



The Legacy of the ADA:

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# Getting Ready For Work - Youth Transition and Guideposts for Success

#ADA30 | #CSGCelebratesADA30

# Housekeeping

- Closed Captioning
  - [streamtext.net/text.aspx?event=CFI-CSG](http://streamtext.net/text.aspx?event=CFI-CSG)
- Cameras and Microphones
- Recording
  - [seed.csg.org/ada30/](http://seed.csg.org/ada30/)
- Participation



# Opening Remarks

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**Jennifer Sheehy**

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



# Introduction

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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

# 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

# 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 background features two faint silhouettes. On the left, a person is seated in a wheelchair, facing right. On the right, a person stands with their arms raised in a gesture of triumph or support, facing left. The silhouettes are light gray and semi-transparent, set against a white background with a subtle gradient.

- 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 for Success: Framework for the Future

The background features a light gray silhouette of a person in a wheelchair on the left and a standing person on the right. They are positioned as if they are about to high-five each other, with their hands raised towards the center. The scene is set against a light, hazy background that suggests an outdoor setting with a horizon line.

## **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

The background of the slide features a faint, light-colored silhouette of three people in a meeting. One person is seated in a wheelchair on the left, another person stands in the center, and a third person is partially visible on the right. They appear to be in a collaborative discussion, with the standing person gesturing towards the seated person.

## **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.

# Guideposts for Success: Framework for the Future

## 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

The background features a light gray silhouette of a person standing and another person riding a bicycle, both appearing to be in a celebratory or supportive gesture. The silhouettes are positioned behind the main title and sub-header.

## 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

# Guideposts for Success: Framework for the Future

A faint, light-colored silhouette of a person standing and a child sitting on a bicycle is visible in the background, partially obscured by the text.

## 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.

# Guideposts for Success: Framework for the Future

A faint, light-colored background image showing the silhouettes of two people. On the left, a person is seated in a wheelchair, and on the right, a person is standing. They are facing each other and appear to be high-fiving or clapping their hands together. The background is a soft, light blue gradient.

## 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.

# Guideposts for Success: Framework for the Future

## 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



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The image features a light, hazy background of a sky with soft clouds. In the lower-left foreground, there are two silhouettes: one of a person sitting in a wheelchair and another of a person standing. They are facing each other and have their hands raised in a high-five gesture. The overall tone is positive and hopeful.

**Questions?**

# **The Legacy of the ADA: Celebrating 30 Years of Increasing Access and Opportunity Webinar Series**

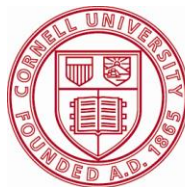
- **Webinar 4: Stay-at-Work/Return-to-Work Policy and Practice (September 24<sup>th</sup>)**
- **Webinar 5: Accessible Transportation and Workplace Technology (October 15<sup>th</sup>)**
- **Webinar 6: Ensuring a Disability Perspective in State Policy (November 19<sup>th</sup>)**

# Contact Us

## CAPE - Youth

CENTER FOR ADVANCING POLICY  
ON EMPLOYMENT FOR YOUTH

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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](http://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](http://wrp.gov)



# Celebrating 30 Years of the ADA

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