

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

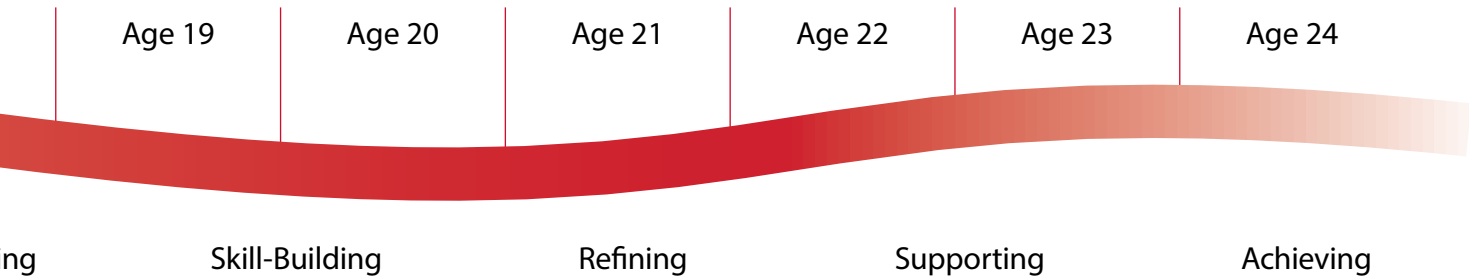
Make Timely Connections Early and Ongoing along the Path

- 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

Employment



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=26
Information and resources to support transition planning to community employment for youth with developmental disabilities

Transition Planning Tool

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
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
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
Resources for Self-Determination

Youthhood

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
Strategies used in Customized Employment and links to more information and resources

Institute for Community Inclusion

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

Ohio Department of Education
education.ohio.gov

Ohio Department of Job and Family Services
jfs.ohio.gov

Ohio Department of Medicaid
medicaid.ohio.gov

National Secondary Transition Technical Assistance Center
www.nsttacc.org
NSTTACC provides technical assistance and disseminates information on transition

National Collaborative on Workforce and Disability/Youth
www.ncwd-youth.info
A source for information about employment and youth with disabilities

Red Tree House

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
Free, expert, and confidential guidance on workplace accommodations and disability employment issues

Person Centered Planning Education Site

www.personcenteredplanning.org
Free online courses from Cornell University

JobTIPS

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
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/
Curriculum developed by ODEP focused on teaching "soft" or workforce readiness skills

Office of Workforce Development

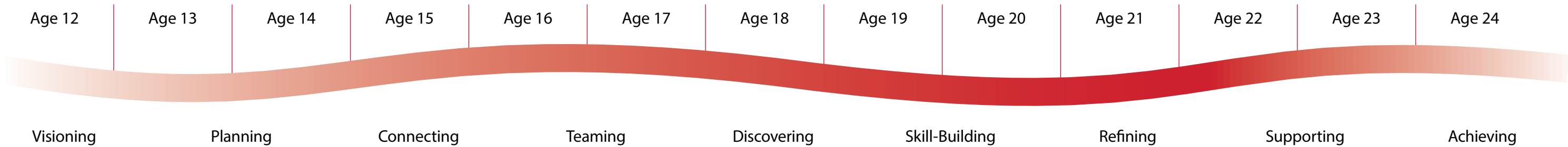
jfs.ohio.gov/owd/WorkforceProf/OJT.stm

Opportunities for Ohioans with Disabilities Agency
ood.ohio.gov

Ohio Mental Health and Addiction Services
mha.ohio.gov

Ohio Developmental Disabilities Council
ddc.ohio.gov

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