

Aligning Community Practices with Trends in Rehabilitation: Researching and Validating the Pathways to Careers Initiative

Presenters

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Discussant

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Washington, DC

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MATHEMATICA
— CENTER FOR —
STUDYING DISABILITY POLICY

Welcome



Moderator

David Stapleton

Mathematica Policy Research

About CSDP

The Center for Studying Disability Policy (CSDP) was established by Mathematica in 2007 to provide the nation's leaders with the data they need to shape disability policy and programs that fully meet the needs of all Americans with disabilities.

Today's Speakers



Brian DeAtley
SourceAmerica



Therese Fimian
SourceAmerica



Gina Livermore
Mathematica

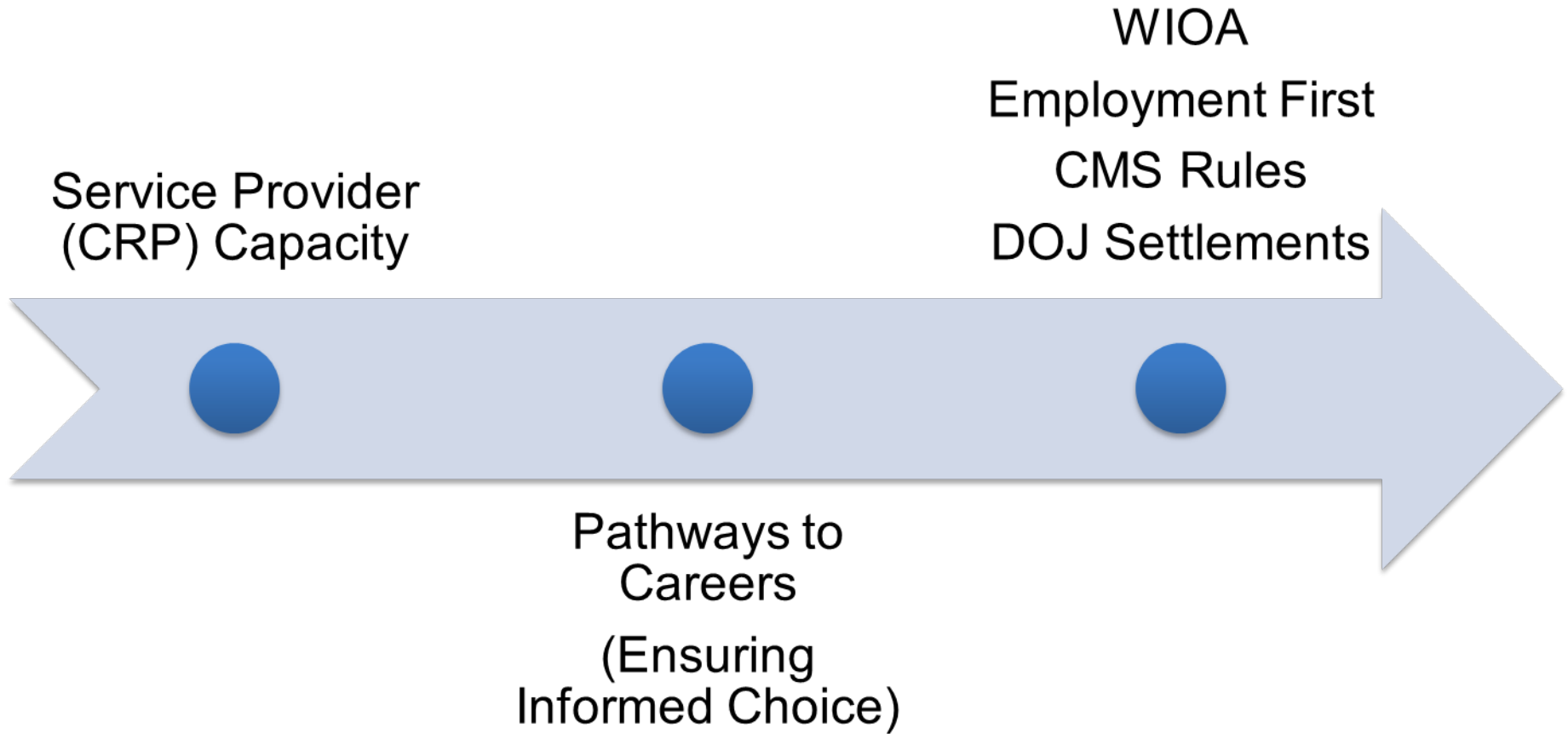


Christopher Button
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Labor

ALIGNING COMMUNITY PRACTICES WITH TRENDS IN REHABILITATION: RESEARCHING AND VALIDATING THE PATHWAYS TO CAREERS INITIATIVE

Brian DeAtley, Therese Fimian

Alignment with Trends in Rehabilitation



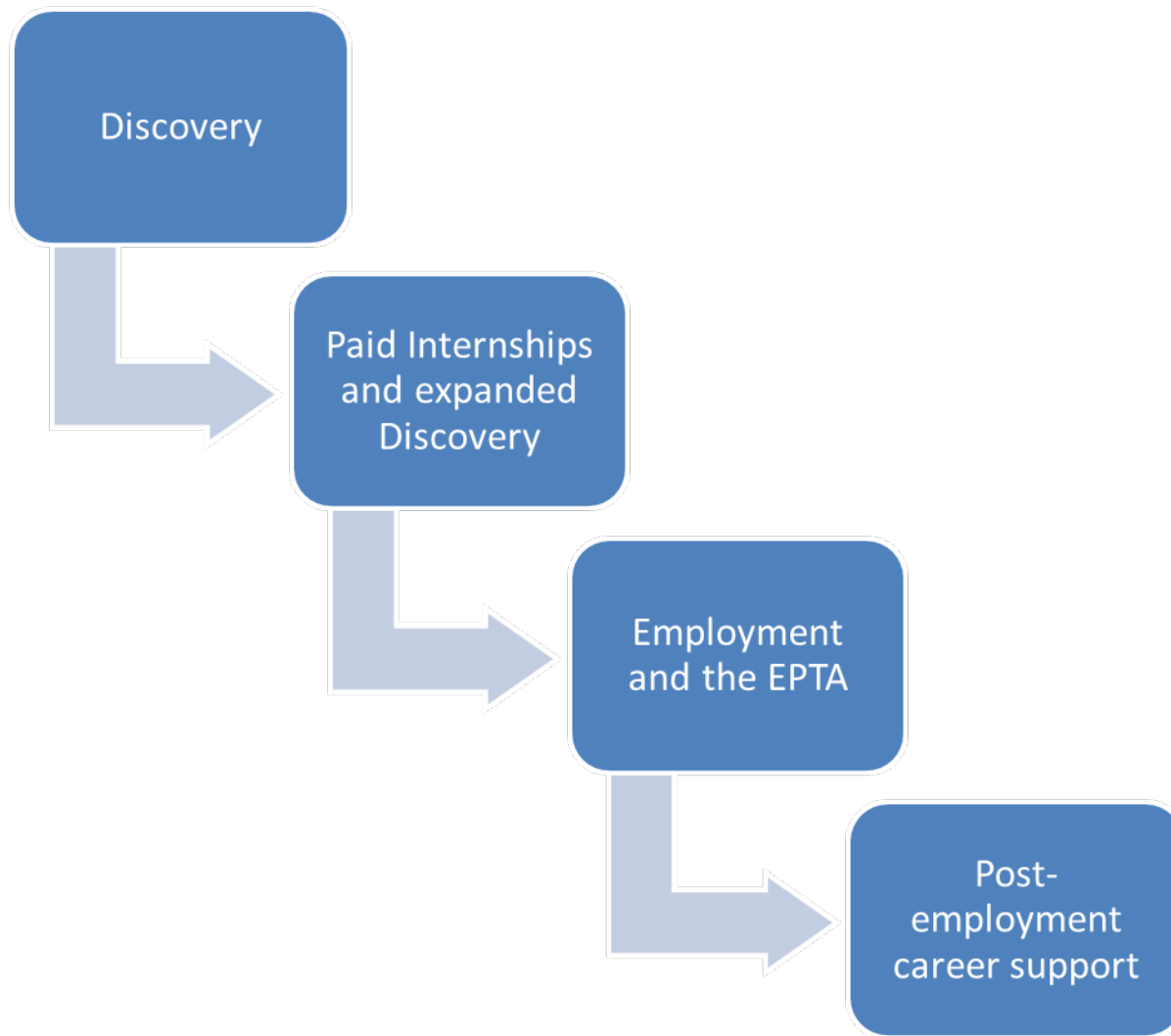
Pathways to Careers Goals and Objectives

- **Goal:** All youth and adults with significant disabilities will have an informed choice of competitive, integrated and full wage employment options
- **Objectives:**
 - Eliminate existing barriers and disincentives to full participation in the workplace for individuals receiving SSI and/or SSDI benefits and related Medicaid and Medicare benefits;
 - Create an incentive for private, nonprofit and public employers to hire and retain individuals with significant disabilities; and
 - Achieve the Pathways goal with net costs below the estimated Treasury savings for all Pathways-related costs, including the EPTA.

Why Pathways?

- There continues to be a deeply held doubt that community employment is possible for all individuals.
- Staff need to not only be exposed to cutting edge, effective strategies but they will need to be mentored through the implementation of those strategies.
- In order to align with the demands resulting from Employment First in most states, CMS rules, Rhode Island consent decree, Oregon consent decree and WIOA, models are needed that can address the larger numbers of individuals to be served.

Pathways to Careers Core Strategies



Discovery

- An alternative to comparative assessment
- Competency-based, qualitative look at job seeker
- Translates life skills to contributions to employers
- A way to identify the unique contributions offered by those who might not compete as well as others
- Not a plan, but the foundation of employment planning, that seeks to individualize outcomes

The Value of Paid Internships

- Provides a more reliable context for Expanded Discovery
- Connects the value of contribution with wages earned, for both individuals and employers
- Offers stronger leverage to develop employer “ownership” of supports
- Allows individuals to better establish their interests, identify their conditions for success and develop skills to be offered to employers

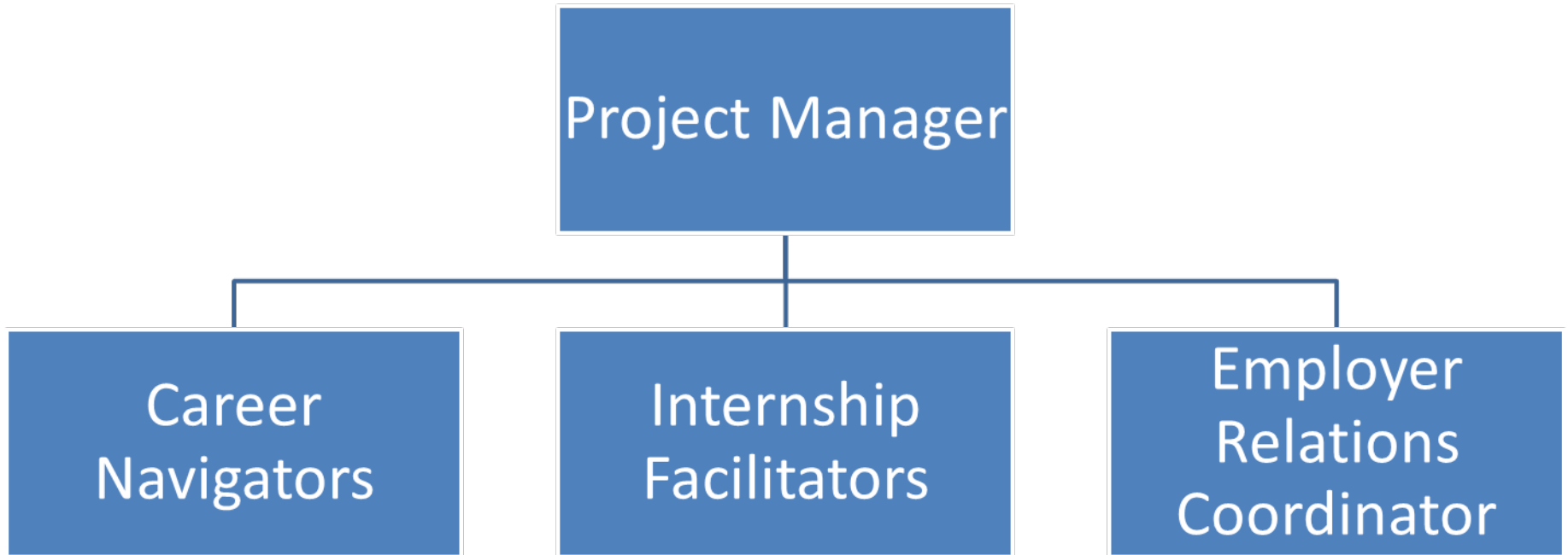
Employer Engagement Strategies

- Development of strategic employer partnerships
- Employer Agreements
 - Partnership, Internship and Employment
- Paid Internships
- Internship/employment supports facilitated by Pathways team (using systematic instruction approach) and transitioned to employer
- Employer Payroll Tax Adjustment (EPTA) as a resource to offset any ongoing employment supports

Examples of Additional Features of Pathways

- Flexible “model”
- Zero exclusion/zero failure
- Presumed readiness
- All get initial Discovery
- Multiple opportunities for benefits counseling throughout Discovery, Internships and Employment
- Paid internships are matched, not general
- Diversity of internships and jobs
- Looking for “goodness of fit” for all participants (and employers)

Pathways Team Structure



Pathways Demonstration Sites

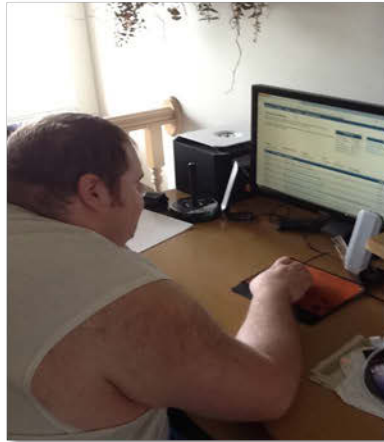
CRPs:

- PARC, Davis County, UT
- WORK, Inc., Boston, MA
- JVS, Detroit, MI
- ServiceSource, Northern VA

Participants:

- Individuals with intellectual/developmental disabilities and autism spectrum disorders
- Approximately 100 individuals participating across the four sites (to date)

Using Discovery to Inform Planning



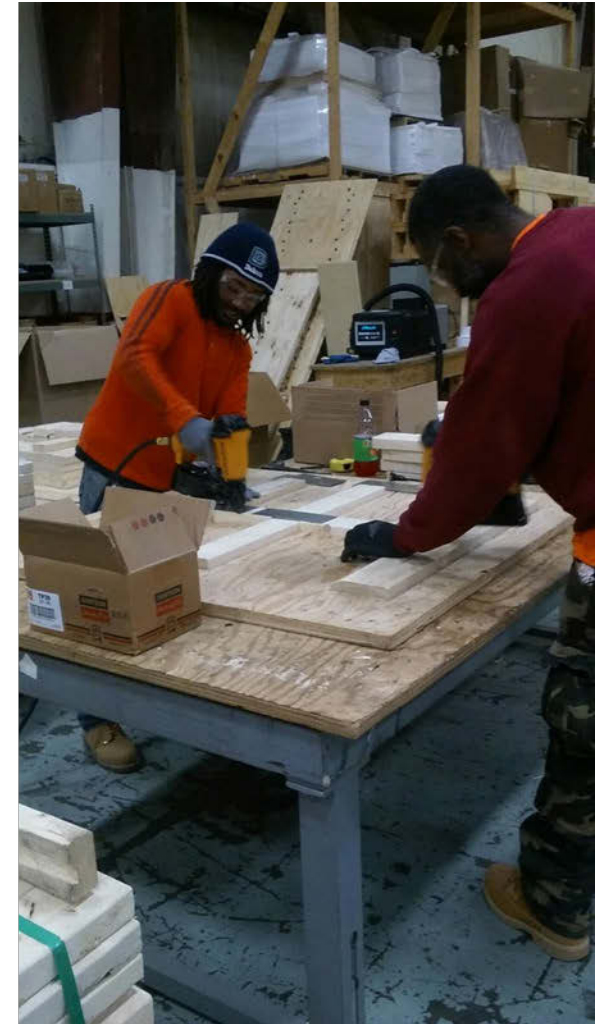
Using Discovery to Inform Planning



An Expanded Discovery Approach



An Expanded Discovery Approach



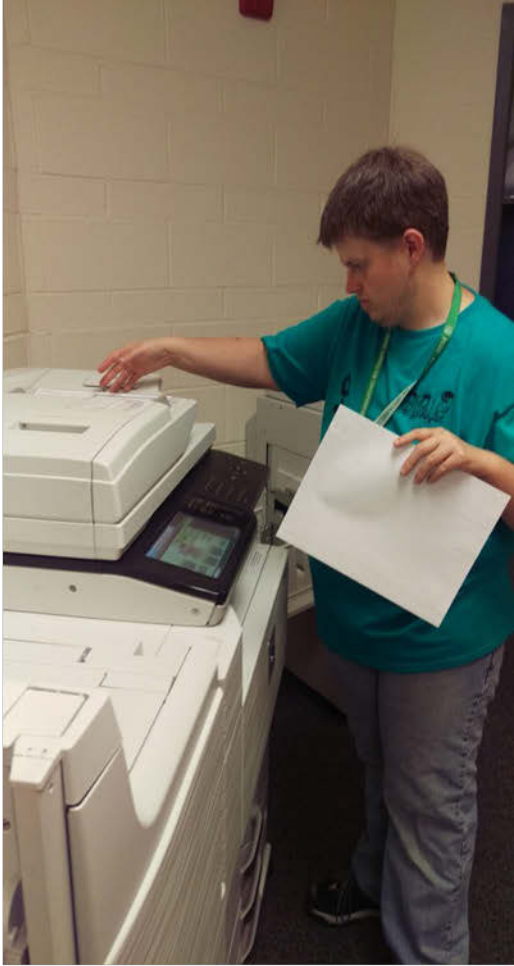
An Expanded Discovery Approach



An Expanded Discovery Approach



The Impact of the EPTA



The Impact of the EPTA



Findings from the Utah Pathways Evaluation

Gina Livermore

Presented at the Mathematica CSDP Forum on
Aligning Community Practices with Trends in
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Overview of Pathways Evaluation

- **Implementation, participation, costs, and outcomes analyses**
- **Based on data from several sources (as of October 2015)**
 - Program administrative data on service delivery
 - Application data
 - Surveys conducted 6, 12, and 24 months after intake
 - Interviews with staff, participants, and employers
- **Utah program only**
 - N = 67 in first four participant cohorts during first three years
- **No control/comparison group**
 - Pre-post comparison of participant outcomes
- **This is a pilot!**

Overview of Presentation

- **Eligibility, referral sources, and participant characteristics**
- **Service delivery outcomes**
- **Participant outcomes**

Eligibility, Referrals, and Participant Characteristics

Eligibility and Referral Sources

- **Eligibility**
 - Diagnosis of autism spectrum disorder or intellectual or developmental disability
 - Ages 18 and over
 - Reside in Davis County, Utah
- **Three referral sources**
 - Facility-based employment program at the Pioneer Adult Rehabilitation Center (PARC)
 - Davis County School District's (DSD's) transition programs
 - Students Transitioning for Educational and Personal Success (STEPS)
 - Students Transitioning to Adult Responsibilities (STAR)
 - Medicaid waiver program waiting list
 - Community supports waiver for people with intellectual disabilities or related conditions

Applications and Acceptances by Referral Source, First Four Cohorts

	All	PARC	Medicaid waiver waiting list	DSD transition programs
Solicited	547	213	209	125
Submitted application (%)	133 (24%)	50 (23%)	38 (18%)	45 (36%)
Randomly selected	72	24	23	25
Declined offer of services	5	1	2	2
Net acceptances	67	23	21	23
Dropped out after intake (%)	9 (13%)	3 (13%)	4 (19%)	2 (9%)

Source: Pathways management information system (MIS).

Participant Characteristics (1)

- **Nearly all were white, non-Hispanic, never married, and receiving federal disability benefits (SSI or SSDI)¹**
- **Average age of 29**
- **60% male**
- **Most (72%) had a high school certificate or diploma; few (3%) had education beyond high school**
- **Most (73%) lived with a parent or guardian**
- **All had significant disabilities since childhood**

¹ Supplemental Security Income or Social Security Disability Insurance.

Participant Characteristics (2)

Characteristics at application	All	PARC	Medicaid waiver waiting list	DSD transition programs
Attending school (%)	37	0	19	91
Working for pay (%)	34	74	24	4
Ever held a job for pay (%)	57	91	62	17
Receiving state VR services (%)	22	13	19	35

Source: Pathways application form.

VR = vocational rehabilitation.

Service Delivery

Service Delivery Outcomes

Initial Discovery

- (Averages)
- 17 activities
 - 1.4 hours in duration
 - 14 weeks



Internships

- (Averages)
- 17-week wait to first internship
 - 1.9 internships per participant
 - 157 hours per internship
 - 9 weeks per internship
 - 31% on-site staff support



Employment/EPTA

- 55 employers
- 76 completed internships
- 25 employment offers
- 15 acceptances
- \$9.78 per hour (average)
- \$1,161 per month (average)
- EPTA payments for 7 participants
- \$45K in EPTA payments

EPTA = Employer payroll tax adjustment.

Employers and Internship Opportunities

Employer	Job titles or responsibilities	Employer	Job titles or responsibilities
Harmons Grocery	Sales associate, stocker, baker assistant, produce associate, bagger	Legacy House of Bountiful	Activities assistant
Davis School District	Maintenance technician's assistant, beginning computer programmer, receptionist, print technician, library assistant	Legacy Village	Teacher aide, assistant chef
Futura Industries	T-slot production worker, racker, assembler	Meadowbrook Elementary	PE assistant
Layton City Government	Park specialist, scanning assistant, office assistant	Natural History Museum of Utah	Classroom assistant/pest management
North Davis Cabinet	Fabrication, cabinet assembler, planer operator	Newgate Motor Sports	Shipping & receiving clerk
Head Start	Teacher's assistant, media center assistant	Northridge High School	Teacher assistant
Levolor Blinds and Shades	Pre-assembly, production worker	Oak Hills Elementary	Tutor
Symbol Arts	Production finisher	Ogden Regional Hospital	Chef assistant
U.S. Forest Service	Office assistant, mail room clerk	OWCAP (Ogden Head Start)	Office assistant
Buffalo Point Elementary	Teacher assistant	Planet Fitness	Fitness associate
Country Niche	Nursing assistant, assistant care attendant	Rocky Mountain Care Center	Chef assistant
Davis Conference Center	Maintenance technician, audio/visual technician	Self employment	Self-employed craft business
Ogden Hilton Garden Inn	Hostess, chef assistant/host	Stroops Fitness Club	Seamstress
Orbit (Promark)	Fulfillment clerk, injection moulding operator	The Buddy Bin Child Care	Child care attendant
Time for Families	Assistant cook	Treehouse Museum	Art garden assistant
Tony Divino Toyota	Parts technician	University of Utah	Assistant equipment attendant, events crew
Wasatch Elementary	Assistant maintenance engineer	Up with Kids	Assistant
Zero Manufacturing	Fabricator, can wash operator	Utah Museum of Fine Arts	Events crew
Bountiful LDS Temple	Cafeteria hostess	Vae View Elementary	Teacher assistant
Bravo Arts Academy	Teacher assistant	Vista Center	Teacher assistant
Clearfield Aquatic Center	Swimming instructor	Western Governors University	Human resources assistant
Clearfield Aquatic Daycare	Day care	B2ACPA's	
Clearfield City	GPS technician	BurchCreek Homecare	
Davis County Animal Shelter	Office assistant	Layton Hilton Garden Inn	
Davis County Library	Library assistant	Willie B's Restaurant	
Davis Head Start	Teacher assistant	Zion's Bank	
Fremont Elementary School	Teacher assistant		
Hale Theatre	Usher		
Lakeview Hospital	Prep cook		

Employer Views of Pathways

- **Recruitment**

- Want to know the types of disabilities participants have
- Worried about safety
- Mixed views about the importance of the EPTA in the participation decision
- Wanting to give back to the community is a primary motivation for participating

- **Internships and employment**

- Appreciate ability to try out participants with little risk
 - Paid internships
 - On-the-job supports
- Appreciate receiving information about needed employment supports and successful work conditions in hiring process

Participant Outcomes

Change in Participant Outcomes 24 Months After Intake

	24 months after intake	Change from application
Number	27	
Employed	44%	- 3.7
Average monthly earnings*	\$391	+ \$235
Average monthly SSI/SSDI benefits*	\$557	- \$161

Source: Pathways application form and follow-up survey.

* Average computed among all participants who responded to the survey question.

Summary and Conclusions

Summary

- **Significant investment needed to provide a choice-based alternative to sheltered employment for people with significant intellectual disabilities**
 - Staff training
 - Employer recruitment
 - Time
- **Some evidence of success**
 - At 24 months, average earnings had increased by 200% percent, and SSI/SSDI monthly benefits had declined by 22%
- **Potential long-run savings?**
 - Average cost of lifetime cash benefits for SSI/SSDI beneficiaries with intellectual disabilities is \cong \$170K (Riley and Rupp 2014)
 - 22% reduction in cash benefits \cong \$39K

Other Concluding Thoughts

- **Program is amenable to rigorous evaluation**
 - Is a 24-month follow-up long enough?
 - **Challenges to measuring success**
 - Employment rates
 - Measuring “informed choice”?
- **Can the model be replicated and sustained?**
 - **Staff training/employer recruitment**
 - **Greater efficiency over time/targeting services**
 - **Success without the EPTA**
 - **Long-term funding sources**

Contact Information

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U.S. Department of Labor



Policy Context: Looking Forward

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Policy Supervisor

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U.S. Department of Labor



Policy Context:

- **Workforce Innovation and Opportunity Act (WIOA)**
- **Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID)**
- **Employment First**

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WIOA from a Disability Perspective

- Disability amendments throughout
- Financial Literacy authority
- Partnerships, MOAs
- Section 188 Nondiscrimination
- Customized Employment
- Limitations on Use of Subminimum Wage: Section 511

LEAD Center brief: [Click Here](#)

<http://www.leadcenter.org/resource-center/publication/lead-center-policy-brief-summary-major-policies-included-titles-i-and-iv-workforce-innovation-and-opportunity-act>

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ADVISORY COMMITTEE ON INCREASING COMPETITIVE INTEGRATED EMPLOYMENT FOR INDIVIDUALS WITH DISABILITIES (SECTION 609 OF TITLE IV OF WIOA)

Prepare findings, conclusions, and recommendations for the Secretary of Labor on:

- Ways to increase employment opportunities for individuals with intellectual and developmental disabilities or other individuals with significant disabilities in competitive integrated employment;**
- Use of the certificate program carried out under Section 14C of FLSA;**
- and**
- Ways to improve oversight of the use of such certificate**



Employment First

Employment First State Leadership Mentoring Program (EFSLMP)

- 1 – Connecting the Dots: Using Federal Policy to Promote Employment First Systems Change Efforts**
- 2 - Federal Legal Framework that Supports Competitive, Integrated Employment Outcomes of Youth and Adults with Significant Disabilities**
- 3 – Criteria for Performance Excellence in Employment First Systems Change & Provider Transformation**
- 4 - Federal Resources Available to Support State Employment First Efforts**

Briefs are available at: [Click Here](http://www.leadcenter.org/resource-center/publication/employment-first-technical-briefs)

<http://www.leadcenter.org/resource-center/publication/employment-first-technical-briefs>

Looking Forward



“...As men and women unwittingly, and sometimes unwillingly, reveal their character and even their secret motives of actions by the sort of language which they use, so the generations reveal the prevailing ideas of the men who lived in them by the works which they leave behind them...”

Samuel Gridley Howe, 1866

Audience Q&A



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Upcoming Events

Next CSDP Policy Forum – April 21, 2016

Join us for a discussion of strategies to coordinate health and housing services for Medicaid beneficiaries with behavioral health conditions.