utah department of
human services
Division of Services for People with Disabilities

Employment Services for Transition Age Youth with Disabilities

September 2018

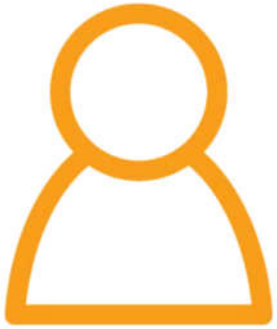
Background

2018 General Session HB2 Intent Language

- Develop a comprehensive plan to ensure the effective transition of students with disabilities from public education to appropriate non-segregated employment
- Collaboration between DHS, DWS, and USBE

Executive Summary: Students Needing Support

- 32,294 students with disabilities currently between the ages of 14-22
- Over the next ten years, 54,893 students with disabilities will leave public high school
- One year after leaving school, 67% were working in competitive employment or enrolled in higher education



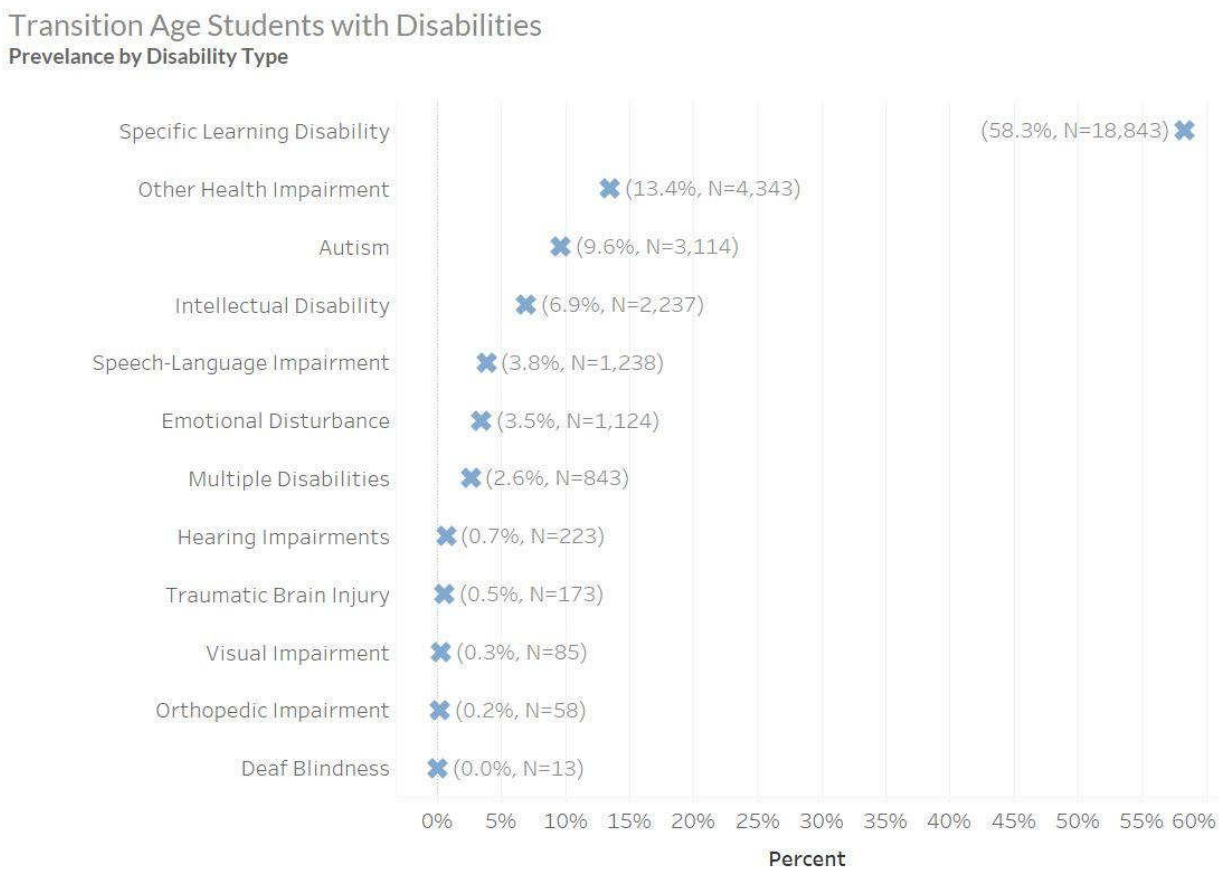
Executive Summary: Study Results

- National best practices
- Benefits of employment
- Strategies for success:
  - Improved collaboration between agencies
  - Building transition education infrastructure
  - Customized employment service options

Focus Group Themes

- Insufficient foundational skills
- Lack of funding
- Difficulty implementing employment goals

32,294 Students Needing Support

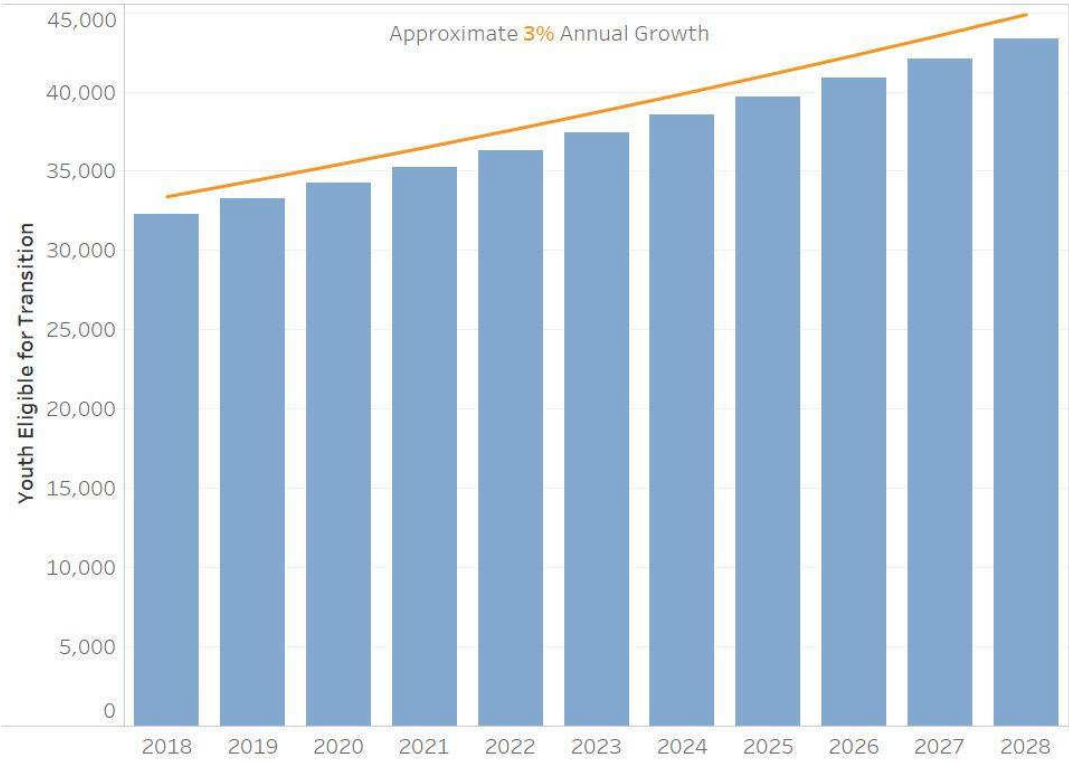


Students Needing Support

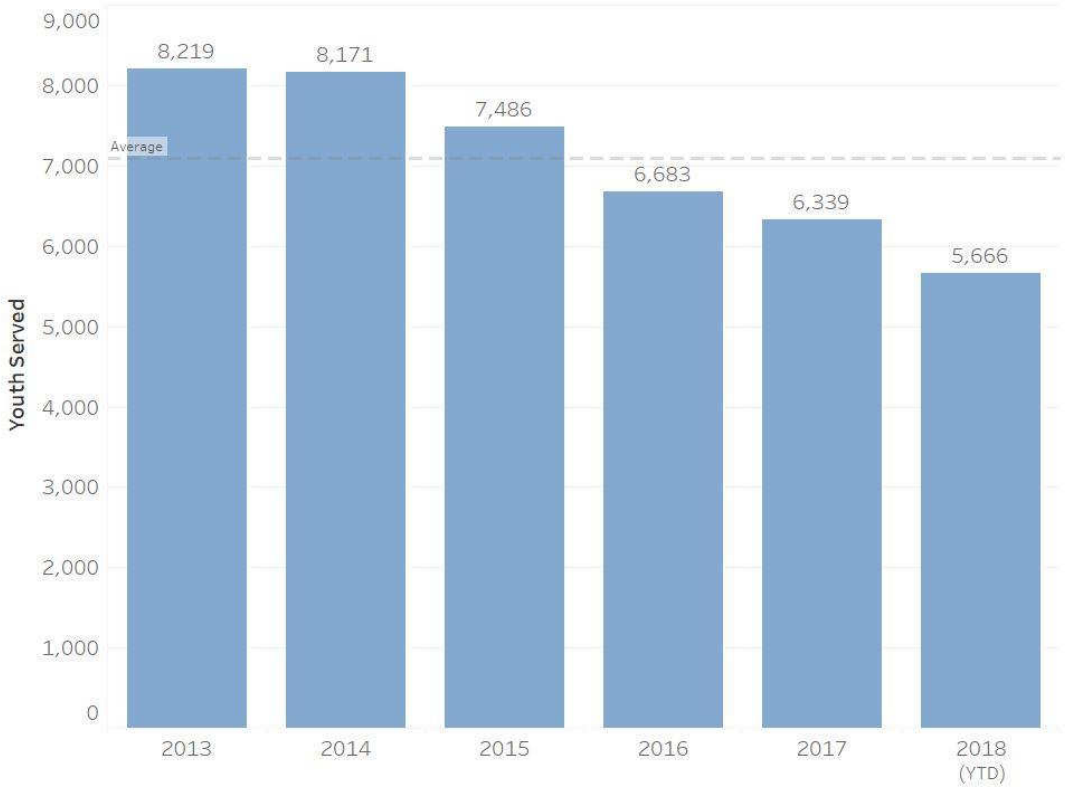
Outcomes of students with disabilities one year after leaving high school

Disability Type	Higher Education	Competitive Employment
Intellectual Disability	7%	13%
Emotional Disturbance	23%	64%
Specific Learning Disability	22%	68%
Low Incidence	22%	41%
Total	**21%**	**57%**
Either Outcome	**67%**	

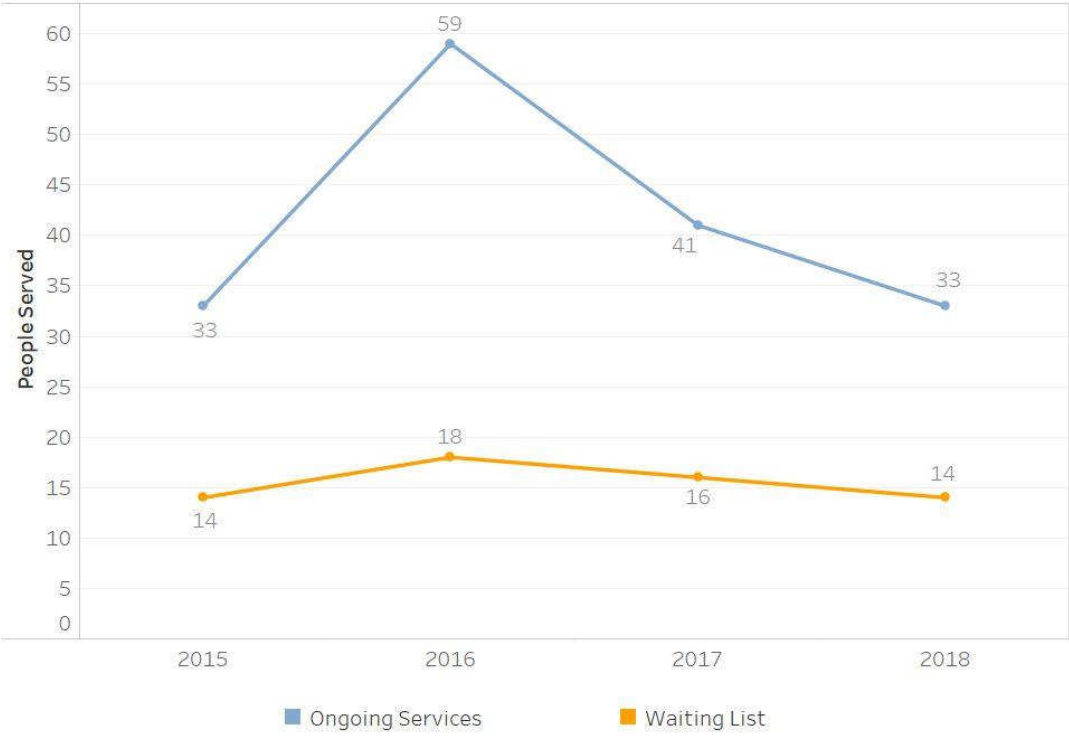
Transition Age Students With Disabilities



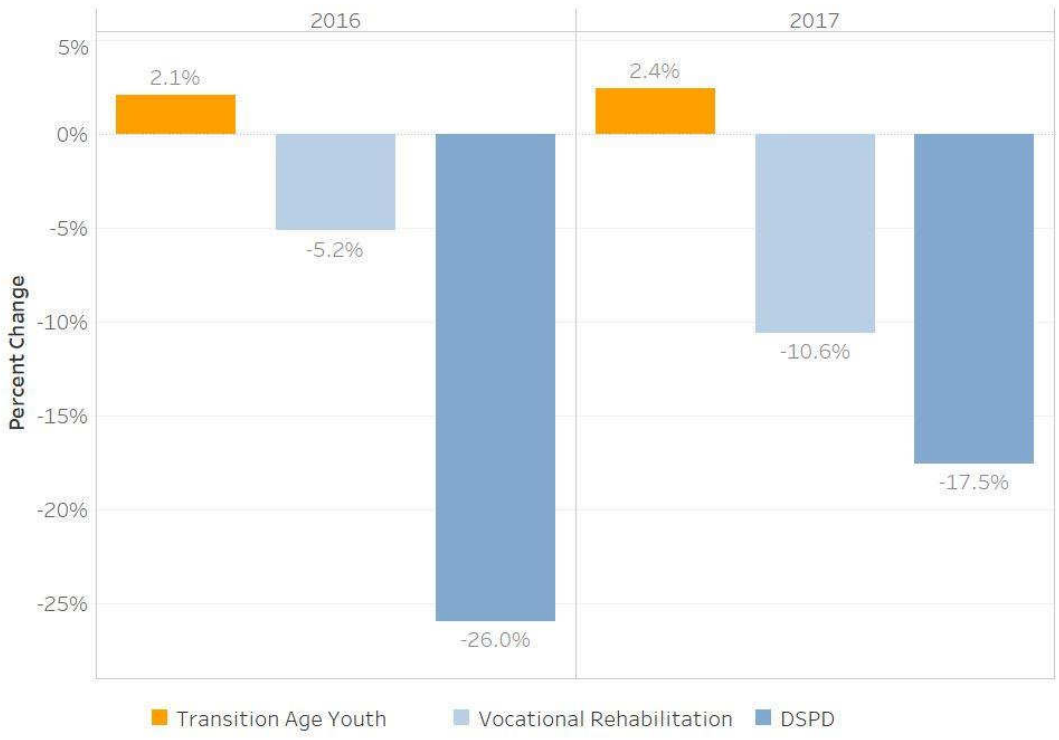
Transition Age Youth Supported by Vocational Rehabilitation



Transition Age Youth Supported by DSPD



Transition Age Youth Trends



Supported Employment Benefits

- Every $1.00 spent on supported employment gave taxpayers $1.17 back in taxes paid, reduced government services, and decreased alternative program costs (Cimera, 2012)

- Individuals with mental illness and who were at least employed part time, had lower mental health costs compared to those who were not employed or not regularly employed (Bush, Drake, Xie, McHugo, & Haslet, 2009; Goodman, 2015)

- Employed individuals had lower per month Medicaid expenditures than those that were not employed, and a better reported quality of life (Hall, Kurth, & Hunt, 2013)

Employer Benefits

- Benefit to businesses:
  - Lower turnover
  - Increased productivity
  - Increased worker morale
  - Broader pool of skilled workers

Source: (Business and Disability, n.d.; Rall, Reed, & Essex, 2016)

National Best Practices

- Interagency collaboration
- Work experience prior to leaving school
- Improve training of special education teachers on transition planning
- Emphasis on customized employment
- Data monitoring and evaluation of goals

Sources: (US Department of Education, 2013)
(Test, Mazzotti, Mustian, Fowler, Kortering, & Kohler, 2009)
(Morningstar & Mazzoitti, 2014)
(Brandeis, 2015)

Strategies to Support Transition Age Youth with Disabilities

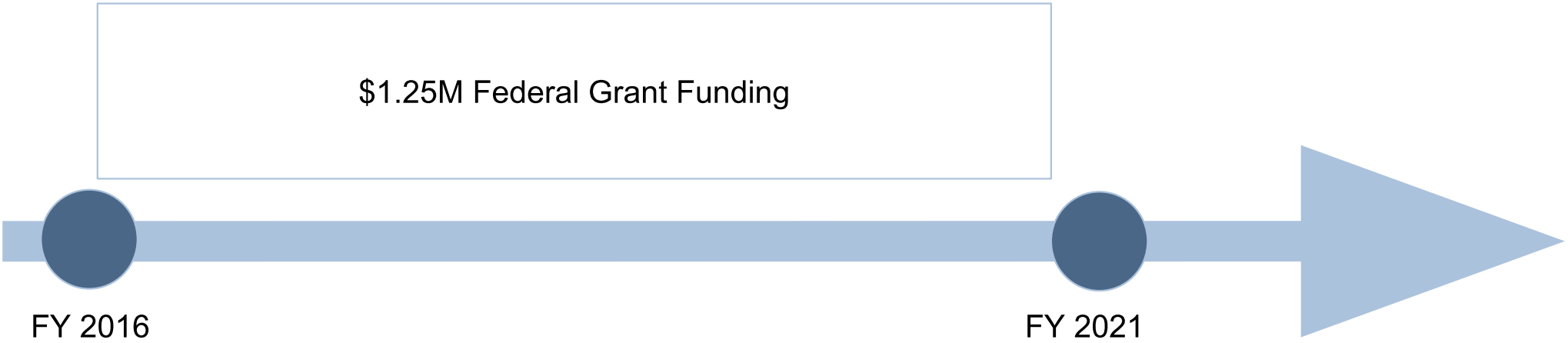
- Continue strengthening collaboration between agencies
  - Scaling train the trainer
  - Make interagency council permanent

- Create new customized employment services

Public Education Employment Transition Training

Train the trainer

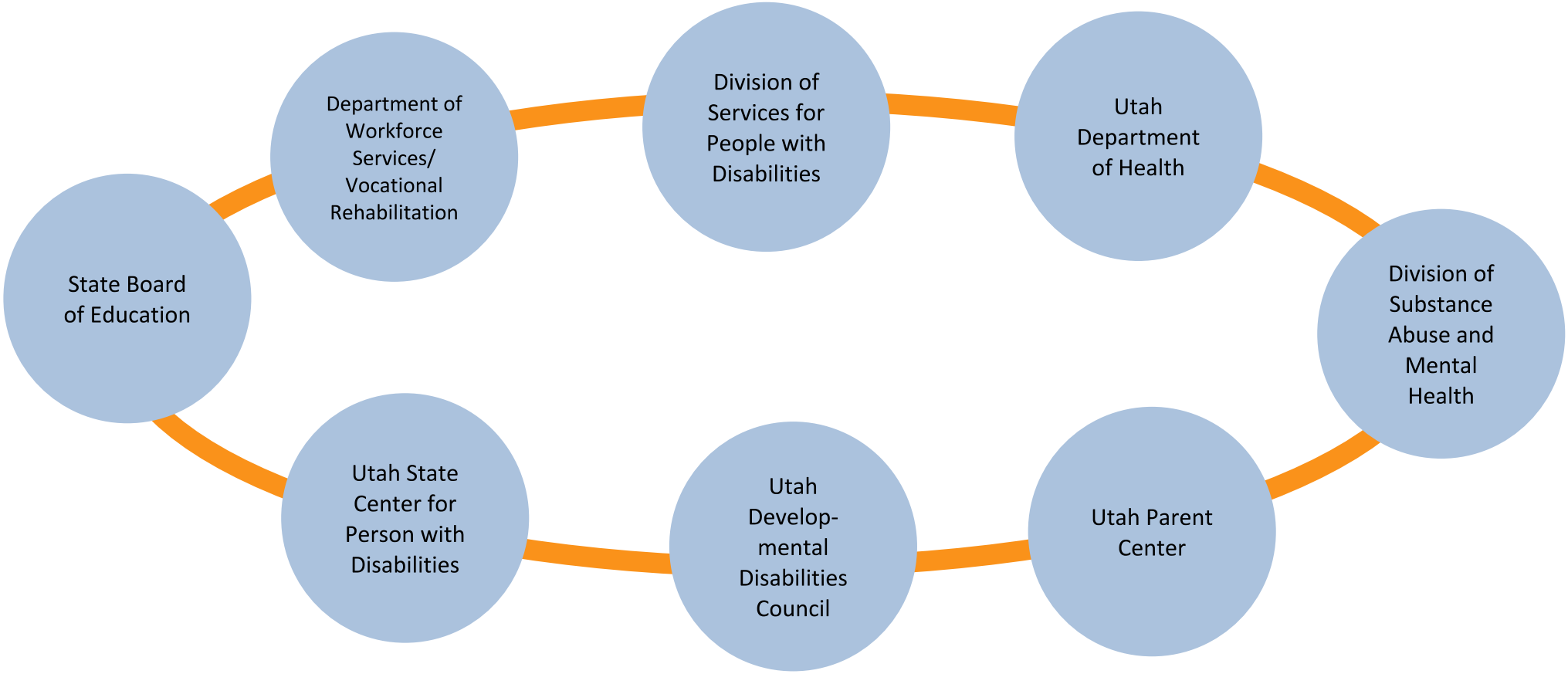
Public Education Employment Transition Training



Participating Entities

Pilot year:	Grant year 1:	Grant year 2:
Ogden SD	Salt Lake SD	Wasatch SD
Murray SD	Kauri Sue Hamilton	Provo SD
Carbon SD	South Valley HS	Spectrum Academy

Formalize Permanent Interagency Disability Employment Council

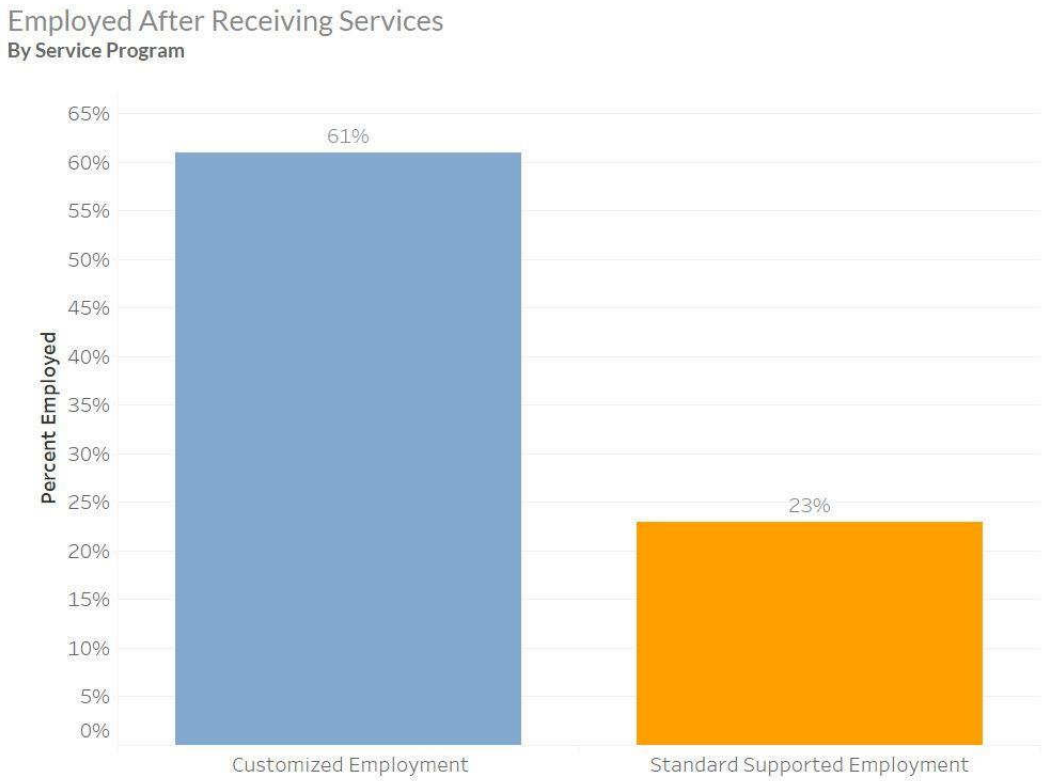


Customized Employment (CE)

Definition: Customized employment is a strategy based on an individualized determination of the strengths, needs, and interests of the individual with a disability, and is designed to meet the specific abilities of the individual and the business needs of the employer

Customized Employment (CE)

Effect: Meta-analysis of 11 randomized control trials of CE (Bond, Drake, & Becker, 2008)



Four Essential Elements of Customized Employment

- Discovery
- Planning
- Job development and negotiation
- Post-Employment support

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SERVICES FOR PEOPLE WITH DISABILITIES

Supported Employment Services

- Exploration
- Work Strategy Assessment
- Discovery
- Customized Employment Planning
- Small Group Supported Employment
- Supported Employment Long Term Support
- Pre-Employment Skill Building
- Job Development
- Community Learning Services

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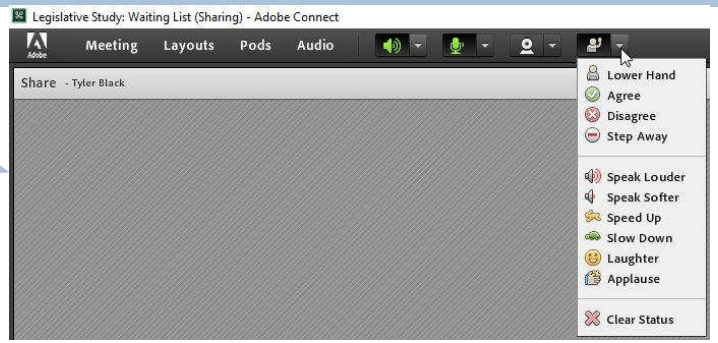
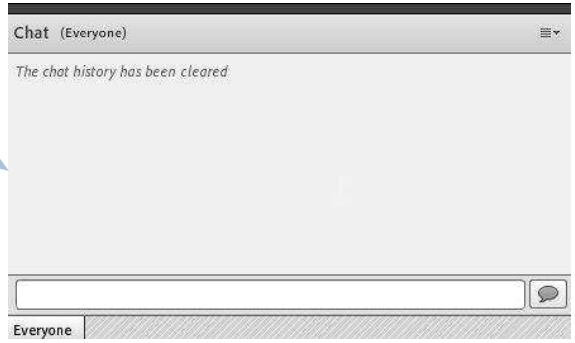
Questions?

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