3.1.b: Increase percentage of working-age adults with developmental disabilities in employment and day programs who are employed from 65.2% in December 2014 to 66% by July 2017

Reported on March 21, 2016

Goal 4: 3.1.b. Increase the percent of working-age adults with developmental disabilities who are employed from 65.2% to 66% by July 2017

Dept. of Social and Health Services

Evelyn Perez, Assistant Secretary
Developmental Disabilities Administration

March 21, 2016
Why is employment support important to individuals?

Working and earning a wage means a person can:

- Make more choices
- Have status & respect
- Maintain health & safety
- Rely less on public assistance
- Increase competence

Heidi, DSHS DDA office assistant for 16 years.

Current State: 66% of working age adults are employed

Employment has increased 6% since June 2010

Data includes working-age individuals with intellectual disabilities or developmental disabilities (ID/DD) who are supported in DDA employment services.
Demographics for DDA Clients

- **State of WA**:
  - 70% (White)
  - 13% (Hispanic)
  - 2% (Alaska)
  - 8% (A/H/PI)
  - 4% (African Amer)

- **All DDA Clients**:
  - 65% (White)
  - 11% (Hispanic)
  - 3% (Alaska)
  - 7% (A/H/PI)
  - 6% (African Amer)

- **Adults in Employment/Day Svcs**:
  - 82% (White)
  - 4% (Hispanic)
  - 3% (Alaska)
  - 5% (A/H/PI)
  - 5% (African Amer)

- **Birth to 3**:
  - 52% (White)
  - 15% (2 or more)
  - 17% (Hispanic)
  - 2% (Alaska)
  - 8% (A/H/PI)
  - 6% (African Amer)
Performance: The number of DDA clients earning a wage has increased every fiscal year since 2010

21% increase since FY10

7.7% increase = 453 clients

- Now on own (but previously received support)
- Earning a wage but not on own
Performance: The number of DDA clients earning minimum wage or better has increased every fiscal year since 2010.

- 2010: 3119
- 2011: 3407
- 2012: 3536
- 2013: 3867
- 2014: 3998
- 2015: 4135

32.6% increase since FY 2010
Performance

Percent Participating in Integrated Employment Services by State (2013)

2014 National Report on Employment Services and outcome ranked Washington #1

National avg. = 19%

http://www.statedata.info/statepages/Washington
Challenges:
- There are more individuals with high-support needs.
- It takes longer for them to get a job (on average 16 months for people with higher support needs).

![Graph showing enrollment changes by support needs]
Opportunity

**DDA Students not ready for work support when exiting school**

<table>
<thead>
<tr>
<th>Year</th>
<th>Not Receiving Services</th>
<th>Receiving Services after HS</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>2011</td>
<td>69%</td>
<td>31%</td>
</tr>
<tr>
<td>2012</td>
<td>66%</td>
<td>34%</td>
</tr>
<tr>
<td>2013</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>2014</td>
<td>56%</td>
<td>44%</td>
</tr>
<tr>
<td>2015</td>
<td>65%</td>
<td>35%</td>
</tr>
</tbody>
</table>

**Number of Clients remaining in Prevocational Services**

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>728</td>
</tr>
<tr>
<td>2011</td>
<td>714</td>
</tr>
<tr>
<td>2012</td>
<td>749</td>
</tr>
<tr>
<td>2013</td>
<td>679</td>
</tr>
<tr>
<td>2014</td>
<td>475</td>
</tr>
<tr>
<td>2015</td>
<td>368</td>
</tr>
<tr>
<td>Today</td>
<td>249</td>
</tr>
</tbody>
</table>
Outcomes and Strategies

- Increase clients earning minimum wage or better
- Improve job readiness for High School students
- Improve outcomes for high acuity clients
- Transform prevocational agencies into integrated employment
## Detailed Action Plan:

<table>
<thead>
<tr>
<th>Task</th>
<th>Task Lead</th>
<th>Partners</th>
<th>Expected Outcome</th>
<th>Status</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participate in the development of Workforce Innovation and Opportunity Act (WIOA) through statewide and local WIOA meetings</td>
<td>Terry Redmon, Branda Matson</td>
<td>DVR, ESA, ALTSA, DBHR</td>
<td>Increased transition student participation in the workforce system</td>
<td>Ongoing – 1 meeting first quarter 2016</td>
<td>6/30/17</td>
</tr>
<tr>
<td>Create transition programs with Skagit, Chelan, Douglas, Stevens, Ferry, Benton and Franklin counties</td>
<td>Terry Redmon, Branda Matson</td>
<td>Counties, school districts, DVR, parents, students, service providers</td>
<td>Skagit, Chelan, Douglas, Stevens, Ferry, Benton and Franklin counties establish local transition programs</td>
<td>Ongoing – initial conversation first quarter 2016</td>
<td>6/30/17</td>
</tr>
<tr>
<td>Engage partners in the process of hiring transition students, assist in organizing employee/employer recognition events</td>
<td>Terry Redmon, Branda Matson</td>
<td>Counties, Business employers, parents, clients</td>
<td>Increased number of transition students exiting school with a job in counties</td>
<td>Ongoing – initial conversation first quarter 2016</td>
<td>6/30/17</td>
</tr>
<tr>
<td>Provide counties client target number of employment. Increase of 3% and providers a 5% increase</td>
<td>Megan Burr, Branda Matson</td>
<td>Counties, Business employers, service providers</td>
<td>Increased number of people earning above minimum wage</td>
<td>Ongoing – 2 reports first quarter 2016</td>
<td>6/30/17</td>
</tr>
<tr>
<td>Increase communication, information, visibility and collaboration with all partners by meeting with community partners</td>
<td>Branda Matson, Megan Burr, Terry Redmon</td>
<td>Counties, Business employers, service providers</td>
<td>Partnerships will increase and businesses will hire more individuals</td>
<td>Ongoing – 8 meetings, 1 conference first quarter 2016</td>
<td>6/30/17</td>
</tr>
<tr>
<td>To address lack of staff expertise with high need clients, initiate a minimum of 8 trainings</td>
<td>Branda Matson, Megan Burr</td>
<td>Counties, Business employers, service providers</td>
<td>Increase number of high acuity individuals in employment and earning minimum wage or better</td>
<td>Ongoing – 3 trainings first quarter 2016</td>
<td>6/30/17</td>
</tr>
<tr>
<td>Increase technical assistance to agencies and individuals</td>
<td>Branda Matson, Megan Burr</td>
<td>Counties, Business employers, service providers</td>
<td>Increase the number of individuals in integrated settings</td>
<td>Ongoing – 1 agency transformation plan</td>
<td>6/30/17</td>
</tr>
</tbody>
</table>
Stakeholder/Partner/Customer: Heidi

Heidi is an employee for DSHS DDA
Demographics for King County, Adult Clients, Transition Clients and Birth to 3 Clients

- **King County**: 64% (White)
- **Adult Clients**: 78% (White)
- **School to Work**: 51% (White)
- **Birth to 3**: 44% (White)
Assistance Needed:

- Prioritize employment for working age adults (age 21-61) to maintain WA’s Work First State status

- Encourage schools to participate in School to Work programs so that transition students leave school with a job

- Prioritize individuals with the most severe disabilities who need the greatest level of support for supported employment jobs in state government

For more current information see our updated Action Trackers.