

**Who Is Working?
What Do We Know?
Data as a Communication
& Planning Tool**

**Massachusetts Department of
Mental Retardation
Employment Performance Outcome
Information System
March 5th, 2007**

OVERVIEW

- History: How We Got Started
- What Information We Collect
- How We Collect This Information
- How We Use This Data Now
- What the Data Tells Us
- How We Would Like to Use This Data in the Future

So What About the Numbers?



HISTORY

- **Contractual Performance Based Outcomes**
 - Aggregate Data Reported
- **Initiation of National Core Indicator Project**
 - Individual Data Reported
 - Provider Review & Input
- **Partnership with Institute for Community Inclusion**
 - Data Analysis
 - Website to Report Data & Evaluate Trends over Time
- **DMR Quality Assurance Annual Report**
 - Quality Council- Service Improvement Targets

WHO?

Individuals receiving services through DMR
funded Employment Support Contracts

- Approximately 5600-5700 individuals
- 96 Providers statewide
 - Vary in size & model

What Information We Collect

- Employment Outcomes
 - Individual Integrated Employment
 - Group Job Placements
 - Facility-Based Work
- Other Employment-Related Services
 - Volunteer/Non-Work Time
 - Transition

What Information We Collect

- Number of Hours Worked
- Wages Earned; Minimum Wage
- Employment Retention: working 10/12 months
- New Job Placements

How The Data Is Collected

- Provider Reported
- Excel Spreadsheet
 - Pre-loaded with individual names
- Snapshot – designated 4 week period
 - Previously completed two times/year
 - Currently one time/year: April
- Providers Submit Data-
 - Initial Review to clean data
- Follow-Up

How We Are Using The Data

- Statewide & Regional Summaries & Trends
 - Benchmarks
- Provider Reports: Summaries & Trends
- Compare Provider Performance: State & Region
- Trends by Specific Variables
- Education: Staff; Providers: Consumers
- Website: Multiple Ways to Report/Display Data

Massachusetts Department of Mental Retardation

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Provider individual report >

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DMR Employment Supports Performance Outcome Information System

This web site summarizes findings from data collected on employment supports during a four-week period each April. Data were collected at the individual level for individuals who receive employment supports funded by the Department of Mental Retardation. Data on variables such as total wages or total hours of participation are for the full four-week data collection interval.

Select from the menu at the left or using the links below to view data in four ways:

Summary by Activity: Provides a summary across five major life activities included in the Employment Supports Performance Outcome Information System at the state, region, or provider levels.

Summary by Region: Provides a comparison of performance across the regions for a selected variable

Provider Summary Report: Provides a detailed report in table form summarizing the performance of providers at the state or region levels. Three different report choices address number participating by activity, hours of participation by activity, and monthly wages.

Provider Individual Report: Provides a detailed report in table form summarizing the performance of a single provider at the state or region level. Each report addresses number participating by activity, hours of participation by activity, and monthly wages.

This site was developed by StateData.info, a project of the Institute for Community Inclusion, University of Massachusetts Boston, for the Massachusetts Department of Mental Retardation. For more information on StateData.info or the work of the Institute for Community Inclusion select one of the links in the menu bar or contact:

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Summary by Activity

SUBMIT

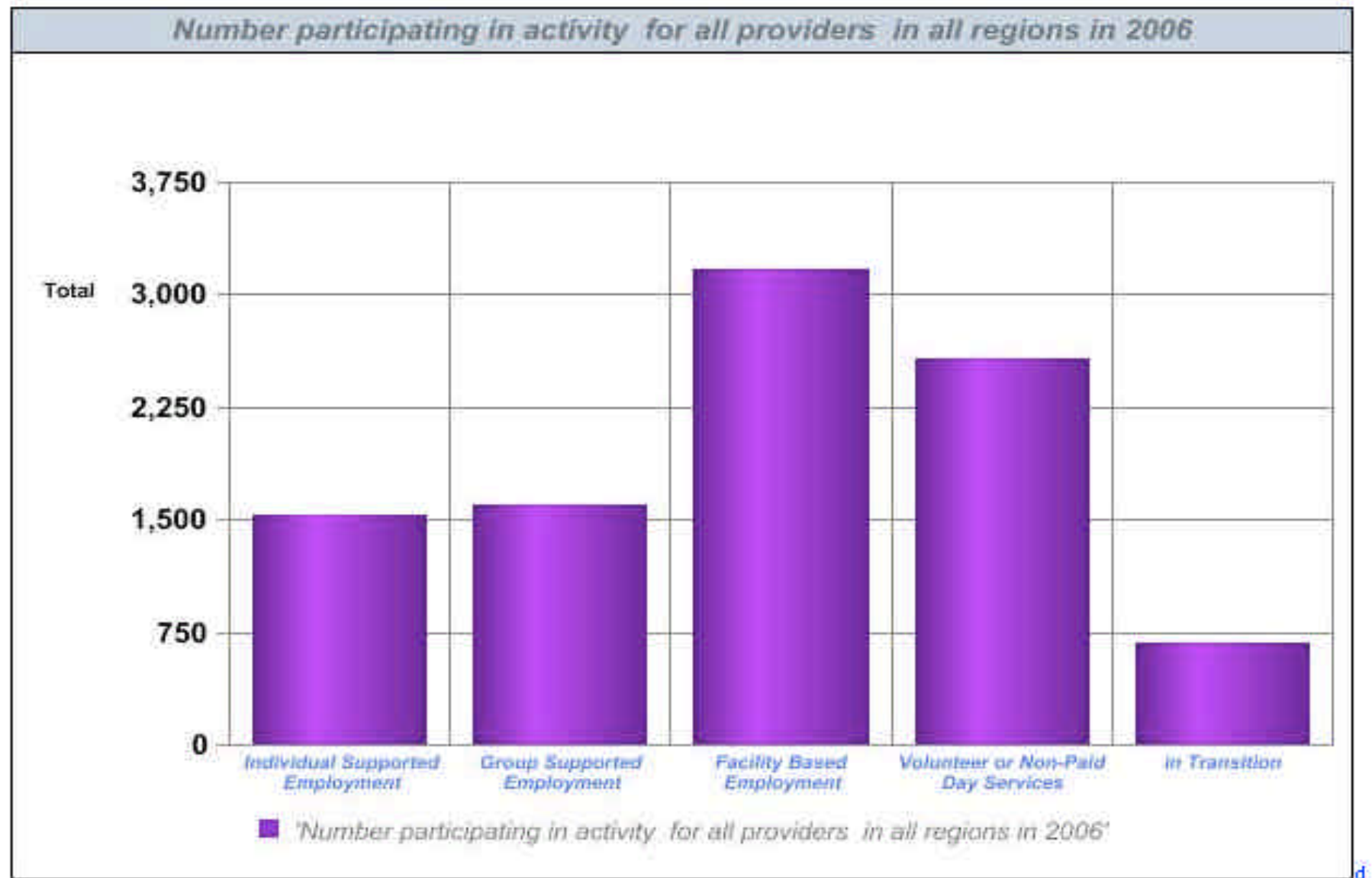
Current region: Central West

Select Provider:

Select Variable:

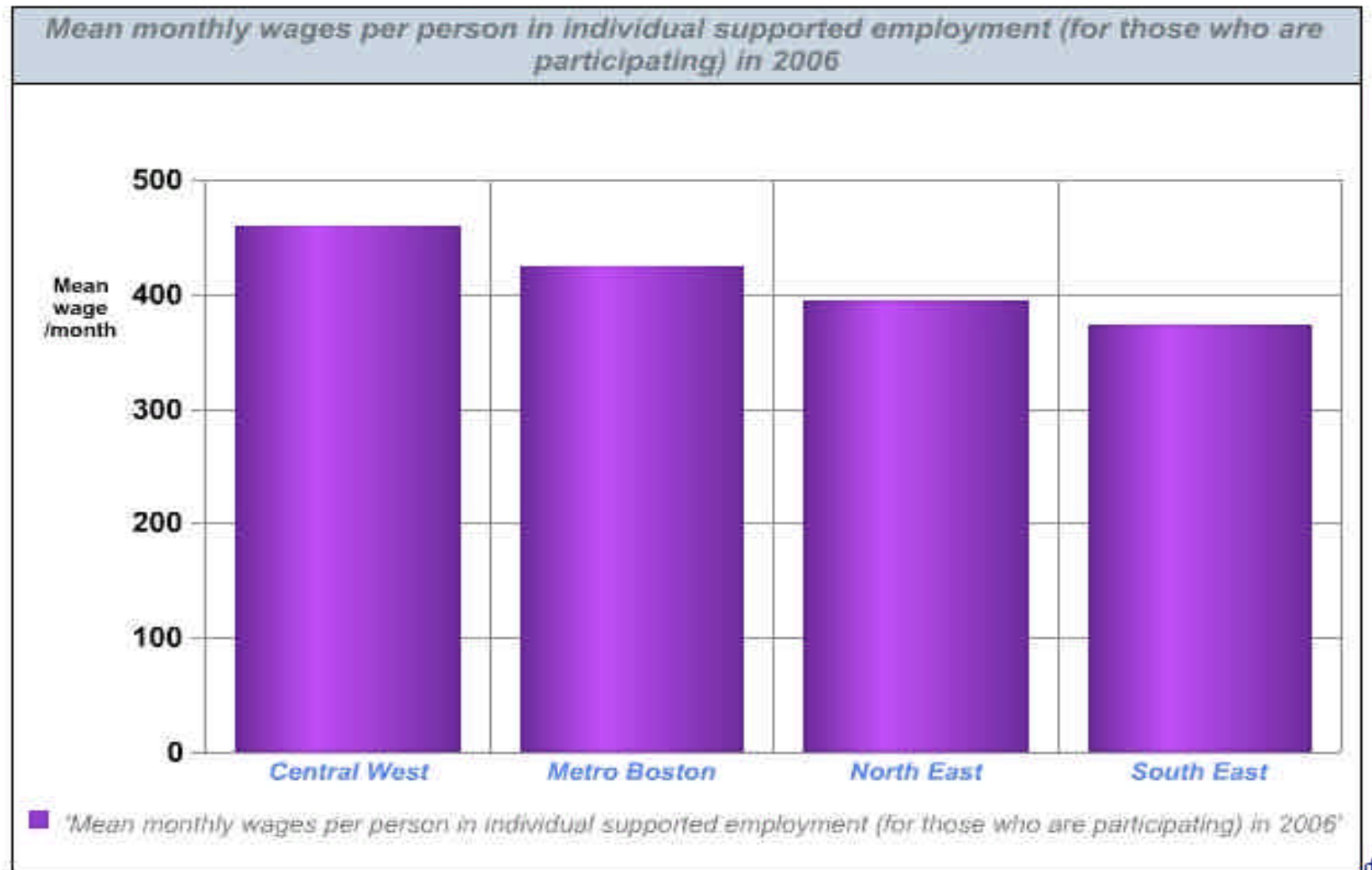
- Number participating in activity
- Percent participating in activity
- Total # hours for activity
- Mean hours per activity (of those participating)
- Total wages per activity
- Mean wage per activity
- Mean hourly wage for individual, group and facility employment
- Number earning at least minimum wage
- Percent earning at least minimum wage

Summary by Activity



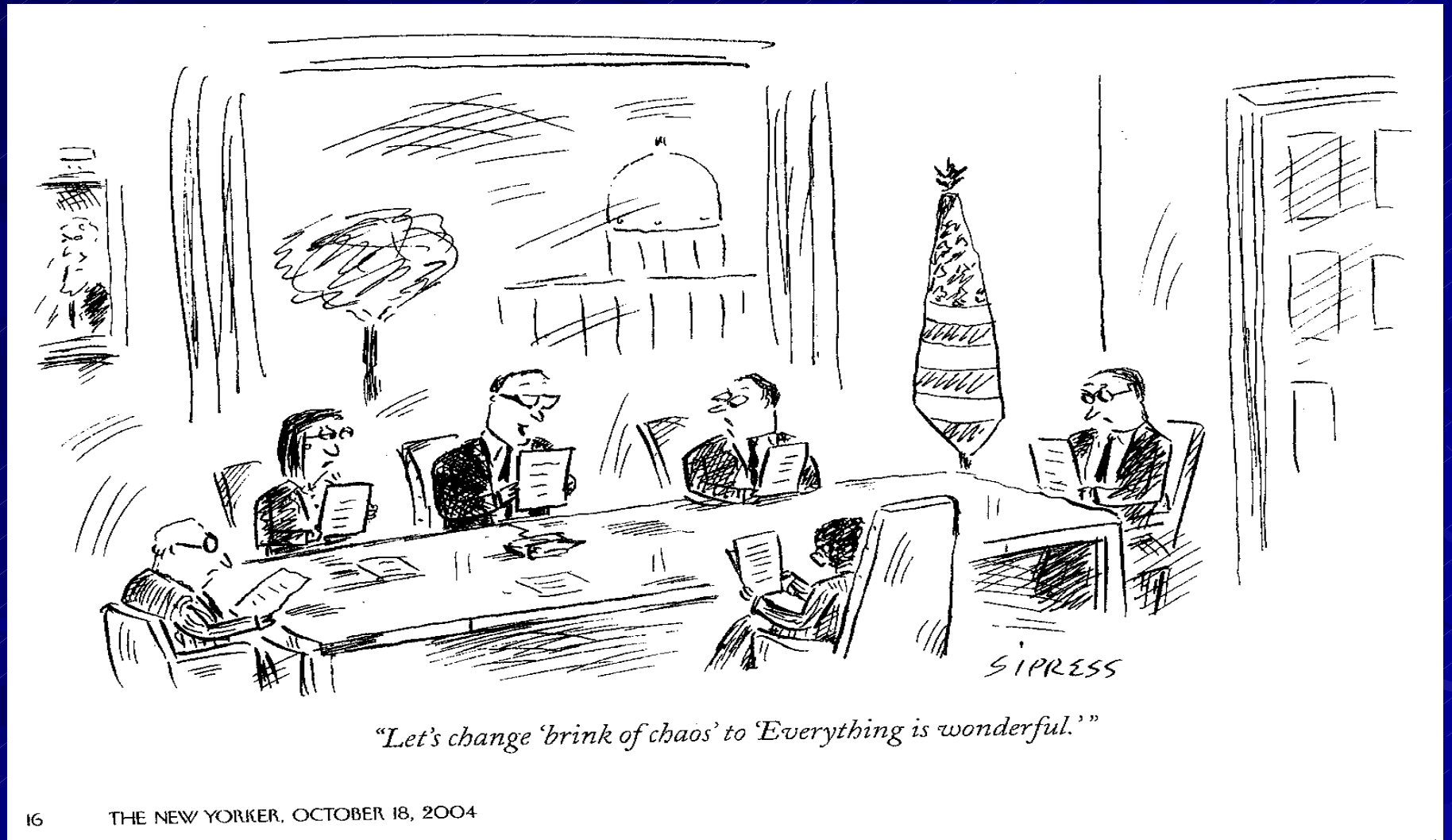
[Printer-Friendly Format](#)

Summary by Region

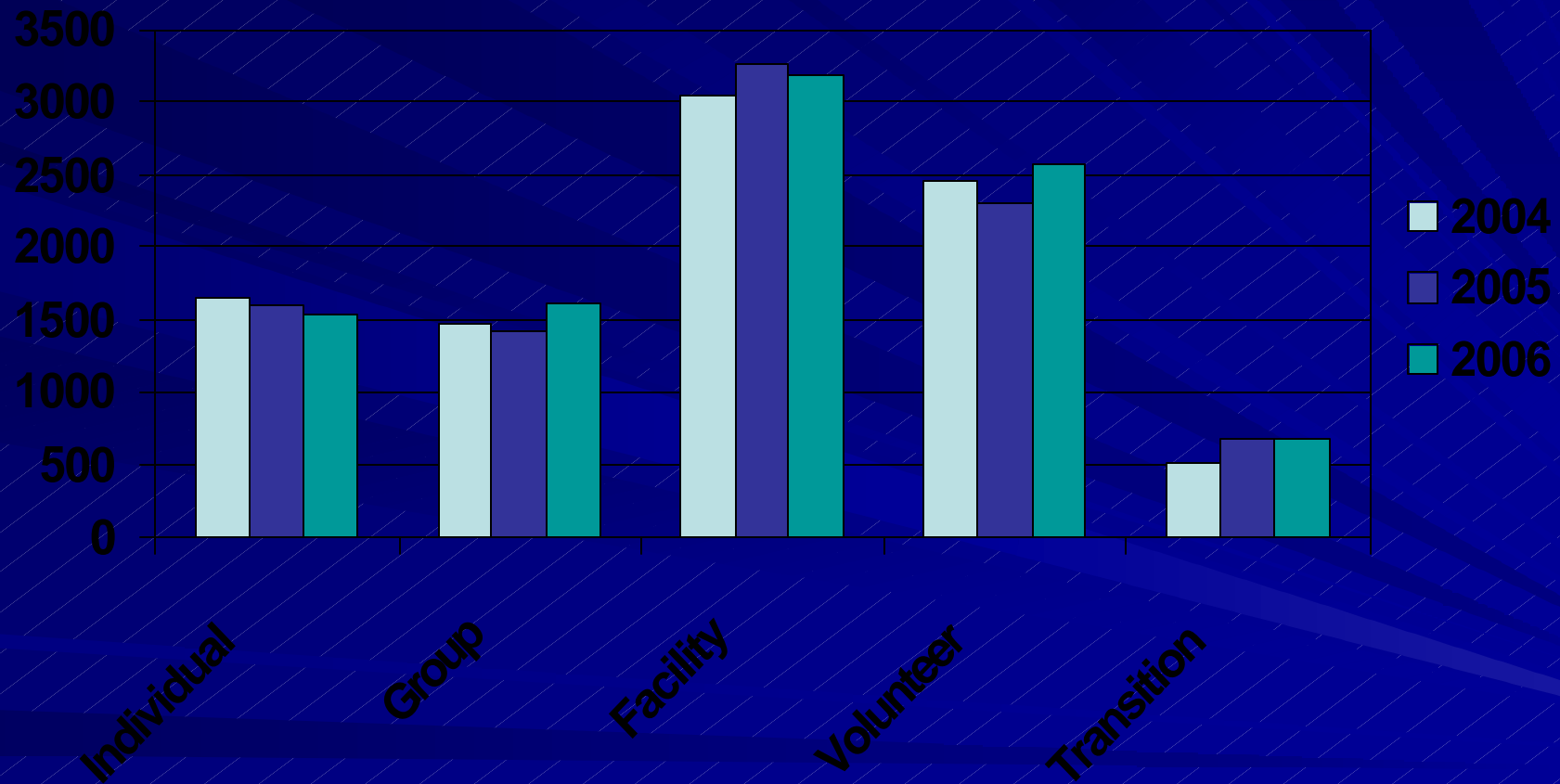


[Printer-Friendly Format](#)

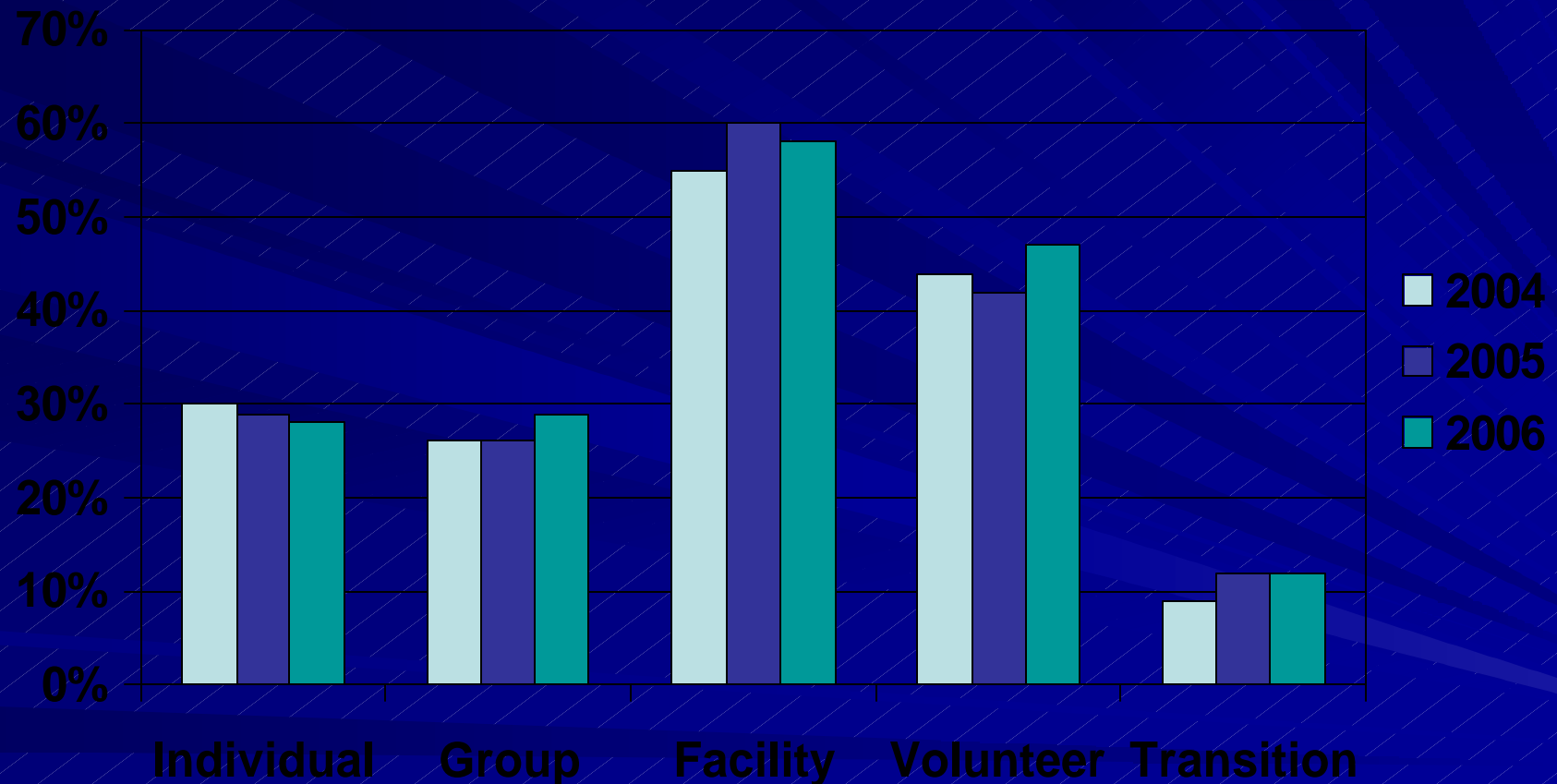
What The Data Is Telling Us



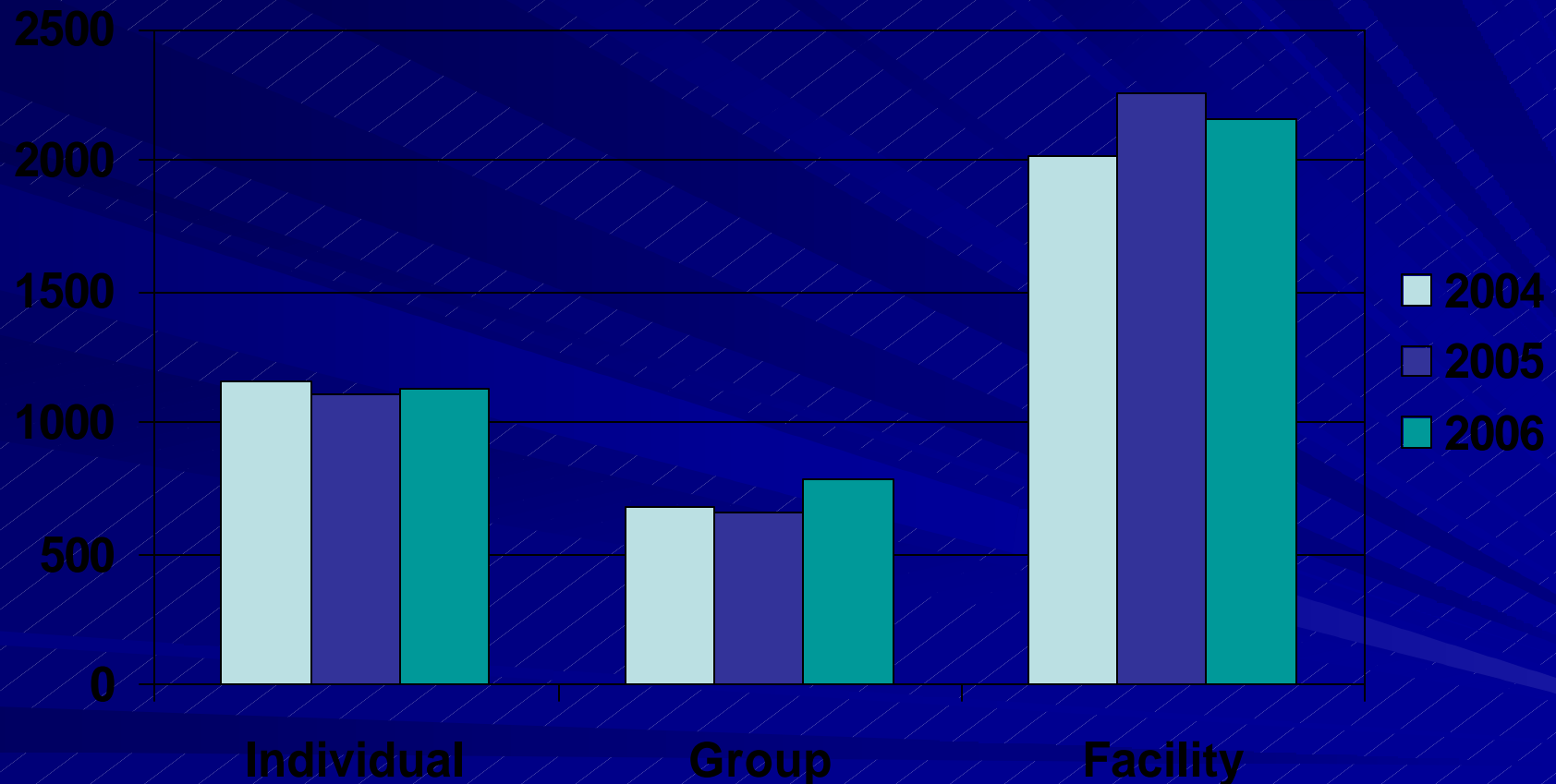
Number participating in each employment setting or activity



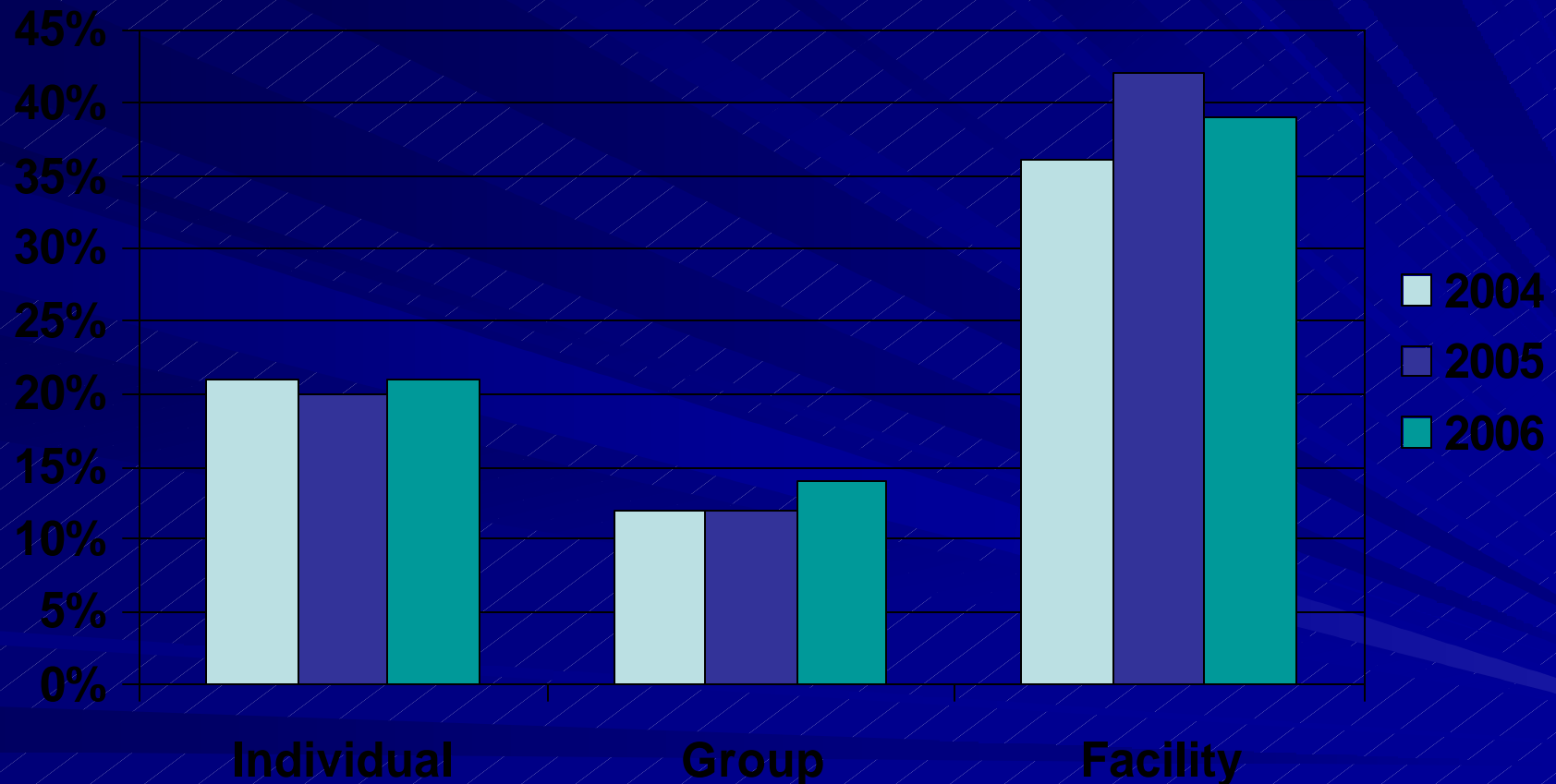
Percent participating in each employment setting or activity



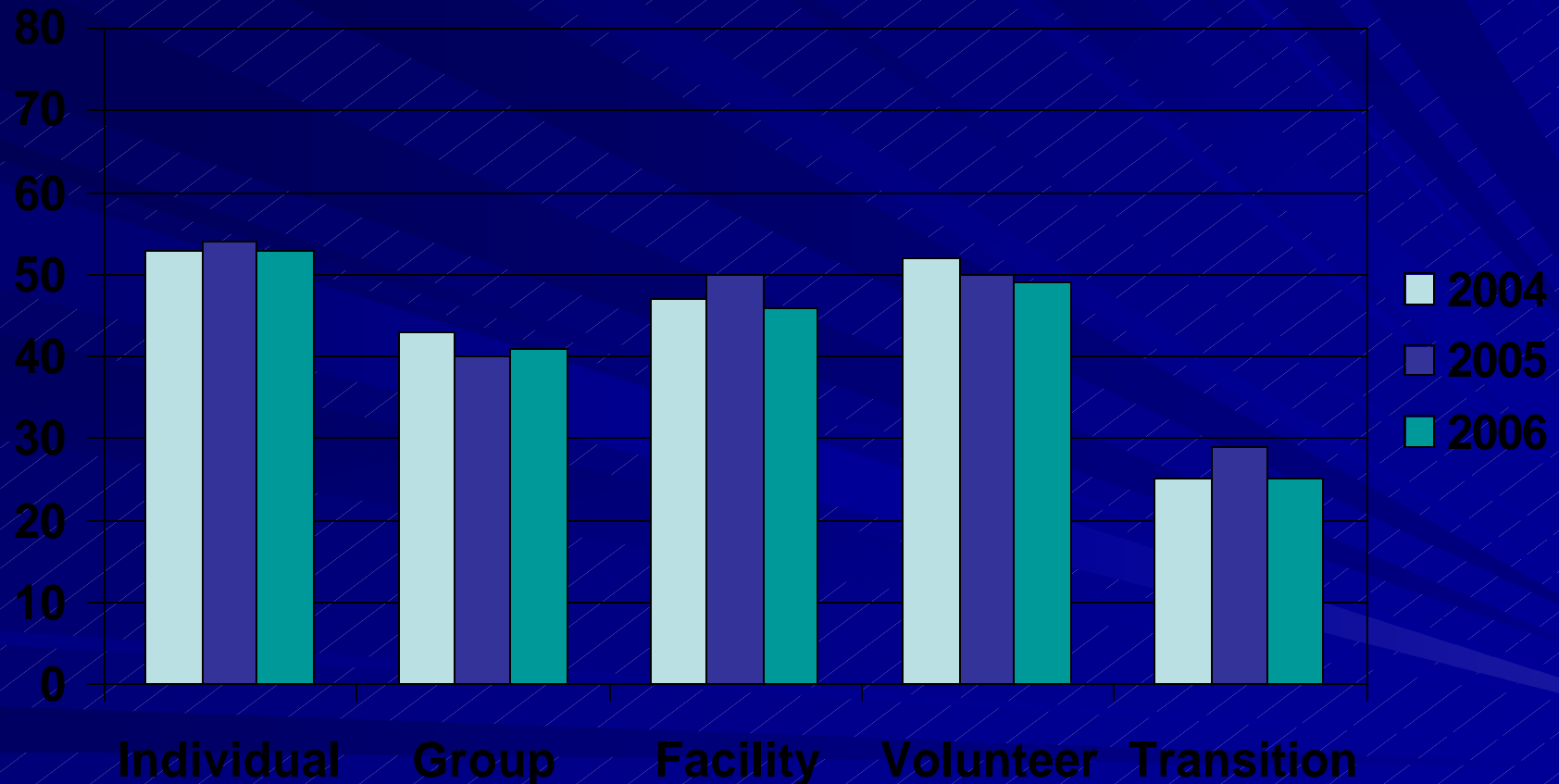
Number working *only* in one employment setting



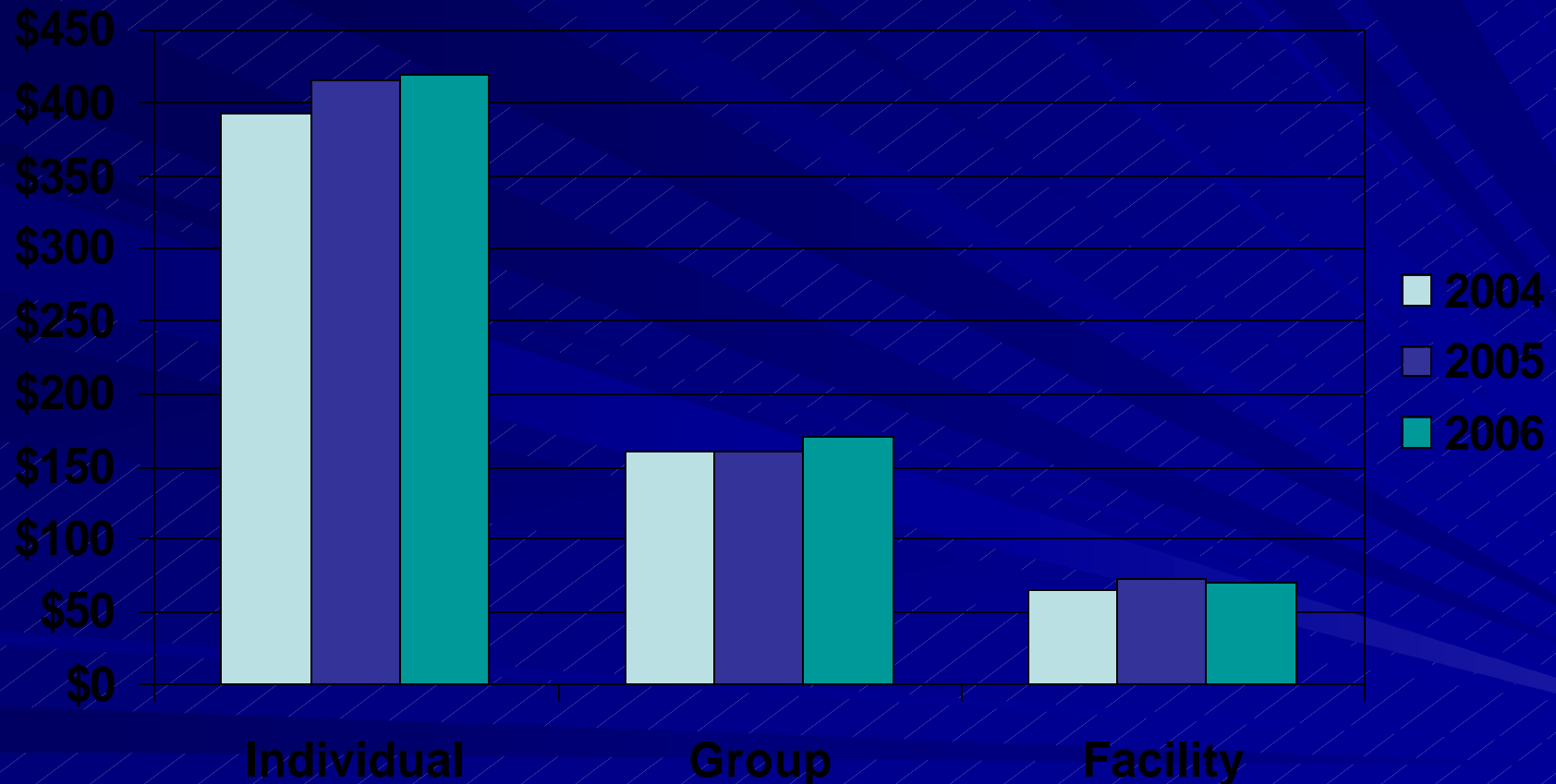
Percent working *only* in one employment setting



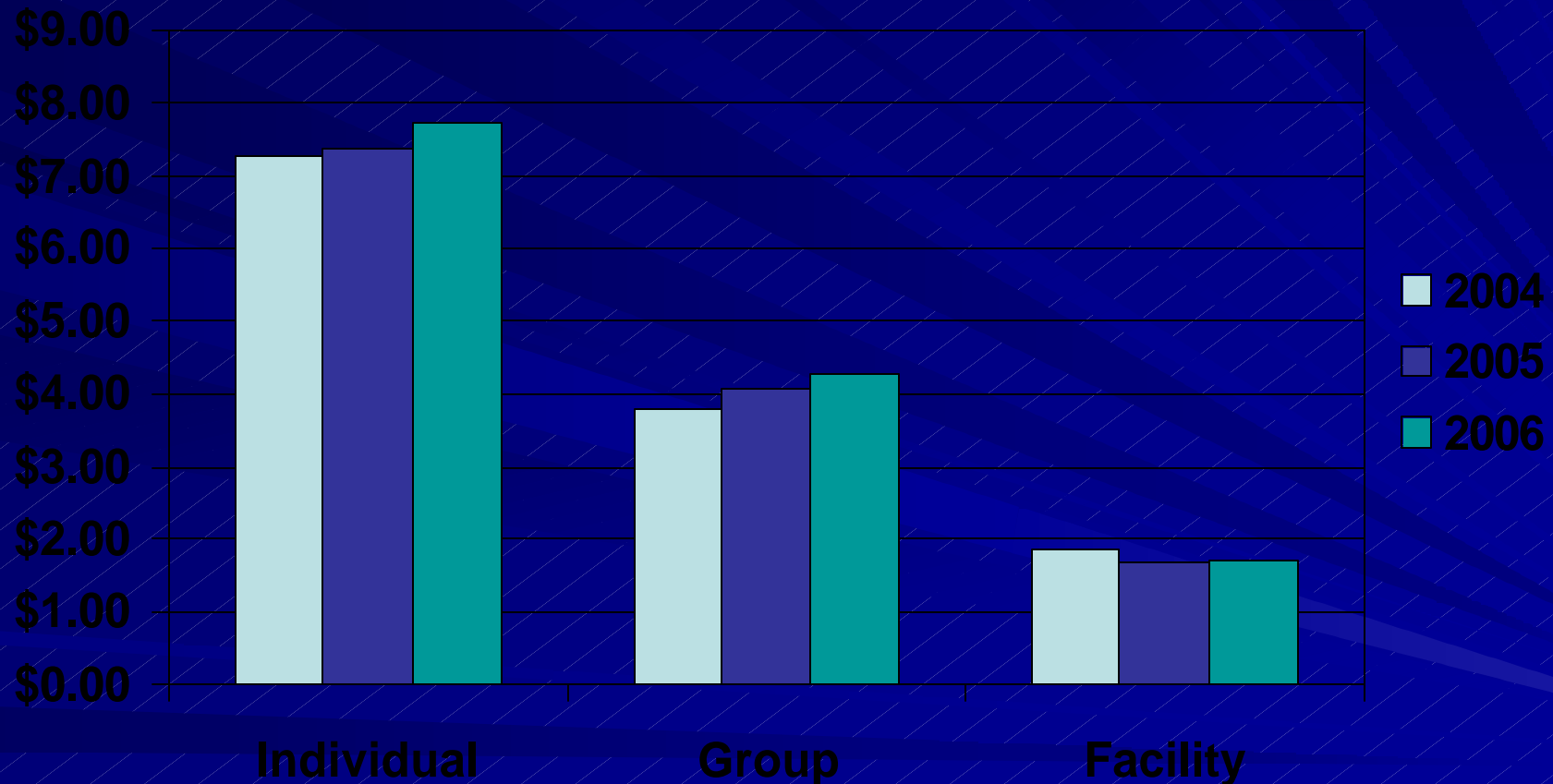
Average hours per month in each employment setting or activity



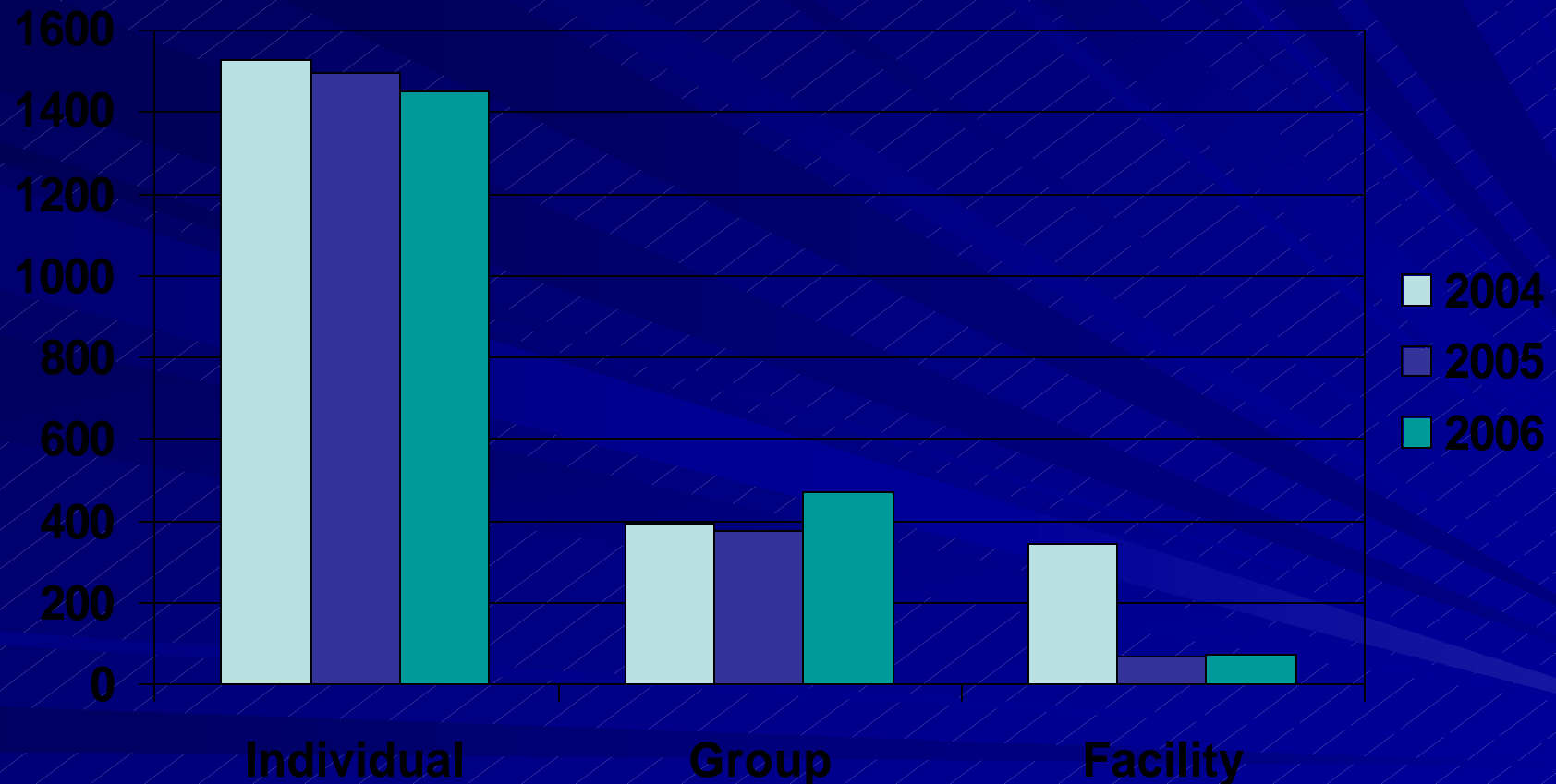
Average wages per month in each employment setting



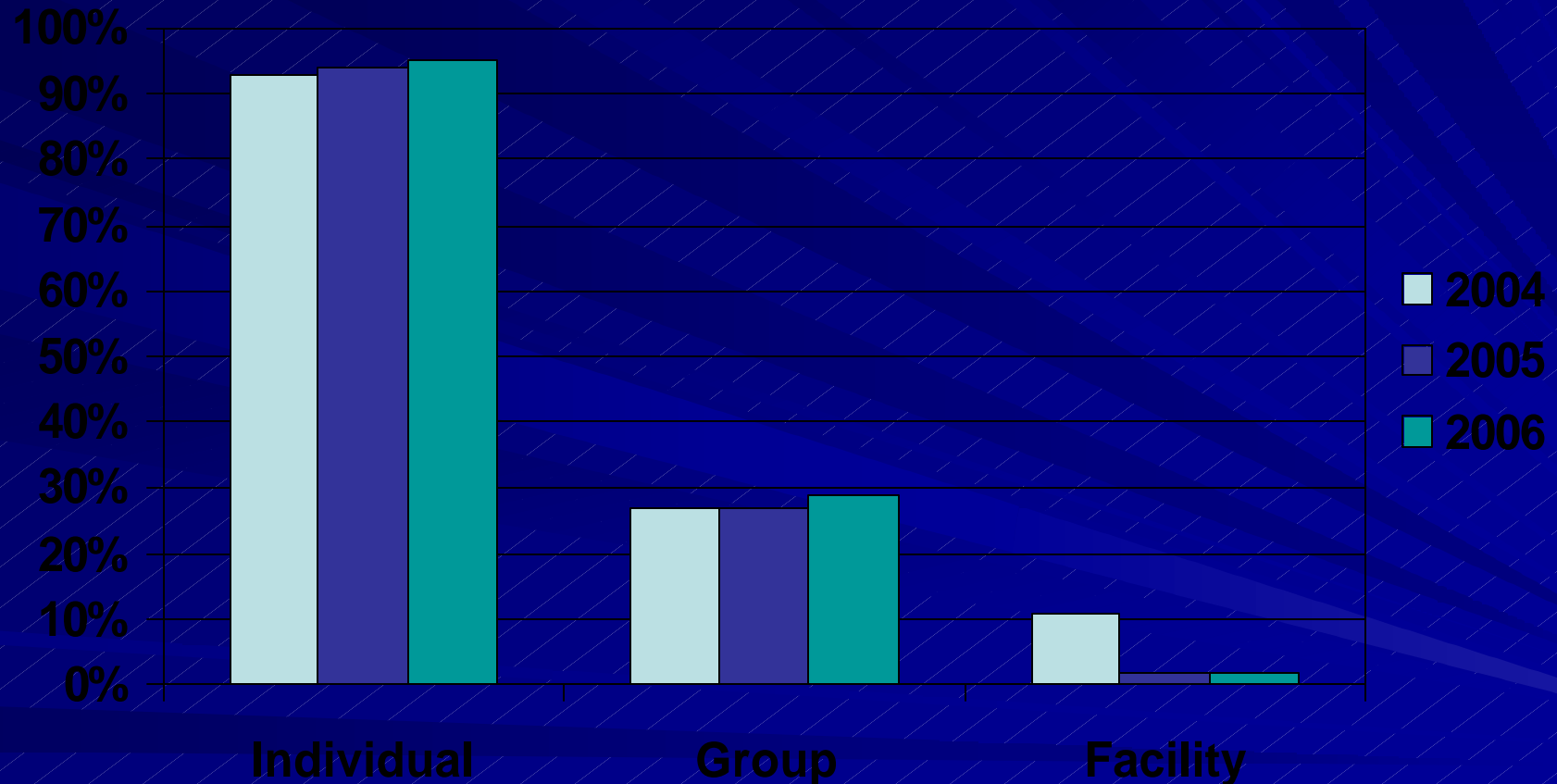
Average wages per hour in each employment setting



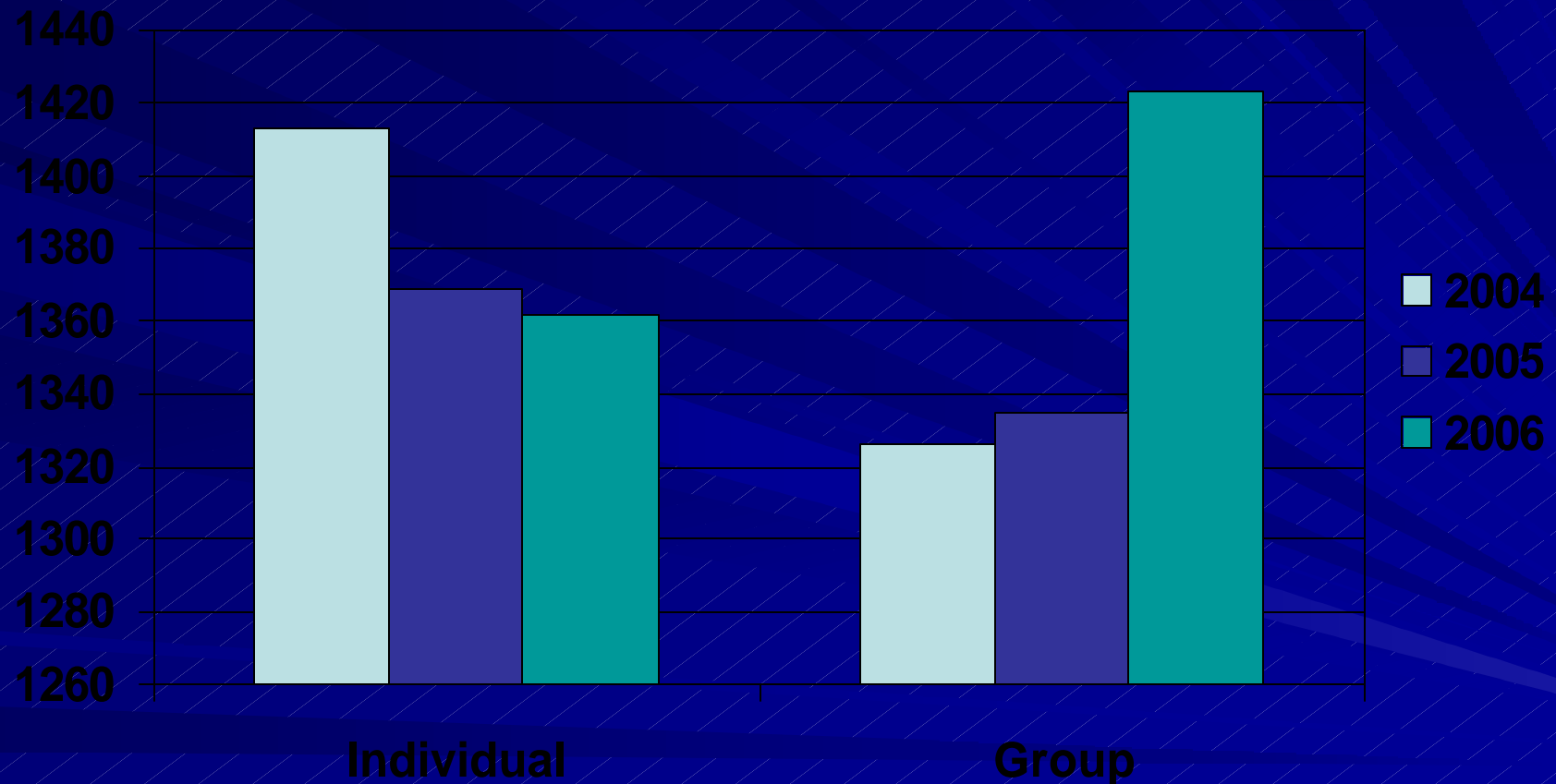
Number earning minimum wage or above in each employment setting



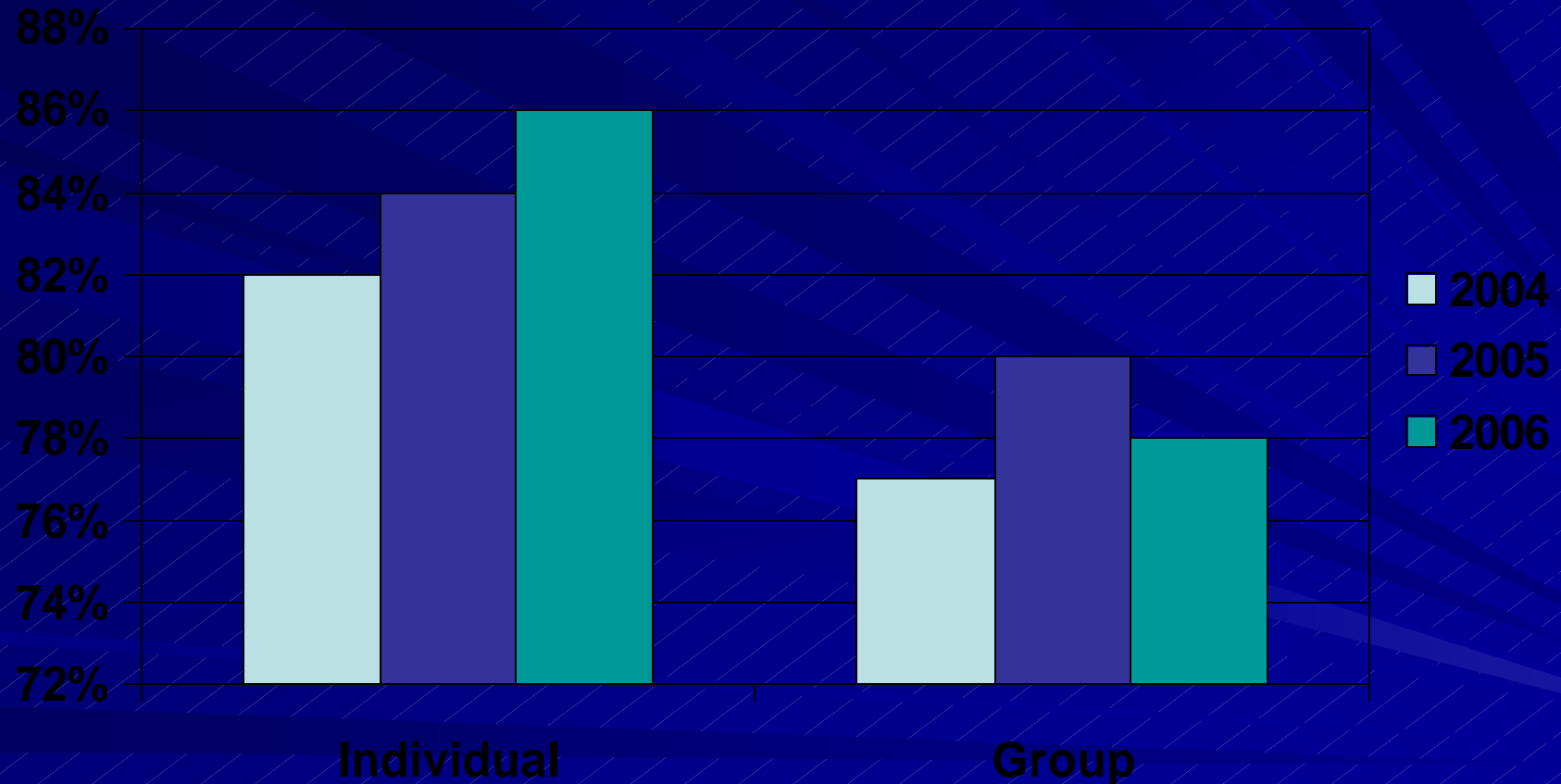
Percent earning minimum wage or above in each employment setting



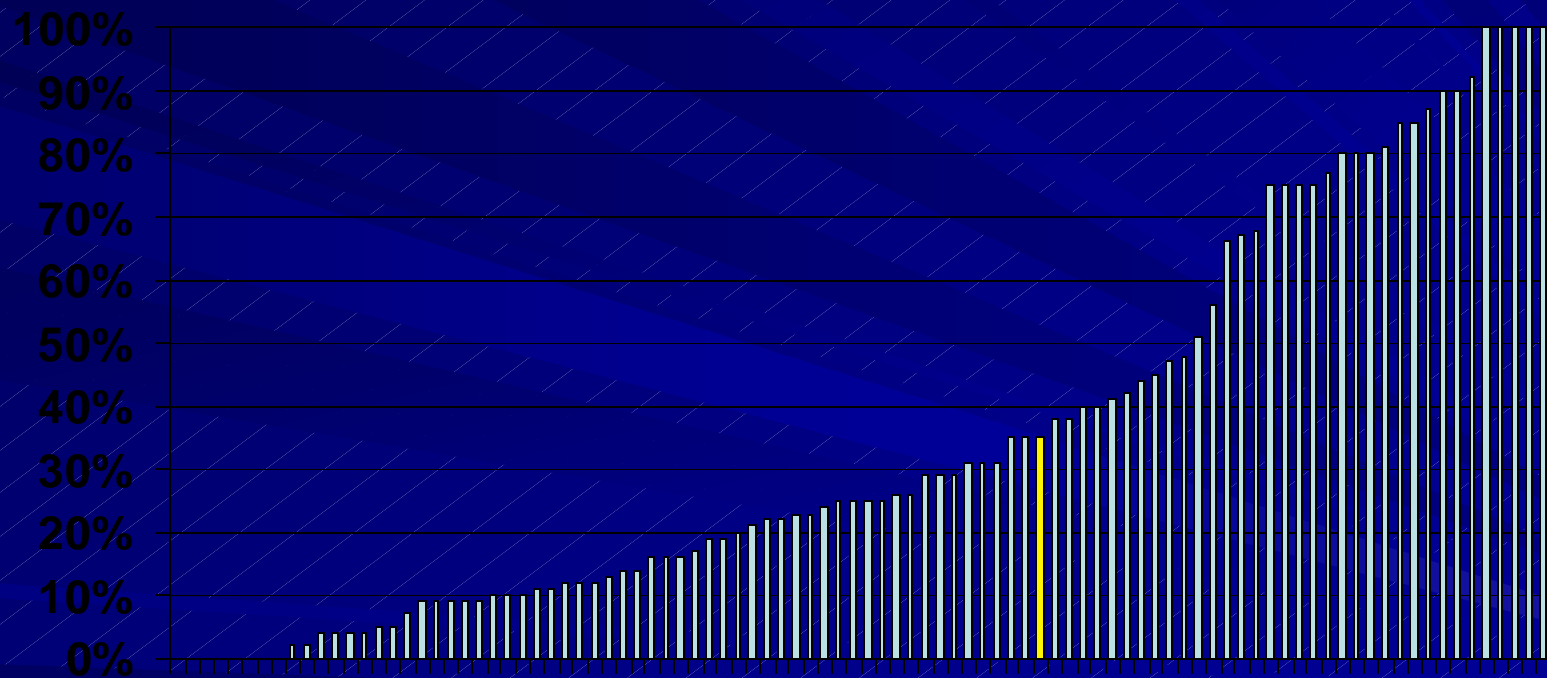
Number employed for 10 of the last 12 months in each employment setting



Percent employed for 10 of the last 12 months in each employment setting

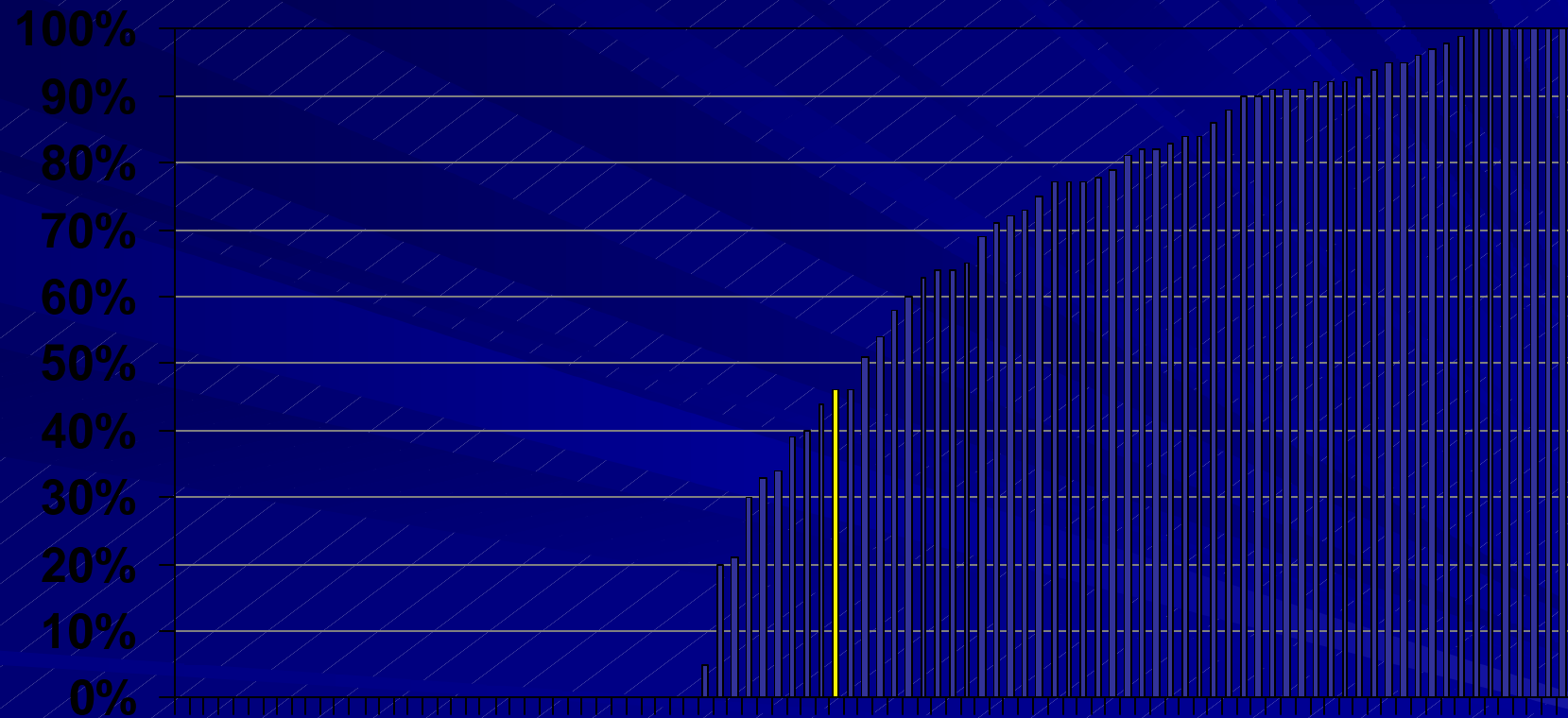


Percent in individual employment by provider-2006



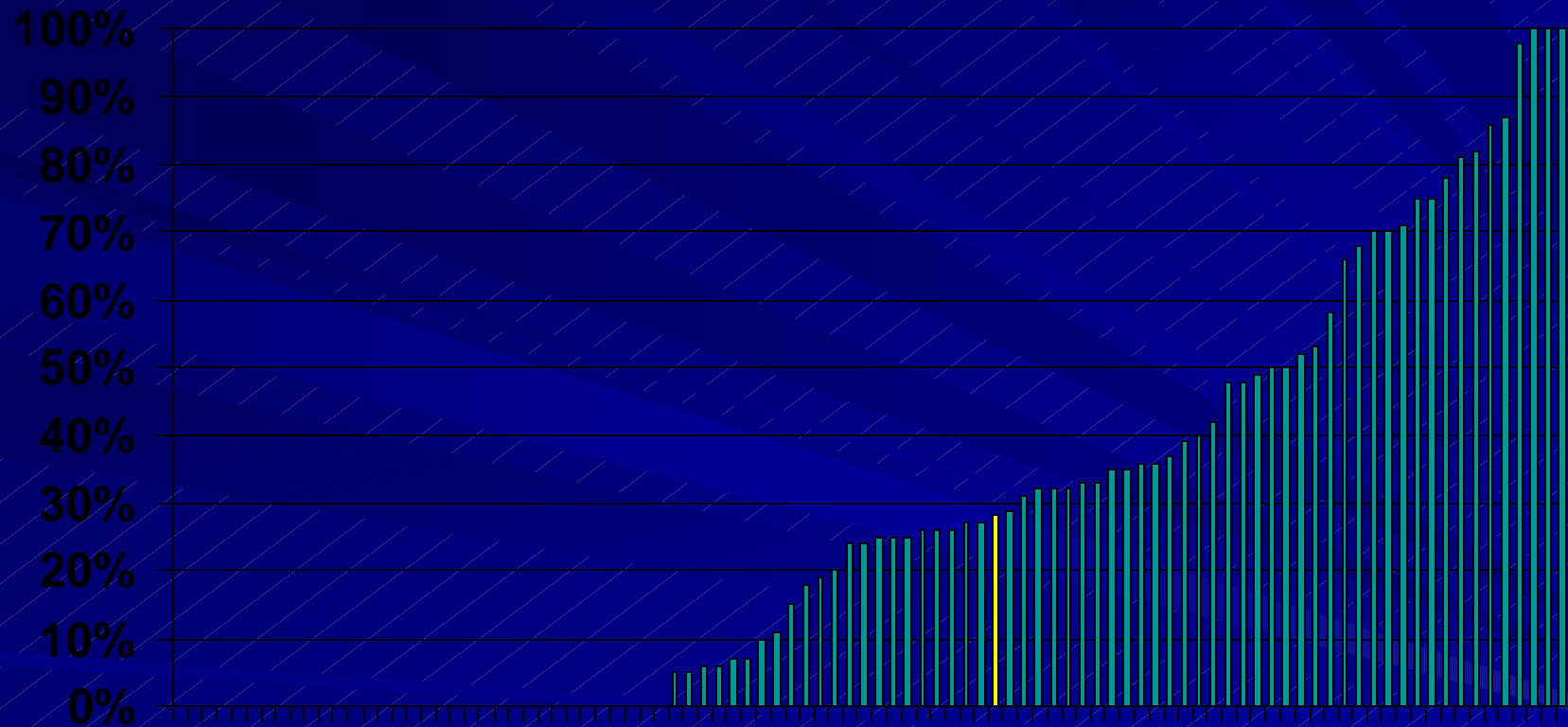
*The yellow bar indicates the statewide average

Percent in group employment by provider-2006



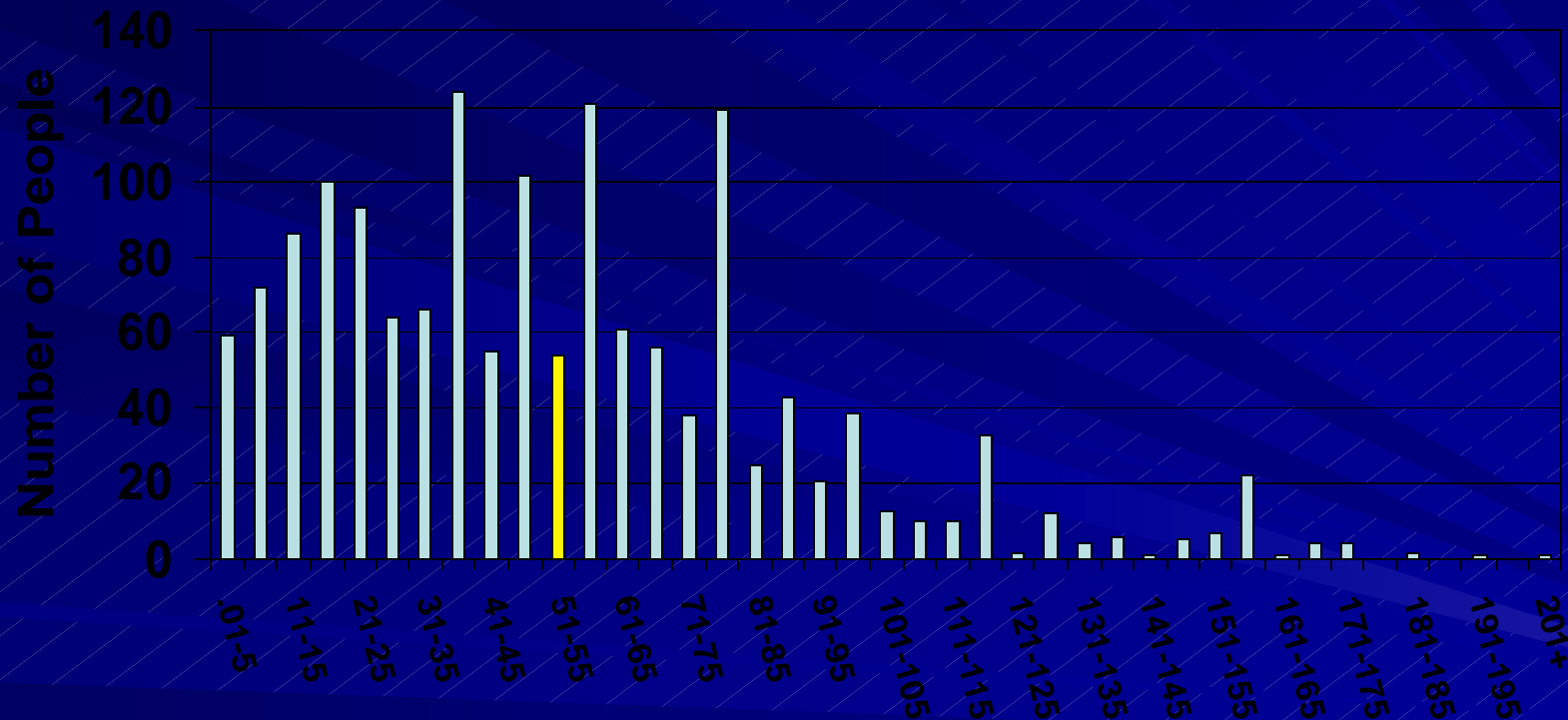
*The yellow bar indicates the statewide average

Percent in facility-based work programs by provider-2006



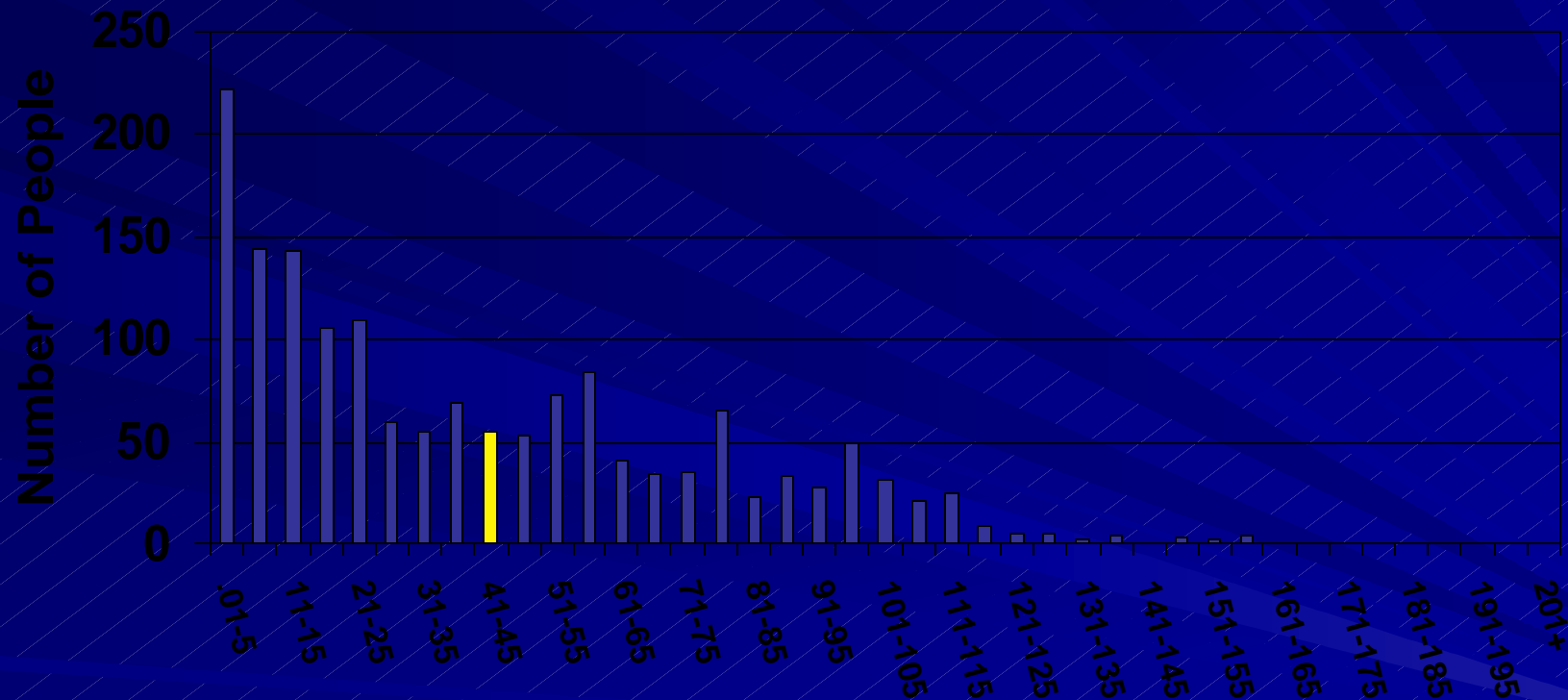
*The yellow bar indicates the statewide average

Distribution of hours for individual jobs-2006



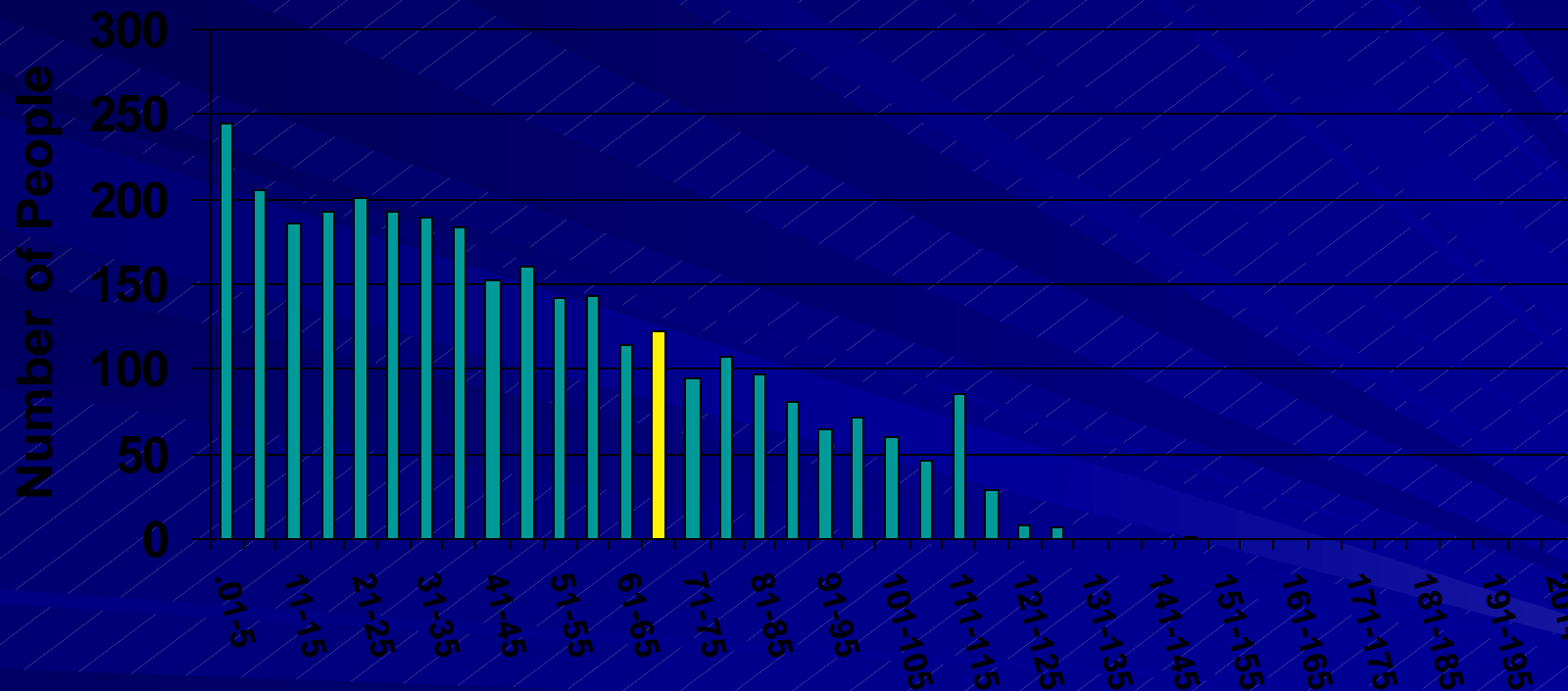
*The yellow bar indicates the range in which the statewide average falls

Distribution of hours for group jobs-2006



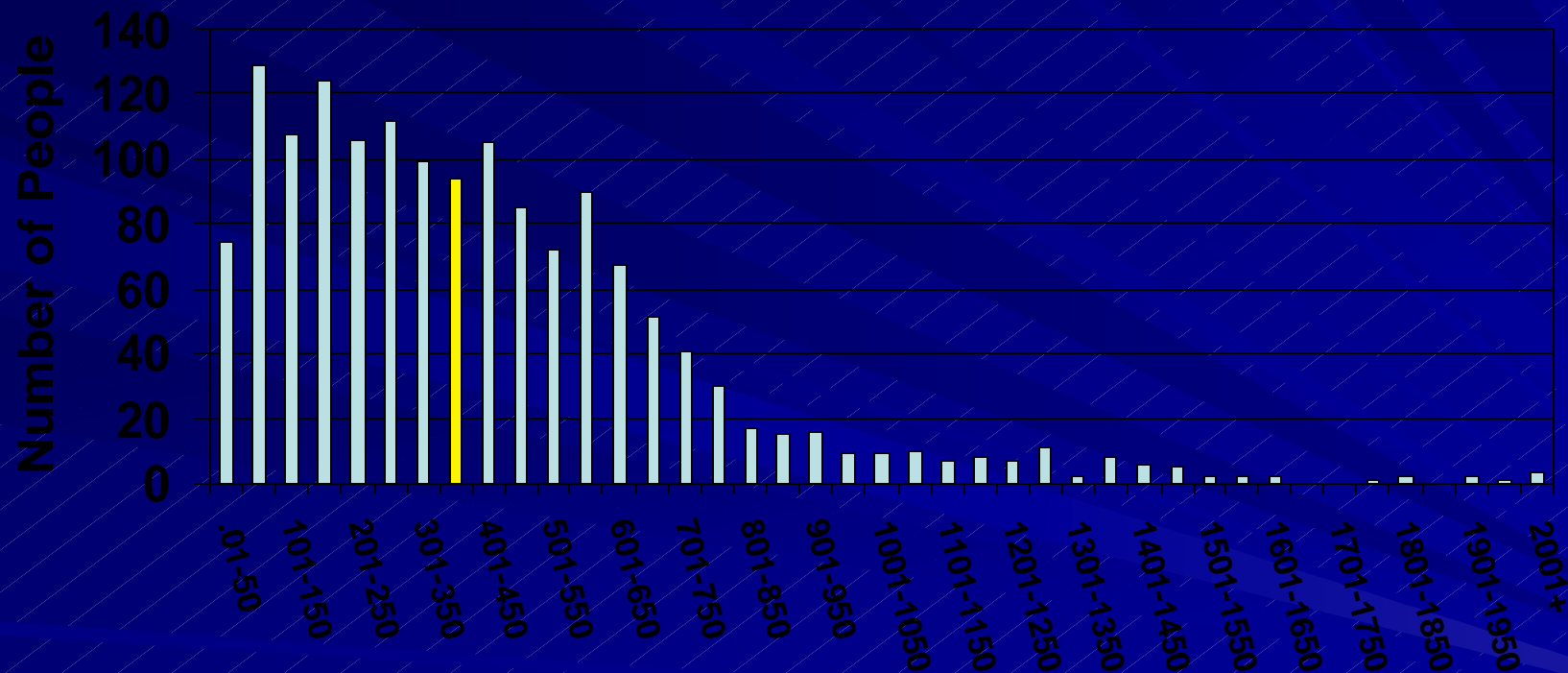
*The yellow bar indicates the range in which the statewide average falls

Distribution of hours for facility-based work programs-2006



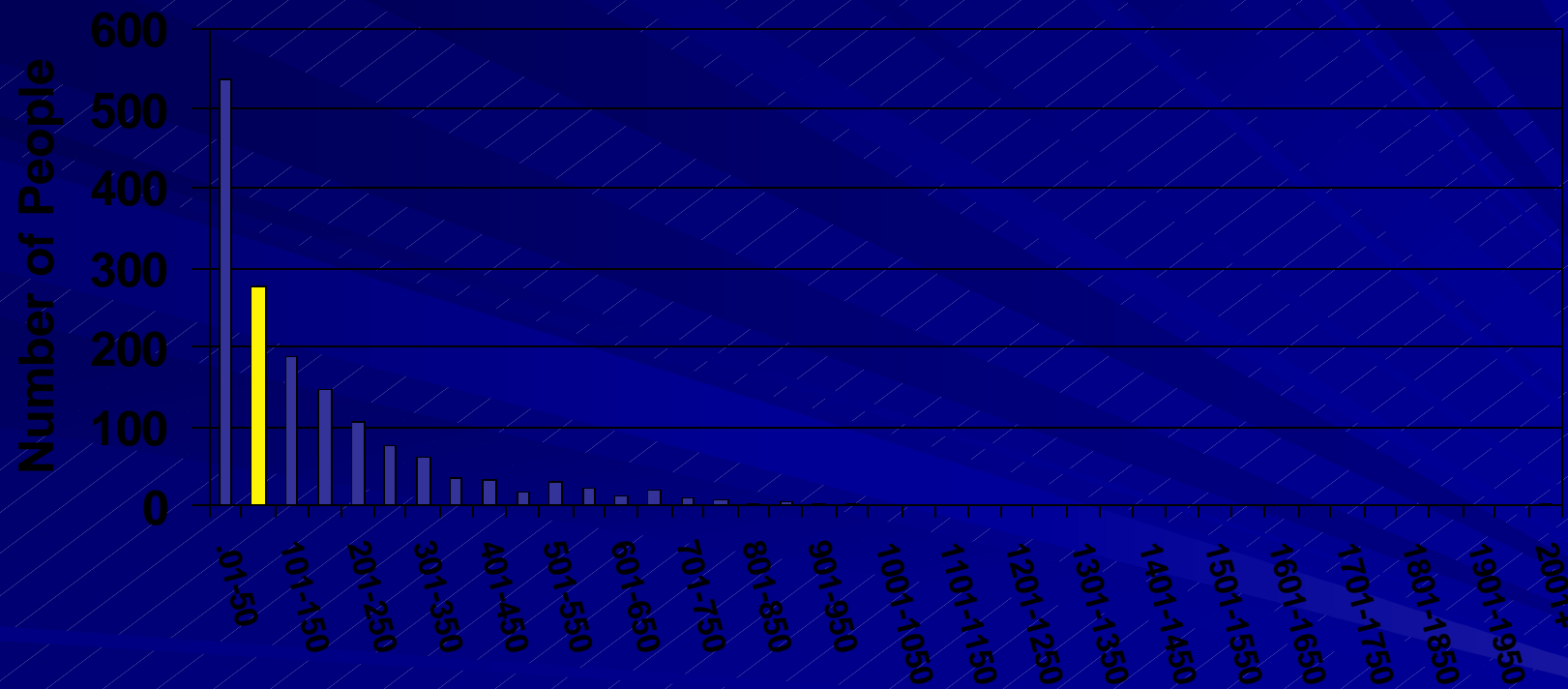
*The yellow bar indicates the range in which the statewide average falls

Distribution of wages for individual jobs-2006



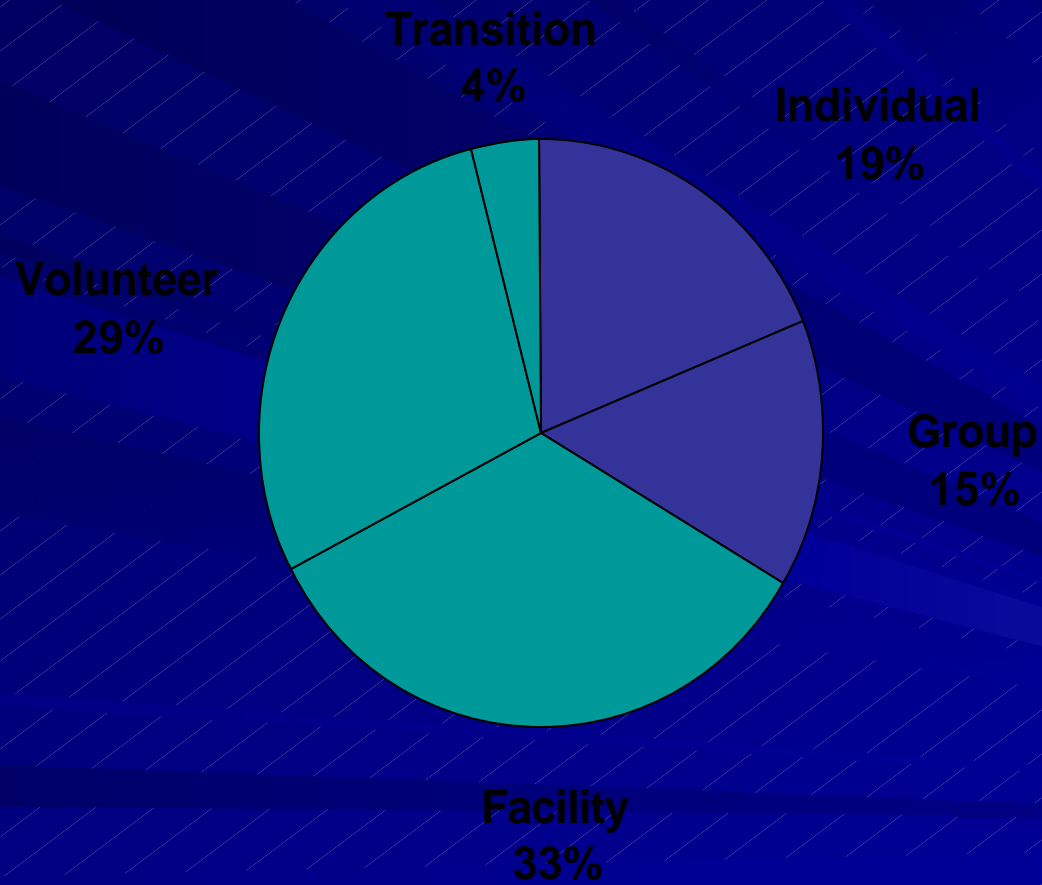
*The yellow bar indicates the range in which the statewide median falls

Distribution of wages for group jobs-2006



*The yellow bar indicates the range in which the statewide median falls

Percentage of total hours in each employment setting or activity-2006



Opportunities & Ways to Use Data in Future

- Strategic Policy & Program Development
- Focused Service Improvement Goals:
 - Statewide; Regional; Provider
- Management Tool: Contract Monitoring
- Available to Individuals and Families
 - Make Service Decisions & Choose Providers
- Link to individual clinical & demographic data
- Expand Variables: level of support; benefits

Questions & Discussion

Thank You!