

DBHDS Semiannual Report on Employment
Semi Annual Report (December 2017 Data)
5/8/2018

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Introduction:

The Department of Behavioral Health and Developmental Services (DBHDS or department) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has partnered with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the seventh semiannual employment data gathering effort. The data for this report was gathered from DARS. Through a data sharing agreement with DARS, DBHDS was able to gather all data for individuals with developmental disabilities receiving long term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual developmental disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. The return rate has remained at 100% from the previous reporting period, and the data shows an increase in people employed. This is a significant improvement from the first report that had a 44% return rate of data.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

Target as of 6/30/2015: 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2019. Specifically this translates to:

- ❖ 25% of 16,946 (the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/30/17) would be employed by June 30, 2019, or a total of 4,236 individuals
- Supplemental Targets to be achieved by 12/30/2015
 - ❖ 100% of DD Individuals with Case Management services will have discussed employment options at least annually
 - ❖ 35% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

Targets for Waiver Funded Supports for Individual & Group Supported Employment:

The chart below reflects the annual targets for Individual Supported Employment as well as Group Supported Employment under the waiver.

Data Targets:

Fiscal Year	Total	ISE	GSE
2016	808	211	597
2017	932	301	631
2018	1297	566	731
2019	1661	830	831
2020	2026	1095	931

The Employment First Advisory Group discussed sub-targets related to new waiver slot awardees and their use of employment and the shift in current waiver recipients in their selection of services. The data will include those individuals who accessed a facility slot. These targets are delayed until the Commonwealth develops reports in the new waiver management system.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 12/30/2017 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data.

This report summarizes data according to Developmental Services Regions (DD Regions), which no longer align with state Health Planning Regions. During the previous reporting period, the Community Services Boards in **red italics** shifted developmental disability regions from the formerly uniform mental health and developmental services regions.

DD Western Region

Harrisonburg- Rockingham
Horizon
Alleghany Highlands

Region 10
Rockbridge Area
Valley

DD Northern Region

Alexandria
Arlington Co.
Fairfax-Falls Church

Loudoun
Prince William Co
Rappahannock Area

*Rappahannock-Rapidan
Northwestern*

DD Southwest Region

(Charts labeled SW)

Mt. Rogers
Blue Ridge
Cumberland Mountain
Danville - Pittsylvania

Dickinson County
Goochland- Powhatan
Highlands
Planning District 1

New River Valley
Piedmont

DD Central Region

Chesterfield
 Crossroads
 District 19

Hanover
 Henrico Area

Richmond BHA
 Southside

DD Eastern Region

Chesapeake
 Colonial BH
 Eastern Shore
 Hampton- Newport News

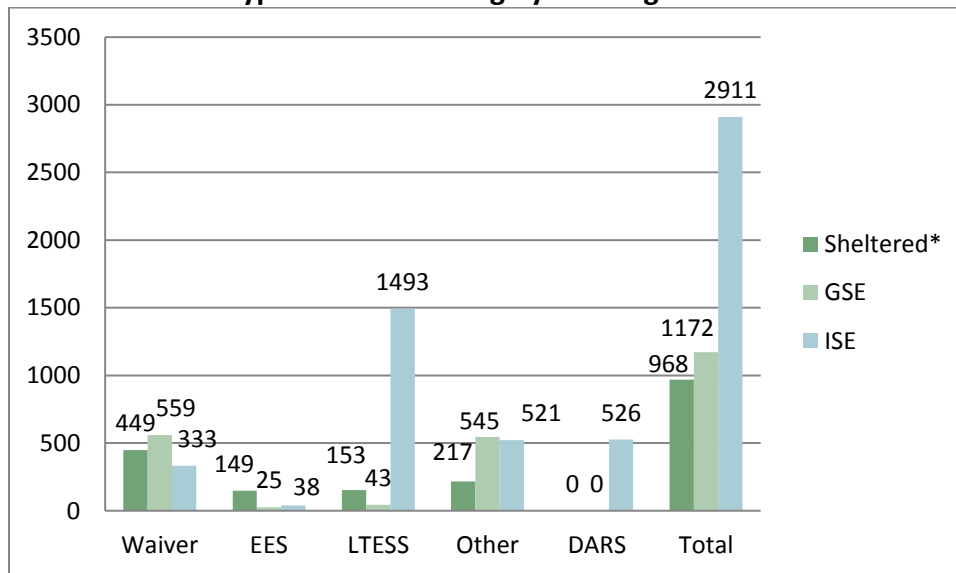
Middle Peninsula- Northern Neck
 Norfolk CSB
 Portsmouth

Virginia Beach
 Western Tidewater

Statewide Data Analysis

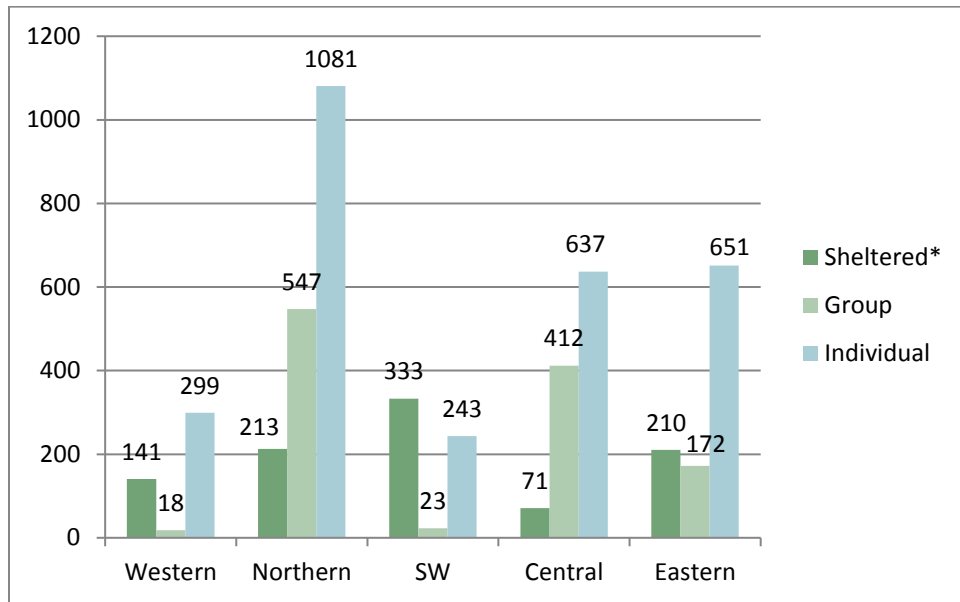
The data below indicates that 2,911 individuals (281 more than last reporting period) are in Individual Supported Employment (ISE) services and 1,172 (4 less than last reporting period) are in Group Supported Employment (GSE) services. Additionally, 968 people (86 less than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment work opportunities, data regarding individuals in sheltered workshops continues to be captured and monitored.*

Type of Work Setting by Funding Source

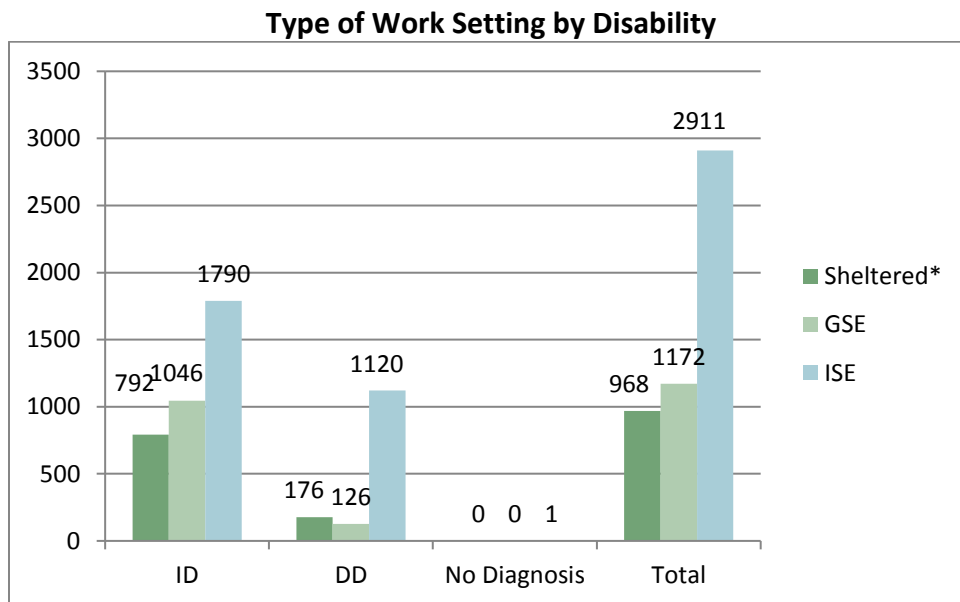


4,083 people are employed with supports from ISE and GSE, which is an increase of 277 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 24% of people with DD are employed. This is an increase from the 23% reported the previous two semi-annual reports. It is important to note that waiver ISE employment increased by 28 people which is almost a 10% increase in ISE in the waiver.

Type of Work Setting by Developmental Services DD Regions

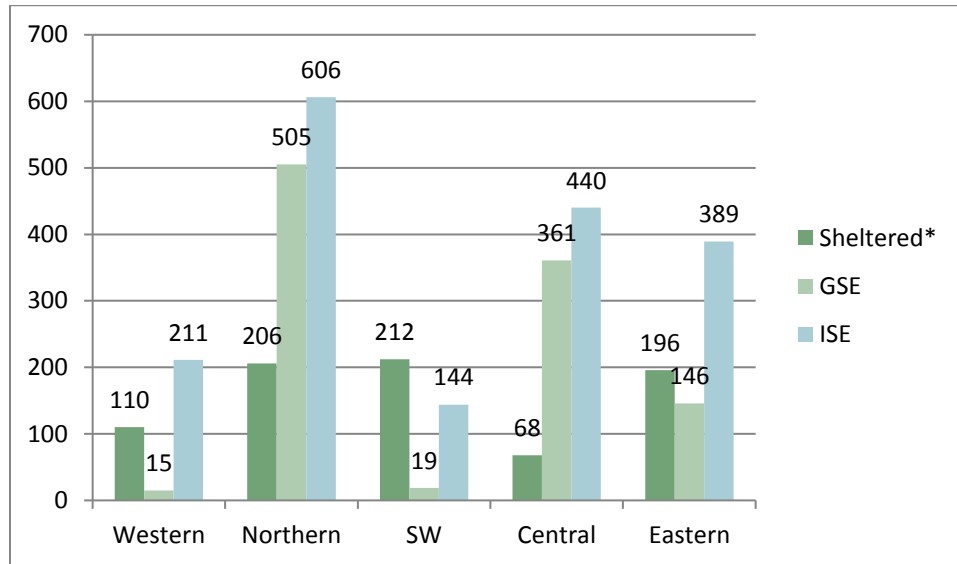


The graph above clearly indicates variations in work settings throughout the five Developmental Services DD Regions.

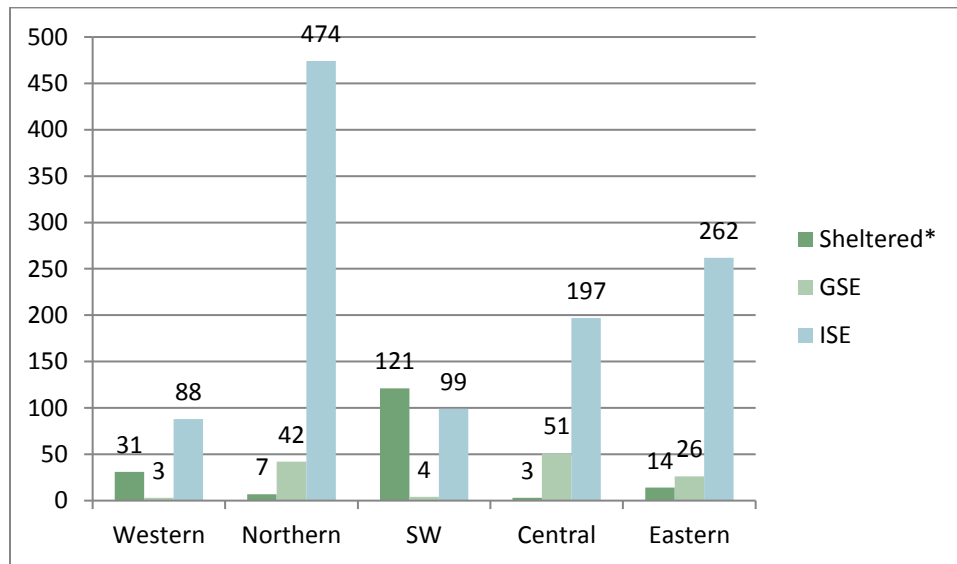


The data in the graph above compares employment settings by disability.

Type of Work Setting by Region for Individuals with Intellectual Disability

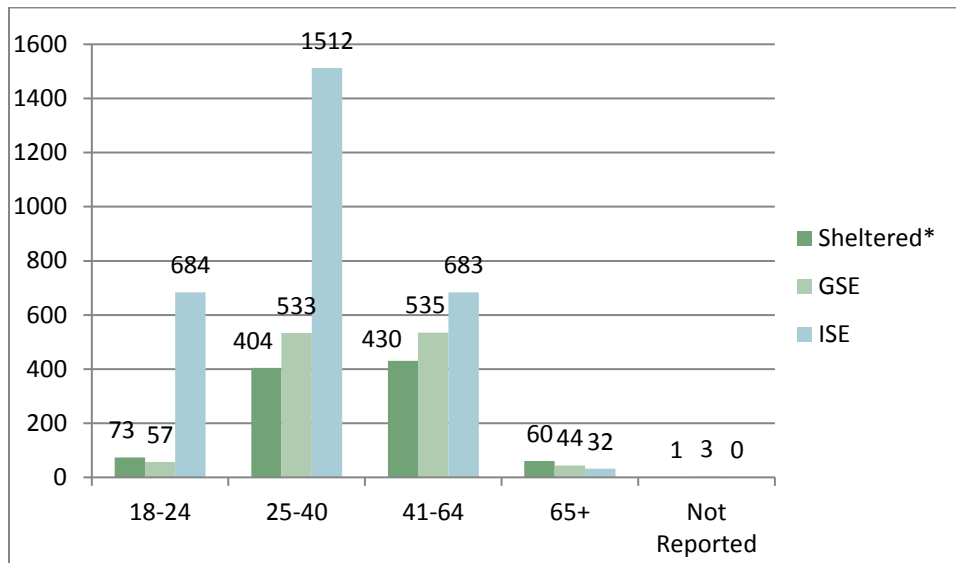


Type of Work Setting by HPR for Individuals with Developmental Disability



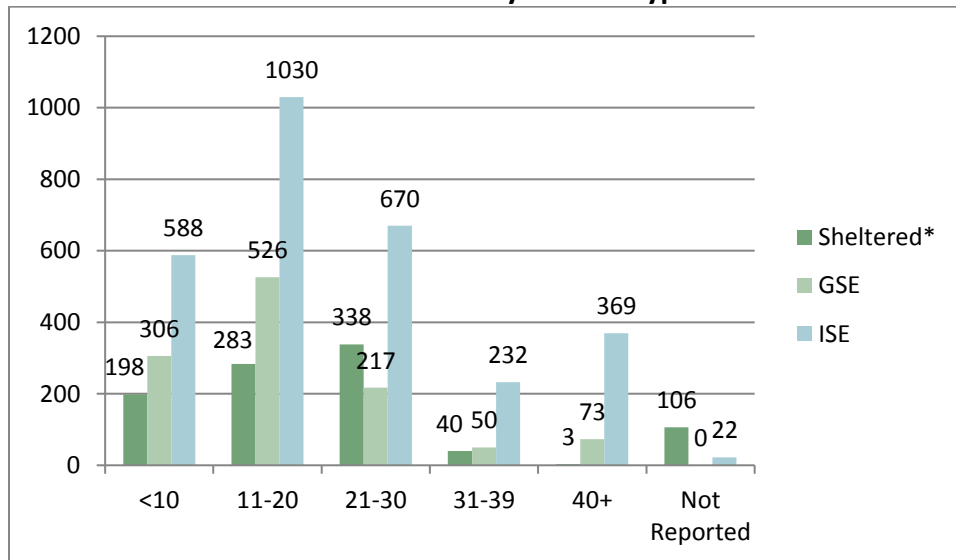
The data was further broken down by HPR and disability type to see if any additional patterns emerged. Individual Supported Employment for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.

Age by Service Type



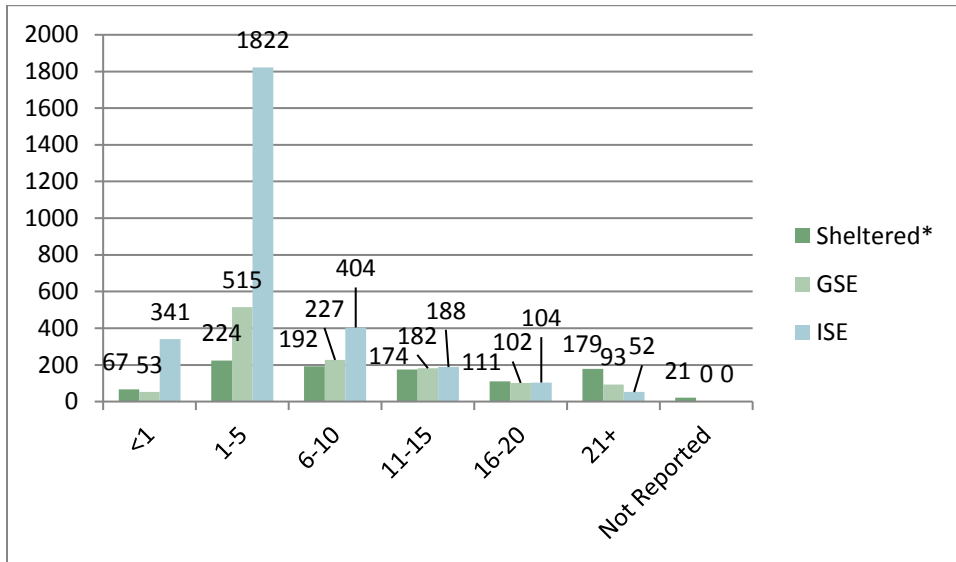
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act. The data remained relatively consistent from the previous report to this report.

Hours Worked by Service Type



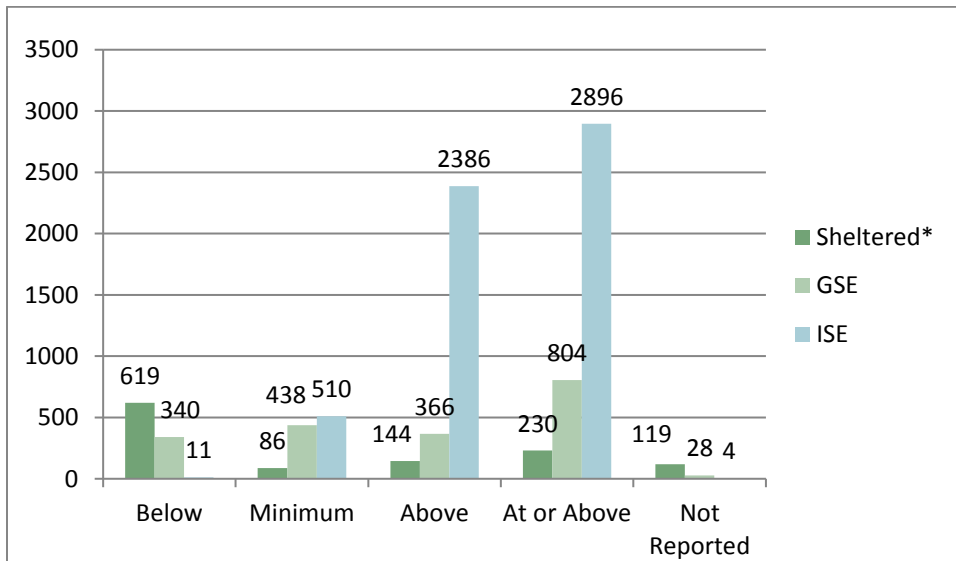
The above data details hours worked by service type.

Length of Time Employed



The data for length of time employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment.

Wages by Service Type



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently, there are 351 (9%) people employed who are earning below minimum wage (a 2% reduction from last reporting period) while there are 3,700 (91%) who are earning at or above minimum wage (a 3% increase from last reporting period).

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.01	\$23.28
GSE	\$0.56	\$36.23
ISE	\$4.00	\$40.40

Tracking Employment First Conversations:

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the first half of FY2018 (7/1/17-12/30/2017).

CSB Name Jul 1, 2017 - Dec 31, 2017	Adult 18-64 with DD waiver and Receiving Development Case Management 200/320	Annual ISP Meeting Data Element 64	Employment Discussion at Annual ISP Meeting Data Element 91		Employment Goals in ISP Data Element 92	
		Code11: F-T-F Meeting: Individuals with Annual ISP Meeting	Total 01-04	Percent Who Had Employ Discussion	92: Y ISP with Employ Goals	Percent of ISPs with Employ Goals
Alexandria	73	25	25	100%	16	64%
Alleghany-Highland	50	19	17	89%	4	21%
Arlington County	123	49	47	96%	10	20%
Blue Ridge Behavioral Healthcare	358	141	128	91%	31	22%
Chesapeake	229	24		0%	2	8%
Chesterfield	767	260	244	94%	119	46%
Colonial	134	52	52	100%	20	38%
Crossroads	106			0%		0%
Cumberland Mountain	130	46	46	100%	6	13%
Danville-Pittsylvania	271	128	100	78%	19	15%
Dickenson County	19	4	1	25%		0%
District 19	271	53	30	57%	10	19%
Eastern Shore	103	43	43	100%	4	9%
Fairfax-Falls Church	863	404	388	96%	118	29%
Goochland-Powhatan	53	25	25	100%	9	36%
Hampton-Newport News	414	119	118	99%		0%

Hanover County	149	47	47	100%	24	51%
Harrisonburg-Rockingham	143	52	52	100%	32	62%
Henrico Area	462	154	151	98%	64	42%
Highlands	119	35	34	97%	7	20%
Horizon	479	13	13	100%	11	85%
Loudoun County	188	79	60	76%	37	47%
Middle Peninsula-Northern Neck	195	66	42	64%	15	23%
Mount Rogers	222	105	104	99%		0%
New River Valley	217	83	22	27%	54	65%
Norfolk Community Services Board	399	152	144	95%	35	23%
Northwestern	305	105	82	78%	34	32%
Piedmont	234	105	105	100%	23	22%
Planning District I	152	29	20	69%	2	7%
Portsmouth	210	90	68	76%	30	33%
Prince William County	363	69	63	91%	45	65%
Rappahannock Area	458	97	97	100%	83	86%
Rappahannock-Rapidan	189	64	62	97%	28	44%
Region Ten	301	122	115	94%	40	33%
Richmond	369	171	108	63%	52	30%
Rockbridge Area	34	9	9	100%	4	44%
Southside	174	84	84	100%	40	48%
Valley	246	110	24	22%	28	25%
Virginia Beach	726	309	303	98%	132	43%
Western Tidewater	223	79	60	76%	20	25%
State Total	10521	3621	3133	87%	1208	33%

There were a total of 3,621 adults whose case managers conducted annual ISP meetings or updates during the first half of this fiscal year. Of these 3,621 individuals, a total of 3,133 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 87% of individuals having a discussion of integrated employment when their ISP was reviewed. This is a 2% increase in prevalence of the conversation from last reporting period.

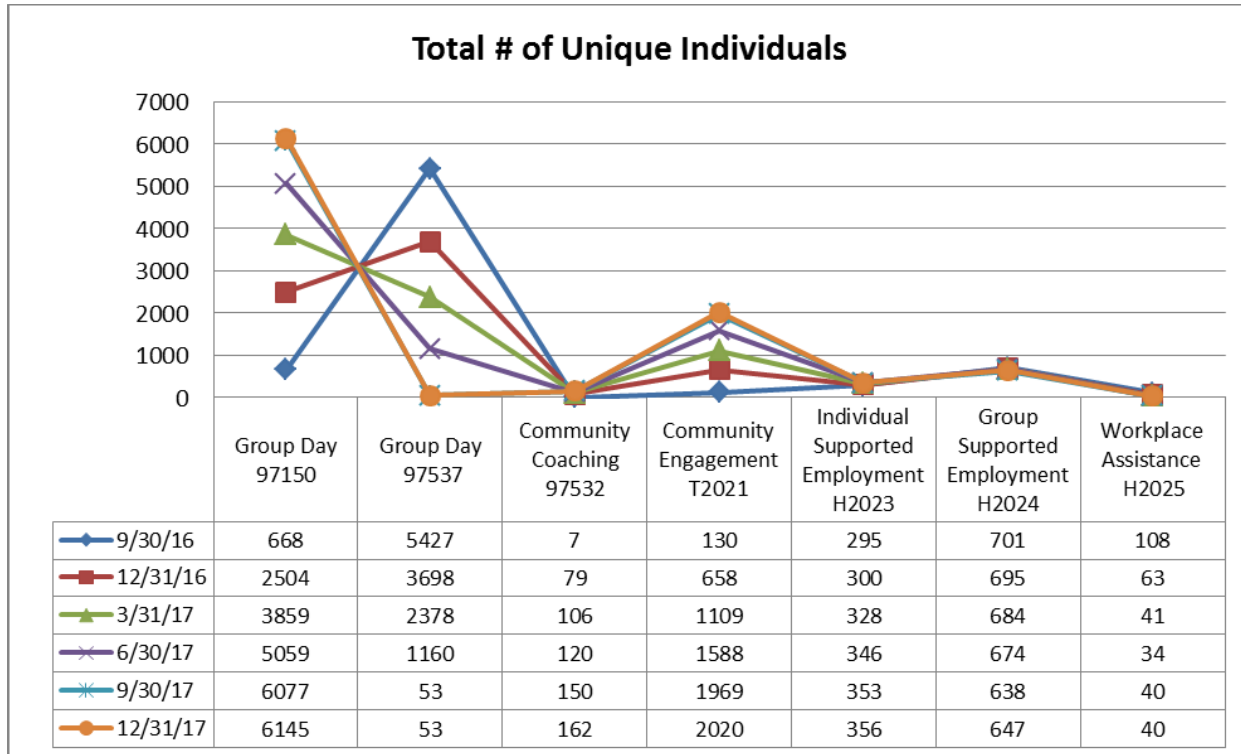
A total of 1,208 of the 3,621 individuals have goals related to employment in their ISP. This results in a statewide average of 33% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This represents an increase of 1% from last reporting period.

It can be noted that some CSBs are continuing to have difficulty reporting the data as evidenced by the number of individuals receiving case management and the number who have had an ISP as well as those CSBs highlighted who did not report any data or reported low/limited data. The Case Management Coordinator has been meeting individually with each CSB to review their data and submission of data to develop a plan to address the discrepancy between reported numbers and expected numbers for this semiannual reporting period.

Billing and Service Authorization Data:

DBHDS and the Employment First Advisory Group was monitoring the utilization of employment services by waiver recipients using billing data from DMAS. This data was primarily presented as a means to capture individuals utilizing the waiver to access pre-vocational services. Since pre-vocational services are no longer a service option under the waivers, this data has been eliminated.

Below is a table from the new waiver management system that indicates service authorization numbers for Group Supported Employment and Individual Supported Employment with average hours authorized per month of service.



It should be noted workplace assistance shares the previous pre-vocational code and some of the authorization had not been ended until the current quarter. Workplace Assistance will be monitored starting the fourth quarter and going forward for utilization.

Summary:

The seventh semiannual data reporting period had a 100% response rate from providers. DBHDS is grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

The data shows that the Commonwealth’s efforts around employment are working and indicates an increase in a sustained trend as to the number of individuals employed. There was a noted increase in the number of people on the waiver who were employed. There was an increase of 28 people in ISE under the waiver employed and an increase of 38 people in Group Supported Employment.

Recommendations:

1. DBHDS needs to continue collaborating with CSBs to ensure that accurate information about the different employment options is discussed with individuals in the target population and that these discussions are documented.
 - a. Work with the SELN to develop a video that shows the conversation between a case manager and individual and their family to show how to have a better conversation. (9/30/2017)
 Update: Video was not completed, but FAQs for Support Coordinators and Families were developed
2. Increase the capacity of the Commonwealth's provider community to provide Individual Supported Employment services to persons with intellectual and developmental disabilities by providing technical assistance and training to existing and potential new providers.
 - a. Report the number of waiver providers offering Individual Supported Employment and Group Supported Employment. (6/2017) (Completed at August 2017 Meeting)
 - b. Training for providers to support people with more significant disabilities. (6/30/2018)
 - c. Competency development (6/30/2018)
 - d. Find out from ESOs additional services offered/sub-contracted with to identify potential combination of services that would help providers be better able to support people with specialized needs (6/30/2018)
3. Increase capacity in parts of the Commonwealth that have less providers and employment options. Create a map of the service providers in each of the Regions and the services provided so we can track increase in capacity. (Provider Survey complete)
4. Continue to collaborate with DARS, Employment Service Organizations, and DMAS to collect and report on employment data. (Semi-annually)
5. Do a comparison in future reports of employment discussions and employment goals to evaluate the impact on the percent of people employed per region. (Start once data reporting is consistent and accurate)
 - a. DBHDS will follow up with the CSBs who have data reporting concerns around the discussion of employment and goals to address barriers to employment.

 Update: DBHDS Case Management staff have been meeting with each CSB to address data reporting concerns, and improvement is anticipated in FY 19.
6. Create data tables around the waiver data according to old slots, new slots, and training center slots. (Next semiannual report or one after)
7. Implement recommendations from the Regional Quality Councils. (6/30/2018)
 - a. Create success stories of employment that identify individuals according to the current support level as indicated by their supports intensity scores.
 - b. Develop tools/training for individuals and families
 - i. Evaluate areas via the trend report for targeted training (incorporate individuals with disabilities and family members)
 - c. Gather transportation data
 - d. Improve communication with DOE around transition age youth and employment services and supports
8. Monitor the number of transition age youth entering non-integrated work settings to determine potential future intervention. (Semi-annually)
9. Develop additional detail regarding individuals who are earning sub-minimum wage by age and job type to determine if any trends exist. (December Meeting) Use current data to establish baseline data and present to Advisory Group for refinement.

10. Develop a trend report based on the previous four semi-annual reports:

- a. Incorporate unemployment rates
- b. NCI Data
- c. Review of less <10 hours
- d. Review of less than 5 yr trend
- e. Tipped individuals earning “below minimum wage”
- f. GSE- investigate reasons for decrease and identify where individuals are transitioning- via WaMS

Update: A trend report is being developed and will include data from this report.