities Act

Job Accommodations - means changes at your job made by your boss that makes it easier for you to work at your job. There is a law called the American with Disabilities Act (ADA) that tells employers that they have to make these changes so people with disabilities can work and be comfortable while they work.

Examples of job accommodations are:

- Wheelchair Ramps
- Extra work space for a wheel chair or for a job coach

Click to go to next page

4. What kind of job accommodations can I ask for? (2 of 3)

- Computers or phones that read for a person.
- Directions with pictures and more.

For more information about job accommodations click

Job Accommodations Network (JAN).

Assistive Technology (AT) – AT is anything that helps a person with a disability to do things they cannot do on their own.

AT can :

- Wheelchairs, scooters, walkers;
- Automatic page-turners, book holders;
- Voice recognition programs, screen readers;
- Picture boards and site activation computer programs, and more.

ACRONYMS ON THIS PAGE:

JAN – Job Accommodations

AT – Assistive Technology

Click to go to next page

4. What kind of job accommodations can I ask for? (3 of 3)

ACRONYMS ON THIS PAGE:
AT – Assistive Technology

Ability Tools is a website that can help you get assistive technology (AT) you need to get ready for a job and to do job duties.

Ability Tools can:

- Let you borrow AT items for 30 days so you can try them out before you buy them;
- Loan you money to buy an AT device;
- Sell you some gently used AT items for a cheaper price than new AT items.

For more information click here: **Ability Tools**

Click to go back to FAQ

Click to go back to START

5. How will I get to work and home from work? (1 of 2)

ACRONYMS ON THIS PAGE:
None

Transportation

There are many different ways you can get to and from your job. There is also support to help you learn how to travel and how to be safe when you travel. Below is a list of the types of transportation you might use:

Public transportation

- Bus, Light Rail, Train, Trolley, and Paratransit (if you qualify).

Taxi Services

- Yellow Cab, Uber, Lyft, and more.

Click to go to next page

5. How will I get to work and home from work? (2 of 2)

Transportation (continued)

Private transportation

- A family member or a friend can drive you to and from work.
- Your own car or van
    1. The Social Security PASS program can be way to save for a car.
    2. The Social Security IRWE program can pay for transportation.
- Riding your bike.
- Walking.

Other

Some programs provide free bus passes and some agencies pay for door-to-door transportation, but not always. Ask the programs helping you if they have this service.

ACRONYMS ON THIS PAGE:

PASS – Plan to Achieve Self-Support

IRWE – Impaired Related Work Expense

Click to go back to FAQ

Click to go back to START

6. Can I save money without it affecting my SSI? (1 of 3)

SAVING MONEY

There are three ways to save money that will not affect your SSI.

1. Plan to Achieve Self-Support (PASS)

PASS is a plan approved by Social Security to save money you earn from a job and other money you get. It can be used for services and/or things you need to get to your job goal. But, once you have reached your job goal, Social Security will count your savings against your SSI check. For more information about PASS click **Red Book** for the most up to date information.

ACRONYMS ON THIS PAGE:

SSI – Supplemental Security Income

PASS – Plan to Achieve Self-Support

Click to go to next page

6. Can I save money without it affecting my SSI? (2 of 3)

SAVING MONEY (continued)

2. Achieving a Better Life Experience (ABLE)

A. ABLE allows someone who is receiving SSI to save up to $15,000 a year and up to $100,000 total.

B. The money for the ABLE's savings account can come from SSI, a job, and from donations.

C. The ABLE account must be used for daily living expenses such as:

- Education
- Housing
- Transportation
- Help getting and keeping a job
- Health Care
- Legal and Financial Management fees
- And other approved expenses.

For more information about ABLE click **Cal ABLE**

ACRONYMS ON THIS PAGE:

ABLE – Achieving a Better Life Experience

SSI – Supplemental Security Income

Click to go to next page

6. Can I save money without it affecting my SSI? (3 of 3)

SAVING MONEY (continued)

3. Special Needs Trust (SNT)

(SNTs are complicated. It is important to get legal help to set up an SNT.)

There are three types of SNTs:

- Third Party SNT
- First Party SNT
- A Pool SNT

They each help a person with IDD have money for medical care, telephone bills, education, entertainment and more. SNT's money is not supposed to be spent on shelter and food. These trusts own your money and tell you how, when, and what you can spend your money on.

For more information on SNTs click on **DB 101 Special Needs Trusts**.

ACRONYMS ON THIS PAGE:

IDD – Intellectual or Developmental Disability

SNT – Special Needs Trust

Click to go back to FAQ

Click to go back to START

7. Do I need a work permit?

ACRONYMS ON THIS PAGE:
None

If you are under 18 years old, you will need a Work Permit.

- Your school can help you get a work permit.

Click **Work Permit** to learn more about work permits. If you do not understand these laws, ask your family and your teacher or school counselor for help to understand the law.

Click to go back to FAQ

Click to go back to START

8. What is the minimum wage in my county?

ACRONYMS ON THIS PAGE:
None

California's state minimum wage is $12.00-$13.00 in most cities and counties. Some cities and counties minimum wage is higher.

For the minimum wage in your city or county click **Minimum Wage**.

When you open the minimum wage website, scroll down to the section titled Local Minimum Wage Rates in California and find your city or county to see what the minimum wage is. If you do not see your city or county on this list, the minimum wage in your city or county is $12.00-$13.00.

Click to go back to FAQ

Click to go back to START

ACRONYMS (1 of 3)

ABLE - Achieving a Better Life Experience

ADA – Americans with Disabilities Act

AT – Assistive Technology

CIE – Competitive Integrated Employment

DDS – Department of Developmental Disabilities

DOR – Department of Rehabilitation

EXR - Expedited Reinstatement

FAQ – Frequently Asked Questions

FBR – Federal Benefits

IDD – Intellectual and Developmental Disability

Click to go to next page

Click to go back to FAQ

Click to go back to START

ACRONYMS (2 of 3)

IDEA - Individuals with Disabilities Education Act

IEP – Individualized Education Plan

IPE – Individualized Plan for Employment

IPP – Individualized Program Plan

IRWE - Impairment Related Work Expenses

JAN – Job Accommodations Network

LEA – Local Education Agency

PASS - Plan to Achieve Self-Support

SES – Supported Employment Services

SNT – Special Needs Trust

Click to go to next page

Click to go back to FAQ

Click to go back to START

ACRONYMS (3 of 3)

SSI – Supplemental Security Income

TTW – Ticket to Work

TTY – Teletypewriter (for hearing impaired)

WAI – WorkAbility I

WAII – WorkAbility II

WAIII – WorkAbility III

WAIV – WorkAbility IV

Click to go back to FAQ

Click to go back to START

Step 2: Where you can get job skills preparation and training from

Click on any tab below to learn more about what CIE supports they offer.

WorkAbility I (WAI)

Transition Partnership Program (TPP)

Department of Rehabilitation (DOR)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

TPP – Transition Partnership Program

WAI – WorkAbility I

Click to go back to Roadmaps

Click to go back to START

Step 1: Talk to your Family, Teacher, and School Counselor (1 of 3)

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment
IEP – Individualized Education Program

Tell your family, teacher, or school counselor that you are interested in CIE. Have them help you answer these 4 questions:

1. Should you work toward a high school diploma or a certificate of completion?

2. Would you like to continue your education after high school and then find a job or just find a job after high school?

3. What kind of jobs would you like?

4. What job skills do you already have and what job skills do you need?

Your family and school staff can help you tell your Individualized Education Program (IEP) case manager that you are interested in CIE. They can also help you tell your IEP team what you discovered about yourself from answering the four questions above.

Click to go to next page

Step 1: Talk to your Family, Teacher, and School Counselor (2 of 3)

Your IEP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.
2. To work toward your high school diploma or a certificate of completion.
3. If you would like to go to college and then find a job or just find a job.
4. What kind of jobs you want.
5. What job skills you already have and what job skills you need.
6. What goals you want to work on to gain CIE in the future.
7. What education services and other services you will need to reach your goals.
9. Where you can get job skills preparation and training from. It could come from:
    - Your school, WAI, TPP or the Department of Rehabilitation (DOR)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

IEP – Individualized Education Program

TPP – Transition Partnership Program

WAI - WorkAbility

Click to go to next page

Step 1: Talk to your Family, Teacher, and School Counselor (3 of 3)

Local Education Agency (LEA)

An LEA is usually a school district office. LEA's give schools help for students with Intellectual and Developmental Disabilities (IDD). LEA's can help schools get:

- Physical therapy
- Speech therapy
- Occupational therapy and more If you want to contact your school's LEA to find out what they can do for you,

click here: **School district**. When you get to the webpage, type the name of your school in the box next to 'Search School Directory', then click search. A new webpage will pop up where you can find your school district office's name. Click on the name. A new page will pop up with information including the school district office's contact information.

ACRONYMS ON THIS PAGE:
LEA – Local Education Agency
IDD – Intellectual and Developmental Disability

Click to go to step 2

Click to go back to Road Maps Page

Workability I (WAI)

Some Local Education Agencies (LEAs) have a Workability I (WAI) program for students that have an IEP. Ask your school or school district if they have a WAI program. WAI helps a student:

- Discover what job skills a student has and needs
- Learn job skills
- Look for a job
- Apply for a job
- Make a resume
- Interview for a job
- In try-out jobs where the student gets paid
- Volunteer at a business for experience
- By giving job support to help a student be successful at their job

ACRONYMS ON THIS PAGE:
LEA – Local Education Agency
WAI – WorkAbility I
IEP – Individualized Education Plan

Click to go back to first page of Step 2

Click to go to last step

Transition Partnership Program (TPP)

ACRONYMS ON THIS PAGE:
IDD – Intellectual and Developmental Disability

TPP – Transition Partnership Program

Some Local Education Agencies have a Transition Partnership Program (TPP). This program can give students with IDD job readiness skills. Ask your school or school district if they have a TPP.

TPP helps a student:

- Learn about jobs you would like,
- Learn job skills,
- Get on-the-job training, and more.

Click to go back to first page of Step 2

Click to go to last step

Department of Rehabilitation (DOR)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

DOR Student Services

The DOR Student Services can work with you to help you prepare for a job and learn job skills. If you want to work with DOR invite them to your IEP or IPP meetings. DOR can start working with you when you turn 16 years old. For more information click here **DOR**. DOR can help you:

- Explore what kind of jobs are in your community,
- Explore what kind of jobs you would like to do,
- Get job skills training and more.

ACRONYMS ON THIS PAGE:
DOR – Department of Rehabilitation

IEP – Individualized Education Plan

IPP – Transition Partnership Program

Click to go back to first page of Step 2

Click to go to last step

Roadmap for 18-21 Year-Olds

Click on the box that fits your current life situation the best.

Click if you are in high school. You do not have a job, or you are working but it is not CIE.

Click if you are not in high school. You do not have a job, or you are working but it is not CIE.

Click if you are a student in a vocational training school. You do not have a job, or you are working but it is not CIE.

Click if you are in college or university. You do not have a job, or you are working but it is not CIE.

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment

Click to go to all Roadmaps

Click to go to Start

Step 1: Talk to your family, teacher/counselor, or job coach about CIE (1 of 3)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IEP – Individualize Education Program

Tell your family, teacher, school counselor or job coach you are interested in CIE. Have them help you answer these 4 questions:

1. Should you work toward a high school diploma or a certificate of completion?
2. Would you like to continue your education after high school and then find a job or just find a job after high school?
3. What kind of jobs would you like?
4. What job skills do you already have and what job skills do you need?

Your family, school support or job coach can help you tell your Individualized Education Plan (IEP) team you are interested in C IE. They can also help you tell the IEP team about what you discovered from answering the four questions above.

Click to go to next page

Step 1: Talk to your family, teacher/counselor, or job coach about CIE (2 of 3)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IEP – Individualize Education Program

Your IEP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.

2. If you want to work toward getting your high school diploma or a certificate of completion.

3. If you would like to continue your education after high school and then find a job or just find a job after high school.

4. What kind of jobs you would like.

Click to go to next page

Step 1: Talk to your family, teacher/counselor, or job coach about CIE (3 of 3)

Your IEP Team can help you decide: (continued)

5. What job skills you already have and what job skills you need.

6. What goals you want to work on to gain CIE in the future.

7. What education services and other services you will need to reach your goals.

9. Where you can get job skills preparation and training from. It could come from:

- Your school, your school district, or other school supports,
- Workability I,
- Transition Partnership Program,
- Department of Rehabilitation,
- America's Job Center of California

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IEP – Individualize Education Program

Click to go to Step 2

Click to go to first page for 18-21 Year-Olds

Step 2: Where you can get job skills preparation and training from

Click on any tab below to learn more about what CIE supports they offer.

- Your school district
- Workability I, (WAI)
- Transition Partnership Program, (TPP)
- Department of Rehabilitation, (DOR)
- America's Job Center of California, (AJCC)

ACRONYMS ON THIS PAGE:

AJCC - America's Job Center of California

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

TPP – Transition Partnership Program

WAI - WorkAbility I

Click to go back to Start

Click to go back to first page for 18-21 Year-Olds

Step 3: Your school or your school district

Local Education Agency (LEA)

An LEA is usually a school district office. LEA's give schools help for students with Intellectual and Developmental Disabilities (IDD). LEA's can help schools get:

- Physical therapy
- Speech therapy
- Occupational therapy and more.

If you want to contact your school's LEA to find out what they can do for you, click here: **School district**.

When you get to the webpage, type the name of your school in the box next to '**Search School Directory**', then click search. A new webpage will pop up where you can find your school district office's name.

Click on the school district office's name. A new page will pop up with information including the school district office's contact information.

ACRONYMS ON THIS PAGE:

LEA – Local Education Agency

IDD – Intellectual and Developmental Disabilities

Click to go to Last Step

Click to go back to Step 2

Step 3: Workability I (WAI)

Some Local Education Agencies (LEAs) have a Workability I (WAI) program for students that have an IEP. Ask your school or school district if they have a WAI program. WAI helps a student:

- Discover what job skills a student has and needs
- Learn job skills
- Look for a job
- Apply for a job
- Make a resume
- Interview for a job
- In try-out jobs where the student gets paid
- Volunteer at a business for experience
- By giving job support to help a student be successful at their job

ACRONYMS ON THIS PAGE:

LEA – Local Education Agency

WAI – WorkAbility I

IEP – Individualize Education Program

Click to go to Last Step

Click to go back to step 2

Step 3 : Transition Partnership Program (TPP)

Some Local Education Agencies have a Transition Partnership Program (TPP). This program can give students with IDD job readiness skills. Ask your school or school district if they have a TPP.

TPP helps a student:

- Learn about jobs you would like,
- Learn job skills,
- Get on-the-job training, and more.

ACRONYMS ON THIS PAGE:

TPP – Transition Partnership Program

IDD – Intellectual and Developmental Disability

Click to go to Last Step

Click to go back to step 2

Step 4: Department of Rehabilitation (DOR) a

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

DOR Student Services

The DOR Student Services can work with you to help you prepare for a job and learn job skills. If you want to work with DOR invite them to your IEP or IPP meetings. DOR can start working with you when you turn 16 years old. For more information click here **DOR**. DOR can help you:

- Explore what kind of jobs are in your community,
- Explore what kind of jobs you would like to do,
- Get job skills training and more.

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

IEP – Individualized Education Plan

IPP – Transition Partnership Program

Click to go to last step

Click to go back to Step 2

Step 3: America's Job Center of California (AJCC) (1 of 2)

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to next page

Step 3 : America's Job Center of California (AJCC) (2 of 2)

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: America's Job Center of California (AJCC) (1 of 2) a

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to next page

Step 3 : America's Job Center of California (AJCC) (2 of 2)a

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: Department of Rehabilitation (DOR)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

The DOR can work with you, your family and school to help you prepare for and learn job skills. If you want to work with DOR you will need to invite them to your

IEP meetings. DOR can help a student get:

- Ready for to get CIE;
- Job training services;
- Look for a job and get a job;
- Supported employment services like a job coach;
- On-the-job or personal assistance services;
- Interpreter services;
- Job licenses, tools, equipment, supplies;
- Assistive technology services and devices.

For more information click here: **DOR**

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

IEP – Individualized Education Program

IPP – Individualized Program Plan

Click to go to Last Step

Click to go back to Step 2

Step 3: Your Regional Center (1 of 3)

Your Department of Developmental Services' (DDS) regional center can work with you and your family to help you find services to learn job skills.
Usually your regional center will first refer you to DOR, but if DOR cannot work with you, the regional center will help you find other ways to get ready for and find CIE. Below are some of the services that a regional center may offer to help you to prepare for and get CIE:

- Supported Employment Services
- Tailored Day Services
- Paid Internship Program

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DDS – Department of Developmental Services

DOR – Department of Rehabilitation

Click to go to next page

Step 3: Your Regional Centers (2 of 3)

Paid Internship Program (PIP)

- A paid internship is a way to get job experience.
- It gives you a chance to work as an intern at a job you are interested in and get paid at the same time.
    - For example, if you wanted to work at an office as an office assistant, a job coach would help you get ready to work at that job and then help you find that job so you can try it out.
- While you are working as an intern, you will get paid minimum wage or more.
- Whoever pays you for working as an intern will be paid back by the Department of Developmental Services up to $10,400 a year. Not all of the $10,400 is for you, some of it is for payroll expenses.

For more information about the Paid Internship Program click here: **PIP** When the website opens, click on the Guidelines for Implementation of Paid Internship Program

ACRONYMS ON THIS PAGE:

PIP – Paid Internship Program

Click to go to next page

Step 3: Your Regional Centers (3 of 3)

Supported Employment Services (SES)
SES gives you a job coach that teaches job skills and when you find a job, helps you learn how to do the job and stay at your job.
For more information about Supported Employment Services click here: **SES**

Tailored Day Services (TDS)
TDS can help people with IDD to go to college, to job training schools and other adult education schools. It can also help you develop job skills including starting your own business. For more information about Tailored Day Services click here: **TDS** When the website opens, click on Tailored Day Services - Information for Consumers and Family Members

ACRONYMS ON THIS PAGE:
SES – Supported Employment Services
TDS – Tailored Day Services

Click to go to Last Step

Click to go back to Step 2

Step 3: WorkAbility II

Workability II (WAII) is a program that some adult schools have.
DOR works with these adult schools offering WAII support services.
If you are in an adult school or thinking about going to an adult school, ask if it has WAII services. WAII services can include help with:

- Person centered job placement
- Career assessments and guidance
- Ways to find a job and interview
- Resume writing
- Application preparation and more

For more information click **WAII**

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment
DOR – Department of Rehabilitation
WAII – WorkAbility II

Click to go to Last Step

Click to go back to first page for 18-21 Year-Olds

Step 1: Tell your: family or advocate, job coach, regional center service coordinator, IPP team you are interested in CIE (1 of 3)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Tell your family, advocate, job coach, or regional center service coordinator you are interested in CIE. Have them help you answer these 4 questions:

1. If you did not finish high school, should you work toward a high school diploma or a certificate of completion?

2. If you finished high school, would you like to continue your education by going to an adult school and then find a job or just work on getting a job.

3. What kind of jobs would you like?

4. What job skills do you already have and what job skills do you need?

Your family, advocate, job coach, or service coordinator can help you tell your Individual Program Plan (IPP) team you are interested in CIE. They can also help you tell your IPP team about what you discovered from answering the four questions above.

Click to go to next page

Step 1: Tell your: family or advocate, job coach, regional center service coordinator, IPP team you are interested in CIE (2 of 3)

Your IPP Team can help you decide:

1. If you did not finish high school, whether you would like to go back to high school and get your high school diploma or a certificate of completion.
2. If it is time to find CIE or if it is time to start preparing to get CIE in the future.
3. If you have finished high school or do not want to finish high school, would you like to go to an adult school for job skills training, apply for DOR services, or receive supported employment services from your regional center to prepare for and get CIE.

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

DOR – Department of Rehabilitation

Click to go to next page

Step 1: Tell your: family or advocate, job coach, regional center service coordinator, IPP team you are interested in CIE (3 of 3)

4. What kind of jobs you would like.
5. What job skills you already have and what job skills you need.
6. What goals you want to work on to gain CIE in the future.
7. What services you will need to reach your goals.
8. Where you can find the support you need to get CIE.

This support could come from:

- Department of Rehabilitation
- America's Job Center of California
- Your regional center

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Click to go to step 2

Step 2: Where you can get job skills preparation and training from.

Click on any tab below to learn more about what CIE supports they offer.

Department of Rehabilitation, (DOR)

America's Job Center of California (AJCC)

Your Regional Center

ACRONYMS ON THIS PAGE:

AJCC – America's Job Center of California

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

Click to go back to start

Click to go back to first page for 18-21 Year-Olds

Step 1: Tell your family, vocational skills counselor, regional center, and IPP team you are interested in CIE (1 of 3)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Tell your family, advocate, job counselor, or regional center service coordinator you are interested in CIE. Have them help you answer these 4 questions:

1. What vocation (job) would you like to learn about?
2. What kinds of jobs you like?
3. What job skills do you already have?
4. What job skills do you need?

Your family, advocate, job counselor, or service coordinator can help you tell your Individual Program Plan (IPP) team you are interested in CIE. They can also help you tell your IPP team about what you discovered from answering the four questions above.

Click to go to next page

Step 1: Tell your family, vocational skills counselor, regional center, and IPP team you are interested in CIE (2 of 3)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Your IPP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.
2. What kind of jobs you want.
3. What job skills you already have and what job skills you need.
4. What goals you want to work on to gain CIE.
5. What services you will need to reach your goals.

Click to go to next page

Step 1: Tell your family, vocational skills counselor, regional center, and IPP team you are interested in CIE (3 of 3)

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment

7. Where you can find the support you need to get CIE.

This support could come from:

- Workability II
- Department of Rehabilitation
- America's Job Center of California
- Your regional center

Click to go to step 2

Step 2: Where you can get job skills preparation and training from.

Click on any tab below to learn more about what CIE supports they offer.

- **America's Job Center of California (AJCC)**
- **Department of Rehabilitation (DOR)**
- **WorkAbility II (WAII)**
- **Your Regional Center**

ACRONYMS ON THIS PAGE:

AJCC – America's Job Center of California

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

WAII – WorkAbility II

Click to go back to start

Click to go back to first page for 18-21 Year-Olds

Step 3: America's Job Center of California (AJCC) (1 of 2)b

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

Click to go to next page

Step 3 : America's Job Center of California (AJCC) (2 of 2) b

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: Department of Rehabilitation (DOR)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

The DOR can work with you, your family and school to help you prepare for and learn job skills. If you want to work with DOR you will need to invite them to your IEP meetings. DOR can help a student get:

- Ready for to get CIE;
- Job training services;
- Look for a job and get a job;
- Supported employment services like a job coach;
- On-the-job or personal assistance services;
- Interpreter services;
- Job licenses, tools, equipment, supplies;
- Assistive technology services and devices.

For more information click here: **DOR**

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

IEP – Individualized Education Program

IPP – Individualized Program Plan

Click to go to Last Step

Click to go back to Step 2

Step 3: WorkAbility II a

Workability II (WAII) is a program that some adult schools have.
DOR works with these adult schools offering WAII support services.
If you are in an adult school or thinking about going to an adult school, ask if it has WAII services. WAII services can include help with:

- Person centered job placement
- Career assessments and guidance
- Ways to find a job and interview
- Resume writing
- Application preparation and more

For more information click **WAII**

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment
DOR – Department of Rehabilitation
WAII – WorkAbility II

Click to go to Last Step

Click to go back to page 2

Step 3: Your Regional Center (1 of 3) a

Your Department of Developmental Services' (DDS) regional center can work with you and your family to help you find services to learn job skills.
Usually your regional center will first refer you to DOR, but if DOR cannot work with you, the regional center will help you find other ways to get ready for and find CIE. Below are some of the services that a regional center may offer to help you to prepare for and get CIE:

- Supported Employment Services
- Tailored Day Services
- Paid Internship Program

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DDS – Department of Developmental Services

DOR – Department of Rehabilitation

Click to go to next page

Step 3: Your Regional Centers (2 of 3) b

Paid Internship Program (PIP)

- A paid internship is a way to get job experience.
- It gives you a chance to work as an intern at a job you are interested in and get paid at the same time.
    - For example, if you wanted to work at an office as an office assistant, a job coach would help you get ready to work at that job and then help you find that job so you can try it out.
- While you are working as an intern, you will get paid minimum wage or more.
- Whoever pays you for working as an intern will be paid back by the Department of Developmental Services up to $10,400 a year. Not all of the $10,400 is for you, some of it is for payroll expenses.

For more information about the Paid Internship Program click here: **PIP** When the website opens, click on the Guidelines for Implementation of Paid Internship Program

ACRONYMS ON THIS PAGE:

PIP – Paid Internship Program

Click to go to next page

Step 3: Your Regional Centers (3 of 3)

ACRONYMS ON THIS PAGE:
SES – Supported Employment Services
TDS – Tailored Day Services

Supported Employment Services (SES)
SES gives you a job coach that teaches job skills and when you find a job, helps you learn how to do the job and stay at your job.

For more information about Supported Employment Services click here: **SES**

Tailored Day Services (TDS)
TDS can help people with IDD to go to college, to job training schools and other adult education schools. It can also help you develop job skills including starting your own business.

For more information about Tailored Day Services click here: **TDS** When the website opens, click on Tailored Day Services - Information for Consumers and Family Members

Click to go to Last Step

Click to go back to Step 2

Step 1: Tell your family, advocate, education counselor, regional center, and IPP team you are interested in CIE (1 of 2)

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Tell your family, education counselor, or regional center service coordinator you are interested in CIE. Have them help you answer these 3 questions:

1. What kind of jobs would you like?
2. What job skills do you already have and what job skills do you need?
3. What courses can you take in your college or university that will help you learn more about the job you want?

Your family, advocate, education counselor, or service coordinator can help you tell your Individual Program Plan (IPP) team you are interested in CIE. They can also help you tell your IPP team about what you discovered from answering the three questions above.

Click to go to next page

Step 1: Tell your family, advocate, education counselor, regional center, and IPP team you are interested in CIE (2 of 2)

Your IPP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.
2. What kind of jobs you want
3. What job skills you already have and what job skills you need.
4. What goals you want to work on to gain CIE in the future.
5. What services you will need to reach your goals.
6. How to measure how close you are to your CIE goals.
7. Where you can find the support you need to get CIE.

This support could come from:

- College to Career
- Workability III if you are in college
- Workability IV if you are in university
- Department of Rehabilitation
- America's Job Center of California
- Your regional center

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Click to go to step 2

Step 2: Where you can get job skills preparation and training from.

Click on any tab below to learn more about what CIE supports they offer.

- America's Job Center of California (AJCC)
- Department of Rehabilitation (DOR)
- WorkAbility III (WAIII)/WorkAbility IV (WAIV)
- College to Career (C2C)
- Your Regional Center

ACRONYMS ON THIS PAGE:

AJCC – America's Job Center of California

C2C – College to Career

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

WAIII – WorkAbility III

WAIV – WorkAbility IV

Click to go back to start

Click to go back to first page for 18-21 Year-Olds

Step 3: America's Job Center of California (AJCC) (1 of 2)

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to next page

Step 3 : America's Job Center of California (AJCC) (2 of 2)

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: Department of Rehabilitation (DOR)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

The DOR can work with you, your family and school to help you prepare for and learn job skills. If you want to work with DOR you will need to invite them to your IEP meetings. DOR can help a student get:

- Ready for to get CIE;
- Job training services;
- Look for a job and get a job;
- Supported employment services like a job coach;
- On-the-job or personal assistance services;
- Interpreter services;
- Job licenses, tools, equipment, supplies;
- Assistive technology services and devices.

For more information click here: **DOR**

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

IEP – Individualized Education Program

IPP – Individualized Program Plan

Click to go to Last Step

Click to go back to Step 2

Step 3: WorkAbility III and WorkAbility IV (1 of 2)

Workability III (WAIII) is a program that some colleges have. DOR works with these colleges offering WAIII support services. If you are in college or thinking about attending college ask if it has WAIII services can include help with:

- Vocational assessment (job assessment)
- Internships
- Job preparation
- Job development
- Job placement and retention
- Short-term job supports

For more information click **WAIII**

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment
DOR – Department of Rehabilitation
WAIII – WorkAbility III
WAIV – WorkAbility IV

Click to go to next page

Step 3: WorkAbility III and WorkAbility IV (2 of 2)

Workability IV (WAIV) is a program that some universities have. DOR works with these universities offering WAIV support services. If you are in a university or thinking about going to university ask if it has WAIV services. WAIV can include help with:

- Vocational assessment (job assessment)
- Internships
- Job preparation
- Job development
- Job placement and retention
- Short-term job supports

For more information click **WAIV**

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

WAIII – WorkAbility III

WAIV – WorkAbility IV

Click to go to Last Step

Click to go back Step 2

Step 3: College to Career

College to Career (C2C) is a program in some colleges that helps students with IDD:

- Learn works skills so a student can get a job by the end of their C2C program.
- Get into college classes that will teach a person about the job they want.
- Get volunteer or paid internships at the college or in their community.
- Help a student become more independent in a job.

C2C programs are offered at these colleges: College of Alameda, Sacramento City College, Fresno College, Shasta College, West Los Angeles College, Santa Rosa Jr. College, San Diego County Community College District, and North Orange County Community College District.

To learn more about this program click here: **C2C**

ACRONYMS ON THIS PAGE:
C2C – College to Career
IDD – Intellectual and Developmental Disability

Click to go to Last Step

Click to go back to Step 2

Step 3: Your Regional Center (1 of 3) b

Your Department of Developmental Services' (DDS) regional center can work with you and your family to help you find services to learn job skills.
Usually your regional center will first refer you to DOR, but if DOR cannot work with you, the regional center will help you find other ways to get ready for and find CIE. Below are some of the services that a regional center may offer to help you to prepare for and get CIE:

- Supported Employment Services
- Tailored Day Services
- Paid Internship Program

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DDS – Department of Developmental Services

DOR – Department of Rehabilitation

Click to go to next page

Step 3: Your Regional Centers (2 of 3) a

Paid Internship Program (PIP)

- A paid internship is a way to get job experience.
- It gives you a chance to work as an intern at a job you are interested in and get paid at the same time.
    - For example, if you wanted to work at an office as an office assistant, a job coach would help you get ready to work at that job and then help you find that job so you can try it out.
- While you are working as an intern, you will get paid minimum wage or more.
- Whoever pays you for working as an intern will be paid back by the Department of Developmental Services up to $10,400 a year. Not all of the $10,400 is for you, some of it is for payroll expenses.

For more information about the Paid Internship Program click here: **PIP** When the website opens, click on the Guidelines for Implementation of Paid Internship Program

ACRONYMS ON THIS PAGE:

PIP – Paid Internship Program

Click to go to next page

Step 3: Your Regional Centers (3 of 3)b

ACRONYMS ON THIS PAGE:
SES – Supported Employment Services
TDS – Tailored Day Services

Supported Employment Services (SES)
SES gives you a job coach that teaches job skills and when you find a job, helps you learn how to do the job and stay at your job.

For more information about Supported Employment Services click here: **SES**

Tailored Day Services (TDS)
TDS can help people with IDD to go to college, to job training schools and other adult education schools. It can also help you develop job skills including starting your own business.

For more information about Tailored Day Services click here: **TDS** When the website opens, click on Tailored Day Services - Information for Consumers and Family Members

Click to go to Last Step

Click to go back to Step 2

Roadmap for 22-64 Year-Olds

Choose the one that fits your situation the best.

Click if you do not have a job or you are working but it is not CIE.

Click if you are a student in a vocational training school. You do not have a job or you are working but it is not CIE

Click if you are in college or university. You do not have a job or you are working but it is not CIE.

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment

Click to go to all Roadmaps

Click to go back to Start

Step 1: Tell your: family or advocate, job coach, regional center service coordinator, IPP team you are interested in CIE. (1 of 3) a

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Tell your family, advocate, job coach, or regional center service coordinator you are interested in CIE. Have them help you answer these 3 questions:

1. Would you like to find CIE now or would you like to go to an adult school, college or university and then find CIE?
2. What kind of jobs would you like?
3. What job skills do you already have and what job skills do you need?

Your family, advocate, job coach, or service coordinator can help you tell your Individual Program Plan (IPP) team you are interested in CIE. They can also help you tell your IPP team about what you discovered from answering the three questions above.

Click to go to next page

Step 1: Tell your: family or advocate, job coach, regional center service coordinator, IPP team you are interested in CIE (2 of 3) a

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Your IPP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.
2. Would you like to go to an adult school, college or university before getting CIE?
3. What kind of jobs you want.
4. What job skills you already have and what job skills you need.
5. What goals you want to work on to get CIE in the future.

Click to go to next page

Step 1: Tell your: family or advocate, job coach, regional center service coordinator, IPP team you are interested in CIE (3 of 3) a

ACRONYMS ON THIS PAGE

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

6. What services you will need to reach your goals.

8. Where you can get job skills preparation and training from.

It could come from:

- Department of Rehabilitation
- America’s Job Center of California
- Your regional center

Click to go to Step 2

Step 2: Where you can get job skills preparation and training from.[b]

Click on any tab below to learn more about what CIE supports they offer.

Department of Rehabilitation, (DOR)

America's Job Center of California (AJCC)

Your Regional Center

ACRONYMS ON THIS PAGE:

AJCC – America's Job Center of California

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

Click to go back to Start

Click to go back to first page for 22-64 Year-Olds

Step 3: Department of Rehabilitation (DOR) (1 of 2)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

The DOR can work with you to help you prepare for and learn job skills. If you want to work with DOR you will need to invite DOR to your IPP meetings.
DOR can help a you:

- Prepare to get CIE
- Get job training services
- To look for a job and get a job
- Supported employment services like a job coach
- On-the-job or personal assistance services
- Interpreter services
- Job licenses, tools, equipment, supplies
- Get assistive technology services and devices

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

IPP – Individualized Program Plan

Click to go to next page

Step 3: Department of Rehabilitation (DOR) (2 of 2)

For more information click here: **DOR**

1. When the DOR webpage opens up:
2. Scroll down the page to **Consumer Information Handbook.**
3. Under Consumer Information Handbook look for one that says Large Print**.**
4. Click on the **Consumer Information Handbook (PDF)-Large Print**. A manual will open up with information about DOR services.

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

PDF - Portable Document Format

Click to go to Last Step

Click to go back to Step 2

Step 3: America's Job Center of California (AJCC) (1 of 2)

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to next page

Step 3: America's Job Center of California (AJCC) (2 of 2)

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: Your Regional Center (1 of 3)

Your Department of Developmental Services' (DDS) regional center can work with you and your family to help you find services to learn job skills.
Usually your regional center will first refer you to DOR, but if DOR cannot work with you, the regional center will help you find other ways to get ready for and find CIE. Below are some of the services that a regional center may offer to help you to prepare for and get CIE:

- Supported Employment Services
- Tailored Day Services
- Paid Internship Program

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DDS – Department of Developmental Services

DOR – Department of Rehabilitation

Click to go to next page

Step 3: Your Regional Centers (2 of 3)

Paid Internship Program (PIP)

- A paid internship is a way to get job experience.
- It gives you a chance to work as an intern at a job you are interested in and get paid at the same time.
    - For example, if you wanted to work at an office as an office assistant, a job coach would help you get ready to work at that job and then help you find that job so you can try it out.
- While you are working as an intern, you will get paid minimum wage or more.
- Whoever pays you for working as an intern will be paid back by the Department of Developmental Services up to $10,400 a year. Not all of the $10,400 is for you, some of it is for payroll expenses.

For more information about the Paid Internship Program click here: **PIP** When the website opens, click on the Guidelines for Implementation of Paid Internship Program

ACRONYMS ON THIS PAGE:

PIP – Paid Internship Program

Click to go to next page

Step 3: Your Regional Centers (3 of 3)

Supported Employment Services (SES)
SES gives you a job coach that teaches job skills and when you find a job, helps you learn how to do the job and stay at your job.

For more information about Supported Employment Services click here: **SES**

Tailored Day Services (TDS)
TDS can help people with IDD to go to college, to job training schools and other adult education schools. It can also help you develop job skills including starting your own business.

For more information about Tailored Day Services click here: **TDS** When the website opens, click on Tailored Day Services - Information for Consumers and Family Members

ACRONYMS ON THIS PAGE:
SES – Supported Employment Services
TDS – Tailored Day Services

Click to go to Last Step

Click to go back to Step 2

Step 3: WorkAbility II b

Workability II (WAII) is a program that some adult schools have.
DOR works with these adult schools offering WAII support services.
If you are in an adult school or thinking about going to an adult school, ask if it has WAII services. WAII services can include help with:

- Person centered job placement
- Career assessments and guidance
- Ways to find a job and interview
- Resume writing
- Application preparation and more

For more information click **WAII**

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment
DOR – Department of Rehabilitation
WAII – WorkAbility II

Click to go to Last Step

Click to go back to back to Step 2

Step 2: Where you can get job skills preparation and training from. c

Click on any tab below to learn more about what CIE supports they offer.

WorkAbility II (WAII)

Department of Rehabilitation, (DOR)

America's Job Center of California (AJCC)

Your Regional Center

ACRONYMS ON THIS PAGE:

AJCC – America's Job Center of California

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

WAII – WorkAbility II

Click to go back to Start

Click to go back to first page for 22-64 Year-Olds

Step 3: Department of Rehabilitation (DOR) (1 of 2)

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

The DOR can work with you to help you prepare for and learn job skills. If you want to work with DOR you will need to invite DOR to your IPP meetings.
DOR can help a you:

- Prepare to get CIE
- Get job training services
- To look for a job and get a job
- Supported employment services like a job coach
- On-the-job or personal assistance services
- Interpreter services
- Job licenses, tools, equipment, supplies
- Get assistive technology services and devices

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

IPP – Individualized Program Plan

Click to go to next page

Step 3:Department of Rehabilitation (DOR) (2 of 2)

For more information click here: **DOR**

1. When the DOR webpage opens up:
2. Scroll down the page to **Consumer Information Handbook.**
3. Under Consumer Information Handbook look for one that says Large Print**.**
4. Click on the **Consumer Information Handbook (PDF)-Large Print**. A manual will open up with information about DOR services.

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

PDF - Portable Document Format

Click to go to Last Step

Click to go back to Step 2

Step 3: America's Job Center of California (AJCC) (1 of 2)a

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to next page

Step 3 : America's Job Center of California (AJCC) (2 of 2)b

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: Your Regional Center (1 of 3) d

Your Department of Developmental Services' (DDS) regional center can work with you and your family to help you find services to learn job skills.
Usually your regional center will first refer you to DOR, but if DOR cannot work with you, the regional center will help you find other ways to get ready for and find CIE. Below are some of the services that a regional center may offer to help you to prepare for and get CIE:

- Supported Employment Services
- Tailored Day Services
- Paid Internship Program

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DDS – Department of Developmental Services

DOR – Department of Rehabilitation

Click to go to next page

Step 3: Your Regional Centers (2 of 3)

Paid Internship Program (PIP)

- A paid internship is a way to get job experience.
- It gives you a chance to work as an intern at a job you are interested in and get paid at the same time.
    - For example, if you wanted to work at an office as an office assistant, a job coach would help you get ready to work at that job and then help you find that job so you can try it out.
- While you are working as an intern, you will get paid minimum wage or more.
- Whoever pays you for working as an intern will be paid back by the Department of Developmental Services up to $10,400 a year. Not all of the $10,400 is for you, some of it is for payroll expenses.

For more information about the Paid Internship Program click here: **PIP** When the website opens, click on the Guidelines for Implementation of Paid Internship Program

ACRONYMS ON THIS PAGE:

PIP – Paid Internship Program

Click to go to next page

Step 3: Your Regional Centers (3 of 3)

Supported Employment Services (SES)
SES gives you a job coach that teaches job skills and when you find a job, helps you learn how to do the job and stay at your job.

For more information about Supported Employment Services click here: **SES**

Tailored Day Services (TDS)
TDS can help people with IDD to go to college, to job training schools and other adult education schools. It can also help you develop job skills including starting your own business.

For more information about Tailored Day Services click here: **TDS** When the website opens, click on Tailored Day Services - Information for Consumers and Family Members

ACRONYMS ON THIS PAGE:
SES – Supported Employment Services
TDS – Tailored Day Services

Click to go to Last Step

Click to go back to Step 2

Step 1: Tell your family, advocate, education counselor, regional center, and IPP team you are interested in CIE (1 of 2) a

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Tell your family, education counselor, or regional center service coordinator you are interested in CIE. Have them help you answer these 3 questions:

1. What kind of jobs would you like?
2. What job skills do you already have and what job skills do you need?
3. What courses can you take in your college or university that will help you learn more about the job you want?

Your family, advocate, education counselor, or service coordinator can help you tell your Individual Program Plan (IPP) team you are interested in CIE. They can also help you tell your IPP team about what you discovered from answering the three questions above.

Click to go to next page

Step 1: Tell your family, advocate, education counselor, regional center, and IPP team you are interested in CIE (2 of 2) a

Your IPP Team can help you decide:

1. If it is time to find CIE or if it is time to start preparing to get CIE in the future.
2. What kind of jobs you want
3. What job skills you already have and what job skills you need.
4. What goals you want to work on to gain CIE in the future.
5. What services you will need to reach your goals.
7. Where you can find the support you need to get CIE.

This support could come from:

- College to Career
- Workability III if you are in college
- Workability IV if you are in university
- Department of Rehabilitation
- America's Job Center of California
- Your regional center

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

IPP – Individual Program Plan

Click to go to Step 2

Step 2: Where you can get job skills preparation and training from.d

Click on any tab below to learn more about what CIE supports they offer.

- **WorkAbility III (WAIII)/ WorkAbility IV (WAIV)**
- **College to Career (C2C)**
- **Department of Rehabilitation (DOR)**
- **America's Job Center of California (AJCC)**
- **Your Regional Center**

ACRONYMS ON THIS PAGE:

AJCC – America's Job Center of California

C2C – College to Career

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

WAIII – WorkAbility III

WAIV – WorkAbility IV

Click to go back to Start

Click to go back to first page for 22-64 Year-Olds

Step 3: WorkAbility III and WorkAbility IV (1 of 2) b

Workability III (WAIII) is a program that some colleges have. DOR works with these colleges offering WAIII support services. If you are in college or thinking about attending college ask if it has WAIII services can include help with:

- Vocational assessment (job assessment)
- Internships
- Job preparation
- Job development
- Job placement and retention
- Short-term job supports

For more information click **WAIII**

ACRONYMS ON THIS PAGE:
CIE – Competitive Integrated Employment
DOR – Department of Rehabilitation
WAIII – WorkAbility III
WAIV – WorkAbility IV

Click to go to next page

Step 3: WorkAbility III and WorkAbility IV (2 of 2)

Workability IV (WAIV) is a program that some universities have. DOR works with these universities offering WAIV support services. If you are in a university or thinking about going to university ask if it has WAIV services. WAIV can include help with:

- Vocational assessment (job assessment)
- Internships
- Job preparation
- Job development
- Job placement and retention
- Short-term job supports

For more information click **WAIV**

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

WAIII – WorkAbility III

WAIV – WorkAbility IV

Click to go to Last Step

Click to go back Step 2

Step 3: College to Career b

College to Career (C2C) is a program in some colleges that helps students with IDD:

- Learn works skills so a student can get a job by the end of their C2C program.
- Get into college classes that will teach a person about the job they want.
- Get volunteer or paid internships at the college or in their community.
- Help a student become more independent in a job.

C2C programs are offered at these colleges: College of Alameda, Sacramento City College, Fresno College, Shasta College, West Los Angeles College, Santa Rosa Jr. College, San Diego County Community College District, and North Orange County Community College District.

To learn more about this program click here: **C2C**

ACRONYMS ON THIS PAGE:
C2C – College to Career
IDD – Intellectual and Developmental Disability

Click to go to Last Step

Click to go back to Step 2

Step 3: Department of Rehabilitation (DOR) (1 of 2) a

DOR DEPARTMENT of REHABILITATION
Employment, Independence & Equality

The DOR can work with you to help you prepare for and learn job skills. If you want to work with DOR you will need to invite DOR to your IPP meetings.
DOR can help a you:

- Prepare to get CIE
- Get job training services
- To look for a job and get a job
- Supported employment services like a job coach
- On-the-job or personal assistance services
- Interpreter services
- Job licenses, tools, equipment, supplies
- Get assistive technology services and devices

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DOR – Department of Rehabilitation

IPP – Individualized Program Plan

Click to go to next page

Step 3:Department of Rehabilitation (DOR) (2 of 2)a

For more information click here: **DOR**

1. When the DOR webpage opens up:
2. Scroll down the page to **Consumer Information Handbook.**
3. Under Consumer Information Handbook look for one that says Large Print**.**
4. Click on the **Consumer Information Handbook (PDF)-Large Print**. A manual will open up with information about DOR services.

ACRONYMS ON THIS PAGE:

DOR – Department of Rehabilitation

PDF - Portable Document Format

Click to go to Last Step

Click to go back to Step 2

Step 3: America's Job Center of California (AJCC) (1 of 2)

The America's Job Center of California (also called Career One Stop) is another place where you may be able to learn job skills and find a CIE. AJCCs may offer:

- Development of an individual employment plan
- Individual counseling
- Career planning
- Short-term job training
- Internships and work experiences at the kind of job you want
- Getting ready to be part of the workforce
- Job skills training
- Creating a resume
- Dressing for success
- Help with job searching

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to next page

Step 3 : America's Job Center of California (AJCC) (2 of 2) e

- How to interview
- Help to go to job fairs
- Information on job announcements

Click here: **CareerOneStop** to find an AJCC/Career One Stop near you.

1. Click on the **Find Local Help** at the top of the page.

2. In the **Find an American Job Center** box fill in **Location** box with your zip code. Then select preferred miles by clicking on the drop down arrow in the **Within** box. Then click **Search**.

3. A page will appear with a list of AJCCs or Career One Stops including addresses, contact information and more.

4. Click on the agencies that offer **Youth Services**.

5. When the agency's page opens up it will give you more information about their services, contacts and more.

6. If the agency has the services you are looking for, contact them and find out if they can help you find CIE. If you need help understanding the website ask for help.

ACRONYMS ON THIS PAGE:
AJCC – America's Job Centers of California

Click to go to Last Step

Click to go back to Step 2

Step 3: Your Regional Center (1 of 3)

Your Department of Developmental Services' (DDS) regional center can work with you and your family to help you find services to learn job skills.
Usually your regional center will first refer you to DOR, but if DOR cannot work with you, the regional center will help you find other ways to get ready for and find CIE. Below are some of the services that a regional center may offer to help you to prepare for and get CIE:

- Supported Employment Services
- Tailored Day Services
- Paid Internship Program

ACRONYMS ON THIS PAGE:

CIE – Competitive Integrated Employment

DDS – Department of Developmental Services

DOR – Department of Rehabilitation

Click to go to next page

Step 3: Your Regional Centers (2 of 3) e

Paid Internship Program (PIP)

- A paid internship is a way to get job experience.
- It gives you a chance to work as an intern at a job you are interested in and get paid at the same time.
    - For example, if you wanted to work at an office as an office assistant, a job coach would help you get ready to work at that job and then help you find that job so you can try it out.
- While you are working as an intern, you will get paid minimum wage or more.
- Whoever pays you for working as an intern will be paid back by the Department of Developmental Services up to $10,400 a year. Not all of the $10,400 is for you, some of it is for payroll expenses.

For more information about the Paid Internship Program click here: **PIP** When the website opens, click on the Guidelines for Implementation of Paid Internship Program

ACRONYMS ON THIS PAGE:

PIP – Paid Internship Program

Click to go to next page

Step 3: Your Regional Centers (3 of 3)

Supported Employment Services (SES)
SES gives you a job coach that teaches job skills and when you find a job, helps you learn how to do the job and stay at your job.

For more information about Supported Employment Services click here: **SES**

Tailored Day Services (TDS)
TDS can help people with IDD to go to college, to job training schools and other adult education schools. It can also help you develop job skills including starting your own business.

For more information about Tailored Day Services click here: **TDS** When the website opens, click on Tailored Day Services - Information for Consumers and Family Members

ACRONYMS ON THIS PAGE:
SES – Supported Employment Services
TDS – Tailored Day Services

Click to go to Last Step

Click to go back to Step 2