

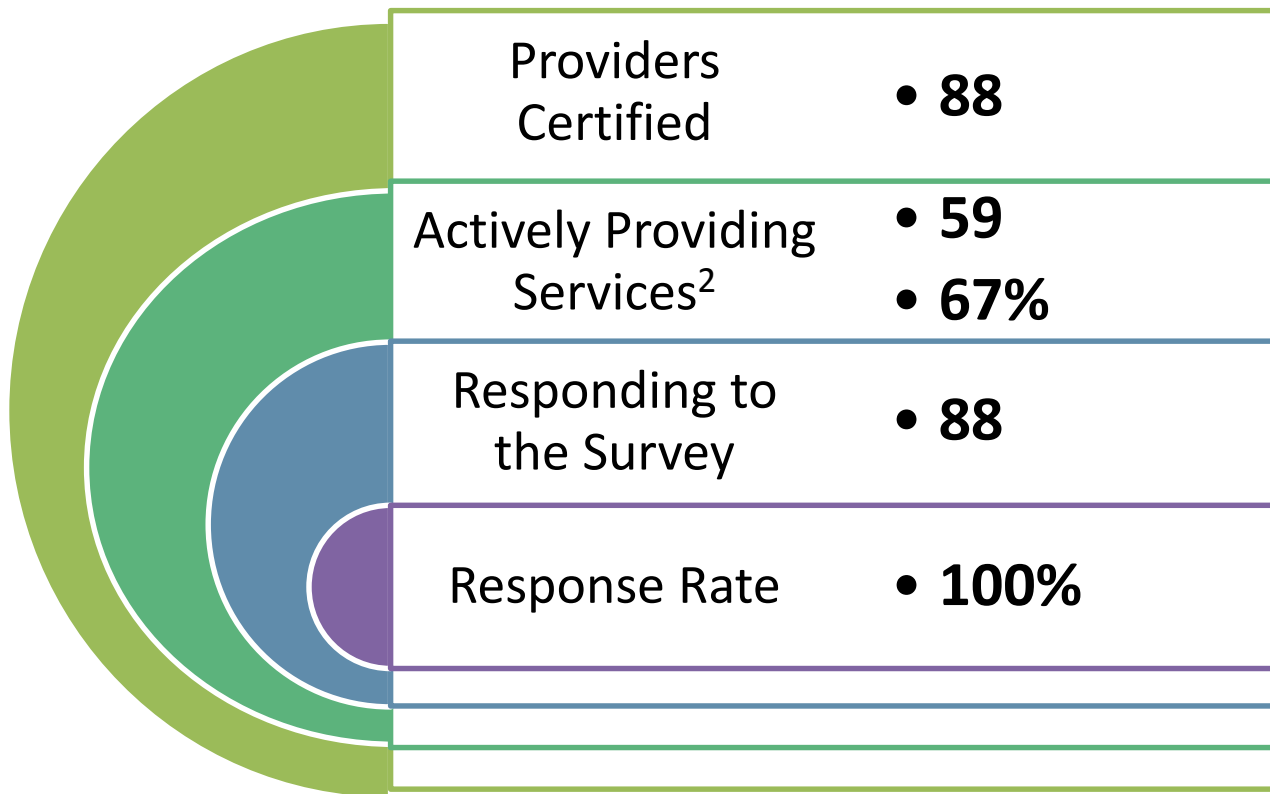


# Employment Data for Persons Receiving Supports for Community Living Waiver Funding On May 15, 2016<sup>1</sup>

<sup>1</sup>Surveys were sent to 206 providers of Supported Employment, Day Training, and Case Management on June 15, 2016. Providers were asked to supply data that was accurate as of May 31, 2016, creating a snapshot of the wage-earning lives of SCL recipients on that date.

# Participating Providers

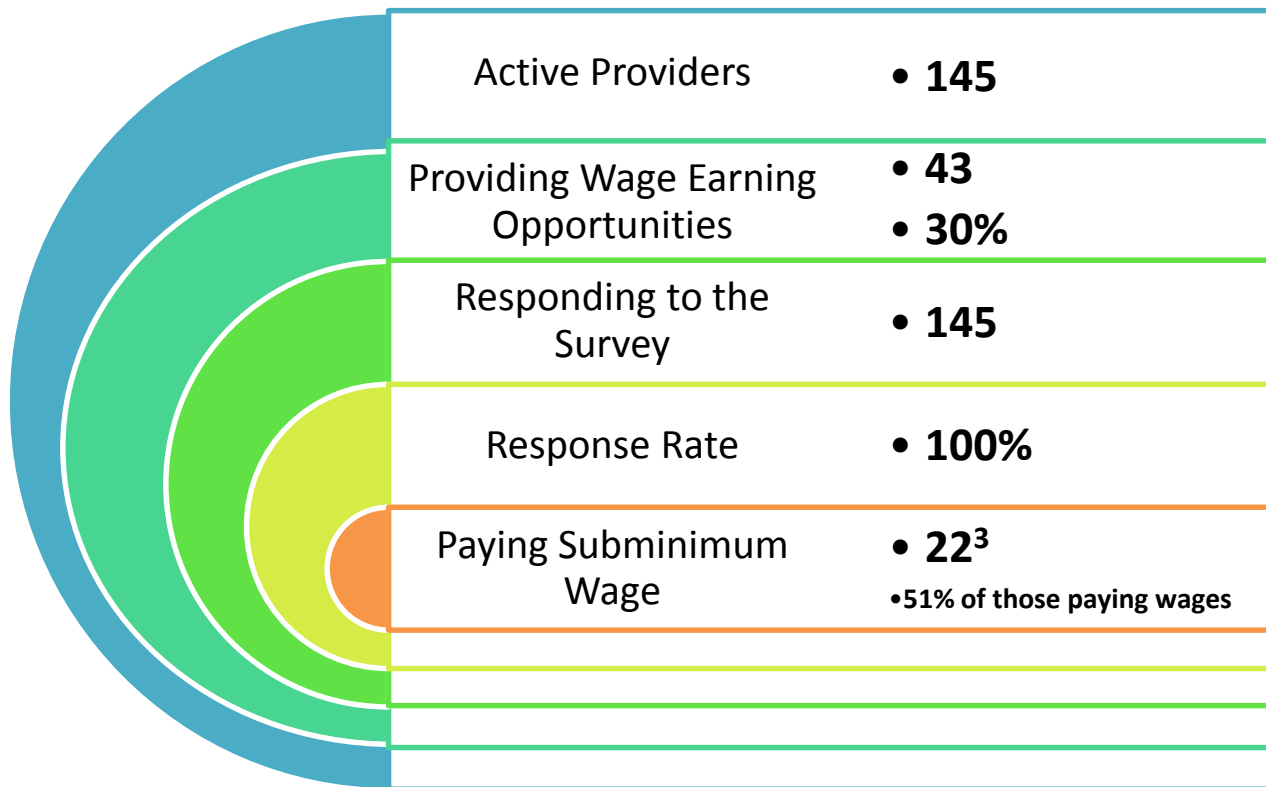
## Supported Employment



<sup>2</sup>Twenty-Nine agencies certified to provide Supported Employment chose not to do so for participants receiving SCL funding. It is our intent to contact these twenty-nine agencies as a follow-up to this survey to discern why they have chosen not to support this population.

# Participating Providers

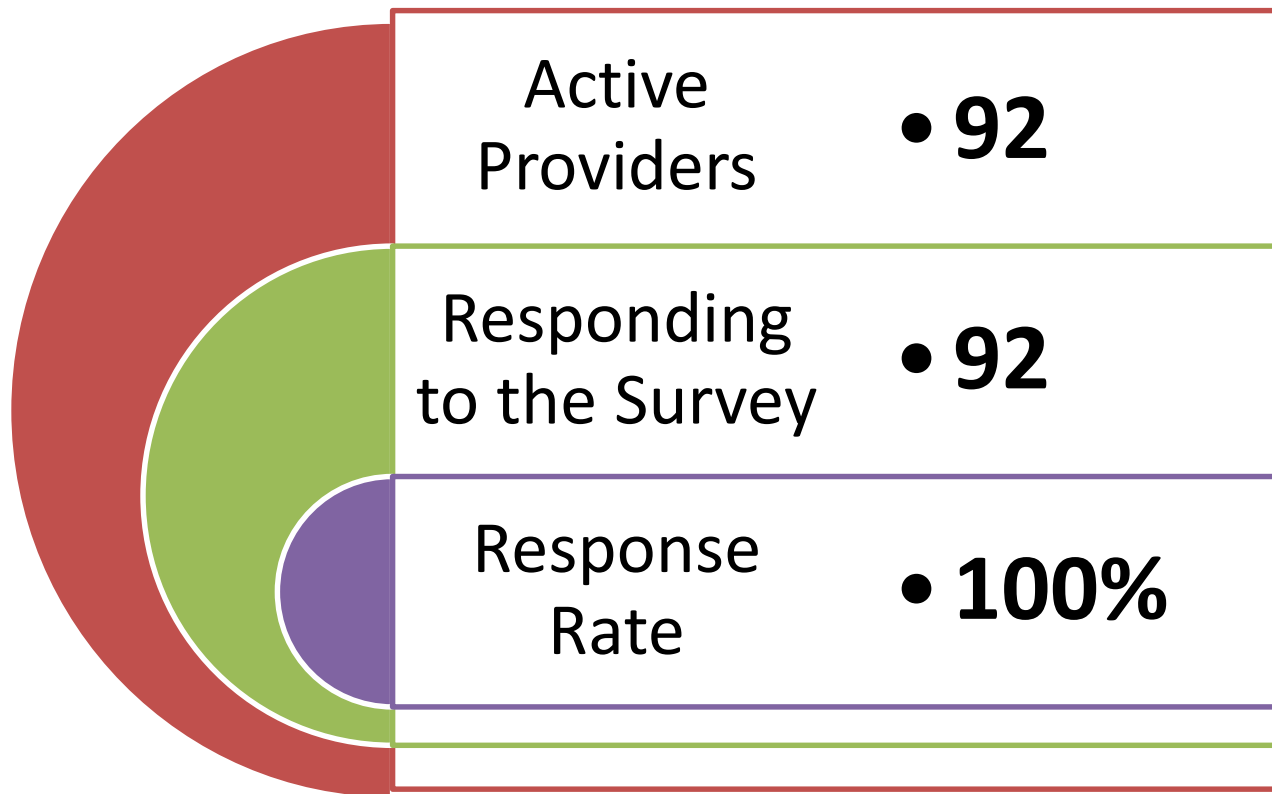
## Day Training



<sup>3</sup>Of the responding providers holding sub-minimum wage certificates, fifteen reported paying at least one participant the federal minimum wage or higher. One provider holding a subminimum wage certificate paid no participants less than the Federal Minimum Wage.

# Participating Providers

## Case Management



# Supported Employment Data<sup>4</sup>

## Participants Receiving Services

Service Provided	Services Through The Office of Vocational Rehabilitation	Services Through the Supports for Community Living Waiver	Total
Person Centered Job Selection	128	23	151
Job Development	135	55	190
Job Training with Stabilization	71	55	126
Long-Term Employment Supports	0 <sup>5</sup>	366	366
Total	334	499	833

<sup>4</sup> Supported Employment data was obtained by surveys completed by SCL Supported Employment Providers <sup>5</sup>The Office of Vocational Rehabilitation does not provide Long-Term Employment Supports.

# Supported Employment Data

## Income Data

Category	Average	Low	High
Hours Worked Per Week	11.21	1	35
Hourly Wage	\$8.04	\$7.25	\$15.00
Weekly Income per Participant <sup>6</sup>	\$90.13		
Projected Annual Income per Participant <sup>7</sup>	\$4,687		
Current Economic Impact <sup>8</sup>	\$1,715,354		
Potential Economic Impact <sup>9</sup>	\$3,904,071		

<sup>6</sup>Weekly Income per Participant equals the Average Hours worked per week times the average hourly wage. <sup>7</sup>Projected Annual Income per Participant equals the Weekly Income per Participant multiplied by 52. <sup>8</sup>Current Economic Impact equals the Projected Annual Income per Participant multiplied by the number of participants receiving Long-Term Employment Supports. <sup>9</sup>Potential Economic Impact assumes that all participants receiving Supported Employment will, at some point, become employed; and is calculated by multiplying the Projected Annual Income per Participant by the total number of participants receiving supported employment services (from page 4).

# Supported Employment Data

## Support Data

Category	Average	Low	High
Hours of Support Per Week	3.43	0	27
Hours Worked per Week	11.21		
Hours Worked Independently <sup>10</sup>	At least 69% <sup>11</sup>		

<sup>10</sup>Hours worked independently is determined by subtracting the Hours of Support per Week from the Hours Worked per Week. <sup>11</sup>Not all support is provided on a one-to-one basis. Much of the support is provided by monitoring the person's progress in the workplace; and, often occurs between the supervisor or coworkers and the Employment Specialist when the participant is not present. So, the percentage of hours worked independently could be significantly higher.

# Day Training Data<sup>12</sup>

## Participants Receiving Services

Category	Center-Based Activities <sup>13</sup>	Group Supported Employment or Enclave <sup>14</sup>	Participating in both Center-Based and Enclave Activities		Total	
Participants Earning Wages	1,060	143	201 <sup>15</sup>		1002	
Working in Either Center-Based or Enclave Activities and in the Community				Total 201		
				May Receive Minimum Wage 24	Do Receive Minimum Wage 16	
Working in Either Center-Based or Enclave Activities and wish to work in the Community				Total 338		
				May Receive Minimum Wage 172	Do Receive Minimum Wage 20	
Participants Earning Federal Minimum Wage or Higher <sup>16</sup>	479 45%	77 54%	May Receive Minimum Wage <sup>17</sup> 75	Do Receive Minimum Wage <sup>18</sup> 36	Low 44%	High 52%

<sup>12</sup>Day Training data was obtained by surveys completed by SCL Day Training Providers. <sup>13</sup>Center-based Activities are wage earning activities that occur in a facility operated by the provider. This is often referred to as a “sheltered workshop.” <sup>14</sup>Group Supported Employment or Enclave activities typically consist of a crew of participants who travel to various locations to complete a job task like cleaning or landscaping. <sup>15</sup>We acknowledge that the number of participants utilizing both center-based and enclave activities exceeds the total number of participants reporting enclave activities. We have no explanation for this fact and will focus on clarification during the next survey. <sup>16</sup>Even though this item was not included in the survey, we were able to discern much of it by considering those with a lower wage range at the federal minimum wage or higher. For others contact was made either via email or telephone to request the information. <sup>17</sup>In each instance, those that might be receiving at least the federal minimum wage were determined by subtracting data from providers whose lower wage range was above the federal minimum wage and whose higher wage range was below the Federal Minimum wage from the base number. <sup>18</sup>In each instance, those that did receive at least the federal minimum wage was determined by selecting data from providers whose lower wage range was above the federal minimum wage.



# Day Training Data

## Income Data

Category	Center-Based Activities	Group Supported Employment or Enclave
Hours Worked Per Week	9.39	5.57
Low	.25	2
High	35	19.88
Average Wage per Hour	\$5.57	6.64
Low	\$.01	\$1.09
High	\$9.92	\$9.20
Current Annual Economic Impact per Participant <sup>19</sup>	\$2,720	\$1,922
Total Annual Economic Impact <sup>20</sup>	\$2,883,200	\$274,846

<sup>19</sup>The Current Annual Economic Impact per Participant is derived by multiplying the Hours worked per week by the Average wage per hour and multiplying the result by 52 weeks. <sup>20</sup>The Total Annual Economic Impact is derived by multiplying the Current Annual Economic Impact per Participant by the total number of participants engaged in each wage earning opportunity. Duplicates are not accounted for here because the participant is engaged in both activities and earning wages from both activities. The number of participants for Center-Based Activities is 1060. The number of participants for Group Supported Employment of Enclave activities is 143.

# Case Management Data<sup>21</sup>

## Participant Data

413

- Number of SCL Participants who have Expressed an Interest in Working in the Community but do not yet have Supported Employment on their Care Plan.

175

- Number of SCL participants with Supported Employment on their Care Plan but not yet actively working in the community.

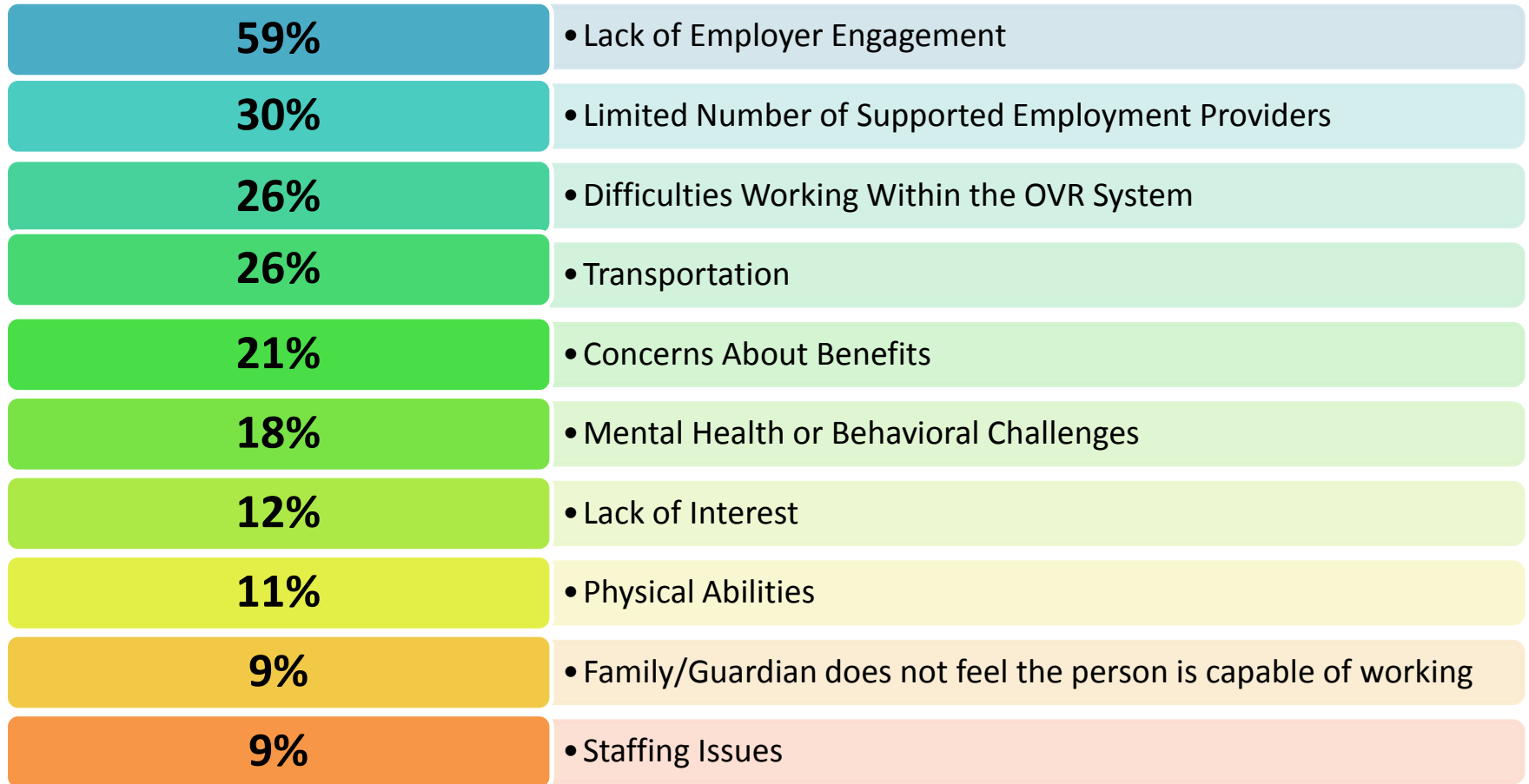
445

- Number of SCL Participants Actively Working in the Community.

<sup>21</sup>Case Management data was obtained by surveys completed by SCL Case Management Providers

# Case Management Data

## Top Ten Barriers<sup>22</sup> to Integrated Community Employment



<sup>22</sup>Other perceived barriers referenced by multiple respondents include: Lack of Ability, Limited Work Hours, Unnatural Nature of Job Coaching, Lack of Interview Skills, Need Assistance with Personal Care During Work Shifts, Communication Barriers, Sufficient On-Site Support Not Available, and Poor Pre-employment Training in Day Training.

# Working at Minimum Wage Recap

Participants Working in the Community with or Without Supported Employment<sup>23</sup> - **445**

+

Participants Working at Minimum Wage or Higher in a Day Training Program<sup>24</sup> – **Minimum 445 ~ Maximum 520**

-

Participants Both Working at Minimum Wage or Higher in a Day Training Program and Working in the Community<sup>25</sup> - **Minimum 16 ~ Maximum 40**

=

**SCL Waiver Participants working at Minimum Wage or Higher on May 15, 2016<sup>26</sup> – Minimum 874 (19% of SCL Population) ~ Maximum 925 (20.2% of SCL Population)**

<sup>23</sup>Participants Working in the Community with or Without Supported Employment was reported by Case Management Providers (see page 9). It includes participants receiving Supported Employment and those who have declined supported employment because they do not wish to disclose their disability to their employer, or other reason. <sup>24</sup>Participants Working at Minimum Wage or Higher in a Day Training Program was calculated on page 7 from data reported by Day Training Providers. <sup>25</sup>Participants Both Working at Minimum Wage or Higher in a Day Training Program and Working in the Community was calculated on page 7 from data reported by Day Training Providers. <sup>26</sup>SCL Waiver Participants working at Minimum Wage or Higher on May 15, 2016 was calculated by adding the Participants working in the community and working at minimum wage or higher in a day training program and subtracting the potential duplicates. The percentage of Active SCL Recipients was derived by dividing this number by the Number of SCL Recipients having a valid Prior Authorization on May 31, 2016 (4,598) as reported by HP.

# Working Toward Community Employment Recap

175

- Number of SCL participants with Supported Employment on their Care Plan but not yet actively working in the community.<sup>27</sup>

Minimum      Maximum

0

175

- Data not collected to determine the number participating in day training.

<sup>27</sup>The Number of SCL participants with Supported Employment on their Care Plan but not yet actively working in the community was supplied by Case Management Providers (see page 9). We requested no information that allowed us to calculate the number of these participants who might attend Day Training Programs.

# Wish to Work in the Community Recap

SCL Participants Working in Day Training at less than Minimum Wage who Wish to Work in the Community<sup>28</sup> – **Minimum 166 ~ Maximum 318**

+

Participants Wishing to work in the Community Referenced by Case Managers but not Day Training Programs<sup>29</sup> - **75**

+

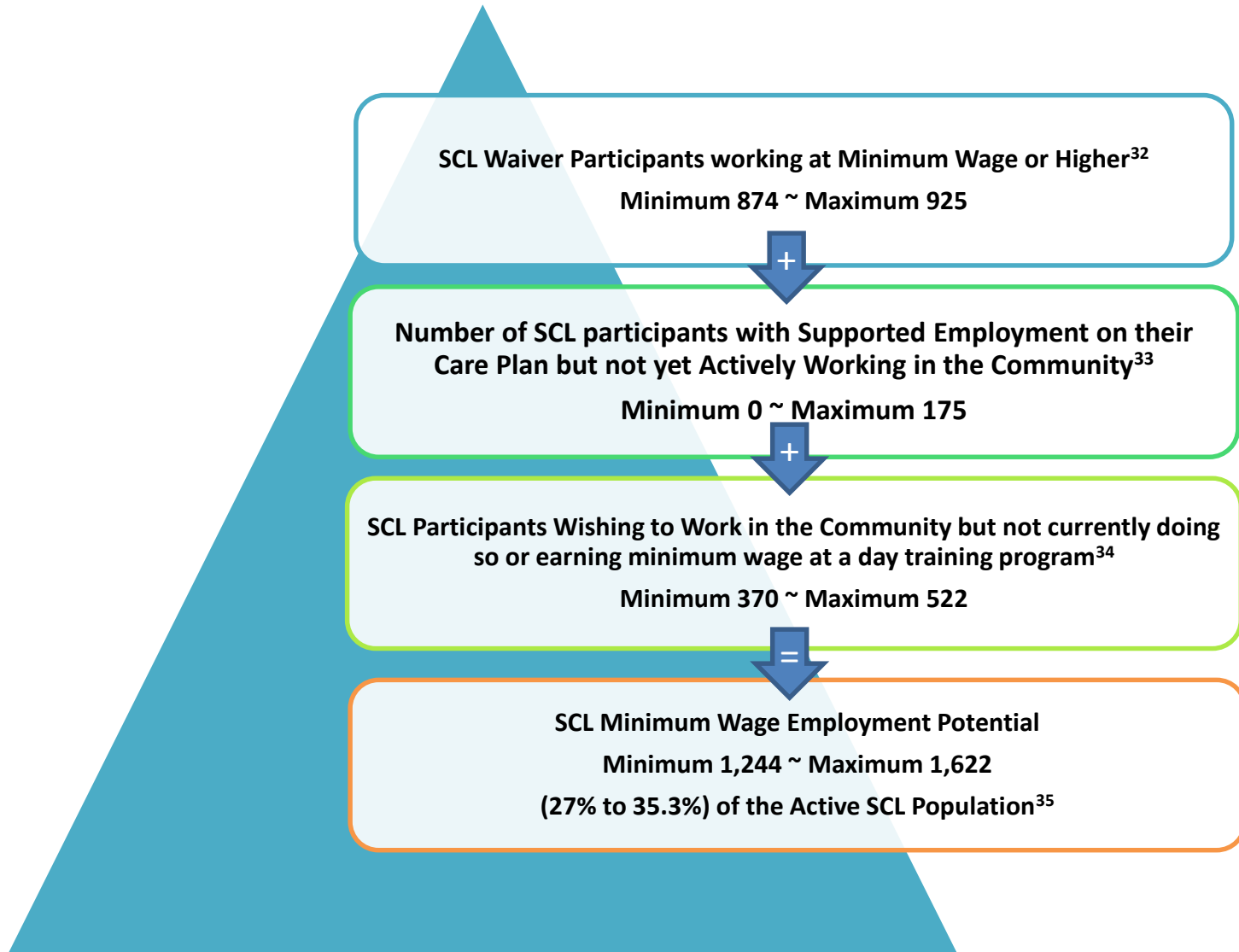
SCL Waiver Participants receiving Supported Employment Services not referenced by Day Training Providers<sup>30</sup> – **129**

=

**SCL Participants Wishing to Work in the Community but not currently doing so or earning minimum wage at a day training program<sup>31</sup> - Minimum 370 ~ Maximum 522**

<sup>28</sup>SCL Participants Working in Day Training at less than Minimum Wage who Wish to Work in the Community was calculated from information on page 7 by subtracting the range of persons who do or might earn minimum wage or higher in day training and wish to work in the community from the total population of those who attend a day program and wish to work in the community. <sup>29</sup>This information was derived by comparing the information provided by Day Training and Case Management providers on pages 7 and 9. <sup>30</sup>This information was derived by comparing the information provided by Day Training and Supported Employment providers on pages 4 and 9. This figure is the difference between those receiving supported employment services but not yet working in the community and those referenced by day training providers as wishing to work in the community. <sup>31</sup>SCL Participants Wishing to Work in the Community but not currently doing so or earning minimum wage at a day training program is calculated by adding the three items listed on this page.

# Overview



<sup>32</sup>See page 11. <sup>33</sup>See page 12. <sup>34</sup>See page 13. <sup>35</sup>The percentage of Active SCL Recipients was derived by dividing this number by the Number of SCL Recipients having a valid Prior Authorization on May 31, 2016 (4,598) as reported by HP.