

Disabilities and Employment

School to Workforce Transition

Volusia County Schools (VCS) provides transition training for students with moderate to severe disabilities pursuing a special diploma who want to go to work via Community Based Instruction (CBI) and Supported Competitive Employment (SCE). Students participate in CBI during the school years with progressive emphasis and involvement in CBI as they advance through their school years.

Students who graduate can elect to return to school until their 22nd birthday and may spend 85% or more of their school day in Community Based Work Experiences. Students participate in a variety of work settings to gain experience, develop skills and refine their interests.

Students ready to enter employment can participate in SCE. In their last two years of school, students work as part of a team with their family, job coach, agency representatives and others to locate employment. The team then assists the student through each phase of the employment process as well as setting up accommodations, if needed, resolving transportation issues and becoming as independent as possible.

The Third Party Cooperative Arrangement (TPCA) through Vocational Rehabilitation allows selected VCS job coaches to place students in unpaid work experience outside of the school setting. Students who could benefit from job training in a less structured setting are good candidates for this program.

During the 2010-11 school year, 63 Volusia County students participated in paid and/or unpaid work experiences via SCE and/or TPCA. Many of these students participated in more than one work experience setting.

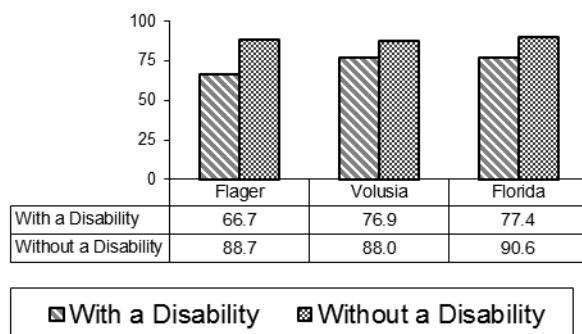
Source: Volusia County Schools

Disabilities and Employment

The chart below measures the percent of persons with and without a disability who were in the labor force and employed in 2009 (ages 18-64 years).

This is important because persons with disabilities can contribute equally to the work force and community as well as benefit economically and socially.

Percent Employed (of those who are in the labor force)



Source: U.S. Census, American Community Survey 2009

Community Based Organizations that Offer Employment Assistance

There is an array of community based organizations that provide employment assistance for people with disabilities. Below are examples with brief descriptions.

- Arc of Volusia**
 Assists adults with developmental disabilities to build skills, independence, and education through vocational, community inclusion, supported independent living and supported employment programs.
- Center for Business Excellence (CBE)**
 Partners with economic development and educational institutions to provide employment-related services to businesses and individuals. Oversees three One-Stop Employment Centers in Volusia and Flagler Counties.
- Easter Seals Volusia Flagler**
 Assists individuals who are Deaf or Hard of Hearing with a focus on bridging the communication gap. Over 30 individuals have obtained employment.
- Goodwill Self Sufficiency Center**
 Individuals with disabilities and other barriers to employment are provided placement assistance such as counseling, training, and short-term job coaching.
- UCP of East Central Florida**
 Provide tiered services that include supported employment, competitive job placement and transitional employment. Outcome-driven programs are individualized and comprehensive. Since their inception, they have placed over 3,500 individuals with disabilities into employment.

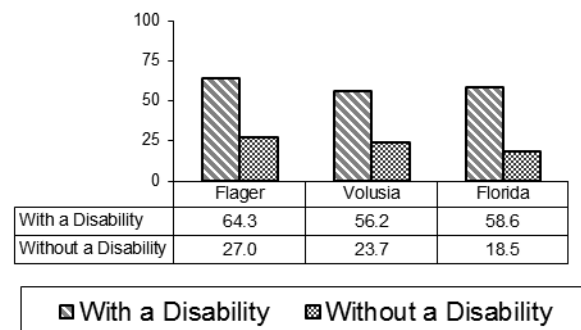
Sources: See Data Sources pages 66-67.

Disabilities and the Labor Force

The chart below measures the percent of persons with and without a disability who were not in the labor force in 2009 (ages 18-64 years).

This is important because reducing the barriers to entering the workforce could benefit individuals as well as the local economy.

Percent not in the Labor Force



Source: U.S. Census, American Community Survey 2009

Disabilities and Employment

Reasonable Accommodations

The Americans with Disabilities Act (ADA) requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, except when such accommodation would cause an undue hardship. In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities. Reasonable accommodations may include:

- making existing facilities accessible;
- acquiring or modifying equipment;
- changing tests, training materials, or policies; and
- providing qualified readers or interpreters.

A proactive approach toward equal opportunity is universal design. This is the design of products and environments to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design.

Source: U.S. Equal Employment Opportunity Commission (EEOC)

Sampling of Post-Secondary Education/Training Options for Special Diploma

Educational Facility	Programs of Study
Airline Academy	<ul style="list-style-type: none"> • Aircraft Dispatcher Training • Customer Service and Flight Attendant
Angley College	<ul style="list-style-type: none"> • Phlebotomy Technician • Nursing Assistant • Basic X-Ray Machine Operator • Therapeutic Massage • Dental Assistant • And more
Daytona State College	<ul style="list-style-type: none"> • Cosmetology • Nurse Aide and Orderly • Patient Care Assistant • Air Conditioning, Refrigeration and Heating Technology or Mechanic • Automotive Service Certificate • Building Construction Technology • And more
Hands on Education	<ul style="list-style-type: none"> • Hotel and Hospitality Industry • Housekeeping • Laundry • Banquet Set-up • And more
Installer's Institute	<ul style="list-style-type: none"> • Mobile Electronics Certification
International Academy	<ul style="list-style-type: none"> • Cosmetology • Massage therapy • Nail Technician • Skin Care and Hair Removal
RoadMasters Drivers School	<ul style="list-style-type: none"> • Truck Driver Training
WyoTech	<ul style="list-style-type: none"> • Motorcycle Repair • Marine Technology

Source: Volusia County Transition Team

Vocational Rehabilitation

Vocational Rehabilitation (VR) is a federal-state program that works with people who have physical or mental disabilities to prepare for, gain or retain employment. VR is committed to helping people with disabilities find meaningful careers.

Assessments and assistance may include:

- Medical and Psychological Assessment
- Vocational Evaluation and Planning
- Career Counseling and Guidance
- Assistive Technology and Devices
- Job Placement and/or Job Coaching
- On-the-Job Training

Assessments and services may be purchased by VR, individuals, benefits from another agency, provider or program or any combination of all of these.

Programs include:

- Deaf/Hard of Hearing Services
- Ticket to Work
- School to Work Transition Program
- Mental Health Programs
- Supported Employment

Source: Vocational Rehabilitation

Social Security's Ticket to Work Program

The Ticket to Work and Self-Sufficiency Program is an employment program for people with disabilities who are interested in going to work. Its goal is to increase opportunities and choices for Social Security disability beneficiaries to obtain employment, vocational rehabilitation, and other support services from public and private providers, employers, and other organizations.

Services are available through a universe of organizations called Employment Networks (ENs). An EN entity contracts with the Social Security Administration to either provide or coordinate service delivery. An EN can be an individual, partnership/alliance or a consortium of organizations.

Ticket to Work is a performance-based program. ENs receive payments when the Ticket-holder achieves certain employment-related milestones or outcomes.

ENs for Volusia and Flagler Counties include the listed organizations. This is not an exhaustive list.

- Vocational Rehabilitation
- Goodwill Industries
- Center for Business Excellence
- Goodwill Industries
- UCP of East Central Florida

Source: Social Security Administration