Together in Transition: Key Considerations for Student Success

Chelsea Lutts, M.Ed., CESP

Kate Schultz, CESP

Lyndsay Werner, CESP

# Agenda

* Discuss how to best support students to develop Employment Interests and gain real life work experiences while in School
* Discuss considerations for student success
* Activity on employment experiences
* Share Success Stories

# SPIN Employment Services

* is SPIN’s 24 Employment Specialists and 5 Job Coaches currently support over 200 people
  + 157 people to maintain their job
  + 48 people to find employment
* The average pay rate for the people we support is $8.58/hr ($1.33 above minimum wage)
* In Fiscal Year 2018, the employees we support earned a total of **$538, 047!**
* The average length of employment 4.79 years

# SPIN Transition Services

* Currently serving **over 800 students** throughout Bucks, Montgomery, Lehigh, Northampton, and Philadelphia counties
* Supporting students 14 years and older with a variety of disabilities:
  + ID
  + Autism
  + Mental Health
* **Every student is employable!**

# The Importance of Transition Services

* Bridge between school and adult life
* Prepares students and their families for life after graduation and adult services
* Career assessment and exploration
* Unique employment experiences that match the students’ interest and career goals
* Individualized supports provided by qualified Employment Specialists

# The Cliff

* What does life after graduation look like?
* How will students spend their day?
* Common concerns:
  + Daily schedule and routine after graduation
  + Connecting with adult services
  + Safety
  + Transportation
  + Finances
  + Maintaining relationships
  + Motivation

Maze with the words “Where To Begin” hidden inside

# Explore personal passions

* Understand hobby vs. job
* Connect their passions to real life scenarios
* Value all passions!
* Try to understand where the root of the person’s passion
* Create opportunities to try new things and allow new passions to emerge

# Holistic approach to Transition

* It takes a team! Everyone contributes to the success of the people they are supporting
* All aspects of a person’s life can affect their transition and employment goals/experiences
  + Motivation
  + Confidence
  + Personal Hygiene
* Proactively plan activities that can relate to employment exploration
  + Lack of money doesn’t equal lack of options
* Look for ways to engage in conversations about employment and include learning opportunities

# Considerations for Student Success

* Transportation
* Independence
* Safety
* Routine/schedule
* Funding
* Confidence
* Self determination
* Friendships/relationships
* Parent engagement
* Student commitment
* Scheduling/graduation requirements
* What are other things to consider?

# Student Engagement

* Acknowledge interests, passions, and personal goals
* Frequent conversations about employment goals and post secondary life
* Self-Directed IEP meetings
* Encourage self-advocacy
* Build confidence and independence
* Share success stories
* Provide a safe environment to ask questions and voice hopes and concerns

# Family Engagement

* Review adult service funding:
  + Office of Vocational Rehabilitation (OVR)
  + PFDS/Consolidated Waivers (ID Waivers)
  + Adult Autism Waiver (AAW)
  + Ticket to Work (TTW)err
* Encourage early exploration of funding options and application processes
* Explore options and services for life after graduation
* Provide a safe environment to ask questions and voice hopes and concerns
* Connect families in transition to other families who have already gone through the process for support and advice
* Acknowledge fears and anxieties and talk through solutions and plan for success
* Share success stories!!!

# Educational Partner Engagement

* Support student in development and planning for their employment and personal goals after graduation.
  + What are the student’s personal goals?
  + Where does the student need more experience?
  + What is the structure of the student’s school day?
  + What are the student’s graduation requirements?
* Plan opportunities for new experiences and job shadowing. Show students jobs beyond the expected “greeter”, carts, grocery bagger etc.
* Open communication with families and fellow IEP team members
* Support students to learn and develop resumes, visual resumes, assessments, interest surveys, etc. Store all documents in a central portfolio (Google drive, physical copies) that students and family can access after graduation!
* Transition is not just a class…it’s a process that grows and changes along with the student

# Business Partners Engagement

* Build relationships!
* Explore community and personal network- who do you know!
* Use your network!
* Connect with businesses who have shared mission and values
* Seek small businesses – Avoid red tape!
* Communicate value to business:
  + Pre-screened candidates
  + Demonstrate diverse workforce
  + Support local youth
  + Reduced recruitment costs

# Meet Henry

* Interests include:
  + Video games
  + Watching Youtube videos
  + Building model cars
  + Going to Wawa after school to get a snack
* Other Considerations:
  + Dislikes getting up early
  + Can be overwhelmed with too many tasks
  + Likes to work independently in quiet settings
  + Wants to work at Wawa
* What employment experience would beneficial for Henry?

# Sharing Success

## Meet John

* Picture of John standing in front of shelves of ceramics
* Picture of ceramic dinosaur
* Picture of John sitting in front of several ceramic creations

# Connect with SPIN

To learn more about what services SPIN can offer, please contact:

215-698-3079

[Employmentservices@spininc.org](mailto:Employmentservices@spininc.org)

Thank you!

## Chelsea Lutts

[clutts@spininc.org](mailto:clutts@spininc.org)

## Kate Schultz

[kschultz@spininc.org](mailto:kschultz@spininc.org)

## Lyndsay Werner

[Lwerner@spininc.org](mailto:Lwerner@spininc.org)