



INTRODUCTION

As an employment case manager working with youth clients, you have developed many skills and resources to assist young people towards their employment goals. Many of these skills and resources work well with all youth including those who may identify as lesbian, gay, bisexual and transgender (LGBT).

Transgender youth have the same need for guidance and support as all youth. As a result of their diverse life experiences and transgender identity, many experience additional challenges and obstacles in entering the workforce and gaining meaningful employment. This toolkit will supplement all you already know about working with young people, and provide some knowledge and resources to assist you in working with youth who are transgender.

Transgender youth or trans* youth (a term we will use in this toolkit when referring to the young transgender community) are coming to you at various points in their lives when they are learning to accept themselves, as well as cautiously engaging in society in their gender identities.

Trans* youth face challenges that include, but are not limited to, lack of family support and acceptance, lack of access to medical resources, and harassment that jeopardizes their safety.

Trans* youth often face many obstacles when entering the workforce. They frequently lack access to culturally sensitive service providers, experience difficulties associated with transitioning, and lack supportive employment resources that are accepting of their transgender identities.

This toolkit offers transgender-specific tips, activities, and resources for case managers to integrate into the work they already do with every young person. Above all, this toolkit will provide case managers with language, tools, and insights into these young people that will help to better serve them.

Even though discussions regarding transgender people and gender identity have recently been in the forefront of the news, the history of transgender people spans as far back as history has been recorded. The movement towards embracing diversity and increasing the visibility of the transgender community will create a movement towards acceptance.

Utilization of the tools in this toolkit manual will help make positive changes for the lives of trans* youth. It will open the doors to embracing diversity, increasing visibility, embarking on a journey of acceptance, and establishing new allies.

We thank you for taking the time to learn more about the transgender community and hope you are able to positively impact in the lives of the trans* youth you serve.

