

Oregon's Employment First Outcomes Report

November 2024

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



Travis works at Prepper Up in Prineville

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 partners and local teams.

About this Document

Oregon's Employment First policy was crafted with partners and advocates in 2008. The

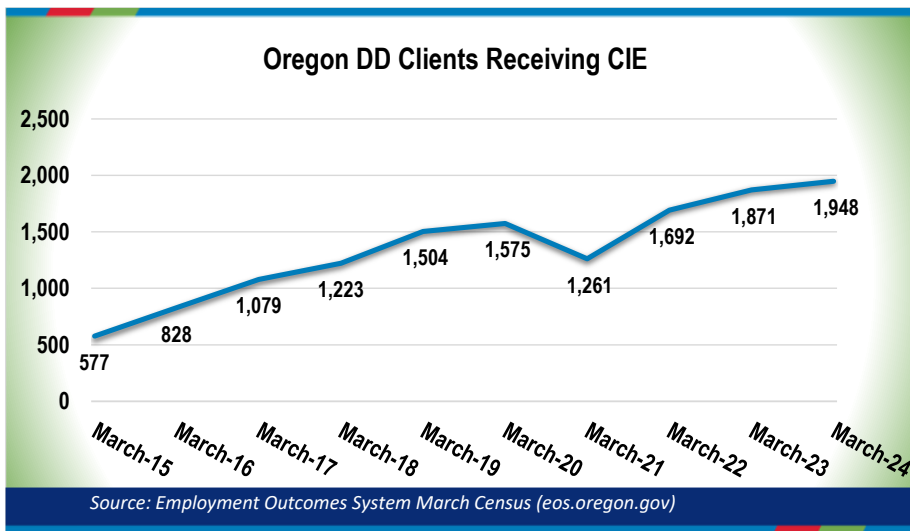
policy states that community jobs are the priority in planning employment services for working-age adults and youth who experience I/DD.

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 2024 (July 1, 2023 to June 30, 2024) and compares those numbers to prior State Fiscal Years.

ODDS Individual Supported Employment

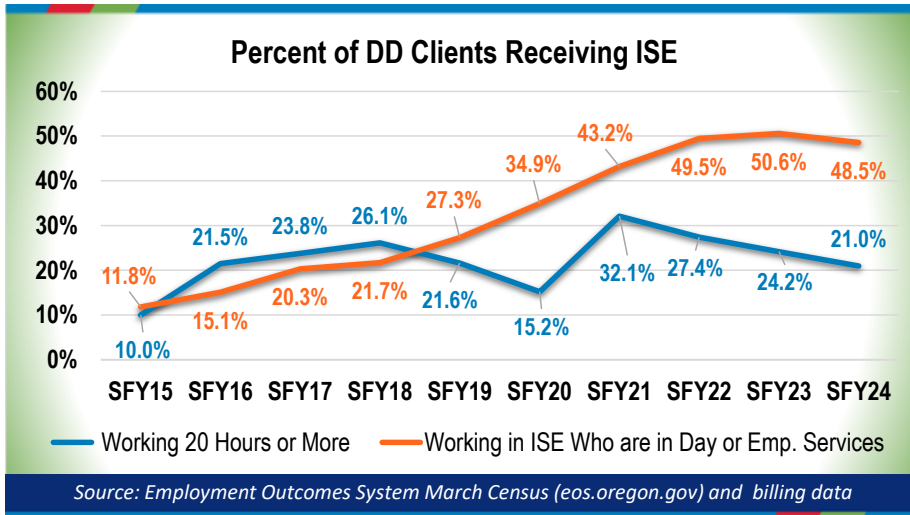
When someone is working with the help of a job coach, this is called Competitive Integrated Employment (CIE). According to March data from Employment Outcomes System (EOS), 1,948 people (Chart 1) were working in community jobs with supports in March 2024. This number does not include individuals who are currently receiving job supports from VR or who are working with natural supports in the community.



This is the only day or employment service that ODDS offers that has surpassed its pre-covid highs, with utilization now almost 24 percent above the March 2020 mark.

On average, people working in jobs with supports are making \$15.90 per hour and working an average of 13.6 hours per week.

Chart 1



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 2024, 21 percent of individuals working with job coach supports worked 20 hours or more in the community. This is a small decline from the 24.2 percent average in 2023 and from the 32.1 percent peak in 2021.

Chart 2

An explanation for this decline is that during the height of the COVID-19 epidemic in 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.

ODDS Capacity

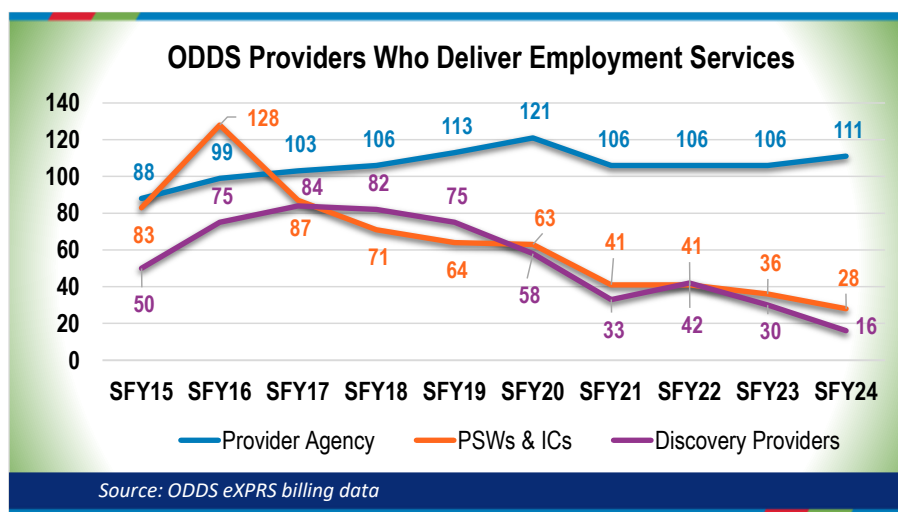


Chart 3

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

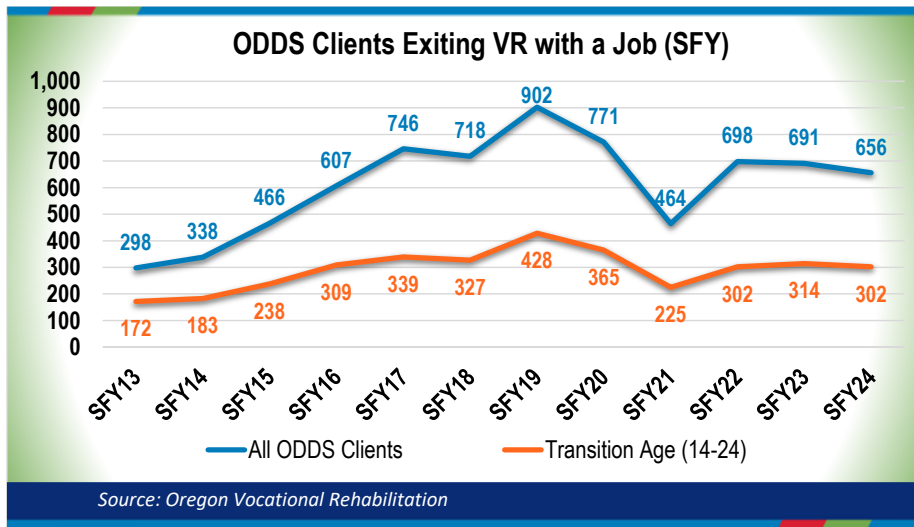
The number of provider agencies who are certified and give employment services has increased to 111 compared to 106 for the last three years and has not surpassed the pre-

COVID-19 peak of 121 agencies. When looking solely at providers who are actively completing discovery profiles, the numbers have dropped to 16 unique providers in 2024 from a high of 84 providers in 2017. This drop in providers which also correlates with a continued drop in use of this service (see appendix graph in page 6) from a peak of 858 discovery profiles in 2016 to 56 in 2024.

Personal support workers or PSWs and independent contractors are also able to support an individual on the job 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 2024, there were 26 unique PSW job coaches and 2 independent contractors for a total of 28 individuals giving services, which is less than half of the amount of the pre-COVID-19 peak of 63 and has continued to decline.

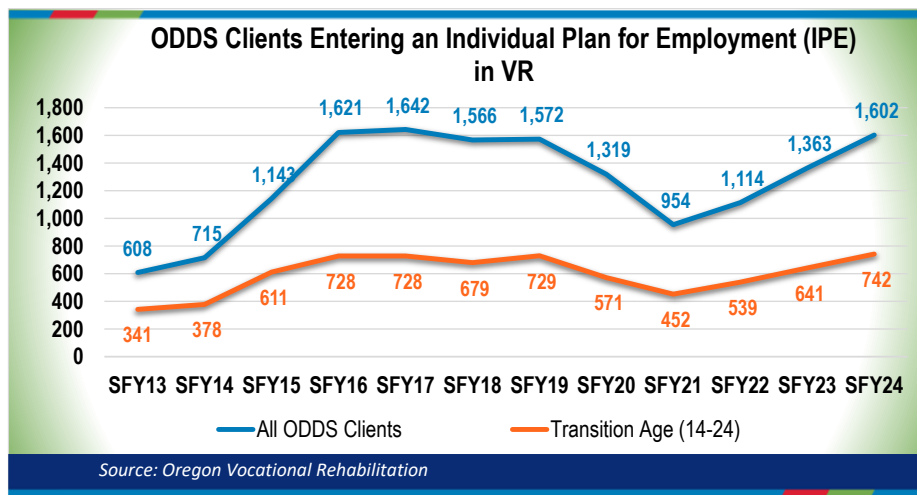
Vocational Rehabilitation

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.



In 2024, there were 656 people with I/DD who exited VR with jobs (chart 4). If the data is separated out by those in transition age (ages 14-24) then 302 of individuals got a job with VR. Both population counts dipped a little compared to last year and neither category has reach their pre-COVID-19 peaks in 2019.

Chart 4



A major step in exiting VR with a job is first entering an Individual Plan for Employment (IPE). In 2024, 1,602 people with I/DD entered an IPE and 742 of those individuals were transition age. This number is strong growth from the previous year of 1,363 and has exceeded the pre-COVID-19 numbers of more than 1,572 individuals.

Chart 5

Employment First Policy and News Highlights

Supported Employment Curriculum

The supported employment curriculum is an 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 eight 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.



The first class to complete the Supported Employment curriculum

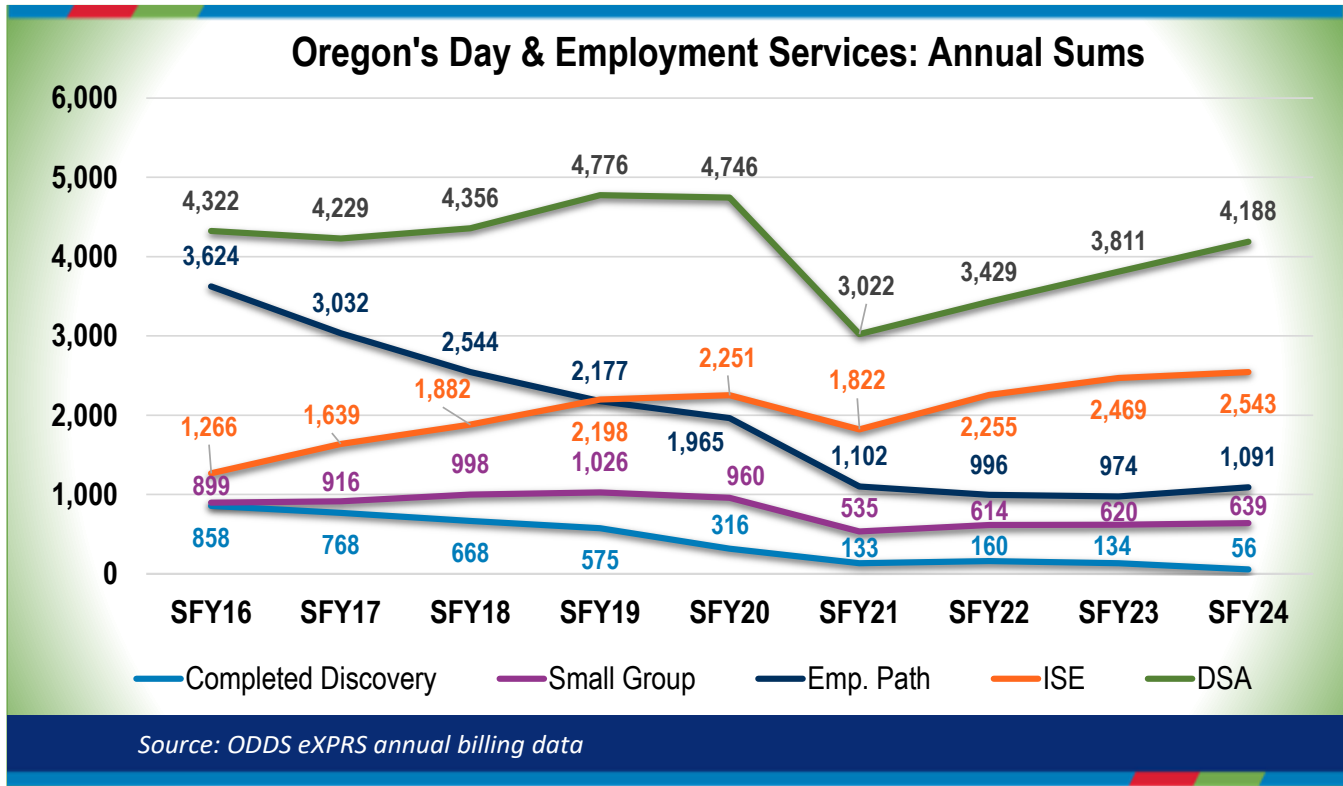
The curriculum was piloted in spring 2024 at Treasure Valley Community College (TVCC). They are teaching it again in fall 2024. Umpqua Community College will be offering it as well. [Learn more about the TVCC pilot in this success story.](#)

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 \$400 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: capacity restoration and expansion, emergency response, self-advocacy, service equity, home modification, training reimbursement, and more.

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](#).

Appendix



ODDS Employment Services by Provider in SFY 2024 (Excluding PSW Providers)					
Agency Name	Discovery	Employment Path Services	Individual Supported Employment	Small Group Supported Employment	Grand Total
Abilities At Work		18	55	12	75
Ability Training Services Llc			9		9
Ackley Counseling & Employment Services Inc		20	14		29
Advantage Working Solutions Llc	2	4	85		89
Advocates For Life Skills And Opportunity Inc Also		14	90	3	98
Albertina Kerr Centers		49	72		116
Alternative Svcs Oregon Inc			1	9	10
Alternative Work Concepts			10		10
Amies Community Care Llc DbA Access Community Care		1	27		28
Arcadian Inclusion Management Inc			2		2
Arukah Care Llc		5			5
B2 Community Care Llc		10	20		26
Bay Area Enterprises			13	14	26
Bender Rehabilitation & Consulting Llc Closed			1		1
Blooms Llc		1	24	4	29
Bluesun Inc		1	2		2
Bridge City Mentors Inc			42		42
Bridges Oregon Inc		9	9		16
Central Oregon Employment Solutions Inc		1	17		17

Collaborative Employment Innovations Llc		23	26	1	43
Community Access Services li Inc			51		51
Community Based Activity Program DbA The Companion			3		3
Community Connect Llc			2		2
Community Vision Inc		1	24		25
Community Workshop Llc		11	5		12
Connections Northwest Inc		7	19		22
Cornerstone Associates Inc		17	1	57	70
Creating Community Impact Llc			26		26
Creating Options Llc			17		17
Dd & Mh Provider Of Oregon Llc	7	6	22		34
Dirkse Counseling & Consulting Inc	1		67		68
Diversability Inc			18		18
Diversified Hiring Solutions Inc			15		15
Dp Redding Inc	1	25	15	3	39
Dungarvin Oregon Llc	3	5	22		28
Eastco Diversified Services				7	7
Edwards Center Inc		37	23	17	64
Employers Overload Supported Employment			9		9
Employers Overload Supported Employment Inc		1	9		9
Employment Options Llc			78		78
Exceed Enterprises Inc /Fka Cci Enterprises Closed		34	84	25	135
Exceed Enterprises Inc /Fka Cci Enterprises Inc		36	101	31	155
Family Relief Resources Llc		4	2		4
Garten Services Inc		35	15	15	60
Good 2 Go Oregon		6	60		64
Good 2 Go Oregon Inc		8	77		83
Goodwill Industries Of Lane And South Coast	1	49	2		52
Goodwill Industries Of The Columbia Willamette		18	29		35
Green Leaf Industries Of Grants Pass Inc		15			15
Growing Together Llc			3		3
Hde Home Care Llc	6		42		47
Hendrickson Services Llc			23		23
Hines Employment Agency Llc		5	33		37
Hire Nw Llc	3	1	18		21
Home Life Inc	3	23	27		47
Horizon Project Inc		15	12		26
Housing Independence			7		7
Humble Life DbA Soaring Independence			2		2
Is Living Inc	4	49	8		58
J Foreman Consulting Llc DbA Attainable Employment			21		21
Jdp Employment Solutions Agency			4		4
Job Consultants Network Inc		5	4		8
Job Consultants Network Inc Closed		4	5		8
Key Consulting			35		35
Lane Community College/Specialized Support Svcs		31	10		39
Lifesource Group Llc		3	14		16
Living Opportunities Inc	7	21	64	37	116
Lndt Services Llc			1		1
Manifest Independence Llc			1		1
Marie Mills Center Inc		20	22	13	38
Mark 2 Ministries Inc		4	3		7
McCarthy Employment Northwest Llc			20		20

McKenzie Personnel Systems		2	61	9	70
Meadowlark Employment Services Inc		1	10		11
Mountain Crest Counseling Services	11	8	50		62
Mv Advancements		84	76	34	160
Nw Community Alliance		9		5	14
Nw Community Alliance Inc		7		5	12
Opportunities Unlimited Llc			16		16
Opportunity Foundation Central Or		69	32	20	99
Oregon Supported Living Program			2		2
Pacific Opportunities Inc			84		84
Pacific Opportunities Llc	1		121		122
Pams Clean MacHine			1		1
Partnerships In Community Living Inc		2	17		19
Pathway Enterprises Inc	1	1	26	2	30
Pdx Connects Llc			4		4
Pearl Buck Center Inc		34	37	15	70
Portland Supported Employment DbA Full Life		22	50	40	95
Proxyworks Llc			1		1
Reach Inc		28		63	88
Reality Kitchen Nonprofit		18			18
Rise Inc		3	16		19
Rockwest Training Co		9		8	11
Roses Brighter Horizons		4		5	5
Serp Enterprises Inc		1	2	16	17
Shangri La Corp	3	14	36		43
South Lane Maintenance				13	13
Southern Oregon Aspire	2	17	26	76	96
Spectrum Advocacy Inc			1		1
Star Of Hope Activity Center Inc			4		4
Step Forward Inc		3	6		9
Success Northwest			15		15
Sunrise Enterprises Of Roseburg Inc		68	21		87
Sunshine Ind Unlimited Inc				26	26
Sunshine Industries Unlimited Inc				26	26
Supported Employment Services		1	63		63
The Arc Of Lane County		13	22		33
The Job Connection Llc		1			1
The Opportunity Club Inc			3		3
Thrive Services			20		20
Transcending Inc DbA Advocates For Empowerment		1	3		4
Trellis Inc		2	138		139
Trenditions Inc		23	29		44
Tvw Inc Aka Tualatin Valley Workshop			18		18
United Cerebral Palsy Assoc Of Or & Sw Wa Inc			23		23
VALUE ADDED		9	1		9
Voice Of Reason Llc		2	12		13
Wcpws Llc DbA Genesis Human Resources			25		25
Weve Network Llc			2		2
Willamette Valley Rehabilitation Center Inc		21	1	35	38
Witco /Western Idaho Training Co Inc		8	7	11	18
Without Limits Nw Llc			2		2
Work Unlimited Inc		17	25	41	63
Grand Total	56	1,091	2,516	639	3,862