

# Governor's Taskforce on Integrated Employment



## Integrated Employment Research Supplement and Data Book

ADSD



2015

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*The following information is a supplement to two reports provided to the Taskforce on Integrated Employment. The information was collected at the request of the Taskforce for use in strategic planning to provide additional information on federal government efforts related to hiring individuals with intellectual/developmental disabilities (I/DD), how Nevada compares to other states, and Nevada’s investment in special education and transition programs to prepare students for work.*

## NATIONAL DATA

Improving employment outcomes has been identified as a priority by self-advocates, states, the national Governor’s Association, and federal policy makers. The recognition of the pivotal role that work can play in the lives of people with IDD is driving many state developmental disabilities agencies to adopt “Employment First” policies.

Source: (Human Services Research Institute, 2014)

## NATIONAL CORE INDICATORS

National Core Indicators is a collaboration between the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and Human Services Research Institute (HSRI) to gather data on performance and outcome measures. The data is tracked over time, can be compared across states, and be used to establish national benchmarks.

### ACTIVITIES DURING THE DAY (YEAR 2011-12)

Numbers add up to more than 100% because some people may be involved in more than one type of activity.

Activity	Percent
Unpaid Facility-based Activity	49.9%
Paid Facility-based Work	27.5%
Unpaid Community Activity	21.1%
Paid Community Job	13.4%

Source: (Human Services Research Institute, 2014)

Overall, 52.1% of people who were reported to have a paid community job were also reported to take part in at least one other kind of day activity/employment:

- 29.4% were also in an unpaid community activity
- 18.1% also had a paid facility-based job
- 22.6% were in an unpaid facility-based activity

Of those who had a paid facility-based job:

- 38.2% were reported to also be engaged in an unpaid facility-based activity
- 13.7% participated in an unpaid community-based activity
- 8.3% had a paid community-based job

Of those in an unpaid community-based activity, 53.6% were also in an unpaid facility-based activity.

Source: (Human Services Research Institute, 2014)

### DIFFERENCES IN ACTIVITIES BASED ON LIVING ARRANGEMENT (YEAR 2011-12)

Living Arrangement	Paid Community Job	Unpaid Community Job	Paid Facility-based Job	Unpaid Facility-based Job
Institution	2.2%	9.3%	27.2%	54.9%
Community-based Residence	9.9%	20.7%	28.3%	60.4%
Independent Home/Apt	26.1%	17.7%	27.7%	24.3%
Parent/Relative's home	14.7%	23.6%	28.5%	45.6%

Source: (Human Services Research Institute, 2014)

The rates of participation in the four types of day activities/employment (paid community job, unpaid community activity, paid facility-based job, unpaid facility-based activity) varied by the type of residence people lived in. People living in independent homes or apartments had the highest numbers of community-based paid jobs (26.1%), whereas people living in institutions had the lowest rates (2.2%) of community employment. 14.7% of people living with parents or relatives and 9.9% of people living in community based residences (group homes or agency-operated apartment programs were reported as having a community paid job (see table below).

Source: (Human Services Research Institute, 2014)

### PEOPLE WHO DO NOT HAVE COMMUNITY JOBS BUT REPORT THAT THEY WOULD LIKE TO HAVE ONE (YEAR 2011-12)

Almost one half (45.6%) of people interviewed who were reported to not have a paid job in the community indicated that they would like to have one. However, only 13.1% of those without a community job had employment identified as a goal in their individual service plans (ISP). Furthermore, only 26.0% of people who did not have a job and stated that they would like work had this goal documented in their service plans.

Source: (Human Services Research Institute, 2014)

### COMMUNITY-BASED PAID JOBS: COMPETITIVE, INDIVIDUALLY-SUPPORTED, GROUP SUPPORTED EMPLOYMENT BY STATE (YEAR 2011-12)

States	N in community residences	% in Integrated employment	% in Individual Jobs	% in Competitive employment	% in Individually-supported	% in Group-supported
Alabama	429	0.9%	0.9%	0.9%	0.0%	0.0%
Arkansas	307	11.1%	7.8%	6.2%	1.6%	0.7%
Arizona	347	19.3%	8.4%	4.9%	3.5%	4.0%
Connecticut	333	38.1%	9.9%	3.3%	6.6%	19.2%
Georgia	521	14.4%	12.1%	5.2%	6.9%	1.7%
Hawaii	413	7.0%	5.6%	3.9%	1.7%	0.5%
Illinois	342	6.1%	5.0%	2.3%	2.6%	0.9%
Kentucky	393	8.1%	6.6%	4.6%	2.0%	0.3%
Louisiana	376	11.7%	5.6%	3.7%	1.9%	3.2%

States	N in community residences	% in Integrated employment	% in Individual Jobs	% in Competitive employment	% in Individually-supported	% in Group-supported
Massachusetts	495	21.6%	11.7%	3.0%	8.7%	8.7%
Maine	310	22.3%	15.8%	5.2%	10.6%	1.9%
Mid East Ohio Regional Council	365	14.2%	8.8%	4.7%	4.1%	3.0%
Michigan	377	15.1%	6.4%	3.7%	2.7%	4.2%
Missouri	454	9.0%	3.7%	1.3%	2.4%	2.9%
North Carolina	675	15.0%	9.5%	2.7%	6.8%	1.8%
New Jersey	425	6.4%	2.4%	1.6%	0.7%	2.1%
New York	2,334	12.0%	6.9%	3.0%	3.9%	1.6%
Ohio	390	14.9%	8.2%	3.3%	4.9%	3.6%
Pennsylvania	914	13.2%	9.0%	4.7%	4.3%	1.2%
South Carolina	355	16.9%	3.7%	2.5%	1.1%	7.3%

Source: (Human Services Research Institute, 2014)

The proportion of people engaged in integrated community employment varied widely by state, from only 0.9% in Alabama to 38.1% in Connecticut (*Note: people who had missing information for whether they had integrated employment are included in the denominator*). States' percentages of people with different types of employment also varied. For example, the proportion of people in group-supported jobs varied from almost 0% in a number of states (e.g. Alabama, Kentucky, etc.) to a high of 19.2% in Connecticut. On the other hand, the proportion of people in individual jobs ranged from 15.8% in Maine to 0.9% in Alabama.

Source: (Human Services Research Institute, 2014)

### MOST COMMON COMMUNITY JOBS (YEAR 2011-12)

For people working in paid community-based employment, the three most common types of jobs were:

- Building and grounds cleaning or maintenance (28.5%)
- Retail such as sales clerk or stock person (14.1%)
- Food preparation and service (21.2%)

Less common were office jobs such as general office and administrative support (4.4%), assembly and manufacturing jobs (7.6%) and materials handling and mail distribution (2.1%).

The types of jobs within which individuals worked varied depending on whether they were in competitive employment, individually supported employment, or group supported employment. Retail jobs and food prep and service jobs were more common for those in individually-supported positions and those in competitive employment, whereas building and grounds cleaning or maintenance jobs were most common for those with group-supported employment (44.5% of people in group-supported employment).

Source: (Human Services Research Institute, 2014)

### WAGES AND HOURS WORKED IN COMMUNITY JOBS (YEAR 2011-12)

*Note: All figures are reported over the most recent two-week period at the time of data collection.*

	Hours (in two weeks)	Wages (in two weeks)	Hourly wage
In Competitive	27.8	\$233.35	\$8.33
In Individually-supported	26.2	\$229.40	\$8.56
In Group-supported	26.9	\$161.68	\$6.56

Source: (Human Services Research Institute, 2014)

On average, people employed in paid community jobs worked 27.2 hours in a two week period and earned \$211.33 or \$7.90 per hour (N=929). However, as shown in the table below, the number of hours that people worked and the amount they earned differed by the type of employment support they received.

On average, people employed in competitive community jobs worked 27.8 hours over a two week period, earning a total of \$233.35 for an hourly wage of \$8.33. In individually-supported community jobs, people worked 26.2 hours in two weeks on average and earned \$229.40, making the average hourly wage of \$8.56. People employed in group-supported community jobs worked an average of 26.9 hours over the two-week period and earned less (average of \$161.68 in the same time period), for an average wage of \$6.56 an hour.

Source: (Human Services Research Institute, 2014)

### JOB ENJOYMENT BASED ON TYPE OF EMPLOYMENT (YEAR 2011-12)

	Likes job	Would like to work somewhere else
In Competitive	92.8%	24.9%
In Individually-supported	91.5%	27.2%
In Group-supported	92.2%	32.0%

Source: (Human Services Research Institute, 2014)

Of those people who had a job in the community, 91.0% stated that they like their jobs. However, 29.1% said that they would like to work somewhere else.

### FEDERAL HIRING UNDER THE EXECUTIVE ORDER

The federal government’s Office of Personnel Management (OPM) released Fiscal Year 2013 data on the hiring of people with disabilities in the government’s workforce in December 2014. The report demonstrated that, “hiring of people with targeted disabilities, including intellectual disability (ID), continues to lag, and the federal government is missing an opportunity to be a model employer of people with disabilities.” (ARC, 2014)

In a blog posted December 15, 2014, the ARC wrote, “While the last few years have seen some modest increases in the numbers of people with disabilities employed by the federal government, The Arc remains deeply concerned that many people with the most significant disabilities, including jobseekers with intellectual and developmental disabilities, are being left behind. The federal government should implement the strategies the Department of Labor has laid out to meet their goal, and that should involve working with organizations like The Arc, with our nearly 700 chapters across the country, to proactively fill job openings with people with disabilities qualified for a variety of positions open in our government,” said Peter V. Berns, Chief Executive Officer of The Arc.

The blog went on to acknowledge that, “the federal government, through the Department of Labor, has initiated a new effort to increase the number of people with disabilities employed by entities that contract with the government, asking contractors to aspire to a goal of 7 percent of their workforce with disabilities. In explaining why there is a need to step up hiring of people with disabilities, the Department of Labor has stated: “A substantial disparity in the employment rate of individuals with disabilities continues to persist despite years of technological advancements that have made it possible for people with disabilities to apply for and successfully perform a broad array of jobs.” Meanwhile, in Fiscal Year 2013, the federal government only hired 1,389 people with targeted disabilities, representing 1.32 percent of new hires overall.”

One factor in the federal hiring picture is the congressionally mandated budget cuts known as sequestration. These cuts forced federal agencies to put in place furloughs, hiring freezes, and reduce overtime. These budget cuts have trickled down to impact hiring of all new employees, including people with disabilities. Several federal agencies, however, have used their Schedule A hiring authority to make hiring people with disabilities a priority. The Schedule A process is a non-competitive hiring method that provides people with disabilities a path to federal employment. (ARC, 2014)

The agencies that have demonstrated willingness to hire via with Schedule A include the Equal Employment Opportunity Commission (EEOC), the Department of Health and Human Services, the Department of Labor, the Office of Personnel Management, and the Treasury Department. However, 14 agencies hired no people using this hiring authority in 2013, including the Federal Deposit Insurance Corporation, Federal Trade Commission, and Department of Housing and Urban Development, which each made over 100 new hires but none through Schedule A. (ARC, 2014)

### HISTORICAL DATA ON BOARD: NON-SEASONAL FULL TIME PERMANENT EMPLOYEES

Fiscal Year	All on Board	All Disability Including 30% or More Veterans	%
2000	1,524,883	121,756	7.98%
2001	1,536,627	123,088	8.01%
2002	1,579,254	127,417	8.07%
2003	1,582,636	129,782	8.20%
2004	1,602,773	134,025	8.36%
2005	1,611,400	137,578	8.54%
2006	1,608,157	140,622	8.74%
2007	1,618,159	145,486	8.99%
2008	1,673,249	154,555	9.24%
2009	1,757,105	169,530	9.65%
2010	1,831,719	187,068	10.21%
2011	1,856,580	203,694	10.97%
2012	1,850,311	219,975	11.89%

Source: (United States Office of Personnel Management, 2012)

In FY 2012, total non-seasonal, full-time permanent employees with disabilities, including 30 percent or more disabled veterans, increased from 203,694 in FY 2011 to 219,975, representing an increase from 10.97 to 11.89 percent. There are more people with disabilities in Federal service both in real terms and by percentage than at any time in the past 32 years.

Source: (United States Office of Personnel Management, 2012)



## HISTORICAL DATA ON NEW HIRES: NON-SEASONAL FULL TIME PERMANENT EMPLOYEES

Fiscal Year	All New Hires	All Disability Including 30% or More Veterans	%
2000	80,822	5,957	7.37%
2001	94,698	7,465	7.88%
2002	132,968	9,412	7.08%
2003	204,399	13,080	6.40%
2004	88,679	7,343	8.28%
2005	100,408	8,774	8.74%
2006	102,949	9,437	9.17%
2007	112,669	10,819	9.60%
2008	152,257	15,407	10.12%
2009	156,306	16,706	10.69%
2010	151,999	18,926	12.45%
2011	127,487	18,675	14.65%
2012	102,093	16,653	16.31%

Source: (United States Office of Personnel Management, 2012)

In FY 2012, non-seasonal, full-time permanent new hires with disabilities, including 30 percent or more disabled veterans, totaled 16,653, representing an increase from 14.65 percent in FY 2011 to 16.31 percent in FY 2012. In FY 2012, people with disabilities were hired at the highest percentage in 32 years.

Source: (United States Office of Personnel Management, 2012)

As a part of U.S. Equal Employment Opportunity Commission’s (EEOC) responsibility to monitor federal agency compliance with Section 501 of the Rehabilitation Act of 1973, as amended, the Office of Federal Operations (OFO) prepared a report in 2008 on the participation of people with targeted disabilities (PWTD) in the federal work force. The report found that, “Despite the initiatives of multiple administrations and the efforts of various agencies charged with administering programs for the employment of PWTD (partner agencies), the percentage of federal employees with targeted disabilities has declined each year since reaching a peak of 1.24% in fiscal years (FY) 1993 & 1994.” (U.S. Equal Employment Opportunity Commission, 2008)

The following obstacles were identified in the report:

- Within the federal government, unfounded fears, myths and stereotypes persist regarding the employment of people with disabilities. These beliefs may unlawfully influence some employment decisions;
- Few agencies have developed strategic plans to improve the recruitment, hiring and retention of PWTD;
- The federal application process is daunting to most, but especially to individuals with disabilities;
- Agency officials lack knowledge about how to use/implement the Schedule A appointing authority;
- Agency officials lack knowledge about how to appropriately respond to reasonable accommodation requests and how to implement retention strategies for PWTD; and

- There is insufficient accountability among all levels of the federal government in setting and attaining goals to hire people with disabilities. This is the case among the senior leadership of most agencies. This is also true within agencies created to meet the employment needs of PWTB. (U.S. Equal Employment Opportunity Commission, 2008)

## STATE SUMMARY

In 2013, the University of Kentucky surveyed all states to determine whether they have Employment First policies, and if they do, what barriers they have faced implementing Employment First.

In 2012, 20 states had official Employment First policies. Responses from 8 states identified a number of implementation barriers, including:

- Differences in policies and procedures across agencies
- Difficulties of coordinating across agencies
- Continuing opposition to Employment first as the priority employment strategy
- Resistance among service providers
- Inadequate resources and capacity

Source: (Commonwealth Council on Developmental Disabilities, 2013)

### **State Activities to Implement Employment First as the Employment Strategy for Individuals with Intellectual and Developmental Disabilities**

In 2012, twenty states have official Employment First policies (Employment First Resource List, 2012). Seven states have passed legislation: California, Delaware, Kansas, Pennsylvania, Virginia, Utah, and Washington. Thirteen states have an executive order, policy directive, or similar policy statement in place. Those states are: Arkansas, Colorado, Connecticut, Louisiana, Maine, Maryland, Massachusetts, Missouri, New Jersey, Massachusetts, Ohio, Oklahoma, and Tennessee.

Arkansas, Delaware, Kansas, Maine, Michigan, New Jersey, Virginia, and Utah's Employment First policies focus on people with various forms of disabilities, whereas the remainder of states (California, Colorado, Connecticut, Louisiana, Maryland, Massachusetts, Missouri, Ohio, Oklahoma, Oregon, Pennsylvania, Tennessee, and Washington) has policies that aim to assist people with intellectual and developmental disabilities only.

In addition, fourteen states have Employment First initiatives and efforts underway, but do not yet have official policies: Florida, Georgia, Illinois, Indiana, Iowa, Michigan, Minnesota, New Mexico, New York, North Carolina, North Dakota, Rhode Island, Texas, and Wisconsin.

Source: (Commonwealth Council on Developmental Disabilities, 2013)

## BARRIERS IMPLEMENTING EMPLOYMENT FIRST

Many states have plans about how to accomplish Employment First goals; on area where information is lacking across the board is how well states have implemented those plans.

A University of Kentucky study gathered 21 responses, a 42% response rate. The report omits the states that do not have an Employment First Policy/Initiative in place, however, Nevada and Wisconsin are included in the report since they are either making an effort to make Employment First policy happen or they provide some valuable comments regarding the Employment First policy.

The survey revealed that, as with many policy initiatives, states pursuing Employment First policies have confronted a variety of implementation barriers. These range from ongoing opposition to Employment First as the priority employment strategy to resistance among service providers to conflicting policies and procedures among implementing agencies.

Kansas offered the most complete catalogue of barriers to implementation, including:

- Competing priorities within and between current systems
- Disincentives to integrated employment
- Lack of capacity for implementation (multiple elements)
- Lack of access to effective, professional, supported employment services statewide
- Misperceived focus on developmental disabilities only and not all disability groups
- Lack of information to agencies about Employment First Law
- Policies not fully in sync with Employment First Law within agencies
- Mechanism not in place to assure congruency in policy across different service systems
- Confusion among state agencies as to their role and responsibilities
- Logistical challenges associated with liaison appointments and authority
- Transportation is required to get and keep a job. However, this is lacking in most communities
- Agencies lack clear and meaningful benchmarks to identify and track outcomes related to Employment First
- Agencies use of minimum compliance to law and program requirements inhibits the effectiveness of services
- Emphasis on the status quo and not establishing new goals and benchmarks
- Stakeholder groups are inconsistently working together in a strategic manner for the purpose of implementing Employment First
- Not all necessary constituency stakeholders are effectively engaged with state agencies regarding Employment First
- All stakeholders are not receiving information in a useable and meaningful method and format
- No viable method currently exists of consistently and systemically collecting, sharing, and tracking employment outcome data across systems and across relevant state agencies
- Realignment of state agencies and other issues have made full implementation of the act difficult and limited the ability of all relevant state agencies to show concrete, measurable progress proving successful implementation of the act
- Depending on the Goal or Objective, upwards of 50% of the relevant state agencies have not provided data or information to the Commission to prove successful implementation of the various Goals and Objectives established pursuant to this law. Until this happens, a significant barrier will exist to fully implementing the Employment First law

Source: (Commonwealth Council on Developmental Disabilities, 2013)

In Utah, the biggest implementation challenge is coordination of the four agencies that vary significantly in terms of the services provided and the additional customers served. It is also a challenge to discuss the presence of sheltered work and recreation based day programs.

Source: (Commonwealth Council on Developmental Disabilities, 2013)

## GREAT PLAINS REGIONAL UPDATE

### NEW MEXICO APSE

NM-APSE has promoted employment first by supporting people from diverse cultures and with a broad range of capacities to share their success stories. People in supported, customized and self-employment speak to job seekers, community members, families, human service professionals and businesses. We spotlight good employment outcomes and participants feel pride, self-empowerment and excitement about their work. Others are inspired and motivated to find the best possible job match. Well over 50 individuals have presented to audiences as large as 60 people.

Source: (Commonwealth Council on Developmental Disabilities, 2013)

## WEST COAST REGIONAL UPDATE

### WASHINGTON APSE

We have worked with other employment providers in the state to create more supported employment options in our state. On the western side of the state in King County there is a model program with Seattle City Hall where fifty people with I/DD are currently working in different departments across city government. Seattle City Council has recently approved fifty more positions. Folks working in these jobs are working mostly full time and are making very competitive wages.

<http://mayormcginn.seattle.gov/50-new-positions-for-supported-employees/>

Source: (Commonwealth Council on Developmental Disabilities, 2013)

### OREGON APSE

#### **State Leadership/Interagency Collaboration**

Representatives of the State DD Office, VR, Education and the DD Council are the interagency leadership team for strategic planning and Employment First implementation with the support of an ODEP grant awarded in April 2012. This grant provides support and national expertise as Oregon moves forward in 2013 with essential rule, rate, policy and practice changes. Additional focus in the last year has also been upon response to Lane vs Kitzhaber and the retirement of two ODDS employment leaders. Effective December 2, 2012, Julie Huber will serve as Oregon's Employment First Coordinator. She brings to the position several years of experience with Tennessee's initiative.

#### **Increased Capacity/ Training and Technical Assistance**

The Oregon Employment First Policy is being supported through a variety of implementation activities including: initiation in September 2012 of the Oregon Employment Learning Network (OELN) - a cohort

of over 50 Employee Specialists and 30 Organizational Change Leaders. They will be meeting through FY 2013 to learn skills, discuss, plan, and strategize on how to increase the numbers of individuals in community employment. In addition to the training for Employment Specialists built into the OELN, there are over 20 webinars and in-person open training events scheduled through June 2013. Beyond what the State is doing, the Oregon Council on Developmental Disabilities is sponsoring training to teach families how to facilitate person centered planning. We also now have 11 Employment First Local teams including advocates, VR, schools, family members, provider agencies, and community members that discuss and engage in projects and activities locally to promote employment. Employment First email messages go out statewide at least monthly with information, resources, stories, and news. And, finally, we have a new website, [www.employment-first.org](http://www.employment-first.org) which is currently being developed to share information about all of the above and more.

Source: (Commonwealth Council on Developmental Disabilities, 2013)

## COLORADO APSE

Colorado has been an Employment First state since February, 2001 when Colorado Division for Developmental Disabilities (DDD) Rules and Regulations governing day services stated “Integrated employment should be considered as the primary option for all persons...” What we have found since then is that an Employment First policy is inadequate to assure the expansion of integrated employment opportunities. Colorado has continuously declined in the percentage of and actual numbers of people with IDD employed in integrated settings over the past decade. Adequate technical assistance and training is also essential. We have had access to technical assistance and training. Our problem has been inadequate rates. Our average VR cost per closure into supported employment for people with IDD is 47% of the national average according to our SELN Colorado findings report. The Colorado DDD also requires face-to-face follow along services, which does not cover the cost of doing business. These are problems that supersede the issue of Employment First in Colorado.

Source: (Commonwealth Council on Developmental Disabilities, 2013)

## NEVADA COMPARED TO OTHER STATES

This report summarizes the employment and economic outcomes for young adults with intellectual disabilities between 2004 and 2012 in the nation’s 50 states and the District of Columbia (DC). Data are reported separately for two age groups: 16 to 21 years old, and 22 to 30 years old. The first age group includes young adults who may still be eligible for school services (through 21), whereas the second age group includes young adults who have left the education system.

Source: (Butterworth, Migliore, Sulewski, S., & Zalewska, Trends in employment outcomes of young adults with intellectual and developmental disabilities 2004-2012., 2014)

Data is shown for the following National Core Indicators (NCI):

1. Total reporting
2. Percentage in integrated employment
3. Percentage in individual employment
4. Two-week earnings in 2013 dollars

5. Two-week work hours

Data was available for 19 states including District of Columbia, 2012. Nevada did not have data available for the National Core Indicators.

TOP 5 STATES WITH INTEGRATED EMPLOYMENT AS OF 2012 (AGE 18-21)

	Total Reporting	Percentage in integrated employment	Percentage in individual employment	Two-week earnings in 2013 dollars	Two-week work hours
National	602	8%	7%	\$179	26
Nevada	No Data	No Data	No Data	No Data	No Data
North Carolina	65	10%	10%	-	21
New York	122	11%	9%	\$230	32
Hawaii	19	16%	11%	\$136	17
Illinois	6	17%	17%	\$151	18
Ohio	24	17%	8%	\$171	24

Source: (Butterworth, Migliore, Sulewski, S., & Zalewska, Trends in employment outcomes of young adults with intellectual and developmental disabilities 2004-2012., 2014)

According to Trends in Employment Outcomes of Young Adults with Intellectual and Developmental Disabilities, the top 5 states with the highest percentage in integrated employment ranged from 10% to 17% for ages 18-21. The percentage for the national rate was 8%.

TOP 6 STATES WITH INTEGRATED EMPLOYMENT AS OF 2012 (AGE 22-30)

	Total Reporting	Percentage in integrated employment	Percentage in individual employment	Two-week earnings in 2013 dollars	Two-week work hours
National	2,529	17%	10%	\$237	27
Nevada	No Data	No Data	No Data	No Data	No Data
Connecticut	95	58%	13%	\$266	38
Massachusetts	78	35%	17%	\$151	16
Maine	67	33%	23%	\$130	15
South Carolina	79	22%	6%	\$106	18
Arizona	120	20%	8%	\$158	21
Michigan	78	20%	4%	\$173	14

Source: (Butterworth, Migliore, Sulewski, S., & Zalewska, Trends in employment outcomes of young adults with intellectual and developmental disabilities 2004-2012., 2014)

For ages 22-30, the state with the highest percentage in integrated employment was Connecticut with 58%. The lowest percentage within the top 5 states was 20% for Arizona and Michigan. The national rate was 17%.

TOP 5 STATES WITH INTEGRATED EMPLOYMENT AS OF 2012

According to The National Report on Employment Services and Outcomes, the top 5 states with people served in Integrated Employment were:

1. Washington (87%)
2. Oklahoma (62%)

3. Connecticut (50%)
4. West Virginia (43%)
5. New Hampshire (41%)

Nevada had 21% of people served in Integrated Employment. Nevada, Washington, Oklahoma, West Virginia, and New Hampshire did not have available data in 2012 in the Trends in employment outcomes of young adults with intellectual and developmental disabilities report.

## AGENCY OUTCOMES OF TOP 5 STATES WITH INTEGRATED EMPLOYMENT AS OF 2012 AND THEIR HISTORY

Numbers within parenthesis are the number of states included in the figure.

National	2004	2007	2008	2009	2010	2011	2012
Total number of people served	501,464 (51)	531,736 (51)	533,335 (51)	560,207 (51)	569,023 (51)	575,244 (51)	605,680 (51)
Number of people served in integrated employment	104,047 (51)	108,260 (51)	109,628 (51)	111,176 (51)	108,619 (51)	110,243 (51)	111,670 (51)
Percentage of people served in integrated employment	21% (51)	20% (51)	21% (51)	20% (51)	19% (51)	19% (51)	18% (51)
People served in integrated employment per 100K state population	46.3 (41)	42.0 (40)	44.0 (41)	43.7 (42)	44.4 (44)	45.2 (45)	44.9 (43)
Percentage of people served in facility-based work	28.9% (30)	27.8% (29)	26.6% (29)	26.1% (29)	27.2% (29)	25.7% (30)	26.7% (27)
Percentage of people served in facility-based non-work	34.4% (30)	33.8% (26)	33.8% (29)	36.2% (28)	39.2% (30)	40.8% (31)	50.7% (32)
Percentage of people served in community-based non-work	33.7% (24)	38.9% (32)	43.6% (29)	41.7% (29)	43.3% (31)	45.0% (28)	42.3% (30)
Number on waiting list for day and employment services	35,739 (20)	32,407 (17)	28,345 (18)	15,423 (17)	62,625 (19)	68,070 (22)	79,326 (24)

Source: (Butterworth, et al., 2014)

Nationally, the percentage of people served in integrated employment decreased since 2004, from 21% to 18%.

Washington	2004	2007	2008	2009	2010	2011	2012
Total number of people served	6,517	8,289	8,273	8,230	8,271	8,437	8,364
Number of people served in integrated employment	3,480	4,722	7,235	7,277	7,348	7,442	7,256
Percentage of people served in integrated employment	53%	57%	87%	88%	89%	88%	87%
People served in integrated employment per 100K state population	59.4	73.2	110.5	109.2	109.0	109.0	105.2
Number of people served in facility-based work	1,027	960	851	749	728	713	748
Number of people served in facility-based non-work	31	9	11	11	9	8	9

INTEGRATED EMPLOYMENT DATA RESEARCH SUPPLEMENT AND BOOK

Washington	2004	2007	2008	2009	2010	2011	2012
Number of people served in community-based non-work	2,128	355	346	357	382	432	719
Number of people served in facility-based and non-work settings <sup>1</sup>	4,751	1,324	1,208	1,117	1,119	1,153	1,476
Number on waiting list for day and employment services	0	0	-	-	0	-	-

Source: (Butterworth, et al., 2014)

Oklahoma	2004	2007	2008	2009	2010	2011	2012
Total number of people served	3,938	4,168	4,704	4,229	4,079	4,056	4,054
Number of people served in integrated employment	2,121	2,538	2,595	2,539	2,472	2,467	2,518
Percentage of people served in integrated employment	54%	61%	55%	60%	61%	61%	62%
People served in integrated employment per 100K state population	60.2	70.3	71.2	68.9	66.0	65.1	66.0
Number of people served in facility-based work	2,031	2,205	2,305	2,251	2,195	2,247	2,216
Number of people served in facility-based non-work	-	0	0	-	0	0	0
Number of people served in community-based non-work	1,121	1,274	1,300	1,270	1,227	1,182	1,193
Number of people served in facility-based and non-work settings <sup>3</sup>	3,152	3,479	3,605	3,521	3,422	3,429	3,409
Number on waiting list for day and employment services	0	1,242	1,445	1,842	2,319	2,730	3,169

Source: (Butterworth, et al., 2014)

Connecticut	2004	2007	2008	2009	2010	2011	2012
Total number of people served	7,570	8,433	8,801	9,090	9,287	9,313	9,543
Number of people served in integrated employment	3,791	4,701	4,858	4,915	4,921	4,776	4,724
Percentage of people served in integrated employment	50%	56%	55%	54%	53%	51%	50%
People served in integrated employment per 100K state population	108.2	134.7	138.8	139.7	138.0	133.4	131.6
Number of people served in facility-based work	889	747	630	479	440	540	496
Number of people served in facility-based non-work	-	0	0	-	0	0	0
Number of people served in community-based non-work	2,890	3,732	3,943	4,175	4,366	4,536	4,818

<sup>1</sup> May be used by agency if they do not have categorical breakdown for facility-based work and non-work and community-based non-work. Duplicated counts for individuals served in non-work settings may result in figures that are not equal to the sum of all non-work categories.



Connecticut	2004	2007	2008	2009	2010	2011	2012
Number of people served in facility-based and non-work settings <sup>2</sup>	3,779	4,479	4,573	4,654	4,806	5,076	5,314
Number on waiting list for day and employment services	143	248	195	136	112	122	121

Source: (Butterworth, et al., 2014)

West Virginia	2004	2007	2008	2009	2010	2011	2012
Total number of people served	7,108	-	-	-	-	3,815	2,222
Number of people served in integrated employment	2,143	-	-	-	-	821	962
Percentage of people served in integrated employment	30%	-	-	-	-	22%	43%
People served in integrated employment per 100K state population	118.0	-	-	-	-	44.3	51.8
Number of people served in facility-based work	1,035	-	-	-	-	461	-
Number of people served in facility-based non-work	-	-	-	-	-	-	1,464
Number of people served in community-based non-work	-	-	-	-	-	-	0
Number of people served in facility-based and non-work settings <sup>4</sup>	3,931	-	-	-	-	461	1,464
Number on waiting list for day and employment services	144	-	-	-	-	-	-

Source: (Butterworth, et al., 2014)

New Hampshire	2004	2007	2008	2009	2010	2011	2012
Total number of people served	2,100	2,159	2,275	2,338	2,366	2,639	2,944
Number of people served in integrated employment	947	979	1,048	1,072	1,211	1,280	1,196
Percentage of people served in integrated employment	45%	45%	46%	46%	51%	49%	41%
People served in integrated employment per 100K state population	72.9	74.6	79.7	80.9	92.0	97.1	90.6
Number of people served in facility-based work	117	112	76	62	42	83	25
Number of people served in facility-based non-work	-	0	0	-	0	-	0
Number of people served in community-based non-work	1,036	1,068	1,151	1,204	1,113	1,197	1,723

<sup>2</sup> May be used by agency if they do not have categorical breakdown for facility-based work and non-work and community-based non-work. Duplicated counts for individuals served in non-work settings may result in figures that are not equal to the sum of all non-work categories.

New Hampshire	2004	2007	2008	2009	2010	2011	2012
Number of people served in facility-based and non-work settings <sup>3</sup>	1,153	1,180	1,227	1,266	1,155	1,280	1,748
Number on waiting list for day and employment services	164	152	208	218	19	14	57

Source: (Butterworth, et al., 2014)

Nevada	2004	2007	2008	2009	2010	2011	2012
Total number of people served	1,614	1,919	1,998	2,087	2,060	2,253	2,175
Number of people served in integrated employment	255	381	407	448	403	511	457
Percentage of people served in integrated employment	16%	20%	20%	21%	20%	23%	21%
People served in integrated employment per 100K state population	10.9	14.9	15.7	17.0	15.0	18.8	16.6
Number of people served in facility-based work	481	387	954	1,127	1,133	965	918
Number of people served in facility-based non-work	878	1,100	612	492	500	747	754
Number of people served in community-based non-work	-	51	25	20	24	30	28
Number of people served in facility-based and non-work settings <sup>5</sup>	1,359	1,538	1,591	1,639	1,657	1,712	1,672
Number on waiting list for day and employment services	39	134	118	113	378	281	497

Source: (Butterworth, et al., 2014)

Percentages for the top 5 states with people served in integrated employment in 2012, ranged between 41% and 87% while Nevada’s percentage of people served in integrated employment was at 21%. With the exception of Oklahoma, a common theme among the top 5 states was a low number of people on a waiting list compared to the total number of people served.

<sup>3</sup> May be used by agency if they do not have categorical breakdown for facility-based work and non-work and community-based non-work. Duplicated counts for individuals served in non-work settings may result in figures that are not equal to the sum of all non-work categories.

## NEVADA DATA

### POPULATION STATISTICS (YEAR 2012)

Disability and Employment	Statistic
Persons without disabilities who are employed (Aged 18-64)	73.1%
Persons with disabilities who are employed (Age 18-64)	39.2%
Persons who have a disability (Age 16-20)	8,200
Persons who have a disability (Age 21-64)	171,600
Nevada's total expenditure on SSDI benefits	\$927,480,000

Source: (Mizrahi)

### POPULATION SERVED UNDER IDEA (AGES 6-21)

Disability (Non-Institutionalized Population)	2011	2012
Specific Learning Disability	22,105	22,261
Speech or Language Impairment	6,348	6,444
Intellectual Disability	1,934	1,883
Emotional Disturbance	1,928	1,881
Multiple Disability	1,013	1,072
Hearing Impairment	453	442
Orthopedic Impairment	291	280
Other Health Impairment	3,676	3,883
Visual Impairment	144	139
Autism	3,448	3,820
Deaf Blindness	5	8
Traumatic Brain Injury	174	172
Developmental Delay	Omitted	Omitted
All Disabilities	41,519	42,285

Source: (Mizrahi)

The top four prevalent disabilities, of those ages 6 to 21, were a specific learning disability, speech or language impairment, other health impairment, or visual impairment.

### PREVALENCE OF DISABILITY BY AGE (YEAR 2012)

Disability Type (Year 2012, Non-Institutionalized Population)	Age 16-20		Age 21-64	
	Rate	# Reported	Rate	# Reported
Any Disability	4.7%	8,200	10.6%	171,600
Visual	0.6%	1,000	1.9%	30,600
Hearing	0.5%	800	2.3%	37,700
Ambulatory	0.7%	1,300	5.7%	91,200
Cognitive	3.0%	5,200	3.7%	59,700
Self-Care	0.3%	500	1.7%	28,000
Independent Living	1.9%	3,300	3.4%	54,100

Source: (Mizrahi)

A higher percentage of the non-institutionalized population ages 21-64 were disabled compared to those age 16-20. Any Disability, ambulatory, cognitive, and independent living were the most prevalent in both categories.

## EMPLOYMENT OF POPULATION BY DISABILITY (AGES 21-64)

Disability Type (Year 2012, Non-Institutionalized Population)	Employment Rate	Total Numbers Reported
Any Disability	36.1%	62,000
Visual	41.4%	12,700
Hearing	50.6%	19,100
Ambulatory	25.5%	23,300
Cognitive	26.4%	15,800
Self-Care	15.5%	4,400
Independent Living	14.9%	8,100

Source: (Mizrahi)

Hearing disability had the highest employment rate (50.6%) among the disabled non-institutionalized population. Visual disability had the next highest employment rate (41.6%) while independent living and self-care had the lowest employment rates of 14.9% and 15.5% respectively.

## EMPLOYMENT PARTICIPATION FOR WORKING-AGE PEOPLE (AGES 16-64)<sup>4</sup>

	2006	2007	2008	2009	2010	2011	2012
Number of people with a cognitive disability	49,487	57,833	50,741	47,998	58,298	61,655	64,944
Number of people with a cognitive disability who are employed	16,808	15,915	15,689	13,342	14,312	15,711	16,344
Percentage of people with a cognitive disability who are employed	34.0%	27.5%	30.9%	27.8%	24.5%	25.5%	25.2%

Source: (Butterworth, et al., 2014)

The percentage of people with a cognitive disability who were employed declined since 2006 and increased slightly between 2010 and 2012. There were about 25% of people with cognitive disability who were employed in 2010, 2011, and 2012.

## EMPLOYMENT OUTCOMES FOR WORKING-AGE PEOPLE (AGES 16-64)<sup>1</sup>

	2006	2007	2008	2009	2010	2011	2012
Mean annual earnings from work for people with no disability (in thousands of dollars)	\$39.9	\$41.8	\$40.9	\$40.8	\$39.5	\$38.9	\$38.8
Mean annual earnings from work for people with cognitive disability (in thousands of dollars)	\$22.8	\$23.8	\$22.5	\$21.7	\$21.3	\$21.1	\$25.4
Mean weekly hours worked for people with no disability	40	40	40	39	38	38	39
Mean weekly hours worked for people with a cognitive disability	35	36	36	32	34	34	35
Percentage of people with no disability living below the poverty line	8.5%	8.5%	9.7%	10.5%	13.0%	14.4%	13.7%

<sup>4</sup> Due to changes implemented in the American Community Survey in 2008, data for people with disabilities for 2007 and earlier years should not be compared with data beginning in 2008.

Source: (Butterworth, et al., 2014)

Average annual earnings for those with cognitive disability increased over the years to \$25.4 thousand in 2012.

### EMPLOYMENT AND WORK INCENTIVE PROGRAM PARTICIPATION FOR SUPPLEMENTAL SECURITY INCOME (SSI) BENEFICIARIES

	2000	2002	2004	2006	2008	2010	2012
SSI recipients with disabilities who received Plans for Achieving Self-Support (PASS) benefits	8	8	4	-	3	-	4
SSI recipients with disabilities who received Impairment Related Work Expenses (IRWE) benefits	25	25	25	19	13	10	11
SSI recipients with disabilities who received Blind Work Expenses (BWE) benefits	23	19	13	13	15	15	10

Source: (Butterworth, et al., 2014)

SSI recipients with disabilities and who received benefits from PASS, IRWE, BWE had decreased since the year 2000. The number of those who received benefits in 2012, decreased by at least 50% compared to the year 2000.

### INTELLECTUAL AND DEVELOPMENTAL DISABILITY (IDD) AGENCY OUTCOMES BY EMPLOYMENT SETTINGS

	2004	2007	2008	2009	2010	2011	2012
Total number of people served	1,614	1,919	1,998	2,087	2,060	2,253	2,175
Number of people served in integrated employment	255	381	407	448	403	511	457
Percentage of people served in integrated employment	16%	20%	20%	21%	20%	23%	21%
People served in integrated employment per 100K state population	10.9	14.9	15.7	17.0	15.0	18.8	16.6
Number of people served in facility-based work	481	387	954	1,127	1,133	965	918
Number of people served in facility-based non-work	878	1,100	612	492	500	747	754
Number of people served in community-based non-work	-	51	25	20	24	30	28
Number of people served in facility-based and non-work settings <sup>5</sup>	1,359	1,538	1,591	1,639	1,657	1,712	1,672
Number on waiting list for day and employment services	39	134	118	113	378	281	497

<sup>5</sup> May be used by agency if they do not have categorical breakdown for facility-based work and non-work and community-based non-work. Duplicated counts for individuals served in non-work settings may result in figures that are not equal to the sum of all non-work categories.

Source: (Butterworth, et al., 2014)

As the population grew, the percentage of those served in integrated employment stayed between the range of 20% to 23%. The number of people on wait list for day and employment services increased from 281 in 2011, to 497 in 2012. The next highest number for the waiting list was 378 in 2010, and 134 in 2007.

### IDD AGENCY DAY AND EMPLOYMENT SPENDING BY EMPLOYMENT SETTING (IN THOUSANDS OF DOLLARS)

	2004	2007	2008	2009	2010	2011	2012
Total funding for all IDD agency services	794	20,088	20,949	21,857	22,250	23,502	24,880
Integrated employment funding	0	2,383	2,658	3,279	4,293	3,923	3,708
Facility-based work funding	0	3,734	8,818	10,351	7,966	8,311	8,741
Facility-based non-work funding	0	13,311	9,276	8,228	9,648	10,919	12,196
Community-based non-work funding	0	659	197	0	343	349	236

Source: (Butterworth, et al., 2014)

Funding for integrated employment declined to \$3.7 million since 2010, when it was the highest at \$4.3 million. Total funding for all IDD agency services steadily increased to \$25 million in 2012.

### IDD AGENCY DAY AND EMPLOYMENT FUNDING BY SOURCE (IN THOUSANDS OF DOLLARS)

	2004	2007	2008	2009	2010	2011	2012
Total funding for all IDD agency services	794	20,088	20,949	21,857	22,250	23,502	24,880
Funding from state, local, and county resources	0	14,762	12,208	12,145	11,057	12,573	14,132
Title XX Social Services Block Grant Funding	0	0	946	1,056	946	946	946
Title XIX Medicaid ICF MR funding	0	0	0	0	0	0	0
Title XIX Medicaid Waiver funding	0	5,325	7,794	8,656	10,247	9,983	9,802

Source: (Butterworth, et al., 2014)

### EXISTING SERVICES BY AGE GROUP (YEAR 2015)

Nevada consumers of IDD services completed a survey and rated the existing services. The bottom three services indicated by each age group are in the table below.

Bottom 3 Existing Services and Supports By Age (Higher is better)	Age 5-17	Age 18-24	Age 25-44	Age 45-64	Age 65 and over	Total
A. Are visibly included in traditional schools	4.00 (n=4)	3.34 (n=29)	3.26 (n=92)	3.45 (n=73)	3.67 (n=6)	3.37 (n=206)
B. Are encouraged to dream about their future while in school	3.75 (n=4)	3.64 (n=36)	3.19 (n=94)	3.06 (n=72)	3.75 (n=8)	3.26 (n=217)
C. Are encouraged to plan for their future while in school	4.00 (n=4)	3.47 (n=34)	3.19 (n=101)	3.24 (n=70)	4.57 (n=7)	3.32 (n=219)

D. (And their families or support system) are helped to plan for college	<b>3.67</b> (n=3)	<b>2.75</b> (n=32)	<b>2.72</b> (n=88)	<b>2.79</b> (n=62)	<b>4.17</b> (n=6)	<b>2.82</b> (n=194)
E. (And their families or support system) are helped to transition to college	<b>3.67</b> (n=3)	<b>2.59</b> (n=32)	<b>2.72</b> (n=88)	<b>2.76</b> (n=63)	<b>4.17</b> (n=6)	<b>2.78</b> (n=188)
F. Have supports available to help get a job	<b>3.33</b> (n=3)	<b>3.53</b> (n=43)	<b>3.37</b> (n=127)	<b>3.64</b> (n=87)	<b>3.88</b> (n=8)	<b>3.51</b> (n=272)
H. Have the level of quality in the supports they receive to get and maintain a job	<b>4.00</b> (n=3)	<b>3.13</b> (n=40)	<b>3.47</b> (n=123)	<b>3.44</b> (n=88)	<b>3.88</b> (n=8)	<b>3.42</b> (n=266)
L. Have on the job training resources available to them	<b>3.33</b> (n=3)	<b>3.48</b> (n=40)	<b>3.47</b> (n=127)	<b>3.59</b> (n=91)	<b>4.13</b> (n=8)	<b>3.55</b> (n=277)
M. Have easy access to transportation to get to and from a job	<b>3.33</b> (n=3)	<b>3.51</b> (n=47)	<b>3.31</b> (n=137)	<b>3.51</b> (n=89)	<b>4.11</b> (n=9)	<b>3.47</b> (n=293)
N. Are offered quality job training resources	<b>3.33</b> (n=3)	<b>3.28</b> (n=39)	<b>3.22</b> (n=124)	<b>3.38</b> (n=89)	<b>3.88</b> (n=8)	<b>3.32</b> (n=269)

Respondents that left the age field blank are included in the “total” column. Therefore, the sum of ‘n’ values from each age group may not add up to the ‘n’ value in the “total” column. A completed list of services and ratings by region can be found in Appendix B: Ratings of Existing Services.

Tan colored cells indicate the bottom existing services for each age group. Some age groups had more than three services in the bottom rank services as multiple services had the same average rating. Items G, I, and J were not in the bottom 3 for any age group: “have supports available to help get a job,” have job opportunities made available to them,” and “access to equipment or devices that would help them get and keep a job,” respectively.

The bottom services for those ages 18-64 were help transition and help planning for college while those ages 5-17 indicated job related services as all of the bottom services. “Are encouraged to dream about their future while in school” was the highest rated service for the age group of 18-24 with a rating of 3.64. Respondents of age 65 and over rated items higher than the other age groups with the lowest rating of 3.67 and the highest at 4.57.

## STATE VOCATIONAL REHABILITATION (VR) PERFORMANCE: FISCAL YEAR 2013

### DATA ELEMENTS, DEFINITIONS AND SOURCES

Data Element	Definition and Source
Number of Eligible Individuals	Total number of individuals eligible at the end of the fiscal year. <i>Source: Form RSA-113, Lines A11 + A12 + A13 + A14</i>
Number of Eligible Individuals per Million of State Population	Total number of individuals eligible at the end of the fiscal year divided by the state population divided by one million. <i>Source: Form RSA-113, Lines (A11 + A12 + A13 + A14) / State Population / 1,000,000</i>
Number of Plans	Total number of individuals in Individualized Plan for Employment (IPE) at the end of the fiscal year. <i>Source: Form RSA-113, Lines C1 + C2</i>
Number of Cases Closed with Employment	Total number of cases closed in the fiscal year with an employment outcome. <i>Source: Form RSA-113, Line D1</i>
Rehabilitation Rate	Number of employment outcomes divided by number of employment outcomes and non-employment outcomes among individuals who received services.

Data Element	Definition and Source
	<i>Source: Form RSA-113, Lines D1/(D1+D2)</i>
Percent Transition Age	Total number of individuals between the ages of 14 and 24 at application who received services divided by the total number of individuals who received services multiplied by 100. <i>Source: RSA-911</i>
Percent Working 35 or More Hours per Week	Total number of individuals who achieved a competitive employment outcome and who worked 35 or more hours per week at closure divided by the total number of individuals who achieved a competitive employment outcome multiplied by 100. <i>Source: RSA-911</i>
Mean Hourly Wage	Weekly earnings at closure divided by hours worked in a week at closure for individuals who achieved a competitive employment outcome. <i>Source: RSA-911</i>
Percent Closed in Supported Employment	Total number of individuals who achieved an employment outcome with supports in an integrated setting divided by the total number of individuals who achieved an employment outcome multiplied by 100. <i>Source: RSA-911</i>
Mean Cost per Rehabilitation	Sum of the cost of purchased services divided by the total number of employment outcomes. <i>Source: RSA-911</i>
OOS	According to information contained in the FY 2013 State Plan, the agency is implementing an order of selection (OOS).

Source: (Office of Special Education and Rehabilitative Services, 2013)

### PERFORMANCE OF COMBINED VR AGENCIES (FY 2013)

Nevada	
Number of Eligible Individuals	3,727
Number of Eligible Individuals per Million of State Population	1,336
Number of Plans	3,467
Number of Cases Closed with Employment	749
Rehabilitation Rate	49.1%
Percent Transition Age	26.9%
Percent Working 35 or More Hours per Week	51.2%
Mean Hourly Wage	\$11.72
Percent Closed in Supported Employment	5.9%
Mean Cost per Rehabilitation	\$4,100.50

Source: (Office of Special Education and Rehabilitative Services, 2013)

### STUDENT JOB TRAINING AND EMPLOYMENT DATA

Student employment data was provided by district specialists from each county and the Bureau of Vocational Rehabilitation.

### CURRENT STUDENT EMPLOYMENT PREPARATION BY MAJOR REGION

Resource	Washoe	Clark	Rural
How many students with IDD are receiving hands on job training?	196	unknown	**32



Resource	Washoe	Clark	Rural
How many experience focused programs are there in each district (transition programs)?	13	30	9
How many transition specialists does each district employ?	1	10 (there are 11 positions, one is vacant)	9
How many students with IDD were placed in jobs paying minimum wage or higher in each district?	*10 to date	unknown	7

\*This is an accurate account by Nevada Administrative Code (NAC) Eligibility Primary Disability ID

\*\*Does not include Lyon County’s students as they reported a percentage.

Washoe County has 196 IDD students receiving hands on job training, 13 transition programs, one transition specialist, and ten students with IDD who were played into a paying job. Clark County has 30 transition programs in the district and 11 transition specialist positions; however, one of those positions is currently vacant.

### STUDENT EMPLOYMENT PREPARATION BY RURAL COUNTIES

County	How many students with IDD are receiving hands on job training?	How many experience focused programs are there in each district (transition programs)?	How many transition specialists does each district employ?	How many students with IDD were placed in jobs paying minimum wage or higher in each district?
Carson	18	5 currently serving IDD students.	2	0
Churchill	8 High School Students	No IDD students go through any specified focused program	1	6
Humboldt	3	0	0	0
Lander	1	0	0	1
Lyon	77% in hands-on job training  23% in pre-program to help attain skills for job training	4	*6	0
Nye	0	0	0	0
Pershing	0	0	0	0
White Pine	2	0	0	0

\*Six teachers whose primary assignment is to help students acquire work related skills and experiences.

Rural counties serve only a few, if any, individuals with IDD, but work to make improvements in their transition service delivery model.

### BUREAU OF VOCATIONAL REHAB: PAID TRANSITION STUDENTS SINCE FY 2012

Numbers represent paid transition students with autism, cerebral palsy, and/or mental retardation and have received hands on job training.

Disability Type	Northern District	Southern District	Rural District
Total served	11	17	8
Autism	5	10	6
Cerebral Palsy	0	1	1
Mental Retardation	6	6	1

## STUDENT EMPLOYMENT: ONE YEAR FOLLOW-UPS

The data below was from surveys that were voluntarily filled out by special education students, after leaving high school, as a one year follow-up. All data was filtered for students with Intellectual Disability.

### Category Definitions

Category	Definition
Category 1	<b>Enrolled in Higher Education</b> means youth have been enrolled on a full- or part-time basis in a community college (2-year program), or college/university (4- or more year program) and have completed at least one term since leaving high school.
Category 2	<b>Competitively Employed</b> means youth that have worked for pay at or above the minimum wage in a setting with others who are nondisabled for an average of at least 20 hours a week and have worked at least 90 days since leaving high school. This includes military service of any length.
Category 3	<b>Enrolled in Other Education or Training</b> means youth that have been enrolled on a full- or part-time basis for at least one complete term in an education or training program (e.g., Job Corps, adult education, GED, workforce development program, or vocational technical school) which is less than a 2-year program.
Category 4	<b>Other Employed</b> means youth that have been employed at least 90 days.
Category 5	<b>Limited Engagement</b> means youth that have worked and/or have been enrolled since leaving high school but do not meet any of the definitions above.
Category 6	<b>Non Engaged</b> means youth that have not been enrolled or employed and do not meet any definition above.

Source: (Nevada Special Education Accountability and Reporting System, 2015)

### Category Breakout by Year

Year	Category 1	Category 2	Category 3	Category 4	Category 5	Category 6
2009-2010 (n=62)	0.0%	1.6%	27.4%	16.1%	14.5%	40.3%
2010-2011 (n=96)	4.2%	6.2%	22.9%	19.8%	16.7%	30.2%
2011-2012 (n=37)	2.7%	8.1%	16.2%	16.2%	5.4%	51.4%
2012-2013 (n=38)	7.9%	5.3%	13.2%	7.9%	31.6%	34.2%
2013-2014 (n=43)	2.3%	7.0%	11.6%	32.6%	11.6%	34.9%

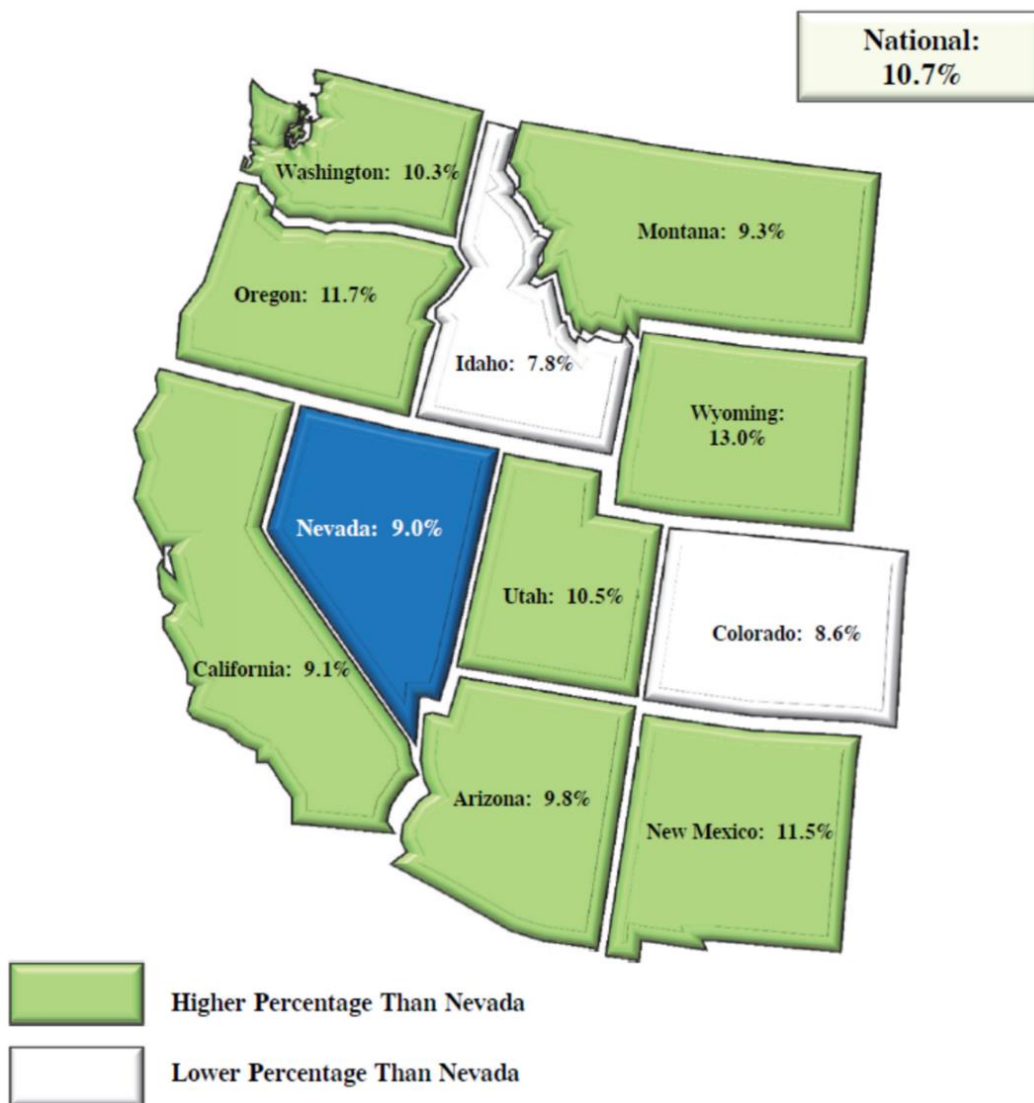
Source: (Nevada Special Education Accountability and Reporting System, 2015)

At least 34 percent of students, for all years, did not have employment or enrollment in other education with the highest rate of 51.4 percent in 2011-2012. Individuals that had employment or at least limited engagement was the highest in 2013-14, with 51.2 percent (categories 2, 4, and 5). The next highest was in 2012-13 with 44.8 percent.

## FUNDING

### SPECIAL EDUCATION: PERCENTAGE SERVED (SCHOOL YEAR 2011-12)

Children Ages 6 to 21 served under IDEA as a percent of public school enrollment. Comparison of Nevada and other Western States.



Source: (Nevada Legislative Counsel Bureau, 2015)

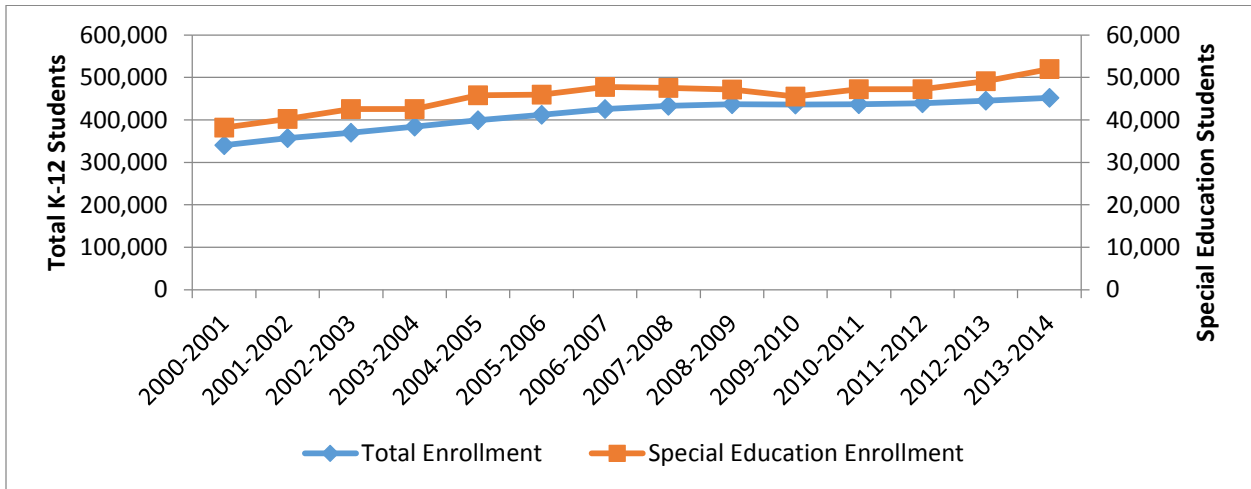
Special Education enrollment, as a percent of public school enrollment, was lower in Idaho and Colorado than Nevada, but eight out of ten of the other western states had a higher percentage. Nine percent of Nevada’s public school enrollment was children served under IDEA compared to the national percentage of 10.7.

SPECIAL EDUCATION ENROLLMENT

School Year	Total Enrollment	Total Enrollment Percent Increase	Special Education Enrollment	Special Education Percent Increase
2000-2001	340,706	4.64%	38,165	6.47%
2001-2002	356,814	4.73%	40,196	5.32%
2002-2003	369,498	3.55%	42,532	5.81%
2003-2004	384,230	3.99%	42,543	0.03%
2004-2005	399,425	3.95%	45,831	7.73%
2005-2006	412,165	3.19%	45,934	0.22%
2006-2007	425,731	3.29%	47,744	3.94%
2007-2008	432,850	1.67%	47,556	-0.39%
2008-2009	436,814	0.92%	47,132	-0.89%
2009-2010	436,037	-0.18%	45,528	-3.40%
2010-2011	437,057	0.23%	47,195	3.66%
2011-2012	439,277	0.51%	47,261	0.14%
2012-2013	445,381	1.39%	49,102	3.90%
2013-2014	451,730	1.43%	51,946	5.79%

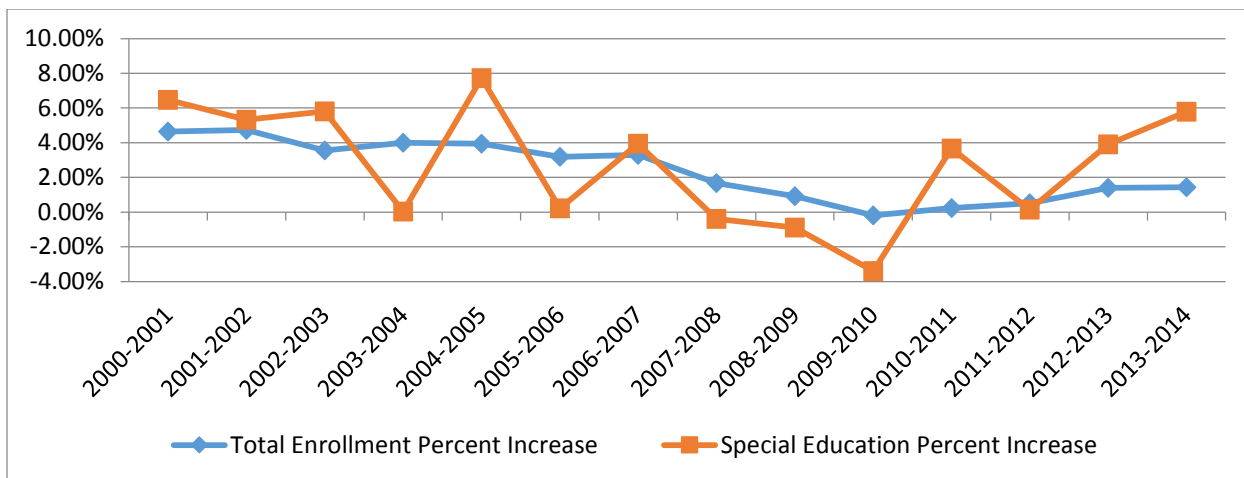
Source: (Nevada Legislative Counsel Bureau, 2015)

Nevada Public Schools: Total K-12 Enrollment vs. Special Education Enrollment, SY 2001-2014



Source: (Nevada Legislative Counsel Bureau, 2015)

Nevada Public Schools: Percentage Increase in Total Enrollment vs. Special Education Enrollment, SY 2001-2014



Source: (Nevada Legislative Counsel Bureau, 2015)

In school year 2014, the percentage of special education enrollment increased by 5.79 percent, the highest it has been since the school year of 2005. For total enrollment of K-12, the highest percent increase since 2001, was 4.73 percent in the school year 2002.

### UNIT FUNDING

The definition of a unit was revised in 2014. Nevada Revised Statutes §387.1221 defined a unit as “a school district, a charter school or a university school for profoundly gifted pupils may, after receiving the approval of the Superintendent of Public Instruction, contract with any person, state agency or legal entity to provide a special education program unit for pupils of the district as pursuant to NRS 388.440 to 388.520, inclusive.”

Funding allocation for special education is based on the approved number of units and funding per unit by the legislature.

Fiscal Year	Special Education Units approved by the legislature	Funding per unit approved by the legislature
2014 – 2015	3,049	\$42,745
2013 – 2014	3,049	\$41,608
2012 – 2013	3,049	\$39,768
2011 – 2012	3,049	\$39,768
2010 – 2011	3,049	\$39,768
2009 – 2010	3,049	\$39,768
2008 – 2009	3,128	\$38,763
2007 – 2008	3,046	\$36,541
2006 – 2007	2,953	\$35,122
2005 – 2006	2,835	\$34,433
2004 – 2005	2,708	\$32,447
2003 – 2004	2,615	\$41,811
2002 – 2003	2,514	\$30,576
2001 – 2002	2,402	\$29,977
2000 – 2001	2,294	\$29,389

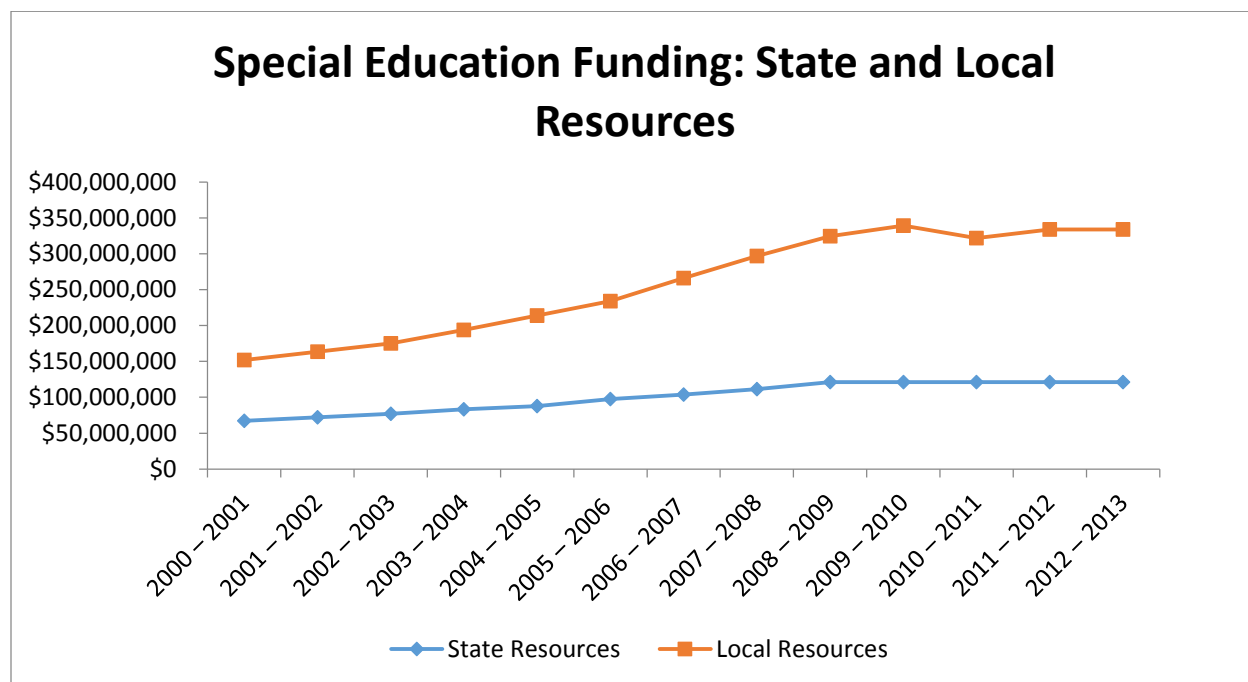
Sources: (Nevada State Board of Education, 2009), (Fiscal Analysis Division, 2011), (Fiscal Analysis Division, 2013)

The legislature approved special education units and funding per unit remained the same between the years 2009 – 2013, and the funding per unit increased for 2013 – 2014, and 2014 – 2015.

### SPECIAL EDUCATION FUNDING: STATE AND LOCAL RESOURCES

Fiscal Year	State Resources	Local Resources
2012 – 2013	\$121,252,632	\$333,995,229
2011 – 2012	\$121,252,632	\$333,995,229
2010 – 2011	\$121,252,632	\$321,862,256
2009 – 2010	\$121,252,632	\$339,197,530
2008 – 2009	\$121,250,664	\$324,372,632
2007 – 2008	\$111,303,866	\$296,926,735
2006 – 2007	\$103,715,266	\$266,124,337
2005 – 2006	\$97,617,555	\$234,142,483
2004 – 2005	\$87,866,476	\$214,087,930
2003 – 2004	\$83,185,765	\$193,915,875
2002 – 2003	\$76,868,064	\$175,025,638
2001 – 2002	\$72,004,754	\$163,313,519
2000 – 2001	\$67,330,199	\$151,949,548

(Nevada Legislative Counsel Bureau, 2015)



More local resources have been used for special education funding than state resources since the year 2000. Until the 2010 – 2011 fiscal year, the amount of local resources used increased at a faster rate compared to the amount of state resources provided.

### STATE FUNDING PER STUDENT IN SPECIAL EDUCATION: 2011-2012 SCHOOL YEAR

Values in the tables below were approximated as the dollar amounts used for analysis were abbreviated in thousands of dollars. The data was compiled from State Special Education Funding from (U.S. Census Bureau, 2014) and students served under Individuals with Disabilities Education Act (IDEA) from (U.S.

Department of Education, Institute of Education Sciences, National Center for Education Statistics, 2013).

The tables below represent selected state data. Refer to Appendix A for a list of all 50 states, including the District of Columbia.

**Top 5 States providing State Funding Dollars per Student in Special Education**

States	State Dollars per Student in Special Education
Hawaii	\$21,336.80
Vermont	\$11,103.59
New York	\$8,059.82
Connecticut	\$7,599.89
Minnesota	\$7,113.55
National Average	\$2,621.38
Nevada	\$2,266.06

Sources: (U.S. Census Bureau, 2014) and (U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, 2013)

There were 16 states, including the District of Columbia, which did not provide state funding for students enrolled in special education (students served under IDEA). Nevada was slightly under the national average of \$2,621.38 per student and ranked 21 in spending per student in special education, out of the 50 states.

**APPENDIX A: STATE DOLLARS PER STUDENT IN SPECIAL EDUCATION**

States	State Dollars per Student in Special Education
Alabama	\$ 19.58
Alaska	\$ -
Arizona	\$ -
Arkansas	\$ 3,819.69
California	\$ 4,318.62
Colorado	\$ 1,534.45
Connecticut	\$ 7,599.89
Delaware	\$ 183.42
District of Columbia	\$
Florida	\$ 2,559.96
Georgia	\$ -
Hawaii	\$ 21,336.80
Idaho	\$ 150.98
Illinois	\$ 2,775.79
Indiana	\$ 9.30
Iowa	\$ 29.53
Kansas	\$ 6,383.05
Kentucky	\$ -
Louisiana	\$ 144.70

States	State Dollars per Student in Special Education
Maine	\$ 213.01
Maryland	\$ 3,446.39
Massachusetts	\$ -
Michigan	\$ 3,884.46
Minnesota	\$ 7,113.55
Mississippi	\$ 75.09
Missouri	\$ 1,144.35
Montana	\$ 289.67
Nebraska	\$ 4,065.09
Nevada	\$ 2,266.06
New Hampshire	\$ -
New Jersey	\$ 3,901.60
New Mexico	\$ -
New York	\$ 8,059.82
North Carolina	\$ -
North Dakota	\$ 844.57
Ohio	\$ -
Oklahoma	\$ -
Oregon	\$ -
Pennsylvania	\$ 3,528.38
Rhode Island	\$ -
South Carolina	\$ 1,893.00
South Dakota	\$ 2,501.08
Tennessee	\$ -
Texas	\$ -
Utah	\$ 2,980.20
Vermont	\$ 11,103.59
Virginia	\$ 2,905.52
Washington	\$ 6,352.88
West Virginia	\$ 136.99
Wisconsin	\$ 2,914.40
Wyoming	\$ -
National	\$ 2,621.38

Sources: (U.S. Census Bureau, 2014) and (U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, 2013)



## APPENDIX B: RATINGS OF EXISTING SERVICES

Existing Services and Supports Rating Averages	Washoe	Clark	Carson	Balance of State	Total
A. Are visibly included in traditional schools	<b>4.00</b> (n=34)	<b>3.24</b> (n=133)	<b>4.50</b> (n=8)	<b>2.94</b> (n=31)	<b>3.37</b> (n=206)
B. Are encouraged to dream about their future while in school	<b>4.19</b> (n=36)	<b>3.11</b> (n=131)	<b>4.20</b> (n=10)	<b>2.70</b> (n=40)	<b>3.26</b> (n=217)
C. Are encouraged to plan for their future while in school	<b>3.78</b> (n=36)	<b>3.13</b> (n=135)	<b>4.33</b> (n=9)	<b>3.33</b> (n=39)	<b>3.32</b> (n=219)
D. (And their families or support system) are helped to plan for college	<b>3.97</b> (n=31)	<b>2.55</b> (n=118)	<b>3.45</b> (n=11)	<b>2.53</b> (n=34)	<b>2.82</b> (n=194)
E. (And their families or support system) are helped to transition to college	<b>3.67</b> (n=30)	<b>2.54</b> (n=116)	<b>3.33</b> (n=12)	<b>2.57</b> (n=30)	<b>2.78</b> (n=188)
F. Have supports available to help get a job	<b>3.95</b> (n=42)	<b>3.38</b> (n=151)	<b>3.63</b> (n=27)	<b>3.50</b> (n=52)	<b>3.51</b> (n=272)
G. Have supports available to keep/maintain a job	<b>3.70</b> (n=44)	<b>3.42</b> (n=155)	<b>3.92</b> (n=26)	<b>3.49</b> (n=51)	<b>3.53</b> (n=276)
H. Have the level of quality in the supports they receive to get and maintain a job	<b>3.35</b> (n=37)	<b>3.35</b> (n=150)	<b>4.17</b> (n=24)	<b>3.33</b> (n=55)	<b>3.42</b> (n=266)
I. Have job opportunities made available to them	<b>3.78</b> (n=41)	<b>3.20</b> (n=152)	<b>3.57</b> (n=30)	<b>3.21</b> (n=56)	<b>3.33</b> (n=279)
J. Access to equipment or devices that would help them get and keep a job	<b>3.97</b> (n=38)	<b>3.22</b> (n=137)	<b>3.56</b> (n=25)	<b>3.31</b> (n=51)	<b>3.39</b> (n=251)
K. Have job training resources available to them	<b>4.33</b> (n=39)	<b>3.34</b> (n=148)	<b>3.64</b> (n=28)	<b>3.27</b> (n=55)	<b>3.50</b> (n=270)
L. Have on the job training resources available to them	<b>4.16</b> (n=45)	<b>3.36</b> (n=154)	<b>4.11</b> (n=19)	<b>3.39</b> (n=59)	<b>3.55</b> (n=277)
M. Have easy access to transportation to get to and from a job	<b>3.61</b> (n=44)	<b>3.35</b> (n=160)	<b>4.07</b> (n=27)	<b>3.40</b> (n=62)	<b>3.47</b> (n=293)
N. Are offered quality job training resources	<b>3.73</b> (n=41)	<b>3.21</b> (n=155)	<b>3.73</b> (n=22)	<b>3.16</b> (n=51)	<b>3.32</b> (n=269)

Source: (Social Entrepreneurs, Inc., 2015)

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