

Welcome to the Community of Practice for Inclusive Career Pathways

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WINTAC, LEAD and Southeast ADA Center



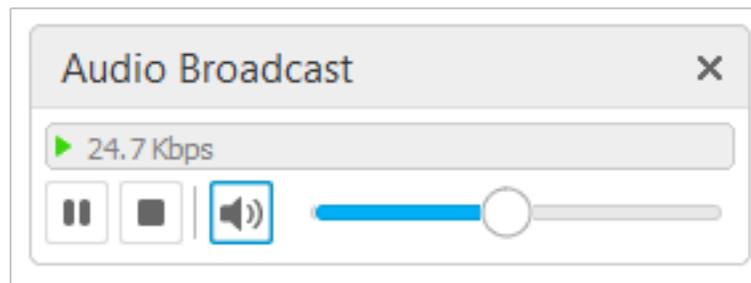
LEAD CENTER

Southeast  Center



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Submitting Questions

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.

If you are listening by phone and not logged in to the webinar, you may also ask questions by emailing them to Shannon Edam at sedam@ndi-inc.org.

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

If you experience any technical difficulties during the webinar, please use the chat box to send a message to **NDI Admin** or email Shannon Edam at sedam@ndi-inc.org.

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.

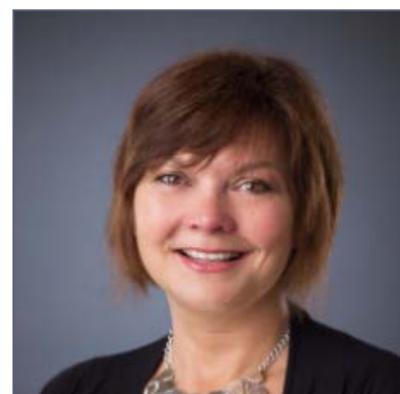
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CONNECT WITH THE LEAD CENTER

Website: www.leadcenter.org

- ▶ DRIVE (Data & Resources to Inspire a Vision of Employment): <http://drivedisabilityemployment.org/>

Follow the LEAD Center on ...

- ▶ Facebook: www.facebook.com/LEADCtr
- ▶ Twitter: [@LEADCtr](https://twitter.com/LEADCtr)
- ▶ LinkedIn: [linkedin.com/groups/LEAD-Center-4828089](https://www.linkedin.com/groups/LEAD-Center-4828089)
- ▶ YouTube: <https://www.youtube.com/user/LEADCtr>

Contact us:

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Connect with WINTAC

Website: www.wintac.org

Follow WINTAC on ...

Facebook: <https://facebook.com/WINTACVR>

Twitter: https://twitter.com/WINTAC_VR

LinkedIn: <https://www.linkedin.com/in/wintac-vr-50021713b>

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-liaisons>.

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



Full Definition of Career Pathway

WIOA Sec. 3 (Def. 7)

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).

Includes Counseling to Support an Individual in Achieving Education and Career Goals

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”



Presenter



Jim Kreditschman
Alaska Vocational Rehabilitation
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**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**
Division of Vocational Rehabilitation

Entrepreneurship and Small Business Development

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

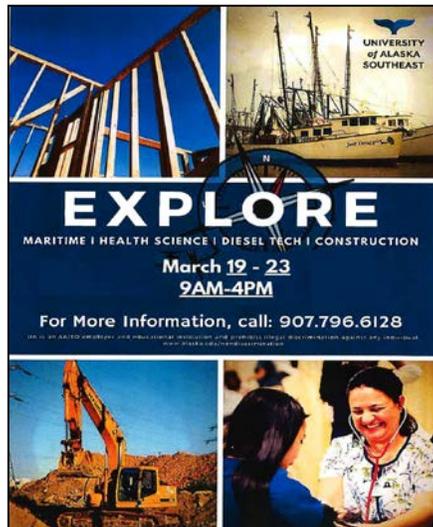


The Post-Secondary Experience

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



State of Alaska
Alaska Department of Labor and Workforce Development
Vocational Rehabilitation

myAlaska My Government Resident Business in Alaska Visiting Alaska State Employees
Labor & Workforce Development State of Alaska

HOME JOB SEEKER WORKER EMPLOYER RESEARCHER LABOR SHORTCUTS

We Help Alaskans with Disabilities Get and Keep Good Jobs

Each year, the Division of Vocational Rehabilitation (DVR) helps hundreds of Alaskans with disabilities prepare for, get and keep good jobs. If you want to work or keep working and have a physical, intellectual or mental condition that makes this hard, you may be eligible for vocational rehabilitation (VR) services.

Examples of VR Services
A vocational rehabilitation (VR) counselor helps eligible Alaskans choose their job goals, the services they need to reach those goals and the providers of those services.
[Learn more about services](#)

Who Qualifies?
You may qualify if you have trouble finding or keeping a job because of a physical, mental or intellectual condition.
[Learn more about who qualifies](#)

Transition Tools for Teachers, Parents and Students

The VR Program

- Examples of VR Services
- Who Qualifies?
- Program Steps
- Your Plan to Get Work
- Learn More

To Apply
Contact the office in your community

About Us

- Contact Us
- Plans and Policies
- Program Highlights
- Community Rehab. Providers (CRPs)
- More About Us

JOBZ CLUB
JOBZ Club is designed as an after school activity that introduces students to Work Readiness Skills (Soft Skills).
[More information and how teachers can sign up to facilitate](#)

S'Cool Store!
S'Cool Store introduces Entrepreneurship and Small Business Concepts to students with disabilities.
[More information and how teachers can sign up to facilitate.](#)

Summer Work Programs
Summer Work Programs are available in a variety of communities. Most are 4-6 weeks long and provide students with valuable work experience. Program content varies depending on the community. [More information](#)

VR Services

- DVR Home

Youth Transition Tools

- Transition Tools
- JOBZ Club
- Summer Work Programs
- S'Cool Store
- Other Pre-ETS Programs

About Us

- Contact DVR Offices
- Plans and Policies
- Program Highlights
- Community Rehab. Providers (CRPs)
- More About Us

JOBZ Club Contact
Youth Transition Coordinator
Jim Kreatschman
Jim.Kreatschman@alaska.gov

Career Pathways Resources

Career Pathways Toolkit: A Guide for System Development

https://www.doleta.gov/usworkforce/pdf/career_pathways_toolkit.pdf

Career Pathways Joint Federal Agency Letter

<http://www.ncpn.info/2016-downloads/CP-JointLetterFinal-4-22-2016.pdf>

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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