Early Employment Outcomes and Engagement of Transition-Age SSI Youth Receiving PROMISE Services

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Presenters

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At the end of this session, you will be able to:

1. Identify key service interventions related to employment outcomes for youth receiving SSI benefits.
2. Better understand the employment service and support needs of low-income youth and families with disabilities.
3. Identify the RSA-911 data points essential for identifying and serving low-income individuals with disabilities in VR.
4. Discuss how serving the SSI population aligns with the Workforce Innovation and Opportunity Act (WIOA) and Order of Selection (OOS).
5. Share how data was tracked to make program improvements.
Underlying Issues/Challenges

Youth Supplemental Security Income (SSI) Population Increasing

Underutilization of SSA Work Incentives

Low Engagement of Youth Receiving SSI in Public VR

Challenges of Living in Poverty

Low Expectations

Service Systems
## 2014 Poverty Guidelines (100%)

<table>
<thead>
<tr>
<th>Size of Family Unit</th>
<th>48 Contiguous States and D.C.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$11,670/year ($973/month)</td>
</tr>
<tr>
<td>2</td>
<td>$15,730 ($1,311/month)</td>
</tr>
<tr>
<td>3</td>
<td>$19,850 ($1,654/month)</td>
</tr>
<tr>
<td>4</td>
<td>$23,850 ($1,988/month)</td>
</tr>
</tbody>
</table>


[https://aspe.hhs.gov/poverty-guidelines](https://aspe.hhs.gov/poverty-guidelines)
What Is PROMISE?

- Intersection of disability and poverty
- Research grant to improve the education and career outcomes of low income children with disabilities receiving SSI
  - advances goal of fostering interagency collaboration at the Federal and State levels to improve services and drive innovation
- Randomized Control Design
- Six demonstration sites nationally (ASPIRE, Arkansas, California, Maryland, New York, Wisconsin)
- >13,000 participants across 6 sites during 24-month enrollment period (April 2014-April 2016)
- >$200 million invested in the study across 5 years (Oct 2013-Sept 2018 + No Cost Extension)
- PROMISE is a federal and state partnership Department of Education (DOE)
  - Department of Education
  - Social Security Administration
  - Department of Labor
  - Department of Health and Human Services
Required PROMISE State Partners

• State VR services under Title I of the Rehabilitation Act
• Special education and related services under Part B of the IDEA
• Workforce Development services under Title I of the Workforce Investment Act (WIA), including Youth Services described in the WIA (Section 129(c)(2))
• Medicaid services under Title XIX of the Social Security Act
• Temporary Assistance for Needy Families under the Personal Responsibility and Work Opportunity Reconciliation Act
• Developmental/intellectual disabilities services
• Mental health services
PROMISE Services/Interventions

- Career exploration and planning
- Job development and placement
- On the job supports
- Work Incentives Benefits Counseling
- Financial training and coaching
- Social skills training
- Self- and family- advocacy training
Wisconsin Enrollment Demographics

(2024 Total Enrolled; 853 Milwaukee)

- **Primary Disability Type**
  - Mental Health/Behavioral: 34%
  - Intellectual/Developmental: 30%
  - Other: 25%
- **Race/Ethnicity:**
  - African American: 49% (78% in Milwaukee)
  - White: 36% (8% in Milwaukee)
  - Hispanic: 10% (11% in Milwaukee)
  - Primary English Speaking: 95% (92% in Milwaukee)
- **Gender:** Male: 67%
- **Family Households**
  - Most single-parent households: 66% (77% in Milwaukee)
  - Most low income
    - 33% <$10K a year (40% in Milwaukee)
    - 37% between $10K and $25K (35% in Milwaukee)
VR Employment Services and Outcomes

VR EMPLOYMENT SERVICES AND OUTCOMES

<table>
<thead>
<tr>
<th>Service</th>
<th>N</th>
<th>Percent employed when youth did NOT use this service</th>
<th>Percent employed after using this service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Search Assistance Services</td>
<td>308</td>
<td>57%</td>
<td>91%</td>
</tr>
<tr>
<td>Trial Work Experience</td>
<td>308</td>
<td>55%</td>
<td>96%</td>
</tr>
<tr>
<td>Short-Term Job Supports</td>
<td>285</td>
<td>57%</td>
<td>95%</td>
</tr>
<tr>
<td>Work Based Learning Experience</td>
<td>304</td>
<td>56%</td>
<td>95%</td>
</tr>
<tr>
<td>Skills to Pay the Bills</td>
<td>532</td>
<td>53%</td>
<td>93%</td>
</tr>
<tr>
<td>Employment Assessment Services</td>
<td>372</td>
<td>62%</td>
<td>81%</td>
</tr>
<tr>
<td>Job Exploration Counseling</td>
<td>137</td>
<td>65%</td>
<td>77%</td>
</tr>
<tr>
<td>On the Job Training</td>
<td>22</td>
<td>67%</td>
<td>81%</td>
</tr>
<tr>
<td>Supported Employment Services</td>
<td>20</td>
<td>67%</td>
<td>95%</td>
</tr>
</tbody>
</table>

N=Number of Youth who used this service

Percent of Youth who had a job since enrollment

https://promisewi.com/success/
Wisconsin PROMISE Service Rates

- 914 youth with any service
- 889 Individual Plans for Employment (IPE) Written
- 884 Family Resource Teams Identified
- 487 Family Services Plans Written for 652 Family Members
  - 109 Family members with regular DVR case
- 714 Promise youth with employment services
- 597 Promise Families met with a Family Advocate
  - 414 completed Family Advocacy modules
- 581 Promise Families met with a Financial Coach (Make Your Money Talk)
  - 380 had a savings accounts
- 546 met with Work Incentives Benefits Specialist
- 481 completed the Self-Advocacy Modules
- 424 completed Social Skills Training (Skills to Pay Bills)
- 351 completed Health Promotion
Youth Employment

17 (2%) of youth worked 18 jobs before enrollment.

681 (67%) of youth worked 1,092 jobs at or after enrollment.**

Hours Worked

13 hrs weekly before enrollment.

22 hrs per week after enrollment.

Earnings

$92 median weekly before enrollment.

$150 median weekly after enrollment.

Families Employment

306 family members worked

320 jobs before enrollment.

729 (68%) family members worked

828 jobs after enrollment.**

**Retrieved from UI wage data
Work Incentive Benefits Counseling Impact on Employment Outcomes

- Work Incentive Benefits Counseling (N = 544)
  - 78% Engaged in Service
  - 55% Did not Receive Service

- Financial Coaching (N = 576)
  - 79% Engaged in Service
  - 52% Did not Receive Service

- Individual Development (Savings) Account (N = 377)
  - 83% Engaged in Service
  - 58% Did not Receive Service
Employment Outcomes

- Percent employed during the PROMISE service period: April 2014 to September 2018
  - Treatment - 67% (UI)
  - Control - 57% (UI)
  - Control with no DVR case - 51% (UI)

*Of Note: 78 (8%) Promise Youth Earned Substantial Gainful Activity*
Youth (14 or Older) Employment Rates by Quarter

Wisconsin Promise Enrollment Period

Percent of Youth with UI Wages

Calendar Quarter

- Treatment
- Control (All)
- Control Without VR case
From Training to Support

• Family Advocacy group trainings
  • Low attendance
• Need for support to connect to resources

Transform from a model of Training to Family Peer Support

• Wisconsin PROMISE Family Advocates
  • 2016 PROMISE Counselor/Staff focus groups identified need
  • Help families identify and navigate supports
  • Increase expectations of what is possible
    • Work, integration, increased independence, living
  • Help youth with self-advocacy
• One on one family support; When and where families are at
No Wrong Door?

- Youth and families eligible for lots of services and supports, but POVERTY can get in the way:

- Living day to day makes it difficult to jump through all the required hoops to access needed services
- Training/services are not always user friendly, and do not always account for hardships of poverty:
  - Trauma
  - Basic Needs
  - Ambivalence
  - Training structure (theory vs. hands on/practical instruction)
  - Truly meeting youth/family where they are at
PROMISE Family Advocate Support

- 958 Families referred to Family Advocacy
  - 27,880 total activities between the family advocate and the family, averaging 29 activities per family (including attempts to contact)
  - 9,484 total service hours, an average of 10 service hours per family
  - 2,753 total travel hours, an average of 2.9 hours of travel per family
  - 597 met with a family advocate
  - 414 completed Family Advocacy modules
Topics Addressed at Family Advocate Meetings/Contacts

- 11,887 Relationship Building
- 1,947 Cold Case engagement
- 3,029 Self-Advocacy training
- 1,113 Self Advocacy and Relationship Building
- 823 Relationship Building and Cold Case Engagement
- 623 Housing/Food/Clothing/Transportation
- 216 Housing/Food/Clothing/Transportation and Relationship Building
- 213 Individual Education Programs (IEPs)
- 212 Addressing Employment Barriers and Concerns
- 164 Technology check-ins
- 135 Self-Advocacy and cold Case engagement
- 121 Creating a Positive Description
- 112 Creating a Positive Description and Identifying Interests
Family Advocacy

62% of the 417 youth who have not met with a family advocate have worked.

71% of the 594 youth who met with a family advocate have worked.

Youth that met with a family advocate had twice (2.4) the amount of jobs since enrollment as youth who haven’t met with a family advocate.

Youth that met with a family advocate at least once had twice (2.4) the weekly earning amount as youth who haven’t met with a family advocate.

77% of the 422 youth with families who completed the family advocacy training who had a job while enrolled in Promise.
It pays to work!
MD PROMISE Basics

• Sample: 997 treatment youth

• 5 core intervention services
  • Family plan
  • Youth-centered plan & job development plan
  • Benefits counseling & financial education
  • Unpaid work experience
  • Paid employment

• Delivery of services:
  • Statewide; 27 teams in 5 regions
  • Teams: family employment specialist; case manager; benefits counselor; and school personnel
PROMISE Interagency Leadership Team

INTERVENTION TEAM

- **Lead Case Manager**
- **Family Employment Specialist**
- **Benefits Counselor**
- **School Personnel**

COMMUNITY BASED CASE MANAGEMENT

INTERVENTION COMPONENTS

- **Intake**
  - **Family Plan**
  - **Positive Personal Profile**
  - **Job Development Plan**
  - **Work Experience**
  - **Paid Work**
  - **Coordination of Services**
  - **Benefits Counseling and Financial Education**

OUTCOMES

- **PAID EMPLOYMENT**
- **EDUCATIONAL ATTAINMENT**
- **FINANCIAL INDEPENDENCE**

*Rehabilitation Services, Mental Health, Juvenile Justice, Workforce Community Based Associations, etc.*
MD PROMISE Sample Characteristics

N=997
32 % Females
68% Males
MD PROMISE Sample Characteristics

N=997

- 20% White
- 54% Black
- 5% Other
- 5% Hispanic
- 15% Unreported
MD PROMISE Sample Characteristics

N=997
13% ID
17% DD
12% ASD
19% MH
39% Other

Per SSA Definitions

ID (13%)
DD (17%)
ASD (12%)
MH (19%)
Other (39% - Not Classified e.g., LD, ADHD, ADD)
MD PROMISE Regional Breakdown

N=997
55% Urban  45% Rural

23% Baltimore City
26% Western
16% Southern
15% Eastern Shore
19% Northern
Core Intervention Services Received

N=997

- Financial Education: 52%
- Benefits Counseling: 81%
- Paid Work: 73%
- Work Experience: 81%
- Individual Job Development Plan: 87%
- Positive Personal Profile: 57%
- Coordinated Case Management/Family: 94%
Performance Management for Improved Outcomes

*Why we tracked performance:*

- Informed PROMISE staff what to change
  - What behaviors to stop, start, or adjust?
- Clarified expectations
- Provided feedback on progress toward outcomes
- Gave leadership indicators to either stay on or adjust the current course of action (e.g., engagement, benefit services, and employment)
MD PROMISE Performance Management Tools

1. Individual/Staff Tracking Tool
   PROMISE Intervention Report & Staff Tracker

2. Program Summary Tool
   PROMISE Fidelity Report

3. Program Performance Measure Tools
   PROMISE Performance Matrix Report
• Helped to manage caseloads
• Assisted in tracking outcomes to date and progress with each participant on caseload
• Set goals/targets particularly as it relates to fidelity services
• Assisted in prioritizing interventions particularly as it relates to employer activity
## Individual Intervention Reports

<table>
<thead>
<tr>
<th>Region</th>
<th>Enrollment</th>
<th>Intake Interviews</th>
<th>Family Plans</th>
<th>Goals Achieved</th>
<th>PPP</th>
<th>Job Dev Plan</th>
<th>BC Referral</th>
<th>BC Meeting</th>
<th>Financial Literacy</th>
<th>Unpaid Work Exp</th>
<th>Job Seeker</th>
<th>Employer Outreach</th>
<th>Paid Employment</th>
<th>Education</th>
<th>Post Secondary</th>
<th>Post Secondary</th>
<th>Linkage to Services</th>
<th>DORS</th>
<th>301 Continuation</th>
<th>Transportation</th>
<th>Pre-ETS</th>
<th>Pre-ETS</th>
<th>Discharge</th>
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<td>Intake Students</td>
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<td></td>
<td>232</td>
<td>204</td>
<td>213</td>
<td>662</td>
<td>194</td>
<td>189</td>
<td>180</td>
<td>160</td>
<td>126</td>
<td>320</td>
<td>839</td>
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<td>3</td>
<td>127</td>
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<tr>
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<td>150</td>
<td>141</td>
<td>143</td>
<td>1530</td>
<td>136</td>
<td>136</td>
<td>117</td>
<td>104</td>
<td>228</td>
<td>284</td>
<td>2382</td>
<td>1031</td>
<td>150</td>
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<td>40</td>
<td>114</td>
<td>29</td>
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<tr>
<td>Northern</td>
<td>194</td>
<td>178</td>
<td>180</td>
<td>690</td>
<td>175</td>
<td>177</td>
<td>155</td>
<td>152</td>
<td>261</td>
<td>429</td>
<td>1431</td>
<td>1322</td>
<td>233</td>
<td>1602</td>
<td>330</td>
<td>241</td>
<td>83</td>
<td>52</td>
<td>46</td>
<td>130</td>
<td>50</td>
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<tr>
<td>Southern</td>
<td>158</td>
<td>136</td>
<td>145</td>
<td>753</td>
<td>132</td>
<td>132</td>
<td>111</td>
<td>105</td>
<td>215</td>
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<td>771</td>
<td>889</td>
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<td>718</td>
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<td>101</td>
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<td>77</td>
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<td>Western</td>
<td>262</td>
<td>239</td>
<td>252</td>
<td>881</td>
<td>227</td>
<td>230</td>
<td>219</td>
<td>201</td>
<td>387</td>
<td>608</td>
<td>2701</td>
<td>1211</td>
<td>317</td>
<td>827</td>
<td>289</td>
<td>297</td>
<td>259</td>
<td>48</td>
<td>91</td>
<td>31</td>
<td>163</td>
<td>5</td>
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<tr>
<td>Totals</td>
<td>996</td>
<td>898</td>
<td>933</td>
<td>4516</td>
<td>864</td>
<td>864</td>
<td>762</td>
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<td>8124</td>
<td>6120</td>
<td>1165</td>
<td>1149</td>
<td>5406</td>
<td>###</td>
<td>###</td>
<td>686</td>
<td>188</td>
<td>206</td>
<td>121</td>
<td>611</td>
<td>115</td>
</tr>
</tbody>
</table>

*Number of youth who have received service at least one time

*Total number of services provided to youth
PROMISE Fidelity Report

- Provided aggregate data directly from the intervention report (MIS)
- Assisted PROMISE leadership in comparing activity levels within fidelity interventions between regions and as a whole
  - at-a-glance
- Allowed PROMISE leadership to compare changes in outcomes over time
  - Month-by-month and year-by-year
# PROMISE Fidelity Report

<table>
<thead>
<tr>
<th>Region</th>
<th>Enrollment</th>
<th>Family Plans</th>
<th>Positive Personal Profile</th>
<th>Job Development Plan</th>
<th>Benefit Counseling</th>
<th>Unpaid Work Experience</th>
<th>Paid Work Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baltimore</td>
<td>233</td>
<td>214 (92%)</td>
<td>194 (83%)</td>
<td>190 (82%)</td>
<td>185 (79%)</td>
<td>190 (82%)</td>
<td>180 (77%)</td>
</tr>
<tr>
<td>Eastern</td>
<td>150</td>
<td>143 (95%)</td>
<td>136 (91%)</td>
<td>137 (91%)</td>
<td>116 (77%)</td>
<td>121 (81%)</td>
<td>111 (74%)</td>
</tr>
<tr>
<td>Northern</td>
<td>194</td>
<td>180 (93%)</td>
<td>175 (90%)</td>
<td>177 (91%)</td>
<td>165 (85%)</td>
<td>165 (85%)</td>
<td>154 (79%)</td>
</tr>
<tr>
<td>Southern</td>
<td>158</td>
<td>145 (92%)</td>
<td>132 (84%)</td>
<td>132 (84%)</td>
<td>118 (75%)</td>
<td>117 (74%)</td>
<td>98 (62%)</td>
</tr>
<tr>
<td>Western</td>
<td>262</td>
<td>252 (96%)</td>
<td>227 (87%)</td>
<td>230 (88%)</td>
<td>227 (87%)</td>
<td>213 (81%)</td>
<td>181 (69%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>997</strong></td>
<td><strong>934 (94%)</strong></td>
<td><strong>864 (87%)</strong></td>
<td><strong>866 (87%)</strong></td>
<td><strong>811 (81%)</strong></td>
<td><strong>806 (81%)</strong></td>
<td><strong>724 (73%)</strong></td>
</tr>
<tr>
<td><strong>Goals</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
<td><strong>95%</strong></td>
<td><strong>80%</strong></td>
<td><strong>70%</strong></td>
<td></td>
</tr>
</tbody>
</table>
The fidelity reports captured more than just outcomes. Other services were tracked and are being analyzed for their impact on outcomes.
PROMISE Performance Matrix Report

• Tracked outcomes to date and progress being made through aggregate numbers

• Provided basis for goal setting and desired outcomes of specific interventions

• Provided a basis for evaluating progress
<table>
<thead>
<tr>
<th>Performance Measure</th>
<th>Performance Measure Focus</th>
<th>Target %</th>
<th>Actual #</th>
<th>Actual %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Educational Attainment</td>
<td>1.1 Assertive community case management</td>
<td>100%</td>
<td>934/997</td>
<td>94%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>1.2 Unpaid Work experience</td>
<td>80%</td>
<td>806/997</td>
<td>81%</td>
</tr>
<tr>
<td>Educational Attainment</td>
<td>1.3 Post Secondary Education and training programs</td>
<td>25%</td>
<td>452/997</td>
<td>45%</td>
</tr>
<tr>
<td>Educational Attainment</td>
<td>1.4 High School Graduation/Completion Rate</td>
<td>N/A</td>
<td>172/997</td>
<td>N/A</td>
</tr>
<tr>
<td>Educational Attainment</td>
<td>1.5 Remain in School</td>
<td>N/A</td>
<td>760/825</td>
<td>N/A</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>2.1 Positive personal profile</td>
<td>100%</td>
<td>864/997</td>
<td>87%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>2.2 Plan for employment</td>
<td>100%</td>
<td>866/997</td>
<td>87%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>2.3 Paid work based</td>
<td>70%</td>
<td>724/997</td>
<td>73%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>2.4 Linkages to adult employment/postsec</td>
<td>40%</td>
<td>553/997</td>
<td>55%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>2.5 Family member employed</td>
<td>45%</td>
<td>283/362</td>
<td>78%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>2.6 Competitive employment rate</td>
<td>50%</td>
<td>361/500</td>
<td>72%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>3.1a Assertive case management with employment services</td>
<td>100%</td>
<td>941/997</td>
<td>94%</td>
</tr>
<tr>
<td>Paid Employment</td>
<td>3.1b Assertive case management with employment services</td>
<td>100%</td>
<td>137/517</td>
<td>26%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>3.2 Financial literacy services</td>
<td>100%</td>
<td>533/533</td>
<td>100%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>3.3 Increased household income</td>
<td>45%</td>
<td>730/997</td>
<td>73%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>3.4 Full or part-time employment and/or post-secondary school placement</td>
<td>50%</td>
<td>215/238</td>
<td>91%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>4.1a Work incentives counseling</td>
<td>95%</td>
<td>666/997</td>
<td>67%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>4.1b Alternative Work incentives counseling</td>
<td>95%</td>
<td>136/997</td>
<td>13%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>4.1c Alternative Work incentives counseling <em><strong>Unduplicated</strong></em></td>
<td>15%</td>
<td>36/997</td>
<td>4%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>4.2 Participate in a work incentive option</td>
<td>15%</td>
<td>259/997</td>
<td>26%</td>
</tr>
<tr>
<td>Financial Independence</td>
<td>4.3 Reduced the amount of public cash benefits</td>
<td>20%</td>
<td>307/997</td>
<td>31%</td>
</tr>
<tr>
<td>Program Completion</td>
<td>5.1 Closure Pending</td>
<td>997/997</td>
<td>100%</td>
<td></td>
</tr>
<tr>
<td>Program Completion</td>
<td>5.2 Discharged</td>
<td>997/997</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
# Example of Tracker for School Collaboration

<table>
<thead>
<tr>
<th>Student Grade</th>
<th>School</th>
<th>Last Annual IEP Date</th>
<th>Names of Staff assigned to Youth (PROMISE, School and DORS)</th>
<th>PROMISE Positive Personal Profile</th>
<th>PROMISE Job Dev. Placement Plan</th>
<th>Paid Work Based Experience Description and which partner provided</th>
<th>Unpaid Work/ Volunteer Experience Description and which partner provided</th>
<th>PROMISE Benefits Counseling</th>
<th>DORS Referral Date and who made referral</th>
<th>DORS status (Eligibility) Date Made</th>
<th>Other Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>C - Certificate</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>D - Diploma</td>
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</tr>
</tbody>
</table>
Digital Tracker in Development

To be required under ESSA

- Demographic Data
  - SSI/SSDI ---if known
- Exit Date/Type (including anticipated post school outcomes)
- IEP date
- Unpaid/Paid Work: DORS, School, AJC, other
  - External Service Referrals (DORS, DDA, BHA, AJC, other)
  - Data of referral, initiation date, point of contact
- Pre-ETS start date, type of services
- VR Application: date of determination, date of IPE, start date
- Point of Exit/Indicator14 data: external service linkage and type (e.g., postsecondary; military, employment)
Perspectives

Front line staff:

• The diverse needs of many youth with disabilities and their families, particularly those in poverty, can’t be met by any one school, provider, community service agency or family.

• Focused and committed efforts across the broad range of partners at the state, local and school level are essential to achieving positive outcomes.

State:

• Strong collaboration requires focused time, face to face and requires an ongoing commitment and engagement. It is difficult to measure, easy to be the first thing that gets dropped when faced with other pressing priorities, and reduction in funding/staffing at all levels have made it even more challenging. PROMISE provided the resources for this important activity to be a priority and for innovation to occur.
RSA-911 data points essential for identifying and serving low-income individuals with disabilities in VR
SSI, WIOA, and OOS
Lessons Learned

• Ensuring to continue to connect SSI youth and families with education, employment, and financial services and supports
  • Outreach to SSI youth and families about existing services/supports (postcards, texting, other outreach)
  • Targeted Case Management to connect youth and families to supports?
    • Employment-Focused
    • Strength-Based/Empowerment (Person Centered, Rapid Engagement, Motivational Interviewing, Trauma Informed Care)
  • SSA Navigation
• Community Conversations: Empowering Local Communities
Maryland PROMISE Lessons Learned
Conclusions

• Connecting youth receiving SSI with employment supports is key
  • Family advocacy, self-advocacy, work incentives benefits counseling, financial coaching

• Rehabilitation counselors, researchers, and educators need to understand this population in terms of
  • Trauma-Informed Care principles as they relate to the growing VR population
  • Meeting people where they are, wrap-around services
  • Behavioral Economics

• Use of evidence-based practices in rehabilitation counseling
  • Motivational Interviewing, expectations, employment

• Flexibility and interagency collaboration (VR, schools, SSA, Medicaid, etc.) across policy and service delivery

• Interagency collaboration (VR, schools, SSA, Medicaid, etc.) across policy, service delivery, funding, and data systems
Q & A
Resources

Journal of Vocational Rehabilitation (JVR)-PROMISE Special Issue, Late August/Early September 2019
https://content.iospress.com/journals/journal-of-vocational-rehabilitation/51/2?start=0

PROMISE Technical Assistance Center
http://www.promisetacenter.org/promisemdps
Thank You!