

# Oregon's Employment First Outcomes Report

## September 2023

When people with intellectual and developmental disabilities (I/DD) work in their communities, everyone succeeds. With the right job and supports, everyone can work.



*Claire works at boutique Coco & Toulouse in Portland.*

Oregon's Employment First initiative is a collaboration between the Office of Developmental Disabilities Services (ODDS), Vocational Rehabilitation (VR), and the Oregon Department of Education (ODE), along with stakeholders and local teams.

### About this Document

Oregon's Employment First policy was crafted with stakeholders and advocates in 2008. The policy states that community jobs are the priority in planning employment services for working-age adults and youth who experience I/DD.

In 2013 a policy group was formed under the Governor's Executive Order and data metrics were created to track key employment goals until 2022.

Oregon Exceeded in all the metrics that were created in 2013 including the closing of all sheltered workshops in 2020. With the successful settlement of Lane v. Brown in 2022 and closure of sheltered workshops in 2020, the policy group decided on an updated set of employment metrics to track annually. This document aims to highlight those metrics and other employment updates from Oregon. All the numbers in this report look at ODDS clients for State Fiscal Year 2023 (July 1, 2022 to June 30, 2023) and compares those numbers to prior State Fiscal Years.

## ODDS Individual Supported Employment

When someone is working with the help of a job coach, this is called Competitive Integrated Employment (CIE). According to data from ODDS, 1,871 people (Chart 1) were working in community jobs with supports in March 2023. This number does not include individuals who are currently receiving job supports from VR or who are working with natural supports in the community.

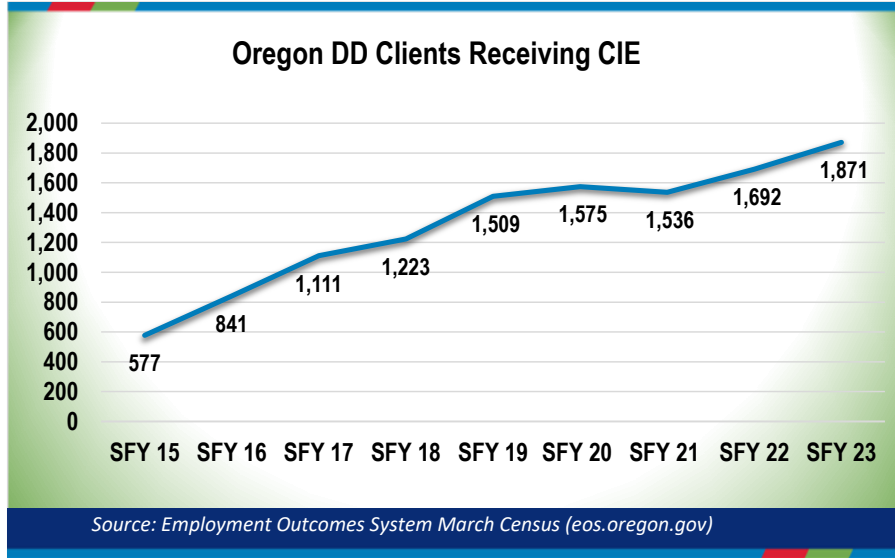


Chart 1

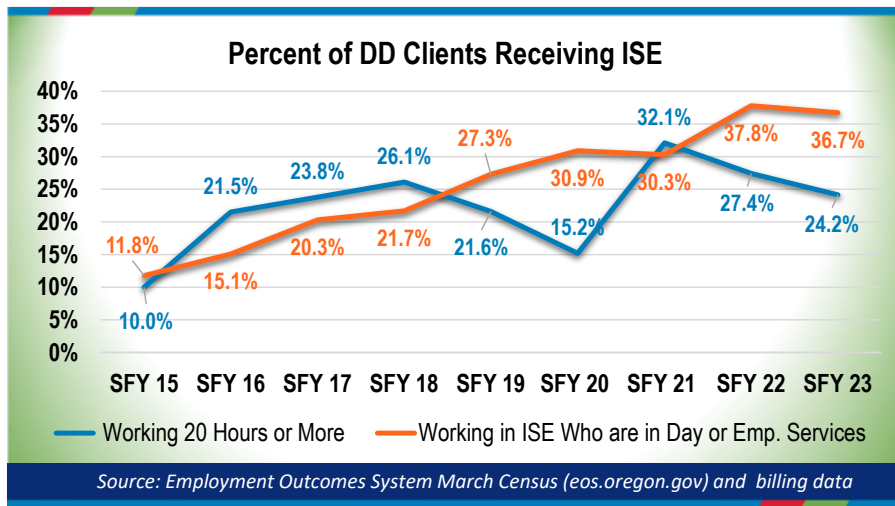


Chart 2

SFY 2021.

An explanation for this two year decline is that during the height of the COVID-19 epidemic in SFY 2021 some individuals decided to not work and those individuals on average had lower weekly hours worked. Those who decided to continue working also increased their average hours worked which created that peak.

On average, people working in jobs with supports are making \$15.15 per hour and working an average of 14.2 hours per week.

This is the only Day or Employment service that ODDS offers that has surpassed its pre-covid highs, with utilization now almost 20 percent above the March 2020 mark.

ODDS promotes a 20 hour a week goal for individuals working in the community based on an individual's choice and preference (Chart 2). In 2023, 24.2 percent of individuals working with job coach supports worked 20 hours or more in the community. This is a small decline from the 27.4 percent average in SFY 2022 and from the 32.1 percent peak in

## ODDS Capacity

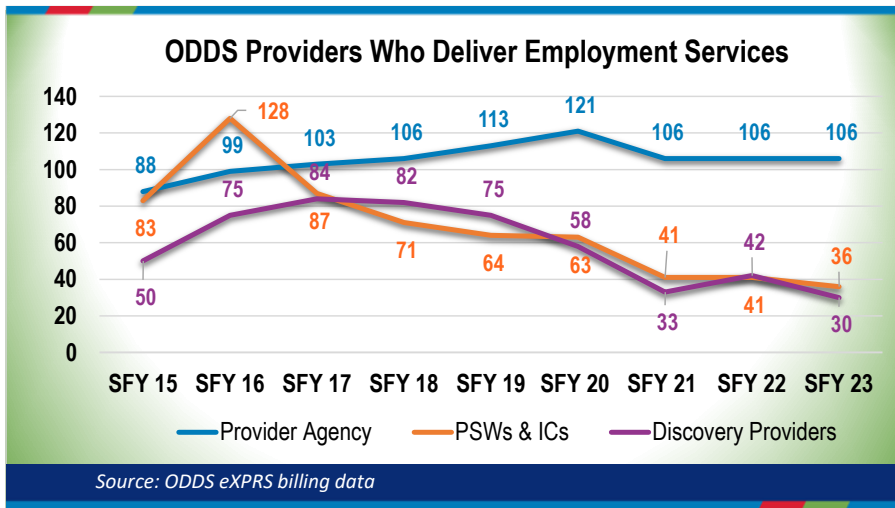


Chart 3

Since the beginning of Oregon’s Employment First initiative, provider capacity has been a central focus in expanding integrated employment services in Oregon.

The number of provider agencies who are certified and give employment services has remained steady at 106 for the last three years and has not surpassed the pre-COVID

peak of 121 agencies. When looking solely at providers who are actively completing discovery profiles, the numbers have dropped to 30 unique providers in SFY 2023 which also correlates with a continued drop in utilization of this service (see graph in page 7).

Personal support workers or PSWs are also able to support an individual on a job site as a job coach and for attendant care needs if they complete the training which also adds a two-dollar hourly increase in pay. In 2023, there were 36 unique PSW job coaches giving services which is almost half of the amount of the pre-COVID peak of 63 and has continued to decline.

## Vocational Rehabilitation

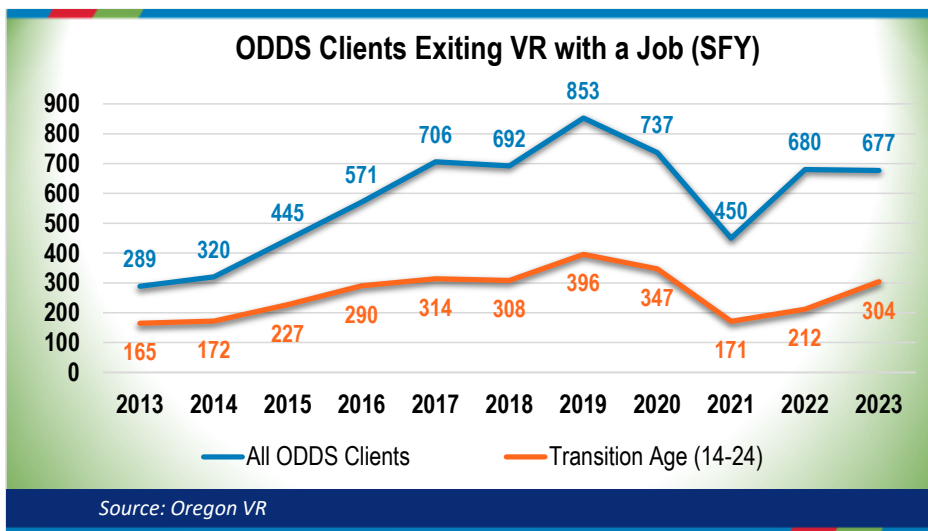


Chart 4

When people with I/DD are seeking work, they often start by going to Vocational Rehabilitation (VR). A VR counselor helps a person find a good job fit by doing an assessment and writing a plan for the person. The person and their team, including the VR counselor, chooses a job developer who works with the person to go out in the community and find a good job match.

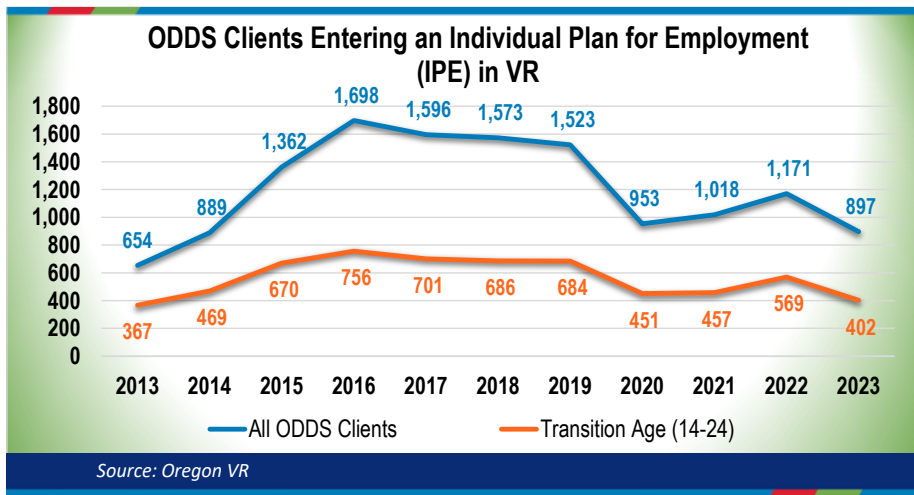


Chart 5

In SFY 2023, there were 677 people with I/DD who exited VR with jobs (chart 4 above). If the data is broken out by those in transition age (ages 14-24) then 304 of them were in that category. The topline number has remained steady compared to last year and the transition age category has had a strong annual growth of over 40 percent though neither category has reach their pre-COVID peaks.

A major step in exiting VR with a job is first entering an Individual Plan for Employment (IPE). In 2023, 897 people with I/DD entered an IPE and 402 of those individuals were transition age. This number is less than the previous year of 1,171 and has not reach the pre-COVID numbers of more than 1,500 individuals.

## Employment First Policy and News Highlights

### Supported Employment Curriculum

The supported employment curriculum is another ODDS project focused on building capacity in Oregon. The curriculum is designed to educate learners about how supported employment services are provided in Oregon and to also improve their understanding of the I/DD services available in Oregon.

The design of the curriculum is live classroom format, consisting of over 64 hours of training that are divided amongst 8 modules. The modules cover, in detail, topics on job coaching, person centered services and, health and safety.

The plans for this curriculum are multi-faceted. Colleges are showing interest in offering the curriculum to their students and other Oregon partners want to offer this curriculum to help build capacity locally for the areas they serve.

## American Rescue Plan Act Project

ODDS has received approximately \$160 million dollars from the American Rescue Plan Act (ARPA). When matched with Oregon General Fund, roughly \$390 million dollars has been allocated for one-time expenditures in response to COVID recovery needs. ODDS teamed up with partners to determine priorities for this funding. Projects being implemented are related to: Emergency Response, Diversity Equity and Inclusion, HIPAA Approved Technology and Self-Advocacy. Two grants already closed are focused on Capacity Restoration and Capacity and Infrastructure Funding for Contracted Case Management Entities.

The intent of this work is to expand capacity for home and community-based settings in Oregon. To learn more, visit Oregon's ARPA Project [website](#).

## Spotlight on Oregon's Employment First Websites

### Iworkwesucceed.org



Iworkwesucceed.org is the go-to website to find all things related to Oregon's Employment First initiative. Whether you experience I/DD, are a parent, employer or provider you can find policy, success stories, training and other resources to expand the employment horizons for people with I/DD.

### Impact Oregon

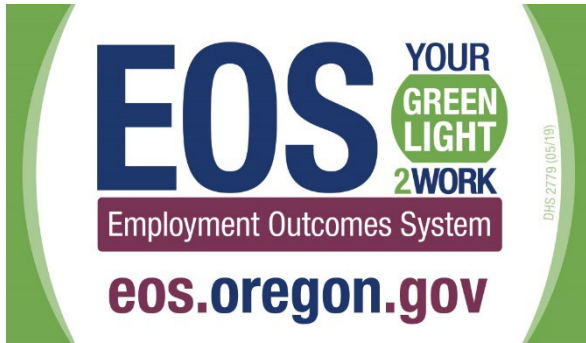


Impact Oregon is a new website that connects job seekers with jobs in the intellectual and developmental disabilities field. Jobs in the field include positions that provide direct care and/or services to people who have an intellectual and/or developmental disability, as well as administrative or management positions. The website,

<https://impactoregon.careers/>, launched in early 2021. ODDS providers, case management entities and state staff will be able to post jobs for free on the site. The goal of the website is to increase Oregon's provider capacity and the public visibility of careers in the developmental disabilities field.

## Employment Outcomes System (EOS)

The site, at <https://eos.oregon.gov/>, is a platform for collecting data on the job outcomes of people with I/DD who are receiving employment services from ODDS. People and their families can find providers and make choices based on services offered via the EOS website.



The EOS website allows providers to enter capacity for job coaches, job developers and Discovery. This new function can be entered and updated by providers at any time – even daily. SCs, PAs, and VR counselors can now quickly find a list of providers in their area that offer specific services. They can use the comparison functions to compare different providers in their area and see which ones, for instance, have more people in integrated jobs, or have capacity for Discovery.

The website allows users compare employment data, languages that providers are able to serve other than English, capacity, and outcomes from multiple providers to help make an informed decision.

## Employment First Road Map

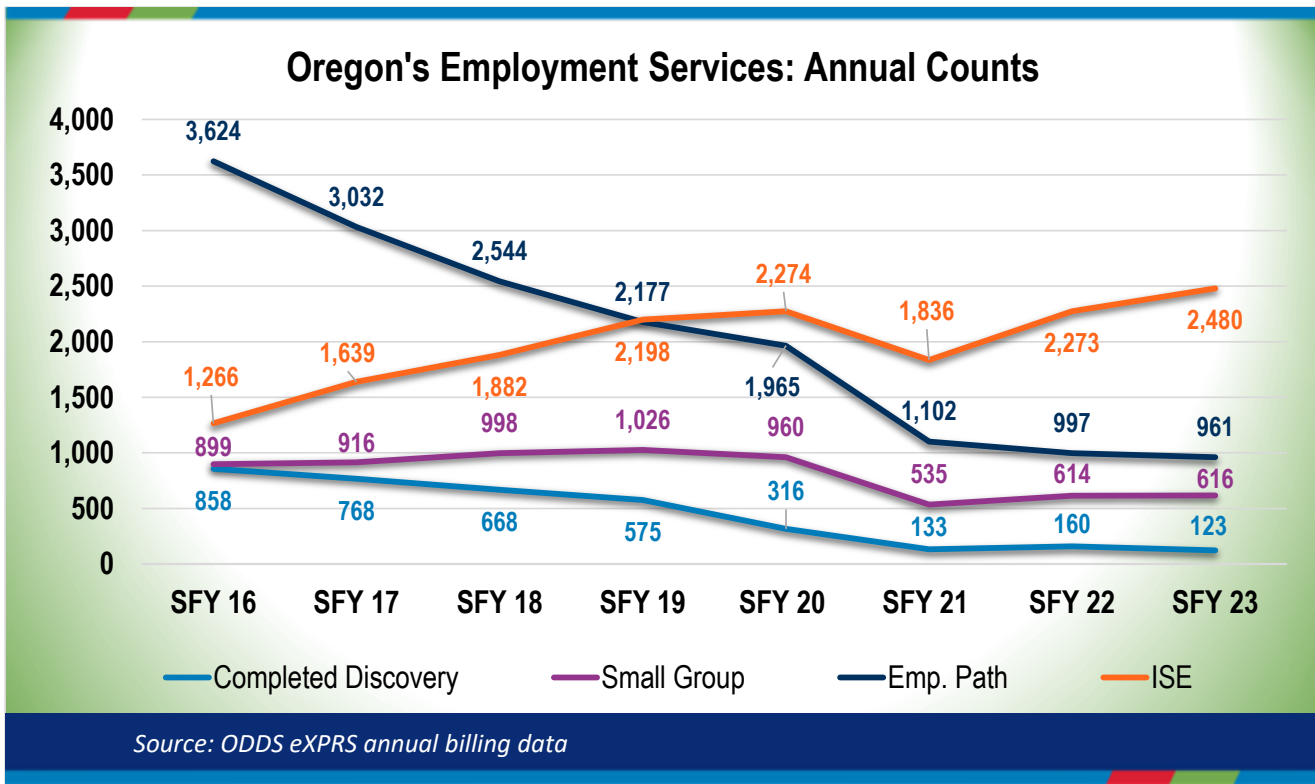


The Employment First Road Map (<https://road2work.oregon.gov/>) helps a person with I/DD and their family explore their journey through the service system. By answering a series of questions, the platform builds an individualized guided path. At the end of the session the user should have a better understanding of the supported employment system as it applies to their situation. In addition, they have the option to print

or save a version of their personal road map: user-specified information such as contact information for their local CDDP, brokerages, VR branch office, school YTP program, and information about any of the employment services they expressed interest in during their time on the website.

This tool is useful to people doing their own research on supported employment services, to be used in a guided way with their case management entity, and as a training tool for staff to see how the system parts fit together.

## Appendix



ODDS Employment Services by Provider in SFY 2023					
Agency Name	Discovery	Employment Path Services	Individual Supported Employment	Small Group Supported Employment	Grand Total
Abilities At Work		13	49	12	68
Abilities At Work Fka Oregon Employment Services		16	44	10	64
Abilities At Work Fka Oregon Employment Services C		6	4	8	15
Ability Training Services Llc			9		9
Ackley Counseling & Employment Services Inc	1	11	16		25
Advantage Working Solutions Llc	9	3	78		88
Advocates For Life Skills And Opportunity Inc Also		17	87	5	102
Albertina Kerr Centers	2	37	77		111
Alternative Svcs Oregon Inc		1	1	8	10
Alternative Work Concepts			11		11
Amies Community Care Llc			14		14
Amies Community Care Llc Dbba Access Community Care			19		19
Arukah Care Llc		6			6
B2 Community Care Llc		20	14	1	32
Bay Area Enterprises		3	16	15	34
Bender Rehabilitation & Consulting Llc			2		2
Blooms Llc			18	3	21
Bluesun Inc			1		1
Bridge City Mentors Inc			31		31
Bridges Oregon Inc		2	5		7
Central Oregon Employment Solutions Inc		1	17		18
Collaborative Employment Innovations Inc	1	17	28		43

Collaborative Employment Innovations Llc	2	20	28		45
Community Access Services Ii Inc			47		47
Community Based Activity Program Db			3		3
Community Connect Llc			1		1
Community Vision Inc	1		18		19
Community Workshop Llc	1	10	4		12
Connections Northwest Inc	1	4	24		28
Cornerstone Associates Inc		6	2	41	46
Creating Community Impact Llc			40		40
Creating Options Llc	1		13		13
Dd & Mh Provider Of Oregon Llc	16	6	25		47
Destination Autonomy Llc			4		4
Dirkse Counseling & Consulting Inc			68		68
Diversability Inc			17		17
Diversified Hiring Solutions Inc	1		14		15
Dp Redding Inc		15	11		22
Dsp Connections Inc			2		2
Dungarvin Oregon Llc	1	4	20		24
Eastco Diversified Services				8	8
Edwards Center Inc		23	27	12	48
Employers Overload Supported Employment		1	11		11
Employment Options Llc		1	59		60
Exceed Enterprises Inc /Fka Cci Enterprises Inc	3	57	116	35	177
Garten Services Inc	1	43	14	17	67
Going Coastal Llc		1			1
Good 2 Go Oregon		4	73		76
Good 2 Go Oregon Inc			50		50
Good 2 Go Oregon West Inc			11		11
Good2Go Oregon West Inc			10		10
Goodwill Industries Of Lane And South Coast	10	51	7	1	65
Goodwill Industries Of The Columbia Willamette	1	20	30		39
Green Leaf Industries Of Grants Pass Inc		11			11
Greenleaf Industries		12			12
Growing Together Llc			3		3
Hde Home Care Llc	2		21		23
Hendrickson Services Llc			19	7	22
Hines Employment Agency Llc			27		27
Hire Nw Llc	8		17		25
Home Life Inc	1	19	32		42
Horizon Project Inc		12	12		23
Housing Independence		1	8		8
Humble Life Db	2		2		4
Integrated Supp For Living Inc Db		34	7		41
Is Living Inc	5	50	10		65
J Foreman Consulting Llc Db	2		17		19
Jdp Employment Solutions Agency			5		5
Job Consultants Network Inc	1	2	7		9
Key Consulting			37		37
Koza Care Llc		1			1
Lane Community College/Specialized Support Svcs		11	4		15
Lane Community College/Specialized Support Svcs		25	9		34
Leaps & Bounds Llc			1		1
Lets Go To Work Inc			1		1
Lifesource Group Llc		3	18		20
Living Opportunities Inc	6	8	64	37	106
Manifest Independence Llc			1		1

Marie Mills Center Inc		18	21		35
Mark 2 Ministries Inc		5	3		7
McCarthy Employment Northwest Llc			17		17
McKenzie Personnel Systems		3	63	13	73
Meadowlark Employment Services Inc		1	11		12
Mountain Crest Counseling Services	4	1	39		42
Mv Advancements		61	68	60	148
Nw Community Alliance		9		5	14
Opportunities Unlimited Llc			13		13
Opportunity Foundation Central Or		55	33	28	89
Oregon Supported Living Program			2		2
Out Of The Box Solutions Llc			2		2
Pacific Opportunities Inc	6		109		114
Pams Clean Machine			1		1
Partnerships In Community Living Inc			34		34
Pathway Enterprises Inc	2	1	29	2	34
Pdx Connects Llc			3		3
Pearl Buck Center Inc		29	54	13	82
Portland Supported Employment DbA Full Life		17	35	40	82
Proxyworks Llc			1		1
PSW Job Coach			41		41
Reach Inc		22		51	71
Reality Kitchen Nonprofit		17			17
Rever Grand Inc			1		1
Rise Inc		5	19		23
Rockwest Training Co		9		8	11
Serp Enterprises Inc		3	1	17	19
Shangri La Corp	4	16	40		56
South Lane Maintenance				13	13
Southern Oregon Aspire	10	16	25	60	93
Spectrum Advocacy Inc			1		1
Star Of Hope		2	5		7
Star Of Hope Activity Center Inc			2		2
Step Forward Inc		6			6
Success Northwest			16		16
Sunrise Enterprises Of Roseburg Inc	2	61	18	1	79
Sunshine Ind Unlimited Inc		1		31	32
Supported Employment Services		4	73		75
The Arc Of Lane County		14	17		30
The Job Connection Llc		1			1
The Opportunity Club Inc			2		2
Thrive Services			22		22
Transcending Inc DbA Advocates For Empowerment			3		3
Trellis Inc	15	10	131		151
Trenditions		17	27		37
Trenditions Inc		14	23		33
Tw Inc Aka Tualatin Valley Workshop			16		16
United Cerebral Palsy Assoc Of Or & Sw Wa Inc			23		23
VALUE ADDED		11	2		12
Voice Of Reason Llc		4	11		14
Vorhauer Flatt, April			1		1
Wcpws Llc DbA Genesis Human Resources			22		22
Willamette Valley Rehabilitation Center Inc		23	1	29	35
Witco /Western Idaho Training Co Inc		5	6	10	20
Without Limits Nw Llc			3		3
Work Unlimited Inc	1	15	28	38	66
<b>Grand Total</b>	<b>123</b>	<b>961</b>	<b>2,480</b>	<b>616</b>	<b>3,785</b>