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 is the first priority and preferred outcome of people with disabilities.
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?
Vocational Themes

“I want to drive a truck”
Transportation theme
Agriculture theme

“I like basketball and I like to win”
Customized Employment should help the person be more independent and integrated in the community.
So... now what?

A team-based transition approach

http://www.dol.gov/dol/media/webcast/20110610-odep-ce/20110610-odep-ce-2.htm
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
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**Available To** | 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
**VR Eligibility** | Must apply for and be accepted for VR services | Available to any student with a disability (IEP or 504) who can benefit
**Individual Plan for Employment (IPE)** | Required | Not required
**Level of Services** | 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
What questions do you have?

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