

Brief Summary of Employment Outcome Data Discussion

Iowa

4/3/2012

Core principles

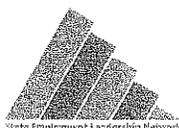
Focus on outcome, not service. The data elements below represent work status or position and are not by themselves a statement about quality of the outcome. Collection of 3 core variables, work status, hours, and wages will allow Iowa to assess the extent to which individuals as a whole meet a specific standard or goal such as “above minimum wage” or “20 hours or more.”

Does not address all individual outcomes of employment. These data have a primary purpose of providing data that support the development of employment capacity and outcomes in Iowa. They contribute to a baseline description of employment outcomes, support identifying areas of success and need for development, and support strategy and quality improvement. The data are most useful in understanding systems performance at a state, county, and provider level. On an individual level these data will support identifying individuals for follow-up (“Why is John working so few hours?” “Why is Karen’s hourly wage so low?”), but does not address larger questions such as, “Is John happy with his job,” or “Is Karen ready to pursue another position?” These are best addressed in the individual service planning process and in quality assurance activities.

Will support a state level cross-agency summary of employment. The long term goal is to be able to provide a state-of-Iowa report that addresses employment outcomes across agencies. This framework provides a structure for defining and collecting data on employment outcomes that can be applied across agencies.

Goals

- Move us from a process to an outcomes focus
- Influence investments at the individual level
- Identify service gaps and variation in outcomes
- Define/confirm common definitions for core outcomes
- Inform individual choices by providing information on employment and provider outcomes
- Know where we stand (establish a clear baseline and trend)



Core Variables

Type of Job*	Works in this type of job	Hours worked**	Gross wages earned**
1) Individual Integrated Job An individual job in the typical labor market with interaction with nondisabled coworkers	1a) yes/no	1b) Number of hours worked in reporting period	1c) Total gross wages earned during reporting period
2) Self employment Includes self employment, home-based businesses, or microenterprises owned by the individual. Does not include a business that is owned by the support organization.	2a) yes/no	2b) Number of hours worked in reporting period	2c) Total gross wages earned during reporting period
3) Group Integrated Job Individuals who work in a group of 2 to 8 individuals with disabilities. Integration in a typical community business where most people do not have disabilities. Business is not owned by the support organization	3a) yes/no	3b) Number of hours worked in reporting period	3c) Total gross wages earned during reporting period
4) Facility-based employment Individual works in a large group of individuals with disabilities. Typically the position is located in a facility owned or operated by the support organization.	4a) yes/no	4b) Number of hours worked in reporting period	4c) Total gross wages earned during reporting period

* Data will be reported for each type of job. Hours and wages are reported for each type of job with a "yes" response.

** Cumulative across all jobs for each type of job if the person works in more than one position

Optional variables considered

- No optional variables (20 votes)
- Retention or longevity of employment (15 votes)
- Who pays the wage (8 votes)
- Satisfaction with services or outcomes (3 votes)
- Occupation (3 votes)
- Benefits including paid time off, employer supported health insurance, employer supported retirement (2 votes)



Data Collection

The strong group preference was for tying data collection to billing for services

Strategy

Goal: Develop a statewide employment snapshot using a common outcome framework and definitions

Objective 1: Implement MHDS data for waiver and county services

- a) Implement data collection for individuals who receive waiver services
 - Draft/confirm variables
 - Hold a conversation with Washington state to discuss use of billing as a strategy for data collection
 - Present to leadership for approval and buy-in
 - Meet with programming staff
- b) Implement data collection for individuals who receive county funded services
 - Meet with county leaders to review framework
- c) Develop a strategy for individuals who do not receive an employment service

Objective 2: Develop a strategy for collecting data on special education completers using Indicator 14

Objective 3: Develop a strategy for aligning and reporting IVRS data

