



TRANSITION TO EMPLOYMENT

**A Caregiver Guide
to Navigating Your
Child's Path to
Adulthood:
Employment and
Vocational
Resources**



www.firstwnc.org

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Career Exploration



Identify interests, skills, and potential career paths: (<https://www.lifecourselibrary.com/employment/>).

Utilize career counseling services, job shadowing, and informational interviews through Pre-ETS services: (<https://www.ncdhhs.gov/divisions/employment-and-independence-people-disabilities/jobseeker-services/youth-and-student-services>).

Use resources like O*NET (www.onetonline.org), NCWorks Career Centers (www.ncworks.gov), and NCCareers (<https://nccareers.org/find-career/reality-check>).



Vocational Assessment

Evaluate skills, interests, and abilities for suitable employment opportunities. In NC, students with disabilities can begin Pre-Employment Transition Services as early as 14 years of age: (<https://www.ncdhhs.gov/divisions/employment-and-independence-people-disabilities/jobseeker-services/youth-and-student-services>).

Access comprehensive evaluations from the North Carolina Division of Employment and Independence for People with Disabilities (NCEIPD) (<https://www.ncdhhs.gov/eipd>).

Supported Employment



Get assistance in securing and maintaining competitive employment. Benefit from job placement, on-the-job training, and continuous support.

Seek services from Vaya Health (www.vayahealth.com) and NCEIPD through WorkSource West (<https://www.ncdhhs.gov/divisions/eipd/community-rehabilitation-services/worksource-west>).

Those with Serious Mental Illness (SMI) may benefit from the IPS program: (<https://www.ncdhhs.gov/ips-infographic-flyer/open>) Check out great programs like T-step (https://teacch.com/adult_services/tstep/), Project SEARCH (https://teacch.com/adult_services/project-search/) and Linc-it (<https://linc-it.org/>) for individuals with ASD.



Job Coaching

Receive individualized support for job success.

Get help with task learning, workplace accommodations, and communication strategies through the Job Accommodation Network (<https://askjan.org/info-by-role.cfm#for-individuals>).

Utilize programs from North Carolina Council on Developmental Disabilities (NCCDD) (www.nccdd.org) and local disability employment networks like WorkSource West (<https://www.ncdhhs.gov/divisions/eipd/community-rehabilitation-services/worksource-west>) and DisAbility Partners (<https://disabilitypartners.org/employment-network>).

Post Secondary Vocational Training



Enroll in vocational training programs tailored for individuals with disabilities like the one Western NC University offers (<https://www.wcu.edu/learn/departments-schools-colleges/ceap/stl/special-education-programs/university-participant-up-program/index.aspx>) .

Explore workforce training at Asheville-Buncombe Technical Community College (A-B Tech) (www.abtech.edu/workforce) and Blue Ridge Community College (www.blueridge.edu).



Entrepreneurship and Self-Employment

Access self-employment resources and business planning assistance from places like FIRSTwnc through programs like their Abilities FIRST program (<https://firstwnc.org/abilities-first/>).

Receive financial literacy training (<https://www.nationaldisabilityinstitute.org/downloads/#financial-toolkit>).

The PASS Program and Ticket to Work



PASS Program (Plan to Achieve Self-Support):

- Allows individuals to set aside income for career development.
- More information: www.ssa.gov/disabilityresearch/wi/pass.htm.

Ticket to Work:

- Provides access to employment services, vocational rehabilitation, and job placement assistance.
- Learn more: www.ssa.gov/work.

Key Employment and Vocational Resources in WNC

- FIRSTwnc's Abilities FIRST Microenterprise Program: <https://firstwnc.org/abilities-first/>
- Goodwill Northwest NC Programs and Services: <https://www.goodwillnwnc.org/programs-and-services/>
- Disability Inclusive Employers in North Carolina: www.ncdhhs.gov/divisions/eipd/disability-inclusive-employers
- NC Association of People Supporting Employment First (NC APSE): www.ncapse.org
- NCWorks Career Centers: www.ncworks.gov
- North Carolina Division of EIPD: <https://www.ncdhhs.gov/eipd>
- Vaya Health Supported Employment: www.vayahealth.com
- Small Business and Technology Development Center: www.sbtcdc.org
- Asheville-Buncombe Technical Community College Workforce Programs: www.abtech.edu/workforce
- Blue Ridge Community College Career Services: www.blueridge.edu
- Social Security Ticket to Work Program: www.ssa.gov/work
- NC Client Assistance Program: <https://www.ncdhhs.gov/divisions/eipd/client-assistance-program>
- Life Course: Preparing for Employment with a Disability: <https://www.lifecourselibrary.com/employment/>

The Individualized Plan for Employment (IPE) Process



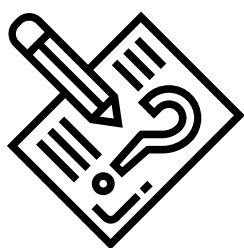
Call your local EIPD office (<https://www.ncdhhs.gov/eipd>) to set up an intake appointment. In Western North Carolina that number is 828-608-5690. And watch this amazing video series on the process put out by the NCBCE: <https://youtu.be/xs2zzy2MxvA?feature=shared>



At your intake appointment, bring your right to work papers, documentation of your disability, and verification of your identity.



The EIPD will determine your eligibility within 60 days, unless there are extenuating circumstances.



Complete assessments to determine how your disability might affect employment, your skills, and your likes and dislikes.



Develop an Individualized Plan for Employment (IPE) within 90 days of being found eligible.

Adapted in part from this EIPD resource: <https://linc-it.org/wp-content/uploads/2024/08/Opening-a-Case-with-EIPD-8.12.24.pdf>

EMPLOYMENT CHECKLIST



DOCUMENTS

- ☐ State issued photo ID
- ☐ Employment Certificate if 14-17 yrs
- ☐ Employment forms from employer (tax forms, work eligibility, etc.)
- ☐ Social Security number

STARTING YOUR JOB

- ☐ Bank account
- ☐ Personal email
- ☐ Calendar (digital or paper)
- ☐ Watch
- ☐ Alarm clock
- ☐ Driver's license (if have one)
- ☐ Transportation plan
- ☐ Lunch/drink/snack
- ☐ Money
- ☐ Emergency contact info

SUPPORT PEOPLE

- ☐ Guidance counselor and IEP Team
- ☐ EIPD Counselor/Job Coach
- ☐ Family/Friends

INTERVIEW

- ☐ Copy of your resume
- ☐ Work samples (if necessary)
- ☐ Transition portfolio
- ☐ Specific accommodations list (employer can only ask after job offer)
- ☐ Name/contact for EIPD counselor
- ☐ Questions for employer about job
- ☐ Appropriate clothing and appearance

PREPARING FOR WORK

- ☐ Have a good transition plan
- ☐ Participate in Pre-ETS
- ☐ Participate in job shadowing, intern, apprentice, volunteer
- ☐ Job fairs
- ☐ Know your rights under the ADA

Adapted from PEATC's Employment Checklist: <https://peatc.org/wp-content/uploads/2023/05/Employment-Checklist-Booklet.pdf>



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NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**
Division of Mental Health,
Developmental Disabilities and
Substance Use Services

This grant-based program receives funding from
North Carolina HHS Mental Health Block Grant