Day and Employment Services Outcome Systems Report

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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 Outcome System 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 Outcome 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 16 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 page 7 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 15. 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

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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:
	1. Choice – the individual chooses not to receive community employment or facility-based services
	2. 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)
	3. Looking for job – the individual is receiving pre-placement services (e.g., community-based vocational assessment, Discovery activities, job development services)
	4. Retired – the individual considers himself/herself to be retired from work and is not interested in employment
	5. 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%).

## Primary Setting

Alternatives to Employment had 1,977 individuals or 19% of all individuals; Non-employment day program had 3,378 individuals or 32%; Self-employment had only 2 individuals; Off-site group employment had 141 individuals or 1%; Sheltered employment had 2,614 individuals or 25%; and individual jobs had 2,297 or 22%.

Over time, sheltered employment had remained stable; Individual jobs have fluctuated somewhat with a peak in 2017 and decrease in 2019; Non-employment day programs had risen over the 5 years with the highest in 2019; and alternatives to employment had decreased.

### Table 1. Average Hours Worked and Average Wages by Setting

|  | **Hours** | **Wages** |
| --- | --- | --- |
| Individual job | 20 | $10.36 |
| Off-site Group | 22.5 | $6.95 |
| Sheltered Workshop | 24 | $2.71 |

### Table 2a. By the Age and Setting for Transition Age Youth in Sheltered Employment

|  | **Percent** | **Hours** | **Wages** |
| --- | --- | --- | --- |
| **18-24 yrs** | 20% | 19 | $3.46 |
| **25-29 yrs** | 42% | 23 | $3.05 |

### Table 2b. By the Age and Setting for Transition Age Youth in Off-site Groups

|  | **Percent** | **Hours** | **Wages** |
| --- | --- | --- | --- |
| **18-24 yrs** | 1% | 15 | $6.14 |
| **25-29 yrs** | 1% | 28 | $8.51 |

### Table 2c. By the Age and Setting for Transition Age Youth in Individual Jobs

|  | **Percent** | **Hours** | **Wages** |
| --- | --- | --- | --- |
| **18-24 yrs** | 79% | 19 | $8.97 |
| **25-29 yrs** | 57% | 21 | $13.12 |

## Age and Primary Setting

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% as age increases.

### Table 3. Guardianship by Setting

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.

|  | **Sheltered Workshop** | **Individual Job** | **Off-Site Group** | **Non-employment Day** | **ATE** |
| --- | --- | --- | --- | --- | --- |
| **Own Legal Guardian** | 45% | 59% | 60% | 31% | 63% |
| **No** | 47% | 41% | 32% | 62% | 30% |
| **Partial** | 8% | 0% | 8% | 6% | 7% |

### Table 4. Social Interactions by Settings

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.

|  | **Sheltered Workshop** | **Individual Job** | **Off-Site Group** | **Non-employ Day** |
| --- | --- | --- | --- | --- |
| Rarely, If ever | 12% | 2% | 4% | 17% |
| Exchange greetings/brief interactions | 31% | 11% | 21% | 41% |
| Interactions primarily work related | 14% | 22% | 35% | 4% |
| Engages frequently and ongoing with variety of people | 43% | 64% | 40% | 39% |

### Table 5. Living Environment

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

|  | **Sheltered Workshop** | **Individual** **Job** | **Off-Site Group** | **Non-employ Day** |
| --- | --- | --- | --- | --- |
| Average number of people ***with*** disabilities in home  | 3 | 2 | 3 | 5 |

# By The Setting . . . By The Age

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.

## Setting

|  | **Sheltered Employ.** | **Off-Site Group** | **Individual Job** |
| --- | --- | --- | --- |
| 18-24 yrs | 20% | 1% | 79% |
| 25-29% | 42% | 1% | 57% |

## Hours Worked

|  | **Sheltered Employ.** | **Off-Site Group** | **Individual Job** |
| --- | --- | --- | --- |
| 18-24 yrs | 19 | 15 | 19 |
| 25-29% | 23 | 28 | 21 |

## Wages

|  | **Sheltered Employ.** | **Off-Site Group** | **Individual Job** |
| --- | --- | --- | --- |
| 18-24 yrs | $3.46 | $6.14 | $8.97 |
| 25-29% | $3.05 | $8.51 | $13.12 |

# By The Setting . . . By The Numbers

## Sheltered Workshop

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

### Who was Working in the Facility-Based Setting?

Eighty-three percent (83%) of those working (n=2,614) in the facility-based setting had an intellectual disability. Of all individuals in the setting, over half (51%) having a mild intellectual disability; and 27% moderate intellectual disability; and 8% with autism as the primary disability.

### Type of Work, Setting and Pay

* Ninety percent (90%) of the work is assembly or manufacturing.
* Ninety percent (90%) worked with nine or more individuals with disabilities in the immediate environment.
* Ninety percent (90%) of the individuals received their paycheck from the rehabilitation support agency.
* Individuals worked an average of 24 hours with an average of $2.71 (range of $.01 to $8.00).

### Employer Benefits

Seventy-nine percent (79%) of those working in sheltered workshops don’t have any employer benefits; 15% had paid vacation; and 5% had paid sick leave.

### Secondary Environment

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

* Fifty percent (50%) were in a non-employment day program.
* Eighteen percent (18%) were in an individual job.
* Twenty-two percent (22%) were in Alternatives to Employment (e.g., community access, looking for job).

### Transportation

Sixty-four percent (64%) of individuals in facility-based services get to work or receive services by the residential program. Forty-three percent (43%) of families or friends also provide transportation. Individuals may have more than one mode of transportation.

## Individual Jobs

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.

### Who Was Working in Competitively, Integrated Settings?

The majority of individuals had a primary disability of intellectual disability (46%); and 22% with autism; and 8% with mental illness. Of those with an ID (1,052), 75% had a mild ID; 23% moderate, and 2 % severe ID.

### Type of Work, Setting and Pay

* Thirty-six percent (36%) had a new employer within the last 6 months.
* Variation of jobs compared to other settings included thirty-three percent (33%) worked in the food service industry; 24% grocery/retail; 12% were employed in the janitorial/housekeeping/laundry and 7% in packaging/assembly/manufacturing.
* Individuals worked an average of 20 hours with an average of $10.36 (range of $7.25 to $30.00).
* Ninety-one percent (91%) of the individuals received their paycheck from individual employer.

### Hours of Follow-along

The number of hours for extended services, or follow-along to help the employee retain their job

* Thirty-two percent (32%) did not receive any hours of follow-along services.
* Twenty-one percent (21%) received 1-4 hours.
* Thirty-four percent (34%) received 5-10 hours.
* Two percent. (2%) received 11-15 hours.
* Eleven percent (11%) received 16 or more hours.

### Of the 733 individuals who are no longer receiving any follow-along services

* Twenty-five percent (25%) were successfully placed.
* Twenty-four percent (24%) were customer choice.
* Twenty-three percent (23%) had no funding.
* Two percent (2%) was the agency decision.
* Twenty-five percent (25%) listed “other” that included job loss, receiving other VR services.

### Employer Benefits

Of those working competitively, 66% did not have any employer benefits; 19% had paid vacation; and 14% had paid sick leave; 11% had medical, and 7% retirement.

### Secondary Environment

Individuals who had a job also spent time in a secondary setting. Approximately 280, or 12% of the individuals spent an average of 11 hours in another setting.

* Nineteen percent (19%) were in a sheltered workshop.
* Nine percent (9%) had another individual job.
* Thirty-five percent (35%) were in a non-employment day program.
* Two percent (2%) were in an off-site group.
* Thirty-six percent (36%) were in Alternatives to Employment (e.g., community access, looking for another job).

### Transportation

The majority of individuals (64%) relied on their families, friends, co-workers to provide transportation; while 34% utilized public transportation including rural transit.

## 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, nonfacility-based setting.

### Who Worked in Off-site Group Employment?

The majority had a primary disability of intellectual disability (83%) with 67% mild intellectual disability; 16% with moderate ID; and 7% with autism.

### Type of Work, Setting, and Pay

* Sixty percent (60%) of the individuals worked in assembly or manufacturing and 33% in janitorial, housekeeping or laundry industries.
* Eighty-two percent (82%) were paid by the rehabilitation/support organization and sixteen percent (16%) were paid by the employer.
* Individuals worked an average of 22.5 hours with an average of $6.95 (range of $.05 to $20.00).

### Employer Benefits

Seventy-two percent (72%) of those working in off-site group setting did not have any employer benefits; 9% had paid vacation.

### Secondary Environment

* Sixty-one individuals (43%) spent time in a secondary setting on an average of 6 hours.
* 44% were in a sheltered workshop
* 7% had an individual job
* 21% were in a non-employment day program
* 21% were in Alternatives to Employment (e.g., community access, looking for job)

### Transportation

Forty-seven percent (47%) of individuals in facility-based services get to work or receive services by the residential program. Forty-three percent (43%) of families or friends also provide transportation; and 36% used public transportation. Individuals may have more than one mode of transportation.

## 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.

### Who Participated in Day Programs?

The majority (77%) had a primary disability of intellectual disability with 29% mild intellectual disability; 26% with moderate ID; 13% in the severe range of ID; and, 9% in the profound range of ID. Other primary disabilities included 12% autism and 4% with cerebral palsy.

### Where the Day Program is Located

Programs were located in a variety of places with 29% of day programs located within the sheltered workshop; 53% of programs used a stand-alone building; and, 12% within an office/shopping setting (strip mall). Seventy-six (76%) spent their day with 9 or more individuals with disabilities.

### Secondary Environment

Only seventeen percent (17%) of the individuals (569) spent time in a secondary setting on an average of 8 hours.

* 19% were in a sheltered workshop
* 11% had an individual job
* 1% were in off-site group employment
* 25% were engaged in other nonemployment day activities
* 44% were in Alternatives to Employment (e.g., community access, looking for a job)

### Transportation

Fifty-eight percent (58%) of individuals in non-employment day programs get to the site by the residential program. Forty-nine percent (49%) of families or friends also provide transportation. Individuals may have more than one mode of transportation.

## Alternative to Employment (ATE)

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

* Choice – the individual chooses not to receive community or facility-based services.
* Community Access – the individual spends most of their time accessing community resources and services (e.g., YMCA, taking computer classes).
* Looking for job – the individual received pre-placement (e.g., Discovery activities, work experiences, job development services).
* Retired –retired from work.
* Volunteer – the individual volunteers time without pay in activities of assistance to others.

### Who Participated in ATE?

Nineteen percent (19%) or 1,977 individuals were engaged in ATE. Individuals averaged 7 hours per week engaged in ATE activities. The majority of individuals (588) had a primary disability of intellectual disability (30%) with 64% mild intellectual disability (n=376); and, 22% (n=132) with moderate ID. Twenty percentor 399 individuals had the label of autism; 12% with a mental illness; and, 9% with a learning disability.

### What Did Individuals Choose with ATE?

* Sixty-eight percent (68%) were looking for a job.
* Eleven percent (11%) were engaged in community access.
* Six percent (6%) was the individual’s choice.

### Transportation

The majority of individuals (66%) relied on their families and friends to provide transportation; while 27% utilized public transportation including rural transit. Seventeen percent relied on their residential program, and 22% either walked, drove, or used a bike.

# Statewide Demographics

The statewide demographics included:

* **Gender**: Male (59%) and female (41%).
* **Race**: White (85%), Black or African American (11%), and Hispanic (2%).
* **Secondary disabilities**: Seventy-two percent (72%) or 7,515 of all individuals had a secondary disability with 27% identified as Other Health Impairment (OHI) and 17% identified with a Mental Illness.
* **Mobility**: Eighty-five percent (85%) of all the individuals were ambulatory; and 7% use a wheelchair.
* **Communication**: Seventy-seven percent (77%) of all the individuals communicate through verbal means; 14% had limited verbal skills.
* **Behavioral issues**: Behavioral issues that impact their everyday life showed thirty-seven percent (37%) were in the mild range; 20% are moderate range; and 39% did not have identified behavioral issues.
* **Support needs**: Level of support and supervision needed included 36% of the individuals did not need any level of support; 27% occasional; 16% need intermittent; 21% need continuous support.
* **Personal Assistance Care**: Approximately sixty-two percent (62%) did not need any level of Personal Assistance Care (PAC).

# Program Participants

| **Program Name** | **No. Individuals** |
| --- | --- |
| ABILITIES SERVICES, INC. | 0 |
| ACCESSABILITIES, INC. | 42 |
| 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, (THE) | 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 |
| 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 |
| GATEWAY SERVICES | 130 |
| GIBSON COUNTY AREA REHABILITATION CENTERS, INC. | 84 |
| GLOBE STAR LLC | 0 |
| 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 |
| 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 |
| 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 |