Effective Practices Webinar Series:
Transition of Youth with Disabilities

Operations Support Manager
Social Security’s Ticket to Work program
October 2, 2014
Presenters

• Richard L. Rosenberg Ph.D.
  o Director Career Connection WUHSD
  o Lead Vocational Counselor Whittier High School
  o Director Career Connection TTW Employment Network

• Julie Johnson CWIC
  o Career Connection TTW Service Coordinator

• Ginni Bachtelle
  o Career Connection Mentor Coordinator
Learning Objectives

• Identify Participants
  o HS
  o College

• Foundation for Vocational Success
  o Family Communication
  o SSA Benefit Planning
  o Employment Services

• Ultimate Goal
  o Off Benefits
  o Challenges
“Failure to focus on Social Security benefits during transition is just not a missed opportunity, but may also cause harm when students and family members are not educated about or prepared for the effect of earnings on cash benefits and medical insurance”

(National Council on Disability, 2008)
Most Likely to Succeed!

• **High School**
  - Attend College Fairs
  - Attend Job Fairs
  - Contact Special Education Chair
    • Attend Transition Events

• **College**
  - Contact Disabled Student Services
  - Attend College Events
  - Make Ticket to Work Presentations
Involve the Family

• Parents/Guardian are involved in every decision
  o Finances
  o School
  o Support Staff
  o Transportation
  o Career Advice
  o Ultimate TTW Approval and Acceptance

• Gaining Trust from Parents/Guardians is a Must!
Family

Adult Agency

Client

EN

EMPLOYMENT

SUCCESSFULLY OFF OF BENEFITS
SSA Benefit Planning

• Accurate SSA Benefit Planning must be provided to family and potential participants immediately!
  o Meet individually and provide trainings as often as necessary
  o Work Incentives
    • Student Earned Income Exclusion (SEIE) – the most influential motivation to work
    • Impairment Related Work Expense (IRWE)
    • Plan to Achieve Self Support (PASS) – Another strong motivation for young adults

• Identify the likelihood of SSA letters and guarantee your guidance and support in addressing them
Employment

• Resume
  o Individualized
  o Cover Letter
  o Technology
• Interview Practice
  o Common interview questions
  o Situational questions
  o Completing paperwork
  o Technology
• Independent Employment
• Supported Employment
Employment - 2

- Explore Internship Opportunities
- Research for Summer Youth Employment Programs
- Consider Volunteer opportunities
- Network
- EN provides on-going support
  - Continued Family Communication
  - Available to answer all questions
Challenges

• Young Adults eligible for entry level jobs
  o Minimum wage
  o Part time hours
  o Must have family support

• Disability Benefits reduced but not terminated
  • EN may not be eligible for immediate payments
  • Participant may not meet Timely Progress Guidelines

• Trust of Parents and Participant and ANY work is a Success!
Overcoming Challenges

- Scott – Partnership Plus success
  - Scott’s goals
  - EN’s strategies
Success Stories

- Craig Cat – Successfully Employed
  - EN Challenges
    - Frustrated with SSA paperwork
Success Stories

• Claudia
  o Claudia’s goals
  o EN’s challenges
Success Stories

• Miguel
  o Miguel’s goals
  o EN’s challenges
Introducing GINNI
Our first TTW Participant
Real Life Story

Volunteer → Full time

Successfully worked herself off of benefits
CaPROMISE

California Promoting the Readiness of Minors in Supplemental Security Income
What is PROMISE

Joint initiative of the U.S. Department of Education, the U.S. Social Security Administration, the U.S. Department of Health and Human Services, and the U.S. Department of Labor
CAPROMISE

- Model demonstration projects that serve
- 14-16 year old SSI recipients who have a:
  - Significant Disability,
  - Limited Resources, and
  - Limited Income.
- Family members are fully involved and may receive services.

www.CaPROMISE.org
CaPROMISE Overview

• At least 3,078 child 14 to 16 year old SSI recipients and their families
• Recipients are randomly assigned
  o ½ Treatment Group
  o ½ Usual Group
• Enrollment began at the beginning of August and will continue through April 2016
Who are the partners in CaPROMISE?

- California Department of Rehabilitation (DOR) – lead
- California Department of Education (CDE)
- California Department of Developmental Services (DDS)
- California Department of Healthcare Services (DHS)
- California Department of Social Services (DSS)
- California Employment Development Department (EDD)
- Local Education Agencies (LEA) and TransAccess
- San Diego State University’s Interwork Institute
CAPROMISE OVERVIEW: STRUCTURE FOR CaPROMISE

CaPROMISE Interagency Council
- Departments of:
  - Education
  - Health Care Services
  - Employment Development
  - Developmental Services
  - Social Services

CaPROMISE-CDOR
- Sponsors
  - Joe Xavier, Sponsor
  - Juney Lee, Project Director

CaPROMISE – CDOR
- Project Managers
  - Jeff Riel
  - Sylvia Hoggatt

Regional Managers
- Four LEA Educators

Participating Local Education Agencies

SSI Child Recipients and their Families

National Evaluator

Interwork Institute SDSU
21 Local Areas Throughout California

Northern California
Regional Manager Joyce Montgomery
- 21 Districts and Organizational Units
  - Vallejo City USD
  - Oakland USD
  - Vallejo City USD
  - Solano COE
  - West Contra Costa USD
  - Elk Grove USD
  - Lodi USD
  - East Side Union HSD
  - Expandability Consortium
    - Santa Clara USD
    - Milpitas USD
    - Santa Clara COE

Greater Los Angeles
Regional Manager Richard Rosenberg
- 4 Districts and Organizational Units
  - Whittier Union HSD
  - Los Angeles USD
  - Whittier Area Special Education Program Cooperative (WACSEP)
  - El Rancho Unified School District

Greater Inland Empire
Regional Manager Lynn Smith
- 49 Districts and Organizational Units
  - Riverside COE
  - Desert Mountain SELPA
  - San Bernardino USD
  - West End SELPA

Southern Costal
Regional Manager Linda O’Neal
- 15 Districts and Organizational Units
  - Orange County Consortium/Irvine USD
  - Centinela Valley UHSD
  - Compton USD
  - Long Beach USD
  - San Diego USD
Who is Served

• 14 to 16 year old SSI recipients and their families
Outreach and Recruitment: Outreach Efforts Begin

**Enrollment List**
- Managers view on DMS
- Assign Students to CSC with security clearance

**Outreach Letters**
- Address Outreach letters to Student/Parent
- Print Letters on CaPROMISE letterhead

**Disseminate Letters**
- Mail
- In Person
INDIVIDUAL CAREER ACTION PLAN  
ICAP

Region: ____________

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>ID #:</th>
<th>Career Services Coordinator</th>
<th>Service Area</th>
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Enrollment Date: ____________ Person Centered Plan Date: ____________ School: ____________

Short Term Goal: ____________ Long Term Goal: ____________

CaPROMISE Core Services:

☐ Case Management
  ☐ ID Needed Services ☐ Coordinate Services ☐ Transition Planning ☐ School Based Activities

☐ Financial Planning/Benefits Management
  ☐ Wage Reporting ☐ Work Incentives

☐ Career & Work-Based Learning
  ☐ Volunteer Work ☐ Unpaid Work Experience ☐ Paid Work Experience ☐ Employment

☐ Parent/Guardian Training & Information
  ☐ Referral ☐ Coaching ☐ Family Resource Center Support

☐ Other Services & Supports
  ☐ Youth Development Activities ☐ Extended & Experiential Learning ☐ Career Related Training & Education ☐ Self Determination Skills
  ☐ Health Behavior Management & Wellness Services ☐ Training in the Use of Technology ☐ Independent Living Activities

This document should be updated at least every 3 months.

CaPROMISE Team Members Who Worked on This Plan In Addition to Participant:

<table>
<thead>
<tr>
<th>Team Member</th>
<th>Title</th>
<th>Agency</th>
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DRAFT
## EDUCATION

**H.S. Plans:** Certificate of Completion  □  GED  □  H.S. Diploma  □  Job Skills Certificate  □  **P.S.E. Plans:** Job Skills Certificate  □  AA/AS  □  BA/BS  □  Graduate Degree  □

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<thead>
<tr>
<th>EDUCATION OBJECTIVES:</th>
<th>ACTION PLAN ACTIVITIES</th>
<th>TECHNOLOGY/ SUPPORTS/ ACCOMMODATIONS</th>
<th>EXPECTED OUTCOME (Date)</th>
<th>AGENCY/PERSN PROVIDING SERVICE</th>
<th>START DATE:</th>
<th>QUARTERLY OUTCOME PROGRESS UPDATES*</th>
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* (1) No progress toward expected outcome  (2) Little progress toward expected outcome  (3) A moderate amount of progress toward expected outcome  (4) A great deal of progress toward expected outcome  (5) Expected outcome has been met
INDIVIDUAL CAREER ACTION PLAN
ICAP

EMPLOYMENT

Short Term Goal: ____________________________________________

Long Term Goal: ____________________________________________

Work Place Learning Sites: • ________________________________ •

| EMPLOYMENT OBJECTIVES: | ACTION PLAN ACTIVITIES | TECHNOLOGY SUPPORTS/ACCOMMODATIONS | EXPECTED OUTCOME (Date) | AGENCY/PERSO

| PROVIDING SERVICE | START DATE: | QUARTERLY OUTCOME PROGRESS UPDATES* |
|-------------------|-------------|-----------------------------------|------------------------|------------------|-----------------|-----------------|-----------------|
|                   |             |                                   |                        |                  | Q1 | Q2 | Q3 | Q4 |

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**INDIVIDUAL CAREER ACTION PLAN (ICAP)**

**BENEFITS PLANNING & WORK INCENTIVES**

**Work Incentives Utilized:**
- SEIE □
- PASS □
- IRWE □
- Section 301 Waiver □

**Short Term Goal:**

**Long Term Goal:**

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<tr>
<th>BENEFITS PLANNING &amp; WORK INCENTIVES OBJECTIVES:</th>
<th>ACTION PLAN ACTIVITIES</th>
<th>TECHNOLOGY SUPPORTS/ACCOMMODATIONS</th>
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OTHER OBJECTIVES

- Youth Development Activities
- Extended & Experiential Learning
- Career Related Training & Education
- Self Determination Skills
- Health Behavior Management & Wellness Services
- Training in the Use of Technology
- Independent Living Activities

Short Term Goal:____________________________________ Long Term Goal:____________________________________

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# INDIVIDUAL CAREER ACTION PLAN

**ICAP**

## SERVICE MATRIX

(In addition to CaPROMISE, please check all service agencies currently providing support)

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<thead>
<tr>
<th>General Education (K-22)</th>
<th>Special Education/IEP</th>
<th>Community College</th>
<th>Four Year College</th>
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<th>Workforce Investment Act/ISP</th>
<th>Mental Health Department</th>
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<th>Public Authority (In-Home Supportive Services)</th>
<th>Social Services</th>
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**IDEAs that Work**

Office of Special Education Programs
U.S. Department of Education
CaPROMISE Individual Career Action Plan Disclaimer

I understand that this CaPROMISE Action Plan for _________________ has been developed pursuant to a grant from the US Department of Education. It shall not be construed to be part of any Individualized Education Plan developed for _________________, pursuant to the Individuals with Disabilities Education Act; nor shall the services and supports outlined within be considered special education and/or related services, unless they are specifically included in an IEP for _________________. USDOED and ________________ (school/district/agency) will not be liable to provide any of the services set forth in this Intervention Plan.

I hereby acknowledge the above statement and am fully committed to the ICAP that I have developed with my Career Services Coordinator. I agree to the contents of the ICAP and will work on the goals, objectives and activities listed. As I see a need to change/update any parts of the ICAP I will work with my CSC to make the needed revisions.

CA Promise is funded through a cooperative agreement U.S. Department of Education, Office of Special Education Programs (OSEP) Grant #84.418P. The contents of this document do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement by the Federal Government.

_________________________    ___________________________    ___________________________
Ca Promise Participant Signature    Date    Career Services Coordinator’s (CSC) Signature    Date

_________________________    ___________________________
Parent/Guardian Signature    Date
Youth at Job Fair Citadel Today
Questions
Thank You!

• Richard L. Rosenberg Ph.D.
  Richard.Rosenberg@wuhsd.org

• Julie Johnson CWIC
  Julie.Johnson@wuhsd.org

• Ginni Bachtelle
  Ginni.Bachtelle@wuhsd.org