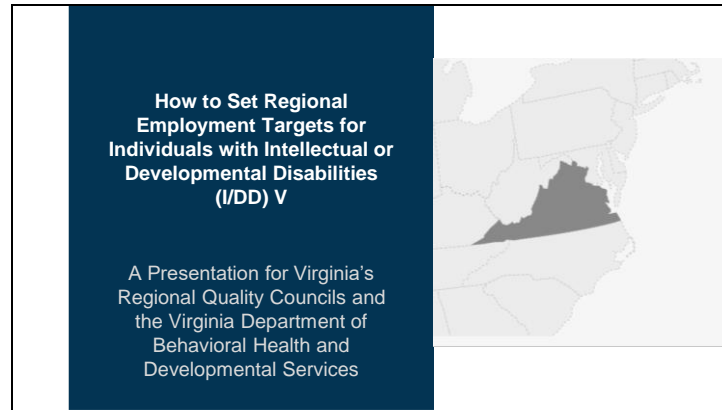
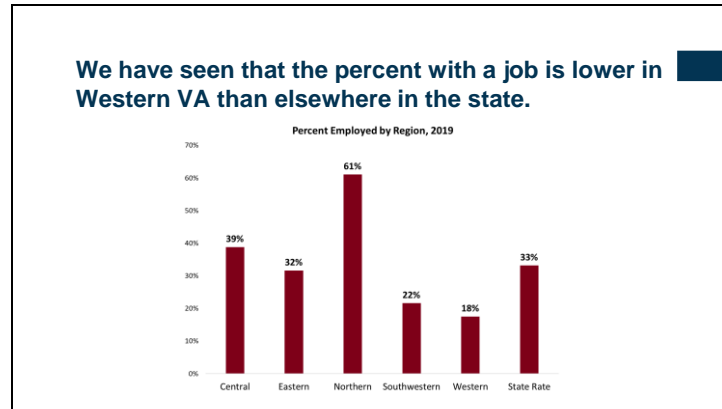


## RCQ Mission Analytics Data and Quality V

Slide 81



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



We've seen that the percent with a job is lower in Western Virginia than elsewhere in the state.

**And we know that this employment rate is low for at least one of two reasons:**

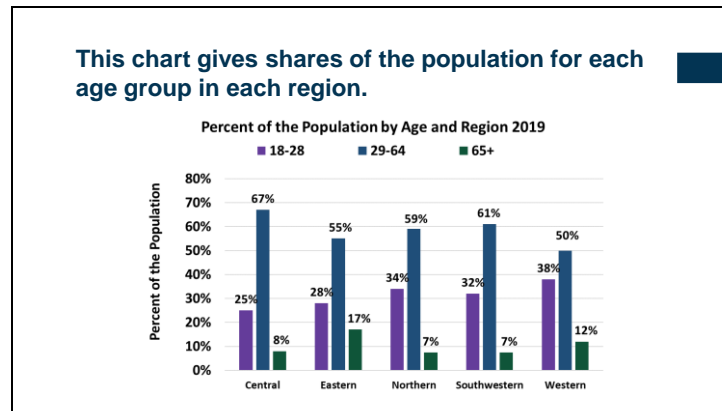
- Individuals in Western VA may be older and, therefore, more challenging to employ.
- Employment services in Western VA may be less effective than they could be.

And we know that this employment rate is low for at least one of two reasons. First, individuals in Western Virginia, may be older and therefore more challenging to employ. Or second, employment services in Western Virginia may be less effective than they could be.

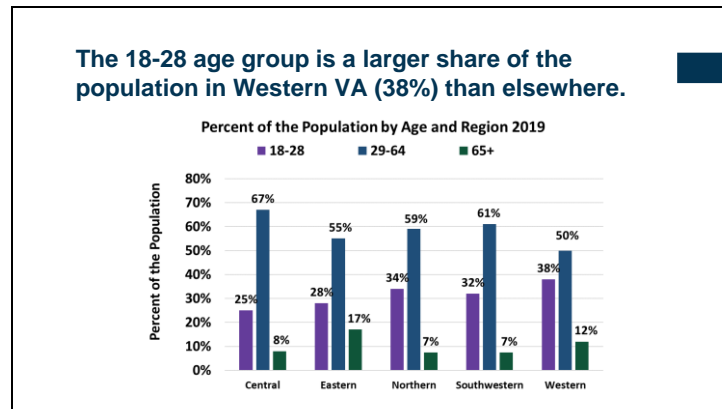
**To know which account is correct, we look at the age distribution in each region.**

- We start by comparing the share of the population
  - In each age group
  - Across regions.
- This will help us determine whether the population in Western VA is, indeed, harder to employ.

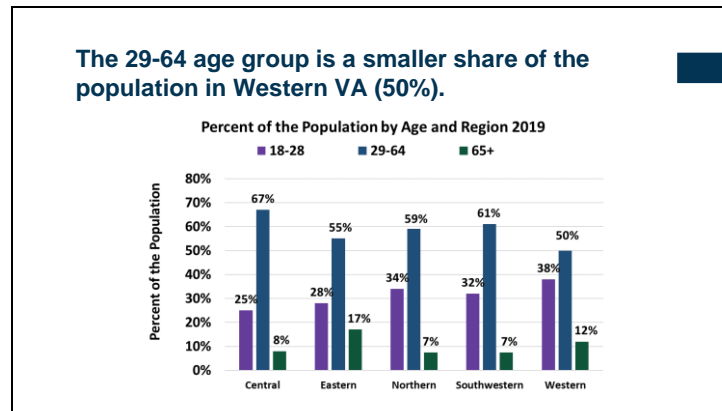
To know which account is correct, we look at the age distribution in each region. We start by comparing the share of the population in each age group across regions. This will help us determine whether the population in Western Virginia, in particular, is indeed harder to employ than populations in other regions.



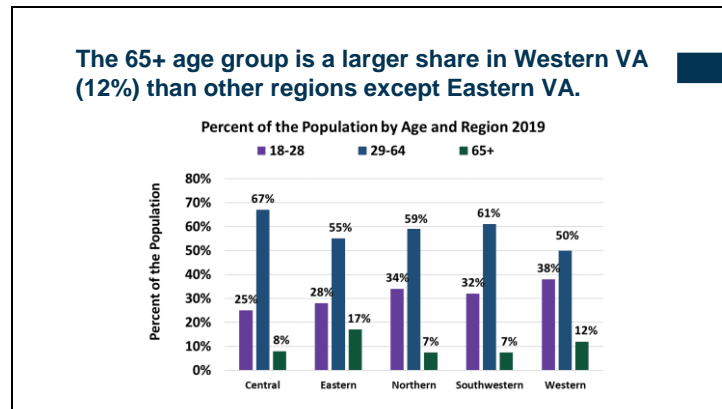
This chart gives shares of the population for each age group in each region in the state.



We see here that the 18 to 28 year old age group is a larger share of the population in Western Virginia, 38% than it is elsewhere.



And the 29 to 64 year old age group is a smaller share of the population in Western Virginia at 50%.



Finally, the 65 plus age group is a somewhat larger share in Western Virginia than other regions except for Eastern Virginia.

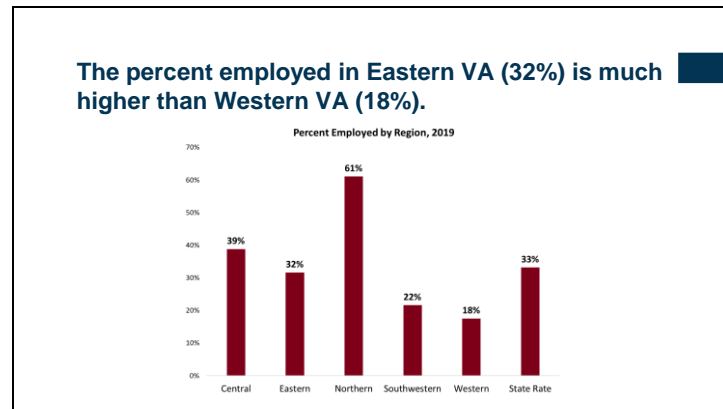


**The evidence in the chart is challenging to interpret:**

- The age distribution in Western VA differs from other regions.
- But the age distribution in Eastern VA is similar to that of Western VA,
- And the percent employed in Eastern VA (32%) is much higher than in Western VA (18%). (See the next slide.)

The evidence in the chart is challenging to interpret. The age distribution in Western Virginia differs somewhat from other regions. But the age distributions in Eastern Virginia is similar to that of Western Virginia. And the percent employed in Eastern Virginia at 32% is much higher than Western Virginia. See the next slide.

Slide 90



So, does age distribution

**So, does the age distribution in Western VA by itself explain why employment is low?**

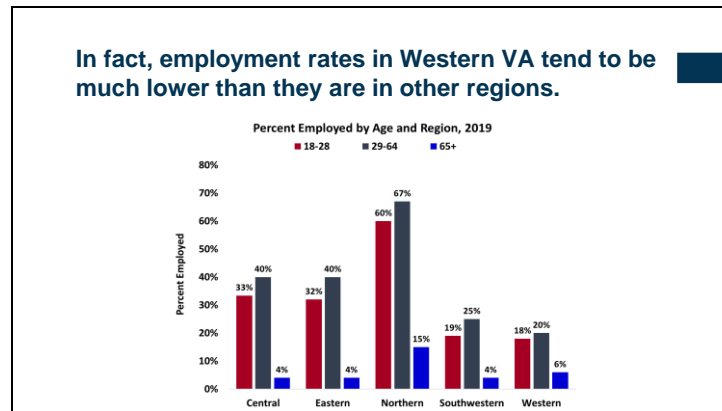
- To answer this question, we compute the percent employed for each age group in each region.
- This will tell us whether employment is high or low in Western VA, holding age constant.

in Western Virginia by itself explain why employment is low there? To answer this question, we compute the percent employed, the employment rate, for each age group in each region. This will tell us whether employment is high or low in Western Virginia when we hold age constant.

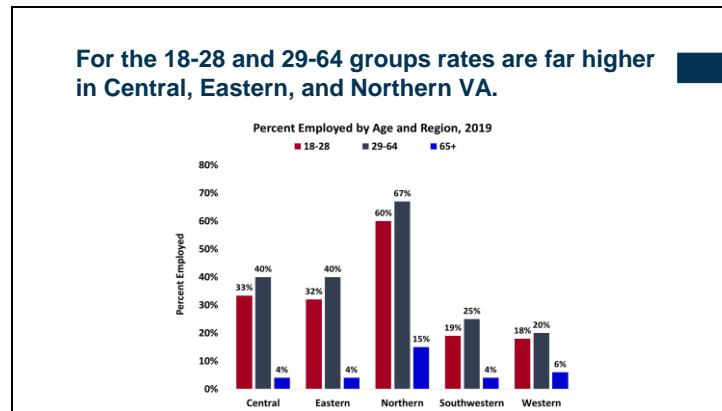
**If the percent employed in Western VA were close to other regions for all age groups:**

- Holding age group constant, Western VA would be as effective as others at getting people into jobs.
- And its low employment rate would be explained by differences between its age distribution and those of other regions.
- Which would mean that the overall employment rate is low in Western VA because its population is harder to employ.

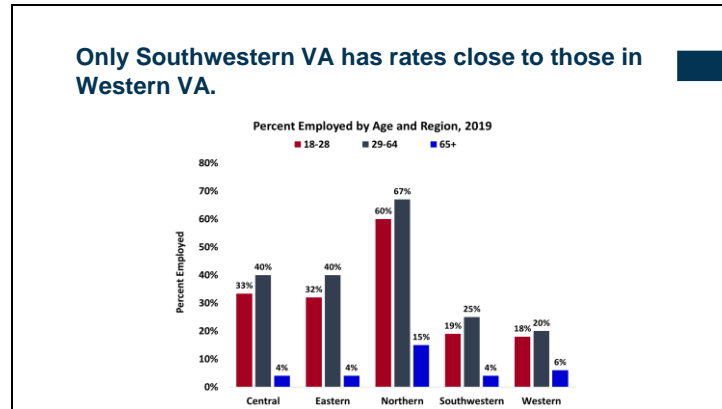
If the percent employed in Western Virginia were close to other regions for all age groups, well then, holding age group constant, Western Virginia would be about as effective as others at getting people into jobs. And it's low employment rate would be explained by differences between each age distribution and those of other regions. Which would mean that the overall employment rate is low in Western Virginia because its population is harder to employ.



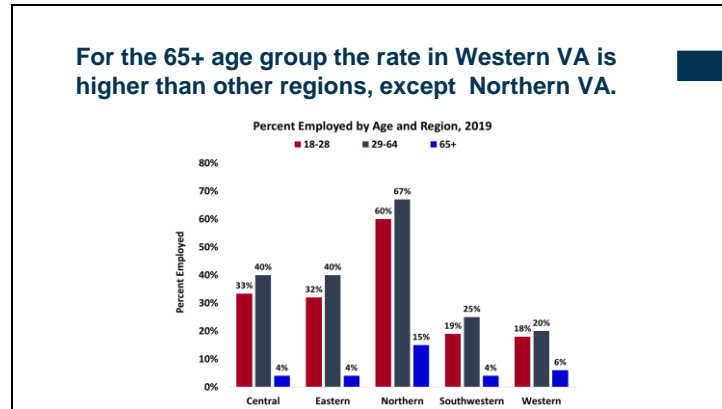
But this is not what we see. In fact, employment rates in Western Virginia tend to be much lower than they are in other regions.



For the 18 to 28 and 29 to 64 year old groups, the rates are far higher in Central, Eastern, and Northern Virginia.



Only Southwestern Virginia has rates close to those in Western Virginia.



For the 65 plus age group, the rate in Western Virginia is higher than other regions except for the North.



**This is not what we saw when we compared Central and Eastern VA.**

- In that case, the percent employed was identical between regions for all age groups.
- So, Eastern VA was just as effective as Central VA at getting people into jobs.
- Employment was lower in Eastern VA because the most challenging group to employ was large.

None of this is what we saw when we compared Central with Eastern Virginia back in Presentation IV. In that case, the percent employed was identical between regions for all age groups. So Eastern Virginia, was just as effective as Central Virginia at getting people into jobs. And employment therefore was lower in Eastern Virginia because the most challenging group to employ was large.

**The overall employment rate is low in Western VA because it is low for the largest age groups.**

- The percent employed in Western VA is lower than any other region among individuals who are 18-28 or 29-64.
- This explains why the average percent employed is lower in Western VA, as we saw earlier.

The overall employment rate is low in Western Virginia because it's low for the largest age groups. The percent employed in Western Virginia is lower than any other region among individuals who are 18 to 28 or 29 to 64. This explains why the average percent employed is lower in Western Virginia, as we saw earlier.

**All of this is evidence for the conclusion that:**

- Employment services in Western VA are less effective than elsewhere.
- Western VA could increase employment to something closer to the state average.

All of this is evidence for the conclusion that: Employment services in Western Virginia are less effective than elsewhere. And that Western Virginia could increase employment to something closer to the state average.

**It is good to be cautious, however:**

- The population in Western VA might be harder to employ for reasons other than age:
  - The average level of disability might be higher.
  - The local economy might be weaker.

Now it's good to be cautious. The population in Western Virginia might be harder to employ for reasons other than age. The average level of disability might be higher or the local economy might be weaker.

**To know that Western VA could increase employment :**

- We need reason to believe that employment services might become more effective there.
- To know that,
  - We need to rule out other, likely explanations for the low rate in Western VA,
  - And, usually, there will be more than one.

Then to know that Western Virginia could increase employment, we need reason to believe that employment services might become more effective there. To know that we need to rule out other likely explanations for the low rate in Western Virginia. Now, this means that in our illustration, the evidence suggests that Western Virginia could have higher rates than it does. And that it could produce higher rates by imitating employment practices from regions with higher rates in the state. We have focused, however, almost exclusively on age for purposes of illustration. And so we have to recognize there might be other factors that need to be checked in the way that we've been checking employment and the way that we've been checking age as a possible account for lower employment in Western Virginia. However, the method would be the same in each case. We check distributions for characteristics like level of disability, age, and so on. And check to see whether those distributions are different in regions with low employment like Western Virginia. If they're not, this means that services must be effective, must be more effective elsewhere in the state. And regions like Western Virginia could increase employment by changing their practices. Possibly by learning from what regions with higher employment have been able to do.