

INTEGRATED EMPLOYMENT PLAN
ATTACHMENT #5
OUTCOME MEASURES AND METRICS SUPPLEMENTAL INFORMATION

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

Changes: This measure now more specifically focuses on individuals achieving Competitive Integrated Employment consistent with the adopted definition of that term in Executive Order 15-01.

Computation Methodology: The number of individuals found to be in Competitive Integrated Employment is the unduplicated sum of individuals in "individual supported employment" or "attendant care with paid employment" in the March EOS survey and those working in integrated employment with natural supports in the workplace. The total population it is divided by all individuals in either the Supports Services Waiver or Comprehensive Waiver in the month of March that year. Methodology for calculating competitive integrated employment with natural supports in OED will be the sum of individuals paid at or above minimum wage that do not have wages in "employment path facility", "employment path community", or "small group employment" and will not duplicate the count of individuals found with competitive integrated employment with paid supports. 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. Based on data available for SFY 2015, calculated hourly wages for 366 individuals working in integrated employment are between \$9.00 and \$9.24. It is assumed that the wages for these individuals are calculated as slightly below minimum wage due to input error, such as unpaid training, leave or rounding errors. As a result, it is assumed that these individuals are in fact earning minimum wage. This assumption is based on three things. First, the industry codes for these individuals

require the payment of minimum wage. Second, the distribution of hourly wages below \$9.25 is highly concentrated between \$9.00 and \$9.24. Third, with minimum wage set at \$9.25, we would expect 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 in the interest of being conservative.

Notes: This data includes ODDS clients who receive services under either the Support Services Waiver or Comprehensive Waiver. It does not count people employed in other community-based settings that do not meet the definition of Competitive Integrated Employment. Oregon Employment Department (OED) data is quarterly so it will look at the first three months of the calendar year instead of the month of March.

Because this revised outcome measure is more specific to the achievement of Competitive Integrated Employment and the adopted definition of that term, new baseline and annual projections will need to be revised. These are being set for July 1, 2015, using the methodology outlined above. This reset will create a challenge in comparing the performance under this revised measure to the baseline and performance under the initial measure. Future data reports will attempt to compare past and present performance in the general area to help facilitate related policy and strategy discussions.

Data Source(s): Plan of Care billing data, March EOS survey, and Oregon Employment Department data.

OUTCOME MEASURE #2: Increase the number of adults with developmental disabilities receiving ODDS services who are working in Competitive Integrated Employment settings.

Changes: This measure now more specifically focuses on individuals achieving Competitive Integrated Employment consistent with the adopted definition of that term in Executive Order 15-01.

Computation Methodology: The number of individuals found to be in Competitive Integrated Employment is the unduplicated sum of individuals in "individual supported employment" or "attendant care with paid employment" in the March EOS survey and those working in integrated employment with natural supports in the workplace. Methodology for calculating competitive integrated employment with natural supports in OED will be the sum of individuals paid at or above minimum wage that do not have wages in "employment path facility", "employment path community", or "small group employment" and will not duplicate the count of individuals found with competitive integrated employment with paid supports. For the reasons set forth in the Computation Methodology for Outcome Measure #1, individuals earning \$9.00 or higher are counted as earning minimum wage or higher, and thus counted as working in Competitive Integrated Employment for the purposes of this outcome measure.

Notes: This data includes ODDS clients who receive services under either the Support Services Waiver or Comprehensive Waiver s. The count does not include people employed in other community-based settings that do not meet the definition of Competitive Integrated Employment. Oregon Employment Department (OED) data issues quarterly, so the count will be for the first three months of the calendar year. Because this revised outcome measure is more specific to the achievement of Competitive Integrated Employment and the adopted definition of that term, new baseline and annual projections will need to be revised. These are being set for July

1, 2015, using the methodology outlined above. This reset will create a challenge in comparing the performance under this revised measure to the baseline and performance under the initial measure. Future data reports will attempt to compare past and present performance in the general area to help facilitate related policy and strategy discussions.

Data Source(s): Plan of Care billing data, March EOS survey, and Oregon Employment Department data.

OUTCOME MEASURE #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.

Changes: This outcome measure does not change.

Computation Methodology: The number of individuals found to be in individual integrated employment is the unduplicated sum of individuals in "individual supported employment" in the March EOS survey. For the reasons set forth in the Computation Methodology for Outcome Measure #1, individuals earning \$9.00 or higher are counted as earning minimum wage or higher for the purposes of this outcome measure.

Notes: ODDS clients employed using natural supports are not included in this outcome measure. Because of the revised service definitions, policy decisions regard minimum wage payments, and data reporting processes, a new baseline will be established. Wages for individuals that work in individual integrated employment billed through employment community based employment path services are not included. Data will need to be consider individuals who are self-employed or working in agricultural settings where reporting may meet Oregon law but

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| not the standard minimum wage threshold. |
| Data Source(s): Plan of Care billing data and March EOS survey. |

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| OUTCOME MEASURE #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. |
| Changes: This wording clarifies that the change is for 10 or more hours per week to be consistent with how the methodology has been computed. |
| Computation Methodology: The number of individuals in individual integrated employment in the March EOS survey working 10 or more hours per week divided by the total number of individuals in individual integrated employment in the March EOS survey. |
| Notes: People billed for individual supported employment under employment path community are not counted. People employed with natural supports are not included. Because of service definitions and reporting mechanisms, new baseline and annual projections will need to be revised. These are being set for July 1, 2015, using the methodology outlined above. This reset will create a challenge in comparing the performance under this revised measure to the baseline and performance under the initial measure. Future data reports will attempt to compare past and present performance in the general area to help facilitate related policy and strategy discussions. |

Data Source(s): March EOS survey

OUTCOME MEASURE #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.

Changes: This wording clarifies that the change is for 20 or more hours per week to be consistent with how the methodology has been computed.

Computation Methodology: The number of individuals in individual integrated employment in the March EOS survey working 20 or more hours per week divided by the total number of individuals in individual integrated employment in the March EOS survey.

Notes: People billed for individual supported employment under employment path community are not counted. People employed with natural supports are not included. Because of service definitions and reporting mechanisms, new baseline and annual projections will need to be revised. These are being set for July 1, 2015, using the methodology outlined above. This reset will create a challenge in comparing the performance under this revised measure to the baseline and performance under the initial measure. Future data reports will attempt to compare past and present performance in the general area to help facilitate related policy and strategy discussions.

Data Source(s): March EOS survey

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| <p>OUTCOME MEASURE #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.</p> |
| <p>Changes: New definition changes from "newly achieved" to "newly placed." This terminology is more consistent with the computation methodology. This change does not impact existing baseline information.</p> |
| <p>Computation Methodology: Sum of all ODDS job development placements and all ODDS clients in VR with successful closures each State fiscal year (SFY) who receive services under either the Supports Services Waiver or Comprehensive Waiver.</p> |
| <p>Notes: ODDS clients who achieve individual integrated employment with natural supports or who are placed in a job without VR or ODDS are not included. Note: "newly placed employment" is different than Outcome Measure #2. Outcome Measure #2 counts the net number of jobs (net number equals newly achieved employment minus lost jobs, retirements, exits and movement to natural supports) at a point in time (March). Outcome Measure #6 counts new placements in an integrated setting by ODDS or VR in a SFY. Because ODDS and VR policy placements require at least minimum wage, all individuals counted as new placements are presumed to be making minimum wage.</p> |
| <p>Data Source(s): VR data and Plan of Care billing data.</p> |

OUTCOME MEASURE #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.

Changes: New definition changes from "newly achieved" to "newly placed." This terminology is more consistent with the computation methodology. This change does not create a need to reestablish existing baseline information.

Computation Methodology: Sum of all ODDS job development/placements and all ODDS clients in VR with successful closures each SFY who receive services under either the Supports Services Waiver or Comprehensive Waiver and who are between ages 18-24 at the beginning of that SFY.

Notes: ODDS clients who achieve individual supported employment with natural supports or placed in a job without VR or ODDS are not included. Note: "newly placed employment" is different than Outcome Measure #2. Outcome Measure #2 counts the net number of jobs (net number equals newly achieved employment minus lost jobs, retirements, exits and movement to natural supports) at a point in time (March). Outcome Measure #7 counts new placements in an integrated setting by ODDS or VR in a SFY.

Data Source(s): VR data and Plan of Care billing data.

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

Changes: Definition is changed to those with an employment goal.

Computation Methodology: ODDS clients with an employment goal include all individuals in the March EOS survey for each each SFY in either an employment of employment path billed service. The total population (the denominator) is calculated as all individuals in the March EOS survey and Plan of Care billing data of that SFY in a day service (Day Support Activity or attendant care), employment or employment path service.

Notes: Individuals who receive services under either the Support Services Waiver or Comprehensive Waiver who do not participate in day or employment services are not included. This is a new measure, so a new baseline and annual projections are computed. For SFY 2016 and 2017, the calculation will be based on individuals receiving ODDS employment services. Subsequent years will be based on individuals with employment goals in their respective Individual Support Plans.

Data Source(s): Plan of Care billing data and March EOS survey.

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

Change: This outcome measure does not change. There are no changes to the existing baseline. Targets have been updated based on current data.

Computation Methodology: All individuals in the March EOS survey for each SFY who have paid employment under the service category of path to employment and are identified as a sheltered workshop setting by ODDS.

Notes: Individual who receive sheltered workshop services but are not billed through ODDS are not counted.

Outcome Measure #9 will need to be reviewed periodically, and possibly revised, based on (1) compliance with the CMS HCBS rules, (2) impact of the “closing the front door” policy set forth in Executive Order 15-01, and (3) the impact of the provider transformation project.

Data Source(s): Plan of Care billing data and March EOS survey.

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

Changes: This outcome measure does not change. There are no changes to the existing baseline, the targets have been updated based on current data.

Computation Methodology: The sum of all hours worked by all individuals in the March EOS survey that have paid employment under the employment category "path to employment" and are identified as a sheltered workshop by ODDS.

Notes: Individual who receive sheltered workshop services but are not billed through ODDS are not counted. Outcome Measure #9 will need to be reviewed periodically, and possibly revised, based on (1) compliance with the CMS HCBS rules, (2) impact of the “closing the front door” policy set forth in Executive Order 15-01, and (3) the impact of the provider transformation project.

Data Source(s): POC billing data and EOS survey.

OUTCOME MEASURE #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.

Changes: This outcome measure is revised to use the term Competitive Integrated Employment instead of integrated individual supported employment.

Computation Methodology: Individuals calculated as receiving "sheltered workshop services" include any ODDS clients who have been identified as working in a sheltered workshop since March 2013 in EOS or Brokerage surveys. Those individuals who are calculated as obtaining "Competitive Integrated Employment" are defined as having been successfully closed by VR, completed job development by ODDS, or billed for attendant care with paid employment in the March or September EOS survey at any time in the SFY.

Notes: Sheltered workshop workers working with natural supports are not included in Outcome Measure #11.

Data Source(s): POC billing data, EOS survey and VR data.

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

Notes: The baseline and targets are still being developed. This will be available by September 1, 2015.

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| OUTCOME MEASURE #13: Increase in the number of parent and student advocacy training opportunities. |
| Notes: The baseline and targets are still being developed. This will be available by September 1, 2015. |

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| OUTCOME MEASURE #14: Increase in number of individuals aged 18-21 who are eligible for ODDS services and found eligible for VR services. |
| Changes: None. |
| Computation Methodology: Sum of all ODDS clients aged 18-21 found eligible for VR services in the SFY. |
| Notes: None |
| Data Source(s): VR and ODDS data warehouse. |

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| OUTCOME MEASURE #15: Increase in number of students aged 16-21 enrolled in ODDS. |
| Changes: None. |
| Computation Methodology: All ODDS clients that turn 16 in the counted SFY and clients ages 16-21 that applied and were found eligible in the counted SFY. |
| Notes: None |

Data Source(s): ODDS data warehouse.

OUTCOME MEASURE #16: Increase in number of community-based work-related opportunities while in school.

Notes: The baseline and targets are still being developed. This will be available by September 1, 2015.

OUTCOME MEASURE #17: Increase the total number of unique providers qualified by ODDS to deliver integrated employment services.

Changes: This outcome measure does not change. The baseline will be established based on data for SFY 2015.

Computation Methodology: The sum of all ODDS providers giving discovery, job development, and individual supported employment services in the March EOS survey of each SFY.

Notes: None

Data Source(s): March EOS survey.

OUTCOME MEASURE #18: Increase the total number of providers qualified by both ODDS and VR to deliver

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| integrated employment services. |
| Changes: This outcome measure does not change. The baseline will be established based on data for SFY 2015. |
| Computation Methodology: Count of Office of Licensing and Regulatory Oversight (OLRO)-certified provider organizations endorsed for ODDS employment services providers and on list of contracted Vocational Rehabilitation vendors. |
| Notes: The targets assume that 34 added providers will be dually qualified per the outcome measure in the next three SFY. This number is 60% percent of current providers qualified by ODDS that are not also qualified by VR. Subsequent years presume a 2% growth in that number. These projections may be revised as necessary as the numbers of individual services providers is tracked. |
| Data Source(s): OLRO-certified provider organization records and VR contracted vendor list. |

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| OUTCOME MEASURE #19: Increase the total number of providers qualified by ODDS to delivery discovery services and qualified by VR to provide job development services. |
| Changes: This outcome measure does not change. The baseline will be established based on data for SFY 2015. |
| Computation Methodology: Count of providers on list of ODDS qualified discovery providers and on list of contracted VR job development vendors. |
| Notes: The targets assume that 48 added providers will be dually qualified per the outcome measure over the next three SFY. This number is 60% percent of current providers qualified by ODDS to provide employment |

services but to not meet the dual qualification of this metric. Subsequent years presume a 2% growth in that number. These projections may need to change as the numbers of individual services providers is tracked.

Data Source(s): List of qualified discovery service providers maintained by ODDS and list of contracted VR job development vendors.