

DBHDS Semiannual Report on Employment
Semi Annual Report (June 2019 Data)
10/3/2019

Contents

Introduction	3
Statewide Data Analysis	5
Individual Employment Discussion/ Goal Setting	10
Summary and Recommendations	13
Appendix A	16

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 collaborated with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the tenth semiannual employment data gathering effort. A portion of the data for this report was gathered from DARS through a data sharing agreement between DARS and DBHDS; 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 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.

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 (17,964, the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 6/30/19) would be employed by June 30, 2019, or a total of 4,491 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 (ISE) as well as Group Supported Employment (GSE) under the waiver. This reporting period we added the actuals to make comparison easier.

Data Targets:

Fiscal Year	Total	Actual Total	ISE	Actual ISE	GSE	Actual GSE
2016	808	890	211	225	597	665
2017	932	826	301	305	631	521
2018	1297	972	566	422	731	550
2019	1211	1078	661	555	550	523
2020	1486		936		550	
2021	1685		1135		550	

When the targets for individuals on the waiver were initially set in 2016, Virginia was in the beginning stages of assessing access to employment and the necessary supports to maintain employment. Since then, the Commonwealth has gained a much fuller understanding of the system, and there have been significant changes in the service environment and employment regulations at the federal level. The Employment First Advisory Group reviewed the data now available to the system and developed new targets (indicated in red above) based on that data and the broader system environment. The GSE targets were reduced, as we have seen increasingly fewer individuals access GSE. The ISE targets were adjusted based on the rate of growth observed over the past 2 fiscal years with additional growth predicted. We added an additional fiscal year to bring us closer to overall target for Supported Employment under the waiver to show the Commonwealth's commitment to Employment First. Additionally, during the third quarter of FY19, the Department set expectations of the CSBs to increase the percentage of waiver recipients receiving employment. This has allowed DBHDS to gain some additional data regarding individuals who are employed and on the waiver but not receiving supported employment services.

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 6/30/2019 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

(Charts labeled West)

Harrisonburg- Rockingham
Horizon

Region 10
Rockbridge Area

Alleghany Highlands

Valley

DD Northern Region

(Charts labeled North)

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

(Charts Labeled Central)

Chesterfield
Crossroads
District 19

Hanover
Henrico Area

Richmond BHA
Southside

DD Eastern Region

(Charts Labeled East)

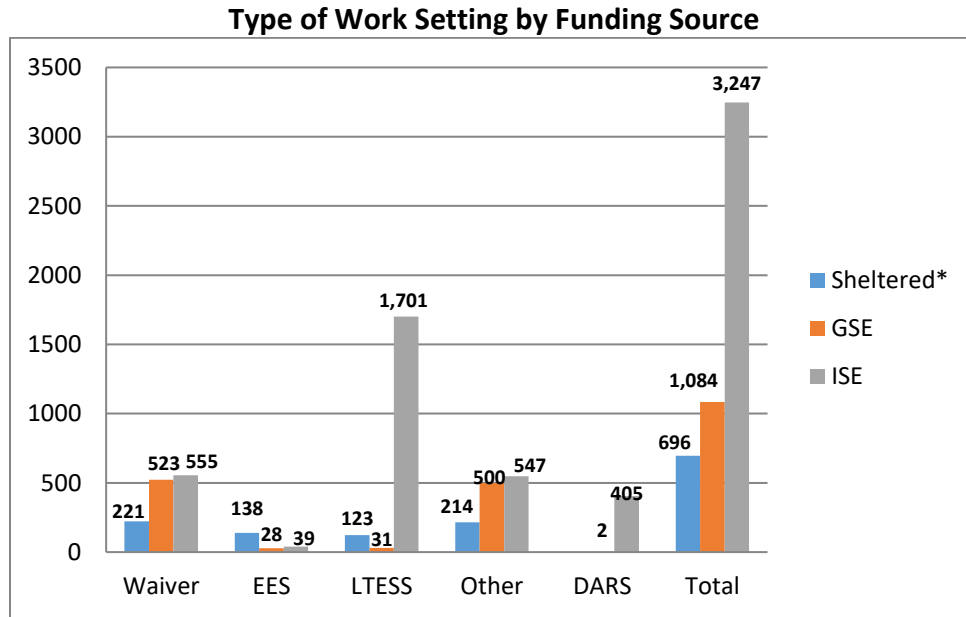
Chesapeake
Colonial BH
Eastern Shore
Hampton- Newport News

Middle Peninsula- Northern Neck
Norfolk CSB
Portsmouth

Virginia Beach
Western Tidewater

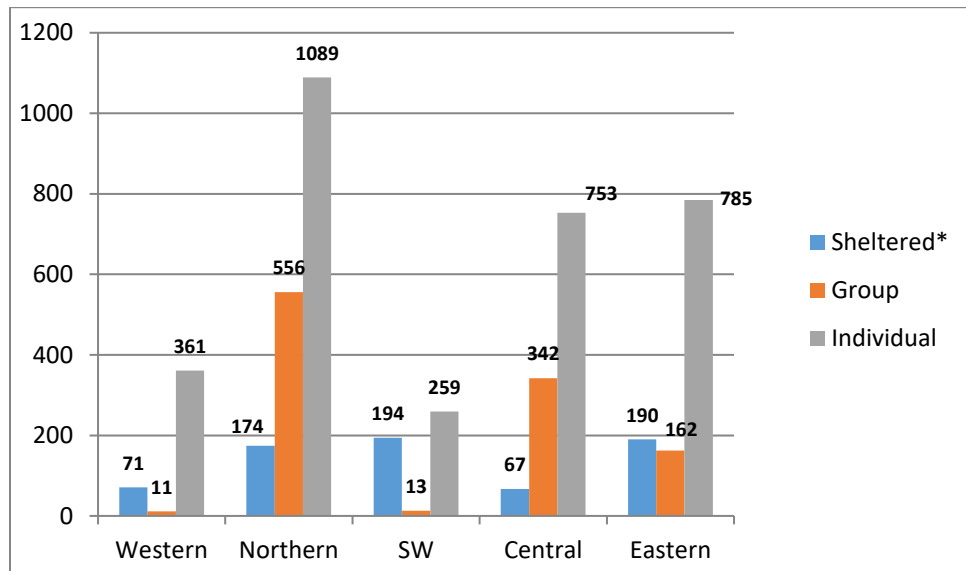
Statewide Data Analysis

The data below indicates that 3247 individuals (271 more than last reporting period) are in ISE services and 1,084 (35 more than last reporting period) are in GSE services. Additionally, 696 people (83 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, data regarding individuals in sheltered workshops continues to be captured and monitored.*



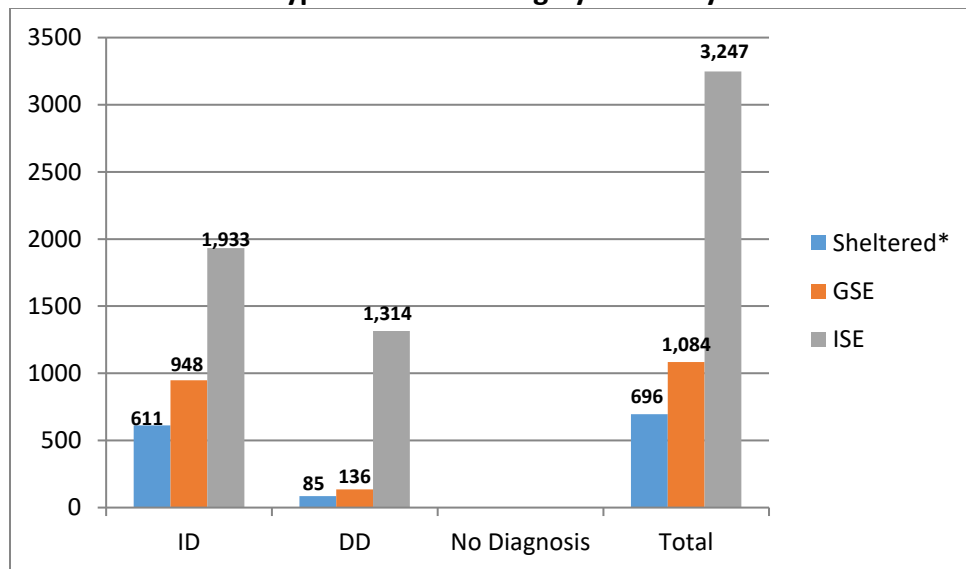
A total of 4,331 people are employed with supports from ISE and GSE, which is a combined increase of 306 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 24% of people with DD are employed. This is an increase from the previous reporting periods when we reported 23%. It is important to note that waiver ISE employment increased by 79 people. GSE waiver employment decreased by 83 people this semiannual period.

Type of Work Setting by Developmental Services DD Regions



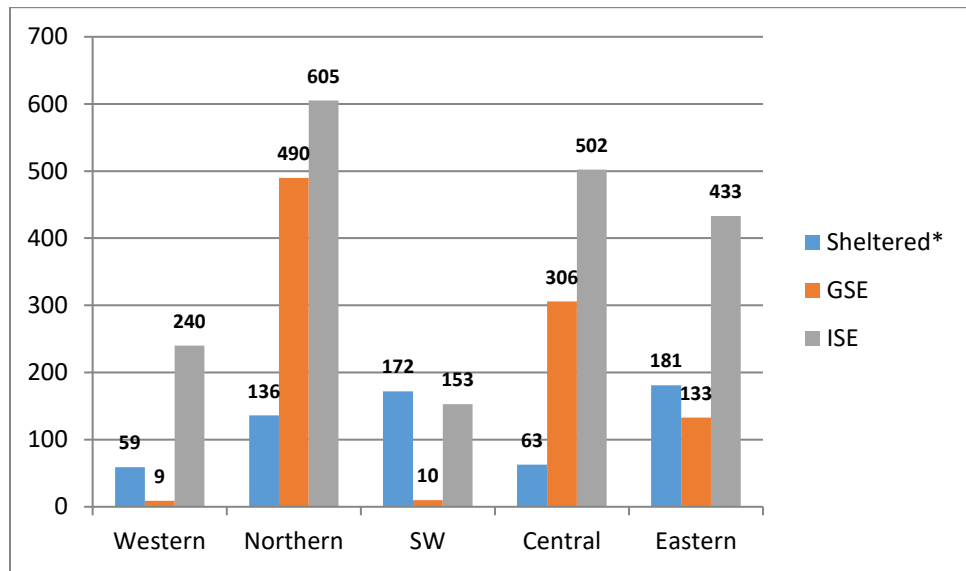
The graph above indicates variations in work settings throughout the five Developmental Disability Regions are starting to dissipate with the majority of people in all regions accessing individual supported employment.

Type of Work Setting by Disability

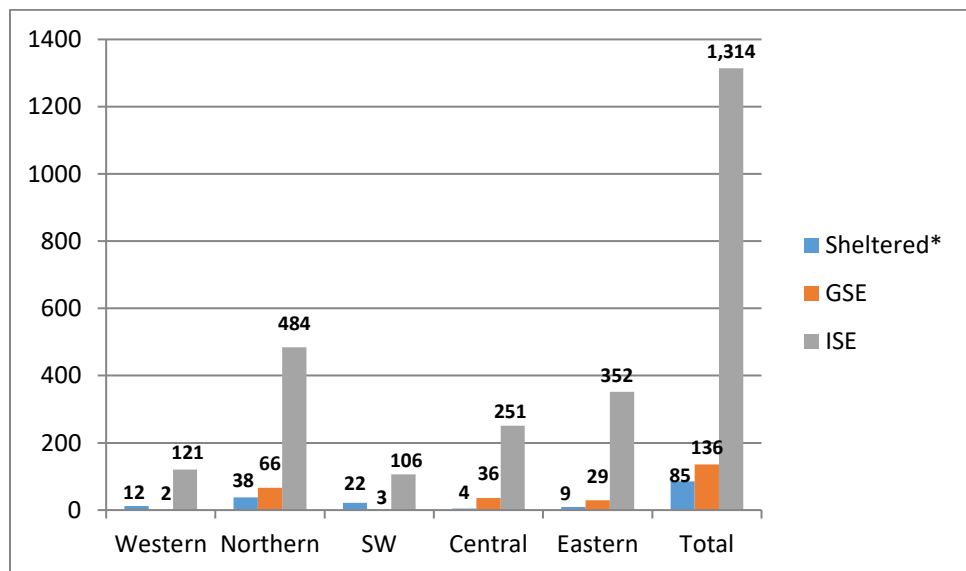


The data in the graph above compares employment settings by disability.

Type of Work Setting by Region for Individuals with Intellectual Disability

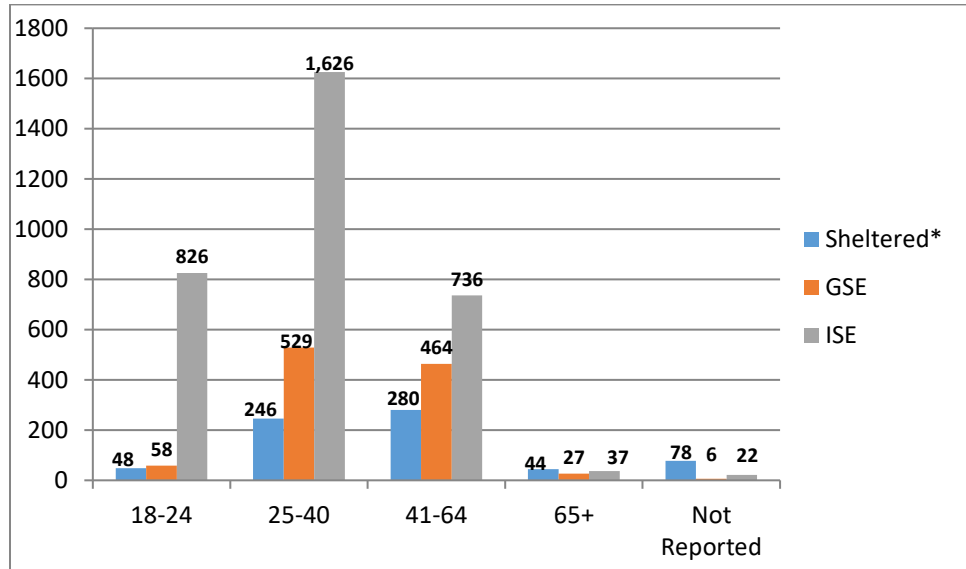


Type of Work Setting by Region for Individuals with Developmental Disability



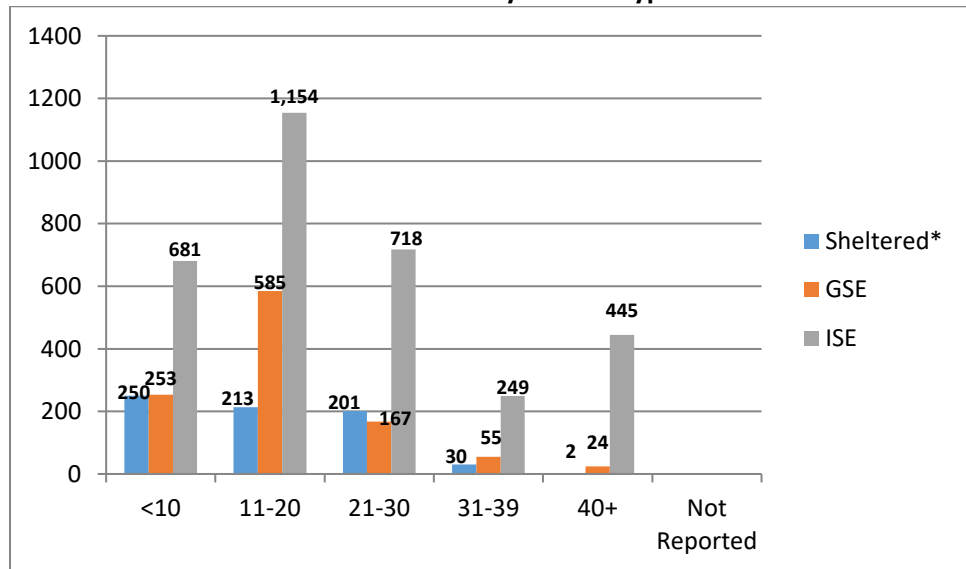
The data was further broken down by DD regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.

Age by Service Type



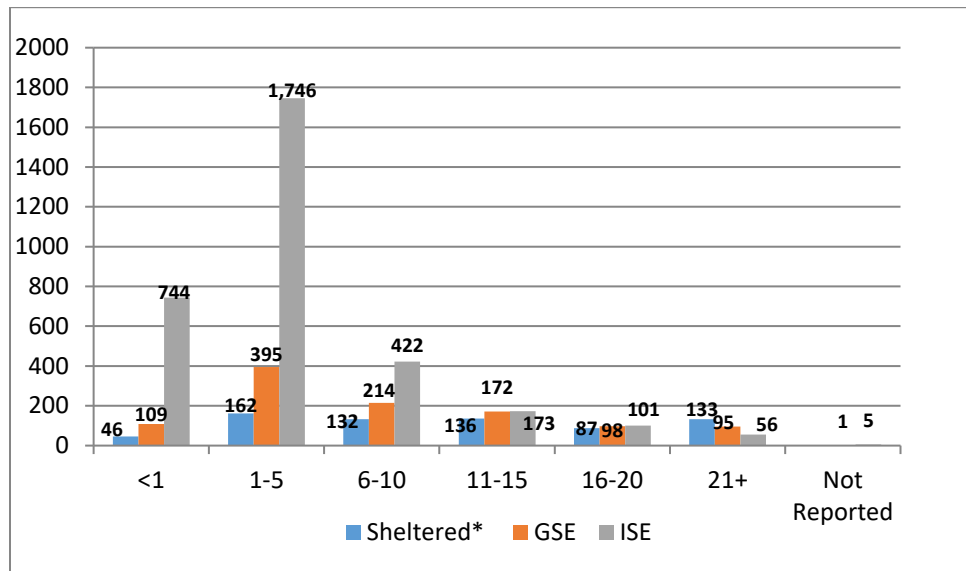
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.

Hours worked by Service Type



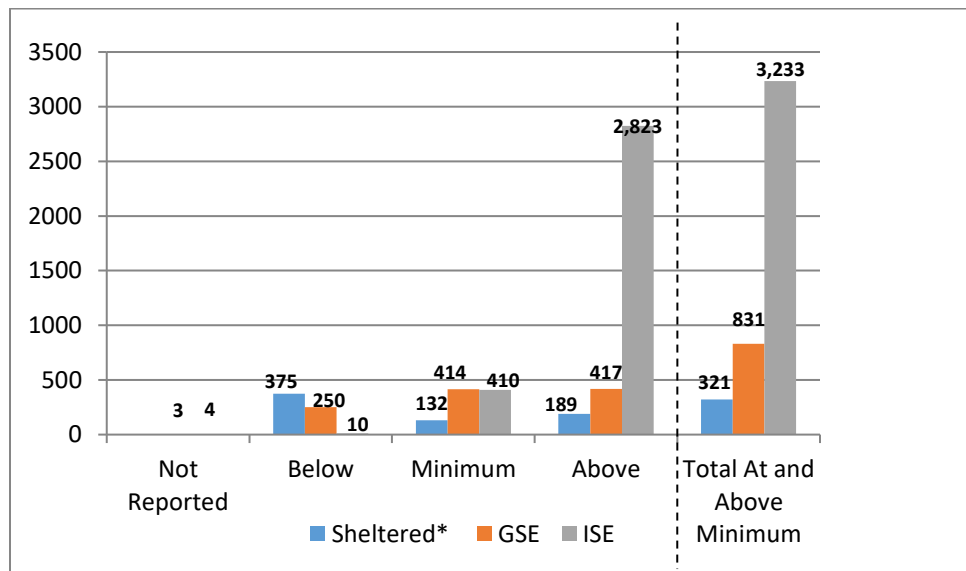
The above data details hours worked per week by service type.

Length of Time Employed



The data for length of time in years 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



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 260 (6%) people employed who are earning below minimum wage while there are 4064 (94%) who are earning at or above minimum wage.

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.06	\$16.68
GSE	\$0.37	\$16.98
ISE	\$5.25 (+tips)	\$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 the fiscal year of FY2019 (7/1/18-12/30/2018).

Employment (All columns ages 18 through 64 only)	Receivin g DD CM	F2F Mtg	%	Total Discussion s	% Discussion s	Total Outcome s	% Outcome s
Jul 1, 2018 - Jun 30, 2019							
Chesterfield	888	618	71%	575	93%	230	37%
Crossroads	189	18	10%	17	94%	6	33%
District 19	302	183	58%	150	82%	35	19%
Goochland-Powhatan	63	45	68%	44	98%	12	27%
Hanover	177	142	78%	137	96%	52	37%
Henrico Area	535	354	67%	348	98%	143	40%
Richmond	418	380	90%	335	88%	131	34%
Southside	188	172	93%	172	100%	65	38%
Central Region	2760	1912	71%	1778	93%	674	35%
Chesapeake	261	204	75%	204	100%	52	25%
Colonial	152	116	77%	113	97%	34	29%
Eastern Shore	110	90	84%	90	100%	11	12%
Hampton-Newport News	523	377	73%	351	93%	88	23%
Middle Peninsula-Northern Neck	224	134	60%	105	78%	20	15%
Norfolk	457	393	89%	383	97%	104	26%
Portsmouth	221	195	98%	159	82%	44	23%
Virginia Beach	693	595	85%	594	100%	169	28%
Western Tidewater	245	213	87%	180	85%	64	30%
Eastern Region	2886	2317	81%	2179	94%	586	25%
Alexandria	88	27	33%	26	96%	20	74%
Arlington	145	127	88%	106	83%	38	30%

Fairfax-Falls Church	1023	813	80%	794	98%	246	30%
Loudoun County	231	197	84%	183	93%	89	45%
Northwestern	368	266	74%	255	96%	100	38%
Prince William	443	275	62%	247	90%	158	57%
Rappahannock Area	506	311	61%	264	85%	158	51%
Rappahannock-Rapidan	238	194	82%	185	95%	86	44%
Northern Region	3042	2210	74%	2060	93%	895	40%
Blue Ridge	405	302	74%	281	93%	57	19%
Cumberland Mountain	158	143	89%	143	100%	47	33%
Danville-Pittsylvania	322	238	78%	159	67%	53	22%
Dickenson	21	11	52%	2	18%	1	9%
Highlands	132	101	77%	98	97%	21	21%
Mount Rogers	290	202	68%	196	97%		0%
New River Valley	242	217	85%	211	97%	72	33%
Piedmont	264	185	74%	174	94%	17	9%
Planning District I	164	38	23%	24	63%	6	16%
Southwestern Region	1998	1436	73%	1288	90%	274	19%
Alleghany-Highlands	53	19	35%	19	100%	8	42%
Harrisonburg-Rockingham	186	165	87%	161	98%	86	52%
Horizon	579	320	55%	312	98%	168	53%
Region Ten	327	279	83%	272	97%	71	25%
Rockbridge Area	53	40	87%	12	30%	12	30%
Valley	267	224	81%	193	86%	53	24%
Western Region	1465	1047	71%	969	93%	398	38%
Statewide Total	12151	8915	75%	8270	93%	2825	32%

There were a total of 8,915 adults (age 18-65) whose case managers conducted annual ISP meetings or updates during this fiscal year. Of these 8915 individuals, a total of 8270 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 93% of individuals having a discussion of integrated employment when their ISP was reviewed. This is a 1 percentage increase since reporting period.

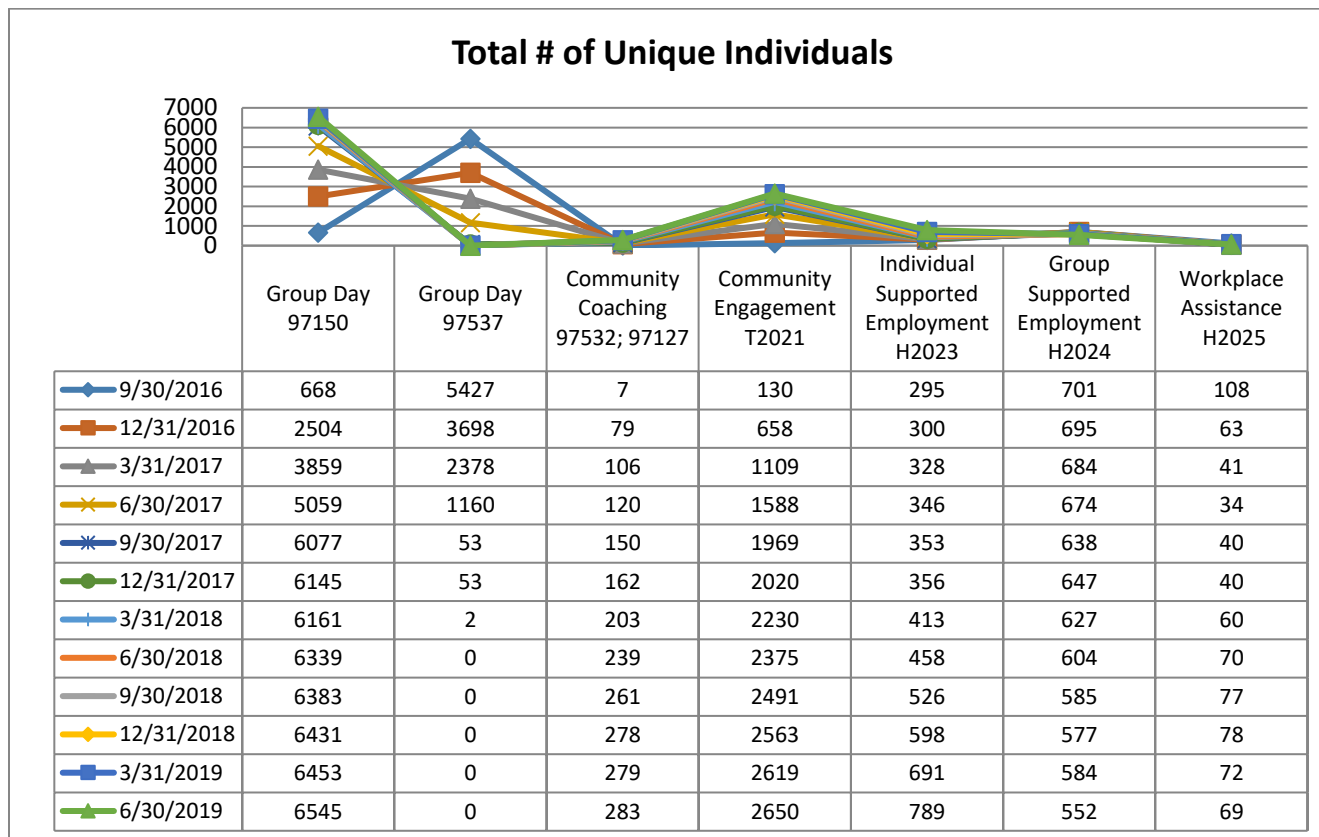
A total of 2825 of the 8,270 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 32% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This is the same as the previous reporting period.

Billing and Service Authorization Data:

DBHDS and the Employment First Advisory Group had been 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 GSE and ISE with average hours authorized per month of service.



It should be noted that workplace assistance shares the previous pre-vocational code, and some of the authorization had not been ended until the 3rd quarter FY17. Workplace assistance will be monitored for utilization starting the fourth quarter FY17 and going forward.

Summary:

The tenth 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 an increase in employment overall this semi annual period. There continues to be an increase in the number of people employed under ISE in the waiver. And a decrease in people in GSE in the waiver.

DBHDS was able to gather the data for waiver recipients in terms of SIS level and when they were assigned the waiver. The Employment First Advisory Group Data Subcommittee will now work on determining the types of data graphs they would like to present regarding this additional information that has been obtained.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation. We hope to finalize that this fiscal year.

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. (Still needs to be done)
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/subcontracted 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**- summary report done)
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.
6. Create data tables around the waiver data according to old slots, new slots, and training center slots. (Raw data is provided in this report and will be coalesced into tables for the next reporting period)
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. (created by training committee- need to be put on website)
 - 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 (Data collected, report done)
 - 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. (Semiannually)
9. Develop additional detail regarding individuals who are earning subminimum 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 less than 5 year trend
- e. Tipped individuals earning “below minimum wage”
- f. GSE- reasons for decrease and see if can identify where transition to- via WaMS