



SFY 2022 Annual Report
Wisconsin Act 178
Increasing Competitive Integrated
Employment Outcomes

Department of Workforce Development | Division of Vocational Rehabilitation
Department of Health Services
Department of Public Instruction

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Executive Summary

Purpose

The purpose of this report is to satisfy reporting requirements outlined in 2017 Wisconsin Act 178, including the responsibility of the Departments of Workforce Development (DWD), Health Services (DHS), and Public Instruction (DPI) to report on the implementation of a collaborative competitive integrated employment (CIE) plan and CIE outcomes to date. Published annually, this report indicates what progress the three agencies have made in implementing the CIE plan and provides the most recent CIE data available.

Performance Improvement

Cross Agency Achievements to Date

The following information highlights achievements in State Fiscal Year (SFY) 2022, beginning July 1, 2021, and ending June 30, 2022. Department-specific data in the report is based on the most recent complete data, which begins July 1, 2019, and ends June 30, 2021.

The target population in this report relates to working-age individuals (ages 14-64) with disabilities who have Individualized Education Programs (IEPs) with DPI or are receiving services through DHS Division of Medicaid Services (DMS) Long-Term Care (LTC) programs for adults, DHS Children's Long-Term Support (CLTS), DHS Division of Care and Treatment Services (DCTS), Individual Placement and Support (IPS), DWD-DVR, or Youth Apprenticeship (YA).

This report details the work the three Departments have completed or started to fulfill the requirements of 2017 Wisconsin Act 178.

1. Increase awareness that work is possible for people with disabilities by promoting CIE opportunities using targeted outreach and education.

- A. The Departments used joint CIE Management Information System (MIS) data to identify disparities in CIE outcomes by age, gender, race, ethnicity, disability type, and geographic location. This data is included in this report for the first time. Year 2 work of the CIE Plan will focus on addressing those disparities to improve CIE outcomes.
- B. This report includes the first year of baseline data for CIE outcomes using the CIE-MIS. This data will be used to compare Wisconsin outcomes to national CIE data for working aged people with disabilities in CIE plan year 2.
- C. The Departments reviewed and updated the Wisconsin CIE website:
<https://dwd.wisconsin.gov/dvr/partners/cie/>

2. Align service delivery systems and strengthen coordination to increase CIE opportunities for people with disabilities.

- A. The Departments approved content for the updated web-based Youth Transition Action Guide (TAG). The web-based TAG will be published summer 2022.
- B. DCTS has an expansion plan with measurable goals to increase IPS accessibility.
- C. The CIE Workgroup is working to develop a consistent CIE definition across the Departments that will be reviewed and approved by CIE leadership. This definition will be used for data reporting purposes.
- D. The Departments developed a CIE LEAN team that included CIE Workgroup members, a family member, service providers, Managed Care Organizations (MCOs), I Respect, I Self-Direct (IRIS) representatives, and DVR subject matter experts. The LEAN team mapped out the Supported Employment services process between the Departments using LEAN principles. The outcome of the process created recommendations to the CIE leadership team for improvement and implementation of supported employment CIE outcomes.
- E. Transportation resources will be added to the web-based TAG to continue to operationalize transportation planning for individuals working in CIE.
- F. The Departments held several joint trainings and meetings to increase staff knowledge of CIE. This included supported decision-making training, Pilot TAG training, a Transition Improvement Grant (TIG)/DVR Statewide Transition Action and

Resource Team (START) joint meeting, external employment leads workgroup meetings, IPS Advancing State Policy Integration for Recovery and Employment (ASPIRE) grant trainings to counties, and behavioral health training to DVR staff.

- G. The Departments completed work on a roadmap for 2021 CIE-MIS employment data development and created a common data set structure for data analysis and reporting. A draft of the DCTS data sharing agreement is moving through the approval process and will be reviewed by the DHS Office of Legal Counsel.

3. Prepare students for CIE through their educational experience, connecting them to vital services during and after high school.

- A. The following resources have been updated, designed, and marketed to transition stakeholders for the purpose of establishing consistent messages and training around transition into the workforce: Youth TAG, County Communities on Transition (CCoT) toolkit, and TIG beyond age 18 guidance.
- B. The Departments conducted a pilot TAG training in February of 2022. Regional trainings will begin in summer of 2022 when the web-based version of the TAG has been published.
- C. Beginning in May of 2022, DVR consumers had an opportunity to enroll in the Career Pathways Initiative to receive career counseling, training/education, and other services to increase their success in using career pathways, apprenticeships, and work-based learning programs for career advancement, including Labor Market Information (LMI). DVR staff received trainings in January and February 2022 related to career pathways, STEM careers, and roles and responsibilities to assist consumers in obtaining apprenticeships and incorporate these topics into career counseling as appropriate.

DPI has provided a variety of professional learning opportunities on career pathways. The Career Pathway Showcase focuses on ways school districts and educators can deepen engagement in career pathways and work-based learning. Topics of the series range from reporting and funding guidance to examples of students engaging in work-based learning experiences as part of a career pathway.

- D. The CIE Workgroup plans to develop a video series to showcase examples of interagency collaboration that lead to successful CIE outcomes.

DVR Specific Activities

- A. Starting in October of 2021, DVR counselors with a transition caseload began tracking their outreach efforts to transition-aged students and their parents/guardians and

teachers, including those receiving Supplemental Security Income (SSI). Outreach activities include providing general information about the DVR services, which could lead to potentially eligible cases, referrals, and applications for services. From October 1, 2021, to May 15, 2022, DVR staff provided 1,901 outreach activities statewide.

- B. DVR cultivates relationships with Employment Networks via Partnership Plus agreements. As of 2022, DVR has 12 active agreements with agencies to offer coordination and transition services following the closure of a DVR case. These services provide consumers employment related assistance that they may need to retain employment at substantial gainful employment levels as determined by the Social Security Administration. DVR will continue in year 2 of the CIE plan to foster those relationships and transition consumers to those 12 agencies. For PY 2020, DVR served a total of 10,368 individuals receiving SSDI or SSI benefits.
- C. A [DVR poster](#) is available for display within service provider offices, long-term care facilities, and other identified areas in efforts to promote CIE.
- D. DVR Business Services Consultants (BSCs) use a [one-page DVR resource handout](#) when reaching out to businesses to promote CIE services in coordination with contracted service providers. In year 2 of the plan, a standard handout will be developed specific to each service provider explaining the service provider's role in supporting a consumer in CIE.
- E. The CIE Data Workgroup receives DVR-specific data to include in CIE-MIS for joint data reporting. CIE related data was reviewed and analyzed as part of the Comprehensive Statewide Needs Assessment (CSNA) with recommendations to improve service delivery.
- F. Several DVR staff participated in and led an interagency value stream mapping of Wisconsin's supported employment services system with staff from DHS, DPI, parents/guardians, MCOs, and IRIS Consultant Agencies (ICAs). The mapping process led to recommendations for improvements in the supported employment services process, which were presented to CIE Leadership in June 2022. In year 2 of the CIE Plan, the CIE leadership team will review, analyze, and potentially implement recommendations from this value stream mapping process.
- G. DVR contracted with the Association for People Supporting Employment First (APSE) to develop a standard training with the Association of Community Rehabilitation Educators (ACRE) to provide a certification that will be offered to supported employment service providers in 2023. The training modules taken in sequence will be focused on supported employment and will include specific modules for service

providers who may be providing non-supported employment services like job development.

- H. Co-enrollment reports between DVR (Title IV) and other Workforce Innovation and Opportunity Act (WIOA) programs are now publicly available through the DWD Workforce Data Quality Initiative project. Co-enrollment reports between DVR and Wisconsin Apprenticeship (both registered and youth) are in the process of being developed, with reporting mechanisms built and currently in testing. In addition, an internal data analysis found that teenagers with disabilities, their parents, and household members who received Wisconsin Promoting Readiness of Minors in Supplemental Security Income (PROMISE), DVR, or DWD Division of Employment and Training (DET) services had higher employment rates and wages than those who did not connect to these services. Further, the data shows individuals receiving DET services, Job Center of Wisconsin (JCW) self-services, youth services, case management, and youth apprenticeship opportunities saw the greatest increases in wages and employment rates. This shows that DVR and DET services together result in even better outcomes than DVR services alone, providing evidence for continued collaboration. DVR can use co-enrollment reports to set targets to increase co-enrollment for these reasons.
- I. In 2021-22 school year, DVR continued to support Project SEARCH sites throughout Wisconsin to improve CIE outcomes for transition-age consumers. In fall of 2021, 25 Wisconsin sites operated using the traditional Project SEARCH model. Wisconsin's five remaining sites were unable to operate the program during the 2021-22 school year due to challenges related to COVID-19. In fall of 2021, 199 interns started Wisconsin Project SEARCH and 183 completed the program in spring of 2022. For more detailed information, see the [Project SEARCH webpage](#).
- J. In FFY 21, DVR provided Pre-Employment Transition Services (Pre-ETS) to 3,150 students, through potentially eligible and active consumer cases. Total Pre-ETS expenditures for FFY 21 totaled \$10,982,248. As of May 2022, Pre-ETS have been provided to 1,975 students with expenditures totaling \$4,658,235. At the time of this report, DVR is on track to meet the 15% Pre-ETS federal grant spending requirement to provide Pre-ETS to students with disabilities for FFY 2022.

DHS-DMS Specific Activities

- A. Continues to actively participate in CIE Joint Data Planning Committee, Provider Capacity and Quality Workgroup, and CIE Joint Planning Workgroup.

DHS-DMS Adult Long Term Care Specific Activities

- A. Employment Resources Inc. has been contracted to develop web-based

employment trainings.

- B. Continued to contract with Employment Resources, Inc. to provide Work Incentives Planning and Assistance Program (WIPA) training and services.
- C. Continued to actively participate on the Wisconsin APSE board and on the APSE Employment First Conference planning committee along with engaging in CIE Zoom meetings, trainings, and webinars.
- D. Continued to update existing web-based employment trainings and resource memos.
- E. Continue to lead DHS Internal and External Employment workgroup meetings.
- F. Continue to conduct HCBS Non-residential Setting Rule compliance.
- G. Applied for and received enhanced federal funding for continued funding for the CIE-MIS joint data collection system.
- H. Continued to collect Family Care, Family Care Partnership, and IRIS Employment Data Quarterly.
- I. Developing a report on the 2021 CIE results of DMS IES Employment Data.
- J. Continued CIE Employment Pay for Performance initiative with Family Care Managed Care Organizations.

DHS-DMS Children's Long Term Care Specific Activities

- A. Ensure transition materials developed for participants and families align with cross agency transition tools.
- B. Work with the BCS Transition Workgroup to increase participant awareness of CIE options and transition processes.
- C. Maintained the on-line training course, Think Possible, for State FY 2021-2022 the web-based training has been completed by 172 individuals with an average score on the assessment of 92%. To date the Think Possible course has trained 664 support staff and others on Competitive Integrated Employment.
- D. Published an article with information about how families can help children with disabilities prepare to work in the All In for Kids newsletter. Distribution reaches over 14,000 families who have children enrolled in the Children's Long-Term Support Program (CLTS) (All in for Kids: CLTS #8, May 2021 (wisconsin.gov)).
- E. Added Discovery and Career Planning to the CLTS Waiver as a new billable service starting Spring 2022. This service consists of learning and work experiences where participants can develop general, non-job-task-specific strengths and skills that help them work toward paid employment in integrated community settings. Providers

can be supported employment agencies or prevocational centers. CLTS continues to offer Community competitive/integrated employment (previously called supported employment). Through this service, participants can receive help to get and maintain paid employment at or above minimum wage. Jobs can be as an individual or within a group with others with disabilities and in an integrated setting. Providers must be supported employment agencies.

- F. Developed set of plain language Parent Guides for building employment expectations for youth from early age through transition. The Parent Guides will be hosted on the Beforeage18.org website (ERI contract to be completed by end of FY).

DHS-DCTS Specific Activities

- A. Continue holding the IPS Executive Steering Committee and subsequent relevant workgroups with community and state stakeholders to improve IPS and to facilitate statewide expansion.
- B. Continue hosting Vocational Rehabilitation Counselors and Employment Specialist Consortium meetings to improve collaboration and communication.
- C. Continue facilitating an IPS Youth workgroup to collaborate on youth specific IPS processes, tools, and resources to increase quality of IPS Services to Wisconsin Youth.

DPI Specific Activities

- A. DPI has provided several opportunities to highlight CIE opportunities for students with Individualized Education Programs (IEPs). The Transition Readiness Grant (TRG) program provides funding to districts to create CIE training programs for students in transition. Examples of these programs are shared annually through TRG data summaries and infographics as well as Q&A sessions for future applicants. The TIG also hosted a podcast series in the 2021-22 school year that featured several CIE success stories.
- B. DPI provides a data set of CIE eligible students annually for the purposes of CIE-MIS data reports.
- C. DPI led the development and facilitation of a pilot training on the Transition Action Guide in February 2022. In addition, DPI and its partners the TIG hosted several professional learning opportunities throughout the 2021-22 school year on the use of the Postsecondary Transition Plan (PTP) 2.0, CCoT toolkit and the newly released Beyond Age 18 guidance.

- D. The DPI Transition and Graduation consultant co-facilitates the Wisconsin Community on Transition (WiCoT) to support local engagement of transition stakeholders in County Communities on Transition (CCoTs). The WiCoT recently completed a survey of local CCoTs to assess the impact of COVID-19 on local collaboration and identify new needs to support CIE following the multi-year pandemic.
- E. DPI committed attendance and participation in various interagency work groups, grants, and national projects. These projects included DHS External Employment Workgroup, CIE workgroups, University of Wisconsin Transition Planning Grant, DWD DVR Career Pathways Grant, Board for People with Developmental Disabilities, and the National Technical Assistance Center on Transition: The Collaborative communities of practice and peer networks.
- F. Presentations on CIE were provided to the special education team and several cross-agency workgroups at DPI. In addition, a presentation on the CIE project and annual report was made to DPI Cabinet members in June 2022. This presentation included discussion of how DPI could continue to enhance CIE outcomes for students exiting high school.
- G. In coordination with the Transition Improvement Grant (TIG), DPI assisted in identifying district representatives for pilot training on TAG and CCoT toolkit.
- H. The DPI Transition and Graduation consultant collaborated monthly with the Academic and Career Planning (ACP) leadership team and supported various professional learning opportunities on ACP implementation. The ACP leadership team has provided input on the development of an online Career and Life Readiness Course to be released in Fall 2022. The course focuses on strategies to increase engagement of students with IEPs in Career and Technical Education coursework and work-based learning.
- I. DPI funded nine full time staff members as part of the Transition Improvement Grant (TIG). The TIG provides technical assistance and continuous improvement coaching to improve transition services and postschool outcomes of students with IEPs.

Barriers to Implementation

2017 Wisconsin Act 178 requires the Departments to set targeted outcomes to increase CIE. The previous section highlighted different ways the Departments are working together to create best practices to provide CIE services for working-age individuals with disabilities jointly served by the Departments. As the Departments worked together to implement the plan, the following barriers have been identified. The following barriers have been considered when creating the 2021-23 CIE Joint Plan.

1. COVID-19

- A. The risk of COVID-19 infection and evolving understanding of transmission throughout the pandemic created fear and apprehension for some individuals with disabilities considering work opportunities in their communities.
- B. Due to the unknown impact of the COVID-19 pandemic, planning for future activities and initiatives has changed to include virtual options and social distancing for participation.
- C. More people are leaving or changing employment, which has impacted employment statewide at both State agencies and local providers.
- D. State of Wisconsin employees have been shifted to other assignments or priorities during the COVID-19 pandemic, which has delayed the timeline on some CIE efforts. For much of 2021-22, DHS-DMS staff has had to focus on the public health crisis.

2. System Challenges on Data Integration

- A. Obtaining data sharing agreements is a complex and time-consuming process. Additional data will require more data sharing agreements. The data sharing agreement process prolongs the forward progress of CIE-MIS.
- B. DHS, DVR, and DPI have many competing high priority information technology projects, including those related to CIE.
- C. Matching consumers within the CIE MIS Joint data system will continue to be a challenge for data sources that have limited information to match upon. Each agency collects varying levels of detail about a person's identity. For example, some agencies only collect a name and date of birth, whereas other agencies collect expanded

information such as name, date of birth, an identification number, addresses, and/or phone numbers.

3. Substantial Service Provider Capacity Issues

- A. Shared providers use different service definitions and payment structures.
- B. Gaps exist in service provider capacity, workforce training, and consistency in quality.
- C. Service implementation at the state level (DVR) vs. local level (MCO/ICA) is challenging in some areas due to service provider capacity.

4. Expectations and Misconceptions about CIE

- A. Individuals with disabilities and their families have varied expectations about work and different levels of understanding regarding the impact of employment on benefits.
- B. Employers, long-term support staff, Aging and Disability Resource Center (ADRC) staff, DVR staff, and school staff hold varied expectations about people with disabilities working in CIE.

CIE Data on Common Consumers

Disclaimer: This report is based on the most recent data available from each Department. With the evolution in data collection and sharing, there may be limitations in comparing data between this and future reports. Future reports may pull from other data sources, improving data validity. Therefore, future reports may show differences in demographic data when compared to previous state fiscal years as data errors are corrected and consumers self-report different information in the future.

DHS-LTC (Family Care, IRIS, Partnership, PACE, Children's Long-Term Care Services) collects race and ethnicity data from multiple systems within the organization. DHS-LTC CIE data are only collected from a subset of all possible DHS race and ethnicity data.

Count of CIE Eligible by Agency

Note: The counts below represent unique counts of people identified as CIE eligible by each agency. A person is only counted once for each state fiscal year within the agency but can be included within multiple agencies' totals. A person is determined to be CIE eligible if served by the agency and their age is between 14 and 64 years old during the state fiscal year. DPI only maintains data on youth up to age 21. Data is retrieved from each agency quarterly. If a person dies within a quarter, the person is still counted within that quarter if the person is alive for at least one day within the quarter.

Count of CIE Eligible People by Agency			
State Fiscal Year	DHS-LTC CIE Eligible	DWD-DVR CIE Eligible	DPI CIE Eligible
2019 (2018-2019)	51,010	27,710	36,993
2020 (2019-2020)	53,236	26,246	37,035
2021 (2020-2021)	55,778	22,793	37,877

Individual identifying information was processed through a matching program to arrive at the distinct count of common consumers.

Common Consumers by State Fiscal Year

Each agency provides Personally Identifiable Information (PII) for people considered CIE eligible. PII is any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, otherwise known as an identity for a person. The PII is collected by various agency systems and the information varies from system to system, which creates differences in how a person's identity is reported. A person's information may be different between agencies due to entry errors, the person self-reporting the information differently to the differing agencies, or the information changing over time.

The first step in determining unique counts of people is to match and link the varying PII provided by each agency. The information is matched using a matching tool and grouped together to form unique person identities. Each unique identity is then assigned a unique person identifier which is used to determine distinct counts of people.

Once each agency's unique person identities are assigned a uniform person identifier within the CIE management information system (MIS), the new identifier can be used to determine when an individual is served by one or more partnering agencies. The common consumer counts represent when a person is served by one or more agencies depending upon the measurement.

When providing counts by demographics, such as age, race, and gender, if the information varies between agencies, demographic information from the agency system that collected it most recently is used.

Note: The counts below represent unique counts of people served. A person is only counted once per all agencies for each state fiscal year, as individuals can be served across state agencies. For example, a youth may be a student, a DWD-DVR consumer, and a participant in long-term care at the same time.

Consumers Served by Any Agency*	
State Fiscal Year	Number of People
2019 (2018-2019)	100,199
2020 (2019-2020)	100,927
2021 (2020-2021)	101,234

*Agency is defined as Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services, Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR), and Department of Public Instruction (DPI) special education. A person is counted as served in the fiscal year if they are CIE eligible and served by any of the above agencies within that state fiscal year.

Consumers Served by Any Agency by Age Range			
Age Range**	State Fiscal Year 2019 (2018-2019)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Less Than 16 Years Old	11,191	11,138	11,615
16 – 17	16,628	16,735	17,267
18 – 21	15,302	15,339	15,112
22 – 24 ¹	3,848	3,924	3,943
25 – 50	28,016	28,127	27,699
51 – 64	25,214	25,664	25,598
Total People	100,199	100,927	101,234

¹ DPI youth are no longer included in the CIE eligible counts after age 21 as they exit the school system.

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for the calculation is the date reported most recently across all agencies

Consumers Served by Any Agency by Gender			
Gender***	State Fiscal Year 2019 (2018-2019)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Female	43,356	43,637	43,579
Male	56,793	57,217	57,585
Not Reported	50	73	70
Total People	100,199	100,927	101,234

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Consumers Served by Any Agency by Race			
Race****	State Fiscal Year 2019 (2018-2019)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
American Indian or Alaska Native	1,608	1,671	1,658
Asian	1,697	1,773	1,872
Black	19,118	19,396	19,899
Hispanic or Latino	7,004	7,599	8,273
Native Hawaiian or Other Pacific Islander	99	98	90
White	66,525	66,486	65,702
Multi-race	2,540	2,693	2,874
Not Reported	1,608	1,211	866
Total People	100,199	100,927	101,234

****DHS-LTC and DPI collect race and ethnicity in a combined field. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of "not reported" are lower than the previous report and shift into the other race categories. For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

Note: Consumers may be served by multiple state agencies in the same state fiscal year (common consumers). Appendices A, B, C, and D provide unique overall counts by demographics for common consumers.

CIE Outcome Data

Outcomes by Agency

Disclaimer: This report is based on the most recent data available from each agency. With the evolution in data collection and sharing, there may be limitations in comparing data between this and future reports.

Note: Individuals can be served across multiple state agencies. For example, a youth may be a student, a DWD-DVR consumer, and a participant in long-term care or behavioral health services at the same time. For this reason, one individual may be counted in multiple programs in the data below. The data for each agency is the most recent full data set available in State Fiscal Year (SFY), Calendar Year (CY), or Federal Fiscal Year (FFY).

The following table provides data by state agency, and includes:

1. The number of working age individuals with disabilities who received publicly funded services outside the home by the state agency for the period specified.
2. The number of working age individuals with disabilities who received publicly funded services outside the home and were working in Competitive Integrated Employment (CIE) for the period specified.
3. The median number of hours worked per week for individuals working in CIE who are served by the state agency.
4. Median wages per hour for individuals working in CIE who are served by the state agency.

Note: Appendices E and F provide median wage information by demographics for consumers.

Agency	Number of Working Age Individuals Served in the Community by Program	Number in CIE	Median Hours Worked per Week ³ (if available)	Median Wages per Hour ³ (if available)
Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services: DHS LTC Services utilizes DHS Wage Collection System. DHS LTC has a data sharing agreement with DWD for the unemployment wage data. DHS DMS continues to work to validate the wages earned, hours worked, and employer data received from the MCOs and ICAs. DHS LTC data represents data reported by the MCOs and ICAs for SFY 2020-2021. For the DHS LTC data, working age is defined as 18-64 years old. DHS CLTS is reporting data for CLTS participants aged 14 - 18 from Unemployment Insurance sources for competitive employment based on earned wages and employer of record for SFY 2020-2021.				
DHS – LTC	51,754*	5,136	12.5	\$9.50
DHS – CLTS	4,627	563 ⁴	-	-
Department of Health Services (DHS) Division of Care and Treatment Services (DCTS): Overall numbers are calculated from Wisconsin's 2020 Mental Health national Outcome Measures: Substance Abuse and Mental Health Services Administration (SAMHSA) Uniform Reporting System report ¹ . Wisconsin's Individual Placement and Support (IPS) program numbers for 2021 are reported to the IPS Westat Data Site.				
DHS - DCTS	58,047	16,195	-	-
IPS	1,398	898 ²	-	-
Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR): Numbers are pulled from DVR's case management system, Integrated Rehabilitation Information System (IRIS). Number of individuals served by DVR include people that had an active case at some point during the state fiscal year. The number in CIE includes individuals that had a closed case with an employment recorded. Hours worked per week and hourly wage are captured at the time the case closes.				
DWD-DVR	22,793	3,042	24	\$11.31
Department of Workforce Development (DWD) Youth Apprenticeship (YA): Numbers are pulled from Youth Online Data Application (YODA), a database maintained by DWD to track participation in all grant-funded youth programs administered by DWD. Report "YA-01 Year-End Report", data pulled as of 04/13/2022 for FY 2020-2021. Of the 5,426 youth with a YA, 296 self-identified as having an Individual Education Program (IEP). Average wages for all YAs were \$11.12 per hour, and \$10.36 per hour for students who self-identified with an IEP. All students work a minimum of 450 hours.				
DWD-Youth Apprenticeship	296	296	-	\$10.36
Department of Public Instruction (DPI): Wisconsin students statewide with Individualized Education Programs (IEPs), ages 14 to 21 in the 2019-20 school year. Number in CIE is the number of respondents working in CIE in the 2021 Indicator 14 Post School Outcomes Survey of 2019-20 exiters. The survey is completed one year after leaving high school. Detailed data from this survey is provided below.				
DPI	42,703	3,195	see below	see below

* The previous annual report included people of all ages. In 2022, this value was changed to only include people 18-64 years old to be consistent with other data in the annual report.

¹ <https://www.samhsa.gov/data/sites/default/files/reports/rpt35283/Wisconsin.pdf>

² Due to the manner of data collection for "Number in CIE" in IPS, this number may be duplicative. DCTS took the total number of people working in Quarter 1 of 2020 and added "New Job Starts" for quarters 2-4 for the total number of those employed for the year. A person could be counted twice if they changed jobs throughout the year.

³ In 2022, the annual report was changed to use median wages and hours worked instead of averages. Median does a better job of representing the "typical" wage and hours worked. The average wage and hours worked are skewed higher due to extreme outlier wage records.

⁴ Counts of people in DHS-CLTS are higher this year due to the Families First Coronavirus Response Act which includes a provision that requires states to suspend Medicaid disenrollments to qualify for a 6.2% Federal Medical Assistance Percentage (FMAP) increase. Under this provision states may not disenroll any individual who is enrolled as of March 18, 2020 (the date of enactment), or who newly enrolls during the COVID-19 pandemic period for any reason unless the individual is no longer a resident of the state or requests voluntary termination.

2021 DPI Outcome Data

1. Competitive Integrated Employment Data¹

The major employment outcomes of the 2021 Wisconsin Statewide Indicator 14 Survey are summarized below. This survey focuses on youth with disabilities who exited high school with a diploma, a certificate of attendance, reached maximum age of eligibility for services, or dropped out of high school during the 2019-20 school year and have been out of school for one year. 5071 of 7138 (71%) exiters responded to the survey.

The employment portion of the Wisconsin Statewide Indicator 14 Survey assesses competitive and other employment, job setting, wages, and benefits within one year of leaving high school. Employment data for youth with disabilities is reported separately from the CIE-MIS data to account for students who are competitively employed but may or may not be served by another state agency represented in this report.

- **80% (4,074) of respondents are or have been employed within the year since leaving high school.**
- **63% (3,195) of respondents are or have been competitively employed** within the year since leaving high school, meaning they are working for pay at or above minimum wage, in a setting with others who are non-disabled, for a period of 20 hours per week, for at least 90 days.
- 75% (3,781) of respondents have been employed for 90 days or more.
- 6% (293) of respondents have worked within the year since leaving high school, but for less than 90 days.
- 19% (957) of respondents have not been employed since leaving high school.

Of the 4,074 respondents who are or have been employed:

- 98% (3,982) of respondents are employed in a community setting, are self-employed, or work in a family business or in military.
- 1% (25) of employed respondents are employed in a sheltered workshop or community rehabilitation program.
- 85% (3,448) work 20 hours or more per week. Of the employed respondents:
 - 56% (2,263) work 35 hours or more per week.
 - 29% (1,185) work 20 to 34 hours per week.
- 95% (3,861) of those employed earn minimum wage or greater.

- 5% (205) earn the current minimum wage.
 - 16% (631) earn between current minimum wage and \$10.00 per hour.
 - 50% (1,942) earn between \$10.00 and \$15.00 per hour.
 - 25% (947) earn above \$15.00 per hour.
 - 4% (136) didn't know or preferred not to answer.
 - 1% (31) earn less than minimum wage.
 - 4% (182) Didn't Know/Preferred Not to Answer.
- 11% (570) of respondents have worked for pay or been self-employed for a period of 90 days at any time in the year since leaving high school, but do not otherwise meet the criteria of "competitive employment."

¹Source: <https://www.indicator14wi.org/documents/2021/WI%202021%20Statewide%20Summary%20Report%20All-Inclusive.pdf>

Appendix A:

Common Consumers – DHS-LTC and DPI

Note: The counts below represent unique counts of people when the person is served by both DHS-LTC and DPI. A person is only counted once for each state fiscal year.

Common Consumers Served by Both DHS-LTC and DPI*			
State Fiscal Year	Number of People		
2019 (2018-2019)	3,658		
2020 (2019-2020)	3,878		
2021 (2020-2021)	4,252		
Common Consumers Served by Both DHS-LTC and DPI by Age Range			
Age Range**	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Less than 16 Years	731	771	988
16 – 17	1,138	1,193	1,382
18 – 21	1,789	1,914	1,882
Total People	3,658	3,878	4,252
Common Consumers Served by Both DHS-LTC and DPI by Gender			
Gender***	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Female	1,226	1,328	1,458
Male	2,432	2,550	2,794
Total People	3,658	3,878	4,252
Common Consumers Served by Both DHS-LTC and DPI by Race			
Race****	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
American Indian or Alaska Native	42	45	50
Asian	103	117	119
Black	338	338	378
Hispanic or Latino	272	326	408
Native Hawaiian or Pacific Islander	3	6	5
White	2,772	2,889	3,117
Multi-race	128	157	175
Total People	3,658	3,878	4,252

*A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DHS-LTC and DPI special education within that state fiscal year.

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

****DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

Appendix B:

Common Consumers – DHS-LTC and DWD-DVR

Note: The counts below represent unique counts of people when the person is served by both DHS-LTC and DWD-DVR. A person is only counted once for each state fiscal year.

Common Consumers Served by Both DHS-LTC and DWD-DVR*			
State Fiscal Year*	Number of People		
2019 (2018-2019)	6,861		
2020 (2019-2020)	7,275		
2021 (2020-2021)	6,999		
Common Consumers Served by Both DHS-LTC and DWD-DVR by Age Range			
Age Range**	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Less Than 16 Years	58	40	46
16 - 17	391	363	380
18 - 21	1,888	1,960	1,893
22 - 24	937	950	959
25 - 50	2,722	3,034	2,840
51 - 64	865	928	881
Total People	6,861	7,275	6,999
Common Consumers Served by Both DHS-LTC and DWD-DVR by Gender			
Gender***	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Female	2,736	2,896	2,759
Male	4,125	4,379	4,240
Total People	6,861	7,275	6,999
Common Consumers Served by Both DHS-LTC and DWD-DVR by Race			
Race****	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
American Indian or Alaska Native	75	89	75
Asian	121	155	158
Black	854	899	865
Hispanic or Latino	306	364	390
Native Hawaiian or Pacific Islander	14	18	14
White	5,314	5,569	5,308
Multi-race	175	178	187
Not Reported	2	3	2
Total People	6,861	7,275	6,999

*A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DHS LTC and DWD-DVR within that state fiscal year.

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

****For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of "not reported" are lower than the previous report and shift into the other race categories.

Appendix C:

Common Consumers - DPI and DWD-DVR

Note: The counts below represent unique counts of people when the person is served by both DPI and DWD-DVR. A person is only counted once for each state fiscal year.

Common Consumers Served by Both DPI and DWD-DVR*			
State Fiscal Year	Number of People		
2019 (2018-2019)	5,351		
2020 (2019-2020)	4,730		
2021 (2020-2021)	4,143		
Common Consumers Served by Both DPI and DWD-DVR by Age Range			
Age Range**	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Less Than 16 Years	176	135	108
16 - 17	1,869	1,566	1,302
18 - 21	3,306	3,029	2,733
Total People	5,351	4,730	4,143
Common Consumers Served by Both DPI and DWD-DVR by Gender			
Gender***	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Female	1,932	1,657	1,439
Male	3,419	3,073	2,704
Total People	5,351	4,730	4,143
Common Consumers Served by Both DPI and DWD-DVR by Race			
Race****	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
American Indian or Alaska Native	75	80	62
Asian	126	129	128
Black	767	574	468
Hispanic or Latino	499	473	405
Native Hawaiian or Pacific Islander	5	5	4
White	3,689	3,310	2,927
Multi-race	190	159	149
Total People	5,351	4,730	4,143

*A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DPI special education and DWD-DVR within that state fiscal year.

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

****For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of "not reported" are lower than the previous report and shift into the other race categories.

Appendix D:

Common Consumers – DHS-LTC, DPI, and DWD-DVR

Note: The below represents unique counts of people when the person is served by all three agencies (DHS-LTC, DPI, DWD-DVR). A person is only counted once for each state fiscal year.

Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR*			
State Fiscal Year	Number of People		
2019 (2018-2019)	1,522		
2020 (2019-2020)	1,513		
2021 (2020-2021)	1,485		
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Age Range			
Age Range**	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Less Than 16 Years	51	34	37
16 - 17	353	325	351
18 - 21	1,118	1,154	1,097
Total People	1,522	1,513	1,485
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Gender			
Gender***	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
Female	499	495	507
Male	1,023	1,018	978
Total People	1,522	1,513	1,485
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Race			
Race****	State Fiscal Year 2019 (2018-19)	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)
American Indian or Alaska Native	14	16	15
Asian	31	49	53
Black	128	112	118
Hispanic or Latino	95	112	122
Native Hawaiian or Pacific Islander	1	2	3
White	1,204	1,167	1,117
Multi-race	49	55	57
Total People	1,522	1,513	1,485

*A person is counted as served in the fiscal year if a consumer was CIE eligible and received services from DHS-LTC, DPI special education, and DWD-DVR within that state fiscal year.

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

****For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of "not reported" are lower than the previous report and shift into the other race categories.

Appendix E:

CIE Outcome – DHS-LTC

Note: The counts below represent unique counts of people when the person is served by DHS-LTC. A person is only counted once for each state fiscal year.

Number of Working Age Individuals Served by DHS-LTC*			
State Fiscal Year	Number of People (#)	Median Hours Worked per Week (Hours/Week)	Median Hourly Wage (Wage)
2019 (2018-2019)	4,872	10	\$8.50
2020 (2019-2020)	5,777	11	\$9.00
2021 (2020-2021)	5,136	12.5	\$9.50

*A person is counted as served in the fiscal year if consumer was CIE eligible and a wage record was reported to DHS-LTC by a MCO or ICA within that state fiscal year.

Median Hours Worked and Hourly Wage by Age Range									
Age Range**	State Fiscal Year 2019 (2018-19)			State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Less than 16 Years	-	-	-	-	-	-	-	-	-
16 – 17	2	12	\$8.38	-	-	-	-	-	-
18 – 21	487	10	\$8.50	498	10	\$9.00	542	12	\$10.00
22 – 24	723	10.5	\$8.50	807	12	\$9.00	699	15	\$9.50
25 – 50	3,054	10	\$8.50	3,683	12	\$9.00	3,215	13	\$9.50
51 – 64	585	9	\$8.05	744	10	\$8.50	630	11	\$9.00
65 and Older ¹	21	12	\$8.13	45	10.5	\$8.35	50	10	\$9.54

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

¹If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

Median Hours Worked and Hourly Wage by Gender									
Gender***	State Fiscal Year 2019 (2018-19)			State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Female	1,898	10	\$8.50	2,224	10	\$9.00	1,930	12	\$9.50
Male	2,974	11	\$8.50	3,553	12	\$9.00	3,206	13	\$9.50

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Median Hours Worked and Hourly Wage by Race									
Race****	State Fiscal Year 2019 (2018-19)			State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
American Indian or Alaska Native	35	14	\$8.75	49	15	\$9.00	37	15	\$9.13
Asian	68	11.75	\$9.00	82	12.5	\$9.00	69	15	\$10.00
Black	349	12	\$9.00	417	15	\$9.00	362	16	\$10.00
Hispanic or Latino	129	10	\$8.50	165	12	\$8.76	151	15	\$9.50
Native Hawaiian or Pacific Islander	5	21	\$9.75	6	23.5	\$8.75	6	16.5	\$9.00
White	4,168	10	\$8.50	4,921	11	\$8.93	4,394	12	\$9.50
Multi-race	79	10	\$8.25	98	11	\$9.00	85	13.25	\$9.18
Not Reported	39	9	\$8.54	39	9	\$8.54	32	12	\$8.75

****Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

Appendix F:

CIE Outcome – DWD-DVR

Note: The counts below represent unique counts of people when the person is served by DWD-DVR. A person is only counted once for each state fiscal year.

Number of Working Age Individuals Served by DWD-DVR*			
State Fiscal Year	Number of People (#)	Median Hours Worked per Week (Hours/Week)	Median Hourly Wage (Wage)
2019 (2018-2019)	3,509	20	\$10.42
2020 (2019-2020)	3,373	22	\$11.00
2021 (2020-2021)	3,042	24	\$11.31

*A person is counted as served in the fiscal year if consumer was CIE eligible and the person had a DVR closed case with an employment recorded within that state fiscal year.

Median Hours Worked and Hourly Wage by Age Range									
Age Range**	State Fiscal Year 2019 (2018-19)			State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Less than 16 Years	-	-	-	-	-	-	-	-	-
16 – 17	14	15	\$8.00	7	15	\$10.00	7	20	\$9.50
18 – 21	674	24	\$10.00	681	22	\$10.00	705	24	\$10.80
22 – 24	439	20	\$9.50	439	20	\$10.00	397	20	\$10.60
25 – 50	1,522	21	\$10.75	1,478	23	\$11.00	1,261	24	\$11.75
51 – 64	832	24	\$11.20	740	24	\$12.00	632	25	\$13.00
65 and Older ¹	28	20	\$11.00	28	20	\$11.00	40	25	\$12.50

**Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

¹If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

Median Hours Worked and Hourly Wage by Gender									
Gender***	State Fiscal Year 2019 (2018-19)			State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Female	1,504	20	\$10.25	1,474	21	\$11.00	1,328	22	\$11.30
Male	1,999	22	\$10.50	1,896	22	\$11.00	1,705	25	\$11.32
Not Reported	6	30	\$8.63	3	32	\$11.00	9	30	\$13.00

***Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Median Hours Worked and Hourly Wage by Race									
Race****	State Fiscal Year 2019 (2018-19)			State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
American Indian or Alaska Native	29	25	\$9.50	44	23.5	\$10.24	22	20	\$11.00
Asian	49	30	\$12.00	67	20	\$11.00	57	20	\$11.60
Black	383	24	\$10.00	349	24	\$11.00	315	25	\$11.50
Hispanic or Latino	78	20	\$10.00	82	20	\$10.00	115	20	\$11.00
Native Hawaiian or Pacific Islander	4	31	\$9.50	13	25	\$9.50	3	40	\$14.00
White	2,831	20	\$10.50	2,708	21	\$11.00	2,423	24	\$11.35
Multi-race	117	25	\$10.00	78	25	\$11.31	89	25	\$11.00
Not Reported	18	24	\$12.00	32	40	\$11.96	18	30	\$13.65

****Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

Appendix G:

CIE Outcomes by DWD-DVR Region, including Supported Employment

State Fiscal Year 2019 (2018-2019)						
WDA	Successful Closures	Median Hourly Wage	Median Hours Worked per Week	Successful Closures (SE Only)	Median Hourly Wage (SE Only)	Median Hours Worked per Week (SE Only)
1	337	\$10.85	23	8	\$8.13	13.5
2	456	\$10.50	25	21	\$9.00	15
3	414	\$11.00	25	38	\$8.95	15
4	364	\$10.00	20	21	\$9.00	12
5	307	\$10.00	20	25	\$8.82	15
6	278	\$10.00	20	33	\$9.00	12
7	108	\$10.00	22.5	10	\$7.50	7
8	287	\$10.00	20	34	\$8.75	12.5
9	209	\$10.00	20	46	\$8.81	15
10	540	\$11.00	20	82	\$8.50	12
11	213	\$11.00	25	9	\$9.90	15
Total	3,513	\$10.42	20	327	\$8.75	15

State Fiscal Year 2020 (2019-2020)						
WDA	Successful Closures	Median Hourly Wage	Median Hours Worked per Week	Successful Closures (SE Only)	Median Hourly Wage (SE Only)	Median Hours Worked per Week (SE Only)
1	322	\$12.00	25	1	\$10.00	16
2	446	\$11.00	25	20	\$9.50	18
3	372	\$11.50	25	29	\$8.75	15
4	408	\$11.00	23	22	\$9.00	13.5
5	308	\$10.00	20	15	\$10.75	16
6	245	\$10.00	20	35	\$9.00	15
7	111	\$10.00	26	7	\$8.50	9
8	272	\$10.83	20	42	\$9.88	12
9	205	\$10.20	20	44	\$9.00	14.5
10	509	\$11.00	20	72	\$9.00	12.5
11	179	\$11.00	25	10	\$8.88	14
Total	3,377	\$11.00	22	297	\$9.00	15

State Fiscal Year 2021 (2020-2021)						
WDA	Successful Closures	Median Hourly Wage	Median Hours Worked per Week	Successful Closures (SE Only)	Median Hourly Wage (SE Only)	Median Hours Worked per Week (SE Only)
1	269	\$12.24	32	4	\$9.13	13.5
2	362	\$11.60	25	13	\$9.71	16
3	341	\$12.00	25	29	\$10.00	13
4	376	\$11.08	25	9	\$9.00	16
5	316	\$11.00	25	9	\$9.00	8
6	221	\$10.50	20	18	\$9.00	9
7	88	\$11.00	27	9	\$9.50	12
8	280	\$11.00	20	22	\$10.00	14
9	159	\$11.00	20	24	\$10.00	19
10	470	\$11.60	20	63	\$10.00	15
11	160	\$11.05	25	7	\$11.00	18
Total	3,042	\$11.31	24	207	\$10.00	15

Appendix H:

Definitions

Adult Long-Term Care Waivers

Medicaid programs for adults with disabilities and frail elders that provide long-term care services. Long-Term Care Waivers in Wisconsin include Family Care, Family Care Partnership and Include, Respect, I Self-Direct (IRIS).

Best Practices

A procedure that has been shown by research and experience to produce optimal results, and that is established or proposed as a standard suitable for widespread adoption.

Common Individuals

In this document, people who are simultaneously served by more than one Department are referred to as common individuals.

Competitive Integrated Employment (CIE)

Employment consisting of work performed on a full-time or part-time basis; compensated not less than the applicable state or local minimum wage (or the customary wage), or if self-employment yields income, comparable to person without disabilities doing similar tasks; the worker should be eligible for the level of benefits provided to other employees; the work should be at a location typically found in the community; where the employee with a disability interacts with other people who do not have disabilities, and are not in supervisory roles, and; the job presents opportunities for advancement. The Workforce Innovation and Opportunity Act (WIOA) amended the Rehabilitation Act Title IV in 2014 to include this definition.

Competitive Integrated Employment Management Information System (CIE-MIS)

The CIE MIS is a computerized information-processing system designed to support the activities necessary to meet the requirements for security, privacy compliance, and cross agency data analysis as required by Act 178.

County Community on Transition (CCoT)

A regional community that meets regularly to identify issues, barriers, supports, and solutions in assisting students with disabilities in successful transition based on student post-secondary goals related to training or education, employment, and independent living. The keys to CCoT success are sharing the workload, establishing effective communication, and creating new relationships to better work together.

County Waiver Agency (CWA)

An agency responsible for operating the Children's Long-Term Support (CLTS) Waiver Program. Each county has at least one CWA.

Family Care

A Medicaid long-term care program for frail elders and adults with disabilities. The program provides a wide range of health and long-term care services.

Include, Respect, I Self-Direct (IRIS)

A Medicaid Home and Community-Based Services (HCBS) waiver for adults choosing to self-direct their long-term support needs.

IRIS Consulting Agency (ICA)

An agency that assists participants and legal representatives in identifying immediate and long-term care needs, developing options to meet those needs, and accessing identified supports and services.

Long-Term Care

Any service or support that an individual may need due to a disability, aging, or a chronic illness that limits the person's ability to complete activities that are part of daily life. These activities include bathing, getting dressed, making meals, going to work, and paying bills.

Managed Care Organization (MCO)

An organization that operates the Family Care and Family Care partnership program(s) and provides or coordinates services in the Family Care benefit package. MCOs receive a monthly payment per person to manage care for their members, who may be living in their own homes, in group living situations, or in nursing facilities.

Pay for Performance

Also known as "value-based purchasing", pay for performance (P4P) is a payment model in the healthcare industry that offers financial incentives to physicians, hospitals, medical groups, and other healthcare providers for meeting certain performance measures.

Personally Identifiable Information (PII)

Any sensitive data used to identify, contact, or locate a specific individual. This includes common identifiers such as full name, date of birth, street or email address, and demographic data, or otherwise known as an identity for a person.

Person-Centered Planning

An ongoing problem-solving process used to help people with disabilities plan for their futures. In person-centered planning, the treatment team focuses on identifying what the individual wants to do and assists the individual in developing skills and managing limitations or barriers.

Statewide Transition Action and Resource Team (START)

A DVR team whose members take the lead on issues related to transition-aged youth in their respective areas. START members are a resource for other staff within their Workforce Development Area (WDA) related to services to transition-aged youth.

Transition Improvement Grant (TIG)

The TIG is a discretionary project of the DPI Special Education team which provides support for continuous improvement and technical assistance in order to change adult practices and district policy. The TIG spectrum of support is designed to positively impact the graduation rates and post school outcomes for all students with Individualized Education Programs (IEPs) with an increased focus on closing gaps in access and achievement for students of color.

Transition-Age Youth

Individuals between the ages of 14 and 21.

Wisconsin Career Advancement Initiative

The Wisconsin Career Advancement Initiative project will create capacity for enhancing career pathways outcomes and impacts for Vocational Rehabilitation (VR) consumers. The project aims to improve partner collaboration, train VR and partner staff, implement evidence-based decision making, and provide outreach and support to VR consumers to increase the participation of working-age adults with disabilities in Wisconsin Career Pathways.

Wisconsin Community on Transition (WiCoT)

A group of key stakeholders that meets to share best practices and impact policies/outcomes for youth with disabilities transitioning to adult life.

Work Incentive Benefits Counseling (WIBC)

A process involving an individualized benefits analysis designed to help a member or participant understand the impact of income from employment on their disability benefits, including Medicaid acute/primary and long-term care benefits.