

**SEMI-ANNUAL
EMPLOYMENT OUTCOMES SYSTEM
EVALUATION REPORT
September 2008**



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**Department of Human Services
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Office of Federal Resources & Financial Eligibility
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❖ PREFACE

The Employment Outcome System (EOS) report is the semi annual performance outcomes for adults with developmental disabilities receiving long-term day support funding.

In the 1983-85 biennium, the State of Oregon enacted legislation requiring measurement of how employment services enhances **social integration, independence and productivity** of people with developmental disabilities. Program assessment helps measure the goals achieved. The report results are available for public inspection and review by the Legislative Assembly.

This report is based on information received from employment service providers who implement Employment outcomes for adults with developmental disabilities.

Once every six months, service providers submit information about the employment outcomes experienced by each individual receiving services funded by Senior's and People with Disabilities (SPD). This statewide summary may be used by:

- Families and advocates to compare outcomes and make an informed choice among local providers;
- Service providers to track agency quality improvement efforts and compare their performance against state averages;
- County and other local personnel to disseminate information about the supports available in their community; and
- State officials to demonstrate the benefit of investment in employment and alternative supports.

Information from the surveys are summarized to provide a statewide “snapshot” of the outcomes experienced by individuals receiving services.

This report fulfills the commitment made to the Legislative Assembly by summarizing and providing an overview of the employment outcomes information received from employment service providers.

This report describes what we know about the aggregate employment outcomes of developmentally delayed individuals receiving employment services. It does not evaluate answers. It does show employment patterns.

Other reports are available at <http://www.oregon.gov/DHS/spd/data/>
Click on the link for the Employment Outcomes System.

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❖ EXECUTIVE SUMMARY

Programs and Individuals

Data for **77** employment programs supporting **3,767** individuals are included in this report. This represents approximately **92%** of all employment programs and **92%** of all individuals receiving employment services reported on as of September 2008.

Employment Status

Data for a total of **3,108** individuals show employment outcomes. Of these, **19 (.61%)** reported being unemployed. All of the other **3,089** individuals (**99.39%**) received employment or Alternative to Employment (ATE) services. Of these, **1,188 (38.22%)** were served through sheltered employment, **507 (16.31%)** through group employment, **163 (5.24%)** through individual jobs, **8 (0.26%)** through self-employment, and **1,223 (39.35%)** through ATE.

Alternate to Employment

1,373 responses show Alternatives to Employment. Of these **140 (10.2%)** show being retired, **999 (72.76 %)** show Alternative to Employment as a choice and **234 (17.04%)** show “other” as a reason for alternative to employment.

Program Operated Business

3,458 individuals (**99.86%** show responses to the question of who operates the employment that the individual is involved in. Of these, **3,068 (88.72%)** were served by provider-operated businesses while **390 (11.28%)** were employed or served by businesses not operated by the employment service provider.

Paycheck Issued by

3,417 individuals (**98.67%**) show responses to this question. Of these, **1,794 (52.50%)** received a paycheck from a rehabilitation/support organization, **390 (11.41%)** from an employer, and **1,233 (36.08%)** received no paycheck.

New Employer/Alternatives to Employment

3,458 individuals reported responded to this question. Of the **99.86%** responses to this question, **255 (7.37%)** show going to a new employer/ATE during the last six months while **3203(92.63%)** show no change in the last six months.

Duration of Employment

Out of the **3,463** surveys received, **3,114 (89.92%)** answered this question. The average duration for all individuals served in sheltered employment was **139.36** months (**11.61** years) and the average duration reported for individuals in individual jobs was **78.32** months (**6.53** years). The ATE average duration was **100.36** months (**8.36** years).

Types of Work Performed

3,453 individuals (**99.71**) show responses to this question. Of these, **2,206 (63.89%)** were working while **1,247 (36.11%)** show alternative to employment. The top three employment categories were assembly/manufacturing **800 (23.17%)**, recycling/sorting **402 (11.64%)**, and janitorial/housekeeping **289 (8.37%)**.

Typical Hours Scheduled Weekly for Paid Work

On average, **3,221** individuals were scheduled for **12.06** hours of paid work each week, with the largest proportion (**38.65%**) scheduled for 0 to 4 hours.

Typical Hours Scheduled Weekly Non-Paid Work

On average, **3,239** individuals show being scheduled for **10.43** hours of non-paid work each week, with the largest proportion (**41.22%**) scheduled for 0 to 4 hours).

Hourly Earnings

3,172 individuals showed hourly earnings. Many individuals (**1,023** showed \$0.00 as their hourly earnings, **948** in ATE, **26** in sheltered employment and one in group employment also show \$0.00 hourly earnings. Average hourly earnings calculated with these \$0.00 values included were **\$3.01** per hour. With \$0.00 earnings excluded, the average was **\$4.45** per hour.

Average hourly earnings were **\$3.05** per hour in sheltered employment, **\$4.94** in off-site group employment, and **\$7.72** per hour for persons with individual jobs.

Benefits Received

2,612 individuals (**75.53%**) indicate no fringe benefits. The most frequently reported benefits individuals received from employment were vacations or paid holidays (**17.87%**) and sick leave (**15.27%**).

Individuals *without* Disabilities in the Immediate Environment

3,440 individuals (**99.34%**) show responses to this question. Of these, **1,452 (42.21%)** indicate no individuals without disabilities in their immediate environment, **1,376 (40%)** indicate 1-5 individuals without disabilities, **321 (9.33%)** indicate 6-15 individuals without disabilities, and **291 (8.46%)** indicate more than 16 individuals without disabilities in their environment.

Individuals *with* Disabilities in the Immediate Environment

3,435 individuals (**99.19%**) show responses to this question. Of these, **340 (9.9%)** are in environments in which they are the only individual with disabilities, **573 (16.68%)** are in environments where there are 2-4 individuals with disabilities, **749 (21.8%)** are in environments in which there are 5-8 individuals with disabilities, and **1,773 (51.62%)** are in environments with 9 or more individuals with disabilities.

Social Interactions with People *without* Disabilities excluding Paid Staff

3,075 individuals (**88.8%**) show responses to this question. Of these, **724 (23.54%)** interacted rarely, if ever, **1,209 (39.32%)** exchanged greetings, **525 (17.07%)** interacted substantially, and **617 (20.07%)** interacted on a frequent and ongoing basis.

Secondary Environment - Employment Status

380 individuals (**10.97%**) showed a secondary employment status. Of these, **74 (19.47%)** received secondary employment services through sheltered employment, **53 (13.95%)** through off-site group employment, **59 (15.53%)** through individual jobs, **one** through self-employment and **190 (50%)** through ATE; the remaining **4 (1.05%)** unemployed.

Secondary Environment - Typical Hours Scheduled Weekly for Paid Work

324 individuals (**9.36%**) showed responses to this question. On average, these individuals were scheduled for **4.44** hours of paid work, with the largest proportion of individuals (**59.26%**) scheduled for 0 to 5 hours.

Secondary Environment - Typical Hours Scheduled Weekly Non-Paid Work

364 individuals (**10.51%**) show survey responses to this question. On average, these individuals were scheduled for **6.85** hours of non-paid work, with the largest proportion of individuals (**42.03%**) scheduled for 0 to 5 hours.

Secondary Environment - Hourly Earnings

316 individuals (**9.13%**) showed an hourly earning in a secondary environment. These individuals earned an **average** of **\$3.16** per hour, or **\$3.02** per hour if earnings of \$0.00 are excluded. Among those earning higher wages, the largest group **72 (22.78%)** earned \$7.00 to \$8.00 per hour and **3.3%** showing earnings of over \$9 per hour.

❖ **HOW THE EMPLOYMENT OUTCOME DATA IN THIS REPORT WERE GATHERED AND SUMMARIZED**

Employment Outcomes Data

Employment programs using the Employment Outcomes System surveys provide a snapshot of the employment outcomes experienced by their participants through an “Employment Outcomes System” on-line survey form. Notification for the survey and the survey link are e-mailed. These surveys are then completed on-line once every six months. Data from these survey forms were used to prepare this report.

The following section of the report summarizes questions 1-13 on the Employment Outcomes System (EOS) reporting form; these items ask about the Primary Environment in which individuals receive services. Primary Environment is defined as the environment in which the individual typically spends the most time each week. Questions 14-17 reflect data for the Secondary Environment (i.e., the environment where the individuals spend the second most amount of time following the Primary Environment), and are reported later in this document.

Participating Employment Programs

Data is gathered by the Oregon Department of Human Services, Senior’s and People with Disabilities (SPD); Office of Federal Resources and Financial Eligibility. The data indicate that there were 84 employment programs providing employment services in Oregon to 3767 individuals.

This report summarizes the employment outcome information for 3463 individuals with disabilities who receive services from 77 employment programs using the Employment Outcomes System (EOS). This report provides information about 92% of all surveyed individuals who receive employment support. The names of the employment programs that provided information for this report are included in Appendix A.

The information in this report provides a snapshot of the employment outcomes experienced by participants as of September 2008.

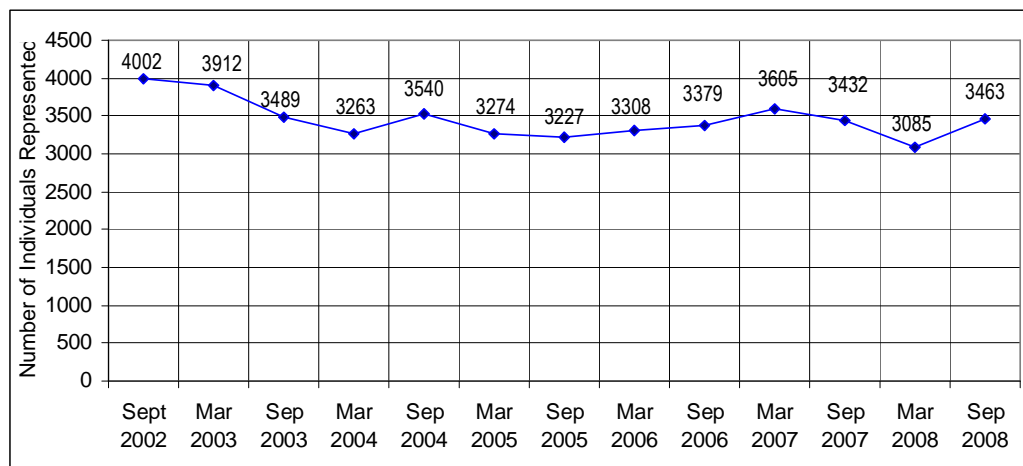
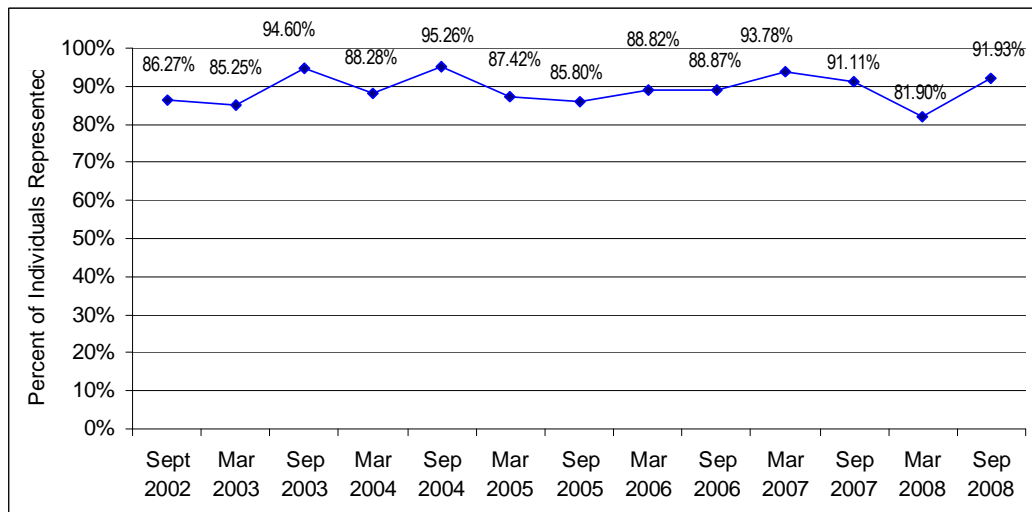
❖ DEGREE TO WHICH PEOPLE WITH DISABILITIES ARE REPRESENTED IN THE DATA

The first graph below shows the proportion of people with disabilities who received employment services and are represented in the Employment Outcome System report.

For example, 86.27% of people with disabilities were represented in the data submitted by employment programs for September, 2002, while 91.93% are represented in data submitted for September 2008.

The second graph shows the number of people with disabilities who received employment services and are represented in the current report and previous reports.

For example, 4,002 were represented in the data submitted by employment programs for September 2002, while 3,463 people are represented in data submitted for September 2008.



❖ OUTCOMES

Employment Status

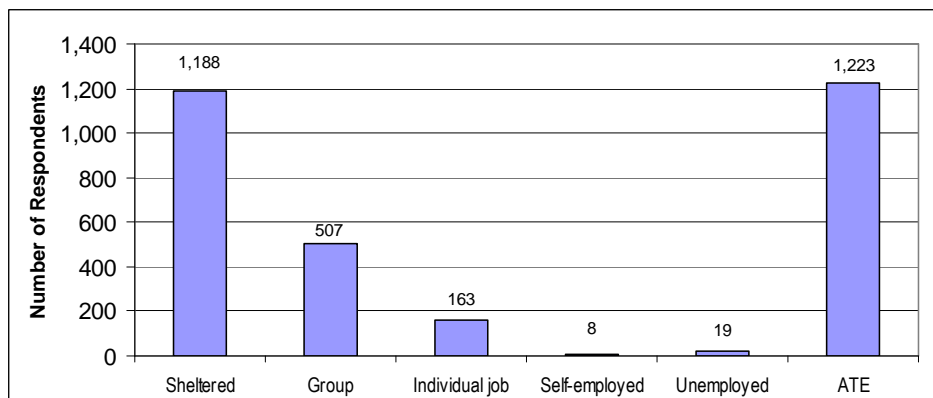
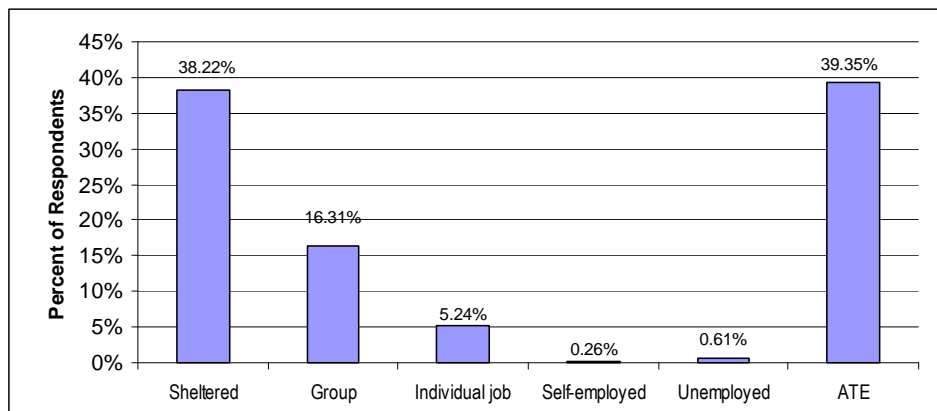
The data in this category is dependant upon employee start date. This category was incomplete on many survey forms. The output is only for individuals where the employee start date was filled in.

The data and graph below illustrate answers to the following:

How many individuals show responses to this question? For the data snapshot taken September 2008; out of the **3,463** surveys returned, there were **3,108** showing a response to the question about employment status.

How many individuals reported receiving employment services through sheltered employment? For the September 2008 data snapshot, **1,188 (38.22%)** were shown as receiving employment services through sheltered employment.

How many individuals received employment services through Alternatives to Employment (ATE)? For the September 2008 snapshot, **1,223 (39.35%)** individuals were shown as receiving Alternatives to Employment services.

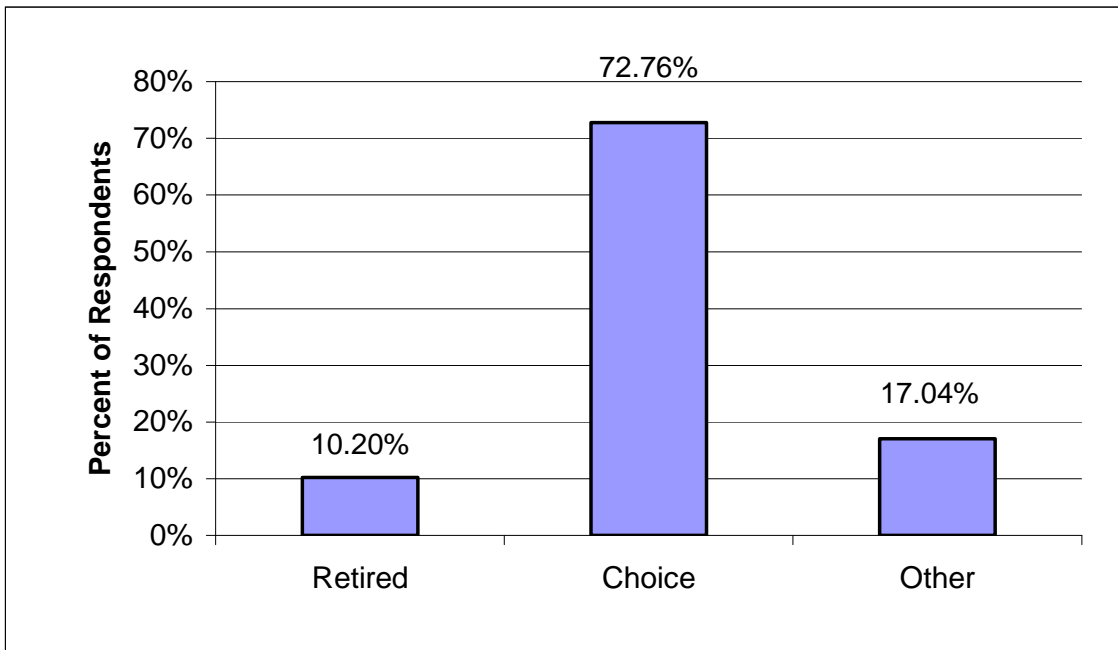


Alternatives to Employment

The data in this category was incomplete on many survey forms. **1,223** reflect ATE

The graph below and on the previous page illustrate the following:

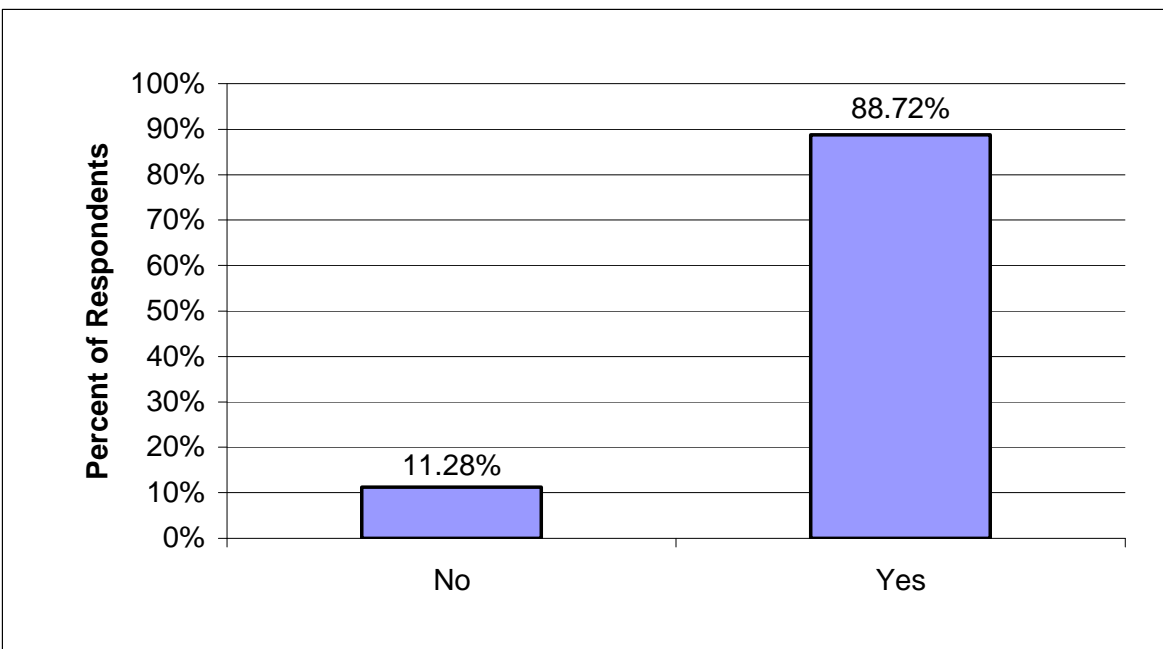
- *How many individuals show responses to this question? **1,373***
- *How many individuals show receiving ATE services as a result of retirement? **140** individuals or (**10.2%**)*
- *How many individuals show receiving ATE services as a result of choice? **999** individuals or (**72.76%**) received ATE services as a result of choice.*



Program Operated Business

The graph below illustrate answers to the following:

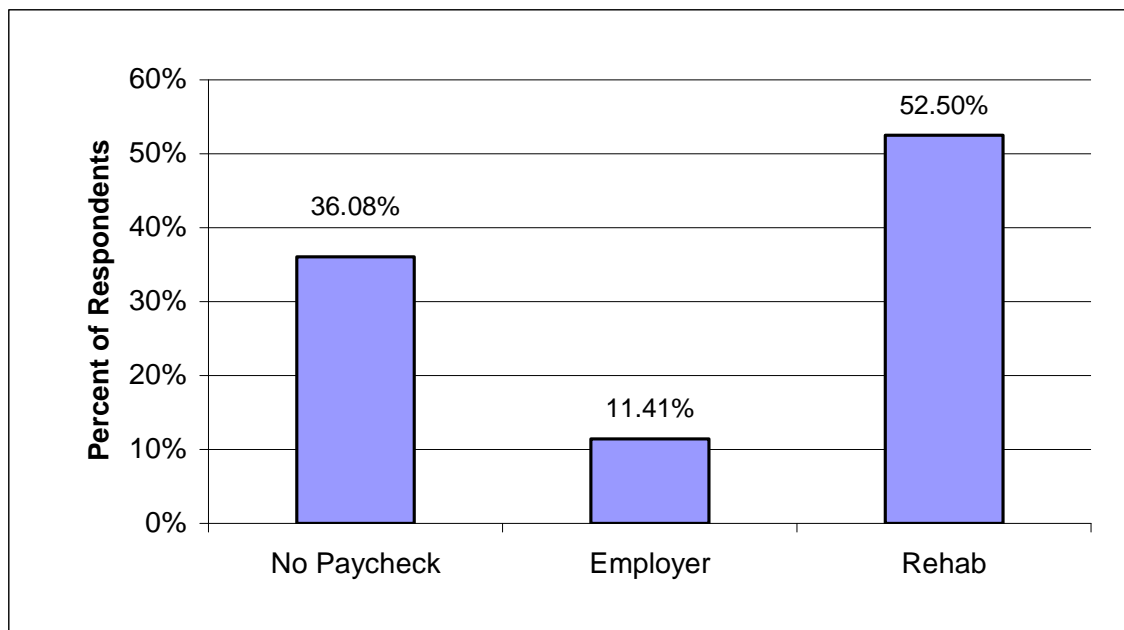
- *How many individuals show responses to this question?* **3458**
- *How many individuals are receiving employment services through a business or ATE operated by the employment service provider?* **3068** individuals or (**88.72%**)



Paycheck Issued By

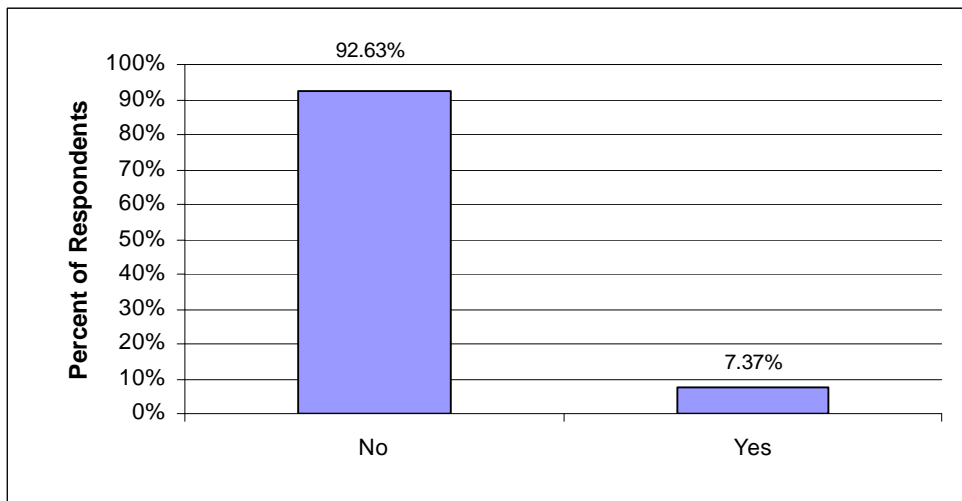
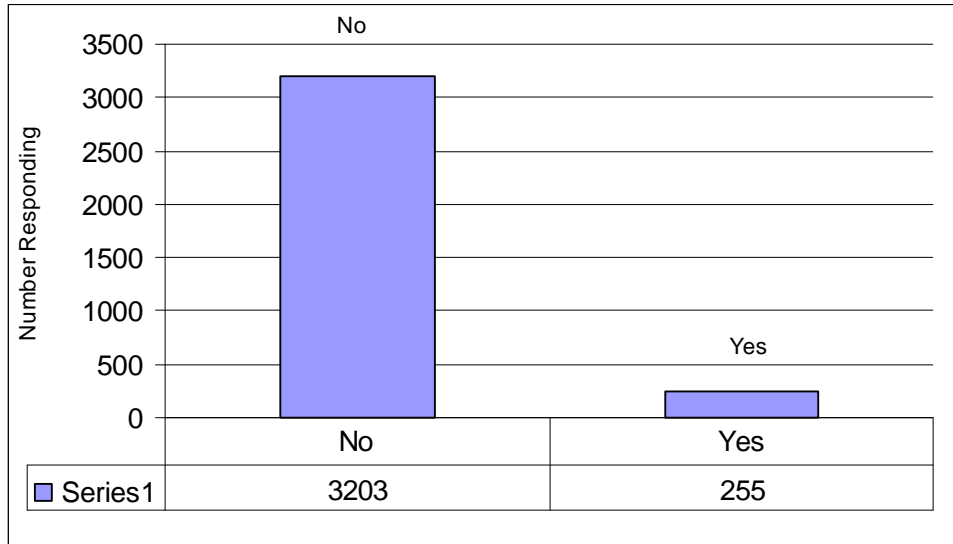
The graph below illustrate answers to the following:

- *How many individuals show responses to this question? **3417***
- *How many individuals show receiving a paycheck directly from the community employer? **390** individuals or **(11.41%)***
- *How many individuals show receiving a paycheck from the rehabilitation/support organization? **1794** individuals or **(52.5%)***



New Employer/ATE in Last 6 Months

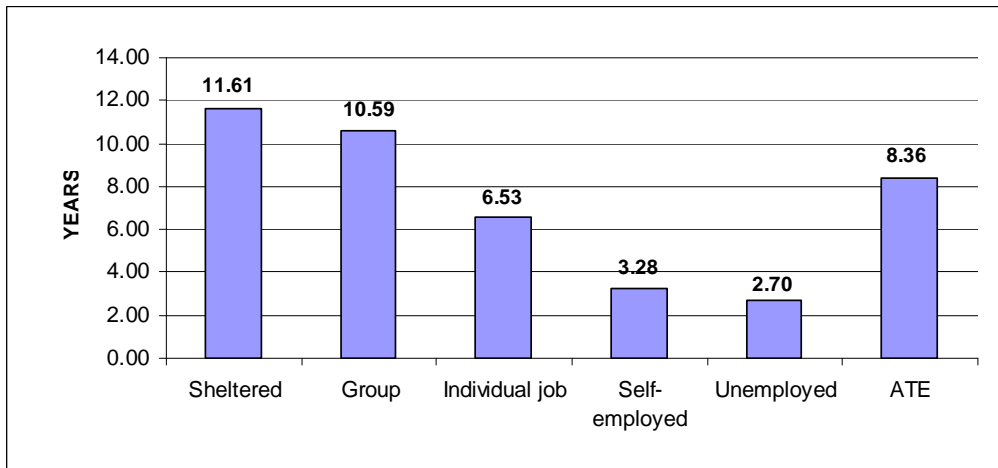
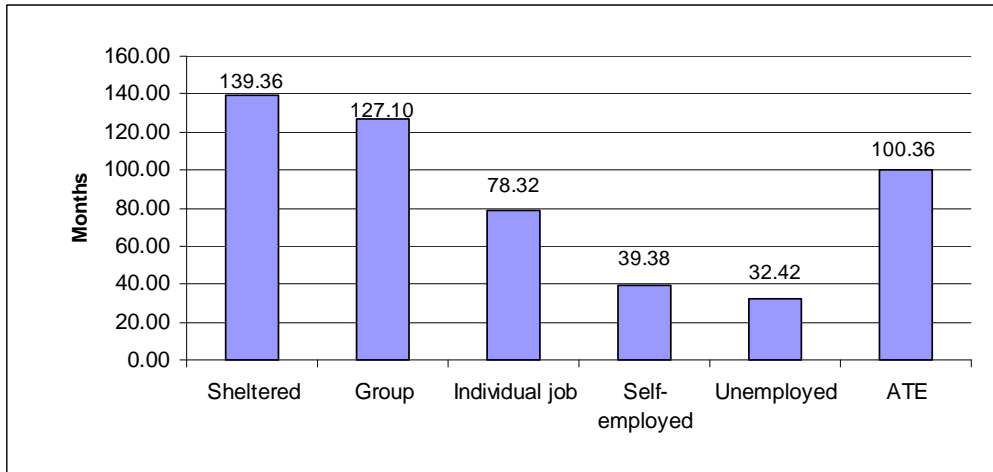
- How many individuals show responses to this question? **3458**
- How many individuals have a new employer or ATE? **255** or **(7.37%)**



Duration of Employment in Months by Employment Status

The data in this category is dependant upon employee start date.

- *How many individuals show responses to this question?* **3114**
- *What was the average duration of employment?* **118.03** months or **(9.8)** years).
- *What was the average duration of employment by employment status?* The average duration of employment for individuals in sheltered employment was **139.36** months. For individuals in off-site group employment it was **127.10** months. For individuals in individual jobs it was **78.32** months. For self-employed individuals it was **39.38** months. For individuals in ATE programs it was **100.36** months.

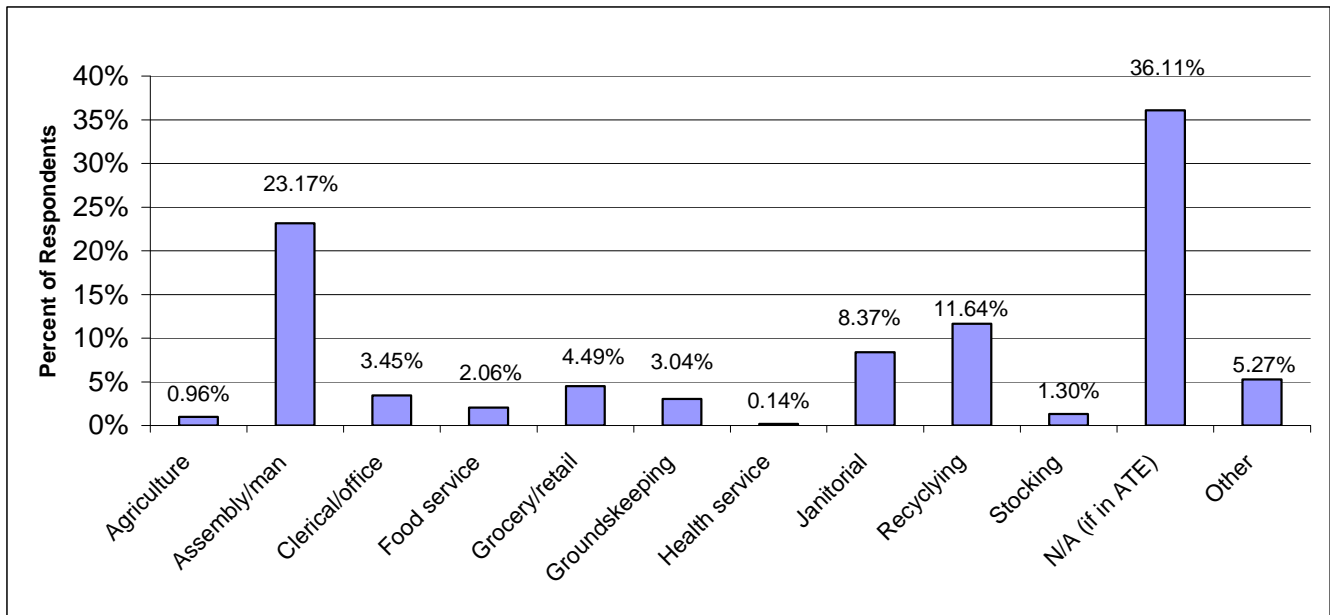


Type of Work

Note: Some surveys showed more than one answer in this category. This question requests a single choice. This category corresponds to the one option that most closely reflects the individual's situation.

The data and graph below illustrate answers to the following:

- *How many individuals show responses to this question?* **3453** individuals show responses. Of these, **2206 (63.89%)** show that they were working in categories other than ATE.
- *What type of work were they engaged in?* **33 (0.96%)** individuals show employment in agriculture, **800 (23.17%)** in assembly/manufacturing, **119 (3.45%)** in clerical/office, **71 (2.06%)** in food services, **155 (4.49%)** in grocery/retail, **105 (3.04%)** in grounds keeping, **5 (0.14%)** in health/human services, **402 (11.64%)** in recycling/sorting, **289 (8.37%)** in janitorial/housekeeping, **45 (1.3%)** in stocking, and **182 (5.27%)** in some other type of work.

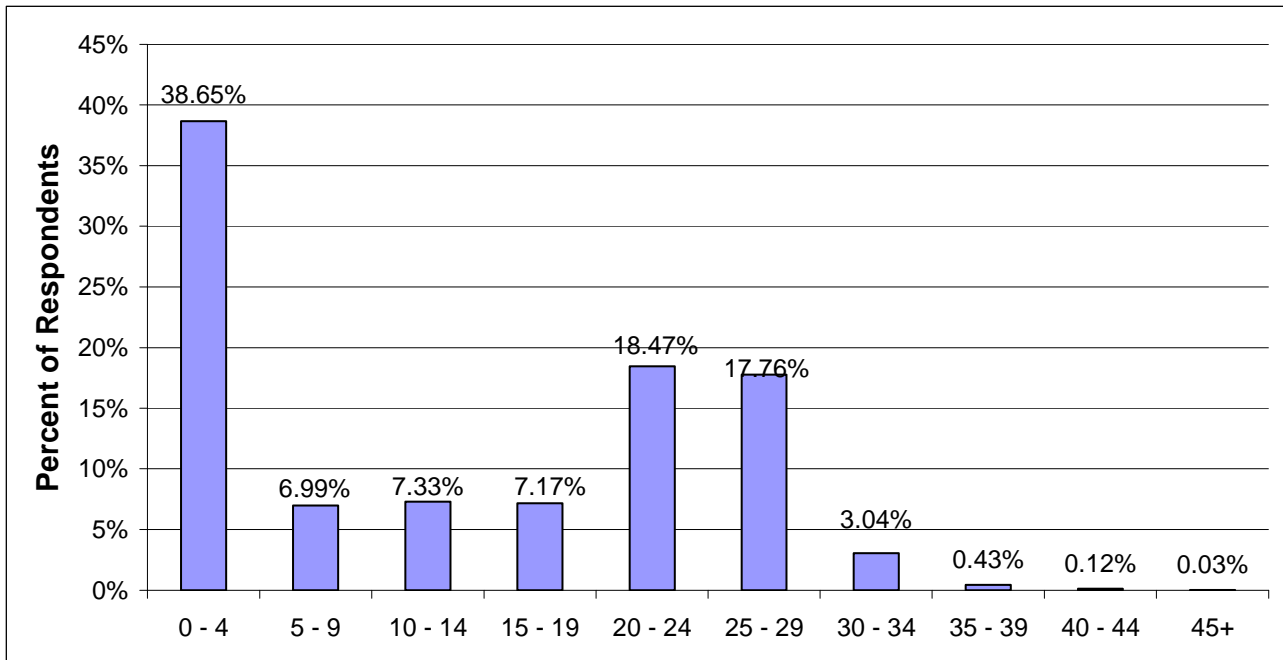


Typical Hours Scheduled Weekly for Paid Work

The data and graph below illustrate the reported scheduled hours worked across respondents.

- How many individuals show responses to this question? **3221**
- How many hours of paid work were they typically scheduled for? On average, **12.06** hours per week.

The following data are displayed in terms of 5-hour increments of time.
 Thus, 0-4 = 0 to 4 hours and 59 minutes per week
 5-9 = 5 hours to 9 hours and 59 minutes, and so on



Number of Respondents

Reporting Period	Total	0 - 4	5 - 9	10 - 14	15 - 19	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45+
Mar 2003	3,560	1,008	277	288	332	749	745	111	37	12	1
Sep 2003	3,081	950	205	221	285	577	662	141	25	4	11
Mar 2004	2,882	964	205	203	275	463	647	90	28	4	3
Sep 2004	2,699	613	235	269	281	490	629	151	22	8	1
Mar 2005	2,539	626	176	181	271	624	513	128	17	3	0
Sep 2005	2,533	670	227	200	237	603	431	130	32	2	1
Mar 2006	2,108	202	194	227	267	582	466	141	24	5	
Sep 2006	2,654	764	179	209	268	555	474	176	20	9	
Mar 2007	2,829	780	225	252	303	611	504	121	28	5	
Sep 2007	2,822	899	209	220	235	550	554	131	21	3	
Mar 2008	2,879	1,134	188	207	196	523	535	78	14	4	
Sep 2008	3,221	1,245	225	236	231	595	572	98	14	4	1

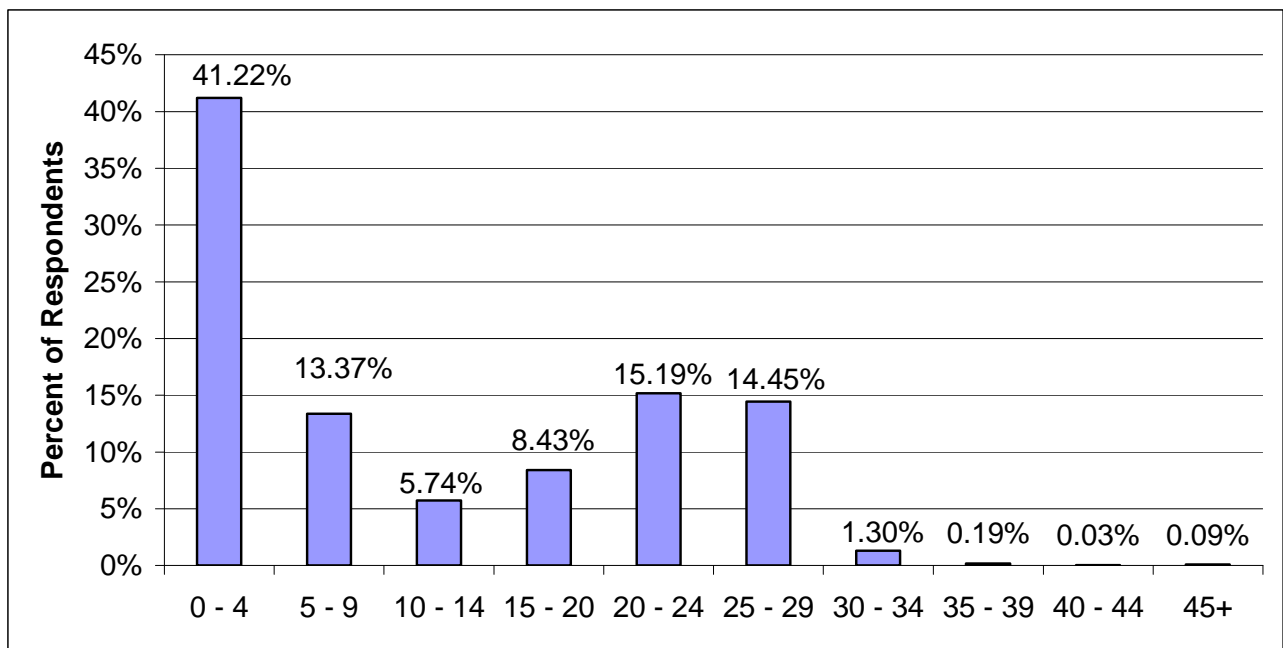
With 0 Values Included

Reporting Period	Avg. Hours Worked
Mar 2003	14.27
Sep 2003	14.18
Mar 2004	13.40
Sep 2004	15.37
Mar 2005	15.24
Sep 2005	14.50
Mar 2006	18.02
Sep 2006	14.51
Mar 2007	14.33
Sep 2007	13.68
Mar 2008	12.02
Sep 2008	12.06

Typical Hours Scheduled Non-Paid Time

The graph below illustrates the reported hours scheduled for non-paid time across respondents.

- *How many individuals show responses to this question?* **3239**
- *How many hours were typically scheduled for non-paid work?* On average, **10.43** hours per week of non-paid time.

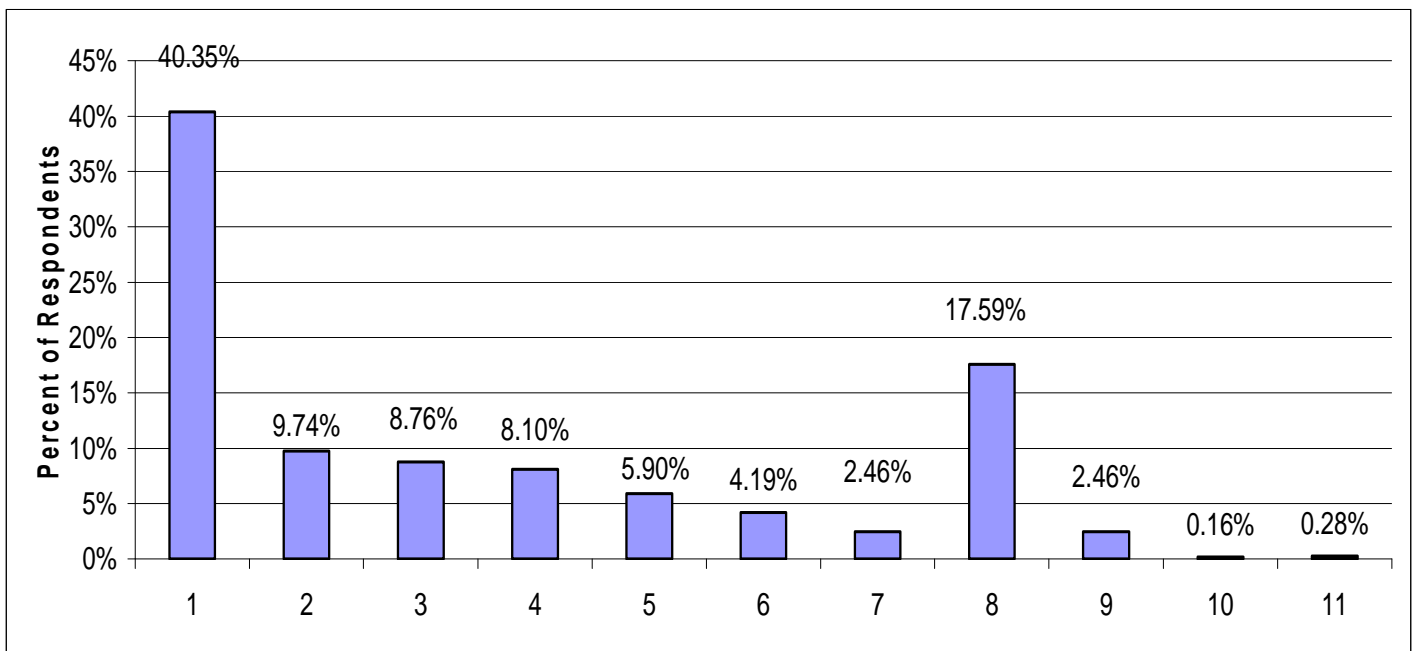


Hourly Earnings (Primary Environment)

The graph below illustrates the reported hourly earnings across respondents.

- *How many individuals show responses?* **3172**
- *What was their average hourly earning?* **\$4.45** per hour when reported earnings of \$0.00 are excluded.

The following data are displayed in \$1.00 increments. Thus, <\$1 = \$0.00 to \$0.99 per hour, \$1 - \$2 means \$1.00 to \$1.99, and so on.

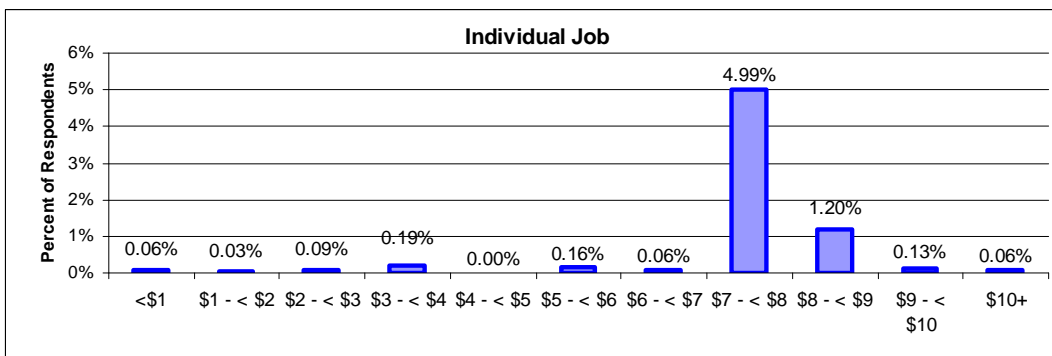
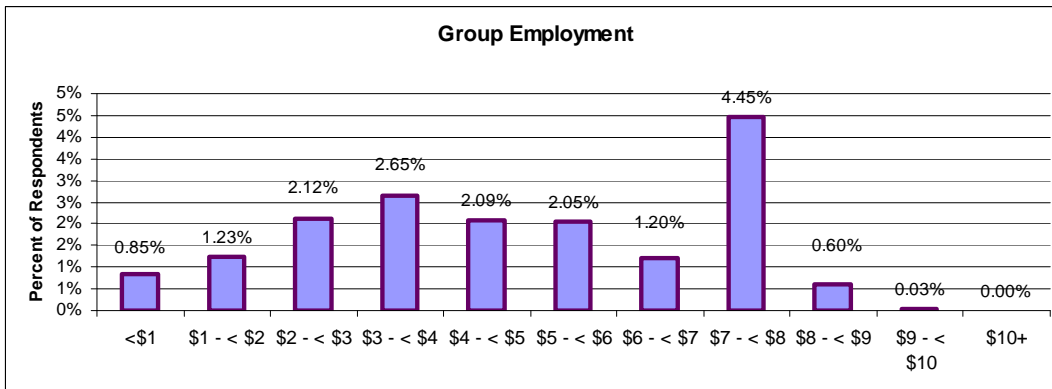
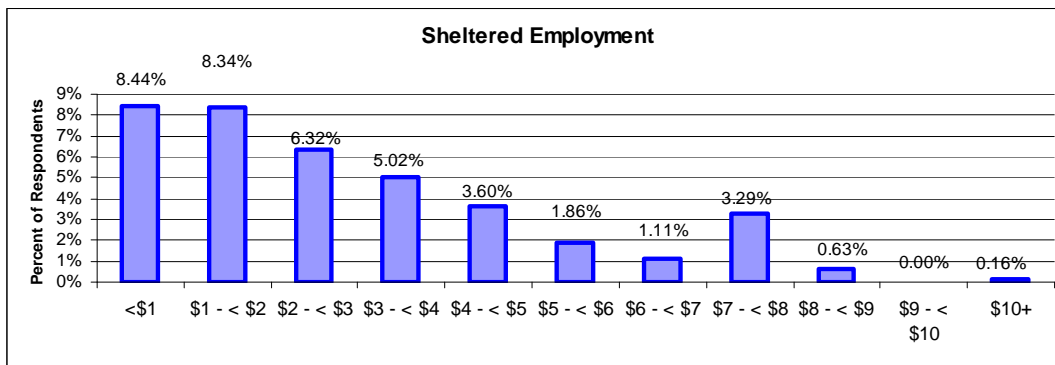


Hourly Earnings - Sheltered Employment, Group Employment, and Individual Jobs

The graphs below illustrate reported earnings in sheltered employment, off-site group employment, and individual jobs across ranges of earnings.

- What was the average hourly earning of individuals in sheltered employment? **\$3.05**
- What was the average hourly earning of individuals in off-site group employment? **\$4.94**
- What was the average hourly earning of individuals in individual jobs? **\$7.72**

The following data are displayed in \$1.00 increments. Thus, <\$1 = \$0.00 to \$0.99 per hour, \$1 - \$2 = \$1.00 to \$1.99, and so on.

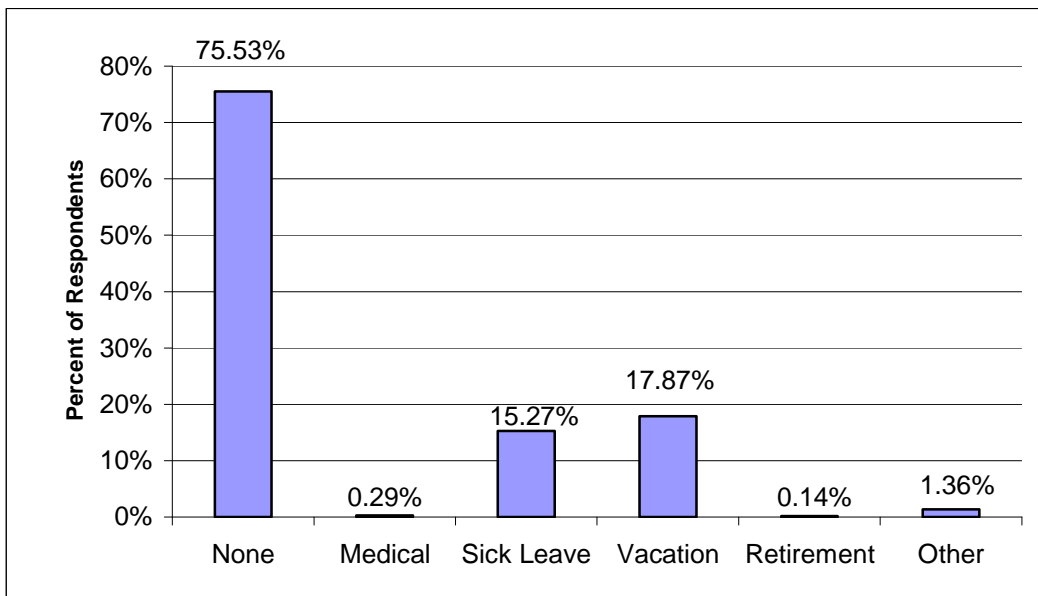


Benefits Received

The data and graph below illustrate answers to the following questions:

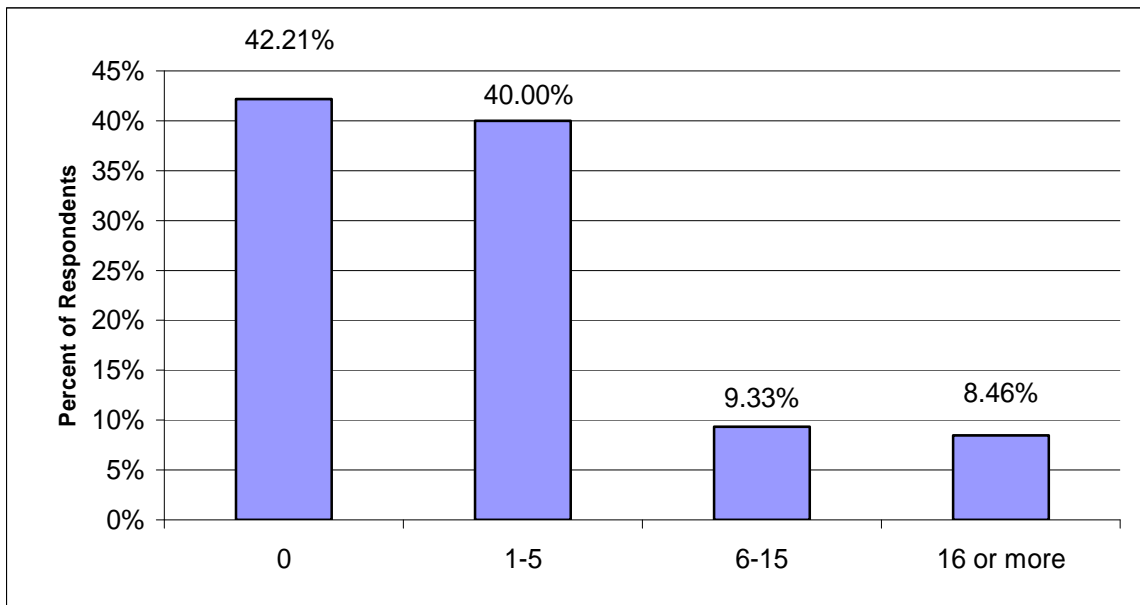
- *What types of fringe benefits are individuals receiving?* **2612 (75.53%)** individuals show no fringe benefits received, **10 (.29%)** show medical, **528 (15.27%)** show paid sick leave, **618 (17.87%)** show a paid vacation or holidays, **5 (.14%)** show retirement benefits, and **47 (1.36%)** are shown as receiving some other benefits.

The sum of the percentages total to more than 100% because some individuals receive more than one type of fringe benefit.



Individuals without Disabilities in the Immediate Environment

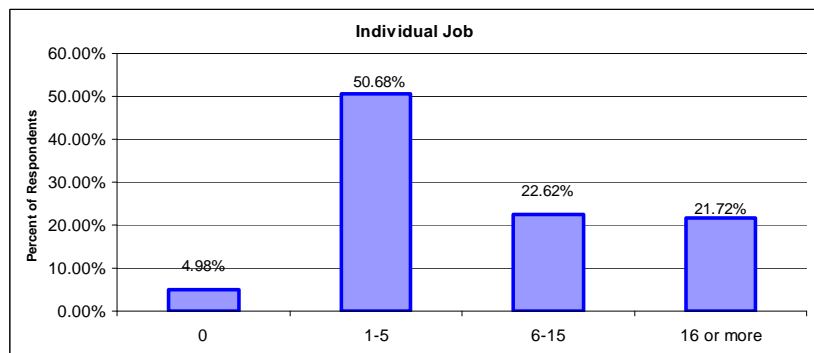
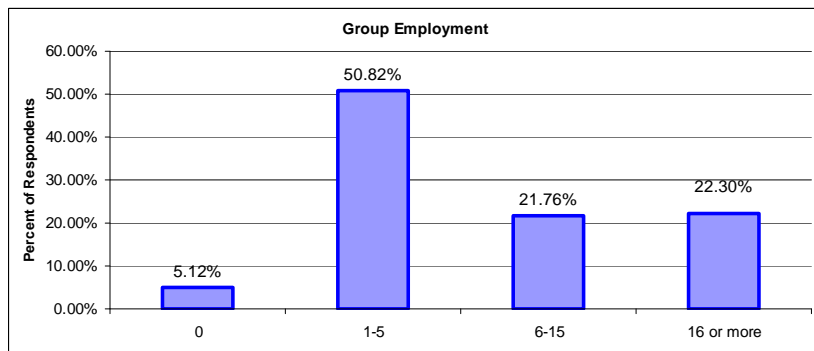
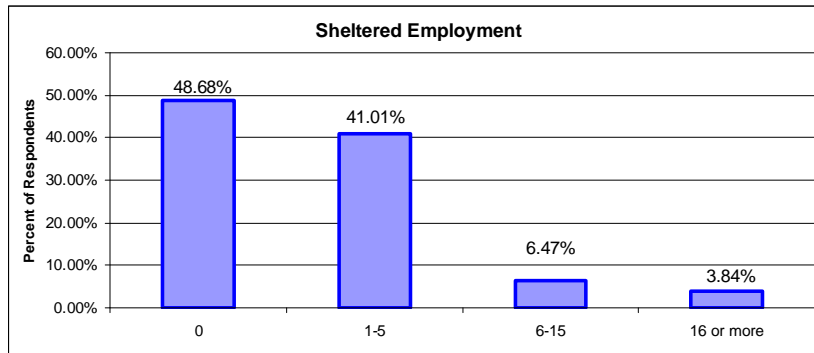
- *How many individuals show responses to this question?* **3440**
- *How many other individuals in the immediate environment do not have a disability?* **1452(42.21%)** individuals were reported being in environments where there were no (0) individuals without disabilities, **1376 (40%)** in environments with 1-5 other individuals without disabilities, **321 (9.33%)** in environments with 6-15 other individuals without disabilities, and **291 (8.46%)** in environments with 16 or more other individuals without disabilities.



Individuals without Disabilities in the Immediate Environment - Sheltered Employment, Group Employment, and Individual Jobs

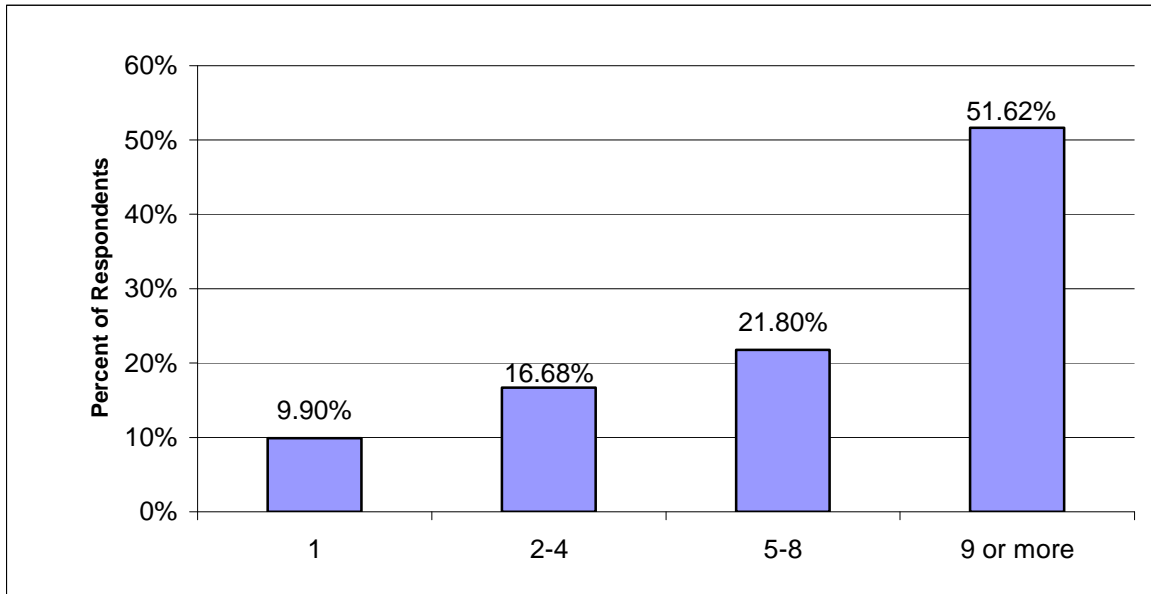
The graphs below illustrate integration with individuals without disabilities.

- *How many others in the immediate environment of individuals in sheltered employment do not have a disability?* **89.69%** show as 5 or fewer.
- *How many others in the immediate environment of individuals in group employment do not have a disability?* **55.94%** show as 5 or fewer.
- *How many others in the immediate environment of individuals in individual jobs do not have a disability?* **44.34%** show as 6 or more.



Individuals with Disabilities in the Immediate Environment

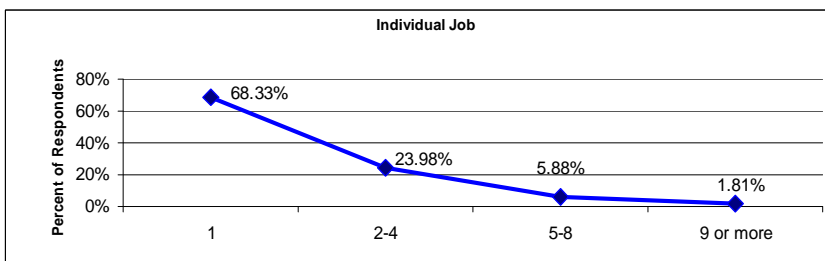
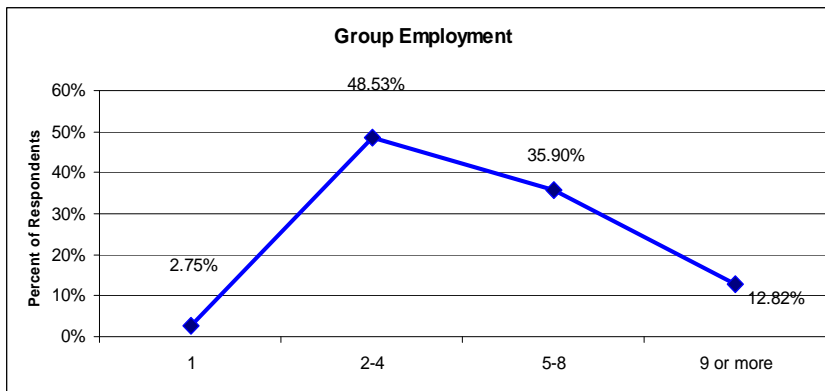
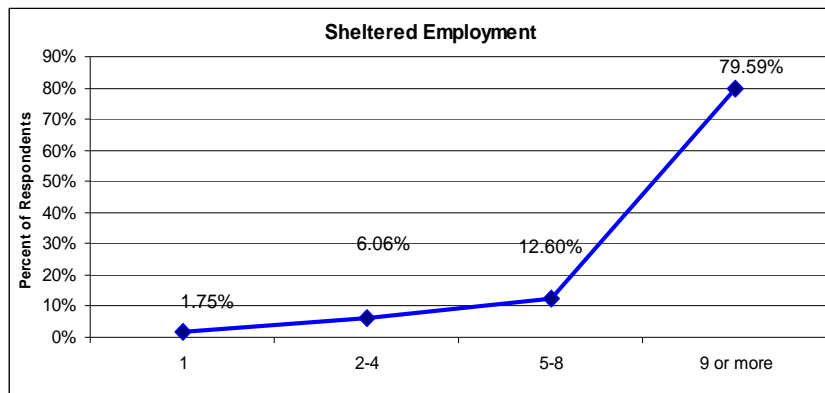
- *How many individuals show responses to this question?* **3435**
- *How many other individuals in the immediate environment have a disability?* **340** individuals (**9.9%**) show in environments where they were the only individual with a disability, **573 (16.68%)** show in environments where there were 2-4 other individuals with disabilities, **749 (21.80%)** show in environments where there were 5-8 other individuals with disabilities, and **1773 (51.62%)** show in environments with 9 or more other individuals with disabilities.



Individuals with Disabilities in the Immediate Environment - Sheltered Employment, Group Employment, and Individual Jobs

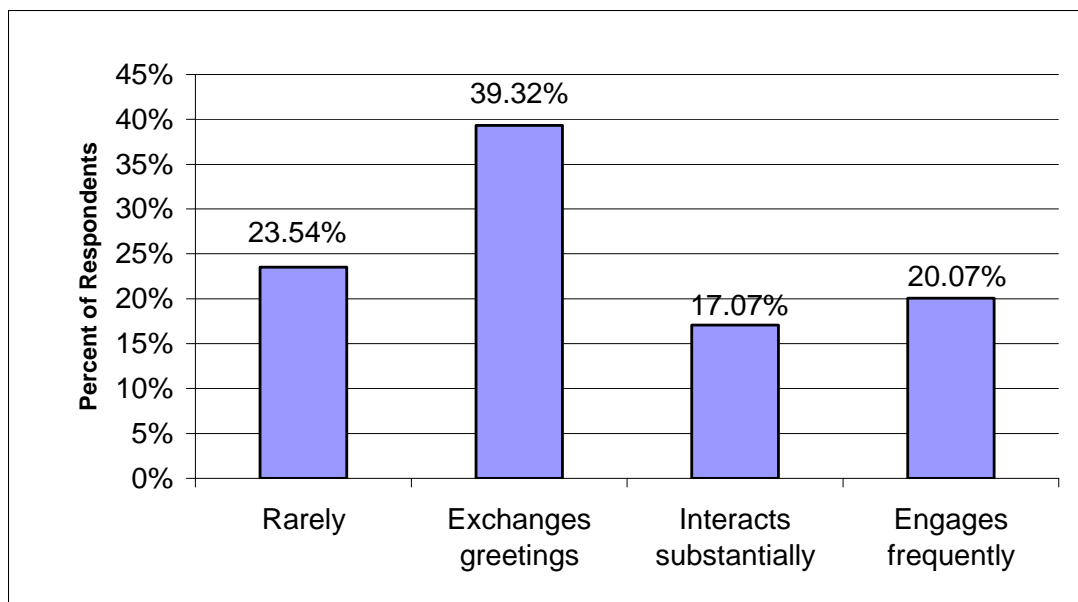
The graphs below illustrate answers to the following questions:

- *How many others in the immediate environment of individuals in sheltered employment have a disability?* **79.59%** in environments with **9** or more.
- *How many others in the immediate environment of individuals in group employment have a disability?* **35.90%** in environments with **5** to **8** other individuals with disabilities.
- *How many others in the immediate environment of individuals in individual jobs have a disability?* **68.33%** in environments in which they were the only individual with a disability.



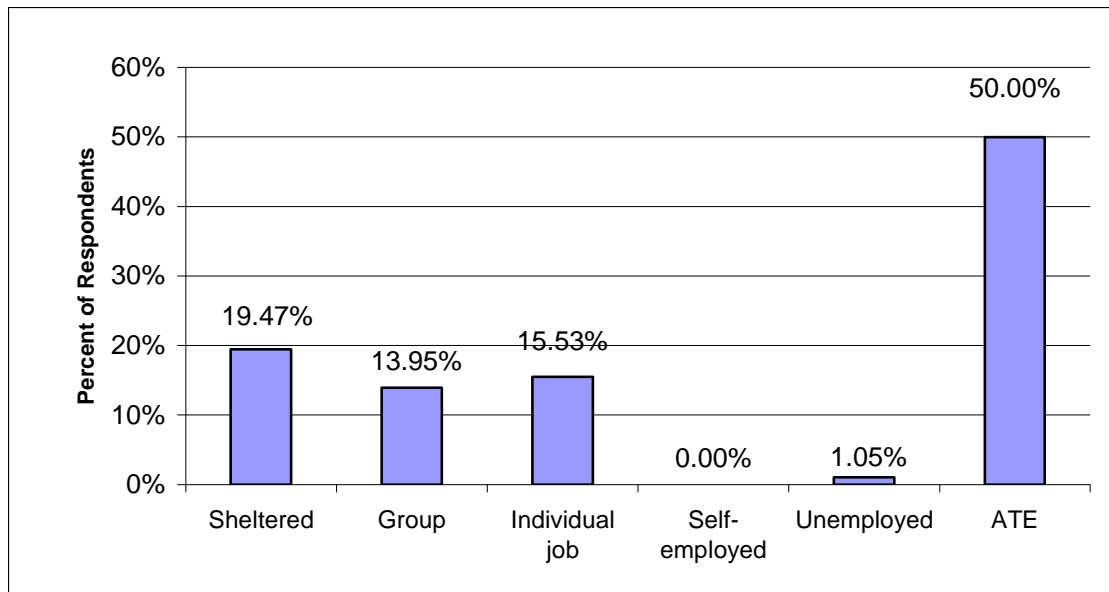
Social Interactions with People *without* Disabilities

- *How many individuals show responses to this question?* **3075**
- *How extensive are social interactions between individuals with disabilities and those without disabilities (excluding paid staff)?* **724 (23.54%)** interact rarely, if ever with individuals without disabilities, **1209 (39.32%)** exchange greetings or brief interactions, **525 (17.07%)** interact substantially, and **617 (20.07%)** engage in conversation frequently and on an ongoing basis.



Secondary Environment: Employment Status

- *How many individuals show responses to this question? 380 or (10.97%).*
- *Of the total reporting a secondary employment status, how many received employment services through sheltered employment? 74 or (19.47%) indicated that they were receiving employment services through sheltered employment in a secondary environment.*
- *Of the total reporting a secondary employment status, how many received employment services through Alternatives to Employment (ATE)? 190 (50%) individuals indicated that they receive Alternatives to Employment services in a secondary environment.*

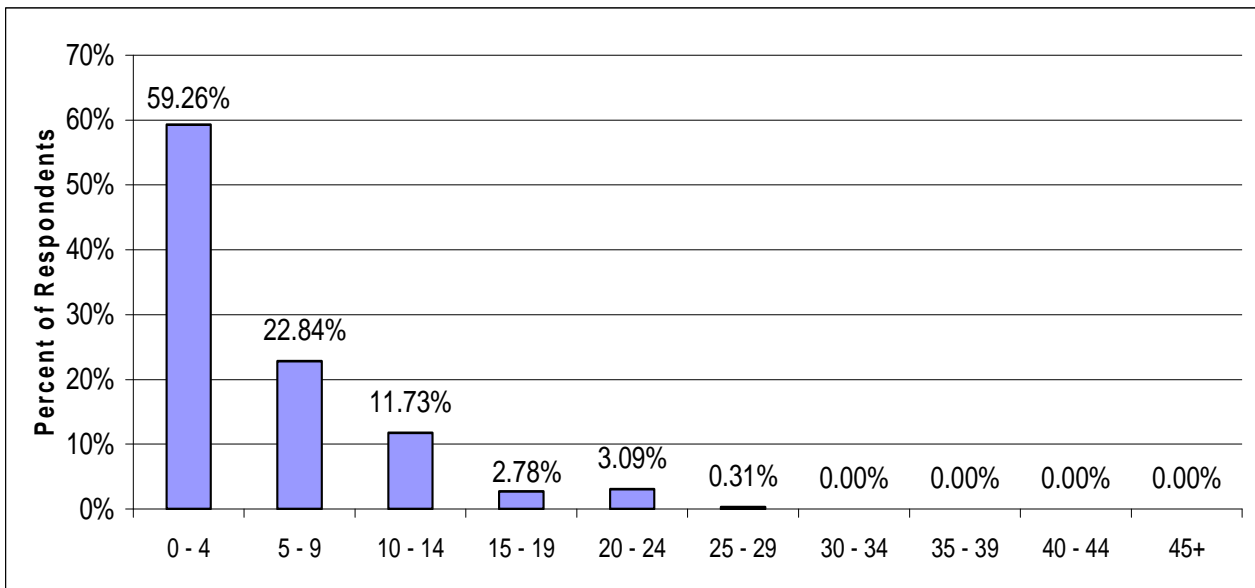


Secondary Environment: Typical Hours Scheduled Weekly for Paid Work

The information below illustrates reported hours scheduled weekly for paid work across respondents:

- *How many individuals show responses to this question? 324*
- *How many hours are typically scheduled weekly for paid work in the secondary environment? On average, 4.44 paid hours per week in the secondary environment.*

The following data are displayed in terms of 5-hour increments of time. Thus, 0-4 = 0 to 4 hours and 59 minutes per week, 5-9 = 5 hours to 9 hours and 59 minutes, and so on.

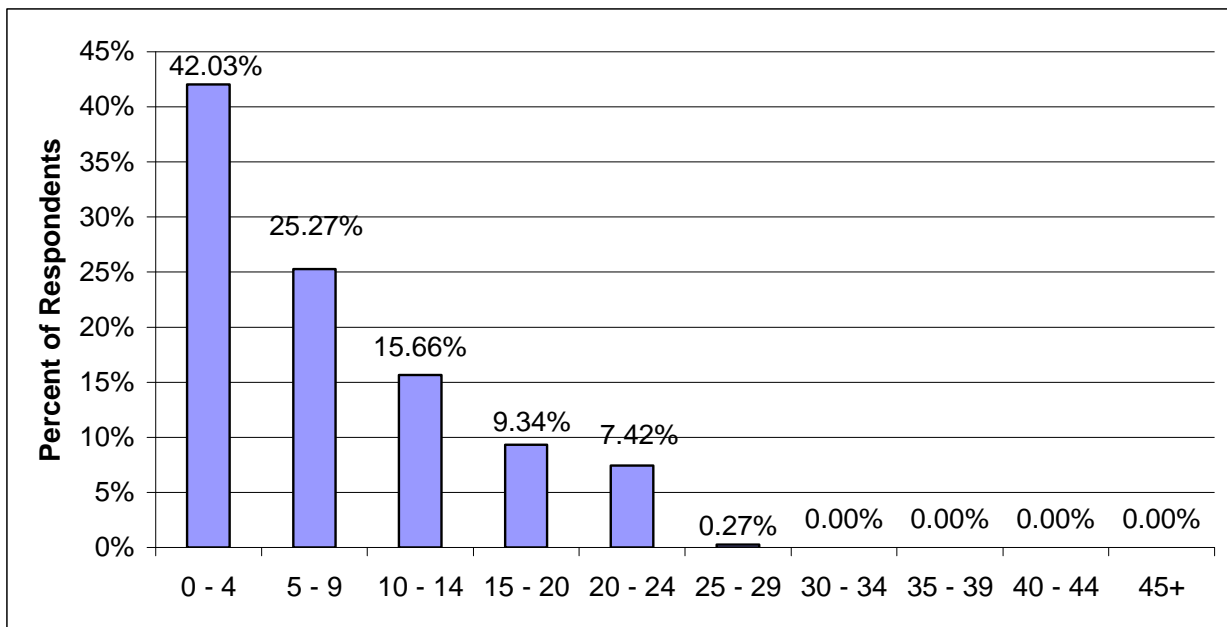


Secondary Environment: Typical Hours Scheduled Weekly for Non-Paid Time

The information below illustrates reported hours scheduled weekly for non-paid work across respondents.

- *How many individuals show responses to this question?* **364.**
- *How many hours are typically scheduled for non-paid work in the secondary environment?* On average, individuals are scheduled for **6.85** hours per week in the secondary environment.

The following data are displayed in terms of 5-hour increments of time. Thus, 0-4 = 0 to 4 hours and 59 minutes per week, 5-9 = 5 hours to 9 hours and 59 minutes, and so on.

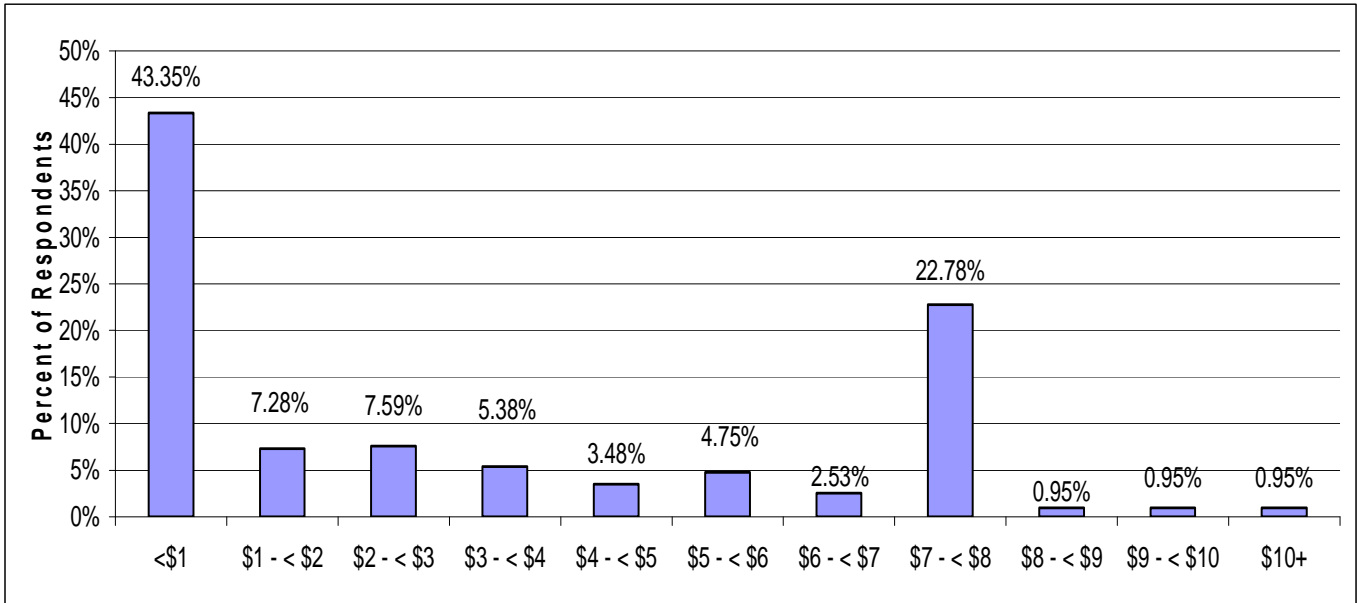


Secondary Environment: Hourly Earnings

The information below illustrates the reported hourly earnings across respondents:

- *How many individuals show responses to this question? 316.*
- *What were the average hourly earnings of those who reported one? On average, individuals earned \$3.02 per hour (when reported earnings of \$0.00 are excluded).*

The following data are presented in terms of \$1.00 increments. Thus, <\$1 = \$0.00 to \$0.99 per hour, \$1 - \$2 = \$1.00 to \$1.99, and so on.



❖ APPENDIX A

List of Programs providing data for this report.

Program_Name	
ADULT LEARNING SYSTEMS OR, INC.	OPPORTUNITY FOUNDATION CENTRAL OR
ALBERTINA KERR	Oregon Employment Services
ALTERNATIVE SVCS-OREGON, INC.	OREGON INDUSTRIES FOR BLIND
ARC OF LANE COUNTY	Oregon Supported Living Program
ARC OF WASHINGTON COUNTY	PARENTS FOR ALTERNATE SUPT SOLUTIONS
BENCO, INC.	Partnerships in Community Living
C.O.R.I.L.	PATHWAY ENTERPRISES, INC.
Catholic Community Services	PEARL BUCK CENTER, INC.
CCI ENTERPRISES, INC.	PORT CITY DEVELOPMENT
CENTER ENTERPRISES, INC.	PORTLAND HABILITATION
COAST REHAB SERVICES	PORTLAND PARKS AND RECREATION
COLUMBIA GORGE CENTER	PORTLAND SUPT. EMPLOYMENT, INC.
COMMUNITY ACCESS SERVICES II, INC.	Reach Inc.
COMMUNITY SERVICES, INC.	REACH, INC.
Community Vision Inc	Renew Consulting, Inc.
Coos Curry Transitional House Inc.	Residential Assistance Program
CORNERSTONE ASSOCIATES, INC.	RISE
Danforth & Associates, Inc.	Rockwest Training Co.
Danville Services of Oregon LLC	Ron Wilson Center
DEPAUL INDUSTRIES	S.C.V.P.
Dungarvin Oregon LLC	SERP ENTERPRISES, INC.
Eastco Diversified Services	SHANGRI-LA CORP
Edwards Center, Inc.	South Lane Maintenance
GARTEN FOUNDATION	Southern Oregon Goodwill Industries
Goodwill Industries of the Columbia Willamette	SPARC ENTERPRISES
GOODWILL INDUSTRIES/LANE	Spruce Villa Inc.
GREENLEAF INDUSTRIES	Star of Hope
Horizon Project Inc.	STATE OPERATED COMMUNITY PROGRAM
Integration & Independence	Step Forward Activities, Inc.
Lane Community College	Sunny Oaks Senior Day Program
Living Opportunities, Inc.	SUNRISE ENTERPRISES
Marie Mills Center, Inc	Supported Employment Services, Inc.
MCKENZIE PERSONNEL SYSTEMS	TUALATIN VALLEY WORKSHOP
MID VALLEY REHABILITATION	UMPQUA HOMES FOR THE HANDICAPPED
MT ANGEL DEVELOPMENTAL PROGRAM	UNITED CEREBRAL PALSY
NATIONAL MENTOR SERVICES, LLC	WALLOWA VALLEY CENTER FOR WELLNESS
NEW DAY ENTERPRISES	WILLAMETTE VALLEY REHAB
O.T.A.C.	WORK UNLIMITED, INC.

