

CA SWTCIE PROJECT (CSP)

California Subminimum Wage to Competitive Integrated Employment Project

What is CSP?

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The 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. The California Department of Rehabilitation is partnering with two community college districts to

provide an array of services that support full inclusion for Californians with intellectual and/or developmental disabilities. The long term goal is to find innovative practices that can be implemented statewide.

Participants in the program engage in activities such as job and career exploration, including getting information and hands-on experience with career technical education and apprenticeship opportunities in settings that include individuals with and without disabilities. They have the opportunity to participate in classes aimed at building self-advocacy and independent living skills and receive other training to prepare for the world of work. Participants have access to community college courses. They will also have the opportunity to receive peer mentoring training, to become peer mentors, and to receive benefits counseling. Additionally, family mentoring supports and resources are key elements of the program. Finally, participants can receive work-based learning through volunteer and paid work experiences along with assistance in securing employment through job placement services that can include exploring self-employment.



Photos taken at the North Orange Continuing Education kick-off event. Photo on left: CSP participant Nah Nguyen sharing her thoughts about the CSP and her hopes for the future. Photo on right: Participant Nah Nguyen and her mother, Thuy Nguyen.

What's New?

The Orange County site launched their CSP program in conjunction with their college's Fall 2023 semester start. An initial cohort of 31 participants are receiving services at this location and a celebratory kick-off event was held in October to recognize the launch of the program. Attendees of the kick-off event included CSP staff, participants and their families, staff from North Orange Continuing Education, California Department of Rehabilitation staff, and representation from local Congressman and Assembly Council offices. The highlight of the event was hearing directly from three participants who spoke, sharing how excited they were to be a part of the project and their hopes for the future.



Above photos were taken at the North Orange Continuing Education kick-off event. Photo upper left: Speaker and CSP participant Josh Bachrach; upper right: California Department of Rehabilitation Deputy Director, Mark Erlichman speaking with CSP student participants Nah Nguyen and Emiliano Garcia; lower left: North Orange Continuing Education Program Coordinator, Lorri Guy speaking to event attendees during a classroom tour; lower right: L to R, California Department of Rehabilitation CSP Counselor Esther Bazalaki, California Department of Rehabilitation CSP Counselor Mariana Magana and North Orange Continuing Education CSP Project Coordinator Moriah Guajardo.

What's Coming?

- The San Diego site is launching with classes beginning on January 31st in conjunction with their Spring 2024 semester start.

We are accepting referrals now 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.

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