

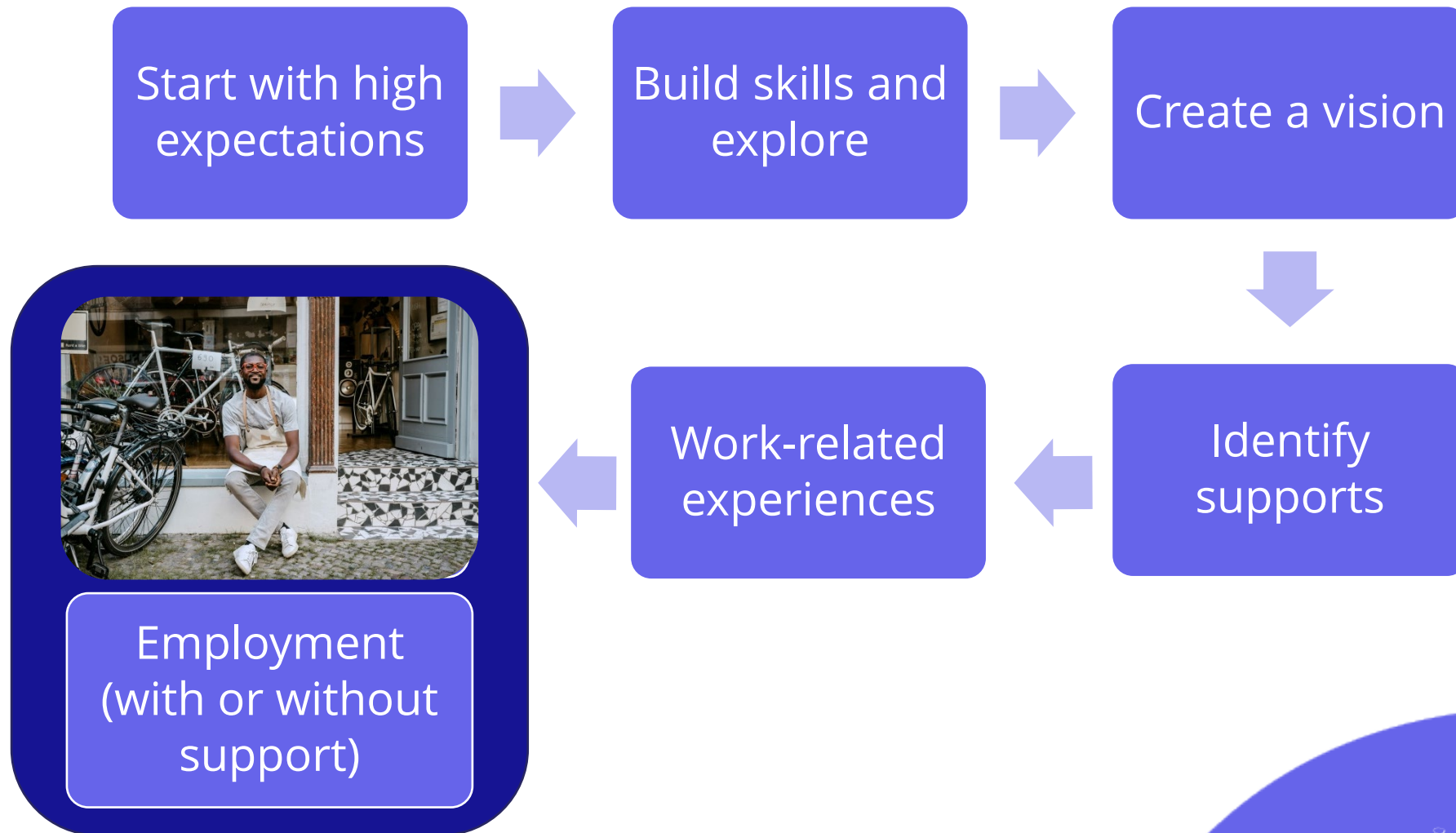
# Transition: Employment Expectations

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Karen Wang, Transition Specialist



# Agenda



# Vision Planning Worksheet

## Transition: Employment Expectations

*Vision planning worksheet for participants*



### *What is Vision Planning?*

Vision planning means the creation of goals for the future. These goals are a collection of hopes and expectations, based on the foundation of a person's strengths, preferences, interests and needs (SPIN). This worksheet can be used for IEP (Individualized Education Program) transition planning, especially for writing postsecondary goals. The purpose of vision planning is to start thinking about how to live a fulfilling, self-determined life.

[PDF is available for downloading on this workshop's handout link](#)

<i>What do you hope adult life will look like?</i>  <i>What do you expect?</i>	<i>Greatest skill or attribute?</i>  <b>S</b> trengths:  <b>P</b> references:  <b>I</b> nterests:  <b>N</b> eeds:
<i>Greatest concern about employment?</i>  <i>What types of support are needed?</i>	<i>What do you need to feel hopeful or energized about employment?</i>
<i>My Action Items</i>  1.  2.  3.	<i>Talk to a Vocational Counselor:</i> Michigan Rehabilitation Services → 1-800-605-6722  Bureau of Services for Blind Persons → 1-800-292-4200  Workforce Innovation Opportunities Act (WIOA) Youth Program → Operated by Michigan Works! → 1-800-285-9575

# Question #1

*Self-advocates:*

What do you hope your adult life will look like?

*Parents:*

What do you hope adult life will look like for your loved one?



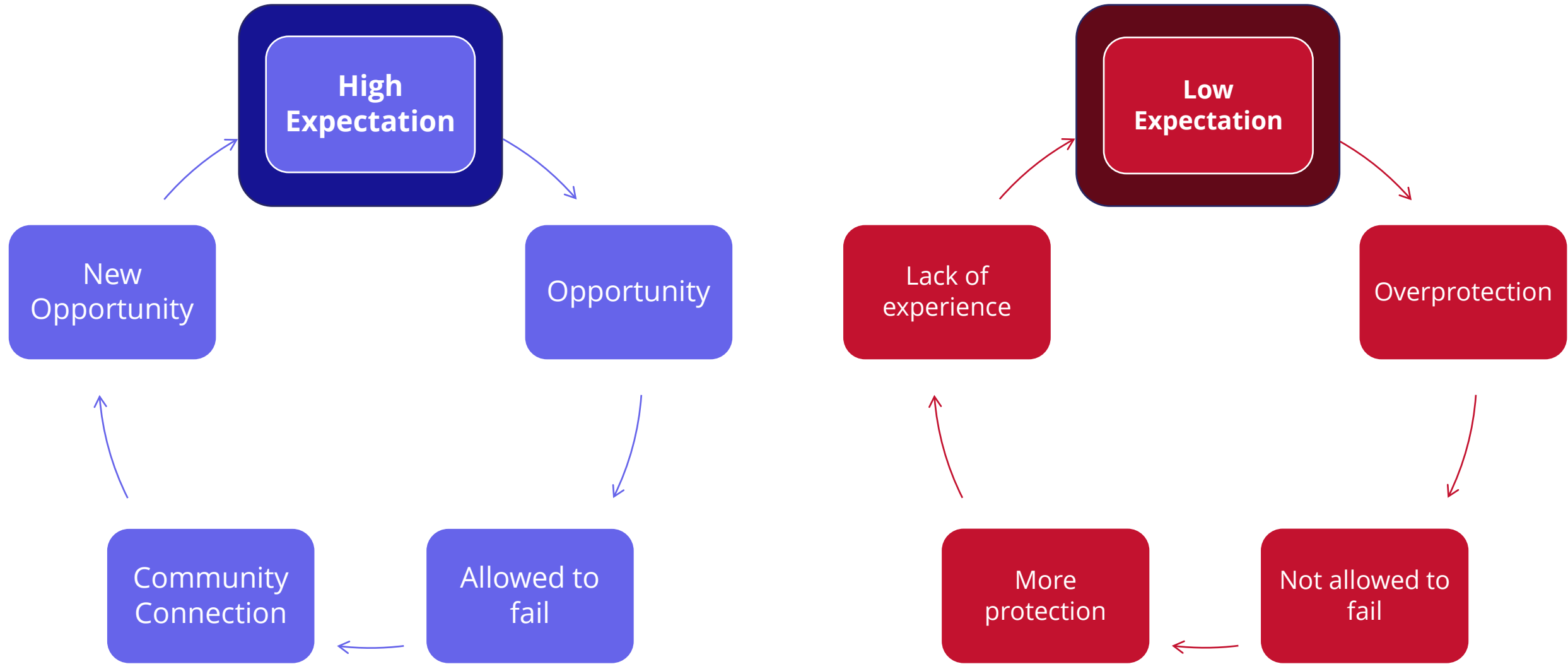
# What are “Expectations?”

**Expectations** = quick predictions

**High expectations** = more opportunities to contribute



# High vs. Low Expectations



*What do you expect your adult life will look like?*

# Why should I pursue employment?



# Question #2

*Self-advocates:*

What is your greatest skill or attribute?

*Parents:*

What is your loved one's greatest skill or attribute?





# Self-Advocacy

I speak up



I understand



I make things  
right



# Create a Positive Personal Profile

Personal  
Goals

Talents

Interests

Skills

Knowledge

Learning  
Style

Positive  
Personality  
Traits

Temperament

Values

Dislikes

Quirks

Specific  
Challenges

Environmental  
Preferences

Work  
Experiences

Support  
System

Accommodations

Desired  
Outcomes

Possibilities

# Example of Positive Personal Profile



18-26 program

Wants to work

Movies,  
games,  
superheroes

Multisensory  
learning



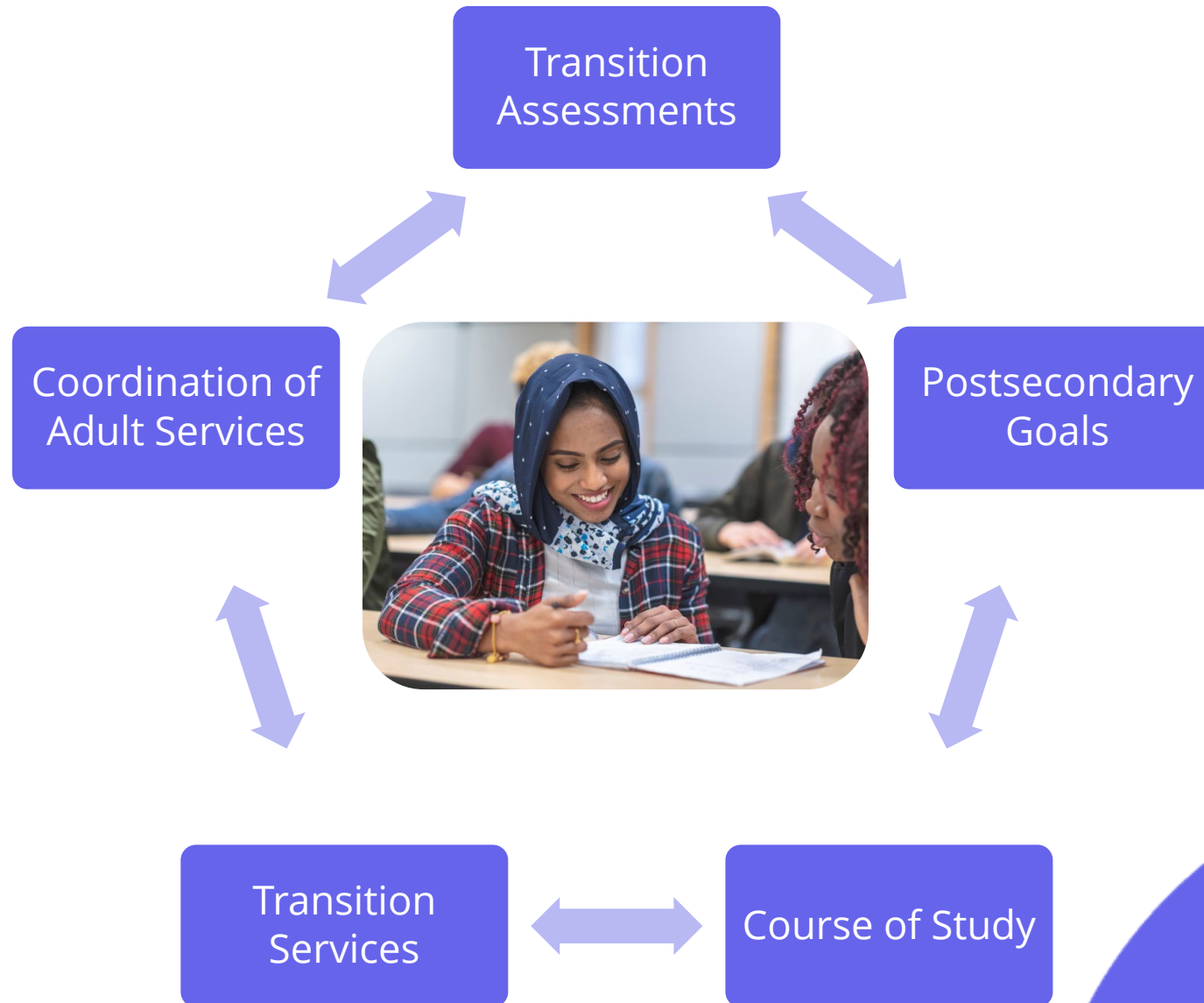
## Create Your Own Positive Personal Profile

Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

A Positive Personal Profile (PPP) is a tool to identify a job seeker's strengths, preferences, interests and needs that are relevant to the job search and career development. The PPP can be used to develop a resume and to guide the vocational rehabilitation (VR) team toward appropriate supports and accommodations.

Personal Goals	Talents	Interests
Skills	Knowledge	Learning Styles
Positive Personality Traits	Temperament	Values
Dislikes	Quirks	Specific Challenges
Environmental Preferences	Work Experiences	Support System
Accommodations	Solutions	Possibilities

# IEP Transition Planning



# Use Your Personal Networks



# Question #3

*Self-advocates:*

What is your greatest concern when thinking about employment?

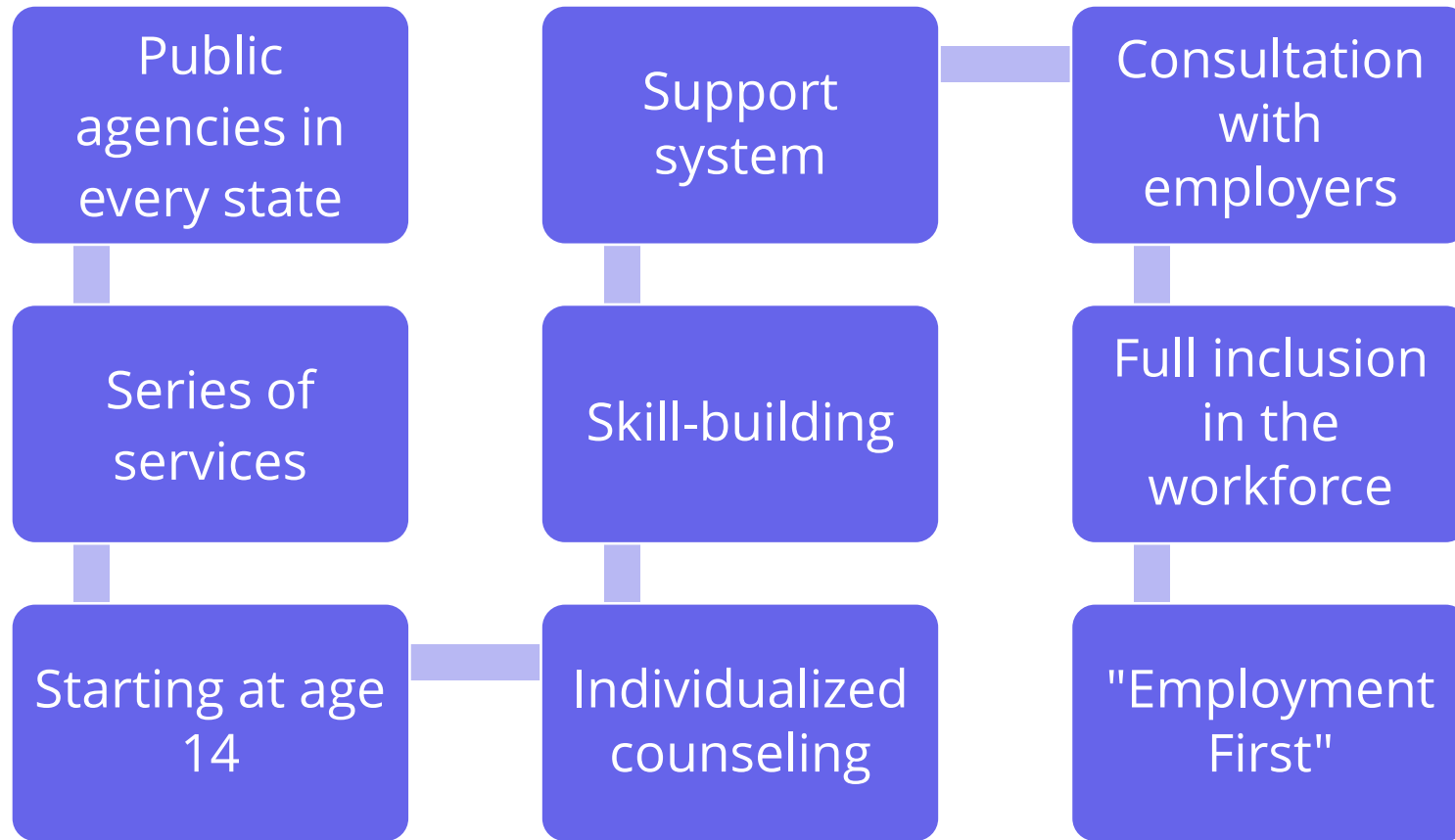
*Parents:*

What is your greatest concern when thinking about employment for your loved one?





# What Is Vocational Rehabilitation (VR)?



# How VR Can Help



- Pre-Employment Transition Services (Pre-ETS)
- Assessments
- Individualized Plan for Employment (IPE)
- Postsecondary Training
- Accommodations
- Job Coaching
- Job Fairs
- Job Development



# Michigan Rehabilitation Services

- ✓ Apply for services
  - ✓ Request application by phone, 1-800-605-6722
  - ✓ OR complete [online application](#)
- ✓ Determine eligibility
- ✓ Career exploration
- ✓ Develop IPE
- ✓ Follow the plan
  - ✓ Training
  - ✓ Paid work experience
- ✓ Find work



# Bureau of Services for Blind Persons

Apply for services  
1-800-292-4200

Determine eligibility

Career  
exploration

Develop IPE



Follow the plan:  
training and  
paid work experience

Find work

# Workforce Innovation and Opportunity Act (WIOA) Youth Program



- Federal program
- Youth ages 14-24
- Youth with barriers to employment
- Tutoring, mentoring, training, work-related experiences
- Michigan Works! 1-800-285-9675

# More Vocational Programs



# Work-Related Programs

## Social Security Administration

Work Incentives Planning and Assistance (WIPA)

Ticket to Work

Plan for Achieving Self Support (PASS)

Student Earned Income Exclusion (SEIE)

Impairment Related Work Expense (IRWE)

## Disability Rights Michigan

Protection and Advocacy for Beneficiaries of Social Security (PABSS)

Client Assistance Program (CAP)

## Michigan Dept. of Treasury

Achieving a Better Life Experience accounts (MiABLE)



# Question #4

*Self-advocates:*

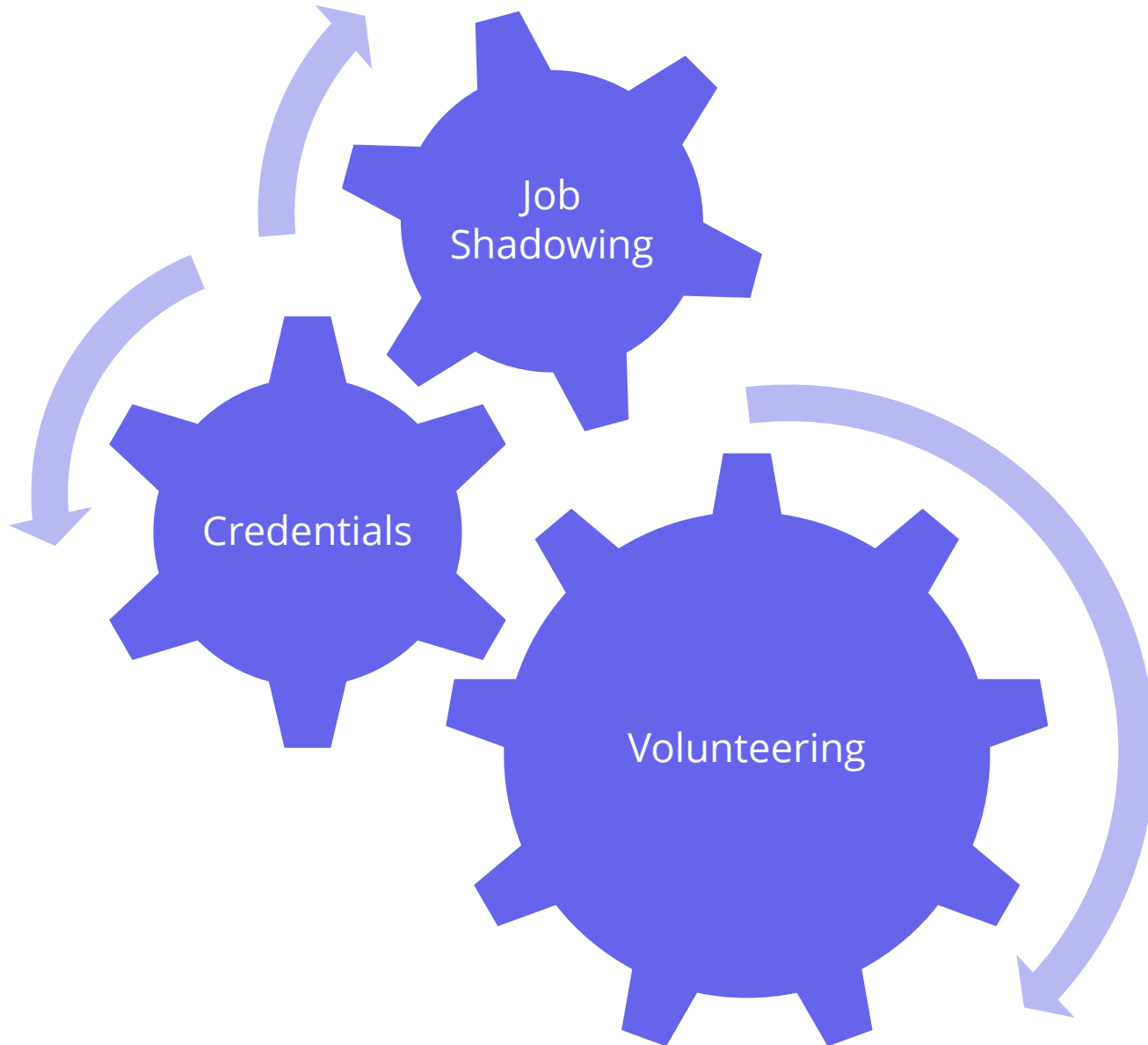
What do you need to feel hopeful or energized about your future employment?

*Parents:*

What do you need to feel hopeful or energized about your loved one's future employment?



# Work-Related Experiences



# Connect with Community Organizations



Non-Profits

Civic Organizations

Recreation

City Government



# Paid Work Experience

Supported by VR

Aligns with IEP goals

Competitive and integrated

Seasonal or temporary



# Question #5

*Self-advocates and Parents:*

Based on the information in this workshop, what are 3 action steps that you will take toward employment success?



# Best Practices

## Start Early

Awareness

Volunteering

Work-Based Experience

## Instruction

Chores At Home

High School

Hands-On

## Support

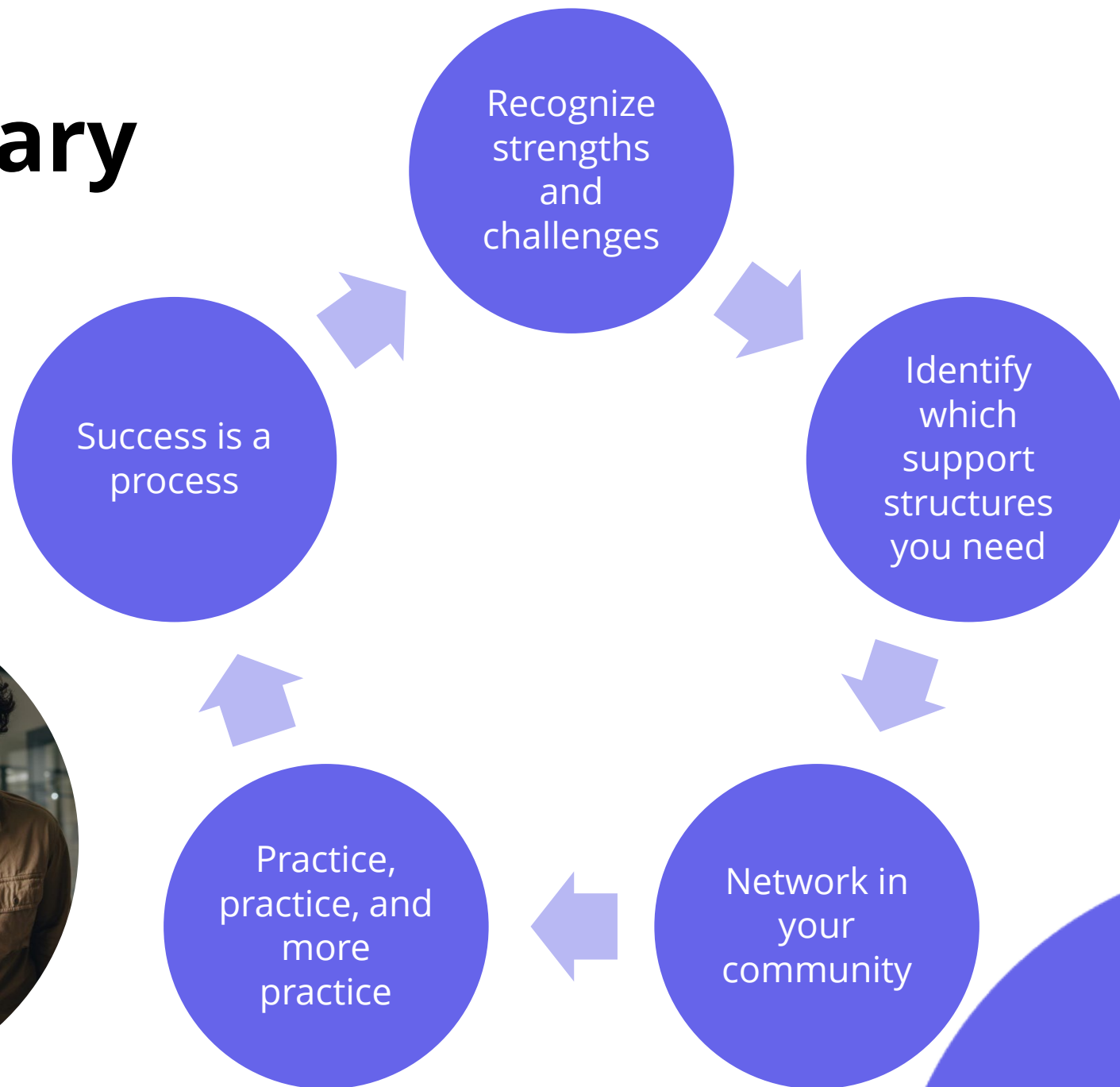
Family

Job Coaching

Job Accommodations



# Summary

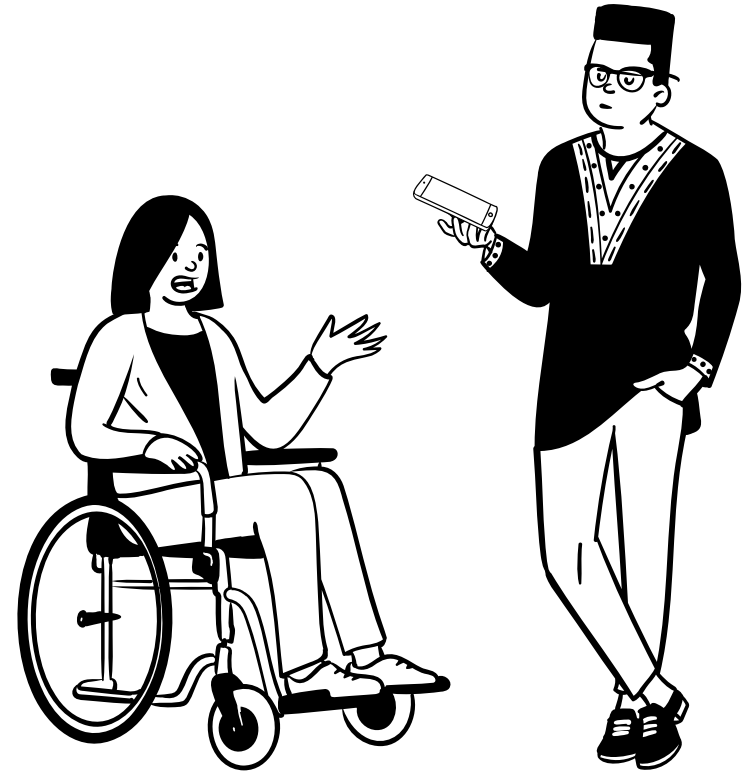




800-552-4821 [www.michiganallianceforfamilies.org](http://www.michiganallianceforfamilies.org)

# Resources

- SPIN worksheet at [imdetermined.org](http://imdetermined.org)
- Michigan Rehabilitation Services: 1-800-605-6722
- Bureau of Services for Blind Persons: 1-800-292-4200
- Michigan Works!: 1-800-285-9675
- Job Accommodation Network: [askjan.org](http://askjan.org)
- [Career One Stop](http://CareerOneStop.org) – free information and resources
- [Thinkcollege.net](http://Thinkcollege.net) – information about inclusive higher education, non-degree credentials and career planning





# We are here to support you!



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**For more information visit**

[www.michiganallianceforfamilies.org](http://www.michiganallianceforfamilies.org)

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# Michigan Alliance for Families

In collaboration with



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[www.michiganallianceforfamilies.org](http://www.michiganallianceforfamilies.org)

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