Review VR
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CAREER PATHWAYS ADVANCEMENT PROJECT 2.0
Evaluation Brief Series

Career Pathways Advancement Project (CPAP 2.0) Preliminary Participant Outcomes

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Introduction

Beginning in 2015, ICI at the University of Massachusetts Boston (ICI) has been the independent evaluator of the Nebraska Vocational Rehabilitation (VR) Career Pathways Advancement Project (CPAP). Nebraska VR first piloted the CPAP model as one of four state VR agency grantees funded by the Rehabilitation Services Administration (RSA) to carry out a 5-year Career Pathways for Individuals with Disabilities demonstration project. In 2021, Nebraska VR was awarded a second model demonstration grant funded by the RSA to build on and expand the CPAP model (known as "CPAP 2.0") for an additional five years.

Check out other briefs in this series to learn more about the CPAP 2.0 project goals, participant perspectives, and ICI's 4-pronged approach to evaluation, including:

1. **Process Evaluation**
2. **Fidelity Assessment**
3. **Outcome Evaluation**
4. **Progress Reporting**

In this brief, we will summarize the preliminary outcomes for the CPAP 2.0 participants to date based on the project's key performance measures.

CPAP 2.0 Participant Case Status

During the 5-year CPAP 2.0 model demonstration project in 2021–2026, 240 participants enrolled in the program. This brief will explore the preliminary outcomes of this cohort of CPAP 2.0 participants. We have organized outcomes by the project's key performance measures, including participants' earnings, employer-provided health insurance benefits, and reliance on personal wages and public benefits.

We have only collected and tracked these outcomes in the Nebraska VR case record data for individuals who ***successfully closed into competitive integrated employment***.

Active / Open CPAP 2.0 Cases		Exited With Unsuccessful Outcome		Exited With Successful Outcome	
Count *N* = 60	**25.0%**	**Count** *N* = 90	**37.5%**	**Count** *N* = 90	**37.5%**

The CPAP 2.0 model demonstration served a total of 240 individuals during the 5-year implementation period. Of the 240 individuals enrolled, a total of 180 (75.0%) have had their cases closed from the program. For the 180 participants who closed out of the program, 50% closed successfully with a competitive integrated employment outcome. The Nebraska VR program will continue to serve the remaining 60 cases, and the ICI evaluation team will track outcomes and update these preliminary outcome measures through 2028.

	CPAP 2.0 Participants (All) Total N = 240	
Case Status and Reason for Exit	**Count**	**%**
Active / Open Case	60	25.0%
	CPAP 2.0 Participants (Closed) Total N = 180	
	Count	**%**
Successful Closure into Competitive Integrated Employment	90	50.0%
Unsuccessful Closure	90	50.0%
	CPAP 2.0 Participants (Closed Unsuccessfully) Total N = 90	
Reason for Unsuccessful Closure: (N = 90)	**Count**	**%**
No Longer Interested in Receiving Services or Further Services	46	51.1%
Unable to Locate or Contact	33	36.7%
Health/Medical	4	4.4%
Ineligible	2	2.2%
Criminal Offender	1	1.1%
All Other Reasons	4	4.4%

CPAP 2.0 Participant Preliminary Outcomes for Individuals Closed into Competitive Integrated Employment

The following outcomes are for the CPAP 2.0 participants (*N* = 90) who successfully closed into competitive integrated employment to date.

Earned $26.78 per hour

Both the mean hourly wage ($26.78) and median hourly wage ($23.00) exceeded the program's target of $18.00 per hour.

CPAP 2.0 participants had a range of earnings from $10.50/hr to $65.00/hr. There was a small group of CPAP 2.0 participants whose earnings were below the program's target of $18.00/hr (N = 20). On the higher end of the earnings scale, the top quartile of CPAP 2.0 earners had an average hourly rate of approximately $44.00/hr.

Worked 40 hours per week

The majority (81%) of CPAP 2.0 participants closed into full-time employment, working 40 hours per week or more.

Although the program's overall target was for all individuals to work full time at 40 hours per week, some participants closed into part-time positions in competitive integrated employment, and the mean number of hours per week overall was 36 (minimum = 2, maximum = 55). The median number of hours worked was 40.

Received employer-provided medical benefits

Most participants (71%) worked in benefitted positions that received health insurance through their employers (63 out of 90 participants).

Forty-one participants maintained a benefitted status with medical benefits provided by their employer, and 22 gained medical benefits either by moving into a benefitted role or obtaining a benefitted position from unemployed status. Three participants had medical benefits through their employer when they started in CPAP 2.0 but lost that status, while the remaining 24 participants maintained their status as non-benefitted. Of the 27 individuals without employer-provided medical benefits, 13 had Medicare or Medicaid or both at the time of closure. Fourteen individuals either did not have access to any medical benefits or did not disclose that information at the time of closure.

Reported personal wages as their primary source of support

Eighty-five out of 90 CPAP 2.0 participants (94%) reported that their personal wages were their primary source of support at the time of successful case closure.

The remaining 6% of participants reported public benefits as their primary source of support. Four individuals reported that Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI), or both were their primary sources of support. One person reported receiving Social Security retirement benefits, while also receiving earnings from competitive integrated employment.

Overall, very few participants who closed successfully received public benefits—SSDI, SSI, Temporary Assistance to Needy Families (TANF), or other state and local benefits—at closure, and several reduced reliance on benefits like Medicare.

Summary & Next Steps

CPAP 2.0 made progress toward the targeted performance measures during the project period.

Performance Measures	Targeted Outcomes	Preliminary Project Outcomes
Average hourly wage at exit	$18.00	$26.78 (mean)
Average hours worked/week at exit	40	40 (median)
Percentage of participants with employer-provided benefits at exit	87%	70%
Percentage of participants with personal wages as primary support at exit	100%	94%
Percentage of participants with public benefits as primary support at exit	0%	6%

The 5-year grant implementation period ends October 2026; however, Nebraska VR will continue to provide VR services and track outcomes for the cohort of 240 CPAP participants through 2028. The ICI evaluation team will develop two addendum reports updating the actual performance measures in 2027 and 2028.

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VISIT: Nebraska VR's CPAP website to learn more about this effort.

ACCESS: ICI's Career Pathways Toolkit

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