



**ARIZONA**  
— DEPARTMENT OF —  
**ECONOMIC SECURITY**



ARIZONA DEPARTMENT OF  
**EDUCATION**



**ARIZONA**

**The School, Vocational  
Rehabilitation, and Division of  
Developmental Disabilities  
Partnership**

# How Can I Support Employment First?

- ★ **Hold high expectations** for people who have disabilities (PWDs):
  - Expect and believe that all PWDs can work with the right supports
- ★ **Promote informed choice** by providing information, creating options, and respecting decisions of PWDs
  - Dignity of Risk
- ★ **Involve people who have disabilities** when creating programs and policies
- ★ **Keep up to date on strategies** for increasing employment opportunities for PWDs
- ★ **Remain open to new ideas** and models
- ★ **Collaborate** with others to align systems and supports:
  - Other State agencies
  - Schools
  - Nonprofits
  - Employers
  - Join coalitions and communities of practice
- ★ **Develop programs and policies** that meet the needs of diverse disability communities, including people who have significant disabilities

[Video: Employment First Means . . .](#)



# Partnership

**Department of Economic Security**

**Arizona Department of Education (ADE)**

**Division of Employment and Rehabilitation Services**

**Division of Developmental Disabilities (DDD)**

**Rehabilitation Services Administration**

**Vocational Rehabilitation (VR)**

**Exceptional Student Services (ESS)**



ARIZONA DEPARTMENT OF  
**EDUCATION**

**Exceptional Student Services  
Special Projects  
Secondary Transition Team**

# Secondary Transition

- A process to prepare students with disabilities for after high school.
- A bridge between school programs and the opportunities of adult life.
- Key to engaging students and making school relevant as they plan for adulthood.



# Transition Planning

## Results Oriented

- Schools are held accountable for providing an educational program and transition services that will facilitate the movement from high school to postsecondary goals.

## Student Centered

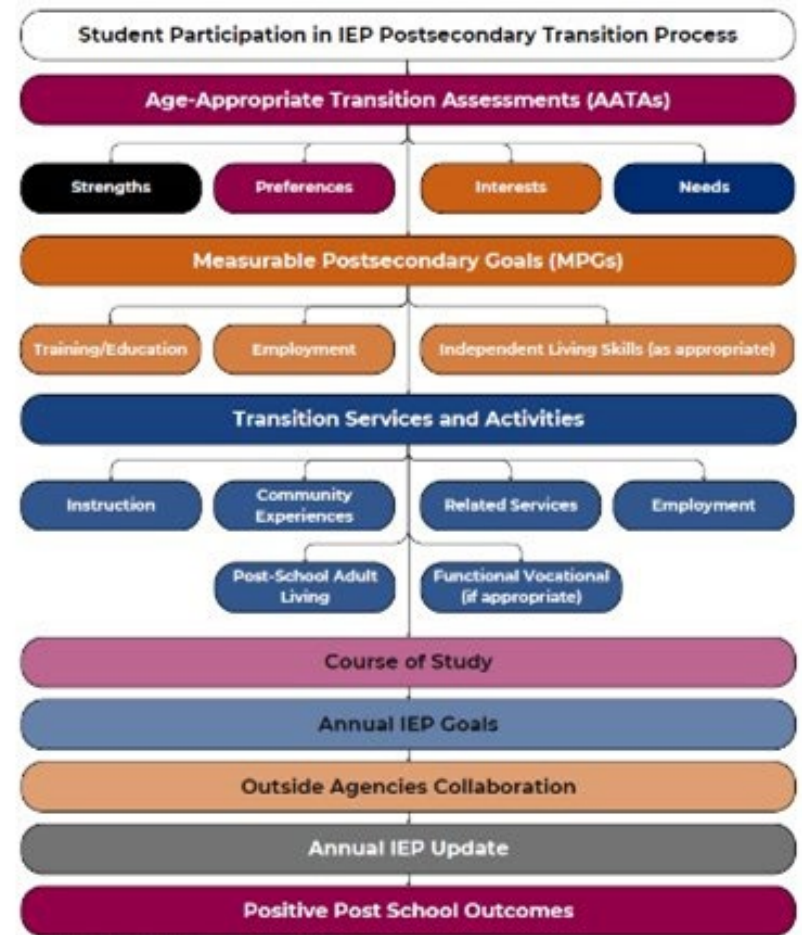
- Student interests
- Student preferences
- Student strengths and needs

## Coordinated Effort

- School
- Student/Family
- Agencies and support services



# Secondary Transition Flow Chart



Adapted from Johnson, C. E. (2012). Transition Services Flowchart. Center for Change in Transition Services, Seattle University, Seattle, WA.

# Additional Arizona Requirements

- Transition Plan in place by the end of 9th grade.
- Document estimated date of graduation.
- Provide written notification about graduation to parent(s) at least one year before the student's exit.

[Arizona State Board of Education rule A.A.C.R7 -2-401\(G\)\(4\)](#)

# Outside Agencies Collaboration

## IEP Meeting Invitation

An agency that is likely to provide and/or pay for transition services is invited to participate in the IEP development after consent from the parent or student who has reached the age of majority.



# Opportunities for Building Partnerships in Transition Planning



Referral to VR through DDD



Referral to VR/Pre-ETS through the school



Parent/Student initiates referral to VR



# Examples of Partnership in the Transition Plan

## Aligned Postsecondary Goals and Actions

- Develop similar employment goals so all agencies are working toward the same outcome.
  - Goals are driven by Employment First and assessment data.
- Identify steps to make progress toward postsecondary goals.
- Explore accommodation and assistive technology options for postsecondary education/training and/or workplace.

# Examples of Partnership in the Transition Plan (Continued)

## Collaborative Information Sharing

- Age -Appropriate Transition Assessments that identify a student's Strengths, Preferences, Interests, and Needs
- Transition Activities and Progress Reports
  - On Campus: Transition School to Work (TSW), Pre -Employment Transition Services (Pre -ETS)
  - In the Community: Work Based Learning (WBL), other VR or DDD services



**ARIZONA**  
— DEPARTMENT OF —  
**ECONOMIC SECURITY**

**DDD Employment Services**



## DDD Mission

Empowering Arizonans with developmental disabilities to lead self-directed, healthy and meaningful lives

Manifested before the age eighteen (18) and likely to continue indefinitely:

- ❑ Autism Spectrum Disorder (ASD)
- ❑ Cerebral Palsy (CP)
- ❑ Epilepsy
- ❑ Intellectual/Cognitive Disability
- ❑ Down Syndrome

**Exception:** Children under the age of 6 may be eligible if they are at risk for a developmental disability and demonstrate significant developmental delays

# DDD Eligibility - Qualifying Diagnosis

# DDD & ALTCS: What are the Differences?

DD Only	Targeted DDD	DDD ALTCS Eligible
<p>Child/adult is not medically eligible for ALTCS. Also, he/she is not financially eligible for AHCCCS or ALTCS. The member is state funded.</p> <p><b>Will receive as a DDD member:</b></p> <ul style="list-style-type: none"><li>• Support Coordination</li><li>• Community Resources</li></ul> <p>❖ Responsible to find their own health insurance.</p>	<p>Child/adult is not medically eligible for ALTCS and is financially eligible for AHCCCS</p> <p><b>Will receive as a DDD member:</b></p> <ul style="list-style-type: none"><li>• Support Coordination</li><li>• Medical care, behavioral health care, and Children's Rehabilitative Services (if eligible) through AHCCCS Complete Care</li></ul>	<p>Child/adult is financially and medically eligible for ALTCS</p> <p><b>Will receive as a DDD ALTCS member:</b></p> <ul style="list-style-type: none"><li>• Support Coordination</li><li>• Medical care, behavioral health care, Children's Rehabilitative Services (if eligible), and limited long-term services/supports through one of two offered DDD plans</li><li>• May receive services and support from DDD such as respite, habilitation, and employment services based on the Person Centered Service Plan</li></ul>

# Employment Services Team Mission

The DDD Employment Team believes that every individual with a developmental disability has the right to work, to informed choice, and to supports and services that are person-centered.



## **DDD Employment Services Specialists:**

- ❖ Monitor Employment Vendors and services for Quality
- ❖ Attend meetings supporting members regarding employment
- ❖ Answer questions on Employment Services and Employment
- ❖ Provide technical assistance regarding employment services for members
- ❖ Educate community and staff regarding Employment Services and Employment First
- ❖ Review and authorize DDD employment services

# The Role of the DDD Employment Specialist

# Pathways to Employment

- Two components of the service:
  - Employment Skill Development
  - Assessment Exploring Job Possibilities and Skills
- Goal: Prepare members for competitive integrated employment
  - Opportunities for:
    - Career exploration
    - Job shadowing
    - Volunteer opportunities
    - Soft skill development in classroom setting
- Available to all ALTCS eligible members age 16+



# Pathways to Employment Expectations

## Assessment Exploring Job Possibilities and Skills

- Activities to identify the interests, skills, experience of Members
- What jobs are available in the Member's local area that align with interests, skills experience
- Observation and interviews of member in different settings and talking to those that know them
- What does success look like for this Member?

This information can be shared with our VR Partners in preparation for competitive employment.



# Paid Pre -Employment Services

## Group Supported Employment (GSE)

- Community Integrated Work settings
- 2-4 members supervised by provider staff/**job coach** **at all times** and paid by the hour
- Minimum wage or higher



# Employment Supports & Services

## Individual Supported Employment (ISE)

- Job coaching supports in a competitive job where:
  - The person is paid competitive wages by an employer
  - For work in the community
- Job search services when not available from VR

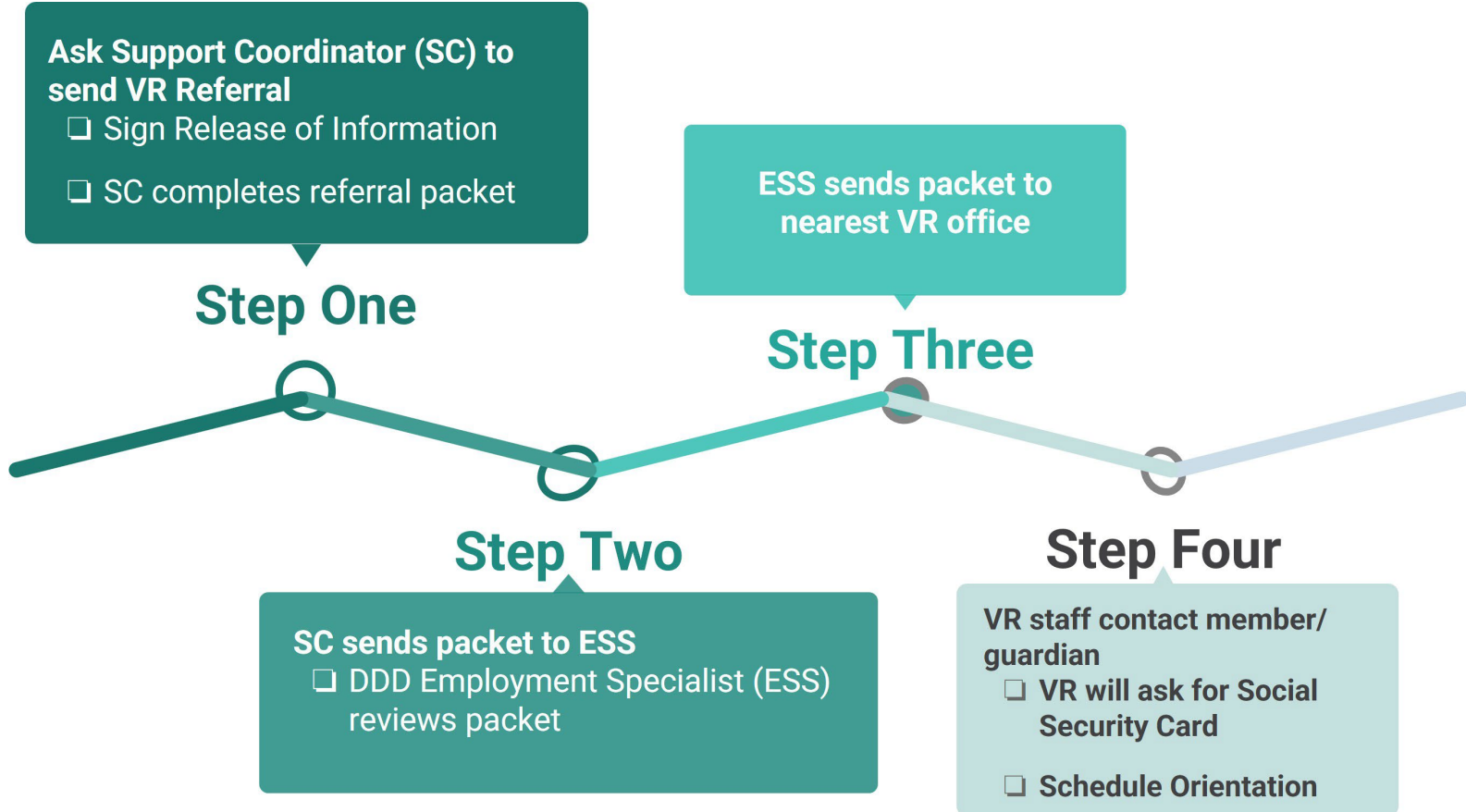
## Employment Support Aide (ESA)

- May assist the person with personal care needs while at work
- Behavioral support when services are not available from the member's clinic



# Referral to VR

★ Referral may also be requested by VR staff if member referred to VR through other means





# Division of Employment & Rehabilitation Services / Vocational Rehabilitation





# Vocational Rehabilitation

Provides **training and rehabilitative services** to **people with disabilities** (ages 14 and up) to help them become **competitively employed** in the community making at least minimum wage.



# How Does VR Work With Youth?

- ★ Outreach to schools and community about VR services for youth
- ★ Technical assistance to schools and youth on IEP transition planning and career exploration
- ★ Pre-Employment Transition Services
- ★ VR services & coordination of services to help youth achieve employment

# Pre -Employment Transition Services (Pre -ETS)

- Instruction in Self Advocacy
- Job Exploration Counseling
- Work Readiness Training
- Work-Based Learning
- Counseling on Post-Secondary/Training Opportunities

*Available to any student with a disability (age 14-22) and can be conducted virtually*

*These students do not have to be VR clients to receive Pre-ETS.*



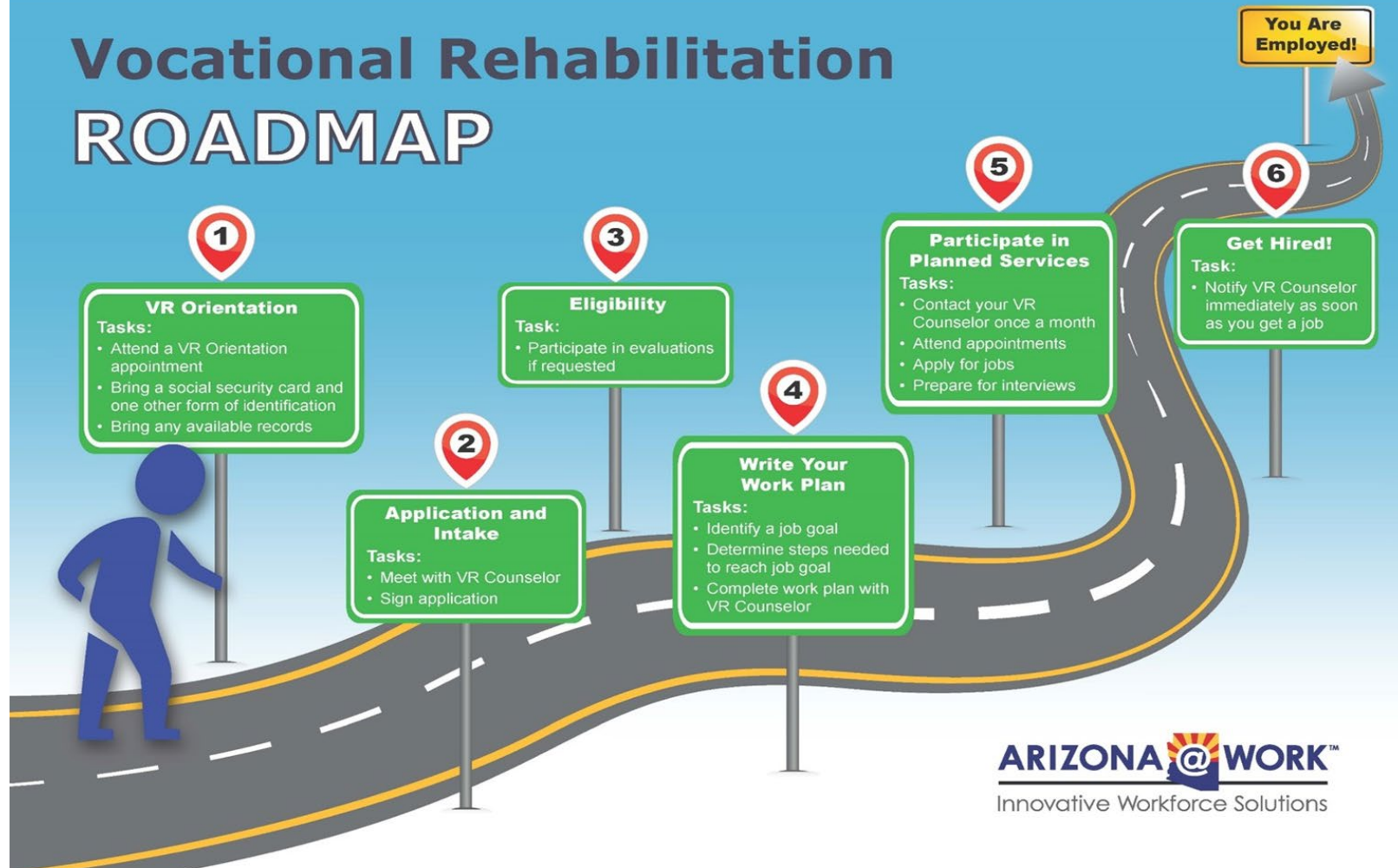
# Examples of Services for VR Clients

Vocational Counseling & Guidance	Assessments	Pre-Employment Transition Services	Career Exploration
Work Adjustment Training	Assistive Technology	Disability Related Skills Training	Job Development & Placement
Psychological Counseling	Post-Secondary Education	Job Coaching	Work Clothing

\* All VR services provided ***must be related*** to helping the person reach their ***specific job goal***.



# Vocational Rehabilitation ROADMAP



**ARIZONA @ WORK™**  
Innovative Workforce Solutions

[View the Vocational Rehabilitation Roadmap flyer](#)



# Steps Once Hired

## Job Coaching (if needed)

### Job coaching helps person:

- learn job
- Increase independence on job

## Transition back to DDD

### Once stable on the job:

- The team meets
- Funding for job coaching changes to DDD (if ALTCS eligible)

## Continuation of Services with DDD

### Once services transitioned to DDD:

- DDD provides job coaching as long as needed
- VR case closes





# Collaboration Summary & Resources

# New Quick Reference Guide on Transition

## Quick Reference Guide



See reverse for EOE/ADA disclosures

## Preparing for Life after High School

### Transition: What does it mean?

Transition can be thought of as moving from one step in life to another. In order to make the best decision, you should have as much information as possible. Your school, the Division of Developmental Disabilities (DDD), and Vocational Rehabilitation (VR) can help you make a transition plan. Here is what you can expect from your school, DDD, and VR when developing your transition plan or career path from high school to adulthood.



## Division of Developmental Disabilities

Your Support Coordinator should start talking to you about your plans after high school by the time you turn 14.

At age 14, your Support Coordinator can refer you to Vocational Rehabilitation to help you prepare for work after graduation.

Your Support Coordinator can tell you about available employment services if you are eligible:

- **Individual Supported Employment** - Allows you to have a job after school or during breaks.
- **Pathways to Employment** - Helps you learn about your interests, strengths, and abilities. You can practice different jobs and learn new skills to find the best fit for you.
- **Group Supported Employment** - Allows you to work with your peers and earn a paycheck.

Your Support Coordinator can attend your IEP meetings to help with transition planning and goal development, if you invite them.

Contract services are funded under contract with the State of Arizona.

Learn more at [des.az.gov/ddd/employment-services](https://des.az.gov/ddd/employment-services).



## Vocational Rehabilitation (VR)

The Vocational Rehabilitation program provides optional services to persons with disabilities. The goal of these services is to help you get and keep a job.

- Services can start as early as age 14.
- A VR counselor can:
  - Provide you with information about the VR program and the services they have to help you reach your career goals.
  - Attend your IEP meetings to help with transition planning.
  - Organize services with your DDD Support Coordinator.
- Vocational Rehabilitation (VR) has services called Pre-Employment Transition Services (Pre-ETS). Pre-ETS are workshops that help with career exploration and job readiness. These services are available to students with a disability between the ages of 14 and 22.

Learn more at [des.az.gov/vr](https://des.az.gov/vr).



## School

What you can expect from your Individualized Education Program (IEP) team when you are in high school:

- Be invited to every IEP meeting.
- Help you discover your strengths, preferences, interests, and needs.
- Help you develop ongoing goals you want to reach after high school (work, college, live on your own, etc.)
- Develop an IEP goal that supports your plans for after high school at least once a year.
- Offer you transition activities and classes to help you reach your goals.
- Explain your rights under the Individuals with Disabilities Education Act of 2004 (IDEA) when you turn 18.
- Work with others like DDD and VR with your permission to help you achieve your goals.

Equal Opportunity Employer / Program • Auxiliary aids and services are available upon request to individuals with disabilities • To request this document in alternative format or for further information about this policy, contact the Division of Developmental Disabilities Customer Service Center at 1-844-770-9500; TTY/ TDD Services: 7-1-1 • Disponible en español en línea o en la oficina local

DDD-2366A FLYENG (08/20)



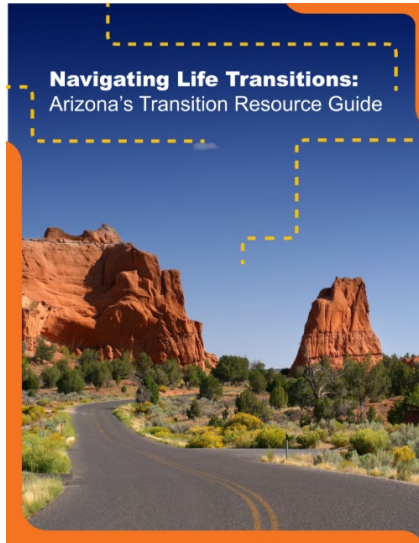
[View the Quick Reference Guide \(DDD-2366A\)](#)

See reverse for EOE/ADA disclosures



# Arizona Community of Practice on Transition (AZCoPT) Guides

Navigating Life Transitions:  
Arizona's Transition Resource  
Guide ([English](#) and [Spanish](#))



[Empowered Transitions: A Guide for Youth with Disabilities and their Families](#)



# Contact Information

## RSA Transition Team

1-800-563-1221 (toll free)

[RSATransition@azdes.gov](mailto:RSATransition@azdes.gov)

## VR DD Coordination Team

[RSADDCoordTeam@azdes.gov](mailto:RSADDCoordTeam@azdes.gov)

## VR Website

[www.des.az.gov/vr](http://www.des.az.gov/vr)

## DDD Employment Specialist Team

[DDDESS@azdes.gov](mailto:DDDESS@azdes.gov)

## DDD Customer Service Line

Toll Free (844) 770 -9500,

Option #1

(TTY/TDD 711)

[DDDCustomerServiceCenter@azdes.gov](mailto:DDDCustomerServiceCenter@azdes.gov)

## DDD Website

[www.des.az.gov/services/disabilities/developmental\\_disabilities](http://www.des.az.gov/services/disabilities/developmental_disabilities)

## ADE/Exceptional Student Services (ESS)

(602) 542-4013

[ESSInbox@azed.gov](mailto:ESSInbox@azed.gov)

## ADE/ESS Secondary Transition Team

[ESSTransition@azed.gov](mailto:ESSTransition@azed.gov)

## ADE/ESS Secondary Transition Website

<https://www.azed.gov/specialeducation/secondarytransition>

Thank You!

