

Expanding Career and College Readiness for High School Students with Disabilities



National Career Pathway Network Conference

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Louisville, KY





How did LLC come about?

Prior to LLC: VocRehab VT, a national innovator in high school disability transition services

The Opportunity to do more: Disability Innovation Fund through RSA

The Result: VT awarded 1 of 5 grants nationally!





What are we after?

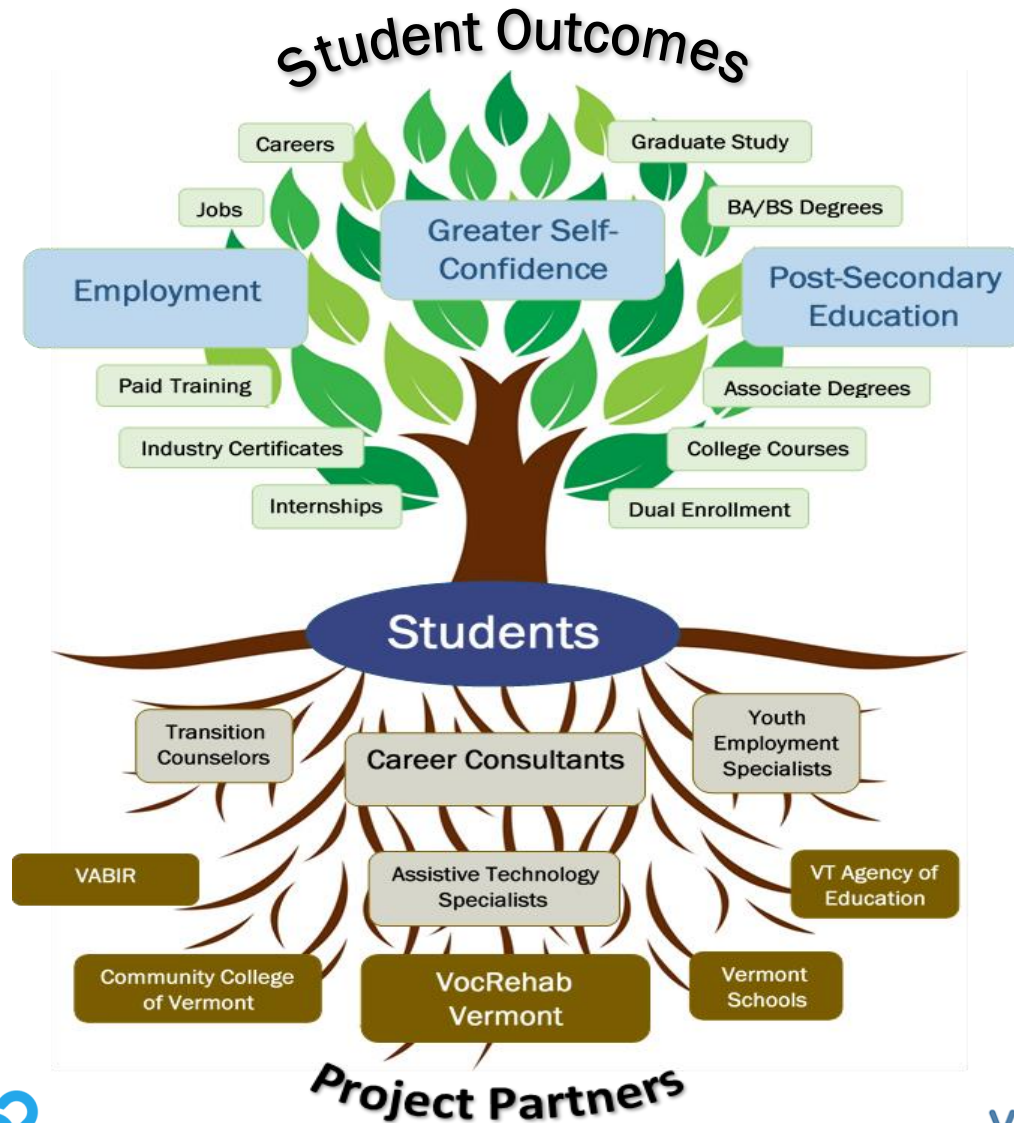
LLC is designed to achieve these outcomes (here's what we are measuring):

- ▶ *1. Being employed and succeeding in a paid, competitive job that is a stepping-stone to a career.*
- ▶ *2. Being enrolled in and succeeding in a postsecondary program that will lead to a career.*
- ▶ *3. Having confidence, on the part of the students and their families, that they will achieve their career goals.*





What does LLC look like?





How will we get there?

To get there LLC will deliver:

- ▶ 1. *Career development support via classroom, small group, & one-on-one services resulting in an individual LLC Plan.*
- ▶ 2. *A continuum of work-based learning experiences.*
- ▶ 3. *Access to postsecondary education, including earning college credit while still in high school.*
- ▶ 4. *Intensive individualized Assistive Technology support.*
- ▶ 5. *Transportation for WBL, employment & college activities.*





Work-based learning experiences

LLC will deliver a continuum of work-based learning experiences including:

- ▶ At least one formally prepared and evaluated job shadow
- ▶ At least one formally prepared and evaluated unpaid internship and/or volunteer experience
- ▶ At least one employer-paid job in a competitive, integrated setting





Assistive technology supports

Students will have access to an on-site AT specialist who will provide services including:

- ▶ Assessment and consultation
- ▶ Demonstration and training
- ▶ On-the-job evaluation
- ▶ Delivery of assistive technology equipment
- ▶ Follow up for revision and to ensure appropriate equipment and use





Postsecondary opportunities

LLC will deliver a continuum of postsecondary experiences including:

- ▶ Tours of CCV campuses and Access Days: Relationship building between students and CCV staff is Key.
- ▶ Introduction to College & Careers Course with Enhanced LLC module
- ▶ 2 additional dual enrollment vouchers
- ▶ Mentoring Program





Postsecondary opportunities

Campus Tours:

- ▶ LLC Career Consultants bring individuals or small groups of students to meet with an advisor and tour CCV campuses.

Access Days:

- ▶ Area High Schools bring students, grades 7-12 to a CCV campus.
- ▶ Students spend a day visiting classes, asking questions and envisioning themselves as college potential material.
- ▶ SP17-FA18 = 1291 HS students attended a CCV Access Day





Postsecondary opportunities

Introduction to College & Careers Course - ICC

- ▶ ICC provides high school students with the opportunity to explore the college experience within the context of their future career goals.
- ▶ Students reflect upon their strengths, interests, values, and goals.
- ▶ Learn more about the expectations necessary to succeed in academic and professional settings.
- ▶ A 4 hour LLC module brings a focus on students with disabilities and navigating the ADA transitions process





Postsecondary opportunities

Dual Enrollment Vouchers

- ▶ All VT high school students are eligible for 2 Dual Enrollment Vouchers. Each voucher is good for 1 free college course.
- ▶ All LLC Enhanced students are eligible for 2 additional Dual Enrollment Vouchers.
- ▶ Unlike standard Dual Enrollment Vouchers, the additional LLC vouchers can be used for developmental skills courses if needed.





Postsecondary opportunities

LLC Mentoring Program

- CCV students will be trained as Peer Mentors for LLC enhanced group students.
- Peer mentors will provide direct personal experience in transition to postsecondary education, support the ideas and aspirations of students toward career goals, help them navigate WBL experiences, and model the potential to pursue postsecondary education.
- Peer mentors provide a mutually beneficial relationship in which the mentor reflects on his or her own abilities to overcome obstacles in order to assist the mentee in doing so successfully





Who benefits?

- ▶ Enrollment target: 800 students statewide over 2 years - 400 receive ‘enhanced services’ (400 receive core Pre-ETS services)
- ▶ High school students who have IEPs, 504 plans, or are 504 eligible - focus on sophomores and juniors
- ▶ Families, schools, employers, other community partners also benefit





What are other key elements?

- Expansion of existing high quality Pre-Employment Transition Services for youth
- 5-year research effort to demonstrate results
- New dedicated staffing to support student success - Career Consultants & AT Specialists
- Key state partners - Community College of VT, VABIR, Agency of Education
- Strategic national partners - Mathematica (design and evaluation) and TransCen (fidelity monitoring and PD)





TransCen's role on LLC

- ▶ Provide Technical Assistance
- ▶ Conduct onsite visits
- ▶ Collect fidelity data through checklists





What is fidelity?

- ▶ Adherence, integrity, and quality of implementation
- ▶ The extent to which the delivery of an intervention adheres to the protocol or program model as intended by the developers of the intervention





Questions the Fidelity Checklist answers

- ▶ How well is the intervention delivered?
- ▶ How well is the intervention defined?
- ▶ How engaged and involved are the youth in this intervention?
- ▶ How well do we stick to the plan?
- ▶ How often does a student receive the intervention?





What does Mathematica bring to LLC?

- ▶ Conduct a rigorous evaluation design
 - ▶ Adherence to Rehabilitation Service Administration evaluation and data requirements
- ▶ Implementation support to the LLC management and TransCen





LLC evaluation goals

- ▶ Understand LLC implementation
- ▶ Track LLC fidelity
- ▶ Identify LLC impact
- ▶ Report LLC findings to RSA and the VR field





What services are we tracking?

- ▶ Work-based learning experiences
 - ▶ Frequency
 - ▶ Characteristics
 - ▶ Quality
- ▶ Postsecondary education course enrollment
- ▶ Assistive technology use
- ▶ Other VR services (such as assessments, job placement, and other pre-ETS)





What outcomes are we measuring?

- ▶ High school completion
- ▶ Competitive, integrated employment
- ▶ Postsecondary education and training enrollment
- ▶ Confidence and motivation to achieve career goals
- ▶ Academic and career planning readiness





What have we learned?

Student Recruitment

Successes: 591 as of 9/30/2018 (goal: 800 students)

Evaluation partner support with student recruitment

Challenges: Recruitment has been tough – in VR culture, clients come to us; staff lack sales/marketing experience

Infrastructure – Project Coordination and Mgmt.

Successes: Internal stakeholders (VR Senior Management) and and key external partners fully engaged and supportive

Tools, documents, and processes developed and communicated

Challenges: Simultaneous implementation with new statewide case management system; change fatigue

Shifting sands with statewide changes in education priorities and graduation requirements





What have we learned?

Implementation Practice (in the field)

Successes: Youth team building within districts for LLC smooth in most cases

Training and support for youth teams well-received and adopted

Challenges: This is different than work previously done by VR counselors; takes time, training, and openness to build

Data Collection

Successes: New case management system offers more robust data collection and analysis

Project evaluator(s) and LLC staff have high levels of expertise and great working relationship

Challenges: Developing data entry training slowed by the ramp up of the new system

Finalization of GPRA measures after the start of project





Questions/discussion

What else would you like to know?

What can you take back and apply or consider 'back home'?





It's all about collaboration!



African Proverb: If you want to go fast, go alone. If you want to go far, go together.

