



# Supporting Youth with Disabilities During the Transition to Employment

## **CAPE - Youth**

CENTER FOR ADVANCING POLICY  
ON EMPLOYMENT FOR YOUTH

April 29<sup>th</sup>, 2021





- Part of Department of U.S. Department of Labor
- Non-regulatory
- Promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities
  - Mission: To develop and influence policies that increase the number and quality of employment opportunities for people with disabilities

[dol.gov/odep](http://dol.gov/odep)



*Driving Change*

*Creating Opportunity*



# Administration's priorities

- Ensure a disability-inclusive COVID response and recovery
- Promote racial and social equity in disability policy and programs
- Support workers with mental health conditions and promote mental health-friendly workplace policies and practices
- Expand opportunities for training and employment in clean/green energy and other high-growth industries
- Help youth with disabilities prepare for and succeed in employment in post-pandemic era



# Office of Disability Employment Policy (ODEP) Priorities

- Analyze, Research and Evaluate
- Develop Implementation Tools
- Develop Policies
- Conduct Outreach
- Collaborate
- Provide Technical Assistance



# ODEP Policy Teams

- Employment-Related Support Policy
- Workforce System Policy
- Employer and Workplace Policy
- Youth Policy
- Research and Evaluation



# Youth Team Initiatives

- Youth Transition
- Center for Advancing Policy on Employment for Youth (CAPE-Youth)
- Work Based Learning
- Apprenticeship
- Community Colleges
- SSI Youth Solutions
- Guideposts for Success
- Federal Partners in Transition (FPT)



# The Center for Advancing Policy on Employment for Youth (CAPE-Youth)

CAPE-Youth seeks to improve employment outcomes for youth and young adults with disabilities by helping states build capacity in their youth service delivery and workforce systems.

# The Center for Advancing Policy on Employment for Youth

## CAPE-Youth:

- Conducts research on new and existing innovative policy and practice.
- Develops strategic partnerships.
- Shares best practices among key stakeholders.
- Helps states identify opportunities for new programs and services.



# CAPE-Youth Strands of Work

CAPE-Youth is dedicated to assisting states in identifying new opportunities to increase capacity by improving:

- Strategic Partnerships and System Coordination
- Work-based Learning
- Professional Development

# Partners

CAPE-Youth is a collaboration between the U.S. Department of Labor's Office of Disability Employment Policy and:



**The Council  
of State  
Governments**



**ILR Yang-Tan Institute**

The center is fully funded by the United States Department of Labor's Office of Disability Employment Policy in the amount of \$5 million under Cooperative Agreement No. OD-33982-19-75-4-21

# Who do we work with?

## Getting Ready for Work: Youth Transition and Guideposts for Success



Representative Josh Cutler,  
Massachusetts



Director Keith Ozols,  
Oregon Vocational  
Rehabilitation



Brandi Boyer Rutherford,  
Florida Vocational  
Rehabilitation

- Policymakers
- Youth
- Family
- Practitioners

# CAPE-Youth Programming



- Current Initiatives
- Research
- Publications

# Current Initiatives

- National Youth Transition Policy Working Group
- Youth Engagement
- Technical Assistance
- CAPEYouth.org

# CAPE-Youth Research

## ○ Research Initiatives

- National Program Scan
- National Scan on Provision of Services During COVID-19
- National Policy Scan
- Professional Development for Youth Service Providers Study
- Pre-Employment Transition Services Implementation Study
- Systems Collaboration Study



# CAPE-Youth Research: National Scan

- A state-by-state scan to identify programs and policies that support youth and young adults with disabilities in their transition from high school to employment, training, or post-secondary education.
- The goal is to help state policymakers understand the gaps and opportunities in their state, and allow state policymakers to:
  - Coordinate more effectively among each other;
  - Identify where gaps exist in their state's programming; and
  - Borrow innovative ideas from other states.



# CAPE-Youth Research: COVID-19

- While youth with disabilities are not inherently at higher risk for contracting COVID-19, youth with disabilities may be disproportionately affected by the disruption of services, including receiving appropriate special education, related services, and accommodations, amongst other programs and services.



# CAPE-Youth Research: COVID-19 Scan

○CAPE-Youth conducted a national state by state scan on state level responses to COVID-19 that focus on mitigating the impact of COVID-19 on the transition of youth and young adults with disabilities. Current areas of focus include:

○Assistive Technology

○Distance Learning

○Family Engagement

○Individualized Education Programs

○Mental Health

○Telehealth

○Transition Services

# CAPE-Youth Publications

- Guideposts for Success: Framework for the Future
- Employment of Youth and Young Adults with Disabilities in a Recovering Economy
- Blog Series

# Guideposts for Success

## What are the Guideposts for Success?

- Published originally in 2005, under U.S. Department of Labor's Office of Disability Employment Policy (ODEP)
- National Collaborative on Workforce and Disability for Youth (NCWD/Youth)
- National Alliance for Secondary Education and Transition (NASSET)

# Guideposts for Success: Framework for the Future

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## Guideposts for Success FRAMEWORK FOR THE FUTURE


The future is only as strong as our youth. Policymakers and administrators must ensure a robust framework exists to cultivate our future by recognizing these two guiding thoughts:


1. All youth benefit from opportunities, services and supports that are tailored to their individual needs regardless of disability.
2. Policies and practices must provide full access to high-quality, community-integrated services that foster positive education and employment opportunities that lead to independent living and financial self-sufficiency.


**The Guideposts for Success** establishes the idea that strong public policy and practice should:

- Increase opportunities for youth and young adults with disabilities transitioning to adulthood;
- Ensure youth have access to postsecondary education and training programs that lead to competitive integrated employment;
- Require systems of support to coordinate all youth transition-related programs, services and strategies;
- Establish state and local priorities related to transition-age youth;
- Provide leadership with data that will help inform the decision-making process regarding funding to maximize the impact of resources; and
- Formulate an evaluation framework to measure the impact and alignment of agency programs and services with evidence-based practice.

 Cornell University  
ILR School

 CSG The Council  
of State  
Governments

 ODEP  
Office of Disability  
Employment Policy

 UMASS  
MEDICAL  
SCHOOL

## What are the Guideposts for Success?

1. School-Based Preparatory Experiences;
2. Career Preparation and Work-Based Learning Experiences;
3. Youth Development and Leadership;
4. Connecting Activities; and
5. Family Involvement and Supports.

Watch our Guideposts to Success Webinar here:  
<https://seed.csg.org/ada30/>

# Employment of Youth and Young Adults in a Recovering Economy

- Employment of Youth and Young Adults with Disabilities in a Recovering Economy: Lessons from the Great Recession and Considerations for Policymakers Today
- Avoid forfeiting federal funds.
- Being nimble to increase access to employment services by:
  - Providing technical assistance to local areas to serve the unique needs of youth and young adults with disabilities
  - Initiating and leveraging collaborative partnerships
  - Working to maintain continuity of services for youth and families

# Future Policy Briefs and Publications

- Youth and Policymaker Toolkits
- CAPE-Youth Policy Briefs may include:
  - Trauma Informed Policy
  - Inclusive Apprenticeships for Youth and Young Adults with Disabilities
  - Blending and Braiding Funding for Youth Transition Services
  - Career and Technical Education and Lessons Learned during COVID-19
  - Effects of COVID-19 on Intersectional Youth with Disabilities
  - Trauma Informed Policy for Youth

# Blog Series: Inclusive Community College Career Pathways

- Community colleges play a critical role in connecting individuals with disabilities to in-demand careers.
- This blog series features the ODEP Community College Pathways to Careers demonstration projects, conducted at [Onondaga Community College](#) (NY) and [Pellissippi State Community College](#) (TN).



# Blog Series: Inclusive Community College Career Pathways

- States can apply similar principles to strengthen community college systems and better support individuals with disabilities through:
  - Access
  - Universal Design for Learning
  - Work Based Learning
  - Career Services
- An additional blog discusses how the two Pathways projects adapted and enhanced academic, career, and personal services to continue supporting students with disabilities during the COVID-19 pandemic.



# The Center for Advancing Policy on Employment for Youth

Questions?

## Contact Us

If you are interested in learning more about our work, participating in our research initiatives, or providing information for our National or Covid-19 Scans, please contact:

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# About CSG

Founded in 1933, The Council of State Governments is our nation's only organization serving all three branches of state government. CSG is a region-based forum that fosters the exchange of insights and ideas to help state officials shape public policy. This offers unparalleled regional, national and international opportunities to network, develop leaders, collaborate and create problem-solving partnerships.

# ODEP Resources and Initiatives

