



Independent Living Research Utilization

We create opportunities for independence for people with disabilities through research, education, and consultation



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www.ilru.org

Expanding CIL Youth Transition Services: Promising Practices and Funding Sources

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**Presented by:
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You will learn...

1. a promising practice for designing and implementing a program to teach work readiness skills to transition age youth with developmental disabilities.
2. potential new funding sources for services for the population.
3. a promising practice for working with Workforce Investment Boards as a new funding source.
4. Identify an approach for developing services and funding collaborations with Parent Training and Information organizations.

New WIOA Mandated Service is Transitions

- Workforce Innovation and Opportunity Act created a fifth core service for CILs—a “transition” component.
- It includes three prongs:
 - (1) facilitate the transition of individuals with significant disabilities from nursing homes and other institutions to home and community-based residences, with the requisite supports and services
 - (2) provide assistance to individuals with significant disabilities who are at risk of entering institutions so that the individuals remain in the community, and
 - (3) facilitate the transition of youth who are individuals with significant disabilities who are eligible for individualized education programs under Section 614(d) of the Individuals with Disabilities Education Act (20 U.S.C. 14149d)), and who have completed their secondary education or otherwise left school, to postsecondary life.

New WIOA Mandated Service, cont'd.

- This presentation will emphasize new ways to work with youth, especially youth with intellectual disabilities.
- Services that can help them transition from schools, and keep them from having to move to more restrictive environments

Youth with Intellectual Disabilities

- This population is also referred to as having developmental disabilities, and more recently having neurodiversity.

Historically...

- CILs have only minimally served this population.
- There are usually other funding streams serving them, including Title XX funds, education funds, and sometimes state and county monies.
- There is usually no reason that CILs cannot access those funds directly or through sub-contracts.

IL Philosophy

- This is a population that could benefit from the IL philosophy.
 - Especially with the growing emphasis on Autism Spectrum Disorder, consumers and their families want more options
- The national move to eliminate subminimum wage certificates is also promoting the concept of inclusive employment for this population.

IL Philosophy cont'd.

- CILs are uniquely situated to provide new and more relevant services to youth with intellectual disabilities.
- The organizations traditionally serving this population still tend to have the concept that they will do things “for” the youth, instead of “with” them.
- CILs’ wide array of service areas and emphasis on self-determination make them uniquely prepared to assist this population of young people

Job Preparation

- One of the best ways to open up work with this population is through job preparation.
- Labels of any group of people are always wrong.
 - Each person must be approached as an individual.
 - The ability to understand and communicate will vary for each person.

Job Preparation Training System

- If your CIL doesn't already have it, it's not difficult to develop or purchase a job preparation training system.
- You can use government sites such as:
 - www.disability.gov
 - www.doleta.gov/disability/
 - http://nod.org/disability_resources/employment_resources
- Or you can purchase training assistance from organizations that do job placement, such as RICV.

Job Preparation Training System cont'd.

- It should be designed to appeal to young people.
- You can also make two or three variations to relate to the different intellectual functioning levels of consumers.
- A CIL can set criteria to work only with those youth who can benefit from the services.
- The majority of young people who get referred for these types of services do function at a level where they can benefit.

BRIDGES

- RICV's youth department, BRIDGES, developed the Work Readiness Independent Living Program (WRIL).
- It combines employment preparation skills with independent living skills.
- It is a program vendorized to receive funding through California's Department of Developmental Disabilities.

Training Module

An outline for one of our training modules is:

- Section 1:
 - Commitment to making changes and making improvements
 - Employability Skills
 - Time Management
 - Dressing for Success
 - Self-Image and Attitude
- Section 2:
 - Effective Communication
- Section 3:
 - Appreciating Diversity at work
- Section 4:
 - Customer Service

Training Module cont'd.

- Section 5:
 - What is conflict and conflict resolution
- Section 6:
 - Team work
 - Stress triggers and controlling those emotions
- Section 7:
 - Communicating using technology
 - Using technology when it's appropriate
 - Safety tips
- Section 8:
 - Positive versus negative work ethic
 - Employee Evaluations
 - Top reasons people get fired!

Training Module cont'd. 2

- As is obvious, this is a basic employment preparation.
- It introduces very basic topics that are often referred to as "soft skills."

Program

- This program can be a stand-alone class that other service organizations send their consumers to on a fee basis.
- Or it can be a part of a broader program for preparing individuals for work and then doing job placement.

Questions?

Program

- Job preparation and assistance in job placement for youth with disabilities can both:
 - Be part of your core service independent living skills training.
 - It can be purchased through vocational rehabilitation.
 - It can be purchased through state or county developmental disabilities funding.
 - Or it can be funded through a Workforce Investment Board.

Workforce Investment Boards

- One of the areas most in demand by youth with disabilities is employment opportunities.
- CILs can expand their options for assisting youth with employment opportunities by working with Workforce Investment Boards

Workforce Investment Boards

- There are Workforce Investment Boards (WIBs) throughout all states.
- They have new mandates that emphasize employment for youth, including youth with disabilities.
- All WIBs can apply for Disability Employment Accelerator grants specifically aimed at employment for people with disabilities.

WIBs

- WIBs primarily serve low-income individuals, often long-term unemployed.
- They provide funding for job skills assessment, vocational training, soft skills training, and job placement.
- Most WIBs contract for some of these services.
- CILs can develop relations with WIBs and obtain grants or sub-contracts.

CILs and WIBs

- Independent Living Centers are a natural fit for helping WIBs meet their obligations for employment of youth with disabilities.

CILs and WIBs cont'd.

Your CIL can become a resource to your local WIB by:

- Organizing youth with disabilities who are seeking employment
- Demonstrating that you are a good centralized source of youth who are seeking employment

CILs and WIBs cont'd. 2

- Demonstrating a strong relationship with local governments and businesses
 - There are new requirements for businesses and government entities to hire people with disabilities.
 - Many CILs have spent years developing community contacts in order to promote accessibility and inclusion; those contacts can now be used to foster employment opportunities.

CILs and WIBs cont'd. 3



- Developing or modifying your soft skills and/or job placement program to work with a WIB,
 - Job skills training and placement programs under contract with rehabilitation agencies can be modified for WIBs.
 - WIB contracts can supplement existing job services by funding a position that just develops employment contacts.
 - WIB contracts or grants can also give your consumers greater access to the wide array of resources WIBs have.

Questions?

Parent Training and Information Centers

- For more non-employment services for youth with disabilities, centers can partner with their local Parent Training and Information Center (PTIs).

PTIs

- There are PTIs that cover all areas of the United States.
- They have their own channel of federal funding through the Department of Education.
- They have historically acted as a training resource for parents of children with disabilities.

PTIs cont'd.

- Their new funding, beginning in October 2015 has two new mandates:
 - They must provide direct services for youth with disabilities.
 - They must coordinate their efforts with independent living centers.

CILs and PTIs

- CILs can choose to be proactive and initiate contact.
- As with all new mandates, enforcement will probably be slow.
- Contacting local PTIs will encourage them to move forward on these issues.

CILs and PTIs cont'd.

- To make a proposal for funding from a PTI, a center should:
 - Demonstrate that you have a strong youth program already, or
 - Offer to work with the PTI to develop a joint program.
- Many PTIs have worked almost exclusively with parents and other family members, so they can use assistance in working directly with youth.

CILs and PTIs cont'd. 2

- The mandate of how they are to assist youth is somewhat vague, so CILs can help their local PTI define what services to provide.
- It includes:
 - Assisting youth to understand their disability and to get past any barriers to be successful in their lives.
 - Assisting youth to understand their rights in education, especially in developing an IEP (individuals education program).
 - Assisting youth to find and contact the resources needed to transition from high school to college, work or other programs.
 - Helping youth to learn to advocate for themselves.
- These are obviously things CILs are good at doing.
 - PTIs have the option of contracting with CILs to perform some of these duties.

Conclusion

- There are many options for expanding our work with youth with disabilities.
- The options I've noted, and others, can provide extra funds to meet this expanding need.
- It is important though, to integrate these services with our existing IL programs
 - It's always more effective to see our services as an integrated whole instead of separate, stand-alone programs.
- Most young consumers can benefit from one or more of the core IL services, such as transportation training, benefits assistance, self-advocacy and more.

Conclusion cont'd. 2

- Even if your CIL has a separate youth program (as RICV does), we can integrate our services by:
 - Fostering good communication among all staff about what each program is doing.
 - Ensuring that youth participants get your full center brochures, newsletters, etc.
 - Including youth in our overall organization planning and board representation.

Questions?

Wrap Up, Evaluation, and Contact Information



Please *click the link below* to complete your evaluation of this program:

<http://www.surveygizmo.com/s3/2230904/NCO-Webinar-Evaluation-September-23-2015>

Contact:

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