

# Students with Disabilities and Competitive Integrated Employment



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**Welcome!**

Federal and State  
Legislation

Research

Opportunities

Resources

Discussion

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<https://www.menti.com/alxgx9aycgv6>



# *Each Child, Our Future*



## **Vision**



In Ohio, each child is *challenged* to discover and learn, *prepared* to pursue a fulfilling post-high school path and *empowered* to become a resilient, lifelong learner who contributes to society.

# *Each Child, Our Future One*



## One Goal



**Ohio will increase annually the percentage of its high school graduates who, one year after graduation, are:**

# *Each Child, Our Future*



## One Goal

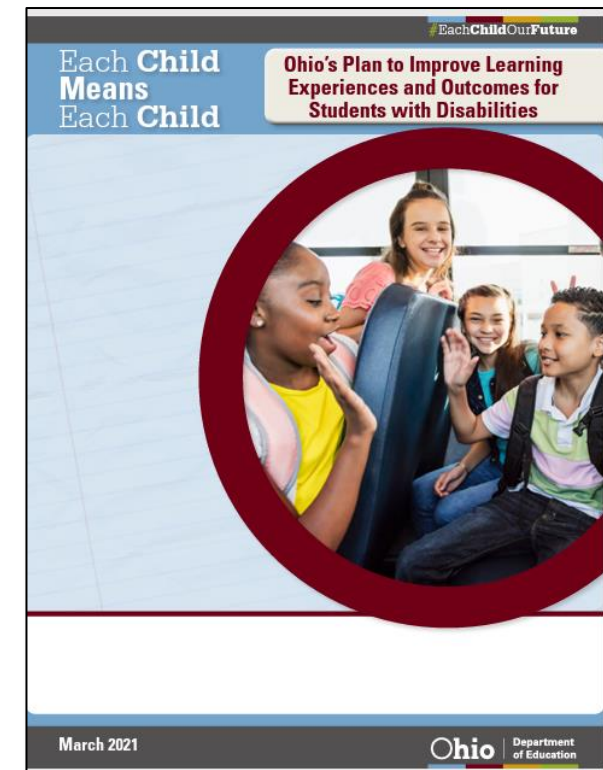


- Enrolled and succeeding in a post-high school learning experience, including an adult career-technical education program, an apprenticeship and/or a two-year or four-year college program;
- Serving in a military branch;
- Earning a living wage; or
- Engaged in a meaningful, self-sustaining vocation.

# Each Child Means Each Child

“Except for a very small number, students with disabilities are as cognitively able as their nondisabled peers, yet their rates of success in the education system are significantly lower.”

-Each Child Means Each Child





# Federal and State Legislation



**Ohio**

Department  
of Education



# Individuals with Disabilities Education Act

Ensure all children with disabilities have a free appropriate public education (FAPE) that emphasizes special education and related services designed to meet their unique needs

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Prepare them for further education, employment and independent living.



# Ohio Operating Standards for the Education of Children with Disabilities

Secondary transition planning begins at age 14, or younger if appropriate

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Competitive integrated employment

# Each Child On Track

Business Advisory Council

- Special education representation

# Ohio Employment First

March 19, 2012

Governor Kasich Signed  
Ohio Employment First  
Executive Order



**“Community employment is the first and preferred option for All people with developmental disabilities.”**

# Workforce Innovation and Opportunity Act (WIOA)

Competitive, integrated employment

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Referral for vocational rehabilitation (VR) services may begin at age 14.

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Pre-Employment Transition Services



# Strengthening Career Technical Education in the 21<sup>st</sup> Century Act Perkins V

Special Populations





# Research



# Predictors of Post School Success

  		Education	Employment	Independent Living
• Career Awareness	Promising	Promising		
• Career Technical Education (was Vocational Education)	Research-based	Evidence-based		
• Community Experiences		Promising		
• Exit Exam Requirements/High School Diploma Status		Promising		
• Goal-Setting	Research-based	Research-based	Research-based	
• Inclusion in General Education	Research-based	Research-based	Research-based	
• Interagency Collaboration	Promising	Promising		
• Occupational Courses	Promising	Promising		
• Paid Employment/Work Experience	Research-based	Research-based	Promising	
• Parent Expectations	Promising	Research-based		
• Parental Involvement		Promising		
• Program of Study	Research-based	Research-based		
• Psychological Empowerment (new)	Promising	Promising	Promising	
• Self-Advocacy/Self-Determination	Research-based	Research-based	Promising	
• Self-Care/Independent Living	Promising	Promising	Research-based	
• Self-Realization (new)		Promising	Promising	
• Social Skills	Promising	Promising		
• Student Support	Promising	Research-based	Promising	
• Technology Skills (new)		Promising		
• Transition Program	Research-based	Promising		
• Travel Skills		Promising		
• Work Study		Research-based		
• Youth Autonomy/Decision-Making	Research-based	Research-based	Promising	

- Career Awareness
- Career-Technical Education
- Occupational Courses
- Paid Employment/Work Experiences
- Work Study/Work-based Learning



# Youth with:

a job at the time  
of high school  
exit

5.1  
times  
more  
likely

to be engaged in  
post-school  
employment

# Youth with a:

year round paid  
job for one full  
year during high  
school

5 times  
more  
likely

to be engaged in post-  
school employment or  
education

# Youth who had:

paid work  
experience

more  
likely

to be employed in the  
first two years after  
graduation



# Opportunities



# Ohio's Long-Term Graduation Requirements

Students must meet requirements in all three areas



1. Course Requirements



2. Demonstration of Competency



3. Demonstration of Readiness

# 2. Demonstration of Competency

## Competency on Ohio's State Tests:

Algebra I (or Integrated Math I) - 684  
English Language Arts II - 684

## Competency on Ohio's AASCD:

Mathematics – Basic (489)  
English language arts – Basic (485)

## Competency Alternatives

College Credit  
Plus

Military  
Enlistment

Career  
Readiness

ACT or SAT  
Remediation  
Free Score

# Competency Alternative: Career Readiness

Complete 2 demonstrations to show competency, at least 1 must be a foundational option

## Foundational Demonstration

- Cumulative score of proficient or higher on 3 or more WebXams in single career pathway
- Earn a 12-pt. approved industry-recognized credential or group of credentials totaling 12 pt. in one career field
- Earn a State issued license in a vocation that requires an examination
- Pre-apprenticeship or apprenticeship program
  - Registered with Ohio State Apprenticeship Council



## Supporting Demonstration

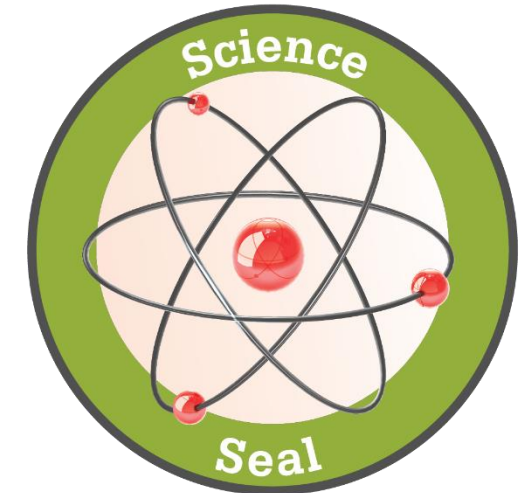
- Complete 250-hours Work-based Learning
- Earn workforce readiness score on WorkKeys
- Earn the OhioMeansJobs Readiness Seal



# Demonstration of Readiness:

## State Defined Seals

- Basic font sizes





# Pre-Employment Transition Services

Job Exploration Counseling

Work-based Learning Experiences

Workplace Readiness Training

Counseling on Post-Secondary Opportunities

Instruction in Self Advocacy

School District Providers



# Resources



# Highlighted Resources

- [Ohio Employment First](#)

- Employers

- Job Accommodation Network
- Facts for Employers
- Benefits to Employers
- How to build an inclusive workforce
  - » Opportunities for Ohioans with Disabilities
  - Inclusive Employer Toolkit

# More Resources

[State Support Teams!](#)



# SB 166

#EachChildOurFuture

## SB 166 Tax Credit Certificate Program for Work-Based Learning Experiences (ORC 5747.057)

This document serves as guidance for the Tax Credit Certificate Program for Work-Based Learning Experiences as passed in Senate Bill 166. In this program, a nonrefundable credit is allowed against a taxpayer's aggregate tax liability for a taxpayer that holds a tax credit certificate issued by the Department and employs an eligible student employee, defined below. The credit equals the amount listed on the certificate and shall be claimed for the taxable year that includes the last day of the calendar year for which the certificate was issued. The credit shall be claimed in the order required under [section 5747.98 of the Ohio Revised Code](#).

### What Businesses are Eligible?

An employer who is a taxpayer or a pass-through entity, such as a Limited Liability Company, and that employs an eligible employee in fulfillment of a work-based learning experience is eligible. The experience must be associated with an approved career-technical education (CTE) pathway in which the eligible employee is enrolled. New and current work-based learning experiences may be eligible for this tax credit.

### Definitions

[Strengthening Career and Technical Education for the 21st Century Act \(Perkins V\)](#) defines *work-based learning* as sustained interactions with industry or community professionals in real workplace settings, to the extent practicable, or simulated environments at an educational institution that foster in-depth, firsthand engagement with the tasks required in a given career field, that are aligned to curriculum and instruction.

*Eligible employee* means an employee who is nineteen years of age or younger and enrolled in an approved CTE pathway.


To be considered *enrolled in a CTE pathway*, a student must be enrolled in at least one course within the approved pathway. Students enrolled in Career-Based Intervention and Family Consumer Sciences programs are eligible.

*Eligible compensation* means compensation paid on and after the effective date of March 23, 2022 from which the employer is required to deduct and withhold income tax.

### Required Information

1. Name and Date of Birth of employee/student
2. Employee/student Social Security Number (SSN)

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 Ohio Department of Education



# Discussion



# Discussion



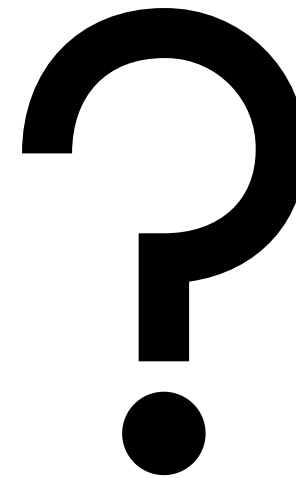
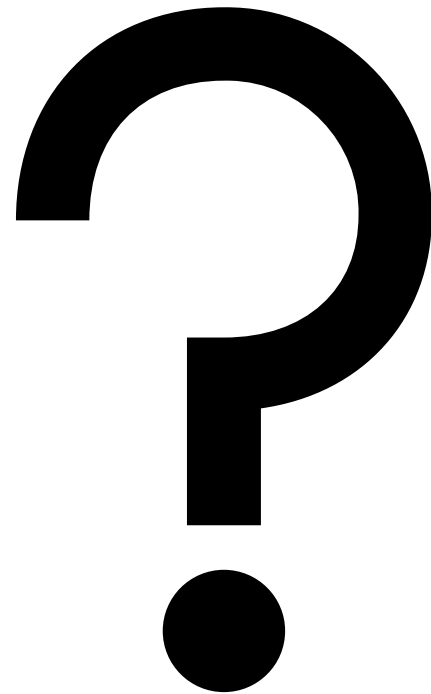
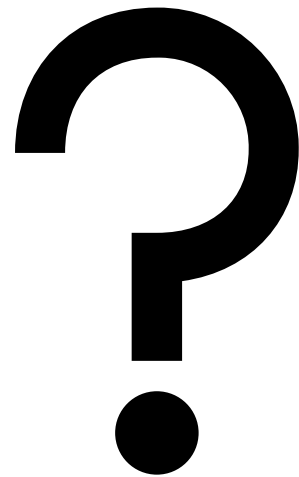
# Discussion Questions

How can we assist students with disabilities meet graduation requirements and obtain competitive integrated employment?

What's already happening well?

What types of support are needed to begin or continue moving forward?

# Questions





# Thank You!

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**@OHEducation**

