



Pre-Employment Transition Services

 **LIFEBRIDGE
HEALTH**
CARE BRAVELY

VSP
A LifeBridge Health Partner



Mission Statement

To maximize the employability of persons with significant barriers to employment through an array of workforce development services, while being mutually enhancing to LifeBridge Health.

About VSP

Since 1967, VSP, a Sinai Hospital department within the LifeBridge Health system, has been a leader in providing vocational and workforce development services in the Baltimore metropolitan area. Our workforce development programs support individuals in career development, training and placement into employment.

VSP is accredited by the esteemed Council on Accreditation (COA) for all workforce development and vocational services. The COA accreditation process includes a comprehensive review of operations and services against international standards and best practices. These standards ensure services are well-coordinated, culturally competent, evidence-based and outcomes-driven. Accreditation demonstrates accountability, setting a high benchmark for quality and ongoing improvement.





Accessing Pre-Employment Transition Services (Pre-ETS)

Pre-ETS is provided to Baltimore area in-school youth and young adults, ages 14-21. Participants are referred by the Division of Rehabilitation Services (DORS) for an array of services in the areas of career exploration, planning guidance, and paid internships. Services are provided as support during high school or post-secondary education. Individuals access VSP Pre-ETS via a DORS referral and a single-entry intake system.

The intake process evaluates:

- Needs
- Training preferences
- Abilities and goals, including stakeholder roles
- Psycho-social service needs
- Vocational services
- Service eligibility



Explore Work

Explore Work offers personalized one-on-one services through the Explore-Work.com platform, featuring up to five modules.

Module Options

Career Planning Introduction

Collect personal information, identify career preferences, plan for future development, and establish attainable and realistic objectives.

Your First Work Experiences

Explore various work experience opportunities to recognize strengths, develop skills, and identify suitable job and career matches.

School Beyond High School - Post-Secondary Counseling

Investigate post-secondary educational or vocational training options to attain your career objectives. Inquire about future prospects while identifying resources for ongoing exploration and informed decision-making.

Self-Advocacy

Learn self-advocacy, disability disclosure, and self-determination skills to achieve goals, increase independence, and excel in the community or at work.

Workplace Readiness

Develop essential soft skills and independent living abilities for success in the community, workplace, and school. Evaluate attitudes and ideas with interactive lessons.

Eligibility

- Individual referred by DORS, ages 14-21
- Access to Zoom via a tablet or computer with a camera
- Ability to focus and complete tasks with support as needed



Job Exploration Counseling

The Job Exploration Counseling program consists of multiple sessions totaling ten hours. It is conducted in small groups, allowing participants to engage in various discussions and activities.

Job Exploration Counseling covers:

- Vocational career interest and goal exploration
- Discovery of education, training and experience needed to reach vocational goals
- Career exploration to align with interests and understanding
- Personal strengths and ability assessments
- Resume outline development
- Effective interview tips, review and practice interviews

The program is available either virtually or in-person, accommodating small groups. When conducted virtually, the program is delivered via Zoom Screen Share and utilizes the Remote-Control tool whenever feasible. Additionally, the course can be provided in-person depending on client needs, preferences, or the determination of the most beneficial option through the intake process.

Eligibility

- Individual referred by DORS, ages 14-21
- 5th grade reading level
- If virtual, access to Zoom via a tablet or computer with a camera
- Ability to focus, engage, and complete activities in small groups with support services as needed



Instruction in Self-Advocacy

The Instruction in Self-Advocacy program consists of multiple sessions held over twelve hours in small groups, offering participants opportunities to engage in various discussions and activities.

Self-Advocacy Instruction covers:

- Disability, needs, and accommodations – self-awareness tools
- Anxiety/stress related to education/work
- Defining and emphasizing self-awareness and self-advocacy
- Emotional intelligence assessment
- Employment and education rights and responsibilities
- Positive thinking and self-image
- Emphasizing strengths over limitations

The program is available either virtually or in-person in small groups. If conducted virtually, the program is delivered via Zoom Screen Share and utilizes the Remote-Control tool when feasible. Alternatively, the course can be provided in-person based on the client's preferences, needs, or determination of the most beneficial option through the intake process.

Eligibility

- Individual referred by DORS, ages 14-21
- 5th grade reading level
- If virtual, access to Zoom via a tablet or computer with a camera
- Ability to focus, engage, and complete activities in small groups with supportive services as needed



Work-Based Learning Experience

Work-Based Learning Experience (WBLE) provides Baltimore area youth with disabilities, ages 16-21, a paid internship at LifeBridge Health (LBH). Supported by VSP staff, WBLE services aim to help participants develop job-related skills and work behaviors to meet employer's basic work expectations.

WBLE youth receive job training in a LBH department while exploring careers through assessments of their vocational strengths, weaknesses, and skills. Youth develop individual

plans to improve self-esteem, work behaviors, and interpersonal relationships while acquiring job-related skills.

WBLE is a work experience training program, with a stipend incentive for participation. Depending on funding, need, and trainee availability, WBLE lasts between four to eight weeks. Services are offered Monday through Friday, for three hours each day.

Eligibility

- Individual referred by DORS, ages 16-21
- Ability to provide proper ID to work in the US
- Ability to pass drug screening
- Willing to undergo a background check



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