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### Increasing Community Engagement for Individuals with Intellectual/Developmental Disabilities

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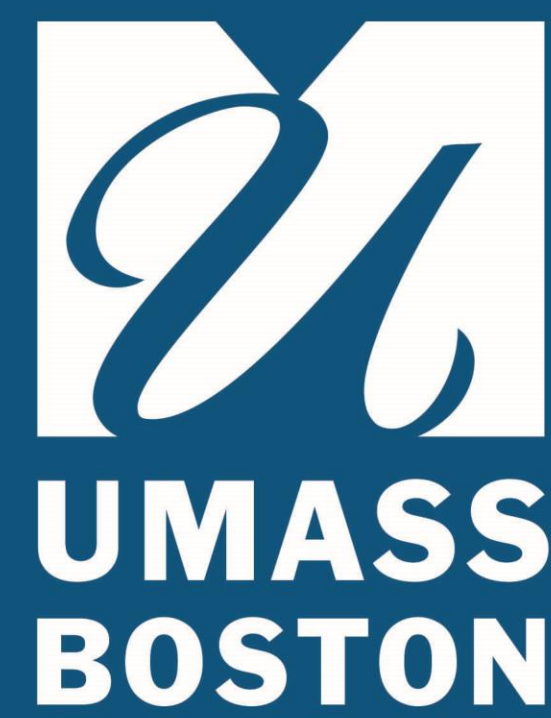
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# Increasing Community Engagement for Individuals with Intellectual/Developmental Disabilities

Institute for Community Inclusion

These three projects highlight various aspects of the Institute for Community Inclusion's efforts to **increase community engagement of people with intellectual and developmental disabilities, both locally and nationally.**



The **Transitions to Work** project, for which ICI provides evaluation assistance, partners with Boston-area employers to increase engagement of adults with disabilities in the regional workforce.



The **Community Life Engagement** initiative complements the employment focus by looking at other aspects of community life, such as volunteerism and participation in community events and resources.



On the national level, **Real People Real Jobs** is a website and publication series highlighting the employment successes of people with intellectual and developmental disabilities.

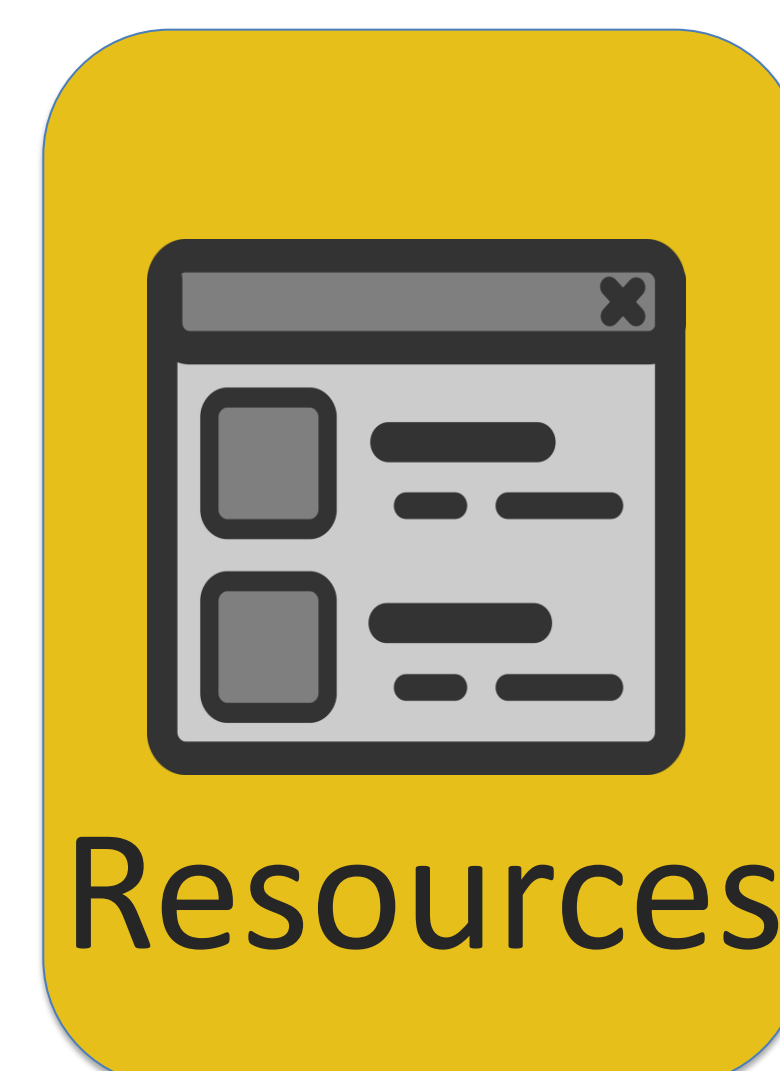
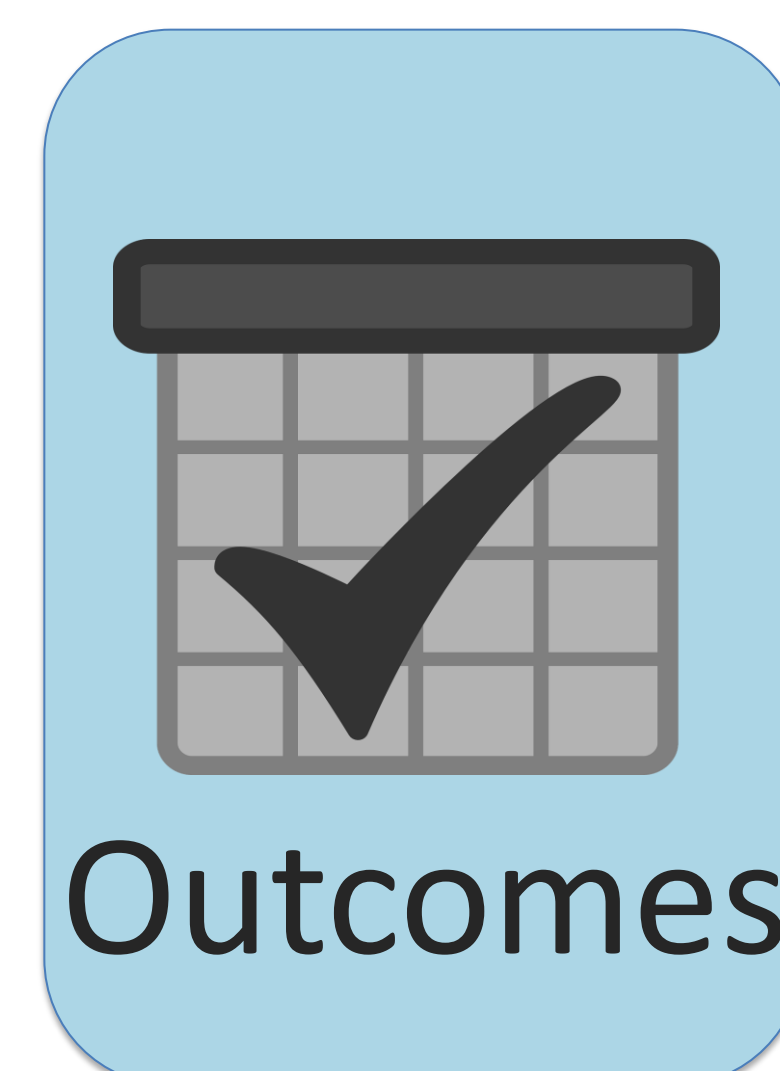
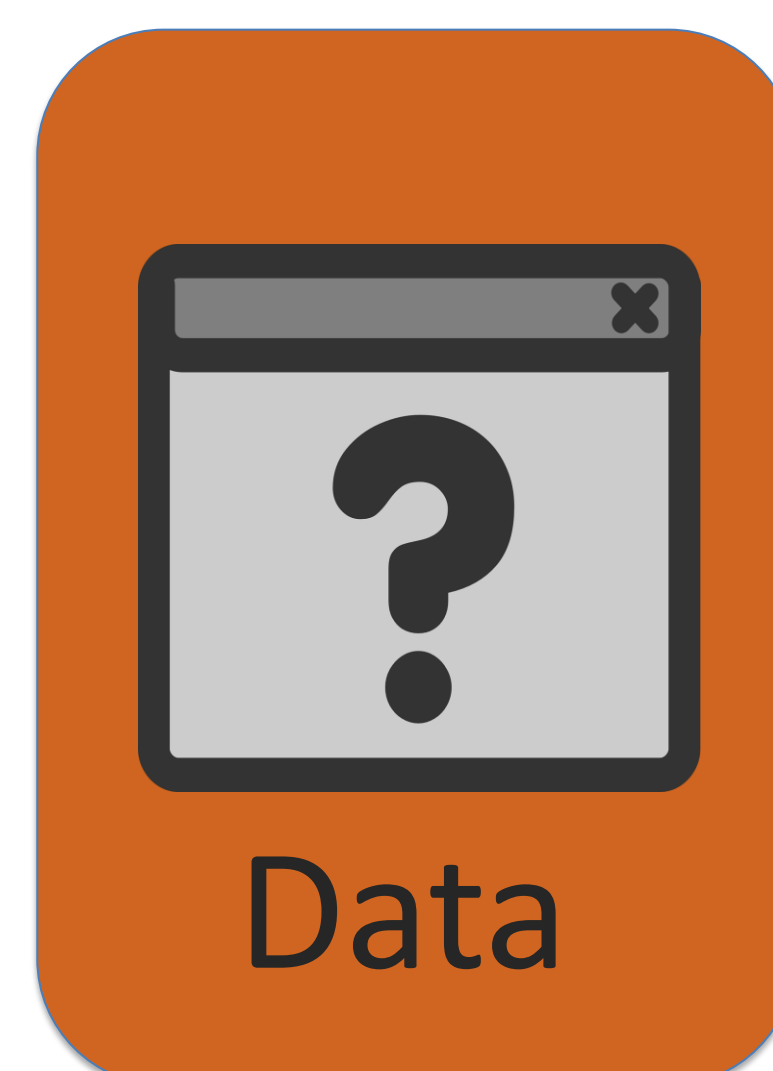


# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

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## At A Glance

Using previous and new research, Community Life Engagement uses findings and ideas to create guideposts and toolkits for states and communities.



Community Life Engagement is a project of **ThinkWork!** at the [Institute for Community Inclusion](#) at UMass Boston. **ThinkWork!** is a resource portal offering data, personal stories, and tools related to improving employment outcomes for people with intellectual and developmental disabilities.





# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

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## Origins

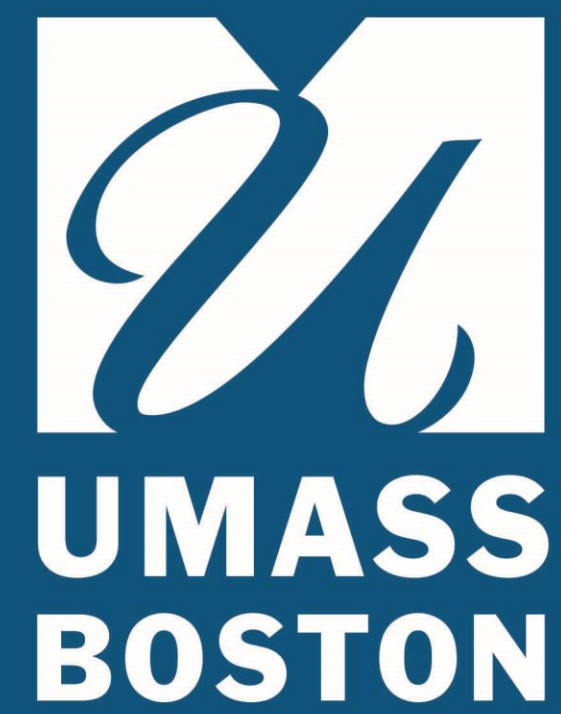
**Community Life Engagement** refers to supporting people with IDD to access and participate in their communities outside of employment as part of a meaningful day.

Also referred to as community-based non-work, wraparound supports, holistic supports, or community integration services, **Community Life Engagement** activities may include volunteer work; postsecondary, adult, or continuing education; accessing community facilities such as a local library, gym, or recreation center; participation in retirement or senior activities; and anything else people with and without disabilities do in their off-work time.

Such activities may support career exploration for those not yet working or between jobs, supplement employment hours for those who are working part-time, or serve as a retirement option for older adults.







# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

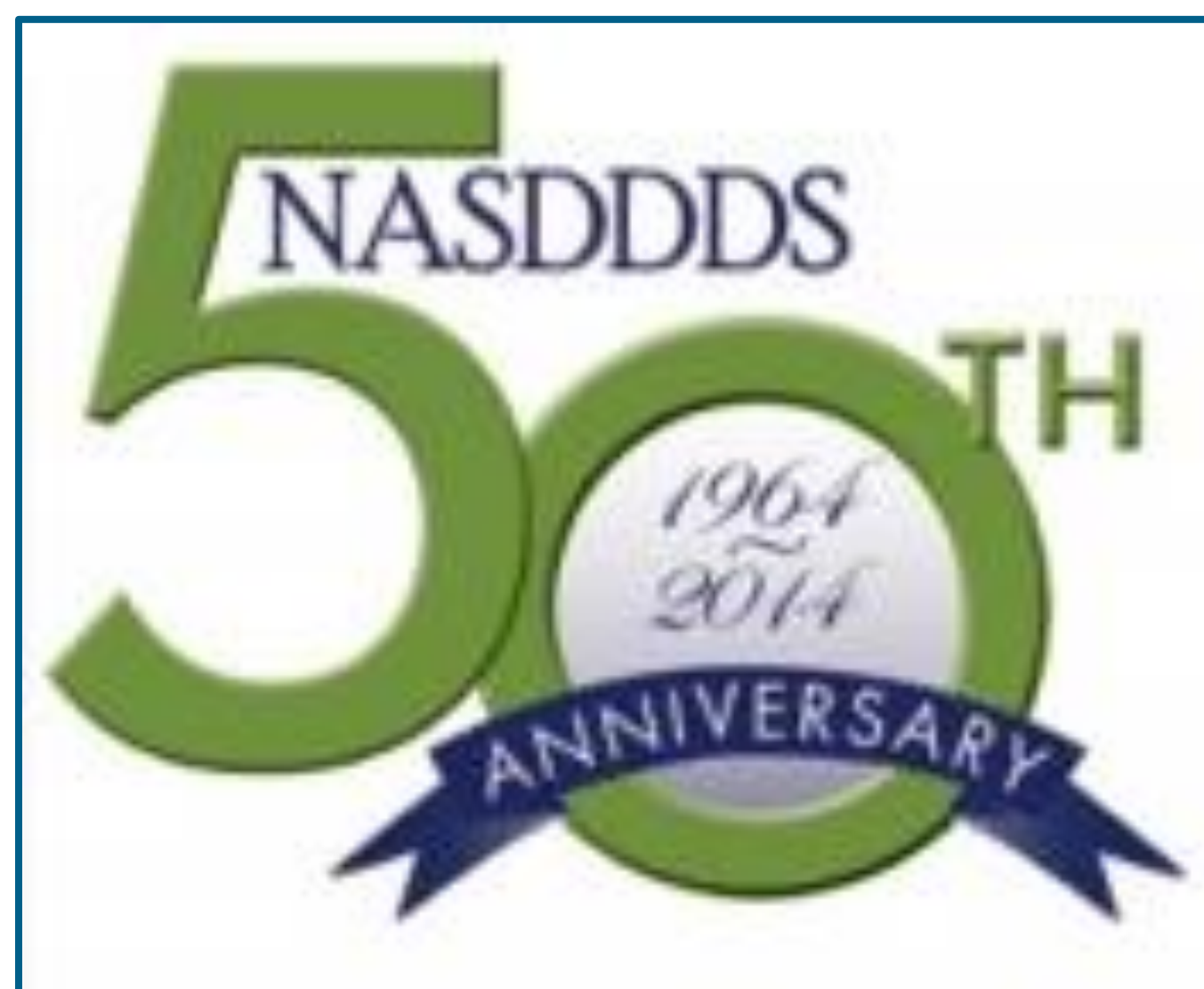
Institute for Community Inclusion

## Partners



We are currently collaborating on this project with:

- The State Employment Leadership Network (SELN) at ICI/UMass Boston
- National Association of State Directors of Developmental Disabilities Services (NASDDDS) located in Washington, DC



In future phases of the project we will be partnering with other entities, including disability service providers and state IDD agencies, to conduct case studies, identify promising practices, and pilot and refine toolkits.



*Part of the SELN project team*



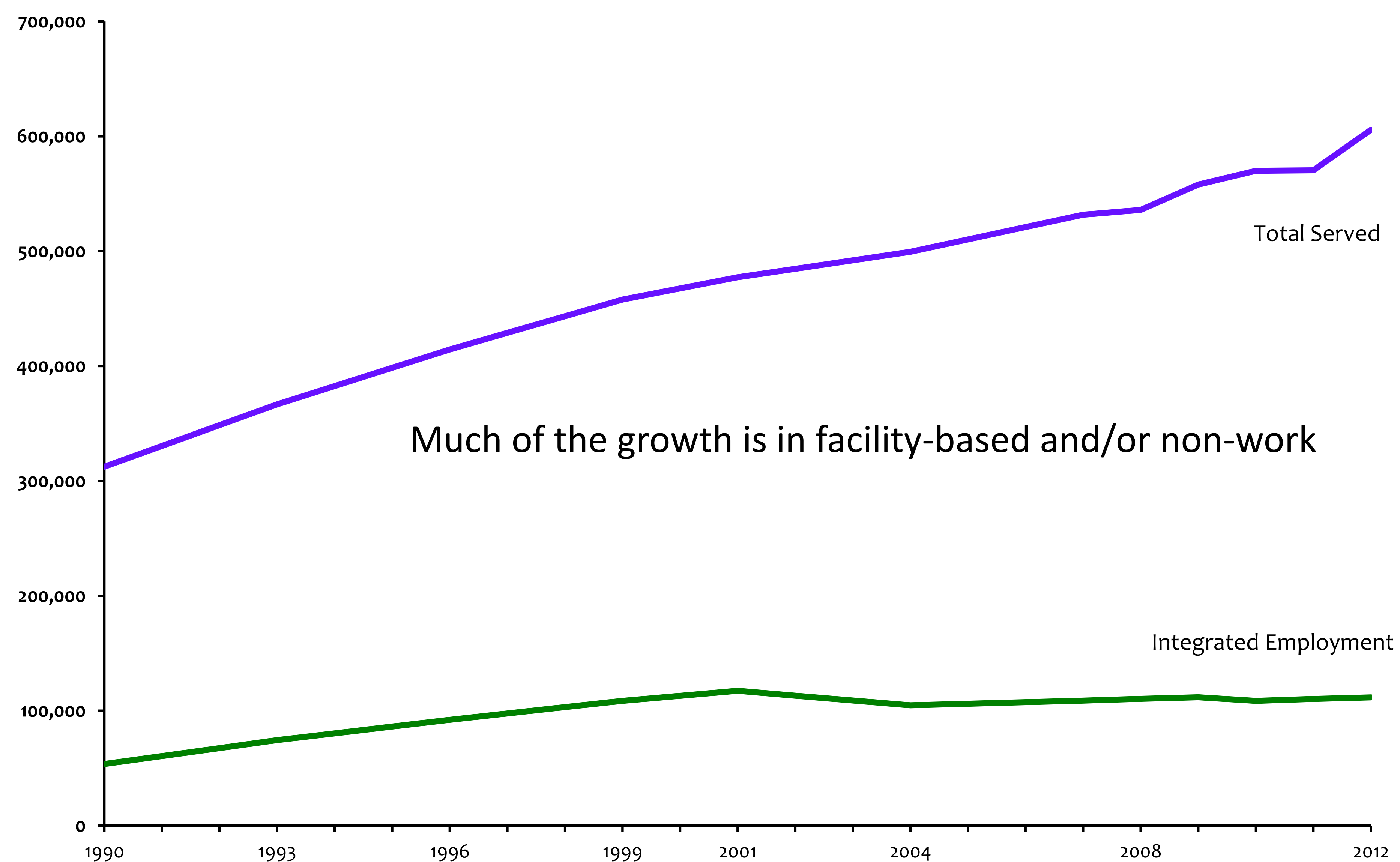


# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

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## Data

### State Agency Employment and Day Supports

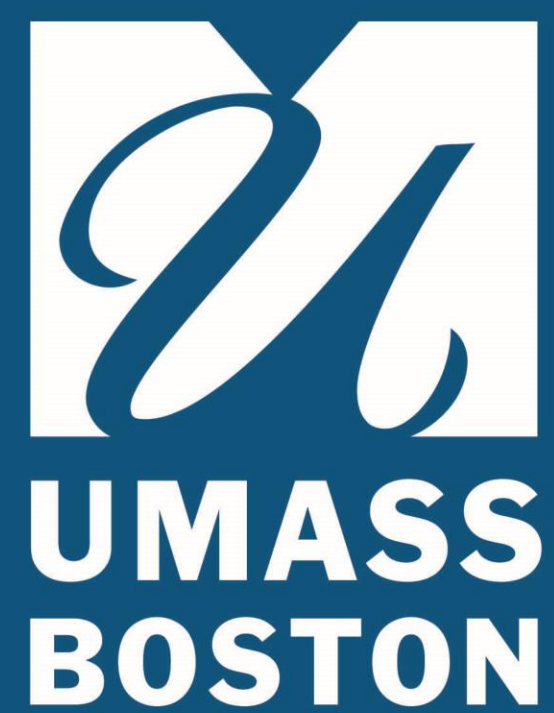


ICI National Survey of State IDD Agencies 2012

Click Below for  
More Data





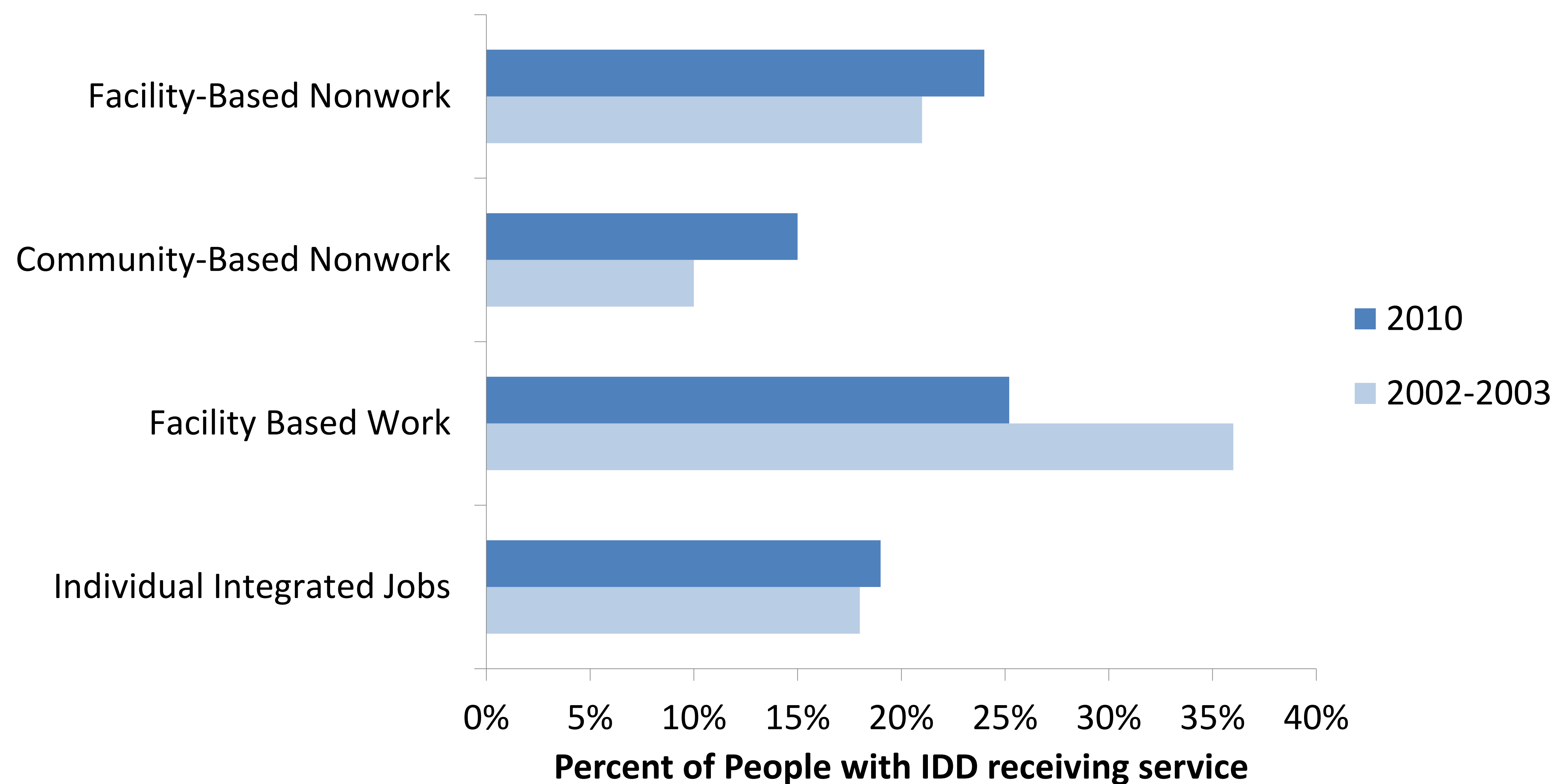


# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

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## Data

### Service Providers



Community Life Engagement

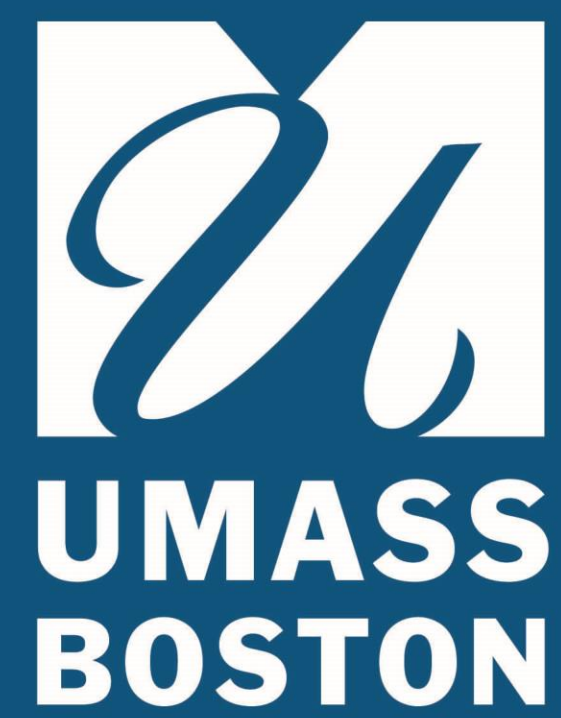
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at the Institute for Community Inclusion, UMass Boston

PARTICIPATE





# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

Institute for Community Inclusion

## Project Activities



- Demonstrate the use of Community Life Engagement in an employment-focused environment.
- Add to existing research on successful Community Life Engagement policies and practices.



- Based on a combination of prior and current Community Life Engagement research.
- Provide guidance for states and Service Providers on how to provide high quality Community Life Engagement supports.
- Promote integration, inclusion, choice, and independence.



- 6 Service Providers in 3 states will test and refine the toolkits' utility.
- Service Provider staff, state agency staff and individuals with disabilities will enrich and refine the toolkits.



- Edit and improve toolkits before broadly disseminating the materials.





# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

Institute for Community Inclusion

## Outcomes

### Short Term

- States & Service Providers find guideposts and toolkits useful.
- States use guideposts and toolkits to guide their thinking on policies, including Service Provider oversight, funding structures, and measurement mechanisms.
- Service Providers use toolkits to redesign their Community Life Engagement supports to be person-focused, individualized, and integrated both physically and socially.
- Both states and providers use guideposts and toolkits to guide strategic planning activities.

### Intermediate

- States adopt more effective policies, including Service Provider oversight, funding structures, and measurement mechanisms.
- Service Providers' Community Life Engagement supports become more person-focused, individualized, and integrated both physically and socially.

Community Life Engagement

A project of

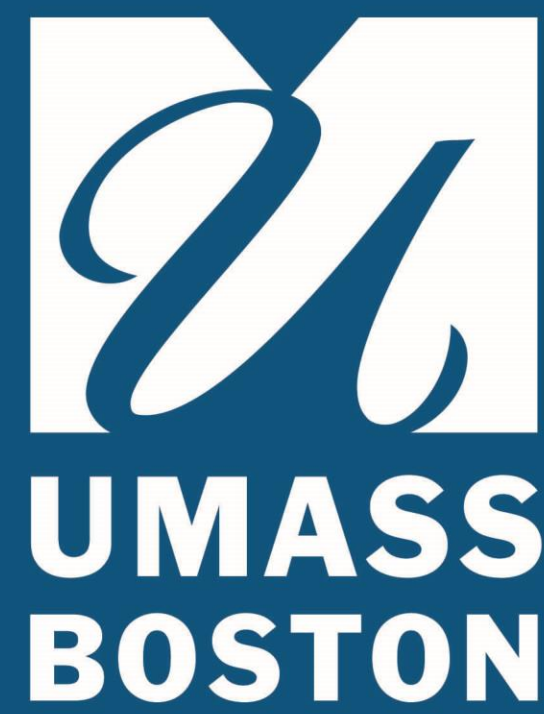
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# Community Life Engagement for Individuals with Intellectual/Developmental Disabilities

Institute for Community Inclusion

## Resources & Contact Information

### Engage... A Brief Look at Community Life

**ENGAGE... A BRIEF LOOK AT COMMUNITY LIFE ENGAGEMENT**  
ISSUE NO. 1, 2013  
Introduction to Community Life Engagement  
Jennifer Sullivan Sulewski & Jamie Clivio Timmons

**Introduction**  
As national disability policy prioritizes greater support for community-based integrated employment for individuals with intellectual and developmental disabilities (IDD), the level of participation in services for other daytime activities continues to grow (Wirsor & Butterworth, 2012). The role of services related to engagement and participation in community life has to date been largely undefined. The purpose of this brief is to offer a definition of Community Life Engagement, share reasons for its relevance and timeliness, and present results from a Community of Practice with administrators and personnel from seven state IDD agencies hosted by the Institute for Community Inclusion (ICI) in collaboration with the State Employment Leadership Network (SELN). It represents the first in a series of briefs by ICI on Community Life Engagement with the intention of providing guidance on its parameters for the field.

**What is Community Life Engagement?**  
Community Life Engagement refers to supporting people with IDD to access and participate in their communities outside of employment as part of a meaningful day. Also referred to as community-based non-work, wraparound supports, holistic supports, or community integration services, Community Life Engagement activities may include volunteer work; postsecondary, adult, or continuing education; accessing community facilities such as a local library, gym, or recreation center; participation in retirement or senior activities; and anything else people with and without disabilities do in their off-work time. Such activities may support career exploration for those not yet working or between jobs, supplement employment hours for those who are working part-time, or serve as a retirement option for older adults with IDD.

**Why is Community Life Engagement relevant now?**  
There are several reasons why Community Life Engagement is especially important.  
**#1: States and providers report growing numbers of individuals with IDD in non-work services.**  
The National Survey on Day and Employment Services, conducted annually by ICI under the Access to Integrated Employment project ([www.communityinclusion.org/aiie](http://www.communityinclusion.org/aiie)), categorizes day and employment supports into four quadrants based on whether they are work or non-work and community- or facility-based. Community-based non-work (CBNW) services, those services in the non-work and community-based quadrant, have seen considerable growth. CBNW services have the potential to support Community Life Engagement when used effectively, yet there has been limited regulation or study of CBNW to date.

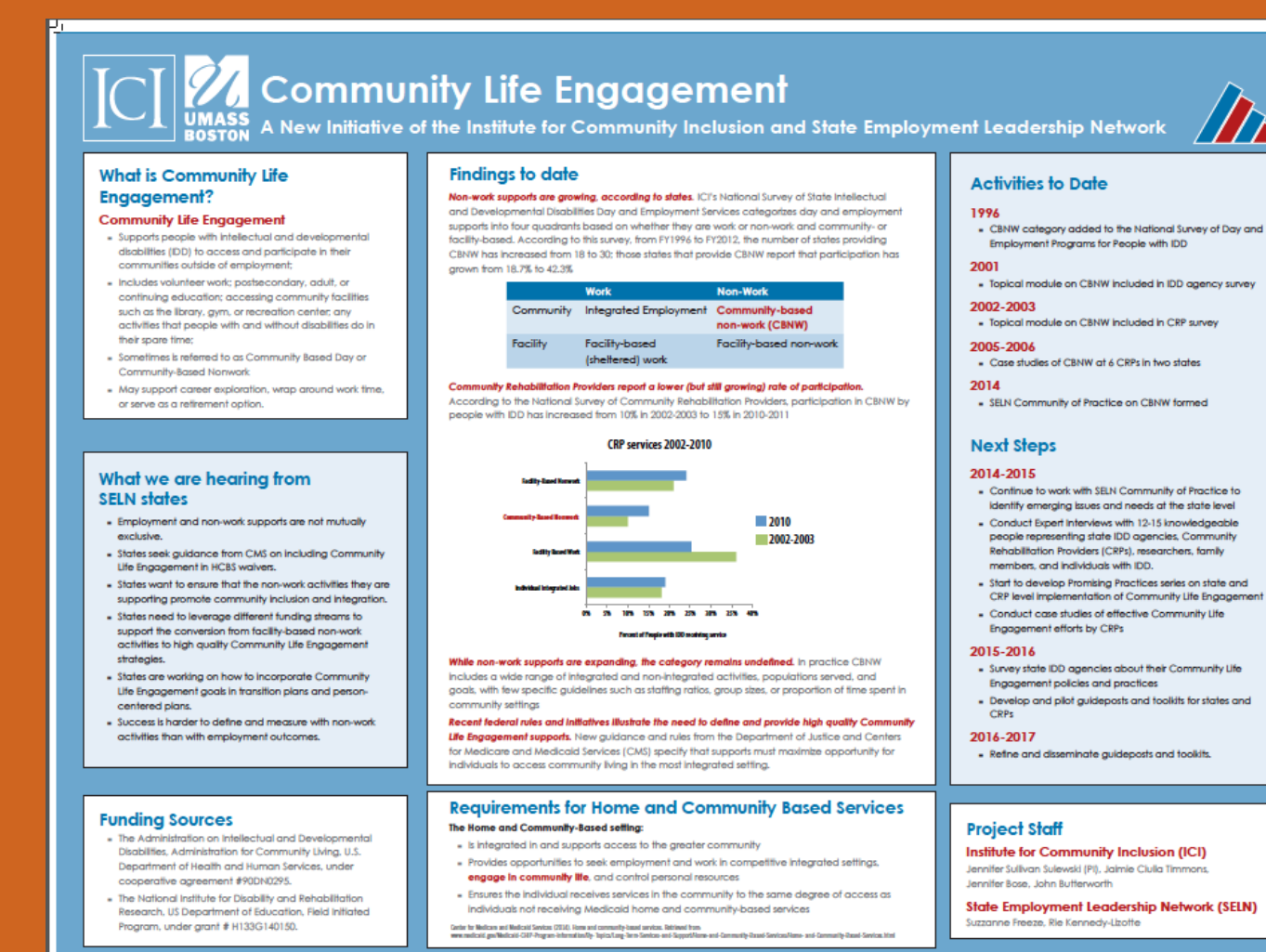
**#2: Although CBNW service users are increasing, the category remains undefined.**  
Research conducted at ICI indicates that CBNW generally involved a wide range of activities supported, populations served, and goals. States also had inconsistent use of specific guidelines such as staffing ratios, group sizes, or proportion of time spent in community settings. Prior research by the first author also indicated considerable variability in implementation. The desire to provide individualized supports was counterbalanced by structural and budgetary constraints, resulting in varied levels of individualization, choice of activities, and hours of support offered. The relationship between CBNW and work was also inconsistent, with some individuals receiving both work and CBNW supports, but more often CBNW serving as a substitute for employment.

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Advancing employment and opportunity for people with intellectual and developmental disabilities

**ICI**  
UMASS BOSTON

Community Life Engagement Findings to Date

*"According to this survey, from FY1996 to FY2012, the number of states providing Community Based Non-Work (CBNW) has increased from 18 to 30; those states that provide CBNW report that participation has grown from 18.7% to 42.3%."*

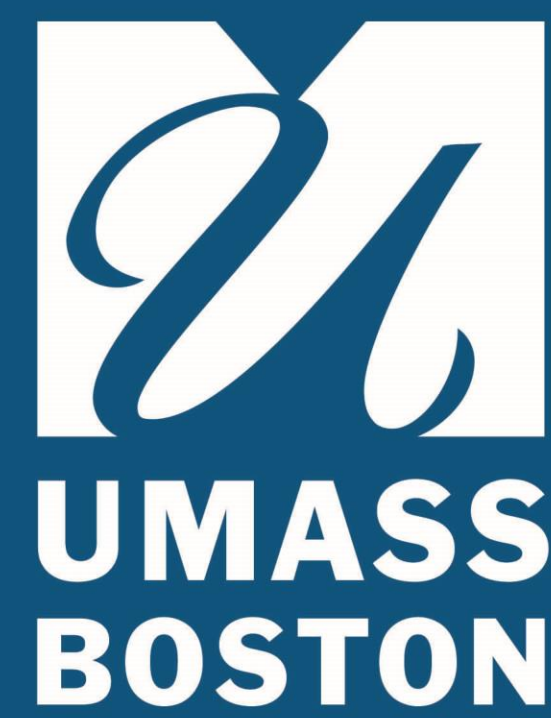


For more information about  
**Community Life Engagement**  
contact:

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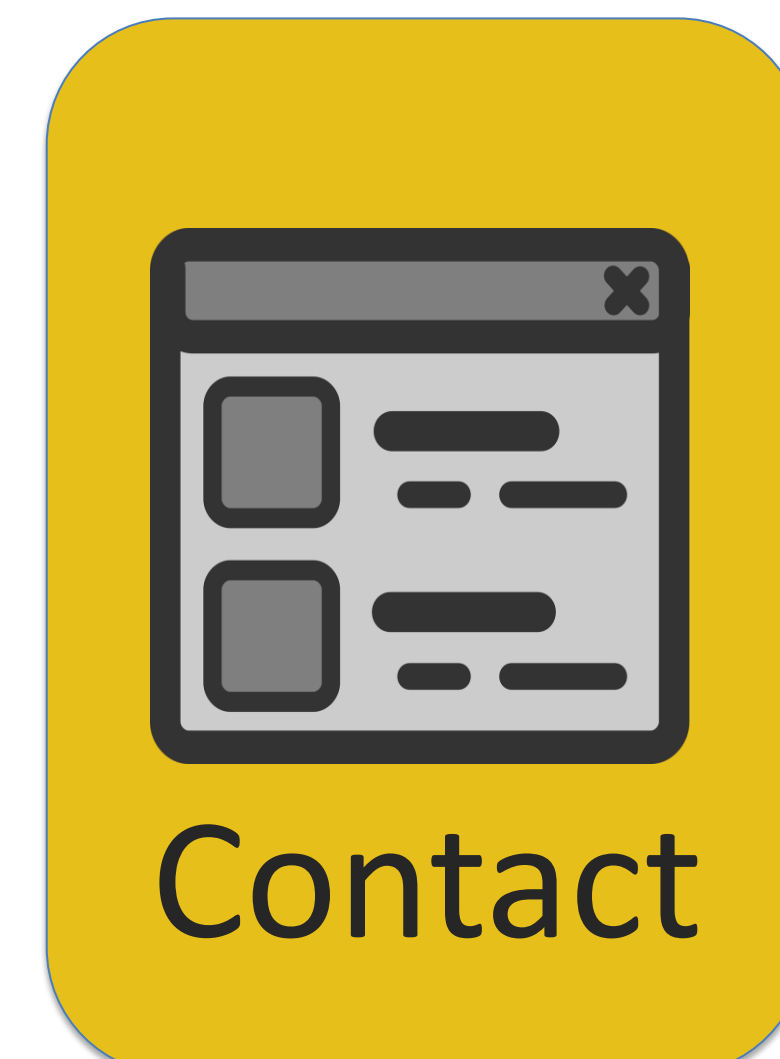
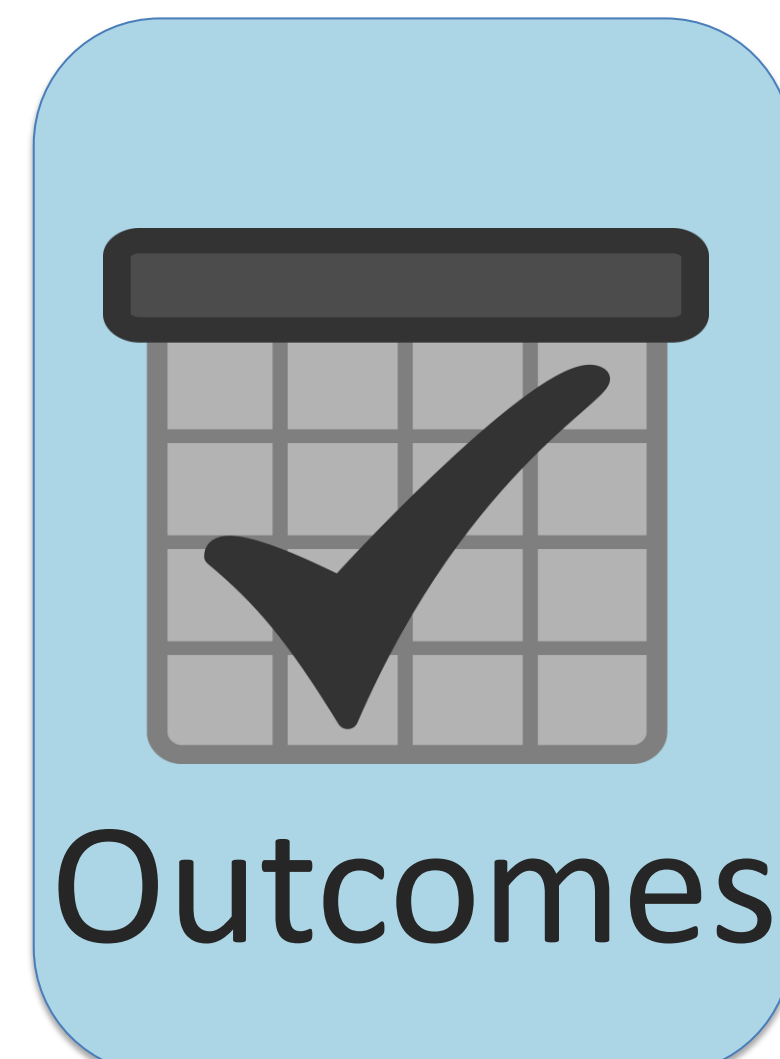
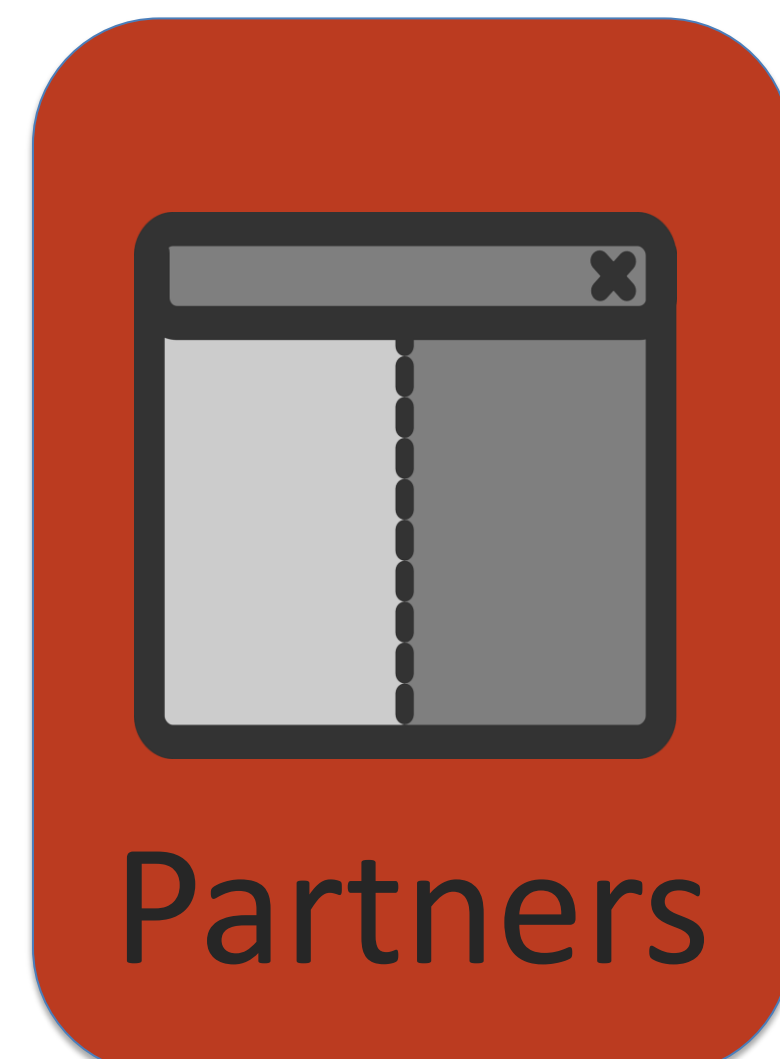


## Transitions to Work

Institute for Community Inclusion

### At A Glance

**Transitions to Work (TTW)** provides job training, internships, and job placement assistance to young adults with disabilities. Central to the model are partnerships between Jewish Vocational Services and employers, who host the program, provide internship opportunities, and interview program graduates for jobs. The program is aimed at both improving employment outcomes for young adults who participate and promoting culture change at participating employer sites.



### Partners

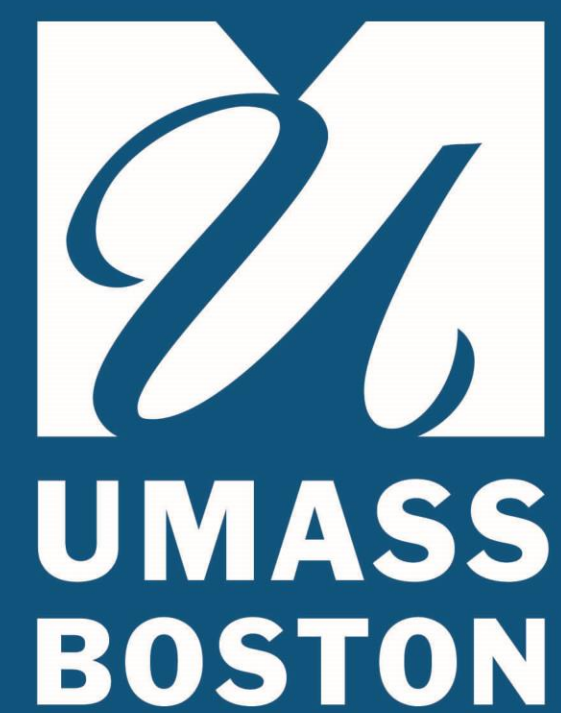


Make a bigger difference.

The **Transitions to Work** (TTW) program began in 2011 by [Jewish Vocational Services](#) in partnership with [Combined Jewish Philanthropies](#) (CJP) and the [Ruderman Family Foundation](#). Staff from the [Institute for Community Inclusion](#) have conducted program evaluations of TTW in 2012 and 2013 and are currently working on a third year of evaluation.







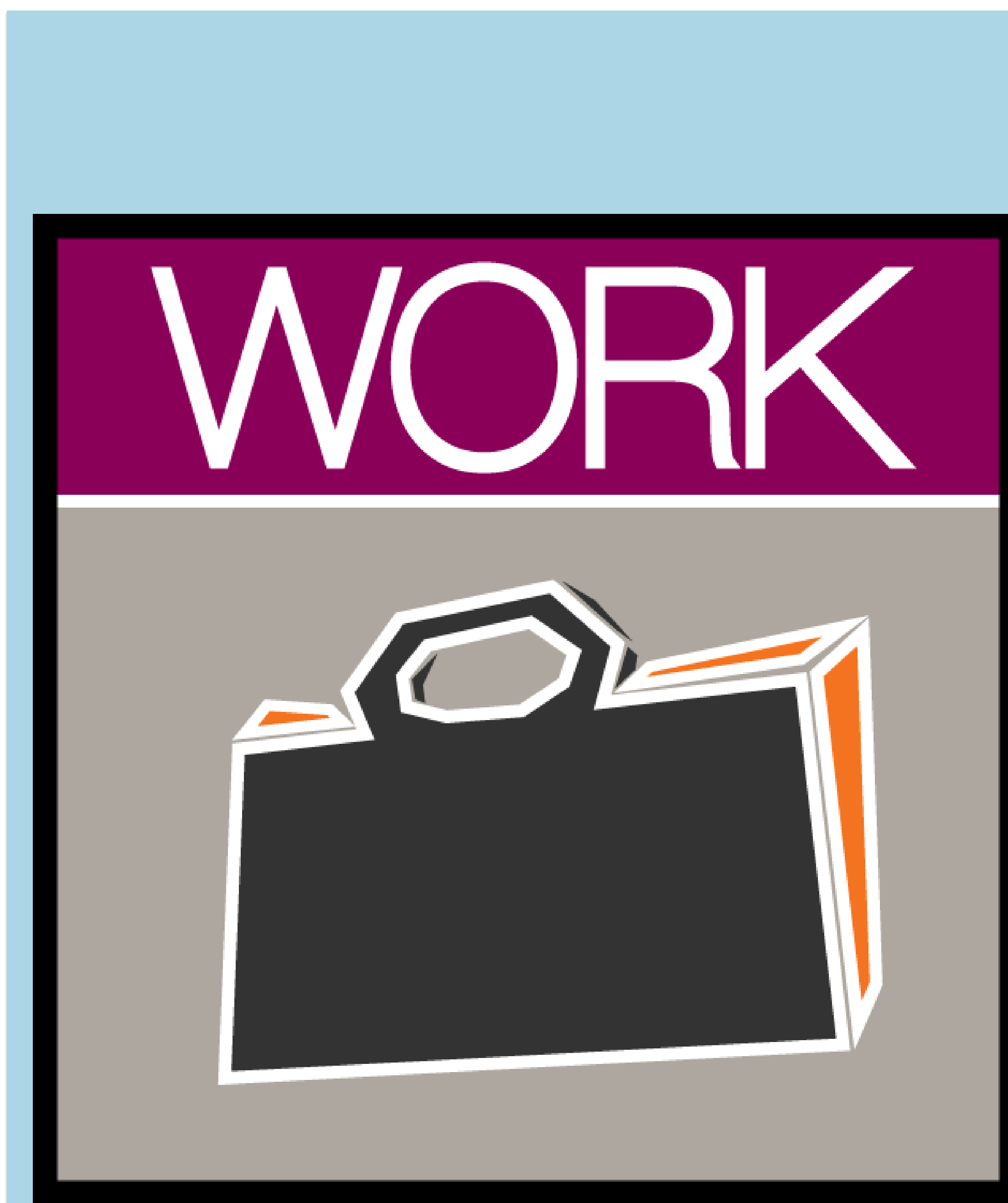
## Transitions to Work

Institute for Community Inclusion

### Data

	2012	2013
Training Cycles Completed	5	6
Total Enrolled	38	47
Completed Training & Internship	30	36
Placed in Jobs	13	25
Job Characteristics for Those Placed:		
Average Hourly Wages	\$9.23	\$9.62
Average Hours Per Week	19.4	16.7

ICI's evaluation has used both qualitative and quantitative data to examine outcomes for both participants and employers and has provided recommendations for JVS, CJP, and the Ruderman Foundation to consider as they continue the program and look toward new ways to promote its sustainability.



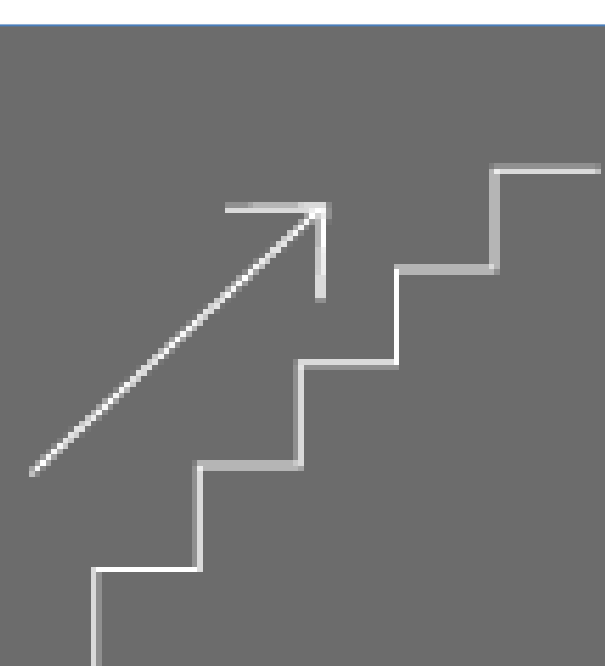
## Outcomes

Employer partners have embraced the TTW participants and have reported changes in disability awareness overall.



At this time almost **all individuals** are still in the job they were placed in.

The placement rate for those who have completed training is **70%**



Participants gain both hard & soft employment skills from participation in trainings and internships

On average, those who obtained jobs in 2013 were earning \$9.62 per hour and working 16.7 hours per week, comparable outcomes to those of the vocational rehabilitation system.



Employer partners have also reported unexpected positive effects on professional development for other employees through supervision and mentorship of TTW participants.

Participants, family members, employers, and staff all speak highly of the program



TTW has expanded number individuals served and employers engaged.

# WORK





## Overview



ICI has provided evaluation services to TTW since 2012.



ICI's evaluation has used both qualitative and quantitative data to examine outcomes for both participants and employers and has provided recommendations for JVS, CJP, and the Ruderman Foundation to consider as they continue the program and look toward new ways to promote its sustainability.



Each year's evaluation has had a different focus:

- 2012: outcomes for participants and alumni of the program
- 2013: employer engagement strategies and effectiveness
- 2014: culture change process at select employers

# WORK







## Transitions to Work

Institute for Community Inclusion

### Contact

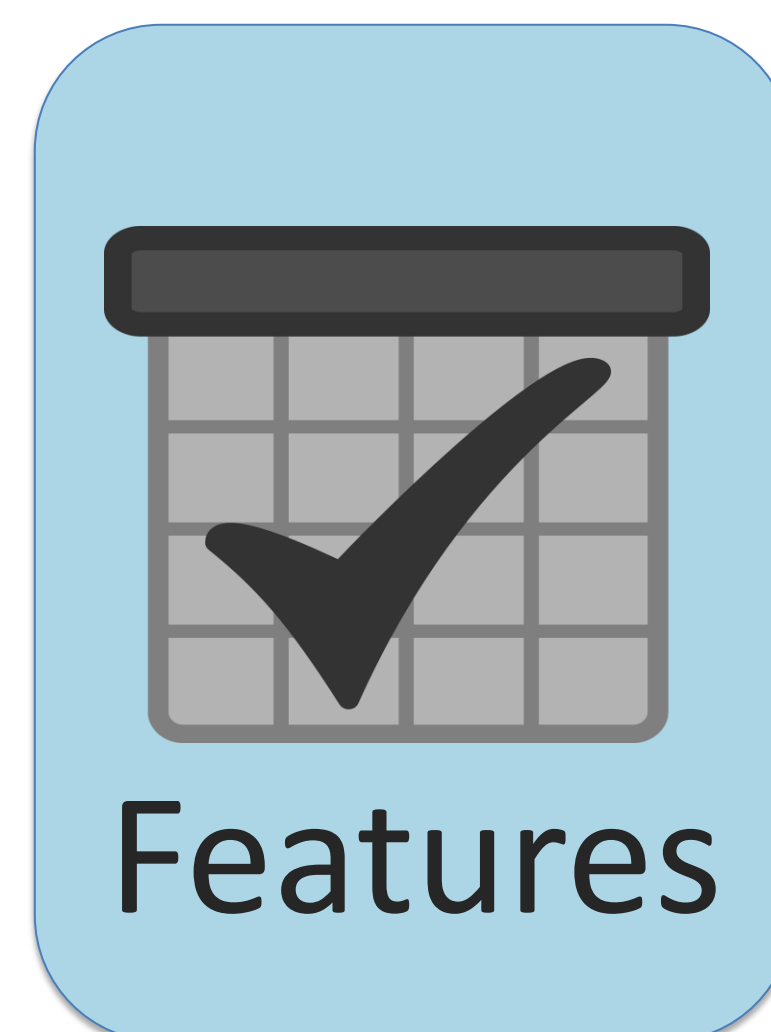
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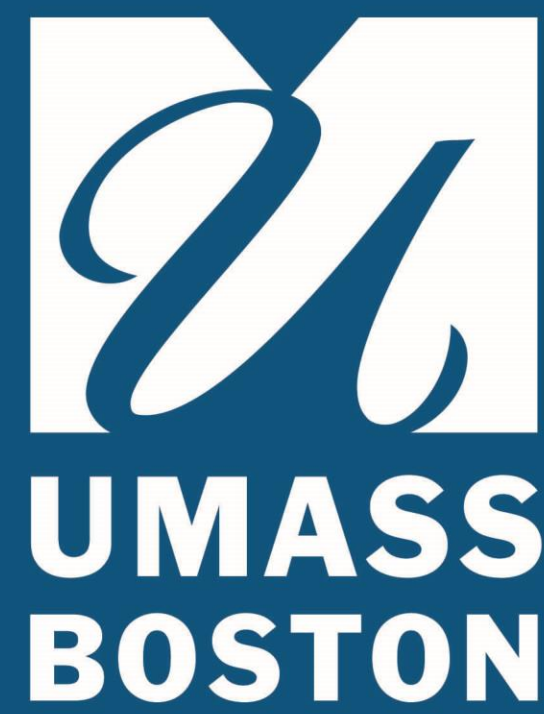


## At A Glance

Real People, Real Jobs: Stories from the Front Lines is a collection of success stories about individuals with intellectual/developmental disabilities (IDD) finding and keeping jobs in their communities.







# Real People Real Jobs

Institute for Community Inclusion

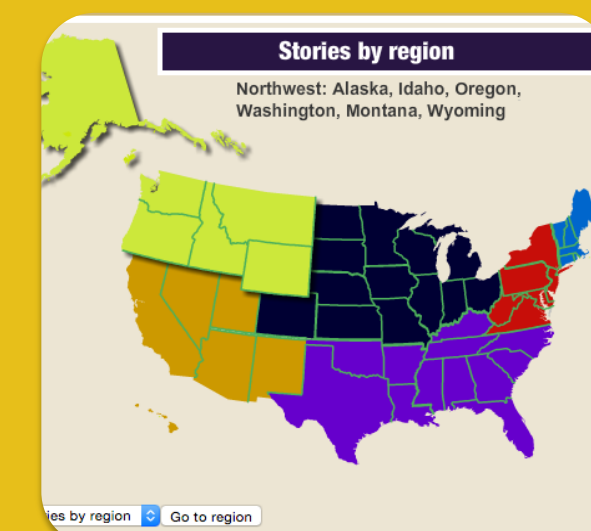
## Website Features



Relatable and easy to share



Most stories have an accompanying photo or video



Stories are sorted by job category and region of the country



Designed for individuals with IDD, their families and employment support professionals

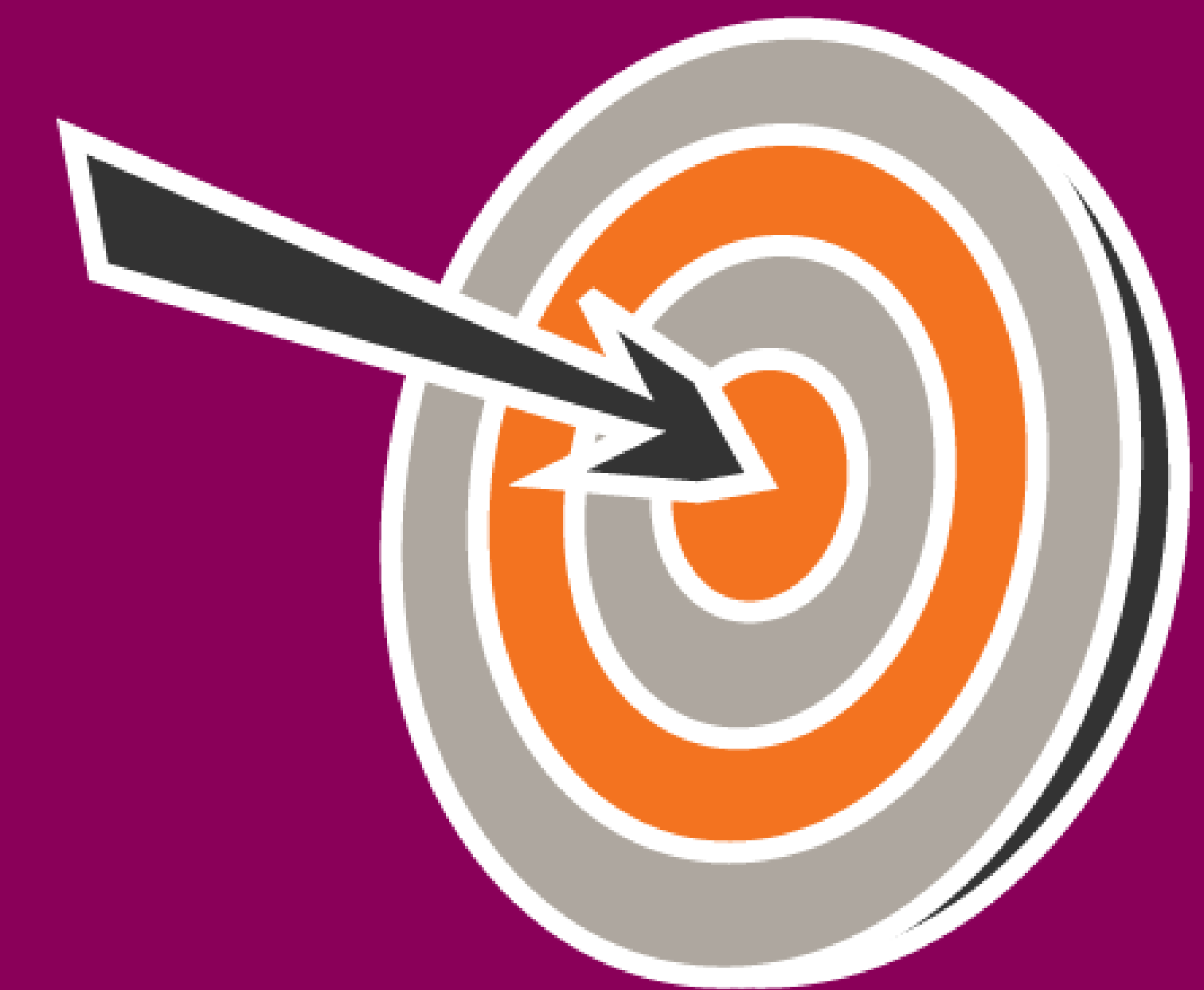
Real People Real Jobs

A project of

# ThinkWork!

at the Institute for Community Inclusion, UMass Boston

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[www.realworkstories.org](http://www.realworkstories.org)



## Goals

Increase awareness of the full range of employment opportunities and support options available.



Provide examples that will enable individuals and their networks to think creatively about employment.



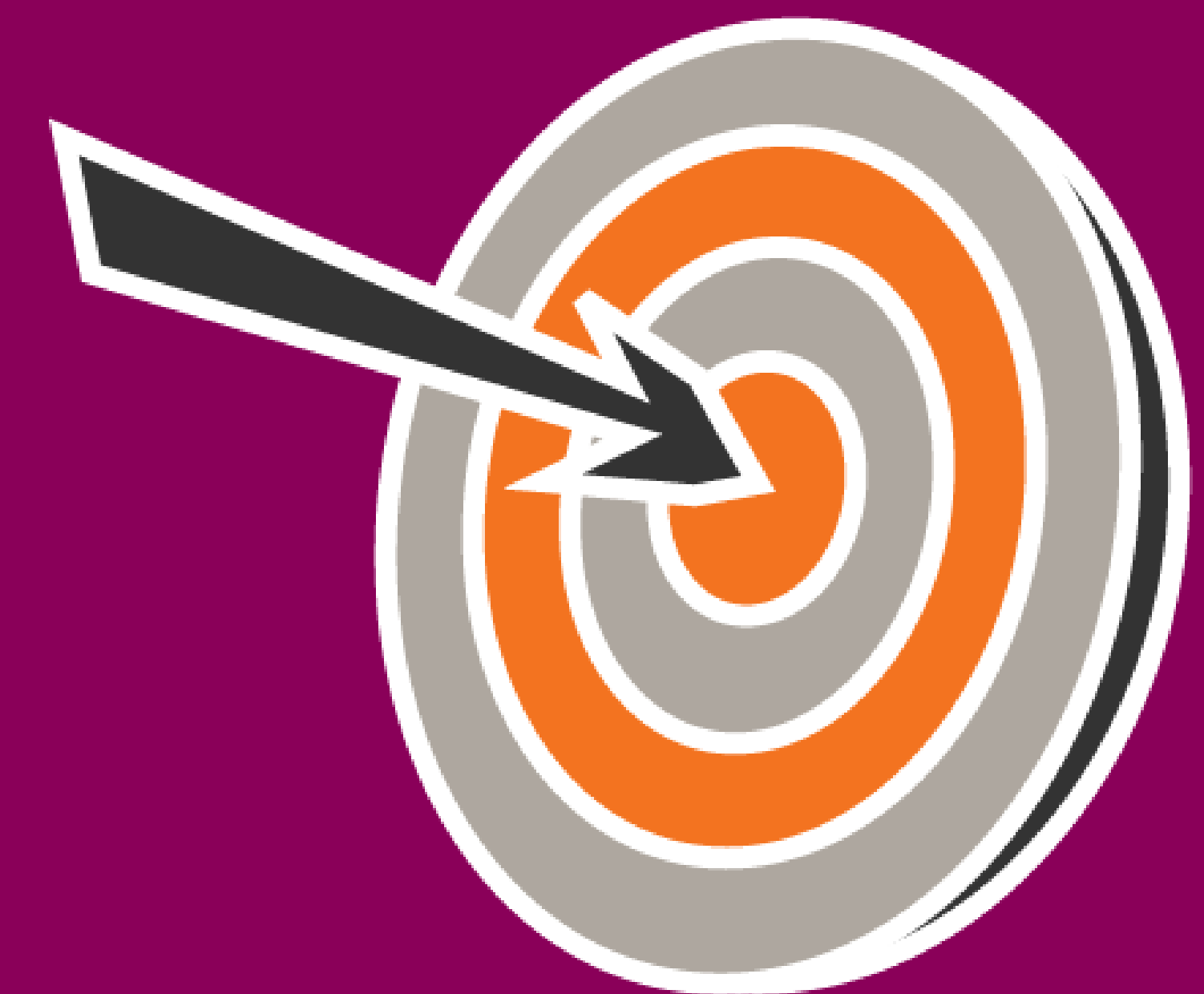
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## Video

### Ryan: Transitioning into a Successful Job Match



Ryan has been interested in nature since he was a small child, and once asked only for plants for his birthday. He lives in Reno, Nevada, likes math and science, and describes himself as a positive person. With his teacher as his job coach, Ryan transitioned from high school into the perfect job.

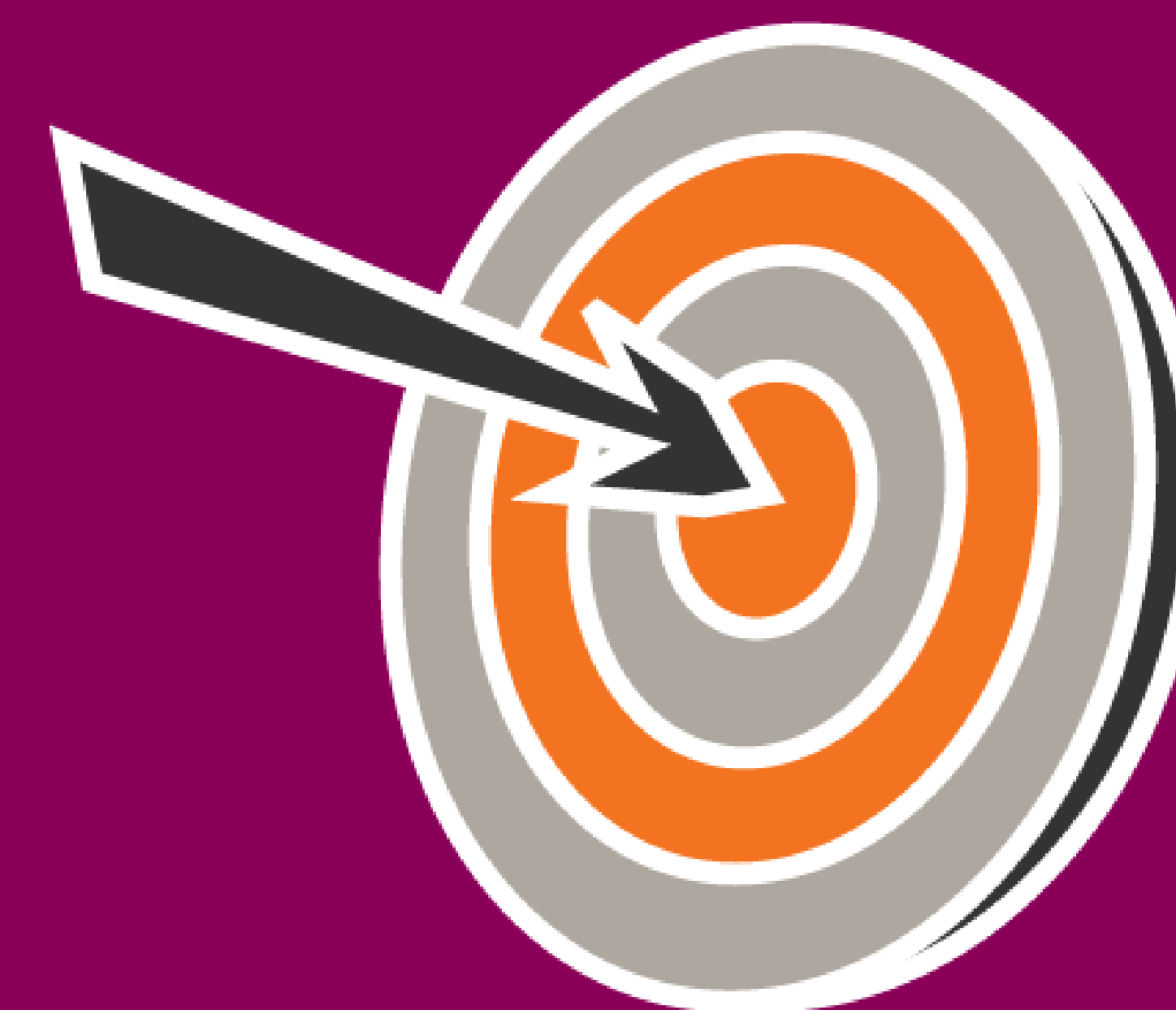
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## Success Story 1

### Izzy: Building Employment Skills Through an Internship

Izzy is 23 years old and lives with her family in Tampa, Florida. She loves swimming, working out, and baking. An internship at an assisted-living facility and related classes at the University of South Florida's Learning Academy helped her succeed later at her first paid job.



Real People Real Jobs

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Go to Success  
Story 2



## Success Story 2



### Ian: Family Engagement During the Transition from School to Work

Ian lives on Oahu, Hawai'i, and enjoys movies, dance, and karate. He is employed as a courtesy clerk at Safeway. With the support and high expectations of his family, he was able to train for this job while still in high school, enabling a smooth transition into the kind of work he wanted.

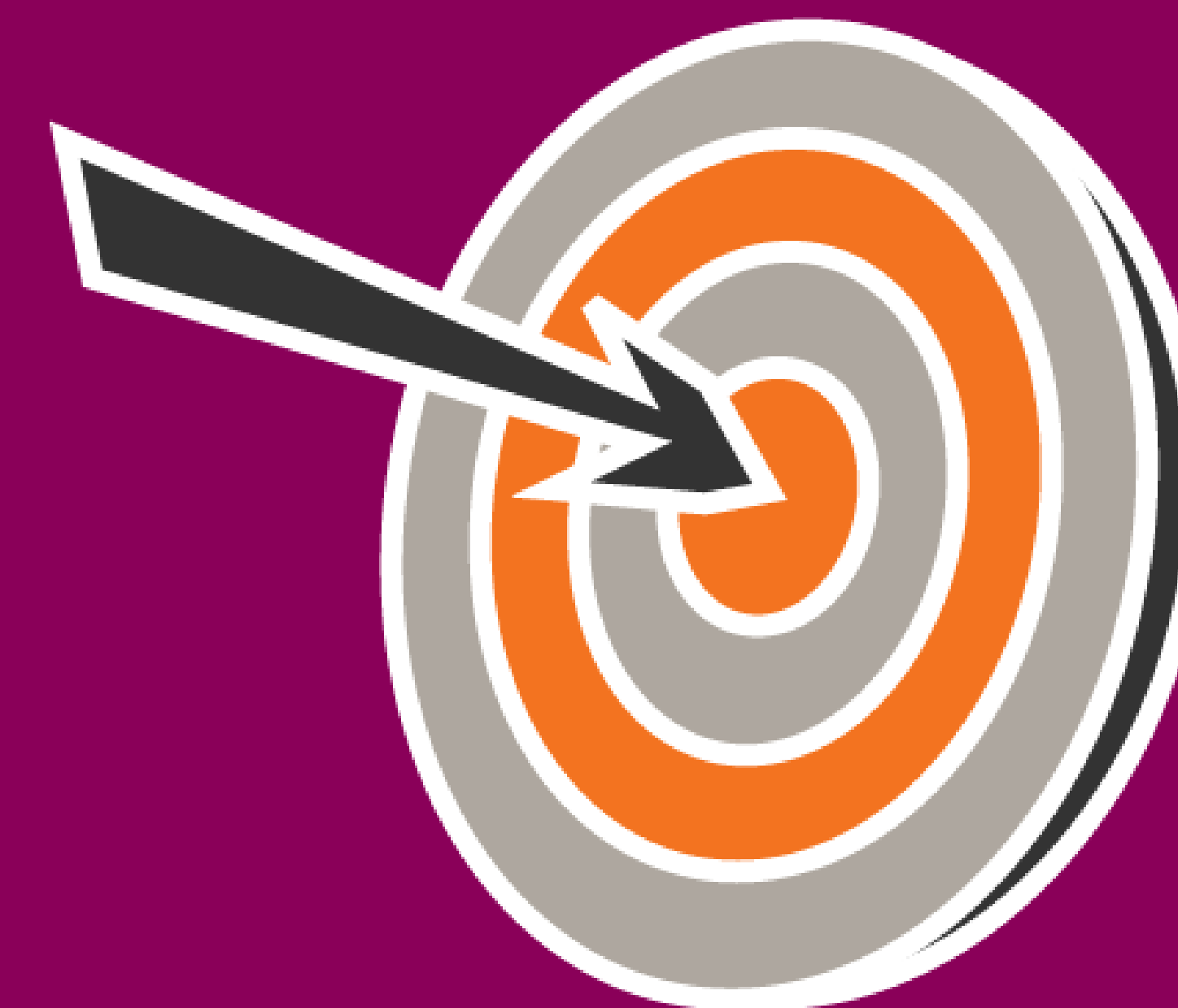
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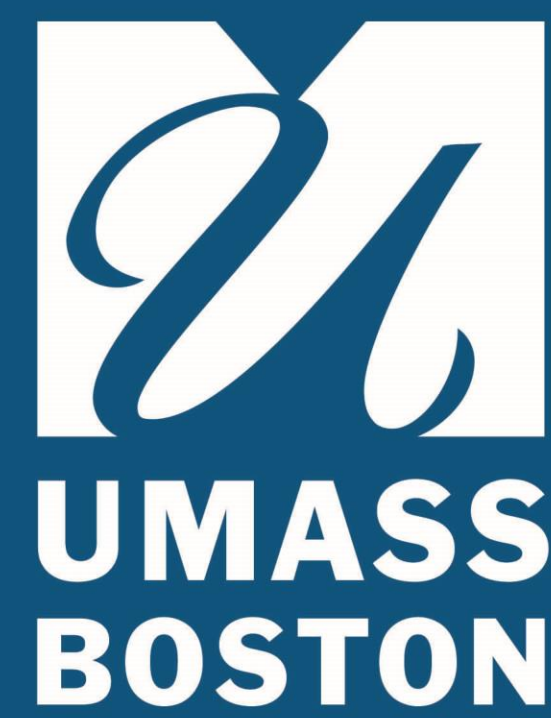


## Process

- Solicitation of individuals with IDD who had successful experiences with creative employment options and who wished to share their stories was made through multiple channels.
- Once contacts had nominated an individual and practice to be highlighted, project staff used a specific set of screening questions to document the practice and determine if it was promising.
- Information for each story was then collected through semi-structured interviews of individuals with IDD and his or her employment support provider or a family member.
- Edit and improve toolkits before broadly disseminating the materials.
- Individuals had the opportunity to review and provide feedback on the videos before they were finalized.







## Real People Real Jobs

Institute for Community Inclusion

### Partners

Staff from the [Institute for Community Inclusion](#) have partnered with Community Rehabilitation Provider employment support staff, university-based employment programs for people with IDD at the [University of Washington](#) and the [University of Nevada](#), disability-specific community-based organizations, employers, self-advocacy groups, individuals with IDD and family members across all regions in the United States in the identification and creation of the collection of real work stories.







## Real People Real Jobs

Institute for Community Inclusion

### Resources & Contact Information

#### Learn More

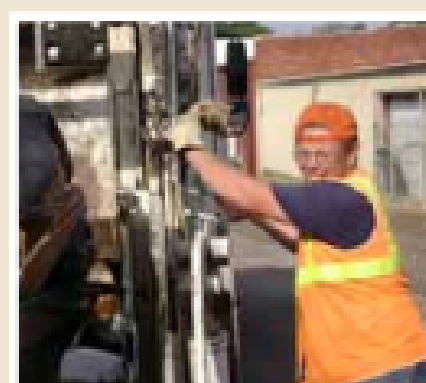
##### Real People, Real Jobs Stories from the front line


The Real People, Real Jobs website highlights the successes of people with intellectual and developmental disabilities who are working in paid jobs in their communities. They are earning money, forming networks, and contributing to their neighborhoods, towns, and cities. Learn more about these people and the employment-support practices that led to their success.

##### FRANKIE: FUNDING THE EMPLOYER TO PROVIDE ON-THE-JOB SUPPORTS

Frankie lives in Haworth, Oklahoma, and works from 6:30

a.m. to 3:30 p.m. four days a week for the city of Idabel. His interests include rescuing animals and caring for his 11 dogs. With the help of his disability-services coordinator, Frankie was able to pay his employer for 12 months of on-the-job supports.



 Real People, Real Jobs is supported by Access to Integrated Employment, a project of the Institute for Community Inclusion at UMass Boston, and funded by the Administration on Developmental Disabilities.

#### For More Information Contact:

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Real People Real Jobs

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**ThinkWork!** is a resource portal offering data, personal stories, and tools related to improving employment outcomes for people with intellectual and developmental disabilities.

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