Employment First Quality Assurance Report

Contents

2022 Employment First Quality Assurance Report

Introduction

This report summarizes the outcomes of the Employment First Quality Assurance Plan. The objectives defined in the 2014 Quality Assurance Plan provide the framework for the metrics reported here. The last Quality Assurance Report was completed for State Fiscal Year (SFY) 2016. For the purposes of this document, all metrics available for SFY 2017 through SFY 2021 will be reported.

Employment First in Oregon is committed to successful employment outcomes for people with intellectual and developmental disabilities. Throughout this review period, the Office of Developmental Disabilities Services (ODDS), Vocational Rehabilitation (VR), and the Oregon Department of Education (ODE) have implemented new and revised guidance and protocols to ensure the most person-centered outcomes are met, and people who want to work are afforded the supports needed to reach their employment goals.

Throughout this report it is important to note that COVID-19 had a significant impact on SFY 2020-2021 outcomes.
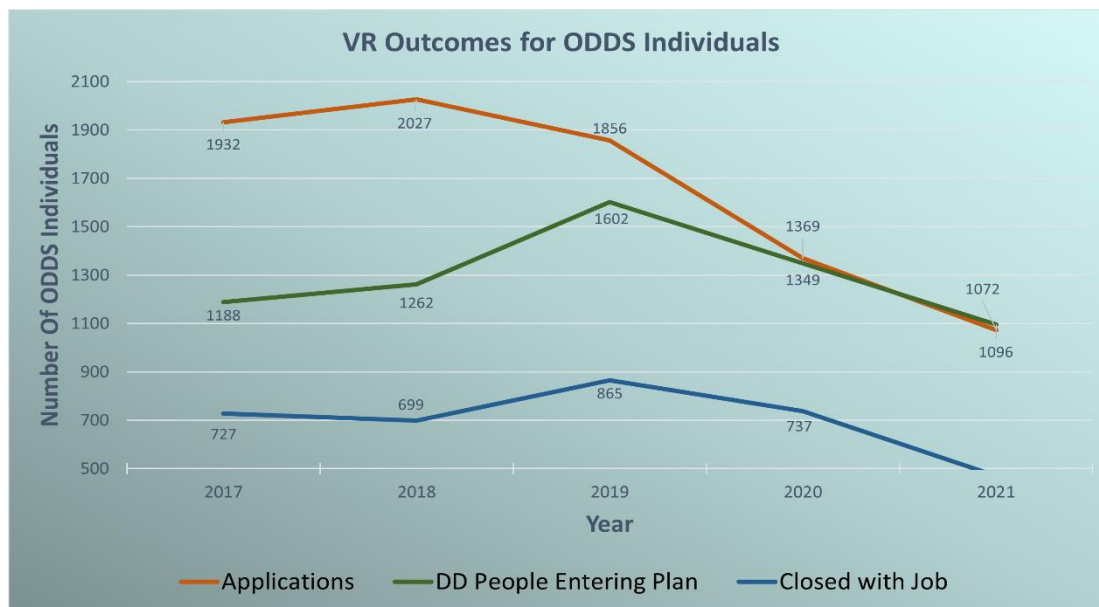
A. Quality of Planning

Quality improvements in service planning documents across ODDS, VR and ODE have been broadly implemented, communicated, and trained to better reflect the needs and desires of individual. Plans across agencies reflect the same outcome and are coordinated in annual planning meetings and other communications.

Quality Assurance Activities

Goal 1: Continue to MONITOR AND EVALUATE employment service planning across all agencies to ensure informed choice and compliance with integrated employment service expectations	
Strategies	*Status*
Continue to monitor and evaluate timeliness of service planning across all agencies (ODDS, VR, ODE).	Ongoing work continues and will remain a top priority for Employment First. ODDS ISPs include Career Development Plans and are completed annually. VR has federal metrics it is required to meet and report on. Highlights are summarized in the following graphs. ODE Individual Education Program documents are completed on an annual basis.
Work with ODDS QA Staff to enhance the monitoring of the employment-related aspects of the current ODDS QA Field Reviews	This item was accomplished with implementation of the new employment tab of the Developmental Disabilities Quality Assurance Field Review tool as reported in 2016.
Work with VR QA Staff to develop data to support continued analysis and evaluation of effectiveness of program activities.	The Lane v. Brown Semi-Annual Report compiles findings on Provider Level Outcomes, Wages, Hours Worked, Plan and Closure, as well as additional metrics identified.
Monitor and evaluate data available from ODE related to effectiveness of employment service planning.	ODE publishes an annual Post School Outcomes Report. Information on Secondary Transition for Students with Disabilities is available: https://www.oregon.gov/ode/students-and-family/SpecialEducation/SecondaryTransition/Pages/Secondary-Transition-for-Students-with-Disabilities.aspx

Table 1

VR Outcomes for ODDS Individuals

Graph 1

VR Application to Eligibility 2017-2021

Graph 2

2022 Employment First Quality Assurance Report
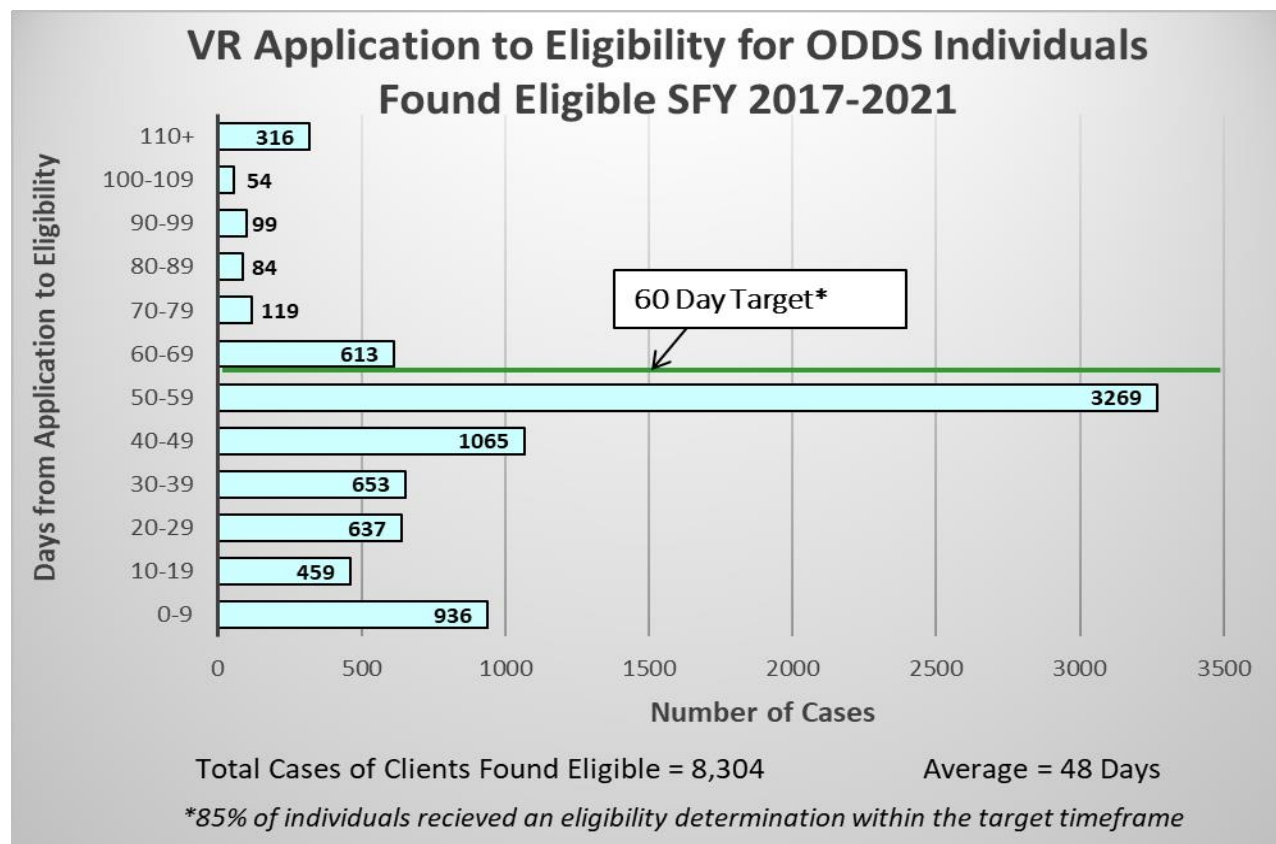
VR Eligibility to Plan 2017-2021 Graph

Days from Eligibility to IPE* for ODDS Individuals Closed from VR in State Fiscal Year 2017-2021

Days from Eligibility to Plan (y-axis):

- 600+ : 97
- 500-599 : 60
- 400-499 : 125
- 300-399 : 221
- 200-299 : 537
- 100-199 : 1,032
- 0-99 : 4,425

82% entered plan within 180 days

64% entered plan within 90 days

Number of People (x-axis): - , 500, 1,000, 1,500, 2,000, 2,500, 3,000, 3,500, 4,000, 4,500, 5,000

Total Individuals Entering Plan = 6,497   Average Days = 109

*IPE stands for Individualized Plan for Employment

Graph 3

2022 Employment First Quality Assurance Report

VR Application to Employment Outcome
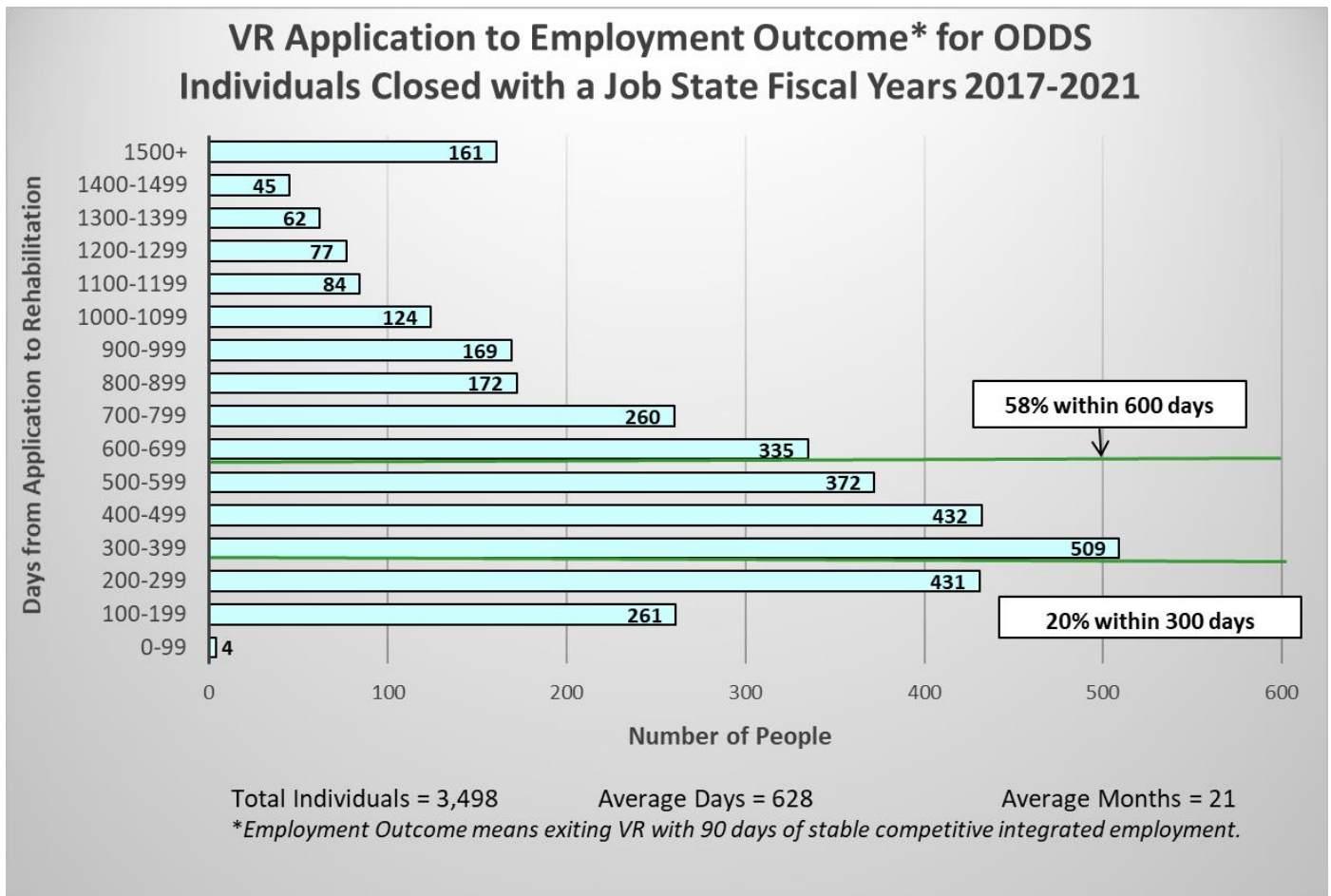
Graph 4

Hours Worked Per Week at VR Closure

Hours Worked per Week at VR Closure for ODDS Individuals between SFY 2017-2021

Hours Per Week	Number of People
40 HRS	23
30-39 HRS	27
20-29 HRS	232
10-19 HRS	183
1-9 HRS	244

Total Individuals with Reported Hours = 940   Average Hours = 11.3

Graph 5

2022 Employment First Quality Assurance Report
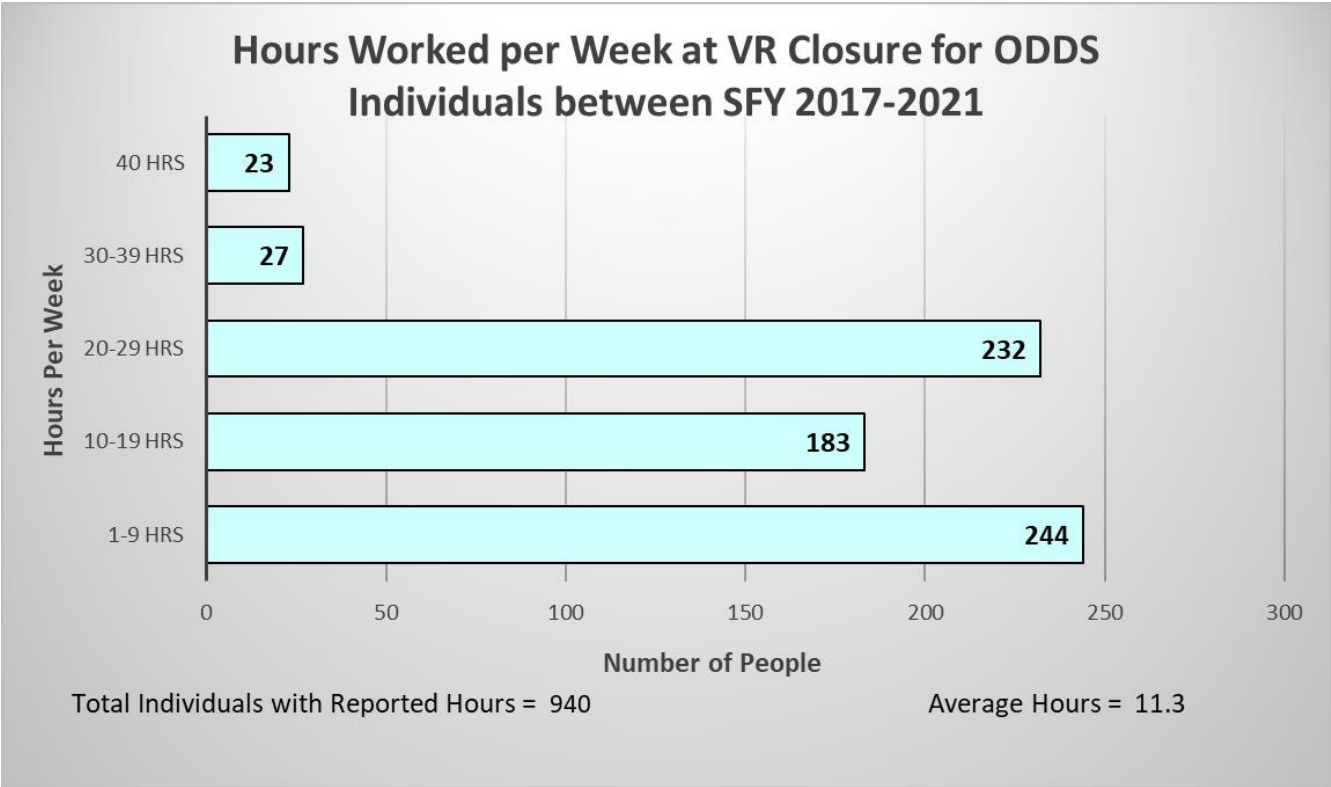
ODE Data

PSO data reflects what school leavers did in the first 12 months after leaving school. Due to this data collection period, the results for each year of school leavers is reported two years after their exit date.

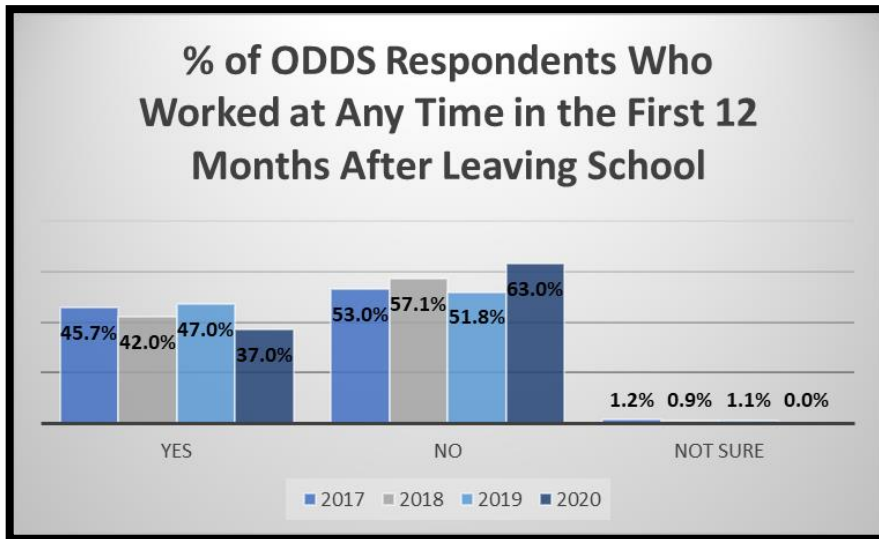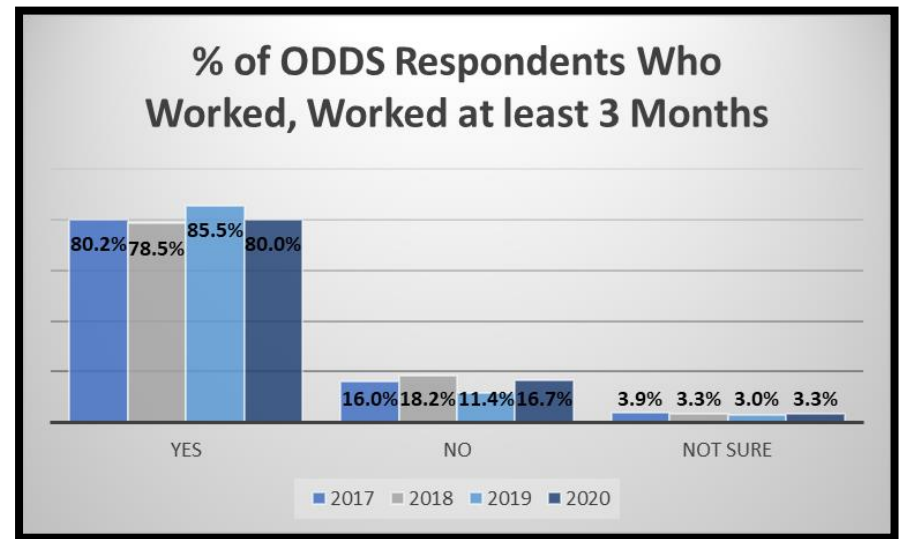| Job Location	Percentage of ODDS Respondents Who Worked by Location (Year)			
	2017	2018	2019	2020
ODDS Respondents who worked	257	181	166	30
Company, Business, or Service with people with and without disabilities	77.4%	84.5%	83.7%	80.0%
Self-Employed	2.3%	3.3%	1.8%	0.0%
In Supported Employment (paid work with s	7.4%	2.2%	1.8%	0.0%
Family's Business	5.8%	0.6%	5.4%	6.7%
Sheltered Employment	1.6%	5.0%	3.0%	3.3%
Other	3.6%	2.2%	3.7%	6.6%
Don't Know/No Answer	1.9%	2.2%	0.6%	3.3%

Table 2

2022 Employment First Quality Assurance Report

Graph 6

Graph 7

Graph 8

Graph 9

2022 Employment First Quality Assurance Report
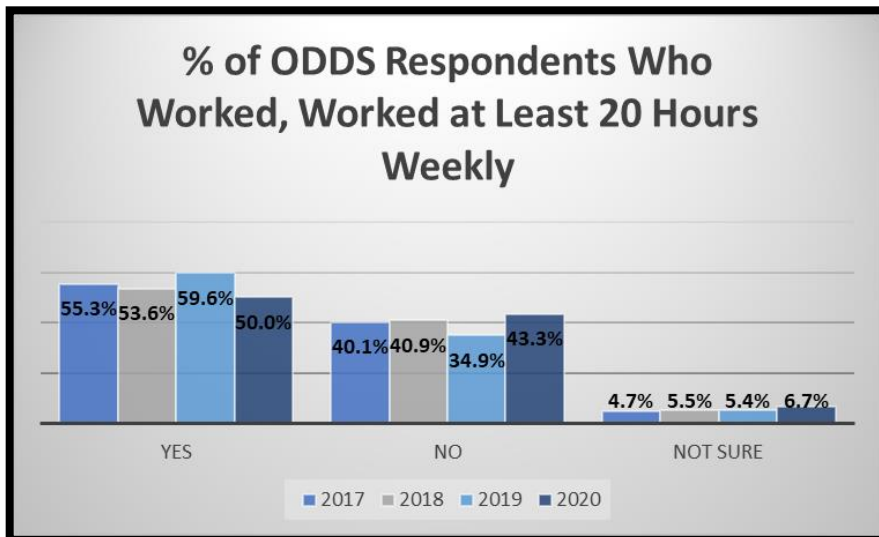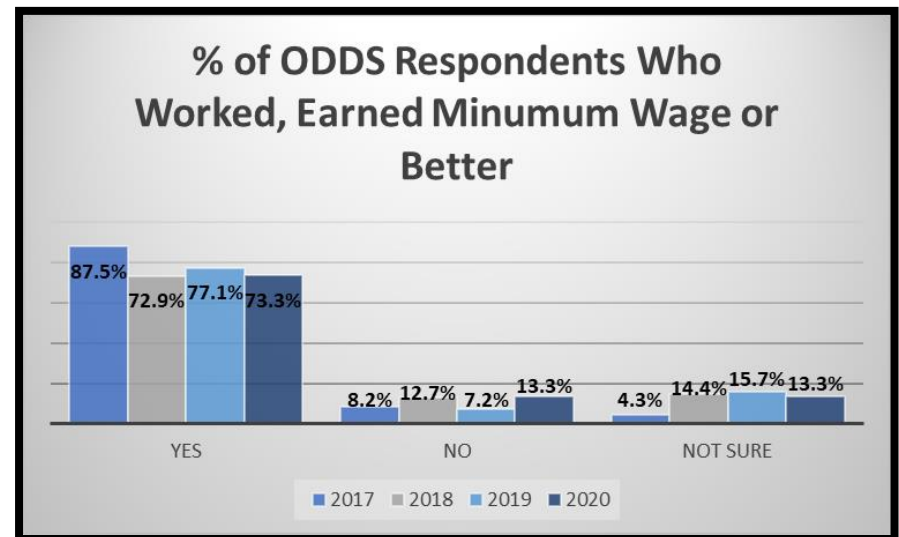
Goal 2: Develop and implement TARGETED MONITORING strategies to help evaluate the quality of employment service planning across all agencies	
Strategies	*Status*
Work with ODDS QA Staff to develop checklist and procedures for in depth qualitative file review by ODDS and EF field staff Pursue coursework or additional training on qualitative research techniques for QA Staff who will be conducting qualitative field reviews.	ODDS Regional Employment Staff currently perform Quality Assurance Reviews for Employment Services. These regional staff complete qualitative monitoring during these onsite visits to CDDPs and Brokerages, as well as during visits they make to Provider Organizations. There is follow up training and technical assistance with CDDPs, Brokerages, and Provider Organizations when warranted.
Develop plan for monitoring and evaluating effectiveness of new Career Development Plan (CDP) form and planning process.	
Work with VR to analyze effectiveness of VR strategy to assign ODDS consumers to specially trained VR Counselors (DD Specialists).	All Vocational Rehabilitation Counselors currently have people with Intellectual/Developmental Disabilities (I/DD) on their caseload.
Develop and implement strategy for monitoring ODDS time-limited services and reviewing time in status	All employment services are individualized and planned as documented in an individual's annual ISP. Time limited services must align with a goal for integrated employment, and services utilized must be oriented with a plan to achieve that goal. Employment Path Facility service settings were required to be HCBS-compliant by Sept. 1, 2018. Additionally, it was required to be used in combination with Employment Path Community or another community service. The last Sheltered Workshop in Oregon closed September 2020. Future work should emphasize qualitative analysis in the Employment Quality Assurance Reviews to ensure time utilized in time limited services is relevant and progressing toward employment goals.

Table 3

Quality Improvement Initiatives

Project	Status
Work with ODE to evaluate feasibility of enhancing the requirements for the Summary of Performance to be a more robust "school leaving" document (consider modeling after National Transition Documentation Summit).	**Completed**: The Summary of Performance (SOP) is required under the reauthorization of the Individuals with Disabilities Education Act of 2004 (IDEA 2004). The SOP must be given to students that graduate with a regular diploma or age out. This means that students that stay in the education system until age 21 automatically receive a Summary of Performance upon exit, which includes individuals in the target population.
Work with ODE to evaluate feasibility of requiring that a Summary of Performance be provided to all individuals in the Target Population under Executive Order No. 13-04 instead of just those students who graduate with a regular diploma or who exceed the age of eligibility.	Additionally, ODE guidance is that all students that leave school with a modified diploma, an extended diploma, or an alternative certificate should also receive an SOP, which includes individuals in the target population. The SOP is completed during the final year of a student's high school education, and the timing of completion of the SOP may vary depending on the student's post-secondary goals.

Table 4

2022 Employment First Quality Assurance Report

B. Quality of Providers

In early January 2021, Employment First launched a new workforce website for available jobs in the I/DD field, such as job coaches, job developers and direct support professionals. Impact Oregon is a job board website where ODDS providers and case management entities can post available jobs, for free. The website was launched January 2021 and can be accessed here: https://impactoregon.careers/.

Providers continue to embrace the belief that individuals with I/DD can work in integrated settings. Employment First has established consistency in qualifications and credentialing across programs and have established and implemented core competencies for all employment service providers.

All providers who operated sheltered workshops have transformed their operations to no longer provide facility-based workshop services. Providers continue to improve community employment outcomes for individuals with I/DD, as evidenced in the Employment Outcomes System.

Quality Assurance Activities

GOAL 1: Monitor implementation of CORE COMPETENCIES for employment service providers	
Strategies	*Status*
Work with ODDS and DD Licensing to support implementation of core competency-based qualifications for ODDS independent and agency employment service providers.	**Completed:** All new employment professionals entering the supported employment workforce in Oregon on or after January 1, 2015 must complete core competency training within 90 days of providing the employment service. ODDS created 12 online core competency modules within the DHS Learning Management System to be able to track training for employment professionals. Additionally, this requirement is reviewed when employment regional specialists complete 120 day and annual reviews for Quality Review and Assurance.

Table 5

2022 Employment First Quality Assurance Report

GOAL 2: Develop and implement TARGETED MONITORING strategies to help evaluate the quality of employment services providers and delivery of employment services	
Strategies	*Status*
Work with DD Licensing Staff to revise licensing and certification regulatory requirements and field review process, as needed, to reflect integrated employment expectations.	**Completed:** Beginning July 1, 2016, all provider agencies must be certified under OAR 411-323 and endorsed under the employment rule (OAR 411-345) prior to providing an employment service. In June 2017, ODDS audited credentials for all 31 Provider Agencies delivering employment services who had been "grandfathered" by licensing to not require an employment endorsement as they had already been licensed. All Providers were brought into compliance.
Work with DD Licensing Staff to develop and implemented enhanced monitoring strategies specific to providers of employment services (random quality checks, on-site inspections)	**Completed**: DD Licensing and regional employment staff are currently conducting field reviews of employment providers. Updates to this process include any new requirements set in rule, such as the core competency and credentialing requirements.

Table 6

2022 Employment First Quality Assurance Report

GOAL 3: Develop and implement PERFORMANCE-BASED TOOLS to evaluate employment service providers, incorporating customer feedback where possible	
Strategies	*Status*
Support implementation of VR Job Development Vendor Report Card (including feedback from job developer customer satisfaction survey, if possible)	**Completed:** VR vendor level data is now reported in the semi-annual Employment First report.
Develop common benchmark performance-based standards for ODDS employment service providers and monitor performance against those standards	**Completed**: ODDS provider level data is now available at https://spdweb.hr.state.or.us/EOS/Data. Under the 'Provider' dropdown, select any individual provider you would like to see information for.
Monitor performance of school districts through Post-School Outcomes (PSO) data on school report cards.	**Completed:** The PSO data is reported annually.

Table 7

2022 Employment First Quality Assurance Report

Quality Improvement Initiatives

Strategy	Results
Work within DHS (ODDS, VR and DD Licensing) to evaluate existing requirements for provider quality assurance programs to determine whether changes are needed to standards, monitoring, reporting, and other requirements to support implementation of the Employment First Initiative. Support development of a state template to collect quality assurance program data from providers.	**Completed:** Cross agency staff determined that changes are not needed at this time to existing requirements for provider quality assurance programs.
Evaluate feasibility and desirability of supporting development of a mentoring program that matches experienced and successful employment professionals with newly certified employment professionals. If a mentoring program is implemented, consider waiver amendments to classify mentoring employment professionals as experts, which could enable them to receive additional pay as a mentor-classified Employment Specialist.	**Completed**: In 2018 Employment First included in its training and technical assistance contract a stipend for provider mentoring.

Table 8

C. Quality of Services

Employment First program outcomes continue to improve, and more individuals are working in integrated jobs in their communities. Employment services are delivered in a person-centered manner and in the most integrated setting possible. Individual choice of providers is enhanced with navigating the Employment Outcomes System data, and provider outcomes can be measured by the individual and their team. Quality assurance measures have been implemented to ensure timely and quality service planning.

Quality Assurance Activities

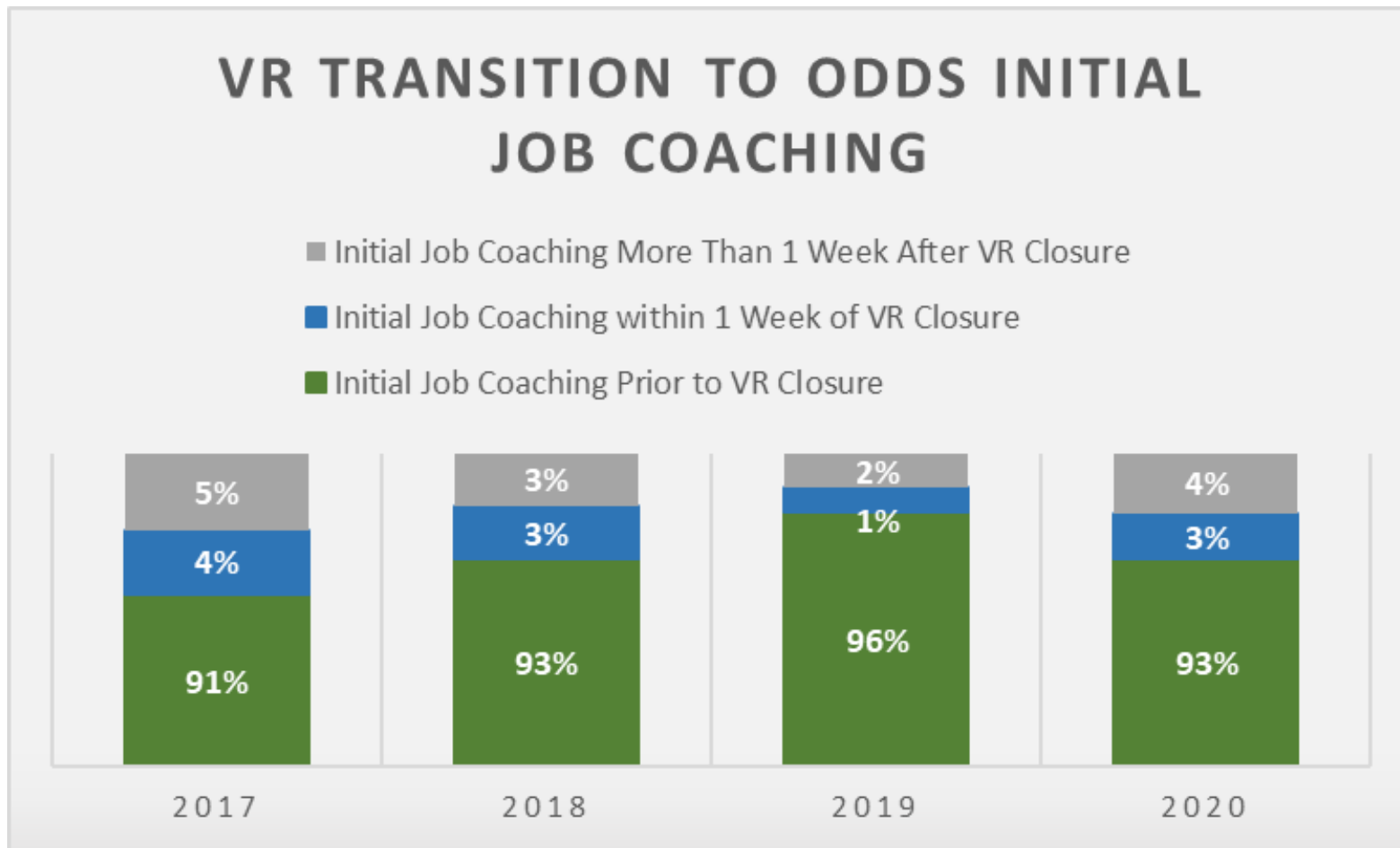| GOAL 1: Continue to MONITOR AND EVALUATE OUTCOMES across all agencies and in all service settings to ensure compliance with integrated employment service expectations	
Strategies	*Status*
Monitor established program outcomes and targets to look for trends to inform Employment First quality assurance and quality improvement efforts	**Completed:** The Employment First Report, published annually in September, reports on the Executive Order, *Lane v. Brown* settlement, and Integrated Employment Plan metrics. These metrics are monitored by the statewide Employment First Stakeholder Policy Group.
Monitor and evaluate timeliness of service delivery across all agencies (ODDS, VR, ODE).	**Completed**: Data is reported in Lane v. Brown Semi-Annual Report.
Develop additional quality assurance measures upon issuance of sub-regulatory guidance by CMS to ensure compliance with HCBS community-based settings rules in non-residential service settings such as where employment services are provided.	**Completed:** CMS requires every state's settings in which it provides Home and Community Based Services (Medicaid HCBS) to be compliant with federal regulations. Sheltered workshops are presumed to not meet HCBS requirements. The last sheltered workshop in Oregon closed in September 2020.

Table 9

GOAL 2: Develop and implement TARGETED MONITORING strategies to help evaluate the quality of employment services being provided to individuals with I/DD	
Strategies	*Status*
Work with ODDS QA Staff to develop checklist and procedures for in-depth (qualitative) file review by ODDS and EF field staff Pursue coursework or additional training on qualitative research techniques for QA Staff who will be conducting qualitative field reviews.	**Completed**: Employment First developed a qualitative file review checklist with the input of a national subject matter expert. Updates to this checklist have been implemented and regional employment specialists currently complete field reviews for qualitative analysis.
Develop plan for monitoring and evaluating effectiveness of new Discovery/Career Exploration service in improving employment outcomes	**Update:** In 2017, ODDS convened a stakeholder group that consisted of self-advocates, ODDS employment providers, VR Counselors (VRCs), Services Coordinators/Personal Agents (SC/PAs) and education professionals to discuss what we had learned since implementing Discovery and to make program improvements. The group, which met from 2017-2019, helped to develop the new Discovery Toolkit, including four new required trainings and: 1. Pre-Referral Discovery Checklist 2. The Discovery Profile 3. ODDS Workers Guide: The Experiential Components of Discovery 4. ODDS Workers Guide: Discovery Guidelines for Service Coordinators/Personal Agents & Discovery Providers 5. Sample Employment Tour Prompts & Ideas 6. Home Visit Questions In SFY 2017, 768 individuals completed Discovery. In SFYs 2018, 2019, 2020, and 2021, 668, 575, 315, and 131 individuals, respectively, received a Discovery Profile. Moving forward these numbers should be analyzed for service utilization and evaluated against job data to determine if this service may be a predictor of community employment outcomes. DD-AR-21-018: https://www.oregon.gov/dhs/SENIORS-DISABILITIES/DD/Transmittals/21018.pdf

Improve monitoring and evaluation as individuals move between systems to ensure people maintain employment and needed supports (e.g., monitor outcomes after VR closes an individual as rehabilitated and the individual transitions to ODDS long-term employment supports and services).	**Update**: In SFY 2017, **123** ODDS individuals utilized ODDS initial job coaching after VR job placement. Of these individuals, **112** (**91**%) began their ODDS job coaching before their VR closure date, and **5** (**4**%) within one week of their VR closure. In SFY 2018, **118** ODDS individuals utilized ODDS initial job coaching after VR job placement. Of these individuals, **110** (**93**%) began their ODDS job coaching before their VR closure date, and **4** (**3**%) within one week of their VR closure. In SFY 2019, **134** ODDS individuals utilized ODDS initial job coaching after VR job placement. Of these individuals, **129** (**96**%) began their ODDS job coaching before their VR closure date, and **2** (**1**%) within one week of their VR closure. In SFY 2020, **104** ODDS individuals utilized ODDS initial job coaching after VR job placement. Of these individuals, **97** (**93**%) began their ODDS job coaching before their VR closure date, and **3** (**3**%) within one week of their VR closure. In SFY 2021, **282** ODDS individuals utilized ODDS initial job coaching after VR job placement. Of these individuals, **242** (**86**%) began their ODDS job coaching before their VR closure date, and **2** (**1**%) within one week of their VR closure. These measures clearly demonstrate efforts to create a smoother transition between services has been extraordinarily successful.

Table 10

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VR Transition to ODDS Graph

Graph 10

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ODDS to VR Transition Tables

Services Accessed by ODDS Individuals Three Months Prior to VR Application in SFY 2017	
Day or Employment Service	Number of Individuals per Service*
Discovery	93
DSA - Community	157
DSA - Facility	116
Employment Path Services - Community	195
Employment Path Services - Facility	154
Individual Supported Employment	111
Small Group Supported Employment	54
Total Individuals (in Day or Employment Services)	513
*This is a distinct count, meaning the same individual can be counted in multiple services. That is why the total individuals is smaller than the total distinct counts.	

Table 11

Services Accessed by ODDS Individuals Three Months Prior to VR Application in SFY 2018	
Day or Employment Service	Number of Individuals per Service*
Discovery	109
DSA - Community	168
DSA - Facility	113
Employment Path Services - Community	185
Employment Path Services - Facility	166
Individual Supported Employment	139
Small Group Supported Employment	62
Total Individuals (in Day or Employment Services)	586
*This is a distinct count, meaning the same individual can be counted in multiple services. That is why the total individuals is smaller than the total distinct counts.	

Table 12

Services Accessed by ODDS Individuals Three Months Prior to VR Application in SFY 2019	
Day or Employment Service	Number of Individuals per Service*
Benefits Counseling	2
Discovery	95
DSA - Community	205
DSA - Facility	119
Employment Path Services - Community	149
Employment Path Services - Facility	104
Individual Supported Employment	201
Small Group Supported Employment	75
Total Individuals (in Day or Employment Services)	603
*This is a distinct count, meaning the same individual can be counted in multiple services. That is why the total individuals is smaller than the total distinct counts.	

Table 13

Services Accessed by ODDS Individuals Three Months Prior to VR Application in SFY 2020	
Day or Employment Service	Number of Individuals per Service*
Benefits Counseling	3
Discovery	52
DSA - Community	173
DSA - Facility	74
Employment Path Services - Community	113
Employment Path Services - Facility	39
Individual Supported Employment	171
Small Group Supported Employment	72
Total Individuals (in Day or Employment Services)	462
*This is a distinct count, meaning the same individual can be counted in multiple services. That is why the total individuals is smaller than the total distinct counts.	

Table 14

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Services Accessed by ODDS Individuals Three Months Prior to VR Application in SFY 2021	
Day or Employment Service	Number of Individuals per Service*
Benefits Counseling	1
Discovery	14
DSA - Community	65
DSA - Facility	6
Employment Path Services - Community	94
Employment Path Services - Facility	3
Individual Supported Employment	100
Small Group Supported Employment	22
Total Individuals (in Day or Employment Services)	252
*This is a distinct count, meaning the same individual can be counted in multiple services. That is why the total individuals is smaller than the total distinct counts.	

Table 15

GOAL 3: Monitor success of school districts in achieving integrated employment outcomes for transition students and monitor satisfaction of students with transition services	
Strategies	*Status*
Analyze Post-School Outcomes data to identify districts meeting and not meeting state engagement targets for competitive employment	**Completed:** ODE currently publishes an annual Post School Outcomes Report.
Perform qualitative analysis of Post-School Outcomes data to review responses to prompt "If you could tell your school one thing, what would you tell them to help better prepare transition students for life after high school?" (Prompt: What was most helpful or could have been done better?"	**Not Applicable:** ODE tracks and analyzes the answers to this question. Due to the identifying information found in these answers, it was not possible to add this item to the ODE/DHS data sharing agreement. It will therefore not be reported on.

Table 16

2022 Employment First Quality Assurance Report

Quality Improvement Initiatives

Strategy	Status
Develop and implement process or system that improves our ability to track and more uniformly monitor and report on complaints involving employment services that are filed and resolved at the local/field level across all agencies (ODE/VR/ODDS).	**Completed:** Employment First currently tracks complaints at the state level

Table 17

D. Quality of Training

The coordination of training and building the professional skill levels of all people who support individuals with I/DD obtaining integrated employment continues. Through annual contributions and representation at the Statewide Transition Conference, to VR In Service coordination, SC/PA Conference presentations, and National APSE Conference participation, Oregon's commitment to collaboratively improving provider training and competence is evident.

Transformation Grants:

Living Opportunities and Washington Initiative for Supported Employment (WISE) agencies were selected to mentor organizations committed to the transformation process statewide through the Employment First grants. All sheltered workshops in Oregon have closed as of September 2020.

Clackamas Community College Job Coaching Certificate Project

ODDS has partnered with Clackamas Community College's Customized Training Department to develop an 80-hour certificate program to train direct service professionals and job coaches. This training is intended to create a funnel for new workers to enter our industry from Workforce and create additional capacity for training existing job coaches already in our field.

WISE Training & Technical Assistance

DHS contracted with WISE to provide technical assistance and training to execute the Oregon Statewide Employment First Project. Oregon Employment Learning Network (OELN) was a series of trainings offered throughout the state, free to providers to attend in person. WISE obtained Association of Community Rehabilitation Educators (ACRE) certification for the OELN series, adding an additional layer of credential. DHS also contracted with WISE to develop on demand training modules that help support people with I/DD become employed and maintain their employment. These trainings launched online in early 2021.

GOAL 1: Monitor progress in providing foundational Employment First training to staff and other individuals involved in providing employment services (to help build culture and expectation for integrated employment)	
Strategies	Status
Compile and analyze attendance data on trainings being offered to staff and individuals involved in employment service planning for individuals with I/DD ("EF 101"—vision, values, history) to determine reach and coverage of messaging. Review post-training survey data to determine impact. Ensure trainings are conducted in such a way as to provide data for tracking reach (i.e., number of attendees).	**Completed:** The Core Competency Modules are contained in the Oregon Department of Human Services Learning Management System. In order to have a training profile, users must register for access. This has allowed ODDS to be able to ensure attendance and successful completion of all online modules as required.

Table 18

GOAL 2: Evaluate effectiveness of core competency training being provided for employment professionals.	
Strategies	Status
Monitor outcomes achieved by individuals who attended training compared to those who did not. Monitor whether individuals attending training were able to demonstrate competency post-training in order to attain an Association for Persons in Supported Employment (APSE) or other certification. In longer term, evaluate feasibility of implementing portfolio method to demonstrate competency as a performance tool for employment professionals cross agencies.	**Completed:** ODDS launched the Core Competency and Training Standards for Supported Employment Professionals for statewide training and competency reporting. Each module contains an assessment at the conclusion to demonstrate key concepts of the modules. A score of 90% on the assessment is required to receive a passing score.

Table 19

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E. Quality of Data

Data collection, sharing and analysis allows QA Staff to monitor and evaluate activities, informs key policy and strategy decisions and quality improvement efforts, and helps monitor progress in implementing the Executive Order.

Progress toward Executive Order goals of increasing provider capabilities and client employment outcomes have regularly been tracked in the Employment Outcomes System and reported on in the Lane v. Brown Semi-Annual Report.

Quality Assurance Activities

GOAL 1: Create integrated, cross-agency data collection and reporting system to improve reporting on employment outcomes		
Strategies	*Status*	*Additional Information*
Enter into data sharing agreements with key agency partners to improve reporting on outcomes	**Completed:** DHS has data sharing agreements in place with ODE, Oregon Employment Department (OED) allowing the Employment First data analyst to draw from multiple sources when analyzing the outcomes for ODDS clients. ODDS and VR, including Oregon Commission for the Blind (OCB), have data sharing arrangements that do not require a formal agreement, because both programs are within the Oregon Department of Human Services.	Shared data is reported in the Lane v Brown Semi Annual Reports: https://www.oregon.gov/dhs/EMPLOYMENT/EMPLOYMENT-FIRST/Pages/data-reports.aspx
Revise data sharing agreements as needed to continuously improve the quality of the available data	**Completed:** Data sharing agreements continue to be updated as needed.	

Table 20

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GOAL 2: Collaborate with ODDS to Improve reporting and available data on ODDS employment service planning, utilization, and outcomes through implementation of Plan of Care system in eXPRS.	
Strategies	*Status*
Migrate data collection and reporting from EOS to Plan of Care (POC) when POC comes online.	**Completed:** Billing under Plan of Care (POC) began September 2014. All Day and Employment Services are now collected through POC and the eXPRS billing system. The Employment Outcomes System (EOS) collects provider-level data, and the Career Development Plan Report analyzes client level planning services. Additional data is reported in the Lane v Brown Semi Annual Reports: https://www.oregon.gov/dhs/EMPLOYMENT/EMPLOYMENT-FIRST/Pages/data-reports.aspx
Work with ODDS to analyze needed changes to EOS system after POC comes online.	

Table 21

Quality Improvement Initiatives

Description	Status
Collaborate with ODE, VR and ODDS to do further analysis on recommendation to increase the Post-School Outcomes Survey to be a 100 percent sample of school leavers each year. Develop plan for implementation of recommendation.	**Completed:** This item has been accomplished. The PSO Report is released annually by ODE.

Table 22

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F. Quality of Life

Our efforts are making a difference in people's lives. Individuals who have community integrated employment report high satisfaction with life, income, and increased opportunities.

Quality Assurance Activities

GOAL: Ensure that our efforts to improve delivery of employment services to individuals with I/DD are making a positive difference in their quality of life.	
Strategies	*Status*
Analyze outcomes using key quality of life indicators from ODDS's National Core Indicators (NCI) Survey Data for individuals reporting integrated employment versus sheltered employment or not employed.	**Update:** Oregon participates in the National Core Indicators Project, through the National Association of Developmental Disability Directors (NASDDDs). 2017-2018: 60 respondents stated they had a job in the community. 92% reported they liked their job. 45% stated they wanted to work somewhere else. 2018-2019: 86 respondents stated they had a job in the community. 92% of people who reported to have a paid community job like their current job. 47% state they wanted to work somewhere else. Oregon's employment rates and wages surpassed NCI national Averages; however, although reported hours are lower than national averages, there is a notable increase between the two review periods. This shows positive outcomes from the efforts of Employment First policies and practices. NCI Data reports for Oregon are published online at: https://www.nationalcoreindicators.org/states/OR/

Table 23

NCI reports on four types of community jobs (from NCI In Person Survey (IPS) State Report -Oregon report):
1. Individual job without publicly funded supports—an individual job in which the person does not receive state or other funded supports;
2. Individual job with publicly funded supports—an individual job in which the person receives state or other funded supports;
3. Group-supported—a job that takes part in an integrated setting but is done with a group of individuals with disabilities;
4. Community job in a business that primarily hires people with disabilities—a job where the employees with disabilities interact with the non-disabled population; this job is not in a sheltered workshop and is NOT an enclave. No data was reported for Oregon for this metric and was omitted from the following graphs.

Important note on data

The NCI In-Person Survey is completed with adults with intellectual or developmental disabilities age 18 and older receiving at least one paid service from the Office of Developmental Disabilities Services.

These graphs are summarized reproductions of the NCI graphs displayed in the NCI Oregon reports for the stated years.

Percentages shown in charts are not distinct counts, meaning a respondent from the survey may have answered a question with two "different" answers, and may reflect a person's participation in more than one service type.

For instance, in Graph 12 below, Oregon's percentages of 45%, 31%, and 32% total 108%; but this is due to the fact that respondents may have reported the use of more than one service type during the survey period.

Also, in Graphs 13 & 14, Oregon has zeros for "Individual Job Without Publicly Funded Supports" as there was insufficient data for NCI to publish in their final reports.
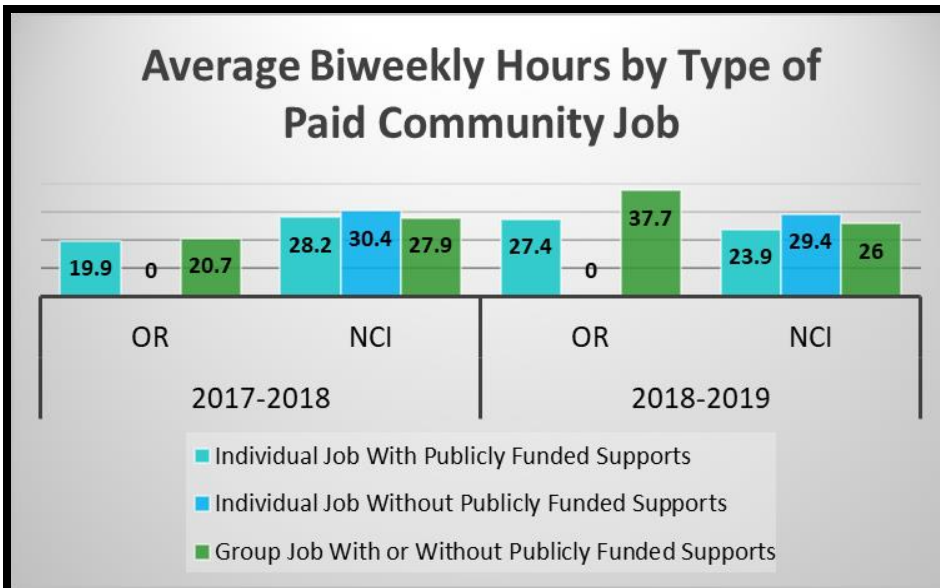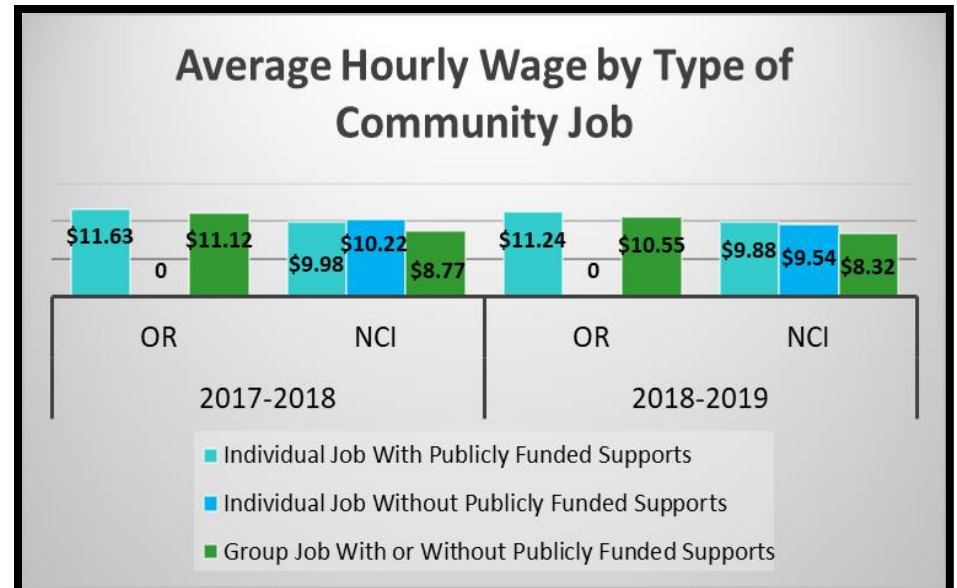
NCI Data Graphs

Graph 11
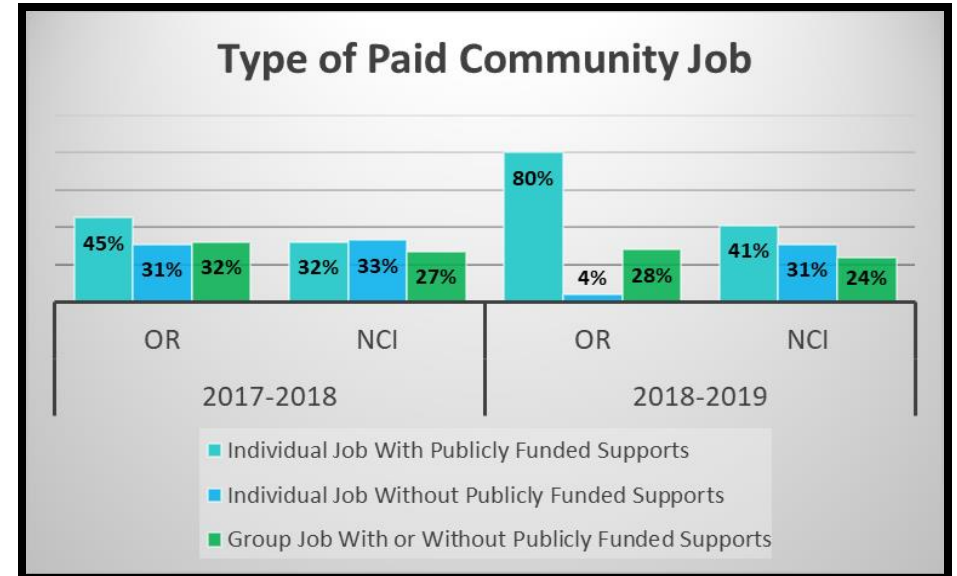
Graph 12

Graph 13

Graph 14

2022 Employment First Quality Assurance Report

Quality Improvement Initiatives

Description	Status
Work closely with ODDS to look for ways to continuously improve the relevance and utility of the NCI data	Update: NCI Data reports for Oregon are published online at: https://www.nationalcoreindicators.org/states/OR/

Table 24

Summary and Conclusion

This report includes results from the Lane v. Brown Semi Annual Report (also referred to as the Employment First Data Report) which has established metrics in VR outcomes for ODDS individuals. This report also includes Post School Outcomes data from the Oregon Department of Education.

The information reported here demonstrates the products of collaborative effort by multiple state agencies to advance Employment First outcomes.

Measures in this report, as well as the semi-annual Employment First report, show that Oregon outcomes are improving for ODDS individuals seeking employment services and competitive integrated jobs; however, these data points also clearly define areas where continuous improvement efforts must be focused. Oregon agencies continue to work collaboratively to achieve positive outcomes for individuals seeking employment.

Questions or any feedback on this plan can be directed to the Employment First Team at employment.first@dhsoha.state.or.us.