### TOP TIPS FOR DEVELOPING AND IMPLEMENTING WORK-BASED LEARNING OPPORTUNITIES FOR HIGH SCHOOL STUDENTS WITH ASD

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## INTRODUCTION

- Co-Principal Investigator of the Center on Secondary Education for Students with ASD
  - Research & Development Center
  - Funded by the Department of Education (IES)
  - <u>http://csesa.fpg.unc.edu/</u>
  - Work developed by our colleagues at UNC-C (PI: Dave Test)
- Purpose: To develop and study a comprehensive high school program for students on the autism spectrum
- Working with 547 adolescents with ASD and their families in 60 high schools across 3 states, as well as 700+ staff members

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# Postsecondary Engagement

 Engagement lower than other disability categories across the board in:

Any vocational or technical education: 9.3%
Any 2-year college: 28.0%
Any 4-year college: 12.1%
Any paid employment: 55.1%
No participation: 34.9%



"These students finish high school and then go and sit on the couch..."

## **REFLECT ON YOUR EXPERIENCES**

- •What are your former students/others you know with ASD doing after completing high school?
  - •Where are they?
  - •What do they do during the day?
  - •Who are they connecting with?
  - How would you describe their quality of life?



### WHAT CAN WE DO IN HIGH SCHOOL SETTINGS TO IMPROVE OUTCOMES?

- •What can we change?
  - Overburdened adult system
  - Disconnect between school and vocational services systems
  - Restrictions around requirements for diplomas
    Limited family resources
- Today: Focus on <u>malleable</u> factors we can influence in our day-to-day practice



### WHAT CAN WE DO IN HIGH SCHOOL SETTINGS TO IMPROVE OUTCOMES?

 Career awareness, occupational courses, paid work experiences, community experiences, and other work-based learning experiences (WBLE) are among the evidence-based predictors of postschool success



### WHAT CAN WE DO IN HIGH SCHOOL SETTINGS TO IMPROVE OUTCOMES?



Effective Practices and Predictors Matrix Predictors of Post-School Success

Research-Based Predictors of Positive Educational Outcomes

- Inclusion in general education
- Occupational courses
- Paid employment/work experience
- Transition program
- Vocational education
- Youth autonomy

Research-Based Predictors of Positive Employment Outcomes

- Inclusion in general education
- Occupational courses
- Paid employment/work experience
- Vocation education
- Work study

Research-Based Predictors of Positive Independent Living Outcomes

- Inclusion in general education
- <u>Self-care/independent living</u>

 National Technical Assistance Center on Transition

<u>http://transitionta.org/</u>



# WHY WBLE?

Helps the student:

- develop relationships,
- learn valuable work skills,
- •create a strong work ethic,



- focus on interpersonal skills that will foster a positive work experience,
- increase knowledge of their needs and strengths



# WBLE ARE FOR <u>ALL</u> STUDENTS

- Often only considered for students on a modified diploma track
- Outcomes bleak <u>across</u> the spectrum
  - Employment results for those with high-functioning autism (HFA) are generally much lower than would be expected on the basis of the individual's intellectual functioning.
  - From NLTS2: For students who entered a 4-year college after graduation, less than 20 percent had graduated or were on track to graduate when the study ended



### **WORK BASED LEARNING EXPERIENCES**



Goal: Students will complete activities within **2 WBLE experiences** each school year



# SUGGESTED TIMELINE ACROSS HIGH SCHOOL

<u>9<sup>th</sup> Grade</u>	<u>10<sup>th</sup> Grade</u>	<u>11<sup>th</sup> Grade</u>	12 <sup>th</sup> Grade and Beyond
Career	<b>Career</b> Exploration	Service Learning	Service Learning
Exploration	Job Shadowing	Internship	Internship
Job Shadowing	Work Sampling	Paid Employment	Paid Employment
Work Sampling	Mentoring	Apprenticeship	Apprenticeship
Mentoring		Mentoring	Mentoring





### CHALLENGE #1

## "How do I fit WBLE into my student's schedule?"



### TIP #1 FITTING WBLE IN DURING THE SCHOOL DAY College or Career Fair

Academic Strategies Class

TA Period

Lunchtime

Homeroom Period

Meetings with Case Manager

**Advisory Period** 

Clubs

**Peer Tutoring** 

**Field Trips** 

Service learning hours

**Career and Technical Education classes** 

Embedded in coursework

Meeting with College Reps



English Language Arts Standards » College and Career Readiness Standards » Speaking and Listening » Standard 1: Students will speak and listen effectively in a variety of situations including, but not limited to, responses to reading and writing.

Speaking and Listening » Recursive Reading Strand: Students will develop and apply effective communications skills through speaking and active listening.

#### 9<sup>th</sup> Grade English I Objectives

 OAS.9.1.R.1 Students will actively listen and speak clearly using appropriate discussion rules with control of verbal and nonverbal cues.

Research-Identified Employment and Further Education Skill to be Taught: Use socially acceptable language; show respect for others (Ju, Zhang, & Pacha, 2012)

Most Complex		→ Least Complex	
	Sample Activities		
Students will use appropriate language and grammar when answering the class phone and simulated situations such as dealing with an angry customer or coworker, handling a phone call for which he or she does not know the answer, taking messages, and responding to email.	Students will use appropriate language and grammar when answering the class phone and simulated situations such as dealing with an angry customer, handling a phone call for which he or she does not know the answer, taking messages, and responding to email.	Students will use appropriate language and grammar when answering the class phone or greeting class guests.	
	Sample Annual Transition Goals		
The student will use socially acceptable language and grammar	Students will use appropriate language when answering a phone	Students will use appropriate language when answering the class	
when conducting work-related tasks such as answering email, dealing with angry customers and coworkers, and using the phone 5	and taking messages 4 out of 5 demonstrations.	phone or greeting class guests 4 out of 5 demonstrations.	

### EMBEDDED IN COURSEWORK

http://www.ou.edu/content/dam/Ed ucation/zarrow/Tying%20the%20Kn ot%20Final.pdf

#### Earning an Income

Describe the cost versus benefit of choosing at least two different jobs.

### TIP #2 CREATING A NEW COURSE

### Lakeview High School seniors learn life skills in class

By Meghan Nelson / on March 21, 2017



### Inaugural life skills program wraps up at CCHS



By Emily Beckett Email the author Published 4:06 pm Tuesday, May 13, 2014







# CHALLENGE #2

"But all my students want to be video game designers..."

### TIP #1 | HELP STUDENTS IDENTIFY THEIR INTERESTS, STRENGTHS, AND SKILLS

 Ongoing transition assessments & survey of student and family preferences

- <u>http://transitionta.org/</u>
- http://www.ou.edu/education/centers-and-partnerships/zarrow.html
- <u>https://transitioncoalition.org/</u>









#### **HOW I SEE MYSELF**

\* Remember always ask your teacher if you don't know what a word means.

What do people like and admire about you?

tur BRIGANCE **Transition Skills** Inventory







#### My Goals After I Graduate from High School

Name:	Date	Date	Date	Date	Date
Grade Completed Checklist	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>	11 <sup>th</sup>	12 <sup>th</sup>

1. Jobs and Job Tro	<b>aining</b> – After I gradua	te from high school I want	to be a:
□ Chef	Teacher	Machinist	No employment
Factory work	Counselor	Trucker	Sheltered work
Computer	<ul> <li>Mechanic</li> </ul>	Retail	Work with support
technician			
Carpenter	<ul> <li>Administrative Assistant</li> </ul>	□ Hospital	Other:

2. Recreation and Lei	i <b>sure</b> – After I graduate fr	rom high school, these are	e what I will do:
Bowling	<ul> <li>Baseball games</li> </ul>	□ ATV	Activities with
			support
Weightlifting	<ul> <li>Hunting</li> </ul>	Video games	
Camping	Concerts	Boating	
Dances	Swimming	Watching videos	
Roller-blading	Movies	Other:	
Going to football	Skiing	Segregated	Snowmobiling
games		activities	

JUNE	2014	
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### TIP #2 COLLEGE & CAREER EXPLORATION

### Helping students know what other choices are out there

	Career Ready	College Ready
Student Activities	<ul> <li>Company Tours/Field Trips</li> <li>Interview Employers</li> <li>Career Interest Questionnaires</li> </ul>	<ul> <li>Student Activities</li> <li>Go on a campus tour</li> <li>Select a dormitory on campus and talk to the Resident Advisor about the rules</li> <li>Visit the financial aid office at you local college/ university</li> </ul>

• Visit disability services













After viewing the tutorial close this window and return to YESI (Your Employment Selections)



#### http://www.yesjobsearch.com/



### TIP #3 FOCUS ON STEPS TO GET THERE





WHEN CAN CAREER/COLLEGE EXPLORATION ACTIVITIES TAKE PLACE AT YOUR SCHOOL?





### CHALLENGE #3

"How can I use what we already have at my school?"



## TIP #1 | CONSIDER JOB SHADOWING OR WORK SAMPLING AVAILABLE IN THE SCHOOL

- Shadowing: Student spends extended time in a workplace accompanying an employee in the daily duties of his/her occupation
- •Sampling: Student "spends meaningful time in a work environment to learn aspects of potential job task and 'soft skills' required in the work place."



## TIP #1 | JOBS AROUND THE SCHOOL



### TIP #1 | ACTIVITIES FOR JOB SHADOWING OR WORK SAMPLING

Interview

Surgeon

Dr. Greg May

Q: What do you do at your job?

A: "Well, I interview my patients to find out what their problem is. I also look at their background information. Then I perform surgery to fix their problems. But, mainly I do surgeries. I have them lined up one after another."

Q: What do you have to do in order to get your job?

A: "It's a lot of hard work. I went to college in Atlanta. I graduated from University of Miami school of Medicine. I also had to do 7 years of residency at Emory University Hospital. It drove me crazy!"

Q: What do you like the most and least about your job?

A: "What I like the most is that I get to make the most out of my patients. You get to see them happy and healthy and it just makes me feel good inside. What I like the least is having to wake up 2 or 8 o'clock in the morning to an emergency call. That's really tiring."



# TIP #2CAPITALIZE ON AVAILABLESERVICELEARNING ACTIVITIES

- Student engages in hands-on volunteer service to the community
  - The volunteer service integrates with course objectives
  - The learning process is structured to provide time for reflection on the service experience and demonstration of the skills and knowledge required

Service-Learning Implementation

Each school will develop a strategy to ensure that all students can fully participate in service-learning projects during their years in high school. For the graduating classes of 2016, 2017, 2018, 2019 ONLY schools can choose from among the following options:

- One classroom-integrated service-learning project + 25 individual service hours
- Two classroom-integrated service-learning projects + 15 individual service hours
- Three classroom-integrated service-learning projects



## TIP #2 | SERVICE LEARNING IDEAS

### • Service-oriented clubs – e.g., Key Club, Beta Club Clubs • Interest-oriented clubs – e.g, Amnesty International, **Environmental Club** • Select a service learning course as an elective - e.g., teacher Courses cadet. • Courses with service component – e.g., auto, horticulture • Community events/organizations - Blood drive, election Community registration, clothing drive, food bank, Habitat • Complete a volunteer match application (volunteermatch.org)



### **TIP #2** | **SERVICE LEARNING EXAMPLES**



# TIP #3 | OFFER TO SUPPORT EXISTINGOR ONGOING INITIATIVES

- Social worker needs
  - E.g., Backpacks with food for the weekend or holidays
- Existing committees and initiatives
  - E.g., Sunshine committee, PSAs during certain months/weeks
- Existing school-based enterprises
  - E.g., coffee cart, athletic apparel sales











### WHAT DO YOU HAVE AVAILABLE ON YOUR CAMPUS?



### CHALLENGE #4

# "I'm so sick of recycling!"

# TIP #1 | INCORPORATE STUDENTINTERESTS AND CHOICE

- Use list of existing school jobs and resources as menu of options
- Preference assessments
- Connecting with preferred classes or teachers

Fask 1	Task 2	Preference
ashing Tables	Dry Erase board	Dry Erase Board
/ashing Tables	Cleaning Lamination	Cleaning Lamination
/ashing Tables	Sorting Silverware	Sorting Silverware
eaning Lamination	Dry Erase Board	Cleaning Lamination
leaning Lamination	Sorting Silverware	Sorting Silverware
)ry Erase Board	Sorting Silverware	Sorting Silverware

Most preferred to least.

Sorting Silverware – 3

Cleaning Lamination – 2

Dry Erase Board – 1

Washing Tables – 0




## TIP #2 | USE ROTATIONS TO PROVIDE A VARIETY OF EXPERIENCES

- Rotations within curriculum assistance or occupational preparation course
- Have 3-4 week rotations through different jobs during work time

Activity Monday Tuesday Wednesday Thursday Friday Warm-Up & Check-In PowerSchool PowerSchool Whole Group Bê Bê Study Skil Social Skills Study Skills Social Skills Study Skill Small Group 1 X Math CSR Independent Work Transition Office Filing/Mail Small Group 2 **-** X Math Library CSR Transition Independent Work Small Group 3 •• Math CSR Independent Work Laundry-Athletics Transition Wrap-Up

Study Skills Class Planning Matrix



# TIP #3 | USE EBPS TO TEACH MORE COMPLEXWORK TASKS

- Task analysis
- Visual supports
- Self-management
- Prompting
- Reinforcement







## CHALLENGE #5

"Are these experiences really making a difference?"



## **TIP #1 INCORPORATE ASSESSMENTS** AND REFLECTIONS INTO WBLE

- Data collection
- Evaluations
- Self assessments
  - Videos too!
- Personal reflections



#### JOB SHADOW EMPLOYER EVALUATION LINDSAY HIGH SCHOOL

Thank you for hosting a student at your workplace. We would like to provide the most positive experience possible for both employers and our students. Therefore, please take a few moments to share your assessment of the experience. Your input of the job-shadowing experience and the student who shadowed you will be very valuable as we seek to improve the senior project job-shadowing activity.

Name Devid F. C Company/Organization	1 of Devid	£	On white is
Address 3 + 4 No. 5	Penterville,		
Student Name 2011 2 5	Date of Shadow		

Please rate the student, using the following scale, by circling the appropriate number: 4 - exceeds expectations; 3 - meets expectations; 2 - below expectations, 1 - unacceptable

### Student Readiness

- 14	Arrived on time	(1)	3	2	10
.4	Displayed Enthusiasm and interest	ð	3	2	1
4	Appeared clean and well-groomed	0	3	2	1
4	Wore appropriate clothing	(1)	3	2	1
ч	Showed appropriate behavior at work site	Ō	3	2	1
- 4	Asked appropriate questions	1	3	2	1
_4	Demonstrated good listening skills	4	3	2	1
Busin	ess Ratings				
+	You were satisfied overall with experience	(1)	3	2	1
4	Your objective was achieved	(4)	3	2	1
4	You would recommend student for a similar experience	Ō	3	2	1
4	You were satisfied with student knowledge	1	3	2	1

Would you be able to host another Lindsay High School student? Yes Are you able and willing to host a bilingual student? 413

about the business or organization

Do you have any suggestions for improving the job-shadow experience for students? And I believed the spen and leaved Ald Employer Signature Kamie Saillino Student Signature



## TIP #2 | PUT TOGETHER A STUDENT PORTFOLIO

 Used as part of transition assessment process, for IEP meetings and job interviews

Career Inventories	Job Applications	Resumes
Personal Reflections	Work Evaluations	Photos



# TIP #2USE TECHNOLOGY TO SUPPORTSTUDENTASSESSMENTS AND REFLECTIONS

### Electronic portfolios

- Learner Journey
- Google Docs
- Dropbox
- Videos to communicate
  - Animotos







## **RESOURCES**

## FIND CSESA

• <u>http://csesa.fpg.unc.edu/</u>



### www.facebook.com/csesa.asd





## CSESA RESOURCES

- Professional Development Series
  - 2 presentations with video, facilitator notes, activities, and handouts
  - Designed for middle & high school general educators

ZATION FOR

Understanding Autism Professional Development Curriculum: Strategies for Classroom Success and Effective Use of Teacher Supports





Understanding Autism Guide





## CSESA RESOURCES

- Autism-at-a-Glance Series
  - Tips for families & practitioners
- Teen Talking to Teens



- Special Issue in Remedial and Special Education Journal
  - Autism, Adolescence, & High School
  - Articles and Snapshots





## TEACHING SKILLS REQUIRED FOR WBLE

Use Evidence-Based Practices

 27 identified in a recent report by the National Professional Development Center (NPDC) housed at UNC-Chapel Hill



The National Professional Development Center on Autism Spectrum Disorder

Online modules released by Autism-Focused Internet Modules (AFIRM)



AFIRM Autism Focused Intervention Resources and Modules





### In progress:

- Updating the previous review (1990-2011) to include most recent research (2012-2017)
- Identify new evidence-based practices

In the future:

Update AFIRM modules

### We need you!

- Looking for reviewers to help update literature
- Looking for partners to fund next steps



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