



# Alabama Department of Rehabilitation Services

Pre -Employment and Transition  
Services

Tasha H. Betts

Statewide Transition Coordinator



## Points of Interest

- ▶ Pre-Employment Transition Services and WIOA
- ▶ A Student with A Disability
- ▶ Five Required Pre ETS
- ▶ Transition Services
- ▶ Collaboration Amongst Partners
- ▶ How Are Students Able to Receive Services
- ▶ Questions



## Pre ETS and Transition Services

A coordinated set of services, activities and tools to better prepare students with a disability for today's workforce. Every public high school has a vocational rehab counselor to provide transition services.

# Pre-Employment Transition Services (Pre-ETS) and Workforce Innovation and Opportunity Act (WIOA)

- ▶ **Workplace Readiness Training**
- ▶ **Job Exploration Counseling**
- ▶ **Work Based Learning**
- ▶ **Counseling on Opportunities for Enrollment in Comprehensive Transition or Post Secondary Educational Programs**
- ▶ **Instruction in Self Advocacy**

## WIOA

- ▶ The Workforce Innovation and Opportunity Act (WIOA) (July 22, 2014) amends the Rehabilitation Act of 1973 and now requires vocational rehabilitation (VR) agencies to set aside at least 15% of their federal funds to provide "pre-employment transition services" to "Students with Disabilities who are eligible or potentially eligible for VR services."





# Student with a disAbility

An individual with a disability in a secondary, postsecondary, or other recognized education program who:

- Is not younger than the earliest age for the provision of transition services under section 614 of the Individuals with Disabilities Education Act (in Alabama that is 9th grade or age 16); or
- Is not older than 21 years of age;
  - and
- Is eligible for, and receiving, special education or related services under Part B of the Individuals with Disabilities Education Act; or
- Is a student who is an individual with a disability, for purposes of section 504.

Eligible or Potentially Eligible for VR services



# Workplace Readiness Training

- ▶ To develop Social Skills and Independent Living Skills, those skills “soft skills” that employers seek from employees. These are a set of skills and behaviors that are necessary for any job.
- ▶ Workplace Readiness Training may also include job seeking skills, financial literacy and accessing transportation.



# Examples of Workplace Readiness Training

- ▶ Effective verbal and non-verbal communication
- ▶ Teamwork
- ▶ Good manners
- ▶ Appropriate hygiene
- ▶ Interview skills
- ▶ Managing a budget
- ▶ Transportation
- ▶ Time management
- ▶ Interaction with coworkers and management

# Job Exploration Counseling



- ▶ Job exploration promotes consideration of opportunities and informed decision-making regarding post secondary training and/or employment.
- ▶ Activities should increase students' knowledge of career paths and job opportunities, skills and the qualifications required to be successful in identified positions explored.



# Job Exploration Counseling Activities



This Photo by Unknown Author is licensed under CC BY



Career Speakers



Instructor led  
discussion on in  
demand jobs



Discussion of  
labor market  
information



Discussion of  
nontraditional  
jobs



Career interest  
inventory  
administration and  
feedback

# Work Based Learning

An educational or instructional approach to provide students with knowledge and skills to help connect school experiences to real life work activities. Through work-based learning opportunities, students develop general employment skills or specific job-related skills. The skills learned are transferable to actual employment.

# Work Based Learning Activities Examples

- ▶ Unpaid and paid work experiences
- ▶ Summer JET
- ▶ Student led enterprises
- ▶ Project Search
- ▶ Workplace tours



This Photo by Unknown Author is licensed under [CC BY](#)



This Photo by Unknown Author is licensed under [CC BY-ND](#)

Counseling on  
Opportunities  
for Enrollment  
in  
Comprehensive  
Transition or  
Post Secondary  
Educational  
Programs

- ▶ Gaining awareness of the wide range of career pathway options and understanding how skill development and knowledge relate to future opportunities in postsecondary education settings and employment.



## Counseling on Opportunities for Enrollment in Comprehensive Transition or Post Secondary Educational Programs Activities

- ▶ College Prep Summer Program
- ▶ Discussion on how to request and access recommended accommodations
- ▶ Guidance on application and enrollment process
- ▶ Counseling of time management, study skills and money management
- ▶ Technology needs
- ▶ Exploration of post secondary institutions, programs and requirements
- ▶ College Tours





## Instruction in Self Advocacy

Instruction and activities designed to enhance students' ability to effectively communicate, convey, negotiate or assert his/her own interest or desires and taking responsibility to communicate this in a straightforward manner to others

# Examples of Self Advocacy Instruction

Engage AL app for a self directed IEP

Delf-Awareness disABILITY awareness

Setting goals

Knowing rights and responsibilities

Identify independence

disABILITY disclosure

Request and utilize accommodations

Taking a leadership role





So, how do students begin to receive these very valuable life changing services?

- ▶ Collaboration
- ▶ Collaboration
- ▶ Collaboration

# Collaboration Amongst Partners



► Collaboration amongst partners helps to ensure that students have been provided with training, skills, knowledge and opportunities to better prepare them for life after high school. We strive to assist Alabamians with a disability meet his or her maximum potential. Sharing the same goals with partners for our students is a key component to success.



# Who are considered our partners?

Students and  
Parents

Local Education  
Agencies

Vocational  
Rehabilitation

Pre ETS-Providers

Community  
Rehabilitation and  
Supported  
Employment  
Providers

Businesses

# Collaboration/Coordination and How Students Receive Services

## Transition Unlimited

- ▶ Transition Unlimited is an Alabama pre-employment transition service (Pre-ETS) initiative designed to build capacity and connect services to appropriately implement Pre ETS throughout the state. Guidance is provided to transition stakeholders and local education agencies during the development of action plans to meet the needs of students with a disability either eligible or potentially eligible for VR services.
  - ▶ Academic Year 2020-2021, a team was created, and a plan developed for each public high school in Alabama.
  - ▶ Action plans identify Pre ETS activities that are to be provided to students with a disability for the year. Listed goals and objectives on action plans are monitored quarterly to determine progress and/or the need for additional Pre ETS activities.

## IEP Meetings

- ▶ **VR counselors being invited to attend IEP meetings is very important. This is an optimal time to discuss VR Pre ETS and Transition Services with students and parents.**

## Referrals & Applications

- ▶ Pre ETS
  - ▶ LEA provides a completed “Pre-Application” to VR counselor
  - ▶ Specific Pre ETS is coordinated
  - ▶ Students referred (who have a completed “Pre-Application”) engage in Pre ETS activities
- ▶ Transition Services: For a student with a disability to receive Transition Services, student must be a vocational rehabilitation (VR) participant.
  - ▶ VR counselor will receive a referral from LEA “VR Referral Form”. Referrals may also come from medical providers, mental health agencies, DHR, and self/parent referrals
  - ▶ Student will meet with counselor in completing an application for services
  - ▶ VR counselor will have received eligibility documentation to determine student eligible to receive VR services
  - ▶ Student and VR counselor will meet to develop an individual plan for employment
  - ▶ Implementation of individualized services to aid in student reaching vocational goal



Please feel free to contact me.

Tasha H. Betts

ADRS Statewide Transition Coordinator

[Tasha.Harrison-Betts@rehab.alabama.gov](mailto:Tasha.Harrison-Betts@rehab.alabama.gov)

251-472-2684