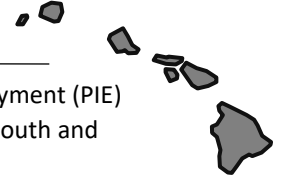


Partnerships in Employment (PIE) Systems Change Project

Developed by the Lewin Group, June 2020

Hawaii Jobs Now Partnership (JNP)



The Center on Disability Studies (CDS) at the University of Hawaii was awarded the Partnerships in Employment (PIE) grant in September 2016 to lead Hawaii JNP and promote competitive, integrated employment (CIE) for youth and young adults with intellectual and developmental disabilities (I/DD).

Project Goals and Vision

Goal #1: Identify current, emerging, promising, and sustainable policies, procedures, and evidence-based practices in Hawaii and nationally to create a comprehensive strategy

Leveraged other grants to further Employment First

Hawaii JNP received the National Governors Association (NGA) Learning Lab grant in 2018. Through the grant, Hawaii JNP sent a team of representatives from state agencies to the Learning Lab in Wisconsin to learn more about Employment First best practices and to develop Employment First programs in Hawaii. In 2018, Hawaii JNP also received the Statewide Family Engagement Center (SFEC) grant to provide training and technical assistance to schools, families, and community-based organizations to implement and enhance family engagement policies, programs, and activities to improve student development and academic achievement.

Highlighted Activities

- Analyzed employment policies from Hawaii agencies and other state's Executive Orders (2016, 2017)
- Supported the passing of the Earned Income Disregard Bill and created an implementation pilot (2019)

Goal #2: Define and conduct a pilot demonstration to determine effectiveness for recommended policies, procedures, and practices

Highlighted Activities

- Sponsored and brought Quarterly Transition Teacher meetings to each Hawaiian island (2018, 2019, 2020)
- Held workshops and trainings for 68 families, including a parent-led workshop on IEP meetings and creating Parent Profiles for Students (2018, 2019, 2020)

Increased employment opportunities through the Hawaii JNP pilot

Hawaii JNP launched its pilot program in June 2018 and identified the Leeward District as the site of the pilot based on stakeholder recommendations. The pilot includes parent workshops, parent engagement activities, and pre-employment activities with students, such as workplace readiness, skills training, self-advocacy training, and work-based learning experiences. Hawaii JNP has also held Individualized Education Program workshops, social skills workshops, benefit planning workshops, and Charting the LifeCourse workshops to help families plan for transitioning from high school. As of February 2020, 22 students from 21 families are participating in the pilot and two students have gained CIE.

Goal #3: Recommend and implement a sustainable plan/legislation that will remove statewide structural, functional, and financial barriers that impede competitive employment opportunities for youth with I/DD

Furthered legislation to support people with I/DD

In 2018 and 2019, Hawaii JNP supported the Earned Income Disregard Bill, which allows Medicaid to establish a percentage of an individual's income that will not be counted towards an individual's Medicaid eligibility. The JNP team advocated for a higher asset limit and higher income disregard limit and tied it to the federal poverty level instead of a flat income rate. In addition, families provided testimonies to legislators on why the Earned Income Disregard Bill was important. In July 2019, the governor signed the Earned Income Disregard Bill. Also in 2019, JNP developed the Hawaii Transition Success Network Legislative Proposal, SB 3156, to provide funding for and establish statewide transition centers. The legislation was referred to three

Highlighted Activities

- Revived and led meetings for Hawaii's Business Coalition, Disability:IN (2017-2018, 2019)
- Held Reverse Job Fairs with 181 employers, during which at least 11 students received job offers (2018, 2019)

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Senate committees: the Committee on Education, the Committee on Human Resources, and the Committee on Ways and Means. By the end of February 2020, all three committees reported on the legislation favorably with procedural and timing-related amendments. Before the state legislature shut down temporarily because of the coronavirus pandemic, SB3156 had been referred to House Lower and Higher Education Committee.

Hawaii JNP Partners

- Center on Disability Studies at the University of Hawaii (Lead Agency)
- Department of Education
- Department of Human Services, Division of Vocational Rehabilitation
- Department of Health, Developmental Disabilities Division
- Department of Health, State Council on Developmental Disabilities
- Special Parent Information Network
- Leadership in Disabilities and Achievement of Hawaii

Sustainability

Hawaii JNP pursues systems change by building on existing relationships and tools developed by other projects within CDS, including Disability:IN, Workforce Solutions, and benefits planning services. Hawaii JNP promotes the PIE project with well-established groups in the disability community, contributing to the longevity of key Hawaii JNP objectives and principles.

Hawaii JNP also pursues additional funding to increase capacity of agency staff and promote sustainability. Additional grants received include the NGA Learning Lab grant, the Hawaii Statewide Family Engagement Center grant, and the Mitsubishi Electric American Foundation (MEAF) grant. Under the Hawaii Statewide Family Engagement Center grant, Hawaii JNP and CDS' Family Engagement Center will build family capacity to work with schools to meet academic and developmental needs of students and to increase family engagement in the decision-making process. JNP will use funding from MEAF to expand Reverse Job Fairs to other counties in Hawaii, and to sustain Reverse Job Fairs after the PIE grant ends.

In addition, Hawaii JNP will identify promising practices from the JNP pilot, which will be integrated into other Hawaii JNP initiatives. The JNP pilot project promising practices will encourage principles learned through the PIE project to continue after the PIE project ends. Hawaii JNP plans to continue discussing sustainability with Executive Council members.

What is the Partnerships in Employment Project?

5-year grant awarded to 14 states: The Administration on Disabilities (AoD) awarded funding to eight states in 2011 and 2012, and six states in 2016: *District of Columbia, Hawaii, Kentucky, Massachusetts, South Carolina, and Utah.*

Focus on competitive integrated employment for youth with I/DD: This project promotes cross-systems and cross-agency collaboration to improve competitive integrated employment outcomes for youth and young adults with intellectual and developmental disabilities (I/DD). *Competitive integrated employment (CIE)* is when "individuals with disabilities earn wages consistent with wages paid workers without disabilities in the community performing the same or similar work."

States form consortiums: The six 2016 Partnerships in Employment states formed a consortium or coalition of stakeholders that include:

- ▶ **Individual Level:** Individuals with I/DD, family members
- ▶ **Community Level:** Pilot sites, employers, providers
- ▶ **State Level:** Developmental Disabilities Agency, Vocational Rehabilitation Agency, State Education Agency, State Developmental Disabilities Council, other state agencies

AoD contractors perform project evaluation and provide technical assistance: The Lewin Group is conducting a comprehensive, longitudinal evaluation and the Youth Employment Solutions (YES)! Center is providing training and technical assistance to states.