



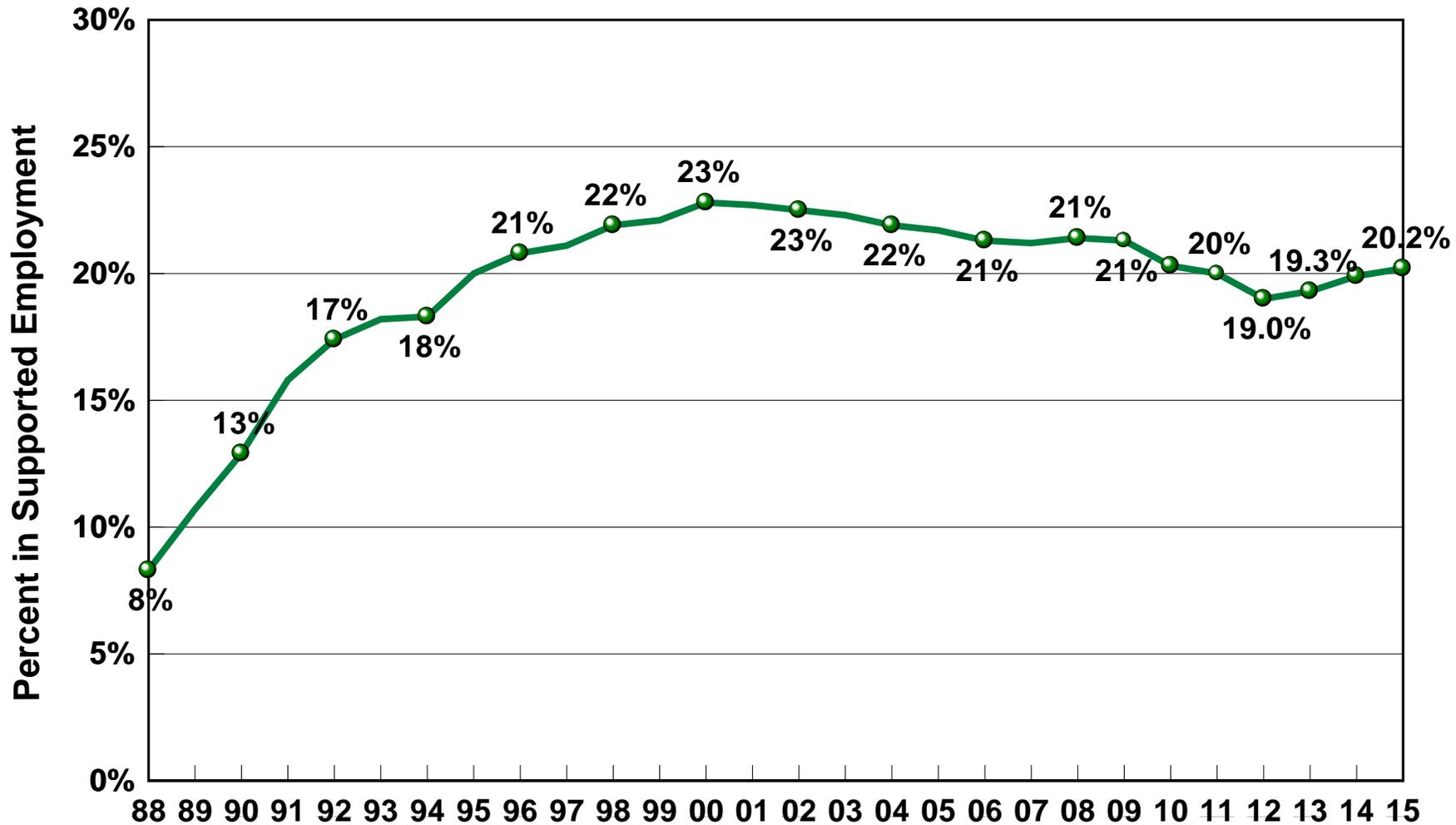
Employment Data
National, State, and Adelante

National Data

Context:

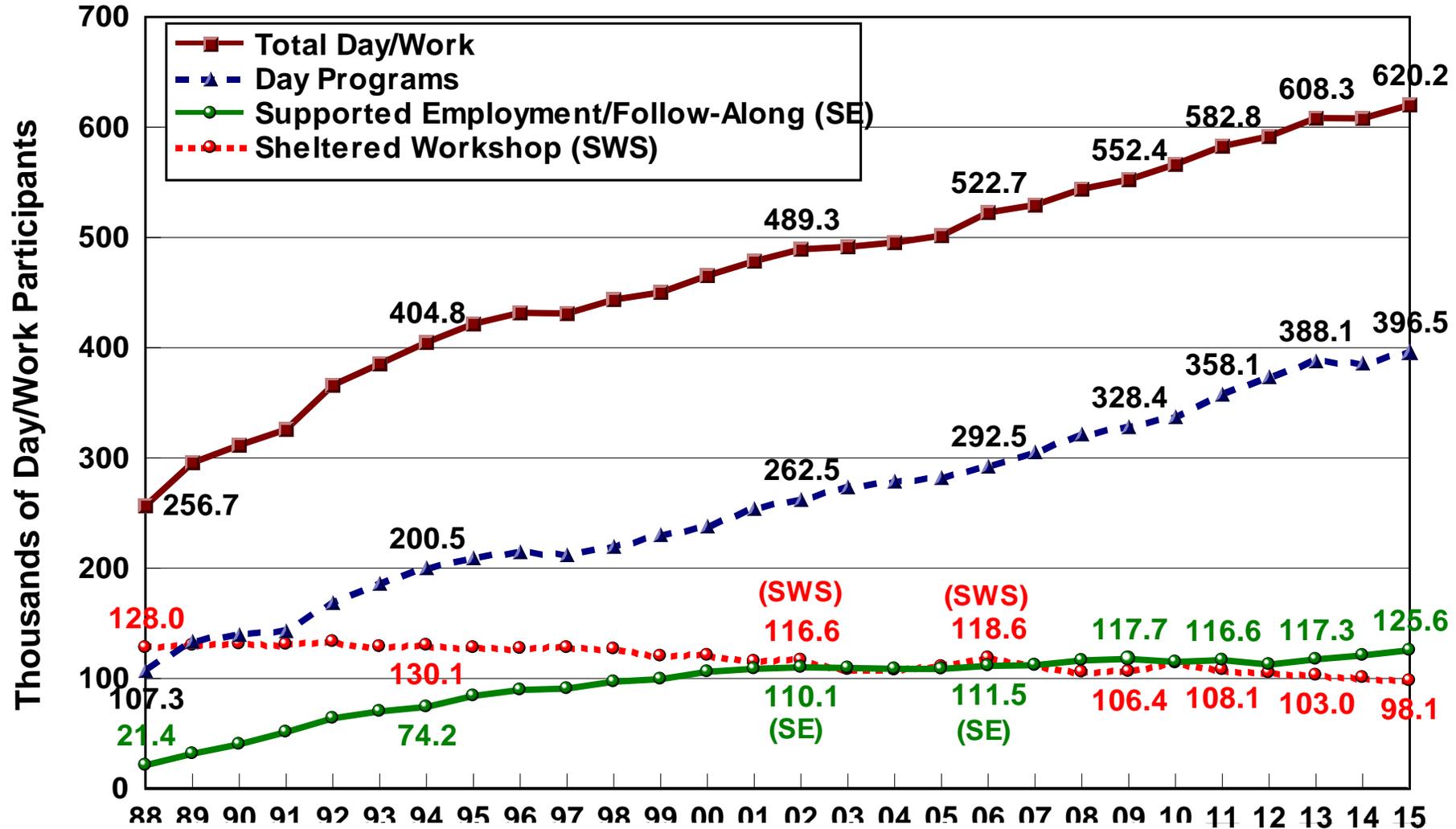
1. Why: This conversation is about an employment **choice**, an **option** to be exercised by a person with disabilities
2. There is no such thing legally as “subminimum wage”. Federal regs refer to “**Special Minimum Wage**” which may or may not be lower than federal minimum wage, but is always lower than local prevailing minimum wage
3. “Disability” refers to a variety of conditions, all of which are not the same- physical disabilities, hearing or vision/blindness, PTSD, intellectual disabilities, etc.
4. ***Our position is that Special Minimum Wage is appropriate ONLY for some people with the most significant intellectual disabilities.

PERCENTAGE OF TOTAL DAY/WORK RECIPIENTS WITH IDD IN SUPPORTED EMPLOYMENT: FY 1988-2015



Source: Braddock et al., Coleman Institute and Department of Psychiatry, University of Colorado, 2017.

INDIVIDUALS WITH IDD IN DAY PROGRAMS, WORKSHOPS AND EMPLOYMENT: FY 1988-2015



StateData: The National Report on Employment Services and Outcomes Through 2016

Jean Winsor
Jaimie Timmons
John Butterworth
Alberto Migliore
Daria Domin
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Institute for Community Inclusion (UCEDD)
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Published 2018



ThinkWork!



StateData.info

The StateData employment report is a product of ThinkWork! at the Institute for Community Inclusion, University of Massachusetts Boston, supported in part by the Administration on Intellectual and Developmental Disabilities, Administration for Community Living, US Department of Health and Human Services, under cooperative agreement #90DN0295.

The opinions contained in this report are those of the grantee and do not necessarily reflect those of the funders.



Figure 1. Number Served by IDD Agencies

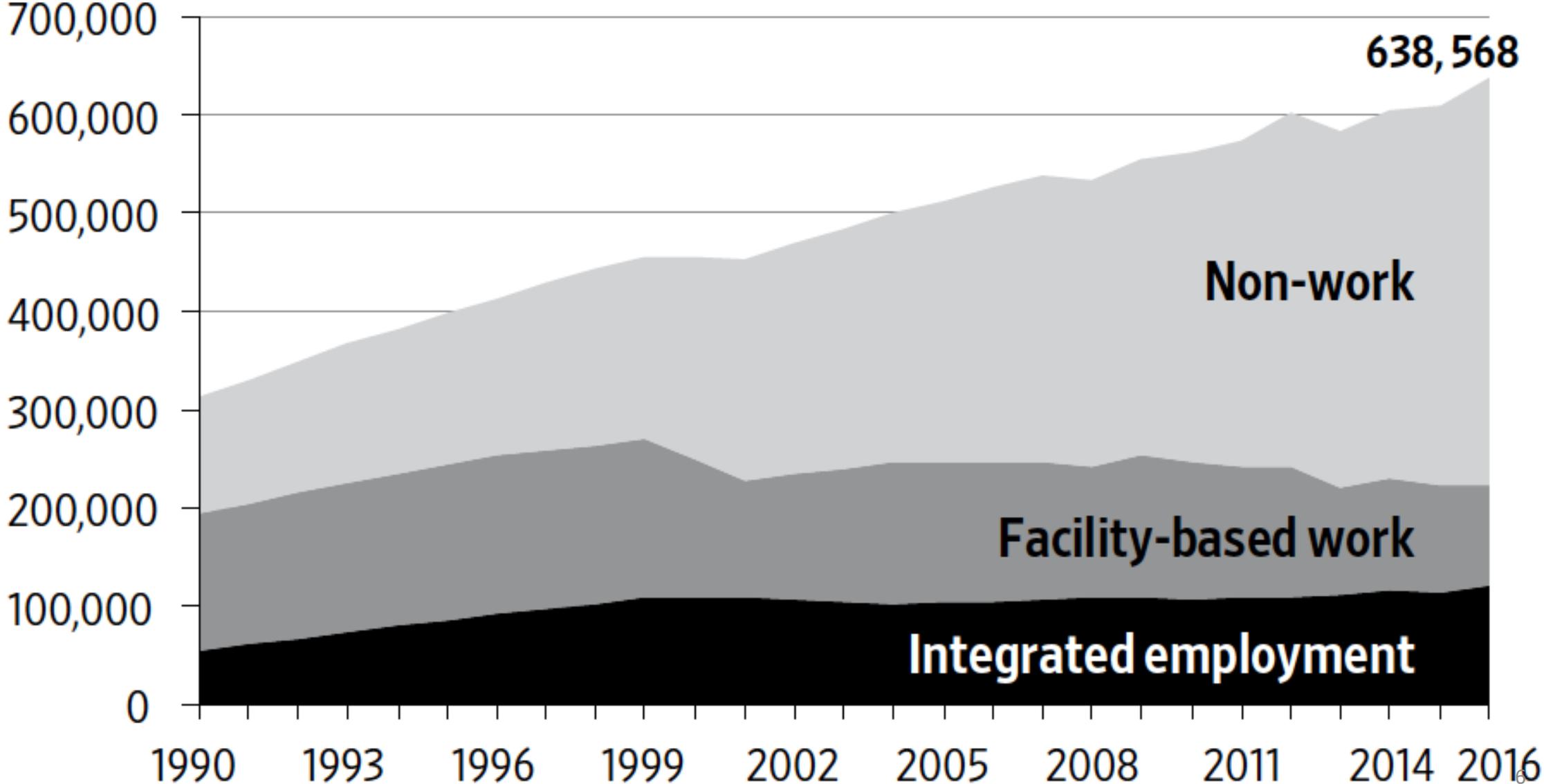


Figure 4. Estimated IDD Agency Service Distribution by Year

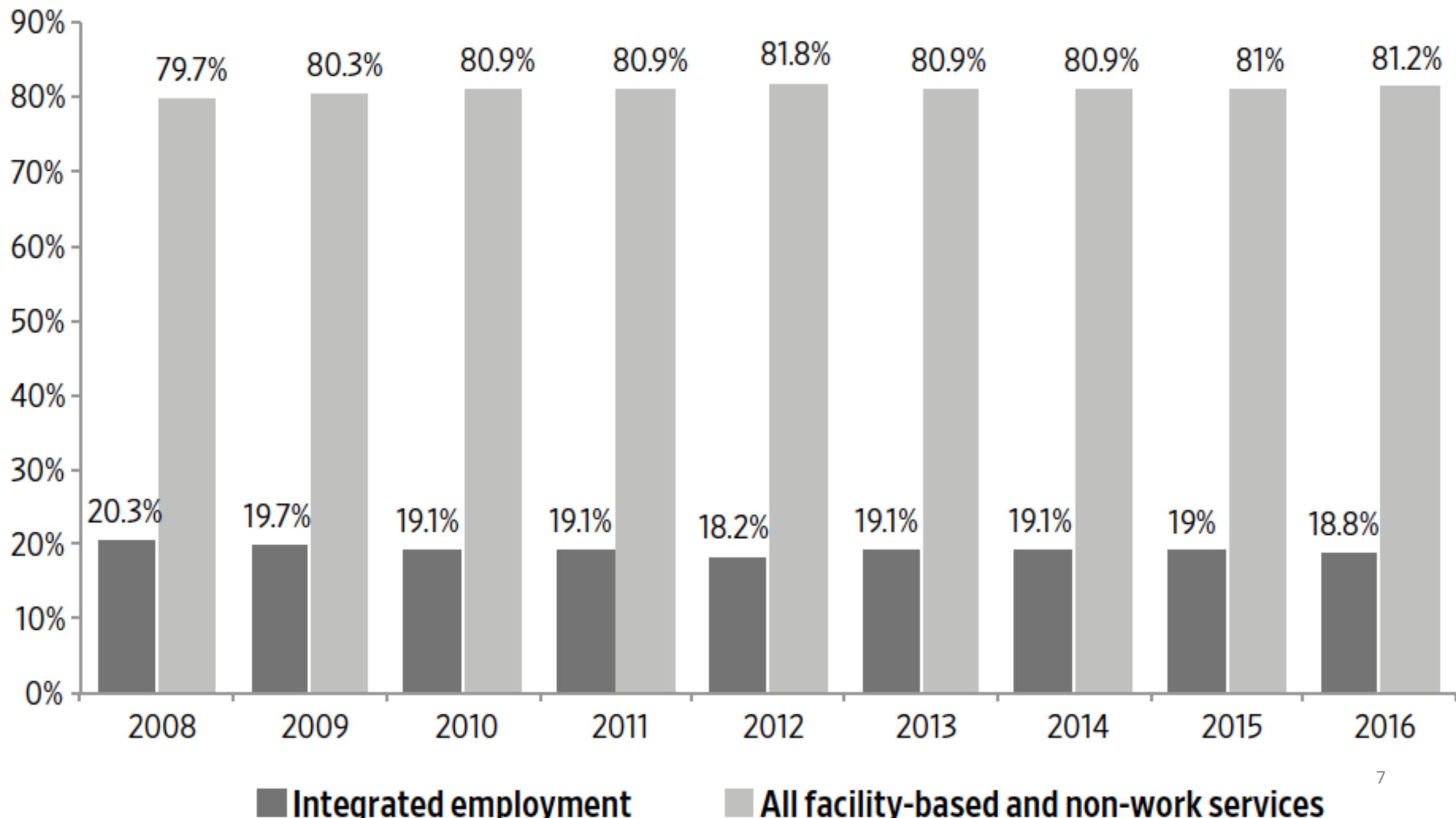
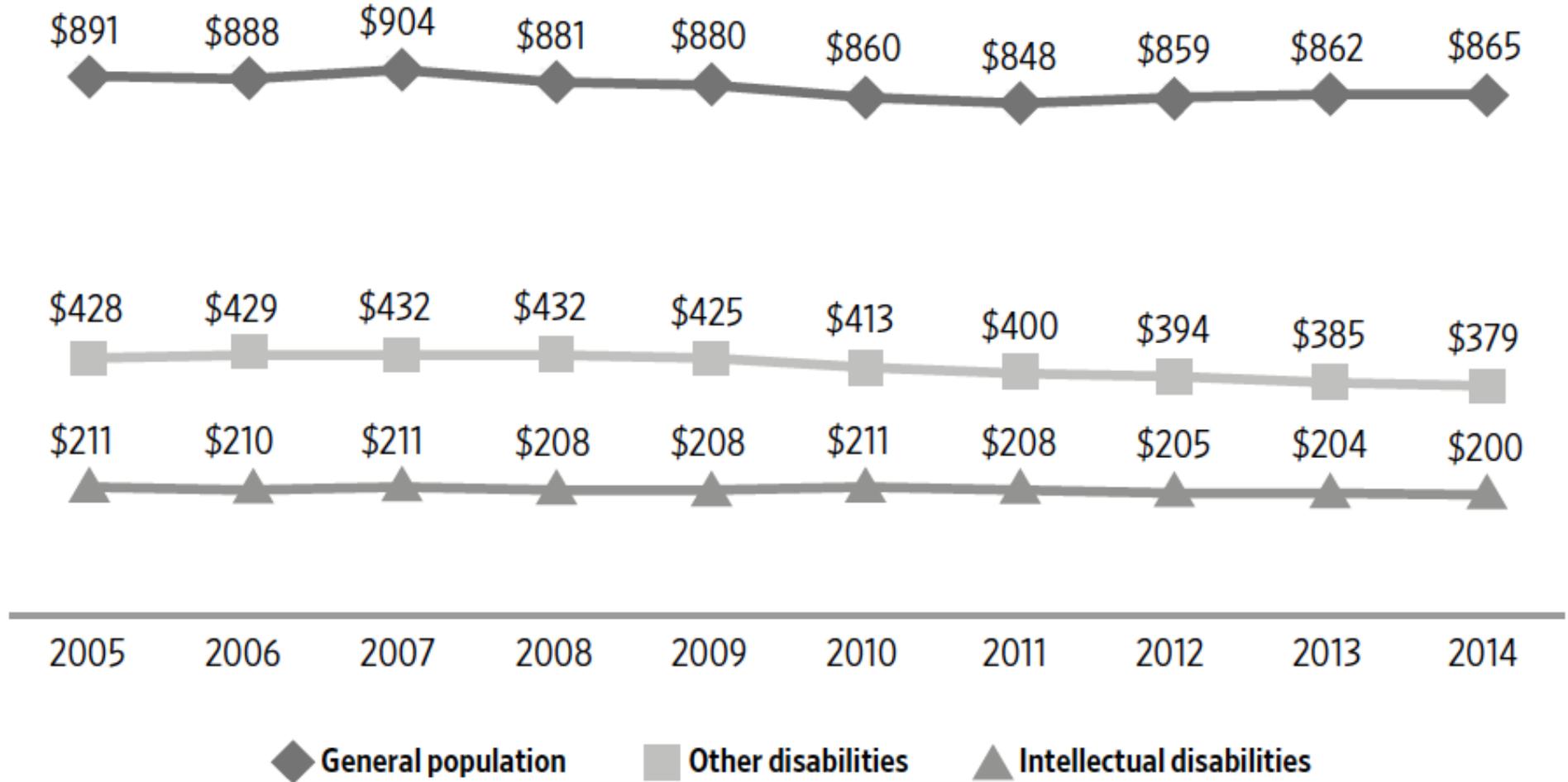


Figure 6. Trends in Weekly Wages (in 2014 Dollars)*



* Earnings of the general population were computed by dividing the annual wages of civilians, ages 16–64, by 52 weeks, using data from the American Community Survey.

People with a Cognitive Disability with SSI Have Lowest Employment Rate (pg 28)

Table 10. Labor Market Success Indicators by Disability Status 2016

	No disability	Any disability	Cognitive disability	Cognitive disability with SSI
A. Percentage Employed (Employment Rate)	74.3%	35.4%	25.7%	8.2%
B. Percentage Unemployed	4.3%	5.2%	6.4%	2.9%
C. Percentage Not in the Labor Force	21.4%	59.4%	67.8%	88.9%
Total (A+B+C)	100.0%	100.0%	100.0%	100.0%
Unemployment Rate (number unemployed / number employed + number unemployed)	5.5%	12.9%	19.9%	25.7%

National Survey of State Intellectual and Developmental Disabilities Agencies' Employment and Day Services (1988-2016)

- Analysis of the IDD Agency National Survey revealed these key findings:
- » National estimates suggest that, after remaining flat between 1999 and 2009, there has been very modest growth in the number of individuals in integrated employment between 2010 and 2016. The number in integrated employment services grew by 6% between 2015 and 2016.
- » The estimated percentage of individuals participating in integrated employment services was 18.8% in FY 2016.
- » Growth in integrated employment primarily occurred between the mid-1980s and mid-1990s, and there has been a slight decline in the percentage of people with IDD in integrated employment since 2001. The percentage has hovered around 19–20% for the past decade.
- » There is large variation across states in participation in integrated employment.
- » Individuals who receive an integrated employment service include individuals who are receiving services with an immediate goal of entering employment such as job development and those receiving long term services to support maintaining employment.
- » There continues to be evidence that individual states are taking steps to reduce facility-based work, and the number and percent of individuals in facility-based work is declining.
- » As community-based non-work services continue to grow, more data is needed about the quality of outcomes and implementation of service delivery practices.
- » Funding for integrated employment services continues to lag.
- » Medicaid Title XIX Waiver dollars have not transitioned to integrated employment services.

Oklahoma

Citation: Spreat, S., & Conroy, J. (2015). Longitudinal evaluation of vocational engagement. *Journal of Policy and Practice in Intellectual Disabilities*, Volume 12, Number 4, pp 266–271, December 2015. doi: 10.1111/jppi.12136. Published online 12/23/2015.

Findings- Oklahoma

The overall amount of vocational, prevocational, and non-vocational activities changed sharply during the 15 year period. **Vocational and prevocational activity declined, while non-vocational engagement more than doubled, both in numbers of people and hours. Use of more segregated forms of employment declined sharply over time, but this decline was not offset by a collateral increase in more integrated forms of employment.** Fewer people were working, and they were working fewer hours.

Deinstitutionalization in Oklahoma, 1994 to 2009

What Happened to Day Activities?

- Percent Working for Pay and Not – Over Time

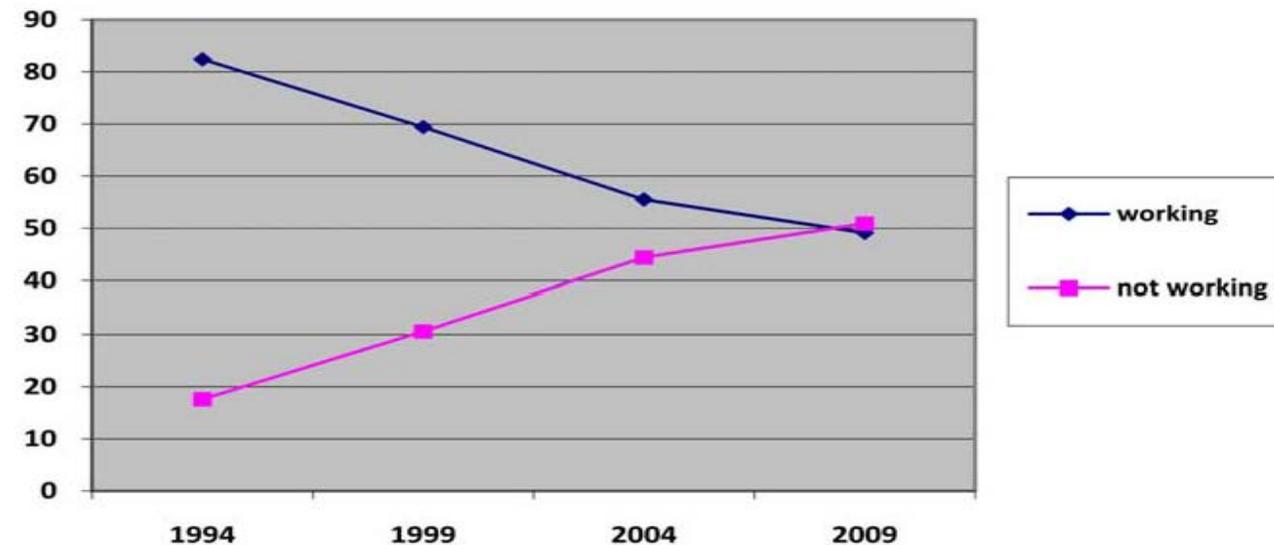


FIGURE 1

Percent of participants working and not working over time.

Findings from Maine- George Washington University Study

Key findings in the report include:

- People who had been employed have seen their hours worked per week **decline**. **2/3rds of those previously employed are no longer employed** and those who are working **earn less per week** because of the reduction in the number of hours worked.
- In 2008, the year Maine Public Law Chapter 101 went into effect, 39.5% of people with disabilities were employed. That number **dropped** to 34.1% by 2012.
- Maine was employing 558 people with Intellectual and Developmental Disabilities (IDD) in 2001. There were no people employed in sheltered workshops in 2010. The number of people with IDD who were served in integrated employment in Maine also **declined** during the years from 2001 to 2014.
- Employment data for people with intellectual disabilities in Maine show an average of only 12 hours worked per week in 2011, **the lowest in the nation**.
- After the passage of the law, **non-work placements increased dramatically** from 550 to 3,178.
- Level of disability was one characteristic commonly cited as a factor impeding placements for some people who are **no longer employed**.

New Mexico Employment Data

Statewide 511 Special Minimum Wage Clients for FY 2018

Source: NM DVR

Total 281 Clients Statewide in Special Minimum Wage (10% were referred to NM DVR for 2018)

Metro Albuquerque (Princeton and First Street Addresses) - ADELANTE

- Total 164 Clients in Subminimum Wage Total 17 Referrals to DVR

Los Lunas - ADELANTE

- Total 34 Clients in Subminimum Wage Total 3 Referrals

Gallup

- Total 16 Clients in Subminimum Wage Total 1 New Referral to DVR

Carlsbad - CARC

- Total 67 Clients in Subminimum Wage Total 6 Referrals

New Mexico Data

Source: Carrie Roberts, Community Inclusion Manager, DDS/DOH

- For FY19 Q1 (July 1, 2018 to September 30, 2019):

Facility-Based Non-Work – 58 people

Group employment – 130 people

Individual employment – 421 people

Self-employment – 20 people

Facility-Based Non-Work – 58 people

Unduplicated total of people in employment services = 629

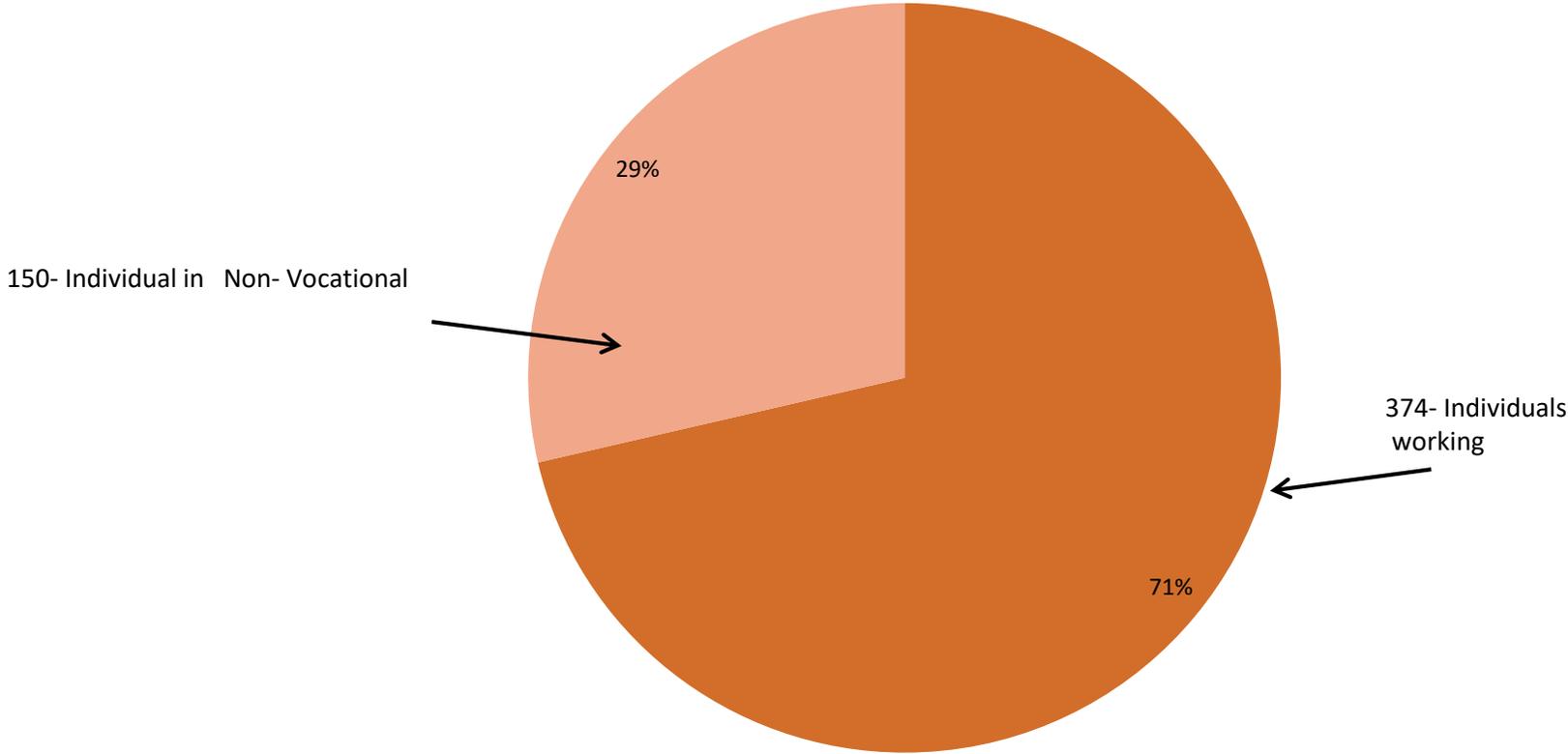
Unduplicated total of people in non-work services = 2169

Roughly 29% of the people on the DDW are receiving some type of employment supports.

Adelante: How Do People Spend Their Day?

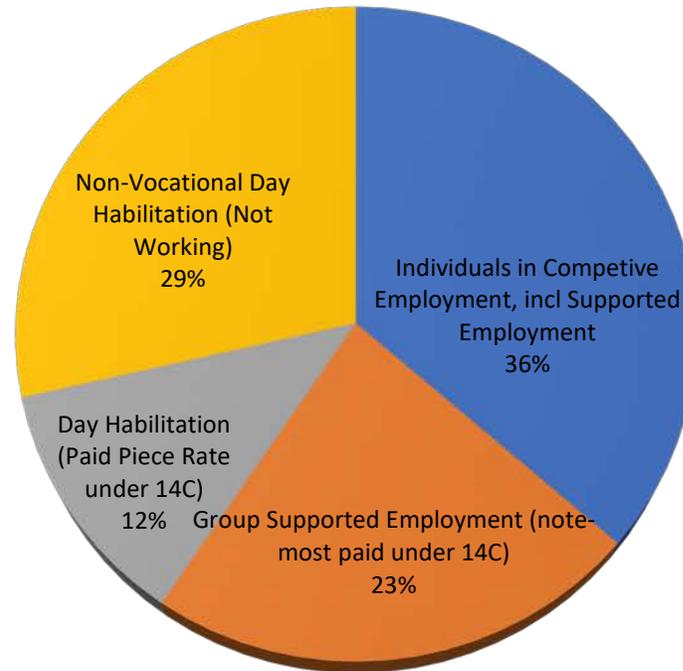
Number of Individuals

Working Non-Vocational



Type of Day Service	Number of Individuals	Percentage
Working	374	71.4
Non-Vocational	150	28.6

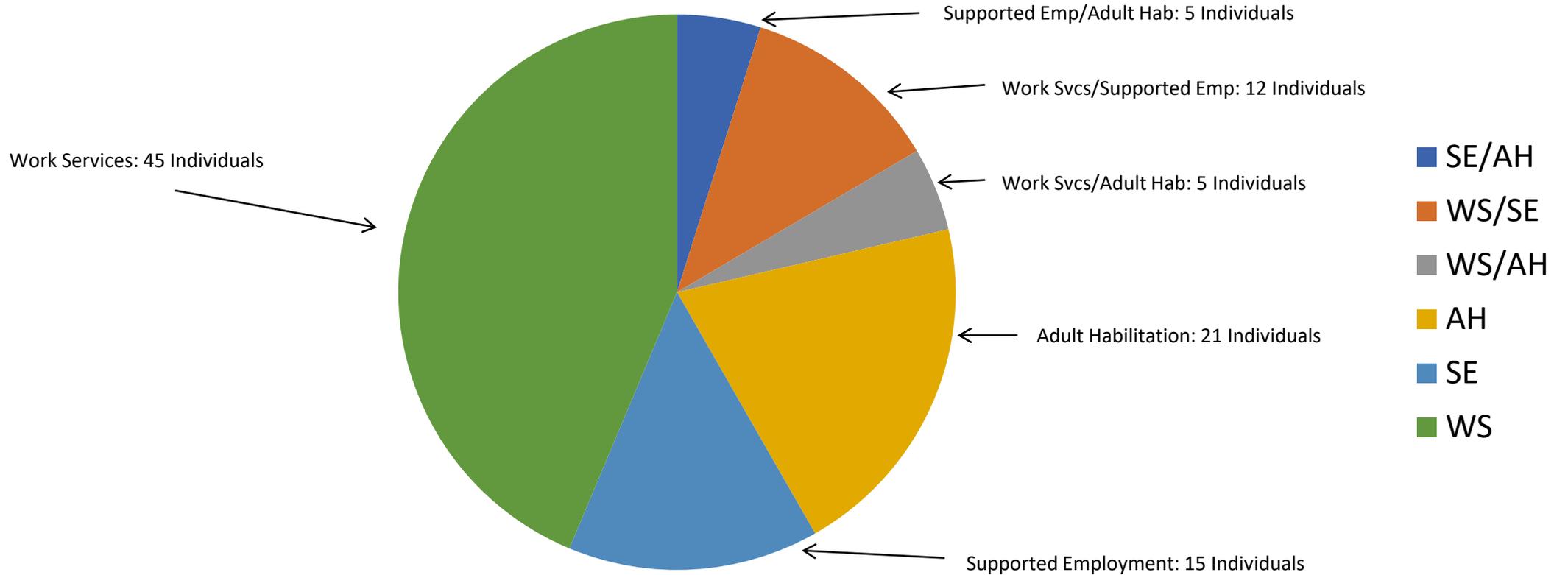
**Adelante Employment Data
January 2019
Total Individuals in Day Service: 524**



Type of Service	Number of Individuals Served	Percentage
Individuals in Competitive Employment, incl Supported Employment	191	36.5%
Group Supported Employment (note- most paid under 14C)	120	22.9%
Day Habilitation (Paid Piece Rate under 14C)	63	12.0%
Non-Vocational Day Habilitation (Not Working)	150	28.6%
	524	

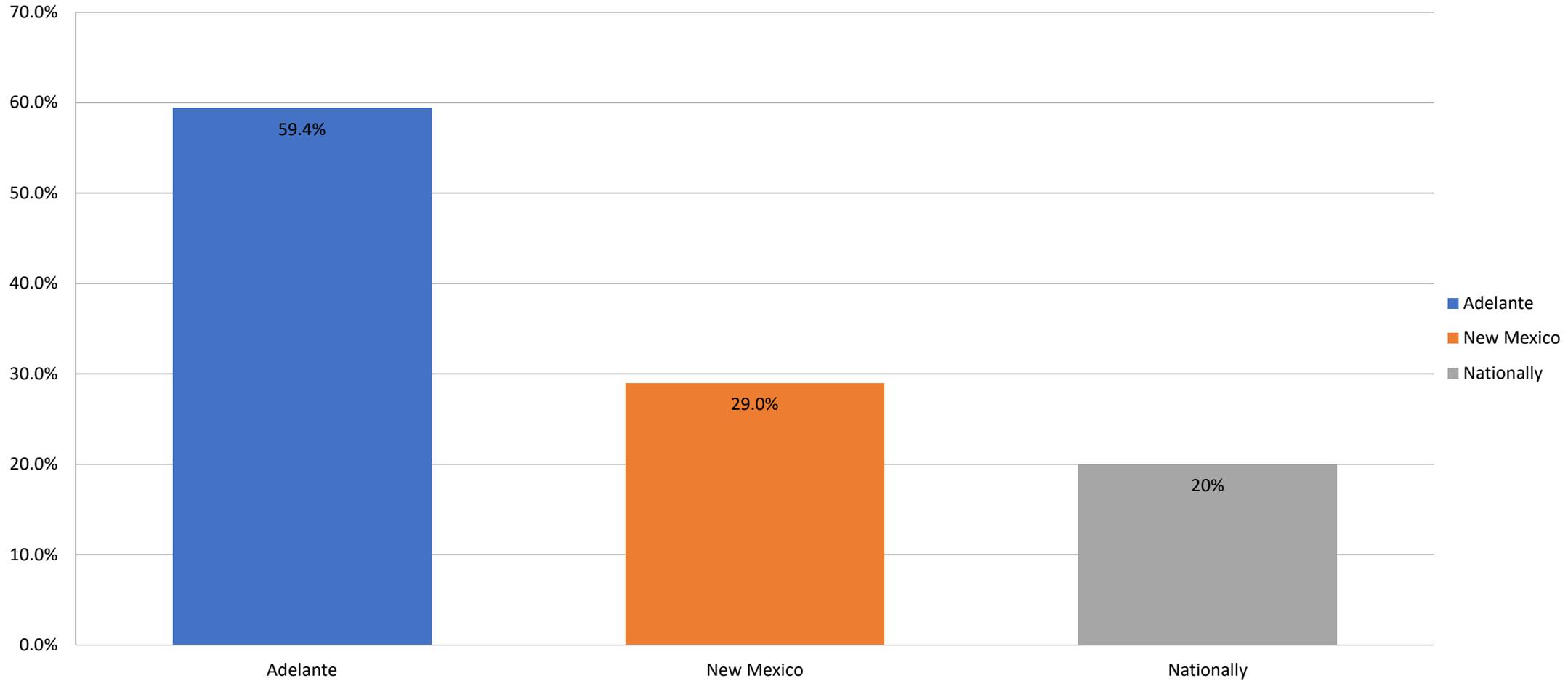
CARC, INC. Employment Data February 2019

CARC Employment Data



Individuals in Competitive Employment, incl Supported Employment	32	31.1%
Group Supported Employment , incl. Work Services	50	48.5%
Non-Vocational Day Habilitation (Not Working)	21	20.4%

Comparison between New Mexico and Nationally



	Percentage	
Adelante	59.4%	
New Mexico	29.0%	
Nationally	20%	

Representative Ferrary's Questions:
Adelante Associate Payroll

People with Disabilities Paid by Adelante

Total Associate Annual Payroll: \$2,048,000

Overall Average Associate Wage Paid by Adelante: \$8.96 See breakdown below

Number of People Paid Commensurate (14C) Wages: 185

Cost to Supplement Up to Minimum Wage: \$415,167

Average # of Hours Worked: 20

Job Tenure: Across Adelante Enterprises, 30% of the employees are 5 years or less, 25% are 5 to 10 years, 38% are 10 to 20 years, and 7% are over 20 years.

Raises, Promotions: 100% of our Associates received raises in CY2018 (increase of 2.5% or better), promotion data not available

Continued: Adelante Associate Payroll

People with Disabilities Paid by Adelante

Transition to Supported Employment: Overall last year, 57 people placed in Supported Employment jobs (not all from 14C- data not available), 142 Supported Employment employees increased wages, 3 Supported Employment employees received promotions.

Rates of Pay:

Federal and State Use Contract Employees average \$14.16/hr.

All Federal Contract Associate employees are currently paid \$10.60 or more

State Use Contract Associate employees fall into two categories; 1) paid \$9.20 or more or 2) paid some portion of a prevailing wage that ranges from \$9.22 to \$10.48 per hour.

Commercial Contract Associate employees are paid \$9.20 or more,

Secure Document Center Associate Employees average \$6.88/hr.

Mailing & Fulfillment Associate Employees average \$3.02/hr. – discuss future plans

Bargain Square-Thrift Store, Valencia County – average \$5.81

Back In Use and Cottonwood Mall- \$9.11/hr.

Need For A NM and National Study What Happens When the Commensurate Wage Option Is Removed?

Solid Science Needed: After Leaving Work Centers, Are the People and Families Better Off?

James W. Conroy, Ph.D.

The Center for Outcome Analysis

www.eoutcome.org

Outline

- One simple point:
- It is our most solemn duty to know
- Whether people will be “better off”
- If they are denied Commensurate Wage options ...**Are People Really Better Off?**

- *My personal view: It is morally wrong to make massive changes in public policy without knowing the answer*
- *This is about Quality of Life (my 40 year research life)*

A Workgroup Recommendation??

- Look-back study of New Mexicans who have left 14C
 - Better total pay?
 - Working more/less hours?
 - Hourly Wage?
 - Satisfaction?
- Advocate for national study
 - States that have dropped the Commensurate Wage option

Great Suggestions for Us!

From: Institute for Community Inclusion

All of the following are detailed in the Report- turn these into Actions:

- State and Federal Policy Do not Prioritize Employment
- CRP's Have Not Reallocated Resources to Community Employment
- Funding Mechanisms...Do Not always Reflect Policy Priorities
- Best Practices In Job Supports Are Not Consistently Implemented
- Transition Age Youth Continue To Face Challenges
- Limited Family Engagement

ICF/IID Medicaid Rules

(Intermediate Care Facility for Individuals with Intellectual Disabilities)

To be eligible for services: (institutional Medicaid)

Monthly total income cannot exceed \$2,313

Total assets at the end of the month cannot exceed: \$2,000

Amount retained from all government income: \$72/mo (\$30 SSI) (8.281.500.12 NMAC)

Personal Needs Allowance retained from earned wages: \$100/mo (8.281.500.22 B.(6) NMAC)

- this is to be used for all personal needs (clothing, toiletries, hair care, activities, shopping, out-to-eat, meds/supplements not covered by Medicaid)