

DBHDS Semi-Annual Report on
Employment
Semi Annual Report (December 2022 Data)
April 2023

Contents

Introduction.....	3
Statewide Data Analysis.....	7
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 sixteenth semi-annual 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.

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 December 31, 2022. Specifically, this translates to:

- ❖ 25% of (20,642 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/31/2022) would be employed by December 31, 2022, or a total of 5,160 individuals
- Supplemental Targets to be achieved:
 - ❖ 86% of DD Individuals with Case Management services will have discussed employment options at least annually.
 - ❖ 50% 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	% of total
2016	808	890	211	225	597	665	100%
2017	932	826	301	305	631	521	89%
2018	1297	972	566	422	731	550	75%
2019	1211	1078	661	555	550	523	89%
2020*	1486	715	936	480	550	235	48%
2021**	1685	708	1135	469	550	239	42%
2022	1211	764	661	530	550	234	63%
2023	1486	866	936	584	550	282	58%
2024			1135		550		

*In December we were at 84% of the target for FY 20 and on target to reach our goal, with the onset of COVID-19 in March and the declaration of a state of emergency in Virginia, there were many individuals who took leaves of absences, were furloughed, or terminated as business closed or significantly reduced staffing due to the pandemic. **Pandemic impact

Virginia has rebounded and exceeded pre-pandemic ISE waiver employment while the target is not yet met. This is a mid-year report and is most significantly impacted by a reduction in GSE, under the waiver.

Historical Data Target Setting: 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.

Current Data Target Setting: The Employment 1st Advisory group met in April of 2022 and discussed FY 22 – 24 targets due to the impacts of the pandemic the workgroup decided to step back to 2019 targets and track rebounding through the next two years based on the FY 20 and 21 targets.

This report reviews the data in relationship to the 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 12/31/2022 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. This particular snapshot continues to be impacted by the effects of COVID-19 and the public health emergency. Virginia is beginning to see a rebound from the height of the pandemic where employment was at a low of 16%.

This report summarizes data according to Department of Behavioral Health and Developmental Services Regions This is a realignment of CSBs. The Community Services Boards in *red italics* shifted from developmental disability regions back to the uniform mental health and developmental services regions.

DD Western Region

(Charts labeled West)

Harrisonburg- Rockingham
Horizon
Alleghany Highlands

Region 10
Rockbridge Area
Valley

*Rappahannock Area
Rappahannock-Rapidan
Northwestern*

DD Northern Region

(Charts labeled North)

Alexandria
Arlington Co.
Fairfax-Falls Church

Loudoun
Prince William Co

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
Southside

DD Central Region

(Charts Labeled Central)

Chesterfield
Crossroads
District 19

Hanover
Henrico Area

Richmond BHA

DD Eastern Region

(Charts Labeled East)

Chesapeake

Colonial BH

Eastern Shore

Hampton- Newport News

Middle Peninsula- Northern Neck

Norfolk CSB

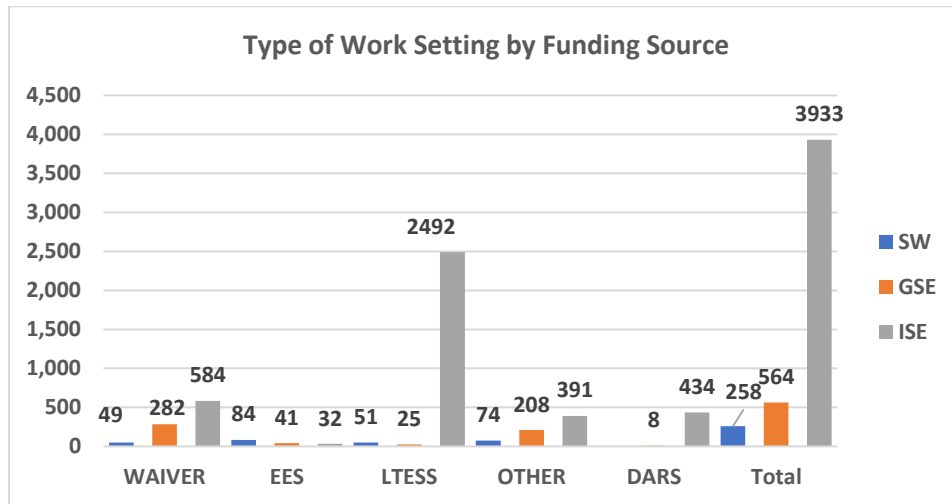
Portsmouth

Virginia Beach

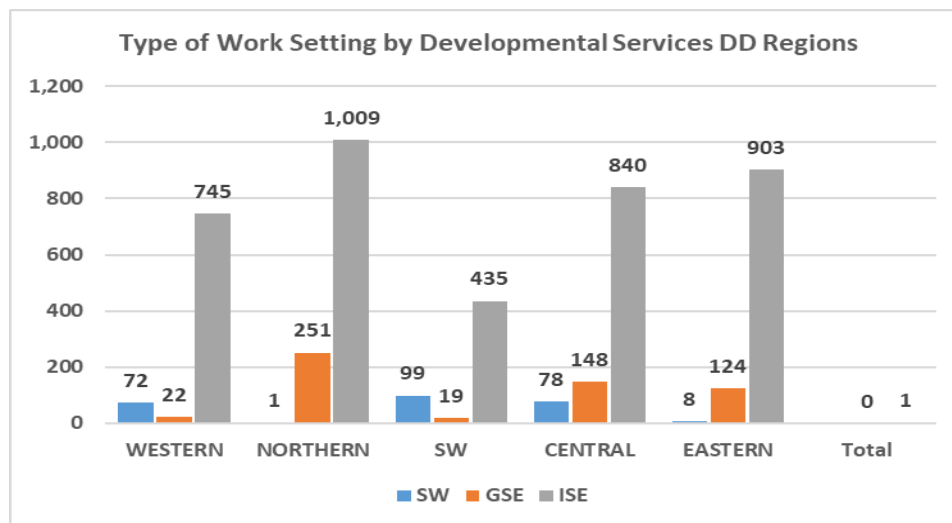
Western Tidewater

Statewide Data Analysis

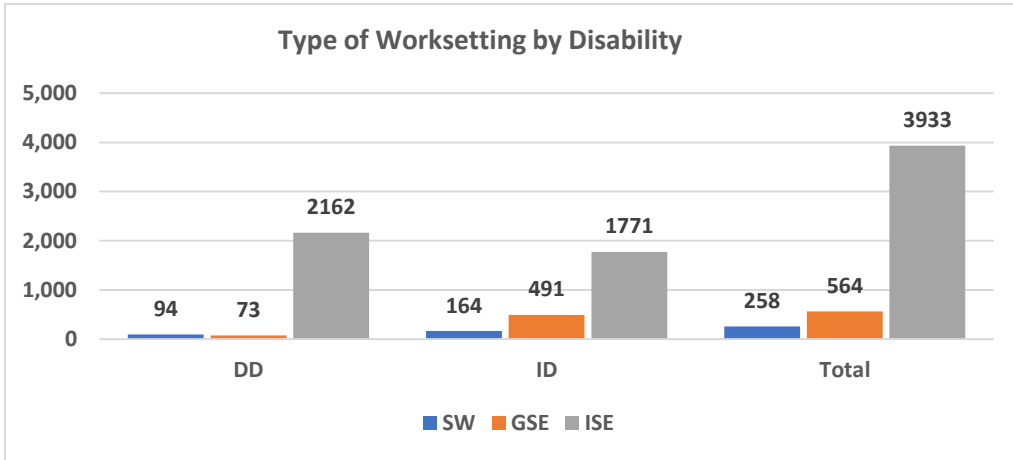
The data below indicates that 3,933 (202 more than last reporting period) are in ISE services and 564 (125 more than last reporting period) are in GSE services. Additionally, 258 people (56 less than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops 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. *



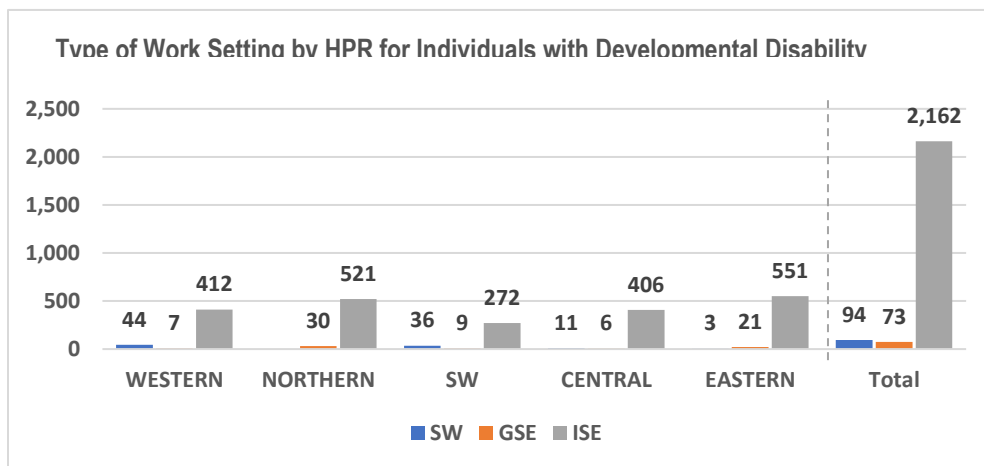
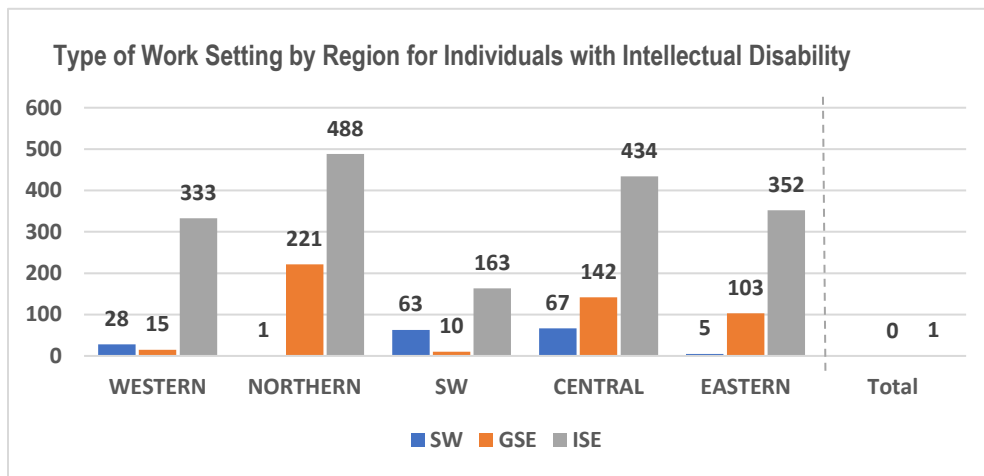
A total of 4,497 people are employed with supports from ISE and GSE, which is a combined increase of 327 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 22% (+1%) of people with DD are employed.



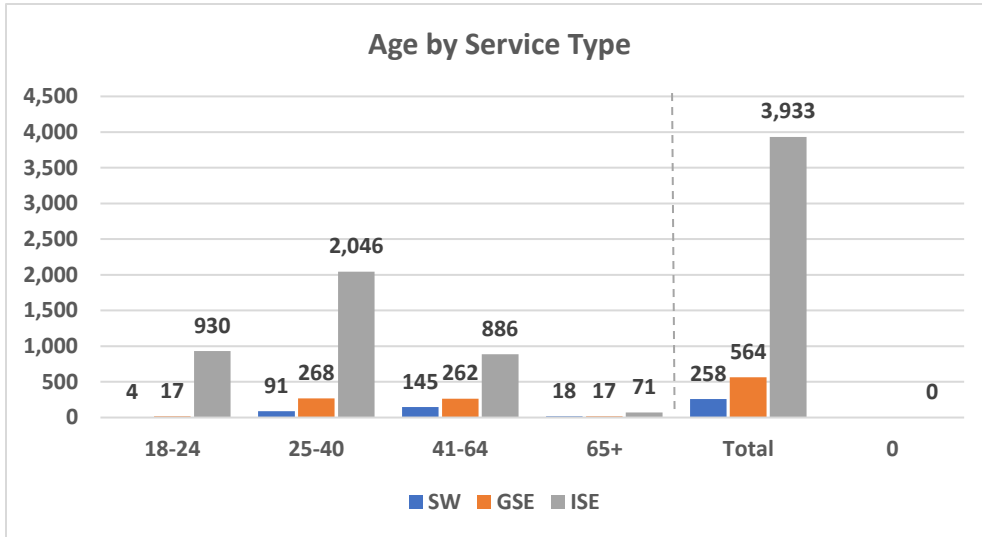
The graph above indicates variations in work settings throughout the five DBHDS Regions are starting to dissipate with most people in all regions accessing individual supported employment.



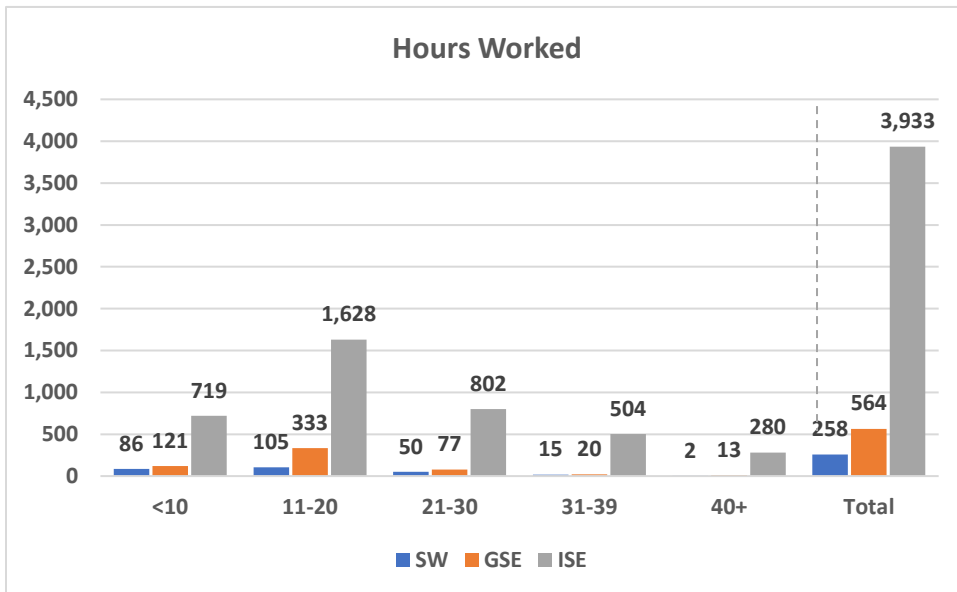
The data in the graph above compares employment settings by disability for the DD population.



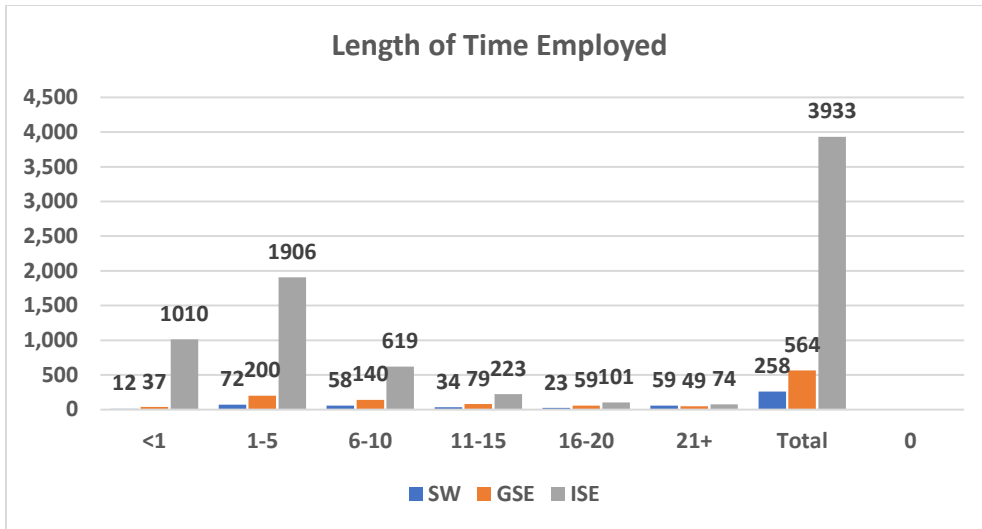
The data was further broken down by regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



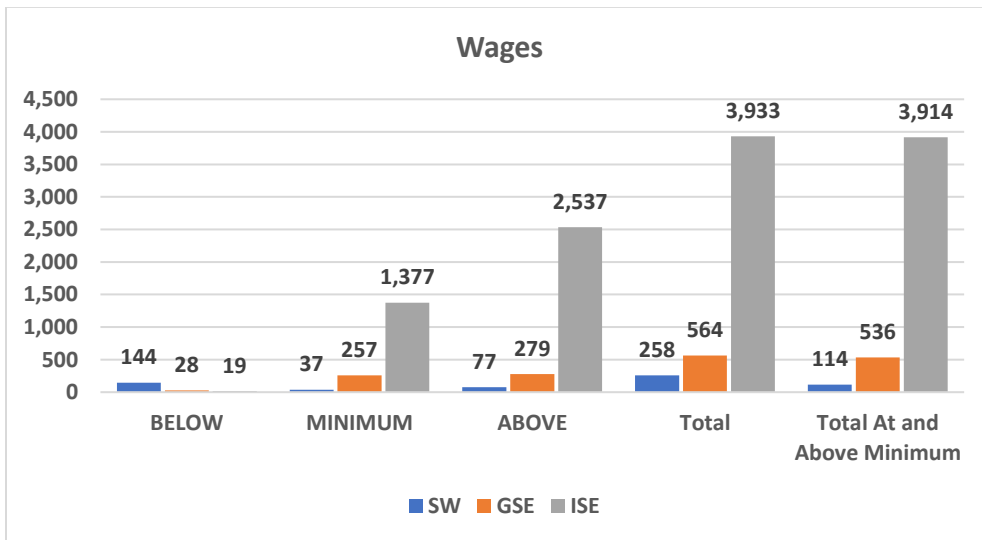
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.



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



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. 77% of individuals have been employed for over a year. This is an increase of 3% from the last reporting cycle.



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 47 (1%) people employed who are earning below minimum wage while there are 4,450 (99%) who are earning at or above minimum wage.

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.53	\$30.49
GSE	\$3.02	\$28.15
ISE	\$4.58	\$49.98

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 fiscal year of FY2020 (7/1/22-12/31/2022).

Region	CSB	Annuals 18-64	Employment Discussion 18-64	Employment Discussion Percentage	Employment Outcomes 18-64	Employment Outcomes Percentage
1	ALLEGHANY HIGHLANDS	22	22	100.0%	5	22.7%
	HARRISONBURG-ROCKINGHAM	115	112	97.4%	41	35.7%
	HORIZON	201	167	83.1%	73	36.3%
	NORTHWESTERN	132	120	90.9%	34	25.8%
	RAPPAHANNOCK AREA	254	246	96.9%	73	28.7%
	RAPPAHANNOCK RAPIDAN	84	74	88.1%	22	26.2%
	REGION TEN	114	111	97.4%	15	13.2%
	ROCKBRIDGE AREA	29	28	96.6%	8	27.6%
	VALLEY CSB	156	137	87.8%	30	19.2%
	Total Region 1	1107	1017	91.9%	301	27.2%
2	ALEXANDRIA	23	23	100.0%	6	26.1%
	ARLINGTON	75	74	98.7%	40	53.3%
	FAIRFAX-FALLS CHURCH	669	654	97.8%	176	26.3%
	LOUDOUN COUNTY	174	166	95.4%	65	37.4%
	PRINCE WILLIAM COUNTY	224	218	97.3%	73	32.6%
	Total Region 2	1165	1135	97.4%	360	30.9%
3	BLUE RIDGE	115	97	84.3%	17	14.8%
	CUMBERLAND	46	45	97.8%	2	4.3%
	DANVILLE-PITTSYLVANIA	148	145	98.0%	29	19.6%
	DICKENSON COUNTY	10	9	90.0%	10	100.0%
	HIGHLANDS	73	71	97.3%	19	26.0%
	MOUNT ROGERS	149	137	91.9%	11	7.4%
	NEW RIVER VALLEY	113	113	100.0%	72	63.7%
	PIEDMONT	81	72	88.9%	12	14.8%
	PLANNING DISTRICT ONE	71	71	100.0%	12	16.9%
	SOUTHSIDE	86	86	100.0%	7	8.1%
	Total Region 3	892	846	94.8%	191	21.4%
4	CHESTERFIELD	462	450	97.4%	149	32.3%
	CROSSROADS	100	84	84.0%	11	11.0%
	DISTRICT 19	114	80	70.2%	25	21.9%
	GOOCHLAND POWHATAN	30	30	100.0%	17	56.7%
	HANOVER COUNTY	76	74	97.4%	24	31.6%
	HENRICO AREA	183	167	91.3%	46	25.1%
	RICHMOND	213	213	100.0%	80	37.6%
		Total Region 4	1178	1098	93.2%	352
5	CHESAPEAKE	130	124	95.4%	29	22.3%
	VA BEACH	212	193	91.0%	44	20.8%
	COLONIAL	87	86	98.9%	20	23.0%
	EASTERN SHORE	47	46	97.9%	21	44.7%
	HAMPTON-NN CSB	194	160	82.5%	30	15.5%
	MIDDLE PENINSULA-NN	102	88	86.3%	8	7.8%
	NORFOLK	262	218	83.2%	36	13.7%
	PORTSMOUTH	30	27	90.0%	4	13.3%
	WESTERN TIDEWATER	163	158	96.9%	17	10.4%
	Total Region 5	1227	1100	89.6%	209	17.0%
Total State		5569	5196	93.3%	1413	25.4%

There were a total of 5,569 adults (age 18-64) whose case managers conducted annual ISP meetings or updates during the fiscal year. Of these 5,569 individuals, a total of 5,196 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 93.3.5% of individuals having a discussion of integrated employment when their ISP was reviewed. This is a decrease from the last reporting period.

A total of 1,419 of the 5,596 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 25.4% 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 consistent with previous reporting period.

New Authorizations- Services in 60 days

There are 112 individuals with new employment authorizations between 7/1/2022 and 12/31/2022.

As of 1/5/2023 when the data was pulled there were 22 Individuals who still had between 2 and 55 days before the 60-day period would expire. Therefore, these authorizations were prior to the 60-day period ending and were not counted in the denominator for the percentage.

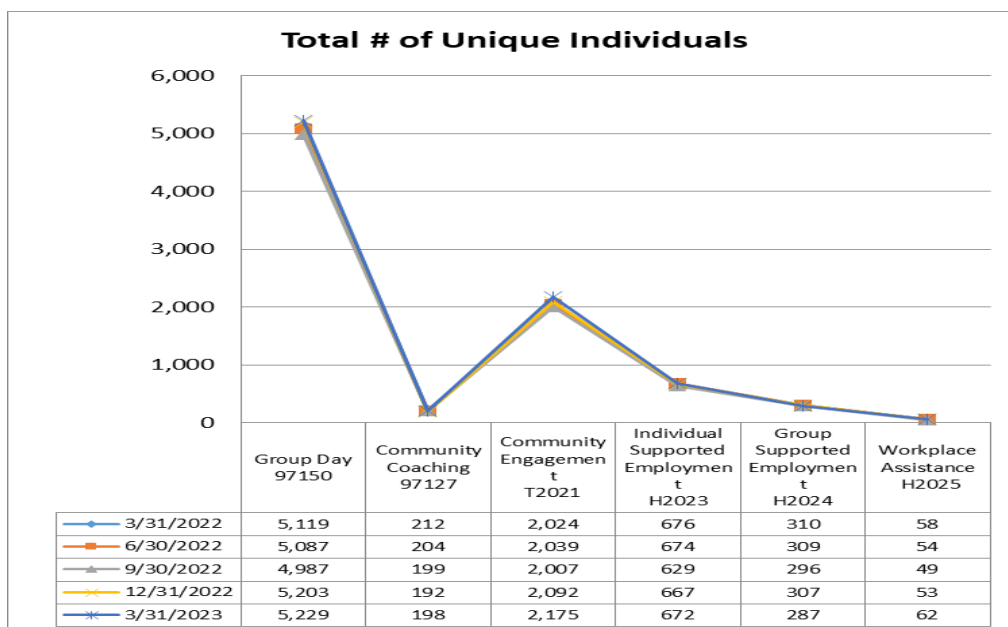
74 people billed services within 60 days of the start date of the authorization.

Any additional 9 people started services between day 61 and 95.

This is 82% of people starting employment services in 60 days.

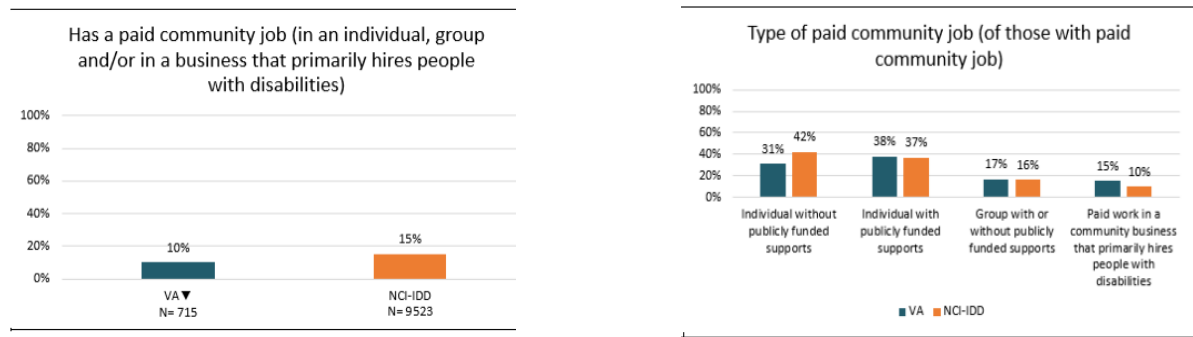
Billing and Service Authorization Data:

Below is a table from the new waiver management system that indicates service authorization numbers for GSE and ISE.

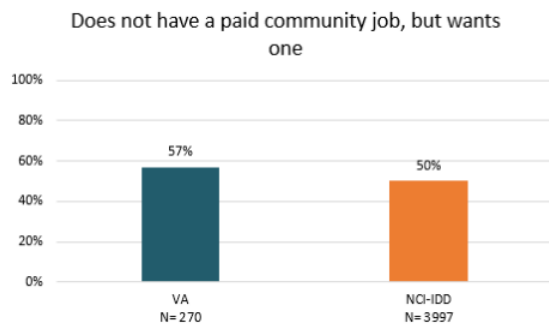


National Data:

In the 2020/2021 Adult NCI data report, Virginia data indicate that 10% of people interviewed had a paid job in the community. It is important to note that this is only based on the waiver population where as the data reported in this report is both individuals on the waiver and waiting list. Our data shows a little less than 10% but this is because individuals may not yet be using their waiver for services and are receiving services from DARS or because there are individuals who are employed without supports as seen in the second graph.



Additionally, NCI data indicated that 57% of individuals interviewed wanted a paid job in the community but does not currently have one.



Data from the Institute for Community Inclusion shows that since 2008 Virginia employment rates of individuals with cognitive disabilities has been the same or exceeded the national average

U.S. Total, Virginia Percent Of Working-Age People Who Are Employed														
State	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
U.S. Total	27.3%	23.9%	22.8%	22.2%	22.5%	23.4%	23.0%	24.8%	24.8%	27.1%	28.0%	30.0%	30.0%	33.0%
Virginia	29.0%	27.0%	22.8%	21.3%	25.2%	27.4%	27.0%	26.2%	25.9%	28.3%	32.0%	30.0%	33.0%	34.0%

Download the table above as a CSV file (for use in Excel) | Email chart

Suggested Citation: Statedata.info. (2023). *Population Data from the American Community Survey (Post 2007), Cognitive Disability. U.S. Total, Virginia: Percent of Working-Age People Who Are Employed.*

Retrieved 04/13/2023 from <http://www.statedata.info/data/showchart/819189>

Summary:

The sixteenth semi-annual 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.

E1AG has scheduled a strategic planning session for June and this will be part of the conversation during that session.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation.

During this new period DBHDS was able to create a dashboard that trends data over time to allow E1AG to sort data according to a variety of factors.

E1AG requested that DBHDS investigate those providers who reported individuals in SW that were funded by waiver from the December 31, 2021, Employment Data Report. DBHDS reviewed providers that reported individuals in Sheltered Workshop being funded by waiver services. Upon review of the 71 individuals who were reported in sheltered workshop settings being funded by waiver, 5 providers were identified as reporting the 71 individuals on the December 31, 2021, Employment Data Survey. DBHDS Employment Specialist contacted each provider. It was discovered each of the 71 individuals reported on the Employment Data Survey as being paid by waiver, and reported by the provider under sheltered workshop were receiving paid tasks under Day support authorization. DBHDS offered to provide guidance and technical assistance around waiver regulations and HCBS regulations to help transition their program and identify appropriate resources. The providers declined additional technical assistance and guidance at this time. DBHDS has forwarded this information to the DMAS HCBS compliance team.

Employment Service Authorizations exceeding 60 days from 7/1/2021-10/31/2021.

There were 49 individuals between 7/1/2021-10/31/2021 with Service authorizations for employment exceeding 60 days. DBHDS contacted 16 providers that encompass these 49 individuals. The delay in the start of services reasons provided by the providers included braided funding referrals from DARS, A couple individuals had higher needs, it has taken time to place them, but the provider was using assessment services from DARS. A few providers were waiting for the individual/family to start services but submitted the authorization for it.

Recommendations:

1. Contact providers for individuals who did not initiate services within 60 days to determine if services were delayed and if they were why. (completed)
2. Follow up on providers utilizing "waiver funding" for sheltered work to determine if they are truly billing sheltered work under the waiver. (completed)
3. Look at how DBHDS can incorporate ticket to work and ability one data.
4. Explore incorporation of Source America data to provide more complete data.

5. Discuss other populations with disabilities that are currently not being reported on such as hearing impairment, spinal cord injury- do we want to incorporate, is this our role?
6. Schedule separate meeting about what we want these data reports to include. What do we as a committee want to include in our data reports, with other disabilities not currently reporting. What is the story we want to tell; do we need additional data to supplement this? Looking at effort verses benefits when collecting data.
7. Follow up with providers who reported minimum wage for ISE that is below the current state minimum wage.