

IDEA Transition Services Examples

Employment



Individuals with Disabilities Education Act (IDEA) defines transition as a coordinated set of activities for a child with a disability that:

1. Is designed to be within a results-oriented process, that is focused on improving the academic and functional achievement of the child with a disability to facilitate the child's movement from school to post-school activities, including postsecondary education, vocational education, integrated employment (including supported employment), continuing and adult education, adult services, independent living, or community participation; and
2. Is based on the **individual child's needs**, taking into account the child's strengths, preferences, and interests; and includes—
 - a. Instruction;
 - b. Related services;
 - c. Community experiences;
 - d. The development of employment and other post-school adult living objectives; and
 - e. If appropriate, acquisition of daily living skills and provision of a functional vocational evaluation.

Pre-Employment Transition Services (Pre-ETS) are mandated under the Workforce Innovation and Opportunity Act (WIOA) of 2014. WIOA defines five Pre-ETS that are delivered and paid for by vocational rehabilitation agencies as a specific set of activities that include:

1. Job Exploration Counseling
2. Postsecondary Education Counseling
3. Instruction in Self-Advocacy
4. Workplace Readiness Training
5. Work-Based Learning

Pre-ETS delivered by WV Department of Rehabilitation Services are designed to build on (not replace) the transition services already occurring within the local educational agency (LEA). Delivery of transition services and Pre-ETS should be planned and delivered in collaboration between the LEA and WVDRS. [34 CFR § 300.43; WV 126CSR16 5.2.F (WV Policy 2419); WIOA section 113; 34 CFR § 361.48(a)]

Transition services delivered by LEAs are based on individual student interests as documented by the results of transition assessments. For information on secondary transition assessments see the Secondary Transition Assessment Resource Bank located on the [WV Guideposts to Graduation website](#).

The activities listed in this document are not exhaustive but have been provided as examples of the transition services that could be delivered by local schools.

Employment Transition Activity Examples

These examples are not an exhaustive list of services that could be delivered by local schools

Career Exploration - Planning

- » Provide support to students in exploring careers of interest (online or in-person).
- » Have students complete a general or career interest inventory (e.g., CFWV, Pathways, etc.).
- » Help students explore general interest inventory (CFWV, Pathways, etc.).
- » Research different careers based on age-appropriate transition assessment.

Career Exploration – Activities

- » Provide explicit instruction to students on conducting informational interviews.
- » Have students talk with an employer about their business (informational interview).
- » Assist students in touring businesses in an area of career interest.
- » Have students participate in job shadowing and identify potential careers (unpaid or paid work placements within the community or within the school).
- » Assist students in obtaining paid or unpaid internships or work-based experiences during high school.

Career Skill Development

- » Help students connect with a Career and Technical Student Organization (CTSO).
- » Provide explicit instruction in exploring career pathways in the student’s area of interest.
- » Provide explicit instruction on how to write a resume.
- » Provide explicit instruction on meeting deadlines such as homework completion, or not being tardy for classes.
- » Provide explicit instruction for appropriate written and verbal communication with others.
- » Have students participate in mock interviews with or without an employer to prepare for employment.
- » Assist students in developing an employment portfolio (electronic and/or hardcopy) that highlights the student’s employment strengths, experiences, and interests.
- » Perform duties/school staff (e.g., secretary, custodian, cook, teacher, etc.).

Career Skill Development

- » Enroll in Pre-employment Transition Services (Pre-ETS) through the West Virginia Division Rehabilitation Services.

NOTE: This resource was adapted from “Writing High Quality Secondary Transition Plans” course purchased by WVDE in 2022 and revised for web site publishing.