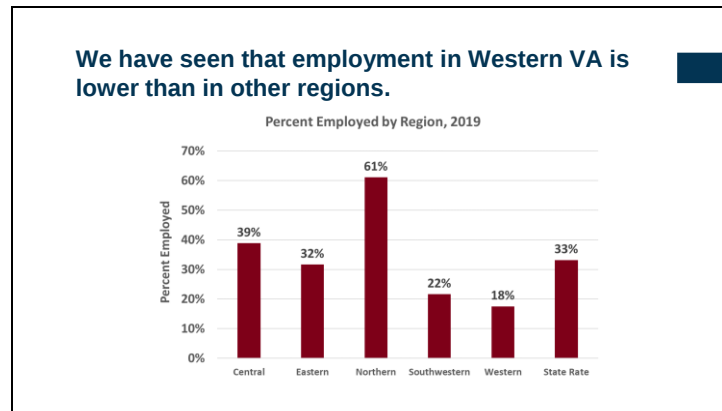


RCQ Mission Analytics Data and Quality Presentation IV

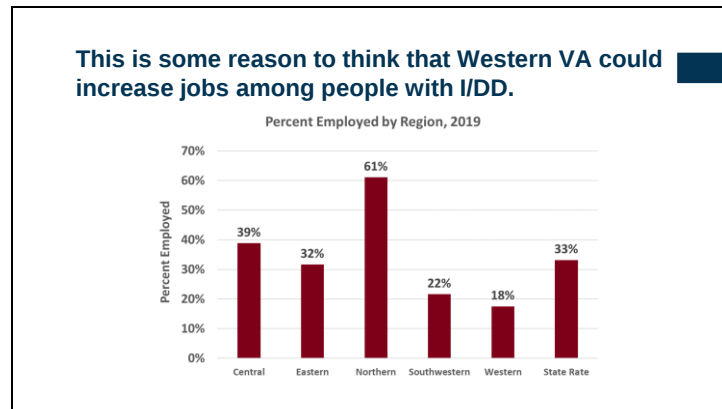
Slide 57



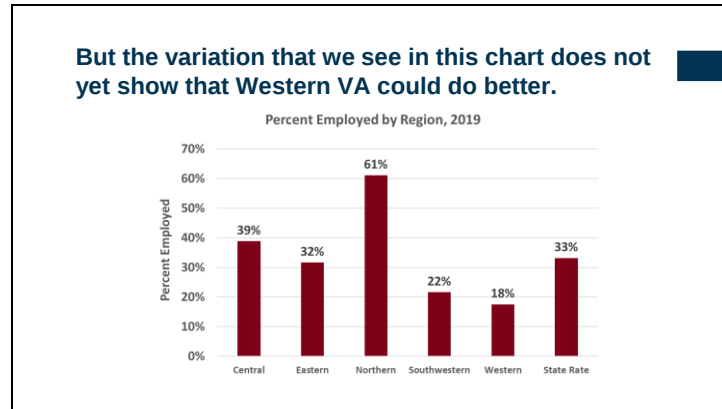
How to Set Employment Targets for Individuals with Intellectual or Developmental Disabilities
Presentation IV.



We have seen that employment in Western Virginia is lower than in other regions.



And this is some reason to think that Western Virginia could increase jobs among people with I/DD.



But the variation that we see in this chart does not yet show that Western Virginia could do better.

To conclude that Western VA could increase employment,

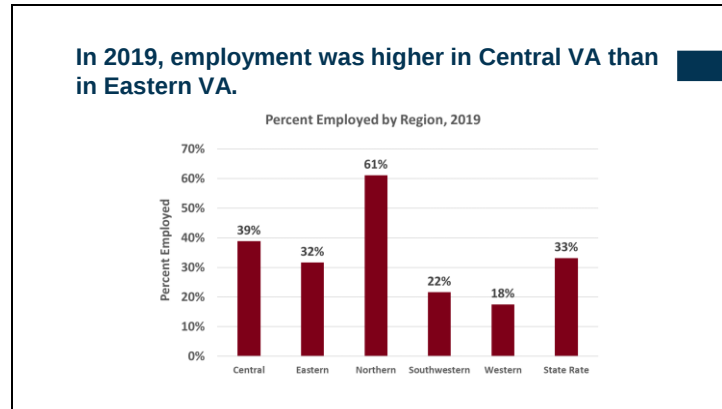
- We need to rule out the idea that the populations of regions with higher employment are easier to employ.
- This would be real evidence that other regions have had more success at getting people into jobs.
- So, it would be evidence that Western VA could increase employment.

To conclude that Western Virginia could increase its percent employed, we need to rule out the idea that populations of regions with higher employment are just easier to employ. This would be real evidence that those other regions have had more success at getting people into jobs. It would be evidence that Western Virginia might increase, be able to increase employment as well.

To illustrate how to do this, we shift focus temporarily:

- The next few slides focus on comparing employment in Central versus Eastern VA.
 - We will return to Western VA a little later.
- In this example, we use simulated data to illustrate the case where:
 - Employment is higher in Central than in Eastern VA.
 - Because the population there is younger.

To illustrate how to do this, we shift focus temporarily. The next two slides focus on comparing employment between Central and Eastern Virginia. We'll return to the case of Western Virginia a little later. In this example, we use simulated data to illustrate the case where employment is higher in Central Virginia than in Eastern Virginia. But because the population there is younger not because employment services are any more effective.



In 2019, employment was higher in Central Virginia, 39%, as against Eastern Virginia, 32%.

We know that Central VA could have higher employment for either of two general reasons.

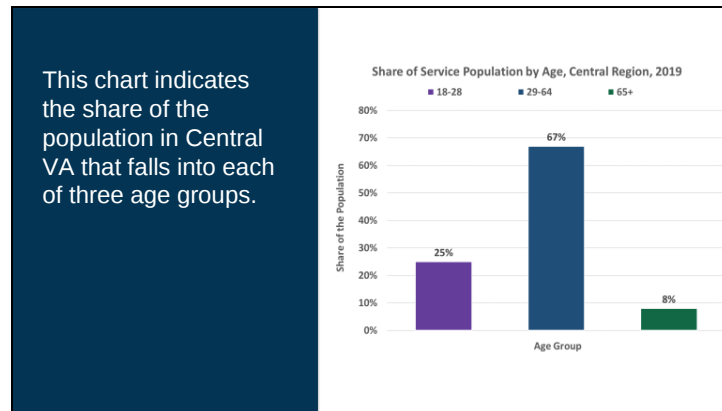
- The population there might be younger, or healthier, or have a lower level of disability, so it is easier to employ.
- Central VA might be more successful at getting people into jobs regardless of their age, health status, level of disability, etc.

We know that Central Virginia could have higher employment for either of two general reasons. The population there might be younger or healthier or have a lower level of disability. So the population, is easier to employ. Or it could be that Central Virginia was more successful at getting people into jobs regardless of their age, health status, and level of disability.

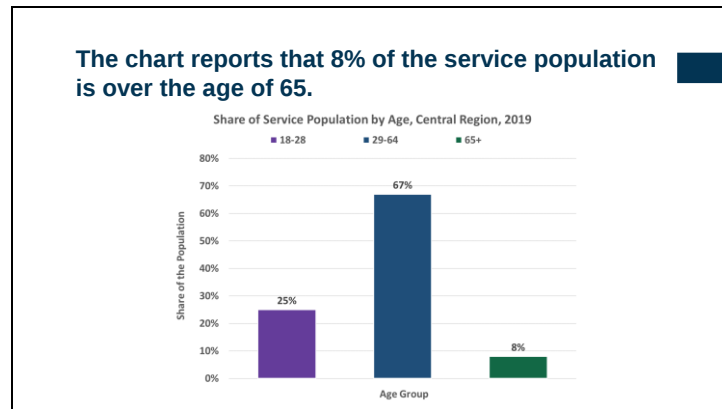
To simplify our presentation, we focus on age.

- Is the population in Central VA younger than the population in Eastern VA?
- Does this explain why the overall percent employed is higher there?

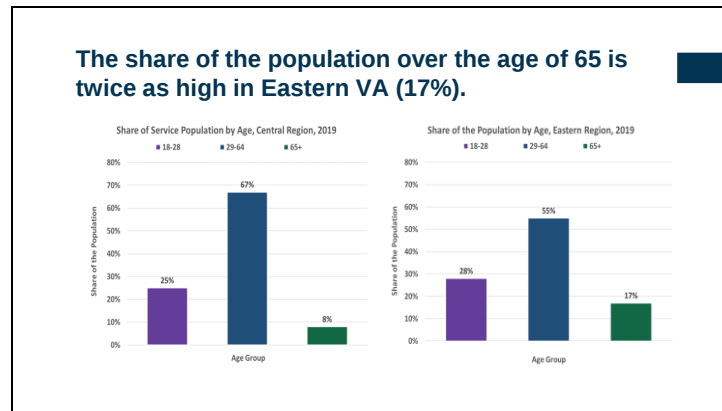
To simplify our presentation, we'll just focus on the case of age. Is the population in Central Virginia younger than the population in Eastern Virginia? And does this explain why the overall percent employed is higher in Central Virginia?



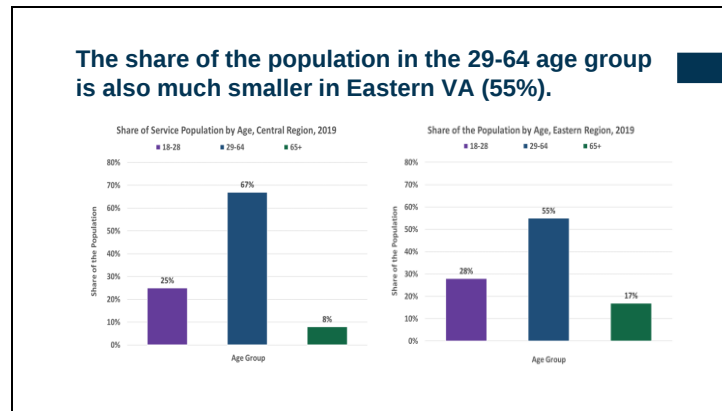
This chart indicates the share of the population in Central Virginia that fall into each of three age groups, 18 to 28, 29 to 64, and 65 plus. So as in other cases, the height of the bar indicates what percent of the population is employed. And each bar represents a distinct age group. So the purple bar, 18 to 28, the blue bar, 29 to 64, and the green bar, 65 plus.



The chart reports that 8% of the service population is over the age of 65. 67% between 29 and 64, and 25% age 18 to 28.



This chart gives the age distribution for both Central, the Central region and the Eastern region. And here we see that the share of this population over the age of 65 is twice as high in Eastern Virginia, 17%.

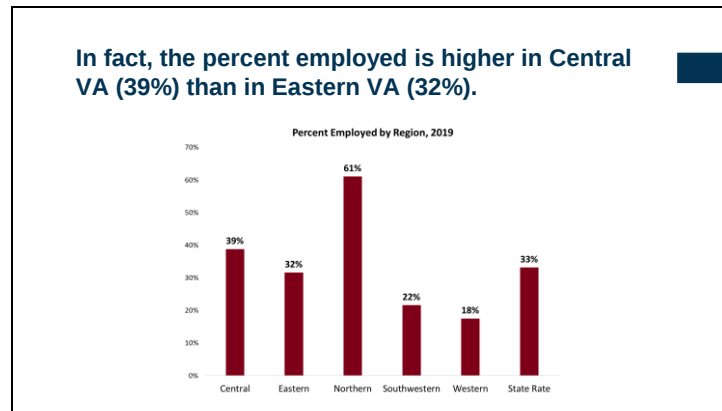


The share of the 29 to 64 age group is also much smaller in Western Virginia, at 55%, relative to 67 in the Central region.

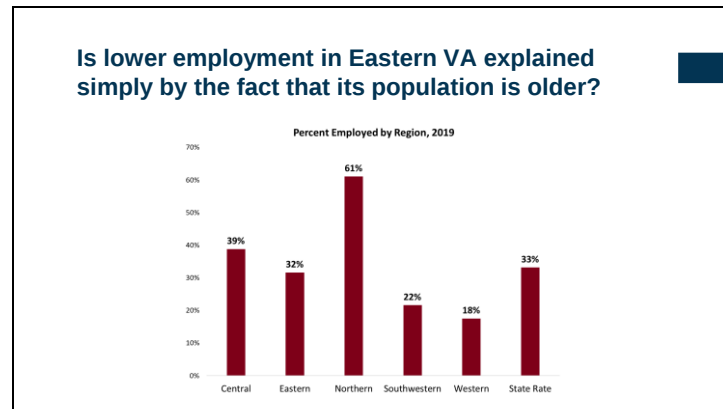
It matters that the share of individuals over the age of 65 is greater in one region than another.

- In general, individuals over 65 are harder to employ.
- So, other things equal, we would expect employment in Eastern VA to be lower than in Central VA.

It matters that the share of individuals over the age of 65 is greater than one region than in another. In general, individuals over the age of 65 are harder to employ. So other things equal, we would expect employment in Eastern Virginia to be lower than in Central Virginia just because it has an older population.



And in fact, the percent employed is indeed lower in Eastern Virginia than in Central. It's 39% in Central Virginia but 32% in Eastern.



So our question, "Is whether lower employment in Eastern Virginia is explained simply by the fact that its population is older?"

Recall that employment could be lower in Eastern VA for one or both of two reasons.

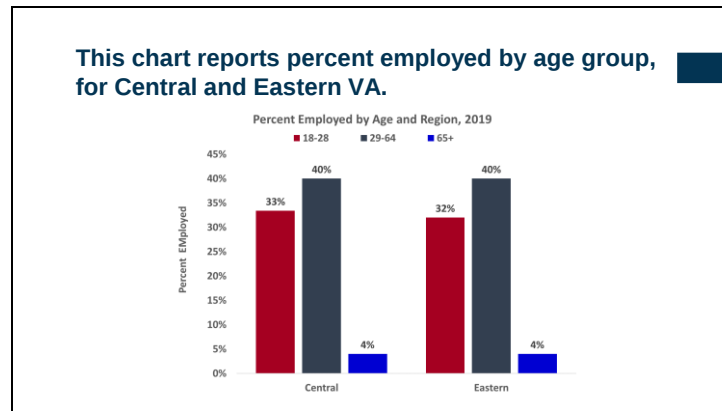
- The population in Eastern VA is older, so it is more challenging to employ.
- Employment Services in Central VA have been more successful, regardless of age.

Recall that employment could be lower in Eastern Virginia for one or both of two reasons. It could be that the population in Eastern Virginia is older and so more challenging to employ. Or it could be that Employment Services in Central Virginia have been more successful regardless of age.

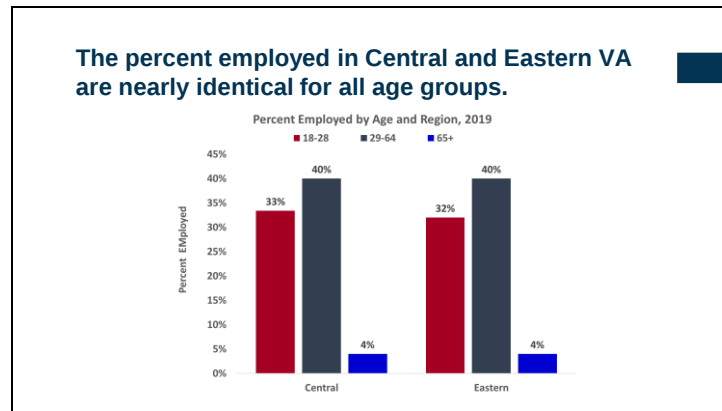
To see why employment is higher in Central VA, we look at the percent employed, by age.

- Suppose, the percent employed were identical between Eastern and Central VA, for all age groups.
- In that case,
 - The two regions would be equally effective at getting people jobs, regardless of age.
 - Eastern VA would still have lower overall employment, because its population is older.

To see why employment is higher in Central Virginia, we look at employment, percent employed, or employment rate from prior presentations, by age group. Suppose the percent employed were identical between Eastern and Central Virginia, for all age groups. In that case, the two regions would be equally effective at getting people jobs, regardless of age. And Eastern Virginia would still have a lower overall employment, but this would be true because its population is older.



This chart reports percent employed by age group for Central and Eastern Virginia.



As you can see here, the percent employed in Central and Eastern Virginia are nearly identical for all age groups. The only difference here is for the 18 to 28 year olds, where it's 33% in Central Virginia and 32 in the East. Otherwise, rates of employment here are essentially identical across age groups.

The chart implies that employment in Eastern VA is lower because its population is older.

- Employment *rates* are identical between the two regions.
- This implies that they are equally good at getting people into jobs, holding age constant.

This chart implies that employment in Eastern Virginia is lower because its population is older.

Employment rates are identical between the two age groups across age groups. Sorry, employment rates are identical between the two regions across age groups. This implies they're equally good at getting people into jobs once we hold age constant.

The chart implies that employment in Eastern VA is lower because its population is older.

- The share of the population over 65, however is much greater in Eastern VA.
- So, the population that is hardest to employ is a larger share of the population in Eastern VA.
- This explains why employment is lower in Eastern VA.

So the chart employs that employment in Eastern Virginia is lower because its population is older, not because Central Virginia is any better at getting people into jobs. The share of the population over 65 there is much greater than in Eastern Virginia. So, the population that is hardest to employ is a larger share of the population. Which means that even if it were equally good at getting people into jobs, you'd expect you'd still expect employment in Eastern Virginia to be lower.

We use similar data to determine whether Western VA could increase employment.

- The overall percent employed in Western VA is lower.
- We know that this could happen for either of two reasons:
 - The population in Western VA is older, so it is more challenging to employ.
 - Employment services in Western VA have been less successful, holding age constant.

Now we'll use similar data to determine whether Western Virginia could increase employment. The overall percent in Western Virginia, we know, the overall percent employed we know to be lower. And we know that this could happen either because the population is older and so more challenging to employ, for example. Or because employment services in Western Virginia have been less successful at employing people once we hold age constant.

In Presentation V, we present data for the view that Western VA could increase employment.

- The data illustrate the case where employment is not low in Western VA simply because its population is older.
- Rather, they illustrate the case where Western VA has been less successful than other regions.

In Presentation V, we'll present data for the view that Western Virginia could increase employment. The data illustrate the case where employment is not low in Western Virginia simply because its population is older. Rather, it illustrates the case where Western Virginia has been less successful than other regions in employing people. We'll take this up in