

SEPTEMBER 2018



## Working in the Community—Update 3

### The Status and Outcomes of People with IDD in Integrated Employment

*By Dorothy Hiersteiner & John Butterworth (Institute for Community Inclusion, UMass Boston)*

Improving employment outcomes has been identified as a priority by self-advocates, state agencies, the National Governors Association, and federal policymakers. The recognition of the pivotal role that work can play in the lives of people with intellectual and developmental disabilities (IDD) is driving many states to adopt “Employment First” policies that prioritize employment in integrated settings as the preferred day service alternative.<sup>1</sup> The need for this policy shift is clear: While many policymakers, providers, families and advocates recognize the benefits of employment for people with IDD, rates of integrated employment among people with IDD receiving services are low and have remained essentially unchanged for the past 10 years.<sup>2</sup> Fortunately, state and federal policymakers recognize the need to improve employment outcomes: 25 state developmental disability agencies participate in the State Employment Leadership Network,<sup>3</sup> a collaborative community of states committed to systems change and improving employment outcomes. Additionally, states are engaged in initiatives sponsored by the Administration on Intellectual and Developmental Disabilities and Office of Disability Employment Policy.

Employment First means that above all else, people with disabilities, people of all abilities, need to have a purpose in life.<sup>4</sup>

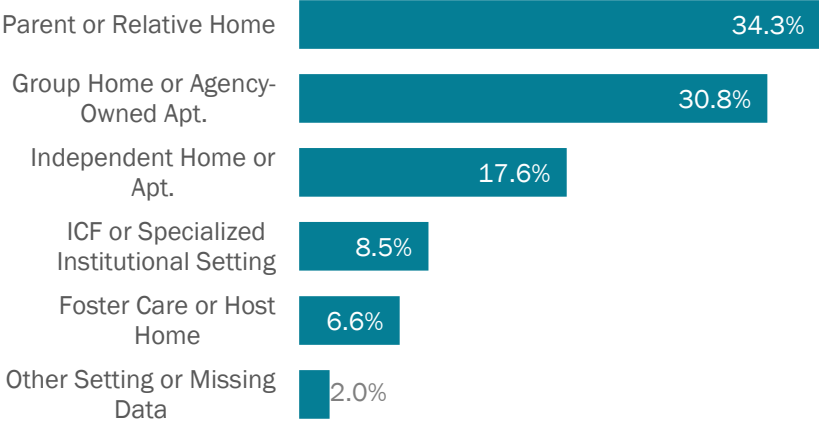
—John Fenley  
People First of NH

National Core Indicators<sup>TM</sup> (NCI<sup>TM</sup>) data provide an important window on the employment and outcomes that may be related to employment (such as friendships, choice-making, etc.) of people with IDD receiving services. This Special Issue Data Brief updates the Brief from May 2016 and describes the employment status of individuals supported by state IDD agencies and compares participating states in terms of proportions of service recipients in different types of community employment.

# Description & Demographics of the Sample

The information in this report is drawn from the 2016-17 National Core Indicators (NCI) Adult Consumer Survey of 21,548 adults from 39 states (including Washington, D.C.).<sup>5</sup> **For the purposes of these analyses people under the age of 22 who were enrolled in public schools (or for whom this information could not be determined) were excluded;** subsequently, 20,868 adults remained in the data. The data reported in this brief are not weighted and are averages of the responses of all people surveyed (except when otherwise specified).

## The majority of the 20,868 adults not in school live in a parent or relative’s home, a group home, or an agency-owned apartment

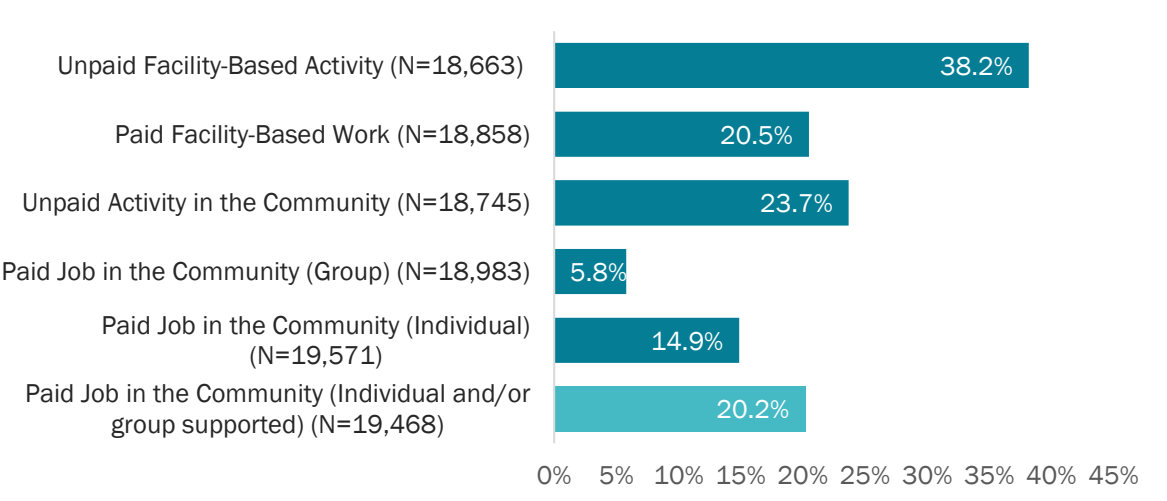


# Results

## 1) What do people do during the day?<sup>6</sup>

Of those for whom data were reported on daily activities, slightly less than two-fifths of those surveyed participated in an unpaid facility-based activity during the day (38.2%) (Denominator does not include “don’t know” responses and missing data.) About one-fifth (20.5%) were in a paid facility-based job while a little under one-quarter (23.7%) took part in an unpaid community-based activity during the day.

### Only 20.2% were engaged in paid employment in the community, including both individual and/or group supported jobs

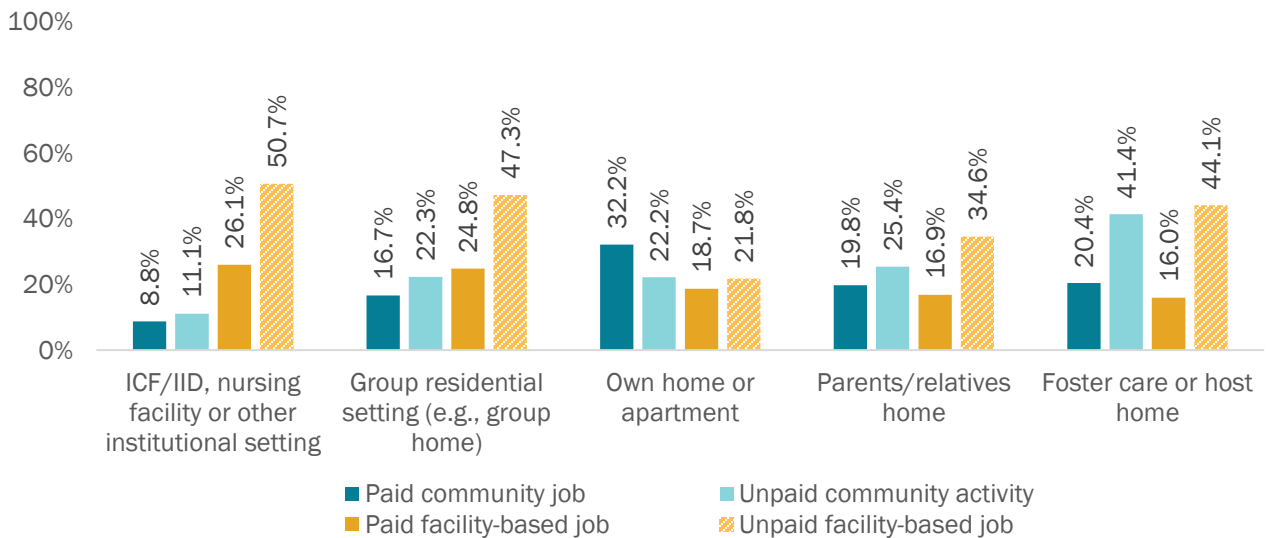


People often participated in more than one activity during the day. Of those reported to have a paid job in the community, 2.7% reported having both group-supported and individual (supported or not supported) jobs. Overall, 42.4% of people who were reported to have a paid community job were also reported to take part in at least one other kind of day activity or employment: 23.9% were also in an unpaid community activity, 13.0% also had a paid facility-based job, and 18.2% were in an unpaid facility-based activity. Of those who had a paid facility-based job, 30.0% were reported to also be engaged in an unpaid facility-based activity, 14.5% also participated in an unpaid community-based activity and 13.3% had a paid community-based job. Of those in an unpaid community-based activity, 43.3% were also in an unpaid facility-based activity.

## 2) Are there differences in what people do during the day based on where they live?

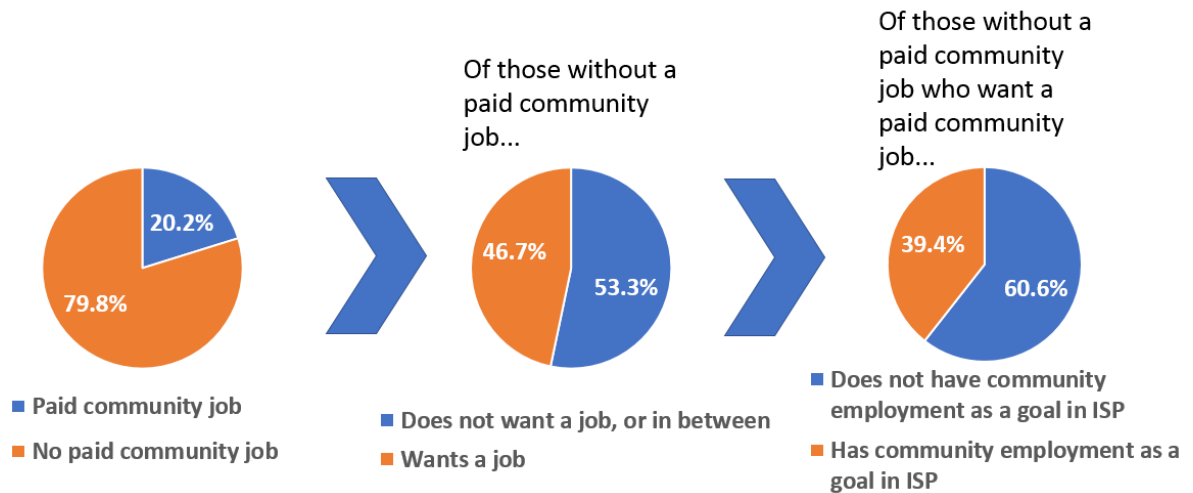
The rates of participation in the four types of day activities/employment (paid community job, unpaid community activity, paid facility-based job, unpaid facility-based activity) varied by the type of residence people lived in. People living in independent homes or apartments had the highest numbers of community-based paid jobs (32.2%), whereas people living in ICF or specialized institutional settings had the lowest rates of community employment (8.8%). Of those living with parents or relatives, 19.8% were reported as having a community paid job, as were 16.7% of people living in group homes or agency-operated apartment programs. One fifth (20.2%) of those living in foster care/host home settings are reported to have a paid job in the community.

### People in independent homes or apartments had the highest rates of **community-based paid jobs**; people living in ICF or specialized institutional settings had the lowest



## 3) How many people do not have community jobs but report they would like one? Of those, how many have this goal in their ISP?

Almost one-half (46.7%) of people interviewed who did not have a paid job in the community indicated they would like to have one. Of all the respondents who did not have a paid community job, 20.0% had employment identified as a goal in their individual service plans (ISP). Of people who stated they would like a paid community job, nearly double, 39.4% had this goal documented in their service plans.



**NOTE:** Because so few people living in ICF or other specialized institutional settings had community-based paid jobs, only people known to be living in the community are included in the rest of this data brief. For the purposes of the remaining analyses, living in the community includes the following types of residence: those in group homes and agency-operated apartments, in independent homes or apartments, in parents’ or relatives’ homes and in foster care/host home. Total number of people remaining in the data is 18,660.

#### 4) Out of those with community-based paid jobs, how many are in individual jobs with funded supports, individual jobs without funded supports, and group-supported employment? Do these proportions differ by where people live? By state?

Of those respondents not living in an institutional setting and not in school for whom data were reported on community-based paid jobs, 21.2% were reported to have a paid, community-based job. A community-based job can be of one of three types:

- an individual job without publicly funded supports
- an individual job with publicly funded supports (e.g., individual supported employment)
- group-supported employment

All three types represent “integrated” employment but are not mutually exclusive. For example, one may be reported to work both an individual job without supports and a group-supported job. The table below shows that 20.0% of total respondents (excluding those living in institutional settings) worked in integrated employment (*Note: people who had missing information for whether they had integrated employment are included in the denominator.*) Of those in integrated employment, 60.0% had individual jobs: 27.8% worked in individual jobs but did not receive publicly funded supports, 32.2% worked in individual jobs and received publicly funded supports to maintain their job. In addition, 27.6% were in group-supported employment. For 13.8% the type of employment was not specified; in these cases, the questions asking whether work is done primarily by a group of people with disabilities and/or the question about the receipt of publicly funded support for employment activities were left blank or marked “don’t know.”

	N	Percentage of 18,660	Percentage of total number in integrated employment (N=3,729)
<b>In integrated employment</b>	3,729	20.0%	100.0%
<b>In individual jobs</b>	2,237	12.0%	60.0%
<b>Individual without publicly funded supports</b>	1038	5.6%	27.8%
<b>Individual with publicly funded supports</b>	1199	6.4%	32.2%
<b>In group-supported</b>	1031	5.5%	27.6%
<b>Type of employment support not specified</b>	516	2.8%	13.8%

The proportions of people with different types of employment support in community jobs varied somewhat depending on where people lived. As shown in the following table, of those with paid community jobs, those living in an independent home or apartment were more likely to have individual community jobs (either with or without funded supports) than those living with parents or relatives, in foster care/host homes or in a community-based residence (group homes or agency-operated apartment programs). *(Note: Only people who had a paid community job, enough information to determine the type of employment support, and a reported residence type are included in the denominator.)*

	% in group-supported	% in individual with supports	% in individual without supports	% in individual jobs (individual with and without supports)
<b>Group home/agency-operated apt</b>	44.1%	32.8%	22.8%	55.5%
<b>Independent home/apt</b>	22.6%	37.1%	43.0%	80.1%
<b>Parents'/relatives' home</b>	26.7%	39.3%	35.6%	75.0%
<b>Foster care/host home</b>	36.1%	56.2%	17.2%	73.4%

The proportion of people employed in integrated community jobs as well as the proportions with different types of employment support also varied by state of residence. The following table shows the percentage in integrated employment as well as the percentages in various types of community employment for each participating NCI state.

The proportion of people engaged in integrated community employment varied widely by state, from only 7.7% in Alabama to 47.8% in Connecticut. States' percentages of people with different types of employment also varied. For example, the proportion in group-supported jobs varied from 0% in Vermont to a high of 71.4% in Connecticut. On the other hand, the proportion of people in individual jobs ranged from 23.5% in New Jersey to 100% in Vermont. *(Note: Only those who were reported to be in an integrated job are included in the denominator.)*

	% who work in an integrated job who work in ...					
	n	% in integrated employment	Individual Job	(without funded supports)	(with funded supports)	Group Job
CT	293	47.8%	30.1%	8.9%	21.1%	71.4%
VT	323	41.8%	100.0%	13.3%	86.7%	0.0%
NH	378	39.2%	89.2%	25.9%	63.3%	12.1%
MN	1744	37.2%	58.9%	33.5%	25.4%	40.7%
SD	309	34.6%	68.4%	34.2%	34.2%	29.0%
WY	301	33.9%	87.2%	66.0%	21.3%	13.9%
NE	333	32.7%	73.7%	24.2%	49.5%	25.2%
OH	532	28.8%	62.7%	20.4%	42.3%	43.6%
RI	323	26.9%	77.8%	22.2%	55.6%	22.4%
WI	441	25.6%	77.6%	21.1%	56.6%	15.4%
UT	364	25.3%	74.4%	26.7%	47.7%	27.3%
ME	365	25.2%	93.5%	35.1%	58.4%	6.3%
LA	269	24.2%	58.3%	47.2%	11.1%	54.8%
MS	396	21.5%	88.2%	48.7%	39.5%	24.4%
CO	342	21.3%	55.6%	16.7%	38.9%	44.4%
OK	395	21.3%	45.2%	17.9%	27.4%	54.8%
PA	527	21.1%	82.0%	37.1%	44.9%	20.4%
ID	297	20.9%	90.2%	62.7%	27.5%	8.2%
DE	396	20.5%	78.0%	14.0%	64.0%	16.0%
IN	680	19.3%	90.2%	61.0%	29.3%	9.2%
NV	384	19.0%	33.3%	23.2%	10.1%	68.1%
KS	345	18.0%	75.0%	41.1%	33.9%	32.1%
TN	454	17.6%	76.2%	20.6%	55.6%	32.9%
NY	434	17.5%	92.7%	61.8%	30.9%	12.3%
GA	447	15.9%	79.4%	14.7%	64.7%	22.5%
MI	470	14.0%	49.1%	21.8%	27.3%	57.4%
NC	577	13.5%	91.0%	32.8%	58.2%	12.3%
KY	390	11.8%	97.5%	57.5%	40.0%	2.5%
VA	680	11.2%	34.3%	12.9%	21.4%	67.6%
DC	312	10.9%	92.3%	23.1%	69.2%	3.1%
HI	370	10.8%	59.3%	25.9%	33.3%	18.4%
IL	358	10.6%	79.3%	62.1%	17.2%	16.7%
FL	715	10.1%	95.6%	54.4%	41.2%	5.6%
TX	1122	9.2%	84.2%	66.3%	17.9%	18.6%
NJ	274	8.8%	23.5%	5.9%	17.6%	45.8%
AR	366	8.5%	84.6%	65.4%	19.2%	10.0%
MO	386	8.0%	76.0%	52.0%	24.0%	23.3%
AL	378	7.7%	53.6%	39.3%	14.3%	31.0%
NATION	17470	20.9%	60.0%	27.8%	32.2%	27.6%

## 5) What are the most common jobs?

For people working in paid community-based employment for whom data on job type was reported, the three most common types of jobs were: building and grounds cleaning or maintenance (30.9%), food preparation and service (21.7%) and retail such as sales clerk or stock person (16.2%). Less common were office jobs such as general office and administrative support (4.4%), assembly and manufacturing jobs (9.5%), and materials handling and mail distribution (4.8%).

The types of jobs within which individuals worked varied depending on whether they were in an individual job without funded supports, an individual job with funded supports, or group supported employment. Retail jobs and food prep and food service jobs were more common for those in individual jobs, whereas building and grounds cleaning or maintenance were the most common jobs for those with group-supported employment (44.2%).

	Food prep and service	Building and grounds cleaning/ maintenance	Retail
Individual job without supports	30.9%	23.9%	21.0%
Individual job with supports	25.4%	30.3%	21.1%
In group-supported	8.9%	44.2%	6.5%

The majority of people with general office and administrative support jobs were in individually supported positions (48.4%). On the other hand, the majority of people performing assembly, manufacturing or packaging jobs or materials handling tasks had group-supported employment (56.4% and 47.7%, respectively).

## 6) How much do people work in community jobs? How much do they make?

*Note: All figures reported below represent a "typical" week in the life of the person surveyed.*

On average, people employed in paid individual community jobs (with or without paid supports) worked 26.8 hours in a two-week period (N=2,301) and earned \$232.02 (N=1,811) or \$9.15 per hour (N=1,809). However, as shown in the following table, the number of hours worked, and the amounts earned, differed by the type of employment support that people received.

On average, people employed in individual community jobs without funded supports worked 29.0 hours over a two-week period, earning a total of \$258.43 for an hourly wage of \$9.14. Those in individual community jobs with funded supports worked an average of 24.9 hours over a two-week period and earned \$212.82 for an hourly wage of \$9.33. People employed in group-supported community jobs worked an average of 30.1 hours over a two-week period and earned only \$174.35 for an hourly wage of \$6.56.

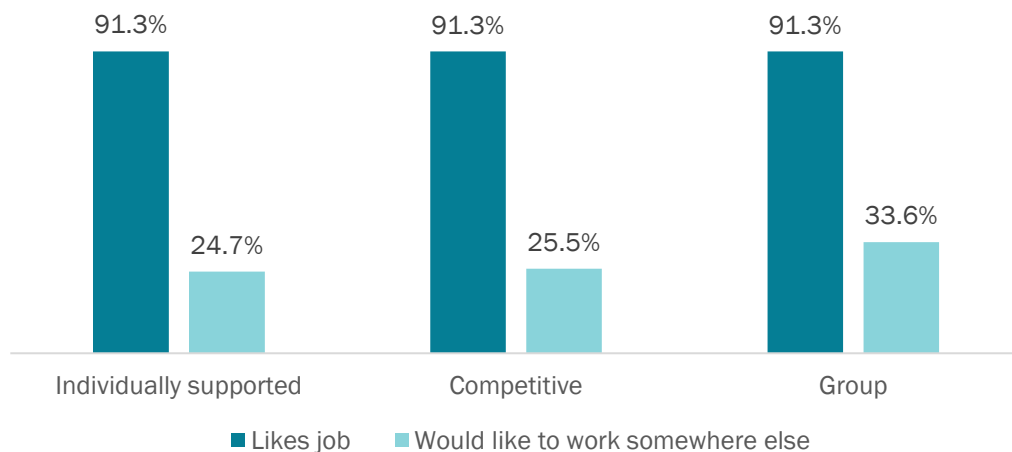
	Hours (in two weeks)	Wages (in two weeks)	Hourly wage
Individual job without supports	29.0	\$258.43	\$9.14
Individual job with supports	24.9	\$212.82	\$9.33
In group-supported	30.1	\$174.35	\$6.56

## 7) How many people report that they like where they work, or that they want to work elsewhere? Are there differences by the type of employment support?

Of those people who had a job in the community, 91.1% stated that they like their jobs. However, 26.9% said they would like to work somewhere else.

While the percentage of people who reported that they liked their job did not vary by the type of employment support they received, the proportion of those wanting a different job did. Fully 33.6% of individuals with group-supported employment wanted to work somewhere else, as compared to 25.5% of those working in an individual job without funded supports and 24.7% of those working in an individual job with funded supports.

**The higher percentage of people in group-supported employment stating that they want to work elsewhere may reflect an area for states to further explore when considering expansion of individual employment opportunities**



## 8) How many people receive benefits at their community job?

Of those in paid community jobs, 24.5% were reported as receiving benefits. As compared by employment type, 26.6% and 27.5% of those in individual employment with publicly funded supports and without publicly funded supports, respectively, received benefits such as paid vacation and sick time, compared to 18.2% of people in group-supported employment.

## 9) How long have people been working at their community jobs?

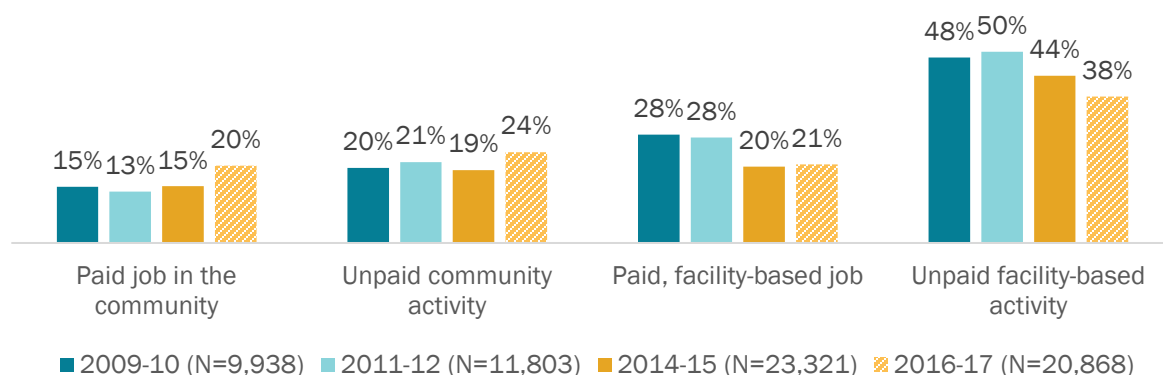
The mean length of time that people have been working in their individual job (with or without supports) was 74 months. Those in individual jobs with funded supports had worked at their job for an average of 65 months, while those in individual jobs without funded supports had worked at their job for an average of 79 months. Individuals in group-supported employment had worked at their job for an average of 81 months.



## 10) How has the employment of adults with IDD receiving services from the state changed since 2009-10

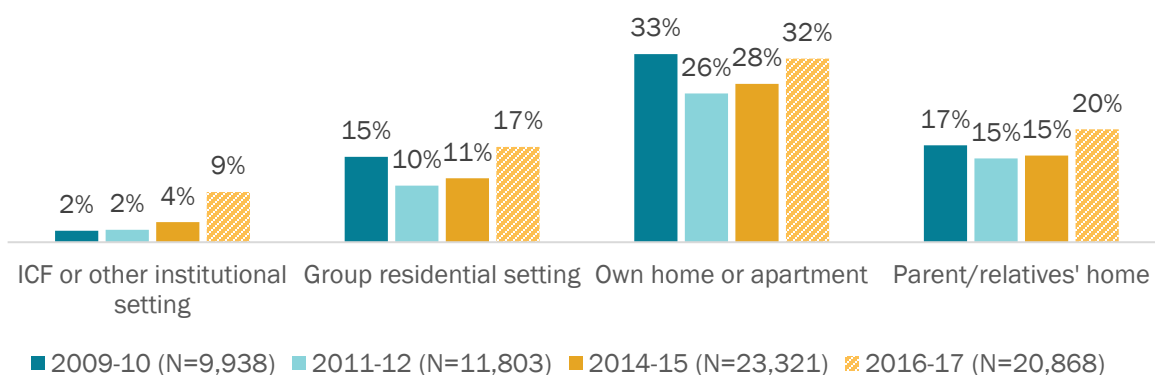
Since we began producing the Employment data brief using the 2009-10 data, we've seen slight progress in the area of paid community employment. The following chart demonstrates the changes in type of day activity frequented by respondents to the NCI Adult Consumer Survey. Emphasis on community engagement within the DD field seems to have impacted decisions about where people spend their days.

**Participation in paid community jobs and unpaid community activities have increased since 2009-10, whereas participation in facility-based jobs and activities has decreased**



When we look at the participation in paid, community employment by residence type, we don't see much change for those living in group residential settings, their own home and apartment or parent/relative's home. However, the percentage of people living in ICF/ID or other institutional settings and working in paid, community-based jobs has increased.

**Since 2009, the percentage of respondents in ICF/ID or other institutional settings working in paid, community-based jobs rose from 2% to 9%**



However, there are several caveats to consider when looking at this trend data. For one, NCI has changed slightly the manner in which it collects data on employment. In 2015-16 and beyond, NCI began asking separately about paid individual community jobs and paid group community jobs.

In addition, because different states participate in the Adult Consumer Survey each year, the composition of the sample each year differs. Since employment policies and expectations vary significantly by state, this may affect the NCI Average. For example, two states with particularly large populations living in ICF settings have undertaken intentional initiatives to increase employment among people served in that model.

## Policy Implications

Improving the level of participation of people with IDD in integrated employment and the quality of employment outcomes in terms of choice of job, individual or group supports, rate of pay and type of work is a growing priority for states. The data we present in this brief illustrate the variation across states and the challenges that confront policymakers in their efforts to increase the numbers of people with IDD working in integrated community settings. These data frame several priorities for current and future service design and delivery:

**Development of Employment First initiatives.** The state-to-state variation in employment participation among people with IDD receiving publicly funded services suggests that state policy, strategy, and investments have a significant effect on the numbers of people who are working in integrated community settings. While current national discussions emphasize the benefits of state Employment First policies, case studies of higher-performing states suggest that policymakers who provide consistent messages that prioritize employment and the goal of achieving paid work in integrated settings see more positive outcomes. These same case studies show that those states who focused on integrating the message across all system components—including leadership, policy, financing, training and technical assistance, outcome and quality measurement, and interagency collaboration—were more likely to see higher levels of employment.<sup>7</sup> Other states interested in increasing their employment outcomes could connect with these states to learn about the messaging approaches used.

**Planning for wrap-around supports.** People working in individual jobs average less than 14 hours per week. This finding clearly underscores the need for research into the reasons for low hours. In addition, this finding indicates the need for states to develop policies and practices that encourage full-time employment and increased economic self-sufficiency in order to expand individual work hours. It also suggests that state agency administrators, planners and operational staff must collaborate with community rehabilitation providers, home and residential support agencies, and others in the development and implementation of holistic approaches to person-centered life planning that includes non-work hours. Typically, work takes place at all hours of the day throughout the work week, and workers organize their lives and activities around their jobs, families, and home responsibilities. People with IDD are frequently prevented from working at night and on weekends because of the lack of flexibility in the structure of their service delivery supports, their living situation, and limited transportation options. Funding, regulatory, and systems strategies need to support varied work schedules. As seen in this data brief, currently over two-fifths of individuals in paid community jobs also participated in another day activity—most often an unpaid day activity. With effective quality improvement strategies, states can identify, and then address, the root cause of the dual participation.

**Prioritizing individual jobs over group-supported employment.** The data suggest that individual employment yields higher levels of income and a wider array of job choices than group-supported employment even though people in group-supported employment work more hours on average. Additionally, individuals in group-supported employment were more likely to report that they want to work elsewhere. The benefits and advantages of individual employment should be reflected in policy and operational practices that prioritize individual employment outcomes.

**Supporting career goals.** The data suggest that almost half of individuals who are not working in the community want a job, but that only 39.9% of those who want a job have community employment as a goal in their service plan. A key component of Employment First initiatives, and of state-specific efforts to improve employment outcomes, is a focus on ensuring that employment is identified as a priority during each individual’s person-centered service planning and on the provision of training to case managers or service coordinators to enable them to become skilled in facilitating conversations about employment and in addressing individual and family concerns about community employment.

## Notes

- <sup>1</sup> Moseley C. (June 2009). *Community Services Reporter*. National Association of State Directors of Developmental Disabilities. Alexandria, VA.
- <sup>2</sup> Winsor, J. et al (2017). State Data: The national report on employment services and outcomes 2016. Boston, MA: University of Massachusetts Boston, Institute on Community Inclusion. [www.StateData.info](http://www.StateData.info)
- <sup>3</sup> [www.SELNHub.org](http://www.SELNHub.org)
- <sup>4</sup> Self-Advocates Becoming Empowered & Green Mountain Self-Advocates (2018). A Purpose in Life: Why Employment First Matters to Self-Advocates. Boston, MA: UMass Boston, Institute for Community Inclusion. <https://www.thinkwork.org/purpose-life-why-employment-first-matters-self-advocates>
- <sup>5</sup> The 2016-17 NCI Adult Consumer Survey Report included: Alabama, Arkansas, Colorado, Connecticut, Washington, DC, Delaware, Florida, Georgia, Hawaii, Idaho, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maine, , Michigan, Minnesota, Missouri, Mississippi, North Carolina, Nebraska, New Hampshire, New Jersey, Nevada, New York, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Utah, Virginia, Vermont, Wisconsin, and Wyoming.
- <sup>6</sup> Please note that the categories and descriptions of employment/day activity defined in the 16-17 NCI Adult Consumer Survey differ from those used in previous versions of this data brief.
- <sup>7</sup> Hall, A. C., Butterworth, J., Winsor, J., Gilmore, D. S., & Metzger, D. (2007). Pushing the employment agenda: Case study research of high performing states in integrated employment. *Intellectual and Developmental Disabilities*, 45(3), 182-198.

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## Questions? Comments? Contact Us

For additional information on the National Core Indicators (NCI) initiative, public reports, and past data briefs, please visit [nationalcoreindicators.org](http://nationalcoreindicators.org).

We welcome your feedback and questions. If you want to discuss this report or have questions about the NCI project, please contact: **Dorothy Hiersteiner, NCI Project Coordinator**, at [dhiersteiner@hsri.org](mailto:dhiersteiner@hsri.org)

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For more information on the Access to Integrated Employment Project, visit [www.ThinkWork.org](http://www.ThinkWork.org)



# NASDDDS

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Access to Integrated Employment

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