

DBHDS Semiannual Report on Employment
Semi Annual Report (June 2017 Data)
9/24/2017

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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 sixth semiannual employment data gathering effort. The data for this report was gathered from DARS. 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 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 developmental 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. This is a significant improvement from the first report that had a 44% return rate of data.

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 16,278 (the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 12/30/16) would be employed by June 30, 2019, or a total of 4,069 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 as well as Group Supported Employment under the waiver.

Data Targets:

Fiscal Year	Total	ISE	GSE
2016	808	211	597
2017	932	301	631
2018	1297	566	731
2019	1661	830	831
2020	2026	1095	931

The Employment First Advisory Group discussed sub-targets related to new waiver slot awardees and their use of employment and the shift in current waiver recipients in their selection of services. The data will include those individuals who accessed a facility slot. These targets are delayed until the Commonwealth develops reports in the new waiver management system.

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 6/30/2017 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. Please note that the labels in the charts will be updated in the next report.

DD Western Region

(Charts labeled West)

Harrisonburg- Rockingham Region 10
Horizon Rockbridge Area
Alleghany Highlands Valley

DD Northern Region

(Charts labeled North)

Alexandria Loudoun *Rappahannock-Rapidan*
Arlington Co. Prince William Co *Northwestern*
Fairfax-Falls Church *Rappahannock Area*

DD Southwest Region

(Charts labeled SW)

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

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

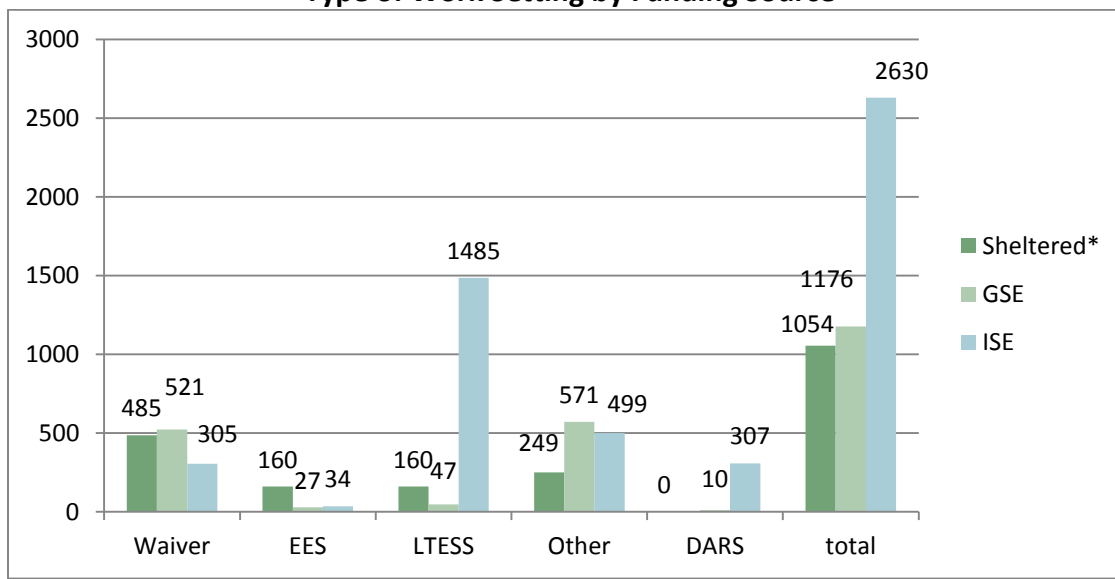
Middle Peninsula- Northern Neck
Norfolk CSB
Portsmouth

Virginia Beach
Western Tidewater

Statewide Data Analysis

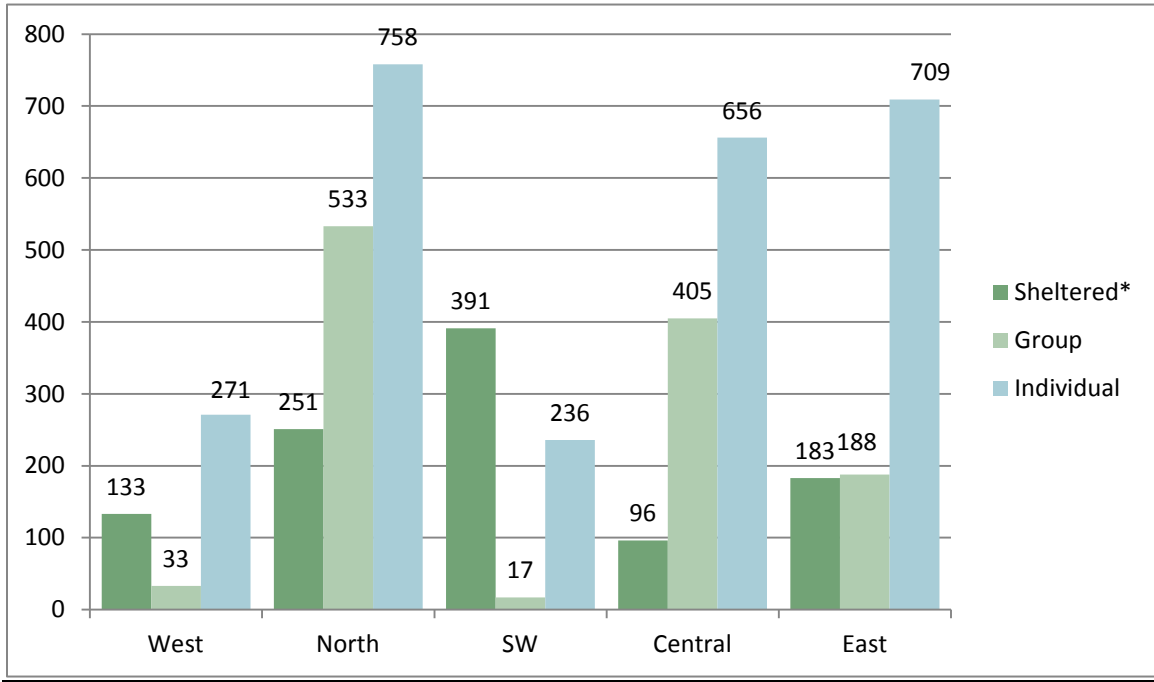
The data below indicates that 2,630 individuals (311 more than last reporting period) are in Individual Supported Employment (ISE) services and 1,155 (77 less than last reporting period) are in Group Supported Employment (GSE) services. Additionally, 1054 people (50 more than last reporting period) are 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 work opportunities, data regarding individuals in sheltered workshops continues to be captured and monitored.*

Type of Work Setting by Funding Source



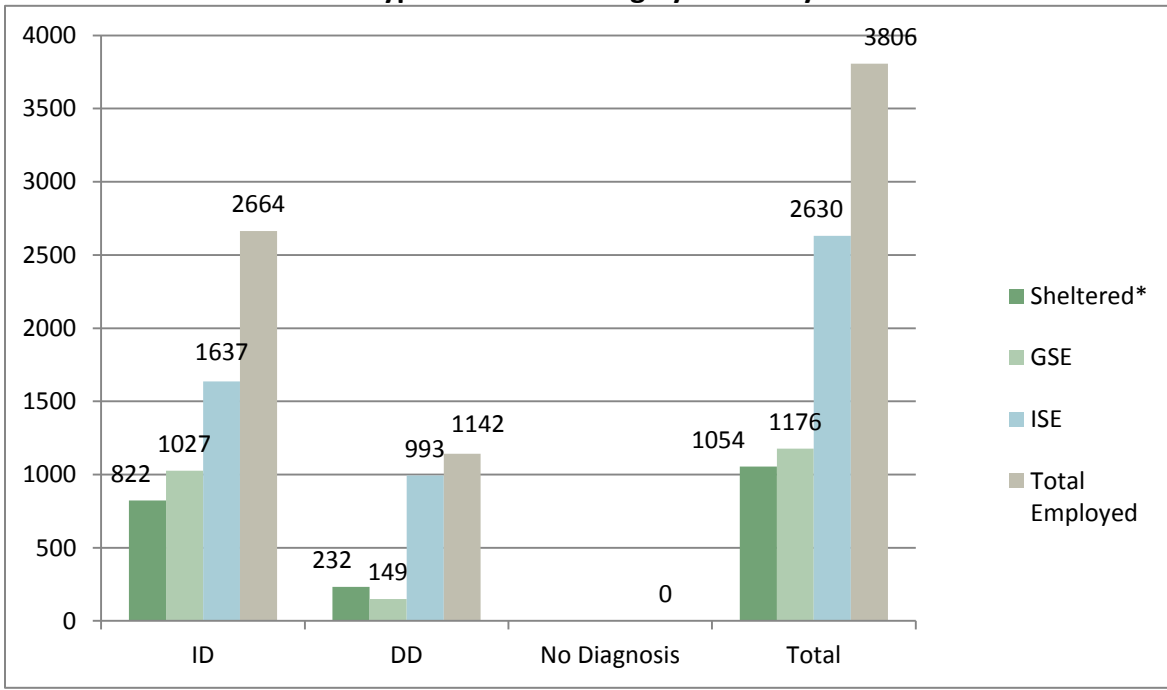
3,806 people are employed with supports from ISE and GSE, which is an increase of 234 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 23.38% of people with DD are employed. This is up slightly from the then 22.69% which was rounded to 23% reported in the December 2016 Semiannual Report.

Type of Work Setting by Developmental Services DD Regions



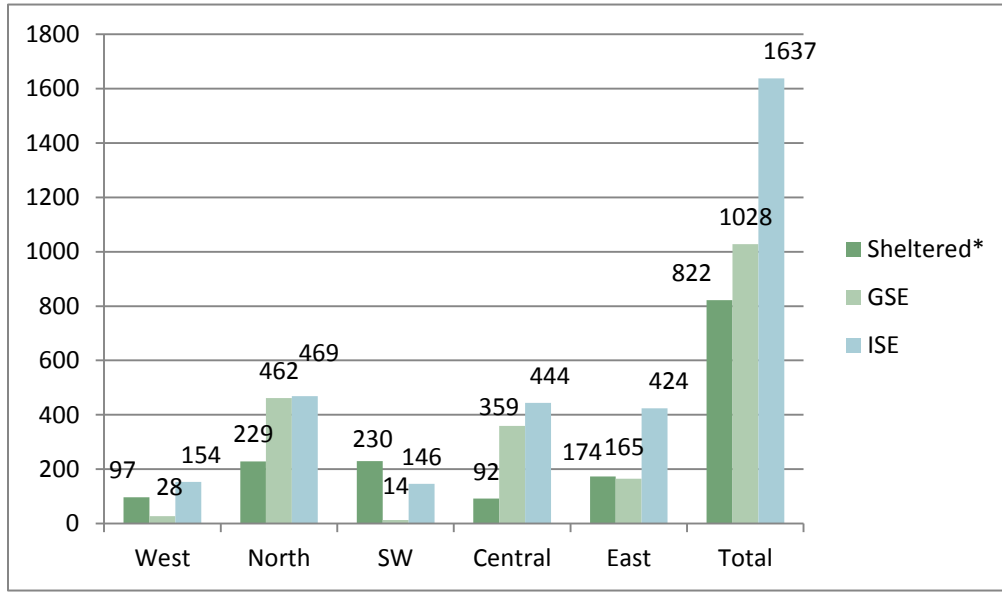
The graph above clearly indicates variations in work settings throughout the five Developmental Services DD Regions. Again, note that charts regional labels will be corrected in next report.

Type of Work Setting by Disability

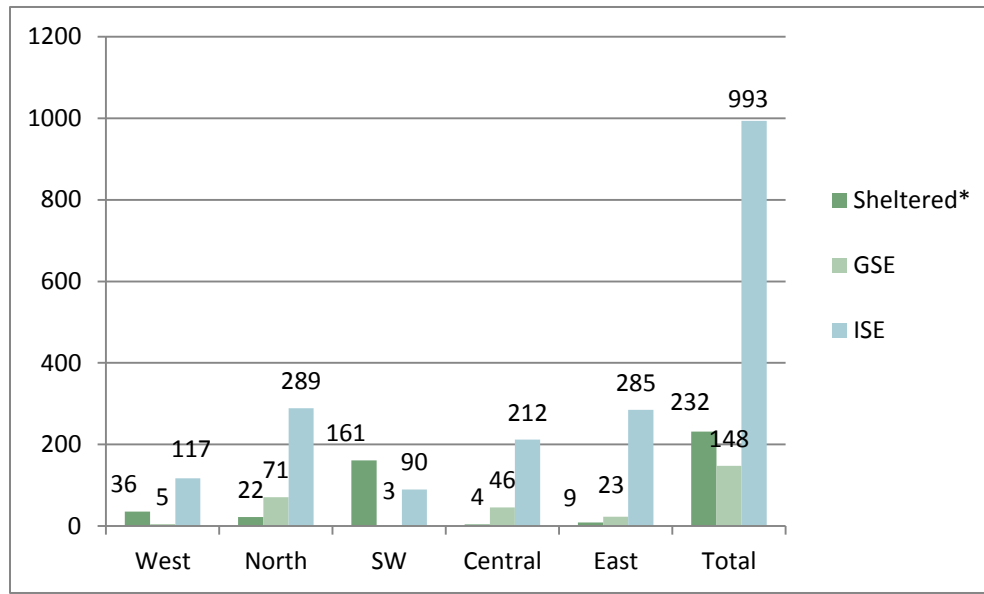


The data in the graph above compares employment settings by disability.

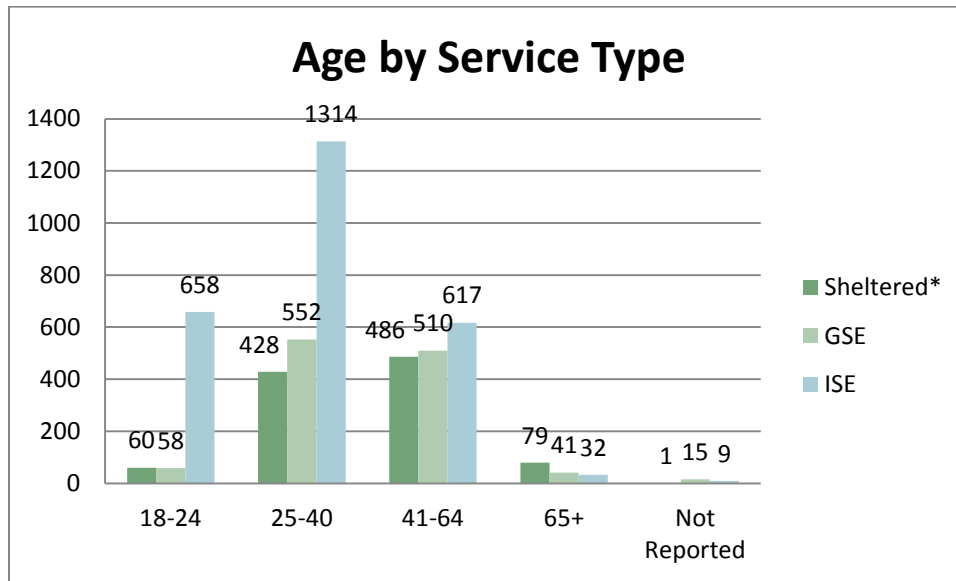
Type of Work Setting by Region for Individuals with Intellectual Disability



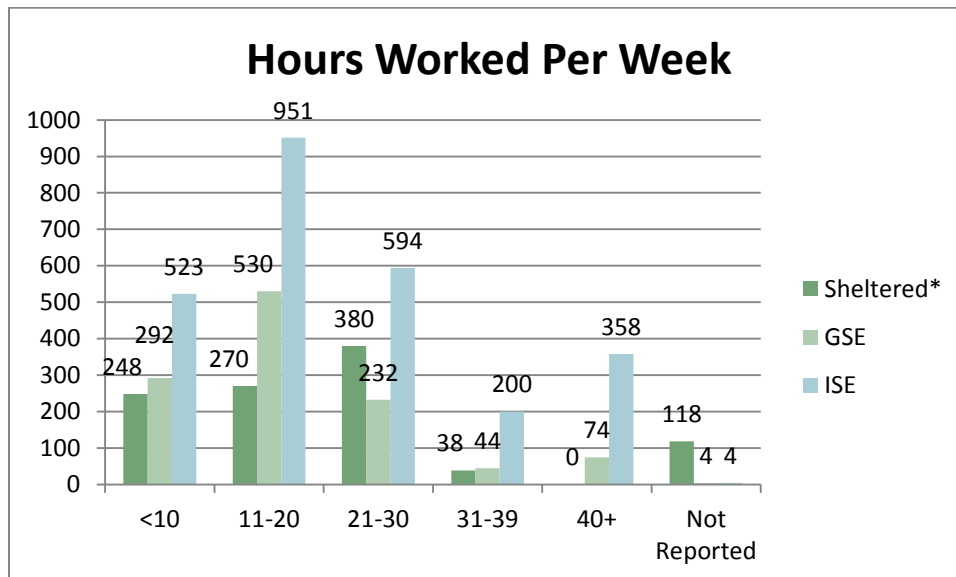
Type of Work Setting by HPR for Individuals with Developmental Disability



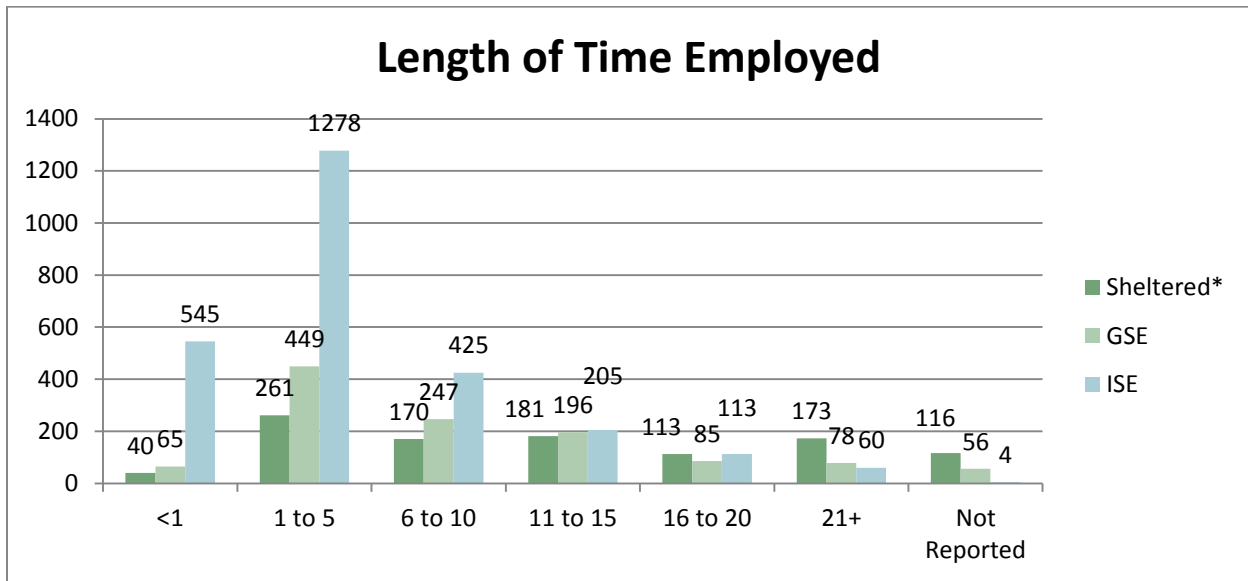
The data was further broken down by HPR and disability type to see if any additional patterns emerged. Individual Supported Employment for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



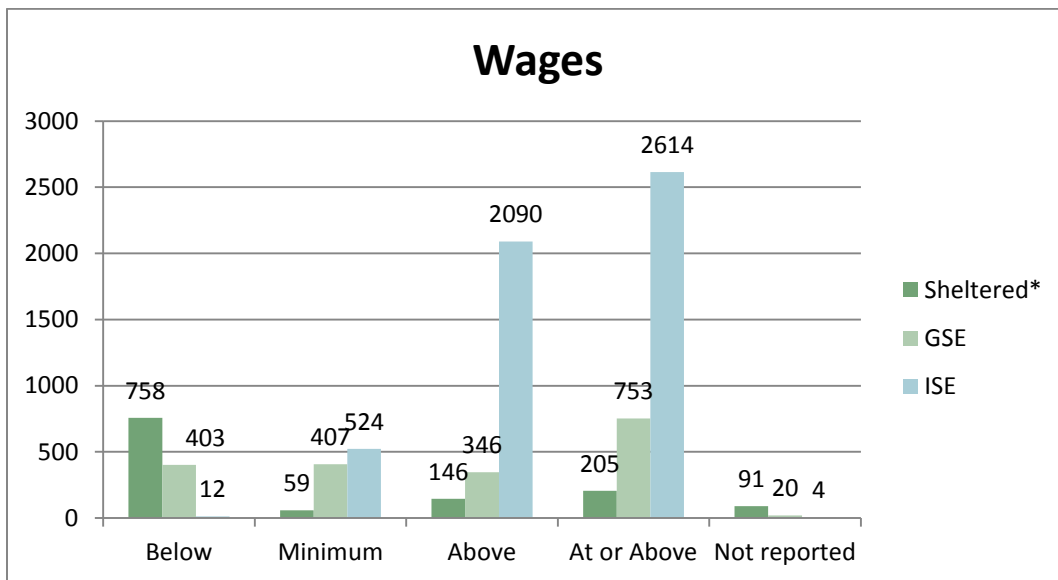
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act. The data remained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



The above data details hours worked by service type.



The data for length of time 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.



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 415 (11%) people employed who are earning below minimum wage (a 3% reduction from last reporting period) while there are 3,367 (88%) who are earning at/or above minimum wage (a 2% increase from last reporting period). 1 individual in ISE earning below minimum wage is in a tip position.

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.04	\$18.22
GSE	\$0.22	\$29.91
ISE	\$2.36	\$22.05

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 entire fiscal year of FY2017 (7/1/16-06/30/2017).

CSB Name Jul 1, 2016 - Jun 30, 2017	Receiving Developmental Case Management 200/320	Annual ISP Meeting Data Element 64	Employment Discussion at Annual ISP Meeting Data Element 91		Employment Goals in ISP Data Element 92	
		Code11: F-T-F Meeting: Individuals with Annual ISP Meeting	Total 01-04	Percent Who Had Employment Discussion	92: Y ISP with Employment Goals	Percent of ISPs with Employment Goals
Alexandria	73	70	69	99%	47	67%
Alleghany-Highland	49	41	39	95%	13	32%
Arlington County	116	79	76	96%	30	38%
Blue Ridge Behavioral Healthcare	347	242	212	88%	49	20%
Chesapeake	184	52	0	0%	10	19%
Chesterfield	734	467	434	93%	180	39%
Colonial	130	74	74	100%	26	35%

Crossroads	110	1	1	100%		0%
Cumberland Mountain	137	106	105	99%	26	25%
Danville-Pittsylvania	277	222	173	78%	33	15%
Dickenson County Behavioral Health Services	19		0	0%		0%
District 19 Community Services Board	311	143	81	57%	39	27%
Eastern Shore	102	93	93	100%	11	12%
Fairfax-Falls Church	837	632	607	96%	163	26%
Goochland-Powhatan	55	34	33	97%	13	38%
Hampton-Newport News	406	228	227	100%		0%
Hanover County Community Services Board	152	56	53	95%	23	41%
Harrisonburg-Rockingham Community Services Board	145	99	95	96%	64	65%
Henrico Area	462	295	288	98%	107	36%
Highlands	118	84	77	92%	16	19%
Horizon	472	301	291	97%	276	92%
Loudoun County Community Services Board	186	142	70	49%	41	29%
Middle Peninsula-Northern Neck	205	158	55	35%	30	19%
Mount Rogers	217	204	197	97%		0%
New River Valley	215	152	42	28%	71	47%
Norfolk Community Services Board	349	277	275	99%	72	26%

Northwestern	305	227	197	87%	71	31%
Piedmont	235	187	166	89%	20	11%
Planning District I	152	74	58	78%	4	5%
Portsmouth	212	193	160	83%	40	21%
Prince William County Community Services Board	348	111	99	89%	69	62%
Rappahannock Area Community Services Board	456	274	259	95%	211	77%
Rappahannock-Rapidan Community Services Board	184	107	104	97%	32	30%
Region Ten Community Services Board	294	251	231	92%	60	24%
Richmond	370	325	96	30%	47	14%
Rockbridge Area Community Services	39	33	33	100%	15	45%
Southside Community Services Board	180	160	149	93%	49	31%
Valley Community Services Board	242	128	125	98%	23	18%
Virginia Beach Community Services Board	686	589	570	97%	227	39%
Western Tidewater Community Services Board	177	34	18	53%	4	12%
State Total	10288	6945	5932	85%	2212	32%

There were a total of 6,945 adults whose case managers conducted annual ISP meetings or updates during this fiscal year. Of these 6,945 individuals, a total of 5,932 individuals had their case managers discuss integrated, community-

based employment with them during their annual ISP meetings. This results in a statewide average of 85% of individuals having a discussion of integrated employment when their ISP was reviewed. This is a relatively stable prevalence of the conversation from last reporting period.

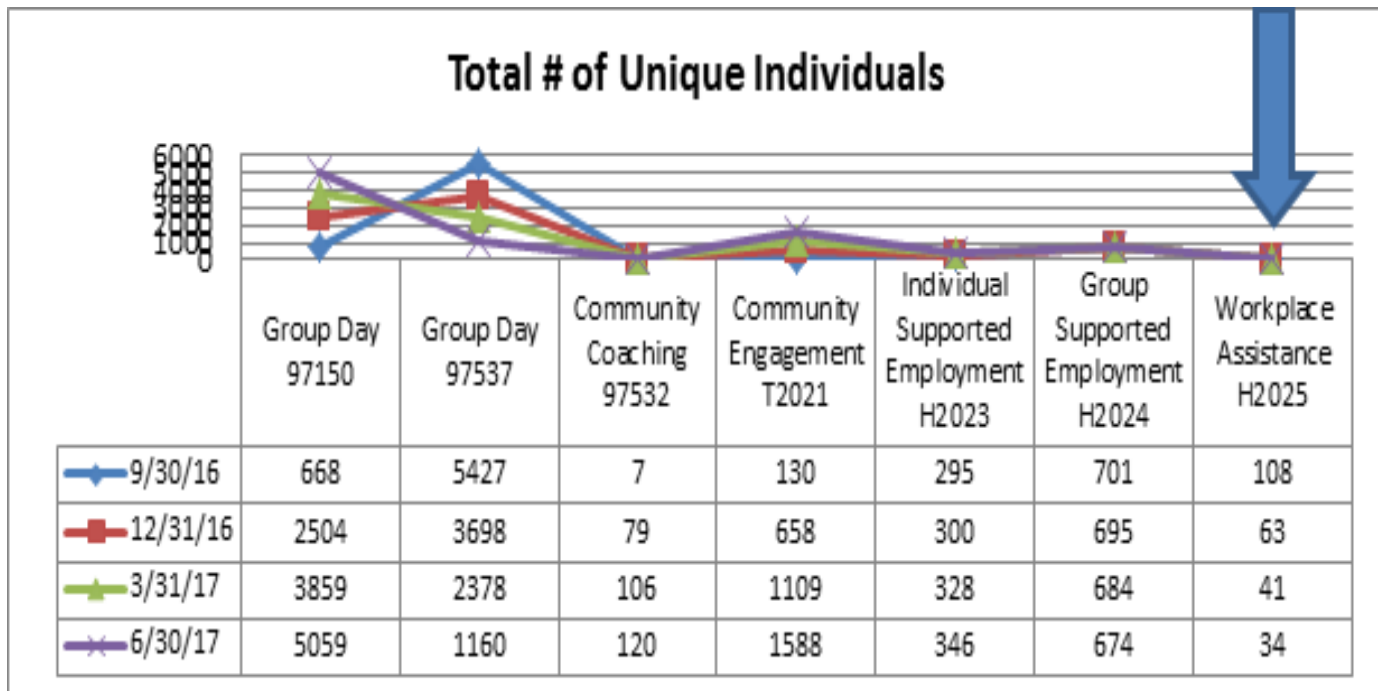
A total of 2,212 of the 3,103 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 32% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This represents an increase of 2% from last reporting period.

It can be noted that some CSB's are continuing to have difficulty reporting the data as evidenced by the number of individuals receiving case management and the number who have had an ISP as well as those CSB's highlighted who did not report any data for the employment related goals. DBHDS has worked with the Case Management Coordinator and Performance contracting staff to retrain all CSB case managers on these data elements. All parties will continue to meet with the CSB's to develop a plan to address the discrepancy between reported numbers and expected numbers for this semiannual reporting period.

Billing and Service Authorization Data:

DBHDS and the Employment First Advisory Group was 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 Group Supported Employment and Individual Supported Employment with average hours authorized per month of service.



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

Summary:

The sixth 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 that the Commonwealth's efforts around employment are working and indicates an increase in a sustained trend as to the number of individuals employed. There was a noted decrease in the number of people on the waiver who were employed. Some of this is related to provider's restructuring related to the Workforce Innovation and Opportunities Act as well as the Home and Community Based Settings Rule. In addition, it is related to the advent of community engagement and some individuals shifting services. One thing for follow up on by the Data committee will be the decrease in people in waiver GSE given the number of authorizations versus actual number reported being employed. DBHDS re-verified that all providers submitted their data and that all with GSE authorization did in fact submit data.

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. (9/30/2017)
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/sub contracted 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)**
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. (Next semiannual report or one after)
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.
 - 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
 - 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 yr trend
 - e. Tipped individuals earning “below minimum wage”
 - f. GSE- reasons for decrease and see if can identify where transition to- via WaMS