

Kentucky's Community Based Work Transition Program (CBWTP) Overview

What's the goal?

- Students will have good jobs when they graduate -- a starting place for a good career.
 - “Discovery” with students is often the key to success -- enlivening a spark, and learning with students about things they like to do, their contributions, interests, and passions in life.
 - Jobs need to reflect student individuality with an eye toward vocations and potential careers – rather than settling for “job placements.” This requires pursuing kinds of work previously unconsidered and the opening of one’s mind to think broadly about employment possibilities, including customized employment (jobs that are negotiated to match student contributions with employer needs).
 - Jobs should be in agreement with each student’s vocational strengths and interests as described in his or her transition plan, Individualized Education Plan (IEP), and Individualized Plan for Employment (IPE).

Who's eligible?

- The CBWTP is for special education students who are in their last two years of high school.
- It's for students, who because of a disability require a personalized vocational service in order to obtain and maintain employment.
- The student and his or her family have expressed a desire for the student to get a job, and be in the program.
- There is equal access for students with the most significant disabilities.
- Students must be eligible for Department of Vocational Rehabilitation (DVR) or Department for the Blind (DFB) services.
- Eligible students cannot benefit from other school or vocational training programs. (The CBWTP cannot supplant other suitable vocational programs.)

How are students referred?

- The student's Admissions and Release Committee (ARC) makes referrals for the CBWTP.
- Referrals should typically be made to the DVR or DFB in the spring of a student's sophomore year.
- It is best to have a designated individual at each school district facilitate the referrals between the ARCs and DVR/DFB. (The student employment coordinator should not be responsible for coordinating the referral process.)
- This designated individual will refer students expected to be eligible for the CBWTP to the DVR/DFB counselor assigned to the school district.

Who does what with whom and when?

1. School administrator:
 - Coordinates application to CBWTP.
 - Hires student employment coordinator(s).
 - Oversees CBWTP for quality and fiscal control.

2. Teachers:

- Coordinate the development of the Individual Education Plan (IEP) and transition plan.
- Implement the Individual Education Plan.
- Assist with completion of each student's vocational evaluation.
- Provide support and expertise to the student employment coordinator.

3. DVR/DFB counselors:
 - Determine student eligibility for the CBWTP.
 - Develop an Individualized Plan for Employment (IPE) for all eligible students.
 - Support and provide expertise to the student employment coordinator.
4. CBWTP staff at the Interdisciplinary Human Development Institute (IHDI) at the University of Kentucky:
 - Develop instructional materials and curriculum.
 - Provide or coordinate statewide CBWTP workshops.
 - Provide follow-up consultations and other support according to district needs.
 - Collect relevant project data.
 - Help with mediation when problems arise between interested parties.
5. The student employment coordinators (hired by school districts):
 - Coordinate student evaluations -- determine with the student the nature of ideal job characteristics (including ideal job tasks, co-workers, work environment...), and identify types of businesses and employers that are consistent with the ideal.
 - Work with employers and students to develop and negotiate personalized jobs based on ideal job characteristics.
 - Facilitate student instruction on the job.
 - Maintain needed documentation.
 - Provide input to teachers on student's performance.
 - Actively seek advancements for students.
6. The student and his or her family:
 - Contribute ideas for designing the evaluation (what's known, what kinds of information need to be learned...).
 - Participate in employment planning meetings including the development of the Individualized Plan for Employment (IPE).
 - Provide feedback to student employment coordinator.

Who pays?

- Ky. Department of Education (DOE) and Ky. Dept. of Vocational Rehabilitation (DVR) provide funding for the CBWTP project at IHDI.
- DOE provides additional funding for expenses for CBWTP trainings provided by IHDI.
- DVR provides from 30% to 75% of school district budgets for the CBWTP. (The primary variable in percentage of actual costs is student employment coordinator salaries.)
- School districts provide a 25% match up front based on their CBWTP budget.
- DVR/DBF reimburses schools for (billable) student employment coordinator hours at \$15/hr.

More information?

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