



Lane v. Brown Data Report

Semi-Annual Report as required by 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), and 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-ST¹ specify the types of data to be reported. The report is produced by the Employment First Data Analyst within DHS.

Technical assistance and data came from: Vocational Rehabilitation (VR), and ODDS.

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¹ Available at: <http://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/Lane%20v%20Brown%20Proposed%20Settlement.pdf>

Definitions

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.

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 ISP.

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. 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. OAR 582-01-0010 (25). 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: 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.

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 Class Member: All Sheltered Workshop Workers who appeared in EOS reports since March 2013.

Sheltered Workshop Worker: An individual with I/DD found eligible for ODDS employment services and who receives services billed as “Employment Path Facility” services by an ODDS employment provider that DHS has assessed is 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 as a way 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 VR regulations, VR may not fund Small Group Employment. OAR 407-025-0010 (24)

Supported Employment Services: 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. See OAR 407-025-0010 (10) definition for “Employment Services.”

The Lane Settlement Agreement contains a lengthier definition of “Supported Employment Services.” This data report continues to use the definition of Employment Services found in the EO 15-01.I.7, and therefore this report may undercount Supported Employment Services provided through ODDS and VR.

Transition-age: 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.

Data Collection and Reporting

Section XIII.1.a of the *Lane v. Brown* Settlement 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.

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 Population In First Half of SFY 2017			
Employment Service	Transition Age	Sheltered Workers	Total Unique Counts
VR Entered IPE	312	210	503
Completed Discovery Profiles	66	125	181
Individual Supported Employment from ODDS	224	261	468
Small Group Supported Employment	66	293	347
Total Unique Counts	632	808	1,386

Table 1

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

When the two target populations are broken out, 224 persons were transition age and 261 persons were sheltered worker class members. The total unique count is 468 individuals.

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

This number is the same as the one in the paragraph above, for those achieving Competitive Integrated Employment.

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

The SFY 2017 calculation will be done in the next report and cannot be completed until SFY 2017 ends. To calculate new supported employment with ODDS billing data, there

needs to be a 90 day gap in billing for it to be considered “new”. This cannot be completed until more billing data becomes available.

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

For the first half of SFY 2017 (July 1, 2016-December 31, 2016), VR closure data shows that 139 transition age and 86 sheltered worker class members successfully exited VR with employment. The total unique count is 214 individuals.

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

This is the same number as those who achieved Competitive Integrated Employment.

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 2**.

Employment Counts for Target Population in September 2016 EOS Data				
Population	Competitive Integrated Employment* (CIE)	Self-Employed	Small Group Employment	Sheltered Employment
ODDS Transition-age (14-24)	224	2	66	92
ODDS Sheltered Worker Class Member**	261	6	293	1,268
Hours for Target Population in September 2016 EOS Data				
Population	CIE Avg. Hours	Self-Employed Avg. Hours	Small Group Employment Avg. Hours	Sheltered Employment Avg. Hours
ODDS Transition-age (14-24)	12.5	7.6	12.8	10.7
ODDS Sheltered Worker Class Member**	10.2	4.8	11.2	11.8
Wages for Target Population in September 2016 EOS Data				
Population	CIE Avg. Wage	Self-Employed Avg. Wages	Small Group Employment Avg. Wage	Sheltered Employment Avg. Wage
ODDS Transition-age (14-24)	\$ 10.04	\$ 10.75	\$ 9.76	\$ 5.62
ODDS Sheltered Worker Class Member**	\$ 10.12	\$ 10.17	\$ 9.76	\$ 4.95
*Individual Supported Employment is same as Competitive Integrated Employment				
**All individuals found to have worked in a sheltered workshop since March 2013				

Table 2

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 2**. The numbers for individuals working 20 hours or more per week are found in **Table 3**.

Population	Number in Competitive Integrated Employment (CIE)	Number in Competitive Integrated Employment (CIE) Working 20 Hours or More	Ratio
Total ODDS Population	994	195	19.6%
ODDS Transition-age (14-24)	224	41	18.3%
ODDS Sheltered Worker Class Member	261	40	15.3%

Table 3

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

According to September 2016 EOS data, the average length of time a person worked in Competitive Integrated Employment was 24.7 months for sheltered workshop class members and 12.8 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.

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.*

The SFY 2017 calculation will be done in the next report and cannot be completed until SFY 2017 ends and all data is collected.

Appendix A.

Outcomes by VR Vendor for Transition Youths Closed in First Half of SFY 2017					
Vendor	Total Closures (Successful and Non-Successful)	Number of Successful Closures*	Success Rate	Average Weekly Hours**	Average Hourly Wage
ABILITIES AT WORK	5	3	60.0%	21	\$ 11.00
ABILITREE	1	1	100.0%	6	\$ 10.00
ABILITY TRAINING SERVICES LLC	2	1	50.0%	10	\$ 9.25
ADULT LEARNING SYSTEMS OF OREGON	1	1	100.0%	6	\$ 9.25
ALBERTINA KERR CENTERS	1	0	0.0%	-	\$ -
ANDREW J PARKER	2	1	50.0%	6	\$ 9.25
BAY AREA ENTERPRISES INC	1	0	0.0%	-	\$ -
BLUESUN INC	1	0	0.0%	-	\$ -
BUSINESS UNLIMITED	1	0	0.0%	-	\$ -
CHARLENE M ALFONSO	2	1	50.0%	20	\$ 9.75
CHRISTOPHER OWEN BALL	1	1	100.0%	15	\$ 9.50
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	2	2	100.0%	18	\$ 9.50
COMMUNITY ACCESS SERVICES	4	4	100.0%	8	\$ 9.56
COMMUNITY VISION INC	1	1	100.0%	8	\$ 9.25
CREATING COMMUNITY IMPACT LLC	2	2	100.0%	19	\$ 9.63
DARRYL GREGORY	3	1	33.3%	22	\$ 9.75
DAWN ROE	1	0	0.0%	-	\$ -
DEBORAH J LINDEMON	1	1	100.0%	4	\$ 9.25
DENNIS BENJAMIN	2	0	0.0%	-	\$ -
DIRKSE COUNSELING & CONSULTING INC	9	5	55.6%	11	\$ 9.60
DONNA LOWRY	1	1	100.0%	20	\$ 10.75
EMPLOYMENT OPTIONS LLC	1	1	100.0%	13	\$ 9.25
EXCEED ENTERPRISES INC	4	1	25.0%	10	\$ 9.75
GARTEN SERVICES INC	1	0	0.0%	-	\$ -
GENESIS HUMAN RESOURCES	4	2	50.0%	22	\$ 9.55
GOOD-2-GO OREGON	4	3	75.0%	15	\$ 9.42
GOODWILL INDUSTRIES OF LANE COUNTY	1	0	0.0%	-	\$ -
INCLUSIVE DESIGN LLC	1	1	100.0%	20	\$ 10.00
JILL DUNCAN	2	2	100.0%	18	\$ 9.75
JOE MAXEY	1	1	100.0%	12	\$ 9.35
JON JACKSON	1	1	100.0%	25	\$ 10.00
KEY CONSULTING LLC	5	2	40.0%	15	\$ 9.95
KRISTIN SCHULTZ	1	1	100.0%	40	\$ 11.00
LANE INDEPENDENT LIVING ALLIANCE	1	0	0.0%	-	\$ -
LCC SPECIALIZED SUPPORT SERVICES	1	1	100.0%	8	\$ 9.50
LESLIE A HAYASE	1	0	0.0%	-	\$ -
LIVING OPPORTUNITIES INC	2	1	50.0%	10	\$ 9.25
MARIE MILLS CENTER INC	2	2	100.0%	13	\$ 9.63
MCCAULEY POTTER FAIN ASSOCIATES INC	1	1	100.0%	40	\$ 11.00
MCKENZIE PERSONNEL SYSTEMS	3	3	100.0%	18	\$ 9.45
MENTOR OREGON	3	1	33.3%	10	\$ 9.50
MID-VALLEY ADVANCEMENTS	4	3	75.0%	19	\$ 9.25
MOUNTAIN CREST COUNSELING	1	0	0.0%	-	\$ -
PACIFIC OPPORTUNITIES INC	4	4	100.0%	20	\$ 9.59
PEARL BUCK CENTER INC	5	2	40.0%	24	\$ 9.88
PORTLAND SUPPORTED EMPLOYMENT INC	2	1	50.0%	20	\$ 9.90

Appendix A Continued

RISE INCORPORATED	7	3	42.9%	17	\$ 9.58
SALENA HARLOW	1	1	100.0%	20	\$ 10.00
SEQUOIA MENTAL HEALTH SERVICES INC	1	1	100.0%	20	\$ 9.25
SHANGRI-LA CORPORATION	5	3	60.0%	14	\$ 9.42
SOUTHERN OREGON GOODWILL INDUSTRIES EMPLOYMENT SERV	1	0	0.0%	-	\$ -
STACIA ELISABETH BAKER	2	1	50.0%	12	\$ 9.85
STAR OF HOPE ACTIVITY CENTER INC	1	0	0.0%	-	\$ -
STEPHANIE A BASON	3	2	66.7%	16	\$ 9.75
STEPHEN B BASON	1	0	0.0%	-	\$ -
SUNRISE ENTERPRISES OF ROSEBURG	2	2	100.0%	25	\$ 9.68
SUPPORTED EMPLOYMENT SERVICES INC	4	2	50.0%	29	\$ 9.88
SUSAN E MUNOZ	1	0	0.0%	-	\$ -
THOMAS G SUNG	1	1	100.0%	32	\$ 10.25
TRELLIS INC	4	3	75.0%	14	\$ 9.75
TRELLIS LLC	4	1	25.0%	12	\$ 9.75
TRENDSITIONS INC	4	2	50.0%	15	\$ 10.34
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	6	4	66.7%	12	\$ 9.84
WEBER EMPLOYMENT	1	1	100.0%	20	\$ 9.75
WEST COAST INC	3	2	66.7%	10	\$ 10.00
Total	152	89	58.6%	16	\$ 9.73

Appendix B

Outcomes by VR Vendor for ODDS Sheltered Class Members Who Closed in First Half of SFY 2017					
Vendor	Total Closures (Successful and Non-Successful)	Number of Successful Closures*	Success Rate	Average Weekly Hours**	Average Hourly Wage
ABILITIES AT WORK	3	2	66.7%	16	\$ 10.25
ABILTREE	12	9	75.0%	15	\$ 10.18
ABILITY TRAINING SERVICES LLC	2	0	0.0%	-	\$ -
ACKLEY COUNSELING AND EMPLOYMENT SVCS	3	2	66.7%	16	\$ 9.63
ADULT LEARNING SYSTEMS OF OREGON	2	1	50.0%	4	\$ 9.25
ALBERTINA KERR CENTERS	5	3	60.0%	20	\$ 9.75
ALTERNATIVE SERVICES-OREGON INC	1	1	100.0%	15	\$ 9.75
BETHESDA LUTHERAN COMMUNITIES	5	3	60.0%	9	\$ 9.58
BLUESUN INC	1	1	100.0%	20	\$ 9.75
CHARLENE M ALFONSO	2	1	50.0%	20	\$ 9.25
CHRISTOPHER OWEN BALL	1	1	100.0%	25	\$ 9.50
CLARA JEAN DAWSON	1	0	0.0%	-	\$ -
COASTAL CAREERS	1	1	100.0%	30	\$ 20.00
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	4	3	75.0%	13	\$ 9.75
COMMUNITY ACCESS SERVICES	4	4	100.0%	12	\$ 9.44
COMMUNITY VISION INC	2	2	100.0%	10	\$ 10.13
CREATING COMMUNITY IMPACT LLC	5	4	80.0%	8	\$ 9.94
DARRYL GREGORY	2	2	100.0%	22	\$ 9.25
DEPAUL INDUSTRIES	4	2	50.0%	22	\$ 9.63
DIRKSE COUNSELING & CONSULTING INC	7	6	85.7%	9	\$ 10.33
DONNA LOWRY	1	1	100.0%	27	\$ 9.50
EDWARDS CENTER INC	1	0	0.0%	-	\$ -
EMPLOYMENT OPTIONS LLC	6	2	33.3%	18	\$ 9.75

Appendix B Continued

EXCEED ENTERPRISES INC	7	6	85.7%	19	\$ 9.96
GARTEN SERVICES INC	1	0	0.0%	-	\$ -
GENESIS HUMAN RESOURCES	2	1	50.0%	16	\$ 9.25
GOOD-2-GO OREGON	4	3	75.0%	25	\$ 9.67
GOODWILL INDUSTRIES EMPLOYMENT SERVICES	11	9	81.8%	13	\$ 9.59
GOODWILL INDUSTRIES OF LANE COUNTY	2	1	50.0%	38	\$ 9.25
GOODWILL INDUSTRIES OF THE COLUMBIA	1	1	100.0%	20	\$ 9.50
HOME LIFE INC	3	2	66.7%	13	\$ 9.75
HORIZON PROJECT INC	3	0	0.0%	-	\$ -
INTEGRATED SUPPORTS FOR LIVING	2	0	0.0%	-	\$ -
JILL DUNCAN	1	1	100.0%	15	\$ 9.35
JOB CONSULTANTS NETWORK INC	1	1	100.0%	15	\$ 12.75
JOE MAXEY	3	3	100.0%	26	\$ 9.83
KATHRYN COWSERT	1	1	100.0%	8	\$ 25.00
KELLY WALLACE	1	1	100.0%	15	\$ 9.75
KEY CONSULTING LLC	3	2	66.7%	23	\$ 9.88
LCC SPECIALIZED SUPPORT SERVICES	1	1	100.0%	5	\$ 10.00
LESLIE A HAYASE	3	1	33.3%	25	\$ 10.00
LIVING OPPORTUNITIES INC	4	0	0.0%	-	\$ -
MCKENZIE PERSONNEL SYSTEMS	2	2	100.0%	10	\$ 9.75
MENTOR OREGON	7	6	85.7%	15	\$ 9.83
MICHELLE FLICK	1	0	0.0%	-	\$ -
MID-VALLEY ADVANCEMENTS	8	4	50.0%	16	\$ 10.06
MLM CAREER COUNSELING	1	1	100.0%	14	\$ 9.75
MOUNTAIN CREST COUNSELING	2	1	50.0%	20	\$ 10.00
NEW DAY ENTERPRISES INC	1	0	0.0%	-	\$ -
NORTHWEST FAMILY SERVICES	1	0	0.0%	-	\$ -
OPPORTUNITY CONNECTIONS	1	1	100.0%	24	\$ 12.00
OPPORTUNITY FOUNDATION OF CENTRAL OREGON	7	3	42.9%	20	\$ 9.75
OPTIONS FOR SOUTHERN OREGON INC	1	0	0.0%	-	\$ -
OREGON SUPPORTED LIVING PROGRAM	2	0	0.0%	-	\$ -
PACIFIC OPPORTUNITIES INC	5	4	80.0%	21	\$ 10.39
PARTNERSHIPS IN COMMUNITY LIVING INC	1	1	100.0%	20	\$ 9.25
PEARL BUCK CENTER INC	5	4	80.0%	16	\$ 9.81
PORTLAND SUPPORTED EMPLOYMENT INC	4	2	50.0%	20	\$ 9.83
REACH INC	1	1	100.0%	40	\$ 9.25
RISE INCORPORATED	3	1	33.3%	10	\$ 9.25
SALENA HARLOW	2	2	100.0%	32	\$ 9.88
SHANGRI-LA CORPORATION	3	3	100.0%	12	\$ 9.83
SOURCE FOR WORK	1	1	100.0%	40	\$ 9.75
SOUTHERN OREGON GOODWILL INDUSTRIES EMPLOYMENT SERV	3	0	0.0%	-	\$ -
STAR OF HOPE ACTIVITY CENTER INC	1	0	0.0%	-	\$ -
SUNRISE ENTERPRISES OF ROSEBURG	2	2	100.0%	10	\$ 9.75
SUNSHINE IND UNLIMITED	2	1	50.0%	13	\$ 9.25
SUPPORTED EMPLOYMENT SERVICES INC	8	6	75.0%	15	\$ 9.70
SUSAN E MUNOZ	1	1	100.0%	20	\$ 9.25
THE ARC OF LANE COUNTY	1	1	100.0%	12	\$ 10.00
THE JOB CONNECTION LLC	2	0	0.0%	-	\$ -
TRELLIS INC	11	6	54.5%	19	\$ 9.79
TRELLIS LLC	3	0	0.0%	-	\$ -
TRENDSITIONS INC	5	4	80.0%	15	\$ 9.80
TVW INC	3	1	33.3%	20	\$ 9.25
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	7	7	100.0%	18	\$ 9.99
WORK UNLIMITED	1	1	100.0%	12	\$ 9.75
Total	238	152	63.9%	16	\$ 10.08