Enhancing Successful Transitions to Adulthood for Young Adults with Psychiatric Disabilities

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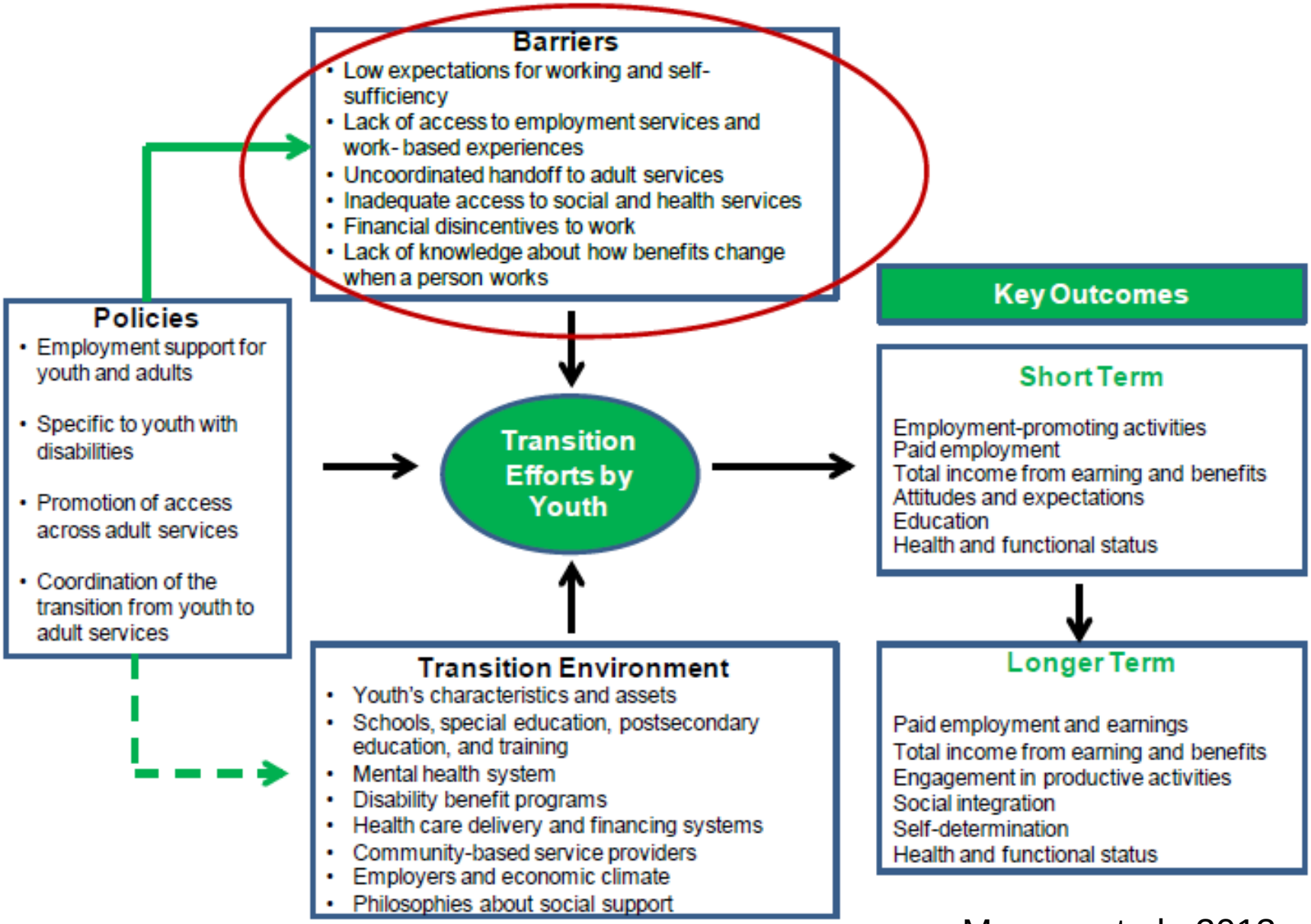
Figure ES.1. Conceptual Framework for Policies and Programs Serving Transition-Age Youth

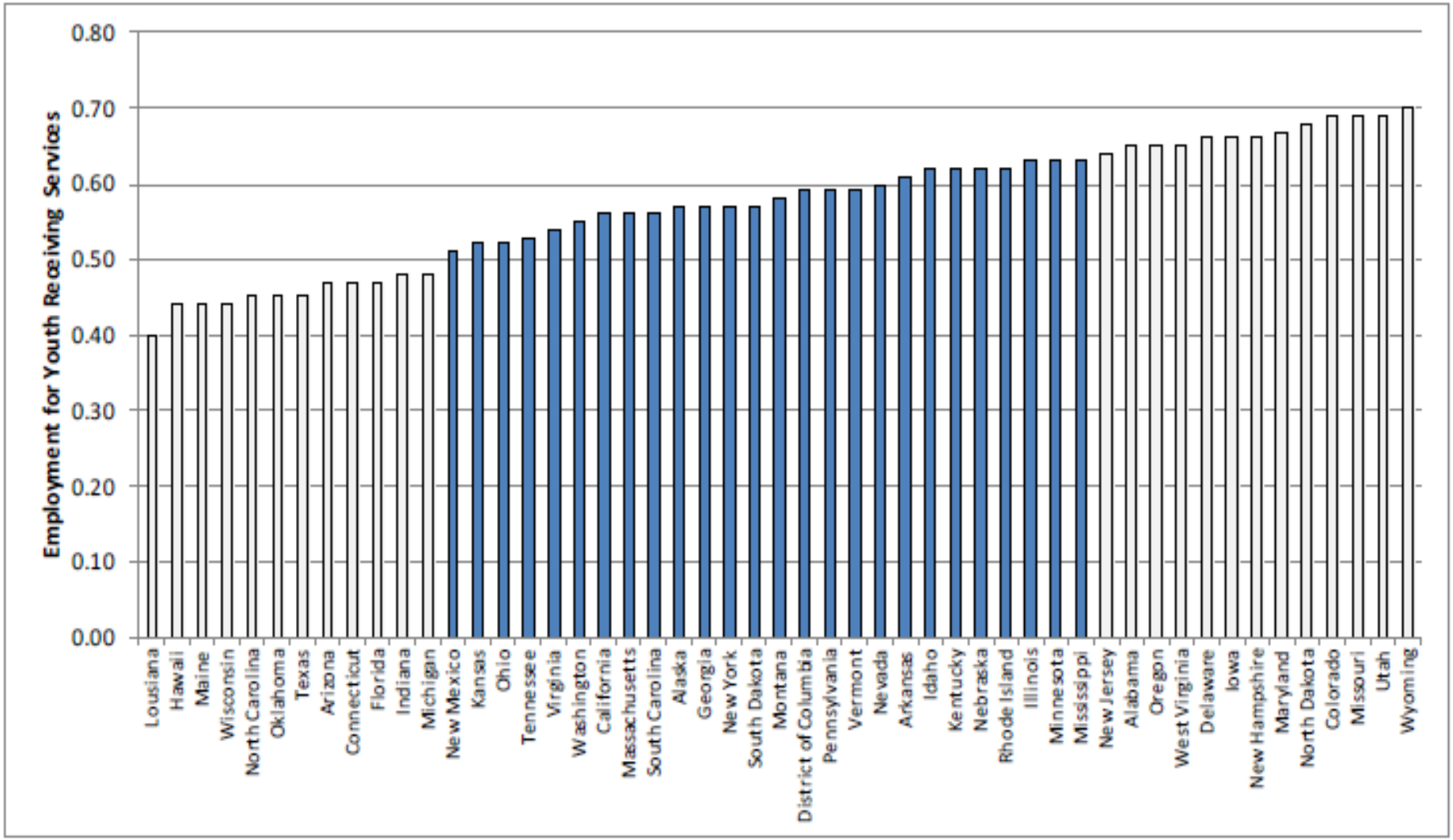


Moreno et al., 2013

Emphasis on Transition-Age Youth in State VR Agencies, 2004-2006

- 26% - State VR plan contains goals & plans related to youth
- 76% - State has VR counselors with dedicated transition caseload
- % counselors w dedicated transition caseloads
  - 0% 24% (12)
  - 1-10% 41% (20)
  - 11-20% 20% (10)
  - 21+% 14% (7)
- Effort has shown some success - aggregate cross-disability, post-school employment rate 2-5 years after school exit rose about 9 percentage points from late 1980s to 2003 (NLTS)

Figure III.3. Employment Ratio (Ratio of VR Youth with Positive Employment Outcomes to Youth Served), by State



Source: RSA-911 closure records, fiscal years 2004 through 2011.

Honeycutt et al., 2013

State VR & Youth with Psychiatric Disabilities

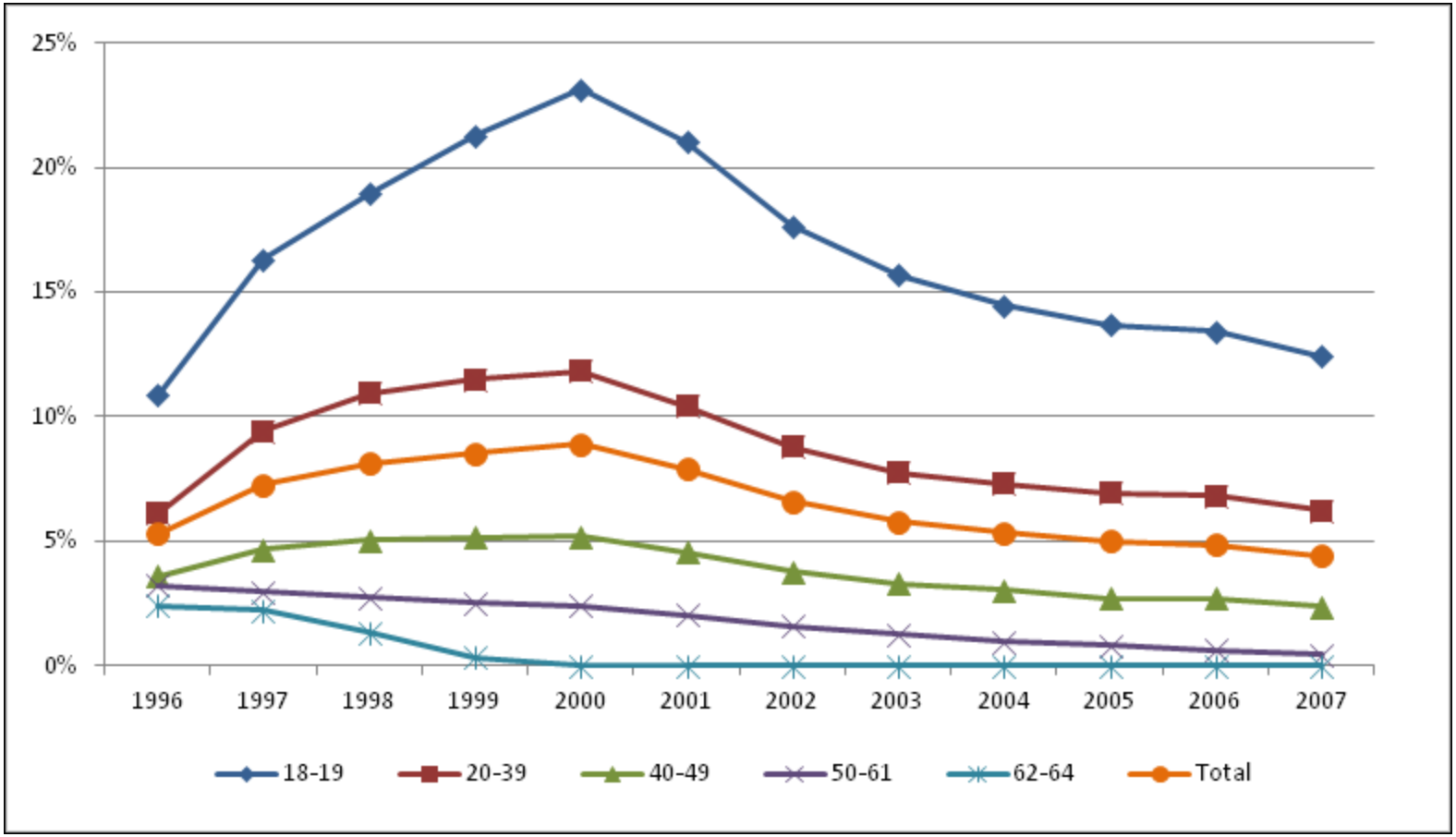
- RSA 911 data indicate that transition age youth (ages 14-24) were 1/3 of all the eligible clients whose cases were closed in 2011
- After youth with learning disabilities, youth with psychiatric disabilities were the next largest group within the youth category, accounting for 16% of total closures
- The success rate for youth with MH problems (45%) was significantly lower than almost any other disability or age group.

Marrone & Taylor, 2013; Berry & Caplan, 2010

SSI & Transition to Adulthood

- Poor outcomes for youth on SSI *prior to age 18*
  - by age 19-23 years only 22% were employed, and 39% had dropped out of school (Loprest & Wittenburg, 2007)
- More positive outcomes for youth entering the SSI rolls *at 18-19 years* of age
  - better employment outcomes than any other age group, followed by those 20-35 years of age when they enter the rolls (Ben-Shalom et al., 2012)

Annual Percentage of 1996 SSI Award Cohort with Positive Countable Earnings, by Age at Award, 1996–2007

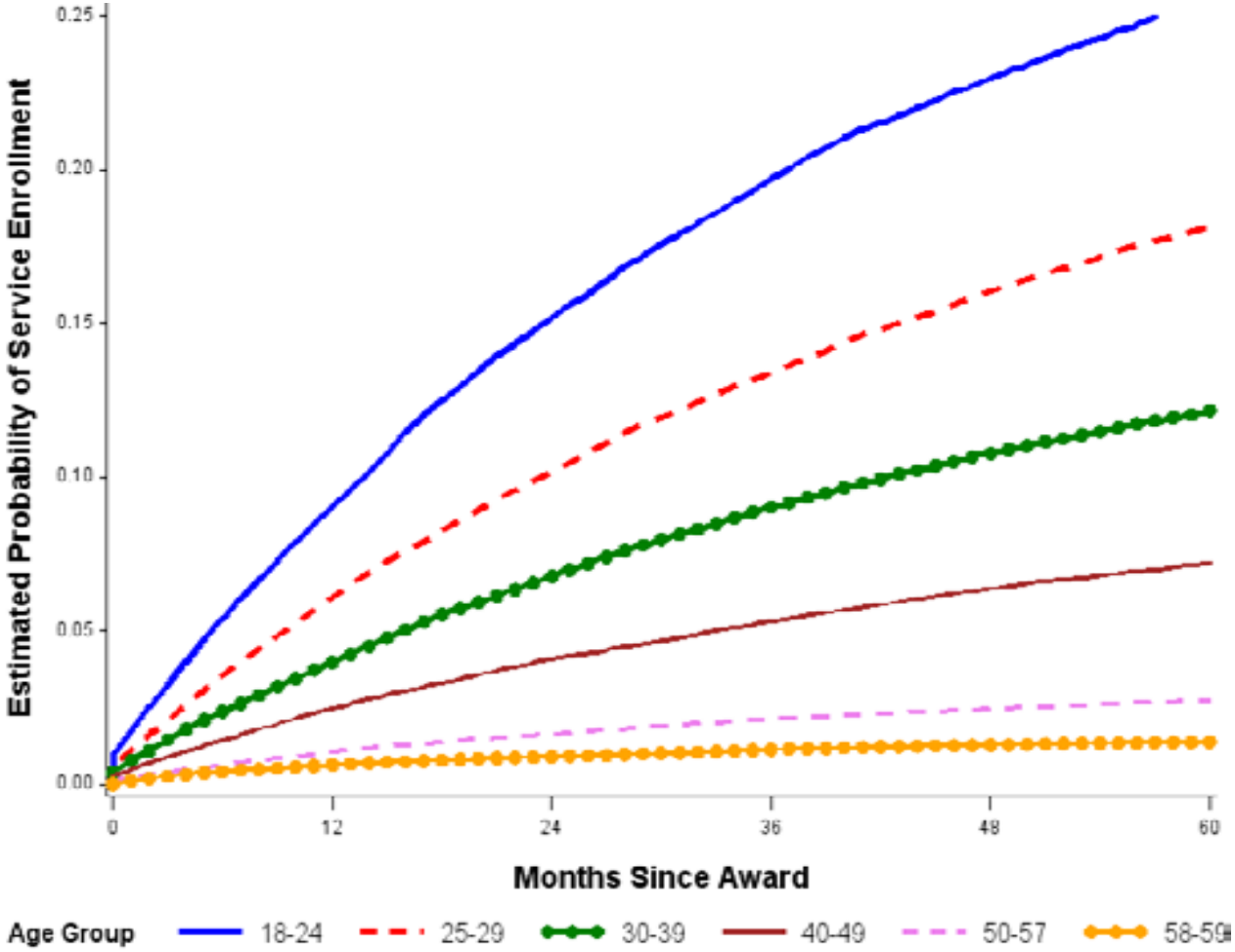


Ben-Shalom et al., 2012

Research on Transition Age SSDI Beneficiaries

- Young adults with disabilities enroll in employment services at much high rates than older groups of workers

DI beneficiaries first enrollment for employment services by age group

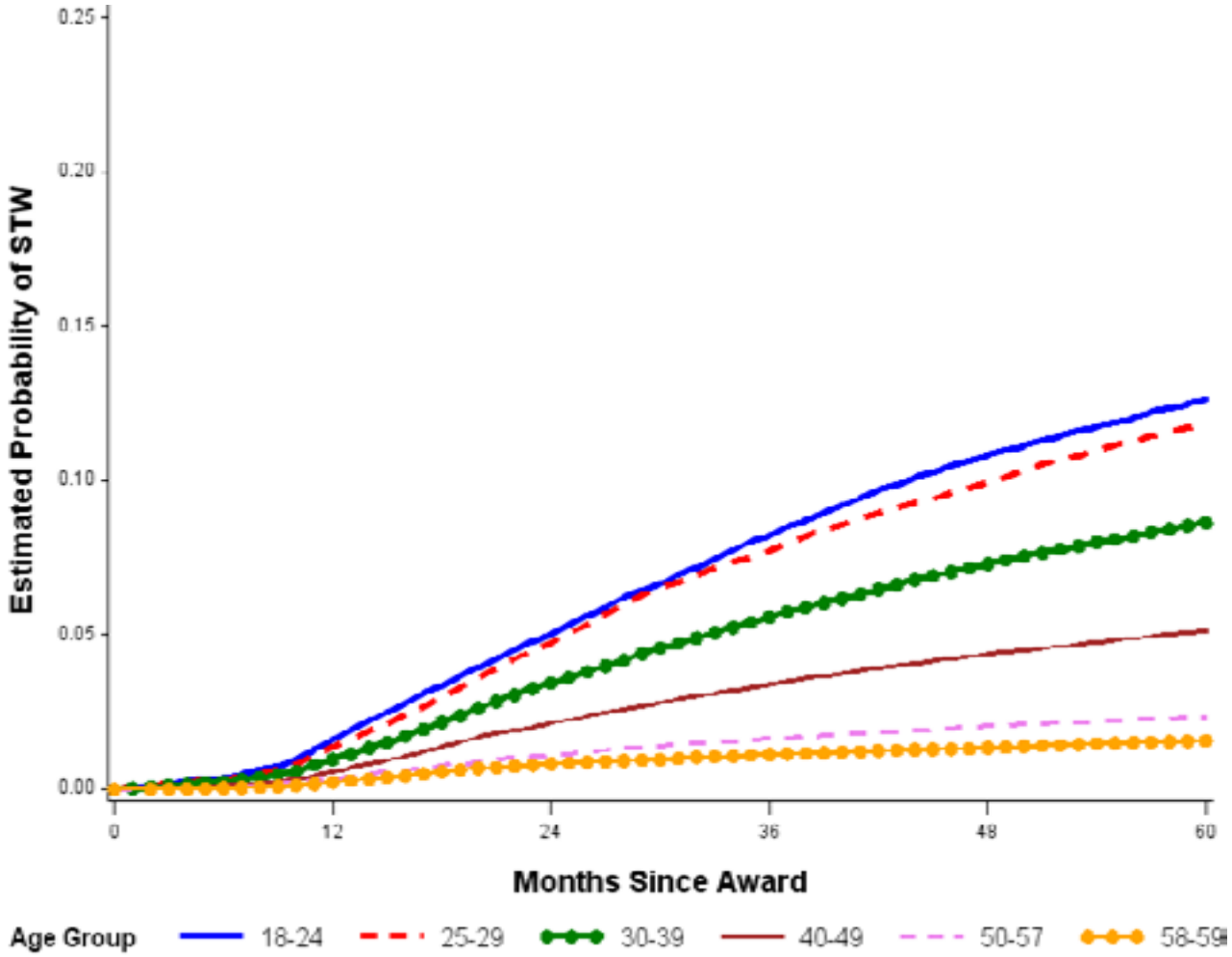


Ben-Shalom & Mamun, 2013

Research on Transition Age SSDI Beneficiaries

- In the first 5 years after enrollment, young adults are more likely to enter their trial work period than older groups of workers
- In the first 5 years after enrollment, young adults more likely than older workers to have cash benefits suspended or terminated due to work

DI beneficiaries suspended or terminated for work 5 years post-award by age group



Ben-Shalom & Mamun, 2013

Multivariate Analysis of Positive Vocational Outcomes Among DI Beneficiaries

- *Younger age at award* associated with higher probability of achieving positive service engagement & work outcomes within 5 years after DI award.
  - e.g., compared to beneficiaries age 50–57, those age 18–24 are 20.4 % points more likely to have started their Trial Work Period
- In addition, the probability of achieving the milestones is increased by having a *greater number of years of education*

30 Occupations with Largest BLS-Projected Percentage Employment Increases, 2010 - 2020

- 17 require Associates degree or above
- Of those that pay above the median annual wage of $33,840, all require an AA, BA, or advanced degree
- Of those that pay below the median, the average annual salary is $25,340

Lockard & Wolf, 2012

SSA's Youth Transition Demo Model Components

- individualized work-based experiences
- youth empowerment
- family supports
- system linkages
- social & health services
- SSA work incentive waivers
- benefits counseling

Rise of “New Capitalism”

- increased competition, often leading to closures, takeovers or mergers, with consequent shedding of labor (increased lay-offs and unemployment)
- volatility of markets, requiring adaptability of workers to adjust to new skills needed to provide new products and services
- more efficient use of labor by employers to reflect fluctuating patterns of demand, involving increased use of temporary and other forms of non-standard labor

Sennett (1998)

Usefulness of transition concept?

- Early adulthood now characterized by multiple transitions, or shifting, between full time, part-time, temporary work & self employment; unemployment; education; travel; breaks for motherhood; & other domestic labor
- Transitions have become differentiated & individualized. The notion of a collective "transition" into the work force no longer applies due to plural education options & precarious labor market.

Bradley & Davadason, 2009; Goodwin & O'Connor, 2005

Typology of career trajectories, young adults age 20-34 (Bradley & Davadason, 2009)

Shifting - frequent changes between work statuses & jobs

Sticking - pursuit of single type of job or career

Switching - after some time in a particular occupation, making a conscious choice to change direction

Settling - After a period of shifting, making a conscious choice to pursue a single occupation or career

Mostly low wage jobs, hi family interdependence, attitude of “internalized flexibility” allows for optimism

U.S. Labor Force Mobility – 1st 12 years after entry into the LF (Fuller, 2008)

- By 12th year after labor-market entry, men average 6.4 employer changes while women average 5.7
- Men are laid off & discharged more often than women, while women more often experience family-related quits that are followed by unemployment
- Job changing positively impacts wages earlier in careers but not later in careers
- In the 1st 5 years of a job, each year of tenure increases wages by 2% but this stops after 5 yrs
- Lay-offs, discharges & family-related separations associated with lower wages
- Workers with high mobility see wage advances from job changes eroded by decreases in job tenure
- Marriage & family depress women's earnings, not men

Life Timeline – Late Teens & Twenties
What Kind of Interventions?

Late teenage years

End of 20s

High School or Post-Secondary Education

Labor Force Entry

Average of 6 job changes

12 Years After LF Entry

Wage advantage from job changing greatest earlier in career

First 5 years of tenure at a specific job have biggest payoff

Re-entry into education or training at any time

Context of Services for Young Adults with Psychiatric Disabilities

- Substance use & abuse
- Pregnancy & early parenthood
- Leaving the foster care system
- Juvenile justice involvement
- Housing instability or homelessness
- Transportation barriers

Strengths & Resiliency

- Importance of peer group
- Connection with family
- Use of social media offers networking possibilities
- IT sophistication creates job skills
- Societal recognition of young adult under- and unemployment
- Openness to service use for self-determination

THANK YOU

- Questions?

- Comments?