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**

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| Interpersonal Skills | Self Direction |
| Mobility | Communication |
| **Motor Skills (nonOVRS)** | Work Tolerance |
| Self Care | Work Skills |

*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.**

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| **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?

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| **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?

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| ***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?

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| **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?

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| **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?

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| **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)?

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| **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?

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| **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 work place?
* 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?