

## 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 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.

## South Carolina Employment First Initiative: October 2016 – February 2020

### Overview

Able South Carolina (Able SC) was awarded the Partnerships in Employment (PIE) grant in September 2016 to lead the South Carolina Employment First Initiative (SCEFI). Able SC, a Center for Independent Living (CIL), is leading SCEFI in collaboration with the South Carolina Department of Education (DOE), Department of Disabilities and Special Needs, Vocational Rehabilitation (VR) Department, Developmental Disabilities (DD) Council, Department of Health and Human Services (SCDHHS), Department of Mental Health, University of South Carolina Center for Disability Resources, Protection & Advocacy for People with Disabilities, Inc., Family Connection of South Carolina, the CILs AccessAbility and Walton Options for Independent Living, South Carolina Commission for the Blind, and South Carolina Department of Employment and Workforce. These partners make up the

Infrastructure Committee within the South Carolina Disability Employment Coalition (SCDEC), which was established in 2014 to address employment barriers for people with disabilities in South Carolina. SCEFI will focus on increasing the number of young adults with I/DD between the ages of 16 to 30 engaged in CIE.

### Project Goals and Vision

SCEFI has several project goals, including:

- 1) Equip high school students and recent graduates with I/DD with the skills, awareness, and confidence needed to enter competitive employment
- 2) Unify and empower South Carolina education professionals, employment service providers, families, and community members towards support of Employment First principles

- 3) Develop and expand supports for South Carolina-based employers who hire persons with disabilities in competitive community-based positions

The intended outcome is a 20 percent per year increase in the number of students with I/DD engaged in a competitive employment experience before exiting high school. In Year One, SCEFI planned for peer support group implementation. SCEFI implemented peer support groups in two school districts in Year Two, and plans to implement peer support groups in four school districts in Year Three, eight school districts in Year Four, and 12 school districts in Year Five.

SCEFI created additional goals after receiving the PIE grant, including passing Employment First legislation, establishing an Association of People Supporting Employment First (APSE) chapter, and pursuing increased supported decision-making. During the April 2017 to August 2017 reporting period, SCEFI submitted a new scope of work to add supported decision making as a PIE project goal to engage families in choosing less restrictive options over guardianship. The proposed additional activities would include trainings for parents and individual counseling sessions to educate parents about more inclusive options.

This profile highlights SCEFI 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 the PIE Semi-Annual Reports.

## **Policy Development**

### **Employment First Policy**

#### *Employment First Legislation*

Two South Carolina State Representatives introduced and read the South Carolina Employment First Initiative Act to the state House of Representatives in April 2017. This Act would establish a commission of stakeholders, including individuals with I/DD, to ensure the implementation of Employment First principles in the state. The commission would issue an annual report with recommendations and state agencies would provide the necessary data to track outcomes.

To support the bill, SCEFI met with the chairperson of the Committee on Labor, Commerce, and Industry and a state representative to educate them about the purpose of Employment First. SCEFI attended the committee hearing in March 2018. A young adult with a developmental disability and Able SC's Executive Director testified at the hearing.

In May 2018, the South Carolina Employment First Study Committee was signed into law. It was revised in its third reading to change from a permanent commission to a temporary Study Committee, which will evaluate the need for further legislation that would support policies for CIE for individuals with I/DD. The Committee will issue its findings to the governor on May 1, 2019. SCEFI partners from Able SC, Protection & Advocacy for People with Disabilities, Inc., VR Department, Division of State Human Resources, a professional in the disability employment field, a parent of a child with a disability, and a member of the House of Representatives have been appointed to the Committee. Since forming, the Committee has met twice. During one meeting, the Study Committee heard from the VR Department, the Department of Disabilities and Special Needs, DOE, the Department of Employment and Workforce, and a local provider on the collective efforts towards CIE for all individuals with disabilities. Between September 2018 and February 2019, SCEFI also provided an Employment First training to the Employment First Study Committee.

In May 2019, the Employment First Study Committee issued a report to the governor that included findings and recommendations concerning the need for Employment First legislation in South Carolina. Two representatives expressed interest in sponsoring and pre-filing the legislation this year in early December 2019. SCEFI anticipates that the bill will be passed during the 2020 legislative year.

SCEFI pre-filed Employment First legislation in December 2019 with bipartisan support. As of February 2020, SCEFI is working with the Governor's Office to create an Employment First Executive Order.

#### *Employment First Policies*

Between September 2017 and February 2018, Protection & Advocacy for People with Disabilities, Inc., a SCEFI partner, updated the organization's vision statement to include that CIE is the first and preferred option. Additionally, all three South Carolina CILs (Able

SC, AccessAbility, and Walton Options) posted a collective Employment First statement on their websites. SCEFI helped the South Carolina Commission for the Blind adopt an Employment First policy in the Commission's Client Services Manual in January 2018. SCEFI also worked with the DOE, SCDHHS, and SC VR Department (SCVRD) to help the agencies plan to adopt their own Employment First position statements.

In July 2017, SCEFI incorporated Employment First into the South Carolina Youth Leadership Forum. During the forum, youth discussed subminimum wage, watched portions of the *Bottom Dollars* documentary, and discussed advocacy strategies to end subminimum wage. In 2018, SCEFI presented information on Employment First at the South Carolina Youth Leadership Forum to 30 young adults with disabilities who have demonstrated leadership potential and discussed effective systems advocacy.

#### *Employment First Trainings*

Through SCDEC, national APSE conducted an Employment First training for SCDEC members in December 2016. Thirty-seven SCDEC members representing 17 state agencies and individuals with I/DD attended this training. SCDEC conducted a training on Employment First philosophy for employment professionals at the state's University Center for Excellence in Developmental Disabilities Education, Research, and Service (UCEDD) in March 2017. This training had 85 attendees in the first session and 55 attendees in the second session.

During the September 2017 to February 2018 reporting period, SCEFI held six Employment First trainings for 177 individuals. During the March to August 2018 reporting period, SCEFI held three Employment First trainings. The three Employment First trainings were held at the Transition Alliance of South Carolina's Employment (TASC) Bootcamp for educators and service providers and for two new pilot program sites. During Year Two of the PIE project, SCEFI trained a total of 629 people on the philosophy and principles of Employment First, which exceeded their goal of training 50 people during Year Two.

SCEFI held five Employment First trainings during the September 2018 to February 2019 and five during the March 2019 to August 2019 reporting periods, for a total of ten trainings held during the Year Three of the grant. The trainings were held for attendees of the

Transition Alliance of South Carolina conference, Cherokee Transition Advisory Committee, South Carolina Association of School Administrators Special Education Roundtable, Foothills Collaborative Action Network, the Employment First Study Committee, pilot sites, and for a network of service providers. The trainings reached 539 individuals, exceeding the goal of training 100 individuals in Year 3. Participants of the trainings consistently stated that they learned something new as a result of the training and would like more practical ways to implement Employment First.

During the September 2019 to February 2020 reporting period, SCEFI held five Employment First trainings. The trainings were held for the Florence Three pilot team members, the Transition Alliance of South Carolina (TASC) Conference attendees, the Greenville High School pilot team, TASH Conference attendees, and Able SC's Transition Conference attendees. The five trainings reached 114 people, including educators, service providers, and state and local partners. During the trainings, SCEFI also provided additional resources, such as a Continuing Technical Education (CTE)/Special Education (SPED) guide for educators on including SPED students in their CTE programs and a guide on how to use the data collection tool created for the SCEFI pilots.

#### **State Policies**

##### *Home and Community Based Services (HCBS) Final Rule*

SCDHHS hosted a meeting about the HCBS Final Rule implementation between April and August 2017. The meeting featured a presentation from Disabilities and Special Needs Board staff who visited Vermont. The presentation showed Vermont's model for closing sheltered workshops in a negative way. In response, SCDEC invited service providers from Vermont to share positive results from sheltered workshop closures with SCDEC members. SCDEC also invited speakers from Tennessee to share Employment First implementation strategies and lessons learned. The SCEFI consortium chair presented about HCBS Final Rule implementation at the November 2017 consortium meeting and the December 2017 SCDEC quarterly meeting. The presentations increased stakeholders' understanding of the HCBS Final Rule and the changes necessary to fully implement the rule.

During the March to August 2018 reporting period, the chair of SCEFI's consortium began coordinating the state's HCBS transition plan. SCEFI has also been in contact with several local DD Agency providers to offer technical assistance in transitioning individuals from segregated work programs into community employment. During the September 2018 to February 2019 reporting period, SCEFI researched innovative ways that other states have transitioned individuals from segregated environments to the community and shared their findings with local DD providers.

#### *State Medicaid Waivers*

Between September 2017 and February 2018, SCEFI researched ways to change the state's waivers and presented these methods to consortium partners. SCEFI drew upon the District of Columbia's waiver models for some of these methods, including: adding language to existing waivers so high school students can access wrap-around services through the VR Department, the DD Agency, and the school; and creating time limitations on employment readiness services provided through a waiver. SCEFI also used Tennessee's Employment and Community First CHOICES waiver as an example of an employment-only waiver.

SCEFI continued to pursue waiver improvements during the March to August 2018 reporting period. SCEFI met with the SCDHHS director and deputy director to discuss recommendations for improving waiver services.

SCDHHS hired a consultant to conduct a Medicaid Waiver Rate Study. The SCDHHS director invited SCEFI to be a part of the consultant meeting and to provide input on employment services through waivers. The director also showed willingness to consider waiver definition changes and additional employment data collection requirements.

During the September 2018 to February 2019 reporting period, SCEFI provided input and suggestions to the SCDHHS for a Medicaid Waiver Rate Study. SCEFI also applied for a South Carolina DD Council grant to work one-on-one with two local DD providers to explore the barriers in the current waiver employment service delivery system and build provider capacity through the creation of a comprehensive, sustainable training structure for employment service providers.

During the September 2019 to February 2020 reporting period, SCEFI created a Medicaid Waiver Work Group in response to the SCDHHS expressing their openness to possible changes to Medicaid waivers. The Medicaid Waiver Work Group is exploring other states' Medicaid waivers and will develop a report outlining recommendations for possible waiver changes to explore in the future. The Medicaid Waiver Work Group began meeting in November 2019 and meets on a monthly basis. During the March and April 2020 meetings, the Work Group will focus on determining which recommendations to make to the SCDHHS.

#### *Achieving a Better Life Experience Program*

The South Carolina Achieving a Better Life Experience (ABLE) Savings Program, Palmetto ABLE Savings, was established in November 2017. SCEFI disseminated materials about the program to SCDEC stakeholders and partners, and published information on social media pages. Able SC's Director of Community Outreach and Consumer Rights received training on the South Carolina ABLE Savings Program and worked with SCEFI's community partners on educating others on the program. Previously, the South Carolina governor signed ABLE legislation into law in April 2016. Between September 2018 and February 2020 SCEFI provided information on the benefits of ABLE accounts to educators, parents, and individuals with disabilities through the Hire Me SC website.

### **Leverage Grants or Initiatives**

#### *South Carolina APSE Chapter*

In July 2017, SCEFI held a meeting to develop a South Carolina APSE chapter with 25 participants in attendance. SCEFI also spoke with several organizations and SCDEC members to engage them in the APSE chapter development.

SCEFI officially became a "Chapter in Development" in March 2018. The South Carolina APSE chapter focus areas include recruitment, public policy, transition services, adult services, and professional development. A membership meeting open to all current members and interested individuals was held in September 2018. An executive board of eight members was formed and has been meeting monthly to discuss the chapter's progress. The APSE chapter co-sponsored the annual South Carolina American Association on Intellectual and

Development Disabilities conference in October 2018. Three chapter members, including a self-advocate with a developmental disability, presented during one of the breakout sessions on Employment First.

In March 2019, the SC APSE chapter became fully chartered. During the March to August 2019 reporting period, SC APSE focused on developing committees within the SC APSE chapter, including Membership and Recruitment, Public Policy, Transition Services, Public Relations, Adult Services and Training, and Conferences. The APSE chapter conducted outreach, including sending out quarterly e-blasts to keep members engaged, managing an APSE Facebook page to allow for the dissemination of information to a broader audience, and posting chapter information on the Hire Me SC website and social media platforms. SC APSE actively recruits members from SCDEC and shares information on the progress of the chapter. As of February 2020, SC APSE has eight executive board members and 50 professional members.

In October 2019, SC APSE co-sponsored the annual South Carolina American Association Intellectual and Developmental Disabilities (AAIDD) Conference, with 90 professionals in attendance. The SC APSE chapter has started to engage people through Facebook. There are 146 people who like the page, with an increase of 55 likes from the March to August 2019 reporting period. South Carolina APSE planned a membership event for April 2020.

#### *Workforce Innovation and Opportunity Act Grant*

SCEFI and two local workforce boards applied for and were awarded a Workforce Innovation and Opportunity Act (WIOA) grant through the South Carolina Department of Employment and Workforce. The grant will allow SCEFI to connect with the disability community and spread awareness that American Job Centers have available services. Through this grant, Able SC has provided quarterly disability trainings to American Job Center staff and employers. Able SC also provided targeted outreach and developed information flyers to connect more individuals with I/DD with American Job Center services.

During the December 2018 SCDEC quarterly meeting, the VR Department and the Commission for the Blind presented on WIOA and the current progress of South Carolina's state plan.

#### *President's Committee for People with Intellectual Disabilities*

In November 2018, the Administration for Community Living invited Able SC to speak to members of the President's Committee for People with Intellectual Disabilities (PCPID) in Washington, DC. The committee consists of both civilian members appointed by the president and members of the federal government. The PCPID will prepare a report for the president on employment, which is this year's chosen topic. Able SC's Director of Employment Programs spoke about the employment barriers that people with I/DD face and provided recommendations on how to collectively address those barriers. This discussion also mentioned SCEFI's efforts to challenge the employment expectations for people with I/DD in South Carolina.

#### *Advancing Capacity and Collaboration for Employment Support Services (ACCESS) Grant*

During the September 2018 to February 2019 reporting period, SCEFI was awarded funding for the ACCESS grant through the DD Council. The ACCESS grant is a three-year partnership with two local DD providers to explore the barriers in the current waiver employment service delivery system and build provider capacity through the creation of a comprehensive, sustainable training structure for employment service providers. Griffin-Hammis will provide SCEFI with technical assistance to develop a pilot program focused on implementing Customized Employment principles with 20 to 30 adults with I/DD who have not been previously successful in Supported Employment. The initiative is building supports at the local level and is supported by state partners who will examine the data collected from the pilot and determine necessary changes.

During the September 2019 to February 2020 reporting period, SCEFI began to plan a 40-hour Customized Employment training for two DD providers and VR staff. The training is ACRE approved and will be provided by Griffin-Hammis, Workforce Innovation Technical Assistance Center (WINTAC), and Smart Policy Works. SCEFI is looking into mentorship opportunities through Griffin Hammis to ensure that, following the training, participants can apply the essential elements of Customized Employment.

## **Program Development and PIE Model Demonstration Projects**

### **Alternative Certificates, Diplomas, or Curriculum**

#### *Alternative Diplomas*

Additionally, the Transition to Careers Committee chair participated in a work group assembled to write the draft regulations for an alternative diploma legislation establishing diploma options and to assist professionals during implementation. SCEFI advocated for changes to credential policies that promote the Employment First philosophy. Between April and August 2017, the law passed, and the South Carolina High School Credential (previously called the Employability Credential) was created to increase flexibility in earning a high school diploma. The Credential provides a state-recognized certificate for eligible students who meet the requirements of a set number of work experience hours, and parallel coursework. Between September 2017 and February 2018, SCEFI worked with a marketing firm to create branding for the Credential, and placed the SCEFI logo on all brochures related to the Credential.

During the March to August 2018 reporting period, SCEFI conducted High School Credential trainings to Local Education Agencies. The freshmen that began school in 2018 were the first class who could take advantage of the High School Credential.

Between March 2019 and February 2020, SCEFI promoted and educated the general community and employers on the High School Credential. As part of the employer awareness campaign that started during this reporting period, the 12-month email series featured the High School Credential. The High School Credential email informed employers of the credential and gave them opportunities to connect with local school districts to support students on the credential through work experience. In addition, a speaker from the DOE spoke about the High School Credential as part of a mini-session at the 2019 Employer Summit. The DOE speaker reached a broader audience of employers who likely did not know about the credential. SCEFI heard about a few success stories where employers reached out to DOE after the Employer Summit and wanted to partner with local districts to provide community-based work experiences

#### *Career and Technical Education*

Between September 2018 and August 2019 reporting period, SCEFI surveyed 337 special educators, career and technical education professionals, and service providers to better understand how CTE and special education programs align to foster improved employment outcomes for youth with disabilities. Respondents identified collaboration barriers between CTE and special education partners and shared whether special education students were being served proportionally to general education students in CTE programming. The survey found that students who will not be receiving a high school diploma are the most likely to not have access to CTE programs. SCEFI shared the report and brief on the SCDEC website, Hire Me SC social media, and the Hire Me SC website.

During the March to August 2019 reporting period, SCEFI began working with a local school district that partnered with their CTE program so students with I/DD could participate in CTE classes. The three-part video series was released during the September 2019 to February 2020 reporting period and served as a model to other school districts on how to implement a similar program. SCEFI released the video series on the Hire Me SC website and shared the video series on the Hire Me SC social media outlets, with members of the SCDEC, and with the SCEFI consortium agencies. SCEFI also presented on the video series at several conferences.

During the September 2019 to February 2020 reporting period, SCEFI partnered with the same school district to create a guide for educators on how to include students with disabilities in CTE programs. The guide features information on getting started, training for CTE and SPED teachers, overcoming barriers, sampling of accommodations students used, navigating safety concerns, and sharing student success stories.

### **Self-Employment or Self-Advocacy**

#### *Advocacy Day for Access and Independence*

The annual Advocacy Day for Access and Independence was held in April 2017 and 2018 at South Carolina's state house. Each year, advocates speak with representatives and voice their concerns. Able SC is the lead agency, and 25 organizations support the event. The most recent Advocacy Day flyer included the

Employment First philosophy. The Business Coalition chairperson spoke at the event to address employers on the importance of hiring people with I/DD.

#### *Self-Advocacy Curriculum and Peer Support Groups*

Between April and August 2017, three CILs from SCEFI's Peer Support Work Group worked together to develop the peer support outline and curriculum. SCEFI and the CILs worked together to form a curriculum of six sessions building on the #HireMeSC social media campaign. Once the initial peer support sites have piloted the curriculum, SCEFI plans to expand the curriculum to additional sites. CILs have existing peer support frameworks in local communities with which to implement the curriculum.

Additionally, Able SC braided funding with EQUIP, a youth-led self-advocacy group, to start peer support groups focused on employment skills, which is one of their main PIE project goals. Between September 2017 and February 2018, SCEFI implemented two youth peer support groups in Greenville and Anderson. The groups are led by youth self-advocates and use the self-advocacy curriculum, which includes six sessions on self-awareness and communication, goal setting, career development, and employment rights. The two groups had an average of 10 participants each. SCEFI collected feedback from participants every two months, and observed an increase in youths' understanding of employment skills.

AccessAbility hosted a six-session peer support group with an average of nine participants during the March to August 2018 reporting period. The peer support group received positive feedback and staff engaged new young adult leaders as a result of the sessions. Able SC met with AccessAbility and Walton Options to finalize the peer support framework and plan for Year Three.

SCEFI hosted four youth peer support groups between September 2018 and August 2019 for 27 participants. Participants identified that they learned employment skills for the future, were able to build relationships with other participants through participation in the group, and enjoyed role-playing in the group. SCEFI held a discussion with the three South Carolina CILs to discuss the peer support groups and agreed that the groups should be modified depending on the youth involved.

Between September 2019 and February 2020, SCEFI held a youth peer support group on employment with nine participants. SCEFI is planning to hold two additional in-person peer support groups and an online peer support group in the summer of 2020. SCEFI has received positive feedback from participants, including that the participants have enjoyed learning employment skills and discovering how to be successful in employment. Many of the students are starting to show interest in different types of jobs and seeking guidance on submitting job applications and interviewing.

## **Improve or Enhance Existing Programs**

#### *Work with Sheltered Workshops*

Between October 2016 and March 2017, Able SC, which is an affiliate of the Southeast Americans with Disabilities Act Center, worked with local sheltered workshops that pay subminimum wage to provide trainings on disability rights in employment and employment opportunities. These trainings could lead to further collaboration between PIE and local providers in the future.

SCEFI partners also began to collect an inventory of existing programs for individuals with I/DD to determine how to improve the existing framework.

## **Increase or Build Program Capacity**

#### *Disability Benefits and Employment Workshops*

SCDEC hosted Disability Benefits and Employment workshops at American Job Centers to dispel myths related to Social Security and employment, and connect individuals with I/DD to local employment service providers. During the first year of the PIE project, SCDEC held four total workshops in Aiken, Greenville, North Charleston, and Florence. Between September 2017 and February 2018, SCEFI held three Disability Benefits and Employment workshops. Survey results from these workshops indicate that 97 percent of attendees rated the training as excellent or good and 87 percent of attendees said that the information they learned from the workshop would help them in their job or life. During the March to August 2018 reporting period, SCEFI held five Disability Benefits and Employment workshops. Eight total workshops were held in Year Two of the SCEFI project and 32 parents or family members attended the workshops.

SCEFI held five Disability Benefits and Employment workshops during the September 2018 to February 2019 and five during the March 2019 to August 2019 reporting periods, for a total of 10 workshops during the Year Three of the grant. Overall, 135 people participated in the workshops. Some of the presenters at the workshops had disabilities, and family members commented that seeing individuals with disabilities being successful and employed changed their perspective and expectation of what people with disabilities are capable of doing. Overall, 89 percent of participants reported that the information learned in the workshop would help them in their life or job, and 93% of participants stated they would definitely or probably recommend the workshops to others.

During the September 2019 to February 2020 reporting period, SCEFI held five Disability Benefits and Employment workshops statewide with a total of 52 attendees, including individuals with I/DD, family members, educators, and service providers. SCEFI currently has five additional workshops planned for the next reporting period. SCEFI promoted these events through e-blasts, social media posts through Hire Me SC and Able SC, a press release, and consortium partners. Able SC staff reached out to area schools to promote the event. SCEFI began sharing all workshop surveys with the Centralized Outreach Committee to improve transparency with consortium partners. About 96 percent of workshop participants responded to the survey that they would rate the workshop good or excellent.

#### *Resource Guide*

Between April and August 2017, SCEFI noted that youth with I/DD can use the same vocational training programs available to all students, but students were not aware of the available programs since the information was not publicly available. SCEFI began to develop a resource guide about post-secondary training opportunities for youth with I/DD who do not receive high school diplomas. SCEFI planned to collaborate with local technical colleges to complete the resource guide. During the March to August 2018 reporting period, SCEFI updated the resource guide to include new post-secondary options for students with I/DD.

#### *Provider Trainings*

Between September 2017 and February 2018, SCEFI trained 57 professionals on alternatives to guardianship. A technical assistance liaison also provided Supported Employment training to local educators, staff, and providers through the Employment Bootcamp. SCEFI also provided five trainings on self-advocacy and disability rights to youth involved in Project SEARCH™ at Embassy Suites.

During the September 2018 to February 2019 reporting period, the South Carolina Bar Association and Protection & Advocacy for People with Disabilities, Inc. held a training to discuss the new guardianship statute and promote supported decision making. There were 122 legal professionals in attendance.

### **Model Demonstration Project**

#### *Pilot Structure*

Several SCEFI members continued to implement Pre-Employment Transition Services (Pre-ETS) in South Carolina schools, and examined these services as potential components of SCEFI's PIE pilot program.

Between April and August 2017, SCEFI worked with partners to determine services and resources each agency could contribute to PIE pilot sites, and developed a Pilot Project Model for Transition Planning that used each partner's best transition practices. SCEFI collaborated with TASC to develop the Request for Proposals and solicit applications through the TASC interagency transition teams in each school district. SCEFI also created a Memorandum of Understanding (MOU) to use between the chosen school districts and the consortium to clarify roles and responsibilities.

Between September 2017 and February 2018, SCEFI implemented two pilot programs with 25 students at the Berkeley School District and 37 students at the Richland School District. SCEFI drafted MOUs for the pilot program and reached out to pilot program schools to sign the MOU. The SCEFI partners providing services to the pilot also signed the MOU ensuring their involvement and collaboration in the program. SCEFI also informed each partner about appropriate individuals to sign the MOU.

During the March to August 2018 reporting period, SCEFI revised the pilot project to focus on fundamental problems at the local level. Instead of offering a wide array of services, SCEFI narrowed its focus to ensure



teachers understand available services for their students and know how to make referrals. SCEFI also emphasized advocating for students that were denied services without a formal eligibility determination.

During the March to August 2018 reporting period, SCEFI added two model demonstration projects at the Cherokee and Spartanburg Two School District. During the September 2019 to February 2020 reporting period, SCEFI created two new pilot sites in two new school districts. As of February 2020, there are six pilot sites with 136 students overall. Cumulatively, 62 students have gained community-based work experiences. During the 2018 to 2019 school year, 24 students exited high school, of which four students were competitively employed at high school exit and eleven students were enrolled in post-secondary education or training. This represents successful outcomes for approximately 63 percent of exiting students.

#### *Pilot Data*

SCEFI gathered baseline data for the pilot program on students with I/DD engaged in work-based learning experiences. SCEFI surveyed teachers about the 2016-2017 students and compared the data to the 2017-2018 students. For Berkeley School District, four of 25 surveyed students were engaged in work experiences from 2016 to 2017. At the end of 2017 to 2018, there was a 108 percent increase of students involved in work experiences (15 out of 27 students). For Richland, two of 37 surveyed students were engaged in work experiences during 2016 to 2017. At the end of 2017 to 2018, there was a 650 percent increase of surveyed students involved in work experiences (15 out of 37 students). During the 2018 to 2019 school year, 24 students exited high school. Four students were competitively employed at high school exit and 11 students were enrolled in post-secondary education or training.

During the September 2019 to February 2020 reporting period, SCEFI used data to determine pilot site outcomes. One of the original school districts for the pilot, Richland Two, currently has six out of the 26 students engaged in paid, community-based work experiences, which is an increase of five students this school year. This is 39 percent better than the pilot site average. This data stresses the importance of a relationship between the school district and SCVRD, as most of the work experiences are coordinated by SCVRD. Thirteen of the twenty-six pilot students are

SCVRD consumers, which is 18 percent more than the pilot site average. In comparison, the Berkeley School District showed low participation rates in the 2019 to 2020 school year. The SCVRD area supervisor saw the data and set goals with her staff to increase participation. As of February 2020, Berkeley School District helped three students receive VR services, a 15 percent increase in students getting connected to VR services this reporting period.

## **Relationship Building**

### **Collaboration Progress, Highlights, or Achievements**

#### *Consortium and Meetings*

SCDEC, the parent organization that includes SCEFI, meets quarterly. The four committees, which include the Centralized Outreach Committee, the Employer Outreach Committee, the Transition to Careers Committee, and the Infrastructure Committee (SCEFI), meet monthly.

As of February 2020, over 40 stakeholder organizations and individuals were involved in SCDEC and 13 agencies were involved in SCEFI. Additionally, between October 2016 and February 2020, SCDEC has held 11 meetings and SCEFI has held 33 consortium meetings. SCDEC members include local and state agency staff, educators, and self-advocates. At SCDEC meetings, stakeholders and partners shared recent successes and new initiatives to increase information sharing and encourage collaboration. Between September 2017 and February 2018, SCDEC added members to various committees from the South Carolina Commission for the Blind and the South Carolina Department of Disabilities and Special Needs to ensure their monthly representation. Between March and August 2018, SCEFI established a Disability Advisory Committee comprised of self-advocates, which has held five meetings and is led by a youth with a disability. The South Carolina Department of Mental Health joined the consortium between September 2018 and February 2019. During the September 2019 to February 2020 reporting period, a parent advocate who also works for a national disability organization joined the SCEFI consortium.

## Stakeholder Attitudes and Awareness

### *Public Relations Efforts*

Between October 2016 and March 2017, SCEFI worked with a local public relations firm to develop a SCEFI logo and marketing timeline to build awareness of PIE efforts. The tagline for the initiative is “People First. Opportunity First. Employment First.” The SCDEC website and Facebook page also includes regularly updated information on PIE efforts. SCEFI created a new logo between September 2017 and February 2018.

During the March to August 2018, SCEFI expanded Hire Me SC to reach more stakeholders and encompass the full scope of SCEFI and SCDEC. The Hire Me SC campaign worked with an outside marketing firm and built relationships with media outlets to reach a more diverse population. This effort relaunched in September 2018 with [a new website](#), videos, marketing materials, and 29 billboards statewide. There were four different billboard designs featuring an individual with a disability, a quote, and the Hire Me SC logo and website link. The public relations efforts for the campaign were targeted in Columbia between September 2018 and February 2019.

The Hire Me SC campaign received 37 media coverages between September 2018 and February 2019, which included several live television spots and an article on Carolina News and Reporter. The total estimated coverage views were 65,200, which includes online and offline views of all 37 media sources.

During the March to August 2019 reporting period, the Hire Me SC campaign received 16 media coverages, including a local TV interview that was shared by federal policy makers and a feature on several online news platforms.

During the September 2019 to February 2020 reporting period, SCEFI was interviewed by the South Carolina Spinal Cord Injury Association and the Autism in Action podcast as part of National Disability Employment Awareness Month (NDEAM). During the interviews, SCEFI promoted the Employment First initiative and informed listeners on what the Hire Me SC campaign is doing to break down barriers and change expectations for young adults with I/DD, employment rights for people with disabilities, interview tips, and reasonable

accommodations. SCEFI shared both of these interviews on Hire Me SC’s social media pages.

### *Hire Me SC Campaign*

The Hire Me SC campaign empowers youth with I/DD to engage in meaningful discussions about their employment dreams, successes, and barriers. SCEFI launched the #HireMeSC social media campaign tag across Facebook, Instagram, and Twitter in March 2017 with local news coverage and a press release to support the launch. The social media tag is used to encourage youth with I/DD to share their stories

Between April and August 2017, SCEFI traveled to three summer transition programs to promote the program with 87 youth and to share Hire Me SC campaign materials with 120 VR staff. SCEFI also shared materials through several listservs, and worked with Project SEARCH™ to promote the campaign and engage interns with social media posts.

Between September 2017 and February 2018, SCEFI attended several youth events with the state VR Department to increase awareness for the Hire Me SC campaign and increase participation. As a result of Hire Me SC’s promotional work, its Facebook page had 700 likes, reached 1,115 people, and had a post engagement of 305 people as of February 2018.

Between March and August 2018, the #HireMeSC social media self-advocacy campaign exceeded its goal of featuring 100 young adults by the end of Year Two. The social media campaign has featured 229 young adults with disabilities on its Facebook page. During the March to August 2019 reporting period, the Hire Me SC social media pages featured 44 youth sharing their employment goals, successes, and barriers to employment. During the September 2019 to February 2020 reporting period, SCEFI featured 35 self-advocates on Hire Me SC social media pages. The Hire Me SC Facebook page increased likes by 83 likes, for 1,269 total likes. As of February 2020, the Hire Me SC Instagram account had 267 followers and the Twitter account had 146 followers.

### *Stakeholder Input*

SCEFI regularly engaged stakeholders and worked with them to ensure that they felt included in the efforts of the PIE grant. Between September 2018 and March 2019, SCEFI requested stakeholder success stories and employment-related events to feature on the Hire Me

SC website and social media pages. SCEFI has surveyed stakeholders yearly to gather feedback and ensure that stakeholders feel that their opinions are valued. SCEFI also held one-on-one meetings with project partners to gather feedback and encourage progress.

## **Employer Engagement**

### *Employer Summit*

South Carolina held its first Employer Summit in October 2016 to coincide with National Disability Employment Awareness Month. The Commissioner of the South Carolina VR Department welcomed attendees and there was a panel of employers and employees with I/DD. South Carolina also conducted surveys of participants. Of the 45 participants surveyed at the event, 93 percent reported they were either satisfied or very satisfied with the content of the event.

The October 2017 Employer Summit was titled "Inclusion Drives Innovation" to reflect the theme of National Disability Employment Awareness Month. Sixty-two individuals, including employers, service providers, speakers, and sponsors participated, and Business Coalition members led the event. The 2017 Summit had double the sponsorships of the 2016 Summit. Survey results from the Employer Summit indicated that 96 percent of attendees were satisfied with the event, and 83 percent of employers intended to modify their policies to increase employment for people with I/DD.

The third annual Employer Summit, titled South Carolina's Workforce: Empowering All, was held on October 9, 2018. There were 63 employers in attendance and 13 disability service providers served as vendors. The 2018 Summit had twice as many attendees as the 2017 Summit. The state Society of Human Resource Managers (SHRM) chapter partnered with SCEFI to sponsor and promote the Summit within the 14 local chapters across the state. The Summit included lunch, a panel of employers and people with disabilities, including two national self-advocate keynote speakers. Of the employers who attended, 95 percent reported that they planned to modify policies and procedures to increase their hiring and retaining practices of people with disabilities.

SCEFI held the fourth annual Employer Summit, Mobilizing an Untapped Workforce, in October 2019 to coincide with NDEAM. A total of 63 participants

attended. The Employer Summit included roundtable discussions, a panel of people with disabilities, and mini sessions on various topics. The Chief Global Office for the Society of Human Resource Management served as the keynote speaker. SCEFI had eight disability service providers that served as vendors to educate employers on the services they can offer. Eighty-five percent of survey respondents said they were "very or perfectly satisfied" with the subjects covered at the event. The SC SHRM approved SHRM and Human Resources Certification Institute (HRCI) credits for the Summit. SCEFI received \$5,250 in sponsorships for the Summit, which doubles the sponsorships from the 2018 Summit.

SCEFI began to plan the 2020 Employer Summit, with a goal to have the venue and date secured by April 2020. SCEFI developed a sponsorship package for the Summit and increased levels of sponsorship to range from \$1,000 to \$7,500. SCEFI is working on developing content and reaching out to potential speakers.

### *Business Coalition*

As a result of the 2016 Employer Summit, Verizon became an employer liaison. South Carolina worked with Verizon to build a Business Coalition for Employment of People with Disabilities (Business Coalition). The Business Coalition grew out of established positive relationships with employers and then used those employers to reach out to their peers. The first meeting occurred in December 2016, and the Business Coalition continues to meet quarterly. For the Employer Summit event in October 2017, the Business Coalition developed the Employer Summit content, enlisted corporate sponsorships, and engaged additional business leaders to participate in the event. The Summit also engaged service providers to connect employers with resources. The Business Coalition held the third annual Employer Summit in October 2018. SCEFI held two Business Coalition meetings during the March to August 2019 reporting period. During the September 2019 to February 2020 reporting period, SCEFI continued to hold quarterly Business Coalition meetings and held a social event to engage new members, with seven new employers in attendance. As of February 2020, there were 27 employers actively involved in the Business Coalition.

### *Employer Trainings*

In April 2017, SCEFI trained 68 employers on the Americans with Disabilities Act (ADA), essential job

functions, and reasonable accommodations. The post-training survey showed that 96 percent of employers felt that the information increased their knowledge on the ADA by “an average to a large amount.” SCEFI held another training in May 2017 for 65 employers, 91 percent of which felt that they were able to take away a best practice.

During the March to August 2018 reporting period, SCEFI held eight employer trainings with 78 employees trained, for a total of 13 employer trainings held during Year Two of the PIE project. SCEFI trained three manufacturers, a Chamber group, human resources staff at a local hospital, one restaurant, one workforce development board, and one university. Outreach will continue through social media, employer training flyers, and the Business Coalition.

SCEFI held seven employer trainings between September 2018 and February 2019, with a total of 68 employers trained. Employers trained include the Summerville Chamber of Commerce, Target managers, a minor league baseball team, Midlands SHRM, a regional medical center, and manufacturers with the South Carolina Manufacturing Extension Partnership (SCMEP). SCMEP hosted, provided lunch, and conducted outreach for one “Engaging the Untapped Workforce” employer training held in Columbia at the end of February 2019. Of the employer trainings held between September 2018 and February 2019, 96 percent of attendees reported that they learned something new as a result of the training. There are two trainings scheduled for the next reporting period.

Between March and August 2019, SCEFI held 14 employer trainings for 174 staff employed by a variety of organizations including hospitality groups, banks, state and local government, and local SHRM chapters, among others. Of the 174 participants, 92% reported that they learned something new as a result of the training. The employer training continues to be approved for one hour of SHRM and HRCI credit.

SCEFI continued to develop relationships with the local SHRM and American Job Centers. As a result, SHRM and American Job Centers requested for SCEFI to provide trainings at events. These trainings allowed SCEFI to expand connections with stakeholders and gain more credibility for future employer trainings. The SC State SHRM Council worked with SCEFI to approve the “Engaging the Untapped Workforce” training offered

through SCEFI for one hour of SHRM and one hour of HR Certification Institute credit. Additionally, SCEFI received the same credit approval for the “Reasonable Accommodations” employer training and the Employer Summit, and is working with the State SHRM Council to receive credit hour approval for other trainings.

During the September 2018 and February 2019 reporting period, SCEFI met with several partners to strategize on creating an opportunity to provide statewide employment provider trainings across various agencies. During the meeting, SCEFI outlined topic areas, potential trainers, funding, and ideas on how to incentivize trainers and agencies. The strategy will focus on building a Train-the-Trainer model to build capacity within the state.

During the September 2019 to February 2020 reporting period, SCEFI held 11 employer training sessions for a total of 160 employees. Employers trained included hospitals, health care systems, banks, and manufacturing companies, among others. Ninety-nine percent of participants this reporting period responded to surveys indicating they learned something new as a result of the training.

#### *Other Employer Collaboration*

Between September 2017 and February 2018, SCEFI worked with an AbilityOne contractor to implement changes in company culture to increase expectations for employees with I/DD. SCEFI also collaborated with Greenville Health System (GHS) to change onboarding practices to accommodate individuals with significant I/DD. New employees with I/DD are now trained on-site at GHS like other employees, with accommodations and additional job coach support as needed.

SCEFI worked with the state DOE to create an employer survey to request employers’ input on the required skills, knowledge, and experience needed for students to earn the South Carolina High School Credential. SCEFI disseminated the survey to the Business Coalition.

During the September 2018 to February 2019, SCEFI expanded their collaboration and partnership with SCMEP. SCMEP gifted SCEFI a booth at the South Carolina Manufacturing Conference and Expo in September 2018 and offered another booth and an opportunity to present during the October 2019 conference.

Between March and August 2019, SCEFI provided education to the SC Coalition Against Domestic Violence and Sexual Assault (SCCADVSA) on potential employees who may be blind and in need of accommodations for online job postings. SCCADVSA changed all job postings from their member organizations on their websites to Rich Text Format because of the education from SCEFI.

#### *Employer Email Series*

SCEFI created an Employer Email Series to connect with employers and provide resources. Emails are sent out monthly to employers on various topics, such as how to be an inclusive business and how to provide reasonable accommodations. The emails started in September 2019 and the average number of people the emails have been sent to is 1,721. The average open rate is 10.5 percent and the average click rate is 0.33 percent.

### **Family Engagement**

#### *Alternatives to Guardianship*

During the March to August 2018 reporting period, SCEFI held 23 one-on-one calls with families on alternatives to guardianship through the Supported Decision Making program. In a survey of the five families SCEFI counseled in the fall of 2017, all five stated that they were no longer considering guardianship until they had tried less restrictive means. There are many resources on the Supported Decision Making Website, including a video from a family member of a youth with I/DD who chose the Supported Decision Model over guardianship. Between January and August 2018, 954 individuals accessed the website.

SCEFI held one family training on alternatives to guardianship between September 2018 and March 2019. The training was held for individuals receiving employment services and their families. Eighteen people attended the training. Between March and August 2019, Able SC and Protection & Advocacy for People with Disabilities, Inc. continued to counsel parents on options to support independence for youth with I/DD.

During the September 2019 to February 2020 reporting period, SCEFI trained 149 individuals through local and statewide events on alternatives to guardianship and the use of supported decision-making as a best practice.

## **Data Systems and Employment Tools**

### **Shared Data Systems**

#### *Data Collection Efforts*

Between October 2016 and March 2017, SCEFI formed a Data Collection Work Group that includes project partners who can implement a statewide data collection process for employment information for young adults. The Work Group established a common definition for data and is working to determine how to collect and share data to demonstrate measurable outcomes.

Between April and August 2017, SCEFI began looking at data collected from several agencies to fulfill WIOA requirements as a way to collect data needed for Employment First purposes. The DOE also looked at adding questions related to work experiences for an Individualized Education Program (IEP).

Between September 2017 and February 2018, SCEFI sought technical assistance from the WINTAC to receive support and guidance in implementing data systems statewide. WINTAC collaborated with partners on what data they currently collect and surveyed the partners to rate the importance of data points for each agency.

During the March to August 2018 reporting period, SCEFI partnered with EconSys to create an individual data collection model for agencies and shared data collection models.

#### *Website Portal*

SCEFI identified a need to create a portal on the SCDEC website to allow individuals seeking employment services to ask questions about receiving services. Individuals were previously using Facebook pages to send private messages about seeking these services.

#### *Pilot Data*

During the September 2018 to February 2019 reporting period, SCEFI created a detailed mechanism to track several points of data to improve CIE outcomes and referrals to adult agencies (VR and DD). Each pilot site developed a flow of services that give a year by year account of expectations for each agency and the individual pilot student. Several areas were identified to change or add for Year 4. Through this data collection, SCEFI has highlighted the discrepancies between students that are allowed community work-based experiences (typically diploma track students with high-

incidence disabilities) and those that are not afforded those opportunities (typically non-diploma track students with I/DD). SCEFI also began communicating with the University of South Carolina to apply for funding that would allow them to work with school districts to collect more data regarding students with disabilities obtaining opportunities for CIE.

During the March to August 2019 reporting period, SCEFI created new data tracking tools for the pilot sites. The new tools will track student participation in CTE programs, Pre-ETS services, and will color-code students by grade level to determine their needed services.

## **Employment Tools**

### *Spotlight Tool for Decision-Making*

Able SC created a “spotlight tool” during the September 2018 to February 2019 reporting period to assess the opportunities individuals are given to practice decision-making. The tool is being piloted in two school districts and will be revised based on feedback. During the March to August 2019 reporting period, the tool was finalized. The goal of the tool is to alert professionals and family support of areas where they may be able to offer more skill-building support to an individual with I/DD.

## **Documenting and Disseminating Resources**

### *Hire Me SC Website*

The [Hire Me SC website](#) highlights employment success stories, resources for job seekers, employers, service providers, and educators, and ways to connect through events and trainings. Since the relaunch of the website in September 2018, the website has had a total of 29,977 views and 12,098 unique visitors. The most viewed sites were the home page and job seekers page, and employer page. The majority of individuals who viewed the website were from the United States (10,293 individuals) and over half were from South Carolina (4,930 individuals). Since September 2018, 326 visitors have signed up for the Hire Me SC mailing list and 52 visitors asked specific questions or reached out for more information through the contact form.

SCEFI created a survey on the new Hire Me SC website for large disability employment agencies to provide one to two sentences describing their eligibility criteria, how people apply for services, and a checklist of which employment services they offer. This survey helped

streamline resources listed on the job seeker page. There are also statistics, tools, and information on the advantages of hiring people with disabilities listed on the employer page.

During the September 2018 to February 2019 reporting period, SCEFI sent out two quarterly e-blasts to their partners and SCDEC to provide information about the progress of SCEFI, upcoming events, and updates from other statewide employment focused initiatives. Two hundred and ninety-two individuals received the e-blast. The September 2018 e-blast had a 46 percent open rate and the January 2019 e-blast had a 44 percent open rate.

During the March to August 2019 reporting period, SCEFI sent two quarterly e-blasts. The March 2019 e-blast had a 42.5% open rate and the June 2019 e-blast had a 30% open rate. During the September 2019 to February 2020 reporting period, SCEFI sent two quarterly e-blasts. For the January 2020 e-blast, SCEFI had an 18 percent open rate and a 2.4 percent click rate, which is double the average open and click rate. SCEFI also provided regular updates to stakeholders on the efforts of the PIE grant, including report outs at the SCDEC quarterly meeting and updates on the progress of SCEFI goals on the Hire Me SC social media platforms.

### *Cross-Agency Resources*

SCEFI worked to develop resources with cross-agency application on disability disclosure topics. These resources will include three to four short videos that correspond with a service provider companion guide to facilitate more in-depth discussion. These resources would provide a uniform approach and method for South Carolina to guide individuals through disclosure decisions. The cross-agency resources will be available on the Hire Me SC website.

## **Sustainability Efforts**

### **Sustainability Beyond the PIE Grant**

#### *Sustainability Discussions*

SCDEC began meeting in 2014, and continues to meet without additional funding. Therefore, SCEFI is “confident that the SCDEC will continue to exist” after the grant.

For the 2017 and 2018 Employer Summits, SCEFI leveraged partnerships with service providers and employers to decrease the amount of PIE grant funding needed for the Employer Summit, which will help sustain the Summit in the future. The 2018 Employer Summit was fully funded by registrants' fees, vendors, and sponsorships. For the 2019 Employer Summit, the sponsorships increased by double compared to the 2018 Employer Summit sponsorships. Each sponsor receives recognition through several avenues for their support, helps market their organization, and increases their engagement in the event. There was a proposal in progress for DOE to fully fund the Employer Summit for upcoming years. Due to the intensive bidding process required for state agency contracts, both parties decided to delay the collaboration.

SCEFI planned an employer event that will be conducted later in 2020. This is a new event to engage business partners and highlight the Hire Me SC campaign. There will be a fundraising aspect that will tie back to employment efforts. SCEFI is still finalizing the logistics but hope this event will build additional employer partnerships that will bring in funding to continue PIE activities. Employer sponsors tend to be able to sponsor at a higher level than non-profits or service provider agencies.

Additionally, following a free employer training by Able SC through SCEFI, the employer paid for additional training on disability sensitivity and etiquette. The Able Access Program, which is Able SC's fee-for-service program that provides accessibility assessments and disability etiquette and sensitivity training, will continue to provide employer technical assistance on a fee-for-service basis after the grant ends, allowing SCEFI to sustain employer engagement activities.

SCEFI also explored several post-PIE funding sources. There is a potential agreement with the South Carolina VR Department that will allow SCEFI and SCEFI's DD partners through the ACCESS grant to develop an MOU and serve as an Employment Network Administrator under the Ticket to Work program. If funded, SCEFI and its DD partners will be able to serve additional customers through employment services and provide an increase of unrestricted funding to employment

initiatives. During the September 2019 to February 2020 reporting period, SCEFI participated in conversations regarding creating the MOU.

During the September 2018 to February 2019 reporting period, SCEFI began the process of bidding on a proposal from the VR Department to allow for the expansion of Pre-ETS for youth. With this funding, Able SC could offer 3,500 certificates to students with intellectual, learning, and emotional disabilities who complete Pre-ETS courses, compared to the nearly 700 certificates that were distributed last year. The funding could also help increase the number of students with I/DD that the VR Department serves. The funding would double the Able SC budget and allow SCEFI to sustain PIE activities after funding ends. During the March to August 2019 reporting period, the SC CILs, including Able SC, received the VR Department funding to provide Pre-ETS and increase the capacity to serve more students. SCEFI is also considering creating curriculum guides for employers in order to generate additional revenue. During the September 2019 to February 2020 reporting period, SCEFI submitted a proposal with the Department of Employment and Workforce (DEW) to partner with South Carolina Works offices statewide. In 2018, Able SC received funding for two years with DEW and two South Carolina Works Centers to increase the number of individuals with disabilities receiving services from South Carolina Works. Due to the success of the partnership, DEW approached SCEFI to submit a proposal for an expansion of this initiative to partner with South Carolina Works offices statewide. If accepted, the expanded partnership with South Carolina Works offices will be an asset to PIE efforts during and after grant funds expire.

## Considerations

This document was created by The Lewin Group under Contract HHSP233201500088I, Task Order HHSP23337003T from the Administration on Disabilities. The content of this document is solely the responsibility of the authors and does not necessarily reflect the official views of the Administration on Disabilities. The content in this document is based on self-reported qualitative data from the South Carolina PIE project. For more information on The Lewin Group Partnerships in Employment Evaluation, contact [PIE-EVAL@Lewin.com](mailto:PIE-EVAL@Lewin.com).