



PEPNet

“Transitioning to the World of Work”

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www.pepnet.org

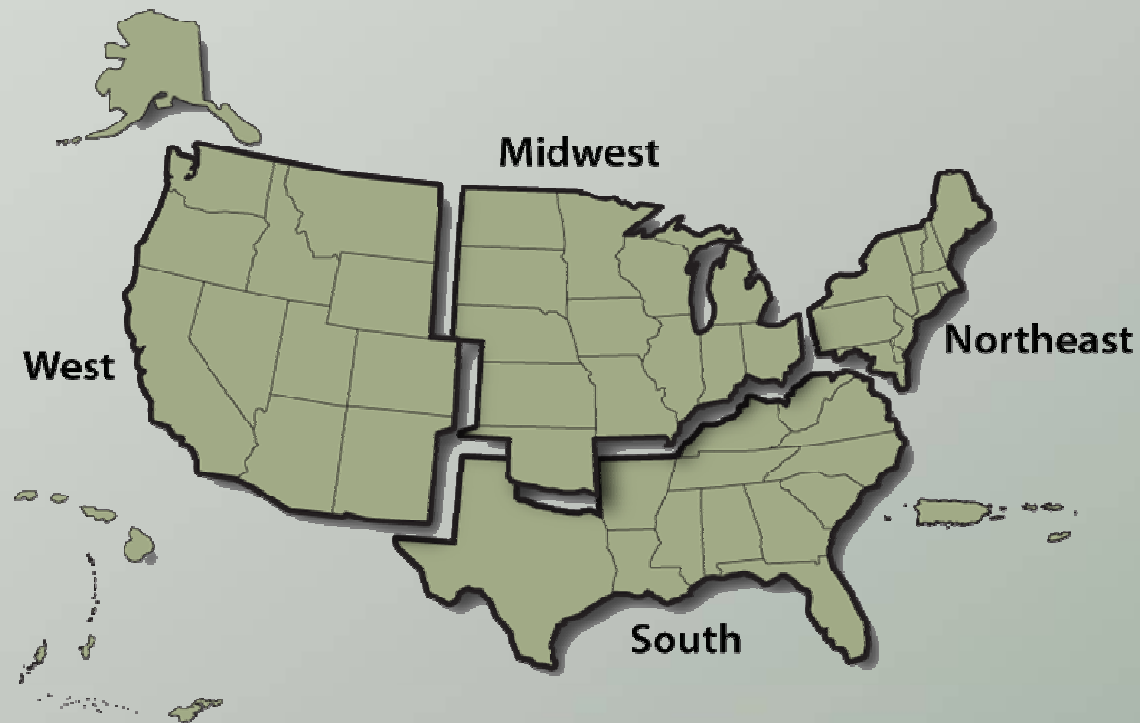
PEPNet

Advancing educational opportunities for people who are:

- **Deaf or hard of hearing**
- **Deaf or hard of hearing with co-occurring disabilities**

Regional Centers

PEPNet, a national collaborative network of four regional centers



PEPNet's Mission

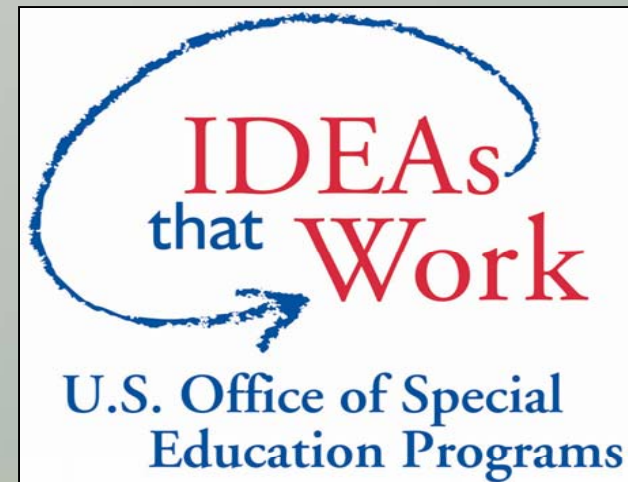
**To improve educational outcomes,
PEPNet partners with:**

- Educators
- Service Providers
- Parents

PEPNet is sponsored by:

**U.S. Department of Education,
Office of Special Education Programs**

**Technical Assistance and Dissemination
Personnel Development
Use of Technology**



PEPNet Needs Assessment

- **Assessment and Testing**
 - Co-occurring disabilities
 - Academic readiness
 - Testing Accommodations
- **Transition**
 - Education
 - Employment
- **Improving access through Technology**
- **Legal Aspects**
 - » <http://www.pepnet.org/resneeds.asp>

Transition

- **Transition programming for students with co-occurring disabilities**
- **Transition programming for exploring careers and finding work**
- **Assistance with issues related to college and employment retention**
- **Developing advocacy skills**
- **Providing adequate role models**

Three things students need to know?



- How to self-advocate
- How to live independently
- Where to locate resources
- More?

Critical skills

- Attending or Listening
- Speech Reading
- Use of Residual Hearing
- Sign Language
- Oral Speech
- Reading
- Math
- Written Language
- Self-Advocacy
- Self-Determination
- Socialization
- Problem solving
- Understanding careers
- Career skills
- Leadership



Employment Issues

- **National Unemployment Rate - 9.5%**
- **Nat'l Rate of those with disabilities – 14.3%**
- **Missouri Unemployment Rate - 9.3%**
- **Springfield Unemployment Rate – 8.7%**

Questions from Survey

- **Where do we go to seek job opportunities in rural areas?**
- **How do we establish networks and arrange possible job shadowing and internships?**
- **Others?**

Networking/Hidden Job Market

- **Who should students/clients network with?**
 - **Everyone!**
 - **Family members**
 - **Friends and neighbors**
 - **Former supervisors and co-workers**
 - **Former or current teachers, classmates, VR counselors or deaf service agency workers**
 - **Members of place of worship, community groups**
 - » **Taken from NTID Center on Employment**

Researching companies

- Website
- Annual reports, product/service pamphlets
- Reference books, magazines, newspapers
- Search engines
- Job service office
- Family and friends who know or work at company

» Taken from NTID Center on Employment

Contacting Employers

- **Keep a written log of all contacts**
- **Be familiar with your resume and script**
- **Avoid calling on Monday mornings or Friday afternoons**
- **Be professional, enthusiastic and friendly**
- **Calls must be short and simple**
- **Follow-up!!!!**

» Taken from NTID Center on Employment

Explaining Accommodations

- **Interpreters**
- **VRI**
- **Videoconferencing, videophones**
- **Pagers**
- **Relay Services (online, video, VCO, CapTel)**
- **Notetaking**
- **ALDs**
- **Visual Alerts**
- **Job Coaching and Supports**

» Taken from NTID Center on Employment

Resumes and Cover letters

- Short and sweet
- ***SPELLING, PUNCTUATION and GRAMMAR!!***
- Typewritten, not handwritten
- Use action words to describe skills
- Use same language the company does (if possible)
- Consider making a vlog or videoclip
- Use PEPNet's iTransition online training, which includes a module on eFolio (develop a portfolio)
- Try to have a contact name, not a general HR address

Rural barriers

- **Limited community resources**
- **Access to qualified interpreters, captioners, etc. (remote providers, but must have good internet)**
- **Transportation**
- **Lack of education about access**
- **Perception of disability (attitude)**
- **Fewer work sites than in cities**

The New Job Market

- **Women**
- **Baby Boomers retiring later, rather than earlier**
- **Stimulus funding will reshape labor force (ARRA)**
- **Wages will remain flat**
- **Workers working fewer hours than before**

» Taken from CBS MoneyWatch.com

What does all this mean for you?

- Network
- Use existing resources (VR, CRPs, ILCs, etc.)
- Think outside of the box
- Creating jobs
- Negotiating skills
- You are not alone...
 - » www.pepnet.org/resources.asp
 - » www.pepnet.org/training.asp