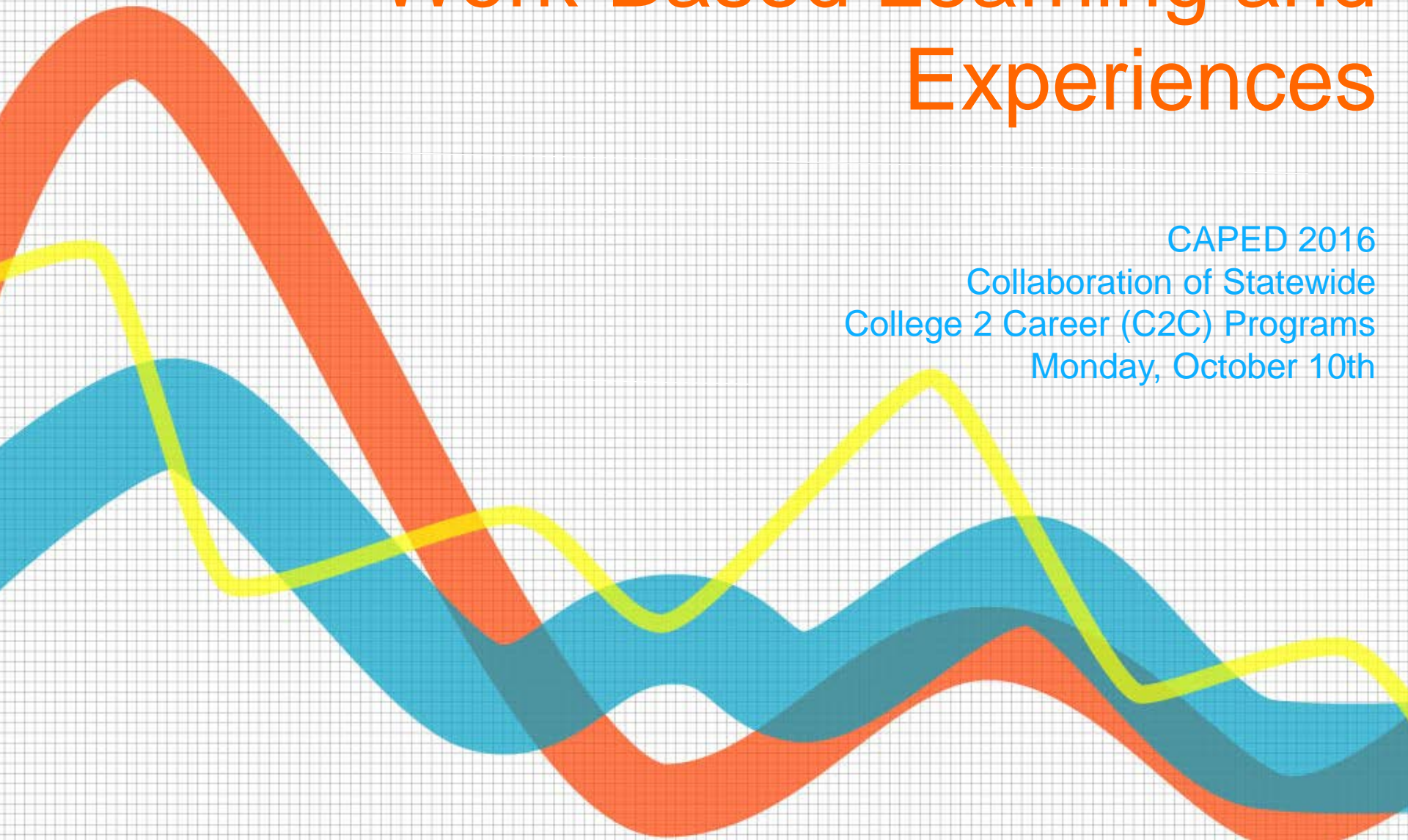


Career Preparation through Work-Based Learning and Experiences

CAPED 2016
Collaboration of Statewide
College 2 Career (C2C) Programs
Monday, October 10th



PRESENTERS

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Today We Will Discuss...

- 1) Federal regulations related to PSE and workforce preparation (WIOA, 2014; CMS Rule)
- 2) Guidelines for new state policy on Paid Internship Programs & Competitive Employment Incentive Payments (ABX2 1)
- 3) Work-based learning curriculum
- 4) Strategies for developing work experiences and internships on and off campus
- 5) Effective uses of On-the-Job Training



Goal of College to Career

- Students with intellectual disabilities (DDL) attend local college and avail themselves of a quality inclusive higher education focused on employment

- Employment

REAL JOBS FOR REAL WAGES in a career area of the student's choice

- Successful case closure into employment



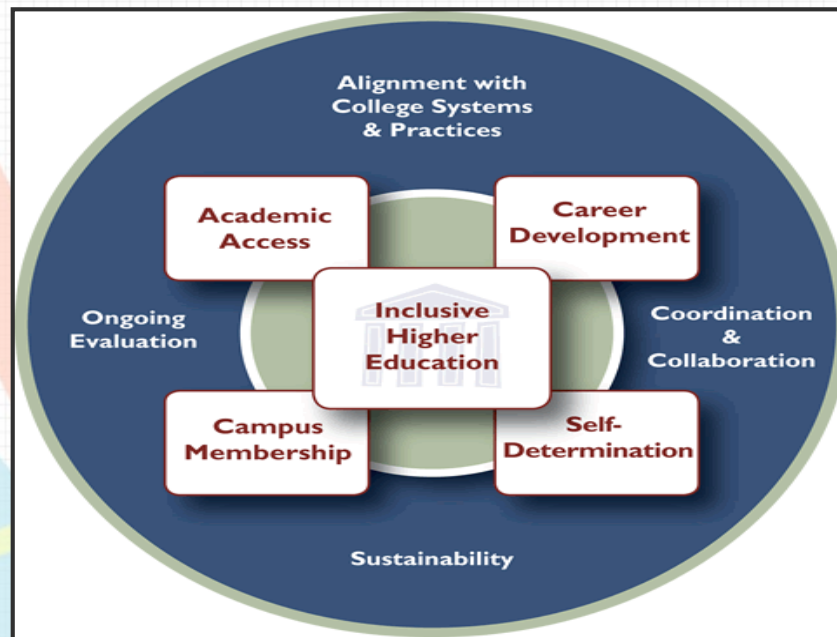
Program Development and Funding

- College to Career (C2C) programs are part of a VR funded initiative developed in FY 2010-2011 in collaboration with the California Community Colleges' Chancellor's Office
- VR funded 5 CCCs at \$250,000/yr. for 3 years, no match
- Source of Funds for DOR- repurposing of existing funds
- Students required to be clients of both DOR and DDS system
- VR recently funded 3 additional CCCs

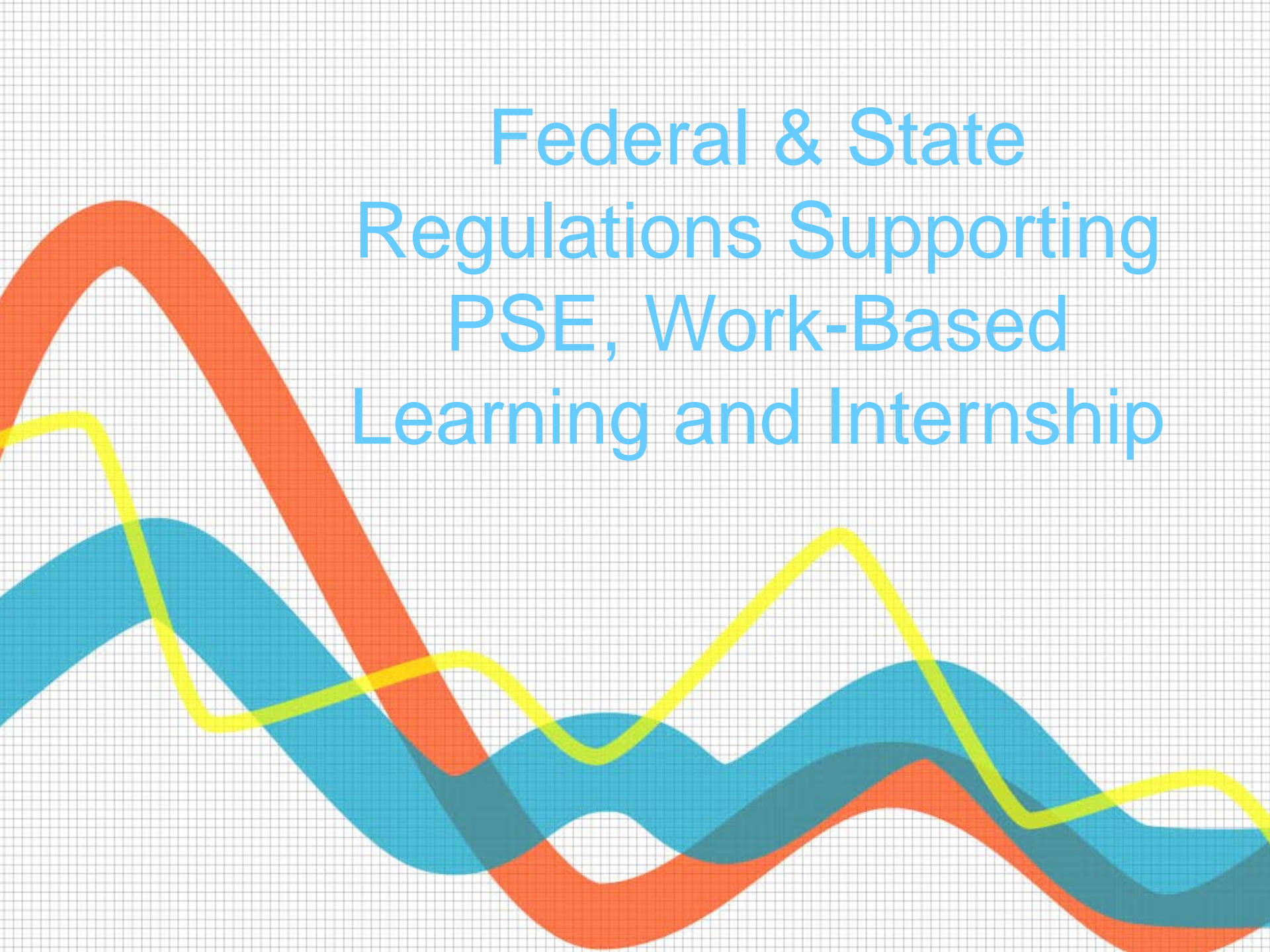
College to Career (C2C) Programs

- 
- **College of Alameda**
 - **Fresno City College**
 - **North Orange Community College District**
 - **Sacramento City College**
 - **San Diego Community College District**
 - **Santa Rosa Jr. College**
 - **Shasta College**
 - **West Los Angeles College**

Standards Based Conceptual Framework



<http://www.thinkcollege.net/>

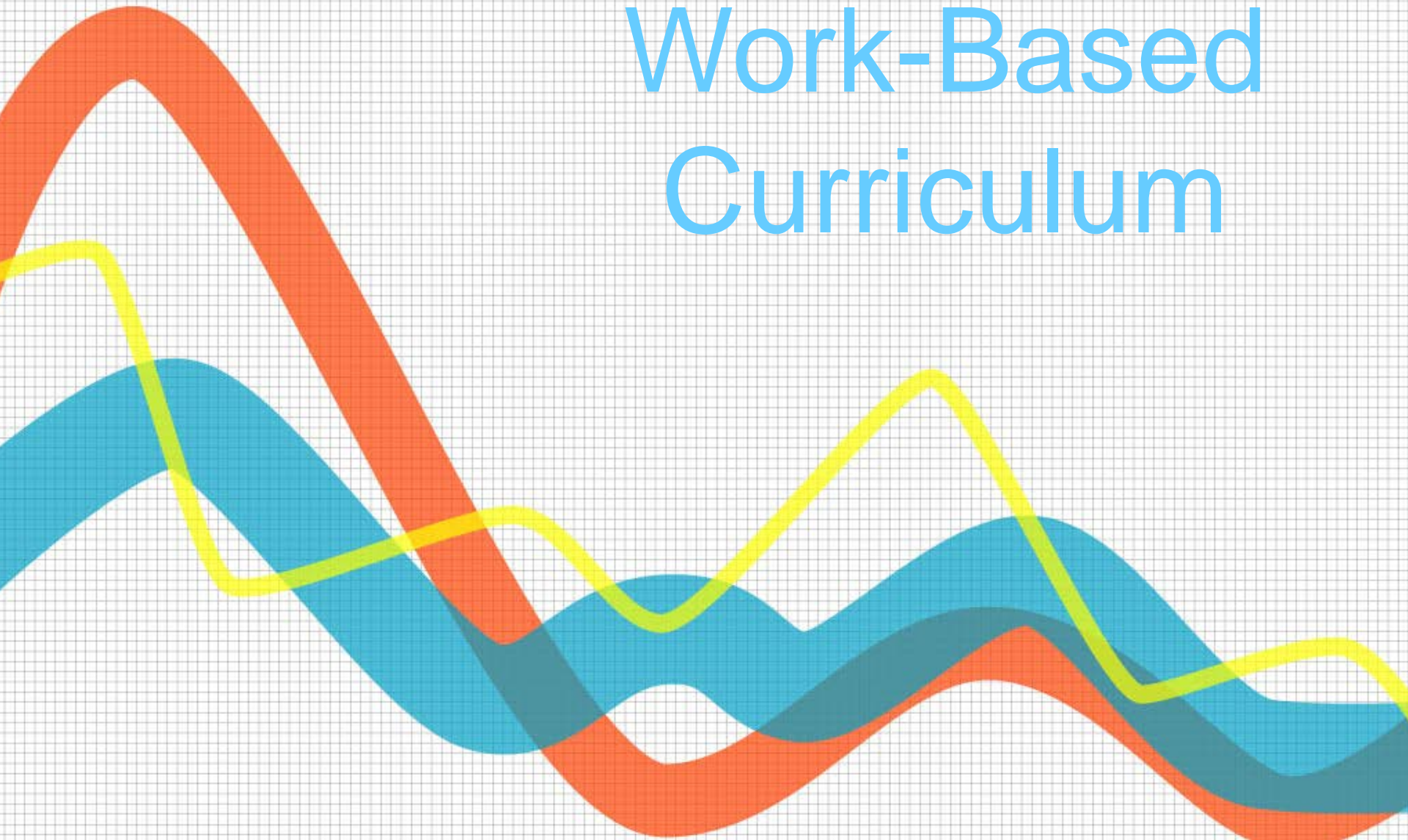


Federal & State Regulations Supporting PSE, Work-Based Learning and Internship

Implications of Recent Federal and State Law for Individuals with IDD

- Workforce Innovation and Opportunities Act (2014)
- Paid Internship Program (ABX2 1; 2016)
- Competitive Employment Incentive
- Payments (ABX2 1; 2016)
- CMS Rule (2014)

Work-Based Curriculum



Education: The Heart of C2C Programs

- Based in research
- Curriculum Pathway
- Goals for each year
- Career Education
- Basic Skill Education

YEAR 1	Fall	Spring	Summer (optional)
	Courses: <ul style="list-style-type: none"> DRD 391-Campus and Community Resources DRD 370.1A-College & Career Prep 1 APE 110- Adapted Functional Movement DRD 784-Assistive Technology Other Program Activities: <ul style="list-style-type: none"> One individual weekly campus activity Regular meetings with C2C staff 	Classes: <ul style="list-style-type: none"> DRD 363-Career Development DRD 370.1B- College & Career Prep 2 PE/Adapted PE Basic Skills and/or Career Technical Education (CTE) classes Other Program Activities: <ul style="list-style-type: none"> Participation in four campus activities Regular meetings with C2C staff Assistive Technology training (optional, as needed) 	<ul style="list-style-type: none"> Work Experience Volunteer work Short courses related to employment goal
	By the completion of year one students will have: <ul style="list-style-type: none"> Identified a career and job options based on their interests, abilities, strengths and limitations Learned to access campus supports such as DRD, tutoring, C2C support lab, and other student services 		
YEAR 2	Fall	Spring	Summer (optional)
	Courses: <ul style="list-style-type: none"> DRD 390.2-Effective Communication Skills DRD 370.2A Career Development & Work Experience 1 Basic skills and/ or CTE courses Work Experience Other Program Activities: <ul style="list-style-type: none"> Participation in four campus activities Regular meetings with C2C staff Assistive Technology training (optional, as needed) 	Courses: <ul style="list-style-type: none"> DRD 370.2B Career Development & Work Experience 2 CTE courses Work Experience Other Program Activities: <ul style="list-style-type: none"> Participation in four campus activities Regular meetings with C2C staff Assistive Technology training (optional, as needed) 	<ul style="list-style-type: none"> Work Experience Volunteer work Short courses related to employment goal
	By the completion of year two students will have: <ul style="list-style-type: none"> Completed coursework specific to their career Obtained work experience related to their career (examples: on campus work, volunteer work, paid work) Developed advocacy skills that students will self-identify needs for support and seek out appropriate resources (examples: Vocational Skills Coaches, Disability Resources Department, Tutorial services, etc.) 		
YEAR 3	Fall	Spring	Summer
	Courses: <ul style="list-style-type: none"> DRD 370.3A Transition to Employment 1 CTE courses Work Experience Other Program Activities: <ul style="list-style-type: none"> Paid employment with program support Participation in four campus activities 	Courses: <ul style="list-style-type: none"> DRD390.3- Success at Work DRD370.3B Transition to Employment 2 CTE courses Other Program Activities: <ul style="list-style-type: none"> Paid employment with program support Participation in four campus activities 	N/A
	By the completion of year three students will have: <ul style="list-style-type: none"> Obtained competitive paid employment Identified any need for ongoing support in the workplace and have coordinated such supports with appropriate agencies/organizations 		

Outcomes of an Education Based Work Program

- Develop realistic career goals
- Develop timeline for reaching career goal
- Increased confidence, self-advocacy skills, self-determination, independence
- Learn skills specific to chosen career
- Develop professional portfolio
- Develop cache of job search and job retention skills based in PSE

Curriculum and Work Experience

- Year Two Focus
- Career Coursework (Career Technical Education)
- Work Experience
- Self-advocacy skills

Work Experience Curriculum

DRD370.2A & 2B Career Development & Work Experience 1 & 2

(1 unit each)

Student Learning Outcomes

Identify appropriate work experience opportunities and activities as related to students' individual career goals and functional limitations related to disability.

Pursue appropriate work experience opportunities and activities as related to students' individual career goals.

Work Experience Curriculum (con't)

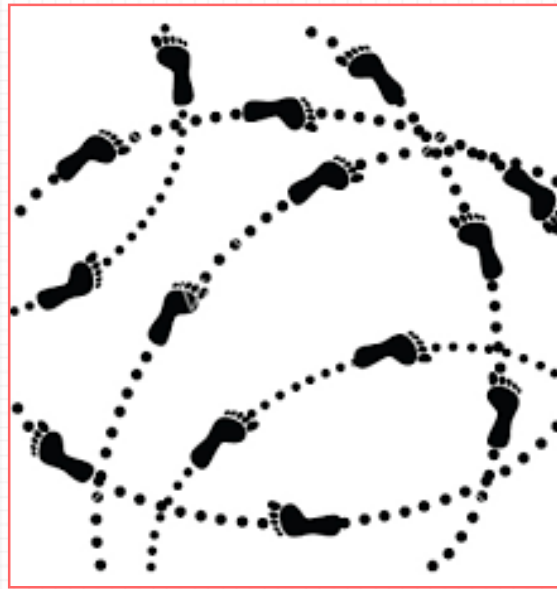
- Employment Portfolio
 - Resume
 - References
 - Cover Letter
- Employment Prep
 - Mock Interview
 - 30 second commercial
- Group discussions
 - Interview techniques
 - Soft skills
 - Strengths & Weaknesses
- Career Exploration
- **Get student volunteering during Educational phase thinking about employment**



The background of the slide features a light gray grid. Overlaid on this grid are three thick, wavy lines. The first line is orange, starting high on the left, peaking, then dipping and rising again towards the bottom right. The second line is blue, starting lower than the orange line, peaking at a different point, and then dipping. The third line is yellow, starting at a medium height, peaking early, dipping, and then rising again. The lines overlap and create a dynamic, abstract pattern.

Strategies for Developing Work Experiences & Internships

These are the Steps...



Engage Employers!

Build relationships by...

- Cold Calling
- Tour
- Meet and Greet
 - Goal is for employer to meet the student
 - Don't press employment
 - Discuss what employer is looking for
 - Anticipate Employer Concerns
 - Employer can naturally connect with student and begin carving out a position for your student
- **Maintain Relationships**
- **Build Relationships through Volunteering**



Family
Connection



Manger
Relocated



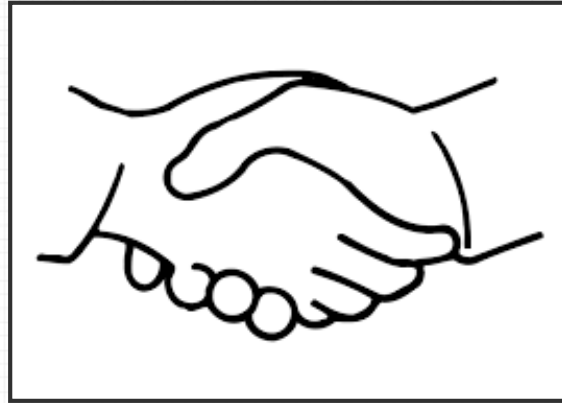
Common
Connection

Network!

- Redirect or connect to potential employers through networking within staff/job developers network of people
- Networks within student contacts
 - Family and Friends
 - Community
 - Places where student shops
 - Employers in their neighborhood



Examples of Engagement...



Sacramento Rivercats

- Your Local Sports Teams-
 - ~Baseball, Soccer, Basketball, etc.
- Meeting with their HR director/hiring manager to share about program
 - ~Entry level jobs-parking, ticketing, merchandise, food service, janitorial
- Seasonal, year long, paid, unpaid.
- What students learn...
- What we have learned....

Positive Options- Foster Care Agency

- Connection from a staff member
- Ongoing internships offered to our students:
 - ~Clerical
 - ~Receptionist
 - ~Childcare
- What students learn...
- What we have learned...



Schools, Child Care Centers, Preschools

- Teacher's Aide positions
- Summer internships
- Special Education classes
- What students learn...
- What we have learned...



Engaging Your District!


- What we discovered at SDCCD...
 - ✓ 12th largest employer
 - ✓ Few work experience opportunities on campus
 - ✓ Relationship-building and partnership with district departments is necessary
 - ✓ District temporary employment opportunity could lead to CIE!



Expanding our Relationship with DOR

- DOR & SDCCD development of...
 - ✓ 20 Work Experiences up to 100 hours each fiscal year
 - ✓ Wages reimbursed by DOR
 - ✓ SDCCD becomes employer of record
 - ✓ Renew every year with board & DOR approval
 - ✓ Positions throughout the district

Work Experiences Opportunities

- 
- Athletic Equipment Assistant
 - Broadcast Operations Assistant
 - Food Service Assistant I & II
 - Grounds Assistant
 - Instructional Aide/Tutor
 - Delivery Assistant
 - **Office Assistant I**
 - **Receiving Assistant I**
 - Stock Assistant
 - Student Services Clerk
 - Teacher Prep-Aide
 - **Temporary Cashier I & II**
 - Theater Assistant
 - Concessionaire
 - Delivery Assistant

Another Option...

On-the-Job Training

- Incentive for employers to hire students
- Assists employer with expenses related to hiring the individual
- Training funds to the employer
- Amount of OJT is negotiated between DOR and employer (up to \$1500 with exceptions for more).



Johnny – Miramar Bookstore



- High School Diploma Program student at San Diego Continuing Education
- No prior work experience
- Temporary Cashier I
- Completing 100 hours of Work Experience



From Start to Finish... Story of Success!

	Classes Taken	Volunteer/ Internship	Paid Employment
<p>ECE</p> <p>Early Child Development Student</p>	<ul style="list-style-type: none"> • Principles & Practices • Early Childhood Dev • Child Health and Safety • Intro to Curriculum • Children with Special Needs • Family Community Relationships • Program Creative Experience 	<p>Little Minds Preschool</p> <p>Certificate:</p> <ul style="list-style-type: none"> • Early Childhood Education Certificate • CPR/First Aid Certification 	<p>After Volunteering and completing education:</p> <p>Hired on at Little Minds Preschool</p>
<p>Automotive Student</p>	<ul style="list-style-type: none"> • Automotive Fundamentals • Automotive Electrical I • Automotive Chassis & Brake Alignment • Automotive Engine Repair/Machining • Automotive Air Conditioning • Automotive Drivetrains/Transmissions 	<p>Certificates:</p> <ul style="list-style-type: none"> • Brake & Alignment Specialist • Engine Specialist • Transmission Specialist 	<p>America's Tires</p> <p>Walmart Tire & Lube-currently</p>

Final Thoughts...



Work-Based Curriculum, Learning & Internship Opportunities...

- Federal and state law paving the way for increased opportunities to access postsecondary education and to gain work experience
- Access to work-based curriculum prepares students for work experiences and internships
- Employer engagement key to developing opportunities for students
- Sources of support outside of your district can aid in developing work experience initiatives on your campus

QUESTIONS???



For More Information...

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