



**"Let's Get to Work"**  
**A Project for the Employment of Youth with Disabilities**  
In conjunction with  
**DVR's On the Job Training Hiring Initiative**

**What is the "DVR On the Job Hiring and Training Initiative"?**

This initiative provides an opportunity for ALL DVR consumers in transition to work for wages before exiting high school. It provides a longer timeframe (up to 500 hours) and a higher wage subsidy (up to 100% reimbursement) to allow an employer to offer competitive employment to a youth with disabilities. It is based on an existing DVR OJT program providing a 50% wage reimbursement during the first 90 days of employment: an effort that has resulted in permanent employment for 83 to 88% of participants.

The Youth Transition OJT allows for a higher % of wage subsidy to be determined upon negotiation with an employer and DVR staff to offset increased training costs for youth with more significant barriers to employment.

**Elements of the OJT Initiative**

- The placement must be developed individually for each youth in transition based on their interests and skills.
- It must be with a competitive community based employer and in an integrated setting.
- It is developed with direct DVR staff contact with the employer. School staff may assist in a manner similar to the way job developers assist in other OJT development.
- It is likely that it will be used after age 16 because of child labor laws and the lack of positions available in many communities for youth under age 16.
- The consumer will maintain the employment after the OJT period ends.
- Some youth will stay in the position permanently and some youth may go on to other opportunities like training (post-secondary or occupational ) or other employment opportunities just like their peers.
- Other DVR services can be provided when someone is using a Youth Transition OJT such as job coaching.

## **The Youth Transition OJT is not:**

- A temporary job, job shadow, or work experience.
- An established "slot" or position in which employed youth can be rotated.
- A job provided at school.
- A job provided in a non-integrated setting.
- A job that pays less than the prevailing wage.

For additional information and/or questions about the Youth Transition OJT you may contact Meredith Dressell at [Meredith.Dressel@dwd.wisconsin.gov](mailto:Meredith.Dressel@dwd.wisconsin.gov) or Kathleen Enders at [Kathleen.Enders@dwd.wisconsin.gov](mailto:Kathleen.Enders@dwd.wisconsin.gov).

The Let's Get to Work project, funded by the Administration on Developmental Disabilities and awarded to the WI Board for People with Developmental Disabilities, supports schools and communities seeking to improve the integrated, community-based employment of youth with I/DD. By focusing on community assets, elevating expectations, and expanding opportunities for youth while still in high school, this project provides technical assistance, training, on-site coaching and funding for activities.



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