



ACT 178: Youth Competitive Employment Strategies

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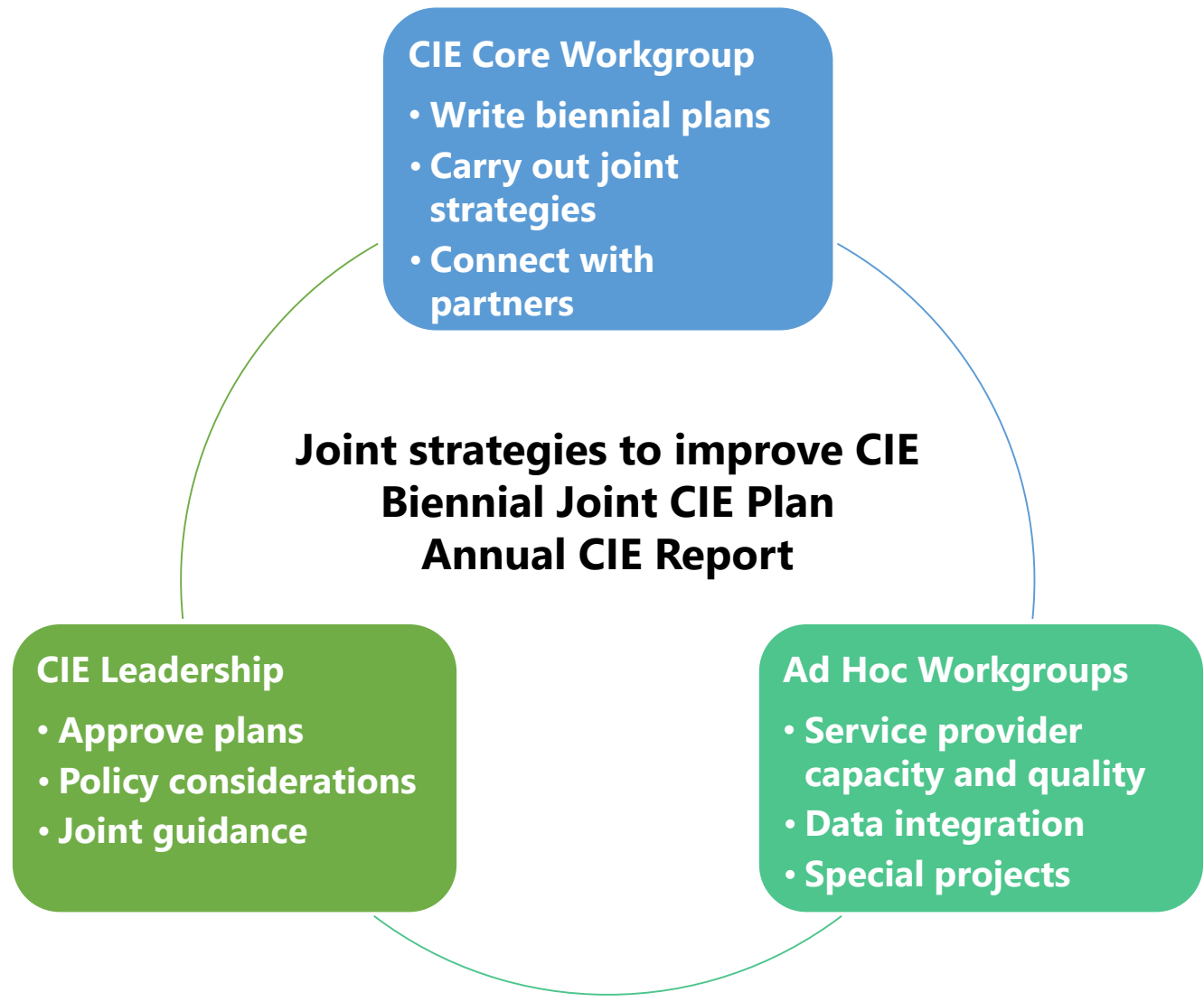


2017 Act 178

2017 Wisconsin Act 178 requires DWD-DVR, DHS, and DPI to collaborate, with the input of stakeholders, in the development of a joint plan to increase CIE. This plan establishes performance improvement targets describing specific coordination methods to ensure programs, policies, and procedures support CIE. The departments will update the plan at least biennially. In addition the departments must annually report on the implementation of a collaborative competitive integrated employment (CIE) plan and CIE outcomes to date



Operationalizing the work





2023 Annual CIE Report

- **2023 Annual report established baseline employment outcomes for people with disabilities in WI using the joint data system**
 - **Created a cohort of people who were CIE eligible in 2019**
 - **Ages 14-64 AND served by at least one agency between 2019-2022**
 - **Analyzed employment outcomes 3 years later**



2023 Annual CIE Report

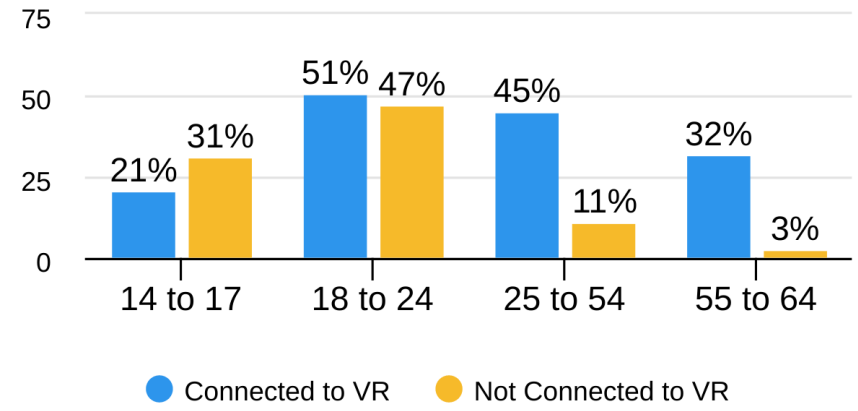
- **Report includes a series of infographics that analyze employment outcomes for disparities across different groups of people**
- **Analysis found no major disparities in competitive employment outcomes across gender, age or ethnicity/race of people with disabilities**
- **Significant differences in employment rates exist between individuals who accessed DVR supports and services and those who were not connected to DVR**
- **Employment rates declined as people with disabilities got older, especially after age 24**



- Employment rates of individuals ages 18-24 had equal employment rates when connected and not connected to VR.
- Employment rates decline as individuals get older
- Significant drop in employment rates of individuals not connected to DVR after age 24

Employment Rates by Age

| Age Range | # Working out of Total Connected to VR | # Working out of Total Not Connected to VR |
|-----------|--|--|
| 14 to 17 | 16 / 78 | 628 / 2,046 |
| 18 to 24 | 5,212 / 10,226 | 12,017 / 25,714 |
| 25 to 54 | 6,000 / 13,303 | 1,928 / 17,089 |
| 55 to 64 | 1,338 / 4,241 | 356 / 13,551 |





Working Together in Wisconsin

Individuals in long term care have higher employment rates when they received vocational rehabilitation (VR) services.

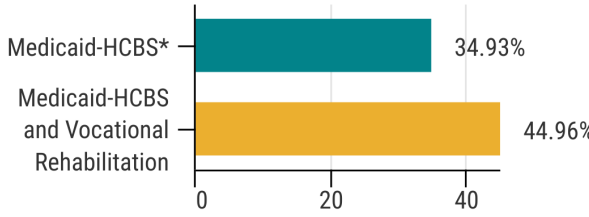
Employment rates were higher for school age youth in long term care compared to prime working age adults.



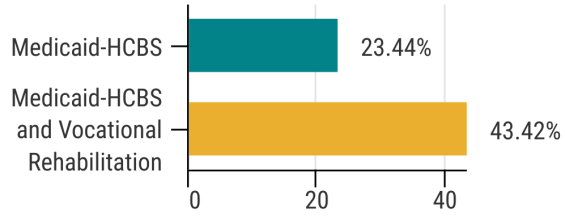
CO-ENROLLMENT EMPLOYMENT RATES

People CIE Eligible in State Fiscal Year (SFY) 2019
Employed Three Years Later (SFY 2022)

School Age (16 to 22)



Prime Working Age (25 to 44)



Medicaid-HCBS Recipients Co-enrolled in Schools and Vocational Rehabilitation

* Medicaid Home and Community Based Services includes Children's and Adult Long Term Care Service

Source: Unemployment Insurance Wage data SFY 2022
Ages as of June 30th, 2019



Build the capacity of long-term support programs to regularly address employment goals and supports available to individuals with disabilities



EMPLOYMENT RATE ANALYSIS



Explanation

Individuals in Medicaid home and community based services (Medicaid-HCBS) had higher employment rates when they received vocational rehabilitation (VR) services.

Employment rates were higher for school age youth in home and community based services compared to prime working age adults. This may be due to the services they received through their local schools and/or the children's HCBS program.



Opportunity

In 2019, 53% of Medicaid-HCBS recipients under age 45 were not engaged with public schools or VR.



Recommendation

Connecting Medicaid-HCBS recipients to employment programs can provide individuals with better employment outcomes.



24-25 Joint CIE Plan

3. Prepare students for careers by participating in K-12 career pathways that include a sequence of Career and Technical Education (CTE) courses and work-based learning experiences while connecting them to support services both during and after high school.

- A. Promote work-based learning experiences for students with disabilities including youth apprenticeship, co-ops, temporary work experiences, Project SEARCH, and integrated school-based enterprises.²
- B. Train educators and practitioners who typically do not interact with students with disabilities about supporting students with disabilities to reach their employment goals.
 - a. Provide technical assistance and education to CTE teachers and school counselors about including students with disabilities in CTE coursework and experiences.³
- C. Encourage the inclusion of students with disabilities in career planning and discovery experiences before they enter high school through training and technical assistance to school staff.

The DPI Career Based Learning Experience Types document provide examples of career planning and discovery experiences:

https://dpi.wi.gov/sites/default/files/imce/acp/pdf/2022_08_Chart_CBLE_Guide.pdf

- D. Showcase examples of collaboration between transition stakeholders representing all three agencies.