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# Employment First Report

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Bettering Employment Outcomes for Oregonians  
with Intellectual and Developmental Disabilities

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July 2014

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Erinn Kelley-Siel, Director  
Department of Human Services

John A. Kitzhaber, MD  
Governor

Prepared by  
Employment First

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## Background

The Employment First team within the Department of Human Services (DHS) produces a semi-annual report to the Employment Coordinator which 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 13-04<sup>1</sup> directs DHS to produce this document semi-annually. The Executive Order mandates the report to estimate the number of individuals receiving employment services and the number of individuals working in sheltered employment, self-employment, group employment or an individual integrated employment setting. The Executive Order also requires the report to detail the number of hours worked per week and hourly wages paid to those people; the choices made by individuals between integrated work, sheltered work, not working; and any complaints and grievances.

The general report process, the publication of this report (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 Services (VR), Office of Developmental Disability Services(ODDS), Oregon Department of Education (ODE), and the Oregon Employment Department (OED).

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

Website: [http://www.dhs.state.or.us/dd/supp\\_emp/initiative.html](http://www.dhs.state.or.us/dd/supp_emp/initiative.html)

Email: [employment.first@state.or.us](mailto:employment.first@state.or.us)

Phone: (503) 947-4228

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

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<sup>1</sup> [http://www.oregon.gov/gov/docs/executive\\_orders/eo\\_13-04.pdf](http://www.oregon.gov/gov/docs/executive_orders/eo_13-04.pdf)

## Introduction

*Oregon is a leader in providing supported employment services to individuals with intellectual and developmental disabilities. Oregon adopted an Employment First Policy in 2008, making it one of the first states to do so. The Employment First Policy makes integrated employment the goal for all Oregonians with intellectual and developmental disabilities.*

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

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

**Governor John A. Kitzhaber, MD**

Executive Order 13-04

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

## Definitions

**CDDP:** A Community Developmental Disability Program (CDDP) is an entity that is responsible for planning and delivery of services for individuals with intellectual or developmental disabilities in a specific geographic service area of the state. CDDPs operate under an agreement with the Department of Human Services.

**Comprehensive Services Waiver:** The Comprehensive Services Waiver is a federally-approved 1915(c) Home and Community-Based service Medicaid waiver. Comprehensive services are provided to individuals with intellectual and/or developmental disabilities and include case management, employment or other habilitative day services.

**Employment Services (EO Definition):** Services provided by ODDS or VR that are intended to assist a person with I/DD to choose, get, learn, and keep work in an integrated employment setting. Employment services shall be “individualized,” meaning that services shall be individually planned, based on person-centered planning principles and evidence-based practices, where applicable.

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

**Group Supported Employment:** Also known as a group enclave or mobile crew, and allows two to eight individuals with I/DD to work in the same employment setting and must allow the individuals with I/DD to interact with non-disabled individuals in the employment setting.

**Integrated Employment Setting:** This is an employment setting that allows an individual with I/DD to interact with non-disabled individuals in the employment setting. An integrated employment setting cannot be facility-based work in a sheltered workshop or non-work activities, such as Alternatives to Employment

(ATE). An integrated employment setting is a typical work environment, including self-employment or small business models, in the community. An integrated employment setting can include a group enclave or mobile crew but must allow for interaction with non-disabled individuals in the employment setting.

**ODDS:** The Office of Developmental Disability Services (ODDS or DD) is a program operating unit within the DHS. ODDS provides supports and services to children and adults with I/DD that meet eligibility criteria for services. Eligible individuals and their families can access generic and specialized services to provide the support, based on the individual needs of the person, to be able to live with as much independence as possible. 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, or to access supports that provide residential services such as foster or group home care.

**ODDS 48 Service Recipient:** An individual with I/DD found eligible for services may access ODDS services through local Community Developmental Disability Programs (CDDP). This designation constitutes the universe of individuals receiving services through ODDS. Individuals with I/DD in this report refer only to those who are receiving ODDS services.

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

**Sheltered Workshop:** A “sheltered workshop” is a facility-based service that congregates more than eight adults with intellectual or developmental disabilities (“I/DD”). Sheltered workshops are operated by service provider entities. In general, a sheltered workshop employs only individuals with I/DD or other disabilities except for service support staff. However, assessments, instruction, and activities that typically occur in public schools and that are provided either directly or by contract by the public school districts, by public charter schools, by an educational service district, or ODE in a school setting, are not considered sheltered workshops.

**Sheltered Workshop Worker:** An individual with an intellectual or developmental disability paid for producing goods or services in a sheltered workshop setting.

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

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

**VR:** Vocational Rehabilitation (VR), formerly OVRs, is a program within the Department of Human Services (DHS). It is a state and federally-funded program which assist individuals with disabilities, with exception of individuals experiencing blindness, to secure, maintain and advance in employment. VR is an eligibility-based program. An individual's services are dictated by his/her particular situation and vocational goal. VR is a voluntary program and may be accessed more than once.

Many individuals with I/DD will utilize supported employment services to secure and maintain competitive employment in integrated settings. Vocational Rehabilitation provides services that assist in identifying, securing and maintaining employment while ODDS provides ongoing supports needed to retain and maintain employment.

The record of services of an individual who has achieved an employment outcome may be closed (rehabilitated) when employment outcome is achieved at or above minimum wage in an individual integrated employment setting which has been maintained for a minimum of 90 days.

# Executive Order Report

This section aims to give a clear summary of data reporting required in Executive Order 13-04, page 13.

## A. The Number of Individuals Receiving Employment Services

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

**ODDS:** In March 2014, ODDS provided funding for employment and other day habilitation services to 11,373 ODDS service recipients. Table 1 breaks out the different services ODDS provides to I/DD service recipients. Out 11,373 service recipients, 5,385 (47.3%) were employed and 2,672 (23.4%) were working in an integrated employment setting. This is an increase of 200 individuals (+8.1%) compared to March 2013 figures.

Date	Integrated Employment				Path to Integrated Employment				Facility-Based Support				Total		
	Individual Supported*	% Change	Group Supported	% Change	Job Development	% Change	Discovery /Volunteer	% Change	Sheltered Employment	% Change	Non-Work (Comp)	% Change	Total Services**	Total Served	Total Integrated
Mar-14	1,486	0.5%	1,186	2.4%	938	10.6%	669	-11.3%	2,713	1.6%	4,915	2.5%	11,907	11,373	2,672
Sep-13	1,479	9.3%	1,158	3.5%	911	10.6%	808	-11.3%	2,671	-4.8%	4,861	2.5%	11,888	10,919	2,637
Mar-13	1,353	-3.5%	1,119	-3.8%	824	-2.6%	911	10.6%	2,806***	7.1%	4,743	3.0%	11,756	10,848	2,472
Sep-12	1,402	5.1%	1,163	1.0%	846	6.1%	824	-7.5%	2,619	1.1%	4,603	4.9%	11,457	10,712	2,565
Mar-12	1,334	-13.8%	1,152	-3.8%	797	-12.1%	891	58.0%	2,591	1.8%	4,387	-4.6%	11,152	10,565	2,486
Sep-11	1,547		1,198		907		564		2,546		4,598		11,360	10,791	2,745

\*Natural and ongoing supports \*\*DD clients can receive multiple employment services \*\*\*Methodology for Brokerage sheltered employment was modified  
Source: EOS and Brokerage data combined

**Table 1**

**VR:** In State Fiscal Year (SFY) 2014 (July 1, 2013-June 30 2014), 1,150 ODDS service recipients applied for VR services. This is a 29 percent increase in applicants to VR compared to SFY 2013, which saw 893 unique applicants and is a large jump in growth compared to the previous year, which saw a more modest growth of 3.5 percent compared with SFY 2012.

SFY 2014 saw 733 ODDS service recipients with I/DD enter into an Individualized Plan of Employment (IPE). There were 305 closed cases<sup>2</sup> with integrated

<sup>2</sup> Of those closed cases in SFY 2014, individuals could have applied or entered into plan in any previous year.

employment in the same period. This is an increase of 33 closed cases (+12%) with integrated employment, compared to the SFY 2013 count of 272 closed cases with integrated employment. There also was an increase in the total number of ODDS service recipients who utilized VR employment services. The number for SFY 2014 was 2,238—an increase of 321 individuals (+17%) when compared to SFY 2013.

**B. The Number of Persons Working in the Following Settings:**

**I. Individual Integrated Employment**

In the March 2014 census of ODDS service recipients who used either the Support Services Waiver or the Comprehensive Services Waiver (Brokerage/EOS data), 1,486 individuals worked in individual integrated employment (Table 1) out of the 5,385 individuals working in an employment setting (27.6%).

**II. Self-Employment**

VR tracks this information for all individuals that applied to its program. According to VR, there were no individuals who entered self-employment in SFY 2014. There is no known other method (either in ODDS, OED and EOS data) of tracking this information at present.

**III. Sheltered Employment**

In the March 2014 census of ODDS service recipients, there were 2,713 (Table 2) ODDS service recipients working in sheltered employment<sup>3</sup>. 1,795 of those were in the Comprehensive Services Waiver (66%) and 918 were in the Support Services Waiver (34%).

Date	Comprehensive		Supp. Serv.		Total	
	Sheltered	%	Sheltered	%	Sheltered	%
	Employment	Change	Employment	Change	Employment	Change
Mar-14	1,795	3.6%	918	-2.1%	2,713	1.6%
Sep-13	1,733	-4.5%	938	-5.3%	2,671	-4.8%
Mar-13	1,815	4.5%	991	12.4%	2,806	7.1%
Sep-12	1,737	-1.3%	882	6.0%	2,619	1.1%
Mar-12	1,759	7.2%	832	-8.1%	2,591	1.8%
Sep-11	1,641		905		2,546	

**Table 2**

When March 2013 data is compared with March 2014 data, there was an overall reduction of 93 sheltered workshop workers (-3.3%). When the data is broken out

<sup>3</sup> Appendix C breaks out sheltered workers by provider.

by waiver, there were 73 fewer (-7.4%) sheltered workers in under the Support Services Waiver (Brokerages) and 20 fewer workers in Comprehensive Waiver (-1.1%).

Looking at total sheltered employment numbers on an annualized basis, rather than in a monthly snapshot, there were 3,127 individuals identified as having been in a sheltered employment setting at some point in SFY 2014.

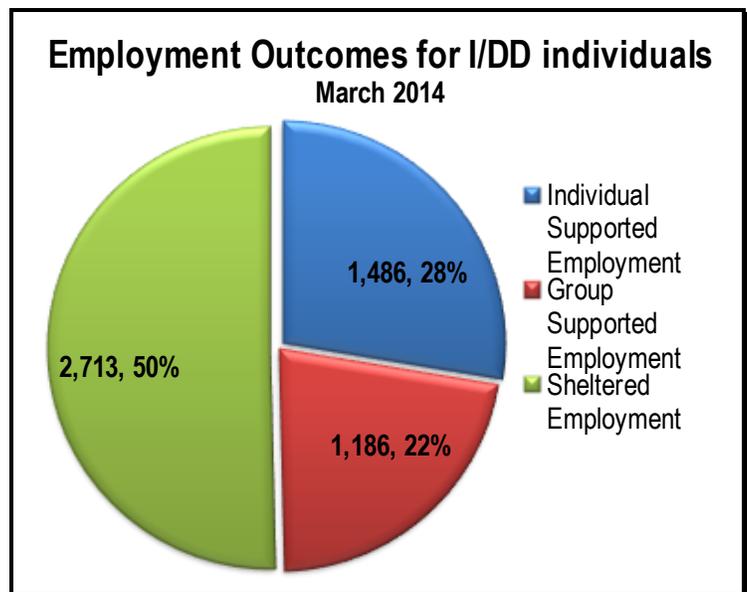
The population of sheltered workers has maintained at a stable number over the last three years (approximately 2,600-2,700 in a month). The people that make up that number in any given month can vary. For example, 405 sheltered workers from March 2013 census did not appear in sheltered employment again in SFY 2014. Conversely, 727 sheltered workers in the SFY 2014 data were not present in the previous employment census. An analysis of the new<sup>4</sup> ODDS service recipient population in SFY 2014 shows that out of the 727 sheltered workers, 13 were new to ODDS services. This is 0.4 percent of the total sheltered workshop population.

#### ***IV. Group Employment (8 or Less)***

In the March 2014 census of ODDS service recipients using the Support Services or Comprehensive Services Waiver, there were 1,186 (44%) individuals (Table 1) in a group supported employment setting (a.k.a., enclave, mobile work crews, etc.) out of the 2,672 total in a non-sheltered work setting. This is an increase of 67 workers (+6%) compared to March 2013.

#### ***C. The Number of Individuals Working in an Integrated Employment Setting***

In the March 2014 census of ODDS service recipients using a Support Services or Comprehensive Services Waiver, there were 1,486



**Graph 1**

<sup>4</sup> New is defined as having become eligible for ODDS services between July 2013 and June 2014.

ODDS service recipients in an individual integrated employment setting (28 percent of the employed population) and 1,186 individuals in group supported employment (22%) for a total of 2,672 in integrated employment (Graph 1).

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

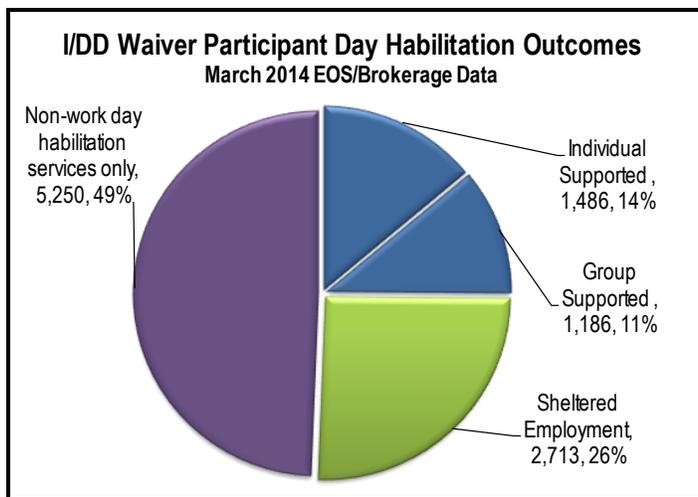
**I. Hourly Wages**

ODDS service recipients in the Comprehensive Services Waiver<sup>5</sup> working in an individual supported employment setting made an average of \$8.58 per hour. Those in group supported employment made an average of \$6.46 per hour. The average for all integrated workers (individual and group supported) was \$6.98 per hour.

Average wages in a non-integrated setting (sheltered workshop workers) for those in Comprehensive Services Waiver was \$3.88 per hour. This average may understate total average wages for sheltered workers since sheltered workers in Brokerages are excluded and their average wage is estimated to be higher.

**II. Average Hours Worked**

Those working in an individual supported employment setting in the Comprehensive Services Waiver had a monthly average of 25.2 hours worked in March 2014. Those in group supported settings had a monthly average of 41 hours worked in March 2014. The average monthly hours spent in either setting (total integrated employment) was 37.7 hours in March 2014. For those working in a non-integrated employment setting (sheltered workers), average monthly hours in March 2014 were 39.3 hours.

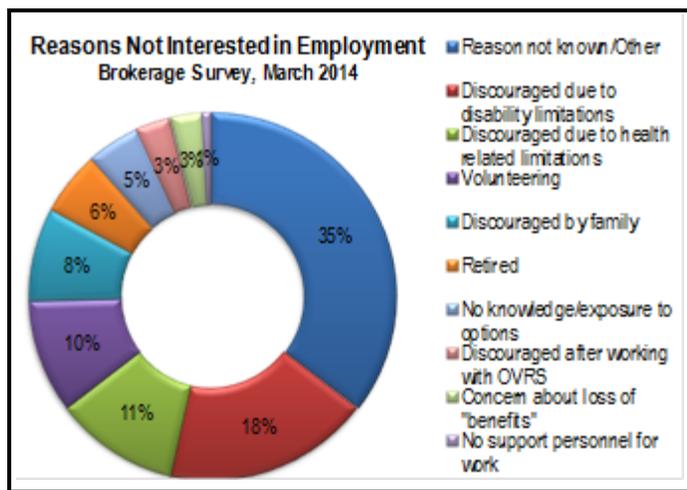


**Graph 2**

<sup>5</sup> Service recipients in the Support Services Waiver (Brokerage) do not have data on hours worked or pay. This analysis and data is derived from the March 2014 survey of Comprehensive Services Waiver service recipients.

### ***E. The Choices Made Between Integrated Work, Sheltered Work, and Not Working***

When total figures for all waiver participants are broken out by these three categories in the heading above<sup>6</sup>, 49 percent were in a non-work environment (this is also known as alternatives to employment or “ATE”), 26 percent were in a sheltered workshop setting, and 25 percent in an integrated setting (Graph 2).



**Graph 3**

The Brokerage employment survey includes a section on reasons why ODDS service recipients are not interested in employment. Graph 3 breaks out those reasons.

### ***F. Complaints and Grievances***

**VR:** VR received six dispute resolution (hearing or mediation) requests between January 1, 2014 and June 30, 2014. Zero came from individuals identified as having an intellectual or developmental disability.<sup>7</sup>

**ODDS:** Between January 1, 2014 and June 30, 2014, ODDS received five employment-service related complaints. During that same time period, ODDS had zero employment-service related hearing requests.

**ODE:** ODE received 27 complaints between January 1, 2014 and June 30, 2014. One involved a transition-aged student and could be considered to be related to employment goals on an Individualized education Plan and to services provided through a transition program in a school setting. During that same time period, ODE

<sup>6</sup> These three categories do not encompass all people. There are also prevocational (employment path services) and career exploration/discovery services that waiver participants can choose.

<sup>7</sup> Oregon’s federally-funded Client Assistance Program (CAP), operated by Disability Rights Oregon, helps consumers who are having problems with VR. This program is separate from VR, and the data on complaints received by this program is not included in this figure. The CAP program files annual reports on its activities with the Rehabilitation Services Administration (RSA) of the U.S. Department of Education. The CAP’s most recent annual report is available at: <https://rsa.ed.gov/view.cfm?rsaform=RSA-227&state=OR&fy=2013&grant=H161A130038>

received nine due process hearing requests, and none of those requests involved employment-related services provided to a transition-age student in the Target Population.<sup>8</sup>

While the above data captures the employment-service related complaints and grievances within each agency involved in the Employment First effort that were handled and tracked through each agency's system for reporting these matters, it does not capture complaints that were made and successfully resolved at the local level without any need to go further in the process. There is presently no efficient system for collecting and monitoring this data across agencies. However, because this information would be valuable to have in order to better inform Employment First quality assurance efforts, the Employment First Quality Assurance/Quality Improvement Plan includes this as one of the Quality Improvement Initiatives that will be focused on and investigated further as implementation of that plan proceeds.

## **Employment Services to Target Population**

EO 13-04 (section IV .1(a)) requires that "By July 1, 2014 ODDS and/or OVRS will provide employment services to at least 50 individuals (in target population)." There are two target populations. The first population is anyone found to have been employed in a sheltered employment setting or after the effective date of the Executive Order, July 1, 2013. To make calculations simpler, this has been interpreted to mean in calendar year 2013 or later. The second population is transition youth with I/DD, which consist of ODDS service recipients ages 18-23, as well as VR recipients who are ages 16-23.

The employment service definition<sup>9</sup> is more narrowly defined compared to the general term that is used in Executive Order Report (section a.) above and the calculation methodology and employment service definition can be found in the *Data Calculations, Limitations and Caveats* section below.

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<sup>8</sup> Note: Complaints or due process hearing requests that were filed and later dismissed are not included in the net, employment-service related figures reported.

<sup>9</sup> An employment service provided by ODDS or VR are services that are intended to assist a person with I/DD to choose, get, learn, and keep work in an integrated employment setting. Employment services shall be "individualized," meaning that services shall be individually planned, based on person-centered planning principles and evidence-based practices, where applicable.

There were 1,042 new employment services given to the target population in SFY 2014 to 978 unique individuals (Table 3). More than half of new employment services came from VR (644).

When the target population is expanded to include all who received employment services, whether or not the employment service began before SFY 2014 and continued into SFY 2014, ODDS and VR provided a total of 2,219 employment services to 1,869 unique individuals in SFY 2014.

<b>Employment Services* to Target Population</b>		
<b>Service Type</b>	<b>New**</b>	<b>All</b>
VR	644	1,225
Group Emp.	223	433
Individual Integrated Emp.	143	217
Brokerage Emp. Service	32	344
<b>Total (duplicated)</b>	<b>1,042</b>	<b>2,219</b>
<b>Total (unduplicated)</b>	<b>978</b>	<b>1,869</b>

*\*Data excludes group and individual integrated employment from Supports Services Waiver.*

*\*\* New is an employment service that began after July 1, 2013.*

**Table 3**

Of the 978 new employment service recipients, 365 (37%) were found to be sheltered workers on or after calendar year 2013. There were 534 (54%) of transition age. Since these two categories are not mutually exclusive, 79 (or 8%) of the population that received employment services were transition-age ODDS service recipients that also were found in a sheltered workshop.

Section IV of the Executive Order required that certain minimum numbers receive employment services, with half each from each part of the OVRs/ODDS target population, working age individuals in workshops and transition aged individuals receiving services found eligible for services from ODDS or OVRs. The number to be achieved by July 1, 2014 was 50 individuals. This number has been achieved, and at least 25 people from each half of the target population received services. It is true that more people in the transition-aged group were served than in the workshop group, but this is not surprising given that the transition-aged portion of the target population (62%) is larger than the workshop portion of the population (38%). Another complicating factor is that there is overlap between the two parts of the target population where 79 individuals are both in transition and a workshop setting.

## Employment Benchmarks

Oregon's Integrated Employment Plan (IEP)<sup>10</sup> lays out an “an array of outcome measures that can be selected as indicators of success.” This section calculates the five outcome measure goals and whether they were met<sup>11</sup>.

The initial five measures were those that “indicate progress in achieving individual integrated employment.” They are:

1. *Increase the percentage of adults with developmental disabilities receiving ODDS employment services who are working in individual integrated employment settings.*

The March 2013 baseline was 12 percent and the goal was for it to reach 13 percent by March 2014. March 2014 had 13.1 percent of adults with developmental disabilities receiving ODDS employment services who were working in individual integrated employment settings. This goal was reached.

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

The March 2013 baseline was 1,353 adults working in an individual integrated employment setting and the goal was for it to reach 1,403 people by March 2014. The total number in March 2014 was 1,486. This goal was reached.

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.*

The March 2013 baseline was 78 percent of the population employed at or above minimum wage. The goal was for it to reach 81 percent by March 2014. The March 2014 ratio was 82.6 percent of the working population earning at or above the minimum wage. This goal was reached.

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<sup>10</sup> [http://www.dhs.state.or.us/dd/supp\\_emp/docs/2013-11-integrated-employment-plan.pdf](http://www.dhs.state.or.us/dd/supp_emp/docs/2013-11-integrated-employment-plan.pdf) pg. 57-60

<sup>11</sup> Goals #3-5 in the IEP pertains solely to I/DD service recipients that utilize the Comprehensive Waiver. This covers a bit over a third of the population that utilize employment and other day habilitation services and is not a representative sample of total ODDS service recipient population.

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

The March 2013 baseline was 20 percent of the population employed at or above 10 hours per week. The goal was for it to reach 29 percent by March 2014. The March 2014 ratio was 21 percent of the working population employed at or above 10 hours per week. This goal was not reached.

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

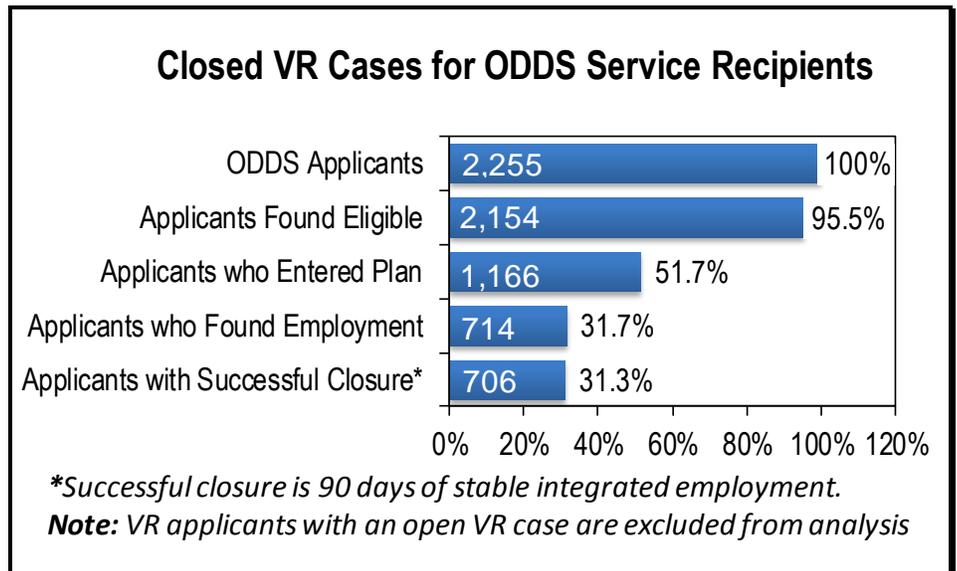
The March 2013 baseline was 3.9 percent of the population employed at or above 20 hours per week. The goal was for it to reach 15 percent by March 2014. The March 2014 ratio was 4.4 percent of the working population employed at or above 20 hours per week. This goal was not reached.

## A Further Analysis of Oregonians with I/DD

### A. VR

Analyzing ODDS service recipients who also utilized VR services<sup>12</sup> provides insights about the path to integrated employment that I/DD individuals take. Appendix B gives a visualization of that path.

Looking at available



**Graph 4**

<sup>12</sup> This data looks at all ODDS service recipients over the last three state fiscal years that applied for VR services since SFY 2010.

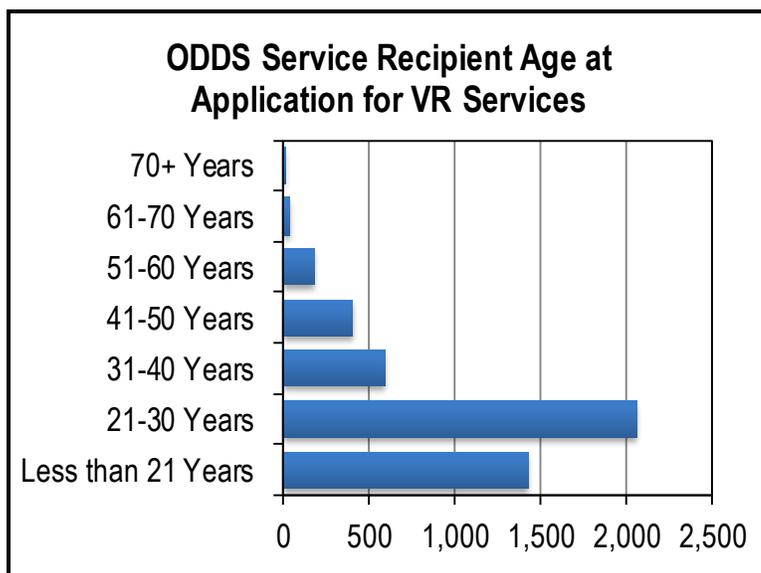
historic VR data of ODDS service recipients since SFY 2011, there were 3,708 applications for VR services since SFY 2011 by 3,207 unique individuals. Graph 4 looks at all closed VR cases from people who also were ODDS service recipients, and chart the outcomes of these applicants.

Of the 2,255 applicants for VR services who had a closed VR case, 2,154 (95.5%) were found eligible for VR services, 1,166 (51.7%) entered an individualized plan for employment (IPE) and 706 individuals (31.3%) closed with stable integrated employment (rehabilitated).

Over the period analyzed, 51.7 percent of applicant completed an Individualized Plan for Employment with the remaining 48.3 percent closing their VR case before this point. Of note, 99 percent of applicants that found employment in VR exited VR with stable integrated employment<sup>13</sup>. It took applicants an average of 295 days to find employment from the day they applied.

When looking at the successful employment outcomes of ODDS service recipients by VR Branch, there are divergent success ratios. Appendix A charts successful outcome ratios by VR branch in Oregon.

The federal methodology for calculating the rehabilitation rate calculates the ratio of the population that entered an IPE to those who closed with stable integrated employment (rehabilitated). Using this methodology, 60.5 percent of ODDS service recipients who entered into an IPE closed successfully with integrated employment.



**Graph 5**

The average age of an ODDS

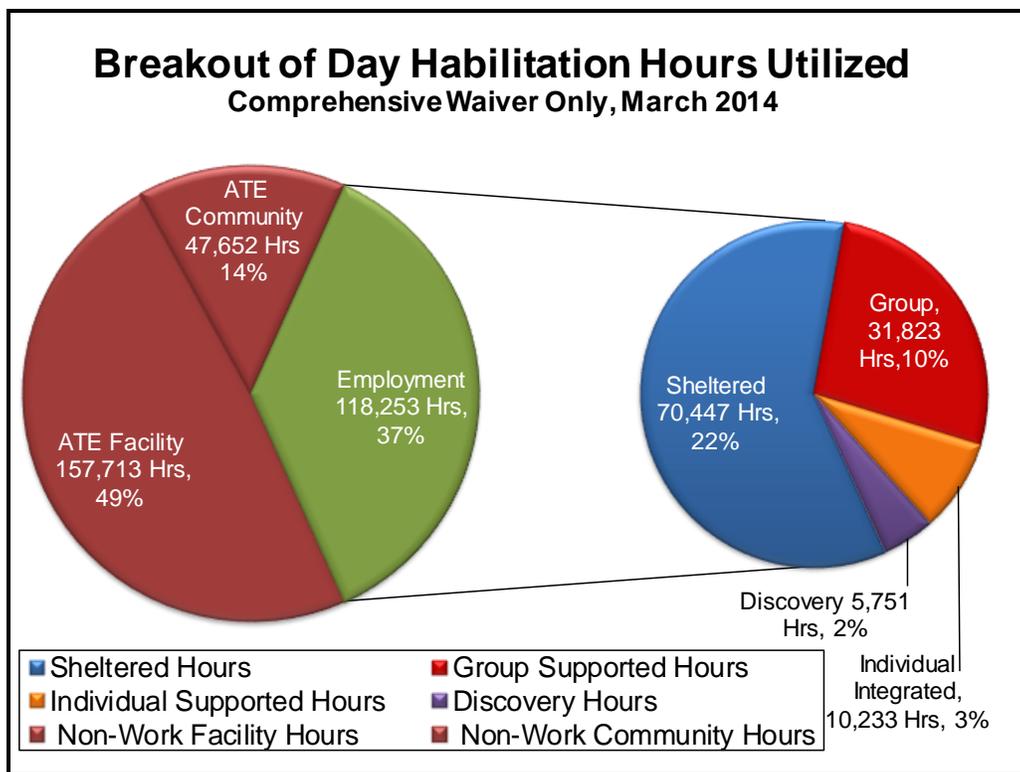
<sup>13</sup> Applicants can work in multiple employment settings before exiting VR with stable employment.

service recipient who applied for VR services was 27 years, with 74 percent of the applicant population being under 30 years of age. Graph 5 gives a breakdown of applicant ages.

**B. EOS Data**

Participants in waived services have a variety of choices on where to utilize their day support activity hours. Graph 6 breaks out all day support hours utilized by those in the Comprehensive Waiver<sup>14</sup> in March 2014. Almost half of all hours utilized were in a non-work facility setting, with an additional 14 percent of hours spent in non-work community setting.

Out of the total hours spent in day habilitation, 63 percent of the time was spent in a non-work setting and 37 percent was spent in an employment setting. Of the three employment settings, the largest amount of employment hours were spent in a sheltered settings, with 22 percent of total time in that setting. Group employment had the second highest amount, at 10 percent. Three percent of total time utilized in day habilitation was spent in an individual integrated setting.



<sup>14</sup> Note this analysis excludes those in the Supports Services Waiver (Brokerages) due to lack of data.

### *C. Differences in Waiver*

Summed employment outcomes data masks the differences between the Support Services Waiver and the Comprehensive Waiver. Of the 11,373 individuals with I/DD in March 2014 that utilized a home and community-based waiver, 24 percent of them were found to be working in a sheltered setting.

Those in the Comprehensive Waiver had 42 percent of its population in a sheltered setting while those in a Support Services Waiver (Brokerage) had 13 percent of its population in a sheltered employment setting. I/DD service recipients in the Comprehensive Waiver had a 230 percent higher likelihood to be in a sheltered employment setting than those in a Support Services Waiver. Conversely, those in a Supports Services Waiver have a 57 percent higher likelihood to be in an individual integrated employment setting compared to those in the Comprehensive Waiver.

### **Data Calculations, Limitations and Caveats**

This section is dedicated to clarifying the selected data, pointing out weaknesses in the data, gaps in the data and the steps DHS is taking to close those gaps.

**Brokerage:** Due to the nature of the Support Services Waiver, data is only available in summed format, and employment settings cannot be analyzed at a more detailed level, such as by names, hours and wages. Therefore, if a person on the Support Services Waiver is in competitive employment, that person cannot be identified and matched in the OED data, due to a lack of an identifier for that person. This makes it difficult to conduct an unduplicated count between Brokerage, VR and OED data. The only exception is sheltered workers who are listed with identifiable information for matching in other programs. The employment progress of these individuals can be tracked and matched, but not their hours worked and wages.

When Plan of Care (POC) comes into effect, Oregon will convert to a new payments system that will allow for more detailed information and better analysis of ODDS service recipients who use their waiver dollars for employment services or supports in the Support Services Waiver. It is anticipated that many of these data reporting issues will be resolved then.

**EOS:** The census of both the Support Services and Comprehensive Waivers are snapshots of two intermittent months. If a person enters a sheltered workshop but does not work in either of those two months, they do not appear in the EOS data as a sheltered worker. Any analysis that compares employment settings and changes between the two months makes no assumptions that the worker continued employment in the intermittent months, only that they were either employed or not employed in that month.

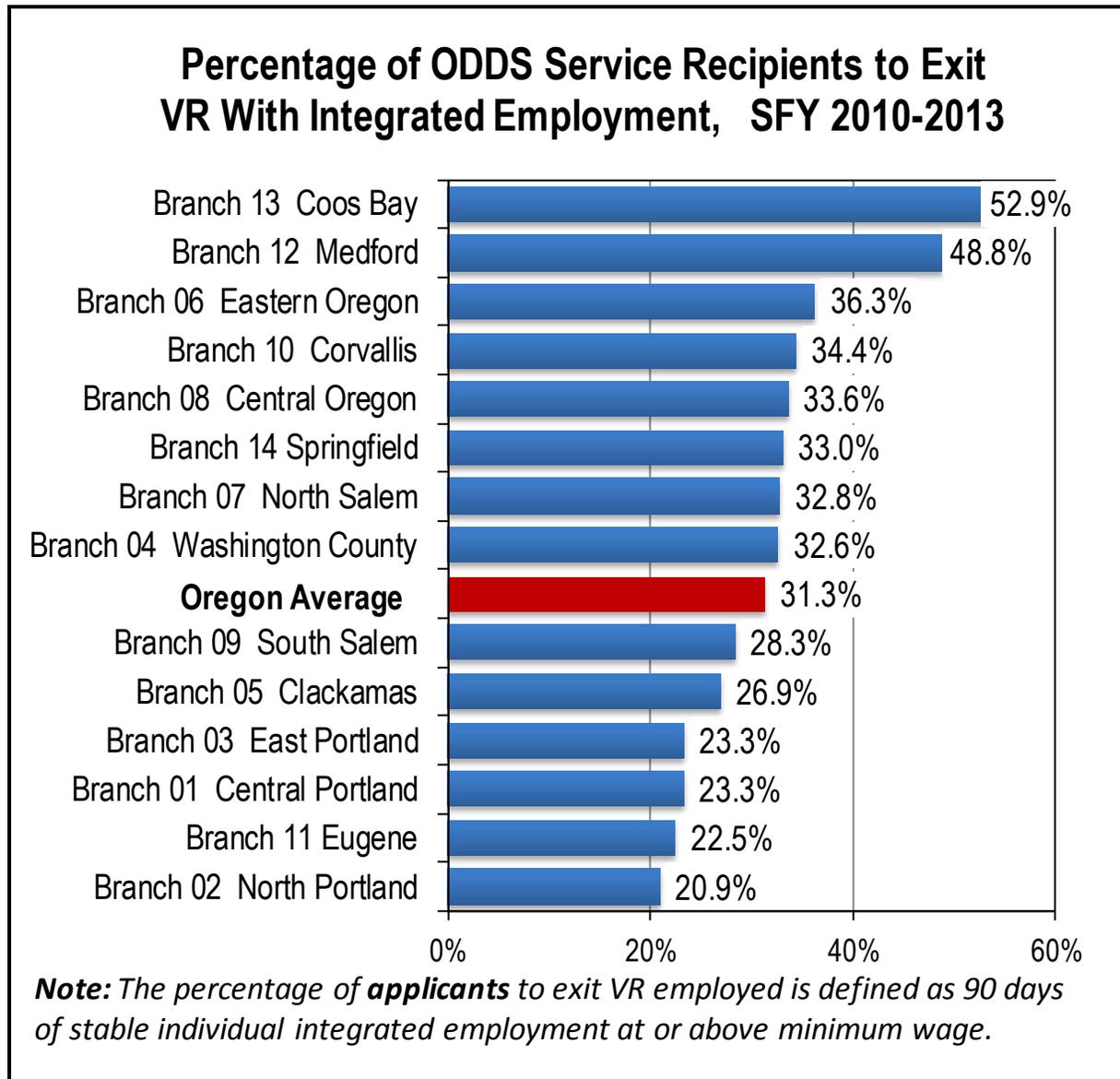
**VR:** Vocational Rehabilitation does not utilize the DHS prime identifier; instead it uses SSNs which can be matched by cross agencies. In the DHS database, 98.2 percent of ODDS service recipients were found to have a SSN. The 1.8 percent of ODDS service recipients who have no SSN were not sent for a match in VR data due to a lack of matchable identifiers.

### **Defining Employment Service for EO Benchmark:**

1. An “employment service” by VR is defined as a client receiving a paid service, enters an IPE or has a job placement after the client became eligible for VR services. The client must have become eligible for VR services on or after July 1 for that fiscal year. If a VR client became eligible in previous fiscal year but received what is defined above as an employment service in the next fiscal year, they will be included in the fiscal year in which the employment service began.
2. Those entering group employment are classified as having received an employment service if the person was not previously employed in that setting. Currently only Comprehensive Waiver data is available. Plan of Care will fill that gap in next fiscal year. At this time, not all reported group employment may be integrated as defined by the EO. DHS will be providing more information on that. Due to data limitations, “new” is defined as not having been in March EOS data and appearing in September or March EOS data of the next fiscal year.
3. All people on the Support Services Waiver who received supported employment funding (service code 740 in Brokerages) are counted as having received an employment service. They must not have received any funding for three previous months (to define this as a new service).
4. The initial calculation for employment services provided in July, 2014 will include all people in the target population who received employment services in state fiscal year 2013, with a breakout of people who began receiving those services prior to July 1, 2013 and those that began receiving them on or after July 1, 2013.

5. All individuals in the target population who are billed by providers as having completed discovery/career exploration services under the new CMS waiver, which is slated to begin in fiscal year 2014, will be counted as having received an employment service for the EO count.
6. All July 2014 estimates for EO benchmarks are considered preliminary due to the lag in reporting (billing) by providers. Final counts will be provided in the following semi-annual report. VR calculations are final since there is no lag.
7. “New” entrants to individual integrated supported employment are people in the target population who did not receive services in the fiscal year prior to July 1, 2013, but received in SFY 2014, will be counted as having received a new employment service in SFY 2014 . This includes individuals in target population for whom a job development payment was made to a provider for an integrated job placement in the Plan of Care system under the new waiver.

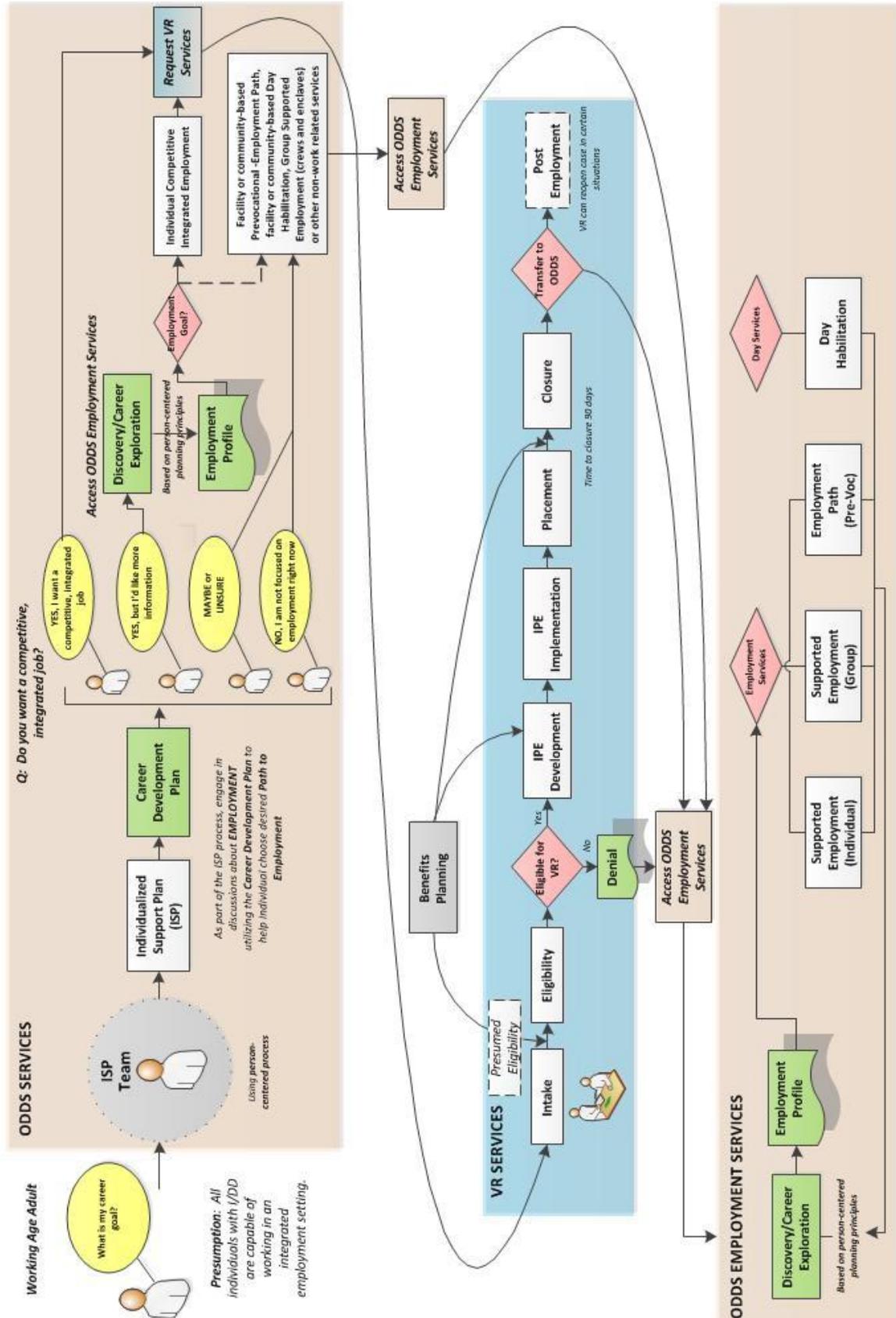
## Appendix A



# Appendix B

## PATH TO EMPLOYMENT — WORKING AGE INDIVIDUALS WITH I/DD

*Under new Employment Service  
Concepts effective July 2014*



## Appendix C

Provider Name	Count of Sheltered Workers	% of Total
GOODWILL INDUSTRIES (all)	252	9.3%
OPPORTUNITY FOUNDATION CENTRAL OR	187	6.9%
GARTEN SERVICES INC	146	5.4%
EDWARDS CENTER INC.	142	5.2%
ALBERTINA KERR CENTERS	110	4.0%
SUNRISE ENTERPRISES OF ROSEBURG INC	107	3.9%
PEARL BUCK CENTER INC	102	3.8%
ROCKWEST TRAINING CENTER	96	3.5%
TUALATIN VALLEY WORKSHOP	95	3.5%
SOUTHERN OREGON ASPIRE, INC	88	3.2%
REACH INC	86	3.2%
NATIONAL MENTOR SERVICES LLC DBA MENTOR OREGON	82	3.0%
MID VALLEY REHABILITATION	80	2.9%
EXCEED ENTERPRISES	78	2.9%
SHANGRI-LA CORP.	62	2.3%
HORIZON PROJECT INC	60	2.2%
PARTNERSHIPS IN COMMUNITY LIVING INC	56	2.1%
WILLAMETTE VALLEY REHABILITATION CENTER	56	2.1%
CATHOLIC COMMUNITY SERVICES	55	2.0%
ABILITREE	53	2.0%
STAR OF HOPE	53	2.0%
CORNERSTONE ASSOCIATES INC	52	1.9%
EASTCO DIVERSIFIED SERVICES	52	1.9%
SUNSHINE INDUSTRIES UNLIMITED INC.	50	1.8%
ALTERNATIVE SVCS OREGON INC	44	1.6%
TRENDSITIONS	41	1.5%
STEP FORWARD INC	37	1.4%
COMMUNITY SERVICES INC	35	1.3%
HOOD RIVER SHELTER WORKSHOP INC DBA OPPORTUNITY CONNECTION	32	1.2%
COAST REHAB SERVICES	31	1.1%

PORTLAND SUPPORTED EMPLOYMENT INC	29	1.1%
W I T C O /WESTERN IDAHO TRAINING CO INC	28	1.0%
RIVERSIDE TRAINING CENTER	27	1.0%
NEW DAY ENTERPRISES	26	1.0%
PORTLAND HABILITATION	25	0.9%
MARIE MILLS CENTER INC	22	0.8%
LIVING OPPORTUNITIES INC	18	0.7%
ABILITIES AT WORK	15	0.6%
RON WILSON CENTER	14	0.5%
DANVILLE SERVICES OF OREGON LLC	10	0.4%
CO OPPORTUNITY INC FKA CENTER ENTERPRISES INC	9	0.3%
GREENLEAF INDUSTRIES	8	0.3%
MOUNT ANGEL DEVELOPMENT	8	0.3%
BETHESDA LUTHERAN COMMUNITIES	7	0.3%
DEPAUL INDUSTRIES	6	0.2%
MENTOR OREGON	6	0.2%
ALVORD TAYLOR INC	5	0.2%
CO-OPPORTUNITY, INC,	5	0.2%
WORK UNLIMITED / PARTNERSHIP IN COMMUNITY LIVING	5	0.2%
ABILITREE/OPPORTUNITY FOUNDATION CENTRAL OR	4	0.1%
SERP ENTERPRISES	3	0.1%
SO ASPIRE	3	0.1%
ADULT LEARNING SYSTEMS OF OREGON	2	0.1%
ASPIRE	2	0.1%
DANFORTH & ASSOCIATES INC	2	0.1%
ARC LANE COUNTY	1	0.0%
FULL LIFE	1	0.0%
LANE COMMUNITY COLLEGE	1	0.0%
SELF DETERMINATION RESOURCES INC	1	0.0%
SOUTH COAST HORIZONS,	1	0.0%
SPECIALIZED SUPPORT SERVICES LCC	1	0.0%
SPRUCE VILLA INC	1	0.0%
OREGON INDUSTRIES FOR BLIND	1	0.0%
<b>Total</b>	<b>2,717</b>	<b>100.0%</b>