

Identified Barriers	Proposed Solutions
Liability concerns	• Understand the district/agency policy that will cover student(s) on the jobsite and have these readily accessible for potential employers • Have an informational packet that covers logistical concerns available to share with potential employers. • Develop a release/waiver that aligns with policy for students and families to sign
Employer perceptions about disabilities	• Use social media/brochures to spotlight student WBL successes • Educate by sharing resources with employers • Invite employers to the school and attend and host community and employer events
Lack of Employer Resources	• Explain the role of any job support personnel such as job coaches, VR Counselors, or paraprofessionals to the employer • Ask the employer what skills the student will need ahead of time • Ensure that the students and school staff are well-trained before going to the jobsite • Brainstorm accommodations • Look into financial incentives for employers, such as stipends, grants, or tax credits
Lack of Work Based Learning opportunities that meet students' PINS	• Use friends/family/personal connections as resources and ask for others to help by doing the same • Look into volunteer and unpaid opportunities • Connect with your local Chamber of Commerce and attend other community meetings/events
Employer perceptions about job coaches and employment supports	• Explain the role of any job support personnel such as job coaches, VR Counselors, or paraprofessionals to the employer • Be prepared to navigate conflict or difficult situations with flexibility • Check in and communicate with the employer frequently
Logistics of scheduling job placements that work for the business within the school-day timeframe	• Prioritize small local businesses. • Think creatively about how opportunities can be accessed based on the student's schedule • Be thoughtful in scheduling and involve school counselors as needed for help with student's class schedules
Navigating Corporate Policies	• Prioritize small local businesses. • Think creatively about how opportunities can be accessed based on the student's schedule • Be thoughtful in scheduling and involve school counselors as needed for help with student's class schedules