

The Way to Work: Employment Success for Youth in Transition

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**WORK
IS
GOOD!**

What we believe:

The culmination of publicly supported education can and should be adult employment for all youth, regardless of disability, need for support and accommodation, or economic circumstance.

What we know

- ❖ Work experience is valuable for all categories of youth with disabilities
- ❖ Youth with any category of disability can perform work that is valuable to employers

What we know

- ❖ Successful high school work experience = higher adult employment rates
- ❖ Continued post-school support is necessary for some categories of youth in order to sustain employment success

What is possible?

- ❖ Work experience success for all categories of students receiving secondary special education
- ❖ Post secondary employment success for nearly all categories of youth exiting special education

What is the norm?

- ❖ Sporadic or episodic work experiences during secondary school
- ❖ Poor post-school employment success, especially for:
 - Youth with intellectual and developmental disabilities
 - Youth with significant support needs

One proven approach

Transition Service Integration for youth with significant support needs

Transition Service Integration

- ❖ Individual choice of schedules and employment options
- ❖ Adult agency employment specialists working with school personnel
- ❖ Cost-sharing resources of school system, supported employment funders, adult agencies

Transition Service Integration

Intended Outcomes

- ❖ No Service Disruption: first day after school exit looks the same as last day of school
 - Same jobs
 - Same community activities
 - Same staff support



Kyndal at Sinai Hospital



- ❖ Loves to be with people
- ❖ Good interpersonal skills
- ❖ Has job in telecommunications department



Outcomes

- ❖ 60% employed at school exit
- ❖ 71% employed one year after school exit
- ❖ 89% experienced seamless transition to adult system

The Ideal

Youth are jointly served by school system and
adult employment agencies
BEFORE school exit.

The Result

Seamless transition
from students to employed adults



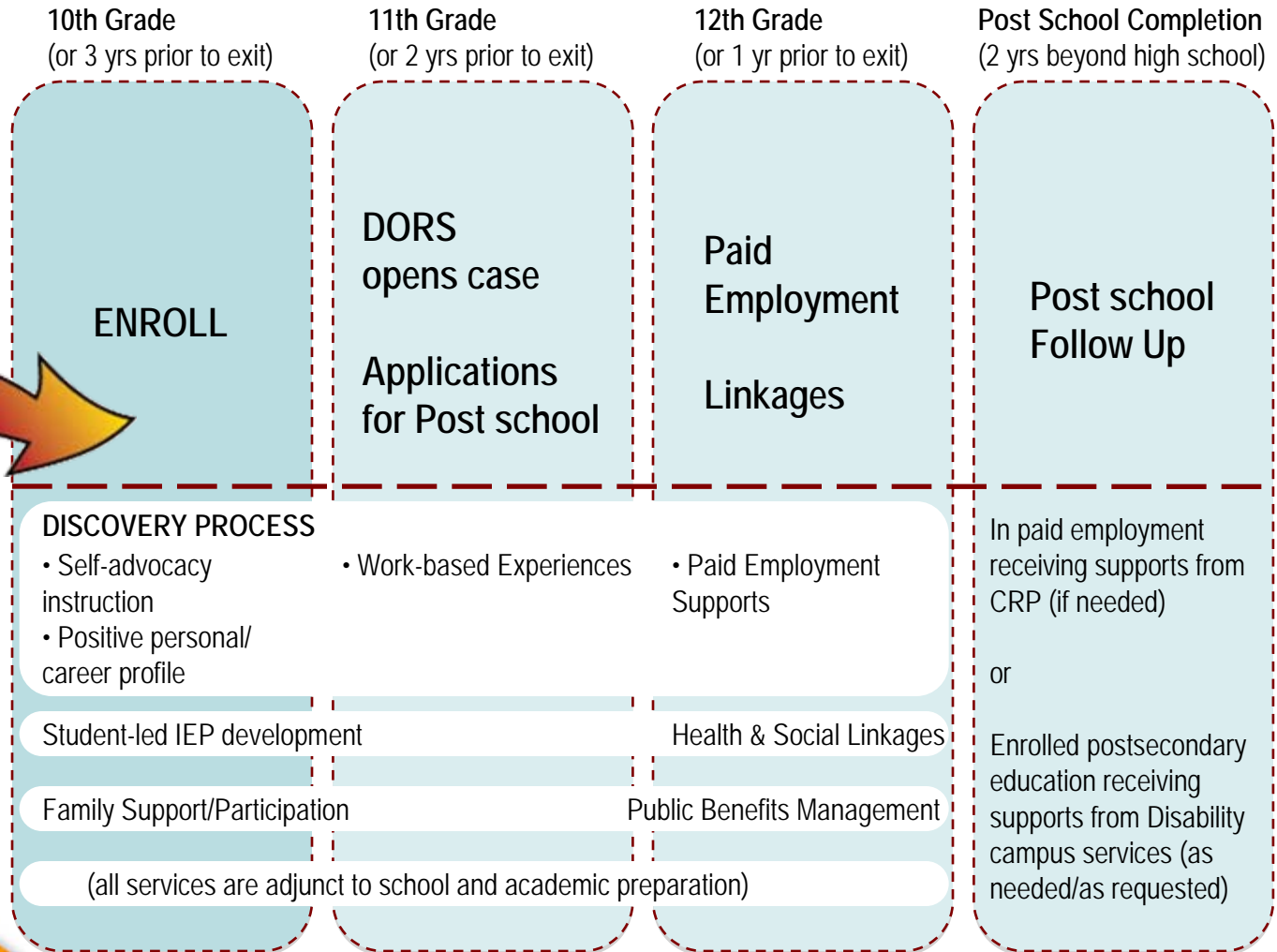
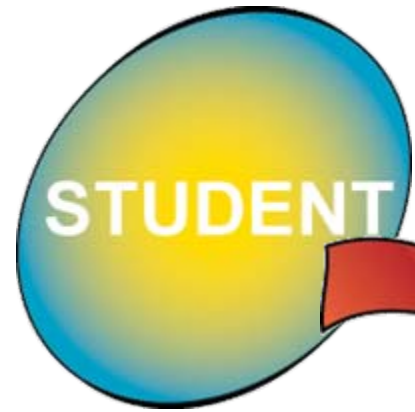
Maryland Seamless Transition Collaborative



Seamless Transition is.....

- A sequential delivery of specific transition service features beginning in early high school
- Braiding of resources of transition partners
- Resulting in uninterrupted, collaborative transition from public secondary education to employment and/or postsecondary education

Flow of Student Services

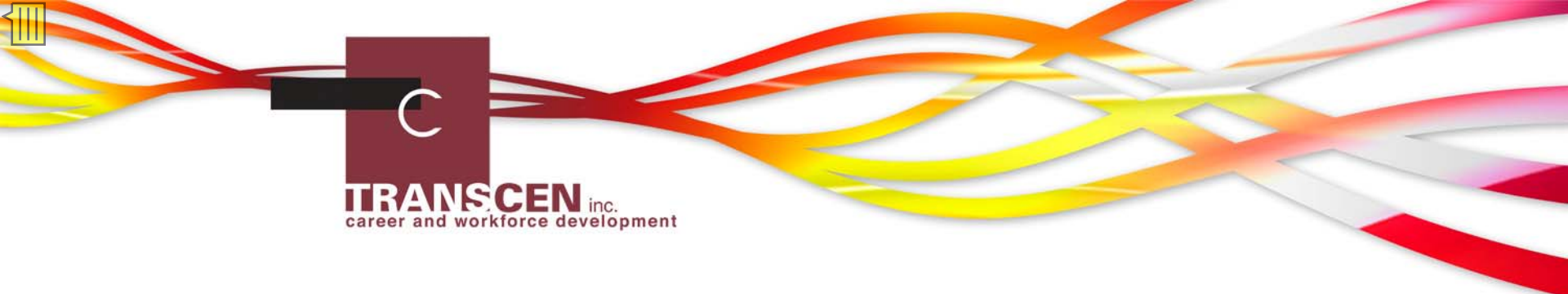


Service Outcomes

Direct Services

The Ideal Outcome: Seamless Transition:

Youth exits school to post-school settings of choice --with a job, enrolled in postsecondary education, and/or a clear path to adult employment– with supports in place!



www.seamlesstransition.org

Resources

- ❖ Service integration at the point of transition for youth with significant disabilities: A model that works
www.ncset.org
- ❖ The Way to Work: How to facilitate work experiences for youth in transition Available from TransCen, Inc.
www.transcen.org

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