

Advancing Student Success in Work Based Learning: Investigating Employment + Work Readiness



Supporting people through an employment planning process, with an emphasis on:

- Discovering and communicating interests,
- Connecting interests to job possibilities,
- Engaging with businesses
- Building skills, and
- Tapping into community supports and strategies.



Takeaways:

Resources and ideas on how to best organize and communicate all the important information about the job-seekers you support, to make the career discovery and job development process successful.



EMPLOYMENT FIRST

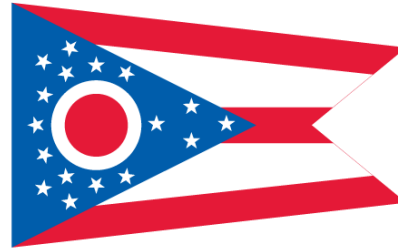
The logo for "EMPLOYMENT FIRST" features the words in a bold, red, sans-serif font. To the right of the text is a stylized representation of the Ohio state flag, which is a pennant with a blue triangle on the left containing a red circle with a white center and white stars, and red and white stripes on the right.

March 19, 2012: 10 years and counting!

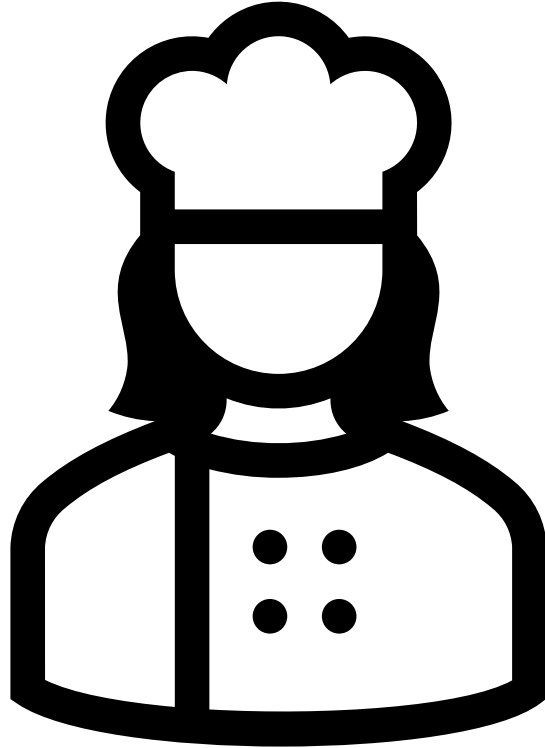
Governor John Kasich launched the Ohio Employment First when he signed the Employment First Executive Order.

[Ohio Employment First](#)

EMPLOYMENT FIRST



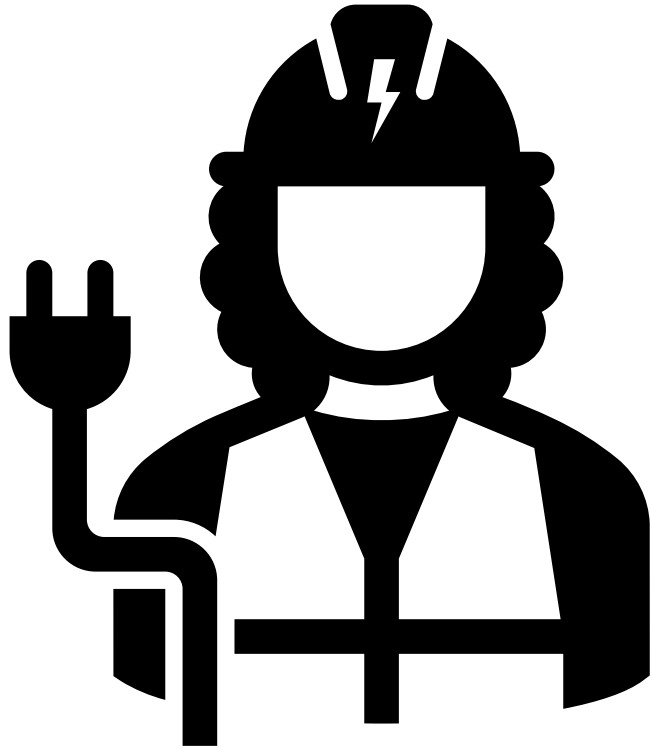
“COMMUNITY EMPLOYMENT IS
THE FIRST AND PREFERRED
OPTION FOR ALL PEOPLE WITH
DEVELOPMENTAL
DISABILITIES.”



Employment First is not Employment Only.

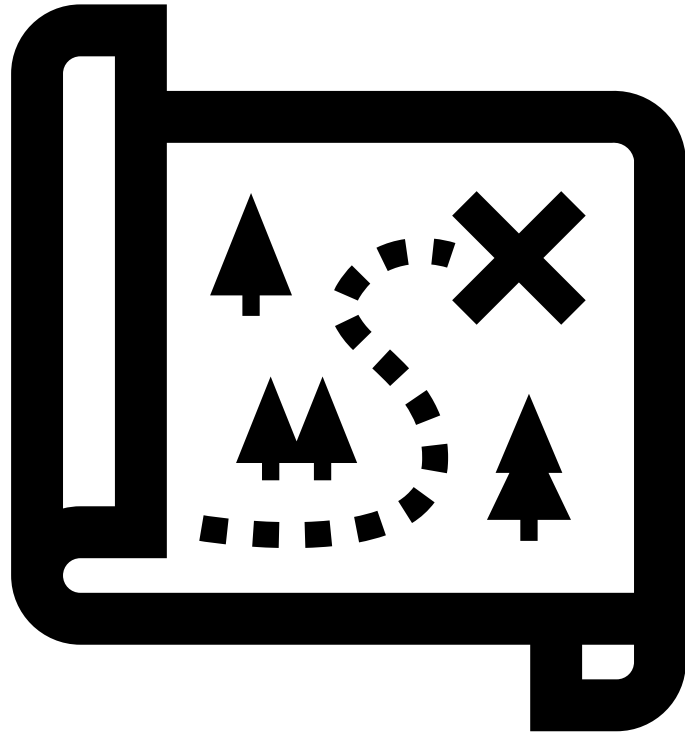
Employment Services becomes a first option for individuals regardless of level of disability.

Employment First is not a program. It's a philosophy, a way to proceed.



No more asking “Can you work?” or “Are you employable?” Instead: “What are you good at? What are you interested in?”

No more asking “Do you want to work?” Instead “Where do you want to work?”

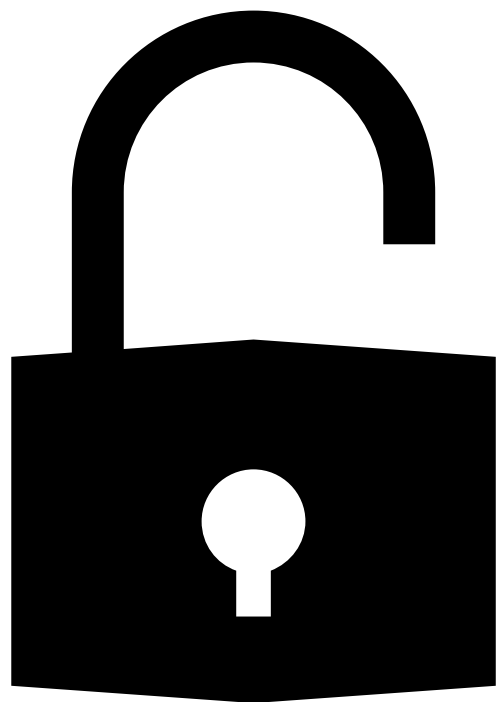


Path to Community Employment

- ① I have a job. I would like a better one or to move up
- ② I want a job. I need help to find one
- ③ I am not sure about work. I need help to learn more
- ④ I don't think I want to work. I may not know enough about it

Mason's Path to Employment





Resources

OODWorks.com:

Welcome to OODWorks.com

OOD / Information for Individuals / OODWorks / Do you have a disability and want a job? We can help!

Do you have a disability and want a job? We can help!

Starting On The Path To Employment Is As Easy As 1 – 2 – 3!




 **Watch video**

Learn About VR

Vocational Rehabilitation (VR) helps individuals with physical, intellectual, mental health, and sensory disabilities find a job and be more independent.



 **Take assessment**

Answer Five Questions

Vocational Rehabilitation is not for everyone. To find out if it might be right for you, just click "Take Assessment" above and answer the five yes-or-no questions.



 **Apply here**

Apply for Services

If you answered "yes" to all five assessment questions and meet the three eligibility factors for services, you may be able to benefit from our help.

Referrals can be made by:

- Self
- Parents
- Schools
- Local County Boards of DD or MH
- County Children Services
- Other Community Agencies

Transition Services:

Pre-Employment Transition Services (PE and VR cases)

- Instruction in Self-Advocacy
- Job Exploration Counseling
- Work-Based Learning
- Counseling on Postsecondary Opportunities
- Workplace Readiness Training

Bridge Support Services (VR cases)

- ID Obtainment/Replacement
- Community Connections
- Training Exploration/Preparation Support

Summer Youth Work Experience (VR Cases)

- Paid workplace experience
- Occurs during Summer break (up to 5 weeks)



Career Resource Counseling:

Section 511 of Workforce Innovation and Opportunity Act (WIOA):

- Opportunities to pursue competitive, integrated employment
- Process for Youth 24 and younger to pursue subminimum wage.
- Person-Centered planning utilizing team approach.

Counseling for individuals that are employed at subminimum wage.

- Provides career counseling and information.
- Referral services from OOD.
- Annual requirement.



Adult Services:

Job Development

- Job Seeking Skills Training
- Assistance with job search
- Retention

On-The-Job Supports

- Time limited
- Development of natural supports

Bridge Support Services (VR cases)

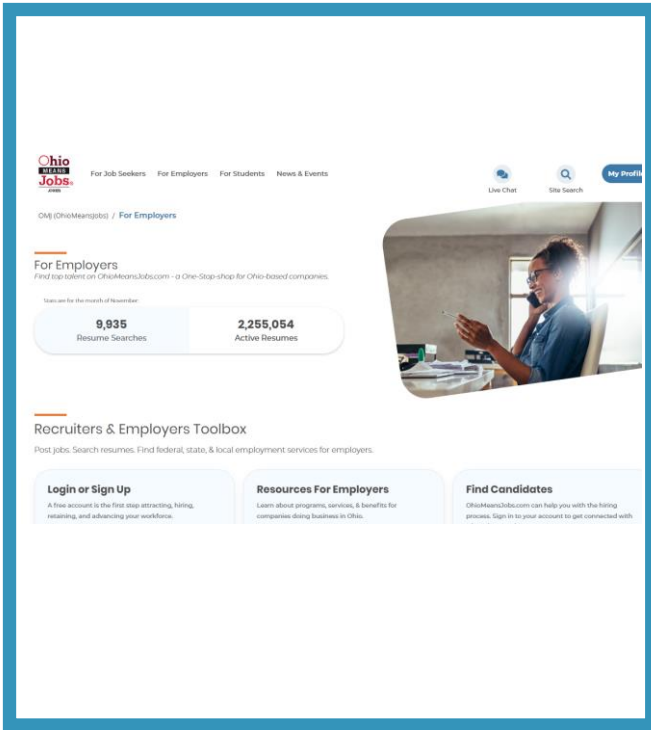
- ID Obtainment/Replacement
- Community Connections
- Training Exploration/Preparation Support

Rehabilitation/Assistive Technology

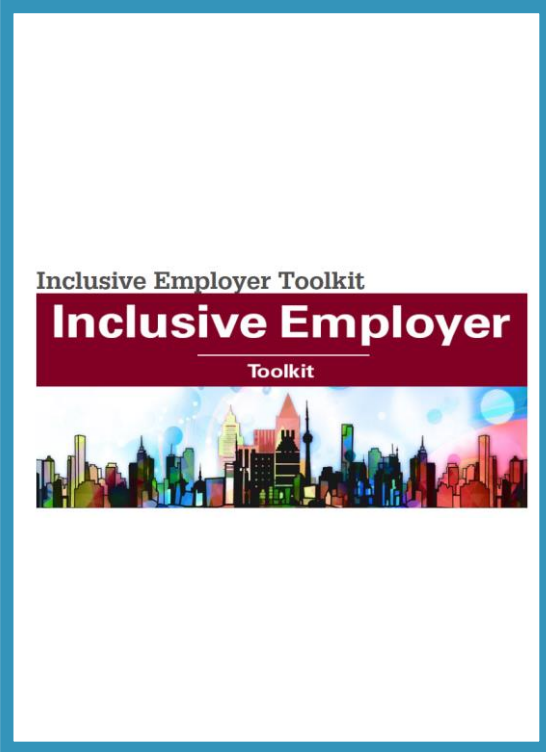
- High to Low Tech



*Services are determined based on the participant's individual need.



Ohio Means Jobs for Employers



OOD: Employer and Innovation Services

Employer Engagement

Inclusive Toolkit

Resources to begin or improve an inclusive workplace

Disability Etiquette Training

Employer Partners

Hiring partnerships with employers

Employer Webinars

Employer Engagement

The Cuyahoga County Board of DD Workforce Development Team discusses a day in the life of business engagement and relationship management: [Video](#)

This link takes businesses through every aspect of the incentives for hiring people with disabilities:

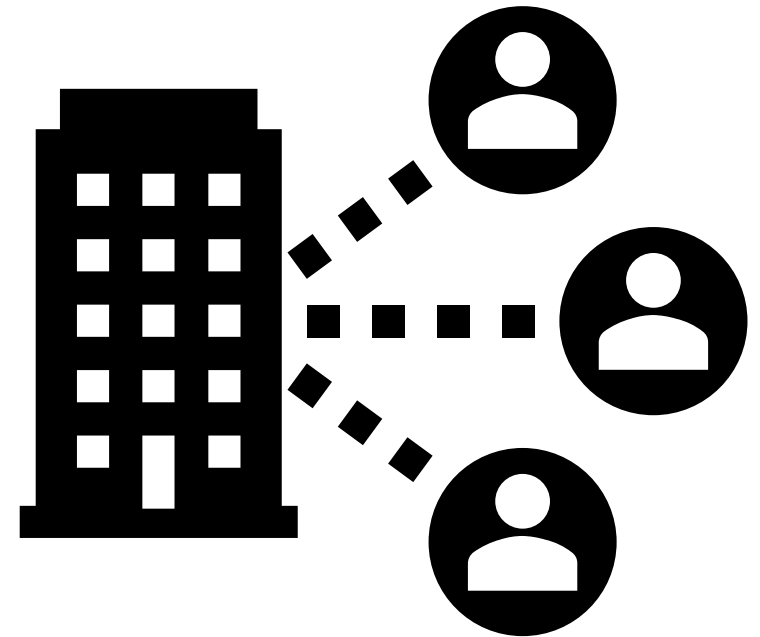


<https://www.dol.gov/general/topic/disability/hiring>

Tax Incentives for businesses that hire people with disabilities:



<https://www.dol.gov/agencies/odep/program-areas/employers/tax-incentives-for-employers>

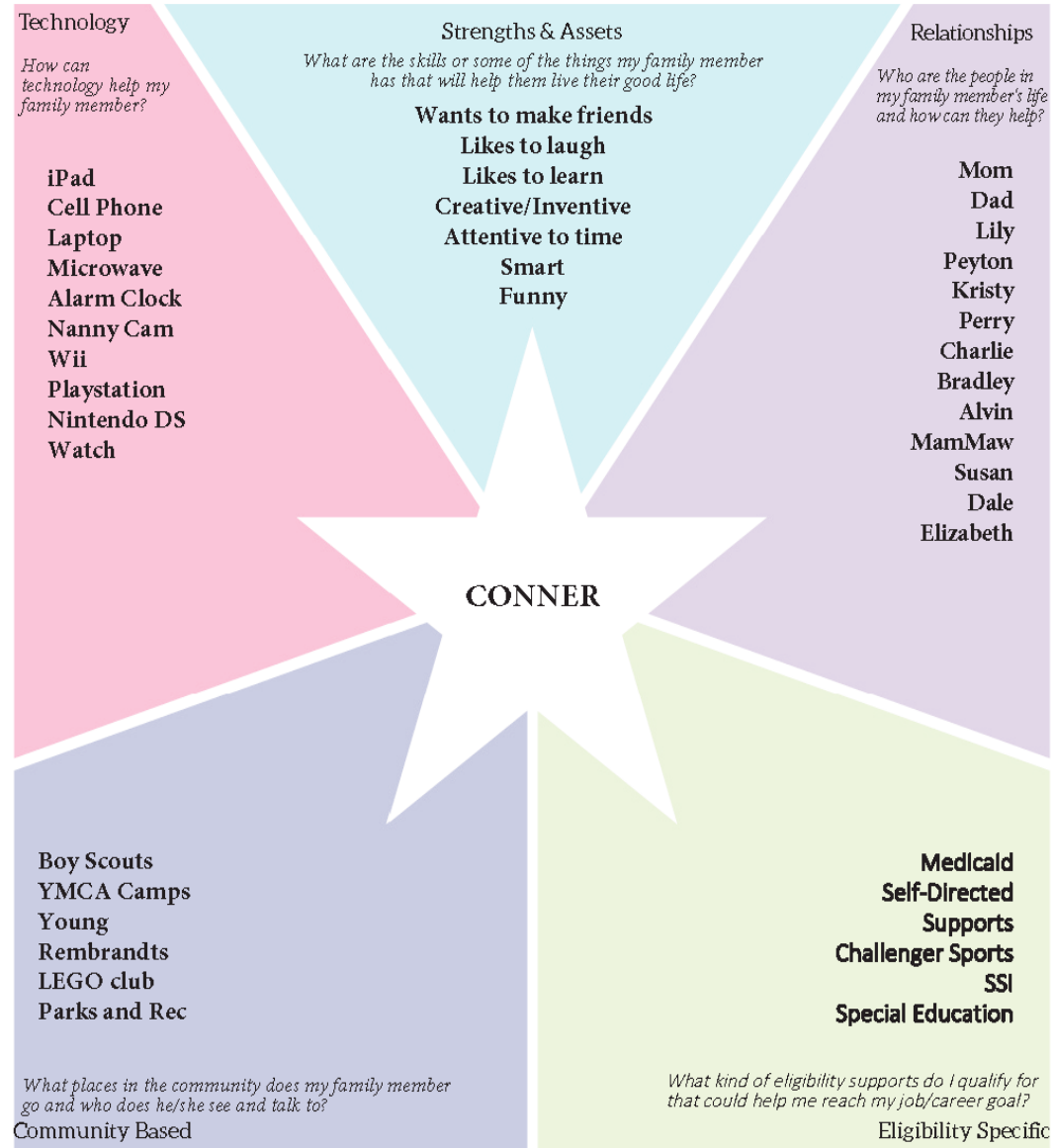




Charting the LifeCourse



Charting the LifeCourse Integrated Supports Star: Mapping



Integrated Supports Star

Life Trajectory Worksheet: Good Life - Family Perspective

Things that happened in the past that helped them get closer to good life goals
What are some things that helped my family member prepare for or move closer to the good life vision?

- Participating in Gen Ed classes and after school programs
- Immediate consequences for his actions/learning accountability
- Having chores and feeling successful
- Having opportunities to make his own choices
- Finding different ways to help him learn
- Riding the Regular Ed bus with his brother and later by himself

Things I would like my family member to work on to move toward good life goals
What are some specific next steps I would suggest for my family member? How could I help them?

- Give him time to warm up to new people
- Help others learn to have patience with him and give him time to communicate in his own way
- Help him know what is expected of him in various situations
- Help him have a routine
- Figure out how he can start to get summer work experiences
- Increased responsibility

Peyton
Age 13

Things that happened in the past that pushed away from good life/job goals
What has happened in the past that has led my family member's path in a direction they didn't want or I didn't want them to go?

- People having low expectations
- Learned helplessness/dependency
- Riding the Special Ed bus
- Having no accountability for his actions
- Being segregated and secluded
- Not being given enough time to warm up to a situation before it was abandoned
- Not being allowed to take risks in order to learn

Things that might keep my family member from getting their good life?
What are barriers or what might get in the way of my family member taking steps to reach their good life goals?

- People's negative assumptions about his abilities
- Always having a caregiver or aide looking over his shoulder (no fading of support)
- People being over-protective
-

MY VISION

MY VISION FOR MY FAMILY MEMBER'S GOOD LIFE

*What do I think my family member's good life should look like?
 What would make them happy or give their life meaning?*

- I want him to have friends
- Be able to play sports, especially basketball
- I want him to be happy and healthy
- Have stable and gainful employment when he is an adult
- To have real choice in adult living situations
- Able to negotiate transportation in his community
- To know how to stay safe
- Have a loving relationship/his own family
- Feeling of accomplishment
- Belonging and acceptance

DISLIKES

WHAT I DON'T WANT FOR MY FAMILY MEMBER'S LIFE

*What would make my family member unhappy in life?
 What are the things I don't want to see happen to them in their life?*

- No employment or a sheltered workshop
- Group home/no choice in where to live or with who
- Predetermined schedules/no choice
- Unhealthy/sickness
- Dependence on only paid supports
- Loneliness
- Boredom
- Being controlled or having choices made for him

Transition Planning

Role in the Transition Process

Transition Topics

Multi-Agency Collaboration

How Do I...?

Evidence Based Practices and Predictors

Path to Community Employment Case Studies

Tools for Multi Agency Team Transition Planning

Collecting and Analyzing Youth Performance Data

Team MAP - Multi Agency Planning in Action

Columbiana PACT: Creating System's Change

Ohio Operating Standards for the Education of Children with Disabilities Rule 3301-51-07

The Journey

Navigation Transition Planning for Youth on Place 3 and 4 on the Path to Employment

HOME > Resources > Transition Planning

Transition Planning



Preparing for youth with disabilities to assume adult roles as community members and workers should begin very early in a young person's life and is effective when supported by a multi-agency team and meaningful services. This is what the Ohio Employment First Transition Framework strives to create.

Watch the "Realizing Employment First for Youth: A Transition Framework" video for an overview of the Ohio Employment First Transition Framework.

Ohio Employment First Transition Toolkit

**EMPLOYMENT
FIRST** 
Realizing Employment First for Youth



Kesha's Path to Community Employment

Case Study of Student Identified with an
Intellectual Disability (Cognitive Disability)

Kesha's Path to Community Employment



Live Chat



Site Search



[My Profile](#)

Get the latest information about COVID-19 from the Ohio Dept. of Health on Responsible RestartOhio.

[View More](#)

Find Your Next Opportunity

Find a job, learn career skills, meet the requirements of your government benefits, and more on OhioMeansJobs.com



Search by job title, skill or company

Search

186,581
Total Jobs Available

96,350
Over \$50K Salary

3,236
Internships

As of April 18, 2021

[Post Your Resume](#) > It only takes a few seconds



[Ohio Means Jobs: Backpack and more...](#)

OUR MISSION

PROVIDING FAMILIES, AGENCIES, EDUCATORS, AND BUSINESSES WITH TRANSITION TOOLS TO BETTER PREPARE AND SUPPORT INDIVIDUALS WITH DISABILITIES LIVING IN WARREN COUNTY.

LEARN MORE ABOUT WHO WE ARE

RESOURCES FOR
EDUCATORS
& AGENCIES

LEARN MORE



RESOURCES FOR
STUDENTS
& FAMILY

LEARN MORE



RESOURCES FOR
LOCAL
BUSINESSES

LEARN MORE



Warren County
Transition Network

Navigation Tools:

Hamilton County DDS Live Binder



Click here

HCCDS Transition Planning Resources
By: HCCDS Transition Team

Table of Contents | Introduction | HCCDS Website | CCFMC Special Needs Directory

Ohio Department of Developmental Disabilities (DODD) | Ohio Dept. of Education (ODE) | Transition Planning ages 14-21 | 14 & 15 year olds

16 year olds | 17-21 year olds | Broad Range of Resources | Local Agencies/Resources | State/National Resources | Advocacy/Legal

College | Disability Specific Resources | Employment | Financial/Future Planning | Guardianship & Alternatives | Healthy Mind & Body

Housing | IEP Section 5 | Recreation | Safety | SSI/Supplemental Security Income | Technology & Remote Supports

Transportation/Driver's Ed | HCCDS Transition Team

Xavier U-X Path Program | Mt. St. Joseph Project EXCEL | Thomas More Institute for Learning Differences | NEU-SHEP Program | UC TAP Program

Cincinnati State Office of Disability Services | Ohio State TOPS Program | Differences between Secondary Ed and Higher Ed | ThinkCollege.net

In College For You | Collegeboard.org | College Planning Resources | Ohio College2Careers

Video: Post High School Educational Opportunities: Possibilities for Diverse Abilities

Welcome



OOD-Career Pathways Toolkit

Career Navigator – Gov. Office of Workforce Transformation

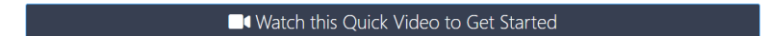


Helping Ohioans Navigate Their Career Journey

This site can help people LIKE YOU find opportunities to LEARN and EARN more. Explore actual outcomes for people who recently completed training and education programs and links to other career resources. Whether you are just beginning to map out your career goals, planning your next step, or refreshing your current direction, the interactive dashboards and career planning links can help inform your decision-making. Check out the Get Started video or go straight to the interactive tool using the Dashboards tab (above) or resource cards (below). Enjoy your journey to a brighter future in the great state of Ohio!

Start Here To Learn How To Use The Navigator

This quick video explains how to use this interactive tool. [Click here](#) to download the PDF version.



Browse All Resources



Adults Workforce Innovation and Opportunity Act (WIOA)

The Adults Workforce Innovation and Opportunity Act (WIOA) program provides services to improve skills and credentials to secure and advance employment for adults.

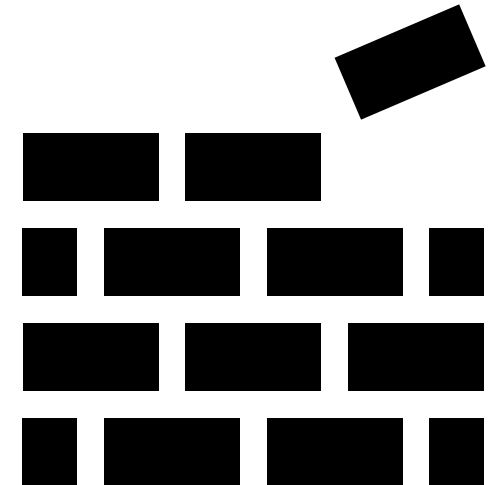
Aspire

Adult Basic Skills Education and Aspire programs offer free services to help prepare adults for the high school equivalence test, postsecondary education, and employment.

Skills to Pay the Bills

<https://www.dol.gov/odep/topics/youth/softskills/>

"Skills to Pay the Bills: Mastering Soft Skills for Workplace Success," is a curriculum developed by ODEP focused on teaching "soft" or workforce readiness skills to youth, including youth with disabilities. Created for youth development professionals as an introduction to workplace interpersonal and professional skills, the curriculum is targeted for youth ages 14 to 21 in both in-school and out-of-school environments. The basic structure of the program is comprised of modular, hands-on, engaging activities that focus on six key skill areas: communication, enthusiasm and attitude, teamwork, networking, problem solving and critical thinking, and professionalism.





Benefits Planning Estimators

Check the numbers to see how work can improve your situation.

Benefits and Work Estimator

Got a work plan? See how it would help your situation.

[TRY IT →](#)

School and Work Estimator

Are you a young person? See how working and staying in school can help you.

[TRY IT →](#)

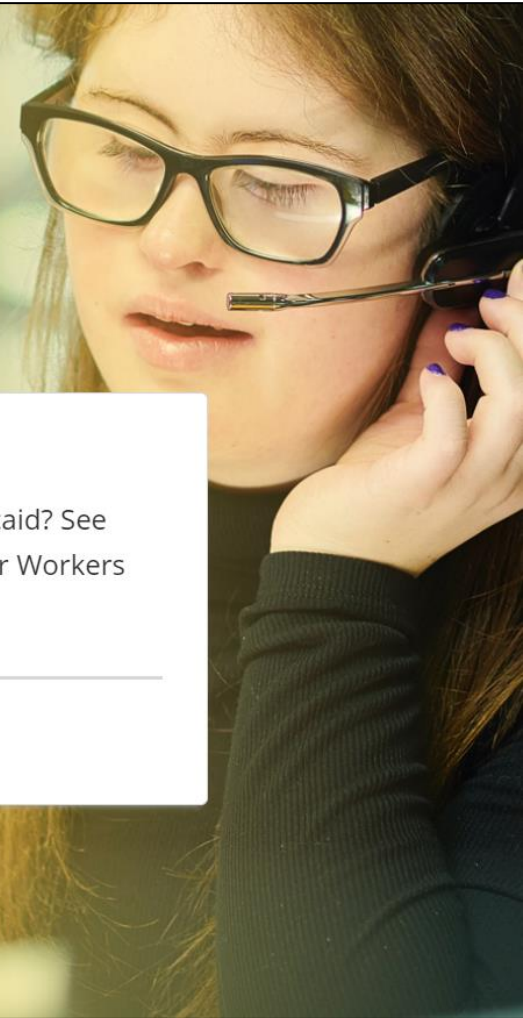
MBIWD Estimator

Worried about losing Medicaid? See how the Medicaid Buy-In for Workers with Disabilities can help.

[TRY IT →](#)

[GET A SAVED SESSION !\[\]\(9c2e8d1b5bd77cb5c9f83b7a9cff79fd_img.jpg\)](#)

[Ohio DB 101](#)



OICALI Resources

<https://www.ocali.org/center/transitions>

The screenshot displays the OICALI website interface. At the top, there is a black navigation bar with the OICALI logo in the center, and 'MENU', 'OCALI PASS', and 'SEARCH' on the right. Below the navigation bar is a row of six resource cards arranged in two rows of three. The first row includes 'The Journey' (a free webinar series), 'What Works for Work' (evidence-based practices), 'TAKE 5 WEBINARS' (essential topics), and 'Navigating Agency Support' (agency collaboration tips). The second row includes 'Age Appropriate Transition Assessment' (planning guide), 'Transition to Adulthood' (second edition guidelines), and two 'LEARN' buttons for 'Format for Transition Team Professionals - ELSA' and 'Format for Families - ELSA'. Each card provides a brief description and a 'LEARN' link.

MENU OICALI OCALI PASS SEARCH

The Journey
A Free Webinar Series

The Journey: Effective Practices: Supporting Multi-System Youth and the Family Unit - March 27 at 2:30 p.m.

Learn more about multi-system youth and family needs, as well as interventions and strategies that are often helpful and supportive in the home, school, and community.

EVENT

What Works for Work

What Works for Work: Evidence Based Transition Practices and Predictors

Enhance skill development by using evidence based practices (EBP) to teach critical skills for adult life.

LEARN

TAKE 5
WEBINARS

Take 5

Learn about essential topics for transition and adulthood and engage in new ideas through Take 5 webcasts

LEARN

Navigating Agency Support

Navigating Agency Support

Explore information about agencies, tips for multi-agency collaboration and resources to navigate agency processes.

LEARN

Age Appropriate Transition Assessment

Age-Appropriate Transition Assessment Planning Guide

Working through this process results in the team having a detailed, coordinated plan to guide all aspects of gathering

Transition to Adulthood
SECOND EDITION

Transition to Adulthood Guidelines

View online guidebooks on topics including Age-Appropriate Transition Assessment and IEP Transition

LEARN

Format for Transition Team Professionals - ELSA - the Employability/Life Skills Assessment

ELSA is newly updated! ELSA is an informal assessment to

LEARN

Format for Families - ELSA - the Employability/Life Skills Assessment

ELSA is newly updated! ELSA is an informal assessment that family members can use to

Customized Employment Guide

Discovery

Customized Employment Guide

Overview

Discovery

Job Development

Job Negotiation

CE Funding

OCALI CE Project

Additional Resources

What is Discovery?

Discovery is a person centered planning approach where you begin with finding out who the participant is today and what skills they reveal in a variety of environments beyond the typical job setting.

What skills and interests can you discover by seeing them perform everyday activities at home and in the community with friends and neighbors?

What are the ideal conditions of employment?

What are the important support considerations?

What environment fits best and who else can help?

What other activities will help the team develop three broad vocational themes that describe this person's interests and skills and will be the basis for employment planning? (Griffin Hammis Associates)



Tips

1. Are you interviewing all the significant people who know the individual and can provide information about skills and interests?
2. Are you observing the participant in a variety of settings (home, community, employment) to see skills performed?
3. Are you recording observations, skills and interests to begin developing vocational themes?

Links

Discovery and Exploration, One Stop Webcast and Powerpoint, Session 2

<http://www.onestops.info/website.php?page=cearchives>

Discovering My Abilities by Joe Steffy

Joe Steffy is an individual with multiple complex developmental disabilities. Watch Joe's PowerPoint Show that he created telling his story to owning Poppin Joe's Kettle Korn.

[Career Discovery \(OCALI\)](#)



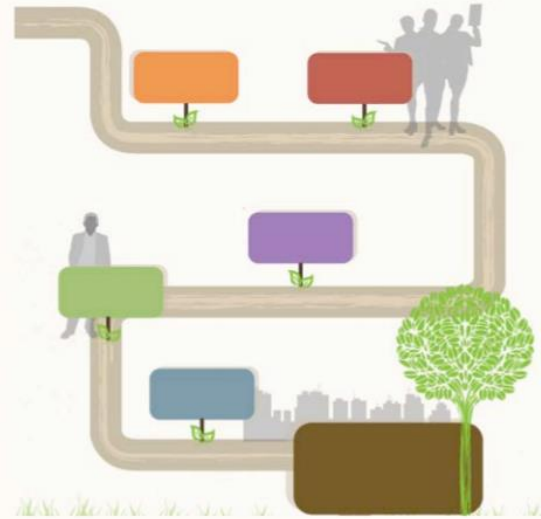
LEAD CENTER

SELF-GUIDED DISCOVERY FACILITATOR'S GUIDE

HELPING PEOPLE DISCOVER THEIR OWN PATH
TO EMPLOYMENT

Self-Guided
Career Discovery
(LEAD Center)

CAREER DISCOVERY GUIDE



Exploring What it Takes For Employment
Success

Career Discovery
Guide and Tools
(Employment First)

Community Life and
Job Seekers Guides



Speak Up Stay Safe: Community Health and Safety Training

10 Modules to help you learn how to stay safe and healthy while you work, live, and explore your community



Job Seeker's Guide

8 Modules with step-by-step instructions and tools to help you through the path to community employment.

DODD / You & Your Family / Daily Life and Employment / Ohio Employment and Related Resources



You & Your Family

DAILY LIFE AND
EMPLOYMENT

COMMUNITY LIVING

SAFETY AND
SECURITY

Ohio Employment and Related Resources

May 28, 2020 | [DODD](#)

The COVID-19 pandemic has dramatically changed how we think about going to work. While many of us are able to work remotely, many businesses and job functions continue to be essential and must be performed in person. While some people have continued working in essential roles and businesses, some will be returning to work, and others are job seeking and eager to go to work. People with disabilities are valued and needed in Ohio's workforce.

Working during this pandemic comes with risks but also can provide opportunities. Making the decision to continue working or to get a new job during this time requires thoughtful considerations of both the benefits and risks. The person and his/her team work together to discuss the benefits and risks in order to make an informed decision about working. After consideration of several factors, the informed choice to return to work or to get a job is made by the individual and consultation with those they trust and who support them.

Share this

[DODD Employment
Related Resources](#)

QUESTIONS?

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Bureau of Vocational Rehabilitation

Opportunities for Ohioans with Disabilities

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**EMPLOYMENT
FIRST**

