



DESOS



Day and Employment Services Outcomes System Report



2023

A publication of

Indiana Institute on Disability and Community
Indiana University



DESOS

© 2023 Indiana Institute on Disability and Community
www.iidc.indiana.edu



INDIANA INSTITUTE ON DISABILITY AND COMMUNITY

The mission of the Indiana Institute on Disability and Community (IIDC) is to work with communities to welcome, value, and support the meaningful participation of people of all ages and abilities through research, education, and service. The Institute collaborates with community agencies, schools, advocacy organizations, government, institutions of higher education, and other community partners to effect improvements in quality of life. To accomplish this, our work is conducted through seven Centers that address issues across the lifespan and major life areas.

Authors: Teresa Grossi, Ph.D. and John Andresen, Ph.D.

Contact: tgrossi@indiana.edu

The Day and Employment Services Outcomes System Report

is submitted to the

Bureau of Disabilities Services
Bureau of Rehabilitation Services
Division of Disability and Rehabilitative Services



TABLE OF CONTENTS

04

Definitions

05

Executive Summary

07

Primary Environment or Setting

08

Primary Environment and Age

10

Primary Environment, Hours,
Wages and Paycheck Issued By

12

Primary Environment and Disability

14

Primary Environment, Guardianship,
and Social Interactions

15

By the Setting . . . By the Numbers

20

Other Demographics

21

Providers Participation



Definitions

1. **Facility-based employment** – (a.k.a. sheltered employment, work centers) where work-oriented services are provided by people with disabilities. The majority of people working there are people with disabilities.
2. **Off-site group employment placement** – (a.k.a. community-based sheltered employment) employment as a member of a group of eight or fewer individuals with disabilities who perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew which moves from contract site to contract site performing services.
3. **Competitive integrated employment/Individual job (CIE)**. - individual performs work tasks in a local business or industry alongside non-disabled coworkers. Individuals are paid the prevailing wage by the employer.
4. **Self-employed** – individual operates his or her own business to perform a paid service or produce a marketable item.
5. **Non-employment day program** – facility-based services with an emphasis on teaching daily living skills where individuals are engaged in non-work activities.
6. **Alternative to employment (ATE)** – individuals are spending most of their day based on one of the following choices:
 - **Choice** – the individual chooses not to receive community employment or facility-based services.
 - **Community access** – the individual spends most of their time accessing community resources and services (e.g., swimming at the local community center, therapeutic horseback riding, taking a computer class at the local college, going to the bank).
 - **Looking for a job** – the individual is receiving pre-placement services (e.g., community-based vocational assessment, Discovery activities, job development services).
 - **Retired** – the individual considers himself/herself to be retired from work and is not interested in employment.
 - **Volunteer** – the individual chooses to volunteer time without pay to engage in activities of assistance to others.

Executive Summary

The DESOS report is a compilation of the data by settings and outcomes. The primary objective of this report is to give providers, policymakers, and advocates insight as to where individuals spend their day and what this actually means for them. The overarching question is: **Where do individuals spend the majority of their day?**

One hundred forty-seven (147) providers were verified as providing day and/or employment services through contracts with the Bureau of Disabilities Services (BDS) and/or Vocational Rehabilitation Services (VR). Additional providers were added by BDS known for providing day habilitation services.

One hundred and eight (108) or **(73%) of the providers participated** in this year's report. Outcome data is presented in two ways:

- Overall data of all the providers who entered in 2023
- Comparing 2022 and 2023 data for those providers who **historically entered data** or were required to in DESOS over the years,

The end of this report (page 20) lists providers participating in this year's report with a comparison of their entries from 2022. The "-" sign indicates the providers were added in 2023.

Highlights of this report include:

- Competitive Integrated Employment continues to slowly and steadily increase each year (**24% in 2021 to 26% in 2023**) based on providers who have *historically entered data*.
- Nonemployment Day programs also continue to rise to 42% based on all providers who entered in 2023. When comparing the providers who have *historically entered data*, day programs increased from **37% to 40%** (2022-2023).

Executive Summary

Highlights continued.

- Age and primary environment shows a decrease in CIE from **35% to 28%** for individuals from **18-29 year olds to 30-39 year olds** (see page 9). It is unclear of what exactly is happening to the 30-39 age group. A deeper understanding of why CIE is decreasing and nonemployment day programs are increasing is needed.
- Transition-age youth (18-24 year olds) continue to be more likely in CIE or ATE where they are engaged in looking for a job, discovery, or work-based learning experiences (see page 9).
- The average wages for facility-based employment remained the same, however the range or percent **at or above minimum range increased to 17%** (see page 10).
- Paycheck issued by warrants a deeper understanding and additional information. CIE has a small percentage (3%) where the rehabilitation organization issued the paycheck; Facility-based shows 88% by rehabilitation organization and 12% by Employer (please see page 11). This could be where the organization has hired the individual and/or where as in CIE individuals without disabilities are working yet the paycheck is issued by the provider, or issued by the actual contracted business.
- Seventy-four percent (74%) of all individuals had a secondary disability. Mental illness and other health impairment were the two highest identified secondary disability (see page 13).
- Although most individuals were not in secondary environment, individuals in CIE would either go to a nonemployment day program (4%); engage in ATE (3%); or have another job (2%). Individuals in facility-based employment tended to go to nonemployment day programs (9%) or CIE (3%).

As always, this report could not happen without the ongoing support and partnership with the community providers and staff at the Division of Disability and Rehabilitative Services, especially Shelly Thomas, Outcomes Manager Director.

➤ Primary Environment

Individuals spend the majority of their day in a variety of settings. This information is based on **10,755** individuals across six settings where most people are in non-employment day programs (42%) from **all** providers who entered in 2023. Additional providers were added who typically haven't entered data in the past and were more likely to provide nonemployment day programs. **Figure 2** is the comparison of same providers who have **historically entered data** in DESOS over the years comparing to the 2022 data.

Figure 1. Percent of Individuals in Primary Environment for All Providers

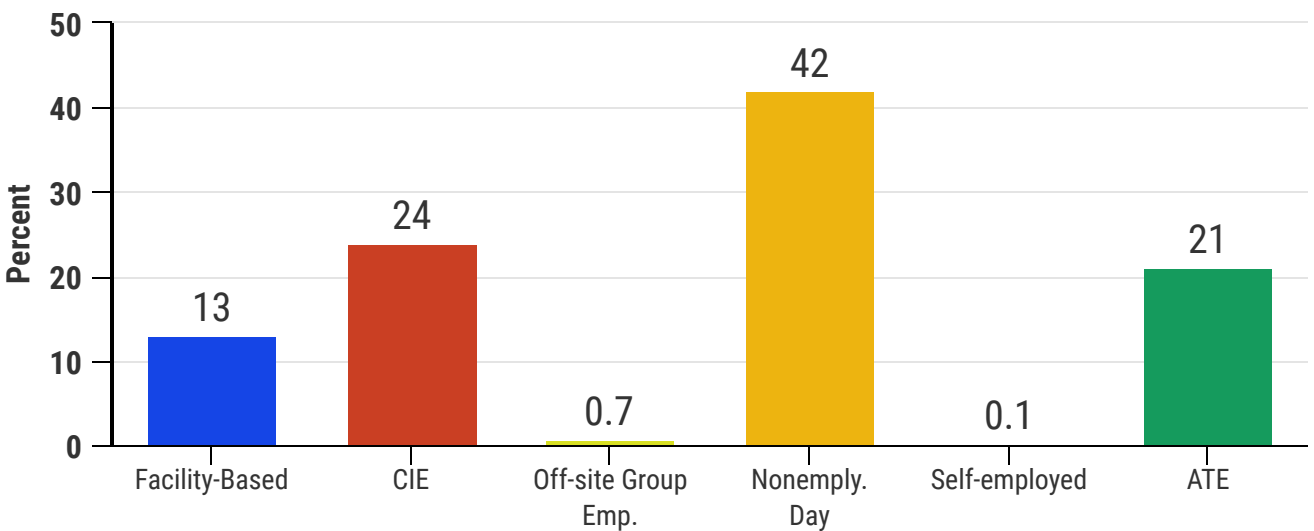
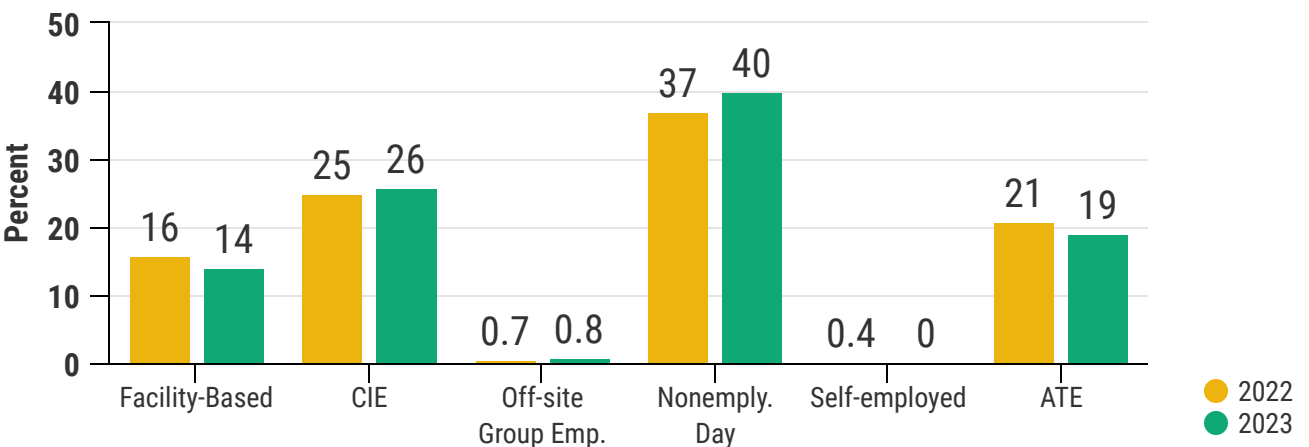


Figure 2. Comparison of 2022 and 2023 Same Providers and Percent in Primary Environment

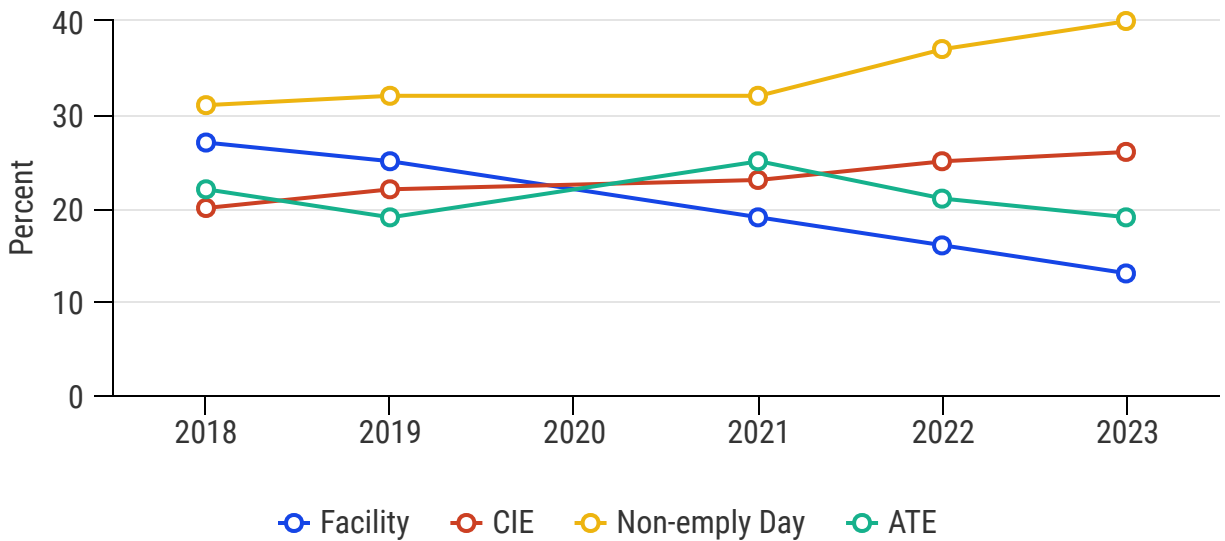




Primary Environment And Age

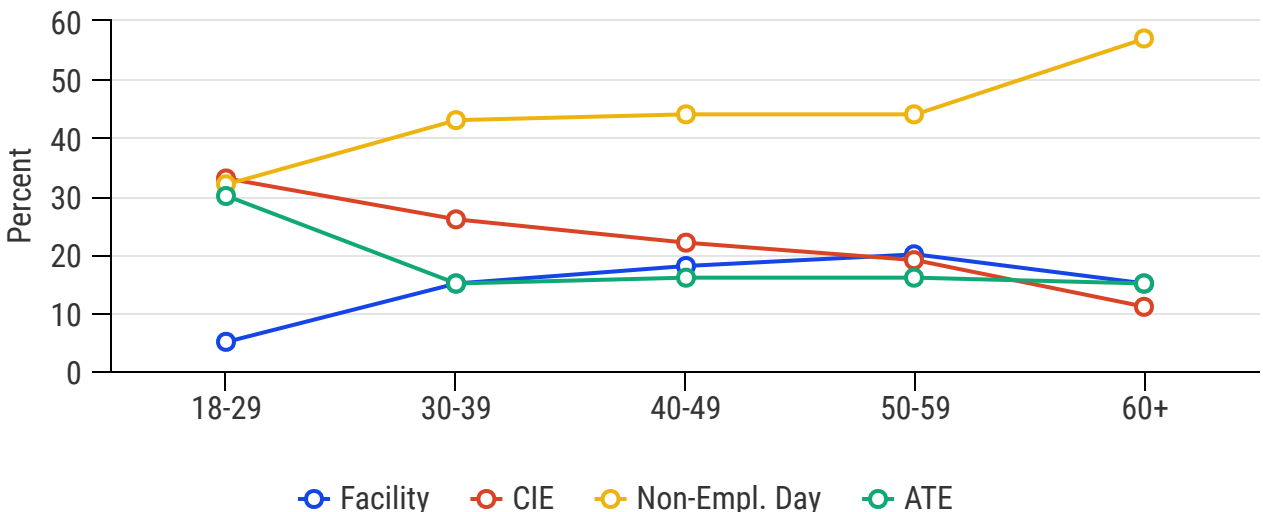
Figure 3 is the comparison of same providers who have *historically entered data* in DESOS over the 5 years. Figure 4 is the percent of age group and primary environment for *all* providers who entered data in 2023.

Figure 3. Percent in Primary Environment Over 5 Years with Same Providers



Data was not collected in 2020 due to COVID

Figure 4. Percent of Age Group and Primary Environment for All Providers in 2023





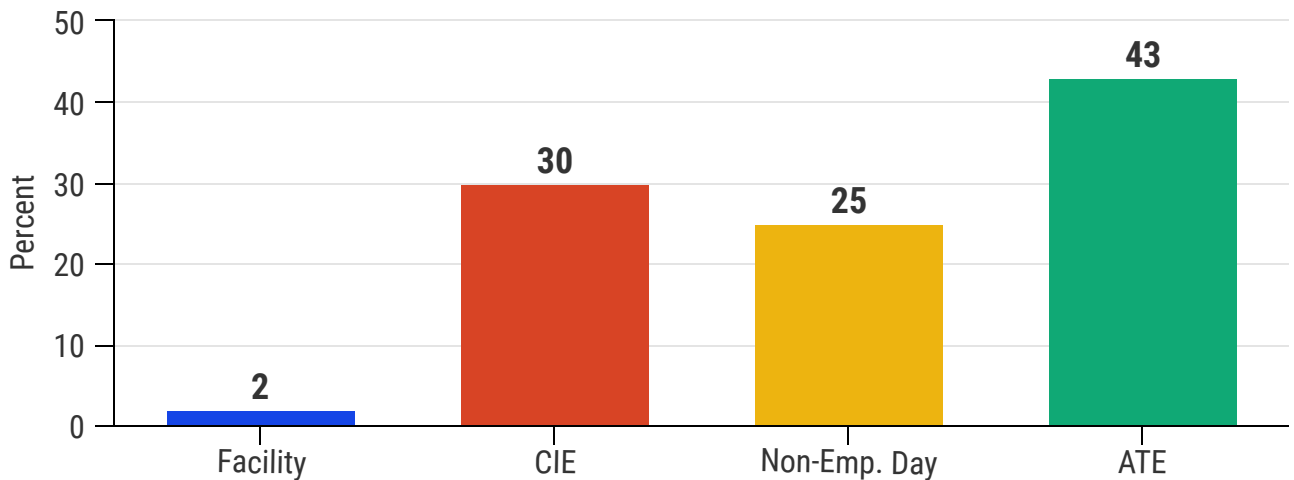
Primary Environment And Age

Table 1 is the comparison of same providers who have *historically entered data* in DESOS over the years with the percent of age group and primary environment. Figure 5 is the percent of transition-age youth and primary environment for *all* providers who entered data for 2023

Table 1. Comparison of 2022 and 2023 of Percent of Age Group and Primary Environment

	Facility		CIE		Off-Site Group		NonEmploy. Day Prg.		ATE	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
18-29 year olds	8	5	33	35	1	0.5	27	29	31	31
30-39 year olds	17	16	27	28	0.5	0.9	40	42	16	13
40-49 year olds	21	19	22	23	0.8	0.8	38	42	17	14
50-59 year olds	24	21	18	21	1	0.8	39	41	18	15
60+	19	17	11	12	0.9	0.9	53	56	16	14

Figure 5. Percent of Transition-Age Youth (18-24 yrs old) and Primary Environment



➤ Primary Environment, Hours Wages, and Paycheck Issued By

Average Weekly Hours Worked And Hourly Wage (All Providers)

20 hrs	Facility-Based Employment (n=1,363)	\$3.24 Range: 0-\$25.34
18 hrs	Competitive Integrated Employment (n=2,572)	\$10.91 Range: \$7.25-\$43.27
16 hrs	Off-Site Group Employment (n=77)	\$9.07 Range: \$.05-\$25.00

Facility-Based Employment



- 83% below minimum wage
- 13% at minimum wage
- 4% above minimum wage



Primary Environment, Hours Wages, and Paycheck Issued By



Paycheck Issued by:

Competitive Integrated Employment

- 98% Employer
- 2% Rehabilitation/Support Organization

Facility-Based Employment

- 12% Employer
- 88% Rehabilitation/Support Organization

Off-Site Group Employment

- 40% Employer
- 59% Rehabilitation/Support Organization



Disability



Overall Primary and Secondary Disability

59%

Intellectual and Developmental Disability (6,381)

Mild	Moderate	Severe/Profound
55%	31%	14%

18%

Autism (1,898)

5%

Mental Illness (506)

Of the 17% of individuals with IDD or Autism who had a secondary disability (1,384)

IDD	Mental Illness	Other Health Imp.
28%	15%	13%



Disability and Primary Environment



Table 2 shows the percent of individuals with a primary disability and their primary environment. **Table 3** shows the percent of individuals (n=7,966) or 74% who have a secondary disability within the primary environment.

Table 2. Percent of Primary Disability and Primary Environment

	Facility (N=1,363)	CIE (N=2,572)	Off-Site Group (N=77)	Non-Employ. Day (N=4,492)	ATE (N=2,239)
Autism	10	22	14	14	25
Brain Injury	1	2	0	1	3
Cerebral Palsy	2	2	4	4	3
Hearing Impairment	.2	1	0	.1	1
IDD	80	42	73	74	36
Learning Disability	2	9	0	.8	5
Mental Illness	1	8	0	2	9
Other Health Imp.	2	4	1	4	5
Physical	.4	4	5	.1	7
Seizure Disorder	.3	1	0	.4	1
Visual Impairment	.4	5	0	.2	5

Table 3. Percent of Individuals with a Secondary Disability and Primary Environment

	Facility	CIE	Off-Site Group	Non-Employ. Day	ATE
Autism	6	7	5	11	5
Brain Injury	1	1	1	.6	1
Cerebral Palsy	6	2	4	9	2
Hearing Impairment	3	2	0	2	2
IDD	9	10	8	11	9
Learning Disability	3	8	5	3	7
Mental Illness	15	15	12	10	18
Other Health Imp.	21	15	21	20	15
Physical	2	6	1	2	6
Seizure Disorder	8	3	4	10	4
Visual Impairment	2	1	1	2	1
None	24	30	38	22	30

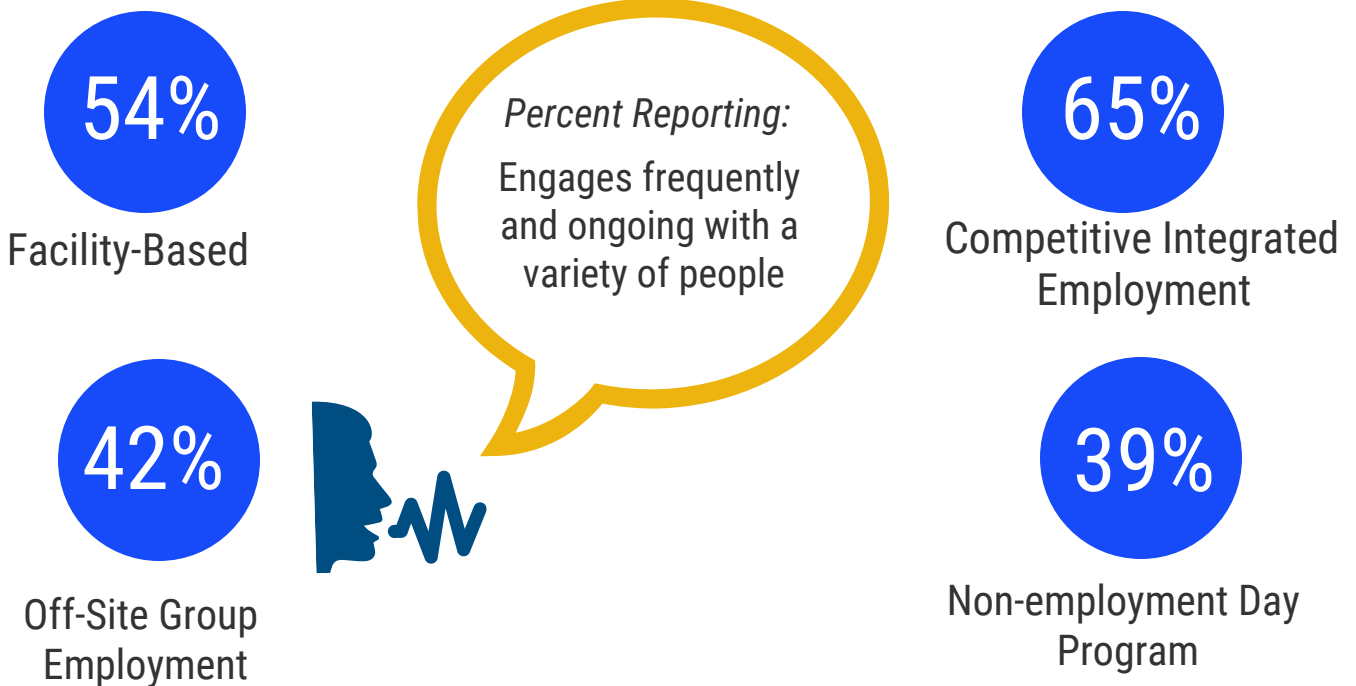
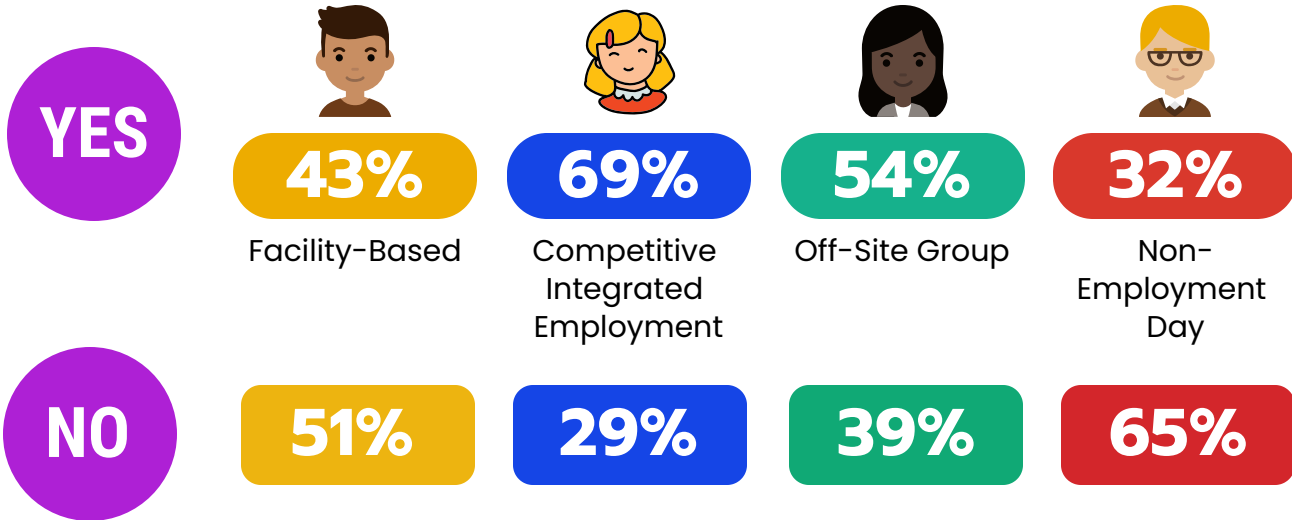


Primary Environment, Guardianship and Social Interactions



Guardianship

Data on guardianship across different settings shows number of individuals who are or are not their own legal guardian. **YES** = own guardian; **NO**=are not their own guardian. The percent difference (100%) are individuals who have partial guardianship where family members or another person has guardianship over finances and/or medical.



↗ By the Setting ... By the Numbers



Facility-based employment where work-oriented services are provided by people with disabilities. The majority of people working there are people with disabilities. There were 1,363 individuals in sheltered employment or 13% of all the respondents for all providers entering data in 2023.



Type of Work
Assembly and Manufacturing

Average Wage
\$3.24

Paycheck Issued By:

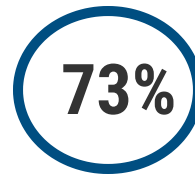


Rehabilitation Organization



Employer

Number of People with Disabilities in the Immediate Environment

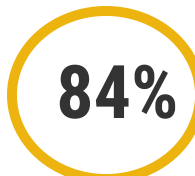


9 or more



5-8 people

Percent of People in a Secondary Environment



None



Non-Employ. Day



By the Setting . . . By the Numbers



Competitive Integrated Employment (CIE)

Individuals perform work tasks in a local business or industry alongside nondisabled coworkers for competitive wages. Twenty-four percent (24%) or 2,572 individuals spent the majority of their day in a competitive integrated job for all providers entering data in 2023 with an average wage of \$10.91. Eighty-nine-percent (89%) were not in a secondary environment; 2% in CIE; and 3% in ATE

Type of Work



Food Service



Grocery/Retail



Custodian

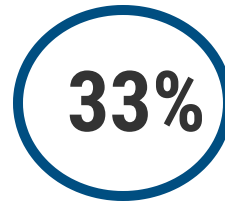


Other (e.g., child care, auto, movie theater, animals)

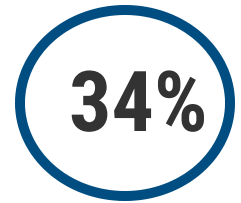
Hours of Follow-along Services



0 hours/mo



1-4 hours/mo

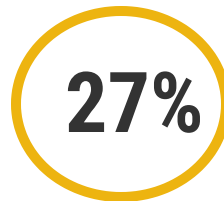


5-10 hrs/mo

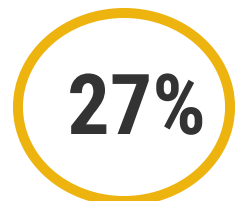
Reasons why individuals are not receiving follow-along services



No Funding



Successfully Placed



Other



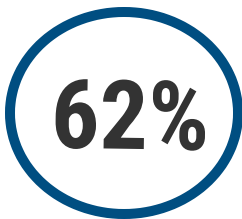
By the Setting . . . By the Numbers



Off-Site Group Employment

Employment as a member of a group of eight or fewer individuals with disabilities perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew that moves from contract site to contract site performing services. Less than one percent (77 individuals) worked in a small group, nonfacility-based setting with an average wage of \$9.07.

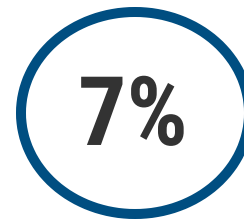
Type of Work



Assembly and Manufacturing



Food Service



Retail

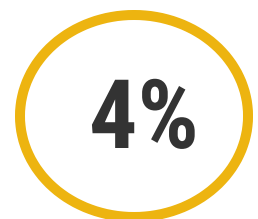
Secondary Environment. Individuals (26 or 34%) in off-site group employment programs spent time in a secondary setting.



Facility-based Employment



ATE



Non-employment Day Program

➤ By the Setting . . . By the Numbers



Non-Employment Day Programs

Individuals in these facility-based services learn daily living skills and engaged in non-work activities (e.g., Day Habilitation). A total of 42% or 4,492 of all individuals in this report are involved in non-employment day programs.



Where the Programs are Located

63%

Stand Alone Building

20%

Within the Facility-
Based Services

12%

Within an
Office or
Shopping Area

Individuals (442 or 10%) in non-employment day programs spent time in a secondary setting.

5%

ATE

2%

CIE

➤ By the Setting ...By the Numbers



Alternatives to Employment (ATE)

Individuals are spending most of their day based on one of the following: Looking for a Job - Choice - Retired - Community Access - Volunteer.

Twenty-one percent (21%) or 2,239 individuals were engaged in ATE.

68%

Looking for a Job

10%

Community Access

8%

Choice

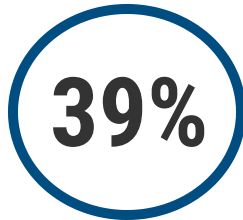
12%

Other

Other: COVID, COVID- waiting for a slot or staff to return; individualized Day Habilitation; behavioral, home-based services.



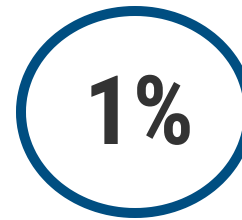
Other Demographics



Female



Male



Other



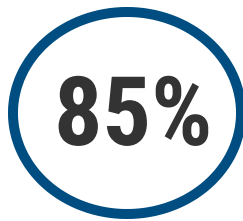
White



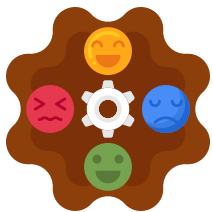
Black/African American



Hispanic/Latino



Ambulatory



Behavior



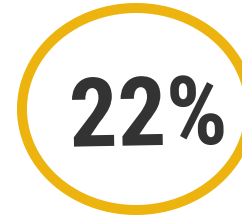
None



Mild

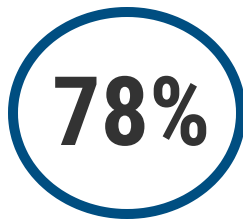


Occasional



Continuous

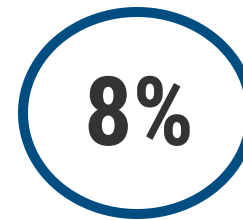
Level of Support



Verbal



Limited Verbal



Non-Verbal

Provider Participation

PROGRAM NAME	NO. of INDIVIDUALS 2022	NO. of INDIVIDUALS 2023
A NEW LEVEL	—*	14
A PASSIONATE HELPING HAND	—	0
ABC COMMUNITY SERVICES LLC	—	14
ABILITIES SERVICES, INC.	0	18
ABOUND COMMUNITY SERVICES	0	0
ABUNDANT QUALITY CARE	—	0
ACCESSABILITIES, INC.	—	0
ACHIEVE COMMUNITY SERVICES INC	—	8
ADEC, INC.	462	476
AFFINITY CARE GROUP, LLC	—	0
AID OF INDIANA	—	58
ALL THAT SHINES, LLC	—	0
AMIABLE HOME CARE INC.	—	2
AMICUS PLACE, LLC	—	0
AMLAB HOMES, LLC	—	0
ANCHORED CARE RESIDENTIAL SERVICES, LLC	—	0
ANOINTED HOMES, LLC	—	0
APEX BEHAVIORAL SERVICES, L.L.P.	—	62
ARC OF GREATER BOONE COUNTY	193	149
ARC OPPORTUNITIESINC.	0	0
ARC OF SOUTHWEST INDIANA	0	82
ARC OF VIGO COUNTY, INC.	32	31
ARC OF WABASH COUNTY, INC. (THE)	71	72
ARCHER CONSULTATION SERVICES, INC.	—	13
ARROW SERVICES INDIANA, LLC	—	0
ASSISTED INDEPENDENCE, LLC	—	0

PROGRAM NAME	NO. of INDIVIDUALS 2022	NO. of INDIVIDUALS 2023
ASSURED RESIDENTIAL AND CONSULTING LLC	-	10
AUTISM SOCIETY OF INDIANA	0	20
BELOVED SHEPHERD, LLC	-	0
BENCHMARK HUMAN SERVICES	541	615
BEST BUDDIES INTERNATIONAL	0	12
BETTER DAY TO DAY SERVICES LLC	-	0
BI-COUNTY SERVICES, INC.	66	65
BLESSED SERENITY HOME CARE, LLP	-	0
BOSMA INDUSTRIES FOR THE BLIND, INC.	120	110
BRANCHES RESIDENTIAL SERVICES LLC	-	0
BRIDGES OF INDIANA, INC	-	0
BRIGHT HOPE COMMUNITY SERVICES	-	0
BUILDING BRIDGES TO INDEPENDENCE LLC	-	10
CARE ACCESS GROUP, INC-WAIVER SERVICES	-	0
CAREY SERVICES, INC.	0	153
CARING SERVICES, INC.	-	4
CENTER FOR LIFE TRANSITIONS	-	33
CHERISHING LIVES, LLC	-	0
CHILD-ADULT RESOURCE SERVICES	375	361
COMMUNITY SOLUTIONS, LLC	-	0
COMMUNITY CONNECTIONS, INC.	-	9
COMMUNITY INTEGRATION SUPPORT SERVICES, LLC	-	0
COMMUNITY VENTURES IN LIVING, LTD	-	0
COMPASS RESIDENTIAL AND CONSULTING, LLC	-	0
CORE, INC	84	73
CORVILLA, INC	89	0
CRF FIRST CHOICE INC	-	0

PROGRAM NAME	NO. of INDIVIDUALS 2022	NO. of INDIVIDUALS 2023
CROSSROADS REHABILITATION CENTER, INC.	326	324
DAMAR SERVICES, INC	-	0
DEVELOPMENTAL DISABILITIES SYSTEMS, INC.	-	57
DEVELOPMENTAL SERVICES , INC.	375	468
DSI- Bona Vista	145	225
DUNGARVIN INDIANA, LLC	-	8
EASTERSEALS ARC OF NORTHEAST INDIANA	575	647
EASTERSEALS ARC NE - Cardinal Services	137	209
EASTERSEALS POSEY COUNTY REHABILITATION SERVICES	42	41
EASTERSEALS REHABILITATION CENTER EVANSVILLE-ASIPIRE	51	52
EMBRACING ABILITIES INC	-	142
ENCHANTED HEARTS HOME CARE LLC	-	0
ENDLESS ABILITIES, INC	-	0
ENHANCE, INC.	-	38
EVANSVILLE ARC, INC.	270	287
EVANSVILLE GOODWILL INDUSTRIES, INC.	41	30
FIRST CHANCE CENTER	70	65
FOTS HOME CARE SOLUTIONS LLC	-	0
FORTE RESIDENTIAL, INC.	-	21
FULL POTENTIAL	-	0
GATEWAY SERVICES	64	91
GLOBE STAR LLC	11	4
GOODWILL INDUSTRIES OF MICHIANA, INC.	0	20
GOODWILL INDUSTRIES OF NORTHEAST INDIANA	75	0
GUARANTY RESIDENTIAL SERVICE	-	7
HAPPINESS BAG PLAYERS, INC.	-	62
HELPING HANDS IN-HOME CARE INC.	-	6

PROGRAM NAME	NO. of INDIVIDUALS 2022	NO. of INDIVIDUALS 2023
HILLCROFT SERVICES, INC.	314	253
HOMETOWN WAIVER SOLUTIONS LLC	-	0
HOPELINK, LLC	-	5
HOPEWELL CENTER, INC.	134	177
INDIANA MENTOR	0	0
IMPRINT PEDIATRIC THERAPY	-	9
IN-PACT, INC.	7	9
INNOVATIONS IN LEARNING, PC	83	102
JANUS DEVELOPMENTAL SERVICES, INC.	119	130
JAY-RANDOLPH DEVELOPMENTAL SERVICES, INC.	59	57
KENMARK HOME CARE LLC	-	2
KEY MINDS INC	-	19
KINDRED CONSULTING LLC	-	8
KNOX COUNTY ARC, INC.	40	59
LEGACY HOME CARE LLC	-	12
LEL HOME SERVICES, LLC	-	107
LIFE ADULT DAY ACADEMY	0	0
LIFE CHOICE LLC	-	36
LIFE HAS NO BOUNDARIES	-	10
LIRIO RESOURCES, INC.	0	106
LITTLE STAR CENTER, INC.	-	0
LOGAN COMMUNITY RESOURCES, INC.	357	291
MARSHALL-STARKE DEVELOPMENT CENTER, INC.	139	118
MEANINGFUL DAY SERVICES, INC.	49	67
MIAMI HOME CARE SERVICES, LLC	-	1
MOSAIC INC. OF INDIANA	0	0
NEW HOPE OF INDIANA	35	29
NEW HOPE SERVICES, INC.	164	129

PROGRAM NAME	NO. of INDIVIDUALS 2022	NO. of INDIVIDUALS 2023
NEW HORIZONS REHABILITATION, INC.	248	313
NEW STAR	0	7
NOBLE OF INDIANA (NOBLE, INC.)	381	308
NORMAL LIFE OF INDIANA, INC.	-	111
OPPORTUNITIES FOR POSITIVE GROWTH, INC.	39	29
OPPORTUNITY ENTERPRISES, INC.	255	491
OUTSIDE THE BOX, INC.	0	154
PALADIN	0	21
PARTNERS IN AUTISM	44	24
PARTNERS IN CHRIST INC, LLC	-	8
PARTNERS IN OPPORTUNITIES, INC.	29	34
PATHFINDER SERVICES, INC.	239	284
PEAK COMMUNITY SERVICES	127	146
PERSON FIRST, INC.	-	7
PERSONAL CHOICE	-	2
PERSONAL QUALITY CARE, INC.	-	8
PHOENIX COMMUNITY SERVICES LLC	-	25
PLANS TO PROSPER LLC	-	2
PLANTING POSSIBILITIES	0	7
PRAIRE QUEST, INC	30	15
PRIME CARE RESIDENTIAL SERVICES, LLC	-	16
PUTNAM COUNTY COMPREHENSIVE SERVICES, INC.	104	80
QUALITY COMMUNITY SERVICES, INC.	0	37
QUALITY LIVING SOLUTIONS, LLC	-	7
RBR Alliance - BLUE RIVER SERVICES, INC.	178	155
RBR Alliance - Rauch	6	4
RES-CARE, INC.	-	152
SHARES, INC.	205	147

PROGRAM NAME	NO. of INDIVIDUALS 2022	NO. of INDIVIDUALS 2023
SIRS, INC.	194	178
SKY POINT SOCIAL SERVICES	0	0
STARLINE COMMUNITY SERVICES, INC	0	0
ST. ELIZABETH CATHOLIC CHARITIES	-	2
STONE BELT ARC, INC.	317	344
SWEET OWEN INDUSTRIES ARC	37	37
SYCAMORE REHABILITATION SERVICES/HENDRICKS CO. ARC, INC.	451	597
TANGRAM	17	8
TENDER LOVE HOME SERVICES LLC	-	
THE ARC NOBLE COUNTY FOUNDATIONS	64	23
TRADEWINDS SERVICES, INC.	212	65
VIAQUEST COMMUNITY SOLUTIONS LLC	-	54
VOLUNTEERS OF AMERICA MID-STATES	0	22
WABASH CENTER, INC.	258	228



CONTACT US



Postal Address

Indiana Institute on Disability and Community
Indiana University
2810 East Discovery Parkway
Bloomington, IN 47408



Email

iidc@indiana.edu



Website

iidc.indiana.edu



Phone

(812-855-6508)