

PRE-EMPLOYMENT TRANSITION SERVICES

For Students with Disabilities



What are Pre-Employment Transition Services?

Pre-ETS represent the earliest set of services available to students with disabilities who are eligible or potentially eligible for Vocational Rehabilitation (VR) services. Pre-ETS are generally short-term in nature and can be an important step in the transition to employment. Pre-ETS are designed to help students identify career interests, which may be further explored through additional vocational rehabilitation services, such as transition services and other individualized VR services.

What are the Five Pre-ETS?

- 1. Job Exploration Counseling
- 2. Work-Based Learning Experiences
- 3. Counseling on Post Secondary
- 4. Workplace Readiness
- 5. Instruction in Self Advocacy

Who is eligible to participate?

- 1. Must be aged 14-21 (or 22 and still attending Post Secondary Education); and
- 2. Eligible for and receiving services under the Individuals with Disabilities Education Act (IDEA), or is an individual with a disability for purposes of section 504.
- 3. Is enrolled in a secondary or postsecondary educational program

Who provides Pre-ETS services?

- VR counselors and Pre-ETS instructors: USOR's inhouse staff can provide Pre-ETS for students with disabilities.
- 2. Pre-ETS contractors: The Utah State Office of Rehabilitation (USOR) has contracted with community partner agencies to provide Pre-ETS instruction for eligible and potentially eligible students, helping to ensure these services are available statewide.

*Refer to pages 6-8 for more information about our contracts

NOTE: Receiving Pre-ETS instruction provided by a USOR-sponsored contract is the beginning of a continuum of services USOR offers to students with disabilities. Students with disabilities do not need to be a USOR-vocational rehabilitation client to receive Pre-ETS through our contracts, but may apply for VR services at any time. Contractors will confirm that students meet criteria to participate in their services prior to commencing with services.





1. Job Exploration Counseling

Discussion or counseling of job exploring options intended to foster motivation, consideration of opportunities and informed decision-making.



2. Work-Based Learning Experiences

An educational approach that uses the workplace or real work to provide students with the knowledge and skills that will help them connect school experiences to real-life work activities and future career opportunities. These opportunities are meant to engage, motivate and augment the learning process.



3. Counseling on Post Secondary

Students gain an awareness of the wide range of career pathway options and labor market realities and projections. Students explore how skill development and knowledge relate to future opportunities in postsecondary Education (PSE) settings and employment.



4. Workplace Readiness

Workplace Readiness skills encompass the abilities that help employees learn how to interact with supervisors and co-workers. They help reinforce the importance of timeliness and build an understanding of how we are perceived by others.



5. Instruction in Self Advocacy

Self-advocacy includes instruction regarding an individual's ability to effectively communicate, convey, negotiate or assert his/her own interests and/or desires. Emphasis is on taking responsibility for communicating one's needs and desires in a straightforward manner to others.



Pre-ETS contractors

provide an intro
to Pre-ETS and help
USOR ensure services
are available to students
with disabilities. They make
referrals to USOR when a student
can benefit from full transition
services or needs additional support
from a VR counselor.

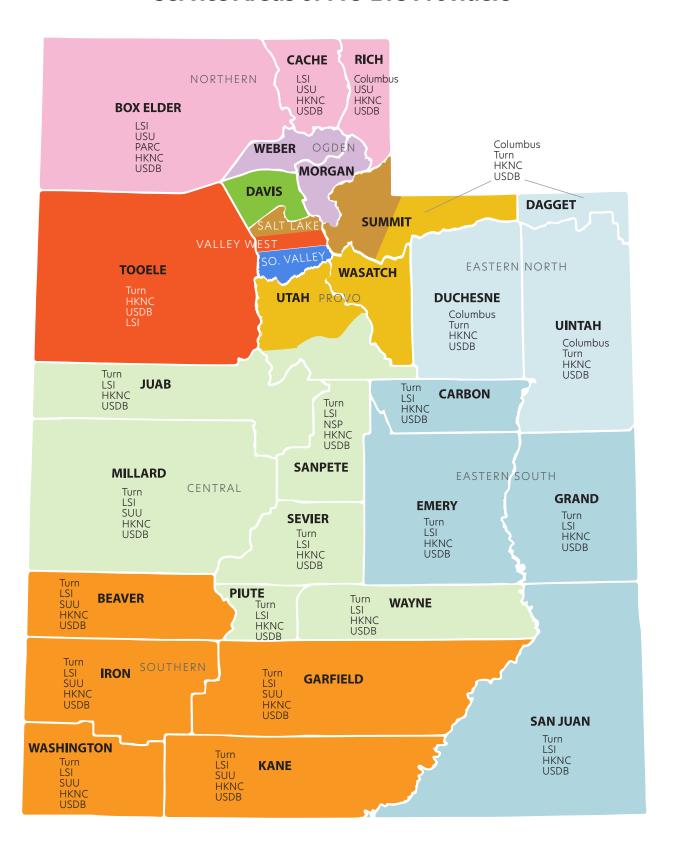
Pre-ETS instructors provide Pre-ETS to eligible and potentially eligible students with disabilities.

They work with local school staff to provide Pre-ETS instruction in a school setting. Pre-ETS instructors meet with students in the classroom as well as individually and connect eligible students with work-based learning experiences when needed. They provide job readiness instruction in schools, in partnership with the teacher or school counselor. Pre-ETS Instructors may attend an IEP/504/other school meeting at a school if a VR counselor is unavailable.

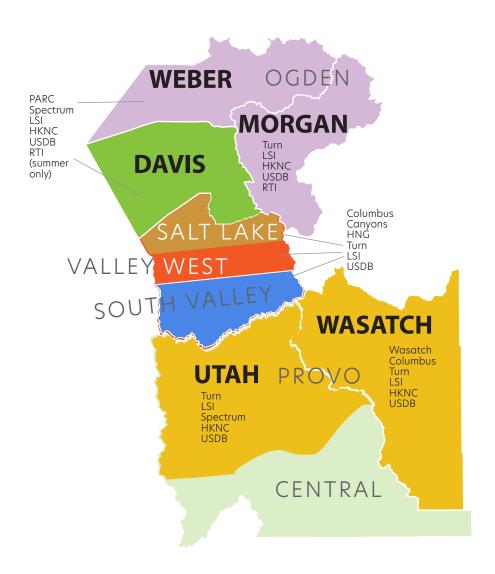
VR counselors provide support for eligible students with disabilities to ensure a smooth transition to independent adulthood. In addition, VR counselors can provide vocational counseling and guidance, vocational training, on-the-job training, employment supports, assistive technology, transition coordination, work adjustment training, IEP/504/other school meetings/events, and career exploration counseling. Since Pre-ETS offered through our contracts and Pre-ETS instructors are a "light touch" it is recommended that a student apply for VR and if eligible, work with a VR counselor if additional support is needed to transition to employment and independence. Note: An eligible student working with a VR counselor can still access services provided by the Pre-ETS contracts.

Which Pre-ETS Service Providers Are Best For Me?

Service Areas of Pre-ETS Providers



Wasatch Front Inset



VR Districts

Contact Information

NORTHERN	435-787-3480	SOUTH VALLEY	801-446-2560
OGDEN	801-395-7020	PROVO	801-806-0950
DAVIS	385-489-6015	CENTRAL	801-465-8384
SALT LAKE	801-238-4560	EASTERN	435-789-0273
VALLEY WEST	801-9578200	SOUTHERN	435-673-5091





The following contracted organizations provide students with 3-5 hours of job exploration counseling followed by a paid **WORK-BASED LEARNING EXPERIENCE** to assist students in identifying and exploring their career interests. These contractors may also provide workplace readiness support, such as assistance with onboarding the student to the work site, social skill instruction, and travel training to the work site, if needed by the student

CANYONS SCHOOL DISTRICT Melany Johnson 801-826-5089 melany.johnson@canyonsdistrict. org	The Canyons district has developed a summer work experience program. By utilizing district partnerships, Canyons School District will help qualified students explore careers and develop soft skills to benefit from work experience and propel them on to better post-high school employment outcomes. Pre-ETS services provided: Work-based learning experience
PARC Melanie Pelletier 385-423-3919 melanie.pelletier@parc-ut.org	PARCs' program offers students the opportunity to explore and experience career options by providing job exploration counseling and the opportunity for paid work-based learning experiences. PARC's program will help students gain knowledge, skills, and confidence while providing them with work experience. Pre-ETS services provided: Work-based learning experiences

The following contracted organizations specialize in providing **SERVICES TO STUDENTS WHO ARE DEAF, HARD OF HEARING, DEAFBLIND, BLIND, OR VISUALLY IMPAIRED**. Each contract offers all five Pre-ETS services to this population.

HELEN KELLER NATIONAL CENTER

Deborah Harlin 516-833-8328 VP: 516-858-4726 deb.harlin@hknc.org The Helen Keller National Center Youth Services Coordinator (YSC) will provide all five areas of Pre-ETS to transition age youth (age 14 - 21) with combined vision and hearing loss across the state of Utah. The YSC will work with students individually in their home, school, or local community as well as in group settings with deaf-blind peers. The YSC may also organize a work-based learning experience with an employer in a student's local community that supports their vocational goal. Pre-ETS services provided: All 5: job exploration counseling; work-based learning; counseling on post-secondary; workplace readiness; instruction in self-advocacy

UTAH SCHOOLS FOR THE DEAF AND BLIND

Kevin Berrigan, Transition Specialist kevinb@usdb.org

Utah Schools for the Deaf and Blind will hold a College and Career Readiness Fair during the 2020-2021 school year and a Deaf Town event during the 2021-2022 school year. Each of those events will be 13 hours in length and provide opportunities for career exploration and work readiness. In addition to the yearly events, USDB will assist students in obtaining work-based learning experiences that are in alignment with their career interests. Pre-ETS services provided: job exploration counseling; work-based learning; counseling on post-secondary; workplace readiness; instruction in self-advocacy



Need help contacting a Pre-ETS provider?

Call 801-887-9500 and ask for the Pre-ETS Program Specialist.

To learn more about services or how to apply, visit jobs.utah.gov/usor/students.



The following is a list of contracts serving students with all disability types in various parts of the state. Please refer to the map for more details on providers in your area.

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COLUMBUS COMMUNITY CENTER Karla Steadman 407-432-0448 ksteadman@columbusserves.org	Columbus works with participants to pair them with a Pre-ETS specialist who helps students determine their strengths, interests, and needs. The Pre-ETS specialist will explore each student's interest field, in order to set up short internships or explore post-secondary options. Pre-ETS provided: job exploration counseling, work-based learning experiences, counseling on post secondary, workplace readiness, and instruction in self-advocacy.
LOGISTIC SPECIALITIES, INC Alisha Byron 801-499-4997 abyron@lsiwins.com	Logistic Specialities, Inc provides personalized one-on-one mentoring through career advocates and partnerships with local employers. The program is designed to help students explore career options and prepare for the transition from high school to either college, trade school, military, or the world of work. Pre-ETS Provided: job exploration counseling, work-based learning experiences, counseling on post secondary, workplace readiness, and instruction in self-advocacy.
NORTH SANPETE SCHOOL DISTRICT Heather Hafen 435-813-2873 heather.hafen@nsanpete.org	North Sanpete School District will provide secondary education students enrolled at NSSD with the 5 Pre-ETS, including work based learning experiences. Students will receive training in financial literacy, communication, leadership and work ethics. Pre-ETS offered: job exploration counseling, work-based learning experiences, counseling on post secondary, workplace readiness, and instruction in self-advocacy.
ROADS TO INDEPENDENCE Curtis Haring 801-612-3215 curtis@roadstoind.org	We will provide an exciting and robust youth summer program, for youth in Morgan, Weber, and Davis Counties. Group classes will include the 5 core Pre-ETS services, including a work based learning experience. During the spring and fall Semesters we will be providing lessons in the 5 core Pre-ETS services to students in Morgan County. Pre-ETS provided: job exploration counseling, work-based learning experiences, counseling on post secondary, workplace readiness, and instruction in self-advocacy.
SOUTHERN UTAH UNIVERSITY Susan Hunter 435-586-7846 susanhunter@suu.edu	SUU provides individualized peer mentoring for self-advocacy, post-secondary educational training and workplace readiness advice and instruction. Supplemental professional development and job skill training is also offered to pre-intern students as well as work-based internship learning opportunities for students with disabilities enrolled at SUU. Pre-ETS provided: job exploration counseling, work-based learning experiences, counseling on post secondary, workplace readiness, and instruction in self-advocacy.
SPECTRUM ACADEMY McDevan Carling 801-936-7045 mcarling@spectrumcharter.org	The Spectrum Academy Pre-ETS partnership will focus on older secondary school students enrolled at Spectrum in completing a work experience while still enrolled in high school. Students will work with a Pre-ETS coach to prepare for interviews and the workplace with soft skills and employer expectations. They will then work with local employers in part-time, entry-level jobs outside of school hours with ongoing communication and employee support for 10 to 12 weeks. Pre-ETS provided: job exploration counseling, work-based learning experiences, workplace readiness, and instruction in self advocacy.

experiences, workplace readiness, and instruction in self advocacy.

TURN COMMUNITY SERVICESSelena Harris

801-358-6494 selenaharris@turncommunityservices.org TURN Community Services will provide students with one on one assistance to explore their skills and interests and how to match with career pathways. Turn will develop a paid work-based learning Experience that matches the student's skills and interests and provide soft skill instruction, support, and guidance in any areas that pertain to gaining and maintaining employment. Pre-ETS Provided: job exploration counseling, work-based learning experiences, counseling on post secondary, workplace readiness, and instruction in self advocacy.

UTAH STATE UNIVERSITY

Scott Bell 435-797-0212 EmployAbility@aggies.usu.edu The USU EmployAbility Clinic offers all Pre-ETS services to students at their school or in their local community. During the school year USU focuses on self-advocacy training, career exploration and counseling on post-secondary education. During the spring and summer USU provides workplace readiness training to lead into a work-based learning experience. Pre-ETS provided: job exploration counseling, work based-learning experiences, counseling on post secondary, workplace readiness, and instruction in self-advocacy.

WEBER STATE UNIVERSITY

Pam Lee 801-626-6413 catt@weber.edu The CATT Program works under the auspices of Weber State Universities Disability Services Center to provide peer mentoring for incoming students with disabilities to assist in their transition to the university. CATT peer mentors provide one-to-one and small group support on topics such as self-advocacy, post secondary education counseling (study skills, time management, campus resources). CATT also provides campus and community outreach events. Pre-ETS provided: job exploration counseling, counseling on post secondary, and instruction in self-advocacy.

