



California Subminimum Wage to Competitive Integrated Employment Project

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What is CSP?

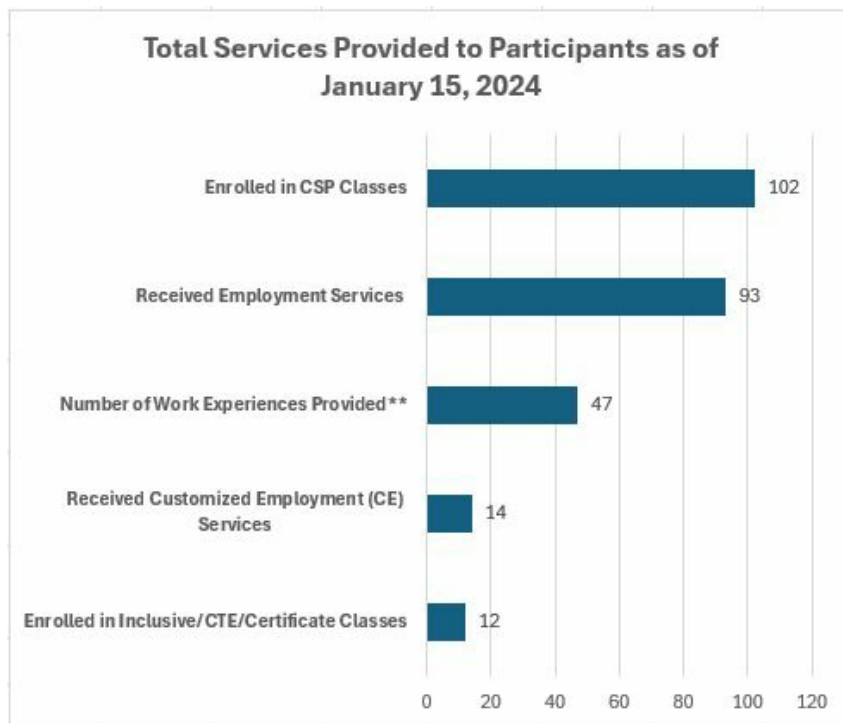
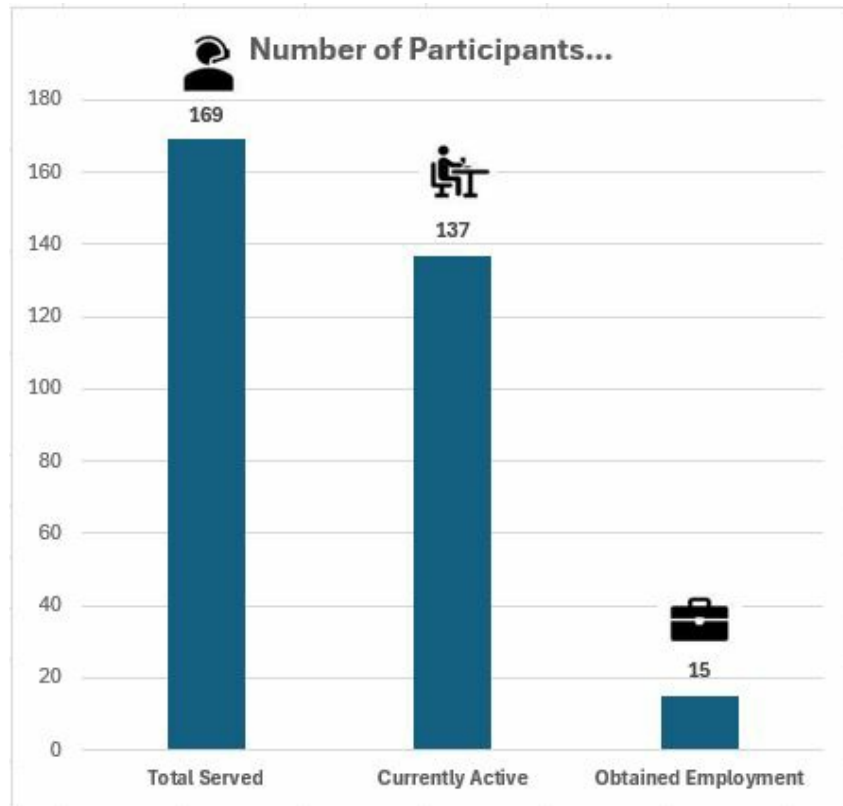
The California Subminimum Wage to Competitive Integrated Employment Project (CSP) is focused on preparing individuals with intellectual and/or developmental disabilities to work in the communities of their choice earning a competitive wage.

The California Department of Rehabilitation 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



Program Highlights



This photo features students and staff from the CSP job skills class at North Orange Continuing Education (NOCE).

Program Site Updates

[Orange County](#)

[San Diego](#)

Benefits Planning Workshop

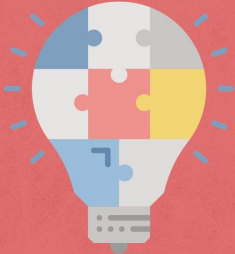
A benefits planning workshop was held on September 23, 2024, for participants and their family members to receive an introduction to benefits planning and work incentive opportunities. Benefits planning workshops are held every semester with the next virtual workshops scheduled for February 20, 2025 and February 25, 2025. The intent of the workshops is to provide a general overview of benefits and work incentive planning. Additionally, participants and their families are invited to meet with a certified benefits counselor to review their individual benefits and discuss how employment could impact them.

Road to Employment

[Juan's Story](#)



CSP Core Partners



[San Diego Community College District](#)

[North Orange Continuing Education](#)

[San Diego State University Research Foundation](#)

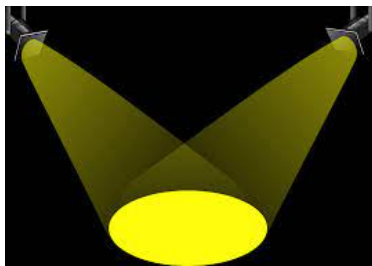
[Griffin-Hammis Associates \(GHA\)](#)

[PolicyWorks](#)

[Exceptional Family Resource Center](#)

[UCLA Tarjan Center](#)

Partner Spotlight



Griffin-Hammis Associates, Inc

Griffin-Hammis Associates (GHA) is partnering with the California Department of Rehabilitation (CDOR) on the CSP to provide Customized Employment (CE) training, mentoring, and support for the CSP project staff who deliver CE services to participants. Additionally, they are offering training to integrate person-centered thinking as a mindset, philosophy, and practice when working with individuals with significant disabilities. See how GHA

What's Coming?

- Spring and Fall benefits planning workshops
- NOCE Spring classes begin January 13, 2025
- SDCCD Fall classes begin January 29, 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.

The contents of this newsletter were developed under grant number H42D220015 from the Department of Education. However, these 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)



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