What's Next? Pathways After High School

Olivia Raynor, Ph.D.

Tarjan Center at UCLA

5th Special Needs Conference

March 3, 2018



What's Next? Pathways After High School



Learning Objectives

- Gain an understanding of public policies that support a new vision and expectation for employment
- Learn practical tips for preparing youth/young adults with intellectual and developmental disabilities for employment

5 Game-Changing Policies and Drivers Affecting Youth/Young Adult Pathways After High School



- From a 'service driven life' to person centered choice for a meaningful day
- From low expectations to presuming employment, regardless of the severity of the disability
- From segregation to integration and inclusion
- From no options for higher education to "Think College!"
- From subminimum wage to 'real work' for 'real pay' in the community

Employment First Policy (2013)

"It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities."

Workforce Opportunity and Innovation Act: Pre-Employment Transition Services (Student Services)

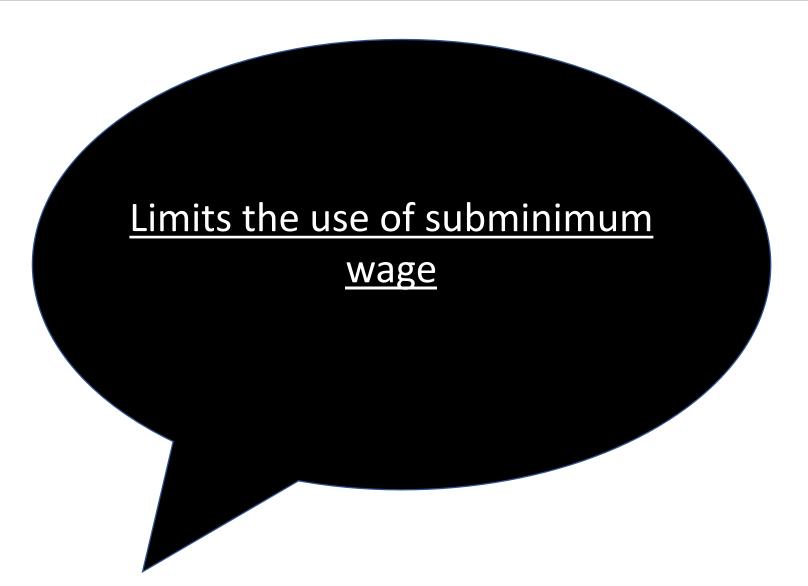
Requires transition services for youth with disabilities ages of **16 and 21** who

- Have 504 Plan, or are eligible for one
- Have an IEP
- Have a disability and/or
- Others think you have a disability

Workforce Opportunity and Innovation Act (2014): Access to High Quality Jobs and Career Pathways

"Competitive integrated employment", meaning full or part-time work at minimum wage or higher, with wages and benefits similar to those without disabilities performing the same work, and fully integrated with co-workers without disabilities.

Workforce Opportunity and Innovation Act (2014): Raised Expectations for CIE



Higher Education Opportunity Act (2008): College is a Real Option for Youth with Intellectual Disabilities

Defines what constitutes a higher education program for students with ID (Comprehensive Transition Program (CTPS)

Approved CTPs can offer federal financial aid, including work study

Federal Home and Community-Based (HCB) Settings Final Rule (2014): Applies to day programs and services, employment options and work programs

- **✓** Maximizes opportunities and choices
- **✓** Promotes community integration
- ✓ Provides opportunity to work and spend time with other people in the community who do not have disabilities
- ✓ Ensures individual preferences, rights protected
- ✓ Facilitates choice regarding services and who provides them
- ✓ Establishes person centered planning process driven by the individual to identify needed services and supports

CA Competitive Integrated Employment Blueprint (2017): A Partnership Between the Departments of Education, Rehabilitation and Developmental Services

Designed to:



- 2) Increase <u>opportuniţies</u> to prepare and participate in employment
- 3) Support <u>informed choice</u>, <u>preparation</u>, <u>transition</u> to and engagement in CIE





Employment, Independence & Equalit

Improving Collaboration and System Linkages in School to Work Transition

School Services

Transition Services

Adult Services

Instead of

School Services

Transition Services

Adult Services

What Can Families Do? A Few Practical Tips that Support Employment

- Set expectations for work early –talk with your youth about their future, their interests, abilities and strengths
- Assign chores/responsibilities at home
- Practice money management
- Expand social and community support networks, including faith based communities
- Encourage volunteering
- Use your networks to paid employment opportunities
- Develop self determination and advocacy skills

What Can Families Do? A Few Practical Tips That Support Employment

- Help your youth/young adult gain an understanding of their disability
- Plan for early work experiences, unpaid and paid work internships, apprenticeships
- Visit colleges or other post-secondary settings
- Apply early for adult services think about educational and job support needs, assistive technology, work place accommodations
- Ask adult agencies to attend IEP meetings
- Learn about public benefits (i.e. Social Security) and how if you get a job, you can keep some benefits
- Be flexible! Prepare for surprises and change!

For More Information.....

- California Competitive Integrated Employment Blueprint for Change (2017) <u>http://www.chhs.ca.gov/Pages/Competitive-Integrated-Employment-(CIE).aspx</u>
- California Employment First Policy https://scdd.ca.gov/wp-content/uploads/sites/33/2016/10/Employment-First-Policy-Summary-SCDD-CECY.pdf
- Home and Community Based Services (Final Rule) For Consumers and Families <u>www.dds.ca.gov/HCBS/docs/finalRule.pdf</u>
- Open the Doors to College http://www2.semel.ucla.edu/opendoors
- Transition Parent Briefs http://www.pacer.org/publications/ncsetbriefs.asp
- WIOA: What it means for persons with intellectual and/or developmental disabilities https://www.thearc.org/document.doc?id=5183



By subscribing to CECY E-News you will be among the first to know the latest news, information and resources in transition, postsecondary education and employment





- CECY E-news
- Employment
- National Arts and Disability Center
- Open the Doors to College

