



**Office for People With
Developmental Disabilities**

OPWDD Employment Training Program and Services for Students in Transition

Overview of ETP for Students

- Established in 1980
- Administered statewide by OPWDD
- Designed to assist qualified students gain work experience while still in school
- Student is paid for the hours they work to build skills and prepare them for competitive employment



Why Collaborate with ETP?

- Students that are currently working in the community can now be paid for their hours
- ETP can help with the transition of those students to identify post-grad services
- Students will gain meaningful work experience during their high school career
- Students will help build their resume for competitive employment after graduation



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How Can Students Participate?

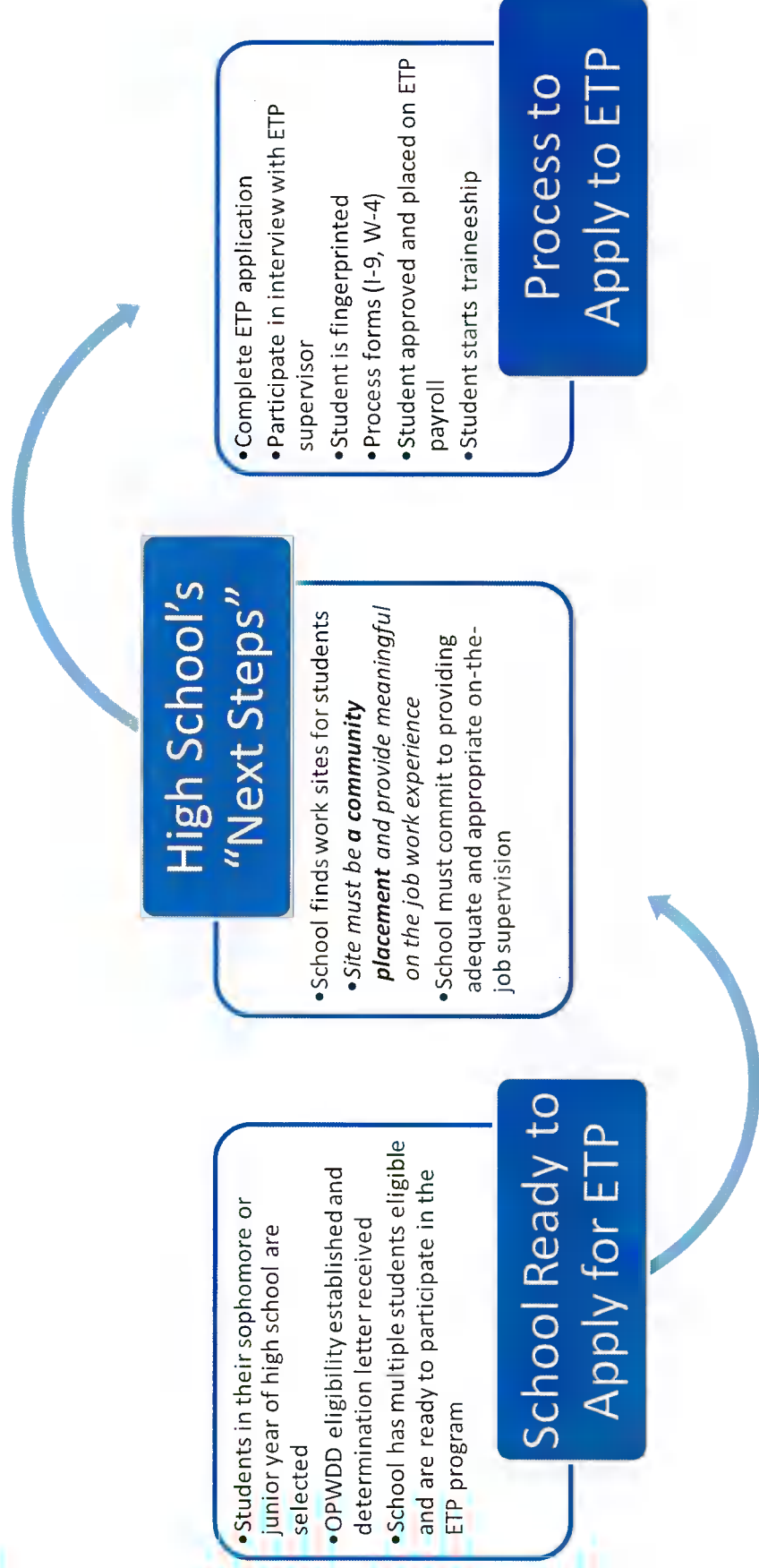
- School must have students with OPWDD eligibility or have established eligibility for students in the past
- School must have a transition program that is currently offering community placements
- Teachers and Teacher Assistants must be able to support students in the community
- School needs to have a good relationship with community businesses



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ETP Process for Students



How to Incentivize Students to Stay in School

Progressive Employment Plan

9th Grade:

Career Exploration
Job Readiness
Job Shadowing

10th Grade:

In School Work Experience (customer service, cash register etc...)

11th and 12th Grades (or last 2 years in school):

Work and be paid while still attending school



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Pathway to Employment

Description/Purpose:

- Pathway to Employment is a time limited service designed to **develop a Career and Vocational Plan**. The purpose of this service is to discover the individual's strengths, abilities, social skills and desired careers. Through vocational experiences, the individual can determine the occupations most aligned with their skills or determine what skill development is needed for their desired job.



Community Prevocational Services

May Include:

- Following directions
- Attending to tasks
- Multi-tasking
- Problem-solving
- Work safely
- Understanding the work culture
- Being flexible
- Development of social and natural supports
- Learning about various job requirements
- Travel training
- Experience a variety of employment and/or volunteer options within the community



Community Based PreVocational Services

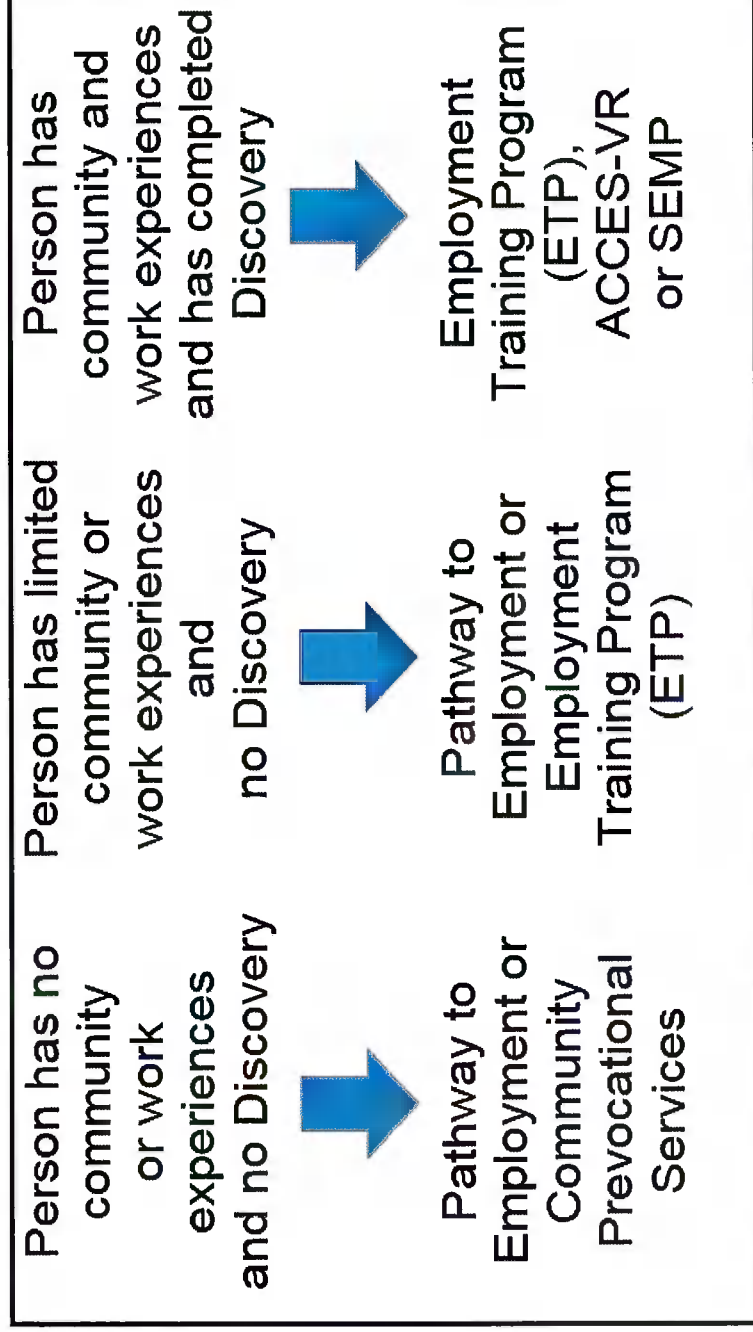
Description/Purpose:

- Provide community vocational experiences and social skill development to enhance an individual's employability. Community Based Pre Vocational services prepare an individual for employment, fosters independence to the greatest extent possible, and develops a career and vocational plan that informs decisions about the needed services.

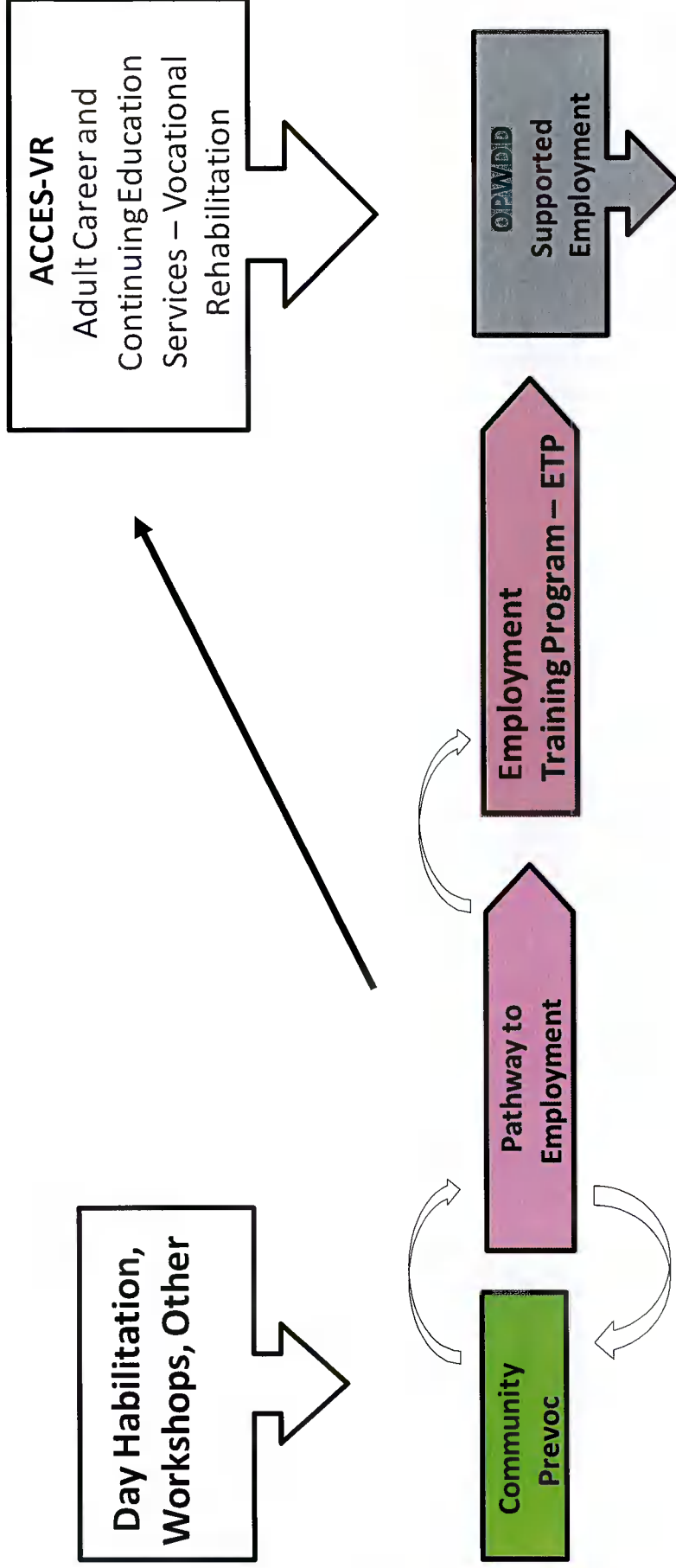


Which Services Fit the Person's Skills, Experience and Support Needs?

OPWDD Career and Employment Services Options



CONTINUUM OF VOCATIONAL SERVICES



Overview of Employment Services After High School

Community Pre-Voc	Pathway to Employment	Employment Training Program (ETP)	Supported Employment (SEMP)
Prepares people for paid employment or meaningful activities in 2 years or more	Prepares people for paid work approximately 1 year	Discovery, job development and Intensive SEMP Services - 1 year or less	Job Coaching, Job Development and Supports on a Job
Discovery, community work experiences, volunteer opportunities and career planning	Discovery, community work experiences, and develop a vocational goal	Internship opportunity at a community business	Community based, competitive, integrated employment
Unpaid/ Volunteer Work Experiences	Unpaid/ Volunteer Experiences	Wages paid by OPWDD until business hires	Paid by business at minimum wage or higher

Supported Employment (SEMP)

Description/Purpose:

- Develop employment opportunities that match the individuals unique skills and abilities and provide job coaching to support the person on the job to meet their individual needs in order to maintain competitive employment in the community.



Employment Training Program

Description/Purpose:

- ETP offers individuals who are have experienced challenges in finding employment for an opportunity to gain experience with an employer willing to hire them after a successful internship. OPWDD will pay the wages for a period of time with the expectation that the employer will then hire the person. The purpose of this program is to increase employment for individuals who have significant challenges by customizing the jobs and allowing the person to demonstrate their value to the employer.



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