

Administration on Intellectual and Developmental Disabilities Partnerships in Employment Systems Change Project



What is Partnerships in Employment?

5-year project: In 2011 and 2012, the Administration on Intellectual and Developmental Disabilities awarded funding to eight states.

Focus on integrated, competitive employment for youth with I/DD: This project promotes cross-systems and cross-agency collaboration to improve integrated, competitive employment outcomes for youth and young adults with intellectual and developmental disabilities (I/DD). *Integrated, competitive employment* is when “individuals with disabilities earn wages consistent with wages paid workers without disabilities in the community performing the same or similar work.”

8 states form consortiums: The eight Partnerships in Employment states—*Alaska, California, Iowa, Mississippi, Missouri, New York, Tennessee, and Wisconsin*—formed a consortium or coalition of stakeholders that include:

- ▶ **Individual Level:** Individuals with I/DD, family members
- ▶ **Community Level:** Pilot sites, school administrators, businesses employers, providers
- ▶ **State Level:** Developmental Disabilities Agency, Vocational Rehabilitation Agency, State Education Agency, State Developmental Disabilities Council, other state agencies

AIDD contractors perform project evaluation and provide technical assistance: The Lewin Group is conducting a comprehensive evaluation and the Institute for Community Inclusion is providing training and technical assistance to states.

Missouri Show-Me-Careers

October 2011 to March 2015

Project Overview

In 2011, Show-Me-Careers formed to improve employment outcomes for youth and young adults with I/DD across Missouri. The project focused on developing working relationships with various partners as well as scaling up practices that support integrated, competitive employment outcomes for youth with I/DD.

Project Goals and Vision

Show-Me-Careers adopted six Guiding Principles to guide their efforts at the state and local levels:

1. *Early Work and Career Planning*
2. *Business Partnerships*
3. *Youth Development*
4. *Family Involvement*
5. *Integration of Systems*
6. *Post-Secondary Training and Education*

This profile highlights Show-Me-Careers activities and accomplishments from October 2011 to March 2015 related to the PIE project objectives—developing or changing policies, removing systemic barriers, building cross-system and cross-agency collaboration, and implementing strategies and promising practices to support integrated, competitive employment.

Developing or Changing Policies

Employment First Policy

Show-Me-Careers members participated in several activities promoting Employment First outcomes. The Missouri Department of Mental Health Division of Developmental Disabilities’ Employment First policy identified integrated employment within the community as a primary outcome for individuals with I/DD. Initiatives such as the Missouri State Employment Leadership Network (SELN) and Show-Me-Careers supported the development and implementation of this policy. For example, Show-Me-Careers supported benefits specialist training for the Division of DD transition and employment coordinators who work to implement this policy across the state.

Changing Policies

Show-Me-Careers has focused on change at the state and community level. As an example, in response to concerns identified within Pilot Communities, the Division of DD and Department of Social Services Family

Consortium Members

*University of Missouri Kansas City
Institute for Human Development
Missouri Office of Special Education
Missouri Office of Adult Learning and Rehabilitation (VR)
Missouri Division of Developmental Disabilities (DD)
Missouri Developmental Disabilities Council
Missouri Division of Workforce Development
Missouri People First
Missouri Governor’s Council on Disability*

Support Division developed a new protocol for submission of Medicaid applications up to 90 days prior to a student's 18th birthday. In 2015, the DD Council and other project consortium members supported two asset building bills introduced in the state legislature. The two bills included the Missouri Achieving a Better Life Experience (ABLE) Act (SB 174) to develop ABLE accounts and the Asset Limit Bill (SB 322) to increase Medicaid asset limits. In addition to state level changes, policies have also changed in communities. For instance, individual school districts now fund transportation of students to community worksites.

Removing Systemic Barriers

Building Program Capacity

A number of capacity building initiatives have been implemented. For instance in 2014, the first Missouri Transition Capacity Building Institute was held. The Institute provided training for cross-agency teams to create local transition plans for the 11 school districts and four Pilot Communities that attended. Teams included local representatives from schools, VR, the Centers for Independent Living, and the Department of Mental Health. Show-Me-Careers, the National Secondary Transition Technical Assistance Center (NSTTAC), Missouri Department of Mental Health, and Missouri Department of Elementary and Secondary Education, collaborated to plan and sponsor the training.

Improving Programs

Show-Me-Careers' has provided ongoing training activities at the state and community level including an annual Leadership Institute that focuses on scaling up practices related to the Guiding Principles. Pilots have also received training from project management and consultants on braided services and funding, strategies for business engagement, and family involvement. In 2014, 14 representatives from Pilot Communities and other stakeholders attended a series of Asset Development trainings. The Missouri Developmental Disabilities Council, Technical Assistance and Continuing Education Region 7, and the National Disability Institute hosted these trainings. Ongoing webinars for Pilot Communities in 2014 and 2015 focused on the project's Guiding Principles.

Career Readiness Programs

Show-Me-Careers members provided interagency feedback on programs such as the Missouri Cooperative Work Experience Program (COOP), a partnership to provide VR-eligible youth with hands-on experience. Other activities included one Pilot Community implementing a program for students to register for and complete a national career readiness certificate in school

and other Pilot Communities implementing new school-based pre-employment and career exploration programs.

Pilot Projects

The eight Show-Me-Careers Pilot Communities (Pilot Communities) increased the number of employment opportunities for individuals with I/DD and the number of businesses engaged. In 2012, Show-Me-Careers project staff held nine pre-RFP meetings for 168 individuals from 105 organizations. Project staff disseminated a RFP in fall 2012 and eight sites began work in winter 2013. As of September 2014, the sites reported that 142 individuals were involved with either paid or unpaid work prior to graduation. In total, Missouri Pilot Communities tracked 229 individuals in the pilot program with 49 individuals no longer involved in the program. The number of individuals tracked by pilot programs increased over threefold between January 2013 and September 2014. Participation in pre-employment programs, some of which led to integrated employment, also showed an increase. Pilot Communities completed a Guiding Principles survey that the state evaluator shared with Pilot Community members to reflect on changes impacting their communities.

Table 1: Percentage of Show-Me-Career Pilot Participants Participating in Employment by Academic Year

Percentage of Participants in Employment by Academic Year			
	'12-'13	'13-'14	'14-'15
<u>Integrated employment after participating in pre-employment programs</u>	21%	42%	44%
<u>Pre-employment programs</u>	32%	52%	38%
<u>Full time-employment</u>	5%	4%	3%
<u>Part-time-employment</u>	15%	21%	17%
Total Number of Individuals Tracked by Pilot	62	238	229

*Reported by Show-Me-Careers on a semi-annual basis to The Lewin Group

Table 2: Number of Employers Engaged with the 8 Pilot Communities by Academic Year

Number of Employers Engaged by Academic Year			
	'12-'13	'13-'14	'14-'15
<u>Hiring Pilot Community Participants</u>	2	3	11
<u>Paid Internship Programs</u>	22	38	52
<u>Unpaid or Volunteer Programs</u>	22	22	34
<u>On-the-Job Training</u>	8	21	39

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Building Cross-System and Cross-Agency Collaboration

Statewide Consortium

Show-Me-Careers Consortium meetings focused on engaging state agency partners, Pilot Communities, and community members. At the beginning of the project, the Guiding Principles Workgroup developed a set of six core principles to guide the pilot site and project work. The Show-Me-Careers' Management Group met monthly to discuss grant activities and progress. In 2014, Show-Me-Careers hosted its annual Leadership Institute for the Management Group and representatives from Pilot Communities. The event included community conversation round table discussions on building collaboration, increasing early work experiences, engaging business partners, and improving outreach to families. Pilot Communities used Community Data Profiles to support planning and program improvement.

Memorandum of Understanding

In 2014, the Division of DD and VR signed a Memorandum of Understanding to increase collaboration and coordination of services for individuals with I/DD served by each division.

Youth Engagement

As part of the National Disability Employment Awareness Month in 2012, the Missouri Alliance for Full Participation invited legislators to participate in Take Your Legislator to Work Day. Missouri Show-Me-Careers developed a video to disseminate and promote the 2015 Take Your Legislator to Work Day event.

Family Engagement

Show-Me-Careers collaborated with the Missouri Family-to-Family Resource Center and the National Supporting Families Community of Practice to develop family support resources. In 2014, the Daily Life and Employment Packet was piloted in two communities. This packet will serve as a framework for transition planning for individuals with disabilities and their families. In fall 2014, Show-Me-Careers also worked with two Pilot Communities to develop and implement community level plans to improve family engagement practice and policy.

Employer Engagement

Show-Me-Careers leveraged partnerships with the Business Leadership Network of Greater Kansas City (BLN-GKC), the Kansas City Nexus, Add-Us-In Kansas City, and local business groups to improve business partnerships. Pilot Communities partnered with local business leaders such as the City Manager and the local Chamber of Commerce to host business roundtable discussions, and

school districts created a shared employer database. State level strategies included funding from the DD Council to the BLN-GKC to develop a web-based Business Resource Toolkit and a foundation grant to implement KC@Work. In 2015, KC@Work developed a partnership with the local Staples Fulfillment Center to train four individuals. Teams in eight communities across the state have also received training and technical assistance to support the development of employer-driven partnerships.

Implementing Strategies and Promising Practices

Shared Data Systems

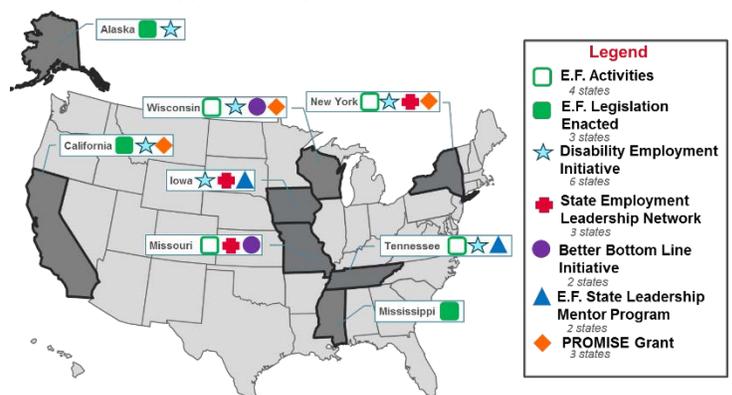
In 2013, Show-Me-Careers worked with the Missouri Interagency Transition Team to catalog statewide transition efforts in an online portal. Show-Me-Careers also developed a framework for reporting progress on indicators related to the project's Guiding Principles and collaborative systems for the state and community levels.

Continuing to Support Integrated, Competitive Employment

Other Initiatives

In addition to PIE, several other federal employment initiatives are underway in Missouri.

Figure 1: Partnerships in Employment States Participating in Other Initiatives to Support Employment for Youth with I/DD



Sustainability Beyond PIE

The Show-Me-Careers website serves as an ongoing repository of both local and national practices and resources related to the core Guiding Principles. Show-Me-Careers has also begun discussions about sustaining the collaborations among partners.

The University of Missouri Kansas City Institute for Human Development provides administrative leadership for Missouri's Show-Me-Careers. **Website:** www.showmecareers.org
The Lewin Group, under Contract HHSP23320095639WC Task Order HHSP23337017T, developed the Missouri PIE profile. **Email:** PIE-EVAL@Lewin.com