The Legacy of the ADA: Getting Ready For Work - Youth Transition and Guideposts for Success

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• Closed Captioning
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• Participation
Opening Remarks

Jennifer Sheehy
Deputy Assistant Secretary,
Office of Disability Employment Policy
U.S. Department of Labor
Introduction

CSG National Chair
Representative Joan Ballweg, Wisconsin
Getting Ready for Work: Youth Transition and Guideposts for Success

Today’s Moderator: Andrew Karhan
Program Director of Workforce Development
Cornell University
Guideposts for Success: Framework for the Future

What are the Guideposts for Success?

- Published originally in 2005, under U.S. Department of Labor’s Office of Disability Employment Policy (ODEP).
  - National Collaborative on Workforce and Disability for Youth (NCWD/Youth)
  - National Alliance for Secondary Education and Transition (NASET)
Guideposts for Success: Framework for the Future

• The Guideposts for Success Framework has broad implications for policy makers as they consider the development of youth-serving systems, including:
  • secondary and post-secondary education,
  • career technical education,
  • vocational rehabilitation,
  • mental health services,
  • developmental disabilities,
  • and health services and other social services.
Guideposts establish the idea that strong public policy should:

• Increase opportunities for youth and young adults with disabilities transitioning to adulthood;
• Ensure youth have access to postsecondary education and training programs that lead to competitive integrated employment;
• Require systems of support to coordinate all youth transition-related programs, services and strategies;
Guideposts for Success: Framework for the Future

Guideposts establish the idea that strong public policy should (continued):

• Establish state and local priorities related to transition-age youth;
• Provide leadership with data that will help inform the decision-making process regarding funding to maximize the impact of resources; and
• Formulate an evaluation framework to measure the impact and alignment of agency programs and services with evidence-based practice.
What are the Guideposts for Success?

Address what all youth need in terms of quality services, supports, and opportunities in five domains:

1) School-Based Preparatory Experiences;
2) Career Preparation and Work-Based Learning Experiences;
3) Youth Development and Leadership;
4) Connecting Activities; and
5) Family Involvement and Supports.
Guideposts for Success: Framework for the Future

School-Based Preparatory Experiences

- Rigorous, relevant, and inclusive
  - Academically and Programmatically
- Aligned with local industry needs
- Occur in safe and supportive environment
- Access to effective educators
Guideposts for Success: Framework for the Future

Career Preparation and Work-Based Learning

• Work experiences that are prior to graduation are a critical predictor of post-school success. Experiences should:
  • Be diverse and exploratory
  • Be strength based
  • Intersect with skill building and trade specific opportunities
  • Work around school and academic schedules
  • Be aligned with the current and projected labor market
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Youth Development and Leadership

• Youth are our future! Foundational principle should guide our thinking on building strong leaders.
• Development of self-determination, self-advocacy, and social skills.
• Opportunity to lead - through influence.
• Leading occurs through integrity, creating positive change, problem solving, attitude, vision, and self-discipline.
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Connecting Activities

• The needs of youth are diverse and complex, and span across a variety of areas.
• Maslow's Hierarchy -- The basic needs must be adequately met before opportunities.
• Bridges to health care, mental health, financial literacy, benefits planning, and life skills education.
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Family Engagement

• Family systems approach to service delivery.
  • Family Focused and Authorized Services vs. Individual Focused
• What happens in the family, happens in the life of students.
• Multi-layered approach of service delivery.
• Mentoring to set high expectations.
  • Involvement in School
  • Supporting Self-Determination
Getting Ready for Work: Youth Transition and Guideposts for Success

Representative Josh Cutler, Massachusetts

Director Keith Ozols, Oregon Vocational Rehabilitation

Brandi Boyer Rutherford, Florida Vocational Rehabilitation
Questions?
The Legacy of the ADA: Celebrating 30 Years of Increasing Access and Opportunity Webinar Series

• Webinar 4: Stay-at-Work/Return-to-Work Policy and Practice (September 24th)
• Webinar 5: Accessible Transportation and Workplace Technology (October 15th)
• Webinar 6: Ensuring a Disability Perspective in State Policy (November 19th)
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National Disability Employment Awareness Month (NDEAM)

• Nationwide observance each October
  – 2020 theme: “Increasing Access & Opportunity”
• Employers of all sizes and in all industries encouraged to take part
• Ideas and inspiration at dol.gov/ndeam
• Connects federal agencies with students and recent graduates with disabilities seeking internships or post-graduate employment
• Supports focus on Federal Government as model employer, but private sector may also use
• Learn more at wrp.gov
Celebrating 30 Years of the ADA

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