AZ Employment First and Vocational Rehabilitation

2019: A 3-Year Review
AZ EF COLLABORATIVE JOURNEY: STRATEGIC PLAN MILESTONES
EF KEY DIRECTIVE #1 FOSTER AND MAINTAIN COLLABORATION...

- AZ Employment First Core Team
- AZ Community of Practice on Transition
- AHCCCS Employment workgroup
- ADDP Council
- ADE/CTE Perkins V workgroup
- State Rehab Council
- Statewide Employment Leadership Network (SELN)
- Association of People Supporting Employment First (APSE)
- National TA Centers: NTACT, Y-TAC, WINTAC
EF KEY DIRECTIVE #2 INCREASE AWARENESS & ADVOCATE FOR THE POTENTIAL OF COMPETITIVE INTEGRATED EMPLOYMENT...

• Continued Education on EF Principles
  • Conferences
  • Presentations: School Districts, Families, Universities, Professionals (Agency Personnel, Providers, Educators)

• EF and APSE Social Media
• Website in development
• Video Creation in development
• AZ APSE Chapter: Fully Chartered in January 2019
• Grant funded projects:
  • Foster Care, Emerging Me, ASPIRE, Tempe BEST, Supported decision making, College Inclusion
EF KEY DIRECTIVE #3 PREPARE YOUTH FOR COMPETITIVE INTEGRATED EMPLOYMENT...

- AZ Community of Practice on Transition (State)
  - Local CoPT’s
  - Interagency Service Agreement
  - Training developed for educators
  - Data sharing agreement with VR and ADE
  - Comprehensive transition guide for families and students in development
- NTACT-TA Pilot: To increase post secondary and employment outcomes for individuals with Intellectual Disabilities
- Special Education Advisory Panel (SEAP)
- Transition School to Work Programs: School Districts/VR partnership
- VR/Pre-ETS, DD/Transition to Employment
ASPIRE grant project: ending Spring 2019

Project SEARCH, School based Work Programs

Transition Services Requirements: handout created for educators (IDEA, VR/WIOA, DDD)

AZ Youth Leadership Forum
• Diverse Abilities, Incorporated youth board
• 5 forums as of summer 2019: VR supported

**EF KEY DIRECTIVE #3 PREPARE YOUTH FOR COMPETITIVE INTEGRATED EMPLOYMENT…(CONT.)**
EF KEY DIRECTIVE #4 FOSTER JOB CREATION, HIRING, RETENTION, PROMOTION, AND SELF-EMPLOYMENT

• Untapped Arizona
  • DisabilityIN affiliate (formerly USBLN)
• Direct/Linkages
• DES Arizona@Work
  • Job fairs, transition fairs, employer encounters, apprenticeships, third Thursday calls, webinars for employers and PWD
• Project SEARCH: model internship/employment program
• ADDPC: Self employment brief, grant funded projects
• EF and partners webinars on employment related topics (e.g. informed choice, employer engagement)
• Creation of videos on successful employment outcomes across AZ (in development)
Executive Order signed for AZ to be an Employment First State: Nov 2017

- RSA/VR:
  - Supported & Customized Employment Policy
  - Joint Guidance Document & other materials on WIOA Section 511
  - RSA/VR procurement process: Managed Service Provider (MSP) Oct 2018

- DDD adopted Employment First language in their policy handbook
- AHCCCS Workgroup: Developed Employment (first) policy (in approval stages)
- AZ APSE Chapter: Employment First Policy Statement in development
- City of Tempe: Mayor proclamation March 2019; First EF City in AZ!
EF KEY DIRECTIVE #6 FOSTER THE DEVELOPMENT OF EMPLOYMENT-FOCUSED SUPPORTS...

• Related Services: Assistive Technology, Occupational Therapy
• Current Array of Services through VR/DDD/CIL’s/Other
• VR and ADDPC support for Training Professionals (in development)
• DB101: VR, Raising Special Kids, DD and educator personnel, trained and delivering
• Person Centered Planning/Principles: UCEDD/AHCCCS, AZYLF
• ADDPC and stakeholders developed Provider Inventory
• Employment First Website: will provide & guide individuals to resources & other tools to engage in CIE (in development)
WHAT WILL SUCCESS LOOK LIKE IN ARIZONA?

- Post School Outcomes Data will show increases in those engaged in Post Secondary and CIE Opportunities
- RSA/VR Successful Closures will increase, including those with significant disabilities
- DDD and Provider reported data will show increases in employment related services being provided and decreases in other employment services (e.g. sub minimum wage settings)
- AHCCCS Policy changes/additions to encourage CIE
- More individuals with disabilities (and families) will be more engaged and accountable for CIE success
- Individuals with disabilities will be less dependent on benefits (e.g. SSI)
VOCATIONAL REHABILITATION

Data and Progress
VOCATIONAL REHABILITATION PROGRAM IMPROVEMENT

- Streamline processes
  - Develop Standard Work
  - Statewide consistency

- Provide services more efficiently
  - Weekly metrics to review
  - Develop Countermeasures

- Increased focus on customer service
### VR METRICS

<table>
<thead>
<tr>
<th>Metric</th>
<th>2016</th>
<th>2018</th>
<th>YTD</th>
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<tbody>
<tr>
<td>Waitlist</td>
<td>3082</td>
<td>1594</td>
<td>438</td>
</tr>
<tr>
<td>Job Placements</td>
<td>1563</td>
<td>1872</td>
<td>1906</td>
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<tr>
<td>Successful Closures</td>
<td>1377</td>
<td>1572</td>
<td>1549</td>
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</table>

**Average Days**

<table>
<thead>
<tr>
<th>Event</th>
<th>2016</th>
<th>2018</th>
<th>YTD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Application → Eligibility</td>
<td>39.2</td>
<td>37.5</td>
<td>27.6</td>
</tr>
<tr>
<td>Eligibility → IPE Complete</td>
<td>154.8</td>
<td>73.4</td>
<td>74.8</td>
</tr>
<tr>
<td>Days in VR program</td>
<td>990</td>
<td>897</td>
<td>735</td>
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</tbody>
</table>
Pre-Employment Transition Services are now required to be made available to students with disabilities in need:

- Job exploration counseling
- Work based learning experiences
- Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational program at institutions of higher education
- Workplace readiness training
- Instruction in self-advocacy

15% of VR general funds must be spent on Pre-ETS

- Student does not have to be a VR Client to receive these services
- School Districts required to assist in coordinating Pre-ETS with students and VR

More info on above and all employment services offered through VR:

- AZ Pre-ETS Information
Current Contracts/Partnerships

- Pre-Employment Transition Services – 24 Contractors Statewide

- Diverse Ability Inc.
  - Youth Leadership Forums
  - Arizona Youth Engagement Academy

- Sonoran UCEDD
  - Pre-ETS School Model Development
  - Project SEARCH
  - Summer Work Program
Data Sharing Agreement
Between the Arizona Department of Education
and the Arizona Rehabilitation Services Administration

For a copy of the most current agreement, please open the link above
VR DATA-BASED DECISIONS

- Staff & resource allocation
- Analyze ADE PSO outcomes to determine the effectiveness of VR school-based programs
- Prepare for anticipated referrals
ENGAGEMENT RATES, 4-YEAR TOTAL

Voc Rehab Engagement Rates: 1844 responded for a 91.5% response rate.

- Enrolled In Higher Education: 33.0%
- Competitive Employment: 36.9%
- Enrolled In Other Postsecondary Education Or Training: 11.0%
- Some Other Employment: 3.5%
- Not Engaged: 15.7%

Non-Voc Rehab Engagement Rates: 23702 responded for a 76.2% response rate.

- Enrolled In Higher Education: 21.6%
- Competitive Employment: 39.1%
- Enrolled In Other Postsecondary Education Or Training: 8.4%
- Some Other Employment: 5.7%
- Not Engaged: 25.2%
CONTACT INFORMATION

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