



# Working in the Community: Status and Outcomes of People with IDD in Integrated Employment

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Access to Integrated Employment

A project of

**ThinkWork!**  
at the Institute for Community Inclusion, UMass Boston

# Agenda

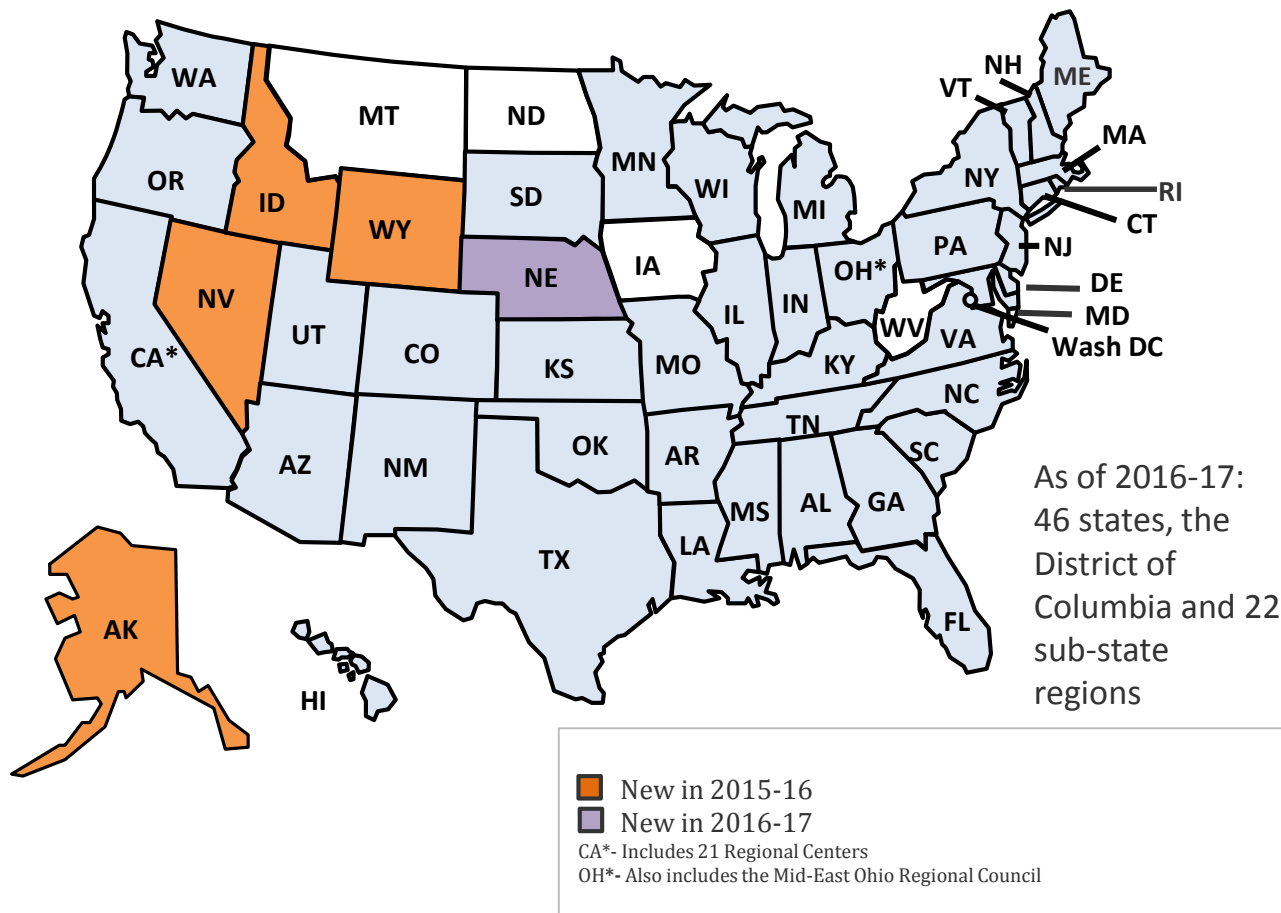
- NCI
- Sample
- Results
- Policy Implications
- Questions



# NCI State Participation

2014-15  
National Core  
Indicators  
(NCI) Adult  
Consumer  
Survey

- 25,820 adults
- 33 states



# NCI Offers Unique View

- Individual characteristics of people receiving services
- The locations where people live
- The nature of their experiences with the supports that they receive (e.g., with case managers, ability to make choices, self-direction)
- The context of their lives – friends, community involvement, safety
- Health and well-being, access to healthcare
- The activities they engage in during the day including whether they are working



# Goals of NCI

- Document the effect of services on the day-to-day lives of the people who receive them
- Document the experience of program participants
- Manage service delivery and improve policy and practice
- Track key performance goals and outcomes
- Assess the impact of regulatory activities on individual experience
- Respond to the demands of consumers and families for information on system responsiveness
- Assess the impact of financial actions





# What do NCI Data show about employment?

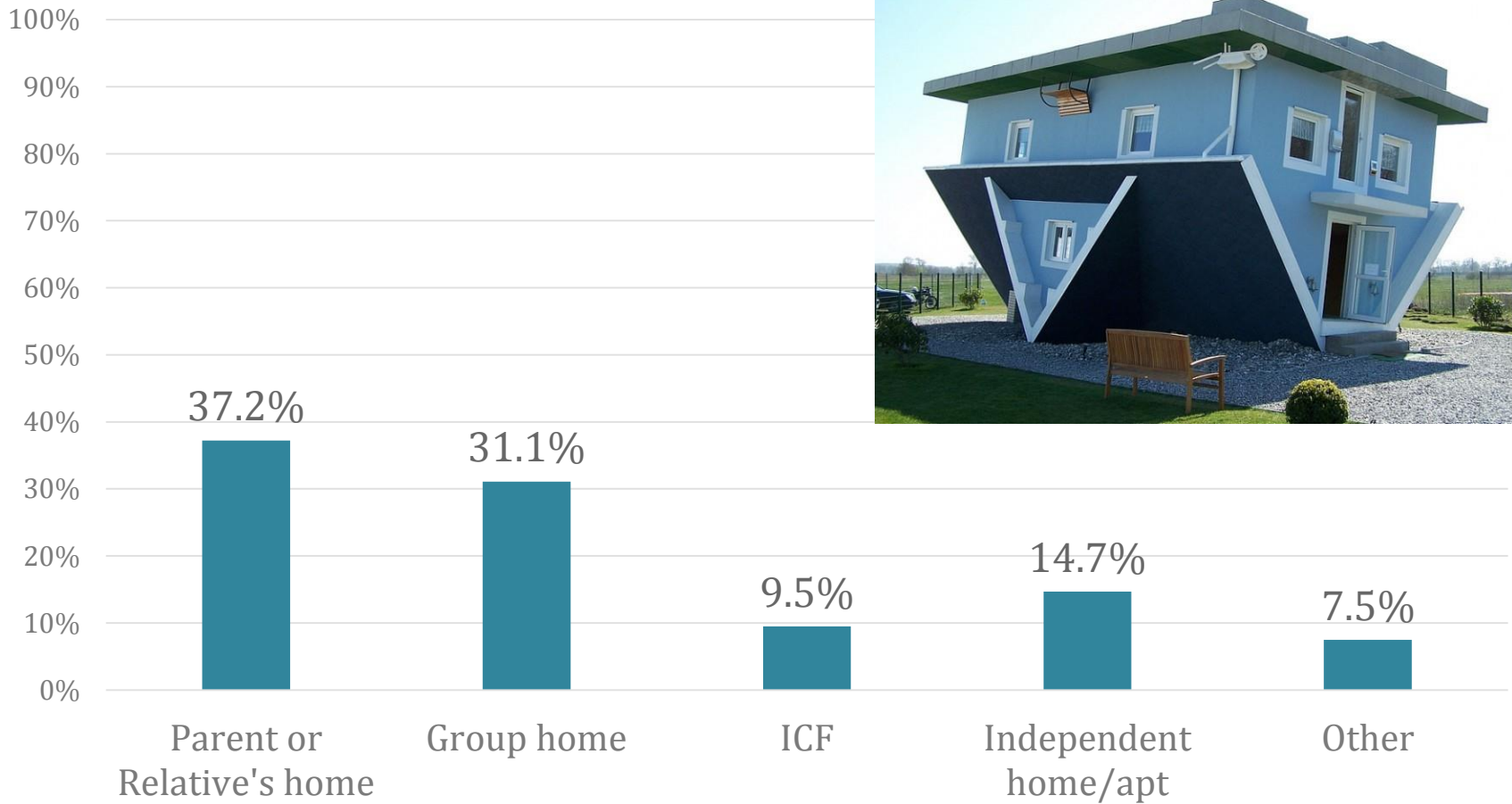
# Sample

- 2014-15 National Core Indicators (NCI) Adult Consumer Survey
- 25,820 adults from 31 states, Washington, D.C. and one sub-state entity
- Excluded people under 22 in public school
  - 23,321 remained in sample

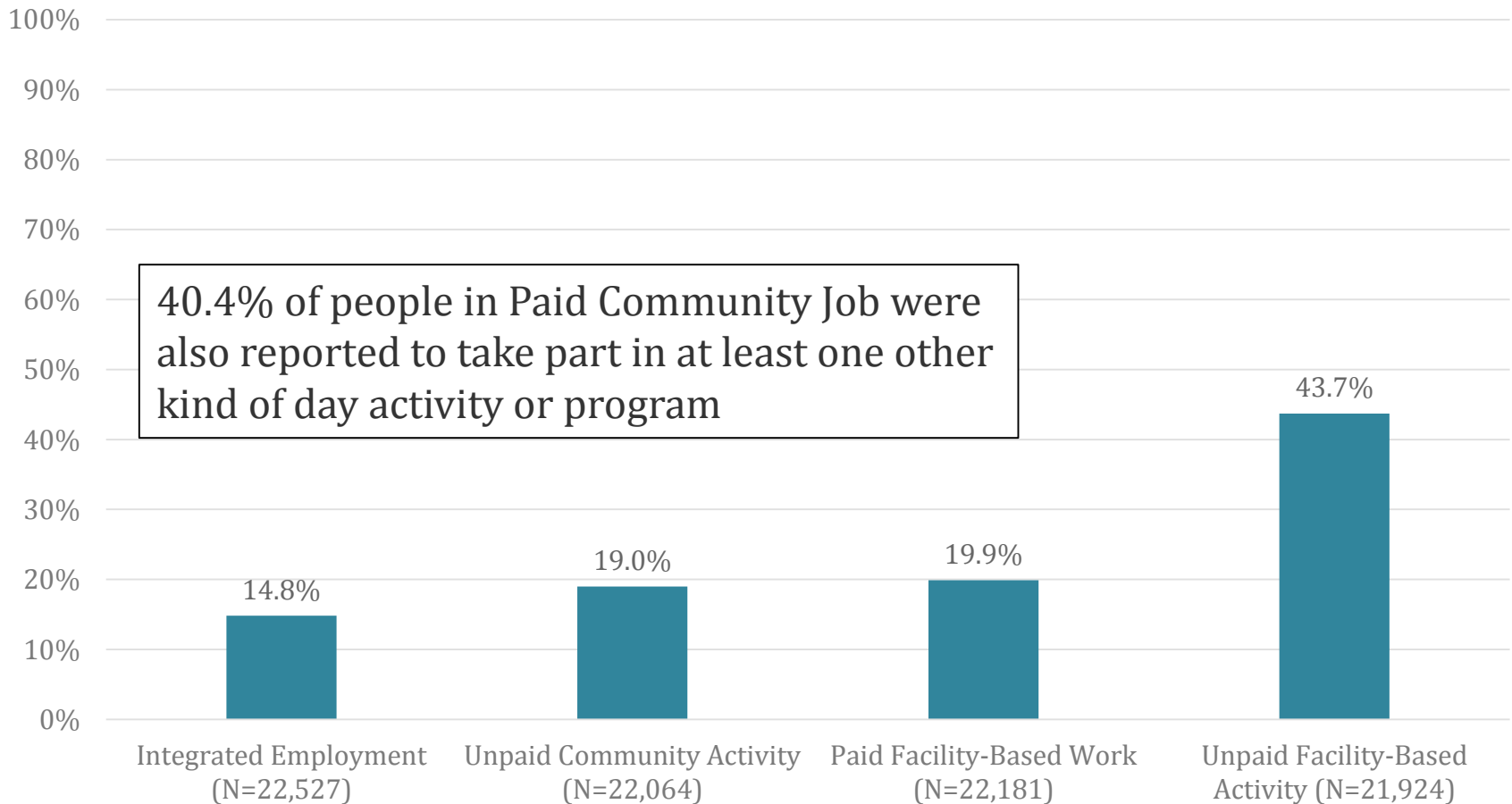
The numbers presented in this presentation may differ slightly from those found in the NCI Adult Consumer Survey report. The report demonstrates the average of state averages, while this presentation demonstrates the average of all respondents.



# Residence type

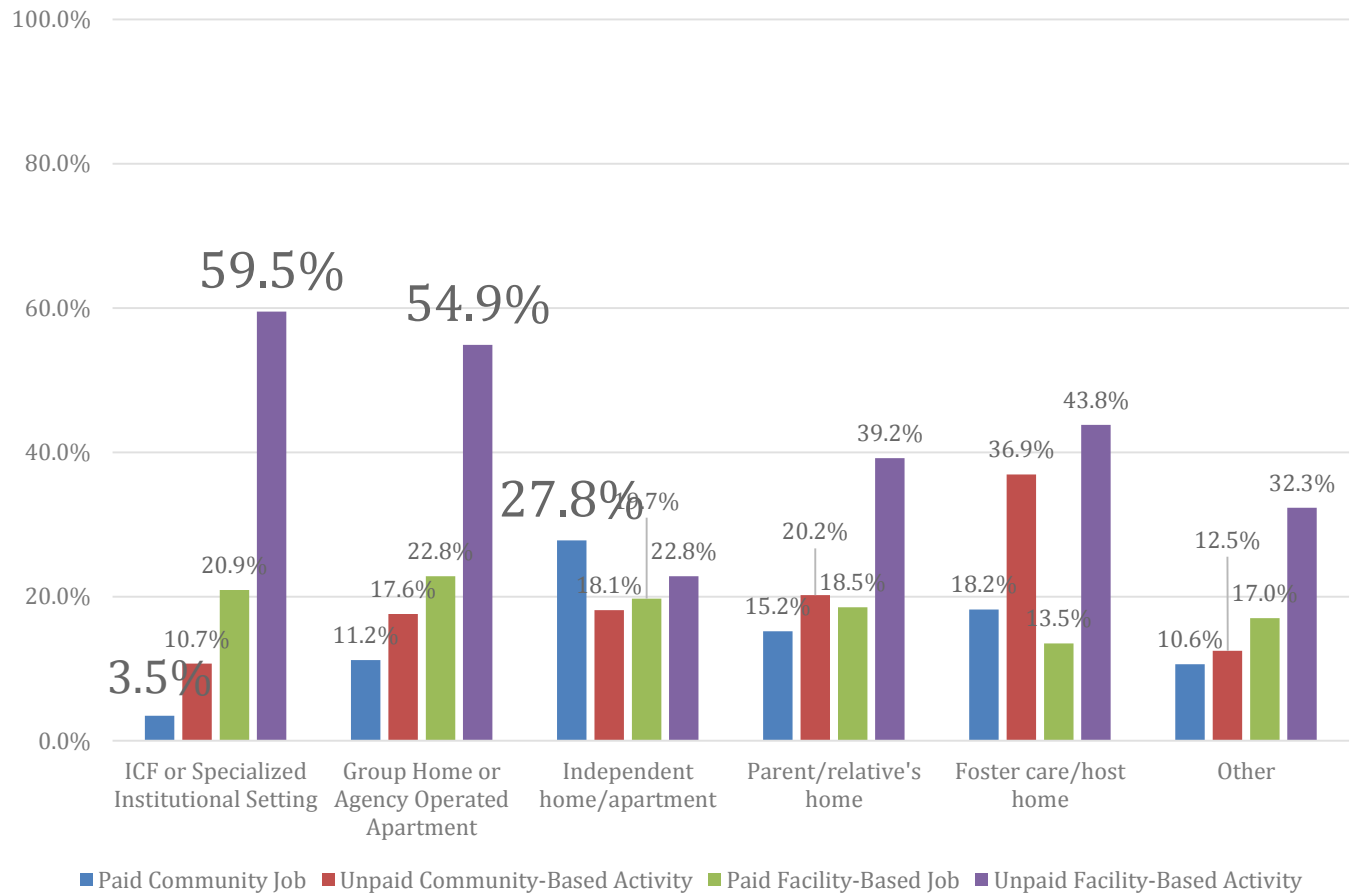


# What do people do during the day?

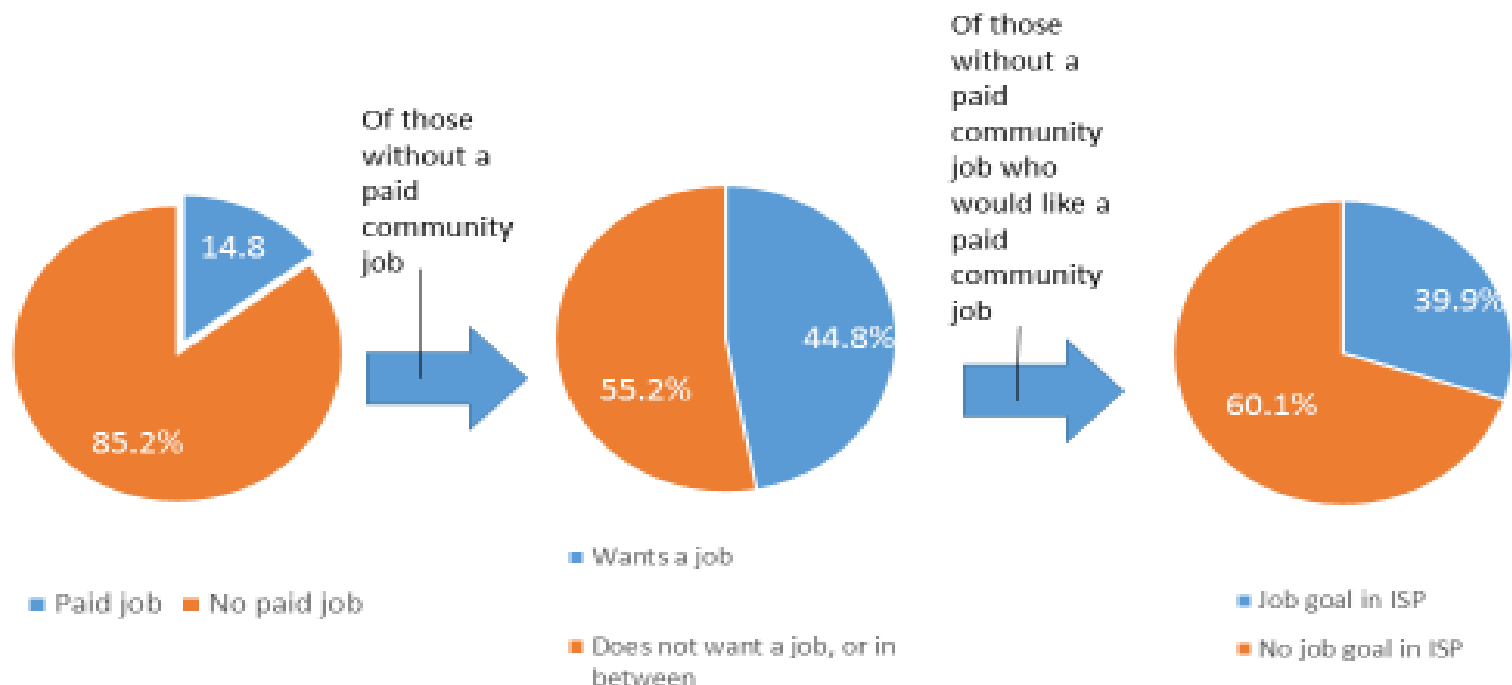


# People's daily activities by residence type

- People in ICF (59.5%) and group home settings (54.9%) were more likely to participate in unpaid, facility-based activities
- People in independent homes were the most likely to have paid community jobs (27.8%) and those in ICF least likely (3.5%)

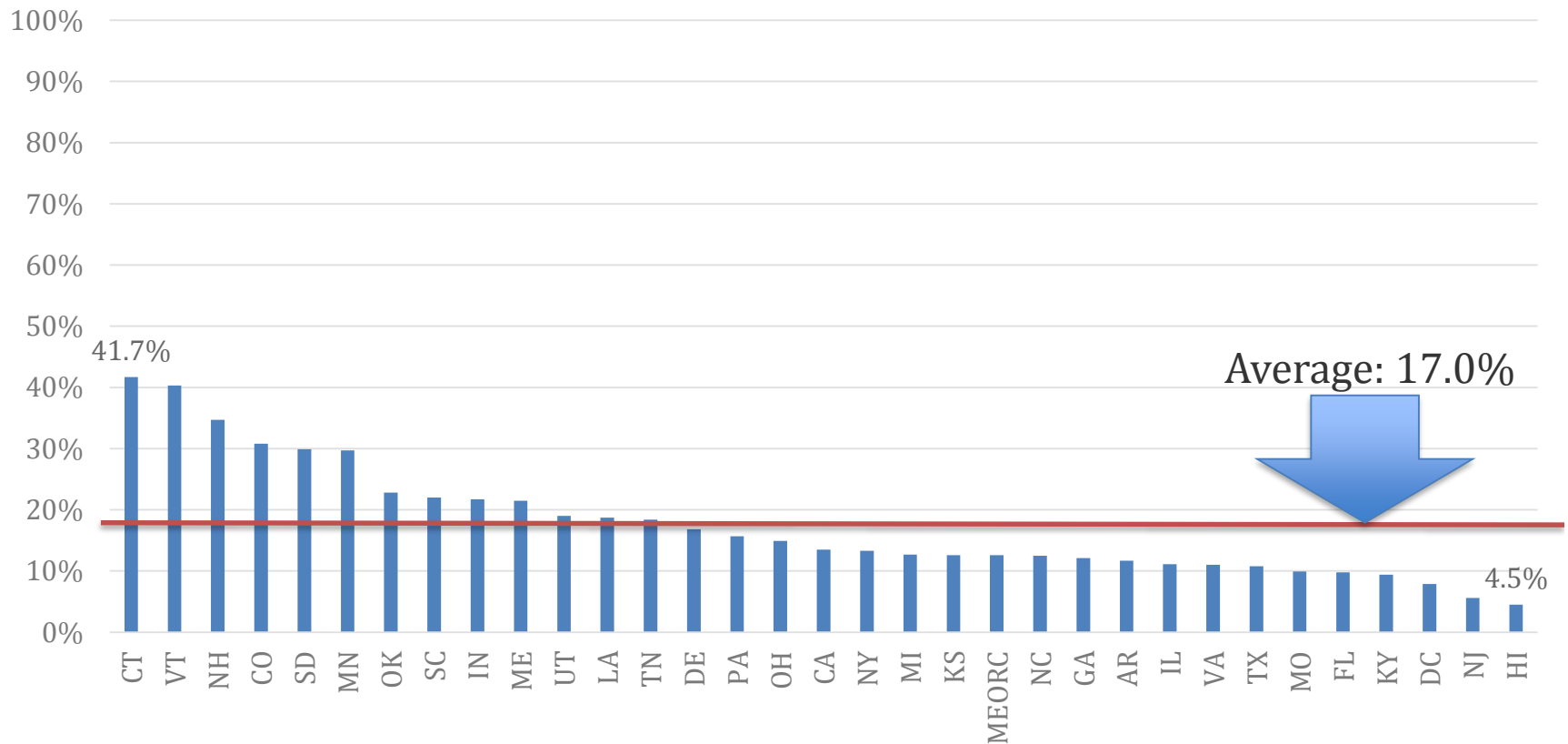


# Who has job, wants job, job goal



# State Variation

Percentage in integrated community employment



Only people **living in the community** are included in the rest of this presentation.

--Group homes and agency-operated apartments

--Independent homes or apartments

--Parents' or relatives' homes

--Foster care/host home.

--Total number of people remaining in the data is 20,464.

Community Based Employment Support:

- An individual job without supports (competitive)
- An individual job with supports (individually supported)
- Group supported

# Types of employment support

	N	Percentage of 20,464	Percentage of total number in integrated employment (N=3,185)
In integrated employment	3,185	15.6%	100.0%
In individual jobs	1,730	8.5%	54.3%
Competitive employment	821	4.0%	25.8%
Individually supported	909	4.4%	28.5%
In group-supported	770	3.8%	24.2%
Type of employment support not specified	685	3.3%	21.5%

Independent home/apt: more likely to have individual jobs (competitive or individually supported)



# Hours and Wages

- Paid community jobs
  - Worked 30.16 hours in a two-week period
  - Earned \$225.59 or \$7.71 per hour

	Hours (in two weeks)	Wages (in two weeks)	Hourly wage
In Competitive	30.58	\$266.80	\$8.66
In Individually supported	26.34	\$226.75	\$8.76
In Group-supported	32.05	\$186.62	\$6.02

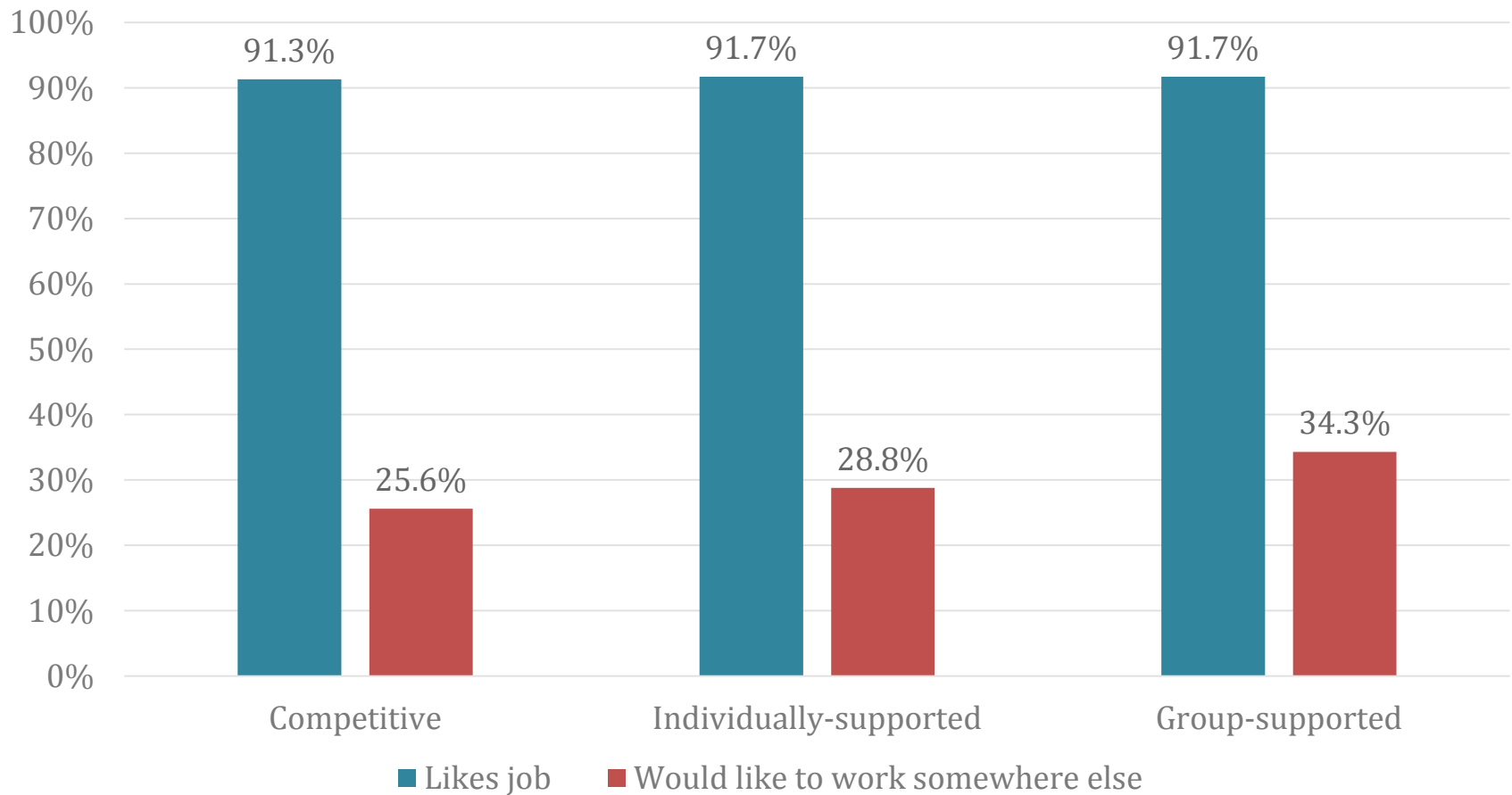


# Types of jobs

	Food prep and service	Building and ground cleaning/ maintenance	Retail
In competitive	28.1%	20.5%	22.0%
In individually-supported	23.6%	27.5%	22.9%
In group-supported	7.7%	44.7%	11.3%



# Satisfaction



1970s



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# 1980s Supported Employment



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# 1990s –2000s

ADA

Rehabilitation Act Amendments

IDEA

TWWIIA

Workforce Investment Act

CMS



# Customized Employment



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# Policy Influences

*CMS Employment Guidance*

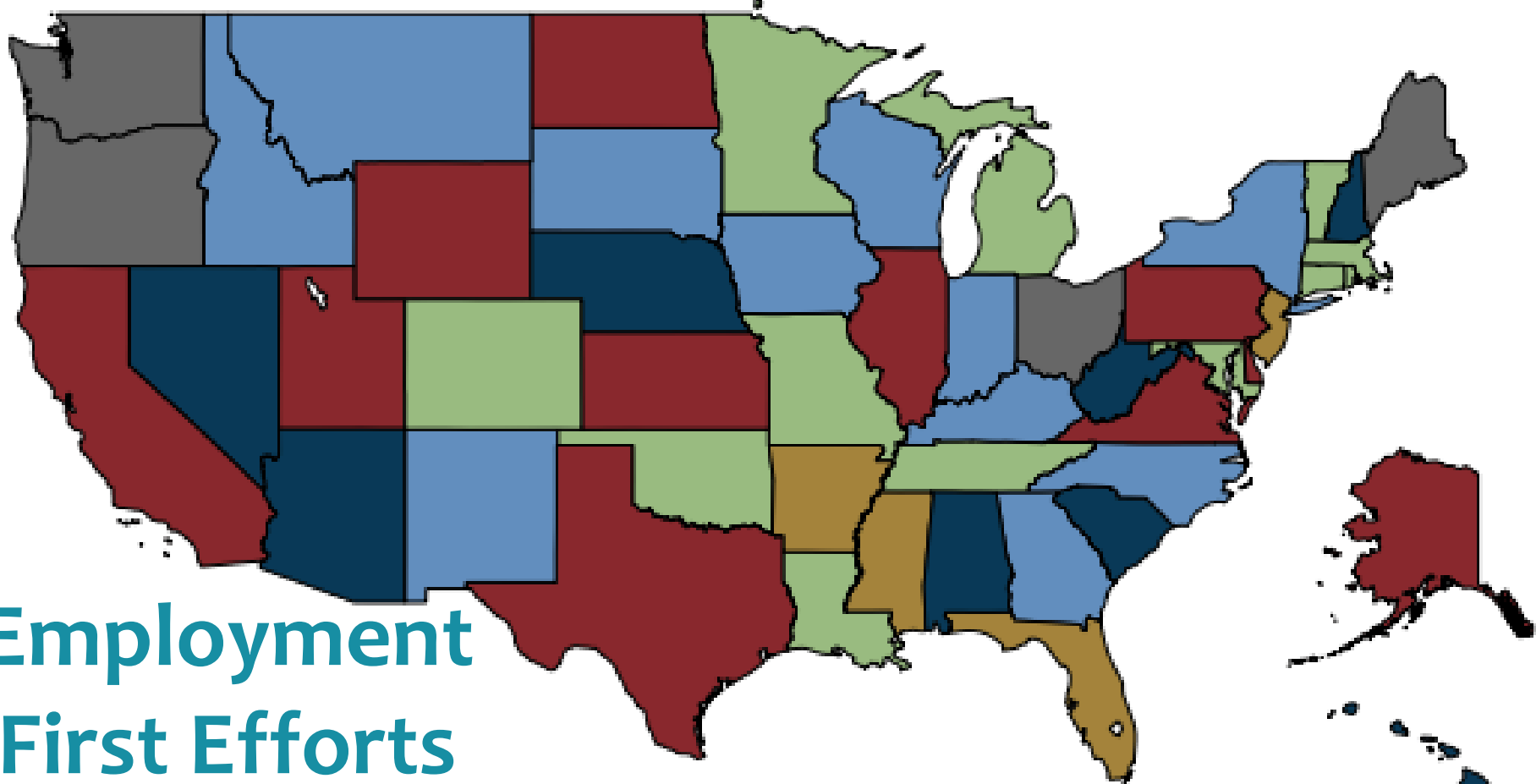
*CMS Settings Rule*

*Department of Justice*

*WIOA*

*Federal initiatives ACL, DOL, SSA*





# Employment First Efforts



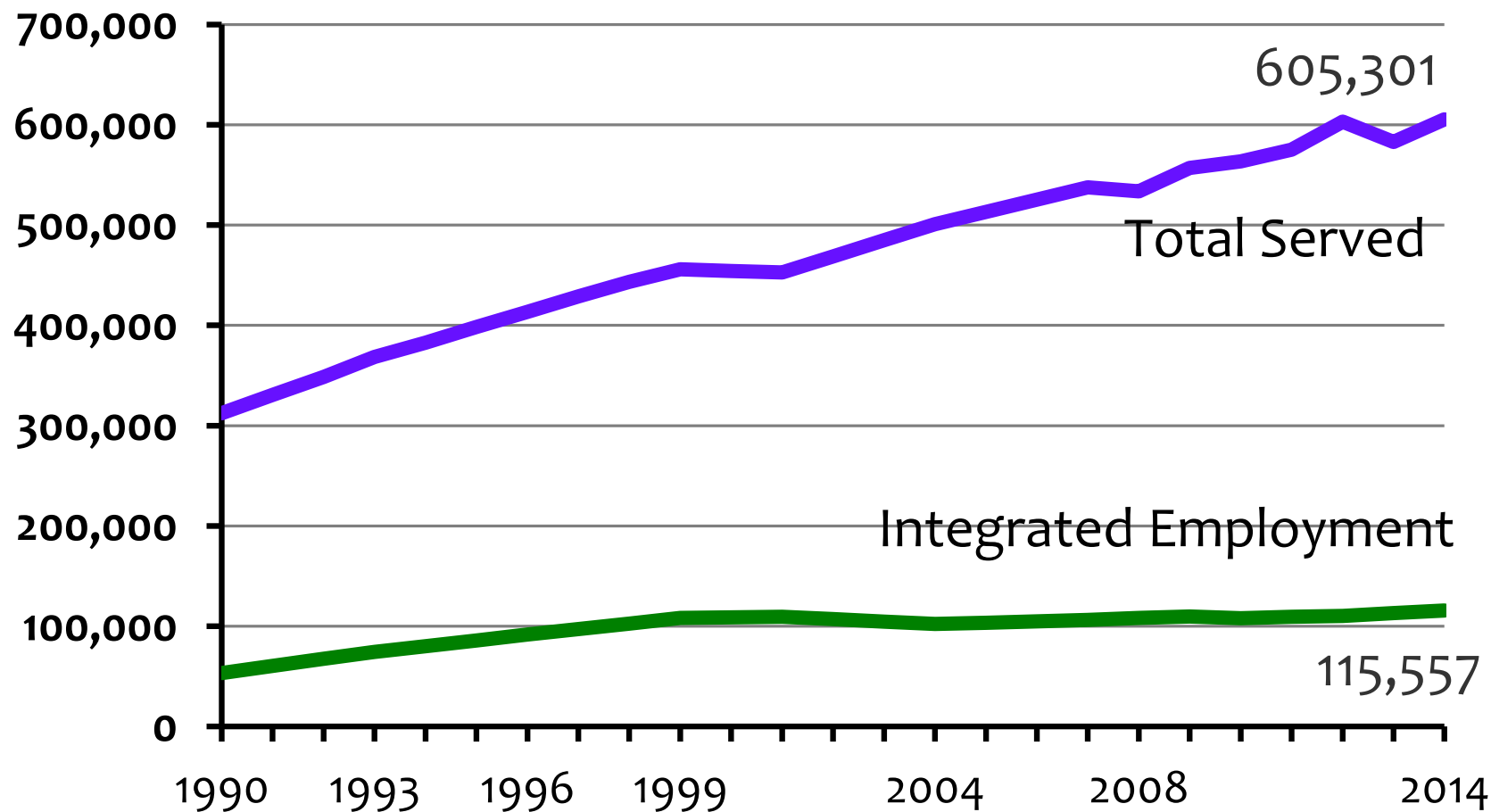
Any activity **50**

Formal policy **32**

APSE. (2014). *Employment First Across the Nation: Progress on the Policy Front*. Policy Research Brief. RRTC on Community Living University of Minnesota, 24(1).

# Employment and Day Supports

## IDD Agencies: Nation

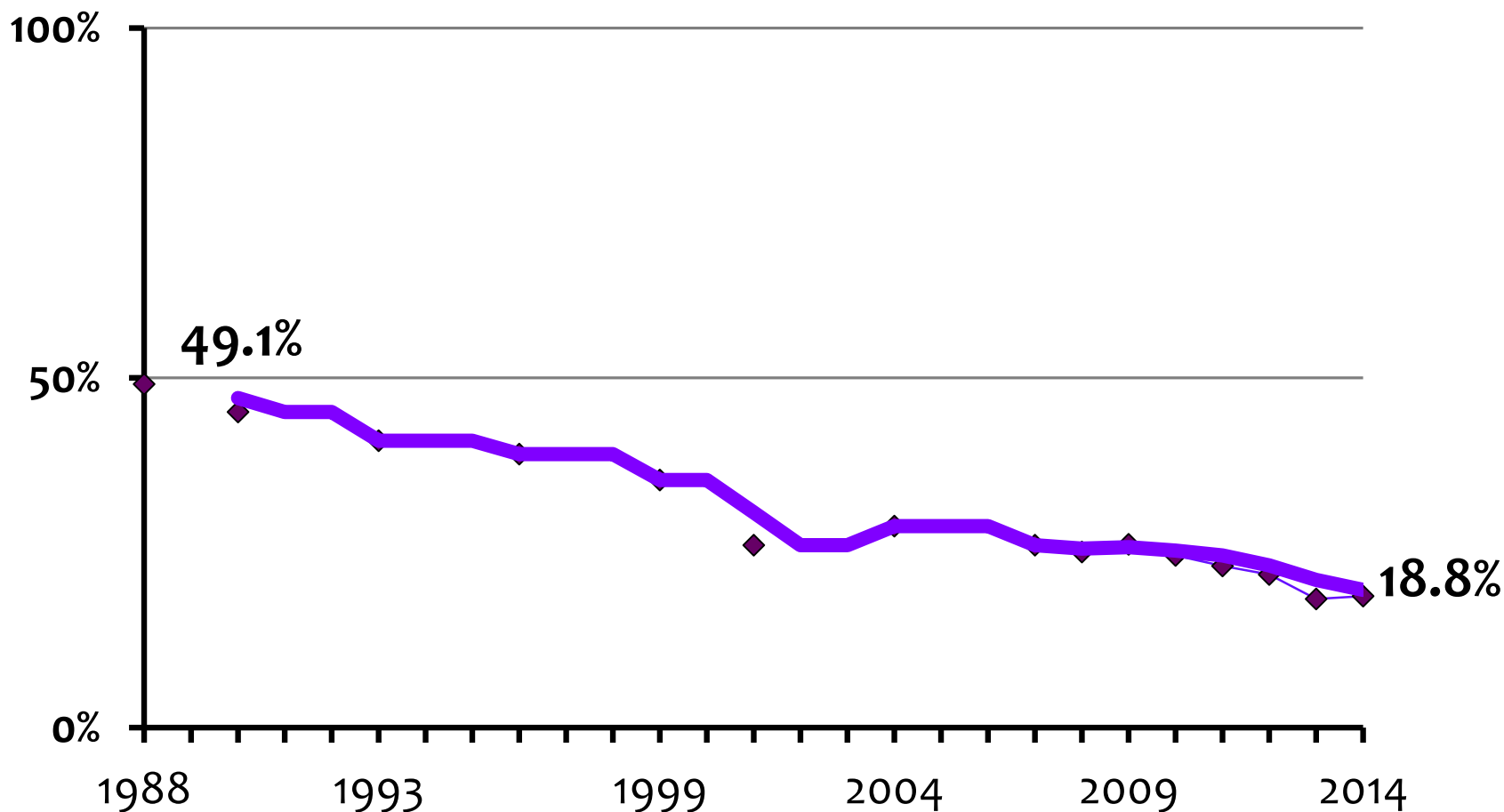


Source: ICI National Survey of  
State IDD Agencies



# Employment and Day Supports

## Facility-based work



Source: ICI National Survey of  
State IDD Agencies

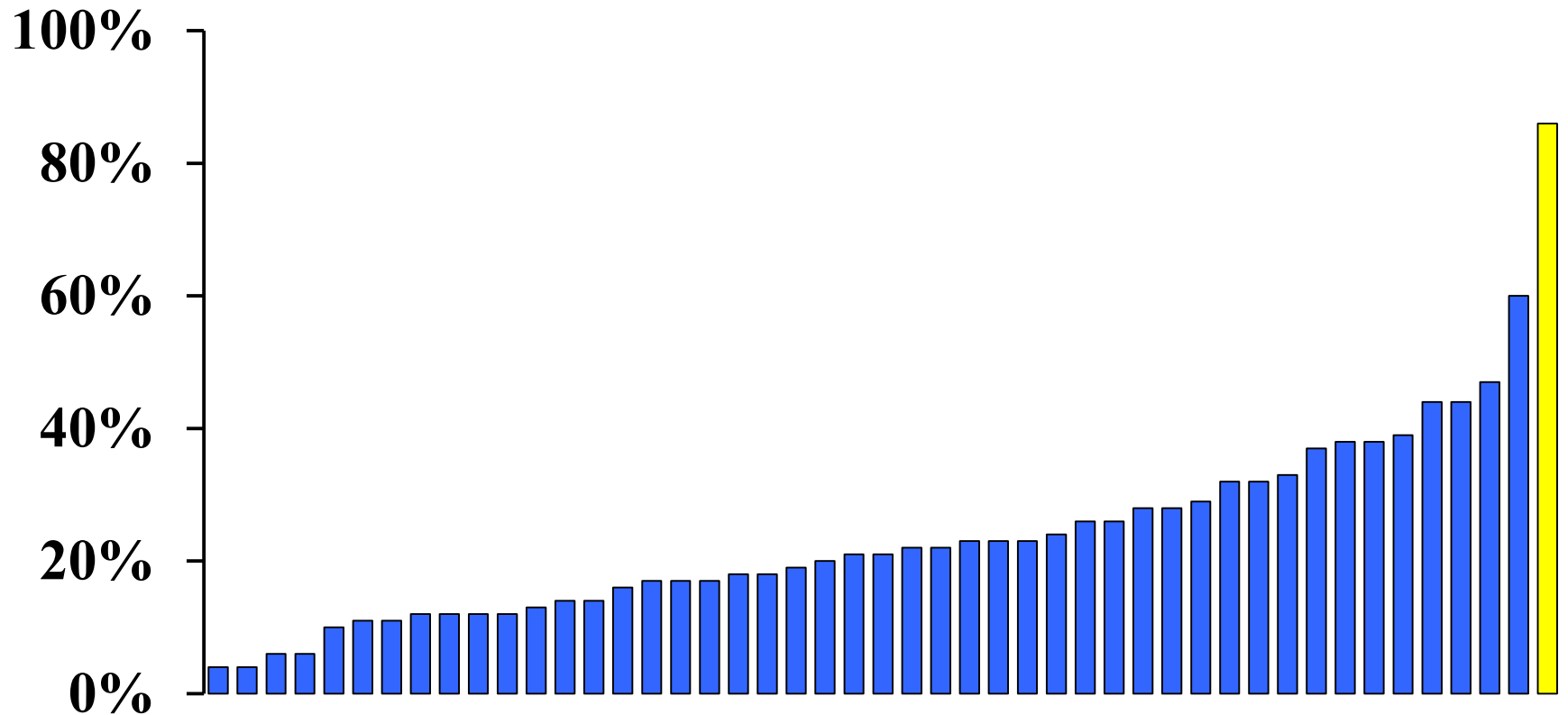


# CMS feedback to Kentucky

*States cannot comply with the rule simply by bringing individuals without disabilities from the community into a setting; compliance requires a plan to integrate beneficiaries into the broader community.*



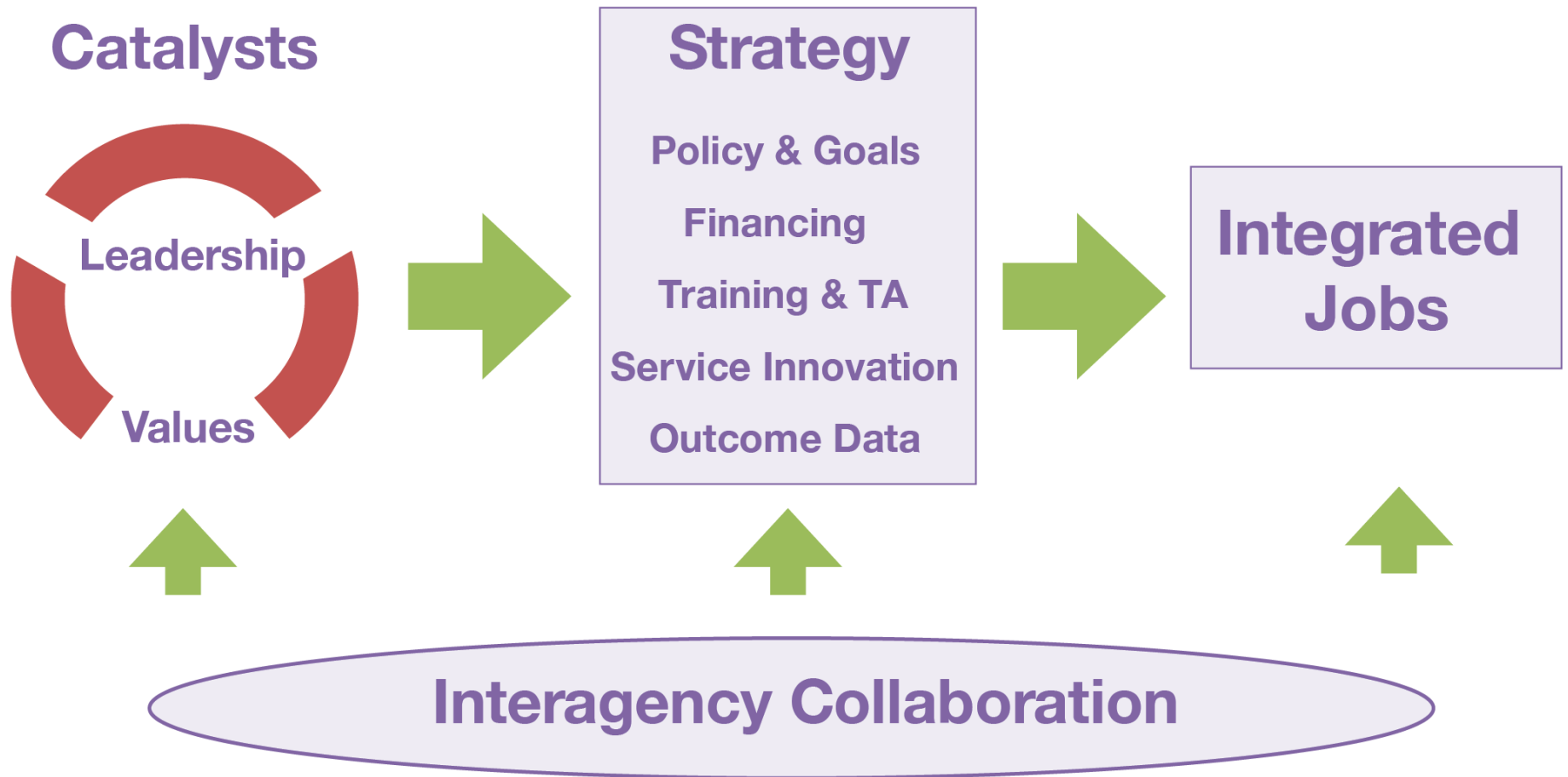
# Participation in integrated employment services varies widely



Source: ICI National Survey of  
State IDD Agencies 2014



# High-Performing Framework



# Holistic view

