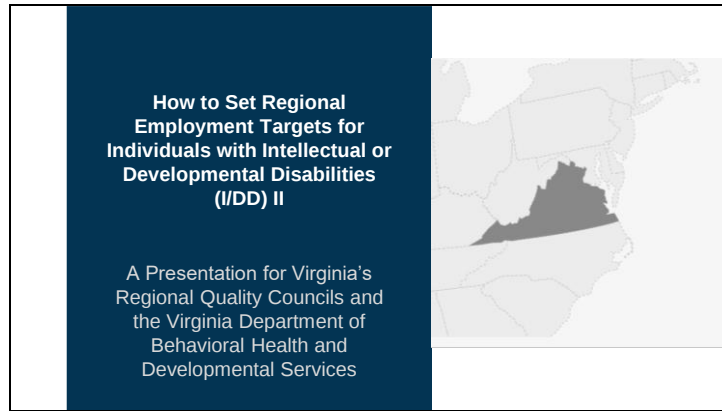


RCQ Mission Analytics Data and Quality Presentation II

Slide 15



How to Set Regional Employment Targets for Individuals with Intellectual or Developmental Disabilities. Presentation II.

In Presentation I, we identified three questions that RQCs need to answer:

1. Can they increase employment in their regions?
2. How much can they increase it, and over what time horizon?
3. How will they make their target increase in employment happen?

In Presentation I, we identified three questions that RQCs need to answer: "Can they really increase employment in their regions?" "How much can they increase it, and over what time horizon?" and "How will they make their target increase in employment happen?"

To know whether it is possible to increase employment, our method is to:

1. Identify other regions where employment is higher.
2. Determine whether employment is higher there because the population is easier to employ.
3. If not, assume that employment is high in those regions because employment services are especially effective.
4. Use similar practices to increase employment locally.

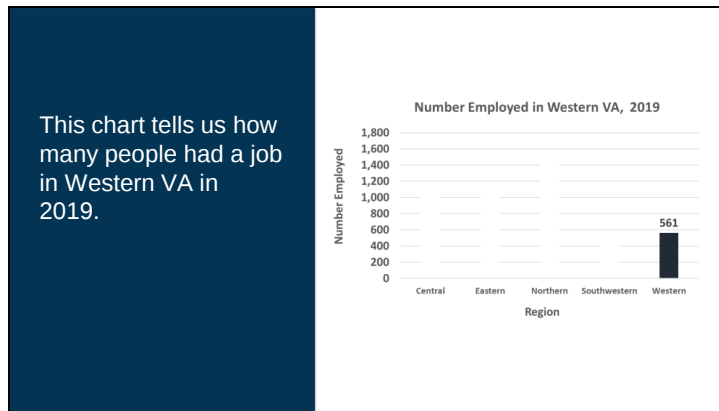
To know whether it's possible to increase employment, our method is to: Identify other regions where employment is higher. Determine whether employment there is higher because the population's easier to employ. If it's not easier to employ, assume that employment is high in those regions because employment services are especially effective. And finally, try using similar practices to increase employment elsewhere.

We start with an example region and example measure of employment.

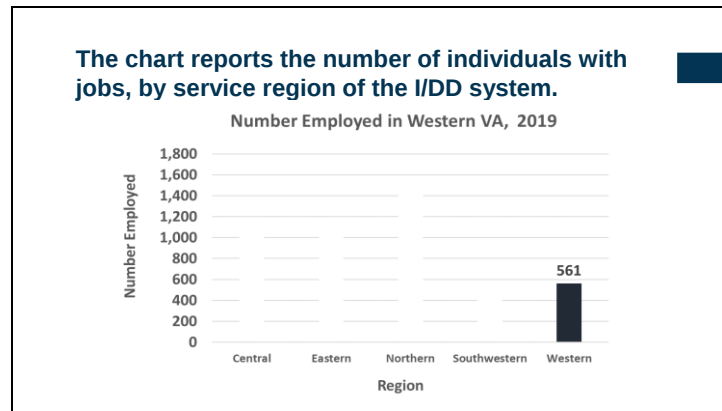
- Our example region is Western, VA.
- Our initial measure of employment is the number of individuals in Western VA who have jobs.

We start with an example region and an example measure of employment. Our example region is Western Virginia and our initial measure of employment is the number of people with jobs.

Slide 19

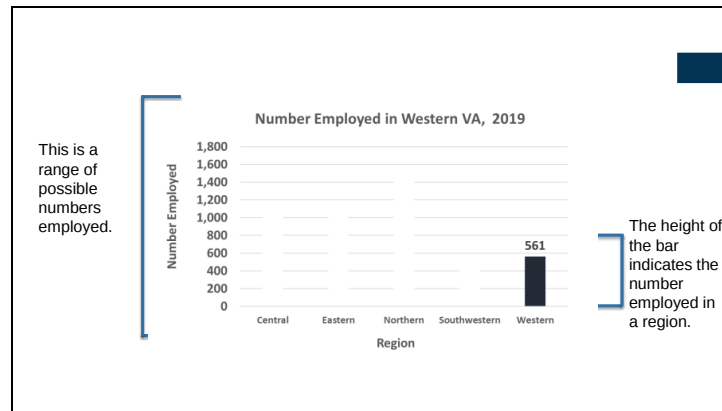


This chart tells us how many people had a job in Western Virginia in 2019.



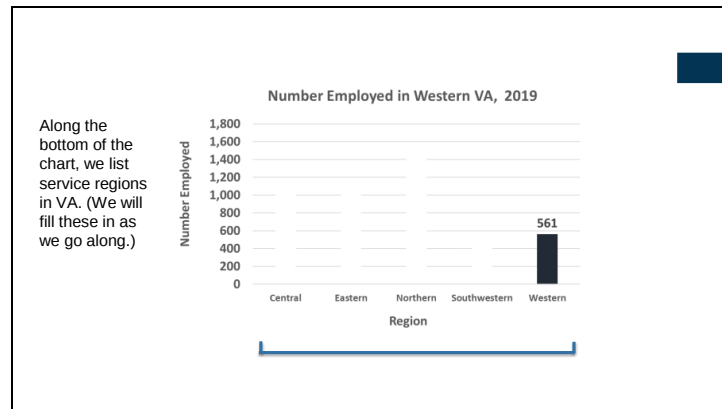
The chart reports the number of individuals with jobs, by service region of the I/DD system.

Slide 21

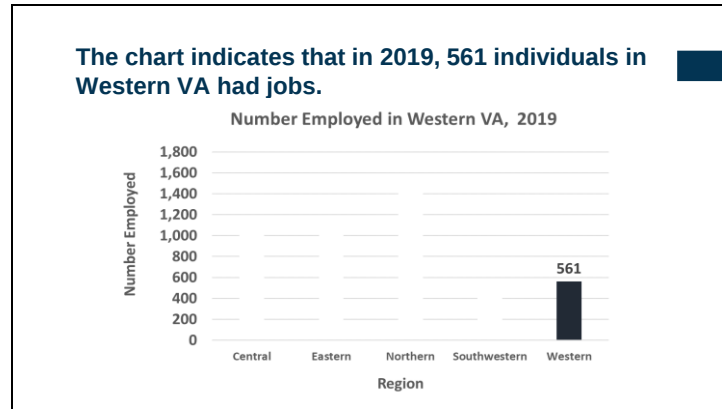


Here we see the chart once again. The key elements in the chart are on the left the number employed. And on the right, a bar representing the height of the graph, which indicates the number employed in a specific region. So the left is the range of possible numbers employed. On the right, the height of the bar, indicates the number employed in any specific region.

Slide 22

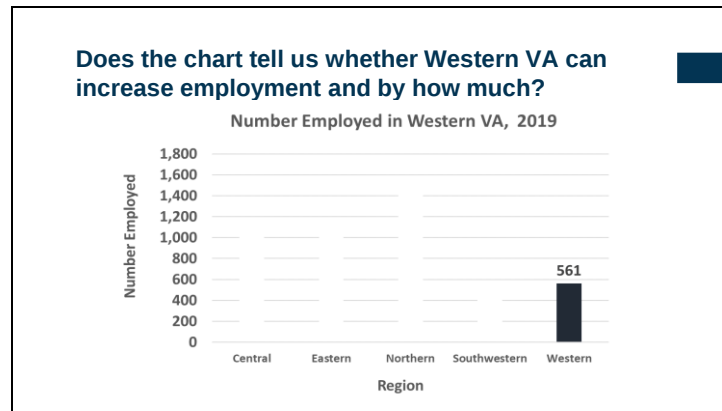


Along the bottom of the chart we see service regions in Virginia. We completed data only for Western Virginia. We'll fill in the others as we go along.



The chart indicates that in 2019, 561 individuals in Western Virginia had jobs.

Slide 24

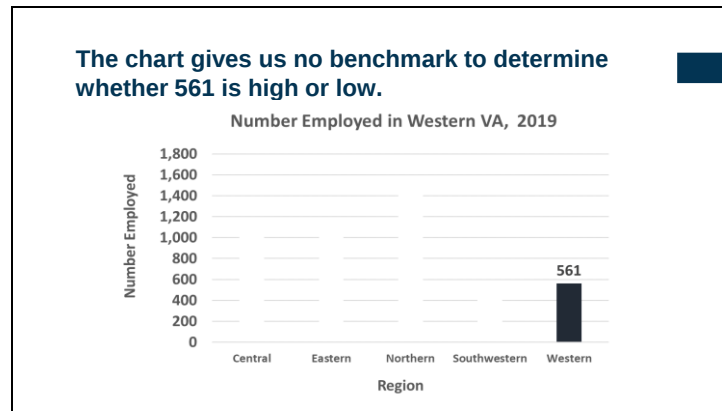


So, does the chart tell us whether Western Virginia can increase employment and by how much?

By itself, the graph does not tell us this.

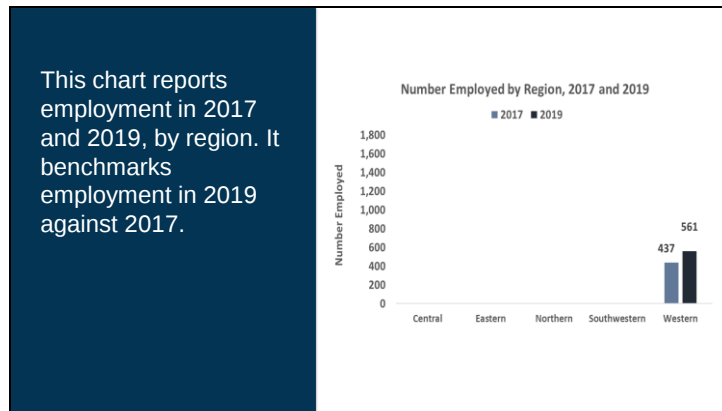
- The chart does not tell us whether 561 is high or low.
- It does not tell us whether there are jobs for those who want them.
- It does not tell us that there are individuals who *want* jobs but do not have them.
- For all the chart tells us, 561 might be either a very good or a very poor level of employment.

By itself, the graph does not tell us this. The chart does not tell us whether 561 is high employment or low employment. It does not tell us whether there are jobs for those who want them. It does not tell us that there are individuals who want jobs but don't have them. So for all the chart tells us, 561 might be either very good or very poor level of employment. We just don't know.



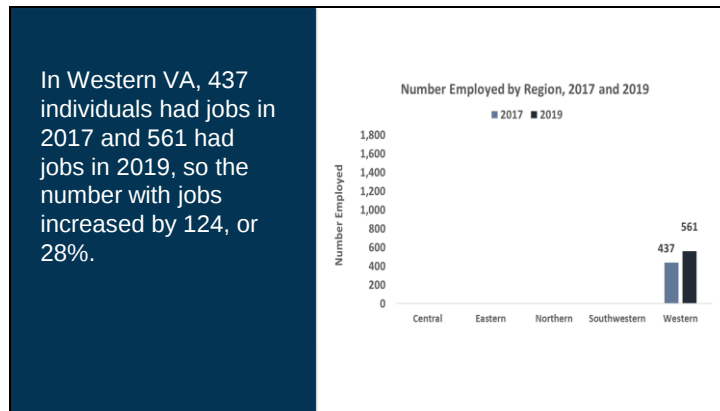
The chart gives us no benchmark to determine whether 561 is high or low. That's the problem.

Slide 27



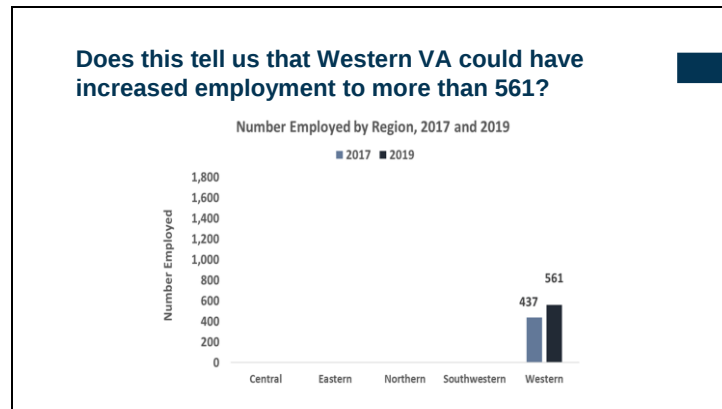
Here's a new chart. This reports employment in 2017 and 2019, by region. Once again, we completed data here only for the Western region. This benchmarks employment in 2019 against employment in 2017, because it indicates how much employment has changed over time.

Slide 28



In Western Virginia, there were 437 individuals with jobs in 2017, but 561 had jobs in 2019. So the number of jobs increased by 124 or 28%.

Slide 29



Does this tell us that Western Virginia could have increased employment to more than 561 in 2019? Or equally, that 561 is a great number?

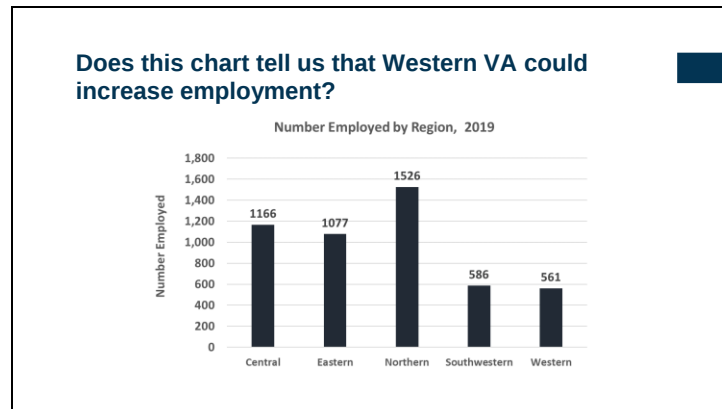
The chart does not tell us this.

- 561 seems better than 431.
- But the chart alone does not tell us whether Western VA could have done still better in 2019.

The chart doesn't tell us this. 561 seems better than 431. But the chart alone doesn't tell us whether Western Virginia could have done still better in 2019 or even much better.



Here's a new chart. This reports the number of jobs in all five service regions in 2019. This explicitly compares employment in one region against employment in all other regions. Every region had more jobs than Western Virginia. Central Virginia had twice as many.



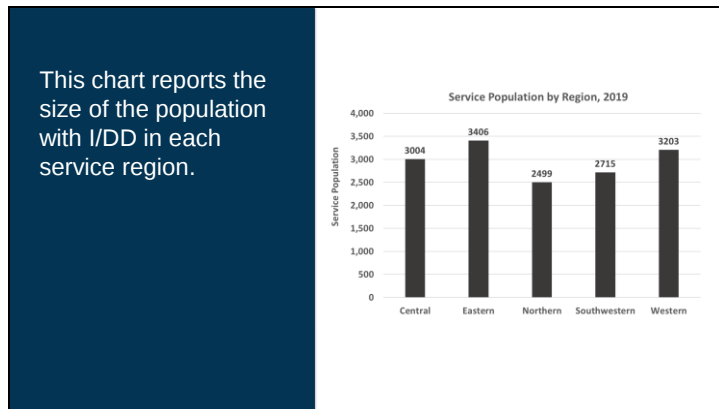
So does this chart tell us that Western Virginia could increase employment? And that the Regional Quality Council therefore, should sponsor efforts of that kind?

The last chart by itself still does not show that employment could be higher in Western VA.

- Regions can differ in ways that affect employment but are not related to the effectiveness of employment services.
- The number of people with jobs tends to be greater in regions with larger populations.
- The number employed in a region will also be greater if its population is easier to employ.

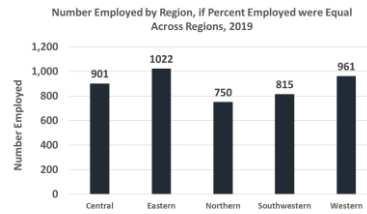
Well, in fact, the last chart by itself does not show that employment could be higher in Western Virginia. Regions can differ in ways that affect employment but are not related to the effectiveness of employment services. So the number of people with jobs tends to be greater in regions with larger populations, for example. The number employed in a region will also be greater if its population is just easier to employ.

Slide 34

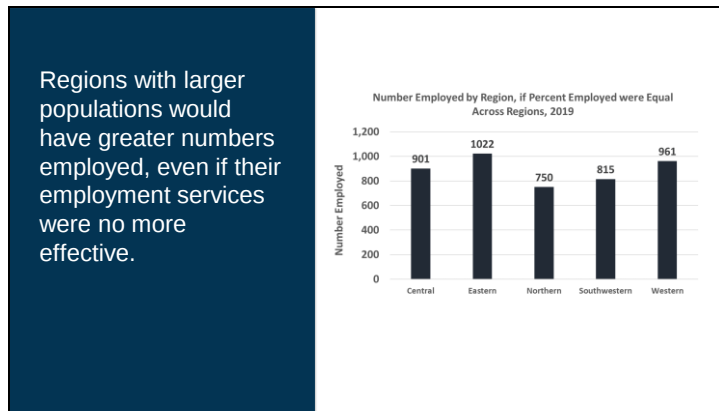


To illustrate this, here's a chart that reports the size of the population with I/DD in each service region.

If individuals in each region had the same 30% chance of having a job, numbers employed would still vary across regions.



If individuals in each service region had exactly the same chance of having a job, 30% chance in this example, the numbers employed would still vary across regions, just because the size of the population did.

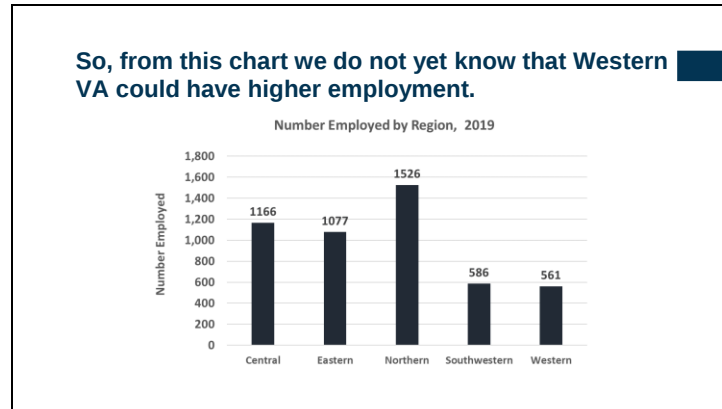


Regions with larger populations would have greater numbers employed, even if their employment services were no more effective. That is to say, even if individuals in these regions had no greater chance of getting a job. There would just be more people with jobs because there were more people.

If the population size varies by region, the number employed will tend to vary, even if:

- Individuals have the same chance of being employed regardless of region.
- The employment rate for individuals with I/DD is the same across regions.
- Services intended to help individuals with I/DD find jobs are equally effective across regions.

If the population size varies by region, the number employed will tend to vary even if individuals have the same chance of being employed regardless of region. The employment rate for individuals with I/DD is the same across regions. And even if service regions, services intended to help individuals with ID find jobs are equally effective across regions. Now this matters because if services are equally effective in Western Virginia relative to elsewhere, but they have fewer jobs, they're not actually performing less well.



So from this chart, we don't yet know that Western Virginia could have higher employment.

In Presentation III, we define an *employment rate* and use this to measure employment.

- We need a measure of employment that adjusts for population size.
- This will make a better benchmark for employment in one region against others.

In Presentation III, we'll define a measure of employment, employment rate. We need a measure of employment that adjusts for population size. This will make a better benchmark for employment in one region against others. Will take this up in Presentation III.