

The graphic features a central white circle containing text, set against a background of five vertical bars in dark blue, purple, red, orange, and gold. The bars are arranged in a stepped fashion, with the gold bar on the right being the tallest and the dark blue bar on the left being the shortest. The text is centered within the white circle.

DESOS

2022

**INDIANA
DAY AND EMPLOYMENT
SERVICES OUTCOMES
SYSTEM REPORT**



A publication of

Indiana Institute on Disability and Community
Indiana University

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www.iidc.indiana.edu



INDIANA UNIVERSITY

**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 seven Centers that address issues across the lifespan and major life areas.

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The Day and Employment Services Outcomes 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



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EXECUTIVE SUMMARY

The DESOS report is a compilation of the data by settings and outcomes. The primary objective of this report is to give providers, policymakers, and advocates insight as to where individuals spend their day and what this actually means for them.

Seventy-six (76) providers were verified as providing day and/or employment services through contracts with the Bureau of Developmental Disabilities Services (BDDS) and/or Vocational Rehabilitation Services (VR). **Fifty-three (70%)** providers participated in this year's report. The end of this report (page 21) lists providers participating in this year's report with a comparison of their entries from 2021. The number of providers decreased due to mergers or no longer providing day or employment services. Data entered for the number of individuals also decreased from 10,409 in 2019; 9,775 in 2021; and **8,859 in 2022**. The decreased number may be due to COVID where some individuals remained at home and/or the lack of data entry by the provider. Highlights of this report include:

Primary Environment

- We continue to see an increase in non-employment day programs and a steady decrease in sheltered employment. Non-employment day programs have increased from 23% to 37% over the past five years, while sheltered employment has decreased from 27% to 16%. This could be an indication of the Subminimum Wage (14c) phase out initiatives both at the national and state levels. *See page 4, Figure 2.*
- Competitive Integrated Employment (CIE) overall has remain somewhat steady. There was a decrease from 29% (2017) to 20% (2018). See Figure 2. The decrease from 2017 may be the result of Vocational Rehabilitation Services implementing the Order of Selection and the lack of understanding at the local level. A steady upward trend (25%) in CIE continues through 2022. However, 34% of the individuals did not have any follow-along hours (see page 13).
- Averaged weekly hours worked showed a slight decline from 2022, about 2-3 hour per setting but an increase for the average hourly wage for CIE (\$7.66 to \$10.38).
- Guardianship remained the same for individuals in each setting, however there was an increase in individuals being their own guardian in CIE from 63% in 2021 to 68% in 2022.
- Where people live is also an indication of where they spend their day. Individuals who lived with more people with disabilities tend to be in non-employment day or sheltered employment. This area may warrant further understanding of what is happening and why.



EXECUTIVE SUMMARY

Age and Setting

Overall our transition-age youth and young adults (18-29 year olds) data has remained fairly steady with a few exceptions (see pages 7-9).

- There is an increase in sheltered employment and non-employment day programs for 24-29 year olds compared to 18-24 year olds.
- Compared to 2021, the average weekly hours worked have slightly decreased by 2 to 3 hours per week.
- Page 9, Figure 4 shows the percent of age group and primary environment. This data has remained consistent over the past several years. After the age of 29, CIE decreases and non-employment day increases. Sheltered employment increases as well until 60+ years where retirement is most likely to occur.
- As with the majority of all workers, individuals with disabilities in their 30s, 40s, and 50s should be engaged in CIE. A deeper analysis may be warranted to understand what is happening and why as people age, CIE decreases.

Demographics

Demographics continue to remain fairly consistent over the years, however, two areas emerged this year for Race and Gender.

- Statistically, there was a significantly greater number of men in CIE (27% of all men in comparison with 21% of women), while women were significantly more likely to be in a non-employment day program (41% in comparison with 35% of all men).
- Differences were additionally found across race, where white employees were more likely than Black or African-American individuals to be placed in sheltered employment (17% vs. 13% respectively) or a non-employment day program (38% vs. 34%), while Black or African-American employees were more likely than their white counterparts to be in CIE (29% vs. 24%).

Once again, this report could not happen without the ongoing support and partnership with the community providers.



DEFINITIONS

1. **Sheltered employment** – facility-based employment where work-oriented services are provided by people with disabilities. The 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 who 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. **Competitive integrated employment/Individual job (CIE)**. - individual performs work tasks in a local business or industry alongside non-disabled 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 an 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 the bank).
 - Looking for a 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 8,859 (down from 10,409 in 2019) individuals across six settings where most people are in non-employment day programs (37%). Figure 2 shows a decrease in sheltered employment and an increase in non-employment day over time (Figure 2).

Figure 1. Percent in Primary Environment

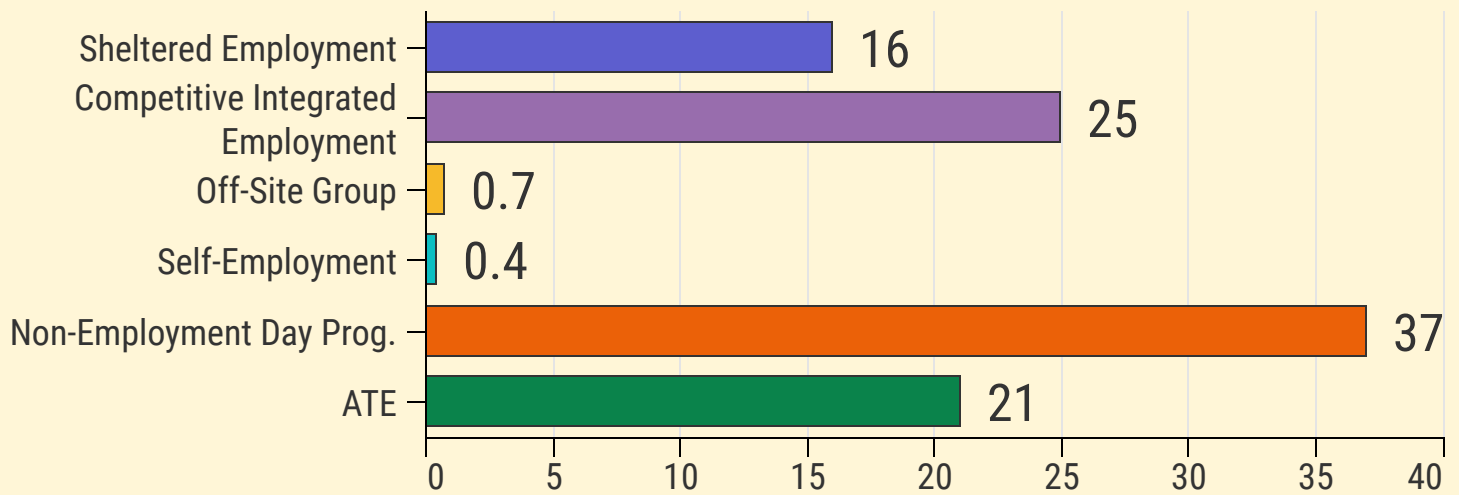
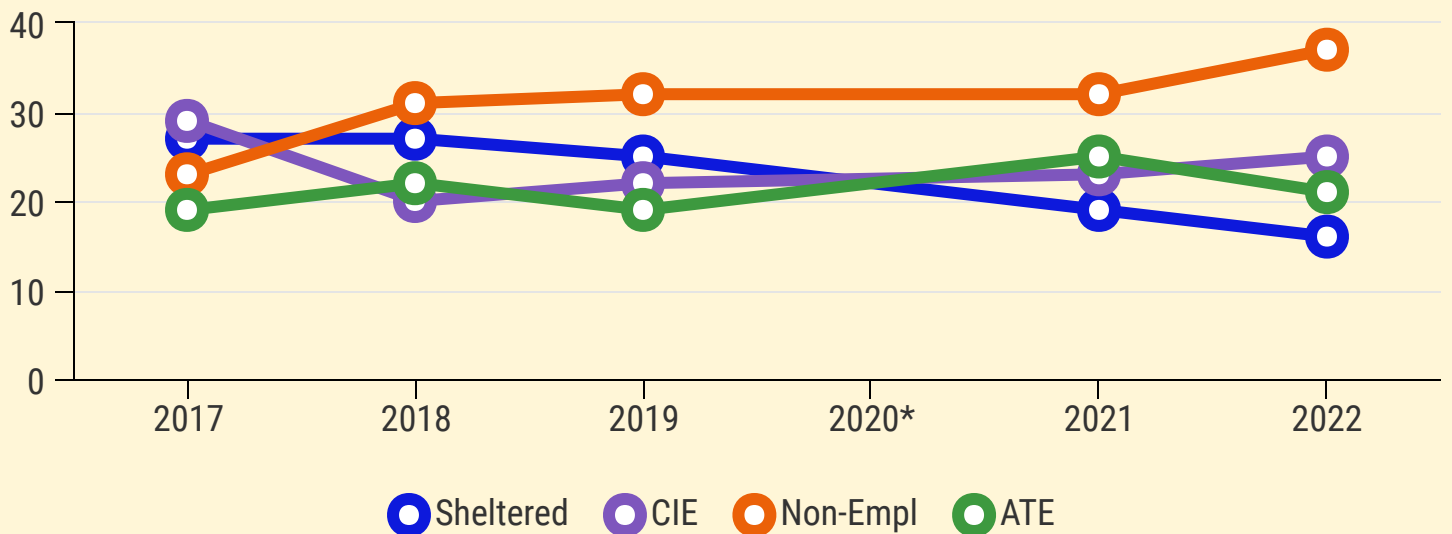


Figure 2. Percent In Primary Environment Over Five Years






* did not collect data in 2020 due to COVID



PRIMARY ENVIRONMENT OR SETTING (CONT.)

Average Weekly Hours Worked And Hourly Pay

 Sheltered Employment	21 hrs	\$3.32
 Competitive Integrated Employment	18 hrs	\$10.36
 Off-Site Group	17 hrs	\$8.28



Guardianship

Data on guardianship across different settings shows number of individuals who are or are not their own legal guardian. The percent difference (100%) are individuals who have partial guardianship where family members or another person has guardianship over finances and/or medical.

43% Own
50% Not Guardian



Sheltered Employment

68% Own
29% Not Guardian



Competitive Integrated Employment

63% Own
27% Not Guardian



Off-Site Group

31% Own
65% Not Guardian



Non-Employment Day



PRIMARY ENVIRONMENT OR SETTING (CONT.)

48%



Sheltered Employment

Engages frequently and ongoing with a variety of people

62%



Competitive Integrated Employment

36%



Off-Site Group

37%



Non-Employment Day

Living Environment

The average number of people people with disabilities in the home, including the individual, based on their primary day setting.



3



Sheltered Employment

1



Competitive Integrated Employment

2



Off-Site Group

3

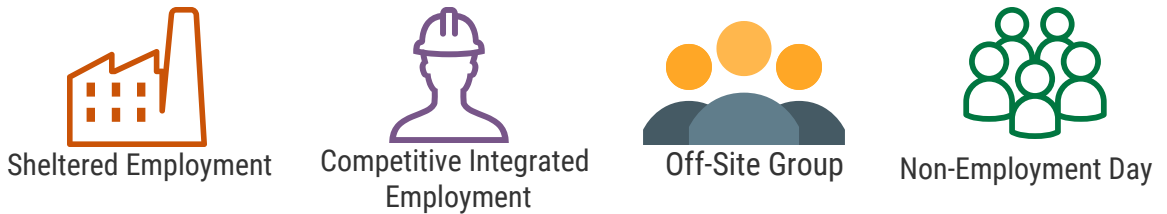


Non-Employment Day

By the Setting... By the Age

Transition-Age Youth and Young Adults

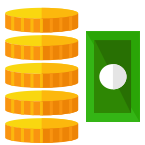
Providers engaged 1,572 transition-age youth between the ages of 18 and 24 years old and 1,251 young adults between the ages of 25 and 29 years old. Below is the percent of the age group in the setting, average hours worked and average wages. The remainder of individuals were in Alternatives to Employment (ATE)



	Sheltered Employment	Competitive Integrated Employment	Off-Site Group	Non-Employment Day
18-24 year olds	4%	34%	.6%	21%
25-29 year olds	12%	33%	.5%	35%



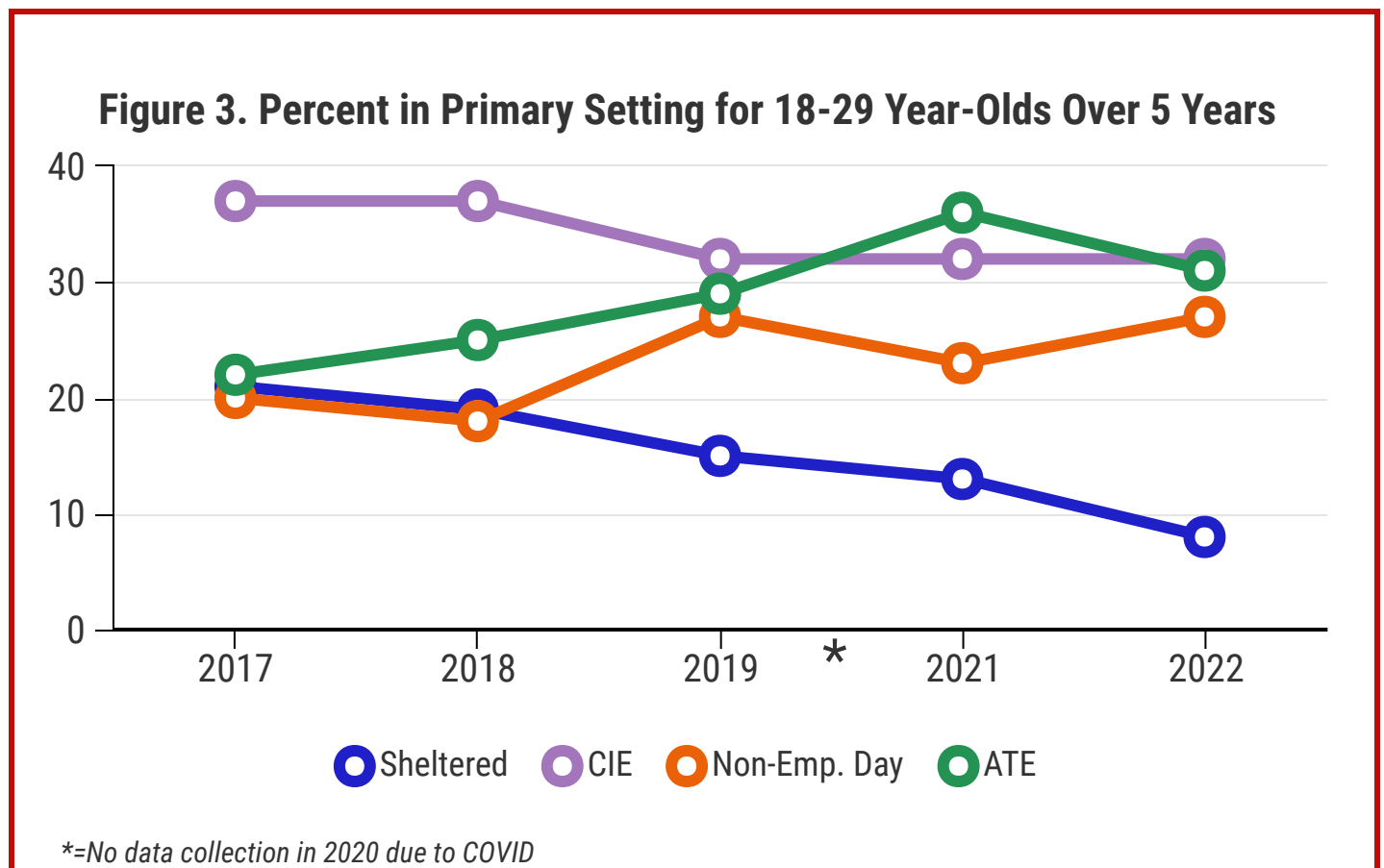
	Sheltered Employment	Competitive Integrated Employment	Off-Site Group	Non-Employment Day
18-24 year olds	17 hrs	16 hrs	18 hrs	—
25-29 year olds	18 hrs	18 hrs	7 hrs	—



	Sheltered Employment	Competitive Integrated Employment	Off-Site Group	Non-Employment Day
18-24 year olds	\$5.00	\$10.20	\$8.30	—
25-29 year olds	\$3.60	\$10.40	\$8.90	—

Primary Setting for 18-29 Year-Olds Over 5 Years

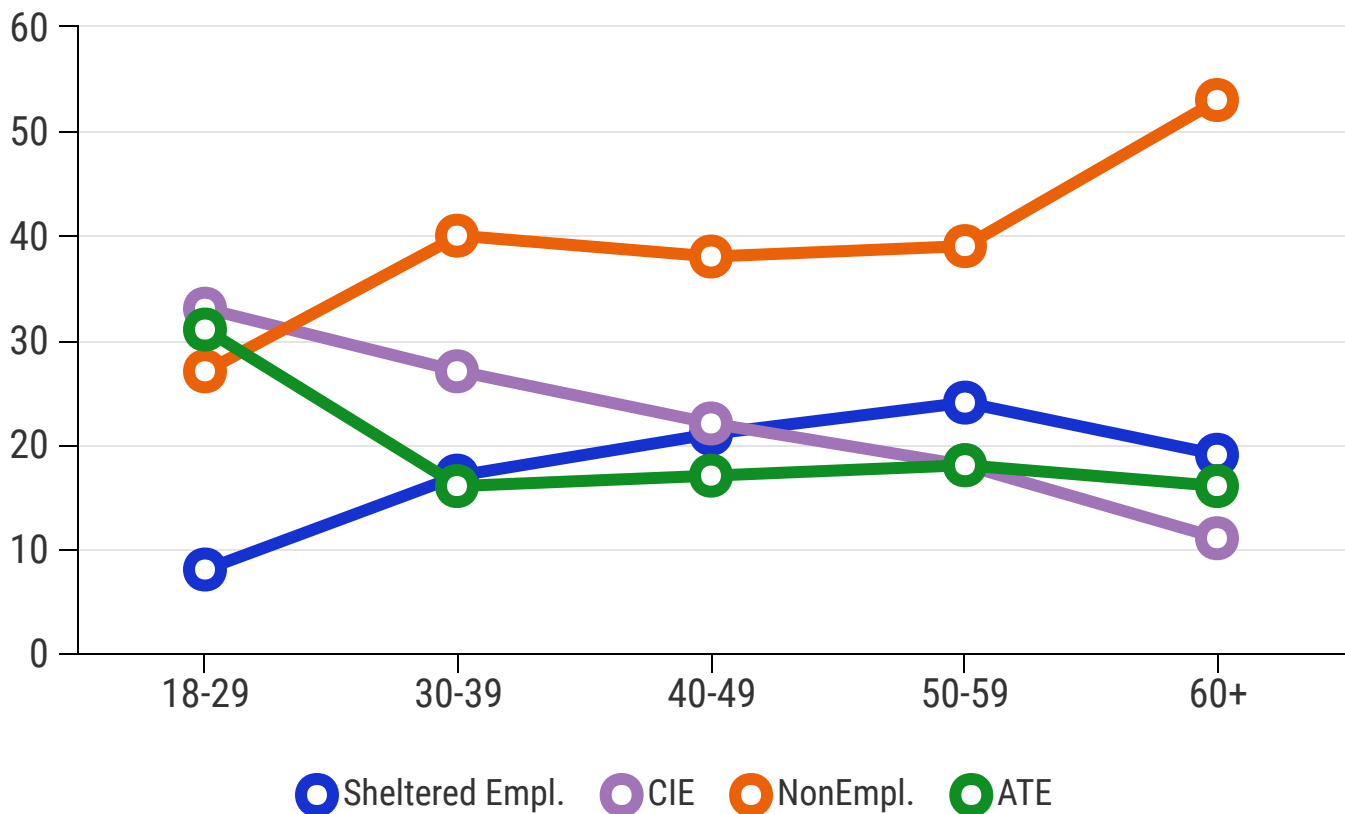
Figure 3 shows the percent of **18-29 years age group (2,823)** and the primary settings for the past 5 years. Considering the impact of COVID, the data shows a steady increase in Non-employment day (20% to 27%); a decrease in sheltered employment (13% to 8%) in the past year and a steady decline overall. Competitive Integrated Employment (CIE) has remained fairly stable over the past years with a slight decrease from 37% to 32% the last three years.



By the Setting... By the Age (cont.)

Figure 4 shows the age groups and primary settings. Coming out from COVID, the data shows a higher percentage of 18-29-year-olds (33%) in Competitive Integrated Employment (CIE) and ATE (31%) compared to other groups; there was a steady decline in CIE and a steady increase in sheltered employment based on age. Non-employment day programs increased and remained stable over age groups until the 60s, an indication of retirement age.

Figure 4. Percent of Age Group and Primary Environment





By the Setting . . . By the Numbers



Sheltered Employment or Workshops

Sheltered Employment refers to facility-based employment where work-oriented services are provided by people with disabilities. The majority of people working there are people with disabilities. There were **1,413 individuals in sheltered employment or 16%** of all the respondents.

51%

Workers had a mild intellectual disability

26%

Moderate ID

10%

Autism

76%

had a secondary disability

20%

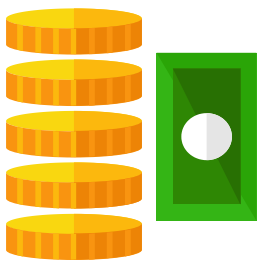
Other Health Impairment

16%

Mental Illness

86%

Paycheck came from the Community Provider



\$3.32

Average wage



87%

Worked in Assembly/Manufacturing

21

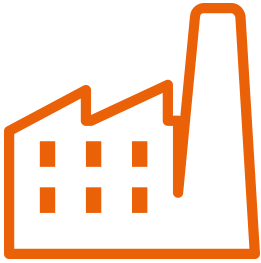
Average hours worked weekly

66%

Did not have any employer benefits

28%

Had paid vacation



Secondary Setting

Eighteen percent (17%) or 240 individuals in a sheltered workshop also spent time in a secondary environment.

20%



Competitive Integrated Employment

52%



Non-Employment Day

10%

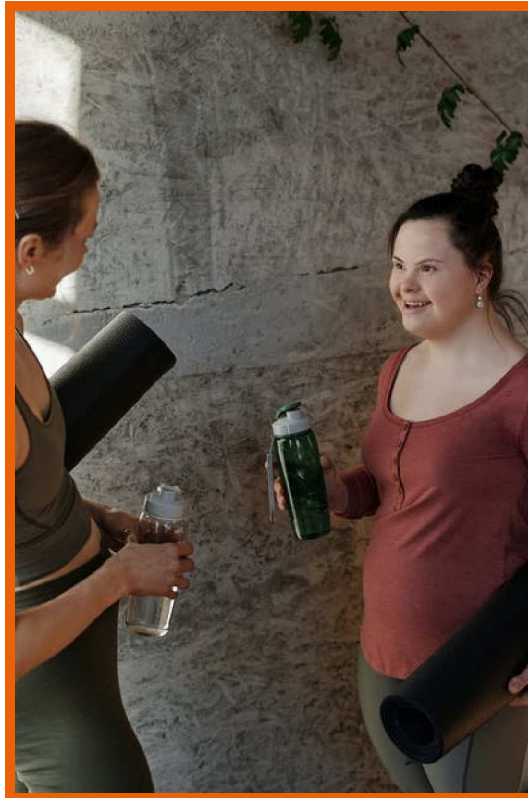


Off-Site Group

18%



Alternatives to Employment

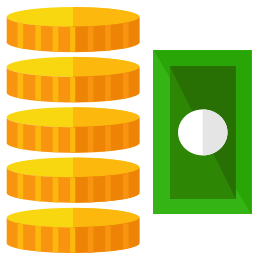
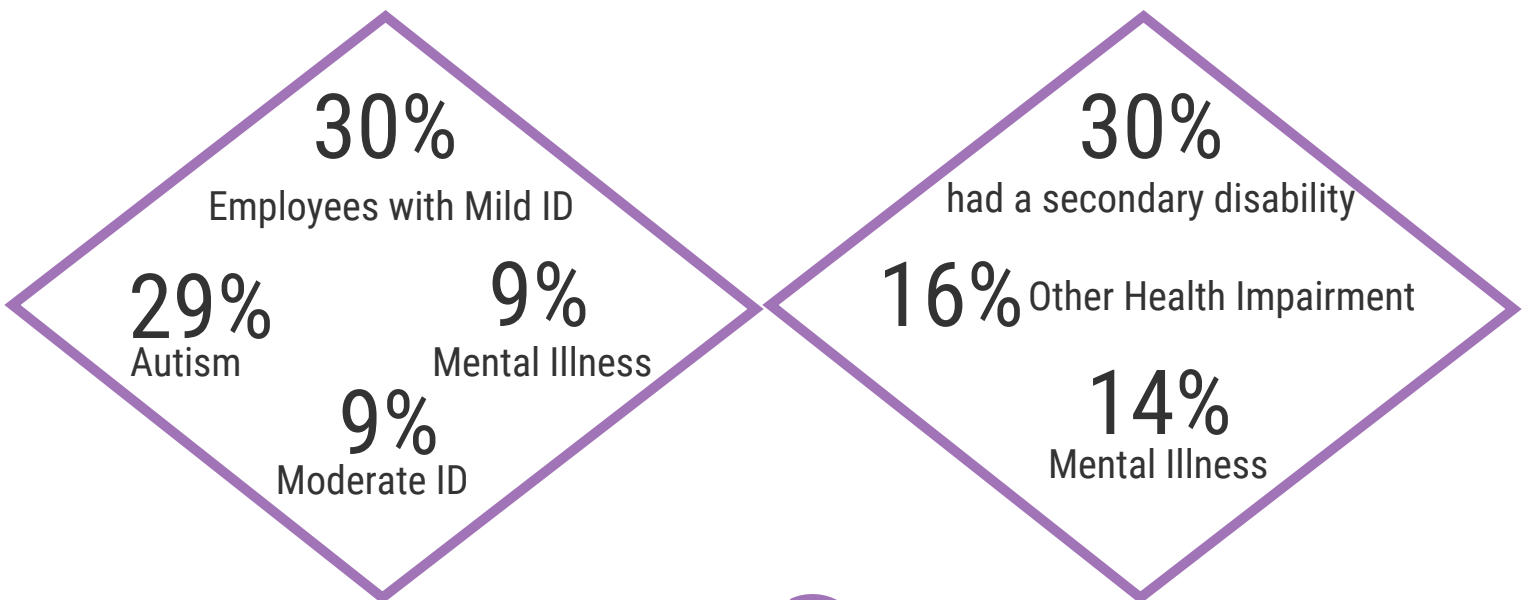


By the Setting . . . By the Numbers



Competitive Integrated Employment (CIE)

Individuals perform work tasks in a local business or industry alongside nondisabled coworkers for competitive wages. **Twenty-five percent (25%) or 2,176 individuals** spent the majority of their day in a competitive integrated job.



\$10.38
Average Hourly Wage



18
Average Hours Worked Weekly

Type of Work

27%	22%	18%	11%
Food Industry	Grocery/Retail	Other	Housekeeping/Custodian /Laundry

70% Did not have employer benefits

Hours of Follow-Along

The number of hours of extended services or follow-along supports to help the employee maintain their job.

2021		2022	
28%	Received 1 - 4 hours	27%	
37%	Received 5 - 10 hours	35%	
2%	Received 11 - 15 hours	2%	
6%	Received 16 or more hours	2%	
25%	Had no follow-along hours	34%	

Reason For No Longer Receiving Follow-Along Support

31% No Funding 21% Successfully Placed 17% Customer Choice

Secondary Setting

Twelve percent (12%) or 266 individuals in competitive integrated employment also spent time in a secondary environment. Average weekly hours scheduled for paid work 18 hrs; Non-paid work .4 hrs.

12%



Sheltered Employment

1%



Off-Site Group

24%



Competitive Integrated Employment

35%



Non-Employment Day

29%



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 that moves from contract site to contract site performing services. Less than one percent (63 individuals) worked in a small group, non-facility-based setting. Thirty-eight (38%) percent spent time in a secondary environment in a sheltered workshop.

63%

Employees with Mild ID

5%

Other Health Impairment

17%

Autism

67%

had a secondary disability

22%

Other Health Impairment

16%

Mental Illness

\$8.28

Average Hourly Wage



17

Average Hours Worked Weekly

72%

Paycheck came from the community provider

27%

Paycheck came from employer

83%

Did not have employer benefits

Type of Work

71%

Assembly and Manufacturing

8%

Grocery/Retail

8%

Housekeeping/Custodian/Laundry



By the Setting . . . By the Numbers



Non-Employment Day Programs

Individuals in these facility-based services learn daily living skills and engaged in non-work activities. A total of 37% or 3,289 of all individuals in this report are involved in non-employment day programs.

Participants based on primary disability

32% had a mild intellectual disability

26% had a moderate ID

11% had a severe ID

9% had a profound ID

12% had Autism



Where the Programs are Located

7%

Other

30%



Sheltered Employment

13%



Office Bld. or Shopping Area

50%



Stand Alone Building

Individuals (275 or 8%) in non-employment day programs spent time in a secondary setting with an average of 14 hrs.

54%



Alternatives to Employment

25%



Sheltered Employment

21%



Competitive Integrated Employment

By the Setting... By the Age



Alternatives to Employment

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

**Looking for a Job - Choice - Retired -
Community Access - Volunteer**

21%

1,880 individuals
were engaged in ATE

24% had mild ID

22% had Autism

10% had a Mental Illness

11% had a moderate ID



70%

Looking for a job



6%

Choice



.7%

Volunteer



6%

Community
Access



.8%

Retired

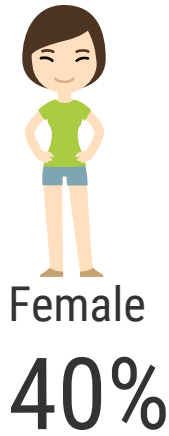


COVID;
Pre-ETS

16%

Other

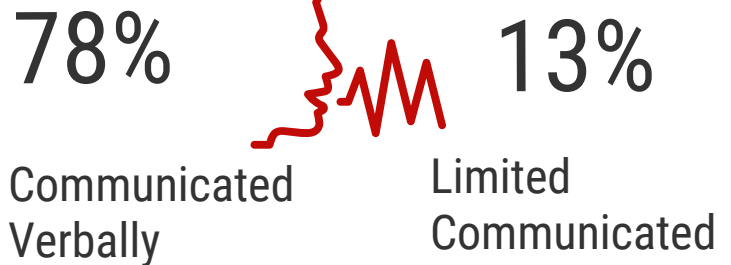
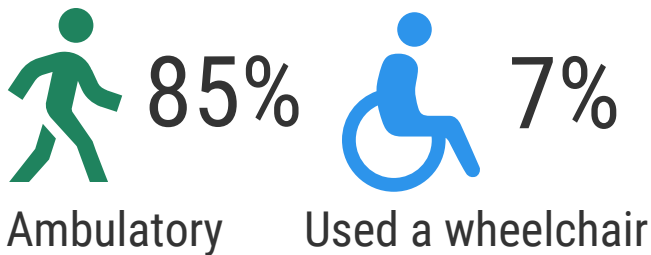
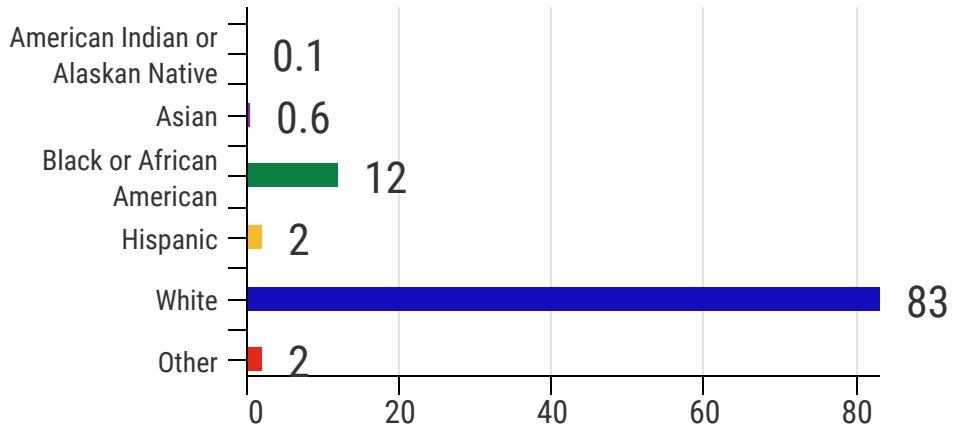
Demographics . . . By the Numbers



8,859

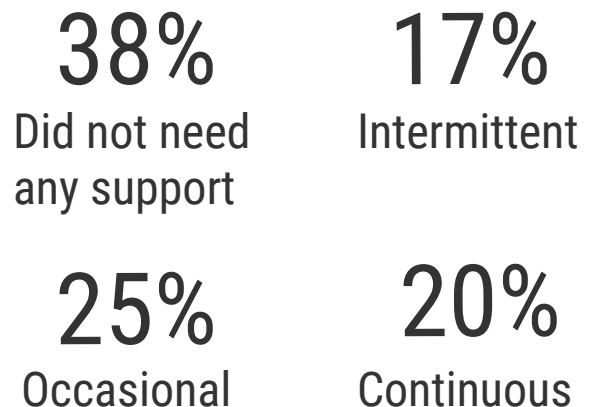
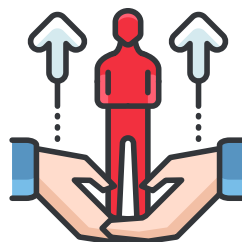
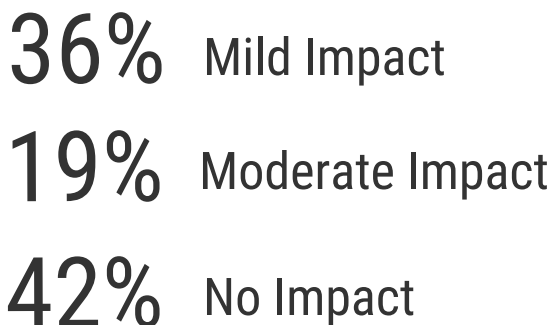
Individuals with Intellectual and Developmental Disabilities

Figure 5. Percent by Race



Behavioral Issues

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





PROGRAMS PARTICIPANTS

PROGRAM NAME	NO. of INDIVIDUALS 2021	NO. of INDIVIDUALS 2022
ABILITIES SERVICES, INC.	0	0
ABOUND COMMUNITY SERVICES	0	0
ADEC, INC.	393	462
ADULT AND CHILD MENTAL HEALTH CENTER, INC.	0	0
ARC OF GREATER BOONE COUNTY	222	193
ARC OF NOBLE COUNTY FOUNDATION	78	64
ARC OPPORTUNITIES OF LEGRANGE COUNTY, INC	4	0
ARC OF SOUTHWEST INDIANA	104	0
ARC OF VIGO COUNTY	32	32
ARC OF WABASH COUNTY, INC. (THE)	73	71
AUTISM SOCIETY OF INDIANA	0	0
BENCHMARK HUMAN SERVICES	212	541
BEST BUDDIES INTERNATIONAL	0	0
BI-COUNTY SERVICES, INC.	72	66
BOSMA INDUSTRIES FOR THE BLIND, INC.	135	120
CAREY SERVICES, INC.	100	0
CDC RESOURCES, INC.	0	0
CHILD-ADULT RESOURCE SERVICES	381	375
CORE	87	84
CORVILLA, INC.	183	89
CROSSROADS REHABILITATION CENTER	259	326
DEVELOPMENTAL SERVICES, INC.(DSI)	796	375
DSI -BONA VISTA	149	145
DSI -COLUMBUS	607	0
DSI-FOUR RIVERS	Included in Columbus	170
DSI-LIFE DESIGNS	43	60



PROGRAM PARTICIPANTS

PROGRAM NAME	NO. of INDIVIDUALS 2021	NO. of INDIVIDUALS 2022
EASTERSEALS ARC OF NORTHEAST	778	575
EASTERSEALS ARC OF NORTHEAST- CARDINAL SERVICES	217	137
EASTERSEALS ARC OF NORTHEAST- FORT WAYNE	487	344
EASTERSEALS ARC OF NORTHEAST -PASSAGES	74	10
EASTERSEALS ARC OF NORTHEAST - RISE	Included in Fort Wayne	84
EVANSVILLE ARC, INC	263	270
EVANSVILLE GOODWILL INDUSTRIES	37	41
EASTERSEALS REHABILITATION CENTER OF EVANSVILLE - APSIRE	0	51
FIRST CHANCE CENTER	70	70
GATEWAY SERVICES	146	64
GLOBE STAR LLC	0	11
GOODWILL INDUSTRIES OF MICHIANA	15	0
GOODWILL INDUSTRIES OF NORTHEAST INDIANA	0	75
HILLCROFT CENTER	254	314
HOPEWELL CENTER	131	134
INDIANA MENTOR	0	0
IN-PACT	28	7
INNOVATIONS IN LEARNING	63	83
JANUS DEVELOPMENTAL CENTER	161	119
JAY-RANDOLPH DEVELOPMENTAL SERVICES, INC.	66	59
KNOX COUNTY - ARC	38	40
LIFE ADULT DAY ACADEMY	0	0
LOGAN COMMUNITY RESOURCES, INC.	398	357
MARSHALL-STARKE DEVELOPMENT CENTER, INC.	124	139
MEANINGFUL DAY SERVICES, INC.	0	49



PROGRAM PARTICIPANTS

PROGRAM NAME	NO. of INDIVIDUALS 2021	NO. of INDIVIDUALS 2022
MOSAIC INC. OF INDIANA	0	0
NEW HOPE OF INDIANA	76	35
NEW HOPE SERVICES INC.	202	164
NEW HORIZONS	252	248
NEW STAR	0	0
NOBLE OF INDIANA (NOBLE, INC.)	461	381
OPPORTUNITY ENTERPRISES, INC.	458	255
OPPORTUNITY FOR POSITIVE GROWTH	14	39
OUTSIDE THE BOX, INC.	0	0
PALADIN	0	0
PARTNERS IN AUTISM	56	44
PARTNERS IN OPPORTUNITIES, INC.	24	29
PATHFINDER SERVICES, INC.	383	239
PEAK COMMUNITY SERVICES	120	127
PLANTING POSSIBILITIES	5	0
POSEY COUNTY REHABILITATION SERVICES	56	42
PRAIRE QUEST, INC	109	30
PUTNAM COUNTY COMPREHENSIVE SERVICES, INC.	170	104
QUALITY COMMUNITY SERVICES, INC.	0	0
RBR ALLIANCE	322	184
RBR- BLUE RIVERS	155	178
RBR - RAUCH	167	6
RIVER VALLEY RESOURCES, INC.	0	0
SHARES, INC.	317	205
SIRS, INC.	226	194
SKY POINT SOCIAL SERVICES	0	0



PROGRAM PARTICIPANTS

PROGRAM NAME	NO. of INDIVIDUALS 2021	NO. of INDIVIDUALS 2022
STARLINE COMMUNITY SERVICES, INC.	9	0
STONE BELT ARC, INC.	376	317
SWEET OWEN INDUSTRIES ARC	0	37
SYCAMORE SERVICES	120	451
TANGRAM	0	17
THE ARC NOBLE COUNTY FOUNDATIONS	78	64
TRADEWINDS SERVICES, INC.	255	212
VOLUNTEERS OF AMERICA MID-STATES	0	0
WABASH CENTER, INC.	0	258