

**Go.
Be a
Force.**



work.



include.



connect.



multiply.



advocate.



Pathways to Careers/Job Matching & Customized Employment General Overview

The Pathways Job Matching & Customized Employment Community

- ✓ Job-Seekers
- ✓ Job-Seeker's Families and Support Members
- ✓ National Program Office Staff at SourceAmerica
- ✓ Consultants and Technical Advisors
- ✓ Self-Advocates
- ✓ Community of Practice Members

Where Pathways to Careers Started

In 2012 SourceAmerica launched the first Pathways pilot site in Utah.

In 2015 Pathways expanded to three additional demonstration site in the Boston, Detroit and D.C. areas and in 2018 a second site in Utah.



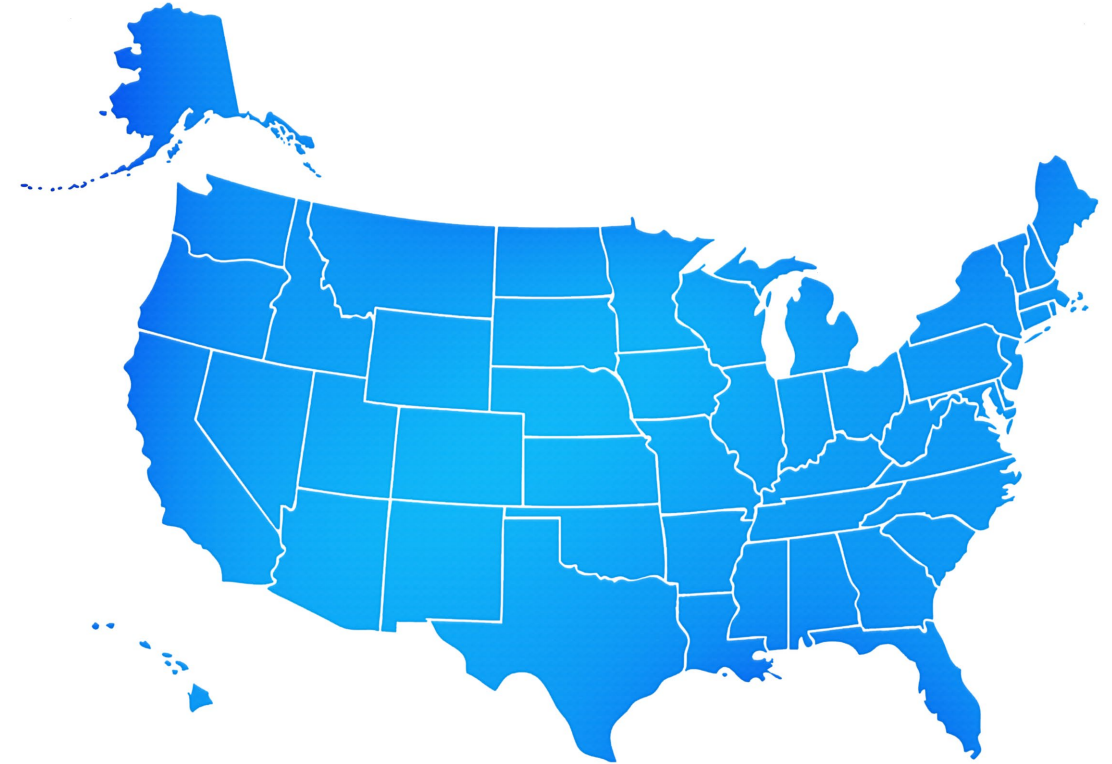
Pathways Sites

- ★ Utah x 2
- ★ Massachusetts
- ★ Michigan
- ★ Northern Virginia

Expanded Service Offering

In 2020 SourceAmerica offerings were expanded make services available to all NPAs throughout the US to include Pathways, along with Job Matching and Customized Employment component-based trainings.

Each component of the previous Pathways offerings can be selected based on varying agency needs.

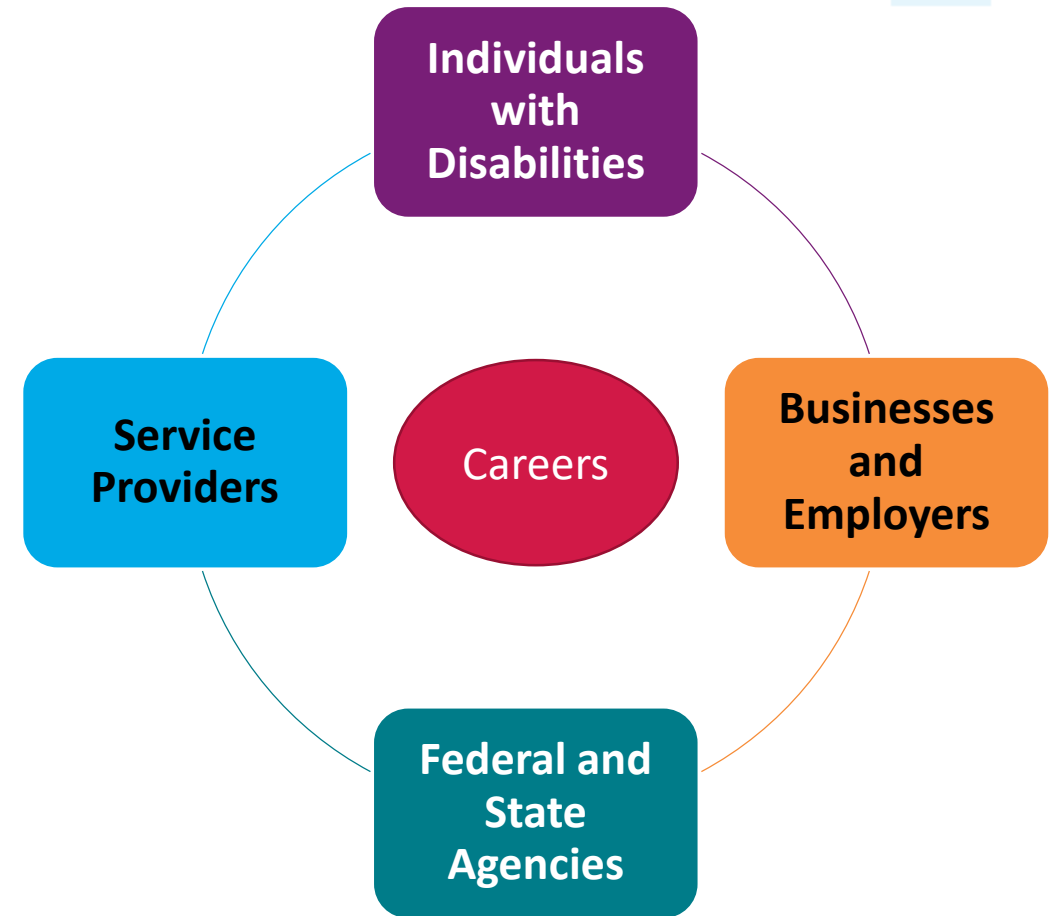


Why Pathways?

Objective: Identify and provide an effective and sustainable approach to employment service delivery that facilitates competitive, integrated employment for people with significant disabilities.

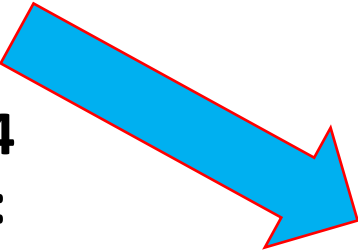


Martin Gerry
Former Executive Managing Director
SourceAmerica



Demonstration Statistics

- **Nearly 40% of participants who secured jobs through Dec 2018 (n=83) earned above substantial gainful activity**
- **Outcomes among those enrolled 24 months through Dec 2018 (n=118) :**
 - Average monthly earnings increased by \$386 (+477%)
 - Average monthly SSI/SSDI benefit amounts decreased by \$154 (-22%)



Findings through Dec 2016 suggest that Pathways outcomes could translate into average lifetime cash benefit reductions of **~\$44K** per participant.

Under SSA program rules, substantial gainful activity (SGA) refers to the threshold for gross monthly earnings at which beneficiaries might lose their monthly cash benefits if they have completed their 9-month trial work period. The SGA threshold is defined in 2020 as \$1,260 for non-blind beneficiaries and \$2,110 for blind beneficiaries.

SourceAmerica National Program Office Staff



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Pathways Principles

Pathways Principles 1 - 5

1. Pathways can help provide opportunities for all individuals with disabilities, including those with significant disabilities, who want to work, options for career oriented, competitive and customized, integrated employment.
2. Pathways is a service approach that requires commitment of staff training time to offer professional development in customized employment services.
3. Discovery is the starting point and the foundation for all Pathways participants. Discovery is a non-comparative, non-competitive manner of determining the strengths, conditions, needs and interests of an individual from a career perspective, while also identifying their individual employment supports and other resource needs.
4. Pathways participants regularly receive access to benefits counseling, information about work incentives, financial literacy, asset development and other related information for decision-making.
5. Person-centered career plans are developed with each Pathways participant to guide the direction of a career goal through internship, employment and career options in the community.

Pathways Principles 6 - 10

6. Pathways offers Expanded Discovery, through paid internship options, at or above minimum wage to further clarify a participant's strengths, conditions, needs and interests and to facilitate career oriented, customized and competitive, integrated employment.
7. Pathways service providers develop partnerships with a broad spectrum of employers to provide career oriented, customized and competitive, integrated internships and employment opportunities.
8. Pathways participants receive naturally supported internship, employment, and career supports based on proven practices in systematic instruction, training, inclusion, and accommodations.
9. Pathways service providers build partnerships with state and community agencies, schools and other employment support providers to raise the visibility of the Pathways services in their community and broaden access to individualized employment and career services for Pathways participants and their families/designated members of their support network.
10. SourceAmerica hosts a variety of community of practice activities to gather and share data, successes, challenges and outcomes, and embrace quality improvement strategies in a collaborative way.

Individualized Job-Seeker Approach

Pathways can help provide opportunities for all individuals with disabilities, including those with significant disabilities, who want to work, options for career oriented, competitive and customized, integrated employment.



Pathways' Service Approach

Pathways is a service approach that requires commitment of staff training time to offer professional development in customized employment services.



Discovery

Discovery is the starting point and the foundation for all Pathways participants. Discovery is a non-comparative, non-competitive manner of determining the strengths, conditions, needs and interests of an individual from a career perspective, while also identifying their individual employment supports and other resource needs.



Benefits Counseling

Pathways participants regularly receive access to benefits counseling, information about work incentives, financial literacy, asset development and other related information for decision-making.



Person-centered Career Plans

Person-centered career plans are developed with each Pathways participant to guide the direction of a career goal through internship, employment and career options in the community.



Expanded Discovery

Pathways offers Expanded Discovery, through paid internship options, at or above minimum wage to further clarify a participant's strengths, conditions, needs and interests and to facilitate career oriented, customized and competitive, integrated employment.



Pathways Partnerships

Pathways service providers develop partnerships with a broad spectrum of employers to provide career oriented, customized and competitive, integrated internships and employment opportunities.



Pathways Participants

Pathways participants receive naturally supported internship, employment, and career supports based on proven practices in systematic instruction, training, inclusion, and accommodations.



Community Partnerships

Pathways service providers build partnerships with state and community agencies, schools and other support providers to raise the visibility of the employment services in their community and broaden access to individualized employment and career services for Pathways participants and their families/designated members of their support network.

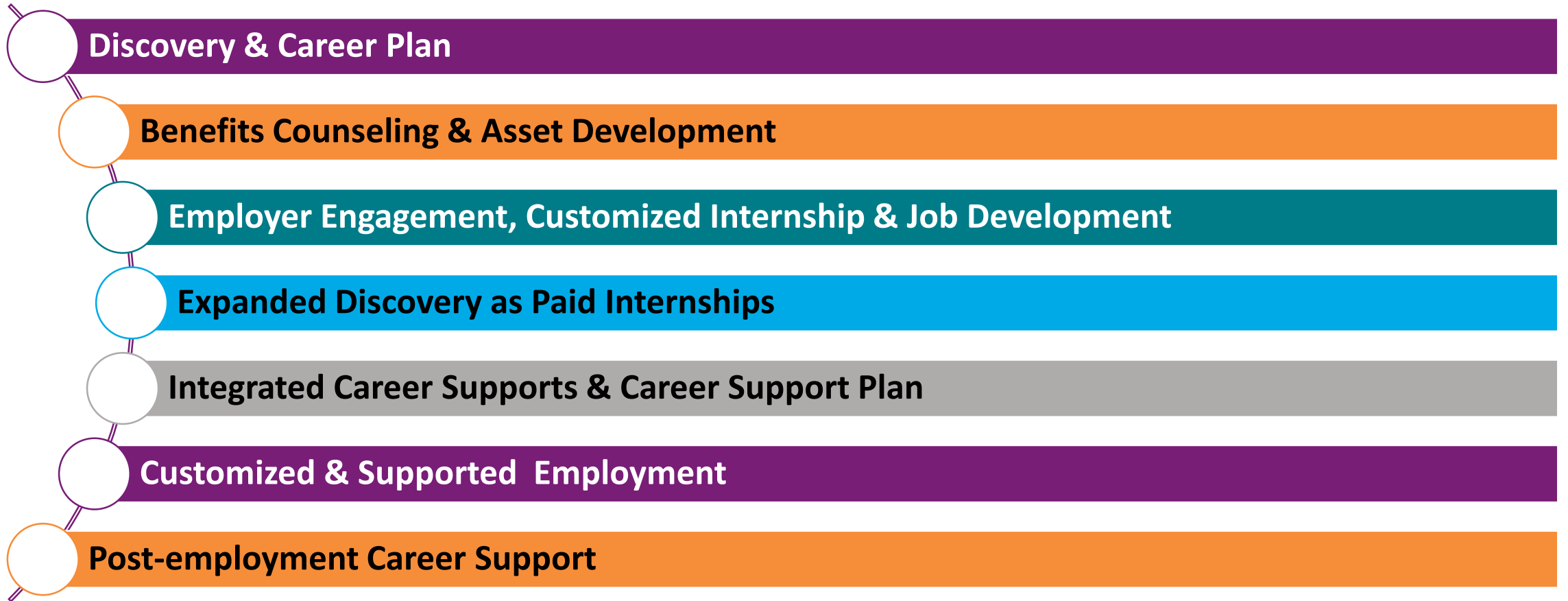


Community of Practice

SourceAmerica hosts a variety of community of practice activities to gather and share data, successes, challenges and outcomes, and embrace quality improvement strategies in a collaborative way.

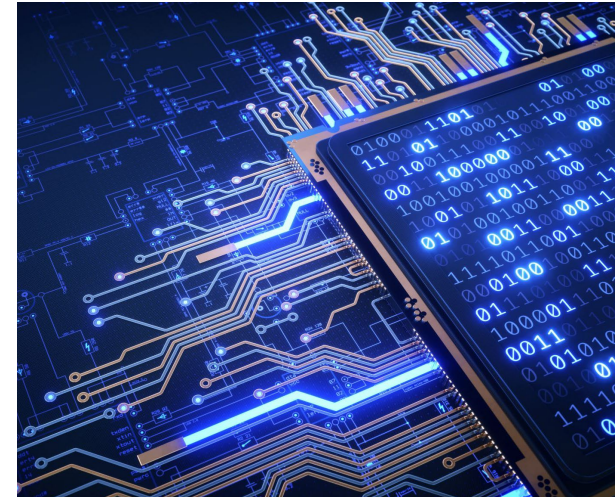


Core Service Components



Training Offerings Available at No Cost*

- **General Overview of Pathways**
- **Employer Partnership Development**
- **Expanded Discovery and Internships**
- **Evaluating Your Services and Improving Outcomes Overview**
- **Customized Employment: Providing Clarity for VR and Provider Agencies (CE Essential and tools)**
- **Developing and Sustaining Quality CE Services**
- **Benefits Planning & Financial Literacy & Asset Development**
- **Person Centered Planning**
- **Mental Health**
- **Cloud-based Learning Management System**



*No cost for SourceAmerica Affiliates

Resources Available at No Cost*

- **Planning Documents**
- **Support Documents**
- **Forms**
- **“Tips & Tricks”**



*No cost for SourceAmerica Affiliates

Trainings Provided by Consultants

- **Discovery**
- **Customized Job Development**
- **Systematic Instruction**

➤ **ACRE Certification**



Meet Drevon (access video below)



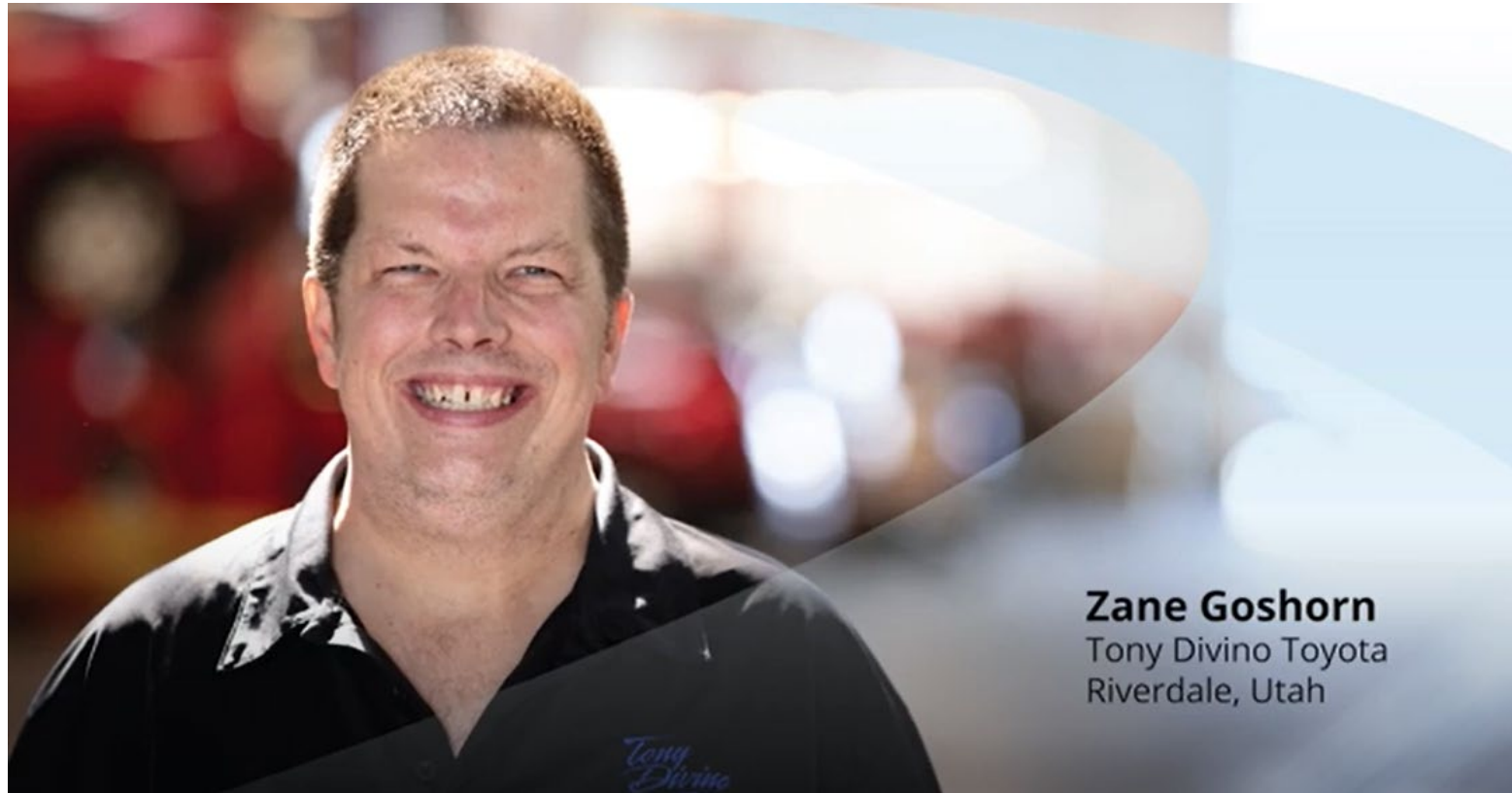
<https://youtu.be/l7lgBSCaB2Q>

Meet Ashtin (access video below)



<https://youtu.be/cpaaZxiyvVY>

Meet Zane (access video below)



Zane Goshorn
Tony Divino Toyota
Riverdale, Utah

<https://youtu.be/pf64sG4GCis>

Resources

[SourceAmerica Pathways to Careers page](#)

[Mathematica Pathways to Careers Evaluation page](#)

- Podcast:
 - [Lessons from Scaling a Customized Employment Program for Workers with Disabilities](#)
- Publications:
 - [Pathways to Careers fact sheet](#)
 - [Customized Employment: Translating Policy Into Practice Through SourceAmerica Pathways to Careers](#)
 - [Expanding Integrated Employment: Early Lessons from Scaling Up Pathways to Careers](#)

The SourceAmerica@ Pathways to Careers™ (Pathways) program helps individuals with intellectual or developmental disabilities or a diagnosis of autism obtain competitive integrated employment aligned with their skills, interests, strengths, and abilities.

PREPARED FOR SourceAmerica

SourceAmerica's Pathways to Careers Program is based on the premise that the American Dream should be accessible to all, including people with disabilities and autism spectrum disorders. Currently, only a narrow path to employment is open to this diverse group of talented individuals, and nearly 70 percent remain outside the workforce. Pathways to Careers is working to change this by providing employment support to those with disabilities by:

- Creating a path that expands competitive and integrated employment options
- Exposing job seekers to a variety of work settings and experiential learning opportunities
- Providing the knowledge, skills, and choices needed for success
- Engaging employers to host internships, offer employment, and provide resources needed for job seekers to attain full inclusion
- Matching the right person to the right job to benefit both job seekers and employers



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