Career Technical Education for Students With Disabilities Webinar Series

Co-Hosted by:

Penn State College of Education, Workforce Education and Development,
The National Technical Assistance Center on Transition (NTACT), and
The Association for Career & Technical Education (ACTE)

Webinar Series #5
December 19, 2019 3:00 – 4:30 pm EST

Toward Best Practices: Programs that Work, Models Toward Success

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Agenda

- Welcome and “Ground Rules”
- Introduction of Panel Members
- Background on a Program Model, Collaboration and Partnerships, and Professional Practice in a CTE setting in PA
- The Importance of Agency Partnerships and the Potential regarding Post School Outcomes
- Working toward Best Practices: Effort, Energy, and Approaches with Strategic Partners
- What can States do and the Need for Policy Development: What is Happening in OH
- Q & A
- Wrap Up

Berks Career & Technology Center (BCTC)

- Total Enrollment: about 1,800 students
- Special Education Population: about 40%
- Model: Part-time/Non-comprehensive
- 38 Programs Total
- Two campuses, Sixteen Sending Districts

Director: James A. Kraft, Ed.D

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Work Partners Intergovernmental Agreement (2014)

- Work Partners is an intergovernmental agreement between Berks Career & Technology Center (BCTC) and the PA Office of Vocational Rehabilitation (OVR).

- The objective of the program is to provide school-to-work transition services and Pre-Employment Transition Services (PETS) to OVR eligible and potentially eligible youth with disabilities currently enrolled in approved training programs at BCTC.

WORK PARTNERS

Berks Career & Technology Center

&

pennsylvania
DEPARTMENT OF LABOR & INDUSTRY
OFFICE OF VOCATIONAL REHABILITATION

PennState College of Education

NTACT
National Technical Assistance Center on Transition

Association for Career and Technical Education
ACTE

Service Occupations – Curriculum Model

- CIP Code: 19.9999 (Family & Consumer Sciences).
- Two instructors with two instructional assistants.
- Instructional areas serving approximately 60 students.
- Students complete a semester-long exploratory period, then choose a career pathway.
- Rely on instructors/career trainers to identify strengths and weaknesses within career objectives.
- Program emphasizes job readiness, skill acquisition, and work experiences.

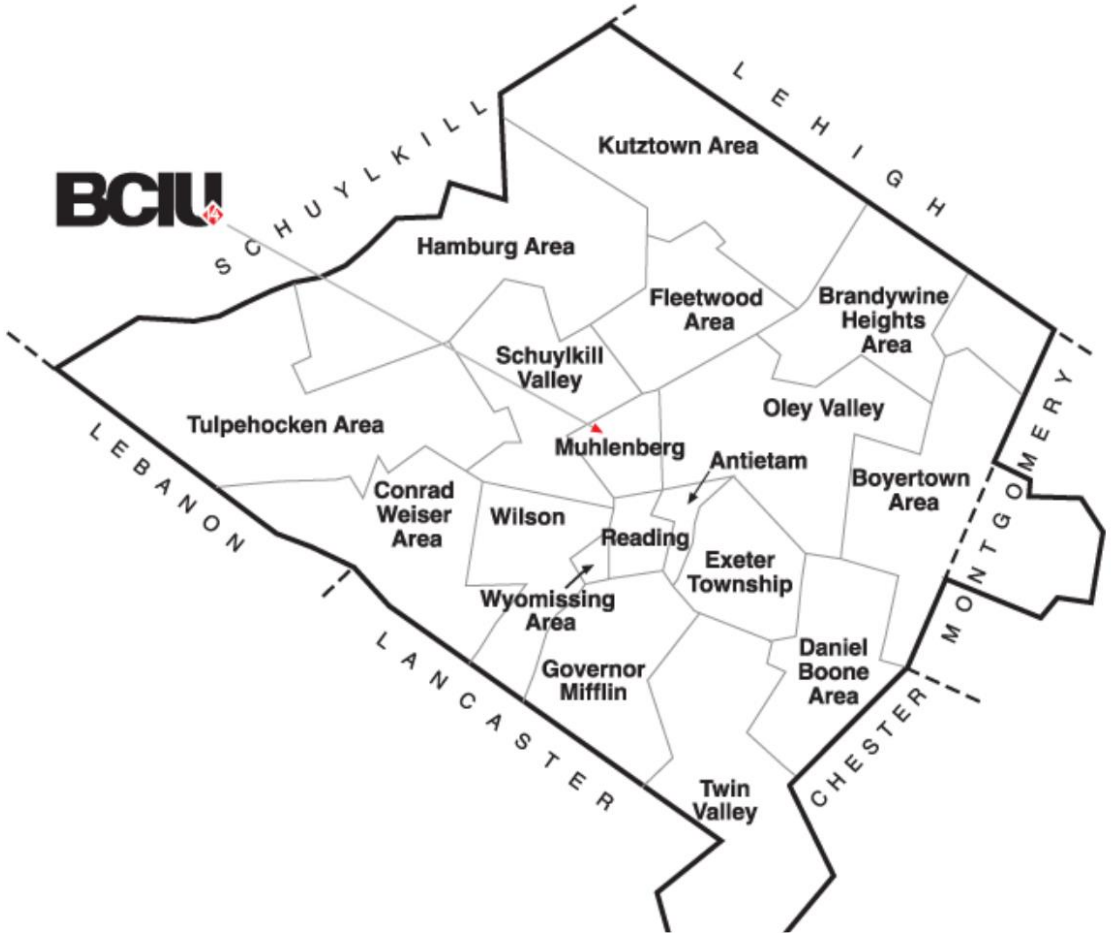
PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Work Partners Core Team

- School-to-Work Coordinator*
- Three Full-Time Career Trainers*
- Classroom Instructors and Instructional Assistants
- OVR Counselors and Transition Supervisors
- BCTC Educational Facilitators + Sixteen Sending District Transition Coordinators
- Work Partners Steering Committee



*compensated by the OVR/BCTC grant

PennState College of Education

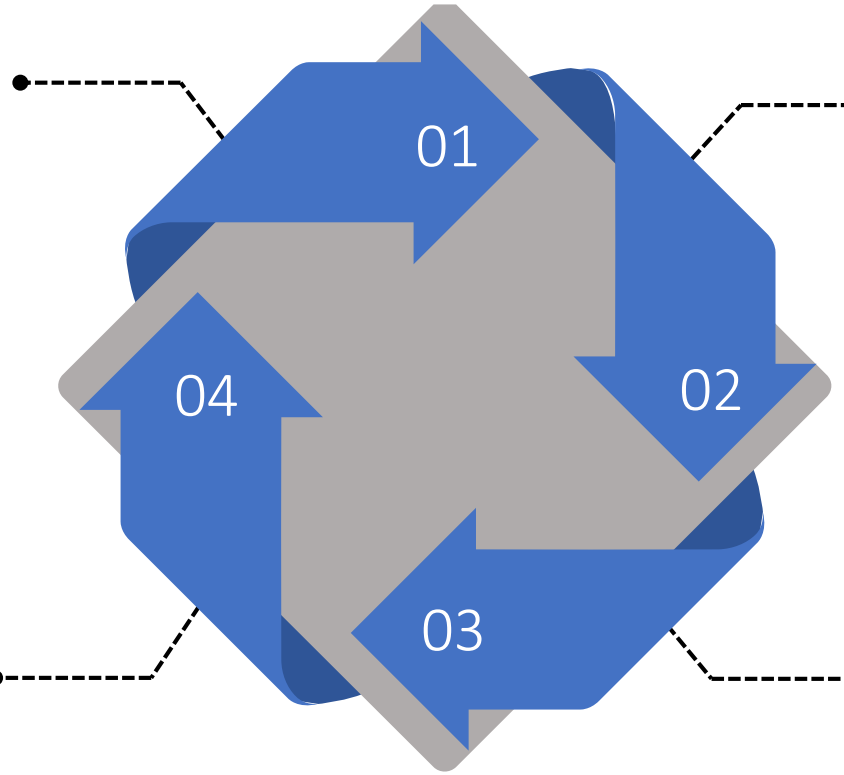
NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Job Readiness Process

Assess student strengths, and potential barriers to get a job

Address employability skills, one-on-one or in the classroom

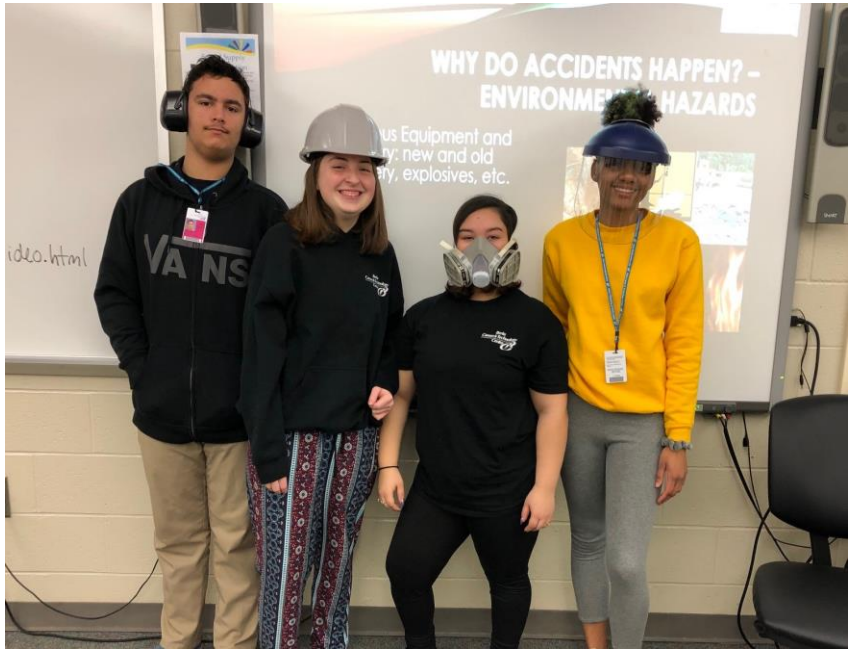


Monitor for success, remediate if necessary

Assist students in applying, interviewing, and onsite, if possible

Classroom: Employability Training

- Group instruction
- One-on-one instruction or remediation
- Hands-on activities
- Employment videos
- Enhance and supplement CTC program instruction



Evaluate Job Opportunities; Demonstrate Communication Skills; Demonstrate Proper Grooming & Dress; Work as Part of a Team; Identify & Describe Safety Practices & Procedures; Describe Characteristics of a Responsible Employee; Identify Co-op Goals, Policies, & Procedures; Prepare & Maintain a Budget; Identify & Describe Worksite Accommodations

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Job Coaching/Supported Employment

“Nick” – Masonry

Employer Support: Communication Needs, Interpreter, and Texting

“Allisyn” – Painting & Decorating

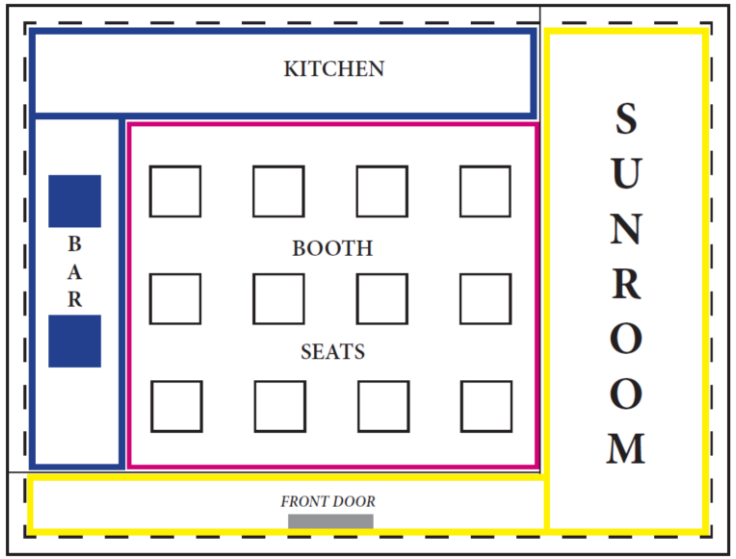
Support: Memory, Customer Service, Self-Confidence, and Money Skills

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

“Brittney” – Service Occupations



Initial Support:
Two weeks onsite, task assessment/demonstration, attention to detail, time management, & transportation

Follow-Up: Re-assessment of tasks, creation of color-coded checklist, and addressing time management through new checklist

Monday

1. Clean Windows and Vacuum (7:00 – 8:00) _____
2. Polish Woodwork in SECTION A (8:00 – 8:30) _____
3. Clean Booth Seats and Crevices (8:30 – 8:45) _____
4. Clean HALF of Table Bases, Legs, and Chairs (8:45 – 10:20) _____

Wednesday

1. Clean Windows and Vacuum (7:00 – 8:00) _____
2. Polish Woodwork in SECTION B (8:00 – 8:30) _____
3. Clean Perimeter of Restaurant (8:30 – 10:00) _____
4. Clean All Hand Dryers in Restrooms (10:00 – 10:20) _____

Friday

1. Clean Windows and Vacuum (7:00 – 8:00) _____
2. Polish Woodwork in SECTION C (8:00 – 8:30) _____
3. Clean OTHER HALF of Table Bases, Legs, and Chairs (8:30 – 10:20) _____

Extra Tasks

1. Wipe Down All Restroom Tile Walls _____
2. Wipe Down Walls Leading Into and Out of Kitchen

KEY

SECTION “A” *(MONDAY)*

SECTION “B” *(TUESDAY)*

SECTION “C” *(WEDNESDAY)*

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Individualized Preparation

- “Alexis” – Service Occupations
- Sign Language Videos of select employment-related phrases.
- “I’m confused”, “Help me”, “What do I do next?”, “Where is the emerge exit?”, co-workers names, etc.

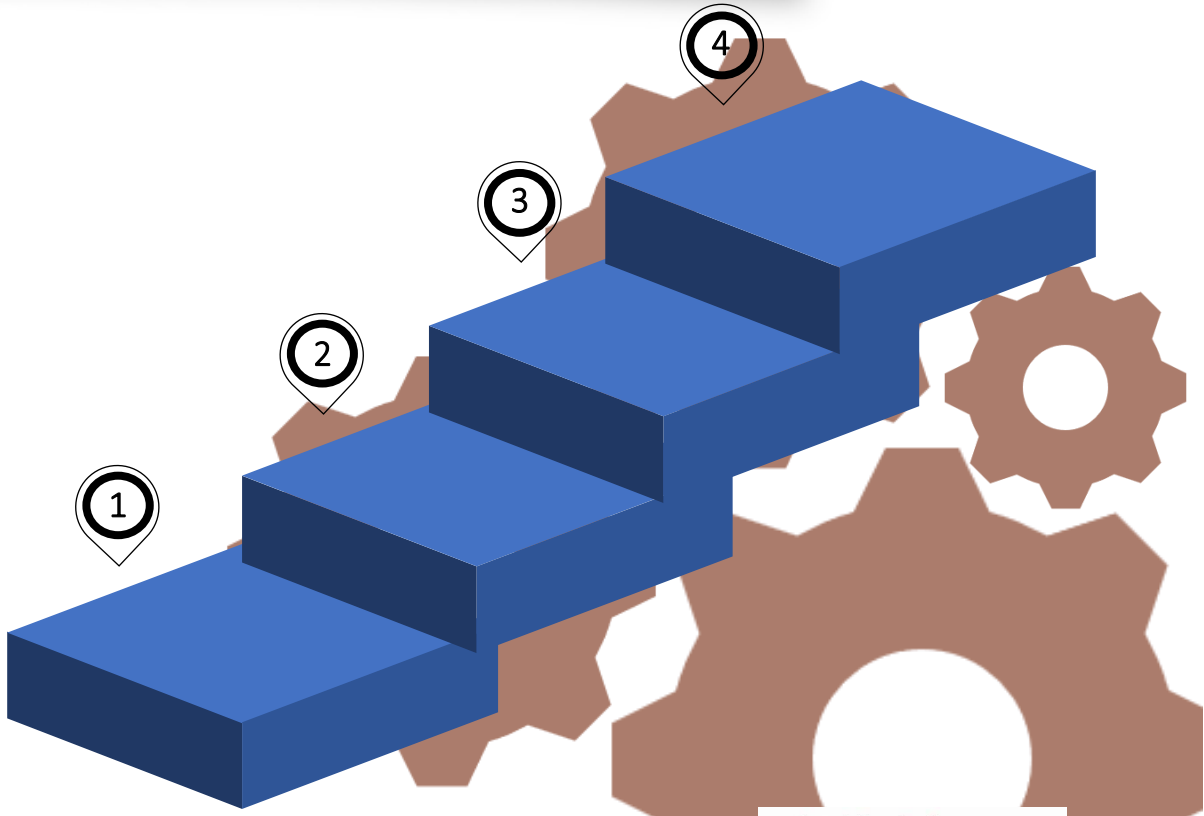
PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Steps Toward Employment

- Exploratory Experiences
- Job Shadows
- Internships (Paid or Unpaid)
- Competitive, Integrated Employment



PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Work Partners Expansion (2017 – Present)

- Advertising Art & Design Technology
- Automotive Collision Repair Technology
- Building Construction Occupations
- Carpentry
- Culinary Arts
- Dental Technology
- Diesel Technology
- Early Childhood Education
- Electrical Occupations
- Printing Production Technology
- Horticulture
- IT Networking
- Masonry
- Painting & Decorating
- Plumbing & Heating

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Overcoming Challenges to Achieve Success

Initial Challenges

- Implementing a new initiative into already successful program areas
- Learning agency language & state/federal mandates
- Developing realistic goals and timelines
- Parental Involvement & Buy-In
- Transportation

Success

- 67 students permanently employed
- 20 students temporarily employed
- 109 Paid Internships
- 47 Unpaid Internships
- 29 Job Shadows

Berks Career & Technology Center

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

RC Youse
School-to-Work Coordinator
Berks Career & Technology Center
610-987-6201 ext. 3551
rcyouse@berkscareer.com

Berks Career & Technology Center
www.berkscareer.com

Contact Information – BCTC & Work Partners

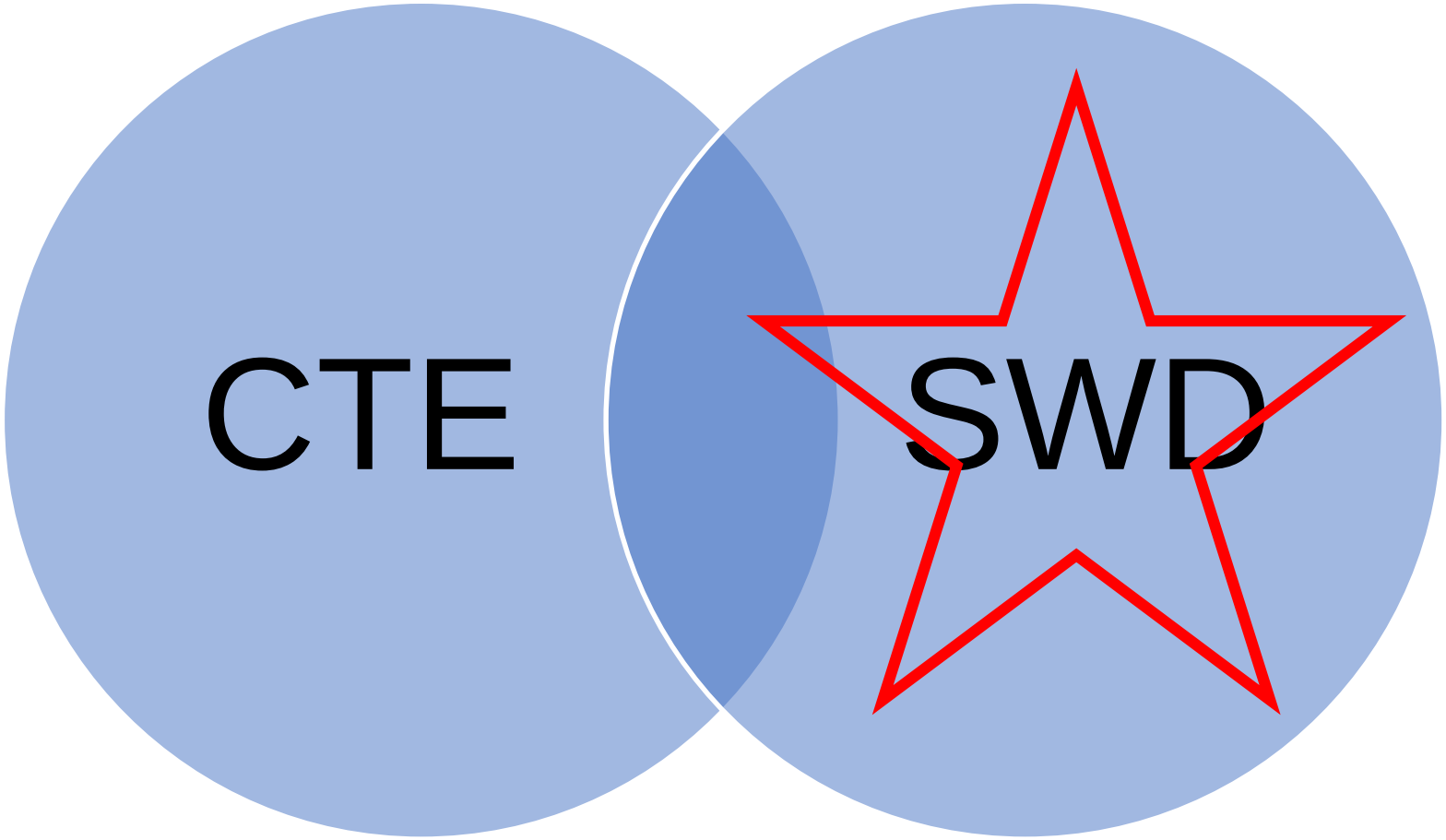
Importance of Agency Partnerships and the Potential Regarding Post-School Outcomes

Allison R. Fleming, PhD, CRC
Pennsylvania State University
University Park, PA
apf5208@psu.edu

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE



M. Harvey, 2019

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

WIOA and Updates to Workforce Legislation

- Mandates for transition collaboration between educational entities, and adult agencies have existed since early 90s legislation (IDEA)
  - Work study programs (60s), Career Education movement (70s), Transition movement (80-90s)
- WIOA as a major update to Workforce Legislation (2014)
  - Effort to strengthen the workforce system and to help Americans, including those with significant barriers to work, access high quality jobs (U.S. Department of Labor, 2019).
  - Included specific funding and service enhancements for transition-youth with disabilities = Pre-Employment Transition Services or Pre-ETS.
  - Mandate to increase collaboration between schools and adult service agencies

Defining Students with Disabilities

- Age Requirements- vary by state, defined by IDEA and state regulations, and not older than 21 (except if defined as older by state)
- Is a person with a disability, as defined by section 504
- Is in an educational program
- Is eligible for, or receiving, special education or related services

What are Pre-ETS?

- **Required:** general job exploration counseling, work-based learning experiences, counseling on opportunities for comprehensive transition or post-secondary education programs, workplace readiness training, and instruction in self-advocacy

- **Authorized:** independent living and increased integration into community and work settings, develop and improve strategies for supporting post-secondary education and competitive employment, training for VR counselors and school staff, information dissemination, model transition programs, and establish/develop multistate partnerships with key collaborative partners (Workforce Innovation and Technical Assistance Center [WINTAC], 2016a).

Role of State VR Agencies in Transition

- Must provide Pre-ETS to students who are eligible for VR, as well as anyone who is *potentially eligible*.
- Must reserve 15% of service budget for pre-ETS services
- Accountability for implementation of Pre-ETS and expenditure of funds will be monitored by the Rehabilitation Services Administration

- What does this look like?
  - VR counselors spending more time in schools.
  - Expanded services for students with disabilities.
  - Emerging models of serving students.

(RSA; WINTAC, 2016b)

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

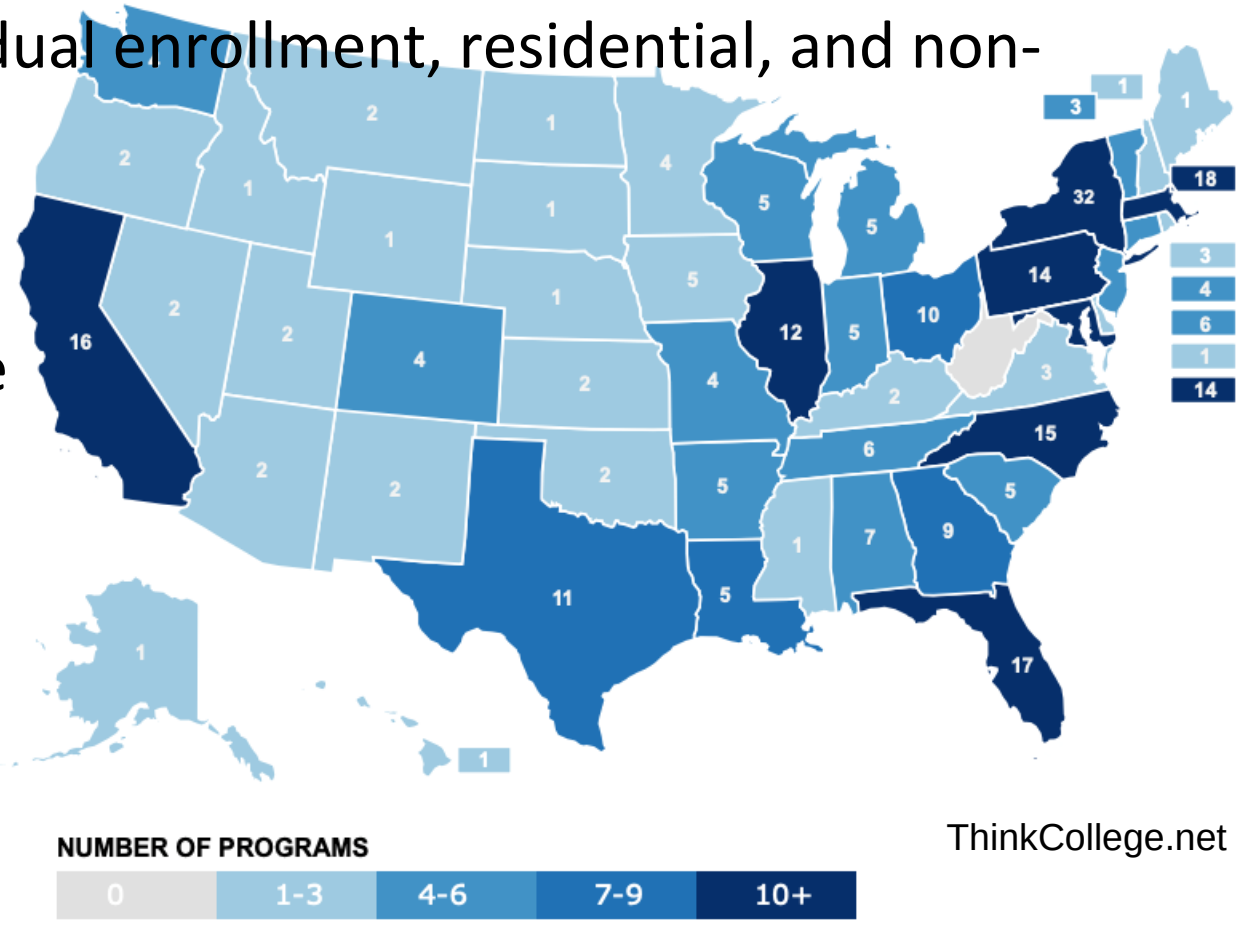
Adult Services Intellectual/Developmental Disability

- Administered at the state / county level
- Shift to “Employment First” policies, away from facility based or non-work activities
- WIOA significantly reduced use of sub-minimum wage

- Medicaid Home and Community-Based Services (waiver programs)
  - Person/Family Directed Support Waiver (Pennsylvania Example)
- Supported Employment
- Integrated Post-Secondary Education programs

Post-Secondary Education Programs

- 280 Programs Nationwide- mix of dual enrollment, residential, and non-residential
- Approx 5,300 Students
  - Think College, 2018
- Graduates report employment rate of about 60%, compared to 17% employment rate of individuals with DD nationwide
- Graduates also pursue additional post-secondary education



PennState College of Education

NTACT National Technical Assistance Center on Transition

ACTE and Technical Education

Example- WorkLink at Penn State

- Two-year certificate program integrated employment
- 12 credits per semester, 50% integrated
- One semester internship on or off-campus
- Supported by faculty (instructors, advisors), and peers as tutors and social mentors
- Learning personal responsibility, increased independence, employment skills, professionalism, social skills, and personal wellness
- Collaboration with families, VR, and County DD services and supports
- Visit us! www.sites.psu.edu/worklink/

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Resources

- Workforce Innovation Technical Assistance Center – Understanding Pre-Employment Transition Services
- Think College – Standards, listings, and resources for post-secondary education programs for students with intellectual disabilities
- Medicaid Home and Community Based Services- information on the program's intent, resources for states
- National Data on Employment Services and Outcomes Through 2016- Institute for Community Inclusion

Great Oaks Career Campuses

Moving Towards Best Practices

Nancy Mulvey, Director of Student Services
mulveyn@greatoaks.com, 513.612.3608

PennState College of Education

NTACT National Technical Assistance Center on Transition

Great Oaks Career Campuses Diamond • Laurel • Live • Scarlet

Association for Career and Technical Education ACTE

Great Oaks Career Campuses

2019-20, 603 students, 22% of our students are identified as special education students.

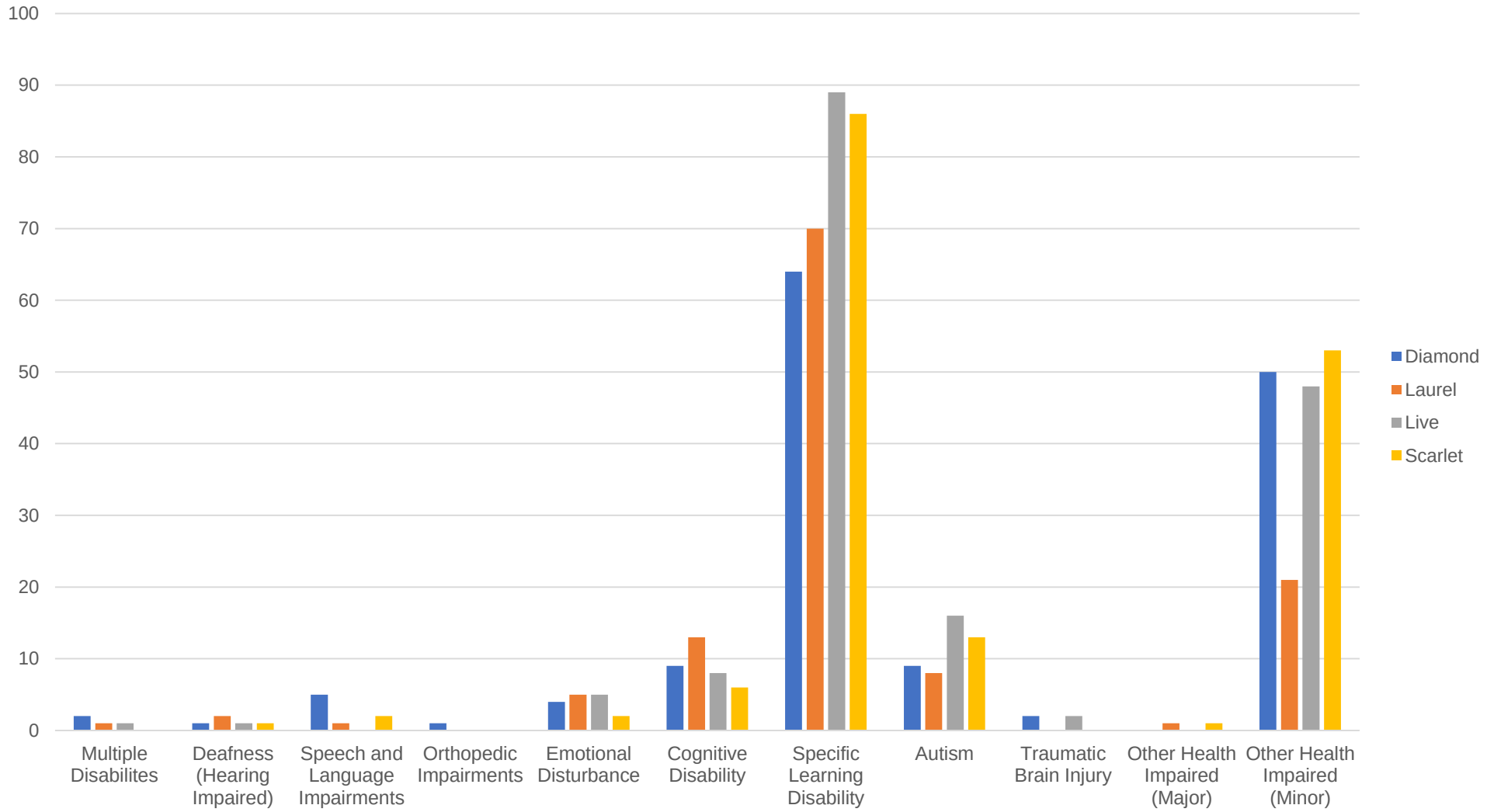
Great Oaks CAREER CAMPUSES
Diamond • Laurel • Live • Scarlet

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

2019-20 Great Oaks Career Campuses
603 Students with Disabilities



PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Timeline

2016-17-Self Audit

2017-18- Intervention Specialist Model vs. Special Needs Coordinator

2018-19- Selective Review- Laurel Oaks

2019-20 Follow Up from the Selective Review

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

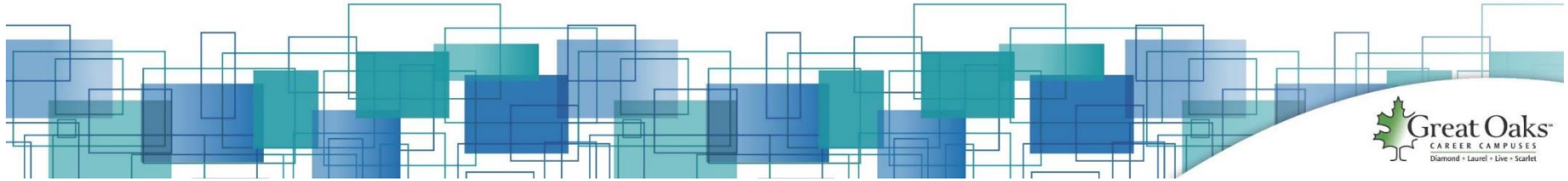
2016-17 School Year

Challenges:

- Resist to change
- Not broken why change
- Veteran staff

Success:

- Started the conversation
- Support from affiliated schools
- Essential Skills
- New application process



PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

2017-18 School Year

Challenges:

- OEC Complaint
- SDI
- Communicating with affiliated schools
- Educating staff on new delivery
- ETR's

Success:

- Hired 9 Intervention Specialist
- Essential Skills
- Presentation to Affiliated Schools

Great Oaks CAREER CAMPUSES Diamond • Laurel • Live • Scarlet

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

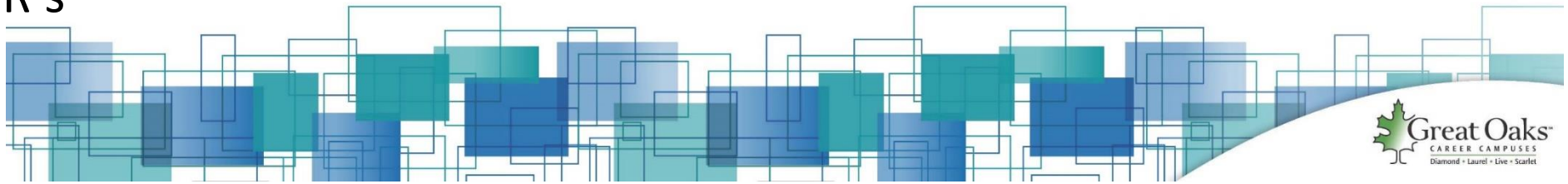
2018-19 School Year

Challenges:

- Selective Review- Laurel
- OCR Complaint
- SDI
- Communicating with affiliated schools
- Educating staff on new delivery
- ETR's

Success:

- Selective Review- Laurel
- Contracted with Hamilton County ESC
- Co-Teaching



Corrective Action Plan

Challenges:

- ETR's
- Different results from different reviewers
- Training modules for all staff
- Model Policies

Success:

- Communication Plan
- Contracted with Hamilton County ESC
- District Special Ed Directors Meetings

Great Oaks CAREER CAMPUSES Diamond • Laurel • Live • Scarlet

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

2019-20 School Year

Challenges:

- Selective Review Follow Up
- ETR's
- Internal Monitoring

Success:

- Selective Review- Laurel Follow Up
- Contracted with Hamilton County ESC
- ETR Presentation to SST14
- Presentation at OCALICON

Policy Development & Practice Supports: What States Can Do

Amy Szymanski

Consultant

State Support Team Region 1/Office for Exceptional Children

Ohio Department of Education

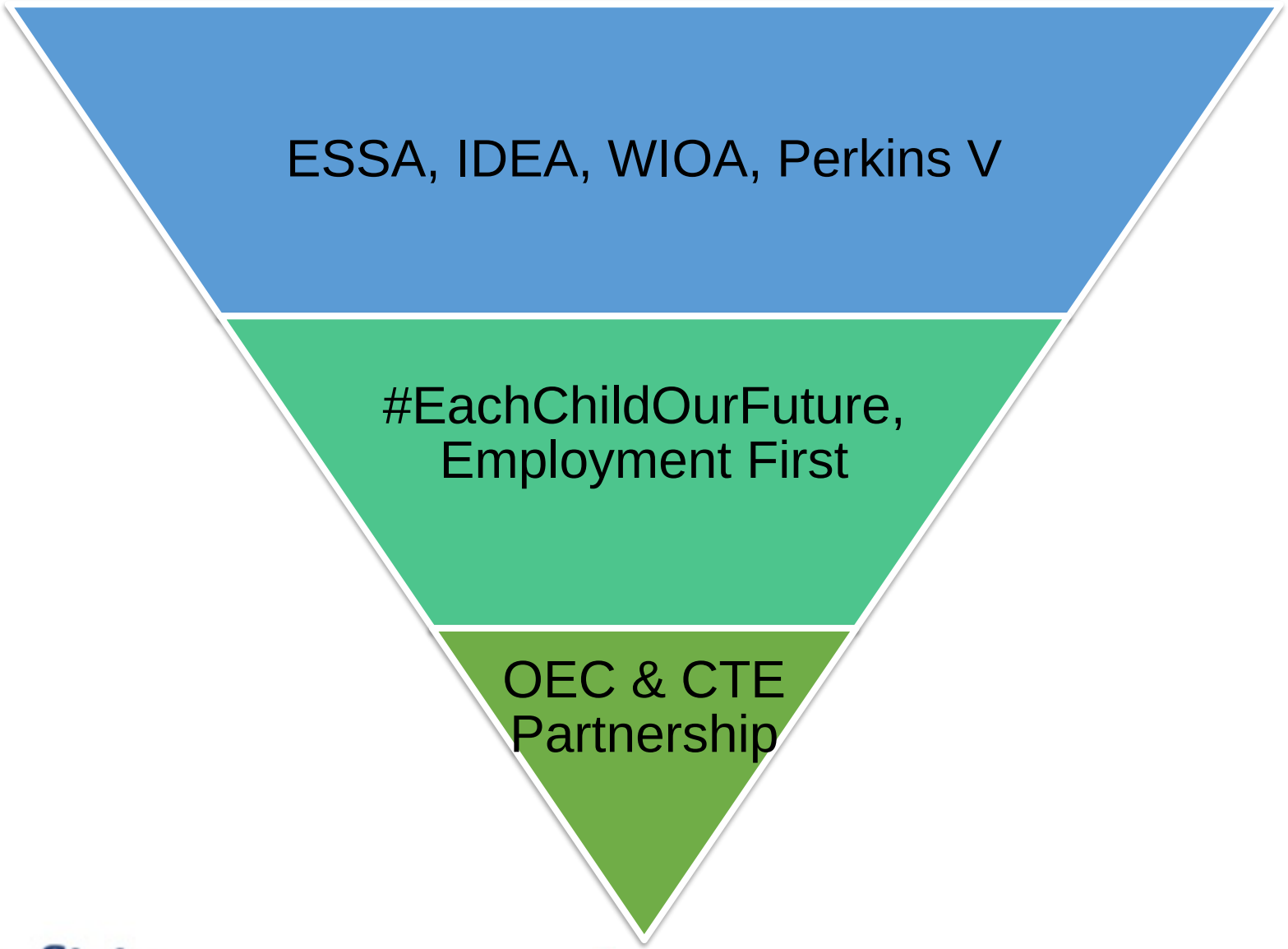
Amy.Szymanski@education.ohio.gov

419-262-6410

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE



PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Partnership Focus

The Office of Career-Technical Education and the Office for Exceptional Children collaboratively support the provision of career-technical education and special education services to improve postsecondary outcomes in competitive integrative employment, education/training, and independent living for students with disabilities.

PennState College of Education

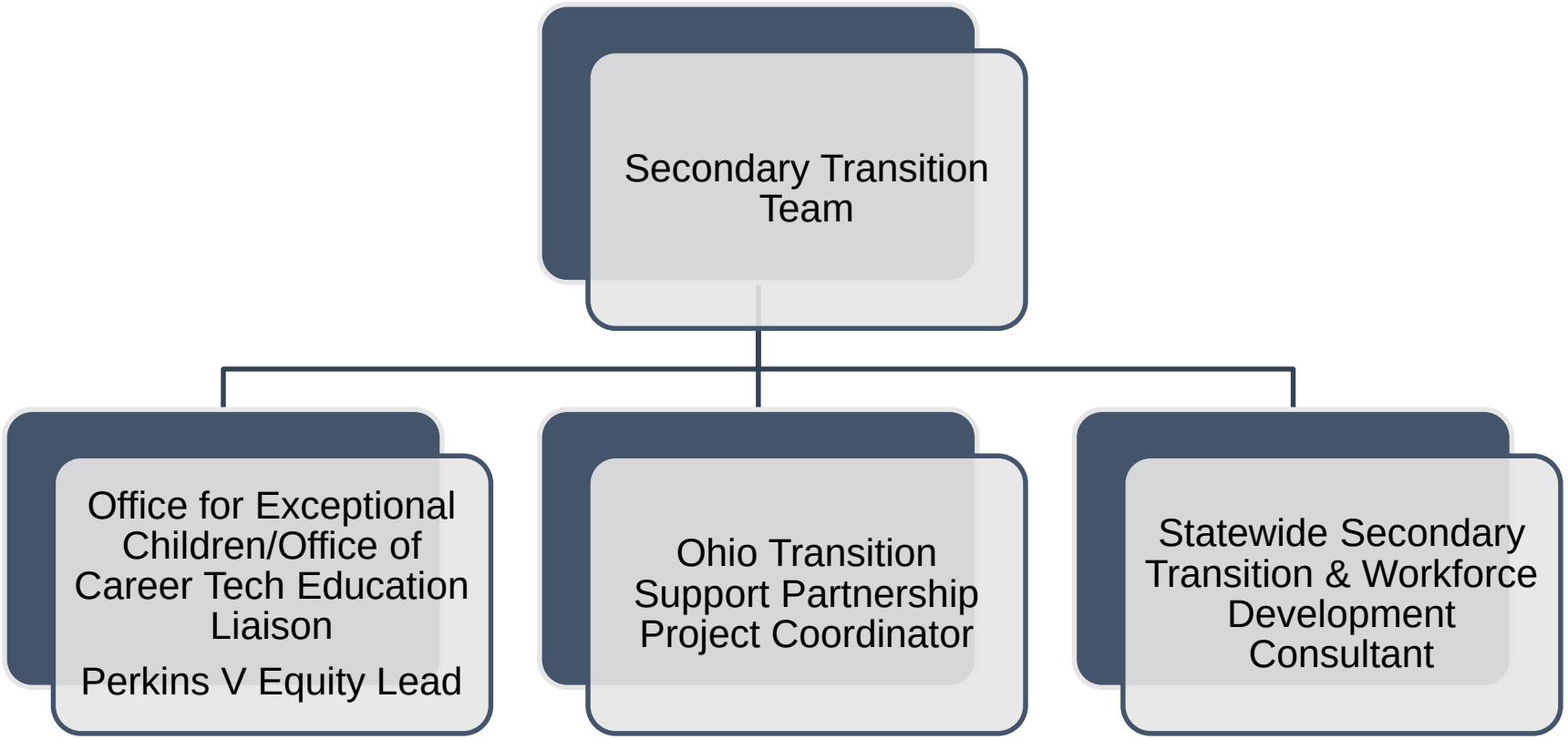
NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

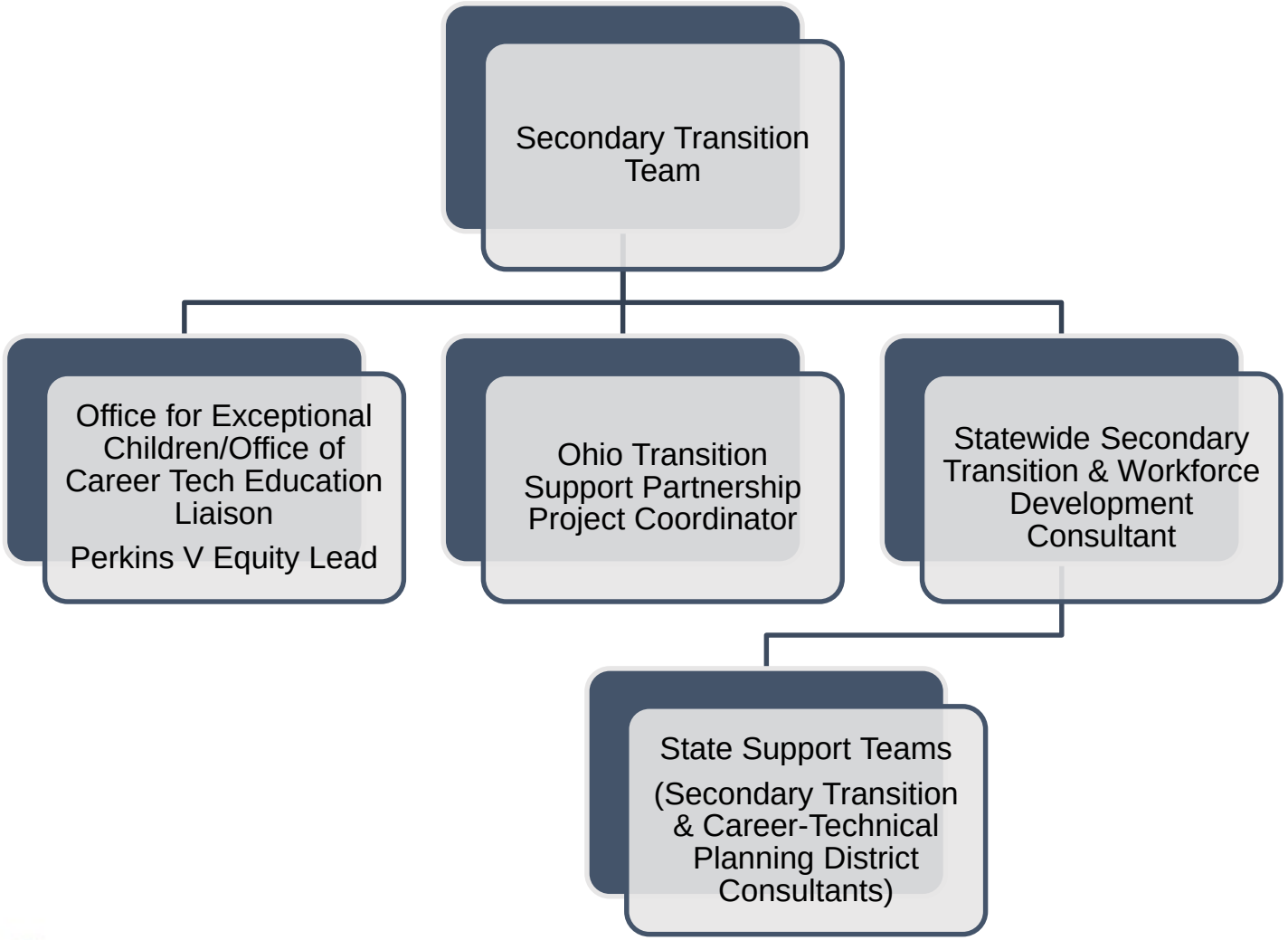
Getting Started – Back to the Basics

- SWOT Analysis
- Vocabulary
- Legislation
- Roles & Responsibilities

Building an Internal State Team



Facilitating a Regional System of Support

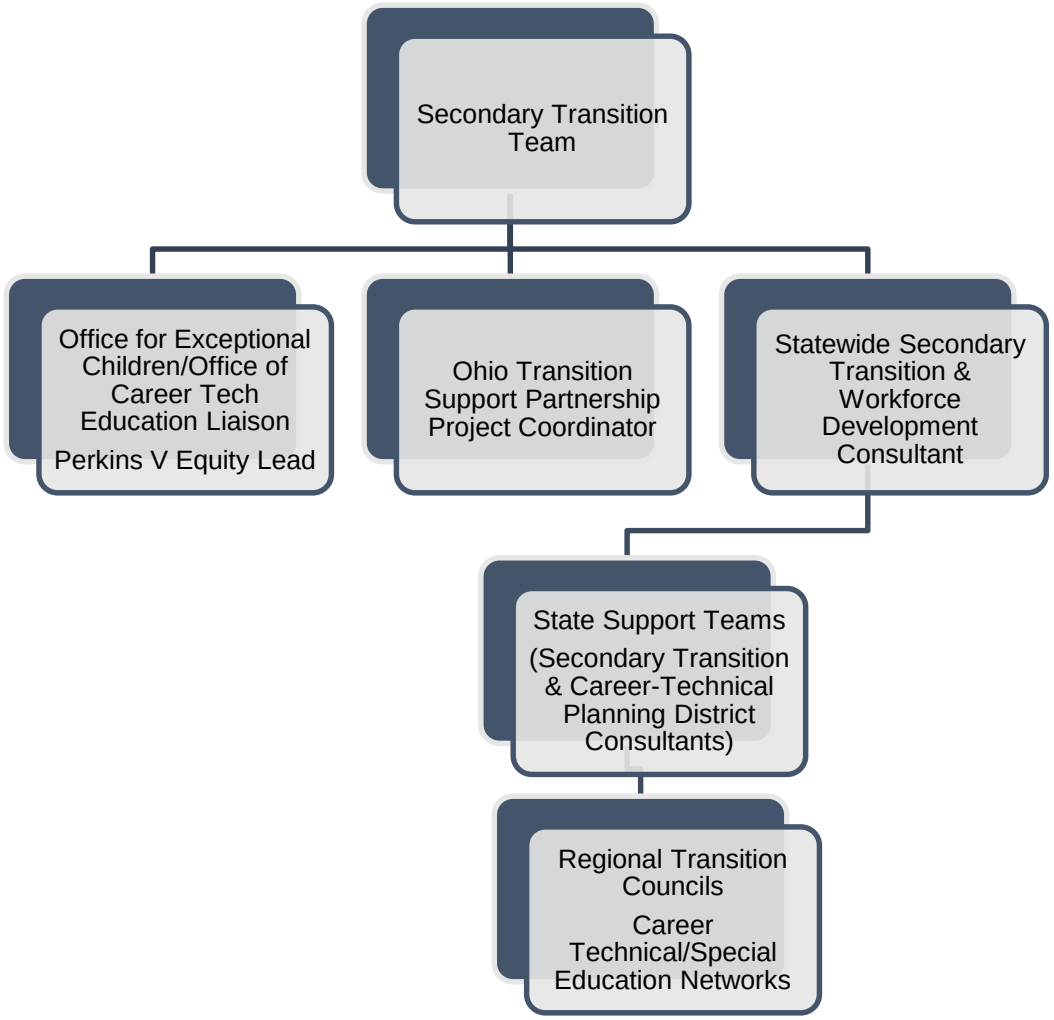


PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Facilitating a Local System of Support



PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE

Doing The Work
Policies, Programs & Practices, Partnerships

Policies

- Career Advising Policy
  - Student Success Plans
- Business Advisory Council
- Graduation Requirements
- Ohio Perkins V Transition Plan
  - Equity Labs

Programs & Practices

- New Skills for Youth - SuccessBound
  - Personalized Professional Pathways (P3) Program
- Job-Training Coordination Program
- Work-Based Learning
- Pre-Employment Transition Service Expansion
- Data Sharing Agreements
- Innovative Strategies Grants

Partnerships

- Ohio Transition Support Partnership
- Ohio Employment First Taskforce
- Ohio Interagency Council for Youth

Relationships Matter!

- Establish common ground – we all want students to succeed!
- Communicate, relate, collaborate
- Involve, prepare, empower

Time for you to ask questions…

PennState College of Education

NTACT National Technical Assistance Center on Transition

Association for Career and Technical Education ACTE