



INSTITUTE FOR COMMUNITY INCLUSION
promoting the inclusion of people with disabilities



**NATIONAL CORE
INDICATORS**
NASDDDS & HSRI

National Core Indicators: Employment Trends for Adults with ID/DD and Suggestions for Policy Development



StateData.info



Agenda

- **Why are we looking at these data?**
- **Intro to NCI**
 - **Methods, Measures and Sample**
- **Findings**
- **Policy opportunities**
- **Discussion/Questions?**



Why?

- Rates of integrated employment among people with ID/DD receiving services are low
 - Remained essentially unchanged for the past 10 years.
- Systems change efforts underway in over 40 states
 - State Employment Leadership Network
 - AIDD Partnerships and Employment Learning Community
 - ODEP employment first initiative
- NCI can offer an important perspective in employment and employment outcomes of people with ID/DD receiving services.

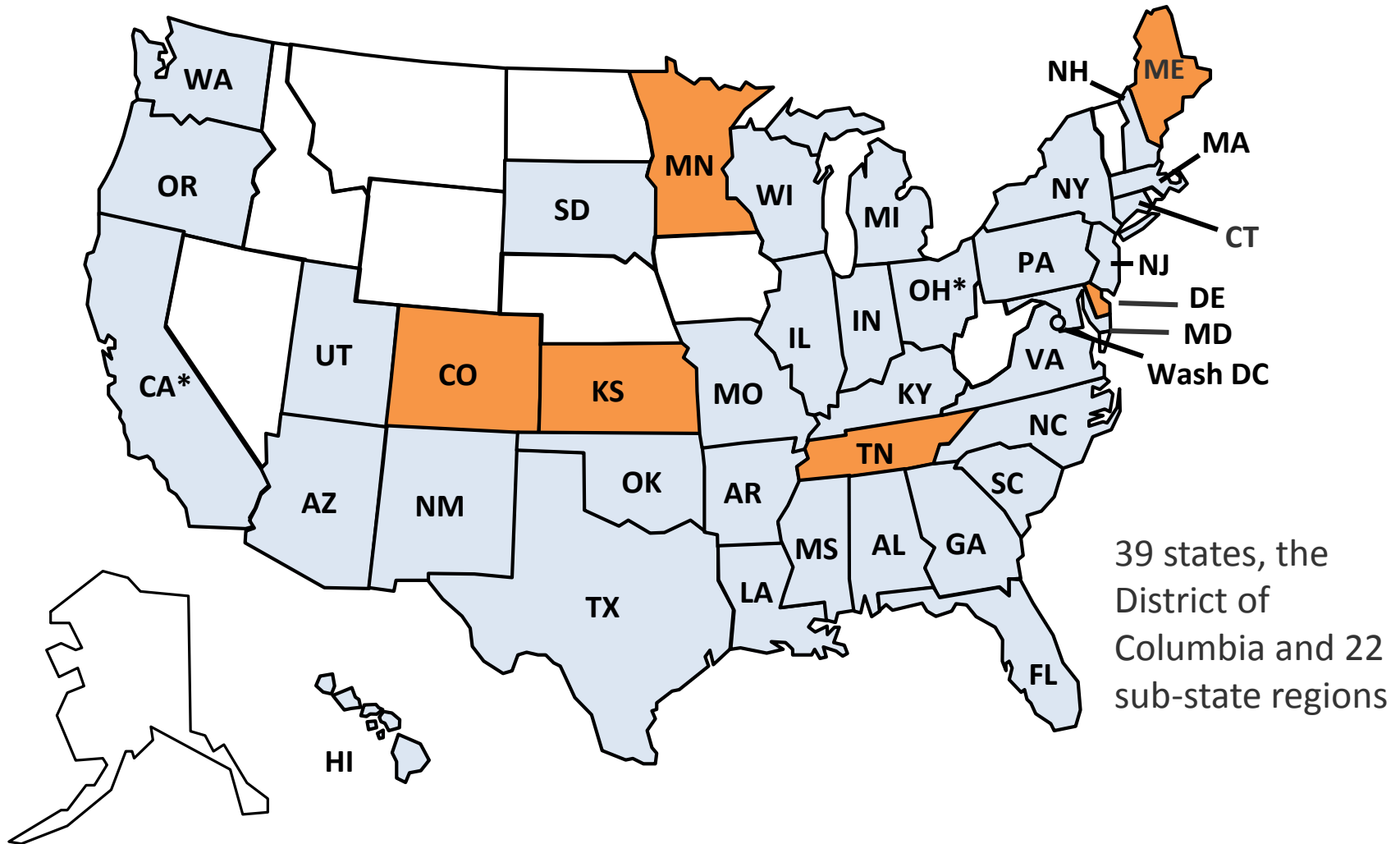


WHAT IS NATIONAL CORE INDICATORS (NCI)?

- Multi-state collaboration of state DD agencies
- Measures performance of public systems for people with intellectual and developmental disabilities
- Assesses performance in several areas, including: employment, community inclusion, choice, rights, and health and safety
- Launched in 1997 in 13 participating states
- Supported by participating states
- NASDDDS – HSRI Collaboration



NCI State Participation 2013-14



■ State contract awarded in 2013-14 through AIDD funding
CA*- Includes 21 Regional Centers
OH*- Also includes the Mid-East Ohio Regional Council



WHAT IS NCI?

- Adult Consumer Survey
 - ✓ In-person conversation with a sample of adults receiving services to gather information about their experiences
 - ✓ Keyed to important person-centered outcomes that measure system-level indicators related to: employment, choice, relationships, case management, inclusion, health, etc.
- Adult Family, Child Family, and Family/Guardian Surveys
Mail surveys – separate sample from Adult Consumer Survey
- Other NCI state level data: Mortality, Staff Stability



Data Source:

Adult Consumer Survey

- Standardized, face-to-face interview with a sample of individuals receiving services
 - Background Information
 - Section I (no proxies allowed)
 - Section II (proxies allowed)
- No pre-screening procedures → states don't filter anyone out of the sample.
- Conducted with adults only (18 and over) receiving at least one service in addition to case management
- Section I and Section II together take 50 minutes (on average)



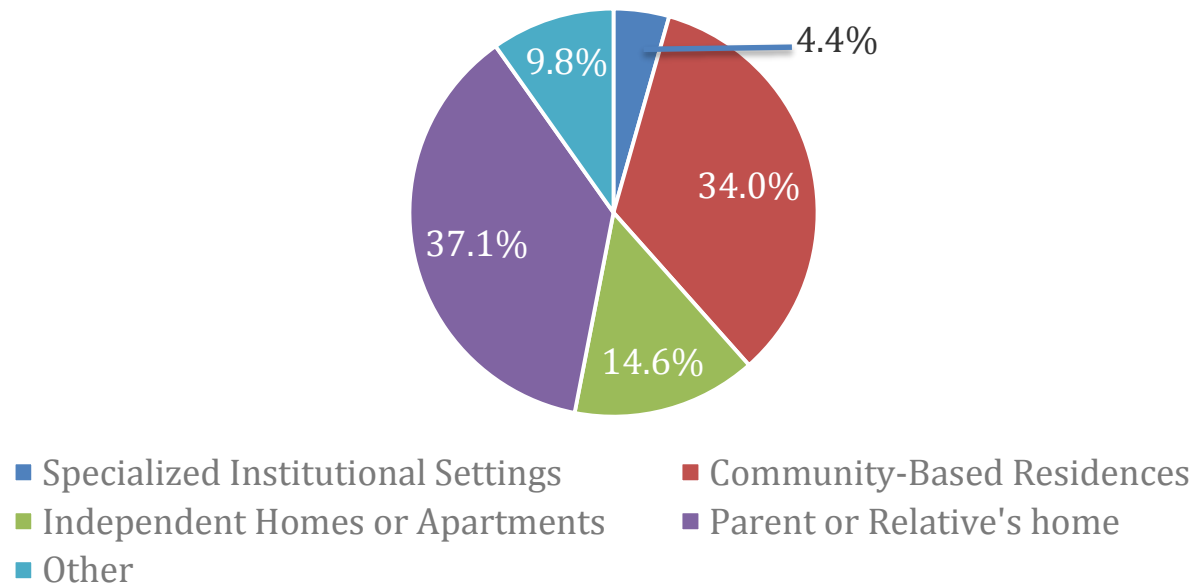
Methods, Measures and Sample:

- **2012-2013** data collection cycle
- 25 states, one regional council
(Alabama, Arkansas, Connecticut, Florida, Georgia, Hawaii, Illinois, Indiana, Kentucky, Louisiana, Maryland, Mid-East Ohio Regional Councils, Missouri, Mississippi, North Carolina, New Hampshire, New Jersey, New York, Ohio, Oregon, Pennsylvania, South Carolina, Texas, Utah, Virginia and Wisconsin.)
- Total N: 13,157 individuals

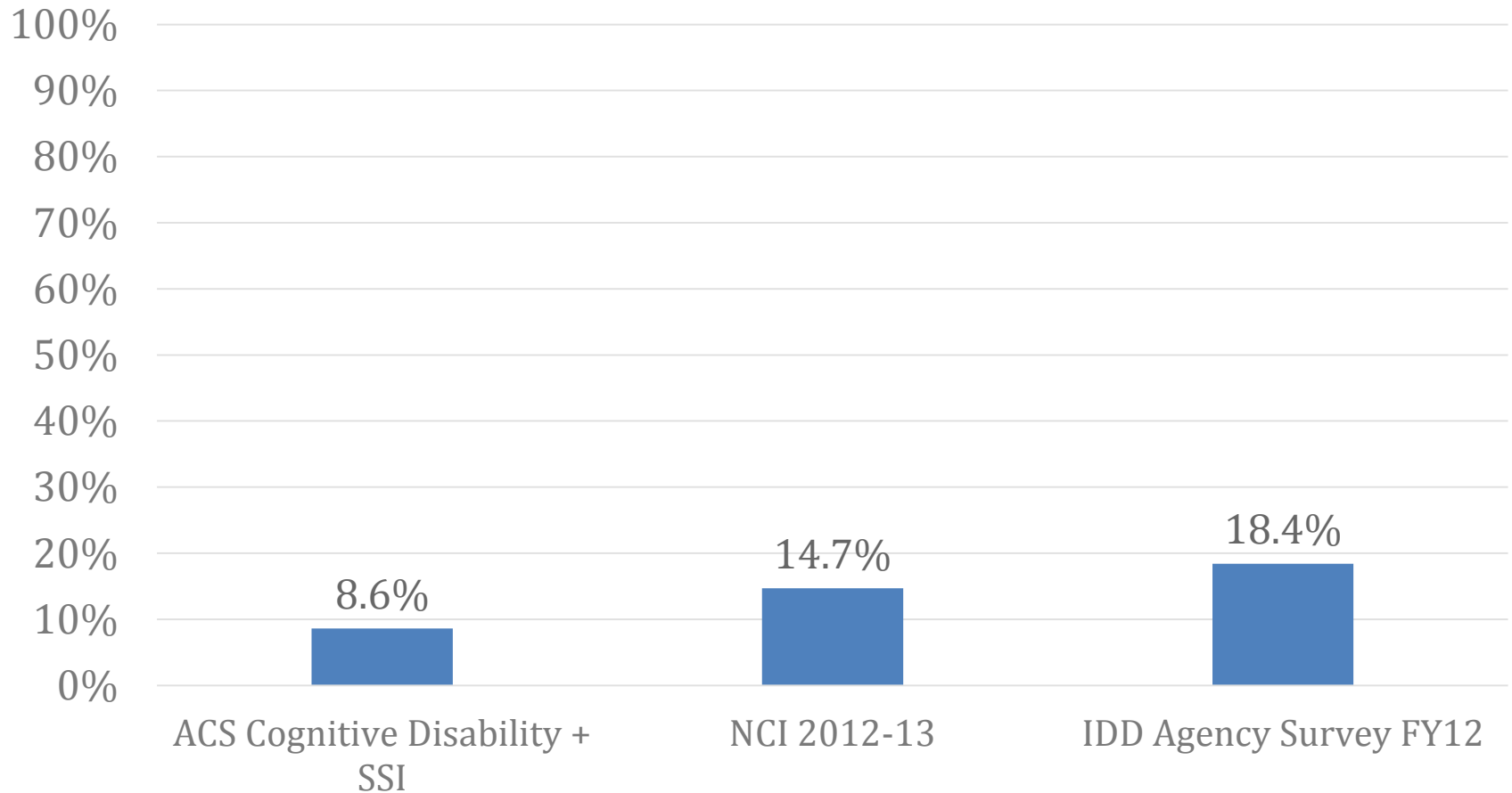


- **People under the age of 22 who were enrolled in public schools (or for whom this information could not be determined) were excluded from most of the NCI 2012-13 analyses in this presentation, except where indicated.**
 - 12,720 adults remained in the data.

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Residence Type:



# Number of Respondents in Integrated Employment/Paid Community Jobs: Different Datasets

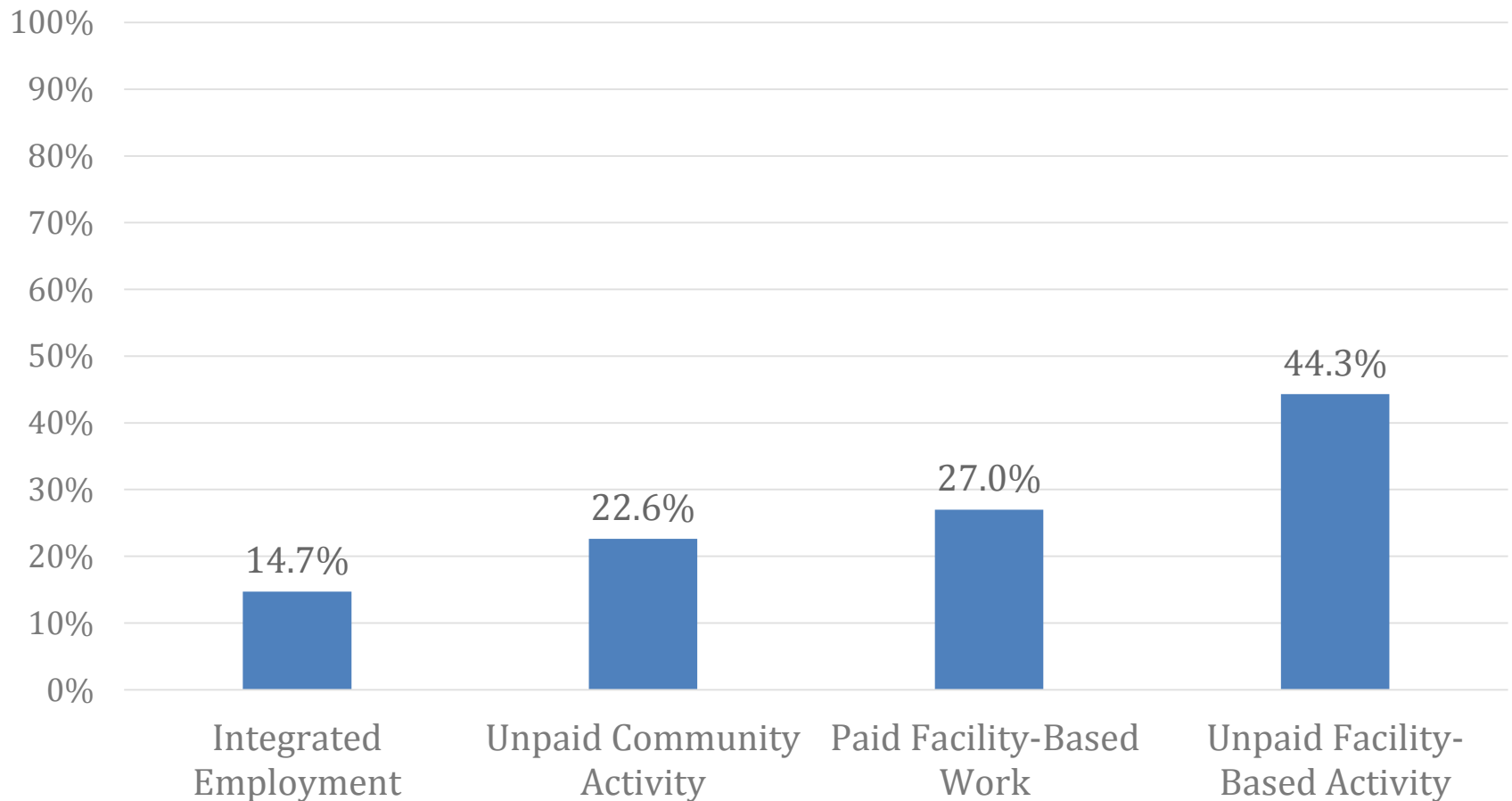


# Employment:

- Integrated Employment:
  - Paid job in a place where most other workers do not have disabilities (e.g. competitive or supported employment, enclave, work crew)
- Unpaid Community Activity
  - Unpaid activity in a place where most other workers do not have disabilities (e.g. volunteer activities, skills training, community experiences)
- Paid Facility-Based Work
  - Paid job in a place where most people do have disabilities (e.g. workshop, activity center)
- Unpaid Facility Based Activity
  - Unpaid activity in a place where most people do have disabilities (e.g. day habilitation, prevocational, seniors programs)



# NCI 2012-13: What Do NCI Respondents Do During the Day?

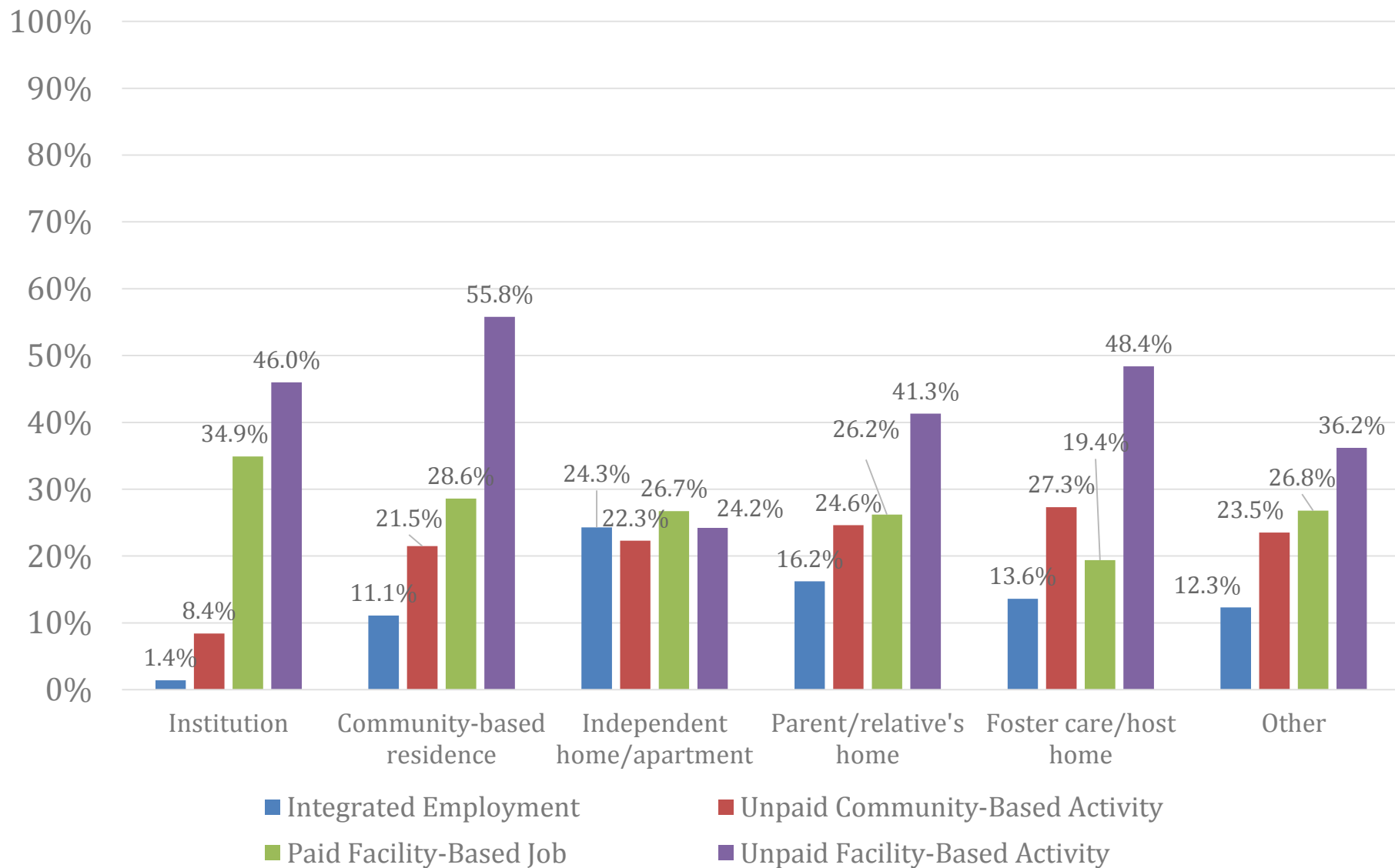


# What ELSE?

- 46.1% of those in integrated employment also took part in another type of day activity/employment
  - 29.1% also in unpaid community activity
  - 16.6% also had a paid facility-based job
  - 22.3% were also in an unpaid facility-based activity



# NCI 2012-13: Type of Employment by Residence



# Paid Work Vs. Non-Work

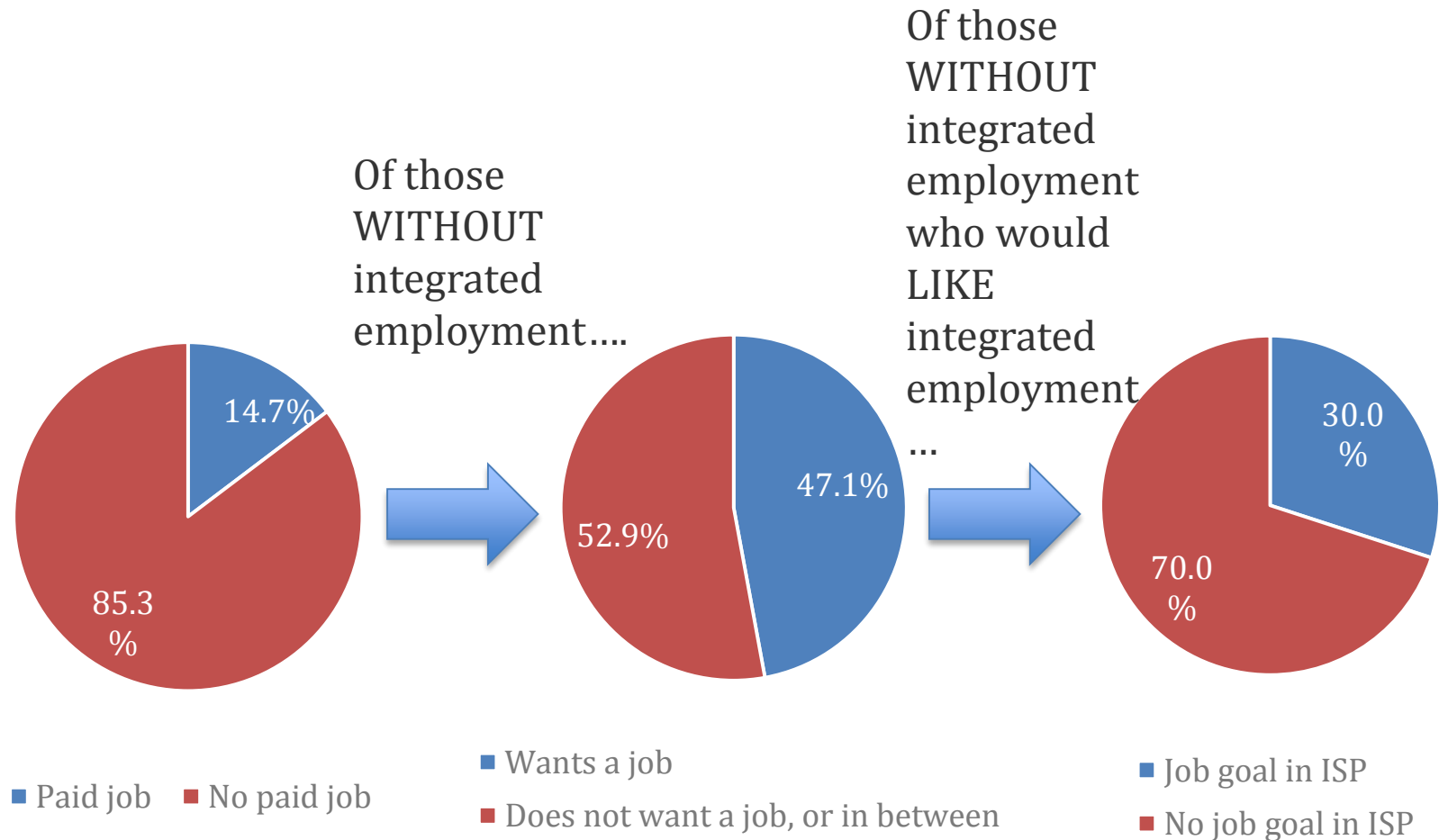


--Denominators do not include missing or don't know responses

\*\*Includes unpaid facility-based and community-based activities

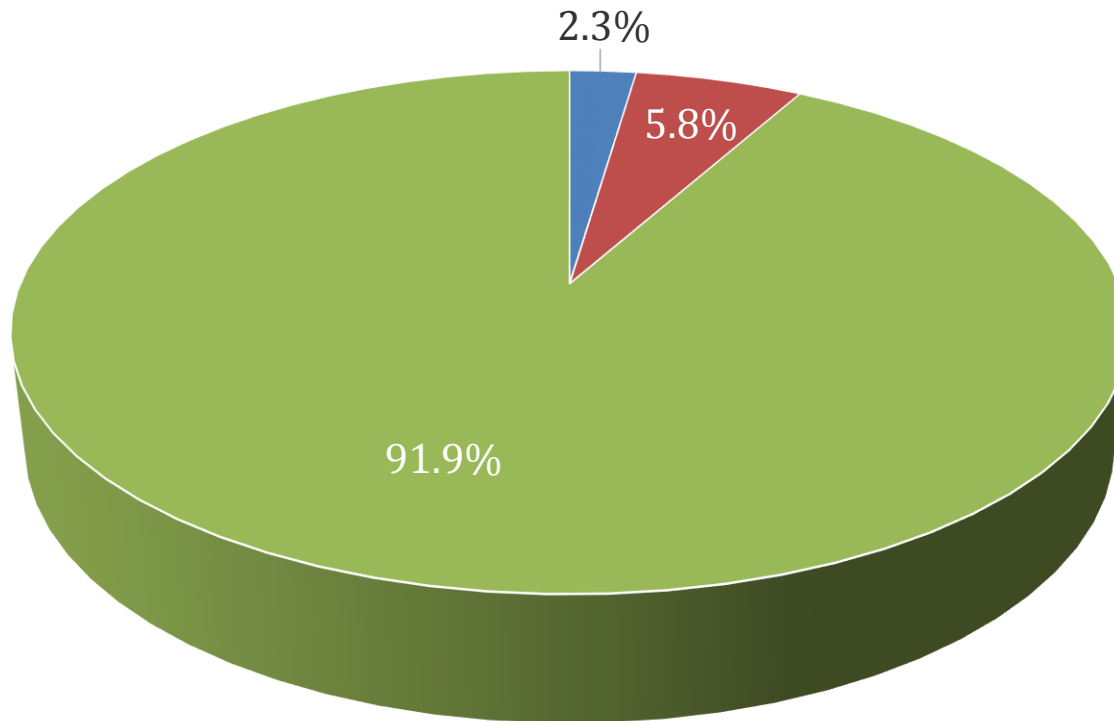


# NCI 2012-13: Integrated Employment?





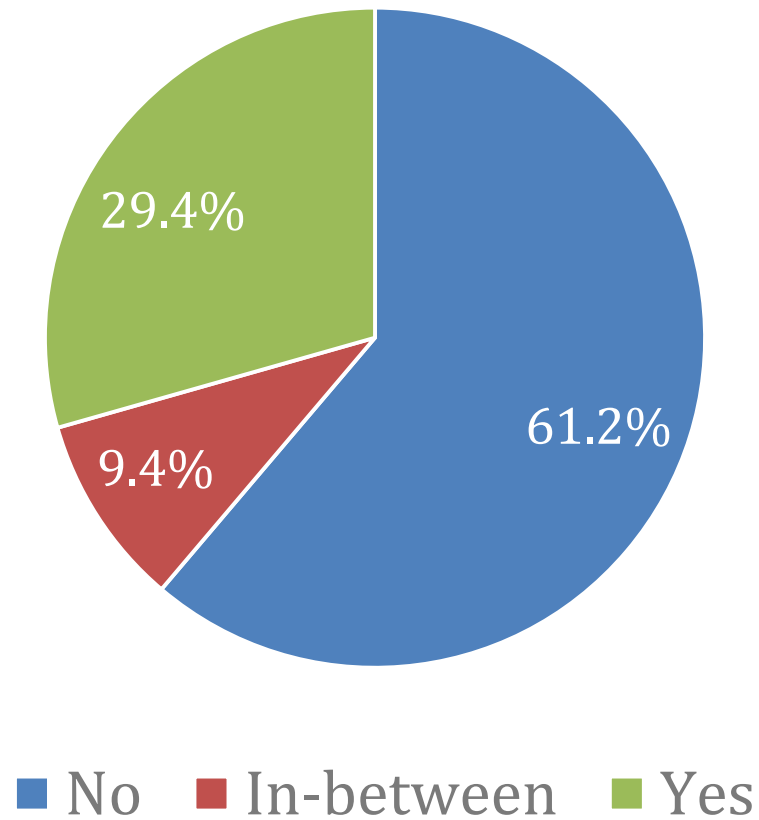
# NCI:2012-13: In Integrated Employment and Likes Job



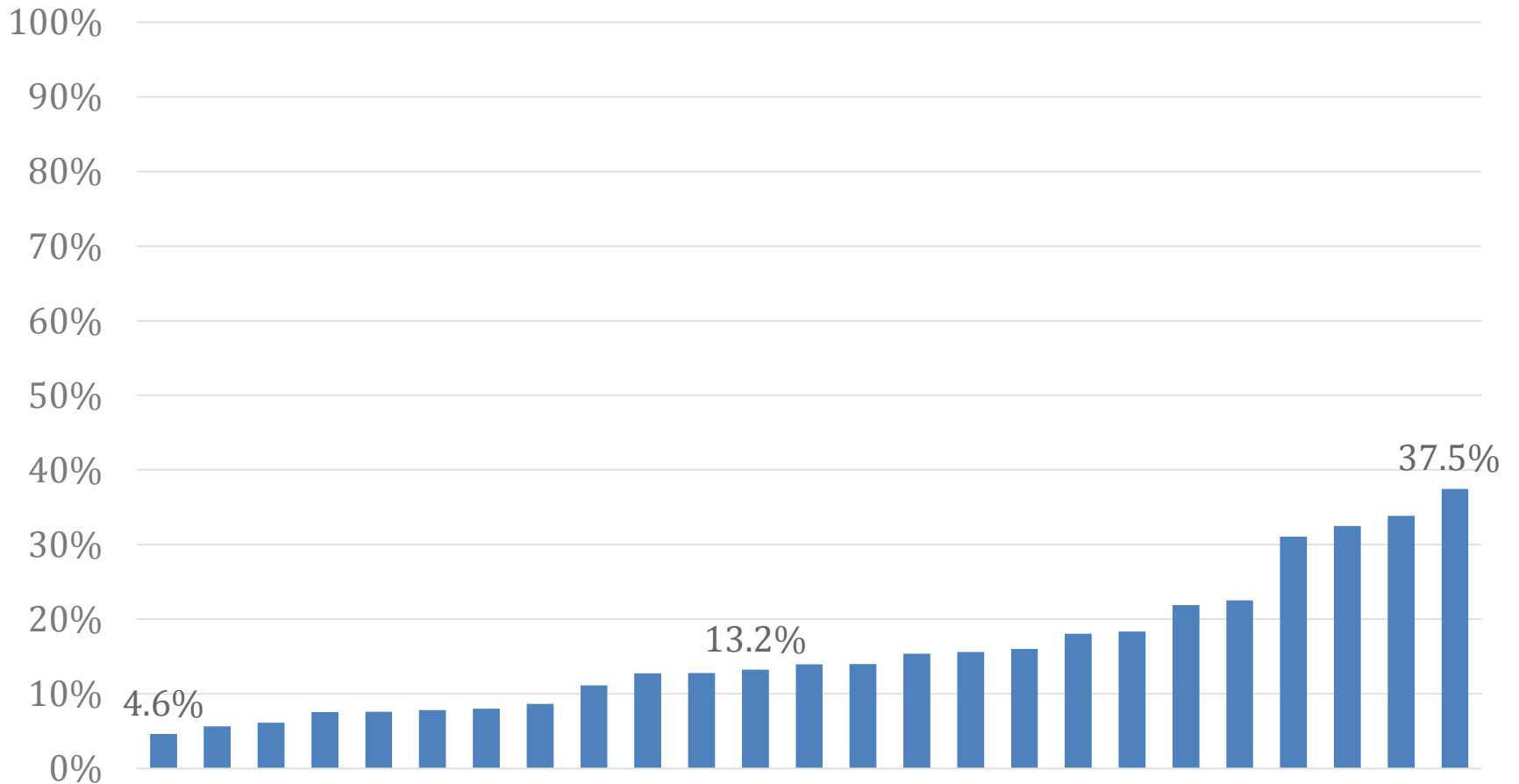
■ No ■ In-between ■ Yes



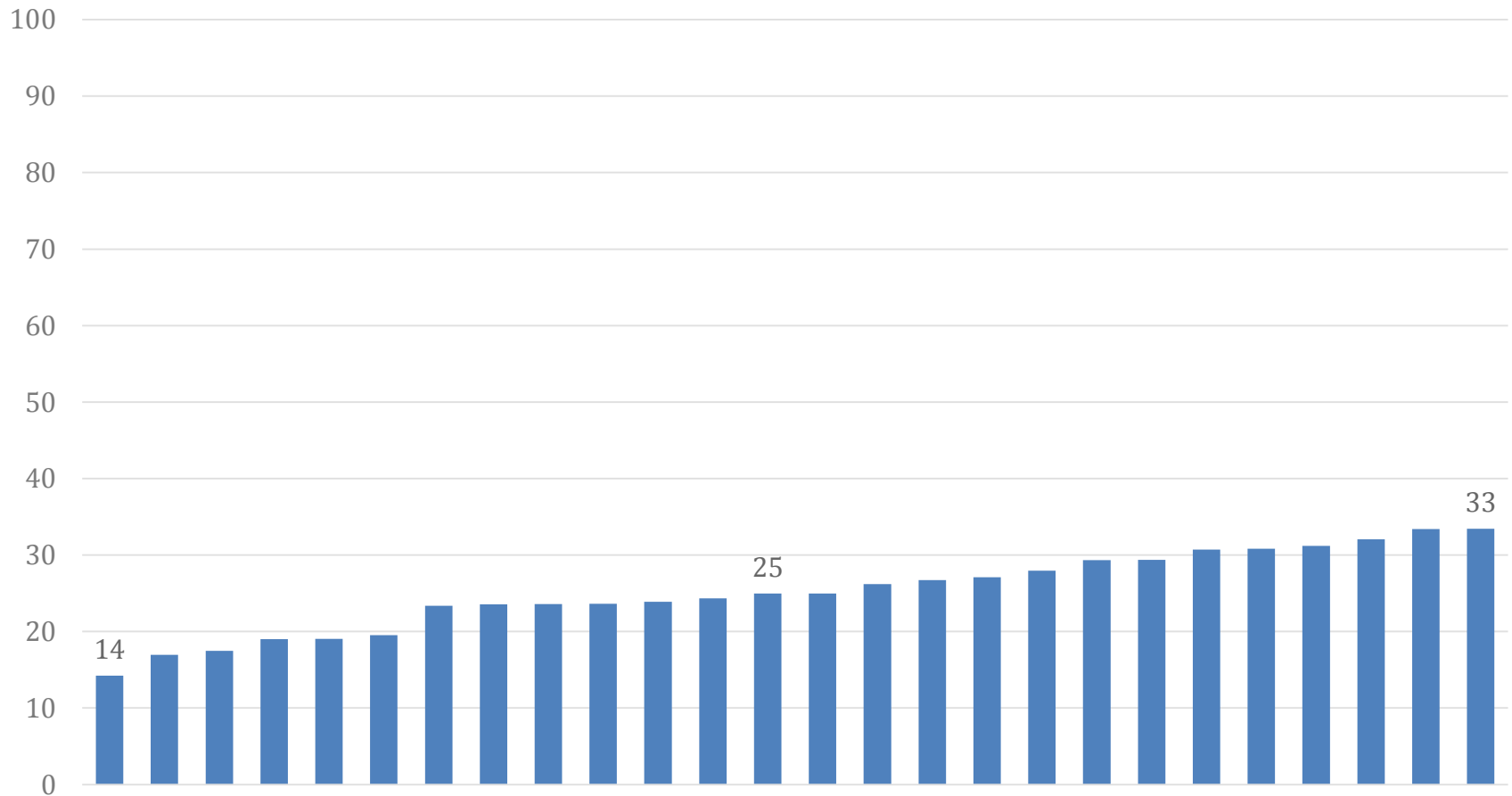
# NCI 2012-13: Working in Integrated Employment but Wants to Work Somewhere Else



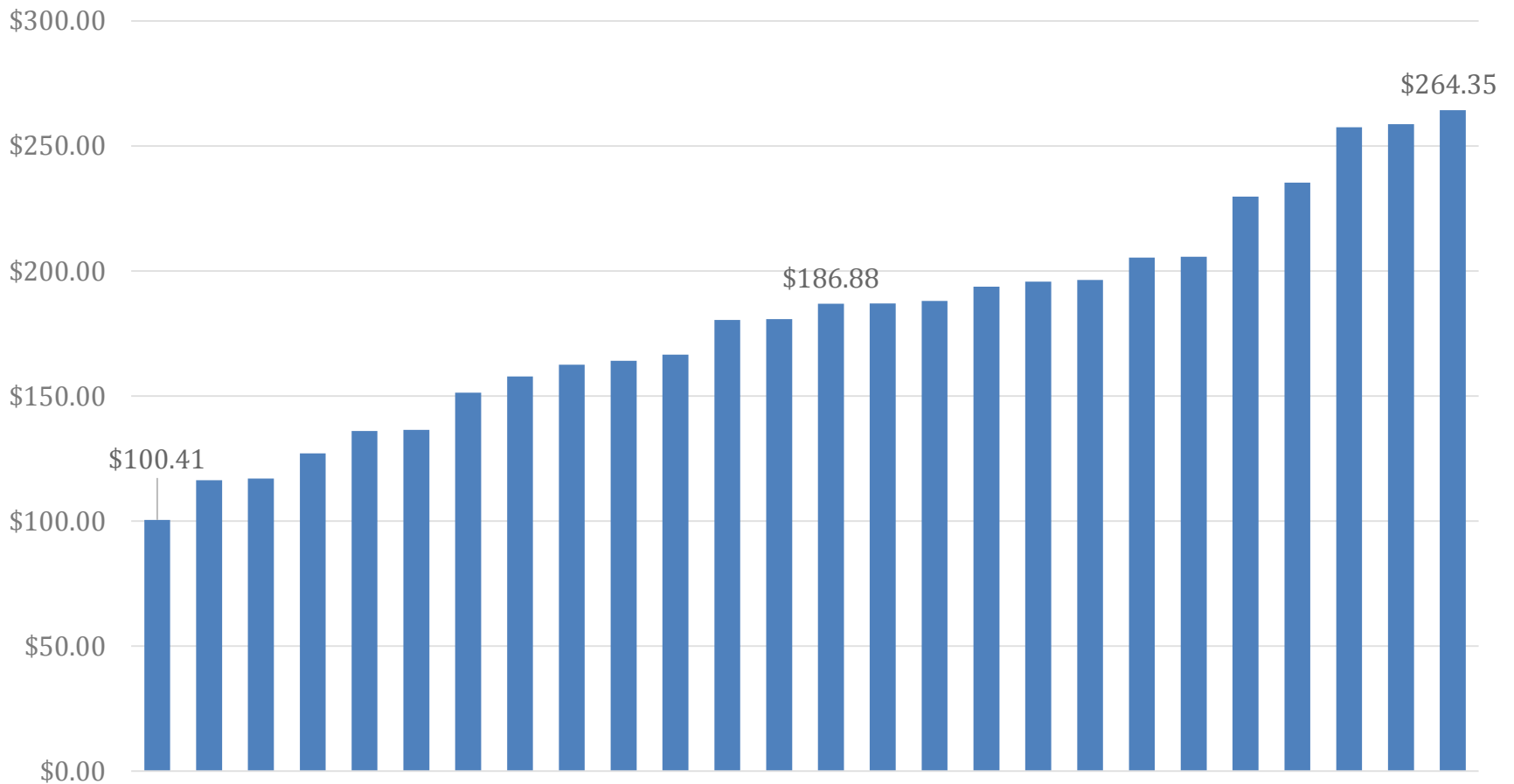
# NCI 2012-13: Participation in Integrated Employment By State



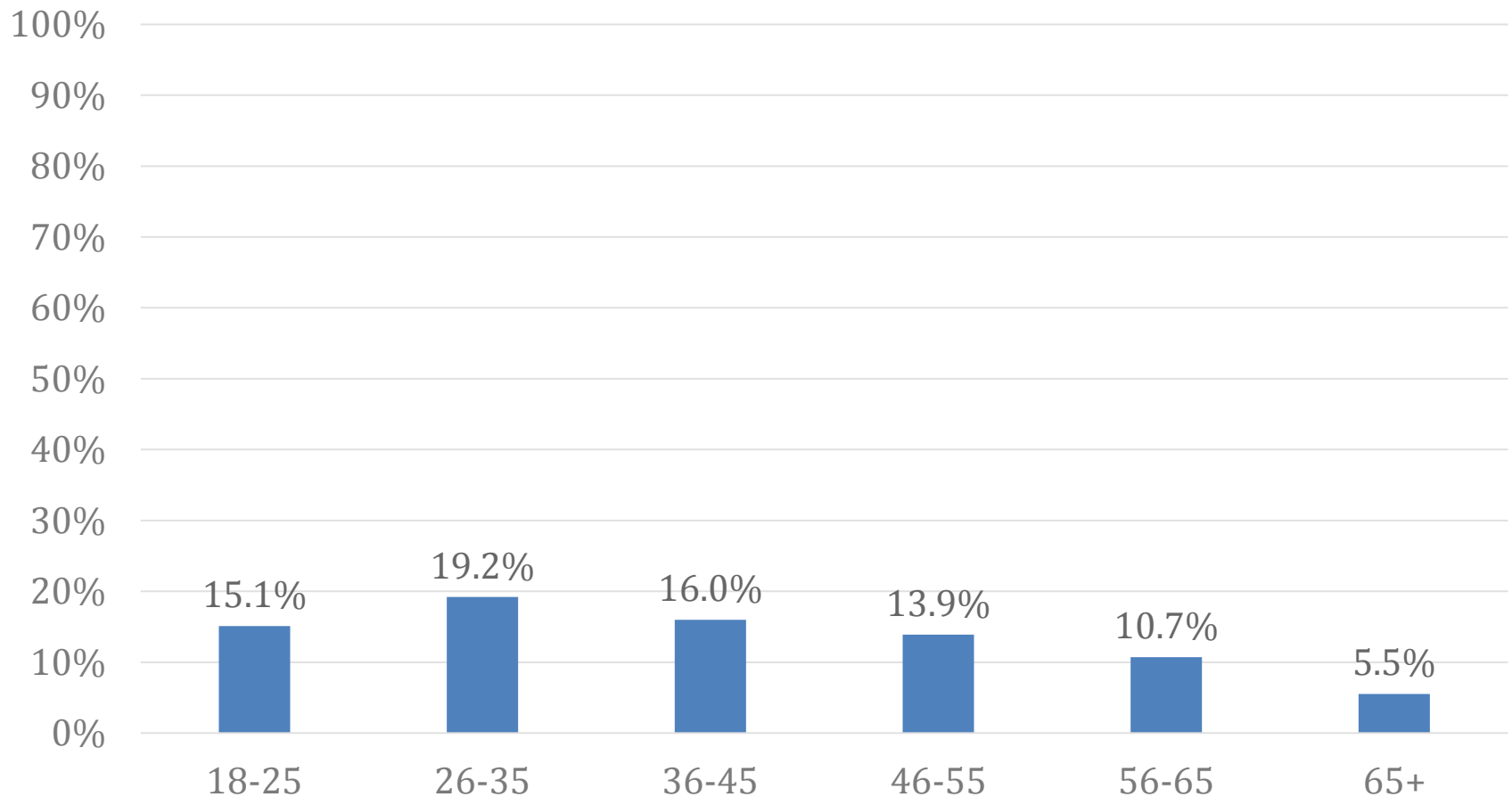
# NCI 2012-13: Average Hours Worked in 2 Wk. Period in Integrated Job by State



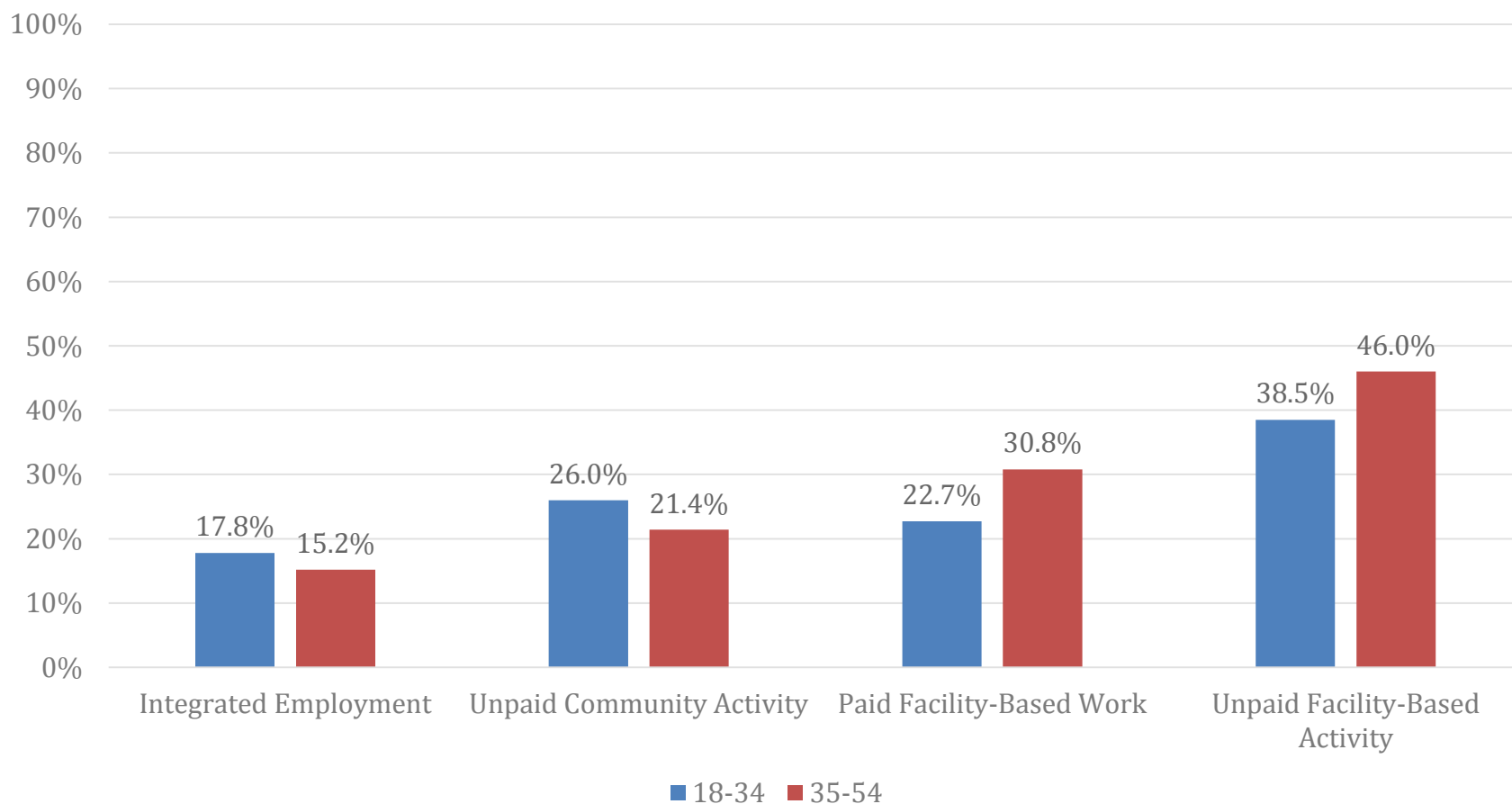
# NCI 2012-13: Average Wages Earned in 2 Wk. Period in Integrated Job by State



# NCI 2012-13: In Integrated Employment by Age Group

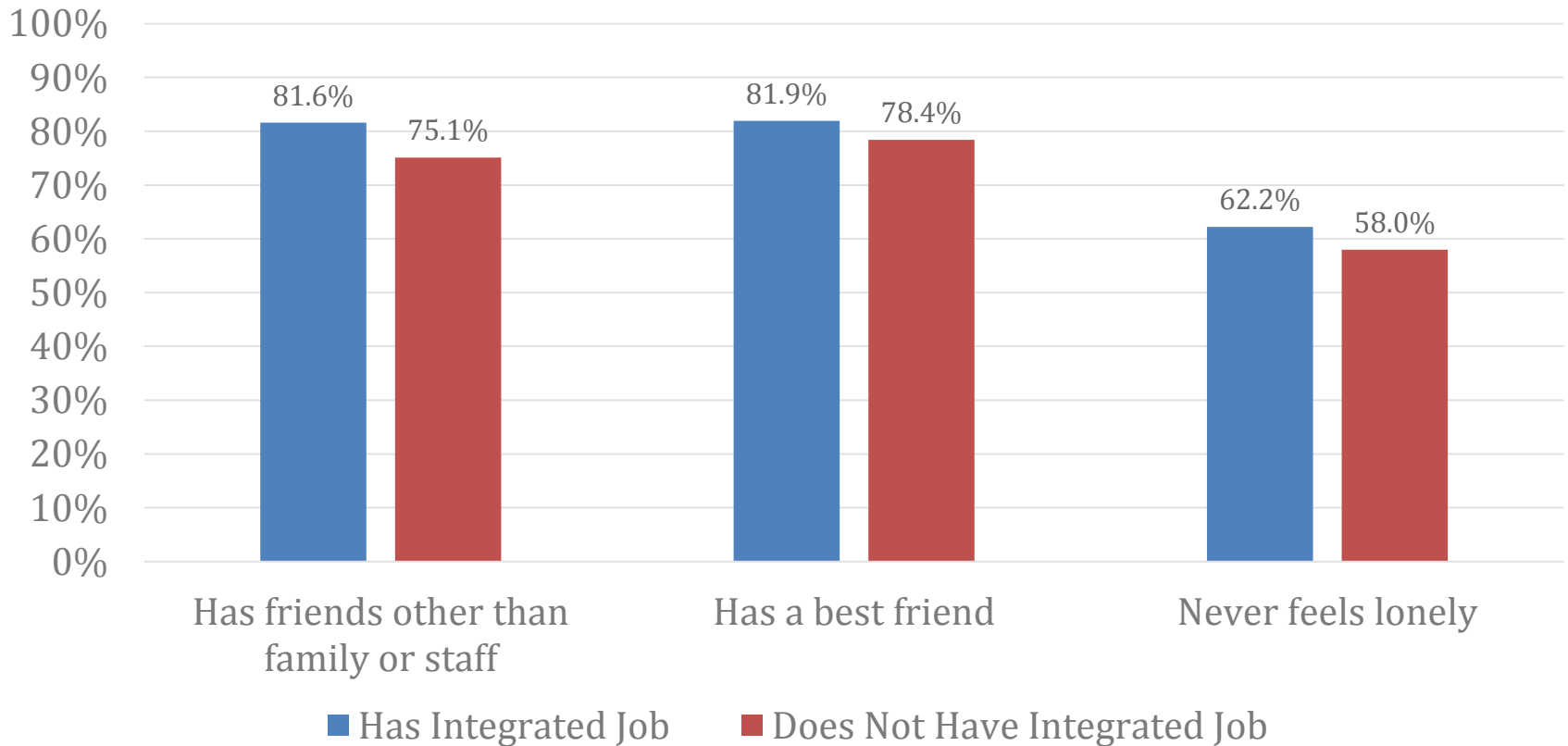


# NCI 2012-13: Younger Adults



# NCI 2012-13: Selected Outcomes

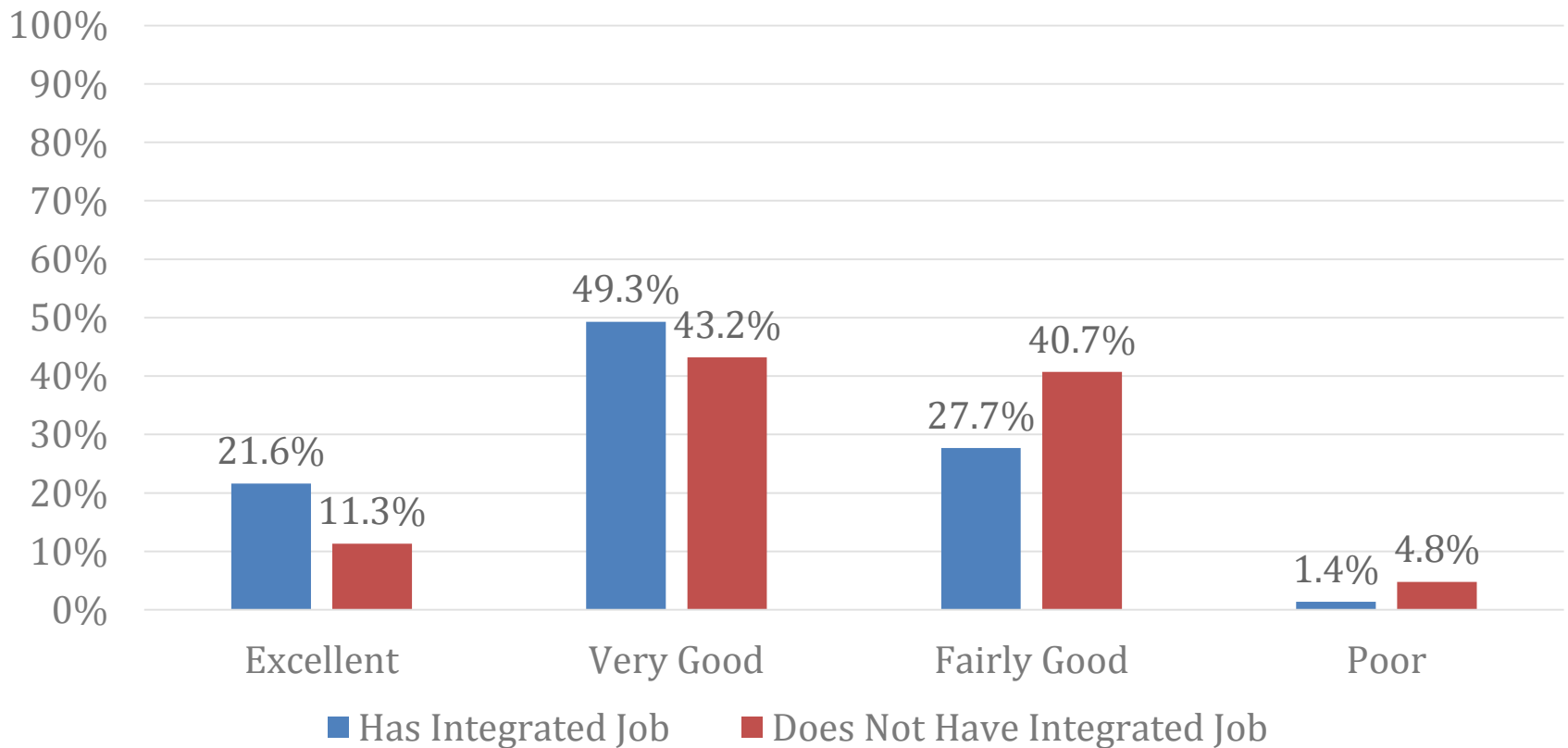
## Relationships





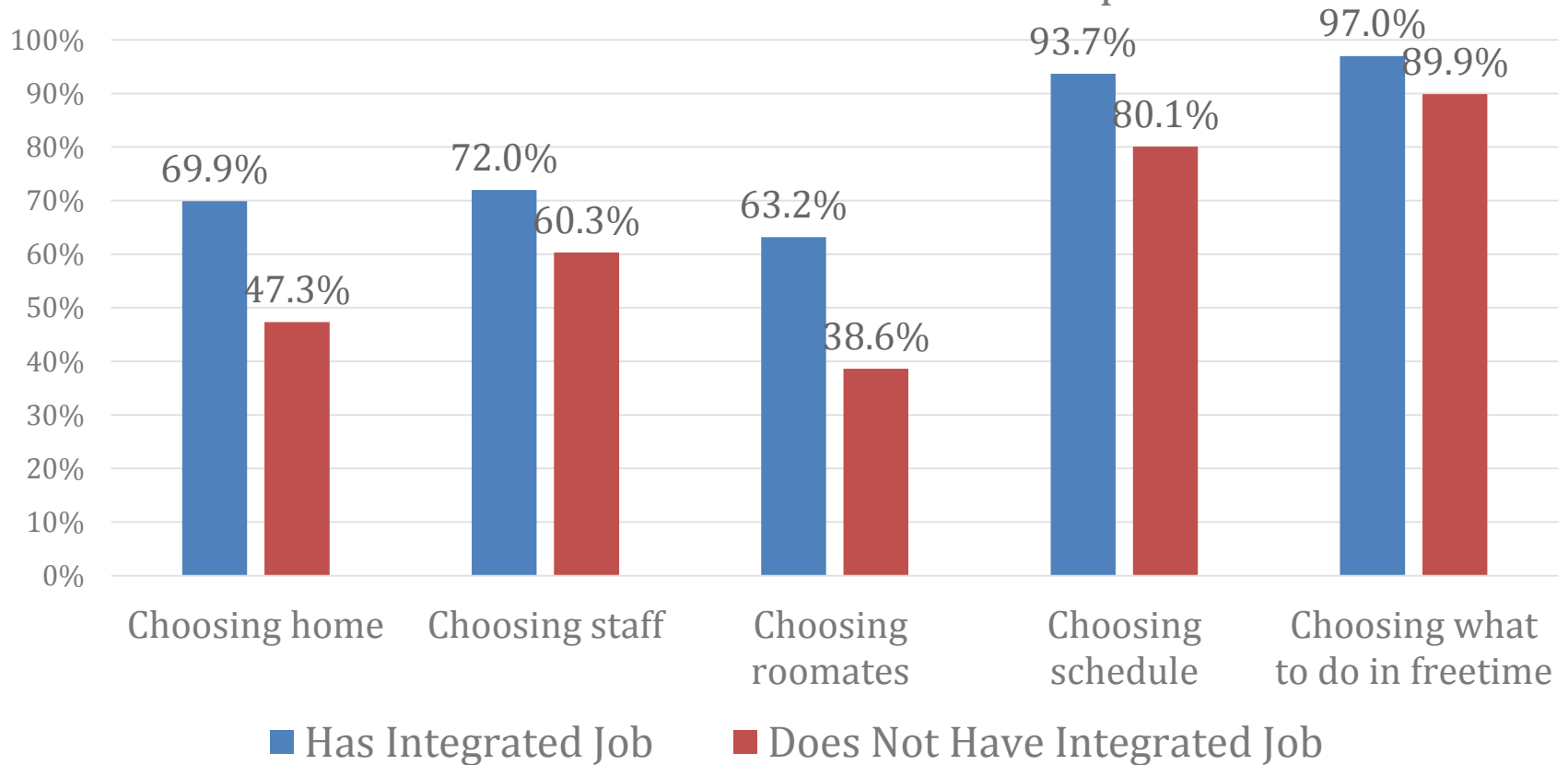
# NCI 2012-13: Selected Outcomes

Reported Health Status



# NCI 2012-13: Selected Outcomes

Choice: Individual had at least some input in:



# Paid Community Jobs

- A integrated job can be of one of three types:
  - an individual job without supports (competitive),
  - an individual job with supports (individual-supported) and
  - group-supported.
- All three are types of “integrated” employment.
  - Individually-supported employment and competitive employment make up “individual” jobs.

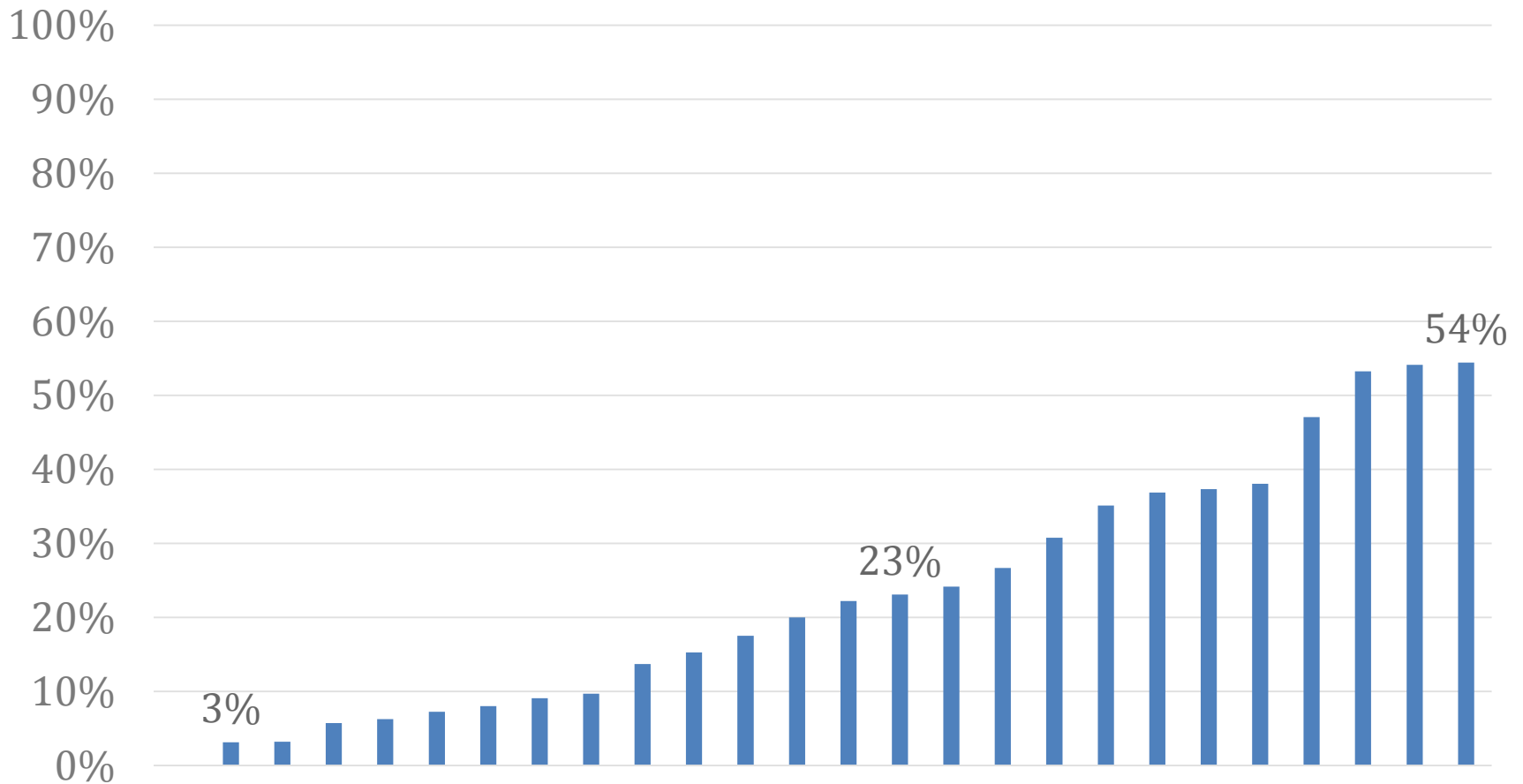


# NCI 2012-13: Type of Employment Support

|                                                              | N    | % of total in integrated jobs |
|--------------------------------------------------------------|------|-------------------------------|
| Integrated Job                                               | 1779 | 100%                          |
| • Individual Job<br>(Individually-supported and Competitive) | 971  | 55%                           |
| • Individually-supported                                     | 520  | 29%                           |
| • Competitive                                                | 451  | 25%                           |
| • Group Supported                                            | 433  | 24%                           |
| Type of employment support not specified                     | 375  | 21%                           |



# NCI 2012-13: Percent of Those in Integrated Employment in Group-Supported Employment- By State



# NCI 2012-13: Hours and Wages in a Two Week Period

|                                                           | Hours | Gross Wages | Hourly Wage |
|-----------------------------------------------------------|-------|-------------|-------------|
| Integrated Job                                            | 25.4  | \$182.76    | \$7.83      |
| • Individual Job (Individually-supported and Competitive) | 24.5  | \$192.67    | \$8.38      |
| • Individually-supported                                  | 23.9  | \$186.27    | \$8.49      |
| • Competitive                                             | 25.3  | \$200.26    | \$8.27      |
| • Group Supported                                         | 27.6  | \$172.93    | \$6.76      |
| Paid Facility-based Job                                   | 32.2  | \$56.87     | \$2.39      |

**Federal Minimum Wage: \$7.25/hr**

\*\*\*Information on type of community job is not available for all individuals in integrated jobs



# NCI 2012-13: Benefits

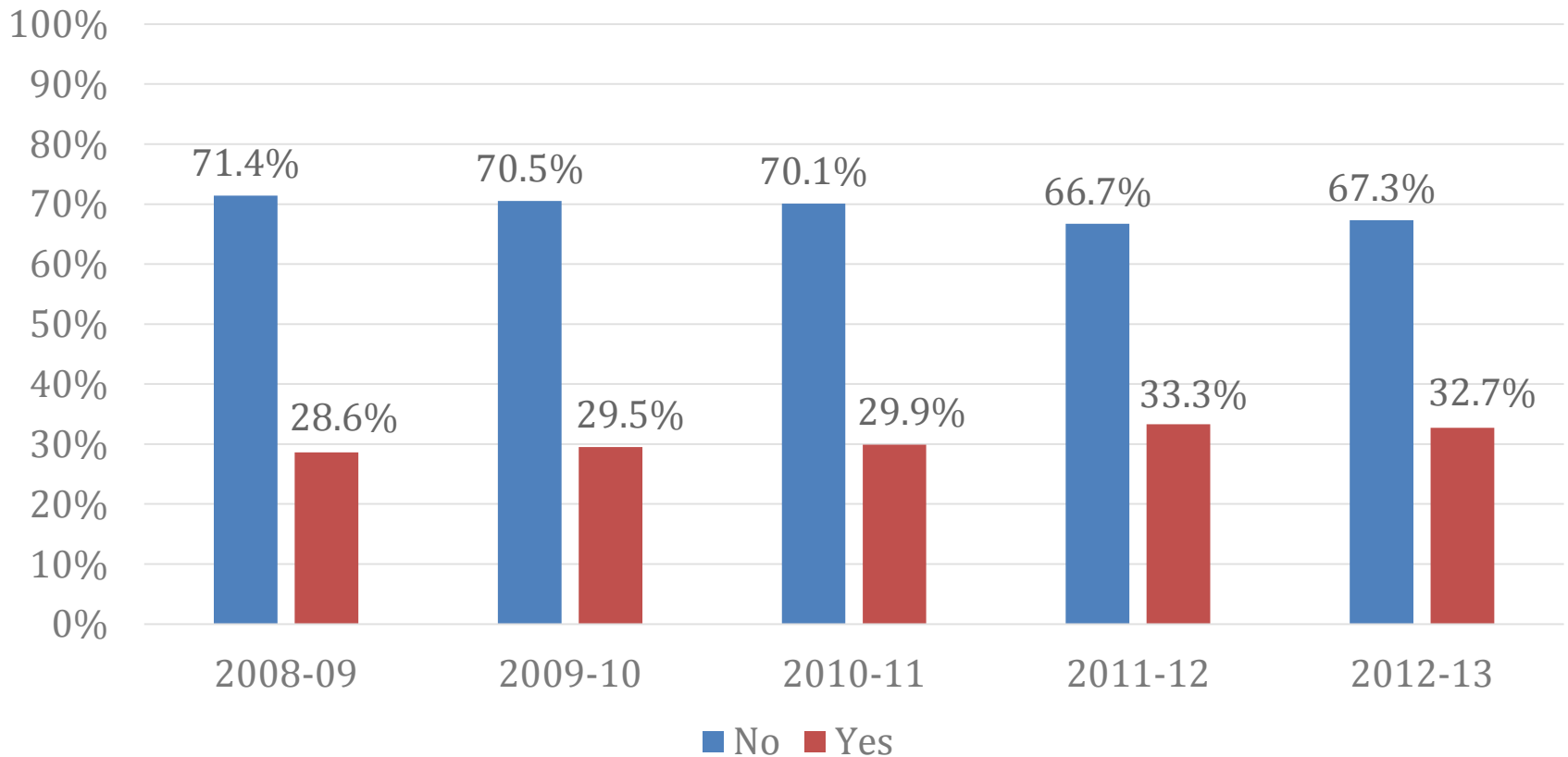
|                                                           | Receives paid vacation and/or sick time at his/her job |
|-----------------------------------------------------------|--------------------------------------------------------|
| Paid Community Job                                        | 24.8%                                                  |
| • Individual Job (Individually-supported and Competitive) | • 26.5%                                                |
| • Individually-supported                                  | • 24.9%                                                |
| • Competitive                                             | • 28.3%                                                |
| • Group Supported                                         | • 26.0%                                                |

\*\*\*Information on type of community job is not available for all individuals in integrated jobs



# NCI 2012-13: Volunteering

“Do you do any volunteer work?”





# Why are we stuck?



*Somebody has to do something and its just incredibly pathetic that it has to be us.*

# Policy opportunities...

- Employment first policy and practice
- Prioritize \$ for employment at transition
- Seamless movement between systems
- Redefining non-work and prevoc services
- Adequate funding for IE
- Investment in capacity building
- Robust & transparent employment data
- State hiring practices



# Emerging Influences

- Department of Justice (DOJ)
- Centers for Medicaid and Medicare Services (CMS)
- Advocacy efforts
- Legislative and executive initiatives
- Federal initiatives: AIDD, DOL, SSA, DOE



# Policy opportunities...

- Employment first policy
- Prioritize \$ for employment at transition
- Seamless movement between systems
- Flexible use of funds
- Adequate funding for integrated employment
- Robust & transparent employment data
- State hiring practices



# ***New York Road to Reform***

- No new workshop admissions (7/1/2013)
- Increase competitive employment by 700
- Plan: transition to employment (10/2013)
- Plan for workshop closure (10/2013)
- Redesigned “front door”
- Restructure case management
- Redesign funding structure
- Employment data



# Massachusetts

## *Blueprint for Success*

- Close front door to workshops 1/2014
- Close sheltered workshops by 7/2015
- Transition workshop participants to IE or CBDS
- Transition individuals from CBDS to integrated work
- Phase out group employment settings that pay less than minimum wage

*11/2013*



# Policy Questions



# Contacts

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# NASDDDS

