

# Frequently Asked Questions Regarding the Career Development Credential (CDC)

1. What is the Career Development Credential? Is it a diploma?
  - a. The CDC is a credential for a student on an IEP or 504 Plan issued in accordance with USBE Board Rule [R277-705-6](#)
  - b. It is not a diploma or equivalent to a diploma.
  - c. A student can earn a CDC in conjunction with a regular high school diploma or the Alternate Diploma.
2. What is the purpose of the CDC?
  - a. To provide a student with a disability internships and/or paid work experiences aligned with a Career Technical Education (CTE) concentration. CTE [Career Pathways](https://schools.utah.gov/cte/pathways) (<https://schools.utah.gov/cte/pathways>) enable students to acquire the necessary skills for entry into well-paid careers.
3. Is the CDC the same as the Alternate Diploma?
  - a. The CDC is separate from the Alternate Diploma. The CDC is a career-focused work experience that can be earned while a student is working toward a regular high school or the Alternate Diploma. It does not end an LEA's obligation to provide a Free and Appropriate Education (FAPE).
4. Who can earn the CDC?
  - a. A student with a disability on an IEP or a 504 Plan who completes the requirements for the credential by the time he/she exits school.
5. Does the CDC end FAPE?
  - a. Earning a regular high school diploma or reaching the maximum age of eligibility ends FAPE. A student can earn a CDC in conjunction with a high school diploma, Alternate Diploma, or certificate of completion.
6. Who decides if a student can earn a CDC?
  - a. The LEA determines if the student meets all the requirements outlined in USBE Board Rule R277-705-6.
7. Can a student with a significant cognitive disability earn a CDC?
  - a. A student can earn a CDC when he/she meets all the requirements as outlined in R277-705-6.
8. Can a student earn a regular high school diploma and a CDC?
  - a. A student can earn a CDC and a regular high school diploma if he/she meets all the requirements as outlined in R277-705-6.
9. Can a student earn the Alternate Diploma and a CDC?
  - a. A student can earn a CDC and the Alternate Diploma if he/she meets all the requirements as outlined in R277-705-6.

10. Can a student earn a CDC in a post-high school program?
  - a. A student can earn a CDC in a post-high program if he/she meets all the requirements as outlined in R277-705-6.
11. Can the unpaid work-based learning (WBL) hours take place after school hours?
  - a. Yes, as long as the WBL hours align to the student's career interests and are approved by the LEA.
12. Who is responsible for setting up and overseeing the WBL hours?
  - a. It is up to each LEA to determine who is responsible for the work-based learning component of the CDC.
13. Who will track WBL hours?
  - a. Each LEA will need to identify persons responsible for overseeing WBL hours for students earning a CDC. This may include CTE personnel and/or special education personnel.
14. What curriculum is required for the transition requirement?
  - a. The curriculum must include what is outlined in R277-705-6 but is determined by the LEA awarding the CDC.
15. Where can I find resources for the required transition curriculum?
  - a. A resource list will be available Fall 2018 on the [USBE Special Education Postsecondary Transition and Graduation](#) web page.
16. How will the LEA document the requirements for a CDC?
  - a. Each LEA will need to develop a process to track requirements for the CDC to ensure that a student has met the requirements prior to awarding the CDC.
17. What if the student does not have paid employment or complete intake with Vocational Rehabilitation (VR) or Department of Workforce Services (DWS)?
  - a. Each LEA should work with VR and DWS counselors to ensure that a student who pursues the CDC connects with the respective agency if unable to complete the paid employment requirement.
18. Can Pre-Employment Transition Services (Pre-ETS) provided by an outside agency be counted for the transition curriculum requirement?
  - a. Each LEA will need to determine which Pre-ETS services meet the transition curriculum requirements of the CDC outlined in R277-705-6.
19. Who will provide WBL support if a student requires it?
  - a. Each LEA will need to determine the WBL supports necessary for each student. Special education personnel or an outside provider (Pre-ETS or supported employment provider) may provide supports.
20. If a student is on a 504 Plan, who initiates the CDC?
  - a. Each LEA should work closely with their school counselors and 504 coordinators to provide opportunities for students on 504 plans to earn a CDC where appropriate.

21. Will the CDC reduce graduation rates by offering students a non-graduation path?
  - a. A CDC does not replace a regular high school or the Alternate Diploma. A student can earn a CDC in conjunction with a diploma. The goal of the CDC is to improve a student's outcome during employment after high school.
22. Will a CDC hinder a student working toward a diploma by adding more work for the student?
  - a. The CDC does not require additional credits. However, the CDC does require a concentration in a CTE pathway.
23. Will the 0.5 course credit for CTE work-based learning count toward the 120 required work-based learning hours?
  - a. CTE work-based learning hours can count toward the total 120 hours needed for the CDC.