

DBHDS Semiannual Report on Employment  
Semi Annual Report (December 2016 Data)  
4/1/2017

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## **Introduction:**

The Department of Behavioral Health and Developmental Services (DBHDS or department) 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 understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has partnered with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the fifth semiannual employment data gathering effort. The data for this report was gathered from DARS and the Department Medical Assistance Services (DMAS). Through a data sharing agreement with DARS, DBHDS was 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, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual developmental disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. This is a significant improvement from the first report that had a 44% return rate of data.

Where needed for context, the data report has been refined to add some additional granular detail.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

**Target as of 6/30/2015:** 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2019. Specifically this translates to:

- ❖ 25% of 15,739 (the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/30/16) would be employed by June 30, 2019, or a total of 3,935 individuals
- Supplemental Targets to be achieved by 12/30/2015
  - ❖ 100% of DD Individuals with Case Management services will have discussed employment options at least annually
  - ❖ 35% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

**Targets for Waiver Funded Supports** for Individual & Group Supported Employment:

The chart below reflects the annual targets for Individual Supported Employment as well as Group Supported Employment under the waiver.

**Data Targets:**

Fiscal Year	Total	ISE	GSE
2016	808	211	597
2017	932	301	631
2018	1297	566	731
2019	1661	830	831
2020	2026	1095	931

The Employment First Advisory Group discussed sub-targets related to new waiver slot awardees and their use of employment and the shift in current waiver recipients in their selection of services. The data will include those individuals who accessed a facility slot. These targets are delayed until the Commonwealth develops reports in the new waiver management system.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 12/30/2016 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data.

This report summarizes data according to Health Planning Regions (HPR). During this reporting period, the Community Services Boards in red shifted health planning regions.

**HPR I**

Harrisonburg- Rockingham    Region 10  
Horizon                            Rockbridge Area  
Alleghany Highlands        Valley

**HPR II**

Alexandria                        Loudoun                            Rappahannock-Rapidan  
Arlington Co.                    Prince William Co                Northwestern  
Fairfax-Falls Church        Rappahannock Area

**HPR III**

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

**HPR IV**

Chesterfield  
Crossroads  
District 19

Hanover  
Henrico Area

Richmond BHA  
Southside

**HPR V**

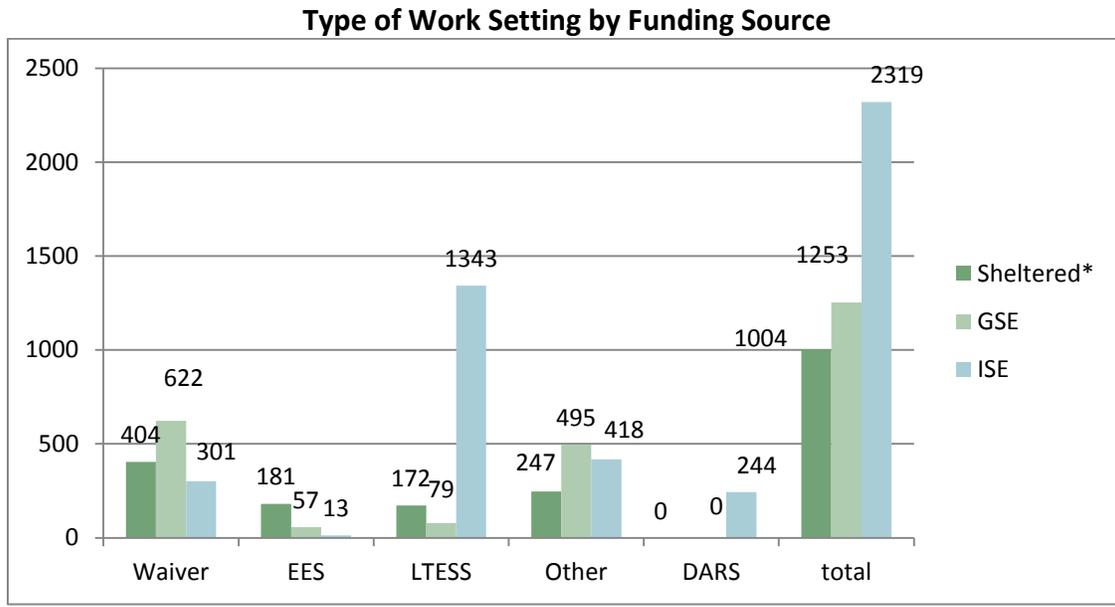
Chesapeake  
Colonial BH  
Eastern Shore  
Hampton- Newport News

Middle Peninsula- Northern Neck  
Norfolk CSB  
Portsmouth

Virginia Beach  
Western Tidewater

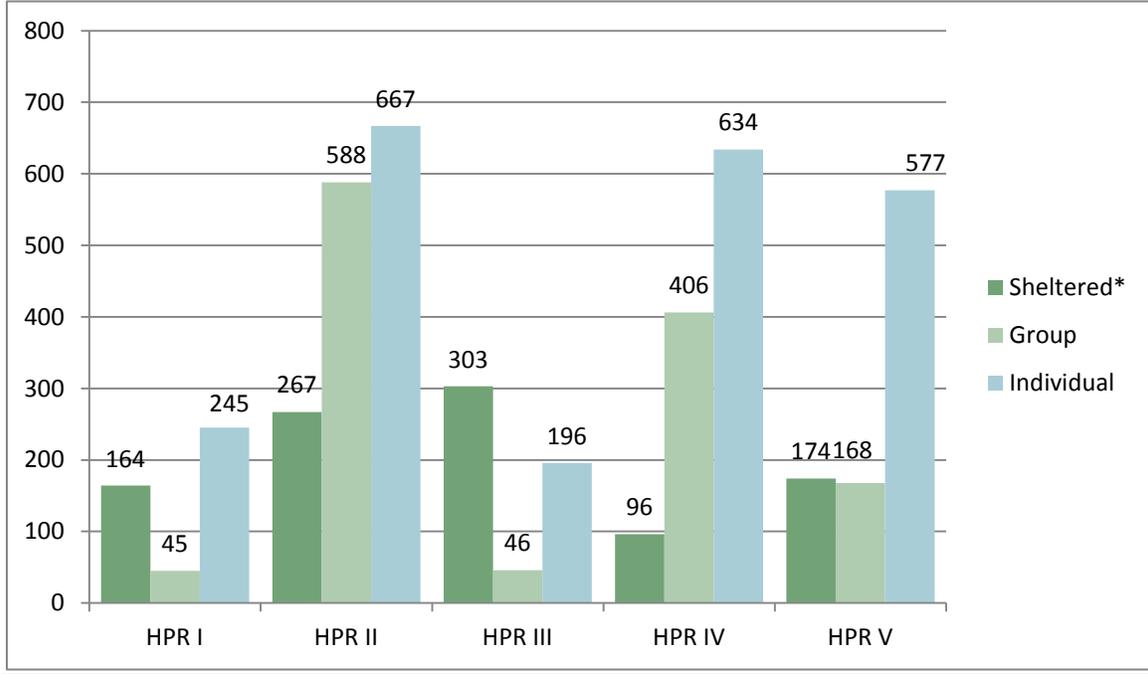
## Statewide Data Analysis

The data below indicates that 2,319 individuals are in Individual Supported Employment (ISE) services and 1,253 are in Group Supported Employment (GSE) services. Additionally, 1,004 people are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment work opportunities, data regarding individuals in sheltered workshops continues to be captured and monitored.\*



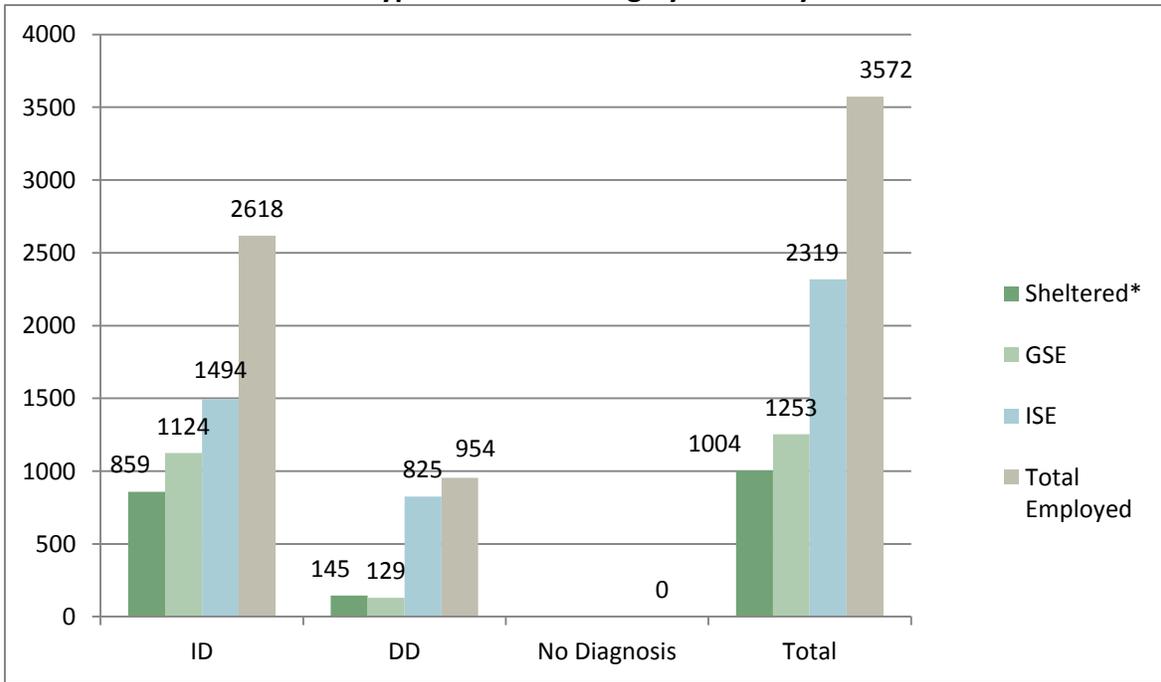
3,572 people are employed with supports from ISE and GSE, which is an increase of 158 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 23% percent of people with DD are employed. This is an increase from the 22% reported in the June 2016 Semiannual Report. There is a 35% reported increase in waiver recipients receiving ISE, or a total of 78 new people.

**Type of Work Setting by Health Planning Regions**



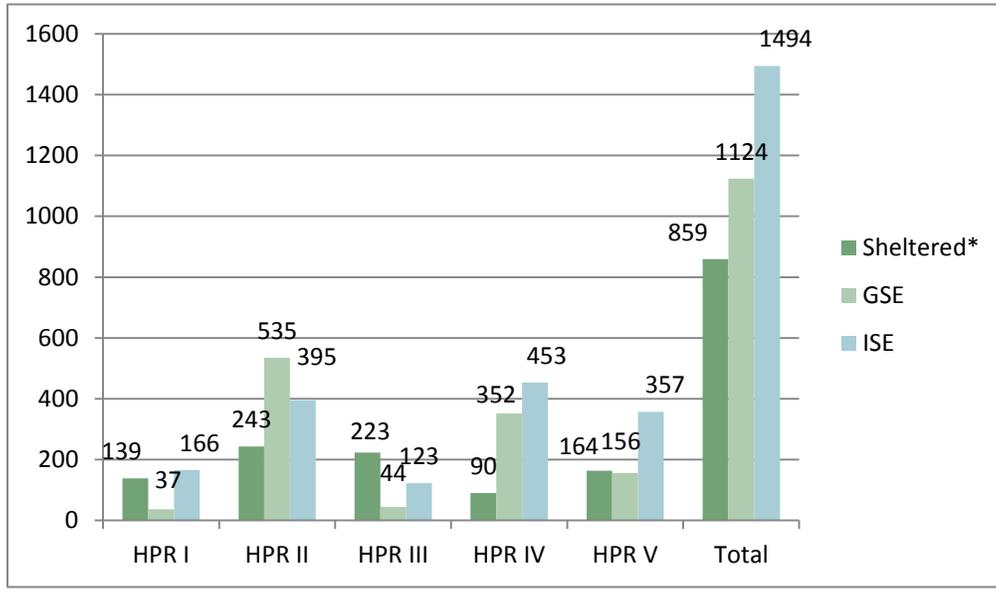
The graph above clearly indicates variations in work settings throughout the five HPRs.

**Type of Work Setting by Disability**

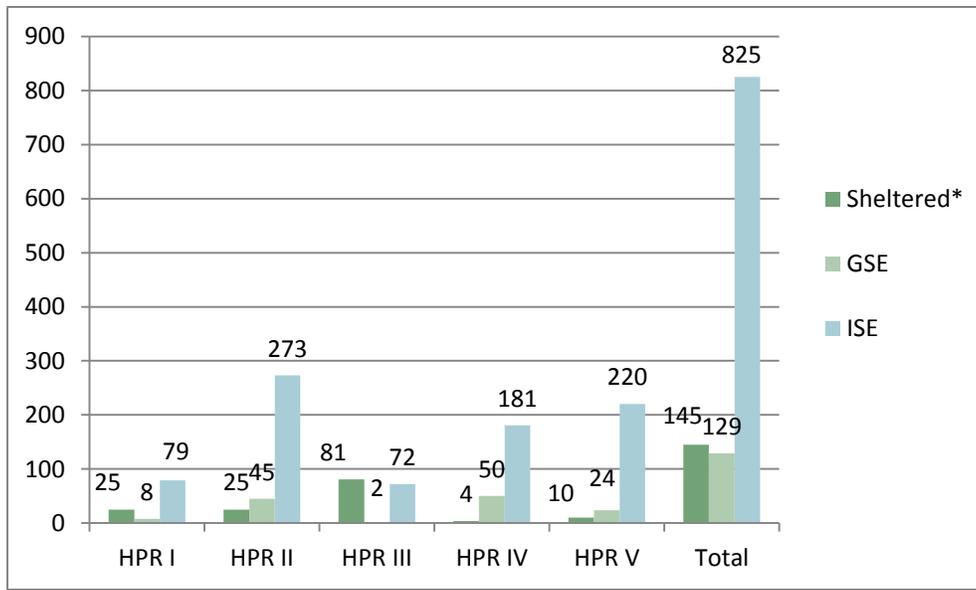


The data in the graph above compares employment settings by disability.

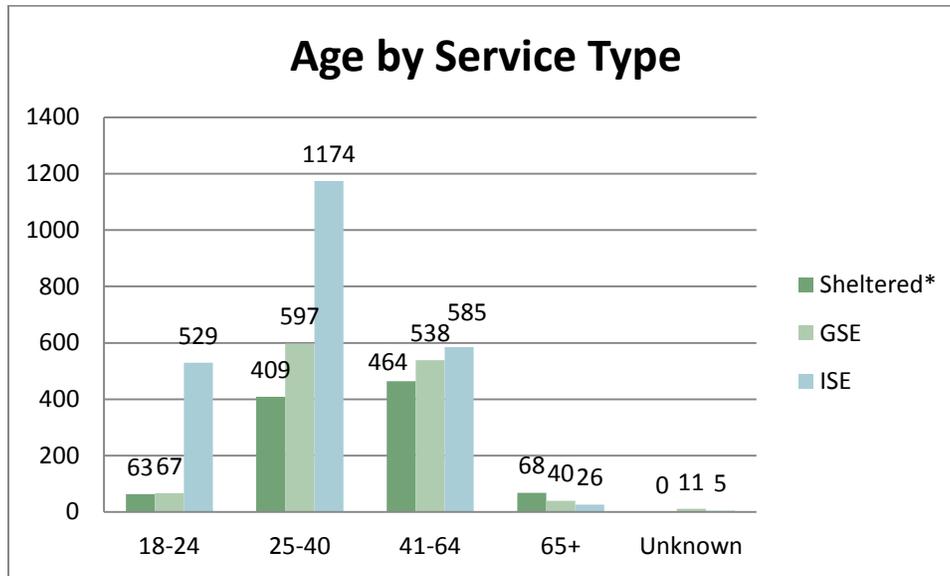
**Type of Work Setting by HPR for Individuals with Intellectual Disability**



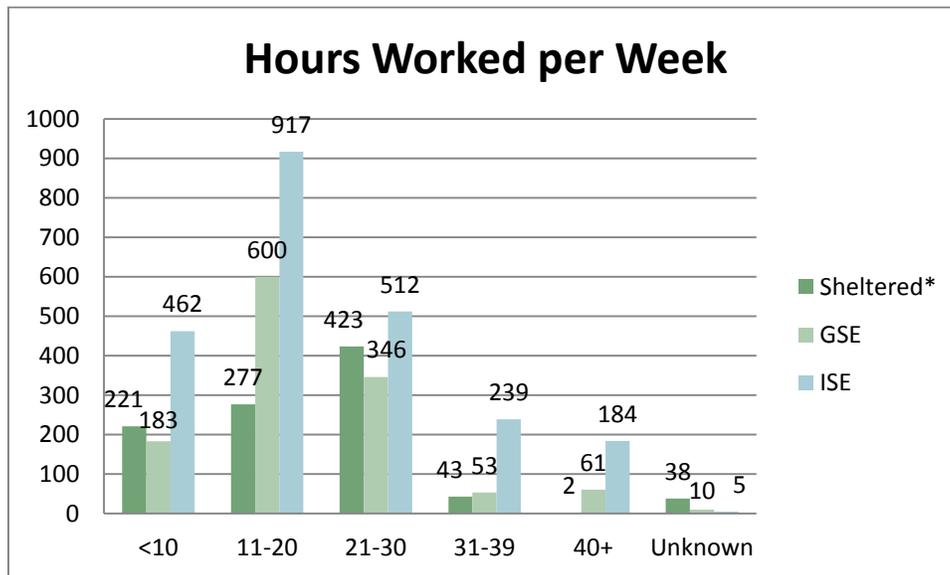
**Type of Work Setting by HPR for Individuals with Developmental Disability**



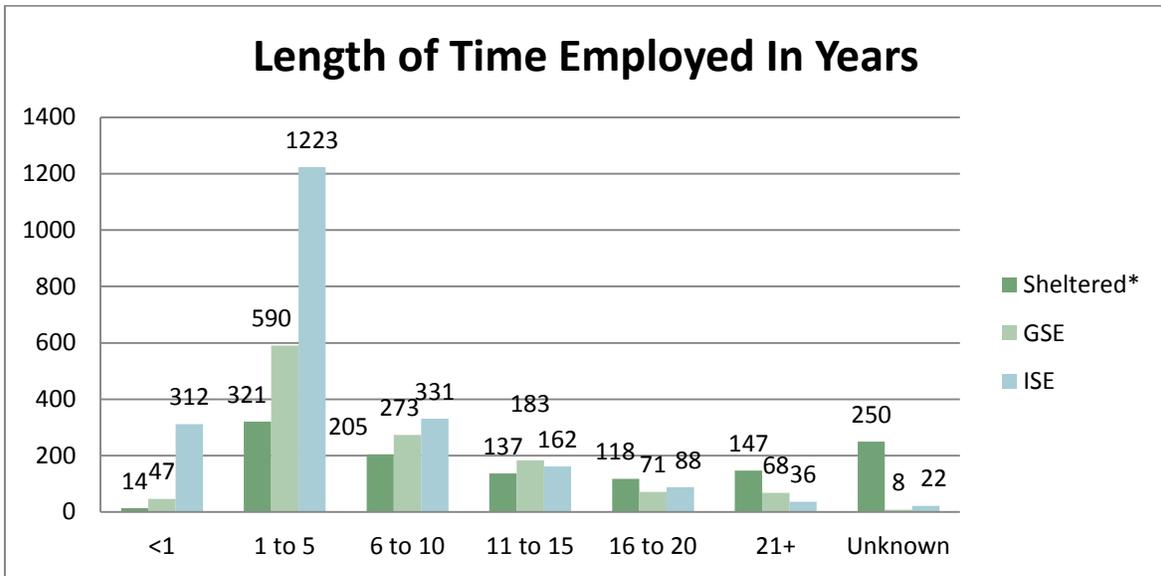
The data was further broken down by HPR and disability type to see if any additional patterns emerged. Individual Supported Employment for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



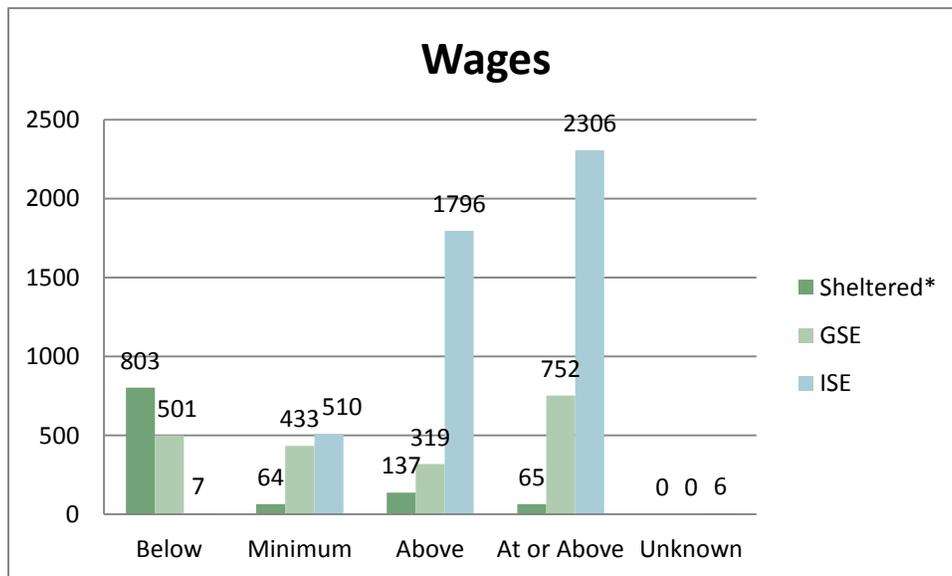
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act. The data remained relatively consistent from the previous report to this report.



The above data details hours worked by service type.



The data for length of time employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment. It is significant to note that only 14 individuals have chosen sheltered work in the past year, with the majority of individuals choosing individual supported employment. This is consistent with best practices in employment. It should be noted that 90% of people employed have held their job for over 12 months.



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently there are 508 (14%) people employed who are earning below minimum wage while there are 3,058 (86%) who are earning at/or above minimum wage. 1 individual in ISE earning below minimum wage is in a tip position.

### Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.04	\$12.99
GSE	\$0.29	\$29.21
ISE	\$4.93	\$32.50

### **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 first half of FY2017 (7/1/16-12/30/16).

CSB Name Jul 1, 2016 - Dec 31, 2016	Receiving DD CM	Annual ISP Meeting Data Element	Emp. Discuss	Percent Emp. Discuss	ISP Emp Goals	Percent of ISPs with Emp. Goals
Alexandria	74	36	36	100%	24	67%
Alleghany-Highland	40	0	0	0%	0	0%
Arlington County	95	26	26	100%	6	23%
Blue Ridge Behavioral Healthcare	303	99	86	87%	17	17%
Chesapeake	181	40	33	83%	5	13%
Chesterfield	649	234	216	92%	101	43%
Colonial	110	47	47	100%	19	40%
Crossroads	108	0	0	0%	0	0%
Cumberland Mountain	127	41	41	100%	8	20%
Danville-Pittsylvania	256	119	96	81%	17	14%
Dickenson County Behavioral Health Services	16	0	0	0%	0	0%
District 19 Community Services Board	272	74	41	55%	17	23%
Eastern Shore	102	20	18	90%	1	5%
Fairfax-Falls Church	684	322	312	97%	83	26%
Goochland-Powhatan	46	17	17	100%	4	24%
Hampton-Newport News	405	94	93	99%	0	0%
Hanover County Community Services Board	128	19	19	100%	6	32%
Harrisonburg-Rockingham Community Services Board	130	55	53	96%	36	65%
Henrico Area	388	145	143	99%	43	30%
Highlands	114	58	52	90%	12	21%
Horizon	428	4	0	0%	4	100%
Loudoun County Community Services Board	153	63	44	70%	25	40%

Middle Peninsula-Northern Neck	186	78	42	54%	16	21%
Mount Rogers	215	104	102	98%	10	10%
New River Valley	189	65	14	22%	19	29%
Norfolk Community Services Board	350	161	161	100%	38	24%
Northwestern	227	103	88	85%	32	31%
Piedmont	217	93	80	86%	13	14%
Planning District I	144	33	28	85%	1	3%
Portsmouth	211	114	80	70%	23	20%
Prince William County Community Services Board	301	38	32	84%	24	63%
Rappahannock Area Community Services Board	396	127	120	94%	100	79%
Rappahannock-Rapidan Community Services Board	166	42	42	100%	14	33%
Region Ten Community Services Board	239	8	7	88%	2	25%
Richmond	343	163	79	48%	33	20%
Rockbridge Area Community Services	39	18	18	100%	7	39%
Southside Community Services Board	173	107	93	87%	27	25%
Valley Community Services Board	48	19	19	100%	6	32%
Virginia Beach Community Services Board	594	286	283	99%	122	43%
Western Tidewater Community Services Board	147	31	12	39%	7	23%
<b>State Total</b>	<b>8994</b>	<b>3103</b>	<b>2673</b>	<b>86%</b>	<b>922</b>	<b>30%</b>

There were a total of 3,103 adults whose case managers conducted annual ISP meetings or updates in this semi-annual report period. Of these 3,103 individuals, a total of 2,673 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 86% of individuals having a discussion of integrated employment when their ISP was reviewed. This is a 5% increase in the prevalence of the conversation from last reporting period.

A total of 922 of the 3,103 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 30% 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 a decrease of 1% from last reporting period.

DBHDS will work with the Case Management Coordinator and Performance contracting staff to develop a plan to address the discrepancy between reported numbers and expected numbers for this semiannual reporting period.

**Billing and Service Authorization Data:**

DBHDS and the Employment First Advisory Group was monitoring the utilization of employment services by waiver recipients using billing data from DMAS. This data was primarily presented as a means to capture individuals utilizing the waiver to access pre-vocational services. Since pre-vocational services are no longer a service option under the waivers, this data has been eliminated.

Below is a table from the new waiver management system that indicates service authorization numbers for Group Supported Employment and Individual Supported Employment with average hours authorized per month of service.

As Of March 20, 2017			Authorized Hours per Month		
Service	Procedure Code	# of Unique Individuals	Average	Median	Mode
Group Supported Employment	H2024	665	109	115	115
Individual Supported Employment	H2023	324	32	23	5

In cases of Duplicate SAs for an individual, only the SA with the highest hours was kept in these final statistics.

**Summary:**

The fifth semiannual data reporting period had a 100% response rate from providers. DBHDS is 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 shows that the Commonwealth’s efforts around employment are working and indicates an increase in a sustained trend as to the number of individuals employed and 35% increase in the number of individuals on the waiver accessing individual supported employment under the waiver.

The report has been refined further to add additional details as requested by the Employment First Advisory group. This data will assist in the improvement of our practices around helping individuals with developmental disabilities becoming employed in the community.

**Recommendations:**

1. 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.
  - a. Work with the SELN to develop a video that shows the conversation between a case manager and individual and their family to show how to have a better conversation. (9/30/2017)
2. 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.
  - a. Report the number of waiver providers offering Individual Supported Employment and Group Supported Employment. (6/2017)
  - b. Training for providers to support people with more significant disabilities. (6/30/2018)
  - c. Competency development (6/30/2018)
  - d. Find out from ESOs additional services offered/sub contracted with to identify potential combination of services that would help providers be better able to support people with specialized needs (6/30/2018)

3. 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. (**Provider Survey complete**)
4. Continue to collaborate with DARS, Employment Service Organizations, and DMAS to collect and report on employment data. (Semi-Annually)
5. Do a comparison in future reports of employment discussions and employment goals to evaluate the impact on the percent of people employed per region. (Start once data reporting is consistent and accurate)
  - a. DBHDS will follow up with the CSBs who have data reporting concerns around the discussion of employment and goals to address barriers to employment.
6. Create data tables around the waiver data according to old slots, new slots, and training center slots. (Next semiannual report or one after)
7. Implement recommendations from the Regional Quality Councils. (6/30/2018)
  - a. Create success stories of employment that identify individuals according to the current support level as indicated by their supports intensity scores.
  - b. Develop tools/training for individuals and families
  - c. Gather transportation data
  - d. Improve communication with DOE around transition age youth and employment services and supports
8. Monitor the number of transition age youth entering non-integrated work settings to determine potential future intervention. (Semiannually)
9. Develop additional detail regarding individuals who are earning subminimum wage by age and job type to determine if any trends exist. (6/2017) Use current data to establish baseline data and present to Advisory Group for refinement.