RCQ Mission Analytics Data and Quality Presentation III

Slide 40



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



- This is how RQCs can know whether Western VA could increase employment, for example.
- But we need a measure other than the number of individuals with jobs.

We want to benchmark employment in any one region against employment in other regions. This is how RQCs can know whether Western Virginia, for example, could increase employment. The fact that there were some regions with higher employment would count potentially as some evidence that Western Virginia could have higher employment as well. But to do this, we need some measure other than number of individuals employed. That is to say, we need a measure of employment other than just the number of individuals with jobs.



To benchmark employment in one region against others, we need a measure of employment in a way that takes account of population size. This is the issues that arose in Presentation II.



Here's a chart that displays the number of individuals in the five service regions in Virginia and the number employed in each region.



We can see here that the number with jobs vary substantially. But this variation does not closely follow regional variation in the size of the service population. Central Virginia has a smaller population than Eastern Virginia but more individuals with jobs.



Central Virginia has a smaller population than Eastern Virginia but more individuals with jobs. Northern Virginia has the smallest population of any of these regions. But by far the largest number employed.





We can combine population size and the number with jobs into a single measure of employment, an employment rate, which we'll refer to as just the percent employed in a region.



To do this, we divide the number employed in a region by the population. So number of population divided by service population of the region. And then we multiply by a 100. After dividing, we multiply it by 100 to convert the results of our division into a percent employed.



This employment gives us a much better benchmark. It gives us a measure of employment that's comparable across regions even when population size differs. The percent employed won't, immediately be higher in larger regions. And it'll, on the other hand, it will tend to be larger in regions where either employment services are more effective or the population is easier to employ or finally, economy is healthier.



Here's a chart that displays the percent of the population with jobs, by region in Virginia. It also displays the average percent across all regions in the state, including Northern Virginia, which looks to us like something of an outlier.



We can see here that employment is higher than the average rate. The average rate being 33%.

Employment is higher than 33% or close to it in Central and Eastern Virginia. Meanwhile, employment is much lower than the average in Southwestern and Western Virginia at 22% and 18% respectively.



So the last chart, we see that percent employed varies by region. Employment is higher than the state average in Central and Eastern Virginia, but lower than the state average in Southwestern and Western Virginia.



So, does this chart now tell us that we can increase jobs in Western Virginia? If a Regional Quality Council for Western Virginia were to look at this chart, should they instantly conclude employment should be higher there? Well, the percent employed in Western Virginia is far below the state average. 18% in Western Virginia versus 33% across the state.



This is some reason to think employment might be increased there. But the chart does not strictly prove that employment in Western Virginia should be higher.



The reason for this is that individuals in Central Virginia, for example, might be younger, healthier, better trained, or have lower level of disability on average. And in that case, you'd expect employment to be higher even if those regions were not more effective at getting people into jobs. Because the populations would be easier to employ.



To show that Western Virginia has been less effective at getting people into jobs. And therefore that it could, in principle, increase employment by adopting better methods. We need to rule out the idea that populations in other regions are easier to employ and that's why their jobs, they have more jobs. This would be evidence that other regions are more effective in getting people employed.



We illustrated how to do this in Presentation IV and we'll do that by shifting focus temporarily. The next few slides will focus on comparing employment in Central versus Eastern Virginia. We'll return to Western Virginia a little later. In this example, we use data to show that employment is higher in Central than Eastern Virginia because the population there is younger. We'll take this up in Presentation IV.