

HireAbility Vermont Summer Career Exploration Program (SCEP)



SUMMER CAREER EXPLORATION PROGRAM OVERVIEW

- **Goal:** To provide pre-employment transition services to students with disabilities through a paid work experience within their career interests and curriculum to enhance job readiness skills.



Dual Customer: Youth and Employers

■ Participants:

- Since 2021, SCEP has successfully supported 481 youth in classroom instruction and paid work experiences.
- Many SCEP participants go on to additional work-based learning activities after participating in SCEP.
- 85% of participating youth remain engaged with HireAbility a year after SCEP.

■ Employers:

- Since 2021, SCEP has resulted in partnerships with 371 employment sites around Vermont to support youth.
- Roughly 25% of youth are offered paid positions at their worksites each year after their SCEP employment experience concludes.
- Roughly 30% of SCEP participants are currently employed - or were employed at case closure.

- Marielle engaged in SCEP during the summer of 2023 and conducted her work experience at Lamoille Valley Veterinary Service as a Scribe. During this time, she reported that her confidence in her ability to engage in employment increased, her self-advocacy skills increased, and her anxiety decreased.
- She was supported in connecting with LVVS after SCEP concluded and advocated for a position at their business. They CREATED a paid competitive employment position specifically for her and she worked mornings before her classes began at her high school. This provided her with a vast amount of knowledge in the veterinary field. Being able to see the birth of puppies, surgeries, treatments, and daily functioning of the business.
- In Fall 2024 she will be starting her journey at Vermont State University in the Veterinary Technician Program. She is actively engaged in the Vermont Career Advancement Program.

CAREER EXPOSURE: FINDING A PATHWAY

- Dan is a student who knew his future goal is to become an aerospace engineer. During SCEP Dan was able to work with GE Aerospace in Rutland in Summer 2024 to further explore this career pathway. He was able to observe and work within different departments and understand what it's like to work within a setting that continues to evolve.
- The introduction that this student was able to have within this career pathway has only grown and he has been studying in his free time to determine where he'd like to pursue his education and has made a lasting connection and impact with the professionals he met while at GE. His future goal is to return to GE in a summer internship with the pursuit of getting closer to his career goal as an aerospace engineer.
- Despite living in Bennington County, Dan was able to access transportation to work through The Bus, Inc. in Rutland at no cost, which allowed him to get to and from work independently this summer.

**EXPLORING
A PATHWAY:
DEEPER
KNOWLEDGE**

SCEP: A TEAM EFFORT

Transition Counselors

- Responsible for Identifying and enrolling youth, partnering with parents and schools.

Youth Employment Specialists

- Responsible for working with youth to identify career areas of interests or areas of skill to build. Work with BAM to match youth with employers.

Business Account Managers

- Develop relationships with businesses in community to match youth interests and skills. Works with YES to make final worksite matches.

Regional Managers

- Support teams, negotiate with local transportation resources to support youth.

Administrative Support Staff

- Ensure students needs are funded timely and accurately (clothing, food, transportation).

Summer Support Staff

- Support participants on their worksites and in classroom to ensure students can engage to their highest capacity.

Classroom Instructors

- Plan and deliver the Careers CLiC curriculum to meet the needs of all students.



WHAT DOES SCEP PROVIDE YOUTH?

Find out more:




- [HireAbility SCEP Website](#) – details for applicants and employers
- Hear from Youth and Staff:
 - [Killington SCEP Video](#)
 - [Lake Monsters SCEP Video](#)



Vermont State Agency Core Team

WORKING
TOGETHER TO
IMPROVE
TRANSITION
OUTCOMES FOR
VERMONT
YOUTH



MEMBER AGENCIES

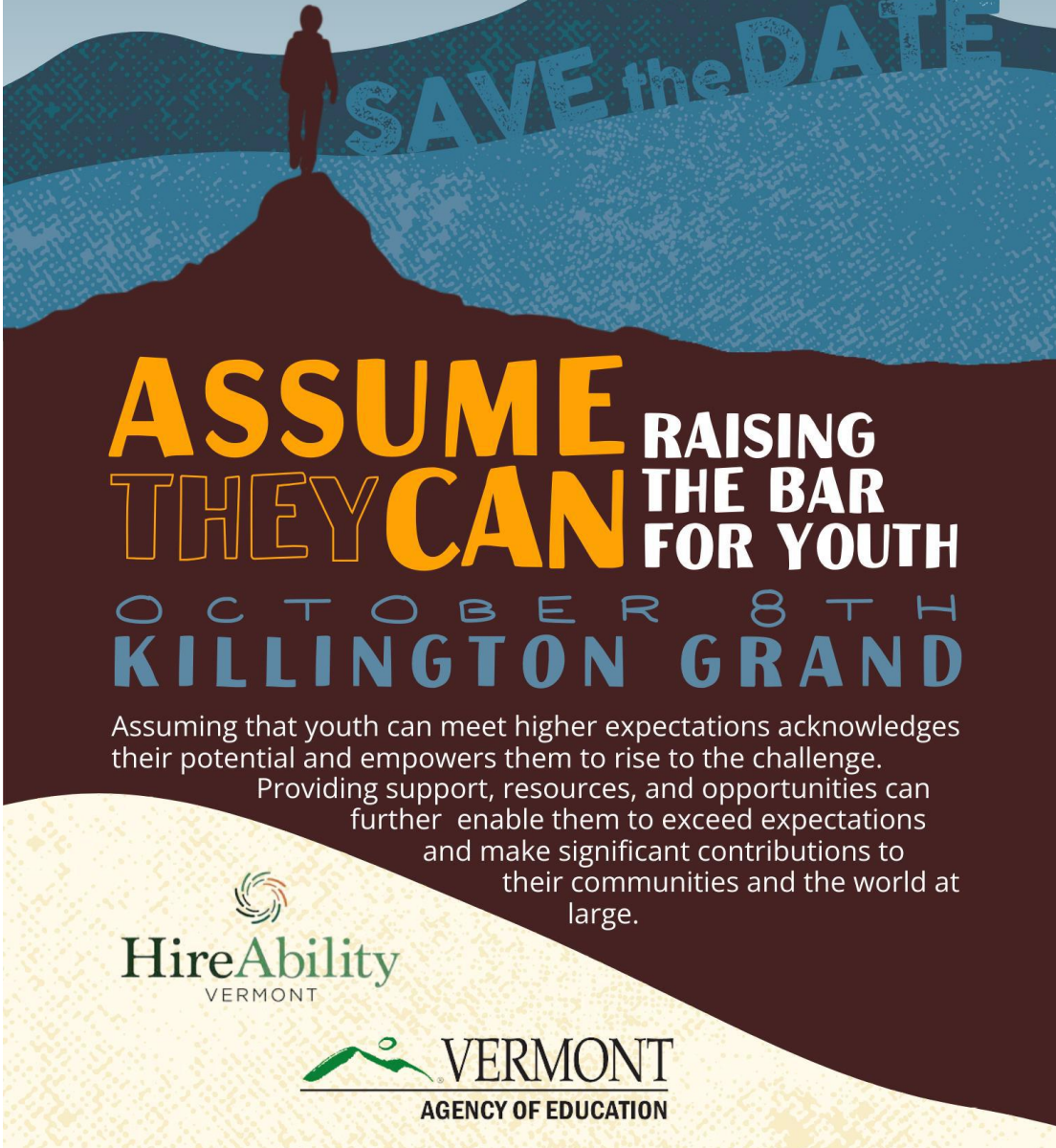
- Co-Facilitated by HireAbility Vermont Transition Program Manager and Agency of Education Director of Postsecondary Transition for Students with Disabilities.
- Representation from:
 - HireAbility Vermont (DS Liaison, Assistive Technology)
 - Vermont Department of Labor
 - Division for the Blind and Visually Impaired
 - Agency of Education (Special Education, Adult Education, and Dual Enrollment)
 - Vermont Department of Health (Children with Special Health Needs)
 - Department for Children and Families (FSD – Adolescent Services)
 - Department for Mental Health
 - Department for Developmental Disabilities
 - University of Vermont (Center for Disability and Community Inclusion)
 - Vermont Family Network
 - Northlands JobCorps

The Work: Problems of Practice

- Each “problem” was identified by the larger team as a challenge that impacts populations served by 2 or more agencies and that requires systems level intervention.
 - Each smaller team pulled together interested core team members and outside subject matter experts.
 - Each team gathered data on the “problem” and is moving forward towards systems level solutions.
- Goals Identified in the 2023-24 Year:
 - Increase rate of Dual Enrollment and Early College for youth with disabilities.
 - Increase employment rate for youth with developmental disabilities exiting high school.
 - Early access to transition services for youth with complex transition needs (DS, health needs, New American, etc.)
 - Increase cross agency communication for transition supports offered to the highest-risk youth (DCF-FSD, DMH, DOL, HireAbility Partnership).

STATEWIDE INTERAGENCY CORE TEAM EVENT

OCTOBER 8TH, 2024




SAVE the DATE


ASSUME THEY CAN

RAISING THE BAR FOR YOUTH

OCTOBER 8TH
KILLINGTON GRAND

Assuming that youth can meet higher expectations acknowledges their potential and empowers them to rise to the challenge. Providing support, resources, and opportunities can further enable them to exceed expectations and make significant contributions to their communities and the world at large.


HireAbility
VERMONT

 **VERMONT**
AGENCY OF EDUCATION