School-to-Work Projects
In The State of Washington
Counties Contracted with DVR for S2W

- Island
- King
- Kitsap
- Pierce
- Snohomish
- Spokane
- Thurston/Mason
Employment Services

Intake / Service Determination

Job Retention / Extended Services

Assessment

Intensive Job Training

Job Development / Placement
Guiding Values & Principles

- Community Inclusion
- Membership & Contribution
- Regardless of “Level of Disability”
- One Person, One (or More) Individual Job(s)
Foundations In Place

Blended & Braided Funding

Collaborative Agreements

Employment 1st Policy

Employment Outcomes

Values Culture
Washington’s Employment Services Structure

State Department of Social and Health Services

State Agencies Funding DD/ID Employment Services
- DVR
- DDA

County Day Services Contractors & Funders
- County

Contractors
- Employment Service Agency
- Employment Service Agency
- Employment Service Agency

King County
Before the School-to-Work Program

Six Months After Exiting School Programs

While Over 600 Supported Employees Were Working in King County.

Transition Students with ID/DD Weren’t Getting Results:

- 2003 -- 7.7%
- 2004 -- 14.6%
- 2005 -- 14.3%
S2W’s Partnership

- 18 School Districts (over 35 programs & classrooms)
  - 6-8 District Partnership Contracts
- 1 State & 5 DVR Region Offices
  - State DVR Outcome Contract
- 2 DDA Region Offices
  - State DDA Employment 1st Policy (Essential to Transition!)
- 15 Employment Service Providers
- Over 1136 Students Served Since 2005-2006
- Hundreds of Employers

Partnership + Results = System Change
County Relationship with DSHS/DVR

- County Considered the Provider of Service

- DVR Contract “bundles” Employment Service Phases:
  - Community Based Assessment Where School Has Not Provided
  - Job Placement
  - Intensive Training Services

- Pays King County for the Outcome (Job Stabilization) in Order to Transition to Extended Services (Long-Term Support)
S2W’s Modified Structure

State Department of Social and Health Services

State Agencies Funding DD/ID Employment Services

County Day Services Contractors & Funders

Contractors

WA/DSHS

DVR

DDA

County

County

Employment Service Agency

Employment Service Agency

Employment Service Agency
Eligibility & Timeline

Steps to Sign Up

Wants to Work

Enrolled in DSHS / DDA

Obtain WA State ID
Age 16

Apply for Supplemental Security Income
Age 18

School-to-Work Application & Orientation
January – March Prior to Last Year

Apply to DSHS / DVR
April – June Prior to Last Year

Start Employment Services
July – September of Last Year

In School Through 21st Year

King County Resident

Successfully Employed
County Relationship with Schools

- County & Districts Signed Initial Memorandums of Agreement
- Within 2 Years, Some Districts Engaged in Formal Employment Services Contracts with King County
Schools Build in Work Experience Opportunities

<table>
<thead>
<tr>
<th>School District</th>
<th># of Work Experience Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auburn</td>
<td>40</td>
</tr>
<tr>
<td>Issaquah</td>
<td>24</td>
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<tr>
<td>Kent</td>
<td>19</td>
</tr>
<tr>
<td>Lake Washington</td>
<td>17</td>
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<tr>
<td>Northshore</td>
<td>52</td>
</tr>
<tr>
<td>Shoreline</td>
<td>32</td>
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</table>

Most Common Practice: Individualized Experiences, May have 2-3 Experiences Per Year
County Relationship with Students & Families

Commitments Made In Application and Services Agreement

Key Points:

- **Want to Work; Work is a Priority**
  - Responsible for Transportation with a job
  - Work Schedules Take Priority, May be Dress Codes
- **Attend Education / Learning Events**
  - Learn About The Program, Social Security, Other Funding, & Service is Not an Entitlement
  - Filling a Full Week Beyond Work Hours
- **Job & Funding is Not Guaranteed; Accepts a Good Job Match**
- **Stay in School**
- **Student and Family are Key Players for Success—Team Approach**
- **Commits to Communicate and Expect Communication from Team**
- **Options Around Provider Choice**
Evolved to 3 Approaches

- General Model
- District Model
- Agency Collaboration Pilot
General Model

Structure & Funding

- DVR
- Employment Services Provider
- Employment Services Provider
- Employment Services Provider

- King County Contracts & Funds Monthly Provider Services
- DVR Contracts with King County Rather Than Providers
- DVR Outcome = Job Stabilization; Pays King County
- King County Passes on a Portion to Provider (Outcome Payment)
District Model
Structure & Funding

- King County Contracts & Funds Dedicated Provider Staffing: Schools Funds About 1/3
- DVR Contracts with King County Rather Than Providers
- DVR Outcome = Job Stabilization; Pays King County
- King County Passes on a Portion to Provider (Outcome Payment)
Agency Collaboration Pilot

Structure & Funding

• School Refers Students with Higher Support Needs; Fund Approximately 1/3

• Students Receive TA Up Front Sept. 2\textsuperscript{nd} to Last Year: Person Centered Planning, Assistive Technology, Applied Behavior Analysis, Communication Systems

• Providers Start 3 Months Earlier: (April of 2\textsuperscript{nd} to Last Year, or 15 Months Within Monthly Funded Collaborative Employment Service Model)

• DVR & Provider Contract Arrangements Structured Per Other Models
Outreach & Education

- It’s Major Piece, It’s Ongoing
  - Mostly Geared to Families; But All Stakeholders are the Audience—Everyone is Learning

- Must Include Overall Broad-based Information and Resources
  - See Transition Resource Fair Sessions

- Use Lots of Ways / Formats / Media
  - A Priority for King County S2W to Improve

- Show Results (Outcomes are Trump)
## Sample Topics

<table>
<thead>
<tr>
<th>WORKSHOPS</th>
<th>Family Track I – March 1st and 4th</th>
<th>Family Track II – School to Work March 1st and 4th</th>
<th>Student Track – March 1st</th>
<th>Student Track – March 4th</th>
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<tbody>
<tr>
<td>Workshop #1 10 – 11 a.m.</td>
<td>Planning for the Future: Guardianship Options</td>
<td>S2W 101 Orientation</td>
<td>Assistive Technology: Find the right tools to support goals at home, school and work!</td>
<td>Be the Best Candidate for the Job!</td>
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<td>Workshop #2 11:30 a.m. – 12:30 p.m.</td>
<td>Planning For The Future: Wills and Trusts, why do you need them?</td>
<td>Strategies For Funding Employment Services And Long Term Support</td>
<td>Piece it together: Designing a life that works for YOU</td>
<td>Piece it together: Designing a life that works for YOU</td>
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<td>Workshop #3 1 – 2 p.m.</td>
<td>When the Yellow School Bus Doesn’t Come Any More</td>
<td>Be Prepared! What You Need To Know About DSHS/DDD Services</td>
<td>Assistive Technology: Find the right tools to support goals at home, school and work!</td>
<td>Be the Best Candidate for the Job!</td>
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<td>Workshop #4 2:30 – 3:30 p.m.</td>
<td>Creating Housing Opportunities And Family Networks</td>
<td>Preparing for Transition: Where Does the Parent fit?</td>
<td>Piece it together: Designing a life that works for YOU</td>
<td>Piece it together: Designing a life that works for YOU</td>
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</table>
Technical Assistance & Training

• Available to All Stakeholders
  • Polled on wants & needs
  • Mix of Delivery: 1:1 to Large Group to Cert. Program

• Coordination by TA Organizations

• Promote Best Practices
  • Person Centered Planning, Customized Employment, Autism & Employment, Systematic Instruction

• Support & Develop Local Capacity / Bring in Out-of-Town Experts

• Employment Professional Certification Program: Highline Community College
Advocacy & Supporting Efforts

• Advocacy (The Creators; The Drivers):
  • Parent / Family Coalition
  • Community Employment Alliance

• Supporting Efforts:
  • Partners for Work Rotary Project
  • Project SEARCH @ Seattle Children’s Hospital
  • Work Study Students
King County School-to-Work
Job Placement Rates

Six Months After Exiting School Programs

<table>
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<tr>
<th>Year</th>
<th>Exiters Served</th>
<th>Placement Rate</th>
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<tbody>
<tr>
<td>2006</td>
<td>64</td>
<td>58%</td>
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<tr>
<td>2007</td>
<td>74</td>
<td>66%</td>
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<tr>
<td>2008</td>
<td>73</td>
<td>71%</td>
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<td>2009</td>
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<td>54%</td>
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<td>2010</td>
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<td>2012</td>
<td>120</td>
<td>65%</td>
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<tr>
<td>2013</td>
<td>121</td>
<td>65%</td>
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<tr>
<td>2014</td>
<td>116</td>
<td>58%</td>
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## Agency Collaboration Pilot

### Participant Status-to-Date*

<table>
<thead>
<tr>
<th>District</th>
<th>Acuity</th>
<th>DDA</th>
<th>S2W Start</th>
<th>Vendor</th>
<th>Job Start</th>
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<tr>
<td>Lake Wa</td>
<td>High</td>
<td>Community</td>
<td>7/1/14</td>
<td>PROVAIL</td>
<td>September ‘15</td>
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<tr>
<td>Shoreline</td>
<td>NA</td>
<td>RHC</td>
<td>8/5/14</td>
<td>Work Opportunities</td>
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<td>RHC</td>
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<td>Lake Wa</td>
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<td>Community</td>
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<td>AtWork!</td>
<td>July ‘15</td>
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<tr>
<td>Kent</td>
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<td>Community</td>
<td>7/1/14</td>
<td>PROVAIL</td>
<td>February ‘15</td>
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### Summary

- **4 Districts**
  - **3 RHC**
  - **7 Community**
- **4 Vendors**
- **8 of 10 Job Starts**

* November, 2015
Growing Pains in Spokane

- Getting all players on the same page—educators, families, students, DVR counselors, employment specialists
- Communication
- Shared belief that a person with a significant disability is a candidate for community employment
- Eligibility process for DVR
| **For More Information**  
**Please Contact** |
|---|
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| (509) 477-2029 |
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| (206) 263-9044 |