

COMMUNITY SUPPORTED EMPLOYMENT



GOAL

Community inclusion and integration is important not just in terms of where you live, but also where you work, go to school and spend your spare time. Colorado is committed to providing a choice of day programs, including supports to enable individuals to have paying and satisfying jobs in the community. When work is not an appropriate goal, then community participation is another option that offers opportunities for inclusion through non-work activities in the community.

The terms used by Colorado to refer to efforts to afford community integrated jobs have varied over the years. Initially, such programs were called Community Integrated Employment and then later the term Supported Employment (SE) was used. For the purposes of this report, the term Community Supported Employment will be used.

PROGRESS TOWARDS THE GOAL

This section of the report addresses the following questions related to progress towards providing individuals with community integrated employment or other integrated day services.

- ❖ Has there been an increase in numbers of persons enrolled in community supported employment and who have community integrated jobs? (See Figure 17)
- ❖ What percentage of individuals who receive some type of day program service are receiving community supported employment and how has that changed over time? (See Figure 18)
- ❖ What proportion of individuals enrolled in community supported employment have community integrated jobs and how has that changed over time? (See Figure 18)

- ❖ Are individuals with developmental disabilities making more money relative to minimum wage? (See Figure 19)
- ❖ Are individuals working more or fewer hours on average? (See Figure 20)
- ❖ Are there differences in employment outcomes for those who received supported living services (SLS) or comprehensive services? (See Figure 21)
- ❖ Are hours worked and wages impacted by whether an individual is working in an integrated or non-integrated setting? (See Figure 22)
- ❖ What types of integrated work settings are provided for individuals in community integrated employment? (Figure 23)
- ❖ What types of day programs are being offered to persons with developmental disabilities? (Figure 24)

METHODOLOGY

All data within this section of the report are derived from the Core Indicators survey, with the exception of the numbers of persons employed and/or enrolled in day programs and supported employment, which were taken from the billing data on the CCMS (Community and Contract Management System) data system. Enrollment in Community Supported Employment was derived from the Core Indicators survey from 1998 forward since it was no longer a separate program into which enrollment could be directly determined from the billing data of CCMS. Data for 1994 through 1998 was not readily available for inclusion in this report as the Core Indicators surveys were not conducted during that period of time. (The performance measurement system was undergoing change during that period based on requests from the legislature.)

LIMITATIONS

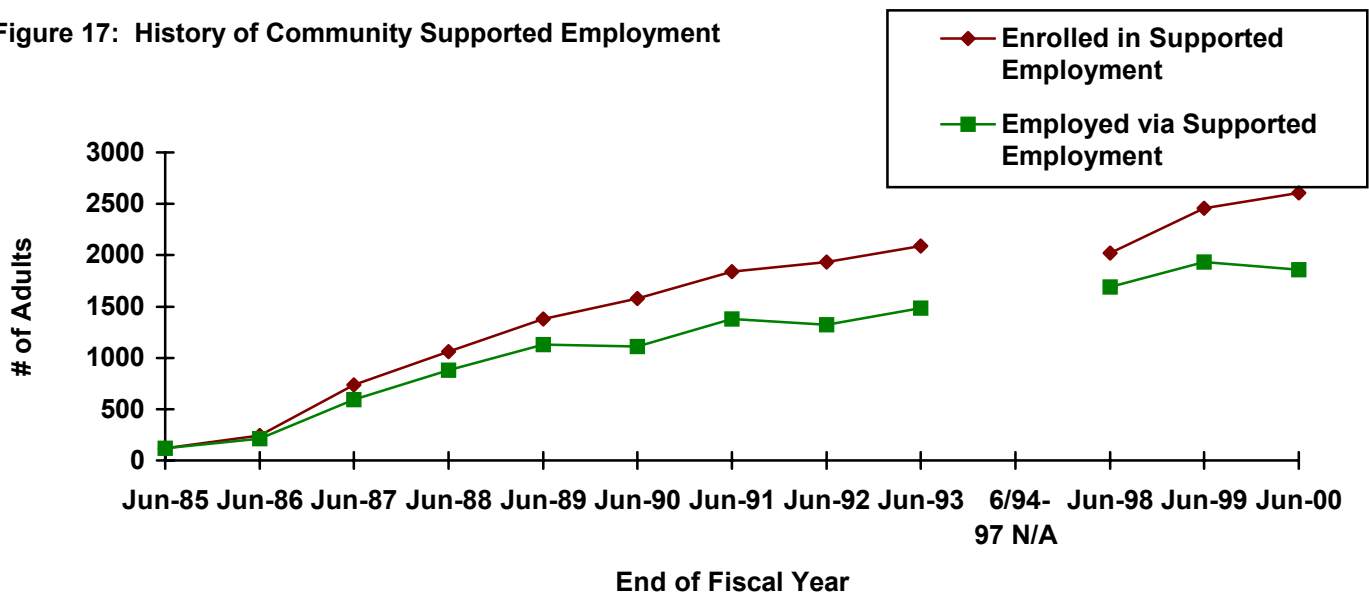
This section concentrates on enrollment, jobs in the community, hours worked, wages and job settings. It does not have any details regarding whether consumers like their jobs, would like different jobs and/or would like to work more hours. These questions were already addressed within the Satisfaction section of this report. The Core Indicators survey did not collect information relevant to determining whether individuals are offered choice in their day programs and/or are provided opportunities to make informed decisions through experience.

HISTORY OF COMMUNITY SUPPORTED EMPLOYMENT IN COLORADO

In FY 1985, DDS initiated a supported employment program to assist individuals with developmental disabilities to obtain and work in integrated community settings while gradually reducing the amount of specialized on-site training or on-going support services, when possible. That project provided supported employment to 122 adults at 13 of the 20 Community Centered Board service regions in FY 1985. By the end of FY 1988, the program was expanded to encompass all CCB service regions and 876 individuals were being served.

As Figure 17 shows, there has been rapid growth in the numbers of adults who are enrolled in a supported employment program in the community. Enrollment increased from 122 adults in 1985 to 2,604 adults in 2000 (per the survey). The number of adults in those programs who had community integrated jobs has also increased from 117 in 1985 to 1,728 adults in 2000 (per CCMS). Additionally, the proportion of adults in a day programs who received supported employment in the community has increased from about 1 out of 5 adults in 1987 (19.7%) to almost 1 in every 2 by the year 2000 (45.7%). (See Figure 18.)

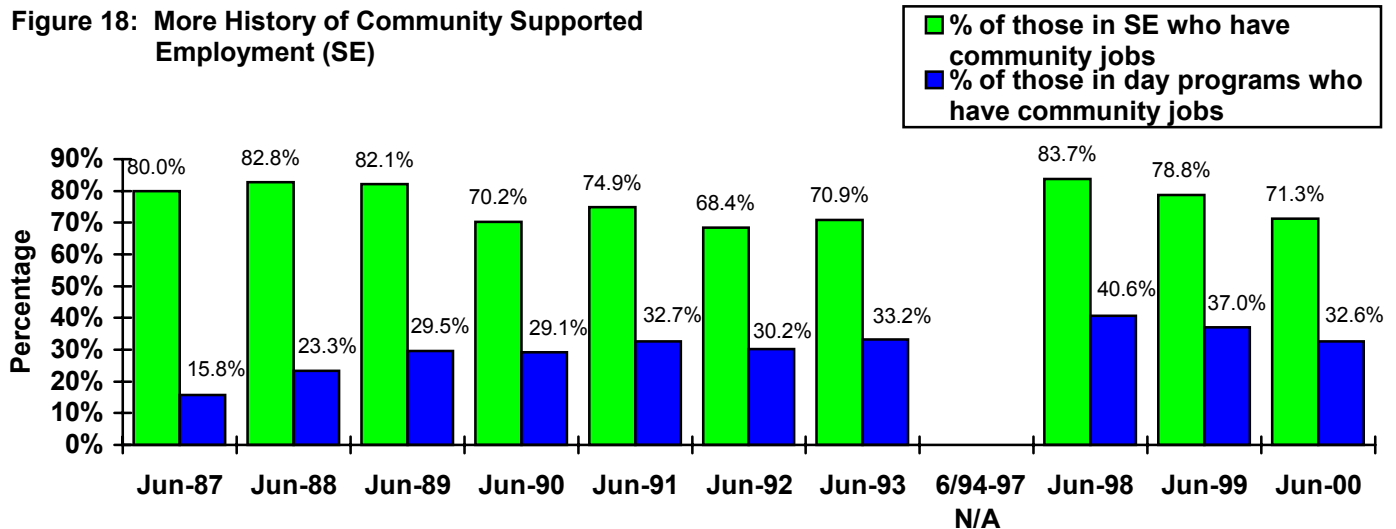
Figure 17: History of Community Supported Employment



“By working together, legislators, state agency personnel, and business leaders can create a climate in which people with developmental disabilities will have an opportunity to work and receive fair wages and benefits.”

Wright and King, National Conference of State Legislatures Task Force, 1991

Figure 18: More History of Community Supported Employment (SE)



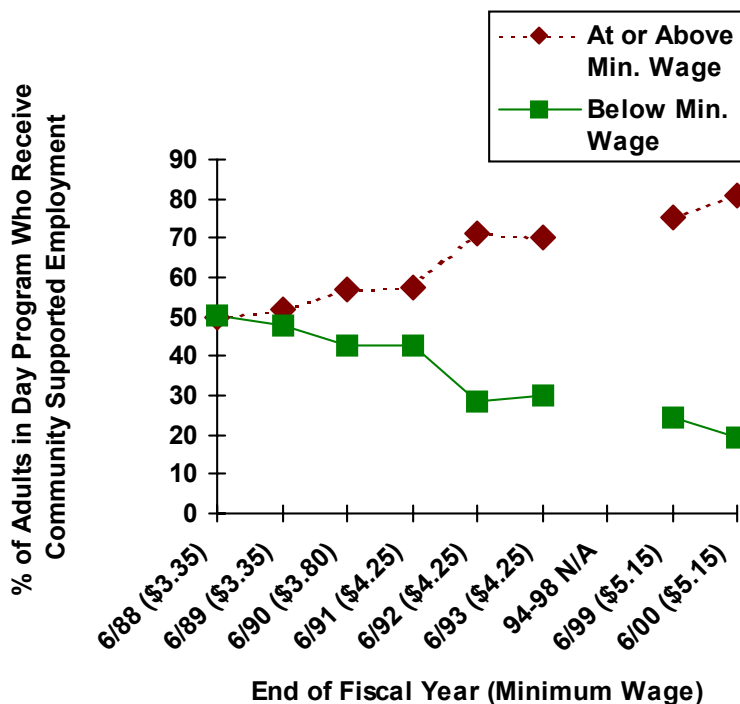
As Figure 18 depicts, there was a fairly steady increase in the percentage of adults in day programs who had supported jobs in the community from 1987 to 1998 (from 15.8% to 40.6%). However, more recently there has been a decrease from 40.6% in 1998 to 32.6% by 2000.

The percentage of persons receiving supported employment services who were actually employed in a community integrated job has varied from a low of 68.4% in 1992 to a high of 83.7% in 1998. There is no clear trend for this statistic, since it was fairly stable in the low 80%'s from 1987 to 1989, then dropped and was fairly steady in the low to mid-70%'s for the next 4 years. In 1998, it rose to a high of 83.7% and then dropped back to the low 70%'s in 2000. However, there was a drop from 83.7% to 71.3% from 1998 to 2000 in the number of adults receiving supported employment who actually had a job in the community. This drop occurred despite the fact that Colorado's rate of unemployment was quite low during 2000 (2.5% in Colorado as compared to a national rate of 4.0% based on the U.S. Bureau of Labor Statistics for December, 2000). The unemployment rate is growing in Colorado and across the nation (5.2% in Colorado and 5.8% nationwide as of December, 2001) and this may make it harder for adults with developmental disabilities to find community integrated jobs.

“Assumptions about what constitutes good vocational programming are changing. Individuals with severe disabilities previously were thought to require training in segregated sheltered workshops or adult training centers before entering the work force. Historically, most people entering these training facilities never left. In the last few decades, professionals have moved toward newer models, such as supported employment, where job coaches help individuals who work in paid jobs, often side by side with workers without disabilities.”

Wright and King, National Conference of State Legislatures Task Force, 1991

Figure 19: History of Wages in Supported Employment in the Community



HISTORY OF WAGES IN COMMUNITY SUPPORTED EMPLOYMENT

It is a goal that adults with developmental disabilities earn minimum wage or better. The following points summarize findings regarding this goal (Figure 19):

- ❖ The percentage of adults earning at or above minimum wage increased from 1988 to 1992 and then held steady from 1992 to 1999 with an increase in 2000.
- ❖ Approximately 80.9% of adults with community supported employment jobs were earning at or above minimum wage in 2000 as opposed to 49.8% in 1988.

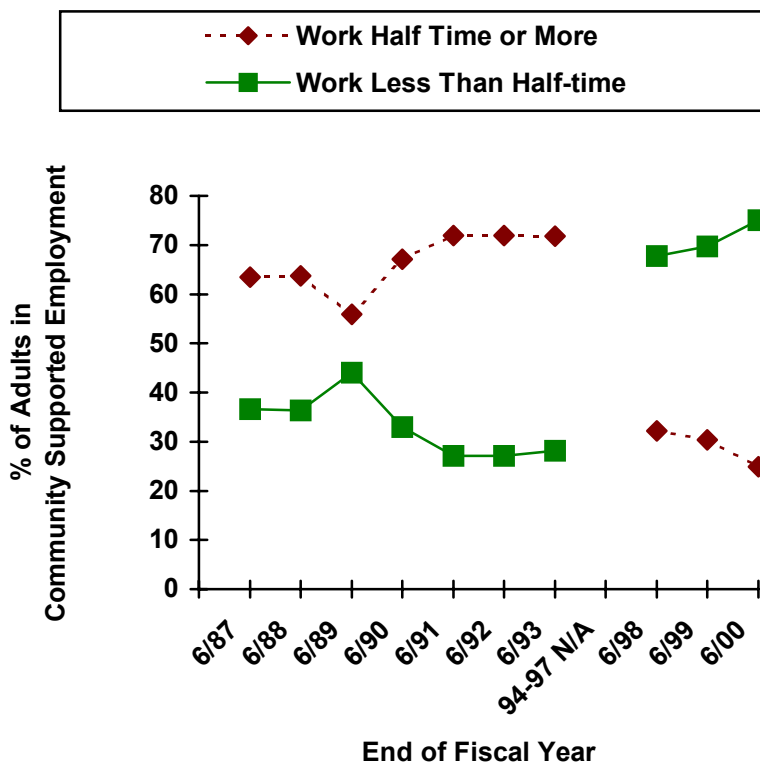
Figure 20: History of Hours Worked in Supported Employment in the Community

HISTORY OF HOURS WORKED IN COMMUNITY SUPPORTED EMPLOYMENT

It is also a goal that adults with jobs work at least half time or better (i.e. 20 hours/week or more). Figure 20 shows the percentage of adults holding community integrated jobs as a function of the number of hours they worked in an average week from 1987 through 2000. The findings from this figure can be summarized as follows:

- ❖ The percentage of adults with community integrated jobs who worked half time or more increased from 1985 to 1993 (with a dip in 1989). By 1993, 71.7% were working half-time or more.
- ❖ In the last three years (from 1998-2000), this trend has reversed and 24.9% were working half time or more by 2000.

It is not known whether this change in hours worked is partially due to a larger proportion of individuals with more intensive needs being served in this program, consumer choice, reduced support hours being provided or for other reasons. The reasons for this trend should be further investigated.



Outcomes of Services and Supports for Persons with Developmental Disabilities

COMMUNITY SUPPORTED EMPLOYMENT IN YEAR 2000

Figure 21 below provides some summary information regarding employment of adults with developmental disabilities in Colorado in 2000. The significance level is shown in Column 3 and 5 when differences were statistically significant based on the Chi Square Test.

COMPARISON OF EMPLOYMENT VIA SUPPORTED LIVING SERVICES (SLS) AND COMPREHENSIVE SERVICES IN YEAR 2000 (Refer to Columns 1-3)

Key findings are summarized below:

- ❖ Adults served by CCBs were more likely to be enrolled in community supported employment if they were served via the SLS program (Column 1) than if they were provided Comprehensive Services (Column 2) and these differences were significant at the 0.1 levels.
- ❖ Similarly, adults enrolled in Supported Employment were more likely to be employed if they were in the CCB SLS program than if they were in the CCB Comprehensive Services program.
- ❖ Likewise, adults enrolled in Supported Employment via CCBs had higher average wages and worked more hours per week on the average if they were in the SLS program than if

they were in the Comprehensive Services program.

- ❖ Adults who worked in non-integrated settings did work more hours per week if they were served through Comprehensive Services than if served via SLS.

COMPARISON OF YEAR 2000 EMPLOYMENT RESULTS FOR ADULTS PROVIDED CCB COMPREHENSIVE SERVICES BY SETTING SIZE (Refer to Columns 4-6)

Generally speaking, adults residing in smaller residential settings were more likely to receive community supported employment and to have community jobs than were adults in larger residential settings. They also made higher wages on the average in community jobs and in non-integrated jobs. Adults residing in smaller residential settings worked similar hours in community jobs as compared to those in larger residential settings, but worked longer hours in non-integrated jobs than did adults in larger residential settings.

COMPARISON OF EMPLOYMENT OF ADULTS SERVED BY CCBS IN YEAR 2000 to 1993 (Refer to Column 7 and 8)

The percentages of adults served by CCBs who are enrolled in a day program, who receive community supported employment and have community jobs are very similar in 2000 as compared to 1993.

Figure 21: Employment Statistics Comparing CCB Major Services, CCB Comprehensive Services Setting Sizes, and Adults in CCB Services in Year 2000 to Year 1993

	Comparison of CCB Adult Services - 2000			Comparison by Size of CCB Comprehensive Serv. - 2000			Comparison to 1993	
	Supp'd Living Services (SLS)	Comprehensive Serv. (Comp)	Stat. Signif. Level	Indiv. Setting (3 or fewer persons)	Group Home (4+ persons)	Stat. Signif. Level	Adults in CCB Services - 2000	Adults in CCB Services - 1993
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8
% Enrolled in Day Program	95.6%	97.4%		98.0%	96.2%		96.6%	93.7%
% of Those in a Day Program who receive Community Supported Employment (SE)	52.1%	42.1%	.011	48.8%	28.8%	.000	46.4%	46.8%
% of Those in SE who are Employed	79.7%	63.9%	.002	69.7%	44.4%	.006	71.3%	70.9%
Average Wage for those in SE (community integrated work)	\$7.18	\$5.09	**	\$5.16	\$4.73	**	\$6.22	N/A*
Average Hours per Week in Work for those in SE (community integrated work)	19.39	16.25	**	16.24	16.29	**	17.9	N/A*
Average Wage for those in non-integrated work	\$4.72	\$2.84	**	\$3.07	\$2.55	**	\$3.70	N/A*
Average Hours per Week in Work for those in non-integrated employment	19.10	21.25	**	22.67	19.71	**	20.4	N/A*

*N/A – not available in 1993 ** Differences in wages and hours worked not tested for significance level.

Outcomes of Services and Supports for Persons with Developmental Disabilities

WAGES AND HOURS WORKED COMPARED BY JOB SETTING FOR ADULTS SERVED BY CCBS IN YEAR 2000 (Refer to Figure 22)

The differences in wages and hours worked are compared in Figure 22 for adults with developmental disabilities who were provided employment services through CCBS by whether they worked in integrated or non-integrated settings. The following points summarize the findings:

- ❖ Adults who worked in integrated settings were more likely to be paid at or above minimum wage (80.8%) than were adults who worked in non-integrated settings (27.3%). These differences were statistically significant at the .0001 level.
- ❖ The average hourly wage for adults working in integrated settings was \$6.22 as compared to \$3.70 for those working in non-integrated settings.
- ❖ Adults who worked in non-integrated settings were more likely to work half time or longer (55.4%) than were adults who worked in integrated settings (24.6%). These differences were statistically significant at the .0001 level.

Figure 22: Employment Statistics Comparing Employment of Adults Served by CCBS for Integrated and Non-Integrated Settings

	Integrated	Non-Integrated	Statistical Significance Level	Total CCB Employment
	Col. 1	Col. 2	Col. 3	Col. 4
Wage Information				
% At or above Min. Wage*	80.8%	27.3%	.0001	71.9%
% Below Min. Wage*	19.2%	72.7%		28.1%
Average Hourly Wage	\$6.22	\$3.70		\$5.86
Hours Worked Per Week				
% Work Less than Half Time	75.0%	44.6%	.0001	66.9%
% Work Half Time to Full Time	24.6%	55.4%		32.8%
% Work More than Full Time	0.4%	0.0%		0.3%
Average Hours per Week	17.9	20.4		19.8

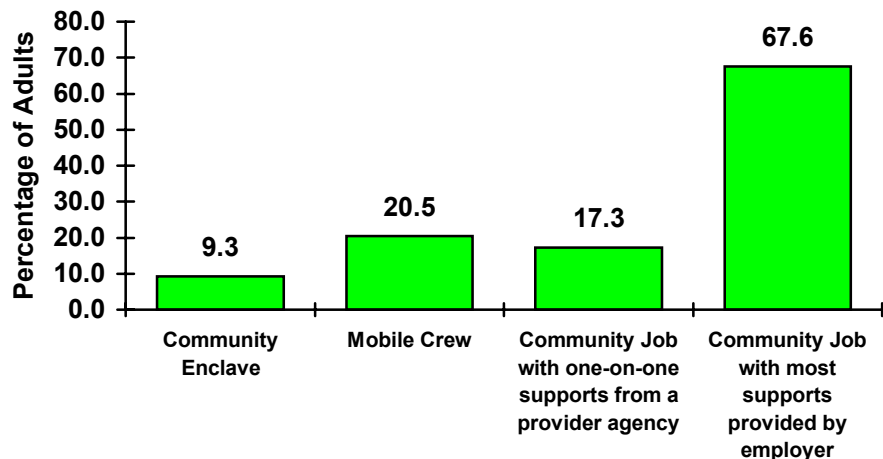
* Minimum wage was \$5.15 in 2000.

- ❖ The average hours worked per week was 20.4 for adults working in non-integrated settings as compared to 17.9 hours/week for those working in integrated settings.
- ❖ Ignoring whether someone was working in an integrated setting or not, the overall average hourly wages were \$5.86 for adults with developmental disabilities who were provided employment services through CCBS in 2000. Those same individuals were working an average of 19.8 hours per week.

WORK SETTINGS FOR CCB ADULTS WHO HAD COMMUNITY INTEGRATED JOBS IN YEAR 2000

Most community integrated jobs are individually held jobs (85% - see last two bars in Figure 23). Other work settings include mobile crews (20.5%) and enclaves where a group of individuals with developmental disabilities work at a community job site. Most adults served by CCBS who have jobs in the community are receiving most of their day-to-day job supports from the employer (67.6%) rather than from paid staff of a CCB or sub-contract service provider.

Figure 23: Work Setting for those with Supported Jobs in the Community - Year 2000 (Total of Columns exceeds 100% since adults can have jobs in more than one setting.)



TYPES OF DAY PROGRAM ACTIVITIES FOR ADULTS SERVED BY CCBS IN YEAR 2000 (Refer to Figure 24)

There are many types of day program activities in which adults with developmental disabilities may be involved. These include both work related (such as paid work, volunteer work or pre-employment activities) and non-work related activities (such as community participation or non-work activities in facility settings).

Figure 24 indicates that a higher percentage of adults are provided some type of non-work day activity than are provided work related services (76% when the last two bars in Figure 24 are summed).

Note that adults may have more than one type of day program and may have both a work and non-work program and/or both a community integrated and non-integrated program.

Similar information is collected through the CCMS data system, but in four categories (integrated work, non-integrated work, integrated non-work, and non-integrated non-work). The percentages were similar for CCMS, except for the non-work non-integrated category was 41.0% as opposed to the 12.9% shown below for non-vocational work in a facility setting. The reason for this discrepancy is not known.

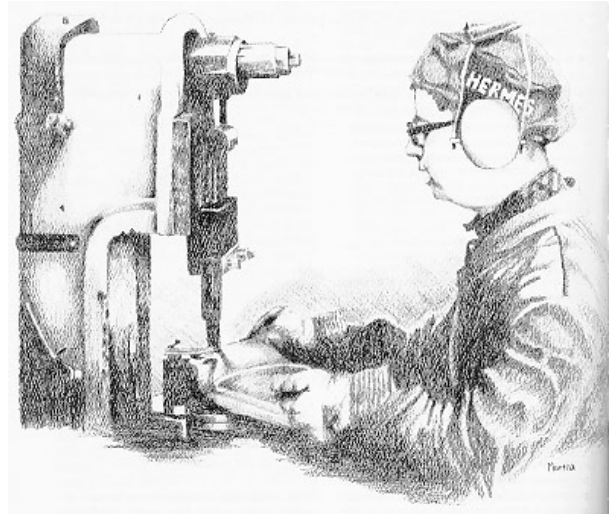


Figure 24: CCB Day Program Activities - Year 2000 (Total of Columns exceeds 100% since adults can have jobs in more than one setting.)

