

### Report prepared by:

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# Iowa Coalition for Integrated Employment Employment Outcomes Data Collection Pilot

## University of Iowa Stead Family Children's Hospital

Center for Disabilities and Development

# Purpose of this Data Collection Pilot

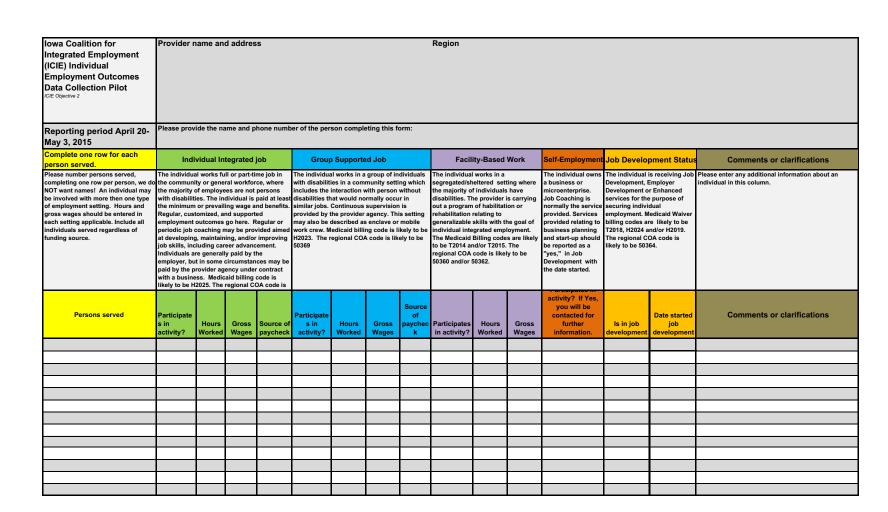
This pilot project was undertaken in an effort to lay a foundation for employment data and outcome data collection statewide. The goal was to test a collection method and data points for gathering individual level information on the outcomes of the employment related services provided through public funds. A secondary goal was to obtain some baseline data useful to gauge the impact of the employment systems change work underway.

Participants for this data pilot were recruited through individual contacts, meetings with Iowa Coalition for Integrated Employment (ICIE) staff, and consultation with Mental Health and Disabilities Services (MHDS) regional CEO's. They were selected from all parts of the state, and represent both urban and rural locations, and small and large size providers.

### **Data Collection Method**

The survey instrument was a fairly simple Excel worksheet. The data requested was for de-identified individuals served during the two week period of April 20 through May 3, 2015 in one or more of the following settings:

- Individual Jobs (job coaching)
- Group Services (enclave)
- Facility Based Services (pre-vocational services)
- Self-Employment
- Job Development



Sample of Excel worksheet used to collect data.

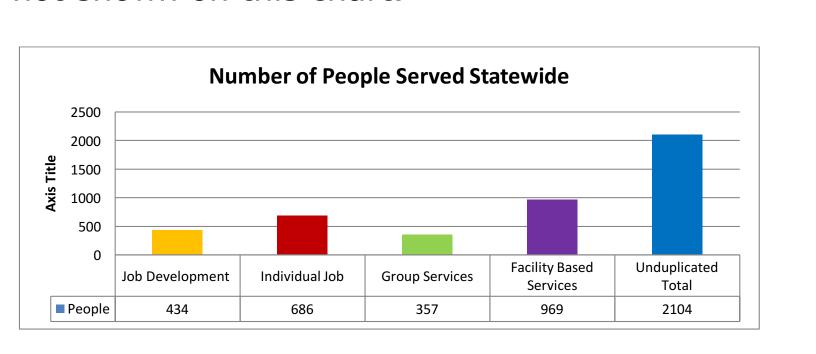
# The Outcomes Data Collection Pilot Report

Summarizes the process feedback and the individual outcomes data collected. Nineteen (19) employment service providers participated from 29 distinct locations. These providers represented 12 MHDS Regions. A goal in inviting providers was to ensure broad representation across Regions, and to gather input from diverse stakeholders. Providers invited from two Regions did not respond, therefore those two Regions are not represented in this data.

An unduplicated total of 2,104 persons received services during a two-week time period in late spring, 2015. The providers surveyed support persons who work in individual, group, and facility-based settings, and those who are self-employed or receiving job development services.

### CHART 1 NUMBER OF PEOPLE SERVED STATEWIDE

Four (4) reported self-employment outcomes are not shown on this chart.



### **Statewide Data**

The number of hours worked, the wages earned and the service setting (individual, group or facility) was collected by individual. Those receiving job development services were also reported. Many people received more than one service during the reporting period.

TABLE 1 DISPLAYS THE STATEWIDE DATA

	Individual Jobs	Group Services	Facility Based Services	Self Employed	Participating in Job Development
Number of people reported	686	357	969	4	434
Avg. hours worked in 2 weeks	25	17	23.5		
Avg. earnings over 2 weeks	\$170	\$97	\$76		
Average hourly earnings	\$8.67	\$5.70	\$3.23		

Those in individual jobs work an average of 25 hours or 12.5 hours per week and make \$8.67 per hour. Those in group settings average 17 hours or 8.5 hours per week and receive an average \$5.70 per hour. Those in facility settings average 23.5 hours or 11.75 hours per week and receive an average \$3.23 per hour.

# Provider Data Collection Focus Group Feedback

A Focus Group of participating providers meet with 11 of the 19 participating providers in attendance. The purpose was to get feedback from the providers participating in the data collection pilot to help inform future projects of statewide data collection. The MHDS systems redesign with the outcomes and performance measure mandate, and Medicaid modernization needs, coincide to make this work important. A key product of this work will be informing other data collection efforts.

### **Definitions**

Participants thought that the definitions were clear and self-explanatory. Two MHDS Regions have adopted this data collection instrument for their monthly reporting. Recently, Iowa Medicaid announced these definitions will be used for outcomes reporting by the Managed Care Organizations.

# Data Gathering, Collection & Data Entry Process:

Most providers reported it took about one week to gather the data, and four to eight hours for data entry, with the variability based on the number of individuals and the sophistication of the providers information systems.

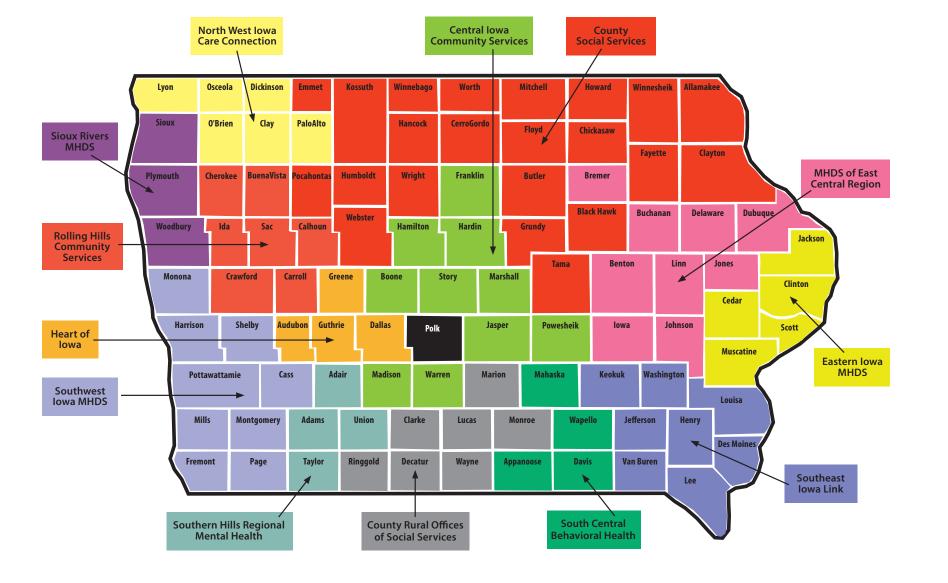
### **General Comments**

Providers want to be able to compare themselves to others (among providers, and among Regions). The information could be used as tool for staff development and advocacy. Providers indicated there would be benefit to collecting data every six months to see how things are changing

# Individual Employment Outcomes -Aggregate Findings

A secondary goal of this pilot was to obtain baseline data useful to gauge the impact of the employment systems change work underway. The actual individual employment outcomes and "generalizable" statewide data can be used going forward to measure the impact of current systems change efforts on actual employment of people with disabilities. A goal in inviting providers was to ensure broad representation across Regions, and to gather input from diverse providers based on size and urban or rural locations.

### **Regional Data**

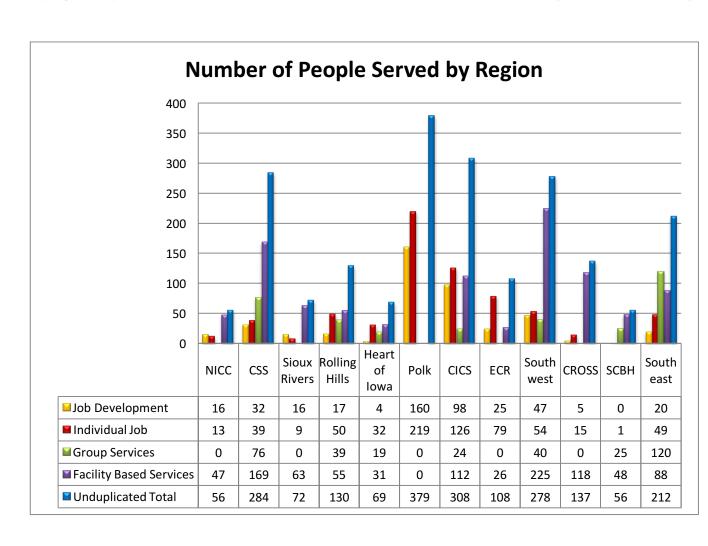


Data was not received from the Southern Hills Region nor the Eastern Iowa Region. Data from Polk region included only individual outcomes.

### Regional Data Charts

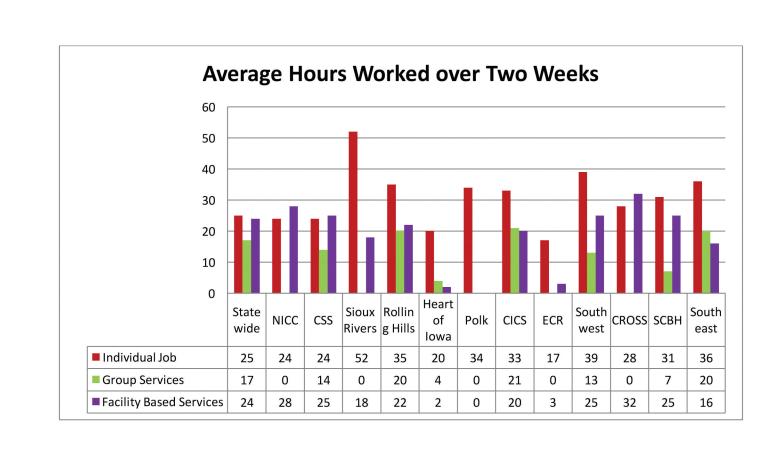
### CHART 2:

PERSONS SERVED IN EACH SETTING BY REGION.



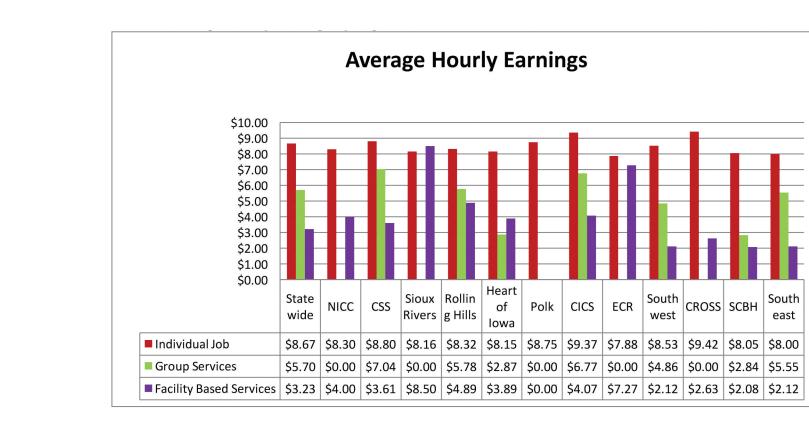
### CHART 3:

AVERAGE HOURS WORKED OVER TWO WEEKS BY REGION.



### CHART 4:

AVERAGE HOURLY EARNINGS BY REGION



### **Self-Employment Outcomes**

There were four self-employment outcomes reported. These individuals receive job coaching and some job development services. They report working from three to ten hours per week, and making \$7.25 to \$10.00 per hour. Self-employment is many times a viable option for people with disabilities due to the flexibility; there are many examples of successful businesses owned by Iowans with disabilities.

### Job Development

Job Development services were provided to 434 people. This equates to approximately 25% of the individuals receiving services.

### CHART 5:

SHOWS THE NUMBER OF DAYS IN JOB DEVELOPMENT ACTIVITY.

