

Report

Iowa Coalition for Integrated Employment Employment Outcomes Data Collection Pilot

Report prepared by:

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I. Executive Summary

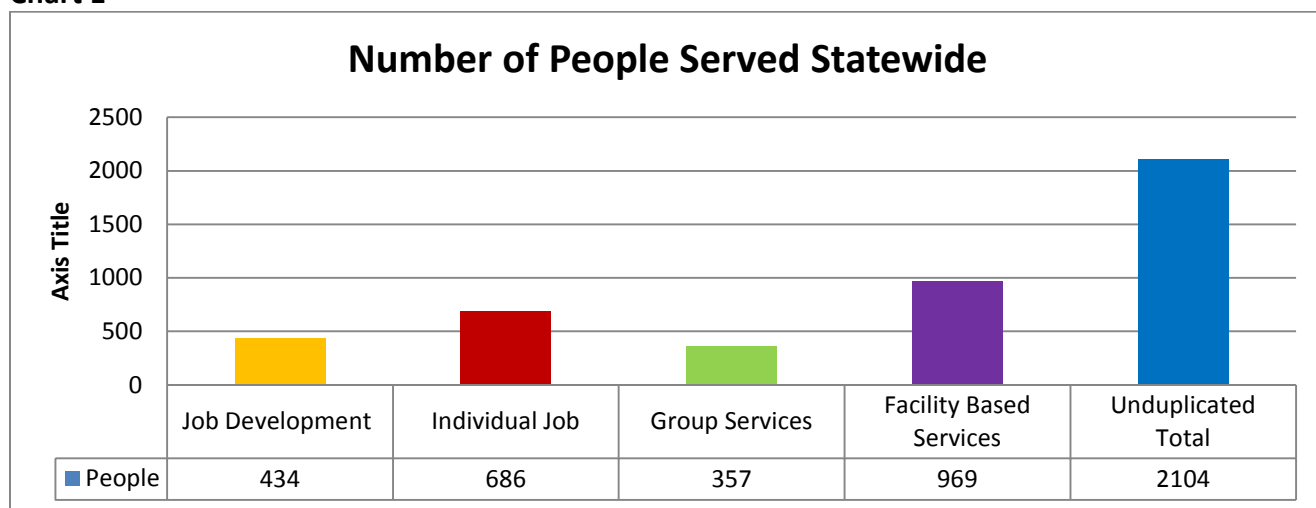
“Outcomes reporting” has become a buzz-word around the country recently. Iowa is one of many states looking to improve our collection and use of outcomes data in the realm of employment for people with disabilities. Going back to 2009, when Iowa joined the State Employment Leadership Network (SELN), gathering and reporting individual employment outcomes has received increasing attention. With the Mental Health and Disability Services (MHDS) system redesign came the mandate to collect and report on individual and system level outcomes. Given the need to be accountable for the effective use of public dollars, the systems change work to increase integrated employment outcomes, and because “what gets counted gets done” the tracking and reporting of individual outcomes becomes necessary.

The Iowa Coalition for Integrated Employment (ICIE) provided the resources for this pilot project based on their objectives to “Develop an outcome measurement system that is shared across state agencies and grassroots stakeholders to measure employment success for consistent systems improvement,” 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 gage the impact of the employment systems change work underway. To that end, nineteen (19) providers from 29 locations, and representing 12 MHDS Regions, participated in this data collection pilot.

This report summarizes the process feedback and the individual outcomes data collected from these 19 providers. 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, below gives a visual display of this distribution. There were four (4) self-employment outcomes reported; these are not shown on this chart.

Chart 1



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.

This chart summarizes the 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	\$216	\$97	\$76		
Average Hourly Earnings	\$8.67	\$5.70	\$3.23		

Participants for this data pilot were recruited through individual contacts, meetings with ICIE staff, and consultation with 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. Only two of those invited declined to participate.

II. Participating Providers Region

Candeo*	Polk
Christian Opportunity Center (3 locations).....	Central Iowa Community Services (CISS) County Rural Offices of Social Services (CROSS) South Central Behavioral Health (SCBH)
Crossroads of Western Iowa	Southwest Iowa MHDS (Southwest)
Exceptional Persons Inc.....	County Social Services (CSS)
Genesis Development Center (5 locations).....	Central Iowa Community Services (CISS) Heart of Iowa Rolling Hills Community Services (Rolling Hills)
Goodwill of Central Iowa*	Polk
Goodwill of the Great Plains (3 Location).....	County Social Services (CSS) Rolling Hills Community Services (Rolling Hills) Sioux Rivers MHDS (Sioux Rivers)
HOPE*	Polk
Hope Haven Area Development Center	Southeast Iowa Link (Southeast)
Horizons Unlimited of PAC Inc.	North West Iowa Care Connection (NWICC)
Link*	Polk
MOSIAC of South Central Iowa.....	County Rural Offices of Social Services (CROSS)
Nishna Productions Inc.	Southwest Iowa MHDS (Southwest)
Opportunity Village	County Social Services (CSS)
Progress Industries	Central Iowa Community Services (CICS)
Systems Unlimited Inc.....	MHDS of East Central Region (ECR)
The Vocational Development Center Inc.	Southwest Iowa MHDS (Southwest)
WCDC Inc.	Southeast Iowa Link (Southeast)
Wesco Industries	Rolling Hills Community Services (Rolling Hills)

** Polk County collects Employment Data for their “Scorecard,” from four providers. The employment data included in this report for these providers is on an aggregate basis.*

MHDS Regions

The map of Iowa is divided into 16 colored regions, each representing a different Mental Health and Developmental Services (MHDS) provider. The regions and their corresponding counties are:

- North West Iowa Care Connection (Yellow):** Lyon, Osceola, Dickinson, Emmet, Kossuth, Winnebago, Worth, Mitchell, Howard, Winneshiek, Allamakee.
- Rolling Hills Community Services (Red):** Cherokee, Buena Vista, Pocahontas, Humboldt, Wright, Franklin, Butler, Bremer, Ida, Sac, Calhoun, Crawford, Carroll, Greene, Boone, Story, Marshall.
- County Social Services (Blue):** Lyon, Osceola, Dickinson, Emmet, Kossuth, Winnebago, Worth, Mitchell, Howard, Winneshiek, Allamakee, Fayette, Clayton, Buchanan, Delaware, Dubuque, Tama, Benton, Linn, Jones, Jackson, Clinton, Cedar, Scott, Muscatine, Louisa, Des Moines, Lee.
- Sioux Rivers MHDS (Purple):** Sioux, O'Brien, Clay, Palo Alto, Hancock, Cerro Gordo, Floyd, Chickasaw, Plymouth, Cherokee, Buena Vista, Pocahontas, Humboldt, Wright, Franklin, Butler, Bremer, Woodbury, Ida, Sac, Calhoun, Webster, Hamilton, Hardin, Grundy, Black Hawk, Buchanan, Delaware, Dubuque.
- Heart of Iowa (Orange):** Harrison, Shelby, Audubon, Guthrie, Dallas, Polk, Jasper, Poweshiek, Iowa, Johnson, Cedar, Scott, Muscatine.
- Central Iowa Community Services (Green):** Harrison, Shelby, Audubon, Guthrie, Dallas, Polk, Jasper, Poweshiek, Iowa, Johnson, Cedar, Scott, Muscatine.
- Southwest Iowa MHDS (Light Blue):** Pottawattamie, Cass, Adams, Union, Clarke, Lucas, Monroe, Wapello, Jefferson, Henry, Fremont, Page, Taylor, Ringgold, Decatur, Wayne, Appanoose, Davis, Van Buren, Lee.
- Southern Hills Regional Mental Health (Brown):** Adams, Union, Clarke, Lucas, Monroe, Wapello, Jefferson, Henry, Taylor, Ringgold, Decatur, Wayne, Appanoose, Davis, Van Buren, Lee.
- County Rural Offices of Social Services (Grey):** Adams, Union, Clarke, Lucas, Monroe, Wapello, Jefferson, Henry, Taylor, Ringgold, Decatur, Wayne, Appanoose, Davis, Van Buren, Lee.
- South Central Behavioral Health (Dark Green):** Adams, Union, Clarke, Lucas, Monroe, Wapello, Jefferson, Henry, Taylor, Ringgold, Decatur, Wayne, Appanoose, Davis, Van Buren, Lee.
- MHDS of East Central Region (Pink):** Buchanan, Delaware, Dubuque, Tama, Benton, Linn, Jones, Jackson, Clinton, Cedar, Scott, Muscatine.
- Eastern Iowa MHDS (Light Yellow):** Cedar, Scott, Muscatine.
- Southeast Iowa Link (Light Blue):** Louisa, Des Moines, Lee.

November 1, 2015

III. Purpose of this Pilot

This pilot project was undertaken in an effort to lay a foundation for employment data and outcome data collection statewide. This is in line with best practices from states who do well in the employment of people with disabilities, the mandate to collect individual and system outcomes and with Objective 2 of the Iowa Coalition for Integrated Employment (ICIE), which is “*Develop an outcome measurement system that is shared across state agencies and grassroots stakeholders to measure employment success for consistent systems improvement.*” 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. The completion of this pilot and the results demonstrate how the goals of several data collection efforts can be united.

IV. Data Collection Method

Iowa has been engaged with SELN and ICIE technical assistance for the past few years in several efforts to begin individual outcomes data collection. In fact, early work in employment outcomes reporting informed the MHDS legislatively mandated outcomes and performance measurement plans when the employment data points were named as examples of individual outcomes.

The survey instrument was developed by SELN from one in use in the state of Massachusetts and is 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

Appendix B includes the data collection worksheet.

Participating providers received the data collection worksheet, settings definitions, and instructions on June 5 by email and were invited to participate in training webinars held June 18, 2015. The data was requested by June 30, 2015. Follow-up phone calls were made to providers who had not returned data, and to those where clarification was needed. Nineteen (19) employment service providers from 29 distinct locations submitted data. Unduplicated total of individuals was 2,104, which is nearly 25% of those receiving employment related services statewide. These providers represented 12 of the 14 MHDS Regions. No provider submitted data from Eastern Iowa and Southern Hills Regions. The total individuals and the regional distribution of the submitted data combine to indicate the data is generalizable statewide.

V. Provider Focus Group Feedback

The first goal of this pilot 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. To that end a Focus Group of participating providers meet on September 15, 2015 with 11 of the 19 participating providers in attendance. The purpose of the meeting 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 is to inform 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.

Reporting the setting, hours, wages, and job development participation

Issues with reporting arose occasionally, particularly in the following situations:

- ✓ Individuals who are volunteering and utilizing prevocational funding
- ✓ Those in “Discovery” and might be on a job shadow or volunteer experience (who were then counted in the Job Development category)
- ✓ Individuals who are utilizing Vocational Rehabilitation (VR) funding that are in “Discovery,” but they are not necessarily in Job Development yet.
- ✓ Situations where prevocational funding is used, but the individual is participating in a job exploration program on an individual basis, not facility based ‘work’. Examples include Project Search and Adult Career Exploration (ACE). One large provider’s ACE is intended to increase the client’s marketability and help them transition out of a facility setting.
- ✓ Several providers (CRPs) described situations where the individual is in an integrated job where they act as the employer of record and are an insulator for the employer. Example: Provider was customizing an individual position that paid less than \$10/hour and the employer did not want to have anyone on the payroll paid less than \$10/hour. Individual is paid at \$8/hour by the provider.
- ✓ One CRP shared an example where they contract for a dishwashing position. If the client is not available to do the job, staff fills in and does the work. The provider *organization* is hired to do the *task*, rather than an individual person hired for a job. The CRP utilizes this arrangement for job skill training.
- ✓ CRPs recorded what would have been “normal” for the two week pay period, even though this meant some clients had zero work hours/earnings if not on the job due to vacation or sick leave during the report period.
- ✓ To collect the wage amount, some CRPs asked each individual for their hourly wage and hours worked in one week, and multiplied by two to capture a two-week period, others used job placement information, and when paid by the provider the finance department pulled the data.

Data Gathering, Collection & Data Entry Process

- ✓ Most providers reported it took about one week to gather the data.
- ✓ The time for data entry ranged from four (4) hours to eight (8) hours.
- ✓ The variability seemed to depend on the number of individuals being reported on and the sophistication of information or billing systems already in place for the CRP.
- ✓ Providers uniformly said the process would have gone more smoothly
 - if they knew in advance the dates of the reporting period
 - if the same reporting was used across E1st, IACP, ICIE and Regional efforts
 - If there were a system that allowed the provider to maintain HIPAA compliance, but made it easier to match individuals with the number/letter associated with the client. Some providers used a payroll number.

General Comments

- ✓ One provider said there would be benefit to collecting data every six months to see how things are changing.
- ✓ One provider wished for a way to recognize the value of volunteering.
- ✓ Many respondents were thankful that there was not a requirement to collect paystubs from the clients involved in the data collection.
- ✓ Respondents want to be able to compare themselves to others (among providers, and among Regions).
- ✓ There needs to be a way to share the data so that staff can see others are going through the same changes, and support staff morale.
- ✓ The report results could be used as an advocacy tool.

In summary, the data collection process and tool were not seen as burdensome for these providers to complete. Providers felt the information was useful and expressed the willingness to collect this data on an ongoing basis. The process improvements of advance announcement of the reporting period and simplifying individual reporting compliant with HIPPA can be addressed in future data collection efforts. The data elements collected in this pilot are the same ones cited in the MHDS Redesign Outcomes and Performance Measurement Workgroup Report and are widely used nationally to collect and report individual employment outcomes.

VI. Individual Employment Outcomes

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.

VII. Aggregate Findings

Statewide Data

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.

Statewide, the providers surveyed reported serving an unduplicated 2,104 persons. See table 1 below for the distribution of individuals, hours, and earnings, by setting.

Further breakdown shows that of the 969 receiving facility based services, 775 received only Facility based services, while 194 were also receiving services in one or more of the other settings the breakdown is as follows:

- ✓ 123 participating in both Group and Facility-based services.
- ✓ Forty-six (46) were working in Individual Jobs and receiving Facility-based services, while Twenty-five (25) people were working both Individual and Group jobs.
- ✓ Ten (10) people worked Individual jobs, and participated in Group and Facility-based services during these two weeks.

Four (4) people were receiving Self Employment services in the two weeks of the survey pilot, and 434 people were in Job Development during this time. For 236 individuals, Job development was the only service received. Of those receiving Job Development services:

- ✓ 100 were also receiving Facility-based services
- ✓ Forty (40) were receiving Group services
- ✓ Fifty-eight (58) were in Individual jobs.

Based on this data and on a statewide basis:

- ✓ 32% have Individual jobs
- ✓ 17% receive Group services
- ✓ 46% receive Facility based services
- ✓ 20% are in Job development
- ✓ 57% receive only Facility based services
- ✓ 9% receive only Job Development
- ✓ Of the 434 individuals receiving Job Development, only 100 are from the Facility based service category.

Table 1 displays the Statewide Data.

Table 1

	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	\$216	\$97	\$76		
Average Hourly Earnings	\$8.67	\$5.70	\$3.23		

Regional Data

Northwest Iowa Care Connection (NICC)

One provider submitted data from the Northwest Iowa Care Connection (NICC) Region, serving 56 people. Of those:

- ✓ Thirteen (13) people received Individual employment services, working an average of 24 hours per two-week period (12 hours/week), and earning an average wage of \$8.30 per hour.
- ✓ No Group services were delivered.
- ✓ Facility based services were delivered to 47 people, who worked an average 28 hours per two-week period (14 hours/week), and earned an average wage of \$4.00 per hour.
- ✓ Two (2) self-employment outcomes were reported.
- ✓ Sixteen (16) people were in Job Development.

County Social Services (CSS)

Three (3) providers submitted data from the CSS Region, serving 284 people. Of those:

- ✓ Individual employment services were provided to 39 people, working an average of 25 hours per two-week period (16.5 hours/week), and earning an average wage of \$8.80 per hour.
- ✓ Group services were delivered to 76 people, who worked an average of 14 hours in this two-week period (7 hours/week), and earned an average wage of \$7.04 per hour.
- ✓ Facility based services were delivered to 169 people, who worked an average 25 hours per two-week period (12.5 hours/week), and earned an average wage of \$3.61 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Twenty-five (25) people were in Job Development in this time period

Sioux Rivers

One provider submitted data from the Sioux Rivers Region serving 87 people. Of those:

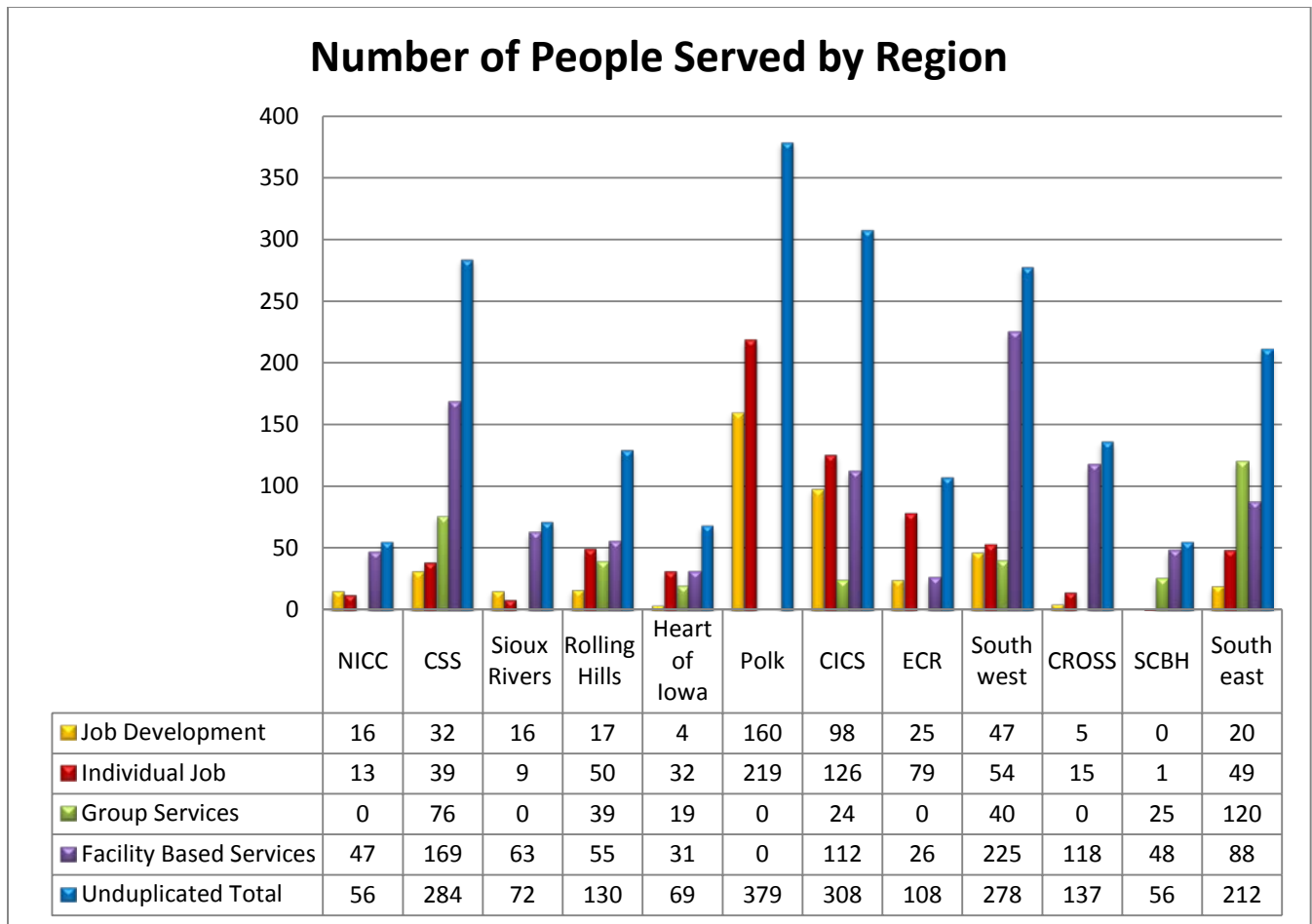
- ✓ Nine (9) people were served in Individual employment services, working an average of 52 hours per two-week period (26 hours/week), and earning an average wage of \$8.16 per hour.
- ✓ No group services were delivered.
- ✓ Facility based services were delivered to 63 people, who worked an average 18 hours per two-week period (9 hours/week), and earned an average wage of \$8.50 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Sixteen (16) people were in Job Development in this time period.

Rolling Hills

Three (3) providers submitted data from the Rolling Hills Region, serving 130 people. Of those:

- ✓ Fifty (50) people received Individual employment services, working an average of 35 hours per two-week period (17.5 hours/week), and earning an average wage of \$8.32 per hour.
- ✓ Group services were delivered to 39 people, who worked an average of 10 hours in this two-week period (5 hours/week), and earned an average wage of \$5.78 per hour.
- ✓ Facility based services were delivered to 55 people, who worked an average 22 hours per two-week period (11 hours/week), and earned an average wage of \$4.89 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Seventeen (17) people were in Job Development in this time period.

Chart 3: Persons served in each setting by region.



Heart of Iowa

One provider with two locations submitted data from the Heart of Iowa Region serving 69 people. Of those:

- ✓ Thirty-two (32) people were served in Individual employment services, working an average of 20 hours per two-week period (10 hours/week), and earning an average wage of \$8.15 per hour.
- ✓ Group services were delivered to 19 people, who worked an average of 4 hours in this two-week period (2 hours/week), and earned an average wage of \$2.87 per hour.
- ✓ Facility based services were delivered to 31 people, who worked an average 2 hours per two-week period (1 hour/week), and earned an average wage of \$3.89 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Four (4) people were in Job Development in this time period.

Polk County

The four providers in the Polk County Region served 379 people. Of those:

- ✓ Individual employment was provided to 219 people, who worked an average of 17 hours per two-week period (8.5 hours/week), and earned an average wage of \$8.75 per hour.
- ✓ Polk County does not track Group, Facility based, or Self Employment services
- ✓ Job Development was delivered to 160 people in this time period.

Polk County data is from the “2014 Employment Scorecard” the data is collected and reported by Polk County Health Services

Central Iowa Community Services (CICS)

Three (3) providers operating in five (5) locations submitted data from the CICS Region. A total of 308 people were served. Of those:

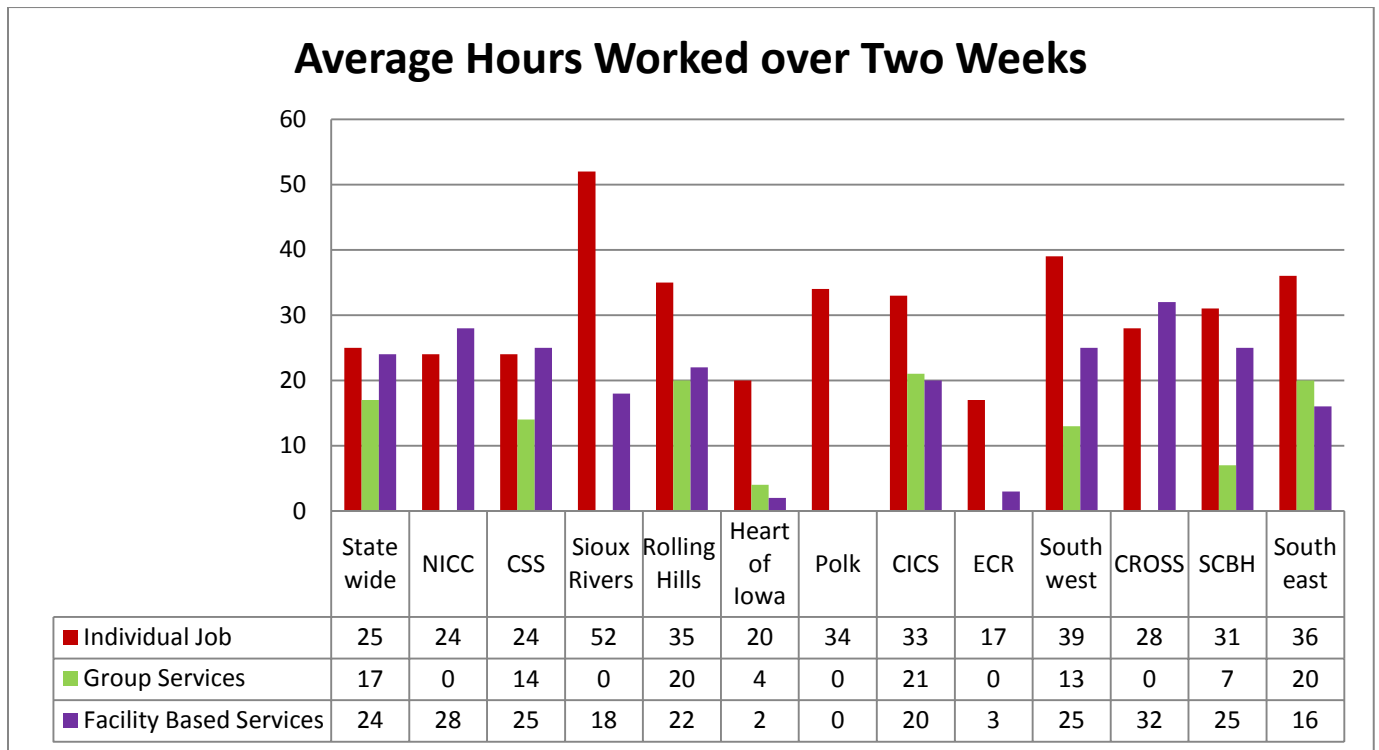
- ✓ One hundred twenty-six (126) people received Individual employment, working an average of 33 hours per two-week period (16.5 hours/week), and earning an average wage of \$9.37 per hour.
- ✓ Twenty-four persons received group services working an average of 21 hours in this two-week period (10.5 hours/week), and earning an average wage of \$6.77 per hour.
- ✓ Facility based services were delivered to 112 people, who worked an average 20 hours per two-week period (10 hours/week), and earned an average wage of \$4.07 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Ninety-eight (98) people were in Job Development in this time period.

MHDS of East Central Region (ECR)

One provider submitted data from ECR, serving 108 people. Of those:

- ✓ Seventy-nine (79) people were served in Individual employment services, working an average of 17 hours per two-week period (8.5 hours/week), and earning an average wage of \$7.88 per hour.
- ✓ No group services were delivered.
- ✓ Facility based services were delivered to 26 people, who worked an average 3 hours per two-week period (1.5 hours/week), and earned an average wage of \$7.26 per hour.
- ✓ One (1) self-employment outcome was reported.
- ✓ Thirty-two (32) people were in Job Development in this time period.

Chart 4: Average Hours Worked over two weeks by Region.



Southwest Iowa MHDS

Three (3) providers submitted data from the Southwest Iowa MHDS Region, serving 278 people. Of those:

- ✓ Individual employment service was provided to 54 people, who worked an average of 39 hours per two-week period (19.5 hours/week), and earned an average wage of \$8.53 per hour.
- ✓ Group services were delivered to 40 people, who worked an average of 13 hours in this two-week period (6.5 hours/week), and earned an average wage of \$4.86 per hour.
- ✓ Facility based services were delivered to 275 people, who worked an average 25 hours per two-week period (12.5 hours/week), and earned an average wage of \$2.12 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Forty-seven (47) people were in Job Development in this time period.

County Rural Offices of Social Services (CROSS)

Two (2) providers submitted data from the CROSS Region. A total of 137 received employment services. Of those:

- ✓ Fifteen (15) people were served in Individual employment, working an average of 28 hours per two-week period (14 hours/week), and earning an average wage of \$9.42 per hour.
- ✓ No Group services were provided.
- ✓ Facility based services were delivered to 118 people, working an average of 32 hours per two-week period (16 hours/week), and earning an average wage of \$2.63 per hour.
- ✓ One (1) Self Employment outcome was reported.
- ✓ Five (5) people were in Job Development in this time period.

South Central Behavioral Health (SCBH)

One provider submitted data from the South Central (SCBH) Region, serving 56 people. Of those:

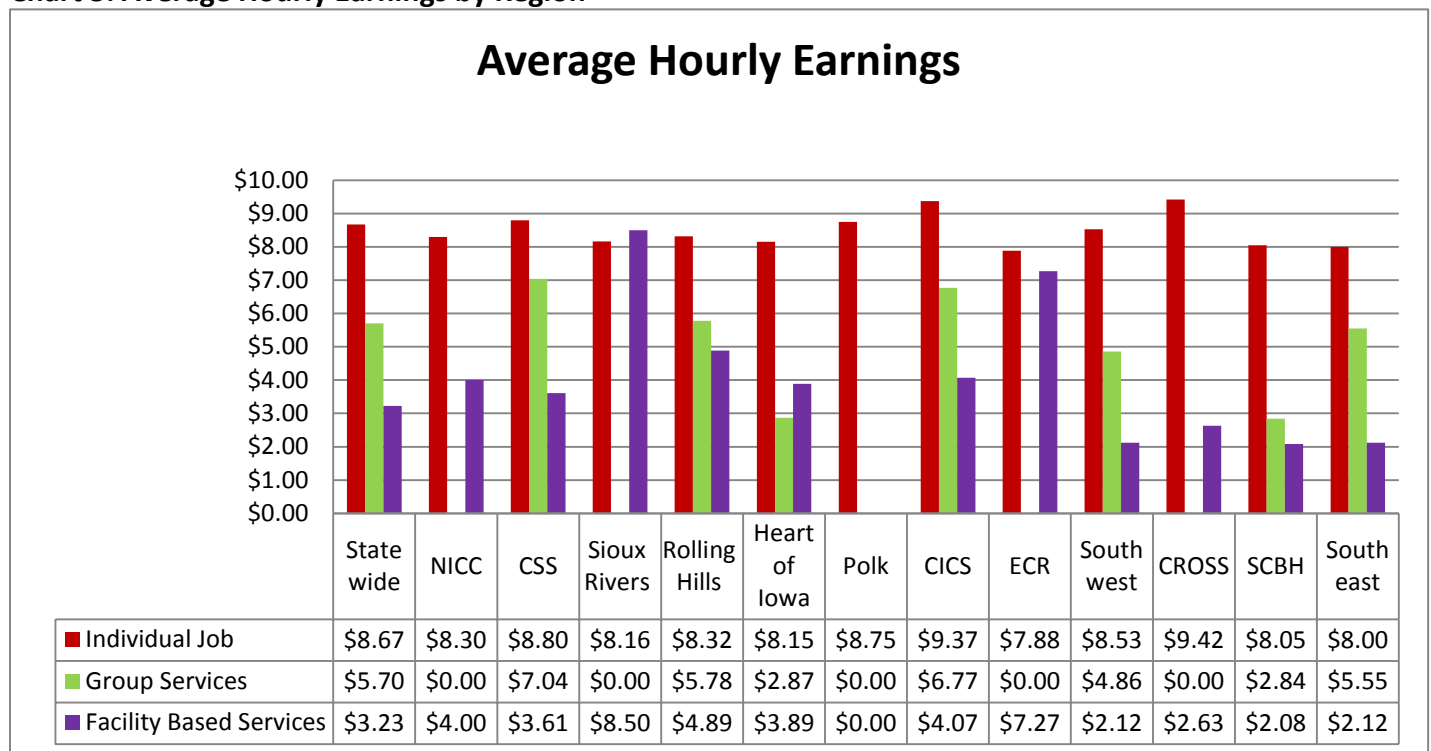
- ✓ One person received Individual employment services, working 31 hours per two-week period (15.5 hours/week), and earning an average wage of \$8.05 per hour.
- ✓ Group services were delivered to 25 people, who worked an average of 7 hours in this two-week period (3.5 hours/week), and earned an average wage of \$2.84 per hour.
- ✓ Facility based services were delivered to 48 people, who worked an average 25 hours per two-week period (12.5 hours/week), and earned an average wage of \$2.08 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ No Job Development reported in this time period.

Southeast Iowa Link

Two (2) providers submitted data from the Southeast Iowa Link Region, serving 212 people. Of those:

- ✓ Forty-nine (49) people were served in Individual employment services, working an average of 26 hours per two-week period (13 hours/week), and earning an average wage of \$8.00 per hour.
- ✓ Group services were delivered to 120 people, who worked an average of 20 hours in this two-week period (10 hours/week), and earned an average wage of \$5.55 per hour.
- ✓ Facility based services were delivered to 88 people, who worked an average 16 hours per two-week period (8 hours/week), and earned an average wage of \$2.12 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Twenty (20) people were in Job Development in this time period.

Chart 5: Average Hourly Earnings by Region



Provider-Specific Data

Christian Opportunity Center

The Christian Opportunity Center (COC) provided data for all three of their sites, spanning three regions: Oskaloosa (SCBH), Pella (CROSS), and Indianola (CICS). Employment services were provided as follows:

- ✓ A total of 176 people received services.
- ✓ Twenty-one (21) people received Individual employment services, working an average of 21 hours per two-week period (10.5 hours/week), and earning an average wage of \$9.31 per hour.
- ✓ Group services were delivered to 39 people, who worked an average of 6 hours in this two-week period (3 hours/week), and earned an average wage of \$3.06 per hour.
- ✓ Facility based services were delivered to 134 people, who worked an average 29 hours per two-week period (14.5 hours/week), and earned an average wage of \$2.79 per hour.
- ✓ One (1) self-employment outcome was reported.
- ✓ None were in Job Development in this time period.
- ✓ Two persons in Individual employment were also receiving Group services; and there were 17 people in Group services who also participated in Facility based services.

Chart 6: Persons served by COC in total and by location

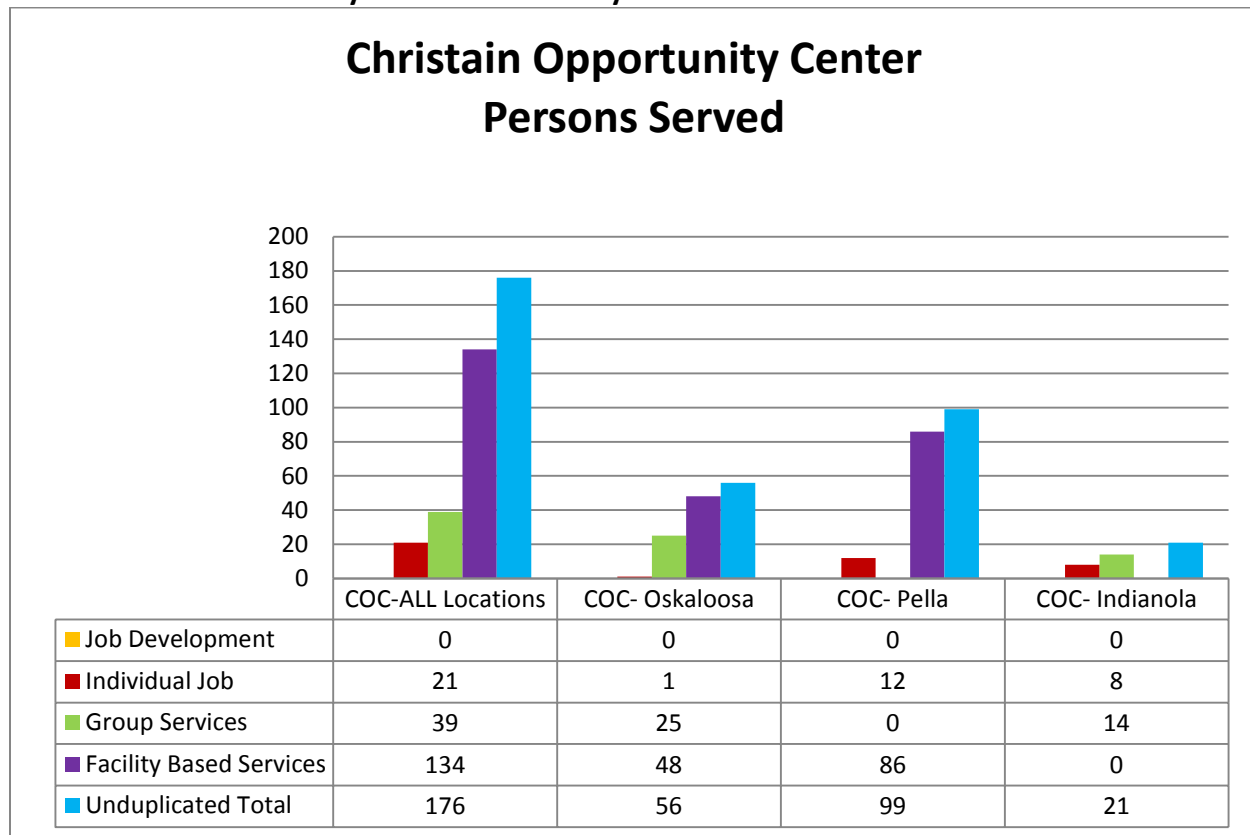


Chart 7: Average hours worked

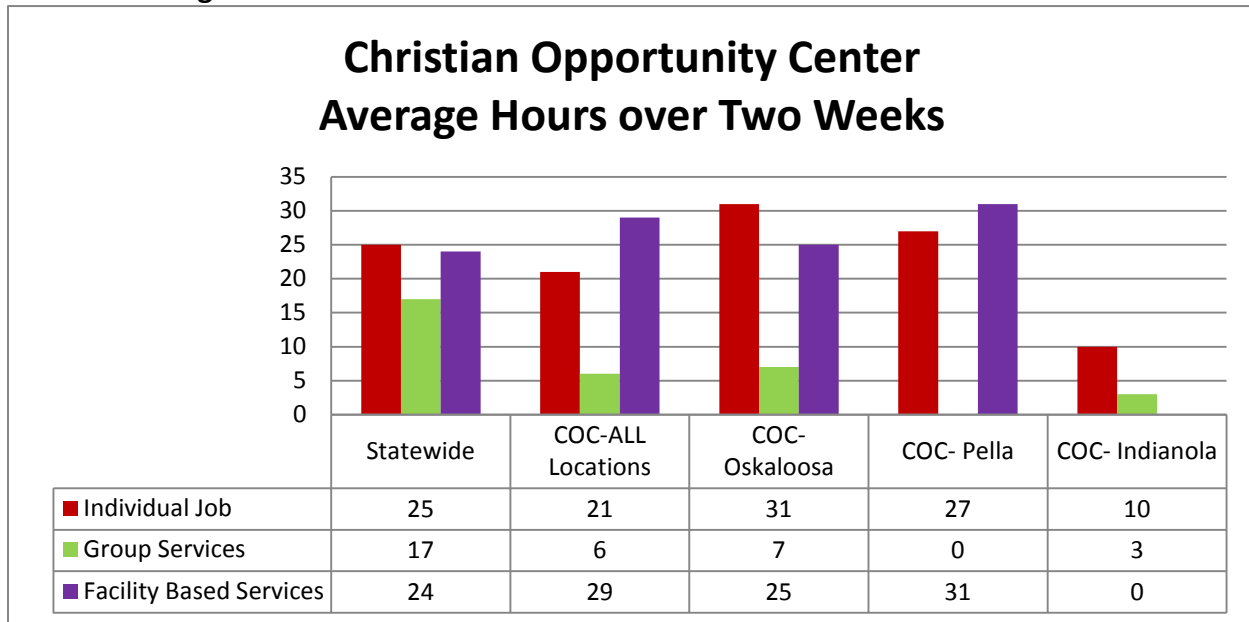
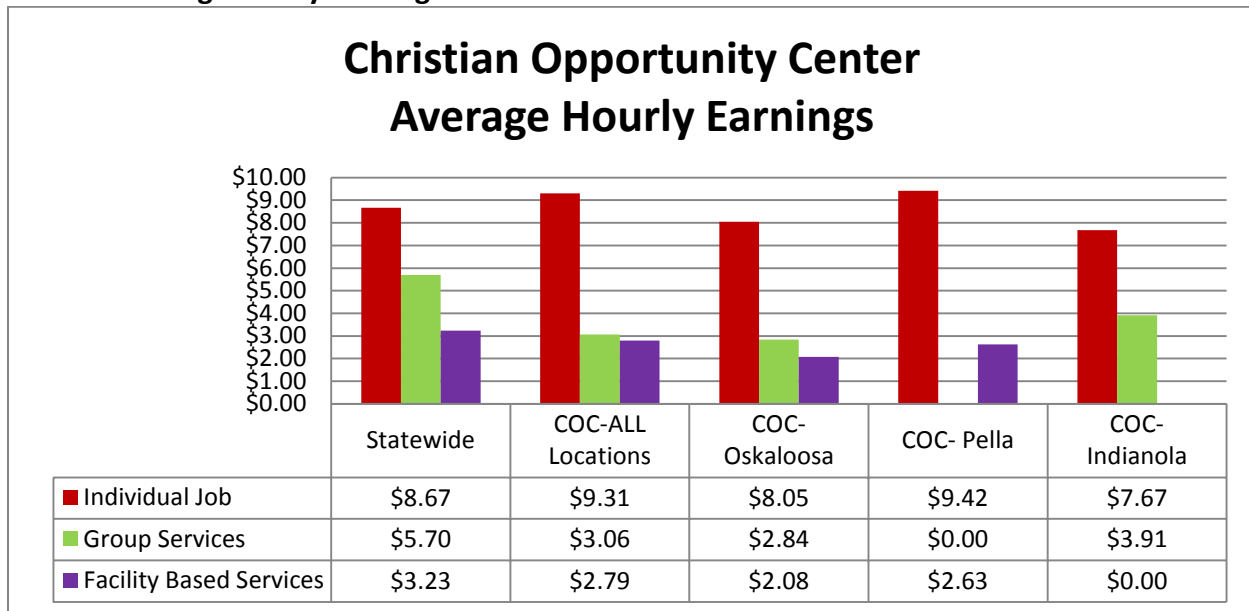


Chart 8: Average hourly earnings



Crossroads of Western Iowa

The Crossroads of Western Iowa centers in Missouri Valley and Council Bluffs served 130 people in employment services in the two week period of this data pilot. Of those:

Twenty-three (23) people received Individual employment services, working an average of 51 hours per two-week period (25.5 hours/week), and earning an average wage of \$8.80 per hour.

No group services were delivered.

Facility based services were delivered to 107 people, who worked an average 24 hours per two-week period (12 hours/week), and earned an average wage of \$.191 per hour.

No self-employment outcomes were reported.

Thirty (30) person were receiving Job Development services

Chart 9: Total persons served by Crossroads compared to Southwest Region

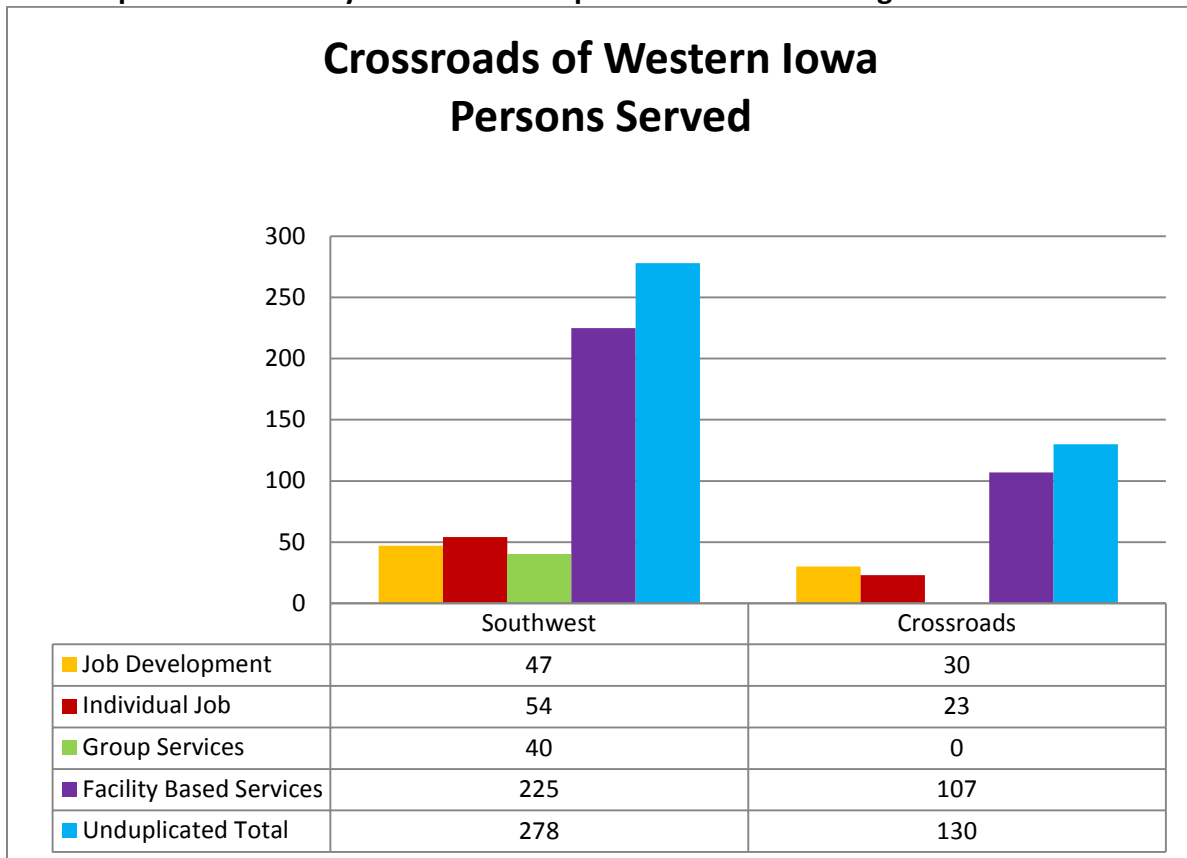


Chart 10: Average hours worked for persons served by Regional and Statewide data.

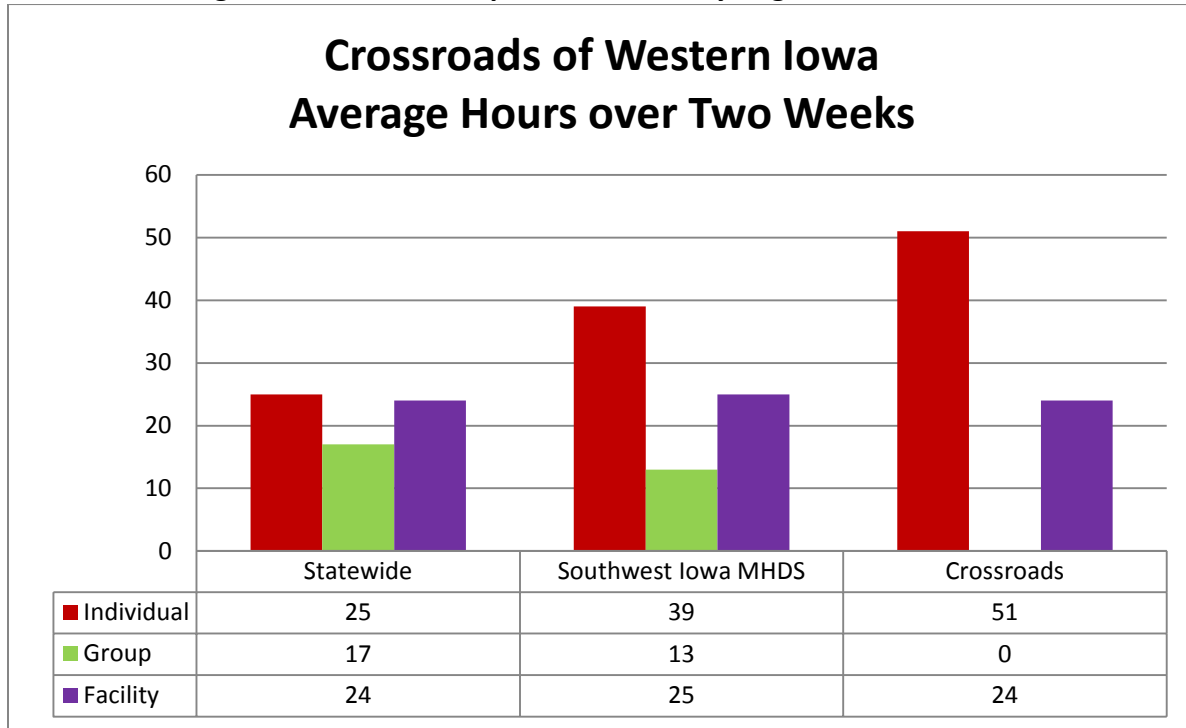
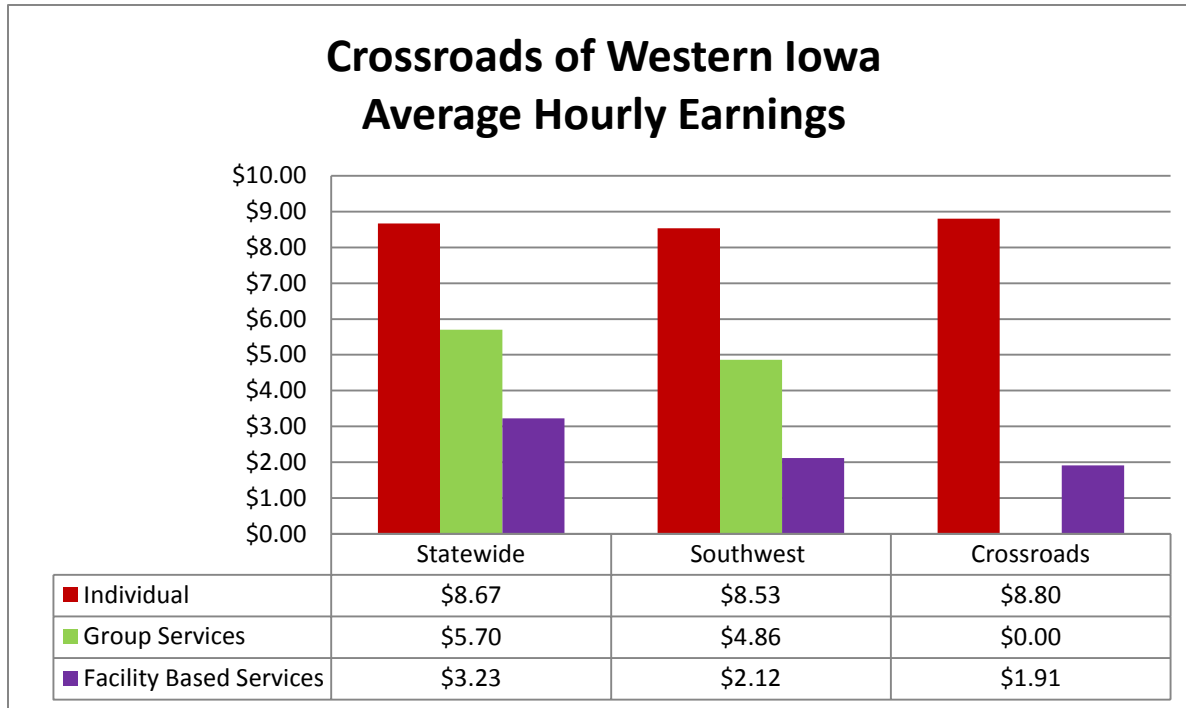


Chart 11: Average hourly earnings of persons served by Crossroads compared to Regional and Statewide data.



Exceptional Persons, Inc.

Exceptional Persons, Inc. served 64 people in employment services in the two week period of this data pilot. Of those:

- ✓ Individual employment services were provided to 23 people, working an average of 23 hours per two-week period (11.5 hours/week), and earning an average wage of \$8.81 per hour.
- ✓ Thirty-five (35) people received Group services working an average of 10 hours per two week period (5 hours/week) and earning an average of 7.75 per hour.
- ✓ No Facility based services were delivered.
- ✓ No self-employment outcomes were reported.
- ✓ Seven (7) people were receiving Job Development services.

Chart 12: Total persons served by Exceptional Persons, Inc. compared to the CSS Region.

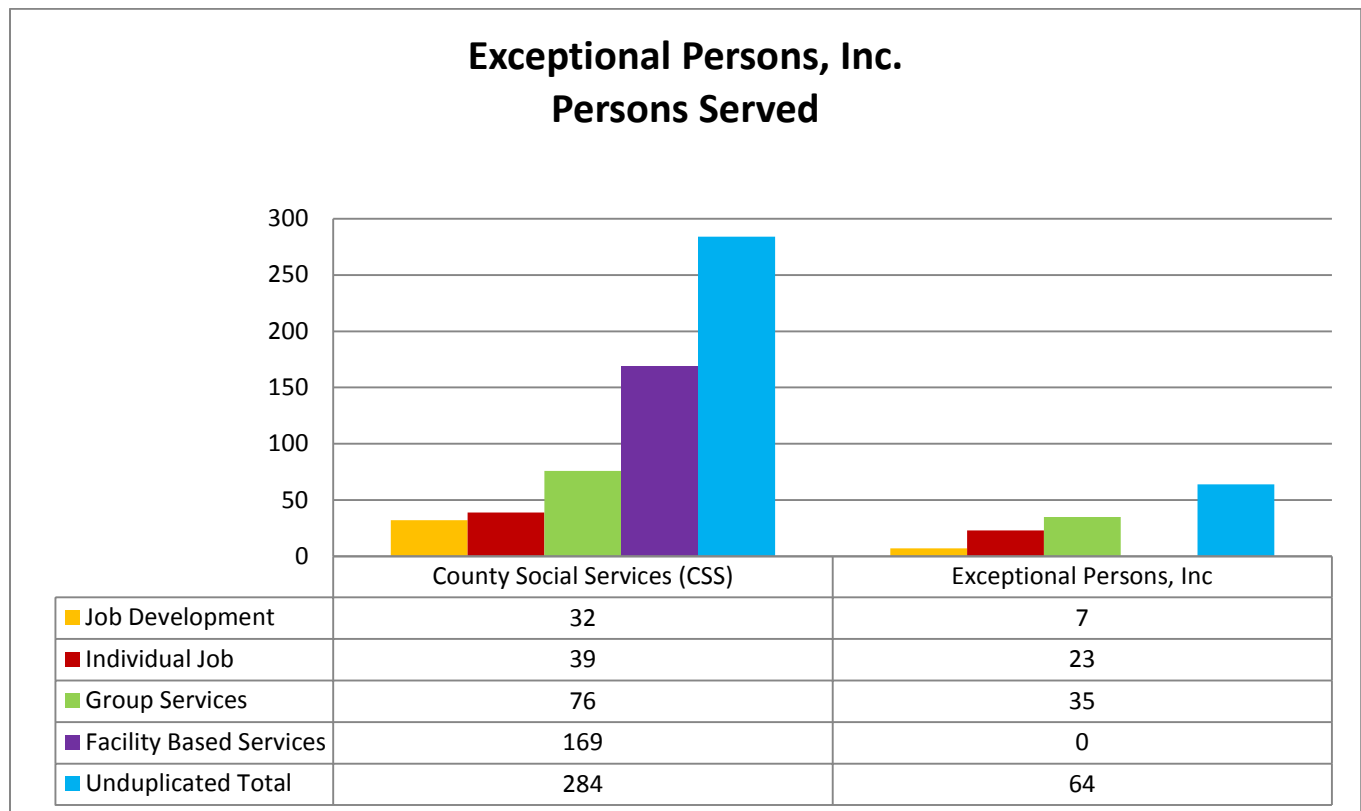


Chart 13: Average hours worked for persons served by Exceptional Persons, Inc. compared to Regional and Statewide data.

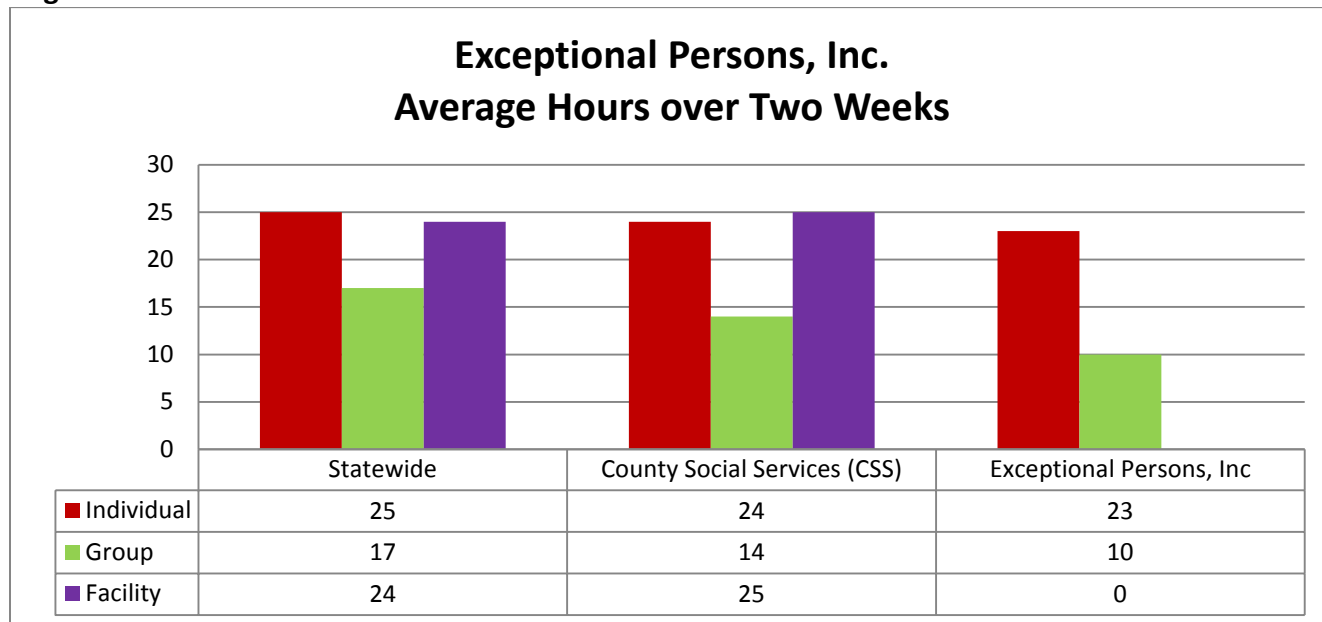
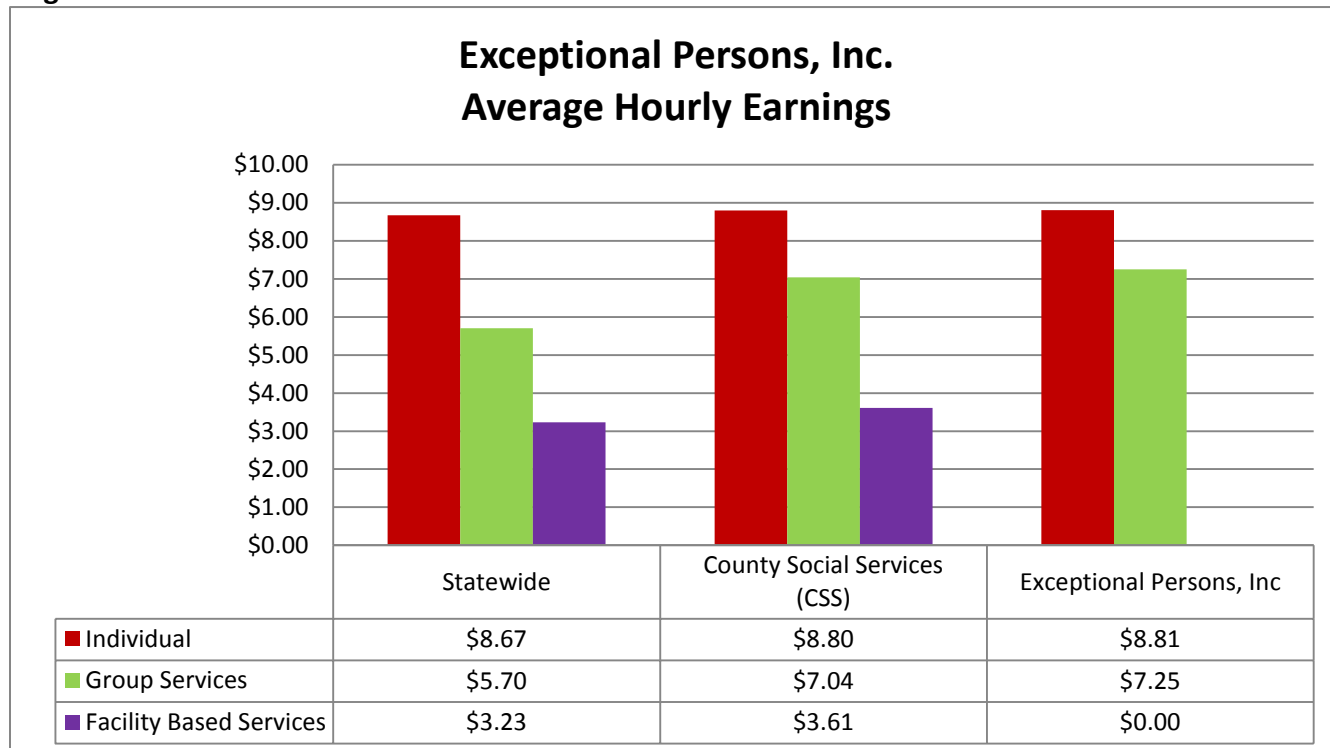


Chart 14: Average hourly earnings of persons served by Exceptional Persons, Inc. compared to Regional and Statewide data.



Genesis Development

Genesis Development provided data for seven locations located in three regions. Four sites were in the CICS region, two sites were in the Heart of Iowa region, and one was in the Rolling Hills region. A total of 268 individuals revied employment services during this reporting period in the following areas:

- ✓ Eighty-seven (87) people were served in Individual employment services working an average of 28 hours per two weeks (14 hours/week) and earning an average of 8.81.
- ✓ Seventy-five (75) people received Group services working an average of 20 hours per two week period (10 hours/week) and earing an average of 5.35 per hour.
- ✓ Facility based services were delivered to 122 people working an average of 24 hours in the two week period (12 per week) and earning an average of 3.26 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Fifty-three (53) people were receiving Job Development services.
- ✓ There is an overlap of 68 people who participated in more than one service in the survey time period.

Chart 15 shows the total persons served by all Genesis Locations

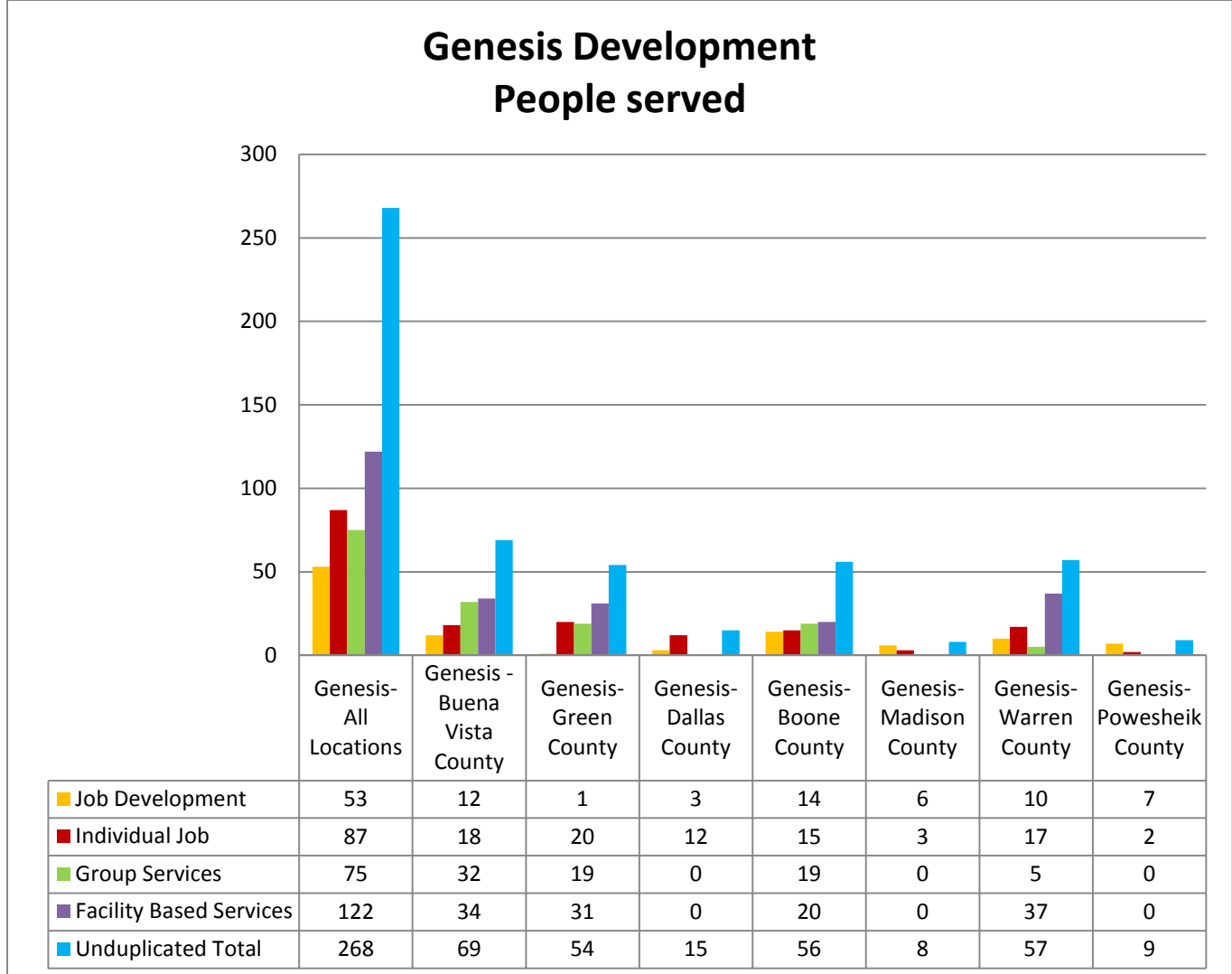


Chart 16 shows the average hours worked by persons served by all Genesis locations compared to statewide data.

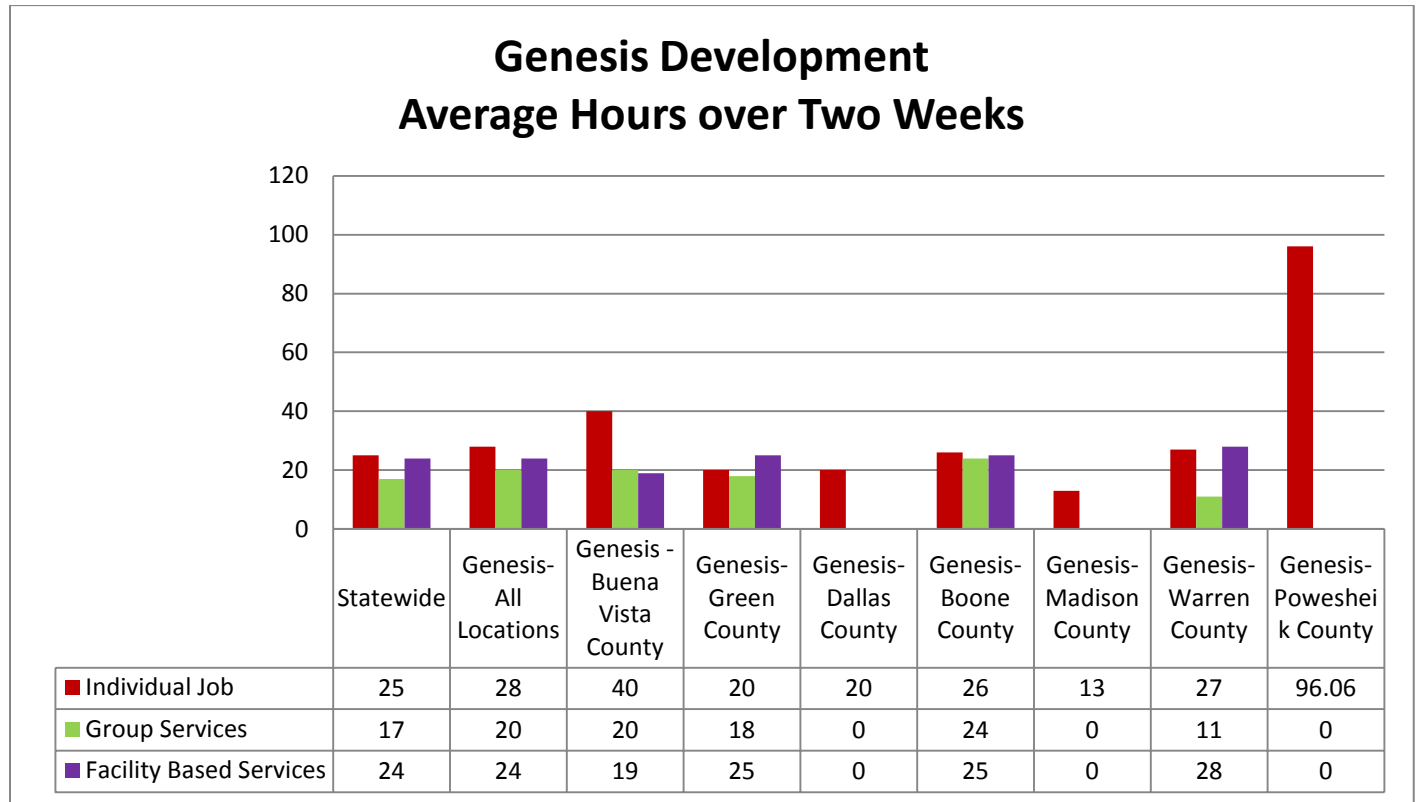
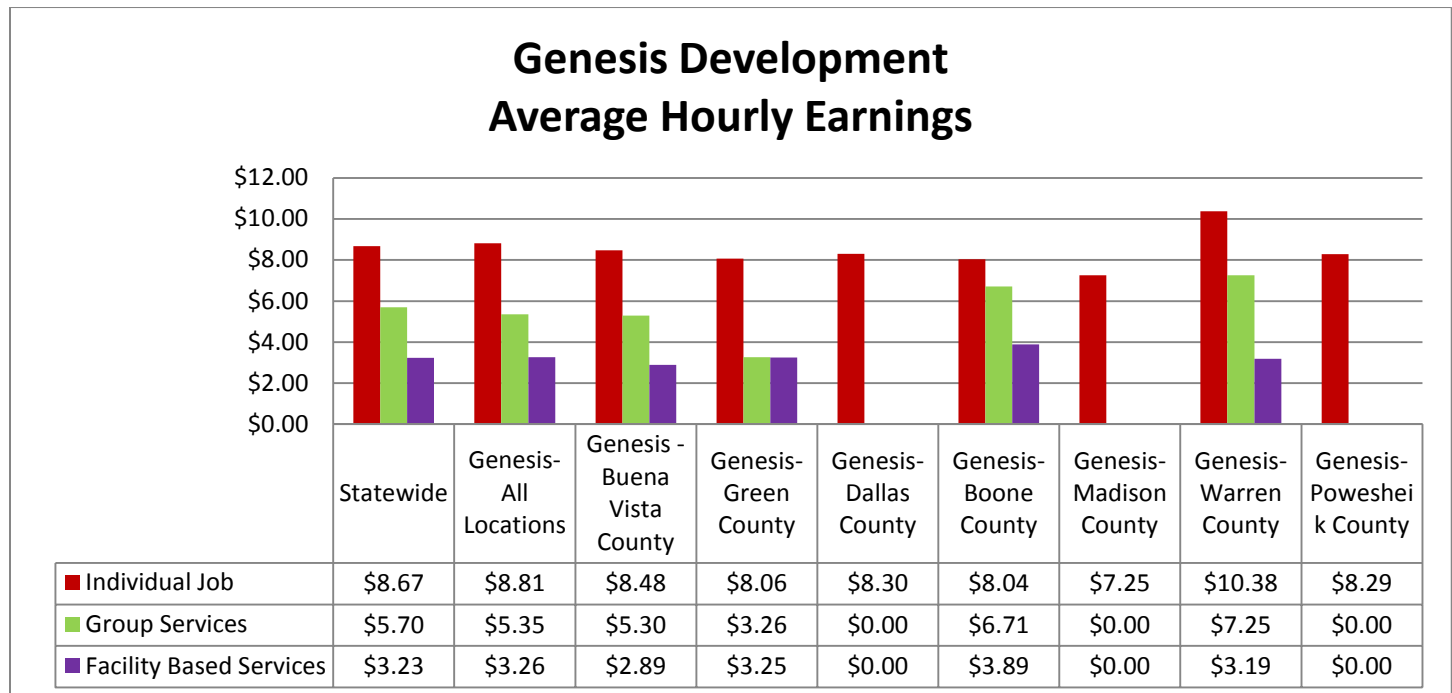


Chart 16: Average hourly earnings of persons served by all Genesis locations compared to statewide data.



Goodwill of the Great Plains

The Goodwill of the Great Plains submitted data for three sites in three regions: Sioux City in the Sioux Rivers region, Storm Lake in the Rolling Hills region, and Fort Dodge in the CSS region. A total of 107 persons were served as follows:

- ✓ Sixteen (16) people received Individual employment services working an average of 46 hours per two weeks (23 hours/week) and earning an average of 8.15 per hour
- ✓ No one received Group services.
- ✓ Facility based services were delivered to 69 individuals working an average of 18 hours in the two week period (9 hours per week) and earning an average of 8.50 per hour.
- ✓ One self-employment outcome was reported.
- ✓ Twenty-four (24) people were receiving Job Development services.
- ✓ There is an overlap of 3 people who participated in more than one service in the survey time period.

Chart 18 shows the total persons served by all Goodwill of the Great Plains locations.

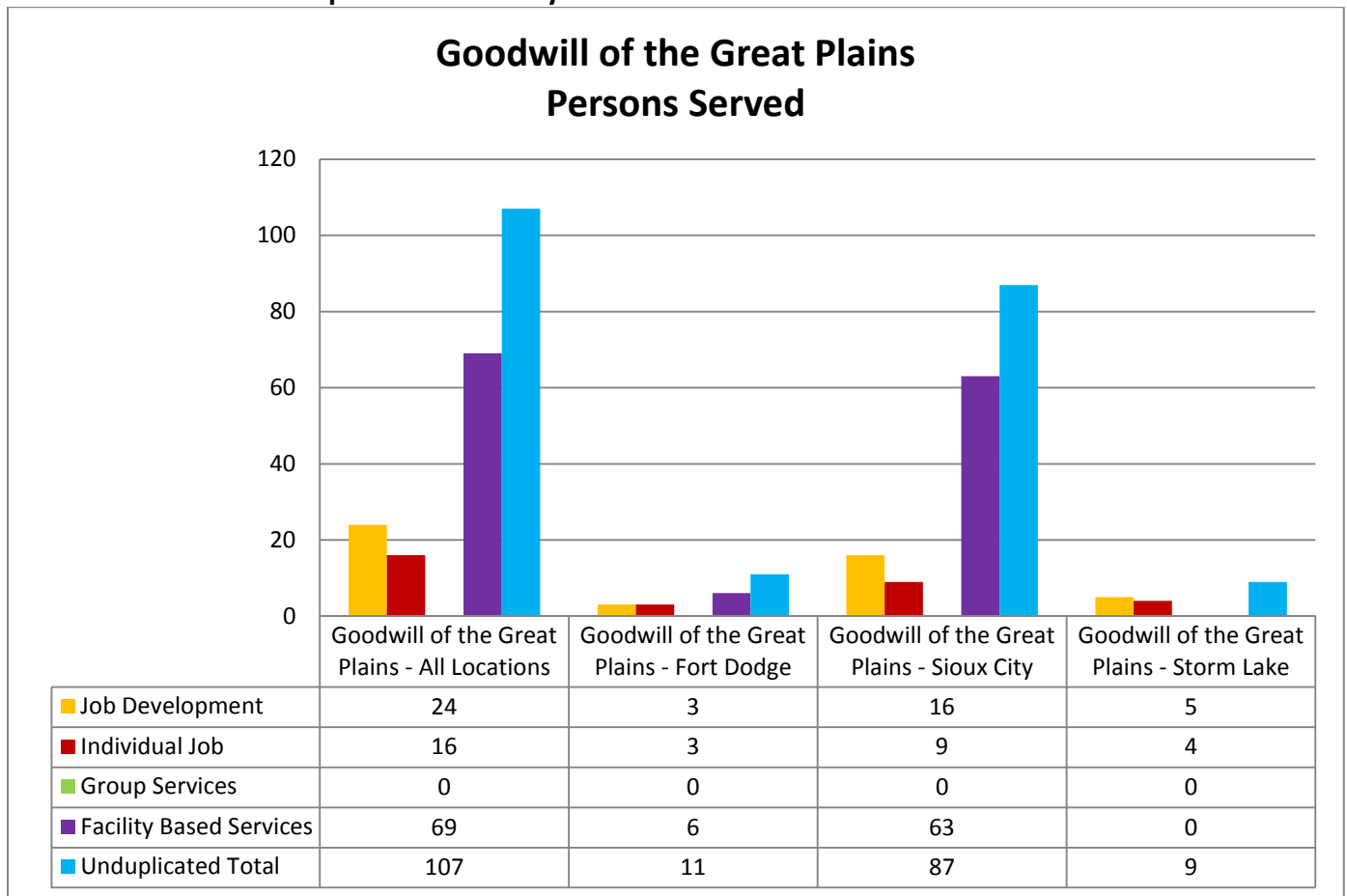


Chart 19: Average hours worked by persons served at all Goodwill of the Great Plains locations compared statewide.

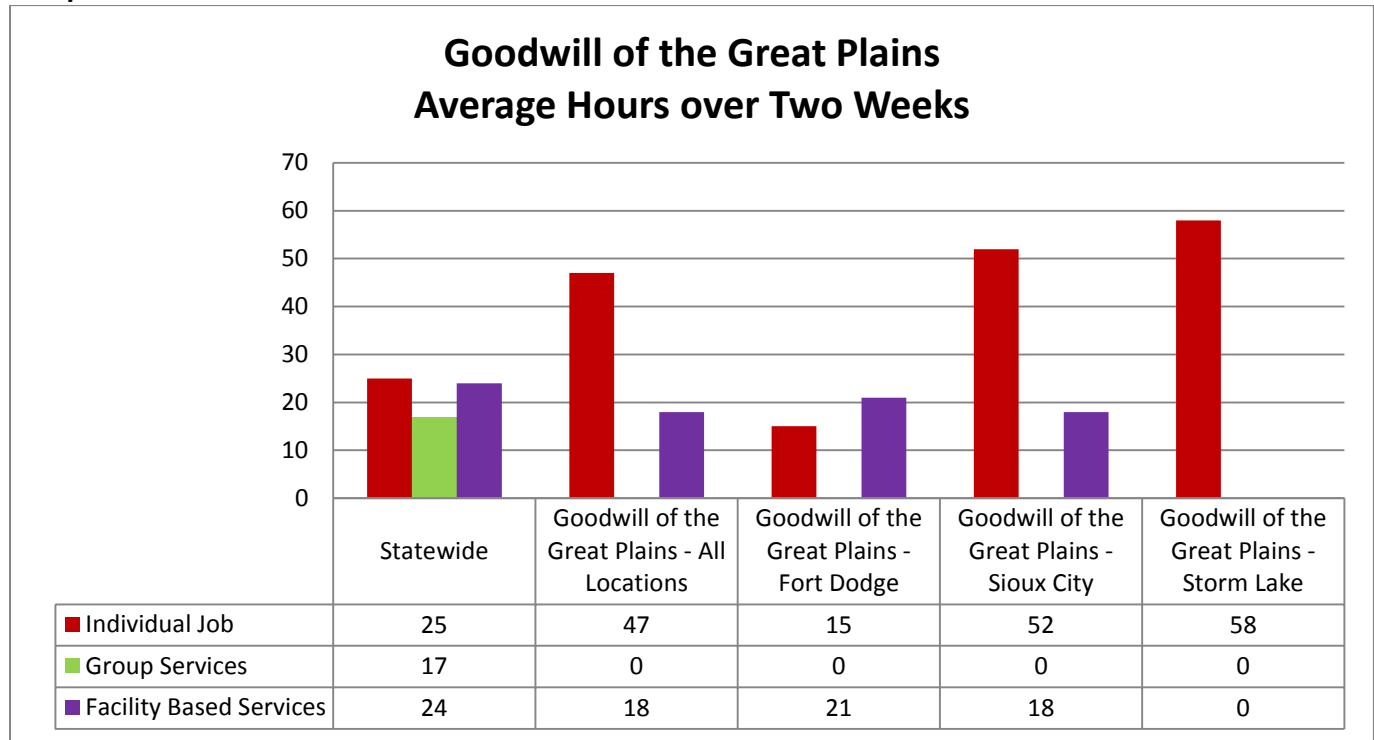
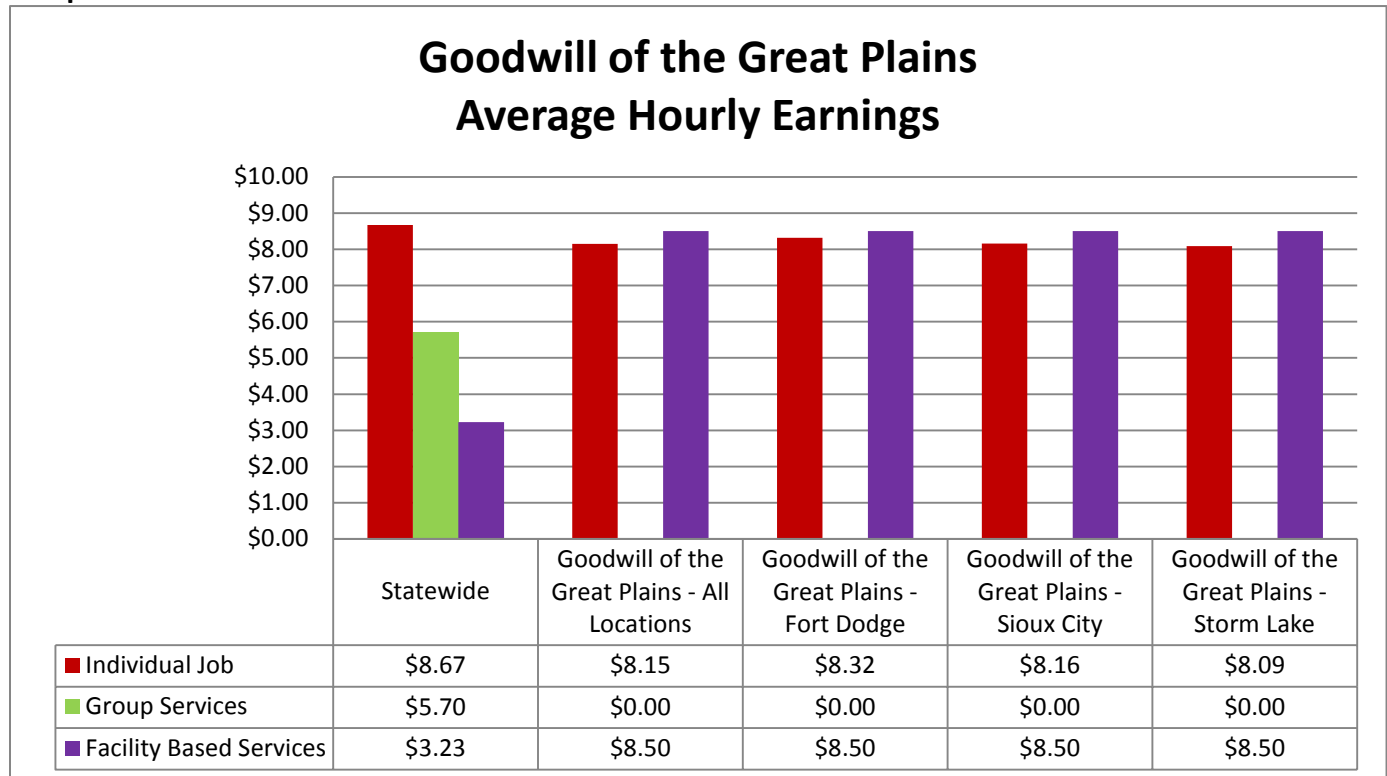


Chart 20: Average hourly earnings of persons from all Goodwill of the Great Plains locations compared statewide.



Hope Haven Area Development Center

Hope Haven Area Development Center served 148 people as follows:

- ✓ Individual employment service was provided to 27 people, who worked an average of 27 hours per two weeks (13.5 hours/week) and earned an average of 8.13 per hour
- ✓ 100 received Group services averaging 18 hours per two week period (9 hour per week) with average earnings of 6.20 per hour.
- ✓ Facility based services were delivered to 53 individuals working an average of 16 hours in the two week period (8 per week) and earning an average of 2.28 per hour.
- ✓ No self-employment outcomes were reported.
- ✓ Sixteen (16) persons were receiving Job Development services
- ✓ There is an overlap of 32 people who participated in more than one service in the survey time period.

Chart 21: Total persons served by Hope Haven compared to Regional data.

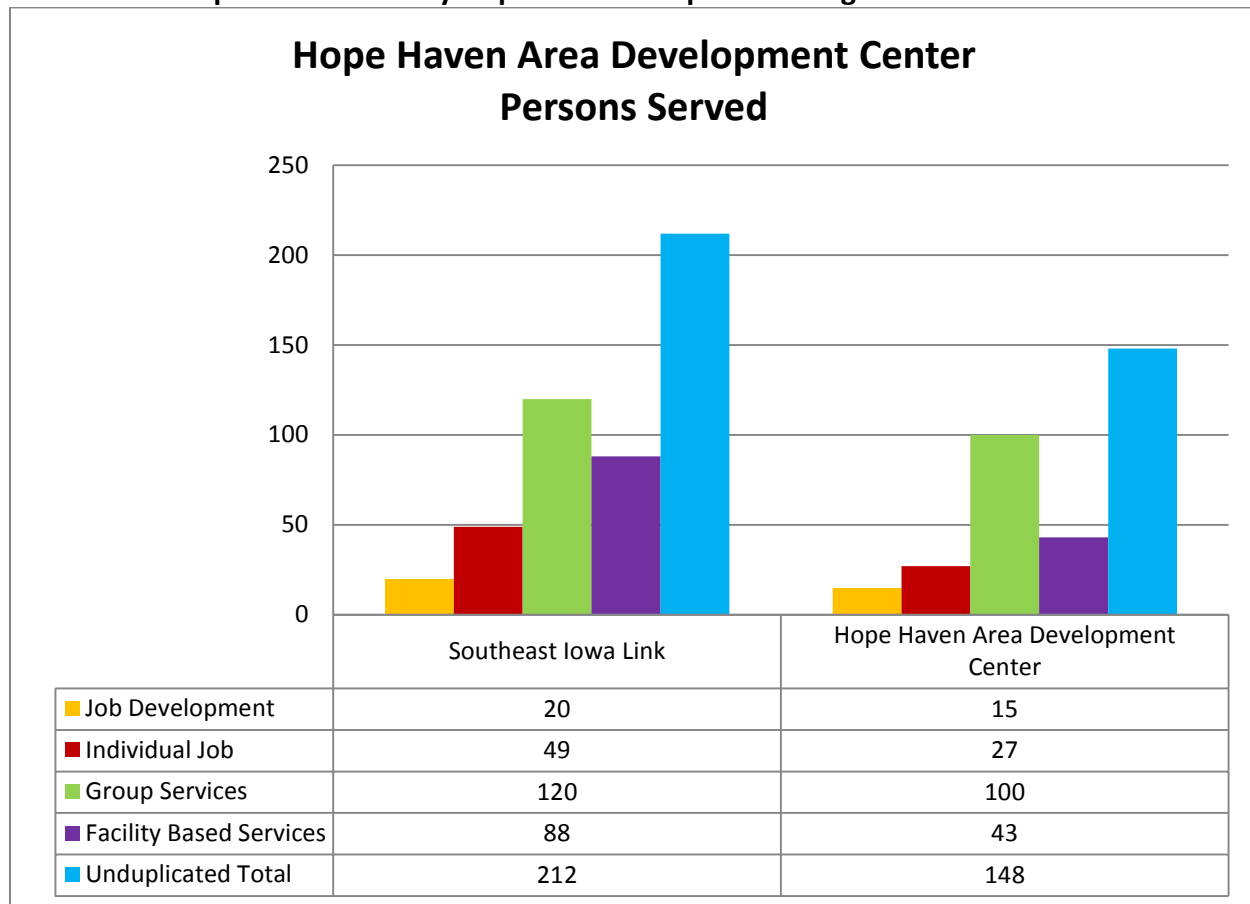


Chart 22: Average hours worked by persons served at Hope Haven compared to Region and Statewide.

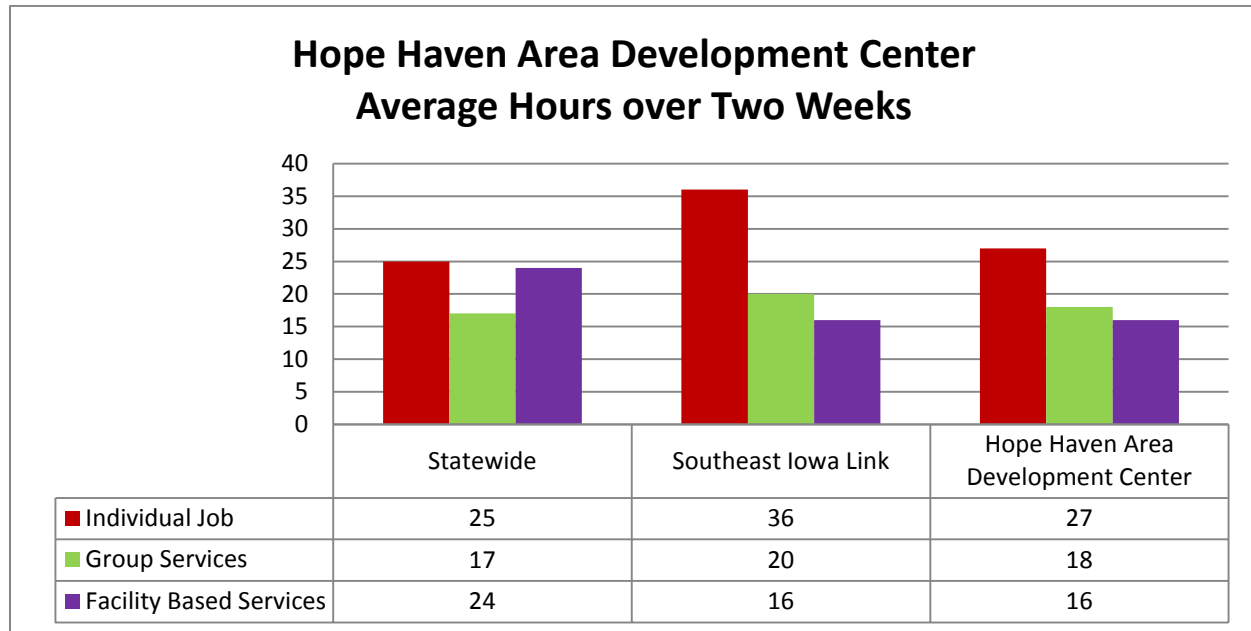
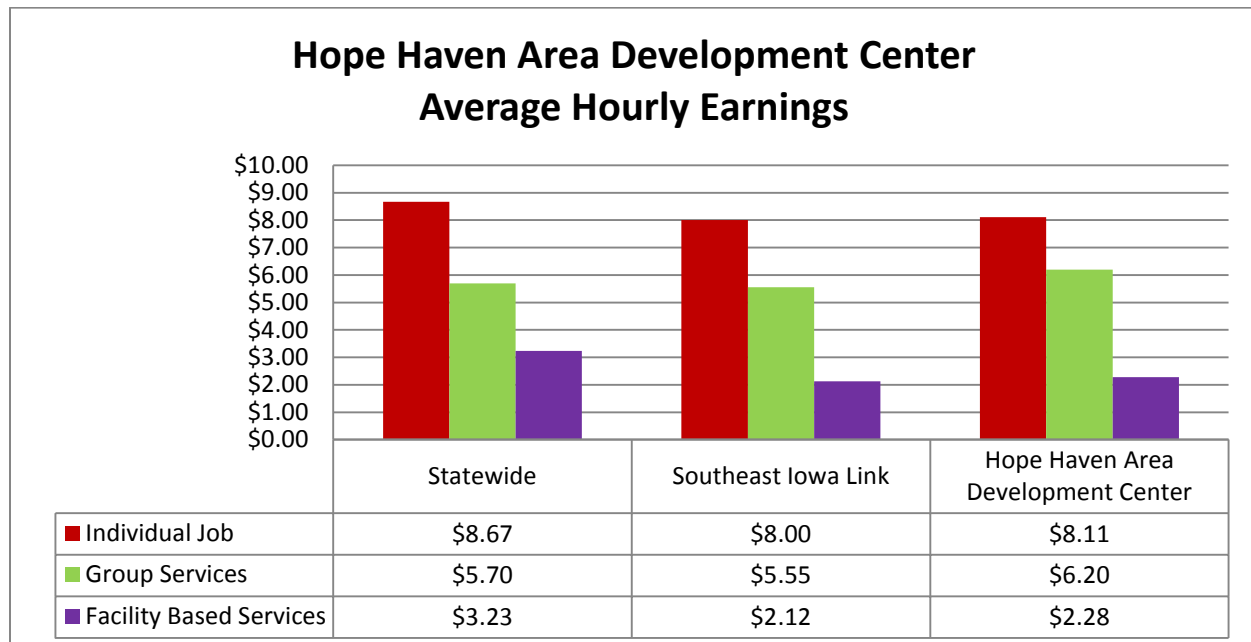


Chart 23: Average hourly earnings of persons served by Hope Have compared to Regional and Statewide data.



Horizons Unlimited of PAC

For the two week period of this data pilot, Horizons Unlimited served 56 people in employment services. Of those:

- ✓ Thirteen (13) were served in Individual employment, working an average of 24 hours per two-week period (12 hours/week), and earning an average wage of \$8.30 per hour.
- ✓ This provider does not offer Group employment.
- ✓ Facility based services were delivered to 47 people, who worked an average 18 hours per two-week period (14 hours/week), and earned an average wage of \$4.00 per hour.
- ✓ Self-Employment services were delivered to two (2) people.
- ✓ Sixteen (16) people were in Job Development in this time period.
- ✓ Three of those in Individual employment also participated in Facility based services.

Chart 24: Total persons served by Horizons Unlimited compared to Regional data.

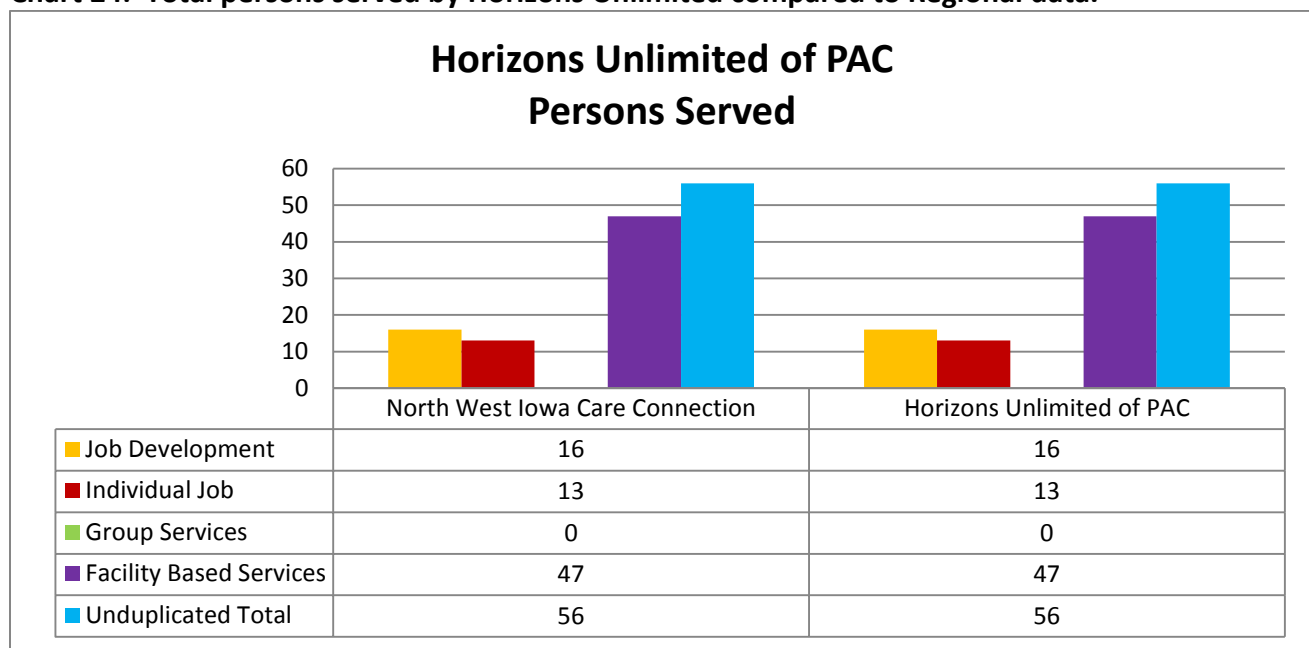


Chart 25: Average hours worked by persons served at Horizons Unlimited as compared the Region and Statewide.

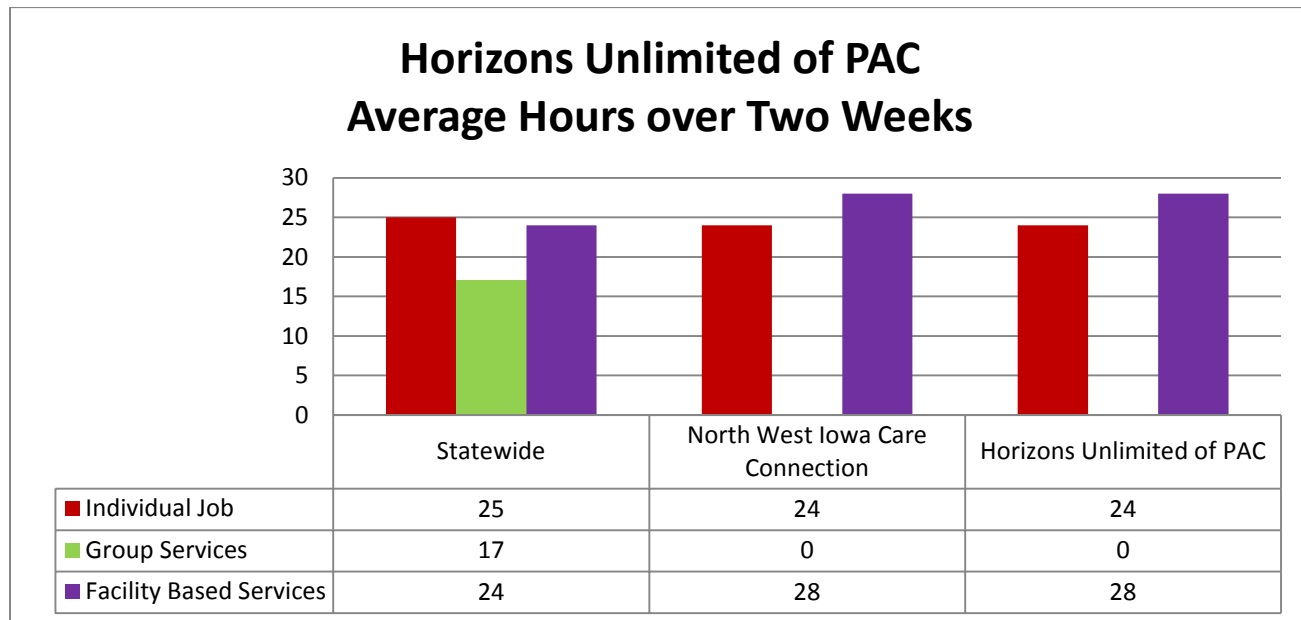
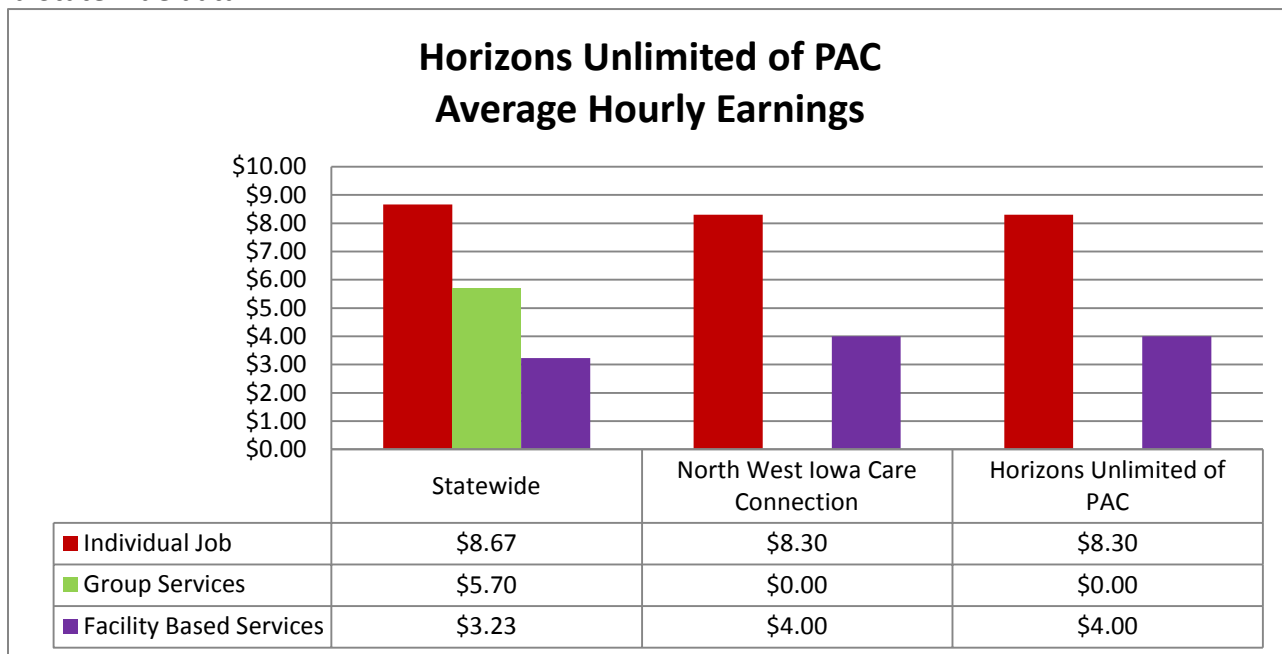


Chart 26: Average hourly earnings of persons served by Horizons Unlimited compared to Regional and Statewide data.



Mosaic

Mosaic of Osceola served 38 people in the two week period of this data pilot. Of those:

- ✓ Three (3) people received Individual employment. They worked an average of 30 hours per two-week period (15 hours/week), and earned an average wage of \$7.94 per hour.
- ✓ Group services are not offered by this provider.
- ✓ Facility based services were delivered to 32 people, working an average of 37 hours per two-week period (18.5 hour/week), and earning an average wage of \$1.53 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Five (5) people were in Job Development in this time period.
- ✓ There is an overlap of two (2) people who participated in more than one service in the survey time period.

Chart 27: Total persons served by Mosaic compared to Regional data.

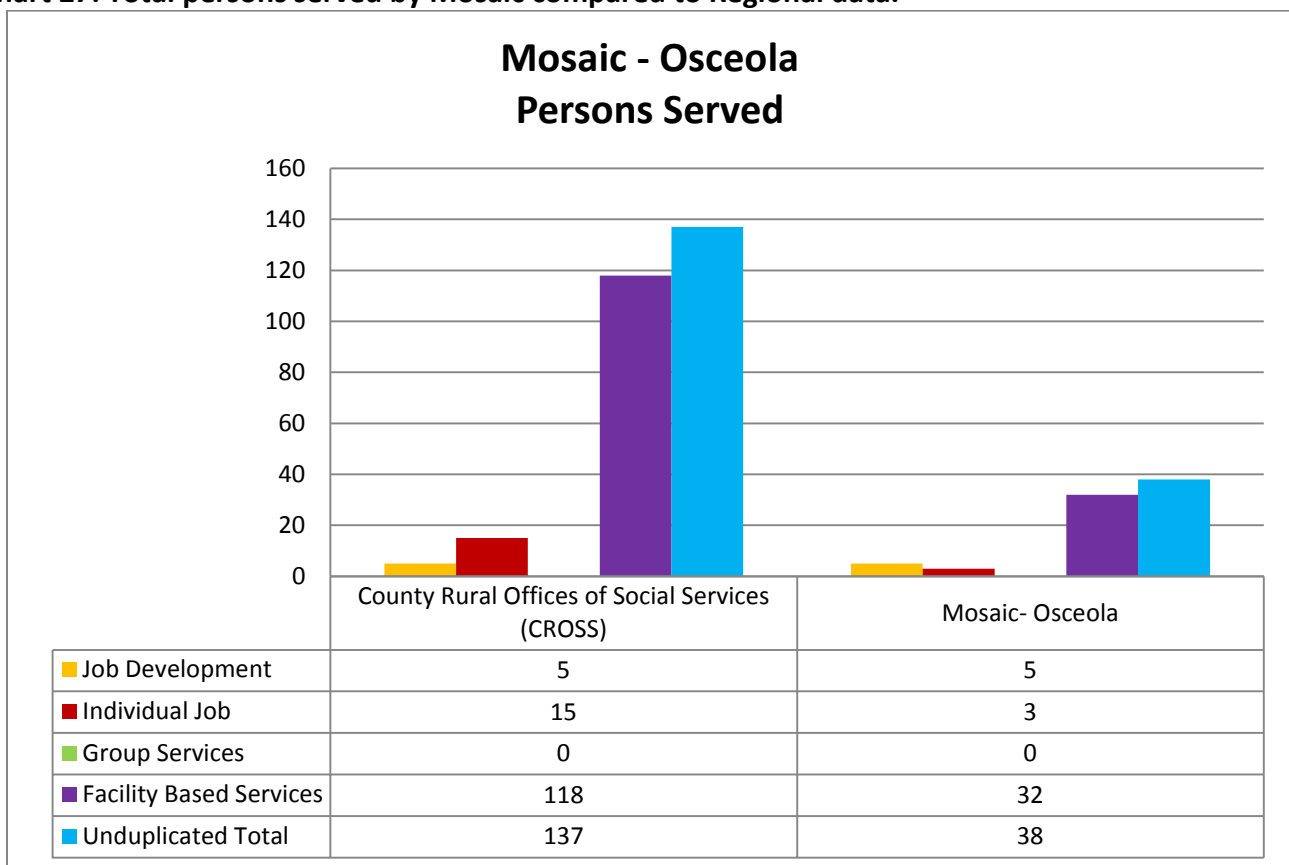


Chart 28: Average hours worked by persons served at Mosaic compared to the Region and Statewide.

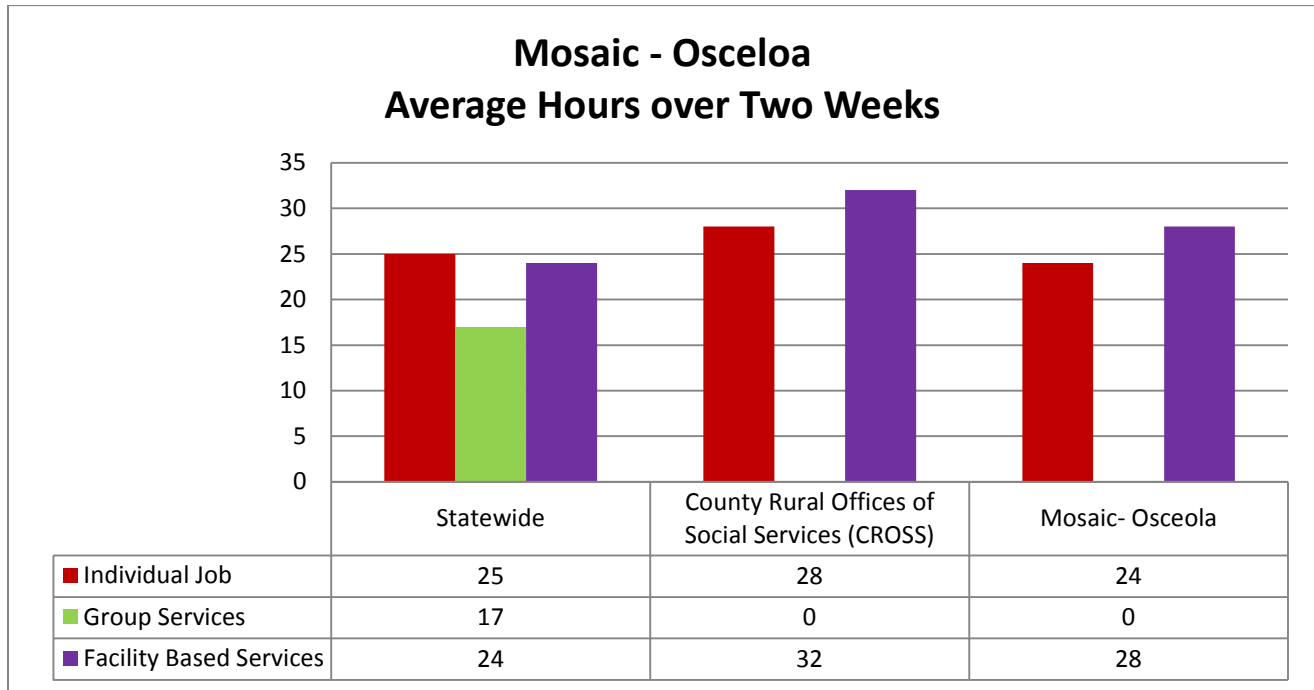
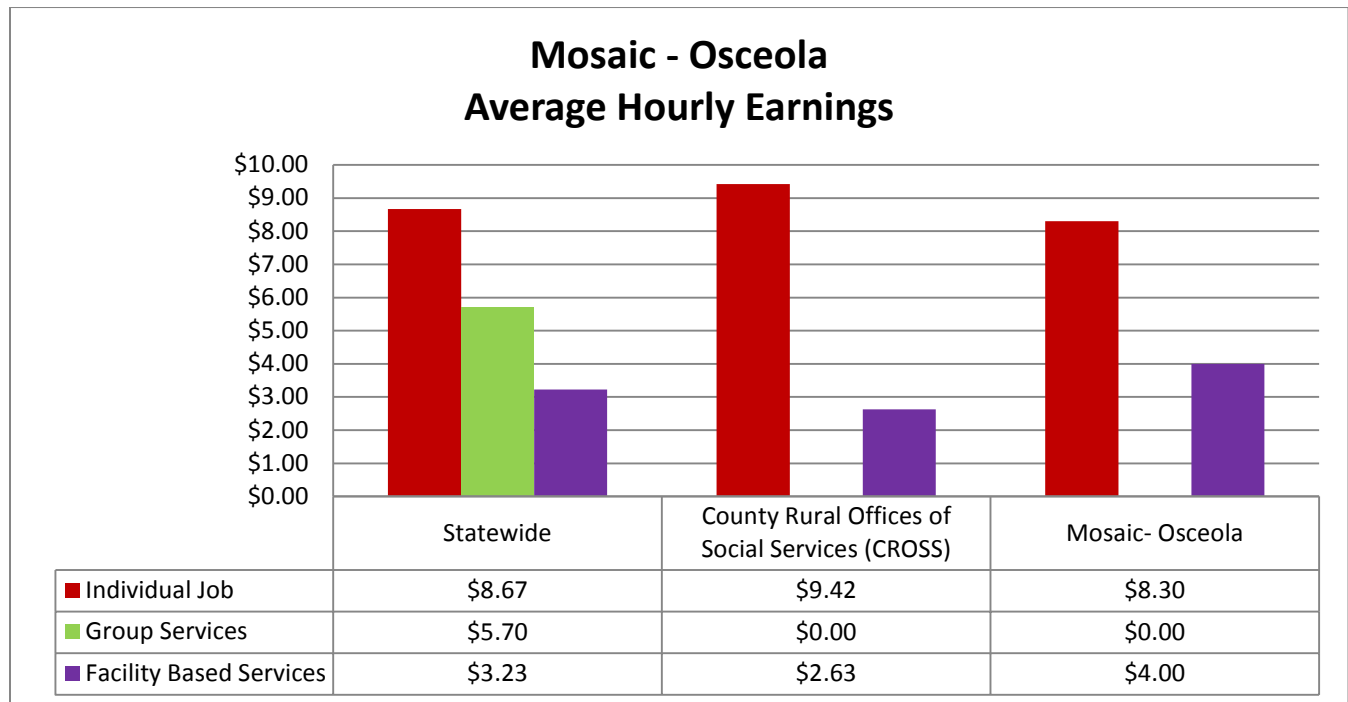


Chart 29: Average hourly earnings of persons served by Mosaic compared to Regional and Statewide data.



Nishna Productions

Nishna Productions from Shenandoah served 134 people in employment services in the two week period. Of those:

- ✓ Twenty-one (21) people were served in Individual employment, who worked an average of 29 hours per two-week period (14.5 hours/week), and earned an average wage of \$8.36 per hour.
- ✓ Thirty-eight (38) people received group services, working an average of 12 hours in the two week period (6 hours/week), and earning an average of \$4.87 per hour.
- ✓ Facility based services were delivered to 118 people, working an average of 26 hours per two-week period (13 hours/week), and earning an average wage of \$2.30 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Thirteen (13) people were in Job Development in this time period.
- ✓ There is an overlap of 56 people who participated in more than one service in the survey time period.

Chart 30: Total persons served by Nishna compared to their Regional data.

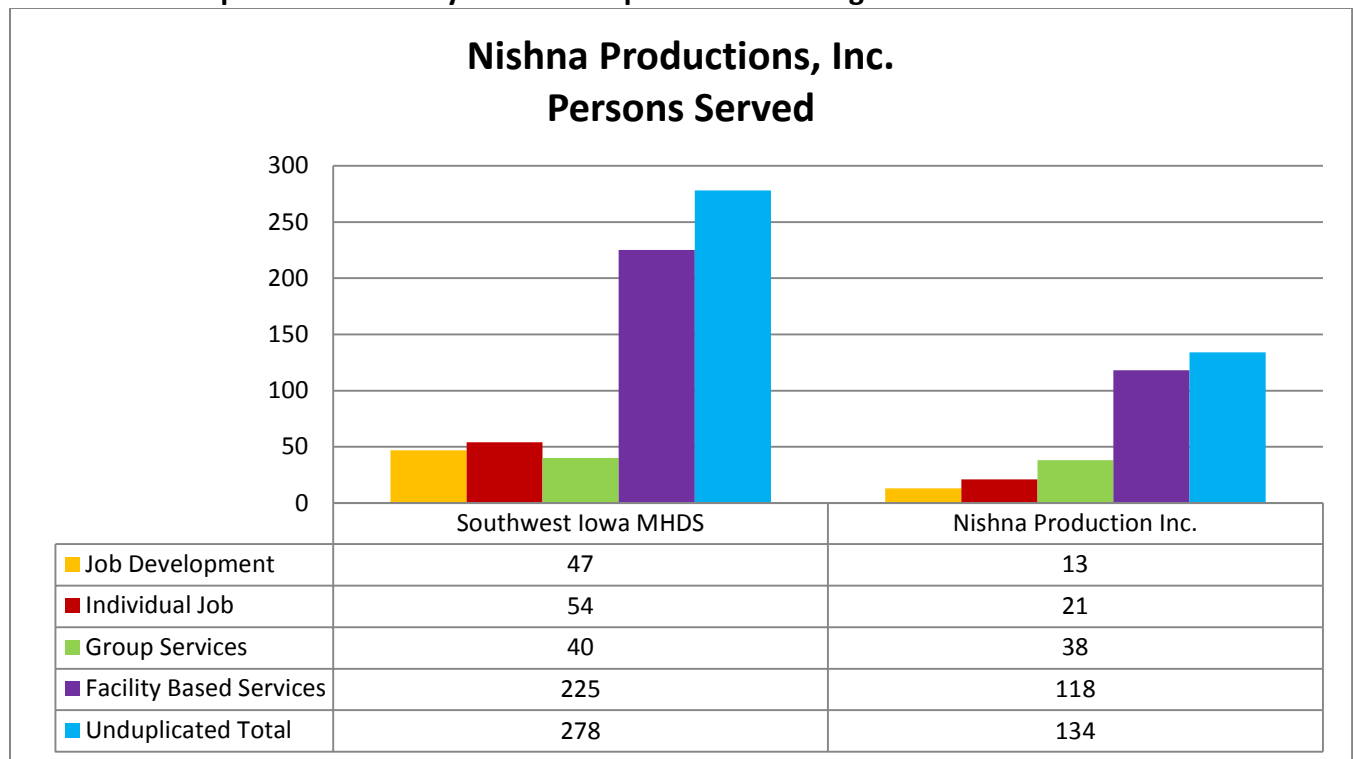


Chart 31: Average hours worked by persons served at Nishna compared to the Region and Statewide.

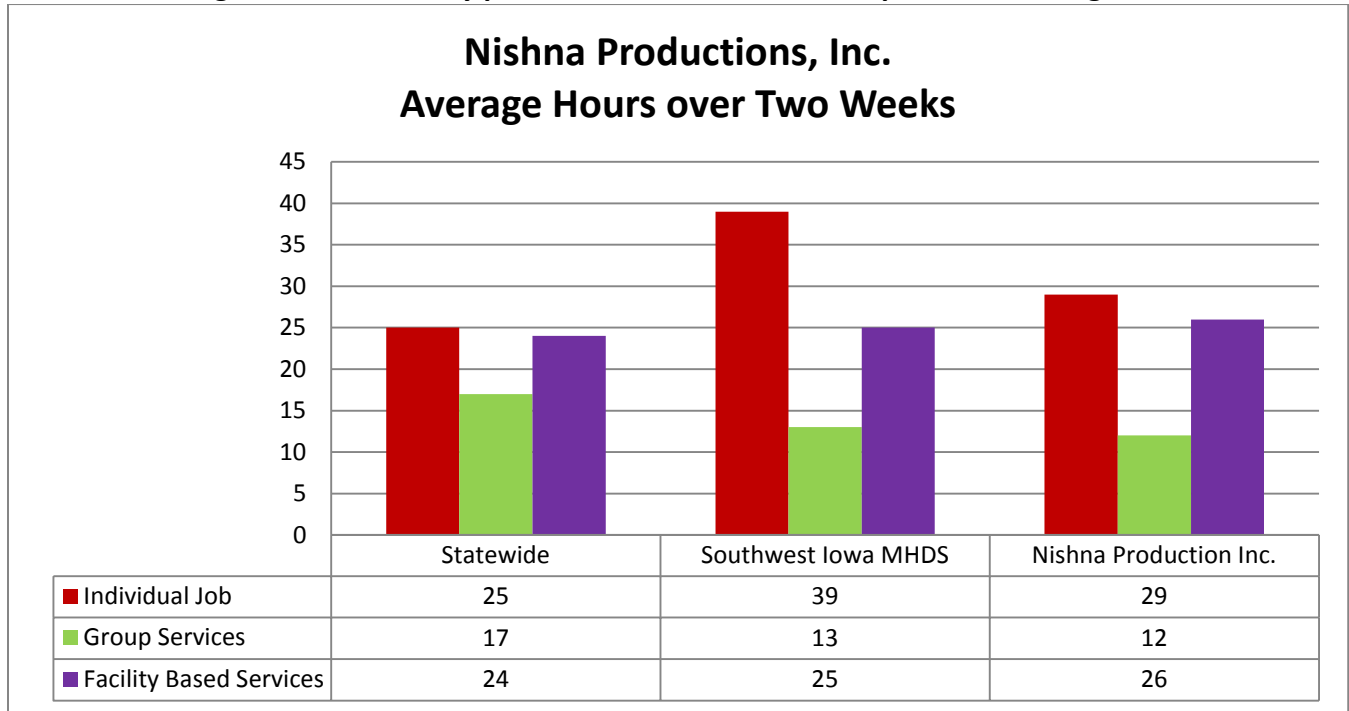
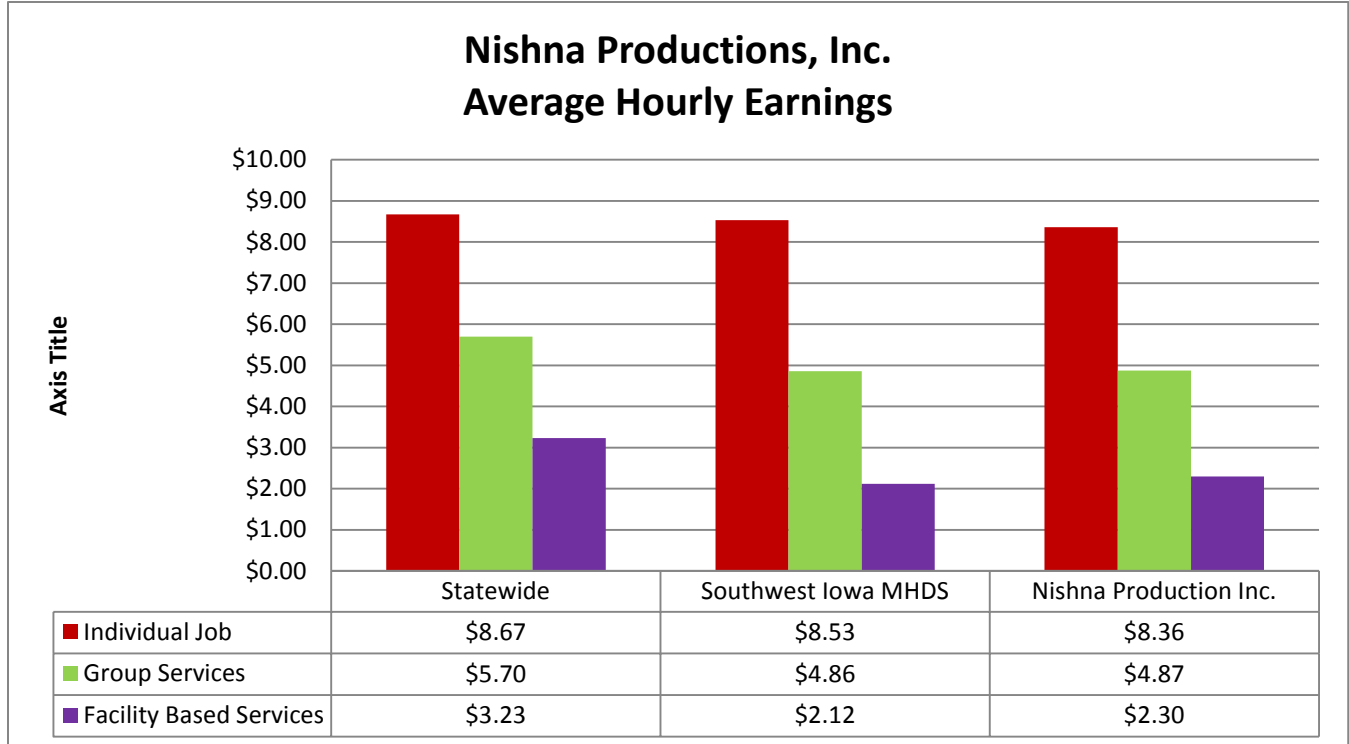


Chart 32: Average hourly earnings of persons served by Nishna compared to Regional and Statewide data.



Opportunity Village

For the two week period of this data pilot, Opportunity Village in Clear Lake served 209 people in employment services. Of those:

- ✓ Individual employment service was provided to 13 people, working an average of 30 hours per two-week period (15 hours/week), and earning an average wage of \$8.84 per hour.
- ✓ Forty-one (41) persons received Group services. They worked an average of 18 hours in this two-week period (9 hours/week), and earned an average wage of \$6.94 per hour.
- ✓ Facility based services were delivered to 163 people, who worked an average 25 hours per two-week period (12.5 hours/week), and earned an average wage of \$3.46 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Fifteen (15) people were in Job Development in this time period.
- ✓ There is an overlap of 23 people who participated in more than one service in the survey time period.

Chart 33: Total persons served by Opportunity Village compared to Regional data.

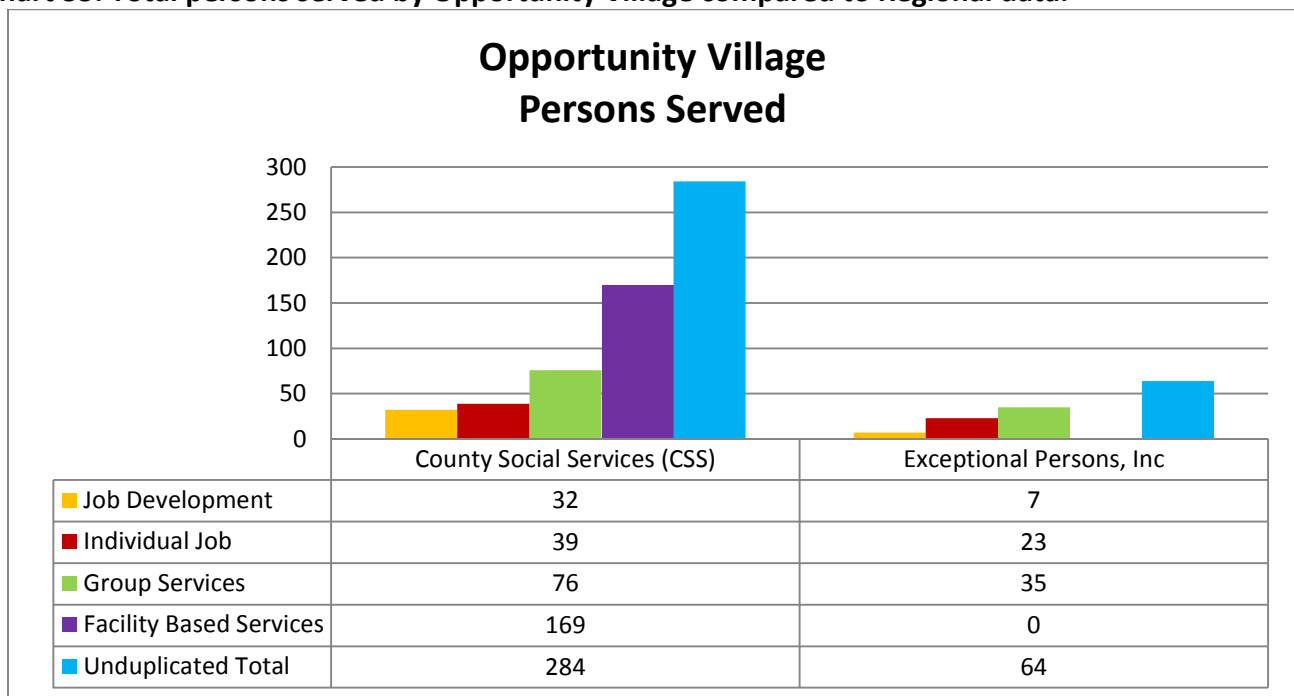


Chart 34: Average hours worked by persons served at Opportunity Village compared to the Region and Statewide.

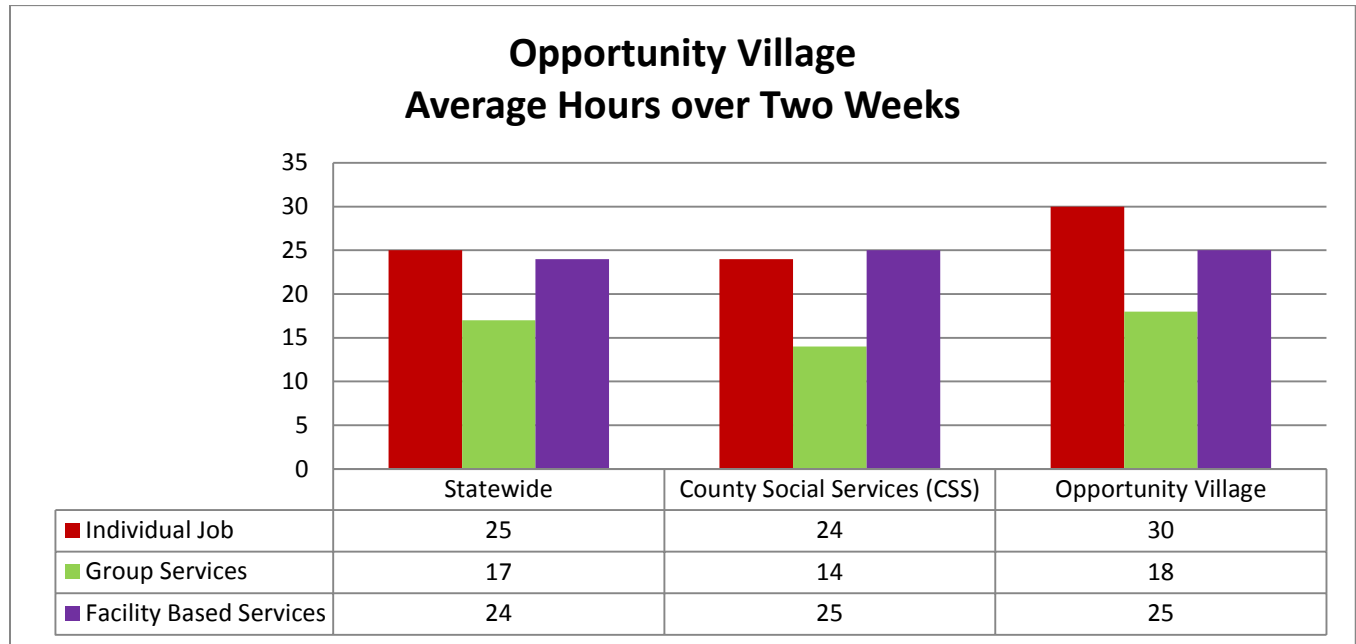
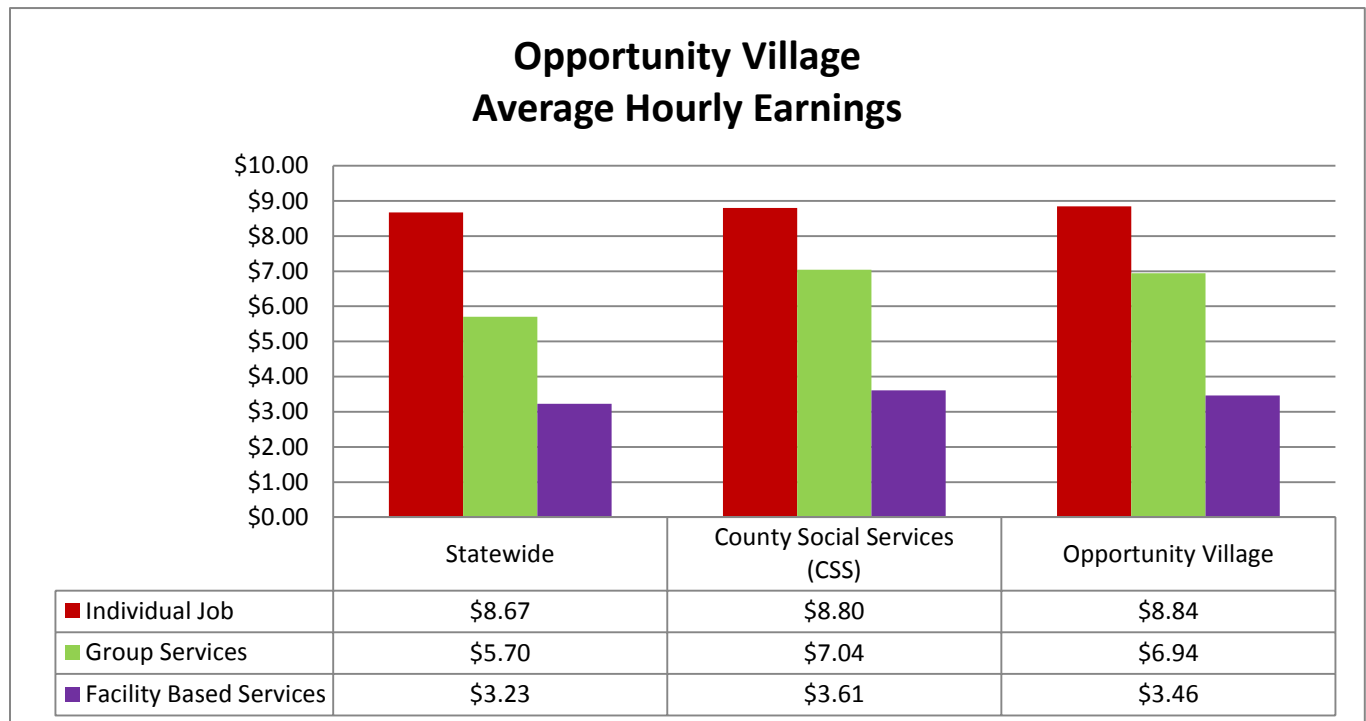


Chart 35: Average hourly earnings of persons served by Opportunity Village compared to Regional and Statewide data.



Polk County Providers: Candeo, Goodwill, HOPE, Link

The four providers surveyed in the Polk County Region served 219 people in Individual employment services in the two week period of this data pilot.

- ✓ They worked an average of 17 hours per two-week period (8.5 hours/week), and earned an average wage of \$8.74 per hour.
- ✓ The Polk County Region does not track Group services; Facility based services, or Self Employment outcomes.
- ✓ Job Development services were delivered to 160 persons.
- ✓

Chart 36: Total persons served by Polk County providers compared to one another.

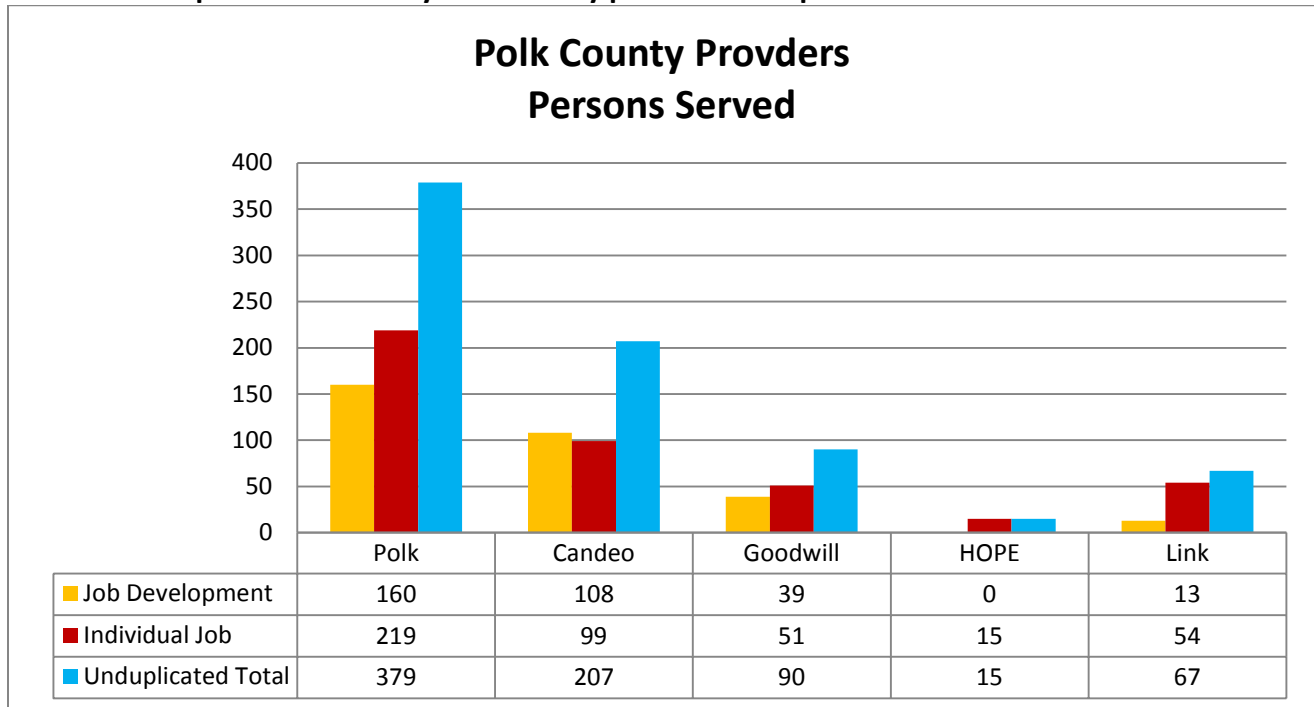


Chart 37: Average hours worked by persons served at Polk County Providers compared to one another and statewide.

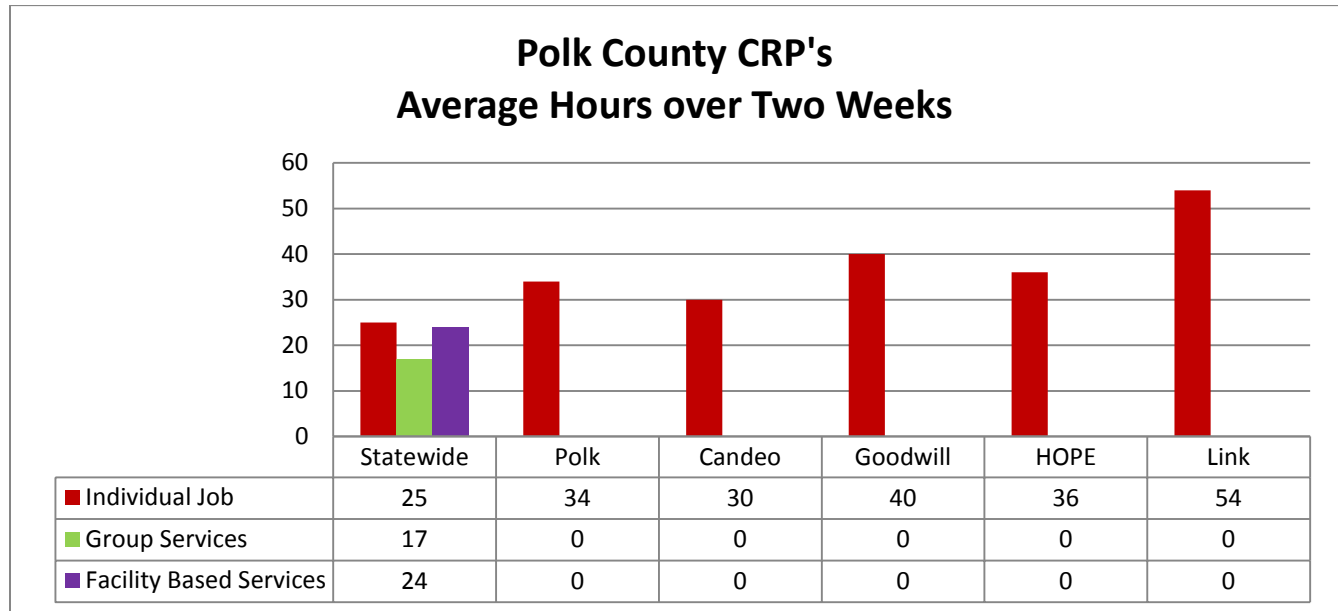
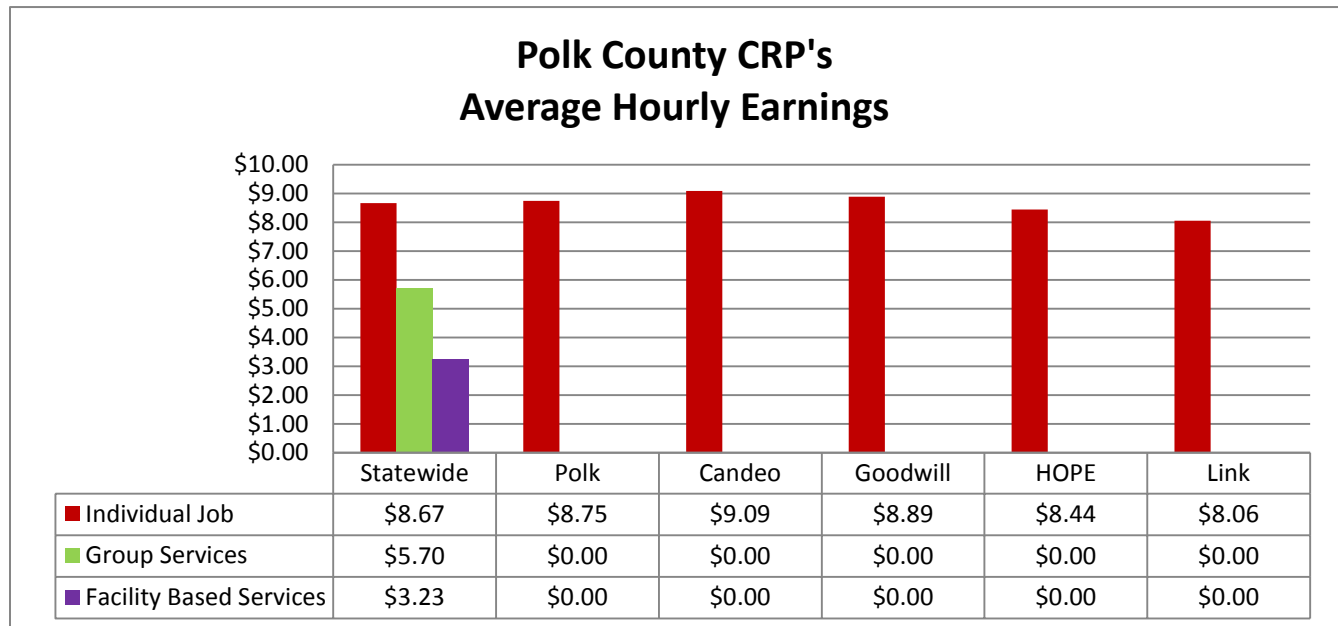


Chart 38: Average hourly earnings of persons served by Polk County Providers compared to one and the Statewide.



Progress Industries

Progress Industries from Newton served 157 people in the two week period of this data pilot. Of those:

- ✓ A Total of 81 people were served in Individual employment, they worked an average of 37 hours per two-week period (18.5 hours/week), and earned an average wage of \$9.40 per hour.
- ✓ Group services are not offered by this provider.
- ✓ Facility based services were delivered to 42 people, working an average of 16 hours per two-week period (8 hours/week), and earning an average wage of \$3.68 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Sixty-one (61) people were in Job Development in this time period.
- ✓ There is an overlap of 37 people who participated in more than one service in the survey time period.

Chart 39: Total persons served by Progress Industries compared to Regional data.

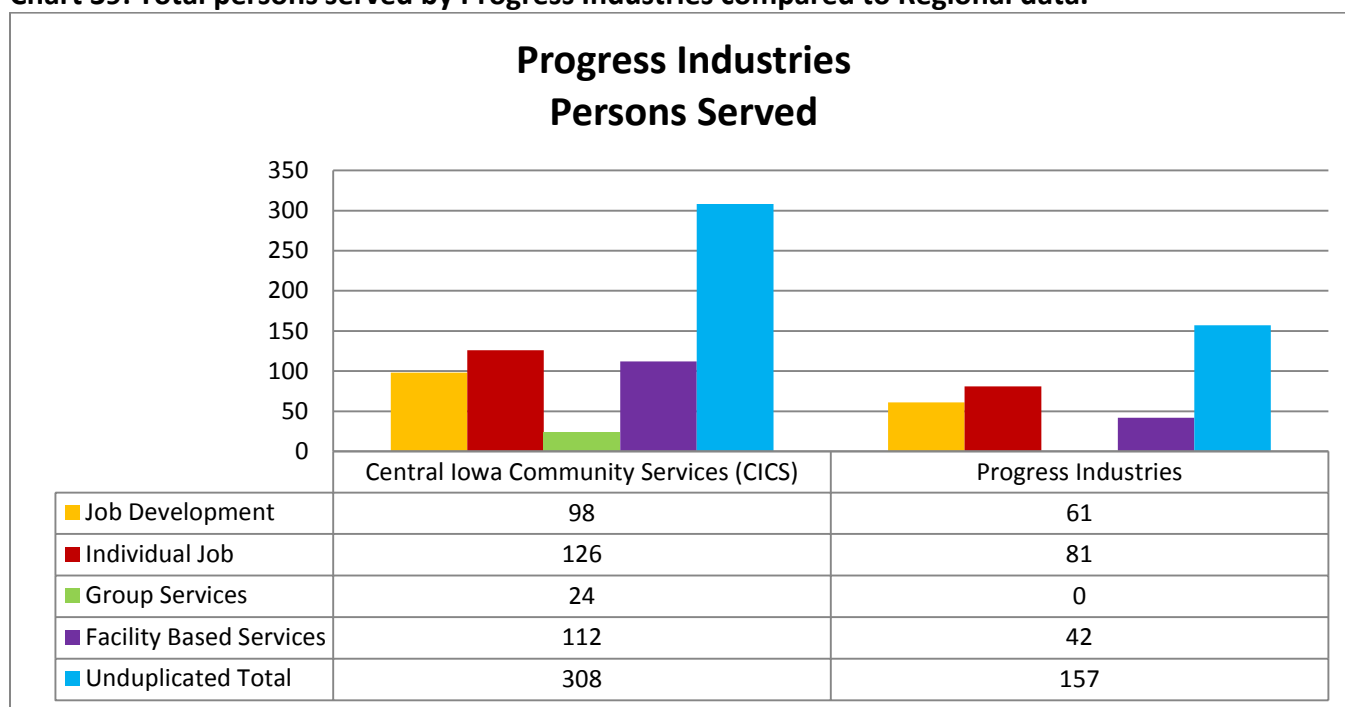


Chart 40: Average hours worked by persons served at Progress Industries compared to the Region and Statewide.

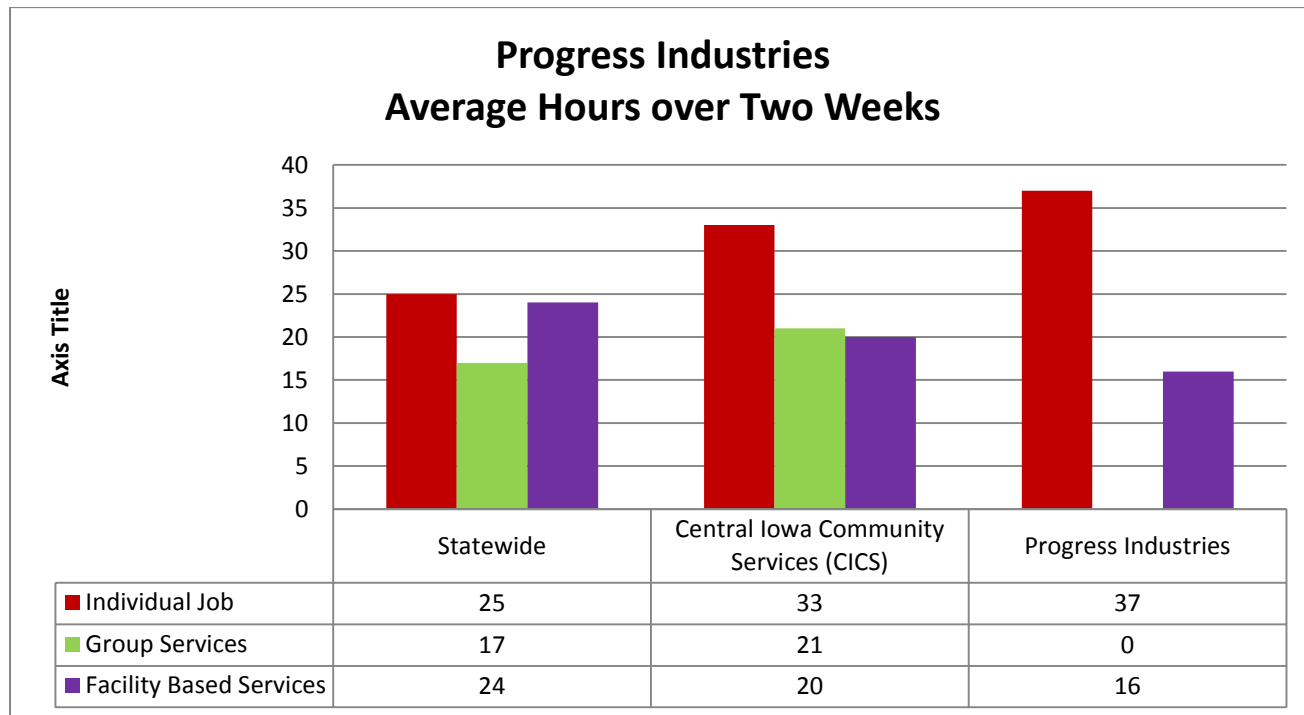
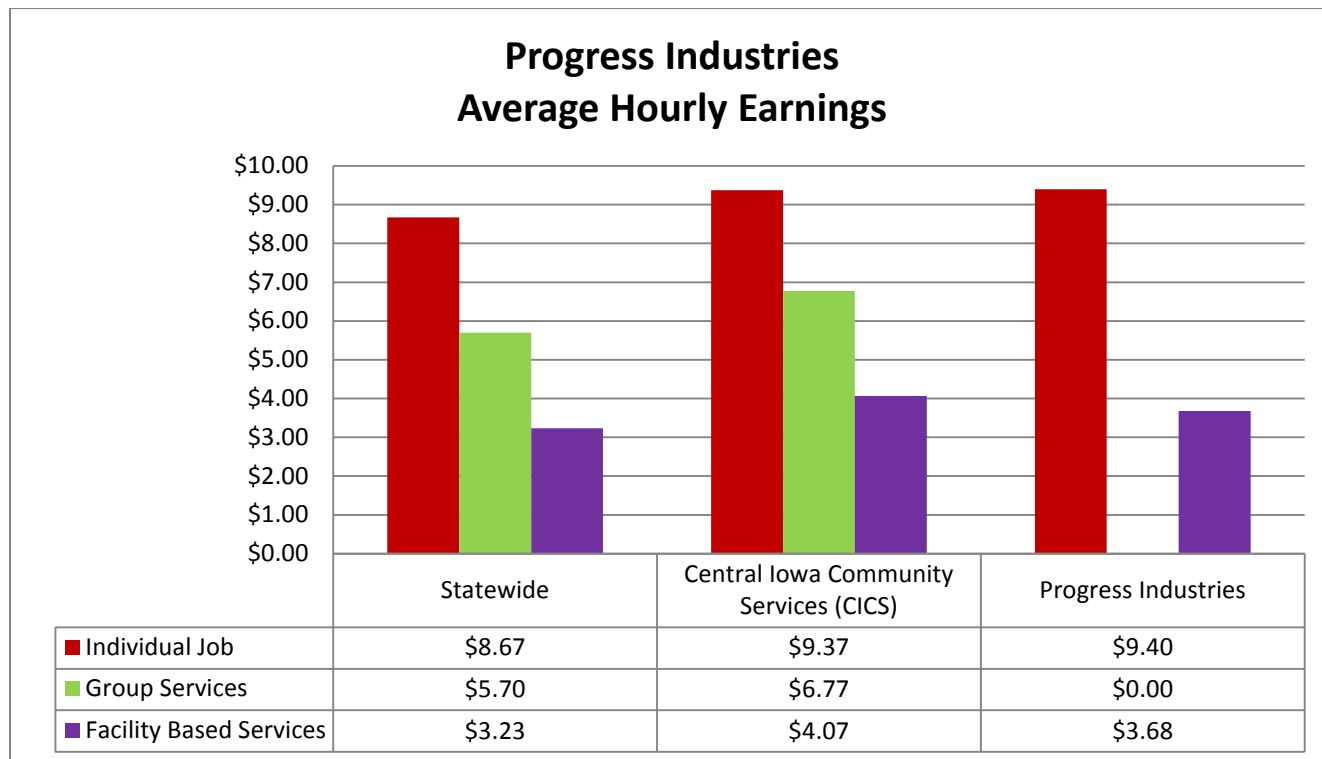


Chart 41: Average hourly earnings of persons served by Progress Industries compared to Regional and Statewide data.



Systems Unlimited

For the two week period of this data pilot, Systems Unlimited of Iowa City served 108 people in employment services. Of those:

- ✓ Seventy-nine (79) people were served in Individual employment, working an average of 17 hours per two-week period (8.5 hours/week), and earning an average wage of \$7.88 per hour.
- ✓ This provider does not offer Group services.
- ✓ Facility based services were delivered to 26 people, who worked an average 3 hours per two-week period (1.5 hours/week), and earned an average wage of \$7.26 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Twenty-five (25) people were in Job Development in this time period.
- ✓ There is an overlap of 22 people who participated in more than one service in the survey time period.

Chart 42: Total persons served by Systems Unlimited compared to the Regional data.

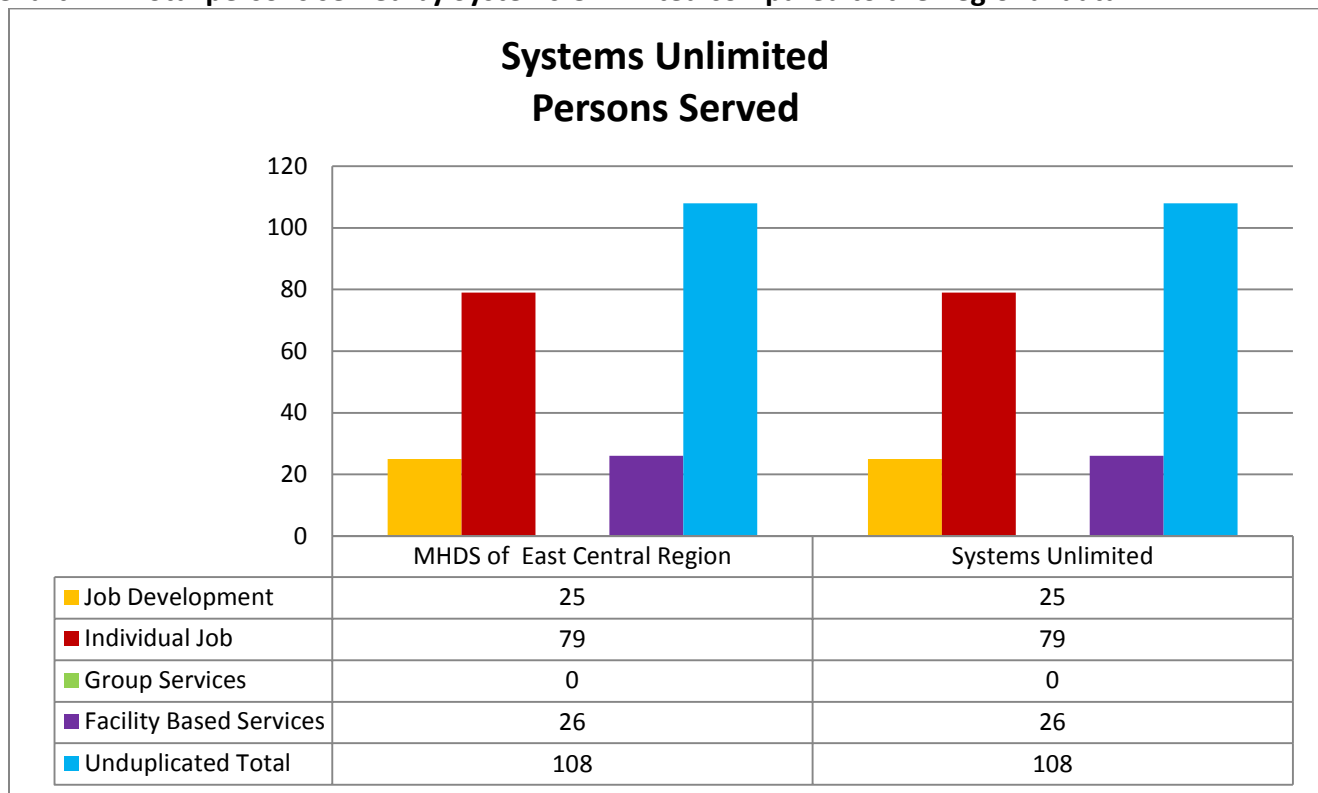


Chart 43: Average hours worked by persons served at Systems Unlimited compared to Regional and Statewide.

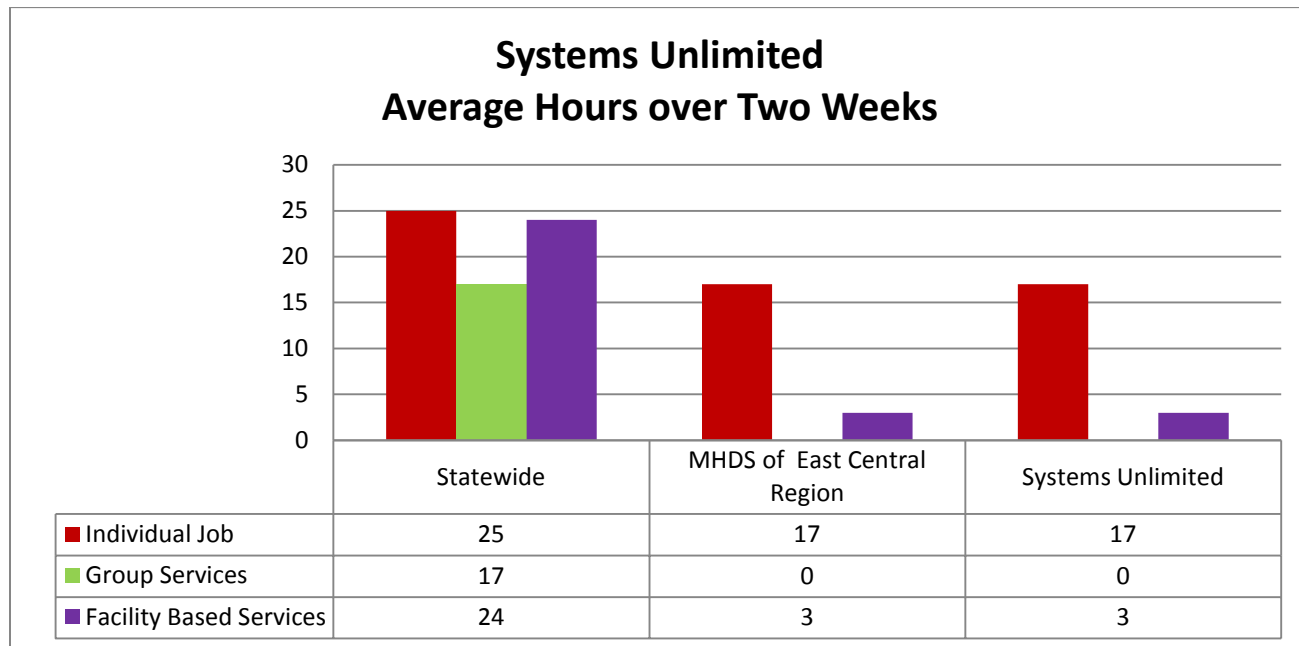
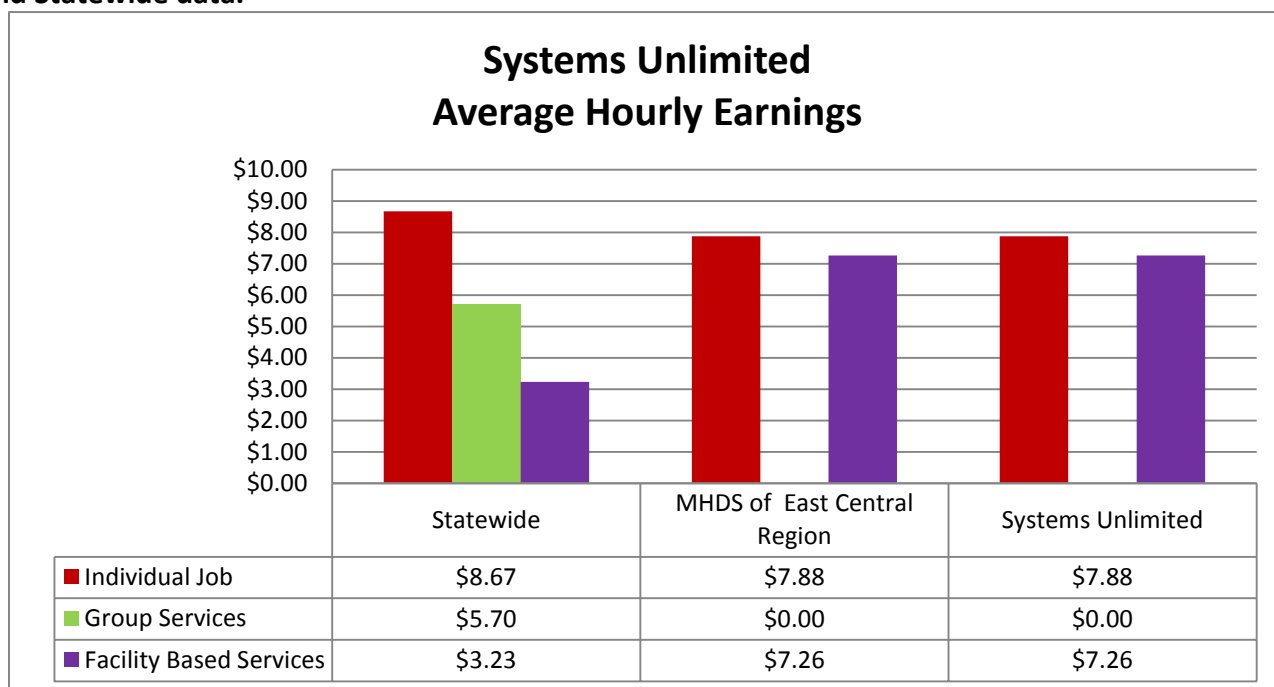


Chart 44: Average hourly earnings of persons served by Systems Unlimited compared to Regional and Statewide data.



Vocational Development Center

The Vocational Development Center from Council Bluffs served 14 people in employment services in the two week period of this data pilot. Of those:

- ✓ Ten (10) people received Individual employment. They worked an average of 34 hours per two-week period (17 hours/week), and earned an average wage of \$7.85 per hour.
- ✓ Group services were delivered to two (2) people, who worked an average 36 hours in the two week period (18 hours/week), and earned an average \$4.81 per hour.
- ✓ Facility based services are not offered by this provider.
- ✓ No Self Employment outcomes were reported.
- ✓ Four (4) people were in Job Development in this time period.
- ✓ There is an overlap of two (2) people who participated in more than one service in the survey time period.

Chart 45: Total persons served by the Vocational Development Center compared to the Regional data.

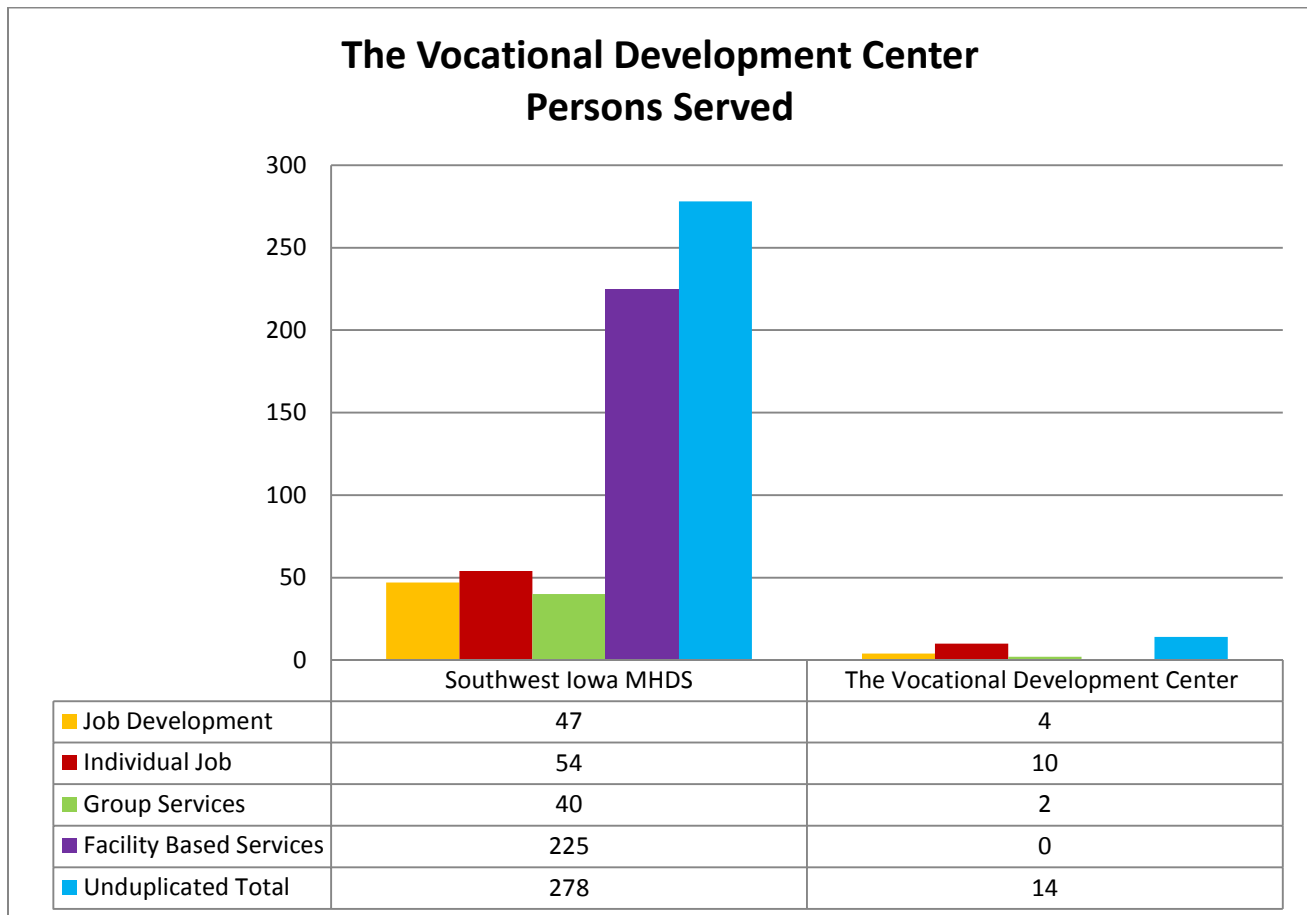


Chart 46: Average hours worked by persons served at The Vocational Development Center compared to the Region and Statewide.

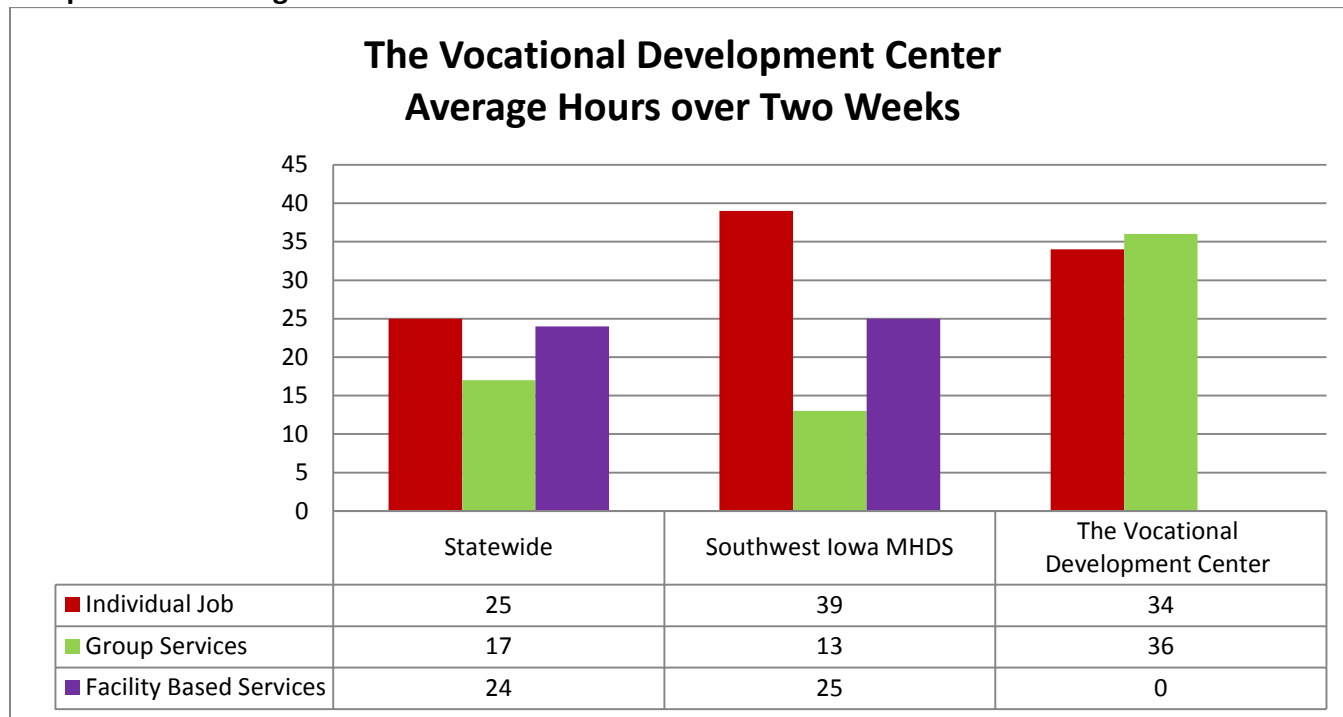
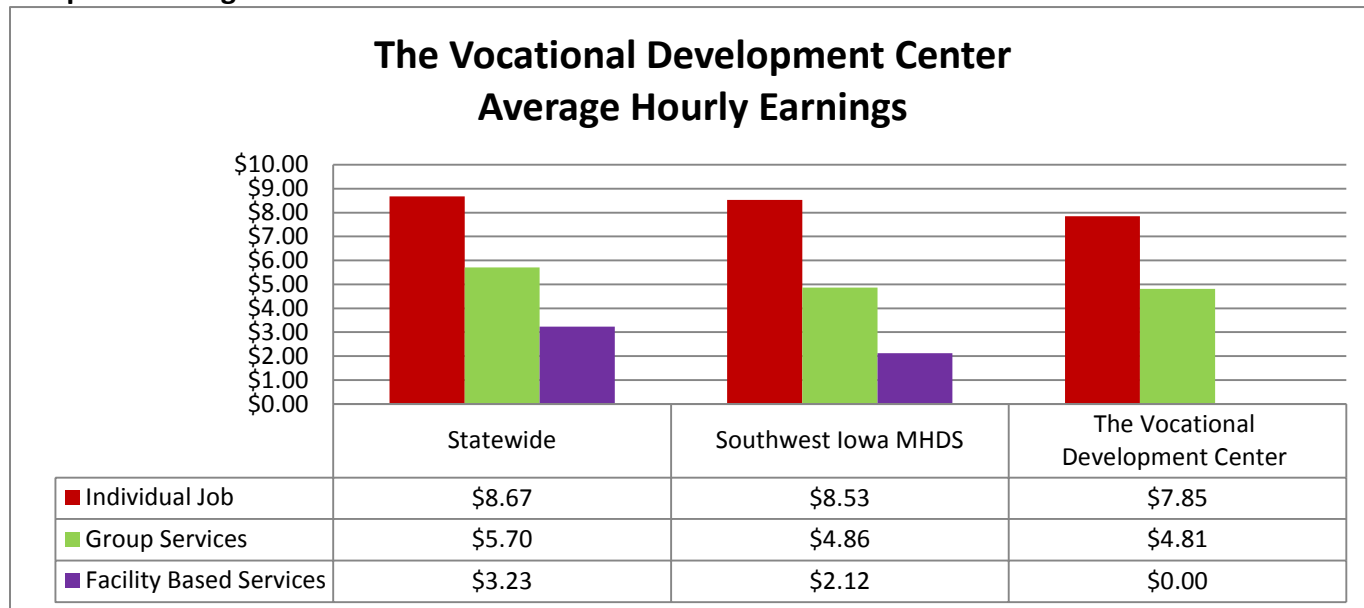


Chart 47: Average hourly earnings of persons served at The Vocational Development Center compared to Regional and Statewide data.



WCDC

WCDC from Washington served 64 people the two week period of this data pilot. Of those:

- ✓ Individual employment service was provided to 22 people, who worked an average of 25 hours per two-week period (12.5 hours/week), and earned an average wage of \$7.85 per hour.
- ✓ Group services were delivered to 20 people, who worked an average 32 hours in the two week period (16 hours/week), and earned an average \$3.77 per hour.
- ✓ Facility based services were delivered to 35 people, working an average of 16 hours per two-week period (8 hours/week), and earning an average wage of \$1.87 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ Five (5) people were in Job Development in this time period.
- ✓ There is an overlap of 18 people who participated in more than one service in the survey time period.

Chart 48: Total persons served by WCDC compared to Regional data.

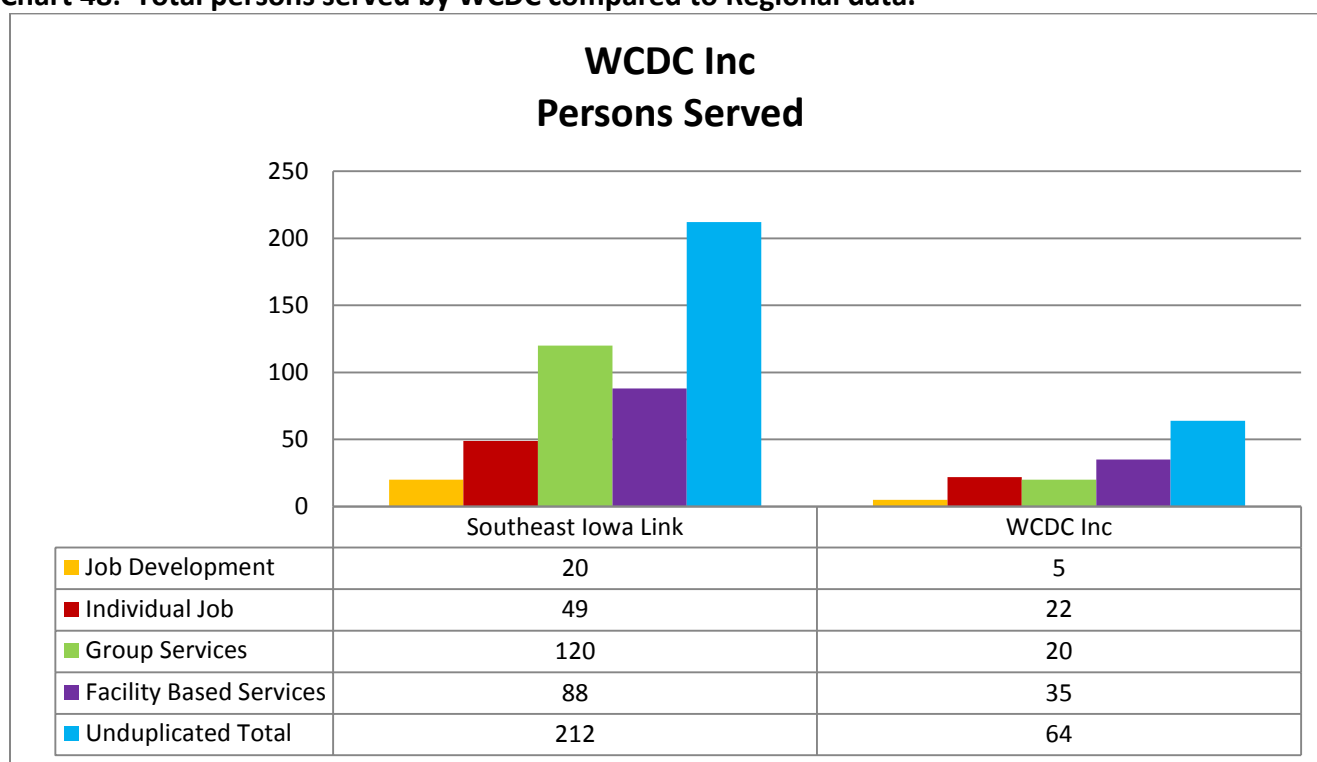


Chart 49: Average hours worked by persons served at WCDC compared to Region and Statewide data.

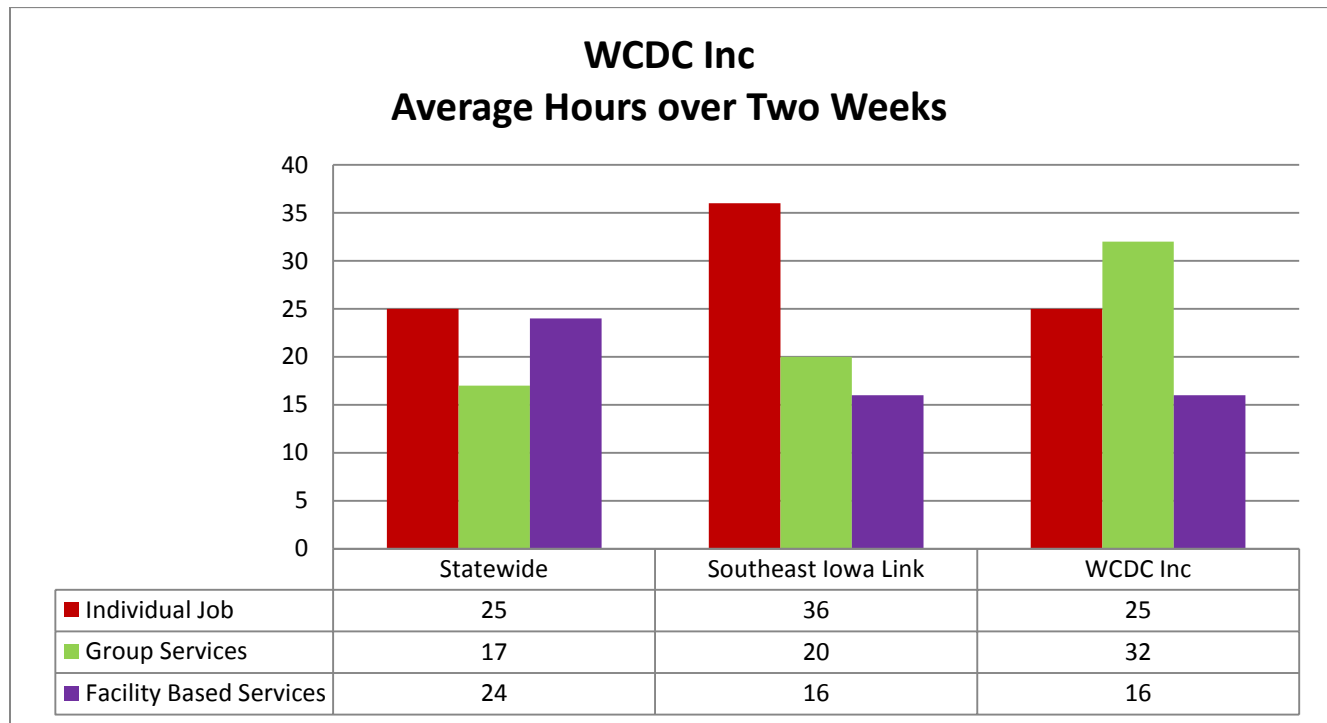
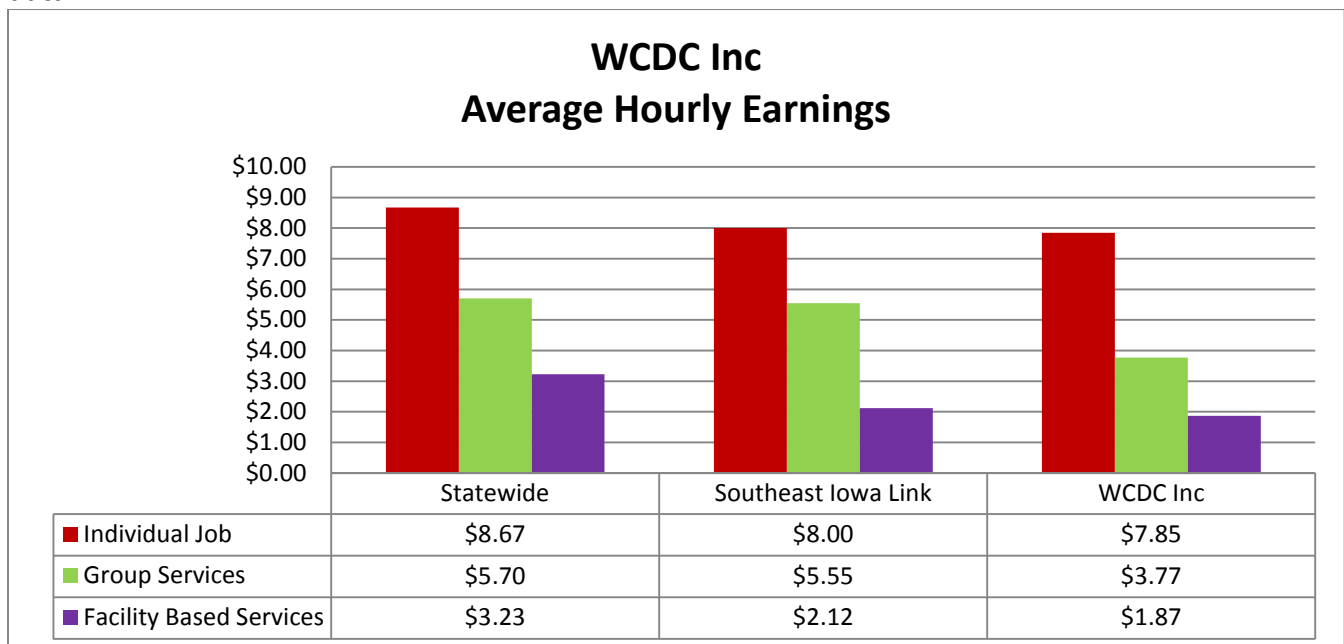


Chart 50: Average hourly earnings of persons served at WCDC compared to Regional and Statewide data.



WESCO Industries

For the two week period of this data pilot, WESCO Industries of Denison served 52 people in employment services. Of those:

- ✓ A total of 28 people received Individual employment service, working an average of 29 hours per two-week period (14.5 hours/week), and earning an average wage of \$8.25 per hour.
- ✓ Seven (7) persons were received Group services. They worked an average of 21 hours in this two-week period (10.5 hours/week), and earned an average wage of \$7.95 per hour.
- ✓ Facility based services were delivered to 21 people, who worked an average 26 hours per two-week period (13 hours/week), and earned an average wage of \$7.27 per hour.
- ✓ No Self Employment outcomes were reported.
- ✓ No Job Development services in this time period.
- ✓ There is an overlap of four (4) people who participated in more than one service in the survey time period.

Chart 51: Total persons served by Wesco Industries compared to the Regional data.

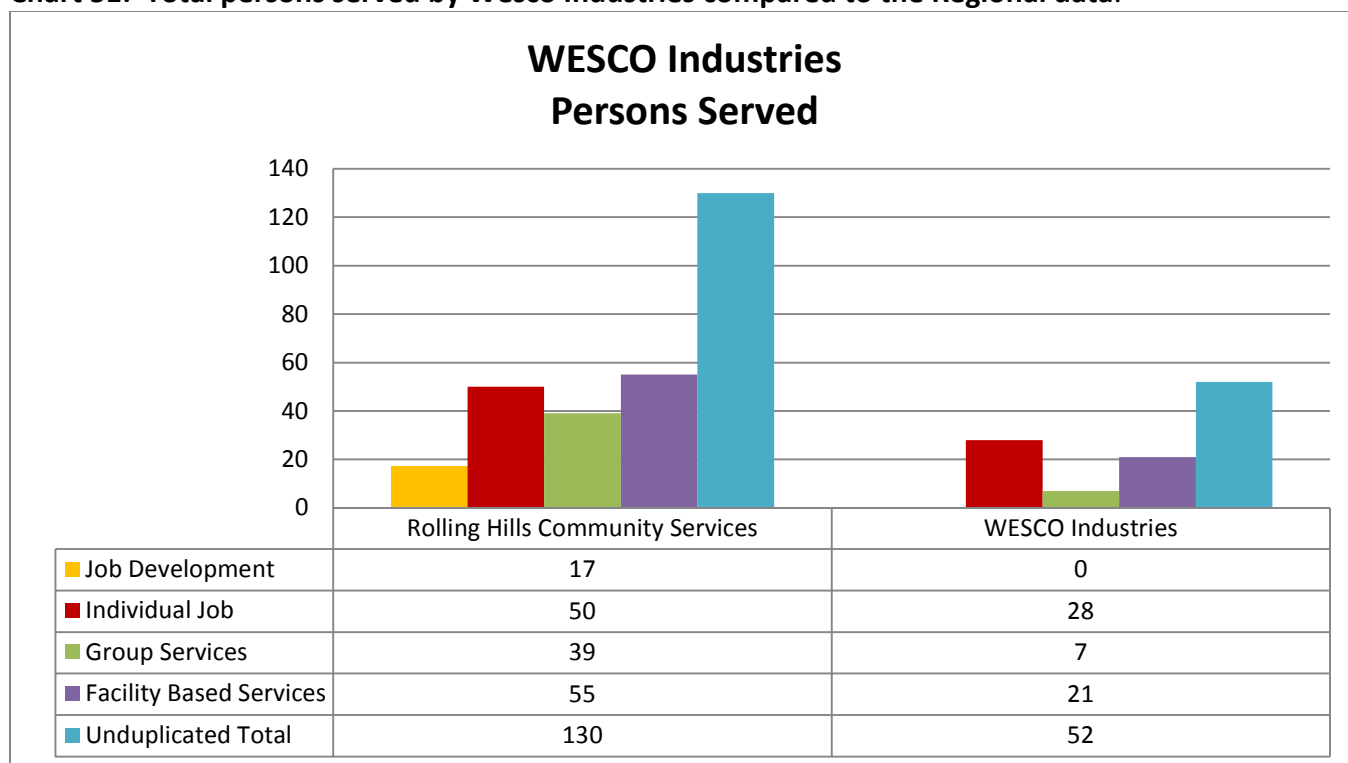


Chart 52: Average hours worked by persons served at Wesco Industries as compared to the Region and Statewide.

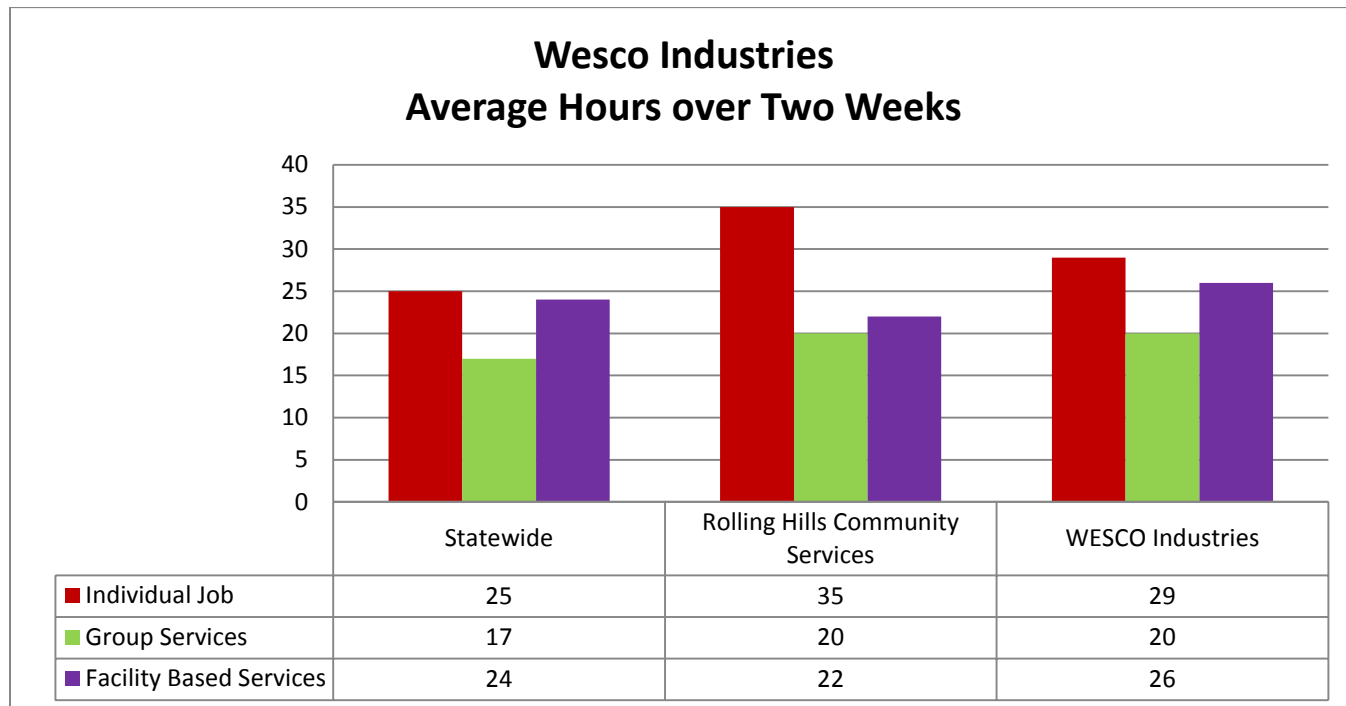
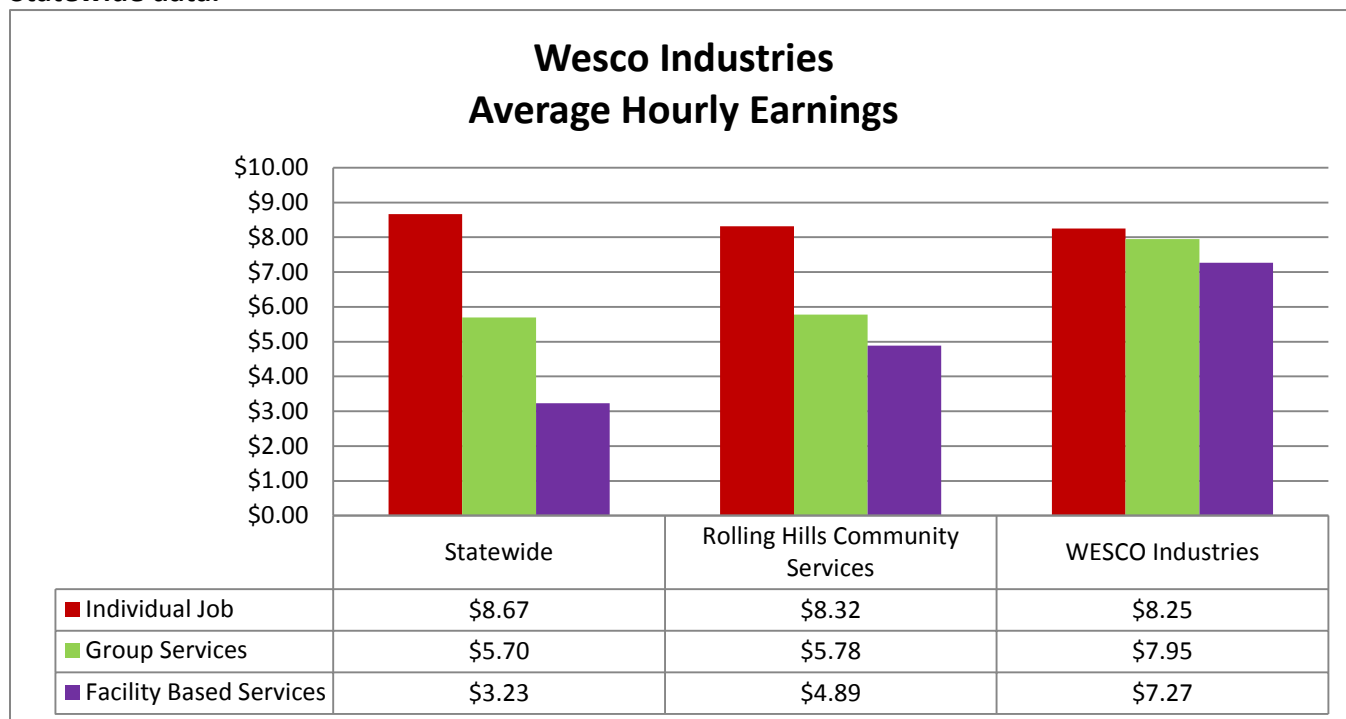


Chart 53: Average hourly earnings of persons served at Wesco Industries compared to Regional and Statewide data.



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. This report, called “Thinking Outside the Employment Box” highlights 19 individuals.

http://dhs.iowa.gov/sites/default/files/MHDSThinking_Outside_the_Employment_Box_FINAL072914.pdf

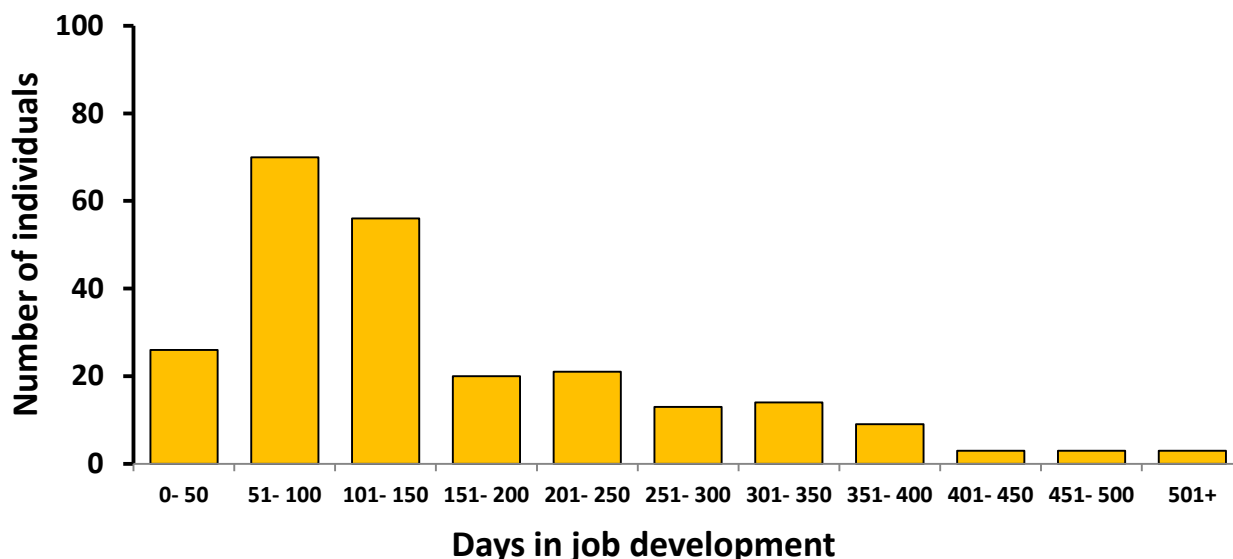
Job Development

Job Development services were provided to 434 people. This equates to approximately 20% of the individuals receiving services. Additional analysis shows:

- ✓ Fifty-eight (58) were in Individual jobs and Job Development
- ✓ Forty (40) were receiving group services and job development
- ✓ 100 were in facility based services and job development.
- ✓ 236 were receiving Job development alone

Those already in individual jobs were likely looking to increase hours or change jobs. Those in group and facility based services were in job development with the goals of an individual job. While participating in job development for these reasons is desirable, the low numbers of those in facility and group service represented is a concern.

The following chart was created using the information provided showing the date an individual entered Job Development.



Job development services are normally provided on an intermittent basis, and not over full days or weeks, however the number of days is striking. For nearly 20% of the 434 individuals, Job development has been going on for over 150 days!

VIII. Discussion

Service Mix

There are numerous instances where individuals receive services in multiple settings. This is to be expected when limited numbers of hours are worked in any of the settings. When an individual job provides limited hours, participation in group and/or facility settings provides a wraparound service. Ideally the individual is looking for addition hours in an individual job.

To recap the statewide data: (see Section VII)

- ✓ 32% have Individual jobs (686)
- ✓ 17% receive Group services (357)
- ✓ 46% receive Facility based services (969)
- ✓ 20% are in Job development (434)
- ✓ 57% receive only Facility based services (775)
- ✓ 9% receive only Job Development (236)
- ✓ Of the 434 individuals receiving Job Development, only 100 are from the Facility based service category.

The high concentration of individuals in Facility based services and particularly those in only Facility based services is of concern, as is the low participation and the length time in Job development. Iowa clearly states its Employment First Goal and this data shows how far there is to go! It also provides a starting point for goal setting!

Ticket to Work Milestones

An additional analysis of the earnings of those in individual jobs reveals 110 that are possibly eligible for Ticket to Work milestone payments. Sixteen (16) of the Providers reported at least one individual in this category. Providers servicing individually employed persons earning over Substantial Gainful Activity (SGA) as defined by Social Security should look into the Ticket to Work program.

Strengths

One of the strengths of this pilot was the ease with which participants were able to become involved and obtain the information requested. Participants also appreciated the simplicity of the data elements being sought—that is, the definitions were clear, and the data collection instrument was self-explanatory. Finally, the diverse representation of 19 providers and 27 locations in 12 Regions contributed to the strength of this project.

The data was collected in 2015, prior to both the effect date of the redesigned Employment Services Rules and the implementation of managed care. Therefore, it can be considered as baseline data and used to assess the impact of these systems changes. It can also be used to compare regions and provides and set improvement goals.

Limitations

The ages of the service recipients was not collected! In hindsight this information would have added to the value of the data because the analysis could have indicated the ages of those serviced in each setting. It is widely assumed that younger individuals tend to be served in individual jobs, while older individuals are more likely to be served in facility or group settings. The data collected in this pilot, unfortunately, cannot address that assumption.

Another limitation of the current work is the lack of data from two of the MHDS Regions, and the exclusion of Group and Facility Based Services from the Polk County scorecard. The pilot participants were not a true random sample of the employment services providers. The data reporting and analysis is a manual process, on a wider scale this could be problematic. Future efforts may want to further automate the survey and use a randomized sample or survey all providers.

Summary

Both the process feedback and the data provide valuable information to help Iowa to move forward in employment outcomes data collection and in Employment First goal setting. Productive ways to share this outcomes data for administrators and policy makers use needs to be determined and implemented. The data collected and this data collection tool and format for this pilot is consistent with the needs of Employment First and MHDS regions and overall outcomes and performance measures requirements. The data elements will match up to many other state and national reporting for comparisons. Lastly, Iowa's managed care organization can use this data to develop outcomes based performance goals and incentives.

IX. Appendices

A. Invitation letter

B. Data Collection worksheet

Appendix A

Invitation Letter

E-Mail to Invited Providers

From ICIE Project

Regarding: Request for participation in Employment Outcomes Reporting Pilot

Dear:

The Iowa Coalition for Integrated Employment (ICIE) in partnership with the Employment First State Leadership Mentoring Program (EFSLMP) is requesting your participation in piloting employment outcomes data collection. The purpose of this pilot is to test a methodology for individual employment outcomes data collection, and to gather baseline data for measurement of the employment services systems change work.

We have selected employment service providers from across the state, representing all the regions to participate in this pilot. If you agree to participate you will be asked to provide individual information for those persons receiving employment services and supports from your agency during the two week period between April 20 and May 3, 2015. Specifically you will be asked for:

The setting where person worked (Integrated Individual Job, Group Supported Job, Facility-Based Work, or Self-employment)

The hours worked during the two week period.

Gross earnings for the two week period.

We are also asking about people who are currently in Job Development and not yet employed.

The data collected is the same as you may already be collecting for the Employment 1st efforts and we anticipate this to be consistent with the Mental Health Disability Services (MHDS) outcomes data collection plans.

A sample worksheet is attached.

Technical assistance, including a teleconference or webinar and 1:1 support, will be available throughout the pilot.

Participation is voluntary; there will be no consequences if you are unable to participate. You will receive the results for your agency, as well as for compilation of the statewide results.

Projected timeline for this pilot:

June 8, 2015 for participation confirmation

Week of June 15 2015 - release of survey

Week of June 15, 2015 - teleconference or webinar for technical assistance of approximately one hour.

June 30, 2015 - survey due date

Week of September 14 2015 - Focus group regarding the data collection tool and the overall process

September 2015 is projected for release of an aggregate outcomes report and reports to participating providers.

If you have any questions and/or are willing to participate, please contact Tammie Amsbaugh by June 5th at 515-281-8794 or tamara-amsbaugh@uiowa.edu

Thank you for your consideration.

Appendix B

Data Collection Worksheet and Instruction

Iowa Coalition for Integrated Employment (ICIE) Individual Employment Outcomes Data Collection Pilot <small>ICIE Objective 2</small>	Provider name and address Region														
Reporting period April 20-May 3, 2016	Please provide the name and phone number of the person completing this form:														
Complete one row for each person served.	Individual Integrated Job				Group Supported Job				Facility-Based Work			Self-Employment	Job Development Status		Comments or clarifications
Please number persons served, completing one row per person, we do NOT want names. An individual may be involved with more than one type of employment setting. Hours and gross wages should be entered in each setting applicable. Include all individuals served regardless of funding source.	The individual works full or part-time job in the community or general workforce, where the majority of employees are not persons with disabilities. The individual is paid at least the minimum or prevailing wage and benefits. Regular, customized, and supported employment outcomes go here. Regular or periodic job coaching may be provided aimed at developing, maintaining, and/or improving job skills, including career advancement. Individuals are generally paid by the employer, but in some circumstances may be paid by the provider agency under contract with a business. Medicaid billing code is likely to be H2025. The regional CCA code is likely to be R2095.				The individual works in a group of individuals with disabilities in a community setting which includes the interaction with person without disabilities that would normally occur in similar job. Continuous supervision is provided by the provider agency. This setting may also be described as enclave or mobile work crew. Medicaid billing code is likely to be H2025. The regional CCA code is likely to be R2095.				The individual works in a segregated/sheltered setting where the majority of individuals have disabilities. The provider is carrying out a program of habilitation or rehabilitation leading to generalizable skills with the goal of individual integrated employment. The Medicaid billing codes are likely to be T2014 and/or T2018. The regional CCA code is likely to be R2080 and/or R2082.			The individual owns a business or microenterprise. Job coaching is normally the service provided relating to business planning and start-up should be reported as a "yes." Is Job Development with the date started.	The individual is receiving Job Development, Employer Development or Enhanced services for the purpose of securing individual employment. Medicaid Waiver billing codes are likely to be T2018, H2024 and/or H2019. The regional CCA code is likely to be R2095.		Please enter any additional information about an individual in this column.
Persons served	Participates in activity?	Hours Worked	Gross Wages	Source of paycheck	Participates in activity?	Hours Worked	Gross Wages	Source of paycheck	Participates in activity?	Hours Worked	Gross Wages	Participates in activity? If Yes, you will be contacted for further information.	Is in job development	Date started job development	Comments or clarifications

Consumer Information

Complete one row for each person served.

It is expected that some individuals will have been involved in more than one type of employment setting during the reporting period. Hours and wages should be entered in all settings applicable.

Individual Integrated Job

The individual works full or part-time job in the community or general workforce, where the majority of employees are not persons with disabilities. The individual is paid at least the minimum or prevailing wage and benefits. Regular, customized, and supported employment outcomes go here. Regular or periodic job coaching may be provided aimed at developing, maintaining, and/or improving job skills, including career advancement. Individuals are generally paid by the employer, but in some circumstances may be paid by the provider agency under contract with a business. Medicaid billing code is likely to be H2025

Participates in this activity during the reporting period

Enter **Yes** if the person is working during the reporting period and also enter the **hours** and **wages** and **source of paycheck** columns. Enter **No** if the individual is not working in an individual job and skip to the Group Supported Employment Column.

Hours worked

Enter the total number of hours the individual was scheduled to work during the two week reporting period.

Gross Wages

Enter the gross amount the individual was paid for the two week reporting period. Note: this is not hourly! You should multiply by an hourly rate if needed. Gross wages mean before taxes or other deductions.

Source of Paycheck

Enter Business or Provider. If the individual is paid by the provider agency it is normally under a contract with a business for the work. The business is located in the community and the individual is in a typical job where the majority of employees are not persons with disabilities.

Group Supported Job

The individual works in a group of individuals with disabilities in a community setting which includes the interaction with person without disabilities that would normally occur in similar jobs. Continuous supervision is provided by the provider agency. This setting may also be described as enclave or mobile work crew. Medicaid billing code is likely to be H2023

Participates in this activity during the reporting period

Enter **Yes** or **No** for this reporting period. If **Yes**, complete the hours and wages column, if **No** skip to Facility Based column.

Hours worked

Enter the total number of hours the individual was scheduled to work during the two week reporting period.

Gross Wages

Enter the gross amount the individual was paid for the two week reporting period. Note: this is not hourly! You should multiply by an hourly rate if needed. Gross wages mean before taxes or other deductions.

Source of Paycheck

Enter Business or Provider. Normally the provider is the source of the paycheck for this setting.

Facility Based Work

The individual works in a segregated/sheltered setting where the majority of individuals have disabilities. The provider is carrying out a program of habilitation or rehabilitation relating to generalizable skills with the goal of individual integrated employment.

Participates in this activity during the reporting period

Enter **Yes** or **No** for this reporting period. If **Yes**, complete the hours and wages column, if **No** skip to Self-employed column.

Hours worked

Enter the total number of hours the individual worked during the two week reporting period.

Gross Wages

Enter the gross amount the individual was paid for the two week reporting period. Note: this is not hourly! You should multiply by an hourly rate if needed. Gross wages mean before taxes or other deductions.

Self-Employment

The individual owns a business or microenterprise. Job Coaching (Medicaid billing code H2025) is likely to be the service provided.

Participates in this activity during the reporting period

Enter **Yes** or **No** for this reporting period. If **Yes**, we will contact you for details! If **No**, skip to Job Development Column

Job Development Status

The individual is receiving Job Development, Employer Development or Enhanced services for the purpose of securing employment. Medicaid billing codes: T2018, H2024, H2019

Participates in this activity during the reporting period

Enter **Yes** or **No** for this reporting period.

Date Started in Job development

Enter the date they started in this activity.

Comments

Please enter any additional information about an individual in this column.