

# Pathway from School to Employment



# Creating a Path to

Age 12

Age 13

Age 14

Age 15

Age 16

Age 17

Age 18

**Visioning**

**Planning**

**Connecting**

**Teaming**

**Discovering**

## Create a Team to Walk the Path

- The Youth is the Team Leader!
- The Family is a Major Player
- School Transition Specialist coordinates the team
- County Board of Developmental Disabilities is an important member for ongoing support
- Opportunities for Ohioans with Disabilities Agency focuses on community employment
- Other team members can represent additional agencies, family members, therapist, employers, adult service providers and more!
- Involve all team members in early and ongoing planning, either formally or informally.
- Communication among team members is key!
- Create a shared vision for a meaningful adult life with and for the youth
- Decide at what point in the path the youth will graduate

## Make Timely Connections Early and Ongoing along the Path

- Refer for Eligibility: Opportunities for Ohioans with Disabilities Agency
- Refer for Eligibility: County Board of Developmental Disabilities
- Explore other agency eligibility requirements and potential support for the journey along the Path
- Make application to Medicaid
- Make application for Supplemental Security Income
- Get on waiting lists for Medicaid Waivers
- Make Employer Connections- Visit local businesses
- Get to know and connect with Adult Service Providers

## Discover More about the Youth to Guide the Path!

- Use formal and informal methods to discover the youth's PINS (preferences, interests, needs, skills)
- Plan Transition Assessment: Decide what types of activities will help the team discover valuable information to plan and achieve successful adult outcomes. Think outside the box!
- Include agency partners to support a creative and ongoing assessment process
- Support the youth to participate in self-assessment
- Interact and interview youth and his/her family and friends
- Observe youth in community settings
- Observe youth in work experiences, including after school and in summer
- Discuss youth's strengths, interests and preferences with a multi-agency team
- Complete individualized Community Based Assessment
- Complete Interest Inventories and use results to explore community jobs
- Use formal assessments that may provide meaningful information to help plan the Path
- Compare current youth skills to needed adult life skills. Where are the gaps?
- Select services, supports and activities to 'fill the gap' as the youth moves along the Path.
- Align high school coursework to areas of potential employment
- Explore career-tech high school options
- Develop youth self-determination and independence skills
- Consider the use of assistive and mobile technology as a support
- Assess social and employability skills
- Use assessment data to review decision about the target graduation date

# Path to Employment

8

Age 19

Age 20

Age 21

Age 22

Age 23

Age 24

Planning

Skill-Building

Refining

Supporting

Achieving

## Identify Services, Supports and Activities to Build the Path

Possibilities are endless, but can include:

- Plan with a Multi-agency team
- Invite Multi-agency team representatives to attend IEP meetings
- Teach youth to participate in and/or lead his/her planning and IEP meetings
- Arrange Volunteer Jobs
- Apply for Summer Work Experiences
- Provide Work experiences, Internships and Mentorships - Paid and Unpaid
- Use Job Shadowing as an assessment to determine work skills, interests, environmental and sensory supports
- Practice applying previously learned skills in the community
- Attend Transition Fairs, Job Fairs
- Learn about other people's "successful path to community employment"
- Include environmental supports and accommodations in the IEP. Assure these supports and accommodations maximize independence!
- Identify and use mobile technology to promote independence and success
- Provide travel training in the community where youth will be living as an adult
- Review and refine adult outcomes for community employment, continuing education and community living
- Ensure youth has an effective communication system and communication supports... and access to each!
- Consider a Special Needs Trust and whether or not guardianship is appropriate
- Obtain a Driver's License or State ID
- Explore Post-secondary and Adult Education programs and services
- Include Benefits Analysis and Benefits Counseling
- Support youth to understand own disability ...strengths, and areas of challenge
- Communication instructions and supports for community
- Instruction in Social Skills for adult life
- Instruction and practicing emotional regulation
- Instruction in skills that lead to Self Determination and Self Advocacy
- Instruction and practice budgeting – determine a budget to support the adult life vision
- Meaningful academic instruction
- Compile and document a Summary of Performance with a Multi-agency team

## Explore, survey, and investigate multiple elements of adult life that require ongoing decision-making and planning such as:

- The desired community setting for adult living
- Selecting adult physicians and dentist
- Fitness activities and routines
- Adult recreation and leisure activities
- Volunteer opportunities that enrich life
- Time and access to friends and family

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## Resources to Assist in Planning Transitions Along the Path to Employment

### Ohio Employment First Transition Planning

[www.ohioemploymentfirst.org/view.php?nav\\_id=54](http://www.ohioemploymentfirst.org/view.php?nav_id=54)  
Information and resources to support transition planning to community employment for youth with developmental disabilities

### Transition Planning Tool

[education.ohio.gov](http://education.ohio.gov) (type "Transition Planning Tool" in search box)  
The Ohio Department of Education, Office for Exceptional Children website

### Career One Stop

[www.careeronestop.org](http://www.careeronestop.org)  
Sponsored by the U.S. Department of Labor. Provides resources and tools for job seekers, students, businesses, and career professionals.

### Ohio Means Jobs K-12

[www.ohiomeansjobs.com](http://www.ohiomeansjobs.com)  
An interactive website for middle and high school students. The student creates an on-line 'backpack' where personal information and career interests may be saved and viewed. Look for the "K-12" option.

### Zarrow Center

[www.ou.edu/content/education/centers-and-partnerships/zarrow.html](http://www.ou.edu/content/education/centers-and-partnerships/zarrow.html)  
Resources for Self-Determination

### Youthood

[www.youthhood.org](http://www.youthhood.org)  
A dynamic, curriculum-based tool that can help young adults plan for life after high school.

### Customized Employment Guide

[www.ocali.org/project/customized\\_employment\\_guide](http://www.ocali.org/project/customized_employment_guide)  
Strategies used in Customized Employment and links to more information and resources

### Institute for Community Inclusion

[www.communityinclusion.org](http://www.communityinclusion.org)  
Information to supports the rights of children and adults with disabilities to participate in all aspects of the community.

## Employment First Taskforce Agencies

### Ohio Department of Developmental Disabilities

[dodd.ohio.gov](http://dodd.ohio.gov)

### Ohio Department of Education

[education.ohio.gov](http://education.ohio.gov)

### Ohio Department of Job and Family Services

[jfs.ohio.gov](http://jfs.ohio.gov)

### Ohio Department of Medicaid

[medicaid.ohio.gov](http://medicaid.ohio.gov)

### National Secondary Transition Technical Assistance Center

[www.nsttac.org](http://www.nsttac.org)  
NSTTAC provides technical assistance and disseminates information on transition

### National Collaborative on Workforce and Disability/Youth

[www.ncwd-youth.info](http://www.ncwd-youth.info)  
A source for information about employment and youth with disabilities

### Red Tree House

[www.redtreehouse.org](http://www.redtreehouse.org)  
Online community for Ohio families and professionals to explore resources to help children and young adults

### The Job Accommodation Network (JAN)

[www.askjan.org](http://www.askjan.org)  
Free, expert, and confidential guidance on workplace accommodations and disability employment issues

### Person Centered Planning Education Site

[www.personcenteredplanning.org](http://www.personcenteredplanning.org)  
Free online courses from Cornell University

### JobTIPS

[www.do2learn.com/JobTIPS/](http://www.do2learn.com/JobTIPS/)  
A program designed to help individuals with learning differences explore career interests, seek and obtain employment, and successfully maintain employment

### OCALI Transition to Adulthood Guidelines

[www.ocali.org/center/transitions](http://www.ocali.org/center/transitions)  
Online booklets. Resources and information on transition

### Skills to Pay the Bills: Mastering Soft Skills for Workplace Success

[www.dol.gov/odep/topics/youth/softskills/](http://www.dol.gov/odep/topics/youth/softskills/)  
Curriculum developed by ODEP focused on teaching "soft" or workforce readiness skills

### Office of Workforce Development

[jfs.ohio.gov/owd/WorkforceProf/OJT.stm](http://jfs.ohio.gov/owd/WorkforceProf/OJT.stm)

### Opportunities for Ohioans with Disabilities Agency

[ood.ohio.gov](http://ood.ohio.gov)

### Ohio Mental Health and Addiction Services

[mha.ohio.gov](http://mha.ohio.gov)

### Ohio Developmental Disabilities Council

[ddc.ohio.gov](http://ddc.ohio.gov)