

NHDHHS, Bureau of Developmental Services (BDS)

NH Employment of Individuals with Disabilities

Employment Summary

Employment continues to be a significant priority for New Hampshire's Developmental Services System as it reflects the importance that work plays in the lives of New Hampshire's citizens regardless of disability. Employment is one of the most effective and powerful means to partaking in the richness of community life and contributing to it. Our collective goal is to ensure that every person who receives services has the opportunity to consider, attain, and maintain employment.

Overall, employment outcomes for individuals supported by the developmental services system are improving. However, even with this good news, we still have lots of room to improve. The average number of hours worked has remained steady at nine hours per week with the greatest number of people working five hours or less per week.



One of the greatest challenges we need to overcome is the misperception that people believe that if you go to work or work more than just a few hours you will lose your benefits. This is simply not true. The truth is that benefit programs are complicated and earning income does not necessarily mean that you will lose your benefits. Many times, earning income opens the door for additional benefits called work incentives which allow you to maintain your benefits, save money in the bank, and eliminate having a cost of care payment?

To learn more about Work Incentives, please visit the NH Work Incentives Online Resource center at www.nhwirc.org. You can also speak with a trained Work Incentive Specialist either at your own agency or through Granite State Independent Living. You can find a list of trained work incentive specialists on the website in addition to lots of useful links about employment and transitioning from high school.

Did you know.... That individuals and their families can use part of their budget to pay for work incentives counseling?

It is our hope that publishing employment data and information related to employment will help to stimulate conversations and actions about employment among individuals with disabilities, their families, professionals, and other interested parties. Most importantly, we hope the availability and transparency of information will lead to system improvements that advance employment outcomes for individuals with disabilities.

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>)

NH Developmental Services Employment Data The Facts - December 2012



December 2012	June 2012	
3,258	3,266	People receiving services (ages 21-64)
1,273	1,172	People employed (ages 21-64) including self-employment*
39.1%	35.9%	Total employed as a percentage of total served (ages 21-64)
72	64	People who have self-employment
1,220	1,108	People (ages 21 to 64) employed with hourly wages
8.99	9.07	Statewide average hours worked per week
\$7.83	\$7.75	Statewide average pay per hour (not including self-employment)
1,462	1,294	Total number of jobs excluding self-employment
1,420 (97%)	1,237 (96%)	Statewide total jobs paying minimum wage or above
42 (3%)	57 (4%)	Statewide total jobs paying below minimum wage
33	36	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

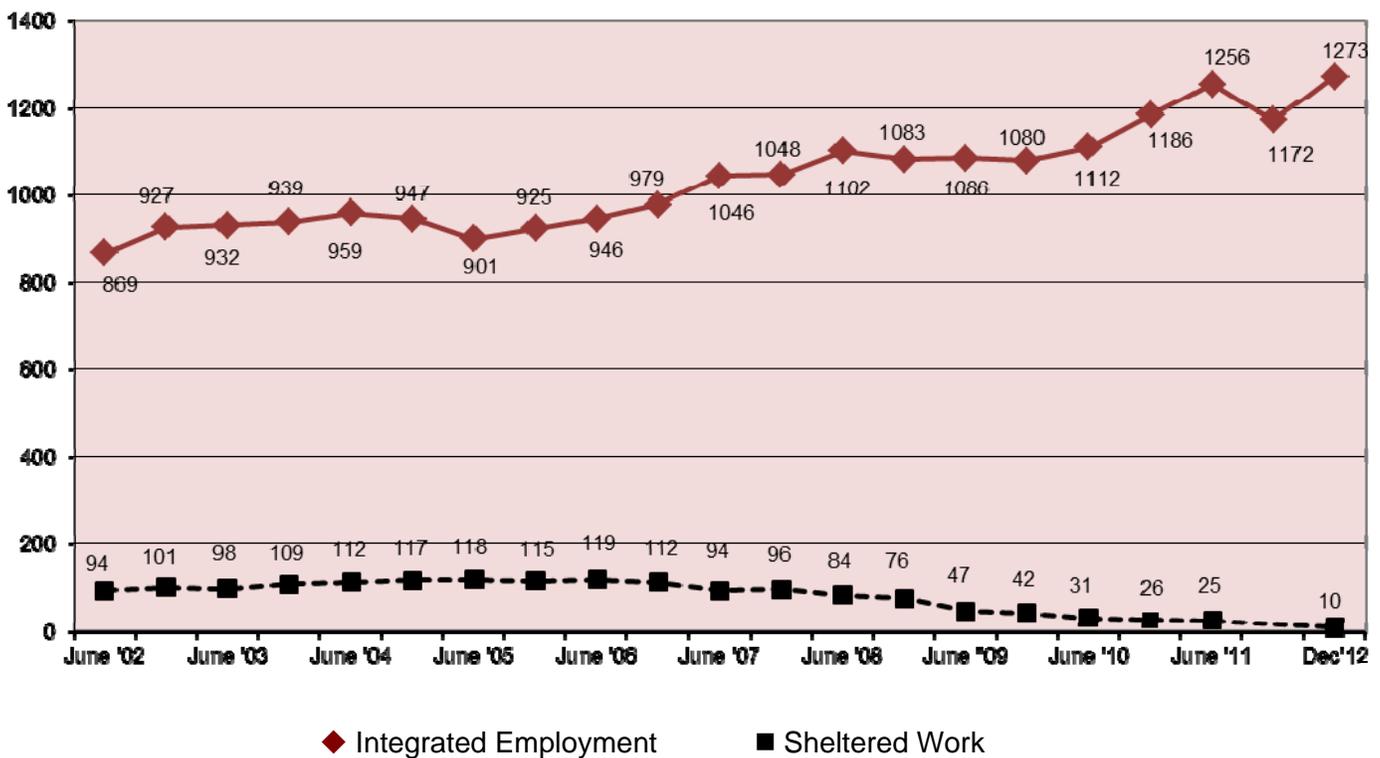
Integrated Community Based Employment continued to rise and is the primary employment type for individuals employed.

In December 2012, there was a 8.6% increase (101 people) in employment since June 2012.

Participation in Sheltered Work Services continues to decline. There are 10 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 any employment statistics.)



**Bureau of Developmental Services
Total Number of People with Employment
(not including self-employed)**



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	321	164	51.1%	1st
Pathways of the River Valley	221	78	35.3%	8th
Lakes Region Community Services	247	119	48.18%	2nd
Community Bridges	385	140	36.4%	7th
Monadnock Developmental Services	318	145	45.6%	3rd
Gateways Community Services	469	210	44.78%	4th
Moore Center Services	492	123	25.0%	10th
One Sky Community Services	294	116	39.5%	5th
Community Partners	244	95	38.9%	6th
Community Crossroads	267	83	31.1%	9th
Statewide	3,258	1,273	39.1%	

BDS Mission Statement

The developmental services system will join with local communities to support individuals of all ages with developmental disabilities or acquired brain disorders and their families to experience as much freedom, choice, control and responsibility over the services and supports they receive as desired.

NH Developmental Services Employment Data Trends.... Continued

Regional Employment Hours Worked and Wage Data

- ** Does not included 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.

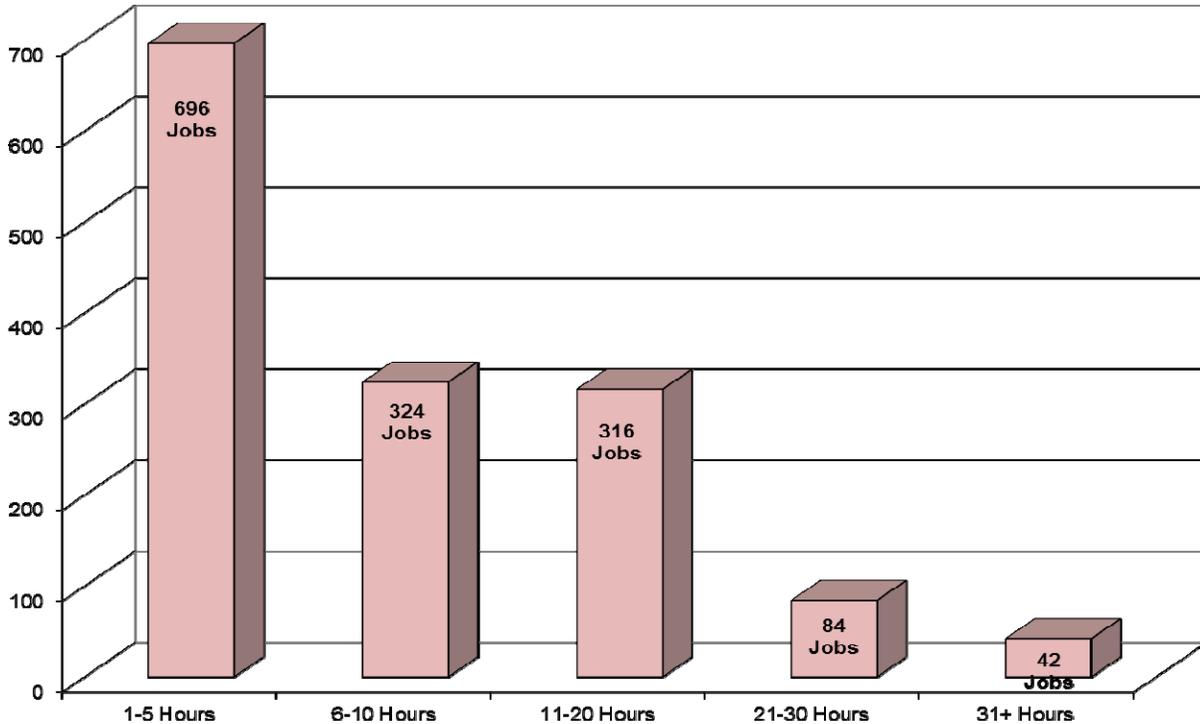


Area Agency	Average hours worked per week **		Average hourly wage per job **		Average Earnings		
		rank		rank	weekly	rank	Projected yearly ****
Northern Human Services	5.89	10th	\$7.21	10th	\$42	10th	\$2,184
Pathways of the River Valley	13.22	1st	\$8.83	1st	\$117	1st	\$6,084
Lakes Region Community Srvcs	9.64	4th	\$7.49	9th	\$72	6th	\$3,744
Community Bridges	9.02	6th	\$8.36	2nd	\$75	4th	\$3,900
Monadnock Developmental Srvcs	10.45	3rd	\$7.91	4th	\$83	3rd	\$4,316
Gateways Community Services	8.94	7th	\$7.77	7th	\$69	8th	\$3,588
Moore Center Services	10.97	2nd	\$7.91	5th	\$87	2nd	\$4,524
One Sky Community Services	7.17	9th	\$7.81	6th	\$56	9th	\$2,912
Community Partners	9.59	5th	\$7.77	8th	\$75	5th	\$3,900
Community Crossroads	8.58	8th	\$8.19	3rd	\$70	7th	\$3,640
Statewide Averages ***	8.99		\$7.82		\$70		\$3,640

NH Developmental Services Employment Data Trends.... Continued

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

(Not including self-employment)

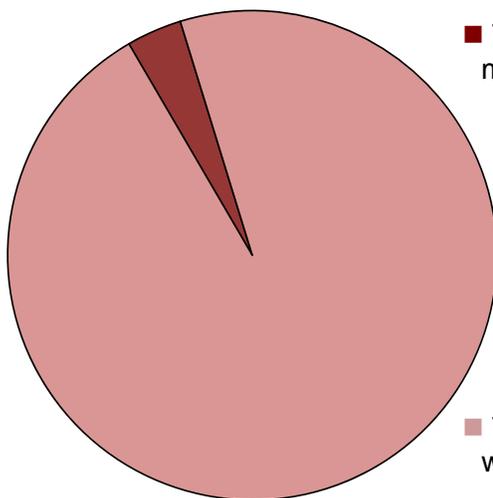


- ◆ 69% of jobs held are 10 hours or less per week
- ◆ 9% of jobs held are more than 20 hours per week
- It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.
- See Appendix for the Complete Regional Breakdown

NH Developmental Services Employment Data Trends.... Continued

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

Area Agency	Total Jobs Paying Above Minimum Wage	Total Jobs Paying Below Minimum Wage	Total Jobs
Northern Human Services	209	17	226
Pathways of the River Valley	82	0	82
Lakes Region Community Services	127	0	127
Community Bridges	141	1	142
Monadnock Developmental Services	157	0	157
Gateways Community Services	251	7	258
Moore Center Services	132	5	137
One Sky Community Services	129	5	134
Community Partners	106	4	110
Community Crossroads	86	3	89
Statewide Total	1,420	42	1,462



■ Total Jobs paying below minimum wage - 42 (3%)

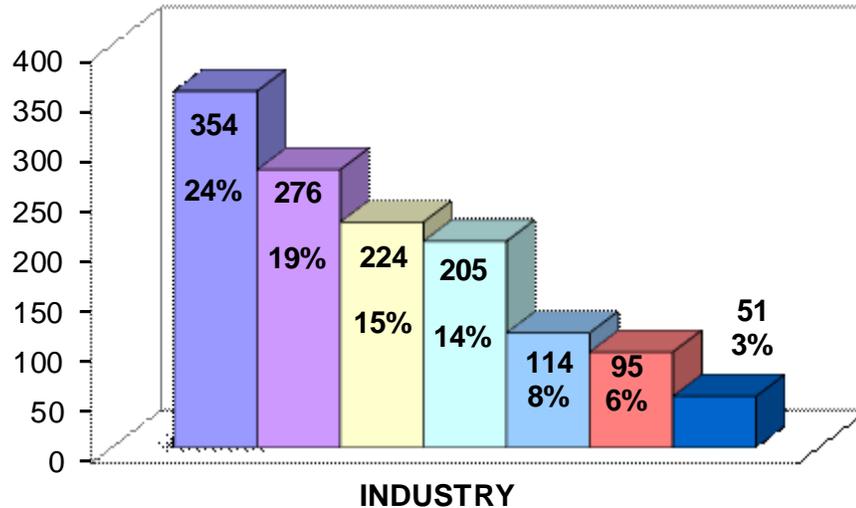
■ Total jobs paying minimum wage and above - 1,420 (97%)



◆ Subminimum wages are permitted with official approval from the Department of Labor. They may be used when an employee with a disability is unable to reach the productivity expectations of workers without disabilities doing the same job. NH is one of the few states that has a very small percentage of people earning subminimum wages.

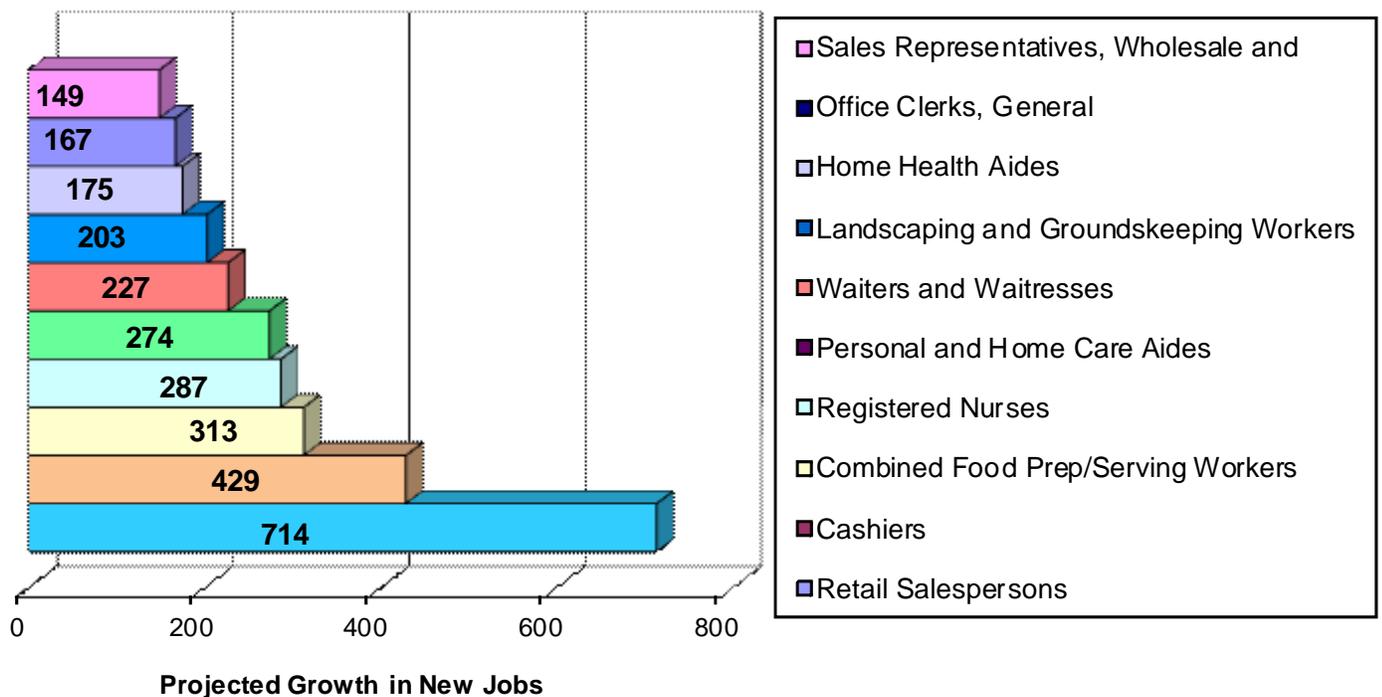
NH Developmental Services Employment Data Trends.... Continued

Developmental Services Most Common Industries



- Retail & Customer Service
- Building, Grounds & Maintenance
- Housekeeping & Laundry
- Food Preparation & Service
- Production & Manufacturing
- Office & Administrative
- Community & Social Services

NH Labor Market - Top Ten Occupations Adding the Most Jobs 2011-2014



♦ To view full report, *NH Employment Security, Economic and Labor Market Information, NH's Economic Conditions, October 2012: NH's Occupational Top Tens*, download here: <http://www.nhes.nh.gov/elmi/products/documents/ec-1012.pdf>

Sector Based Training - Promising Practice with Great Outcomes

Sector based training is an innovative training model that involves strategic partnerships with the business community, school/college, NH Vocational Rehabilitation and the Developmental Services system. This particular model is proving to be very effective in providing workforce training that includes participation in a rotation of internships, soft skills training, and career development leading to employment. Overall, graduates of sector training programs in NH are accessing jobs that were not typically accessible, earning higher wages, and working more hours than our statewide employment averages.



Project SEARCH

Project SEARCH is a 9 month program that targets transition aged-youth in their final year of high school and young adults up to age 26. There are currently 6 Project SEARCH sites including; St. Joseph's Hospital, Catholic Medical Center, Concord Hospital, Cheshire Medical Center, Dartmouth Hitchcock Hospital in Lebanon and Portsmouth Regional Hospital.

- ♦ *While not every region has a Project SEARCH program, enrollment is open to students and young adults from other regions that meet the application criteria. Enrollment begins in early spring for all programs and is a competitive application process.*

Project STRIDE

STRIDE is a customized 20-week internship program for adults with disabilities set at Lowell General Hospital and, new this year, Plymouth State University. Students learn skills and intern in various departments overseen by Sodexo Managers, including Environmental Services, Dining Services, Grounds and Maintenance, and more.

- ♦ *Gateways Community Services and Lakes Region Community Services are currently offering this model.*

Project INCOME: Internships Career Opportunities, Mentoring and Education

Project INCOME, a program of the PLUS Company, Inc., Linkabilities and the New Hampshire Association of insurance agents (NHAIA) offers individuals with disabilities customized skills training and internships in the insurance industry and in general office occupations. The program runs for 18 weeks and is offered twice per year.

- ♦ *Gateways Community Services is currently offering this model.*

Sector Based Training - Promising Practice with Great Outcomes

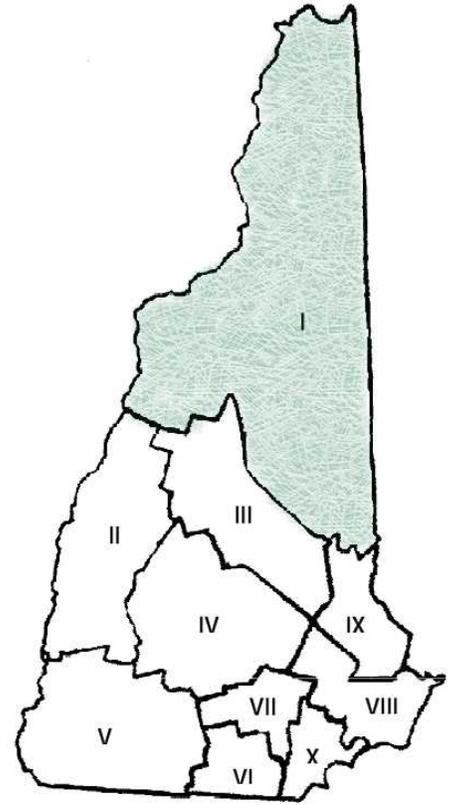
Project SEARCH 2009-2012	Employed	Average Hours	Average Pay	Weekly Pay	Yearly Pay
Dartmouth Hitchcock-Lebanon	5	24	\$9.26	\$226	\$11,749
Concord Hospital	15	23	\$8.68	\$195	\$10,156
Cheshire Medical-Keene	6	10	\$8.94	\$89	\$4,649
St. Joseph's Hospital-Nashua	30	14	\$9.10	\$123	\$6,388
Catholic Medical Center-Manchester	11	13	\$8.13	\$106	\$5,496
Portsmouth Regional Hospital	3	21	\$9.05	\$190	\$9,883
TOTALS	79	17	8.68	\$148	\$7,675
Employment Rate = 74%					

Project STRIDE 2011-2012	Employed	Average Hours	Average Pay	Weekly Pay	Yearly Pay
Lowell General Hospital - Gateways	11	14	\$8.31	\$116	\$6,050
Plymouth State University - LRCS	3	14	\$7.25	\$102	\$5,278
Employment Rate = 82%					

Project INCOME 2012	Employed	Average Hours	Average Pay	Weekly Pay	Yearly Pay
Project INCOME	9	14	\$9.74	\$136	\$7,091
Employment Rate = 70%					



Region 1: Northern Human Services



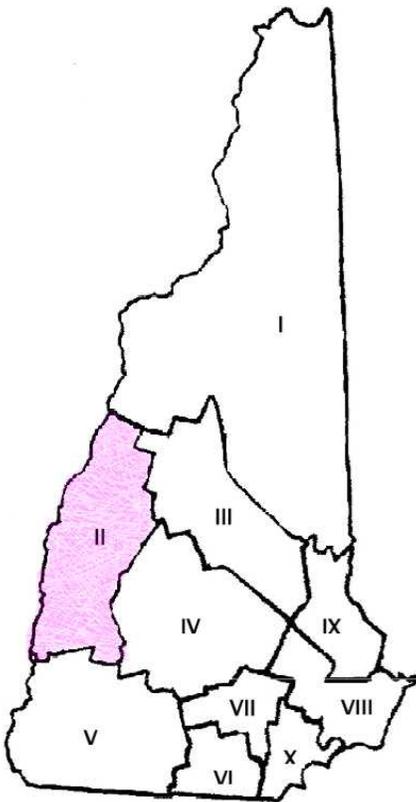
Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
321	164	51%	5.26	\$7.21	\$42	\$2,184
Statewide ranking	1st		10th	10th	10th	

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
North Country Employment	5	9.8	\$8.03
Northern Human Services	159	5.8	\$7.19
Total:	164		

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	Average Yearly Earnings	Projected
221	78	35.3%	13.22	\$8.83	\$117	\$6,084	
Statewide ranking	8th		1st	1st	1st		

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Alternative Programs Employment	1	*	*
CSC Employment	1	10	\$7.50
ISN - Employment	8	8.4	\$8.68
Life Transitions Employment	1	14.3	\$8.75
Pathways Employment	67	13.8	\$8.87
Total:	78		

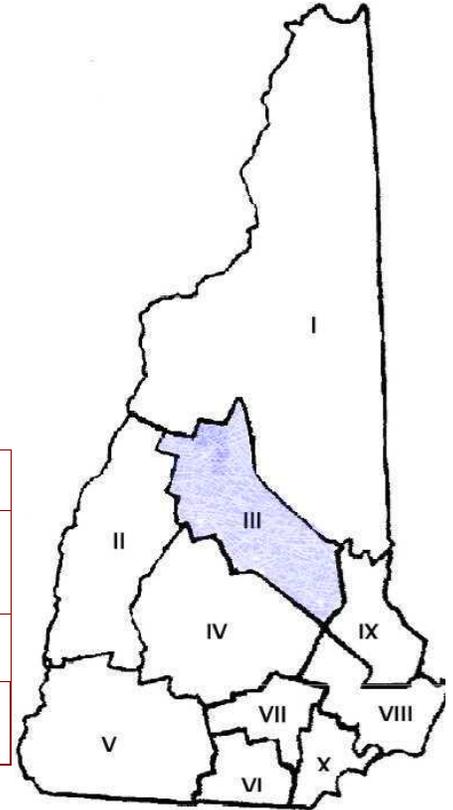
* Individual has self-employment

Region 3: Lakes Region



Regional Breakdown

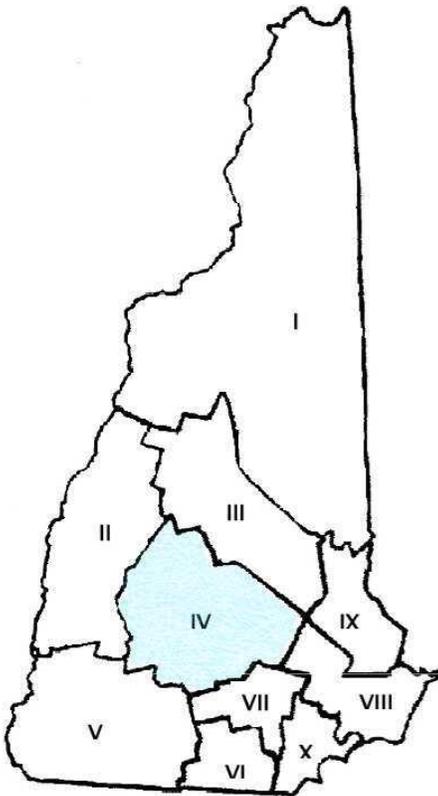
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
247	119	48%	9.64	\$7.49	\$72	\$3,744
Statewide ranking	2nd		4th	9th	6th	



Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Easter Seals	1	10	\$7.25
Lakes Region Community Services	118	9.63	\$7.50
Total:	119		

Region 4: Community Bridges



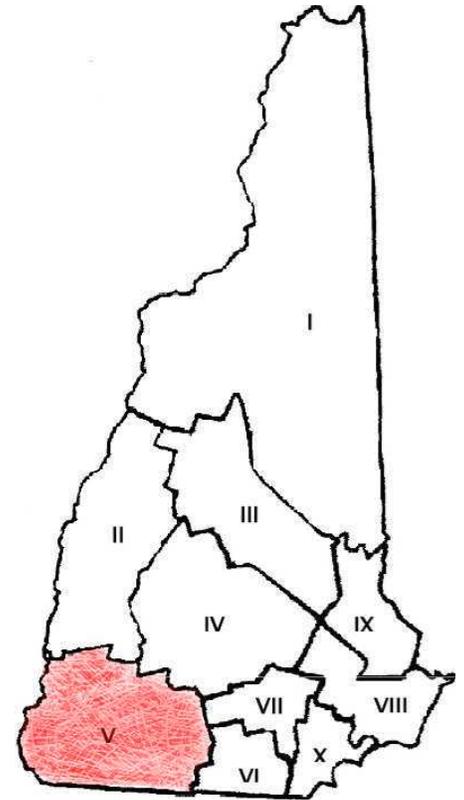
Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
385	140	36.4%	9,02	\$8.36	\$75	\$3,900	
Statewide ranking	7th		6th	2nd	4th		

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Community Bridges	77	12.2	\$8.81
CSC	3	5.0	\$8.50
Easter Seals	27	6.6	\$7.62
Granite Bay	2	3.0	\$7.25
IPP	3	3.0	\$7.25
ISN	6	3.7	\$8.42
Lutheran	3	2.0	\$7.64
Robin Hill	1	2.0	\$7.85
RRI	3	5.5	\$7.37
Siddarth	2	3.5	\$7.63
Work Opportunities	13	5.9	\$8.40
Total:	140		

Region 5: Monadnock Developmental Services



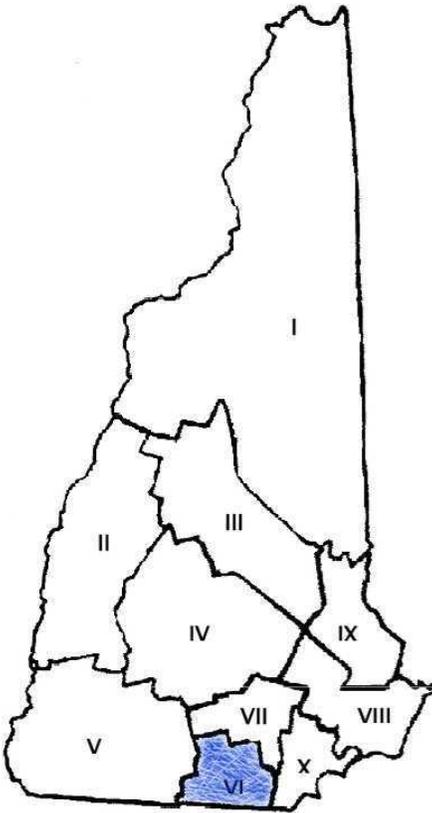
Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected Average Yearly Earnings
318	145	45.6%	10.45	\$7.91	\$83	\$4,316
Statewide ranking	3rd		3rd	4th		3rd

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
ACCESS Employment	1	12.0	\$9.77
Chesco Employment	30	8.1	\$7.82
CMRC Employment	2	20.8	\$7.25
CSNH Employment	4	14.6	\$8.34
Easter Seals - Employment	2	11.5	\$7.38
MCST Employment	5	10.2	\$9.12
MDS ISO Employment	15	10.9	\$7.69
MDS	37	20.9	\$8.50
MWS Employment	21	3.6	\$7.31
North Country Employment	1	25.0	\$9.00
Polux Employment	1	4.0	\$9.00
Psalm 33 Employment	1	12.0	\$7.25
Robin Hill Employment	3	1.8	\$7.58
RRI Employment	3	11.8	\$7.25
SWS Employment	17	5.3	\$7.78
Total:	145		

Region 6: Gateways Community Services



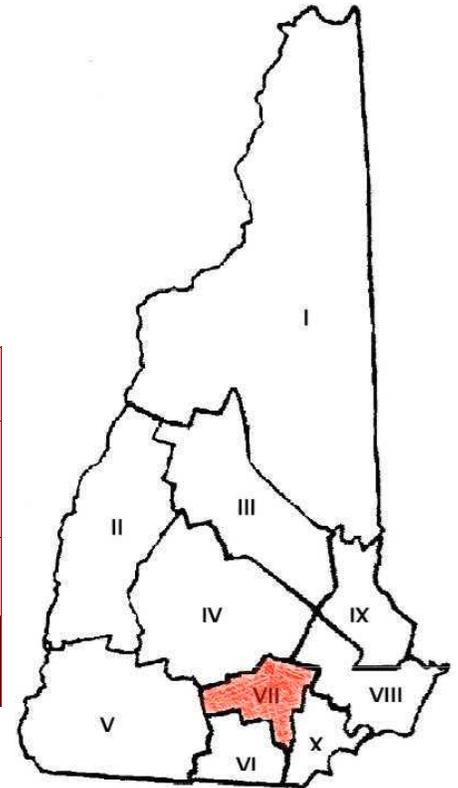
Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
469	210	44.8%	8.94	\$7.77	\$69	\$3,588
Statewide ranking	4th		7th	7th	8th	

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Easter Seals Employment	23	8.8	\$6.85
Gateways CDS	10	10.0	\$7.79
Gateways Employment	1	8.0	\$10.75
IPP - Employment	4	7.4	\$7.95
ISN - Employment	10	4.7	\$8.31
Nashua Center - Employment	8	1.7	\$7.54
Opportunity Networks	43	7.9	\$7.58
RRI Employment	1	2.0	\$8.08
The Plus Company	104	10.2	\$7.98
TILL	6	7.8	\$7.86
Total:	210		

Region 7: Moore Center Services



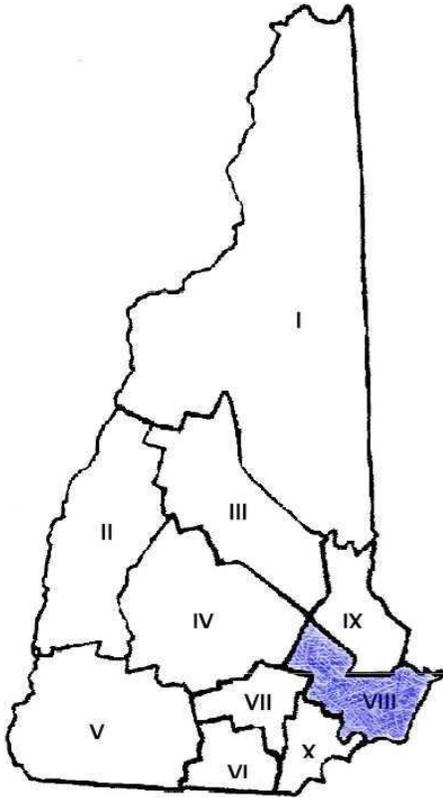
Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
492	123	25%	10.97	\$7.91	\$87	\$4,524	
Statewide ranking	10th		2nd	5th	2nd		

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Alternative Programs	2	4.0	\$8.63
Chesco	1	10.0	\$7.25
Easter Seals	17	11.0	\$6.78
ISN	6	6.8	\$7.85
Life Visions	1	3.8	\$10.00
Lifeshare	1	12.3	\$7.25
Moore Center Services	57	11.83	\$7.73
RRI Employment	1	2.0	\$7.25
Siddharth	8	3.0	\$8.50
TILL	1	10.00	\$7.96
Work Opportunities	29	12.1	\$8.71
Total:	123		

Region 8: One Sky Community Services



Regional Breakdown

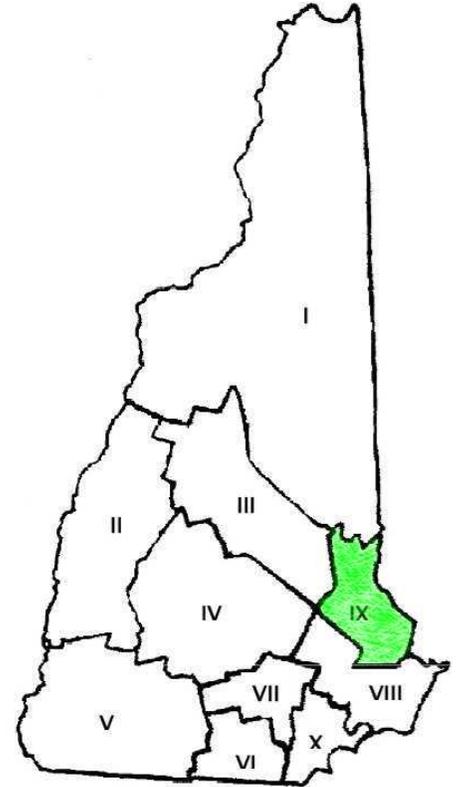
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings	Projected
294	116	42.9%	7.17	\$7.81	\$56	\$2,912	
Statewide ranking	5th		9th	6th	9th		

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
CMRC Employment	1	*	*
Easter Seals	18	8.0	\$7.63
Granite Bay	1	11.0	\$9.00
Great Bay Services	19	8.6	\$5.51
IPP	6	2.8	\$7.68
Life Visions	1	2.0	\$7.50
Lifeshare	17	3.4	\$8.29
Living Innovations	16	7.3	\$7.85
One Sky Futures	6	5.0	\$8.14
One Sky Employment	21	9.7	\$8.23
RRI Employment	1	3.0	\$7.25
Work Opportunities	9	10.5	\$7.72
Total*:	116		

* Individual has self-employment

Region 9: Community Partners



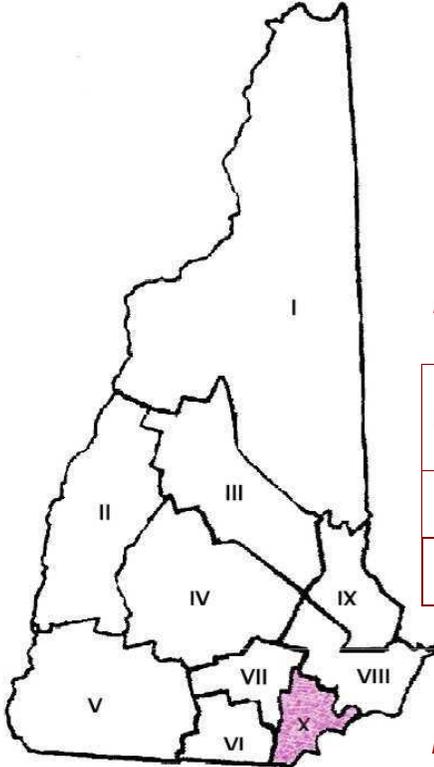
Regional Breakdown

Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Projected
						Average Yearly Earnings
244	95	38.9%	9.59	\$7.77	\$75	\$3,900
Statewide ranking	6th		5th	8th	5th	

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Community Partners	81	9.23	\$7.87
Easter Seals	2	16.0	\$8.63
Great Bay Services	9	11.7	\$6.23
IPP	3	10.7	\$8.50
Total:	95		

Region 10: Community Crossroads



Regional Breakdown

						Projected
Total # of Individuals Served	# Individuals Working	Percent Employed	Average Hours Worked	Average Wages Earned	Average Weekly Earnings	Average Yearly Earnings
267	83	31.1%	8.58	\$8.19	\$70	\$3,640
Statewide ranking	9th		8th	3rd	7th	

Employment Provider Data

	# Individuals Working	Average Hours Worked	Average Wages Earned
Career Resources	2	4.9	\$2.81
Easter Seals	11	4.7	\$7.47
Granite Bay	3	6.7	\$7.75
IPP Employment	1	4.0	\$8.00
ISN Employment	1	3.0	\$9.48
Life Visions	12	10.7	\$10.58
Lifeshare	8	4.8	\$7.85
Living Innovations	11	5.4	\$8.15
Nashua Center	5	4.0	\$8.42
Neurorestorative NH	1	4.0	\$7.25
R10 Employment	10	11.0	\$8.57
RRI Employment	2	10.0	\$10.02
Work Opportunities	16	15.6	\$7.83
Total:	83		



Appendix

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

Area Agency	1-5 hrs		6-10 hrs		11-20 hrs		21-30 hrs		30+ hrs		Total # of Jobs
	# of Jobs	%	# of Jobs	%							
Northern Human Services	156	69%	34	15%	27	12%	5	2%	4	2%	226
Pathways of the River Valley	25	30%	19	23%	23	28%	9	11%	6	7%	82
Lakes Region Community Services	53	42%	28	22%	33	26%	11	9%	2	2%	127
Community Bridges	64	45%	40	28%	30	21%	2	1%	6	4%	142
Monadnock Developmental Services	70	45%	36	23%	24	15%	20	13%	7	4%	157
Gateways Community Services	109	42%	74	29%	57	22%	14	5%	4	2%	258
Moore Center Services	41	30%	23	17%	65	47%	7	5%	1	1%	137
One Sky Community Services	79	56%	25	20%	20	17%	9	6%	1	1%	134
Community Partners	48	44%	26	24%	27	25%	4	4%	5	5%	110
Community Crossroads	51	57%	19	21%	10	11%	3	3%	6	7%	89
STATEWIDE TOTAL:	696		324		316		84		42		1462
% of Jobs in Each Category		47%		22%		22%		6%		3%	

- ♦ (not including self-employment)
- ♦ 69% of jobs held are 10 hours or less per week
- ♦ 9% of jobs held are more than 20 hours per week

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 vendor. However, it is important to understand that there are more factors to consider when selecting a vendor than just performance data alone. Here are some things to consider:

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

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 Spring 2012

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 regions 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.



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♥ Prepared by
NH Family Voices
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