

CIE for People with Significant Disabilities:

Early Lessons from the NYS SWTCIE

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Subminimum Wage To Competitive Integrated Employment

An Introduction to NY SWTCIE

By Meghan Parker, Project Director

NY SWTCIE

A five-year model demonstration project funded by the federal Rehabilitation Services Administration (RSA) that aims to:

- Increase the number of people working in competitive integrated employment
- Reduce the number of people working in subminimum wage employment
- Stem the flow of people entering subminimum wage employment

Serving 6 Counties

- Erie
- Monroe
- Nassau
- Suffolk
- Cortland
- Wayne



NY SWTCIE Core Partners

- ❖ ACCES-VR
- ❖ NYAIL and five participating Independent Living Centers
- ❖ San Diego State University and Griffin-Hammis & Associates
- ❖ Cornell University
- ❖ RCM of Washington
- ❖ Kennedy Center for the Arts

San Diego State University and Griffin-Hammis & Associates

- Provides customized employment (CE) training;
- Monitors CE implementation and outcomes to ensure CE is provided to fidelity;
- Collects data on CE outcomes.
- Operates community of practice to facilitate CE success, outreach, and promotion.

Customized Employment

- Includes a discovery process to help participants figure out what types of jobs would work best for them.
- Helps many people with disabilities successfully find employment.
- Staff can only serve a limited number of participants due to the intensive nature of the service.



New York Association on Independent Living

- Coordinates the activities of the Independent Living Centers working on the project;
- Creates project materials;
- Promotes customized employment within the Independent Living network.

Services Provided by Local Independent Living Centers

- ✓ Customized Employment
- ✓ Benefits Advisement
- ✓ Self Advocacy
- ✓ Work Readiness
- ✓ Career Exploration
- ✓ Peer mentoring
- ✓ Family Engagement



Additional Partners



- RCM of Washington will implement a Direct Support Professional (DSP) / Personal Care Worker Academy;
- Kennedy Center of the Arts will provide access to employment opportunities and paid internships in the visual and performing arts;
- Both partners have faced extensive contract delays.

Cornell University

- ☐ Conduct a statewide NY SWTCIE evaluation
- ☐ Collect data on program implementation and outcomes;
- ☐ Analyze data and provide reports and recommendations to ACCES-VR and federal funders;
- ☐ Provide training on work incentives and family engagement to ACCES-VR and IL staff

Program Evaluation

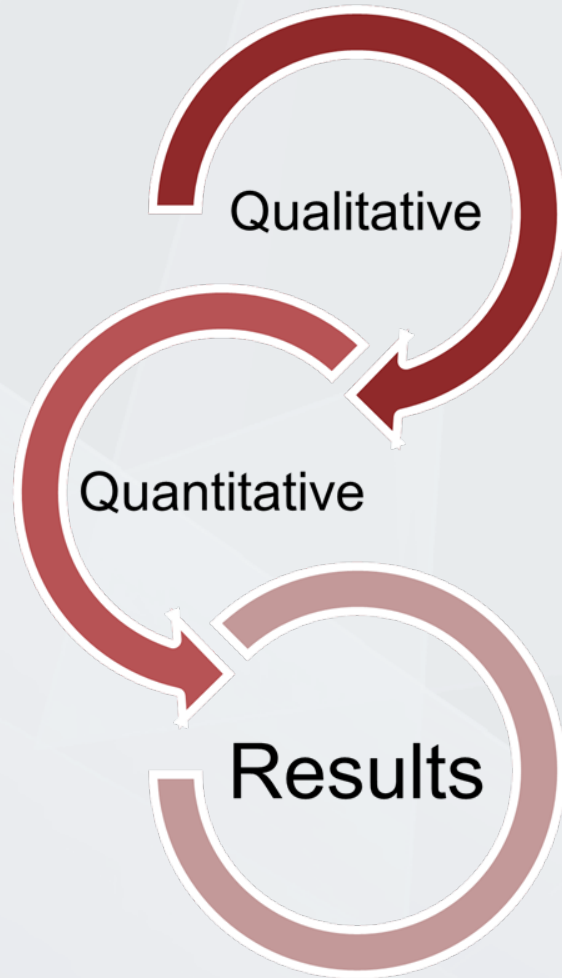
Why?

- Uncovers why a program is or is not being implemented as planned or producing intended results.
- Helps to understand trends or patterns in program outcome data.
- Amplifies effective practices and identifies areas for problem solving

What?

- Are program activities being completed as planned?
- Is the program achieving what was intended?
- Did the outcomes achieved happen because of the program?
- Is the program operating using the appropriate resources?

Mixed Methods Analysis



- Results will show correlation between activities and related outcomes.
- Data are mostly descriptive.
- Year 6 analysis may yield more empirical evidence.

Workers Paid Subminimum Wage in SWTCIE Regions

County	Number of 14(c) Sites	Number of 14(c) workers	Total SWTCIE participants	Percentage of 14(c) population enrolled
Cortland	1	55	15	27%
Erie	3*	281	49	17%
Monroe	4*	258	13	5%
Wayne	1	18	15	83%
Nassau	0*	0	9	n/a
Suffolk	1	147	37	25%
Totals	7	759	138	18%

*County had one additional 14(c) at the start of the project; no longer operating under a 14(c) certificate. Most people there are now receiving Medicaid waiver services onsite instead of 14(c) work.

Enrollment Data as of Y3Q2

Employment type	Number	Average Wage
Total enrolled	138	\$4.11
Ratio: total exited to Competitive Integrated Employment (CIE) / total exiters	0/3	\$2.77
Total enrolled Subminimum Wage (SMW) only	125	\$3.65
Total enrolled SMW & CIE	8**	<u>\$9.17</u>
Total enrolled Facility-based work* (FBW) & SMW	3	\$6.64
Total enrolled CIE only	0**	n/a
Unemployed (includes 1 contemplating)	2	n/a

* Facility-based work = work that is performed at or above the local minimum wage, in a setting that does not meet the statutory definition of integrated.

** One mid-quarter transition from SMW to CIE only will be reported as CIE next quarter. However, the employer is still the 14(c) site.

Early Observations

Watching the following to monitor for trends:

- Evidence of wage increases without CIE, after enrollment in SWTCIE
- Adding jobs that pay at least NYS minimum wage, but not meeting CIE standards (facility-based work)
- 14c holders hiring workers as CIE placements
- Workshops closing, but new service offerings are not designed to result in CIE

Emerging factors in likelihood of CIE attainment:

Systems:

- Residential programs
- Care coordination
- Agency competition/concerns about funding

Community:

- Families/guardians
- Transportation
- Rural availability of jobs

Promising Practices

- Revised Career Counseling Information & Referral sessions (CCIR)
- Peer advocacy and mentoring from ILCs
- Creative vocational exploration (elements of discovery)
- Innovative uses of technology (VR headsets)
- Expanded relationships between VR, ILCs and subminimum wage service systems/employees
- Payments to 14c employers for eligibility documentation and space for services

Program Successes (Systems)

- SWTCIE implementers have forged many strong relationships in 14(c) sites, developing a deeper understanding of the 14(c) landscape in NY.
- Strengthened collaborations between ILCs and VR.
- Added a flexible component to the VR services system (ability to “braid” SWTCIE-funded supports).
- Engaged new clients with VR.
- Improved capacity of a statewide network to provide CE and benefits advisement.

Program Successes (Participant)

- A woman who felt that her employment goals had been ignored for 15 years brought her family and providers together to meet with SWTCIE staff. She advocated for herself to attain CIE.
- A woman who was close to losing benefits was connected with a SWTCIE benefits advisor just in time.
- A man who was reported to be "unemployable" by the 14(c) demonstrated excellent job skills during the discovery phase of CE.

Next Steps

- The 14(c) landscape varies by county and may require different strategies
- The project will experience another major shift as outreach expands to schools and other programs
- Informational outreach and partnering with other service agencies is critical to resolving implementation barriers

Questions?

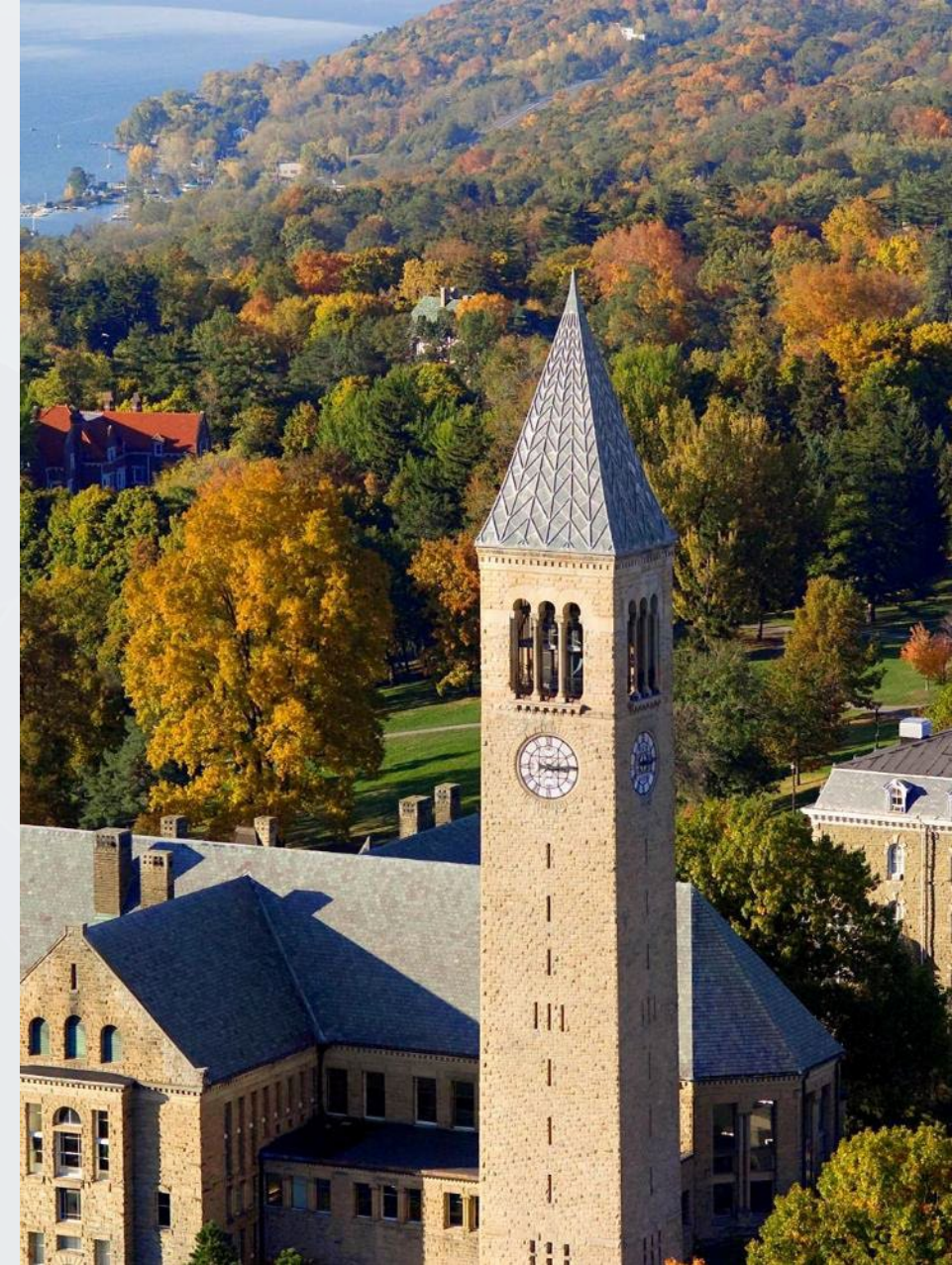
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Attribution

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Aerial view of Cornell University McGraw clocktower overlooking Cayuga Lake in the fall.

Activity: Ask it Basket

When I think about
competitive integrated
employment, one question
or concern I have is...



Thank You!

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