

Oregon’s Employment First Outcomes Report

November 2025

Table of Contents

About This Document.....	1
ODDS Individual Supported Employment.....	3
ODDS Capacity.....	4
Vocational Rehabilitation	5
Employment First Policy and News Highlight	6
Data Appendix.....	9

About This Document

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



Michael participated in a Project Search internship at DCI Intl. in Newberg. He was hired part-time when it ended

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.

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.



Rose Works Full-time as a welder in her own business

OAR 407-025

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. These employment metrics were included in the passing of SB 810 in 2025 and

This Employment First Outcome Report, required under ORS 427 (See SB 810, 2025) highlights those metrics and other employment updates from Oregon. All the numbers in this report look at ODDS clients for State Fiscal Year 2025 (July 1, 2024 to June 30, 2025) 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

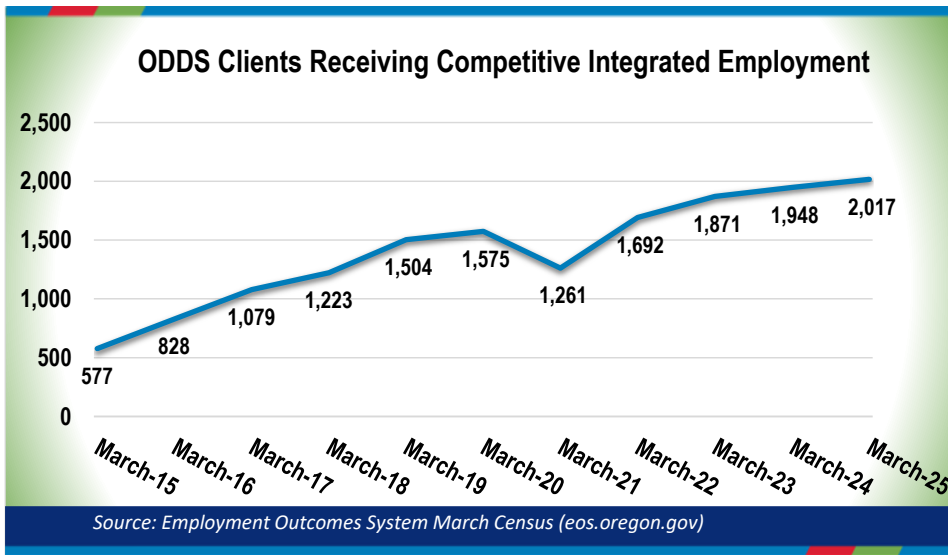


Chart 1

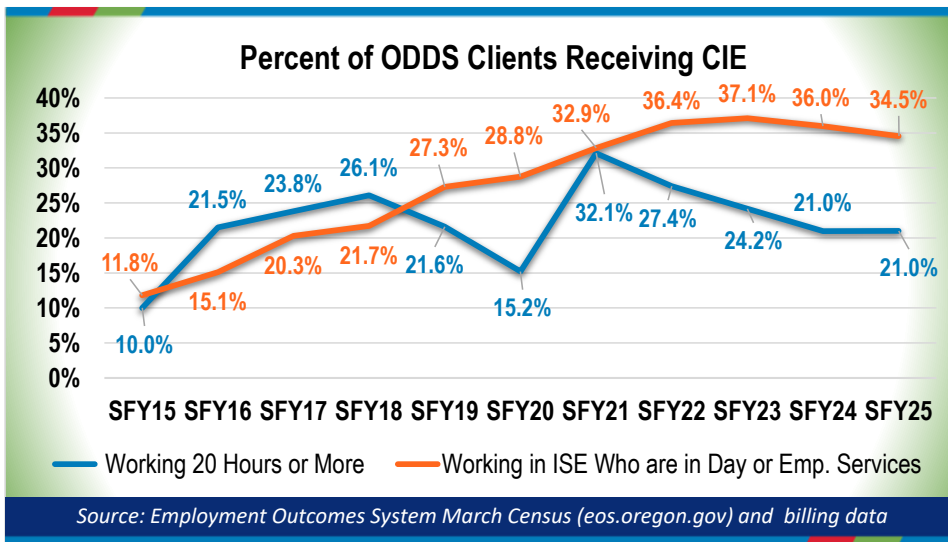


Chart 2

Outcomes System (EOS), 2,017 people (Chart 1) were working in community jobs with supports in March 2025. 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 at 28 percent above the March 2020 mark.

On average, people working in jobs with supports are making \$16.55 per hour and working an

average of 13 hours per week. This amounts to \$1.8 million per month earned by IDD individuals working with employment supports in the community or \$21.8 million on an annualized basis.

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 2025, 20 percent of individuals working with job coach supports worked 20 hours or more in the community. This is the same as the previous year.

ODDS Capacity

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

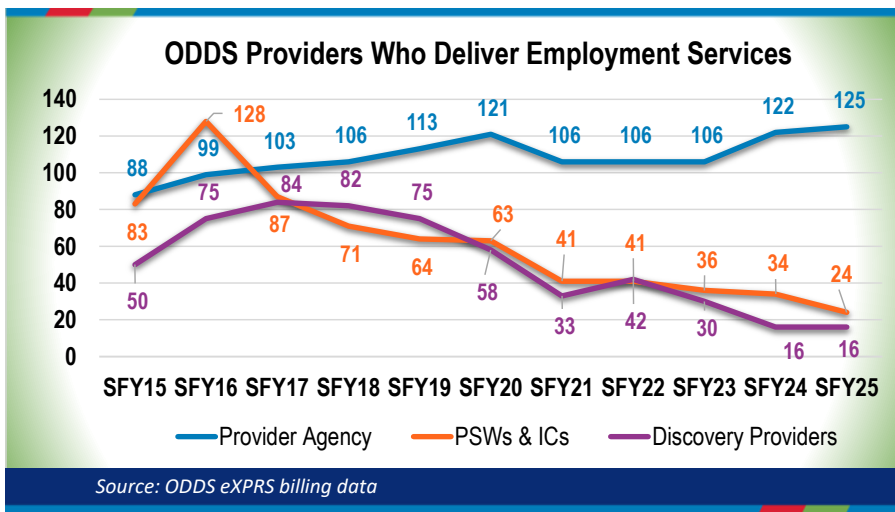


Chart 3

The number of provider agencies who are certified and give employment services has increased to 125 compared to 122 for the last year and has surpassed the pre-COVID-19 peak of 121 agencies (Chart 3). When looking solely at providers who are

actively completing discovery profiles, the numbers have maintained at 16 unique providers in 2025 which is down 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 7) from a peak of 858 discovery profiles in 2016 to 56 in 2025.

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 2025, there were 24 unique PSW job coaches and zero independent contractors 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.

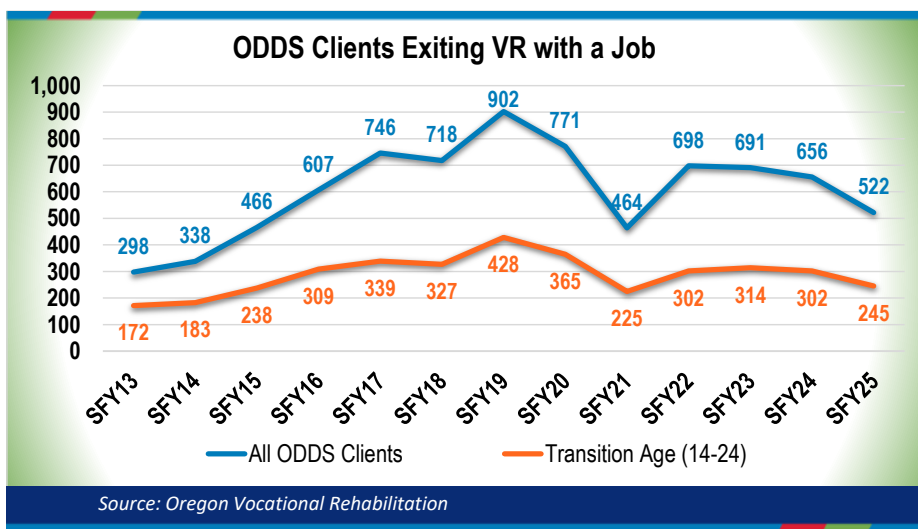


Chart 4

In mid-June 2025, VR entered order of selection which creates a waitlist for people to enter an Integrated Plan for Employment (IPE). This is expected to slow entrants into an IPE but since it began two weeks before the state fiscal year ended,

it has had little effect on 2025 numbers but is expected to have significant impacts in 2026.

In 2025, there were 522 people with I/DD who exited VR with jobs (chart 4). This is a 20 percent drop compared to the 656 individuals who exited VR with a job in 2024 and is the third consecutive year of lower job data from people who exit VR and 42 percent below the 2019 peak of 902 individuals. If the data is separated out by those in transition age (ages 14-24) then 245 of individuals got a job with VR which is a 19 percent decrease from the previous year.

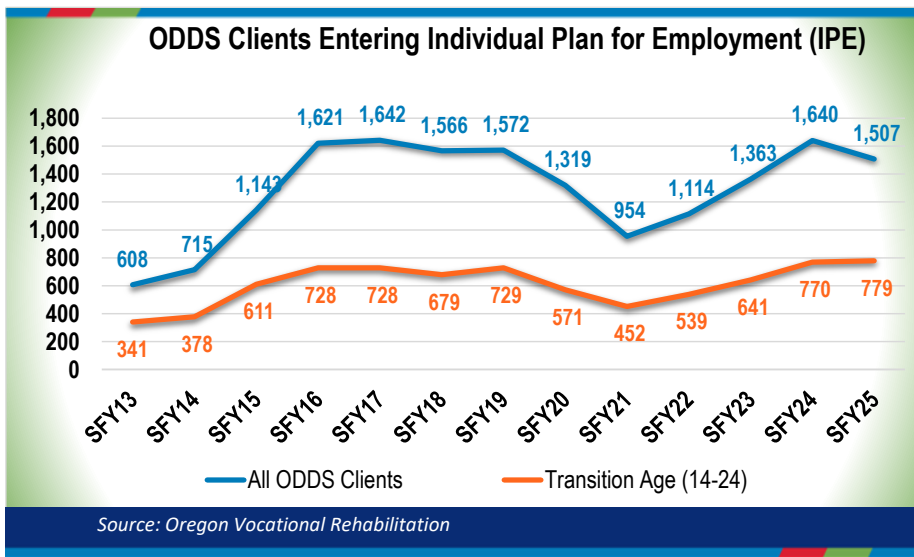


Chart 5

A major step in exiting VR with a job is first entering an Individual Plan for Employment (IPE). In 2025, 1,507 people with I/DD entered an IPE and 779 of those individuals were transition age (Chart 5). This number is an 8 percent decline from the previous year of 1,640.

Employment First Policy and News Highlight

Employment First Legislation, SB 810

Oregon passed Employment First legislation in 2025 (Senate Bill 810) which updated the Employment First policy that was first developed with partners in 2008 and codified in 2013. This will ensure that Oregon will continue to prioritize employment outcomes and

career advancement outcomes for individuals with intellectual or developmental disabilities (I/DD), and school to work transitions.

Senate Bill 810 codified essential accountability, oversight, and implementation mechanisms to ensure Oregon's Employment First policies continue to be implemented including the following:

- Oregon's **Employment First Advisory Workgroup** with the responsibility to review outcome data at least annually and make recommendations on the development and implementation of Oregon's Employment First Strategic Plan and make policy and budget recommendations to the Office of the Governor and state agencies.
- ODHS and ODE support for **regional workgroups** that identify strategies to remove barriers and advance CIE for people with I/DD.
- **Prohibits funding** for sheltered workshops and mock work in schools.
- Creates a **State as Model Employer** program to promote inclusive hiring practices within state and local government.



Ashley Herberholz (center) received the Ross Ryan Self-Advocacy Award at the Employment First Summit in October 2025. She is pictured with Senator Sara Gelser Blouin (left) and Statewide Employment First Coordinator Allison Enriquez.

Oregon's Employment First Summit

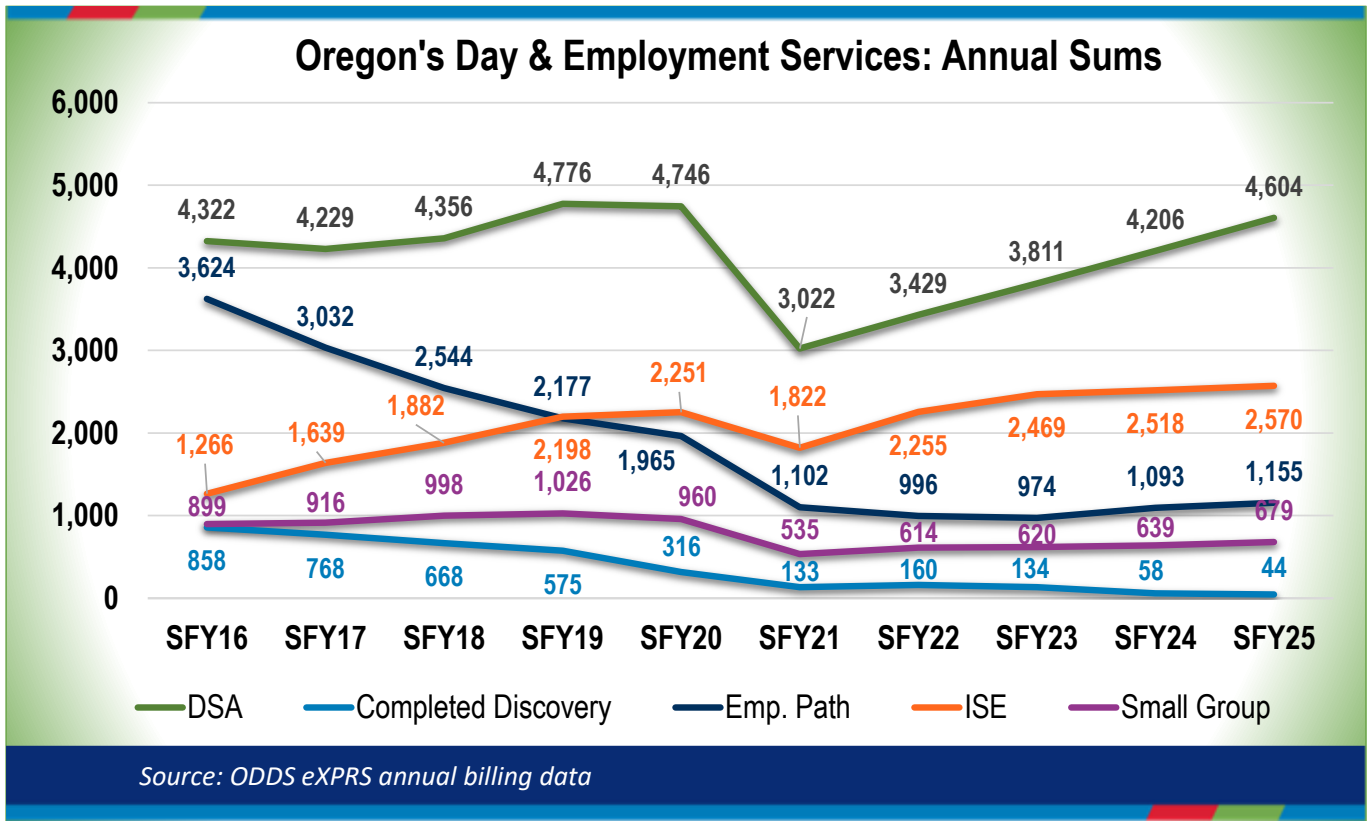
Oregon celebrated passage of Senate Bill 810 at the 2025 Employment First Summit. This was also an opportunity for partners to present during the "State of the State" and work on the development of Oregon's Employment First Strategic Plan. Ashley Herberholz (pictured left) was recognized as the Ross Ryan Employment Advocate Award Recipient. This award recognized a self-advocate whose efforts have improved their own employment, the employment of Oregonians with disabilities or both.

VR Statewide Waitlist and Service Prioritization

In June 2025, Oregon VR began a Statewide Waitlist for services. As part of the waitlist process, VR determines service priority in addition to eligibility. Priority categories are opened one category at a time to serve people on the waitlist. A state vocational rehabilitation program must implement this formal single statewide waitlist process when it anticipates it does not have sufficient fiscal and/or personnel resources to fully serve all individuals.

ODDS has begun to fund Job Development and other employment-related services when VR has a statewide waitlist for Order of Selection. See the [Memorandum of Understanding \(MOU\) between ODDS and VR](#) for more information.

Data Appendix



Perf Prov Name	Discovery	Employment Path Services	Individual Supported Employment	Small Group Supported Employment	Grand Total
Abilities At Work		15	54	11	73
Ability Training Services Llc		1	11		11
Ackley Counseling & Employment Services Inc		7	11		18
Advantage Working Solutions Llc	7	12	91		108
Advocates For Life Skills And Opportunity Inc Also		18	90		101
Albertina Kerr Centers	1	94	139	26	249
Alternative Svcs Or Inc				8	8
Alternative Svcs Oregon Inc				7	7
Alternative Work Concepts			10		10
Amies Community Care Llc DbA Access Community Care			41		41
Arcadian Inclusion Management Inc			2		2
Arukah Care Llc		4			4
Aspire Workforce Llc			4		4
B2 Community Care Llc		4	21		25
Bay Area Enterprises		2	11	12	24
Blooms Llc	4	5	13		21
Bluesun Inc			2		2
Bridge City Mentors Inc			38		38

Oregon's Employment First Outcomes Report

Bridges Oregon Inc		18	11		28
Cedar Independence Llc			1		1
Central Oregon Employment Solutions Inc			20		20
Collaborative Employment Innovations Llc		20	24		43
Community Access Services Ii Inc		3	58		59
Community Based Activity Program DbA The Companion			3		3
Community Connect Llc			1		1
Community Vision Inc	1	5	27		32
Community Workshop Llc		13	5		15
Connections Northwest Inc		8	13		19
Connections Northwest Llc		10	13		23
Cornerstone Associates Inc		27	8	70	96
Creating Community Impact Llc			20		20
Creating Options Llc			18		18
Dd & Mh Provider Of Oregon Llc	1	5	21		27
Dirkse Counseling & Consulting Inc	3		69		72
Diversability Inc			14		14
Diversified Hiring Solutions Inc			15		15
Dp Redding Inc		19	17	4	36
Dungarvin Oregon Llc	2	9	20		29
Eastco Diversified Services				16	16
Edwards Center Inc		30	23	17	59
Employers Overload Supported Employment Inc			8		8
Employers Overload Suppt Emp Closed			8		8
Employment Creation And Supports Llc			6		6
Employment Options Llc		4	77		81
Exceed Enterprises Inc Closed		28	66	21	111
Family Relief Resources Llc		5	3		5
Garten Services Inc		23	13	24	55
Good 2 Go Oregon Inc		18	105		116
Goodwill Industries Of Columbia Willamette		22	30		42
Goodwill Industries Of Lane And South Coast		55	1		56
Goodwill Industries Of The Columbia Willamette		7	22		25
Green Leaf Industries Of Grants Pass Inc		17			17
Growing Together Llc			2		2
Hde Home Care Llc			51		51
Hendrickson Services Llc			24		24
Hines Employment Agency Llc		14	40		49
Hire Nw Llc			19		19
Home Life Inc	1	23	26		47
Horizon Project Inc		11	12		23
Housing Independence	1	13	11		21
Humble Life DbA Soaring Independence			2		2
Impact Of Oregon Inc			4		4
Independence Navigation Llc			5		5
Is Living Inc		43	3		46
J Foreman Consulting Llc DbA Attainable Employment			26		26
Jdp Employment Solutions Agency			3		3
Key Consulting			37		37
Lane Community College/Specialized Support Svcs		33	9		39

Oregon's Employment First Outcomes Report

Lifesource Group Llc		3	12		14
Living Opportunities Inc	5	17	57	39	109
Lndt Services Llc			1		1
Manifest Independence Llc			2		2
Marie Mills Center Inc		14	24	8	35
Mark 2 Ministries Inc		2	3		4
McCarthy Employment Northwest Llc			20		20
McKenzie Personnel Systems		6	61		65
Meadowlark Employment Services Inc	2	5	11		16
Mountain Crest Counseling Services	8	16	58		72
Mv Advancements		100	90	38	185
Nw Community Alliance Inc		8	1	5	14
Opportunities Unlimited Llc		2	17		19
Opportunity Foundation Central Or		63	29	34	92
Pacific Opportunities Llc			147		147
Pams Clean MachIne			1		1
Partnerships In Community Living Inc		1	16		16
Pathway Enterprises Inc			27	2	29
Pdx Connects Llc			5		5
Pearl Buck Center Inc		29	31	20	58
Portland Supported Employment Dba Full Life		21	52	47	101
Premier Community Supports Llc		5			5
Reach Inc		29		53	80
Reality Kitchen Nonprofit		22			22
Rise Inc		3	18		21
Rockwest Training Co		8		7	10
Rockwest Training Company Inc		8		8	10
Roses Brighter Horizons		3		5	5
Samaritan Care Partners Of Oregon Llc		2	4		6
Serp Enterprises Inc		1	1	19	19
Shangri La Corp		6	24		29
Shangri La Corporation		11	37		47
South Lane Maintenance				11	11
South Lane Maintenance Closed				10	10
Southern Oregon Aspire	3	18	24	81	101
Spectrum Advocacy Inc			1		1
Star Of Hope Activity Center Inc			3		3
Step Forward Activities Inc		3			3
Step Forward Inc		3			3
Success Northwest		1	14		15
Sunrise Enterprises Of Roseburg Inc	1	81	18	14	96
Sunshine Industries Unlimited Inc				32	32
Supported Employment Services		2	67		69
T And M Lifeline Home Care Inc		1		12	12
The Arc Of Lane County		12	21		33
The Opportunity Club Inc			4		4
Thrive Services			17		17
Thrive Services Llc			20		20
Transcending Inc Dba Advocates For Empowerment	1	1	2		4
Trellis Inc		6	151		153
Trenditions Inc		28	30		47

Oregon's Employment First Outcomes Report

Tvw Inc Aka Tualatin Valley Workshop		1	12		13
United Cerebral Palsy Assoc Of Or & Sw Wa Inc		1	16		16
V A L U E A D D E D		7	1		7
Voice Of Reason Llc		3	12		12
Wcpws Llc DbA Genesis Human Resources			6		6
We Create Peace Work Solutions Llc			23		23
Weve Network Llc	3		4		7
Willamette Valley DbA Wv Voc Resource Community		12		31	33
Willamette Valley Rehabilitation Center Inc		12		32	32
Witco /Western Idaho Training Co Inc		11	8	9	17
Without Limits Nw Llc			2		2
Work Unlimited Inc		11	18	43	59
Grand Total	44	1,155	2,570	679	3,993

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