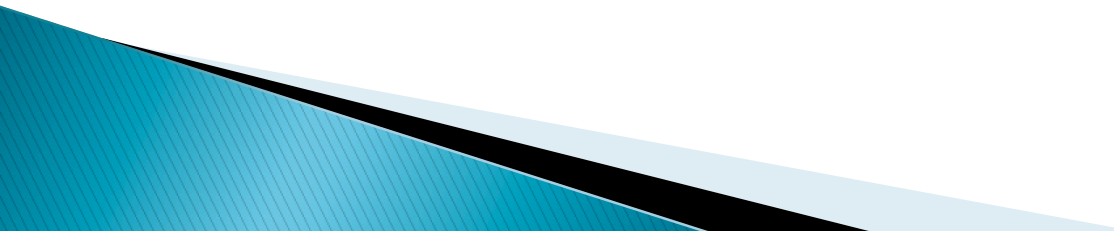


Life, Liberty and the Pursuit of HAPPINESS

Best Practices in Employment Preparation

By
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Summit 2015

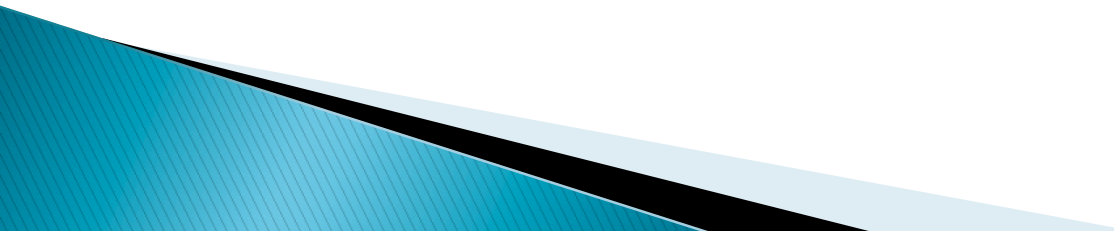
Philosophy

- ▶ It is important that our students with special needs be provided with an educational experience that links the classroom to *real-world* work experiences.
 - ▶ When looking for a career development model, one important consideration should be that it is a continuum of educational experiences.
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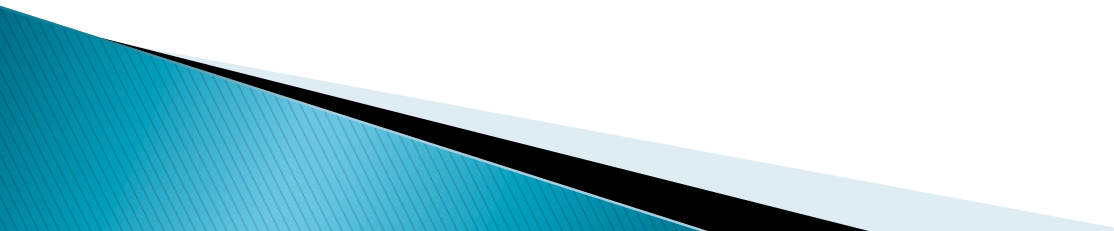
Continuum Characteristics

- ▶ The model should be developmentally based.
- ▶ The model components should not exist in isolation and should not be mutually exclusive as to the activities in each.

Phases of the Continuum

- 1) Community Awareness
 - 2) Interests and Job Awareness
 - 3) Pre-Vocational Development
 - 4) Vocational Skill Preparation
 - 5) Skills Application
 - 6) Specialized Services/Referrals
- 

Critical Considerations

- ▶ The ability to interact with co-workers and supervisors is essential to job retention.
 - ▶ The program should place strong emphasis on social skill development.
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The Help Group's Vocational Education Program

- Serve young adults between the ages of 18 and 22 with special needs.
- The program works to promote growth and development using a structured curriculum combining classroom instruction with real-world application.



Assessment Drives Instruction

While Career Development curriculum provides instruction at various levels, effective assessment and accurate evaluation are essential. Assessment should drive instruction.

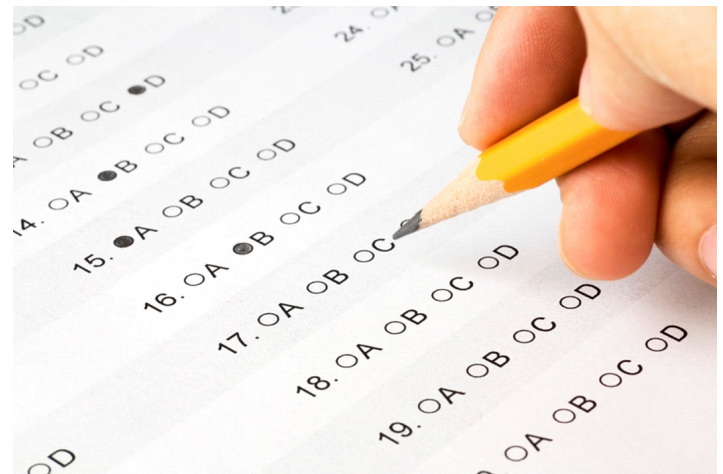
Career Inventories:

- Combination of formal and informal assessments
- Interviews
- Observation of the individual

Evaluation

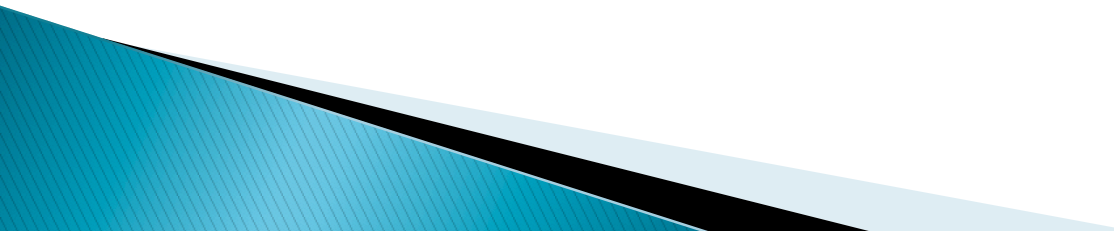
Evaluation can occur at various levels

- Self-Evaluation
- Staff Evaluation
- Job Site Evaluation



Vocational Training

Provides hands-on learning through managing and working at on-campus businesses in addition to receiving site-based training at local community businesses and establishments.



Vocational Training

Work Opportunities at the Voc Ed Center

- Pair classroom instruction with various multiple classroom businesses and school-wide enterprises.
 - Lulu's Kitchen
 - Lulu's – student run café
 - Restoration Station – Furniture
 - Ebay – Arts and Crafts
 - Natural Connections Landscaping
 - Clothing Resource Program
 - Lulu's Outlet – Yard Sales
 - Office Solutions



Vocational Training

Off-Campus Internships

- Job coaches provide support to the individual within a real-world work experience in a natural environment.
 - TJ Max
 - Walgreens
 - Dollar Tree
 - Public Library
 - Fresh and Easy
 - One Generation
 - Regal Cinemas
 - Sharkey's Restaurant

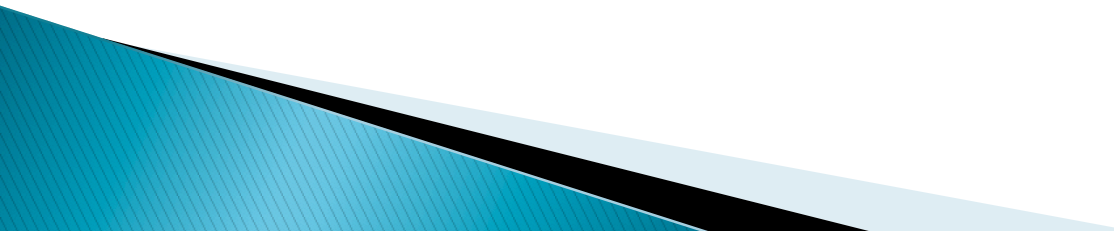
Internship Considerations

Internships are designed to provide a realistic, meaningful work experience for the individual.

- Length of work shift
- Length of internship
- Tasks
- Intern expectations
- Role of the manager
- Role of the job coach



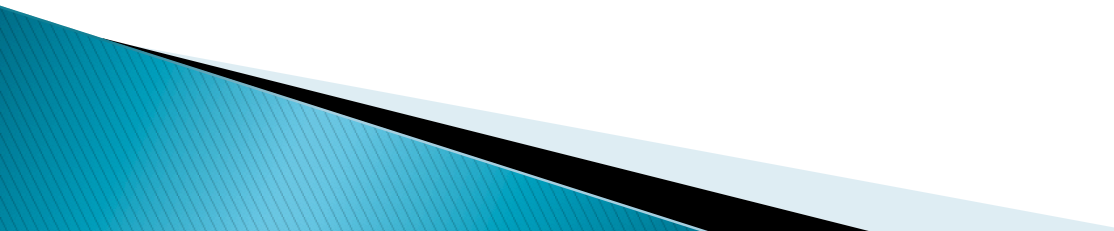
National Standards and Quality Indicators

- ▶ The National Alliance for Secondary Education and Transition published a document for secondary education and transition. The purpose of the document is to provide a common and shared framework to help school systems and communities identify what youth need in order to achieve successful participation in postsecondary education and training, meaningful employment and adult life.
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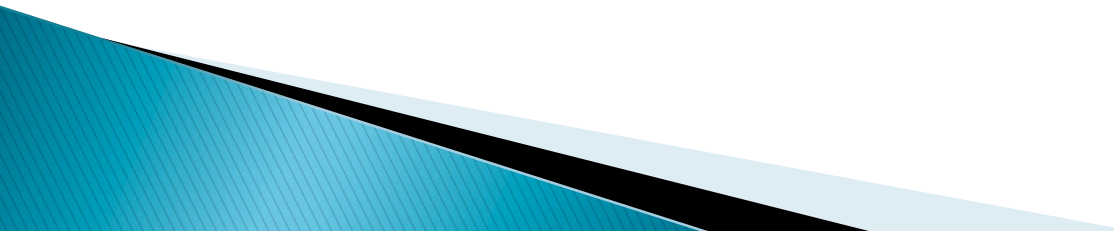
Five Areas of the National Standards and Quality Indicators



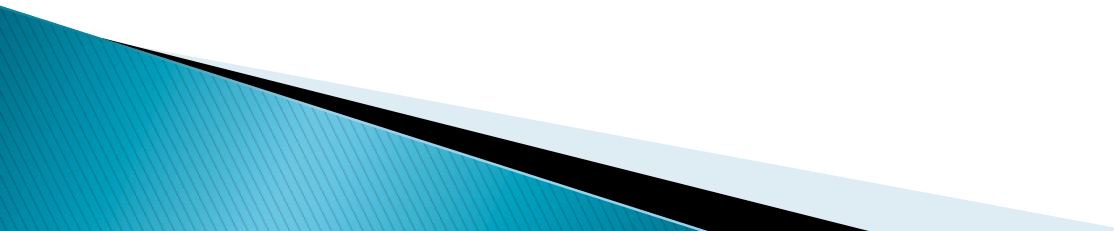
Schooling

- ▶ During Schooling knowledge and skills are imparted through curriculum and instruction, experiential learning, and work-based learning.
 - ▶ Effective schooling provides individuals with the necessary tools to become productive citizens, engage in meaningful employment, and work toward achieving their life goals.
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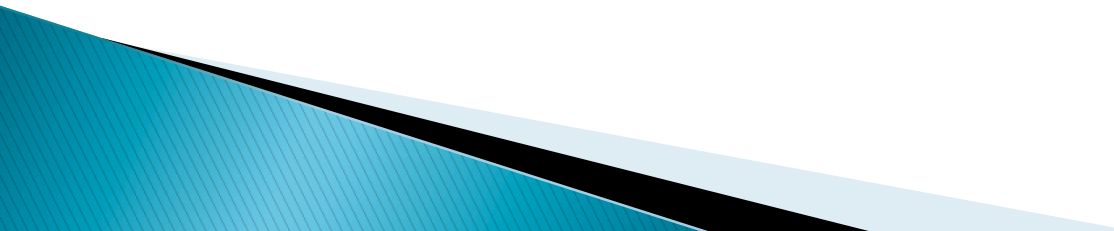
Career Preparatory Experiences

- ▶ Career prep activities include career awareness, career exploration, and career assessment tied to classroom learning, employability skills training and work experiences.
 - ▶ Career preparatory activities allow individuals to explore a variety of career opportunities while identifying their career interests, abilities and potential needs for accommodations.
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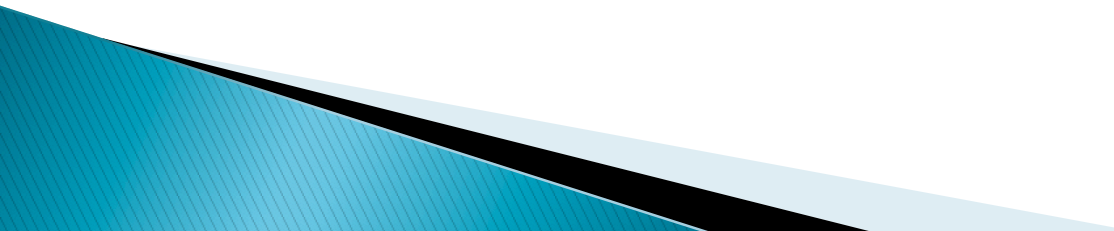
Youth Development/ Youth Leadership

- ▶ Youth development is promoted through activities and experiences that help individuals develop social, ethical, emotional, physical and cognitive competencies.
 - ▶ Youth leadership is part of the youth development process and supports the individual in developing the ability to understand his/her own strengths and weaknesses, set personal and vocational goals and have the self-esteem, confidence, motivation and abilities to carry them out.
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Family Involvement

- ▶ A family's involvement in their child's education is the single most important factor in school success and achievement.
 - ▶ The definition of family must be inclusive of and respectful of each child's family structure which may include new spouses, partners of parents, extended families, step-relatives or any other person that is considered a family member.
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Connecting Activities

- ▶ These are the services, accommodations and supports that help youth gain access to and achieve success within chosen postschool options.
 - ▶ Options may include employment, mental and physical health care, access to transportation, financial planning advice and participation in leisure or rec activities.
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Model Career Development Plan

- ▶ All of the components of this presentation should be considerations when looking for a model Transition Program.

