

**SEMI-ANNUAL  
EMPLOYMENT OUTCOMES SYSTEM  
EVALUATION REPORT  
September 2004**



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## ❖ PREFACE

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The Employment Outcome System (EOS) report is the semi annual performance outcomes for adults with developmental disabilities receiving long-term day support funding.

In the 1983-85 biennium, the State of Oregon enacted legislation requiring measurement of how employment services enhances social integration, independence and productivity of people with developmental disabilities. Program assessment helps measure the goals achieved. The report results are available for public inspection and review by the Legislative Assembly.

This report is based on information received from employment service providers who implement Employment Outcomes for adults with developmental disabilities.

Once every six months, service providers submit information about the employment outcomes experienced by each individual receiving services funded by Senior's and People with Disabilities (SPD). This statewide summary may be used by:

- State officials to demonstrate the benefit of investment in employment and alternative supports;
- County and other local personnel to disseminate information about the supports available in their community;
- Service providers to track agency quality improvement efforts and compare their performance against state averages; and
- Families and advocates to compare outcomes and make an informed choice among local providers.

The CMS Waiver and Federal Reporting Section summarizes this information to provide a statewide “snapshot” of the outcomes experienced by individuals receiving services.

This report fulfills the commitment made to the Legislative Assembly by summarizing and providing an overview the employment outcomes information received from employment service providers as of September 30, 2004.

This report describes what we know about the aggregate employment outcomes of developmentally delayed individuals receiving employment services. It does not evaluative answers. It does show employment patterns.

The report is also available at <http://www.dhs.state.or.us/disabilities/> Scroll to “Publications & data” and click on the link for the Employment Outcomes System “report”.

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## ❖ EXECUTIVE SUMMARY

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### **Programs and Individuals**

Data for 89 employment programs supporting 3716 individuals are included in this report. This represents approximately 93% of all employment programs and 95% of all individuals receiving employment services reported on as of September 2004.

### **Employment Status**

Data for a total of 3126 individuals show employment outcomes. Of these, 26 (.83%) reported being unemployed. All of the other 3100 individuals (99.17%) received employment or Alternative to Employment (ATE) services. Of these, 1351 (43.22%) were served through sheltered employment, 444 (14.20%) through group employment, 219 (7.01%) through individual jobs, 6 (0.19%) through self-employment, and 1080 (34.55%) through Alternate to Employment (ATE).

### **Alternate to Employment**

The data in this category is dependent on an employee start date being entered on the survey form. This category was incomplete on many surveys. We are only able to report on employment status for employees showing a date of employment. This skewed some of the calculations for the Employment Status categories including ATE.

### **Program Operated Business**

3437 individuals (97.09%) had responses to this question. Of these, 3076 (89.50%) were served by provider-operated businesses while 361 (10.50%) were employed or served by businesses not operated by the employment service provider.

### **Paycheck Issued by**

3393 individuals (95.85%) had responses to this question. Of these, 1937 (57.09%) received a paycheck from a rehabilitation/support organization, 361 (10.64%) from an employer, and 1095 (32.27%) received no paycheck.

### **New Employer/Alternatives to Employment in Last Six Months**

3429 individuals reported show responses to this question. Of these, 191 (5.57%) show going to a new employer/ATE during the last six months while 3238 (94.43%) show no change in the last six months.

### **Duration of Employment**

3139 individuals (88.67%) had responses to this question. The average duration for all individuals served in sheltered employment was approximately 135 months (or 11.27 years) and the average duration reported for individuals in individual jobs was 78 months (or 6.5 years). Similarly, the ATE average duration was 91 months (or 7.6 years).

### **Types of Work Performed**

3404 individuals (96.16%) had responses to this question. Of these, 2324 (68.27%) were working. The top three employment categories were assembly/manufacturing 859 (25.24%), recycling/sorting 405 (11.90%), and janitorial/housekeeping 280 (8.23%).

### **Typical Hours Scheduled Weekly for Paid Work**

On average, individuals were scheduled for 15.37 hours of paid work each week, with the largest proportion (22.71%) scheduled for 0 to 4 hours.

### **Typical Hours Scheduled Weekly Non-Paid Work**

On average, individuals were scheduled for 11.78 hours of non-paid work each week, with the largest proportion (34.24%) scheduled for 0 to 5 hours.

### **Hourly Earnings**

2513 individuals showed hourly earnings. Many individuals (288) showed \$0.00 as their hourly earnings, 273 in ATE, 9 in sheltered employment and one in group employment also show \$0.00 hourly earnings. Average hourly earnings calculated with these \$0.00 values included were \$3.07 per hour. With \$0.00 earnings excluded, the average was \$3.47 per hour.

Average hourly earnings were \$2.51 per hour in sheltered employment, \$3.99 in off-site group employment, and \$6.69 per hour for persons with individual jobs.

### **Benefits Received**

Every individual surveyed (3540) show a response to this question. Of these, 2545 (71.89%) showed receiving no fringe benefits. The most frequently reported benefit individuals received from employment were vacations or paid holidays (22.74%).

### **Individuals *without* Disabilities in the Immediate Environment**

3456 individuals (97.63%) show responses to this question. Of these, 1472 (42.59%) indicated that there were no individuals without disabilities in their immediate environment, 1329 (38.45%) that there were 1-5 individuals without disabilities, 357

(10.33%) that there were 6-15 individuals without disabilities, and 298 (8.62%) that there were more than 16 individuals without disabilities in their environment.

### **Individuals *with* Disabilities in the Immediate Environment**

3444 individuals (97.29%) had responses to this question. Of these, 350 (10.16%) are in environments in which they are the only individual with disabilities, 610 (17.71%) are in environments where there are 2-4 individuals with disabilities, 752 (21.84%) are in environments in which there are 5-8 individuals with disabilities, and 1732 (50.29%) are in environments with 9 or more individuals with disabilities.

### **Social Interactions with People *without* Disabilities excluding Paid Staff**

3445 individuals (97.32%) had responses to this question. Of these, 612 (17.76%) interacted rarely, if ever, 1410 (40.93%) exchanged greetings, 729 (21.16%) interacted substantially, and 694 (20.15%) interacted on a frequent and ongoing basis.

### **Secondary Environment Employment Status**

466 individuals (13.16%) showed a secondary employment status. Of these, 101 (21.67%) received secondary employment services through sheltered employment, 84 (18.03%) through off-site group employment, 80 (17.17%) through individual jobs, 5 (1.07%) through self-employment and 181 (38.84%) through ATE. The remaining 15 (3.22%) were unemployed.

### **Secondary Environment Typical Hours Scheduled Weekly for Paid Work**

335 individuals (9.46%) had responses to this question. On average, these individuals were scheduled for 5.60 hours of paid work, with the largest proportion of individuals (50.75%) scheduled for 0 to 5 hours.

### **Secondary Environment Typical Hours Scheduled Weekly Non-Paid Work**

344 individuals (9.72%) had survey responses to this question. On average, these individuals were scheduled for 10.57 hours of non-paid work, with the largest proportion of individuals (35.17%) scheduled for 0 to 5 hours.

### **Secondary Environment Hourly Earnings**

316 individuals (8.93%) showed an hourly earning in a secondary environment. These individuals earned an average of \$4.40 per hour, or \$4.86 per hour if earnings of \$0.00 are excluded. Among those earning higher wages, the largest group (123 or 38.92%) earned \$7.00 to \$8.00 per hour.

## ❖ **HOW THE EMPLOYMENT OUTCOME DATA IN THIS REPORT WERE GATHERED AND SUMMARIZED**

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### **Participating Employment Programs**

Data is gathered by the Oregon Department of Human Services, Senior's and People with Disabilities (SPD); Office of Federal Resource Reporting and Financial Eligibility. The data indicate that as of September 30, 2004, there were 89 employment programs providing employment services in Oregon to 3716 individuals.

This report summarizes the employment outcome information for 3540 individuals with disabilities who receive services from 83 employment programs using the Employment Outcomes System (EOS). This report provides information about 95% of all individuals who receive employment support. The names of the employment programs that provided information for this report are included in Appendix A.

The information in this report provides a snapshot of the employment outcomes experienced by participants as of September 30, 2004.

### **Employment Outcomes Data**

Employment programs using the Employment Outcomes System surveys provide a snapshot of the employment outcomes experienced by their participants on an "Employment Outcomes System" survey form. These forms are sent out and returned completed for participants once every six months (a blank copy of the Employment Outcomes System form and definitions of measures are provided in Appendixes B and C). Data from these forms were used to prepare this report.

The following section of the report summarizes questions 1-13 on the Employment Outcomes System (EOS) reporting form; these items ask about the Primary Environment in which individuals receive services. Primary Environment is defined as the environment in which the individual typically spends the most time each week. Questions 14-17 reflect data for the Secondary Environment (i.e., the environment the individuals spend the second most amount of time following the Primary Environment), and are reported later in this document.



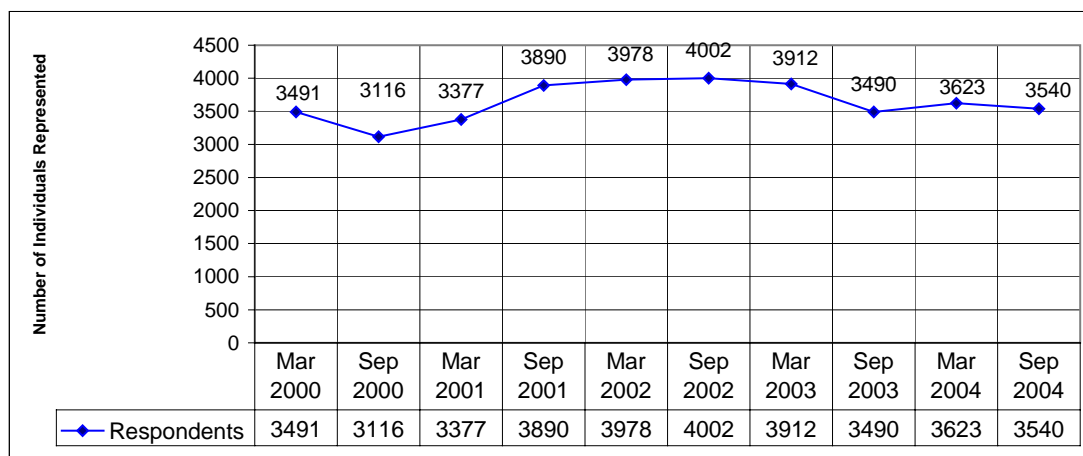
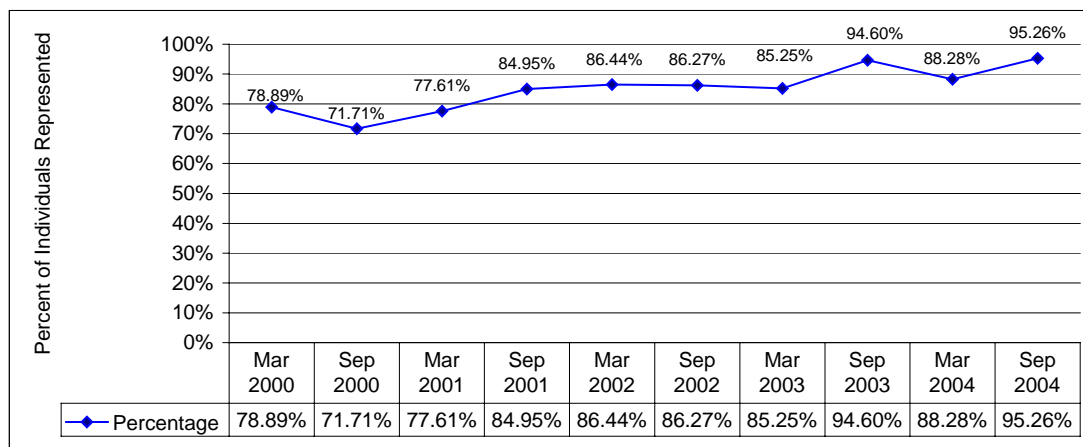
## ❖ DEGREE TO WHICH PEOPLE WITH DISABILITIES ARE REPRESENTED IN THE DATA

The first graph below shows the proportion of people with disabilities who are receiving employment services and are represented in the Employment Outcome System report.

For example, 71.71% of people with disabilities were represented in the data submitted by employment programs for September 2000, while 95.26% are represented in data submitted for September 30, 2004.

The second graph shows the number of people with disabilities who received employment services and who are represented in the current report and previous reports.

For example, 3116 were represented in the data submitted by employment programs for September 30, 2000, while 3540 people are represented in data submitted for September 30, 2004.



## ❖ OUTCOMES

### Employment Status

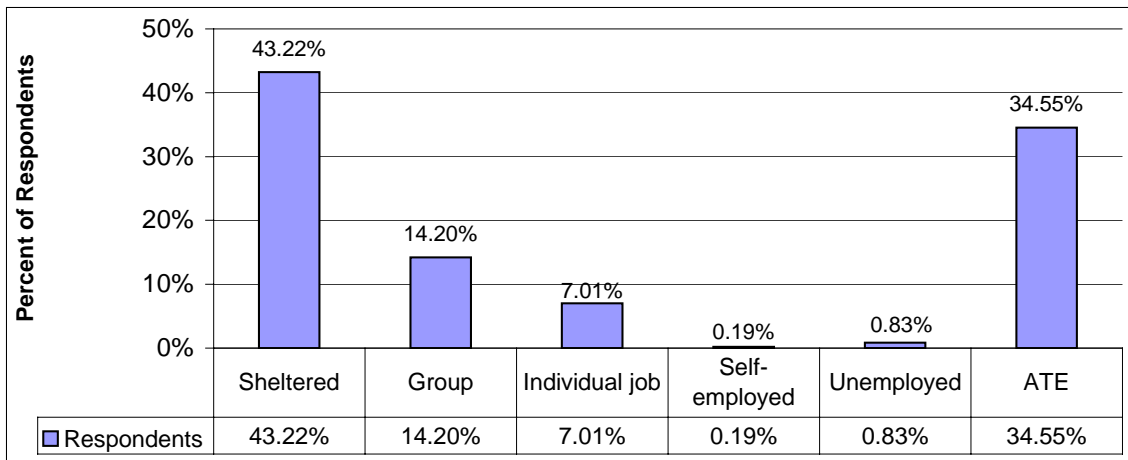
The data in this category is dependant upon employee start date. This category was incomplete on many survey forms. Output shows data only for individuals where the employee start date was also filled in. ATE also has data anomalies explained on the next page.

The data and graph below illustrate answers to the following:

*How many individuals had responses to this question?* For the data snapshot taken September 2004, **3126** individuals had responses to the question about employment status.

*How many individuals reported receiving employment services through sheltered employment?* For the September 2004 snapshot, **1351** (43.22%) indicated that they were receiving employment services through sheltered employment.

*How many individuals received employment services through Alternatives to Employment (ATE)?* For the September 2004 snapshot, **1080** (34.55%) individuals indicated that they receive Alternatives to Employment services.



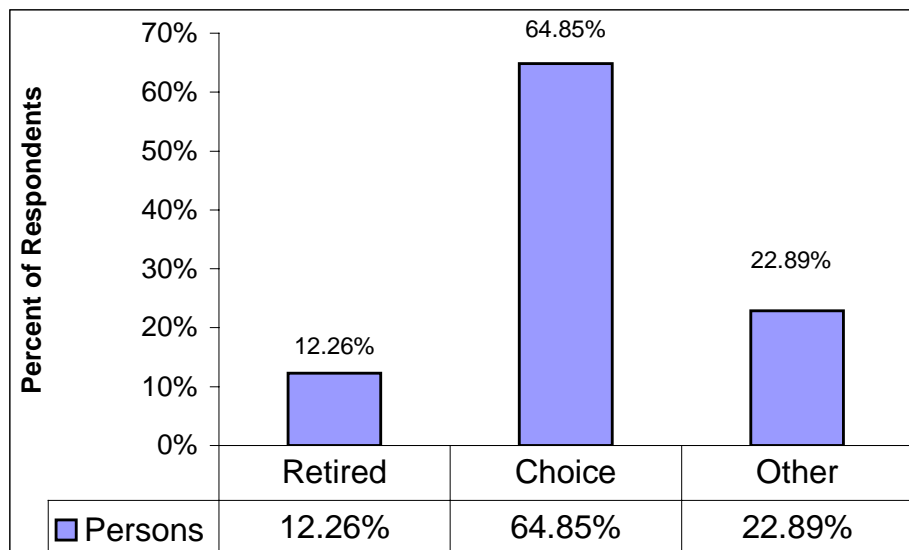
| Reporting Period | Total | Sheltered | Group | Individual job | Self-employed | Unemployed | ATE   |
|------------------|-------|-----------|-------|----------------|---------------|------------|-------|
| Mar 2000         | 3,447 | 1,543     | 728   | 387            | 43            | 50         | 696   |
| Sep 2000         | 3,096 | 1,218     | 691   | 345            | 7             | 39         | 796   |
| Mar 2001         | 3,357 | 1,364     | 753   | 404            | 12            | 46         | 778   |
| Sep 2001         | 3,850 | 1,695     | 708   | 498            | 16            | 55         | 878   |
| Mar 2002         | 3,957 | 1,768     | 679   | 443            | 13            | 60         | 994   |
| Sep 2002         | 3,967 | 1,742     | 679   | 440            | 16            | 53         | 1,037 |
| Mar 2003         | 3,896 | 1,667     | 583   | 407            | 17            | 61         | 1,161 |
| Sep 2003         | 3,464 | 1,465     | 458   | 306            | 14            | 50         | 1,171 |
| Mar 2004         | 3,233 | 1,270     | 456   | 260            | 13            | 39         | 1,195 |
| Sep 2004         | 3,126 | 1,351     | 444   | 219            | 6             | 26         | 1,080 |

## Alternatives to Employment

The data in this category shows less ATE than reasons for ATE. 1080 reflect ATE while 1175 show a reason for ATE. This would indicate that ATE was insufficiently marked as a primary environment.

The data and graph below and on the previous page illustrate the following:

- *How many individuals had responses to this question? 1175*
- *How many individuals reported receiving ATE services as a result of retirement? 144 individuals or (12.26%)*
- *How many individuals reported receiving ATE services as a result of choice? 762 individuals or (64.85%) received ATE services as a result of choice.*



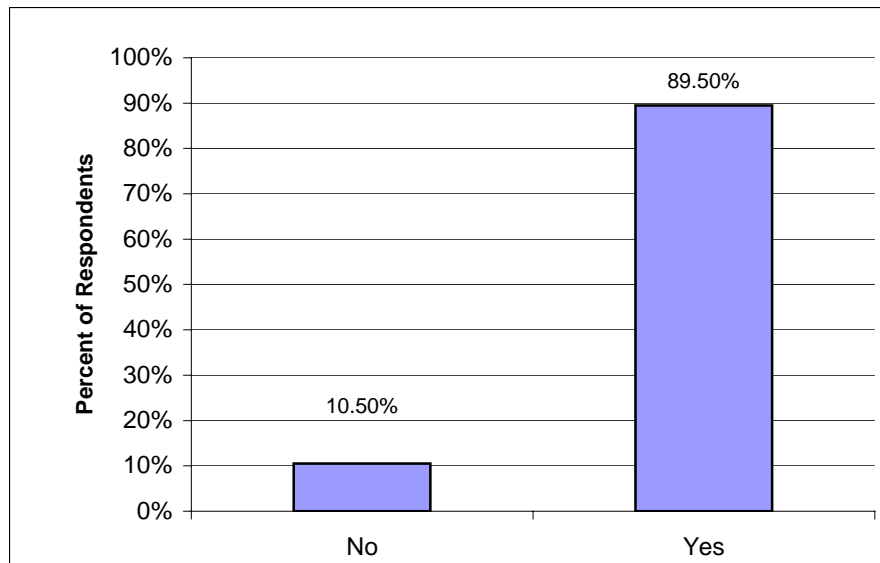
### Number of Respondents

| Reporting Period | Total | Retired | Choice | Other |
|------------------|-------|---------|--------|-------|
| Mar 2000         | 647   | 126     | 344    | 177   |
| Sep 2000         | 725   | 103     | 442    | 180   |
| Mar 2001         | 710   | 108     | 443    | 159   |
| Sep 2001         | 791   | 108     | 479    | 204   |
| Mar 2002         | 893   | 110     | 493    | 290   |
| Sep 2002         | 935   | 124     | 626    | 185   |
| Mar 2003         | 1,064 | 130     | 709    | 225   |
| Sep 2003         | 1,105 | 127     | 684    | 294   |
| Mar 2004         | 1,070 | 120     | 682    | 268   |
| Sep 2004         | 1,175 | 144     | 762    | 269   |

## Program Operated Business

The data and graphs below illustrate answers to the following:

- *How many individuals had responses to this question?* **3437**
- *How many individuals are receiving employment services through a business or ATE operated by the employment service provider?* **3076** individuals or **(89.50%)**



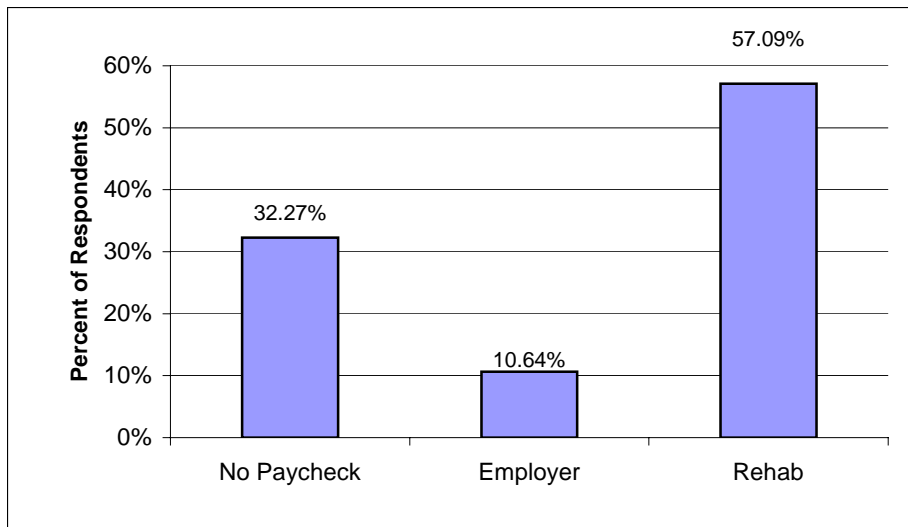
### Number of Respondents

| Reporting Period | Total | No  | Yes   |
|------------------|-------|-----|-------|
| Mar 2000         | 3,491 | 760 | 2,731 |
| Sep 2000         | 3,050 | 494 | 2,556 |
| Mar 2001         | 3,334 | 522 | 2,812 |
| Sep 2001         | 3,789 | 661 | 3,128 |
| Mar 2002         | 3,908 | 574 | 3,334 |
| Sep 2002         | 3,931 | 607 | 3,324 |
| Mar 2003         | 3,824 | 523 | 3,301 |
| Sep 2003         | 3,416 | 439 | 2,977 |
| Mar 2004         | 3,263 | 440 | 2,823 |
| Sep 2004         | 3,437 | 361 | 3,076 |

## Paycheck Issued By

The data and graph below illustrate answers to the following:

- *How many individuals had responses to this question? **3393***
- *How many individuals reported receiving a paycheck directly from the community employer? **361** individuals or **(10.64%)***
- *How many individuals reported receiving a paycheck from the rehabilitation/support organization? **1937** individuals or **(57.09%)***



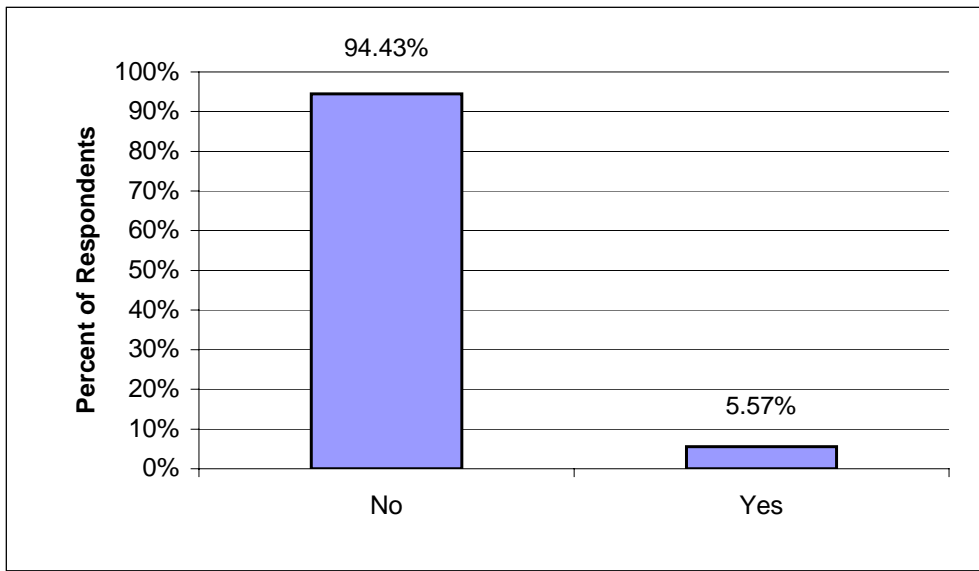
## Number of Respondents

| Reporting Period | Total | No Paycheck | Employer | Rehab |
|------------------|-------|-------------|----------|-------|
| Mar 2000         | 3376  | 609         | 482      | 2285  |
| Sep 2000         | 3004  | 647         | 360      | 1997  |
| Mar 2001         | 3260  | 631         | 430      | 2199  |
| Sep 2001         | 3779  | 747         | 637      | 2395  |
| Mar 2002         | 3853  | 872         | 660      | 2321  |
| Sep 2002         | 3875  | 905         | 587      | 2383  |
| Mar 2003         | 3795  | 983         | 533      | 2279  |
| Sep 2003         | 3377  | 986         | 473      | 1955  |
| Mar 2004         | 3140  | 1018        | 379      | 1743  |
| Sep 2004         | 3393  | 1095        | 361      | 1937  |

### New Employer/ATE in Last 6 Months

The graph below illustrate answers to the following:

- *How many individuals had responses to this question? 3429*
- *How many individuals have a new employer or ATE? 191 or (5.57%)*



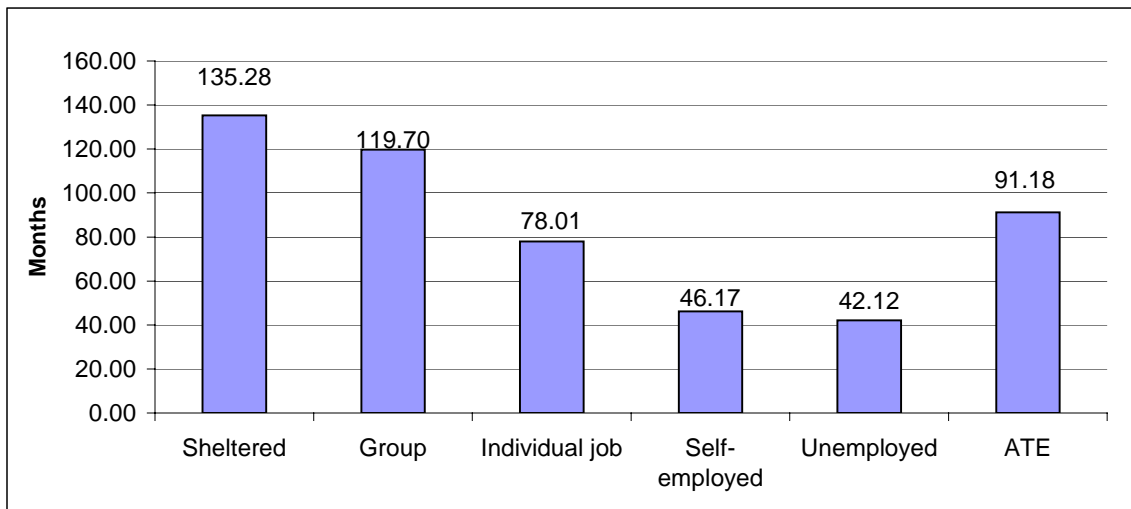
### Number of Respondents

| Reporting Period | Total | No   | Yes |
|------------------|-------|------|-----|
| Mar 2000         | 3491  | 3216 | 275 |
| Sep 2000         | 3038  | 2826 | 212 |
| Mar 2001         | 3325  | 3104 | 221 |
| Sep 2001         | 3808  | 3513 | 295 |
| Mar 2002         | 3904  | 3675 | 229 |
| Sep 2002         | 3924  | 3621 | 303 |
| Mar 2003         | 3832  | 3617 | 215 |
| Sep 2003         | 3399  | 3221 | 178 |
| Mar 2004         | 3263  | 3100 | 163 |
| Sep 2004         | 3429  | 3238 | 191 |

## Duration of Employment in Months by Employment Status

The data in this category is dependant upon employee start date. The data and graph below illustrate answers related to the following:

- *How many individuals had responses to this question?* **3139**
- *What was the average duration of employment?* **112.87** months or **(9.4)** years).
- *What was the average duration of employment by employment status?* The average duration of employment for individuals in sheltered employment was **135.28** months. For individuals in off-site group employment it was **119.70** months. For individuals in individual jobs it was **78.01** months. For self-employed individuals it was **46.17** months. For individuals in ATE programs it was **91.18** months.



**Average Number of Months Employed by Employment Category**

| Reporting Period | Sheltered | Group  | Individual job | Self-employed | Unemployed | ATE   |
|------------------|-----------|--------|----------------|---------------|------------|-------|
| Mar 2000         | 115.17    | 100.15 | 58.76          | 17.13         | 68.44      | 84.38 |
| Sep 2000         | 115.15    | 88.88  | 51.67          | 36.17         | 25.27      | 70.89 |
| Mar 2001         | 122.06    | 101.46 | 55.31          | 42.50         | 29.60      | 76.78 |
| Sep 2001         | 118.30    | 96.02  | 56.50          | 37.36         | 46.07      | 76.20 |
| Mar 2002         | 121.17    | 97.10  | 60.40          | 31.91         | 39.48      | 77.88 |
| Sep 2002         | 123.51    | 99.33  | 63.00          | 28.45         | 95.96      | 77.97 |
| Mar 2003         | 124.93    | 93.53  | 65.03          | 48.00         | 60.23      | 79.60 |
| Sep 2003         | 130.49    | 101.67 | 63.28          | 47.30         | 59.77      | 87.62 |
| Mar 2004         | 85.41     | 79.95  | 59.80          | 49.22         | 44.37      | 65.94 |
| Sep 2004         | 135.28    | 119.70 | 78.01          | 46.17         | 42.12      | 91.18 |

**Number of Respondents**

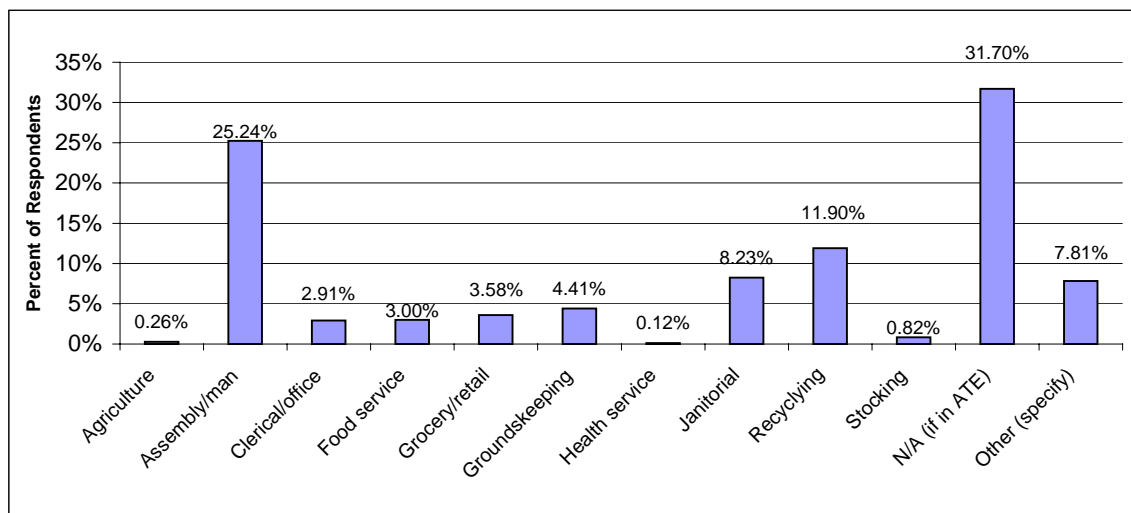
| Reporting Period | Number of Respondents |
|------------------|-----------------------|
| Mar 2000         | 3082                  |
| Sep 2000         | 2612                  |
| Mar 2001         | 2896                  |
| Sep 2001         | 3435                  |
| Mar 2002         | 3444                  |
| Sep 2002         | 3473                  |
| Mar 2003         | 3384                  |
| Sep 2003         | 3111                  |
| Mar 2004         | 2915                  |
| Sep 2004         | 3139                  |

## Type of Work

The data and graph below illustrate answers to the following:

*How many individuals had responses to this question?* **3404** individuals had responses. Of these, **2324 (68.27%)** reported that they were working in categories other than ATE.

*What type of work were they engaged in?* **9 (0.26%)** individuals reported employment in agriculture, **859 (25.24%)** in assembly/manufacturing, **99 (2.91%)** in clerical/office, **102 (3.00%)** in food services, **122 (3.58%)** in grocery/retail, **150 (4.41%)** in grounds keeping, **4 (0.12%)** in health/human services, **405 (11.9%)** in recycling/sorting, **280 (8.23%)** in janitorial/housekeeping, **28 (.82%)** in stocking, and **266 (7.81%)** in some other type of work.



## Number of Respondents

| Reporting Period | Total | Ag | Assembly / manuf | Clerical/ office | Food service | Grocery/ retail | Grounds-keeping | Health service | Janitorial | Recycling | Stocking | N/A (if in ATE) | Other (specify) |
|------------------|-------|----|------------------|------------------|--------------|-----------------|-----------------|----------------|------------|-----------|----------|-----------------|-----------------|
| Mar 2000         | 3,373 | 30 | 1,137            | 152              | 144          | 123             | 130             | 7              | 303        | 508       | 53       | 624             | 162             |
| Sep 2000         | 2,909 | 15 | 924              | 128              | 101          | 108             | 125             | 17             | 281        | 301       | 77       | 673             | 159             |
| Mar 2001         | 3,301 | 14 | 978              | 160              | 113          | 117             | 141             | 12             | 360        | 474       | 37       | 678             | 217             |
| Sep 2001         | 3,795 | 5  | 1,137            | 158              | 136          | 151             | 142             | 20             | 413        | 522       | 56       | 743             | 312             |
| Mar 2002         | 3,857 | 14 | 1,092            | 175              | 141          | 149             | 134             | 11             | 404        | 528       | 29       | 867             | 313             |
| Sep 2002         | 3,853 | 17 | 1,109            | 136              | 116          | 164             | 154             | 4              | 358        | 556       | 48       | 882             | 309             |
| Mar 2003         | 3,763 | 20 | 1,083            | 127              | 101          | 154             | 121             | 7              | 371        | 464       | 33       | 964             | 318             |
| Sep 2003         | 3,357 | 10 | 914              | 102              | 80           | 88              | 107             | 2              | 281        | 448       | 38       | 1,032           | 255             |
| Mar 2004         | 3,144 | 11 | 808              | 106              | 68           | 68              | 125             | 1              | 237        | 423       | 18       | 1,050           | 229             |
| Sep 2004         | 3,404 | 9  | 859              | 99               | 102          | 122             | 150             | 4              | 280        | 405       | 28       | 1,079           | 266             |



## Typical Hours Scheduled Weekly for Paid Work

The data and graph below illustrate the pattern of scheduled hours worked across respondents.

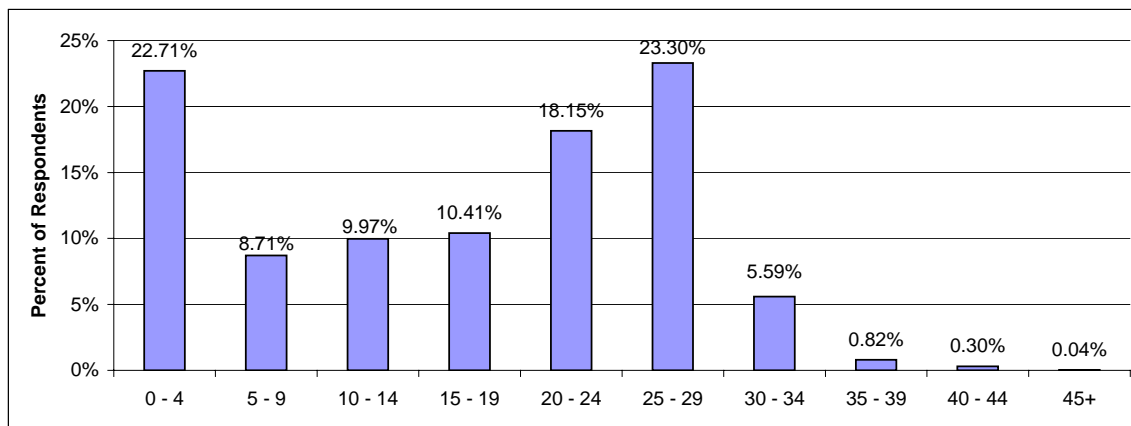
How many individuals had responses to this question? **2699**

How many hours of paid work were they typically scheduled for? On average, **15.37** hours per week.

The following data are reported in terms of 5-hour increments of time.

Thus, 0-4 = 0 to 4 hours and 59 minutes per week

5-9 = 5 hours to 9 hours and 59 minutes, and so on



**Number of Respondents**

| Reporting Period | Total | 0 - 4 | 5 - 9 | 10 - 14 | 15 - 19 | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45+ |
|------------------|-------|-------|-------|---------|---------|---------|---------|---------|---------|---------|-----|
| Mar 2000         | 3,281 | 631   | 242   | 279     | 327     | 784     | 711     | 187     | 62      | 54      | 4   |
| Sep 2000         | 2,756 | 570   | 226   | 269     | 281     | 644     | 602     | 117     | 13      | 34      |     |
| Mar 2001         | 2,952 | 517   | 248   | 281     | 309     | 686     | 671     | 149     | 31      | 60      |     |
| Sep 2001         | 3,457 | 638   | 275   | 282     | 312     | 805     | 820     | 219     | 55      | 51      |     |
| Mar 2002         | 3,535 | 743   | 246   | 261     | 320     | 815     | 853     | 210     | 35      | 52      |     |
| Sep 2002         | 3,570 | 821   | 240   | 282     | 321     | 810     | 904     | 150     | 24      | 17      | 1   |
| Mar 2003         | 3,560 | 1,008 | 277   | 288     | 332     | 749     | 745     | 111     | 37      | 12      | 1   |
| Sep 2003         | 3,081 | 950   | 205   | 221     | 285     | 577     | 662     | 141     | 25      | 4       | 11  |
| Mar 2004         | 2,882 | 964   | 205   | 203     | 275     | 463     | 647     | 90      | 28      | 4       | 3   |
| Sep 2004         | 2,699 | 613   | 235   | 269     | 281     | 490     | 629     | 151     | 22      | 8       | 1   |

**With 0 Values Included**

| Reporting Period | Avg. Hours Worked |
|------------------|-------------------|
| Mar 2000         | 16.78             |
| Sep 2000         | 15.86             |
| Mar 2001         | 16.84             |
| Sep 2001         | 16.99             |
| Mar 2002         | 16.54             |
| Sep 2002         | 15.83             |
| Mar 2003         | 14.27             |
| Sep 2003         | 14.18             |
| Mar 2004         | 13.40             |
| Sep 2004         | 15.37             |

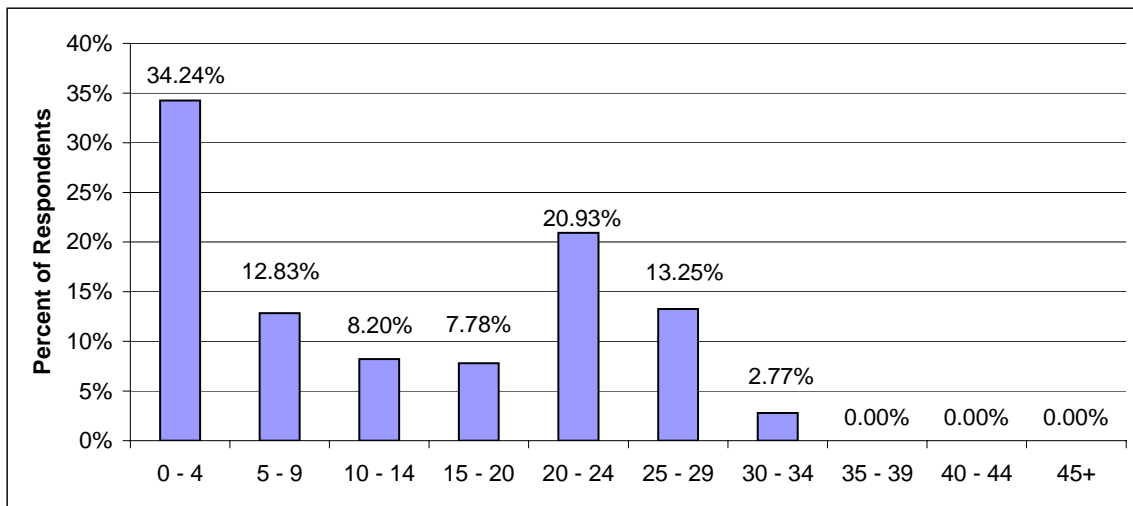
## Typical Hours Scheduled Non-Paid Time

The data and graph below illustrate the pattern of hours scheduled for non-paid time across respondents.

How many individuals had responses? **2853**

*How many hours were typically scheduled for non-paid time? On average **11.78** hours were scheduled for non-paid time. This figure includes individuals reporting -0- hours of non-paid time.*

The following data are reported in terms of 5-hour increments of time. Thus, 0-4 = 0 to 4 hours and 59 minutes per week, 5-9 = 5 hours to 9 hours and 59 minutes, and so on.



### Number of Respondents

| Reporting Period | Total | 0 - 4 | 5 - 9 | 10 - 14 | 15 - 20 | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45+ |
|------------------|-------|-------|-------|---------|---------|---------|---------|---------|---------|---------|-----|
| Mar 2000         | 3010  | 1587  | 388   | 278     | 216     | 343     | 145     | 37      | 10      | 2       | 4   |
| Sep 2000         | 2540  | 1118  | 387   | 184     | 184     | 352     | 255     | 35      |         | 14      | 11  |
| Mar 2001         | 2680  | 1259  | 407   | 201     | 241     | 329     | 221     | 21      |         | 1       |     |
| Sep 2001         | 3405  | 1843  | 429   | 183     | 244     | 375     | 275     | 44      | 12      |         |     |
| Mar 2002         | 3364  | 1617  | 528   | 208     | 207     | 392     | 362     | 48      | 2       |         |     |
| Sep 2002         | 3502  | 1807  | 394   | 238     | 217     | 463     | 333     | 49      |         |         | 1   |
| Mar 2003         | 3375  | 1569  | 425   | 218     | 257     | 490     | 355     | 56      | 4       | 1       |     |
| Sep 2003         | 3023  | 1263  | 393   | 240     | 236     | 517     | 309     | 53      | 2       | 1       | 9   |
| Mar 2004         | 2935  | 1225  | 332   | 203     | 245     | 521     | 349     | 51      | 2       | 7       |     |
| Sep 2004         | 2853  | 977   | 366   | 234     | 222     | 597     | 378     | 79      |         |         |     |

### With 0 Values Included

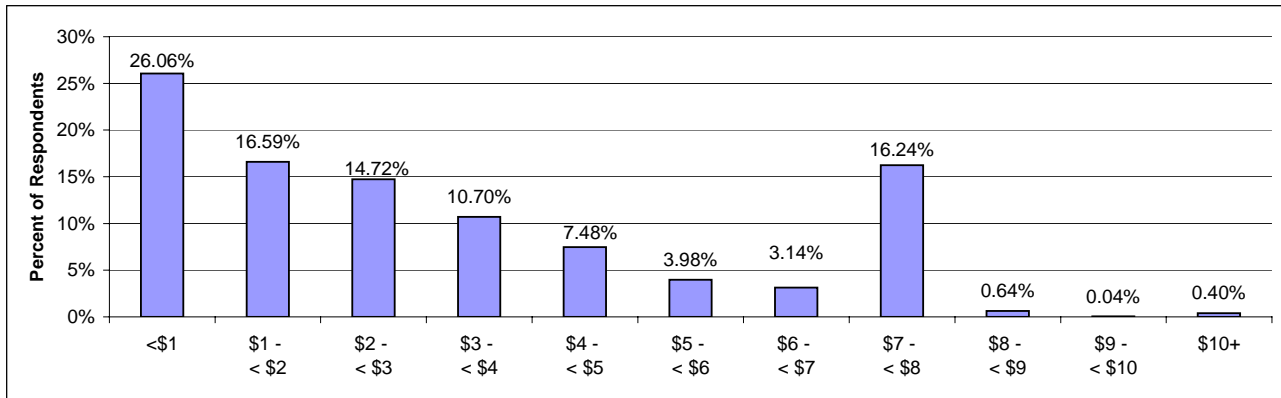
| Reporting Period | Avg. NonPaid Hours |
|------------------|--------------------|
| Mar 2000         | 7.43               |
| Sep 2000         | 9.69               |
| Mar 2001         | 8.52               |
| Sep 2001         | 7.73               |
| Mar 2002         | 8.54               |
| Sep 2002         | 8.45               |
| Mar 2003         | 9.33               |
| Sep 2003         | 10.21              |
| Mar 2004         | 10.48              |
| Sep 2004         | 11.78              |

## Hourly Earnings

The data and graph below illustrate the pattern of hourly earnings across respondents.

- *How many individuals had responses?* **2513**
- *What was their average hourly earning?* **\$3.47** per hour when reported earnings of \$0.00 are excluded.

The following data are presented in terms of \$1.00 increments. Thus, <\$1 = \$0.00 to \$0.99 per hour, \$1 - \$2 means \$1.00 to \$1.99, and so on.



### Number of Respondents

| Reporting Period | Total | <\$1 | \$1 - <\$2 | \$2 - <\$3 | \$3 - <\$4 | \$4 - <\$5 | \$5 - <\$6 | \$6 - <\$7 | \$7 - <\$8 | \$8 - <\$9 | \$9 - <\$10 | \$10+ |
|------------------|-------|------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|-------|
| Mar 2000         | 3168  | 1021 | 565        | 429        | 328        | 203        | 95         | 425        | 72         | 15         | 4           | 11    |
| Sep 2000         | 2676  | 813  | 493        | 348        | 249        | 186        | 105        | 387        | 68         | 15         | 3           | 9     |
| Mar 2001         | 2871  | 762  | 524        | 373        | 327        | 183        | 135        | 455        | 81         | 19         | 7           | 5     |
| Sep 2001         | 3380  | 962  | 599        | 427        | 307        | 222        | 158        | 542        | 118        | 27         | 12          | 6     |
| Mar 2002         | 3459  | 1182 | 503        | 400        | 321        | 233        | 156        | 494        | 134        | 19         | 12          | 5     |
| Sep 2002         | 3483  | 1165 | 533        | 401        | 349        | 217        | 156        | 521        | 100        | 21         | 15          | 5     |
| Mar 2003         | 3313  | 1089 | 503        | 397        | 318        | 221        | 128        | 498        | 107        | 31         | 11          | 10    |
| Sep 2003         | 2906  | 1183 | 390        | 323        | 228        | 164        | 99         | 392        | 88         | 19         | 6           | 14    |
| Mar 2004         | 2770  | 1157 | 395        | 303        | 216        | 175        | 98         | 63         | 337        | 11         | 7           | 8     |
| Sep 2004         | 2513  | 655  | 417        | 370        | 269        | 188        | 100        | 79         | 408        | 16         | 1           | 10    |

### Average Earnings (\$0.00 values included)

| Reporting Period | Avg. Hourly Earnings |
|------------------|----------------------|
| Mar 2000         | \$4.66               |
| Sep 2000         | \$2.76               |
| Mar 2001         | \$2.95               |
| Sep 2001         | \$2.94               |
| Mar 2002         | \$2.76               |
| Sep 2002         | \$2.74               |
| Mar 2003         | \$2.83               |
| Sep 2003         | \$2.54               |
| Mar 2004         | \$2.42               |
| Sep 2004         | \$3.07               |

### Average Earnings (\$0.00 values excluded)

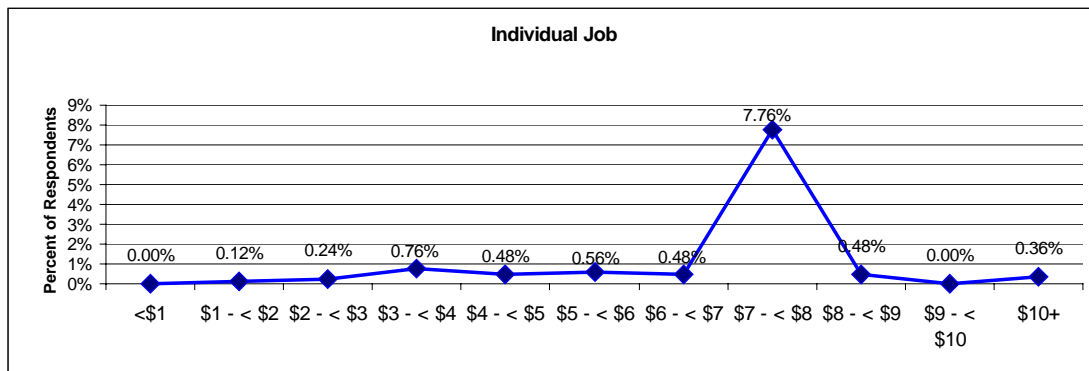
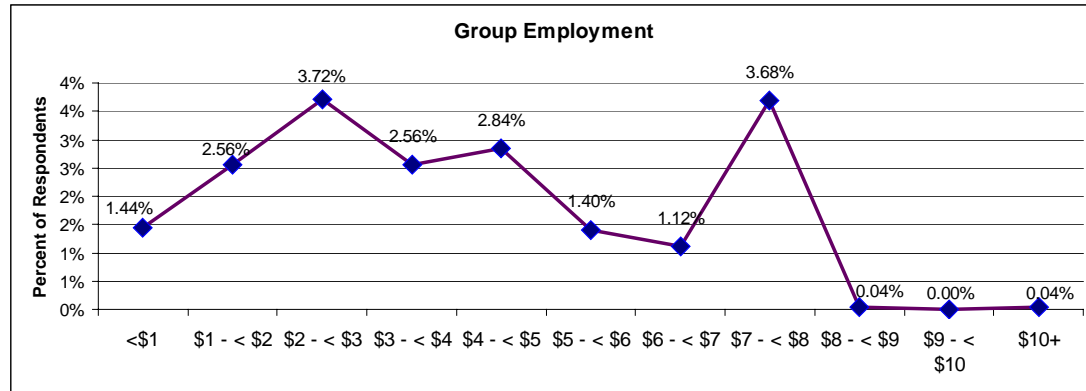
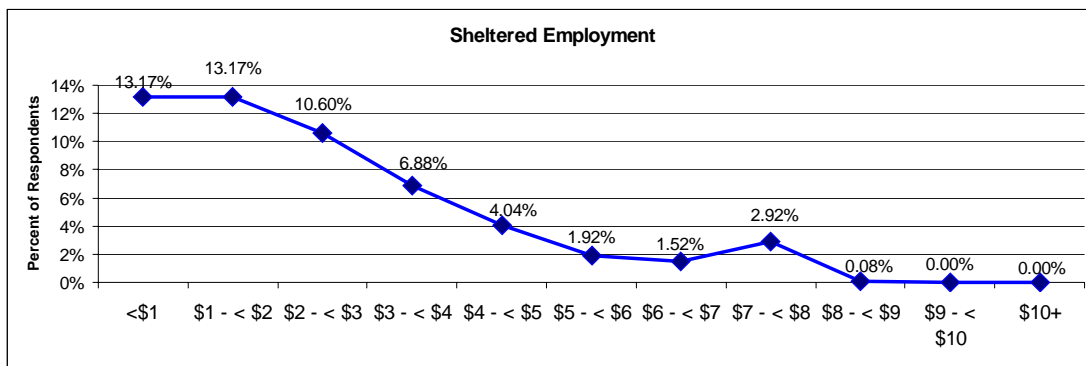
| Reporting Period | Avg. Hourly Earnings |
|------------------|----------------------|
| Mar 2000         | \$5.34               |
| Sep 2000         | \$3.14               |
| Mar 2001         | \$3.26               |
| Sep 2001         | \$3.37               |
| Mar 2002         | \$3.29               |
| Sep 2002         | \$3.34               |
| Mar 2003         | \$3.54               |
| Sep 2003         | \$3.39               |
| Mar 2004         | \$3.29               |
| Sep 2004         | \$3.47               |

## Hourly Earnings - Sheltered Employment, Group Employment, and Individual Jobs

The graphs below illustrate patterns of earnings in sheltered employment, off-site group employment, and individual jobs across ranges of earnings.

- What was the average hourly earning of individuals in sheltered employment? **\$2.51**
- What was the average hourly earning of individuals in off-site group employment? **\$3.99**
- What was the average hourly earning of individuals in individual jobs? **\$6.69**

The following data are presented in terms of \$1.00 increments. Thus, <\$1 = \$0.00 to \$0.99 per hour, \$1 - \$2 = \$1.00 to \$1.99, and so on.

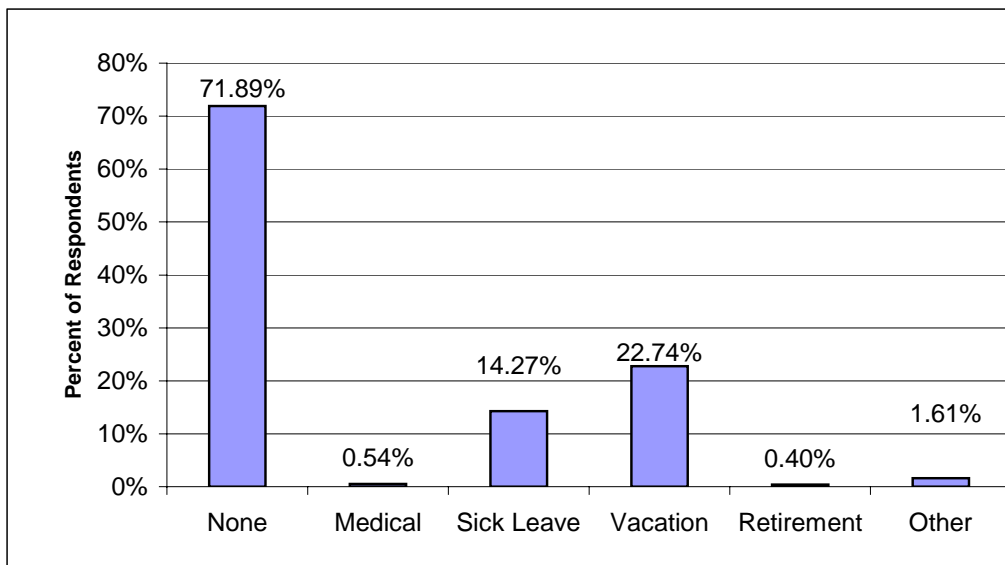


## Benefits Received

The data and graph below illustrate answers to the following questions:

- *How many individuals had responses to this question?* **3540**
- *What types of fringe benefits are individuals receiving?* **2545 (71.89%)** individuals received no fringe benefits, **19 (0.54%)** received medical, **505 (14.27%)** received paid sick leave, **805 (22.74%)** received a paid vacation or holidays, **14 (0.40%)** received retirement benefits, and **57 (1.61%)** reported receiving some other benefits.

Percentages sum to more than 100% because some individuals receive more than one type of fringe benefit.



## Number of Respondents

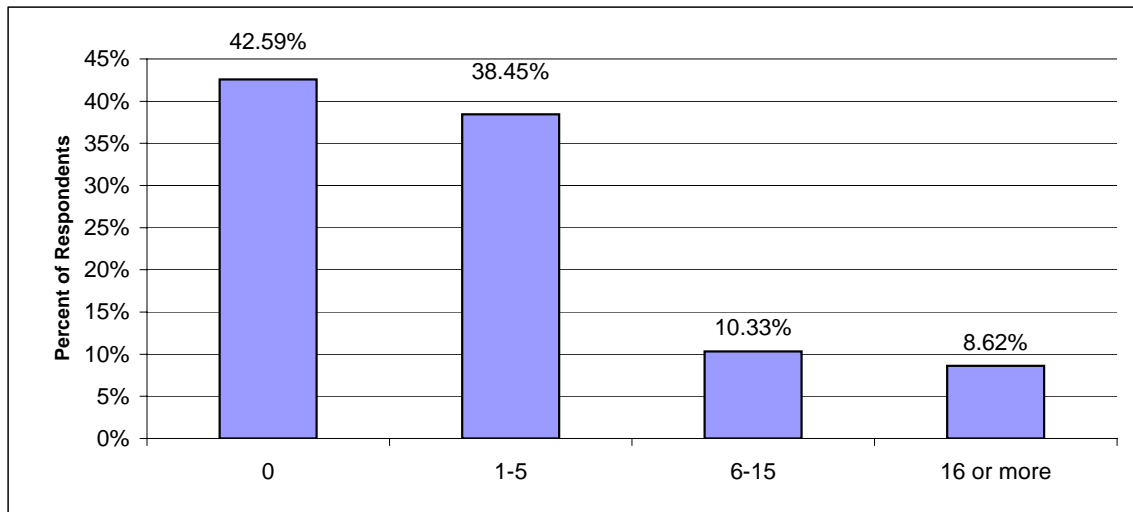
| Reporting Period | Total* | None | Medical | Sick Leave | Vacation | Retirement | Other |
|------------------|--------|------|---------|------------|----------|------------|-------|
| Mar 2000         | 3491   | 1871 | 55      | 1077       | 1419     | 106        | 179   |
| Sep 2000         | 3116   | 1913 | 53      | 680        | 1011     | 95         | 170   |
| Mar 2001         | 3377   | 1974 | 62      | 818        | 1190     | 98         | 256   |
| Sep 2001         | 3890   | 2342 | 86      | 958        | 1335     | 90         | 208   |
| Mar 2002         | 3978   | 2465 | 104     | 986        | 1216     | 96         | 150   |
| Sep 2002         | 4002   | 2516 | 94      | 924        | 1189     | 15         | 99    |
| Mar 2003         | 3912   | 2629 | 86      | 729        | 1087     | 15         | 88    |
| Sep 2003         | 3489   | 2372 | 39      | 667        | 992      | 12         | 61    |
| Mar 2004         | 3263   | 2301 | 13      | 462        | 852      | 6          | 59    |
| Sep 2004         | 3540   | 2545 | 19      | 505        | 805      | 14         | 57    |

\* Benefits for reporting periods sum to more than total because some individuals receive more than one type of benefit.

## Individuals without Disabilities in the Immediate Environment

The data and graph below illustrate answers to the following questions:

- *How many individuals had responses to this question? 3456*
- *How many other individuals in the immediate environment do not have a disability? 1472 (42.59%) individuals reported being in environments where there were no (0) individuals without disabilities, 1329 (38.45%) in environments with 1-5 other individuals without disabilities, 357 (10.33%) in environments with 6-15 other individuals without disabilities, and 298 (8.62%) in environments with 16 or more other individuals without disabilities.*



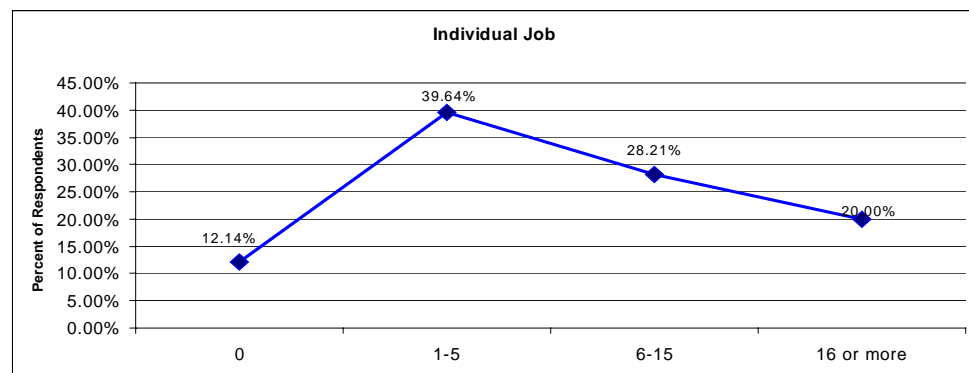
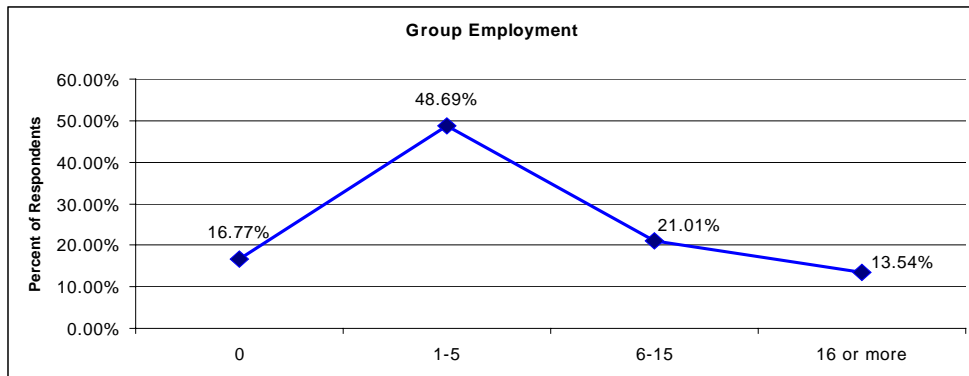
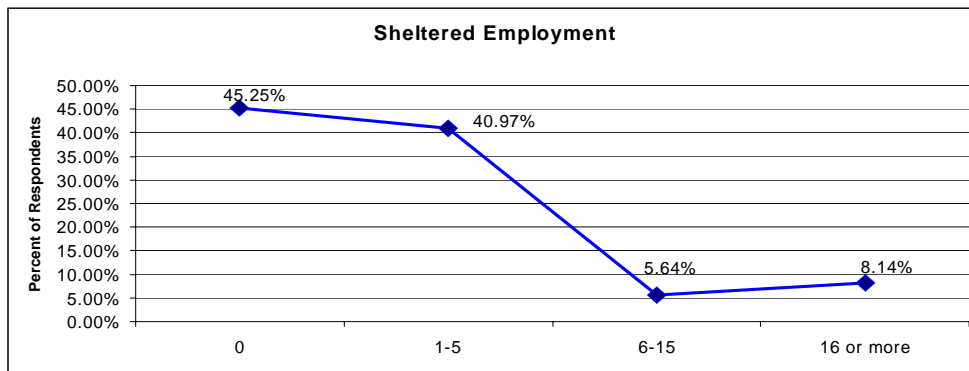
### Number of Respondents

| Reporting Period | Total | 0     | 1-5   | 6-15 | 16 or more |
|------------------|-------|-------|-------|------|------------|
| Mar 2000         | 3,394 | 993   | 1,438 | 587  | 376        |
| Sep 2000         | 3,044 | 1,034 | 1,254 | 444  | 312        |
| Mar 2001         | 3,325 | 1,038 | 1,406 | 489  | 392        |
| Sep 2001         | 3,830 | 1,336 | 1,518 | 476  | 500        |
| Mar 2002         | 3,896 | 1,496 | 1,514 | 450  | 436        |
| Sep 2002         | 3,900 | 1,509 | 1,424 | 610  | 357        |
| Mar 2003         | 3,842 | 1,352 | 1,522 | 528  | 440        |
| Sep 2003         | 3,429 | 1,386 | 1,334 | 434  | 276        |
| Mar 2004         | 3,202 | 1,494 | 1,189 | 267  | 252        |
| Sep 2004         | 3,456 | 1,472 | 1,329 | 357  | 298        |

## Individuals without Disabilities in the Immediate Environment - Sheltered Employment, Group Employment, and Individual Jobs

The graphs below illustrate patterns related to integration with individuals without disabilities.

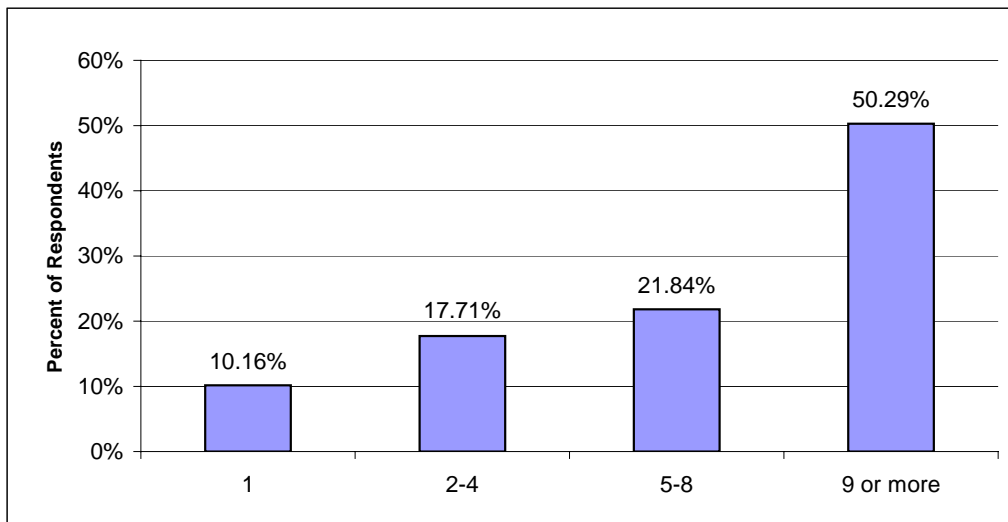
- *How many others in the immediate environment of individuals in sheltered employment do not have a disability?* **86.22%** reported 5 or fewer.
- *How many others in the immediate environment of individuals in group employment do not have a disability?* **65.45%** reported 5 or fewer.
- *How many others in the immediate environment of individuals in individual jobs do not have a disability?* **48.21%** reported 6 or more.



## Individuals with Disabilities in the Immediate Environment

The data and graphs below illustrate answers\ to the following questions:

- *How many individuals had responses to this question?* **3444**
- *How many other individuals in the immediate environment have a disability?* **350** individuals (**10.16%**) were in environments where they were the only individual with a disability, **610 (17.71%)** were in environments where there were 2-4 other individuals with disabilities, **752 (21.84%)** were in environments where there were 5-8 other individuals with disabilities, and **1732 (50.29%)** were in environments with 9 or more other individuals with disabilities.



### Number of Respondents

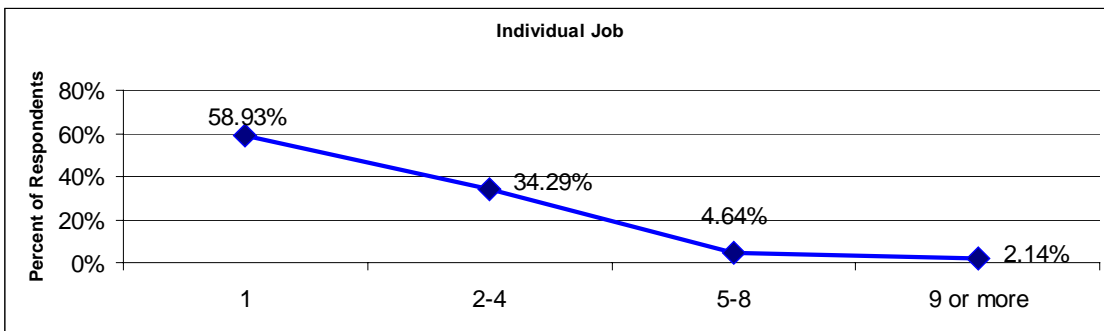
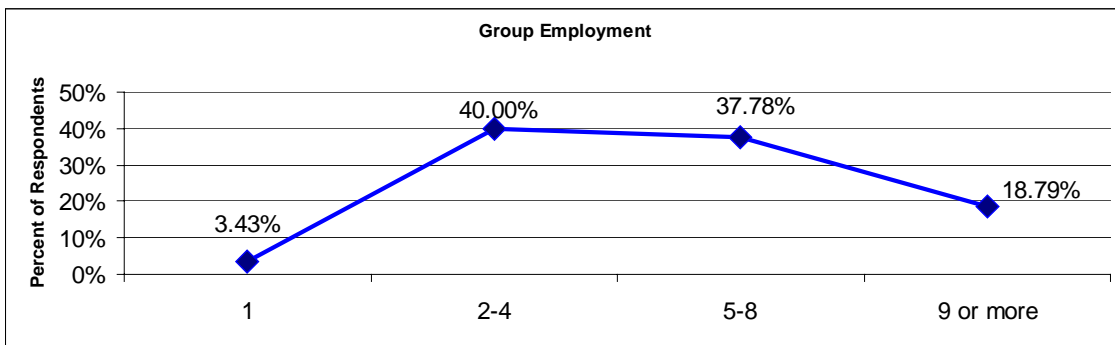
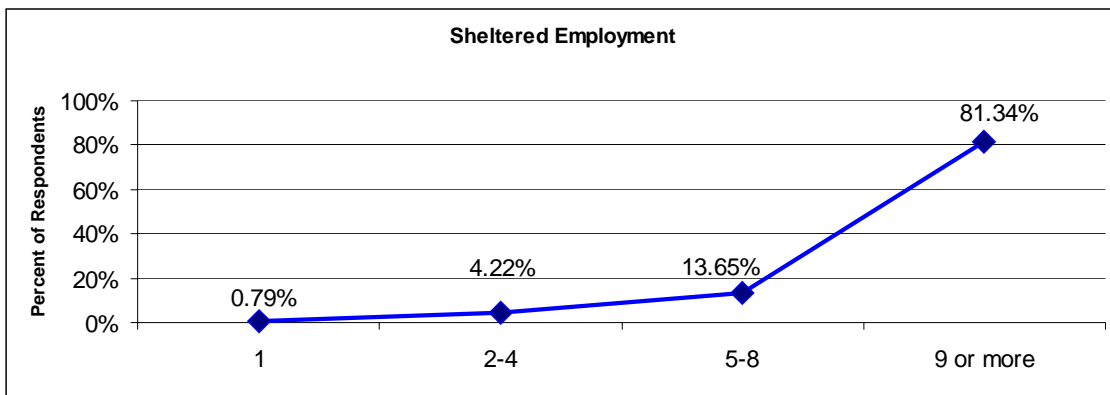
| Reporting Period | Total | 1   | 2-4 | 5-8 | 9 or more |
|------------------|-------|-----|-----|-----|-----------|
| Mar 2000         | 3,394 | 396 | 509 | 766 | 1,723     |
| Sep 2000         | 3,029 | 344 | 501 | 710 | 1,474     |
| Mar 2001         | 3,313 | 418 | 569 | 756 | 1,570     |
| Sep 2001         | 3,825 | 450 | 628 | 763 | 1,984     |
| Mar 2002         | 3,893 | 429 | 614 | 796 | 2,054     |
| Sep 2002         | 3,898 | 409 | 611 | 833 | 2,045     |
| Mar 2003         | 3,841 | 361 | 706 | 748 | 2,026     |
| Sep 2003         | 3,426 | 310 | 593 | 714 | 1,810     |
| Mar 2004         | 3,208 | 311 | 528 | 716 | 1,653     |
| Sep 2004         | 3,444 | 350 | 610 | 752 | 1,732     |



## Individuals with Disabilities in the Immediate Environment - Sheltered Employment, Group Employment, and Individual Jobs

The graphs below illustrate answers to the following questions:

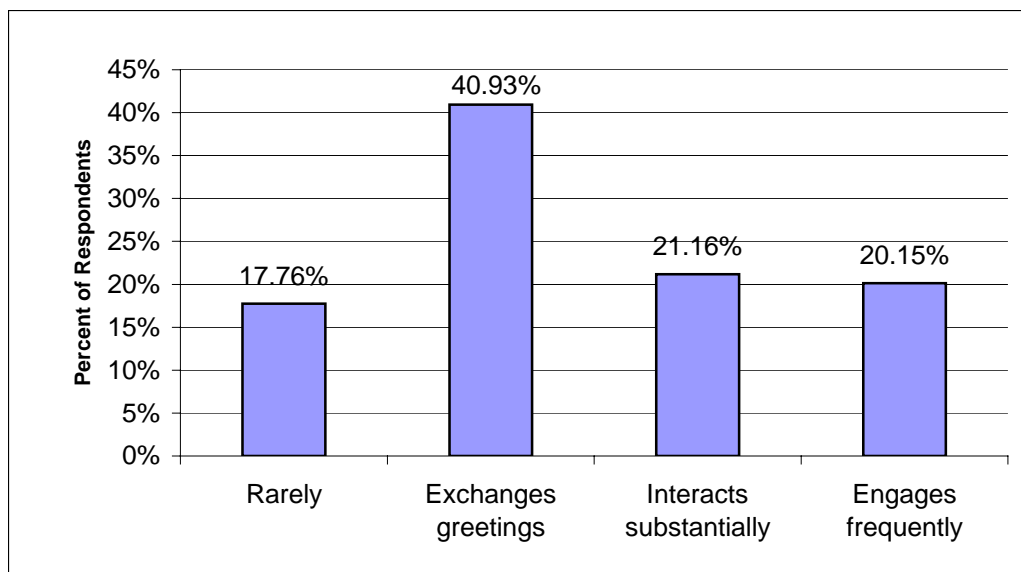
- *How many others in the immediate environment of individuals in sheltered employment have a disability?* **81.34%** in environments with **9** or more.
- *How many others in the immediate environment of individuals in group employment have a disability?* **37.78%** in environments with **5** to **8** other individuals with disabilities.
- *How many others in the immediate environment of individuals in individual jobs have a disability?* **58.93%** in environments in which they were the only individual with a disability.



## Social Interactions with People without Disabilities

The data and graph below illustrate answers to the following questions:

- *How many individuals had responses to this question?* **3445**
- *How extensive are social interactions between individuals with disabilities and those without disabilities (excluding paid staff)?* **612 (17.76%)** interact rarely, if ever with individuals without disabilities, **1410 (40.93%)** exchange greetings or brief interactions, **729 (21.16%)** interact substantially, and **694 (20.15%)** engage in conversation frequently and on an ongoing basis.



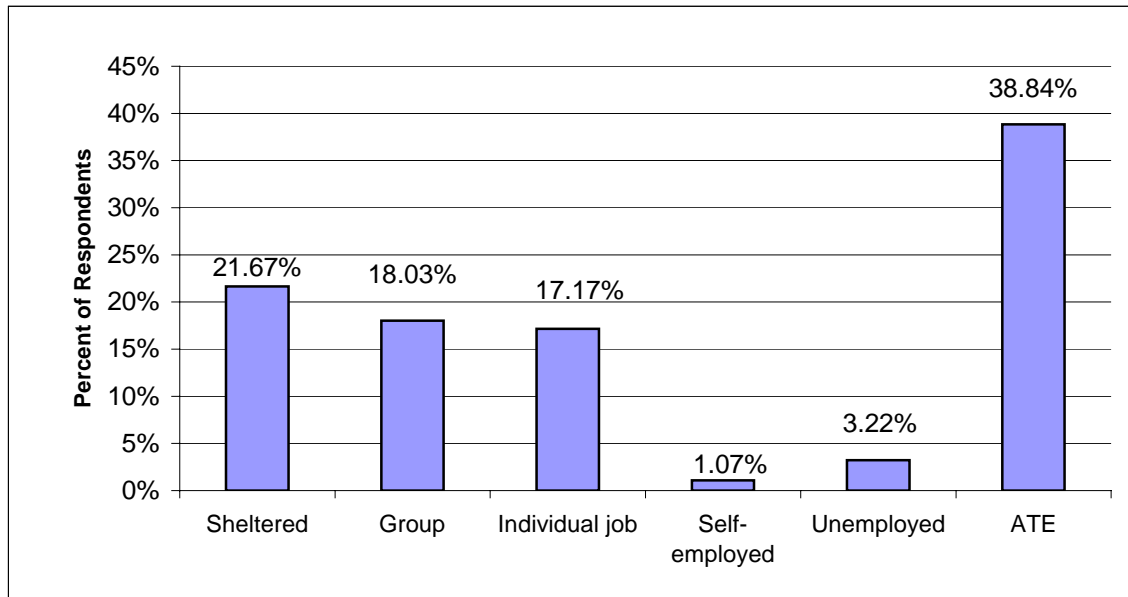
### Number of Respondents

| Reporting Period | Total | Rarely | Exchanges greetings | Interacts substantially | Engages frequently |
|------------------|-------|--------|---------------------|-------------------------|--------------------|
| Mar 2000         | 3,392 | 733    | 1,382               | 705                     | 572                |
| Sep 2000         | 3,030 | 620    | 1,260               | 625                     | 525                |
| Mar 2001         | 3,308 | 649    | 1,386               | 651                     | 622                |
| Sep 2001         | 3,810 | 744    | 1,608               | 753                     | 705                |
| Mar 2002         | 3,880 | 825    | 1,508               | 869                     | 678                |
| Sep 2002         | 3,884 | 754    | 1,515               | 765                     | 850                |
| Mar 2003         | 3,809 | 687    | 1,647               | 740                     | 735                |
| Sep 2003         | 3,308 | 634    | 1,413               | 667                     | 594                |
| Mar 2004         | 3,118 | 605    | 1,287               | 627                     | 599                |
| Sep 2004         | 3,445 | 612    | 1,410               | 729                     | 694                |

## Secondary Environment: Employment Status

The data and graph below illustrate answers to the following questions:

- *How many individuals had responses to this question? 466 or (13.16%).*
- *Of those reporting a secondary employment status, how many received employment services through sheltered employment? 101 or (21.67%) indicated that they were receiving employment services through sheltered employment in a secondary environment.*
- *Of those reporting a secondary employment status, how many received employment services through Alternatives to Employment (ATE)? 181 (38.84%) individuals indicated that they receive Alternatives to Employment services in a secondary environment.*



### Number of Respondents

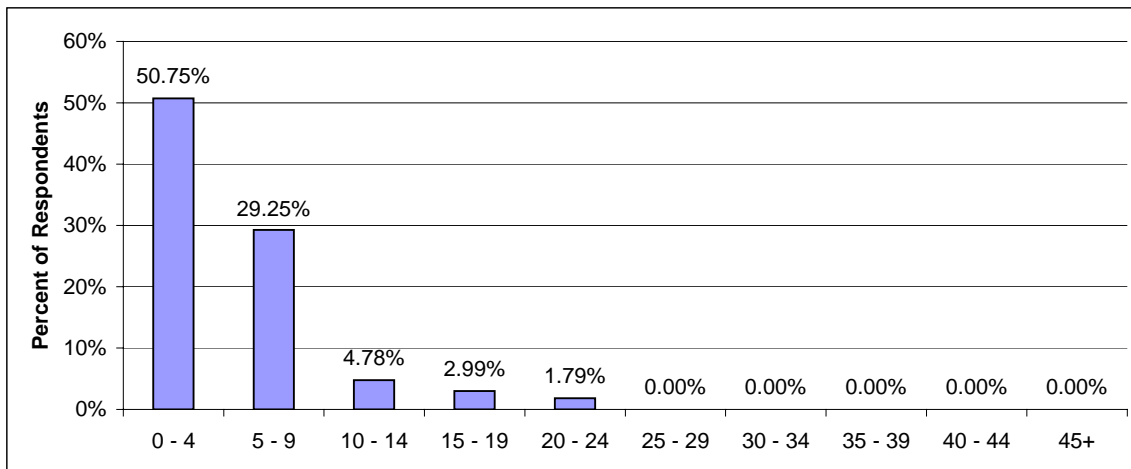
| Reporting Period | Total | Sheltered | Group | Individual job | Self-employed | Unemployed | ATE |
|------------------|-------|-----------|-------|----------------|---------------|------------|-----|
| Mar 2000         | 496   | 114       | 97    | 82             | 12            | 16         | 175 |
| Sep 2000         | 430   | 112       | 83    | 69             | 4             | 6          | 156 |
| Mar 2001         | 487   | 98        | 92    | 104            | 5             | 16         | 172 |
| Sep 2001         | 520   | 123       | 96    | 110            | 4             | 18         | 169 |
| Mar 2002         | 495   | 122       | 80    | 108            | 4             | 19         | 162 |
| Sep 2002         | 530   | 114       | 88    | 100            | 1             | 18         | 209 |
| Mar 2003         | 597   | 143       | 107   | 109            | 2             | 11         | 225 |
| Sep 2003         | 439   | 103       | 58    | 77             |               | 12         | 189 |
| Mar 2004         | 420   | 118       | 64    | 84             | 1             | 8          | 145 |
| Sep 2004         | 466   | 101       | 84    | 80             | 5             | 15         | 181 |

### Secondary Environment: Typical Hours Scheduled Weekly for Paid Work

The data and graph below illustrate the pattern of hours scheduled weekly for paid work across respondents:

- *How many individuals had responses to this question? 335*
- *How many hours are typically scheduled weekly for paid work in the secondary environment? On average, 5.60 paid hours per week in the secondary environment.*

The following data are reported in terms of 5-hour increments of time. Thus, 0-4 = 0 to 4 hours and 59 minutes per week, 5-9 = 5 hours to 9 hours and 59 minutes, and so on.



#### Number of Respondents

| Reporting Period | Total | 0 - 4 | 5 - 9 | 10 - 14 | 15 - 19 | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45+ |
|------------------|-------|-------|-------|---------|---------|---------|---------|---------|---------|---------|-----|
| Mar 2000         | 448   | 229   | 117   | 61      | 17      | 23      |         |         |         | 1       |     |
| Sep 2000         | 427   | 231   | 92    | 72      | 26      | 5       |         |         |         | 1       |     |
| Mar 2001         | 420   | 215   | 105   | 64      | 20      | 12      | 2       | 2       |         |         |     |
| Sep 2001         | 496   | 274   | 112   | 70      | 22      | 15      | 1       | 2       |         |         |     |
| Mar 2002         | 431   | 239   | 114   | 48      | 19      | 10      |         | 1       |         |         |     |
| Sep 2002         | 476   | 266   | 103   | 47      | 25      | 32      | 1       | 2       |         |         |     |
| Mar 2003         | 510   | 302   | 134   | 46      | 13      | 11      | 1       | 3       |         |         |     |
| Sep 2003         | 395   | 245   | 83    | 37      | 14      | 12      | 4       |         |         |         |     |
| Mar 2004         | 566   | 416   | 83    | 38      | 7       | 11      | 9       | 1       |         |         | 1   |
| Sep 2004         | 335   | 170   | 98    | 16      | 10      | 6       |         |         |         |         |     |

#### Average Hours Worked

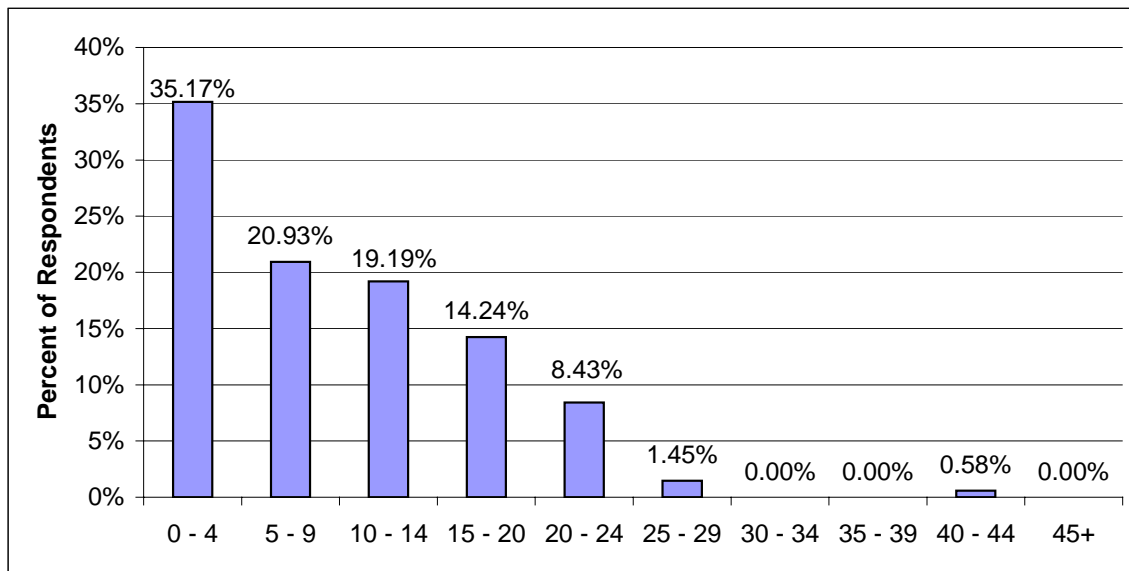
| Reporting Period | Avg. Paid Hours |
|------------------|-----------------|
| Mar 2000         | 5.55            |
| Sep 2000         | 5.08            |
| Mar 2001         | 5.40            |
| Sep 2001         | 5.00            |
| Mar 2002         | 4.82            |
| Sep 2002         | 5.44            |
| Mar 2003         | 4.37            |
| Sep 2003         | 4.47            |
| Mar 2004         | 3.30            |
| Sep 2004         | 5.60            |

### Secondary Environment: Typical Hours Scheduled Weekly for Non-Paid Time

The data and graph below illustrate the patterns of hours scheduled weekly for non-paid work across respondents.

- *How many individuals had responses to this question? 344.*
- *How many hours are typically scheduled for non-paid work in the secondary environment? On average, individuals are scheduled for **10.57** hours per week in the secondary environment.*

The following data are reported in terms of 5-hour increments of time. Thus, 0-4 = 0 to 4 hours and 59 minutes per week, 5-9 = 5 hours to 9 hours and 59 minutes, and so on.



#### Number of Respondents

| Reporting Period | Total | 0 - 4 | 5 - 9 | 10 - 14 | 15 - 20 | 20 - 24 | 25 - 29 | 30 - 34 | 35 - 39 | 40 - 44 | 45+ |
|------------------|-------|-------|-------|---------|---------|---------|---------|---------|---------|---------|-----|
| Mar 1999         | 341   | 192   | 47    | 36      | 28      | 38      |         |         |         |         |     |
| Sep 2000         | 407   | 219   | 68    | 52      | 37      | 29      | 2       |         |         |         |     |
| Mar 2001         | 379   | 195   | 66    | 44      | 37      | 32      | 5       |         |         |         |     |
| Sep 2001         | 449   | 242   | 69    | 64      | 45      | 26      | 3       |         |         |         |     |
| Mar 2002         | 384   | 184   | 68    | 67      | 36      | 29      |         |         |         |         |     |
| Sep 2002         | 424   | 208   | 78    | 64      | 30      | 35      | 9       |         |         |         |     |
| Mar 2003         | 496   | 259   | 72    | 64      | 40      | 56      | 4       | 1       |         |         |     |
| Sep 2003         | 364   | 166   | 67    | 60      | 36      | 34      |         | 1       |         |         |     |
| Mar 2004         | 529   | 342   | 53    | 51      | 44      | 34      | 4       | 1       |         |         |     |
| Sep 2004         | 344   | 121   | 72    | 66      | 49      | 29      | 5       |         |         | 2       |     |

#### Average Non-Paid Time

| Reporting Period | Avg. Non-Paid Hours |
|------------------|---------------------|
| Mar 1999         | 7.79                |
| Sep 2000         | 8.05                |
| Mar 2001         | 9.00                |
| Sep 2001         | 7.68                |
| Mar 2002         | 7.26                |
| Sep 2002         | 7.51                |
| Mar 2003         | 7.82                |
| Sep 2003         | 10.00               |
| Mar 2004         | 9.10                |
| Sep 2004         | 10.57               |

**START HERE**

**Secondary Environment: Hourly Earnings**

The data and graphs below illustrate the pattern of hourly earnings across respondents:

- *How many individuals had responses to this question? 316.*
- *What were the average hourly earnings of those who reported one? On average, individuals earned **\$4.86** per hour (when reported earnings of **\$0.00** are excluded).*

The following data are presented in terms of \$1.00 increments. Thus, <\$1 = \$0.00 to \$0.99 per hour, \$1 - \$2 = \$1.00 to \$1.99, and so on.

**Number of Respondents**

| Reporting Period | Total | <\$1 | \$1 - <<br>\$2 | \$2 - <<br>\$3 | \$3 - <<br>\$4 | \$4 - <<br>\$5 | \$5 - <<br>\$6 | \$6 - < \$7 | \$7 - < \$8 | \$8 - < \$9 | \$9 - < \$10 |
|------------------|-------|------|----------------|----------------|----------------|----------------|----------------|-------------|-------------|-------------|--------------|
| Sep 2000         | 390   | 137  | 50             | 36             | 35             | 19             | 15             | 86          | 10          | 1           | 1            |
| Mar 2001         | 386   | 120  | 63             | 32             | 28             | 13             | 20             | 90          | 17          | 3           |              |
| Sep 2001         | 445   | 163  | 47             | 40             | 31             | 21             | 14             | 118         | 8           | 2           |              |
| Mar 2002         | 390   | 127  | 42             | 36             | 29             | 29             | 15             | 97          | 9           | 4           | 1            |
| Sep 2002         | 452   | 180  | 40             | 44             | 31             | 29             | 17             | 90          | 13          | 2           | 2            |
| Mar 2003         | 495   | 203  | 21             | 46             | 44             | 26             | 20             | 120         | 4           | 8           | 1            |
| Sep 2003         | 399   | 167  | 35             | 30             | 24             | 18             | 16             | 93          | 12          | 2           |              |
| Mar 2004         | 694   | 474  | 33             | 15             | 26             | 21             | 17             | 9           | 93          | 2           | 2            |
| Sep 2004         | 316   | 58   | 34             | 22             | 22             | 22             | 14             | 12          | 123         | 4           | 2            |

**Average Earnings  
(\$0.00 values included)**

| Reporting Period | Avg. Hourly Earnings |
|------------------|----------------------|
| Sep 2000         | \$2.87               |
| Mar 2001         | \$3.06               |
| Sep 2001         | \$2.93               |
| Mar 2002         | \$3.14               |
| Sep 2002         | \$2.80               |
| Mar 2003         | \$2.99               |
| Sep 2003         | \$2.93               |
| Mar 2004         | \$1.67               |
| Sep 2004         | \$4.40               |

**Average Earnings  
(\$0.00 values excluded)**

| Reporting Period | Avg. Hourly Earnings |
|------------------|----------------------|
| Sep 2000         | \$4.04               |
| Mar 2001         | \$4.02               |
| Sep 2001         | \$4.16               |
| Mar 2002         | \$4.44               |
| Sep 2002         | \$4.39               |
| Mar 2003         | \$4.66               |
| Sep 2003         | \$4.44               |
| Mar 2004         | \$4.54               |
| Sep 2004         | \$4.86               |

## **APPENDIX A**

### **LIST OF PROGRAMS THAT PROVIDED DATA FOR THIS REPORT**

List of Programs providing data for this report, September 2004.

| Program_Name                   | CorpCity        |
|--------------------------------|-----------------|
| ALBERTINA KERR CENTERS         | PORTLAND        |
| ALTERNATIVE SVCS-OREGON, INC.  | LAKE OSWEGO     |
| ALTERNATIVE WORK CONCEPTS      | EUGENE          |
| ARC OF LANE COUNTY             | EUGENE          |
| ARC OF WASHINGTON COUNTY       | ALOHA           |
| BENCO, INC.                    | CORVALLIS       |
| BETHPHAGE/EASTERN              | PENDLETON       |
| C.O.R.I.L.                     | BEND            |
| CATHOLIC COMMUNITY SERVICES    | KEIZER          |
| CCI ENTERPRISES                | MILWAUKIE       |
| CENTER ENTERPRISES, INC.       | ALBANY          |
| COAST REHAB. SERVICES/COASTAL  | WARRENTON       |
| COLUMBIA GORGE CENTER          | HOOD RIVER      |
| COMMUNITY ACCESS SVCS II INC.  | HILLSBORO       |
| COMMUNITY SERVICES, INC.       | HILLSBORO       |
| COMMUNITY VISION, INC.         | PORTLAND        |
| COOS-CURRY TRANS HS/COOS CO    | GOLD BEACH      |
| COOS-CURRY TRANS HS/CURRY CO   | GOLD BEACH      |
| CORNERSTONE ASSOCIATES, INC.   | CORVALLIS       |
| DANFORTH & ASSOCIATES, INC.    | PORTLAND        |
| DANVILLE SERVICES              | PORTLAND        |
| DE PAUL INDUSTRIES             | PORTLAND        |
| DUNGARVIN OREGON, INC.         | PORTLAND        |
| EASTCO DIVERSIFIED SERVICES    | GRESHAM         |
| EDWARDS CENTER INC.            | ALOHA           |
| EMPLOYMENT READINESS VOCATIONA | PORTLAND        |
| GARTEN FOUNDATION              | SALEM           |
| GOOD SHEPHERD COMMUNITIES      | PORTLAND        |
| GOODWILL INDUSTRIES            | PORTLAND        |
| GOODWILL INDUSTRIES/LANE       | EUGENE          |
| GOODWILL INDUSTRIES/LINN       | PORTLAND        |
| GOODWILL INDUSTRIES/POLK       | PORTLAND        |
| GREENLEAF INDUSTRIES           | GRANTS PASS     |
| HORIZON PROJECT INC.           | MILTON-FREEWATE |
| HORIZON PROJECT INC.           | PORTLAND        |
| INTEGRATION & INDEPENDENCE     | PORTLAND        |
| LAKE COUNTY MENTAL HEALTH      | LAKEVIEW        |



|                                      |               |
|--------------------------------------|---------------|
| LANE COMMUNITY COLLEGE               | EUGENE        |
| LIVING OPPORTUNITIES INC.            | MEDFORD       |
| MARIE MILLS CENTER INC.              | TILLAMOOK     |
| MCKENZIE PERSONNEL SYSTEMS           | EUGENE        |
| MID-VALLEY REHABILITATION            | MCMINNVILLE   |
| MT. ANGEL TRAINING CENTER            | MT. ANGEL     |
| NATIONAL MENTOR SERVICES LLC         | PORTLAND      |
| NEW DAY ENTERPRISES INC.             | LAGRANDE      |
| O.T.A.C.                             | SALEM         |
| OPPORTUNITY FOUNDATION               | REDMOND       |
| OREGON EMPLOYMENT SERVICES           | PORTLAND      |
| OREGON INDUSTRIES FOR THE BLIND      | PORTLAND      |
| OREGON SUPPORTED LIVING PROGRAM      | EUGENE        |
| PAM'S CLEAN MACHINE                  | GRESHAM       |
| PARENTS FOR ALTERNATE SUPT SOLUTIONS | CLACKAMAS     |
| PARTNERSHIPS IN COMMUNITY LIVING     | MONMOUTH      |
| PATHWAY ENTERPRISES                  | ASHLAND       |
| PEARL BUCK CENTER INC.               | EUGENE        |
| PORT CITY DEVELOPMENT CTR.           | PORTLAND      |
| PORTLAND HABILITATION                | PORTLAND      |
| PORTLAND PARKS & RECREATION          | PORTLAND      |
| RAINBOW ADULT LIVING                 | PORTLAND      |
| REACH INC.                           | KLAMATH FALLS |
| RESIDENTIAL ASSISTANCE PROGRAM       | BEND          |
| RIVERSIDE TRAINING CENTER INC.       | ST. HELENS    |
| ROCKWEST TRAINING COMPANY            | SALEM         |
| RON WILSON CENTER                    | MONMOUTH      |
| S.C.V.P.                             | LAKE OSWEGO   |
| SERP ENTERPRISES INC.                | PORTLAND      |
| SHANGRI-LA CORP.                     | SALEM         |
| SOUTH LANE MAINTENANCE               | VENETA        |
| SOUTHERN OREGON GOODWILL             | MEDFORD       |
| SPARC ENTERPRISES                    | GRANTS PASS   |
| SPRUCE UP ENTERPRISES                | SALEM         |
| SPRUCE VILLA, INC.                   | SALEM         |
| STAR OF HOPE                         | COOS BAY      |
| STATE OPERATED COMMUNITY PROGRAMS    | SALEM         |
| STEP FORWARD, INC.                   | BAKER CITY    |
| SUNNY OAKS, INC.                     | SALEM         |
| SUNRISE ENTERPRISES                  | ROSEBURG      |

|                                  |           |
|----------------------------------|-----------|
| SUPPORTED EMPLOYMENT SERVICES    | EUGENE    |
| TUALATIN VALLEY WORKSHOP         | HILLSBORO |
| UMPQUA HOMES FOR THE HANDICAPPED | ROSEBURG  |
| UNITED CEREBRAL PALSY            | PORTLAND  |
| VANGUARD SERVICES                | HILLSBORO |
| WESTERN IDAHO TRAINING CO. INC.  | ONTARIO   |
| WILLAMETTE VALLEY REHAB.         | LEBANON   |
| WORK UNLIMITED, INC.             | CORVALLIS |

## **APPENDIX B**

### **EMPLOYMENT OUTCOMES SYSTEM FORM**



## APPENDIX C

### EMPLOYMENT OUTCOMES SYSTEM FORM FOR INPUT VARIABLE DEFINITIONS AND INSTRUCTIONS FOR VERSION 3.0 (02/15/1999)

The following labels and definitions apply to the **EMPLOYMENT OUTCOMES SYSTEM** (EOS) collection form.

**NAME** The name of the individual for whom you are reporting EOS data (i.e., First, Middle, Last). Print the name of the individual **all** in upper case (e.g., FRANK R. SMITH) excluding all punctuation marks (e.g., periods “.” or comas “,”).

#### **CMHP#, PROVIDER#, CPMS CASE#**

**CMHP#** In Oregon the CMHP# refers to either the “Community Mental Health Program” number, or the “County Mental Health Program” number. Generally, a CMHP# will coincide with a county (e.g., the number “31” refers to Union County in Oregon). This number is assigned by the Office of Developmental Disability Services (ODDS). If you are in doubt about your CMHP#, contact ODDS. When filling in the form, **use a leading zero when necessary**. For example, record “01,” rather than “1.”

**PROVIDER#** “Provider” refers to a unit of an agency, or the agency itself, that provides services (in this case, employment or alternative to employment services). This number is also assigned by ODDS. When filling in the form, **use leading zeros when necessary**. For example, record “009,” rather than “9.”

**CPMS CASE#** “CPMS Case” number refers to a unique identification number assigned to a person receiving services (e.g., Bernard). Case numbers are assigned by the County Mental Health Program. When filling in the form, **use leading zeros when necessary**. For example, record “000697,” rather than “697.”

You can find the CMHP# and PROVIDER# on the provider's Financial Offset Report. Each individual will have a unique CPMS CASE# and this can be found on the Provider Financial Statement.

## **PROGRAM NAME**

The name of the employment service provider. Print the name of the employment service provider **all** in upper case (e.g., WONDER BAKERY, INC.) which can be found on the Provider Financial Statement.

## **PROGRAM LOCATION**

Location of employment service provider (i.e., the city). Print the name of the location of the employment service provider **all** in upper case (e.g., BAKER CITY).

**QUESTIONS 1-13** are designed to reflect the individual's Primary Environment – i.e., the environment in which the individual spends the greatest amount of time during the week.

For example, some individuals spend the largest part of their week in a sheltered employment setting but also work with a mobile work crew or in an individual job for a few hours each week. For these individuals, report the Sheltered Employment setting in questions 1-13, and the second job under Secondary Environment,

QUESTIONS 14-17. Alternatively, an individual who works 17 hours per week in an individual job but then returns to the sheltered workshop for 5 hours should be reported with the individual job in the primary environment, and the sheltered employment as the secondary environment. Simply visiting a different location (e.g., an ATE participant who goes to the coffee shop for a glass of juice each day) should not be reported as a secondary environment.

### **1. Primary Environment**

This question refers to, in general, the type of employment opportunity represented by this environment. Fill in the bubble that corresponds to the **one** option that most closely reflects the individual's situation.

**Sheltered Employment (facility-based)**—a work-oriented program, usually operated in a site owned or leased by the community rehabilitation program, in which a group of individuals with disabilities work and receive support services.

**Off-site Group Employment**—include **ENCLAVES** (small groups of no more than 2 to 8 individuals who work together in the same immediate work area or department in a regular community business) or **CREWS** (small groups of no more than 2-8 individuals that work together in more than one business. Stationary crews may work for a few months in one business before moving to another)

**Individual Job**—an individual placed in a job in a regular community business (not operated by a community rehabilitation provider) and there are no other persons with disabilities in the immediate work area. In addition, typically the job “belongs” to one individual—i.e., it is not filled by a variety of individuals, based on the decision of the support provider/rehabilitation organization.

**Self-Employed**—an individual who owns and operates his own business, out of his or her home or a community location.

**Unemployed**—an individual who is not currently working and is **not** attending the sheltered work shop or an Alternatives to Employment program

**Alternative to Employment (ATE)**—a program service for individuals whose age or condition precludes employment situations. The overall purpose of employment and alternatives to employment is to provide services that promote individual’s opportunities for integration, independence, and productivity and which are based on individual needs.

**If the response is Unemployed, then complete the box that says “If Unemployed”—**

**Volunteer work**— Fill in this bubble if the unemployed individual who is doing volunteer work during this period of unemployment. Volunteer work is unpaid work usually performed for a not-for-profit, educational institution, or association —NOT including the community rehabilitation program. They may be doing volunteer work, for example, to build skills, add to their resume, contribute to the community or be active during the unemployment period. IF THE INDIVIDUAL HAS RETURNED TO THE SHELTERED WORKSHOP DURING THE PERIOD OF UNEMPLOYMENT, please mark Sheltered Workshop (see above) rather than Unemployed.

**Looking for a job**— Fill in this bubble ONLY if the unemployed individual is spending most of their time in an active job search and/or is not being served through the community rehabilitation program in another way. For example, the individual may be staying at home when not involved in the job search. If the individual is being served through the sheltered workshop (or another of the Primary Environment options) during this time as well, please fill in the bubble for that option rather than for Unemployed.

**If the response is Alternative to Employment (ATE), indicate in the “If ATE” box for what reason the individual is receiving ATE services:**

**Retired**— Fill in this bubble **ONLY** if the individual is age 56 or older and has opted for a non-vocationally oriented retirement program.

**Choice**— Fill in this bubble only if the individual (perhaps with the support of others such as the ISP team) has actively selected ATE instead of work as their service of choice. If the person is age 56 or older, please indicate “Retired” rather than “Choice”.

**Other**— Fill in this bubble if the person is receiving Alternative to Employment service for a reason other than retirement due to age or choice. For example, a person who has been identified by a physician and the ISP team as medically fragile and unable to work would be recorded as “Other”.

## **2. PROGRAM OPERATED BUSINESS**

This question refers to who operates (i.e., employment service provider or another entity independent of the program) the employment that the individual is involved in. Fill in the bubble that corresponds to the one option that most closely reflects the individual’s situation.

## **3. PAYCHECK ISSUED BY**

This question is interested in who issues the paycheck to the individual.

**“No paycheck”** --- if no paycheck is earned through this program

**“Employer”** --- if the paycheck is issued *directly* by the employer (NOT the community rehabilitation organization)

**“Rehab./support”** — if the employer that issues the paycheck is the community rehabilitation organization. This may occur, for example, if the rehabilitation organization has a contract with one or more businesses and pays the workers (e.g., as in mobile work crews) or if the rehabilitation organization is directly operating the business in which the individual is working

Fill in the bubble that corresponds to the **one** option that most closely reflects the individual’s situation.

## **4. NEW EMPLOYER / ATE IN THE LAST 6 MONTHS**

Has the individual has taken a position with a new employer or location in the last 6 months. If the individual has moved from one job to another **within** the community rehabilitation program and if that job change would mean a change in the primary environment listed (since the last reporting period), then mark “Yes.” E.g., this would apply if the individual moved from the sheltered workshop to a mobile work crew.



However, if the person simply moved to a different mobile work crew, or to a different department in the sheltered workshop, then indicate “No.”

For individuals working in community jobs, changing to a totally new employer or moving to a new job with the same employer when the new job means working in a different location would be marked “Yes.” If the individual has received a promotion or an adjustment in job duties, then you should mark “No.”

Fill in the bubble that corresponds to the **one** option that most closely reflects the individual’s situation.

**5. START DATE FOR CURRENT OR NEW EMPLOYER / ATE**

Person’s start date with their current or new employer / ATE. **This item must be recorded EVERY reporting period, whether or not the individual is in a new job.**

Fill in the date in Month / Day / Year format (e.g., December 24, 1999 = 12/24/99).

**6. TYPE OF WORK PERFORMED**

What type of work is the individual is engaged in (*not* the type of business the company is in).

Fill in the bubble that corresponds to the **one** option that most closely reflects the individual’s situation. If the individual performs several different types of duties as part of their employment, select the one which the individual spends the most time doing.

**7. TYPICAL HOURS SCHEDULED WEEKLY FOR PAID WORK**

“Typical” week (the number of hours scheduled that involves paid work). Use a “typical” week, because we do not want to skew the data with absences due to vacations, illnesses, etc., or with unusually high periods of work. Therefore, select a week you believe is typical for the individual and report that number of hours. If your organization has an internal information system that reports the number of paid hours per week or per month, you may use that to calculate an average number to report in this block.

Fill in the hours scheduled (e.g., 15). Write neatly in block letters. If the individual is typically scheduled for less than whole hour (i.e., 10.5 hours), then use the following rounding rule:

0.1 hours to 0.5 hours => round down to the next whole number (e.g., 0). For example, 10.5 hours would be entered as 10 hours.

0.6 hours to 1.0 hours ==> round up to the next whole number (e.g., 1) For example, 10.75 hours would be entered as 11 hours.

## **8. TYPICAL HOURS SCHEDULED NON-PAID TIME**

Non-Paid typical number of hours scheduled for non-paid time. Because we would assume that most individuals have time set aside for lunch, do not include lunch time in this figure. Determine this figure, for example, based on hours in which the individual would be working if work were available the individual is able to perform. Thus, if an individual is in your program from 9 am until 4 PM with lunch from 11:30-12:30, he potentially could be scheduled to work for 6 hours per day (30 hours per week). If he is scheduled for a class that meets for 3 hours each week, goes on a community outing for 4 hours and scheduled for down-time due to insufficient appropriate work for 15 hours, then enter 22 hours as hours scheduled for non-paid time.

See item 7 above for rounding rules.

## **9. HOURLY EARNINGS**

Actual amount the individual receives on the average for an hour of work. For example, if the individual is on a special wage certificate allowing sub-minimum wages, and is paid based on productivity enter the actual hourly earnings (e.g., \$2.23) rather than the commensurate wage (e.g., \$6.69) on which that wage is based. If the individual is paid piece rate, you will need to translate that into how much the individual earns per hour. The simplest method to calculate hourly earnings for any individual would be to take total earnings divided by the number of hours worked. This formula will yield the \$\$ per hour earned.

## **10. BENEFITS RECEIVED**

What, if any benefits are received by the individual as a function of their employment opportunity. Fill in the corresponding bubble for each of the benefits that are received. If the individual receives benefits that are not listed, fill in the bubble for Other.

## **11. NUMBER OF INDIVIDUALS WITHOUT DISABILITIES IN THE IMMEDIATE ENVIRONMENT**

Number of individuals without disabilities who are *not* paid to provide support to the individual but who are in the same environment for a substantial part of the time. Do not count people without disabilities who move through the area briefly or by chance. Only include those individuals without disabilities who stay in the environment for at least a period of time, and are regularly in the environment. Fill in the bubble for the one item that best reflects the number of individuals without disabilities in the immediate environment.

## **12. NUMBER OF INDIVIDUALS WITH DISABILITIES IN THE IMMEDIATE ENVIRONMENT**

Number of individuals with disabilities (including this individual) who work in the same environment. Include any individuals with disabilities whose services are funded through the Office of Developmental Disability Services. Fill one bubble for the one item that best reflects the number of individuals with disabilities in the immediate environment.

### **13. SOCIAL INTEGRATION**

How *socially* integrated is the individual in their employment opportunity. Your response should *not* reflect what is possible in this environment, but rather, what is actually occurring. Consider interactions with coworkers or others who are not paid employees of the community rehabilitation program. You also may consider interactions with individuals such as customers, visitors, or others who might briefly be in the individual's area. Fill in the bubble for the one item that *best* reflects the nature of social interactions with people other than paid staff. If the individual acknowledges the presence of others (through, for example, smiling, waving, or making a noise), you may select the choice "Exchanges greetings or brief interactions." That choice does not require individuals to have intelligible speech or sign language.

The following two questions ask about a secondary environment. If the individual is employed or supported in more than one environment, answer the following questions related to the situation in which the individual spends the next greatest amount of time.

### **14. EMPLOYMENT STATUS**

In general, what type of employment opportunity is represented by the second environment. Select the one option that mostly closely reflects the individual's situation. See the definitions for question #1, above.

### **15. TYPICAL HOURS SCHEDULED WEEKLY FOR PAID WORK**

Typical number of paid hours scheduled during the week for work in the secondary environment. See item 7 above for further definition and entry rules.

### **16. TYPICAL HOURS SCHEDULED WEEKLY NON-PAID TIME**

Typical number of Non-paid hours scheduled during the week for work in the secondary environment. See item 8 above for further definition and entry rules.

### **17. HOURLY EARNINGS**

The amount the individual actually receives on the average for an hour of work. For example, if the individual is on a special wage certificate allowing sub-minimum wages, and is paid based on productivity enter the actual hourly earnings (e.g., \$2.23) rather than the commensurate wage (e.g., \$6.69) on which that wage is based. If the individual is paid piece rate, you will need to translate that into how much the individual earns per hour. The simplest method to calculate hourly earnings for any individual would be to take total earnings during a time period (e.g., a week or month) divided by the number of hours worked during that time period. This formula will yield the \$ per hour earned.