Transition Bootcamp- Navigating the Future
Session 6: Achieving Quality Employment

Cleveland Area
September 13, 2018
Vocational Rehabilitation (VR)
Ohio’s VR Program is Carried Out by 2 Bureaus

Bureau of Vocational Rehabilitation (BVR) ↔ VR Bureau of Services for the Visually Impaired (BSVI)

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

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 ($9,000 2018 annual)*

Average Working Wage income ($15,739 starting annual)**

Cumulative Income Gap at Year 47: $531,370

Cumulative Income Gap at Year 25: $218,625

Cumulative Income Gap at Year 10: $74,127

$0

$200,000

$400,000

$600,000

$800,000

$1,000,000

$1,200,000

$1,400,000

$1,600,000

0

5

10

15

20

25

30

35

40

45

50

Year

*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)
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
Transition Services

A 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

- Job at the time of exit: 5.1 times more likely to be employed
- Parent, guardian or caretaker involvement is essential
- Coordination from 3-6 community agencies which is clear and purposeful
- High peer social skills were 3.5 times more likely to be employed
- 2 or more Authentic, paid work experiences while in school
Vocational Rehabilitation Process

Application

Eligibility

Services

Closure
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 Plan for Employment**

- Transition youth follow the same process as ALL VR applicants
- Vocational Goal supported by Comprehensive Assessment process
- Informed Choice and selection of Community Rehabilitation Program (CRP)
- Negotiation of services and sharing costs

Ohio | Opportunities for Ohioans with Disabilities
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
Job Coaching
- Including support for non-permanent job

Job Development/Placement
- Including Non-Permanent Job Development

Summer Youth Work Experience

Summer Youth Career Exploration
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
“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 who are Potentially Eligible for VR services (PE case type managed by designated staff) or who have an OPEN VR case (VR Staff and VR Coordinators).
Resources
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
ODE website Additions

www.ode.ohio.gov

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

Pre-employment Transition Services

OTSP

The Ohio Department of Education (ODE) and Opportunities for Ohioans with Disabilities (OODD) are partnering to improve postsecondary outcomes for students with disabilities, beginning at age 14.

Topics ➔
- Special education ➔
- Federal-and-State-Requirements ➔
- Secondary-Transition-and-workforce-Development
• [http://education.ohio.gov/](http://education.ohio.gov/)
  • IDEA (Individuals with Disabilities Education Improvement Act
  • Graduation Requirements
  • Career Tech Info

• [http://www.ohioemploymentfirst.org](http://www.ohioemploymentfirst.org)
  • Transition Planning
  • Transition Framework

• [https://jobseeker.k-12.ohiomeansjobs.monster.com](https://jobseeker.k-12.ohiomeansjobs.monster.com)
  • Online Backpack
  • In-Demand Jobs
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