

Success Is Not Spelled C-O-L-L-E-G-E

Dina DiGregorio Karlon
Transition Specialist

NESCA (Neuropsychology & Education Services for Children & Adolescents)
dkarlon@nesca-newton.com

Jeff Gentry and Taciana Saab
70/30 Partners

Jeff@7030partners.org

Taciana@7030partners.org

NESCA

- A private neuropsychology practice
- Offices in Newton, Massachusetts; Plainville, Massachusetts; and Londonderry, New Hampshire
- Ages preschool through young adulthood and their families
- Services – Neuropsychological Evaluation, Psychological Testing, School Observations & Team Meetings, Consultation Services, Workshops, Occupational Therapy Services and **Transition Services**

NESCA Transition Services

- **Planning**
- **Consultation**
- **Case Coordination**
- **Training & Support**
- **Coaching** – Community-based; independence, executive functioning, career/post-secondary
- **Assessments** – Transition Assessment, Vocational Assessments, Community-based Transition Assessment (CBTA)

THE MISSION OF 70/30 PARTNERS

- ❑ Connecting people with disabilities, organizations, and employers to create an inclusive workforce.
- ❑ Disability led
- ❑ Beside and behind providers
- ❑ Relentless pursuit of 70% workforce engagement
- ❑ Intolerant of 30 years of failure on the workforce development front



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Catalyzing Careers and Inclusive Communities

Agenda

- Transition – areas of transition
- Creating your career vision
- Postsecondary options
- Mindset
- Questions

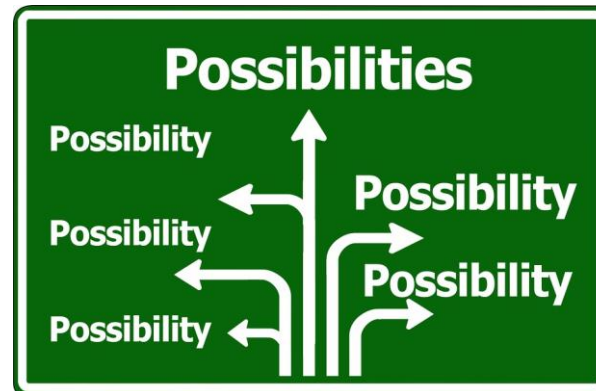
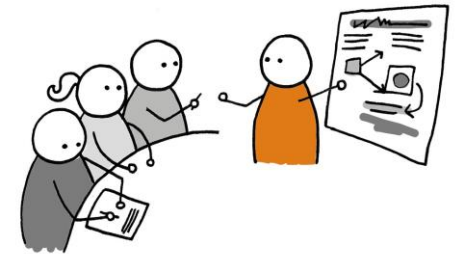
Transition

Transition



4 Areas of Transition

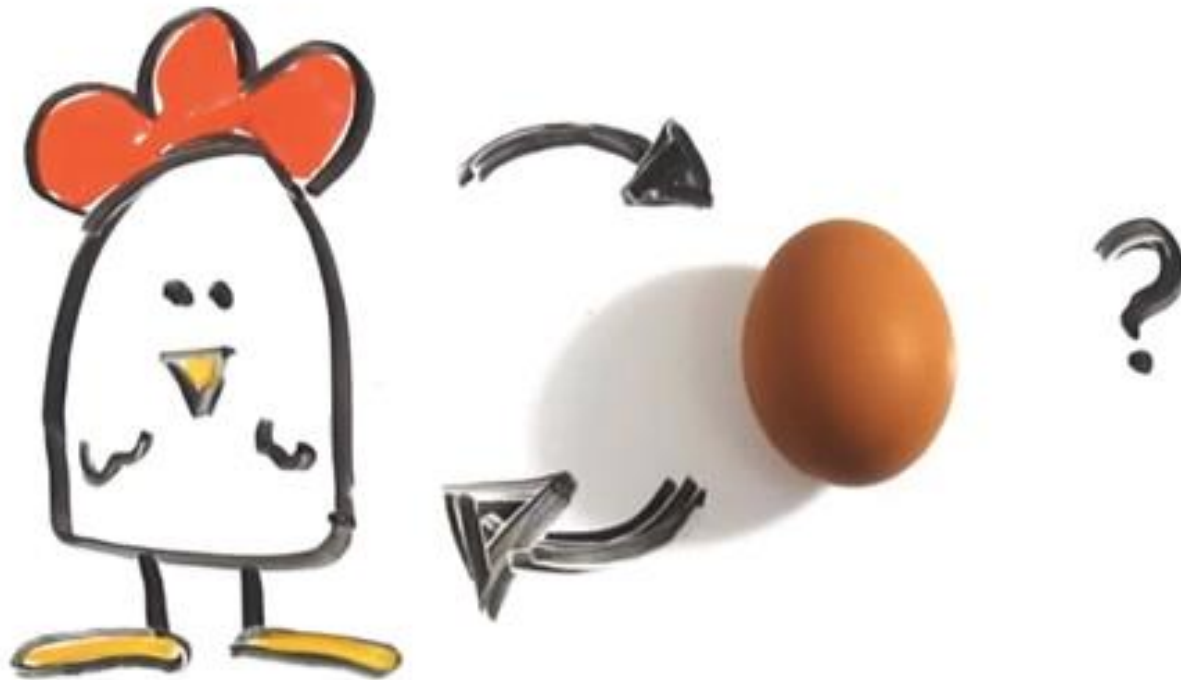
- Independence in Living
- Community engagement
- Employment
- Training



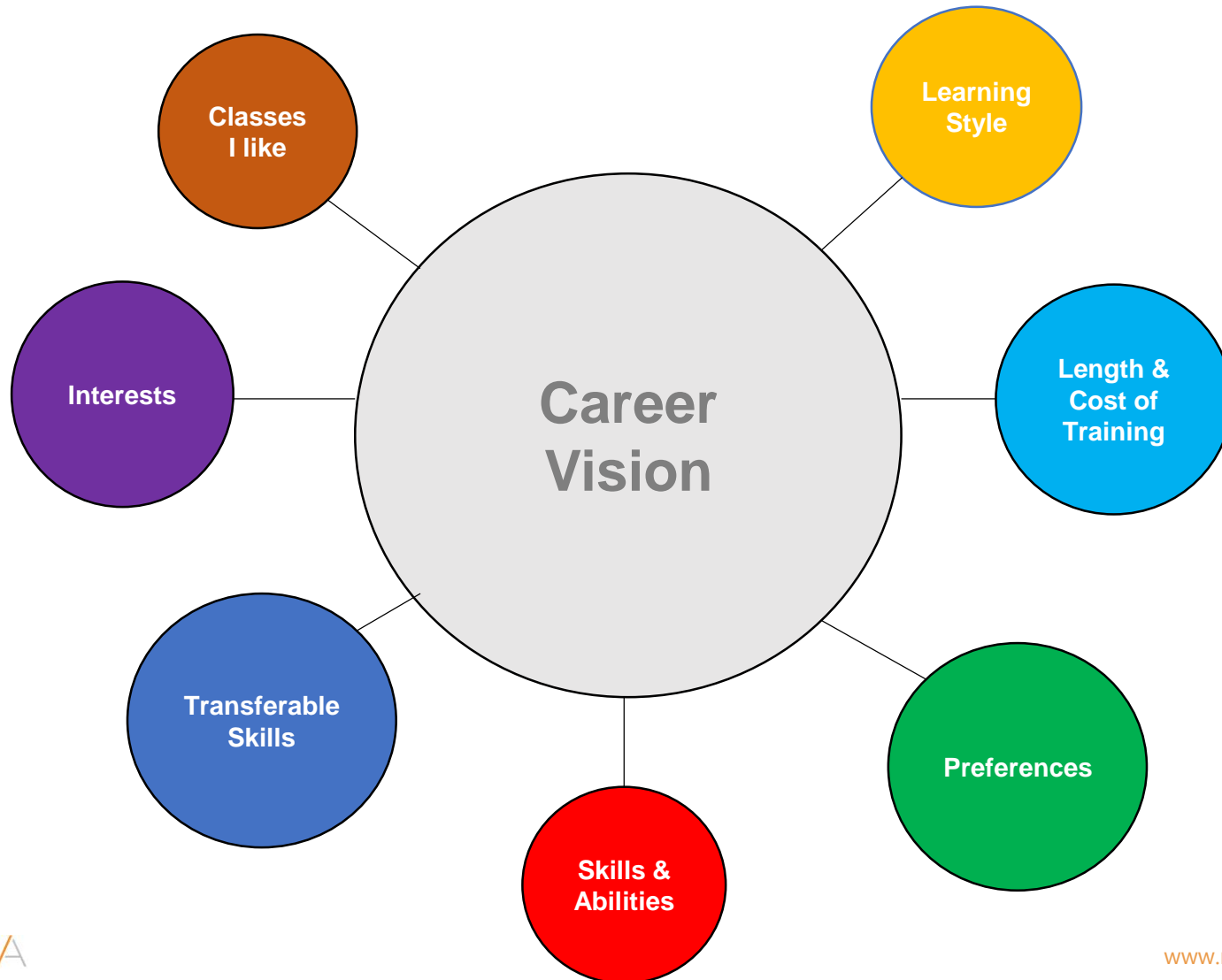
Creating Your Career Vision

Which Comes First?

Career or Training?



Career Vision – Things to Consider



Preferences

Do you prefer a job/work environment where you...

- Work alone or with others?
- Stand and walk or sit?
- Share ideas by writing or talking?
- Earn a lot of money or help others?
- Makes something or sell something?
- Plan out a task or have others plan?
- Require a lot of training or little training?

Skills & Abilities

- Academic skills
- Reasoning skills
- Physical skills
- Communication skills
- Dexterity
- Spatial aptitude

Transferable Skills

What are transferable skills?

Skills that can be transferred from one field to another. They're often referred to as portable skills because you take them along with you from job to job. A set of abilities that are relevant and useful in many different areas of life.



Examples:

- Communication – written and verbal skills, listening, getting along with coworkers
- Technical – computer or skills specific to an industry
- Business – organizational skills, planning skills, phone skills



Interests/Classes

- What do you like to do for leisure?
- What do you like to spend your time doing?
- What do you like to learn about?
- Favorite classes?
- Career and Technical programming in high school
- Possible internship as a class
- Take an Interest Inventory; Free example:



- Massachusetts

<https://www.careeronestop.org/ExploreCareers/Assessments/interests.aspx>

Learning Styles

How do I learn best?

Free learning style
inventory:

[https://www.middlesex.ma
ss.edu/ace/downloads/lsi.
pdf](https://www.middlesex.mass.edu/ace/downloads/lsi.pdf)

VISUAL
SEE IT 

AUDITORY
HEAR IT 

KINESTHETIC
DO IT 

Length and Cost of Training

How long is the training?

- 4-year college – Bachelor Degree
- 2-year college – Associate Degree
- 1-year or less – Certificate Program

How much does it cost per year?

- University of Massachusetts – \$22,388 - \$29,437 (tuition and room & board; does not include other fees and books)
- Middlesex Community College – \$3,780 (based on 15 credit semester; does not include fees or books)
- Certificate programs – cost for private or public can vary significantly
- *Important to balance cost of program to potential income

Work-Based Experience

- Job shadow
- Volunteer
- Informational interview
- Career panels or speakers in school
- Internship
- Part-time job in high school
- *Exposure to different occupations

Website to view different occupations:

<https://www.drkit.org/career-videos/>

PREDICTOR OF SUCCESS: PAID EMPLOYMENT

- ❑ Students who participate in paid employment during their school years are much more likely to work in the future
- ❑ According to an analysis of the National Longitudinal Transition Study:
 - 44.8% of students who were employed during high school were working 5 years after completing high school
 - Only 29.6% of students who were not employed during high school were working 5 years after completing high school



Postsecondary Options

Post-secondary Options

- Volunteer
- Internships
- Paid employment /
- Credentials – high school & beyond
- Apprenticeships
- Post-grad schools/programs
- Private career, college and technical schools
- Two-year college
- Four-year college
- Do nothing



Internships

- High School Internships
- Networking – Family and Friends
- Online search
- **Massachusetts Rehabilitation Commission (MRC)** – resource for people with disabilities to help with employment – in high school – PreETS services – can set up internships
<https://www.mass.gov/service-details/pre-employment-transition-services-pre-ets-0>

PRE-EMPLOYMENT

Some Facts from the U.S. Department of Labor:

- ❑ MRC Pre-ETS programs:
 - MRC has funded programs run by day services providers to equip students to start their pursuit of employment at an early age
 - Students can participate in Work-Based Learning Experiences, Job Exploration Counseling, Workplace Readiness Training, Self-Advocacy/Peer Mentoring, and College Readiness and Exploration
 - MRC has expanded access by providing training to students as young as 1 and presuming eligibility for all students with disabilities



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EMPLOYMENT - THE BAD NEWS

Some Facts from the U.S. Department of Labor:

- ❑ In 2018 “Among persons aged 16-64, the employment ratios for people with disabilities rose for those with a disability to 30.4% and for people without a disability, to 74.0%”
- ❑ If you look at the population as a whole from age 16 and up, the disability workforce participation rate was 20.7% while the participation of the nondisabled workforce was 68.3% in April 2019
- ❑ In April 2019 the unemployment rate for people with disabilities was 6.3% while the unemployment rate for people without disabilities was 3.2%



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EMPLOYMENT - THE GOOD NEWS

- There are more financial resources than ever for employment services. Thanks to The Workforce Innovation and Opportunity Act (WIOA):
 - 15% of Massachusetts Rehabilitation Commission (MRC) and the Massachusetts Commission for the Blind (MCB) funds have to be spent on transition age youth
- DDS Employment Supports have expanded to create funds specifically available for people with autism
- DDS has invested 17.2% of its \$309m day and employment services in



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EMPLOYMENT – CREDENTIAL BASED TRAINING

- ❑ In a credential based economy it is vital that our students, especially students who will not secure a diploma, pursue industry recognized credentials
- ❑ For instance, if a young person is working in the hospitality industry, a ServSafe credential is vital. If performing administrative tasks, MS Office certification is very helpful
- ❑ Programs like JVS and Triangle, Inc. have led the way in credential based programming
- ❑ The 70/30 Partners team has experience creating Career Pathways programs and is partnering with various organizations to launch Credentials to Careers programs in 2019



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“ALEX”

Work training in MHS Coffee Shop

Connected with Triangle, Inc. Schools-to-Careers, participated in Food Service training at BHCC including ServSafe Certification

Community-based Internship supported by both Triangle, Inc. and Medford Public Schools

Hired by MPS Food Service to work part time in the MHS cafeteria



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5TH YEAR IN HIGH SCHOOL- INDIVIDUALIZED



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Learned about impact of disability in work settings.

Automotive CTE Shop with SpecEd support

Lots of 'teaming' to determine steps (student, parent, special educators, OT, SLP, CTE Instructors (MHS-MVTHS))

Learned about disability disclosure

Learned rules & 'expected' behaviors in automotive setting

Worked toward certifications in school: OSHA, S/P2, MA State Inspector Certification

ELA MCAS Tutoring

Interviewed at local Auto dealer service dept through CTE Instructor connection



After High School

Passed ELA MCAS!

Achieved Diploma

MRC-Triangle, Inc. School-to-Careers in summer

Taking college courses while working competitively

Interviewed again at Auto Dealer and got the job!

inter/intra-agency collaboration is critical for success

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Apprenticeships

- Hired as a trainee to learn a craft or a trade from a craft-person or experienced supervisor
- Get real-world experience
- Entry into difficult-to-enter trades (plumbing, electrical trade, chef, etc.)
- Learn a trade
- Other industries offer apprenticeships – on-the-job training
- Earn while you learn
- www.apprenticeship.gov



Job Corps

- Free academic and vocational training
- Ages 16-24
- Minimal stipend (\$25 twice a month)
- Live on or off campus
- Free room & board
- Free transportation to and from training center (if off campus)
- Eligibility process – person with disability meets eligibility

Mass Site Programs in Grafton, Weston, Shriver:

Advanced Manufacturing, Auto & Machine Repair, Construction, Finance & Business, Health Care, Hospitality, Homeland Security, and Information Technology

Grafton Site:

<https://grafton.jobcorps.gov/>

Post-grad Schools and GAP-year Programs

PG Schools – focus is on independence and academics (if desired)

- **PG Schools** – more traditional private schools for all populations — focus is on academics, athletics (possibly) and independence
- **Pacia Life (Boston, MA)** – Educational, experiential or both – 17+ (no age cap) independently living and high school and/or college credit, life-coaching, academic tutors, focus on short-term goal achievement <https://www.pacialife.com/>
- **Dynamy (Worcester, MA)** – internship-driven and gaining independence through apartment living – ages 17-22 (can turn 23 while in the program), three internships, independent living workshops, 1:1 advising <https://www.dynamy.org/>
- **Threshold Program @ Lesley University (Cambridge, MA)** – 2-year (or more) non-credit program – focuses on internships and independent living for ages 18-26 <https://lesley.edu/threshold-program>



Project Search (Internship Opportunity)

- Ages 17+
- Approaching last year of public education
- Program is attached to a certain high school or high schools in a certain area
- Meet eligibility for MRC (a funding source) and DDS services
- Total workplace immersion
- Combination of classroom instruction, career exploration, on-the-job training and assistance pursuing entry-level job placement
- Three internship rotations
- 10 months to a year program
- Some programs – Spaulding Rehabilitation Hospitals, Salem State University, Falmouth Hospital, Milford Regional Memorial Center

<https://www.projectsearch.us/>

Additional College Programs for Students with Disabilities

Think College – National organization dedicated to developing, expanding and improving inclusive higher education options for people with intellectual disability (autism and visual impairments, too) <https://thinkcollege.net>

- 18 programs in Mass - 12 programs are connected directly to high schools and 6 programs are open to anyone
- Some provide housing
- Still in high school or recent graduate/completion of high school
- Funding – private pay, adult agency supports, school district



YOU'RE WITH US

You're With Us! is a Department of Developmental Services (DDS) service provider which seeks to create better communities by harnessing the benefits of inclusion for the other abled. You're With Us! helps with this by identifying, training and supporting college clubs, groups, and teams to be welcoming and supportive peers to the disabled.

- Experience a sense of belonging
- Eliminate isolation by creating social connections
- Tap into resources and networks to reach adult goals
- Improve quality of life
- Build social capital

Learn More at www.yourewithus.org



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Private Career and Technical Schools/Trainings

- Seacoast Technical Institute – dental assistant, plumbing (apprenticeship), medical assisting, culinary arts
- Cosmetology schools – esthetician, hair stylist
- The Salter School – medical assistant, health claims specialist

<http://jobquest.detma.org/JobQuest/Training.aspx>

<https://www.careeronestop.org/>

Community Colleges

- 15 throughout the state
- Different options at different schools
- Associates Degrees – transfer or career tracks
- Certificate programs – One year or less
- Business & Training programming
- **Non-credit certificate programs**



Community College – Non-credit Programs

- MassBay Community College (CC) – Certified Nurse Assistant Program – (120 hours – 80 lecture/lab and 40 clinical)
- Mount Wachusett CC – Quality Training – Six Sigma Yellow Belt (100 hours); Computer Numerical Control Operator – (9 week); Grant for youth - two 6-week programs in Quality Technician Training and Automation Technician Training – (6 week each – free through a youth grant)
- Middlesex CC – Communications Certificate – (6 classes); Food and Customer Service Skills Training Program – online (120 hours); Customer Service Certificate Program – (4 classes- some are online); Veterinary Assistant – ONLINE (170 hours)

Four-year Colleges

Colleges which cater to students with disabilities

Landmark College – for students with LD – different program options

Mitchell College – specific programs – Thames at Mitchell College and The Mystic Program

Curry College – Program for Advanced Learning (PAL) (additional fees)

Colleges that are open to neuro-diverse

Boston University – Learning Disabilities Program

Dean College - Academic Coaching,
Strive4Success (S4S)

Endicott College – Academic Coaching

Clark University – Student Accessibility Services
(SAS)

Westfield State – Learning Disability Program

UMass Lowell - has mentoring for kids with ASD



Do Nothing

Advantages	Cautions
<ul style="list-style-type: none">• Catch up on some NETFLIX series• Great finger dexterity from channel changing and mouse clicking	<ul style="list-style-type: none">• Isolation• No income• Waste of your brain• Mounting anxiety at seeing others moving forward• No skills• Not living a “good life”

Mindset

PREDICTOR OF SUCCESS: PARENTAL EXPECTATIONS

- Parental Expectations are Magic!
 - An analysis of data from the National Longitudinal Transition Study (2,900 participants) found that the children of Parents who expect their child will work at a 42.7% rate 5 years after graduation.
 - In contrast the children of parents who think they probably will not or definitely not work are only participating in the workforce at a 21.5% rate 5 years after graduation
 - That is a 21.2% difference in outcomes!



MINDSET - SETTING EXPECTATIONS

- Start Early
- Build Trust
- Educate re: possibilities
- Work Together
- Focus of Student Vision



Schools Can Take an Active Role!



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www.apprenticeship.gov

www.yourewithus.org

Questions...



Neuropsychology & Education Services
for Children & Adolescents



Dina DiGregorio Karlon, M.A.
Transition Specialist

Jeffrey Gentry
Taciana Saab

75 Gilcreast Road, Suite 301,
Londonderry, NH, 03053
Tel 603 818.8526 / Direct 603 260.5676

Tel 978 590.4466 (Jeff)
Tel 617.935.5457 (Taciana)

dkarlon@nesca-newton.com
www.nesca-newton.com

Jeff@7030partners.org
Taciana@7030partners.org