

# Increasing Employment Outcomes – We Are All A Part of Moving Forward

Employment Planning and Capacity Building Across Counties and  
Regions



Minnesota Department of **Human Services**

# Framework for Increasing Competitive Employment – Starting Points

- Set/Affirm Expectations and Roles
- Analyze and Use Data – Set A Baseline and Measure Improvements
- Embed Benefits Planning and Education
- Make Employment Part of the Plan
- Develop and Increase Capacity for Employment Services and Supports
- Build Early Work Experience for Youth

# Context for Policy Development, Program Planning and Capacity Building

- Olmstead Plan
- Employment First Policy
- Home and Community Based Settings Final Rule
- Person Centered Thinking and Planning
- What People Say They Want (NCI Data)

# Set/Affirm Expectations and Roles

- Employment Goals
- Dashboards as a first step are ways that the lead agencies and case managers can use data to help with their planning
- Managing large data base –Earned Income Data Base
- Systems Improvement – We all have a role
- Competitive Employment – Direct relationship between person and employer

# Analyze and Use Data – Set A Baseline and Measure Improvements

- Earned Income Data Base
- Supported Employment and Earnings Dashboard
- Employer of Record Dashboard
- County Employment “Olmstead Fair Share” Goal

# What is this Data – Where Did It Come From?

## Earned Income Data Base

- 18-64 year olds
- Disability Waiver (CADI, CAC, BI, DD)
- ARMHS, ACT, MH-TCM (YOUTH, ADULT)
- MA-EPD

## Purpose

- Baseline use as a part of Olmstead Plan

## DHS Earned Income Database

- MAXIS
- MMIS
- UI Wage Data Base

# Removed for Privacy

Content removed for privacy. Reference your individual county's recipient information sent to your director(s) via secure email.

<b>Beltrami</b>	4	5	6	7	7	29
<b>Benton</b>	4	6	7	8	8	33
<b>Big Stone</b>	2	2	2	3	3	12
<b>Blue Earth</b>	7	10	11	13	13	54
<b>Brown</b>	4	6	6	7	7	30
<b>Carlton</b>	5	7	8	9	9	38
<b>Carver</b>	12	19	21	24	25	101
<b>Cass</b>	3	4	5	5	5	22
<b>Chippewa</b>	3	4	4	4	4	19
<b>Chisago</b>	5	7	8	9	9	38
<b>Clay</b>	7	10	11	13	14	55
<b>Clearwater</b>	2	2	2	3	3	12
<b>Cook</b>	2	3	3	3	4	15

# Embed Benefits Planning and Education

- Tools – DB101 [www.mn.db101.org/](http://www.mn.db101.org/)
- MA-EPD as a work incentive
- Help and Support a phone call or “click” away!
- You don’t have to be the expert!

# Welcome to DB101

The screenshot shows the homepage of the 'Disability Benefits 101' website. At the top left, the logo reads 'Disability Benefits 101' with the tagline 'work • benefits • you' and a map of Minnesota. To the right is a search bar and a 'Font Size' control. A navigation menu includes 'Home', 'Your Situation', 'Programs', 'Estimators', 'Glossary', 'News', and 'How To'. The main content area features a welcome message, a video player for 'Welcome to DB101 (1.5 min video)', and a 'First Time? Start Here' link. Two columns of content are displayed: 'Your Situation' (green background) and 'Programs' (orange background). The 'Your Situation' column lists 'Going to Work', 'Young People and Benefits', and 'New to Benefits'. The 'Programs' column lists 'Cash Benefits', 'Health Care Coverage', and 'Work Programs'. A 'Talk to an Expert' box is located at the bottom right, with a 'Live chat' button and 'Chat Now' link.

Disability Benefits 101  
work • benefits • you

Font Size - +

Search

Tell us how to improve your DB101 experience

Home Your Situation Programs Estimators Glossary News How To

Disability Benefits 101 gives you tools and information on health coverage, benefits, and employment. You can plan ahead and learn how work and benefits go together. [> More](#)

Welcome to DB101 (1.5 min video) First Time? Start Here

**Your Situation**  
Take a personal approach to benefits planning: Find information that applies to you. [> More](#)

- Going to Work**  
Planning to work? Find support for going to work and learn how a job can affect your benefits. [> More](#)
- Young People and Benefits**  
Learn how to manage school, work, and benefits. Includes tips for parents. [> More](#)
- New to Benefits**  
Find out how disability benefits programs work, and learn how to plan for changes in the future. [> More](#)

**Programs**  
Just the facts: Get details about benefit programs. [> More](#)

- Cash Benefits**  
Learn about benefits that can help you meet your basic needs. [> More](#)
- Health Care Coverage**  
Explore many health coverage options, from public and private sources. [> More](#)
- Work Programs**  
Learn how state and federal programs can support your career plans. [> More](#)

**Talk to an Expert**  
Mon-Fri 8:30-5:00 Central

Live chat: Chat Now

# Stay up to date with DB101

- Join the DB101 MN List-Serv by sending an e-mail to [dhs.db101@state.mn.us](mailto:dhs.db101@state.mn.us) with "DB101 LIST" in the subject line

# Make Employment Part of the Plan

Person Centered Planning and Thinking Principles Lead the Way

Informed Choice Provides Experience

Data Helps to Understand System Capacity

# Informed Choice

Informed choice occurs when a person understands their options and the risks and benefits of their decisions. Informed choice is an ongoing process that happens through engaging, person-centered conversations and activities.

This toolkit is a work in progress. Please give feedback and check back often for changes and additions.

[Informed Choice Toolkit](#) 

### Quick Links

[Employment First Informed Choice Implementation Guide](#) 

[Meeting the Person Where They Are](#) 

[Interview Companion Guide](#) 

[Build Your Dream](#) 

[DB101 Estimator Session](#) 

[Work Experience Guide](#) 

[Services and Supports](#) 

# HCBS Waiver Service Usage and Earnings

MA-EPD	Waiver Services		% of total
MA-EPD	SES	\$469	2.02%
	SES & DTH	\$435	0.11%
	SES & PVS	\$364	0.07%
	DTH	\$269	5.23%
	No SES, DTH, or PVS	\$252	8.42%
	PVS	\$233	1.94%
	DTH & PVS	\$109	0.03%
	No MA-EPD	SES	\$272
SES & DTH		\$242	0.23%
SES & PVS		\$190	0.11%
DTH		\$106	24.00%
No SES, DTH, or PVS		\$37	49.79%
PVS		\$140	4.17%
DTH & PVS		\$37	0.06%
<b>Grand Total</b>		<b>\$111</b>	<b>100.00%</b>

## Definitions of Acronyms

- Supported Employment Services (SES)
- Day Training and Habilitation Services (DTH)
- Prevocational Services (PVS)
- Medical Assistance for Employment Persons with Disabilities (MA-EPD)



# All HCBS Recipients Employed by Community Business

Earnings

Employer of Record: Time one	#	% of sub-total	Avg. monthly earnings	Median monthly earnings
Business (not service provider)	7,882	35.9%	\$522	\$387
Service provider	11,814	53.8%	\$224	\$134
Possible service provider	40	0.2%	\$292	\$277
Unknown	157	0.7%	\$265	\$158
None noted at time analyzed	2,072	9.4%	\$123	\$52
<b>Total</b>	<b>21,965</b>	<b>100.0%</b>	<b>\$322</b>	<b>\$183</b>

# Develop and Increase Capacity for Employment Services and Supports

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	DTH & PVS	\$109	0.03%
No MA-EPD	SES	\$272	3.83%
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Grand Total		\$111	100.00%

## HCBS Waiver Service Usage and Earnings

- 50% receive no MA-EPD, day or employment service.
  - Tied with lowest monthly earnings (with DTH/PVS)



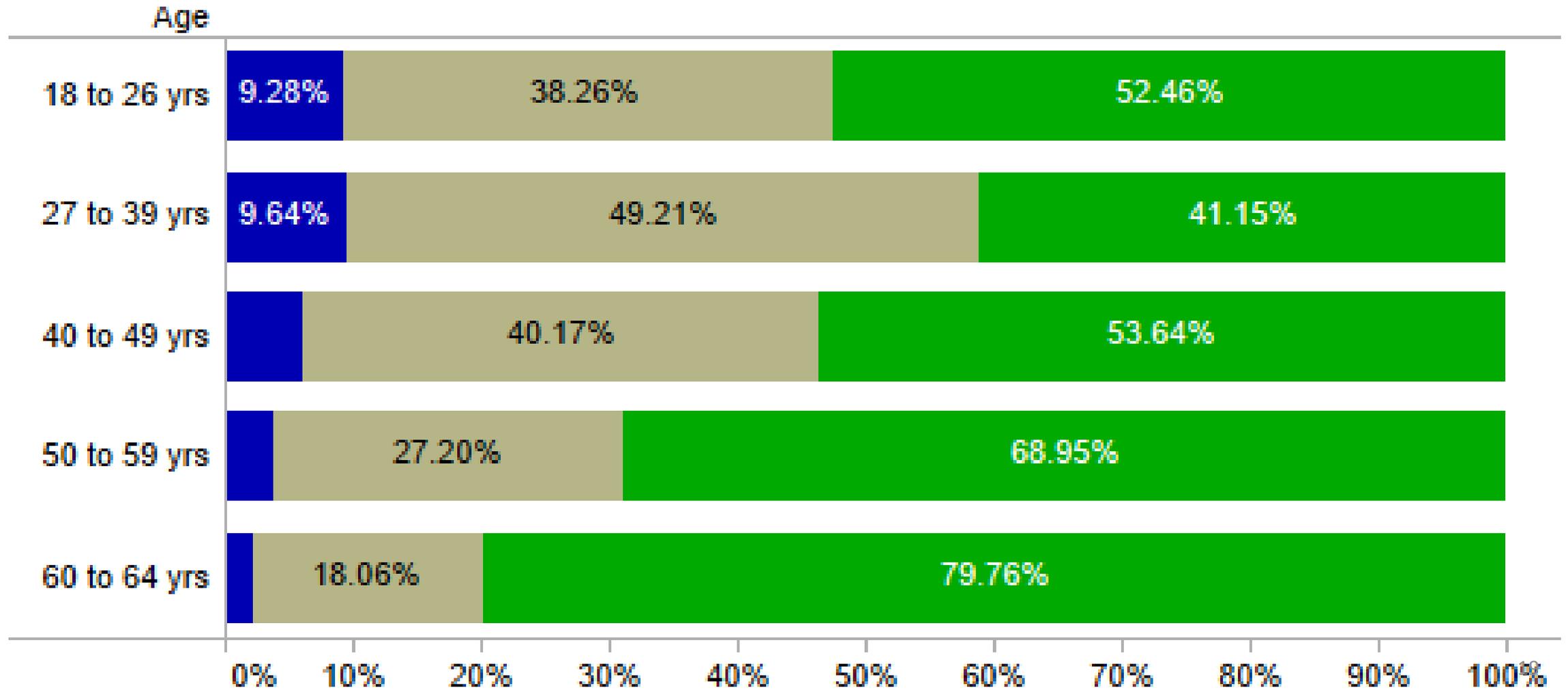
# Build Early Work Experience for Youth

- Youth are 4 times more likely to get a job post-graduation if they had paid work experiences while in high school.
- How this data can help in planning ahead for transition from school to work.

# HCBS Waiver Supported Employment Service Usage by Age

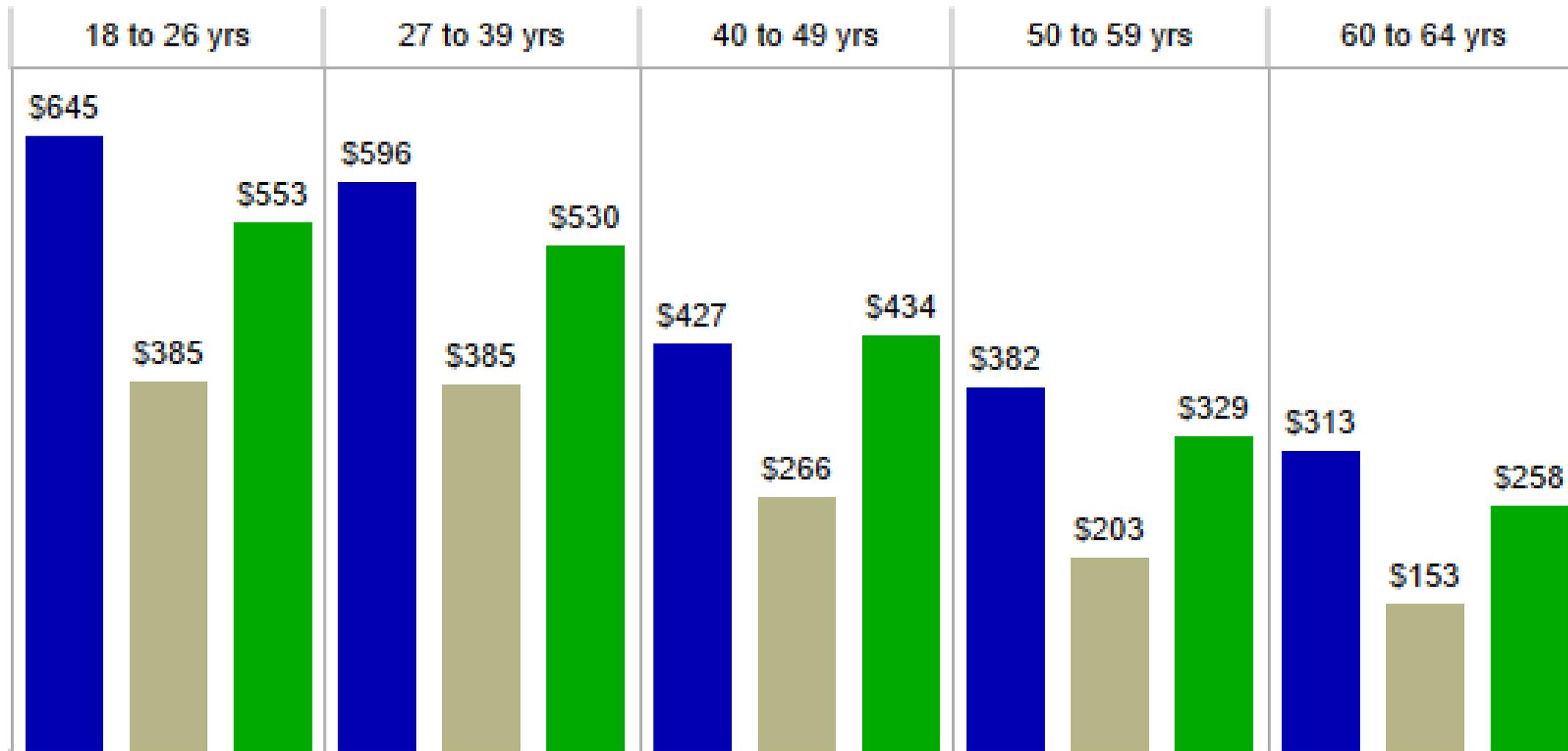
## Day Services

- SES only or with DTH/PVS
- DTH and/or PVS (no SES)
- No day services



# HCBS Waiver Supported Employment Service Usage and Earnings by Age: MA-EPD only

**Day Services**  
■ SES only or with DTH/PVS  
■ DTH and/or PVS (no SES)  
■ No day services

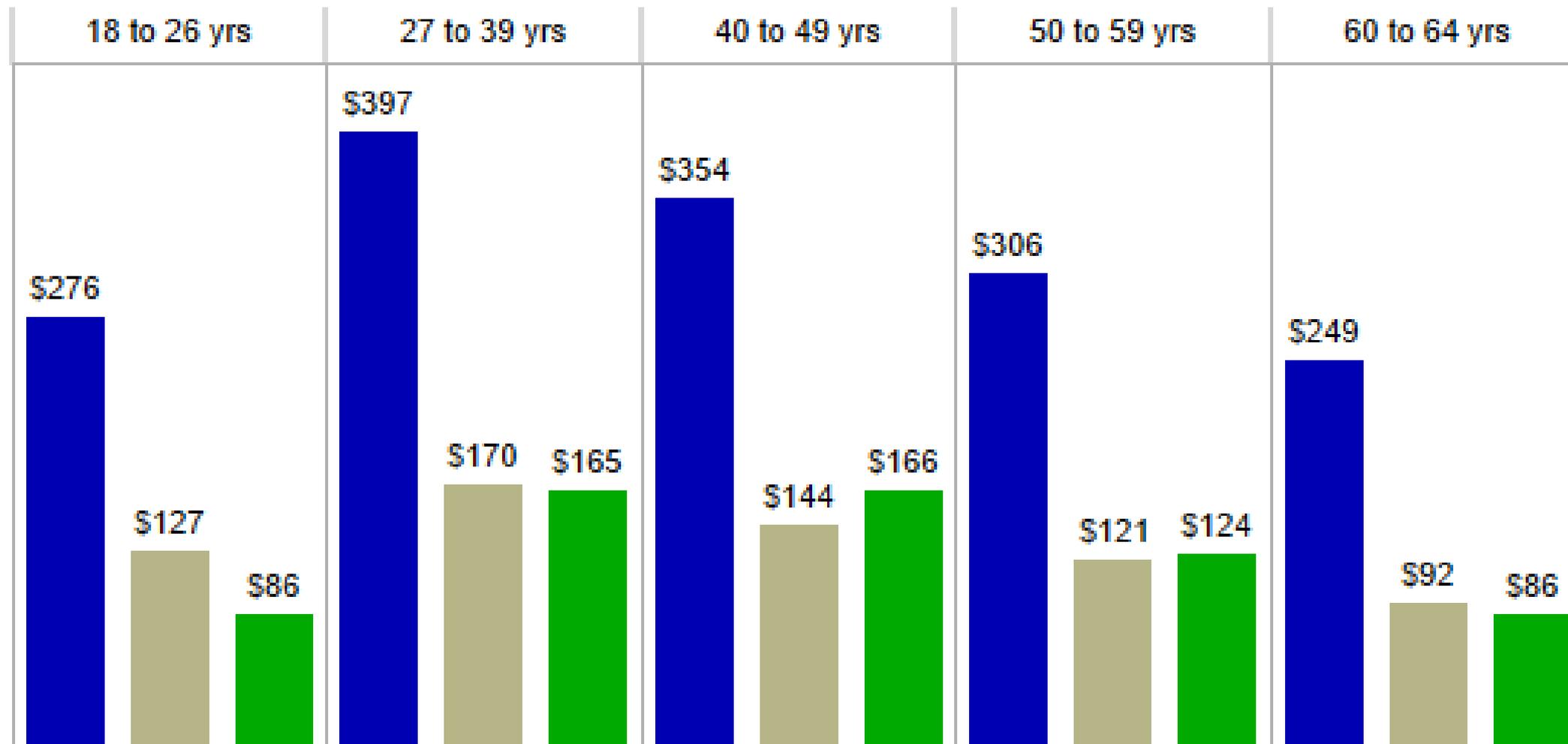


# Develop and Increase Capacity for Employment Services and Supports

- How to use the data...
  - Ways counties are beginning to think about employers, providers and themselves as model employer county
- Relationships across counties

# HCBS Waiver Supported Employment Service Usage and Earnings by Age

**Day Services**  
■ SES only or with DTH/PVS  
■ DTH and/or PVS (no SES)  
■ No day services



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<b>Grand Total</b>		<b>\$111</b>	<b>100.00%</b>

## HCBS Waiver Service Usage and Earnings

### MA-EPD and SES

- Highest earners
- Less than 3% utilize

Avg. Monthly Earnings



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# The Biggest Take Away

- What is the first NEXT step you will take to Make Employment Part of the Plan.
- Try One Thing – Do It!

# Contact Information

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