



# Transitioning from School to Work: Customized Employment as a Model

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"Customized employment is a flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both" (US DOL).



**employment<sup>1ST</sup>**

Employment is the first priority and preferred outcome of people with disabilities.



**DISCOVERY**





Gathering information from the job seeker and support team to determine the job seeker's interests, skills, and preferences related to potential employment that guide the development of a customized job.

Answers: Who is this person?



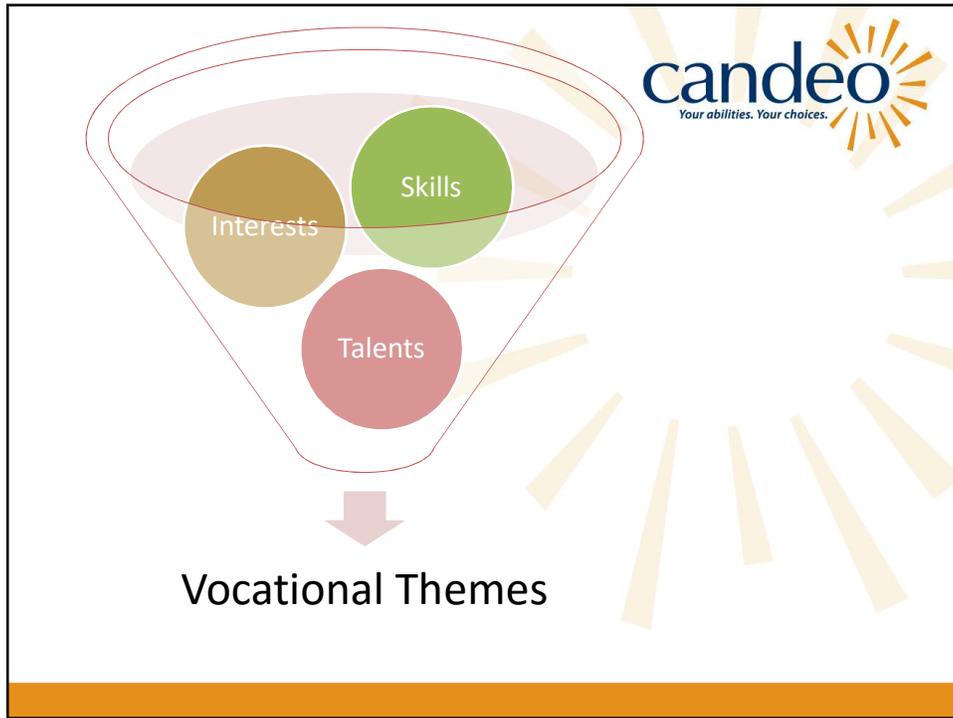
How do the things you learned about people during this activity potentially relate to employment?



What do you learn about a student that is an example of discovery?



What is NOT discovery?



The slide contains the text "I want to drive a truck" in a large, black, sans-serif font. In the top right corner, the 'candeo' logo is present with the tagline 'Your abilities. Your choices.' and a sunburst graphic.



# Transportation theme

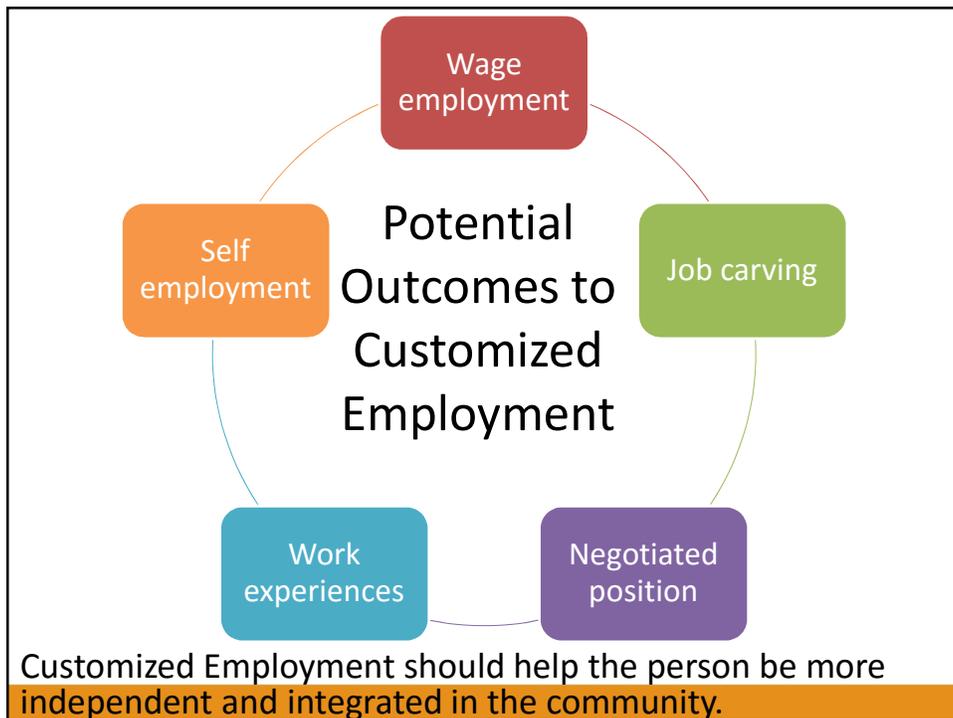
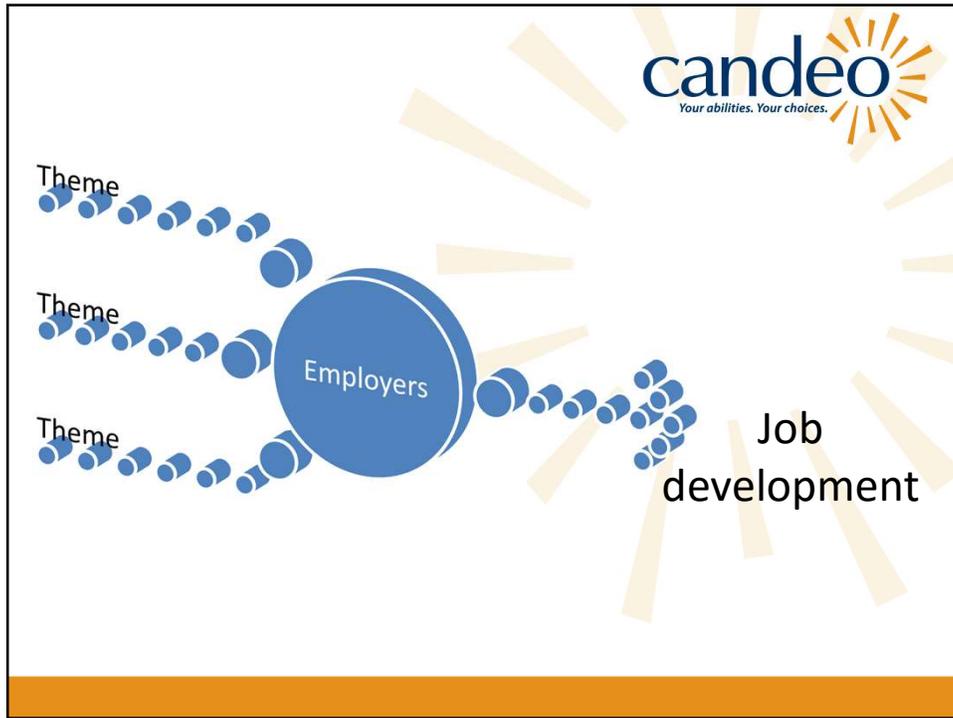




Agriculture theme



“I like basketball and I like to win”



<http://www.dol.gov/dol/media/webcast/20110610-odep-ce/20110610-odep-ce-2.htm>

So... now what?

A team-based transition approach

## WIOA Updates



- On July 22, 2014, President Obama signed the Workforce Innovation and Opportunities Act (WIOA) into law.
- The provisions related to Iowa Vocational Rehabilitation Services' (IVRS) work in the schools creates a continuum of services that aligns with IDEA but does not supplant the legal responsibility of the schools.
- Mandates the schools and IVRS to jointly develop a system so students achieve competitive integrated employment, and do not work for a community rehabilitation provider (CRP) at sub-minimum wage.

## Pre-employment transition services



- **VR: Must spend 15% of Title I Funds on Pre-Employment Transition Services**
  - Total for FY 2015: \$468 million
- **Required services:**
  - Job exploration counseling
  - Work based learning experiences
  - Counseling on post-secondary opportunities
  - Workplace readiness training
  - Instruction in self-advocacy
- **Additional specified activities allowed if funding is available**

	TRANSITION SERVICES	PRE-EMPLOYMENT TRANSITION SERVICES
<b>Available To →</b>	Youth with Disabilities (age 14 to 24)	Students with Disabilities (age 16 to 21, enrolled in school with IEP or 504) – can be younger at state’s discretion
<b>VR Eligibility</b>	Must apply for and be accepted for VR services	Available to any student with a disability (IEP or 504) who can benefit
<b>Individual Plan for Employment (IPE)</b>	Required	Not required
<b>Level of Services</b>	Broad and highly flexible	Narrow and relatively specific

## Pre-employment transition services as part of a continuum



*Based on Explanatory Comments from WIOA Final Regulations*

- **Pre-employment transition services:** earliest set of services available to students with disabilities.
  - *Designed to help students with disabilities begin to identify career interests that will be further explored through additional VR services, such as transition services*
- Job placement assistance is not included among the listed **pre-employment transition services**, but could constitute a **transition service**



**IN SHORT...CONNECT WITH IVRS  
EARLY AND COLLABORATE**



[https://www.youtube.com/watch?v=434yU0AA\\_zs&feature=youtu.be](https://www.youtube.com/watch?v=434yU0AA_zs&feature=youtu.be)



## What questions do you have?

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