

Wisconsin PROMISE Lessons Learned



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Division of Vocational Rehabilitation

Identify and Connect

- Poverty and Disability
 - Employment and Income
- Youth receiving Supplemental Security Income (SSI)
 - Social Security Disability Determination
 - Family Income Deemed Low Enough
- Early Intervention – Youth
 - Workforce Innovation and Opportunity Act (WIOA)
 - Pre-Employment Transition Services
 - College and Career Ready Individual Education Programs (IEPs)
 - Post-secondary Transition Plans (PTPs)
 - Academic Career Plans (ACPs)
 - School Social Workers; School Nurses; School Homeless Liaisons

What Is PROMISE?

- Randomized Control Design
- Six demonstration sites nationally (ASPIRE, Arkansas, California, Maryland, New York, Wisconsin)
- Research grant to improve the education and career outcomes of low income children with disabilities receiving SSI
 - *advances goal of fostering interagency collaboration at the Federal and State levels to improve services and drive innovation*
- \$32.5 million grant for 5 year demonstration (Wisconsin)
- PROMISE is a federal and state partnership Department of Education (DOE)
 - Department of Education
 - Social Security Administration
 - Department of Labor
 - Department of Health and Human Services

Wisconsin PROMISE

- Enrolled 2,024 youth ages 14, 15, and 16 receiving Supplemental Security Income (SSI) and their families
 - Half received services as usual
 - Half received **Wisconsin Promise Services** through **DVR** with interagency Resource Teams for at least 2.5 years
 - Employment Services (at least one paid job)
 - Work Incentives Benefits Counseling
 - Financial Coaching
 - On the Job Social Skills Training
 - Family and self-advocacy training
 - Health Promotion
 - Interagency Resource Teams included youth, family, DVR, **school**, long term care, mental health, foster care, juvenile justice, etc.

Enrollment Demographics

(2024 Total Enrolled; 853 Milwaukee)

- Primary Disability Type
 - Mental Health/Behavioral: 34%
 - Intellectual/Developmental: 30%
 - Other: 25%
- Race/Ethnicity:
 - African American: 49% (78% in Milwaukee)
 - White: 36% (8% in Milwaukee)
 - Hispanic: 10% (11% in Milwaukee)
 - Primary English Speaking: 95% (92% in Milwaukee)
- Gender: Male: 67%

Enrollment Demographics

(2024 Total Enrolled; 853 Milwaukee)

- Family Households
 - Most single-parent households: 66% (77% in Milwaukee)
 - Most low income
 - 33% <\$10K a year (40% in Milwaukee)
 - 37% between \$10K and \$25K (35% in Milwaukee)
- Overall Health Status
 - Most reported good health: 85%
- IEP at Enrollment: 84%
- Children's Long Term Services (CLTS): 10%
- Families reported
 - Food Share: 67%
 - Other household members receiving Social Security Disability Insurance (SSDI): 60%
 - Other household members receiving SSI: 22%
 - 12 percent reported housing assistance: 12%
 - Wisconsin Works (W2): 4%

No Wrong Door?

- Youth and families eligible for lots of services and supports, but POVERTY can get in the way:
- Living day to day makes it difficult to jump through all the required hoops to access needed services
- Training/services are not always user friendly, and do not always account for hardships of poverty:
 - Trauma
 - Basic Needs
 - Ambivalence
 - Training structure (theory vs. hands on/practical instruction)
 - Truly meeting youth/family where they are at

Promise Participation in Wisconsin Division of Vocational Rehabilitation (DVR)

- Wisconsin Promise is demonstrating the importance of connecting youth receiving Supplemental Security Income (SSI) to Vocational Rehabilitation (VR).
 - Treatment group youth show higher VR participation and employment rates.
 - In addition, treatment group youth who have had paid work experiences and training on the job, have higher employment rates.

Promise Participation in Wisconsin Division of Vocational Rehabilitation (DVR)

- 89% of PROMISE youth had at least one face to face meeting with their Wisconsin PROMISE DVR Counselor.
 - An additional 8% at least one phone conversation
- 88% Individual Plan for Employment (IPE)
 - After the initial IPE was written, engagement ratings:
 - 50% highly engaged in services
 - 23% mixed engagement
 - 27% low engagement
- 71% of PROMISE youth received employment services.

Wisconsin PROMISE Service Rates

- **914** youth with any service
- **889** Individual Plans for Employment (IPE) Written
- **884** Family Resource Teams Identified
- **487** Family Services Plans Written for **652** Family Members
 - *109 Family members with regular DVR case*
- **713** Promise youth with employment services
- **594** Promise Families met with a Family Advocate
 - *414 completed Family Advocacy modules*
- **576** Promise Families met with a Financial Coach (Make Your Money Talk)
 - *377 had a savings accounts*
- **535** met with Work Incentives Benefits Specialist
- **532** completed Social Skills Training (Skills to Pay Bills)
- **476** completed the Self-Advocacy Modules
- **351** completed Health Promotion

Employment Outcomes

- Percent employed during the PROMISE service period: April 2014 to September 2018
 - Treatment - 67%
 - Control - 57%
 - Control with no DVR case - 51%
- **Of Note: 78 (8%) Promise Youth Earned Substantial Gainful Activity*
- School Person on Interagency Team (884): 70%
- For those enrolled in Long Term Care (LTC): Percent employed two years after PROMISE Enrollment
 - Treatment: 74/141 = 52% (CLTS: 9%; Family Care/IRIS: 5%)
 - Control: 38/114 = 33% (CLTS: 8%; Family Care/IRIS: 3%)

Youth (14 or Older) Employment Rates by Quarter

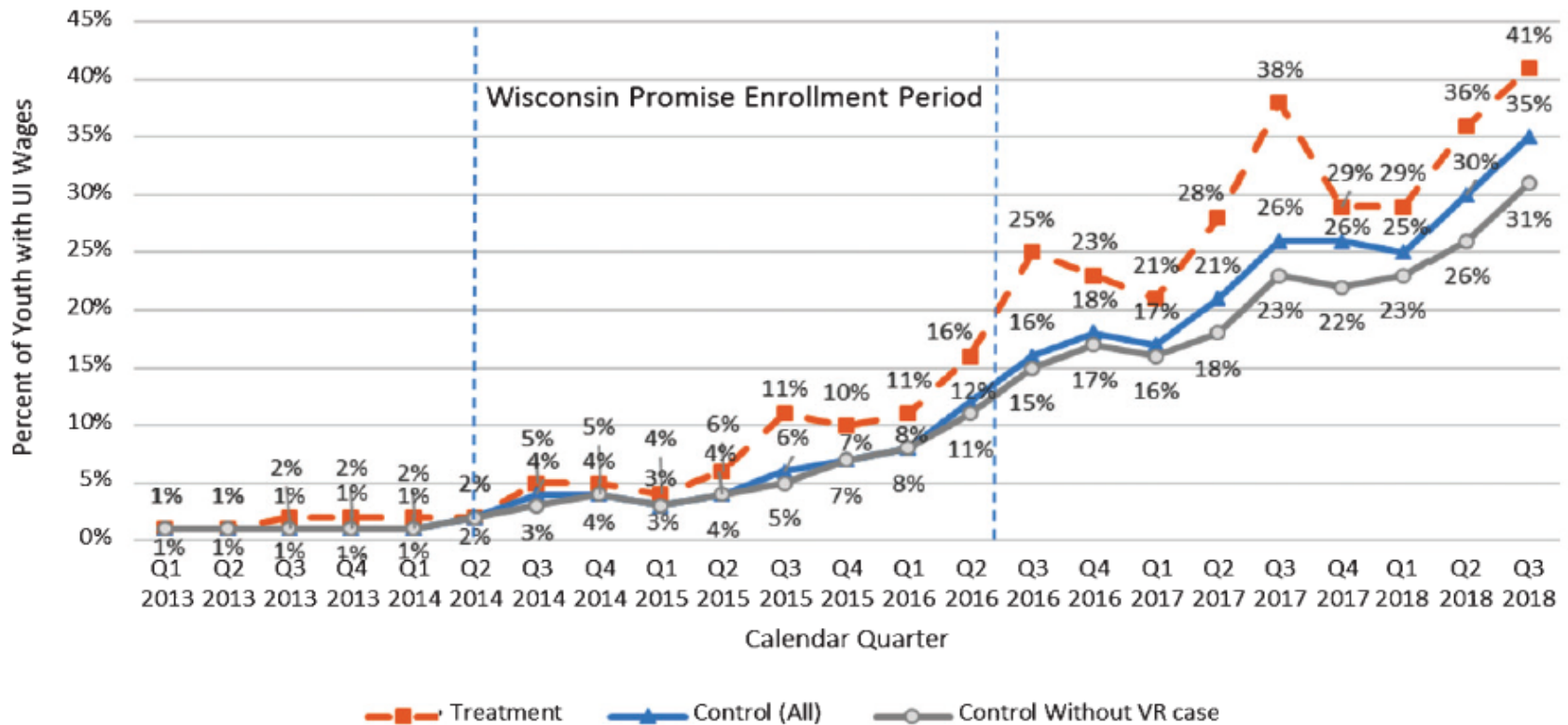


Fig. 1. Percent Youth with UI Wages by Quarter and Treatment Group Figure Caption: Percent of youth who were 14 or older with wages reported to Wisconsin UI in calendar quarters from quarter one of 2013 to quarter three of 2018. Percent of treatment youth with reported wages is represented by the dashed line with closed squares, control group is represented by the solid line with closed triangles, and the subset of the control group without a VR case is represented by the solid line with open circles.

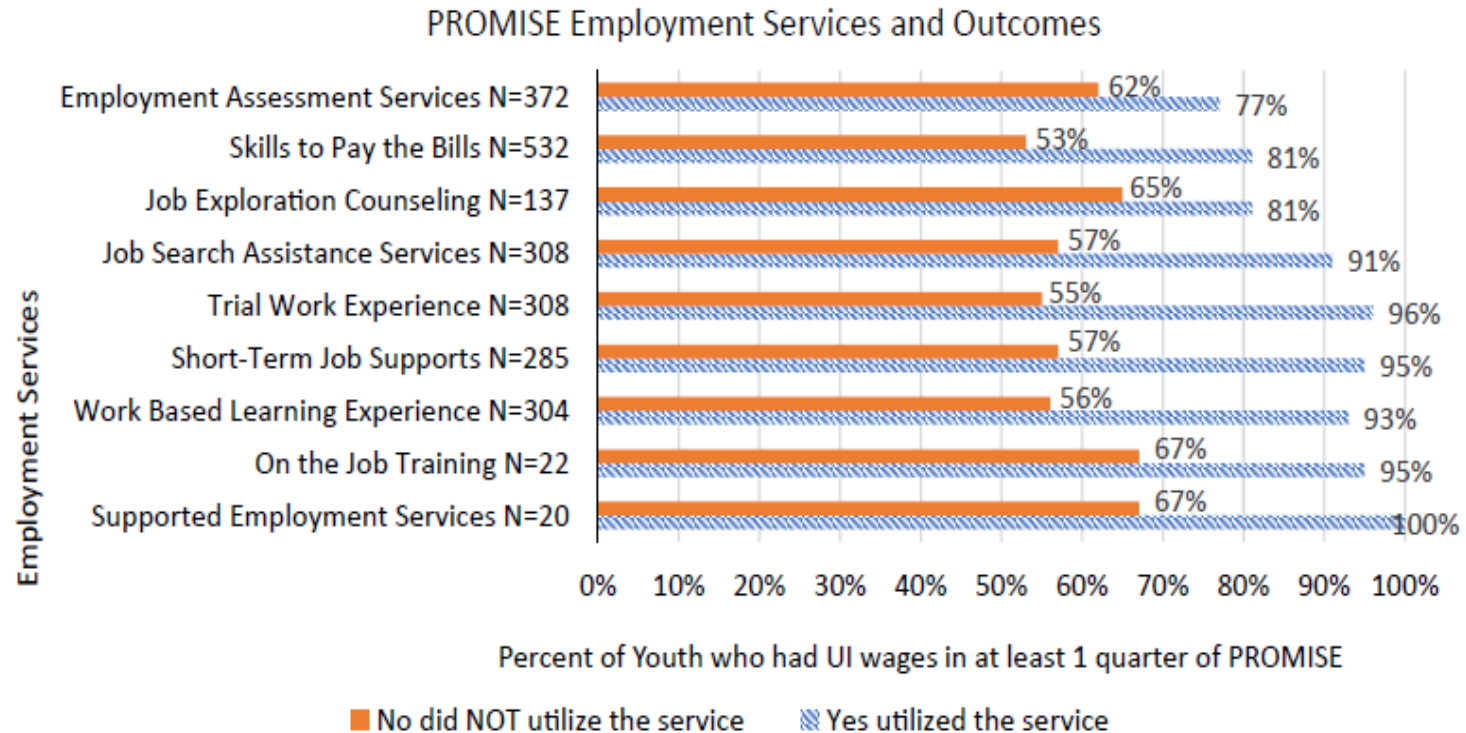


Fig. 2. Employment Service Impact on Employment Outcomes Figure Caption. Percent of PROMISE youth who had a job following the receipt of a DVR employment service. N is the count of PROMISE youth who received the service. The number of youth who did not receive the service can be calculated by subtracting 1011 – N.

PROMISE Services Increased Employment Rates

- Percent Employed after PROMISE Service (813):
 - Work Incentive Benefits Counseling (535): 78%
 - Financial Coaching(576): 79%
 - Savings Account (377): 83%
 - Met with Family Advocate (594): 71%
 - Completed Family Advocacy Modules (414): 77%
 - Self-Advocacy (476): 79%

Connecting Youth Receiving SSI and their Families to Services and Supports

- Medicaid
 - Healthcare, Long Term Care, Mental Health
- School
 - Academic Career Plans, Individual Education Programs (IEPs), Post-Secondary Transition Plans (PTPs)
- Workforce Support
 - Division of Vocational Rehabilitation (DVR)
 - Individual Plan for Employment (IPE)
 - Youth Apprenticeships
 - Employment and Training Programs at Job Centers
- Child Welfare
 - Independent Living Centers
- Wisconsin Works (W2)
 - Transitional Jobs Programs



Crisis Management: From Training to Support

- Family Advocacy group trainings
 - Low attendance
 - Need for support to connect to resources

Transform from a model of Training to Family Peer Support

- Wisconsin PROMISE Family Advocates
 - Help identify and navigate supports
 - Increase expectations of what is possible
 - Work, integration, increased independence, living
 - Help youth with self-advocacy
 - One on one family support; When and where families are at

Wisconsin PROMISE Individual Development Accounts (IDAs)

- Increasing Financial Self-Sufficiency
 - Work Incentive Benefits Counseling
 - Financial Capability Building
 - Individual Development Accounts (IDAs)

Wisconsin PROMISE Individual Development Accounts (IDAs)

- Initial \$25 deposit
- Save \$250
- Match \$1000 towards purchase to help with education, employment, financial goals
 - Transportation, Housing, Employment, Financial Debt, etc.
- 525 IDAs
 - 290 Youth; 214 Parent; 21 Household
 - Total participant balance: \$131,498.57 (ranging from \$10 to \$2971, average \$250)
 - 204/290 (70%) Youth continued saving in their IDAs after PROMISE (continued engagement after PROMISE Services ended 9/30/18)

Sustain

- Community Conversation Partnerships
https://www.youtube.com/watch?v=cDf_IPxXkog&t=2s
- Community Leadership Projects
 - 97 PROMISE youth and family members; 87 goals identified
 - Community Integration – 44; Employer Outreach – 32; Career Exploration – 30; School/Training – 26; Transportation – 13; Apprenticeships/Internships – 12; Supported or Customized Employment – 11; Entrepreneurship – 10; Benefits (Social Security and Medical) – 5; Housing – 5; Assistive Technology – 3; Asset Development (Financial Planning) – 2
 - Promise youth connecting to other students with disabilities in her high school and helping them apply for local internships/apprenticeships
 - Promise youth working with the city council to improve the road safety of biking to and from work
 - Promise mom working with local cab company to negotiate cost and assistance with drop-off and pick-up for youth with disabilities working in the community

Lessons Learned

- Ensuring to continue to connect to SSI youth and families to education, employment, and financial services and supports
 - Outreach to SSI youth and families about existing services/supports (**postcards**, other outreach)
 - Targeted Case Management or Family Navigators to connect youth and families to supports?
 - Employment Focused
 - Strength-Based/Empowerment (Person Centered, Rapid Engagement, Motivational Interviewing, Trauma Informed Care)
 - SSA Navigation
 - Inter-agency Data Sharing
- Community Conversations: Empowering Local Communities

Interagency Lessons Learned

- Providing services where youth are at (including in schools)
- Collaboration across plans IEP to IPE to (if needed) Long Term Care
- **Customized Employment and Supported Employment (including Systematic Instruction) Capacity Building**
 - Focus on matching interests, skills, abilities with workforce needs of local businesses
- Improve Service Delivery and Accessibility for SSI youth and family members
 - Implement Best Practice learned through PROMISE service delivery
- **Family Support** – Work across agencies to ensure the family members of youth with SSI have the support needed to navigate services and systems and information on post-school possibilities

Wisconsin DVR Moving Forward

- PROMISE Lessons Learned Influence Policy and Practice
 - Pre-Employment Transition Services
 - Skills to Pay the Bills Soft Skills Training
 - <https://www.dol.gov/odep/topics/youth/softskills/>
 - Work Incentives Benefits Counseling
 - Financial Capability Trainings
 - Self-Advocacy Training
 - Youth Engagement in Service Delivery
 - Use of Technology (Communication/Connecting to Services/Delivery of Services)
 - Relationships with Schools
 - Rapid Engagement, Motivational Interviewing and Trauma Informed Care

Wisconsin DVR Moving Forward Cont.

- Recommendations for Future Action
 - Focus on Credentials and Measurable Skills Gains
 - Implement Best Practice learned through PROMISE service delivery
 - Family Support – Work with other agencies to ensure the family members of youth with SSI have the support needed to navigate services and systems and information on post-school possibilities

Videos on Wisconsin Promise Website

- **Youth with Promise**

- Meet Xavi. She's like most teenagers... she hangs with her cats, dances with her friends, and loves Criminal Minds. She's also going to have a lung removed. Xavi shares her dreams, challenges, and the steps she's taking with Wisconsin Promise to plan for her future.



<https://promisewi.com/videos/>

Youth with Promise

- Daviantae was a junior in high school when he joined Wisconsin Promise. Now he's a junior in college, studying the fine arts. Two years ago he didn't think he'd be here. He struggles with sickle cell disease and pain, but he doesn't let anything stop him from reaching his education and work goals. With support from Wisconsin Promise, he worked at the Boys and Girls Club of Milwaukee and became the go-to lab monitor and tutor at his college. Daviantae even saved enough money to buy his own car, and now he's self-reliant.



"The world . . . is like a big canvas and all you need are your tools or your brush. And you can paint it into whatever you want it to be."

- DAVIANTAE, PROMISE PARTICIPANT

<https://promisewi.com/videos/>

Discussion

Q & A

<https://promisewi.com/success/>

Thank you!

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