



Lane v. Brown Data Report

Semi-Annual Report for the
Lane v. Brown Settlement

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Background

The Employment First team within the Department of Human Services (DHS) reports twice a year on data concerning Oregonians with intellectual and developmental disabilities (I/DD) served by the Office of Developmental Disabilities Services (ODDS) who are of Transition Age or Sheltered Class members. The report provides a detailed breakdown of those services and employment outcomes.

The types of data to be reported are specified in the settlement agreement in *Lane v. Brown*, U.S. District Court, Case No. 3:12-cv-00138-ST.¹ The report is produced by the DHS Employment First Data Analyst.

A broader annual report outlining employment outcomes and successes for all Oregonians with intellectual and developmental disabilities (I/DD) served by the Office of Developmental Disabilities Services (ODDS) can be found in the link below.²

Technical assistance and data came from Oregon Vocational Rehabilitation (VR), Oregon Employment Department (OED) and ODDS.

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¹ Available at: <http://www.oregon.gov/dhs/employment/employment-first/documents/lane%20v%20brown%20proposed%20settlement.pdf>

² Available at: https://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/EF_Outcomes_Successes_October_2019.pdf

Definitions

Competitive Integrated Employment (CIE): 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.

Employment Service(s): 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. 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 (IPE) services. “Employment Services” and “Supported Employment Services” are regarded as the same in this report.

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 system³ 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 authorizing, claiming, and paying for services approved in an ODDS Service Recipient's Individual Support Plan.

Individual Supported Employment: A term in use in the Lane v. Brown Settlement Agreement and previous DHS rules, at present it has the same definition as **Competitive Integrated Employment**.

Individualized Plan for Employment (IPE): A blueprint or action plan for attaining the individual's vocational objective in Vocational Rehabilitation. The IPE identifies services necessary to assist the individual to prepare for, secure, retain, or regain an employment outcome consistent with his or her strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice. The IPE identifies the employment objective, approved service providers, all program costs, time frames, and the individual's responsibilities under the plan. When an ODDS client completes an approved IPE, this is considered receiving an Employment Service under EO 15-01 section IV.6.c.

ODDS: The Office of Developmental Disabilities Services (ODDS) 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 (ODDS Client): An individual with I/DD found eligible for services may access ODDS services through Community Developmental Disability Program (CDDP), Support Services Brokerage, 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.

Prime (Prime Number): A Unique Medicaid ID number given to all ODDS Clients.

Sheltered Workshop: A facility in which individuals with I/DD are congregated for receiving employment services and performing work tasks for pay at the facility. A Sheltered Workshop primarily employs individuals with I/DD and other disabilities, except for 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 Class Member: All Sheltered Workshop Workers who appeared in EOS reports since March 2012.

³ OregonEOS.org

Sheltered Workshop Worker: An individual with I/DD found eligible for ODDS Employment Services and who receives wages and are billed for “Employment Path Facility” services by an ODDS employment provider that DHS has assessed as a Sheltered Workshop.

Small Group Employment: Means 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 individuals with I/DD, but Small Group Employment can have value to offer additional opportunities for integration and employment while further exploring Competitive Integrated Employment.

Small Group Employment 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 wages and benefits must be comparable to those paid without disabilities who perform similar work. The individual must maintain goals to pursue Competitive Integrated Employment opportunities. Small Group Employment support is funded by ODDS. Under Oregon rules,⁴ VR may not fund Small Group Employment.

Supported Employment Service(s): The Lane Settlement Agreement contains a lengthier definition of “Supported Employment Services.” This data report continues to use the counting methodology of **Employment Services** found in EO 15-01 in section IV.6 and in Oregon Administrative Rule 407-025-0030 (6) for counting purposes, and therefore this report may undercount the total number of Supported Employment Services provided through ODDS and VR.

Target Population(s): The Target Population includes those in either the Transition-age population or the Sheltered Workshop Class population.

Transition-age Individuals: Individuals with I/DD found eligible for ODDS services who are no older than 24 years of age and no younger than 14 years of age.

Vocational Rehabilitation (VR): 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.

⁴ [Oregon Administrative Rule 407-025-0030 \(6\)](#)

Data Collection and Reporting

Section XIII.1.a of the *Lane v. Brown* Settlement Agreement states: “Starting January 1, 2016, and semi-annually (twice a year) thereafter, ODDS and VR shall collect data and report to the Supported Employment Coordinator, the following additional data for individuals with I/DD in the ODDS/VR Target Populations, separated by Target Population, as defined in the Executive Order.” The categories of information specified in section XIII.1.a are listed and reported on below and look at data for the first half of SFY 2020 (July 1, 2019-December 31, 2019).

XIII.1.a.1. *The number of individuals receiving Supported Employment Services in an integrated setting*

Table 1 provides this information.

Supported Employment Services To Target Populations in the First Half of SFY 2020			
Employment Service	Transition Age	Sheltered Workers	Total Unique Counts
VR Entered IPE	281	139	420
Completed Discovery Profiles	70	33	103
Individual Supported Employment from ODDS*	308	416	721
Small Group Supported Employment*	63	365	428
Total Unique Count of Clients	690	878	1,565

**EOS Data for Sept 2019 snapshot*

Table 1

XIII.1.a.2. *The number of individuals achieving Competitive Integrated Employment*

According to September 2019 EOS data, when the Target Population is broken out, 308 persons were Transition-age and 416 persons were Sheltered Workshop Class Members who received Individual Supported Employment Services (job coaching) in a Competitive Integrated Employment setting. When both Target Populations are deduplicated, a total of 721 unique individuals received Individual Supported Employment Services (job coaching) in a Competitive Integrated Employment setting. This table makes use of EOS data, which is a one-month snapshot of services delivered.

The XIII.a.2 count is made with a specific data source - EOS data - which is available semi-annually, and measures the numbers of persons using specific services in March and September of each year (rather than throughout the year). The calculation is described in further detail in the “Reporting Methodology for Settlement Calculations” below. Historically, EOS has also been the data source for this measurement which

allows for comparison across the reports.

XIII.1.a.3. *The number of individuals achieving Individual Supported Employment*

See the data and discussion in XIII.a.2 above which includes Individual Supported Employment numbers.

XIII.1.a.4. *The number of new individuals who received Supported Employment Services in an integrated setting in the current State fiscal year*

Table 2 provides calculations for the first half of SFY 2020.⁵

New Supported Employment Services To Target Populations in the First Half of SFY 2020			
Employment Service	Transition Age	Sheltered Workers	Total Unique Counts
VR Entered IPE	281	139	420
Completed Discovery Profiles	70	33	103
New Individual Supported Employment from ODDS	131	88	219
New Small Group Supported Employment from ODDS	28	48	76
Total Unique Count of Clients	485	292	777

Table 2

As with other measurements described above, this measurement counts a person only once in the period calculated. This time, the focus is on the *new* receipt of services. Numbers for Small Group Supported Employment and Individual Supported Employment come from eXPRS billing data. eXPRS billing data is used for this metric because it can find gaps in monthly billing to calculate a “new” service while EOS data can only provide a one-month snapshot of services. To be able to report this data on a semi-annual basis and to allow for comparison with previous reports, this measurement relies on eXPRS billing data.

XIII.1.a.5. *The number of new individuals who achieved Competitive Integrated Employment in the current State fiscal year*

VR closure data for the first half of SFY 2020 show that 194 Transition-age and 86 Sheltered Workshop Class members successfully exited VR with employment. The total unique count is 273 individuals in the Target Population for the first half of SFY 2020.

As above, this measurement counts a person only once per fiscal year. This time the focus is on persons who *achieved new CIE in the first half of the current fiscal year*. To capture services for those who achieved new CIE, only VR closure data is used. VR data alone is

⁵ See definition of “new” in methodology section.

used for ease of the required semi-annual and annual calculation and to allow for cross-comparison to previous data reports.

XIII.1.a.6. *The number of new individuals receiving Individual Supported Employment*

See the data and discussion in XIII.a.4 above which includes Individual Supported Employment numbers.

XIII.1.a.7. *The number of individuals working in the following settings: Competitive Integrated Employment, Individual Supported Employment, Self-Employment, Sheltered Workshop, and Small Group Employment*

These numbers are found in **Table 3**.

Employment Counts for Target Populations in September 2019 EOS Data				
Target Populations	Competitive Integrated Employment* (CIE)	Self-Employed	Small Group Employment	Sheltered Employment
Transition-age	308	-	63	1
Sheltered Workshop Class Member	416	4	365	216
Average Weekly Hours Worked for Target Populations in September 2019 EOS Data				
Target Populations	CIE Avg. Hours	Self-Employed Avg. Hours	Small Group Employment Avg. Hours	Sheltered Employment Avg. Hours
Transition-age	14.5	N/A	11.6	2.9
Sheltered Workshop Class Member	11.8	8.4	9.3	10.4
Wages for Target Populations in September 2019 EOS Data				
Target Populations	CIE Avg. Wage	Self-Employed Avg. Wage	Small Group Employment Avg. Wage	Sheltered Employment Avg. Wage
Transition-age	\$ 11.61	N/A	\$ 9.50	\$ 3.14
Sheltered Workshop Class Member	\$ 11.85	\$ 7.79	\$ 11.69	\$ 5.74
<i>*Individual Supported Employment is same as Competitive Integrated Employment</i>				

Table 3

XIII.1.a.8. *The number of hours worked per week, and hourly wages paid to those individuals, including the percentage of individuals with I/DD who receive Supported Employment Services under this Agreement and who are working in an Integrated Employment Setting at least 20 hours per week*

Weekly hours and wages are in **Table 3**. The numbers for individuals working 20 hours or more per week are found in **Table 4**.

Employment Counts in September 2019 EOS Data			
Population	Number in Competitive Integrated Employment (CIE)	Number in Competitive Integrated Employment (CIE) Working 20 Hours or More	Percent Working 20 Hours or More
Total ODDS Population	1,588	360	22.7%
ODDS Transition-age (14-24)	308	78	25.3%
ODDS Sheltered Worker Class Member	416	70	16.8%

Table 4

Table 4 makes use of September 2019 EOS data, which is a one-month snapshot of services rendered. The total ODDS population includes all individuals, not just those in the Target Populations. It is important to note that some individuals in the ODDS Sheltered Worker Class are also of Transition Age. For that reason, 867 members who are not in the Target Populations receive employment supports in CIE from ODDS.

XIII.1.a.9. *The length of time each individual works in Competitive Integrated Employment and in other Supported Employment*

According to September 2019 EOS data, the average length of time a person worked in Competitive Integrated Employment was 29.2 months for Sheltered Workshop Class Members and 16.6 months for Transition-age individuals.

The average length of time a person worked in Small Group Employment was 69.3 months for Sheltered Workshop Class Members and 15.5 months for Transition-age individuals.

XIII.1.a.10. *The performance of employment professionals, providers, and job developers with respect to the number of hours worked in all new job placements*

See Appendices A and B.⁶

XIII.1.a.11. *The number and percentage of persons served under Section IV(3) of the Executive Order who are transition-age individuals, and the number of individuals in the Transition-Age Target Population served under Section VI(5) of this Agreement.*

See section **V.b.1** Below

V.b.1 *Oregon shall achieve the Service Outcomes as set forth in Section IV.3 on page 9 of Executive Order 15-01.*

Oregon Executive Order 15-01 provides that “ODDS and VR will provide Employment Services as described in Section IV.6 below to at least 7,000 unique individuals” that by

⁶ Calculating methodology has been updated. Please see Methodology for section XIII.1.a.10 below.

July 1, 2020 ODDS and/or VR will have provided Employment Services to at least 5,400 unique individuals in the Target Population.

Executive Order 15-01 section IV counts were created as an annual calculation. The September 2020 report will have the initial count for the entire SFY 2020. The number calculated for the February 28, 2020 report is an estimate for the first half of SFY 2020 (July 1, 2019 December 31, 2019).

In the first half of SFY 2020, 818 new Supported Employment Services were received by ODDS Clients in the Target Population. Some of these persons received more than one service. When that duplication is removed, 777 unique individuals received at least one new Supported Employment Service in the first half of SFY 2020 (See **Table 2** above).

Broken out by Target Populations, there were 485 Transition-age individuals and 292 Sheltered Workshop Class members who received a new Employment Service in the first half of SFY 2020.

The Lane Settlement Agreement also requires that, by July 1, 2022, at least half (50%) of the Transition-age Target Population that are counted as having received a new Employment Service will also receive an IPE from VR. Of the 485 Transition-age individuals counted, 281 of them (58%) received an IPE from VR in the first half of SFY 2020.

From SFY 2014 to the first half of SFY 2020 (July 1, 2013 to December 31, 2019), 6,085 total unique individuals in the Target Population have received an Employment Service. The state has met the July 1, 2020 target of 5,400.

Reporting Methodology for Settlement Calculations

XIII.1.a.1

“VR Entered IPE” The unduplicated sum of those in the Target Population who entered an IPE from VR’s ORCA database in the calculated period.

“Completed Discovery Profiles” The unduplicated sum of those in the Target Population who were billed for a completed Discovery profile from the ODDS eXPRS billing database in the calculated period (calculated period refers to half a year in the semi-annual reports).

“Individual Supported Employment from ODDS” The unduplicated sum of those in the Target Population who were counted as being in Individual Supported Employment from the EOS semi-annual census in the calculated period.

“Small Group Supported Employment” The unduplicated sum of those in the Target Population who were counted as being in Small Group Supported Employment from the EOS semi-annual census in the calculated period.

“Total Unique Count of Clients” The unduplicated sum of all counted Prime numbers from: VR Entered IPE, Completed Discovery Profiles, Individual Supported Employment from ODDS, and Small Group Supported Employment.

XIII.1.a.2.

The unduplicated sum of those in the Target Population who were counted as being in Individual Supported Employment from the EOS semi-annual census in the calculated time period, either a fiscal year or half of a fiscal year. To calculate the number during a current state fiscal year, for use in the semi-annual report, the State has used EOS. This is consistent with previous data reports and is a data source that contains semi-annual data. This also allows for annual and semi-annual comparisons.

XIII.1.a.3.

This calculation is the same as section XIII.1.a.3.

XIII.1.a.4

“VR Entered IPE” The unduplicated sum of those in the Target Population who entered an IPE from VR’s ORCA database in the calculated period.

“Completed Discovery Profiles” The unduplicated sum of those in the Target Population who were billed for a completed Discovery profile from the ODDS eXPRS billing for the calculated period.

“New Individual Supported Employment from ODDS” The unduplicated sum of unique individuals in the Target Population who were billed for job coaching in the eXPRS billing system who had a gap of at least 90 days in billing data to be counted as “new.”

“New Small Group Supported Employment” The unduplicated sum of unique individuals in the Target Population who were billed for Small Group Employment in the eXPRS billing system who had a gap of at least 90 days in billing data to be counted as “new.”

“Total Unique Count of Clients” The unduplicated sum of all counted unique Prime Numbers from: VR Entered IPE, Completed Discovery Profiles, new Individual Supported Employment from ODDS, and new Small Group Supported Employment.

XIII.1.a.5

The unduplicated sum of those in the Target Population who closed their VR case with a “rehab” modifier from VR’s ORCA database in the calculated period. This is considered a successful VR closure.

XIII.1.a.6. This is the same calculation as section XIII.1.a.4

XIII.1.a.7

“Competitive Integrated Employment: Employment Counts” The unduplicated sum of those who have hours above zero in the calculated EOS data:

A) All individuals in CIE which is a calculation of "Paid hours worked" column as the priority and "hours billed" column used if "paid hours worked" is blank. And/or

B) All individuals in Attendant Care during integrated employment with "paid hours worked" or “hours billed" column if "paid hours worked" is blank. "Gross wages paid" must be above zero.

“Small Group Employment: Employment Counts” The unduplicated sum of unique individuals who have hours above zero in SGE which is a calculation of "Paid hours worked" column as the priority and "hours billed" column used if "paid hours worked" is blank.

“Sheltered Employment: Employment Counts” The unduplicated sum of individuals who have hours above zero in Employment Path Facility which is a calculation of "paid hours worked" or “hours billed" column if "paid hours worked" is blank. "Gross wages paid" must be above zero AND Provider ID number must match the known sheltered provider list for the calculated period.

“Self-Employment: Employment Counts” All individuals counted in CIE counts who also have in the “who pays the wage” column as "Self Employed."

“Competitive Integrated Employment: Avg. Weekly Hours Worked” Sum of hours worked from counts calculation divided by 4.

“Small Group Employment: Avg. Weekly Hours Worked” Sum of hours worked from counts calculation divided by 4.

“Sheltered Employment: Avg. Weekly Hours Worked” Sum of hours worked from counts calculation divided by 4.

“Self-Employment: Avg. Weekly Hours Worked” Sum of hours worked from counts calculation divided by 4.

“Competitive Integrated Employment: Hourly Wages” Sum of "gross wages paid" from ISE and attendant care hours during integrated employment divided by total hours calculated from CIE methodology (above) for each Prime ID. Zero wages are excluded from calculations if hours worked are above zero.

“Small Group Employment: Hourly Wages” Sum of "gross wages paid" from SGE divided by total hours calculated from SGE methodology (above) for each Prime ID. Zero wages are excluded from calculations if hours worked are above zero.

“Sheltered Employment: Hourly Wages” Sum of "gross wages paid" from Employment Path Facility if provider ID matches the sheltered provider list divided by total hours calculated from sheltered employment counts from calculation methodology (above) for each Prime ID.

XIII.1.a.8

“Total ODDS Population” All ODDS Clients with over 20 hours when sum of hours worked from counts calculation are divided by 4 in calculated EOS table.

“Transition-age” All Transition-age individuals with over 20 hours when sum of hours worked from counts calculation are divided by 4 in calculated EOS table.

“Sheltered Workshop Class Member” All Sheltered Workshop Class Members with over 20 hours when sum of hours worked from counts calculation are divided by 4 in calculated EOS table.

XIII.1.a.9

The average number of months for calculated population in EOS data between the stated employment begin date and the month of the EOS census.

XIII.1.a.10

All data broken out by Target Populations for the calculated time period in VR's ORCA database by provider name who were paid to develop jobs for those in each Target Population.

“**Average Hourly Wage**” and “**Average Weekly Hours**” are populated from Client's most recent employment setting. The average wage information is entered into ORCA when a person is first employed. Average wages may appear to be below Oregon minimum wage if wages were entered prior to the minimum wage increase and the data in ORCA has not been updated to reflect wage increases.

“**Count of Clients**” is the distinct sum of clients whom the provider billed, and was paid for, in the calculated time frame for one or more of the job development services listed:

- Direct Placement Fee (2018)
- Direct Placement Strategy Report
- Direct Retention Fee
- Job Placement Strategy / Report Track 1
- Job Placement Strategy / Report Track 2
- Job Placement Strategy / Report Track 3
- Job Placement Strategy Review Track 1
- Job Placement Strategy Review Track 2
- Job Placement Strategy Review Track 3
- Job Placement Track 1
- Job Placement Track 2
- Job Placement Track 3
- Job Retention Track 1
- Job Retention Track 2
- Job Retention Track 3
- Job Search Assistance
- OJT Setup Fee
- Participant Portfolio
- Referral

XIII.1.a.11

“*The number and percentage of persons served under Section IV(3) of the Executive Order who are transition-age individuals...*” This is the same calculation as section XIII.1.a.4.

“...and the number of individuals in the Transition-Age Target Population served under Section VI(5) of this Agreement.” This is the ratio of all Transition-age individuals who received an IPE from VR in the calculated period divided by all Transition-age individuals who are counted as having received an Employment Service in the same calculated period.

V.b.1 (Section IV.3 on page 9 of Executive Order 15-01)

See calculation methodology in section XIII.1.a.4. for all counting methods.

“Total unique individuals in the Target Population (who) have received an Employment Service” The deduplicated count of Primes for all individuals who are counted as receiving an Employment Service since SFY 2014 for those in the Target Population.

Appendix A

Outcomes by VR Vendor for Sheltered Class Members Served in First Half of SFY 2020			
Vendor	Count of Clients	Average Hourly Wage	Average Weekly Hours
ABILITIES AT WORK	1	\$ 12.00	24.0
ABILITREE	3	\$ 11.25	16.7
ADULT LEARNING SYSTEMS OF OREGON	2	\$ 12.00	14.0
ADVANTAGE WORKING SOLUTIONS LLC	2	\$ 12.63	16.0
ALBERTINA KERR CENTERS	6	\$ 13.02	15.3
ALLISON J VAN WEY	1	\$ 13.63	20.0
BRIDGE CITY MENTORS INC	1	\$ 12.50	16.0
CHARLENE M ALFONSO	2	\$ 11.00	3.0
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	1	\$ 11.25	6.0
COMMUNITY ACCESS SERVICES	3	\$ 11.67	12.0
CORNERSTONE ASSOCIATES INC	1	\$ 11.25	4.0
CREATING COMMUNITY IMPACT LLC	2	\$ 11.17	14.7
CUTTING EDGE JOB DEVELOPMENT LLC	1	\$ 11.25	10.0
DEPAUL INDUSTRIES	1	\$ 12.00	10.0
DIRKSE COUNSELING & CONSULTING INC	2	\$ 12.00	8.0
DIVERSABILITY INC	2	\$ 12.15	22.5
EASTCO DIVERSIFIED SERVICES INC	1	\$ 15.00	16.0
EDWARDS CENTER INC	6	\$ 12.03	17.0
ELAYNE GOLDMAN & ASSOCIATES INC	1	\$ 13.00	6.0
EMPLOYERS OVERLOAD SUPPORTED EMPLOYMENT INC	1	\$ 12.50	10.0
EMPLOYMENT OPTIONS LLC	1	\$ 11.25	25.0
EXCEED ENTERPRISES INC	6	\$ 12.54	6.0
GARTEN SERVICES INC	1		
GOOD-2-GO OREGON	5	\$ 11.90	14.8
GOODWILL INDUSTRIES EMPLOYMENT SERVICES	7	\$ 11.93	14.3
GREGG DART	2	\$ 11.63	11.0
HENDRICKSON SERVICES LLC	2	\$ 10.80	16.0
HIRE NW LLC	2	\$ 12.25	11.5
HOME LIFE INC	1	\$ 14.00	11.0
HORIZON PROJECT INC	2	\$ 10.63	14.0
JANIE RADINOVICH-BROSE	1	\$ 11.00	5.0
JILL HULT	1	\$ 11.35	24.0

Appendix A Continued

JOB CONSULTANTS NETWORK INC	2	\$ 12.72	20.0
KARIANNE CLARK	2	\$ 11.00	8.0
KEY CONSULTING LLC	3	\$ 11.42	14.0
LETS GET TO WORK INC	1	\$ 12.75	15.0
LIVING OPPORTUNITIES INC	3	\$ 11.67	12.0
MOUNTAIN CREST COUNSELING	1	\$ 12.50	15.0
MV ADVANCEMENTS	4	\$ 11.56	19.0
NATIONAL MENTOR SERVICES LLC	4	\$ 11.67	18.7
OPPORTUNITIES UNLIMITED LLC	2	\$ 13.00	17.5
OPPORTUNITY FOUNDATION OF CENTRAL OREGON	5	\$ 11.30	12.8
OREGON SUPPORTED LIVING PROGRAM	1	\$ 11.25	5.0
PACIFIC OPPORTUNITIES INC	1	\$ 12.50	20.0
PEARL BUCK CENTER INC	12	\$ 11.40	15.0
PORTLAND SUPPORTED EMPLOYMENT INC	1		
RISE INCORPORATED	5	\$ 12.47	21.6
SHANGRI-LA CORPORATION	3	\$ 11.19	11.8
SOUTHERN OREGON GOODWILL INDUSTRIES	2	\$ 11.75	10.0
STEP FORWARD ACTIVITIES INC	3	\$ 11.00	9.7
SUNRISE ENTERPRISES OF ROSEBURG	5	\$ 11.00	15.0
SUPPORTED EMPLOYMENT SERVICES INC	1	\$ 11.25	15.0
SUSAN E MUNOZ	1	\$ 12.25	24.0
THOMAS G SUING	2	\$ 11.25	13.5
TRELLIS INC	3	\$ 12.63	25.0
TRENDSITIONS INC	2	\$ 10.50	15.0
TVW INC	4	\$ 12.50	12.3
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	1	\$ 9.75	8.0
WE CREATE PEACE WORK SOLUTIONS LLC	1	\$ 13.00	6.0
Client Totals and Statewide Avg. Wages and Hours	145	\$ 11.83	14.2

Appendix B

Outcomes by VR Vendor for Transition Youth Served in First Half of SFY 2020			
Vendor	Count of Clients	Average Hourly Wage	Average Weekly Hours
ABILITIES AT WORK	4	\$ 13.06	23.3
ABILITREE	7	\$ 11.43	13.0
ADULT LEARNING SYSTEMS OF OREGON	8	\$ 12.25	16.6
ADVANTAGE WORKING SOLUTIONS LLC	12	\$ 12.56	18.5
ALBERTINA KERR CENTERS	11	\$ 14.19	20.8
ALLISON J VAN WEY	6	\$ 11.93	23.2
ANDREW J PARKER	1	\$ 11.25	5.0
BAY AREA ENTERPRISES INC	3	\$ 11.25	16.0
BLUESUN INC	2	\$ 11.50	18.0
BRIDGE CITY MENTORS INC	1	\$ 14.00	40.0
CANYON CONSTRUCTION LLC	1	\$ 12.00	23.0
CHARLENE M ALFONSO	2	\$ 12.01	17.5
CLARA JEAN DAWSON	1	\$ 16.00	20.0
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	4	\$ 11.20	12.8
COMMUNITY ACCESS SERVICES	1	\$ 12.50	6.0
COMMUNITY VISION INC	2	\$ 12.75	17.5
CREATING COMMUNITY IMPACT LLC	3	\$ 12.42	4.3
CUTTING EDGE JOB DEVELOPMENT LLC	1		
DARRYL GREGORY	3	\$ 11.25	17.0
DAVID GEORGE HARRISON	1	\$ 10.75	20.0
DEBRA MCCARTHY	8	\$ 12.68	20.9
DEPAUL INDUSTRIES	4	\$ 12.81	18.3
DIRKSE COUNSELING & CONSULTING INC	15	\$ 12.53	11.1
DIVERSIFIED HIRING SOLUTIONS	1	\$ 12.50	12.0
DUNGARVIN OREGON LLC	2	\$ 12.50	20.0
EDWARDS CENTER INC	1	\$ 14.50	10.0
ELAINE LORTSCHER	1	\$ 13.00	25.0
ELAYNE GOLDMAN & ASSOCIATES INC	5	\$ 12.45	18.4
EMPLOYERS OVERLOAD SUPPORTED EMPLOYMENT INC	1	\$ 12.50	25.0
EMPLOYMENT OPTIONS LLC	2	\$ 10.75	18.0
EXCEED ENTERPRISES INC	7	\$ 12.30	17.6
GOOD-2-GO OREGON	8	\$ 11.90	10.0
GOODWILL INDUSTRIES EMPLOYMENT SERVICES	1	\$ 11.25	18.0

Appendix B Continued

GOODWILL INDUSTRIES OF LANE COUNTY	1	\$ 12.00	20.0
GREGG DART	1	\$ 11.25	18.0
HENDRICKSON SERVICES LLC	2	\$ 11.30	20.0
HIRE NW LLC	6	\$ 12.45	24.0
HOME LIFE INC	1	\$ 11.25	6.0
HOOD RIVER SHELTERED WORKSHOP INC	1	\$ 12.00	25.0
JEFFREY HINES JR	4	\$ 11.25	9.8
JESSE B TAYLOR	1	\$ 12.00	24.0
JILL HULT	1	\$ 11.25	12.0
JOB CONSULTANTS NETWORK INC	4	\$ 11.98	21.3
JUL ORR VOCATIONAL SERVICES INC	1	\$ 11.63	30.0
KARIANNE CLARK	4	\$ 12.08	20.5
KATHRYN COWSERT	1	\$ 12.50	20.0
KEY CONSULTING LLC	8	\$ 11.25	14.1
KRISTIN SCHULTZ	1	\$ 12.53	38.0
KURT JOHNATHAN VAN METER	1	\$ 11.25	8.0
LESLIE A HAYASE	3	\$ 11.72	16.7
LETICIA MILLARD	2	\$ 11.50	20.0
LIVING OPPORTUNITIES INC	1	\$ 11.25	20.0
MARIE MILLS CENTER INC	2	\$ 11.25	5.0
MCCAULEY POTTER FAIN ASSOCIATES INC	1	\$ 11.25	15.0
MCKENZIE PERSONNEL SYSTEMS	1	\$ 11.38	20.0
MONA KOOL-HARRINGTON	2	\$ 11.25	22.5
MOUNTAIN CREST COUNSELING	8	\$ 13.00	22.1
MV ADVANCEMENTS	11	\$ 11.80	13.0
NATIONAL MENTOR SERVICES LLC	9	\$ 11.30	11.4
OPPORTUNITIES UNLIMITED LLC	3	\$ 12.00	14.0
OPPORTUNITY FOUNDATION OF CENTRAL OREGON	2	\$ 11.38	5.0
PACIFIC OPPORTUNITIES INC	15	\$ 12.54	18.0
PARTNERSHIPS IN COMMUNITY LIVING INC	5	\$ 11.35	20.6
PATHWAY ENTERPRISES INC	1	\$ 11.25	11.0
PEARL BUCK CENTER INC	11	\$ 11.82	19.4
PEER EMPOWERMENT & COMMUNITY EXPERIENCES	1	\$ 11.25	9.0
PORTLAND SUPPORTED EMPLOYMENT INC	3	\$ 12.71	20.0
PROXYWORKS LLC	2	\$ 11.50	20.0
RISE INCORPORATED	9	\$ 11.96	15.6
SARUM PLOK RYDING	2	\$ 11.63	25.0

Appendix B Continued

SHANGRI-LA CORPORATION	4	\$ 11.35	11.6
SOUTHERN OREGON ASPIRE	1	\$ 11.25	16.0
SOUTHERN OREGON GOODWILL INDUSTRIES	2	\$ 10.50	20.0
STACIA ELISABETH BAKER	1	\$ 12.00	10.0
STEP FORWARD ACTIVITIES INC	1	\$ 11.00	15.0
SUNRISE ENTERPRISES OF ROSEBURG	1		
SUPPORTED EMPLOYMENT SERVICES INC	5	\$ 11.40	12.2
SUSAN E MUNOZ	6	\$ 12.05	17.4
THE ARC OF LANE COUNTY	1	\$ 14.16	8.0
THOMAS G SUING	2	\$ 14.94	30.0
TRELLIS INC	24	\$ 12.68	14.3
TRENDSITIONS INC	2	\$ 11.00	6.0
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	8	\$ 13.09	11.4
WE CREATE PEACE WORK SOLUTIONS LLC	4	\$ 13.00	24.8
Client Totals and Statewide Avg. Wages and Hours	321	\$ 12.17	16.5