

# UTAH DEPARTMENT OF HUMAN SERVICES

## DIVISION OF SERVICES FOR PEOPLE WITH DISABILITIES

### *Report on Division Supported Employment*

#### Supported Employment (SE) Supports for People in Services

The Division spent a total of \$4,680,956 on Supported Employment services for individuals in services during FY2014. This amount equates to \$3,226,238 in Federal Funds (68.92%) and \$1,454,718 in State Funds (31.08%). The State Costs detailed in the tables below is based on the state portion of the FMAP for each respective year.

<b>SEI</b>	<b>Supported Employment - Community based, competitive wage and individualized support</b>					
	<i>Total Cost</i>	<i>State Cost</i>	<i>Average Cost</i>	<i>Total Hours</i>	<i>Average Hours</i>	<i>Number of People</i>
<b>2010</b>	\$ 3,524,450	\$ 1,006,671	\$ 6,752	139,830	268	522
<b>2011</b>	\$ 3,067,977	\$ 881,506	\$ 6,352	119,804	248	483
<b>2012</b>	\$ 2,900,513	\$ 840,424	\$ 6,417	113,280	251	452
<b>2013</b>	\$ 2,883,577	\$ 866,371	\$ 6,465	108,449	243	446
<b>2014</b>	\$ 2,779,083	\$ 877,673	\$ 6,524	102,955	242	426

<b>SED</b>	<b>Supported Employment - Community based, supervised small work groups</b>					
	<i>Total Cost</i>	<i>State Cost</i>	<i>Average Cost</i>	<i>Total Days</i>	<i>Average Days</i>	<i>Number of People</i>
<b>2010</b>	\$ 1,848,830	\$ 528,072	\$ 6,556	55,126	195	282
<b>2011</b>	\$ 1,797,484	\$ 516,462	\$ 6,420	53,637	192	280
<b>2012</b>	\$ 1,763,802	\$ 511,062	\$ 6,557	52,617	196	269
<b>2013</b>	\$ 1,860,528	\$ 558,996	\$ 6,815	53,641	196	273
<b>2014</b>	\$ 1,899,062	\$ 576,206	\$ 6,734	54,396	193	282

<b>SEC</b>	<b>Supported Employment - Community Based, competitive wage w/co-worker assistance</b>					
	<i>Total Cost</i>	<i>State Cost</i>	<i>Average Cost</i>	<i>Total Hours</i>	<i>Average Hours</i>	<i>Number of People</i>
<b>2010</b>	\$ 2,875	\$ 821	\$ 719	647	162	4
<b>2011</b>	\$ 3,719	\$ 1,068	\$ 744	837	168	5
<b>2012</b>	\$ 3,699	\$ 1,072	\$ 740	833	167	5
<b>2013</b>	\$ 3,353	\$ 1,008	\$ 671	729	146	5
<b>2014</b>	\$ 2,811	\$ 839	\$ 562	601	120	5

*Report Revised September 2014*

## Supported Employment Supports for People on the Wait List

### Supported Work Independence Program (Open Agreements Only)

	<i>Open Agreements</i>	<i>Employed</i>	<i>Average Hours per Week</i>	<i>Average Hourly Wage</i>
<b>2011</b>	41	26	13.17	\$7.55
<b>2012</b>	105	75	15.51	\$7.61
<b>2013</b>	162	112	15.74	\$7.60
<b>2014</b>	185	148	17.39	\$7.59

### All SWI Service Codes Combined, including preliminary (SEI, SEC, CSB, DTP and UTP)

	<i>Total Cost</i>	<i>Average Cost</i>	<i>Number of People</i>
<b>2011</b>	\$26,118	\$202.47	129
<b>2012</b>	\$102,959	\$562.62	183
<b>2013</b>	\$312,583	\$1,184.03	264
<b>2014</b>	\$374,570	\$1,352.24	277

CSB – Community Service Brokering – Professional advocate aids to navigate community services offerings.  
 DTP – Daily Provider Transportation – Transportation mileage to and from employment (and other) activity.  
 UTP – UTA Para-transit Transportation – Daily UTA Para-transit to and from employment/day activity.

## Innovation and Best Practices

In FY2013, the Division began a two-year *Customized Employment Project* aimed at working with DSPD Contracted Providers, individuals who receive DSPD services, and employers with a more individualized approach to find meaningful and gainful employment that meets the needs of both parties. Griffin-Hammis Associates has provided technical assistance to three DSPD providers, teachers from Alpine School District, and staff at the Utah State Developmental Center. To date, approximately 30 individuals with disabilities are involved in the Customized Employment project and are at various stages of the process. Ten are working or have an offer of employment. Griffin-Hammis also trained 60 job coaches who now have a National Certificate from ACRE (Association of Community Rehabilitation Educators) in Customized Employment.

Sustainability to the Customized Employment process is the development and establishment of Community Action Teams (CAT). A CAT is comprised of members from the business community. A DSPD Contracted provider dedicates time towards the development and management of the CAT. The team meets monthly and meets at least one person and views their digital portfolio/resume and the team shares contacts from their supply chain which creates opportunities specifically related to this person's skills, abilities, ideal conditions of employment vocational interests. To date, two teams have been formed and meet regularly. Both teams are still developing their team and recruiting the right mix from the business community.

## Real Stories from Individuals Receiving Division Supported Employment Services



Anthony grew up loving sports in California. Last May he was hired as a scorekeeper with Provo City. This employment fits his interests, skills and expands his social capital. Anthony also works part time at Taco Bell. SWI funding provides him the support he needs to be successful!

Chelsea was involved in the Customized Employment project and through the process; we learned that she was a natural with children, and skilled in technology and leadership. A plan was developed for Chelsea to teach children who do not have access to technology. An investment was made in four iPads, pre-K applications for the iPad. A part time position was created for her at an elementary school. Chelsea is also in negotiation with a private entity to teach more children and continue to increase her employment. Fox News interviewed Chelsea and featured a story about her teaching children in March 2014.



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