

Employment Policy Research

Phase One Report:

State Data Profiles - Comparison of Idaho with six states across multiple demographic and outcome variables related to employment for individuals with intellectual and developmental disabilities

December 2012, revised January 2013

Prepared for: Idaho Council on Developmental Disabilities

Prepared by: Institute for Community Inclusion, University of Massachusetts-Boston

Contract Monitor Summary:

The Phase One report provided the data points requested through the contract scope of work highlights of which include: Intellectual and Developmental Disabilities Agency Structure; Funding for Integrated Employment; and Collaboration between State Vocational Rehabilitation and Medicaid Agencies.

A profile for each of the six states and Idaho has been prepared for ease of data comparison. In addition to the data points listed above each state profile includes: Social Security Administration data; Vocational Rehabilitation data; and National Core Indicators if that state is participating. The SSI data provides information related to the use of work incentives in each state which, in Idaho's case, is low and an outcome measure for the work of the Idaho Employment First Consortium (IEFC) state initiative.

Of particular interest to the IEFC are some early citations of certain state policies that may be reviewed in more detail for possible application to future Idaho policy development. In Arizona part of the authorization process for day service must justify why employment is being ruled out – a concept the IEFC had discussed in early meetings. Also, Oregon's requirement that each individual's waiver service plan should include an "unemployment plan" and the array of services that are offered and may be included is worthy of closer inspection.

One challenge is to find comparative data across systems and federal reporting agencies. While the IEFC is focusing its work initially on individuals with developmental disabilities, national data sets sometimes do not delineate intellectual/developmental disability as a data set. Instead the category "cognitive disability/impairment" is used which may include individuals that are not eligible under the same criteria. For example, individuals with traumatic brain injury or dementia. The IEFC will work with the contractor to establish a data set that is as specific as possible and appropriate to certain applications and policy development.

State Data Profiles:

Comparison of Idaho with 6 states across multiple demographic and outcome variables related to employment for individuals with intellectual and developmental disabilities

December 2012, revised January 2013

Prepared for: Idaho Council on Developmental Disabilities

Prepared by: Institute for Community Inclusion, University of Massachusetts-Boston

Why these states were chosen

In October 2012, the Idaho Council on Developmental Disabilities awarded the Institute for Community Inclusion a contract to study the methods states use to maximize funding to support individual choice and control as the individual pursues integrated employment and long-term employment supports. The first phase of the contract will produce a comparison report on innovative funding strategies used by states with demographics and state agency structures similar to Idaho. Initial discussion with the Council staff identified the comparison states: Arizona (AZ), Connecticut (CT), Montana (MT), Oklahoma (OK), Oregon (OR), and Wisconsin (WI).

Narrative summary of how Idaho compares to these states

This report compares the following variables: state agency structure, policy interactions between vocational rehabilitation (VR) and the state Medicaid agency (as the funder of Medicaid Home and Community Based Waiver services), employment outcomes, case management systems, and funding systems. Of particular importance to Idaho is comparability across state agency funding structures for integrated employment.

Population. American Community Survey data was used to compare state general population and employment outcomes for individuals without disabilities and individuals with cognitive disabilities. In fiscal year (FY) 2010 67.4% of adult Idahoans without disabilities were employed and 24.8% of adults with a cognitive disability were employed. The percentage of employed adults without disabilities among the comparison states ranged from 73.5% (WI) to 63.9% (AZ), whereas the percentage of employed adults with cognitive disabilities ranged from 30.3% (WI) to 22.2% (AZ). Participation in state intellectual and developmental disabilities (IDD) agency integrated employment services also was used to compare states. FY2010 data was used for the comparison states; the most current data available for Idaho was from FY2009. In Idaho, 5% of individuals who receiving services from the state IDD were in integrated employment services¹; participation rates for comparison states ranged from 13% (MT) to 61% (OK). This data point is important to note because the majority of comparison states administer long term integrated employment supports through the state IDD agency and this differs significantly from the current structure in

¹ The percent in integrated employment services reflects individuals that are receiving service paid by the state IDD agency (both Medicaid funded services and services for individuals that are not eligible for their state's Medicaid waiver but are eligible for state IDD agency funded services) to support the individual to pursue competitive employment, individual supported employment, group supported employment and self-employment. The service number is not the same as the number of individuals working for pay in the community and states vary in their ability to report the number of individuals working for pay in the community.

ID were the majority of long term supports for integrated employment are funded and administered through the state vocational rehabilitation (VR) agency. Nationally participation in integrated employment services has decreased in recent years to an estimated average of 19.3% (Butterworth, et al, in press).

Intellectual and Developmental Disabilities Agency Structure. The structure of the state IDD agency is an important comparison point because the target population of this study is individuals with IDD and state IDD agencies are the primary service structure through which this population receives services. Idaho's IDD agency (Idaho Department of Health and Welfare, Division of Medicaid) provides services and case management on a regional level. CT, MT, OK, OR, and WI also use regional or other geographic structures. CT, MT, OK, and OR, have specific policies to increase integrated employment for individuals with IDD. AZ and WI have requirements related to the review of the use of facility-based employment.

Funding for Integrated Employment. As previously noted funding for the majority of long term integrated employment supports in Idaho is administered through the state VR agency and are state only dollars. MT reflects a similar reliance on state only dollars for long term-employment supports. In contrast, other states rely on Medicaid dollars and state only dollars administered through the IDD agency to fund long term integrated employment services using VR agency dollars and Medicaid or state only IDD dollars administered through the IDD agency to fund initial job development and job coaching services.

Collaboration between the state Vocational Rehabilitation and Medicaid agencies. Currently Idaho's VR and Medicaid agencies do not engage in actions to leverage the use of both VR and Medicaid administered services to maximize integrated employment outcomes for individuals with IDD. However, comparison states suggest different actions that Idaho may wish to consider. Here are some examples of what other states are doing:

- CT: has a memorandum of understanding between the agencies requiring IDD agency and VR agency staff meet regularly at both a central office and regional level, and requires joint training and data sharing between the two agencies
- OK: the IDD agency encourages individuals transitioning from school to work to go through VR to begin the stabilization process before transitioning to the waiver
- OR: while the individual is participating in VR-funded job development or training, IDD agency administered funds may be used to maintain other employment or non-employment services, or may be used for related training needs
- WI: the VR system spends a significant amount of its case dollars on supported employment, it provides some of the highest reimbursement rates for supported employment services in the country, and IDD agency dollars may be used to fund other services while the individual participates in VR agency funded job development to ease the transition to supported employment.

National data sets. A comparison of the national data sets indicates that employment outcomes for adults with IDD are dismal. In FY2010, the percent of blind and disabled Supplemental Security Income (SSI) program recipients working in Idaho was only 3.7%, and the range in comparison states was 4.2% (AZ) to 1.4% (MT). Less than 1% of SSI recipients used a Plan for Achieving Self Support (PASS) and less than 2% participated in Impairment Related Work Expense (IRWE) program, respectively Employment outcomes for individuals with IDD receiving services

from the state VR agency varied. In Idaho, the percentage of all closures into employment for individuals with IDD was 38.6%, and the range in comparison states was 22.7% (OR) to 41.6% (OK). Average weekly earnings at closure in Idaho were \$180, and the range in comparison states was \$140 (WI) to \$254 (AZ). Average hours worked at closure in Idaho were 21.2, and in comparison states the range was 17.1 hours (WI) to 28.7 hours (AZ).

Methodological notes about data sources

Data Source: The ICI National Survey of Day and Employment Services for People with Intellectual/ Developmental Disabilities. This survey collects summary data on day and employment service distribution and funding at the state level annually. The table below provides a description of service definitions. Because individuals may be counted in more than one service category at a time, percentages within the report may add up to greater than 100%.

IDD Survey Service Definitions

Type of Service/Setting	Work	Non-Work
Community	Integrated employment: A job in the community where most people do not have disabilities. Includes competitive employment, individual supported employment, and group-supported employment including enclaves and mobile work crews.	Community-based non-work: A program where individuals engage in recreational, skill training, or volunteer activities in settings where most people do not have disabilities. Typically includes community integration and community participation services.
Facility	Facility-based work: Employment in a facility where most people have disabilities, with continuous job-related supports and supervision. Includes sheltered employment.	Facility-based non-work: A program whose primary focus is skill training, activities of daily living, recreation, and/or professional therapies in a facility where most people have disabilities. Typically includes day activity and day habilitation services.

Data Source: Rehabilitation Services Administration 911 database FY2010. RSA-911 is a public access database that captures individual characteristics, services provided, and employment outcomes at the point of closure from VR services. Records are at the individual level and cover approximately 600,000 case closures per year. A successful competitive employment closure (including supported employment), includes self-employment, state agency managed business enterprise², homemaker, and unpaid family worker. The rehabilitation rate is defined as: the percentage of individuals receiving services who achieve a successful rehabilitation. It is calculated as:

$$\frac{\text{Successful rehabilitations}}{\text{Successful rehabilitations} + \text{unsuccessful rehabilitations (after an IPE was developed)}}$$

²State agency managed business enterprise refers to Randolph-Sheppard vending facilities and other small businesses operated by individuals with significant disabilities under the management and supervision of the State VR Agency.

For the purposes of this report, the Intellectual Disability and Development (IDD) group used in this data summary is composed of individuals who had indicated “Cognitive Impairment” and/or “Mental Retardation” as the primary impediment to gaining or retaining employment in their RSA 911 case.

Data Source: Social Security Administration (SSA) FY2010. These data are abstracted from SSA reports on the SSI program and the use of work incentives. SSA reports the number of individuals on SSI who are working. *PASS* allows a disabled or blind individual to set aside income or resources to get a specific type of job or start a business. The income and resources that are set aside are excluded under the SSI income and resources tests. Participating in the *IRWE* program allows people to exclude the cost of certain impairment-related services or items needed to earn income when determining the beneficiary's earned income for SSI eligibility and benefits. Participants in the *1619a program* may have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for SSI. The *1619b program* provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow SSI cash payment.

Data Source: The American Community Survey FY2010. This survey is a nationwide survey designed by the U.S. Census Bureau to collect information from all 50 states and D.C. on topics such as disability, age, race, income, commute time to work, home value, veteran status, and other data (source: www.census.gov). To gather information on people with disabilities, the Census Bureau asks a series of six questions on long-lasting conditions and functional impairments. Any person who indicates having at least one of these conditions or functional impairments is coded as having a disability. The data presented in the tables will emphasize the ACS disability category of cognitive disability as the closest proxy for individuals with intellectual and developmental disabilities. Cognitive disability is defined as an affirmative answer to the question: Because of a physical, mental, or emotional condition, does this person have serious difficulty concentrating, remembering, or making decisions?

Data Source: National Core Indicators. The aim of National Core Indicators Project is to support state developmental disabilities authorities to and implement performance/outcome indicators and related data collection strategies to enable them to measure service delivery system performance. Fifteen states administered the consumer survey in 2010-2011 and together collected background information on a total of 8,796 individuals (source: National Core Indicators Consumer Outcomes Report, 2012). For the purposes of this report, we only provide NCI data only for Oklahoma because the other states either do not participate or did not provide data for the reporting year.

Draft Idaho: Data Profile

General population³ and employment⁴	Population age 16-64: 975,385 Number of people employed age 16-64: 657,551 Mean annual income from work: \$32,100 Percent of working age people employed: 67.4%
Cognitive disability employment and population⁵ data	Population ages 16-64 w/ cognitive disability: 46,593 Number of people w/ cognitive disability employed: 11,574 Mean annual income from work for people w/ cognitive disability: \$17,700 Percent of working age people w/ cognitive disability employed: 24.8%
State agency employment data ⁶	Total served by IDD agency in day and employment services: 6,527 Percent served by IDD agency in integrated employment ⁷ : 5% Percent served by IDD agency in facility-based work: NA Percent served by IDD agency in facility-based non-work: 60% Percent served by IDD agency in community-based non-work: 81%

³ From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

⁴ From American Community Survey (individuals with no disability)

⁵ From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

⁶ From FY 2009 National Survey of Day and Employment Services.

⁷ Data from the Idaho Medicaid Management Information System Procedure Code Utilization by Regions by Date of Service between Oct 3, 2011 - Oct 1, 2012, 213 individuals received supported employment services funded by Medicaid at a cost of \$1,058,214.45.

<p>Idaho State IDD agency structure and services</p>	<p>Umbrella agency: Idaho Department of Health and Welfare, Developmental Disabilities Program</p> <p>Populations served: Developmental disabilities such as mental retardation, cerebral palsy, epilepsy, autism or other condition found to be closely related to or similar to one of these impairments</p> <p>County/regional structure: Regional</p> <p>Case management structure: Regional</p> <p>Funding structure: Tool to assess everyone who has been on the program to see what they have spent for services. The tool groups people who have similar needs and participants with similar needs should have similar budgets. The budget is set based on what has been spent by those with similar needs. The amount can be changed if needed.</p> <p>Employment efforts: There is no specific policy or initiative but Medicaid has a goal to increase meaningful community participation.</p>
<p>Idaho Funding structure for employment services</p>	<p>Funding for employment services comes from both the state VR and Medicaid agencies. Typically job development is funded through VR but Medicaid funds may be used if the individual has been denied service by VR.</p> <p>The majority of funds for long-term employment support are allocated by the state legislature and are administered through VR's Extended Employment Services program (EES). EES funds both community supported employment and sheltered employment. Recent changes to EES have allocated dollars directly to individuals on a regional level so they can choose their provider agency. There are currently no new dollars allocated to serve those on the EES wait list.</p> <p>The Medicaid waiver can be used to fund community supported employment if the individual is not eligible for EES services.</p>
<p>Idaho Collaboration between VR and Medicaid agency</p>	<p>Policies: Individuals on the Medicaid waiver are to first be referred to VR for assessment and determination of need for extended employment services. If extended employment services are available through the EES program those dollars must first be used before Medicaid dollars can be used for community-supported employment.</p> <p>Practices: NA</p> <p>Strategies: NA</p>

Idaho: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	58	3.7%
Participating in 1619b***	407	25.7%
SSI recipients with disabilities who receive PASS benefits	4	>1%
SSI recipients with disabilities who receive IRWE benefits	5	>1%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Idaho: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	350
Number closed after an employment outcome	135
Rehabilitation Rate****	59.7%
Percent of all closures into employment*****	38.6%
Average weekly earnings at closure	\$180
Hours worked at closure	21.2
Mean cost of successful closure	\$2,317
Length of time in services (days to closure)	535

****The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Idaho: National Core Indicators: Idaho does not participate in the National Core Indicators Project

Percent who want to work but are not employed	NA
Percent in competitive employment	NA
Percent in individual supported employment	NA
Percent in group supported employment	NA
Mean wages earned	NA
Mean hours worked	NA

Arizona: Data Profile

General population⁸ and employment⁹	<p>Population age 16-64: 3,985,312</p> <p>Number of people employed age 16-64: 2,544,902</p> <p>Mean annual income from work: \$38,400</p> <p>Percent of working age people employed: 63.9%</p>
Cognitive disability employment and population¹⁰ data	<p>Population ages 16-64 w/ cognitive disability: 158,300</p> <p>Number of people w/ cognitive disability employed: 35,065</p> <p>Mean annual income from work for people w/ cognitive disability: \$21,600</p> <p>Percent of working age people w/ cognitive disability employed: 22.2%</p>
State agency employment data¹¹	<p>Total served by IDD agency in day and employment services: 6,821</p> <p>Percent served by IDD agency in integrated employment: 19%</p> <p>Percent served by IDD agency in facility-based work: 12%</p> <p>Percent served by IDD agency in facility-based non-work: 69%</p> <p>Percent served by IDD agency in community-based non-work: 0%</p>
State IDD agency structure and services	<p>Umbrella agency: Arizona Division of Developmental Disabilities (DDD)</p> <p>Populations served: Individuals with epilepsy, cerebral palsy, cognitive/intellectual disability or autism (does not include Asperger's syndrome or PPD NOS) that occurred prior to the age of 18 and has substantial functional limitations in three of the seven major life areas.</p> <p>County/regional structure: Statewide managed care agency</p> <p>Case management structure: Support coordinators are state employees</p> <p>Employment efforts: DDD has a central office position that focuses solely on employment and nine employment specialists deployed throughout the state. Policy that is part of the authorization for day service must justify why employment is being ruled out. The Assessment Tool for Adults requires a statement that employment services are not available or not appropriate and documentation has been obtained from the provider if an individual is to engage in non-work services.</p>

⁸ From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

⁹ From American Community Survey (individuals with no disability)

¹⁰ From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

¹¹ From FY 2010 National Survey of Day and Employment Services.

<p>Arizona Funding structure for employment services</p>	<p>Funding structure: Employment services are provided under a managed care system. In 2012 rate rebasing was under consideration. Current rates across the board are low, and do not create any incentive for providers to emphasize individual supported employment. At the current rates, reimbursement is highest for group employment.</p> <p>In the process of rate rebasing factors being included are: direct service compensation, staff productivity factor, specific program support costs, compliance, supplies, transportation, facility costs, administration, and staffing ratios.</p>
<p>Arizona Collaboration between VR and Medicaid agency</p>	<p>Policies: An Intergovernmental Agreement (IGA) has existed between DES Rehabilitation Services Administration (RSA VR), DDD, and the Arizona Department of Education (ADE), Exceptional Student Services since 2004. This IGA is currently under revision with a strong emphasis on transition from school to adult life.</p> <p>Practices: NA</p> <p>Strategies: NA</p>

Arizona: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	147	4.2%
Participating in 1619b***	927	26.2%
SSI recipients with disabilities who receive PASS benefits	15	>1%
SSI recipients with disabilities who receive IRWE benefits	48	1.3%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Arizona: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	235
Number closed after an employment outcome	68
Rehabilitation Rate****	44.2%
Percent of all closures into employment*****	28.9%
Average weekly earnings at closure	\$254
Hours worked at closure	28.7
Mean cost of successful closure	\$7,755
Length of time in services (days to closure)	744

****The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Arizona: National Core Indicators: Arizona participates in the National Core Indicators Project but does not collect data on individual work outcomes.

Number of people surveyed who had a job in the community	NA
Percent in competitive employment	NA
Percent in individual supported employment	NA
Percent in group supported employment	NA

Connecticut: Data Profile

General population¹² and employment¹³	<p>Population age 16-64: 2,320,375</p> <p>Number of people employed age 16-64: 1,648,395</p> <p>Mean annual income from work: \$52,100</p> <p>Percent of working age people employed: 71%</p>
Cognitive disability employment and population¹⁴ data	<p>Population ages 16-64 w/ cognitive disability: 82,528</p> <p>Number of people w/ cognitive disability employed: 22,237</p> <p>Mean annual income from work for people w/ cognitive disability: \$22,400</p> <p>Percent of working age people w/ cognitive disability employed: 26.9%</p>
State agency employment data¹⁵	<p>Total served by IDD agency in day and employment services: 9,313</p> <p>Percent served by IDD agency in integrated employment: 51%</p> <p>Percent served by IDD agency in facility-based work: 6%</p> <p>Percent served by IDD agency in facility-based non-work: 0%</p> <p>Percent served by IDD agency in community-based non-work: 49%</p>
State IDD agency structure and services	<p>Umbrella agency: Connecticut Department of Developmental Services (DDS)</p> <p>Populations served: People with intellectual disability and persons medically diagnosed as having Prader-Willi Syndrome.</p> <p>County/regional structure: Regional</p> <p>Case management structure: Regional state employee</p> <p>Employment efforts: In April 2011, a formal Employment First policy was developed by DDS.</p>

¹² From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

¹³ From American Community Survey (individuals with no disability)

¹⁴ From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

¹⁵ From FY 2010 National Survey of Day and Employment Services.

<p>Connecticut Funding structure for employment services</p>	<p>Funding structure: DDS case managers use a standardized tool, the CT Level of Need Assessment and Screening Tool (LON) to assess each individual’s level of need for supports and services.</p> <p>In 2005, DDS began using utilization-based rates as part of the Individual and Family Support Waiver. The Individual Supported Employment (ISE) rate of \$58.11 was billed for all face-to-face supports but accounted for both the direct and indirect costs incurred. When DDS converted the traditional payment structure of ISE supports contracted through a Purchase of Service contract to attendance-based payments in February of 2010, the department used the ISE rate to determine the number of hours of supports for which the provider could bill.</p> <p>In 2012 an ISE work group developed a rate structure designed to encourage competitive employment and reward providers for supporting individuals to find and maintain community employment. Providers are financially incentivized for providing integrated employment over other services. Providers are eligible for benchmark payments for getting a person a job, and when the person has reached 30 day, 90 day, and six month milestones. Providers can bill \$4.48 for each hour a person works.</p>
<p>Connecticut Collaboration between VR and Medicaid agency</p>	<p>Policies: As with all Medicaid waivers, in order for waiver dollars to be used to fund job development services individuals must first apply to the state vocational rehabilitation agency.</p> <p>A memorandum of understanding (MOU) was developed with the state vocational rehabilitation agency.</p> <p>Practices: MOU requires DDS and VR agency staff meet regularly at both a central office and regional level and requires joint training and data sharing between the two agencies.</p> <p>Strategies: There is a current school-to-work pilot that is a collaboration between the Department of Education, Department of Rehabilitative Services (DORSRS) and DDS. DORSRS assists the student to get a summer job prior to their last year in school; the school system assists the student to maintain the job throughout their last year; and DDS signs off on funding for ongoing supports as soon as the student has a paid competitive job in place. DDS transition coordinators also meet quarterly in each region with DORSRS staff to help ensure a smooth transition from school to work. DDS staff participates in the DOE’s transition workgroup.</p>

Connecticut: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	97	2.5%
Participating in 1619b***	865	22.2%
SSI recipients with disabilities who receive PASS benefits	6	>1%
SSI recipients with disabilities who receive IRWE benefits	47	1.2%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Connecticut: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	248
Number closed after an employment outcome	61
Rehabilitation Rate****	44.5%
Percent of all closures into employment*****	24.6%
Average weekly earnings at closure	\$242
Hours worked at closure	24.3
Mean cost of successful closure	\$6,323
Length of time in services (days to closure)	815

****The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Connecticut: National Core Indicators: Connecticut participates in the National Core Indicators Project but does not collect data on individual work outcomes.

Number of people surveyed who had a job in the community	NA
Percent in competitive employment	NA
Percent in individual supported employment	NA
Percent in group supported employment	NA

Montana: Data Profile

<p>General population¹⁶ and employment¹⁷</p>	<p>Population age 16-64: 635,876 Number of people employed age 16-64: 447,138 Mean annual income from work: \$33,300 Percent of working age people employed: 70.3%</p>
<p>Cognitive disability employment and population¹⁸ data</p>	<p>Population ages 16-64 w/ cognitive disability: 24,453 Number of people w/ cognitive disability employed: 7,366 Mean annual income from work for people w/ cognitive disability: \$12,100 Percent of working age people w/ cognitive disability employed: 30.1%</p>
<p>State agency employment data¹⁹</p>	<p>Total served by IDD agency in day and employment services: 1,819 Percent served by IDD agency in integrated employment: 13% Percent served by IDD agency in facility-based work: NA Percent served by IDD agency in facility-based non-work: NA Percent served by IDD agency in community-based non-work: NA</p>
<p>State IDD agency structure and services</p>	<p>Umbrella agency: Montana Developmental Disability Program (DDP) Populations served: Individuals with developmental disabilities such as mental retardation, cerebral palsy, epilepsy and autism County/regional structure: Regional Case management structure: Both contracted and state case managers are used. Providers cannot provide services and case management to the same people. Employment efforts: DDP has an Employment 1st initiative and post documents related to its membership in the State Employment Leadership Network on its website.</p>

¹⁶ From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

¹⁷ From American Community Survey (individuals with no disability)

¹⁸ From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

¹⁹ From FY 2010 National Survey of Day and Employment Services.

<p>Montana Funding structure for employment services</p>	<p>Funding structure: DDP contracts with private providers which are managed by their regional offices. Employment supports are financed with Medicaid, vocational rehabilitation (VR) resources and state extended employment ("EE") dollars. There has been significant change in contracting structure in recent years, notably a shift from a contracted dollar amount to an individual unit rate structure and rebalancing of rate differences.</p> <p>Supported employment service is paid as a flat monthly rate based on the level of need determination for the person receiving services.</p>
<p>Montana Collaboration between VR and Medicaid agency</p>	<p>Policies: VR accepts qualified DD providers as eligible for enrollment as a VR provider based on presentation of a plan for service delivery and a regional review process.</p> <p>Practices: There is limited participation of VR in funding supported employment for individuals with developmental disabilities who utilize Waiver services. The process of allocating developmental-disability follow along funding for supported employment must be identified prior to VR opening a case.</p> <p>Strategies: VR manages state-extended employment resources that are used to provide long-term supports to workers with developmental disabilities who may be on waiting list for waiver services.</p>

Montana: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	25	1.4%
Participating in 1619b***	364	19.8%
SSI recipients with disabilities who receive PASS benefits	9	>1%
SSI recipients with disabilities who receive IRWE benefits	10	>1%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Montana: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	219
Number closed after an employment outcome	61
Rehabilitation Rate****	52.1%
Percent of all closures into employment*****	28.9%
Average weekly earnings at closure	\$162
Hours worked at closure	19.6
Days from application to closure	\$3,842
Days from eligibility determination to closure	426

****The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Montana: National Core Indicators: Montana does not participate in the National Core Indicators Project.

Number of people surveyed who had a job in the community	NA
Percent in competitive employment	NA
Percent in individual supported employment	NA
Percent in group supported employment	NA

Oklahoma: Data Profile

General population²⁰ and employment²¹	Population age 16-64: 2,351,479 Number of people employed age 16-64: 1,595,555 Mean annual income from work: \$33,900 Percent of working age people employed: 67.9%
Cognitive disability employment and population²² data	Population ages 16-64 w/ cognitive disability: 132,831 Number of people w/ cognitive disability employed: 36,318 Mean annual income from work for people w/ cognitive disability: \$19,300 Percent of working age people w/ cognitive disability employed: 27.3%
State agency employment data ²³	Total served by IDD agency in day and employment services: 4,056 Percent served by IDD agency in integrated employment: 61% Percent served by IDD agency in facility-based work: 55% Percent served by IDD agency in facility-based non-work: NA Percent served by IDD agency in community-based non-work: 29%

²⁰ From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

²¹ From American Community Survey (individuals with no disability)

²² From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

²³ From FY 2010 National Survey of Day and Employment Services.

<p>Oklahoma State IDD agency structure and services</p>	<p>Umbrella agency: Oklahoma Department of Human Services Developmental Disabilities Service Division (DDS)</p> <p>Populations served: Has a primary diagnosis of mental retardation, developmental disability, or physical disabilities (in addition to MR).</p> <p>County/regional structure: State divided into 3 major geographical areas. Each area has a set of providers overseen by DDS.</p> <p>Case management structure: All case managers are state employees.</p> <p>Employment efforts: Employment 1st is the expected outcome in their Medicaid Waiver Policy and practice, and state funded supports policy and practice. The optimum goal is full-time employment at prevailing wage in business or industry at an occupation of the service recipient's choice with natural supports.</p>
<p>Oklahoma Funding structure for employment services</p>	<p>Funding structure: DDS uses outcome-driven rates. CRPs providing SE services are paid an hourly rate based on the # of hours that an individual is employed. Higher rates are offered for community-based rather than center-based services and more recently for individual employment supports versus group employment supports.</p>
<p>Oklahoma Collaboration between VR and Medicaid agency</p>	<p>Policies: All individuals seeking employment must first be referred to VR. If eligible, VR will fund the costs of initial placement; DDS has joint agreement with VR to provide follow along for individuals achieving job stabilization through the 6 VR milestones. If there are no providers available or if it is determined that the milestone system does not meet individual needs, the individual can go directly to DDS to access waiver services.</p> <p>Practices: In the transition process, DDS encourages individuals to go through VR so they are in the stabilization process before transitioning to the waiver</p> <p>Strategies: NA</p>

Oklahoma: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	125	3.1%
Participating in 1619b***	998	24.7%
SSI recipients with disabilities who receive PASS benefits	12	>1%
SSI recipients with disabilities who receive IRWE benefits	35	>1%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Oklahoma: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	433
Number closed after an employment outcome	175
Rehabilitation Rate****	53.7%
Percent of all closures into employment*****	41.6%
Average weekly earnings at closure	\$221
Hours worked at closure	27
Mean cost of successful closures	\$7,292
Days from eligibility determination to closure	1,142

****The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Oklahoma: National Core Indicators

		Average bi-weekly wages	Average bi-weekly hours worked
Number of people surveyed who had a job in the community	183	\$200.37	43.6
Percent in competitive employment	6%	\$332.72	38.8
Percent in individual supported employment	25%	\$155.16	29.6
Percent in group supported employment	70%	\$204.65	49.1

Oregon: Data Profile

General population²⁴ and employment²⁵	Population age 16-64: 2,508,233 Number of people employed age 16-64: 1,631,843 Mean annual income from work: \$36,100 Percent of working age people employed: 65.1%
Cognitive disability employment and population²⁶ data	Population ages 16-64 w/ cognitive disability: 137,507 Number of people w/ cognitive disability employed: 32,392 Mean annual income from work for people w/ cognitive disability: \$18,700 Percent of working age people w/ cognitive disability employed: 23.6%
State agency employment data ²⁷	Total served by IDD agency in day and employment services: 10,791 Percent served by IDD agency in integrated employment: 34% Percent served by IDD agency in facility-based work: 24% Percent served by IDD agency in facility-based non-work: 26% Percent served by IDD agency in community-based non-work: 41%

²⁴ From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

²⁵ From American Community Survey (individuals with no disability)

²⁶ From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

²⁷ From FY 2010 National Survey of Day and Employment Services.

<p>Oregon</p> <p>State IDD agency structure and services</p>	<p>Umbrella agency: Oregon Developmental Disabilities Services (ODDS)</p> <p>Populations served: Individuals with developmental disabilities including intellectual disabilities, cerebral palsy, Down's syndrome, autism, traumatic brain injuries, certain neurological impairments and other impairments of the brain that occur during childhood.</p> <p>County/regional structure: County based. Local Community Developmental Disabilities Programs (CDDP). Each CDDP is generally part of the larger county Community Mental Health Program (CMHP), and serves as the "gateway" to developmental disability services within the state.</p> <p>Case management structure: Private providers</p> <p>Employment efforts: In 2008, ODDS implemented an Employment First Policy, and supported employment is the desired method of providing employment services. Since that time, the state has undertaken a strategic process to improve integrated employment services including revising how it pays for services.</p>
<p>Oregon</p> <p>Funding structure for employment services</p>	<p>Funding structure: Oregon has two Medicaid waivers for individuals with intellectual and developmental disabilities, Comprehensive Services and Self-directed Brokerage. Individuals can purchase a combination of employment and day supports on either waiver, but the rate structures are not the same.</p> <p>Under the Comprehensive Services Waiver for individuals who are employed in the community, the Client Prior Authorization (CPA) units should reflect the maximum number of days per week an individual will work. Each day of work can be billed (up to the number of authorized units per days) and a provider can receive funding for providing support. For individuals who are in the path to employment, it is advised that the plan request authorization for the maximum number of days the client expects to work per week. With a CPA for the maximum units per days, the individual can maximize their attendance and the employment provider can submit claims for each day.</p> <p>ODDS advises that under the Comprehensive Services Waiver each individual's service plan should reflect an "unemployment plan" in event of a job loss or a reduction of work. Services may include job search assistance, temporary job development (until authorized through OVRs), skill training to address employment barriers, etc. Individuals may also choose to participate in non-work activities. The unemployment plan can help retain services for individuals and maintain daily billings for providers of individual supported employment services</p>

<p>Oregon</p> <p>Collaboration between VR and Medicaid agency</p>	<p>Policies: Per Medicaid regulations, funds available under the Rehabilitation Act must be used for service provision prior to use of any waiver funds.</p> <p>Practices: Job development, early job coaching, and possibly other services, may be included in a VR individual plan for employment for those eligible for VR services. When VR funding has been sought, comprehensive services funds may be authorized for employment services until funds are authorized by vocational rehabilitation. While OVRS is funding job development or training, ODDS funds may be used to maintain other employment or non-employment services, or may be used for a related training need. If an individual has received services through vocational rehabilitation in the past with a successful employment outcome, it is expected an individual will return to seek additional job placement through VR.</p> <p>Strategies: NA</p>
---	---

Oregon: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	90	2.1%
Participating in 1619b***	864	19.7%
SSI recipients with disabilities who receive PASS benefits	7	>1%
SSI recipients with disabilities who receive IRWE benefits	18	>1%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Oregon: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	458
Number closed after an employment outcome	104
Rehabilitation Rate****	47.7%
Percent of all closures into employment*****	22.7%
Average weekly earnings at closure	\$169
Hours worked at closure	18.5
Mean cost of successful closures	\$4,494
Days from eligibility determination to closure	494

****The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Oregon: National Core Indicators: Oregon participates in the National Core Indicators Project but does not collect data on individual work outcomes.

Number of people surveyed who had a job in the community	NA
Percent in competitive employment	NA
Percent in individual supported employment	NA
Percent in group supported employment	NA

Wisconsin: Data Profile

General population²⁸ and employment²⁹	<p>Population age 16-64: 3,689,063</p> <p>Number of people employed age 16-64: 2,710,161</p> <p>Mean annual income from work: \$36,900</p> <p>Percent of working age people employed: 73.5%</p>
Cognitive disability employment and population³⁰ data	<p>Population ages 16-64 w/ cognitive disability: 132,308</p> <p>Number of people w/ cognitive disability employed: 40,051</p> <p>Mean annual income from work for people w/ cognitive disability: \$15,400</p> <p>Percent of working age people w/ cognitive disability employed: 30.3%</p>
State agency employment data ³¹	<p>Total served by IDD agency in day and employment services: 14,807</p> <p>Percent served by IDD agency in integrated employment: 23%</p> <p>Percent served by IDD agency in facility-based work: 44%</p> <p>Percent served by IDD agency in facility-based non-work: 50%</p> <p>Percent served by IDD agency in community-based non-work: 22%</p>
State IDD agency structure and services	<p>Umbrella agency: Wisconsin Department of Health and Human Services, Developmental Disabilities programs</p> <p>Populations served: A level of retardation described in the American Association on Intellectual and Developmental Disability (AAIDD) on Classification in Mental Retardation, or a related condition.</p> <p>County/regional structure: Regional Medicaid managed care organizations (MCOs) and county agencies</p> <p>Case management structure: Private providers contracted through MCOs and county agencies.</p> <p>Employment efforts: Partnerships in Employment grantee. DHS has recently started working on increasing the number of working-age adults with I/DD enrolled in long-term care who have a goal of obtaining integrated, competitive employment in their service plan. For those not receiving services in community settings, Wisconsin recently developed a policy that mandates additional checks and balances on facility-based prevocational services.</p>

²⁸ From American Community Survey (individuals with no disability: people included in this group are those who do not report any of the following six disabilities listed on the ACS: Sensory disability; physical disability; mental/cognitive disability; employment disability; self-care disability; go outside the home disability)

²⁹ From American Community Survey (individuals with no disability)

³⁰ From American Community Survey (individuals with a cognitive disability: people who, because of a physical, mental, or emotional condition lasting six months or more, have difficulty learning, remembering, and concentrating)

³¹ From FY 2010 National Survey of Day and Employment Services.

<p>Wisconsin</p> <p>Funding structure for employment services</p>	<p>Funding structure: Funds are available through both VR and Medicaid to fund employment services. Medicaid funding rates vary based upon MCO.</p>
<p>Wisconsin</p> <p>Collaboration between VR and Medicaid agency</p>	<p>Policies: VR benchmark funding provides a base for job placement and may supplement the benchmarks with funds for work experience or additional support needs on an individual basis. DHS funding for other services may continue during job development easing the transition to supported employment.</p> <p>Practices: The VR system spends a significant amount of its case dollars on supported employment, exceeding the amount of federal funding it receives for this service. VR offers some of the highest reimbursement rates for supported employment services in the country.</p> <p>Strategies: NA</p>

Wisconsin: Social Security Administration Data

	Number	Percent*
Participating in 1619a**	159	1.5%
Participating in 1619b***	1,753	16.9%
SSI recipients with disabilities who receive PASS benefits	28	>1%
SSI recipients with disabilities who receive IRWE benefits	118	1.1%

*Percent of SSI recipients who are blind and disabled and who are working.

**allows individuals to have earned income over the Substantial Gainful Activity (SGA) amount without losing continuing eligibility for Supplemental Security Income (SSI).

*** provides continued Medicaid coverage for SSI recipients when their earnings become too high to allow an SSI cash payment.

Wisconsin: Vocational Rehabilitation Data

	IDD
Total number of VR case closures	977
Number closed after an employment outcome	314
Rehabilitation Rate****	53.6%
Percent of all closures into employment*****	32.1%
Average weekly earnings at closure	\$140
Hours worked at closure	17.1
Mean cost of successful closures	\$6,825
Days from eligibility determination to closure	756

***The Rehabilitation Rate is the percentage of individuals with a signed IPE who closed into employment. Rehabilitation Rate= (# closures into employment) / (# closures into employment + # closures with an IPE but no employment outcome)

*****Percent closed into employment=# closed into employment/total closures

Wisconsin: National Core Indicators: Wisconsin participates in the National Core Indicators Project but does not collect data on individual work outcomes.

Number of people surveyed who had a job in the community	NA
Percent in competitive employment	NA
Percent in individual supported employment	NA
Percent in group supported employment	NA