

Onondaga Pathways to Careers Demonstration Project at Onondaga Community College



2

Welcome & Introductions

Discussants

- Jamila DeCarli, San Diego Community College District
- Jessica Perez, LaGuardia Community College - CUNY

Facilitate Discussion

- Meera Adya



OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.

Roll Call

- Erie Community College
- Gateway Technical College
- **LaGuardia Community College-CUNY**
- Long Beach City College
- Minneapolis Community and Technical College
- **Onondaga Community College**
- **Pellissippi State Community College**
- Richland Community College
- Rockland Community College
- **Sacramento City College**
- San Diego Community College District
- Schenectady County Community College
- **Burton Blatt Institute**
- Georgia Vocational Rehabilitation Agency - able
- **Idaho Department of Labor**
- **Kentucky VR**
- MN Career & College Readiness Collaborative
- **National Disability Institute's (NDI)**
- **Nebraska VR**
- The Institute for Educational Leadership
- **U.S. Department of Labor - ODEP**
- Virginia Department for the Blind and Vision Impaired
- Virginia Department for Aging and Rehabilitative Services

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Agenda

- Welcome and Introductions: Meera Adya
- Introducing a New Member: San Diego Community College District
- Introducing a New Member: LaGuardia Community College
- CoP Input Survey Results/Discussion
- Next Meeting: Pellissippi State Community College

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



New Member:

San Diego Community College District

Jamila DeCarli

OPC is funded by the Office of Disability Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.

YorkAbility III



SAN DIEGO
COMMUNITY COLLEGE
DISTRICT

Program Overview





- SDCCD is the second largest community college district in CA
- WorkAbility III has had a partnership with DOR/SDCCD for over 25 years
- Credit and Non-Credit options exist for students, including course options and programs specifically designed for individuals with disabilities



WorkAbility III/SDCCD Overview



We help students to secure competitive employment by providing the following:

- One-to-One Vocational Counseling by trained specialists
- Obtaining relevant work experience opportunities
- Teaching effective job search skills
- Development of appropriate workplace behaviors & communication skills
- Mock interview preparation and feedback
- Coaching on disclosure of disability & requesting accommodations
- Employer outreach, advocacy, & follow up *
- Short-term job coaching *
- Job retention

WorkAbility III Overview

YorkAbility III



Student Population

YorkAbility III

About our Students:

- Diverse in their academic pathways
- Diverse in age range, ethnicity, socioeconomic status
- Largest disability “category” is Mental Health, but numbers of students with Autism receiving our services is growing
- Our students often have additional challenges, including:
 - Transportation limitations
 - Criminal records
 - Housing/homelessness

Student Population



Service Model:

- Services are provided on a 1-1 basis by a Vocational Specialist, usually while student is still enrolled in classes. This relationship can last months or years. Communication can be in person, or via phone/e-mail.
- Work experience (volunteer, internship) is highly encouraged.
- Students are expected to be independent and practice/develop communication and self-advocacy skills.
- Employment is monitored for a minimum of 90 days until it is determined that employment has stabilized.

Service Model

Program Coordinator:

Jamila DeCarli

619-388-6810

jdecarli@sdccd.edu

New Member:

LaGuardia Community College – CUNY

Jessica Perez

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.

CUNY LEADS: Linking Employment, Academics, and Disability Services

- CUNY LEADS is a unique program designed to prepare CUNY students with disabilities to make realistic academic and career choices and develop the skills that will result in successful career outcomes.
- CUNY LEADS will establish itself as a national best-practices model. It will serve as a training resource for the development of programs that prepare students with disabilities for realistic and successful employment outcomes.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



CUNY LEADS Background

- Initiative from CUNY Central
- On some CUNY campuses, LEADS advisors are housed in the Disability Services Offices and on other campuses, they are housed in the Career Services Offices
- The LEADS program is available at both 2-year and 4-year CUNY schools, and students who transfer remain with the program, with the advisor from one program providing a transition to the advisor at the next program

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



CUNY LEADS Background

- CUNY LEADS began in 2008.
- Advisors were part time until Fall 2012.
- LaGuardia CC is one of two programs where the Advisor is in housed in the Career Services Office instead of the Disability Office.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Availability & Eligibility

- This exciting program is free of charge for eligible candidates and available on all CUNY campuses.
- Each campus has a LEADS counselor that collaborates with campus departments, agencies and businesses to provide career guidance and support to students.
- CUNY students with disabilities are eligible if they are:
 - Degree or Non-degree programs
 - Adult and Continuing Education
 - Allied programs
- Students do not have to be registered with the campus disabilities office to qualify for LEADS.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



CUNY LEADS Services

- Each campus has a CUNY LEADS counselor who provides individualized guidance and support. Some of the services are:
 - Academic advisement
 - Career counseling
 - Resume preparation
 - Interview preparation
 - Internship assistance
 - Job seeking assistance
 - Advocacy skills

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



CUNY LEADS Job Support

- CUNY LEADS Advisors work with LEADS Placement Advisors to connect students with internship and job opportunities they may not otherwise have access to.
- Advisors provide support in job-seeking and skill development and address unique disability-related challenges that may affect your ability to obtain employment.
- You will have access to workshop and individualized assistance regarding resumes, interviews, and finding and maintaining employment.
- Once you are employed, the LEADS counselor will continue to maintain contact to provide support while you are adjusting to your new job.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Center for Career & Professional Development

- **Resume reviews** to highlight your skills and accomplishments
- **Mock interviewing** to help you answer interview questions with confidence and poise
- **Career advisement** by expert advisors to help you identify fields that match your skill set and interests
- **Mentoring and networking opportunities** to provide ongoing support and connections to various career paths
- **Workshops** to help you refine your job skills and develop personally and professionally
- **Job Fairs** for opportunities to promote your skills to hundreds of prospective employers
- **Job search** to explore avenues for employment
- **On-campus recruitment (OCR)** for on-the-spot interviews
- **Special Programs** to tap into employment resources
- **Informative online tools** for career guidance and skills development

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



LaGuardia Community College Experience

- So far:
 - Total number of students served is 250
 - Approximately 30+ have received jobs
 - Approximately 10-15 have completed internships
- Have found that students prefer to pursue work-based learning (e.g., internships) to employment because of concerns of losing benefits

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



LaGuardia Community College: Program for Deaf Adults

- LaGuardia CC is known for services to people who are hard-of-hearing and deaf, so has a significant population of students who are hard of hearing:

“The Program for Deaf Adults (PDA) at LaGuardia Community College is one of the country’s largest and most comprehensive programs for Deaf and Deaf-related postsecondary educational and support services.

We can help you reach your goals, whether you need to improve your language and academic skills, are interested in support services to assist you in your degree studies, or have a college or graduate degree and want to begin a career as an ASL-English interpreter. LaGuardia Community College also offers an Associate [Degree in Deaf Studies](#).”
- One of the LEADS advisors knows sign-language and interpreted at an interview just the other day
- PDA services are very comprehensive, spanning classrooms, learning services, job fairs, and training for staff and faculty
- Services are available to matriculated and non-matriculated students, right from pre-enrollment and remedial prep on to graduation and employment

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Member Input Survey: Discussion

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.

Input Survey Results/Discussion

1. Are you currently implementing a Career Pathway program? 4/4
yes
2. What are the 3 biggest barriers to implementing or partnering with a Career Pathways program for youth with disabilities at your organization?
 - Low expectations for youth, limiting opportunities given to them
 - Lack of written policies for work experiences
 - Youth not having work experience while in school and/or poor links to VR and workforce systems
 - Counselors not familiar with certificates & degrees in sectors
 - Programs lack of familiarity with collaboration and leveraging each other's resources to support youth in education, employment, wrap-around supports

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Input Survey Results/Discussion

25

3. What are your organization's greatest strengths when it comes to including youth with disabilities?
 - Supporting cross-system collaboration
 - Alternative assessments & job development strategies (e.g., guided group discovery)
 - Financial literacy/capability support
 - Strong training and professional development skills
 - Assistive technology & transition services from high school to college
 - Transition from high school to supported employment

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Input Survey Results/Discussion

26

4. What experiences or insights do you have regarding inclusive education, job placement, or improved earnings for youth with disabilities?
 - Systems struggle with balancing inclusive education and making sufficient time in students' schedules for work experiences and career exploration in high school and post-secondary education; staff from multiple systems would benefit from using customized employment strategies (for youth with and without disabilities)
 - My insight this month is that we require H.S. students in Beta Club or National Honors Society to do a lot of service/volunteer hours. I think we need to have the same expectation of our students receiving special ed services --- great work based learning activity. Also, team up with SummerWorks programs offered in some cities - work with them to coordinate extra supports your consumers might need to participate.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Input Survey Results/Discussion

27

5. What expertise are you hoping to develop when it comes to career pathways, inclusive education, and employment?
- Engaging businesses so we can advance individuals with disabilities within their career pathway.
 - Learning about strategies used by community colleges to promote inclusion and work in partnership with VR, workforce, and others.
 - Expertise with job readiness and placement AFTER the degree is earned. Many consumers are underemployed and not using their degree. They may have gone to 2 or 4 years of college, but they have no work experience and NO employability skills.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Input Survey Results/Discussion

28

7. What capacity building topics are of most interest to you?

Answer	Count
Recruitment of youth with disabilities in and out of school.	0
Creating interagency and community-based partnerships among educational, workforce, and disability stakeholders.	3
Conducting career development during transition for youth with disabilities.	0
Academic and non-academic supports of youth with disabilities while in school and during work-based learning.	2
Universal Design for Learning training for faculty and program leaders.	2
Conducting career development during post-secondary education, providing work-based learning and leadership experiences.	3
Career Pathway program sustainability.	3
Career exploration, career planning & development.	2
Work-based learning , employer engagement, and job placement.	4

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Input Survey Results/Discussion

- What are your expectations of this CoP? What would you like to see presented and what would you like to learn?
 - Communication
 - Sharing of successful projects that expose students to work

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



New Members & Resources Are Welcome!

- Please send Meera (madya@syr.edu) recommendations for additional members, especially students and employers.
- Please connect us to any people we should be including in the project.
- Please send us (or point Meera in the direction of) any resources you have or know about that you think we should use.

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Next Meeting: Date & Topic

- Our meeting schedule will be every month, the last Thursday of the month, from 12:00-1:30 EST.
 - So, our next meeting is January 25th, 2018, Noon EST
- Pellissippi State Community College will present their program and model

OPC is funded by the Office of Disability
Employment Policy, U.S. Department of Labor
Award No. OD-26453-14-75-4-36.



Burton Blatt Institute
SYRACUSE UNIVERSITY



ONONDAGA
COMMUNITY COLLEGE