

Post-secondary Apprenticeships for Youth (PAY Check): Transition employment outcomes in high demand jobs

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**APSE CONFERENCE
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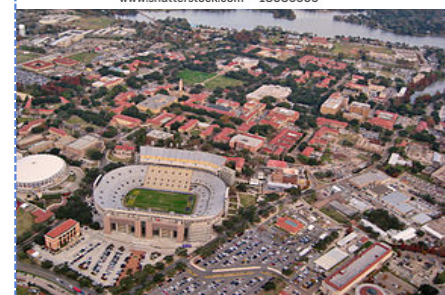
PAY Check History: HDC Post-secondary Programs and Supported Education

Delgado
COMMUNITY COLLEGE
New Orleans, Louisiana



think 
COLLEGE!

**College Options for People
with Intellectual Disabilities**



What is PAY Check?



- Post-secondary
Apprenticeship for
Youth (PAY Check)
- Prepares Youth with disabilities ages 18-22
- Provides Pre-Employment Transition services (PETS)
 - ✦ outside traditional school setting
 - ✦ in integrated environments
- Outcome is competitive employment in student's area of interest based on DCC courses & UMC work experiences

Employment Focused

PAY Check Partners



○ Collaboration between:

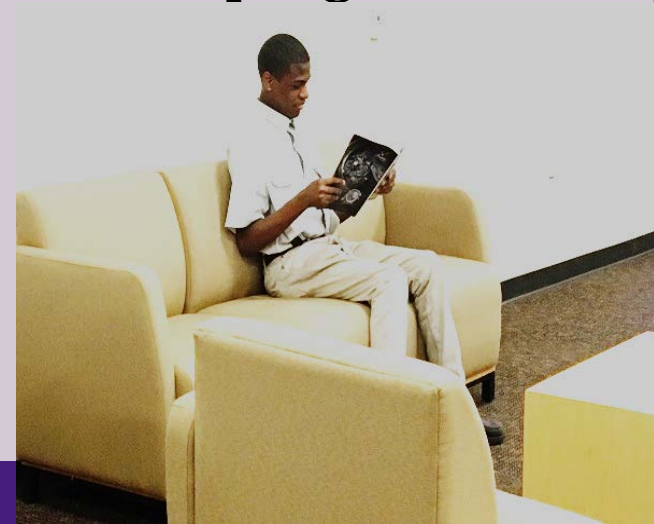
- ✦ HDC – Louisiana State University Center on Developmental Disabilities (UCEDD), Human Development Center
- ✦ LRS – Louisiana (Vocational) Rehabilitation Services
- ✦ La-DDC – Louisiana Developmental Disability Council
- ✦ UMC – University Medical Center
- ✦ DCC – Delgado Community College
- ✦ LEAs – Local Education Authorities
 - Two Public School Systems
 - Two Public Charter School Associations



PAY Check Student Requirements & Criteria



- 18-22 years of age
- Eligible for LRS services
- Applicants must submit a brief description of why they want to complete the PAY Check program plus letters of recommendation
- Parents/guardians must provide a statement indicating that they understand the intended outcomes of the program are both:
 - 1) high school diploma and
 - 2) employment



PAY Check Program Components



- PAY Check program provides:
 - ✦ **Post-Secondary Education**
 - College courses related to apprenticeship
 - ✦ **Community-based Work Related Training**
 - Career Exploration
 - Job Shadowing
 - Social and Independent Living skills, etc.
 - ✦ **Paid Apprenticeships**
 - Employment experience at UMC



Post-Secondary Education



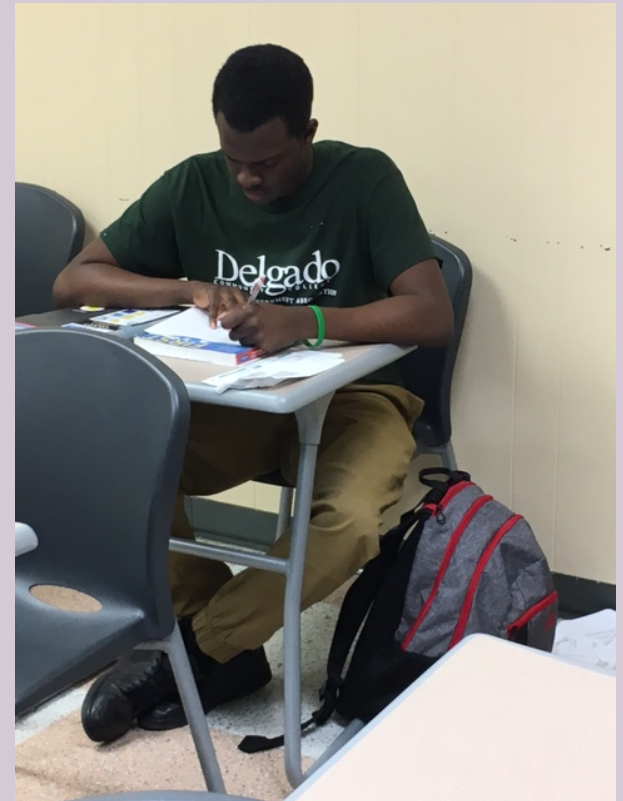
- **Inclusive** course of study at Delgado Community College (DCC) - access to college resources, facilities, and services such as advising and mentoring
- **STAR (Student Transitioning to Adult Roles) Person-Centered Plan (PCP)**
- **Self-Advocacy**
 - Students supported with **self-identifying and requesting ADA accommodations** through Office of Disability Services
- **Natural and arranged supports** from instructors and peers
- **Individualized supports** as needed



Sample Apprenticeship-related Academic Courses



- Computer Applications
- College Career Success Skills
- Customer Service
- Interpersonal Communication
- First Aid
- The Human Body
- Medical Terminology
- Document Production
- General Office Procedures



Community-based Work Related Training



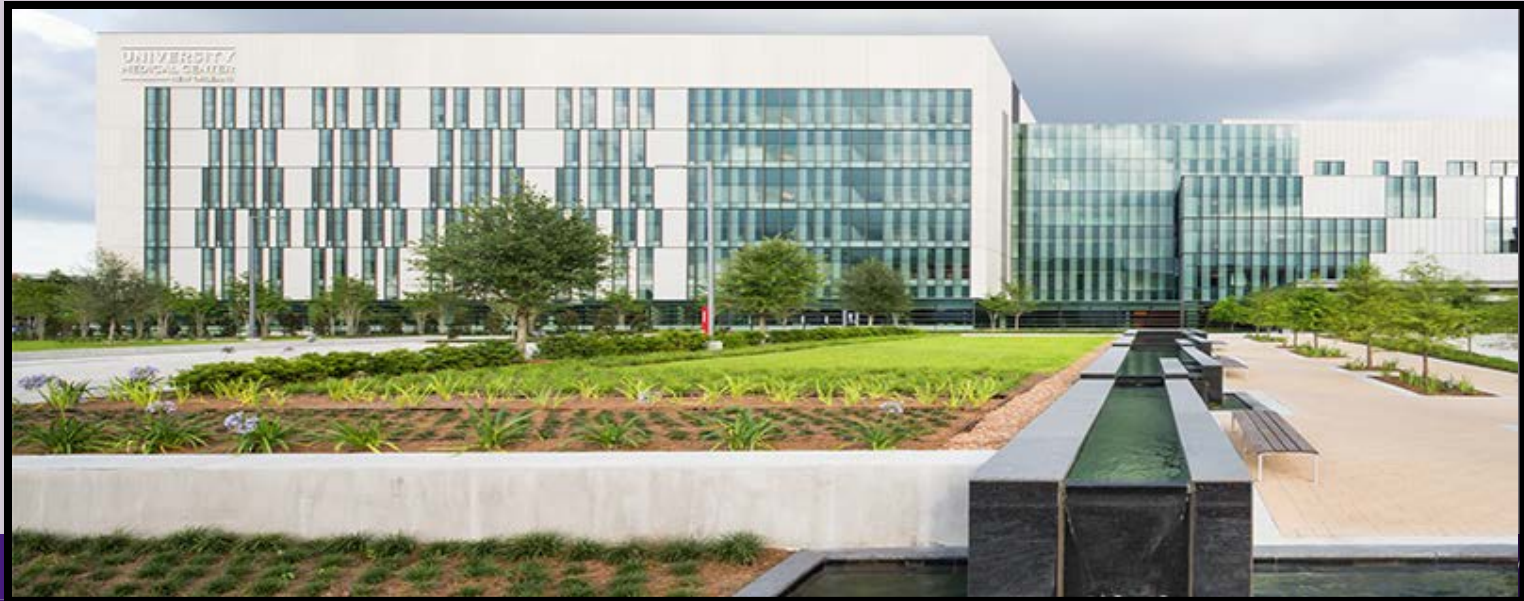
- Work-based Learning Experiences
- Work-related Skills
- Job Exploration
- Independent Living Skills
- Self-advocacy
- Transportation
- Banking
- Money Management
- Time Management
- Interview Skills
- Stress Management
- Problem Solving Skills
- Social Interactions
- Goal Setting



Paid Apprenticeships at UMC: Sample Jobs



- Patient Escort/Courier
- Patient Access
 - Kiosk Attendant
 - Scheduling
 - Insurance Verification
 - Billing/Coding
- Sterilization Processing
- Human Resources
 - File Clerk
 - Compliance Specialist
- OT/PT Aide
- HIM



Sample PAY Check Program



First Semester

- College and Career Success Skills
- Computer and Internet Literacy
- Fitness
- Job Matching for UMC
- Community Training
- STAR Plan

Second Semester

- Customer Service
- Medical Terminology
- Work 10+ Hours @UMC
- Community Training
- STAR Plan

Third Semester

- Interpersonal Communication
- Work 20+ Hours @UMC
- Community Training
- STAR Plan
- Facilitate VR



PAY Check Protocols



- Daily - Engage Check-in/Check-out data
- Weekly – Student Initiated Goal Setting
- Every Semester - Student Transitioning to Adult Responsibilities (STAR) Person Centered Planning
 - Five Point Plan: UMC, DCC, Community, Independent Living, Self-Determination
- Engage Intervention Time Data Collection
- Engage Time Interval Data Collection in Class
- Task Analysis Data Collection
 - Community Training
 - Work
- Behavior Support Plan as needed



Facilitate Employment Referral



- Meet with student and family
- Meet with state VR counselors
- Meet with CRP



PAY Check Apprentice Success Stories



Alex



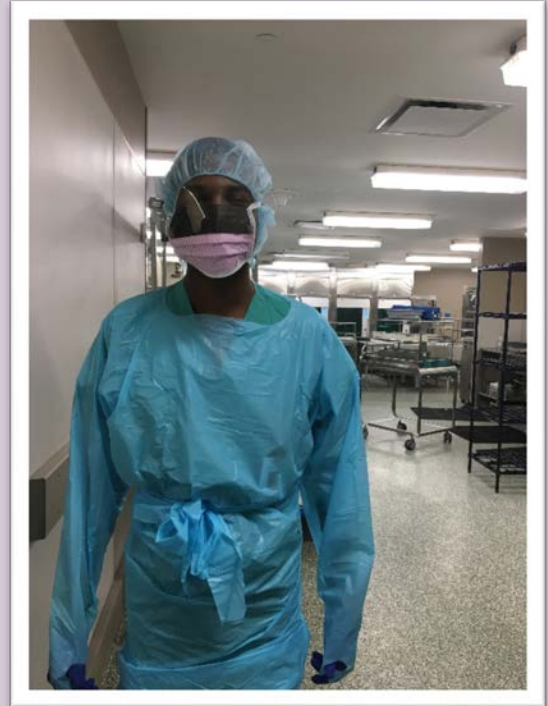
- Better communicator
- More social
- More punctual
- Navigates transportation



Darrius



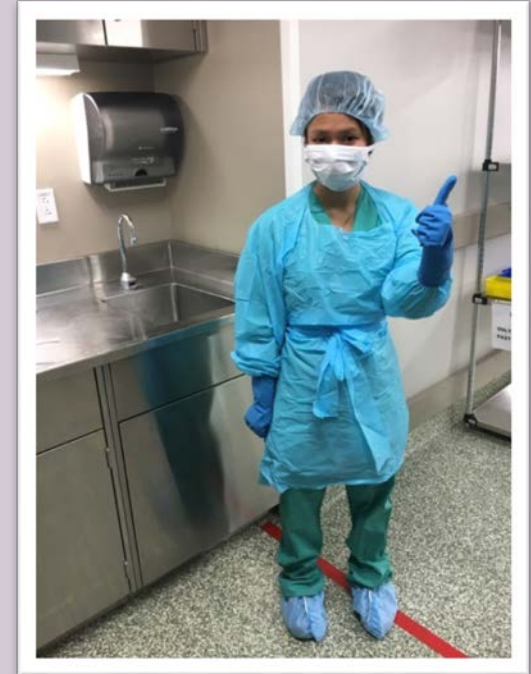
- Self aware
- Positive interactions with others
- Emotional regulation
- Takes on work responsibilities



Susan



- Encourages others
- Handles stress
- Navigates the hospital
- Navigates using the streetcar



Devon



- Learned transportation
- Awareness of health
- Learned goal-oriented behavior



Torrey



- More outgoing
- Took animation
- Explores the community



Kayla



- Handles peer conflict
- Learned to drive
- More self-confident
- Received certificate at work



Dimon

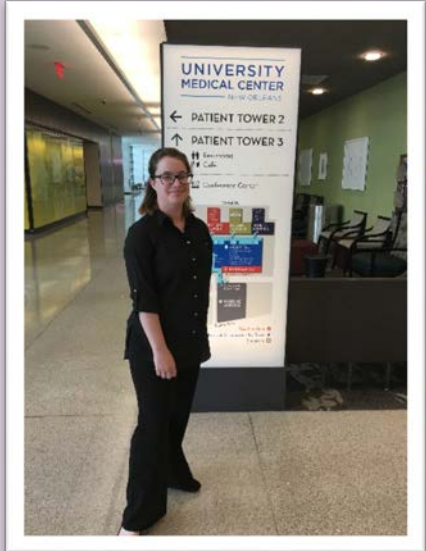


- Took on adult responsibility
- Comfortable in the community
- Better time management
- Increased independence at work



Grace

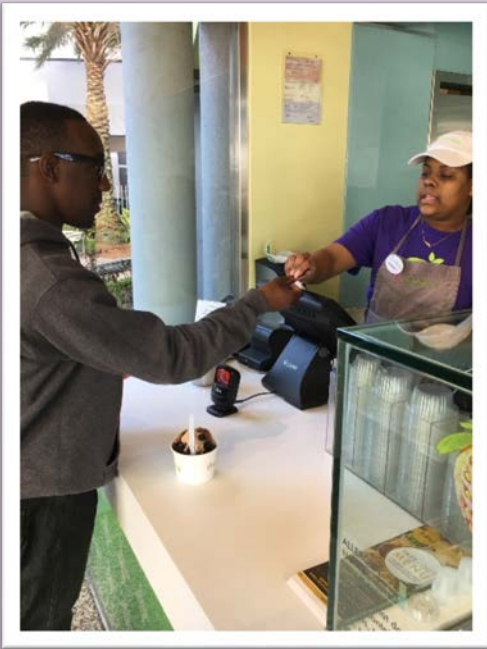
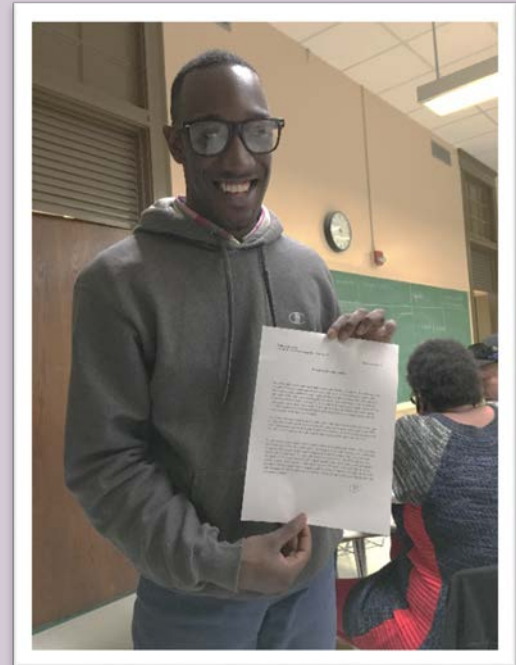
- Overcame shyness
- Comfortable in integrated settings
- Works on assignments independently
- Works through fears



Will



- More confidence
- Helping others
- Independent traveling
- Professionalism



Terrance



- Less shy
- More open to new things
- Opened up about bullying



JVR 46 (2017) Article:

<http://content.iospress.com/download/journal-of-vocational-rehabilitation/jvr866?id=journal-of-vocational-rehabilitation%2Fjvr866>

Journal of Vocational Rehabilitation 46 (2017) 305–312
DOI:10.3233/JVR-170866
IOS Press

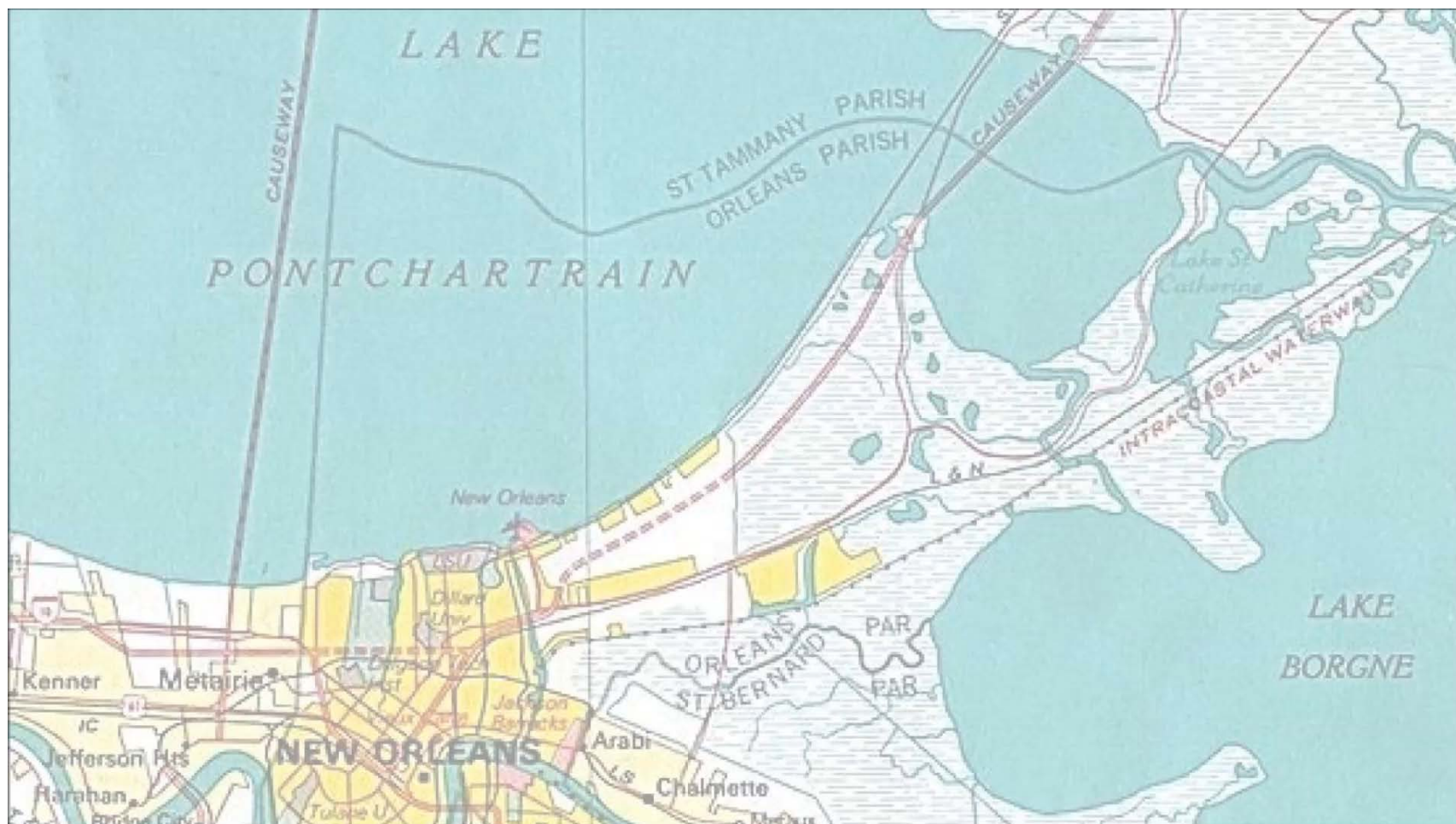
305

Post-secondary apprenticeships for youth: Creating opportunities for high demand employment¹

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and Amarachi N. Ukachu

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PAY Check Video



“Titanium” David Guetta ft. Sia, Cover singing by Madilyn Bailey

QUESTIONS?



THE END



- Thank you!

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