

Effective Practices and Predictors of Positive Employment Outcomes

Improving postschool outcomes is an important priority in the education of students with disabilities. In order to adequately prepare for a successful transition to employment, transition stakeholders must have the awareness, knowledge, and skills of the evidenced-based transition practices and predictors of students' postschool success. Below is a list of key practices and predictors that research has shown to improve postschool employment outcomes.

Category	Descriptor	Evidence from Research
Inclusion in General Education	Being engaged in general education curriculum and settings with peers without disabilities.	Students who had a high degree of integration with age-appropriate peers were more likely to engage in post-school employment.
Occupational Courses	Courses that develop specific occupational skills through instruction and experiences focused on specific desired employment goals.	Students who participated in programs that included career major, cooperative education, school enterprise, and technical prep were 1.2 times more likely to be engaged in employment.
Paid Employment/ Work Experience	Work experience consists of participation in job shadowing, internships, apprenticeships, and paid employment (earning at least minimum wage).	Students who held a job at the time of exit from high school were 5.1 times more likely to be engaged in post-school employment.
Vocational Education	Participating in a sequence of courses that prepares students for a specific career.	Students with vocational goals in their IEP were more likely to have positive employment outcomes as adults.

Category	Descriptor	Evidence from Research
Work Study	Specific sequence of skills instruction and experiences designed to develop work attitudes and behaviors. This includes in-class instruction with work experience for-pay or credit.	Students who participated in work study were 2 times more likely to be engaged in full-time post-school employment.

Research supports these practices and predictors of postschool employment, but this list is not exhaustive. The National Technical Assistance Center on Transition (NTACT) provides a broad matrix of evidence-based, research-based, and promising practices for the transition to independent living, education, and employment after high school. In addition to these 5 indicators, NTACT also lists additional promising practices that can help students achieve postsecondary employment. Learn more at transitionta.org