

The Promise of PROMISE



What Is PROMISE?

- Randomized Control Design
- Six demonstration sites nationally (ASPIRE, Arkansas, California, Maryland, New York, Wisconsin)
- Research grant to improve the education and career outcomes of low income children with disabilities receiving SSI
 - *advances goal of fostering interagency collaboration at the Federal and State levels to improve services and drive innovation*
- \$32.5 million grant for 5 year demonstration (Wisconsin)
- PROMISE is a federal and state partnership Department of Education (DOE)
 - Department of Education
 - Social Security Administration
 - Department of Labor
 - Department of Health and Human Services

Wisconsin PROMISE

- Enrolled 2,024 youth ages 14, 15, and 16 receiving Supplemental Security Income (SSI) and their families
 - Half received services as usual
 - Half received **Wisconsin Promise Services** through **DVR** with interagency Resource Teams for at least 2.5 years
 - Employment Services (at least one paid job)
 - Work Incentives Benefits Counseling
 - Financial Coaching
 - On the Job Social Skills Training
 - Family and self-advocacy training
 - Health Promotion
- Interagency Resource Teams included youth, family, DVR, school, long term care, mental health, foster care, juvenile justice, etc.

Participant and Family Stories

- Zwanna Khalil (PROMISE Youth)
 - Why enrolled? Expectations.
 - PROMISE Service Experiences
 - Work Experiences
 - MATC
- Julie Hallam (PROMISE Mom)
 - Why enrolled? Expectations.
 - Son's PROMISE Service Experiences
 - Family PROMISE Service Experiences
 - PROMISE Leadership Project
 - Partners in Policymaking

Videos on Wisconsin Promise Website

- **Youth with Promise**

- Meet Xavi. She's like most teenagers... she hangs with her cats, dances with her friends, and loves Criminal Minds. She's also going to have a lung removed. Xavi shares her dreams, challenges, and the steps she's taking with Wisconsin Promise to plan for her future.



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

Youth with Promise

- Daviantae was a junior in high school when he joined Wisconsin Promise. Now he's a junior in college, studying the fine arts. Two years ago he didn't think he'd be here. He struggles with sickle cell disease and pain, but he doesn't let anything stop him from reaching his education and work goals. With support from Wisconsin Promise, he worked at the Boys and Girls Club of Milwaukee and became the go-to lab monitor and tutor at his college. Daviantae even saved enough money to buy his own car, and now he's self-reliant.



“The world . . . is like a big canvas and all you need are your tools or your brush. And you can paint it into whatever you want it to be.”

- DAVIANTAE, PROMISE PARTICIPANT

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

A woman with blonde hair, wearing a dark grey turtleneck sweater and a dark scarf, is speaking. In the background, there is a poster for Wisconsin Promise. The poster features the text "A promising future starts today..." at the top, followed by the "promise" logo which includes a stylized sun and the words "WISCONSIN promise". Below the logo, it says "Services to help you achieve better outcomes, including graduating from high school, college and career ready." and shows an illustration of a young man and woman. At the bottom of the poster is the website "www.promisewi.com".

AMY TEN HAKEN

Wisconsin Promise DVR Counselor

Pre and Post Counselor Perspective

(How Promise has changed the way I work with students.....)

- ❑ Providing PROMISE Services in Northeast Wisconsin (urban and rural communities)
- ❑ Prioritize collaboration efforts, especially with schools

❑ Before Promise <p>Included school staff but it wasn't the number one priority</p>	❑ After Promise <p>Tenacious in efforts to include school staff in every step of the VR process</p>
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Suggestions for better collaboration

- ❑ Communicate and be responsive!
- ❑ Brainstorm together
- ❑ Show you have a vested interest in the student's success at school
- ❑ Explain your role/be transparent-remind them you're there to enhance services not replace them



SHERRI EVANS
Wisconsin Promise DVR Counselor

PROMISE Lesson's Learned

- ❑ Providing PROMISE Services in the Milwaukee Community
- ❑ Cell phone/text messaging outreach.
- ❑ Collaboration: DVR and Summer Youth Program
- ❑ Flexibility for “outside the box” solutions
- ❑ Trauma-informed services
- ❑ Financial capability building and work incentive benefits counseling: Youth and families eligible for lots of services and supports, but POVERTY can get in the way
- ❑ Importance of consumer-directed services; meeting youth and families where they are at

Practice I Use Now from Promise

- ❑ Warm hand-off's
- ❑ Flexibility, being able to adjust scheduling and/or meeting locations to meet the needs of the consumer
- ❑ Acknowledging big and small successes
- ❑ Consumer directed services: using motivational interviewing), trauma-informed practice, and rapid engagement

Employment Outcomes

- Percent employed during the PROMISE service period:
April 2014 to September 2018
 - Treatment - 67%
 - Control - 57%
 - Control with no DVR case - 51%
- *Of Note: 78 (8%) Promise Youth Earned Substantial Gainful Activity*
- School Person on Interagency Team (884): 70%
- Percent enrolled in Long Term Care (LTC) and Employed during service period:
 - Control: $79/183 = 43\%$
 - Treatment: $125/220 = 57\%$
 - Employment rates were higher for treatment youth who had a LTC Case Manager identified on their PROMISE Resource Team:
 $40/56 = 71\%$

DVR Employment Services Increased Employment Rates

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

Discussion

Q & A

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

Thank you!

Wisconsin DVR Moving Forward

- PROMISE Lessons Learned Influence Policy and Practice
 - Pre-Employment Transition Services
 - Skills to Pay the Bills Soft Skills Training
 - <https://www.dol.gov/odep/topics/youth/softskills/>
 - Work Incentives Benefits Counseling
 - Financial Capability Trainings
 - Self-Advocacy Training
 - Youth Engagement in Service Delivery
 - Use of Technology (Communication/Connecting to Services/Delivery of Services)
 - Relationships with Schools
 - Rapid Engagement, Motivational Interviewing and Trauma Informed Care

Wisconsin DVR Moving Forward Cont.

- Recommendations for Future Action
 - Focus on Credentials and Measurable Skills Gains
 - Implement Best Practice learned through PROMISE service delivery
 - Family Support – Work with other agencies to ensure the family members of youth with SSI have the support needed to navigate services and systems and information on post-school possibilities

Identify and Connect

- Poverty and Disability
 - Employment and Income
- Youth receiving Supplemental Security Income (SSI)
 - Social Security Disability Determination
 - Family Income Deemed Low Enough
- Early Intervention – Youth
 - Workforce Innovation and Opportunity Act (WIOA)
 - Pre-Employment Transition Services
 - College and Career Ready Individual Education Programs (IEPs)
 - Post-secondary Transition Plans (PTPs)
 - Academic Career Plans (ACPs)
 - School Social Workers; School Nurses; School Homeless Liaisons

No Wrong Door?

- Youth and families eligible for lots of services and supports, but POVERTY can get in the way:
- Living day to day makes it difficult to jump through all the required hoops to access needed services
- Training/services are not always user friendly, and do not always account for hardships of poverty:
 - Trauma
 - Basic Needs
 - Ambivalence
 - Training structure (theory vs. hands on/practical instruction)
 - Truly meeting youth/family where they are at

Lessons Learned

- Ensuring to continue to connect to SSI youth and families to education, employment, and financial services and supports
 - Outreach to SSI youth and families about existing services/supports (**postcards**, other outreach)
 - Targeted Case Management or Family Navigators to connect youth and families to supports?
 - Employment Focused
 - Strength-Based/Empowerment (Person Centered, Rapid Engagement, Motivational Interviewing, Trauma Informed Care)
 - SSA Navigation
 - Inter-agency Data Sharing
- Community Conversations: Empowering Local Communities

Interagency Lessons Learned

- Providing services where youth are at (including in schools)
- Collaboration across plans IEP to IPE to (if needed) Long Term Care
- Customized Employment and Supported Employment (including Systematic Instruction) Capacity Building
- Improve Service Delivery and Accessibility for SSI youth and family members

Poverty and Behavioral Economics Research



- Poverty struggles/concerns impact cognitive resources = cognition focus on everyday decisions.
- Low-income individuals are at greater risk for depression and anxiety - poverty's “mental tax”.
- When individuals are distracted or depressed, there is more emotional withdrawal and conflict.
- Impulsive behavior, poor performance in school, poor financial decision-making may be products of a feeling of scarcity.
- Just thinking about scarcity taxes the mind and increases stress.
- Policies and programs need to consider scarcity-induced situations and responses in their designs.

Enrollment Demographics

(2024 Total Enrolled; 853 Milwaukee)

- Primary Disability Type
 - Mental Health/Behavioral: 34%
 - Intellectual/Developmental: 30%
 - Other: 25%
- Race/Ethnicity:
 - African American: 49% (78% in Milwaukee)
 - White: 36% (8% in Milwaukee)
 - Hispanic: 10% (11% in Milwaukee)
 - Primary English Speaking: 95% (92% in Milwaukee)
- Gender: Male: 67%

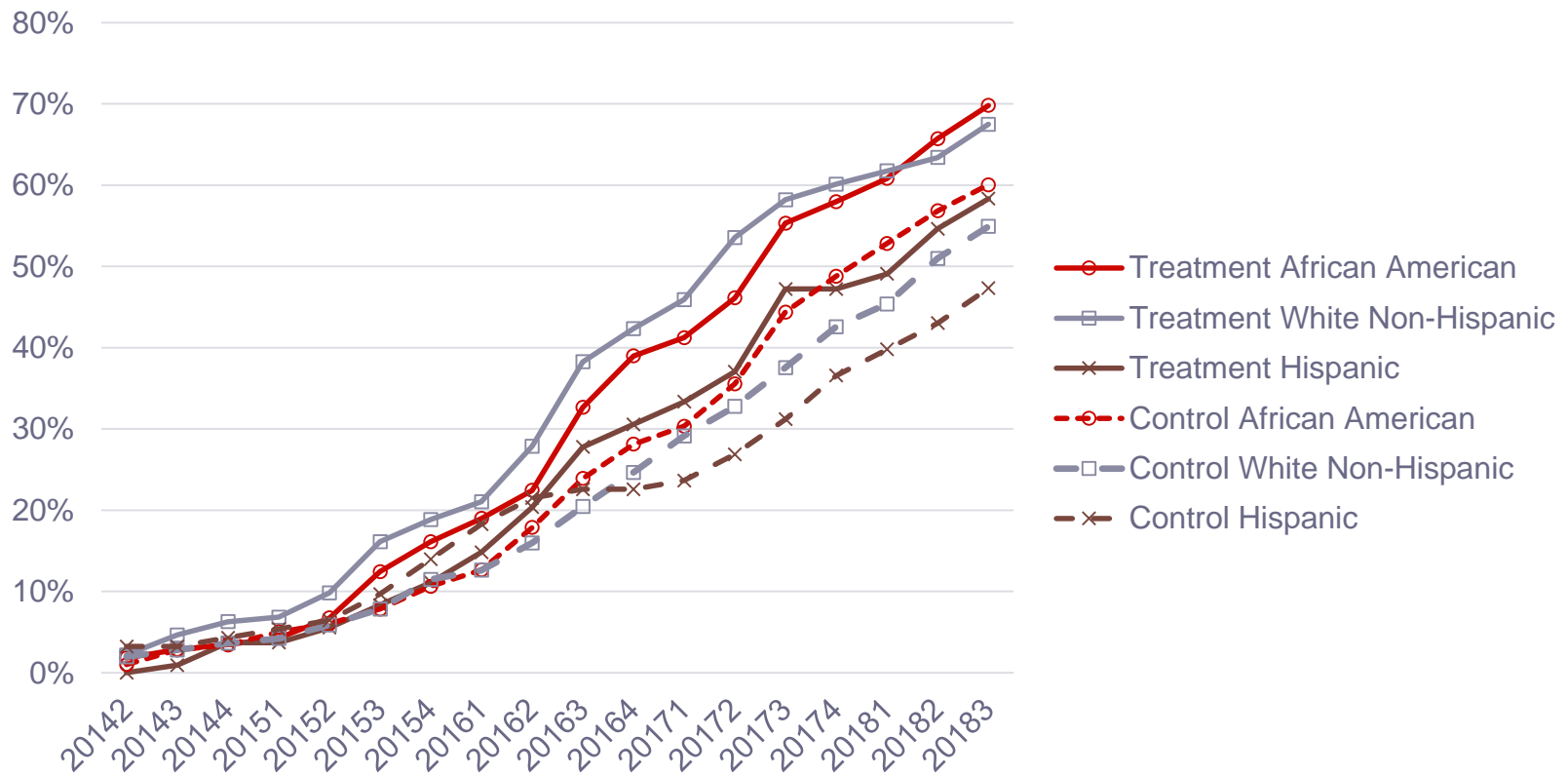
Enrollment Demographics

(2024 Total Enrolled; 853 Milwaukee)

- Family Households
 - Most single-parent households: 66% (77% in Milwaukee)
 - Most low income
 - 33% <\$10K a year (40% in Milwaukee)
 - 37% between \$10K and \$25K (35% in Milwaukee)
- Overall Health Status
 - Most reported good health: 85%
- IEP at Enrollment: 84%
- Children's Long Term Services (CLTS): 10%
- Families reported
 - Food Share: 67%
 - Other household members receiving Social Security Disability Insurance (SSDI): 60%
 - Other household members receiving SSI: 22%
 - 12 percent reported housing assistance: 12%
 - Wisconsin Works (W2): 4%

Employment Rates by Race/Ethnicity

Cummulative Employment Rates by Quarter



Transition Services Predicted Employment and Education Outcomes

- **School Services:** youth apprenticeship, work experiences, job exploration, postsecondary supports, connecting youth to the military, and time management training
- **VR Services:** job search assistance, trial work experience, work-based learning, short term job supports, and transportation
- **PROMISE Services:** soft skills training, work incentive benefits counseling, financial capability building, health literacy training, having a savings account identified,

From Employment to Financial Self-Sufficiency

- Importance of Financial Capability Building
 - Work Incentive Benefits Counseling
 - Financial Capability Building
 - Individual Development Accounts (IDAs)
- Initial \$25 deposit; Save \$250
 - Match \$1000 towards purchase to help with education, employment, financial goals
- 525 IDAs: 290 Youth; 214 Parent; 21 Household
 - Total participant balance: \$131,498.57 (ranging from \$10 to \$2971, average \$250)
 - 204/290 (70%) Youth continued saving in their IDAs after PROMISE (continued engagement after PROMISE Services ended 9/30/18)

Targeted Outreach, Case Management or Family Navigator Services

- Better targeted outreach and engagement with diverse students receiving SSI through inter-agency collaboration can improve student engagement in services, and ultimately improve their postsecondary outcomes.
- Estimated 10,000 teenagers (14 to 18 years old) receiving SSI in Wisconsin: Estimates based on PROMISE enrollment and engagement rates
 - 33% of the eligible population enrolled after targeted outreach
 - 80% engaged in PROMISE Services
 - Estimate 2,640 Wisconsin teenage transition age youth receiving SSI and their families would engage in targeted case management annually.
- The cost of targeted case management was calculated based on a caseload size of 60 as this was the average caseload in Wisconsin PROMISE and Medicaid caseload sizes in Wisconsin are 50 to 75 on average.

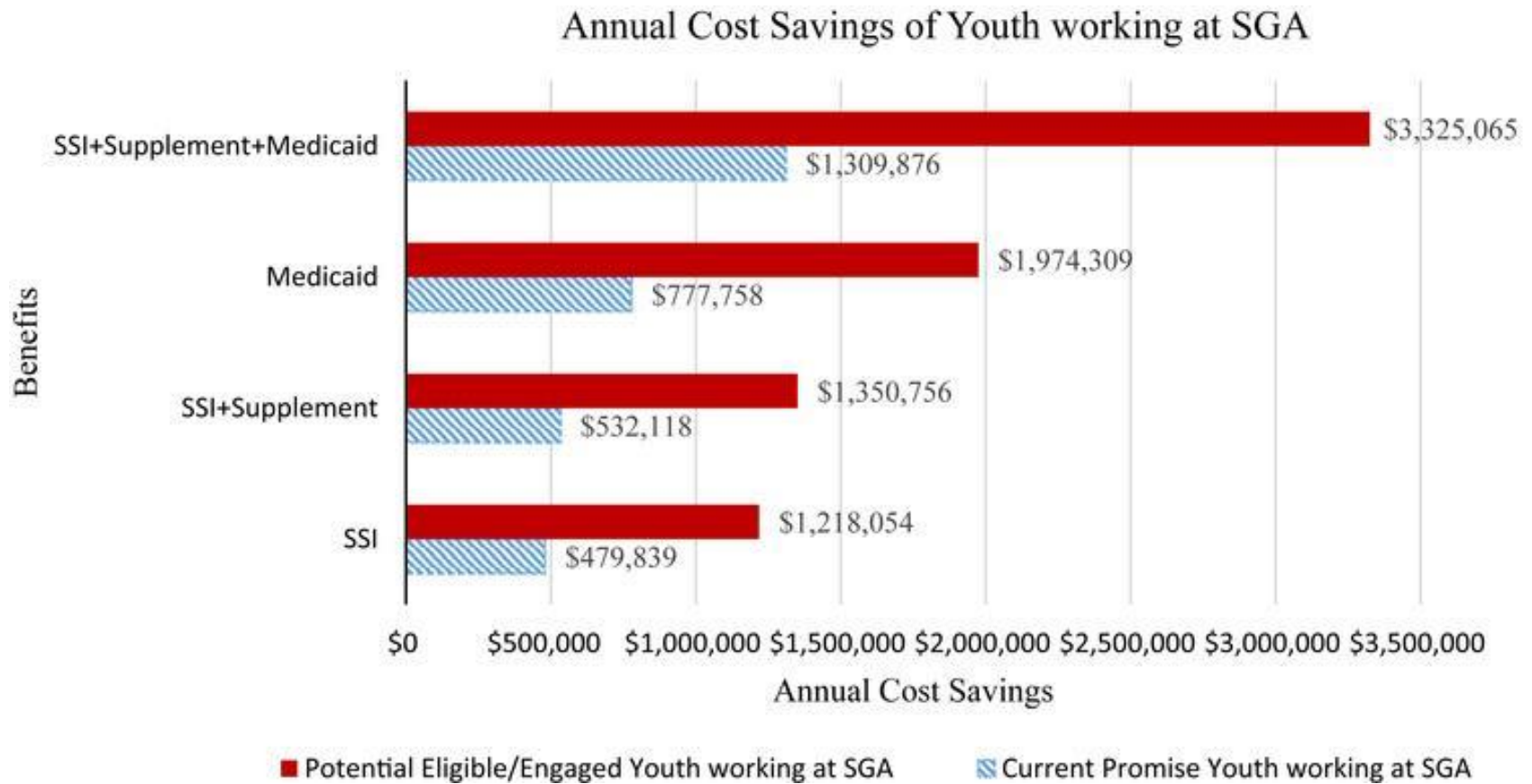
Targeted Outreach, Case Management or Family Navigator Services

- **Cost of Doing Nothing:** Using 2018 costs of SSI, Wisconsin SSI state supplement, and Medicaid: costs per individual average \$24,534 annually.
 - Estimated: 10,000 transition-age teenagers in Wisconsin receiving SSI benefits, the total estimate is \$245,340,000 annually.
- **Cost of Targeted Case Management:** for 2,640 youth: 44 case managers/family navigators; 3 regional supervisors; 1 project director;

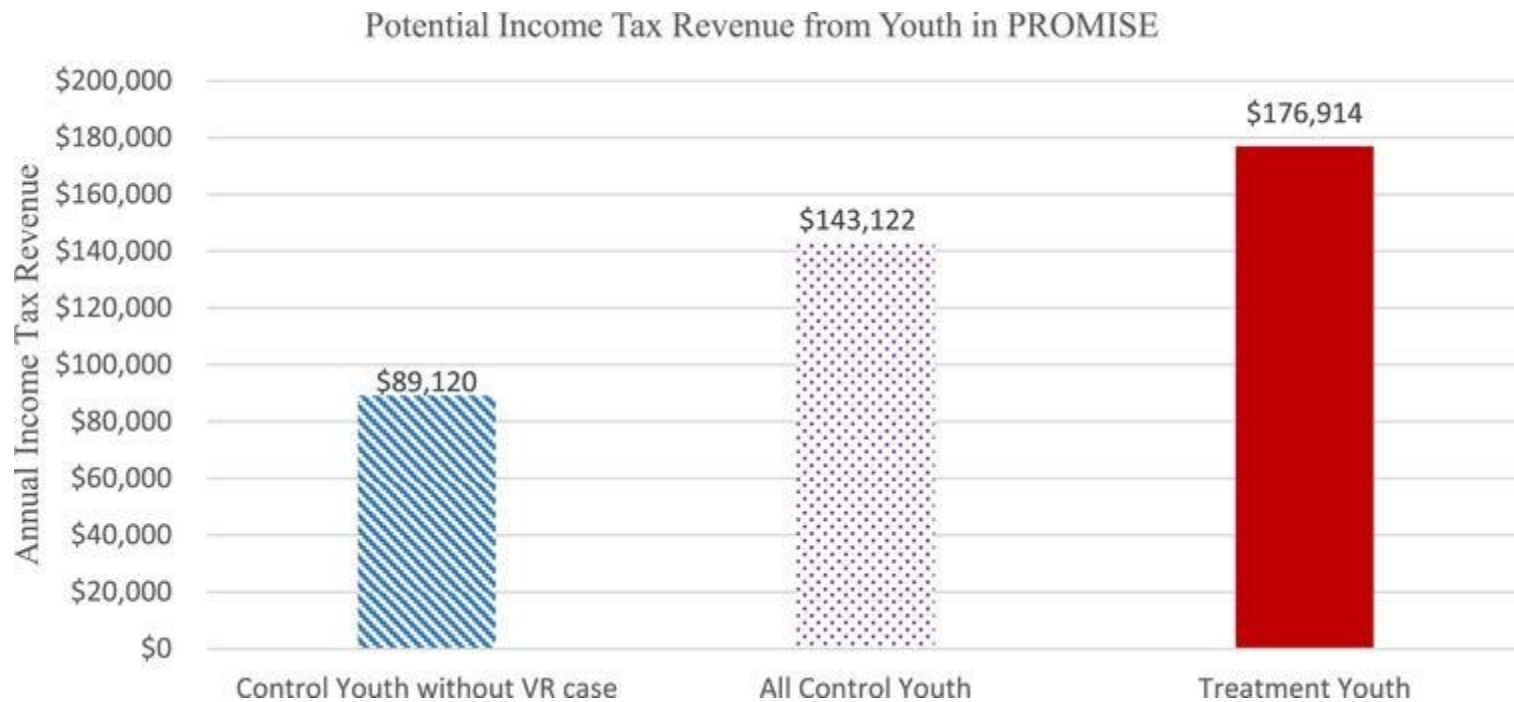
Annual Estimated Costs:

\$48,216	Targeted outreach expenses
\$3,689,636	Targeted case management or family navigator staffing (salary, fringe, travel, overhead)
\$57,984	Staff training
\$3,795,836	Total Annual Estimated Cost (or \$1,438 per individual)

Cost Savings



Potential Tax Revenue



Discussion

Q & A

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

Thank you!

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