

Indiana Day and Employment Services Outcome System Report



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The Center on Community Living and Careers (CCLC) is one of seven centers at the Indiana Institute on Disability and Community addressing issues across the lifespan. By promoting partnerships between Indiana schools, state agencies, and other support organizations and through its research, education, and service, CCLC is committed to bringing positive change to people with disabilities as they work and participate in their communities.

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TABLE OF CONTENTS

Executive Summary	4
Information Related to Primary Environment	7
Information Related to Secondary Environment	15
Demographics	15
Summary	18

Figures and Tables

Figures

Figure 1. Primary Day Environment	7
Figure 2. Typical Hours Scheduled for Paid Work	11
Figure 3. Average Hourly Earnings for Weekly Work	11
Figure 4. Individuals with Disabilities in the Immediate Environment	13
Figure 5. Social Interactions with People Without Disabilities	13
Figure 6. Primary Disability	16
Figure 7. Level of Intellectual Disability	17

Tables

Table 1. Primary Day Environment for the Past Three and Five Years	8
Table 2. Percentage of Participation in Alternatives to Employment	8
Table 3. Type of Disability and Primary Environment	9
Table 4. Type of Work and the Primary Employment Environment	10
Table 5. Hours of Follow-Along Supports in a Typical Month Over Five Years	14
Table 6. Reasons for No Longer Receiving Follow-Along Supports	14
Table 7. Percentage of Time in Secondary Environment	15
Table 8. Individuals with a Secondary Disability	17

Addendum

Service Agencies Reporting Data	19
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Executive Summary

In January 2014, the Centers for Medicare and Medicaid Services (CMS) announced a requirement for states to review and evaluate their current Home and Community-Based Services (HCBS) settings, including residential and non-residential settings. The purpose of the federal regulation, in part, is to ensure that people are receiving Medicaid HCBS in settings that are integrated in and support full access to the greater community. This includes opportunities to seek employment, work in competitive and integrated settings, engage in community life, control personal resources, and receive services in the community to the same degree as people who do not receive HCBS. The past few years of legislation and regulations affecting the kinds of services and the ways they are delivered to people with disabilities have forced states to look at their data to ensure compliance.

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 act addresses an increased role for Vocational Rehabilitation Services (VRS) as states provide employment supports to adults with disabilities and services to transitioning youth. The law stipulates that:

- Fifteen percent of the public funds will now be devoted to transition through the provision of pre-employment transition services;
- There will be limitations to sub-minimum wage programs provided through Section 511;
- Formal cooperative agreements will be established between VR and state Medicaid and Intellectual and Developmental Disabilities agencies;
- The definition of supported employment will change, and henceforth, supported employment will receive a greater focus;
- Customized employment will now be identified as a component of the Rehabilitation Act;

Indiana is in a unique situation compared to other states, since data about where individuals spend their day has been collected since 2002. 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 earned 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.

This year, the DESOS report is based upon data entered for 10,586* individuals receiving day and employment services from the 48 Indiana programs (52%) that participated this year. Ninety-three providers were verified as providing day and/or employment services through contracts with the Bureau of Developmental Disabilities Services and/or Vocational Rehabilitation Services. Please see page 19 at the end of this report for a list of providers participating in the DESOS reporting system this year.

The primary objective of this report is to give providers, administrators, and policy makers insight as to where individuals spend their day and what this actually means for them. For many of the questions, data will be compared to the last three and five years.

For the 10,586 individuals represented in the data, regarding where they spend the majority of their day:

- 27% spend the majority of their day in individual, integrated competitive jobs,
- 25% in sheltered employment (facility-based),
- 24% in alternatives to employment,
- 23% in non-employment day programs,
- .9% in off-site group employment, and
- .06% in self-employment.

There continues to be a steady increase in non-employment programs over the past five years, from 19% to 23%; while other settings have remained fairly stable. Individuals with mild intellectual disabilities continue to have the highest representation in all primary environments, including non-employment day programs.

The majority of individuals in alternatives to employment (ATE) continue to be looking for a job (81% of 2,553 individuals). Over the past five years, there seems to be a steady decline for individuals in ATE who are participating in community access programs, from 10% in 2011 to 3% currently.

In the past year, there were minimal changes in the average hourly earnings and average hours worked per week in both competitive employment as well as in sheltered workshops. People in sheltered workshops earned \$2.52 per hour and the average hours worked per week was 24 hours.

Wages for people in individual competitive jobs remained steady at an average of \$7.83. Hours worked has maintained at 20 hours per week. Overall, the average

hours worked has remained fairly consistent since May 2011. Page 11 provides more detail.

Follow-along hours for those individuals in competitive employment varied. There were 2,262 individuals represented in the data for whom follow-along was applicable;

- 935 (41%) reported 1-4 hours,
- 658 (29%) reported 5-10 hours,
- 48 (2%) reported 11-15 hours,
- 118 (5%) reported 16 or more hours per month.
- 503 (22%) did not receive any follow-along services. This could be due to the fact that individuals either did not require it, or there wasn't funding to support it.

Data indicated that 504 individuals no longer received follow-along support:

- 336 (67%) due to successful placement,
- 37 (7%) due to customer choice,
- 115 (23%) attributed to agency decision or because the individual had "graduated," and
- 16 (3%) because the individuals had moved.

Fifteen percent (1,597) of the individuals reported that they also spent time in a secondary environment. Nineteen percent (311) of the 1,597 individuals reported receiving secondary employment services through sheltered employment; 3% through group employment; 10% through individual jobs, 42% through alternatives to employment (e.g., looking for a job, community access, retired, choice, etc.); and 33% in a non-employment day program. The average hours scheduled for all settings was 9 hours per week.

- 42% of the individuals spent their time in alternatives to employment (e.g., choice, retired, volunteer, community access);
- 19% in sheltered employment;
- 33% in non-employment day programs.

The full report provides specific data to the primary and secondary environment as well as demographic information about those whom the data represents.

**The total number of individuals for whom data was submitted by participating service agencies was 10,874; however some agencies did not respond to all of the questions in the survey tool, so the total number varies for some sections of the DESOS report.*

Information Related to Primary Environment

Primary Environment: Where People Spend the Majority of Their Time During the Day

Figure 1 depicts the primary environment for the 10,586 individuals represented in the 2016 data. Comparison data, provided for the past three and five years and depicted in Table 1, illustrates that individual employment, sheltered work, off-site group, and alternatives to employment have remained relatively stable for the past five years. However, there was a small, yet steady increase in non-employment day program participation, by four percent.

- 2,691 (25%) were served through sheltered facility employment,
- 100 (.9%) through off-site group employment,
- 2,815 (27%) through individual competitive jobs,
- 7 (.06%) through self-employment;
- 2,457 (23%) were reported as being involved in non-employment day programming, and
- 2,553 (24%) through alternatives to employment (ATE).

Figure 1. Primary Day Environment

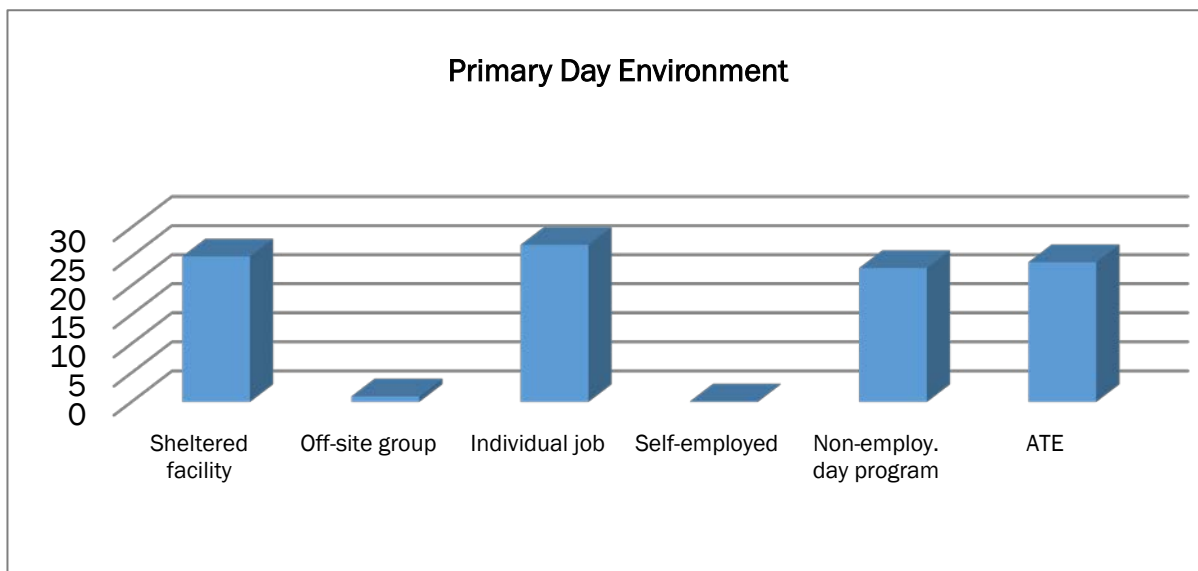


Table 1. Primary Day Environment for the Past Three and Five Years

Time Period	Sheltered Employ.	Off-Site Group	Individual	Self-Employed	Non-Emply. Day. Svcs.	ATE
2011	27%	1%	29%	0.1%	19%	25%
2013	25%	1%	27%	0.1%	21%	25%
2016	25%	.9%	27%	.06%	23%	24%

Table 2 provides detail of the activities of the 2,553 individuals in ATE. The table shows either the reason an individual was categorized as ATE or the type of ATE activity they were involved in. There seems to be a steady decline with individuals accessing their community, from 10% in 2011 to 3% in 2016.

Table 2. Percentage of Participation in Alternatives to Employment

Time	Retired	Choice	Volunteer	Community Access	Looking for Job	Other
2011	3%	2%	1%	10%	75%	9%
2013	1%	3%	2%	6%	82%	7%
2016	1%	2%	1%	3%	81%	5%

Primary Disability and Primary Environment

Table 3, on p. 9, shows the majority of individuals served had an intellectual and/or developmental disability in the mild range. These individuals held the highest percentage in each of the environments including non-employment day programs. However, since 2013 there has been a 16% increase in the number of individuals with cerebral palsy who have received services. Individuals with a mental illness who received services decreased by 8%. Reasons for these changes are not readily apparent.

Referral Source and New Employer

Of the 10,348 (98%) individuals who are represented in the data reflecting a source of referral to a service provider, 5,361 (52%) reported Vocational Rehabilitation as the primary referral source, and 2,748 (27%) reported “N/A,” indicating they were already employed or enrolled in a program. Eighty-five percent (85%) of the individuals had not had a new employer in the last 12 months.

Table 3. Type of Disability and Primary Environment

Primary Disability	Total No. (%)	Individual Job	Sheltered Employment	Self-Employed	Off-site group Employment	Non-Empl. Day Program	ATE
I/DD	6213 (59%)	42% (1,173)	83% (2,231)	57% (4)	82% (82)	82% (2,011)	28% (713)
I/DD*	229	2%	3%	0	5%	3%	1%
Mild	3,286	31%	47%	43%	62%	26%	18%
Moderate	1,740	9%	27%	14%	14%	25%	6%
Severe	541	.7%	4%	0	1%	14%	2%
Profound	417	.07%	2%	0	0	14%	1%
Autism	1,100 (10%)	13%	6%	14%	5%	10%	12%
Brain Injury	258 (.02%)	2%	3%	14%	0	.5%	4%
Cerebral Palsy	891 (8%)	12%	3%	14%	4%	1%	18%
Hearing Impairment	248 (2%)	3%	1%	0	1%	3%	3%
Learning Disability	406 (4%)	5%	.07%	0	1%	.08%	10%
Mental Illness	262 (2%)	4%	1%	0	1%	1%	4%
Other Health Imp.	551 (5%)	7%	1%	0	3%	2%	10%
Physical	439 (4%)	8%	.8%	0	2%	.8%	7%
Visual Impairment	61 (.5%)	.9%	.3%	0	0	.2%	.9%
Seizure	157 (1%)	3%	.3%	0	1%	.2%	3%
Total Number	10,586 (100%)	2,793	2,688	7	100	2,453	2,545

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

Paycheck Issued by

Of the 9,146 (86%) of individuals who are represented in the data regarding earnings, 3,915 (43%) reported receiving no paycheck, 2,640 (29%) received their paychecks from their employer, and 2,594 (28%) receive their paychecks from a rehabilitation organization.

Types of Work Performed

The type of jobs individuals obtain continues to be variable; however, food service, housekeeping (including custodial and laundry), and grocery/retail have employed

the highest numbers of people reflected in the data. Table 4 shows the type of work and the primary employment environment. A total of 9,524 (90%) people is represented in the data for type of work.

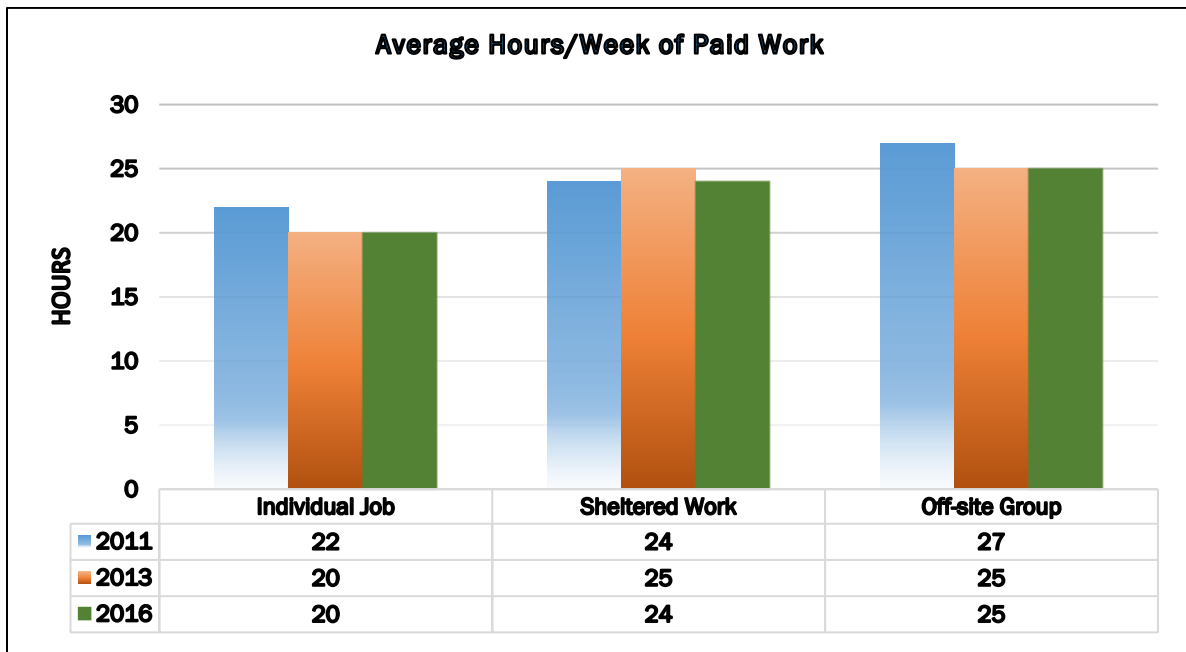
Table 4. Type of Work and the Primary Employment Environment

Type of Work	Individual Job	Off-site Group Employment	Sheltered Employment
Agriculture	0.2%	0.00%	0
Assembly/Manufacturing	6%	55%	83%
Clerical/Office	3%	1%	0.3%
Custodian/Housekeeping/Laundry	13%	19%	2%
Food Service	25%	7%	0.6%
Grocery/Retail	21%	2%	0.1%
Groundskeeping	1%	2%	0.1%
Health/Human Service	3%	1%	0
Sorting/Recycling	0.8%	0	3%
Stocking/Warehouse	5%	3%	0.3%
Other	8%	3%	4%
NA	13%	7%	7%

Typical Hours Scheduled Weekly for Paid Work

Of the 4,967 individuals whose hours scheduled for paid work were reported (see Figure 2), those working in off-site group employment averaged 25 hours per week, those in sheltered employment averaged 24 hours per week, those working individual jobs averaged 20 hours per week, and individuals who were self-employed averaged 9 hours per week. Hours scheduled for paid work have remained stable for the past five years.

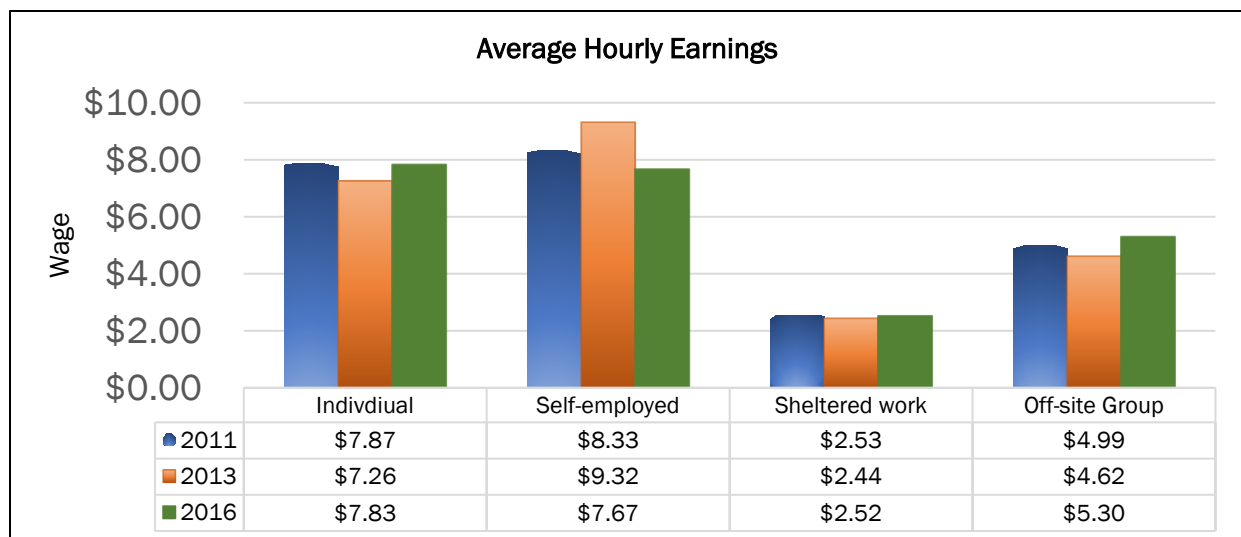
Figure 2. Typical Hours Scheduled for Paid Weekly Work



Hourly Earnings

Of the 4,480 individuals with reported hourly earnings, individuals in sheltered employment averaged \$2.52 per hour, those working in off-site group employment averaged \$5.30 per hour, those working individual jobs averaged \$7.83 per hour, and those who were self-employed earned an average of \$7.67 per hour.

Figure 3. Average Hourly Earnings



Employer Benefits Received

Most individuals represented within this data do not receive any employer benefits. A total of 8,454 (80%) individuals are represented in the data related to employer benefits, however the numbers below, for those who do receive benefits, represent a number of respondents who were receiving more than one benefit.

- 6,778 (81%) received no fringe benefits from their job or day services,
- 1,092 (11%) received paid vacation,
- 434 (5%) received medical benefits,
- 238 (3%) received retirement,
- 709 (8%) received paid sick leave,
- 866 (10%) reported other (e.g., free lunch).

Government Benefits

Of the 10,052 (95%) receiving government benefits:

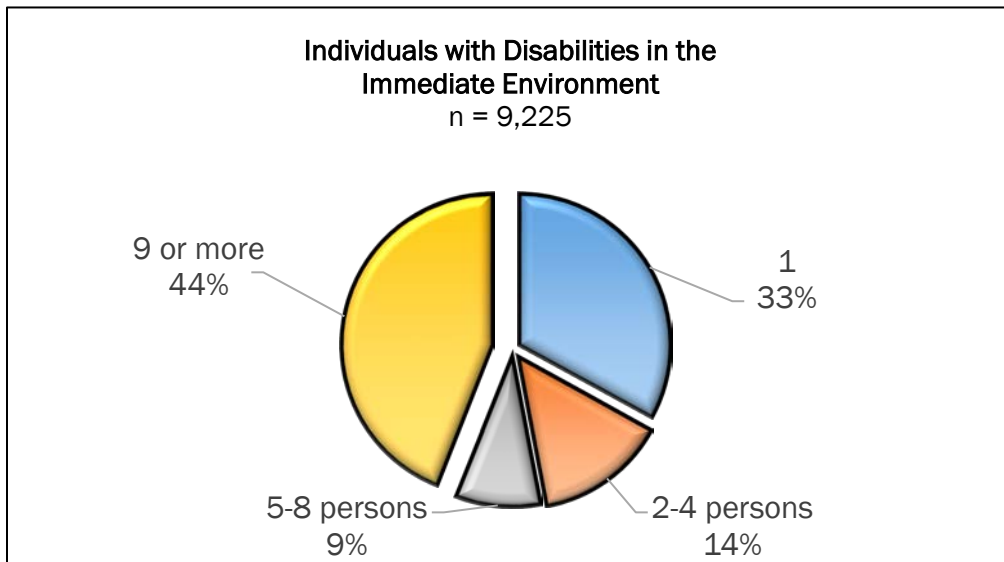
- 4,402(44%) reported receiving SSI,
- 2,532 (25%) reported receiving SSDI,
- 7,023 (70%) reported receiving Medicaid,
- 180 (2%) reported receiving TANF,
- 2,380 (24%) reported receiving Medicare.

Number of Individuals with Disabilities in the Immediate Environment

Of those 9,225 (87%) individuals represented in these data;

- 3,017 (33%) individuals were in environments in which they were the only individual with a disability,
- 1,322 (14%) were in environments in which there were 2-4 individuals with disabilities,
- 821 (9%) were in environments in which there were 5-8 individuals with disabilities,
- 4,065 (44%) were with nine or more individuals with disabilities in their environment.

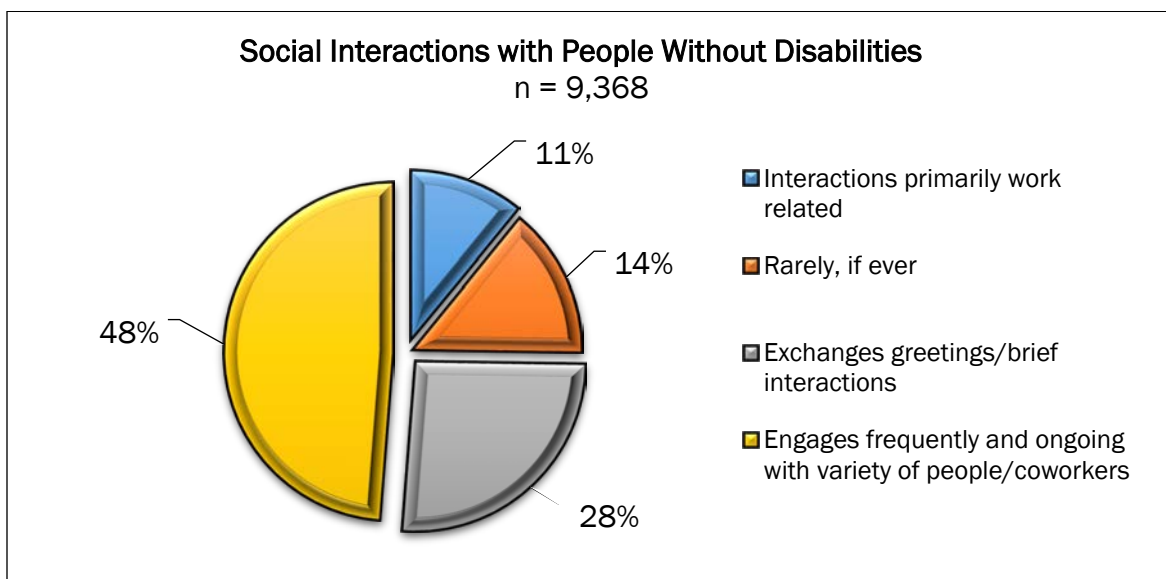
Figure 4. Numbers of Individuals with Disabilities in the Immediate Environment



Social Interactions with People Without Disabilities Excluding Paid Staff

Of 9,368 (86%) individuals, Figure 5 shows that 1,274 (14%) reported as interacting rarely, if ever, with people who do not have a disability (other than paid staff); 2,620 (28%) exchanged greetings; 994 (11%) interacted primarily on work-related issues; and 4,480 (48%) have ongoing and frequent interactions with other people who do not have a disability.

Figure 5. Social Interactions with People Without Disabilities



Hours of Follow-Along Support in a Typical Month

There were a total of 2,262 individuals represented in the data for whom follow-along was applicable;

- 503 (22%) had no hours of follow-along,
- 935 (41%) reported 1-4 hours,
- 658 (29%) reported 5-10 hours,
- 48 (2%) reported 11-15 hours,
- 118 (5%) reported 16 or more hours per month.

Table 5. Hours of Follow-Along Supports in a Typical Month Over Five Years

Time Period	0	1-4	5-10	11-15	16>
2011	22%	34%	40%	2%	2%
2013	22%	40%	33%	2%	3%
2016	22%	41%	29%	2%	5%

Reasons No Longer Receiving Follow-Along Support

There were 504 individuals represented in the data who no longer received follow-along support. There is a steady increase in individuals being “successfully placed” since 2011.

- 336 (67%) was due to successful placement,
- 37 (7%) was customer choice,
- 115 (23%) was agency decision or “graduated,”
- 16 (3%) of the individuals had moved.

Table 6. Reasons for No Longer Receiving Follow-Along Supports

Time Period	Successfully Placed	Agency Decision	Customer Choice	Moved
2011	46%	9%	42%	3%
2013	50%	14%	32%	4%
2016	67%	23%	7%	3%

Issues Related to Secondary Environment

Fifteen percent (1,597) of the individuals represented in the data reported that they also spent time in a secondary environment. Nineteen percent (311) of those 1,597 individuals reported receiving secondary employment services through sheltered employment, 3% through group employment, 10% were employed in individual jobs, 42% through alternatives to employment (e.g., looking for a job, community access, retired, choice, etc.), and 33% were participating in a non-employment day program. The average hours scheduled for all settings was 9 hours per week.

Table 7. Percentage of Time in Secondary Environment

Time Period	Sheltered Empl.	Off-Site Group Empl.	Individual Job	Self-Employment	ATE	Non-Empl.
2011	16%	1%	14%	0	42%	25%
2013	18%	5%	10%	0	42%	26%
2016	19%	3%	10%	0	42%	33%

Demographics

Demographics from the 10,586 individuals with disabilities receiving day and employment services include:

Gender

Data was reported on 58% of individuals who were male and 42% who were female.

Race

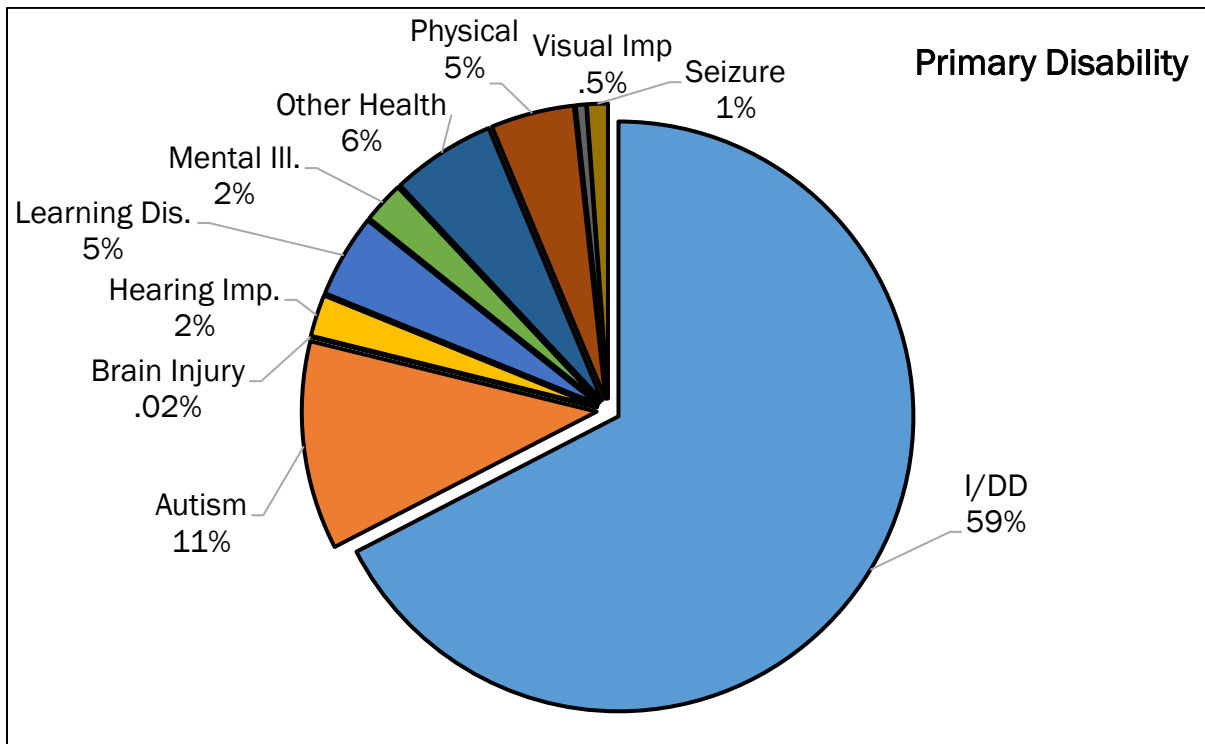
The majority of the 10,586 individuals reported are:

- 85% White
- 12% African-American
- 2% Hispanic
- 1% Asian

Primary Disability

Figure 6 shows the overall majority of individuals (59%) served had a primary disability label of intellectual disability/developmental disability (I/DD).

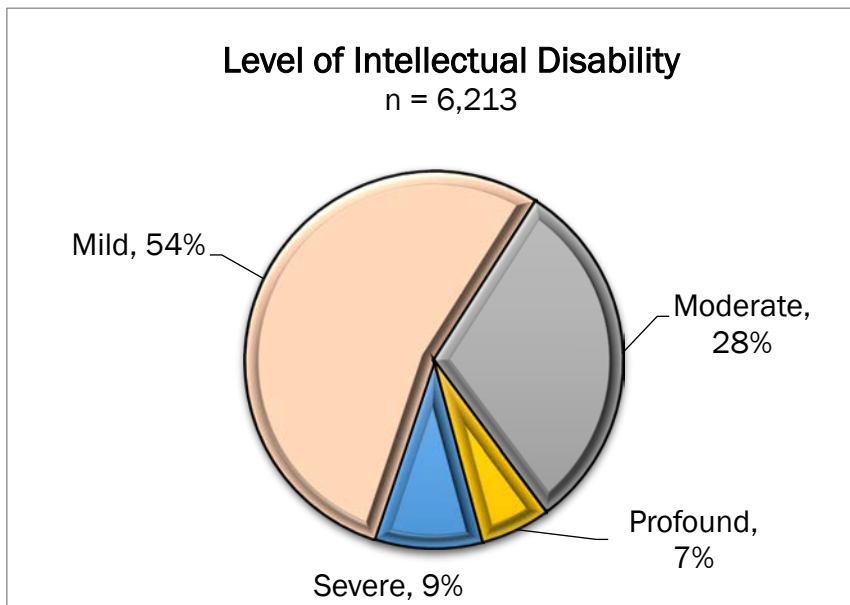
Figure 6. Primary Disability



Level of Intellectual Disability

Of the individuals with the label of intellectual disability (6,213), the majority of individuals (54%) fall in the mild range, and 28% are in the moderate range. Nine percent (9%) are in the severe and profound range, and 7% are in the profound range.

Figure 7. Level of Intellectual Disability



Secondary Disability

Sixty-two percent (6,568) of the respondents were identified as having a secondary disability that also impacts or impedes their daily life activities. Table 8 shows that the two highest secondary disability categories were Other Health Impairments (30%) and Cerebral Palsy (22%).

Table 8. Individuals with Secondary Disability

Autism	Brain Injury	Cerebral Palsy	Hearing Imp.	I/DD	Learning Disability	Mental Illness	Other Health	Physical	Seizure Disorder	Visual Imp.
7%	3%	22%	3%	10%	7%	1%	30%	8%	3%	11%

Behavioral Issues

Of the 10,405 (98%) individuals represented in these data, 47% did not have any behavioral issues that impacted their daily activities. Thirty-three percent (33%) of the individuals had behavioral issues in the mild range, 16% in the moderate range, and 4% in the severe range.

Level of Support for Behaviors

Over half of the of the individuals needed some level of behavioral support.

- 14% needed occasional support.
- 25% needed intermittent support.

- 20% needed continuous support.
- For 41% of the individuals, level of support was not considered applicable.

Communication

Verbal communication was indicated as the primary mode of communication for over 81% of the individuals. Very few (0.4%) individuals used augmentative communication devices, indicating the lack of need or the limited knowledge of accessing and using the devices on a regular basis.

Mobility

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

Summary

The Day and Employment Services Outcome System (DESOS) report is a snapshot in time to indicate where Hoosiers with disabilities spend the majority of their day. In 2016 Indiana has seen changes in the number of individuals spending time in non-employment day programs and some changes in the type of disabilities served (e.g., Cerebral Palsy). The data indicates that for the individuals represented, the hours of weekly pay and hours worked continues to stagnate. With the recent changes with WIOA and HCBW, this data provides another piece of information to assist the Division of Disability and Rehabilitative Services in assessing progress made for Hoosiers with disabilities toward competitive, integrated employment.

Service Agencies Reporting Data

2016

Agency	Numbers Represented in Data
Abilities Services, Inc.	33
AccessAbilities, Inc.	45
Active Day IN, Inc.	0
ADEC, INC.	242
Adult and Child Mental Health Center, Inc.	126
Alternative Lifestyles, Inc.	0
Arc Northwest Indiana (The)	0
Arc of Northeast Indiana, The	0
Arc of Vigo County, Inc.	46
Arc of Wabash County, Inc. (The)	75
Arc Opportunities, Inc.	81
Arc Rehab Services	0
Assist, Inc.	0
Benchmarks Human Services (AWS; also Achieva/A.W. Holdings, LLC)	365
Bethesda Lutheran Communities, Inc.	0
Bi-County Services, Inc.	78
Blue River Services, Inc.	261
Bona Vista Programs, Inc.	87
BOSMA Industries for the Blind, Inc.	144
Bridgepoint Goodwill Industries and Easter Seals Society, Inc.	16
Bridges Council, Inc.	0
Bridges of Indiana, Inc.	0
Cardinal Services, Inc.	392
Carey Services, Inc.	322
Catholic Charities Indianapolis Adult Day Services	0
CDC Resources, Inc.	0
Child-Adult Resource Services	677
Community Ventures in Living, Ltd	0
Compass Residential & Consulting LLC	0
Crossroads Rehabilitation Center, Inc.	450
Damar Services, Inc.	0
Developmental Services , Inc.	0
Dungarvin Indiana, LLC	0

Easter Seals Rehabilitation Center Evansville - Aspire	0
Evansville Arc, Inc.	528
Evansville Association for the Blind, Inc.	0
Evansville Goodwill Industries, Inc.	0
First Chance (Orange County Rehabilitative and Developmental Services, Inc)	0
Four Rivers Resource Services, Inc.	223
Fresh New Start	0
Gateway Services (Johnson County ARC, Inc.)	163
Gibson County Area Rehabilitation Centers, Inc.	0
Globe Star LLC	0
Goodwill Industries of Central Indiana, Inc.	86
Goodwill Industries of Michiana, Inc.	321
Goodwill Industries of Northeast Indiana, Inc.	237
Goodwill of Southern Indiana (formerly Bridgepointe Center)	0
Hamilton Center, Inc.	0
Heartland Residential Services, Inc.	0
Hillcroft Services, Inc.	529
Hopewell Center, Inc.	138
Innovations in Learning, PC	90
In-Pact, Inc.	39
Janus Developmental Services, Inc.	0
Jay-Randolph Developmental Services, Inc.	113
Knox County Arc, Inc.	17
L.I.F.E. Inc.	0
LifeDesigns, Inc. (formerly Options for Better Living Inc.)	37
Logan Community Resources, Inc.	390
Marshall-Starke Development Center, Inc.	190
Meaningful Day Services, Inc.	0
Michiana Resources, Inc.	0
Mosaic Inc. of Indiana	49
New Hope Services, Inc.	214
New Horizons Rehabilitation, Inc.	227
Noble, Inc.	59
OPG- Opportunities for Positive Growth	0
Opportunity Enterprises, Inc.	554
Outside the Box, Inc.	0
Partners in Opportunities, Inc.	0
Passages, Inc.	160

Pathfinder Services, Inc.	446
Peak Community Services	167
Posey County Rehabilitation Services	104
Putnam County Comprehensive Services, Inc.	152
Quality Community Services, Inc.	0
Raintree Programs, Inc.	0
Rauch, Inc.	287
Res-Care, Inc. (Normal Life)	0
Rise, Inc.	0
River Valley Resources	0
Shares, Inc.	198
SIRS, Inc.	279
South Star Services (South Suburban Training & Rehab. Serv.)	3
St. Vincent New Hope, Inc.	0
Stone Belt Arc, Inc.	464
Sweet Owen Industries Arc	0
Sycamore Rehabilitation Services/Hendricks Co. Arc, Inc.	540
Tangram	0
Tradewinds Rehabilitation Center, Inc.	0
Wabash Center, Inc.	433
Work Able, Inc.	0
Working for Independence, LLC	0