

7 FAST FACTS

The Self-Determined Career Development Model: Promoting Integrated Employment

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The Self-Determined Career Development Model (SDCDM) is a structured process that helps individuals with disabilities set and achieve employment-related goals through self-directed problem-solving.

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There are three phases to the SDCDM: (1) identifying barriers to employment, (2) setting goals and creating action plans, and (3) evaluating progress.

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Facilitators—typically educators, employment specialists, or service providers—play a crucial role in guiding individuals through the SDCDM's three phases.

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The SDCDM approach fosters self-awareness by helping individuals identify their strengths, interests, and needs; this in turn, supports informed decision-making.

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SDCDM's success is influenced by individual factors (such as personal readiness), facilitator factors (such as belief in self-determination and strong facilitation skills), and organizational factors (such as the presence of supportive environments).

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Educators and service providers can enhance the effectiveness of SDCDM by providing tailored instruction in problem-solving and decision-making when individuals need additional support.

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Schools and agencies that prioritize self-determination create better conditions for the effective implementation of SDCDM, thereby leading to positive employment outcomes for individuals with disabilities.

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