

DBHDS Semiannual Report on Employment  
Semi Annual Report (December 2015 Data)  
6/1/2016

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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 third semiannual employment data gathering effort. The data for this report was gathered in two ways. 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 waiver employment providers through billing data and requested they complete a survey on waiver recipients with the following primary data elements: Unique Identifier, Age, Employment Start Date, Type of Employment (Individual, Group, Sheltered), wage per hour, hours worked/week, and primary disability (ID/DD).

Through extensive efforts of the employment service organizations, DARS, and the data subcommittee of the Employment First Advisory group data was returned from all but four providers. This represents a 93% (56 of 60) return rate of data from all providers and an 89% (32 of 36) return rate of waiver providers. While the return rate is slightly down from the previous reporting period (by one provider serving 6 individuals), 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.

The data report has been refined to add some additional granular detail to provide additional context for the data.

The Employment First Advisory Group data goals are as follows:

**New target:** 25% of individuals with I/DD either on the waitlist or on the waivers ages 18 through 65 will be employed

That would mean:

- ❖ 25% of 15,008 (the total I/DD individuals 18 and over on the waivers or the waitlist as of 12/30/15) would be in employed by June 30, 2019
- ❖ or a total of 3,752 individuals
- Supplemental Targets
  - ❖ By 12/30/15, 100% of I/DD Individuals with Case Management services will have discussed employment options at least annually
  - ❖ By 12/30/15, 35% of I/DD Individuals with Case Management services will have an employment or employment related goal in their individualized services plan.

Specific Waiver Target Grid:

This grid contains the original targets established to meaningfully increase the number of individuals on the waivers who enroll in supported employment each year. The Employment First Advisory Group is currently reviewing these targets now that there is more comprehensive data on which to base future targets. It is anticipated that a new chart will include not only a change in target percentages but will more accurately represent the population that is being measured.

FY	SE Total-Start of FY	Total in Day/Emp	% at start of FY	% by end of FY	SE Total-End of FY	Increase in Base %
15	204	7292	2.79%	7.79%	568	5%
16	568	7292	7.79%	12.79%	932	5%
17	932	7292	12.79%	17.79%	1297	5%
18	1297	7292	17.79%	22.79%	1661	5%
19	1661	7292	22.79%	27.79%	2,026	5%

Additionally, the Employment First Advisory Group discussed tracking new waiver slot awardees and their use of employment as well as training center discharges and the shift in current waiver recipients in their selection of services. These targets will not be set until a reliable baseline is established.

This report reviews the data in relationship to 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 from 12/30/15 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. This report summarizes data according to Health Planning Regions (HPR). The Community Services Boards and Behavioral Health Authorities associated with the same are as follows:

**HPR I**

Harrisonburg- Rockingham	Region 10	Rappahannock Area
Horizon	Rockbridge Area	Rappahannock- Rapidan
Northwestern	Valley	

**HPR II**

Alexandria	Loudoun
Arlington Co.	Prince William Co
Fairfax-Falls Church	

**HPR III**

Alleghany Highlands	Dickinson County	New River Valley
Blue Ridge	Goochland- Powhatan	Piedmont
Cumberland Mountain	Highlands	Planning District 1
Danville - Pittsylvania	Mt. Rogers	

**HPR IV**

Chesterfield  
Crossroads  
District 19

Hanover  
Henrico BH

Richmond BHA  
Southside

**HPR V**

Chesapeake  
Colonial BH  
Eastern Shore  
Hampton- Newport News

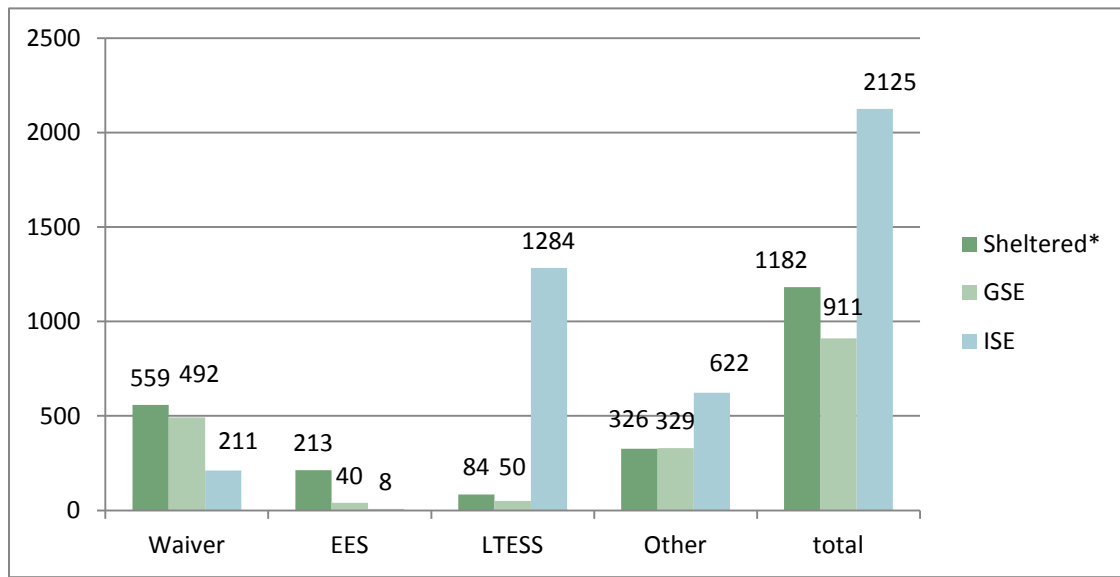
Middle Peninsula- Northern Neck  
Norfolk CSB  
Portsmouth

Virginia Beach  
Western Tidewater

## Statewide Data Analysis

The data below indicates that 2125 individuals are in Individual Supported Employment services and 911 are in Group Supported Employment services. Additionally, 1182 people 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.\*

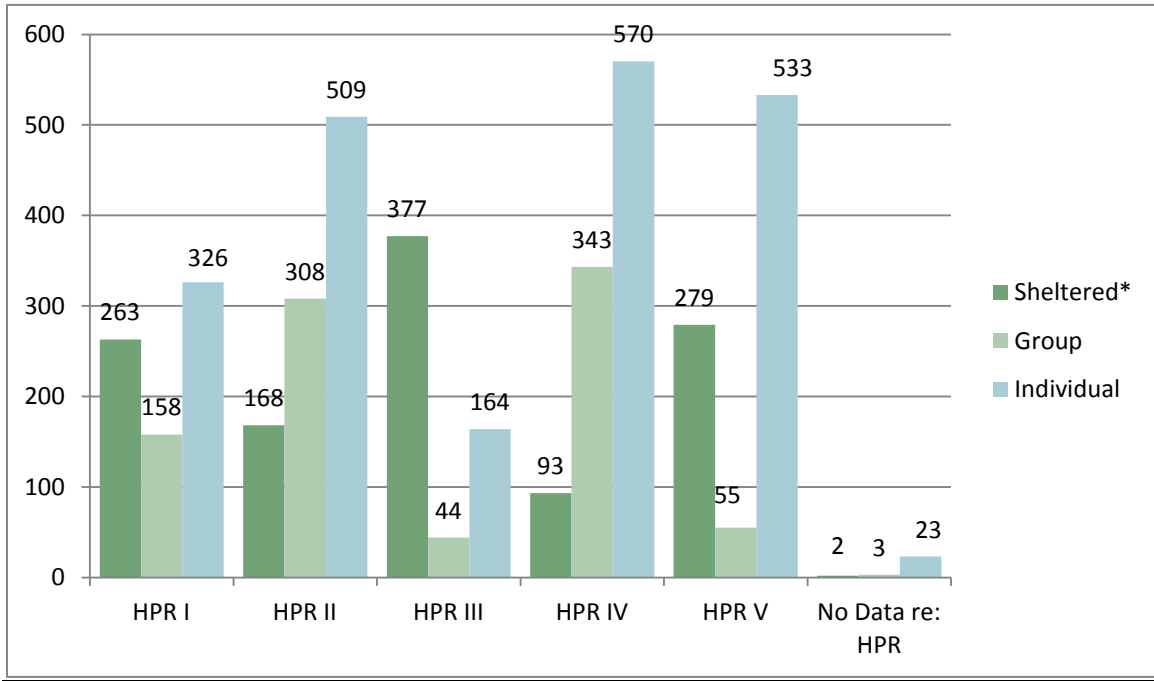
**Type of Work Setting by Funding Source**



This data indicates that 3036 people are employed with supports from individual supported employment and group supported employment. It also indicates that of the total number of individuals 18-65 on the waivers and the waiver waitlists, 20.02% percent of people with I/DD are employed. This is an increase from the 19% that was reported in the June 2015 Semiannual Report. DBHDS is aware that data was not submitted on an additional 111 people who are receiving employment services (in group supported employment). If those 111 individuals were included in this data then the total percentage of those employed would be 20.97%.

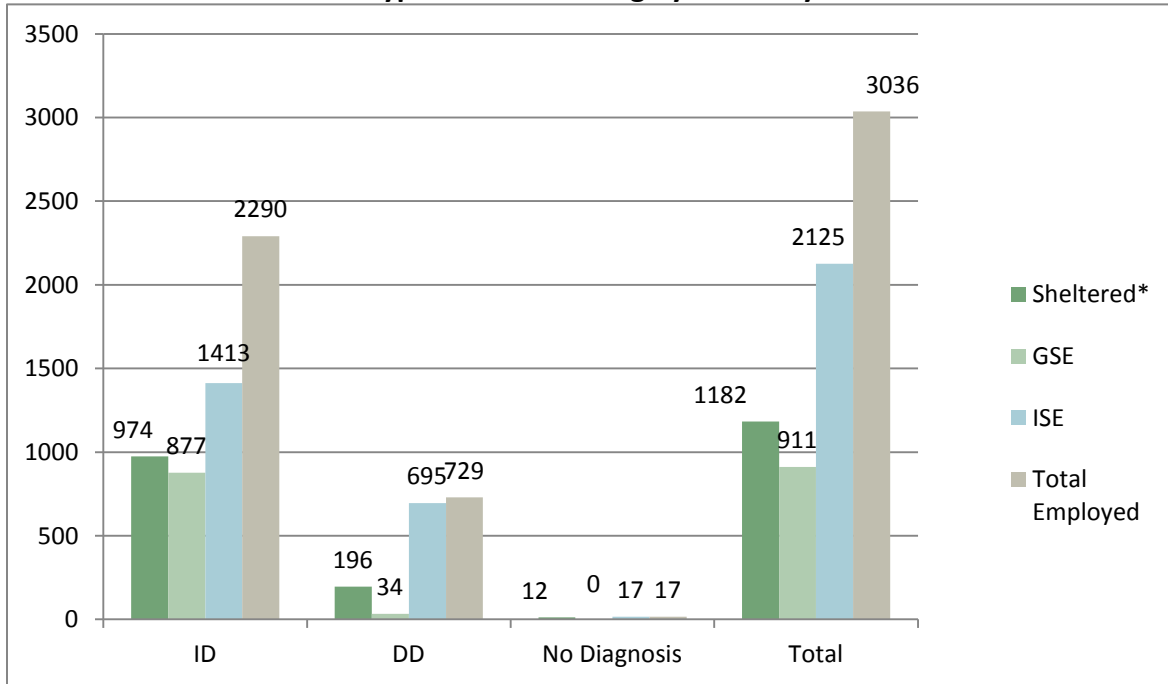
As evidenced by the data, the majority of people in individual supported employment (ISE) are supported by LTESS/EES funding through DARS.

**Type of Work Setting by Health Planning Regions**



The graph above clearly indicates variations in work settings throughout the five HPRs.

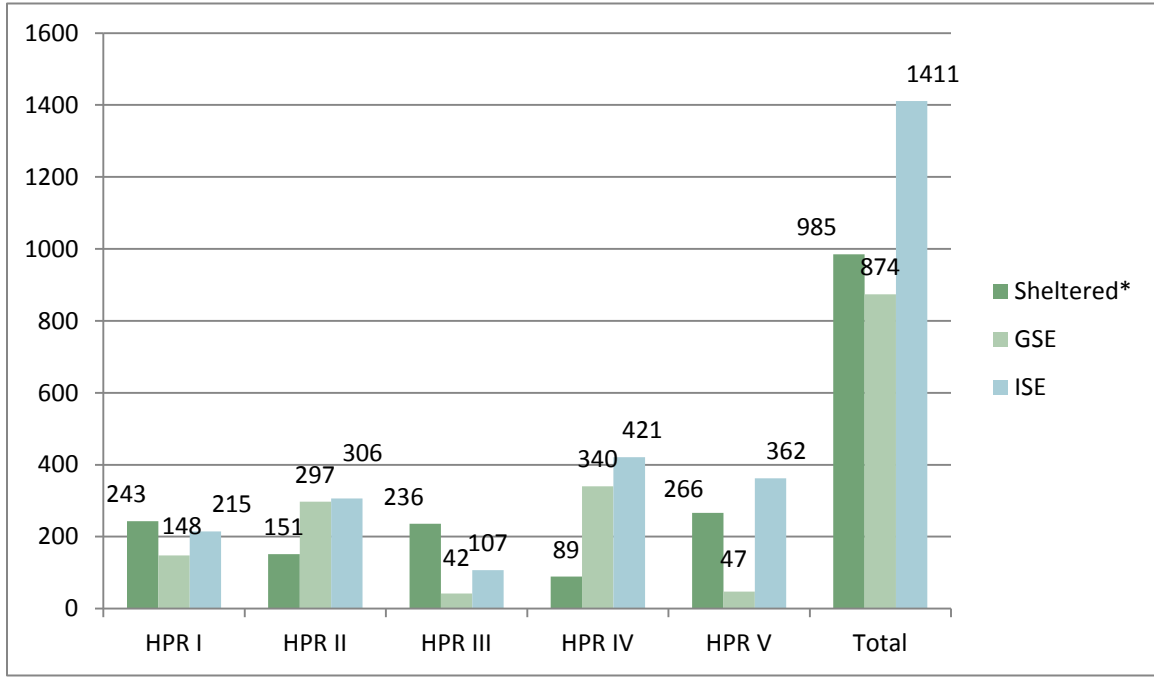
**Type of Work Setting by Disability**



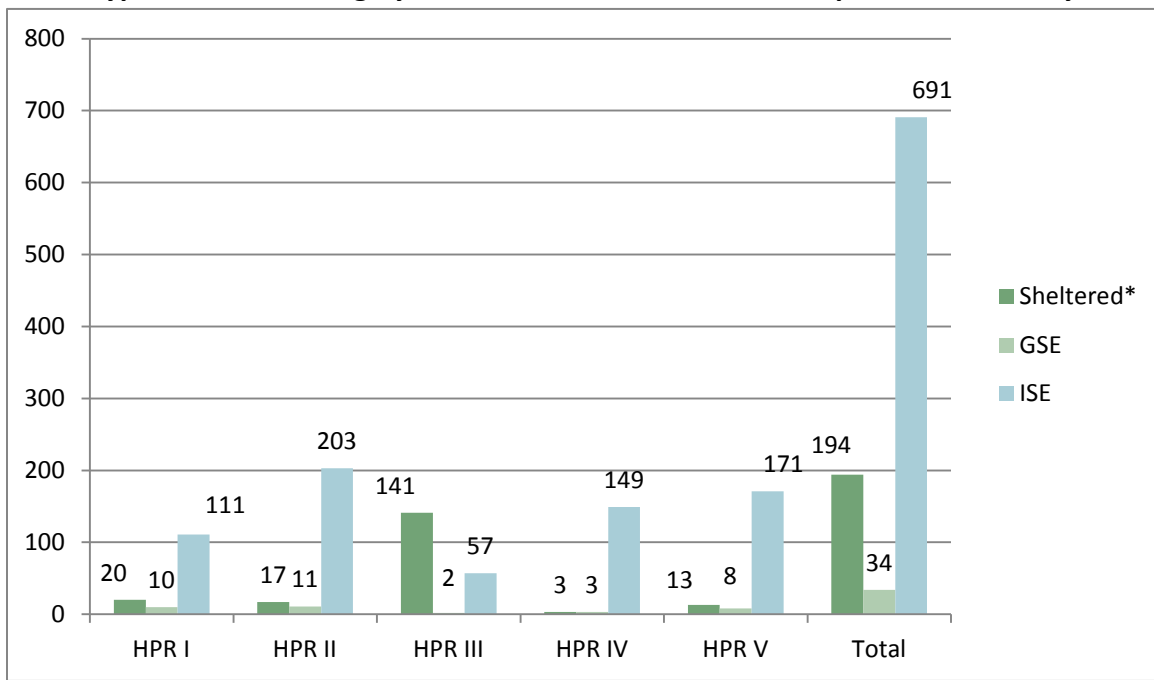
The data in the graph above compares employment settings by disability. When this data is compared against the target population (people on the waivers and on the waitlists), an interesting backdrop

emerges. Of the 13,545 individuals with ID in the target population, 2,290 (17%) are employed. This is an increase from the last report of 1% moving closer to the overall target of 25% of people being employed. Of the 1,463 individuals with DD in the target population, 729 (49%) are employed. This is a 2 percent reduction from the previous reporting period, but it should be noted the target population increased by 134, while the number employed only increased by 38.

**Type of Work Setting by HPR for Individuals with Intellectual Disability**

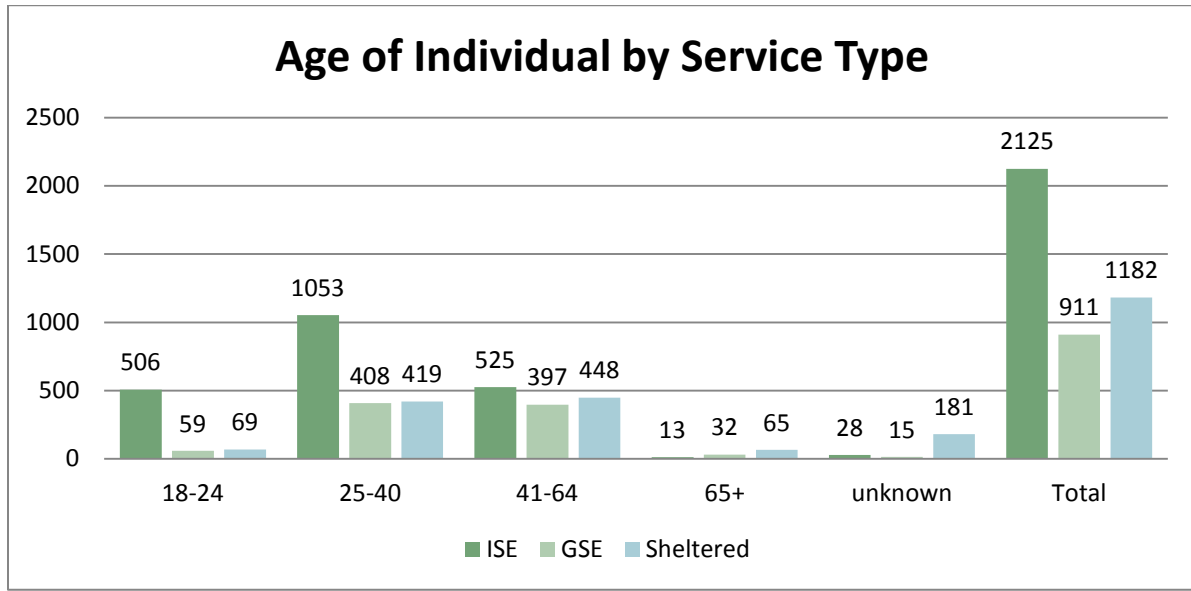


**Type of Work Setting by HPR for Individuals with Developmental Disability**

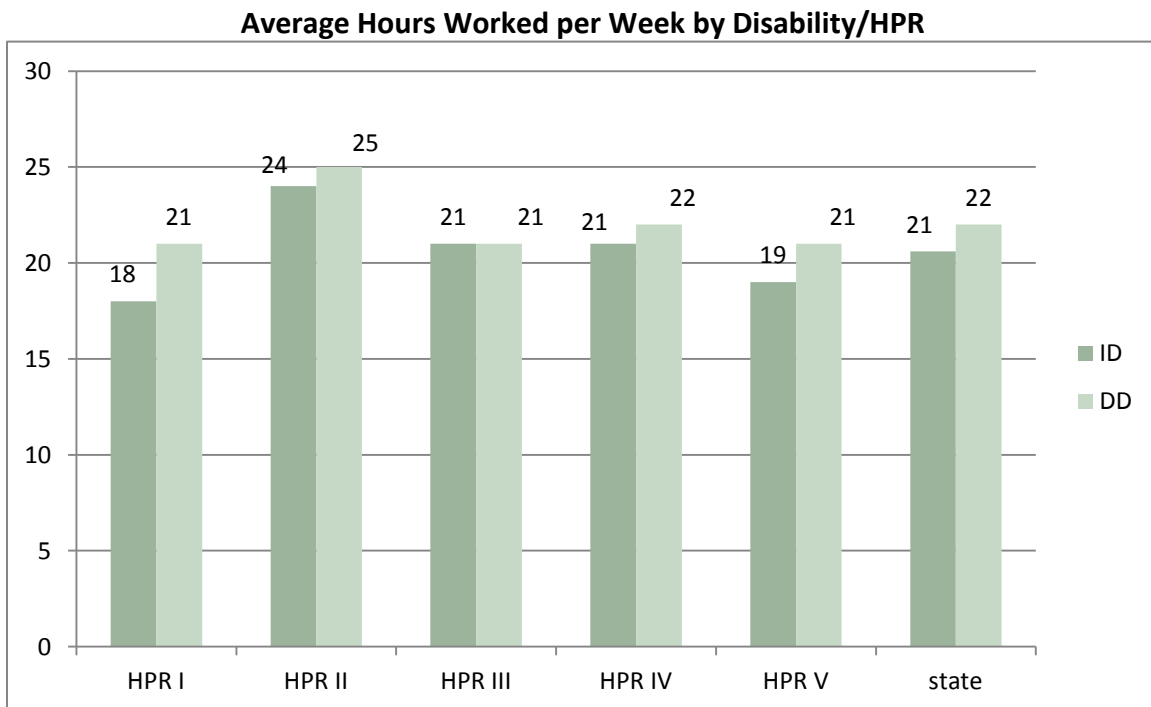




The data was further broken down by HPR and disability type to see if any additional patterns emerged. Individual Supported Employment for individuals with ID and DD appears to be more prevalent in relationship to other employment models.

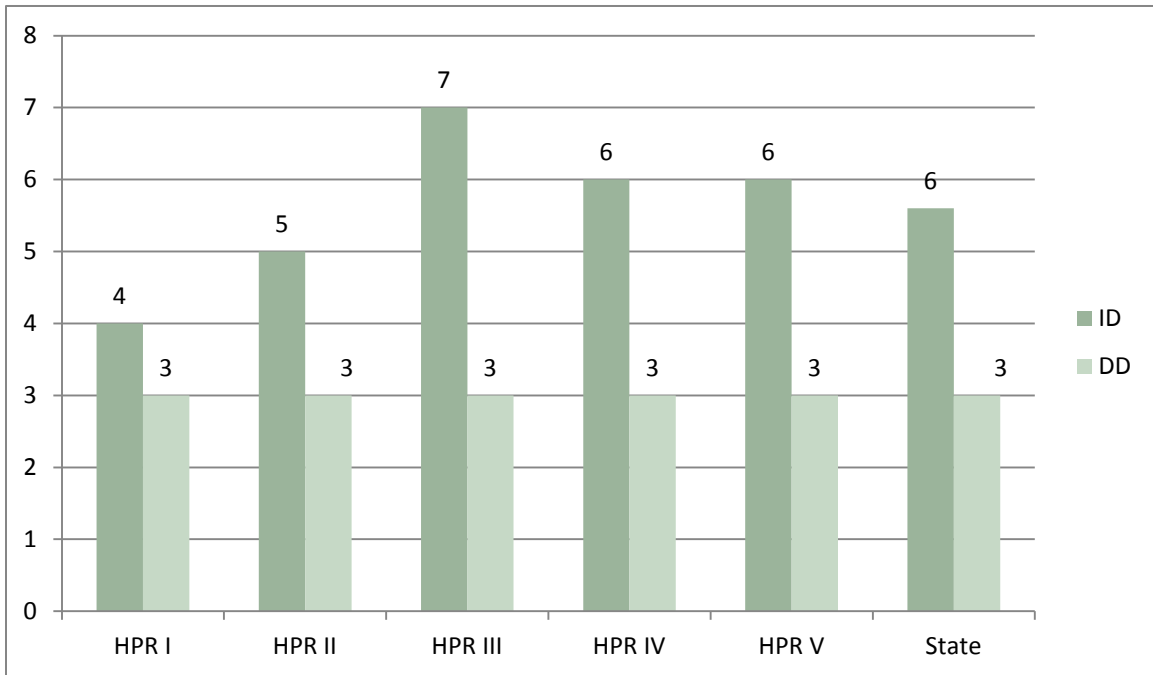


The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act. As this is the first time collecting this data, this will be a data point that the group monitors for trending of information.

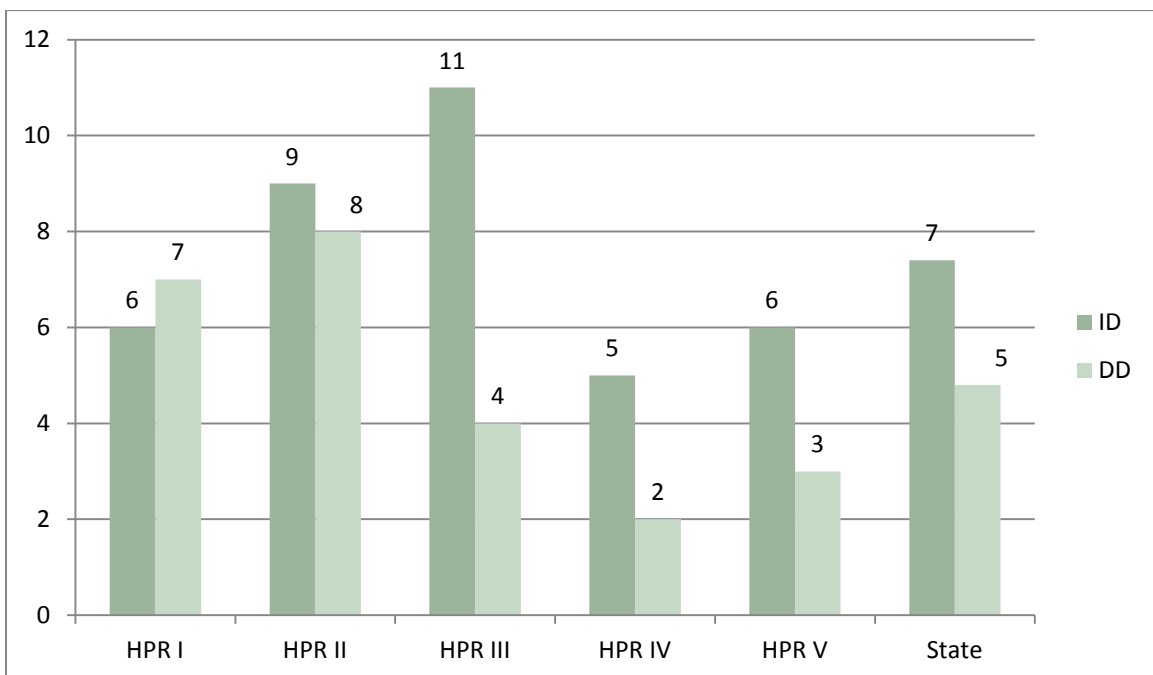


Data indicates that average hours worked is around 20 hours per week both for individuals with ID and DD. Data shows that people work between 2 and 40 hours per week. While there are slight variations among HPRs, none appear to be statistically significant.

**Average Length of Time at Current ISE Job in Years by HPR**



**Average Length of Time at Current GSE Job in Years by HPR**



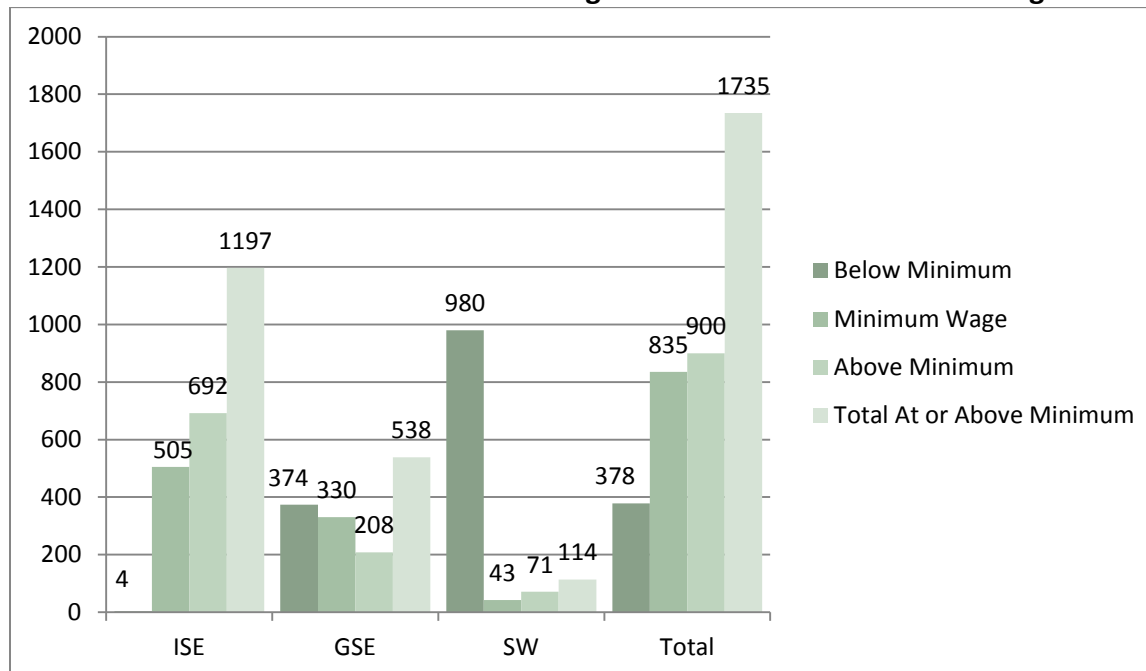
The average length of time at current job for individuals with ID and DD varies between individual and group supported employment and is depicted in the graphs above. While the data above depicts the average length of time at work, further analysis shows that persons in individual supported employment have been in their job between 0-32 years. 262 (12%) people have gotten their ISE job in the last year while 468 (22%) have had their job for over a year. Finally, 1385 (65%) people in ISE have had their job for more than 2 years. Persons in group supported employment have been in their job between 0-34 years. 82 (9%) people have gotten their GSE job in the last year while 123 (15%) have had their job for over a year. Additionally, 703 (77%) people in GSE have had their job for more than 2 years.

**Average Hourly Wage by Employment Type/Disability**



The chart above depicts average hourly wage based on type of employment. Persons in individual supported employment are paid on average above minimum wage. Individuals with intellectual disability are paid on average below minimum wage in group supported employment while individuals with developmental disabilities are paid on average above minimum wage. Both individuals with intellectual and developmental disabilities are paid on average below minimum wage in sheltered employment.

### Number of Individuals Earning Above and Below Minimum Wage



This was a new graph added to illustrate the pattern emerging regarding employment of people with disabilities at or above minimum wage. Currently there are 378 (18%) people employed who are earning below minimum wage while there are 1,735 (82%) who are earning at/or above minimum wage.

### Statewide Distribution of Wages

ID/DD	lowest hourly wage	Highest hourly wage
Sheltered*	\$0.13	\$13.05
GSE	\$0.20	\$20.70
ISE	\$2.31	\$21.47

### 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 second half of FY2015 (1/1/15-6/30/15).

**Responses to Exhibit B Data Elements on Employment**

<b>CSB Developmental Case Management Report July 1, 2015 - December 31, 2015</b>	<b>With Face-to-Face Annual ISP Meeting</b>	<b>With Employment Discussions in ISP Meeting</b>	<b>Percentage with Discussion</b>	<b>With Employment Goals in ISP</b>	<b>Percentage with Goal</b>
Alexandria CSB	1	1	100.00%	0	0.00%
Alleghany-Highlands CSB	0	0	0.00%	0	0.00%
Arlington County CSB	7	7	100.00%	3	42.86%
Blue Ridge Behavioral Healthcare	173	130	75.14%	34	19.65%
Chesapeake Integrated Behavioral Healthcare	0	0	0.00%	0	0.00%
Chesterfield CSB	393	387	98.47%	298	75.83%
Colonial Behavioral Health	15	15	100.00%	6	40.00%
Crossroads CSB	0	0	0.00%	0	0.00%
Cumberland Mountain CSB	56	63	112.50%	14	25.00%
Danville-Pittsylvania Community Services	139	39	28.06%	7	5.04%
Dickenson County Behavioral Health Services	0	0	0.00%	0	0.00%
District 19 CSB	51	20	39.22%	9	17.65%
Eastern Shore CSB	0	0	0.00%	0	0.00%
Fairfax-Falls Church CSB	287	228	79.44%	63	21.95%
Goochland-Powhatan Community Services	7	7	100.00%	4	57.14%
Hampton-Newport News CSB	68	69	101.47%	1	1.47%
Hanover County CSB	36	1	2.78%	0	0.00%
Harrisonburg-Rockingham CSB	7	9	128.57%	4	57.14%
Henrico Area MH and Developmental Services	16	13	81.25%	9	56.25%
Highlands Community Services	27	19	70.37%	9	33.33%
Horizon Behavioral Health	0	0	0.00%	0	0.00%
Loudoun County CSB	8	2	25.00%	2	25.00%
Middle Peninsula-Northern Neck CSB	126	60	47.62%	35	27.78%
Mount Rogers CSB	92	88	95.65%	14	15.22%
New River Valley Community Services	89	76	85.39%	54	60.67%
Norfolk CSB	0	0	0.00%	0	0.00%
Northwestern Community Services	0	0	0.00%	0	0.00%
Piedmont Community Services	134	117	87.31%	27	20.15%
Planning District 1 Behavioral Health Services	42	24	57.14%	2	4.76%

Portsmouth Department of Behavioral Health Services	2	3	150.00%	0	0.00%
Prince William County CSB	8	8	100.00%	2	25.00%
Rappahannock Area CSB	5	6	120.00%	3	60.00%
Rappahannock-Rapidan CSB	70	65	92.86%	26	37.14%
Region Ten CSB	7	13	185.71%	4	57.14%
Richmond Behavioral Health Authority	223	125	56.05%	71	31.84%
Rockbridge Area Community Services	28	27	96.43%	12	42.86%
Southside CSB	101	89	88.12%	19	18.81%
Valley CSB	6	3	50.00%	1	16.67%
Virginia Beach CSB	330	273	82.73%	155	46.97%
Western Tidewater CSB	25	24	96.00%	6	24.00%
Statewide Total	2,579	2,011	77.98%	894	34.66%

There were a total of 2,579 adults whose case managers conducted annual ISP meetings or updates in this semi-annual report period. Of these 2,579 individuals, a total of 2,011 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 77.98 % of individuals having a discussion of integrated employment when their ISP was reviewed. This is a 12% decrease in the prevalence of the conversation from last reporting period.

A total of 894 of the 2,579 individuals have employment or employment related goals in their ISP. This results in a statewide average of 34.66% 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 a decrease of 2% from last reporting period.

In following up with each of the community service boards/behavioral health authorities, an electronic data submission error was discovered that should be corrected with the year end reporting period. The department will determine if additional follow up is needed following a data review after the electronic submission error has been corrected.

**Department of Medical Assistance Services (DMAS) Data**

DBHDS and the Employment First Advisory Group continue to monitor the utilization of employment services by waiver recipients using billing data from DMAS. Although this data is based on service provision only, it does help to understand what, if any, shifts are occurring over time in waiver-funded services.

<b>INDIVIDUAL EMPLOYMENT REPORT (H2023) - 2nd qtr 2016</b>						
<b><u>Beginning Dec 07, 2011</u></b>						
<b>Quarter</b>	<b>Cumulative Count (including ID and DD waiver)</b>	<b>%age of Individual Supported Emp(H2023) of total ID and DD waivers(adults - Over 18 years only)</b>	<b>Individuals who continued service from last qtr</b>	<b>Individuals who discontinued service this qtr</b>	<b>New to service from last qtr</b>	
<b>3rd QTR 2012</b>	154	1.82% of 8483	began to collect data from DMAS			
<b>4th QTR 2012</b>	169	1.98% of 8540	129	25	40	
<b>1st QTR 2013</b>	173	1.95% of 8868	148	21	25	
<b>2nd QTR 2013</b>	176	1.97% of 8919	133	40	43	
<b>3rd QTR 2013</b>	170	1.89% of 9013	138	38	32	
<b>4th QTR 2013</b>	180	1.94% of 9272	148	22	32	
<b>1st QTR 2014</b>	204	2.14% of 9521	155	25	49	
<b>2nd QTR 2014</b>	182	1.89% of 9648	159	45	23	
<b>3rd QTR 2014</b>	176	1.92% of 9144	150	32	26	Age 18-64
<b>4th QTR 2014</b>	194	2.05% of 9474	158	18	36	Age 18-64
<b>1st QTR 2015</b>	200	2.10% of 9541	157	37	43	Age 18-64
<b>2nd QTR 2015</b>	201	2.06% of 9758	175	25	26	Age 18-64
<b>3rd QTR 2015</b>	199	2.04% of 9770	174	27	25	Age 18-64
<b>4th QTR 2015</b>	232	2.37% of 9802	177	22	55	Age 18-64
<b>1st QTR 2016</b>	246	2.47% of 9979	211	21	35	Age 18-64
<b>2nd QTR 2016</b>	231	2.29% of 10100	194	52	37	Age 18-64

*Note: "New to service" includes both individuals who are completely new to the service and also those individuals who discontinued their service for 1 or more quarters earlier and then join back this quarter.*

<b>Beginning Dec 07, 2011 (Includes ID and DD waiver.)</b>	
<b>SUMMARY OF INDIVIDUAL EMPLOYMENT REPORT(H2023)</b>	<b>As of Dec 2013 (Duplicated count)</b>
# of individuals in Individual Supported Employment for <= 6 months	194
# of individuals in Individual Supported Employment for at least 12 months	151
# of individuals in Supported employment for at least 18 months	123
# of individuals in Individual Supported Employment for at least 24 months	96
# of individuals in Individual Supported Employment for at least 30 months	76
# of individuals in Individual Supported Employment for at least 36 months	65
# of individuals in Individual Supported Employment for at least 42 months	46
# of individuals in Individual Supported Employment for at least 48 Months	38

*Note: Above count is the duplicated count per Quarter. Some of the individuals discontinue service for one or more Quarters and join in a later Quarter. Such individuals are not counted for the Quarters where they discontinued the service.*

*Note: These individuals may have started their service earlier but the date in IDOLS is based on the Service Authorization process, which ends service when there is a change in the service. The provider may continue to bill if service reopens.*

The numbers of individuals receiving individual supported employment under the waivers has remained relatively stable from quarter to quarter. The number of people remaining in ISE from one quarter to the next has been increasing which indicates less turnover in the individuals accessing the services.



**GROUP EMPLOYMENT REPORT (H2024) - 2nd qtr 2016**

**Beginning Dec 07, 2011**

Quarter	Cumulative Count (including ID and DD waiver)	%age of Individual Supported Emp(H2023) of total ID & DD waivers(adults - Over 18 years only)	Individuals who continued service from last qtr	Individuals who discontinued service this qtr	New to service from last qtr
3rd QTR 2012	617	7.27% of 8483	began to collect data from DMAS		
4th QTR 2012	618	7.24% of 8540	577	40	41
1st QTR 2013	636	7.17% of 8868	609	9	27
2nd QTR 2013	634	7.11% of 8919	598	38	36
3rd QTR 2013	659	7.31% of 9013	602	32	57
4th QTR 2013	661	7.13% of 9272	628	31	33
1ST QTR 2014	660	6.93% of 9521	627	34	33
2nd QTR 2014	687	7.12% of 9648	627	33	60
3rd QTR 2014	670	7.33% of 9144	626	61	44
4th QTR 2014	677	7.15% of 9474	639	31	38
1st QTR 2015	687	7.20% of 9541	617	61	70
2nd QTR 2015	663	6.79% of 9758	612	74	51
3rd QTR 2015	666	6.82% of 9770	637	26	29
4th QTR 2015	671	6.85% of 9802	636	30	35
1st QTR 2016	692	6.93% of 9979	652	19	40
2nd QTR 2016	661	6.54% of 10,100	560	103	101

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*Note: "New to service" includes both individuals who are completely new to the service and also those individuals who discontinued their service for 1 or more quarters earlier and then join back this quarter.*

<b>Beginning Dec 07, 2011 (Includes ID and DD waiver.)</b>	
<b>SUMMARY OF SUPPORTED EMPLOYMENT(Group - Enclave/Work) REPORT(H2024)</b>	<b>As of Dec 2013 (Duplicated count)</b>
# of individuals in Group Supported Employment for <= 6 months	636
# of individuals in Group Supported Employment for at least 12 months	573
# of individuals in Group Supported Employment for at least 18 months	510
# of individuals in Group Supported Employment for at least 24 months	466
# of individuals in Group Supported Employment for at least 30 months	412
# of individuals in Group Supported Employment for at least 36 months	381
# of individuals in Group Supported Employment for at least 42 months	347
# of individuals in Group Supported Employment for at least 48 months	321

*Note: Above count is the duplicated count per Quarter. Some of the individuals discontinue service for one or more Quarters and join in a later Quarter. Such individuals are not counted for the Quarters where they discontinued the service.*

*Note: These individuals may have started their service earlier but the date in IDOLS is based on the Service Authorization process, which ends service when there is a change in the service. The provider may continue to bill if service reopens.*

Group Supported Employment has remained relatively steady, with currently 661 accessing services through the waiver. Over half the individuals have maintained their employment for more than three years.

<b>PRE-VOCATIONAL REPORT (H2025) - 2nd qtr 2016</b>					
<b>Beginning 12/07/2011 :-</b>					
<b>Quarter</b>	<b>Cumulative Count (including ID and DD waiver)</b>	<b>%age of Individual Supported Emp (H2023) of total ID &amp; DD waivers (adults - Over 18 years only)</b>	<b>Individuals who continued service from last qtr</b>	<b>Individuals who discontinued service this qtr</b>	<b>New to service from last qtr</b>

<b>3rd QTR 2012</b>	806	9.50% of 8483	began to collect data from DMAS		
<b>4th QTR 2012</b>	803	9.40% of 8540	743	63	60
<b>1st QTR 2013</b>	809	9.12% of 8868	771	32	38
<b>2nd QTR 2013</b>	819	9.18% of 8919	760	49	59
<b>3rd QTR 2013</b>	811	9.00% of 9013	767	52	44
<b>4th QTR 2013</b>	805	8.68% of 9272	756	55	49
<b>1ST QTR 2014</b>	828	8.70% of 9521	762	43	66
<b>2nd QTR 2014</b>	847	8.78% of 9648	771	57	76
<b>3rd QTR 2014</b>	814	8.90% of 9144	747	100	67
<b>4th QTR 2014</b>	814	8.59% of 9474	757	57	57
<b>1st QTR 2015</b>	843	8.84% of 9541	758	58	85
<b>2nd QTR 2015</b>	830	8.51% of 9758	785	59	45
<b>3rd QTR 2015</b>	814	8.33% of 9770	778	51	36
<b>4th QTR 2015</b>	810	8.26% of 9802	758	56	52
<b>1st QTR 2016</b>	790	7.92% of 9979	745	65	45
<b>2nd QTR 2016</b>	757	7.50% of 10,100	721	69	36

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*New to service not only mean they are completely new to the service but also it counts those individuals as 'new' who discontinued their service for 1 or more qtrs earlier and then join back this qtr.*

<b>Beginning Dec 07, 2011 (Includes ID and DD waiver.)</b>	
<b>SUMMARY OF PRE-VOC SERVICE (H2025) REPORT</b>	<b>As of Dec 2013 (Duplicated count)</b>
# of individuals in Pre-voc service for <= 6 months	721
# of individuals in Pre-voc service for at least 12 months	641
# of individuals in Pre-voc service for at least 18 months	589
# of individuals in Pre-voc service for at least months	500
# of individuals in Pre-voc service for at least 30 months	434
# of individuals in Pre-voc service for at least 36 months	389
# of individuals in Pre-voc service for at least 42 months	356
# of individuals in Pre-voc service for at least 48 months	329

*Note: Above count is the duplicated count per Quarter. Some of the individuals discontinue service for one or more Quarters and join in a later Quarter. Such individuals are not counted for the Quarters where they discontinued the*

service.

*Note: These individuals may have started their service earlier but the date in IDOLS is based on the Service Authorization process, which ends service when there is a change in the service. The provider may continue to bill if service reopens.*

Individuals in pre-vocational services have declined for the fifth straight quarter. It is a concern that over half the individuals receiving this time-limited service have been receiving it for more than three years. This will be addressed through the redesign of the waivers, which will more appropriately transition pre-vocational services to other day services. The Department has been working with pre-vocational providers to transition their services according to the support needs of the individuals served.

**Summary:**

The third semiannual data reporting period, had a similar response rate as the previous report. 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 the number of individuals employed under the waiver for individual supported employment from 153 to 232.

Additional granularity was added to this report around earnings of individuals which showed that individuals who are employed through individual supported employment earn on average \$1.50-\$5.70/hour more than if supported through another paid opportunity.

Additional detail was added regarding length of time in employment and showed that people are employed longer in group supported employment than in individual 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.
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. Report the number of waiver providers offering Individual Supported Employment and Group Supported Employment.
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.

4. Continue to collaborate with DARS, Employment Service Organizations, and DMAS to collect and report on employment data.
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.
6. Create data tables around the waiver data according to old slots, new slots, and training center slots. (this was delayed, by one report)
7. Add additional banding of data regarding hours worked per week for below 10 hours, above 10 hours, above 30 hours, and how many people are employed full time.
8. Implement a recommendation from the Regional Quality Councils to create success stories of employment that identify individuals according to the current support level as indicated by their supports intensity scores.
9. Monitor the number of transition age youth entering non-integrated work settings to determine potential future intervention.