

Transitioning to Success



Supporting your family member through transitioning to adult life, with an emphasis on:

- Discovering and communicating interests,
- Connecting interests to job possibilities,
- Building skills,
- Charting the LifeCourse
- Tapping into Supportive Technology, community supports and strategies.

**EMPLOYMENT
FIRST** 

EMPLOYMENT FIRST

The logo for "EMPLOYMENT FIRST" features the words in a bold, red, sans-serif font. To the right of the text is a stylized representation of the Ohio state flag, which is a pennant with a blue triangle on the left containing a white circle with a red center and a white border, surrounded by white stars. The rest of the pennant is red with white stripes.

March 19, 2012: 10 years and counting!

Governor John Kasich launched the Ohio Employment First when he signed the Employment First Executive Order.

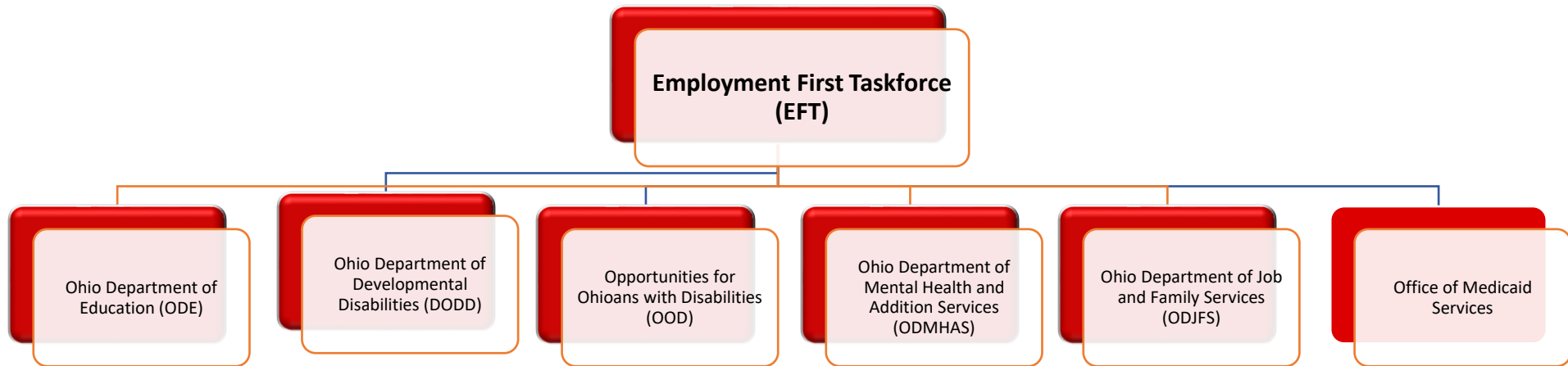
EMPLOYMENT FIRST

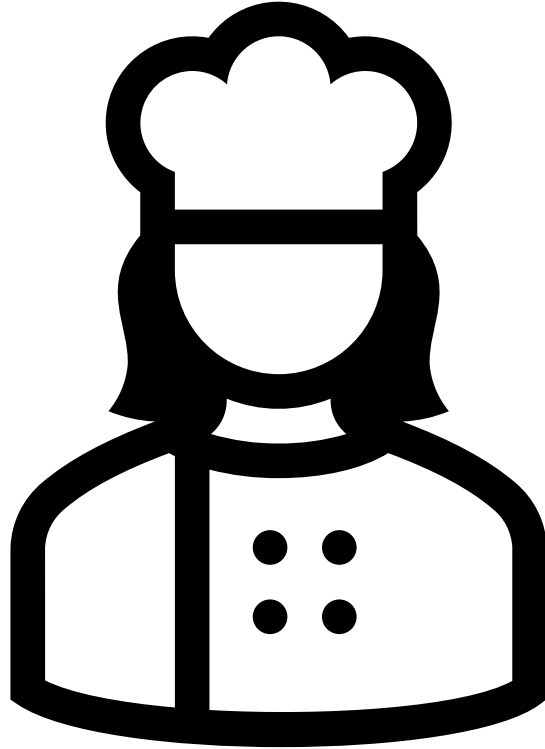
The logo features the text "EMPLOYMENT FIRST" in a bold, red, sans-serif font. The word "EMPLOYMENT" is on the top line and "FIRST" is on the bottom line. To the right of the text is a stylized representation of the Ohio state flag, which is a pennant with a blue triangle on the left containing a red circle with a white center and white stars, and red and white stripes on the right.

**“Community Employment is the
First and Preferred Option for All
People with Developmental
Disabilities.”**

Employment First Taskforce

The Taskforce is charged with expanding community employment opportunities by reducing barriers and aligning state policy

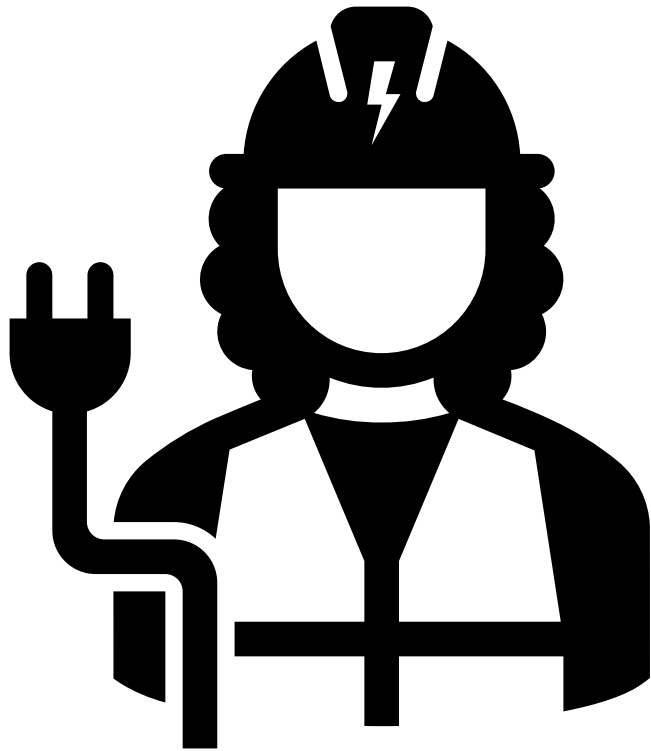




Employment First is not Employment Only.

Employment Services becomes a first option for individuals regardless of level of disability.

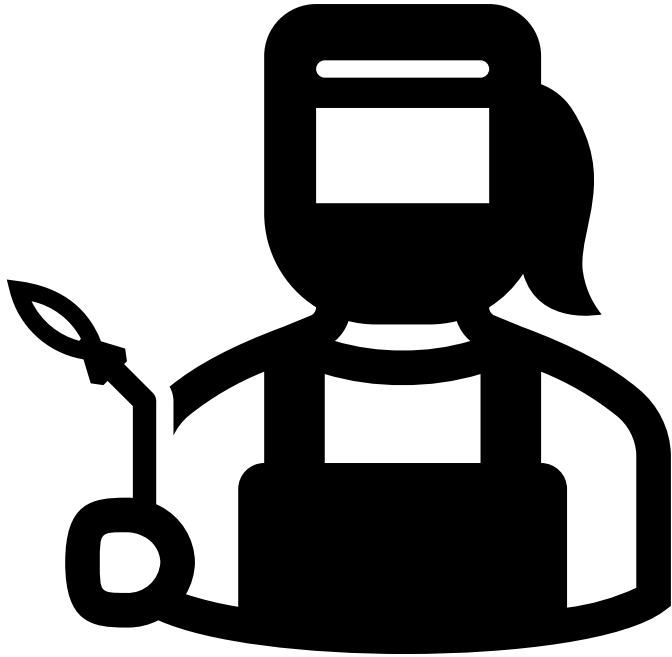
Employment First is not a program. It's a philosophy, a way to proceed.



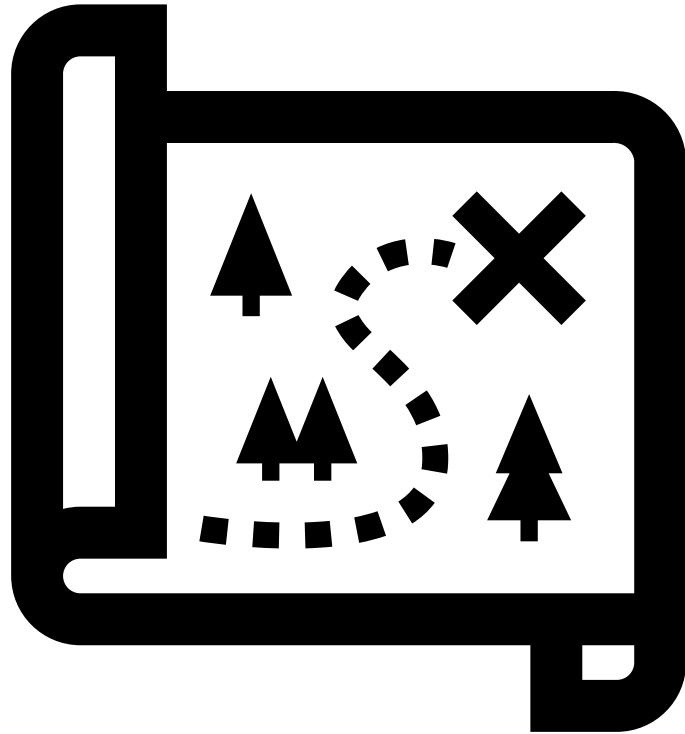
No more asking “Can you work?” or “Are you employable?” Instead: “What are you good at? What are you interested in?”

No more asking “Do you want to work?” Instead “Where do you want to work?”

Employment First Administrative Rule



- Every individual of working age will be a part of a person-centered planning process to identify their place on the path to community employment.
- Services and supports will be provided to help the individual move along the path to community employment.
- Providers are required to submit progress reports at least every 12 months to ensure the individual is moving along the path to community employment.



Path to Community Employment

- ① I have a job. I would like a better one or to move up
- ② I want a job. I need help to find one
- ③ I am not sure about work. I need help to learn more
- ④ I don't think I want to work. I may not know enough about it

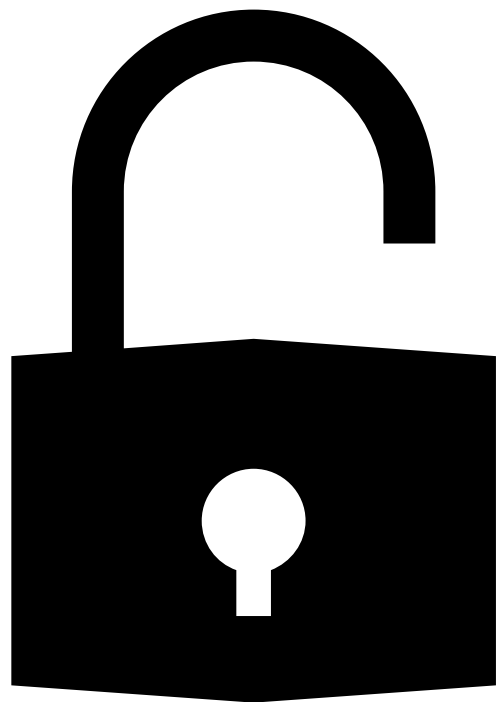
**EMPLOYMENT
FIRST** 
Realizing Employment First for Youth



Kesha's Path to Community Employment

Case Study of Student Identified with an
Intellectual Disability (Cognitive Disability)

Kesha's Path to Community Employment



Resources

Supportive Technology

- [Assistive Tech Tool Kit](#)
- [Supportive Tech Video](#)
- [Ohio Tech Ambassadors](#)

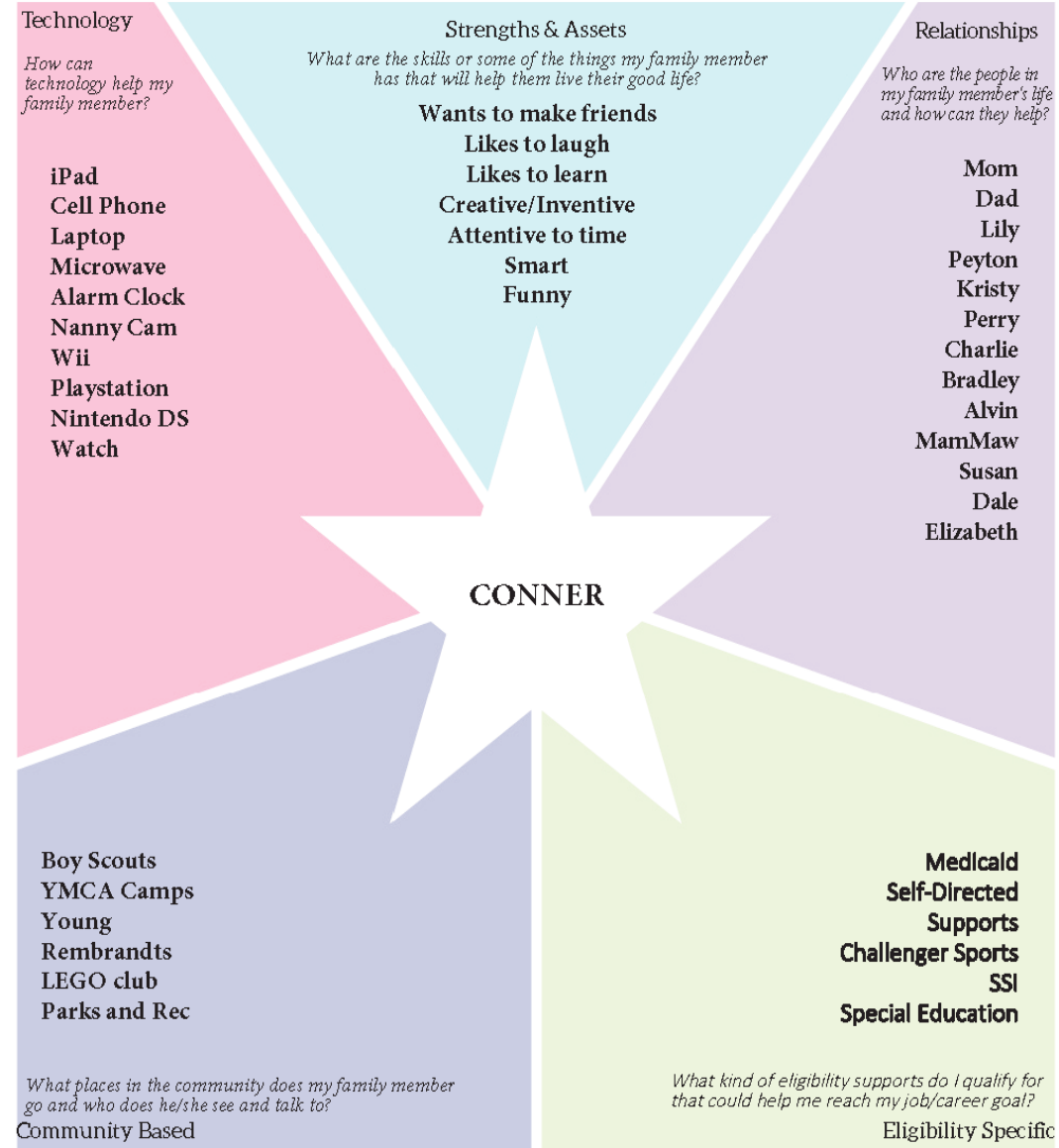




Charting the LifeCourse



Charting the LifeCourse Integrated Supports Star: Mapping



[Integrated Supports Star](#)

Access the Charting the LifeCourse framework and tools at lifecoursetools.com

Life Trajectory Worksheet: Good Life - Family Perspective

Things that happened in the past that helped them get closer to good life goals
What are some things that helped my family member prepare for or move closer to the good life vision?

- Participating in Gen Ed classes and after school programs
- Immediate consequences for his actions/learning accountability
- Having chores and feeling successful
- Having opportunities to make his own choices
- Finding different ways to help him learn
- Riding the Regular Ed bus with his brother and later by himself

Things I would like my family member to work on to move toward good life goals
What are some specific next steps I would suggest for my family member? How could I help them?

- Give him time to warm up to new people
- Help others learn to have patience with him and give him time to communicate in his own way
- Help him know what is expected of him in various situations
- Help him have a routine
- Figure out how he can start to get summer work experiences
- Increased responsibility

Peyton
Age 13

Things that happened in the past that pushed away from good life/job goals
What has happened in the past that has led my family member's path in a direction they didn't want or I didn't want them to go?

- People having low expectations
- Learned helplessness/dependency
- Riding the Special Ed bus
- Having no accountability for his actions
- Being segregated and secluded
- Not being given enough time to warm up to a situation before it was abandoned
- Not being allowed to take risks in order to learn

Things that might keep my family member from getting their good life?
What are barriers or what might get in the way of my family member taking steps to reach their good life goals?

- People's negative assumptions about his abilities
- Always having a caregiver or aide looking over his shoulder (no fading of support)
- People being over-protective

MY VISION

MY VISION FOR MY FAMILY MEMBER'S GOOD LIFE
*What do I think my family member's good life should look like?
 What would make them happy or give their life meaning?*

- I want him to have friends
- Be able to play sports, especially basketball
- I want him to be happy and healthy
- Have stable and gainful employment when he is an adult
- To have real choice in adult living situations
- Able to negotiate transportation in his community
- To know how to stay safe
- Have a loving relationship/his own family
- Feeling of accomplishment
- Belonging and acceptance

DISLIKES

WHAT I DON'T WANT FOR MY FAMILY MEMBER'S LIFE
*What would make my family member unhappy in life?
 What are the things I don't want to see happen to them in their life?*

- No employment or a sheltered workshop
- Group home/no choice in where to live or with who
- Predetermined schedules/no choice
- Unhealthy/sickness
- Dependence on only paid supports
- Loneliness
- Boredom
- Being controlled or having choices made for him

Using Charting the LifeCourse Tools to Support Transition

Let's Give It a Try:

[Portfolio for Exploring](#)



Charting the LifeCourse Portfolio...

INTEGRATED SUPPORTS STAR

Personal Strengths & Assets

Technology

Relationships

Community Based

Eligibility Specific

www.LIFECOURSETOOLS.com

LIFECOURSE PORTFOLIO | EXPLORING

NAME: _____ DATE: _____

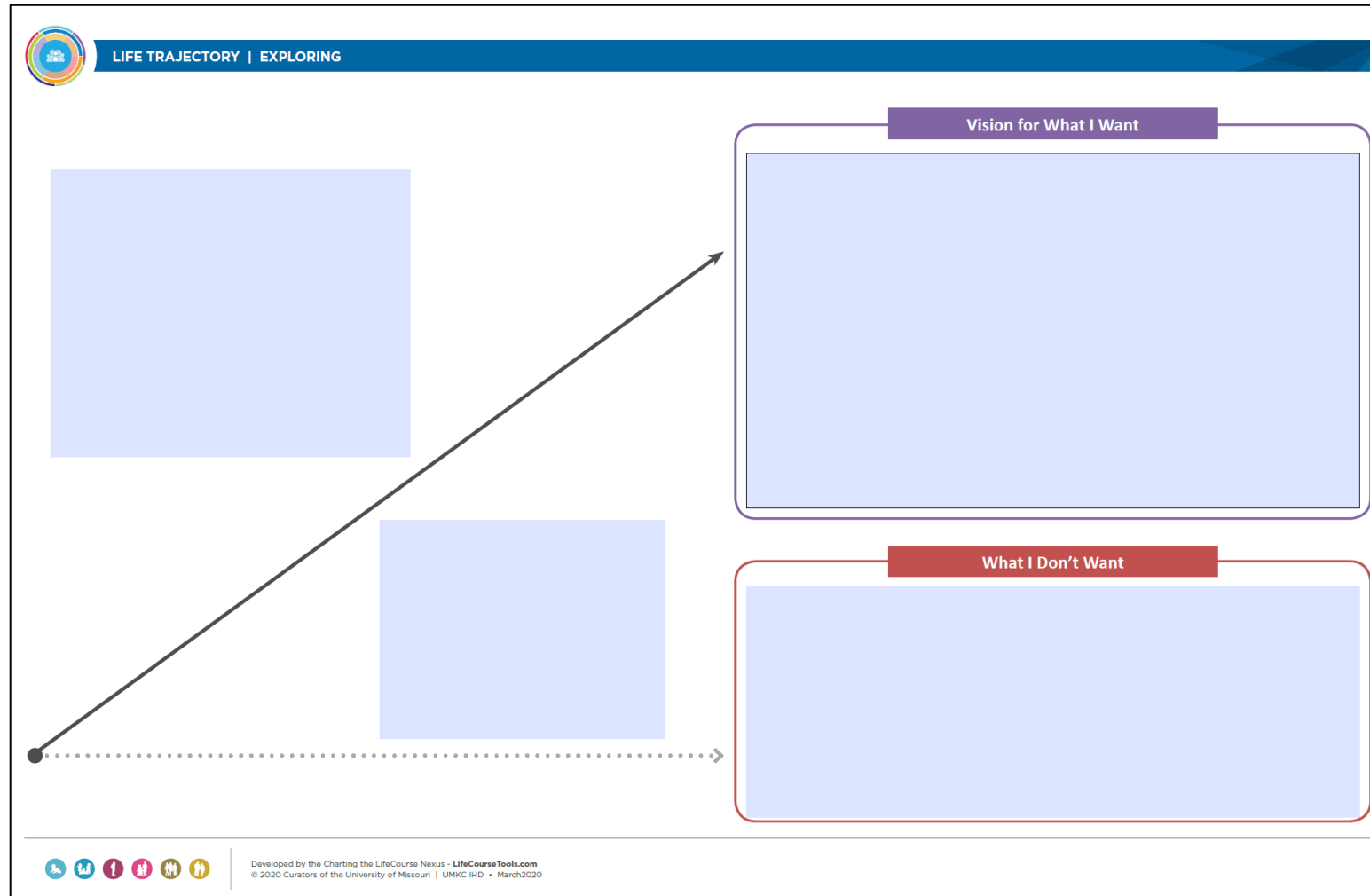
WHAT PEOPLE LIKE AND ADMIRE ABOUT ME:

WHAT'S IMPORTANT TO ME:

HOW TO BEST SUPPORT ME:

Developed by the Charting the LifeCourse Nexus - LifeCourseTools.com
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LifeCourse Trajectory: Transition Vision





Every Person. Every Talent. Every Opportunity.

- State Policy ▾
- About ▾
- Local Information ▾
- Vision and Strategy ▾
- Job Seekers and Families ▾
- Employers ▾
- Resources ▾
- Newsroom ▾

Transition Planning

- Role in the Transition Process
- Transition Topics
- Multi-Agency Collaboration
- How Do I...?
- Evidence Based Practices and Predictors
- Path to Community Employment Case Studies
- Tools for Multi Agency Team Transition Planning
- Collecting and Analyzing Youth Performance Data
- Team MAP - Multi Agency Planning in Action
- Columbiana PACT: Creating System's Change
- Ohio Operating Standards for the Education of Children with Disabilities Rule 3301-51-07
- The Journey
- Navigation Transition Planning for Youth on Place 3 and 4 on the Path to Employment

HOME > Resources > Transition Planning

Transition Planning



Transition Toolkit

Preparing for youth with disabilities to assume adult roles as community members and workers should begin very early in a young person's life and is effective when supported by a multi-agency team and meaningful services. This is what the Ohio Employment First Transition Framework strives to create.

Watch the "Realizing Employment First for Youth: A Transition Framework" video for an overview of the Ohio Employment First Transition Framework.



Ohio Employment First Transition Toolkit

Customized Employment Guide

Discovery

Customized Employment Guide

Overview

Discovery

Job Development

Job Negotiation

CE Funding

OCALI CE Project

Additional Resources

What is Discovery?

Discovery is a person centered planning approach where you begin with finding out who the participant is today and what skills they reveal in a variety of environments beyond the typical job setting.



What skills and interests can you discover by seeing them perform everyday activities at home and in the community with friends and neighbors?

What are the ideal conditions of employment?

What are the important support considerations?

What environment fits best and who else can help?

What other activities will help the team develop three broad vocational themes that describe this person's interests and skills and will be the basis for employment planning? (Griffin Hammis Associates)

Tips

1. Are you interviewing all the significant people who know the individual and can provide information about skills and interests?
2. Are you observing the participant in a variety of settings (home, community, employment) to see skills performed?
3. Are you recording observations, skills and interests to begin developing vocational themes?

Links

Discovery and Exploration, One Stop Webcast and Powerpoint, Session 2

<http://www.onestops.info/website.php?page=cearchives>

Discovering My Abilities by Joe Steffy

Joe Steffy is an individual with multiple complex developmental disabilities. Watch Joe's PowerPoint Show that he created telling his story to owning Poppin Joe's Kettle Korn.

[Career Discovery \(OCALI\)](#)

OUR MISSION

**PROVIDING FAMILIES, AGENCIES, EDUCATORS, AND
BUSINESSES WITH TRANSITION TOOLS TO BETTER
PREPARE AND SUPPORT INDIVIDUALS WITH
DISABILITIES LIVING IN WARREN COUNTY.**

LEARN MORE ABOUT WHO WE ARE

**RESOURCES FOR
EDUCATORS
& AGENCIES**

LEARN MORE

An illustration showing three people standing on a tall stack of books. One person is holding a globe, another is pointing upwards, and a third is holding a pencil. The background is light blue with a green diagonal stripe on the left.

**RESOURCES FOR
STUDENTS
& FAMILY**

LEARN MORE

An illustration of a classroom or meeting scene. A person is sitting at a desk with a computer, another person is standing and presenting to a group, and a child is sitting on the floor reading. The background is light blue with a blue diagonal stripe on the left.

**RESOURCES FOR
LOCAL
BUSINESSES**

LEARN MORE

An illustration of a diverse group of professionals standing together. They include a scientist, a construction worker, a farmer, a businesswoman, a man in a suit, a woman in a pink dress, and a police officer. The background is light blue with a purple diagonal stripe on the left.

[Warren County
Transition Network](#)



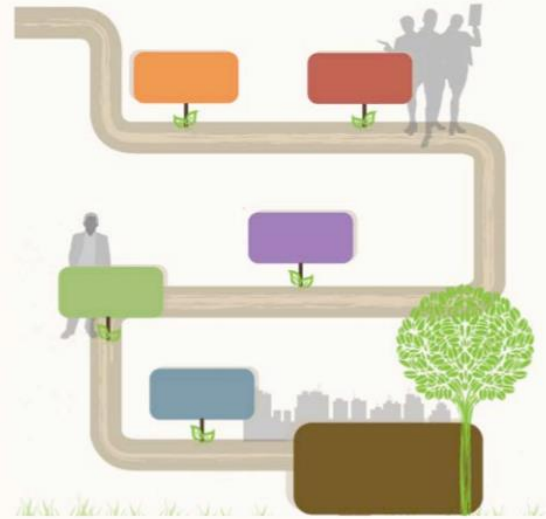
LEAD CENTER

SELF-GUIDED DISCOVERY FACILITATOR'S GUIDE

HELPING PEOPLE DISCOVER THEIR OWN PATH
TO EMPLOYMENT

[Self-Guided
Career Discovery
\(LEAD Center\)](#)

CAREER DISCOVERY GUIDE

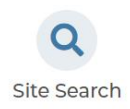
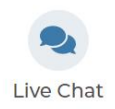


Exploring What it Takes For Employment
Success

[Career Discovery
Guide and Tools
\(Employment First\)](#)



For Job Seekers For Employers For Students News & Events



Get the latest information about COVID-19 from the Ohio Dept. of Health on Responsible RestartOhio. View More

Find Your Next Opportunity

Find a job, learn career skills, meet the requirements of your government benefits, and more on OhioMeansJobs.com

Search by job title, skill or company Search

186,581 Total Jobs Available 96,350 Over \$50K Salary 3,236 Internships As of April 18, 2021

Post Your Resume > It only takes a few seconds



Ohio Means Jobs: Backpack and more...



Benefits Planning Estimators

Check the numbers to see how work can improve your situation.

Benefits and Work Estimator

Got a work plan? See how it would help your situation.

[TRY IT →](#)

School and Work Estimator

Are you a young person? See how working and staying in school can help you.

[TRY IT →](#)

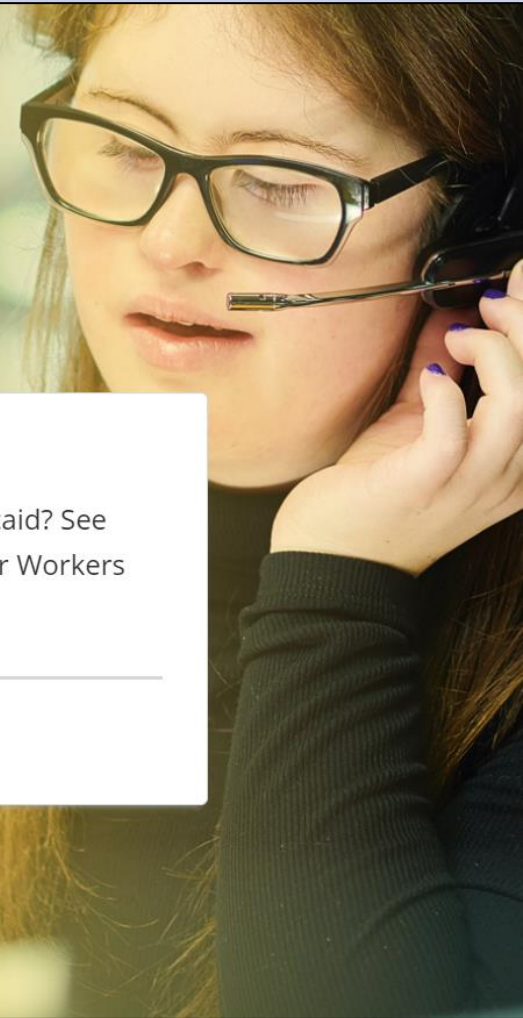
MBIWD Estimator

Worried about losing Medicaid? See how the Medicaid Buy-In for Workers with Disabilities can help.

[TRY IT →](#)

[GET A SAVED SESSION](#) 

[Ohio DB 101](#)



[Community Life and
Job Seekers Guides](#)



Speak Up Stay Safe: Community Health and Safety Training

10 Modules to help you learn how to stay safe and healthy while you work, live, and explore your community



Job Seeker's Guide

8 Modules with step-by-step instructions and tools to help you through the path to community employment.



WHAT DO I NEED TO DO?

Starting on the path to employment is as simple as 1, 2, 3

To see if vocational rehabilitation is right for you, follow these three easy steps



[Opportunities for Ohioans with Disabilities \(OOD\)](#)



DODD / You & Your Family / Daily Life and Employment / Ohio Employment and Related Resources



You & Your Family

DAILY LIFE AND EMPLOYMENT

COMMUNITY LIVING

SAFETY AND SECURITY

Ohio Employment and Related Resources

May 28, 2020 | [DODD](#)

The COVID-19 pandemic has dramatically changed how we think about going to work. While many of us are able to work remotely, many businesses and job functions continue to be essential and must be performed in person. While some people have continued working in essential roles and businesses, some will be returning to work, and others are job seeking and eager to go to work. People with disabilities are valued and needed in Ohio's workforce.

Working during this pandemic comes with risks but also can provide opportunities. Making the decision to continue working or to get a new job during this time requires thoughtful considerations of both the benefits and risks. The person and his/her team work together to discuss the benefits and risks in order to make an informed decision about working. After consideration of several factors, the informed choice to return to work or to get a job is made by the individual and consultation with those they trust and who support them.

Share this

[DODD Employment Related Resources](#)

QUESTIONS?



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