



SFY 2023 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.

Part I – Annual Report

Performance Improvement

Cross Agency Achievements to Date

The following information highlights achievements in State Fiscal Year (SFY) 2023, beginning July 1, 2022, and ending June 30, 2023. Department-specific data in the report is based on the most recent complete data, which begins July 1, 2020, and ends June 30, 2022.

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 variability in CIE outcomes by age, gender, race, ethnicity, disability type, and geographic location. These data are included in this report for the first time. The CIE workgroup developed a series of infographics to communicate findings from the data to establish baseline employment outcomes and to be able to address future targeted education and outreach. The SFY 24-25 Joint CIE Plan will utilize the lessons learned from the development of the infographics to inform joint strategies that address any identified disparities in employment outcomes.
 - B. The CIE workgroup explored a variety of strategies comparing WI Employment Data and various national data sets. The national data sets included employment data collected using different methods that were not comparable to CIE-MIS data. A possible next step will be to explore the opportunity to create a visual representation of national disability employment data for Wisconsin to inform joint strategies to increase employment outcomes for Wisconsinites with disabilities.

- C. The Departments reviewed and updated the Wisconsin CIE website:
<https://dwd.wisconsin.gov/dvr/partners/cie/>

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

- D. The web-based Youth Transition Action Guide (TAG) was published in Summer 2022. A statewide regional based training series was hosted to inform collaborative practice and identify barriers to the transition process. The SFY 24-25 plan includes expanding this training series.
- E. The Adult Technical Assistance Guide (TAG) revisions are in process. A web-based guide will be developed and published in SFY 2024.
- F. DCTS, in partnership with DVR has a goal to expand the number of locations where IPS is offered. Specific activities have been implemented as part of a broader strategic plan that include the state team and DVR sharing information about incorporating IPS in more mental health programs and to reach out to create IPS expansion opportunities to specialized populations including youth.
- D. The CIE workgroup has established a joint CIE definition which was recently distributed for public input. The workgroup plans to publish this joint definition in summer 2023.
- E. 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. The recommendations included improve assessment sharing between agencies, cross training between partners and enhancement of education and outreach regarding competitive employment opportunities to individuals working in subminimum wage employment.
- F. Transportation resources were added to the web-based TAG to continue to operationalize transportation planning for individuals working in CIE. In addition, the TAG training series included opportunities for participants to brainstorm transportation solutions. Common transportation barriers will be communicated through the collaboration with the Wisconsin Non-Driver Advisory Committee (WiNDAC) in SFY 24-25.
- G. The Departments held several joint trainings and meetings to increase staff knowledge of CIE. The CIE workgroup hosted a statewide regional training on the

web-based Transition Action Guide. Cross training at the local level is ongoing between DVR and local MCO/ICAs to address collaboration. The DHS External Employment Workgroup hosted quarterly meetings to establish and maintain collaborative practices, build relationships, peer networking, share resources, and provide technical assistance across MCOs, ICAs, DVR and schools.

- H. 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 being reviewed by the DHS Office of Legal Counsel and DWD Office of Legal Counsel for final approval.

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

- A. Training and messaging about transition best practices were delivered to the field in a variety of formats. The Transition Improvement Grant (TIG) hosted a Beyond Age 18 Networking series and finalized the online Career and Life Readiness Course to be released in Fall 2023. Updates are in progress to the DPI Beyond Age 18 guidance in collaboration with the Children and Youth with Special Healthcare Needs personnel. TIG staff and CIE workgroup staff promoted several transition resources during the TAG training series including the CCoT Toolkit, Dane County Transportation Planning Toolkit, Before Age 18 website and action steps, etc.
- B. The web-based Youth Transition Action Guide (TAG) was published in Summer 2022. A statewide regional based training series was hosted to inform collaborative practice and identify barriers to the transition process. The SFY 24-25 plan includes expanding this training series.
- C. The Career Pathways grant enrolled over 300 consumers to advance in careers in construction, manufacturing, digital technology, and healthcare. The grant team has created a variety of tools to allow individuals to explore various career pathways including DWD Career Pathways website. The DWD Career Pathways website was created to allow individuals out of school to explore career pathways. In addition, data dashboards were developed to allow service providers to identify existing grants that fund training opportunities for career advancement. A financial capability resource dashboard was published to support individuals with disabilities in long term financial planning. Finally, the DWD Equal Rights Division is developing modules for employers to build capacity on how to provide needed accommodations and to hire and retain workers with disabilities.
- D. Interviews for a CIE Success Story video series have been conducted and scripts for these videos have also been developed.

DVR Specific Activities

- A. DVR counselors with a transition caseload track 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 July 1, 2022, to May 15, 2023, DVR staff provided 2,945 outreach activities statewide.

- B. DVR has ongoing formal referral agreements with Partnership Plus providers who deliver vocational rehabilitation services to SSI/SSDI consumers following a successful DVR case closure. In 2021-2022, DVR had 13 agreements with Partnership Plus providers. In 2022-2023 DVR had 18 agreements. Consumers select the provider of their choice from a list provided by DVR at case closure. Participation in the program varies by providers and has stayed level or increased in 2023. The range of consumer referrals ranged from 0 to 30 on an annual basis. DVR will initiate quarterly meetings with providers in 2023 and continue to provide a current list of provider options for consumers to choose.

- C. DVR staff created a poster with guidance from the Department of Health Services. The poster contains DVR contact information, website, along with a list of services that DVR offers: Career guidance, job search and placement assistance, customized and supported employment, rehabilitation technology, and vocational training. The poster was distributed via email to a list of DVR stakeholders, which includes many local and statewide organizations serving individuals with disabilities. The poster was distributed to DVR staff via email and discussed during a division-wide virtual meeting. It has been posted to the DVR website and is available for anyone to download and share or print.

- D. Created Service Provider handout to market directly to businesses for CIE services in coordination with the DVR Business Services Consultants. To create alignment and consistent messaging, DVR decided that DVR Service Providers could use the DVR Business Services flyer when engaging with employers. This flyer explains DVR's services to employers and the benefits of hiring people with disabilities to meet employer workforce needs. DVR Service Providers have been encouraged to use this during a 2022 Job Developer Connection presentation, at a Service Provider Advisory group, and at local area DVR Service Provider meetings. The flyer was emailed to the DVR Service Provider Network to further support alignment and consistent messages on DVR Business Services.

- E. Continue to monitor the quality of DVR data provided for the CIE MIS and work with DVR staff to address issues and inconsistencies. Work with DVR staff on

enhancements to the CIE MIS to further analyze trends in CIE data.

- F. Completed the mapping of the Supported Employment System in Wisconsin using LEAN principles. Two projects were approved by CIE Leadership to streamline the Supported Employment Process. We also plan to review the content of the interviews DVR is required to complete for those individuals making less than minimum wage under a 14 C license to explore ways to directly connect those individuals that are interested in CIE to DVR.
- G. Standard Supported Employment curriculum has been developed in collaboration with DVR and other stakeholders by WI APSE and has been incorporated into Supported Employment Training to be made available to Service Providers starting in late 2023.
- H. DWD's Workforce Data Integration System (WDIS) collected and analyzed DVR consumer co-enrollment with other Workforce Innovation and Opportunity Act (WIOA) programs and partners rates and outcomes. Below are some findings.

In a demonstration project with youth receiving Supplemental Security Income (SSI) and their parents, researchers found youth who were co-enrolled in DVR and WIOA Title I, Title III, and/or youth apprenticeship services had higher employment rates and wages. Their parents who received WIOA Title I and/or III services also had higher employment rates and wages.

- Researchers found that youth and parents who received job center services, specifically Workforce Innovation and Opportunity Act (WIOA) Title I and/or III services, had both higher employment rates and wages. Youth who received WIOA Title I and/or III services were 5.5 times more likely to be employed and averaged \$740 more in quarterly earnings. Parents who received WIOA Title I and/or III services were 13 times more likely to be employed and averaged more than \$3,000 more in quarterly earnings. Specific services were associated with increased employment outcomes, including Basic Career Self Information, Youth Services, Case Management, and Assessment. Further, youth with an apprenticeship averaged \$2,000 more in quarterly earnings. These results demonstrate how WIOA Title programs can be coordinated consistent with the [Training and Employment Notice No. 07-22](#) , titled "Resource Leveraging & Service Coordination to Increase Competitive Integrated Employment for Individuals with Disabilities."

Co-enrollment with Youth Apprenticeship (YA) and Registered Apprenticeship (RA) is currently happening with room to grow. DVR and apprenticeship co-enrollment is associated with higher wages. This provides the opportunity for continued

collaboration with an aim to increase co-enrollment, as one potential way to increase wages of Wisconsin citizens with disabilities.

- DVR co-enrollment with youth apprenticeship (YA) was 56 youth in calendar year quarter 2022 Q3 and 10 DVR consumers were co-enrolled in registered apprenticeship (RA) in this same quarter. In the following quarter (2022 Q4), DVR YA co-enrollment was 47 and DVR RA co-enrollment was 12. For context, total number of participants in these three programs was 17,858 in DVR, 13,048 in RA, and 5,523 in YA.

The partnership between DVR and other WIOA programs and partners has resulted in almost a third of Career Pathways Advancement participants who were co-enrolled in WIOA Title I, III, and/or another workforce program providing a model for collaboration and increased co-enrollment.

- DVR CPA enrollment was 331 participants as of June 6, 2023, 96 were co-enrolled in WIOA Title III job center services, 24 were also an Unemployment Insurance (UI) claimant with 8 co-enrolled in Reemployment Services and Eligibility Assessment (RESEA), 20 were co-enrolled in WIOA Title I services (13 Title I Adult, 7 Title I Youth, and 3 in Title I Dislocated Worker), 7 in YA, 2 in RA, and 1 in Wisconsin Fast Forward.
- I. In 2022-23 school year, DVR continued to support Project SEARCH sites throughout Wisconsin to improve CIE outcomes for transition-age consumers. In fall of 2022, 28 Wisconsin sites operated using the traditional Project SEARCH model. Wisconsin's two remaining sites were unable to operate the program during the 2022-23 school year due to challenges related with recruitment. In fall of 2022, 205 interns started Wisconsin Project SEARCH and 193 are planned to complete the program in spring of 2023. National Project SEARCH collects employment data 9 months after the program ends. In program year 2020-2021, WI had an 82 percent employment rate compared to the National Project SEARCH employment average of 73 percent. Employment stats for the 2021-2022 year will be available in July 2023.
 - J. In FFY 22, DVR provided Pre-Employment Transition Services (Pre-ETS) to 3,282 students, through potentially eligible and active consumer cases. Total Pre-ETS expenditures for FFY 22 totaled \$11,226,399. As of May 5, 2023, Pre-ETS have been provided to 1,981 students with expenditures totaling \$5,426,615. At the time of this report, DVR is on track to meet the 15 percent Pre-ETS federal grant spending requirement to provide Pre-ETS to students with disabilities for FFY 2023.

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 through the Wisconsin Integrated Transition Planning Project (WITTP) as a member of the leadership team.
- B. Work with the (WITTP) to increase participant awareness of CIE options before and during the transition process – contributed to and promoted the transition resources website. (<https://integratedtransition.waisman.wisc.edu/resources/>)

- C. Maintained the on-line training course, Think Possible, for State FY 2022-2023 the web-based training has been completed by 187 individuals with an average score on the assessment of 93 percent. To date the Think Possible course has trained 851 support staff and others on Competitive Integrated Employment.
- D. Published an article with information about New Resources to Help Prepare Children for Future Success for Transition including the newly updated Transition Action Guide 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 #3, September 2022 ([All in for Kids Newsletter \(wisconsin.gov\)](#))).
- E. 43 CLTS individuals participated in the New Discovery and Career Planning 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.
- F. 1 CLTS individual participated in the 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.
- G. Plain language Parent and Youth Guides for building employment expectations for youth from early age through transition have been viewed over 10,000 times (unique IP addresses). (<https://beforeage18.org/action-steps/#families>)

DHS-DCTS Specific Activities

- A. Used block grant funds and TA from Office of Disability Employment Policy (ODEP) to contract with a marketing company to revamp the website, rebrand IPS, and create materials for outreach and education.
- B. The IPS State trainers conducted trainings to 150 people a month and facilitated consensus building and partnership meetings for over 200 people a month. 4 VRC/Employment Specialist consortium meetings (quarterly) with an average of 45 in attendance each time.
- C. IPS staff actively engaged in training, membership, and conference planning committees for Association of People Supporting Employment First (APSE).
- D. Developed a Statewide Executive Steering Committee.

- E. Hosted Vocational Rehabilitation Counselors and Employment Specialist Consortium meetings quarterly with an average of 45 in attendance to improve collaboration and communication.
- F. The IPS State trainers continued facilitating the IPS Youth Workgroup, which has created a list of action items and strategies to work towards. These action items include but aren't limited to creating youth specific marketing for IPS, drafting best practices on education field mentoring, and increasing the focus on education with youth IPS consumers working with DVR.

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 DPI Transition and Graduation Consultant participated in a research study with the University of Massachusetts and Regional Career Pathways webinar series which each highlighted examples of CIE opportunities for students with disabilities. The TIG will also support the future development of a video series highlighting the impact of interagency collaboration on competitive employment outcomes.
- B. DPI provides a data set of CIE eligible students annually for the purposes of CIE-MIS data reports. In addition, DPI provided consultants on the cross referencing of disability types into the CIE-MIS for additional data analysis.
- C. DPI led the development and facilitation of a statewide regional based training series to inform collaborative practice and identify barriers to the transition process. The SFY 24-25 plan includes expanding this training series.
- 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 hosted two networking sessions for CCoT facilitators in 2022-23 and is making updates to the CCoT toolkit in collaboration with the Transition Improvement Grant (TIG). 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.

- E. 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 2023. This presentation included discussion of how DPI could continue to enhance CIE outcomes for students exiting high school.
- F. 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 2023. The course focuses on strategies to increase engagement of students with IEPs in Career and Technical Education coursework and work-based learning.
- G. DPI funded ten 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 2024-25 CIE Joint Plan.

1. Evolving Labor Force

- A. More people are leaving or changing employment, which has impacted employment statewide at both State agencies and local providers.
- B. Inconsistent project management of Act 178 joint activities due to project management medical leave.

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.
- D. The CIE-MIS underlying IT infrastructure will soon be upgraded to newer technology. Project development for adding new CIE data to the MIS will be on-hold until the CIE-MIS migration to the new platform is complete.

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.

5. Interagency Communication and Coordination

- A. Interagency document sharing and storing (SharePoint) is challenging due to inconsistent access and permissions by all team members including leadership.
- B. Leadership challenges in prioritizing CIE initiatives due to limited time and resources. This can delay decision making and has impacted timelines of joint activities.

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
2020 (2019-2020)	53,236	26,246	37,034
2021 (2020-2021)	55,778	22,793	37,876
2022 (2021-2022)	59,352	22,517	37,632

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 ¹	
State Fiscal Year	Number of People
2020 (2019-2020)	100,909
2021 (2020-2021)	101,202
2022 (2021-2022)	103,065

¹Agency 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 ²	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Less Than 16 Years Old	11,134	11,611	11,860
16 – 17	16,726	17,254	17,021
18 – 21	15,336	15,103	15,143
22 – 24 ³	3,923	3,941	4,126
25 – 50	28,127	27,697	28,361
51 – 64	25,663	25,596	26,554
Total People	100,909	101,202	103,065

²Age 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.

³DPI youth are no longer included in the CIE eligible counts after age 21 as they exit the school system.

Consumers Served by Any Agency by Gender			
Gender ⁴	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Female	43,629	43,565	44,525
Male	57,210	57,570	58,441
Not Reported	70	67	99
Total People	100,909	101,202	103,065

⁴Each 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 ⁵	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
American Indian or Alaska Native	1,668	1,661	1,746
Asian	1,763	1,861	1,969
Black	19,431	19,942	20,375
Hispanic or Latino	7,675	8,338	8,929
Native Hawaiian or Other Pacific Islander	98	97	99
White	66,474	65,682	66,398
Multi-race	2,644	2,839	2,980
Not Reported	1,156	782	569
Total People	100,909	101,202	103,065

⁵DHS-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 thru J 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 (if available)	Median Wages per Hour (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 2021-2022. For the DHS LTC data, working age is defined as 18-64 years old. DHS CLTS is not reporting wage and hourly data for CLTS participants aged 14 – 18 in this table as Unemployment Insurance sources for competitive employment reports on quarterly earned wages and employer of record only. Median quarterly wages for 14 – 21-year-olds is reported on page 45, in Appendix H.				
DHS – LTC	54,576	6,508	13	\$10.00
DHS – CLTS	5,392	1,037	(See Appendix H)	(See Appendix H)
Department of Health Services (DHS) Division of Care and Treatment Services (DCTS): Overall numbers are calculated from Wisconsin's 2021 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 2022 are reported to the IPS Westat Data Site.				
DHS - DCTS	53,412	13,780	-	-
IPS	1,530	935 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	22,517	3,318	20	\$12.00
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 04/6/2023 for FY 2021-2022. Of the 6,566 youth with a YA, 342 self-identified as having an Individual Education Program (IEP). Average wages for all YAs were \$12.11 per hour, and \$11.38 per hour for students who self-identified with an IEP. All students work a minimum of 450 hours.				
DWD-Youth Apprenticeship	342	342	-	\$11.38
Department of Public Instruction (DPI): Number of students with Individualized Education Programs (IEPs) ages 14 to 21 in the 2021-22 school year per the CIE MIS Joint Data System. Data for students working in CIE was pulled from the CIE MIS Unemployment Information as the employment data DPI collects is gathered from the Indicator 14 Post School Outcome survey. The survey format includes only a sample of former students with IEPs. Accessing CIE-MIS employment data for students with IEPs provides more comprehensive employment data for CIE eligible students being served by DPI. 2022 Indicator 14 Survey data is summarized on the next page with information on wages and hours worked.				
DPI	37,632 ³	10,521 ³	see next page	see next page

¹<https://www.samhsa.gov/data/sites/default/files/reports/rpt39398/Wisconsin.pdf>

²Due 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 2022 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.

³Data collected from the CIE-MIS Joint Data system to provide employment information on all students CIE eligible ages 14-21. Previous reports included DPI Indicator 14 Survey results that only accounts for a sample of former students with IEPs.

2022 DPI Outcome Data

1. Competitive Integrated Employment Data¹

The setting, wage and hours worked data from the 2022 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 2020-21 school year and have been out of school for one year. 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.

4881 of 6892 (71%) exiters responded to the survey. Note this data set represents only a portion of the students identified as working in CIE in the table on the previous page.

Of the 3985 respondents who are or have been employed:

- 98% (3903) of respondents are employed in a community setting, 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% (3389) work 20 hours or more per week. Of the employed respondents:

- 56% (2229) work 35 hours or more per week.
- 29% (1160) work 20 to 34 hours per week.

95% (3779) of those employed earn minimum wage or greater.

- 3% (119) earn the current minimum wage.
- 8% (317) earn between current minimum wage and \$10.00 per hour.
- 44% (1664) earn between \$10.00 and \$15.00 per hour.
- 40% (1500) earn above \$15.00 per hour.
- 5% (179) didn't know or preferred not to answer.
- 1% (26) earn less than minimum wage.

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

Part II – Infographics

Individuals who are CIE eligible in 2019 are ages 14-64 in 2022, and are served by DHS-LTC, DPI, and/or DWD-DVR. This cohort of individuals are used for analysis throughout all the infographics below. The data included below analyzes the CIE MIS 2022 employment outcomes for individuals who were CIE eligible in 2019 to determine effectiveness of services received three years after eligibility. These infographics indicate baseline CIE outcome data for the fourth quarter of SFY 2022.

Note: Because the infographics examine outcomes three years after the individuals were CIE eligible, individuals are reported in an age cohort three years later than the age they were when they became CIE eligible. Median wages for the 14 – 21-year-old cohort are reported in Appendix H.

Better Together

Individuals in long term care have higher employment rates when they received vocational rehabilitation (VR) services. Employment rates were higher for school age youth in long term care compared to prime working age adults. This may be due to the services they received through their local schools and/or the children's long term care program. In 2019, 53 percent of long-term care recipients under age 45 were not engaged with public schools or VR. Connecting long-term care recipients to employment programs can provide individuals with better employment outcomes. It is important that long term support programs regularly address employment goals and supports available to individuals with disabilities. Future analysis of CIE MIS data may include reasons why employment rates decrease as individuals in long term care reach prime working age as well as the long-term employment outcomes of working age youth in 2022.

COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

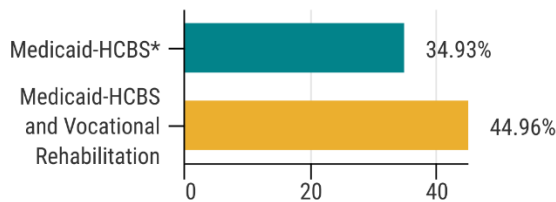
When We Work Together - Employment Rates Improve



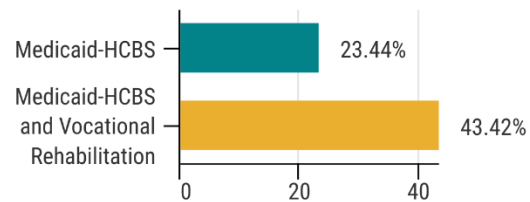
CO-ENROLLMENT EMPLOYMENT RATES

People CIE Eligible in State Fiscal Year (SFY) 2019
Employed Three Years Later (SFY 2022)

School Age (16 to 22)



Prime Working Age (25 to 44)



Medicaid-HCBS Recipients Co-enrolled in Schools and Vocational Rehabilitation

* Medicaid Home and Community Based Services includes Children's and Adult Long Term Care Service

Source: Unemployment Insurance Wage data SFY 2022
Ages as of June 30th, 2019



EMPLOYMENT RATE ANALYSIS



Explanation

Individuals in Medicaid home and community based services (Medicaid-HCBS) had higher employment rates when they received vocational rehabilitation (VR) services.

Employment rates were higher for school age youth in home and community based services compared to prime working age adults. This may be due to the services they received through their local schools and/or the children's HCBS program.



Opportunity

In 2019, 53% of Medicaid-HCBS recipients under age 45 were not engaged with public schools or VR.



Recommendation

Connecting Medicaid-HCBS recipients to employment programs can provide individuals with better employment outcomes.

Employment Rates

Individuals of all genders who connect to Vocational Rehabilitation (VR), have equal employment outcomes. Individuals who do not connect to VR have significantly lower employment rates. In addition, females not connected to VR had a 24 percent lower employment rate and males had a 17 percent lower rate.

Data represented in the infographic are for all individuals three years after they are CIE eligible. Because the 14-17 year old age group are three years older, their data are mostly represented in the 18-24 year old visualization.

Employment rates of individuals ages 18-24 had equal employment rates when connected and not connected to VR. This age group includes the largest number of working individuals as it includes students receiving special education services. As students age out of school the number of individuals eligible for support (i.e. VR or Long Term Care) decreases. It may be hypothesized that many students with IEPs do not require or qualify for employment supports such as VR or Long Term Care. As result we do not see a significant difference in employment rates of this age group.

Individuals in prime working age (ages 25-54) have a 34 percent higher employment rate when they connect to VR. Individuals ages 55-64 who connect to VR have a 29 percent higher employment rate compared to individuals who do not connect to VR.

Individuals of all races who connect to VR have similar employment outcomes. Across all races, individuals who do not connect to VR have lower rates of employment overall. Overall no matter race or ethnicity, we observed higher employment rates when individuals connect VR.

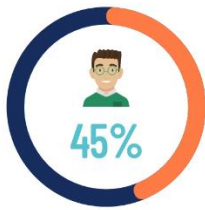
It is recommended that future joint strategies focus on targeted education and outreach regarding employment supports specifically to individuals ages 24 and older.

Employment Rate Equity

Individuals of all ages and genders who connect to Vocational Rehabilitation (VR) have equal employment outcomes

2022 Employment Rates of Individuals who were CIE Eligible in 2019¹
 All individuals connected² to VR sometime between 2019 and 2022

Employment Rates by Gender

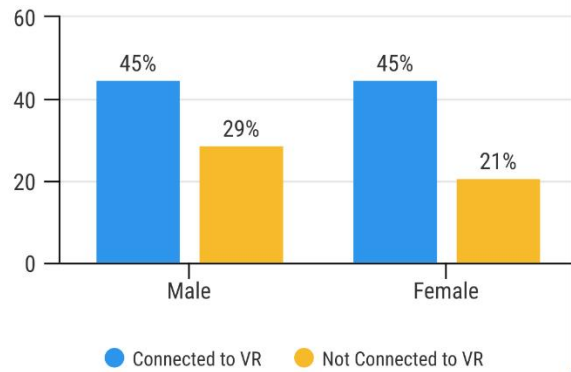


Male



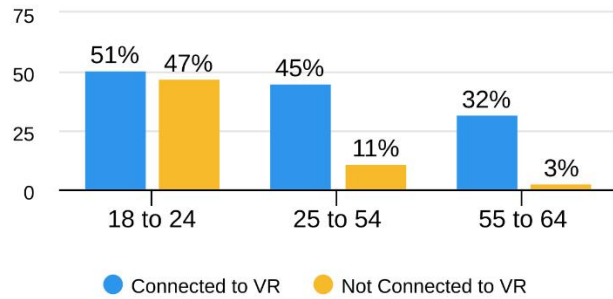
Female

Connected to VR



Employment Rates by Age

Age Range	# Working out of Total Connected to VR	# Working out of Total Not Connected to VR
18 to 24	5,212 / 10,226	12,017 / 25,714
25 to 54	6,000 / 13,303	1,928 / 17,089
55 to 64	1,338 / 4,241	356 / 13,551



Notes:

¹ Individuals who are CIE eligible in 2019 are ages 14 to 64 in 2022 and served by DHS-LTC, DPI, and/or DWD-DVR.

² Connected to VR is defined as having a case opened with VR at some point between 2019 and 2022 and closed with competitive integrated employment.

Source:

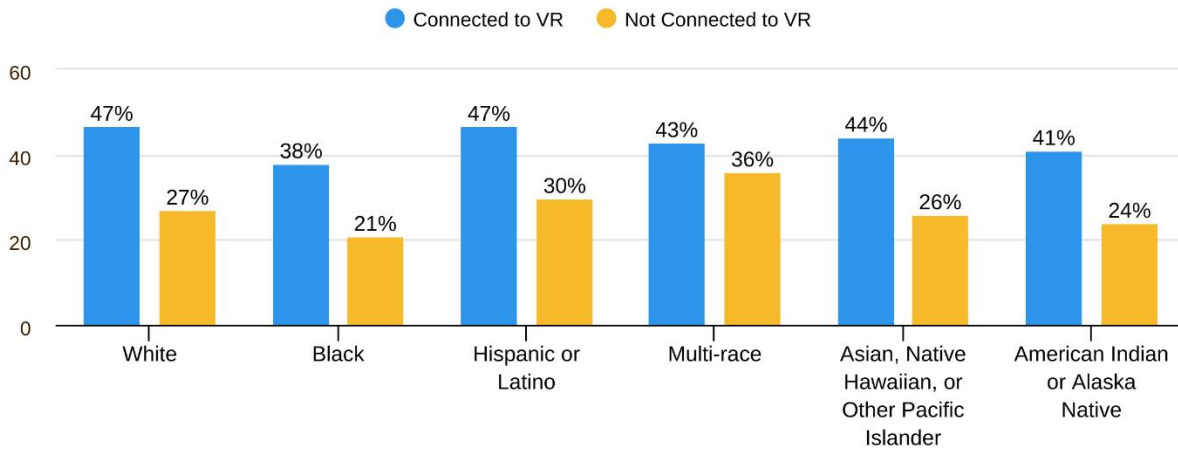
- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

Employment Rate Equity

Individuals of all races who connect to Vocational Rehabilitation (VR) have similar employment outcomes

2022 Employment Rates of Individuals who were CIE Eligible in 2019¹
 All individuals connected² to VR sometime between 2019 and 2022

Employment Rates by Race/Ethnicity



Race Ethnicity	# Working out of Total Connected to VR	# Working out of Total Not Connected to VR
White	9,485 / 20,287	9,833 / 36,743
Black	1,673 / 4,377	2,521 / 12,297
Hispanic or Latino	577 / 1,228	1,520 / 5,078
Multi-race	367 / 853	494 / 1,355
Asian, Native Hawaiian, or Other Pacific Islander	218 / 497	276 / 1,059
American Indian or Alaska Native	174 / 423	242 / 998



Notes:

¹ Individuals who are CIE eligible in 2019 are ages 14 to 64 in 2022 and served by DHS-LTC, DPI, and/or DWD-DVR.

² Connected to VR is defined as having a case opened with VR at some point between 2019 and 2022 and closed with competitive integrated employment.

Source:

- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

Employment Participation

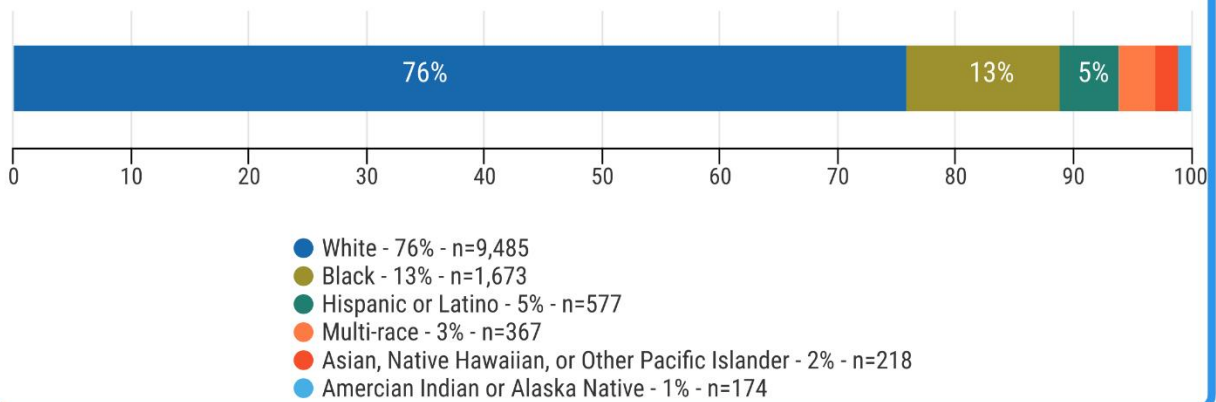
We looked at employment participation rates when individuals were connected to VR compared to the overall state population based on reported race/ethnicity. In general, VR participation mostly mirrors state breakdown by race and ethnicity. There is an increase in VR participation amongst VR consumers who identify as Black (13 percent in services with VR versus 7 percent by overall state population). We do observe the opposite effect in participation amongst individuals who identify as Hispanic or Latino (5 percent in services with VR versus 8 percent by overall state population). Since other CIE data suggest that participation with VR services increases overall employment outcomes, the CIE team might consider putting VR promotional materials in multiple languages starting with Spanish.

Participant Percentages

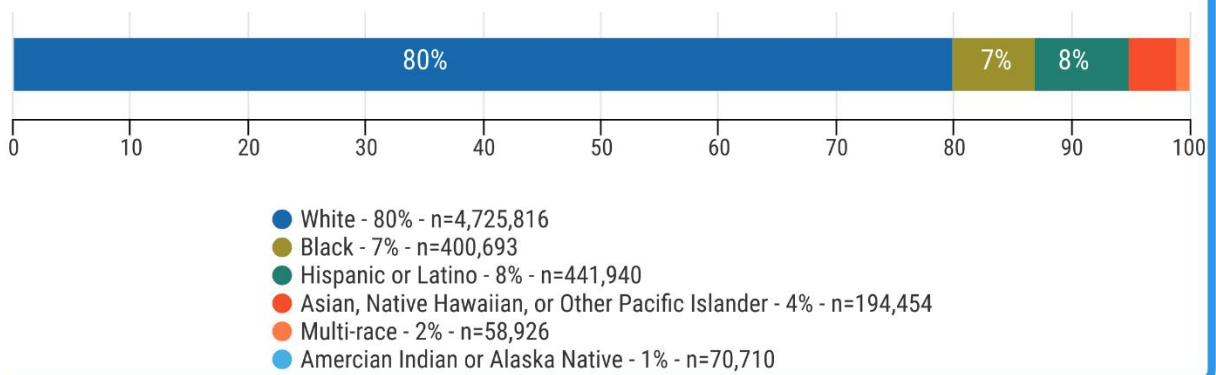
Comparing Vocational Rehabilitation (VR) participation rates by race and ethnicity to the population of Wisconsin

2022 Participation Rates of Individuals who were CIE Eligible in 2019¹
 All individuals connected² to VR sometime between 2019 and 2022

VR Participation Rates by Race and Ethnicity



Wisconsin Population by Race and Ethnicity



Notes:

¹ Individuals who are CIE eligible in 2019 are ages 14 to 64 in 2022 and served by DHS-LTC, DPI, and/or DWD-DVR.

² Connected to VR is defined as having a case opened with VR at some point between 2019 and 2022 and closed with competitive integrated employment.

Sources:

- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.
- Wisconsin population based on July 2022 U.S. Census Bureau estimates.

Wage Equity

Median wages for CIE eligible individuals at DVR closure for people are at or slightly above Federal Poverty Level (FPL). According to United Way's Asset Limited Income Employed (ALICE) calculation, wages that lead to financial stability can be as much as five times higher than FPL (<https://www.unitedforalice.org/national-overview>).

The employment data for individuals ages 14-17 are included in the CIE eligible cohort. However, they are not represented in the age group visualizations in the infographic below because students ages 14-17 are typically receiving transition services including Pre-Employment Transition Services (Pre-ETS) and are not expected to achieve their CIE goal at this age.

Differences across age, gender, race, and ethnicity varied slightly. Although differences were slight, females consistently earned less wages than males.

Highest wages were observed for the youngest cohort (18-24), this may be due to the inclusion of students in high school that did not require additional services from DVR or Long-Term Care. Increased wages for the oldest cohort (55-64), likely due to more employment experience and or later onset of disability.

CIE eligible individuals that worked with DVR, were closed successfully, and were not provided Supported Employment Services had significantly higher wages than those individuals that worked with DVR, were successfully closed, and received Supported Employment Services.

- Of note wages for those closed in SFY 2022 in Supported Employment were lower in previous and subsequent years, indicating a possible influence from COVID for these individuals.
- Also note increasing trend in wages from SFY 2019-2022 with the largest increase observed in SFY 2022.

Based on these data, recommend an increased focus on connecting individuals with disabilities with [good jobs](#) and career advancement employment opportunities to increase wage to obtain improved financial security.

Wage Equity

Individuals of all ages and gender who connect to Vocational Rehabilitation (VR) earn similar wages

2022 Employment Rates of Individuals who were CIE Eligible in 2019¹
All individuals connected² to VR sometime between 2019 and 2022



\$3,984

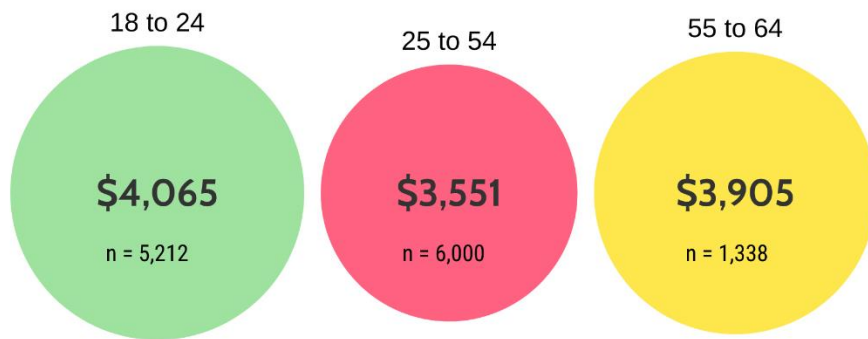
Median Quarterly Wage³ for Males



\$3,612

Median Quarterly Wage³ for Females

Median Quarterly Wage by Age



Notes:

¹ Individuals who are CIE eligible in 2019 are ages 14 to 64 in 2022 and served by DHS-LTC, DPI, and/or DWD-DVR.

² Connected to VR is defined as having a case opened with VR at some point between 2019 and 2022 and closed with competitive integrated employment.

³ Median quarterly wage taken from the last quarter of the state fiscal year 2022 ending on 6/30/2022.

Sources:

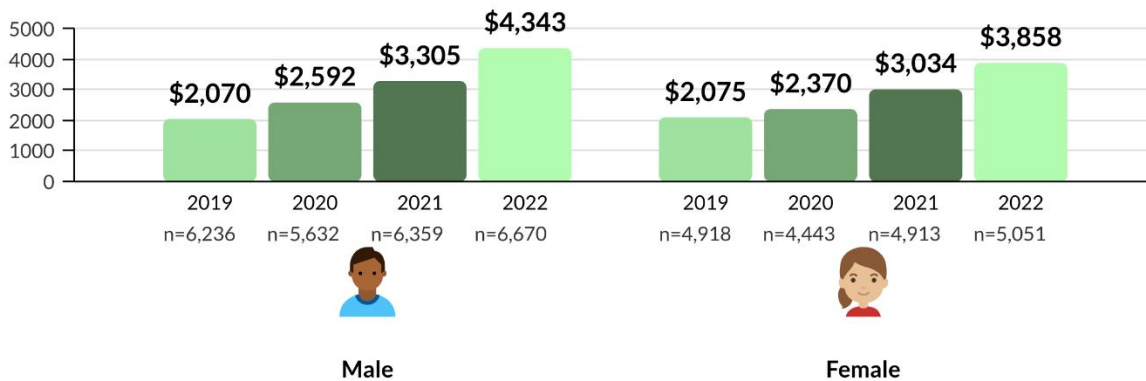
- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

Wage Equity by Gender

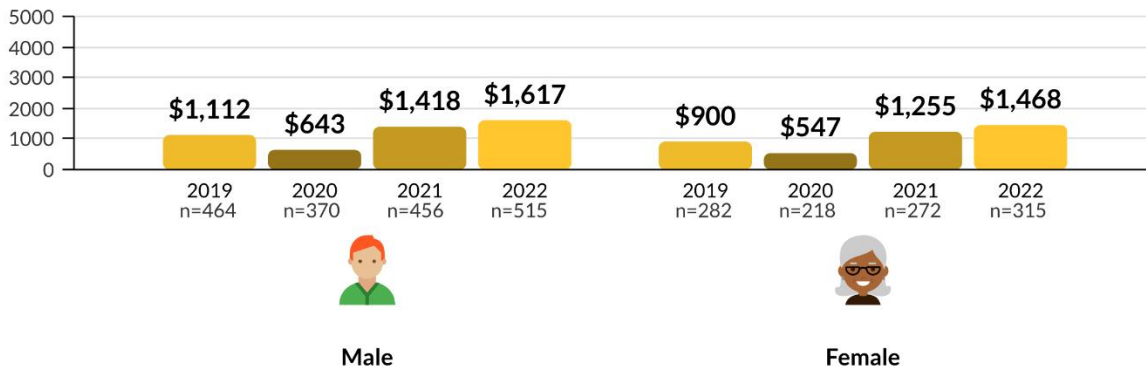
Competitive integrated employment (CIE) wages for consumers compared to individuals with CIE and supported employment services at Vocational Rehabilitation (VR) closure

2022 Employment Rates of Individuals who were CIE Eligible in 2019¹
 All individuals connected² to VR sometime between 2019 and 2022

Competitive Integrated Employment without Supported Employment⁴



Competitive Integrated Employment with Supported Employment⁴



Notes:

- ¹ Individuals who are CIE eligible in 2019 are ages 14 to 64 in 2022 and served by DHS-LTC, DPI, and/or DWD-DVR.
- ² Connected to VR is defined as having a case opened with VR at some point between 2019 and 2022 and closed with competitive integrated employment.
- ³ Median quarterly wage taken from the last quarter of the state fiscal year 2022 ending on 6/30/2022.
- ⁴ Includes individuals that had supported employment identified on their vocational rehabilitation case.

Sources:

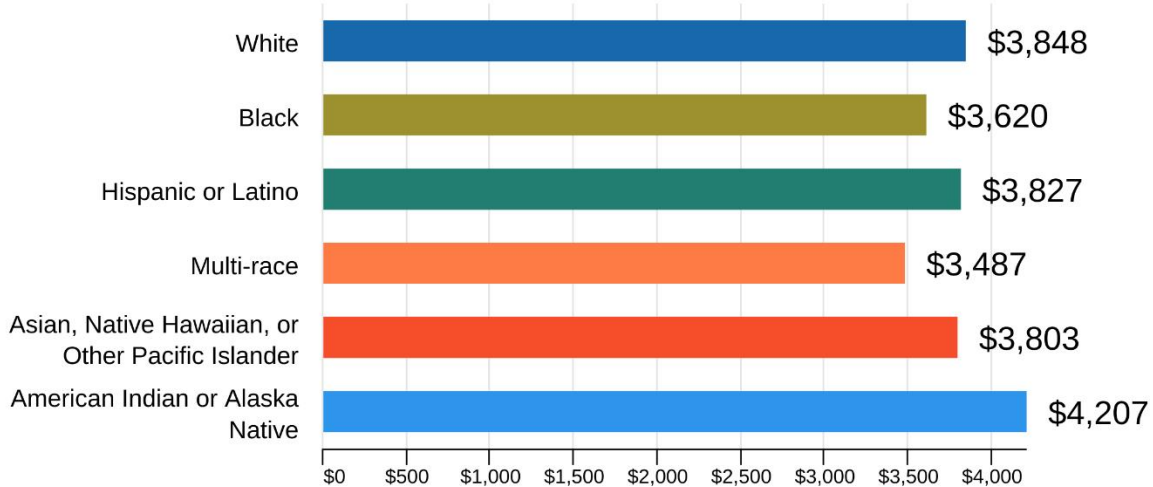
- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

Racial / Ethnic Wage Equity

Most individuals of racial/ethnic groups connected to Vocational Rehabilitation (VR) earn similar wages

2022 Employment Rates of Individuals who were CIE Eligible in 2019¹
 All individuals connected² to VR sometime between 2019 and 2022

Median Quarterly Wage³ After Connecting to VR



Race-Ethnicity	# Working out of Total Connected to VR
White	9,485 / 20,287
Black	1,673 / 4,377
Hispanic or Latino	577 / 1,228
Multi-race	367 / 853
Asian, Native Hawaiian, or Other Pacific Islander	218 / 497
American Indian or Alaska Native	174 / 423

Quarterly Federal Poverty Level (FPL)⁴
\$3,397.50



Notes:

¹ Individuals who are CIE eligible in 2019 are ages 14 to 64 in 2022 and served by DHS-LTC, DPI, and/or DWD-DVR.

² Connected to VR is defined as having a case opened with VR at some point between 2019 and 2022 and closed with competitive integrated employment.

³ Median quarterly wage taken from the last quarter of the state fiscal year 2022 ending on 6/30/2022.

⁴ Quarterly FPL calculated by taking the annual FPL of \$13,590 / 4 qtrs. (\$13,590 = 2022 annual FPL)

Sources:

- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

Part III - Appendices

[Appendix A: Common Consumers – DHS-LTC and DPI](#)

[Appendix B: Common Consumers – DHS-LTC and DWD-DVR](#)

[Appendix C: Common Consumers - DPI and DWD-DVR](#)

[Appendix D: Common Consumers – DHS-LTC, DPI, and DWD-DVR](#)

[Appendix E: CIE Median Quarterly Wage – Served by Any Agency](#)

[Appendix F: CIE Outcome – DHS-LTC](#)

[Appendix G: CIE Median Quarterly Wage – DHS-LTC](#)

[Appendix H: CIE Median Quarterly Wage – DHS-CLTS](#)

[Appendix I: CIE Median Quarterly Wage – DPI](#)

[Appendix J: CIE Outcome – DWD-DVR](#)

[Appendix K CIE Median Quarterly Wage – DWD-DVR](#)

[Appendix L: Definitions](#)

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 ¹			
State Fiscal Year	Number of People		
2020 (2019-2020)	3,885		
2021 (2020-2021)	4,263		
2022 (2021-2022)	4,729		
Common Consumers Served by Both DHS-LTC and DPI by Age Range			
Age Range ²	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Less than 16 Years	775	992	1,094
16 – 17	1,195	1,388	1,585
18 – 21	1,915	1,883	2,048
22 – 24	-	-	2
Total People	3,885	4,263	4,729
Common Consumers Served by Both DHS-LTC and DPI by Gender			
Gender ³	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Female	1,336	1,468	1,664
Male	2,549	2,795	3,065
Total People	3,885	4,263	4,729
Common Consumers Served by Both DHS-LTC and DPI by Race			
Race ⁴	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
American Indian or Alaska Native	48	50	48
Asian	111	111	127
Black	348	391	430
Hispanic or Latino	322	409	477
Native Hawaiian or Pacific Islander	8	7	8
White	2,912	3,138	3,448
Multi-race	136	157	191
Total People	3,885	4,263	4,729

¹A 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.

²Age 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.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴DHS-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 ¹			
State Fiscal Year ¹	Number of People		
2020 (2019-2020)	7,277		
2021 (2020-2021)	7,006		
2022 (2021-2022)	7,640		
Common Consumers Served by Both DHS-LTC and DWD-DVR by Age Range			
Age Range ²	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Less Than 16 Years	40	46	89
16 - 17	362	381	446
18 - 21	1,961	1,894	2,080
22 - 24	951	960	1,010
25 - 50	3,035	2,844	2,967
51 - 64	928	881	1,048
Total People	7,277	7,006	7,640
Common Consumers Served by Both DHS-LTC and DWD-DVR by Gender			
Gender ³	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Female	2,893	2,760	2,984
Male	4,384	4,246	4,656
Total People	7,277	7,006	7,640
Common Consumers Served by Both DHS-LTC and DWD-DVR by Race			
Race ⁴	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
American Indian or Alaska Native	86	72	92
Asian	144	149	161
Black	910	877	997
Hispanic or Latino	353	386	439
Native Hawaiian or Pacific Islander	18	14	18
White	5,588	5,331	5,729
Multi-race	175	175	201
Not Reported	3	2	3
Total People	7,277	7,006	7,640

¹A 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.

²Age 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.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

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 ¹			
State Fiscal Year	Number of People		
2020 (2019-2020)	4,739		
2021 (2020-2021)	4,160		
2022 (2021-2022)	4,262		
Common Consumers Served by Both DPI and DWD-DVR by Age Range			
Age Range ²	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Less Than 16 Years	135	109	163
16 - 17	1,570	1,310	1,366
18 - 21	3,034	2,741	2,732
22 - 24	-	-	1
Total People	4,739	4,160	4,262
Common Consumers Served by Both DPI and DWD-DVR by Gender			
Gender ³	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Female	1,657	1,443	1,483
Male	3,082	2,717	2,779
Total People	4,739	4,160	4,262
Common Consumers Served by Both DPI and DWD-DVR by Race			
Race ⁴	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
American Indian or Alaska Native	77	58	62
Asian	123	122	122
Black	579	480	474
Hispanic or Latino	459	415	433
Native Hawaiian or Pacific Islander	6	5	9
White	3,333	2,949	2,999
Multi-race	162	131	163
Total People	4,739	4,160	4,262

¹A 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.

²Age 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.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

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 ¹			
State Fiscal Year	Number of People		
2020 (2019-2020)	1,514		
2021 (2020-2021)	1,489		
2022 (2021-2022)	1,661		
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Age Range			
Age Range ²	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Less Than 16 Years	34	37	63
16 - 17	325	353	407
18 - 21	1,155	1,099	1,190
22 - 24	-	-	1
Total People	1,514	1,489	1,661
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Gender			
Gender ³	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
Female	497	511	585
Male	1,017	978	1,076
Total People	1,514	1,489	1,661
Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Race			
Race ⁴	State Fiscal Year 2020 (2019-2020)	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)
American Indian or Alaska Native	15	14	16
Asian	44	47	53
Black	120	130	143
Hispanic or Latino	102	124	139
Native Hawaiian or Pacific Islander	2	3	5
White	1,180	1,123	1,242
Multi-race	51	48	63
Total People	1,514	1,489	1,661

¹A person is counted as served in the fiscal year if consumer was CIE eligible and received services from DHS-LTC, DPI special education, and DWD-DVR within that state fiscal year.

²Age 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.

³Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

⁴For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

Appendix E:

CIE Median Quarterly Wage – Served by Any Agency

Note: The counts below represent unique counts of people when the person is served by one or more agencies. 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 Quarterly Wage ² (Wage)
2020 (2019-2020)	29,753	\$1,134.30
2021 (2020-2021)	26,871	\$1,305.18
2022 (2021-2022)	27,492	\$1,416.96

¹A person is counted as served in the fiscal year if consumer was CIE eligible and the person was reported by any agency within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible people.

Median Quarterly Wage by Age Range						
Age Range ³	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Less Than 16 Years	1,169	\$522.00	1,246	\$543.94	541	\$597.51
16 – 17	5,730	\$832.58	5,622	\$919.76	5,358	\$970.63
18 – 21	7,899	\$1,148.20	7,341	\$1,356.66	7,443	\$1,406.40
22 – 24	1,887	\$1,200.00	1,701	\$1,507.22	1,871	\$1,599.38
25 – 50	9,281	\$1,324.88	7,919	\$1,595.30	8,826	\$1,693.38
51 – 64	3,787	\$1,639.30	3,042	\$1,940.88	3,453	\$1,986.01
Total People	29,753		26,871		27,492	

³Age 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.

Median Quarterly Wage by Gender						
Gender ⁴	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Female	12,035	\$1,104.00	10,922	\$1,269.74	11,335	\$1,361.29
Male	17,683	\$1,156.85	15,911	\$1,325.98	16,095	\$1,457.22
Not Reported	35	\$1,394.65	38	\$1,791.82	62	\$1,875.85
Total People	29,753		26,871		27,492	

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Median Quarterly Wage by Race						
Race ⁵	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	465	\$1,228.30	392	\$1,443.85	427	\$1,646.88
Asian, Native Hawaiian, or Pacific Islander	477	\$1,177.73	422	\$1,555.43	491	\$1,600.16
Black	4,695	\$993.76	4,404	\$1,149.12	4,520	\$1,251.32
Hispanic or Latino	1,915	\$1,100.00	2,039	\$1,282.96	2,106	\$1,418.39
White	20,989	\$1,171.44	18,508	\$1,344.46	18,829	\$1,458.37
Multi-race	997	\$997.14	963	\$1,051.50	976	\$1,185.12
Not Reported	215	\$1,549.50	143	\$1,986.93	143	\$2,332.33
Total People	29,753		26,871		27,492	

⁵Each 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 – 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 ¹			
State Fiscal Year	Number of People (#)	Median Hours Worked per Week (Hours/Week)	Median Hourly Wage (Wage)
2020 (2019-2020)	5,732	11	\$9.00
2021 (2020-2021)	5,086	12.5	\$9.50
2022 (2021-2022)	6,508	13	\$10.00

¹A 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 ²	State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
18 – 21	497	10	\$9.00	542	12	\$10.00	787	13	\$10.00
22 – 24	808	12	\$9.00	699	15	\$9.50	844	13	\$10.00
25 – 50	3,683	12	\$9.00	3,215	13	\$9.50	3,999	13.5	\$10.00
51 – 64	744	10	\$8.50	630	11	\$9.00	878	12	\$9.93
Total People	5,732			5,086			6,508		

²Age 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.

Median Hours Worked and Hourly Wage by Gender									
Gender ³	State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Female	2,207	10	\$9.00	1,913	12	\$9.50	2,494	12	\$10.00
Male	3,525	12	\$9.00	3,173	13	\$9.50	4,014	14	\$10.00
Total People	5,732			5,086			6,508		

³Each 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 ⁵	State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
American Indian or Alaska Native	51	15	\$9.00	38	15	\$9.25	66	15.75	\$10.00
Asian, Native Hawaiian, or Pacific Islander	83	13	\$9.00	75	15	\$9.75	111	14	\$10.00 41
Black	416	15	\$9.10	357	16	\$10.00	468	16	\$10.00
Hispanic or Latino	161	11	\$8.90	147	15	\$9.50	219	13	\$10.00
White	4,892	11	\$8.92	4,369	12	\$9.50	5,505	12.50	\$10.00
Multi-race	97	11	\$9.00	75	12	\$9.25	115	12	\$10.00
Not Reported	32	8	\$8.60	25	12	\$9.00	24	14	\$11.00
Total People	5,732			5,086			6,508		

⁵Each 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 Median Quarterly Wage – 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 Quarterly Wage ² (Wage)
2020 (2019-2020)	8,373	\$873.07
2021 (2020-2021)	7,542	\$1,160.00
2022 (2021-2022)	9,221	\$1,299.12

¹A person is counted as served in the fiscal year if consumer was CIE eligible and the person was reported by DHS-LTC within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible people.

Median Quarterly Wage by Age Range						
Age Range ³	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
18 – 21	982	\$700.27	907	\$916.33	1,140	\$998.91
22 – 24	1,026	\$905.90	933	\$1,148.00	1,084	\$1,271.78
25 – 50	4,846	\$907.66	4,381	\$1,210.48	5,305	\$1,367.39
51 – 64	1,519	\$843.71	1,321	\$1,150.70	1,692	\$1,315.55
Total People	8,373		7,542		9,221	

³Age 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.

⁴If 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 Quarterly Wage by Gender						
Gender ⁵	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Female	3,395	\$841.57	3,037	\$1,148.78	3,768	\$1,240.68
Male	4,978	\$891.65	4,505	\$1,167.79	5,453	\$1,334.42
Total People	8,373		7,542		9,221	

⁵Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Median Quarterly Wage by Race						
Race ⁵	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	80	\$1,016.63	75	\$1,420.68	93	\$1,486.89
Asian, Native Hawaiian, or Pacific Islander	134	\$903.98	123	\$1,184.38	159	\$1,436.08
Black	1,165	\$981.82	1,125	\$1,326.57	1,455	\$1,453.05
Hispanic or Latino	286	\$889.39	294	\$1,091.70	383	\$1,251.28
White	6,471	\$862.29	5,744	\$1,138.41	6,907	\$1,272.06
Multi-race	164	\$837.16	135	\$1,150.50	189	\$1,192.35
Not Reported	73	\$670.80	46	\$1,415.81	35	\$1,960.40
Total People	8,373		7,542		9,221	

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

Appendix H:

CIE Median Quarterly Wage – DHS-CLTS

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

Number of Working Age Individuals Served by DHS-CLTS ¹		
State Fiscal Year	Number of People (#)	Median Quarterly Wage ² (Wage)
2020 (2019-2020)	457	\$606.39
2021 (2020-2021)	640	\$723.98
2022 (2021-2022)	1,037	\$741.12

¹A person is counted as served in the fiscal year if consumer was CIE eligible and the person was reported by DHS-CLTS within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible people.

Median Quarterly Wage by Age Range						
Age Range ³	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Less than 16 Years	61	\$490.44	111	\$421.00	216	\$518.75
16 – 17	227	\$606.39	302	\$683.66	485	\$665.75
18 – 21	169	\$669.28	227	\$990.25	336	\$1,003.41
Total People	457		640		1,037	

³Age 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.

Median Quarterly Wage by Gender						
Gender ⁴	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Female	167	\$589.90	249	\$631.13	426	\$694.03
Male	290	\$609.70	391	\$787.74	611	\$765.80
Total People	457		640		1,037	

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Median Quarterly Wage by Race						
Race ⁵	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	*	*	*	*	*	*
Asian, Native Hawaiian, or Pacific Islander	*	*	*	*	*	*
Black	23	\$571.68	42	\$693.93	80	\$687.18
Hispanic or Latino	30	\$769.13	55	\$669.00	85	\$805.63
White	362	\$576.39	499	\$722.50	798	\$727.07
Multi-race	19	\$885.70	27	\$850.16	50	\$756.98
Not Reported	*	*	*	*	*	*
Total People	457		640		1,037	

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

* Data suppressed due to low number of people

Appendix I:

CIE Median Quarterly Wage – DPI

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

Number of Working Age Individuals Served by DPI ¹		
State Fiscal Year	Number of People (#)	Median Quarterly Wage ² (Wage)
2020 (2019-2020)	11,910	\$882.62
2021 (2020-2021)	11,527	\$998.24
2022 (2021-2022)	10,521	\$1,084.90

¹A person is counted as served in the fiscal year if consumer was CIE eligible and the person was reported by DPI within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible people.

Median Quarterly Wage by Age Range						
Age Range ³	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Less than 16 Years	1,151	\$522.00	1,183	\$547.08	417	\$624.23
16 – 17	5,576	\$835.20	5,469	\$924.88	5,126	\$978.11
18 – 21	5,183	\$1,043.05	4,875	\$1,223.12	4,978	\$1,257.63
Total People	11,910		11,527		10,521	

³Age 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.

Median Quarterly Wage by Gender						
Gender ⁴	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Female	4,081	\$788.85	4,123	\$906.95	3,771	\$978.76
Male	7,829	\$941.86	7,404	\$1,050.19	6,750	\$1,158.87
Total People	11,910		11,527		10,521	

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

Median Quarterly Wage by Race						
Race⁵	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	224	\$949.50	184	\$964.66	172	\$1,042.78
Asian, Native Hawaiian, or Pacific Islander	213	\$922.25	187	\$1,192.05	208	\$1,345.18
Black	2,074	\$759.53	2,124	\$892.84	1,858	\$917.51
Hispanic or Latino	1,295	\$1,004.81	1,321	\$1,121.73	1,184	\$1,193.15
White	7,559	\$906.75	7,127	\$1,015.30	6,537	\$1,124.96
Multi-race	545	\$761.03	584	\$835.52	562	\$1,003.30
Total People	11,910		11,527		10,521	

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

Appendix J:

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 ¹			
State Fiscal Year	Number of People (#)	Median Hours Worked per Week (Hours/Week)	Median Hourly Wage (Wage)
2020 (2019-2020)	3,338	22	\$11.00
2021 (2020-2021)	2,995	24	\$11.30
2022 (2021-2022)	3,318	20	\$12.00

¹A 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 ²	State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
18 – 21	681	22	\$10.00	705	24	\$10.80	752	20	\$11.25
22 – 24	439	20	\$10.00	397	20	\$10.60	453	20	\$11.70
25 – 50	1,478	23	\$11.00	1,261	24	\$11.75	1,430	20	\$12.50
51 – 64	740	24	\$12.00	632	25	\$13.00	683	24	\$13.73
Total People	3,338			2,995			3,318		

²Age 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.

³If 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 ⁴	State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Female	1,455	21	\$11.00	1,308	22	\$11.26	1,376	20	\$12.00
Male	1,880	22	\$11.00	1,678	25	\$11.30	1,936	20	\$12.09
Not Reported	3	*	*	9	*	*	6	*	*
Total People	3,338			2,995			3,318		

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

*Data suppressed due to low numbers.

Median Hours Worked and Hourly Wage by Race									
Race ⁵	State Fiscal Year 2020 (2019-2020)			State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
American Indian or Alaska Native	41	24	\$10.25	22	20	\$11.00	59	32	\$14.50
Asian, Native Hawaiian, or Pacific Islander	76	20	\$10.83	60	24	\$12.00	61	20	\$13.53
Black	349	24	\$11.00	310	25	\$11.25	315	20	\$13.00
Hispanic or Latino	92	20	\$10.00	111	24	\$11.00	192	20	\$12.00
White	2,679	21	\$11.00	2,386	24	\$11.33	2,613	20	\$12.00
Multi-race	74	26	\$11.45	88	25	\$11.00	63	23	\$11.56
Not Reported	27	40	\$12.91	18	*	*	15	*	*
Total People	3,338			2,995			3,318		

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

Appendix K:

CIE Median Quarterly Wage – 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 ¹		
State Fiscal Year	Number of People (#)	Median Quarterly Wage ² (Wage)
2020 (2019-2020)	3,037	\$2,104.88
2021 (2020-2021)	2,688	\$2,387.60
2022 (2021-2022)	3,002	\$2,412.42

¹A person is counted as served in the fiscal year if consumer was CIE eligible and the person was reported by DWD-DVR within that state fiscal year.

²Median quarterly wage as reported on Unemployment Insurance wage records reported by employers for CIE eligible people. DVR consumers may have worked before connecting with VR. Some people opt-out of providing social security numbers to DVR. UI wage records are not counted in DVR counts for anyone that does not provide a social security number to DVR, because UI wage records can only be matched using a social security number.

Median Quarterly Wage by Age Range						
Age Range ³	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
18 – 21	604	\$1,915.68	606	\$2,221.12	672	\$2,354.57
22 – 24	403	\$1,564.50	356	\$1,997.66	406	\$2,027.40
25 – 50	1,365	\$2,199.10	1,163	\$2,321.64	1,315	\$2,332.79
51 – 64	665	\$2,527.29	563	\$2,984.74	609	\$2,994.00
Total People	3,037		2,688		3,002	

³Age 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.

Median Quarterly Wage by Gender						
Gender ⁴	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
Female	1,324	\$2,084.11	1,163	\$2,304.44	1,248	\$2,320.01
Male	1,712	\$2,116.27	1,519	\$2,424.68	1,749	\$2,482.95
Not Reported	1	*	6	*	5	*
Total People	3,037		2,688		3,002	

⁴Each agency collects gender separately. For purposes of this report, the gender is the gender reported most recently across all agencies.

*Data suppressed due to low numbers.

Median Quarterly Wage by Race						
Race ⁵	State Fiscal Year 2020 (2019-2020)		State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	39	\$2,860.28	21	\$1,958.50	53	\$2,986.90
Asian, Native Hawaiian, or Pacific Islander	70	\$1,741.21	54	\$2,122.44	54	\$1,827.33
Black	318	\$2,284.29	284	\$2,197.64	289	\$2,508.90
Hispanic or Latino	81	\$1,767.23	97	\$2,291.22	169	\$2,485.80
White	2,436	\$2,077.24	2,140	\$2,403.03	2,366	\$2,400.00
Multi-race	69	\$2,382.65	79	\$2,721.60	59	\$1,933.62
Not Reported	24	\$3,878.91	13	*	12	*
Total People	3,037		2,688		3,002	

⁵Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

*Data suppressed due to low numbers.

Appendix L:

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.

Wisconsin Non-Driver Advisory Committee (WiNDAC)

The Wisconsin Department of Transportation (WisDOT) formed the Wisconsin Non-Driver Advisory Committee (WiNDAC) in spring 2020 as an advisory forum to discuss transportation mobility, safety, and access for Wisconsin's non-driving populations. Non-driving populations can include aging adults, students, low-income individuals, those with physical, mental, or intellectual/developmental disabilities, and those who prefer not to drive.