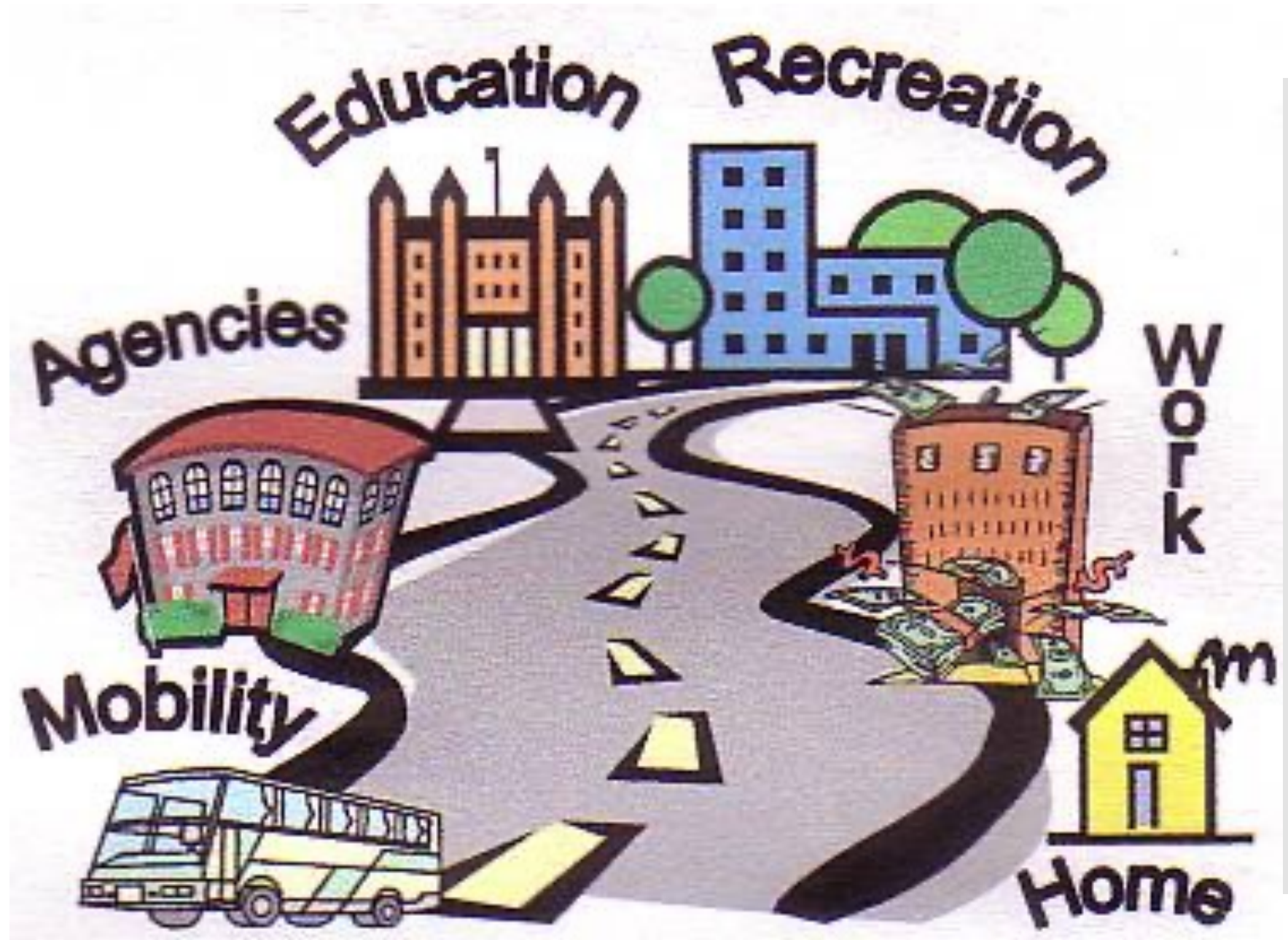


Transition Planning



Work- Based Learning

- **WBL**
- **Work Experience**
- **Community Experiences**
- **Employment**
- **Paid Work**
- **Competitive Integrated Employment (CIE)**

PAID EMPLOYMENT

- **Work Experience**
- **Internships**
- **On-the Job Training (OJT)**
- **Jobs**
- **Apprenticeships**

NON-PAID WBL OPPORTUNITIES

- **Internships**
- **Job Shadows**
- **Community Based Learning**
- **Volunteer Work**
- **Work Experience**
- **Virtual Job Shadows**

Work-based learning should be an integral part of a more comprehensive program that integrates academic courses and career technical education.

There is an array of work-based learning experiences for career awareness, career exploration, career preparation and career training. Resources and information regarding work -based learning can be found at:

http://www.connectedcalifornia.org/curriculum/work_based_learning

CIE Competitive Integrated Employment

Definition of Competitive Integrated Employment in WIOA:

The term "competitive integrated employment" means work that is performed on a full-time or part-time basis (including self-employment) –

- Paid minimum wage or above, depending on the job

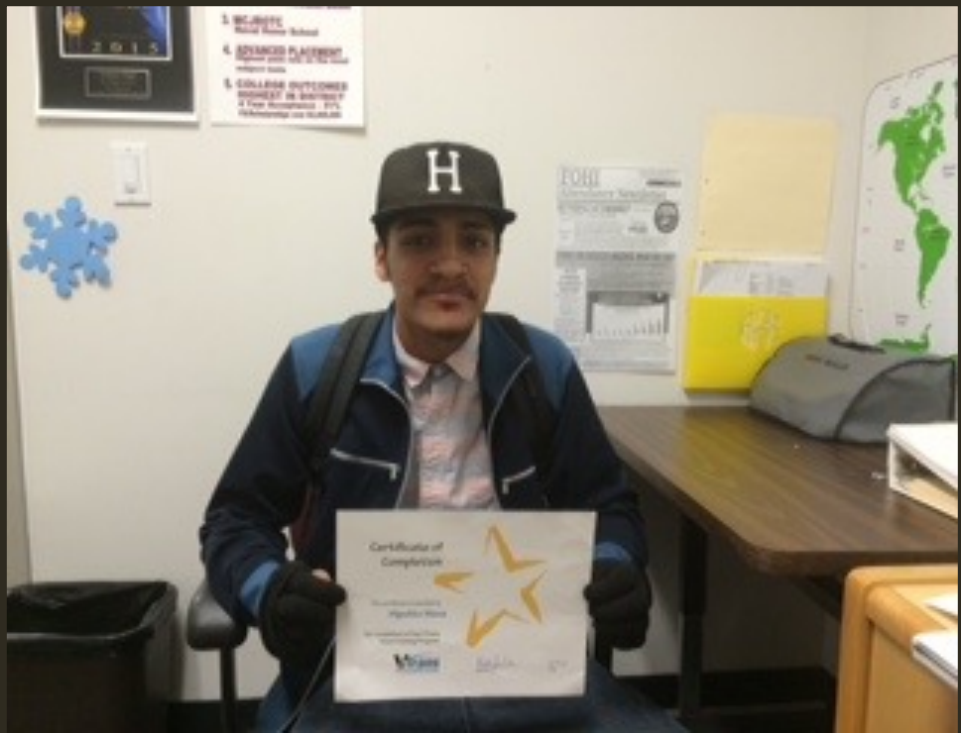
Definition of Competitive Integrated Employment in WIOA... continued:

- With non-disabled peers
- In an integrated Setting
- If self-employed, yields an income that is comparable to the income received by other individuals

As appropriate, present opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

ORANGE COUNTY WORKFORCE DEVELOPMENT PROGRAMS

- **WorkAbility I (School Programs)**
- **Transition Partnership Program (School Programs)**
- **WorkAbility III & IV (NOCE & UCI)**
- **Career Pathway Programs**
- **Career Technical Education Programs**
- **WIOA Youth Employment Programs (One Stop Centers)**
- **Summer Youth Employment Programs (Goodwill & One Stop)**
- **College 2 Career Program (NOCE)**
- **Supported Employment (RCOC & DOR)**
- **Students Services (DOR)**
- **RCOC Paid Internship Program (PIP)**
- **Project SEARCH (Goodwill & OC Partners)**
- **California Adult Education Programs**
- **OC United Way**
- **Adult Service Providers**
- **Oasis (Saddleback College & Vocational Visions)**



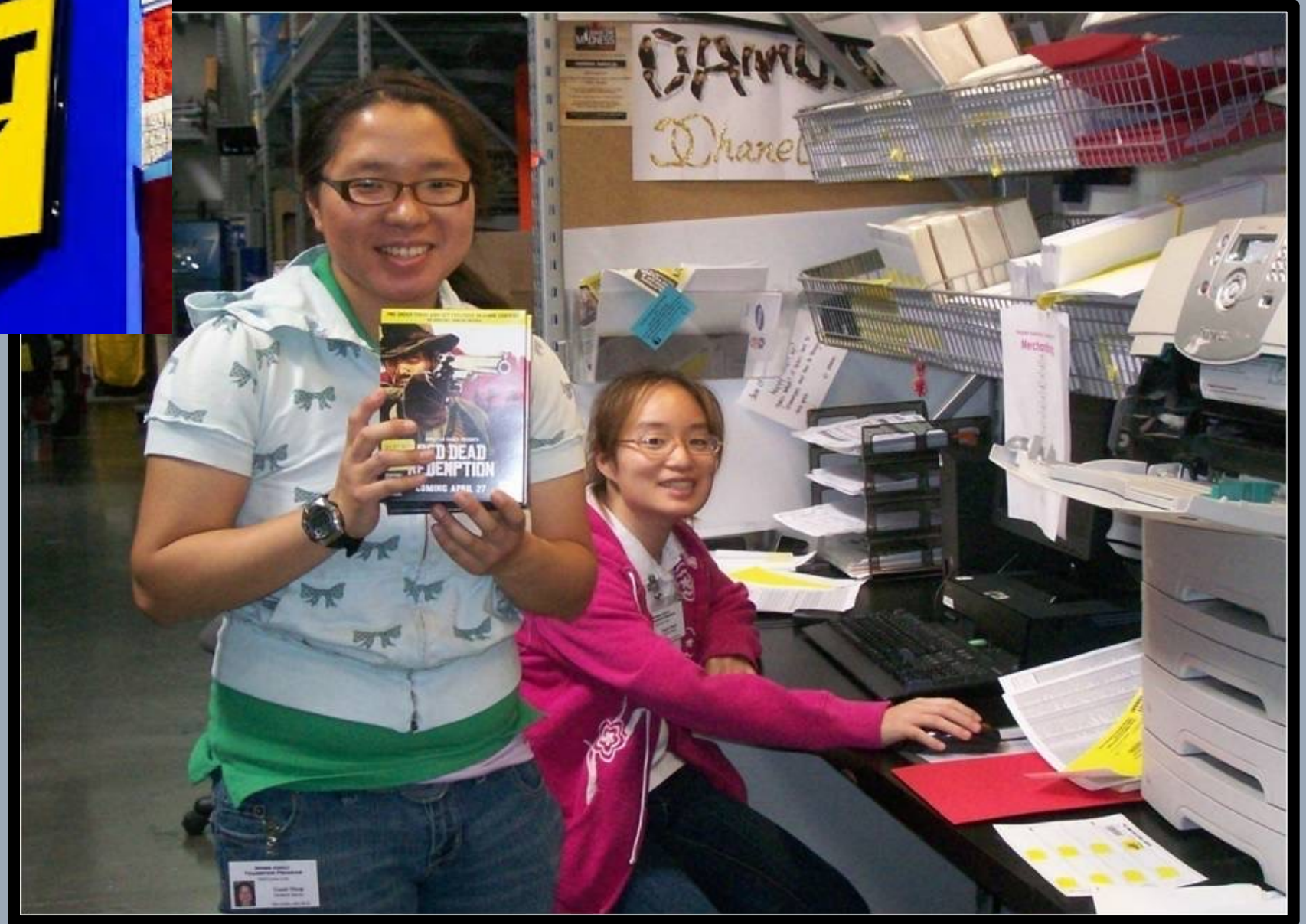
Travel Training Program

Paid Work Experience



ATRIA Golden Creek Senior Living







ORANGE COUNTY EMPLOYMENT SKILLS DEVELOPMENT CHART



Directions: This form is used for on-campus or community-based work training evaluation.

Please check one: On-Campus Community-Based Work Training

Participant:	Site:
Evaluator:	Date:

SCORING: (1) Does Not Perform, (2) Physical Assistance, (3) Direct Prompts, (4) Indirect Prompts, (5) Independent

Follows Directions

	<ul style="list-style-type: none"> • Verbal 1 Step <input type="checkbox"/> 2 Steps <input type="checkbox"/> 3 Steps <input type="checkbox"/> 4 Steps <input checked="" type="checkbox"/> 5 Steps+ <input type="checkbox"/>
<p style="color: green; font-weight: bold;">Check the highest number of verbal directions that can be followed and indicate scoring of 1-5.</p>	
	<ul style="list-style-type: none"> • Written Statement (Standard job duty list)
	<ul style="list-style-type: none"> • Visual Schedule Word <input type="checkbox"/> Picture <input type="checkbox"/> Word + Picture <input type="checkbox"/>
<p style="color: green; font-weight: bold;">Check the preferred mode of visual schedule and then indicate scoring of 1-5.</p>	
	<ul style="list-style-type: none"> • Follows all work site rules
	<ul style="list-style-type: none"> • Follows expected behaviors in assigned department, as specified by manager/supervisor
	<ul style="list-style-type: none"> • Follows all workplace emergency safety protocols

Notes: Total: __ /30= ___ %

Dress/Hygiene

	<ul style="list-style-type: none"> • Dresses appropriately to work place setting (uniform or professional dress)
	<ul style="list-style-type: none"> • Appropriate hygiene Clean and styled hair <input type="checkbox"/> Clean teeth <input type="checkbox"/> No body odor <input type="checkbox"/> Make-up, as needed <input type="checkbox"/>
<p style="color: green; font-weight: bold;">Check all items that are completed at an acceptable level and indicate an overall average score of 1-5.</p>	

Notes: Total: __ /10= ___ %

Time Management and Employer Expectations

	<ul style="list-style-type: none"> • Arrives to work on time
	<ul style="list-style-type: none"> • Follows work schedule taking appropriate amount of time for breaks and lunch
	<ul style="list-style-type: none"> • Leaves work on time
	<ul style="list-style-type: none"> • Requests time off using established protocol and with at least two weeks' notice
	<ul style="list-style-type: none"> • Maintains excellent attendance/uses limited sick time, as needed

Notes: Total: __ /25= ___ %

Work Tasks (specific to work training duties/job description)

- Completes all job duties as identified in job description
 - Completes tasks with 100% accuracy as defined by employer
 - Works as part of a team
 - As problems arise, assists in the solution process
- If problem solving is not a requirement of the job, indicate a score of 5 and check in the notes box below.
- Handles conflicts, that arise, in an appropriate manner
- If conflict resolution is not a requirement of the job, indicate a score of 5 and check in the notes box below.
- Requests additional work when assigned tasks have been completed
- If additional work tasks are not an option, indicate a score of 5 and check in the notes box below.

Notes:

Total: __ /30= ____ %

- __ Problem Solving is not an essential function of this job.
- __ Conflict Resolution is not an essential function of this job.
- __ Additional work tasks are not available as part of this job.

Productivity/Quality of Work

- Completes assigned tasks within time frame expected by employer
 - Works at appropriate rate
 - Work completed meets quality standards as defined by employer
 - Requests accommodations when needed
- If accommodations are not needed, please indicate a score of 5.

Notes:

Total: __ /20= ____ %

Communication and Socializations with Supervisor and Co-workers

- Greets co-workers as appropriate support staff co-workers supervisors
- Check all boxes applicable and give a summary score of 1-5.
- Demonstrates a good attitude at all times
 - Speaks respectfully to support staff co-workers supervisors customers, where present
- Check all boxes applicable and give a summary score of 1-5.
- Aware of and follows social boundaries
 - Uses work related technology appropriately
- If using technology is not a requirement of the job, indicate a score of 5 and check in the notes box below.
- Uses restroom appropriately
 - Appropriately participates in conversations
 - Follows staff lounge rules for breaks and lunch
- If no staff lounge is available score a 1-5 regarding company norms for breaks and lunch.
- Follows chain of command with questions or concerns
 - Shows enthusiasm for the job by taking initiative and showing commitment to the company

Notes:

- __ Using technology is not an essential function of this job

Total: __ /50= ____ %.

Utilizing Workplace Natural Supports and/or Job Coaching

- Requests help from supervisor/co-workers, as appropriate
- Initiates request for help at appropriate time
- Keep supervisor informed when job duties are complete
- Follows job coach &/or co-worker instructions

Notes:

Total: __ /20= ____ %

Mobility/Community Safety/Transportation Options

- Uses public transportation, para-transit or provides own transportation to get to job/work training site
- Follows all safety precautions needed to get to job/work training site

Notes:

Total: __ /10= ____ %

ACCOMMODATION NEEDS:

Overall Total: __/195= ____%

ADDITIONAL NOTES:

Virtual Job Shadows

- **VirtualJobShadow.com** includes:
 - 4 career interest assessments
 - Hundreds of engaging job shadowing videos
 - R sum  Builder
 - College & job searches
 - Integrated lesson builder
 - Financial literacy & soft skills curriculum
 - Admin tools and more!







Paid Internship Program

- **Developed through the Person-Centered Planning Process- goals, interests, preferences, skills, and strengths**
- **Purpose: Increase vocational skills and abilities**
- **Goals:**
 - **acquisition of experience and skills for employment;**
 - **internship leads to Competitive Integrated Employment**
- **Wages will be at least minimum wage**
- **Maximum funding for payment of an internship is \$10,400 per year**
- **Support during internship hours based on individual's needs (may be a part of ATP services)**



 **CHOC Children's**

 **KAISER PERMANENTE**



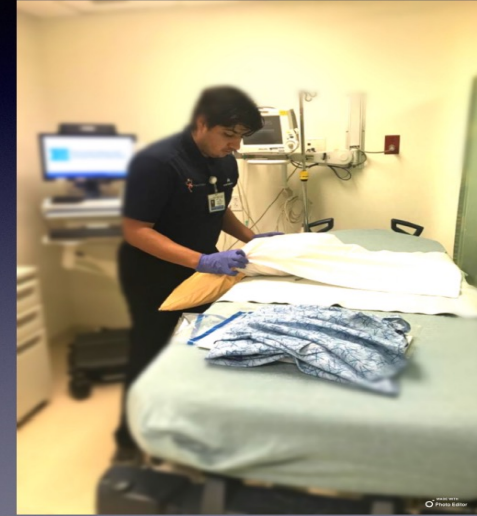
PARTNERS IN SUCCESS



Diagnostic Imaging



Gastroenterology



Head and Neck



Project SEARCH

Urology



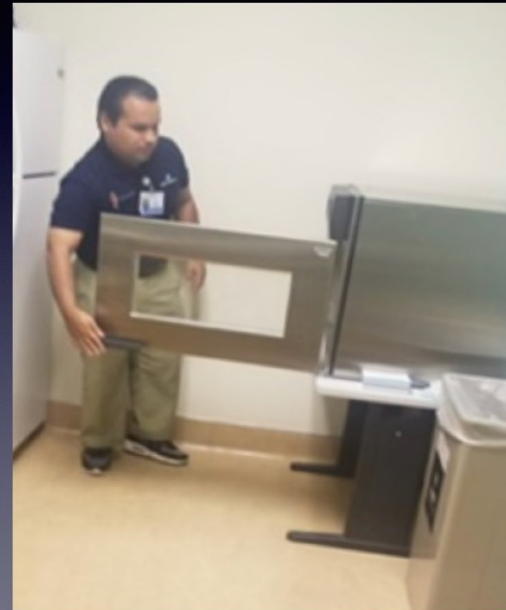
General/Vascular



Sterile Processing



Oncology



Materials Management



Environmental Services



OCLPA SUCCESS STORY: **ALEX**



RCOC:
Tailored
Day
Services

**North Orange
Continuing Education**

Disabled Student
Services and
WorkAbility III
Cypress College

**Alex: Employed at Kaiser Permanente Irvine
Medical Center (40 hrs./wk. at \$18/hr.)**



GOAL!
Competitive
Integrated
Employment (CIE)

**Regional Center
of Orange
County (RCOC)**

GOC:
Supported
Employment

RCOC:
Transportation
provided by OC
Cab. Co.

Goodwill of
Orange County

DOR

Families

NOCE

RCOC

**Kaiser Permanente
Anaheim Medical Center**

**Project
SEARCH**

**CU Thompson
Policy Institute**

**Department of
Rehabilitation
(DOR)**

ORANGE COUNTY COMPANIES WHO HAVE HIRED PROJECT SEARCH GRADUATES

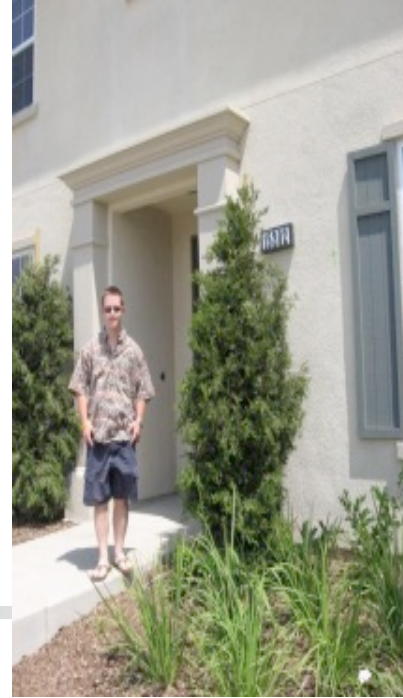


- ▶ UCI Medical Center
- ▶ CHOC Children's Hospital
- ▶ File Depot
- ▶ Manhattan Data LLC
- ▶ Brackens Kitchen
- ▶ White Bottle
- ▶ Irvine Regional Outdoor Education Center
- ▶ Goodwill of Orange County
- ▶ Los Alamitos Armed Forces Training Base
- ▶ Ruff House Pet Care
- ▶ Capstone Financial
- ▶ St. Joseph's Hospital
- ▶ Volcom
- ▶ Alta-Med
- ▶ Pavilions
- ▶ Village Green Foods
- ▶ Artisan Bakery
- ▶ Chic Party Rentals

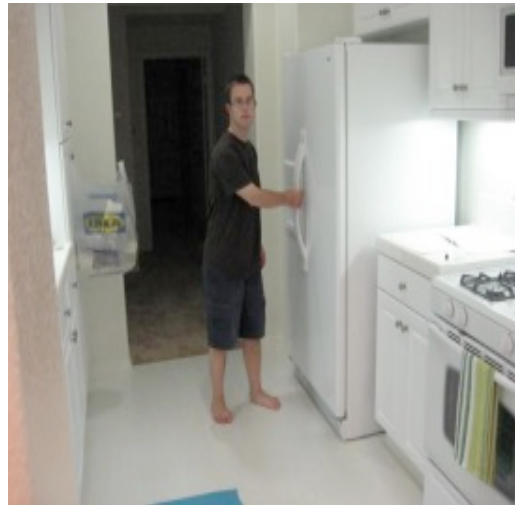
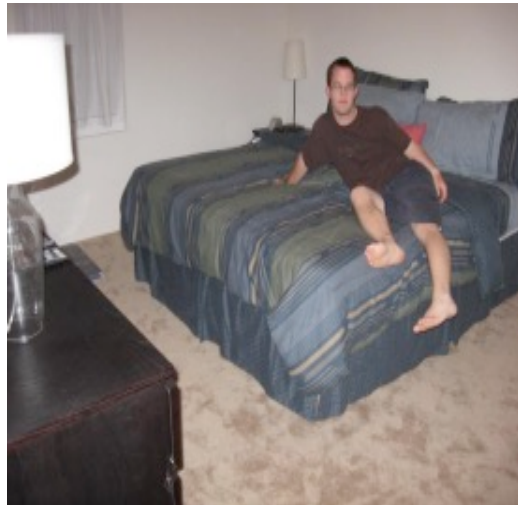
Matthew

Car Owner



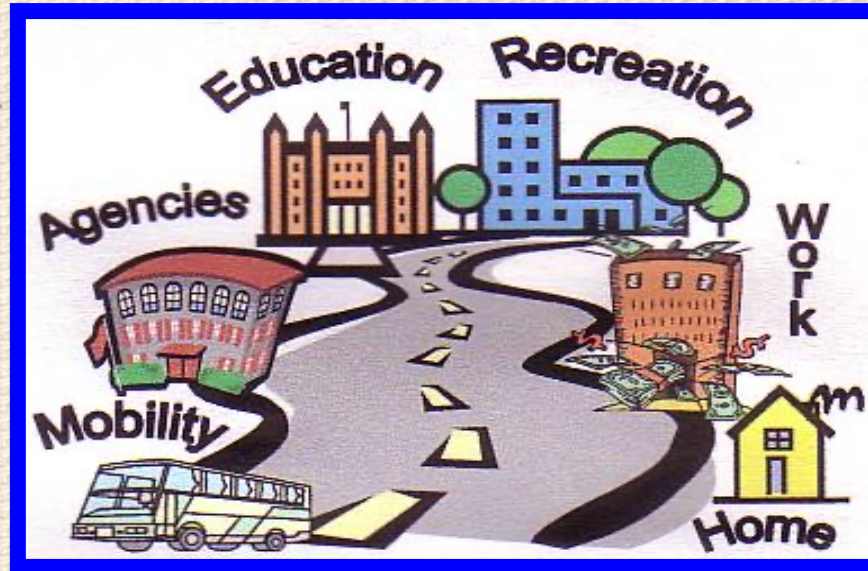


The New Homeowner



Willie

QUESTIONS



COMPETITIVE INTEGRATED EMPLOYMENT
WORK-BASED LEARNING