Training Youth With Disabilities: Best Practices and Lessons Learned

CWA Youth@Work Conference
Wednesday, January 23rd, 2019
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www.RespectAbility.org
Philip Kahn-Pauli is the Policy and Practices Director of RespectAbility, a nonprofit organization fighting stigmas and advancing opportunities for and with people with disabilities. He educates leaders at the federal and state level about best practices to expand opportunities for people with disabilities. He frequently organizes accessible webinars on best practices, which are attended by workforce boards, agencies, VR, disability organizations, public officials, artists and more – reaching a national audience of more than 2,000. Kahn-Pauli also speaks at national and regional conferences for workforce boards, agencies and professionals.
Good afternoon! Today’s learning objectives:
❖ Review key statistics on the state of disability in America today.
❖ Review what is Project SEARCH and the SEARCH model for transition aged YWDs.
❖ Review Bridges from School to Work efforts on serving disconnected youth.
❖ Review further disability/workforce resources.
1 in 5 Americans have a disability

56.7 million Americans have a disability
- 8.1 million difficulty seeing
- 7.6 million difficulty hearing

51% of Americans report having a family member or close friend with a disability.

- 52 percent of Democrats report that they or a loved one have a disability.
- 44 percent of Republicans have a disability or a loved one with a disability.
- Independents have the largest number of voters who say they have a disability or a loved one with a disability: 56 percent.

People with Disabilities CAN Succeed

Studies show that 70 percent of young people with disabilities can get jobs and careers when they are given the right placement and support such as school-to-work transition training like Project Search and Bridges To Work.

Long Beach’s Labor Force Participation Rate (LFPR) is 64.3%.  
In total, there are 46,573 LB residents with disabilities.  
Only 9,417 LB residents with disabilities (ages 16-64) have jobs.  
That means that less than one in four people with disabilities in LB have a job, are earning an income and becoming independent.
Despite 1 in 10 LB residents having a disability, people with disabilities make up only 4% of your city’s workforce.  
25.1% of LB residents with disabilities live below the poverty line compared to 17.4% of LB residents without disabilities.
Further, only 61.7 percent of students with disabilities in the Long Beach Unified School District completed high school.
California ranks 34th in the country in terms of jobs for persons with disabilities.

1. 2015 American Community Survey 1-Year Estimates  
2. Census Bureau - 2015 American Community Survey  
3. Long Beach Unified School District-Cohort Outcome Data 2015  
4. Best and Worst States for Workers with Disabilities
Los Angeles’ Labor Force Participation Rate (LFPR) is 62.8%.  
70.6% of people without disabilities aged 18 to 64 in LA are employed.

**36.7% of LA residents w/ disabilities (ages 18-64) have jobs.**

There is a 33.9 point gap between the employment rates of PWDs and those without disabilities.

California ranks 34th in the country in terms of jobs for PWDs.

In total, there are 948,587 LA residents with disabilities.

Out of that number, there are 566,325 working age (18-64) people with disabilities living in Los Angeles.

31% of all LA residents with disabilities live in poverty.

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Mayor Eric Garcetti (D)

2. Census Bureau - 2015 American Community Survey
3. Best and Worst States for Workers with Disabilities
High School Graduation Rates in Long Beach

- Special Ed Enrollment by Ethnicity in Long Beach:
  - 26 Native American students with disabilities
  - 612 Asian Americans students with disabilities
  - 5,360 Latino/Latina students with disabilities
  - 1,689 African American students with disabilities
  - 1,338 White students with disabilities
  - 416 students with disabilities of Multiracial status

- Long Beach students with disabilities have an high school graduation rate of 62.4%

- In total, 413 students with disabilities graduated Long Beach high schools in the class of 2016. (Out of 5,260 graduates overall)

- Overall, LBUSD has a 84.2% high school graduation rate.
  - 81.8% of Latino/Latina students graduate high school
  - 68.8% of Native American students graduate high school
  - 90.4% of Asian American students graduate high school
  - 81.8% of African American students graduate high school
  - 88.7% of White students graduate high school

Source: Cohort Outcome Data for the Class of 2015-16 Long Beach USD –
http://dq.cde.ca.gov/dataquest/SearchName.asp?rbTimeFrame=oneyear&rYear=2015-16&cName=Long+Beach&Topic=Graduates&Level=District&submit1=Submit
Overall, LA Co. has a 81.3% high school graduation rate.

- 79.3% of Latino/Latina students graduate high school
- 60.9% of Native American students graduate high school
- 93.4% of Asian American students graduate high school
- 72.5% of African American students graduate high school
- 86.5% of White students graduate high school

LA Co. Students with disabilities have an high school graduation rate of 63.7%

In total, 9,649 students with disabilities graduated LA Co. high schools in the class of 2016. (Out of 98,365 graduates overall)

Special Education Enrollment by Ethnicity in LA Co.

- 526 Native American students with disabilities
- 9,663 Asian American students with disabilities
- 126,992 Latino/Latina students with disabilities
- 20,120 African American students with disabilities
- 26,485 White students with disabilities

LA Co. schools account for one quarter of all students with disabilities in California.
Achieving Meaningful Employment for Young Adults with Intellectual and Developmental Disabilities
Overview

❖ Began at Cincinnati Children’s Hospital Medical Center in 1996
❖ 60+ employees with intellectual and developmental disabilities hired at CCHMC
❖ 500+ programs in 46 US states, Canada, the United Kingdom, Ireland, the Netherlands, Bahrain, and Portugal
❖ Addresses the critical unemployment rates – 85% of people with developmental disabilities do not have a paid job in their community. (National Core Indicators)
SEARCH Program Description

- Nine month training program
- 8 - 12 interns with a variety of intellectual and developmental disabilities
- Instructor and skills trainers
- Immersed in host business culture
- Rotations through three unpaid internships with continual feedback
- Customized job-search assistance
- Outcome of employment in the community
Skills Curriculum

❖ Team Building
❖ Navigation & Workplace Safety
❖ Technology/Presentation skills
❖ Social Skills/Communication
❖ Job Seeking Skills
❖ Money Management
❖ Health and Wellness
❖ Maintaining Employment
❖ Employer Specific Skills
Industry Sectors and Employment Outcomes

- Healthcare
- Banks/Finance
- Universities
- Government
- Hospitality
- Manufacturing
- Museums
- Distribution Centers
- Zoos and Parks
- Retail

76% Employment Rates for 2016 Graduates:
- Average hourly wage was $9.79
- Average hours worked were 24.2
- 33% hired by Host Business
SEARCH Outcomes = 75%

- Average hourly wage was $9.60
- Average hours worked were 24.75
- 33% hired by Host Business

National youth transition employment outcomes are 13 – 30%

US DOL ODEP Factsheet April, 2014
Key Concepts

Business led collaboration with education, rehabilitation, community providers and long term support agencies
Braided funding, resources, and talents
Immersion and impact
Internship rotations for career exploration and job skills acquisition
Low risk for employers
Hiring interns who are “good fit”
8:00 Employability Skills
9:00 Internship site
12:00 Lunch
12:30 Internship site
2:00 Review, Plan, Journaling
2:30 Depart
Team Building
Navigation & Workplace Safety
Technology/Presentation skills
Social Skills/Communication
Job Seeking Skills
Money Management
Health and Wellness
Maintaining Employment
Employer Specific Skills
Examples of Hospital Internships

- Mail Delivery
- Courier
- Patient Transport
- Recovery: Stocking
- Recovery: Escort
- Stocking: ER, Wards
- Clinic areas
- Pathology
- Sterile Processing
- Education Services
- Pharmacy

- Research
- Patient Attendant
- Materials Management
- Isolette Technician
- Linens
- Patient Billing
- Medical Records
- Radiology
- Information Technology
Examples of Hospitality Internships

❖ Guest Services
  ❖ Front Desk Agents
     / Phone Operators
     / Bell Person
❖ Housekeeping
  ❖ Room Attendants / Laundry Attendants
❖ Food Services
  ❖ Servers / Hosts / Cooks
❖ Engineering
❖ Banquets
❖ Admin/Sales
Accommodations/Adaptations
Counting Cart!
Dental Clinic Technician
Modify Existing Work Aids

Before = A Pick List

After
Work Aid Book
On The Wall
Hi, I am a student intern. Please have a seat and someone will be with you shortly.

Someone needs assistance at the front window 😊

Bathroom
Please keep it clean!

Someone needs assistance at the front window 😊
For More Information:

Visit the Project SEARCH Website
www.projectsearch.us

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OVERVIEW:

❖ Eases the transition from high school to the world of work
❖ High school work experience correlates with adult success
❖ Able young adults with disabilities who want / need to work
❖ Youth with disabilities have multiple employment barriers.
❖ High unemployment rate: DISCONNECTED YOUTH
❖ 3 TIMES AS LIKELY TO HAVE A DISABILITY
❖ Employers seeking motivated entry-level employees can benefit from hiring young adults with disabilities.
❖ Demand-driven and youth centered
❖ Emphasizes abilities rather than disabilities
❖ Matches prescreened youth with age appropriate jobs
❖ Provides long-term supports during for youth and employer
PROGRAM YEARS 2006-2015
TOTAL YOUNG ADULTS SERVED

80% OF YOUNG ADULTS WERE PLACED IN COMPETITIVE JOBS BASED ON:
9,873 ENROLLMENTS AND 7,940 PLACEMENTS

WE’RE HIRING!

SINCE 1990 BRIDGES HAS ENROLLED OVER 21,000 YOUNG ADULTS AND PLACED OVER 16,300 WITH MORE THAN 4,200 EMPLOYERS.

Transforming the lives of young adults with disabilities through the power of a job.
BRIDGES Youth by Disability Type

- Learning Disability: 64%
- Other (Autism Spectrum, Hearing, Speech, Chronic Illness): 17%
- Intellectual: 10%
- Emotional/Behavioral: 9%
Job Readiness Goals

- Setting goals
- Self-advocacy
- Managing conflict
- Personal finance
- Workplace behavior
- Appearance and grooming standards
- Career exploration

- Employer expectations
- Job search technologies
- Résumé writing
- Completing applications
- Refining interview skills
- Career progression
- Changing jobs
- Travel Training
Typical Jobs

❖ Warehouse Laborer
❖ Courtesy Clerk
❖ Stocker/Cashier
❖ Food Service Workers
❖ Theater Usher

❖ UPS
❖ Kroger
❖ TJ Maxx/Marshalls
❖ Aramark
❖ AMC/Philips Arena
Benefits to Employees

❖ Prescreened, qualified applicants
❖ Young adults with job readiness training
❖ Support of Bridges staff
❖ Motivated participants
There is an app for that!

- Making cognitive connections through apps, strategies & training.
- “Smartphones, the brain prosthetic of the 21st century.”
PaceMyDay – Optimize the energy you have for success!

PaceMyDay is available to help individuals learn to plan their day based on how they feel, monitor their energy throughout the day, and evaluate their progress and overall energy in order to set themselves up for success.
Course – ReachMyGoals

ReachMyGoals (free) – Set goals. Monitor progress. Build on successes. ReachMyGoals is available to help individuals set SMART goals, break down their goals into manageable tasks with due dates, and identify self-goal-related challenges and successes.
Other Online Courses

**Notability ($30)**
Notability allows the user to take notes and link recorded audio for easy organization and retrieval of specific information. It can be used in the classroom and in everyday life.

**Inspiration Maps ($30)**
Inspiration Maps allows users to create graphic organizers/mind maps for organizing ideas, papers, projects, etc. It also allows users to switch from graphic to outline mode.

**Week Calendar HD ($30)**
Week Calendar includes a variety of important features beyond those available in the native iOS Calendar app. Additional features including notification of overlapping appointments, color coding, etc.
PEAT promotes the employment, retention, and career advancement of people with disabilities through the development, adoption, and promotion of accessible technology.

Selected Resources:
- [PEATWorks.org](https://PEATWorks.org), a central hub for accessible technology-related tools and resources
- [TechCheck](https://TechCheck), a powerful but simple tool to help employers assess their technology accessibility practices and find tools
The Office of Disability Employment Policy (ODEP) is the only non-regulatory federal agency that promotes policies and coordinates with employers and all levels of government to increase workplace success for people with disabilities.

https://www.dol.gov/odep/
The LEAD Center is a collaborative of disability, workforce and economic empowerment organizations led by National Disability Institute.

The LEAD Center is dedicated to advancing sustainable individual and systems-level change to improve competitive, integrated employment and economic self-sufficiency for adults across the spectrum of disabilities.

The LEAD Center's work focuses on three core leadership areas: policy, employment and economic advancement.

Other resources:
- Employment First Website
- LEAD On! quarterly newsletter.
JAN is the leading source of free, expert and confidential guidance on workplace accommodations and disability employment issues.

Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.

Recent JAN activities and areas of focus include:
- JAN Workplace Accommodation Toolkit
- JAN Just-In-Time Training Modules
- Workplace Accommodations: Low Cost, High Impact
❖ Questions?
❖ Comments?
❖ Smart Remarks?