



VIRGINIA DEPARTMENT FOR AGING
AND REHABILITATIVE SERVICES

Pre-Employment Transition Services



An Overview of the DARS Pre-ETS Program



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What is DARS?

The Virginia Department for Aging and Rehabilitative Services (DARS)

- Virginia's federally mandated Vocational Rehabilitation (VR) program
- Assists individuals with disabilities to prepare for, enter, and maintain employment
- Focus is on EMPLOYMENT
- Participation is VOLUNTARY

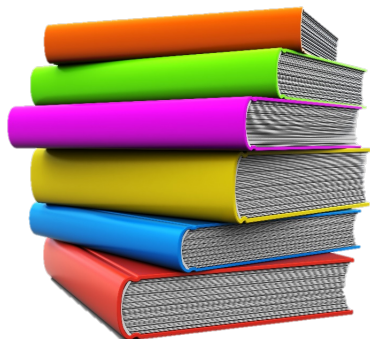


Schools and DARS

- Schools and DARS share a common goal of successful employment outcomes
- Federal regulations require schools and DARS to work together to deliver Pre-ETS within the educational setting
- Pre-ETS works in conjunction with the school's existing transition services and are based on the student's individual need



What are Pre-ETS?



- Early start at developing employability skills and to assist students with identifying career interests
- Only for Students With Disabilities
- Do not have to be a DARS client
- DARS collaborates with students, families, schools and community service providers



Pre-ETS may be provided to students who...

- Are at least 14 AND
- Are receiving special education services and have an IEP, OR
- Have a Section 504 plan, OR
- Have a disability not served by other means from the school and can provide documentation of disability

How are Students Referred for Pre-ETS?

- Students can be referred for Pre-ETS by the school, parents, or other service provider
- Schools will have the referral form (Pre-ETS Release and Consent form)
- Once completed, forms and documentation of disability will be turned in to the DARS counselor



Pre-ETS Activities

There are Five Required Pre-ETS Activities

- Job exploration counseling
- Work-based learning experiences
- Postsecondary education counseling
- Workplace readiness training
- Instruction in self-advocacy

Job Exploration Counseling



Purpose

Foster motivation, consideration of opportunities, and informed decision making.

Examples

- Explore the world of work
- Explore interests and abilities
- Investigate careers

Work-Based Learning Experiences

Purpose

An educational approach to provide students with knowledge and skills that help them connect school experiences to real-life work activities and future career opportunities

Examples

- Work site tours to learn about necessary job skills
- Job shadowing
- Informational Interviews
- Employer presentations
- Job Fairs
- Arrange guest speakers who have disabilities and are employed

Counseling on Opportunities for Enrolling in Post-Secondary Education

Purpose

Gaining an awareness of the wide range of career pathway options and labor market realities and projections

Examples

- Academic and occupational counseling
- Courses, applications, and admissions processes
- Guidance on the FAFSA process
- Referral to resources
- Campus visits/Tours

Workplace Readiness Training



Purpose

Prepares students for commonly expected skills that employers seek from most employees. Work readiness skills are a set of skills and behaviors that are necessary for any job. Often called soft skills, employability skills, or job readiness skills.

Examples

- Employer expectations
- Time management
- Job seeking/networking
- Employment application writing skills
- Interviewing skills
- Job retention skills
- Workplace communication skills

Instruction in Self-Advocacy

Purpose

Provide students with the ability to effectively communicate, convey, negotiate or assert his/her own interests and/or desires. These skills will be needed in education, workplace, and community settings.

Examples

- Arrange for speakers from Independent Living Services
- Understanding rights and responsibilities
- Requesting services and accommodations
- Communicating thoughts, needs, and concerns

Pre-Employment
Transition
Services are the
first step on a
continuum of
Vocational
Rehabilitation
services
provided by
DARS.



What happens when a person no longer wants/needs or qualifies for Pre-ETS?



1. Apply for DARS Vocational Rehabilitation Services (this can happen any time, based on individual need)
 - Complete and sign VR application
 - Eligibility completed by VR counselor
2. Look for employment on their own
 - Use skills gained through Pre-ETS to look for, secure, and maintain employment
 - Still can apply for VR services at any time

Prepare Students for the **FUTURE**

