

Indiana Day and Employment Services Outcomes System

The DESOS
Report
July 2014

Teresa Grossi, Ph.D.
Scott Myers, M.B.A.
Jackie Tijerina, M.Ed.
and David Mank, Ph.D.



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The Indiana Day and Employment Services and Outcomes System (DESOS) is an annual compilation of data pertaining to people with disabilities who are receiving supports from adult service providers. The report gives us a “snapshot” data view, answering questions about where thousands of individuals throughout Indiana are spending the majority of their day; what types of work they may be doing; and the outcomes they are achieving related to employment, specifically wages and hours worked.

DESOS data is submitted by Indiana disability service providers for each of the individuals they serve, rather than for aggregated program-level information. We want to acknowledge and thank the participation of the many providers who helped us create this report, which contains key information for state policy makers and legislators and the disability service providers themselves.

Center on Community Living and Careers
Indiana Institute on Disability and Community
Indiana University

1905 N. Range Road
Bloomington, IN 47408
(812) 855-6508

Contact Information: Dr. Teresa Grossi
tgrossi@indiana.edu



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Executive Summary

Highlights

- 56 (79%) service providers out of 71 reported data.
- 11,226 individuals are represented in the report.
- Data can be used to develop statewide, regional, and local benchmarks for community employment.
- The majority of individuals spend their time in either sheltered employment or individual competitive jobs rather than day programs.



This year, the Center on Community Living and Careers made substantial upgrades to the DESOS database and the online data collection system. Each disability service provider enters its own data. Information is collected on an individual service recipient basis, rather than at a program level. Data updates occur annually from April–May, with data analysis starting June 1. Thus, the data reported is based on entries available for download as of June 1.

This report is based upon data entered for 11,226 individuals receiving day and employment services from the 56 Indiana programs (79%) that participated in DESOS this year.

A primary objective of this report is to accurately reflect where individuals spend their day and to provide a snapshot in time regarding what that actually means. This information could be helpful in developing statewide, regional, and local benchmarks for community employment and meaningful day services. There were 11,039 individuals (98%) represented in these data for the question regarding where they spend the majority of their day.

- 28% spend the majority of their day in a sheltered workshop,
- 27% in individual competitive jobs,
- 25% in alternatives to employment (ATE),
- 20% in non-employment day programs,
- 1% in off-site group placement, and
- .04% in self-employment.

There were some changes in average hourly earnings and average hours worked per week in 2014 compared to 2013 and prior.

- People working in sheltered workshops earned an average of \$2.44 per hour working in May of 2013. In May of 2014, these employees were earning an average of \$2.26. Average hours worked have increased from 20 to 26 since 2012.
- People working in individual competitive jobs earned an average of \$7.97 per hour in May 2014. This is an increase of \$.71 from the hourly wage of \$7.26 reported in 2013. The average hours worked in May 2014 by people

Executive Summary, *continued*

employed competitively was 21. This is one hour more than the average in 2013 but has remained fairly consistent since May 2006.

There were 2,715 individuals identified in as being in alternatives to employment.

- 82% (2,226) of these individuals are reported to be actively looking for employment. This number indicates that more people are wanting jobs than the alternative service in which they are currently engaged and is an increase of 5% from 2013.

Follow-along hours (long-term supports) for those individuals (2,405) in competitive employment varied.

- 44% (1,037) required 1-4 hours per month of ongoing follow-along support to maintain their jobs,
- 33% (790) required 5-10 hours,
- 1% (33) needed 11-15 hours,
- 3% (79) required 16 or more hours, and
- 19% (466) did not receive any follow-along services because either the individual did not require it or there wasn't funding to support it.

Transportation continues to be identified as a key variable for employment. All of the 11,226 (100%) individuals were represented in a question about their primary mode of transportation. The majority of individuals rely on family, friends, and/or coworkers (44%) and the residential program (34%).

Eighteen percent (2,029) of persons spent a portion of their day in a secondary environment. The average hours scheduled for all settings was 9.5 hours.

- 11% reported receiving secondary employment services through sheltered employment,
- 4% through group employment,
- 10% through individual jobs,
- 36% through alternatives to employment (e.g., looking for a job, community access, retired, choice, etc.), and
- 40% in a non-employment day program.

Highlights

- The average hours worked per week in individual community jobs (21 hours) indicates the continued need to provide benefits information to individuals and families.
- Follow-along or long-term supports for eligible individuals have remained consistent over the years.
- Reliable transportation is key to community employment. Most individuals rely on family or friends.

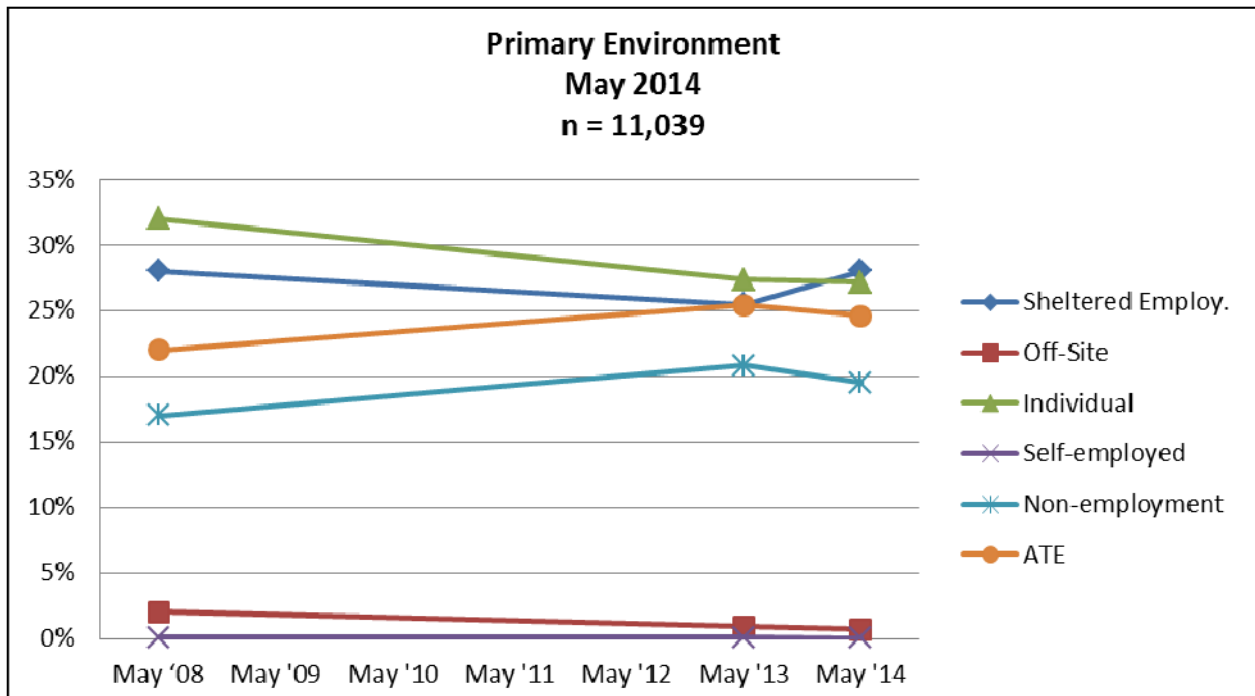


Questions Related to Primary Environment

Where do people spend the majority of their day?

There are 11,039 (98%) individuals represented in these data. As the chart indicates, sheltered employment employees have increased by 3% (back to their 2008 level) this past year, while the number of individual competitive employees has remained the same. This number is 5% lower than in 2008.

- 3,092 (28%) were served through sheltered employment,
- 76 (1%) through off-site group employment,
- 2,999 (27%) through individual competitive jobs,
- 4 (.04%) through self-employment,
- 2,153 (20%) through non-employment day programs,
- 2,715 (25%) through alternatives to employment (ATE).

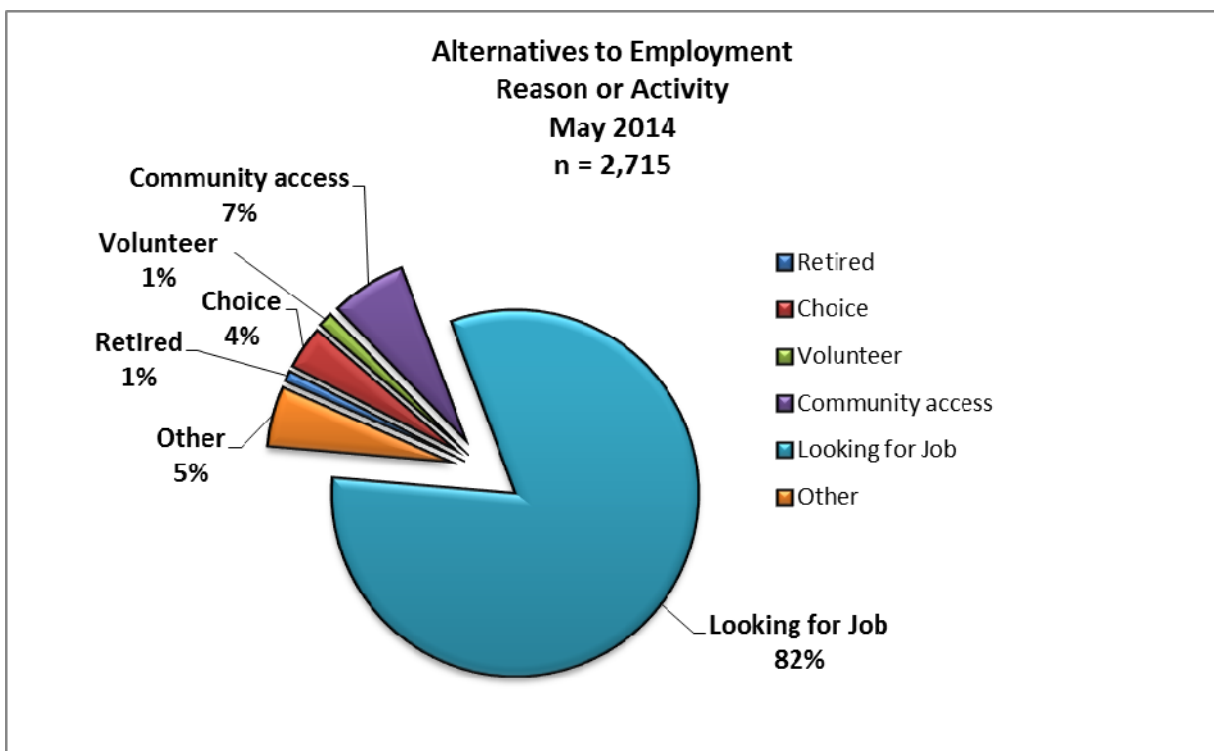


Time Period	Sheltered Empl.	Off-Site Group	Individual	Self-employed	Non-Empl. Day	ATE
May '08	28%	2%	32%	0.10%	17%	22%
May '13	25%	1%	27%	0.09%	21%	25%
May '14	28%	1%	27%	0.04%	20%	25%

Questions Related to Primary Environment

Where do people spend the majority of their day? *continued*

Of the 2,715 individuals in **Alternatives to Employment**, the following figure captures where they are spending their time and reveals the high percentage (82%) looking for a job. That activity designation, “Looking for a job,” has continued an upward trend, increasing by 5% over 2013 and 8% over 2008.



Time	Retired	Choice	Volunteer	Community	Looking for Job	Other
May '08	2%	2%	2%	11.6%	74%	9%
May '13	2%	4%	2%	5.9%	77%	9%
May '14	1%	4%	1%	7%	82%	5%

Questions Related to Primary Disability

What is the individual's primary disability?

The table below shows that of the 11,226 individuals represented in the data, the majority of persons served had an intellectual disability in the mild range (31%). These individuals had the highest percentage of representation in each of the environments except for non-employment day programs. Concurrently, there are also large numbers of individuals served with the primary disabilities of moderate I/DD (16%), mental illness (.09%) and autism (.07%).

Who referred the individual?

Of the 10,984 (97%) individuals represented in the data, 5,936 (54%) reported Vocational Rehabilitation as their primary referral source. 3,005 (25%) reported "N/A" when asked about their referral source, indicating they were already employed or enrolled in their primary program environment. Eighty-eight percent (88%) of the individuals did not have a new employer in the last 12 months. These percentages are generally consistent with 2013 data.

Primary Disability	No. of responses	Individual Job	Sheltered Employment	ATE	Non-employment Day Program	Off-site Group Employment	Self-Employed
ID/DD*	217	1.47%	2.43%	0.78%	3.32%	0	0
Mild	3518	31.45%	47.97%	19.46%	22.21%	65.79%	75%
Moderate	1794	7.78%	26.97%	6.20%	25.15%	15.79%	0
Severe	560	0.13%	5.13%	1.53%	16.60%	1.32%	0
Profound	459	0.03%	1.59%	1.31%	17.48%	0	0
Autism	847	9.18%	3.99%	9.08%	7.71%	7.89%	0
Brain Injury	234	2.77%	0.75%	3.74%	1.03%	0	25%
Cerebral Palsy	235	2.07%	1.59%	2.54%	2.15%	1.32%	0
Hearing Impairment	215	3.54%	0.19%	3.66%	0.14%	1.32%	0
Learning Disability	527	9.82%	0.65%	6.84%	0.56%	0	0
Mental Illness	1033	12.75%	3.28%	16.74%	1.50%	3.95%	0
Other Health Imp.	690	8.51%	1.59%	12.92%	1.36%	1.32%	0
Physical	501	6.74%	0.10%	10.50%	0.19%	1.32%	0
Seizure Disorder	93	1.24%	0.81%	0	0.28%	0	0
Visual Imp.	303	2.50%	2.95%	4.71%	0.33%	0	0

* responded I/DD only, without responding to level of intellectual disability

Questions Related to Employment

If the individual is receiving a paycheck, where is it coming from?

Of the 9,529 (97%) individuals represented in the data, 3,895 (41%) received no paycheck; 2,800 (29%) received their paychecks from an employer, and 2,834 (30%) receive their paychecks from the rehabilitation organization. These data percentages show little change from those of 2013.

Type of Work Performed

The table below illustrates that the types of jobs individuals obtain through community employment services are more varied than those obtained through non-community employment. In keeping with Indiana's primarily hospitality/service-based economy, food service, housekeeping (including custodial and laundry), and grocery/retail continue to be the main sources of community employment. Both off-site group and sheltered work continue to rely heavily (nearly 90%) on assembly/manufacturing jobs.

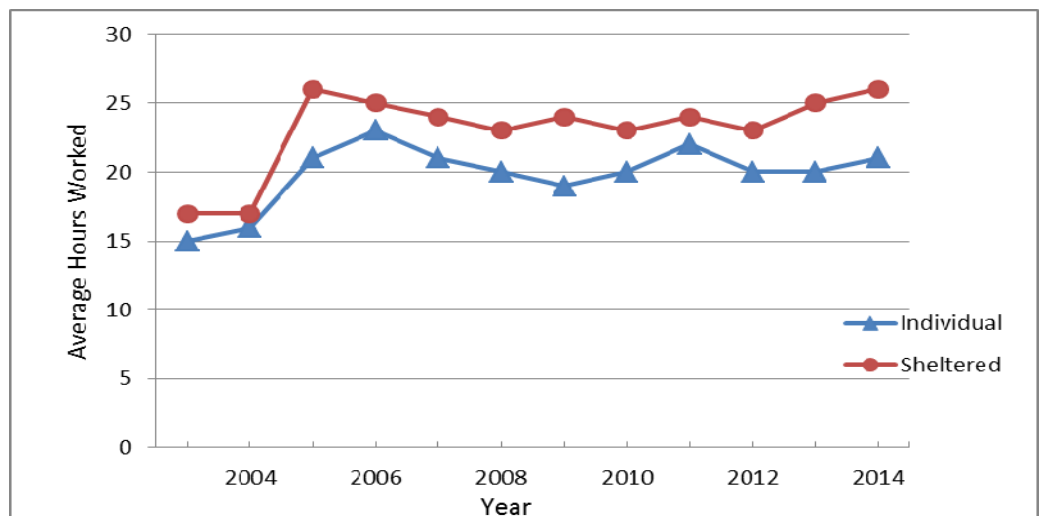
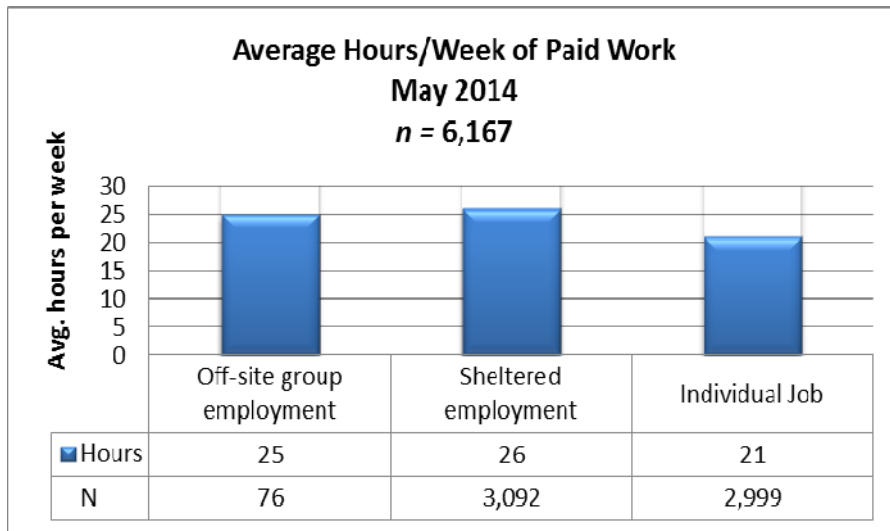
Types of Work	Individual Job	Off-site Group Employment	Sheltered Employment
Agriculture	0.31%	0	0
Assembly/Manufacturing	8.67%	58.21%	89.25%
Clerical/Office	4.42%	1.49%	0.32%
Custodian/Housekeeping/Laundry	17.51%	22.39%	0.88%
Food service	28.66%	8.96%	0.70%
Grocery/Retail	21.05%	0	0.21%
Groundskeeping	1.37%	0	0.04%
Health/Human Service	3.18%	0	0.
Stocking/Warehouse	5%	0	0.39%
Sorting/Recycling	0.93%	7.46%	4.27%
Other	8.89%	1.49%	3.96%
Total	100.00%	100.00%	100.00%

Questions Related to Employment

Typical Hours Scheduled Weekly for Paid Work

The table below shows that of the **6,167** individuals whose hours scheduled for paid work were reported, Off-site Group Employment averaged **25 hours per week**, Sheltered Employment averaged **26 hours per week**; Individual Jobs averaged **21 hours per week**, and Self-employed (4 individuals) averaged **18 hours per week**.

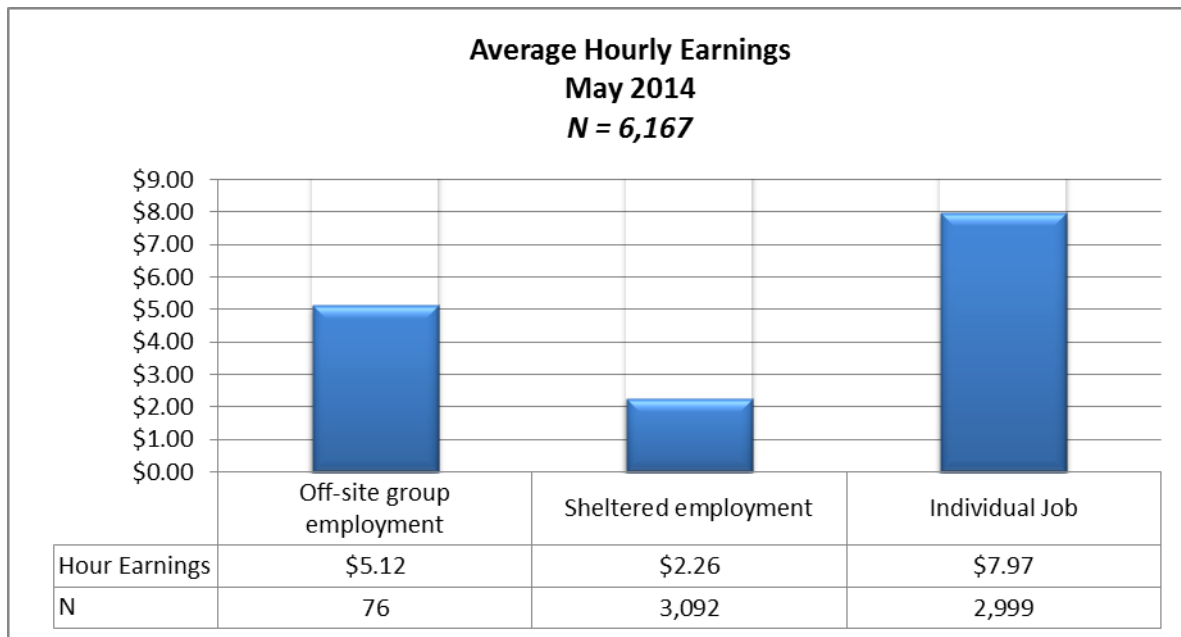
The chart below tracks changes over time of the average hours of work per week of Hoosiers in individualized and sheltered employment from 2003 through 2014. Sheltered employment continues to provide more hours per week with a steady increase in the last few years; in contrast, the average hours per week for those employed in individual jobs has remained fairly static.



Questions Related to Earnings

Hourly Earnings

Of the **6,167** individuals with reported hourly earnings, individuals in Sheltered Employment averaged **\$2.26** per hour, Off-site Group Employment averaged **\$5.12** per hour, Individual Jobs averaged **\$7.97** per hour, and Self-employment (4 individuals) **\$9.33** per hour. Rates for all categories except Off-site Group Employment (\$.94 less) are higher in 2014 than 2008.



Time Period	Individual Job	Self-employed	Off-site Group Employment	Sheltered Employment
May '08	\$6.28	\$0.50	\$6.06	\$1.65
May '13	\$7.26	\$9.32	\$4.62	\$2.44
May '14	\$7.97	\$9.33	\$5.12	\$2.26

Questions Related to Transportation & Benefits

Transportation

All of the 11,226 (100%) individuals were represented in a question about how they arrived at their primary environment, with 6,644 (59%) reported as relying on more than a single transportation source. Most individuals relied on family and/or friends (44%) for their transportation. Only about a quarter (26%) of people served access public transportation.

Transportation	Number of Individuals	Percent
Walk/Bike	2,237	20%
Drive	2,137	19%
Public	2,941	26%
Voc Rehab	1,147	10%
Residential Program	3,905	34%
Friend/Family/Coworker	4,957	44%
Other	546	5%

Employer Benefits Received

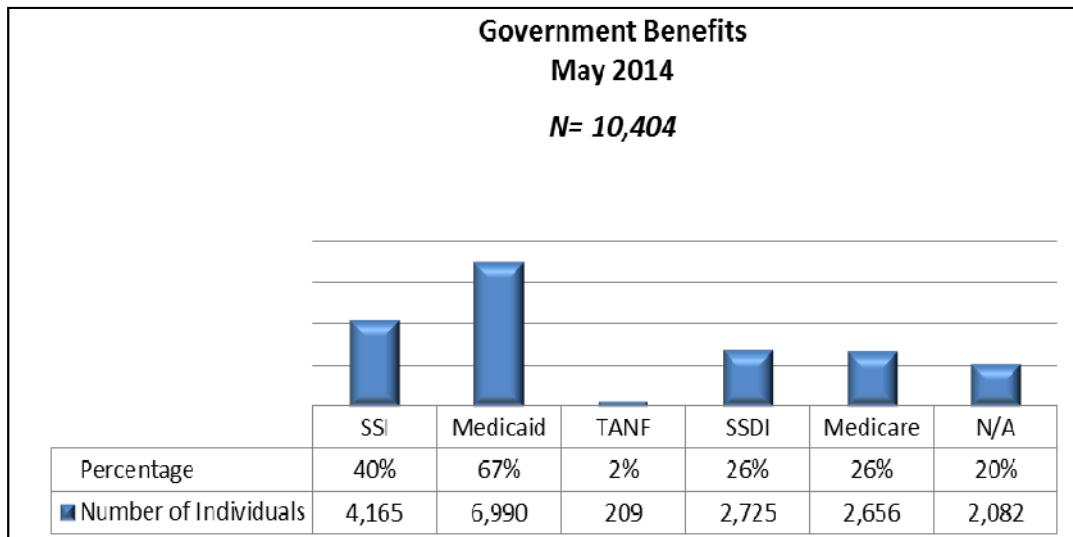
8,970 (79%) individuals are represented in the data related to employer benefits.

- 7,022 (78%) received no fringe benefits from their job or day services,
- 1,243 (14%) received paid vacation,
- 465 (5%) received medical,
- 261 (3%) received retirement,
- 802 (9%) received paid sick leave, and
- 824 (9%) reported other (e.g., free lunch).

Government Benefits

Of the 10,404 (92%) reported receiving government benefits:

- 4,165 (40%) reported receiving SSI,
- 2,725 (26%) reported receiving SSDI,
- 6,990 (67%) reported receiving Medicaid,
- 209 (2%) reported receiving TANF,
- 2,656 (26%) reported receiving Medicare.

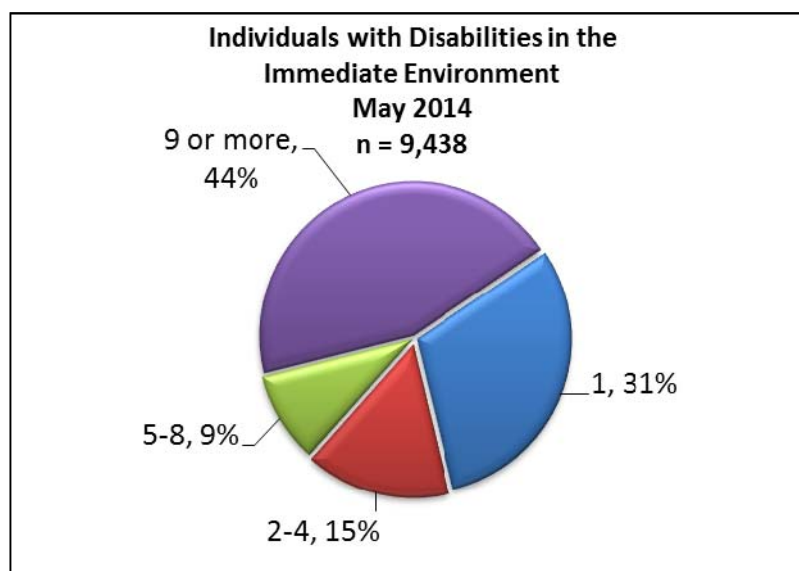


Questions Related to Contact & Follow-Along Support

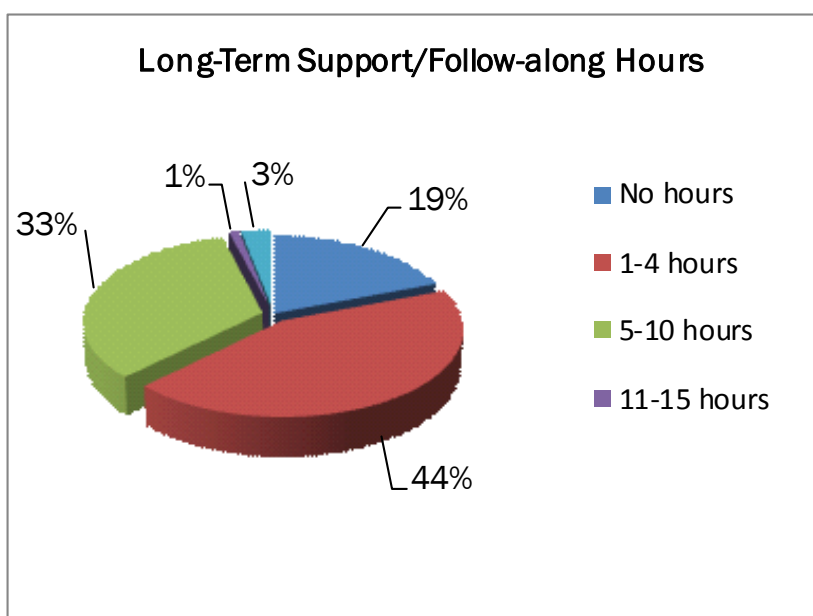
Number of Individuals with Disabilities in the Immediate Environment

Of the **9,438 (83%)** individuals represented in these data:

- **2,892 (31%)** are in environments in which they are the only individual **with** a disability,
- **1,456 (15%)** are in environments in which there are 2-4 individuals with disabilities,
- **895 (9%)** are in environments in which there are 5-8 individuals with disabilities, and
- **4,195 (44%)** are with nine or more individuals with disabilities in their environment.



Hours of Follow-along Support in a Typical Month

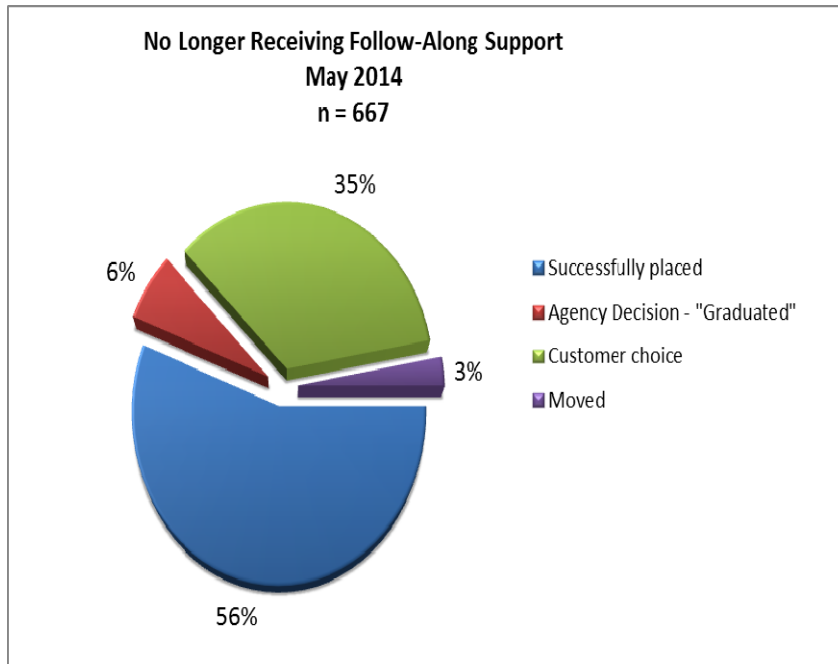


For the past three years, Long-term Support or Follow-along Support hours reported have remained predominately consistent. For the current year, **2,405** individuals were represented in the data where follow-along was applicable;

- **466 (19%)** had no hours of follow-along,
- **1,037 (44%)** reported 1-4 hours,
- **790 (33%)** reported 5-10 hours,
- **33 (1%)** reported 11-15 hours,
- **79 (3%)** reported 16 or more hours per month.

Questions Related to Follow-Along Support

Reasons for No Longer Receiving Follow-along Support



A total of **667** individuals reported they no longer received Follow-along Support.

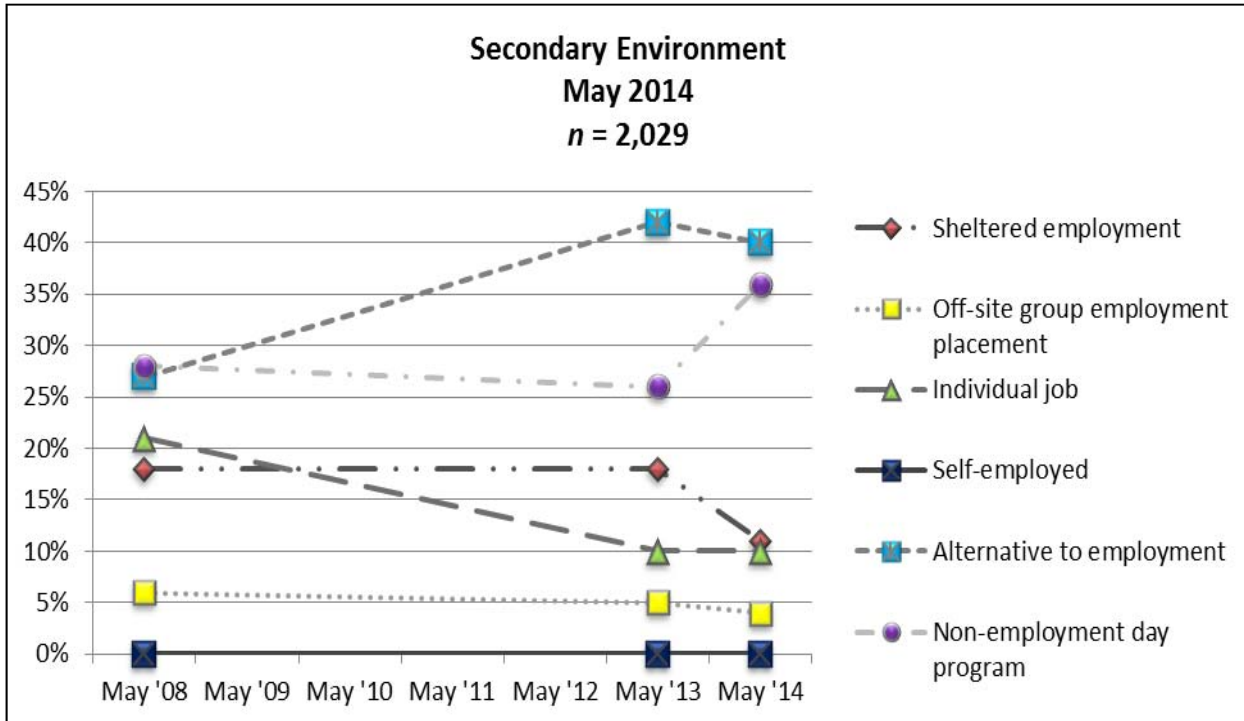
- **372 (56%)** reported it was due to successful placement,
- **233 (35%)** said it was consumer choice,
- **44 (6%)** it was due to an agency decision or because they had “graduated,”
- **18 (3%)** of the individuals had moved.

Questions Related to Secondary Environment

Eighteen percent (**2,029**) of the individuals reported that they also spent time in a secondary environment. The average hours scheduled for all settings combined was **9.5 hours per week**. This average is fairly consistent with 2013 data, but fewer people are getting secondary hours in Sheltered Employment (7% reduction) and Alternatives to Employment (6% reduction) while more people are participating in Non-employment Day Programs (14% increase).

- **11%** reported receiving secondary employment services through Sheltered Employment,
- **4%** through Group Employment,
- **10%** through Individual Jobs,
- **36%** through Alternatives to Employment (e.g., looking for a job, community access, retired, choice, etc.), and
- **40%** in a Non-employment day Program.

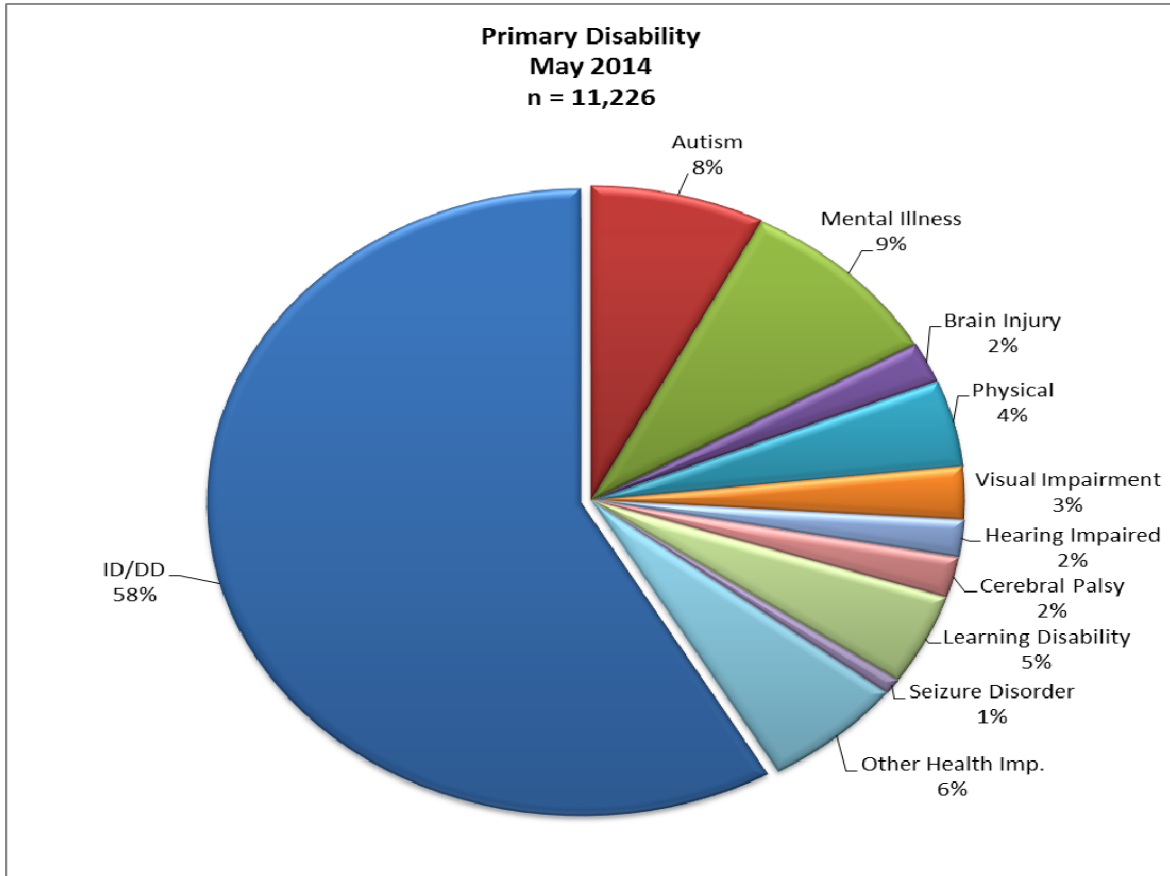
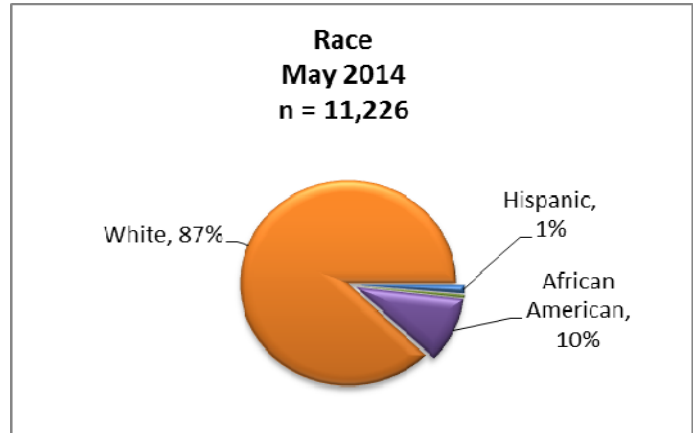
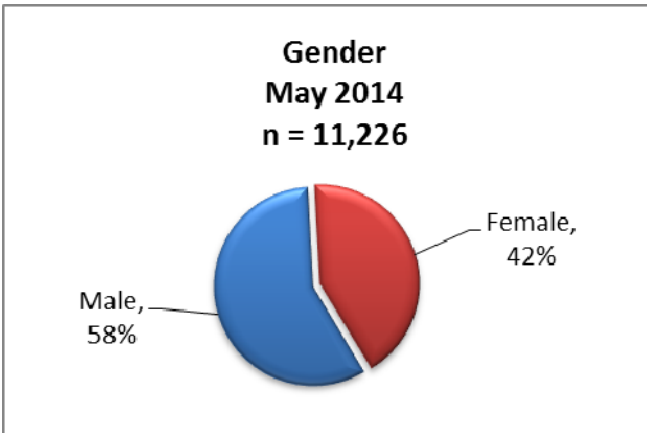
Questions Related to Secondary Environment



Time Period	Sheltered Empl.	Off-Site Group Empl.	Individual Job	Self-employment	ATE	Non-Empl. Day Program
May '08	18%	6%	21%	0%	27%	28%
May '13	18%	5%	10%	0%	42%	26%
May '14	11%	4%	10%	0%	40%	36%

Demographics

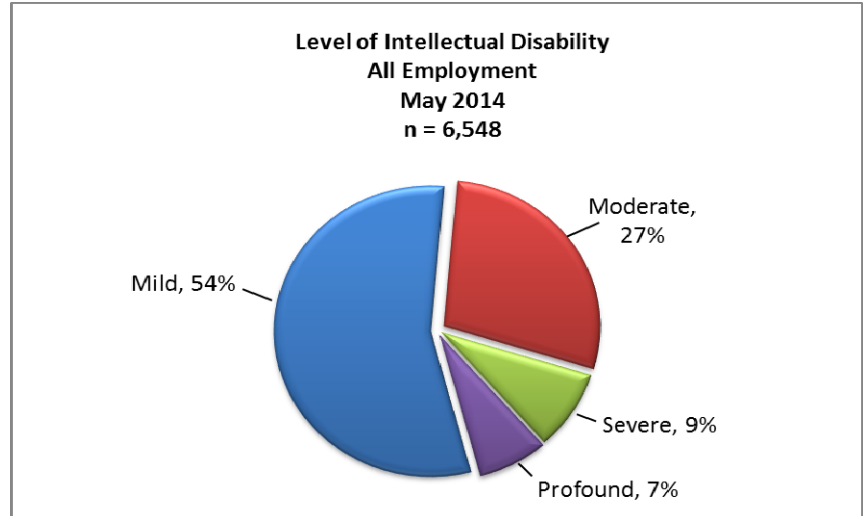
Demographics from the **11,226** individuals with disabilities receiving day and employment services include:



Demographics

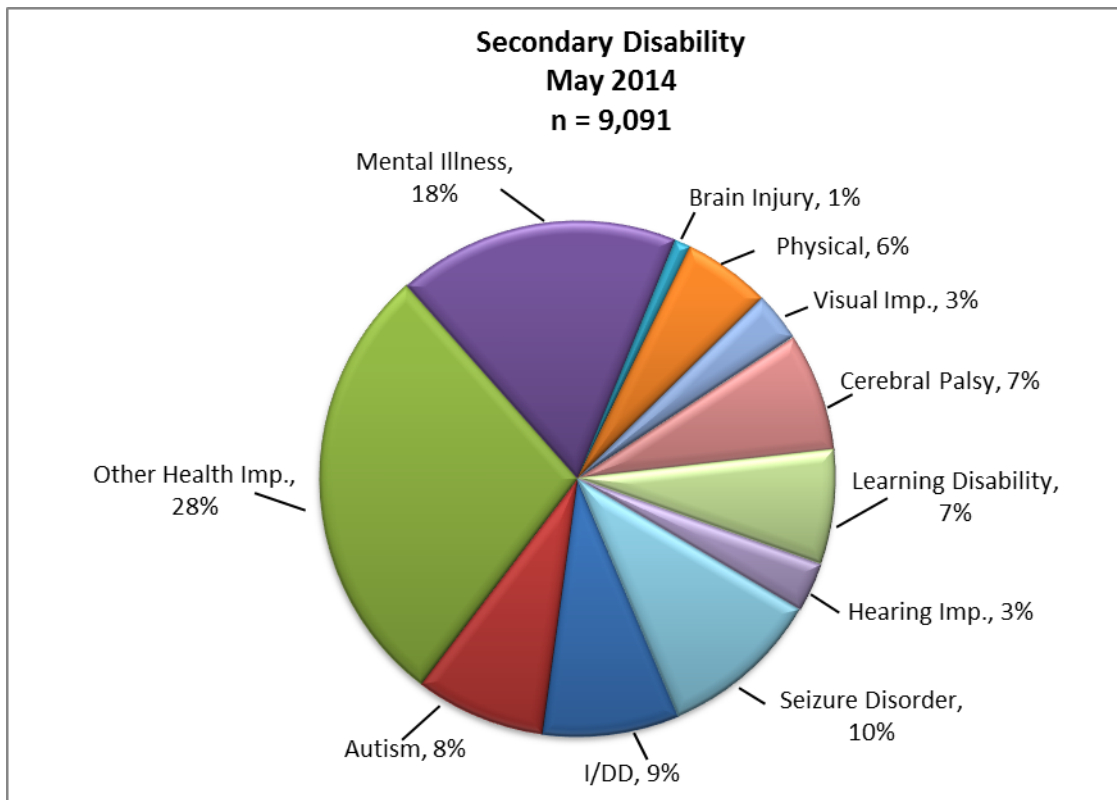
Level of Intellectual Disability

Of the individuals with the label of intellectual disability (**6,548**), the majority of individuals (**54%**) fall in the mild range and (**27%**) in the moderate range. Slightly more people were served (2% increase) in the mild range and slightly less (3% decrease) in the moderate range than in 2013.



Secondary Disability

Sixty-two percent (**9,091**) of the respondents were identified as having a secondary disability that also impacts or impedes their daily life activities. This data is similar to 2013 data.



Demographics

Behavioral Issues

Of the **10,859 (96%)** individuals in these data, **49%** had no behavioral issues that **impacted** their daily activities. Thirty-two percent (**32%**) of the individuals had behavioral issues in the mild range, **16%** in the moderate range, and **3%** in the severe range. These percentages are consistent with those of 2013 data.

Level of Support for Behaviors

A relatively small number of individuals needed behavioral support.

- **25%** needed occasional support.
- **14%** needed intermittent support.
- **20%** needed continuous support.
- **41%** indicated the level of support was not applicable to the individual.

Communication

Verbal communication was indicated as the primary mode of communication for over **80%** of the individuals. Very few (**0.3%**) individuals used augmentative communication devices. This may indicate either a lack of need or a limited knowledge of how to access and use such devices on a regular basis.

Mobility

For the majority of individuals (**86%**), the primary mode of mobility was walking with no assistance needed; **3%** were ambulatory with assistance; **4%** used a walker or other aid; and **7%** used a wheelchair.



Program and Count

Program		2014 Count
1.	ABILITIES SERVICES, INC.	46
2.	ACTIVE DAY IN, INC.	0
3.	ADEC, INC.	0
4.	ADULT AND CHILD MENTAL HEALTH CETNER, INC.	233
5.	ARC NOBLE COUNTY FOUNDATIONS (FORMERLY NOBLE CO. ARC)	0
6.	ARC NORTHWEST INDIANA (THE)	0
7.	ARC OF NORTHEAST INDIANA, THE	0
8.	ARC OF VIGO COUNTY, INC.	34
9.	ARC OF WABASH COUNTY, INC. (THE)	97
10.	ARC OPPORTUNITIES, INC.	0
11.	ARC REHAB SERVICES	155
12.	AWS (ALSO ACHIEVA/A.W. HOLDINGS, LLC)	0
13.	BI-COUNTY SERVICES, INC.	82
14.	BLUE RIVER SERVICES, INC.	351
15.	BONA VISTA PROGRAMS, INC.	493
16.	BOSMA INDUSTRIES FOR THE BLIND, INC.	160
17.	BRIDGEPOINT GOODWILL INDUSTRIES AND EASTERSEALS SOCIETY, INC.	29
18.	CARDINAL CENTER, INC.	453
19.	CAREY SERVICES, INC.	366
20.	CDC RESOURCES, INC.	0
21.	CHILD-ADULT RESOURCE SERVICES	586
22.	COMMUNITY WORK & INDEPENDENCE (FORMERLY WORKING FOR INDEPENDENCE)	0
23.	CROSSROADS REHABILITATION CENTER, INC.	848
24.	DEVELOPMENTAL SERVICES , INC.	0
25.	EASTERSEALS REHABILITATION CENTER EVANSVILLE-ASIPIRE	51
26.	EVANSVILLE ARC, INC.	493
27.	EVANSVILLE GOODWILL INDUSTRIES, INC.	34
28.	FOUR RIVERS RESOURCE SERVICES, INC.	241
29.	FRESH NEW START	55
30.	GIBSON COUNTY AREA REHABILITATION CENTERS, INC. (FORMERLY PIKE CO. AREA REHAB)	0
31.	GOODWILL INDUSTRIES OF CENTRAL INDIANA, INC.	0
32.	GOODWILL INDUSTRIES OF MICHIANA, INC.	363
33.	GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.	218
34.	HAMILTON CENTER, INC.	14
35.	HILLCROFT SERVICES, INC.	630
36.	HOPEWELL CENTER, INC.	205
37.	INNOVATIONS IN LEARNING, PC	66
38.	IN-PACT, INC.	46
39.	JANUS DEVELOPMENTAL SERVICES, INC.	0
40.	JAY-RANDOLPH DEVELOPMENTAL SERVICES, INC.	147

Program and Count

Program	2014 Count
41. JOHNSON COUNTY ARC, INC.(GATEWAY SERVICES)	176
42. KNOX COUNTY ARC, INC.	119
43. LIFEDESIGNS, INC. (OPTIONS FOR BETTER LIVING INC.)	0
44. LOGAN COMMUNITY RESOURCES, INC.	372
45. MARSHALL-STARKE DEVELOPMENT CENTER, INC.	0
46. MENTAL HEALTH AMERICA (APS)	95
47. MICHIANA RESOURCES, INC.	195
48. NEW HOPE SERVICES, INC.	209
49. NEW HORIZONS REHABILITATION, INC.	181
50. NOBLE OF INDIANA (NOBLE, INC.)	51
51. OPG- OPPORTUNITY FOR POSITIVE GROWTH	0
52. OPPORTUNITY ENTERPRISES, INC.	487
53. ORANGE COUNTY REHABILITATIVE AND DEVELOPMENTAL SERVICES, INC.	0
54. OUTSIDE THE BOX,	0
55. PASSAGES, INC.	7
56. PATHFINDER SERVICES, INC.	471
57. PEAK COMMUNITY SERVICES	142
58. POSEY COUNTY REHABILITATION SERVICES	94
59. PUTNAM COUNTY COMPREHENSIVE SERVICES, INC.	106
60. RAUCH, INC.	268
61. RES-CARE, INC. (NORMAL LIFE)	29
62. RISE, INC.	194
63. RIVER VALLEY RESOURCES	0
64. SHARES, INC.	311
65. SIRS, INC.	322
66. STARLINE COMMUNITY SERVICES, INC.	1
67. STONE BELT ARC, INC.	454
68. SWEET OWENS ARC, INC.	0
69. SYCAMORE REHABILITATION SERVICES/HENDRICKS CO. ARC, INC.	287
70. TRADEWINDS REHABILITATION CENTER, INC.	0
71. WABASH CENTER, INC.	281

