

# THE CORE REPORT

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## *DATA BRIEF: EMPLOYMENT*

This data brief compares employment trends and outcomes from the National Core Indicators (NCI) Day/Vocational/Educational Supplement to the 2005-2006 Consumer Survey. Nine states (Arkansas, Arizona, Connecticut, Georgia, Oklahoma, Pennsylvania, South Dakota, West Virginia, and Wyoming) collected employment information during this cycle.

The employment data reveal some surprising and significant findings regarding the characteristics, experiences, income, and choices of individuals in the sample given their involvement in community, facility-based or non-work activities. The analysis also shows that level of disability plays a large role in whether or not people are actively engaged in employment. However, we can also conclude that people with more mild disabilities are by no means assured of a more integrated community work experience.

### INDICATORS:

The consumer outcomes in the NCI Consumer Survey are organized into several sub-domains. These sub-domains each have a Concern Statement (a potential problem or concern that is thought to exist) and Indicator(s) (which are used to measure if the problem(s) exists). The Employment, or “Work,” sub-domain has the following concern statement: “People have support to find and maintain community integrated employment.” Listed below are the six “Work” indicators:

- The average monthly earnings of people who have jobs in the community
- The average number of hours worked per month for people with jobs in the community
- The percent of people earning at or above the state minimum wage
- Of people who have a job in the community, the percent who were continuously employed during the previous year
- Of people who have a job in the community, the percent who receive job benefits
- Of people who have a job in the community, the average length of time people have been working at their current job

This data brief summarizes information gathered through the NCI work indicator questions focusing on community employment trends and outcomes as compared with the trends and outcomes of facility employment.

## TYPES OF EMPLOYMENT/DAY PROGRAM

For reporting purposes, employment and day supports are defined into the six categories listed below:

**Competitive Employment-** Individuals have a job of their own in the community but are not receiving “supported employment”- that is, they do not routinely receive community job supports or job coaching. They may have access to supports as needed or may receive “follow-along” services but are basically working on their own.

**Individual Supported Employment-** Individuals have a job with a community employer and receive periodic publicly-funded assistance, training and support aimed at securing and/or maintaining employment and/or improving job skills.

**Group Supported Employment-** Two or more individuals are employed by a community provider agency and perform work as employees of the provider agency at sites in the community (e.g., mobile crews). Group supported employment also includes persons who are employed in an affirmative industry or as part of an enclave.

**Facility-based Work Programs-** Individuals work in settings such as sheltered workshops or work activity centers. Individuals are paid a wage in exchange for their production-related activities. They are employed by the provider agency.

**Community-Based Non-Work Activities-** Includes the provision of training and assistance that enables individuals to participate in community activities, by serving as volunteers, engaging in recreation activities and/or learning new skills important for community living. These activities do not take place in provider-operated facilities.

**Facility-Based Non-Work Activities-** Takes place at a provider facility and involve the provision of training and other services and supports that do not constitute paid work. These services are commonly labeled “day habilitation,” “day training,” or “day treatment.” Seniors programs and job training programs also fall into this category.

For purposes of this analysis, employment/day activities were collapsed in the following categories:

- Community-Based Work Activities (Competitive Employment, Individual Supported Employment, Group Supported Employment)
- Facility-Based Work Activities (Facility Based Work Programs)
- Non-Work Activities (Facility-Based Non-Work Activities, Community-Based Non-Work Activities)

## DEMOGRAPHIC INFORMATION

As the findings in this report are reviewed and discussed, it may be helpful to keep in mind some of the characteristics among the individuals for whom this data were reported.

Gender: Male (55.8%), Female (44.2%); N=3895

Age of Respondents: The majority of respondents were between the ages of 25-44 (45.5%) and 45-64 (38.8%). 6.0% of consumers were aged 65 and above, while 9.7% were between the ages of 18-24; N=3492

Level of Intellectual Disability (ID): The highest percentage of respondents had no or a Mild MR diagnosis (44.5%). The remaining respondents had a diagnosis of Moderate MR (28.1%), Severe MR (13.5%), Profound MR (11.6%); Unspecified or Unknown (2.2%); N=3485;

Residential Situation: Community Residence (apartment program, group home, foster care) (44.7%), Parent/Relative's Home (28.2%), Independent Home Apartment (21.5%), Specialized Facility (5.2%); N=3718.

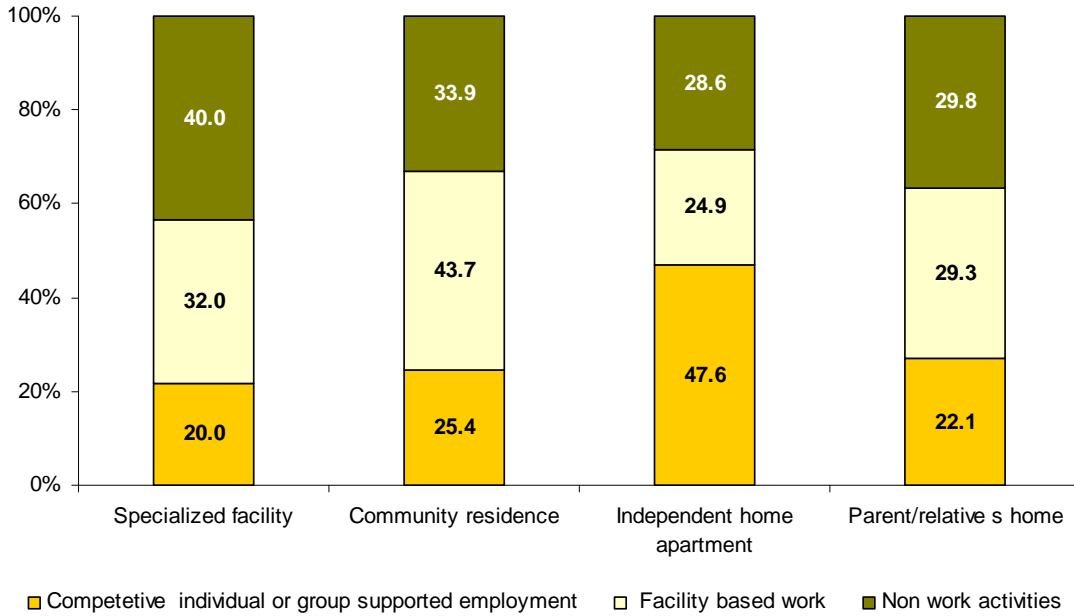
## EMPLOYMENT PATTERNS BY DEMOGRAPHIC VARIABLES

The analysis of data from the day/employment supplement indicates that the majority of individuals (39.7%; N = 1353) were in non-work activities, and 30.9% (N = 1052) were working in facility based programs. Additionally 24.1% (N = 820) were listed as participants in community based work. Predictably, the level of disability was closely related to employment/day activities -the greater the disability, the less likely to be involved in community based activities-

<b>Table 1. Employment Type by Level of Intellectual Disability</b>			
	<b>% Community-based activities</b>	<b>% Facility- based work activities</b>	<b>% Non-work activities</b>
No Label or Mild	35.8	32.8	26.7
Moderate	20.0	35.2	39.5
Severe or Profound	7.9	22.7	62.9
<b>Total</b>	24.1	30.9	39.7
<b>N</b>	820	1052	1353

The next chart indicates the living arrangements of people with mild/moderate or no intellectual disability and the types of day/work activities in which they participate. This comparison suggests that people who live independently are more likely to be involved in community based work activities.

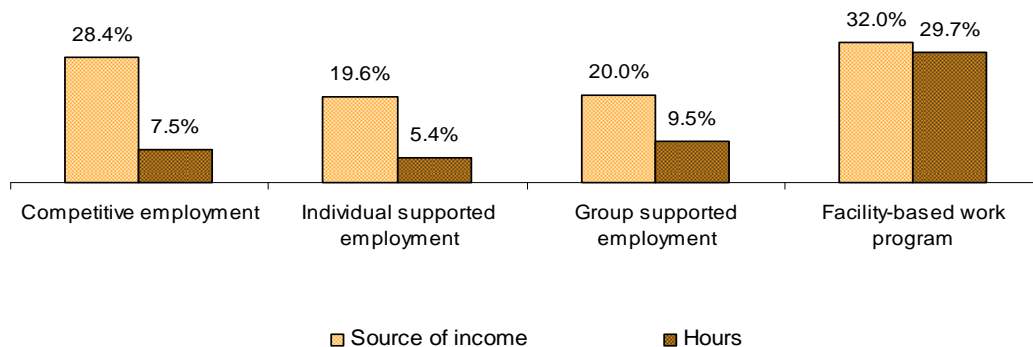
**Figure 1. Employment Type by Residential Setting for People with Mild/Moderate or No Intellectual Disability (N=1007)**



## HOURS AND INCOME

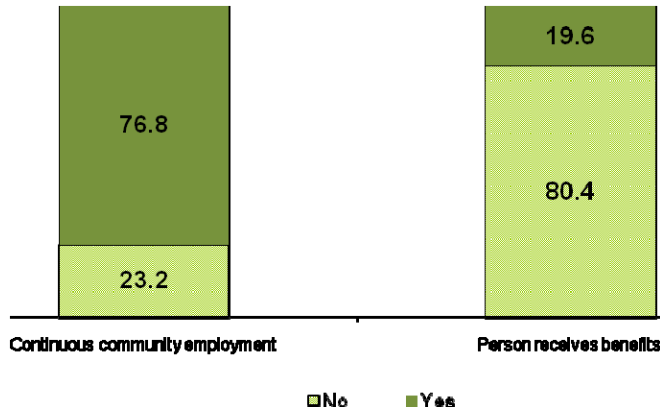
The following shows employment findings related to hours and income of people with intellectual and developmental disabilities in the sample. The data suggest that individuals must work many more hours in group or facility settings to earn comparable or less income than those in competitive or supported employment.

**Figure 2. Distribution of Mean Hours Worked and Mean Income by Type of Employment**



The chart below shows that 76.8% of the sample that participated in community employment worked in that setting for at least 10 months out of the last 12 months. Only 19.6% of people in community employment receive benefits.

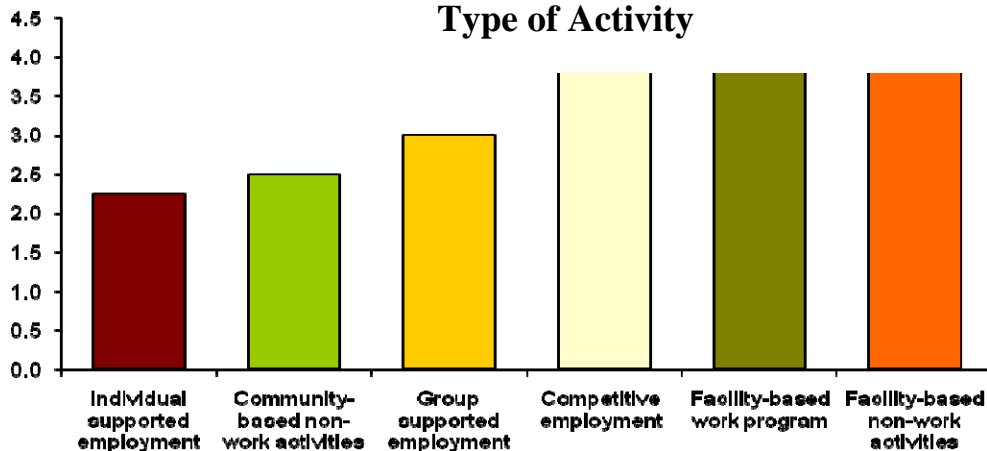
**Figure 3. Length of Time in Community Employment (10 or More Months in the Past Year) and Availability of Benefits**



### LENGTH OF EMPLOYMENT

The following charts display the length of time that individuals in the sample spent in the range of work and day settings, and also their tenure by level of disability. These data show a fairly long average tenure in competitive employment and similar longevity in facility based work and non-work settings. Not surprisingly, people with more severe disabilities are more likely to spend time in non-work settings. More surprising is the data in the second chart detailing the numbers of people with mild or no ID in non-work and facility work programs.

**Figure 4. Median Length (in Years) of Activity by Type of Activity**



**Figure 5. Median Length of Activity (in Years) by Type of Activity and Level of Intellectual Disability**



## CHOICE AND SATISFACTION

The following employment data on the choice and satisfaction of consumers was not taken from the Day/Educational/Employment supplement, but from the Consumer Survey itself. It should be noted that the “Choice” questions asked in the Consumer Survey can be answered by a proxy if the consumer is unable to. The “Satisfaction” questions, however, were only answered by the consumers. **The following tables include only responses from those for whom work activity was reported in the NCI Employment Data Supplement from. The activities listed below include unduplicated counts – that is, individuals who were exclusively doing that particular activity, not a combination of activities.**

<b>Table 2. Type of Employment/Day Activity and Level of Satisfaction and Socialization</b>					
	<b>Like work or day program</b>	<b>Has friends</b>	<b>Can see friends</b>	<b>Ever feel lonely</b>	<b>Sees family</b>
<b>Community-Based Work Activities</b>	92.1	78.1	85.8	7.7	78.6
<b>Facility-Based Work Activities</b>	91.6	78.1	84.4	7.2	81.7
<b>Non-Work Activities</b>	93.0	75.7	84.0	10.5	80.4
<b>N (Unduplicated)</b>	1439	2601	2391	2551	2213

<b>Type of Employment/Day Activity and Degree of Choice</b>				
	<b>Choose what to do in free time</b>	<b>Chose job or day activity</b>	<b>Chose job staff</b>	<b>Visited more than 1 job</b>
<b>Community Based Work Activities</b>	98.0	85.5	71.5	82.2
<b>Facility Based Work Activities</b>	96.3	73.9	69.5	71.2
<b>Non-Work Activities</b>	92.7	62.3	69.8	73.8
<b>N</b>	3683	3137	2917	2775

## CONSTRAINTS AND LIMITATIONS

Estimates for this report are based on data collected through the Consumer Survey. HSRI has made efforts to ensure that the information collected in this fashion is up-to-date, and accurate and complete. Since, only a small percentage of Consumer Survey respondents opted to provide employment information, there is potential for bias. We recommend that the information be used only with such caveats.

## SUMMARY OF FINDINGS

To recap, the following are some of the more interesting and provocative findings that resulted from this analysis of the Day/Vocational/Educational supplement to the NCI consumer survey:

- The largest group in the sample was exclusively engaged in non-work activities (35.1%);
- Over 50% of individuals with mild or no intellectual disability, and 75% of those with moderate disabilities were either working in a segregated type of setting or not employed;
- People with mild/moderate or no ID who live independently have a better chance of being employed in the community (47.6%) than those with the same level of ID living in community residences or with family (25.4% and 22.1% respectively);
- 48% of consumers' total occupied time is spent in unpaid work activities and only 7.5% of the total occupied time in the sample came from competitive employment;
- Overall 68% of earned wages came from community-based jobs; 32% came from facility-based work;

- Even though people spent on average fewer hours in community-based employment, they earned significantly more money than in other types of employment;
- People in different types of jobs experienced dissimilar degrees of choices, with those in community employment expressing significantly greater choice;

These findings suggest that state systems have been successful in placing some individuals with intellectual and developmental disabilities into competitive and supported employment. For those in community employment, their wages are higher, they have a greater range of choices and, in some instances, they are even receiving fringe benefits. These opportunities, however, are much more likely to accrue to people with less severe disabilities, individuals who are living independently and individuals with less severe disabilities. Concomitantly, there are still large numbers of individuals with mild or no intellectual disabilities who are not working or are relegated to facility-based employment. These data argue that there is still a lot of work to do to ensure more access to community employment for individuals with disabilities regardless of their level of disability and place of residence.

