Accelerating Competitive Integrated Employment among Adults with IDD

We believe that everyone can and should have the opportunity to work



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Individuals With a Cognitive Disability Are Less Likely to Work and More Likely to Live in Poverty (2024 data)

WORK



77.1%

People with no disability



45.6%

People with any disability



39.7%

People with a cognitive disability

POVERTY

9.9%



People with no disability

23.6%



People with any disability

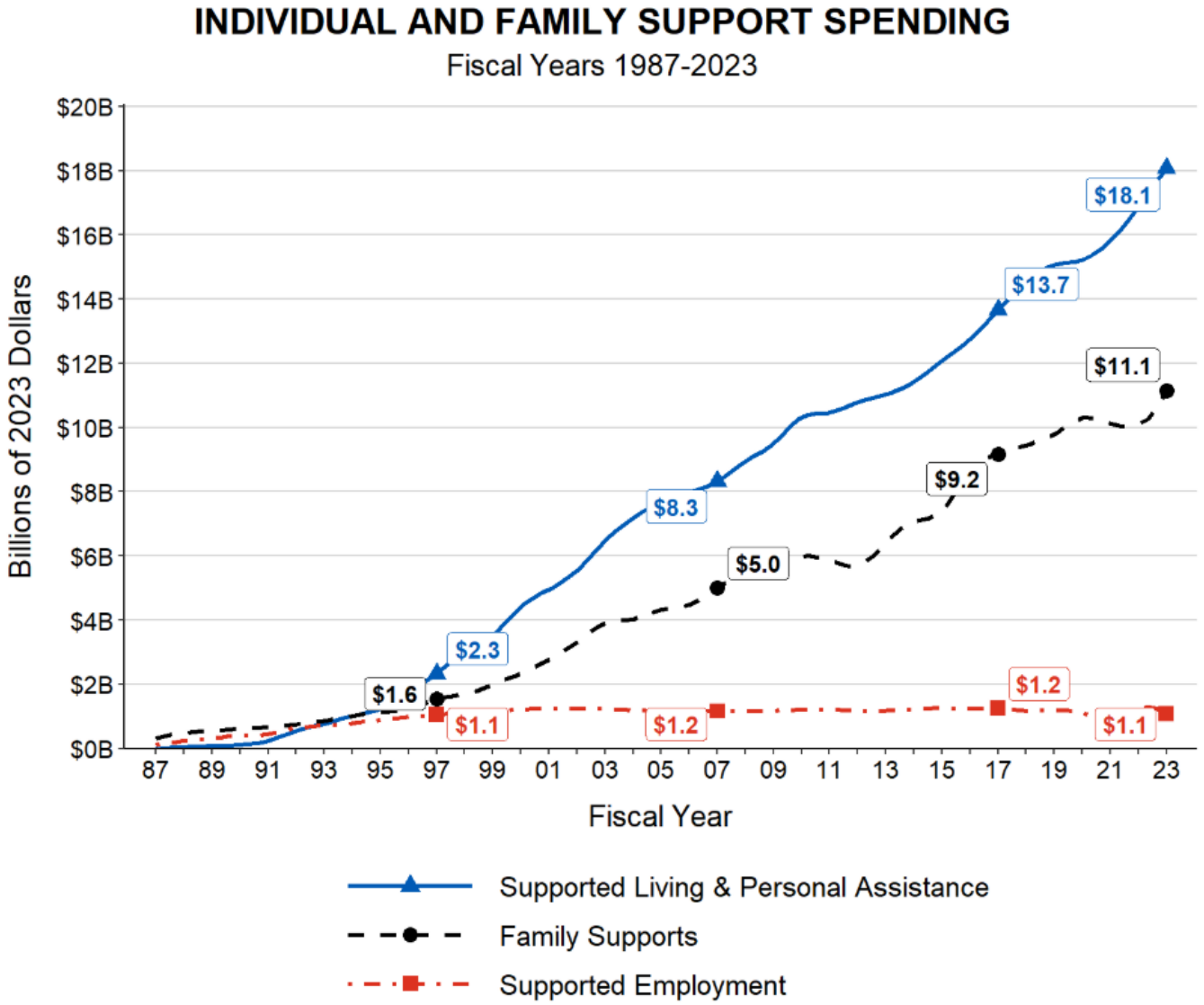
26.6%



People with a cognitive disability

Data Source: American Community Survey, 2024

State of the States Data

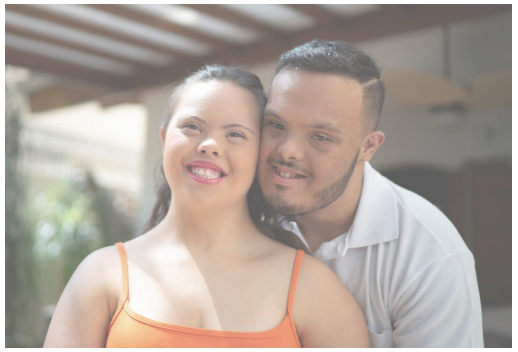


National Core Indicators

Looking at administrative and survey data to create a more nuanced picture of employment













National Core Indicators (NCI)

NCI tools collect data on performance and quality of life indicators directly from:

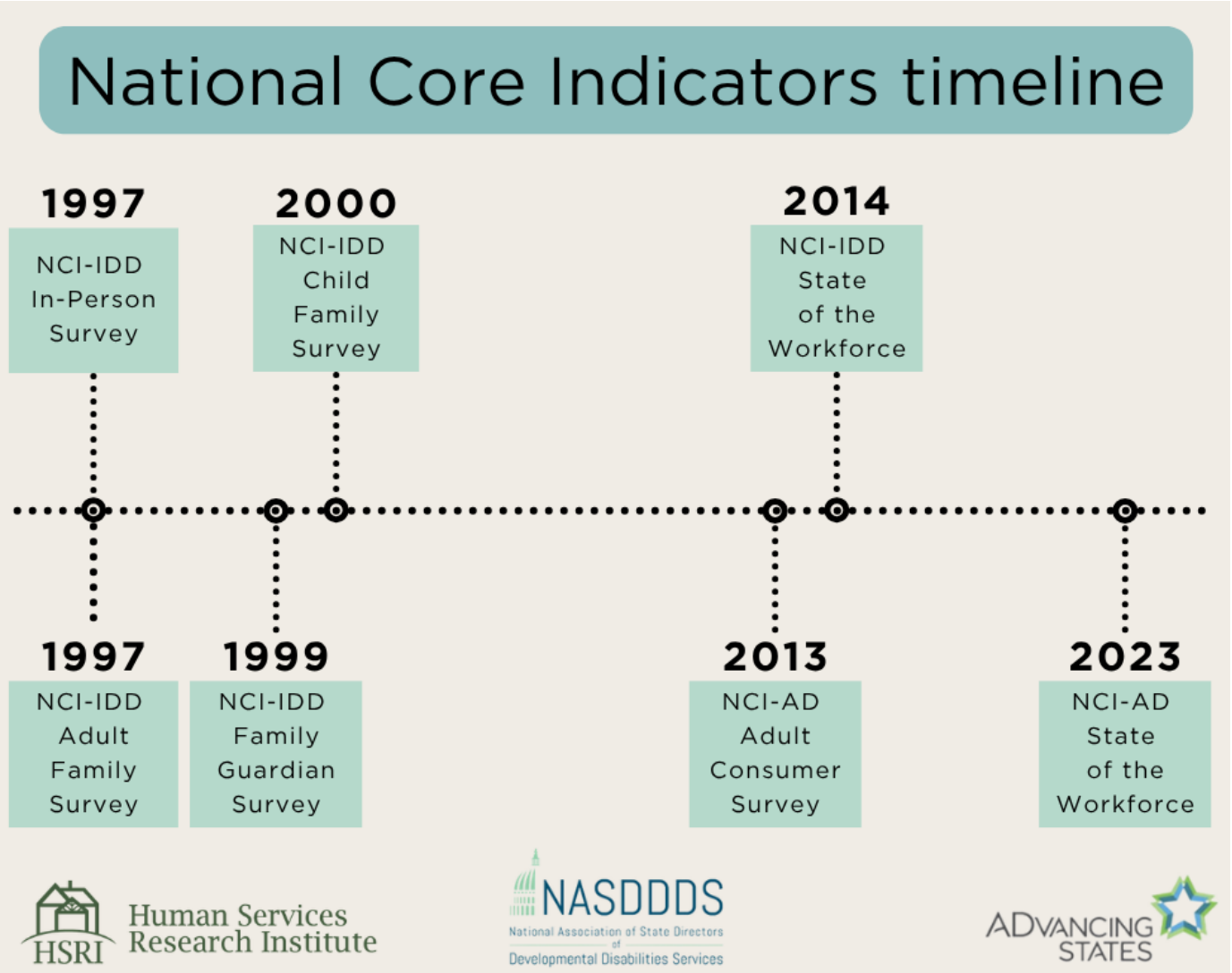
(1) people who use disability and/or aging services systems;

(2) families; and

(3) those who deliver services

Participating states:

- NCI-IDD IPS and Family Surveys: 48
- NCI-AD: 26
- State of the Workforce: 30 states for the NCI-IDD SoTW, and 6 states for NCI-AD SoTW





NCI-IDD In-Person Survey (IPS)

Sampling: States design their samples to be representative of their service population

Inclusion criteria: Person receiving at least one service in addition to case management

Consent: Those who are surveyed are informed that their services will not be impacted directly by their responses

Surveyor training: All surveyors complete standardized training. IPS uses peer-surveyors as well.

Survey features: Flexible administration modes/methods.

Background Information: Gathered from existing sources like case management records, State DD data

Using NCI data for advocacy: The exit ramp

NCI data can reveal patterns and trends, but it doesn't necessarily tell you:

- The root cause(s)
- The right solution(s)

NCI data should be used to start a conversation about the possible root causes of patterns to be sure to consider the various solutions to improve systems.

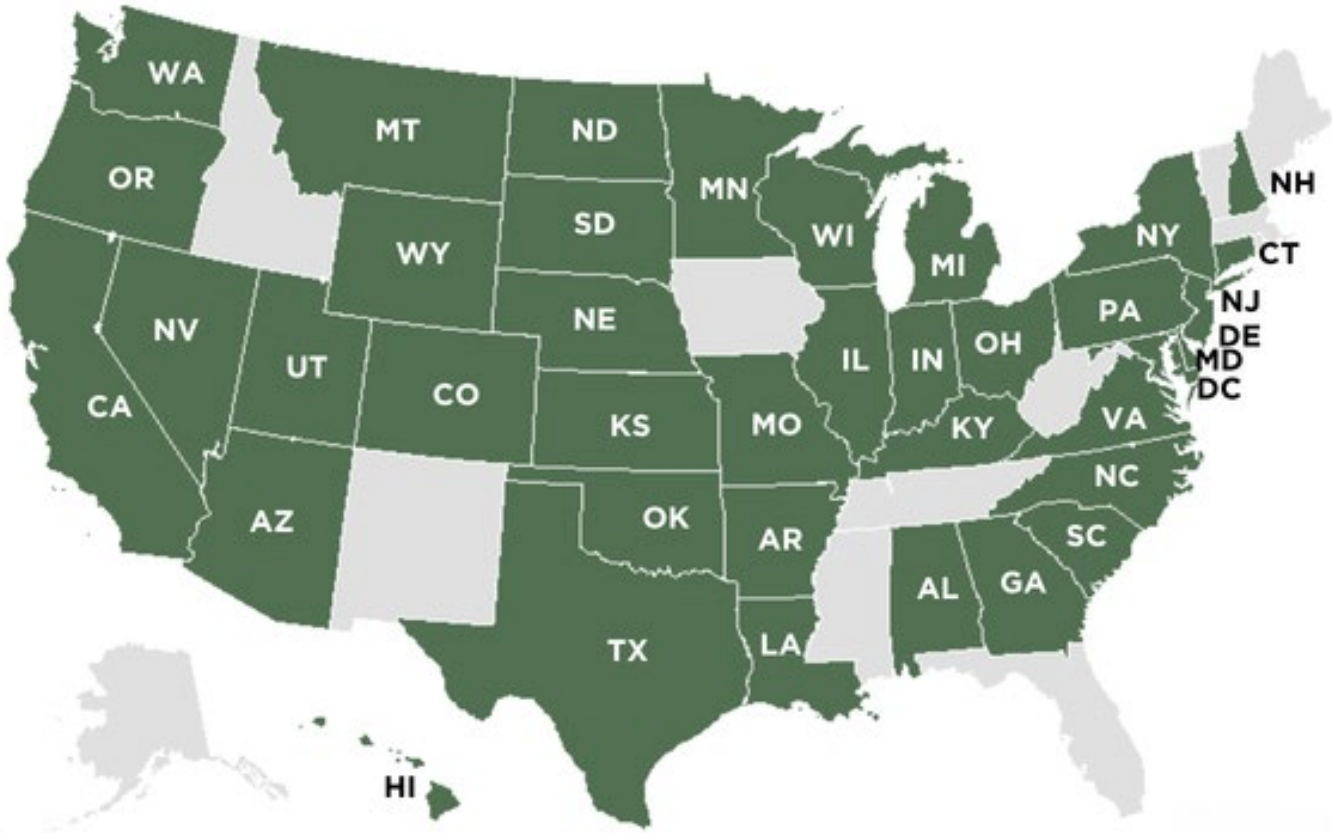


2024-2025 Sample – NCI-IDD IPS

30,888 total respondents

39 states

- **60% male**
- **Average age 40.6**
- **Race/ethnicity**
  - *65% White; 17% Black; 14% Hispanic or Latino*
- **Diagnosis**
  - *82% ID; 30% ASD*



2024-25 NCI-IDD respondents

Residence type

- 49% parent/relative's home
- 29% group home
- 16% own home/apartment
- 4% host home/shared living
- 3% ICF/IID

39% have a mental health condition

49% have a guardian

46% attend a day program at least once per week

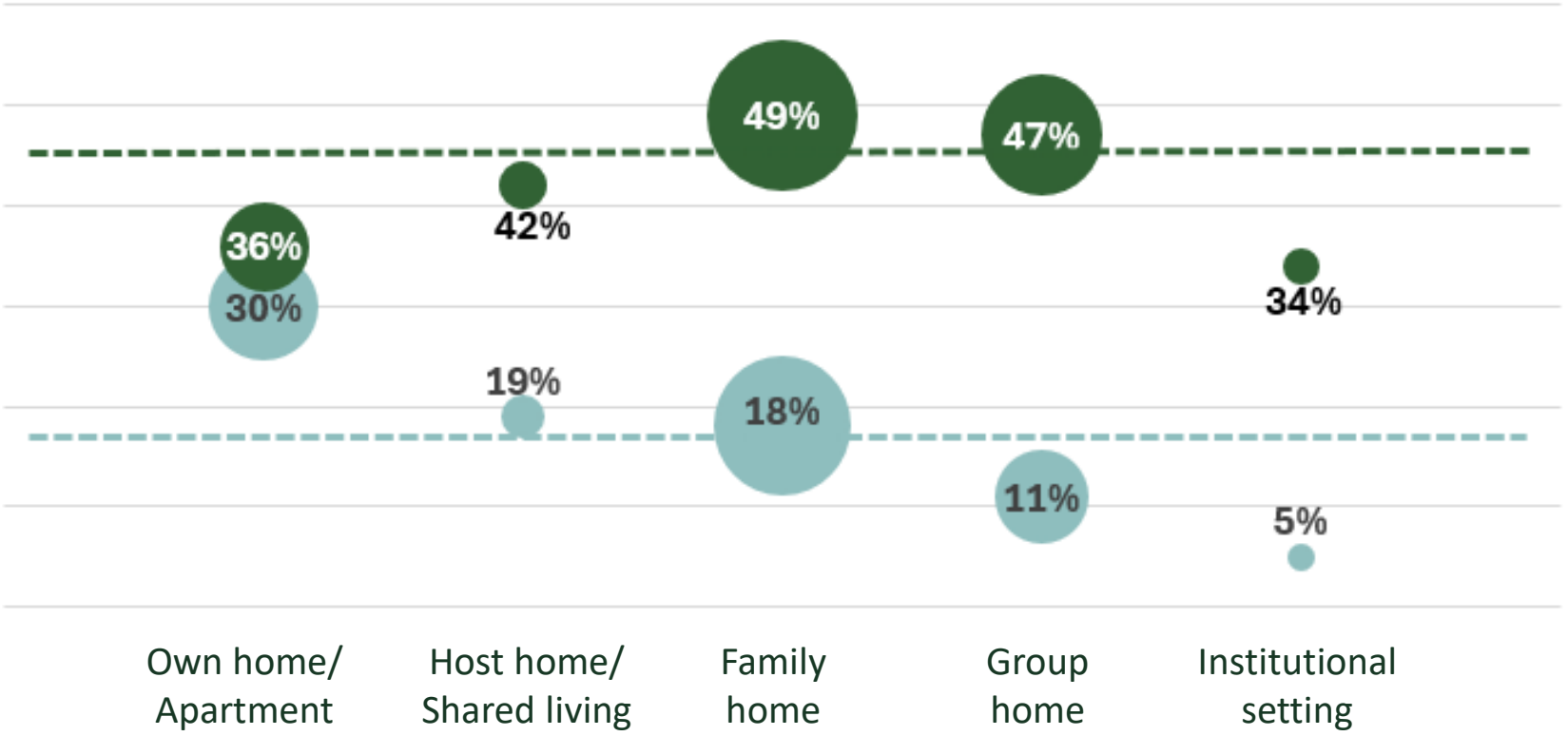
Fewer than 1 in 5 people with IDD have a paid job in the community in 2024-25. Nearly half of those who don't have a job want one.

Does not have job but wants one

Overall NCI-IDD Average: **45%**

Has paid job in the community

Overall NCI-IDD Average: **17%**



Is a paid job the same thing as Competitive Integrated Employment (CIE)?

In short, no.

DoL defines competitive integrated employment (CIE) as:

Work that is performed on a full-time or part-time basis for which an individual is:

1) Compensated at or above minimum wage and comparable to the customary rate paid to employees without disabilities
2) Receiving the same level of benefits and opportunities for advancement as employees without disabilities
3) At a location where the employee interacts with other individuals without disabilities



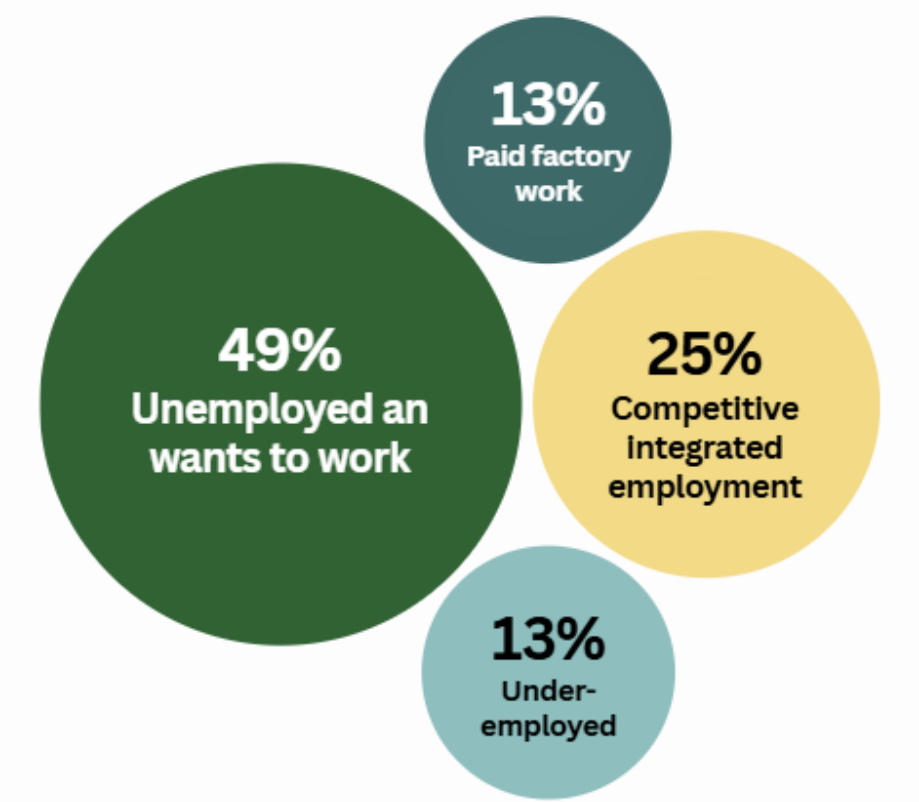
Unemployment, underemployment and CIE

NCI data can be used to classify individuals in the following groups:

- **Unemployed: people who do not have a paid job and want one**
- **Underemployed: people who have a paid job AND the job either:**
  - Is in a sheltered/segregated setting OR
  - Pays below minimum wage
- **CIE: people who have a paid job in the community that is integrated AND pays at or above minimum wage**



2024-25 NCI-IDD data showed there are 3 times more people with IDD who are unemployed and underemployed than there are people in CIE



Contributors

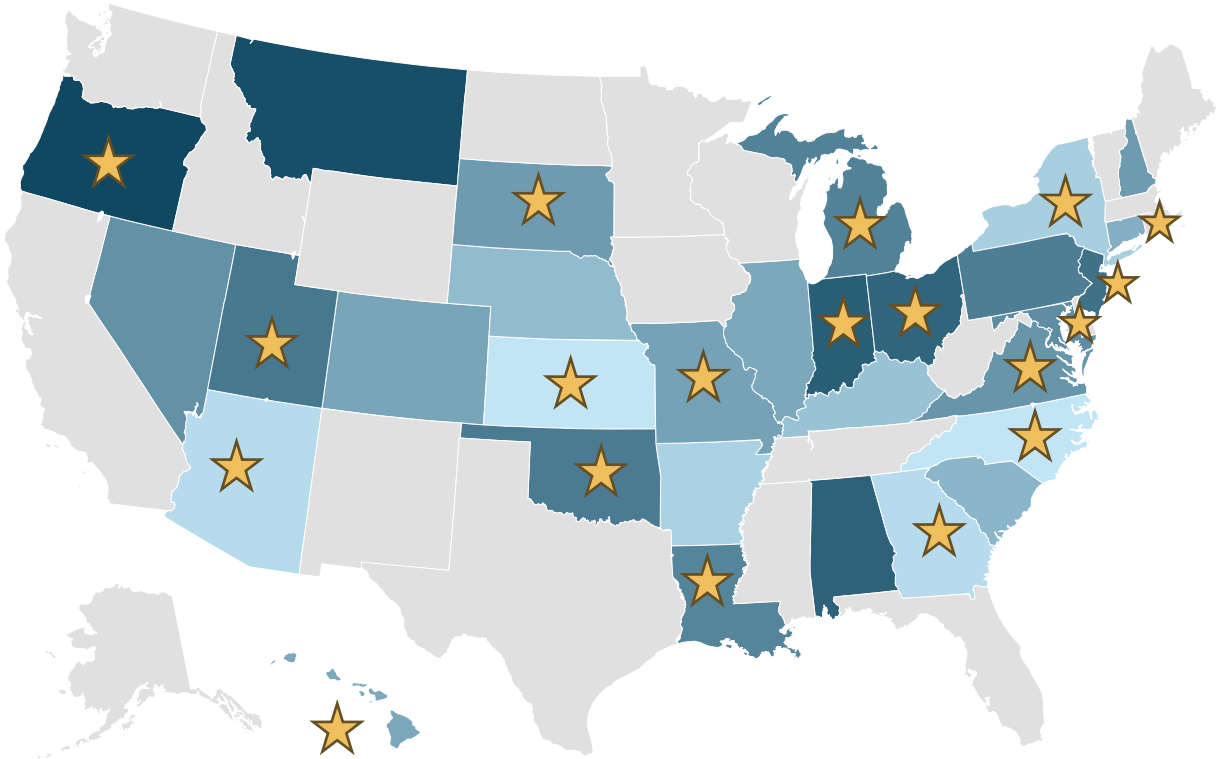
- DSP Workforce shortages
- Lack of funding for integrated employment services
  - Those who are unemployed and underemployed attend day programs at rates nearly twice that of peers in CIE
- Service plans that do not capture employment goals
  - Previous research shows that having an employment goal in the services plan is associated with 4.5 times higher odds of CIE relative to unemployment

Among those who want to work and do not have a job, just 34% have a goal for employment in their service plan. This varies widely across states.

Of those who don't have a job and want one, the percentage with a goal for employment in their ISP

12% 61%

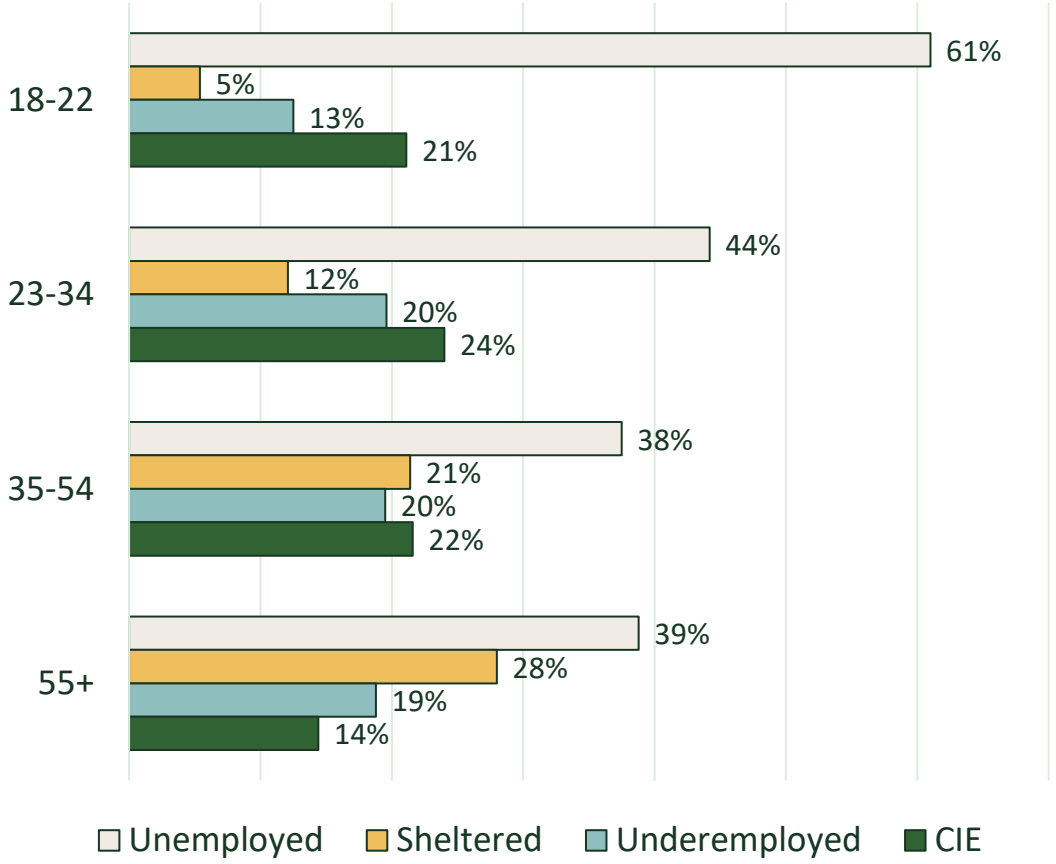
★ SELN states

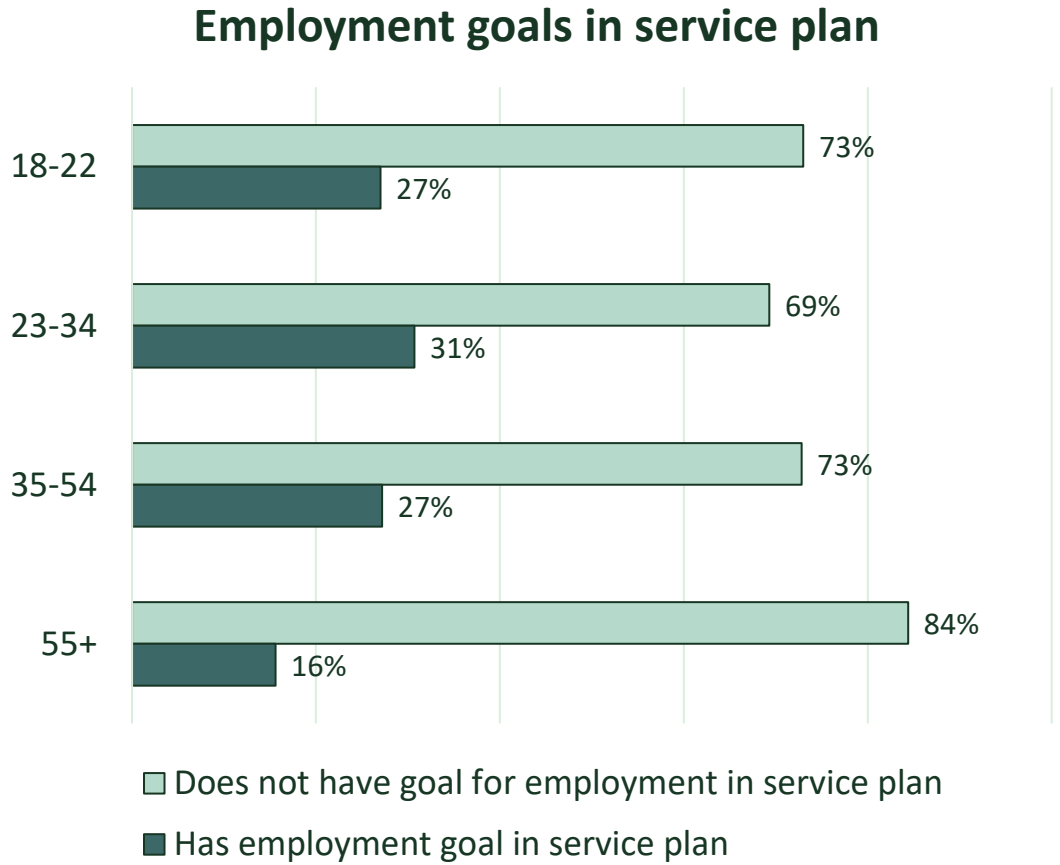


Darker shading shows a higher percentage of people who want to work and have an employment goal in service plans

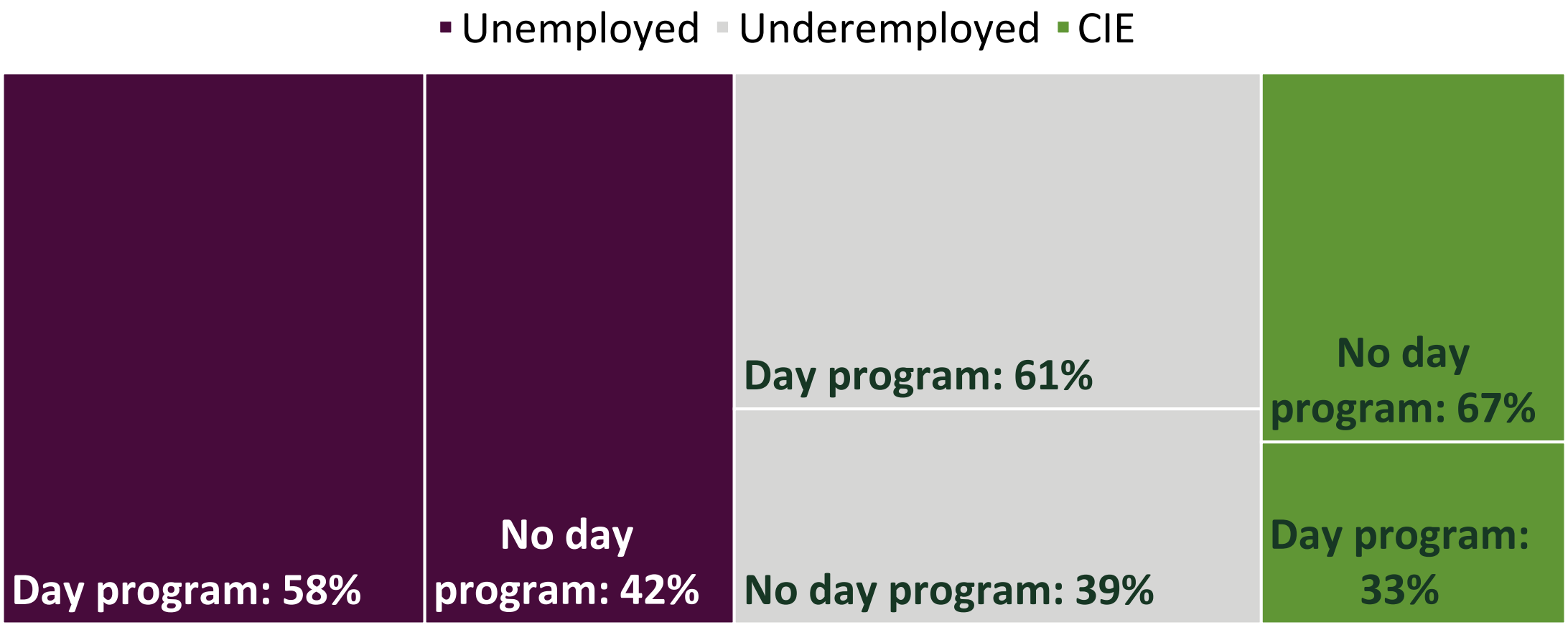
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Highest rates of CIE and employment goals in service plans found among the 23-54 age groups





Those with CIE are significantly less likely to attend a day program (data from 2023-24)



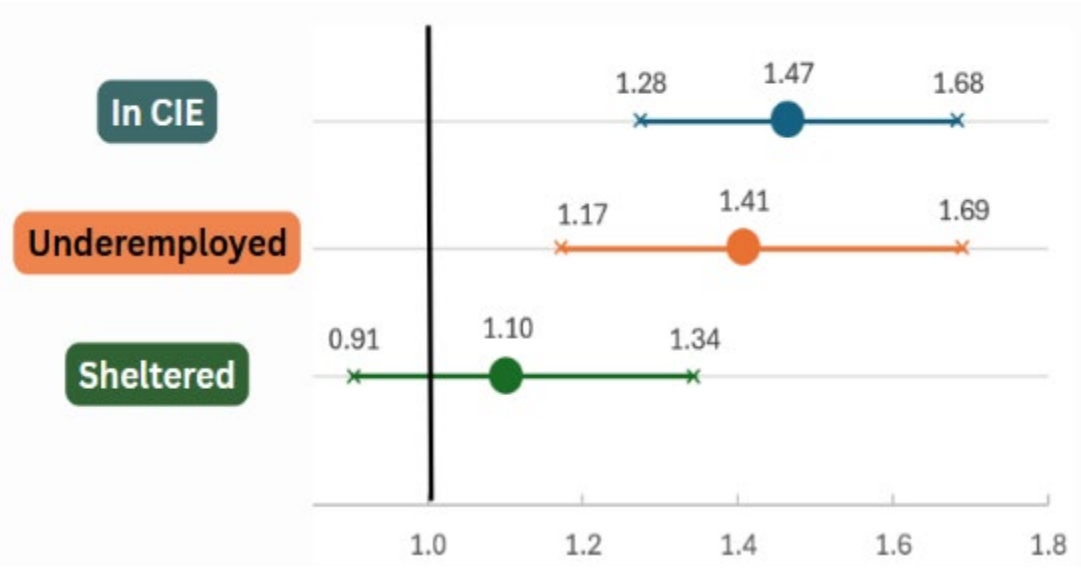
Finally, a word about “Employment Choice” – what does it look like in reality?

We looked at the following community inclusion outcomes among those who are unemployed, in sheltered work, underemployed, and in CIE:

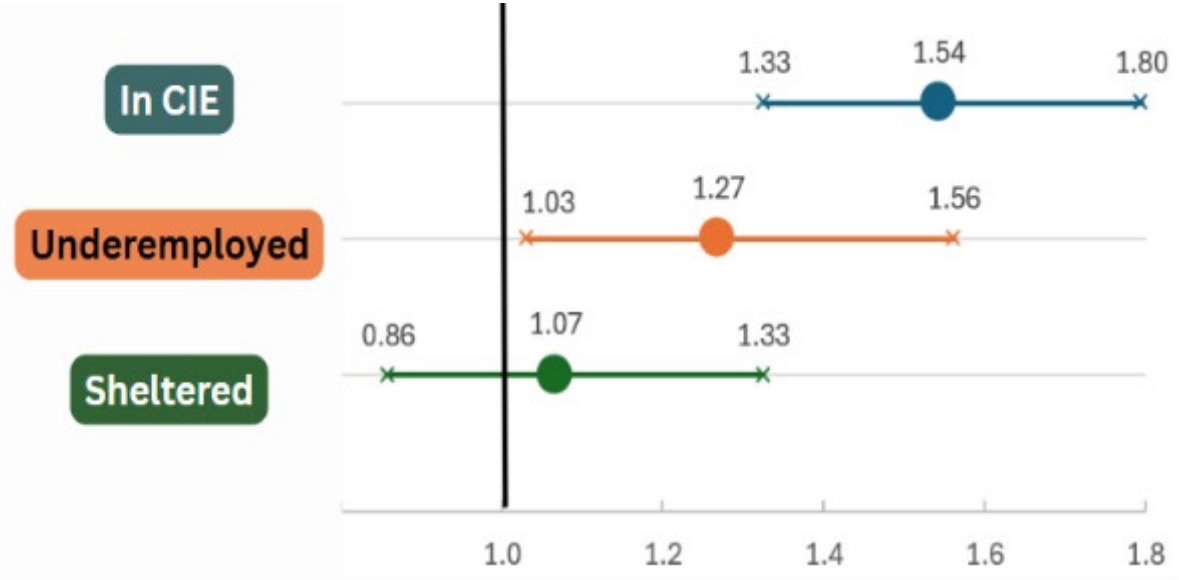
- Gets to go out and do things in the community as much as they want to
- Takes part in groups, organizations, or communities
- Has friends who are not staff or family
- Can meet with friends in person when they want

Preliminary Regression Results: Sheltered work outcomes are no different than unemployment

Does things in the community as much as they want to (unemployed=ref)



Has friends other than staff/family (unemployed=ref)



Conclusions and Future Directions

Despite system change efforts focused on employment for people with IDD, data continues to show low rates of employment and significant portions of the IDD population who want to work but do not have jobs.

As a community, we need to continue using the data to support evidence-based changes.

We also need to look at the data in nuanced ways.



Interested in using NCI for secondary data analysis?



NCI survey data is available for secondary data analysis. To access the data:

- Complete a data proposal form
- Sign data policy agreement
- Pay data access fees

Reach out to ldubois@hsri.org with any questions.

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