

TOPICAL BRIEF

June 2016 Volume 5, Issue 6

Project 10 *Topical Briefs* are published on a monthly basis. Each issue focuses on a specific topic or theme and also highlights current and upcoming information and events related to secondary transition.

This month the *Topical Brief* is focused on Self-Employment and Employment Initiatives. "Self-employment allows people to customize their work experiences specifically to their needs and to design a work environment that optimizes flexibility and accommodation," according to the Office of Disability Employment Policy (ODEP).

There is a growing interest in employment initiatives due to the impact of the Workforce Innovation and Opportunity Act (WIOA) as well as the Employment First legislation as they create the momentum to draw state agencies and organizations together for the purpose of prioritizing the value and importance of work in the lives of individuals with disabilities.



Workforce and Innovation Opportunity Act (WIOA) Promotes Employment for Everyone

The purpose of the federal Workforce Innovation and Opportunity Act (WIOA) is to guide states in achieving and maintaining a thriving workforce system that links diverse talent to businesses. WIOA's mission and three basic tenets are listed below. Click on the chart or the link to see the entire list of WIOA goals.

WORKFORCE INNOVATION AND OPPORTUNITY ACT

The vision of WIOA is to achieve and maintain an integrated, job-driven workforce system that links our diverse, talented workforce to our nation's businesses and improves the quality of life for our citizens.

THREE PILLARS OF WIOA:

The demands of businesses and workers drive workforce solutions. The workforce system supports strong regional economies.

One-stop career centers provide first-rate customer service to jobseekers, workers and businesses.

http://careersourceflorida.com/docking/WIOA2Pager.pdf

WIOA requires the provision of services for youth that focus on out-of-school youth and youth with disabilities. There is an emphasis on decreasing high school drop out and increasing the achievement of recognized postsecondary credentials. Youth services focus will be improved by placing a priority on out of school youth, high school dropout recovery and achievement of recognized postsecondary credentials. Career Pathways, a Community of Practice model, will be used to build a network of workforce stakeholders that can come together to meet the needs of businesses and individuals.

Watch the video to learn more about Career Pathways and how this approach will be used to benefit the employment landscape. Click on the photo or the link to access the video.



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Employment First



http://www.employmentfirstfl.org/

Florida became an Employment First state by Executive Order in October, 2013.

Employment First is both a philosophy and policy. It means that employment is the first option for all individuals, including those with significant disabilities. The Employment First legislation was signed into law on January 21, 2016 and accomplishes the following:

- Modifies the definition of "developmental disability" to include Down syndrome;
- Modifies the state's equal employment policy to provide enhanced executive agency employment opportunities for individuals who have a disability;
- Creates the Employment First Act, which requires certain state agencies and organizations to develop an interagency cooperative agreement to ensure a long-term commitment to improving employment outcomes for individuals who have a disability;
- Creates the Financial Literacy Program for Individuals with Developmental Disabilities (Literacy Program) to promote economic independence and successful employment of individuals with developmental disabilities by



https://www.youtube.com/watch?v=6lcSim0leJs&feature=youtu.be

Florida's WIOA Unified plan explains that the governor directed the assembly of a WIOA Task Force that included 20 partners with the goal of developing a workforce system in Florida that will "translate to greater opportunities and prosperity for both individuals and businesses, benefiting families, communities and Florida's future."

Access the entire Unified Plan by clicking on the image or link below. http://careersourceflorida.com/docking/WIOAUnifiedPlan.pdf

Employment is Rooted in the Individuals with Disabilities Education Act (IDEA)

Developing Quality Individual Educational Plans: A Guide for Instructional Personnel and Families, published by the Florida Department of Education (FDOE) Bureau of Exceptional Education and Student Services (BEESS), demonstrates the strong connection between employment preparedness and the individual education plan (IEP). The entitlement of students with disabilities to a free appropriate public education (FAPE) includes the provision of services that prepare students for further education, employment and independent living. The guide indicates that an appropriately developed IEP is an essential tool that directs the provision of FAPE. Ensuring that employment goals are included in student IEPs is a necessary step in helping students with disabilities to prepare for meaningful employment.

You will find the *Developing Quality Individual Educational Plans: A Guide for Instructional Personnel and Families* at the link below or by clicking on the image of the guide. http://www.fldoe.org/core/fileparse.php/7690/urlt/0070122-qualityieps.pdf

Another excellent resource that can help IEP teams ensure that transition goals are adequately represented in student IEPs is the NSTTAC Indicator 13 Checklist: Form B. You may access a copy of the checklist by clicking on the link or the chart sample below. The National Technical Assistance Center on Transition (NTACT), formerly NSTTAC, has a resource-rich website at http://transitionta.org/.

Developing Quality Individual Educational Plans

A Guide for Instructional Personnel and Families



NSTTAC Indicator 13 Checklist: FormB (Enhanced for Professional Development)

Percent of youth with IEPs aged 16 and above with an IEP that includes appropriate measurable postsecondary goals that are annually updated and based upon an age appropriate transition assessment, transition services, including courses of study, that will reasonably enable the student to meet those postsecondary goals, and annual IEP goals related to the student's transition services needs. There also must be evidence that the student was invited to the IEP Team meeting wher transition services are to be discussed and evidence that, if appropriate, a rependative of any participating agency was invited to the IEP Team meeting with the prior consent of the parent or student who has reached the age of majority. (20 U.S.C. 1416(a)(3)(B))

Questions		Training	Education	Employment	Independent Living skills	
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(, are positionally goal(s) aposition association.	Y N	У И	Y N	Y N NA	
	Was (were) the postsecondary goal(s) addressed/up • If yes, then circle YOR If the postsecond					
3. Is ther	re evidence that the measurable postsecondary goal(s)					

providing information and outreach to individuals and employers; and

Creates the Florida Unique Abilities
Partner Program (Partner Program) to
recognize business entities that
demonstrate commitment, through
employment or support, to the
independence of individuals who have a
disability.

The intent of Employment First is to raise expectations that employment should be prioritized for individuals with disabilities. Employment First could be defined as a movement that aims to change a system in order to increase support for integrated employment.

The Employment First partners are collectively supporting employment as a priority for individuals with disabilities.

Agency for Persons with Disabilities Employment Enhancement Project (EEP)



http://apd.myflorida.com/

Since 2013, the Florida Legislature has provided funds for people on the Agency for Persons with Disabilities (APD) waitlist who want to work or are working in the community. The funds are available through the Employment Enhancement Project (EEP).

EEP is for people who are on the APD waitlist and are looking for a job in the community and are not a client of the Division of Vocational Rehabilitation (VR), or who have a job in the community but need help keeping their job. If VR helps a person obtain a job, EEP funds can be used to help the individual retain their job after their case is closed by VR.

See the Employment Enhancement Project Success Stories to learn more about how the project works.

http://apd.myflorida.com/customers/supportedemployment/docs/EEPbooklet.pdf

Employment for Youth is Supported by CareerSource Florida



http://careersourceflorida.com/careerassistance/

CareerSource Florida, another resource that matches individuals with employment

Will based b	it age appropriate it airstition assessment:	1 14	1 11	1 14	1 14			
	Is the use of transition assessment(s) for the postsecondary goal(s) mentioned in the IEP or evident in the student's file? • If yes, then circle YOR if no, then circle N							
4. Are there tran	nsition services in the IEP that will reasonably			0.000	19950000			
enable the student to meet his or her postsecondary goal(s)?		Y N	Y N	Y N	Y N			
	Is a type of instruction, related service, community ex							
	objectives, and if appropriate, acquisition of daily living skills, and provision of a functional vocational evaluation listed in							
	association with meeting the post-secondary goal(s)?							
	 If yes, then circle Y OR if no, then circle N 	1						

http://www.transitionta.org/sites/default/files/transitionplanning/NSTTAC_ChecklistFormB.pdf

Employment for Youth is Supported by the Florida Division of Vocational Rehabilitation

Vocational Rehabilitation (VR) helps people who have disabilities to gain or maintain employment. The state and local VR staff are focused on providing services that assist people with disabilities to establish meaningful careers. The VR Transition Youth program "helps students with disabilities prepare and plan for employment success after high school." A Guide for Transition Youth and a Checklist for Students are available by clicking on the brochure images below.

The Workforce Innovation and Opportunity Act (WIOA) supports VR's efforts to prepare youth for successful careers through Transition Youth Services. These services assist students in their quest for postsecondary employment. Students can access pre-employment transition services (Pre-ETS) such as career counseling, work readiness training, and fully integrated work experiences during high school. This will enable students to smoothly transition to individualized training, education, and employment.

Pre-ETS services are provided to students that apply for VR

services AND students that will not be required to make a formal application to the agency. A new system, STAR (Student Transition Activities Record), uses an electronic referral form that requires the school to attest to certain requirements for delivery of Pre-ETS services for those youth that do not make application to VR. The referral form can be submitted using a hard copy, but will primarily be submitted electronically.

Accessing Traditional VR Services:

- Any student with a disability may be eligible for VR services, including those who are not eligible for Exceptional Student Education (ESE).
- Students with a disability documented in an IEP should consider applying for VR services at age 15 (although, any student with a disability can access the Pre-ETS).
- To apply, locate a nearby VR office with the link below. There is a VR counselor assigned to every high school in Florida. http://www.rehabworks.org/office_directory.shtml
- An application can be found online. http://www.rehabworks.org/docs/VRapplication.rtf
- After eligibility is determined and the case is ready to be processed from the waiting list, an Individualized Plan for Employment (IPE) will be developed with the VR counselor. The IPE will include all of the services needed to achieve an employment outcome.

development process and services are available throughout the state.





Self-Employment Opportunities

Self-employment is an employment option available to individuals with disabilities and is a valid option to pursue through VR, particularly for those with more complex disabilities. Following an initial assessment of eligibility for VR services, a vocational assessment will be conducted to identify an individual's strengths, resources, interests and needs. If selfemployment is an indicated interest, an assessment of preferences, skills, willingness and ability to be self employed is essential. A Certified Business and Technical Assistance Consultant (CBTAC) can provide this assessment and the guidance an individual may need to launch his/her own business. The CBTAC program assists an individual throughout the business

opportunities, is the statewide workforce policy and investment board. CareerSource One-Stop Centers have a designated Disability Coordinator. They partner with the Department of Economic Opportunity and 100 career centers throughout the state to serve the jobseekers of Florida. More information about how to locate CareerSource One-Stop Centers can be accessed through the link below. http://www.floridajobs.org/onestop/onestopdir/

Project SEARCH

Project SEARCH is a unique initiative that brings together schools and community

a one-vear school-towork program that is conducted entirely at the workplace. The linked video describes the Project SEARCH program at Cape Canaveral Hospital.



https://www.youtube.com/watch? v=RE8MII1TjGE#t=70

Students receive classroom instruction and

apply the classroom concepts in a rotation of internships. The ultimate goal is for all interns to attain integrated, competitive employment at or above minimum wage. At the close of 2015, there were 21 Project SEARCH sites in Florida with plans for launching 15 additional sites. The average employment outcomes for all of Florida's sites in 2015 was 74%. At the 2015 Project SEARCH International Conference 16 of the Florida sites were honored for having employment outcomes of 60% or greater. Six of Florida's sites received the top honor with 100% employment outcomes. These sites were Holmes Regional Medical Center; Cape Canaveral Hospital; Rosen Shingle Creek Resort; Florida Hospital Winter Park; Florida Hospital Orlando; and City of Hialeah.

See the Upcoming Events segment for information about the 10th Annual Project SEARCH Conference coming up August 1 - 5, 2016 in Orlando, Florida.

For more information about getting a Project SEARCH launched in your area, contact Project 10 at project10@stpete.usf.edu.

High School High Tech

Florida High School High Tech (HSHT) is a community-based partnership made up of students, parents and caregivers, businesses, educators and rehabilitation professionals that prepares high school students with disabilities the opportunity to explore jobs or postsecondary education leading to technology-related careers. HSHT links youth to a broad range of academic, career development and experiential resources and

More information on self-employment is available on the VR website at the link below. (Scroll down to locate Self-Employment and Supported Self-Employment information.) http://www.rehabworks.org/policy.shtml



CareerOneStop.org and related sites are now mobile-friendly. Nearly all content as well as several career, training and job tools will now automatically adjust to be viewed on

your smartphone or tablet. Mobile ready tools include:

- · American Job Center Finder
- Business Finder
- Job Finder
- Local Training Finder
- Salary Finder
- Unemployment Benefits Finder
- Veterans Job Finder

Get the app: CareerOneStop Mobile includes six of CareerOneStop's most popular interactive tools in one free app, available for Android or iPhone. http://www.careeronestop.org/toolkit/mobile/mobile-apps.aspx



demands of the 21st century workforce

Approximately 43 counties currently have HSHT programs in their districts. Orange County has produced a video that explains how HSHT is working in their system. Click on the photo or the link below to view the video.



https://www.youtube.com/watch? v=JXOOR_nP1xo&feature=youtu.be Use the link below to find additional information about HSHT.

http://www.abletrust.org/youthprograms/florida-high-school-high-tech/abouthsht

Self-Employment and Employment Initiatives Resources

Abilities Work

https://abilitieswork.employflorida.com/vosnet/Default.aspx

Florida's Employment First Initiative has developed the Florida Abilities Work Web Portal and Help desk to help employers find qualified candidates with disabilities who are ready and able to work in their communities, and provide them with information that would help with their hiring decisions. The web portal offers employment information for both employers and job seekers.

Agency for Persons with Disabilities (APD)

http://apd.myflorida.com/

APD partners with local Florida communities to identify the needs of people with developmental disabilities and to fund supports and services such as supported employment. There is a waitlist for services.

Best Buddies Jobs

https://bestbuddies.org/what-we-do/jobs-program/

Best Buddies Jobs provides supported employment to help Individuals with Intellectual and Developmental Disabilities (IDD) attain and maintain jobs of their own choosing by providing ongoing support and training. It enables people with IDDs to earn an income, pay taxes, and work in an environment alongside others in the community. Best Buddies Jobs has placed more than 500 individuals in integrated employment positions.

Florida Division of Vocational Rehabilitation (VR)

http://www.rehabworks.org

VR provides services for eligible persons with physical or mental impairments designed to enable them to prepare for, get, keep, or regain employment. Youth services include job-site assessment/accommodations, job placement, job coaching, on-the-job training and supported

employment.

Integrated Employment Toolkit

http://www.dol.gov/odep/ietoolkit/

This toolkit from the Office of Disability Employment Policy (ODEP) in the U.S. Department of Labor (DOL) provides a number of resources, organized by different stakeholder groups, for increasing capacity and understanding about employment opportunities for people with disabilities where they work with workers who do not have disabilities and are paid minimum wage or more by the employer.

Job Accommodations Network (JAN): Entrepreneurship

http://askjan.org/entre/index.htm

JAN "provides individualized technical assistance, consulting, and mentoring services to individuals with disabilities, family members, and service providers. JAN consultants handle each inquiry on a case-by-case basis offering self-employment and small business development expertise and referrals regarding business planning, financing strategies, marketing research, disability-specific programs, income supports and benefits planning, e-commerce, independent contracting, home-based business options and small business initiatives for disabled veterans."

PACER'S National Parent Center on Transition and Employment Newsletter

http://www.pacer.org/transition/news/newsletter-signup.asp

Inspiring Possibilities, the PACER newsletter, provides updates on transition and employment as well as new resources that become available.

Project 10: Transition Education Network, Scope and Sequences for Employment-Related Courses

http://project10.info/DetailPage.php?MainPageID=280

Project 10 has developed scope and sequences to support teachers implementing employment-related courses. The scopes and sequences are available by clicking the links below each course title. They can be found in the A-Z Library and Student Development webpages on the Project 10 website. Course descriptions can also be found at the CPALMS website. http://www.cpalms.org

7980040 Preparation for Entrepreneurship/Self-Employment

http://www.project10.info/files/7980040.Self-EmploymentEntrepreneurship.pdf

7980110 High School Career Preparation

http://www.project10.info/files/7980110.CareerPreparation.pdf

7980120 High School Career Experiences

http://www.project10.info/files/7980120.CareerExperiences.pdf

7980130 High School Career Placement

http://www.project10.info/files/7980130.CareerPlacement.pdf

7980150 Supported Competitive Employment

http://www.project10.info/files/7980150.SupportedCompetitiveEmployment.pdf

Rural Routes to Employment

Manual: http://www.project10.info/files/FLRRTE_Manual_Final_FDDC_ED.pdf

Accessible Version:

http://www.project10.info/files/FLRRTE Manual Final FDDC ED accessible copy.pdf

This manual provides an overview CE along with specific recommendations for customizing quality employment outcomes throughout Florida's rural communities. Employment professionals throughout the country have demonstrated the effectiveness of CE in communities large and small, urban and rural, and for job seekers with a variety of disability labels and support considerations.

SCORE

http://www.score.org/

Offers online mentoring and workshops that assist small businesses to get started. The website also has templates and tools that can help a new business owner get organized. There are 45 local chapters in Florida. Find a local chapter at https://www.score.org/chapters-map.

Small Business Administration

http://www.sba.gov/

Provides "loans, loan guarantees, contracts, counseling sessions and other forms of assistance to small businesses," including a section on the website dedicated to Young Entrepreneurs (http://www.sba.gov/content/young-entrepreneurs) that includes a free online course and podcast, Young Entrepreneurs Essential Guide to Starting Your Own Business.

Upcoming Events

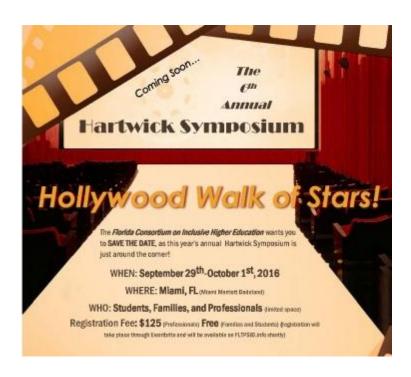
Mark your calendars for the Project SEARCH Annual Conference, August 1-5, 2016, in Orlando, Florida at Rosen Shingle Creek Resort:



Convene with our international network of partners and enjoy many opportunities for shared learning and fun! This year we'll be celebrating 10 years of Project SEARCH conferences with an event that is packed with information to help both new and seasoned practitioners execute the model to its fullest potential. Together, we'll reach for the ultimate goal: employment for every Project SEARCH graduate! Come casual and enjoy the beauty of Rosen Shingle Creek and Orlando!

Register for the conference online at http://www.projectsearch.us/Conference.aspx





Postsecondary Education and Intellectual Disabilities.

When: The symposium will be held on September 29 - October 1, 2016 in Miami, Florida

Where: Miami Marriott Dadeland

Who: Students, Families and Professionals (space is limited)

Registration Fee: \$125.00 for Professionals; Registration is free for Families and Students

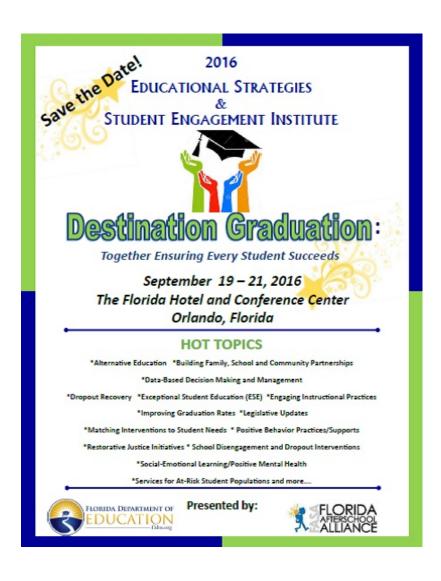
Call for Proposals: Parents, students, mentors, and educators from Florida's career and technical colleges, community and state colleges, and universities are invited to come together to share ideas and build on our mission to enhance and expand inclusive postsecondary education in Florida's institutions of higher education. To promote successful transition of students with intellectual disabilities into higher education, priority will be given to those presentations which focus on the five constructs of Person-Centered Planning (listed below) or identify promising practices for program sustainability, curriculum progression, or program credentialing.

- 1. Career Development & Employment (Priority: Gainful Employment Outcomes)
- 2. Academic Inclusion (Priority: inclusive college coursework: enrollment, auditing, or participating, with their non-disabled peers, in courses offered by the institution)
- 3. Campus & Community Engagement (Priority: inclusive institutional programs)
- 4. Lifelong Learning & Independent Living/College Housing
- 5. Self-Determination

Please click on the link below to submit a proposal:

http://survey.az1.gualtrics.com/jfe/form/SV 9ZgbU7vKkJhU9nf

Due to the change from the previous April dates, we are resending the Call for Proposals. If you have already submitted a proposal for the previous dates and would like your presentation to still be considered, please email lisa Patterson (lisa.patterson@ucf.edu), identify the name of your presentation, and your availability to present during September 30-October 1, 2016. The proposal submissions are due July 1, 2016. If you have any questions regarding submission, guidelines, or general information please contact either lisa (email above) or Dr. Kathy Becht at kathleen.becht@ucf.edu.



Upcoming Webinars

Florida Center for Inclusive Communities (FCIC) Essential Skills for Employment: Developing Soft Skills for Workplace Success https://usf.adobeconnect.com/ a825389370/p4lky5r7vv1/?launcher=false&fcsContent=true&pbMode=normal_

Archived

The webinar will focus on behaviors that are keys to success in the workplace. The demonstration of these behaviors may help job seekers and employees overcome some of the challenges and open doors to employment possibilities.

Employment First Florida Grassroots Group

http://www.employmentfirstfl.org/content/grassroots-group-materials-and-meeting-recordings

July 19, 2016 at 3:00 pm

Upcoming meeting Staff from the Florida Developmental Disabilities Council and the Institute for Community Inclusion facilitate the group which is made up of people with disabilities and people who support them to improve employment opportunities. The Employment First Grassroots Group is a way for people to share their ideas and experiences about employment. Anyone who wants to share their experiences, make recommendations about how to improve employment and learn new ideas about employment can join. Join the Employment First FL Grassroots Group online meetings. Archived meetings and materials are available on the website as well as information about upcoming meetings.

Join Our Mailing List



About Project 10 Topical Briefs:

Project 10 *Topical Briefs* provide short informational summaries and resource links related to secondary transition.

Have a question? Want to find or recommend a resource? Have some great news to share?

Send us an email at

project10@stpete.usf.edu

For back issues of Project 10 Topical Briefs, visit the newsletter page on the Project 10 website at http://www.project10.info/Newsletter.php.

Proiect 10:

Transition Education Network

assists Florida school districts and relevant stakeholders in building capacity to provide secondary transition services to students with disabilities in order to improve their academic success and post-school outcomes.

Project 10: Transition Education Network University of South Florida St. Petersburg

Questions or comments?
Email us at
project10@stpete.usf.edu
www.Project10.info