

Employment Discussion Options for 14–17-Year-Old Students

For ongoing career exploration discussions recognize that a student’s interests, available services, and support options change over time. Rooted in person-centered thinking, transition personnel, and interagency staff should facilitate career exploration conversations between the student and their authorized representative/legal guardian (decision maker) to ensure their career desires, interests, and support/service needs. Focus on the following considerations for student-centered career exploration:

- Identify the student’s interests regarding employment.
- Identify the student’s assessment needs.
- Identify what the student is working on at home and school that will lead to employment.
- Review available options through education, interagency, and [waiver services](#) that can support the student with employment.
- If the student and/or decision maker does not want to explore or pursue options:
 - Identify barriers related to exploring or pursuing employment options.
 - Address barriers as applicable and develop related outcomes/support activities.
- Annually or more frequently, establish a timeline for reviewing options in the future.
- Document the discussion and any actions taken as a result.

Guiding questions for 14–15-year-old students:

1. What do you think you would like to do when you graduate?
2. What type of responsibilities do you have at home?
3. What kind of work do you think you would like to do?
4. What things are you working on at school that will help you with going to work?
5. Are you connected with the Department for Aging and Rehabilitation Services (DARS) Counselor at your school to receive Pre-Employment Transition Services (Pre-ETS)?
 - What are you currently doing with your DARS counselor to explore your interests?
6. Will your current services help you explore your interests?
 - Review type of services: in-home, community engagement/coaching.
7. Do you plan on working, going to college, or will you pursue vocational training?

Guiding questions for 16–17-year-old students:

1. What do you think you would like to do for employment or a job when you graduate?
2. Do you plan on working, going to college, or will you pursue vocational training?
3. What kind of work do you think you would like to do?
4. What type of responsibilities do you have at home?
5. What things are you working on at school that will help you to become employed, pursue vocational training, and/or college?
6. Do you already have any work experience?
7. Have you ever participated in a work experience situation?
 - Have you ever had a work experience evaluation or participated in schoolwork programs? (e.g., Education for Employment Course, Project Search, or Career and Technology Education (CTE) courses at school)
8. Have you explored a part-time or summer job?
9. Can your current services help you identify interests?
 - Review type of services: in-home, community engagement/coaching, employment.