VR New Hampshire (VRNH)

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

... *Stepping Stones Towards the Future*
Who is VR New Hampshire (VRNH)

VRNH assists eligible New Hampshire citizens with disabilities to secure suitable competitive integrated employment and financial and personal independence by providing rehabilitation services.

This means:
If you have a disability and need help ...
• Finding a job
• Preparing for a career
• Maintaining a job
• Advancing in employment
Background of Pre-ETS

- Added to the VR program menu of services provided to transition-aged students and youth with disabilities ages 14-21 in 2014
- Available to students and youth who are considered potentially eligible or eligible for VR services
- Designed to prepare students and youth for life after high school
- Intended to connect more students and youth to VR services
Five Pre-ETS Services

What are the five services?
1. Job exploration counseling
2. Work-based learning experiences
3. Counseling on opportunities for comprehensive transition or post secondary education programs
4. Work readiness training
5. Instruction in self-advocacy

Student Takeaways from Pre-ETS
1. What do I want to do for work? What am I good at?
2. Connecting school activities to real-life work activities such as informational interviews, job shadows, paid work experience and internships (through specific programs), simulated work experience and workplace tours
3. What do I need to know and how do I prepare for two-year or four-year college? What if I am interested in college/university programs for individuals with intellectual or developmental disabilities?
4. What does an employer expect of me on the job? What are the skills and behaviors that are required on any job?
5. How do I speak up for myself? How do I effectively share my interests, thoughts and desires in a variety of different circumstances?
How are Pre-ETS Services Provided?

**Potentially Eligible Students or Youth**

*If a student or youth with a disability is considered potentially eligible for VR services, this means that they have not applied or been found eligible for VR services.*

*In this instance Pre-ETS services are:*

- Provided via group workshops in high school classrooms across the state by a Student Transition Specialist
- Available to students participating in a **post-secondary education or training program**. The program must result in a credential upon completion (ex: Degree, Licensed Nursing Assistant etc)

*In order to participate, a registration form is required with necessary signatures and attestation of disability (ies)*

**Eligible Students or Youth**

*If a student or youth with a disability is considered eligible for VR services, this means that they have applied and been found eligible for VR services.*

*In this instance Pre-ETS services are:*

- Provided **1:1** by a VR Transition Counselor OR a Student Transition Specialist
- Provided via group workshops in high school classrooms across the state by a Student Transition Specialist
- Available to students participating in a **post-secondary education or training program**. The program must result in a credential upon completion (ex: Degree, Licensed Nursing Assistant etc)

*In order to participate, no registration form is required*
Laying the Foundation
Pre-ETS Services

Participating in Pre-ETS services can help students and youth to:

- Explore what they want to do for work or a career
- Discover the world of work through hands-on experience and/or direct connections to those working in a field of interest
- Learn about the skills necessary to meet employer expectations
- Research the post-secondary or training options that are available to them
- Express one’s thoughts, abilities and desires effectively in a variety of circumstances
### Pre-Employment Workshop categories & topics

**Workshops can be done**
- Virtually and/or Onsite
- In 30, 45 or 60 minute sessions
- Weekly, bi-weekly, or monthly
- Adapted to school/student needs & ability

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<th>Post Secondary Education/Training</th>
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<td>Career Planning, Goal Setting, Career Pathways</td>
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<td>Decision Making and Career Planning</td>
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**Work Based Learning** - Virtual Job Shadowing, Informational interviews, Workplace simulated activities, Company Tours*
Setting the Course
Connecting Pre-ETS and VR Services

Participating in Pre-ETS services can help students and youth to:

- **Prepare** them to work with a VR counselor to develop a roadmap toward achieving their goal(s) resulting in successful employment.
- **Better engage** in the VR process in order to develop their Individualized Plan for Employment (IPE).
- **Utilize** the information and experience from Pre-ETS services to support the necessary services and activities toward achieving the employment goal.
Inviting VR to the Table

- VR staff must be invited by a parent or guardian, when under the age of 18 to attend an IEP meeting
  - When a student is their own guardian, they can invite the VR staff to their meeting
- The best time to invite VR staff to an IEP meeting is when the Transition Plan is being discussed as well as planning for employment
- If VR staff are unable to attend, it is possible for the staff person to provide feedback for the meeting in writing
- At this time, VR transition counselors attend student IEP meetings, while Student Transition Specialists will attend occasionally, when invited and when related to workshops
How are VR Services Designed?

• **Available** to students and youth who have applied and been found eligible for VR services

• **Designed to assist the student/youth to:**
  ✔ Identify or solidify their goal for employment
  ✔ Discover the appropriate path(s) toward the goal, including a career path
  ✔ Determine the necessary support, services and activities in order to become successfully employed
  ✔ Develop benchmarks that demonstrate progress toward the employment goal

• **When implemented** this is an Individualized Plan for Employment (IPE)

**Pre-ETS services are not required to receive VR services. Anyone can apply for VR services at any time**
Example VR Services

- Diagnostic testing
- Vocational evaluation
- Job placement
- Independent living services – information and referral, advocacy, peer counseling, Personal Care Attendant coordination and assistive technology
- Medical treatment to correct, improve or prevent deterioration of one’s disability

- Transition from school to work
- Supported employment
- Interpreter services
- Transportation

VR services are always determined based on individual need and the employment goal

Other sources of funding must be explored when determining the necessary services to achieve the employment goal

Certain VR services may require a cost share between VR and the individual receiving services
Connecting Pre-ETS and VR Services to the IEP

The pieces of federal legislation that govern the VR program and Special Education, are called the Workforce Innovation and Opportunities Act (WIOA) and the Individuals with Disabilities Education Act (IDEA). Each piece of legislation require coordination between a student’s Individualized Education Program (IEP) through Special Education and the Individual Plan for Employment (IPE) through VR.
Connecting VR Services to the IEP

✓ **Must** be related to employment

✓ **Cannot** be written into the IEP unless agreed to by the VR Counselor

✓ **Cannot** be services that should be provided by the district while the student is still in school (ex: technology necessary for the student to participate in their school day)

✓ **Opportunity** for the student’s team to brainstorm ways to **cost share** services related to employment – “if you do this, I’ll do that.”
The Pre-ETS & IEP Connection
VR is a Community Partner

Pre-ETS
1. Job exploration counseling
2. Work-based learning experiences
3. Counseling on opportunities for comprehensive transition or post secondary education programs
4. Work readiness training
5. Instruction in self-advocacy

Pre-ETS services are linked to IEP transition services

IEP Transition Services
• Instruction, community experience and employment
• Related Services, other post school and adult living objectives
• Acquisition of daily living skills

Workshops can assist schools to develop students Measurable Post-Secondary Goals (MPSG), thereby helping with Indicator 13 compliance
What Can I Do Next?
Getting Connected

**Pre-ETS Services**
- **Contact** your local high school case manager to inquire whether workshops are taking place at the school
- **Contact** the Student Transition Specialist in your region to learn more about the workshops that are available to students and youth
- **Participate** in a Parent Information Session via Zoom to learn more about workshops and VR services
- **Complete** an STS Workshop Registration Form (available through your regional Student Transition Specialist)

**VR Services**
- **Contact** your local high school case manager and indicate that you are interested in VR services for your son or daughter (this will be helpful for future IEP meetings)
- **Participate** in a Parent Information Session via Zoom to learn more about workshops and VR services
- **Refer** your son or daughter for VR services by contacting your local VR office or online
Resources

Website: Bureau of Vocational Rehabilitation | Department of Education (nh.gov)

VR Toolkit: vr-toolkit.pdf (nh.gov)

Local VR office information: Regional Offices | Department of Education (nh.gov)

Online portal to refer for VR services: Azure B2C Sign in (b2clogin.com)

Parent Information Sessions: services-for-students-with-disabilities-information-session-for-parents.pdf (nh.gov)
Contact Us!

Joy Sabolevski
Transition Administrator
VRNH
21 South Fruit St., Ste. 20
Concord, NH 03301
603.271.3471
joy.p.sabolevski@doe.nh.gov

Tina Greco
Transition Coordinator
VRNH
21 South Fruit St., Ste. 20
Concord, NH 03301
603.271.3993
betina.m.greco@doe.nh.gov