




# Parent Education Night-- Transition to Adulthood



Help Students Prepare for Workplace  
Success



# Presentation by:

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And

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- 8th grade transition for Academic Community Transition (ACT)
- 12th grade transition to post-secondary education (Certificate of Completion)
- Manage employability/transition grants

FUHSD strives to empower and inspire our students to get engaged, develop their skills, and achieve their goals.

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# Purpose

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- Provide Information
- Encourage family participation and engagement
- Partner with families to support students in their transition to adulthood

# Background

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## Workforce Innovation and Opportunity Act

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.

US Department of Labor

<https://www.doleta.gov/wioa/>

# Employment First Policy <https://www.cde.ca.gov/sp/se/st/employmentfirstpolicy.asp>

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- Preparing youth with disabilities for competitive integrated employment
  - Regular jobs with regular pay for people with disabilities the “highest priority”
- State Council on Developmental Disabilities:  
[https://scdd.ca.gov/wp-content/uploads/sites/33/2016/10/2011-Employment\\_First\\_Report-12.18.13.pdf](https://scdd.ca.gov/wp-content/uploads/sites/33/2016/10/2011-Employment_First_Report-12.18.13.pdf)

# Why Work Experience?

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Work experience has been consistently identified as the most important predictor of postschool employment success for students with disabilities, regardless of disability or intensity of special education services

# Talking Points

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- Transition in FUHSD
- WorkAbility I
- Transition Partnership Program
- Paid Internship Program
- Questions and ideas



# Transition in FUHSD

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# Transition Planning

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- Begins in preschool
- FUHSD begins the formal process in 8th grade
  - Parent Education Nights
    - Specialized Academic Instruction (November)
    - Academic Community Transition (December or January)
      - SAI transitions with Lead Resource Specialist
      - ACT transitions with SELPA Program Specialist
  - Diploma and Certificate of Completion Pathways
    - Diploma--meets course of study requirements
      - FAPE ends
    - Certificate of Completion--Academics, Community, Independence, Employment skills
      - FAPE continues until age 22

# Individual Transition Plan (ITP)

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- ITPs are **required** for students with IEPs by age 16
  - FUHSD begins in 9th grade
- ITPs help student set goals to prepare for post-high school life
  - What are the goals?
    - Education/Training
    - Employment
    - Independent Living
  - What activities support working towards the goals?

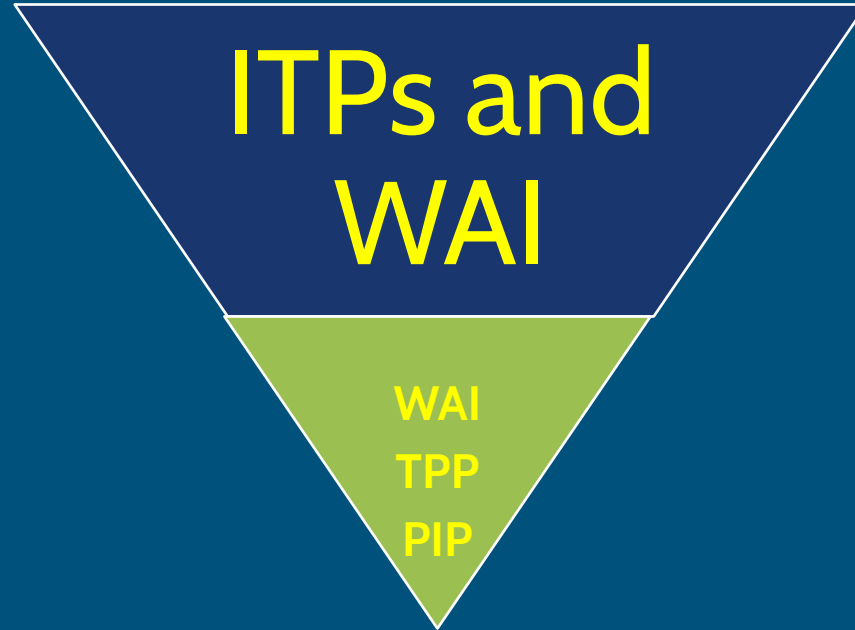
# Activities related to grants are available but not required

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- Grant activities are NOT IEP services or part of FAPE
- **WorkAbility**--all students with IEPs have access and participate in activities
  - Some students can participate in paid work experience
- **Transition Partnership Program**--some students participate and all who participate can access a paid work experience
- **Paid Internship Program**--students who are SARC clients and 18+ can participate in paid work experience

# All students with IEPs have ITPs...

- WorkAbility I: Middle school and high school
- Transition Partnership Program: high school and adult
- Paid Internship Program: 18+ and San Andreas Regional Center client



# Who supports transition activities?

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- Case managers
- Learning Skills teachers
- Training for Transition teachers
- Academic Communications
- Academic Community Transition
- Transition Specialists (each site)
- Job Developers (each site)

# On-campus businesses

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- K9 Krunchies: Dog biscuits (DO)
- CARDS (BRIDGES)
- Print Center (LHS and MVHS)
- Smoothie Shop (HHS)
- Community Garden (CHS)
- Viking Store (LHS)
- Recycling (All sites)

# WorkAbility I

All students with IEPs

Some students paid work experience

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# What is WAI?

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The WAI grant programs provide comprehensive training in work, employment placement and follow-up for middle and high school students in special education who are making the transition from school to work, independent living and post-secondary education or training. The WAI program is funded and administered by the CDE and offers special education students the opportunity to complete their secondary education while also obtaining marketable job skills for success in the modern labor market.

# WAI Activities include:

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- Learning style assessments
- Interest inventories
- Career exploration
- Self-advocacy skills
- College visits
- Portfolio development
- Interview techniques/ workshops
- College planning
- Career exploration--UNPAID
- Job shadows--UNPAID
- Volunteer work
- Resume and job application support
- Soft skills
- Up to 50 hours limited work experience training--PAID
  - 50 students throughout district

# WAI Paid Work Experience (general)

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- Program Involves:
  - Employment skills training
  - Soft skills-proper attitude and work ethic
  - Hard skills-specific skills needed on the job
- Requirements:
  - 16 years old (minimum age)
  - 2.0 GPA
  - Good attendance
  - Complete 50 hours of work (two 3hr shifts/week)
- Job coaching-to start
- Continued communication with job developer
- Match students with suitable employment opportunities

# WAI Paid Work Experience ACT and Post Secondary

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- Different criteria and individualized
  - Good attendance
  - Prior successful volunteer experience
  - Can demonstrate necessary skills prior to paid work experience
  - Can participate similarly to other employees at site
  - Cannot be at volunteering at the same site or alongside other students who are volunteering
  - Will have job coaching from paraeducator from ACT class
  - During school day
  - Appropriate workplace behavior

# Transition Partnership Program (TPP)

Some students with disabilities can  
participate



# What is TPP?

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TPP is an employment readiness program that works with high school students who have a disability prepare for life after high school by exploring careers and post secondary opportunities and getting ready to work.

- Contract between FUHSD and Department of Rehabilitation

# What is TPP?

- Student Services--16+
  - 5 Student services--support in exploring and preparing for the world of work
  - Job exploration counseling
  - Work-based learning experiences
  - Post secondary education counseling
  - Workplace readiness training
  - Instruction in self-advocacy
- Employment Services--seniors
  - Vocational Rehabilitation--students want help getting a job or working toward their career

# How do students receive services?

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- Classroom Model at each high school
  - Training for Transition
  - Academic Communications
  - Learning Skills
- Individual Service
  - Available at each high school
  - Services provided by job developers and transition specialists



# TPP funding supports:

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- Field trips related to post secondary or career exploration
- Instructional materials
- Transportation to job shadows
- Materials for student-run businesses
- Bus and train tokens/passes
- Interview clothing
- Student wages

# TPP clients can participate in paid work experience

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- Up to 100 hours
- \$15.65 per hour
- After school on weekdays and sometimes weekends
- Fingerprints, TB test, and sometimes food handlers card required

# Summer Program

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- Approx. 30 spots available
- 7-8 weeks
- 5 days/week
  - 1 day classroom instruction including guest speakers
  - 1 day field trip
  - 3 days work experience, 4 hr shift

# + Job Exploration: Field trips, job shadows and guest speakers

Past Experiences Include:

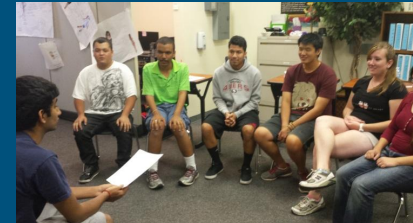
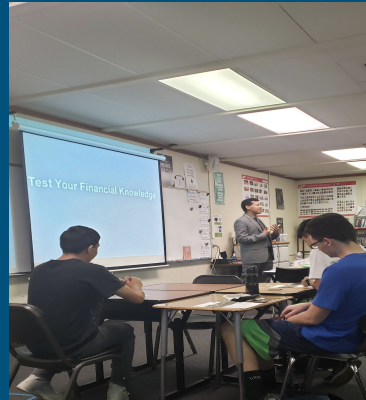
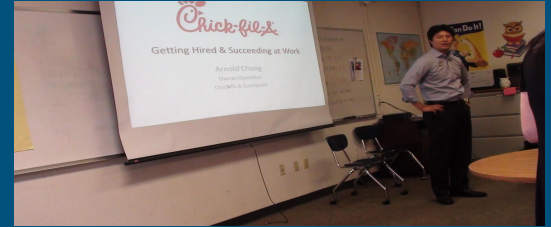
- Aviation Institute of Maintenance
- Dept of Rehabilitation
- Palo Alto VA
- Sunnyvale Fire Dept
- UFC Gym
- NW YMCA
- Crunch Fitness
- Yahoo! Media
- Barracuda
- TownePlace Suites
- Applied Materials
- Santa Clara County Sheriff
- Martin Luther King Library
- VTA
- Wells Fargo





# Workplace Readiness & Self-Advocacy Training

- Job and community safety
- Money management
- Employee rights
- Job expectations
- Self-advocacy
- Disability disclosure
- Accommodations
- Social media
- Interviewing



# + Postsecondary Counseling: College and Training Program Visits/Speakers

- Aviation Institute of Maintenance
- EJATC 332 (Electrician Union)
- Year Up
- Paul Mitchell
- Mission College
- San Jose City College
- San Jose State
- West Valley College
- De Anza College
- Foothill College
- SVCTE
- De Anza - Auto Tech
- Job Train
- Job Corp
- Conservation Corp
- Pipes Trade Training
- Manufacturing Day



San José State University  
**WRITING CENTER**





# + Work-Based Learning Experiences

- Early Horizons
- YMCA
- UFC Gym
- Crunch Fitness
- Pizza My Heart
- Goodwill
- Bright Beginnings Preschool
- First Auto
- Howard's Shoe Store
- TJ Maxx
- HomeGoods
- Smart and Final
- 49ers Fit
- PETCO
- FUHSD Adult School
- Homestead Bowl
- America's Tire
- Sunnyvale Martial Arts



# Paid Internship Program

18+ and SARC Clients





# What is CIE?

Competitive Integrated Employment (CIE), real work for real pay is the gold standard of transition outcomes for students with disabilities.

- The work should align with the post-school employment goals of the student and is the desired transition outcome for all students with disabilities who choose to work, regardless of disability or needed accommodations or support.
- CIE should be a realistic and desirable expectation for all students.

# What is the PIP?

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Paid Internship Program (PIP) is a vendor-coordinated job development and placement which helps to build social and vocational skills through job exploration in an integrated and competitive environment the individual may not have previously been able to access, in order to prepare for and lead to permanent competitive employment. The internship uses state funds to defer the employer's expenses of paying the individual while an adult day program or supported employment vendor receives funding through the individual program plan for job coaching.

# New to FUHSD

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- FUHSD is now a vendor for this opportunity
- Students can be paid up to \$10,400 per year
- Jobs are developed to be geared toward student interest
- The scope of work and pay must be similar to others in the same role
- End goal is direct hire

# Future Parent Information Sessions and Resource Night

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- 8th grade parent night--(SAI)--late November
- 8th grade parent night--(ACT)--December or January
- Community Resource Night--Spring
- SELPA Program Specialist--facilitates mod/severe transitions
- Lead Resource Specialist--facilitates SAI transitions

# Questions??

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Thank you!

