

Administration on Disabilities Partnerships in Employment Systems Change Project Semi-Annual State Profile



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-system 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 integrated settings in the community performing the same or similar work.”

States form consortiums: The six 2016 Partnerships in Employment state grantees 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 state grantees.

KentuckyWorks: October 2016 – February 2020

Overview

The Human Development Institute at the University of Kentucky (HDI) was awarded the Partnerships in Employment (PIE) grant in September 2016. HDI, a University Center for Excellence in Developmental Disabilities (UCEDD), is leading KentuckyWorks in collaboration with the Kentucky Office of Vocational Rehabilitation (OVR), Department of Education (KDE), Division of Developmental and Intellectual Disabilities (DIDD), Protection and Advocacy, Office of Autism, Autism Training Center, Commonwealth Council on Developmental Disabilities, Department for Aging and Independent Living, Kentucky Community and Technical College System, and Community Work Transition Program (CWTP). The project will focus on increasing positive post-school outcomes for students with the most significant disabilities ages 18 to 21 and impacting youth employment in all 174 school districts.

Project Goals and Vision

KentuckyWorks has several project goals, including:

1. Establish a state-level employment work group with consortium members, self-advocates, family members, and Kentucky’s nine Regional Special Education Cooperatives that will conduct a statewide needs assessment
2. Conduct annual, consistent professional development and Communities of Practice focused on implementing evidence-based transition services
3. Develop and distribute resources to families and students with I/DD, employers, and service providers
4. Annually track and evaluate post-school outcomes for students with disabilities

5. Assist the Commonwealth of Kentucky in developing policy that promotes the Kentucky as an Employment First State

This profile highlights KentuckyWorks activities and accomplishments from October 2016 to February 2020 related to PIE project objectives—developing or changing policies, removing systemic barriers, building cross-system and cross-agency collaboration, and implementing strategies and promising practices to support CIE. For a full list of all activities and outcomes, please refer to previous PIE Semi-Annual Reports.

Policy Development

State and Federal Policies and Initiatives

Medicaid Waivers

During the April to August 2017 reporting period, KentuckyWorks created a document providing guidelines for an annual orientation to employment for Medicaid waiver participants. The document includes information on Customized and Supported Employment, person-centered job selection, job development, job training and stabilization, long-term employment supports, participant directed services, and associated rates and limitations.

During the September 2018 to February 2019 reporting period, KentuckyWorks provided input on the Waiver Redesign process. KentuckyWorks provided input to the Department of Medicaid Services during the initial waiver redesign process, participated in generating public comments for the waiver redesign process, and had two staff members provide input through the Kentucky Department for Medicaid Services Waiver Rate Setting Study Work Group.

Between September 2017 and February 2019, KentuckyWorks partners conducted a quarterly six-day Vocational Rehabilitation/Medicaid waiver required employment training. Thirty-five staff members completed the training in the fall of 2017 and 28 staff members completed the training in the spring of 2018. During the February to August 2018 reporting period, 45 staff members completed one training. During the September 2018 to February 2019 reporting period, 30 staff members completed one training. In addition, 37 employment specialists participated in one or more

Leadership Training sessions during the September 2017 to February 2018 reporting period, eight participated during the February to August 2018 reporting period, and 10 participated between September 2018 and February 2019. Beginning in July 2019, the Supported Employment Training Project revised their service delivery system to incorporate online training for a number of topics. This was done to improve the quality of training and reduce its cost.

During the March to August 2019 reporting period, KentuckyWorks participated in the Medicaid Rate-Setting Work Group to complete a rate study of Kentucky's six 1915(c) Medicaid waivers. As a result of the study, a proposal was initiated to consolidate the rate for Supported Employment services within the four waivers offering employment services to \$44.20 per hour, a very small decrease for the state's residential waiver but a very significant increase for the other waivers. The previous rates varied from \$21.00 to \$44.80 per hour. Additionally, KentuckyWorks, through the HB 144 Commission Employment Subcommittee, provided input to the Medicaid Waiver Redesign Project. The project resulted in the creation of common waiver definitions for Supported Employment in the 1915(c) waivers offering the service. As of February 2020, KentuckyWorks staff continued to provide feedback on the waiver redesign, including review of common definitions.

Sheltered Workshops

KentuckyWorks staff collaborated with the sponsor of Senate Bill (SB) 53 to educate stakeholders. SB 53 would redefine "employee" to include workers in sheltered workshops, require new administrative regulations concerning sheltered workshops and sheltered workshop employment, and exclude referrals to sheltered employment from the definition of "covered services and supports," as of January 1, 2024.

Employment First Policy

Employment First Executive Order and Work Matters

In 2016 and 2017, the KentuckyWorks Policy Work Group met to draft an Employment First Executive Order. The goals of the Executive Order were to:

1. Recognize the existence of KentuckyWorks

2. Indicate that state policy is Employment First for people with I/DD

The Executive Order was submitted to the Governor's Office for review in March 2017. After submission of the draft Employment First Executive Order, the Governor of Kentucky announced the formation of a cabinet-level group, Work Matters, responsible for the expansion of employment outcomes for all citizens of Kentucky. A subcommittee also formed to address employment outcomes for people with I/DD. The majority of the Work Matters disability subcommittee members were KentuckyWorks consortium members.

KentuckyWorks formally presented the PIE project and policy recommendations to Work Matters and offered to provide operational leadership to the Employment First effort. During the September 2017 to February 2018 reporting period, the KentuckyWorks disability subcommittee, the Disability Work Group, held a series of meetings that resulted in the endorsement of KentuckyWorks' request for an Executive Order.

On May 15, 2018, the Governor of Kentucky signed an Employment First Executive Order. The Executive Order makes HDI, the PIE lead and UCEDD, the administering entity for the Employment First Council. The Employment First Council includes KentuckyWorks' organizations, people with I/DD, families, and employers. Three HDI staff were selected to be members of the Council, representing the DIDD, the Division of Behavioral Health, and HDI. The KentuckyWorks Principal Investigator is serving as the administrator for the Council and the KentuckyWorks Project Director is serving as the Chairperson of the Transition Subcommittee. An additional HDI staff member is serving as the Co-Chairperson of the Council.

The Employment First Council held its first meeting on in October 2018 at HDI. The Council aims to:

- Identify state policies that create disincentives to employment for people with I/DD and develop recommendations to eliminate the disincentives;
- Develop trainings and resources for families, self-advocates, public and private providers, and employers on the benefits of employment;
- Recommend the implementation of effective practices to increase employment opportunities for workers with I/DD;
- Establish measureable goals to assess progress; and
- Provide an annual report to the governor.

During the March to August 2019 reporting period, the Employment First Council met twice, in April and July 2019. As of August 2019, the Council had 27 members and formed five new subcommittees inspired by critical issues related to employment, including:

1. Employer education and engagement;
2. Advocacy;
3. Providers of disability services and supports;
4. Transportation; and
5. Transition education and planning.

The subcommittees met regularly between March 2019 and February 2020.

KentuckyWorks Collaborative

On January 3, 2019, the Governor of Kentucky signed an Executive Order creating the KentuckyWorks Collaborative, charged with implementing the Kentucky Workforce Innovation Board's strategic plan for workforce development and employment, "Kentucky Work Ready: An Urgent Call to Action." The Executive Director of HDI, who also serves as the Principal Investigator of the KentuckyWorks consortium, was appointed to the Collaborative. Two KentuckyWorks PIE consortium staff members were also named to serve on subcommittees of the Collaborative.

Leveraging Grants or Initiatives

Think College Grant

During the September 2017 to February 2018 reporting period, KentuckyWorks received a nine-month capacity building grant from Think College and began planning a Post-Secondary Education Community Conversation series. The grant expanded the work of the collaborative partners by adding a Post-Secondary Work Group to the KentuckyWorks consortium. The funding intended to promote greater knowledge to students, families, K-12 education systems, and institutions of higher education about quality higher education programs as a tool to improve outcomes for students with I/DD.

Through the grant, KentuckyWorks hosted three Community Conversations, with one at each site: Murray State University in western Kentucky, Bluegrass Community and Technical College in central Kentucky, and Morehead State University in eastern Kentucky. About 100 individuals attended across three locations and a report on the strategies generated across each site was created. The KentuckyWorks Post-Secondary Education Work Group then prioritized all of the strategies to create an action plan. The action plan included creation of informational brochures for students, families, and providers on post-secondary options and funding sources for financing post-secondary education. The brochures are located on the [KentuckyWorks website](#).

Mental Health Developmental Disabilities National Training Center Grant

In August 2018, KentuckyWorks staff submitted and received a three-year Mental Health Developmental Disabilities National Training Center (NTC) grant to build workforce capacity to better serve individuals with co-occurring I/DD and mental illness. Objectives include establishing a nationally represented Advisory Panel of experts and developing an innovative recruitment, marketing, and dissemination plan. Expected outcomes include an enhanced collaborative capacity to address the needs of individuals with I/DD and increased access to resources related to services and supports.

Retaining Employment and Talent After Injury/Illness Network (RETAIN) Grant

OVR, a KentuckyWorks partner, was awarded a \$2.5 million RETAIN grant funded by the U.S. Department of Labor in October 2018. The KentuckyWorks Principal Investigator was a writer on the grant. Through the grant, KentuckyWorks will have additional opportunities to collaborate around return to work and stay at work strategies to keep employees in the workforce after a non-work related injury or illness that may impact youth employees with I/DD. As of February 2020, KentuckyWorks continues to support efforts for RETAIN.

Employment First State Leadership Mentoring Program (EFSLMP) Vision Quest Technical Assistance (TA) Grant

The KentuckyWorks Principal Investigator convened the DIDD, the OVR, KDE, and the Division of Behavioral Health to participate in the submission of an EFSLMP Vision Quest TA grant. Kentucky was awarded the grant in the September 2018 to February 2019 reporting period through the Office of Disability Employment Policy (ODEP) to assist with strategic planning for Employment First. EFSLMP activities include holding meetings with Visionary Opportunities to Increase Competitive Employment (VOICE), KDE, and OVR, as well as holding statewide Community Conversations.

ODEP VOICE Initiative

During the September 2019 to February 2020 reporting period, KentuckyWorks applied and was selected for ODEP's VOICE initiative. Through the initiative, KentuckyWorks receives TA for Employment First activities.

Program Development

Increased Program Capacity

In July 2018, KentuckyWorks held a "train the trainer" event on implementing the family engagement curriculum for about 30 people from key Kentucky agencies involved in transition services for youth with I/DD. Attendees included representatives from parent and disability advocacy organizations, and Kentucky Special Parent Involvement Network (SPIN), which is Kentucky's parent training and information network.

During the March to August 2019 reporting period, KentuckyWorks staff, in collaboration with the Developmental Disabilities Council, began providing TA with Western Kentucky University. They are also offering training and creating a webinar series for the Kentucky Community and Technical College system. Staff also developed a new collaboration with the Higher Education Recruitment Consortium, a national organization that supports the pursuit and advancement of careers in higher education. In the September 2019 to February 2020 reporting period, KentuckyWorks staff planned presentations for the consortium on disability awareness, customized employment, and return-to-work, stay-at-work strategies.

In addition to trainings and TA, KentuckyWorks supported development of transportation-related materials through the Transportation Subcommittee, the largest subcommittee on the Employment First Council. The subcommittee includes representation from self-advocates, public transit staff, and school system staff. Their goal is to encourage a paradigm shift to ensure that stakeholders recognize transportation as a developmental milestone. Thus far, the group has developed over 30 transportation modules and created a [webpage](#) to share the information, led three workshops/trainings, and hosted a statewide webinar.

Alternative Certificates, Diplomas, or Curriculum

Since March 2018, KentuckyWorks has been involved in the KDE Alternate Assessment and Alternative Diploma Advisory Board. One goal of the Advisory Board is to develop a framework for a state-defined Alternative Diploma that includes prescribed coursework such as vocational instruction and work-based learning experiences for students with the most significant cognitive disabilities to serve as a path to employment upon graduation. The Advisory Board last met in September 2019, and goals are still in progress.

Improve or Enhance Existing Programs

Project SEARCH™ Sites

From September 2018 to August 2019, KentuckyWorks staff worked towards the addition of new Project

SEARCH™ sites. The new sites included Dow Chemical in Elizabethtown, the Louisville Zoo in Louisville, Dow Chemical in Carrollton, and Kentucky State Government in Franklin County. As of August 2019, there are four active Project SEARCH™ sites in Kentucky. The Dow Chemical site in Carrollton is scheduled to start in September 2020. The other sites are currently on hold. The expansion of Project SEARCH™ was funded by Mitsubishi America Electric and involved collaboration between several school systems, the DIDD, Kentucky's Centers for Independent Living, a number of host sites, and OVR. OVR led the efforts to launch the new sites.

Model Demonstration Programs

Transition Pilot Program

During the March to August 2019 reporting period, KentuckyWorks began development of the Transition Pilot program in collaboration with the CWTP and their TA provider, TransCen. The program was designed to enhance the quality of supports provided through the CWTP in the use of Pre-Employment Transition Services (Pre-ETS) and traditional transition programs in over 100 school systems across Kentucky. KentuckyWorks identified family engagement/partnership and employers/job discovery as the two main elements of the initiative. Participating districts target youth with I/DD ages 18 to 21 with the most significant disabilities.

As of February 2020, the Transition Pilot was active in two school districts, Simpson County and Montgomery County. KentuckyWorks staff held two onsite TA visits for the pilot sites in November 2019 (parent interviews) and December 2019 (employer interviews). Interviews with these stakeholders informed attitudes, gaps in supports and services, and areas of satisfaction. Overall, families, school staff, and employers reported high satisfaction with the pilot outcomes thus far.

Relationship Building

Collaboration Progress, Highlights, or Achievements

KentuckyWorks Consortium

KentuckyWorks' consortium was established during the October 2016 to March 2017 reporting period. It is comprised of professionals representing state agencies,

self-advocates, and family members. The consortium also has a Policy Work Group and a Family/Youth Advisory Work Group. Between April and August 2017, KentuckyWorks added a Marketing Work Group. Between September 2017 and February 2018, KentuckyWorks added a Post-Secondary Work Group. During the September 2018 to February 2019 reporting period, KentuckyWorks created a Data Work Group and Transportation Work Group. Between April 2017 and February 2020, Kentucky held 12 consortium meetings with two meetings per reporting period. The work groups meet monthly.

During the September 2018 to February 2019 reporting period, KentuckyWorks added representatives from the CWTP to the consortium. During the March to August 2019 reporting period, KentuckyWorks added the Kentucky Community and Technical College System and the Kentucky Department of Aging and Independent Living (DAIL). As of February 2020, the consortium had 63 agencies involved across 45 different programs.

Stakeholder, Parent and Family, and Employer Engagement

Statewide Transition Summit

KentuckyWorks held the Statewide Transition Summit in February 2017. The Summit included a youth panel that addressed the audience of 120 participants. Participants included educators, state representatives, agency providers, family members, community organizations, and individuals with I/DD. Summit topic areas included strategies for increasing meaningful employment opportunities for youth and young adults with I/DD, stakeholder awareness, parent and family engagement, and employer engagement.

In April 2017, KentuckyWorks consortium agencies reviewed Statewide Transition Summit findings and administered a follow-up survey. As demonstrated by the survey results, consortium members felt positive about the collaborative nature of the group and had a clear vision of the group's goals. In June 2017, KentuckyWorks consortium agencies met, discussed project goals, and created a Year Two action plan.

Family Engagement Seminar

In March 2019, KentuckyWorks hosted a Family Engagement Seminar featuring presentations from family members and self-advocates. Self-advocates described experiences with the job search process, employment, and challenges they faced along the way. KentuckyWorks broadcasted the seminar online to various locations from HDI's Coldstream Research Campus. A post-event survey yielded 45 respondents. According to survey results, 95% of participants who responded were either "satisfied" or "very satisfied." Of the 45 respondents, 98% either "agreed" or "strongly agreed" that their knowledge of the independent living movement increased as a result of the seminar. The majority of respondents felt the program was overall effective.

Focus Group Interviews

In the September 2019 to February 2020 reporting period, KentuckyWorks staff held a conference call with two eight-person focus groups comprised of family members and self-advocates. Staff discussed the top 10 things parents and youth with disabilities can do at different stages to prepare for and achieve their employment goals, including tips for developing talents and skills at different ages. One focus group discussed the basics that parents need to know when a child is three to five years old, and the other focus group discussed the transition years—when a child is 16 to 18 years old. Staff are organizing the [top 10 lists](#) with the goal of disseminating them statewide.

Community Conversations

Community Conversations Organization

KentuckyWorks originally planned to hold Communities of Practice across all Regional Education Cooperatives. Regional Education Cooperatives support and assist member school districts across each region of the state. However, Regional Educational Cooperatives in Kentucky are large and geographically separated. For example, the nine Educational Cooperatives extend up to 44 school districts each and include up to 34 counties. Given the difficulty of addressing specific needs across such broad and diverse areas, KentuckyWorks decided to host more localized Community Conversations. Starting in 2018, KentuckyWorks planned to hold four Community

Conversations per year. Since staff preferred to hold Community Conversations instead of Regional Educational Cooperatives Community Conversations, KentuckyWorks decided to create implementation teams after each Community Conversation to implement suggested ideas.

As of February 2020, the KentuckyWorks team has shifted away from holding Community Conversations to focus efforts on the Transition Pilot. To achieve their goals for the PIE grant, the KentuckyWorks team is focusing on how to directly impact the transition system. The Transition Pilot, which is administered through the existing CWTP, focuses on Customized Employment within the transition system. The Community Conversations served as a means for information gathering, and the KentuckyWorks team has collected a large amount of information at this point, all of which informs best practices for implementation of the pilot.

Past Community Conversations

Between February 2017 and December 2018, KentuckyWorks held five Community Conversations with between 22 and 80 participants at each. These included the Morehead Community Conversation, Bluegrass Community Conversation, Autism Statewide Community Conversation, Family Engagement Community Conversation, and Louisville Community Conversation. Participants included community organizations, state representatives, educators, agency or disability service providers, families, self-advocates, and professionals. Discussions often included stakeholder awareness, parent and family engagement, employer engagement, best practices and strategy development for CIE, and resource sharing.

After the Morehead and Bluegrass Community Conversations, in February and September 2017, respectively, KentuckyWorks formed respective implementation teams. The Morehead Implementation Team focused on two model programs, one was a job experience program similar to Project SEARCH™ and the other program planned to create a series of paid work experiences for students with I/DD to rotate jobs throughout the school year, including creation of an inclusive business recognition credential. The Bluegrass

Implementation Team created several infographics highlighting the benefits of and dispelling the myths about hiring individuals with I/DD, which were shared on social media. The October 2017 Autism Statewide Community Conversation resulted in improved perceptions of the community's employment opportunities for individuals with I/DD. The Family Engagement Community Conversation, which has a full report on the [KentuckyWorks website](#), held in July 2018, improved family perspectives of opportunities for CIE. Attendees at the Louisville Community Conversation in December 2018 discussed strategies for increasing meaningful employment opportunities for young people with I/DD, including a need for education, earlier intervention, and transportation solutions.

In May 2019, Community Conversations were held in Bowling Green, Louisville, Lexington, and Hazard. The meetings were convened to discuss and assess the opportunity to increase provider capacity to supply employment services in Kentucky. A survey was also distributed to gather information from providers unable to attend the Community Conversations.

Data Systems and Employment Tools

Shared Data Systems

Kentucky Post-School Outcomes Center

Through the Kentucky Post-School Outcomes Center (KyPSO), KentuckyWorks project partners are aiming to gain insight into how students who exited school with an Individualized Education Program (IEP) transition into post-school life. Information from this project helps determine whether students chose to further their education or enter the workforce and helps determine levels of community engagement, former student assistance, and support needs. The outcomes are collected for each youth exiting high school with an IEP through the Youth One Year Out Survey. KyPSO now has over 600 interviewers trained to conduct post-school outcome interviews. Additional interviewers will be trained in the spring of 2019. Through KyPSO, KentuckyWorks partner agencies conducted 2,534 Youth One Year Out interviews out of 4,549 former students who were eligible to be interviewed in 2017, which yielded a 56 percent response rate.

Respondents were generally representative of the eligible population in terms of race, gender, and disability type. Dropouts were underrepresented. Interviews of students who exited high school during the 2015-2016 school year revealed that 50 percent of all youth who exited high school with IEPs were competitively employed a year after exit. The employment outcomes showed that approximately 13 percent of former students with significant I/DD were competitively employed and 11 percent were enrolled in higher education.

Professional Development Modules

KentuckyWorks staff have developed five training modules for professional development across partner agencies. The five modules include:

- *Module 1—Transition 101: What We All Need to Know About Transition for Students with Significant Disabilities.* This module provides an overview of the current status of employment outcomes for youth with I/DD in Kentucky, the key steps in the transition process itself, the legal requirements and the roles of each agency, types of employment (i.e., competitive, supported, customized), and the development of measurable post-secondary goals. Module 1 was completed in 2017.
- *Module 2—Transition 102: Important Predictors for Post-School Success.* This module includes an in-depth discussion of the key predictors/practices for CIE for youth with I/DD, with specific examples and Kentucky resources for schools interested in implementing those practices. Module 2 was completed during the September 2017 to February 2018 reporting period.
- *Module 3—Benefits 101: A Guided Study of Your Own Situation.* This module covers the impact of wages on benefits (a key concern especially for families) with specific exercises designed to help users identify the impact of wages for their own situation/student. Module 3 was completed in the September 2017 to February 2018 reporting period.
- *Module 4 – Family Engagement for Parents of Children with Transition-Aged Children with Disabilities.* This module encourages families to create a vision for employment for their child from an early age, to bring that vision to their IEP

meetings, and to plan collaboratively with the team. The curriculum for this module was developed during the February to August 2018 reporting period, in collaboration with the TA consultant from the YES! Center.

- *Module 5 – Transition 103: Endless Possibility – Preparing High School Students with Disabilities for Successful Transition to Employment.* This module focuses on preparing students for transition to employment.

KentuckyWorks staff applied for professional development credits for Module 1 and created a multiple choice post-test to test knowledge. In 2017, KentuckyWorks staff pilot tested Module 1 with students in a Masters of Rehabilitation Counseling program at the University of Kentucky. Each partner agency sent out notices to constituents on the availability of the modules. KentuckyWorks received buy-in for promoting the modules from KDE, OVR, and the DIDD.

All modules include guiding and interactive questions, a post-test, and a Certificate of Completion. At the end of August 2018, 101 individuals completed Transition 101 Module; 67 individuals completed Transition 102 Module 2; and 119 individuals completed Benefits Module 101. KentuckyWorks also made the modules available in a view only mode, which has enabled families and self-advocates to obtain the information without having to register for the continuing education.

Between September 2018 and February 2019, KentuckyWorks updated the format and presentation of the online modules during a migration to a new Learning Management System, LearnDash. The modules now have a text-based format with embedded videos. The updated modules are more user-friendly and accessible for a wide array of learners. KentuckyWorks plans to continually re-launch the updated modules.

Data Sharing Agreement

During the March to August 2018 reporting period, KentuckyWorks facilitated the development of the data sharing agreement between KDE and OVR that allows OVR to access student progress records for students with I/DD who receive OVR-funded Pre-ETS services as part of their education program. The agreement also

allows OVR to better evaluate the impact of these services as it attempts to improve transition outcomes for students with I/DD. The final agreement is awaiting signatures.

Interactive Data Portal

In the March to August 2019 reporting period, the KentuckyWorks data team initiated development of an interactive data portal for the KentuckyWorks website. The objective for this portal is to provide links to data sources for people to openly access and extract specific information. The data portal provides an overall picture of the U.S. population, with information about people with disabilities' employment compared to other target groups, including what gaps may exist. The KentuckyWorks Data Work Group plans to include brief overviews for the data sets, population definitions, and instructions on how to analyze the data in-depth.

During the September 2019 to February 2020 reporting period, the Data Work Group met twice to discuss the best way to share data related to the employment of people with I/DD. The team decided to split the data into sections for employment specialists, educators, parents, and self-advocates, and will include reference points to national data for persons with all disabilities, including the most severe categories of disability. Similar data will be made available at the state level. The main data source will be the state's Youth One Year Out survey, with supplementary data from the census to support state-national comparisons; additional data may be added from OVR. The data snapshots will be available on the KentuckyWorks website.

Documenting and Disseminating Resources

KentuckyWorks Website

KentuckyWorks launched the [KentuckyWorks website](#) during the April to August 2017 reporting period. The KentuckyWorks website includes contact information, videos on individuals with I/DD that are employed, and training modules. The KentuckyWorks website also includes a Resource Survey that asks users, "Are you a youth with a disability, an employer, a family member, an educator, or other employment professional?" Based on their selection, the user is asked other questions that leads them to the most appropriate resources.

During the September 2017 to February 2018 reporting period, KentuckyWorks staff pursued increased social media engagement by creating original content for their blog. KentuckyWorks staff wrote a blog on the KentuckyWorks website that highlights the family of a youth transitioning from school to employment. There is also a forum for comments.

During the March to August 2018 reporting period, KentuckyWorks created a bi-monthly newsletter. KentuckyWorks also continued to update its parent blog, with [five new blogs](#) posted in the September 2019 to February 2020 reporting period. All resources are regularly updated and shared with the KentuckyWorks consortium, work groups, and the HDI email lists.

Resources and Materials for Families

During the March to August 2019 reporting period, KentuckyWorks worked with KDE and OVR to produce a [Transition Overview Document for Families](#). The document was designed to have clear and accessible language, and covers transition requirements under the Individuals with Disabilities Education Act, Pre-ETS, the Workforce Innovation and Opportunity Act, and individualized transition programming.

Additionally, in May 2019, KentuckyWorks collaborated with staff at HDI to create a [Supplemental Security Income \(SSI\) 101 Video](#) titled "The Truth about SSI and Working," which was disseminated statewide. The video highlights the basics that youth with I/DD and their families need to know about SSI when they turn 18 years old. It also covers how youth with I/DD can work and maintain their benefits. The video uses accessible language and captioning, and links directly to Social Security Administration (SSA) documents for additional explanations. The video will be updated annually to reflect updates to SSA rules and regulations.

In June 2019, KentuckyWorks developed and posted the [Comprehensive Transition Program Infographic](#) on their website. The infographic provides a simple comparison of how traditional degree-seeking programs and Comprehensive Transition Programs differ in terms of: entrance and program requirements, financial aid, and participation in coursework and campus life.

Also in June 2019, KentuckyWorks developed and piloted a Professional Version of their family engagement curriculum, Brighter Futures. The Professional Version, “Employment for Youth with Disabilities: Establishing Partnerships with Families,” was piloted with six transition teachers of students with significant disabilities. Topics included the benefits of family engagement as part of preparation for competitive employment, the roles of parents and educators, communication and engagement strategies, various resources, tips to navigate difficult questions, and Creating Action Steps through partnerships with families. The curriculum was finalized following feedback from the teachers, and the training will be incorporated in the new Transition Pilot program training for educators and other team members in both participating districts and their respective educational cooperatives.

During the September 2019 to February 2020 reporting period, KentuckyWorks staff developed an [online family engagement module](#) based on the Brighter Futures family engagement curriculum so families may more easily access relevant transitions content. The content supports better understanding of how to prepare young people for employment through the school years, create a vision statement, overcome challenges to employment, and develop work skills.

In September 2019, KentuckyWorks staff published a [video tutorial](#) on how to create a vision statement. The tutorial demonstrates how parents and educators can support self-advocates in creating their own vision statements.

Sustainability Efforts

Sustainability Beyond the PIE Grant

Employment First Efforts

To support sustainability, KentuckyWorks staff pursued an Employment First Executive Order. As of August 2018, HDI is leading the Employment First Council and will promote KentuckyWorks initiatives through the Council. As of February 2019, KentuckyWorks staff are involved in the KentuckyWorks Collaborative, which will enable the KentuckyWorks PIE consortium to be well-positioned to receive future funding for PIE initiatives.

Sustainability Work Group

In the September 2019 to February 2020 reporting period, KentuckyWorks staff established a Sustainability Work Group that includes leadership from KDE, OVR, staff from the KentuckyWorks and CWTP projects, and representatives from the two Transition Pilot counties. The work group focuses on supporting best practices and other relevant lessons learned from the pilot sites to ensure continuation and smooth implementation post-PIE funding.

Considerations

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