



Building Career PATHS for Girls with Disabilities


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❖ What are the unique transition needs for young women with disabilities?

Session Overview



- Gender and Disability
- PATHS Curriculum
 - Lesson outcomes
 - Activities
- What can you do?
 - PATHS 2 Success
 - Resources

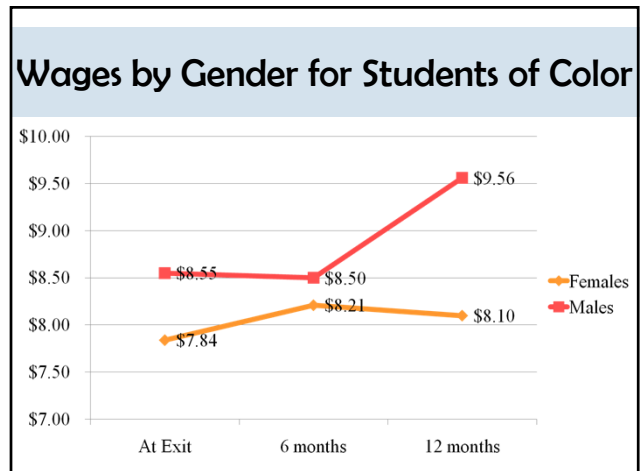
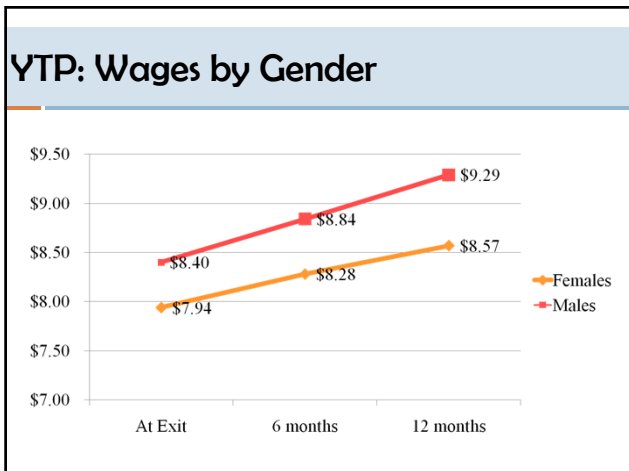
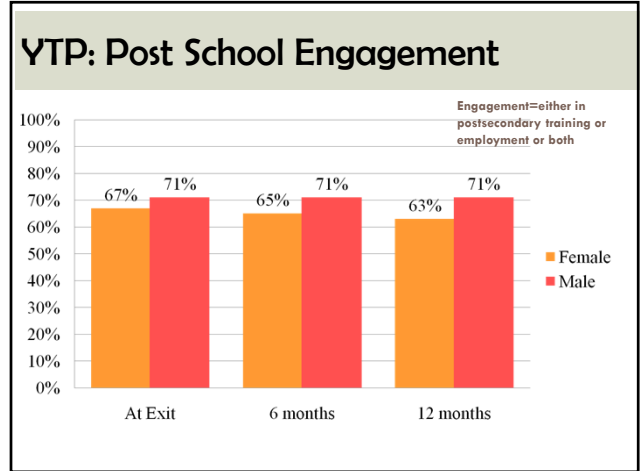
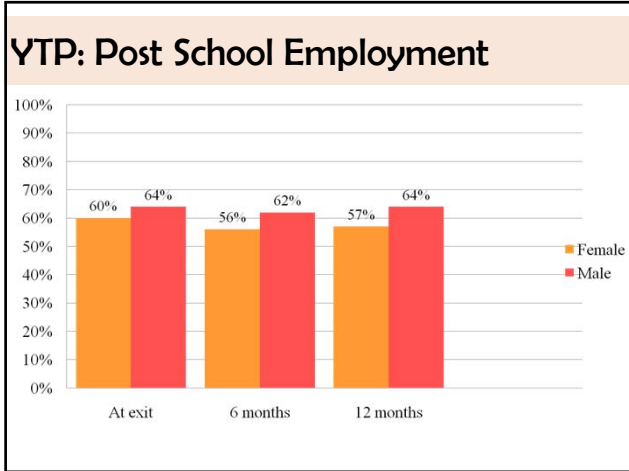
Gender Issues: Girls with disabilities

“Double Jeopardy”

Young women with disabilities

- Lower rates of overall employment
- More likely to work in food services or clerical occupations
- Less likely to work in skilled labor jobs
- Worked fewer hours per week than male peers (27 vs 36)

National Longitudinal Transition Study-2 (2009)




Types of Jobs At Exit from YTP

MALES:	FEMALES:
More often employed in <ul style="list-style-type: none">□ construction and extraction□ transportation and material moving□ farming, fishing and forestry□ installation, maintenance, and repair	More often employed in: <ul style="list-style-type: none">• service• health care• sales

Gathering Additional Data: Focus Groups and Interviews

- **5 Focus Groups**
 - 3 with high school girls (N = 32)
 - 2 with adult college women (N = 9)
- **25 Individual Interviews**
 - Teachers
 - School Administrators
 - Employers



Career Development: Key Themes


- Individual interpersonal skills
- Career options
- School system issues
- Disability needs



Interpersonal Skills: Self Esteem

- “They need support valuing themselves more. I think they are more critical of what they look like, where they come from, how they act. They are more critical of themselves than boys.”

Special Education Teacher



Career Options

- “It’s a matter of breaking down all those preconceived notions and rebuilding them. It’s a gender issue, it’s a cultural issue. You are up against the media, you are up against family expectations. It’s a huge thing to combat to say - ‘you know you could be a fire fighter, you could be an EMT. You can still be a homemaker but you can also have this career.’”

High School Administrator

School System Issues

- “Girls need to be exposed to the possibility of what a college education is, exposed to the possibility of a salaried instead of hourly position. All those things. There’s just a **finite number of exposures** for these students and other students may have had an **infinite number of exposures.**”



School Administrator

Disability Needs



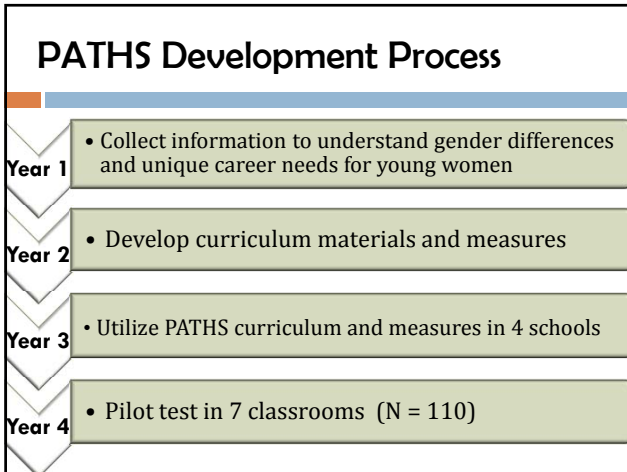
- “Some of these girls are growing up with nobody really addressing their disability.”

Employer

Overview of PATHS Project



- Five year federally funded research study
- Institute for Educational Sciences **ies**
- PURPOSE: Expand career options and improve post school outcomes for young women with disabilities



Curriculum

Self-Awareness

- Increase **self-awareness** and **self efficacy**
- Increase **self advocacy** skills, including proactive communication
- Improve **personal autonomy** and **self determination** skills including internal locus of control, ability to make choices, and ability to set and achieve goals
- Develop **core skills for success**: including problem-solving, critical thinking; teamwork, and time management

Curriculum

Disability

- Increase **knowledge and awareness** of a variety of disabilities
- Increase knowledge of **disability related laws** including ADA and IDEA
- Develop **individual awareness of disability** including ability to describe strengths and limitations and identify needed accommodations

Curriculum

Gender

- Increase **knowledge of women in society**, including gender roles, expectations, and stereotyping
- Be able to identify benefits, barriers and opportunities for **women in the workplace**
- Increase awareness of **female role models and mentors**

Curriculum

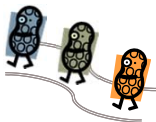
Careers & College

- Explore post school **employment and education** opportunities
- Identify personally meaningful and relevant **career options**
- Demonstrate positive **job seeking behaviors** including self advocacy and other communication skills
- Develop skills for **maintaining employment**

Sample Lesson Activities



- Disability Bingo
- The Peanut Parade
- Drive of Your Life



Famous People with Disabilities



Harrison Ford
Depression



Julia Roberts
Speech Impairment



Howie Mandel
Obsessive Compulsive Disorder



Whoopi Goldberg
Dyslexia



Michael J. Fox
Parkinson's



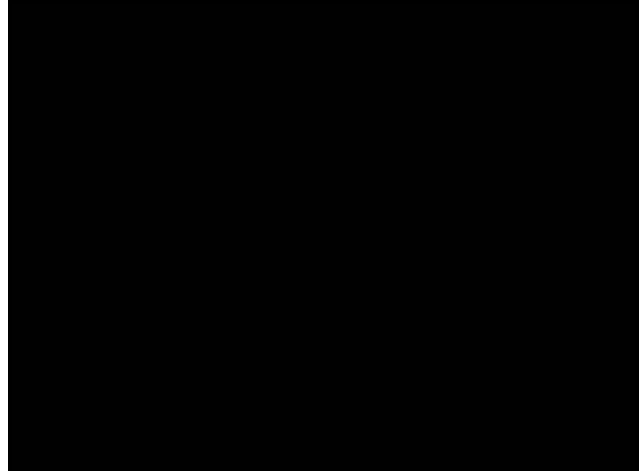
Cher
Specific Learning Disability



PATHS Video




The collage features three images. The top left shows a woman in a classroom setting. The top right shows a green tractor. The bottom center shows a hand holding a sign with the word 'ARTIST' written in red, surrounded by various traits and skills listed in different colors.



PATHS Resources

- Comments from PATHS Teachers & Students
- Website Resource List
- Additional Readings & References



*"Understand that the right to choose your own path is a sacred privilege. Use it. Dwell in possibility."
Oprah Winfrey*

What can you do?

- Advocate for **career planning and exploration** that breaks gender role stereotypes
- Focus on strengths and building **self concept** for girls
- Increase awareness of **gender and disability issues and barriers**



What can you do?

PATHS 2 Success

- New IES grant; Due June 2012
- Develop additional Materials for boys
- Need letter of support from 20 schools
- Project will begin Fall 2013



Wrap Up

- Questions ?
- Comments ?
- Thank you!

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