

Wisconsin PROMISE Lessons Learned



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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)
 - Children's Long Term Care Services
 - Think Possible!
 - <https://www.dhs.wisconsin.gov/children/think-possible.htm>

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

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 (based on percent with employer reported wages in Wisconsin's Unemployment Insurance, UI)
 - Treatment - 67%
 - Control - 57%
 - Control with no DVR case - 51%
- **Of Note: 78 (8%) Promise Youth Earned Substantial Gainful Activity*
- Percent enrolled in Long Term Care (LTC) 2 Years after PROMISE Enrollment
 - Employment Rates 2 Years after Enrollment for those ever in LTC
 - Treatment: 74/141 = 52% (CLTS: 9%; Family Care/IRIS: 5%)
 - Control: 38/114 = 33% (CLTS: 8%; Family Care/IRIS: 3%)

DVR Employment Services Increased Employment Rates

- Percent Employed after Employment Service (713):
 - Employment Assessment (372): 77%
 - Skills to Pay the Bills (532): 81%
 - Job Exploration Counseling (137): 81%
 - Job Search Assistance (308): 91%
 - Temporary Work Experience (308): 96%
 - Short-term Job Supports (285): 95%
 - Work Based Learning Experience (304): 93%
 - On the Job Training (22): 95%
 - Supported Employment (22): 100%

PROMISE Services Increased Employment Rates

- Percent Employed after PROMISE Service (813):
 - School Person on Interagency Team (884): 70%
 - 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%

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
- Improve Service Delivery and Accessibility for SSI youth and family members

Wisconsin 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, DVR, **Long Term Care**, and Mental Health
 - Rapid Engagement, Motivational Interviewing and Trauma Informed Care

Wisconsin Moving Forward Cont.

- Recommendations for Future Action
 - Focus on matching interests, skills, abilities with workforce needs of local businesses
 - 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

Youth with Promise

- You could call him the strong, silent type. Matthew is a teen from Wisconsin's Northwoods who is pumped about getting even stronger. He's set his sights on working, and with the support of Wisconsin Promise and others, he succeeded in his first job of maintaining his high school's weight room. Next he got a job keeping CrossFit Chippewa Falls in tip-top shape.
- Matthew connected his interest in getting healthy and fit with his job goals, and there's no stopping him. Matthew is a youth with Promise, building muscle while working, learning, and pursuing his dreams



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

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/>

Discussion

Q & A

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

Thank you!

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