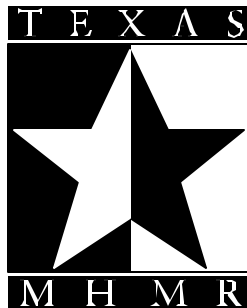


2000 Supported Employment Survey Report



Texas Department of Mental Health and Mental Retardation

Office of Program Statistics and Planning

— March 2001 —

TXMHMR 2000 Supported Employment Survey Report

— Introduction —

In order to obtain information on Supported Employment (SE) programs in Texas, in SFY 1996 the Legislative Budget Board (LBB) required Texas Department of Mental Health and Mental Retardation (TXMHMR) to provide the following eight performance measures on a yearly basis:

1. *Average monthly wages earned per consumer with MH in SE services;*
2. *Average monthly hours of paid productive work per consumer with MH in SE services;*
3. *Percentage of consumers with MH in SE services participating in a Federal Work Incentive Plan (FWIP);*
4. *Percentage of nondisabled workers at the consumer with MH's SE job site;*
5. *Average monthly wages earned per consumer with MR in SE services;*
6. *Average monthly hours of paid productive work per consumer with MR in SE services;*
7. *Percentage of consumers with MR in SE services participating in a FWIP;*
8. *Percentage of nondisabled workers at the consumer with MR's SE job site.*

For TXMHMR to collect this data, and as a way of collecting baseline data for upcoming Legislative Appropriations Requests, a survey project was chosen as an inexpensive and acceptably accurate method of data acquisition. Accordingly, a survey instrument was developed and pilot tested in December 1996, subsequently being updated and used each year since then.

— Methodology —

Sampling

A simple random without replacement sample of 186 consumers with MH and 200 consumers with MR were taken from the populations of consumers listed on CARE as having received Supported Employment services during June 2000. In order to achieve a 95% degree of confidence interval accuracy, these sample sizes were determined from the original pilot study and succeeding years' response rates.

Survey forms

A survey form for each sampled consumer was mailed to the program directors of both MH and MR supported employment programs. Upon completing the surveys for each consumer, the program directors mailed or faxed the survey forms back to TXMHMR. With directed follow-up efforts, response rates for both MH and MR were 100%. Copies of both the MH and MR survey forms are included in Appendix 1.

— Results —

Supported Employment Performance Measures

Using 2000 data, following are the point estimates for the MH performance measures:

<i>Mean monthly salary</i> —	\$442.84
<i>Mean monthly hours</i> —	70.28
<i>Percentage participating in a Federal Work Incentive Plan (FWIP)</i> —	0.00%
<i>Percentage of nondisabled at workplace</i> —	96.82%

Using 2000 data, following are the point estimates for the MR performance measures:

	<i>Mean monthly salary</i> —	\$349.36
	<i>Mean monthly hours</i> —	56.65
<i>Percentage participating in a Federal Work Incentive Plan (FWIP)</i> —		4.50%
<i>Percentage of nondisabled at workplace</i> —		96.89%

For MH, the percentage of SE workers participating in a Federal Work Incentive Plan (FWIP) was zero. Overall, the FWIP values observed in this sample generally follow historical and national trends, viz., decreasing participation for MH, and an increasing participation for MR. Nationwide, work force participation among disabled Supplemental Security Income (SSI) recipients is 6.5%. Of those recipients — approximately 350,000 disabled workers — only 4.2% had some of their income excluded under the work incentive provisions. Of the 14,643 working SSI recipients in Texas, approximately 4.4% had some of their income excluded under the work incentive provisions. ¹

For both MH and MR, it is known that the estimate of the measure '*Percent nondisabled at workplace*' is likely an overestimate. It has proven to be very difficult to identify and implement a standard method that can correctly estimate the measure. The above listed percentages for this measure are based on the vocational directors' knowledge of the work sites. A vocational director's awareness of this figure may be limited to only knowing approximately how many total employees work at a particular job site, and how many of those particular employees are MHMR consumers or consumers who have a visible disability. It is

not always possible to accurately measure what percentage of workers has disabilities that are not readily apparent.

Moreover, the formulation of the question about *'percent of nondisabled at work place'* does not seem to give an opportunity for vocational directors to indicate the level of integration of SE workers. Additionally, averaging a percentage carries an extra bias for the measure. Still, this measure gives a beneficial rough estimate of the percentage of nondisabled in the workplace, especially given the limitations of quantitative survey research.¹

On a positive note, the response rate for this year's survey was a favorable 100%. Far from coming easily, this rate was obtained through directed and continual follow-up efforts. Original response rates were 78% for MH and 70% for MR. While these rates are still within normal predictive ranges for survey research, complete response rates clearly provide better data and with it, better predictions.

— Conclusion —

Due to the large confidence intervals obtained for certain measures, specifically hours and salary for MH and MR, these projections are likely to be less than completely accurate. The 95% confidence intervals for these estimates above LBB target of $\pm 5\%$ variance, although most are just above this target. Larger variations seem to be primarily due to statistical outliers and not characteristics of the sample itself.

¹ *SSI Disabled Recipients Who Work, June 2000*. Report by the US Social Security Administration.

Additionally, the likelihood of meeting the projection for MR FWIP is small because the number of persons represented in the performance estimate is small. Each person included in the estimate represents about 10% of the estimate. Therefore, if only one more individual were to participate in an FWIP, for example, these estimates could change by more than 5%.

On the other hand, the known imprecise estimate of percent of disabled persons in the work place is likely to be met because the vast majority of the represented work force is not disabled. A large change in numbers of disabled persons will have a smaller effect on the % (each person represents about 0.5%) and will be less likely to produce a variance. Future surveys will take into account these situational factors with the goal of tightening up the predicted distributions and thereby reducing the resulting confidence intervals and strengthening these measures' predictive ability.

Appendix 1
Copy of MH and MR Survey Instruments

MH Supported Employment Survey²

Customer	Local Id. #	CARE Id. #	Local Authority
----------	-------------	------------	-----------------

Did this SE Customer work in Individual Competitive Employment during June 1999?

Yes: Answer yes only if the placement lasted all month.

No: Answer no if the person held a job only part of the month, or they do not have a job.

If no; what services did this individual receive in June 1999 (check all that apply)

1. Job Placement Assistance

8. Other vocational services _____

9. No vocational services received.

If yes,

1. How much money did this person make from the SE employer in June 1999?

Gross Pay (before taxes and other deductions) _____ per mo.

2. How many hours did this person work at the SE site last month? _____ per mo.

For questions 1 and 2: If payment or hours worked is not readily converted to monthly pay, use commonly accepted practices to convert. Ex., weekly pay times 4.3 weeks per month or bi-weekly pay times 2.15.

3. Is this person using a Federal Work Incentive Plan (PASS/IRWE)? (Check one)

1. Yes

2. No, not eligible, (Ex. not on SSI or PASS/IRWE is not an option)

3. No, eligibility currently being evaluated,

4. No, PASS/IRWE is being or has been applied for.

5. No, potentially eligible, but PASS/IRWE is not consistent with customer service plan.

Ex. PASS/IRWE funds available are insufficient to support a plan; use of PASS/IRWE would have long term negative consequences for the customer (loss of medical coverage that could not be replaced, customer is unlikely to achieve the goals of a PASS or IRWE plan . . .); PASS/IRWE options don't help this person.

6. No, potentially eligible, but customer refused or refused to consider PASS/IRWE.

7. No, the possibility of obtaining a PASS/IRWE has not been explored.

4. How many people are employed at this person's job setting

a. in the larger work site? _____

Select the number of persons that best represents the larger work site during the time the person is working. For example, the whole store or factory for the shift the customer works. **Typically** you should not include different physical buildings or all shifts.

b. in the immediate area? _____ Report just the number of immediate coworkers in the consumer's unit or section.

5. Of the number of persons at the job site (# 4a. and 4b.), to your knowledge, how many are people with developmental disabilities (in addition to the consumer):

a. in the larger work site? _____

b. in the immediate area? _____

² This survey is part of legislatively required performance measures. The results are reported to the Legislature annually.

MR Supported Employment Survey³

Customer	Local Id. #	CARE Id. #	Local Authority
----------	-------------	------------	-----------------

Did this SE Customer work in Individual Competitive Employment (R042) during June 1999?

Yes: Answer yes only if the placement lasted all month.

No: Answer no if the person held the job only part of the month, **or** they do not have a job.

If no; what services did this individual receive in June 1999 (check all that apply)

1. Job Placement Assistance (R041)
 2. Vocational Supports, Individual Competitive Employment. (R042) [partial month]
 3. Vocational Supports, Community Site (R043)
 9. No vocational services received.

If yes,

1. How much money did this person make from the SE employer in June 1999?

Gross Pay (before taxes and other deductions) _____ per mo.

2. How many hours did this person work at the SE site last month? _____ per mo.

For questions 1 and 2: If payment or hours worked is not readily converted to monthly pay, use commonly accepted practices to convert. Ex., weekly pay times 4.3 weeks per month or bi weekly pay times 2.15.

3. Is this person using a Federal Work Incentive Plan (PASS/IRWE)? (Check one)

1. Yes
 2. No, not eligible, (Ex. not on SSI or PASS/IRWE is not an option)
 3. No, eligibility currently being evaluated,
 4. No, PASS/IRWE is being or has been applied for.
 5. No, potentially eligible, but PASS/IRWE is not consistent with customer service plan.
 Ex. PASS/IRWE funds available are insufficient to support a plan; use of PASS/IRWE would have long term negative consequences for the customer (loss of medical coverage that could not be replaced, customer is unlikely to achieve the goals of a PASS or IRWE plan . . .); PASS/IRWE options don't help this person.
 6. No, potentially eligible, but customer refused or refused to consider PASS/IRWE.
 7. No, the possibility of obtaining a PASS/IRWE has not been explored.

4. How many people are employed at this person's job setting:

a. in the larger work site? _____

Select the number of persons that best represents the larger work site during the time the person is working. For example, the whole store or factory for the shift the customer works. **Typically** you should not include different physical buildings or all shifts.

b. in the immediate area? _____ Report just the number of immediate coworkers in the consumer's unit or section.

5. Of the number of persons at the job site (# 4a. and 4b.), to your knowledge, how many are people with developmental disabilities (in addition to the consumer):

a. in the larger work site? _____

b. in the immediate area? _____

³ This survey is part of legislatively required performance measures. The results are reported to the Legislature annually.