3.1.b. Increase the percent of working-age adults with developmental disabilities who are employed, from 64% to 66% by June 30, 2015.

November 2014

Statewide Average

The DSHS Developmental Disabilities Administration (DDA) supports Employment Services through contractual partnerships with Washington’s 39 counties. Counties, in turn, contractually and informally collaborate with multiple local agencies.

*Data from DSHS Research and Data Analysis*
Number of DDA Clients Earning A Wage

Data from DSHS Research and Data Analysis

Current Action Areas

Transition Students Leaving High School

- Collaborate with school districts and related organizations to improve job readiness of graduating students.

High acuity clients

- Provide training to improve expertise of contracted employment provider agencies, field service staff, county staff, families, and self-advocates to support high acuity individuals.

Minimum Wage or better

- Provide technical assistance, reports, and tools to counties and providers in support of an effort to increase wages.

Transitioning High School Students
High Acuity Clients in Individual Employment Services

High acuity clients enrolled in Individual Employment since 2010

Data Source - DSHS Developmental Disabilities CARE System (2014)
Clients Earning Minimum Wage or Better

Data Source - DSHS Developmental Disabilities CARE System (2014)

Where Washington Ranks Nationally
“In 2011, Washington State tied with Oklahoma for the highest rate of individuals with ID/DD participating in competitive employment (65 percent)—more than three times the national average of just 20 percent.”

<table>
<thead>
<tr>
<th>Washington State Employment First Results</th>
<th>2004</th>
<th>2012</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants - Number</td>
<td>4,778</td>
<td>5,314</td>
<td>11%</td>
</tr>
<tr>
<td>Participants - Percent</td>
<td>58%</td>
<td>64%</td>
<td>10%</td>
</tr>
<tr>
<td>Average Wages per Person</td>
<td>$6,381</td>
<td>$7,065</td>
<td>11%</td>
</tr>
<tr>
<td>Cumulative Wages</td>
<td>$30.52 mil</td>
<td>$37.5 mil</td>
<td>23%</td>
</tr>
</tbody>
</table>

*Quote and Data Excerpt from – United Cerebral Palsy, Case for Inclusion 2014 report*

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**Demographic Overview**

- **DDA Clients Earning a Wage**

  - **White:** 63.6% Earning, 36.4% No Earnings
  - **Black:** 64.8% Earning, 35.2% No Earnings
  - **Asian, Native Hawaiian / Other Pacific Islander:** 70.7% Earning, 29.3% No Earnings
  - **Am Indian:** 62.1% Earning, 37.9% No Earnings
  - **Hispanic, any race:** 68.4% Earning, 31.6% No Earnings
  - **2 or more races:** 69.2% Earning, 30.8% No Earnings

*Datasource: OFM*
Datasource: OFM

**Action Plan**

The employment rate for individuals with intellectual and developmental disabilities remains substantially lower than the rate for those without disabilities.

<table>
<thead>
<tr>
<th>Problem</th>
<th>Strategies Task</th>
<th>Task</th>
<th>Expected Outcome</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of communication with students before graduation</td>
<td>Review statewide practices</td>
<td>Establish baseline of transition programs</td>
<td>Create and analyze transition student metrics</td>
<td>6/30/2015</td>
</tr>
<tr>
<td></td>
<td>Create statewide transition programs</td>
<td>Establish country round table to share best practices</td>
<td>Create and analyze transition student metrics</td>
<td>6/30/2015</td>
</tr>
<tr>
<td></td>
<td>Educate and identify parents/families</td>
<td>Hold new parent/family meetings</td>
<td>Increase resource awareness</td>
<td>6/30/2015</td>
</tr>
<tr>
<td>Program and system changes</td>
<td>Increase the number of people employed (Video)</td>
<td>Provide counties client target number of an employment increase of 3% and providers a 4% increase</td>
<td>Increase number of people earning above minimum wage</td>
<td>6/30/2015</td>
</tr>
<tr>
<td></td>
<td>Increase communication, information, visibility and collaboration with all partners</td>
<td>Participate in meetings with community partners</td>
<td>Partnerships will increase and businesses will hire more individuals</td>
<td>6/30/2015</td>
</tr>
<tr>
<td>Lack of staff expertise with high need clients</td>
<td>Increase training opportunities</td>
<td>Initiate minimum of 12 trainings</td>
<td>Increase number of high acuity individuals in employment and earning minimum wage or better</td>
<td>6/30/2015</td>
</tr>
</tbody>
</table>

*Video*

_ Reported by: Department of Social and Health Services_

For more current information see our updated [Action Trackers](#).