

How Families Can Help Students Prepare for Employment Success

Sean Roy
TransCen, Inc.



Today's Agenda

- Understanding the employment process
- The power of work experiences
- Building skills
- Setting a vision
- Using your network
- A quick look at employment supports



Question and answer session

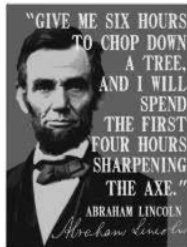
2

The Process

Explore

Prepare

Act



Explore



Who Am I?

- Strengths
- Weakness
- Preferences
- Learning style
- Informal exploration of job and experiences in community

Prepare

Based on who I am, what are some good career options to explore?

- Find out about jobs you are interested in
- Informational interviews
- Workplace tours
- Mentors
- Work experiences

By failing to prepare, you are preparing to fail.
-Benjamin Franklin

quotehistory.blogspot.com

The Power of Work Experiences

One of the best predictors of employment success for people with disabilities is having meaningful work experiences while in high school.

- Informational interview
- Job Shadowing
- Volunteering
- Internships
- Paid entry-level job



Building Responsibility

Finding ways for young people to have responsibilities helps them be good employees.

- Chores
- School work
- Soft Skills
- It's OK for young people to take risks and to experience failure. The goal is to have them give a good effort.

7

Everyone Needs Skills

“Teach real things.” John Elder Robison



8

Soft Skills

- Teamwork
- Being punctual
- Dressing appropriately
- Responsibility
- Good attitude



9

Hard Skills

- Operating a wheelchair
- Counting money
- Navigating from point A to point B
- Using technology
- Getting dressed
- Riding a bicycle
- Using machinery



10

What are Employers Looking For?

We need to translate the skills and talents of youth into what employers are looking for.

“I am _____, and that allows me to _____.”



11

BUILDING A VISION STATEMENT

Andy Meredith, High School Senior

<p>Strengths</p> <ul style="list-style-type: none"> • Social • Determined • Strong dedication for hard working • Independent • Multitask • Creative 	<p>Vision Statement: I get my own studio. My job is being a painter. I get a good house. I get a house in Memphis. I also work in Public. It is really fun. I like to travel to the south. I love to go to college and live in a nice house by myself. My friends and come to my new house.</p> <p>Accomplishments:</p> <ul style="list-style-type: none"> • Worked in Public since April 2017 • Received Eagle Scout Award 2016 • Member of Boy Scouts and National FFA • Member of Student Council and Student Body • Participation in school or honor's degree awards • Member of Future Farmer Chapter
<p>Areas I need help</p> <ul style="list-style-type: none"> • Reading • Math • Creating money • Navigating online • Keeping track of a schedule 	<p>What works for me:</p> <ul style="list-style-type: none"> • Fun activities and games • Age appropriate career, travel, money, music, science, and technology • What needs to be done • Reading • Learning new from friends

<https://www.kentuckyworks.org/2018/08/07/brighter-futures-vision-statement/>

12

A Note about IEPs

A student's Individualized Education Program (IEP) should have goals related to preparing for employment.

- Career exploration
- Paid work experiences
- Postsecondary training options
- Speech, OT, PT as needed
- Assistive Technology

Act

What do I need to do to make my goal a reality?

- Become a good employee
- Develop job search skills
- Postsecondary education and training
- Goal = **Skills and interests that match a desired job.**

Would you be interested in meeting somebody with previous experience mowing lawns, is motivated and wants to learn more about landscaping careers?

Using Personal Networks

- Family
- Friends
- Places of worship
- Business you frequent
- Neighbors
- Book club
- Co-workers



Getting Involved



16

Training After High School



- Many jobs require additional training
- Disability supports are available at 2 and 4 year colleges
- Consider certifications like food safety, CPR, or basic first aid (looks good on resume)

17

Employment Supports

Some people may require additional support to find and maintain employment. Here's who helps.

- Vocational Rehabilitation
- County services (for developmental and mental health disabilities)
- American Job Centers (general assistance)
- School (preparation and linkages to supports)
- Natural supports

Putting it All Together

Explore:

- Student learns about themselves
- Learn about possible careers
- Match interests to jobs they would like to try
- What skills are needed to do that job?

Prepare:

- What are employers looking for?
- Start building skills
- Create a vision statement
- Identify work experience possibilities
- Employment goal on IEP?

Act:

- Access employment supports if needed
- Use networks
- Work experiences
- Additional training needed?
- Apply for real job with real pay

19

Takeaways

1. Everyone can work
2. Set a vision and have high expectations
3. Work is important and families can help
4. Questions and concerns are normal
5. Don't make bad decisions based on inaccurate information
6. Join us for the whole series!!

20

Questions



21

Resources

PACER Center Transition Information
www.pacer.org/transition

Skills to Pay the Bills
<https://www.dol.gov/odep/topics/youth/softskills/>

Navigate Life Texas
<https://www.navigatelifetexas.org/>

22

Contact



Sean Roy
sroy@transcen.org

www.transcen.org

23
