DODD-Community Life Engagement Team
Employment First Update
October 27, 2020

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Division of Policy and Strategic Direction
Every Person. Every Talent. Every Opportunity.
Employment and Technology Services as a 1st Option for individuals regardless of level of disability

Employment First/Technology First Not Employment and Technology Only
Mission

Ensure that individuals eligible for DD services in Ohio will have increased opportunities to live, work, and thrive in their homes and communities through state-of-the-art planning, innovative technology, and supports that focus on their talents, interests, and skills.
To Fulfill this Mission

We will empower individuals and families to make informed decisions, promote interagency collaboration, ensure access and availability of supports while prioritizing innovative technology, enhance skills and knowledge of providers and families, engage business partners and establish measurable benchmarks to track progress.
Ohioans of all abilities will work and thrive together to create stronger communities.
Priorities

- Empowerment and Collaboration
- Align Goals and Policies
- Training and Technical Assistance
- Technology and Innovation
- Business Engagement
- Measure Success
Ohio’s Path to Employment First

• 2011- Initial state assessment

• 2012- Employment First Executive Order/State law creating the Employment First Taskforce

• 2013-2020- Extensive efforts towards system transformation
Ohio’s Path to Technology First

• 2012- Telepsychiatry Project

• 2013- added technology to HCBS waivers

• 2018- Technology First Executive Order
Federal Perspective

• CMS - Conflict Free Case Management and HCBS Settings Rule
• Department of Justice
• Workforce Innovation and Opportunities Act
• Transformation to Competitive Employment Act
• US Civil Rights Commission - 14c
• National Council on Disability - SourceAmerica
National Data - Institute for Community Inclusion

Integrated Employment
- Facility Based Work
- Non-Work

Day and employment services provided by state IDD agencies
Source: ICI National Survey of State IDD Agencies
State to State- Top 10 Most Populated States

Integrated Employment Percentage- Ohio 30%
State to State - Top 10 Most Populated States

Facility Based Work Percentage - Ohio 51%
State to State - Top 10 Most Populated States

Facility Based Non Work Percentage - Ohio 52%

Facility Based Non Work

- Texas
- Illinois
- New York
- Ohio
- Georgia
- U.S. Total
- Pennsylvania
- North Carolina
- Michigan
- California
- Florida
What People are Saying?

• **National Core Indicators Data (NCI)**
  • Voluntary, 18 and over
  • Must be receiving at least one paid service, in addition to case management
  • Asks questions related to:
    • Employment
    • Rights
    • Service Planning
    • Community Inclusion
    • Choice
    • Health and Safety

• **Place on the Path to Community Employment**
  • 18 and over
  • Gathered by county board and put into individualized service plan (ISP)
National Core Indicators

Chose or has input in choosing paid community job (among those determined to have a paid community job)

- OH: 94% (N=163)
- NCI: 89% (N=2844)

Chose or had some input in choosing day program or workshop (among those determined to attend a day program or workshop)

- OH: 70% (N=385)
- NCI: 62% (N=8128)
Has a paid job in the community and likes job

OH
N= 160

NCI
N= 2656

Has a paid job in the community and wants to work somewhere else

OH
N= 155

NCI
N= 2621
Does not have paid community job and would like a job in the community

- OH: 40% (N=253)
- NCI: 44% (N=7225)

Of those who say they want a paid job in the community (and do not currently have one) the percentage who have community employment as a goal in the service plan

- OH: 56% (N=96)
- NCI: 36% (N=3429)
Most recent survey asked people, “At your service planning meeting, did you get to choose where you are on the Place on the Path to Community Employment?”

Yes = 38%
No = 12%
Don’t know = 34%
N/a = 15%
Path to Community Employment

Place 4: I don't think I want to work, but may need to learn more about it.

Place 3: I think I want to work, but need help to understand my options.

Place 2: I want to work! Help me get a job.

Place 1: I have a job but need support to keep it or get a better job.
2020 - Place on the Path

<table>
<thead>
<tr>
<th>Place 1</th>
<th>Place 2</th>
<th>Place 3</th>
<th>Place 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>20%</td>
<td>19%</td>
<td>12%</td>
<td>14%</td>
</tr>
</tbody>
</table>

PPCE
- Place 1
- Place 2
- Place 3
- Place 4
OOD/DODD Employment First Partnership

10,659 Applications

10,450 Eligibility Determinations

8,319 Received Services

3,397 Placed in a Job

3,199 Successful Closures
Outcome Tracking System

Introduction
Outcome Tracking System - 2019

- 40,227 pulled into OTS for Reporting Period 2019
Outcome Tracking System - 2019

- 14,138 (49.48%) were employed vs 14,437 (50.52%) that were not employed
Employment Types Statewide 2019

- Self-Employment: 0.27% (39)
- Group Integrated Job: 16.02% (2,313)
- Individual Competitive Job: 33.13% (4,783)
- Facility-Based Work: 57.63% (8,320)
Employment Types
Summit County 2019

- Self-Employment: 0.29%
- Group Integrated Job: 11.63% (40)
- Individual Competitive Job: 24.42% (84)
- Facility-Based Work: 70.64% (243)
# Wage and Hour Comparison Statewide 2019

<table>
<thead>
<tr>
<th>Facility-Based Work</th>
<th>Group Integrated Job</th>
<th>Individual Competitive Job</th>
<th>Self-Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avg. Hours</td>
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</tr>
<tr>
<td>11.05</td>
<td>13.33</td>
<td>20.34</td>
<td>12.15</td>
</tr>
<tr>
<td>Avg. Wages</td>
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</tr>
<tr>
<td>5.28</td>
<td>8.02</td>
<td>10.49</td>
<td>9.22</td>
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## Wage and Hour Comparison
### Summit County 2019

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<tr>
<td>Avg. Hours</td>
<td>8.60</td>
<td>8.96</td>
<td>19.62</td>
<td>20.00</td>
</tr>
<tr>
<td>Avg. Wages</td>
<td>6.85</td>
<td>8.39</td>
<td>10.38</td>
<td>8.55</td>
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</table>
Competitive Employment

- 10 hours a week on average: 29.41% (5)
- 15 hours a week on average: 23.53% (4)
- 20 hours a week on average: 35.29% (6)
- 25 hours a week on average: 11.76% (2)

- $8.55: 40.00% (10)
- $8.79: 32.00% (8)
- $9.00: 12.00% (3)
- $10.00: 16.00% (4)
Competitive Employment

Agency/Independent Provider provides transportation: 52.31%, 2,392

Drives self: 12.38%, 566

Cab/Taxi: 4.46%, 204

Public transportation (bus/train): 14.52%, 664

Driven by family/friend/co-worker: 16.34%, 747
Group Employment - Statewide

Job Types in Group Integrated Employment

- 61.22% (1,416) Enclave
- 17.77% (411) Mobile Work Crew
- 24.12% (558) Provider Owned Business

Receiving Fringe Benefits

- 63.46% (488) Enclave
- 29.91% (230) Mobile Work Crew
- 13.78% (106) Provider Owned Business
## Group Employment - Statewide

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<tr>
<td><strong>Average Hours Per Week</strong></td>
<td>15.28</td>
<td>11.58</td>
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## Group Employment – Summit County

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<td>Average Hours Per Week</td>
<td>17.40</td>
<td>10.00</td>
<td>3.65</td>
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<tr>
<td>Average Wages Per Hour</td>
<td>8.55</td>
<td>8.55</td>
<td>8.29</td>
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Non-Work Community vs. Facility Summit County 2019

**Community-Based Non-Work Services**
- 1 hour a week on avg.: 37.91% (69)
- 2 hours a week on avg.: 19.78% (36)
- 5 hours a week on avg.: 29.12% (53)
- 25 hours a week on avg.: 13.19% (24)

**Facility-Based Non-Work Services**
- 1 hour a week on avg.: 1.88% (3)
- 2 hours a week on avg.: 11.88% (19)
- 5 hours a week on avg.: 73.75% (118)
- 25 hours a week on avg.: 12.50% (20)
- 30 hours a week on avg.:
Reflection
FY 21 Priorities

EMPOWERMENT AND COLLABORATION
ALIGN GOALS AND POLICIES
TRAINING AND TECHNICAL ASSISTANCE
TECHNOLOGY AND INNOVATION
BUSINESS ENGAGEMENT
MEASURE SUCCESS
Questions