

# New Hampshire Developmental Services

## Employment Summary Winter 2011

Employment is a significant priority for New Hampshire's Developmental Services System as it reflects the importance that work plays in everyone's life regardless of disability. Employment has an obvious economic benefit that allows people to live more independently and provides the economic freedom to choose activities that expand one's life experiences. Additionally, work helps people feel connected to others by contributing their talents towards a common goal and expands the personal connections that can enrich life.

Our collective goal is to ensure that every person who receives services through the developmental services system has the opportunity to access and maintain employment if they so choose. To learn more about the commitment to employment from all members of New Hampshire's regional services system, please read the Employment Position Statement (see appendix).

The Bureau of Developmental Services has made a commitment to sharing regional employment data that provides a statewide and regional snapshot of employment in New Hampshire for everyone to access. As part of improving this effort, the Bureau is in the process of implementing a more comprehensive and user-friendly employment data system to help improve access to timely and reliable information. The system is in the beginning stages of implementation and is expected to be fully operational and integrated into all Area Agency and BDS operations by June 30, 2011. This new database will provide a significant improvement in how, when and the frequency that employment information is reported.

The data system includes information on many of the Quality Indicators for Employment and can be used to assist in establishing benchmarks and targets as outlined in the Quality Council's Final Report on Employment 2011 (<http://www.dhhs.nh.gov/dcbcs/bds/qualitycouncil/index.htm>).

As the Bureau transitions to this new system, two employment summary reports will be released in Winter 2011 and Summer 2012. Beginning in fiscal year 2013, employment reports will be released on a quarterly basis.

It is our hope that these efforts will help to stimulate conversations about employment among individuals with disabilities, their families, professionals, and other interested parties; and most importantly, to improve employment outcomes for individuals with disabilities.

**New Hampshire  
Developmental Services Employment Data**

**January 2011– June 2011**

Total Number of People receiving services aged 21 – 64 years old: 3,515

Total Number of People Employed aged 21-64 years old: 1,256  
(excluding sheltered workshops)

Total % Employed (21-64 years old): 36%

Total # of Jobs: 1,480

Total Individuals with Self-Employment: 50

Statewide Average Hours Worked Per Week: 9.39

Statewide Average Pay Per Hour: \$7.57

Statewide Total Jobs Paying Below Minimum Wage: 148 (7%)

Statewide Total Jobs Paying Minimum Wage or Above: 1,332 (93%)

Youth Employed (under 21): *not currently tracked*

65+ years old employed: 30

Total Individuals in a sheltered Workshop: 25

**Employment Statistics for People Aged 18 – 64 Years Old in US & NH\*:**

US 2010 Employment Rate for people without Disabilities: 72.8%

US 2010 Employment Rate for people with Disabilities: 33.4%

US 2010 Employment Gap: 39.4%

NH Employment Rate for people without Disabilities: 79.7%

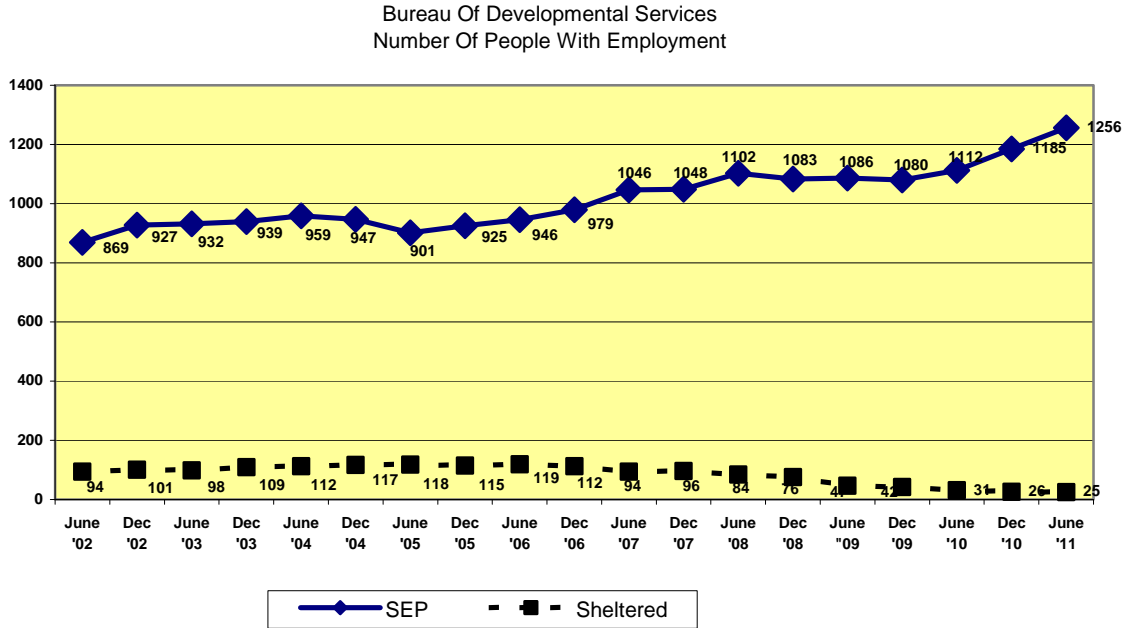
NH Employment Rate for people with disabilities: 39.1%

NH Employment Gap: 40.6%

\* Source: 2011 Annual Disability Compendium Statistics, US Census Bureau, 2010 American Community Survey, American FactFinder

## NH Employment Trends

Table #1: Number of People with Employment



Integrated Community Based Employment has been steadily increasing since 2002.

Participation in Sheltered Workshops increased slightly from 2002 to 2006 with participation steadily decreasing since 2007.

As the data shows, less than 1% (.007) of people in New Hampshire between the ages of 21-64 receiving services choose to participate in a sheltered workshop.

Table #2: Number of People in Integrated Employment over a six-year period

Community Based Integrated Employment Statewide June 2006 – June 2011					
2006	2007	2008	2009	2010	2011
946	1,046	1,102	1,086	1,112	1,256

Table #3: One Year and Five Year Change in Integrated Employment measured by Number and Percent

Change in Integrated Employment Statewide June 2006 – June 2011	
Over One Year	Over Six Years
144 (13%)	310 (33%)

In June 2011, there was a 13% increase (or 144 people) in integrated employment from June 2010.

In June 2011, there was a 33% increase (or 310 people) in integrated employment from June 2006.

However, while the number of people employed has been steadily rising each year, the number of hours worked each week has steadily decreased over the last five years with the majority of people working 10 hours or less. (See Table #4 and Table #5).

Table # 4: Statewide Average Hours Worked in Integrated Employment over a Three Year period

Average Hours Worked Integrated Employment Statewide				
2007	2008	2009	2010	2011
10.83	10.36	9.68	8.92	9.36

Table #5: One, Three and Five-Year Change in Hours Worked in Integrated Employment

Change In One Year 2011		Change In Three Years 2009		Change in Five Years 2007	
Change In Average Hours Worked	% Of Change	Change In Average Hours Worked	% Of Change	Change In Average Hours Worked	% Of Change
.44	5%	-.32	-3%	-1.47	-14%

Over the same five-year period, the Average Wages Per Hour has been steadily increasing (see Table #6). It must be noted that in May 2007, legislation was passed mandating an increase in minimum wage paid from \$5.15 to \$6.50 in September 2007 and \$7.25 in September 2008.

Table #6: Statewide Average Wages Per Hour in Integrated Employment over a three-year period.

Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour	Average Wages Per Hour
2007	2008	2009	2010	2011
\$5.98	\$6.55	\$7.25	\$7.33	\$7.67

Table #7: One, Three and Five-Year Change in Average Wages Paid Per Hour statewide.

Change In One Year 2011		Change In Three Years 2009		Change in Five Years 2007	
Change In Average Pay Per Hour	% Of Change	Change In Average Pay Per Hour	% Of Change	Change In Average Pay Per Hour	% Of Change
\$ .34	5%	\$ .42	6%	\$1.69	28%

Table #8: Regional Breakdown of Employment Information

Regional Employment Information (January 2011- June 2011)

Area Agency	# Of individuals 21 - 64 years old	# Of Individuals Employed	% Of Individuals Employed		Avg hours worked per week		Avg hourly wage per job	
			%	Ranking		Ranking		Ranking
Northern Human Services	323	183	56.7%	1st	5.93	10th	\$7.22	8th
Pathways of the River Valley	227	57	25.1%	9th	12.31	1st	\$8.57	1st
Lakes Region Community Services	300	126	42.0%	2nd	10.95	3rd	\$7.51	6th
Community Bridges	410	122	29.8%	7th	8.24	8th	\$8.24	2nd
Monadnock Developmental Services	387	141	36.4%	6th	9.09	6th	\$7.68	4th
Gateways Community Services	462	189	40.9%	3rd	10.24	4th	\$6.66	10th
Moore Center Services	482	116	24.1%	10th	12.22	2nd	\$7.62	5th
One Sky Community Services	349	135	38.7%	5th	6.97	9th	\$6.98	9th
Community Partners	278	108	38.8%	4th	9.15	5th	\$7.50	7th
Region 10 Community Support Services	297	79	26.6%	8th	8.80	7th	\$7.76	3rd
Statewide	3,515	1,256	35.9%		9.39		\$7.57	

Ranking: 1<sup>st</sup> = highest, 10<sup>th</sup> = lowest

Table #9: Breakdown of Individuals Employed by Hours Worked Per Week by Agency and Statewide

45% of Individuals work at each job 5 hours or less per week.  
 24% of Individuals work at each job 10 hours or less per week.  
 19% of Individuals work at each job 20 hours or less per week.  
 12% of Individuals work at each job more than 20 hours per week.

It must be noted that there are more jobs than individuals employed as some people are employed in more than one job.

**Individuals Employed by Hours Worked in Each Job Jan – June 2011**

Area Agency	1-5 hrs		6-10 hrs		11-20 hrs		21-30 hrs		30+ hrs		Total	
	# of Individuals	%	# of Individuals	%	# of Individuals	%	# of Individuals	%	# of Individuals	%	# of Jobs	%-age
Northern Human Services	147	62%	41	17%	23	10%	5	2%	23	10%	239	100%
Pathways of the River Valley	19	35%	16	30%	10	19%	3	6%	6	11%	54	100%
Lakes Region Community Services	54	41%	21	16%	24	18%	15	11%	18	14%	132	100%
Community Bridges	57	47%	33	27%	24	20%	3	2%	5	4%	122	100%
Monadnock Developmental Services	88	47%	37	20%	28	15%	15	8%	19	10%	187	100%
Gateways Community	71	32%	77	35%	55	25%	13	6%	5	2%	221	100%
Moore Center	30	24%	34	27%	46	37%	13	10%	3	2%	126	100%
One Sky Community	97	56%	35	20%	33	19%	5	3%	4	2%	174	100%
Community Partners	56	42%	38	28%	25	19%	6	4%	9	7%	134	100%
Region 10 Community Services	42	46%	26	29%	14	15%	6	7%	3	3%	91	100%
STATEWIDE	661		358		282		84		95		1480	

**Minimum Wage Table  
NH Statewide Distribution  
January 2011 - June 2011**

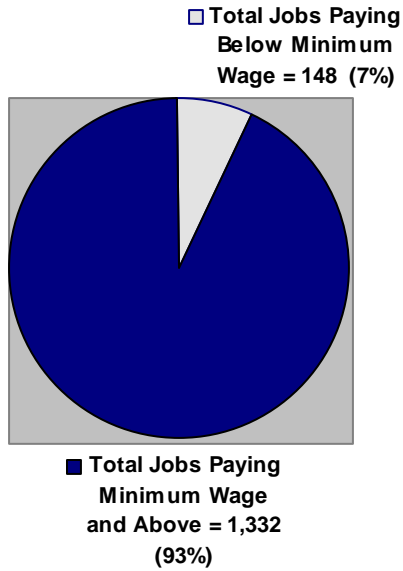


Table #10: Total Jobs Paying Minimum Wage & Above Minimum Wage by Area Agency.

Area Agency	Total Jobs Paying Below Minimum Wage	Total Jobs Paying Minimum Wage & Above	Total Jobs
Northern Human Services	17	222	239
PathWays of the River Valley	5	49	54
Lakes Region Community Services	2	130	132
Community Bridges	3	119	122
Monadnock Developmental Services	2	185	187
Gateways Community Services	60	161	221
Moore Center Services	11	115	126
One Sky Community Services	29	145	174
Community Partners	10	124	134
Region 10 Community Support Services	9	82	91
<b>Grand Total</b>	<b>148</b>	<b>1332</b>	<b>1480</b>

## APPENDIX

### **Employment Position Statement For New Hampshire's Regional Service System**

#### **VALUES AND RESPONSIBILITIES**

We believe that employment, with its powerful and irreplaceable opportunities for autonomy, earned income, self-esteem development, social contacts, structured activity and life satisfaction, is an important ingredient of a fulfilling and valued life for adults in our society. We also recognize that the capacity of adults with any type or degree of developmental disability or acquired brain disorder to participate in employment, in the right setting and with the proper supports, has been amply demonstrated.

It is the position and responsibility of New Hampshire's regional system (area agencies, subcontract agencies and Bureau of Developmental Services) to provide the necessary services and supports to enable individuals to live in and become contributing members of their communities. All members of New Hampshire's regional system shall, therefore, pledge to:

1. Emphasize the importance and benefits of employment.
2. Effectively use allocated funds to emphasize, create and maintain integrated employment opportunities.
3. Provide staff and providers with appropriate and ongoing training, supports and supervision.
4. Support innovative workforce development opportunities.
5. Identify systemic barriers to employment and eliminate them.
6. Advocate for a systematic and collaborative approach between all partners and stakeholders.
7. Continuously evaluate, adjust and improve services and operations.

#### **INFORMED CHOICE**

We believe that informed choice is the right of all individuals and that they, their family or guardian have the authority to make decisions regarding all aspects of their employment. Accordingly, all members of New Hampshire's regional system shall:

1. Assist individuals to explore and obtain employment opportunities based on the individual's interests and goals.
2. Provide employment information in a variety of formats that are easy to understand.
3. Insure that individuals have access to assistive technology for effective communication, to assist with career decision-making, job attainment and performance.
4. Provide effective planning for self-discovery and decision-making.
5. Support the on-going development and access to career focused life long learning and training.

6. Deliver work incentives counseling to insure individuals and families understand the impact of income on benefits and the opportunities for asset accumulation.
7. Demonstrate that everyone can work with the right job opportunity and supports.

## **TRANSITION**

We believe the expectation of employment must be incorporated into the educational experience of all students beginning in early childhood and explored through age appropriate opportunities. Therefore, all members of New Hampshire's regional system shall:

1. Advocate for effective transition and successful employment outcomes for individuals entering the adult service system.
2. Assist families to understand the transition process as defined by the Individuals with Disabilities Education Act (IDEA).
3. Inform families of the resources, supports and strategies available after transition and the vital role families play in this process.
4. Support appropriate career development services, (including a variety of formal and informal assessments, internships, and/or extended learning opportunities) that will help to identify interests, skills, capacity and/or additional training and education opportunities.

## **PARTNERSHIPS WITH BUSINESS COMMUNITY**

We believe that collaboration with the business community is essential for optimizing employment opportunities for individuals with disabilities and for strengthening New Hampshire's overall workforce. Successful employment outcomes will require the practice of a dual customer philosophy, where individuals and businesses are treated equally as valued customers. Thus, all members of New Hampshire's regional system shall:

1. Promote professional outreach to build effective partnerships with the business community.
2. Insure that services meet or exceed the expressed needs and standards of the business customer.
3. Continuously nurture business partnerships to keep them strong and vibrant.
4. Recruit, retain and develop highly trained and informed staff.

All members of New Hampshire's regional system understand the importance of achieving the above goals for the benefit of the individuals with disabilities, businesses and the community-at large and pledge to implement them.