



DOR -Pathways to Success Project

Presented by Sector Business Consultant

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About DOR



On a Mission

- The California Department of Rehabilitation (DOR) works in partnership with consumers and other stakeholders to provide services and advocacy in pursuit of employment, independent living and equality for Californians with disabilities.
- *At DOR, it is our fundamental belief that individuals with disabilities can be fully integrated and highly productive community members, employees and colleagues.*



What is “Pathways to Success”?

- In 2021, the California Department of Rehabilitation was successful in obtaining a 5 year grant of \$18.3 million from the U.S. Department of Education, Rehabilitation Services Administration.
- Pathways to Success Project (PSP) was launched in October 2021, with operations beginning in 2022. It will be operating through September 30, 2026.
- Enrollment goal of 1400 participants by September 30, 2026. Approximately 450 participants enrolled through the end of May 2023.

How does PSP Differ From Other Employment Programs Focused on Workers with Disabilities?

- Focus on “high wage, high-skill, and high demand career pathways” in six sectors: Advanced Manufacturing, Biotechnology, Construction and Transportation, Green Energy, Health Care, and Information Technology & Communication.
- PSP participants are served by sector-specific specialist teams, who know the employers and job opportunities in a one of the six sectors. Participants are served based on identified goal, rather than geography.
- Funding available for supporting participants in work-based learning, internships, apprenticeships, as well as direct placement and retention.

Who Is Eligible to Participate in Pathways

- Any individuals ages 18 and over who have a disability.
- Have a physical or mental impairment that substantially impedes his / her ability to secure employment
- Vocational rehabilitation services are required to prepare for, secure, retain, or regain employment consistent with the applicant's unique strengths, resources, priorities, concerns, abilities, interests, and informed choice;
- be able to benefit from the DOR's services in terms of an employment outcome in an integrated setting
- If you are receiving Social Security Administration benefits or if you have a valid "Ticket to Work," you are presumed eligible for DOR services

Career Pathways Approach



Does the market data support that the job will be **available** for the participant when they are ready to go to works?



Does the market data support that this job will offer opportunities to access vocational **growth or advancement**?



Does the market data support that this job offers a path to a sufficiently **high wage** for the participant, meeting or exceeding their financial needs?

Three Core Features of a Career Pathway

Well-connected and transparent education, training, credentials and support services

Multiple entry points for both well prepared students and targeted populations

Multiple exit points

Advanced Manufacturing

Vocational Training Certificates:

- Welders
- Industrial Machinery Mechanics
- CNC Workers

Associate Degrees:

- Robotic Maintenance Technicians
- Industrial Engineering Technicians

Bachelor's Degrees:

- Industrial Engineers
- Manufacturing Engineers
- Electronics Engineers

Master's Degrees:

- Mechanical Engineers
- Purchasing Managers
- Safety Engineers
- Manufacturing Engineers

Biotechnology and Life Sciences

Vocational Training Certificates in:

- Biotechnology Laboratory Assistants
- Biotechnology Research Laboratory Assistants

Associate Degrees in:

- Chemical Technicians
- Agricultural and Food Technicians
- Biological Scientists

Bachelor's Degrees in:

- Microbiologists
- Clinical Laboratory Technologists and Technicians
- Agricultural and Food Scientists

Master's Degrees in:

- Biochemists
- Biophysicists
- Epidemiologists

Construction and Transportation

Vocational Training Certificate:

- Truck Operator
- HVAC
- Plumber
- Electrician
- Sheet Metal
- Painter
- Drafter
- Carpenter

Bachelor's Degree:

- Logistician
- Construction Manager
- Architect
- Civil Engineer/Industrial Engineer

Master's or Professional Degree:

- Urban & Regional Planner
- Operations Research Analyst

Sustainable Green Energy

Vocational Training Certificates in:

- HVAC Technology
- Electrical Engineer
- Arborist Technician
- Building Energy Consultant
- Electrical Lineman

Associate Degrees in:

- HVAC Technology
- Environmental Conservation
- Electrical Engineer
- Building & Energy Systems Professional

Bachelor's Degree in:

- Mechanical Engineer
- Environmental Resources Management
- Environmental Sciences
- Industrial Technology

Master's Degree in:

- Electrical Engineer
- Environmental Sciences
- Materials Science & Engineer

Healthcare

Vocational Training Certificate:

- Pharmacy Technician
- Phlebotomist
- CNA / LVN

Associate Degree:

- Registered Nurse
- Sonographers
- PT Assistant
- OT Assistant
- Respiratory Therapist

Bachelor's Degree:

- BSN Nursing
- Physician Assistant
- Hospital Administration
- Dietician /Nutritionist

Master's or Professional Degree:

- Doctor
- Nurse Practitioner
- Physical Therapist
- Occupational Therapist
- Pharmacist

Information Technology and Communications

Vocational Training Certificates in:

- Information Security
- Network Architect
- IT Help Desk
- Support specialist Web/Graphic design & developer

Associate Degrees in:

- Database Administrators:
- Customer Relations Management
- Trailhead
- Google IT Support
- Coursera

Bachelor's Degree in:

- Software developer:
 - Windows, Linux,
 - MacOS
 - Android, iOS Java
 - Python UX & UI

Master's Degree in:

- Computer
- Programmer/ Computer:
 - Engineer
 - Hardware
 - Software



The project will collect demographic background and case management information on participants to share with an evaluation partner.



The project will track service delivery, participant progress, and monitor performance, including employment outcome data for participants.

Data Collection

Partnership with SDSU Interwork Institute

- Pathways is a collaborative effort with San Diego State University Research Foundation Interwork Institute, partnering with Career Index for the utilization of SARA and TCI+ to advance DOR services to participants in a virtual service delivery model.

Partnership in designing and implementing skills advancement and mobility

- Pathways includes incumbent workers, as well as new hires. Incumbent workers eligible for Pathways services, and co-enrollment for skills upgrading.
- Pathways mandate includes upskilling of existing workers in a company, who meet the Pathways eligibility guidelines.
- Partnership of Pathways and Local Boards/AJCCs in upskilling and mobility strategies.

PSP Contact

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DOR - Order of Selection

- Beginning in February 2026, [DOR](#) will implement a process called Order of Selection (OOS) for new vocational rehabilitation (VR) applicants. Under OOS, new eligible applicants will be placed on a waiting list before they can receive VR services.

Why Order of Selection?

- The DOR has experienced a significant increase in the number of individuals receiving VR services, combined with the rising costs of those services. However, our staffing and financial resources have not grown at the same pace, creating a strain on our capacity to serve every individual to the high standard we uphold.

What is Order of Selection?

- Order of Selection is a federally mandated process that VR agencies must implement when they do not have sufficient resources—staff or funding—to serve all eligible individuals. Under OOS, individuals with the most significant disabilities are given priority access to VR services. This process ensures that we continue to provide high-quality, individualized services to those who need them most, even during times of limited capacity.

Eligibility Determination:

- All applicants will continue to be evaluated for VR eligibility. Eligible individuals will be put on a waiting list and placed in one of three categories based on the severity of their disability.

Important Points to Know:

- Consumers who already have an approved Individualized Plan for Employment (IPE) will continue receiving services. OOS does not interrupt or change services for those who are already active in the program.
- OOS does not impact DOR Student Services. Those services continue to be available and open to all potentially eligible students.
- Students who receive Student Services and have applied for VR services after the OOS is implemented may continue to receive Student Services while their eligibility for VR services is being determined.

Next Steps:

- To learn more about OOS, please join us for a public meeting on Monday, December 22 from 10 to 11 a.m. Participants can join via Zoom or in-person at a DOR office in Sacramento or in San Diego.
- There will be time for public comment during the meeting.
- **Email Your Comments to:** oosquestions@dor.ca.gov.
- Visit the [DOR Order of Selection webpage](#) for more information



Thank You