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

<table>
<thead>
<tr>
<th>Disability Type</th>
<th>Higher Education</th>
<th>Competitive Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intellectual Disability</td>
<td>7%</td>
<td>13%</td>
</tr>
<tr>
<td>Emotional Disturbance</td>
<td>23%</td>
<td>64%</td>
</tr>
<tr>
<td>Specific Learning Disability</td>
<td>22%</td>
<td>68%</td>
</tr>
<tr>
<td>Low Incidence</td>
<td>22%</td>
<td>41%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>21%</strong></td>
<td><strong>57%</strong></td>
</tr>
<tr>
<td><strong>Either Outcome</strong></td>
<td><strong>67%</strong></td>
<td></td>
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</tbody>
</table>
Transition Age Students With Disabilities

[Bar chart showing a trend with 3% annual growth from 2018 to 2028 with youth eligible for transition.]
Transition Age Youth
Supported by Vocational Rehabilitation

![Bar chart showing the number of youth served from 2013 to 2018 (YTD). The data points are as follows:
- 2013: 8,219
- 2014: 8,171
- 2015: 7,486
- 2016: 6,683
- 2017: 6,339
- 2018 (YTD): 5,666]
Transition Age Youth Supported by DSPD
Transition Age Youth Trends

- 2016:
  - Transition Age Youth: 2.1%
  - Vocational Rehabilitation: -5.2%
  - DSPD: -26.0%

- 2017:
  - Transition Age Youth: 2.4%
  - Vocational Rehabilitation: -10.6%
  - DSPD: -17.5%
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

$1.25M Federal Grant Funding

Participating Entities
Pilot year:
- Ogden SD
- Murray SD
- Carbon SD

Grant year 1:
- Salt Lake SD
- Kauri Sue Hamilton
- South Valley HS

Grant year 2:
- Wasatch SD
- Provo SD
- Spectrum Academy

FY 2016

FY 2021
Formalize Permanent Interagency Disability Employment Council

- State Board of Education
- Department of Workforce Services/Vocational Rehabilitation
- Division of Services for People with Disabilities
- Utah Department of Health
- Utah State Center for Person with Disabilities
- Utah Developmental Disabilities Council
- Utah Parent Center
- Division of Substance Abuse and Mental Health
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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