



Employment First Report

Improving Employment Outcomes for Oregonians
with Intellectual and Developmental Disabilities

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Executive Summary

Office of Developmental Disability Services (ODDS) Employment Services in September 2015:

- 743 individuals used Individual Supported Employment;
- 609 individuals used Group Supported Employment;
- 857 individuals used Employment Path Community and earned a wage; and
- 2,010 individuals used Employment Path Facility and earned a wage.

Vocational Rehabilitation (VR) Employment Services:

- Monthly closures where the individual obtained Competitive Integrated Employment have more than doubled over the last four years.
- 279 successful closures where the individual obtained Competitive Integrated Employment in the first half of State Fiscal Year (SFY) 2016.

Sheltered Employment: There were 1,770 sheltered workers in September 2015, which is a decrease of 167 individuals from March 2015.

Average Hours and Wages: For individuals working in Individual Supported Employment with ODDS employment services, average wages were \$10.24 per hour. Average hours worked per week were 11.6.

Background

The Employment First team within the Department of Human Services (DHS) produces a semi-annual report to the Statewide Employment First Coordinator and the Executive Order Policy Group 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 15-01¹ directs DHS to produce this document semi-annually. The Executive Order mandates that the report should include 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.

Pursuant to the Lane v. Brown settlement,² going forward, these reports also will be provided to the Independent Reviewer and the lawyers for the plaintiffs in Lane, including the United States. Section XIII of the Lane settlement agreement requires additional data to be published in the reports.

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).

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¹ Available at: http://www.oregon.gov/gov/Documents/executive_orders/eo_15_01.pdf

² Available at: <http://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/Lane%20v%20Brown%20Proposed%20Settlement.pdf>

Definitions

Attendant Care: This includes 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, service or support may not be used for support to do sheltered work.

Competitive Integrated Employment: Consistent with the federal Workforce Innovation and Opportunity Act (WIOA), means 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:
 1. Meets or exceeds state or local minimum wage requirements, whichever is higher;
 2. 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
 3. 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; and
- c. Is at a location where the employee interacts with other persons 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 persons; and
- d. 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.

Day Support Activities (DSA): Other day services referenced throughout this report include 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 in a community or facility setting. This is billed under the K-Plan and is not an employment-related service.

Employment Services: (As defined under Oregon Administrative Rule 407-025 regarding integrated employment services for individuals with I/DD) means 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 of the given year.

eXPRS: Is the payments and billing system for the purpose of authorizing, claiming, and paying for services approved in an ODDS Service Recipient’s Individual Support Plan (ISP).

Individual Supported Employment: As defined in OAR Chapter 411, division 345, means an individual job in a competitive integrated employment setting in the general workforce that is compensated at or above the State minimum wage, including customized or self-employment. As of July 2015, ODDS Service Recipients in Individual Supported Employment (initial or ongoing) are by definition also in Competitive Integrated Employment.

Integrated Employment Setting:

- a. An employment setting that satisfies the requirements for Competitive Integrated Employment, as defined above; or
- b. At a location where the employee interacts with other persons 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 persons; 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.

Employment in an Integrated Employment Setting cannot be facility-based work in a Sheltered Workshop, and cannot be non-work activities such as Day Support Activities. Employment in an Integrated Employment Setting will compensate individuals with I/DD at or above the minimum wage.

Integrated Employment in this report is calculated by combining Small Group Employment and Individual Supported Employment in addition to ODDS Service Recipients working with natural supports when Oregon Employment Department data is included.

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 Community Developmental Disability Program (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.

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 is billed under Employment Path Facility by an ODDS employment provider that has been assessed to be a Sheltered Workshop.

Small Group Employment: Refers to work performed in regular business, industry, and community settings by groups of two to eight individuals with I/DD. It is not Competitive Integrated Employment, which is the much-preferred and optimal form of employment for Oregonians with I/DD, but it can have value as a way to offer additional opportunities for integration and employment. Small Group Employment support is provided in an Integrated Employment Setting and in a manner that promotes integration into the workplace and interaction between participants and people without disabilities. Small Group Employment must allow an individual to interact with non-disabled persons in a manner typical to the employment setting. The wage paid to the supported individual must meet or exceed state and local minimum wage requirements as specified in Competitive Integrated Employment, and the individual must maintain goals to pursue Competitive Integrated Employment opportunities.

Vocational Rehabilitation: VR, (formerly OVRS) is a vocational rehabilitation program within 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 used multiple times.

Employment Data

There are four primary sources of employment data for ODDS Service Recipients that Oregon’s Employment First team utilizes in its reports. They are:

- Oregon Employment Department (OED) data;
- Employment Outcomes System (EOS) data;
- eXPRS billing data for ODDS employment services; and
- Vocational Rehabilitation (VR) data.

This report will examine EOS, eXPRS billing and VR data. The July 2016 report will include OED data.

EOS

According to the September 2015 EOS census of employment outcomes provided to ODDS service recipients, 3,789 unique individuals (**Table 1**) received employment supports from ODDS in a paid job setting. Of those, 1,292 (34.1%) unique individuals worked in at least one Integrated Employment Setting³, including Individual Supported Employment⁴ and Small Group Employment. Of those billed under Individual Supported Employment, nine were reported to have been self-employed.

Date	Supported Employment		Path to Employment		Total Paid Job Setting		
	Individual Supported*	Small Group Supported	Employment Path-Community	Employment Path-Facility	Total Paid Jobs (Duplicated)	Total Supported Integrated Employed**	Total Employed**
Sep-2015	743	609	857	2,010	4,219	1,292	3,789
Mar-2015	577	824	547	2,189	4,137	1,359	3,733

Source: Employment Outcomes System (EOS) census for September 2015 ODDS employment services.
 *Individual supported employment billed under "initial" or "ongoing" supported employment or attendant care with a wage. Data does not include ODDS clients supported by personal support workers (PSWs) or natural supports.
 **Does not count ODDS service recipients working only with natural supports or supported by a PSW. Total numbers include individuals working in more than one employment setting, but they are not double counted.

Table 1

Chart 1 (below) plots out the employment trends from March 2015 to September 2015. Over the six month period, there was a gain of 166 individuals (+28.8%) in Individual Supported Employment and a reduction of 215 individuals (-26.1%) in Small Group Employment.

The reduction in Small Group Employment from March 2015 to September 2015 was expected due to policy changes by ODDS. ODDS required that those using Small Group Employment service must earn at least minimum wage (\$9.25 in Oregon in 2015) by July

³ Both Individual Supported Employment and Small Group Employment settings must be Integrated Employment.

⁴ As of July 1, 2015, all Service Recipients billed under Individual Supported Employment (initial and ongoing) and attendant care earning a wage must comply with the Competitive Integrated Employment standard.

1, 2015 in order to continue billing for the Small Group Employment service. If a provider chose to continue to pay sub-minimum wage, it was required to change billing to Employment Path Community. The same minimum wage requirement also applied to Individual Supported Employment services. However, according to the March EOS data, 92 percent of people receiving Individual Supported Employment services were already earning minimum wage or higher, compared to only 55 percent in Small Group Employment. As a result, the impact on Individual Supported Employment numbers was much smaller than the impact on Small Group Supported Employment numbers.

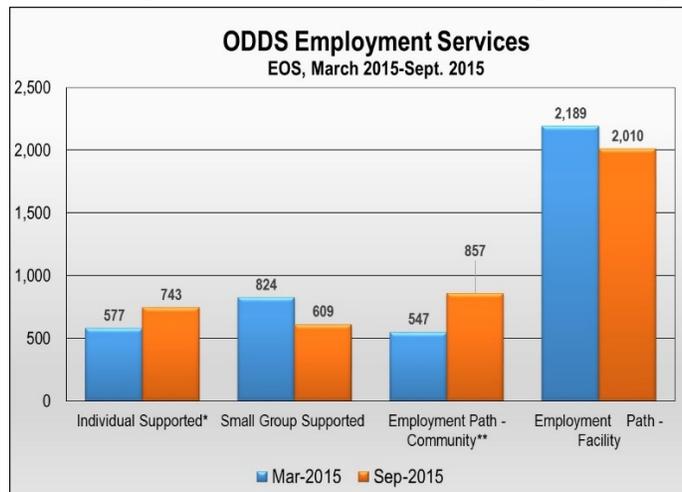


Chart 1

Wages and Hours

According to the September 2015 EOS census of employment services provided to ODDS service recipients, the average wage⁵ in September 2015 (Chart 2) for ODDS Service Recipients billed under the following service categories were the following:

- Individual Supported Employment -- \$10.24 per hour;
- Small Group Employment -- \$9.27 per hour;
- Sheltered Employment -- \$4.18 per hour;
- Employment Path Facility with a wage⁶ -- \$4.41 per hour; and
- Employment Path Community with a wage -- \$6.45 per hour.

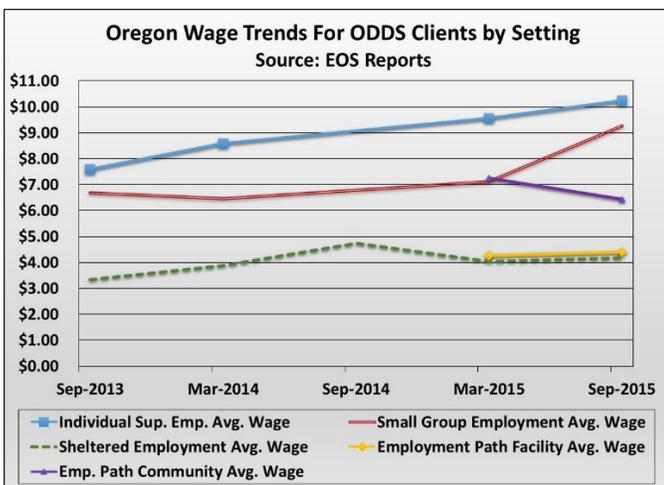


Chart 2

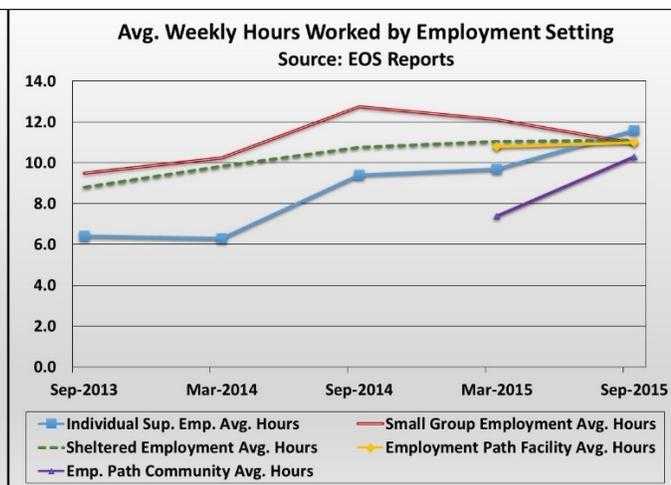


Chart 3

⁵ Tables for charts are available in Appendix A. Detailed provider reports are at: <https://spdweb.hr.state.or.us/EOS/>.

⁶ Not all Service Recipients billed under Employment Path Facility or Employment Path Community earn a wage.

As shown in **Chart 2**, average hourly wages in Individual Supported Employment rose by \$0.67 and Small Group Employment rose by \$2.16 compared to March 2015. As noted above, the minimum wage requirement for Small Group Employment was the biggest factor in the wage increase. This requirement also had the effect of lowering average hourly wages for Employment Path Community by \$.80, from \$7.25 to \$6.45. This decrease resulted from moving sub-minimum wage earners from the Small Group Employment category to the Employment Path Community category.

According to the September 2015 EOS, **100 percent** of ODDS Service Recipients using Individual Supported Employment earned minimum wage or higher (This does not include those who were self-employed).⁷ Small Group Employment had 98.5 percent of earning minimum wage or higher.⁸

As shown in **Chart 3**, according to the September 2015 EOS census of employment services provided to ODDS service recipients, the average weekly hours for ODDS clients billed under the following services categories were as follows:

- Individual Supported Employment -- 11.6 hours per week;
- Small Group Employment -- 11.0 hours per week;
- Sheltered Employment -- 11.1 hours per week;
- Employment Path Facility with a wage⁹ -- 11.0 hours per week; and
- Employment Path Community with a wage -- 10.3 hours per week.

People working in an Integrated Employment Setting (Individual Supported Employment and Small Group Employment) worked an average of 11.8 hours per week, with 18.8 percent working 20 or more hours per week.

Sheltered Employment

As **Table 1** above reports, 2,010 ODDS service recipients earned a wage in 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. As shown in **Chart 4** and according to the September 2015 EOS census,

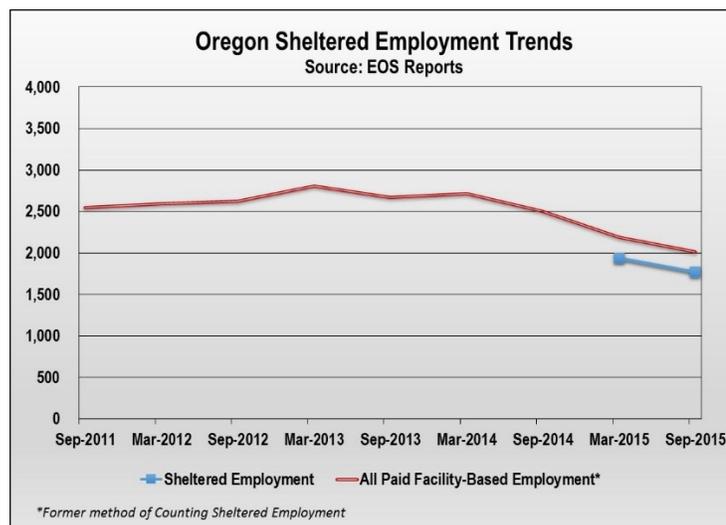


Chart 4

⁷ Two individuals who were self-employed earned less than minimum wage; this is allowed for a limited time.

⁸ ODDS will look at the instances in which minimum wage was not paid in Small Group Employment and require retroactive reclassification or back pay to comply with the minimum wage standard.

⁹ Not all Service Recipients billed under Employment Path Facility or Community earn a wage.

1,770¹⁰ of the 2,010 ODDS Employment Path Facility service recipients (88.1%) are working in Sheltered Employment. This is a decrease of 167 individuals (-8.6%) from the March 2015 count of 1,937¹¹ individuals working in a Sheltered Workshop.

eXPRS Billing Data

Billing data for employment and day services gives another look at employment trends for individuals with I/DD. **Chart 5** plots employment and day services¹² billed from the start of eXPRS billing data in September 2014.

Annual changes in supported employment trends show that there was a 15 percent increase in Individual Supported Employment and a 32.5 percent decrease in Small Group Employment. There was a 43 percent increase in Employment Path

Community and a 13.7 percent decrease in Employment Path Facility in the same period.

Looking at non-employment day services, there was a 4.6 percent increase in day support activities in the community and a 7.1 percent decrease in day support activities in facilities.

As mentioned above, the employment trends in Employment Path Community and Small Group Employment during the second and third quarter of 2015 have more to do with policy changes than employment trends.

Another way to look at the choices that individuals with I/DD made in their Individual Service Plans is to break out hours billed by providers for day and

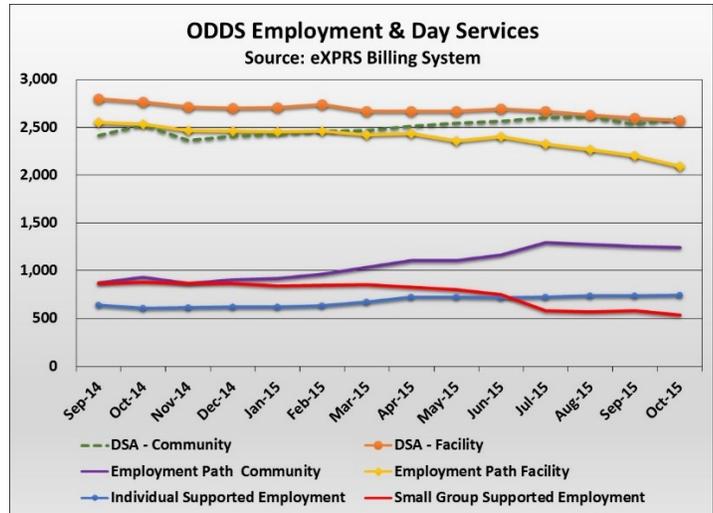


Chart 5

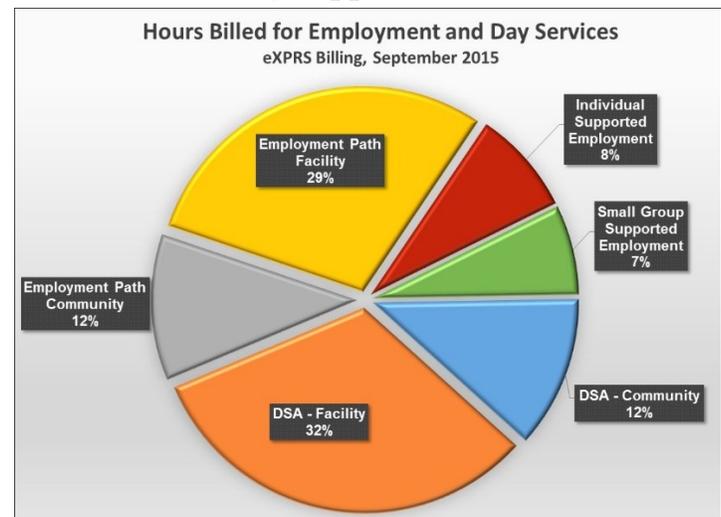


Chart 6

¹⁰ See Appendix B for a detailed breakout by provider.

¹¹ The original March 2015 calculation unintentionally excluded persons working at SERP Enterprises from the calculation, which means that 11 people have been added to the 1,926 Sheltered Employment count described in the July 2015 data report.

¹² Attendant care billing is excluded from these calculations because the service can be given at home or in the community, and there is no current method of differentiating between the two. In addition, Discovery and Job Development Services are not included because these are outcomes-based services. While these services contribute to community-based employment, total hours spent in the community cannot be ascertained.

employment services.¹³ In September 2015 (**Chart 6**), 32 percent of hours billed was for DSA Facility and 29 percent of hours billed was for Employment Path Facility. When these percentages are combined, 61.2 percent of hours billed for individuals with I/DD who utilized ODDS day and employment services spent their hours in a facility-based setting. The remaining community-based day and employment settings totaled 38.8 percent. Time spent in the community has increased by 5.1 percent compared to September 2014 billing data.

VR Data

As shown in **Chart 7**, according to VR data for ODDS service recipients, growth in several key areas has continued. The average number of VR closures that led to Competitive Integrated Employment has more than doubled, from 22 closures per month at the end of 2011 to 48 per month at the end of 2015.

From July 2015 to December 2015, VR had 279 closures that led to

Competitive Integrated Employment.¹⁴ Of those 279 new jobs, 143 (51.2%) were ODDS Service Recipients that were transition-age (ages 14-24) and 58 (20.8%) were current or former sheltered workers.

Looking at all closures in the first half of SFY 2016 who are transition-aged individuals, there were 324 closures with 236 of them having received an Individualized Plan for Employment. The success rate of transition-age applicants entering an IPE is 73 percent.

Complaints and Grievances

The following numbers reflect complaints or hearings that reach the state level, and do not include complaints that are resolved at the local level:

VR received four dispute resolution (hearing or mediation) requests between July 1, 2015 and December 31, 2015. None came from individuals identified as having an intellectual or developmental disability.

Between July 1, 2015 and December 31, 2015, ODDS received one employment-service-related complaint. During that same time, ODDS had two employment-service-related

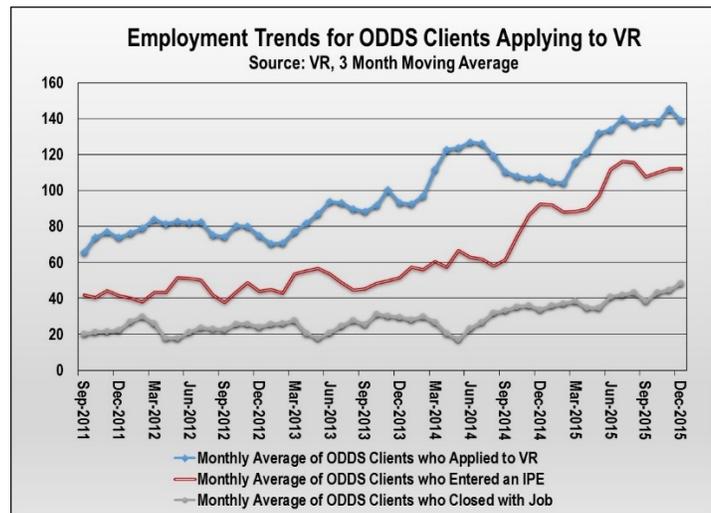


Chart 7

¹³ Ibid

¹⁴ Appendix C lists VR vendors and their performance in placing ODDS Service Recipients. For a list of ODDS vendors please go to the EOS webpage at: <https://spdweb.hr.state.or.us/EOS/>.

hearing requests. The subject of these hearings was involuntary exit from a facility-based Employment Path service.

Between July 1, 2015 and December 31, 2015, Oregon Department of Education received no complaints that involve employment-related transition services. During that same time, ODE received no employment-related due process hearing requests.

Data Calculations, Limitations and Caveats

Calculating EOS Numbers

The EOS calculation of Individual Supported Employment is the sum of attendant care hours in a Competitive Integrated Employment setting plus hours billed for Individual Supported Employment services (initial and ongoing job coaching).

Some EOS numbers might be slightly higher than actual Plan of Care billing data, since there might be some ODDS service recipients for whom bills have not been submitted, yet were captured in the EOS census.

Calculating Sheltered Employment

Executive Orders 13-04 and 15-01 and the Lane settlement agreement all mandate that no new entries to Sheltered Workshops be allowed on or after July 1, 2015. In early 2015, ODDS began gathering provider assessments and conducted further site visits to assess which provider locations met Oregon’s definition of a Sheltered Workshop setting. 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 the “Sheltered Workshop” definition. ODDS anticipates that providers incorrectly billing under Employment Path Facility will be billing under the correct service on or before the September 2016 EOS. Additionally, some providers offer “Employment Path Facility” that is not in an employment or work experience setting. These settings therefore do not meet Oregon’s definition of a Sheltered Workshop. Finally, 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 this definition.

The calculation of the number of individuals in sheltered employment from the September 2015 EOS data was the count of all individuals who were receiving Employment Path Facility services, with wages and hours worked above zero, and whose billed provider matches the official ODDS published list of sheltered employment providers.¹⁵

¹⁵ Available at: <http://www.dhs.state.or.us/spd/tools/dd/Sheltered%20Workshop%20Settings.pdf>

Appendix A.

Tables for EOS Data and eXPRS Billing

Employment Counts for Target Population in September 2015 EOS Data					
Population	Individual Sup. Emp.	Small Group Employment	Sheltered Employment	Employment Path Facility	Emp. Path Community
Total ODDS Population	743	609	1,770	2,010	857
ODDS Transition-age (14-24)	146	88	168	192	110
ODDS Sheltered Worker in Sept. 2015	39	79	1,770	1,770	184
Hours for Target Population in September 2015					
Population	Individual Sup. Emp. Avg. Hours	Small Group Employment Avg. Hours	Sheltered Employment Avg. Hours	Employment Path Facility Avg. Hours	Emp. Path Community Avg. Hours
Total ODDS Population	11.6	11.0	11.1	11.0	10.3
ODDS Transition-age (14-24)	13.4	9.7	10.7	10.7	12.2
ODDS Sheltered Worker in Sept. 2015	6.8	6.8	11.1	11.1	3.4
Wages for Target Population in September 2015					
Population	Individual Sup. Emp. Avg. Wage	Small Group Employment Avg. Wage	Sheltered Employment Avg. Wage	Employment Path Facility Avg. Wage	Emp. Path Community Avg. Wage
Total ODDS Population	\$ 10.24	\$ 9.27	\$ 4.18	\$ 4.41	\$ 6.45
ODDS Transition-age (14-24)	\$ 9.93	\$ 9.33	\$ 4.77	\$ 4.78	\$ 6.49
ODDS Sheltered Worker in Sept. 2015	\$ 9.69	\$ 9.26	\$ 4.18	\$ 4.18	\$ 6.41

Table for Chart 1

Date	Individual Sup. Emp. Avg. Wage	Small Group Employment Avg. Wage	Sheltered Employment Avg. Wage	Employment Path Facility Avg. Wage	Emp. Path Community Avg. Wage
Sep-2015	\$ 10.24	\$ 9.27	\$ 4.18	\$ 4.41	\$ 6.45
Mar-2015	\$ 9.57	\$ 7.11	\$ 4.03	\$ 4.27	\$ 7.25
Sep-2014	#N/A	#N/A	\$ 4.74		
Mar-2014	\$ 8.58	\$ 6.46	\$ 3.88		
Sep-2013	\$ 7.59	\$ 6.68	\$ 3.35		

Table for Chart 2

Date	Individual Sup. Emp. Avg. Hours	Small Group Employment Avg. Hours	Sheltered Employment Avg. Hours	Employment Path Facility Avg. Hours	Emp. Path Community Avg. Hours
Sep-2015	11.6	11.0	11.1	11.0	10.3
Mar-2015	9.7	12.1	11.1	10.8	7.4
Sep-2014	9.4	12.8	10.8		
Mar-2014	6.3	10.3	9.8		
Sep-2013	6.4	9.5	8.8		

Table for Chart 3

Date	Sheltered Employment	All Paid Facility-Based Employment*	Annual % Change
Sep-2015	1,770	2,010	-19.6%
Mar-2015	1,937	2,189	-19.3%
Sep-2014		2,500	-6.4%
Mar-2014		2,713	-3.3%
Sep-2013		2,671	2.0%
Mar-2013		2,806	8.3%
Sep-2012		2,619	2.9%
Mar-2012		2,591	
Sep-2011		2,546	

*Former method of counting sheltered employment

Table for Chart 5

Employment & Day Services	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15
DSA - Community	2,417	2,522	2,366	2,411	2,427	2,458	2,467	2,512	2,544	2,563	2,601	2,607	2,528	2,596
DSA - Facility	2,794	2,767	2,713	2,701	2,706	2,736	2,670	2,666	2,670	2,691	2,664	2,630	2,597	2,569
Employment Path Community	876	932	870	903	921	962	1,033	1,105	1,109	1,164	1,293	1,278	1,253	1,242
Employment Path Facility	2,549	2,528	2,467	2,457	2,456	2,457	2,424	2,436	2,358	2,402	2,327	2,264	2,201	2,093
Individual Supported Employment	641	609	612	621	621	636	675	724	726	721	725	738	740	745
Small Group Supported Employment	864	879	866	867	840	847	855	827	800	749	580	571	583	539

Distinct count of ODDS clients by month billed by providers. Billing data pulled on 2-16-2016

Appendix B.

List of Sheltered Providers	Count of Clients In Sept. 2015	Count of Clients In March 2015	6 Month Change	6 Month % Change
PEARL BUCK CENTER Inc.	145	132	13	9.8%
GARTEN SERVICES Inc.	144	141	3	2.1%
EDWARDS CENTER Inc.	118	120	-2	-1.7%
ROCKWEST TRAINING CO	110	121	-11	-9.1%
EXCEED ENTERPRISES Inc. /FKA CCI ENTERPRISES Inc.	100	89	11	12.4%
SOUTHERN OREGON ASPIRE	77	63	14	22.2%
SUNRISE ENTERPRISES OF ROSEBURG Inc.	75	77	-2	-2.6%
SHANGRI LA CORP	74	75	-1	-1.3%
MV ADVANCEMENTS FKA MID VALLEY REHAB	74	71	3	4.2%
TVW AKA TUALATIN VALLEY WORKSHOP	73	66	7	10.6%
ALBERTINA KERR CENTERS	67	121	-54	-44.6%
REACH Inc.	58	74	-16	-21.6%
OPPORTUNITY FOUNDATION CENTRAL OR	54	172	-118	-68.6%
ALTERNATIVE SVCS OREGON Inc.	50	52	-2	-3.8%
HORIZON PROJECT Inc.	48	66	-18	-27.3%
NATIONAL MENTOR SERVICES LLC DBA MENTOR OREGON	48	52	-4	-7.7%
EASTCO DIVERSIFIED SERVICES	46	46	0	0.0%
WILLAMETTE VALLEY REHABILITATION CENTER Inc.	41	46	-5	-10.9%
ABILITREE	40	49	-9	-18.4%
GOODWILL INDUSTRIES OF LANE AND SOUTH COAST	34	29	5	17.2%
STAR OF HOPE	33	32	1	3.1%
STEP FORWARD Inc.	30	28	2	7.1%
CORNERSTONE ASSOCIATES Inc.	28	21	7	33.3%
SUNSHINE IND UNLIMITED Inc.	28	37	-9	-24.3%
W I T C O /WESTERN IDAHO TRAINING CO Inc.	26	26	0	0.0%
MARIE MILLS CENTER Inc.	23	17	6	35.3%
PORTLAND HABILITATION	19	20	-1	-5.0%
NEW DAY ENTERPRISES	19	18	1	5.6%
COMMUNITY SERVICES Inc.	18	17	1	5.9%
PORTLAND SUPPORTED EMPLOYMENT DBA FULL LIFE	14	13	1	7.7%
DEPAUL INDUSTRIES	13	10	3	30.0%
CO OPPORTUNITY Inc. FKA CENTER ENTERPRISES Inc.	12	16	-4	-25.0%
WORK UNLIMITED Inc.	12	13	-1	-7.7%
COAST REHAB SERVICES	12	3	9	300.0%
SERP ENTERPRISES Inc.	11	11	0	0.0%
Grand Total (Unduplicated Count)	1,770	1,937	-167	-8.6%

Appendix C.

Outcomes by VR Vendor for ODDS Individuals Closed from July 2014 to December 2015					
Vendor	Total Closures (Successful and Non-Successful)	Number of Successful Closures*	Success Rate	Average Weekly Hours**	Average Hourly Wage
2nd SHIFT LLC	1	1	100.0%	20	\$ 9.25
ABILITIES AT WORK	13	9	69.2%	20	\$ 9.69
ABILITREE	21	14	66.7%	13	\$ 9.32
ACKLEY COUNSELING AND EMPLOYMENT SVCS	3	2	66.7%	15	\$ 9.25
ADULT LEARNING SYSTEMS OF OREGON	6	5	83.3%	16	\$ 9.31
ALBERT J LOGAN	4	0	0.0%	N/A	N/A
ALBERTINA KERR CENTERS	7	4	57.1%	19	\$ 9.46
ALTERNATIVE WORK CONCEPTS INC	2	2	100.0%	15	\$ 9.10
ANDREW J PARKER	4	2	50.0%	11	\$ 9.58
BENDER REHABILITATION AND CONSULTING LLC	1	1	100.0%	25	\$ 11.50
BETHESDA LUTHERAN COMMUNITIES	28	17	60.7%	13	\$ 9.29
BLUESUN INC	1	1	100.0%	12	\$ 9.75
BUSINESS UNLIMITED	1	1	100.0%	6	\$ 9.10
CAREERLINK NW LLC	6	2	33.3%	20	\$ 9.10
CASCADE CAREER SERVICES INC	2	1	50.0%	10	\$ 9.10
CASCADIA BEHAVIORAL HEALTHCARE INC	1	0	0.0%	N/A	N/A
CENTER FOR HUMAN DEVELOPMENT INC	1	1	100.0%	8	\$ 9.10
CHARLES EDWARD JESSE	2	0	0.0%	N/A	N/A
CHARLES JOEL TAYLOR	8	7	87.5%	14	\$ 9.64
COASTAL CAREERS	3	3	100.0%	12	\$ 10.12
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	16	13	81.3%	19	\$ 9.71
COLUMBIA CARE SERVICES INC	1	1	100.0%	8	\$ 9.25
COLUMBIA COMMUNITY MENTAL HEALTH	5	4	80.0%	27	\$ 9.61
COMMUNITY ACCESS SERVICES	7	6	85.7%	13	\$ 9.35
COMMUNITY VISION INC	2	2	100.0%	27	\$ 10.08
CREATING COMMUNITY IMPACT LLC	12	8	66.7%	10	\$ 9.75
DARRYL GREGORY	3	2	66.7%	14	\$ 9.38
DESCHUTES COUNTY	1	1	100.0%	12	\$ 10.00
DIRKSE COUNSELING & CONSULTING INC	43	36	83.7%	16	\$ 9.40
DONNA LOWRY	6	5	83.3%	14	\$ 9.30
EASTCO DIVERSIFIED SERVICES INC	1	0	0.0%	N/A	N/A
EXCEED ENTERPRISES INC	18	12	66.7%	16	\$ 9.48
FERNANDEZ SOCIAL SERVICES	1	0	0.0%	N/A	N/A
FOCUS ON ABILITY INC	5	2	40.0%	14	\$ 9.10
FULL CIRCLE OUTREACH CENTER INC	5	2	40.0%	17	\$ 9.55
GENESIS HUMAN RESOURCES	14	11	78.6%	9	\$ 9.38
GOOD-2-GO OREGON	24	19	79.2%	17	\$ 10.09
GOODWILL INDUSTRIES OF LANE COUNTY	10	6	60.0%	18	\$ 9.37
GOODWILL INDUSTRIES OF THE COLUMBIA WILLAMETTE	1	0	0.0%	N/A	N/A
HENDRICKSON SERVICES LLC	8	6	75.0%	12	\$ 9.78
HOME LIFE INC	1	0	0.0%	N/A	N/A
JAIME KETCHUM	2	1	50.0%	20	\$ 9.10
JANIE RADINOVICH-BROSE	6	6	100.0%	18	\$ 9.45
JEWISH FAMILY & CHILD SVCS	1	0	0.0%	N/A	N/A
JILL DUNCAN	6	5	83.3%	22	\$ 9.23
JOB CONSULTANTS NETWORK INC	4	4	100.0%	26	\$ 9.34
JOE MAXEY	13	9	69.2%	23	\$ 9.18
JULIA ORR	2	1	50.0%	16	\$ 9.10
KARLEEN BURGETT	2	2	100.0%	19	\$ 9.38
KELLY WALLACE	7	3	42.9%	25	\$ 9.50

KRISTIN SCHULTZ	2	2	100.0%	30	\$ 10.20
KURT GEIST	3	2	66.7%	15	\$ 10.00
LCC SPECIALIZED SUPPORT SERVICES	11	6	54.5%	21	\$ 9.73
LESLIE A HAYASE	5	5	100.0%	14	\$ 9.17
LETS GET TO WORK INC	3	2	66.7%	16	\$ 9.33
LIVING OPPORTUNITIES INC	19	17	89.5%	12	\$ 9.42
LUTHERAN COMMUNITY SERVICES NORTHWEST	1	1	100.0%	8	\$ 12.00
MACRIEB CONSULTANTS	3	3	100.0%	9	\$ 9.59
MAHLI CARON	5	4	80.0%	9	\$ 9.28
MARIE MILLS CENTER INC	3	3	100.0%	9	\$ 9.25
MCCAULEY POTTER FAIN ASSOCIATES INC	10	9	90.0%	20	\$ 10.02
MCKENZIE PERSONNEL SYSTEMS	17	12	70.6%	13	\$ 9.43
MENTAL HEALTH ASSOCIATION OF SW OREGON	1	0	0.0%	N/A	N/A
MENTOR OREGON	21	20	95.2%	10	\$ 9.71
MICHELLE FLICK	1	0	0.0%	N/A	N/A
MID-COLUMBIA CENTER FOR LIVING	1	1	100.0%	5	\$ 9.25
MID-VALLEY ADVANCEMENTS	23	19	82.6%	20	\$ 9.87
ONE TO ONE EMPLOYMENT RESOURCE	1	0	0.0%	N/A	N/A
OPPORTUNITY CONNECTIONS	4	1	25.0%	9	\$ 9.25
OPPORTUNITY FOUNDATION OF CENTRAL OREGON	4	4	100.0%	8	\$ 9.18
OREGON COAST HEALTHY CHOICES	1	1	100.0%	12	\$ 9.10
OREGON SUPPORTED LIVING PROGRAM	2	2	100.0%	12	\$ 9.25
PACIFIC OPPORTUNITIES INC	38	25	65.8%	16	\$ 9.09
PARTNERSHIPS IN COMMUNITY LIVING INC	7	5	71.4%	22	\$ 9.27
PEARL BUCK CENTER INC	19	14	73.7%	14	\$ 9.43
PORTLAND SUPPORTED EMPLOYMENT INC	7	6	85.7%	20	\$ 9.46
RAISA FUDIM	6	4	66.7%	16	\$ 9.43
REACH INC	2	1	50.0%	39	\$ 10.00
REHABILITATION CONSULTANTS LLC	1	1	100.0%	15	\$ 9.10
RISE INCORPORATED	46	22	47.8%	22	\$ 9.81
RIVERSIDE TRAINING CENTERS INC	1	1	100.0%	4	\$ 9.50
SALENA HARLOW	1	1	100.0%	40	\$ 12.00
SERP ENTERPRISES INC	1	1	100.0%	20	\$ 12.25
SHANGRI-LA CORPORATION	8	7	87.5%	25	\$ 9.84
SOCIAL COMMUNICATION CLINIC	2	2	100.0%	13	\$ 10.55
SOURCE FOR WORK	7	3	42.9%	18	\$ 11.23
SOUTHERN OREGON ASPIRE	7	2	28.6%	13	\$ 9.18
SOUTHERN OREGON GOODWILL INDUSTRIES	15	7	46.7%	14	\$ 9.69
SPRUCE VILLA INC	1	1	100.0%	10	\$ 9.15
STACIA ELISABETH BAKER	7	4	57.1%	17	\$ 9.75
STAR OF HOPE ACTIVITY CENTER INC	2	1	50.0%	25	\$ 9.30
STEPHEN B BASON	3	2	66.7%	12	\$ 9.18
SUNRISE ENTERPRISES OF ROSEBURG	8	6	75.0%	12	\$ 9.18
SUPPORTED EMPLOYMENT SERVICES INC	31	20	64.5%	18	\$ 9.54
THE ARC OF LANE COUNTY	2	1	50.0%	8	\$ 9.50
THOMAS G SUING	1	0	0.0%	N/A	N/A
TRELLIS LLC	21	17	81.0%	15	\$ 9.34
TRENDSITIONS INC	4	3	75.0%	16	\$ 9.40
TVW INC	8	4	50.0%	23	\$ 9.36
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	43	30	69.8%	16	\$ 9.77
V.A.L.U.E.A.D.D.E.D. INC	1	0	0.0%	N/A	N/A
WEBER EMPLOYMENT	1	1	100.0%	40	\$ 10.00
WEST COAST INC	1	1	100.0%	25	\$ 9.10
WESTERN IDAHO TRAINING COMPANY	5	4	80.0%	20	\$ 9.25
WHERE YOU WANT TO BE	5	1	20.0%	15	\$ 9.25
WORKFORCE CONNECTIONS	2	1	50.0%	20	\$ 9.50
Total	797	553	69.4%	16	\$ 9.55

* A successful outcome at VR is an employment outcome that is maintained for at least 90 days.

**Average hours worked by ODDS individuals placed by vendor.