

DBHDS Semi-Annual Report on
Employment
Semi Annual Report (December 2024Data)
March 2025

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 twentieth 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. This semi-annual report we did not receive data from one Employment Service Organization.

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, 2023. Specifically, this translates to:

- ❖ 25% of (23,088 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/30/2024) would be employed by December 31, 2022, or a total of 5772 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	986	936	702	550	284	66%
2024	1142	1020	842	719	300***	301	89%
2025	1310	Mid year 1082	1010	Mid Year 767	300***	Mid year 315	83%
2026	1512		1212		300***		

*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 ***GSE has not rebounded post pandemic we will revisit these targets if we see an increase beyond what the current target is.

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.

Historical 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.

Current Data Target Setting: The data committee met to set targets for FY 24-FY 26. The data committee reviewed data pre and post pandemic and reviewed the percentage increase year over year to establish new waiver data targets for the Employment First Advisory Group. These were reviewed with the entire committee, discussed and supported.

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 12/31/2024 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. DBHDS continues to see the historical dip in the December the data, that can only be best described as a seasonal impact.

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

Dickinson County
Goochland- Powhatan

New River Valley
Piedmont

Cumberland Mountain
Danville - Pittsylvania

Highlands
Planning District 1

Southside

DD Central Region

(Charts Labeled Central)

Chesterfield
Crossroads
District 19

Hanover
Henrico Area

Richmond BHA

DD Eastern Region

(Charts Labeled East)

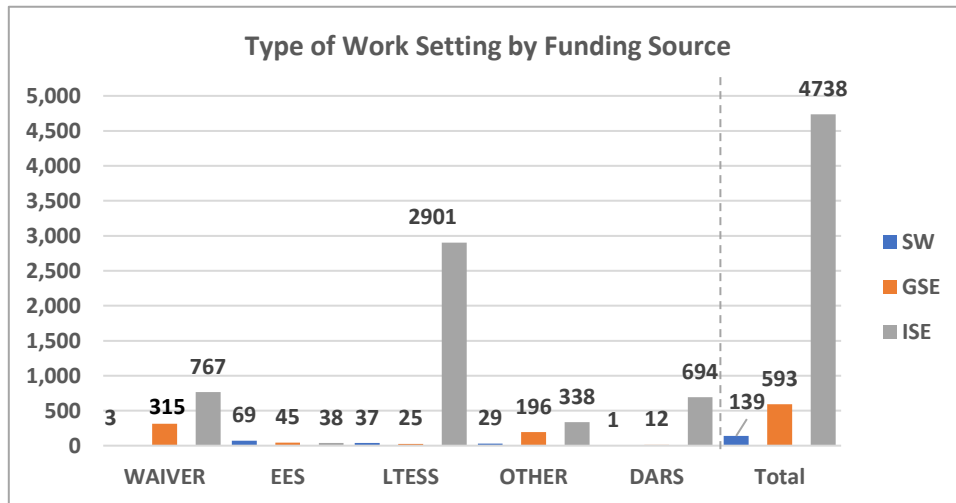
Chesapeake
Colonial BH
Eastern Shore
Hampton- Newport News

Middle Peninsula- Northern Neck
Norfolk CSB
Portsmouth

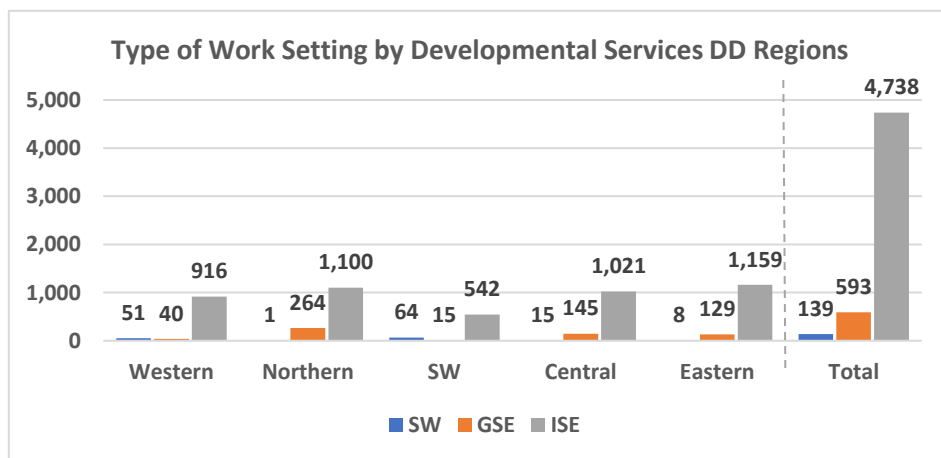
Virginia Beach
Western Tidewater

Statewide Data Analysis

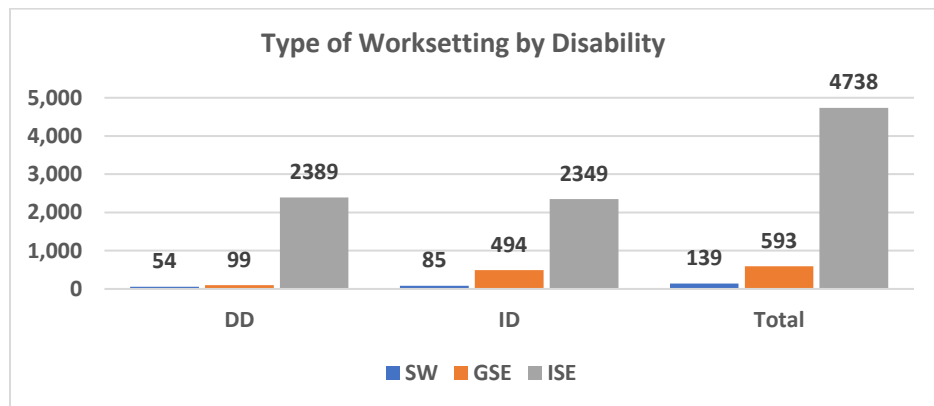
The data below indicates that 4738 (247 more than last reporting period) are in ISE services and 593 (14 more than last reporting period) are in GSE services. Additionally, 139 (32 less than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not 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. *



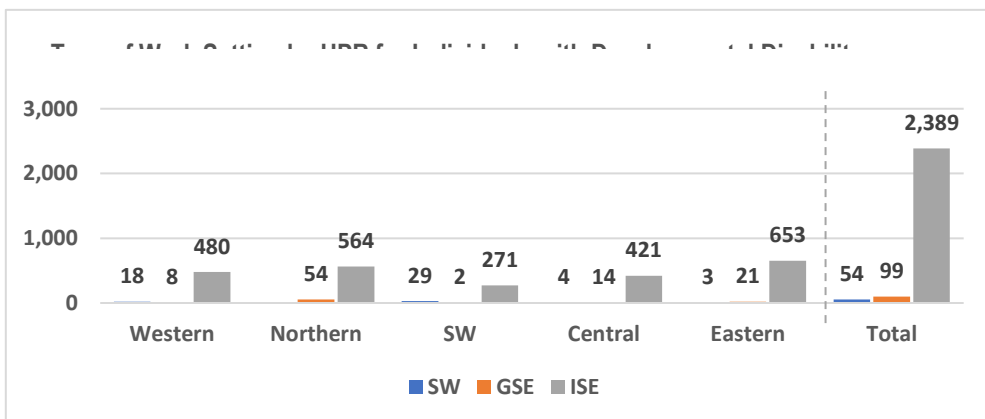
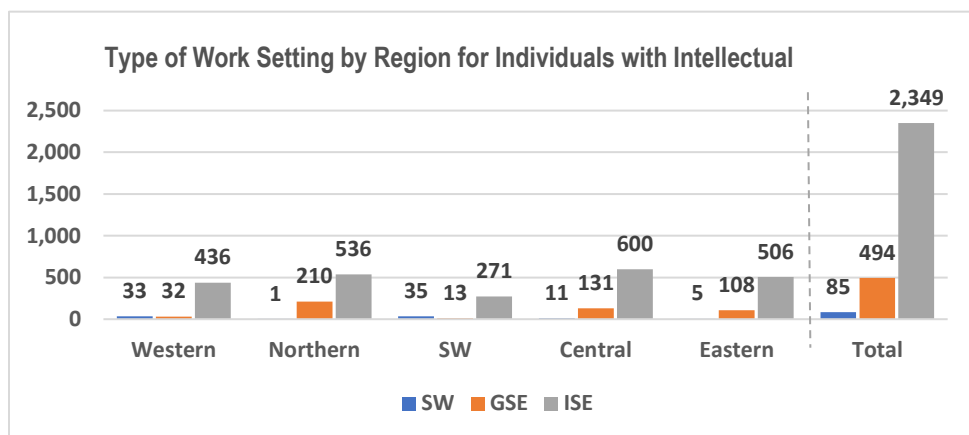
A total of 5331 people are employed with supports from ISE and GSE, which is a combined increase of 261 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 23% of people with DD are employed, this is a decrease of 1%. However, it should be noted that the number of people employed grew, but the number of people 18-64 grew more in comparison.



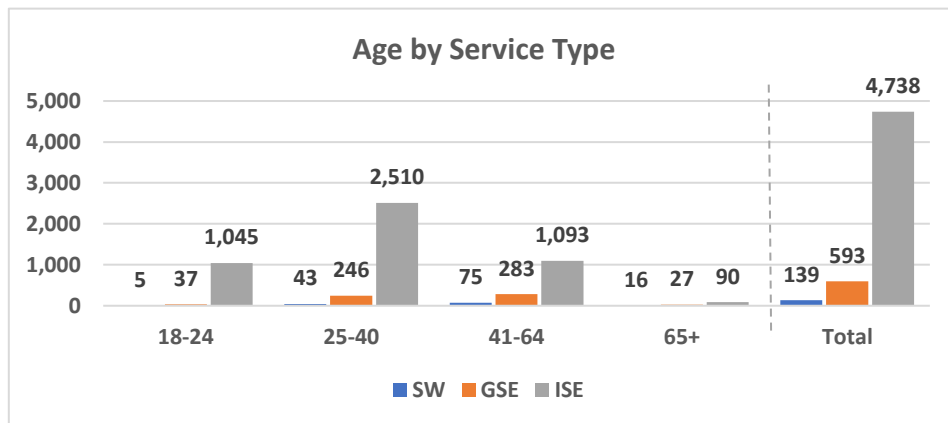
The graph above indicates variations in work settings throughout the five DBHDS Regions are starting to dissipate with most people in all regions accessing individual supported employment.



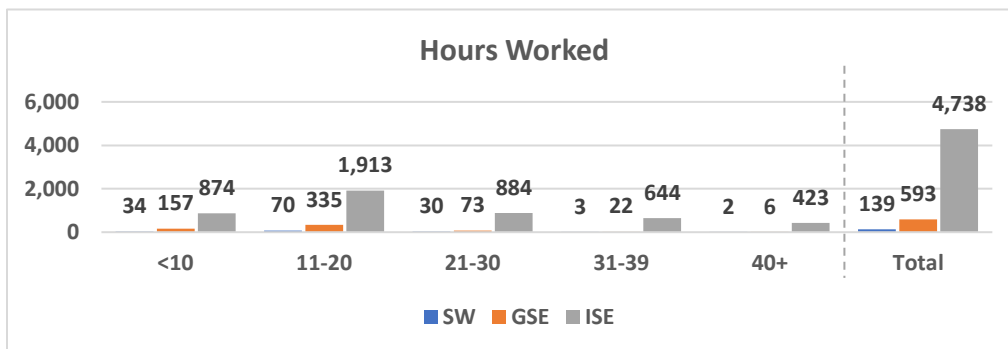
The data in the graph above compares employment settings by disability for the DD population.



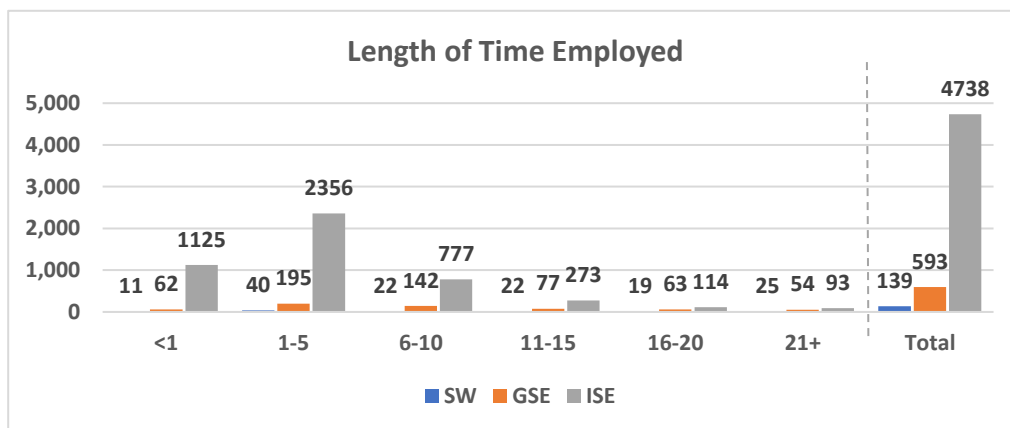
The data was further broken down by regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



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.

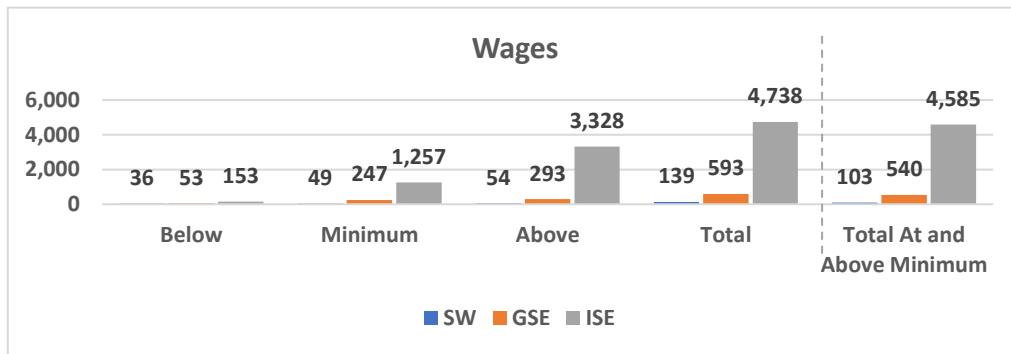


The above data details hours worked per week by service type.



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. 77.7% of individuals have been employed for over a year. This is an decrease of 1.1% 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 206 (4%) people employed who are earning below minimum wage while there are 5,125 (96%) who are earning at or above minimum wage.

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$.48	\$20.34
GSE	\$3.21	\$23.00
ISE	\$2.00	\$50.00

Tracking Employment First Conversations/Outcome Development:

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 FY2024 (7/1/23-6/30/2024).

Fig. 1 Employment Discussions FY24- 25

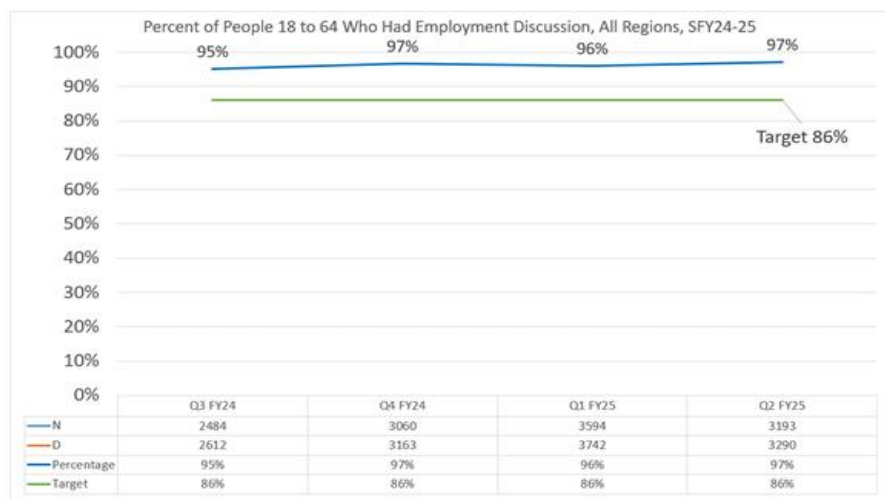
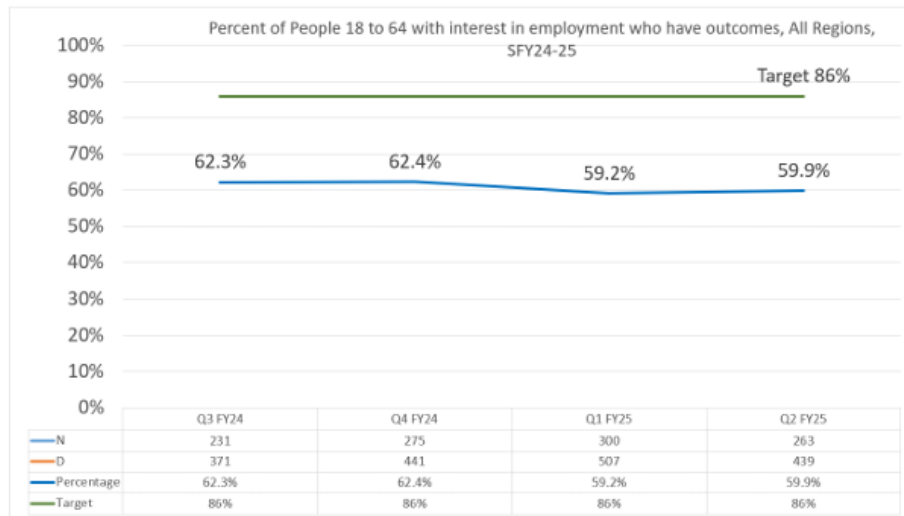


Fig. 2 Employment Interest with Outcomes FY24- 25



CSB	Eemployment Conversation (18-64) Q1 FY25	Eemployment Conversation (18-64) Q2 FY25	Employment Outcomes (18-64) Q1 FY25	Employment Outcomes (18-64) Q2 FY25
Alleghany-Highlands	100.0 %	100.0 %	26.7 %	38.5 %
Encompass	100.0 %	100.0 %	22.2 %	23.8 %
Harrisonburg-Rockingham	94.0 %	96.8 %	26.9 %	38.1 %
Horizon	97.9 %	99.4 %	20.0 %	12.3 %
Northwestern	85.7 %	88.6 %	21.8 %	21.5 %
Rappahannock Area	97.3 %	96.8 %	30.6 %	22.1 %
Region Ten	100.0 %	100.0 %	12.5 %	25.6 %
Rockbridge Area	100.0 %	94.1 %	47.4 %	17.6 %
Valley	83.9 %	93.2 %	25.8 %	29.5 %
Total	94.5 %	96.8 %	23.3 %	22.2 %
Alexandria	100.0 %	80.0 %	38.1 %	32.0 %
Arlington	100.0 %	96.1 %	33.3 %	27.5 %
Fairfax-Falls Church	99.8 %	99.4 %	34.9 %	32.9 %
Loudoun County	99.0 %	98.2 %	33.0 %	34.9 %
Prince William	96.9 %	98.5 %	29.2 %	20.9 %
Total	99.0 %	98.1 %	33.2 %	29.4 %
Blue Ridge	96.5 %	93.6 %	17.5 %	6.4 %
Cumberland Mountain	97.3 %	100.0 %	10.8 %	14.8 %
Danville-Pittsylvania	96.4 %	100.0 %	17.9 %	10.6 %
Dickenson	100.0 %	100.0 %	100.0 %	100.0 %
Highlands	100.0 %	100.0 %	22.2 %	21.1 %
Mount Rogers	100.0 %	100.0 %	18.4 %	18.6 %
New River Valley	100.0 %	100.0 %	77.8 %	79.2 %
Piedmont	95.8 %	100.0 %	12.5 %	17.0 %
Planning District I	100.0 %	100.0 %	10.5 %	11.5 %
Southside	96.7 %	100.0 %	13.3 %	18.5 %
Total	98.1 %	99.4 %	24.9 %	24.1 %
Chesterfield	97.2 %	97.2 %	33.1 %	30.2 %
Crossroads	96.5 %	97.6 %	15.8 %	14.3 %
District 19	84.0 %	93.3 %	14.2 %	18.9 %
Goochland-Powhatan	100.0 %	100.0 %	16.7 %	10.0 %
Hanover	97.0 %	95.0 %	24.2 %	35.0 %
Henrico Area	100.0 %	98.7 %	22.7 %	32.7 %
Richmond	100.0 %	100.0 %	30.3 %	34.7 %
Total	96.5 %	97.4 %	25.7 %	28.7 %
Chesapeake	98.0 %	98.6 %	15.3 %	8.7 %
Colonial	100.0 %	100.0 %	36.0 %	38.9 %
Eastern Shore	100.0 %	100.0 %	66.7 %	50.0 %
Hampton-Newport News	87.8 %	90.1 %	8.1 %	9.3 %
Middle Peninsula-NN	100.0 %	100.0 %	3.1 %	7.9 %
Norfolk	89.9 %	97.4 %	14.9 %	12.6 %
Portsmouth	100.0 %	100.0 %	9.8 %	9.4 %
Virginia Beach	93.3 %	96.9 %	20.5 %	26.0 %
Western Tidewater	86.0 %	83.9 %	10.5 %	1.1 %
Total	93.3 %	94.4 %	17.0 %	13.8 %
Total State	96.0 %	97.1 %	24.6 %	23.7 %

New Authorizations- Services in 60 days

There are 119 individuals with new employment authorizations between 7/1/2024 and 12/31/2024.

97 people billed services within 60 days of the start date of the authorization. 2 people billed within 61 days and an additional 4 people also started services from 62 days to 133 days.

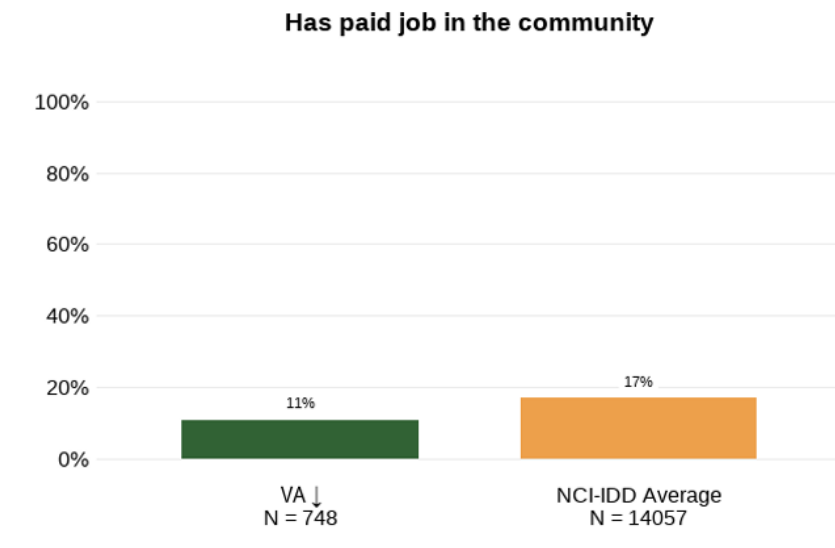
This is 84% of people starting employment services in 60 days.

EPIC Grant Update:

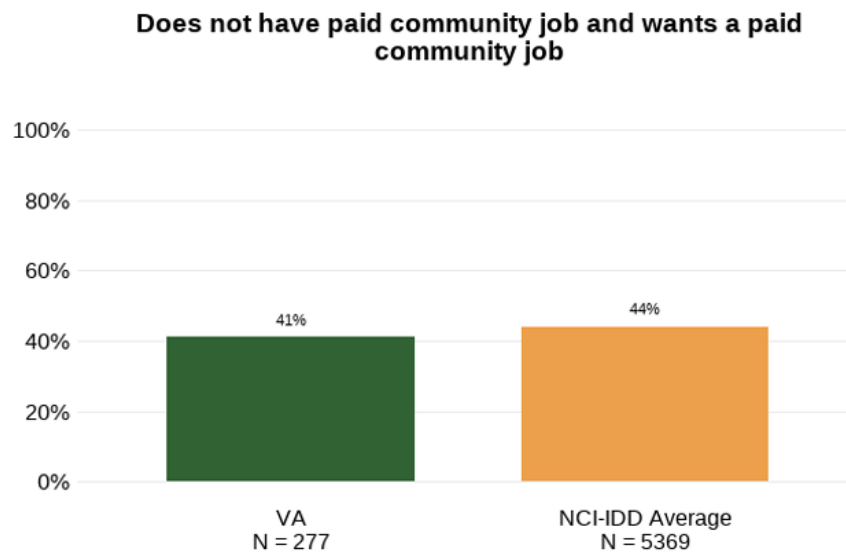
Virginia began year three of the EPIC grant in October 2024. During the second year of the project, DARS has completed the hiring and onboarding of the full team. This team, in collaboration with project partners, has worked to build recruitment of both adult and youth populations either currently participating in non-competitive facility-based work or formerly at risk for such employment. The project has continued developing processes to assist these individuals in making the transition to competitive integrated employment and have begun providing services to facilitate these transitions. These include providing mentoring to participants and families from individuals and family members with lived experience, providing paid work experience to adult populations, and beginning to form integrated resource teams to support individuals in pursuing employment. Training regarding these processes and services was then provided to Vocational Rehabilitation (VR) staff working with participants. To compliment these services, VR staff, as well as a wide variety of stakeholders were also provided professional development on person centered employment practices through both webinars and web-based courses. Provision of individualized services was also targeted through the development of partnerships via a Community Academy, helping community service organizations to better understand each other's services and delivering training on Integrated Resource Teams. Additionally, partners on the project provided technical assistance to Employment Service Organizations (ESOs) to help increase their capacity to meet the needs of EPIC participants through Supported Employment and Customized Employment services. Capacity to provide these services was also targeted through drawing in ESO leadership to assist in the development of a Value Based Purchasing model for VR services.

National Data:

In the 2022/2023 Adult NCI data report, Virginia data indicate that 11% 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 41% of individuals in Virginia interviewed wanted a paid job in the community but does not currently have one, this is slightly below with the national average.



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	2022
U.S. Total	27.3%	23.9%	22.8%	22.2%	22.5%	23.4%	23.0%	24.8%	25.7%	27.1%	27.8%	29.8%	29.7%	32.7%	37.9%
Virginia	29.0%	27.0%	22.8%	21.3%	25.2%	27.4%	27.0%	26.2%	25.9%	28.3%	32.3%	30.1%	32.6%	34.2%	38.3%

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

Suggested Citation: Statedata.info. (2024). *Population Data from the American Community Survey (Post 2007), Cognitive Disability. U.S. Total, Virginia: Percent of Working-Age People Who Are Employed.*

Retrieved 03/23/2024 from <http://statedata.thinkwork.org/data/showchart/852445>

Summary:

The twentieth 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.

This past year, the EIAG in collaboration with RQCs launched two initiatives to improve employment outcomes for individuals with Developmental Disabilities.

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.
2. Follow up on providers utilizing “waiver funding” for sheltered work to determine if they are truly billing sheltered work under the waiver.
3. Follow up with providers who are paying below minimum wage for Individual Supported Employment and compare against providers with sub-minimum wage certificates.
4. Look at data where DARS is funding employment and cross reference with waiver status to ensure targets are reflective of all individuals with waiver.