



NC Department of Health and Human Services

# **Vocational Rehabilitation Youth and Student Services**

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# What's in this presentation?

What is Vocational Rehabilitation?

What are Pre-Employment Transition Services (Pre-ETS)?

How does a student qualify for these services?

How do schools and DVRS partner to provide these services?

How these services prepare youth and students for Competitive Integrated Employment (CIE)?

# **What is Vocational Rehabilitation (VR)?**

**VR helps people with disabilities find and keep jobs.**

- Helps someone who has never worked before with identifying career goals and getting a first job.**
- Helps someone return to his/her job or find a similar job that matches their unique skills and abilities.**
- Helps someone who is at risk for losing their job because of a disability overcome disability-related challenges and continue to work.**

# What does VR involve?

- **For students and youth, VR can provide transition services to help students move from high school to their post-school goals.**
- **VR will help a student/youth with identifying a specific employment goal and identify the services, activities, and supports that they need to reach that employment goal.**
- **VR services are individualized to the student.**
- **Some services are based on financial need.**

# **What are Pre-Employment Transition Services (Pre-ETS)?**

Pre-ETS are a set of activities defined by the federal Workforce Innovation and Opportunity Act (WIOA) of 2014 (Public Law 113-128) **intended to expose students with disabilities at an early age to self-advocacy, postsecondary training, and employment skills and options.**

# **What does Pre-ETS involve?**

Pre-ETS can include one or more of 5 activities that introduce students with disabilities to careers and post-school options:

- 1. Job Exploration Counseling**
- 2. Workplace Readiness Training**
- 3. Instruction in Self-Advocacy**
- 4. Counseling on Postsecondary Training Options**
- 5. Work-Based Learning Experiences**

# Examples of Pre-ETS

## 1) Job Exploration Counseling –

- Completing a career interest assessment
- Exploring jobs that exist in the community

# Examples of Pre-ETS

## 2) Workplace Readiness Training –

- Instruction on financial literacy
- Instruction on communication and interpersonal skills
- Job seeking skills
- Instruction on self-management and productivity skills



# Examples of Pre-ETS

## 3) Instruction in Self Advocacy –

- Classroom instruction on rights and responsibilities
- Youth leadership activities
- Disability awareness

# Examples of Pre-ETS

## 4) Counseling on Postsecondary Training Options –

- Advising students on how to complete a financial aid application
- Exploring courses offered for postsecondary school
- Exploring types of postsecondary training and education

# Examples of Pre-ETS

## 5) Work Based Learning Experiences –

- Job shadowing
- Paid or unpaid internship
- Career mentoring
- Workplace tours

# One Agency, Two Programs

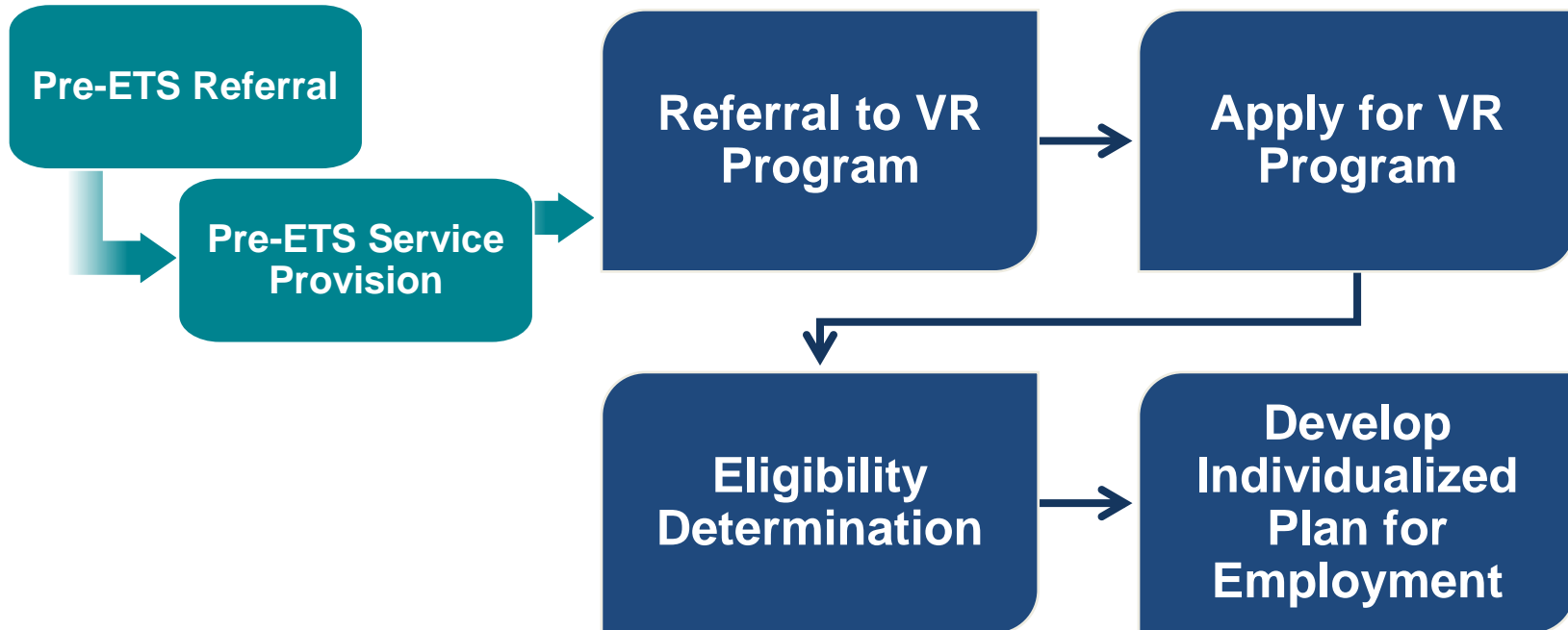
## Pre-Employment Transition Services (Pre-ETS)

- Job exploration counseling
- Workplace readiness training
- Work-based learning experiences
- Instruction in self-advocacy
- Counseling on post-secondary training options

## Individualized VR Services

- Guidance and Counseling
- Training
- Rehabilitation Technology
- Restoration
- Job-Related Services
- Support Services

# How do Pre-ETS and VR fit together?



**\*As long as the individual still qualifies as a student with a disability, Pre-ETS can continue as a part of an individual's IPE.**

**HOW DOES A STUDENT QUALIFY  
FOR THESE SERVICES?**

# Program Criteria

## To qualify for Pre-ETS, you must be a Student with a Disability (SWD)

- Student enrolled in secondary, postsecondary, or other recognized educational program
- Age 14-21
- Have an IEP or be considered an Individual with a Disability per Section 504 of the Rehab Act

## To qualify for VR, you must:

- Have a physical, mental, or sensory impairment
- Impairment results in substantial barriers to finding or keeping a job
- You require a program of VR services to find or keep a job in the community where you are paid competitive wages

**HOW DO SCHOOLS AND DVRS  
PARTNER FOR VR AND PRE-ETS?**



# Federal Mandates

- Under the Individuals with Disabilities Education Act (IDEA) and The Rehab Act as amended by the Workforce Innovation and Opportunity Act of 2014 (WIOA), both schools and DVRS are responsible for providing transition services to assist students with transition from high school to employment, postsecondary education, and community living.
- Under The Rehab Act as Amended by WIOA, DVRS is responsible for coordinating with state and local education agencies to provide pre-ETS for SWDs.

20 U.S.C. 1412, Sec 300.43; 34 CFR 361.5(c)(55); 34 CFR 361.48(a)

# Formal Agreements and Contracts

- DVRS maintains formal agreements with most of NC public school districts to dedicate VR staff to provide VR services, including transition services, and coordinate Pre-ETS for students in the district.
- Pre-ETS can be provided by VR staff, but is often arranged through community agencies who can meet with individuals or groups of students to provide Pre-ETS either on or off-campus, during school hours or after.
- VR funds 100% of vendor-provided Pre-ETS services through formal service contracts.

# Assessing Needs and Planning

- VR and schools must work together to identify referral, student planning, and information exchange processes to coordinate both VR and Pre-ETS services.
- Since Pre-ETS resources vary from one district to another, it is important that VR, schools, and Pre-ETS providers (if applicable) jointly discuss the needs for Pre-ETS by local SWDs and how services might be implemented in the local area.
- VR staff have access to tools and resources to assist with this planning.

**HOW DO VR AND PRE-ETS  
SERVICES PREPARE A YOUNG  
PERSON FOR CIE?**

# Setting Foundations

- Under WIOA, Pre-ETS was established as the first set of services on a continuum of services to promote high expectations for postsecondary outcomes for SWDs.
- Pre-ETS was created to work in tandem with prohibitions under Section 511 of the Rehab Act as amended by WIOA to discontinue the pipeline from schools to sheltered workshops.
- Pre-ETS introduces CIE options and VR transition services outline an individualized path to reaching a CIE goal.

## **Example of Pre-ETS and VR Path to CIE**

- Student enrolled as a sophomore on the extended content pathway in a NC public school (certificate-bound).
- Student is referred by the school to the assigned VR Counselor for Pre-ETS services.
- VR arranges Pre-ETS through a contracted provider.

## **Example: Pre-ETS Provider Activities**

- The Pre-ETS provider helps the student
  - explore jobs in the community by learning about types of work and interviewing career guest speakers
  - practice workplace readiness skills through instruction and role play activities
  - learn about the job seeking process, and
  - explore strengths and needs related to the student's disability to identify accommodations that may be helpful at school and in the workplace

## Example: VR Activities

- The student progresses through high school, continuing to receive Pre-ETS services, and is referred for full VR services during the junior year
- The VR Counselor determines the student's eligibility for full VR services and develops an Individualized Plan for Employment (IPE) which includes:
  - Ongoing Pre-ETS
  - Supported Employment Services to carve out a CIE opportunity that matches the student's specific employment goal



# Questions?



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**Contact your local VR office:**

