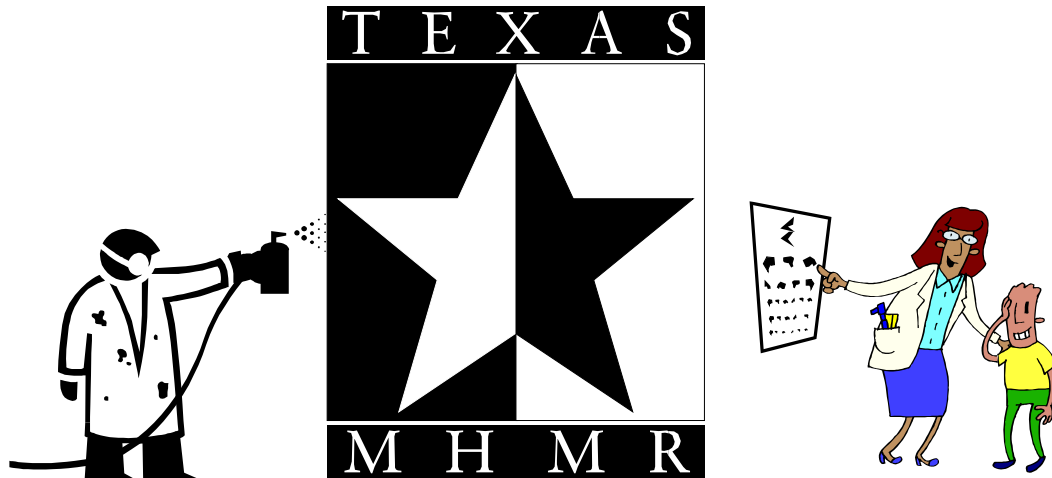


**2002
SUPPORTED EMPLOYMENT
SURVEY REPORT**



**TEXAS DEPARTMENT OF MENTAL HEALTH
& MENTAL RETARDATION**

Office of Program Statistics & Planning

◆ August 2002 ◆

TDMHMR 2002 Supported Employment Survey Report

► Introduction ◀

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

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

In order for TDMHMR 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 October 1996, subsequently being updated and used each year since then.

► Methodology ◀

Sampling —

A simple random sample of 200 persons with mental retardation were taken from the population of consumers listed in CARE as having received Supported Employment services for at least sixty days during the time period April 1, 2002 to May 30, 2002. In order to achieve a 95 percent degree of confidence interval accuracy, this sample size was determined from the original pilot study and succeeding years' response rates.

For persons with mental illness, the entire population of 226 individuals identified as having worked between April 1, 2002 and May 30, 2002 was surveyed. (*Please see Appendix 2 for a note regarding the MH survey population*).

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 TDMHMR. With directed follow-up efforts, response rates for both MH and MR were 100 percent. Copies of both the MH and MR survey forms are included in *Appendix 1*.

► Results ◀

Supported Employment Performance Measures —

Using 2002 data, following are the point estimates for the MH performance measures:

<i>Mean monthly salary</i>	—	\$785.90
<i>Mean monthly hours</i>	—	108.27
<i>Percentage participating in a Federal Work Incentive Plan (FWIP)</i>	—	4.1%
<i>Percentage of non-disabled at workplace</i>	—	91.24%

Using 2002 data, following are the point estimates for the MR performance measures:

<i>Mean monthly salary</i>	—	\$388.45
<i>Mean monthly hours</i>	—	63.37
<i>Percentage participating in a Federal Work Incentive Plan (FWIP)</i>	—	4.9%
<i>Percentage of non-disabled at workplace</i>	—	96.85%

Nationwide, work force participation among disabled Supplemental Security Income (SSI) recipients in 2001 was 5.0 percent. Of those recipients, approximately 346,000 disabled workers, only 3.3 percent had some of their income excluded under the work incentive provisions. Of the 14,662 working SSI recipients in Texas, approximately 6.2 percent had some of their income excluded under the work incentive provisions.¹

Compared to previous years, the reported percentages for employees enrolled in the Federal Work Incentive Plan (FWIP) are significantly higher for both persons with MH and persons with MR. See Tables One and Two. In December 1999, Congress passed the “Ticket To Work and Work Incentives Improvement Act” (H.R.1180). This law removed many of the employment barriers that persons receiving Social Security

disability encountered. In addition, this law improved existing work incentives, while also adding new incentives. Moreover, this law's provision to expand information about existing work incentives and additional funding (mostly via grants) for counselors assisting recipients are the likely contributors to this increase in the reported rates of FWIP participation.

It is generally known that the measure '*Percent non-disabled at workplace*' for both MH and MR consumers is likely to be unreliable according to any standard definition of "non-disabled". It has proven to be very difficult to identify and implement a standard method that can correctly estimate this measure because of the presence of hidden disabilities, and the right to privacy of members of the workforce. Unless members of the work force were placed by programs, or have obvious disabilities, the actual number of workers with or without disabilities can not be known by the program staff.

These percentages for this measure are based on the vocational directors' knowledge of the work sites. A vocational director's awareness of this figure will be limited to only knowing approximately how many total employees work at a particular job site, and how many of those particular employees are TDMHMR consumers or workers who have a visible disability. Therefore, it is not possible to accurately measure the percentage of workers with disabilities that are not readily apparent in an integrated work environment.

The response rate for this year's survey was again a favorable 100 percent. This rate was obtained through directed and continual follow-up efforts. Before follow-up, original response rates for both MH and MR surveys were around 70 percent. While

¹ SSI Annual Statistical Report, 2001, June 2002. Report by the US Social Security Administration.

these rates are still within normal predictive ranges for survey research, complete response rates clearly provide better data and with it, better predictions.

The following tables compare information gathered in each SE survey which has been conducted. It appears that during the analysis of the 2000 SE survey, the data analyst included persons who were not employed during the sixty days prior to the survey. This would explain the sharp decline in salary, hours, percent with FWIP and percent of non-disabled workers in the work place for both persons with mental illness and persons with mental retardation for that year.

For persons with mental illness, the May 2002 SE survey indicates a statistically significant increase in mean monthly salary while mean monthly hours did not increase significantly. The percent of persons with mental illness who participated in a FWIP was higher in 2001 and 2002 than in previous years the survey was conducted.

Table One. Comparative Analysis of Results SE Survey for Persons with Mental Illness

Date of Survey	Number of Cases	Mean Monthly Salary	Mean Monthly Hours	Percent with FWIP	Percent Non-disabled Workers
October 1996	127	\$689.71	104.40	2.3%	85.76 %
March 1998	156	\$659.42	107.00	1.6%	84.50%
July 1998	65	\$731.26	106.00	0.0%	76.10%
June 2000	200	\$442.84	70.28	0.0%	96.82%
August 2001	200	\$656.89	93.59	4.1%	89.79%
May 2002	226	\$785.90	108.27	4.1%	91.24%

As can be seen in Table Two below, for persons with mental retardation, mean monthly salary has not changed significantly since the survey began. However, mean monthly hours of work have decreased slightly indicating higher hourly wages.

Table Two. Comparative Analysis of Results SE Survey for Persons with Mental Retardation

Date of Survey	Number of Cases	Mean Monthly Salary	Mean Monthly Hours	Percent with FWIP	Percent Non-disabled Workers
October 1996	314	\$389.88	77.19	2.0%	93.40 %
March 1998	325	\$420.59	76.00	4.3%	92.70%
July 1998	136	\$400.10	75.00	3.5%	88.70%
June 2000	200	\$349.36	56.65	4.5%	96.89%
August 2001	200	\$400.05	65.96	5.8%	95.99%
May 2002	200	\$388.45	63.37	4.9%	96.85%

► Conclusion ◀

Due to the large confidence intervals obtained for certain measures, specifically with regard to the variability of the hours and salary measures, these projections are likely to be less than completely accurate. The 95 percent confidence intervals for some of these estimates are above LBB target of ± 5 percent variance, although most are just above this target. Larger variations seem to be primarily due to statistical variation and not characteristics of the sample itself.

On a positive note, however, the estimated FWIP values for MH are significantly higher than historically reported values. In fact, the MH FWIP figures for 2001 and 2002 are the highest since the LBB originally required TDMHMR to conduct the survey in SFY 1996, and it is hypothesized that this figure, thanks to recently passed national legislation, will continue to increase. Salary levels and monthly hours worked are also higher for persons with mental illness than have been found in previous years.

▶ **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 (H039) during May 2002?

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 May 2002 (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 May 2002?

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

2. How many hours did this person work at the SE site in May 2002? _____ 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? _____

— Thank you! —

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 May 2002?

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 May 2002 (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 May 2002?

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

2. How many hours did this person work at the SE site in May 2002? _____ per mo.

For questions 1 and 2: If payment or hours worked is not readily converted to monthly pay, use commonly accepted practices to covert. 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? _____

—

— Thank you! —

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

▶ Appendix 2 ◀

Note regarding the 2002 MH Survey Population

Prior to Fiscal Year 2002, there were two CARE database codes that signified enrollment in a Supported Employment program — HO30 for mental health and RO42 for mental retardation.

Typically, these two codes had been used to draw samples for the Supported Employment survey. Over time however, the MH code (HO30) has come to include those individuals who — while enrolled in the Supported Employment program — may not be actively working at a job site when the sample was drawn (this situation does not occur with the MR code).

Therefore a new code, HO39, was implemented in September 2001 to signify individuals enrolled in the MH Supported Employment program who are also actively working at a job site. The MH sample for the 2002 Supported Employment survey was drawn from the time period April 1, 2002 through May 30, 2002 utilizing the H039 code. There were a total of 226 MH consumers throughout the state identified with this service. Rather than sample 200 of the 226 individuals, all were surveyed.