



EMPLOYMENT

The Goal: Increasing Integrated Employment

BACKGROUND

Most adults with developmental disabilities in Wisconsin want a real job in the community with a fair wage. Unfortunately only 1 in 5 of them have received the right supports to achieve this goal. Wisconsin has gone from a leader in integrated employment 20 years ago to now being in the lower half of states measuring integrated employment rates. Many of Wisconsin's leaders, including Governor Walker and a growing number of legislators, have said publicly that integrated employment should be a high priority for high school students and young adults with developmental disabilities. However, much work needs to be done: many more Wisconsin citizens with developmental disabilities are in facility-based work (formerly called "sheltered workshops") than in community jobs.

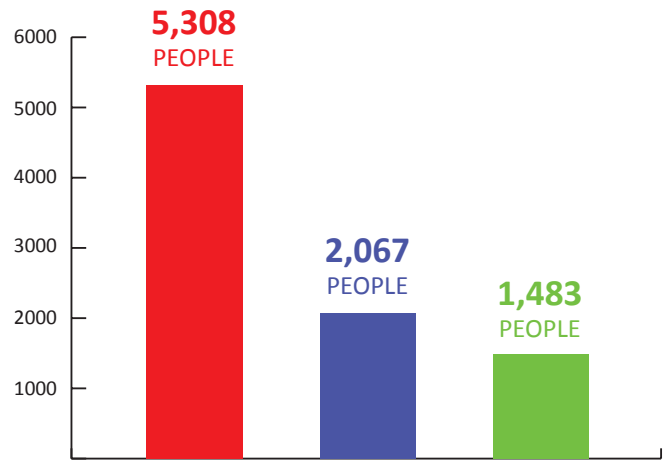
Yet, Wisconsin's current employment situation makes little financial sense. Average wages in community jobs are almost 4 times as high as average wages in facilities; and the long-term cost of supported employment is lower than the cost of maintaining people in facilities (particularly if you look at the cost per dollar of wages earned by the person). Dane County shows what's possible: more than 80% of adults with developmental disabilities have community jobs. Likewise, return on investment is high, with those workers pumping more than \$3.6 million a year back into the local economy. Nationwide, people who earn more wages are less reliant on public services.

ADULTS with DEVELOPMENTAL DISABILITIES in INTEGRATED EMPLOYMENT	
WASHINGTON - 89%	MICHIGAN - 24%
OKLAHOMA - 61%	INDIANA - 23%
CONNECTICUT - 53%	OHIO - 22%
MARYLAND - 39%	IOWA - 21%
NEW MEXICO - 37%	WISCONSIN - 20%
SOUTH CAROLINA - 31%	MINNESOTA - 18%
COLORADO - 25%	ILLINOIS - 10%

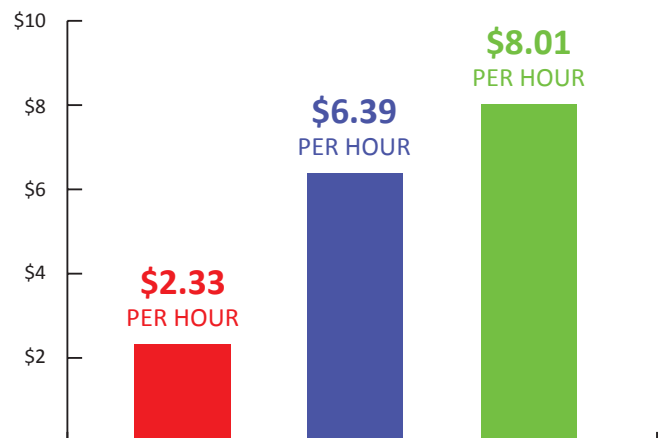
Source: Institute for Community Inclusion

EMPLOYMENT of ADULTS with DEVELOPMENTAL DISABILITIES in WI

~ TYPE of EMPLOYMENT ~



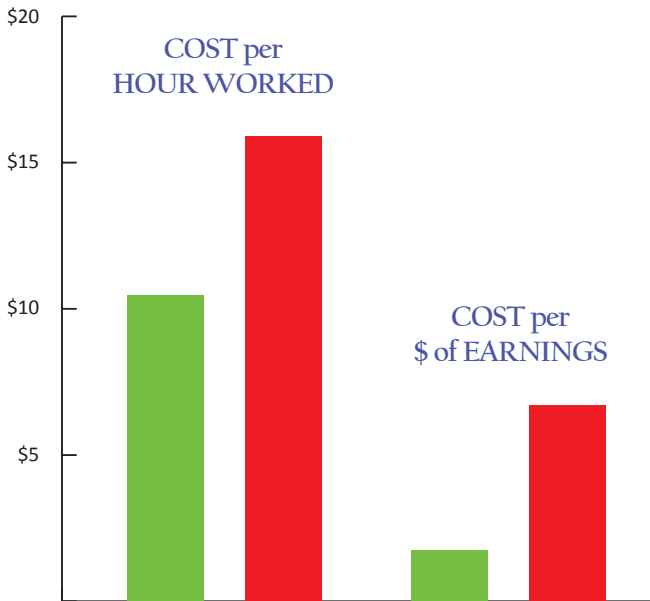
~ HOURLY WAGES ~



- Facility-Based Employment
- Work Crew/Enclave
- Integrated Employment

Source: Wisconsin Department of Health Services

COST to TAXPAYERS



■ Integrated Employment

■ Facility-Based Employment

Cost of facility-based services vs. integrated employment (in terms of cost per hour worked and cost per dollar earned):

- **Cost per hour worked:** \$10.45 in integrated employment vs. \$15.91 in facility-based employment
- **Cost per dollar of earnings:** \$1.75 in integrated employment vs. \$6.72 in facility-based employment

Source: R.E. Cimera Study

LONGER-TERM COST

In a later study of the longer-term cost of Medicaid services for adults with intellectual and developmental disabilities in Wisconsin, Cimera found that, over an eight-and-a-half-year period, the average cost of providing follow-along services to supported employees in integrated settings (\$9,130) was less than a third of the average cost of maintaining similar people in center-based work settings (\$32,353). In other words, the funds required to maintain one employee in a facility-based setting would finance nearly three supported workers in integrated employment settings.

RETURN ON INVESTMENT IN DANE COUNTY

- 83% of working-age people with intellectual or developmental disabilities in Dane County have competitive-wage jobs in the community (vs. 20% statewide).
- Cost of integrated employment services for these people = \$11.2 million/year (40% of that is state or local funding, i.e. \$4.5 million).
- Annual earnings of these people (which flows back into the local economy) = \$3.6 million.
- Recent trends indicate that in the near future, wages earned will equal or exceed the state and local cost of the services.
- If all of these people were in facility-based work, the cost would exceed \$16 million/year and their wages would likely be in the range of \$1 million/year.

RECOMMENDATIONS

1. Ensure that the Governor's Workforce Initiative includes support for workers with disabilities, especially in apprenticeship programs and technical colleges' employment training programs.
2. Provide funding for Work Incentives Benefits Counseling, to ensure that workers with disabilities continue to receive appropriate benefits when they begin paid employment.
3. Change state use contracting so the incentives include (A) a variety of businesses employing workers with disabilities in integrated settings and (B) more small businesses owned by people with disabilities (to reverse the current bias in state use contracting toward segregated programs).
4. Establish performance targets for the percentage of working-age participants in integrated employment in Family Care, Partnership and IRIS.
5. Provide funding for regional employment specialists in every Family Care and Partnership MCO.