Job Transition
By:

Sherry Shack
Jeremiah’s Story

- He is 33 years old
- Has Intellectual Disabilities and depression
- Lives at home with Mom
- Graduated by certificate
- Tried different jobs in the community
- Now is withdrawn from people and the community
A change from one position to another

According to IDEA it is a process taken to improve the academic and functional achievement of the child with a disability to facilitate the child’s movement from school to post-school activities, including integrated employment.

The purpose of transition planning is to establish a working relationship between students, parents, and the adult service agencies in order to identify resources for employment and community participation prior to graduation.
Some Statistics

- 35% of individuals with disabilities reported being employed full or part-time; 78% of individuals without disabilities were employed
- 26% live in poverty with annual incomes below $15,000; 9% for those without disabilities
- 31% have inadequate transportation; 13% for those without disabilities


- Research shows that individuals with intellectual disabilities including those with moderate and severe disabilities can work in the community employment setting with adequate training and support

- From McDonnell et al., 2003

- Each year, approximately 50,000 adolescents with intellectual disabilities in the U.S. leave school and face life as adults in their local communities
Parents Role

- Be an active and positive member of the transition team
- Need to work with their child at home on job related skills
- Need to keep up with encouraging independence
- Keep realistic expectations for their child’s employment
Student’s Role

- The ability to assess themselves
- They need awareness of the accommodations they need in the work environment
- need self motivation and cooperation with the transition program
Employer’s Role

- Stay in compliance with ADA Laws
- Help Provide a positive work experience for the student
- be a mentor for the student
Job Coach’s Role

- Job Shadowing, mentoring, and modeling
- Uses prompts when needed
- Supervise
- Monitor work behavior
- Train student for work site environment and knowing how and when to ask for assistance
Preparation prior to Graduation

- Functional Living Skills
  - Money
  - City transit
  - Washing clothes
  - Personal hygiene
  - Job training
  - Finding an appropriate job for student
Preparation after graduation
Transition Job Examples

- Walmart
- Goodwill Industries International, Inc.
- United
- Pizza Hut
- Westgate Mall
## Task Analysis

<table>
<thead>
<tr>
<th>Date</th>
<th>10/1</th>
<th>10/2</th>
<th>10-3</th>
<th>10/4</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Put gloves on</td>
<td>V</td>
<td>G</td>
<td>V</td>
<td>+</td>
</tr>
<tr>
<td>2. Separate Dishes</td>
<td>G</td>
<td>V</td>
<td>+</td>
<td>V</td>
</tr>
<tr>
<td>3. Put dishes in correct tray</td>
<td>P</td>
<td>G</td>
<td>V</td>
<td>V</td>
</tr>
<tr>
<td>4. Open dishwasher door</td>
<td>G</td>
<td>P</td>
<td>+</td>
<td>V</td>
</tr>
<tr>
<td>5. Put soap in receptor</td>
<td>P</td>
<td>V</td>
<td>G</td>
<td>+</td>
</tr>
<tr>
<td>6. Slide tray in dishwasher</td>
<td>V</td>
<td>V</td>
<td>G</td>
<td>V</td>
</tr>
<tr>
<td>7. Close dishwasher door</td>
<td>G</td>
<td>V</td>
<td>P</td>
<td>V</td>
</tr>
<tr>
<td>8. Press start button</td>
<td>G</td>
<td>G</td>
<td>+</td>
<td>V</td>
</tr>
<tr>
<td>9. Open dishwasher door</td>
<td>V</td>
<td>G</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>10. Slide tray out and give to co-worker</td>
<td>G</td>
<td>P</td>
<td>+</td>
<td>v</td>
</tr>
</tbody>
</table>

**Prompts**

- **V** = verbal
- **+=** Correctly Completed Step
- **G** = Gestural
- **P** = Physical
Kelly’s Story

- Kelly is a 51 year old Trust Officer
- He has a Spinal Cord Injury
- He is a quadriplegic
- He was injured his Senior year in high school
Kelly’s Story Cont

- Graduated with a degree in business administration in 5 years
- He struggled emotionally earlier in life from using a wheelchair in the 1970’s
- He had a lot of interviews because of equal opportunity laws, but it took a long time to find a job
- He finally got a job with a church, but it wasn’t enough money to survive on his own
- He was later hired with Merrill Lynch
- Due to his financial success, he has been able to afford all of the accommodations and services he has needed for independence
We WILL make a difference!!

Johnny the Bagger
Information Source


*Teaching Individuals with Physical or Multiple*, 5th Ed., Best, Sherwood J, Heller, Kathryn Wolff, Bigge, June L, Ch. 12