

DBHDS Semiannual Report on Employment

October 21, 2015

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Introduction:

The Department of Behavioral Health and Developmental Services (DBHDS) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to monitor and evaluate the impact of the Employment First initiative in the Commonwealth, DBHDS, in partnership with the Department for Aging and Rehabilitative Services (DARS), has refined our data collection methodology and analysis.

This is the second semiannual employment data gathering effort. During this reporting period, the Commonwealth began collecting data from different sources and about a significantly larger number of individuals. This data was gathered in two ways. Through a data sharing agreement with DARS, we were able to gather all data for individuals with developmental disabilities receiving long-term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, we identified employment providers through Medicaid Home and Community Based Services waiver billing data and requested they complete a survey on waiver recipients with the following primary data elements: Unique Identifier, Age, Employment Start Date, Type of Employment (Individual, Group, Workshop), wage per hour, hours worked/week, and primary disability (ID/DD).

Through extensive efforts of the employment service organizations, DARS and the data subcommittee of the Employment First Advisory Group, we had data returned from all but three providers. This represents a 95% (57 of 60) return rate of data from all providers and a 92% (33 of 36) return rate of waiver providers. Of the data collected, there was no missing data for Individual Supported Employment (ISE). For Group Supported Employment (GSE), data was not received for 105 individuals, which resulted in an 86% return rate of data. This is a significant improvement from the February 2015 Semiannual Report on Employment for which we had a 44% return rate of data. The analysis in this Report is based on data received as of the end of Fiscal Year 2015.

This data report has been refined to add some additional granular detail to provide additional context for the data. In addition, tables for each Region can be found in appendices attached to the report.

Since the February 2015 Semiannual Report on Employment, the Employment First Advisory Group revised the Commonwealth's employment targets:

New target: 25% of individuals with intellectual or developmental disabilities (ID/DD) will be in employment

That would mean:

- ❖ 25% of 14,640 individuals (total number of individuals between 18 and 65 with ID/DD who currently have a waiver or are on a waiver waitlist) would be in Supported Employment
 - ❖ or a total of 3,660 individuals
- Supplemental Targets
 - ❖ By 12/30/15, 100% of I/DD individuals with case management services will have discussed employment options at least annually.
 - ❖ By 12/30/15, 35% of I/DD individuals with case management services will have an employment or employment-related goal in their Individual Service Plan.

Specific Waiver Target Grid

FY	SE Total-Start of FY	Total in Day/Emp	% at start of FY	% by end of FY	SE Total-End of FY	Increase in Base %
15	204	7292	2.79%	7.79%	568	5%
16	568	7292	7.79%	12.79%	932	5%
17	932	7292	12.79%	17.79%	1297	5%
18	1297	7292	17.79%	22.79%	1661	5%
19	1661	7292	22.79%	27.79%	2,026	5%

Additionally, the Employment First Advisory Group recommended and agreed to tracking use of employment services by new waiver slot awardees, training center discharges and any shifts in selection of employment services by current waiver recipients. We did not set targets for these until we could get some baseline data.

This report will review the data in relationship to the revised employment targets, as well as in relationship to the shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

This report will summarize data according to the five Health Planning Regions (HPR) and their associated Community Services Boards and Behavioral Health Authorities, as follows:

HPR I

Harrisonburg- Rockingham	Region 10	Rappahannock Area
Horizon	Rockbridge Area	Rappahannock-Rapidan
Northwestern	Valley	

HPR II

Alexandria	Loudoun
Arlington Co.	Prince William Co
Fairfax-Falls Church	

HPR III

Alleghany Highlands	Dickinson County	New River Valley
Blue Ridge	Goochland- Powhatan	Piedmont
Cumberland Mountain	Highlands	Planning District 1
Danville - Pittsylvania	Mt. Rogers	

HPR IV

Chesterfield	Hanover	Richmond BHA
Crossroads	Henrico BH	Southside
District 19		

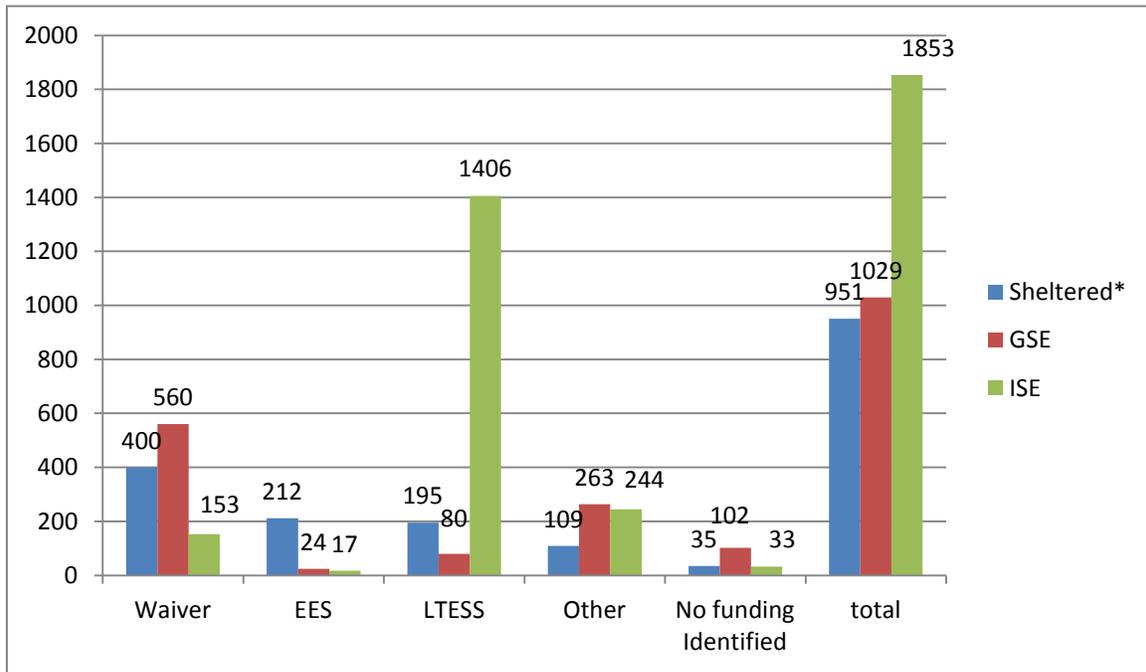
HPR V

Chesapeake	Middle Peninsula-Northern Neck	Virginia Beach
Colonial BH	Norfolk CSB	Western Tidewater
Eastern Shore	Portsmouth	
Hampton- Newport News		

Statewide Data Analysis

The data below indicates that 1,853 individuals are in Individual Supported Employment services and 1,029 are in Group Supported Employment services. Additionally, 951 people are receiving services in sheltered workshops*. Individuals in sheltered workshops are not counted toward our employment targets. Although we are prioritizing integrated employment over sheltered employment work opportunities, we still capture and monitor data regarding individuals in sheltered workshops.

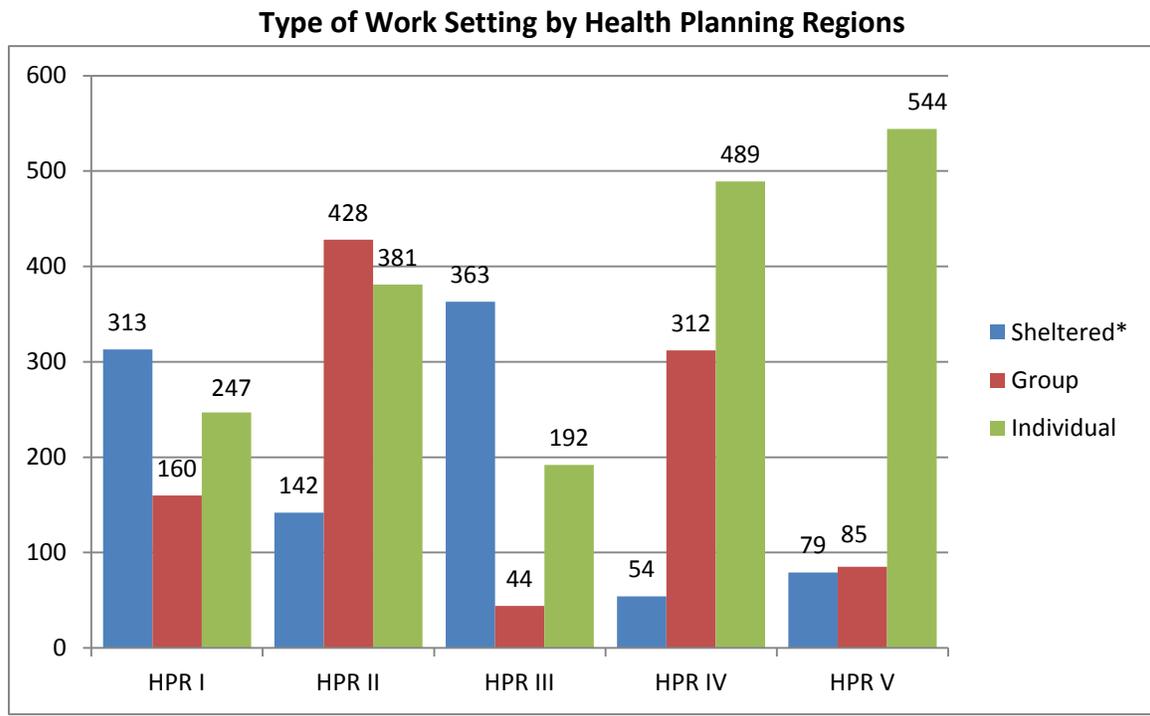
Type of Work Setting by Funding Source



This data indicates that 2,882 people are employed with supports from individual supported employment and group supported employment. Our data indicates that 19.69% percent of people with ID/DD are employed. This is an increase from the 10% that was reported in the February 2015 Semiannual Report. We do not think that this is a true 9.69% increase of people being employed but instead a function of the refinement of our data collection. If we include the additional 105 people we know who are receiving employment services but have not collected data on, we would be at 20.4%.

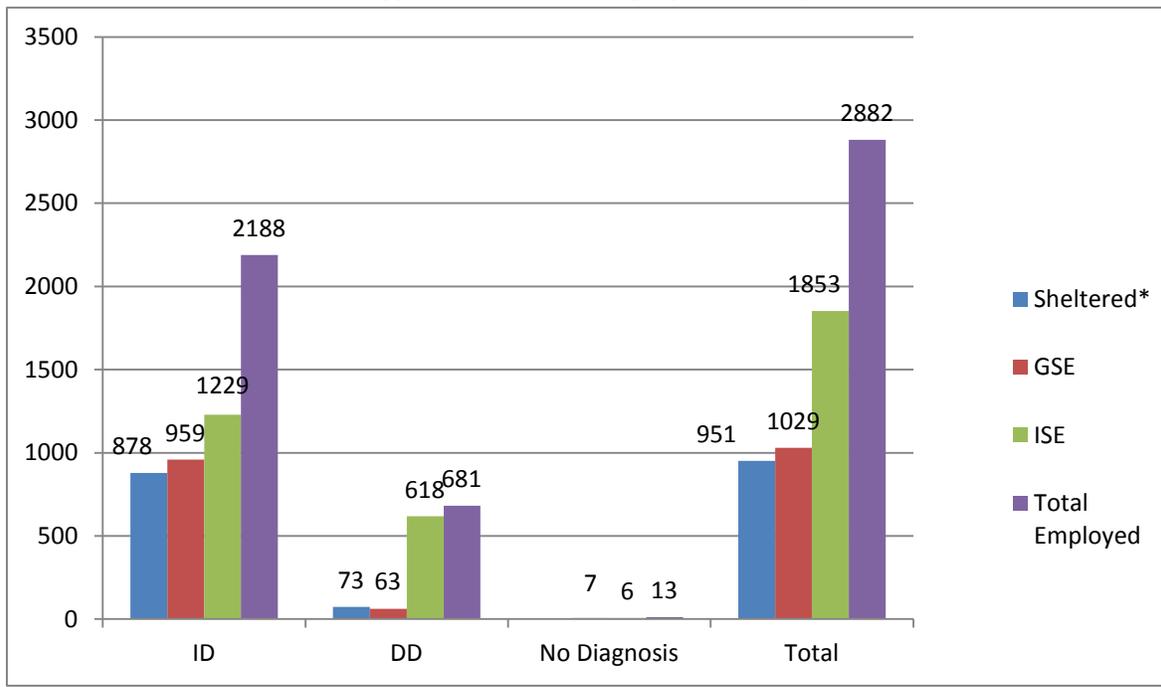
As evidenced by the data, the majority of people in ISE are supported by LTESS/EES funding through DARS. Additionally, providers have highlighted the limitations regarding the provision of employment supports under the waiver. This indicates a lower utilization of the waiver for ISE. The Employment First Advisory Group’s Policy subgroup has identified the need to identify and address concerns regarding providing employment supports under the waiver as a focus for

the updated Employment First Advisory Group Triennial Plan so that we can expand waiver provider capacity.



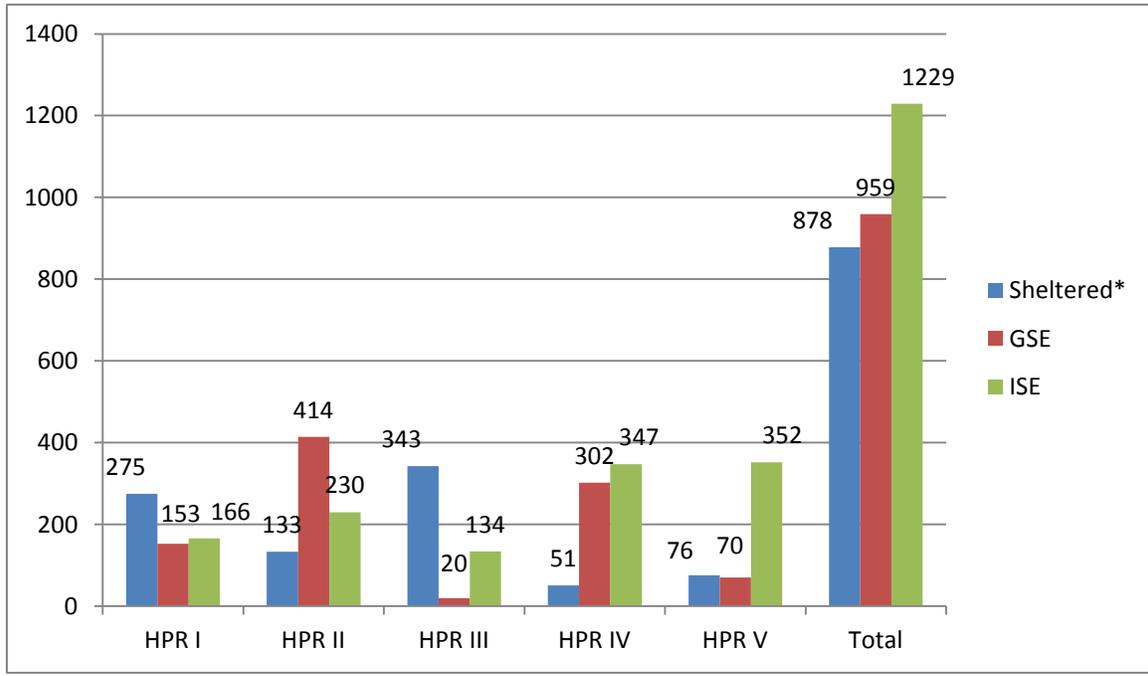
The graph above clearly indicates variations in work settings throughout the five HPRs. Currently, sheltered workshops and Group Supported Employment are more highly utilized in rural areas (HPR I and HPR III). Although the exact reason for this difference is not currently known, this may be the result of a lack of capacity in those Regions. This should be an area of explored by the Employment First Advisory Group.

Type of Work Setting by Disability



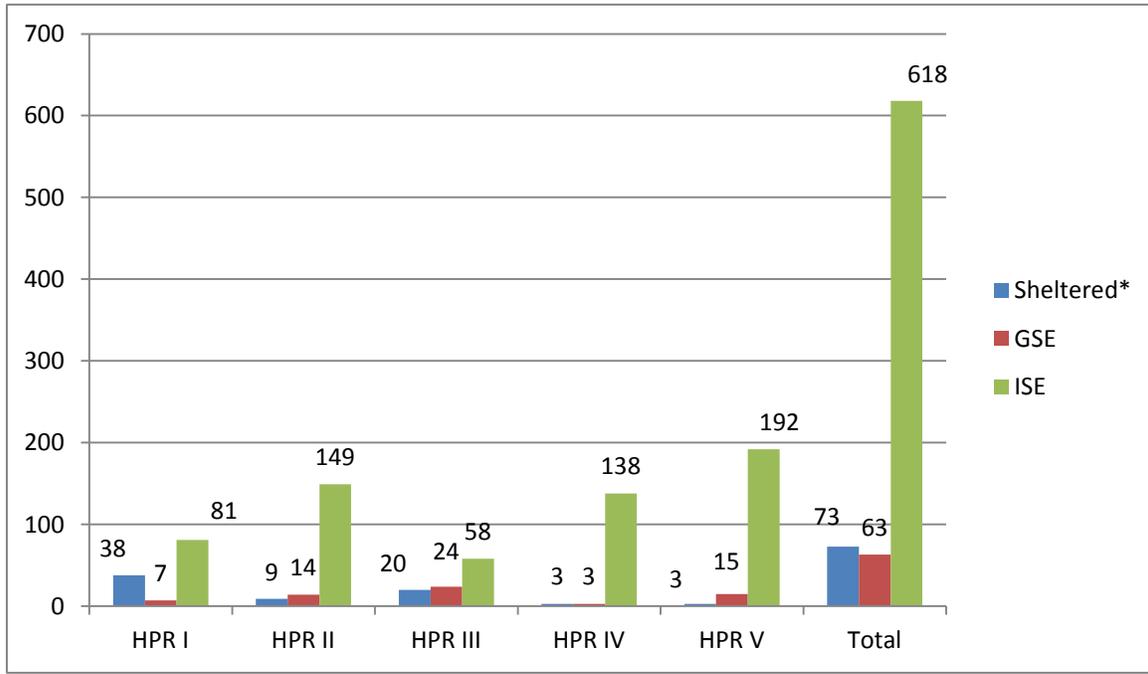
The data in the graph above compares employment settings by disability. When this data is compared against the target population (people on the waiting list and people on the waiver), an interesting backdrop emerges. Of 13,311 individuals with ID in the target population, 2,188 (16%) are employed. Of 1,329 individuals with DD in the target population, 681 (51%) are employed.

Type of Work Setting by Intellectual Disability



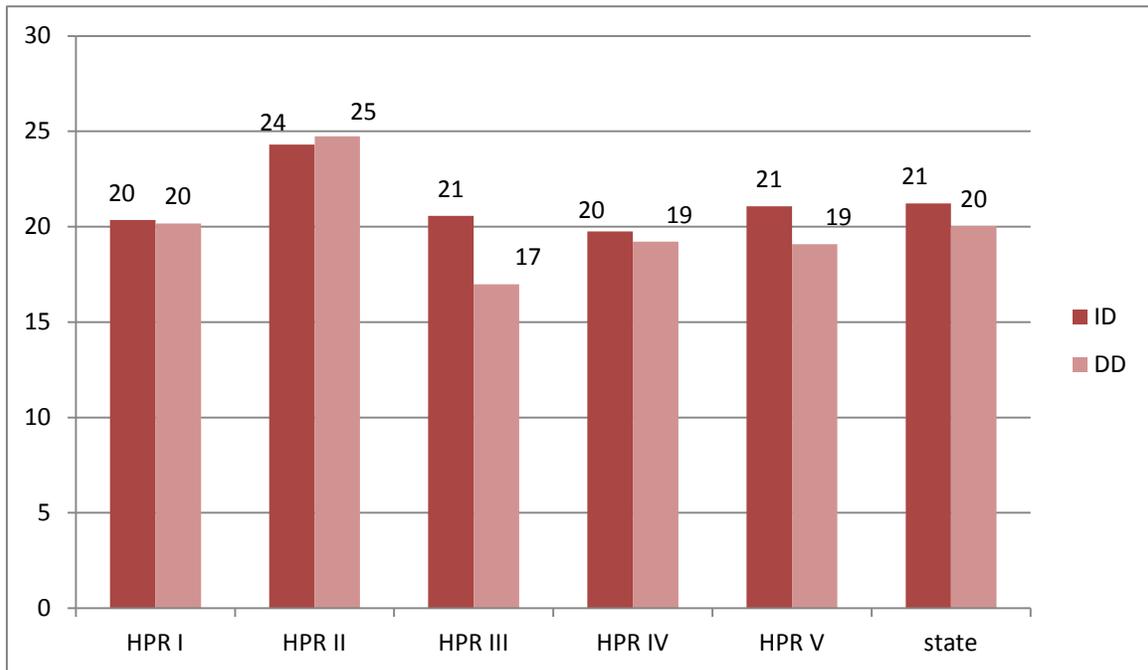
The data was further broken down by HPR and disability to see if any additional patterns emerged. Individual Supported Employment for individuals with ID appears to be more prevalent in Regions IV and V in relationship to other employment models. This likely is related to two factors including the urban nature of these Regions and the density of providers in these areas. Data for Regions I and III indicate higher utilization of sheltered workshops, which could be a provider capacity issue or due to the rural nature of those Regions.

Type of Work Setting by Developmental Disability



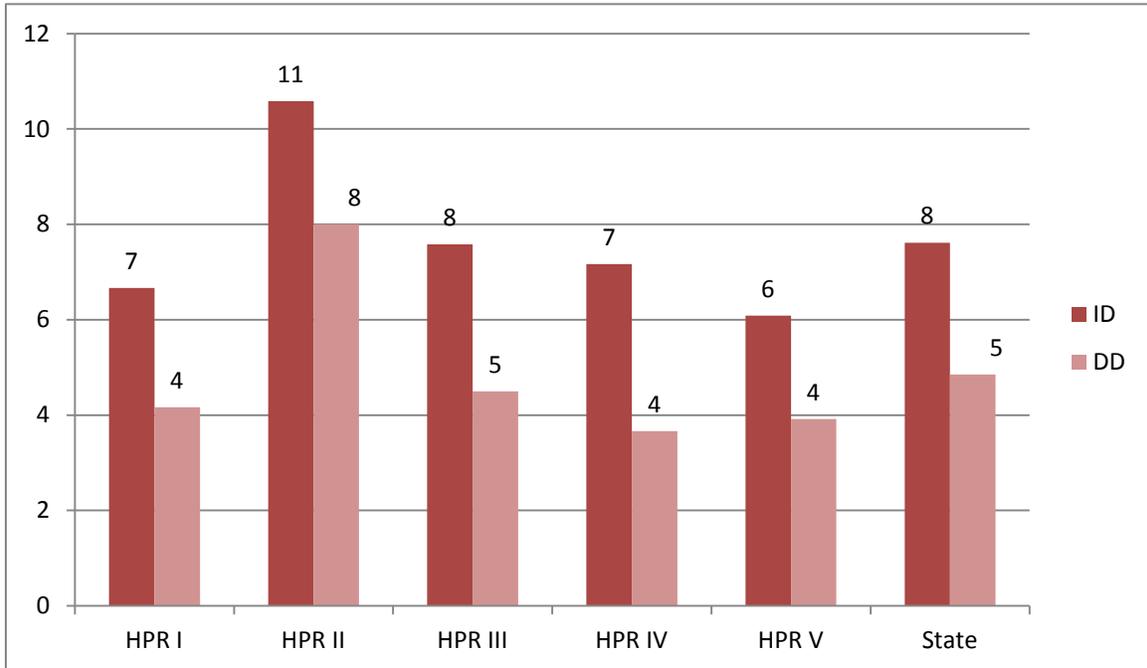
The graph above shows that in terms of work setting, the vast majority of individuals with DD are being served in Individual Supported Employment. Although the amounts differ among HPRs, ISE is the most highly utilized employment service in all Regions.

Average Hours Worked per Week by Disability/HPR



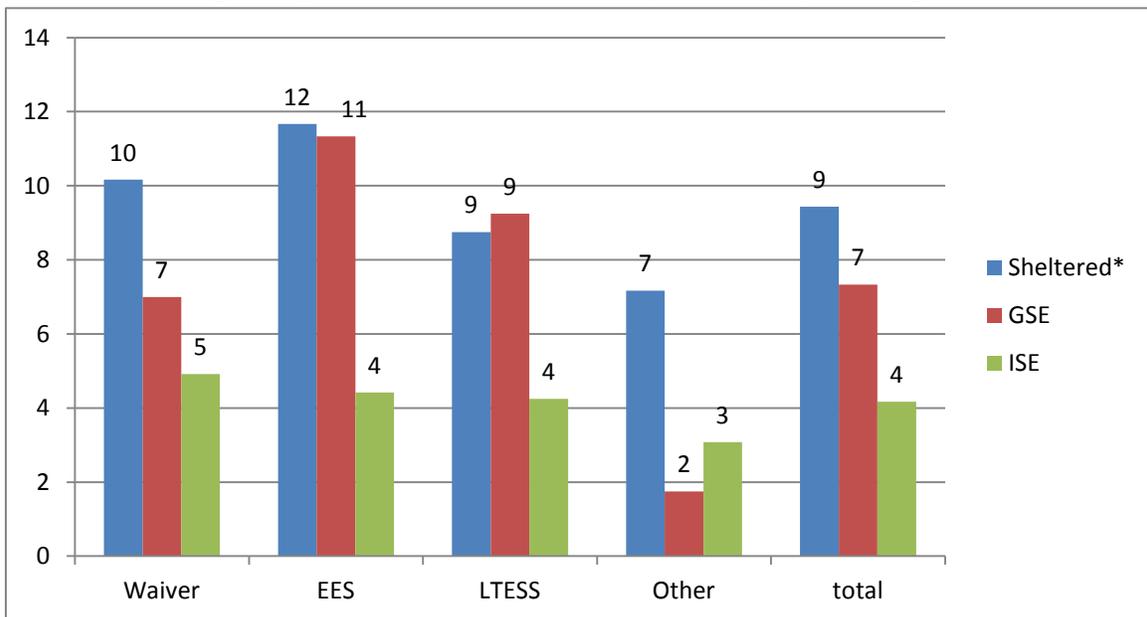
Data indicates that average hours worked is around 20 hours per week both for individuals with ID and DD. Data shows that people work between 2 and 40 hours per week. While there are slight variations among HPRs, none appear to be statistically significant.

Average Length of Time at Current Job (in Years) by HPR



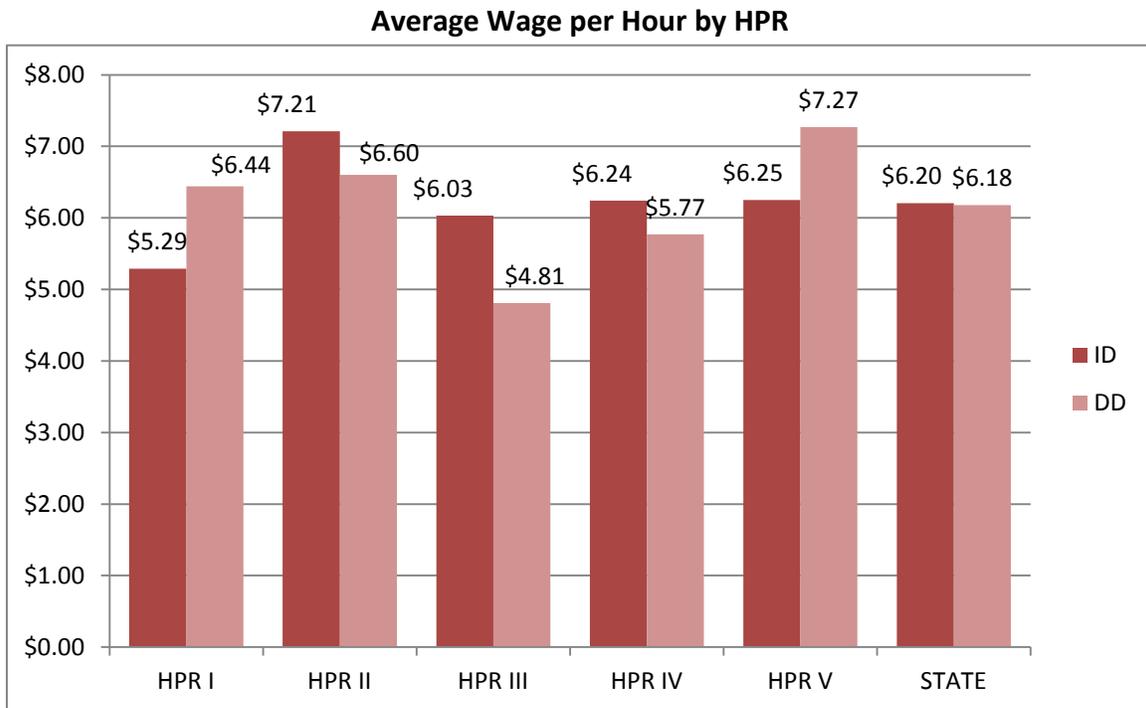
The average length of time at current job for individuals with ID is approximately 8 years. For individuals with DD, the average length of time at current job is about 5 years.

Average Length of Time at Current Job (in Years) by Funding Source



Analyzed by funding source, data indicates that the average length of time at current job statewide for individuals with ID and DD is 9 years for sheltered workshop services, 7 years for Group Supported Employment, and 4 years for Individual Supported Employment.

In the February 2015 Semiannual Report on Employment, wage data was expressed primarily as above minimum wage and below minimum wage. This Report, as suggested by the stakeholders, represents the wage data by average wages per hour by disability type per HPR, then by funding source, and then finally by funding source and disability.



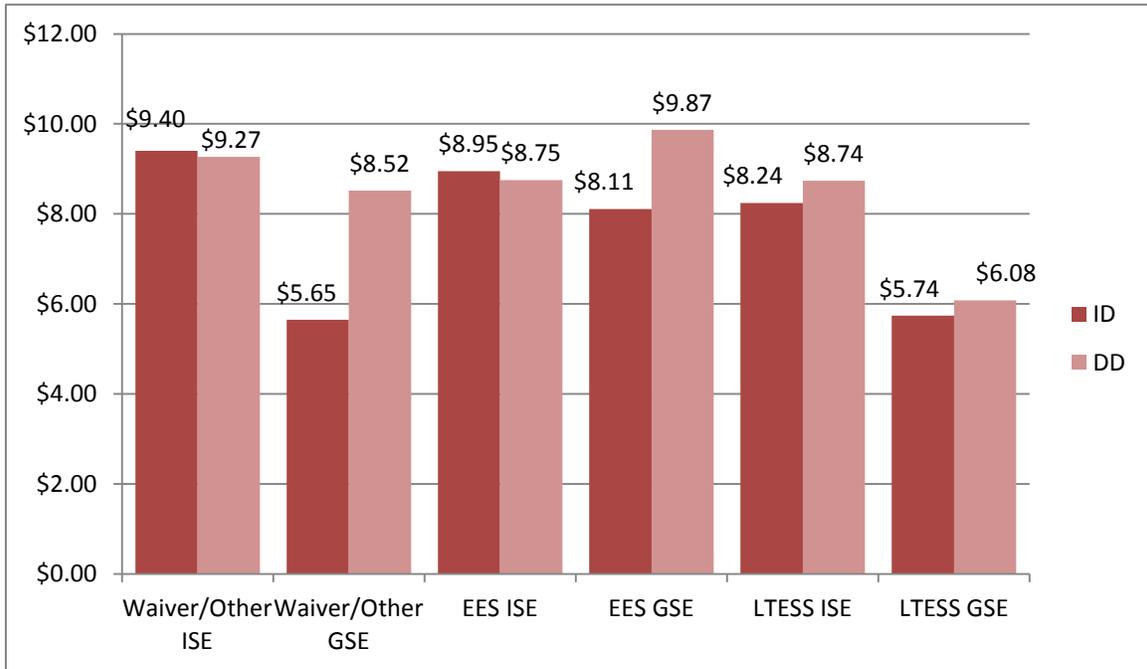
The average wage earned per hour in Virginia for individuals with ID is \$6.20. For individuals with DD, the average wage earned per hour is \$6.18. This average includes individuals working in all settings and reflects the high number of individuals being paid sub-minimum wage in workshop and group settings. The following chart breaks down the average wage by setting.

Average Wage per Hour by Setting by Funding Source



The chart above shows the statewide average wage per hour across funding sources. The average wages were \$3.65 per hour in sheltered workshops, \$6.38 per hour in Group Supported Employment, and \$8.97 per hour in Individual Supported Employment. This chart clearly shows that individuals are making more income in ISE.

Average Wage Per Hour By Disability and Funding Source



Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.03	\$11.61
GSE	\$0.25	\$16.24
ISE	\$2.13	\$21.07

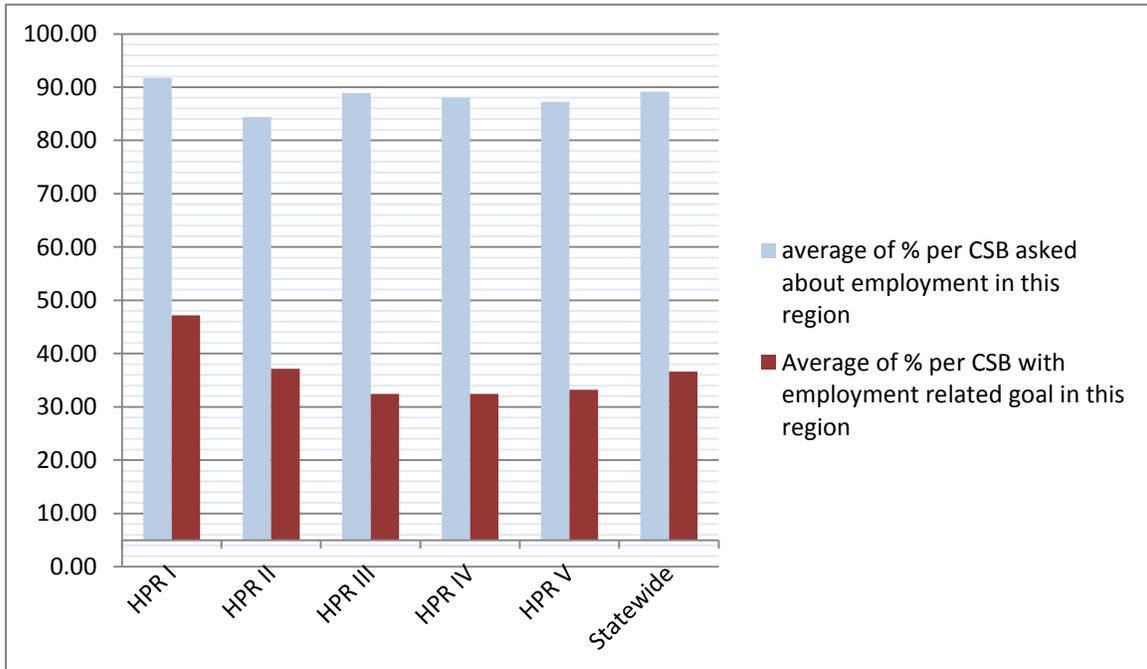
Tracking Employment First Conversations:

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the second half of FY2015 (1/1/15-6/30/15).

Responses to Exhibit B Data Elements on Employment



There were a total of 4,983 adults whose case managers conducted annual ISP meetings or updates in this semi-annual report period. Of these 4,983 individuals, a total of 4,442 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 89.14 % of individuals having a discussion of integrated employment when their ISP was reviewed. This is a 12% increase in the prevalence of the conversation from last reporting period. This however, is still less than is anticipated for this data element.

A total of 1,825 of the 4,983 individuals have employment or employment related goals in their ISP. This results in a statewide average of 36.62% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This represents an increase of just over 5% from last reporting period. This meets the target Virginia set for this reporting period.

Department of Medical Assistance Services (DMAS) Data

DBHDS and the Employment First Advisory Group continue to monitor the original employment targets set using billing data from DMAS. Although these targets are based on service provision only, it does help to understand what, if any, shifts are occurring over time in waiver-funded services.

INDIVIDUAL EMPLOYMENT REPORT (H2023) - 4th QTR 2015

Beginning December 07, 2011

Quarter	Cumulative Count (including ID and DD waiver)	% of Individual Supported Emp (H2023) of total ID and DD waivers(adults - Over 18 years only)	Individuals who continued service from last Qtr	Individuals who discontinued service this Qtr	New to service from last Qtr
3rd QTR 2012	154	1.82% of 8483	began to collect data from DMAS		
4th QTR 2012	169	1.98% of 8540	129	25	40
1st QTR 2013	173	1.95% of 8868	148	21	25
2nd QTR 2013	176	1.97% of 8919	133	40	43
3rd QTR 2013	170	1.89% of 9013	138	38	32
4th QTR 2013	180	1.94% of 9272	148	22	32
1st QTR 2014	204	2.14% of 9521	155	25	49
2nd QTR 2014	182	1.89% of 9648	159	45	23
3rd QTR 2014	176	1.92% of 9144	150	32	26
4th QTR 2014	194	2.05% of 9474	158	18	36
1st QTR 2015	200	2.10% of 9541	157	37	43
2nd QTR 2015	201	2.06% of 9758	175	25	26
3rd QTR 2015	199	2.04% of 9770	174	27	25
4th QTR 2015	232	2.37% of 9802	177	22	55

Note: "New to service" not only means they are completely new to the service but also it counts those individuals as new who discontinued their service for 1 or more quarters earlier and then join back this quarter.

Beginning December 07, 2011 (Includes ID and DD waiver.)

SUMMARY OF INDIVIDUAL EMPLOYMENT REPORT (H2023)	As of Dec 2014 (Duplicated count)
# of individuals in Individual Supported Employment for <= 6 months	177
# of individuals in Individual Supported Employment for at least 12 months	143
# of individuals in Supported employment for	109

at least 18 months	
# of individuals in Individual Supported Employment for at least 24 months	89
# of individuals in Individual Supported Employment for at least 30 months	76
# of individuals in Individual Supported Employment for at least 36 months	55
# of individuals in Individual Supported Employment for at least 42 months	42

Note: Above count is the duplicated count per Quarter. Some of the individuals discontinue service for one or more Quarters and join in a later Quarter. Such individuals are not counted for the Quarters where they discontinued the service.

Note: These individuals may have started their service earlier but the date in IDOLS is based on the Service Authorization process, which ends service when there is a change in the service. They may continue to bill if service reopens.

Virginia has met the target set for 2015 of the number of individuals participating in Individual Supported Employment. There were 232 individuals using the waiver to fund their participation in Individual Supported Employment. The Employment First Advisory Group (formerly the SELN AG) had set a target of 204 individuals for the year. Additionally, 143 individuals have been in Individual Supported Employment for 12 months.

GROUP EMPLOYMENT REPORT (H2024) -F4th QTR 2015					
<u>Beginning December 07, 2011</u>					
Quarter	Cumulative Count (including ID and DD waiver)	% of Individuals in Group Supported Emp (H2023) of total ID & DD waivers (adults - Over 18 years only)	Individuals who continued service from last Qtr	Individuals who discontinued service this Qtr	New to service from last Qtr
3rd QTR 2012	617	7.27% of 8483	began to collect data from DMAS		
4th QTR 2012	618	7.24% of 8540	577	40	41
1st QTR 2013	636	7.17% of 8868	609	9	27
2nd QTR 2013	634	7.11% of 8919	598	38	36
3rd QTR 2013	659	7.31% of 9013	602	32	57
4th QTR 2013	661	7.13% of 9272	628	31	33

1ST QTR 2014	660	6.93% of 9521	627	34	33
2nd QTR 2014	687	7.12% of 9648	627	33	60
3rd QTR 2014	670	7.33% of 9144	626	61	44
4th QTR 2014	677	7.15% of 9474	639	31	38
1st QTR 2015	687	7.20% of 9541	617	61	70
2nd QTR 2015	663	6.79% of 9758	612	74	51
3rd QTR 2015	666	6.82% of 9770	637	26	29
4th QTR 2015	671	6.85% of 9802	636	30	35

Note: "New to service" includes individuals who are completely new to the service and those individuals who discontinued their service for 1 or more Quarters and then join back this Quarter.

Beginning December 07, 2011 (Includes ID and DD waiver.)	
SUMMARY OF SUPPORTED EMPLOYMENT(Group - Enclave/Work) REPORT(H2024)	As of Dec 2014 (Duplicated count)
# of individuals in Group Supported Employment for <= 6 months	636
# of individuals in Group Supported Employment for at least 12 months	565
# of individuals in Group Supported Employment for at least 18 months	514
# of individuals in Group Supported Employment for at least 24 months	456
# of individuals in Group Supported Employment for at least 30 months	422
# of individuals in Group Supported Employment for at least 36 months	384
# of individuals in Group Supported Employment for at least 42 months	356

Group Supported Employment has remained steady during the past 3 Quarters, with currently 671 accessing services through the waiver. Over half the individuals have maintained their employment for more than three years.

PRE-VOCATIONAL REPORT (H2025) - 4th QTR 2015

Beginning December 7, 2011

Quarter	Cumulative Count (including ID and DD waiver)	% of Individuals in Pre-Vocational Services(H2023) of total ID & DD waivers(adults - Over 18 years only)	Individuals who continued service from last Qtr	Individuals who discontinued service this Qtr	New to service from last Qtr
3rd QTR 2012	806	9.50% of 8483	began to collect data from DMAS		
4th QTR 2012	803	9.40% of 8540	743	63	60
1st QTR 2013	809	9.12% of 8868	771	32	38
2nd QTR 2013	819	9.18% of 8919	760	49	59
3rd QTR 2013	811	9.00% of 9013	767	52	44
4th QTR 2013	805	8.68% of 9272	756	55	49
1ST QTR 2014	828	8.70% of 9521	762	43	66
2nd QTR 2014	847	8.78% of 9648	771	57	76
3rd QTR 2014	814	8.90% of 9144	747	100	67
4th QTR 2014	814	8.59% of 9474	757	57	57
1st QTR 2015	843	8.84% of 9541	758	58	85
2nd QTR 2015	830	8.51% of 9758	785	59	45
3rd QTR 2015	814	8.33% of 9770	778	51	36
4th QTR 2015	810	8.26% of 9802	758	56	52

Note: "New to service" includes individuals who are completely new to the service and those individuals who discontinued their service for 1 or more Quarters and then join back this Quarter.

Beginning December 07, 2011 (Includes ID and DD waiver.)

SUMMARY OF PRE-VOC SERVICE (H2025) REPORT	As of Dec 2014 (Duplicated count)
# of individuals in Pre-voc service for <= 6 months	758
# of individuals in Pre-voc service for at least 12 months	691
# of individuals in Pre-voc service for at least 18 months	587
# of individuals in Pre-voc service for at least	505

months	
# of individuals in Pre-voc service for at least 30 months	452
# of individuals in Pre-voc service for at least 36 months	413
# of individuals in Pre-voc service for at least 42 months	381

Individuals in pre-vocational services have declined for the third straight quarter, although this decline is very minimal. It is a concern that over half the individuals receiving this time-limited service have been receiving it for more than three years. This will be addressed through the redesign of the waivers, which will more appropriately transition pre-vocational services to other day services.

Summary and Recommendations:

During this second semiannual data reporting period, the data received from DARS and the Employment Service Organizations was far more comprehensive than the previous report. We are grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

The data indicates a 7% increase in the number of people with intellectual and developmental disabilities who are employed. This increase is a result of improved data collection and the efforts of the work groups to increase employment as the first and priority service option for people with disabilities.

One area that indicated the need for further effort is the disparity across HPRs between the percentage of individuals who discussed employment options and have an employment or employment-related goal in their ISPs. The highest percentage of individuals who discussed employment options at a CSB was 100%; the lowest was 56.78%. The highest percentage of individuals at a particular CSB with employment or employment-related goals was 100%; the lowest was 16.50%. DBHDS will need to collaborate with CSBs who are successfully documenting employment discussions and developing employment-related and/or readiness goals in an effort to translate that success to other CSBs by providing technical assistance. Once the Department in collaboration with the CSBs can establish good practices around the conversation, as well as the development of goals, then a process for evaluating the outcomes of those conversations and goals will need to be developed.

The wage data shows that a person working in an Individual Supported Employment situation is, on average, more likely to make above minimum wage and that, on average, an individual at a sheltered workshop is more likely to earn subminimum wage. This was indicated across

geographical areas and across disabilities. A similar finding was reported in DARS' *Review of Employment Support Services Programs* (Summary of Findings, Page 20). This information needs to be widely disseminated to individuals making a choice between employment options.

During the time that this Report was being drafted, DARS completed additional employment reviews. One was at the behest of the General Assembly and the other is the annual review of the Employment Service Organizations that have provider agreements with DARS. Both of these reports can be located on DARS' website and serve to enhance the information contained within this Report.

As part of the discussion with the Employment First Advisory Group during the review of this semi-annual report, members raised concerns about some of the data that was reported regarding wages and how they potentially are being calculated and that this might negatively impact both the lowest wage paid as well as the state average as a result. As part of the recommendations, additional detail will be added to future iterations of the survey regarding how to calculate wages. However, since the data was self-reported, we had not cause to eliminate or refute the actual data.

Recommendations:

1. The Employment First Advisory Group data committee should review the aggregate employment data for completeness and accuracy.
2. DBHDS needs to continue collaborating with CSBs to ensure that accurate information about the different employment options is discussed with individuals in the target population and that these discussions are documented.
3. Increase the capacity of the Commonwealth's provider community to provide Individual Supported Employment services to persons with intellectual and developmental disabilities by providing technical assistance and training to existing and potential new providers. Report the number of waiver providers offering Individual Supported Employment and Group Supported Employment.
4. Increase capacity in parts of the Commonwealth that have less providers and employment options. Create a map of the service providers in each of the Regions and the services provided so we can track increase in capacity.
5. Continue to collaborate with DARS, Employment Service Organizations, and DMAS to refine the employment data that is collected.

6. Follow up with providers on some of the potential errors identified in the reporting, and then provide additional detail on how to report the data more accurately in the upcoming survey.
7. Do a comparison in future reports of employment discussions and employment goals to evaluate the impact on the percent of people employed per region.
8. Create data tables around the waiver data according to old slots, new slots, and training center slots.