


Career Readiness Through Real Life Experience

Presented by:
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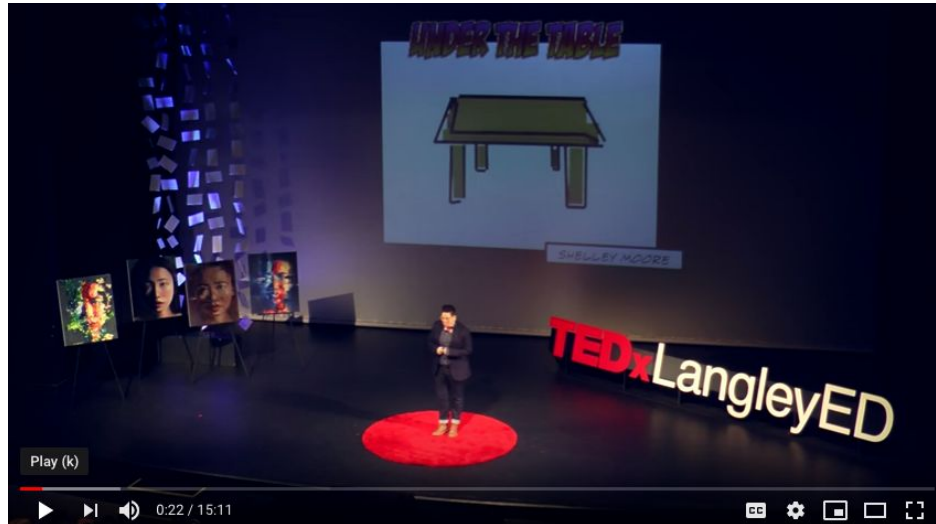
Our Purpose

California's implementation of the CCSS renews its vision that all students graduating from our public school system be life-long learners and have the skills and knowledge necessary to be ready to assume their position in the 21st century global economy.

Purpose of IDEA: To ensure that all children with disabilities have available to them a free appropriate public education that emphasizes special education and related services designed to meet their unique needs and prepare them for further education, employment, and independent living IDEA Regulations-300.1(a)

Presuming Competence Video

- Shelly Moore: [Presuming Competence TED Talk](#)
 - As you watch, think about how this presuming competence is crucial in preparing your students for life after high school.



Agenda:

1. Warm Up-Gallery Walk
2. Cooperative Programs: We Can Work (WCW)
 - a. Services/Supports
 - b. Population
 - c. Interagency Collaboration
3. Additional Transition Skill Development
4. Additional Information/Resources:
5. Q/A

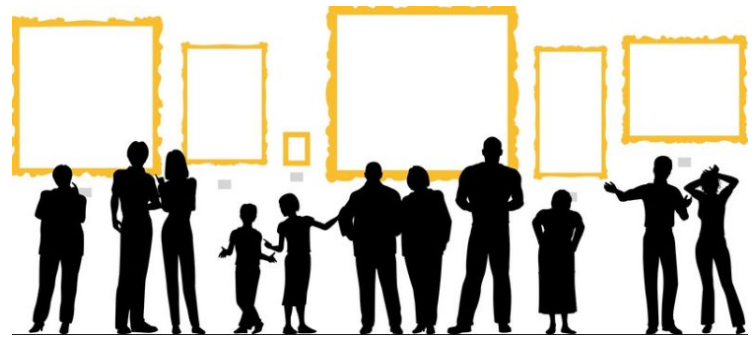
Objective

Participants will receive information about the following and identify steps in which a comparable program can be developed at their organization:

- Cooperative program contracts that deliver services that include:
 - pre employment workshops
 - paid and unpaid work experience as well as coaching support to develop job retention skills.



Warm-Up: Gallery Walk



1. Write all the words that describe an ideal employee. Include both:
 - Academics
 - Soft Skills
2. What are some documents/skills required to seek/obtain employment?
3. What do you wish you knew to help better prepare you for your first job?

Reflection



Think...



Pair...



Share!!!

Think/Pair/Share:

Think about supports/services offered at your school...

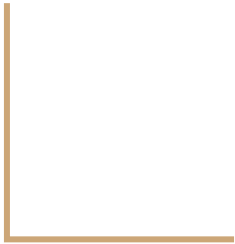
- What do you currently do to support students in developing employment skills?

Setting the Stage for Today's Session

- What is the **MISSION** of your school?
 - Think about the non academic skills needed to support ALL students in transitioning into the adult world and how we are intentionally addressing them



Cooperative Programs



The Background Story-How did we get started?

Introductions

LAUSD Charter
Operated Programs
(COP) Transition
Specialist Introductions
16-17 SY

Charter Schools

+

Department of
Rehabilitation (DOR)

Contracts

- Contract Templates
- ID Staff
- School Board Signatures
- State DOR approval

Implementation

- Contracts were approved mid year
 - Larchmont: Spring 2017
 - Synergy: Spring 2018
- Not supported with launching for success

Challenges with Initial Implementation

- Logistics not discussed
- LEA not informed of staffing impact, HR processes and logistics for contract implementation.
 - DOR and LEA must collaborate to ensure there is understanding of responsibilities and processes
- July 2017:
 - LEA partnered with DirectEd Educational Services to support with:
 - Establishing processes between LEA/DOR and Departments within LEA
 - Identifying roles/responsibilities
 - Serving as a liaison between DOR and Charter



We Can Work (WCW)-What is it?



- Contract between DOR and LEA
- Funded by DOR to provide students with work based learning experiences
 - 100 hours of paid work experience
 - On or off campus!
 - % FTE of a designated LEA WCW Coordinator to support with job development/coaching and coordination

How does funding work?



- Approximately 2K/Student
 - 100 hrs @ minimum wage = \$14.25 in LA starting 7/1/2019 for employers with more than 26 employees.
 - $\$14.25 \times 100 = \$1,425$
 - $\$2000 - 1,425 = \575 for LEA WCW Coordinator
 - Additional funding for clothing/transportation vouchers as needed

Who does it serve?

- Students with a Disability ages 16-21
 - In High School
 - Have an IEP or 504 Plan
- Our Target:
 - Students on a Certificate of Completion Pathway
 - Students who benefit from additional incentives to motivate them to academically succeed



Interagency Collaboration

LEA

- Identify Students
- HR Processes (ie. Work permit, Payroll, etc)
- Interest Assessments/Pre Employment Workshops
- Monthly Invoicing and Progress reporting

DOR

- Conduct Intakes
- Request Transportation/Clothing Vouchers
- Provide Reimbursement to LEA for student wages/WCW coordinator time

WCW Program Contract

DirectEd

- Support with completing DOR Referral/Intake Documents
- Support with HR Processing
- Mobility Training, Budgeting/Shopping Instruction
- Input on monthly progress reporting
- Job Developing/Coaching

Google Sheet for Student Roster + Business Partners

- [Sample Student Roster/Business Partner Spreadsheet](#)
 - Color Coding can be utilized to identify who is responsible for each stage
- Remember to begin job developing you should have marketing materials
 - Brochure/Intro letter + Certificate of Insurance
 - Larchmont:
 - [Sample Brochure](#)
 - [Sample Letter](#)
 - Synergy:
 - [Sample Brochure](#)
 - [Sample Letter](#)

Brainstorm

- Who would be the LEA WCW Coordinator assigned?
 - SpEd Director, Department Lead, 11/12th grade case carrier?
 - Who would be responsible for each of the steps?
 - Any additional staff/support needed?
- What are some on site jobs that can be developed?
- Are there businesses you know of that would be potential partners?



HR Processes



Larchmont:

- Work Permit
- Google Sheet for Timesheet Submission
- Monthly Stipend for student who are working

Synergy:

- Livescan/TB
- Online employee document processing (ie. W4, other tax docs, mandated reporting etc)
- Bank Account for Direct Deposit (ie. Paycom)
- Timesheet template for bi-weekly submission to payroll

Brainstorm

- What HR processes would be required for student workers in your organization?
 - Work Permit
 - Timesheets/Payroll
 - Livescan/TB



Pre-Employment Workshops

- In order for students to be successful in work experience opportunities we need to ensure they are prepared with necessary work skills
- [Pre Employment Workshop Scope/Sequence](#)
 - There are lesson plans that align to each of the topics included
 - Scope/Sequence can be added to based on student needs
 - Lesson Plans can be adapted/modified as well to address student needs
 - Can be used as a selling point when establishing partnerships.

Brainstorm

- What workshops are you already conducting?
- What workshops would you want/need to add?
- When would they take place?
 - Elective class?
 - Learning Lab?
 - Advisory/Homeroom?



Student Testimonials-Synergy Quantum Academy HS



Student Testimonial-Larchmont Charter School



Teacher Testimonial-Larchmont Charter School



Employer Testimonials

“Working with Grace has been a positive experience for Central City Neighborhood Partners (CCNP.) We have always supported youth interns and volunteers, but this is our first experience with supporting a youth who has some physical limitations. Grace has helped out tremendously over the past weeks with data entry, organizing client information before and after events, and with various other projects. She is always on time and her positive attitude is an attribute I wish all interns and volunteers had. I thank Anthony and Larchmont Charter School for being proactive and seeking CCNP out for Grace's internship. I am honored to be a part of the learning experience for Grace and all youth in our local community.”



Lizette Arzola, MSW, MSG

Associate Director, Central
City Neighborhood Partners

Returned Peace Corps
Volunteer, 2009 - 2011



Additional Transition Skill Development



What else do we do to support all students with developing employment skills?

Larchmont

- K-8
 - SEL: Communication, social and behavior skills
 - Signature projects
 - Thrively
- High School
 - Junior/Senior Research Seminar
 - Naviance

Synergy

- Elementary School
 - Project Lead the Way K-12
- Middle School
 - Seminar
 - Self Advocacy
- High School
 - Self Advocacy
 - Partnership with Southwest Carpenters Union
 - Advisory



Additional Information/Resources



Connect with Local Partners

- Regional Centers
 - Collaboration between school + RC for students who are clients
 - School should indicate needs for supports and activities/services rendered for a smooth transition into life after high school
- Local Department of Rehabilitation Office
 - There is funding for DOR to directly serve students without a contract: "PE Student Services"
 - This would include all components of the WCW program, however, implementation/staffing have been inconsistent.
- Chamber of Commerce/Community Partners
 - Connect with your local Chamber of Commerce office
 - Job Shadows/Internships

Additional Resources

- [Inspire Charter Schools Transition Website](#)
- [WINTAC-Workforce Innovation Technical Assistance Center](#)
- [PACER's National Parent Center on Transition and Employment](#)
- [Center for Parent Information and Resources](#)
 - Employment Connections
 - Includes information on Job Coaching etc.
- [National Technical Assistance Center on Transition](#)
- [Center on Transition to Employment for Youth with Disabilities](#)



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