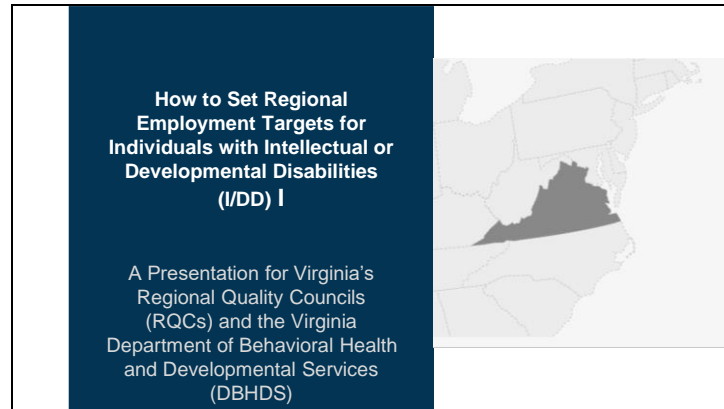


RCQ Mission Analytics Data and Quality Presentation I

Slide 1



How to Set Regional Employment Targets for Individuals with Intellectual or Developmental Disabilities. Presentation 1. This is a presentation for Virginia's Regional Quality Councils and the Virginia Department of Behavioral Health and Developmental Services.

Slide 2



The RQCs and DBHDS promote health, safety and quality of life. In part, by setting target decreases in the risks of abuse, neglect, and exploitation. And increases in positive outcomes such as employment and social integration.

Slide 3



To set target decreases in risk, they need to answer three questions. First, "What health and safety risks can the regions reduce?" Second, "How much can they reduce them and how quickly?" And third, "How will they reduce such risks?"

Slide 4



With respect to outcomes like employment, they need to answer three very similar questions: "Can their region increase employment?" "How much can they increase it and how quickly?" And "How will they achieve this target increase?"

Can a region increase employment?

- It is not always possible to increase employment in every region, at least in the short run.
 - It may be that not all local economies create enough jobs.
 - Individuals who want jobs may not have the right skills.
- **To set practical targets, RQCs need to determine when and where it is possible to increase employment.**

Our first question was, "Can a region increase employment?" It's not always possible to increase employment in every region, at least in the short run. It may be that not all local economies create enough jobs. And individuals who want jobs may not have the right skills in some places. To set a practical target, RQCs need to determine when and where it's possible to increase employment.

How much can a region expect to increase employment and how quickly?

- Ideally, everyone who wanted a job would have one.
- So, we might consider a target increase large enough to get the population fully employed.
- But there is no reason to believe that this is always possible, let alone practical.
- **RQCs need to identify practical target increases in employment in their regions.**

How much can a region expect to increase employment and how quickly? Well, ideally, everyone who wanted a job would have one. So we might be tempted to consider a target increase large enough to get the population fully employed. But there's no reason to believe that this is always possible, let alone practical. RQCs need to identify practical target increases in employment in their regions, not just ideal ones.

Slide 7



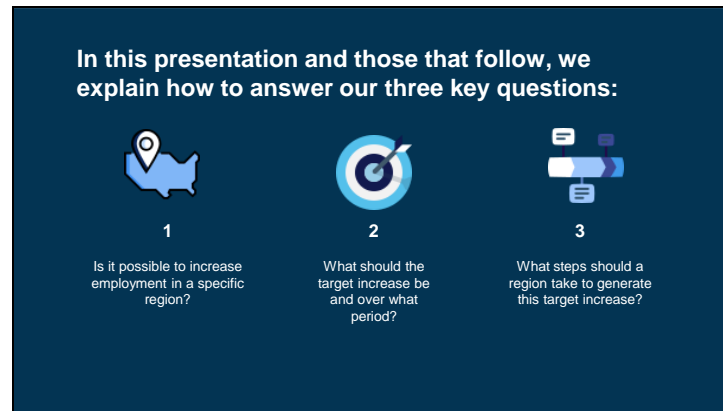
Finally, suppose a region had set a target increase of 5% in the next 12 months.

What steps would a region take to create an increase like this?

- Is job training for individuals with I/DD the most effective way to increase employment?
- Would we do better to work on training employers?
- **To set a practical target RQCs should have some idea about how to achieve it.**

What steps would it take to create an increase like this? Is job training for individuals with I/DD the most effective way to increase employment? Or would we do better to work on training employers? To set practical targets RQCs should have some idea about how to achieve them.

Slide 9



In this presentation and those that follow, we explain how to answer our three key questions. "Is it possible to increase employment in a given region?" "What should the target increase be and over what time period?" And "What steps should the region take to generate this target increase?"

To set a target increase for one region, our method is to compare that region with others.

- For example, we might find that average employment across regions is 30%.
- In that case, we might say that a region with 20% employment should be able to increase by 10%.
- This is an example of using employment in other regions, as a benchmark for employment any one region.

To set a target increase for one region, our method is to compare that region with others. For example, we might find that average employment across regions is 30%. And this might tempt us to say that a region with 20% employment should be able to increase by 10%. This is an example of using employment in other regions, as a benchmark for employment in any one.

But we need to be careful when benchmarking one region against others.

- Employment might be high in some regions because:
 - Their populations are younger, or healthier.
 - Or the average level of disability is lower.
- More people might have jobs in such regions because the population is easier to employ.

But we need to be careful when benchmarking one region against others. Employment might be high in some regions because their populations are younger, or healthier, or because the average level of disability is lower. More people might have jobs in such regions, but this would be because the population's easier to employ.

To choose benchmarks carefully:

- Look for regions where employment is high but not because their population is easier to employ.
- These are likely to be regions that are especially effective at getting individuals into jobs.
- We may be able to increase employment elsewhere by imitating their methods.

To choose benchmarks carefully, we look at for regions where employment is high, but not because the population is easier to employ. These are likely to be regions that are especially effective at getting individuals into jobs. We may be able to increase employment elsewhere by imitating their methods.

Here is a summary of the approach that we present here:

1. Identify regions where employment is higher.
2. Test the idea that employment is higher there because the population is younger, healthier, etc., so easier to employ.
3. If the population is not easier to employ, assume that employment services in those regions are more effective.
4. Try implementing similar practices in lower-employment regions.

Here's a summary of the presentation that we'll be giving here and after. First, we identify regions where employment is higher. Second, test the idea that employment is higher there because the population is younger, healthier, et cetera. And so easier to employ. If the population isn't easier to employ, assume that employment services in those regions have been more effective. And try implementing similar practices in lower-employment regions.

We develop this approach in the presentations that follow. In Presentation II:

- We start by asking how to measure employment.
- This measure will tell us whether employment is higher in some regions than others, and how it changes over time.
- We start by considering **counts**—i.e. numbers of individuals with jobs—as a possible measure.
- Our conclusion will be that counts are key information but not sufficient for our purposes.

We developed this approach in the presentations that follow. In Presentation II. We start by asking how to measure employment. This measure will tell us whether employment is higher in some regions than in others and how it changes over time. We start by considering counts, that is to say numbers of individuals with jobs, as a possible measure. Our conclusion will be that counts are key information but not sufficient for our purposes. We'll take up these questions and our general approach to setting targets in Presentation II.