



Prepare
Students for
the **FUTURE**

Pre-Employment Transition and Vocational Rehabilitation Services

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DARS Case Types

- Potentially Eligible (PE) case
 - SWDs who have not applied for VR services but are receiving Pre-Employment Transition Services
- Vocational Rehabilitation (VR) case
 - SWDs who have applied for VR services
 - Can receive Pre-ETS (as long as they are a SWD) and VR services
 - Adults with disabilities



The Workforce Innovation and Opportunity Act (WIOA)

- Amends the Rehabilitation Act of 1973
- A main requirement: Vocational Rehabilitation (VR) agencies use 15% of their federal funds for Pre-ETS
 - Expands the population of students DARS can work with and the breadth of services provided
 - Does NOT include extra funding to DARS for Pre-ETS



Why is There a Need for Pre-ETS?

- Evidence shows students are not adequately prepared to achieve success
 - Youth with disabilities are less likely to graduate from high school, attend and complete college and be employed¹



¹ U.S. Department of Labor, Office of Disability Employment Policy, 2013; Newman, Wagner, Cameto, & Knokey, 2009; Cortiella, 2011

Pre-ETS are About...

- Believing in students' abilities and capabilities
- Supporting students to gain the knowledge and experiences they need to make informed decisions
- Enriching transition planning and the continuum of services that support preparation for adult life



Pre-ETS are for Students with Disabilities

- A student with a disability (SWD) is an individual:
 - in secondary, post-secondary or other recognized education program;
 - who is 14 to 21 years old (22 if still in high school); and
 - who is receiving special education or related services **OR** is an individual with a disability *for purposes* of Section 504



The 5 Pre-ETS

- Job exploration counseling
- Work-based learning experiences
- Counseling on opportunities for enrollment in postsecondary education and training programs
- Workplace readiness training to develop social skills and independent living
- Instruction in self-advocacy



Job Exploration Counseling

Purpose

Foster motivation, consideration of career opportunities and informed decision-making

Examples

- Interest inventories
- Labor market exploration
- Education in career pathways and in-demand industries and occupations
- Career speakers



Work-based Learning Experiences

Purpose

Use the workplace or real work to provide students with knowledge and skills to connect school experiences to employment and future career opportunities.

Examples

- Informational interviews
- Workplace tours
- Job shadowing
- Employer mentoring activities
- Volunteering
- Internships
- Paid or non-paid community work experiences



Counseling on Postsecondary Education and Training Programs

Purpose

Develop awareness of the range of postsecondary education and training opportunities to support a career pathway

Examples

- Provide information and guidance on the variety of postsecondary education and training opportunities
- Support understanding of academic accommodations and services
- Promote use of executive functioning skills
- Connect to postsecondary education/training resources/services/websites
- Identify financial aid options; help complete financial aid applications
- Support attendance at college/training program fairs and tours
- Educate about admission requirements



Workplace Readiness Training to Develop Social Skills and Independent Living

Purpose

Support preparation for adult life and development of commonly expected skills employers seek from most employees

Examples

- Training in soft skills, employability skills, social/interpersonal skills, such as:
 - Effective, respectful and professional communication
 - Problem solving
 - Decision making
 - Conflict resolution
 - Empathy
 - Manners
 - Teamwork
 - Professionalism



Workplace Readiness Training Examples Continued

- Training in job-seeking skills
- Training in independent living skills, such as:
 - Good hygiene;
 - Financial literacy;
 - Time management;
 - Using transportation;
 - Using technology;
 - Appropriate dress;
 - Appropriate behavior; and
 - Nutrition



Instruction in Self-Advocacy

Purpose

Teach effective communication and self-direction skills

Examples

- Teach students how to:
 - Take responsibility to plan their lives and pursue interests important to them
 - Become self-aware
 - Disclose their disability
 - Request accommodations
 - Effectively expressing wants and needs
 - Accept feedback
 - Understand their rights and responsibilities
 - Become self-determined
 - Set goals
 - Problem solve



Who Provides Pre-ETS?

- DARS Vocational Rehabilitation Counselors
- Other DARS staff
 - E.g. Employment Services Specialists, Business Development Managers, Placement Counselors, Assistive Technology Specialists
- Wilson Workforce and Rehabilitation Center
- Employment Service Organizations (ESOs)
- Centers for Independent Living (CILs)
- Other providers contracted by DARS



Accessing Pre-ETS

- DARS' services are provided on a continuum
 - Pre-ETS are the earliest set of services available to SWDs
 - No eligibility determination process for Pre-ETS
 - Students can be eligible or *potentially eligible* for the VR program and still receive Pre-ETS



What's Required to Begin Receiving Pre-ETS?

- A need for one or more of the five Pre-ETS
- Signed consent from parent, guardian or adult student
- Documentation identifying the individual meets the definition of SWD (refer to slide 6)



Pre-ETS, DARS and School Transition Services

- Pre-ETS = opportunity to further enhance partnerships so **together we more meaningfully and effectively** engage and prepare students
- Pre-ETS are not intended to duplicate or replace school services, but **enhance, expand** and **fill gaps**



What about VR Services?

- Students receiving Pre-ETS can apply for VR services at any time (but are not required to ever do so)
- Decisions of if and when to apply for VR services are made individually by a student with the assistance of their team of support
- Students with open VR cases can still receive Pre-ETS as long as they continue to be a SWD



**Potentially eligible (PE) students with disabilities (SWDs)
connected with DARS for
Pre-Employment Transition Services (Pre-ETS)**

**Served by PE Counselor;
Pre-ETS provided are based on student need**

Job Exploration Counseling Work-Based Learning Experiences Counseling in Postsecondary Education/Training Opportunities Workplace Readiness Training Instruction in Self-Advocacy

Apply for VR
(can occur anytime)

Decide not to apply for VR*

*DARS provides information about VR application process in case VR services are needed/wanted in the future

May be jointly served by a PE and a VR counselor

Eligibility Determination

Still in High School:
Receive Pre-ETS and as necessary, VR transition services

Exited High School:
Receive VR transition services.
Continue to receive needed Pre-ETS while still an SWD



Examples of Services Available to Potentially Eligible (PE) Students with Disabilities

(Not an exhaustive list)

- Interest inventories
- Review of labor market information
- Exploration of career pathways
- Informational interviews
- Job shadowing
- Work site tours
- Postsecondary education/training campus tours
- Education in the financial aid process
- Development of soft skills, such as: time management, organization and planning, problem solving, appropriate and effective communication, etc...
- Development of independent living skills
- Financial literacy training
- Teaching how to request accommodations
- Teaching rights and responsibilities
- Teaching employer expectations
- Development of self-advocacy skills
- Education about transportation options and general travel training
- Career Pathways for Individuals with Disabilities academies
- WWRC Pre-ETS Career Day

Examples of Services Available to Vocational Rehabilitation (VR) Students with Disabilities*

(Not an exhaustive list)

- All Pre-ETS
- WWRC PERT
- Project SEARCH
- Start on Success
- WWRC PREP
- Development of the Individualized Plan for Employment (IPE)
- Vocational evaluation
- Situational assessments
- Individualized assistive technology assessments and services
- Vocational training
- Postsecondary education
- Job development for IPE goal
- Job placement assistance for IPE goal
- Supported Employment services (including job coaching)
- On-the-job training for IPE goal
- Time-limited transportation assistance

When Do Pre-ETS End?

- Students stop receiving Pre-ETS when:
 - They no longer have a need to receive Pre-ETS;
 - They are no longer interested in receiving Pre-ETS; or
 - They no longer meet the definition of a SWD



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