

Early Reach Initiative



*REACH OUT AND SEIZE THE PRE-EMPLOYMENT
TRANSITION OPPORTUNITIES*

#myfutureisnow

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Session Objectives



Attendees will **LEARN** about:

- The “**realities**” of **transition** from high school
- The **evolution** of the **Early Reach Initiative** within **OVR** and the world of transition
- How **Early Reach Coordinators** can help your child/student in preparing for a **successful transition** from high school

Early Reach Specialist



- 2004 BSW
- 2009 MSW/LSW
- ERC beginning in May 2014
- Assisted in implementation of ERI in PGH
- ERI Specialist beginning August 2016
- I LOVE PROJECTS AND PROGRAMS!

Thanks for Joining Us!



How Many?

- Parents/Guardians?
- Students or Youth?
- Teachers or Other Transition Staff?
- Service Providers
- Anyone Else?
- First Timers?

*Think about what
brought you here today...*



Common Ground



Successful Transitions and Preparation for Adulthood and Independence

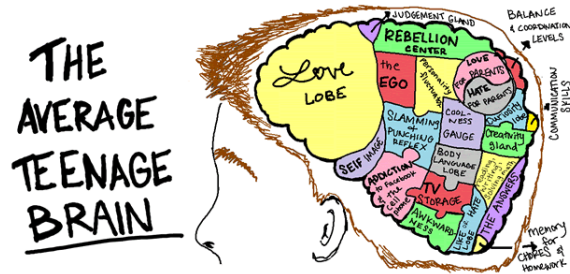


EMPLOYMENT

So Many Roads



Transition Age + Disability



With all of the complexities of growing up, youth with disabilities face unique challenges and experiences as they prepare for adulthood.

Growing Up + Disability



- Disability Awareness
- Sensitivity
- Stigma
- Myths
- Disclosure
- Documentation
- Waitlists
- Laws
- IEPs
- Policies & Procedures
- Barriers
- Meetings
- Accessibility
- Supports
- Eligibility

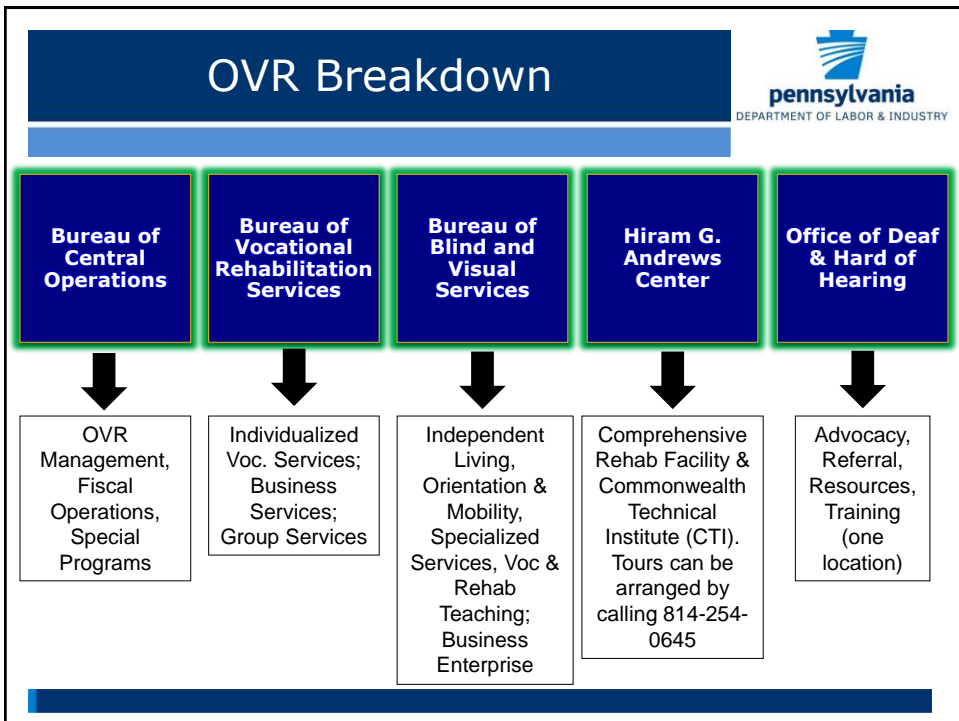


OVR



What We Do...

TO ASSIST PENNSYLVANIANS WITH DISABILITIES TO SECURE AND MAINTAIN EMPLOYMENT AND INDEPENDENCE.



OVR Locations




BVRS Rehabilitation Team










- **Early Reach Coordinator**
- **VR Supervisor**
- **VR Counselor**
- **VR Clerical Support**
- **Business Services Counselors** (Many district offices)
- **Business Services Representatives (Employment Facilitator)** (Some district offices)



OVR Services



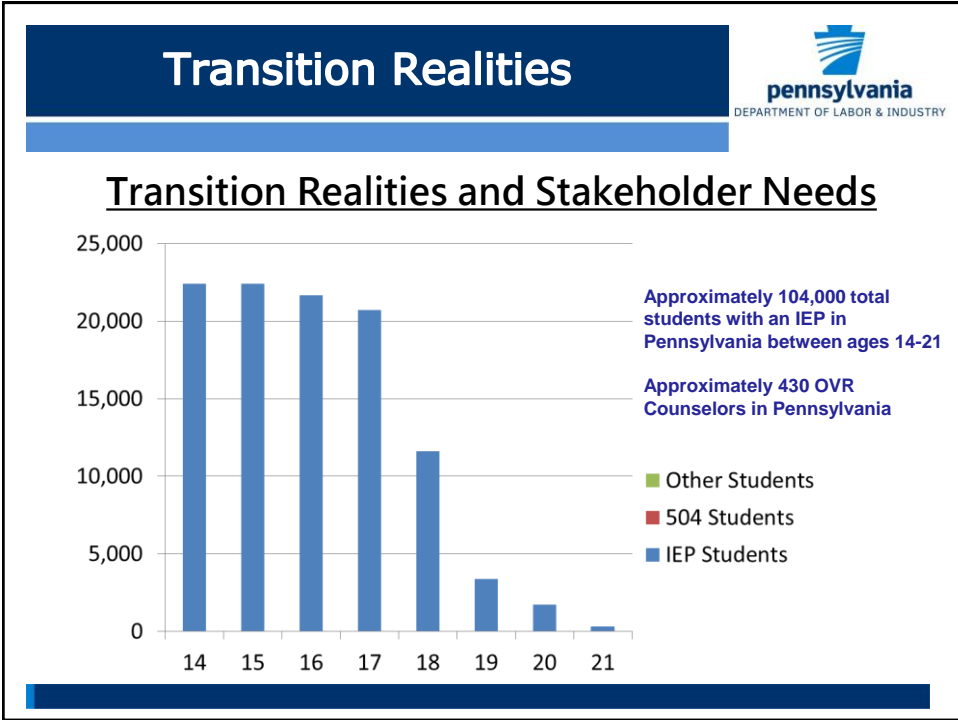
Counseling & Guidance		Supportive Services	
Diagnostic Evaluations		Job Coaching	
Post-Secondary Training		Placement Assistance	
Restoration		Pre-Employment Transition Services	

We've Always Been Here...



- **Eligibility**
 - no services until application submitted
- **Senior Year**
 - coming right at end of transition period
- **Transition Realities**
 - cases were unable to be opened earlier





Transition Realities

- Students weren't prepared for eligibility based s
- 14-16 y days know
- Feedback improve t soft skills
- Follow t with

Early Reach Initiative



Working Title:

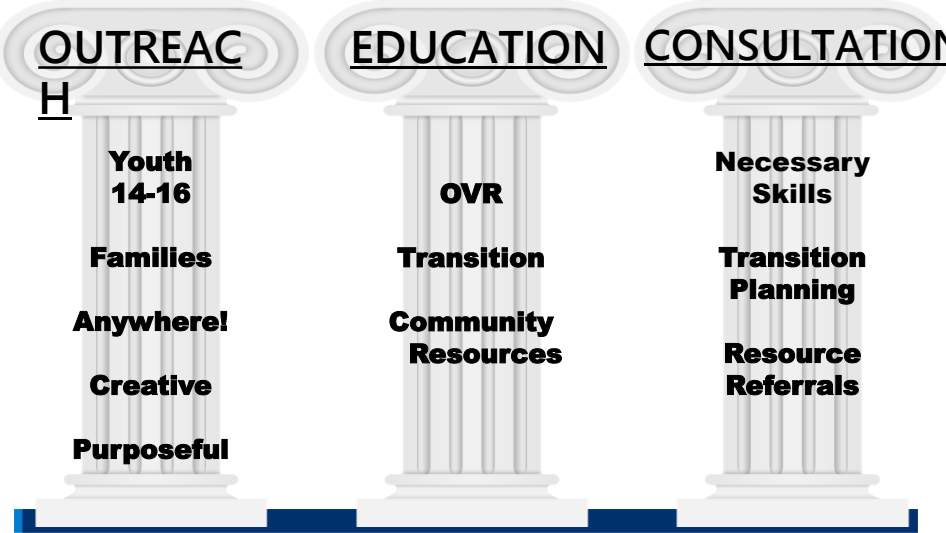

EARLY REACH COORDINATOR



- Implemented in 2013 (3 Phases)
 - Social Workers by Profession
 - 28 ERCs Across Pennsylvania
 - BVRS only


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Early Reach Initiative Pillars



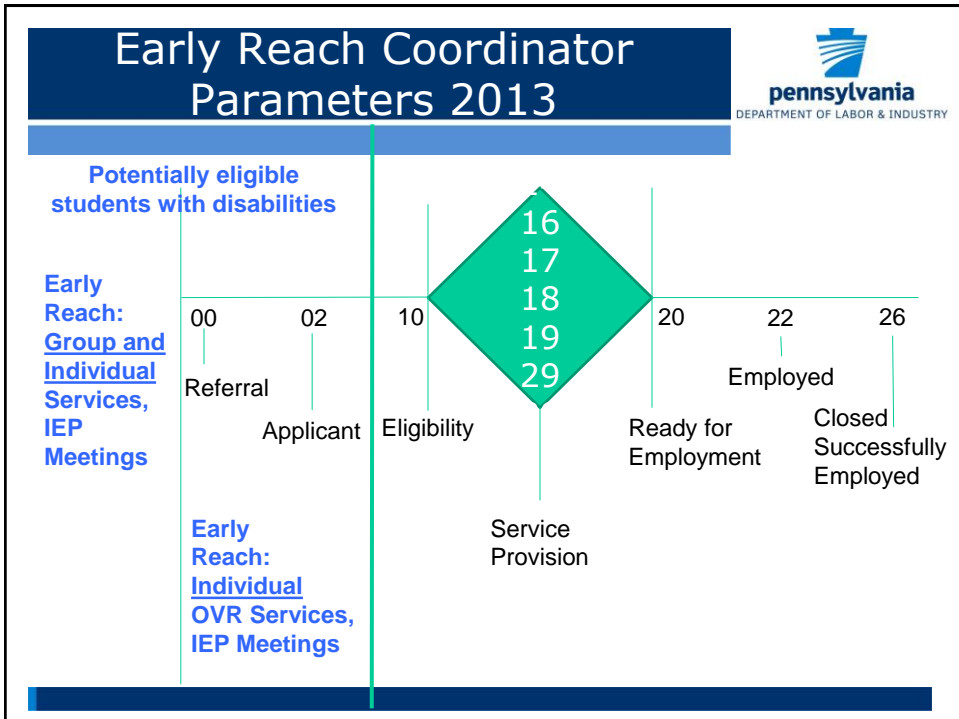
<u>OUTREACH</u>	<u>EDUCATION</u>	<u>CONSULTATION</u>
H		
Youth 14-16	OVR	Necessary Skills
Families	Transition	Transition Planning
Anywhere!	Community Resources	Resource Referrals
Creative		
Purposeful		

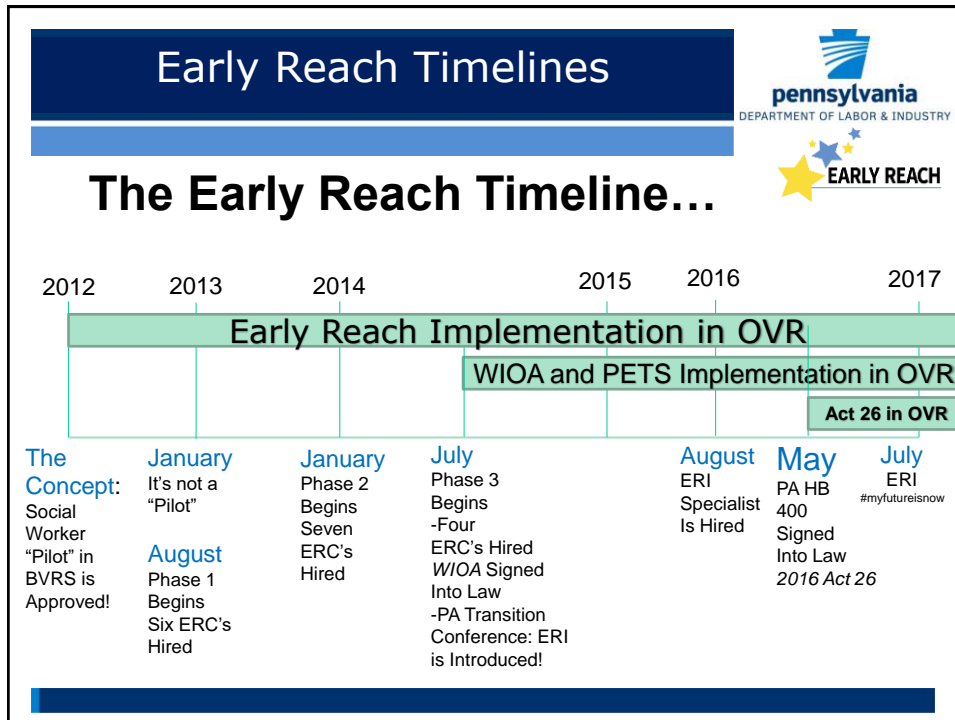
Early Reach Initiative Evolution




Initially, Early Reach Coordinators were limited, by the Rehabilitation Act as Amended, in the scope of services they could provide to youth.

**Group Outreach & Consultation
Individual Outreach & Consultation**





WIOA: Pre-Employment Transition Services



Workforce Innovation and Opportunity Act (WIOA)

Signed into law on July 22, 2014
Replaces the Workforce Investment Act of 1998

<http://www2.ed.gov/about/offices/list/osers/rsa/wioa-reauthorization.html>

WIOA in a Nutshell



WIOA

1. **Increase of Transition and Pre-Employment Services**
2. **Assistive Technology**
3. **Interagency Collaboration**
4. **Increase Employer Engagement**
5. **Competitive Integrated Employment**
6. **Accountability**



PRE-EMPLOYMENT TRANSITION SERVICES FOR HIGH SCHOOL STUDENTS WITH DISABILITIES

(15% VR funds allotment)

- **Instruction In Self-Advocacy**
- **Counseling On Post Secondary Education**
 - **Job Exploration Counseling**
 - **Work Based Learning Experiences**
 - **Workplace Readiness Training**

WIOA: Pre-Employment Transition Services

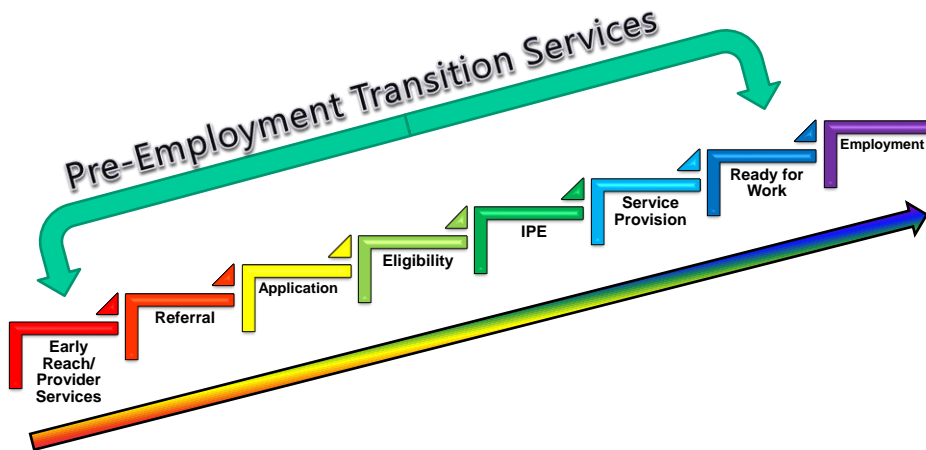


Pre-employment transition services may be **provided to all students with disabilities**, regardless of whether an application for services has been submitted.



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THE OVR PROCESS



PA ACT 26 of 2016



Work Experience for High School Students with Disabilities Act

- Reaffirms and further supports WIOA and adds additional state reporting standards for PA OVR




PA Act 26 of 2016 (2)




- IEP meeting attendance (when available and able)
- WBLEs
- Counseling on Post Secondary options
- Professional guidance relative to job coaching
- Publish data on public website containing number of IEPs, job referrals, students with jobs, job coaching, students w/jobs right after graduation and report to PRC, Sec of Labor and VR Board



The New Early Reach Home

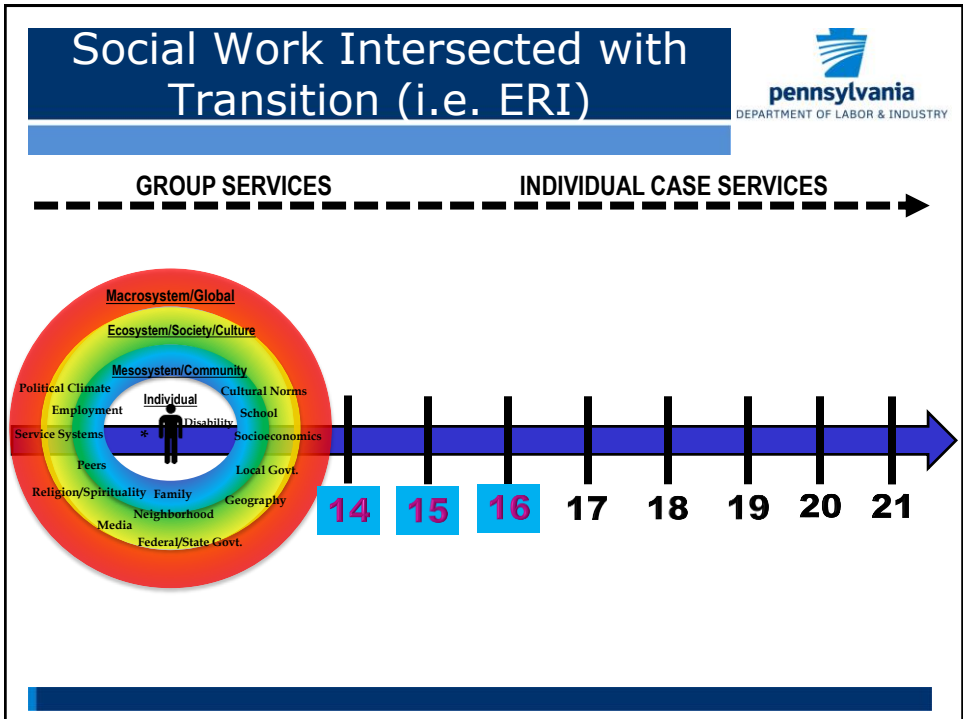
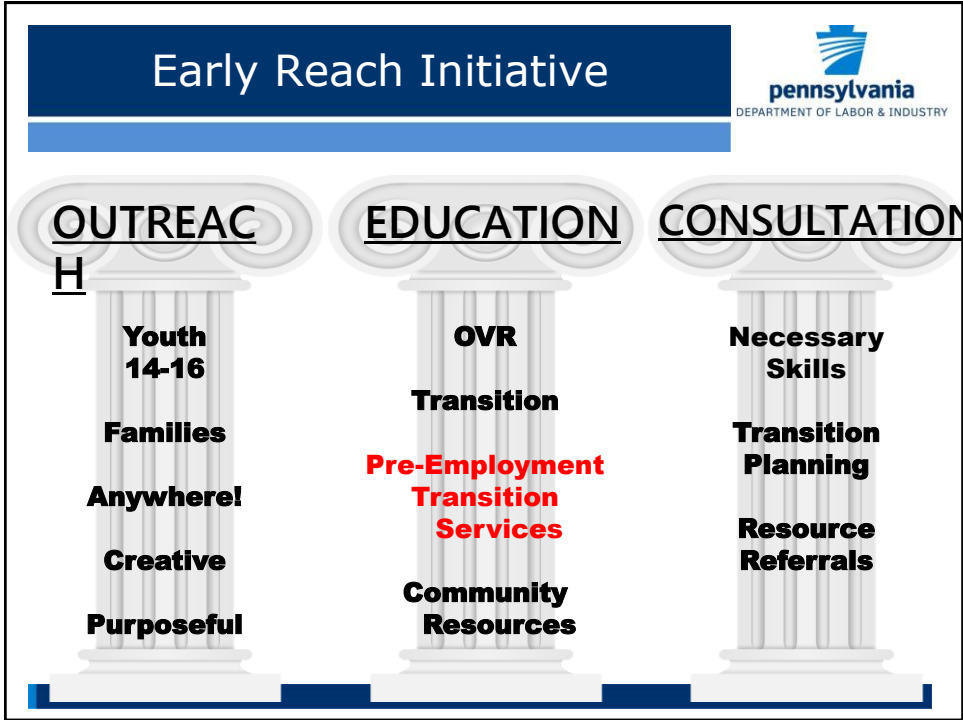


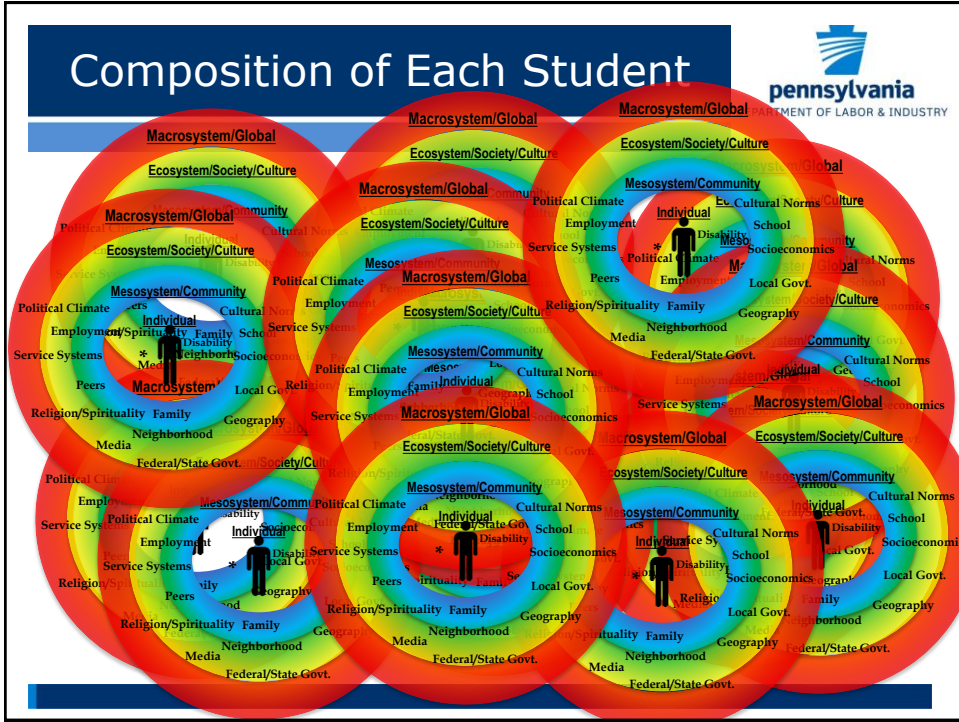

Early Reach Coordinator Parameters



Potentially eligible students with disabilities

Early Reach: <u>Group and Individual Services, IEP Meetings, PETS</u>	00	02	10	16 17 18 19 29	20	22	26		
	Referral	Applicant	Eligibility	Service Provision	Ready for Employment	Employed	Closed Successfully Employed		
Early Reach: <u>Individual OVR Services, IEP Meetings, PETS</u>									





Early Reach Initiative Services



pennsylvania

 DEPARTMENT OF LABOR & INDUSTRY

WHAT SERVICES DO EARLY REACH COORDINATORS PROVIDE?

- **Group Pre-Employment Transition Services**
- **IEP Meeting Attendance**
- **Family Consultations**
- **School and Community Collaborative Events**
- **Trainings For Parents, Families And Professionals**



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Early Reach Initiative Activities



Where Can I Find an ERC?

- **Pre-Employment Group Transition Services**
(Workshops, Academies & Presentations)
- IEP Meetings
- Parent Nights
- Transition Fairs
- Open Houses
- Staff Trainings
- Public Information Sessions
- Multi-Partner Collaborations
- Network and Outreach Events
- Conferences

And more!

Early Reach Coordinators



L to R Back: Allison Raike, Sarah Stuckey, Hillary Hubbell, Brett Glavey, Natalie Vester, Stacy Shirk, Sarah Vogel, Stephanie Perry, Melissa Franklin, Andrea Merrick

L to R Front: JamieLynn Palumbo, Joni Henry, Kimberly Pakech, Jill Grossberg, Jacki Thornton, LaRonda Moorefield;

Not Pictured: Danielle Miller, Tina Masters, Greg Troup, Traci Kowalick, Laura Taylor, Andrea Sodaro, Deanna Trick, Chervelle Weatherley, Angelica Webster, Michael Berchok, Bridget Flynn, Taeja Thomas, Maureen Staub, Jessica Wright

Early Reach Initiative



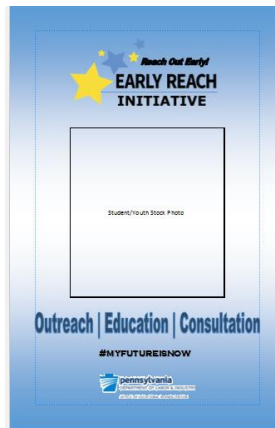
ERCs in Action!



Early Reach Commercial



Early Reach Brochure



ERI Curriculum



- For last year, ERI has been working towards developing their own PETS Curriculum.



Early Reach PETS Curriculum Background



Early Reach Work Group Project-shout out!

- Stacy Shirk, Harrisburg ERC
- Jill Grossberg, Philadelphia ERC
- Joni Henry, Johnstown ERC
- JamieLynn Palumbo, New Castle ERC
- Janelle Miller, Harrisburg VRC
- Erin Brown, Norristown VR Supervisor
- Stephanie Perry, Norristown Asst. District Administrator
- Michele Bornman, Regional Manager
- Sarah Vogel, Early Reach Specialist
- ERCs Statewide-Input, Lessons and Activities



Early Reach PETS Curriculum Background (2)



Research

- Effective transition practices
- Taxonomy of transition
- Existing curriculums
- PA Education Standards
- PA Career and Ed Standards
- Transition Toolkits
- Transition resources
- ERC activities



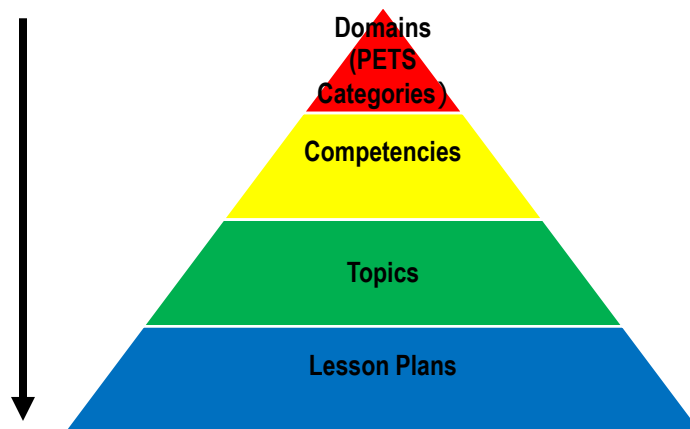
Early Reach Curriculum Introduction



Developed Competencies based on:
**Required Pre-employment
Transition Services**

- **Instruction In Self-Advocacy**
- **Counseling On Post Secondary Education**
 - **Job Exploration Counseling**
 - **Workplace Readiness Training**
- **Work Based Learning Experiences**

Early Reach PETS Curriculum



Early Reach PETS Curriculum (2)



DOMAINS

Self-Advocacy	Post-Secondary
Job Exploration	Work Readiness

Early Reach PETS Curriculum (3)



COMPETENCIES

Example 1

Self Advocacy:

- OVR 101
- Disability Sensitivity and Awareness
- Self-Determination and Becoming an Effective Self-Advocate



Early Reach PETS Curriculum (3a)



SELF-ADVOCACY

Disability Sensitivity and Awareness



- Definition of Disability
- Hidden vs. Visible Disabilities
- **Disability Stigma and Myths**
- Types of Disabilities
- Disability Etiquette
- Terminology
- Mindfulness of Our Behaviors
- Etiquette of Commonly Diagnosed Disabilities
- History of Disability Rights Movement
 - Disability Laws and Rights
 - Context and Sequence of Events
 - Discrimination

Early Reach PETS Curriculum (3b)



SELF-ADVOCACY

Disability Sensitivity and Awareness

Lesson Sample: Disability Stigma and Myths

Early Reach PETS Curriculum (4)



TOPICS

WORK READINESS

Interview Skills

- Preparation, Planning and Practice
- Elevator Speech
- Necessary Documents
- Follow-Up



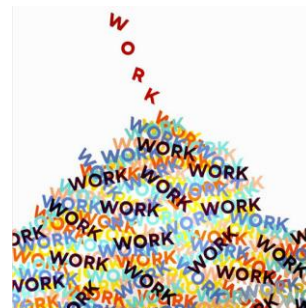
Early Reach PETS Curriculum (4a)



WORK READINESS

Interview Skills

- Preparation, Planning and Practice
 - Practice Activities
 - Appropriate Attire
 - Before the Interview
 - Day of Interview



Early Reach PETS Curriculum (4b)



WORK READINESS

Interview Skills

Lesson Sample: Appropriate Interview Attire

Early Reach Services-Based on Your Group's Needs



Early Reach Services are flexible!

- Based on need of site/school for format, topics, length, sequence and depth of information
- Adapted to audience ability levels
- Collaborative approach-creativity!

Discuss options with your local Early Reach team

Early Reach Curriculum Implementation



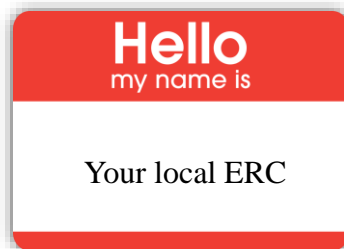
- We are finishing up the final touches
- ERCs are working on lesson plans
- ERCs are already providing group workshops and presentations on many of these topics
- ERCs are creative!
- Anticipated Date:



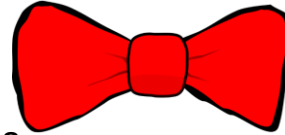
Meet Your Local ERCs



- Spend the next several minutes meeting with your local ERCs



Wrapping It Up



- Transition is complex
- ERCs are here to help this process
- ERCs provide a variety of group education, outreach and consultation services
- ERCs main service is group Pre-Employment Transition Services for students (ages 14-16)
- Early Reach will be implementing a PETS curriculum
- There are ERCs in every OVR District Office

Transition



We All Play a Part!

Internal:

- Early Reach Coordinators
- Vocational Rehabilitation Counselors
- Business Services Representatives
- Management

External:

- Individual Customers
- Community/Agency Providers
- Schools
- Businesses/Employers
- Government Bodies: MOU's and Interagency Agreements
- Post-Secondary Institutions and Training Programs
- Parents/Guardians



What's It All Mean for Me?



- Need a community resource?
- Need a consultation about your child's transition?
- Need an OVR representative at an IEP meeting?
- Need an OVR exhibitor table?
- Have an idea for an awesome transition event?
- Need a staff training about OVR and transition resources?
- Having a parent night? Need a presenter?
- Need your students to learn self-advocacy and other transition related skills?

Then...

Reach Out!



REACH OUT TO AN ERC!

(EARLY)!



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Questions?



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