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
  – 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 employed

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

*Virginia Department for Aging and Rehabilitative Services*
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)

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

Decide not to apply for VR*

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

Achieves competitive integrated employment!
### 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
Contact Information

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