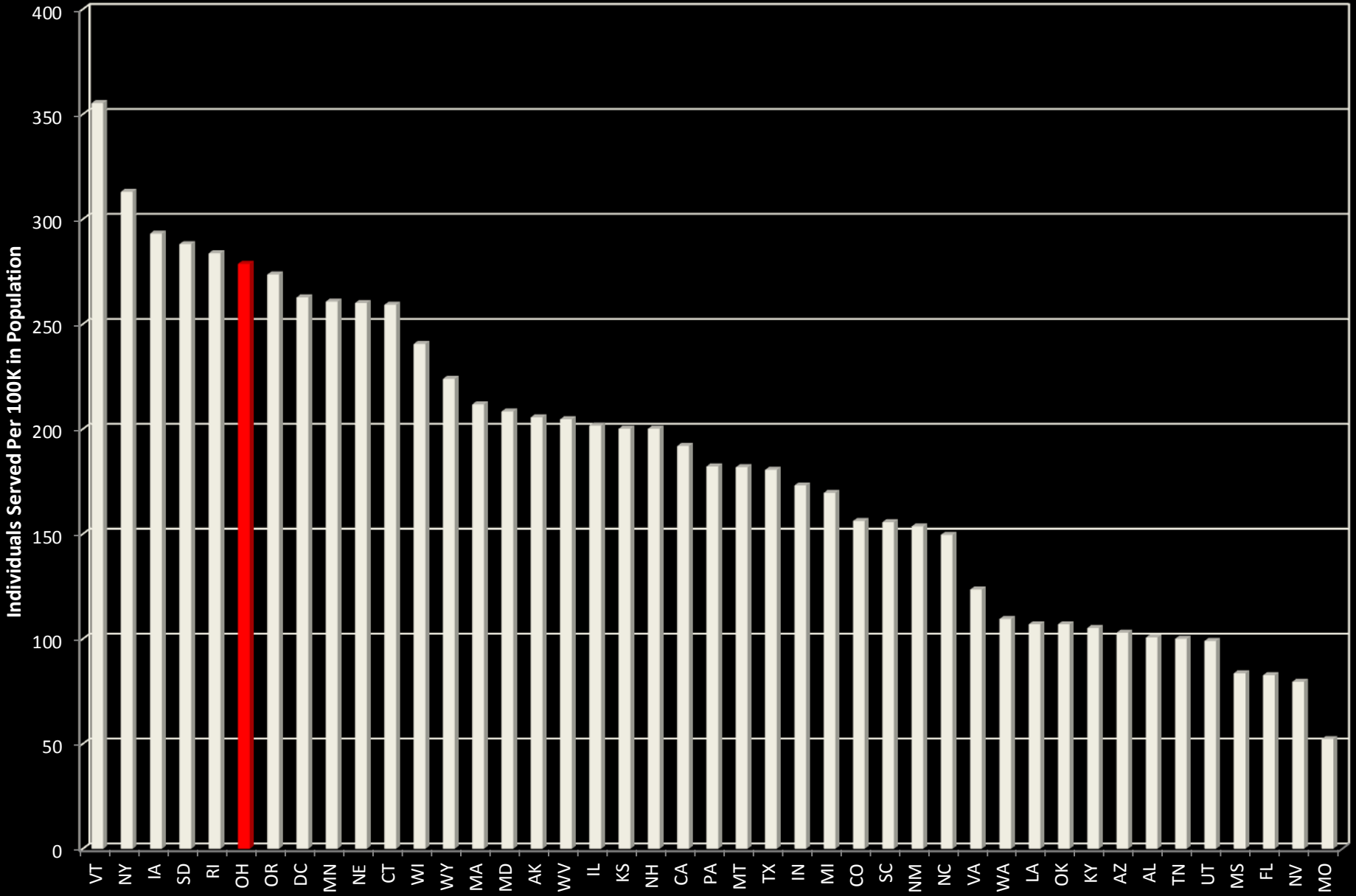


EMPLOYMENT FIRST

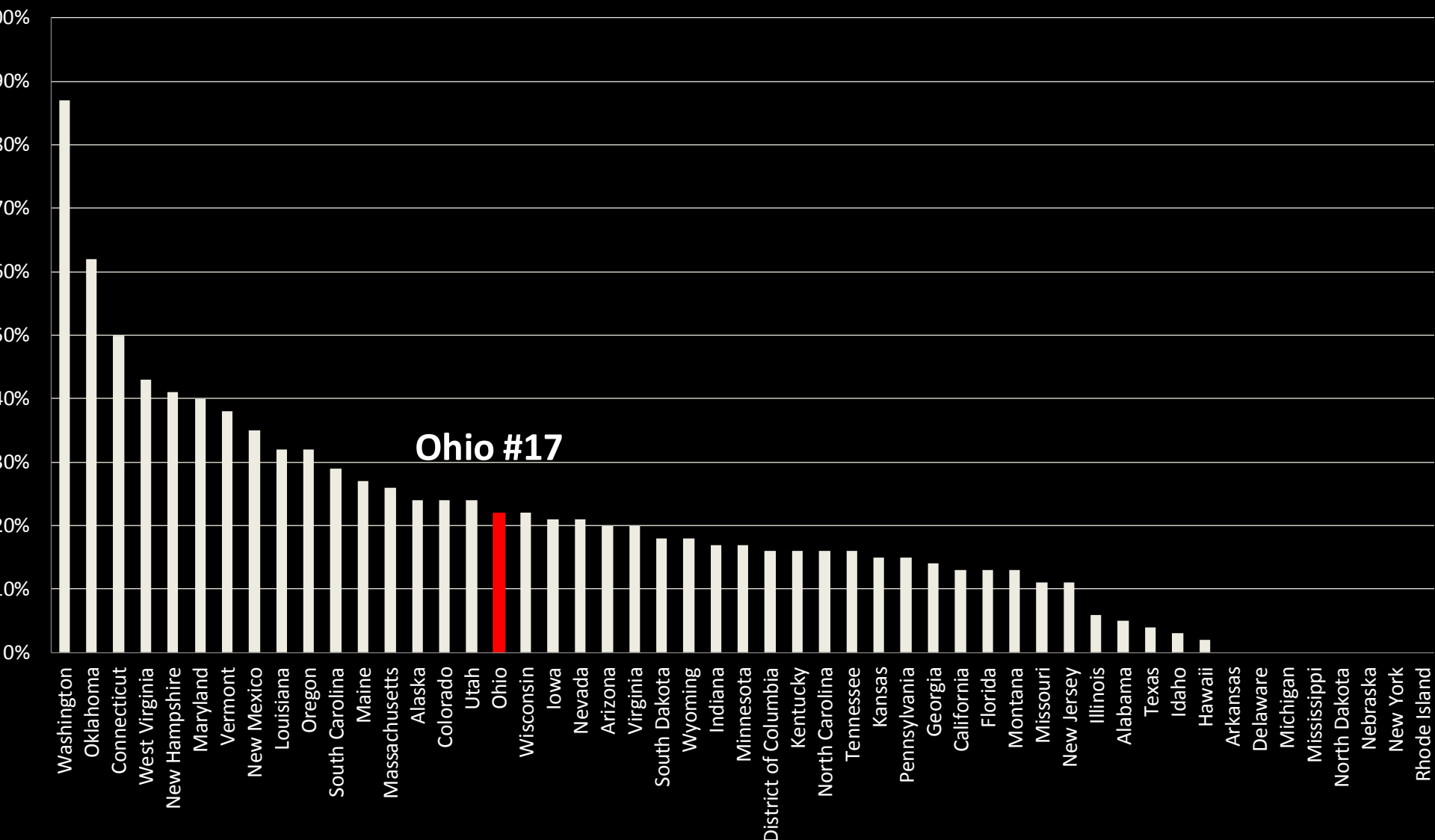


Tracking and Using Data
OACB Winter Convention
December 4, 2014

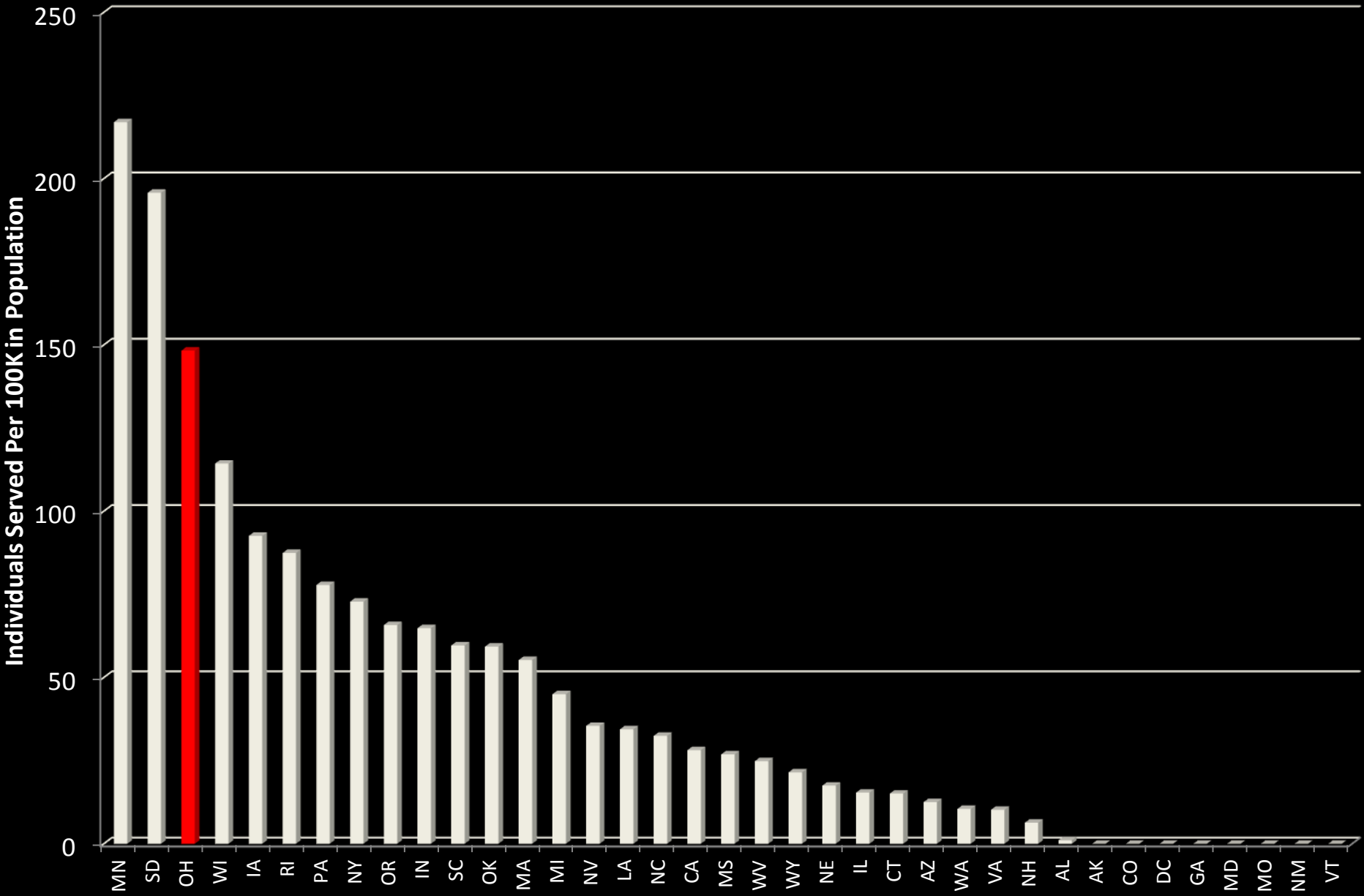
Individuals Served in Day Services Per Capita



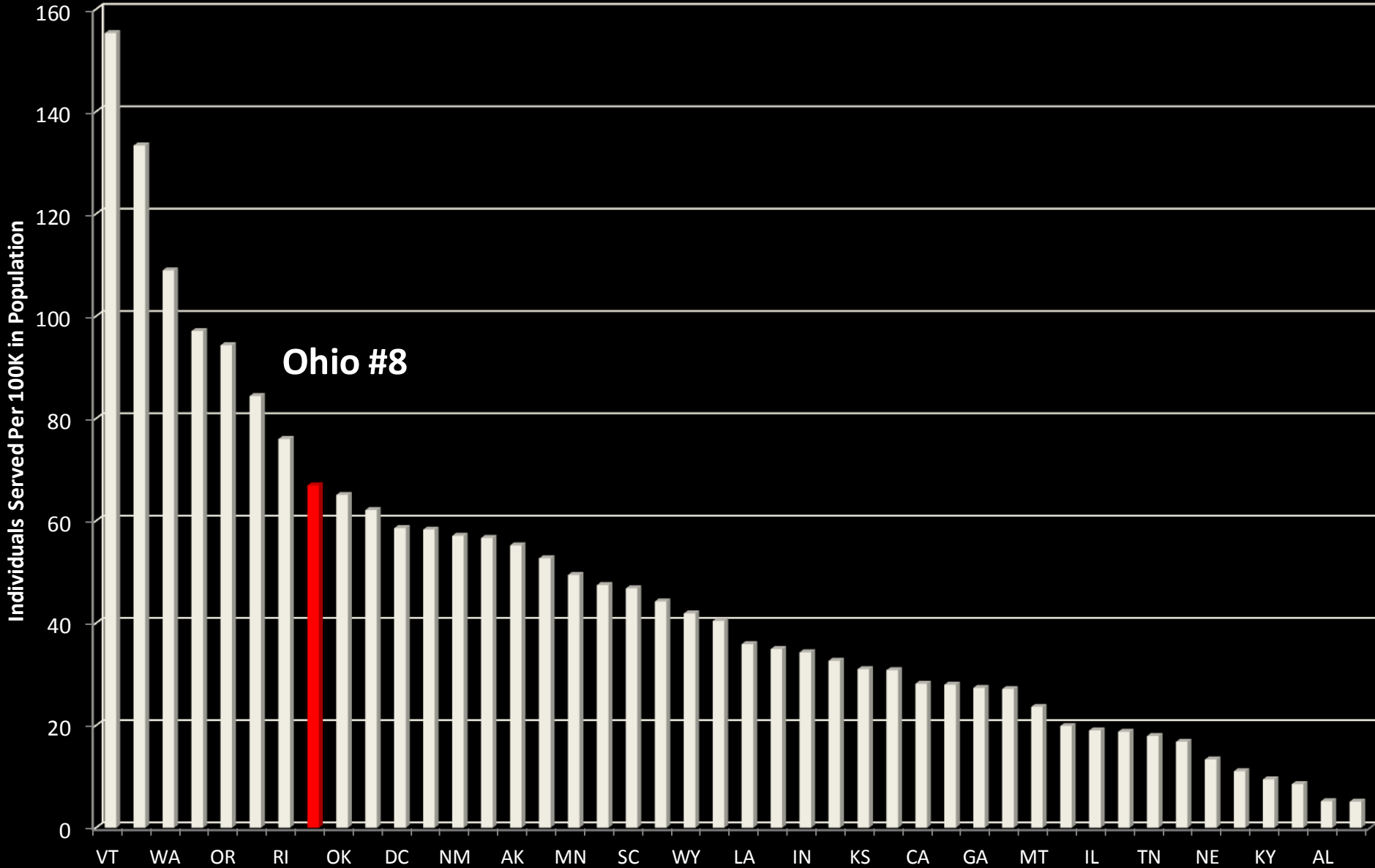
Individuals in Integrated Employment as a % of Individuals Receiving Day Services 2012



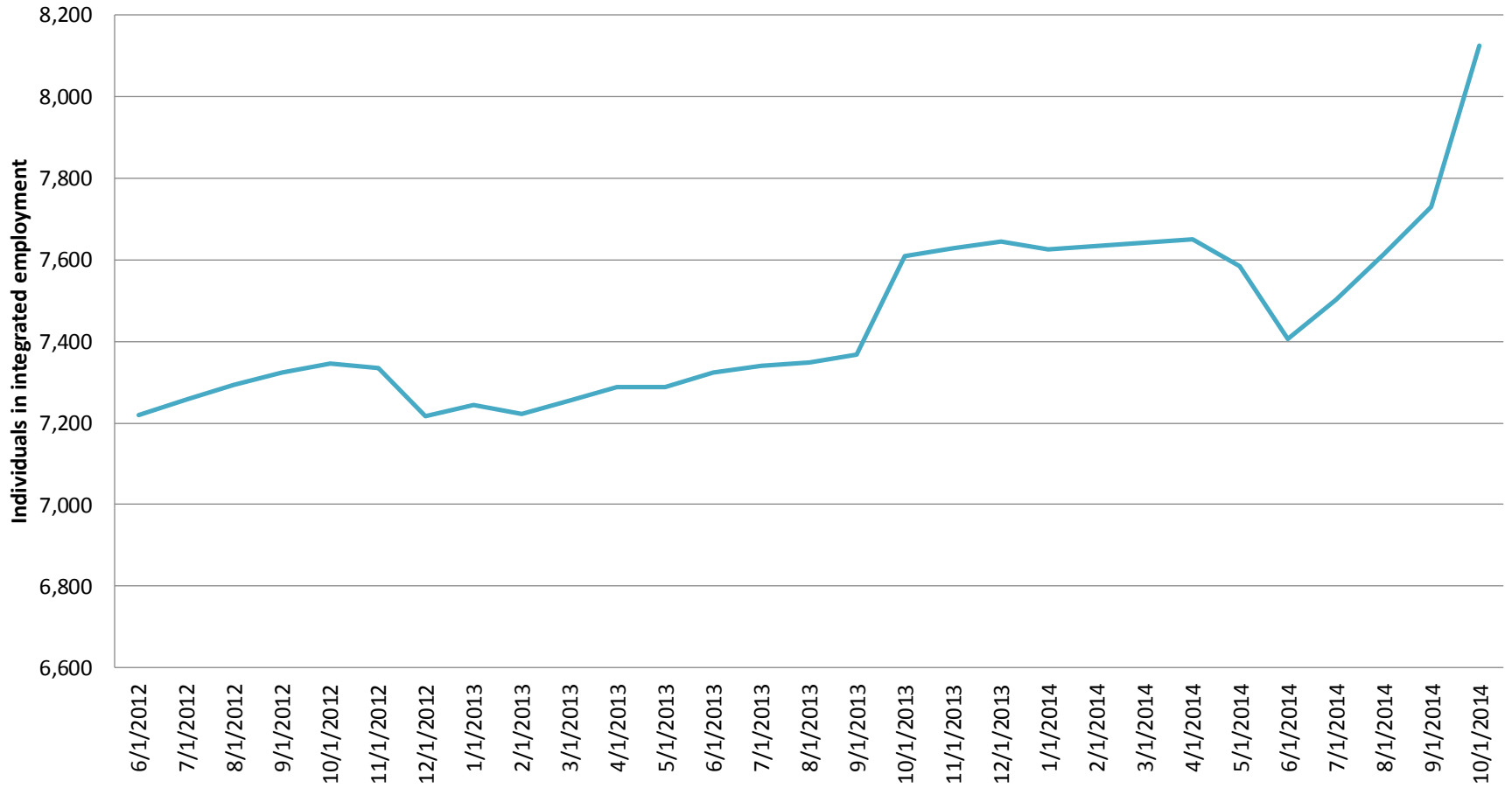
Individuals Served in Sheltered Workshops Per Capita



Individuals Served in Integrated Employment Per Capita



Integrated Employment – 13% Increase since June 2012

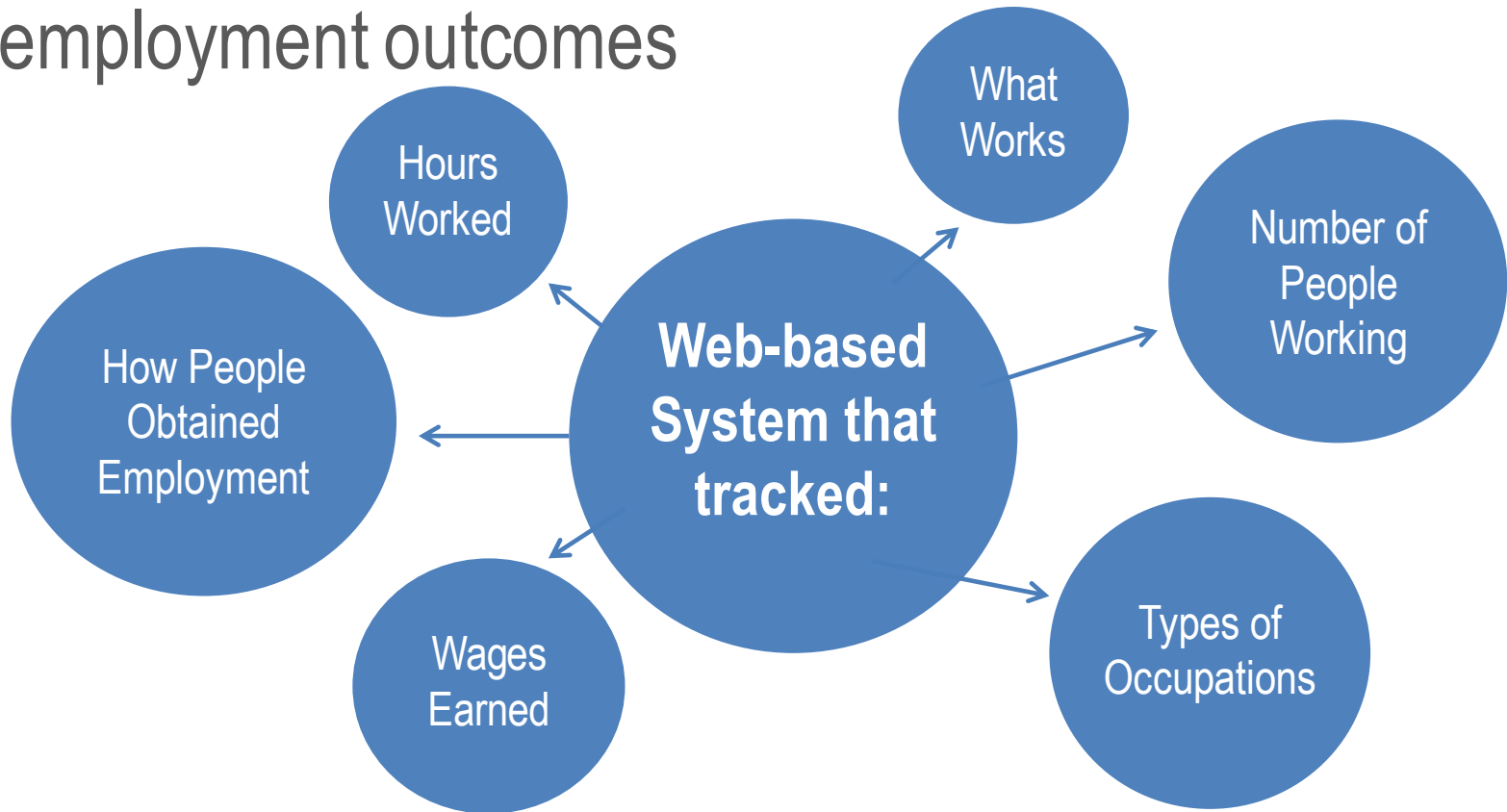


OBJECTIVES

- Background of the Outcome Tracking System
- Importance of tracking data
- Demonstration of the Outcome Tracking System
- Initial data report results

Taskforce Recommendation

- Ohio Employment First Taskforce recommended a Web-based outcome tracking system for employment outcomes



Advisory Committee Workgroup

- Workgroup convened to develop a list of questions they wanted the system to answer

County Board Superintendents

Providers

VR Agency

Family Members

Internal DODD Staff

Design and Build

- DODD issued an RFP and awarded contract to Dr. Robert Cimera
- Dr. Cimera is an Associate Professor at Kent State University (Ohio), and a leading national expert in researching vocational programs and outcomes
- System built by DODD IT Staff to take advantage of DODD-maintained Individual Data System (IDS)

Individual Data System (IDS)

- DODD maintains an extensive database of 90,000 individuals with a wealth of demographic information
- Data elements include:
 - Demographics: age, gender, race, ethnicity
 - Diagnosis; ID level
 - Funding range and Acuity
 - Living arrangement
 - Waiver type

What we wanted to know...

Job types	Duration	Causes for job loss	Transition
What types of jobs do individuals keep the longest?	How long do workers keep their jobs?	Why do workers leave employment?	Are workers moving from sheltered work to community employment?
Obtaining a job	Characteristics	Tax Incentives	Job development
How do workers obtain employment?	What characteristics of service providers lead to better outcomes (certifications, education level, etc.)?	Do tax incentives impact employment outcomes?	How do people get to work?

Administrative Rule

- Participation in the Outcome Tracking System is a requirement in the Employment First Rule 5123:2-2-05:

Providers of employment services shall collect and submit to the department individual-specific data regarding employment services and employment outcomes including but not limited to, type of services provided, how individuals obtained employment, hours worked, wages earned, and occupations. The data shall be submitted through a web-based data collection system developed and maintained by the department.

Demonstration

- Employment First Outcome Tracking System, website:
 - <https://uatportal.dodd.ohio.gov/Pages/default.aspx>



Enhancements since launch

- Expanded page view
- Return user to last page visited

Initial Report Results

- Dr. Robert Cimeria compiled a report in June 2014 of the initial data collected
- Initial report contains data for 476 individuals receiving vocational services



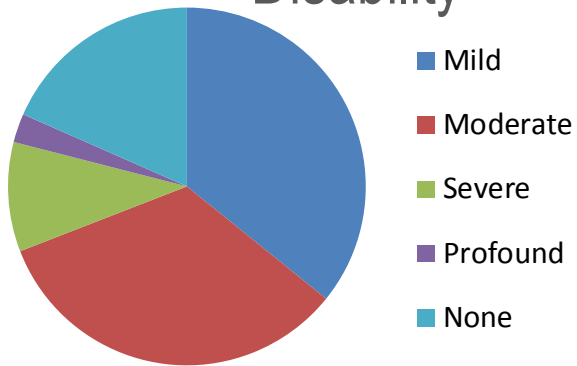
Second Draft Report

- In the process of compiling second report from data collection system
- Secondary report will contain data for 7,716 individuals receiving vocational services

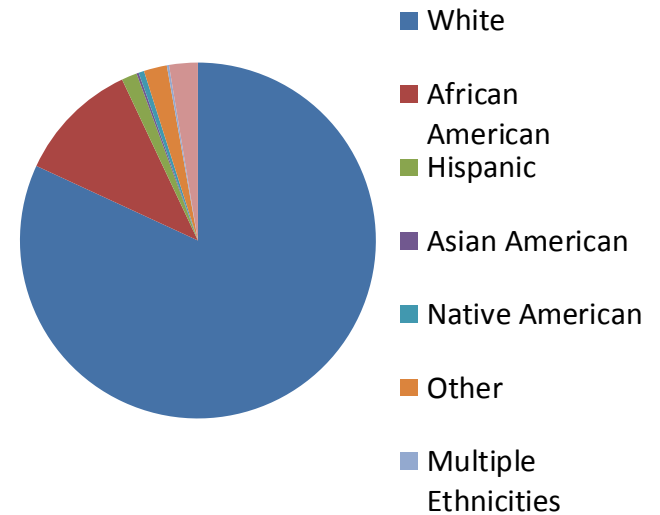


Demographics of Entire Sample

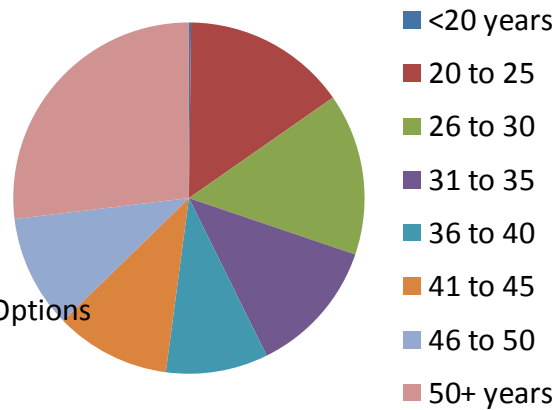
Level of Intellectual Disability



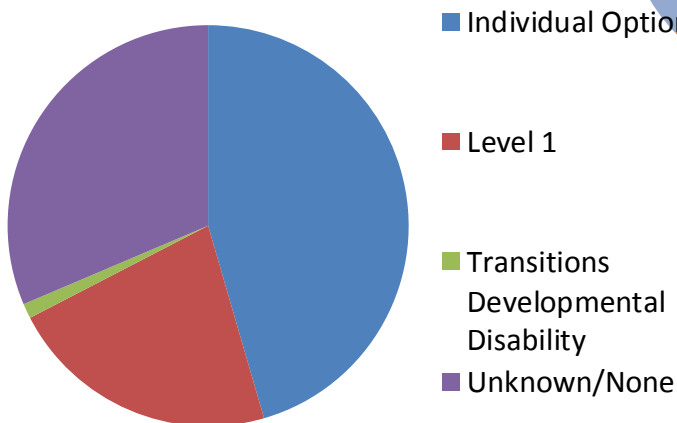
Ethnicity/Race



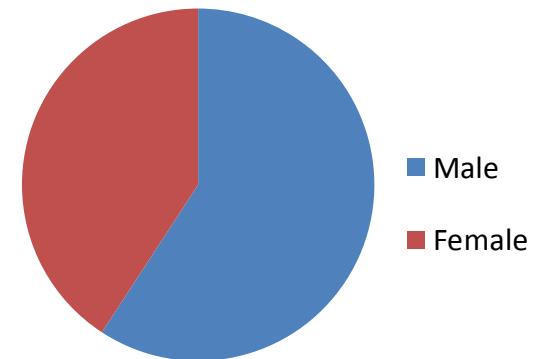
Age Ranges



Waiver Status

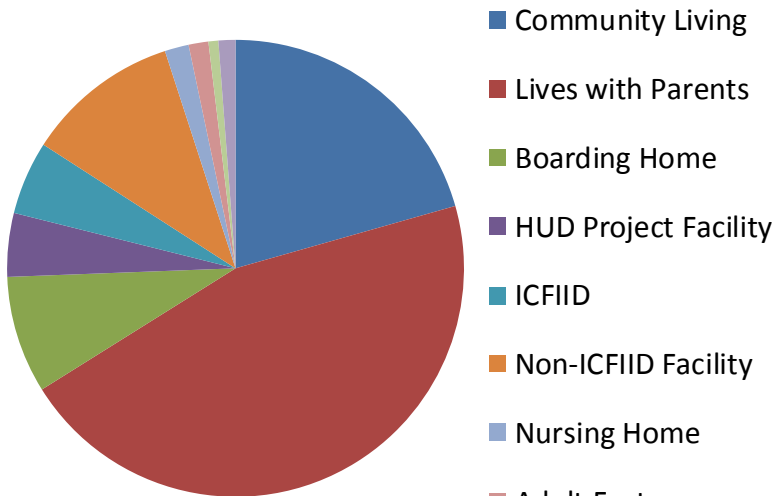


Gender

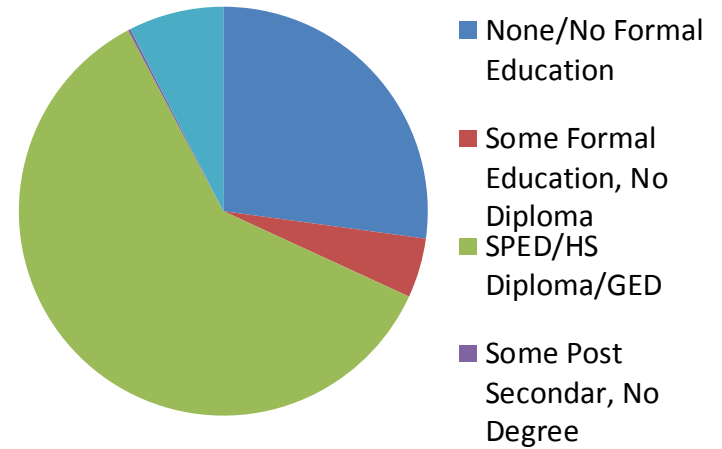


Outcomes Achieved by Entire Sample

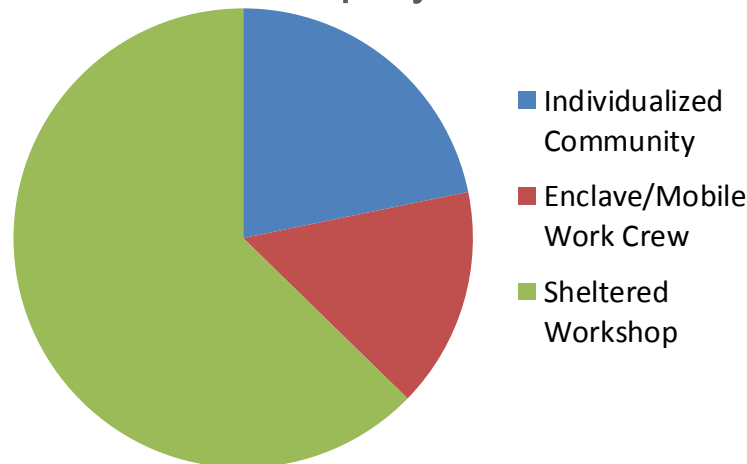
Living Arrangements



Level of Education



Employment



Outcomes Achieved by Individual Community Subgroup

WAGES

3.2% Earn below minimum wage
63.4% Earn minimum wage
33.4% Earn above minimum wage

HOURS WORKED

34.4% Work 1 to 12 hours/week
46.3% Work 13 to 20 hours/week
19.4% Work 21 to 40 hours/week

TOP 3 TYPES OF JOBS

29.5% Food Service
23.2% Manufacturing
22.1% Janitorial

WHO OBTAINED JOB

92.5% Agency Providing Support
3.2% Bridges to Transition
2.2% Individual/Family
2.2% Other

TRANSPORTATION

36.8% Agency/Independent
22.1% Public Transportation
14.7% Family/Friend/Coworker
11.6% Drives Self
14.8% Other

Average Length of
Employment: 6 years

Level of Intellectual Disability

53.8% Mild
24.7% Moderate
21.5% None



Outcomes Achieved by Enclave/Mobile Work Crew Subgroup

WAGES

9.7% Earn below minimum wage
88.9% Earn minimum wage
1.4% Earn above minimum wage

HOURS WORKED

72.2% Work 1 to 12 hours/week
18.0% Work 13 to 20 hours/week
9.7% Work 21 to 40 hours/week

TOP 3 TYPES OF JOBS

36.3% Manufacturing
28.2% Janitorial
18.8% Clerical

WHO OBTAINED JOB

100% Agency Providing Support

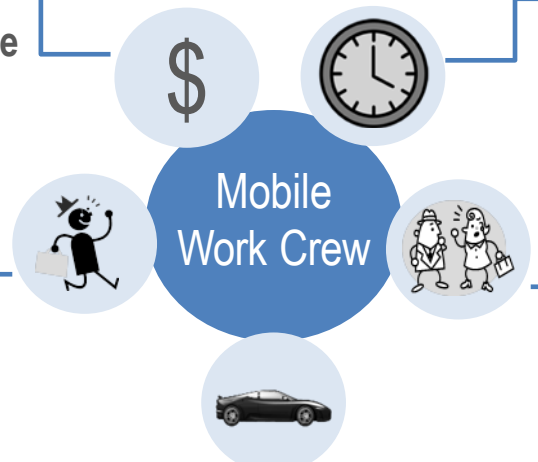
TRANSPORTATION

76.4% Agency/Independent
8.3% Public Transportation
4.2% Family/Friend/Coworker
2.8% Drives Self
8.4% Other

Level of Intellectual Disability

59.7% Mild
22.2% Moderate
2.8% Severe
15.3% None

Average Length of
Employment: 4.9 years



Outcomes Achieved by Sheltered Work Subgroup

WAGES

93.9% Earn below minimum wage
5.4% Earn minimum wage
0.8% Earn above minimum wage

Average Length of
Employment: 7.6 years



Sheltered
Work



TRANSPORTATION

88.8% Agency/Independent
5.4% Public Transportation
4.2% Family/Friend/Coworker
0.8% Drives Self
0.8% Other

HOURS WORKED

42.8% Work 1 to 12 hours/week
32.5% Work 13 to 20 hours/week
24.7% Work 21 to 40 hours/week

Level of Intellectual Disability

22.8% Mild
39.4% Moderate
15.4% Severe
4.2% Profound
18.1% None

Summary of Findings

- More people are served in sheltered workshops than in the community or enclaves combined.
- Sheltered workshops are more culturally diverse.
- Sheltered employees tend to be older than individuals in community or enclaves.
- Individuals in the community tend to have milder disabilities.
- People with developmental disabilities earned significantly more in the community.
- Individuals in sheltered workshops tended to keep their positions longer.
- Sheltered employees tended to have more expensive funding ranges..
- Most of the individuals in the I/O and Level 1 waiver subgroups were employed in sheltered workshops.
- Individuals in the unknown/no waiver subgroup were more likely employed individually in the community.

Challenges and Future Enhancements

- Limitations with ranges for hours worked and wages
- How can we capture meaningful data to measure integration for individuals not working or participating in sheltered work?
- How can we capture local dollars spent on supported employment services on an individual level?

What Happens Next?

- All county boards have access to the outcome tracking system and have entered records for 9,000 unique individuals.
- Second data report will be available in early January
- Data will be used to inform the Funding System Re-design process
 - How many are working
 - How many hours
 - Wages
 - Duration of job placement
 - Intensity of support compared to hours worked
- In the process of rolling out tracking system to private providers this month



Questions?