PROJECT DESCRIPTION:

Glenn County extends across west-central region of the Sacramento Valley. Surrounding counties include Tehama to the north, Mendocino & Lake to the west, Colusa to the south & Butte to the east. Glenn County population is 28,122. The county had an unemployment rate of 7.5% in 2017. Our area is primarily agriculture, and includes sectors in: Government, Health, Hospitality, Manufacturing, Transportation, Business & Education. Our geographical area is rural and in cases remote. WAI staff may drive 100 miles a day to connect with schools. It can take up to an hour to get to one school. WAI staff often have high mileage cost. Although a small, rural community, our WAI program offers innovative programs to our youth. Multi-agency, schools & program collaborations link resources & provide students meaningful experiences to promote individual growth & foster a strong sense of community & support.

RECRUITMENT:

As board approved, through the SELPA Policy; WorkAbility I (WAI) Program serves students grades 9th -12th & 18-22 year old program in Glenn County. Students are referred for WAI services through many sources including; teachers, general ed., IEP Teams, transition teams, mental health providers, district principals, counselors, parents, & agency partnerships. The WAI Program is promoted at all school sites through presentations made in SPED Classrooms by WAI staff. Informational materials are distributed in SPED classrooms to highlight events & activities. In 2018-19, WAI/TPP Staff is considering informational boards posted in each SPED Classroom with WAI offerings throughout the year. Glenn County Office of Education (GCOE) posts LEA Policies & Procedures for access to WAI and Special Education services on the GCOE Webpage. WAI has staff at school sites weekly to engage students in the Array of Services continuum. Students are referred by counselors, teachers, IEP Teams & WAI/TPP staff to participate in a paid placement opportunity through a collaborative multi-agency course known as "Youth Employment Services," (YES Class) comprising: WAI, WIOA, Cal Works, SPARK, TPP, Foster Youth, Probation, Mendocino National Forest Service & CTE partnerships. "YES Class” brochures along with FAQ Sheets are distributed at all campuses through the counseling office and in the SPED Classrooms. In the Fall & Spring WAI/TPP Staff will host student/parent orientations throughout the county to share information about WAI, YES Program and paid internship training opportunities. All students receive career assessments, follow-up counseling, and options to participate in WAI activities including. YES Classes, Pre-Employment Activities, Career Awareness Activities & College/Career Tours throughout the year. WAI Staff attend 11th/12th grade IEP’s to promote array of services, YES paid placement & Transition. WAI Vocational Specialist works with teachers to schedule yearlong
calendared time for assessments, career counseling & to promote YES for all 9th – 12th graders & 18-22 yrs. in the county.

Individual Student Meetings with WAI Staff connect students to supports such as Mental Health, Business Mentors & Peer Mentors. WAI Array of Services is presented and highlighted at the SELPA & Dist. Supt. Meetings each fall.
ASSESSMENT:

WAI Staff complete career assessments by grade levels: 9th Grade; True Colors, 10th Grade; Careers Pathways 11th Grade; Career Interest Inventory, 12th Grade; Personal Data Wizard & ONET, Youth Employment Services(YES); Work Interest Inventory, Career Pathways, & SDS, 18-22 Adults & Severe Services; PDW Picture Assessment, Reading Free & Vocational Assessments. Results help guide & prepare students for activities/classes, which support career planning. Students are encouraged to participate in YES for paid placements. Students enrolled in YES earn elective credit; complete extensive Career Planning, Interest Survey, Educational, Labor Mkt & ONET Research/Information. Students receive copies of their assessment results to share at their IEP’s. Assessments are used by WAI/TPP Staff, students, teachers & IEP Team as a part of the student’s plan for transition & course selections.

Teachers are provided an Array of Services Document identifying WAI Services, WAI Staff, Assessments provided by grade level. WAI Staff collaborate with SPED Teachers to connect with 9th-10th Grade students to complete assessments & follow-up counseling and support students in career events including STEM Career Day- 9th Graders, 10th Grade Career Tours & in 2018: “Real World” Conference offering Self Advocacy, Peer Mentorship & Leadership. Students are introduced to TPP in the 11th Grade & complete applications for DOR services. IPE goals are written & activities support IPE/IEP Transition & Career Goals throughout the year & are shared with parents, teachers & IEP team at the IEP. Students in the 11th & 12th Grades may participate in Industry Tours, Y.E.S. Class, and 12th Graders may enroll in TPP Match Classes. Students are offered College & Industry Tours. Severe & 18-22 year students receive formal & informal assessments including:

- Data Wizard
- Work Levels Assessment
- Vocational Exploration Kits

WAI provides industry tours, classroom skills training simulations using kits, Ag planting & vocational terminology which support transition for students into CTE Pathways. Career assessment results are shared with SPED teachers, IEP team including the parents & are reviewed with the students who are encouraged to share out @ the student-led IEP to help with course selections, planning, future goal setting, career exploration & transition.
COUNSELING:

Career Assessment/Counseling is the priority for WAI Staff when meeting with students and learning how to work to support their transition plans. WAI Staff provide career assessments; using formal & informal evaluation. WAI staff help students identify courses, leadership opportunities & planning for transition to achieve post-secondary goals.

Following Career Assessments; students are counseled regarding their results & receive assistance in research, career planning, CTE courses & options to achieve post-secondary goals. With support, students identify their self-advocacy strengths/accommodation needs. Students are encouraged to recognize natural supports available to them. Information is documented, shared with their Ed.Specialist teachers, and kept in a "Transition" folder in their supported studies classes. The folders are used 9th - 12th grades. Students have full access to the Transition Folder, and are encouraged to use the folder as a resource for goal planning & to share their information during the Student-Led IEP. WAI Staff attends IEP’s for 11th/12th Graders to assist with support for career/college. WAI Transition Specialist assist students with TPP Application, and work with DOR Counselor to write Individual Plans for Employment (IPE) & help all students develop goals. Students participate in College Reg-to-Go, FAFSA & College/Industry Tours. WAI Transition Specialist accompanies students to tour DSPS @ the local colleges. Students receive support in areas needed for graduation; including Portfolio Presentations, Senior Projects & options for credit recovery. Students in grades 9th -12th are encouraged to explore opportunities in their career interest through the YES class, which provide students opportunity to research and participate in a paid placement which allows students a first-sight experience to see if they like the career of their interest.

For the regional high school severe program and the 18-22 year severe services program, multiple, regional activities take place throughout the year including tours of post-secondary day/extended living programs. The WAI Job Placement Specialist provides assessments, industry tours& program options. WAI Staff attends all IEPS for students in the Regional and Adult Programs & assists with providing information & transition planning, self-advocacy training and help prepare students to share out at their Student Led IEP.
Students have the opportunity to gain Pre-Employment skills training through multiple options in Glenn County including: Match Class through TPP, Youth Employment Services (YES) class which includes job readiness skills, career assessments, applications, interviews, team building, life skills training, employment & job retention skills and offers students a paid internship placement. In addition to YES completion certificates, students may earn industry certifications including 1st Aid/CPR, Food Handlers, OSHA Back Safety, Youth @ Work Safety, Sprinkler Installation Certification, and Child Care Course Certification, all of which support student’s post-secondary goals. Students move through a 3-course sequence & earn elective credits. Certificates are copied & given to the student to share at the IEP.

Other opportunities for pre-employment training include 12th Grade - TPP/Match Class Curriculum & Tours, 9th Grade Shasta STEM Career Day, 10th Real World Conference & 11th/12th Grade College/Industry Tours. In addition to students who enroll in the YES class for paid internships, students who have jobs are encouraged to attend YES Classes and earn industry certifications & elective credits. WAI staff support SPED students in each of the grade level pre-employment skills training activities.

In the 9th-12th Grade Regional Severe Program & 18-22 Year Adult Program, WAI has a Placement Specialist to provide the array of services & skills training in the classroom 3 hours a week that align with a new vocational/life skills curriculum called Unique! To be introduced in the fall. Students will receive focused employment activities that align to the Unique! curriculum throughout the year; focused areas are Laws & Rights, Nutrition & Life Skills, Time/Travel/Geography, Safety/Rules, Getting Along/Leadership, Emergencies & 1st Aid, Decision Making/Budgets & Clean & Green Recycling.

Teachers maintain a Transition Folder in grades 9-12 where the students can document their participation in training & activities throughout their school career. Students share out on their experiences through their student-led IEP as a part of the transition goals written into the IEP. Students track their IEP goals & activities utilizing their transition folder. Students share out their progress/goals using the transition folder at the IEP with parents, teachers & other attendees of their IEP.
VOCATIONAL TRAINING:

Students are encouraged & supported to participate in paid-based training, work-based learning activities & school-based connecting activities to explore career options. The Youth Employment Services (YES) class is an opportunity for students to participate in Work-Based Learning (WBL). Students receive 50-75 hours of vocational training in an area of their interests based on interest assessments. Other WBL opportunities may include students enrolling in CTE courses with internships & participating in industry tours, to explore careers of their interest. For school-based activities, all students learn about leadership opportunities available to them through individual meetings with WAI Staff & SPED Teachers. Students are supported & may participate in school-wide and off-campus activities including STEM Career Day, Career Speaker Events, and Manufacturing Expo and connecting activities such as attending a countywide Employment Faire.

Students in the Glenn County WAI Program have numerous opportunities to participate in paid placement for WAI throughout their school career. At the end of each placement experience, the students receive a work performance evaluation that the site supervisor goes over with the student to share feedback on the student’s strengths & areas for improvement. The evaluation is given to the student & shared with the IEP/IPE team to help the student make improvements and guide the student & the team for transition & post-secondary planning. The WAI Staff work with students on Transition Goals/Planning that help guide students through next steps & progress towards attaining their vocational/post-secondary goals.

Severe services 9th-12th & 18-22 yr. students participate in paid-placement trainings. Students complete a variety of formal & informal interest assessments, in-class skills training prior to placements. The Glenn County Transition Team has developed a continuum of WBL experiences that level-up each year through 9-12th grades and are aligned with campus Career Pathways & local job market. WAI Placement Specialist works with teachers to identify individual skills training opportunities & placements for paid training. Students are supported to participate in outside/mainstreamed courses. Students are evaluated during simulated training situations prior to paid-placements to determine their work-capacity levels and individual interests.

With guided training & coaching, students transition into Competitive Integrated Employment.
STUDENT WAGES FOR TRY-OUT EMPLOYMENT:

In accordance with the WAI Grant Statement of Assurances, approved by the Glenn County School Board and the SELPA Director, The Glenn County WAI Program staff provide SPED Teachers, Stakeholders, and Parents & Students with information, policies and procedures regarding the WAI Program opportunities available to students. Students are encouraged to enroll in the Youth Employment Services (YES) training program; a collaborative program for which WAI is a partner. Students complete pre-employment training & earn certifications in addition to a paid placement for training. Students are provided the opportunity to participate in a training experience of his/her choice, determined by their career assessment and/or formal/informal assessments. Students may be placed for a paid training experience in a site of their choice, based on their interest.

The Glenn County WAI Project has always met and exceeded the minimum placed numbers for the WAI Grant. The goal of the WAI program is to give students multiple experiences in paid-placement training to help them realize & develop their career possibilities, interests & skills. Students may participate in paid placement trainings multiple times throughout their educational career. WAI staff/case managers keep in close contact & communications with worksite supervisors regarding student’s needs, progress and success to provide the students the greatest opportunity for hire at the end of the training period if there is an opening of employment. Glenn County does not offer a learner wage for training. All students who are in training through WAI are paid the California minimum wage for their work training experience. The largest part of our WAI Budget is allocated to student wages. All WAI Students who participate in a paid-placement training opportunity receive an evaluation of work performance from the worksite-training supervisor. The evaluation is reviewed with the student by the site supervisor & WAI case manager. A copy of the evaluation is kept in the student’s high school portfolio, copied for the IEP File & shared with the IEP team. The student is encouraged to share with their parent/guardian & attendees at the students IEP meeting.
PLACEMENT IN UNSUBSIDIZED EMPLOYMENT

Through the Youth Employment Services Program (YES): a collaboration between WAI, TPP, Cal Works, WIOA & other Grant Funding sources; WAI students may be co-enrolled with TPP, WIOA and or/Cal Works programs, to offer students a longer term of training if there is a chance of employment upon completion of WAI hours. TPP/WIOA/Cal Works can match the paid wages for training, & extend hours of training.

TPP Match class is offered to seniors. The course emphasizes Post-Secondary options and preparation for career & college including Applications, Resume Building & Interviewing Skills. The Transition Specialist support students in Match Class, Supported Studies & YES Program.

Students seeking employment, receive assistance from WAI/TPP Staff to locate hiring employers. Students receive help with applications & resume building as well as interviewing skills & mentors in the community. Students who have a direct hire at a place of employment are encouraged to enroll in the YES program for Job Retention, Life Skills and Industry Recognized Certification, which can help them promote to higher positions at their place of employment.

Students in the YES program earn elective credit and receive support while attaining valuable employment skills. WAI students greatly benefit from attending the course out of the special education setting, which can help them feel confident by being integrated with their non-disabled peers. Our WAI wrote a grant in collaboration with the YES Program to fund students to train on the US Mendocino National Forest Service (YCC summer crew) Students who participate in this crew often get hired on the following year for the YCC Crew.

Regional Severe students start receive WBL experiences and in-class skills-set trainings in career pathways that continues through 12th grade & includes participating in the YES Classes when appropriate. The continuum tiers-up each year for technical skills-set trainings as well as industry certifications & aligns CTE Pathways and our 18-22 year program with the goal of transitioning into integrated competitive employment before they age out or exit our program.

In 2018-19, WAI staff will develop information boards for SPED Classrooms that will post current job openings & job tips for success.
OTHER ASSISTANCE WITH TRANSITION TO A QUALITY ADULT LIFE:

Glenn County WAI Staff worked with the Social Security Administration to create (3) training videos for benefits planning and FAQ’s around Social Security & Students earning an income. A presentation on benefits planning was given to parents, students & stakeholders at the Consumer Advisory Committee (CAC).

WAI/TPP Staff refer students to TPP/DOR and assist in the application process. Students receive assistance with gathering supporting documents for Department of Rehabilitation TPP intakes & services are provided to 11th and 12th grade students. Life Skills instruction is included in the Match Work Readiness classes to students in the 12th grade and to seniors as a part of their curriculum.

In addition to support within the school classrooms, students in the Youth Employment Services class receive services under the collaborative umbrella with our partner agencies, which provides additional supports and strengthens resources the students have available to them. The Y.E.S. curriculum covers many life skills components including: Banking, Timecard Training, Understanding Taxes & Payroll Deductions, Using Public Transportation, Utilization of Time, SCANS Skills, Shopping, Budgeting, Renting Apartment skill, and earn Industry Certifications.

Students frequently participate in events with adults in the local community as well as business communities. Examples of this include Speaking @ The Y.E.S. Ceremonies, Chamber of Commerce Presentations, Disability Employment Awareness Month Events, Participating in California Transition Alliance Institute, leading their IEP’s, Youth Leadership Forum Application, Presenting @ School Board Meetings & volunteering to assist with projects such as Young Writers Festival & Family Resource Fairs. Glenn County hosts a Community Advisory Committee (CAC) for families.

Our WAI Staff support students through the process of using public transportation. Staff/Students plan a trip, attend an industry tour and ride public transportation to/from the tour. Staff provide multiple opportunities for students to tour college campus, DSPS support office & industry tours throughout the school year. WAI Staff supports severe students & high school students in attending the Glenn County Employment Fair.
UTILIZATION OF AN INTERDISCIPLINARY ADVISORY COMMITTEE TO ENHANCE PROJECT GOALS:

Glenn County hosts Community Advisory Committee (CAC) quarterly meetings. The CAC invites parents, students, service providers & stakeholders to meet as an opportunity to receive/share information on community resources, activities & family development opportunities. The CAC provides a platform for round table discussions on services, youth issues/needs, networking for community partnerships & resources for families. Glenn County is a part of a regional advisory committee: Disability Resource Network (DRN) promoting Partners in Transition providing individuals with disabilities access to resources, services & service delivery systems. DRN includes; Glenn County Office of Education; WAI, TPP, Butte County Office of Education; WAI, DOR, State Council SCDD North State Office, Work Training Center, DDS, CAC, Butte-Glenn Community College, Far Northern Regional Center, Disability Action Center, We Care A Lot Foundation & California Vocations.

Glenn WAI in agreement with DOR and Far Northern Region is starting to draft a Local Partnership Agreement (LPA) for 2018-19.

YES Advisory Board provides support & direction for the WAI Program as a collaborative member. The YES Advisory includes members from Glenn County Health & Human Resource Agency, America’s Job Center, Glenn Career Technical Education, Glenn County Foster Youth, Expect Success Director, Children's Interagency Council, Glenn Adult Education, TPP, and SELPA Director. The YES Advisory meets quarterly.

WAI &TPP Staff, CTE Coordinator and the Adult Education Director meet monthly to discuss transition & strategies services delivery, WAI Program Goals, Youth Issues/Succesess & Community Partnerships/Upcoming Events & Shared Resources to serve students.

WAI Director & Staff present information and receive feedback regarding policy, procedure, reporting, array of services and student successes at the annual high school planning day for all SPED Teachers, Program Specialist, Psychologists, Speech Therapist, Occupational/Physical Therapists and SPED Directors.

WAI Director & Staff report program information/data to SELPA, Glenn County School Board & Superintendent’s meetings each fall; receiving input from all stakeholders on program goals & achievements.
For 2018-19 the WAI/TPP Team will host (2) Community Conversation nights to promote the WAI/TPP Array of Services Opportunities, Delivery Services Model & invite feedback from parents, students & stakeholders regarding WAI/TPP Program Goals, Youth Issues & Community Partnerships.