

Pathway from School to Employment

Supporting
Planning
Teaming
Visioning
Supporting
Achieving
Refining
Planning
Connecting

Visioning

Achieving
Skill-Building
Connecting
Discovering
Supporting
Teaming
Planning
Skill-
Building

Refining

Discovering
Teaming
Planning
Skill-Building

Creating a Path to Employment



Age 11 | Age 12 | Age 13 | Age 14 | Age 15 | Age 16 | Age 17 | Age 18 | Age 19 | Age 20 | Age 21 | Age 22 | Age 23 | Age 24 | Age 25

Create a Multi-Agency Planning (MAP) Team

- Teams may start planning well before age 14. Plans will continue to grow based on youth's preferences, interests, strengths and needs.
- The Youth is the Team Leader! The Family is a Major Player!
- The school will designate a Transition Coordinator to coordinate the planning of the services.
- County Board of Developmental Disabilities could be an important member for ongoing support.
- Opportunities for Ohioans with Disabilities Agency focuses on community employment.
- Consider adding other friends, agencies, therapists, or an employer as team members employer on your transition team.
- Consider who youth and family know in the community that could be an employment connection.
- Ongoing planning and communication are key among team members!
- 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

- Apply to Opportunities for Ohioans with Disabilities agency for vocational services, including Pre Employment Transition Services.
- Contact local County Board of Developmental Disabilities for eligibility and transition planning support.
- Visit the OhioMeansJobs website where the youth can create a 'backpack'.
- Connect with local adult employment providers to learn more about their agencies, services, and potential employment opportunities.
- Explore other agency eligibility requirements and potential support for the journey along the Path
- Learn about and apply for Medicaid and Social Security Income services if needed.

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: Identify activities and self-assessments that 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.
- Include information from the youth and family as part of transition assessment.
- Observe youth in work experiences and other community settings, including after school and in summer.
- Complete individualized Community Based Assessments and interest inventories to help identify adult goals.
- Compare current youth skills (such as social and employability skills) to needed adult life skills to identify gaps that services, supports, and activities will target as the youth moves along the Path.
- Align high school coursework with career technical classes that match the youth's employment goal.
- Visit OhioMeansJobs website and use free tools for employment skills assessment and transition activities.
- Develop youth self-determination and independence skills.
- Consider the use of assistive and mobile technology as a support.
- Use informal and formal assessment data to review the decision about the target graduation date.

Identify Services, Supports and Activities to Build the Path

Possibilities are endless, but can include:

- Invite members of the Multi-Agency Planning (MAP) team to participate in IEP meetings.
- Engage local companies in informational interviews specifically to learn about the organizations.
- Support the youth in follow-up discussions with the employers to learn how to improve interview and employability skills.
- Convene a Multi-Agency Planning (MAP) meeting for transition in addition to the IEP meetings.
- Learn about and consider establishing a STABLE Account and how this could assist with benefits analysis and benefits counseling.
- Encourage youth to practice talking to employers about their disability and how it can match a role in a prospective company.
- Compile and document a Summary of Performance with a Multi-Agency Planning (MAP) team. This documentation can highlight conditions and environments where the youth will flourish.
- Teach youth to participate in and/or lead his/her planning and IEP meetings.
- Locate for Summer work experiences and arrange for community volunteer jobs, mentorship or internships (both paid and unpaid).
- 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!
- Learn about special needs trusts and options for guardianship if appropriate.
- Obtain a Driver's License or State ID.
- Explore Postsecondary and Adult Career Center Education programs and services.
- Communication instruction and support for community can be critical.
- Instruction in skills that lead to Self Determination and Self Advocacy, including social skills and emotional regulation may be an ongoing need.
- Instruction in financial literacy and practical application to support the adult life vision.

Additional considerations for Multi-Agency Planning (MAP) teams in transition planning may include:

- 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
- Understanding Adult Relationship
- Transportation for all adult living needs

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Resources to Assist in Planning Transitions Along the Path to Employment

Ohio Employment First - Transition Planning

Information, tools, and resources to assist multi-agency teams to work together to plan with youth and their families.
www.ohioemploymentfirst.org/view.php?nav_id=26

CHARTING the LifeCourseTM

The Charting the LifeCourse Framework was created BY FAMILIES to help individuals and families develop a vision for a good life.
www.lifecoursetools.com

Ohio Department of Education, Office for Exceptional Children Secondary Transition for Students with Disabilities Modules

Free modules online that provide evidence-based practices to assist teams to help students achieve their postsecondary goals.
education.ohio.gov/Topics/Special-Education/Federal-and-State-Requirements/Secondary-Transition-and-Workforce-Development/Secondary-Transition-for-Students-with-Disabilities

Ohio Means Jobs K-12

An interactive website for middle and high school students (K-12). Youth create an online 'backpack' by building a personal profile of skills, talents and career interests.
www.ohiomeansjobs.com

Job Seeker Guide

The Job Seekers Guide will help you learn how to get a job and will give you some tools that will help along the way.
jobguide.ohioemploymentfirst.org

Loop Ohio

Ohio's virtual Community of Practice dedicated to facilitating cross system collaboration and learning, with a focus on promoting best practices in community development and inclusion for people with disabilities.
www.loopohio.org

National Technical Center on Transition (NTACT)

NTACT provides 'tool-kits' for transition and information on evidence based practices for transition.
www.transitionta.org

National Collaborative on Workforce and Disability/Youth

A source for information about employment and youth with disabilities.
www.ncwd-youth.info

STABLE accounts

Learn about STABLE accounts. An investment account opportunity available to eligible individuals with disabilities.
www.stableaccount.com

Disability Benefits 101

Disability Benefits 101 provides tools and information on health coverage, benefits, and employment specific to Ohio.
oh.db101.org

OCALI Transition to Adulthood Guidelines

Updated online tools and information for Transition Planning and Employment for the Youth with ASD.
www.ocali.org/center/transitions

The Job Accommodation Network (JAN)

Free, expert, and confidential guidance on workplace accommodations and disability employment issues.
www.askjan.org

Zarrow Center

Provides evidence-based information, resources and tools for Self-Determination.
www.ou.edu/content/education/centers-and-partnerships/zarrow.html

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

Curriculum developed by ODEP focused on teaching "soft" or workforce readiness skills
www.dol.gov/odep/topics/youth/softskills/

Ohio Department of Transportation - Public Transportation Providers

List of Ohio public transportation providers in rural and urban cities.
www.dot.state.oh.us/Divisions/Planning/Transit/Pages/OhioTransitAgencies.aspx

Career One Stop

Sponsored by the U.S. Department of Labor. Provides resources and tools for job seekers, students, businesses, and career professionals.
www.careeronestop.org

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

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