

***California Subminimum Wage to Competitive
Integrated Employment Project***

What is CSP?

The California Subminimum Wage to Competitive Integrated Employment Project (CSP) is focused on preparing individuals with intellectual and/or developmental disabilities to work in the communities of their choice earning a competitive wage. Participants receive services at one of two community college campuses with the goal of supporting self-sufficiency and independence for those individuals with the most significant disabilities currently in, or contemplating entering, subminimum wage employment.

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The California Department of Rehabilitation is partnering with North Orange Continuing Education (NOCE) and San Diego Community College District (SDCCD) to provide services that support full inclusion for Californians with intellectual and/or developmental disabilities. One of the long term goals is to identify innovative practices that can be implemented statewide. Participants in the program engage in the activities listed below.

- Career and Job Exploration
- Self Advocacy & Independent Living Skills Classes
- Access to Community College Courses
- Peer Mentoring
- Benefits Counseling
- Volunteer or Paid Work-Based Learning Experiences
- Job Placement Services
- Customized Employment Services
- Family Mentoring Supports and Resources



CSP Team Presents at Cal-TASH Conference: Pictured from left to right: **Shawn Fiala** - SDCCD Program Coordinator, **Leslie Baker** - CA DOR CSP Project Director, **Mariana Magana** - CA DOR Rehabilitation Counselor, **Lorri Guy** - NOCE CSP Program Coordinator, **Esther Bazalaki** - CA DOR Rehabilitation Counselor

Highlights

North Orange Continuing Education (NOCE)

Program Launched in August 2023

Total CSP participants since launch: 52 students

Participants currently active in CSP program: 48 students

Participants employed in competitive integrated employment: 5 students

**Congratulations Angel for getting your
dream job at Angels Stadium!**



Announcements:

- ♦ **Summer Job Club** will be offered 2 days a week to stay engaged in job search during the Summer 2024 break.
- ♦ **Peer Mentoring Program** will launch in Fall 2024.
- ♦ **Hiring for Retention Specialists** is taking place to provide job retention and coaching services to CSP students.

NOCE Testimonials:

"CSP taught me what a job really means. They help me a lot and understand what I can accomplish." Josh

"I would like help finding an AUHSD job working with kids." Forrester

"My favorite part about CSP is going to college and making friends."

Emmanuel

San Diego Community College District (SDCCD)

Program Launched in January 2024

Total CSP participants since launch: 23 students

Participants currently active in CSP program: 17 students

Participants employed in competitive integrated employment: 1 student

Announcements:

- ◆ **SDCCD is celebrating** a student who obtained full time employment with benefits at Viejas Casino as a Casino Porter. Employment with benefits is very important to this student who helps to support their family.
- ◆ **Customized Employment training** began in April 2024 for

Students and program staff from SDCCD were excited to be attending the Mesa College Career Fair



Testimonials:

“Thank you very much for having Ivette in your program. She is so happy!!!! She feels very proud to be part of the school and LOVES YOUR PROGRAM!!!

I’m praying that you can have her continue with the program because she loves to learn. You guys are really making a difference in how she presents herself with others and interacts.”

“Ines loves your program, and I am seeing improvement in his social skills as well. I am always going to be grateful for this program. Thank you again.”

What's Coming?

- ◆ Benefits and Work Incentive Planning Workshops begin in May at both locations.
- ◆ CSP Website is in development to provide participants and family members information and resources.
- ◆ San Diego location celebration event planned for the Fall.

Accepting New Referrals: We are accepting referrals for both the Orange County and San Diego program sites. For questions or for more information on how to enroll, contact csp@dor.ca.gov.

The contents of this flyer were developed under a grant number H42D220015 from the Department of Education. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government. (Authority: 20 U.S.C. §§ 1221e-3 and 3474)