

Pre-Employment Transition Services Sample Activities



<p>Job Exploration Counseling</p>	<ul style="list-style-type: none"> ▪ Foster motivation about careers ▪ Introduce job opportunities ▪ Identify vocational interests (assessments for achievement, intelligence, behavior, career interests, aptitude, skills, other preferences, readiness) ▪ Discuss labor market information and in-demand jobs in local areas ▪ Chart out career pathways, setting goals, identify resources ▪ Discuss career progressions ▪ Discuss participation in vocational rehabilitation (VR) career readiness experiences and services ▪ Discuss participation Workforce Development Board career readiness experiences ▪ Discuss using networks and connections for job leads ▪ Career speakers and presenters ▪ Career clubs, career fairs, job club ▪ Knowledge of skills and qualifications needed for jobs ▪ Simulations, videos, role playing, workplace scenarios ▪ Paid or unpaid work experiences ▪ Project SEARCH high school programs ▪ Summer Programs ▪ Tech-Now, High School/High Tech programs ▪ STEM/STEAM camps
<p>Work-based learning experiences, including internships in integrated settings</p>	<ul style="list-style-type: none"> ▪ Connect school activities to employment ▪ Apprenticeships ▪ Job shadowing ▪ Virtual job shadowing ▪ Career mentorship ▪ Career competitions ▪ Informational interviews ▪ Paid/unpaid internships ▪ Practicums ▪ Service learning ▪ Student-led enterprises ▪ Paid and unpaid work experiences ▪ Volunteering ▪ Workplace tours and field trips ▪ Videos, role playing, scenarios ▪ School Work Study ▪ Project SEARCH ▪ Summer programs

	<ul style="list-style-type: none"> ▪ Tech-Now, High School/High Tech programs ▪ STEM/STEAM camps
<p>Counseling on postsecondary opportunities (e.g., college, CareerTech, military, and other education or training programs)</p>	<ul style="list-style-type: none"> ▪ Awareness of career pathway options ▪ Labor market realities and projections ▪ Discuss and document academic accommodations ▪ Advocate for needed accommodations and services ▪ Develop academic strategies and behaviors (decoding, comprehension, computation, interpretation, study skills, test taking skills, attending class, participating in class, doing homework, meeting deadlines, studying in groups v. alone, organization, time management) ▪ Build on interests, abilities, talents, needs, preferences, goals, and learning styles ▪ Assist with researching career and postsecondary options ▪ Promote participation in postsecondary education preparation classes and trainings ▪ Connect to postsecondary resources, services, and websites ▪ Promote use of self-advocacy skills ▪ Assist with application/enrollment process ▪ Identify financial aid options ▪ Take career vocational assessments ▪ Learn educational and vocational laws ▪ Identify assistive technology needs ▪ Identify admissions tests and accommodations ▪ Attend college fairs and tours ▪ Simulations, videos, role playing, scenarios ▪ Apply for VR services ▪ Provide postsecondary information to family members ▪ Access services and supports from DD/ID long-term support agencies ▪ Tech-Now, High School/High Tech programs
<p>Workplace readiness training, including social and independent living skills</p>	<ul style="list-style-type: none"> ▪ Commonly expected skills employers seek from employees ▪ Skills and behaviors necessary for any job ▪ Assist in interacting with supervisors and coworkers ▪ Instruction in how to interview, speed interviewing, mock interviews, obtaining and filling out job applications (in person, online, etc.), developing resumes, cover letters, thank you notes, resignation letters, references ▪ Reinforce importance of timeliness, communicate effectively, and act professionally ▪ Social/interpersonal (teamwork, problem solving, talking and writing, cooperation, active listening, conflict resolution, body language, empathy, manners, supporting others, respect)

	<ul style="list-style-type: none"> ▪ Knowledge of and how to access community-based services (e.g., social services, SNAP, mental health, law enforcement, emergency services, community government, social activism, church groups) ▪ Orientation and mobility skills ▪ Independent living skills (hygiene, time management, healthy lifestyle, using a cell phone, using transportation, money management, nutrition, meal planning, shopping, and preparation, laundry, making personal appointments, healthcare, child care, accessing community, knowledge of services and supports and how to access, community participation, civic responsibility, legal issues, community safety, developing friendships, appropriate dress, appropriate behavior, appropriate conversations, safe from physical or emotional harm, respect for diversity, fair and supportive practices) ▪ Financial literacy, credit, identity theft ▪ Job seeking skills ▪ Self-management ▪ Simulations, videos, role playing, scenarios ▪ Paid and unpaid work experiences ▪ Project SEARCH ▪ Summer programs ▪ Tech-Now, High School/High Tech programs
<p>Instruction in self-advocacy, may include peer mentoring</p>	<ul style="list-style-type: none"> ▪ Ability to effectively communicate, convey, negotiate, or assert own interests, needs, and desires ▪ Freedom to plan own lives, pursue what is important to them, and experience opportunities available to others ▪ Self-awareness and empowerment; role of family and culture, respect of family and culture ▪ Disability (understanding and disclosure) ▪ Setting goals and evaluating options; having high expectations and reasonably set goals to achieve ▪ Identity independence; transfer of rights from parents to young adult; role of family in adult life ▪ Accommodations, and requesting and utilizing accommodations; natural supports; environmental adaptations ▪ Rights and responsibilities ▪ Self-determination, MAPS, PATH, Person-Centered Planning, PFP ▪ How to request and accept help ▪ Intrinsic motivation ▪ Taking leadership roles in meetings ▪ Assertiveness ▪ Listen to opinions of others ▪ Problem solving ▪ Monitor own progress

- Positive self-talk
- Simulations, videos, role playing, scenarios
- Peer mentoring as a sounding board for ideas and plans and informal guidance, peer-assisted instruction
- Disability mentoring to assist with IL, recovery from a traumatic event, getting a job, being new to the workforce, provides information and guidance
- Group mentoring
- E-mentoring through email, Internet, Skype, Zoom, FaceTime, etc.
- Youth Leadership Forum
- Transition, IL, and self-advocacy workshops
- Tech-Now, High School/High Tech Programs

Resources for Additional Information

1. Taxonomy for Transition Programming 2.0 (National Technical Assistance Center on Transition)
2. http://www.transitionta.org/sites/default/files/Tax_Trans_Prog_0.pdf
3. Aligning Evidence-Based Practices and Predictors for Post-School Success (National Technical Assistance Center on Transition)
https://transitionta.org/sites/default/files/AlignEBPP_Resources_PSS_FINAL_2016.pdf
4. Pre-Employment Transition Services (Workforce Innovation Technical Assistance Center) <http://www.wintac.org/topic-areas/pre-employment-transition-services>