

Center for Studying Disability Policy

Expanding Integrated Employment: Lessons from Scaling Up Pathways to Careers

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Welcome



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Speakers



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James Willis
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Lisa Mills
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Agenda



**Overview of Pathways
to Careers**



**Background on
program contexts**



Live panel discussion



Questions

Pathways to Careers

Review and Future Direction

What is customized employment?

Customized employment is defined as

- competitive integrated employment, for an individual with a significant disability;
- individualized determination of strengths, needs, and interests;
- designed to meet the specific abilities of individuals and the business needs of the employer; and
- carried out through flexible strategies.



Pathways to Careers: Framework



Discovery is a strengths-based assessment of Pathways participants that reveals each person's job-related interests, skills, and conditions for employment success.

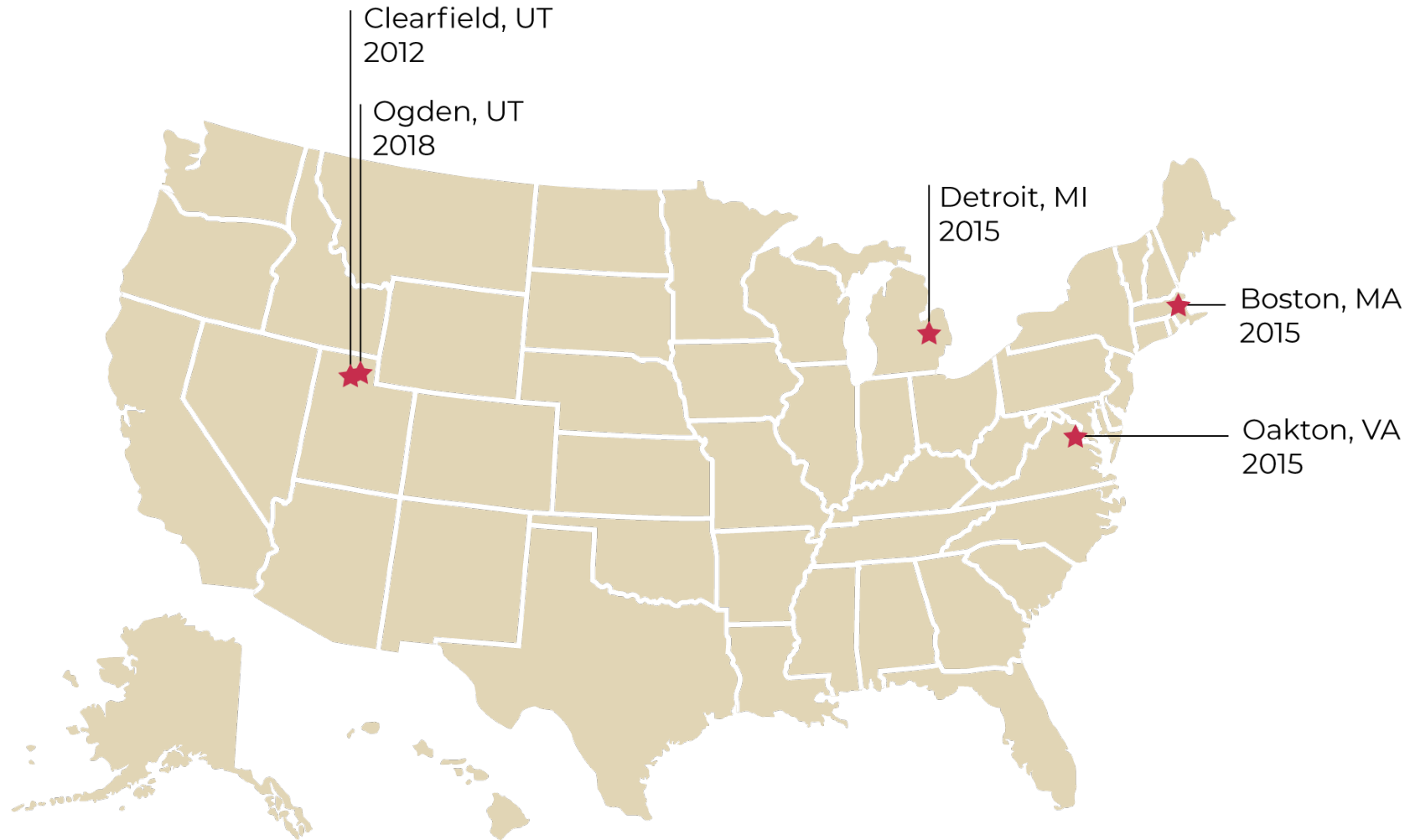
Customized internship and job development is carried out by Pathways staff who outreach to employers to identify customized internship and employment opportunities for participants.

Expanded Discovery includes paid internships that enable participants to try different job responsibilities to determine whether the job is a suitable match for them. Pathways, rather than the employer, provides salary, benefits, and initial employment supports.

Naturally referenced employment supports are provided to both employers and participants to enhance the effectiveness of the natural training and supports that employers provide in the workplace.

Post employment career support is provided after a participant has accepted a job to address concerns the participant or employer may have about the participant's success in the job.

Pathways to Careers sites



Community impact



Experiences since 2012

- 185 participants employed through August 2020
- Average retention rate of 75%
- Average earnings increase per person of 387%
- Ripple effect for individuals, families, and communities
- Over 300 employer partners
- Expansion of service models at provider agencies

Notable challenges

- Average cost/person of \$24K
- CE funding/sustainability



Experiences since March 2020

- 15 new jobs created - significant reduction from past averages
- Over 50% furloughed or lost jobs- primarily in the Hospitality/Tourism, Education and Health Care Career Clusters
- Virtual employment supports
 - Virtual Discovery
 - Increased use of technology and online platforms
- Networking activities with persons with disabilities to request their input on how best to deliver virtual services

Returning to work after COVID 19 furloughs



Harness Builder for Aftermarket Auto Upgrades



Teacher's aide at elementary school





Customized Approaches to Providing And Building Independent Lives of Inclusion for Transition-aged Youth

- Bipartisan bill introduced by Representative Seth Moulton (D- MA) and Representative Cathy McMorris Rodgers (R- WA)
- Authorizes a demonstration grant program targeted to transition-aged youth with Intellectual and Developmental Disabilities (I/DD) or Autism Spectrum Disorders (ASD) to achieve customized and competitive integrated employment
- Broad support amongst disability community organizations
- Merits attention as a potential response to current events

Future direction



Pathways to Careers is...

- A technical center on workforce development practices including
 - Learning Management System (LMS) modules
 - Webinars
 - Forms
 - Community of practice
 - Additional CIE training materials
- A collaborator with state Vocational Rehabilitation
- A collaborator with university systems

To include support for SourceAmerica's 14(c) Transition Program and participation in the Office of Disability Employment Policy's National Expansion of Employment Opportunities Network (NEON) initiative

Pathways program contexts



James Willis
JVS Human Services



Jennifer Kellett
ServiceSource Inc.

Panel discussion

- **What strategies did Pathways staff use to recruit potential employers to offer internship and job opportunities to participants?**
- **Can you provide an example of how Pathways staff worked directly with employers to customize jobs for individual participants? What types of customized employment strategies were used?**



Panel discussion

- **How has COVID-19 affected delivery of Pathways and other employment services?**



Panel discussion

- **How have your organizations coordinated with local partners to establish funding arrangements to support delivery of Pathways services?**



Questions

Mathematica...

provides evidence
for

the public and
private

Resources

- **Mathematica's Pathways to Careers evaluation reports**
 - [https://www.mathematica.org/relatedcontent?itemID={1BF8D747-EC7F-4C8D-A599-1E36FAFDFA6E}&relatedcontent=Related Publications](https://www.mathematica.org/relatedcontent?itemID={1BF8D747-EC7F-4C8D-A599-1E36FAFDFA6E}&relatedcontent=Related%20Publications)
- **SourceAmerica Pathways to Careers**
 - <https://www.sourceamerica.org/pathways-careers>
- **JVS Human Services**
 - <https://www.jvshumanservices.org/>
- **ServiceSource Inc.**
 - <https://www.servicesource.org/>
- **Marc Gold & Associates**
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Thank you