

# 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



corner bakery  
cafe

### Here's how it works!

- 1 Get a map
- 2 Start wherever  
you like.
- 3 Order all beverages  
with a cookie.
- 4 If you  
are... or

# 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



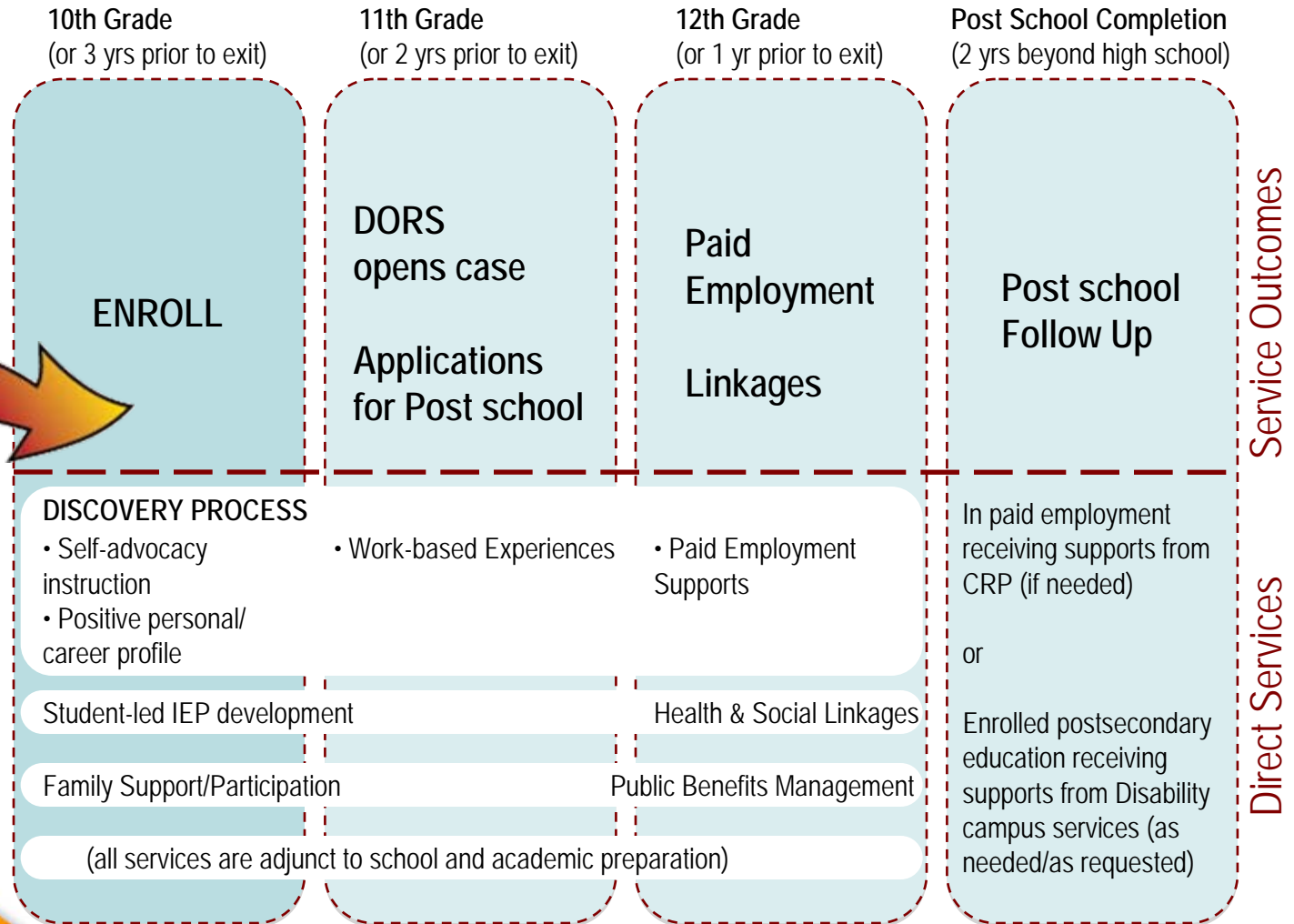
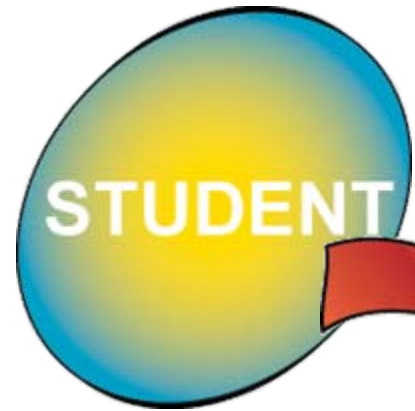
# Maryland Seamless Transition Collaborative



# Seamless Transition is.....

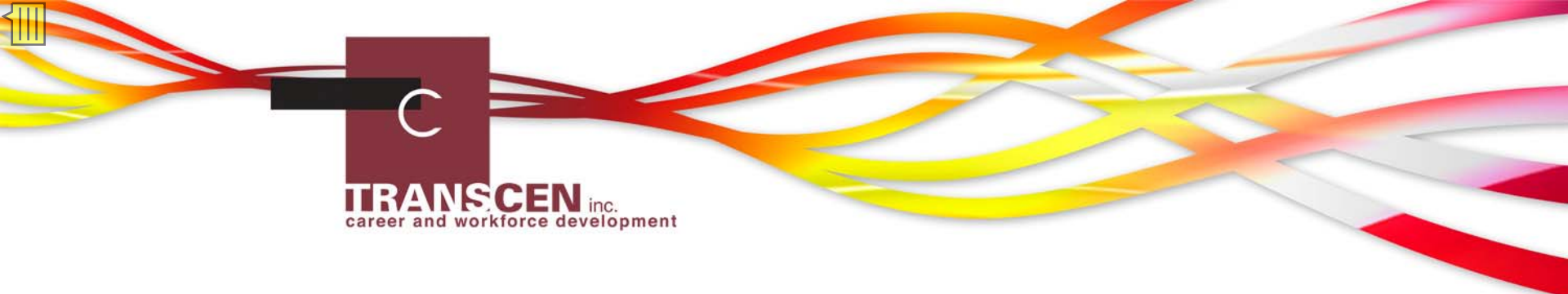
- A sequential delivery of specific transition service features beginning in early high school
- Braiding of resources of transition partners
- Resulting in uninterrupted, collaborative transition from public secondary education to employment and/or postsecondary education

# Flow of Student Services



# 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](http://www.seamlesstransition.org)

# Resources

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

# Contact information

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