Systematic Reviews of Employment Practices & Policies:

Identifying Research Based Knowledge to Facilitate CIE for People with IDD

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Despite research and policy promoting Competitive Integrated Employment (CIE), many youth and adults with intellectual and developmental disabilities (IDD) receive segregated services or are not engaged in work:

- Only 21.1% of working age adults with IDD from IDD agencies are in CIE (Winsor et al., 2021).

- Young adults and older adults with IDD have the poorest outcomes (Nord et al., 2020).
RESEARCH EFFORTS

Input from Advisory Committee

Scoping Reviews
Series of scoping reviews on evidenced-based practices leading to CIE using the Preferred Reporting Items for Systematic Reviews and Meta-Analysis

Delphi Studies
National surveys of stakeholders on interventions and policies leading to CIE

Policy Databases
Data analysis using the Rehabilitation Services Administration RSA-911 database and information from the U.S. Department of Labor
Advisory Committee

- 10 youth and young adults with IDD

- Interview and open discussion
  - Employment topics of interest
  - Personal experiences with services
  - Suggestions for research
  - Preferred format for receiving information
Scoping Reviews

- Supported Employment/Customized Employment
- Internships/Apprenticeships
- Postsecondary Education
- Vocational Rehabilitation Services
- Work Incentives/Benefits Counseling
- Self-Employment
- Benefits of CIE on Psychological Health
- Cost-Benefit to CIE over Alternatives
- Job Coach Training
- Impact of Health/Health Promotion Interventions
Highlights from Scoping Review

Major Strengths

- Importance of work participation in high school
- Impact of postsecondary education programs
- Importance of benefits counseling
- Integrated services are cost effective
- CIE associated with higher quality of life outcomes

Major Needs

- Greater reduction in segregated options
- Professionalize the role of employment specialist
- Detailed reporting of employment opportunities within postsecondary education programs
- Examine impact of work on physical health
National Delphi Study

**Purpose**
- Extent to which different stakeholders found evidence-based/promising interventions socially valid for securing CIE.

**Stakeholders**
- Adults w/ IDD
- Parent/caretaker
- Employment Services Provider
- Researcher
- Transition High School Educator

**Interventions**
- Supported Employment
- Customized Employment
- Apprenticeships
- Postsecondary Education
- Internships

**Final Sample**
- Round 1: \( n = 67 \)
- Round 2: 31 of the 67
  - = 46.2% repeat response rate
Highlights from Delphi Study

- Stakeholders agreed that SE, CE, internships and PSE are *socially valid* employment interventions.

- Stakeholders were not familiar enough with apprenticeships to respond.

- Stakeholders agreed that these four interventions are *not easy to obtain* and providers are *not trained to deliver* those services.
Database Analysis

Two Major Areas of Focus:

- Prevalence of 14c Certificate Use
  - U.S. Department of Labor Database
- Pre-Employment Transition Services (Pre-ETS)
  - Rehabilitation Services Administration 911 Database
Database Analysis for Policy

14c Certificate Use

- Practice is still wide-spread
- Only 9 states and districts have ceased use of subminimum wage entirely (April, 2022).
- Over 1,162 agencies still pay subminimum wage
- Over 37,673 people with disabilities still paid subminimum wage
- Prevalence rates highest in the Midwest

Pre-ETS Delivery

- Work-based learning is highly effective, but the least used Pre-ETS for youth with disabilities.
Main Takeaways

• Increased training for employment support providers
• Increased access to integrated employment services
• Greater emphasis on reducing segregated employment alternatives
• Greater efforts to provide work experience to transition-age youth
List of Publications


List of Publications, continued


List of Publications…


In Development & Under Review


Thank you!

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