

# NEWS & VIEWS

Tips. Research. Best Practices. Community.



Finding job training placements for your students can be difficult and confusing! How many hours can students be at a placement? What tasks count toward IEP goals? What do labor laws say about this topic?

It can be helpful to break up the parts of community-based placements into the following components:

- **Vocational Exploration:** Students see what jobs exist & strive to answer, "What do you want to be when you grow up?". (~ 5 hrs)\*
- **Vocational Assessment:** Students participate in a variety of tasks & then educators review data to measure students' interest, aptitude, & ability. (~90 hrs)\*
- **Vocational Training:** Students train on job tasks or in a career cluster to meet IEP goals. (~120 hrs)\*

\*requirements may be different in your state

Job training placements can be complicated, but we've asked the pros for their best tips & tricks to be successful in placing your students!



We are proud that Cindi Nixon was the presenter for our [August Webinar Wednesday](#). She has extensive experience in overseeing the development of community-based training experiences for students. She is the Associate Dean & Professor for the School of Education at Francis Marion University in South Carolina and is a past DCDT President. Cindi's experience in education makes her an excellent resource in learning key strategies that are easy to implement in your classroom.

### HEAR CINDI'S ADVICE!

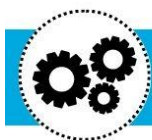
These are Cindi's top tips to make your placements the best they can be!



## MAXIMIZE YOUR STUDENTS' PLACEMENTS

Who wouldn't want their students to get the most out of their job training placements? Here are some ways you can ensure your placement is the best experience possible:

- **Design for student benefit:** Encourage the students to explore a career they're truly interested in!
- **Define components in IEPs:** Make sure students can reach their IEP goals in the placement where they are matched. Create and include a statement of their needed transition services, too.
- **Confirm up front students' scope of work:** Make sure students aren't replacing workers or filling vacancies. That is not the purpose of the placement.
- **Get guardians on board:** Ensure guardians are fully informed of IEP & placement site, have indicated voluntary participation for their student, and understand the student isn't entitled to wages.



## CONSIDER LABOR LAW IMPLICATIONS

It's always important to remember what labor law says about placements for students and how it relates to employment. Here are some things to keep in mind:

- Community training does **not** guarantee a job at the site after the placement term is complete.
- View placements as **training** instead of volunteering.
- You can get written agreements to have employees supervise students if your district doesn't have staffing available; students should **always** be supervised!
- Certain equipment or machinery may make placements in some fields difficult.



## STAY IN THE NON-EMPLOYMENT ZONE

By definition, vocational training placements must be a non-employment relationship between the institution and the student. But what exactly does that mean? Here are some hallmarks of a non-employment relationship:

- It benefits the student (not the organization).
- Training is similar to what may be completed in a vocational program.
- Students don't displace regular employees.
- There is no entitlement to a job at the end of training.
- Both parties know the student will not be paid during training.



## GAUGE YOUR STUDENTS' READINESS

Sometimes it is hard to know when your students are ready for placement. And if they're ready, what are they interested in? Here are some quick ways to know if your students are ready to take the next step in their transition journey:

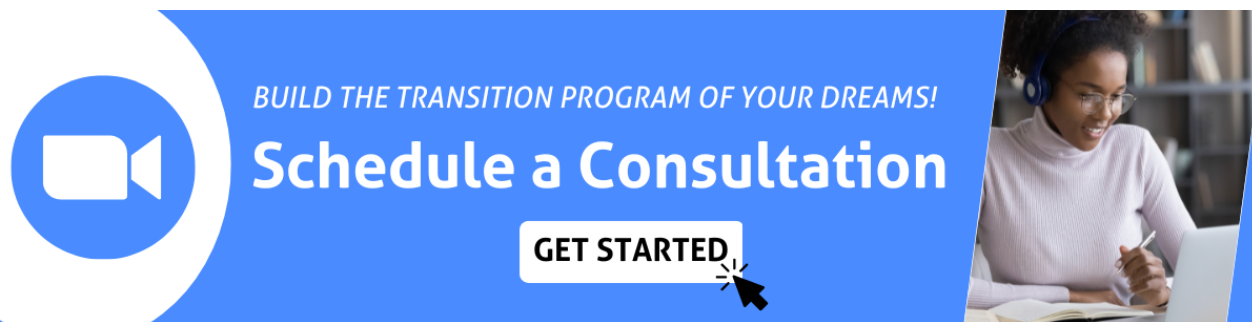
- Take formal & informal career assessments to gauge interests.
- Consider businesses in the area that could work as placements.
- Shadow or do task analysis for different jobs to see what kind of work they do.
- Take a virtual field trip to different types of placement sites (office, fast food, fulfillment center, healthcare, auto body repair, etc).
- Use career readiness curriculum like Project Discovery in your classroom!

**LEARN MORE ABOUT PROJECT DISCOVERY**

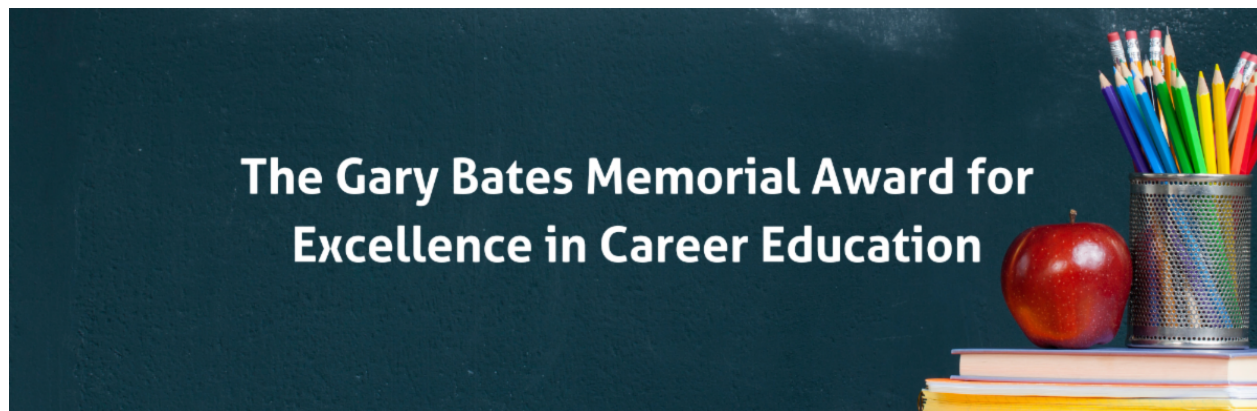
## EXTRA RESOURCES FOR YOU!

We've curated a list of additional sources where you can find information about community placements!

- [Department of Labor Information on Youth Workers](#)
- [Child Labor Laws & Educators](#)
- [Tips to Create an Effective Virtual Field Trip](#)
- [Community-Based Skills Assessment](#)
- [Strategies to Create Work-Based Learning Experiences](#)



## DON'T FORGET TO NOMINATE AN OUTSTANDING EDUCATOR!



**The Gary Bates Memorial Award for Excellence in Career Education** is awarded annually to an educator who has used Education Associates' **Project Discovery** or **Achieve Life Skills** solutions to make a significant, **positive impact** in students' lives and in the community. It's a great way to honor an outstanding educator in your district! The winner will receive national recognition, a plaque to display in their classroom, and a \$1,000 cash prize. **Deadline to apply is September 1, 2023.**

## NOMINATE SOMEONE

### NEED SOLUTIONS FOR SUCCESSFUL TRANSITION?



[\(1 minute video\)](#)

EXPLORE

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