



Pathways to Careers:

A Bridge to Integrated Community Employment for Individuals with Developmental Disabilities

NACDD Annual Conference, July 2017

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What Is the Pathways to Careers Initiative?

A Quality Life: Workplace Inclusion for All

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;
- Implement and assess **employer engagement** strategies
- Achieve the Pathways goal with **net costs below the estimated Treasury savings** for all Pathways-related costs



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Four Factors for Employment First Success

- Assuring effective employment strategies necessary to successfully employ all who wish to work
- Developing models of service that go beyond “one person at a time”
- Providing sufficient funding and training that assure sufficient capacity for services
- Encouraging employers to become full partners in the Employment First movement beyond their willingness to hire individuals

– Michael Callahan, Marc Gold & Associates



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Importance of Pathways Approach

- Practices need to be identified that consistently achieve CIE outcomes, meet Federal and state requirements and align with funding trends:
 - ✓ Pathways provides an **end to end response** to these requirements and has been recognized as a leading initiative that supports the ability of CRPs, schools, other entities to build capacity to meet the requirements
 - ✓ Elements of the **blueprint for building a system** to achieve Employment First and support CIE outcomes: services, data/dashboards, costs, replicability
 - ✓ **BONUS**: 100% in alignment with the **CE Essentials** published by the WINTACs



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Alignment of the Pathways Initiative with Policy Changes and Trends

Pre-
Employment
Training
Services

| Event | Pathways Strategy Alignment |
|--|--|
| WIOA reauthorized/WIOA Advisory Committee established | Focused on increasing CIE employment for individuals with IDs All employment is at minimum wage or above Capacity building for service providers Standards/qualified service providers, professional development Employer (demand side) engagement NPAs as service provider and not the "employer of record" |
| CMS regulations issued "settings rule" for Medicaid Home and Community Based (MHCBS) services | Receive services in the most integrated setting Person centered planning for employment planning Discovery and customized job development |
| Executive Order 13658 on the Minimum Wage (Effective Jan 2015) | Pathways jobs are full wage jobs. |
| Disability advocacy organizations strongly opposed to subminimum wages through 14 c certificates | Pathways jobs are full wage jobs. |
| US DOJ initiated investigations and/or litigation in more than 25 states to assert right to a meaningful choice of integrated competitive employment | Effectively facilitate access to CIE from sheltered work environments. |
| Employment First policy adopted in some form by 46 states | CIE is the first and preferred outcome for individuals with disabilities served in the Pathways approach. |



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Pathways Proof of Concept Sites

CRPs:

- PARC, Davis County, UT (2012)
- WORK, Inc., Boston, MA (2015)
- JVS, Detroit, MI (2015)
- ServiceSource, Oakton, VA (2015)

Participants:

-70% Individuals with intellectual/developmental disabilities

-30% Individuals with autism spectrum disorders

Cohorts include:

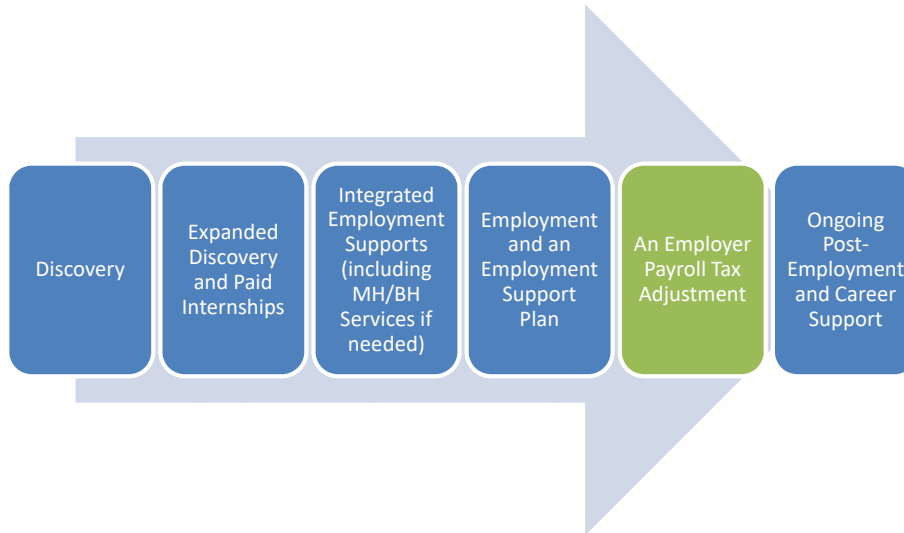
- Facility based employees
- Medicaid Waiver/Waiting list clients
- Transition students
- VR referrals



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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

Additional Unique Features of Pathways

- Flexible “model”
(Completely individualized approach to employment and supports: customized, supported, self-employment outcomes)
- Training/certification and technical support provided to project staff to build the capacity of the team
- Zero exclusion/zero failure
- Presumed readiness
- All get initial Discovery
- Opportunities for benefits counseling: Discovery, Internships, Employment
- Diversity of internships/jobs
- Paid internships are matched, not general
- Looking for “mutual benefit” for individual and employer
- Internship/employment supports/services include: employer needs analysis, systematic instruction, support plan developed with employer and individual

Critical Features for Employer Partnerships

- Offering their workplaces as a location for paid, experiential internships for **Expanded Discovery**
- Developing an understanding of the value of a working lifestyle for all individuals with disabilities and a willingness to participate in the initiative



Critical Features for Employer Partnerships

(Continued)

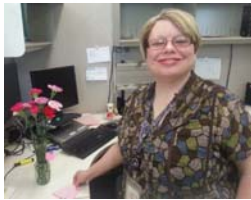
- Participating in the orientation, training and support of individuals during the internships and treating interns as a member of their organizational team
- Analyzing their operations in a manner that interns have the opportunity to provide specific benefit to the employer's mission in a customized manner
- Considering, strongly, an offer of employment to interns who work in their business

Employer Engagement Commitment

- Paid internships are “matched” to both the participant and employer
 - Discovery is the foundation for planning and selection
 - Business research, employer tour and analysis information used to identify potential match for internships
- Goal is to identify a “mutually beneficial” outcome for the individual and employer



Variety of Employer Partners



U.S. Forest Service



Zero Manufacturing



University of Utah



The Value of Paid Internships

- Provides a more reliable context for **Expanded Discovery**
 - Expanded Discovery is the central focus of the internship in which the Individual, Pathways and the Employer have a chance to learn more
- Allows individuals to better establish their interests, identify their conditions for success and develop skills to be offered to employers
- Connects the value of contribution with wages earned, for both individuals and employers
- Offers stronger leverage to develop employer “ownership” of supports



On-Site Support and Ongoing Resources

- Internship/Employment supports facilitated by Pathways team (and transitioned to employer)
 - Internship/employment supports/services include: employer needs analysis, systematic instruction, support plan developed with employer and individual
- Employer Payroll Tax Adjustment (EPTA) as a resource to offset any ongoing employment supports*



*Demonstration sites



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Ashtin's Internship and Employment

- Presented Pathways to Executive Director at Legacy House of Ogden
 - Executive Director Kyle immediately wanted to be an employer partner
- Toured the facility and identified tasks that matched Ashtin's interests and skills
- Presented Ashtin's Visual Resume
 - Kyle was very interested in Ashtin's love of performing and suggested that we also have her interning in the activities department
- Ashtin began working and the team at Legacy, along with Liz (Facilitator) identified additional areas they felt Ashtin would enjoy and provide value to
 - Right away it was evident that Ashtin fit in wonderfully with Kelly and the Dietary Team and that she loved her tasks there



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Kelly, Ashtin and Liz

Kelly Mayo-
Food Services
Director

Ashtin Miller-
Kitchen and Dining
Aide

Liz Jagmin-
Employment
Facilitator



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Perfecting the Napkin Folds



No only did Ashtin pick up and perfect the art of folding napkins at Legacy, she now re-folds napkins at restaurants that she is at



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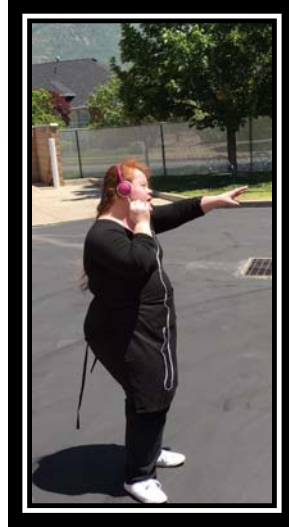
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Entertainment at Work



- A resident offered his guitar to Ashtin and she played it in the activity area

- Ashtin enjoys singing while outside on break



Legacy House Family



The residents and Ashtin have a mutual love for each other



Work fun with the boss

Outstanding Employee Award

Ashtin was awarded the "Personal Touch Award" in March 2017, for her hard work and dedication to the business



Pay day!!!



Key Statistics – All Sites

- Over 150 employers have agreed to be Pathways employer partners
- More than 175 paid internships provided to Pathways participants
- 85 jobs offered and 63 jobs accepted by Pathways participants
- Job offer rate/paid internship
 - 48% job offer rate*; 36% acceptance rate*
- Average of 6 hours of on the job supports provided over first 90 days of employment (Utah site)
- Examples of jobs accepted:
 - Group Printer Field Technician - \$15.38/hr/40 hrs week (VA)
 - Machine Operator/Pallet Assembler - \$9/hr/40 hrs week (MI)
 - Carpentry Assistant - \$13/hr/30 hrs week (MA)
 - Teachers Assistant/Tutor - \$12.81/hr/29 hrs week (UT)



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Utah Pathways Participant Statistics

| | |
|---|---------|
| # of individuals funded in current Utah project | 80 |
| # in/completed internships | 76 |
| # of total internships | 154 |
| Average hours/week in an internship | 20.32 |
| Average weeks/internship | 9.91 |
| # of job offers | 55 |
| # of job acceptances | 41 |
| # of individuals no longer receiving SSI/Medicaid | 13 |
| Average wage/hour | \$10.18 |
| Average hours/week in a job | 27.45 |



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Impact Results Already Demonstrated

- **Investment needed to provide a choice-based alternative to sheltered or congregate employment for people with significant intellectual disabilities and autism**
 - Staff training
 - Employer recruitment
 - Time
- **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**
- **If the 24-month outcomes observed to date are indicative of the potential impacts of the program, and if such impacts can be sustained, Pathways has the potential to generate significant savings to the federal government.**

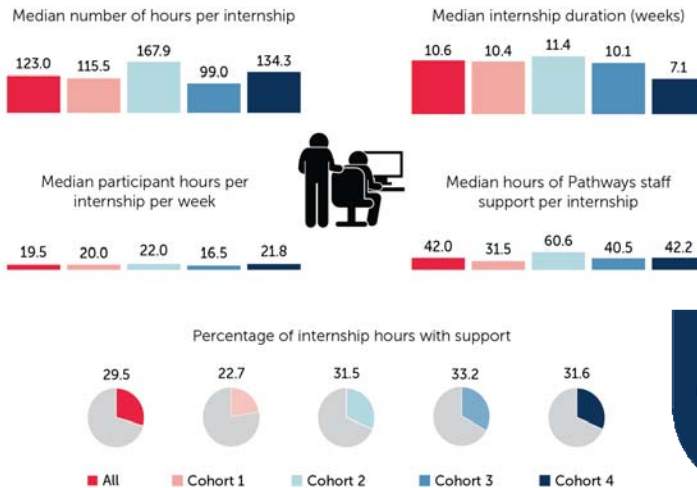
From Mathematica Interim Report – Utah Site through September 30, 2015



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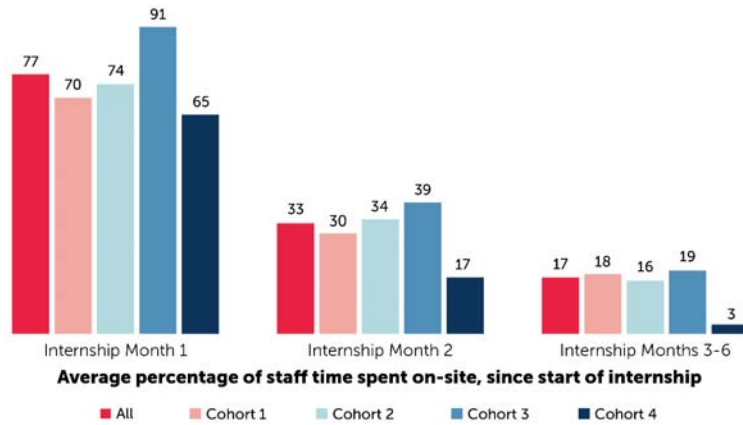
Characteristics of completed internships



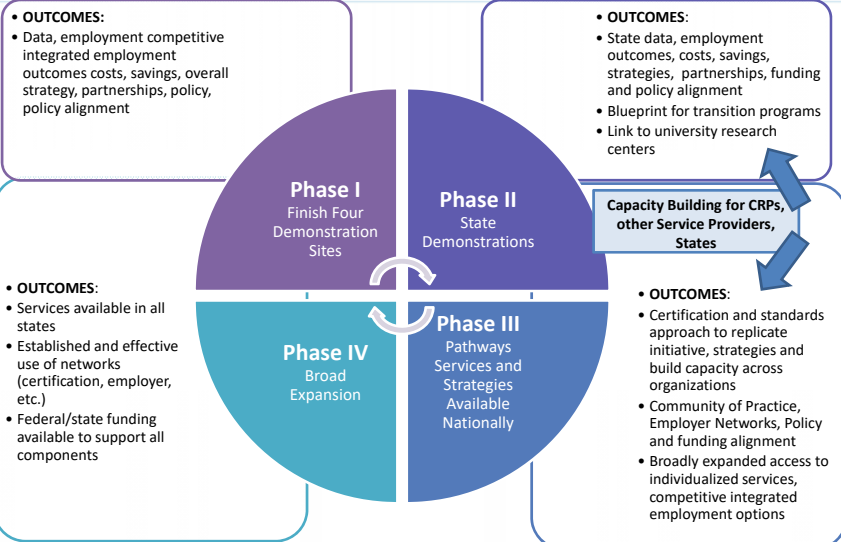
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Average staff on-site support time as a percentage of total internship hours, by month since start of internship



Pathways to Careers Evolution & Expansion



Expanding Access to Pathways

A Quality Life: Workplace Inclusion for All

- Training and technical support from MG&A, Pathways Program Office and Pathways Site Staff
 - *Developing mentor capacity within current demonstration sites*
 - *MGA Certification/Pathways Certification*
- Roadmap, Guidebook, forms, dashboards
 - *Standards/fidelity index*
- State-level alignment of policy and funding
 - *Customized employment, paid internships, supports*
- Dashboard – Data collection requirement for all new sites, participants, staff activities, outcomes
- Networking/CoP calls, distance and on site technical assistance

Questions?



THANK YOU!



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