

NHDHHS, Bureau of Developmental Services (BDS)

# NH Employment of Individuals with Disabilities

## Collecting Information

Employment is a significant priority for New Hampshire's Developmental Services System as it reflects the importance that work plays in the lives of New Hampshire's citizens regardless of disability. Employment is one of the most effective and powerful means to partaking in the richness of community life and contributing to it. Our collective goal is to ensure that every person who receives services has the opportunity to consider, attain, and maintain employment.<sup>1</sup>

Through funding provided by the Medicaid Infrastructure Grant, a comprehensive and user-friendly employment data system has recently been developed and implemented. As a result, our system will be able to periodically produce and distribute regional and statewide snapshots of employment data.

This represents a significant improvement in our capacity to offer meaningful, reliable, and current employment information (such as number of people employed, average hours worked, and average wages earned).

Starting with the Fall 2012 report, we will share regional employment data broken down by provider agencies. We believe such reports will be valuable to individuals with disabilities and their families who have been requesting information to help them select employment service providers. The new data system will also assist us to consider and develop quality indicators for employment services, such as the ones outlined in the *Quality Council's 2011 Final Report on Employment*<sup>2</sup>.

It is our hope that these efforts will help to stimulate conversations and actions about employment among individuals with disabilities, their families, professionals, and other interested parties. Most importantly, we hope the availability and transparency of information will lead to system improvements that advance employment outcomes for individuals with disabilities.



### BDS Mission Statement

The developmental services system will join with local communities to support individuals of all ages with developmental disabilities or acquired brain disorders and their families to experience as much freedom, choice, control and responsibility over the services and supports they receive as desired.

<sup>1</sup> To learn more about the commitment to employment from all members of New Hampshire's regional services system, please read the Employment Position Statement (pages 9-10).

<sup>2</sup> <http://www.dhhs.nh.gov/dcbcs/bds/qualitycouncil/index.htm>.

## NH Developmental Services Employment Data The Facts - July 2012



- 3,266** People receiving services (ages 21-64)
- 1,172** **People employed (ages 21-64)**
- 35.9%** **Total employed as a percentage of total served (ages 21-64)**
- 64** People who have self-employment
- 1,108** People (ages 21 to 64) employed with hourly wages
- 9.07** Hours worked per week (statewide average)
- \$7.75** Statewide average pay per hour
- 1,294** Total number of jobs
- 1,237 (96%)** Statewide total jobs paying minimum wage or above
- 57 (4%)** Statewide total jobs paying below minimum wage
- 36** People employed (age 65 and older)

### Employment Statistics for People Aged 18 - 64 Years Old in US and NH

US 2010 Employment Rate for people without Disabilities: 72.8%

US 2010 Employment Rate for people with Disabilities: 33.4%

US 2010 Employment Gap: 39.4%

NH Employment Rate for people without Disabilities: 79.7%

NH Employment Rate for people with disabilities: 39.1%

NH Employment Gap: 40.6%

- ♦ Source: 2011 Annual Disability Compendium Statistics, US Census Bureau, 2010 American Community Survey, American Fact Finder. 2011 data not yet available.

## NH Developmental Services Employment Data Trends

In June 2012, there was a 6.7% decrease (or 84 people) in employment from June 2011. Factors that may account for this are:

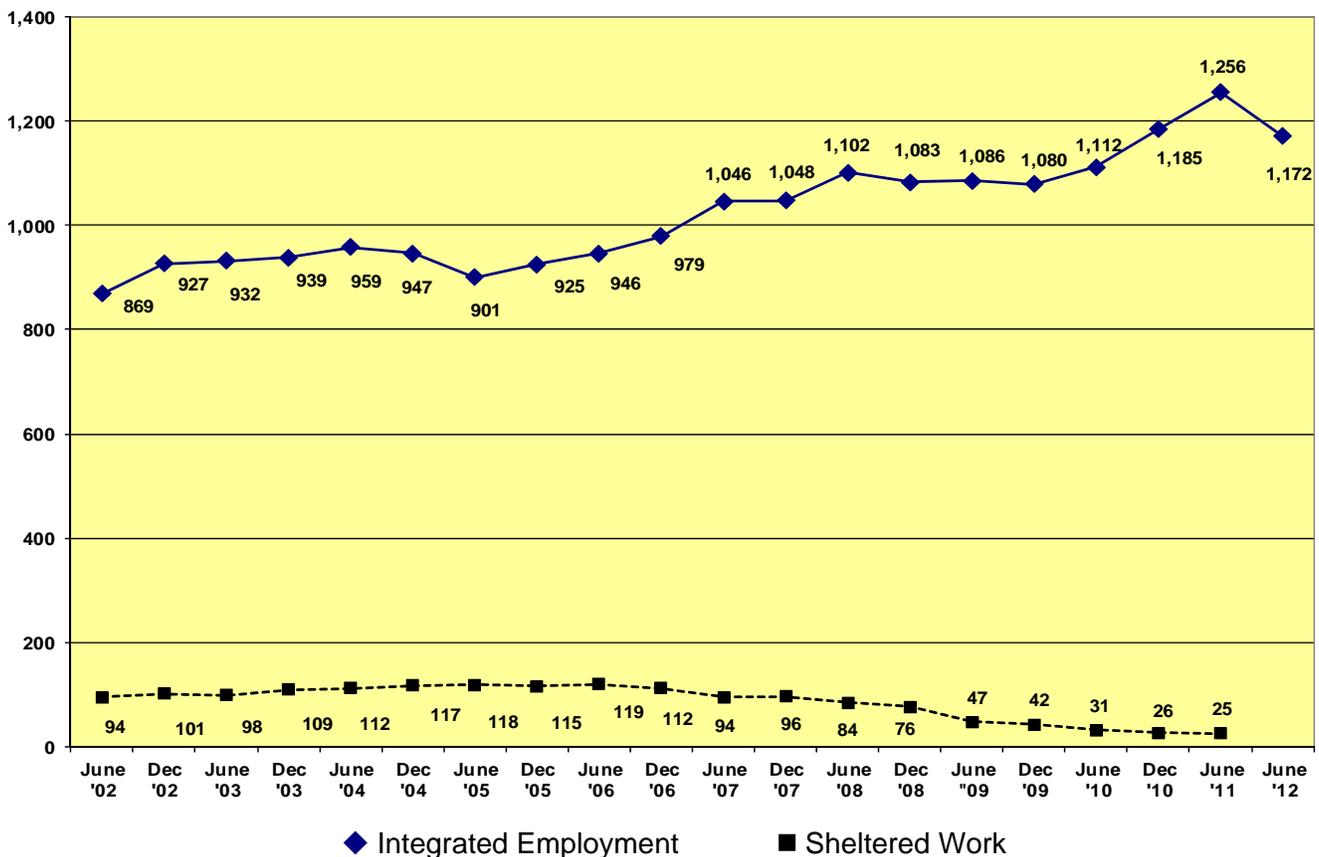
- ◆ The shift to a new data system that reports current point in time data versus the former system that looked at a six-month period retroactively;
- ◆ The excluded employment records due to incomplete data; and/or
- ◆ A true decrease in the number of people employed

Integrated Community Based Employment has been steadily increasing since 2002.

Participation in Sheltered Workshops increased slightly from 2002 to 2006 with participation steadily decreasing since 2007.



Bureau Of Developmental Services  
Number Of People With Employment



## NH Developmental Services Employment Data Trends.... Continued

### Number of People Employed over a six-year period

Community Based Integrated Employment Statewide June 2007 – June 2012					
2007	2008	2009	2010	2011	2012
1,046	1,102	1,086	1,112	1,256	1,172
Percentage Change From Year to Year					
	5.4%	-1.5%	2.4%	12.9%	-6.7%

### Statewide Average Hours Worked over a Six Year period

Average Hours Worked Integrated Employment Statewide					
2007	2008	2009	2010	2011	2012
10.83	10.36	9.68	8.92	9.36	9.07
Percentage Change Year to Year					
	-4.3%	-6.6%	-7.9%	4.9%	-3.1%

While the recession has not had a huge impact on the number of people working served by developmental services, it may account for the fluctuations in the number of hours worked over the last six years. Over the same six-year period, the Average Wages Per Hour has been steadily increasing (see below). It must be noted that in May 2007, legislation was passed mandating an increase in minimum wage paid from \$5.15 to \$6.50 in September 2007 and \$7.25 in September 2008.

### Statewide Average Wages Per Hour in Integrated Employment over six years

Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour
2007	2008	2009	2010	2011	2012
\$5.98	\$6.55	\$7.25	\$7.33	\$7.67	\$7.75
Percentage Change from Year to Year					
	9.5%	10.7%	1.1%	4.6%	1.0%

## NH Developmental Services Employment Data Trends.... Continued

### Regional Breakdown of Employment Data

Region	# Of Individuals Ages 21 - 64	# Of Individuals Employed	% Of Individuals Employed		Average Hours Worked per week*		Average Hourly wage per job*	
			%	ranking		ranking		ranking
Northern Human Services - 1	319	137	42.9%	1st	6.58	10th	\$7.08	10th
Pathways of the River Valley - 2	223	67	30.0%	9th	12.65	1st	\$8.81	1st
Lakes Region Community Services - 3	263	111	42.2%	2nd	9.65	4th	\$7.48	8th
Community Bridges - 4	374	140	37.4%	6th	8.82	7th	\$8.36	2nd
Monadnock Developmental Services - 5	332	131	39.5%	4th	10.41	3rd	\$7.89	4th
Gateways Community Services - 6	446	180	40.4%	3rd	8.91	6th	\$7.66	7th
Moore Center Services - 7	483	112	23.2%	10th	11.40	2nd	\$7.67	6th
One Sky Community Services - 8	305	119	39.0%	5th	7.15	9th	\$7.43	9th
Community Partners - 9	252	90	35.7%	7th	9.19	5th	\$7.72	5th
Community Crossroads - 10	269	85	31.6%	8th	8.01	8th	\$8.10	3rd
<b>Statewide</b>	<b>3,266</b>	<b>1,172</b>	<b>35.9%</b>		<b>9.07</b>		<b>\$7.75</b>	

\* Not including self-employed

## NH Developmental Services Employment Data Trends.... Continued

Breakdown of Each Job Held by Hours Worked Per Week by Region and Statewide

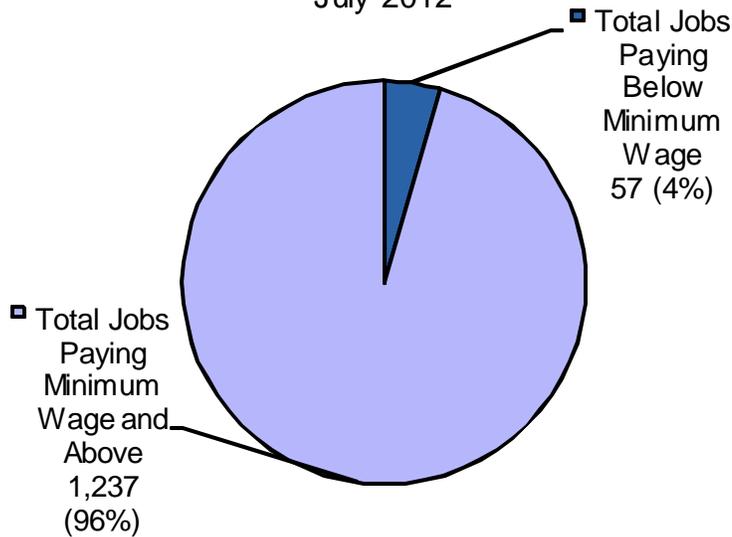
Region	1-5 hrs.		6-10 hrs.		11-20 hrs.		21-30 hrs.		30+ hrs.		# of Jobs
	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	
1	94	63%	28	19%	21	14%	4	3%	3	2%	150
2	24	34%	18	25%	16	23%	7	10%	6	8%	71
3	46	40%	26	23%	32	28%	10	9%	1	1%	115
4	57	41%	45	33%	31	22%	1	1%	5	4%	139
5	61	42%	40	27%	24	16%	15	10%	6	4%	146
6	99	46%	51	24%	50	23%	12	6%	4	2%	216
7	35	29%	22	18%	53	44%	9	8%	1	1%	120
8	77	55%	32	23%	21	15%	8	6%	1	1%	139
9	48	45%	28	26%	23	22%	4	4%	4	4%	107
10	56	62%	16	18%	12	13%	3	3%	4	4%	91
Statewide Total	597		306		283		73		41		1,294
% Employed in Each Category:		46%		24%		22%		6%		3%	

- ◆ 46% of jobs held are 5 hours or less per week.
- ◆ 24% of jobs held are 6 to 10 hours per week.
- ◆ 22% of jobs held are 11 to 20 hours per week.
- ◆ 9% of jobs are more than 20 hours per week.

It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.

## NH Developmental Services Employment Data Trends.... Continued

NH Minimum Wage Distribution Table  
July 2012



### Total Jobs Paying Minimum Wage & Above Minimum Wage by Area Agency.

Area Agency	Total Jobs Paying Above Minimum Wage	Total Jobs Paying Below Minimum Wage	Total Jobs
Northern Human Services	133	17	150
Pathways of the River Valley	70	1	71
Lakes Region Community Services	115	0	115
Community Bridges	138	1	139
Monadnock Developmental Services	144	2	146
Gateways Community Services	209	7	216
Moore Center Services	113	7	120
One Sky Community Services	125	14	139
Community Partners	103	4	107
Community Crossroads	87	4	91
<b>Statewide Total</b>	<b>1,237</b>	<b>57</b>	<b>1,294</b>

- ◆ Subminimum wages are permitted with official approval from the Department of Labor. They may be used when an employee with a disability is unable to reach the productivity expectations of workers without disabilities doing the same job. NH is one of the few states that has a very small percentage of people earning subminimum wages.

## Project SEARCH - Promising Practice with Great Outcomes

Project SEARCH is an international trademarked and copyrighted program model, which focuses solely on employment for Project SEARCH interns. Since its inception, Project SEARCH has grown from one original program site at Cincinnati Children's Hospital to over 200 across the United States and Canada, England, Scotland, and Australia. Project SEARCH's primary objective is to secure competitive employment for people with disabilities that meets the following criteria<sup>3</sup>

- ◆ Employment in an integrated setting
- ◆ Year-round work
- ◆ 20 hours/week or more
- ◆ Minimum wage or higher



Project SEARCH is a collaborative workforce development-training program designed for students and young adults with developmental disabilities highly motivated for employment. The success of the program is dependent on the strong partnerships between local school districts, business partners, New Hampshire Vocational Rehabilitation, Area Agencies and Employment Providers. The program is nine months long and is designed to provide participants with a variety of worksite experiences focused on teaching complex and systematic skills in a hospital or business setting. During the course of the program, each participant rotates through two or three different internships and learns the skills of that career. Each experience helps to build the skills needed for the world of work. Upon graduation from the program, participants are assisted to secure employment in their local community.

The first Project SEARCH NH pilot was launched at St. Joseph's Hospital, Nashua in 2008. Since that time, the program has incrementally expanded to 6 sites including Nashua, Manchester, Concord, Keene, Lebanon and the Seacoast. Project Search data is tracked separately from NH Developmental Services Employment Data as the Project Search includes individuals under 21 and is an intentional effort demonstrating that systematic and complex skills can be taught by following this model.



### Project SEARCH NH's accomplishments over a three-year period (2008 –2011)

Total Enrolled = 48 students

Total Completed Program = 42

Completion Percentage = 88%

Total Employed = 30

Employment rate = 71%

Average Hours Worked = 15

Average Wages = \$9 per hour

<sup>3</sup>From the Project SEARCH US website. To learn more, please visit:  
<http://projectsearch.us.dnnmax.com/Home.aspx>

# Employment Position Statement For New Hampshire's Regional Service System

## *Values and Responsibilities*

We believe that employment, with its powerful and irreplaceable opportunities for autonomy, earned income, self-esteem development, social contacts, structured activity and life satisfaction, is an important ingredient of a fulfilling and valued life for adults in our society. We also recognize that the capacity of adults with any type or degree of developmental disability or acquired brain disorder to participate in employment, in the right setting and with the proper supports, has been amply demonstrated.

It is the position and responsibility of New Hampshire's regional system (area agencies, subcontract agencies and Bureau of Developmental Services) to provide the necessary services and supports to enable individuals to live in and become contributing members of their communities. All members of New Hampshire's regional system shall, therefore, pledge to:

- ◆ Emphasize the importance and benefits of employment.
- ◆ Effectively use allocated funds to emphasize, create and maintain integrated employment opportunities.
- ◆ Provide staff and providers with appropriate and ongoing training, supports and supervision.
- ◆ Support innovative workforce development opportunities.
- ◆ Identify systemic barriers to employment and eliminate them.
- ◆ Advocate for a systematic and collaborative approach between all partners and stakeholders.
- ◆ Continuously evaluate, adjust and improve services and operations.

## *Informed Choice*

We believe that informed choice is the right of all individuals and that they, their family or guardian have the authority to make decisions regarding all aspects of their employment. Accordingly, all members of New Hampshire's regional system shall:

- ◆ Assist individuals to explore and obtain employment opportunities based on the individual's interests and goals.
- ◆ Provide employment information in a variety of formats that are easy to understand.
- ◆ Insure that individuals have access to assistive technology for effective communication, to assist with career decision-making, job attainment and performance.
- ◆ Provide effective planning for self-discovery and decision-making.
- ◆ Support the on-going development and access to career focused life long learning and training.
- ◆ Deliver work incentives counseling to insure individuals and families understand the impact of income on benefits and the opportunities for asset accumulation.
- ◆ Demonstrate that everyone can work with the right job opportunity and supports.

## Employment Position Statement For New Hampshire's Regional Service System

### *Transition*

We believe the expectation of employment must be incorporated into the educational experience of all students beginning in early childhood and explored through age appropriate opportunities. Therefore, all members of New Hampshire's regional system shall:

- ◆ Advocate for effective transition and successful employment outcomes for individuals entering the adult service system.
- ◆ Assist families to understand the transition process as defined by the Individuals with Disabilities Education Act (IDEA).
- ◆ Inform families of the resources, supports and strategies available after transition and the vital role families play in this process.
- ◆ Support appropriate career development services, (including a variety of formal and informal assessments, internships, and/or extended learning opportunities) that will help to identify interests, skills, capacity and/or additional training and education opportunities.

### *Partnerships with Business Community*

We believe that collaboration with the business community is essential for optimizing employment opportunities for individuals with disabilities and for strengthening New Hampshire's overall workforce. Successful employment outcomes will require the practice of a dual customer philosophy, where individuals and businesses are treated equally as valued customers. Thus, all members of New Hampshire's regional system shall:

- ◆ Promote professional outreach to build effective partnerships with the business community.
- ◆ Insure that services meet or exceed the expressed needs and standards of the business customer.
- ◆ Continuously nurture business partnerships to keep them strong and vibrant.
- ◆ Recruit, retain and develop highly trained and informed staff.

All members of New Hampshire's regional system understand the importance of achieving the above goals for the benefit of the individuals with disabilities, businesses and the community-at large and pledge to implement them.

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