



2019

**Day and
Employment
Services Outcomes
Systems Report**

A publication of the

**Indiana Institute on Disability and Community
Indiana University**

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INDIANA INSTITUTE ON DISABILITY AND COMMUNITY

The mission of the Indiana Institute on Disability and Community (IIDC) is to work with communities to welcome, value, and support the meaningful participation of people of all ages and abilities through research, education, and service. The Institute collaborates with community agencies, schools, advocacy organizations, government, institutions of higher education, and other community partners to effect improvements in quality of life. To accomplish this, our work is conducted through six Centers that address issues across the lifespan and major life areas.

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The Day and Employment Services Outcomes Systems Report

is submitted to the

**Bureau of Developmental Disabilities
Bureau of Rehabilitation Services
Division of Disability and Rehabilitative Services Indiana
Family and Social Services Administration**

Dear Colleagues,

The Day and Employment Services Outcomes Systems (DESOS) data is submitted by Indiana disability service providers for each of the individuals they serve, rather than for aggregated program-level information. This report could not happen without the ongoing support and the participation of the many providers who helped us create this report and for their suggestions, time, and most importantly, continued partnership. Many of the staff helped us problem-solve technical issues.

The primary objective of this report is to give providers, policy makers, and advocates insight as to where individuals spend their day and what this actually means for them. This year, the DESOS report is based upon data entered for 10,409 individuals receiving day and employment services from the 66 Indiana programs (74%) that participated this year. Eighty-nine providers were verified as providing day and/or employment services through contracts with the Bureau of Developmental Disabilities Services and/or Vocational Rehabilitation Services. Data was entered by August 2019 on the status of the individual at the time of data entry. Page 19 at the end of this report is a list of providers participating in this years' report.

We continue to conduct a yearly webinar to help new providers and individuals new to the data entry. Each provider has the capability of compiling their organization's data report within the system and compare to statewide data.

The Workforce Innovation and Opportunity Act of 2014 (WIOA) was created to allow for flexibility across state and local systems to better address the employment and skills needs of employees and job seekers, including workers with disabilities as well as employers. This legislation requires that Vocational Rehabilitation commit 15 percent of their funds to transition-age youth, ages 18-24. On pages 9 and 10 you will see an additional analysis based on ages, including transition-age youth.

The DESOS report is a compilation of the data by settings and outcomes. The first few pages are comparisons across settings, while the remainder of the report reflects the data for each setting. Statewide demographics can be found on page 18. This report provides a snapshot of how individuals with intellectual and developmental disabilities as well as other disabilities spend their day, and together, how we improve the supports and services, and ultimately outcomes for all.

Thank you for your continued support!

Teresa Grossi

Teresa Grossi, Ph.D.
Director of Strategic Developments



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DEFINITIONS

1. **Sheltered employment** – facility-based employment where work-oriented services are provided by people with disabilities. Majority of people working there are people with disabilities.
2. **Off-site group employment placement** – (a.k.a., community-based sheltered employment) employment as a member of a group of eight or fewer individuals with disabilities perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew which moves from contract site to contract site performing services.
3. **Individual competitive job** - individual performs work tasks in a local business or industry alongside nondisabled coworkers. Individuals are paid the prevailing wage by the employer.
4. **Self-employed** – individual operates his or her own business to perform a paid service or produce a marketable item.
5. **Non-employment day program** – facility-based services with emphasis on teaching daily living skills where individuals are engaged in non-work activities.
6. **Alternative to employment (ATE)** – individuals are spending most of their day based on one of the following choices:
 - Choice** – the individual chooses not to receive community employment or facility-based services
 - Community access** – the individual spends most of their time accessing community resources and services (e.g., swimming at the local community center, therapeutic horseback riding, taking a computer class at the local college, going to bank).
 - Looking for job** – the individual is receiving pre-placement services (e.g., community-based vocational assessment, Discovery activities, job development services)
 - Retired** – the individual considers himself/herself to be retired from work and is not interested in employment
 - Volunteer** – the individual chooses to volunteer time without pay to engage in activities of assistance to others.

Primary Environment or Setting

Individuals spend the majority of their day in a variety of settings. This information is based on **10,409** individuals across six settings where most people are in nonemployment day programs (32%) as you can see increase over time (Figure 2).

Figure 1. Primary Day Setting

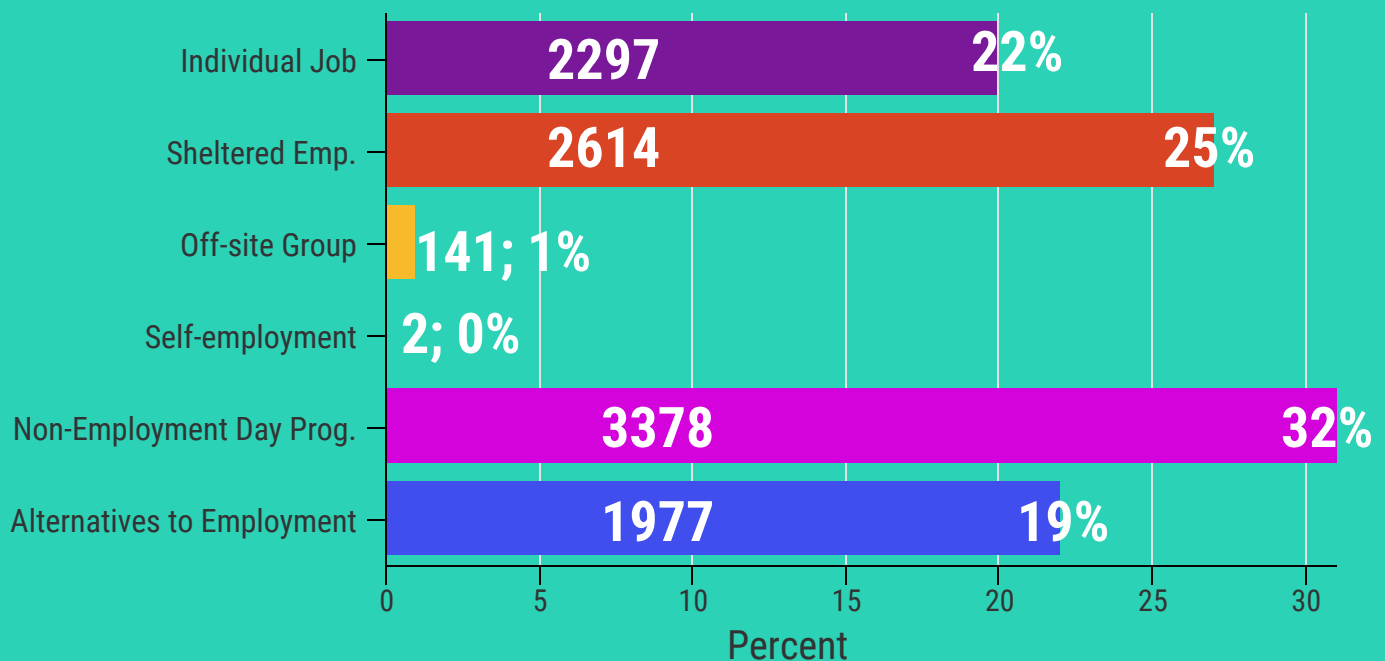
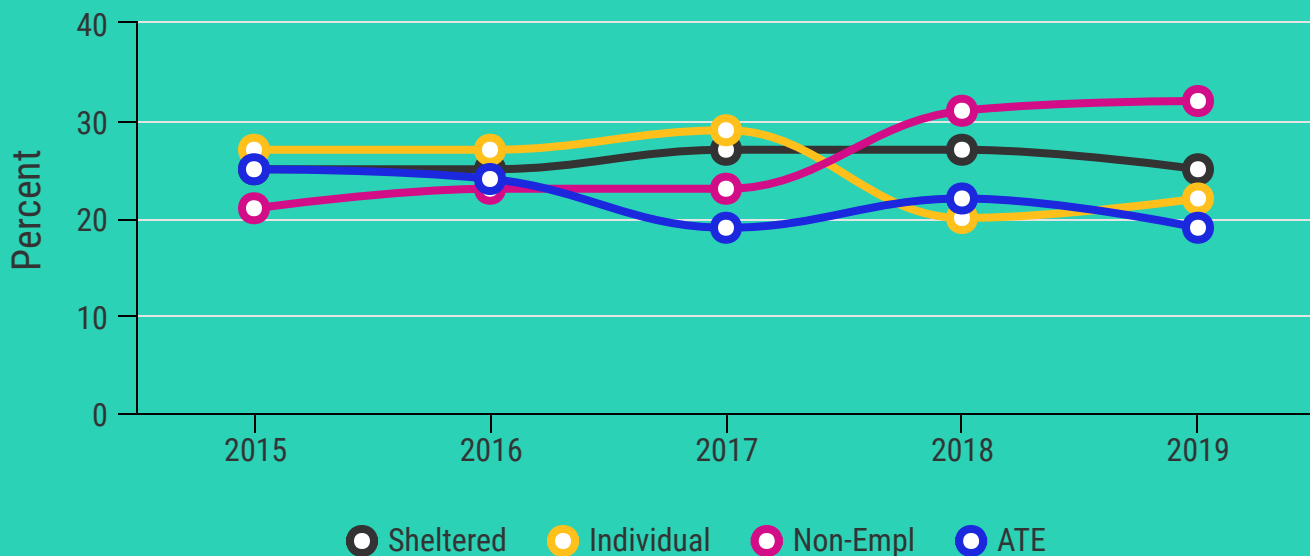
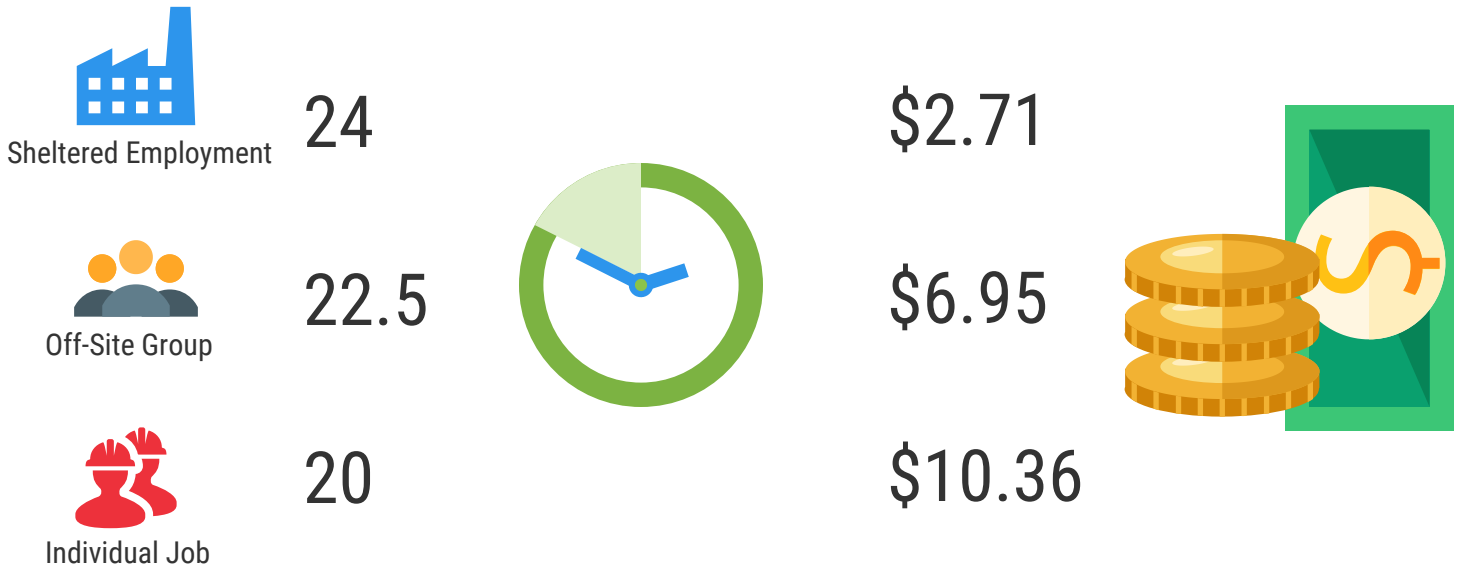


Figure 2. Primary Setting Over Five Years



Average Work Hours per Week and Hourly Wages



Guardianship

Data on guardianship across different settings shows number of individuals who are their own legal guardian. **Partial** – means a family member or another person has guardianship over financial and/or medical. The percent difference (100%) are individuals who aren't their own legal guardians.

45% Own
8% Partial



60% Own
8% Partial



59% Own
0% Partial



31% Own
6% Partial



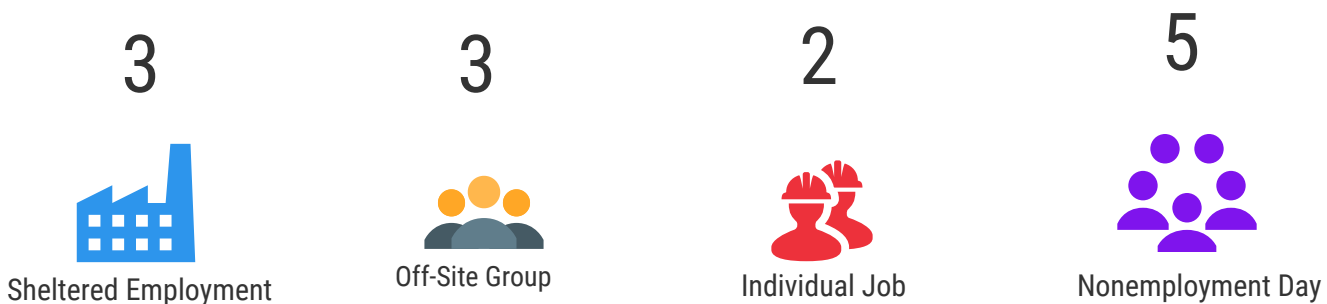
Social Interactions

This question is designed to identify the degree to which the individual interacts with persons without disabilities who are not paid to provide support to the individual. The responses reflect what is occurring in this environment.



Living Environment

The average number of people with disabilities in the home, including the individual, based on where they spend their day.





By The Setting . . . By The Age

Transition-Age Youth

There were 706 individuals between 18-24 years old and 766 between 25-29 years old, engaged in some type of employment. Below is the percent of the age group, setting, and the comparison of average hours and wages.



Sheltered Employment



Off-Site Group



Individual Job

	Sheltered Employment	Off-Site Group	Individual Job
18-24 yrs	20%	1%	79%
25-29 yrs	42%	1%	57%
18-24 yrs	19	15	19
25-29 yrs	23	28	21
18-24 yrs	\$3.46	\$6.14	\$ 8.97
25-29 yrs	\$3.05	\$8.51	\$13.12

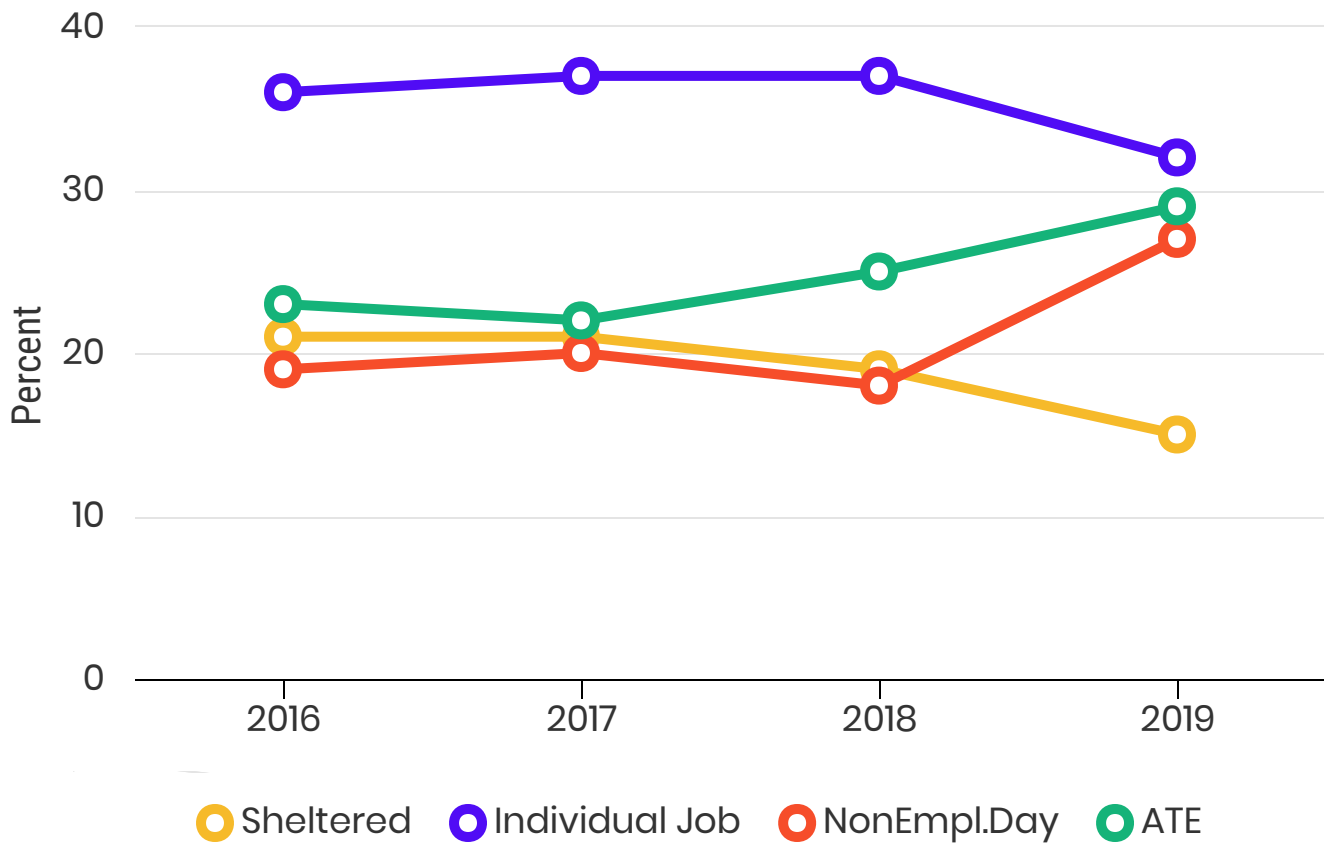




Primary Setting for Four Years of 18-29 Years Old

The figure below shows 18-29 years age groups and primary settings for the past 4 years. The data shows a steady increase in non-employment day (19% to 27%); decrease in sheltered employment (21% to 15%); and slight decrease in individual jobs from 37% to 32%.

Figure 3. 18-29 Years Old for the Past Four Years





Age and Primary Setting

The figure below shows age groups and primary settings. The data shows a steady increase in non-employment day as the age increases (27% to 33%) and sheltered employment (15% to 34%); and a decrease in individual jobs from 32% to 16%.

Figure 4. Age and Primary Setting



By The Setting . . . By The Numbers



Sheltered Employment or Workshops

Sheltered employment refers to a facility-based employment setting where workers either perform work tasks or receive work-oriented services. Twenty-seven percent (27%) or 2,614 individuals spent their day in the sheltered workshop or facility-based setting.

51%

Workers had a mild intellectual disability

27% had a moderate ID 8% had Autism



Work is assembly or manufacturing

90%

Worked with 9 or more individuals with disabilities in the immediate setting



90%

Paycheck came from the rehabilitation support agency

\$2.71

Average hourly wage

24

Average weekly work hours

79%

Have no employer benefits



64%

Relied on residential services to provide transportation to work

Secondary Setting

18%



Individual Job

50%



Nonemployment Day

22%



Alternatives to Employment

Individuals (493 or 19%) in sheltered workshops also spent time in a secondary setting an average of 8 hours per week.

By The Setting . . . By The Numbers



Individual Job

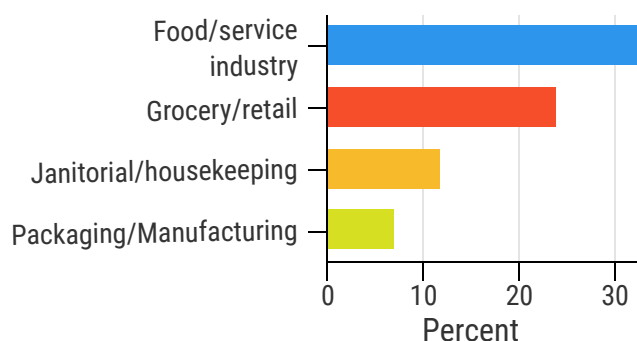
Individuals perform work tasks in a local business or industry alongside nondisabled coworkers for competitive wages. Twenty-two percent (2,297 individuals) of all individuals spent the majority of their day in a competitive job.

46%

Workers had an intellectual disability

22% had Autism 8% with mental illness

Variation of Industries for Employment



91%

Paycheck came from the individual employer

\$10.36

Average hourly wage

20

Average weekly work hours

66%

Have no employer benefits

Hours of Follow-Along

33%

Did not receive any hours

2018

32%

Did not receive any hrs

2019

The number of hours of extended services or follow-along to help the employee maintain their job shows a comparison of 2018 and 2019.



Hours of Follow-Along Continued

2018

2019

38%	Received 1-4 hours	21%
25%	Received 5-10 hours	34%
1%	Received 11-15 hours	2%
2%	Received 16 or more hours	11%
13%	Had no follow-along funding	23%

Transportation



64%

Relied on family, friends or coworkers to provide transportation to work



34%

Used public transportation to work

Secondary Setting

Individuals (280 or 12%) who had an individual competitive job also had another job or spent time in a secondary setting an average of 11 hours per week.

9%

19%

2%

35%

36%



Individual Job



Sheltered Employment



Off-Site Group



Nonemployment Day



Alternatives to Employment

By The Setting . . . By The Numbers



Off-Site Group Employment

Employment as a member of a group of eight or fewer individuals with disabilities perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew which moves from contract site to contract site performing services. Only one percent (141 individuals) worked in a small group, non-facility based setting.

67%

Workers had a mild intellectual disability

16% had a moderate ID 7% had Autism

60%



Work is assembly or manufacturing

33%



Janitorial, housekeeping, or laundry industries



82% Paycheck came from the rehabilitation support agency

22.5

Average weekly work hours

\$6.95

Average hourly wage

72%

Have no employer benefits



47% Relied on residential services to provide transportation to work

43% Relied on family and friends for transportation to work, AND/OR

36% Used public transportation to get to work

Secondary Setting

Individuals (61 or 43%) spent time in a secondary setting an average of 6 hours per week.

7%



Individual Job

44%



Sheltered Employment

21%



Nonemployment Day

21%



Alternatives to Employment

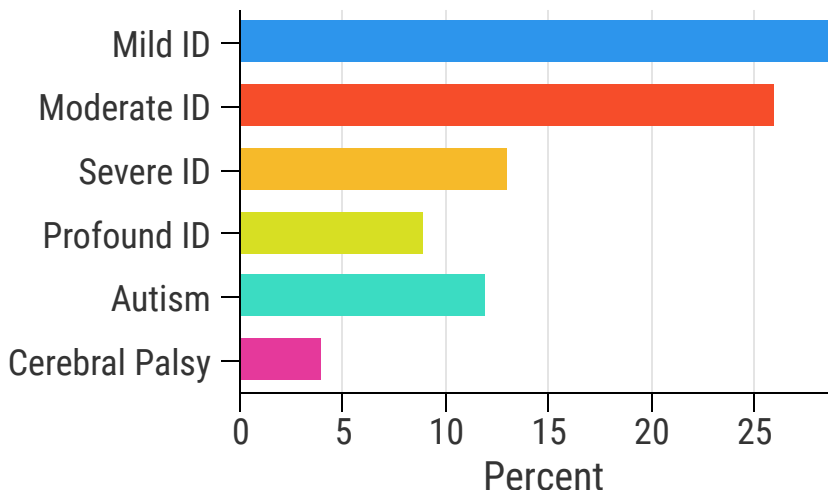
By The Setting . . . By The Numbers



Non-Employment Day Program

Individuals in these facility-based services learn daily living skills and engaged in non-work activities. A total of 32%, or 3,378 of all individuals in this report are involved in non-employment day programs.

Participants based on primary disability



76%



Spent their day with 9 or more people with disabilities

Where the program was located

29%



Sheltered Employment

12%



Office Building or Shopping Setting

53%



Stand Alone Building



58%

Relied on residential services to provide transportation to the program, and/or

49%

Relied on family and friends for transportation to the program

Secondary Setting

Individuals (569 or 17%) spent time in a secondary setting an average of 8 hours per week. Twenty-five percent were engaged in other non-employment day activities.

11%



Individual Job

19%



Sheltered Employment

25%



Nonemployment Day

44%



Alternatives to Employment

By The Setting . . . By The Numbers

Alternative to Employment (ATE)



Individuals are spending most of their day based on one of the following choices:

Retired – the individual considers himself/herself to be retired from work and is not interested in employment.

Choice – the individual chooses not to receive community employment or facility-based services.

Community access – the individual spends most of their time accessing community resources and services (e.g., taking a computer class, going to bank).

Looking for job – the individual is receiving pre-placement services (e.g., community-based assessment, Discovery activities, job development services).

Volunteer – the individual chooses to volunteer time without pay to engage in activities of assistance to others.

19%

1,977 individuals were engaged in ATE for an average of 7 hours

30%

Had a primary disability of IDD

20%

Had a primary disability of Autism

12%

Had a primary disability of Mental Illness



68%

Looking for a job



11%

Community Access



27%

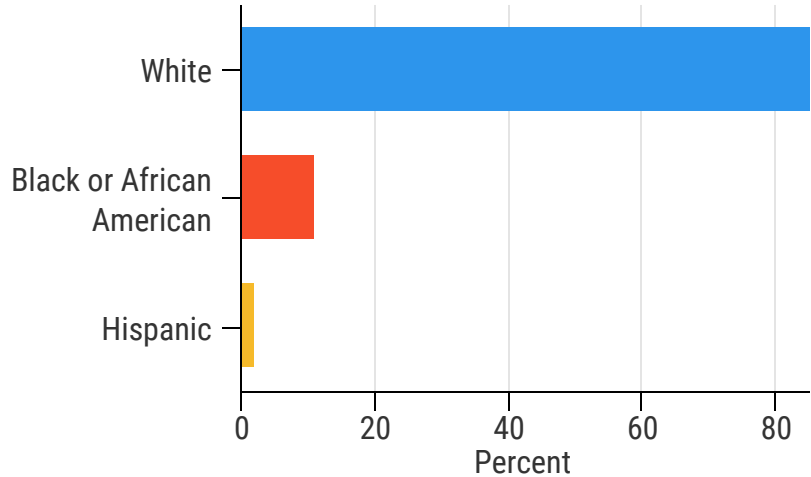
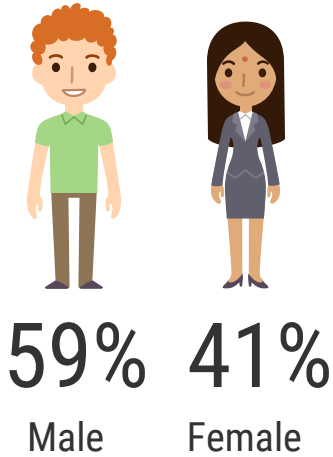
Relied on public transportation



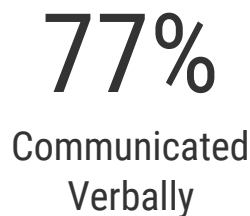
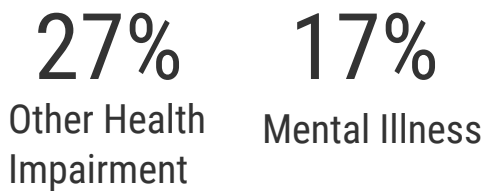
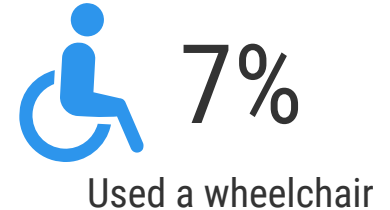
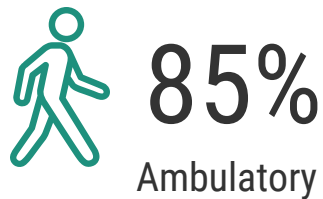
66%

Relied on family and friends for transportation

Demographics . . . By the Numbers



Individuals (7,515) had a secondary disability



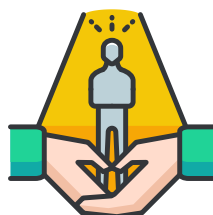
Behavioral and Level of Support

Behavioral issues that impacted their everyday life and level of support and supervision needed.

37% Mild impact

20% Moderate impact

39% No impact



36% Did not need any support
16% Intermittent support

27% Occasional
21% Continuous support

Program Participants

Program Name	No. Individuals
ABILITIES SERVICES, INC.	0
ACCESSABILITIES, INC.	42
ACTIVE DAY IN, INC.	0
ADEC, INC.	503
ADULT AND CHILD MENTAL HEALTH CENTER, INC.	27
APEX BEHAVIORAL SERVICES	52
ARC OF GREATER BOONE COUNTY	204
ARC OF NORTHEAST INDIANA	218
ARC OF VIGO COUNTY, INC.	222
ARC OF WABASH COUNTY, INC. (THE)	70
ARC OPPORTUNITIES OF LEGRANGE COUNTY, INC.	0
AUTISM SOCIETY OF INDIANA	0
BENCHMARK HUMAN SERVICES (ALSO ACHIEVA/A.W. HOLDINGS, LLC)	227
BEST BUDDIES INTERNATIONAL	2
BETHESDA LUTHERAN COMMUNITIES, INC.	0
BI-COUNTY SERVICES, INC.	73
BLUE RIVER SERVICES, INC.	171
BONA VISTA PROGRAMS, INC.	136
BOSMA INDUSTRIES FOR THE BLIND, INC.	139
CARDINAL SERVICES, INC.	298
CAREY SERVICES, INC.	84
CDC RESOURCES, INC.	17
CHILD-ADULT RESOURCE SERVICES	430
COMMUNITY REACH, INC.	0
CORVILLA, INC.	197
DEVELOPMENTAL SERVICES, INC.	625
EASTER SEALS CROSSROADS REHABILITATION CENTER, INC.	232
EASTER SEALS REHABILITATION CENTER EVANSVILLE-ASPIRE	56
EVANSVILLE ARC, INC.	334
EVANSVILLE GOODWILL INDUSTRIES, INC.	41
FIRST CHANCE CENTER	69
FRESH NEW START	0
GATEWAY SERVICES	130
GIBSON COUNTY AREA REHABILITATION CENTERS, INC.	84
GLOBE STAR LLC	0

Program Participants

Program Name	No. Individuals
GOODWILL INDUSTRIES OF CENTRAL INDIANA, INC.	0
GOODWILL INDUSTRIES OF MICHIANA, INC.	23
GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.	131
GOODWILL OF SOUTHERN INDIANA (FORMERLY BRIDGEPOINTE)	0
HELP THE WORLD FOUNDATION	0
HILLCROFT SERVICES, INC.	385
HOPEWELL CENTER, INC.	189
INDIANA MENTOR	0
IN-PACT, INC.	6
INNOVATIONS IN LEARNING, PC	99
JANUS DEVELOPMENTAL SERVICES, INC.	140
JAY-RANDOLPH DEVELOPMENTAL SERVICES, INC.	72
KNOX COUNTY ARC, INC.	14
LIFE ADULT DAY ACADEMY	0
LIFEDESIGNS, INC.	48
LOGAN COMMUNITY RESOURCES, INC.	400
MARSHALL-STARKE DEVELOPMENT CENTER, INC.	159
MEANINGFUL DAY SERVICES, INC.	58
MOSAIC, INC. OF INDIANA	0
NEW HOPE OF INDIANA	141
NEW HOPE SERVICES, INC.	240
NEW HORIZONS REHABILITATION, INC.	204
NEW STAR	0
NOBLE OF INDIANA (NOBLE, INC.)	542
OPPORTUNITIES FOR POSITIVE GROWTH, INC.	0
OUTSIDE THE BOX	0
OPPORTUNITY ENTERPRISES, INC.	420
PALADIN (AKA MICHIANA RESOURCES)	151
PARTNERS IN AUTISM	49
PARTNERS IN OPPORTUNITIES, INC.	32
PASSAGES, INC.	82
PATHFINDER SERVICES, INC.	271
PEAK COMMUNITY SERVICES	22

Program Participants

Program Name	No. Individuals
PLANTING POSSIBILITIES	0
POSEY COUNTY REHABILITATION SERVICES	70
PRAIRE QUEST, INC	0
PUTNAM COUNTY COMPREHENSIVE SERVICES, INC.	205
QUALITY COMMUNITY SERVICES, INC.	0
RAUCH, INC.	56
RISE, INC.	128
RIVER VALLEY RESOURCES, INC.	0
SHARES, INC.	237
SIRS, INC.	231
SKY POINT SOCIAL SERVICES	0
STARLINE COMMUNITY SERVICES, INC.	4
STONE BELT ARC, INC.	428
SWEET OWEN INDUSTRIES ARC	0
SYCAMORE REHABILITATION SERVICES/HENDRICKS CO. ARC, INC.	272
TANGRAM	85
THE ARC NOBLE COUNTY FOUNDATIONS	64
THE ARC OF PIKE COUNTY	48
TRADEWINDS SERVICES, INC.	282
VOLUNTEERS OF AMERICA MID-STATES	0
WABASH CENTER, INC.	241