



Employment First Report

Bettering Employment Outcomes for Oregonians
with Intellectual and Developmental Disabilities

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Background

The Employment First team within the Department of Human Services (DHS) produces a semi-annual report to the Employment Coordinator which provides data concerning Oregonians with intellectual and/or developmental disabilities (I/DD). This report outlines the employment statistics for Oregonians with I/DD found eligible for services through the Office of Developmental Disability Services (ODDS) and provides a detailed breakdown of their employment settings.

Executive Order 13-04¹ directs DHS to produce this document semi-annually. The Executive Order mandates the report to estimate the number of individuals receiving employment services and the number of individuals working in sheltered employment, self-employment, group employment or an individual integrated employment setting. The Executive Order also requires the report to detail the number of hours worked per week and hourly wages paid to those persons; the choices made by individuals between integrated work, sheltered work, not working; and any complaints and grievances.

The general report process, the publication of this report (this document), and technical aspects of conducting the data analysis for the report are managed by the Employment First Data Analyst within DHS. Technical assistance and data come from: Vocational Rehabilitation Services (VR), ODDS, Oregon Department of Education (ODE), and the Oregon Employment Department (OED).

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¹ http://www.oregon.gov/gov/docs/executive_orders/eo_13-04.pdf

Introduction

Oregon is a leader in providing supported employment services to individuals with intellectual and developmental disabilities. Oregon adopted an Employment First Policy in 2008, making it one of the first states to do so. The Employment First Policy makes integrated employment the goal for all Oregonians with intellectual and developmental disabilities.

In April 2012, Oregon was awarded a competitive grant from the United States Department of Labor to provide resources to assist in the strategic planning and implementation of the Employment First Policy. Oregon was one of only three states awarded the grant.

While the state cannot guarantee a job to any Oregonian, the state can and should consistently work to continue to improve its provision of employment services to provide the best possible opportunities for success and choice for individuals receiving those services. This requires new approaches and partnerships with government, the non-profit services sector, and potential employers in the business community.

Improving Oregon's delivery of employment services, with the goal of achieving integrated employment for individuals with intellectual and developmental disabilities, consistent with their abilities and choices, will benefit individuals with disabilities, their families, our communities, the economy, and the state.

Governor John A. Kitzhaber, MD

Executive Order 13-04

The Governor's Executive Order recognizes the strategic importance of improving the work and economic opportunities of all Oregonians including those with I/DD. More specifically, the Order sets forth strategies to be followed by the DHS and the Oregon Department of Education (ODE) to further improve Oregon's systems of designing and providing employment services to individuals with I/DD, including a significant reduction over time of state support of sheltered work and an increased investment in employment services. The strategies and planned actions are targeted to increase and improve the delivery of employment services to individuals with I/DD with the goal of increasing integrated employment. The Executive Order calls for regular monitoring of the progress through "data collection, data analysis and quality improvement activities." This report serves as one step in continuing to implement the Order.

Definitions

EOS: The Employment Outcomes System (EOS) is a system for collecting semi-annual data on the outcomes of adults with I/DD, enrolled in the Comprehensive Services Waiver, who are receiving employment services or day habilitation services. Data is provided by certified service provider entities. This is a web-based system with data reported for services provided in the months of March and September.

VR: Vocational Rehabilitation (VR), formerly OVRS, is a program within the Department of Human Services (DHS). It is a state and federally funded program which assist individuals with disabilities, with exception of individuals experiencing blindness, to secure, maintain and advance in employment. VR is eligibility based program though individuals receiving SSI and/or SSDI benefits are presumed eligible for services. An individual's services are dictated by his/her particular situation and vocational goal. VR is a voluntary program and may be accessed more than once.

Rehabilitation (VR Definition): The record of services of an individual who has achieved an employment outcome may be closed (rehabilitated) only if all of the following requirements are met:

- (a) Employment outcome achieved. The individual has achieved the employment outcome that is described in the individual's individualized plan for employment (IPE) and is consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.
- (b) Employment has been maintained for a minimum of 90 days.
- (c) Satisfactory outcome. At the end of the appropriate period under paragraph (b) of this section, the individual and the qualified rehabilitation counselor employed by the designated State unit consider the employment outcome to be satisfactory and agree that the individual is performing well in the employment.

Many individuals with I/DD will utilize supported employment services to secure and maintain competitive employment in integrated settings. Vocational Rehabilitation provides services that assist in identifying, securing and maintaining employment while ODDS provides that ongoing supports that are needed to retain and maintain employment.

ODDS: The Office of Developmental Disability Services (ODDS or DD) is a program operating unit within the DHS. ODDS provides supports and services to children and adults with I/DD that meet eligibility criteria for services. Eligible individuals and their families can access generic and specialized services to provide the support, based on the individual needs of the person, to be able to live with as much independence as possible. Services and supports may range from information and referral, to case management, or hourly services, to assist an individual to live in their own home, access employment or other day services, or to access supports that provide residential services such as foster or group home care.

ODDS 48 Service Recipient: An individual with I/DD found eligible for services may access ODDS services through local Community Developmental Disability Programs (CDDP). This designation constitutes the universe of individuals receiving services through the ODDS. Individuals with I/DD in this report refer only to those who are receiving ODDS services.

CDDP: A Community Developmental Disability Program (CDDP) is an entity that is responsible for planning and delivery of services for individuals with intellectual or developmental disabilities in a specific geographic service area of the state. CDDPs are operated under an agreement with the Department of Human Services.

Comprehensive Services Waiver: The Comprehensive Services Waiver is a federally-approved 1915(c) Home and Community-Based service Medicaid waiver. Comprehensive services are provided to individuals with intellectual and/or developmental disabilities and include case management, employment or other habilitative day services.

Support Service Waiver: The Support Services Waiver is a federally-approved 1915(c) Home and Community-Based service Medicaid waiver. Support services are to allow individuals with I/DD to fully participate in community life, including work. Support services are planned and monitored through entities known as Support Service Brokerages.

Support Services Brokerage (Brokerage): A Brokerage is an entity, or distinct operating unit within an existing entity, that uses the principles of self-determination to perform the functions associated with planning and implementation of support services for individuals with intellectual or developmental disabilities.

Sheltered Workshop Worker: An individual with an intellectual or developmental disability paid for producing goods or services in a sheltered workshop setting. A sheltered workshop is a facility-based service that congregates more than eight individuals with intellectual or developmental disabilities and is operated by a service provider entity.

NAICS: According to the U.S. Census Bureau, the North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

Group Supported Employment: Also known as a group enclave or mobile crew allows no more than eight individuals with I/DD to work in the same employment setting and must allow the individuals with I/DD to interact with non-disabled individuals in the employment setting.

Integrated Employment Setting: This is an employment setting that allows an individual with I/DD to interact with non-disabled individuals in the employment setting. An integrated employment setting cannot be facility-based work in a sheltered workshop or non-work activities, such as Alternatives to Employment (ATE). An integrated employment setting is a typical work environment, including self-employment or small business models, in the community. An integrated employment setting can include a group enclave or mobile crew.

Executive Order Report

This section aims to give a clear summary of data reporting required in Executive Order 13-04 page 13.

A. The Number of Individuals Receiving Employment Services

The funding for delivery of employment services comes through two primary and distinct sources: ODDS and VR. In September 2013, ODDS provided funding for employment and other day habilitation services to 10,919 ODDS service recipients (table 1). Out of the 10,919 service recipients, 5,178² (47.4%) were receiving employment services and 2,637 (24.2%) were in an integrated employment setting. This is an increase of 165 persons (+6.7%) compared with March 2013 figures.

Date	Integrated Employment				Path to Integrated Employment				Facility-Based Support				Total		
	Individual Supported	% Change	Group Supported	% Change	Job Development	% Change	Discovery /Volunteer	% Change	Sheltered Employment	% Change	Non-Work	% Change	Total Services*	Total Served	Total Integrated
Sep-13	1,479	9.3%	1,158	3.5%	911	10.6%	808	-11.3%	2,671	-0.7%	4,861	2.5%	11,888	10,919	2,637
Mar-13	1,353	-3.5%	1,119	-3.8%	824	-2.6%	911	10.6%	2,690	2.7%	4,743	3.0%	11,640	10,848	2,472
Sep-12	1,402	5.1%	1,163	1.0%	846	6.1%	824	-7.5%	2,619	1.1%	4,603	4.9%	11,457	10,712	2,565
Mar-12	1,334	-13.8%	1,152	-3.8%	797	-12.1%	891	58.0%	2,591	1.8%	4,387	-4.6%	11,152	10,565	2,486
Sep-11	1,547		1,198		907		564		2,546		4,598		11,360	10,791	2,745

**DD clients can receive multiple employment services
Source: EOS and Brokerage data combined*

Table 1

In the state fiscal year (SFY) of 2013 (July 1, 2012-June 30, 2013), 886 ODDS service recipients³ applied for VR services and 524 ODDS service recipients received an employment plan. 272 closed their case with successful employment in the same period.

Looking at the first half of SFY 2014 (July 1, 2013-December 31, 2013), 483 ODDS service recipients applied for VR services with 276 entering into an employment plan.

For the purposes of this report, ODDS service recipients who entered plan status from VR are counted as having received an employment service. This, though, does not encompass all ODDS service recipients that receive employment services from VR. Other employment services could include assessment, rehab technology, discovery, job development, job coaching and support services (such as transportation, clothing, etc.). The tally of all ODDS service recipients that also utilized VR services was 1,890 (table 3 in page 10) in SFY 2013.

Due to data limitations⁴ relating to aggregate reporting of employment data by brokerages, the number of service recipients who received employment services from ODDS and VR cannot currently be combined due to redundancy issues. These issues are anticipated to be fixed starting July 1, 2014.

² Total is 5,308 when counting all employment services since service recipients can access more than one service.

³ VR serves more than just those with I/DD. In SFY 2013, 7,800 persons applied for VR services; 886 of those were ODDS service recipients. This analysis only looks at ODDS service recipients served by VR.

⁴ See Data Calculations, Limitations and Caveats section.

B. The Number of Persons Working in the Following Settings:

I. Individual Integrated Employment

In the September 2013 census of ODDS service recipients using a Support Services or Comprehensive Services Waiver (EOS/Brokerage data), there were 1,479 individuals in individual integrated employment (Table 1) out of the 2,637 total (56%).

II. Self-Employment

According to VR, there were no individuals who entered self-employment in SFY 2013 and the first half of SFY 2014. There is no other method (in OED and EOS data) of tracking this information at the moment. We anticipate being able to collect data for this category starting July 1, 2014.

III. Sheltered Employment

In the September 2013 census of ODDS service recipients, there were 2,671 (Table 2) ODDS service recipients working in sheltered employment. 1,733 of those were in the Comprehensive Services Waiver (65%) and 938 were in the Support Services Waiver (35%).

Date	Comprehensive Waiver		Supp. Serv. Waiver		Total	
	Sheltered Employment	% Change	Sheltered Employment	% Change	Sheltered Employment	% Change
Sep-13	1,733	-4.5%	938	7.2%	2,671	-0.7%
Mar-13	1,815	4.5%	875	-0.8%	2,690	2.7%
Sep-12	1,737	-1.3%	882	6.0%	2,619	1.1%
Mar-12	1,759	7.2%	832	-8.1%	2,591	1.8%
Sep-11	1,641		905		2,546	

Table 2

Comparing September 2013 data with March 2013 data, there was an overall

reduction of 19 sheltered workshop workers (-0.7%) which is the first decrease in the number of sheltered workshop workers in the semi-annual data. When the data is broken out by waiver, there were 82 fewer sheltered workers in the Comprehensive Waiver data (-4.5%) and 63 additional workers in the Brokerages (+7.2%).

IV. Group Employment (8 or Less)

In the September 2013 census of ODDS service recipients using a Support Services or Comprehensive Services Waiver, there were 1,158 (44%) individuals in a group supported employment (a.k.a., enclave, mobile work crews, etc.) setting (Table 1) out of the 2,637 total. This is an increase of 39 workers (+3.5%) compared to March 2013.

C. The Number of Individuals Working in an Integrated Employment Setting

In the September 2013 census of ODDS service recipients using a Support Services or Comprehensive Services Waiver, there were 2,637 (24.2%) individuals in an integrated employment setting (Table 1) out of the 10,919 total that received day services.

According to employment records from the Oregon Employment Department (OED), there were 4,030 ODDS service recipients that had an employment match in SFY 2013 with an estimated total of 5,037 ODDS service recipients in OED data. Of those, it is estimated that at least 1,856⁵ were in

⁵ This number undercounts persons in integrated settings. See Data Calculations, Limitations and Caveats/OED Data.

an integrated employment setting with an employer not associated with assisting individuals with I/DD.

Some reasons for the discrepancy in numbers between EOS/Brokerage data and OED data is due to the composition of the two data sets. EOS/Brokerage data estimates that 5,178 ODDS service recipients were receiving employment services. OED data estimates that 5,037 ODDS service recipients were in an employment setting. Though these two datasets are close, they capture different categories of jobs. EOS/Brokerage data captures jobs in non-integrated settings where the employer may not report wages to OED and therefore is excluded from OED data. OED data captures some ODDS service recipients who are in an integrated setting and do not receive employment supports from ODDS and therefore are not captured in EOS/Brokerage data.

D. The Number of Hours Worked Per Week & Hourly Wages Paid to Those Persons

I. Hourly Wages

According to employment records from OED, the average hourly wage for ODDS service recipients in SFY 2013 was \$9.44 for those believed to be in an integrated setting. It was \$4.80 for those estimated to be in a non-integrated settings and \$6.80 for both settings. When workers making less than a dollar per hour are excluded from calculations, the average rises to \$7.90 for all settings.

ODDS service recipients in the Comprehensive Services Waiver⁶ work in two different integrated employment settings: individual supported and group supported employment. Those working in an in an individual supported employment setting made an average of \$7.59 per hour and those in group supported employment made an average of \$6.68 per hour. The average for all integrated workers (Individual and group supported employment) was \$7.05 per hour.

Average wages in a non-integrated setting (sheltered workshop workers) for those in Comprehensive Services Waiver was \$3.35 per hour. This average may understate total average wages for sheltered workers since sheltered workers in Brokerages are excluded and their average wage is estimated to be higher.

One reason for the difference between average wage of those in an integrated setting in OED data (\$9.44 per hour) and those in Comprehensive Services Waiver (\$7.05 per hour) is the selection bias of the two samples. OED data captures ODDS service recipients who are employed in integrated settings that are not receiving any employment supports from ODDS along with those who are. It also excludes some persons in an integrated setting that are employed by a provider that works with service recipients with I/DD (which has a lower average wage). Those assumed to be in integrated employment in OED data had 85.5 percent making minimum wage (\$8.95 for the calendar year 2013) or above. Those in integrated employment in the Comprehensive Services Waiver had 38.5 percent making minimum wage or above.

⁶ Service recipients in the Support Services Waiver (Brokerage) do not have data on hours worked or pay. This analysis and data is derived from the September 2013 survey of Comprehensive Services Waiver service recipients.

II. Average Hours Worked

According to OED data, the average hours worked⁷ in the second quarter of 2013 was 127 hours for all workers (9.8 hours per week); 113 for non-integrated workers (8.7 hours per week); and 152 hours for employees in an integrated setting (11.7 hours per week).

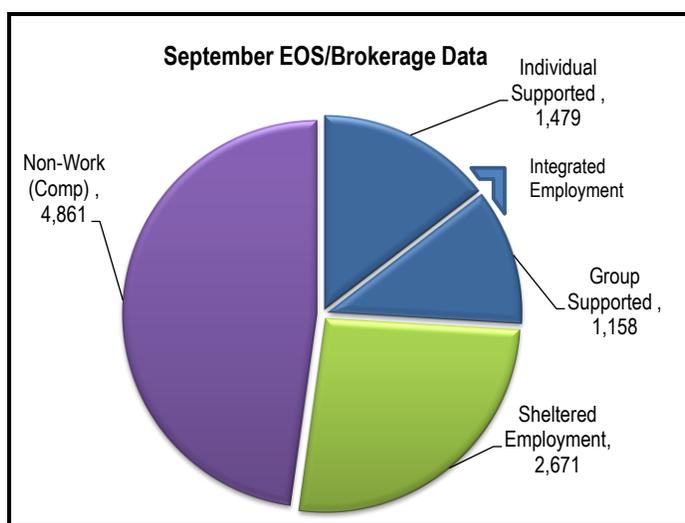
Those working in an individual supported employment setting in the Comprehensive Services Waiver had an average of 27.2 hours worked in September (6.4 hours per week). Those in group supported settings had an average of 40.7 hours worked in September (9.5 hours per week). The weighted average for both settings (total integrated employment) was 35.7 hours in September (8.3 hours per week). For those working in a non-integrated setting (sheltered workers), average hours in September were 37.2 hours (8.8 hours per week).

E. The Choices Made Between Integrated Work, Sheltered Work, and Not Working

When total figures are broken out by those three categories⁸, 48 percent were in a non-work environment (this is also known as alternatives to employment or “ATE”), 26 percent in sheltered workshop setting, and 26 percent in an integrated setting (see Graph 1).

F. Complaints and Grievances

ODDS and OVRS have separate and specific processes to receive and handle grievances and complaints. Of the six dispute resolution (hearing or mediation) requests VR received between July 1, 2013 and December 30, 2013, zero came from persons identified as having a developmental disability.



Graph 1

Process changes have recently been implemented in ODDS that will allow DHS to report on complaints specific to employment services in future reports, but there is no historical or current data to report on a disaggregated basis. Complaints and grievances data as it pertains to employment services will be reviewed and collected by the Employment First Quality Assurance and Medicaid Analyst. This person will also review data available through the Governor’s Advocacy Office. The goal of any system and process changes in these areas will be to assure that all complaints and grievances regarding employment services are forwarded to a central source at the DHS so this data can be reported accurately on a disaggregated basis as implementation of the Executive Order proceeds.

⁷ OED data is quarterly, one cannot estimate the exact amount of weekly hours worked since it should not be assumed that the person was employed for the entire quarter. These estimates, though, do make that assumption.

⁸ These three categories do not encompass all persons. There are also prevocational (employment path services) and career exploration/discovery services that waiver participants can choose.

A Further Analysis of Oregonians with I/DD

A. VR

Analyzing ODDS service recipients that applied for VR services and were also found to be a sheltered workshop worker in the March census gives some insight on the progress towards the goal of achieving integrated employment opportunities for people served in sheltered workshops. In SFY 2013, it was found that 63⁹ ODDS service recipients that were in a sheltered workshop also applied for VR services. Of those, 62 were found eligible for VR services and 10 were rehabilitated by VR. The average age of sheltered workers applying for VR services was 34 years of age.

Table 3 below gives a detailed look of ODDS service recipients that applied for VR services and their outcomes. In SFY 2013, the average wage was \$9.07 which is similar to the \$9.44 average that integrated workers made in OED data. The average hours worked in a week for VR clients (16 hours) is above the average of 11.6 hours for all workers in an integrated setting.

Selected VR Measures for I/DD Service Recipients						
Selected Measures	SFY13	SFY12	SFY11	SFY10	SFY09	SFY08
# of Clients Served	1,890	1,831	1,739	1,559	1,466	1,471
# of ODDS Applicants	886	871	780	670	731	721
# of Plans	524	514	413	377	324	462
# of Individuals Closed Pre-Plan	318	364	373	313	209	278
# of Individuals Closed from Plan	444	463	406	287	368	458
# of Individuals Closed with a Rehabilitation	272	252	213	128	189	291
Average Hours	16	15	17	17	20	19
Average Wage	\$ 9.07	\$ 8.84	\$ 8.88	\$ 8.58	\$ 8.45	\$ 8.15
Average Cost per Case*	\$ 2,586.49	\$ 2,272.84	\$ 1,965.70	\$ 1,862.81	\$ 2,162.43	\$ 2,487.90
Average Life of Plan (Months)	12	13	13	15	11	12
Percent Rehabilitated**	61%	54%	52%	45%	51%	64%

* Calculated by Dividing the Purchase of Service Expenditures for all Closed Cases by the Number of Closed Cases
 ** Calculated by Dividing the Number of Individuals with a Closed Plan and Those Closed With Rehabilitation

Table 3

B. OED Data

I. Average Wages

Almost ten percent of ODDS service recipients that appeared in OED data had no wages. When the data is broken out by those who are estimated to be in an integrated setting, that percent drops to zero (Graph 2 below) which makes all unpaid work (or volunteering) come from those in a non-integrated setting (15%). 20 percent of workers in an integrated setting made more than \$10 per hour and four percent of those estimated to be in a non-integrated setting made more than \$10 per hour.

⁹ 92 percent of sheltered workers were found in the data master file that this analysis was done from. Therefore there is an undercount of 8 percent in this analysis.

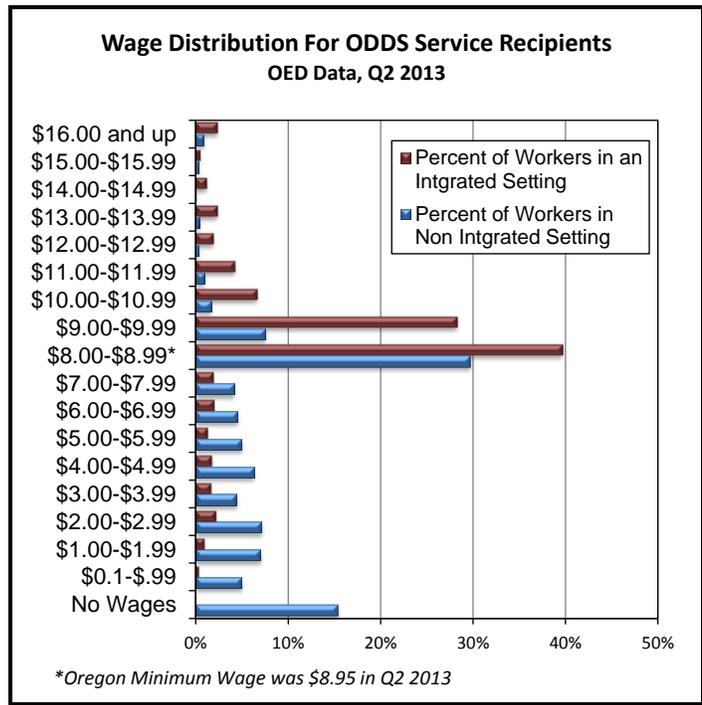
When looking at the annual income that DD service recipients had from work in SFY 2013, all individuals in OED data had an average of \$2,930 of annual income. If the individuals that made no income but were still reported to have hours worked were excluded from this calculation the average would be \$3,240. Looking only at those who are estimated to be in an integrated setting, the average annual income rises to \$9,500.

II. Industry and Ownership

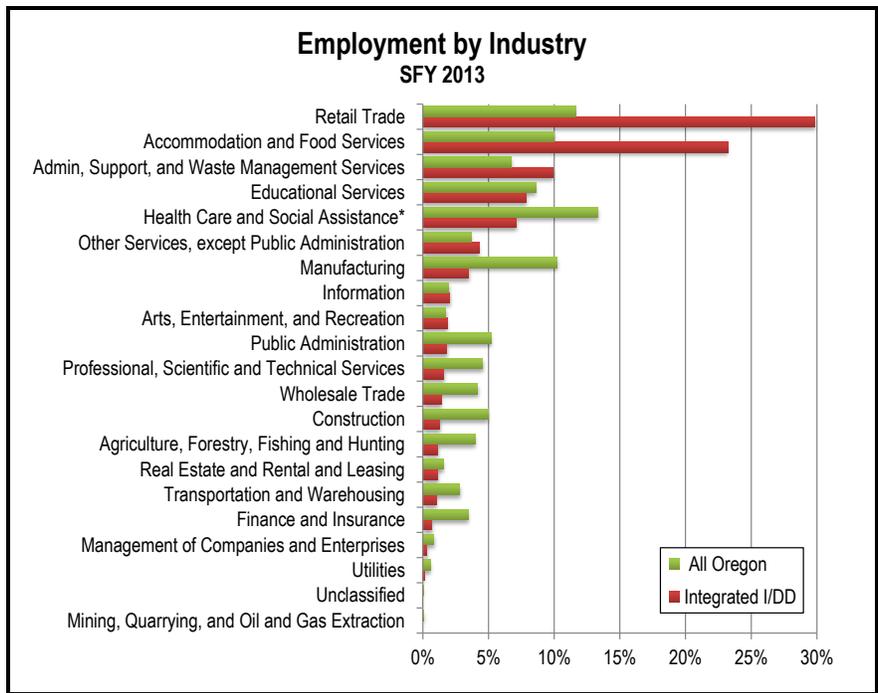
Breaking out employment by industry gives another insight to where those employed in an integrated setting work (Graph 3). According to OED data, 53 percent of ODDS service recipients with I/DD that work in an integrated setting are in retail, accommodation or food services industries. Oregon as a whole has 21.6 percent of covered workers in those industries¹⁰.

An industry that individuals with I/DD are underrepresented is manufacturing. About 3.5 percent of integrated workers with I/DD were in this field while the total average is 10.2 percent for Oregon as a whole.

When employment is broken out by ownership¹¹ (Graph 4), the private sector employs the majority of persons with I/DD that work in an integrated setting¹² at 90 percent, 8.5 percent work for local government and 1.6 percent work for state government. The ratios for all



Graph 2



Graph 3

¹⁰ Appendix B has additional information for all individuals with I/DD and not only those in integrated settings.

¹¹ This analysis excludes non-covered workers and federal workers.

¹² When all individuals with I/DD are included, the private sector employs over 95 percent of those with I/DD.

workers in Oregon are 85 percent, 11 percent and 4.1 percent respectively.

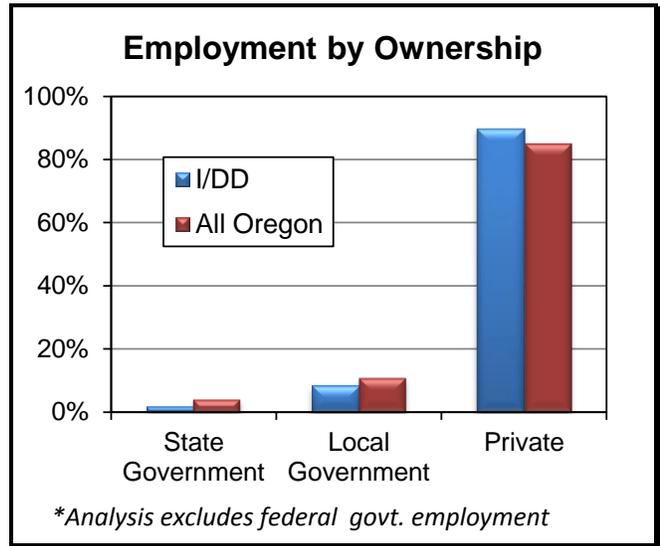
A reason for the underrepresentation of I/DD individuals in state government (1.6% for those with I/DD versus 4.1% for all employees) is that the occupational mix of persons working in government differ from those in the private sector. Individuals with I/DD aggregate around jobs in service sectors (food services, accommodation services and retail trade) that are not commonly found in government work environments.

C. EOS Data

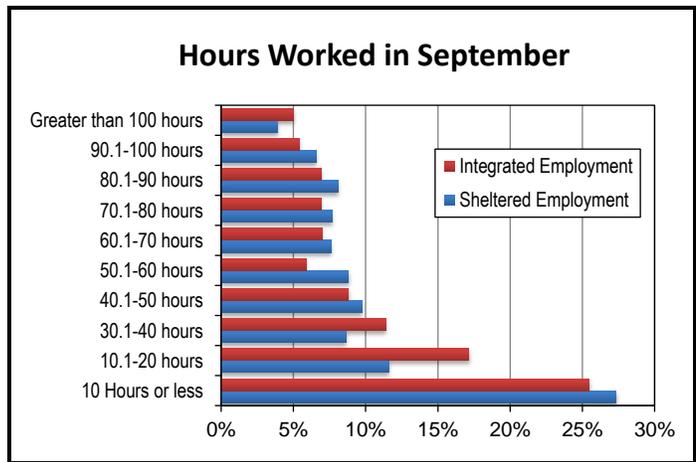
The average hours worked for September, as mentioned earlier, was 27.2 hours for individual supported workers; 40.7 hours for group supported employment and 37.2 hours for sheltered employment.

Averages hours, though, can mask a wide disparity in hours worked. Graph 5 breaks out employment by hours worked. Over 27 percent of those in sheltered employment worked fewer than 10 hours in the month of September (2.4 hours per week) and 25 percent for those in an integrated employment setting.

Those working fewer than 10 hours in a month though considered employed, might be considered to have a marginal attachment to employment due to the low number of hours worked.



Graph 4



Graph 5

When integrated employment is broken out by group and individual employment, over a third (35%) of those working in an individual supported employment setting had worked 10 hours or less in the month of September. Those in group supported employment had a lower ratio of 20 percent of workers having worked fewer than 10 hours in September. This disparity is caused by the differences in hours worked for those in individual employment which was an average of 27.2 hours in September compared to 40.7 hours for those in a group setting. Appendix B has a detailed breakdown of individual and group supported employment.

Appendix A gives detailed breakout of providers by size and what percentage of their service recipients work in which setting.

D. Brokerage Data

When sheltered workers using the Support Services Waiver (Brokerages) is separated by provider, Full Access Brokerage shows to have the highest number of sheltered workshop workers with 178 individuals. Of those 178, six applied (3.4%) for VR services in the first half of SFY 2014.

Appendix C gives a detailed breakout of Brokerage providers by number of workshop workers.

September Count of Sheltered Workshop Workers			
Brokerage	Sheltered Workers	Applied For VR*	% of Pop
Full Access Brokerage (East & West)	178	6	3.4%
Southern Oregon Regional Brokerage	168	6	3.6%
Resource Connections of Oregon	131	1	0.8%
Integrated Services Network	114	0	0.0%
Self Determination Resources, Inc.	71	2	2.8%
Mentor Oregon Brokerage- Metro	58	0	0.0%
Inclusion, Inc.	56	2	3.6%
Eastern Oregon Support Services Brokerage	44	3	6.8%
Creative Supports, Inc.	43	0	0.0%
Mentor Oregon Brokerage- Mid Valley	43	2	4.7%
Independence NW	22	0	0.0%
Community Pathways, Inc.	20	1	5.0%
United Cerebral Palsy of OR and WA	1	0	0.0%
Grand Total	949	23	2.4%

**Applied between July 1, 2013 and Dec. 31, 2013*
Note: 11 workshop workers were found in more than one Brokerage

Table 4

E. ODE Data

Out of the 3,270 ODDS service recipients ages 15-21 (must turn 16 before IEP date to be considered “transition age” and cannot be over 21 before Sept 1, 2012 to be eligible for ODE services¹³) that were sent for a match with ODE, 3,236 (99%) were found to have a positive match or high probability of a match. The primary disability identifier in ODE data was “Intellectual Disability” (Table 5) with “Autism” as the second largest identifier.

When looking at that cohort of transition-aged students, 32 were found to have been working in a sheltered workshop setting in March and 55 in September¹⁴ of 2013. Of the 32 that were found to be a sheltered worker in March, 16 (50%) continued working in a sheltered workshop in September.

Expanding the criteria to all transition age service recipients (16-23 years old), 223 were found to be a match in a sheltered workshop setting in September 2013. This is 8.3 percent of the total number of sheltered workshop workers.

When ODE data is matched with VR, 228 ODE transition age students applied for VR services in SFY 2013 and 121 in the first half of SFY 2014.

ODE Match with DD Clients	
Primary Disability	Count
Intellectual Disability	1,186
Autism	937
Other Health Impairment	354
Emotional Disturbance	205
Orthopedic Impairment	133
Specific Learning Disability	81
Traumatic Brain Injury	51
Hearing Impairment	24
Spch, Lang or Com Disability	21
Vision Impairment	18
Not in Special Ed	226
Total	3,236

Table 5

Looking at all transition aged service recipients (16-23 year of age) in ODDS data, 399 individuals applied for VR services (46% of total applicants from ODDS) in SFY 2013 and 198 (41% of total applicants from ODDS) applied in the first half of SFY 2014.

¹³ Since all data for the 2013-2014 school year has not been completed yet, this analysis is of the 2012-2013 school year and ODDS service recipients that were transition age at that time.

¹⁴ More enter in September after the school year ends.

Data Calculations, Limitations and Caveats

This section is dedicated to clarifying the selected data, pointing out weaknesses in the data, gaps in the data and the steps DHS is taking to close those gaps.

OED Data: The Oregon Employment Department collects data through its Unemployment Insurance (UI) program through which employers are required to report their employees' wages and hours. There are certain groups that are not required to report their income to OED. Some of the main groups are: the self-employed, some seasonal farm workers, federal workers, and railroad workers. These groups are excluded from the employment data, and DHS ODDS service recipients that work in these excluded setting are not captured in this data set.

Employment records are reported on a quarterly basis. If a worker appears to have wages and hours in a certain quarter, it makes no assumption that the worker was employed for the entire quarter, only that they were employed some time in that quarter.

OED requires that all SSNs that DHS sends for matching with OED data have "informed consent" from the holder of that SSN. After a legal analysis, it was found that almost 80 percent of ODDS service recipients ages 16 and older had given informed consent. Because of a lack of informed consent, about 20 percent of working-age ODDS service recipients have not had their SSN sent to OED for employment matching.

When calculations are made for employment based on OED figures, it is assumed that the submitted sample of data is unbiased and therefore the total figures can be extrapolated from the 80 percent of ODDS service recipients that were sent.

DHS is currently working to remedy this 20 percent gap by revising the application for ODDS services to update the scope of informed consent. DHS is also analyzing the feasibility of adding the informed consent document to the annual caseworker update with ODDS service recipients and have it signed.

The method used to calculate jobs in an integrated employment setting compared with any employment setting was by excluding four different employer industry NAICS codes: NAICS 6243 (Vocational Rehabilitation Services); NAICS 6232 (Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities); NAICS 62412 (Services for the elderly and persons with disabilities); and NAICS 6239 (Other Residential Care Facilities). Even though not all persons working under those four classifications are in non-integrated employment settings, disaggregating them is untenable. Therefore the final integrated employment tally from OED *underestimates* the total number of integrated employees.

Brokerage: Due to the nature of the Support Services Waiver, data is only available in summed format, and employment settings cannot be analyzed at a more detailed level such as names, hours and wages. Therefore, if a person is in competitive employment in the brokerage data, for example, that person cannot be identified and matched in the OED data due to a lack of an identifier for that person. This makes it difficult to conduct an unduplicated count between brokerage, VR and OED data. The only exception are sheltered workers who are listed with

identifiable information for matching in other programs and tracking employment progress but are missing hours worked and wages.

On July 1, 2014, Oregon will convert to a new payments system that will allow for more detailed information and better analysis of ODDS service recipients who use their waiver dollars for employment services or supports in Support Services Waiver. It is anticipated that many of these data reporting issues will be resolved then.

EOS: The census of both Brokerage and Comprehensive Waivers are snapshots of two intermittent months, if a person enters a sheltered workshop but does not work in either of those two months, they do not appear in the EOS data as a sheltered worker. Any analysis that compares employment settings and changes between the two months makes no assumptions that the worker continued employment in the intermittent months, only that they were either employed or not employed in that month.

VR: Vocational Rehabilitation does not utilize the DHS prime identifier; instead it uses SSNs which can be matched by cross agencies. In the DHS database, 98.2 percent of ODDS service recipients were found to have a SSN. The 1.8 percent of ODDS service recipients that have no SSN were not sent for a match in VR data due to a lack of matchable identifiers.

ODE: The Oregon Department of Education does not utilize the DHS prime identifiers or SSNs, so matching ODDS service recipients with ODE student was a bit of a challenge. Students were cross matched by date of birth, gender, first name, middle initial, last name, and county of service. Due to some data congruency issues, 99 percent of ODDS service recipients were found with a match in ODE data, with 1 percent unmatchable. This missing one percent may be due to ODDS service recipients being home schooled, privately schooled or having bad data input. Students who did not match 100 percent but had a close match were individually analyzed to see if there was a very high probability of a match. If the data analyst believed it was warranted, a match was made.

ODDS: The master data file was selected to include all persons eligible for ODDS services (DD48) between July 1, 2013 and Sept 30, 2013 based on four factors. First, the effective date of the Executive Order was July 1, 2013. Second, the state fiscal year begins on July 1. Third, to maintain data reliability. Fourth, the semi-annual EOS covers the month of September, so it provided a consistent ending point for this data.

Appendix A

Comprehensive Waiver providers by Size With Percentage of Clients working in Different Settings															
Provider	Count of Persons	Rank	Individual Supported	Rank	Group Supported	Rank	Sheltered Work	Rank	Job Development	Rank	Job Discovery	Rank	Non Wrk Facility	Rank	NonWrk Community
NATIONAL MENTOR SERVICES LLC DBA MENTOR OREGON	296	1	7%	40	13%	36	23%	43	3%	28	4%	31	88%	38	83%
ALBERTINA KERR CENTERS	204	2	12%	34	2%	45	39%	32	6%	20	46%	9	91%	35	81%
EDWARDS CENTER INC	152	3	3%	52	7%	43	74%	18	1%	34	2%	37	96%	21	3%
GARTEN SERVICES INC	150	4	1%	64	1%	47	61%	26	3%	30	15%	24	45%	60	1%
CORNERSTONE ASSOCIATES INC	115	5	6%	46	50%	13	31%	38	0%	35	0%	42	48%	58	38%
PORTLAND SUPPORTED EMPLOYMENT INC	113	6	3%	58	23%	26	36%	34	0%	35	0%	42	99%	18	89%
GOODWILL INDUSTRIES OF THE COLUMBIA WILLAMETTE	110	7	0%	65	29%	21	65%	24	0%	35	0%	42	38%	62	0%
SHANGRI LA CORP	109	8	1%	63	17%	32	28%	39	0%	35	0%	42	75%	41	55%
MID VALLEY REHABILITATION	104	9	7%	43	19%	28	34%	36	1%	33	0%	42	50%	55	50%
SOUTHERN OREGON ASPIRE	103	10	8%	37	12%	38	57%	27	3%	27	1%	41	42%	61	33%
CATHOLIC COMMUNITY SERVICES	102	11	23%	23	16%	33	47%	31	8%	17	6%	27	74%	43	54%
PEARL BUCK CENTER INC	98	12	6%	45	0%	48	76%	16	2%	32	1%	40	96%	23	0%
ALTERNATIVE SVCS OREGON INC	92	13	7%	44	32%	20	37%	33	0%	35	0%	42	72%	45	71%
PARTNERSHIPS IN COMMUNITY LIVING INC	91	14	19%	27	67%	8	1%	48	0%	35	0%	42	64%	50	79%
OPPORTUNITY FOUNDATION CENTRAL OR	87	15	0%	65	0%	48	89%	7	0%	35	0%	42	0%	67	0%
TVW AKA TUALATIN VALLEY WORKSHOP	84	16	1%	62	0%	48	92%	5	0%	35	2%	36	96%	20	1%
SERP ENTERPRISES INC	82	17	18%	28	38%	17	0%	49	0%	35	21%	21	95%	25	98%
HORIZON PROJECT INC	80	18	10%	36	0%	48	78%	11	0%	35	1%	39	93%	32	0%
UNITED CEREBRAL PALSY ASSOC OF OR & SW WA INC	80	18	14%	33	0%	48	0%	49	16%	9	30%	17	34%	63	75%
LIVING OPPORTUNITIES INC	79	20	30%	14	27%	25	6%	46	6%	19	0%	42	22%	64	86%
ROCKWEST TRAINING CO	77	21	0%	65	14%	35	96%	4	0%	35	0%	42	97%	19	0%
SUNRISE ENTERPRISES OF ROSEBURG INC	74	22	0%	65	7%	42	74%	19	0%	35	0%	42	93%	30	1%
ABILITIES AT WORK FKA OREGON EMPLOYMENT SERVICES	62	23	29%	15	39%	16	24%	41	13%	11	0%	42	63%	51	61%
EXCEED ENTERPRISES INC /FKA CCI ENTERPRISES INC	60	24	0%	65	15%	34	55%	28	0%	35	0%	42	70%	46	27%
ARC OF LANE COUNTY	57	25	26%	17	0%	48	0%	49	12%	12	2%	38	95%	28	84%
COAST REHAB SERVICES	57	25	2%	61	35%	18	35%	35	0%	35	12%	26	47%	59	53%
GOODWILL INDUSTRIES OF LANE AND SOUTH COAST	56	27	0%	65	2%	46	98%	3	0%	35	0%	42	0%	67	0%
EASTCO DIVERSIFIED SERVICES	54	28	4%	51	11%	39	69%	23	7%	18	6%	28	89%	36	83%
SPRUCE VILLA INC	53	29	4%	50	40%	15	2%	47	0%	35	32%	16	58%	52	91%
SOUTHERN OREGON GOODWILL	52	30	8%	38	62%	10	23%	42	4%	25	33%	15	17%	65	0%
WORK UNLIMITED INC	52	30	38%	12	71%	7	0%	49	13%	10	19%	23	88%	37	88%
NEW DAY ENTERPRISES	43	32	44%	9	63%	9	49%	29	2%	31	0%	42	100%	1	51%
WILLAMETTE VALLEY REHABILITATION CENTER INC	42	33	0%	65	0%	48	88%	8	0%	35	0%	42	100%	1	55%
LANE COMMUNITY COLLEGE/SPECIALIZED SUPPORT SRVC	41	34	17%	29	78%	3	0%	49	10%	14	0%	42	0%	67	0%
ADULT LEARNING SYSTEMS OR INC	40	35	8%	39	8%	41	0%	49	0%	35	0%	42	80%	40	15%
BETHESDA LUTHERAN COMMUNITIES INC	39	36	3%	60	18%	30	15%	44	0%	35	33%	14	95%	26	72%
HOOD RIVER SHEL T WKSHP INC DBA OPPORTUNITY CONN	39	36	5%	47	0%	48	77%	15	5%	21	0%	42	95%	26	56%
REACH INC	39	36	0%	65	0%	48	87%	9	0%	35	3%	35	100%	1	44%
COMMUNITY ACCESS SERVICES II INC	38	39	21%	24	42%	14	0%	49	8%	16	34%	13	87%	39	95%
MARIE MILLS CENTER INC	38	39	3%	59	50%	11	47%	30	0%	35	5%	29	55%	53	58%

Continued

Comprehensive Waver providers by Size With Percentage of Clients working in Different Settings															
Provider	Count of Persons	Rank	Individual Supported	Rank	Group Supported	Rank	Sheltered Work	Rank	Job Development	Rank	Job Discovery	Rank	Non Wrk Facility	Rank	NonWrk Community
COMMUNITY SERVICES INC	37	41	3%	55	0%	48	89%	6	3%	28	3%	33	100%	1	57%
DUNGARVIN OREGON LLC	37	41	3%	55	11%	40	0%	49	0%	35	73%	8	51%	54	89%
STAR OF HOPE	37	41	3%	55	19%	29	70%	22	0%	35	3%	33	100%	1	100%
STEP FORWARD INC	37	41	0%	65	0%	48	100%	1	0%	35	0%	42	100%	1	100%
DANVILLE SERVICES OF OREGON LLC	35	45	3%	54	0%	48	26%	40	29%	6	29%	18	100%	1	97%
TRENDSITIONS	35	45	11%	35	29%	22	77%	14	0%	35	0%	42	11%	66	0%
RIVERSIDE TRAINING CTR INC	32	47	16%	32	0%	48	72%	21	0%	35	38%	12	69%	47	78%
MCKENZIE PERSONNEL SYSTEMS	31	48	74%	6	0%	48	0%	49	3%	26	45%	10	0%	67	6%
OREGON INDUSTRIES FOR BLIND	31	48	3%	53	3%	44	65%	25	0%	35	0%	42	94%	29	42%
OREGON SUPPORTED LIVING PROG	31	48	26%	19	0%	48	0%	49	0%	35	23%	20	0%	67	100%
W I T C O /WESTERN IDAHO TRAINING CO INC	31	48	0%	65	19%	27	77%	12	0%	35	0%	42	0%	67	0%
SUNSHINE IND UNLIMITED INC	28	52	7%	41	18%	31	75%	17	0%	35	0%	42	100%	1	75%
SUPPORTED EMPLOYMENT SERVICES	26	53	27%	16	0%	48	0%	49	19%	8	38%	11	0%	67	35%
PATHWAY ENTERPRISES INC	25	54	16%	30	72%	5	0%	49	12%	13	4%	32	0%	67	76%
RON WILSON CENTER	25	54	16%	30	32%	19	0%	49	0%	35	0%	42	96%	22	8%
SOUTH COAST HORIZONS	25	54	4%	49	0%	48	0%	49	4%	24	0%	42	72%	44	92%
RENEW CONSULTING INC	24	57	25%	20	0%	48	0%	49	0%	35	88%	6	0%	67	0%
COMMUNITY VISION INC	23	58	48%	8	0%	48	0%	49	30%	5	13%	25	0%	67	87%
ABILITREE	22	59	5%	48	27%	23	77%	13	5%	23	95%	5	95%	24	86%
PORTLAND HABILITATION	22	59	0%	65	0%	48	86%	10	0%	35	0%	42	100%	1	32%
CENTER ENTERPRISES INC DBA CO OPPORTUNITY INC	21	61	0%	65	76%	4	33%	37	0%	35	0%	42	0%	67	0%
DAYTIME ENRICHMENT ACTIVITIES & RECREATION INC	20	62	0%	65	0%	48	0%	49	5%	22	5%	30	100%	1	100%
PARENTS FOR ALTERNATE SUPT SOLUTIONS	19	63	0%	65	0%	48	0%	49	0%	35	0%	42	100%	1	0%
UMPQUA HOMES HANDICAPPED	19	63	26%	17	0%	48	0%	49	0%	35	0%	42	68%	48	100%
PORTLAND PARKS & RECREATION	18	65	0%	65	0%	48	0%	49	0%	35	0%	42	0%	67	100%
PAMS CLEAN MACHINE	17	66	100%	1	0%	48	0%	49	0%	35	0%	42	0%	67	0%
BENCO INC	16	67	25%	20	0%	48	0%	49	0%	35	0%	42	75%	42	25%
ALVORD TAYLOR INC	15	68	40%	11	0%	48	0%	49	0%	35	0%	42	0%	67	93%
DEPAUL INDUSTRIES	15	68	0%	65	27%	24	73%	20	0%	35	0%	42	67%	49	0%
BRIDGES ENTERPRISES LLC	14	70	7%	41	71%	6	0%	49	57%	4	79%	7	100%	1	93%
DANFORTH & ASSOCIATES INC	14	70	0%	65	0%	48	14%	45	0%	35	0%	42	93%	31	7%
RISE INC	14	70	43%	10	0%	48	0%	49	0%	35	0%	42	50%	55	7%
SOUTH LANE MAINTENANCE	14	70	0%	65	100%	1	0%	49	0%	35	0%	42	0%	67	0%
ALTERNATIVE WORK CONCEPTS	12	74	100%	1	0%	48	0%	49	8%	15	25%	19	0%	67	0%
IMAGINE POSSIBILITIES INC FKA ARC OF WASHINGTON CO	12	74	0%	65	0%	48	0%	49	0%	35	0%	42	92%	33	0%
RESIDENTIAL ASSISTANCE PROG	12	74	25%	20	0%	48	0%	49	0%	35	0%	42	92%	33	0%
SUNNY OAKS INC	11	77	0%	65	0%	48	0%	49	0%	35	0%	42	0%	67	100%
HOME LIFE INC	8	78	38%	13	13%	36	0%	49	100%	1	100%	1	100%	1	100%
GREENLEAF INDUSTRIES	5	79	20%	25	0%	48	100%	1	0%	35	20%	22	100%	1	0%
INDEPENDENT ENVIRONMENTS INC	5	79	20%	25	0%	48	0%	49	0%	35	0%	42	0%	67	100%
GRACE CENTER FOR ADULT DAY SERVICES	4	81	0%	65	0%	48	0%	49	0%	35	0%	42	100%	1	0%
V A L U E A D D E D	4	81	0%	65	100%	1	0%	49	25%	7	0%	42	100%	1	100%
BAY AREA ENTERPRISES	3	83	100%	1	0%	48	0%	49	0%	35	0%	42	0%	67	100%
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	3	83	0%	65	0%	48	0%	49	100%	1	100%	1	0%	67	0%
HOWARD STABLES INC	3	83	0%	65	0%	48	0%	49	0%	35	0%	42	100%	1	0%
ACCESS UNLIMITED INC	2	86	100%	1	0%	48	0%	49	0%	35	100%	1	0%	67	100%
HENDRICKSON SERVICES LLC	2	86	100%	1	50%	11	0%	49	0%	35	0%	42	0%	67	100%
UPSTART EMPLOYMENT LLC	2	86	50%	7	0%	48	0%	49	100%	1	100%	1	50%	55	50%
GRAND TOTAL	4,242														

Appendix B

Hours Worked per Week in Comprehensive Waiver				
Hours Worked	Sheltered Employment	Individual Supported	Group Supported	All Integrated
10 Hours or less	27%	35%	20%	25%
10.1-20 hours	12%	23%	14%	17%
30.1-40 hours	9%	10%	12%	11%
40.1-50 hours	10%	9%	9%	9%
50.1-60 hours	9%	3%	7%	6%
60.1-70 hours	8%	4%	9%	7%
70.1-80 hours	8%	4%	9%	7%
80.1-90 hours	8%	6%	7%	7%
90.1-100 hours	7%	3%	7%	5%
Greater than 100 hours	4%	3%	6%	5%
Sum	100%	100%	100%	100%

Industry	All With I/DD	Integrated I/DD	All Oregon
Health Care and Social Assistance*	67.2%	7.1%	13.4%
Retail Trade	10.5%	29.8%	11.6%
Accommodation and Food Services	8.2%	23.2%	10.0%
Admin, Support, and Waste Management Services	3.5%	9.9%	6.8%
Educational Services	2.8%	7.9%	8.6%
Other Services, except Public Administration	1.5%	4.3%	3.7%
Manufacturing	1.2%	3.5%	10.2%
Information	0.7%	2.0%	2.0%
Arts, Entertainment, and Recreation	0.7%	1.8%	1.7%
Public Administration	0.6%	1.8%	5.2%
Professional, Scientific and Technical Services	0.6%	1.6%	4.5%
Wholesale Trade	0.5%	1.4%	4.2%
Construction	0.4%	1.3%	5.0%
Agriculture, Forestry, Fishing and Hunting	0.4%	1.1%	4.0%
Real Estate and Rental and Leasing	0.4%	1.1%	1.6%
Transportation and Warehousing	0.4%	1.0%	2.8%
Finance and Insurance	0.2%	0.7%	3.4%
Management of Companies and Enterprises	0.1%	0.3%	0.8%
Utilities	0.0%	0.1%	0.5%
Unclassified	0.0%	0.0%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.1%
Grand Total	100.0%	100.0%	100.0%

*Providers of employment services for individuals with I/DD fall in this category

Appendix C

Name of Sheltered Workshop Provider (Brokerage)	# Sheltered Workers	Rank	Name of Sheltered Workshop Provider (Brokerage)	# Sheltered Workers	Rank
Goodwill Industries	118	1	Mount Angel Development	5	30
OFCO	93	2	Greenleaf	4	32
Garten Services	56	3	Marie Mills Center, Inc	4	32
Sunrise Enterprises,	56	3	Step Forward	4	32
Reach Inc,	50	5	Alternative Services Inc.	3	35
Edwards Center	44	6	ASPIRE	3	35
Mid Valley Rehabilitation	43	7	Bethesda Lutheran Communities	3	35
Exceed Enterprises	40	8	Eastco Diversified Services	3	35
Abilitree	34	9	Mid Valley	3	35
Tualatin Valley Workshop	34	9	Riverside Training Center	3	35
Pearl Buck	30	11	SERP	3	35
Southern Oregon Goodwill	28	12	Specialized Support Services LCC	3	35
Star of Hope,	28	12	ASI	2	43
Shangri-La	27	14	Full Life	2	43
Rockwest Training	26	15	Oregon Industries for the Blind	2	43
Southern Oregon Aspire	22	16	Pam's Clean Machine	2	43
Sunshine Industries,	21	17	Port City	2	43
Trendsitions	18	18	Westside Community Focus	2	43
Willamette Valley Rehabilitation Center	18	18	Abilities at Work	1	49
Albertina Kerr	16	20	Cornerstone Associates	1	49
Mt. Angel	14	21	Hildah and Kay's LLC	1	49
Eastco	13	22	Mentor Oregon	1	49
Coast Rehabilitation Services	10	23	MMCI	1	49
Depaul Industries	9	24	Opportunity Connections	1	49
Horizon Project	7	25	Partnership in Community Living	1	49
LCC SSS	7	25	PCL	1	49
New Day Enterprises	7	25	Portland Habilitation Center	1	49
WITCO	7	25	Tualatin Hills Park and Rec	1	49
PHC	6	29	TVW	1	49
Co-Opportunity, Inc,	5	30	Work Unlimited	1	49