



# **New Community Opportunities Center at ILRU Presents...**

## ***Creating and Operating Services to Support Youth in Transitioning to an Employment Goal***

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***Presenters:***

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**The Ability Center of Greater Toledo (ACT)**

# Pathways to Success



## Target Population: 16-24

- To ensure individuals with disabilities achieve quality employment, independence and disability determination outcomes through integrated services, partnerships and innovation.
- Funding
  - State of Ohio submitted a Request for Proposal to local agencies that would allow the state to receive the maximum amount of federal funding.
  - ACT completed grant proposal which was chosen.
  - State of Ohio was able to receive maximum vocational funds.

# Pathways to Success: Services

- Interest Testing
  - Interest Inventory Assessments
- Career Exploration
  - Based on the results of the Interest Inventory Assessments, consumers would explore careers via Informational Interviews, online labor market information, etc...
- Informational Interviews
  - Method of gathering information about a particular job by calling or meeting an individual in person to discuss position requirements, day to day tasks, and other related questions

## Pathways to Success: Services, cont'd.

- Job Shadowing
  - If an individual had continued interest in a particular type of work after completing the Informational they would then spend a day or two shadowing (observing) an individual performing the particular job.
- Paid Work Experience
  - As a last step to determining an individual's vocational goal, the individual would be placed in a 1 week or 2 week paid work experience in the field of interest. The experience was paid for as part of the program.

## Pathways to Success: Services, cont'd. 2

- Job Seeking Skills Training (JSST)
  - Once the Vocational Goal was identified the consumer would begin intensive group and one on one JSST. JSST would include; interviewing skills, resume development skills, job application practice, dress for success, networking, etc...
- Job Placement
  - As the case manager felt an individual had developed strong JSST skills, Job Placement services would begin. Job Placement services were done by means of hiring Job Developers who worked intensively one on one with individuals to assist them in finding employment. Job Developers are responsible for building relationships with local business and finding creative ways to develop and customize jobs for an individual with a disability.

# Pathways to Success: Pros & Cons

## Pros

- State and federal funding available to purchase services that would assist an individual in receiving the preparation needed to obtain employment.
- State of Ohio was able to maximize on federal funding
- An abundance of consumers were served in contrast to the State solely providing the services

## Cons

- Outside Agency Management
- Processes, Procedures, and Policies were not aligned with those of the CIL
- Structure was changed mid way through the programming

# ACT Creates *Big Dreams New Horizons*

## **Transitioning from High School to Adult Life**

- Created as a way to continue providing similar services as the Pathways to Success program – in house.
- Able to serve a much broader population than that dictated by the State of Ohio.
- Ability to remain constant with CIL's core services.

# Big Dreams New Horizons - Services

- Interest Testing
- Career Exploration
- Informational Interviews
- Job Shadowing
- Volunteer Experiences
- Job Seeking Skills Training
- Social Skills Training
- Job Placement



# Big Dreams New Horizons: One on One Job Readiness and Job Placement

- Collaboration with UT HR Program
- Internship credit given for working one on one with ACT consumers to work on individualized skill building and job seeking.
- UT HR Fraternity to provide employment related workshops to ACT consumers.

# Big Dreams New Horizons: Mentor Program

- Currently available to current ACT consumers, ages 16-24, that have met with our Transition Coordinator and have developed a Vocational goal.
- Mentor meets with consumer weekly to focus on and build employability skills.

# Contact

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## Purpose of the Project

This program is part of a series of trainings and other activities provided to the IL field by the New Community Opportunities Center at ILRU. The project's purpose is to assist CILs in developing self-sustaining programs that support community alternatives to institutionalization for individuals of any age, and youth transition from school to post-secondary education, employment, and community living.

# New Community Opportunities Attribution

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