



California Subminimum Wage to Competitive Integrated Employment Project

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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.

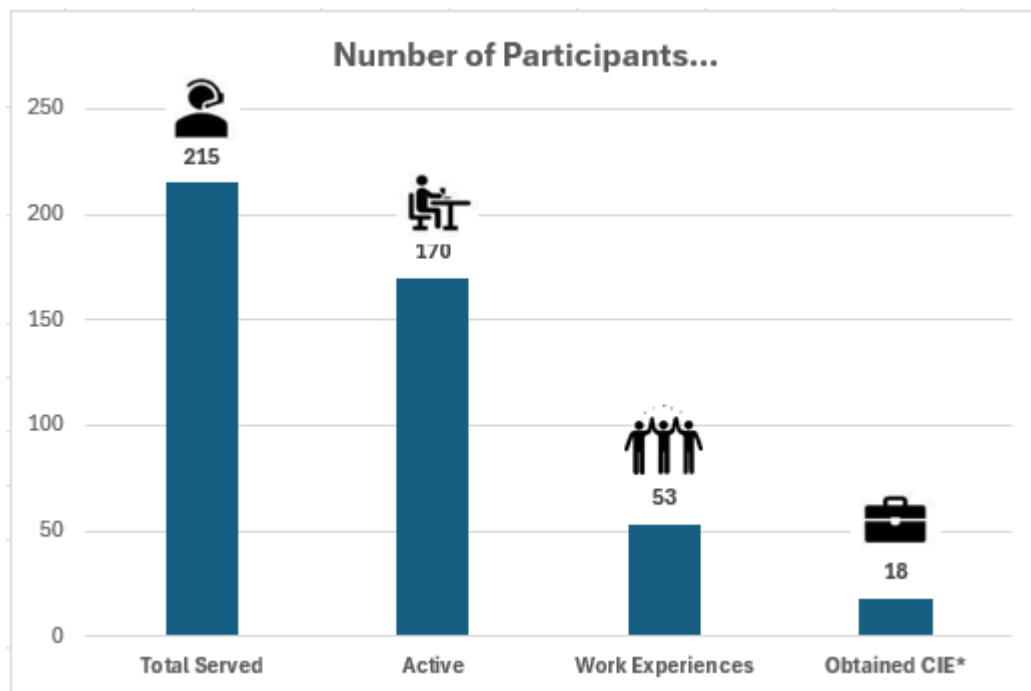
The California Department of Rehabilitation (CDOR) is partnering with North Orange Continuing Education (NOCE) and San Diego Community College District (SDCCD) to provide services that support full inclusion for Californians with

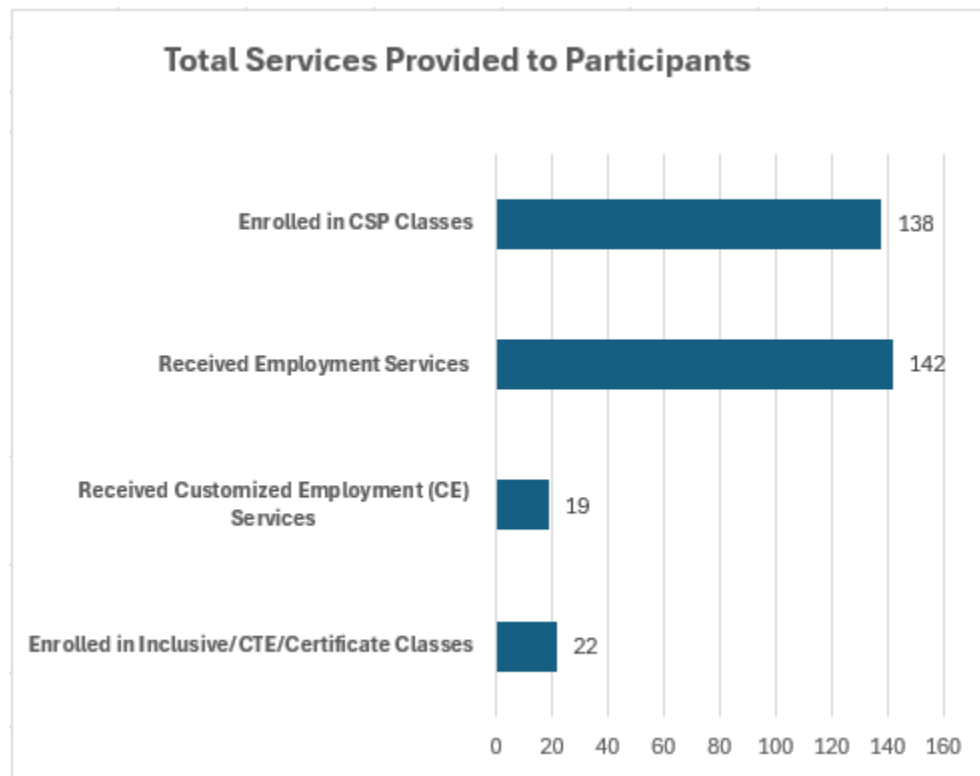
intellectual and/or developmental disabilities currently in, or contemplating entering, subminimum wage employment. One of the long-term goals is to identify innovative practices that can be implemented statewide. Participants in the program engage in a variety of activities that can include:

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

Program Performance Snapshot

As of July 15, 2025





*CIE is Competitive Integrated Employment

Program Highlights



Pictured are students and staff at the May 2025 End-of-Year Peer Mentor Celebration, recognizing the peer mentors and mentees who participated in the program.

New CSP Partner Announcements: TransCen, Inc.

We are excited to announce that TransCen, Inc. has officially joined the California Subminimum Wage to Competitive Integrated Employment Project (CSP) as a new partner, effective March 2025!

[Click here](#) to learn more about TransCen and its role in advancing the goals of the CSP.

Program Site Updates

[Orange County](#)

[San Diego](#)

Benefits Planning Workshop

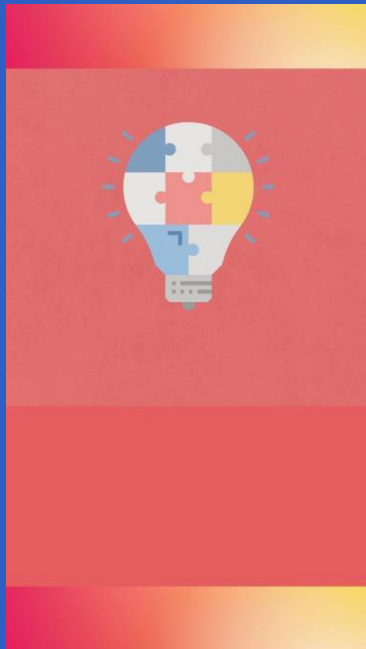
Benefits planning workshops were held on February 20th and 25th for participants and their family members to receive an introduction to benefits planning and work incentive opportunities. Virtual benefits planning workshops are held quarterly. The intent of the workshop is to provide a general overview of benefits and work incentive planning. Additionally, the workshop included an invitation for participants and their families to meet with a certified benefits counselor to review their individual benefits and discuss how working could impact their benefits.

Road to Employment

[Adrian's Story](#)

[Isabel's Story](#)

CSP Core Partners



[San Diego Community College District](#)

[North Orange Continuing Education](#)

[San Diego State University](#)

[Griffin-Hammis Associates \(GHA\)](#)

[PolicyWorks](#)

[Exceptional Family Resource Center](#)

[UCLA Tarjan Center](#)

[TransCen, Inc](#)

Partner Spotlight



PolicyWorks

PolicyWorks is a core partner in the California Subminimum Wage to Competitive Integrated Employment (CSP) Project, bringing decades of experience in peer mentoring, disability leadership, and systems change. As part of CSP, PolicyWorks operates Peer MentoringWorks (PMW), a suite of vetted training modules, plain-language accessible mentoring tools, and customizable resources designed specifically for youth and adults with intellectual and developmental disabilities (I/DD). [Click here](#) for more.

What's Coming?

- Fall benefits planning workshop
- NOCE Spring classes begin August 13, 2025
- SDCCD Spring classes begin August 28, 2025

Referrals are currently being accepted 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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