

# Onondaga Pathways to Careers Demonstration Project at Onondaga Community College



# Welcome & Introductions

## Discussants

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



## Facilitate Discussion

- Meera Adya



# 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

# 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

# New Member:

## San Diego Community College District

Jamila DeCarli

# York Ability III



SAN DIEGO  
COMMUNITY COLLEGE  
DISTRICT

## Program Overview



# WorkAbility III

- SDCCD is the second largest community college district in CA
- WorkAbility III has had a partnership with DOR/SDCCCD 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/SDCCCD 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



## **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](mailto:jdecarli@sdccd.edu)

# New Member:

# LaGuardia Community College – CUNY

Jessica Perez

# 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.

# 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

# 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.



# 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.

# 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

# 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.

# 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

# 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

# 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

# Member Input Survey: Discussion

# 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



# Input Survey Results/Discussion

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

# Input Survey Results/Discussion

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.

# Input Survey Results/Discussion

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.

# Input Survey Results/Discussion

## 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

# 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

# New Members & Resources Are Welcome!

- Please send Meera ([madya@syr.edu](mailto: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.

# 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 25<sup>th</sup>, 2018, Noon EST
- Pellissippi State Community College will present their program and model