



# **2017 Wisconsin Act 178: Increasing Competitive Integrated Employment Outcomes**

Department of Workforce Development | Division of Vocational Rehabilitation  
Department of Health Services  
Department of Public Instruction

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# Executive Summary

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## Purpose

The purpose of this report is to satisfy reporting requirements outlined in 2017 Wisconsin Act 178, including the responsibility of the Departments of Workforce Development (DWD), Health Services (DHS), and Public Instruction (DPI) to report on the implementation of a collaborative competitive integrated employment (CIE) plan and CIE outcomes to date. Published concurrently with the CIE plan, this second report indicates what progress the three agencies have made in implementing the CIE plan and provides the most recent CIE data available.

# Performance Improvement

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## Cross Agency Achievements to Date

The following information highlights achievements in State Fiscal Year (SFY) 2021, beginning July 1, 2020, and ending June 30, 2021. Department-specific data in the report is based on the most recent complete data, set which begins July 1, 2017 and ends June 30, 2020.

The target population in this report relates to working-age individuals with disabilities who have Individualized Educational Programs (IEPs) with DPI, or are receiving services through DHS Division of Medicaid Services (DMS) Long-Term Care (LTC) programs for adults, DHS Children's Long-Term Support (CLTS), DHS Division of Care and Treatment Services (DTCS), Individual Placement and Supports (IPS), DWD-DVR, or Youth Apprenticeship (YA).

This report details the work the three Departments have completed or started to fulfill the requirements of 2017 Wisconsin Act 178.

# 1. Increase awareness that work is possible for people with disabilities by promoting CIE opportunities using targeted outreach and education.

- A. DWD-DVR assigned counselors to each public high school to provide outreach on employment possibilities and collaborative transition services.
- B. County Communities on Transition (CCoTs) are continuing to meet and provide opportunities for collaboration and sharing of best practices around providing transition services to students.

During an April 2021 webinar with CCoT facilitators, CCoTs reported a range of engagement during the 2020-2021 school year, reflecting the impacts of the COVID-19 pandemic. Some groups found meeting virtually has increased participation, while others have found it particularly difficult for school districts to collaborate this year. Participating CCoTs also indicated a need for additional support to plan effective meetings. Planning professional development opportunities and distributing resources are two priorities of the Wisconsin Community on Transition (WiCoT) and the Transition Improvement Grant (TIG).

- C. DWD-DVR has produced three videos highlighting CIE opportunities for people with disabilities in Wisconsin. The videos were created for specific audiences: *DVR 101* for individuals considering applying to DVR, *Transition Services* for students with disabilities and their families, and *Finding Career Success* for individuals with the most significant disabilities seeking CIE. Links to these videos can be found on the CIE website at <https://dwd.wisconsin.gov/dvr/partners/cie/>.

The video series, which also includes an instructional video related to DVR eligibility, is shared with potential DVR consumers at orientation as well as in outreach efforts. They are distributed to a statewide audience reaching stakeholders in all three Departments via conference presentations, training events, and Department-specific email listservs.

- D. The DHS Bureau of Children's Services (BCS) has continued to share the four-part, online employment training series designed to help service coordinators working with children and their families in DHS children's programs develop and achieve the goal of competitive integrated employment. At the end of 2020, approximately 150 new County Waiver Agency staff completed the training series, which can be found at <https://www.dhs.wisconsin.gov/children/think-possible.htm>.
- E. The DHS-DMS 2020 CIE Pay for Performance (P4P) initiative was cancelled due to COVID-19's impact on members' ability to maintain and gain employment. DHS-DMS implemented a competitive integrated employment P4P in the 2021 Family Care and Family Care Partnership Contract.

- F. DWD-DVR revised its referral form to provide an opportunity for individuals to include a support person to assist them through the DVR referral and application process. This change has been communicated to Managed Care Organizations (MCOs), IRIS Consulting Agencies (ICAs), and County Waiver Agencies (CWAs) to educate members and participants on this update. DWD-DVR's Quality Assurance Analyst conducted a review of these DVR referral form changes in the spring of 2021 to determine if adding the option to include an appointment contact led to an increased rate of attendance at orientations.
- i. The appointment contact option was used by consumers on nearly 32 percent of referrals received from the date of implementation, June 27, 2019, through December 31, 2020. Referrals from consumers who added an appointment contact were accepted at a higher rate (about five percentage points higher) and rejected at a lower rate (about five percentage points lower) than consumers who did not.
  - ii. In the first 18 months after the new referral form went into use, the percentage of referrals received that were later rejected for the reason, "Did not attend scheduled appointment/orientation" decreased from 25 percent to 13 percent.
  - iii. While the rate of consumers with accepted applications who continued with DVR through IPE development decreased slightly after the new referral form was implemented, those consumers who used the appointment contact option and whose referrals were accepted continued through eligibility and IPE development at a higher rate than consumers with accepted referrals who did not use the appointment contact option.
- G. The DPI discretionary grant project, Transition Improvement Grant (TIG), provided professional learning and technical assistance through virtual platforms beginning in March 2020 and throughout the 2020-2021 school year. The TIG launched two new online courses to promote transition planning and employment outcomes.

The first course, hosted in collaboration with the University of Wisconsin-Whitewater, focused on the Postsecondary Transition Plan (PTP) and was used in conjunction with several networking options hosted by TIG staff members. The second course created online learning for paraprofessionals supporting students in community-based learning such as paid work experiences.

In addition to online coursework, the TIG hosted a virtual webinar series and three Communities of Practice. Virtual collaboration also continued with transition stakeholders through joint conference presentations at the Cooperative Education Service Agency (CESA) 11 Statewide Transition Conference, the Wisconsin Board for People with Developmental Disabilities Employment First Conference, and the Wisconsin School Counselor Association Annual Conference.

## 2. Align service delivery systems and strengthen coordination to increase CIE opportunities for people with disabilities.

A. Develop, refine, and use a system to collect and analyze common participant CIE data:

- i. Data sharing agreements between DWD-DVR, DPI, and DHS-DMS were approved in 2020.
- ii. DHS-DMS is seeking approval from the federal Centers for Medicare and Medicaid Services (CMS) for an Advance Planning Document (APD) to secure additional 90/10 funding to continue this CIE data collection and reporting project until September 30, 2023.
- iii. The CIE Data Team is finishing the matching process that will match individuals from DPI, DHS-DMS, and DWD. Distinct individuals provided by the data partners can now be counted.
- iv. Development for the CIE management information system (CIE MIS) is in progress.
  - Developing the process to load partner data to the CIE MIS quarterly.
  - Matching input files now generate from the CIE MIS.
  - Work is currently in progress for loading the matching output and developing an enumeration process to uniquely identify matched individuals.
  - After the matching process is in place, CIE data partners will be able to load additional data to the CIE MIS. The additional data will provide further insight on services, activities, and outcomes for CIE participants.

B. Create an organizational framework that strengthens and sustains the partnership between the three Departments to ensure long-term impact:

- i. Memorandums of Agreement (MOAs) are updated, or are in the process of being updated, and are being routed between the three Departments for signatures.
- ii. Staff from each Department participate in the CIE Workgroup, and CIE Leadership meet regularly ensuring collaborative work on CIE continues to be a priority for the three Departments.
  - Interagency Agreement on Transition (DPI/DWD-DVR/DHS-DMS): *Completed December 2020.*
  - Interagency Agreement between DPI and DWD-DVR, WIOA Roles Serving Students: *Completed and Signed 2018 – Updated per the RSA Monitoring of DWD-DVR in 2019 and completed May 2020.*

- iii. The CIE Leadership team meets bi-monthly. During those meetings, each Department shares information about initiatives which impact common customers including improving access to transportation and assistive technology.
- C. Formalize cross-agency relationships and communication methods between state and local entities to allow consistent implementation of policy and practice.
- i. DWD-DVR and DPI have continued to attend the DHS-DMS External Employment MCO and IRIS Consultant Agency (ICA) meetings held on a bi-monthly basis. Each Department continues to encourage staff to participate in local CCoT activities to create relationships on the local level and improve transition services for students.
  - ii. DWD-DVR's Statewide Transition Action and Resource Team (START) continues to share best practices at the local level to promote collaboration between DWD-DVR, local school districts, MCOs, and ICAs.
  - iii. The Service Provider Capacity and Quality Workgroup continues to address issues including service provider capacity and best practices in providing employment services to individuals with disabilities. The workgroup includes representatives from each Department, Managed Care, IRIS Consulting Agencies and service providers.
  - iv. The CIE website, <https://dwd.wisconsin.gov/dvr/partners/cie/>, is updated regularly and includes the CIE plan, CIE annual report, and supplemental information for stakeholders. The website was updated in SFY 2021 to organize the information in a way that is more useful to the public.
- D. Complete individual and joint agency activities supporting service delivery alignment.

### **DWD-DVR**

- A. DWD-DVR received a Visionary Opportunities to Increase Competitive Employment (VOICE) technical assistance grant to be a capacity building state. The grant, from the U.S. Department of Labor (DOL) Office of Disability Employment Policy (ODEP), was not included in the original CIE plan but does meet the target of aligning service delivery systems. The purpose of this grant is to work collaboratively with subject matter experts, DHS-DCTS, and DPI to improve and implement evidence-based practices with a focus on IPS for youth with persistent mental illness. This technical assistance includes input from subject matter experts and monthly webinars. The Wisconsin CIE Capacity Building workgroup is incorporating this information into capacity building efforts. Other outcomes and products from this grant include:
- i. A five-year IPS expansion outline that can be used to develop further detailed action plans and steps to expanding IPS from 22 counties to interested counties statewide.

- ii. Guidance documents that will be incorporated into the five-year plan, some of which include:
  - A resource guide and the model promoting transition for youth with severe mental illness (SMI) using insurance.
  - A paper on improving understanding of the mental health and VR systems.
  - Recommendations for system improvement based on existing services.
- iii. Recorded training sessions and follow-up on guided discussion questions and activities for DVR counselors, transition teachers, IPS staff and other mental health practitioners not yet connected with IPS. Topics include:
  - Medical aspects of disability
  - Recovery and peer supports
  - Tips for working with people with mental health concerns
  - What services to provide and when
  - Role of education and employment in treatment
  - Smooth transition from youth to adulthood

## **DHS-DMS**

- A. Continued implementation of the Home and Community Based Services (HCBS) Final Review process of non-residential service settings.
- B. Received approval from the federal Centers for Medicare and Medicaid Services (CMS) for an Advance Planning Document (APD) and secured 90/10 funding on September 2, 2020, for CIE data collection.

## **DPI**

- A. Continued investment in the Transition Readiness Grant program, which supported 41 schools with a total of \$1.5 million toward improving transition services and outcomes for students with IEPs. Additionally, the Department continued to support the Indicator 14 Post School Survey to gain more knowledge of student outcomes one year after high school. The 2020 survey had a 68 percent response rate and the Transition Incentive Grant funds provided more than \$3.5 million in categorical aid payments to local school districts. The survey results showed that 62% of respondents (2,905) are or have been competitively employed within the year since leaving high school.



- B. Informed the work of Transition Improvement Grant (TIG) staff in providing training and technical assistance to schools around the Workforce Innovation and Opportunity Act (WIOA), self-advocacy, and family transition events.
- C. Fostered new collaborative projects between regional staff supporting Academic and Career Planning (ACP), Career and Technical Education, and local educators to increase engagement in these learning opportunities for students with IEPs.

### **3. Prepare students for CIE through their educational experience, connecting them to vital services during and after high school.**

- A. The Statewide Youth Transition Action Guide and Adult Technical Assistance Guides (TAGs) are being updated and redesigned to reach a broader audience. The new iteration will be web-based and hosted on the CIE website. The TAGs offer practical guidance on preparing students and adults for CIE and provide agency collaboration techniques. Training will be provided on the updated TAG in SFY 2022-23.
- B. The Wisconsin Community on Transition (WiCoT) expanded membership to include a broader network of transition stakeholders. New stakeholder groups represented include Aging and Disability Resource Centers (ADRCs), Wisconsin Private Colleges, Long Term Care MCOs, and IRIS agencies.

In addition to engaging new stakeholders, the WiCoT supported the development and release of the CCoT Toolkit via the Transition Improvement Grant. The toolkit is designed for local CCoT groups to promote active engagement and use data sources to promote positive outcomes for youth with disabilities in the local community.

Finally, the WiCoT also developed a new action plan that addresses the impact of COVID-19 methods for supporting CCoTs, and strategies for using the CCoT toolkit.

- C. The DWD-DVR START team continued to meet during the pandemic to address issues related to providing transition services to students with a focus on virtual Pre-ETS services.

# Barriers to Implementation

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2017 Wisconsin Act 178 requires the Departments to set targeted outcomes to increase CIE. The previous section highlighted different ways the Departments are working together to create best practices to provide CIE services for working-age individuals with disabilities jointly served by the Departments. As the Departments worked together to implement the plan, the following barriers have been identified. The following barriers have been considered when creating the 2021-23 CIE Joint Plan.

## 1. COVID-19

- A. The risk of COVID-19 infection and evolving understanding of transmission throughout the pandemic created fear and apprehension for individuals with disabilities considering work opportunities in their communities.
- B. The Departments' initiatives have focused on supporting and stabilizing individuals who worked in CIE before and during the pandemic to maintain employment rather than encouraging unemployed individuals to explore work. This has resulted in fewer individuals moving into CIE than would have otherwise.
- C. Due to the unknown duration of the COVID-19 crisis, it has been challenging to plan future activities and initiatives.
- D. A priority during this time has been to provide employment services to students and adults with disabilities virtually or in person as needed. COVID-19 protocols necessary to ensure participants' safety presented barriers to some forms of service delivery.
- E. Providing services virtually has been a challenge with inconsistent access to broadband and training in the effective use of assistive technology and virtual platforms. Remote work for some has been difficult or impossible due to medical conditions or the individual's employment setting or type of employment.
- F. State of Wisconsin employees have been shifted to other assignments or priorities during the COVID-19 pandemic, which has delayed the timeline on some CIE efforts.
  - i. For much of the past year, DHS-DMS staff has had to focus on the public health crisis.
  - ii. Many DWD-DVR staff were temporarily reassigned to work under the DWD Unemployment Insurance Division.

## **2. System Challenges on Data Integration**

- A. Obtaining data sharing agreements is a complex and time-consuming process. Additional data will require more data sharing agreements, such as an agreement with DWD's Unemployment Insurance Division. The long data sharing agreement process delays the forward progress of CIE MIS. The process of completing outstanding data sharing agreements will continue to be delayed due to COVID-19 related issues.
- B. DHS, DWD-DVR, and DPI have many competing high priority information technology projects, including those related to CIE.

## **3. Service Provider Capacity Issues**

- A. Shared providers use different service definitions and payment structures.
- B. Gaps exist in service provider capacity, workforce training, and consistency in quality.
- C. Service implementation at the state level (DWD-DVR) vs. local level (MCO/ICA) is challenging in some areas due to service provider capacity.

## **4. Expectations and Misconceptions about CIE**

- A. Individuals with disabilities and their families have varied expectations about work and different levels of understanding regarding the impact of employment on benefits.
- B. Employers, long-term support staff, Aging and Disability Resource Center (ADRC) staff, DWD-DVR staff, and school staff hold varied expectations about people with disabilities working in CIE.

# CIE Data on Common Consumers

**Disclaimer:** This report is based on the most recent data available from each Department. With the evolution in data collection and sharing, there may be limitations in comparing data between this and future reports. Future reports may pull from other data sources, improving data validity. Therefore, future reports may show differences in demographic data when compared to previous state fiscal years as data errors are corrected and consumers self-report different information in the future.

DHS-LTC (Family Care, IRIS, Partnership, PACE, Children's Long-Term Care Services) collects race and ethnicity data from multiple systems within the organization. DHS-LTC CIE data are only collected from a subset of all possible DHS race and ethnicity data. The number of individuals falling into the category where race/ethnicity is not reported will be higher for CIE DHS-LTC data because this report only pulls from one DHS-LTC data source. Future reports may pull from other DHS-LTC data sources, increasing the number of known race/ethnicity data values. Therefore, future reports may show differences in age, race, or gender data when compared to previous state fiscal years as data errors are corrected and individuals self-report different information in the future.

## Count of CIE Eligible by Agency

**Note:** The counts below represent unique counts of people identified as CIE eligible by each agency. A person is only counted once for each state fiscal year within the agency but can be included within multiple agencies' totals. A person is determined to be CIE eligible if served by the agency and their age is between 14 and 64 years old during the state fiscal year. DPI will only have data on youth up to age 21. Data is retrieved from each agency quarterly. If a person dies within a quarter, the person is still counted within that quarter if the person is alive for at least one day within the quarter.

Count of CIE Eligible People by Agency			
State Fiscal Year	DHS-LTC CIE Eligible	DWD-DVR CIE Eligible	DPI CIE Eligible
2018 (2017-2018)	48,217	28,470	36,833
2019 (2018-2019)	51,034	27,764	36,998
2020 (2019-2020)	53,261	26,283	37,039

Individual identifying information was processed through a matching program to arrive at the distinct count of common consumers.

# Common Consumers by State Fiscal Year

Each agency provides Personally Identifiable Information (PII) for people considered CIE eligible. PII is any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, otherwise known as an identity for a person. The PII is collected by various agency systems and the information varies from system to system, which creates differences in how a person's identity is reported. A person's information may be different between agencies due to entry errors, the person self-reporting the information differently to the differing agencies, or the information changing over time.

The first step in determining unique counts of people is to match and link the varying PII provided by each agency. The information is matched using a matching tool and grouped together to form unique person identities. Each unique identity is then assigned a unique person identifier which is used to determine distinct counts of people.

Once each agency's unique person identities are assigned a uniform person identifier within the CIE management information system (MIS), the new identifier can be used to determine when an individual is served by one or more partnering agencies. The common consumer counts represent when a person is served by one or more agencies depending upon the measurement.

When providing counts by demographics, such as age, race, and gender, if the information varies between agencies, demographic information from the agency system that collected it most recently is used.

**Note:** The counts below represent unique counts of people served. A person is only counted once per all agencies for each state fiscal year, as individuals can be served across state agencies. For example, a youth may be a student, a DWD-DVR consumer, and a participant in long-term care at the same time.

Common Consumers Served by Any Agency*	
State Fiscal Year	Number of People
2018 (2017-2018)	98,934
2019 (2018-2019)	100,221
2020 (2019-2020)	100,971

*\*Agency is defined as Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services, Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR), and Department of Public Instruction (DPI) special education. A person is counted as served in the fiscal year if they are CIE eligible and served by any of the above agencies within that state fiscal year.*

Common Consumers Served by Any Agency by Age Range			
Age Range**	State Fiscal Year 2018 (2017-2018)	State Fiscal Year 2019 (2018-2019)	State Fiscal Year 2020 (2019-2020)
Less Than 16 Years Old	10,704	11,196	11,152
16 – 17	17,013	16,648	16,752
18 – 21	14,948	15,313	15,363
22 – 24	3,913	3,846	3,924
25 – 50	27,815	28,007	28,115
51 – 64	24,541	25,211	25,665
<b>Total People</b>	<b>98,934</b>	<b>100,221</b>	<b>100,971</b>

\*\*Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for the calculation is the date reported most recently across all agencies.

Common Consumers Served by Any Agency by Gender			
Gender***	State Fiscal Year 2018 (2017-2018)	State Fiscal Year 2019 (2018-2019)	State Fiscal Year 2020 (2019-2020)
Female	42,668	43,357	43,652
Male	56,239	56,813	57,246
Not Reported	27	51	73
<b>Total People</b>	<b>98,934</b>	<b>100,221</b>	<b>100,971</b>

\*\*\*Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Common Consumers Served by Any Agency by Race			
Race****	State Fiscal Year 2018 (2017-2018)	State Fiscal Year 2019 (2018-2019)	State Fiscal Year 2020 (2019-2020)
American Indian or Alaska Native	1,437	1,595	1,659
Asian	1,638	1,700	1,773
Black	18,314	18,662	18,849
Hispanic or Latino	5,044	5,495	6,031
Native Hawaiian or Other Pacific Islander	118	112	106
White	64,597	64,657	64,386
Multi-race	2,497	2,528	2,630
Not Reported	5,289	5,472	5,537
<b>Total People</b>	<b>98,934</b>	<b>100,221</b>	<b>100,971</b>

\*\*\*\*DHS-LTC and DPI collect race and ethnicity in a combined field. The current DHS-LTC data set used for this report has missing values for race and ethnicity. Also, DWD-DVR was unable to provide ethnicity values for this report. Therefore, numbers of "not reported" are higher than anticipated and counts of Hispanic or Latino consumers are likely undercounted. For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

**Note:** Consumers may be served by multiple state agencies in the same state fiscal year (common consumers). Appendices A, B, C, and D provide unique overall counts by demographics for common consumers.

# CIE Outcome Data

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## Outcomes by Agency

**Disclaimer:** This report is based on the most recent data available from each agency. With the evolution in data collection and sharing, there may be limitations in comparing data between this and future reports.

**Note:** Individuals can be served across multiple state agencies. For example, a youth may be a student, a DWD-DVR consumer, and a participant in long-term care or mental health services at the same time. For this reason, one individual may be counted in multiple programs in the data below. The data for each agency is the most recent full data set available (SFY, Calendar Year (CY), or Federal Fiscal Year (FFY)).

The following table provides data by state agency, and includes:

1. The number of working age individuals with disabilities who received publicly funded services outside the home by the state agency for the period specified.
2. The number of working age individuals with disabilities who received publicly funded services outside the home and were working in Competitive Integrated Employment (CIE) for the period specified.
3. The average number of hours worked per week for individuals working in CIE who are served by the state agency.
4. Average wages per hour for individuals working in CIE who are served by the state agency.

Agency	Number of Working Age Individuals Served in the Community by Program	Number in CIE	Average Hours Worked per Week (if available)	Average Wages per Hour (if available)
<b>Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services:</b> DHS LTC Services utilizes DHS Wage Collection System. DHS LTC has a data sharing agreement with DWD for the unemployment wage data. DHS DMS continues to work to validate the wages earned, hours worked, and employer data received from the MCOs and ICAs. This data represents information reported by the MCOs and ICAs has not been validated with UI data for calendar year 2020. For the DHS LTC data, working age is defined as 18-64 years old. DHS/DMS/BCS is reporting data for CLTS participants age 14 - 18 from Unemployment Insurance sources for competitive employment based on earned wages and employer of record.				
DHS – LTC	62,341	5,247	13	\$9.67
DHS – CLTS	4,157	297	N/A	N/A
<b>Department of Health Services (DHS) Mental Health (MH) Services:</b> Overall numbers are calculated from Wisconsin's 2019 Mental Health national Outcome Measures: Substance Abuse and Mental Health Services Administration (SAMHSA) Uniform Reporting System report <sup>1</sup> . Wisconsin's Individual Placement and Support (IPS) program numbers for 2020 are reported to the IPS Westat Data Site.				
DHS - MH	58,389	15,999	N/A	N/A
IPS	1,420	819 <sup>2</sup>	N/A	N/A
<b>Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR):</b> Numbers are pulled from DVR's case management system, Integrated Rehabilitation Information System (IRIS). Number of individuals served by DVR include the 16,342 DVR consumers in active status during SFY 2020 (does not include applicants, those recorded as potentially eligible, or those on the waitlist). Of those 16,342 consumers in active status, 15,034 had an Individualized Plan for Employment (IPE), with 8,032 new IPEs written in SFY 2020. The 'Number in CIE' figure includes the 3,451 with a successful DVR case closure during SFY 2020, as DVR only records employment outcomes at case closure. <b>Note:</b> DVR consumers are determined to have a successful closure only if they have been employed in the job for at least 90 calendar days and no longer require DVR services to maintain employment, therefore not all individuals served by DVR working in CIE are included in this figure.				
DWD-DVR	16,342	3,451	25	\$14.20
<b>Department of Workforce Development (DWD) Youth Apprenticeship (YA):</b> Numbers are pulled from Youth Online Data Application (YODA), a database maintained by DWD to track participation in all grant-funded youth programs administered by DWD. Report "YA-01 Year-End Report", data pulled as of 04/19/2021 for FY 2020-2021. Of the 5,417 youth with a YA, 293 self-identified as having an Individual Education Program (IEP). Average wages for all YAs was \$11.08 per hour, and \$10.37 per hour for students who self-identified with an IEP. All students work a minimum of 450 hours.				
DWD-Youth Apprenticeship	293	293	N/A	\$10.37
<b>Department of Public Instruction (DPI):</b> Wisconsin students statewide with Individual Education Programs (IEPs), ages 14 to 21. 2020 Indicator 14, Outcomes of 2018-19 Exiters with Disabilities. Percent in CIE is estimated based on the Post School Outcomes Survey which is completed one year after leaving high school. Detailed data from this survey is provided below.				
DPI	43,467	62%	see below	see below

<sup>1</sup><https://www.samhsa.gov/data/sites/default/files/reports/rpt27984/Wisconsin%202019%20URS%20Output%20Tables/Wisconsin%202019%20URS%20Output%20Tables.pdf>

<sup>2</sup>Due to the manner of data collection for "Number in CIE" in IPS, this number may be duplicative. DCTS took the total number of people working in Quarter 1 of 2020 and added "New Job Starts" for quarters 2-4 for the total number of those employed for the year. A person could be counted twice if they changed jobs throughout the year.



# 2020 DPI Outcome Data

## 1. Number of Working Age Persons

Number of Students with IEPs Ages 14-21	
Grade	2018-19 Third Friday Certified Enrollment
8	8,312
9	9,145
10	8,369
11	8,078
12	9,563
<b>TOTAL</b>	<b>43,467</b>

This table displays the certified third Friday enrollment count of students with IEPs. This count does not distinguish between students who have reached working age when turning 14 most often during the 8th grade.<sup>1</sup>

## 2. Estimated Competitive Integrated Employment Data<sup>2</sup>

	2020 Indicator 14 Survey Results	Estimates Based on Student Populations in 2018-2019 School Year
<b>Number of Individuals in CIE</b>	2,905	26,949
<b>Average Hours Worked</b>		
20 hours or more per week	3,160	29,123
20-34 hours per week	1,279	11,736
35 hours or more per week	1,881	17,387
<b>Average Wages Earned</b>		
\$7.25 per hour or greater	3,652	33,469
\$7.25 - \$10 per hour	910	8,233
\$10 - \$15 per hour	1,803	16,517
Above \$15 per hour	505	4,781

<sup>1</sup>Source: <https://wisedash.dpa.wi.gov/dashboard/portalhome.jsp>

<sup>2</sup>Wisconsin Indicator 14 Survey Statewide Summary Report 2020. Wisconsin students statewide with Individual Education Programs (IEPs), ages 14 to 21. 2020 Indicator 14, Outcomes of 2018-19 exiters with disabilities. The Indicator 14 Post School Outcomes Survey is completed through an interview one year after students with an IEP exit high school. Interviewers ask students to report on their education and employment since leaving high school. The data above represents 4,722 respondents of 6,908 eligible exiters for a 68% response rate to the 2020 Indicator 14 survey. <https://www.indicator14wi.org/reports.statewide.php>

## CIE Outcomes by DWD-DVR Region for SFY 2020, including Supported Employment

WDA	Active Cases Served (Status: 10,14,16,18,20,22)	Active Cases Served with IPE (Status: 14,16,18,20,22)	New IPEs Written	Successful Closures
1	1,406	1,280	846	349
2	2,927	2,693	1,309	454
3	1,880	1,779	777	379
4	1,769	1,673	931	411
5	1,371	1,238	639	315
6	1,006	919	518	245
7	578	496	287	114
8	1,004	902	597	276
9	966	915	493	206
10	2,594	2,356	1,168	519
11	841	783	467	183
<b>Total</b>	<b>16,342</b>	<b>15,034</b>	<b>8,032</b>	<b>3,451</b>

WDA	Average Hourly Wage	Average Hours Worked per Week	Successful Closures (SE Only)	Average Hourly Wage (SE Only)	Average Hours Worked per Week (SE Only)
1	\$17.95	28	1	\$10.00	16
2	\$13.36	27	21	\$9.77	18
3	\$16.74	27	27	\$8.54	13
4	\$13.56	26	24	\$9.49	14
5	\$13.15	24	16	\$10.82	16
6	\$11.72	23	37	\$9.56	16
7	\$12.73	26	8	\$8.30	10
8	\$12.43	23	44	\$9.94	14
9	\$12.74	23	44	\$9.42	14
10	\$14.44	23	77	\$10.38	14
11	\$13.46	27	9	\$9.82	15
<b>Total</b>	<b>\$14.20</b>	<b>25</b>	<b>308</b>	<b>\$9.76</b>	<b>14</b>

# Appendix A:

## Common Consumers – DHS-LTC and DPI

**Note:** The counts below represent unique counts of people when the person is served by both DHS-LTC and DPI. A person is only counted once for each state fiscal year.

Common Consumers Served by Both DHS-LTC and DPI*			
State Fiscal Year	Number of People		
2018 (2017-2018)	3,130		
2019 (2018-2019)	3,640		
2020 (2019-2020)	3,848		
Common Consumers Served by Both DHS-LTC and DPI by Age Range			
Age Range**	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Less than 16 Years	593	726	758
16 – 17	968	1,131	1,185
18 – 21	1,569	1,783	1,905
<b>Total People</b>	<b>3,130</b>	<b>3,640</b>	<b>3,848</b>
Common Consumers Served by Both DHS-LTC and DPI by Gender			
Gender***	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Female	1,045	1,222	1,318
Male	2,085	2,418	2,530
<b>Total People</b>	<b>3,130</b>	<b>3,640</b>	<b>3,848</b>
Common Consumers Served by Both DHS-LTC and DPI by Race			
Race****	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-20)
American Indian or Alaska Native	32	41	46
Asian	81	99	110
Black	278	345	355
Hispanic or Latino	122	180	235
Native Hawaiian or Pacific Islander	3	3	6
White	2,514	2,844	2,960
Multi-race	100	128	136
<b>Total People</b>	<b>3,130</b>	<b>3,640</b>	<b>3,848</b>

\*A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DHS-LTC and DPI special education within that state fiscal year.

\*\*Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

\*\*\*Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

\*\*\*\*DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

# Appendix B:

## Common Consumers – DHS-LTC and DWD-DVR

**Note:** The counts below represent unique counts of people when the person is served by both DHS-LTC and DWD-DVR. A person is only counted once for each state fiscal year.

Common Consumers Served by Both DHS-LTC and DWD-DVR*			
State Fiscal Year*	Number of People		
2018 (2017-2018)	6,440		
2019 (2018-2019)	6,854		
2020 (2019-2020)	7,271		
Common Consumers Served by Both DHS-LTC and DWD-DVR by Age Range			
Age Range**	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Less Than 16 Years	42	57	40
16 - 17	302	390	360
18 - 21	1,706	1,887	1,961
22 - 24	915	934	948
25 - 50	2,657	2,724	3,037
51 - 64	818	862	925
<b>Total People</b>	<b>6,440</b>	<b>6,854</b>	<b>7,271</b>
Common Consumers Served by Both DHS-LTC and DWD-DVR by Gender			
Gender***	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Female	2,593	2,729	2,894
Male	3,847	4,125	4,377
<b>Total People</b>	<b>6,440</b>	<b>6,854</b>	<b>7,271</b>
Common Consumers Served by Both DHS-LTC and DWD-DVR by Race			
Race****	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
American Indian or Alaska Native	74	79	95
Asian	97	119	149
Black	774	873	919
Hispanic or Latino	76	88	97
Native Hawaiian or Pacific Islander	14	16	18
White	5,239	5,489	5,794
Multi-race	162	184	188
Not Reported	4	6	11
<b>Total People</b>	<b>6,440</b>	<b>6,854</b>	<b>7,271</b>

\*A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DHS LTC and DWD-DVR within that state fiscal year.

\*\*Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

\*\*\*Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

\*\*\*\*For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies. DWD-DVR was unable to provide ethnicity values for this report. Therefore, counts of Hispanic or Latino consumers are likely undercounted.

# Appendix C:

## Common Consumers - DPI and DWD-DVR

**Note:** The counts below represent unique counts of people when the person is served by both DPI and DWD-DVR. A person is only counted once for each state fiscal year.

Common Consumers Served by Both DPI and DWD-DVR*			
State Fiscal Year	Number of People		
2018 (2017-2018)	5,161		
2019 (2018-2019)	5,321		
2020 (2019-2020)	4,702		
Common Consumers Served by Both DPI and DWD-DVR by Age Range			
Age Range**	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Less Than 16 Years	158	174	135
16 - 17	1,887	1,859	1,551
18 - 21	3,116	3,288	3,016
<b>Total People</b>	<b>5,161</b>	<b>5,321</b>	<b>4,702</b>
Common Consumers Served by Both DPI and DWD-DVR by Gender			
Gender***	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Female	1,856	1,928	1,648
Male	3,305	3,393	3,054
<b>Total People</b>	<b>5,161</b>	<b>5,321</b>	<b>4,702</b>
Common Consumers Served by Both DPI and DWD-DVR by Race			
Race****	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
American Indian or Alaska Native	78	94	92
Asian	97	118	119
Black	873	800	607
Hispanic or Latino	42	43	36
Native Hawaiian or Pacific Islander	12	9	7
White	3,845	4,054	3,664
Multi-race	214	203	177
<b>Total People</b>	<b>5,161</b>	<b>5,321</b>	<b>4,702</b>

\*A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DPI special education and DWD-DVR within that state fiscal year.

\*\*Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

\*\*\*Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

\*\*\*\*For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies. DWD-DVR was unable to provide ethnicity values for this report. Therefore, counts of Hispanic or Latino consumers are likely undercounted.

# Appendix D:

## Common Consumers – DHS-LTC, DPI, and DWD-DVR

**Note:** The below represents unique counts of people when the person is served by all three agencies (DHS-LTC, DPI, DWD-DVR). A person is only counted once for each state fiscal year.

Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR*			
State Fiscal Year	Number of People		
2018 (2017-2018)	1,279		
2019 (2018-2019)	1,515		
2020 (2019-2020)	1,509		
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Age Range			
Age Range**	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Less Than 16 Years	36	50	34
16 - 17	281	352	322
18 - 21	962	1,113	1,153
<b>Total People</b>	<b>1,279</b>	<b>1,515</b>	<b>1,509</b>
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Gender			
Gender***	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
Female	421	499	494
Male	858	1,016	1,015
<b>Total People</b>	<b>1,279</b>	<b>1,515</b>	<b>1,509</b>
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Race			
Race****	State Fiscal Year 2018 (2017-18)	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)
American Indian or Alaska Native	11	14	13
Asian	26	27	43
Black	102	135	126
Hispanic or Latino	25	28	32
Native Hawaiian or Pacific Islander	2	1	2
White	1,078	1,257	1,239
Multi-race	35	53	54
<b>Total People</b>	<b>1,279</b>	<b>1,515</b>	<b>1,509</b>

\*A person is counted as served in the fiscal year if a consumer was CIE eligible and received services from DHS-LTC, DPI special education, and DWD-DVR within that state fiscal year.

\*\*Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

\*\*\*Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

\*\*\*\*For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies. DWD-DVR was unable to provide ethnicity values for this report. Therefore, counts of Hispanic or Latino consumers are likely undercounted.

# Appendix E

## Definitions

### **Adult Long-Term Care Waivers**

Medicaid programs for adults with disabilities and frail elders that provide long-term care services. Long-Term Care Waivers in Wisconsin include Family Care, Family Care Partnership and Include, Respect, I Self-Direct (IRIS).

### **Best Practices**

A procedure that has been shown by research and experience to produce optimal results, and that is established or proposed as a standard suitable for widespread adoption.

### **Common Individuals**

In this document, people who are simultaneously served by more than one Department are referred to as common individuals.

### **Competitive Integrated Employment (CIE)**

Employment consisting of work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage (or the customary wage), or if self-employment yields income, comparable to person without disabilities doing similar tasks; the worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community; where the employee with a disability interacts with other people who do not have disabilities, and are not in supervisory roles, and; the job presents opportunities for advancement. The Workforce Innovation and Opportunity Act (WIOA) amended the Rehabilitation Act Title IV in 2014 to include this definition.

### **Competitive Integrated Employment Management Information System (CIE MIS)**

The CIE MIS is a computerized information-processing system designed to support the activities necessary to meet the requirements for security, privacy compliance, and cross agency data analysis as required by Act 178.

## **County Community on Transition (CCoT)**

A regional community that meets regularly to identify issues, barriers, supports, and solutions in assisting students with disabilities in successful transition based on student post-secondary goals related to training or education, employment, and independent living. The keys to CCoT success are sharing the workload, establishing effective communication, and creating new relationships to better work together.

## **County Waiver Agency (CWA)**

An agency responsible for operating the Children's Long-Term Support (CLTS) Waiver Program. Each county has at least one CWA.

## **Family Care**

A Medicaid long-term care program for frail elders and adults with disabilities. The program provides a wide range of health and long-term care services.

## **Include, Respect, I Self-Direct (IRIS)**

A Medicaid Home and Community-Based Services (HCBS) waiver for adults choosing to self-direct their long-term support needs.

## **IRIS Consulting Agency (ICA)**

An agency that assists participants and legal representatives in identifying immediate and long-term care needs, developing options to meet those needs, and accessing identified supports and services.

## **Long-Term Care**

Any service or support that an individual may need due to a disability, aging, or a chronic illness that limits the person's ability to complete activities that are part of daily life. These activities include bathing, getting dressed, making meals, going to work, and paying bills.

## **Managed Care Organization (MCO)**

An organization that operates the Family Care and Family Care partnership program(s) and provides or coordinates services in the Family Care benefit package. MCOs receive a monthly payment per person to manage care for their members, who may be living in their own homes, in group living situations, or in nursing facilities.



## **Pay for Performance**

Also known as "value-based purchasing", pay for performance (P4P) is a payment model in the healthcare industry that offers financial incentives to physicians, hospitals, medical groups, and other healthcare providers for meeting certain performance measures.

## **Personally Identifiable Information (PII)**

Any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, or otherwise known as an identity for a person.

## **Person-Centered Planning**

An ongoing problem-solving process used to help people with disabilities plan for their futures. In person-centered planning, the treatment team focuses on identifying what the individual wants to do and assists the individual in developing skills and managing limitations or barriers.

## **Statewide Transition Action and Resource Team (START)**

A DWD-DVR team whose members take the lead on issues related to transition-aged youth in their respective areas. START members are a resource for other staff within their Workforce Development Area (WDA) related to services to transition-aged youth.

## **Transition-Age Youth**

Individuals between the ages of 14 and 21.

## **Wisconsin Community on Transition (WiCoT)**

A group of key stakeholders that meets to share best practices and impact policies/outcomes for youth with disabilities transitioning to adult life.

## **Work Incentive Benefits Counseling (WIBC)**

A process involving an individualized benefits analysis designed to help a member or participant understand the impact of income from employment on their disability benefits, including Medicaid acute/primary and long-term care benefits.