Welcome to the Community of Practice for Inclusive Career Pathways

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**For Q&A:** Please use the Q&A panel to send any questions you have during the webinar and we will direct the questions accordingly during the Q&A portion.

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**Please note:** This webinar is being recorded and the materials will be placed on National Disability Institute’s website at www.realeconomicimpact.org.
Technical Assistance

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About the Community of Practice

This **Community of Practice** supports and shares ideas and insights into how to more effectively plan, implement and engage in career pathways to increase career opportunities for individuals with disabilities.

- Community of Practice members share a common interest or common goal.
- Members engage in joint activities and discussions, help each other, and share information.
- Members build relationships that enable them to learn from each other.
- Members develop a shared repertoire of resources: Experiences, stories, tools and ways of addressing recurring problems.

Join us on the WINTAC website to collect resources, information and to share ideas, challenges and successes in an interactive web-based format: [www.WINTAC.org](http://www.WINTAC.org).
The Community of Practice
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CONNECT WITH THE LEAD CENTER

Website: www.leadcenter.org
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    http://drivedisabilityemployment.org/

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Connect with WINTAC

Website: www.wintac.org

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  Facebook: https://facebook.com/WINTACVR
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Contact us:
In order to ensure that State VR Agencies have individualized and ready access to technical assistance by the WINTAC, we have assigned State Liaisons to each VR program in the nation. You can request TA from your State Liaison any time by e-mail or phone. The full list (with contact information) of State Liaisons is available at http://www.wintac.org/content/state-liasons.
Connect with the Southeast ADA Center

Website: www.adasoutheast.org

Follow the Southeast ADA Center on:
  • Facebook: www.facebook.com/southeastadacenter
  • Twitter: twitter.com/adasoutheast
  • YouTube: youtube.com/user/DBTACSoutheastADA

Contact us:
  • Phone: 404-541-9001 (voice, relay, & Spanish)
  • Email: ADASoutheast@law.syr.edu
  • Contact/Questions Form: www.adasoutheast.org/contact.php
Career Pathways Revisited
The term **career pathway** means a combination of rigorous and high-quality education, training and other services that …

A. Aligns with the skill needs of industries  
B. Prepares an individual to be successful  
C. Includes counseling  
D. Includes education offered concurrently with workforce preparation  
E. Organizes education, training and other services  
F. Enables an individual to attain a secondary school diploma  
G. Helps an individual enter or advance
Breaking it Down
Aligns with the Skill Needs of Industries

Consider how you are …

• Identifying the skills that are needed for high-demand occupations;
• Determining how students are deemed proficient in these skills;
• Identifying the credentials that employers value in making labor market decisions; and
• Providing work-based learning opportunities for students.
Prepares an Individual to be Successful

Consider how you are …

• Expanding Opportunities for IWD in Registered Apprenticeships;
• Providing career navigation and supportive services;
• Supporting secondary school completion;
• Identifying all available training and education options in each area and criteria for entrance and supports for success; and
• Allowing for stackable credentials and entry and exit points (continuum beyond VR; e.g. Co-enrollment, Partnership Plus, Integrated Resource Teams).
Consider how you are providing …

- Career assessment for the longer term;
- Academic and career counseling, planning and navigation;
- Academic support, including tutoring;
- Social support, including referrals to resources and services; and
- Transition planning to employment or postsecondary education.
Includes Education Offered Concurrently with Workforce Preparation Activities and Training

Consider how you are …

• Promoting basic adult education and workforce preparation activities;
• Using bridge programs designed for particular occupations or occupational sectors;
• Pairing Work Experience with soft skills training; and
• Providing paid work-based learning and apprenticeship programs to allow students to develop relevant skills while earning money to cover living expenses.
Organizes Education, Training and Other Services to Meet the Particular Needs of an Individual that Accelerates Educational and Career Advancement

Consider …
• The promotion of workplace learning;
• Ways to gain credit for prior learning;
• Flexible training programs;
• Customized training; and
• Tech Prep for high school students/dual enrollment.
Enables an Individual to Attain Secondary School Diploma or its Recognized Equivalent

Consider how you are …
• Promoting HS completion or GED; and
• Promoting credential attainment.
Helps an Individual Enter or Advance Within a Specific Occupation or Occupational Cluster

Consider how you are …

• Promoting flexibility in the IPE;
• Considering the work between training options; and
• Partnering with others.
Putting Theory into Action
Career Pathways on the “Flip Side”
Expanding horizons for youth through exposure to entrepreneurship and development of small businesses

- Inclusion of youth with disabilities in the Alaska Business Week – one week intensive entrepreneurship hosted by Alaska Chamber of Commerce
- On-Campus experience at Pacific University
- Real business mentors
Entrepreneurship and Small Business Development (continued)

- Rural nature of Alaska
- DVR designed and funded and teacher implemented
- 5 module course through the 4 Ps of marketing
  - Teachers Guide
  - Student Workbook
    - Module 1: Are you an Entrepreneur?
    - Module 2: Product: Goods and Services
    - Module 3: Price, Expenses, Revenue and Profit
    - Module 4: Communication, Promotion, Location
    - Module 5: Putting your S’Cool Store Plan into Action
Achieving Goals through S’cool Store

Two students who have realized their goals and received funding to purchase equipment for their small businesses.
Career Pathways: More Traditional Programs
The Post-Secondary Experience

Exploring Careers and Connecting to Pathways through Vocational and Technical Education Centers and Regional Training Centers

Carpentry Boot Camp
Hands-on immersion in basic carpentry skills

University of Alaska South East: Explore Program
- Maritime
- Health Sciences
- Diesel Technician
- Construction

Regional Training Centers
- NACTEC
Summer Youth Employment

Youth are exposed to several business sectors and experience hands-on learning.
Resource Rich Website
Career Pathways Resources


Career Pathways Joint Federal Agency Letter

WINTAC Career Pathways Community of Practice: www.wintac.org

DOE and DOL Technical Assistance documents with examples for partners to build career pathways for youth:

- Out of School Youth: https://youth.workforcegps.org/resources/2017/01/18/13/28/EKFA-OSY
- In School Youth: https://youth.workforcegps.org/resources/2017/01/18/13/58/EKFA_isy
- English Language Learners: https://youth.workforcegps.org/resources/2017/01/18/14/30/EKFA_English
- Justice Involved Youth: https://youth.workforcegps.org/resources/2017/01/18/14/11/EKFA_Justice
- Foster Care Youth: https://youth.workforcegps.org/resources/2017/01/18/14/52/EKFA_Fostercare
Interactive Q&A
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