

# Pathways to Careers: Tapping into Interagency Resources & Supports



*DC Secondary Transition  
State Planning Institute  
May 1-2, 2014*

# Career Pathways: Steady...



Could be a steady pathway...

*Rachel*

# Career Pathways: Many turns...



Could be a long, twisty turning path, where it is difficult to see the forest for the trees... *Ev*

# Career Pathways: Feels Unreachable...

It could be a  
vision or  
mirage, where  
it is difficult to  
find a pathway  
or image  
arriving...*Joe*



# Career Pathways: On Your Own...

There may be times when youth need to try it on your own with little to no supports...*Chris*



# Career Pathways: Dignity of Risk



There may be times when there is a need to experiment and experience the dignity of risk...*Paul*

# Career Pathways:



The path may require persistence, may include dead ends, and starting over...*provide opportunities to hear the voices of transitioning youth who share their stories...it's important to ask and listen!*

# Career Pathways: More Likely A Combination



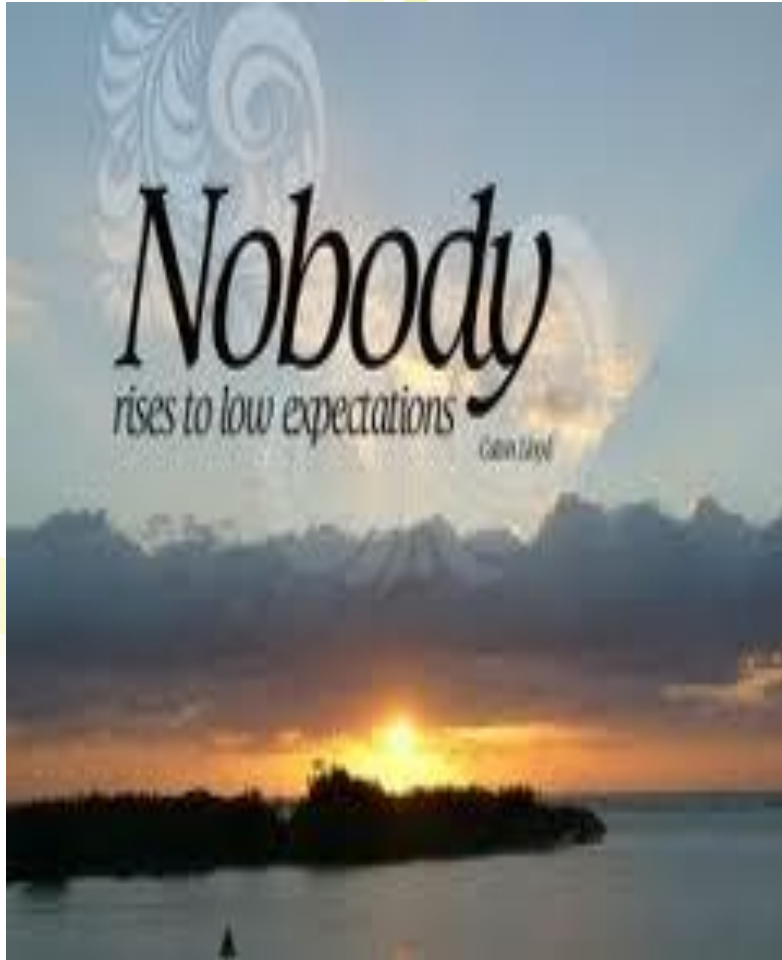


# Walk a Mile in MY Shoes...

*Remember your pathway... an important lesson when supporting a young person's pathway to employment after high school. Don't forget:*

Transitions from one life stage to another are often filled with stress, conflict, and redefinition (Clark & Kolstoe, 1995; Carter & McGoldrick, 1980; Turnbull, Summers, & Brotherson, 1986).

# Options and Opportunities



GROWTH



Opening pathways...raising expectations...opportunities for exploration and growth...for citizenship and self-sufficiency...



# The Business & Labor Market Side of the Equation

*Lays Part of the Foundation for  
the Pathway to Careers*

# Understand Business Needs & Labor Market Demands

Take a few minutes to think about:

- *What strategies can you use to reach out to employers to ask about and THEIR needs?*
- *What strategies can you use to help youth understand EMPLOYERs needs?*

# Do Your Homework! Labor Market Analysis

Starting with the end in mind. Always use state, regional, and local labor market information to help the young person navigate their employment pathway. This information is readily available through the VA Dept. of Labor's website!



## Department of Employment Services



### Office Hours

Monday to Friday, 8:30 am to 5 pm |  
Call Center: Monday to Friday, 8:30 am to 4:30 pm

### Connect With Us

4058 Minnesota Avenue, NE,  
Washington, DC 20019  
Phone: [\(202\) 724-7000](tel:(202)724-7000)  
Fax: (202) 673-6993  
TTY: [\(202\) 698-4817](tel:(202)698-4817)  
Email: [does@dc.gov](mailto:does@dc.gov)



Ask the Director  
Agency Performance  
**Language Support**  
Amharic (አማርኛ)  
Chinese (中文)  
French (Français)



## Labor Statistics

The Department of Employment Services (DOES), offers reliable labor statistics for the District of Columbia and the surrounding metropolitan area. DOES, produces, analyzes and delivers timely and reliable labor data to improve economic decision-making.

We provide a variety of labor market, economic and demographic data such as:

- **Employment and Wages** - current employment, projections and wages by industry and occupation, occupational profiles and career information.
- **Labor Force** - labor force, employment, unemployment and unemployment rates.
- **Economic Indicators** - income and unemployment claims data.
- **Population** - age, race, gender, income, veteran's status and education information.

Below you will find labor statistics and economic publications for the District and surrounding areas:

- [Latest Monthly Statistics](#)
- [Labor Force, Employment and Unemployment Statistics \[PDF\]](#)
- [Industry Employment Statistics \[PDF\]](#)
- [District of Columbia Mass Layoff Statistics \[PDF\]](#)
- [Occupational Employment Statistics \[PDF\]](#)
- [Covered Employment and Wages \[PDF\]](#)
- [Business Employment Dynamics Data](#)
- [Unemployment Data for DC Ward](#)

## One City One Hire - An Employer-Driven Hiring Initiative



One City One Hire is an innovative economic development strategy that serves as a catalyst to jump-start the Mayor's pledge to put all unemployed District residents--in every Ward of the city--back to work.

## Looking for a Job?



<http://does.dc.gov/page/labor-statistics>



GAMES & QUIZZES

STUDENT RESOURCES

TEACHER'S DESK

HISTORY OF BLS

FAQs

Search K-12

GO

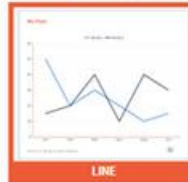


Check out  
what's new!



## K-12 Chart Maker!

CHOOSE A CHART TYPE:



LINE



COLUMN



BAR



### GAMES & QUIZZES

Have some fun while learning about BLS information and statistics.



### STUDENT RESOURCES

Find careers that relate to your interests and learn fun facts about the economy and jobs.



### TEACHER'S DESK

Bring BLS into your classroom with these resources for teachers.



### HISTORY OF BLS

Travel through the major milestones of BLS history.

<http://www.bls.gov/k12/>



# Are YOUTH Ready for Employment?

*Call for Youth Engagement,  
Community Engagement &  
Collaboration Across Systems*



# Engagement & Leadership

The data for ALL YOUTH, as well youth with disabilities calls for **youth engagement, family engagement, community engagement, and leadership at all levels.**

**This requires collaboration of multiple stakeholders within the traditional system extending to the business community and the community at large.**

# What Happens to Supports for Employment, After High School?

Let's take a look at a General Accounting Office report entitled *Better Federal Coordination Could Lessen Challenges in the Transition from High School* GAO-12-594, Jul 12, 2012

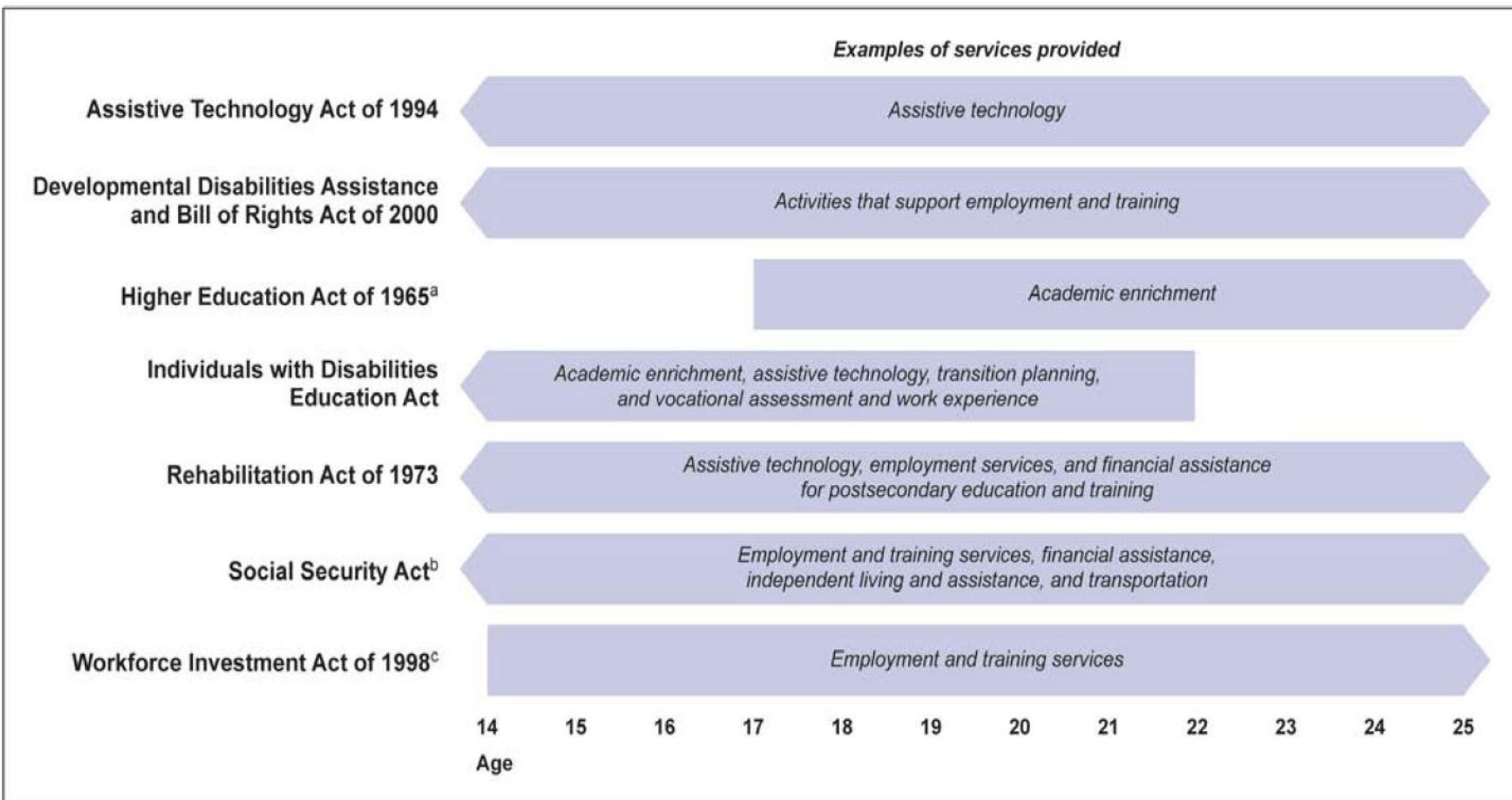
<http://www.gao.gov/products/GAO-12-594>

# Supports After High School?

Challenges in accessing federally funded programs:

- **Difficulty navigating multiple programs** that are not always coordinated;
- **Possible delays in service** as they wait to be served by adult programs;
- **Limited access** to transition services;
- **A lack of adequate information or awareness** of available programs that may provide transition services after high school;
- **Lack of preparedness** for postsecondary education or employment.

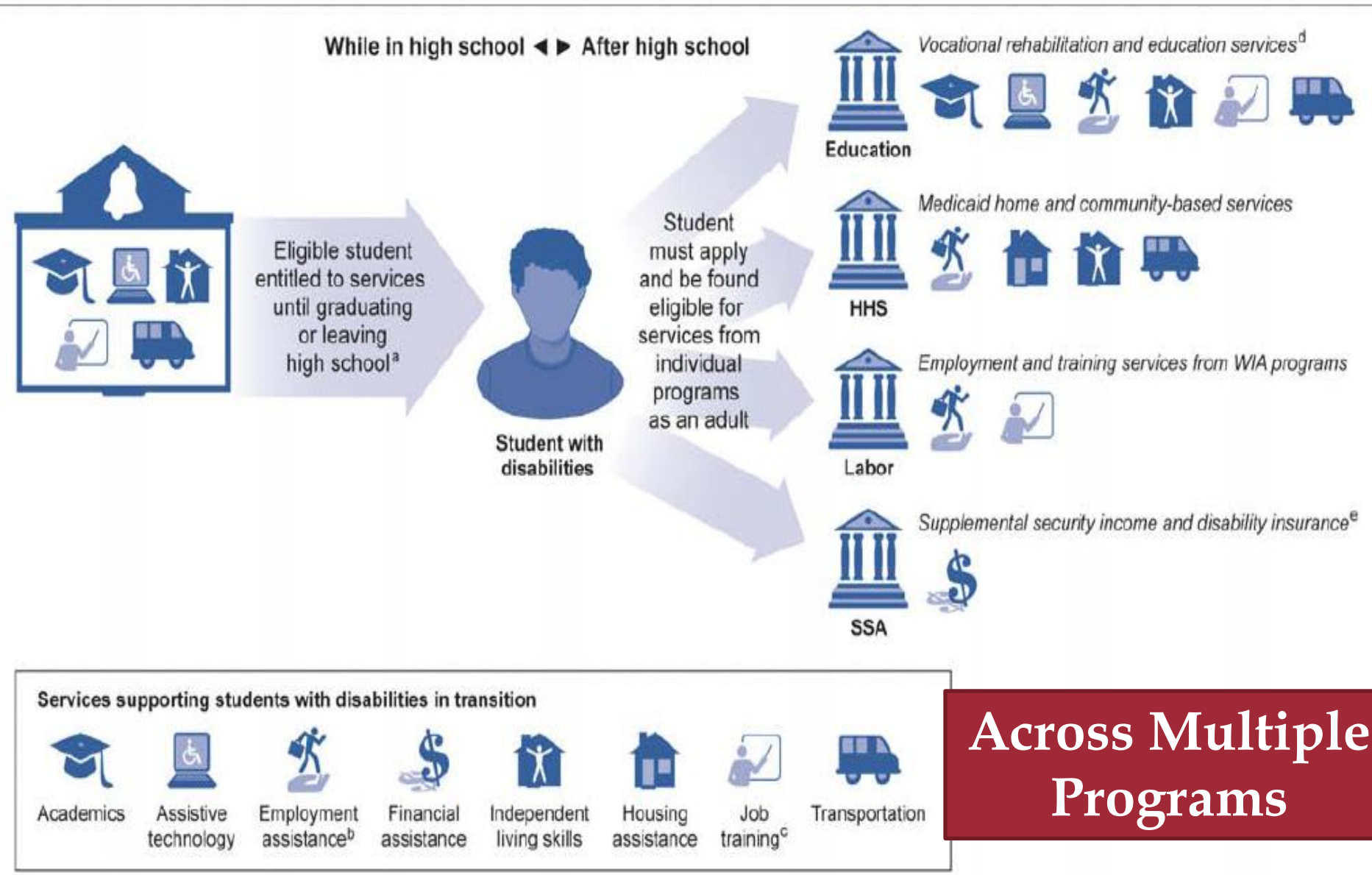
**Figure 1: Key Federal Legislation Providing for Services to Transition-Age Students with Disabilities**



Source: GAO review of agency documentation, including postings and publications.

# Key Federal Legislation Providing Services to Transitioning Youth

**Figure 2: Students Move from Services Provided through Their High Schools to Services Delivered through Multiple Programs**



Source: GAO analysis of agency documentation, including postings and publications.

# Call for Enhanced Coordination and Collaboration

To improve supports for transitioning youth, the report calls for improved coordination not only at the federal level, but at the state, regional, and local levels!

# Call for Enhanced Coordination and Collaboration

- **Aligning policies, procedures, and other means to operate across agency boundaries towards common outcomes for transitioning youth and their families;**
- **methods to increase awareness among students, families, high school teachers, and other service providers on the range of available transition services; and**
- **ways to assess the effectiveness of coordination efforts in providing transition services.**

# How Can You Make this Happen in Your Local Area?

*These reports call for youth engagement, community engagement & collaboration across systems. With folks at your table, share success stories highlighting systematic career development strategies involving:*

- **YOUTH ENGAGEMENT**
- **COMMUNITY ENGAGEMENT**
- **COLLABORATION ACROSS SYSTEMS**



# Building Social Capital: Think beyond Systems

- Beyond the “systems” social capital of a young person, their family, and their social network can contribute to pathways to careers.
- 40 to 70% people obtain jobs from a friend.
- Also “weak ties” or acquaintances are vital: a friend of a friend.
- Helping youth and families “build” social capital is a valuable investment!



# Social Capital Employment Network Worksheet

Family/Relatives	Neighbors	Family Friends
Co-workers/Classmates	<p>Name:</p> <div data-bbox="807 725 1174 893" data-label="Diagram"> </div> <p>Date:</p>	Staff/Professionals
Church	Interests:	Others





# Pathways to Careers

## *Systematic Career Development Strategies*

# Process of Career Development

Career development is a continuous life process through which individuals explore activities, make decisions, and assume a variety of roles. Careers are formulated by the continuous evaluation of personal goals and the perception, assessment, and decisions regarding opportunities to achieve those goals.

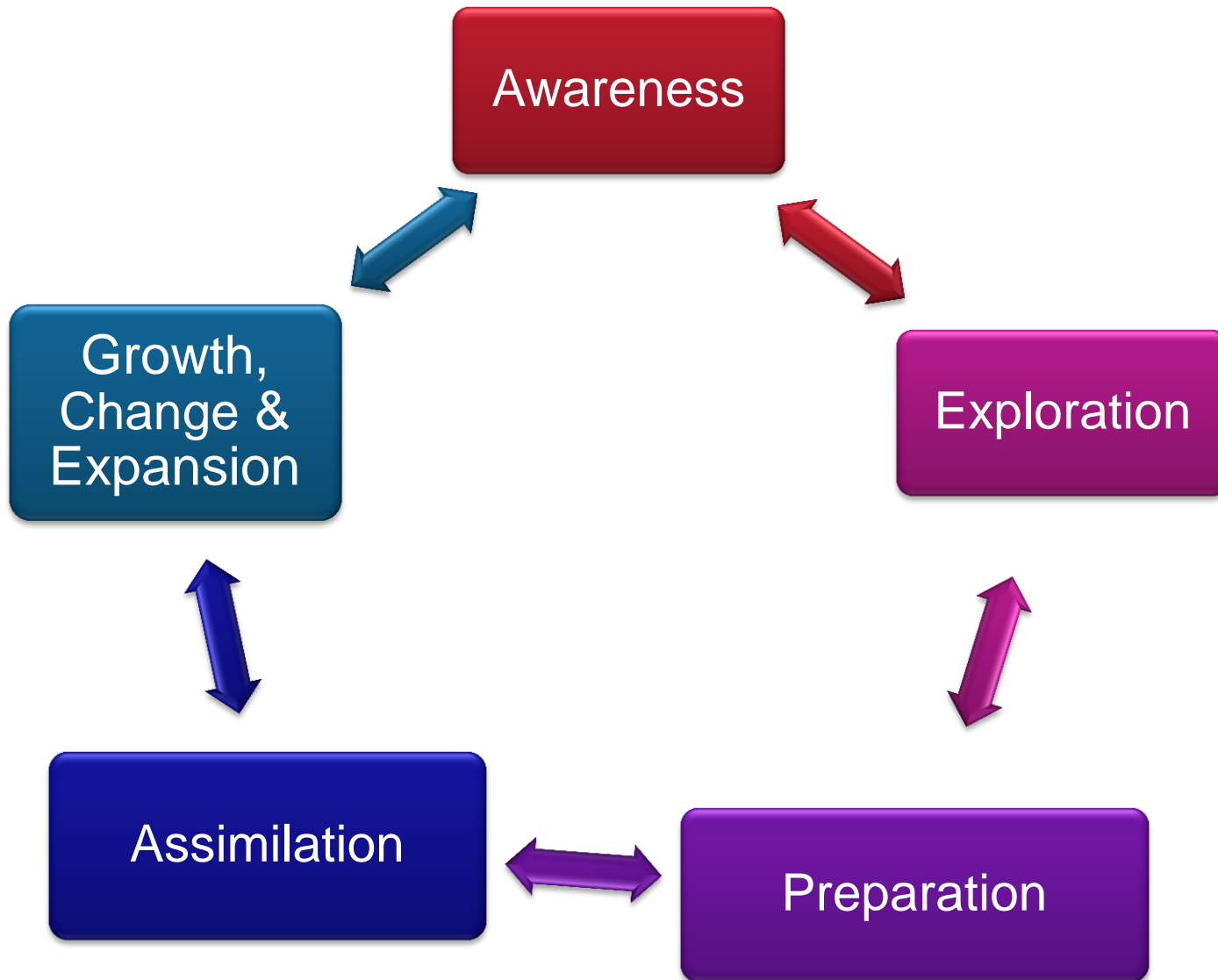
# Career Development: Doesn't Stop when High School is Over!

The on-going process of collecting information for career development and career planning.

Transition and career assessment hold the key!

- Lifelong process
- Cyclical process and content:
  - Career Awareness
  - Career Exploration
  - Career Preparation
  - Career Assimilation and Change

# Career Development: An Ongoing Cyclical Journey



Today's we'll focus on exploration & preparation

# Three Strikes and You're Out!



Despite how systems often operate, the pathway to employment through the career development process may take many twists and turns. It may require more than a few chances before a young person achieves employment.

# Transition assessment helps to inform the process

“Transition assessment is an ongoing process of collecting information on the young person’s strengths, needs, preferences, and interests as they relate to the demands of current and future living, learning and working environments”

*All stakeholders participate in the process of information-gathering and decision-making*

2007 Corwin Press. *Assess for Success: A Practitioner’s Handbook on Transition Assessment*, 2<sup>nd</sup> ed., by Stillington, Neubert, Begun, Lombard, and Leconte



# Career Exploration

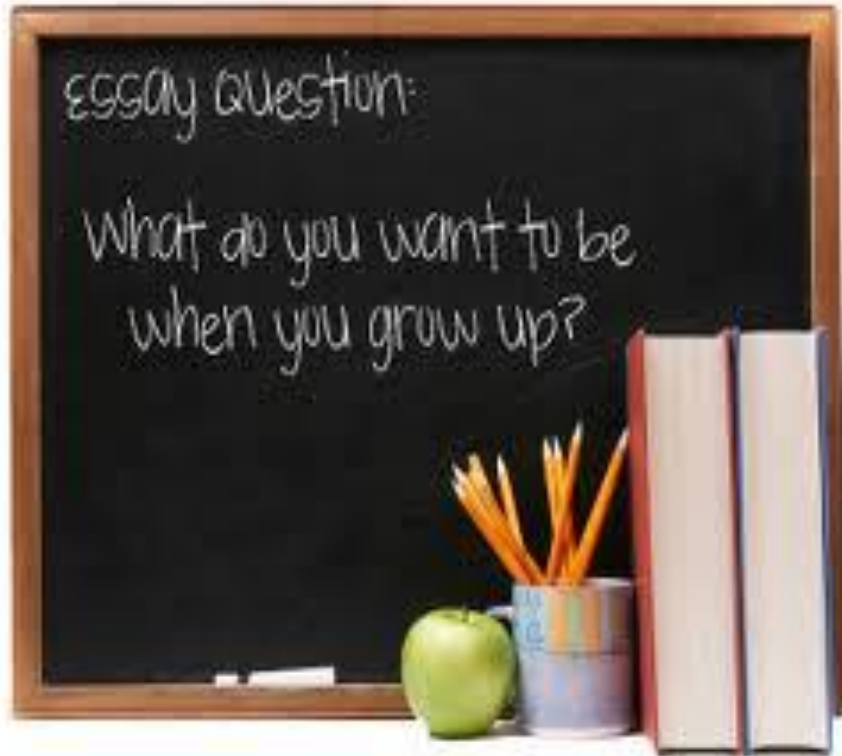
Career exploration is a phase of career development where a young person finds out about jobs and the world of work. There are many ways to accomplish this....

# Career Exploration



Start with the end in mind...walk a mile in the young person's shoes...why does he/she want to work - what's in it for them in their immediate future?

# Exploring Career Goals



Career goals are often based upon what the young person has been exposed to...parents, family members, influential people in their lives. Help them explore beyond...

# Job Shadowing



When a potential career goal is identified, job shadowing can be set up with a business where a **young person spends time on the job with an employee who performs their duties**, providing first-hand experience. Coaching the young person after the experience is an essential part of the career exploration and self-awareness process...

# Job Sampling/Work Sampling



Work Sampling can happen on a job where the young person tries it out, but where the employer does not benefit from their work. It can also be set up as simulated work samples often available through vocational evaluation programs.

# Mentoring Models

While programs may be designed for career development based upon the needs of youth, the focus of mentoring may vary.

- *Career-focused Model*
- *E-Mentoring Model*
- *Peer Mentoring Model*
- *By YOUTH for YOUTH Model*



*Because*  
**a mentor  
believed  
in my  
potential...**

**What can  
YOU do?**

The Campaign for  
Disability Employment  
[WhatCanYouDoCampaign.org](http://WhatCanYouDoCampaign.org)

*Now, I can*  
**run the show!**



JAN  
Job Accommodation Network

AAPD  
American Association of People with Disabilities

50  
Centennial Program  
of the President's Council  
on Disabilities

nglcc  
National Graduate Leadership  
Career Center

SHRM  
Society for Human Resource Management

Special  
Olympics



USBLN  
United States Blind Leadership Network

# Career Exploration: Online Tools & Resources

We have a unique and historical opportunity to use new technologies to improve access by youth with disabilities to online resources and widely adopted mobile devices; and to promote and create visibility for assistive and learning innovations. There are a plethora of online tools and resources to help youth explore careers and the work of work.

*“The Power of Social Media to Promote Assistive & Learning Technologies”*



## Services

- ▶ [American Job Center](#)
- ▶ [Apprenticeships](#)
- ▶ [HomeSaver Program](#)
- ▶ [Labor Standards/Worker Protection](#)
- ▶ [Occupational Safety and Health](#)
- ▶ [Project Empowerment Program](#)
- ▶ [Senior Community Service Employment Program](#)
- ▶ [Unemployment Compensation](#)
- ▶ [Veterans](#)
- ▶ [Wage and Hour Compliance](#)
- ▼ **Youth Services**
  - [In-School Program](#)
  - [Mayor's Youth Leadership Institute](#)
  - ▶ [One City High School Internship Program](#)
  - [Out-of-School Program](#)
  - [Pathways for Young Adults](#)
  - ▶ [Summer Youth Employment Program](#)
  - [Youth Connection Center](#)



Text Resize



## Youth Services

The Office of Youth Programs (OYP) develops and administers workforce development programs for District youth ages 14-24. OYP provides occupational skills training, work experience, academic enrichment and life skills training to facilitate the development of work habits and skills that are essential for success in the workplace.



- [Grow Your Own \(GYO\) Program](#)
- [In-School Program](#)
- [Mayor's Youth Leadership Institute](#)
- [One City High School Internship Program](#)
- [Out-of-School Program](#)
- [Pathways for Young Adults](#)
- [Summer Youth Employment Program](#)
- [Youth Connection Center](#)

### Available Position

- [MYLI Trainer](#)
- [SYEP Program Monitor](#)



## Vocational Rehabilitation Services

The VR Program provides vocational and rehabilitative services to individuals with disabilities.

[Learn More](#)

1 2 3 4

## Top DDS Pages

The following are the top pages on our site:

- [Medicaid Waiver Information](#)
- [Vocational Rehabilitation Services](#)
- [How to Apply for Services](#)
- [Social Security Disability Determination](#)
- [Services for People with Blindness and Visual Impairments](#)
- [How to Become a Provider](#)
- [DDA, DDS and RSA Policies and Procedures](#)
- [Contact DDS Staff and Support Staff](#)
- [Reporting Incidents and Emergencies](#)

## DDS Customer Service



Find out how to request [DDS Customer Service](#) or to provide feedback for service delivery.

## Upcoming Events

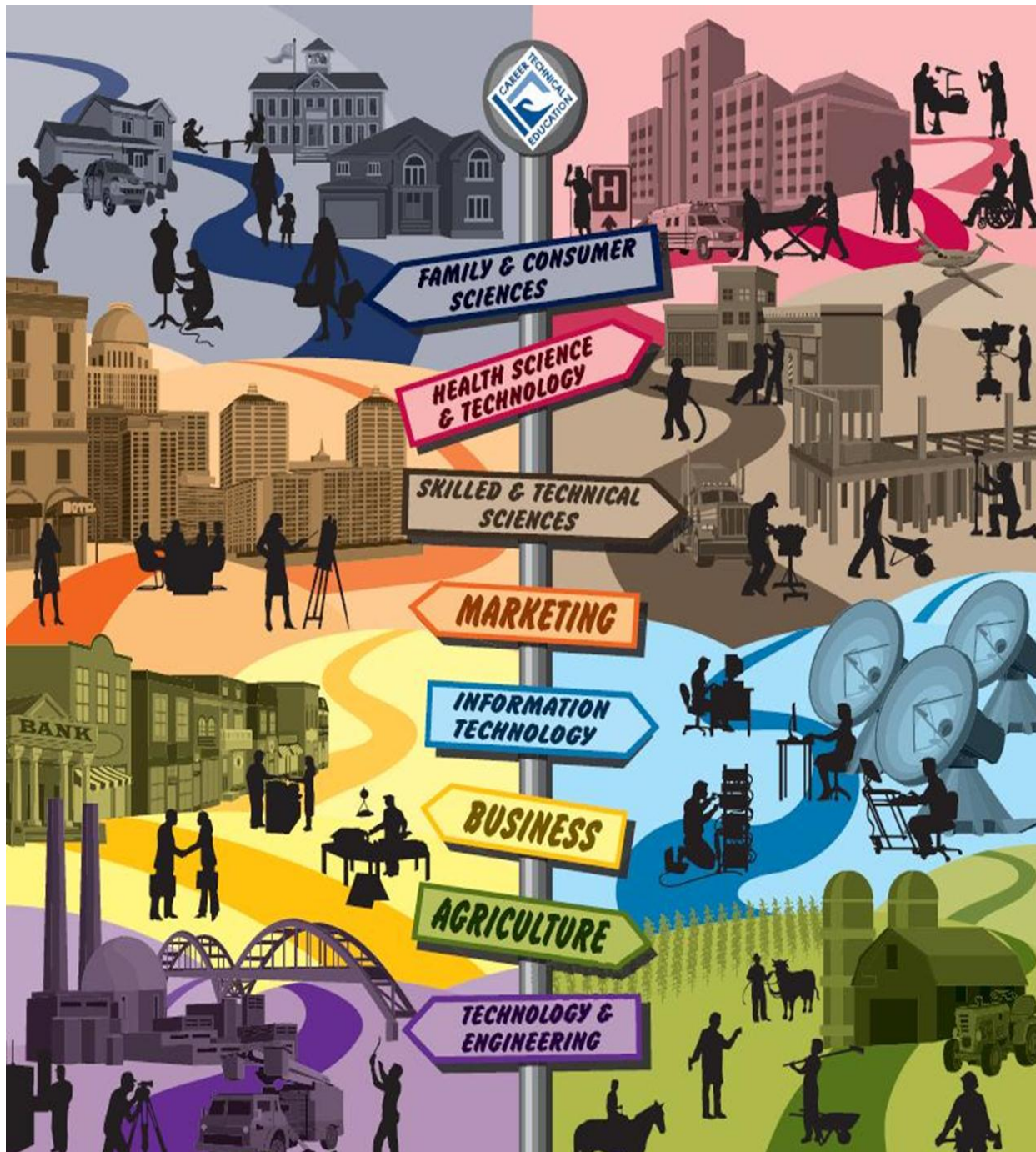
**Jun 14** HSC Health Care System June Fair 2014

**Jun 19** Statewide Independent Living Council Bimonthly Meetings

**Jun 19** DD Council Bimonthly Meetings for 2014

[more](#)

<http://dds.dc.gov/>



Career Exploration helps young people explore career clusters.

# Many Online Resources To Explore Career Clusters



**O\*NET OnLine**  
A proud partner of the **americanjobcenter** network

Occupation Quick Search:

[Help](#) [Find Occupations](#) [Advanced Search](#) [Crosswalks](#) [Share](#) [O\\*NET Sites](#)

## Browse by Career Cluster

Career Clusters contain occupations in the same field of work that require similar skills. Students, parents, and educators can use Career Clusters to help focus education plans towards obtaining the necessary knowledge, competencies, and training for success in a particular career pathway.

[Help](#) [Find Occupations](#) [Advanced Search](#) [Crosswalks](#) [Share](#) [O\\*NET Sites](#)

<http://www.onetonline.org/find/career>

# Multimedia Resources to Explore Careers



**Lost Your Job?**  
Get help at these sites

- [mySkills myFuture](#)
- [My Next Move](#)
- [Worker ReEmployment](#)
- [Veterans ReEmployment](#)

[Print](#) | [Email This Page](#) | [FAQs](#) | [Rate This Page](#) | [A A A A](#)

[Topics A to Z](#) |

More Resources:

Translate:

Share

[Explore Careers](#) : [Salary + Benefits](#) : [Education + Training](#) : [Job Search](#) : [Resumes + Interviews](#) : [People + Places to Help](#)

[browse occupations](#) : [explore green careers](#) : [help a job seeker](#) : [salary info](#) : [write job descriptions](#) : [disaster recovery services](#)

## Students and Career Advisors

Students, parents, and career advisors can follow the links to the right to explore career and education options.

Find additional resources:

- [Green Careers](#)
- [Get Credentials](#)
- [Worker ReEmployment](#)
- [Industry Information](#)
- [Competency Model Clearinghouse](#)
- [Find Youth Info](#)

### helpline:

For information about jobs, training, and career resources call  
**1-877-US2-JOBS**  
**(1-877-872-5627)**  
TTY: 1-877-889-5627

### Identify Your Interests



What are your interests?  
What are your talents?  
How will they fit into a career?

### Explore Careers



Research occupations and industries.  
Which are the best fit for you?  
Which are likely to have job openings?  
How much money can you earn?

### Get Work Experience



Plan your job search.  
Write a stand-out resume.  
Learn about internships.

### Find Education Options



Is going to school worth it?  
Find the right program.  
Learn how to pay for school.



CareerOneStop is sponsored by the U. S. Department of Labor, Employment and Training Administration

<http://www.careeronestop.org/studentsandcareeradvisors/studentsandcareeradvisors.aspx>



*Because a teacher helped me discover my talents...*

**What can YOU do?**  
The Campaign for Disability Employment  
WhatCanYouDoCampaign.org

*I can excel and pursue my dreams.*



Self determination is enhanced when young people understand their talents, strengths, needs for supports & accommodations



# Got a Disability?

Use Creative Solutions  
for Living!

Home

What is AT

Program-Services

Publications

Espanol

Links

[Demonstrations - 2013](#)

[Demonstrations  
Archives - 2012](#)

[Demonstrations  
Archives - 2011](#)

Contact



## Assistive Technology Program

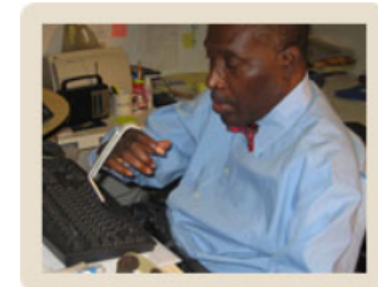


### Welcome to our site!

Welcome to the web site for the Assistive Technology Program for the District of Columbia (ATPDC). ATPDC is committed to improving the District of Columbia's capacity to provide appropriate assistive technology devices and services for all Washingtonians with disabilities.

The Assistive Technology Program is one of several programs managed by University Legal Services (ULS). ULS is a private, non-profit organization which serves as the District of Columbia's federally mandated protection and advocacy system for human, legal, and service rights of people with disabilities. All services are free of charge to eligible individuals. For more information on ULS services call ☎ 202.547.0918 (Voice) or ☎ 202.547.2657 (TTY).

The Assistive Technology Program for the District of Columbia (ATPDC) is a project funded by the U.S. Department of Education, Rehabilitation Services Administration under the Assistive Technology Act of 1998 as amended. The project is administered by the District of Columbia Department on Disability Services, the [District of Columbia Rehabilitation Services Administration](#) and [University Legal Services](#).



**Success Story - George**  
(click the picture)

<http://www.atpdc.org/>



The Department of Behavioral Health provides prevention, intervention and treatment services and supports for children, youth and adults with mental and/or substance use disorders including emergency psychiatric care and community-based outpatient and residential services.

## Where to Get Help



## Useful Links

- [Access Helpline](#)
- [Addiction Prevention and Recovery Administration](#)
- [Disaster Behavioral Health Services](#)
- [Mobile Crisis Services](#)
- [Quick Call Numbers](#)
- [Training Institute](#)
- [Contract Opportunities](#)
- [Community Block Grant Application](#)
- [Mental Health Expenditure and Service Utilization](#)
- [Mental Health Community Action Plan](#)
- [Children's Mental Health Awareness Scavenger](#)

## Providers

DBH contracts with [community based providers](#) to provide mental health services and supports. You can contact a provider of your choice directly or call the [Access Helpline](#) for assistance. DBH certifies each provider to ensure conformity to federal and District regulations and monitors quality of care.

- [Provider Bulletins](#)
- [DBH Provider Meeting Calendar](#)
- [Provider Scorecard](#)

more »





Childhood meets adulthood at



## Welcome to The Youthhood!

Hello! Hey, we're glad you made it. This site is a place for you, your friends, and other teens. It's a welcoming community for all youth and a place where all youth belong. We want you to be here. This is your place, your space.

Here you can start thinking about what you want to do with the rest of your life. This Web site was built to help you plan for the future. What will you do after high school? Will you work? Go to college? Live in a place of your own? By using this Web site, you can plan for your future right now!

Click here to [learn more](#), or you can [register now!](#) If you're already registered, log in (see top right) and get active!

**Go for it, and thanks for coming to visit!**

### Youthhood Poll

Graduating high school often means leaving home for college, work, or just plain old living on your own. It's one of the major milestones for growing up!

**What are you most excited about for living on your own?**

[Login](#) or [Register](#) to vote!

- Independence from parents/guardians
- Getting a job
- Going to college
- Getting my own place to live
- Being out of school
- Nothing

[About the Poll](#)

[What Can I Do Here?](#) | [Help FAQs](#) | [Curriculum Guide](#)  
[Privacy](#) | [Disclaimer](#) | [About Us](#) | [Contact Us](#) | [Homepage](#)

username or e-mail

password

LOG IN

[Forgot your password?](#)

REGISTER NOW



THE HIGH SCHOOL

THE JOB CENTER

THE COMMUNITY CENTER

THE HANGOUT

THE GOVERNMENT CENTER

THE HEALTH CLINIC

THE APARTMENT

<http://www.youthhood.org/>



Kids As Self Advocates



a project of FAMILY VOICES®

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#### JOIN KASA

Become a member and be added to our monthly listserv full of opportunities and information! Read more about our [membership benefits](#) and then fill out [this form](#) to join!

#### HOW KASA CAN HELP YOU

Are you interested in KASA speaking at your next conference? Would your organization like assistance including youth as leaders? Check out our [2-page brochure](#) for more information!!

**SUPPORT KASA** by [clicking here](#).

KASA is supported by grants and by people like you. [Click here to](#)

## KASA Resources

Below are over 60 tipsheets and guides written for youth, by youth! The reports in each of these sections are written by youth with disabilities on our Advisory Board and youth writers from our network. They are written to share real life experiences and helpful information with other youth. They have been reviewed by our Task Force (also made up of disabled youth) to make sure they are youth-friendly and accessible.

[Civil Rights and Advocacy](#) - Resources about the rights that protect youth with disabilities and how to advocate or speak up for your rights

[Staying Safe](#) - Information about staying safe

[Education](#) - Resources about advocating for what you need in school and resources about college

[Health](#) - Resources on healthcare transition and advocacy for youth with disabilities

[Work](#) - Resources on how to find a job, how to advocate for the accommodations you need, and more

[Sports Recreation and Leisure](#) - Information on sports, recreation, summer camps and other opportunities

[Dating and Relationships](#) - Resources on how to go about dating and entering in to

<http://fvkasa.org/resources/index.php>



The **Pennsylvania Youth Leadership Network** is a group of young adults with disabilities who want to make a difference in the lives of youth in Pennsylvania. The mission of the PYLN is to develop the self-determination, empowerment, and leadership of youth that promotes successful post school outcomes in the areas of education, employment, independent living, and health and wellness among youth and young adults throughout Pennsylvania.

Click here to learn more about:

- **PYLN Toolkits, including Secondary Transition & Healthcare**
- **PYLN Webinars for Youth [2011-12]**
- **PYLN and YSI Webinar Series [2013-14]**
- **PYLN One-on-One Stories about Youth Leaders**

[http://secondarytransition.org/page/pennsylvania\\_youth\\_leadership\\_network](http://secondarytransition.org/page/pennsylvania_youth_leadership_network)

# Career Preparation



Coach young people through career exploration to help them identify short-term and long-term goal.

# Career Pathways



One of the predictive factors to success in achieving employment and higher wages following high school is paid work experience while a young person is still in school.

# Career Pathways



GAIN RELEVANT  
REAL WORLD  
EXPERIENCE

Help create paid-work experience opportunities in and out of school through work-study programs, part-time employment, or summer employment! It is a worthwhile investment and allows young people to prepare for the world of work! It's a great resume builder

# Career Pathways: Value of Service Learning or Volunteering



Structuring service learning or volunteering opportunities is also a resume builder. It helps young people build character, work ethics, and work experience.

# Career Pathways: Value of Internships



Internships involve more formal arrangements between the young person and the employer for a specified period of time. They can be paid or unpaid, depending on the nature of the business and the job.



# Career Pathways: Value of Internships

The screenshot shows the InternMatch website interface. At the top, there is a navigation bar with links for 'INTERNSHIPS', 'JOBS', 'RESOURCES', 'FAQ', and 'BLOG'. Below this, a banner encourages users to create a profile. The main content area features a search result for '2014 Internships in Washington, DC'. It includes a thumbnail image of the Lincoln Memorial, a brief description of the internship opportunities, and a video player showing a city guide for Washington, DC. The video player has a play button and a progress bar. Below the video, there are links for 'City Guide: Washington, DC' and 'Summer Housing in Washington, DC'. The search result also displays the number of internships found (1-10 of 418) and details for a 'Government Affairs Intern' position, including location, deadline, and number of applicants.

Home | **INTERNSHIPS** | JOBS | RESOURCES | FAQ | BLOG

All Listings | Ex: Business, Design, ... | San Francisco, CA

**Tired of looking for an internship? Let the employers come to you!**  
Over 10,000 employers use our site to find great talent. Create a **professional profile** and get found when they search for students!

**Create a Profile and Get Found**

## 2014 Internships in Washington, DC

Internships Search



Why intern in Washington, D.C.? Because it's our nation's capital--need we say more? It's also, therefore, the heart of American politics, so if you're looking to gain experience in the legal sector, Washington, D.C. internships are for you. Especially worth looking into are the internships offered by the White House; these are prestigious programs that allow college students to make a huge step toward a career in public service. But don't worry if you're not a political enthusiast; there are [more](#)

Internships in Washington, DC 1 - 10 of 418

### Government Affairs Intern

T-Mobile

The Intern will work with members of the federal and state regulatory and legislative groups on v...

**Where:** Washington, District of Columbia  
**Deadline:** ASAP  
**Number of Applicants:** [View Number of Applicants](#)

City Guide: Washington, DC

Summer Housing in Washington, DC

Washington DC city guide - Lonely Planet travel...

Categories of 2014 internships near Washington, DC

Accounting Internships in Washington, DC

<http://www.internmatch.com/c/washington-dc>

# Career Pathways: Value of Apprenticeships

Apprenticeships are formal, sanctioned work experiences of extended duration in which an apprentice learns specific occupational skills related to a trade.

## Services

- ▶ American Job Center
- ▼ **Apprenticeships**
  - Apprenticeship Council
  - Apprenticeship Regulations
  - Apprenticeship Sponsors
  - How to Be an Apprentice
- ▶ HomeSaver Program
- ▶ Labor Standards/Worker Protection
- ▶ Occupational Safety and Health
- ▶ Project Empowerment Program
- ▶ Senior Community Service Employment Program
- ▶ Unemployment Compensation
- ▶ Veterans
- ▶ Wage and Hour Compliance
- ▶ Youth Services

## Department of Employment Services



### Office Hours

Monday to Friday, 8:30 am to 5 pm |



Text Resize



## Apprenticeships

Apprenticeships combine on-the-job training with classroom instruction, teaching workers the practical and theoretical aspects of highly skilled occupations. Apprenticeship programs are sponsored by employers, labor groups and employer associations.




The Office of Apprenticeship, Information and Training (OAIT), part of the Department of Employment Services (DOES), registers apprentices and apprenticeship programs. OAIT safeguards the well-being of apprentices, guarantees the quality of programs, ensures equal access to apprentices, and provides integrated employment and training information to sponsors, employers and trainers. OAIT also staffs the District of Columbia Apprenticeship Council.

Applicants for apprenticeships must be at least 16 years old and meet the sponsor's qualifications. Generally, applicants must demonstrate to sponsors that they have the ability, aptitude and education to master the rudiments of the occupation and complete related instruction.

Prospective employers work with OAIT representatives to develop on-the-job training plans, related classroom instruction and operating procedures.

For more information about the Apprenticeship Program, contact the following:

DC Department of Employment Services  
Office of Apprenticeship, Information and Training  
4058 Minnesota Avenue, NE, Suite 3900  
Washington, DC 20019  
Phone:  (202) 698-5099

[http://does.dc.gov/  
service/apprentic  
eships](http://does.dc.gov/service/apprenticeships)



# Career Pathways: Value of On the Job Training

The employee is hired but may need to develop skills to perform the job. The training occurs at the place of employment while he/she is doing the actual job. The business provides the trainer, often a supervisor or training in a classroom. Sometimes agencies can pay to supplement costs for a limited period of time.



*Because  
my boss  
encourages  
me...*

There are many  
benefits to on  
the job  
training!

**What can  
YOU do?**  
The Campaign for  
Disability Employment  
[WhatCanYouDoCampaign.org](http://WhatCanYouDoCampaign.org)

*I am a valuable  
employee.*



# Career Pathways: With Supports

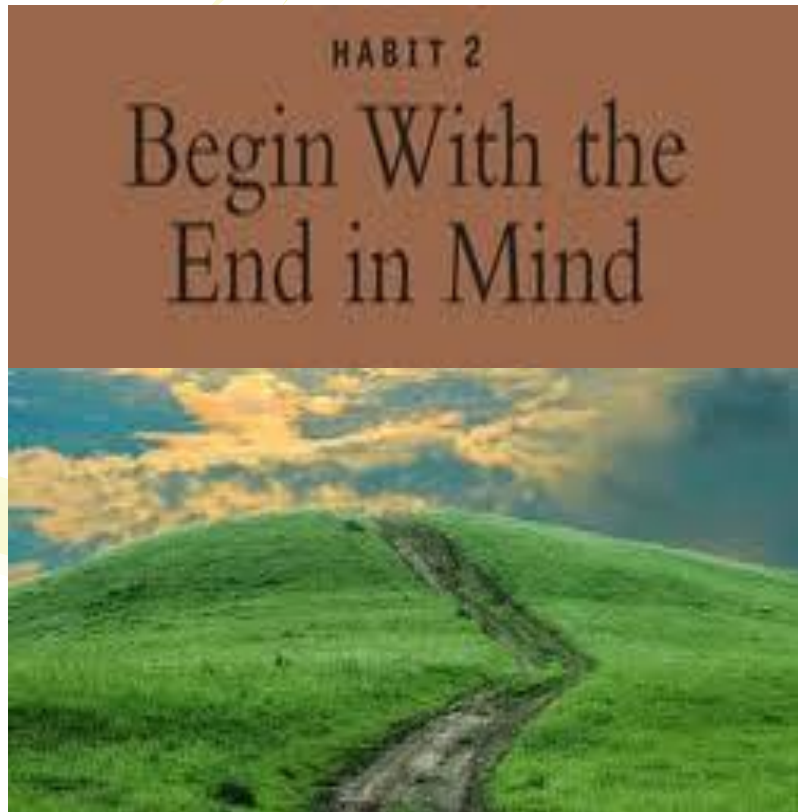
- Supported employment may be an option for youth where supports are provided on the job in the form of job coaching.
- Customized employment helps a young person through a process of discovery followed by customizing employment opportunities.
- Internships and employment may be available through business led employment model programs, such as Project SEARCH.

# Career Pathways: Do your Homework!

Revisiting the business side and labor market analysis –

- Community or vocational technical schools may offer certificates for certain businesses or career clusters
- Companies may provide in-house training programs
- Do your homework! There may be other opportunities. Work with youth to do this homework!

# Career Preparation: Post-Secondary Education & Training



Begin with the end in mind! Coach young people through the career planning process to ensure they have identified a career goal. Investigate the business side and labor to know if jobs will be available at the end of the pathway!



# Explore Post-Secondary Education & Training Opportunities

Explore programs, placement rates, accommodations and supports, determine if there is a good match for the young person!

For example:

- Business, trade & technical
- Community college
- College



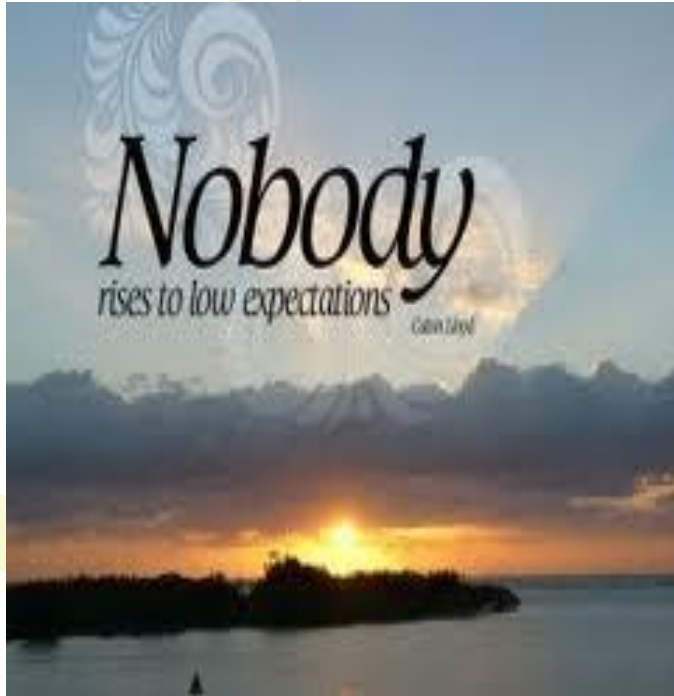
# Promoting Success in Post-Secondary Education & Training

- Ongoing and multidimensional transition and career assessment to determine short and long term vocational goals, aligned with labor market
- Aligning accommodations and supports from high school settings with work/post-secondary education settings
- Acknowledging disability and understanding accommodations and support
- Building self determination and self advocacy skills in youth
- Pre- post-secondary education program experiences

# Promoting Success in Post-Secondary Education & Training

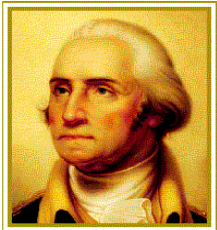
- Doing homework about post-secondary education opportunities:
  - Entrance criteria
  - Documentation requirements
  - Disability services
  - Availability of additional supports
  - Ecology/environmental factors
  - Majors and coursework requirements
  - Success or placement rates, by major

# In Summary: Career Pathways: Options and Opportunities



Opening pathways...provides  
opportunity for citizenship  
and self-sufficiency...

# Presenter Contact Information



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