


project10

transition
education
network

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PROJECT 10 TOPICAL BRIEFS are published on a bi-monthly basis. Each issue focuses on a specific topic or theme, highlighting current and upcoming information and events related to secondary transition. This month the Topical Brief is focused on employment and labor market updates.

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Looking Forward to Employment for Youth with Disabilities in 2018

The National Collaborative on Workforce & Disability for Youth (NCWD/Youth) developed the Guideposts for Success, which outlines principles that will help to shape public policy and, when implemented, result in better education, employment and independent living outcomes. These principles state that all youth need the following:

- School-based preparatory experiences (to perform optimally in all educational settings)
- Career preparation and work-based learning experiences (to make informed choices about careers)
- Youth development and leadership (to be self-directive in life choices)
- Connecting activities (to access post-school options)
- Family involvement and supports (to promote social, emotional physical, academic and occupational growth which result in better post-school options)

All of these guideposts focus on preparing students for the future and employment is central to students' futures. Postsecondary education and training prepare students for careers and employment. Independent living often hinges on the ability to become employed and provide support for oneself. Employment is a



prominent aspect of life. Unfortunately, we have seen that employment statistics for students with disabilities lag behind employment statistics for students without disabilities. NCWD/Youth reports, "Young adults with disabilities are three times likelier to live in poverty as adults than their peers without disabilities" (Guideposts for Success, 2012, p. 2). Understanding that independent living and the ability to live a self-directed, meaningful life are often dependent on employment enables us to see the significance of lagging employment outcomes for students and people with disabilities. Fortunately, the issue of employment for students with disabilities is gaining a significant amount of attention through federal, state and local resources. This Topical Brief will examine some of these employment resources.

Learning from Labor Force Statistics for Individuals with Disabilities

In 2017, the Bureau of Labor Statistics reported the 2016 labor force characteristics for persons with and without disabilities. The rate of employment for persons with disabilities increased to 17.9%

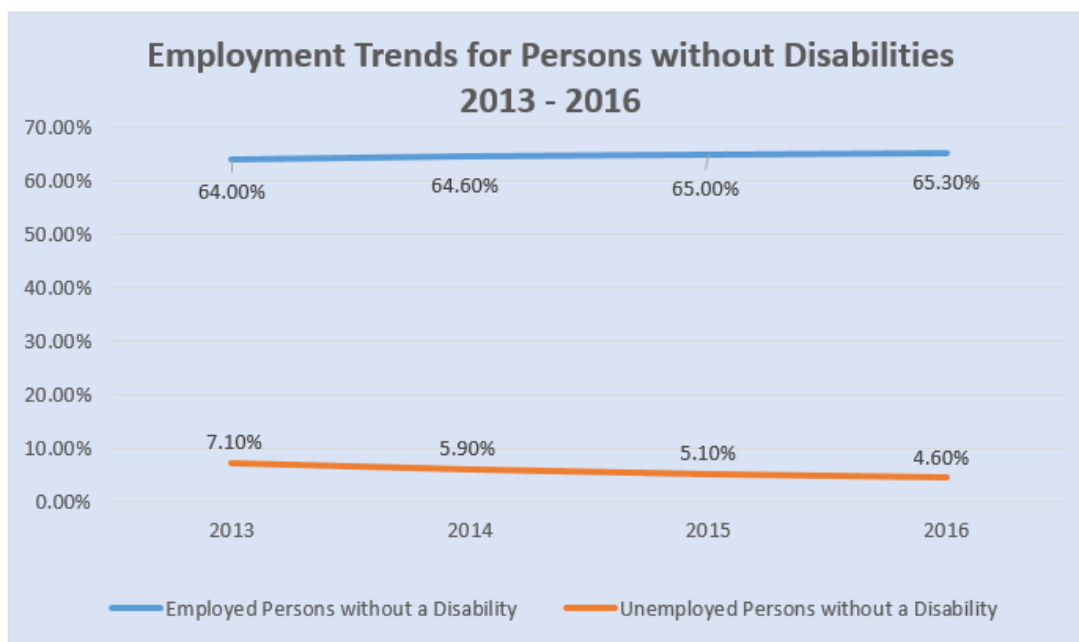
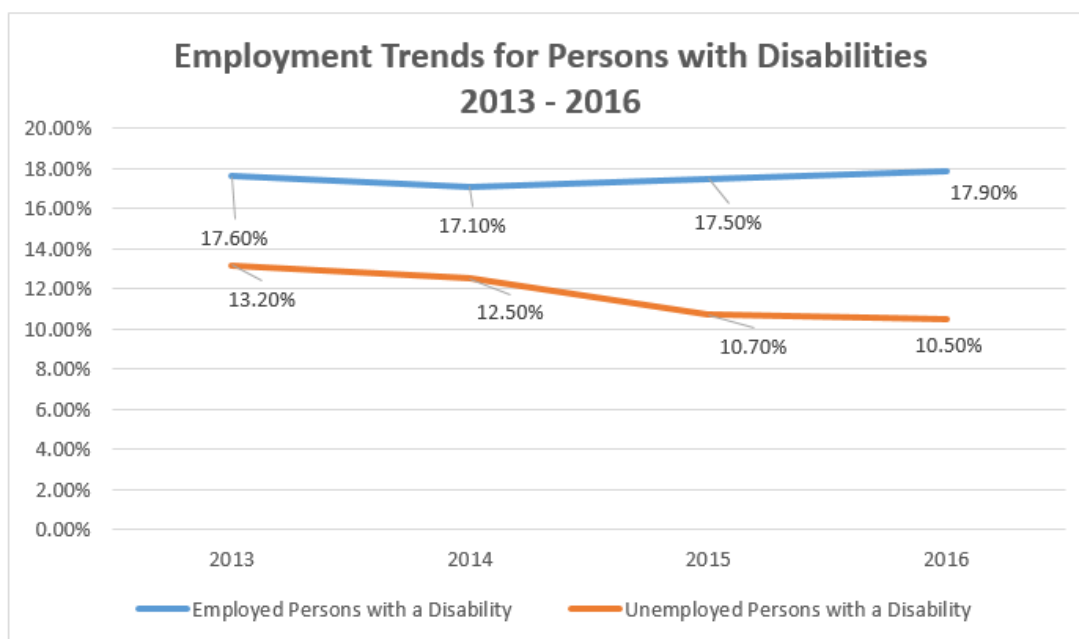


in 2016 from 17.5% in 2015. This represents a .4% increase. While this may seem minor, in reviewing the three years from 2013 to 2016, the improvement was only .3%. During the same period of 2013 to 2016, the employment rate for persons without disabilities improved by 1.3%. The growth in numbers of employed persons without

disabilities has significantly outpaced the growth of employed persons with disabilities over the past four years. See the charts below showing the employment trends from 2013-2016 for persons with and without disabilities.

Another striking difference in the labor force characteristics between persons with and without disabilities is the number of persons not in the labor force. For all adults, age 18 to 64, about 60% of those with disabilities were not in the labor force, compared with 20% of those without disabilities who were not in the labor force. The number of persons who are not in the labor force are not reflected in employment and unemployment statistics. The fact that the percentage of persons with disabilities who are not in the labor force is 40% higher than persons without disabilities sheds additional light on the significance of the employment gap.

Familiarity with the disparity in employment statistics between those with and without disabilities serves as a reminder of the urgency of the work being done to assist students with disabilities to prepare for the transition from school to postsecondary education, training and employment.



Listening for Apprenticeship Opportunities

Apprenticeship programs have long been an effective strategy for connecting entry-level job-seekers to paid employment through on-the-job training. The Office of Disability Employment Policy (ODEP) reported that apprenticeships "should be considered as a possible option for promoting successful long-term employment outcomes for people with disabilities at competitive salaries and with little or no educational debt" (2015, p. 3).

ODEP promotes apprenticeship programs not only as a means to promote the inclusion of persons with disabilities in paid on-the-job training, but also as a strategy to assist employers to recruit and train workers needed in their industries. Guides explaining apprenticeship for the various stakeholders involved in apprenticeship are available through the ODEP

website as well as a toolkit that includes six modules and a comprehensive look at apprenticeship and its potential to help employers and jobseekers. Find the link to these guides and the toolkit in the [Resource section](#) of this Topical Brief.

Check out these two videos that explain the benefits of apprenticeship for recruits and sponsors! Click to view.

[How Apprenticeship Works for Recruits](#)



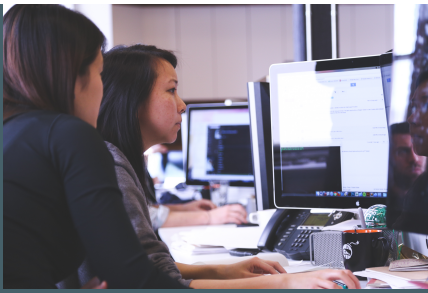
[How Apprenticeship Works for Sponsors](#)



The Project 10 website is another rich resource that provides the following: the definition of apprenticeship, descriptions of typical apprenticeship length, costs and entrance requirements and links to additional information at the state and federal levels. A list of resources specifically related to apprenticeship is also provided on the [Apprenticeships page](#) of our website.

Landing a Job: Preparing Students for Employment

There are many valuable partners and resources that address employment concerns for students with disabilities from multiple vantage points. Consider the pieces of the puzzle that are coming together to



form a solution to employment issues for students with disabilities.

Assistance with Finding a Job

[Florida Department of Education, Division of Vocational Rehabilitation \(VR\)](#)

VR assists people with disabilities for find and/or keep a job in a meaningful career to the job seeker. The VR [website](#) can help guide you to find information about a VR office that is nearest you.

Watch this [video](#) to learn about what VR has to offer to individuals with disabilities who want to find employment.

[CareerSource Florida](#)

CareerSource is the statewide workforce policy and investment board. Their primary goal is to connect businesses with skilled employees and training solutions. The CareerSource [website](#) can guide you to online job search tools and can connect you to a local team near you.

The Workforce Innovation and Opportunity Act (WIOA)

As described by the DOL Employment and Training Administration (n.d.), "WIOA is landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers." WIOA includes specific directives for youth which includes the provision of pre-employment transition services (Pre-ETS) for students with disabilities. Florida's Division of Vocational Rehabilitation (VR) is fulfilling its role as the agency designated to ensure Pre-ETS are provided to transition-age youth with disabilities through the Student Transition Activities Record (STAR) program. STAR provides the following Pre-ETS:

- Career Exploration Counseling
- Work Readiness Training
- Self-Advocacy and Peer Mentoring
- Postsecondary Educational Counseling
- Community-Based Work Experiences

More information about STAR services and traditional VR services for transition-age youth is available on the VR [website](#).

Technical Assistance and Research through the National Technical Assistance Center on Transition (NTACT)

NTACT's primary goal is to research evidence-based and promising practices in transition in order to disseminate the most effective strategies that support improved postsecondary outcomes for students with disabilities. One of NTACT's major contributions is the Effective Practices and Predictors Matrix. This document shares transition practices and predictors related to education, employment and independent living based levels of evidence in research literature.

Generally speaking, evidence-based practices:

- are based on sound research designs and demonstrate the strongest evidence of effectiveness
- demonstrate a moderately strong evidence of success
- are based on a wider variety of research designs and may demonstrate mixed outcomes in regard to effectiveness.

These practices provide transition service providers with information about effective strategies supported by evidence from research.

The [Effective Practices and Predictors Matrix](#) reports the following in regard to predictors of postsecondary employment:

Evidence Level	Predictor Correlated with Positive Employment Outcomes
Research-Based Practice	Inclusion in General Education
Research-Based Practice	Occupational Courses that Support Career Awareness
Research-Based Practice	Paid Employment/Work Experience
Research-Based Practice	Vocation Education
Research-Based Practice	Work Study
Promising Practice	Career Awareness
Promising Practice	Community Experience
Promising Practice	Exit Exam Requirements/High School Diploma Status
Promising Practice	Interagency Collaboration
Promising Practice	Parent/Family Involvement
Promising Practice	Parent Expectations
Promising Practice	Program of Study
Promising Practice	Self-Advocacy/Self-Determination
Promising Practice	Self-Care/Independent Living Skills
Promising Practice	Social Skills
Promising Practice	Student Support
Promising Practice	Transition program
Promising Practice	Travel Skills
Promising Practice	Youth Autonomy

*For a complete list of practices and predictors, access the [Effective Practices and Predictors Matrix](#).

Resources

[Abilities Work](#)

Florida's Employment First Initiative has developed the Florida Abilities Work Web Portal and Helpdesk 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 \(APD\) Employment Enhancement Program \(EEP\)](#)

The EEP is a project designed to provide supported employment services to individuals on the APD waitlist. Jobseekers participating in the EEP project may receive funding for the following types of services: Supported Employment coaching to secure a good job match; Supported Employment follow-along services to help retain a job; assistance with transportation needed for work and securing paid internships as pathways to competitive employment.

[Best Buddies Jobs](#)

Best Buddies Jobs provides supported employment to help individuals with Intellectual and Developmental Disabilities (IDDs) attain and maintain jobs of their own choosing by providing ongoing support and training. It enables people with IDD 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.

[CareerOneStop](#)

Find career, training and job search resources.

[CareerOneStop State Job Bank](#)

Provides information on job searching by state.

[Customized Employment](#)

This site provides detailed information on customized employment including customized entrepreneurship and benefits planning and counseling.

[Florida Department of Education Apprenticeship Resources](#)

The apprenticeship page contains a variety of resources including information about the State Apprenticeship Advisory Council.

[Florida Division of Vocational Rehabilitation \(DVR\)](#)

DVR 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.

[Job Accommodation Network \(JAN\)](#)

Individualized technical assistance, consulting and mentoring services to individuals with disabilities, families and service providers including referrals, accommodations and self-employment/small business development expertise.

[MyCareerShines](#)

This online planning tool is a comprehensive career planning system. With MyCareerShines, Floridians will be able to explore careers, identify personal preferences for future employment and learn about the educational requirements for specific professions.

[mySkills myFuture](#)

This U.S. Department of Labor electronic tool helps workers or those looking for work identify occupations that fit their particular skill set, learn more about suggested employment matches, apply for a job, or locate a local job training program.

[National Technical Assistance Center on Transition \(NTACT\) Resources](#)

NTACT conducts research on transition practices, designs informative transition resources and provides technical assistance to support improved postsecondary outcomes for students with disabilities.

[ODEP Apprenticeship Tool Kit](#)

This tool kit provides information on registered apprenticeship and how it can be used to provide employment opportunities for individuals with disabilities.

[ODEP Apprenticeship Works for Business: A Guide to Building Inclusive Workplaces](#)

This guide explains to educators and service providers how apprenticeship is valuable strategy for inclusive employment opportunities.

[ODEP Apprenticeship Works for You: A Guide for Individuals Exploring Inclusive Career Paths](#)

This guide explains to students and adults how apprenticeship is valuable strategy for inclusive employment opportunities.

[Tools for America's Job Seekers Challenge | CareerOneStop Job Seeker Tools](#)

The results of the U.S. Department of Labor's initiative to identify the public's favorite career sites and tools have been compiled. This website features information on general job boards, niche job boards, career planning tools, career exploration tools, social media job search sites and other career preparation related tools.

[Youth Flash Training Series](#)

Division of Youth Services, U.S. Department of Labor Employment and Training Administration and the Division of Youth Services presents the "Youth Flash Training Series." These "Flash Trainings" are brief (5 minutes or less) lessons focused on specific WIA Youth program topics. They are designed to provide information and direct those working with youth to tools and resources to help them best serve program participants. The first topics in the series include the 10 WIA Youth Program elements, exit policy, finding youth program resources, waivers and youth councils.



Upcoming Events

Winter Regional Institutes

Project 10's Winter Regional Institutes are scheduled for the week of February 12-16. Registration is now open!

- Region 5 | Southwest Florida | Lisa Friedman-Chavez | [Registration Link](#)
- Region 4 | West Central Florida | Federico Valadez | [Registration Link](#)
- Region 3 | East Central Florida | Franklin Coker | [Registration Link](#)
- Region 2 | Northeast Florida | Carly Detlefsen | [Registration Link](#)
- Region 1 | Northwest Florida | Tury Lewis | [Registration Link](#)

Engage: Create a Legacy of Success Conference

February 18-21, 2018
Myrtle Beach, South Carolina

This 2018 At-Risk Youth National Forum is designed to enhance the leadership skills of those seeking to strengthen dropout interventions among schools, communities and families. The conference program will focus on strategies for homeless youth, mentoring relationships and family & youth engagement.

Click [here](#) to register.

25th Annual VISIONS Conference in 2018: A Transition Planning Conference

May 2-4, 2018
Daytona Beach, Florida

Save the date for the Florida Division on Career Development and Transition's VISIONS conference on May 2-4, 2018, in Daytona Beach. A memo will be forthcoming with information related to funding and the

secondary contact meeting on May 2, 2018, prior to the start of the conference. Applications for presentations are due by February 12, 2018. For more information on the conference, visit the FDCDT's [website](#). For more information on presenting at the conference, click [here](#).



Upcoming Webinars

Sustaining and Supporting Healthy Transitions Work Groups and Advisory Boards

Wednesday, 1/31/18
2:00PM - 3:00PM ET

As funding for Healthy Transitions (HT) begins to wind down, it is essential for grantees to build a successful transition team to ensure that the core components of HT continue to influence how services and supports are provided for youth of transition age. This webinar will provide key considerations for supporting and sustaining Healthy Transitions work groups and advisory boards (including youth and family groups).

Click [here](#) to register.

Beyond Barriers - Navigating Disparities Faced by Marginalized Youth and Young Adults

Thursday, 2/8/18
2:00PM - 3:00PM ET

This webinar explores how to provide young people with developmentally appropriate supports and guidance and how to make organizations and service agencies more accessible to those most marginalized.

Click [here](#) to register.

Capitalizing on Inclusive Dual Enrollment Experiences for IEP Planning and Progress Monitoring

Thursday, 2/15/18

3:00PM - 4:00PM ET

This webinar provides an overview of numerous ways that IEP team members are capitalizing on these college experiences to develop IEPs that reflect these rich transition experiences as well as to communicate the progress students are making on measurable postsecondary goals.

Click [here](#) to register.

First Episode Psychosis (FEP) Sustainability Options

Wednesday, 2/28/18
2:00PM - 3:00PM ET

Although each state has somewhat different approaches to Medicaid reimbursement for FEP program services, HT grantees are rethinking what approaches would work best for the coordinated specialty care (CSC) models that are the foundation of most evidence-based FEP programs. Some grantees have been considering negotiating a flat rate that would cover some of their outreach activities. This webinar will address varied approaches to funding FEP program services.

Click [here](#) to register.

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Project 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.

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