

# **Transition Bootcamp- Navigating the Future**

## **Session 6: Achieving Quality Employment**

**Cleveland Area**  
**September 13, 2018**

# Vocational Rehabilitation (VR)



Opportunities for Ohioans  
with Disabilities

# Ohio's VR Program is Carried Out by 2 Bureaus



## Bureau of Vocational Rehabilitation

For Ohioans with physical,  
cognitive, emotional, and mental  
disabilities

## Bureau of Services for the Visually Impaired

For Ohioans who are blind and  
visually impaired

Same VR program. The only difference is that BSVI specializes in eyesight.

# The Benefits of Working

## Business + Vocational Rehabilitation = Economic Value (Average Earnings)

Working Age (18 to 64) = 47\* years or 564 months

\*Based on 2.1% annual average COLA / raises

### Supplemental Security Income (SSI) Benefits

\$ 750/month = \$ 9,000/year x 47\* = **\$709,667**

Source: Social Security Administration <http://www.ssa.gov/OACT/COLA/SSI.html>

### OOD VR Avg. Working Income = \$11.21/hour x 27 hours/week

\$ 1,312/month = \$15,739/year x 47\* = **\$1,241,037**

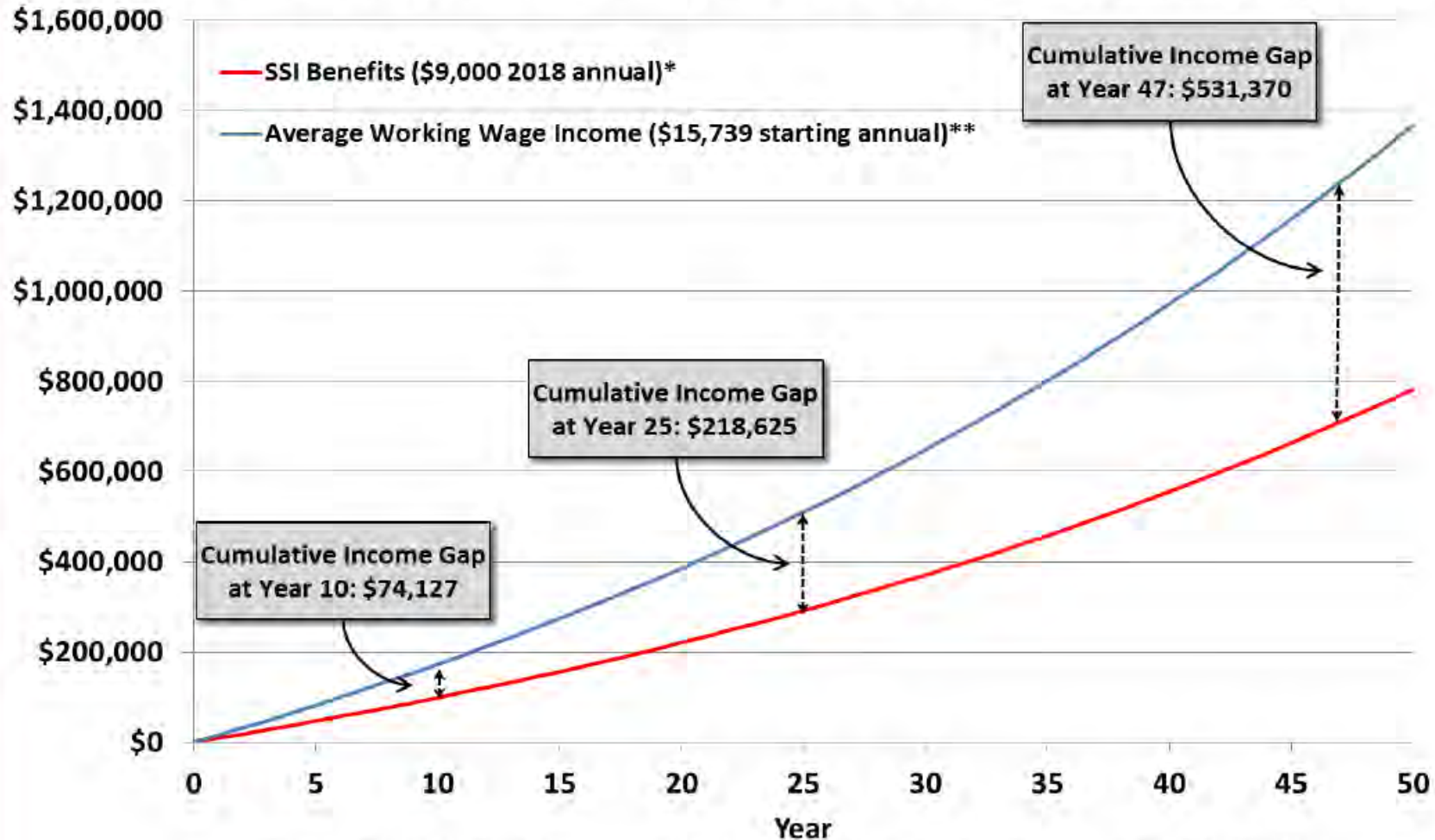
Source: OOD Vocational Rehabilitation Case Management System (AWARE) – Tableau Rehab Details Workbook

**+ 75%**



# Partnership between Business and OOD VR Program = Economic Value

## Social Security Income Benefits compared to OOD Average Working Wage Income



\*SSI Benefits and Working Income amounts represent cumulative income based on an annual 2.1% COLA or raise  
SSI Benefits amount source: Social Security Administration (<http://www.ssa.gov/OACT/COLA/SSI.html>)  
\*\*OOD Working Wage Income equal to \$11.21 per hour, 27 hours per week, 52 weeks per year.

# Competitive Integrated Employment (CIE)



Opportunities for Ohioans  
with Disabilities

# What is Competitive Integrated Employment?



# Competitive Integrated Employment (CIE)

- ✓ Work performed on a full-time or part-time basis
- ✓ Compensation
- ✓ Benefits
- ✓ Setting typically found in the community
- ✓ Level of Interaction
- ✓ Opportunities for Advancement



# Supported Employment

# Supported Employment

Develop a person-centered plan that addresses the jobseeker's place on the Path to Employment, and the supports (both paid and not) needed to help them move forward

- Multi-agency approach:
  - Person-Centered Planning
  - Agency Neutral
  - Outcome Focused

All people with disabilities are **presumed capable** of community employment

- No more asking “*Can you work?*” but instead “***What are you good at?***”
- No more asking “*Do you want to work?*” but instead “***Where do you want to work?***”
- **Working is the norm** – not the exception

# Transition Services

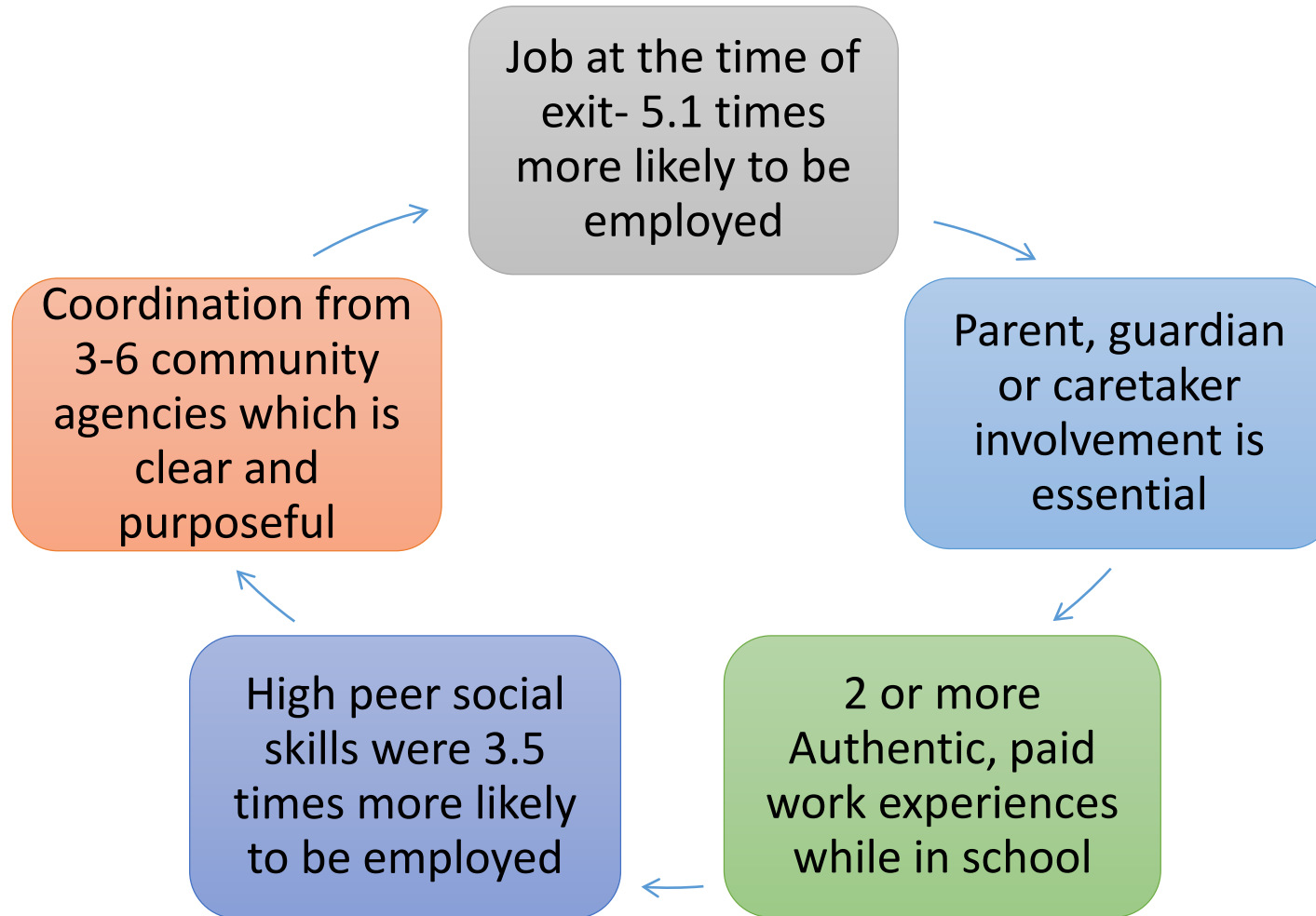


Opportunities for Ohioans  
with Disabilities

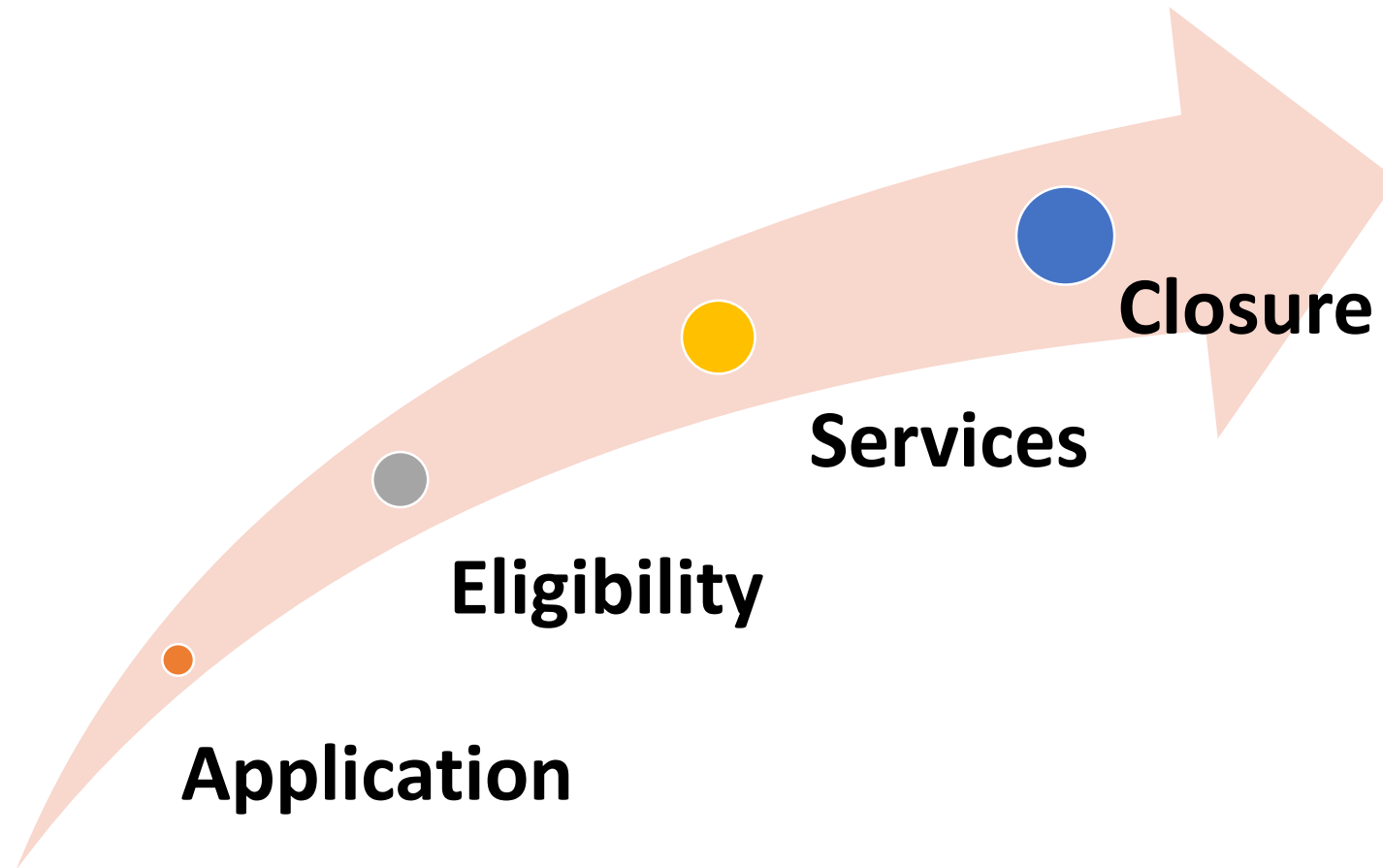
# Transition Services

*coordinated set of outcome-oriented activities for a student that promotes the shift (or transition) from school to work or post-school activities.*

# Evidence Based Predictors for Post School Employment



# Vocational Rehabilitation Process



# Application Process

Applications can be completed by

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

***If individual is not their own Legal Guardian, OOD requires signature of established Legal Guardian***



# Identifying a Student

- As **early** as at age 14
- Student has a **vocational need**
- **Before** the vocational need becomes urgent.
- Preferably **no later** than 2 years before exiting school.



# Eligibility Criteria

Applicant has a physical, cognitive and/or mental impairment

Applicant's physical, cognitive and/or mental impairment constitutes or results in a substantial impediment to employment

Applicant can benefit in terms of an employment outcome from the provision of Vocational Rehabilitation (VR) services

Applicant requires VR services to prepare for, secure, retain or regain employment

# Documentation of Disability

## Transition records

- ✓ **ETR** (Evaluation Team Report)
- ✓ **IEP** (Individualized Education Program)
- ✓ **Medical/Psychological Evaluations**
- ✓ **Audiogram**
- ✓ **OEDI** (Ohio Eligibility Determination Instrument)
- ✓ **COEDI** (Children's Ohio Eligibility Determination Instrument)
- ✓ **FED Form** (Form for Eligibility Determination)



# Individualized **P**lan for **E**mployment

Transition youth follow the same process as ALL VR applicants

Vocational Goal supported by Comprehensive Assessment process

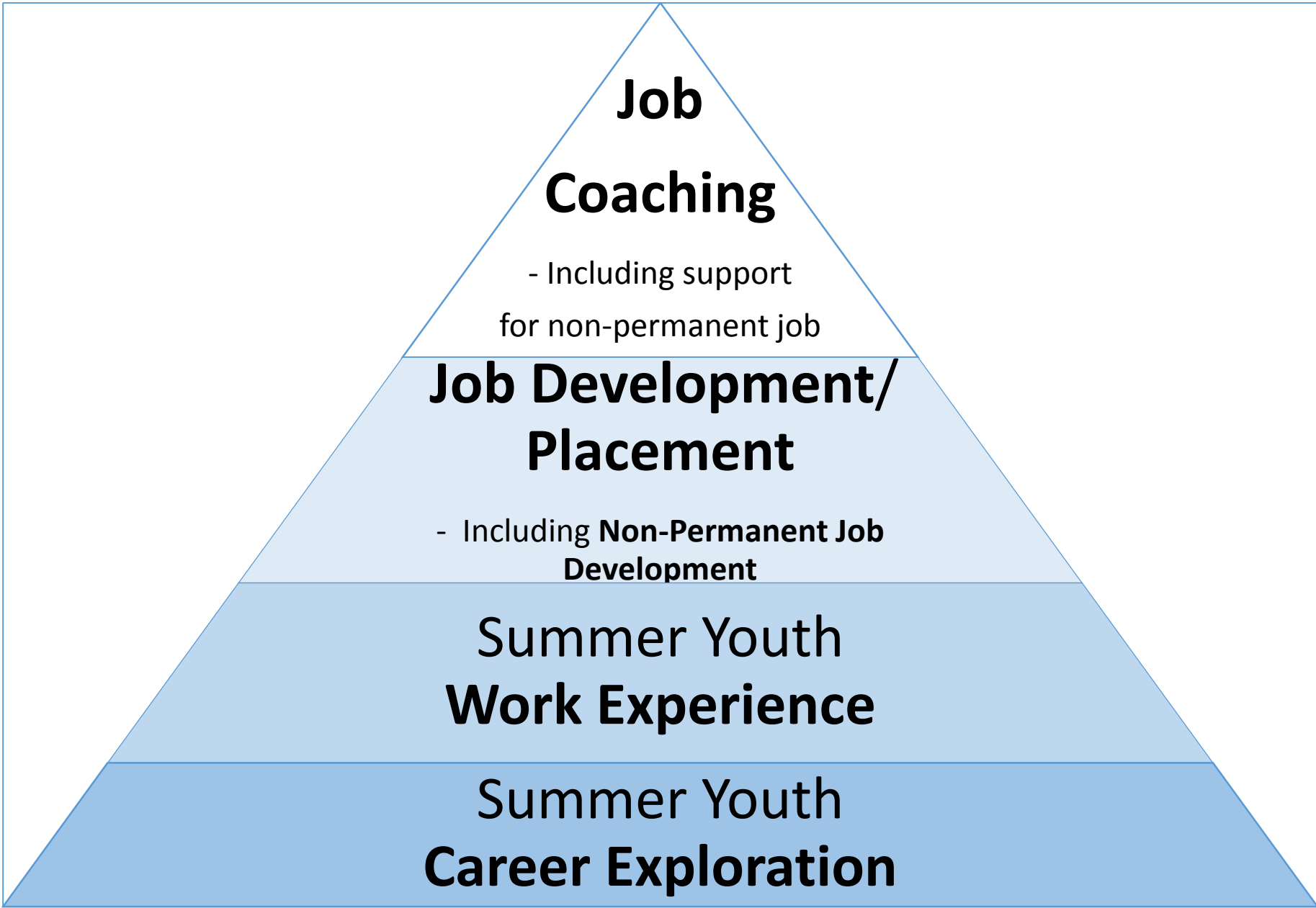
**IPE**

Informed Choice and selection of Community Rehabilitation Program (CRP)

Negotiation of services and sharing costs

# Service Provision

- OOD purchases services from Community Rehabilitation Partners (CRP's)
- Services are individualized but may include:
  - Job Search/Placement Assistance
  - On the Job Supports
  - Occupational/Vocational Training
  - College/University Training
  - Rehabilitation Technology
  - Diagnosis & Treatment of Impairments



## Career Awareness Benchmarks

**Ability to articulate a desire to work**

**Ability to articulate different employment options.**

**Awareness of strengths and limitations.**

## Vocational Skills Benchmarks

**Articulate basic employer expectations**

**Ability to perform work tasks with support**

**Baseline appropriate work behaviors**

# Pre-Employment Transition Services



# WIOA

“Congress makes clear that youth with significant disabilities *must be given every opportunity to receive the services necessary* to ensure the maximum potential *to achieve competitive integrated employment.*”

# Pre-Employment Transition Services

- WIOA requires VR to set aside 15% of their federal funds to provide pre-employment transition service to students with disabilities who are eligible or *potentially eligible*.
- Students with disabilities must have a need for services
- Earliest set of services available to help students with disabilities begin to identify career interests
- Coordinated with schools

# Pre-Employment Transition Services

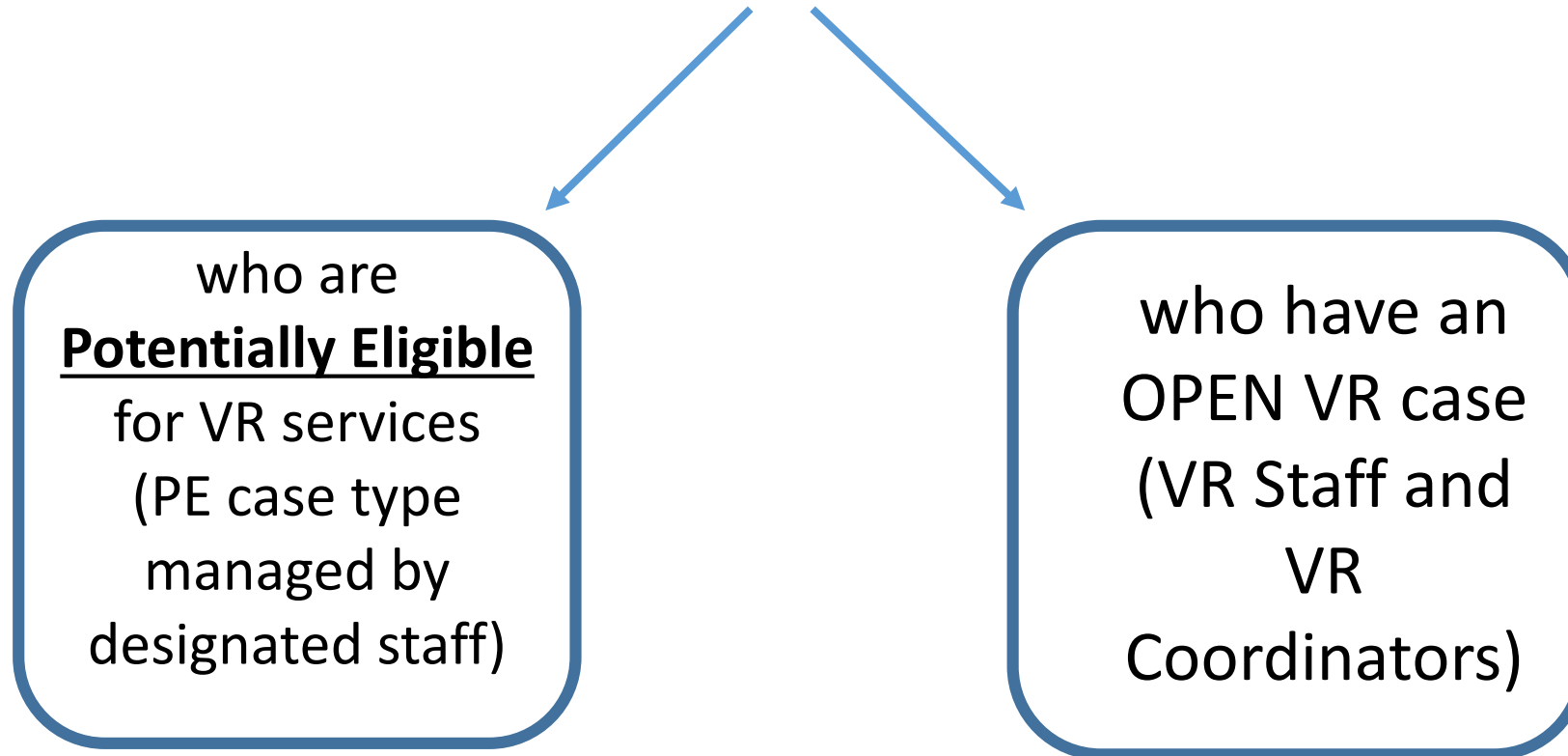
## Five Required Activities

Contracted  
Pre-  
Employment  
Transition  
Services  
Include

- Job Exploration Counseling
- Work-based Learning Experiences
- Counseling on Post-Secondary Options
- Workplace Readiness Training
- Instruction in Self Advocacy

# Pre-Employment Transition Services (Pre-ETS)

are the earliest set of services that can be provided to Students with disabilities



# Resources

# OOD Website | www.ood.ohio.gov

**Ohio** | Opportunities for Ohioans with Disabilities

Search... GO

Provider SEARCH  
Find a Provider HERE

**OODWorks**  
Apply for VR Services HERE

About Us | Core Services | Programs & Partnerships | Employers | **Transition Students** | Providers | Information

Pre-Employment Transition Services

★ You are here : Transition Students > Pre-Employment Transition Services

Opportunities for Ohioans with Disabilities (OOD) is making available Pre-Employment Transition Services (Pre-ETS) to students with disabilities beginning at age 14. These are introductory services and are intended to help students with disabilities get an early start in identifying career interests. Pre-Employment Transition Services are for students with disabilities who need these services and have been determined eligible for Vocational Rehabilitation (VR) services or are potentially eligible but have not applied for VR services.

**This Fact Sheet describes Pre-employment Transition Services for students with disabilities:**  
80-VR-11-13.A Pre-ETS Fact Sheet - 10-01-17

**Educators should use this document to request Pre-employment Transition Services for students with disabilities:**  
80-VR-11-13.C Request for Pre-ETS - 10-01-17

**These maps provide information about available Pre-Employment Transition Services for students with disabilities:**  
Centers for Independent Living - Instruction in Self-Advocacy Map  
Community Centers for the Deaf - Workplace Readiness Training Map

# OOD Website | www.ood.ohio.gov

The screenshot shows the OOD website interface. At the top left is the logo "Ohio Opportunities for Ohioans with Disabilities". A search bar is in the top right. Below the logo is a "Provider SEARCH" button. A navigation menu includes "About Us", "Core Services", "Partnerships", "Programs & Partnerships", "Employers", "Transition Students" (circled in red), "Providers", and "Information". A sidebar on the left lists "Pre-Employment Transition Services", "Community of Practice", "Youth Leadership Forum", "Transition Resource Links", and "OTSP". The main content area is titled "Transition Students" and contains introductory text about OOD's mission and a list of documents: "Transition-specific Services Fact Sheet", "Transition Guidance", "Transition Youth Flyer", and "2018 OOD-ODE Project Search Letter". A red arrow points from the text "Transition Documents" to this list.

'Transition Students'  
Tab

Transition Documents

# ODE website Additions

www.ode.ohio.gov

- Topics →
- Special education →
- Federal-and-State-Requirements →
- Secondary-Transition-and-workforce-Development

Pre-employment Transition Services

 <p><b>WIOA Section 511: Subminimum Wage</b> Section 511 of Title IV of the WIOA implements new requirements on the payment of subminimum wage to individuals with disabilities.</p>	 <p><b>Innovative Strategies For Improving College and Career Readiness for Students with Disabilities</b> Grant projects were funded during the 2015-2016 and 2016-2017 school years by the Ohio Department of Education, Office for Exceptional Children. Project Teams implemented strategies based upon evidence-based predictors and practices for improving post-school outcomes in the areas of competitive, integrated employment, education/training, and independent living.</p>	 <p><b>Ohio Transition Support Partnership</b> The Ohio Department of Education (ODE) and Opportunities for Ohioans with Disabilities (OOD) are partnering to improve post-secondary outcomes for students with disabilities, beginning at age 14</p>
 <p><b>Secondary Transition Modules</b> These modules offer educators an opportunity to develop skills and knowledge related to comprehensive secondary transition planning for students with disabilities.</p>	 <p><b>Ohio Longitudinal Transition Study</b> The Individuals with Disabilities Education Act (IDEA) requires that states report the post-school engagement of students with disabilities in post-secondary education and employment. IDEA also requires that all school districts collect outcome data for their students with individualized education programs (IEPs) at least once every six years. Ohio fulfills this obligation through the Ohio Longitudinal Transition study (OLTS).</p>	 <p><b>Career Technical Education for Students with Disabilities</b> The Office for Exceptional Children and the Office of Career Technical Education collaboratively support the provision of career technical education and special education to improve postsecondary outcomes for students with disabilities</p>
 <p><b>Pre-Employment Transition Services</b> Opportunities for Ohioans with Disabilities has begun a rolling implementation of Pre-Employment Transition Services. These exciting new services are available to students with disabilities on an IEP or who are eligible for purposes of a 04, regardless of if the students have an open vocational rehabilitation case.</p>	 <p><b>Transition to Work Endorsement</b> Individuals coordinating transition may be interested in obtaining a Transition to Work (TTW) Endorsement. Career Assessment Specialists (CAS) and Job Training Coordinators (JTC) are required to hold the TTW Endorsement.</p>	 <p><b>Job Accommodation Network</b> The Job Accommodation Network offers free, expert, and confidential guidance on workplace accommodations and disability employment issues. They help people with disabilities enhance their employability, and show employers how to capitalize on the value and talent that people with disabilities add to the workplace.</p>

OTSP



- <http://education.ohio.gov/>
  - IDEA (Individuals with Disabilities Education Improvement Act)
  - Graduation Requirements
  - Career Tech Info
- <http://www.ohioemploymentfirst.org>
  - Transition Planning
  - Transition Framework
- <https://jobseeker.k-12.ohiomeansjobs.monster.com>
  - Online Backpack
  - In-Demand Jobs

# Contact Information:

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