



# NC DEPARTMENT OF HEALTH AND HUMAN SERVICES

## Inclusion Works Lunch & Learn Series

June 17, 2026



## Housekeeping

- Reminders about the webinar technology:
  - Please make sure you are using a computer or smart phone connected to the internet, and the audio function is on, and the volume is turned up.
  - Please make sure your microphone is muted for the duration of the call unless you are speaking or asking questions.
  - Questions can be submitted any time during the presentation using the “Q&A” box located on your control panel, and we will answer as many questions as time allows after the presentation.



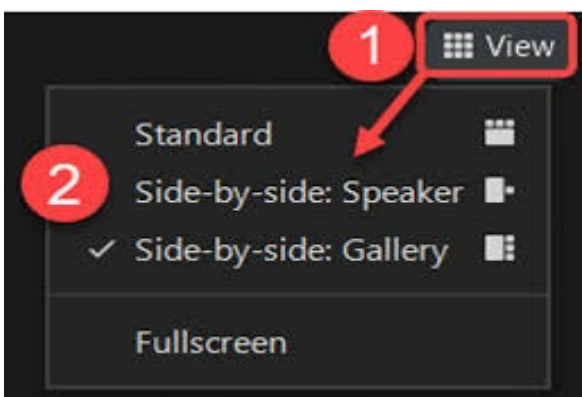
# Housekeeping



- American Sign Language (ASL) Interpreters and Closed-Captioning
  - ASL Interpreters and Closed-Captioning options will be available for today's event.
  - For closed-captioning options select the "Closed Caption" feature located on your control panel.

Intérpretes en lengua de signos americana (ASL) y subtítulos:

Habrá intérpretes de ASL y opciones de subtítulos disponibles para el evento de hoy. Para opciones de subtítulos, seleccione la función "Subtítulos" ubicada en su panel de control.



- Adjusting Video Layout and Screen View
  - Select the "View" feature located in the top-right hand corner of your screen.

# Agenda

1. Introductions
2. Transitions from School to Work
3. Q&A



## Presenters



**Tina Barrett**, MA, LPA, HSP-PA  
Assistant Director, I/DD, TBI, & Olmstead  
*DMH/DD/SUS*



**Stephanie Hanes**, Chief of Pre-ETS, Transition and  
Independent Living Services  
*EIPD*

# Transitions from School to Work



# Introduction & Objectives

1. Discuss transition from school to work.
2. Explore indicators of successful transition.
3. Explore resources and partners. Dive into the 10 ft pool on EIPD services.





# EIPD – Public Vocational Rehabilitation Program

- Authorized under the Rehab Act of 1973
- Reauthorized under Title IV of the Workforce Innovation and Opportunity Act (WIOA) of 2014
- Federal – Department of Education
- North Carolina – Department of Health and Human Services, Division of Employment and Independence for People with Disabilities (EIPD)





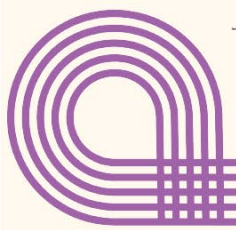
**Your goals.  
Our support**

**NC DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Division of Employment and Independence for People with Disabilities**



# Your Thoughts?

What comes to mind when you hear  
the word *transition*?



# Secondary Transition is...

Change

“Change is the one thing we can be sure of.”

Movement

“You don’t have to leave, but you can’t stay here.”

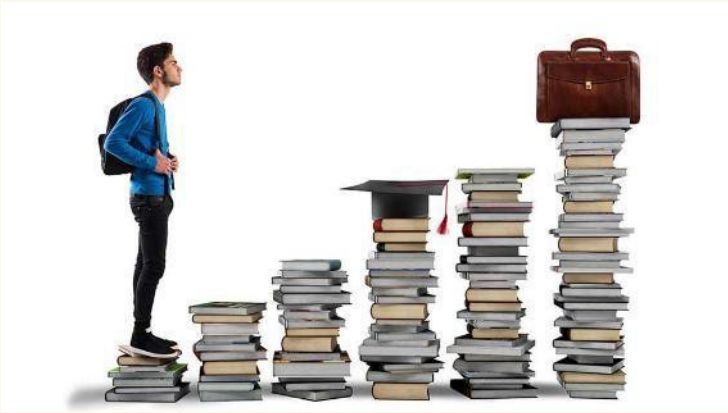
Opportunity

“Success is where preparation and opportunity meet.”

Process

“The day you plant the seed is not the day you eat the fruit.”

# Definition of Transition Services – Rehab Act as Amended by WIOA



Transition services means a **coordinated** set of activities for a **student or youth** with a disability—

(i) designed within an **outcome-oriented** process, that promotes movement from school to post-school activities, including **postsecondary education**, vocational training, **competitive integrated employment**, supported employment, continuing and adult education, adult services, **independent living**, or community participation;

(ii) Based upon the **individual** student's or youth's **needs**, taking into account the student's or youth's **preferences and interests**;

(iii) That includes **instruction**, community **experiences**, the development of employment and other post-school adult living **objectives**, and, if appropriate, acquisition of **daily living skills** and **functional vocational evaluation**;

(iv) That promotes or facilitates the achievement of the employment outcome identified in the student's or youth's individualized **plan** for employment; and

(v) That includes outreach to and engagement of the **parents**, or, as appropriate, the representative of such student or youth with a disability

34 CFR 361.5(c)(55)



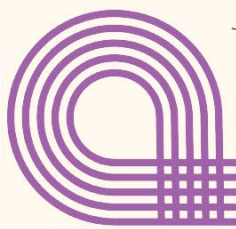
# Predictors of Post-School Success

**NTACT**  
THE COLLABORATIVE

National Technical  
Assistance Center  
on Transition



Predictors/Outcomes	Education	Employment	Independent Living
• Career Awareness	Promising	Promising	
• Career Technical Education (was Vocational Education)	Research-based	Evidence-based	
• Community Experiences		Promising	
• Exit Exam Requirements/High School Diploma Status		Promising	
• Goal-Setting	Research-based	Research-based	Research-based
• Inclusion in General Education	Research-based	Research-based	Research-based
• Interagency Collaboration	Promising	Promising	
• Occupational Courses	Promising	Promising	
• Paid Employment/Work Experience	Research-based	Research-based	Promising
• Parent Expectations	Promising	Research-based	
• Parental Involvement		Promising	
• Program of Study	Research-based	Research-based	
• Psychological Empowerment (new)	Promising	Promising	Promising
• Self-Advocacy/Self-Determination	Research-based	Research-based	Promising
• Self-Care/Independent Living	Promising	Promising	Research-based
• Self-Realization (new)		Promising	Promising
• Social Skills	Promising	Promising	
• Student Support	Promising	Research-based	Promising
• Technology Skills (new)		Promising	
• Transition Program	Research-based	Promising	
• Travel Skills		Promising	
• Work Study		Research-based	
• Youth Autonomy/Decision-Making	Research-based	Research-based	Promising



# Predictors of Post-School Success

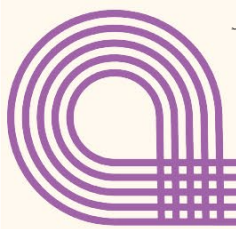
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# Predictors of Post-School Success



• Parental Involvement		Promising	
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## **Your Thoughts?**

**Name some of the transition partners for a transition-aged youth with IDD.**





# Transition Team Members

## Who's On Your Transition Team?

### SCHOOL SYSTEM

- Special Education Supervisor
- Transition Coordinator
- School Administrator
  
- Other Special Education Teacher
  
- CTE Supervisor
- Gen Ed Teacher
  
- CTE Teacher
- CTE Support Specialist (CDC/SPC/CIMC)
- School Counselor
- School Psychologist
  
- Assistive Technology Specialist
- Physical or Occupational Therapist
  
- Speech Language Pathologist
- School Nurse
- Paraprofessional
- Orientation and Mobility Specialist

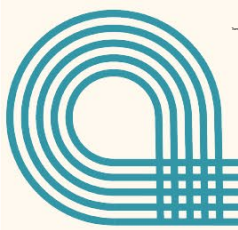
### SERVICE SYSTEM

- Vocational Rehabilitation
- Vocational Training Program
- Supported Employment Provider
  
- Higher ed program for individuals with IDD
- Center for Independent Living
- Group homes or supported living providers
- Social security
- Recreational programs
  
- Disability advocacy groups
- Dept of Intellectual and Developmental Disabilities
- Support Groups
- Mental health services
  
- Adult day programs
- Specific disability providers

### COMMUNITY

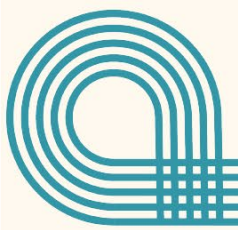
- U. S. Armed Forces
- Job Corps
- American Job Centers (One Stop Career Center)
- NCWorks
  
- Local employers
- Apprenticeship programs (ie. Electrical, carpentry)
- Vocational training programs
- 2-year colleges
  
- 4-year colleges
- Juvenile Justice Center
  
- Recreational or social organizations
- Service organizations (ie. Kiwanis)
  
- Local transportation providers
- Chamber of Commerce
- Faith-based communities
- Leaders from local governments





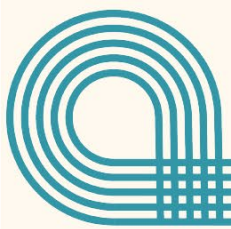
# Transition on a Continuum

- Birth and through the lifespan
- Transition through the grades
- Federally mandated postsecondary transition for students with IEPs
  - Age 14 (statement of initial transition component: strengths, preferences, interests, needs, and courses of study)
  - Age 16 (measurable postsecondary goals, based upon age-appropriate transition assessments, addressing education/training, employment, and, where appropriate, independent living, and transition services to assist the student in reaching their goals, and, if appropriate, a statement of interagency responsibility and/or linkages)
- Ongoing process revisited and updated at least annually



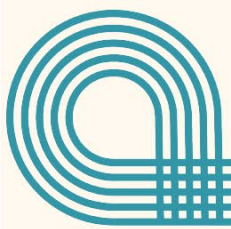
# VR Continuum of Services for Transition-Aged Youth

- Pre-Employment Transition Services (Pre-ETS)
- Transition Services
- Employment-Related Services



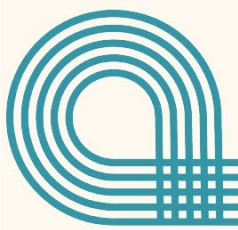
# VR Continuum of Services for Transition-Aged Youth

- Pre-Employment Transition Services (Pre-ETS)
  - Available to an individual who qualifies as a student with a disability
  - Limited to 5 activities
  - Earliest set of services for students with disabilities
  - Help students explore career interests and introduce employability skills
- Transition Services
- Employment-Related Services



# VR Continuum of Services for Transition-Aged Youth

- Pre-Employment Transition Services (Pre-ETS)
- Transition Services
  - Available for youth with disabilities (aged 14-24)
  - Provided to VR-eligible youth according to their Individualized Plan for Employment (IPE)
  - Help youth further develop career interests and pursue these interests to transition from high school to postsecondary education and employment
- Employment-Related Services



# VR Continuum of Services for Transition-Aged Youth

- Pre-Employment Transition Services (Pre-ETS)
- Transition Services
- Employment-Related Services
  - Provided to VR-eligible individuals according to their IPE
  - Help the individual to achieve a specific competitive integrated employment outcome



# Pre-ETS Highlights

- A set of services defined by the Workforce Innovation and Opportunity Act of 2014
- Early set of activities to help students with disabilities explore careers and build employability skills
- Limited to students with disabilities
- State VR programs must set aside 15% of federal VR grant funds to make Pre-ETS available
- State VR agencies arrange and coordinate with the state and local education agencies to make Pre-ETS available to students who need them





# Student with a Disability (SWD)

- Student enrolled in secondary, postsecondary, or another recognized educational program
- Age 14-21 (or 22 if served under an IEP)
- Have an Individualized Education Program (IEP) or be considered an Individual with a Disability under Section 504 of the Rehab Act





# Pre-ETS Required Activities

## Job Exploration Counseling

- Career interest inventories
- Labor market exploration
- Understanding in-demand occupations
- Non-traditional employment options
- Identifying career pathways of interest

## Work-based Learning Experiences

- Job shadowing
- Career Mentoring
- Informational Interviewing
- Internships, Service Learning, and Volunteering
- Workplace Tours





# Pre-ETS Required Activities (cont'd)

## Counseling on Postsecondary Education Opportunities

- Exploring postsecondary degree programs, courses, curricula
- Understanding admissions and financial aid processes
- Participating in college/postsecondary education tours
- Understanding postsecondary education disability support services
- Exploring career pathways through postsecondary education

## Workplace Readiness Training

- Social and interpersonal skills training
- Independent living skills training
- Financial literacy
- Job seeking skills
- Understanding performance and productivity in the workplace





# Pre-ETS Required Activities (cont'd)

## Instruction in Self-Advocacy

- Disability disclosure
- Disability awareness
- Decision making
- Goal setting
- Communication (requesting help, assertiveness, listening)
- Leadership skills
- Understanding rights and responsibilities
- Self-determination
- Requesting accommodations
- Peer mentoring





# Individualized VR Services Highlights

- A set of services defined by the Rehab Act of 1973
- Includes VR Transition Services and Employment-Related Services
- Available to youth and adults with disabilities who apply and are determined eligible
- Services support the individual's specific employment goal as identified on the Individualized Plan for Employment (IPE)
- Some services are based on financial need



# VR Eligibility

To qualify for individualized VR services, you must be VR-eligible:

- Have a physical, mental, or sensory impairment
- Impairment results in substantial barriers to finding or keeping a job
- You require VR services to find or keep a job in the community where you are paid competitive wages



# Core VR Services

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- Guidance and Counseling
- Training
- Rehabilitation Technology
- Restoration
- Job-Related Services
- Support Services



## **Let's Hear from You Again...**

**What are some of your “aha moments” in thinking about transition this afternoon?**

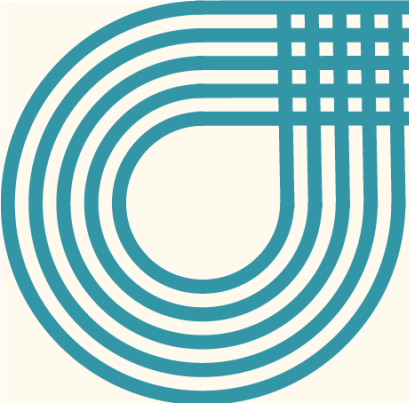




# Successful secondary transition happens when we...

- Systems and student-level planning
- Planning starts early
- Get students connected
- Service alignment (minimize overlaps, fill gaps)

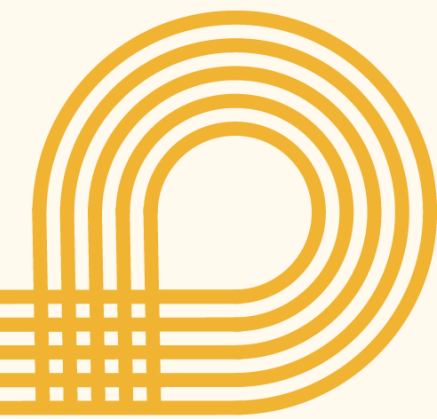




**Stephanie Hanes, MS, CRC, CPM**  
**Chief of Pre-ETS, Transition, & IL**  
**Services**

**Division of Employment and Independence for People  
with Disabilities**

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**Questions?**

# Stay Connected with Inclusion Works

## Want to get connected?

### Inclusion Works Community Meeting

Join us for an **update on the progress of Inclusion Works' programs and initiatives**. This meeting is held quarterly and is open to the public.

**Meeting Time:** Third Tuesday every third month at 11:00am. **Next Meeting on July 21, 2026.**

## Interested in joining?

Email: [Claire.Colligan@dhhs.nc.gov](mailto:Claire.Colligan@dhhs.nc.gov)



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