

**COMMITTED TO EXCELLENCE**  
in meeting the needs of individuals with  
developmental disabilities, and their families



**LET'S GO TO WORK  
CALIFORNIA!  
PARTNERSHIPS IN JOB  
PLACEMENT PROJECT**

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# Background



- ❑ San Diego Regional Center and Sweetwater Union High School District collaborated in the development of the Partnerships in Job Placements Project.
- ❑ The targeted geographic area was the South Bay area of San Diego.
- ❑ New partnerships were created to try to increase employment outcomes for our transition-aged young adults.

# Goals & Objectives



**Objective #1**: To assess and document current and historical barriers to successful placements in integrated competitive employment (ICE) for the past two years.

# Historical Barriers



- ❑ **Low numbers of direct hires and sub-minimum wage employment outcomes**
- ❑ **Amount of direct instructional time for teachers**
- ❑ **Weak economy in San Diego's South Bay area**
- ❑ **Workability I**
- ❑ **In 2011, out of 23 graduating students, who were also SDRC clients, only 3 obtained ICE**

# Participant Criteria



- Have an Intellectual or Developmental Disability
- Transition-aged within last year of exiting school
- Eligible for San Diego Regional Center Services

# Participants



# Student Interview



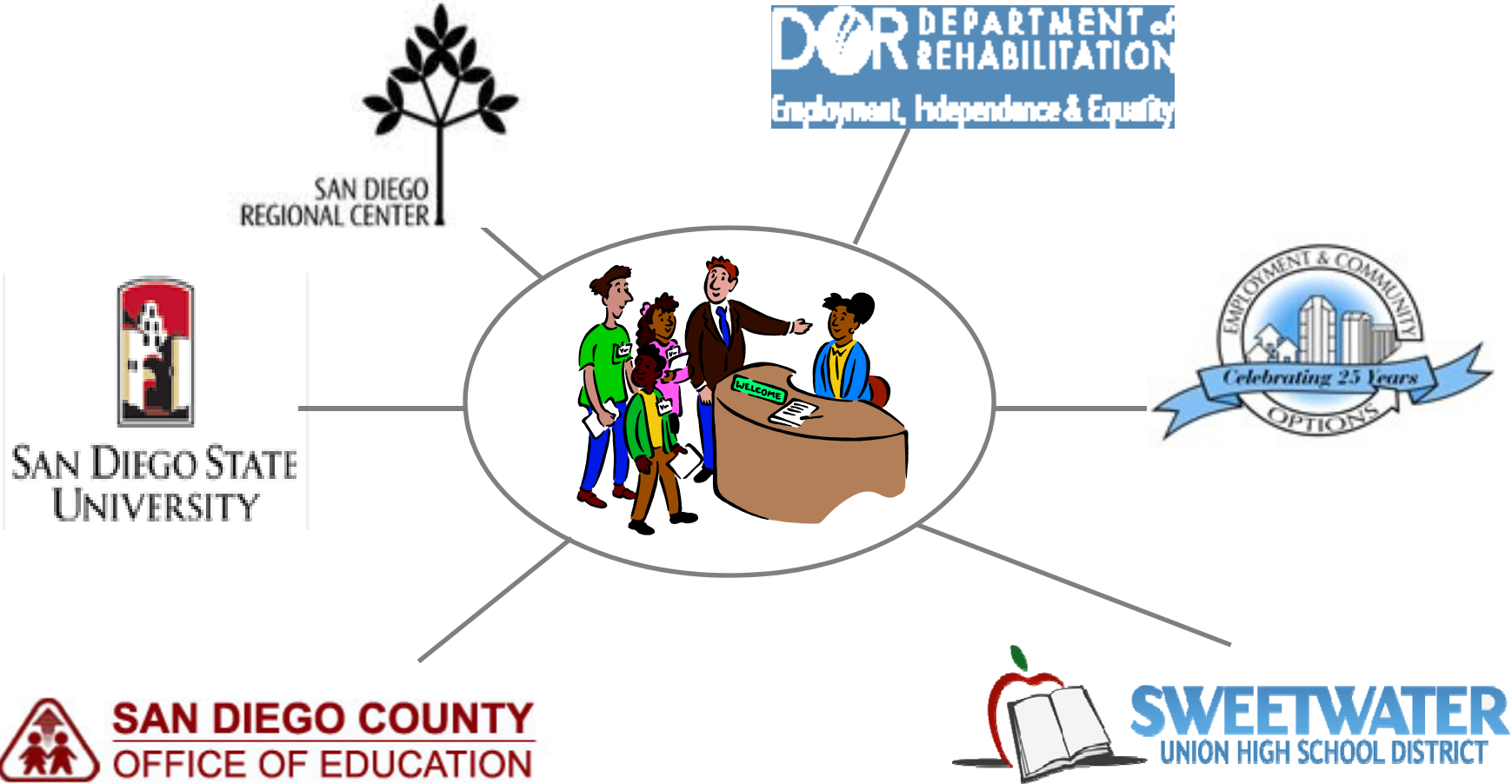
# Goals & Objectives



**Objective #2** : Develop and implement effective strategies directed to students, teachers, and local employers that will lead to 6 of the 8 participating students obtaining ICE.



# Who are the Partners?



# Partners....



Graduate students from San Diego State University's Master's Program in Rehabilitation Counseling completed a Career Occupational Preference System (COPS-II) interest inventory to help identify student's career interests, strengths, and job preferences.



# Partners...



COPS II  
Results with  
project  
participant  
and SDSU  
graduate  
students.



# Partners...



Graduate students from San Diego State University's Master's Program in Rehabilitation Counseling facilitated Person-Driven Plans (supported by the Take Charge grant)



# Partners...



# Partners...



# Partners...

- Employment & Community Options Job Developer
  - Helped develop effective job negotiation strategies
  - Identified new potential employers
  - Provided training to develop stronger employer relations



# Partners...



- South County SELPA Resource Parent along with the SUHSD Project Coordinator shared information to parents of the Transition students. Topics included:
  - How wages impact SSI benefits?
  - Using public transportation to independently travel to and from work
  - Understanding Supported Employment



# Job Club



- Transition students participated in monthly job clubs coordinated by the San Diego Regional Center to develop important job-related interpersonal skills (soft skills) and to prepare them for the important transition once the student has obtained employment.
- Curriculum: 30 Ways to Shine By Denise Bissonnette and Department of Labor Soft Skills

<http://www.dol.gov/dol/media/webcast/20121015-softskills/20121015-softskills-6-Professionalism.htm>

# On the job...



Billy at New Balance



Juan at Hometown Buffet



Carlos at Kids Club

# Where are we at today?



- All COPS II assessments have been completed and PDP meetings continue to be scheduled.
- Transition teachers have met with the job developer to learn effective strategies. They have attended Denise Bissonnette's training on creative job development and attended a Customized Employment training.

# Participant Outcomes



- June 2013 grads were referred to the Department of Rehabilitation (DOR)
  - ▣ One case is open in active job development
  - ▣ One family opted for a different outcome
  - ▣ One case is closed (lack of participation)

# Participant Outcomes



- December 2013 grads
  - One dropped from Transition class due to behavior
  - One is being referred to DOR

# Participant Outcomes



- ❑ 2014 grads
  - ❑ Actively receiving supports through the partnerships
  - ❑ One obtained seasonal ICE
  - ❑ One was offered ICE but declined due to evening hours

# Goals & Objectives



**Objective #3**: During Qtr 4, document and disseminate information on effective strategies and the project's collaboration that led to increased placements for transition student.

# Goals and Objectives



## Dissemination:

- ❑ An overview of the project was presented to Netherland's Special Education Teachers who were interested in learning about transition services and whom were invited by SDSU.
- ❑ Project results to be presented to the Sweetwater Union High School District's Board of Trustees and at a state-wide Transition Conference.



# Moving Forward



- **Adjusting timelines for COPS Vocational Assessments and Person-Driven Plans to be done the year prior to participant's exit year.**
- **Continue to improve stronger employer involvement through community conversations**
- **Adding 5 new participants**



**Thank You!**