

New Jersey
Division of Vocational Rehabilitation Services

New Jersey Department of Labor & Workforce Development

<http://www.careerconnections.nj.gov>



Transition & Pre-Employment Transition Services

Presented by:

Jess Cole, VRC2, Hackensack Office

Our Mission

The Mission of the NJ Division of Vocational Rehabilitation Services is to enable eligible individuals with disabilities to achieve competitive employment outcomes consistent with their strengths, priorities, needs, abilities and capabilities.

In 2012, New Jersey became an “Employment First” State

Workforce Innovation and Opportunity Act (WIOA)

The Rehabilitation Act of 1973, as amended by the Workforce Innovation and Opportunity Act (WIOA)*:

- Emphasizes the provision of services to students and youths with disabilities to ensure they have opportunities to receive training and other services necessary to achieve competitive integrated employment;
- Expands the population of students with disabilities who may receive services and the kinds of services that the VR agencies may provide to youth with disabilities who are transitioning from school to postsecondary education and employment;

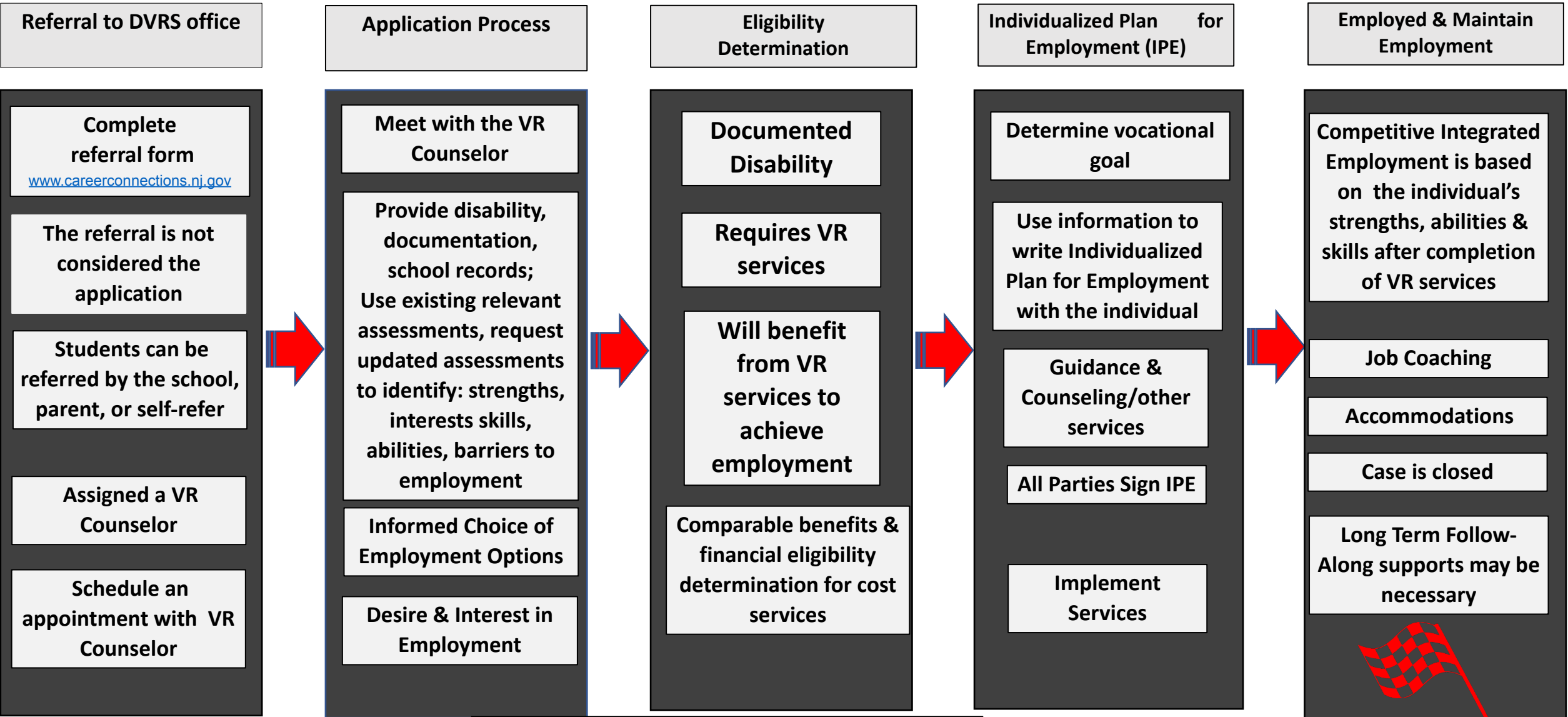
Workforce Innovation and Opportunity Act (WIOA)

- Increases opportunities to practice and improve workplace skills, such as through internships and other work–based learning opportunities; and
- Requires VR agencies to reserve not less than 15 percent of the Federal VR allotment to provide, or arrange for the provision of, pre-employment transition services for students with disabilities transitioning from school to postsecondary education programs and employment in competitive integrated settings, and that these services be coordinated with the local education agencies (LEA).

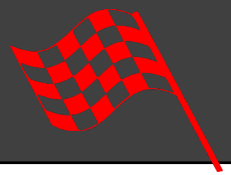
WHO DOES THE NJDVRS HELP?

- Individuals with physical, cognitive, and/or psychological impairments, deaf & hard of hearing who want to work in competitive integrated employment
- NJDVRS is an **eligibility** program.
 - * **Application & Eligibility are not required for the 5 Pre-ETS -but are for all other services**
- Individuals must have a documented disability that poses a substantial barrier to employment, and would benefit from vocational rehabilitation services
- NJDVRS clients include adults of all ages who want to work
- NJDVRS serves students in high school ages 14 through 21 who have an IEP (Individual Education Plan) 504, medical documentation Plan in accordance with the IDEA

NJDVRS Participant Process



Application & Eligibility are not required for the 5 Pre-ETS services-but are for all other services



What Records & Documentation are Needed?

- Student's most recent psychological, social and educational assessments, and Individualized Educational Plan (IEP);
- Relevant, current, medical/physical, psychiatric evaluations; and
- An assessment of the student's social skill levels and behavioral or safety issues should be included

Transition Services

Pre-Employment Transition Services

Transition is the general term used when students with disabilities move from school and youth services to adult services

- Usually begins two years before graduation
- Planning for future

Pre-Employment Transition Services (Pre-ETS) are the five specific services required by the Workforce Innovation and Opportunity Act for students with disabilities to develop employment skills and career pathways before graduation

- Can start at age 14
- Services are specific to student's employment preparation needs

Two Youth Populations Served under WIOA

Student with a Disability

14 through 21 years old: In School Youth

- Secondary education programs, non-traditional or alt. secondary programs, home schooling, postsecondary programs, and all others including juvenile justice facilities
- Must be enrolled in an educational setting
- Student must have a documented disability, an IEP or 504 plan

Youth with a Disability

- 14 through 24 years old: Out of School Youth
- Youth does not have to be participating in a education setting

Age range for a Youth with a Disability is typically broader than a Student with a Disability

What are the **5** Pre-Employment Transition Services?

1. Job Exploration Counseling
2. Work-based learning experiences: which may include in-school, after school, or community based opportunities
3. Counseling on opportunities for enrollment in comprehensive transition or postsecondary education programs at Institutions of Higher Education (IHE)
4. Workplace readiness training to develop social skills and independent living
5. Instruction in self advocacy, including peer mentoring



1. Job Exploration Counseling

General job exploration counseling in an individual or group setting can be provided in a classroom, or one-to-one in the community setting and could include:

- Information regarding in-demand industry sectors, occupations, and non-traditional employment;
- The student's vocational interest inventory results;
- Labor market information and employment trends that apply to the student's particular interests
- Administration of vocational interest inventories; and
- Identification of career pathways of interest to the students

2. Work Based Learning Experiences

Work-based learning experiences may include:

- Coordinating a school-based program of job training and informational interviews to research employers;
- Work-site tours to learn about necessary job skills;
- Job shadowing; or
- Mentoring opportunities in the community.
- Internships, Job Sampling Opportunities, On the Job Training Opportunities to learn industry skills

Work Based Learning Experiences (Con't.)

- These services can be offered while in school, after school, or outside the traditional school setting (including internships)
- Must be in the community to the maximum extent possible
- VR agencies are to exhaust all opportunities for work-based learning experiences in integrated settings before placing an individual in a non-integrated setting

3. Counseling on Opportunities for Enrollment in Comprehensive Transition or Postsecondary Education Programs at Institutions of Higher Education (IHE)

- Information about colleges, the academic processes, FAFSA, contact information for the disability coordinator
- Course offerings
- Types of academic and occupational training needed to succeed in the workplace
- Postsecondary opportunities associated with career fields or pathways
- Can be provided as an Individual or Group Setting

4. Workplace Readiness Training

- Services may be offered in a generalized manner in a classroom, individual basis, or in a group setting
- Service assists students with social and independent living skill development necessary for employment

Examples:

- Communication and interpersonal skills
- Financial literacy
- Job seeking skills

5. Instruction in Self-Advocacy

Services may be offered in a generalized manner in a classroom, individual basis or in a group setting. Information given about Self Advocacy would include:

- Learning about their rights and responsibilities
- Requesting accommodations or services and supports
- Utilizing mentors to get support from:
 - Educational staff to include: principals, teachers, office staff
 - Individuals at your employer, volunteer sites, organizations in the community

NJDVRS Role in Transition Services

Work with the youth or student with a disability to ascertain the most preferred services that will help the consumer obtain employment in the community.

Examples of services:

- Attend IEP meetings, when invited to discuss possible services
- Working with local agencies to help develop work opportunities
- Working with students to help promote and implement Pre-Employment Transition Services
- College Assistance
- Vocational Training
- Completing a job search
- Diagnostic Evaluations to determine strengths, interests, abilities

NJDVRS Services

- Diagnostic Evaluations
- Trial Work Experience
- Community Based Work Evaluation
- Job-Readiness/Sampling
- Job-Finding/Placement
- Supported Employment (Job Coaching)
- Customized Employment
- College sponsorship

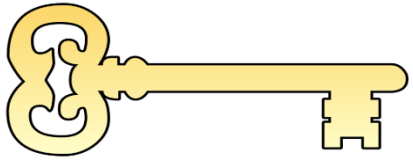
- General Guidance & Counseling
- Pre-Employment Transition Services
- Assistive Technology
- Vehicle Modifications
- Skills Training
- Job Accommodations
- Internship w/Supports
- Benefit Counseling

Cost services are available to individuals who meet financial needs and eligibility guidelines

Non-cost services: Diagnostic evaluations, assessments, employment services, employment supports do not require financial eligibility

Financial Responsibilities of VR Agencies and Local Education Agencies (LEA)

- LEAS are responsible for providing and paying for any transition service that is considered special education or related services necessary for ensuring a free appropriate public education (FAPE) as required under IDEA*
- Nothing under Title 1 of the Rehabilitation Act shall be construed as reducing a LEA's obligation to provide the services under IDEA
- Pre-Employment transition services and transition services can be both vocational rehabilitation services under the VR program and special education or related services under IDEA



Collaboration Referral Process=The Key to Opportunity

- In both the education and rehabilitation systems, student information is the most important part of eligibility determination
- Use of existing information streamlines the referral process and respects the effort the student must make in participating in assessments
- All referrals from schools must include a consent for release of information for the student; unless age of majority, 18

Important Facts

- *Counseling & guidance is the most valuable service NJ DVRS offers
- Diagnostic evaluations, assessments and employment supports are no cost services
- Cost services are based on a financial needs
- All services are individualized
- Records are confidential
- Individuals may reapply to the NJ DVRS after their case has been closed

Resources

Job Accommodation Network (JAN): www.askjan.org

My Next Move: Career Planning website geared toward youth www.mynextmove.org

NCWD/Youth: Information about employment and youth with disabilities: www.ncwd-Youth.info

NJTIP@Rutgers: Transportation & Travel Training information/Assistance <http://vtc.rutgers.edu/>

NJ LWD /NJDVRS: www.careerconnections.nj.gov

NJ Statewide Independent Living Council: www.njsilc.org Information about Centers for Independent Living

NTACT: National Technical Assistance Center on Transition www.transitionta.org

Office of Disability Employment Policy (ODEP) US Dept. of Labor: www.dol.gov/odep

ODEP “Soft Skills to Pay the Bills” Curriculum (PDF format) www.dol.gov/odep/topics/youth/softskills

Statewide Parent Advocacy Network (SPAN): www.spanadvocacy.org Information, resources, support, and advocacy

The New Jersey Career Assistance Navigator (NJCAN): www.NJCAN.org

Transition Matters: Family Support Center of New Jersey, (FSCNJ) www.fscnj.org/transition-matters/ Transition information & resources

WINTAC: Workforce Innovation Network Technical Assistance Center www.wintac.org



NJ DVRS Contact Information

**NJ Department of Labor & Workforce Development
Division of Vocational Rehabilitation Services**

**1 John Fitch Plaza, PO Box 398
Trenton, NJ 08625-0398**

Toll Free Number: 1-866-871-7867

or

609-292-5987

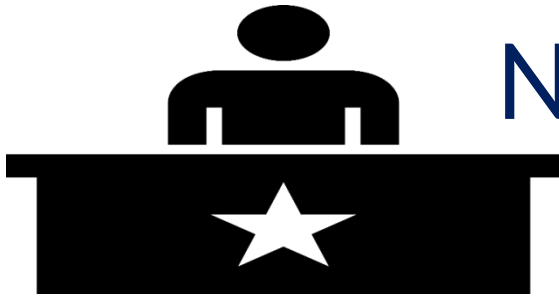
609-292-8347 (fax)

dvradmin@dol.state.nj.us

www.careerconnections.nj.gov

Tanya.onsongo@dol.nj.gov Deaf & Hard of Hearing Services

Video Phone for ASL Users: 609-498-6221



NJ DVRS Local County Offices

- ❖ Bridgeton (Cumberland, Salem) 856-453-3888
- ❖ Camden (Cherry Hill) 856-549-0600
- ❖ Elizabeth (Union) 908-965-3940
- ❖ Hackensack (Bergen) 201-996-8970
- ❖ Jersey City (Hudson) 201-217-7180
- ❖ Randolph (Morris) (862) 397-5600 (Option 3 for DVR)
- ❖ Neptune (Monmouth) 732-775-1799
- ❖ Newark (Essex) 973-648-3494
- ❖ New Brunswick (Middlesex) 732-937-6300
- ❖ Paterson (Passaic) 973-742-9226
- ❖ Phillipsburg (Sussex, Warren) 908-329-9190, #4
- ❖ Pleasantville (Atlantic) 609-813-3933
- ❖ Somerville (Somerset, Hunterdon) 908-704-3030
- ❖ Thorofare (Gloucester) 856-384-3730
- ❖ Toms River (Ocean) 732-505-2310
- ❖ Trenton (Mercer) 609-292-2940
- ❖ Westampton (Burlington) 609-518-3948
- ❖ Wildwood (Cape May) 609-523-0330

For More Information...



New Jersey Division of Vocational
Rehabilitation Services

1 John Fitch Plaza, PO Box 398

Trenton, NJ 08625-0398

609-292-5987