



## Promoting Work-Based Learning & CIE through Collaborative Programming

As we work to ensure Work-Based Learning (WBL) opportunities for our CaPROMISE Youth, the need for collaboration across agencies is essential. Each of our core partners as listed below have an important role to play in this process.

-  **Local Education Agencies**
-  **Department of Rehabilitation**
-  **Regional Center**

Identification of issues and accompanying team problem solving is needed.

Work experience for students with disabilities is one of the primary target areas for the PROMISE model demonstration projects (MDP). Specifically, “Each MDP must provide....at least one paid work experience in an integrated setting...In addition, other skill development opportunities must be provided in an integrated setting” (CFDA 84.418P). The Performance Measure for PROMISE MDPs is “Improved employment outcomes (e.g., competitive employment and increased earnings, number of hours worked per week, job retention) for child SSI recipients and their parents.”

CaPROMISE’s target outcome states: “100% of the CaPROMISE students will train or work at worksites through unpaid/paid work experiences and employer paid jobs” (proposal narrative, p.16). This document was created to provide CaPROMISE staff with additional background and details on what constitutes work experience for CaPROMISE participants.

### **Key characteristics that distinguish the CaPROMISE work experience from an educational experience:**

- Integrated community setting
- Student performs the real work
- Interaction with supervisors and co-workers

**Note:** All CaPROMISE participants must complete (1) un-paid and (1) paid work experiences.

### **Identified Issues and Possible Solutions for Integrated Work Experience & Competitive Integrated Employment:**

#### **1) CaPROMISE Students who have not had the Opportunity to Participate in Integrated Work Experience & Competitive Integrated Employment**

##### **Issues:**

- Multiple Districts within a CAPROMISE Site have differing WBL rules
- Adult Transition Programs may not offer off-campus work training
- Needed services and supports have not been identified for the individual student
- Families are reluctant to have their son/daughter go out into the community to participate in WBL

- Disconnected workforce development programs (WAI, TPP, We Can Work, CaPROMISE Etc.) Lack of WBL participation sharing among programs.
- CaPROMISE CSCs worries about taking students out of important classes to complete CaPROMISE Activities.
- Regional Center individuals are often overlooked for DOR services.

**Possible Solutions:**

- LEA Manager/SAM revisit the original CaPROMISE Agreements with participating districts to determine if there are specific ways the school districts can assist with the CAPROMISE efforts
- **LEA Managers/SAM should encourage partnerships across all workforce development Programs (WAI, TPP, WCW and others) ...this counts as CaPROMISE Outcomes.**
- Use the PPR List to identify Students who still need WE & CIE
- LEA managers review the list of CaPROMISE participants who haven't gotten their WE, and staff cases with CSCs to determine challenges for each individual student, and then meet with DOR/RC to develop a game plan to provide the WE. (You may want to do this all at one time.)
- Complete a "Promoting Workplace Learning Experiences for Students with Significant Disabilities" brainstorming sheet for each student to problem solve potential services, accommodations and activities.
- Start with one student at a time and move to additional students as you work out the barriers within your school and community settings.
- LEA Manager/SAM meet with CSC and school site staff to identify best ways to support site programming and CaPROMISE Activities.
- Problem Solve issues through your community Local Partnership Agreement (LPA)
- Region Managers are available to assist with the staffing/brainstorming/problem solving meetings/calls.
- Host LEA, DOR & RC Staff meetings to support planning and programming efforts. The LEA Manager/SAM might need to assist with this.
- **Work with DOR QRP to talk with families**
- **Ensure interpreters for families who need them to ensure understanding of CIE programming**

**2) School Programs Where Off-Site Work Training is not Permitted/Supported**

**Possible Solutions:**

**Issues:**

- School Programs that provide work training on-campus only

**Possible Solutions:**

- LEA Manager/SAM talk with Site Principal/Special Education Teachers/School District Administration to discuss benefits of off-campus WBL and secure permission and support for off-site work training.
- Adult Transition Program scheduling should be more accessible to CaPROMISE activity planning and implementation.

**3) Funding/Service Possibilities**

**Issues:**

- It is hard to understand how all the funding possibilities and mechanisms work to support WE and CIE.
- **Summer school programming issues...some staff are not provided opportunity to work 12-month schedules.**

**Possible Solutions:**

- LEA Manager/SAM work with DOR/RC and LEA Reps to determine the possibilities for each student. (The RMs, SDSU Staff & DOR Sacramento Staff will assist as requested)
- **Work with other agencies to secure needed funding/services. (AJCC/DEI, religious organizations, WIO Service Providers, etc.)**
- **Regional Center support for “Employment First” efforts. Look at non-school hour services.**
- **ILC support for work training services: i.e., lending library.**

**4) Lack of transportation (funding, para-transit, bus lines)**

**Issues:**

- Families are reluctant to have their son/daughter utilize non-district transportation methods to participate in WBL opportunities.
- Lack of transportation available in the community.
- Lack of funding to pay for para/public transportation

**Possible Solutions:**

- Identify all possible transportation options in your community.
- LEA Manager/SAM contact school district Transportation Administrators to discuss needs and brainstorm possibilities.
- LEA Manager/SAM contact local public transportation agency to determine local options.
- Share transportation success stories with families.
- Meet with families to discuss the options and procedures. Secure permission using the district approved forms.
- Identify transportation funding mechanisms (LEA, DOR, RC as well as, City/County and other Public/Private transportation agencies, including para-transit services).
- **Check with local Senior Transportation Programs, often times, individuals with disabilities can qualify for these transportation services as well.**

**5) Job Coaching**

**Issues:**

- Lack of job coaching support for off-campus work experience

**Possible Solutions:**

- LEA Manager /SAM discuss the possibility of Instructional Aides providing off-campus WBL support through CBI options
- LEA Manager/SAM work with CSCs to engage school site staff in off-campus work experience opportunities.
- Add Job Coaching to CaPROMISE Contract or increase allocation in the job coach line item (Work with CaPROMISE Sacramento Staff to amend contract.)
- CRD (Community Resource Development) Specialist will work to identify adult agencies who will provide job coaching support through DOR vendorization. This involves looking for vendors who will serve adults and youth. (Some CaPROMISE QRPs are already working on this at the local level.)

- Regional Centers may approve job coaching support through their vendored adult service providers during non-school times. i.e., after school, winter/spring and summer breaks.
- **Work with families to support community volunteer opportunities as an initial step to off-campus work experience,**

## 6) Mobility Training/Community Safety

### Issues:

- Families are reluctant to have their son/daughter go out into the community to participate in WBL due to safety concerns.
- School programs provide limited or no mobility and community safety training

### Possible Solutions:

- CRD (Community Resource Development) Specialist will work to identify adult agencies who will provide job related mobility training support through DOR vendorization. This involves looking for vendors who will serve adults and youth.
- **Encourage families to practice mobility skills with their students during non-school times.**
- **Promote use of travel related phone apps.**
- **Identify transportation training programs, i.e., local government, public transportation agencies and grant (JARC/Job Access & Reverse Commute) funded agencies.**
- **Check ILCs for possible transportation programs.**

## 7) Shared Evaluation Tools

### Issues:

- Sharing of WBL experience evaluations across programs and agencies is limited or not at all.

### Possible Solutions:

- LEA Manager/SAM should work with LEA, DOR and RC Staff to identify evaluation tools. Determine if there are ways to share information across programs and agencies, including the possibility of using the same evaluation tools.
- LEA Manager/SAM work with DOR, RC and other workforce development programs to plan for and provide cross agency training in WBL and evaluation practices.
- **Work-based Learning Tools are or will be place on the CaPROMISE Website.**
- **CaPROMISE site share best practice WBL Forms directly or through the CaPROMISE Website.**

## 8) Lack of WBL & CIE Business Sites

### Issues:

- No or few WBL/Business Sites available in the community and in proximity to the student.
- **Many WBL placements are not recorded on the CaPROMISE DMS. (If you don't record it...it never happened.)**

### Possible Solutions:

- LEA Manager/SAM work with DOR, RC and other workforce development programs to identify new and/or existing work training sites.

- LEA Manager/SAM work with other school district workforce development programs/ job developers to secure permission to use a particular site for CaPROMISE.
- LEA Manager/SAM work with local American Job Center Staff to identify possible WBL Sites for CaPROMISE use.
- CSC should identify specific area to do job development that corresponds to transportation availability specific to school site and/or home.
- Region Managers will promote cross program sharing of business partnerships, work training and success stories.
- Partner with community workforce development programs to share employers/ business sites. (AEBG, City Programs, AJJC/WIOA Youth & Adult Programs)
- **Secure CIE sites through holiday hiring.**
- **Participate in a Local Partnership Agreement (LPA) to collaborate with other community agencies involved in workforce development programming. This will provide opportunities to identify new business partnerships.**

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