# Table of Contents

Executive Summary .......................................................................................................................... 2

Background ......................................................................................................................................... 3

Introduction ........................................................................................................................................ 4

Definitions .......................................................................................................................................... 5

Executive Order Report ....................................................................................................................... 9

A. The Number of Individuals Receiving Employment Services ...................................................... 9

B. The Number of Persons Working in the Following Settings: ...................................................... 11
   I. Competitive Integrated Employment ....................................................................................... 11

   II. Self-Employment ..................................................................................................................... 11

   III. Sheltered Employment ......................................................................................................... 11

   IV. Small Group Employment (8 or less) .................................................................................... 12

C. The Number of Individuals in Supported Employment [Integrated Employment] .................... 12

D. The Number of Hours Worked Per Week & Hourly Wages Paid to Those Persons ................ 12

   I. Average Hourly Wages ........................................................................................................... 12

   II. Average Hours Worked ......................................................................................................... 13

E. The Outcomes of Employment Services Selected by Individuals Through the Career
   Development Planning Process, Including the Selection of Non-Employment Services ............ 13

F. Complaints and Grievances .......................................................................................................... 13

Employment Services to Target Population ...................................................................................... 14

Integrated Employment Plan Metrics .............................................................................................. 15

Data Calculations, Limitations and Caveats ..................................................................................... 19

POC and eXPRS Data ....................................................................................................................... 19

Calculating EOS Numbers ............................................................................................................... 19

Calculating Sheltered Workers ....................................................................................................... 20

Calculating Oregon Employment Department Numbers .................................................................. 21

Calculating Employment Services for EO Metric ......................................................................... 21

Calculating IEP Metrics ................................................................................................................. 22

Appendix A ........................................................................................................................................... 23
Executive Summary

Office of Developmental Disability Services (ODDS) Employment Services in State Fiscal Year (SFY) 2015 (July 1, 2014 to June 30, 2015):

- 577 individuals used Individual Supported Employment;
- 824 individuals used Group Supported Employment;
- 547 individuals used Employment Path Community; and
- 2,189 individuals used Employment Path Facility.

Vocational Rehabilitation (VR) Employment Services in SFY 2015:

- 1,307 applicants to VR (annual increase of 7.7 percent);
- 1,023 individuals entered an Individualized Plan for Employment known as an IPE (annual increase of 61.6 percent);
- 428 successful closures with Competitive Integrated Employment (annual increase of 40.3 percent).

Sheltered Employment: There were 1,926 sheltered workers in March 2015.

Competitive Integrated Employment: There were 1,467 individuals in Competitive Integrated Employment.

Average Hours and Wages: For individuals working in individual Supported Employment with ODDS services, average wages were $9.57 per hour. Average hours worked per week were 9.7.

Executive Order 15-01 (EO) Target Population Employment Services Count: ODDS and VR provided employment services to 975 individuals in SFY 2015. So far, 1,661 individuals from the target population received an employment service since July 1, 2013. This exceeds the EO requirement by 311 individuals.

Integrated Employment Plan (IEP) Metrics: Oregon’s updated Integrated Employment Plan (IEP) had 19 separate metrics. Of those 19, 13 new or revised metrics had a baseline in SFY 2015. Of the six remaining metrics with earlier baseline data, all were met in SFY 2015.
Background

The Employment First team within the Department of Human Services (DHS) produces a semi-annual report to the Statewide Employment First Coordinator that provides data concerning Oregonians with intellectual and/or developmental disabilities (I/DD). This report outlines the employment statistics for Oregonians with I/DD found eligible for services through the Office of Developmental Disability Services (ODDS) and provides a detailed breakdown of their employment settings.

Executive Order 15-01 directs DHS to produce this document semi-annually. The Executive Order mandates the report to calculate the number of individuals receiving employment services and the number of individuals working in sheltered employment, self-employment, group employment or an individual integrated employment setting. The Executive Order also requires the report to detail the number of hours worked per week and hourly wages paid to those people; the choices made by individuals between integrated work, sheltered work, not working; and any complaints and grievances.

The general report process, the publication of this document, and technical aspects of conducting the data analysis for the report are managed by the Employment First Data Analyst within DHS. Technical assistance and data come from: Vocational Rehabilitation (VR), Office of Developmental Disability Services (ODDS), Oregon Department of Education (ODE), and the Oregon Employment Department (OED).

For more information or questions regarding the report, please use the following information:

Website: IWorkWeSucceed.org  
Email: employment.first@state.or.us  
Phone: (503) 947-4228  

Employment First Initiative,  
500 Summer St. NE  
Salem, OR 97301

Introduction

Oregon is a leader in providing supported employment services to individuals with intellectual and developmental disabilities. In 2008, Oregon adopted an Employment First Policy, which makes competitive integrated employment the goal for all Oregonians with intellectual and developmental disabilities.

While the state cannot guarantee a job to any Oregonian, the state can and should consistently work to continue to improve its provision of employment services to provide the best possible opportunities for success and choice for individuals receiving those services. This requires new approaches and partnerships with government, the non-profit services sector, and potential employers in the business community.

Improving Oregon’s delivery of employment services, with the goal of achieving competitive integrated employment for individuals with intellectual and developmental disabilities, consistent with their abilities and choices, will benefit individuals with disabilities, their families, our communities, the economy, and the state.

Executive Order 13-04

The Governor’s Executive Order recognizes the strategic importance of improving the work and economic opportunities of all Oregonians including those with I/DD. More specifically, the Order sets forth strategies to be followed by DHS and (ODE) to further improve Oregon’s systems of designing and providing employment services to individuals with I/DD, including a significant reduction over time of state support of sheltered work and an increased investment in employment services. The strategies and planned actions are targeted to increase and improve the delivery of employment services to individuals with I/DD with the goal of increasing integrated employment. The Executive Order calls for regular monitoring of the progress through “data collection, data analysis and quality improvement activities.” This report serves as one step in continuing to implement the Order.
Definitions

Attendant Care: Assistance with Activities of Daily Living (ADL), Instrumental Activities of Daily Living (IADL), and health-related tasks. This service may occur in a work, community or home setting. However, it may not be used for support to do sheltered work.

CDDP (Community Developmental Disability Program): An entity that is responsible for the planning and delivery of services for individuals with intellectual or developmental disabilities in a specific geographic service area of the state, and who are not enrolled in a Support Services Brokerage. CDDPs operate under an agreement with the Department of Human Services.

Competitive Integrated Employment: Work that is performed on a full-time or part-time basis (including self-employment) for which an individual:

(A) Is compensated at a rate that:

   (i) Is not less than the higher of the rate specified in federal, state, or local minimum wage law, and also is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; or

   (ii) In the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training experience, and skills; and

(B) Is eligible for the level of benefits provided to other employees;

(C) That is at a location where the employee interacts with other people who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals without disabilities and who are in comparable positions interact with other people; and

(D) That, as appropriate, presents opportunities for advancement that are similar to those for other employees who do not experience disabilities and who have similar positions.
Comprehensive Services Waiver: The Comprehensive Services Waiver is a federally approved 1915(c) Home and Community-Based Services (HCBS) Medicaid waiver that allows the state to provide federally-funded services, such as employment services, to people who have intellectual and developmental disabilities.

Day Support Activities: Other day services referenced throughout this report includes support (attendant care assistance, supervision, skills training, or backup support, etc.) to meet Activities of Daily Living/Instrumental Activities of Daily Living needs (ADL/IADL), including socialization, that is provided in a group setting by a certified provider organization.

Employment Services: (as defined under Oregon Administrative Rule 407-025 regarding integrated employment services for individuals with intellectual and developmental disabilities) Services provided or funded by ODDS or VR that are intended to assist an individual with an intellectual or developmental disability (I/DD) to choose, get, learn, and keep work in an integrated employment setting. Evidence-based practices will be utilized in instances where they exist. Employment services shall be self-directed and “individualized,” meaning that services shall be individually planned, based on person-centered planning. Employment services may include post-secondary education and training to the extent they reinforce employment goals and are reflected in a person’s Individual Support Plan (ISP) or individual plan for employment services.

EOS: The Employment Outcomes System (EOS) is a system for collecting semi-annual data on the employment outcomes of adults with I/DD, who are receiving employment services. Data is provided by qualified employment service provider entities. This is a web-based system with data reported for services provided semi-annually in the months of March and September.

Individual Supported Employment: Support to maintain or advance in an individualized job in a Competitive Integrated Employment setting in the general workforce. This service is provided by ODDS.

Integrated Employment Setting: An employment setting that satisfies the requirements for Competitive Integrated Employment, meaning employment at a location where an employee interacts with other people who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other people; and that, as appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.
An Integrated Employment Setting is also one that provides opportunities for individual to have interaction with non-disabled people. The setting must allow an individual to interact with non-disabled people in a manner typical to the employment setting. Such settings may include Small Group Employment. Employment in an integrated employment setting does not mean facility-based work in a Sheltered Workshop, and cannot be non-work activities such as day support activities.

**ODDS:** The Office of Developmental Disability Services (ODDS or DD) is a program within DHS. ODDS is responsible for planning, service delivery, payment and quality assurance for all service and supports to people eligible for I/DD services in Oregon. Services and supports may range from information and referral, to case management, or hourly services, to assist an individual to live in their own home, access employment or other day services.

**ODDS Service Recipient:** An individual with I/DD found eligible for services may access ODDS services through CDDP, Support Services Brokerages, or other services. This designation constitutes the universe of individuals receiving services through ODDS. Individuals with I/DD in this report refer only to those who are receiving ODDS services.

**Plan of Care (POC):** Plan of Care is the fiscal representation of an Individual Support Plan (ISP) that is entered into the eXPRS payments system for the purpose of authorizing, claiming, and paying for services approved in the plan.

**Sheltered Workshop:** A facility in which individuals with I/DD are congregated for the purpose of receiving employment services and performing work tasks for pay at the facility. A Sheltered Workshop primarily employs individuals with I/DD and other disabilities, with the exception of service support staff. A sheltered workshop is a fixed site that is owned, operated, or controlled by a provider, where an individual has few or no opportunities to interact with non-disabled individuals, except paid support staff. A Sheltered Workshop is not Small Group Employment in an integrated employment setting, and is not otherwise an integrated employment setting.

**Sheltered Workshop Worker:** An individual with I/DD found eligible for ODDS employment services and who works in a Sheltered Workshop.

**Small Group Employment Support:** Services and training activities provided in regular business, industry, and community settings for groups of two to eight individuals with disabilities. This service is provided in a manner that promotes integration into the workplace and interaction between participants and people without disabilities in those workplaces. This service does not include support in a facility-based work setting.
**Supported Employment:** Services provided to support Competitive Integrated Employment, Self-Employment, and Small Group Employment.

**Support Services Waiver:** The Support Services Waiver is a federally-approved 1915(c) Home and Community-Based Services (HCBS) Medicaid waiver. Support services allow individuals with I/DD to fully participate in community life, including work. Support services are planned and monitored through entities known as Support Service Brokerages.

**Support Services Brokerage (Brokerage):** A Brokerage is an entity, or distinct operating unit within an existing entity, that uses the principles of self-determination to perform the functions associated with planning and implementation of support services for individuals with intellectual or developmental disabilities.

**VR:** VR, (formerly OVRS) is a program within the DHS. It is a state and federally-funded program which assists individuals with disabilities to secure, maintain, and advance in Competitive Integrated Employment. VR is an eligibility-based program. An individual’s services are dictated by his/her particular situation and vocational goal. VR is a voluntary program and may be accessed more than once.
Executive Order Report

This section provides a summary of data reporting required in Oregon Executive Order 15-01, Section XIII.

A. The Number of Individuals Receiving Employment Services

The funding for delivery of employment services comes through two primary and distinct sources: ODDS and VR.

ODDS (EOS March 2015 Census Employment Services in a Paid Job Setting):

According to the March 2015 EOS census of employment services provided to ODDS service recipients, 3,733 unique individuals (Table 1) received employment supports from ODDS in a paid job setting. Of those, 1,359 (36.4%) unique individuals worked in at least one integrated employment setting, including Competitive Integrated Employment and Small Group Employment.²

<table>
<thead>
<tr>
<th>Date</th>
<th>Integrated</th>
<th>Employment Path</th>
<th>Total Paid Job Setting</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Individual Supported*</td>
<td>Group Supported</td>
<td>Employment Path -Facility</td>
</tr>
<tr>
<td>Mar-2015</td>
<td>577</td>
<td>824</td>
<td>2,189</td>
</tr>
</tbody>
</table>

Source: Employment Outcomes System (EOS) census for March 2015 ODDS employment services.

*Individual supported employment billed under "initial" or "ongoing" supported employment or attendant care.

**Total count of unique individuals. Does not count ODDS service recipients working only with natural supports.

Table 1

ODDS (Plan of Care Billing data): For the same period, March 2015, providers billed ODDS for employment and day services for 6,035 ODDS service recipients in the POC billing system (Table 2 below)³. Out of 6,035 service recipients, 4,073 (67.5%) unique individuals participated in employment or employment path services in March 2015.⁴

As of July 2015, 636 unique individuals billed for Individual Supported Employment, 175 billed for attendant care at work, and 823 billed for Small Group Employment.⁵

Since this data comes from eXPRS billing and not all providers have billed yet for services provided in SFY 2015, there are expected to be upward revisions to these numbers in the future. This is also true for other data in this report that comes from POC and eXPRS.

² Individuals can work in multiple employment settings.

³ Billing is not complete for SFY 2015. See “Data Calculations, Limitations and Caveats” section.

⁴ Employment path services (facility or community) include support to develop skills that can be used in an individual employment setting. This service is often used in an employment setting, but not always.

⁵ See “Data Calculations, Limitations and Caveats” section for an explanation why these numbers differ from EOS numbers.
According to VR data for ODDS service recipients, growth in several key areas continued in SFY 2015 (Table 3).

In SFY 2015 there were:
- 1,307 applicants to VR, an annual increase of 7.7 percent;
- 1,023 individuals entered an Individualized Plan for Employment known as an IPE, an annual increase of 61.6 percent; and
- 428 successful closures with Competitive Integrated Employment, an annual increase of 40.3 percent.

The growth in ODDS service recipients exiting VR with Competitive Integrated Employment has also increased the ratio of people exiting VR with a job (Table 4).

Not all ODDS service recipients that leave VR with a job use ODDS employment supports. Many use natural supports.
**B. The Number of Persons Working in the Following Settings:**

**I. Competitive Integrated Employment**

According to the March 2015 EOS census, 532 ODDS service recipients were in Competitive Integrated Employment. This count uses the new definition incorporated in Executive Order 15-01 and adopted by DHS in policy and administrative rule. If the wage and benefit requirements of Competitive Integrated Employment are disregarded, the total number is 577 people in individual integrated employment. This count also does not include any people in Competitive Integrated Employment with natural supports.

According to the Oregon Employment Department wage matching information, there was an estimated 944 individuals working only with natural supports in the first quarter of 2015 that were in either the Comprehensive or Supports Services Waiver.7

If those individuals working in Competitive Integrated Employment with natural supports and supports from ODDS are combined, there were 1,476 individuals working in Competitive Integrated Employment in March 2015.

**II. Self-Employment**

VR tracks self-employment information for all clients that exited VR with a job. According to VR, no ODDS service recipients exited VR with self-employment in SFY 2015.

The revised EOS survey in March 2015 started capturing those who are self-employed in Individual Supported Employment. There were 16 individuals reported as self-employed in March 2015. This means that there have been no new placements by VR for ODDS service recipients that are self-employed, but there currently are 16 that are already working as self-employed.

**III. Sheltered Employment**

As Table 1 above reports, 2,189 ODDS service recipients received employment-path facility services in March 2015. ODDS has reviewed employment path facility service settings to determine which ones are Sheltered Workshops as defined by Executive Order 15-01. According to the March 2015 EOS census, 1,926 of the 2,189 ODDS employment-path facility service recipients (88%) are working in sheltered employment (Table 5)8. There were 1,243 sheltered workers (65%) in the Comprehensive Waiver and 683 in the Support Services Waiver (35%).

---

7 More information on how Employment department data is counted is available in the “Data Calculations, Limitations and Caveats” section of this report.
8 Employment path facility here refers to those billed in that service and had paid employment.
Due to new processes for identifying Sheltered Workshop settings, previous counts are not directly relatable to the new numbers. To create a comparison with past counts, March 2015 data has been calculated using the previous methodology in addition to the current definition. This allows for an apples-to-apples comparison with previous counts. Using the previous methodology, there is a decrease from 2,713 sheltered workers in March 2014 to 2,190 people in March 2015. This is a decrease of 523 ODDS service recipients receiving employment-path facility services, or an annual decrease of 19.3 percent. Since the vast majority of people in employment path facility services are in Sheltered Workshops (88% in March 2015), this 523 person reduction is a fair representation of the number of individuals who have left Sheltered Workshops, using the new definition.

IV. Small Group Employment (8 or less)

According to the March 2015 EOS census, there were 824 individuals working in Small Group Employment.

C. The Number of Individuals in Supported Employment [Integrated Employment]

According to the March 2015 EOS census, there were 1,359 unique individuals working in a Supported Employment setting. This is the unduplicated sum of all individuals in Small Group Employment, receiving attendant care at work, and Individual Supported Employment.

D. The Number of Hours Worked Per Week & Hourly Wages Paid to Those Persons

I. Average Hourly Wages

---

9 More information is available in the “Data Calculations, Limitations and Caveats” section of this report.

10 DHS policy transmittal APD-PT-15-017 requires all individuals billed under Small Group Employment to earn minimum or more by July 1, 2015. This reflects March 2015 EOS data where 55 percent of individuals in Small Group Employment made minimum wage or higher.
According to the March 2015 EOS survey, ODDS service recipients billing for an Individual Supported Employment setting (which includes those utilizing attendant care) earned an average of $9.57 per hour, with 92 percent earning at or above minimum wage\textsuperscript{11}. Those working in employment path community earned an average of $7.25 per hour, with 53 percent earning minimum wage or higher. Those in Small Group Supported Employment earned an average of $7.11 per hour, with 55 percent earning minimum wage or higher. Average wages for those in a facility-based setting were $4.74 hours per hour, with 20 percent earning minimum wage or higher.

**II. Average Hours Worked**

According to the March 2015 EOS survey, ODDS service recipients billing for Individual Supported Employment worked an average of 9.7 hours per week. Those in employment path community settings worked an average of 7.4 hours per week. Those billing under Small Group Employment worked an average of 12.1 hours per week. Average hours worked for those in a facility-based setting were 10.8 hours per week.

**E. The Outcomes of Employment Services Selected by Individuals Through the Career Development Planning Process, Including the Selection of Non-Employment Services**

According to March 2015 POC data, all waiver participants are broken out as follows:\textsuperscript{12}

- 16% (1,634) of services were in integrated employment;
- 34% (3,372) of services were in either an employment-path facility or community setting;
- 49% (4,864) of services were in a day supports setting.

**F. Complaints and Grievances\textsuperscript{13}**

VR: VR received 16 dispute resolution (hearing or mediation) requests between July 1, 2014 and June 30, 2015. None came from individuals identified as having an intellectual or developmental disability.\textsuperscript{14}

---

\textsuperscript{11} ODDS regulation will require that all providers billing under individual Supported Employment and Small Group Supported Employment be at or above minimum wage by July 1 2015.

\textsuperscript{12} Individuals can access multiple day services and therefore this contains a duplicate count of individuals. In addition, not every person that has an employment or day service has completed a Career Development Plan yet.

\textsuperscript{13} As described in previous versions of this report, information includes only state-level complaints.

\textsuperscript{14} Oregon’s federally-funded Client Assistance Program (CAP), operated by Disability Rights Oregon, helps consumers who are having problems with VR. This program is separate from VR, and the data on complaints received by this program is
ODDS: Between July 1, 2014 and June 30, 2015, ODDS received two employment-service-related complaints. During that same time period, ODDS had two employment-service-related hearing requests.

ODE: Between July 1, 2014 and June 30, 2015, ODE received three complaints that involve employment-related transition services in an Individualized Education Plan. During that same time period, ODE received no employment-related due process hearing requests.

Employment Services to Target Population

EO 15-01 (Section IV) requires that “By July 1, 2015 ODDS and/or OVRS will have provided Employment Services, as defined by [Executive Order 15-01], to at least 1,350 individuals” in the relevant target population. There are two parts of the relevant target populations. The first part is anyone found to have been employed in a Sheltered Workshop on or after the effective date of Executive Order 13-04, July 1, 2013. To make calculations simpler, this has been interpreted to mean in calendar year 2013 or later. The second part of the target population is transition youth with I/DD, as defined in the Executive Order.

There were 1,093 new employment services\(^1\) given to the target population in SFY 2015. This number includes some people who received more than one service. When that duplication is removed, 975 unique individuals (Table 6) received services in SFY 2015. This is an 18.3 percent increase in individuals in the target population receiving at least one new employment services compared with SFY 2014.

<table>
<thead>
<tr>
<th>Service Type</th>
<th>SFY 2014</th>
<th>SFY 2015</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>VR Entered IPE</td>
<td>351</td>
<td>680</td>
<td>1,031</td>
</tr>
<tr>
<td>New Small Group Emp.</td>
<td>223</td>
<td>114</td>
<td>337</td>
</tr>
<tr>
<td>New Individual Integrated Emp.</td>
<td>143</td>
<td>117</td>
<td>260</td>
</tr>
<tr>
<td>New Discovery</td>
<td>*</td>
<td>181</td>
<td>181</td>
</tr>
<tr>
<td>New ODDS Job Development</td>
<td>*</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Brokerage Emp. Service</td>
<td>170</td>
<td>**</td>
<td>170</td>
</tr>
<tr>
<td><strong>Total New Employment Services</strong></td>
<td>887</td>
<td>1,093</td>
<td>1,980</td>
</tr>
<tr>
<td><strong>Total Individuals</strong></td>
<td>826</td>
<td>975</td>
<td>1,801</td>
</tr>
<tr>
<td><strong>Total Unique Individuals</strong></td>
<td>826</td>
<td>975</td>
<td>1,661</td>
</tr>
</tbody>
</table>

*Service not available in SFY 2014
**Service no longer available in SFY 2015

Table 6

\(^1\) This calculation was completed without all SFY 2015 available due to a reporting lag. This number is therefore incomplete. Future reports will update this number, and are expected to include upward revisions of the number of employment services given.

not included in this figure. The CAP program files annual reports on its activities with the Rehabilitation Services Administration (RSA) of the U.S. Department of Education. The CAP’s most recent annual report is available at: https://rsa.ed.gov/view.cfm?rsaform=RSA-227&state=OR&fy=2013&grant=H161A130038
Executive Order 15-01 requires ODDS and VR to have provided new employment services to at least 600 individuals by SFY 2014. There were 887 new employment services provided to the target population in SFY 2014. This number includes some people who received more than one service. When that duplication is removed, 826 unique individuals (Table 6) received services in SFY 2014. This is 226 above the prescribed minimum.

When all individuals in the target population that received an employment service are added together for SFY 2014 and 2015 and are unduplicated, there were 1,661 unique individuals in the target population who received an employment service. This exceeds the EO prescribed minimum of 1,350 by 311 individuals.

Of the 975 individuals who received a new employment service, 397 were in Sheltered Workshops during or after calendar year 2013 and 578 were transition age (Graph 2 above). These two categories are not mutually exclusive; 77 of those who received employment services in a Sheltered Workshop were also transition-age ODDS service recipients.

When looking only at people in the target population who obtained Competitive Integrated Employment in SFY 2015, there were 324 individuals placed by VR or ODDS. Of the 324 individuals, 108 were from Sheltered Workshops and 243 were of transition age. Twenty-seven were transition-age and from a Sheltered Workshop.

**Integrated Employment Plan Metrics**

Oregon’s July 6, 2015 Integrated Employment Plan (IEP) lays out an “an array of outcome measures that can be selected as indicators of success.” This section calculates the 19 outcome measure goals (metrics) and whether they were met in SFY 2015. Due to newly adopted changes in service definitions and data collection methods, several outcome measures have established new baselines and annual targets. As a result, some will not have reported figures for this particular report. Future reports will have reported...
data. The new baselines and annual targets can be reviewed by accessing the Integrated Employment Plan.  

1. Increase the percentage of adults with developmental disabilities receiving ODDS employment services who are working in Competitive Integrated Employment settings.

   This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

2. Increase the number of adults with developmental disabilities receiving ODDS employment services who are working in individual integrated employment settings. Increase the number of adults with developmental disabilities receiving ODDS employment services who are working in Competitive Integrated Employment settings.

   This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

3. Increase the percentage of adults with developmental disabilities receiving ODDS employment services who are working in individual integrated employment settings that receive pay at or above state minimum wage.

   This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

4. Increase the percentage of adults with developmental disabilities receiving ODDS employment services who are working in individual integrated employment settings who work 10 or more hours per week.

   This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

5. Increase the percentage of adults with developmental disabilities receiving ODDS employment services who are working in individual integrated employment settings who work 20 or more hours per week.

   This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.
6. **Increase the annual number of adults with developmental disabilities receiving ODDS/VR employment services who are newly placed in an individual integrated employment setting.**

   The SFY 2015 target metric set a goal of 315 individuals newly placed in individual integrated employment. There were 350 newly placed individuals in SFY 2015. This exceeds the SFY 2015 target by 11.1%, and is an increase of 20.7% from SFY 2014 (during which 295 individuals were newly placed in individual integrated employment).

7. **Increase the annual number of adults aged 18-24 with developmental disabilities receiving ODDS/VR employment services who are newly placed in an individual integrated employment setting.**

   The SFY 2015 target metric set a goal of 160 individuals newly placed in individual integrated employment. There were 179 newly placed individuals in SFY 2015. This exceeds the SFY 2015 target by 11.9%, and is an increase of 33.6% from SFY 2014 (during which 134 individuals were newly placed in individual integrated employment).

8. **Increase the percentage of adults with developmental disabilities in ODDS day and/or employment services who have an employment goal.**

   This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

9. **Decrease the census of adults with developmental disabilities receiving ODDS employment services who are reported as receiving sheltered workshop services.**

    The March 2015 EOS census calculated that there were 1,926 individuals in sheltered employment under the new ODDS Sheltered Workshop methodology. As explained above, using the previous definition of “Sheltered Workshop” and counting methodology, there were 2,189 individuals in March 2015. This is a 19 percent decrease from March 2014 and meets the metric target of 2,190.

10. **Decrease the number of hours adults with developmental disabilities receiving ODDS employment services are reported as receiving sheltered workshop services.**

    According to the March 2015 EOS survey, ODDS service recipients worked 93,530 hours in Sheltered Workshops in March 2015. This meets the IEP target of 94,610 hours. As with the number of individuals working in Sheltered Workshops, the calculation of the number of hours worked in Sheltered Workshops is not directly relatable to previous counts, largely due to the refined counting methodology and new ODDS methodology. Going forward, the hours requirements in metric 10 will be measured under the new methodology. The
calculation of the number of hours worked in Sheltered Workshops using the old definition and counting methodology, which also includes hours in Employment Path-Facility services in addition to hours worked, is 103,548 hours.

11. Increase the number of adults with developmental disabilities receiving ODDS employment services and reported as receiving sheltered workshop services who obtain Competitive Integrated Employment.

This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

12. Increase in number of community partnerships with Local Education Agencies (LEA) and VR branch offices, Community Developmental Disability Programs, and Support Service Brokerages.

This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

13. Increase in the number of parent and student advocacy training opportunities.

This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

14. Increase in number of 18 to 21 year old individuals enrolled in ODDS services found eligible for VR services.

According to VR data of ODDS service recipients, 450 ODDS service recipients were found eligible for VR services in SFY 2015. This exceeds the SFY 2015 target of 390 by 15.4%, and is an increase of 14.2% from SFY 2014 (during which 394 ODDS service recipients were found eligible for VR services).

15. Increase in number of aged 16-21 students enrolled in ODDS.

There were 4,607 ODDS service recipients who were aged 16-21 in SFY 2015. This meets the metric target of 4,150.

16. Increase in number of community-based work related opportunities while in school.

This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

17. Increase the total number of unique providers qualified by ODDS to deliver integrated employment services.
This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

18. Increase the total number of providers qualified by both ODDS and VR to deliver integrated employment services.

This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

19. Increase the total number of providers qualified by ODDS to deliver discovery services and qualified by VR to provide job development services.

This measure has been revised to better reflect new definitions and data systems with the baseline beginning in SFY 2015. There are no calculations this year.

Data Calculations, Limitations and Caveats

POC and eXPRS Data

As of the publishing of this report, not all providers have billed in eXPRS yet for services provided in SFY 2015. As a result, there are expected to be upward revisions to the numbers in this report that are based on POC and eXPRS. Table 7 breaks out the completion ratios for ODDS service recipients who are authorized to receive the service and those who have already billed for the service. These ratios are not expected to reach 100 percent since not every individual that has an authorization for a service utilizes it.

<table>
<thead>
<tr>
<th>ODDS Service</th>
<th>Billing Completion Ratio for SFY 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendant Care</td>
<td>91%</td>
</tr>
<tr>
<td>Discovery</td>
<td>45%</td>
</tr>
<tr>
<td>DSA - Community</td>
<td>79%</td>
</tr>
<tr>
<td>DSA - Facility</td>
<td>82%</td>
</tr>
<tr>
<td>Employment Path Services - Community</td>
<td>59%</td>
</tr>
<tr>
<td>Employment Path Services - Facility</td>
<td>80%</td>
</tr>
<tr>
<td>Individual Supported Empl - Initial Job Coaching</td>
<td>61%</td>
</tr>
<tr>
<td>Individual Supported Empl - Job Development, Placement</td>
<td>36%</td>
</tr>
<tr>
<td>Individual Supported Empl - Job Development, Retention</td>
<td>33%</td>
</tr>
<tr>
<td>Individual Supported Empl - Ongoing Job Coaching</td>
<td>81%</td>
</tr>
<tr>
<td>Small Group Supported Employment</td>
<td>85%</td>
</tr>
</tbody>
</table>

Table 7

Calculating EOS Numbers

The calculation for Individual Supported Employment in EOS was the sum of attendant care hours in an employment setting plus those billed with Individual Supported Employment hours (initial and ongoing) where with hours worked were above zero and wages were above zero in March 2015.

Some EOS numbers might be slightly higher than POC billing data since there might be some ODDS service recipients that have not been billed for yet that are captured in EOS.
Some numbers in EOS might be lower than those in POC since to be counted as employed, hours and wages must be above zero.

Oregon’s minimum wage is $9.25, and one requirement in order to be counted as working in Competitive Integrated Employment is that an individual earn minimum wage or higher. It is assumed that the wages for these individuals are calculated as slightly below minimum wage due to issues such as input errors, unpaid training time while using an employment services (support during unpaid breaks, etc), unpaid leave, or rounding errors. As a result, it is assumed that these individuals are earning minimum wage. With minimum wage set at $9.25, it would be expected that any employers paying subminimum wages to pay substantially lower than that amount, not a few cents less. Accordingly, individuals with calculated hourly wages of $9.00 or higher are counted as working in Competitive Integrated Employment. We expect that many individuals reported as earning a nominal amount below $9.00 per hour are also in fact earning minimum wage or higher, but we have imposed a $9.00 cutoff point, and we do not count those individuals as working in Competitive Integrated Employment for the purposes of these Outcome Measures.

As noted in the January 2015 EO report,\(^\text{18}\) due to changes in definitions, calculations and gathering methods, the new March 2015 EOS data cannot be compared to the March 2014 EOS data in any way.

### Calculating Sheltered Workers

Executive Orders 13-04 and 15-01 mandate that no new entries to Sheltered Workshops be allowed on or after July 1, 2015. ODDS began conducting provider self-assessments in the beginning of 2015 and further site visits to assess which provider locations met this criteria. This allowed a more accurate identification of the settings that meet the definition of a Sheltered Workshop, and a more accurate count of the number of workers using services in a Sheltered Workshop setting. It is important to note that a few providers previously self-reported to be Sheltered Workshops, but in actuality did not meet Oregon’s definition. Additionally, some of the providers that previously reported to be Sheltered Workshops have transformed their services and settings, and the settings in which they provide services no longer meet the definition of a Sheltered Workshop.

The calculation for sheltered employment from the March 2015 EOS data was the sum of all individuals that were in employment-path facility with wages and hours above zero whose billed provider matches the official ODDS published list.\(^\text{19}\)


\(^{19}\) http://www.dhs.state.or.us/spd/tools/dd/Sheltered%20Workshop%20Settings.pdf
Calculating Oregon Employment Department Numbers

Methodology for calculating Competitive Integrated Employment with natural supports only in Employment Department data is the sum of individuals paid at or above minimum wage that do not have wages in “Employment Path Facility,” “Employment Path Community,” “Small Group Employment,” or “Individual Supported Employment” in the March 2015 EOS data.

Calculating Employment Services for EO Metric

VR calculates an “employment service” of an ODDS Service recipient as one who enters an IPE in the corresponding SFY. EO 15-01 also includes individuals that have received a “comprehensive vocational assessment” by VR. This data is not available yet so the calculation is derived solely from individuals entering an IPE for this report. This calculation is narrower compared to the EO 13-04 definition which allowed for paid services by VR before a person reaches an IPE as an employment service. SFY 2014 data in now revised from 644 individuals in the original SFY 2014 calculation to 351 individuals. This has reduced the total number of individuals that were counted as receiving an employment service in SFY 2014.

All people on the Support Services Waiver who received Supported Employment funding (service code 740 in Brokerages) are counted as having received an employment service. They must not have received any funding for three previous months to define this as a new service. This is only calculated for SFY 2014. This service has been transformed and is now captured in the POC system and is no longer calculated in SFY 2015.

Brokerage employment service (billing code 740) has been updated with newer billing data and total new employment services increase from 33 individuals in the original calculation to 170 in the updated calculation.

Those entering Small Group Employment are classified as having received a new employment service if the individual was not previously employed in that setting. “New” is defined as not having been billed in the first three months of POC data and subsequently being billed in Small Group Employment. The logic for this calculation is that if a person was not in this service for three consecutive months, they have newly entered this service.

All individuals in the target population for section IV of the Executive Order who are billed by providers as having completed discovery services as newly included in the revised CMS waivers, will be counted as having received an employment service for the EO count.
All July 2015 estimates for EO benchmarks are considered preliminary due to the lag in reporting (billing) by providers. Final counts will be provided in the following semi-annual report.

ODDS has transitioned from the earlier EOS and brokerage surveys to a combined approach including both a revised EOS survey and new Plan of Care/eXPRS billing system, along with new service definitions under the current Waiver and K-Plan services.

**Calculating IEP Metrics**

### Appendix A.

<table>
<thead>
<tr>
<th>List of Sheltered Providers (March 2015)</th>
<th>Number of individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>OPPORTUNITY FOUNDATION CENTRAL OR</td>
<td>172</td>
</tr>
<tr>
<td>GARTEN SERVICES INC</td>
<td>141</td>
</tr>
<tr>
<td>PEARL BUCK CENTER INC</td>
<td>132</td>
</tr>
<tr>
<td>ROCKWEST TRAINING CO</td>
<td>121</td>
</tr>
<tr>
<td>ALBERTINA KERR CENTERS</td>
<td>121</td>
</tr>
<tr>
<td>EDWARDS CENTER INC</td>
<td>120</td>
</tr>
<tr>
<td>EXCEED ENTERPRISES INC /FKA CCI ENTERPRISES INC</td>
<td>89</td>
</tr>
<tr>
<td>SUNRISE ENTERPRISES OF ROSEBURG INC</td>
<td>77</td>
</tr>
<tr>
<td>SHANGRI LA CORP</td>
<td>75</td>
</tr>
<tr>
<td>REACH INC</td>
<td>74</td>
</tr>
<tr>
<td>MID VALLEY REHABILITATION</td>
<td>71</td>
</tr>
<tr>
<td>TVW INC AKA TUALATIN VALLEY WORKSHOP</td>
<td>66</td>
</tr>
<tr>
<td>HORIZON PROJECT INC</td>
<td>66</td>
</tr>
<tr>
<td>SOUTHERN OREGON ASPIRE</td>
<td>63</td>
</tr>
<tr>
<td>ALTERNATIVE SVCS OREGON INC</td>
<td>52</td>
</tr>
<tr>
<td>NATIONAL MENTOR SERVICES LLC DBA MENTOR OREGON</td>
<td>52</td>
</tr>
<tr>
<td>ABILITREE</td>
<td>49</td>
</tr>
<tr>
<td>EASTCO DIVERSIFIED SERVICES</td>
<td>46</td>
</tr>
<tr>
<td>WILLAMETTE VALLEY REHABILITATION CENTER INC</td>
<td>46</td>
</tr>
<tr>
<td>SUNSHINE IND UNLIMITED INC</td>
<td>37</td>
</tr>
<tr>
<td>STAR OF HOPE</td>
<td>32</td>
</tr>
<tr>
<td>GOODWILL INDUSTRIES OF LANE AND SOUTH COAST</td>
<td>29</td>
</tr>
<tr>
<td>STEP FORWARD INC</td>
<td>28</td>
</tr>
<tr>
<td>W I T C O /WESTERN IDAHO TRAINING CO INC</td>
<td>26</td>
</tr>
<tr>
<td>CORNERSTONE ASSOCIATES INC</td>
<td>21</td>
</tr>
<tr>
<td>PORTLAND HABILITATION</td>
<td>20</td>
</tr>
<tr>
<td>NEW DAY ENTERPRISES</td>
<td>18</td>
</tr>
<tr>
<td>COMMUNITY SERVICES INC</td>
<td>17</td>
</tr>
<tr>
<td>MARIE MILLS CENTER INC</td>
<td>17</td>
</tr>
<tr>
<td>CO OPPORTUNITY INC FKA CENTER ENTERPRISES INC</td>
<td>16</td>
</tr>
<tr>
<td>PORTLAND SUPPORTED EMPLOYMENT DBA FULL LIFE</td>
<td>13</td>
</tr>
<tr>
<td>COAST REHAB SERVICES</td>
<td>13</td>
</tr>
<tr>
<td>DEPAUL INDUSTRIES</td>
<td>10</td>
</tr>
<tr>
<td>WORK UNLIMITED INC</td>
<td>3</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>1926</strong></td>
</tr>
</tbody>
</table>