

NHDHHS, Bureau of Developmental Services (BDS)

NH Employment of Individuals with Disabilities

Employment Summary

In spite of our recovering economy, employment outcomes for individuals supported by the developmental services system remains steady at 36.2%. Since June 2013, an additional **13** people are employed with hourly wages and the number of jobs has risen from 1,500 to **1,520**.

In this quarter, two summer work programs for transition aged youth and young adults took place with very promising results. Here is a brief summary about them, but please be sure to read more about them in the Appendix.

Youthworks is a vocational summer project that was launched as a pilot program by Community Partners in the summer of 2013. The focus of this project is to support families in understanding the importance of establishing vocational expectations and goals for their students with disabilities and to develop employment skills at an age similar to when their peers learn them.



Peer Work is a facilitated summer work training program at Camp Allen in Bedford, NH. The program accepts approximately 15 young adults between the ages of 17-25 who are motivated to work. Each participant is expected to work at least 3 shifts per week for at least 4 hours per shift.

Giving Thanks.....

*Employment specialists and vocational rehabilitation counselors around the state work extremely hard to assist individuals to find and maintain work that is a good job match, pays well, and is meaningful to each person. They are also equally responsible for assisting employers to find qualified talent, support employers and employees to be successful in their job match, and be a resource for families, schools, employers and the community at-large to understand the many ways that **employment is possible for all people**.*

*Employment specialists and vocational rehabilitation counselors are the heart and soul of employment in New Hampshire. They are very deserving of your recognition and gratitude for all of their efforts as they are the reason that individuals supported by our system continue to find, advance and maintain their employment...in spite of the recovering economy. **The Bureau of Developmental Services greatly appreciates and is thankful for their hard work, passion and determination.***

NH Developmental Services Employment Data The Facts - June 2013



September 2013	June 2013	
3,763	3,779	People receiving services (ages 21-64)
1,363	1,368	People employed (ages 21-64) including self-employment*
36.2%	36.2%	Total employed as a percentage of total served (ages 21-64)
89	86	People who have self-employment
1,295	1,282	People (ages 21 to 64) employed with hourly wages
9.15	9.16	Statewide average hours worked per week
\$7.98	\$7.94	Statewide average pay per hour (not including self-employment)
1,520	1,500	Total number of jobs excluding self-employment
1,511 (99%)	1,477 (98%)	Statewide total jobs paying minimum wage or above
9 (1%)	23 (2%)	Statewide total jobs paying below minimum wage
31	30	People employed age 65 and older
*There are some people who have both hourly wages and self-employment.		

Employment Statistics for People Aged 18 - 64 Years Old in US and NH		
	2011	2010
US Employment Rate for people without Disabilities:	72.8%	72.8%
US Employment Rate for people with Disabilities	32.6%	33.4%
US 2010 Employment Gap:	40.2%	39.4%
NH Employment Rate for people without Disabilities	79.5%	79.7%
NH Employment Rate for people with Disabilities	36.8%	39.1%
NH Employment Gap	42.7%	40.6%
♦ Source: 2012 Annual Disability Compendium Statistics, US Census Bureau, 2010 American Community Survey, American Fact Finder.		

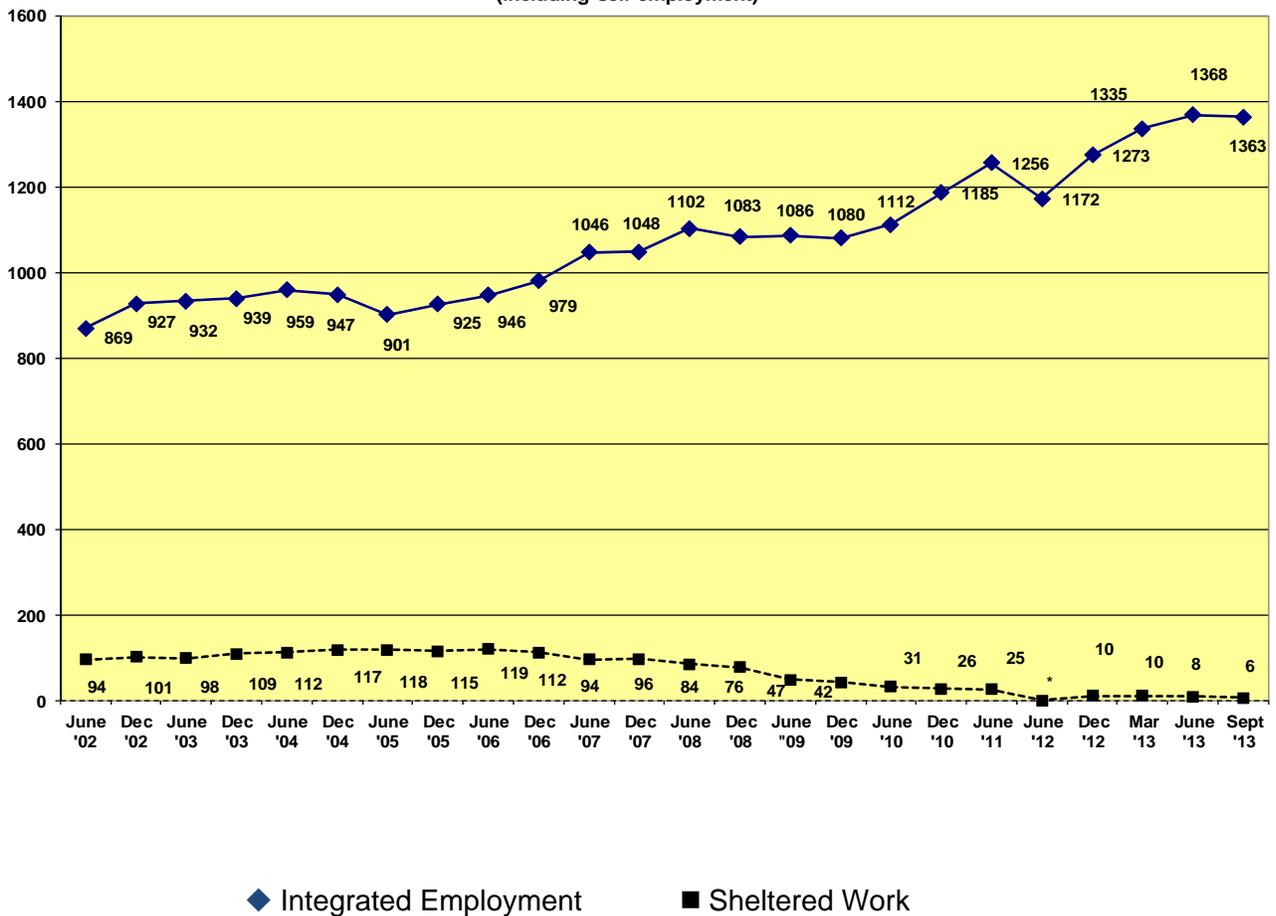
NH Developmental Services Employment Data Trends

Integrated Community Based Employment is holding steady.

There are 6 individuals reported to work in sheltered work services this reporting period. (Sheltered work is not recognized as employment in the state of New Hampshire and therefore this data is not counted in the number of people employed.)



**Bureau Of Developmental Services
Total Number Of People With Employment
(including self-employment)**



NH Developmental Services Employment Data Trends.... Continued

Total Number of Individuals Served and Employed (21-64 Years Old), Including Self Employment

Regional Employment

Area Agency	# of Individuals Served	# of Individuals Employed*	% of Individuals Employed	
			%	ranking
Northern Human Services	332	180	54.2%	1st
Pathways of the River Valley	214	62	29.0%	8th
Lakes Region Community Services	303	122	40.3%	3rd
Community Bridges	476	129	27.10%	9th
Monadnock Developmental Services	396	149	37.6%	4th
Gateways Community Services	534	242	45.3%	2nd
Moore Center Services	517	140	27.08%	10th
One Sky Community Services	363	130	35.8%	5th
Community Partners	308	106	34.4%	6th
Community Crossroads	320	103	32.2%	7th
Statewide	3,763	1,363	36.2%	

BDS Mission Statement

The Bureau of Developmental Services (BDS) joins communities and families in providing opportunities for citizens with developmental disabilities or acquired brain disorders to achieve health and independence. In partnership with individuals, families, and community based service networks, BDS affirms the vision that all citizens should participate in the life of their community while receiving the supports they need to be productive and valued community members.

NH Developmental Services Employment Data Trends... Continued

Regional Employment Hours Worked and Wage Data

- ** Does not include self-employment.
- *** Statewide averages are calculated by the entire data set, not by the column.
- **** Projection based on working 52 weeks. Does not take into account seasonal employment.



Increase since last reporting period

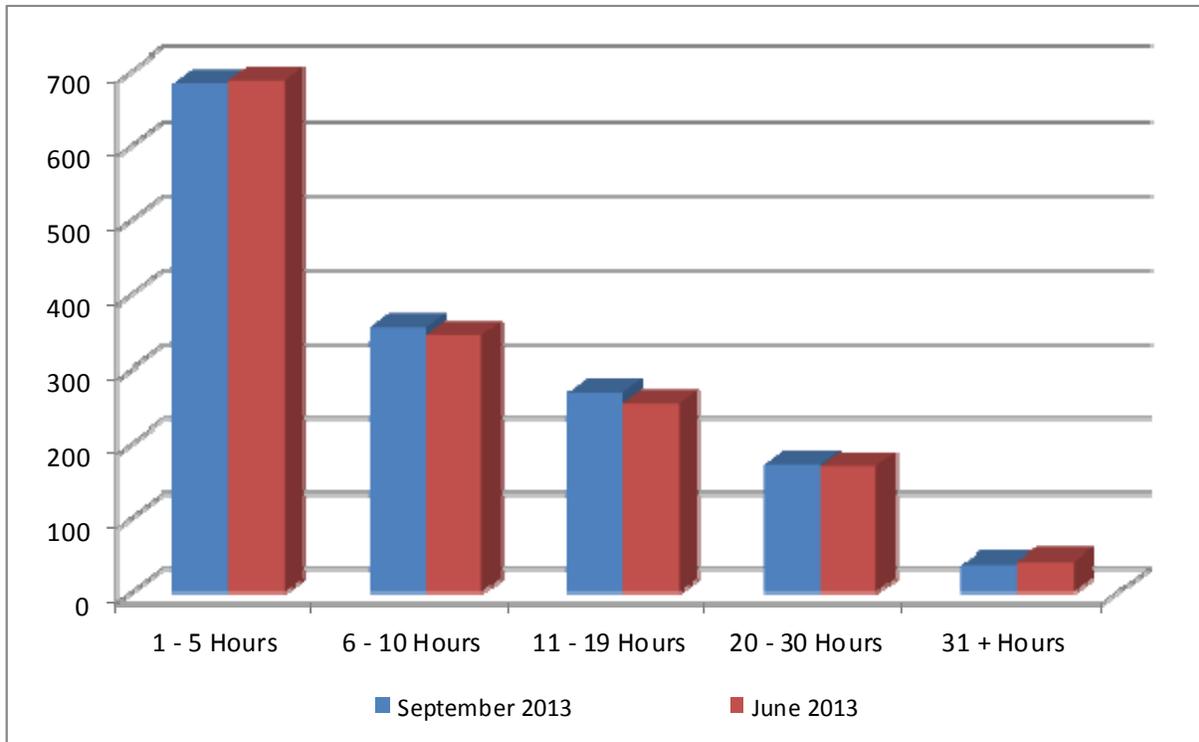
Decrease since last reporting period.

Area Agency	Average hours worked per week **		Average hourly wage per job **		Average Earnings		
		rank		rank	weekly	rank	Projected yearly ****
Northern Human Services	7.36	9th	\$7.71	8th	\$57	10th	\$2,952
Pathways of the River Valley	11.10	2nd	\$8.68	1st	\$96	1st	\$5,011
Lakes Region Community Services	9.60	5th	\$7.55	10th	\$72	6th	\$3,769
Community Bridges	8.50	8th	\$8.39	2nd	\$71	7th	\$3,708
Monadnock Developmental Services	10.02	3rd	\$8.09	4th	\$81	3rd	\$4,214
Gateways Community Services	8.95	7th	\$7.92	7th	\$71	8th	\$3,683
Moore Center Services	11.11	1st	\$8.03	5th	\$89	2nd	\$4,641
One Sky Community Services	7.33	10th	\$8.00	6th	\$59	9th	\$3,048
Community Partners	9.90	4th	\$7.67	9th	\$76	4th	\$3,951
Community Crossroads	9.13	6th	\$8.31	3rd	\$76	5th	\$3,946
Statewide Averages ***	9.15		\$7.98		\$73		\$3,798

NH Developmental Services Employment Data Trends.... Continued

Breakdown of Each job Held by Hours Per Week by Region and Statewide

(Not including self-employment)



In this quarter:

- ◆ 69% (1,041) of jobs held are 10 hours or less per week.
- ◆ 18% (269) of jobs held are between 11 and 19 hours per week.
- ◆ 14% (210) of jobs held are 20 or more hours per week.
- ◆ It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.

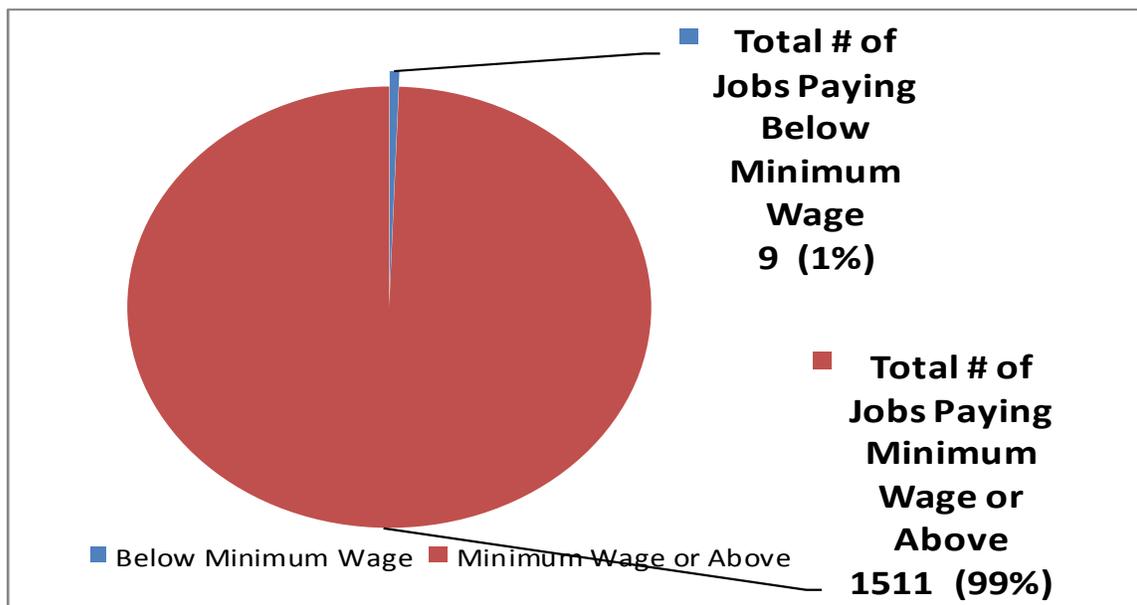
There is a slight shift in the number of jobs falling into a higher number of hours worked category.

■ **See Appendix for the Complete Regional Breakdown**

NH Developmental Services Employment Data Trends.... Continued

Total Jobs Paying Minimum Wage & Above Minimum Wage by Area Agency.

Area Agency	Total Jobs Paying Minimum Wage & Above	Total Jobs Paying Below Minimum Wage	Total Jobs
Northern Human Services	184	0	184
Pathways of the River Valley	65	0	65
Lakes Region Community Services	136	0	136
Community Bridges	133	1	134
Monadnock Developmental Services	173	1	174
Gateways Community Services	288	0	288
Moore Center Services	159	1	160
One Sky Community Services	144	2	146
Community Partners	113	4	117
Community Crossroads	116	0	116
Statewide Total	1,511	9	1,520



◆ Sub-minimum wages are permitted with official approval from the Department of Labor. NH is one of the few states that has a very small percentage of people earning sub-minimum wages.

NH Developmental Services Employment Data Trends.... Continued

All Employment Compared with Participant Directed and Managed Employment Outcomes

Area Agency	# of Individuals 21 - 64 years old	# of Individuals Employed*	% of Individuals Employed
Northern Human Services	332	180	54.2%
Pathways of the River Valley	214	62	29.0%
Lakes Region Community Services	303	122	40.3%
Community Bridges	476	129	27.10%
Monadnock Developmental Services	396	149	37.6%
Gateways Community Services	534	242	45.3%
Moore Center Services	517	140	27.08%
One Sky Community Services	363	130	35.8%
Community Partners	308	106	34.4%
Community Crossroads	320	103	32.2%
Statewide	3,763	1,363	36.2%

Total # Of Individuals Using PDMS	Total # Employed Using PDMS	% PDMS Employed
21 - 64 years old		
29	9	31.0%
52	25	48.1%
52	20	38.5%
85	29	34.1%
55	18	32.7%
170	80	47.1%
87	19	21.8%
51	6	11.8%
56	8	14.3%
43	11	25.6%
680	225	33.1%

**including self-employment*

NH Developmental Services Employment Data Trends.... Continued

Regional Hours Worked and Wages Comparing All Employment with Participant Managed and Directed Services

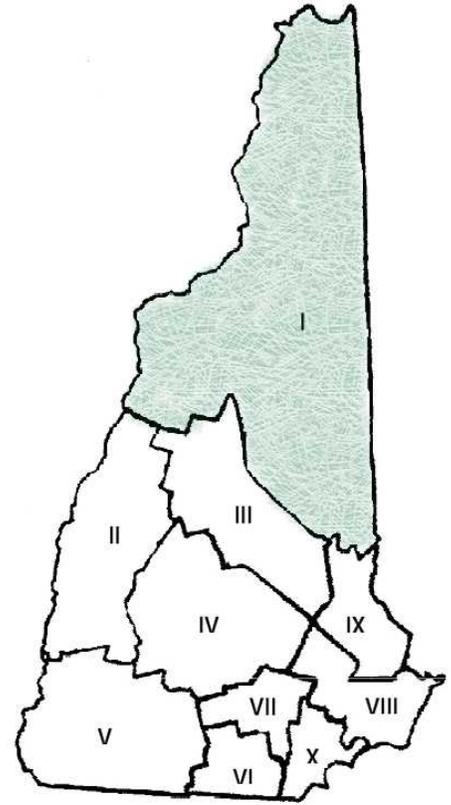
Area Agency	Avg hours worked per week**	Avg hours worked per week**		Avg hourly wage per job**	Avg hourly wage per job**
	ALL	PDMS		ALL	PDMS
Northern Human Services	7.36	4.22		\$7.71	\$7.31
Pathways of the River Valley	11.10	12.25		\$8.68	\$8.36
Lakes Region Community Services	9.60	8.00		\$7.55	\$7.79
Community Bridges	8.50	8.79		\$8.39	\$8.80
Monadnock Developmental Services	10.02	10.51		\$8.09	\$8.14
Gateways Community Services	8.95	11.82		\$7.92	\$8.28
Moore Center Services	11.11	14.12		\$8.03	\$8.78
One Sky Community Services	7.33	6.50		\$8.00	\$7.65
Community Partners	9.90	10.44		\$7.67	\$8.12
Community Crossroads	9.13	6.19		\$8.31	\$8.12
Statewide	9.15	10.55		\$7.98	\$8.26

REGIONAL EMPLOYMENT DATA



To learn more about the commitment to employment from all members of New Hampshire's regional services system, please read the Employment Position Statement (<http://www.dhhs.nh.gov/dcbcs/bds/documents/employmentpositionstatement.pdf>)

Region 1: Northern Human Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
332	180	54.2%	7.36	\$7.71	\$57	\$2,952
Statewide ranking	1st		9th	8th	10th	

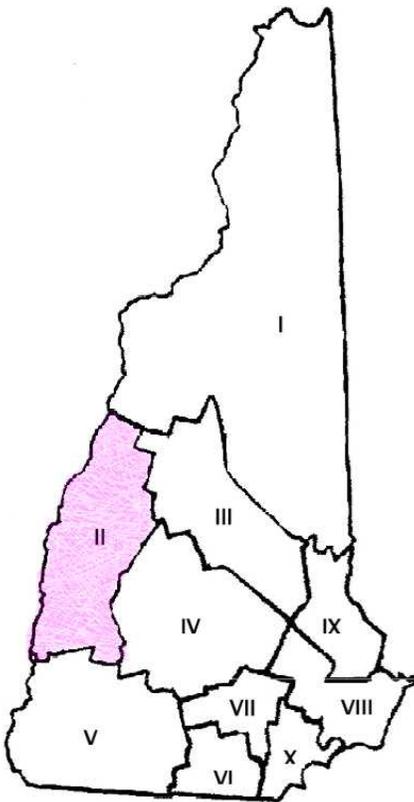
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Life Transition Services	3	17.3	\$8.45
North Country Independent Living	7	6.8	\$7.74
Northern Human Services	169	7.2	\$7.70
Southwestern Community Services	1	4.0	\$7.25
Total:	180	7.4	\$7.71

Regional Employment Goals selected by NHS for FY'14 and FY'15:

1. Region I will increase the average number of work hours per week, per individual to 8.50 hours by 6/30/2014 and to 10 hours/week by 6/30/2015.
2. Region I will increase the average hourly wage to \$7.70 by 6/30/2014 and to \$7.80 or more per hour by 6/30/2015.

Region 2: Pathways of the River Valley



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
214	62	29.0%	11.1	\$8.68	\$96	\$5,011
Statewide ranking	8th		2nd	1st	1st	

Employment Provider Data

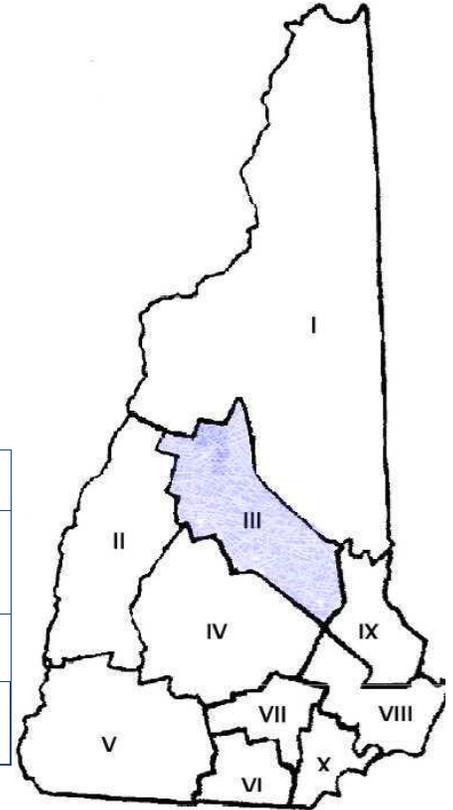
	# Individuals Employed	Average Hours Worked	Average Wages Earned
CSC Employment	1	10.0	\$7.50
ISN - Employment	8	8.4	\$8.76
Life Transitions	1	14.3	\$8.75
Pathways Employment	52	11.4	\$8.69
Total:	62	11.1	\$8.68

* Individual has self-employment

Regional Employment Goal selected by Pathways for FY'14 and FY'15:

Pathways will increase the number of people employed between the ages of 21 - 26 years old by 20% (from 11 to 13) in FY'14 and by 30% (from 11 to 14) overall in FY'15 while maintaining regional average for wages and hours of work per week for this age group.

Region 3: Lakes Region Community Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
303	122	40.3%	9.6	\$7.55	\$72	\$3,769
Statewide ranking	3rd		5th	10th	6th	

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals	1	10	\$7.25
Lakes Region Community Svcs	121	9.6	\$7.55
Total:	122	9.6	7.55

Regional Employment Goals selected by LRCS for FY'14 and FY'15:

1. By June 30, 2014, LRCS will develop a sector based employment opportunity that will serve 6 individuals. Of the individuals served, 4 will gain employment from this experience. This employment opportunity will continue in FY' 2015, with an additional 6 individuals being served and of those served 4 will gain employment.
2. By June 30, 2015, LRCS will develop 2 high school job clubs, for students age 16-21, with a minimum of 6 students participating in each club.

Region 4: Community Bridges



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
476	129	27.1%	8.5	\$8.39	\$71	\$3,708
Statewide ranking	9th		8th	2nd	7th	

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Community Bridges	68	10.4	\$8.84
Community Services Council of NH	2	6.0	\$7.25
Easter Seals	25	6.9	\$7.56
Farmsteads of New England	2	15.5	\$7.31
Granite Bay Connections	2	2.0	\$7.25
Independent Services Network	6	3.7	\$8.42
Institute for Professional Practice	3	3.0	\$7.25
Living Innovations	1	6.6	\$7.50
Lutheran Social Services	3	2.0	\$7.64
Residential Resources	2	9.5	\$7.25
Robin Hill Farm	1	2.0	\$7.85
Siddarth Services, Inc	2	3.5	\$7.63
Work Opportunities Unlimited	12	6.1	\$8.93
Total:	129	8.5	\$8.39

Regional Employment Goal selected Community Bridges for FY'14 and FY'15:

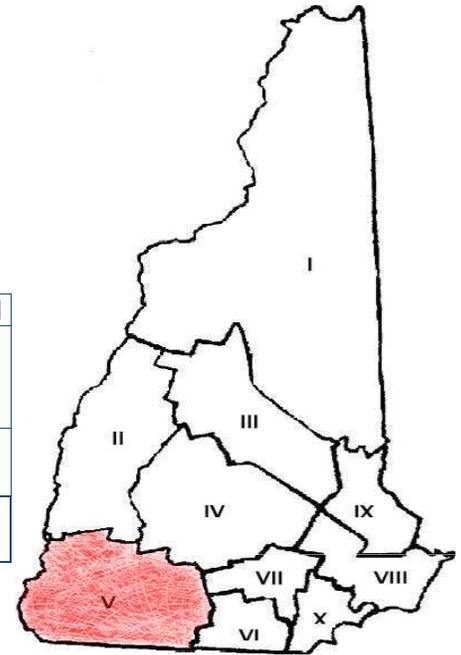
1. Region 4 will increase the number of individuals employed between the ages of 21-26 by 10 (25%) in FY'14 and another 10 (20%) in FY'15.
2. Region 4 will increase the average number of hours individuals work by 5% in FY 14 (from 8.73 to 9.17) and 10% in FY 15 (from 9.17 to 9.60).

Region 5: Monadnock Developmental Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
396	149	37.6%	10.02	\$8.09	\$81	\$4,214
Statewide ranking	4th		3rd	4th	3rd	



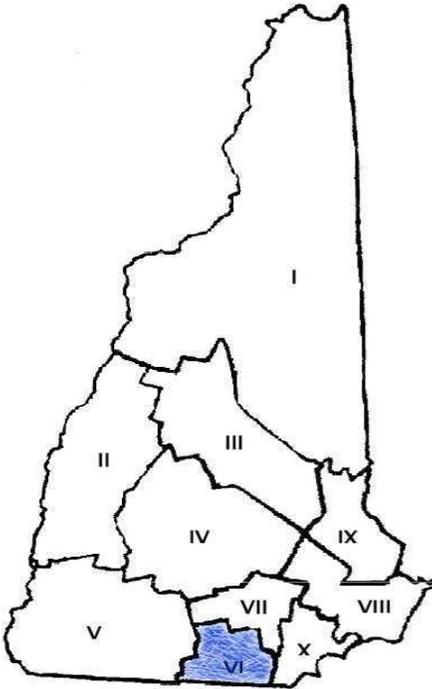
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
ACCESS Employment	5	7.6	\$9.17
Chesco Employment	29	7.9	\$8.68
Community Strategies for NH	5	13.5	\$8.27
Crotched Mountain	2	20.8	\$7.25
Easter Seals - Employment	2	13.5	\$7.38
Life Transition Services	1	27.5	\$8.25
MCST Employment	9	13.4	\$8.89
MDS ISO Employment	46	16.6	\$8.30
Monadnock Worksource	22	4.1	\$7.33
Polux Employment	1	4.0	\$9.00
Psalm 33 Employment	1	12.0	\$7.25
Residential Resources	4	12.4	\$7.33
Robin Hill Farm	3	1.8	\$7.58
Southwestern Community Services	19	5.9	\$7.87
Total:	149	10.0	\$8.09

Regional Employment Goals selected by MDS for FY'14 and FY'15:

1. Increase Number of Individuals employed by 10% (15) in FY'14 and an additional 10% (16) in FY'15.
2. Increase the average number of hours worked for individuals ages 21-26 years old from 7.9 hours/week to 8.25 hours by the end of FY'14 and to 8.75 hours by June 30th 2015.

Region 6: Gateways Community Services



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
534	242	45.3%	8.95	\$7.92	\$71	\$3,683
Statewide ranking	2nd		7th	7th	8th	

Employment Provider Data

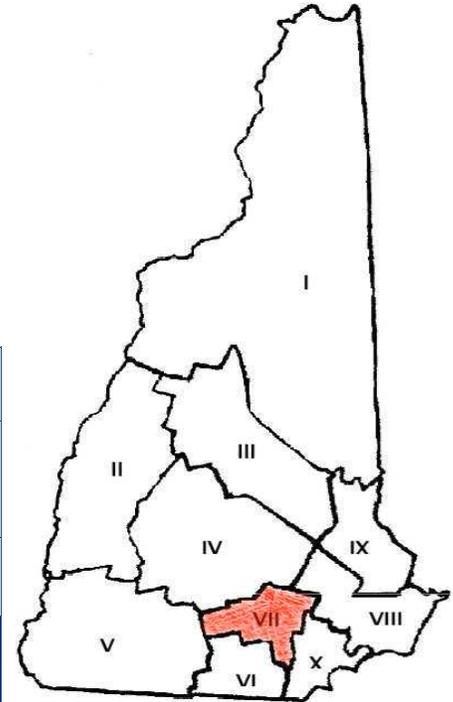
	# Individuals Employed	Average Hours Worked	Average Wages Earned
Easter Seals Employment	26	8.2	\$7.33
Gateways CDS	14	11.3	\$8.48
Independent Services Network	10	4.3	\$8.19
Institute for Professional Practice	7	5.8	\$7.78
Living Innovations	1	6.0	\$8.25
Nashua Center - Employment	18	3.7	\$7.61
Opportunity Networks	41	6.9	\$7.64
The Plus Company	118	10.6	\$8.04
Toward Independent Living & Learning	7	8.9	\$7.91
Total:	242	8.9	\$7.92

Regional Employment Goal selected b Gateways for FY'14 and FY'15:

Goal #1: Gateways Community Services is currently projecting 54 individuals who will be turning 21 and entering adult services in FY14 and FY15. Of those individuals, 80 percent will have one of the following when entering adult services: 1. Employed in the community; 2. Enrolled in post-secondary employment training; 3. Have an employment goal with a strategic plan demonstrating specific steps for pursuit of employment in the community.

Goal #2: Gateways will increase the number of jobs and/or hours for 5 percent of individuals who are identified as (or historically) under-employed and/or unemployed.

Region 7: Moore Center Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
517	140	27.1%	11.11	\$8.03	\$89	\$4,641
Statewide ranking	10th		1st	5th	2nd	

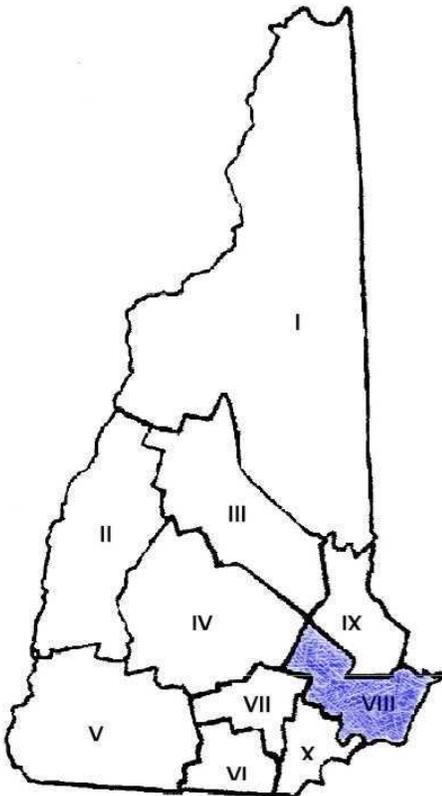
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Alternative Programs	2	4.0	\$8.63
Chesco Employment	1	14.0	\$7.25
Easter Seals	18	10.2	\$7.35
Granite State Independent Living	6	11.4	\$8.58
Independent Services Network	6	7.3	\$7.96
Life Visions	2	9.4	\$8.75
Lifeshare, Inc.	2	10.8	\$7.67
Moore Center Services	72	11.6	\$7.77
The Plus Company	2	16.0	\$8.88
Residential Resources, Inc	4	1.8	\$9.38
Siddharth Services, Inc.	1	6.0	\$7.25
Work Opportunities Unlimited	24	12.4	\$8.78
Total:	140	11.1	\$8.03

Regional Employment Goal selected by the Moore Center for FY'14 and FY'15:

The Moore Center will work towards increasing overall employment by a minimum of 10% (13 new jobs) in FY'14 and by another 10% (14 new jobs) in FY'15.

Region 8: One Sky Community Services



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
363	130	35.8%	7.33	\$8.00	\$59	\$3,048	
Statewide ranking	5th		10th	6th	9th		

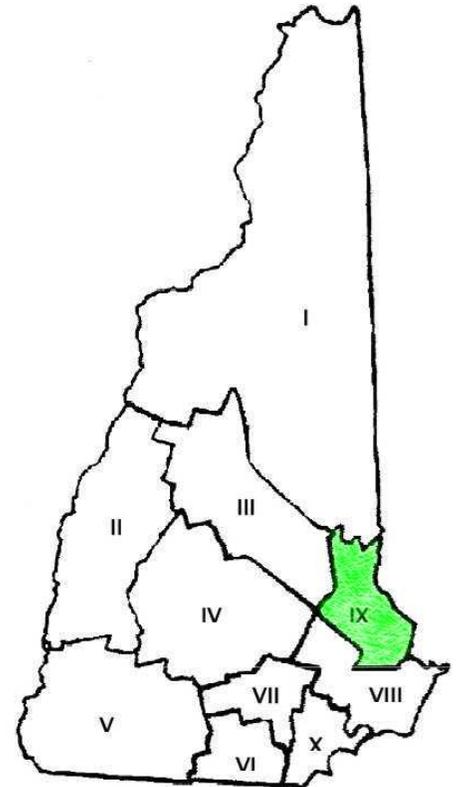
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
CMRC Employment	1	*	*
Easter Seals	17	6.5	\$7.68
Farmstead of New England	2	13.0	\$7.63
Granite Bay Connections	1	11.0	\$9.00
Great Bay Services	22	7.6	\$7.63
Institute for Professional Practice	8	2.7	\$7.59
Life Visions	1	2.0	\$7.50
Lifeshare, Inc.	17	5.7	\$8.54
Living Innovations	15	6.8	\$7.95
One Sky Futures	10	4.0	\$8.09
One Sky Community Services	25	10.7	\$8.31
Residential Resources, Inc.	1	3.0	\$7.25
Work Opportunities Unlimited	10	9.4	\$7.91
Total:	130	7.3	\$8.00

Regional Employment Goal selected by One Sky Community Services for FY'14 and FY'15:

Increase the number of people working by 10% per year for the next two years (from 124 to 136 by 6/30/2014 and to 150 by 6/30/2015), while also increasing the average number of hours worked per week by 20% per year (from 7.18 hours to 8.6 by 6/30/2014 and to 10.3 by 6/30/2015).

Region 9: Community Partners



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
308	106	34.4%	9.9	\$7.67	\$76	\$3,951
Statewide ranking	6th		4th	9th	4th	

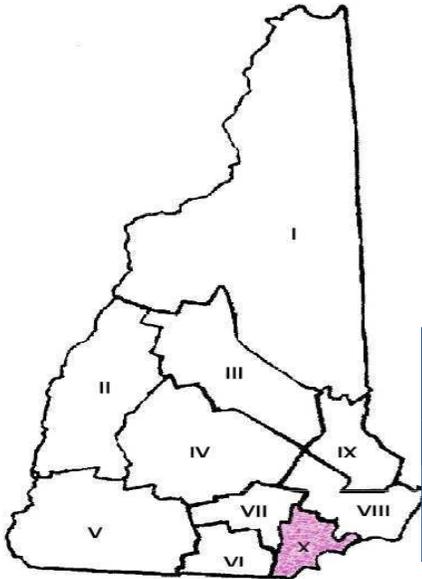
Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Community Partners	90	9.9	\$7.77
Easter Seals	3	15.0	\$8.25
Great Bay Services	10	7.9	\$6.39
Institute for Professional Practice	3	10.7	\$8.50
Total*:	106	9.9	\$7.67

Regional Employment Goal selected by Community Partners for FY'14 and FY'15:

Using the reported baseline of March 2013 of 100 individuals, Community Partners will increase the number of people employed by 10% in FY'14 and 15% overall in FY'15.

Region 10: Community Crossroads



Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
320	103	32.2%	9.13	\$8.31	\$76	\$3,946	
Statewide ranking	7th		6th	3rd	5th		

Employment Provider Data

	# Individuals Employed	Average Hours Worked	Average Wages Earned
Career Resources	1	14	8.25
Community Crossroads	17	9.0	\$8.72
Easter Seals	15	6.1	\$7.40
Granite Bay Connections	2	9.0	\$7.25
Independent Services Network	3	4.7	\$9.83
Institute for Professional Practice	1	4.0	\$8.00
Kimi Nichols Center	2	5.4	\$8.40
Life Visions	18	11.5	\$9.38
Lifeshare	8	5.6	\$7.77
Living Innovations	11	7.0	\$8.47
Nashua Center	5	4.6	\$8.66
Neurorestorative NH	1	4.0	\$7.25
Residential Resources, Inc.	1	20.0	\$7.50
Work Opportunities Unlimited	18	14.2	\$7.76
Total:	103	9.1	\$8.31

Regional Employment Goals selected by Community Crossroads for FY'14 and FY'15:

1. Increase the overall number of people employed to 40% in FY'14 and 50% in FY'15 using March 2013 baseline of 31% employed.
2. Increase the average hours worked per week to 12 hours in FY'14 and 14 hours in FY'15 using March 2013 baseline of 8.28 average hours worked.

Appendix



Breakdown of Individuals Employed by Hours Worked Per Week by Region and Statewide

Area Agency	1-5 hours		6-10 hours		11-19 hours		20-30 hours		30+ hours		Total # of Jobs
	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	# of Jobs	%	
Northern Human Services	108	58.7%	37	20.1%	23	12.5%	13	7.1%	3	1.6%	184
Pathways of the River Valley	24	36.9%	17	26.2%	11	16.9%	10	15.4%	3	4.6%	65
Lakes Region Community Services	60	44.1%	27	19.9%	30	22.1%	15	11.0%	4	2.9%	136
Community Bridges	64	47.8%	38	28.4%	16	11.9%	11	8.2%	5	3.7%	134
Monadnock Developmental Services	78	44.8%	43	24.7%	20	11.5%	28	16.1%	5	2.9%	174
Gateways Community Services	120	41.7%	82	28.5%	46	16.0%	37	12.8%	3	1.0%	288
Moore Center Services	39	24.4%	42	26.3%	56	35.0%	21	13.1%	2	1.3%	160
One Sky Community Services	84	57.5%	29	19.9%	17	11.6%	14	9.6%	2	1.4%	146
Community Partners	49	41.9%	22	18.8%	25	21.4%	16	13.7%	5	4.3%	117
Community Crossroads	58	50.0%	20	17.2%	25	21.6%	7	6.0%	6	5.2%	116
STATEWIDE TOTAL:	684		357		269		172		38		1,520
% of Jobs in Each Category		45.0%		23.5%		17.7%		11.3%		2.5%	

♦ (not including self-employment)

How To Use The Employment Data Report

1) **Share this with Families, Self-Advocates, Board Members, Family Support Councils, and Staff.**

The data report is meant to be a tool to be used for more in-depth discussions about employment efforts regionally and statewide. Please ask questions if there is any information you don't understand. This is a great opportunity for each agency to share information about how it promotes employment and what opportunities and services are available.

The data can be very helpful to individuals and families in trying to select an employment provider. However, it is important to understand that there are more factors to consider when selecting a provider than just performance data alone. Here are some things to consider:

- ❖ Does this provider promote employment?
- ❖ Does this provider have staff who have been trained using the statewide curriculum called ACRE or who hold a national certification as a Certified Employment Support Professional?
- ❖ Does this provider specialize in placing people in specific industries?
- ❖ Does this provider serve a high number of people with the most significant disabilities?
- ❖ Does this provider offer career development services?
- ❖ Does this provider offer any structured skills training opportunities?
- ❖ Talk to other families about their satisfaction with various providers.

2) **Use this report to set goals with staff, your region, your Board, and for your strategic plans.**

Don't forget, Area Agencies can generate their own regional report at any time using our new employment data system. The Bureau will generate Employment Reports on a quarterly basis. The next report will be released in the February 2013.

3) **Host an Employment Event. Invite a Panel of Employed Self-Advocates to talk about their work experience, the process they went through to achieve employment, and the impact being employed has had in their life.**

Also invite:

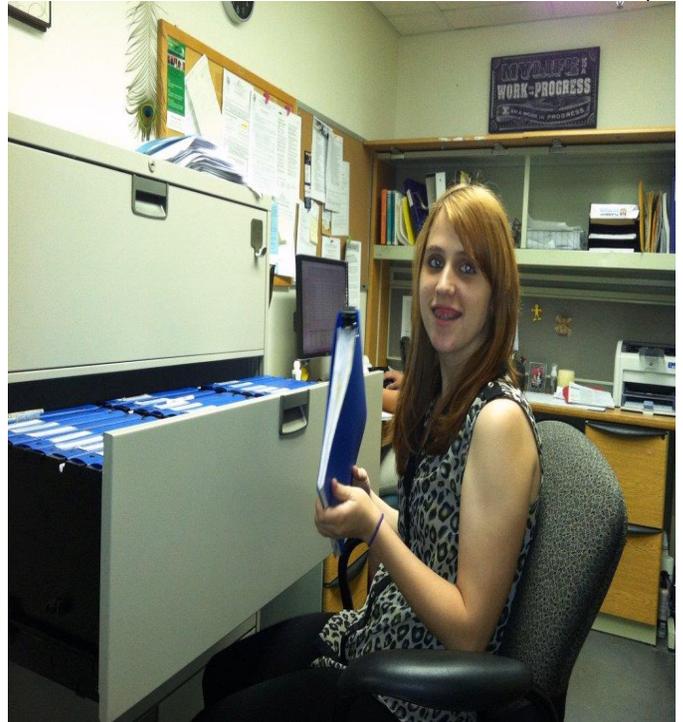
- ❖ Employment staff to talk about your region's efforts and commitment to employment;
- ❖ Employment vendors so they can meet the various employment providers;
- ❖ Invite a panel of local employers to talk about how hiring an inclusive workforce makes good business sense;
- ❖ Work incentives specialists to talk about the impact of earning income on benefits

(**psssst:** here's a well-kept secret: almost everyone who works is financially better off earning income than just receiving benefits...talk to a work incentives specialist...they will show you the math). You can also visit www.nhwirc.org to learn more about work incentives and how to find a trained work incentive specialist.)

If you have any questions about the information contained in this report and/or if you would like to invite me to come and discuss this report along with NH's employment efforts, please do not hesitate to contact me at denise.sleeper@dhhs.state.nh.us.

YouthWorks ~ Summer Transition Pilot

Youthworks is a vocational summer project that was launched as a pilot program by Community Partners in the summer of 2013. The focus of this project is to support families to understand the importance of establishing vocational expectations and goals for their students with disabilities; and to assist the students to develop employment skills at an age similar to when their peers learn them. This goal was achieved by working as an agency to create stronger relationships with multiple schools within Strafford County. We also developed a team that worked closely with the individuals



identified as participants to support their efforts to seek and obtain employment as well as provide the necessary supports to ensure their success in maintaining employment.

***“I love doing office work and my supervisor Samantha is really nice to work with”
—Caitlin***

For the pilot of the program, five students were chosen from three of the surrounding schools: Somersworth, Dover and Rochester. Each student was identified to have a supportive family structure that was dedicated to supporting their child’s employment goals. At the conclusion of the summer, all five students had completed their skills assessment and professional portfolios. By September, three of the five students were maintaining their competitive employment, one student chose to pursue a volunteer opportunity and the remaining student obtained employment in September. All the participants are continuing to work during the school year. School personnel are excited by the outcomes of this program and are interested in participating in the program next summer. Initial feedback from the families is positive and is ongoing with the Family Support Team.

Peer Work ~ Summer Transition Pilot

Peer Work is a facilitated summer work training program at Camp Allen in Bedford, NH. The program accepts approximately 15 young adults between the ages of 17-25 who are motivated to work. Each participant is expected to work at least 3 shifts per week for at least 4 hours per shift.

Participants of the program receive hands-on experience in a natural employment setting, working side-by-side with mentors who provide on the job training. This program is designed to create future employment opportunities for individuals with developmental challenges by providing experience, competitive wages, a portfolio and references. Some of the work includes outdoor maintenance, laundry, janitorial tasks, kitchen work, camp store management, etc.



Peer Work has been in existence since 2008. During that time, a total of 53 participants have completed the program. Although we do not have data for the first 2 years, the data for the last four years is significant. Of the 34 workers employed, there are currently 21 persons that have been through the program and are working. This is above the national average and shows a commitment to employment by Camp Allen, the parents, the Peer Work team, and especially the young adults.

Employment for workers for this report includes BOTH full time and part time. The places of employment include the Portsmouth Naval Shipyard, McIntyre Ski Area, a law firm, the Salvation Army, a hotel, Southern New Hampshire University, The Red Cross, The YMCA, the Federal Building, Schul and many others! All data in this report has been obtained by direct contact with the participants of Peer Work.

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