

Follow the Yellow Brick Road: Promoting Competitive Integrated Employment

NTACTC CBI
May 18, 2023



Presented by:
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Agenda

- Welcome & Introductions
 - What do you hope to learn from this session?
- Five-year impacts from PROMISE evaluation
- Lessons learned from PROMISE & how practices were sustained
- Emerging practices to promote competitive integrated employment (CIE)
- Overview of RSA Disability Innovative Fund demonstrations projects

Center for Studying Disability Policy

Best Practices for the Transition of Youth Receiving SSI

**Findings from the Promoting Readiness of Minors in
Supplemental Security Income (PROMISE) Demonstration**

Todd Honeycutt, Mathematica



Promoting Readiness of Minors in Supplemental Security Income (PROMISE) Demonstration

/ **Joint initiative of four federal partners**

- U.S. Departments of Education, Labor, and Health and Human Services, and the Social Security Administration (SSA)

/ **Sought to improve the outcomes of youth starting at ages 14 to 16 receiving Supplemental Security Income (SSI) and their families**

/ **Generated significant evidence on transition practices**

/ **Reports available at**

- <https://www.ssa.gov/disabilityresearch/promise.htm>



PROMISE service model

- / Strong partnerships among the federal, state, and local agencies that offer services to youth receiving SSI and their families**
- / Individual- and family-centered approach to case management and service delivery through five core components:**
 - (1) formal partnerships between state agencies, (2) case management, (3) benefits counseling and financial education, (4) career and work-based learning experiences, and (5) parent training and information
- / Each program enrolled around 2,000 youth and families**



Most youth receiving SSI had access to transition-related services

/ **Control group youth reported high levels of service use during the first 18 months of enrollment**

- 90 percent used at least one service
- School transition planning was the most common service, followed by life skills and self-determination training

/ **Control group youth had access to many services similar to those offered by PROMISE**



Transition services the control group used during the 18 months after enrollment (percentages)

Service	Arkansas PROMISE	ASPIRE	CaPROMISE	MD PROMISE	NYS PROMISE	WI PROMISE
Any transition service	82	89	91	90	91	90
School transition planning	61	63	76	72	73	68
Case management	27	41	31	41	35	44
Employment-promoting services	37	46	36	52	46	54
Benefits counseling	5	5	7	6	7	8

Source: Livermore et al. (2020).



Implementing complex programs such as PROMISE is challenging

- / **PROMISE programs extensively documented their successes and challenges in creating, implementing, and maintaining complex, large-scale transition programs**
 - Likely no different from any other program



Breadth of topics and issues identified by the PROMISE programs points to their complexity





Program experiences were no different for younger and older participants

- / **Younger (age 14 or 15 at enrollment) and older (age 16 at enrollment) participants could have different needs and interests around employment**
- / **No consistent patterns in service use and employment outcomes between youth by age at either the 18-month or five-year points**



PROMISE had positive 18-month impacts across multiple domains

- / **All PROMISE programs had 18-month impacts on youth and family members' service use and the employment and economic well-being outcomes for youth**
- / **Reflects intended models**

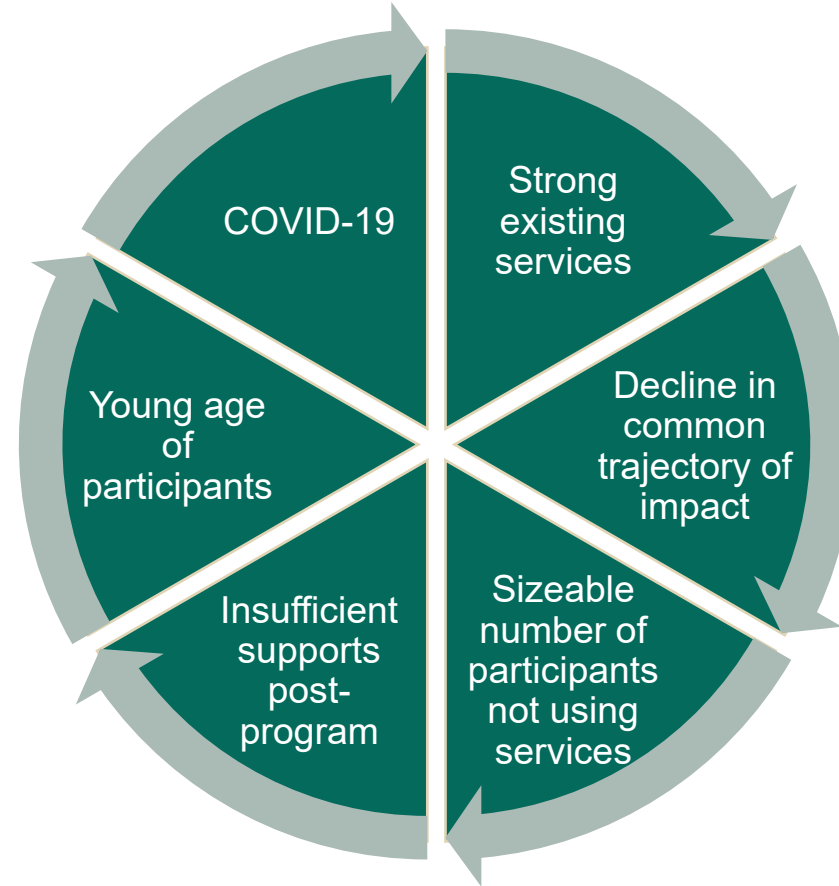


Two programs had youth employment impacts five years after enrollment

- / In only two programs (NYS PROMISE and WI PROMISE), the percentage of youth employed in a paid job increased in the year before the five-year survey
- / Positive employment impacts in earlier years for other programs were not sustained
- / Programs had limited impacts in domains such as education and training, SSA payments, and self-determination



Reasons for lack of consistent impacts





What do we need to know next to improve youth transitions to adulthood?

- / **Consider longer access to and continuity of services**
- / **Identify which youth and families could benefit from a program or might need additional supports**
- / **Increase youth and families' knowledge about SSA policies and work incentives**



Wisconsin PROMISE Lessons Learned & Practices to Promote Competitive, Integrated Employment (CIE)

Ellie Hartman, Ph.D.

Wisconsin PROMISE Project Manager

Workforce Data Integration System Chief Evaluation Officer

Wisconsin Department of Workforce Development

May 2023



Promisewi.com/success



Vocational Rehabilitation (VR) Services

- PROMISE Youth – 100% received VR services
 - Compared to 33% of youth in the control group
- Connecting teenagers receiving Supplemental Security Income (SSI) to VR services
 - Partnership with Social Security Administration (SSA)
 - Partnership with state Medicaid
- Youth SSI Solutions
 - Targeted outreach
 - Service and support navigation
 - Integrated resource teams
- Worker Connection

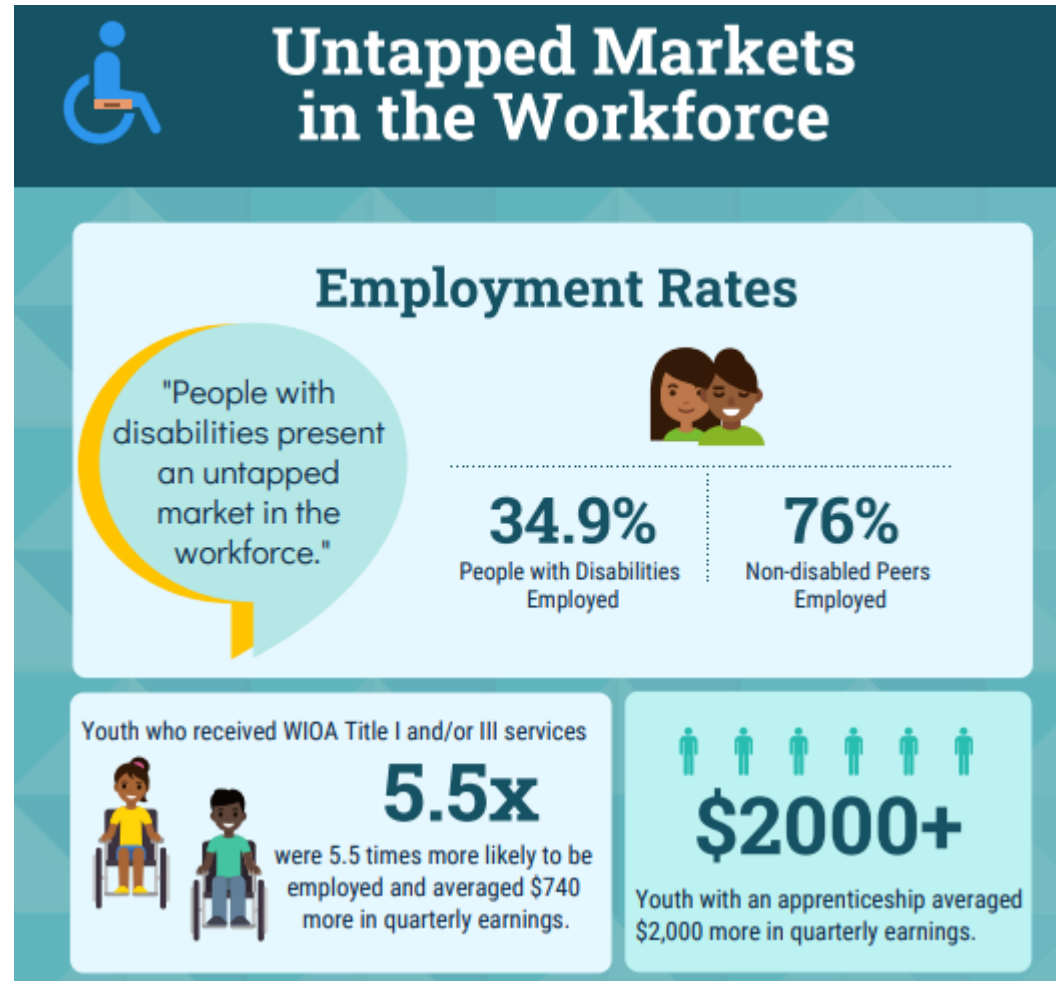


Demographics of Wisconsin PROMISE Youth

- Race/Ethnicity:
 - African American - 49%
 - White - 36%
 - Hispanic - 10%
 - Other/Not Reported - 5%
- Gender:
 - Male - 67%
- Annual household income at or below \$25,000 - 70%
- Primary Disability
 - Mental Health/Behavioral - 34%
 - Intellectual/Developmental - 30%
 - Other (e.g., learning, speech, ADHD, etc.) - 25%
 - Long-term illness, physical/mobility, sensory, head injury, not report - 11%
- Single parent/guardian household - 66%



Untapped Market



Interagency Services

Workforce Innovation and Opportunity Act (WIOA)

Parents who received WIOA Title I and/or III services



13x

were 13 times more likely to be employed and averaged more than \$3,000 more in quarterly earnings.



Title I and III Services

Youth and parents who received job center services, specifically WIOA Title I and III services, had both higher employment rates and wages.

Wisconsin Competitive Integrated Employment (CIE)

- 2017 Wisconsin Act 178 requires the Department of Workforce Development's Division of Vocational Rehabilitation (DVR), the Department of Health Services (DHS), and the Department of Public Instruction (DPI) to collaborate, with the input of stakeholders, in the development of a joint plan to increase CIE in Wisconsin.
- Biannual Plan
- Annual Report (data and data sharing)
- <https://dwd.wisconsin.gov/dvr/partners/cie/>



Building Infographics with Shared Data to Inform Practice

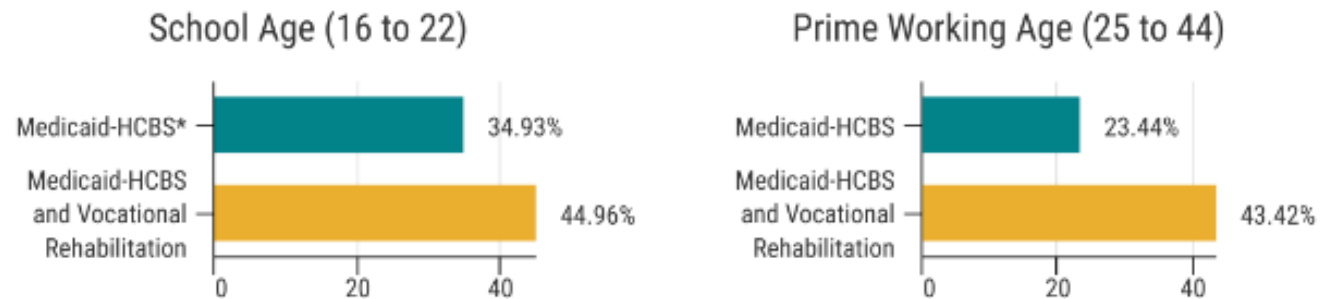
COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

When We Work Together - Employment Rates Improve



CO-ENROLLMENT EMPLOYMENT RATES

People CIE Eligible in State Fiscal Year (SFY) 2019
Employed Three Years Later (SFY 2022)



Medicaid-HCBS Recipients Co-enrolled in Schools and Vocational Rehabilitation

* Medicaid Home and Community Based Services includes Children's and Adult Long Term Care Service

Source: Unemployment Insurance Wage data SFY 2022
Ages as of June 30th, 2019

Building Infographics with Shared Data to Inform Practice (2)



EMPLOYMENT RATE ANALYSIS



Explanation

Individuals in Medicaid home and community based services (Medicaid-HCBS) had higher employment rates when they received vocational rehabilitation (VR) services.

Employment rates were higher for school age youth in home and community based services compared to prime working age adults. This may be due to the services they received through their local schools and/or the children's HCBS program.



Opportunity

In 2019, 53% of Medicaid-HCBS recipients under age 45 were not engaged with public schools or VR.



Recommendation

Connecting Medicaid-HCBS recipients to employment programs can provide individuals with better employment outcomes.

Wisconsin PROMISE Resources

- Wisconsin PROMISE Lessons Learned - promisewi.com/success/
- Wisconsin PROMISE Video Stories - promisewi.com/videos/
- Online Service Provider Tools and Tips - promising-practices.com/
- Transition Guide: Get Where You Want to Go - beforeage18.org/transition-guide/
- Online Self-Advocacy Modules - beforeage18.org/self-advocacy-training/
- Online Family Advocacy Modules - beforeage18.org/family-advocacy-training/
- Online work incentive benefits counseling youth and family tools - beforeage18.org/benefits-and-working/
- Online health and wellness youth and family tools - [beforeage18.org/resources/#Topic Health](https://beforeage18.org/resources/#Topic_Health)
- Online soft skills tool - www.dol.gov/agencies/odep/program-areas/individuals/youth/transition/soft-skills





Thank you!

Ellie Hartman, Ph.D.

Wisconsin PROMISE Project Manager

Workforce Data Integration System Chief Evaluation Officer

Wisconsin Department of Workforce Development

Defining Competitive Integrated Employment (CIE)

As defined by the Workforce Innovation and Opportunity Act

- full-time or part-time work
- at minimum wage or higher, with wages and benefits similar to those without disabilities performing the same work,
- and fully integrated with coworkers without disabilities.

Provider Transformation

- Effort to phase out sheltered workshops and transform to offer competitive integrated employment
- To transform agencies' services, there is need for an explicit commitment to increasing competitive integrated employment

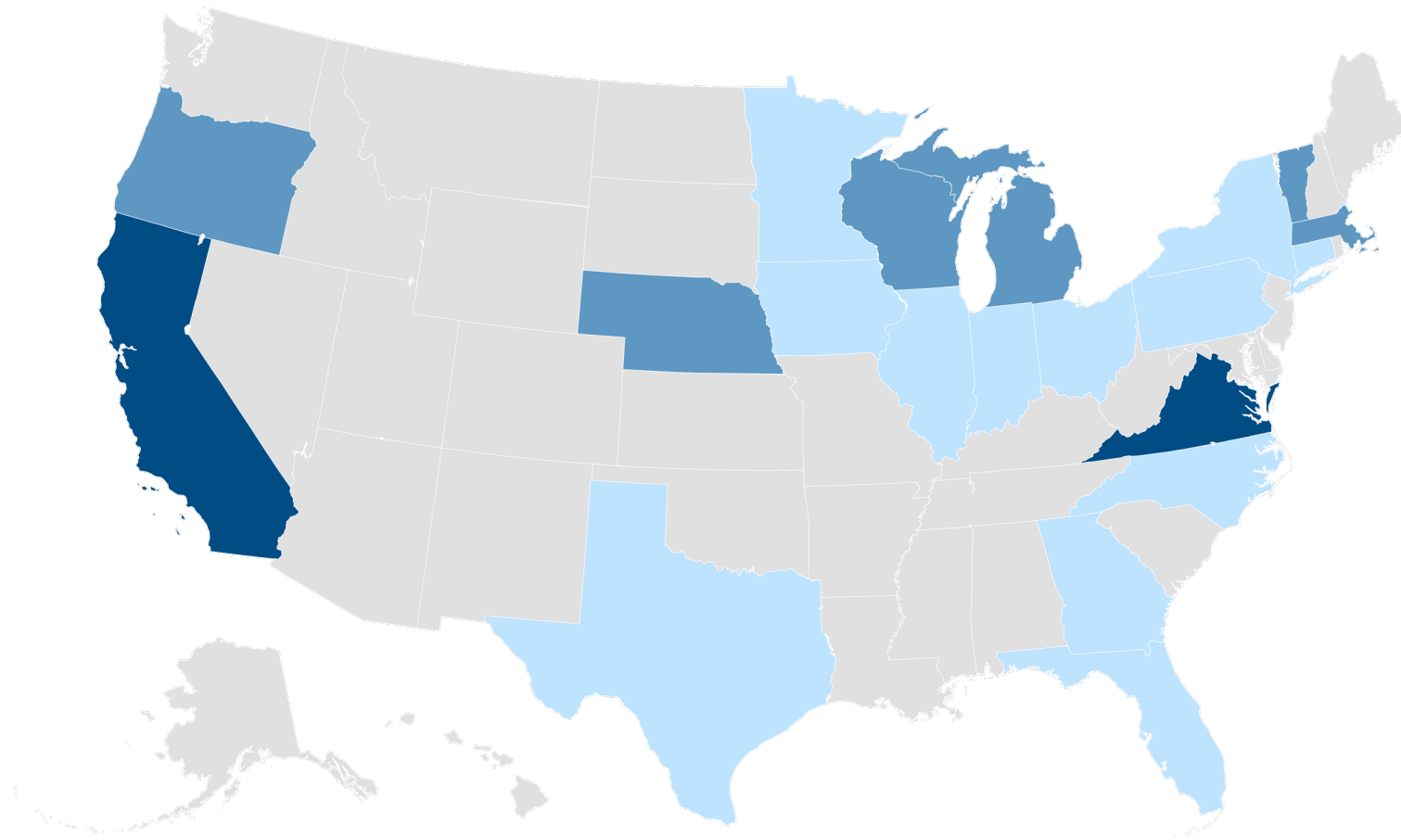
Best Practices to Promote CIE

- Clear messaging: Culture that supports inclusion
- Person-center job placement
 - Identify skills, needs, interests, & preferences
- On-going professional development
 - Customizing employment
- Customer focus & engagement
 - Individual and their families
 - Employers
- Life-span or holistic approach
 - Non-employment related supports & services

Rehabilitation Services Administration Disability Innovation Fund demonstration projects

- 84.421C Career pathway projects
 - 8 state VR agencies
- 84.421D Subminimum wage to competitive integrated employment projects
 - 14 state VR agencies
- 84.421E Pathways to partnerships
 - Up to 37 awards

States with RSA demonstration projects



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Comments, Thoughts, Questions...



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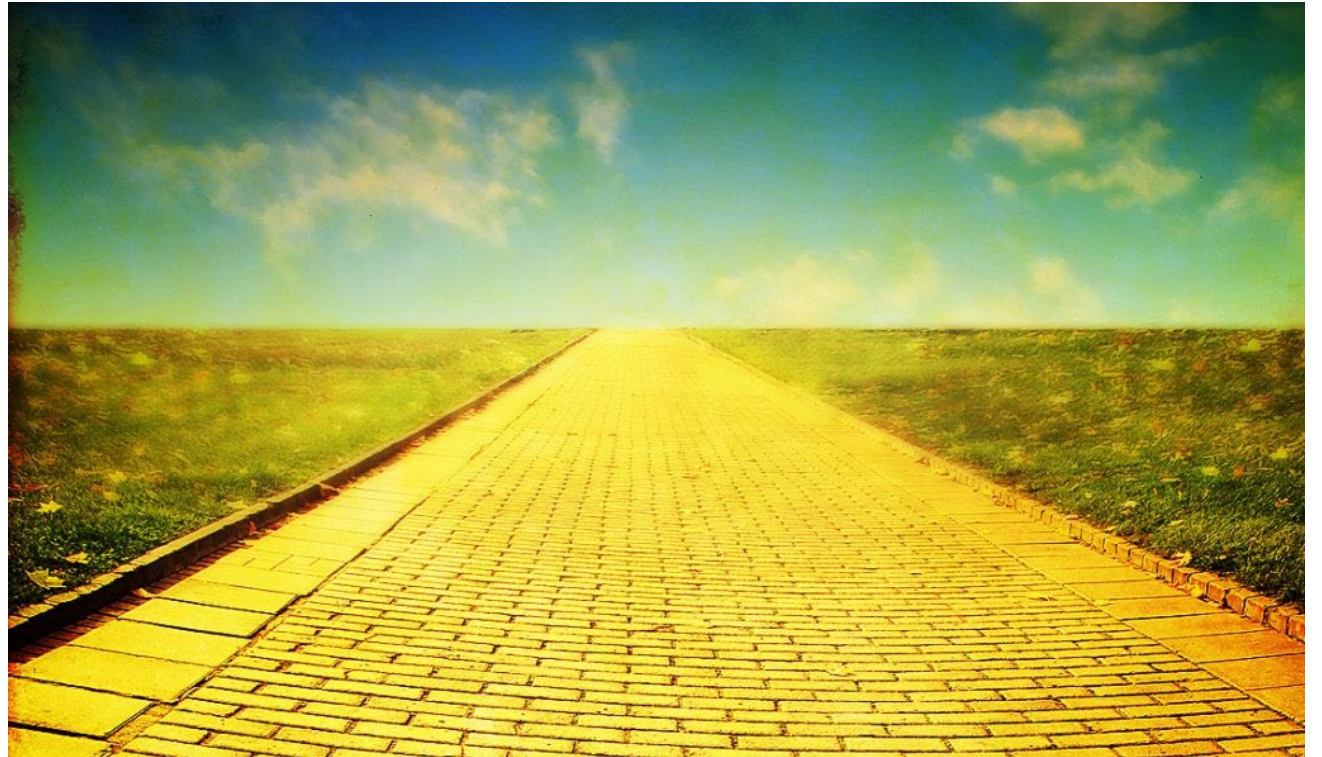
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Please take a moment to submit your session
Quick Reaction

