



2021 DESOS REPORT

Day and Employment Services Outcomes System Report

A publication of the

Indiana Institute on Disability and Community
Indiana University

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**INDIANA INSTITUTE ON
DISABILITY AND COMMUNITY**

The mission of the Indiana Institute on Disability and Community (IIDC) is to work with communities to welcome, value, and support the meaningful participation of people of all ages and abilities through research, education, and service. The Institute collaborates with community agencies, schools, advocacy organizations, government, institutions of higher education, and other community partners to effect improvements in quality of life. To accomplish this, our work is conducted through seven Centers that address issues across the lifespan and major life areas.

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The Day and Employment Services Outcomes System Report

is submitted to the

Bureau of Developmental Disabilities
Bureau of Rehabilitation Services
Division of Disability and Rehabilitative Services
Indiana Family and Social Services Administration

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Dear Colleagues,

The past year has been anything but typical. Spring 2020, we postponed data entry for the Day and Employment Services Outcomes Systems (DESOS) due to COVID-19. We knew with the disruption of services and staffing, data collection would cause an additional burden. Yet, this spring many staff requested the continuation of collecting the data.

The DESOS report is a compilation of the data by settings and outcomes. The first few pages are comparisons across settings, while the remainder of the report reflects the data for each setting. The primary objective of this report is to give providers, policymakers, and advocates insight as to where individuals spend their day and what this actually means for them.

Eighty-four (84) providers were verified as providing day and/or employment services through contracts with the Bureau of Developmental Disabilities Services and/or Vocational Rehabilitation Services. Page 19 at the end of this report lists providers participating in this year's report. Highlights of this report include:

- **Fifty-nine providers (70%)** entered data for **9,775 individuals** (down from 10,409 in 2019).
- Compared to 2019 (p. 6), there was a **decrease in sheltered employment (25% to 19%)** and an **increase in Alternatives to Employment (ATE)** primarily due to the impact of COVID and individuals looking for a job (p.18).
- Individuals who are their **own guardians** are more likely to make more money (p. 7).
- **Transition-age youth and young adults** are more likely to be in Competitive Integrated Employment (CIE). However, there is an increase in sheltered employment and nonemployment day programs between the ages of 25 and 29 (p.9).
- **Each older age group** shows a decrease in Competitive Integrated Employment and an increase in sheltered employment and nonemployment day programs (p. 11).

This report could not happen without the ongoing support and the participation of the many providers who helped us create this report, for their time, and most importantly, continued partnership.

Thank you for your continued support!

Teresa Grossi

Teresa Grossi, Ph.D.
Director of Strategic Developments

Definitions

1. **Sheltered employment** – facility-based employment where work-oriented services are provided by people with disabilities. The majority of people working there are people with disabilities.
2. **Off-site group employment placement** – (a.k.a., community-based sheltered employment) employment as a member of a group of eight or fewer individuals with disabilities who perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew which moves from contract site to contract site performing services.
3. **Competitive integrated employment/Individual job** - individual performs work tasks in a local business or industry alongside non-disabled coworkers. Individuals are paid the prevailing wage by the employer.
4. **Self-employed** – individual operates his or her own business to perform a paid service or produce a marketable item.
5. **Non-employment day program** – facility-based services with an emphasis on teaching daily living skills where individuals are engaged in non-work activities.
6. **Alternative to employment (ATE)** – individuals are spending most of their day based on one of the following choices:

Choice – the individual chooses not to receive community employment or facility-based services.

Community access – the individual spends most of their time accessing community resources and services (e.g., swimming at the local community center, therapeutic horseback riding, taking a computer class at the local college, going to the bank).

Looking for a job – the individual is receiving pre-placement services (e.g., community-based vocational assessment, Discovery activities, job development services).

Retired – the individual considers himself/herself to be retired from work and is not interested in employment.

Volunteer – the individual chooses to volunteer time without pay to engage in activities of assistance to others.



Primary Environment or Setting

Individuals spend the majority of their day in a variety of settings. This information is based on 9,775 (down from 10,409 in 2019) individuals across six settings where most people are in nonemployment day programs (32%). Figure 2 shows an increase over time and a decrease in sheltered employment (Figure 2).

Figure 1. Primary Day Environment

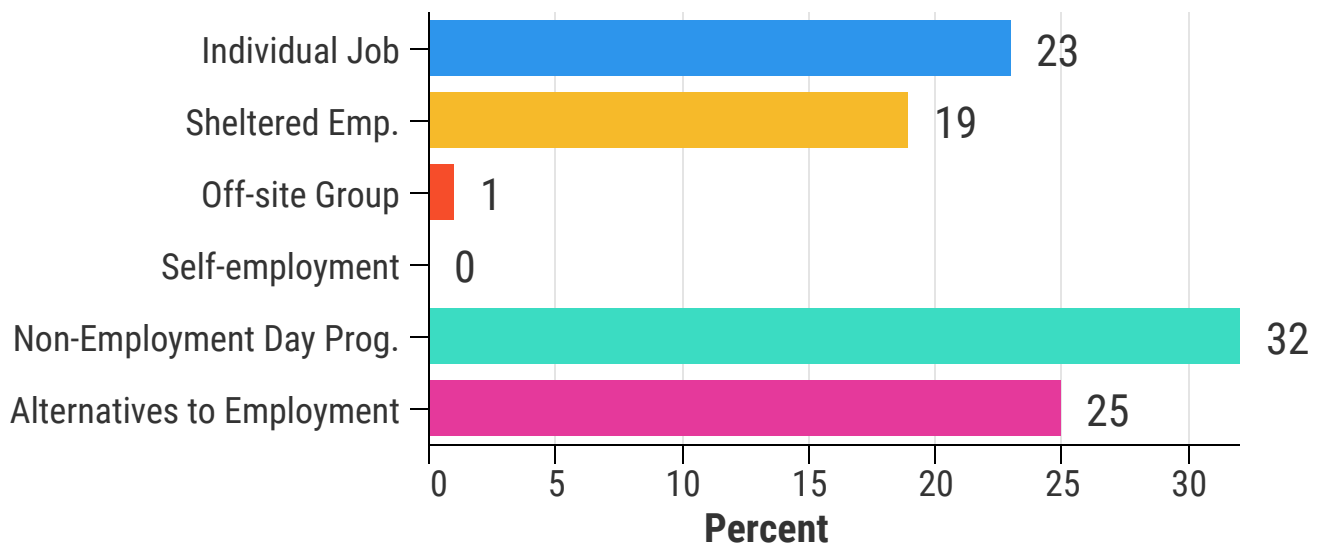
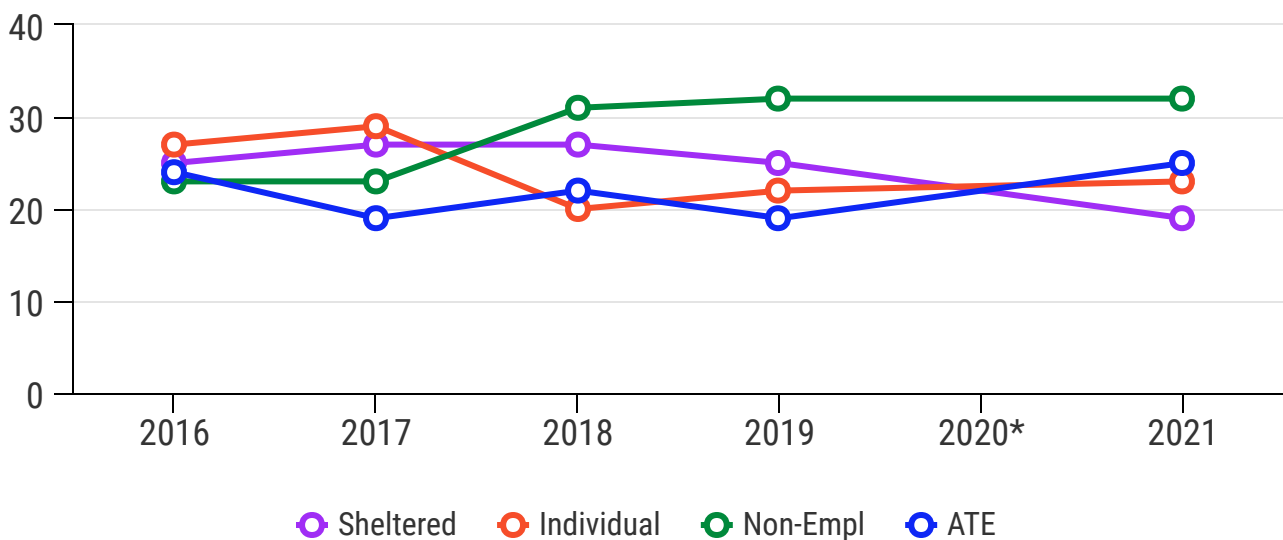







Figure 2. Primary Setting Over 5 Years



* Data collection did not occur in 2020 due to COVID

Average Weekly Hours Worked And Hourly Pay

 Sheltered Employment		23.3		\$3.16
 Off-Site Group		20		\$7.66
 Individual Job		21.3		\$9.80


Guardianship

Data on guardianship across different settings shows number of individuals who are their own legal guardian. **Partial** – means a family member or another person has guardianship over financial and/or medical. The percent difference (100%) are individuals who aren't their own legal guardians.

45% Own
8.5% Partial


Sheltered Employment

32% Own
4% Partial


Nonemployment Day

62% Own
9% Partial


Individual Job

63% Own
9% Partial


Off-Site Group

Social Interactions

This question is designed to identify the degree to which the individual interacts with persons without disabilities who are not paid to provide support to the individual. The responses reflect what is occurring in this environment.

45%



Sheltered Employment

34%



Off-Site Group

Engages frequently and ongoing with a variety of people

59%



Individual Job

39%



Nonemployment Day



Living Environment

The average number of people with disabilities in the home, including the individual based on where they spend their day.

2



Individual Job

2



Sheltered Employment

3



Off-Site Group

4



Nonemployment Day



By the Setting. . . By the Age

Transition-Age Youth and Young Adults

There were 1,692 individuals between the ages of 18-24 years old and 1,354 young adults between the ages of 25-29 years old, engaged in some type of employment. Below is the percent of the age group, setting, and the comparison of average hours and wages.



Sheltered Employment



Off-Site Group



Individual Job



Nonemployment Day

18-24 yrs old

3%

.5%

33%

16%

25-29 yrs old

15%

.4%

30%

32%



18-24 yrs old

19

18

21

—

25-29 yrs old

22

18

20

—



18-24 yrs old

\$3.58

\$6.13

\$9.62

—

25-29 yrs old

\$4.65

\$11.10

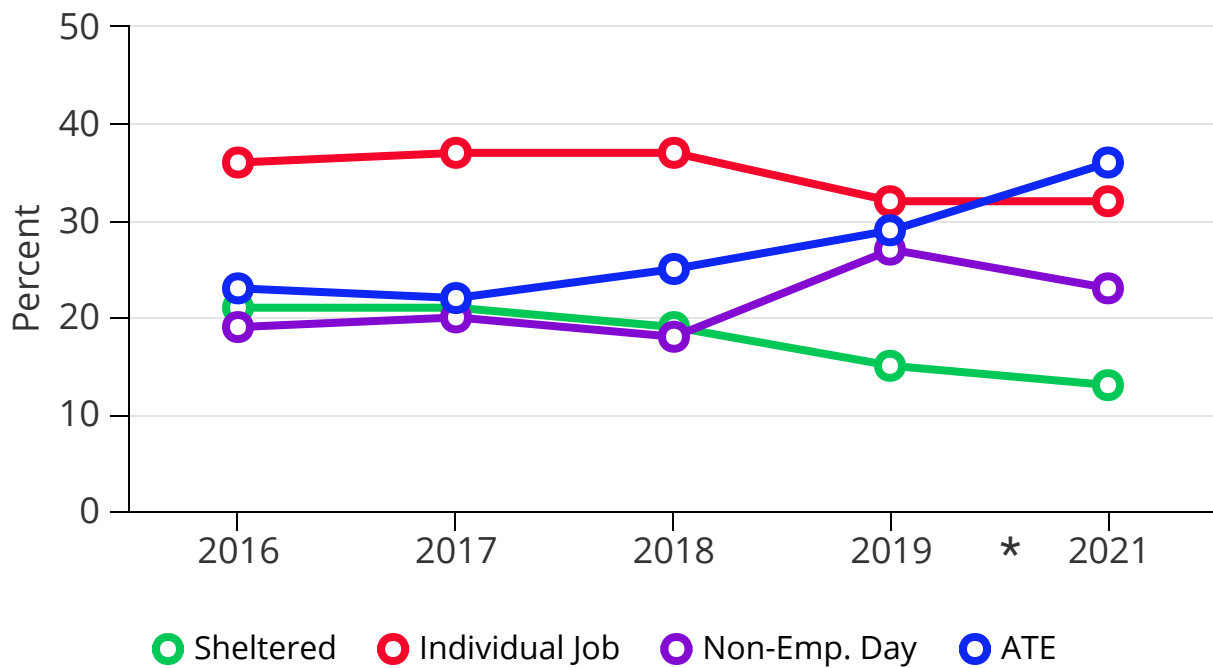
\$9.56

—

Primary Setting for 18 to 29-Year-Olds Over 5 Years

Figure 3 below shows the 18-29-years age group (3,046 individuals) and primary settings for the past 5 years. Considering the impact of COVID-19, the data shows a steady increase in ATE (29% to 36%); a steady decrease in sheltered employment (15% to 13%); and, where individual jobs remained fairly stable the last few years at 32%.

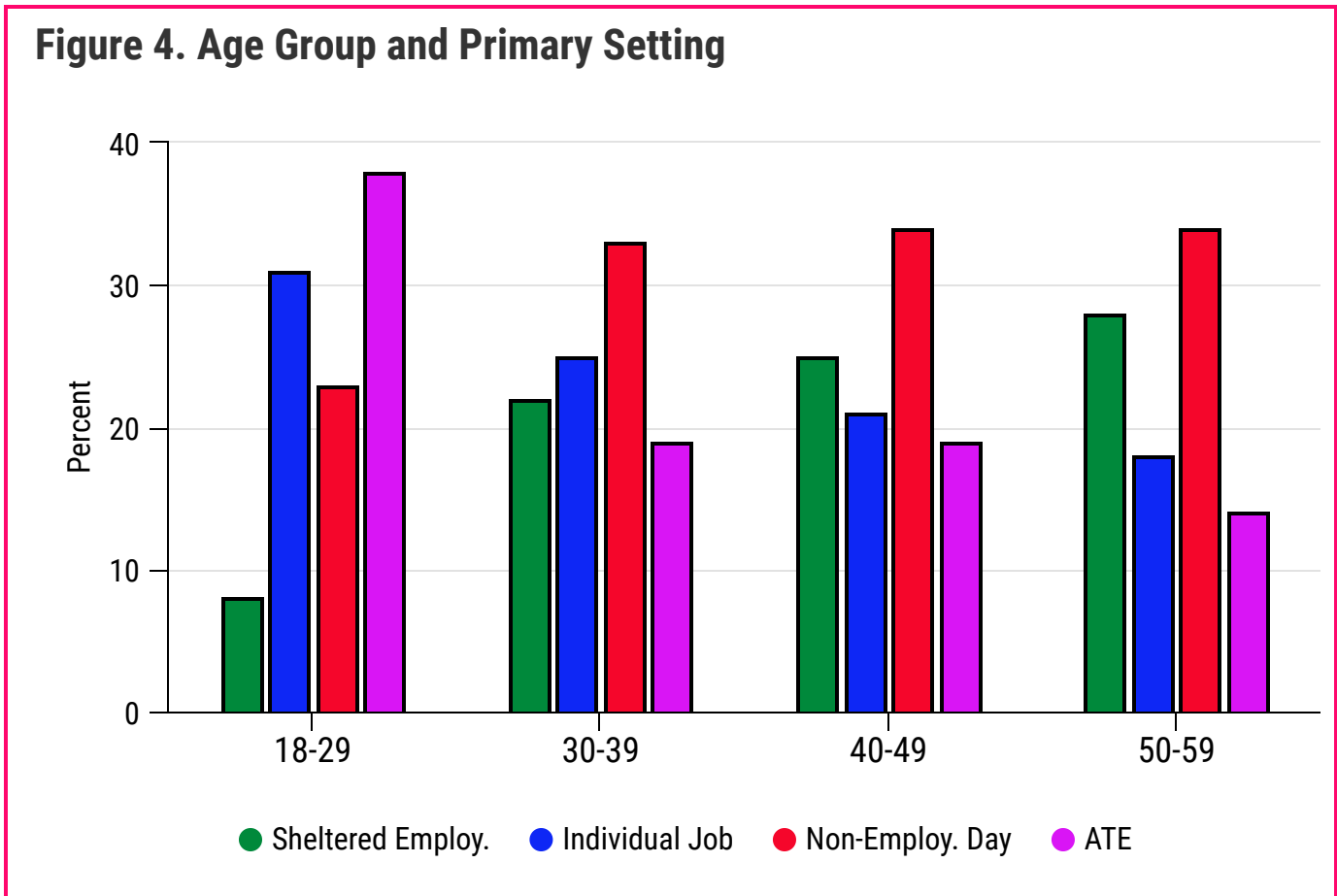
Figure 3. Primary Setting for 18-29-Year Olds over 5 Years



* = did not collect data in 2020 due to COVID

Age and Primary Setting

Figure 4 below shows the age groups and primary settings. Considering the impact of COVID-19, the data shows a higher percentage of 18-29-year-olds in ATE and Competitive Integrated Employment (CIE) or Individual Jobs compared to other groups; there was a steady decrease in CIE and a steady increase in sheltered employment based on age. Nonemployment Day programs increased and remained stable over age groups.





By the Setting. . . By the Numbers

Sheltered Employment or Workshops

Sheltered employment refers to a facility-based employment setting where workers either perform work tasks or receive work-oriented services. Nineteen percent (19%) or 1,885 individuals spent their day in the sheltered workshop or facility-based setting.

52%

Workers had a mild intellectual disability

26% had a moderate ID 8% had Autism

77%

had a secondary disability

29% had Other Health Imp.

20% had a Mental Illness

90%

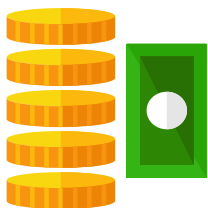
Work with 9 or more individuals with disabilities in the immediate setting.

92%

Work in assembly or manufacturing

92%

Paycheck came from Community Rehabilitation Program



\$3.16

Average Hourly Wage

23.3

Average Weekly Hours Worked

74%

Have no employer benefits

61%

Relied on residential services to transport to work



Secondary Setting

Only 356 (18%) of the individuals in the sheltered workshops also spend time in a secondary environment.

16%



Individual Job

24%



Alternatives to Employment

48%



Nonemployment Day



By the Setting. . . By the Numbers

Competitive Integrated Employment or Individual Jobs

Individuals perform work tasks in a local business or industry alongside nondisabled coworkers for competitive wages. Twenty-two percent (2,234 individuals) of all individuals spent the majority of their day in a competitive integrated job.

33%

Workers had a mild intellectual disability

23% had Autism 9% had a moderate ID

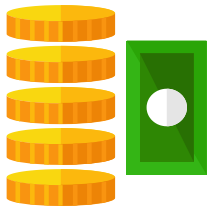
8% had a Mental Illness

64%

had a secondary disability

28% had Other Health Imp.

19% had a Mental Illness



\$9.80

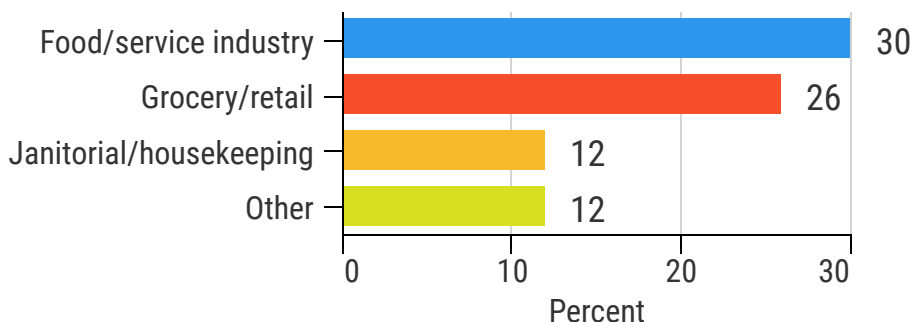
Average Hourly Wage

68% Have no employer benefits

21.3

Average Weekly Hours Worked

Figure 5. Type of Work



"Other" category was varied types of work such as automotive, entertainment, day care worker, customer service, animal care, and more.



Hours of Follow-Along

The number of hours of extended services or follow-along to help the employee maintain their job.

2019		2021
21%	Received 1 - 4 hours	28%
34%	Received 5 - 10 hours	37%
2%	Received 11 - 15 hours	2%
11%	Received 16 or more hours	6%
23%	Had no follow-along hours	25%

Transportation



63%

Relied on family, friends, or coworkers to provide transportation to work.



33%

Used public transportation to get to work.

Individuals (242 or 11%) who had an individual competitive job also had another job or spent time in a secondary setting an average of 11 hours per week.

Secondary Setting

0%



Off-Site Group

14%



Sheltered Employment

16%



Individual Job

27%



Nonemployment Day

40%



Alternatives to Employment



By the Setting. . . By the Numbers

Off-Site Group Employment

Employment as a member of a group of eight or fewer individuals with disabilities perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew that moves from contract site to contract site performing services. Only one percent (85 individuals) worked in a small group, non-facility-based setting.

59%

Workers had a mild intellectual disability

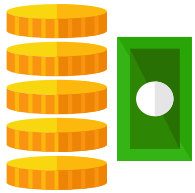
18% had a moderate ID 11% had Autism

68%

had a secondary disability

28% had Other Health Imp.

24% had a Mental Illness



78% Paycheck came from the Community Rehabilitation Providers

75% Have no employer benefits

\$7.66

Average Hourly Wage

20 Average Weekly Hours Worked



49% Relied on family and friends to provide transportation to work.

40% Relied on residential services to provide transportation to work.

34% Relied on the vocational program to provide transportation to work.

Individuals (40 or 47%) in Offsite Group also spent time in a secondary setting an average of 8 hours per week.

Secondary Setting

45%



Sheltered Employment

27%



Alternatives to Employment

15%



Nonemployment Day

5%



Individual Job



By the Setting. . . By the Numbers

Nonemployment Day Program

Individuals in these facility-based services learn daily living skills and engaged in non-work activities. A total of 31% or 3,087 of all individuals in this report are involved in non-employment day programs.

Participants based on primary disability

31% had a mild intellectual disability

27% had a moderate ID

12% had a severe ID

9% had a profound ID

10% had Autism

Where are the programs located?

9%

Other: EX: United Way Bld; Adm. Building; COVID impact; 1:1 Community

55%



Stand Alone Building

27%



Sheltered Employment

9%



Office Building or Shopping Setting



48% Relied on family and friends to provide transportation to the program

57% Relied on residential services to provide transportation to the program

Secondary Setting

Individuals (314 or 10%) in Nonemployment Day programs also spent time in a secondary setting an average of 9 hours per week.

14%



Individual Job

31%



Sheltered Employment

54%



Alternatives to Employment



By the Setting. . . By the Numbers

Alternative to Employment

Individuals are spending most of their day based on one of the following choices:

**Retired - Choice - Community access -
Looking for job - Volunteer**

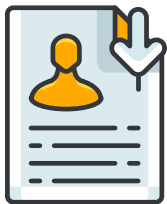
25%

2,482 Individuals were engaged in ATE

37% had a primary disability of ID

22% had a primary disability of Autism

10% had a primary disability of Mental Illness



61%

Looking for a job



14%

Home due to COVID or health issues



8%

Community Access



67% Relied on family and friends to provide transportation.

21% Relied on public transportation.

19% Relied on residential services to provide transportation.

Demographics . . . By the Numbers

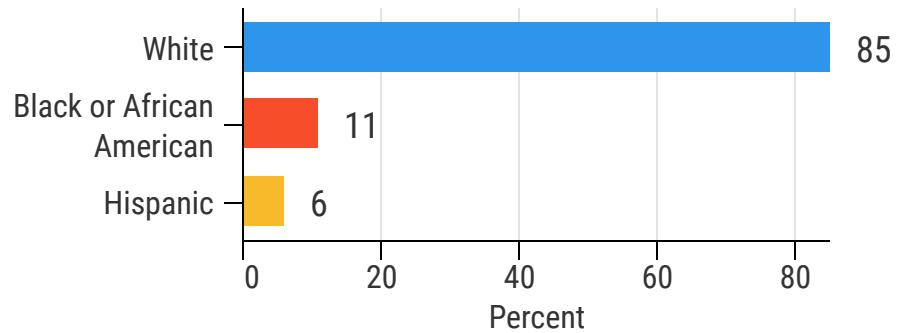


59%
Male



40%
Female

Figure 6. Percent by Race



9,775

Individuals with Intellectual and Developmental Disabilities



85%

Ambulatory



7%

Used a wheelchair

79%

Communicate Verbally



13%

Limited Communication

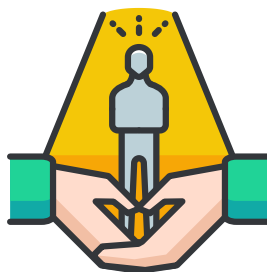
Behavioral issues that impacted their everyday life and level of support and supervision needed.

Behavioral Issues

37% Mild Impact

18% Moderate Impact

42% No Impact



38%

Did not need any support

27%

Occasional

16%

Intermittent

19%

Continuous

Program Participants

Program Name	No. of Individuals
ABILITIES SERVICES, INC.	0
ADEC, INC.	393
ADULT AND CHILD MENTAL HEALTH CENTER, INC.	0
ARC OF GREATER BOONE COUNTY	222
ARC OF VIGO COUNTY, INC.	32
ARC OF WABASH COUNTY, INC. (THE)	73
ARC OPPORTUNITIES OF LEGRANGE COUNTY, INC.	4
AUTISM SOCIETY OF INDIANA	0
BENCHMARK HUMAN SERVICES	212
BEST BUDDIES INTERNATIONAL	0
BETHESDA LUTHERAN COMMUNITIES, INC.	0
BI-COUNTY SERVICES, INC.	72
BLUE RIVER SERVICES, INC.	155
BONA VISTA PROGRAMS, INC.	149
BOSMA INDUSTRIES FOR THE BLIND, INC.	135
CARDINAL SERVICES, INC.	217
CAREY SERVICES, INC.	100
CDC RESOURCES, INC.	0
CHILD-ADULT RESOURCE SERVICES	381
CORE	87
CORVILLA, INC.	183
DEVELOPMENTAL SERVICES, INC.	607
DUNGARVIN INDIANA, LLC	0
EASTERSEALS ARC OF NORTHEAST INDIANA	487
EASTER SEALS CROSSROADS REHABILITATION CENTER, INC.	259

Program Participants

Program Name	No. of Individuals
EVANSVILLE ARC, INC.	263
EVANSVILLE GOODWILL INDUSTRIES, INC.	37
FIRST CHANCE CENTER	70
GATEWAY SERVICES	146
GLOBE STAR LLC	0
GOODWILL INDUSTRIES OF CENTRAL INDIANA, INC.	0
GOODWILL INDUSTRIES OF MICHIANA, INC.	15
GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.	0
GOODWILL OF SOUTHERN INDIANA	0
HELP THE WORLD FOUNDATION	0
HILLCROFT SERVICES, INC.	254
HOPEWELL CENTER, INC.	131
INDIANA MENTOR	0
IN-PACT, INC.	28
INNOVATIONS IN LEARNING, PC	63
JANUS DEVELOPMENTAL SERVICES, INC.	161
JAY-RANDOLPH DEVELOPMENTAL SERVICES, INC.	66
KNOX COUNTY ARC, INC.	38
LIFE ADULT DAY ACADEMY	0
LIFEDESIGNS, INC.	43
LOGAN COMMUNITY RESOURCES, INC.	398
MARSHALL-STARKE DEVELOPMENT CENTER, INC.	124
MEANINGFUL DAY SERVICES, INC.	0
MOSAIC, INC. OF INDIANA	0

Program Participants

Program Name	No. of Individuals
NEW HOPE OF INDIANA	76
NEW HOPE SERVICES, INC.	202
NEW HORIZONS REHABILITATION, INC.	252
NEW STAR	0
NOBLE OF INDIANA (NOBLE, INC.)	461
OPPORTUNITY ENTERPRISES, INC.	458
OPPORTUNITIES FOR POSITIVE GROWTH, INC.	14
OUTSIDE THE BOX	0
PALADIN	0
PARTNERS IN AUTISM	56
PARTNERS IN OPPORTUNITIES, INC.	24
PASSAGES, INC.	74
PATHFINDER SERVICES, INC.	383
PEAK COMMUNITY SERVICES	120
PLANTING POSSIBILITIES	5
POSEY COUNTY REHABILITATION SERVICES	56
PRAIRE QUEST, INC	109
PUTNAM COUNTY COMPREHENSIVE SERVICES, INC.	170
QUALITY COMMUNITY SERVICES, INC.	0
RAUCH, INC.	167
RIVER VALLEY RESOURCES, INC.	0
SHARES, INC.	317
SIRS, INC.	226
SKY POINT SOCIAL SERVICES	0

Program Participants

Program Name	No. of Individuals
STARLINE COMMUNITY SERVICES, INC.	9
STONE BELT ARC, INC.	376
SWEET OWEN INDUSTRIES ARC	0
SYCAMORE REHABILITATION SERVICES/HENDRICKS CO. ARC, INC.	124
TANGRAM	0
THE ARC NOBLE COUNTY FOUNDATIONS	78
THE ARC OF SOUTHWEST INDIANA	104
TRADEWINDS SERVICES, INC.	255
VOLUNTEERS OF AMERICA MID-STATES	0
WABASH CENTER, INC.	0