Employment Focused Transition Services

This document is intended to help clarify why someone is being referred and/or may need services. The planning process is individualized based on the presence of barriers and services are provided to address those barriers in order to reach a specific employment goal. Your input is essential to providing quality services to students and any insights you can provide here are greatly appreciated.

**POTENTIAL BARRIERS TO EMPLOYMENT**

<table>
<thead>
<tr>
<th>Interpersonal Skills</th>
<th>Self Direction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mobility</td>
<td>Communication</td>
</tr>
<tr>
<td><strong>Motor Skills (nonVR)</strong></td>
<td><strong>Work Tolerance</strong></td>
</tr>
<tr>
<td>Self Care</td>
<td>Work Skills</td>
</tr>
</tbody>
</table>

*OVRS makes people eligible based on the above categories with the exception of Motor Skills, though limitations in motor skills often lead to barriers in other areas.*

Can you see any of the following in the student especially when picturing them in a work setting? Please check the box next to those you feel apply to the individual.

**INTERPERSONAL SKILLS:** The ability to establish and maintain positive personal, family and community relationships necessary to work

- ☐ Is the person unable to recognize social cues?
- ☐ Is the person limited in their ability to handle constructive criticism?
- ☐ Is the person limited in their ability to manage frustration encountered on the job and/or does he/she overreact or withdraw?
- ☐ Does the person lack the skills necessary for effective social interaction?
- ☐ Is the person uncomfortable in social situations?
- ☐ Does the person have unavoidable personal appearance problems that may seem difficult for others to accept, even with familiarity?
- ☐ Is the person limited in their ability to separate personal problems from work?
- ☐ Does the person not enjoy being with other people and/or prefer to be alone?
- ☐ If the person is deaf or hard-of-hearing, are other methods of communication needed in individual and group interactions?
**MOBILITY:** The physical and psychological ability to move from place to place inside and outside the home

- Is the person limited in their ability to use public transportation (Due to disability)?
- Is the person limited in their ability to obtain a driver’s license (Due to disability)?
- Is the person limited in their ability to travel alone in familiar or unfamiliar settings?
- Does the person use a wheelchair with or without assistance?
- Is the person able to travel with or without assistance?
- Is the person limited in their ability to use transportation schedules?
- If blind, is the person able to travel independently with the use of a cane or guide dog?

**MOTOR SKILLS:** Ability to perform complex muscle and nerve acts that produce movement both fine and gross

*Does the person…*
- Have limited use of upper/lower extremities to obtain, control the use of objects?
- Have partial or total loss of functioning in one or both upper/lower extremities?
- Have limited control and coordination of fine/gross motor movements?
- Have limited ability to perform activities of daily living, such as feeding, with or without the use of aids/prosthetics?
- Perform tasks at a non-competitive work pace, ie. at a slow work pace?
- Move slower than average? Fatigue easily?
- Have involuntary movements that interfere with the ability to control and coordinate muscles?

**SELF CARE:** The ability to care for self and living environment?

- Is the person limited in their ability to perform activities of daily living?
- Is the person limited in their ability to manage a daily schedule?
- Is the person limited in their ability to adjust to a change in routine?
- Is the person limited in their ability to manage financial responsibility?
- Does the person require assistance or prompts to manage personal hygiene needs?
- Does the person have difficulty making decisions?
- Does the person lack “common sense”, demonstrating poor decision making, reasoning, and judgment?
- Does this person need adaptations in their environment to be independent?
- Does the person require extra attention or monitoring to prevent accident or injury?
SELF DIRECTION: The ability to regulate behavior in a purposeful and predictable way, taking into account personal goals, environmental conditions, cultural values and expectations.

- Is the person limited in their ability to follow directions?
- Is the person limited in their ability to identify logical steps necessary to reach goals?
- Is the person limited in their ability to complete tasks?
- Is the person limited in their ability to locate work stations?
- Is the person limited in their ability to work independently?
- Is the person limited in their ability to ask for assistance when necessary?
- Is the person limited in their ability to use feedback to improve or correct work performance?
- Does the person require periodic, frequent or constant supervision?
- Is the person limited in their ability to initiate work activity?
- Does the person give up easily, especially if confronted by a problem or change?
- Is the person limited in their ability to understand or disregard consequences?
- Does the person have unrealistic job expectations?
- Is the person limited in their ability to make decisions independent of others?
- Is the person limited in their ability to adjust to changes in routine independently?

COMMUNICATION: The ability to exchange (give or receive) information

- Is the person limited in their ability to speak and understand verbal language?
- Is the person able to use lip reading and speech to communicate if hearing impaired?
- Does the person use sign language or cued speech?
- Is the person’s speech difficult to understand?
- Is repetition often necessary?
- Does communication occur in single words, short phrases, or simple concepts?
- Is the person limited in their ability to communicate his/her needs effectively?
- Are there differences between the level of instruction and the student’s understanding of instructions given?
- Does the person use large print or Braille?
- Does the person have difficulty generalizing, transferring and/or assimilating information (written, spoken, receptive or expressive)?
WORK TOLERANCE: The capacity to meet the physical and psychological demands of work

- Is the person limited in their ability to work for an (8) hour day?
- Is the person limited in their ability to work for (8) hours, even if given additional breaks needed for disability?
- Is the person limited in their ability to perform work requiring frequent lifting and carrying?
- Is the person limited in their ability to sit or stand for more than (2) hours?
- Is the person limited in their ability to handle the pressure of a work routine?
- Is the person limited in their ability to establish adequate working relationships, especially with co-workers and supervisors?

WORK SKILLS: The capacity to learn and perform job tasks

- Is the person limited in their ability to maintain attention to task for a reasonable amount of time?
- Is the person limited in their ability to concentrate on a task amongst distractions of the workplace?
- Is the person limited in their ability to follow written instructions? Verbal instructions?
- Is the person limited in their ability to remember directions? Does information need to be repeated frequently?
- Are there concerns about the quality of work?
- Is the person limited in their ability to tell time; be on time for work?
- Is the person limited in their ability to learn new tasks without specialized instruction?
- Does the person need cues to perform tasks?
- Does the person need frequent reinforcement in order to sustain work activity?
- Are the person’s academic levels in reading, math and written language limited?
- Is the person limited in their ability to conform to established work rules?
- Will the person require modeling, experience, demonstration to learn tasks?
- Is the person limited in their ability to make simple work-related decisions?
- Is the person unaware of work safety and work hazards?
- If interrupted, is the person limited in their ability to re-orient to the job task?
- Is the person limited in their ability to transfer learning from one job task to another?