

# **Annual Report to Congress**

**1991**

**Supported Employment Activities  
Under Section 311(d) of the  
Rehabilitation Act of 1973, as Amended**

Annual Report of  
Supported Employment Activities  
as authorized under section 311(d) of  
The Rehabilitation Act of 1973, as amended

Fiscal Year 1991

U.S. Department of Education  
Office of Special Education and Rehabilitative Services  
Rehabilitation Services Administration

## FOREWORD

The supported employment initiative, established by the Rehabilitation Act of 1973, as amended, represents a Federal, State, Private Sector partnership providing integrated employment options for people with severe disabilities. This report reflects the efforts and achievements of the Rehabilitation Services Administration (RSA), the State vocational rehabilitation agencies, and the private sector in advancing supported employment initiatives during Fiscal Year 1991.

RSA is committed to programs that provide opportunities for individuals with disabilities to participate in the mainstream of society. With the implementation of the Americans with Disabilities Act, the rights of these individuals are ensured. With continued hard work, we can bring about significant changes in society to enhance the lives and increase the independence of individuals with disabilities.

  
Nell C. Carney, CRC  
Commissioner

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## EXECUTIVE SUMMARY

The Rehabilitation Services Administration (RSA) submits this report on supported employment activities as required under section 311(d) of the Rehabilitation Act, as amended. Included in this report is an analysis of the growth of supported employment using data provided by the Rehabilitation Research and Training Center on Supported Employment at Virginia Commonwealth University, an analysis of the Title VI, Part C, State Supported Employment Services Program, and a synopsis of the final reports of the 17 statewide systems change grants that received their last year of funding in FY 1990.

At the heart of the national supported employment initiative is a shared Federal and State commitment to help individuals with severe handicaps enter our nation's workforce. The goal of supported employment is the utilization of new and existing rehabilitation technologies to enhance the economic self-sufficiency of a large group of citizens who previously were unable to enter competitive employment. Supported employment is paid work in mainstream, integrated environments for persons who, because of severe handicaps, failed to secure or maintain competitive employment. The concept involves a philosophical commitment to the integration of individuals with severe handicaps into all facets of life.

According to FY 1990 data submitted by Virginia Commonwealth University, 74,657 individuals are currently receiving supported employment services. The number of persons rehabilitated in FY 1990 by State vocational rehabilitation agencies was 10,667, an increase of 59.9 percent over the preceding year. In addition to these increases, the number of supported employment provider agencies increased by 16.5 percent from 2,273 in FY 1989 to 2,647 in FY 1990. Over \$216,000,000 was expended on supported employment by sources other than Title I, Title VI, Part C and Title III in FY 1990, an increase of 19.6 percent over FY 1989.

/ Supported employment has demonstrated that many individuals with  
/ severe handicaps are able to engage in competitive work. Participants in this program have been unable to function independently in mainstream employment without intensive extended support services. Unlike other models of vocational rehabilitation, supported employment is predicated on securing commitments for long-term, permanent support for individuals throughout the term of their employment. Extended services in supported employment involve the continued provision of training, supervision, and other services to participants on a scheduled basis in order to maintain job stability. These services are often provided or coordinated by a job coach or employment specialist.

The supported employment initiative was advanced in FY 1985 and FY 1986 through the award of 27 statewide discretionary grants by RSA to establish demonstration projects to assist States in rehabilitation "systems changes" from day and work activity programs to competitive work through supported employment. The term "systems changes" refers to collaborative efforts undertaken within a State to create supported employment options through cooperative relationships among various public and private agencies.

The first ten of these "systems changes" grants were funded in FY 1985.<sup>1</sup> The second set of 17 awards were funded in FY 1986.<sup>2</sup> In FY 1987, two grants, nationwide in scope, were awarded<sup>3</sup> to: identify community-based supported employment program models appropriate for replication; review impediments to the implementation of supported employment; and provide technical assistance to developing programs. The initial 10 supported employment demonstration grants funded in FY 1985, as well as the two national scope grants funded in FY 1987, received their final year of funding in FY 1989; the 17 grants funded in FY 1986 received their final year of funding in FY 1990.

In FY 1991, 17 new statewide systems changes demonstration projects were awarded<sup>4</sup> three-year grants. The new projects were geographically distributed throughout the United States with one award each to eligible entities in RSA Regions I, II and X and two awards each to eligible entities in RSA Regions III, IV, V, VI, VII and VIII.

Funds were provided under the authority of RSA's Program of Special Projects and Demonstrations for Providing Vocational Rehabilitation Services to Severely Handicapped Individuals, Title III, Part B, section 311(a)(1) of the Rehabilitation Act, as amended. Additionally, the Administration on Developmental Disabilities of the Department of Health and Human Services agreed to commit \$500,000 yearly in support of this initiative. (See Appendix "A" for a list of these grants.)

<sup>2</sup> Funds for these grants were provided under the authority of Title III, Part B, section 311(d)(1)(A). (See Appendix "B" for a list of these grants.)

<sup>3</sup> Funds for these grants were provided under the authority of Title III, Part B, section 311(d)(1)(B). (See Appendix "D" for a list of these grants.)

<sup>4</sup> Funds for these grants were provided under the authority of Title III, Part B, section 311(d)(1)(A). (See Appendix "C" for a list of these grants.)

In FY 1989, 12 community-based supported employment services grants were awarded<sup>5</sup> to provide financial assistance to a public or nonprofit rehabilitation facility, designated State unit, or other public or private agency or organization for projects that would stimulate the development of innovative approaches for improving and expanding the provision of supported employment services to individuals with severe handicaps and that would enhance local capacity to provide supported employment services. Individuals with severe handicaps are now being served through these programs. The range of disabilities of the individuals include: mental retardation, cerebral palsy, deaf-blindness, blindness with at least one other disabling condition, mental illnesses, and traumatic brain injury. Many of these projects involve the business community in advisory roles. Projects have been instrumental in developing new jobs for individuals with severe handicaps by assisting employers with the removal of architectural barriers, installation of assistive technology, and providing supported employment on-the-job training and assistance to co-workers of individuals who are disabled in order to develop a support network within the employment setting. Several projects have been working with area schools in order to transition students from school to supported employment. Some of these project designs will be replicated by rehabilitation providers in a variety of geographic areas. These 12 programs received their final year of funding in FY 1991.

In FY 1990, two technical assistance cooperative agreements were awarded<sup>6</sup> to assist State vocational rehabilitation agencies develop and implement the Title VI, Part C State Supported Employment Services Program. The recipients of the technical assistance cooperative agreements are the University of Oregon and Virginia Commonwealth University (VCU). These cooperative agreements were awarded for a three-year period with the first year funding level at over \$430,000. Funding for these cooperative agreements increased in year two to over \$471,000. Through these cooperative agreements, an assessment of each State's technical assistance needs was conducted. These assessments are based on written survey instruments, telephone conversations with individuals involved in supported employment in each State and the Regional Offices of RSA, as well as on-site observation. Action plans to address the identified needs have been developed.

<sup>5</sup> Funds for these grants were provided under the authority of Title III, Part B, section 311(d)(1)(A). (See Appendix "E" for a list of these grants.)

<sup>6</sup> Funds for these grants were provided under the authority of Title III, Part B, section 311(d)(2)(A). (See Appendix "F" for a list of these cooperative agreements.)



The technical assistance provided targets issues unique to each State. Examples of such issues include providing supported employment in rural areas, responding to different labor markets, maintaining systems change in those States whose Title III statewide grants have expired, providing supported employment to difficult-to-serve populations, developing collaborative agreements among agencies to ensure the provision of extended services, etc. Through the cooperative agreements, information on supported employment is disseminated nationally.

The following are highlights of activities jointly sponsored by the University of Oregon and Virginia Commonwealth University during FY 1991:

A forum entitled "State Leadership in Supported Employment" with the Association for Persons in Supported Employment (APSE) was held in San Diego, California. The topics addressed included long-term supports/funding options, State systems change issues, and direct service issues.

A 1991 National Meeting on Supported Employment was held in Washington, D.C. This meeting included presentations on the Americans with Disabilities Act, Employer Roles in Supported Employment, Linking Assistive Technology and Supported Employment as well as a discussion of supported employment regulations.

The accomplishments in the original 27 States that received systems change grants serve as a blueprint for the 17 new statewide demonstration projects funded in FY 1991. This Annual Report expands the findings of the 1988 study "Emerging Trends in the National Supported Employment Initiative: A Preliminary Analysis of 27 States," the 1989 study entitled "A National Analysis of Supported Employment Growth and Implementation" and its sequel entitled "A National Analysis of Supported Employment Implementation: Fiscal Years 1986-1989" by the Rehabilitation Research and Training Center on Supported Employment at VCU by adding select information on States that did not receive systems change grants.

RSA is indebted to VCU's Rehabilitation Research and Training Center on Supported Employment for their assistance and cooperation in providing extensive research on the national impact of supported employment. Much of the data, tables, and specific content of this Annual Report are based upon their research on supported employment as funded through a grant from the National Institute on Disability and Rehabilitation Research (NIDRR) and published as "Achievements and Challenges: A Five-Year Report on the Status of the National Supported Employment

Initiative, 1986-1990" which will be referred to, hereafter, as the Study. RSA is also indebted to the the seventeen statewide systems change grants for their final reports.

## ANALYSIS OF GROWTH IN SUPPORTED EMPLOYMENT

Twenty-seven States during 1985-1986 received five-year systems change grants from RSA for the general purpose of furthering the development of supported employment. More specifically, these grants were to modify or change existing adult day programs for persons with severe handicaps to include supported employment options. In 1988, 1989, and 1990, VCU researched supported employment through a national survey of all 50 States and the District of Columbia. The purpose of this Study was to: (1) gauge the progress made in incorporating supported employment into the existing rehabilitation service system; (2) identify national trends regarding the availability of extended services, the effect of supported employment on existing services, and the extent to which supported employment programs serve individuals with the most severe disabilities; and (3) identify the amount and sources of funds that States have obligated to operate supported employment programs. Information was collected from State vocational rehabilitation agencies, State mental retardation/developmental disabilities/mental health agencies, and other State agencies responsible for providing vocational and/or day support services to individuals with disabilities.

The 1990 survey identified supported employment activity occurring in each State regardless of funding source or administering agency. As such, persons in supported employment were defined as those individuals who were employed at some point in time during FY 1990 and receiving either time-limited services or extended support services in accordance with the Title VI, Part C regulations regarding competitive work, integrated work setting, and extended services. The State vocational rehabilitation system was the funding source for time-limited services through the Title I or Title VI, Part C Programs. The State mental health and mental retardation/developmental disability agencies were the primary funding sources for extended services.

The survey requested data on the following: 1) persons in supported employment positions by service models with annual cost per individual; 2) persons served in other day programs such as work activity or psychosocial rehabilitation; 3) new vocational rehabilitation clients for whom a supported employment outcome was planned as a part of an Individualized Written Rehabilitation Program (IWRP); 4) supported employment participants closed successfully or unsuccessfully by the vocational rehabilitation agency; 5) total authorized providers of supported employment services and type of providers; 6) primary disability classification of supported employment participants, level of mental retardation for those persons identified as mentally retarded, and type of mental illness for those persons with long-term mental illnesses; and 7) source and amounts of funds

for time-limited services and extended services. Added features or modifications of the Study include: program model costs and disability information for participants in the time-limited and extended services phases of supported employment; mean hourly wages and availability of extended services by disability; funds allocated under the Job Training Partnership Act (JPTA) contained in the "other" funding category; and total case expenditures for all vocational rehabilitation services.

The Study is based on data from all 51 systems surveyed and relied upon participant self-reporting. As such, the data may contain inaccuracies. Every effort was made to minimize data errors by cross-validation checks with several agencies. State vocational rehabilitation agencies are now able, for the most part, to report on the number of individuals and dollars expended in the time-limited services segment of the supported employment program. Consequently, the supported employment outcomes described in the Study reflect both real growth and the continually increasing capacity of State vocational rehabilitation agencies to collect and report data. The FY 1990 survey did not collect information on type of work in supported employment. Earlier efforts to collect this information during the FY 1986-1988 survey period indicated that many States did not have the reporting capability for this element sufficient to generate data necessary to represent a national study. Also, the methods which States utilized to calculate annual per client costs varied substantially across systems so that a nationally representative cost figure could not be obtained for FY 1990. Twelve States, however, were able to report annual costs for persons in the individual placement model both in time-limited and extended services. It should be noted that in this report, FY 1990 data were compared to FY 1988 data because of the similarity of the survey questions.

The Study shows that the total number of individuals served in supported employment has risen dramatically from fewer than 10,000 in FY 1986 to 74,657 in FY 1990 (with all States reporting) representing a 43.4 percent increase over the preceding year. (See Figure 1.) Of the total 74,657 individuals in supported employment in FY 1990, 30,872 or 41.4 percent were receiving time-limited services and 43,785 or 58.6 percent were receiving extended services. (See Table 1.) It should be noted that the totals shown in Table 1 reflect the minimum number of individuals participating in time-limited and extended services, as several State systems were unable to provide complete counts of supported employment participants. Additionally, 75.7 percent or 56,486 of the total number of individuals in supported employment in FY 1990 were served by the 27 systems change grants; the remaining number were served by States that received only Title VI, Part C funding. As such, the Title III systems change grants appear to have had a substantial impact on the growth of supported employment.

The number of individuals in supported employment served by the State-Federal vocational rehabilitation program is an important factor to consider in measuring the impact of the program. The Study identified that the number of new supported employment clients entering the rehabilitation system increased from 912 in FY 1986, with 10 States reporting, to 14,693 new clients in FY 1989, with 43 States reporting. In FY 1990, with fewer States reporting (39), the number of new clients entering the service system with supported employment outcomes specified in their IWRP was 13,427. (See Table 2.) Seventy-four percent were from Title III funded States.

The Study also reported an increase in the number of vocational rehabilitation successful case closures (Status 26). The 10,667 individuals rehabilitated through supported employment as reported by 46 agencies in FY 1990 represented a 59.9 percent increase over the corresponding figure of 6,672 for FY 1989 as reported by 42 agencies. (See Figure 2.) Of the 10,667 individuals rehabilitated, 7,855 or 73.6 percent were from Title III funded States. (See Table 3.)

Information on the primary disability of recipients of supported employment services was provided by 49 States for FY 1990. (See Table 4.) According to data collected by VCU, the majority of individuals participating in supported employment in FY 1990 were persons diagnosed as mentally retarded (65.0 percent), compared to 70.5 percent in FY 1988. Individuals with long-term mental illnesses constituted 24.4 percent of the population placed in supported employment compared to 16.7 percent in FY 1988. Other disability groups placed in supported employment reflected the following ranges for FY 1988 versus FY 1990: (1) the number of persons placed in supported employment with cerebral palsy increased from 1.8 percent in FY 1988 to 1.9 percent in FY 1990; (2) persons with sensory impairments decreased from 2.5 percent in FY 1988 to 2.2 percent in FY 1990; (3) individuals with traumatic brain injury increased from no recorded figure in FY 1988 to 2.3 percent in FY 1989 and declined to 1.1 percent in FY 1990. (See Figure 3.)

Since many of the individuals placed in supported employment are mentally retarded, the Study reviewed levels of mental functioning. (See Figure 4.) Individuals served in supported employment with mild retardation increased slightly from 46.0 percent in FY 1988 to 48.8 percent in FY 1990. Individuals with moderate mental retardation declined from 37.7 percent in FY 1988 to 36.0 percent in FY 1990. Similarly, individuals with severe/profound retardation declined from 12.7 percent in FY 1988 to 12.2 percent in FY 1990 and individuals in the borderline range also declined from 3.6 percent in FY 1988 to 3.0 percent in FY 1990.

The 1990 survey was also able to provide for the first time the primary disability of supported employment participants in both time-limited and extended services. To determine the percentages within each diagnostic category, only those supported employment individuals for whom a primary disability was specified were included. For individuals in time-limited services, the total sample was 27,444 or 88.9 percent of all reported participants in time-limited services and 34,141 or 78.0 percent for those in extended services. Of the total number of individuals in the time-limited services segment of supported employment, individuals with mental retardation accounted for 63.5 percent and individuals with mental illnesses accounted for 22.7 percent of the population served. Individuals with cerebral palsy accounted for 2.4 percent, individuals with traumatic brain injury accounted for 2.0 percent, individuals with sensory impairments accounted for 3.1 percent, and all other disabilities accounted for 6.2 percent.

For those individuals in extended services for whom a primary disability was specified, individuals with mental retardation accounted for 66.1 percent and individuals with mental illnesses accounted for 25.7 percent of the population served. Individuals with cerebral palsy accounted for 1.4 percent, individuals with traumatic brain injury accounted for 0.4 percent, individuals with sensory impairments accounted for 1.5 percent, and all other disabilities accounted for 4.9 percent. (See Figure 5.) The shift in the populations served between the two phases of the program indicates the growth in serving new populations in supported employment.

The Study reported on the growth of supported employment provider agencies established from FY 1986 through FY 1990. (See Figure 6.) In FY 1986, 324 agencies were reported. In FY 1990, this figure grew to a total of 2,647 supported employment providers, an increase of 16.5 percent from the prior year. Of the total 2,647 providers in FY 1990, 72.7 percent were located in the Title III funded States. (See Table 5.)

The Study examined five categories of supported employment models used during Fiscal Years 1986 through 1990. In FY 1990, respondents to the survey were capable of specifying supported employment models for 43,130 participants. (See Table 6.) The approach most used by providers of supported employment was the "individual placement" model. In 1990, 73.1 percent of all persons in supported employment were placed in the individual placement model compared to 52.1 percent in FY 1988. This increase is significant in that individuals placed in this model generally receive higher wages and employee benefits. The enclave model, or group placement model, accounted for 17.1 percent of the supported employment placements in FY 1990 compared to 15.3 percent in FY 1988. The work crew model accounted for 8.6 percent of the placements in FY 1990 compared

to 12.8 percent in FY 1988; while the "other" category declined from 19.8 percent in FY 1988 to 1.3 percent in FY 1990. (See Figure 7.)

Table 7 provides the mean costs of time-limited and extended services for persons in the individual placement model of supported employment for 12 States that were able to report both cost figures. Time-limited services costs ranged from \$1,956 in North Carolina to \$9,616 in Nevada, while extended services costs ranged from \$1,618 in Massachusetts to \$11,600 in the District of Columbia per year.

The Study reported a mean hourly wage for all participants in supported employment of \$3.87 for FY 1990 compared to \$3.38 for FY 1988. The mean weekly wage was calculated at \$102.34. Additionally, 80.9 percent of all supported employment participants worked at least 20 hours per week in FY 1990 compared to 75.7 percent in FY 1988.

The Study addressed extended services funding for supported employment across primary disability categories. Extended services are the long-term support services provided by public or private programs and/or other sources once the period of time-limited vocational rehabilitation support (not to exceed eighteen months) funded by the Title I or Title VI, Part C Programs has expired. In terms of the availability of extended services funding by disability, the most significant sources of extended services continue to be provided by State agencies for mental health/mental retardation/developmental disabilities. The lack of adequate funding for individuals with disabilities such as traumatic brain injury, cerebral palsy, hearing and visual impairments continues to exist because no State agencies are designated to serve these specific disability groups.

Table 8 summarizes the availability of extended services by State. The primary reason for "NA" designations was that the system had not placed individuals in supported employment with that particular disability, or the respondents were unsure whether or not an extended funding source had been secured. A State could be coded "Yes" even though it had no supported employment participants from a specific disability group, as long as there was a designated funding agency for extended services for members of that group and extended services funding was available.

Table 9 provides a breakdown of supported employment funding by State for FY 1990. With the exception of the general revenue column which includes State match funds to the Title I Program, all other categories reflect non-vocational rehabilitation funding sources. As indicated by Figure 8, State mental retardation/developmental disability and mental health agencies contributed the overwhelming amount of non-vocational

rehabilitation funds for supported employment accounting for roughly \$130 million (60.1 percent) and \$27 million (12.4 percent) of the total, respectively.

Table 10 provides the amount of funds expended for supported employment by the Title I, Title VI, Part C and Title III Programs in FY 1990. Over \$73 million was expended for supported employment by vocational rehabilitation agencies. Nearly 50 percent of the total \$73 million was expended under the Title I Program for supported employment. As shown on Table 10, an "NA" indicates that a funding source was known to be utilized by a State but the amount of funds could not be determined. In those instances where "\$0" is entered, the respondents of the survey indicated that the source was not utilized.

Figure 9 charts the vocational rehabilitation expenditures from FY 1986 through FY 1990. Title I expenditures for supported employment have increased from \$17,757,053 in FY 1989 to \$35,897,706 in FY 1990, an increase of 102.2 percent. This increased use of Title I funds suggests that VR systems have incorporated supported employment into their mainstream service delivery and accounting systems and are using increasing amounts of general case service dollars to finance individuals in supported employment.

Figure 10 summarizes funding sources for supported employment for FY 1986 through FY 1990. The overall amount expended on supported employment in FY 1990 was \$289,681,801—an increase of 19.2 percent from FY 1989.



FORMULA GRANT PROGRAM: THE STATE SUPPORTED EMPLOYMENT SERVICES  
PROGRAM. TITLE VI. PART C OF THE REHABILITATION ACT.  
AS AMENDED

The 1986 Amendments to the Rehabilitation Act of 1973 authorized the Title VI, Part C State Supported Employment Services Program, a formula grant program to assist State vocational rehabilitation agencies to develop collaborative programs with appropriate public and private nonprofit organizations. This assistance is intended to enable the States to provide individuals with severe handicaps time-limited services which lead to supported employment. Under the supported employment program, States were given the option of receiving a planning grant or services grant in FY 1987. Only two States and five territories chose to receive planning grants. All States were awarded direct services grants under this program in FY 1988. Funds for this formula program were distributed on the basis of population, with no State to receive less than \$250,000 or one-third of one percent of the program appropriation, whichever is greater. The first grants were awarded in September of 1987, from an appropriation of \$25,000,000. The FY 1988, 1989, 1990, 1991 and 1992 appropriations were \$25,935,000, \$27,227,000, \$27,630,000, \$29,150,000 and \$31,065,000, respectively.

The Rehabilitation Act Amendments of 1986 established specific criteria for supported employment. That is, individuals in supported employment must engage in competitive work, in integrated work settings, with the availability of long-term extended services. Competitive work was defined in program regulations as averaging at least 20 hours per week for each pay period at the time of placement with remuneration in accordance with the Fair Labor Standards Act. Integrated work settings were defined as those in which a maximum of eight individuals with handicaps are employed in a work group with regular contact with non-handicapped individuals at the work site. The availability of extended services was defined as a commitment from an agency or other source to provide support to individuals in supported employment for the term of employment.

The impact of the State Supported Employment Services Program is reflected in the FY 1990 data collected on the number of individuals rehabilitated from the Form RSA-911 (Individual Case Service Report) and in the data collected by the Rehabilitation Research and Training Center on Supported Employment at VCU on all 50 States and the District of Columbia. The preliminary FY 1990 RSA-911 tabulations of 53 of the 83 State vocational rehabilitation agencies (General and Blind) indicate that 9,354 individuals were closed as rehabilitated with supported employment designated as an outcome in their IWRP. Nearly three-fourths (74.3 percent) of the 9,354 individuals rehabilitated met the supported employment regulatory requirements in terms of

hours worked, placement in an integrated work setting, and receiving ongoing support services at closure. Of the 9,354 individuals rehabilitated, 6,709 or 71.7 percent, were funded in whole or in part by the Title VI, Part C Program. The remaining 28.3 percent were funded by the Title I Program. VCU, with 46 States reporting, noted that 10,667 individuals were rehabilitated in supported employment in FY 1990—an increase of 59.9 percent over the previous year. (See Figure 2.)

VCU's data base on the 50 States and the District of Columbia included "merged" data of the Title VI, Part C Program and the 27 Title III systems change grants. In most instances, VCU was unable to segregate Title VI, Part C data from the data of the Title III grants. Although VCU's data for FY 1990 appear elsewhere in this report, the following information is highlighted as it relates to the Title VI, Part C Program:

The total number of individuals in supported employment grew from fewer than 10,000 in FY 1986 to 74,657 in FY 1990.

Populations served in supported employment in FY 1990 through Title III and Title VI, Part C grants were persons with mental retardation (65.0 percent), long-term mental illnesses (24.4 percent), sensory impairments (2.2 percent), cerebral palsy (1.9 percent), traumatic brain injury (1.1 percent) and "other" (5.5 percent). (See Table 2.)

The total Title I, Title III, and Title VI, Part C funds expended for supported employment in FY 1990 was \$73,026,438, an increase of 17.8 percent over FY 1989. Title VI, Part C expenditures accounted for 40.4 percent of these funds. (See Figure 9. Note: the total dollar amounts shown in Figure 9 exceed the fiscal year appropriations for supported employment for FY 1986-1990 because these dollars include unexpended funds from prior years.) State VR agencies also spent \$35,897,706 in FY 1990 in Title I funds (including State match) for time-limited supported employment services, a 102.2 percent increase over the preceding year. The number of States reporting Title I expenditures has grown from 6 in FY 1986 to 37 in FY 1990. (See Table 10.)

Funds expended by State mental retardation/developmental disabilities/mental health agencies, Medicaid, Developmental Disability Planning Councils and other sources increased from roughly \$181,105,000 in FY 1989 to \$216,654,363 in FY 1990, an increase of 19.6 percent. (See Figure 10.) This is attributed to the successful leveraging of funds for supported employment services by State vocational rehabilitation agencies.

Although great strides have been made in supported employment, problems still exist. In order to respond to these problems, the Interagency Committee on Developmental Disabilities (ICDD) established a Subcommittee on Employment. The purpose of the ICDD, which was established under the Developmental Disabilities and Bill of Rights Act in 1984, is to "meet regularly to coordinate and plan activities by Federal departments and agencies for persons with developmental disabilities." The Subcommittee on Employment was first convened on August 8, 1988, and meets four times a year. In an effort to improve the supported employment program, the Subcommittee examined issues in supported employment and advised the ICDD on options for enhancing the effectiveness of the program. The greatest obstacle to the expansion of the supported employment program is securing long-term extended services funding. In a final report, the Subcommittee on Employment recommended that the ICDD consider strategies to impact the availability of funding for extended services in supported employment. The proposed recommendations would affect the Medicaid Program, the Administration on Developmental Disabilities, and the National Institute of Mental Health.

Finally, public comment on the Title VI, Part C regulations for the State Supported Employment Services Program was solicited on February 13, 1990, to address regulatory concerns regarding this program raised by the rehabilitation community. The Department published in the Federal Register a Notice of Intent to Regulate (NOIR) the program. The NOIR documented the intent of the Department to amend the regulations published on August 14, 1987, in order to increase program effectiveness and flexibility. The Department requested the public to comment on five issues of program concern:

- o The average of twenty hours per week work requirement beginning the first day of employment.
- o The lack of post-transition/post-closure services from the State vocational rehabilitation agency for individuals in supported employment.
- o Clarification of the definitions of "on-going support services" and "extended services."
- o Clarification of the exemption of individuals who are chronically mentally ill from the requirement for job skill training services.
- o Clarification of job skill training services.

The closing date for receipt of public comments was April 16, 1990. Roughly 600 letters were received in response to the NOIR. RSA staff analyzed all comments and the Notice of Proposed

Rulemaking was published in the Federal Register on November 13, 1991. Final regulations were published on June 24, 1992.

SYNOPSIS OF FINAL REPORTS:  
SUPPORTED EMPLOYMENT STATEWIDE SYSTEMS CHANGE PROJECTS  
TERMINATING SEPTEMBER 30, 1991

As discussed previously in this report, RSA funded ten supported employment statewide systems change projects in October, 1985. Money to support these grants was authorized under section 311(a)(1) of the Rehabilitation Act of 1973, as amended. One year later—in October, 1986—RSA funded an additional seventeen systems change projects with money authorized under section 311(d) of the Act. These seventeen grants were awarded to the following States: Arkansas, Colorado, Connecticut, Delaware, Florida, Illinois, Kansas, Montana, New Hampshire, New York, North Carolina, North Dakota, Oklahoma, Oregon, Pennsylvania, Vermont, and Wisconsin. The purpose of these grants was to promote the development and expansion of supported employment on a statewide basis. Supported employment is competitive work in integrated settings for individuals with severe handicaps. These grants promoted systems change by facilitating the coordination of policies and funding among State and local agencies and supported employment service providers and by providing training and technical assistance on supported employment.

The following report is a summary and analysis of the final reports submitted by these seventeen supported employment statewide systems change projects. Because of Federal restrictions on data collection, a format for the final reports was not prescribed. Therefore, the States' presentations of quantitative data vary. In addition, the summaries of the activities undertaken by the projects and the descriptions of qualitative results of the projects address different issues. For these reasons, a direct comparison of the activities and results of the projects is somewhat problematic.

Despite the difficulties encountered in making this analysis, it is clear that systems changes did occur in all seventeen States. This report describes how the activities of these projects stimulated the development of supported employment opportunities in each State and fostered coordination among State agencies, supported employment service providers, employers, parents, and consumers. This report also discusses how systems change will be maintained after the termination of these grants.

Interagency Collaboration: All projects described increased interagency collaborative efforts. The most common approach to achieving this collaboration was the formation of an executive committee, a task force, and an advisory committee. Most executive committees consisted of top managers from the State vocational rehabilitation agency, the State agency for individuals with visual impairments, the State developmental disabilities agency, the special education unit of the State education department and the State mental health agency. The

purpose of this committee was to coordinate supported employment policies and funding strategies. These executive committees were often assisted by a supported employment task force or work group, composed of mid-level managers, who implemented policies and designed programs. In addition, many States had large advisory committees that consisted of representatives from State agencies, parents, employers, universities involved with supported employment training, consumer and advocacy organizations, supported employment service providers, and other State committees such as the Developmental Disabilities Planning Council and the Governor's Committee on Employment of People with Disabilities.

Several States emphasized local collaboration. In Connecticut, nine local interagency teams were formed to plan supported employment services around the unique needs of individuals in those communities. In Montana, case manager coalitions were formed in eight counties, providing a single point of access for an individual interested in supported employment. Oregon promoted local interagency coordination by involving local employment councils and local transition teams for high school students with disabilities.

The Role of the State Vocational Rehabilitation Agency; All of the projects except Colorado, Florida, and Oregon were located within the State vocational rehabilitation agency. Many States emphasized that the State vocational rehabilitation agency was a leader in supported employment with regard to the establishment of uniform statewide supported employment policies, procedures, program standards, fee schedules, and data collection. The State vocational rehabilitation agency most often took the lead in the development of State and local collaborative funding agreements for supported employment. Many vocational rehabilitation agencies established a statewide coordinator of supported employment. Some agencies specified counselors in the district or field offices with specialized supported employment caseloads.

Use of Title I Funds; In addition to Title VI, Part C funds, which are exclusively designated for supported employment services, State vocational rehabilitation agencies also committed Title I funds for supported employment services. Colorado's Title I establishment grants gave priority to supported employment programs. In Illinois, Kansas, Montana, and Wisconsin, half of the time-limited supported employment services provided through the State vocational rehabilitation agency were purchased with Title I funds. In addition, during the last year of the grant, these States expended the following amounts of Title I funds and Title VI, Part C funds on supported employment:

State	Title I Funds	Title VI. Part C Funds
Colorado	\$1,145,000	\$ 351,590
Florida	\$2,000,000	\$1,366,000
<b>New York</b>	<b>\$4,364,000</b>	<b>\$1,935,000</b>
North Carolina	\$1,162,000	\$ 708,000
North Dakota	\$ 860,000	\$ 250,000
Oklahoma	\$2,200,000	\$ 348,000
Vermont	\$1,102,000	\$ 252,000

This level of expenditure indicates that supported employment services are expanding within these States.

Extended Services; Because supported employment requires the availability of extended services funding to provide individuals with severe handicaps appropriate supports, either at or away from the job site, acquisition of such extended services dollars is crucial. Most of the extended services dollars in these various States originated in the developmental disabilities and mental health systems. The systems change projects facilitated the development of collaborative arrangements among the State vocational rehabilitation agency and both the State developmental disabilities agency and the State mental health agency. In addition, project staff facilitated the development of coalitions of State agencies, service providers, employers, parents, and consumers to secure funding for extended services within the State. This funding took the form of general revenue funds that were administered by the State vocational rehabilitation agency. States having such funds include Connecticut (\$1.7 million), Illinois (\$1.83 million), Montana (\$155,000), New York (\$2.4 million), and Pennsylvania (\$899,000).

Projects reported additional sources of extended services. Title XIX Medicaid waiver funds were used in some States for extended services. Wisconsin reported using revenue generated from county property taxes to pay for extended services, and Oregon utilized funds generated from the State lottery. In Florida, Private Industry Councils using Job Training Partnership Act (JTPA) dollars funded several model supported employment projects. JTPA funds were also used in Montana, North Carolina, and Vermont. In Illinois, the Department of Public Aid awarded funding for 35 supported employment service providers. Projects were also successful in encouraging private nonprofit agencies to provide extended services through agency funds. In addition, almost all projects provided training on the two Social Security incentives which are the Plan for Achieving Self-Support (PASS) and the Impairment-Related Work Expense (IRWE). North Carolina indicated that these two incentive programs account for five percent of the funding for supported employment in the State. Finally, projects also encouraged the use of natural supports to provide extended services. These supports may be provided at or away from the job

site by employers, co-workers, parents or others in the community.

Data Collection and Quality Assurance: Many of the projects developed data collection systems, often with the assistance of a university or consultant. In a number of States (Delaware, Illinois, New York, Oklahoma, Pennsylvania, Vermont, and Wisconsin), these data collection systems were adopted by a majority of State agencies and service providers involved in supported employment. In addition to quantitative data, project staff in Connecticut developed quality of life measures, while individuals in Oregon developed and field tested measures of integration and independence of individuals in supported employment. Several States (Connecticut, Florida, Illinois, New York, North Carolina, and Oklahoma) either developed or are in the process of developing standards for supported employment service providers. New York and North Carolina developed quality assurance instruments for vendors to utilize in a programmatic self-assessment.

Numbers of Individuals Served: All States reported that the number of individuals with severe handicaps receiving supported employment services had increased greatly by the end of the grant period. Most States reported the specific number of individuals in supported employment during FY 1991, the last year of the grant. The numbers reported were as follows: Arkansas, 343; Colorado, 1,817; Connecticut, 4,296; Delaware, 316; Florida, 4,640; Kansas, 424; Montana, 458; New Hampshire, 700; New York, 9,946; North Carolina, 771; North Dakota, 413; Oklahoma, 400; Oregon, 1,750; Pennsylvania, 2,575; Vermont, 546; and Wisconsin, 4,862.

In addition to the numbers of individuals placed in supported employment, some of the projects provided comparative data. For example, Colorado's report of 1,817 individuals in supported employment at the end of the project represents a twelve-fold increase over the 153 individuals in supported employment in this State prior to the initiation of the project. Delaware, with 316 individuals in supported employment at the end of the grant, experienced a similar increase over the 22 individuals in supported employment this State reported prior to receiving the grant. With 550 individuals in supported employment prior to the initiation of the grant, New York demonstrated an eighteen-fold increase in the number of individuals in supported employment, reporting a total of 9,946 by the end of the project. Finally, Florida reported only 200 individuals in supported employment prior to receiving the grant compared to a total of 4,640, twenty-three times as many individuals in supported employment, at the end of the project period.

Benefits to Individuals Served: Eight of the States found that the average wage for people in supported employment was at or



above the minimum wage of \$4.25. Average wages cited by these States are as follows: New York, \$5.06; Vermont, \$4.83; Delaware, \$4.57; North Carolina, \$4.48; Arkansas and Florida, \$4.29; Pennsylvania, \$4.26; and Montana, \$4.25. Another four States reported the average wage to be only slightly below the minimum wage: Illinois, \$4.17; North Dakota, \$3.97; Oklahoma, \$3.91; and Colorado, \$3.90.

In addition to wages earned, some States reported on fringe benefits received by individuals in supported employment. North Carolina reported that 74.3 percent of the individuals in supported employment received paid vacation, 71.8 percent received paid sick leave, and 69.2 percent received health insurance. In Florida and Vermont, about half of the individuals in supported employment received similar fringe benefits.

Benefits to Society: Several projects attempted to conduct cost-benefit studies of supported employment. In a study done at the University of Illinois, two conclusions were drawn: (1) society receives \$1.09 for every dollar spent on supported employment, (2) individuals in supported employment increase their earnings by 57 percent as a result of their employment. This study also concluded that the longer an individual with severe handicaps is able to maintain his/her job, the greater the benefits to society and to taxpayers. In a study of individuals in supported employment in New York, it was found that the cost-benefit ratio exceeds the break-even point for individuals with mental retardation. In addition, various projects reported that supported employment enabled individuals to reduce their dependence on entitlement programs. For example, Kansas reported that fifty percent of individuals in supported employment decreased their reliance on entitlement programs such as Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) as a result of their employment.

Numbers of Service Providers: All States reported an increase in the number of supported employment service providers since the beginning of the grant. Delaware reported only one supported employment service provider in the State prior to the initiation of the grant, while there were seventeen by the end of the project. Florida and North Carolina both demonstrated a twelve-fold increase in the number of service providers, Florida increasing its providers from ten prior to the grant to 120 at the end of the grant and North Carolina reporting 6 providers at the beginning of the project compared to 71 at the end. Montana and New York both experienced a sevenfold increase in the number of service providers in the State. Montana increased from 5 at the beginning of the grant to 38 at the end of the grant, while New York reported 209 providers at the end of the grant, an increase over the 30 providers at the start of the project.

These seventeen projects encouraged the growth of supported

employment service providers in a number of ways. In many instances, States used a competitive RFP process to provide start-up funding to service providers for the development of new supported employment programs. The State vocational rehabilitation agency in Pennsylvania used an incentive formula of "cost plus five percent" with its vendors to encourage service providers to offer supported employment. In addition to financial incentives, many of the training sessions provided by the projects addressed issues of concern to direct service staff as well as managers of supported employment programs. A number of States (Oklahoma, Montana, Illinois, and New York) utilized the mentoring model, pairing experienced supported employment providers with newer providers needing technical assistance.

Individuals with Developmental Disabilities in Supported Employment; The projects reported that the majority of individuals placed in supported employment were people with developmental disabilities. Percentages ranged from approximately 54 percent to 73 percent. In most States, agreements between the State vocational rehabilitation agency and the State developmental disabilities agency exist. States reported that money is usually available through the State developmental disabilities agency to provide extended services for individuals in supported employment. In terms of programmatic growth, Colorado reported that all of its developmental disabilities adult service providers offered supported employment at the end of the grant, resulting in 40 percent of adults with developmental disabilities in these programs receiving integrated employment. In Connecticut, the State developmental disabilities agency increased its extended services funding from \$2.5 million in 1986 to \$16.7 million in 1991 in order to serve more individuals with developmental disabilities in supported employment.

These projects increased the level of funding for supported employment for this population in several innovative ways. Project staff in North Carolina, Oregon, and Pennsylvania were instrumental in helping to change the policies affecting the use of work activity or adult day service funds so that these funds could be redirected to pay for supported employment for people with developmental disabilities. In North Carolina, accounting procedures were changed so that free-standing supported employment programs could utilize work activity funds, and programs offering supported employment could waive the stringent staff-to-client ratios required of work activity centers. Several States (Arkansas, Oregon, Oklahoma, North Dakota, and Wisconsin) were successful in using Title XIX Medicaid waivers to pay for supported employment. Additionally, in Florida and North Carolina, the Developmental Disabilities Planning Council directly funded supported employment pilot projects. Finally, Oklahoma and Oregon demonstrated commitment to supported employment for individuals with developmental disabilities, and

consequently, one-half of the individuals leaving State institutions in these States entered supported employment.

Individuals with Long-Term Mental Illnesses in Supported Employment; Individuals with long-term mental illnesses comprised the second largest group served in supported employment through these grants. This population represents a smaller percentage of the individuals in supported employment, but the rate of services to this group continues to grow. Vermont reported that 27.9 percent of the individuals in supported employment were individuals with long-term mental illnesses, while Wisconsin reported a rate of 24.8 percent. These two States demonstrated the highest percentages of individuals served in this target group. As another example of the rate of growth in services to this group, Connecticut reported serving 2,201 individuals with long-term mental illnesses during the last year of the grant compared to only 150 during the first year.

Project staff developed a number of unique strategies to increase the level of services to individuals with long-term mental illnesses. In Arkansas, Delaware, and Kansas, as a result of grant activities, supported employment was made available to individuals with long-term mental illnesses in community support programs. Further, Pennsylvania funded consumer support groups and drop-in centers in conjunction with newly-formed supported employment programs for individuals with long-term mental illnesses. Most projects facilitated the coordination of the State vocational rehabilitation agency and the State mental health agency. This task was difficult because mental health services are frequently decentralized and require local coordination. Finally, many States focused training and technical assistance efforts on service providers working with this population.

Underserved Populations in Supported Employment; The grants also made progress in serving individuals with other disabilities. Twelve States provided supported employment for people with traumatic brain injuries, eight States reported serving individuals with sensory impairments (either visual impairments, hearing impairments, or both), and five States provided supported employment for people with severe physical disabilities. Connecticut reported that 8.4 percent of individuals in supported employment had traumatic brain injuries, 9.1 percent were individuals with physical disabilities, and 5 percent were individuals with hearing impairments. Illinois reported that 11.8 percent of individuals in supported employment had either traumatic brain injuries or sensory impairments and that another 10 percent had physical disabilities. Pennsylvania indicated that 14 percent of individuals in supported employment had physical disabilities, while Wisconsin reported a rate of 12.6 percent for people in this target group. These figures for Pennsylvania and Wisconsin included individuals with traumatic

brain injuries. Three States reported serving individuals with learning disabilities in supported employment and three States indicated that at least one program served individuals with autism.

For the most part, States reported having initiated one or two model projects focusing on underserved populations. For example, in Colorado, Connecticut, and Illinois, a center for independent living was funded to provide supported employment for people with physical disabilities. At times, Title VI, Part C funds were used to initiate model projects for underserved populations. Most important, however, several States were able to serve these populations due to the availability of State general revenue funds.

Supported Employment for Transitioning Students; The projects also reported developing supported employment opportunities for students with disabilities transitioning from school to work. Several projects facilitated cooperative agreements between State and local special education agencies and other State and local agencies serving individuals with disabilities. In addition, a majority of the projects funded supported employment programs in schools. Vermont receives a special State appropriation of \$490,000 to assist in the transition of high school students with severe disabilities into supported employment. Oregon has a similar appropriation, enabling 200 students to gain access to supported employment. Finally, staff from the school systems often participated in training sessions developed by project staff.

Training and Technical Assistance: All projects focused on training and technical assistance to stimulate systems change. Project staff provided training and technical assistance or contracted with a university for this service. Project staff tracked the number of training sessions, the number of on-site technical assistance contacts, and the number of individuals benefiting from these efforts. Most projects sponsored an annual statewide conference on supported employment. More often, however, training was targeted for specific groups such as State agency administrators, program managers, vocational rehabilitation counselors, developmental disabilities and mental health case managers, teachers, job coaches, and employers. Projects often used "train-the-trainer" models to promote supported employment. After managers, job coaches, or employers received training in supported employment, they trained other individuals serving in similar functions.

The training provided to State agency administrators and program managers focused on topics unique to their needs. Training offered to individuals in top management positions in State agencies emphasized the collaborative nature of supported employment services. Training targeted to managers of supported

employment programs focused on administrative issues such as hiring, training, and supervision of staff in community employment settings; conversion from facility-based to community-based programs; and program standards and measures of quality assurance.

Training aimed at vocational rehabilitation counselors, case managers in the developmental disabilities and mental health systems, and teachers and other school system personnel focused on the benefits of supported employment, arranging for extended services, the use of natural supports and Social Security work incentives, and providing services to those individuals who have not traditionally received supported employment services. To assist in these training and technical assistance efforts, project staff often developed workbooks or manuals on supported employment that counselors and case managers found helpful.

Training for job coaches was emphasized due to high turnover rates among these direct service staff. Some projects offered systematic job coach training on a regular schedule (for example, monthly or quarterly). Other projects developed job coaching training modules or self-instructional materials. As part of their vendor agreements and start-up contracts, some States required that job coaches receive a certain number of hours of training. Some States established centers at community colleges or universities where training for job coaches was provided for credit. These States include Colorado, Florida, Illinois, North Carolina, Oklahoma, Vermont, and Wisconsin.

Three States are noteworthy in developing innovative training and technical assistance strategies. Colorado used public education television to broadcast training sessions on supported employment and offered college credit from Colorado State University for these sessions. While many States provided training on the Social Security work incentives, Connecticut is unique in providing training on supported employment to staff of the Social Security Administration. Kansas is noteworthy in providing its model projects with technical assistance on the application of adaptive technology in supported employment. This project funded a rehabilitation engineering center to provide technical assistance to service providers and to supported employment employers.

Parent and Consumer Involvement; All of the statewide systems change projects emphasized the importance of involving parents of individuals in supported employment, and several of the projects also involved consumers of supported employment services. Parents, and to a lesser degree, consumers served on the advisory boards of many projects. New Hampshire emphasized the need to work with parents across disability groups, and therefore, involved the Alliance for the Mentally 111 and the New Hampshire Head Injury Association. Oklahoma project staff assisted in the

formation of the Oklahoma chapter of the Association of People in Supported Employment. As a result of the outreach to parents, Florida reported the formation of a statewide parent network. Finally, Colorado reported that consumer concerns strongly influenced the agenda for its fifth annual State conference.

Training activities sponsored by the projects focused on the benefits of supported employment, addressed parental concerns regarding supported employment, and taught parents advocacy skills. Colorado and Illinois reported developing training modules for parents. Montana emphasized that 7,988 parents and consumers received training during the course of the project. This participation was often made possible by the transportation and respite care paid for by the Developmental Disabilities Planning Council in the State. The projects often paid for parents to receive training at State and national conferences sponsored by such organizations as the Parent Advocacy Coalition for Educational Rights (PACER) Center in Minnesota. These parents then educated and trained other parents on supported employment.

Employer Involvement; All projects described marketing strategies used with employers. These strategies often involved development and distribution of brochures, development of videotapes geared to employer concerns, and training and technical assistance focused on employer needs. Employers routinely served on the advisory boards for these statewide projects, and service providers funded by these statewide projects were frequently required to develop business advisory councils to assist them in developing job opportunities. Colorado, Florida, and Montana awarded start-up funding to employers interested in initiating their own supported employment programs. Staff in Oregon and Connecticut assisted in the development of a computerized job matching network to assist employers in locating employees with severe disabilities appropriate for their needs. Exemplary employers in New Hampshire received awards from a consortium of community-based service providers. However, strategies were not limited to the private sector. Colorado, Illinois, Montana, North Carolina, North Dakota, and Wisconsin attempted to develop supported employment initiatives in the public sector by examining position classifications to explore alternatives such as waiver of testing requirements and other reasonable accommodations.

Two States were particularly innovative in the area of employer development. Forty employers in Florida formed a private nonprofit association with the goal of expanding supported employment in the State. Wisconsin utilized several unique strategies to increase employer involvement. The project staff focused marketing strategies on trade associations, resulting in members of these associations committing themselves to hiring individuals in supported employment. These associations included

the Wisconsin Restaurant Association, the Wisconsin Credit Union League, the Wisconsin Manufacturers and Commerce, and the Wisconsin Merchants Federation. Further, the project awarded a contract to the Department of Development to create new businesses or expand existing businesses to hire people in supported employment. In 1990, this initiative became incorporated into a statute which authorized funding for two technical assistance positions and venture capital for new businesses to develop supported employment positions.

Information Dissemination; All of the statewide systems change projects emphasized information dissemination strategies. All projects produced brochures and fact sheets on supported employment. Some projects produced public service announcements, while others produced videotapes or organized libraries of videotapes produced elsewhere. Some of these materials focused on educating the general public on supported employment, while other materials were aimed at specific groups such as employers, service providers, parents, and consumers. Still other materials in manual form were geared to vocational rehabilitation counselors and case managers in the developmental disabilities and mental health systems. A majority of the projects published a newsletter and distributed it widely. Almost all projects had annual supported employment conferences, and project staff were active in making presentations to civic groups, employer associations, provider groups, etc. Florida utilized a unique method of information dissemination by organizing a film festival to educate the State legislators on supported employment.

Maintaining Systems Change; Each project attempted to establish mechanisms whereby supported employment systems change would continue after the termination of RSA funding. This commitment to continuing supported employment is demonstrated by the conversion of financial resources, once dedicated for segregated employment, to be utilized for supported employment in integrated settings. This financial commitment is particularly evident in those States redirecting work activity or adult day service funds (North Carolina, Oregon, and Pennsylvania) and in those States utilizing Title XIX Medicaid waiver funds (Arkansas, Oregon, Oklahoma, North Dakota, and Wisconsin). In large part, these financial resources are funds administered by the State developmental disabilities agency, and to a lesser extent, the State mental health agency. Still other funds have been allocated by State legislatures to provide extended services for individuals who are underserved in supported employment (those with severe physical disabilities, traumatic brain injuries, sensory impairments, etc.). States with such funding include Connecticut, Illinois, Montana, New York, and Pennsylvania.

Several States were able to continue to guarantee the salaries of some of the individuals involved in systems change. For example, in Florida, North Carolina, North Dakota, Oklahoma, Pennsylvania,

and Vermont, the positions funded by the statewide systems change grant were incorporated into the budget of the State vocational rehabilitation agency. In some States (e.g., New York and Wisconsin), the Supported Employment Unit in the central office of the State vocational rehabilitation agency will remain the focal point for supported employment in the State, despite the termination of grant funding. In Colorado, Connecticut, Delaware, Florida, and New York, coalitions among State agencies will guarantee that interagency collaboration will continue. In many of these States, State agencies are committed to continuing to cooperate in implementing joint policies, requesting funding for extended services, developing standards for supported employment providers, and collecting supported employment data.

With regard to continued training, certain States were able to institutionalize their training of supported employment direct service personnel by establishing programs in community colleges and universities. These States include Colorado, Florida, Illinois, North Carolina, Oklahoma, Vermont, and Wisconsin. In Colorado, Connecticut, Florida, New York, North Carolina, and Vermont, State vocational rehabilitation agencies and State developmental disabilities agencies have agreed to continue funding training and technical assistance for vocational rehabilitation counselors, developmental disabilities case managers, job coaches and parents.

In such States as Oklahoma, Montana, Illinois, and New York, statewide capacity to continue supported employment training was developed through a "train-the-trainer" model utilizing programs with exemplary supported employment practices to train newer or inexperienced service providers. New Hampshire adopted a similar approach with employers. As a result of the grant, Oregon now has a core of 30 futures planning consultants who will continue some of the training and technical assistance efforts begun during the project.

Some States have formed self-sustaining networks of parents e.g., (Oklahoma, Florida, and New Hampshire) or employers (for example, Florida and Wisconsin). These groups will continue to advocate for supported employment after the termination of the RSA grant.

Projects also recognized the importance of systems change at the local level. For example, the project in Oregon assured systems change by creating community coalitions demanding and advocating for supported employment. In Connecticut, nine local interagency teams were formed to plan supported employment services around the unique needs of individuals in those communities. In Montana, Pennsylvania, and New York, similar strategies were employed at the local level.

Conclusion: An examination of the projects final reports clearly reveals that systems changes have occurred in all States. Each



State has adopted a unique approach to achieving and maintaining systems change. These varied approaches reflect the organizational and financial realities within each State. Without the benefit of the RSA-funded grants, which made possible the development of collaborative arrangements among State agencies and supported employment service providers, such changes would not have occurred.

## CONCLUSION

The period 1983-1991 has been an era of rapid vocational rehabilitation program evolution in regard to mainstream employment for persons with severe handicaps. There has been a focused Federal initiative on supported employment as witnessed by the award of statewide systems changes, community-based and national technical assistance grants and through the implementation of the State Supported Employment Services Program. Interest in supported employment has been fueled by consumers, their families, advocates and friends, as well as many traditional service providers.

Although barriers to supported employment still exist, the supported employment initiative has resulted in a substantial expansion of employment opportunities for persons with severe disabilities. The program's continued growth was demonstrated in FY 1991 by: the participation of over 74,000 individuals and the expansion of the number of service providers to 2,647. In addition, the expenditures by the vocational rehabilitation system have effectively leveraged substantial funds for the extended services requirement of the program.

There are indications, however, as stated earlier, that the rehabilitation system will have difficulty sustaining continued growth in supported employment without additional funds for extended services. The national economy affects State and local funding priorities resulting in uncertainties regarding the growth of funding from public and private agencies for programs such as supported employment. Therefore, the need to develop alternative funding resources for supported employment programs continues to be the most important issue for the provision of these services to persons with severe disabilities.

APPENDIX A

SUPPORTED EMPLOYMENT DEMONSTRATION PROJECTS INITIATED IN 1985  
(Current funding authority: Title III, Part B, Section  
311(a)(1))

GRANTEE NAME

Alaska Division of Vocational Rehabilitation  
P.O. Box F MS 0581  
Juneau, AK 99811

Arizona Department of Economic Security  
Division of Employment and Rehabilitation  
P.O. Box 6123  
Phoenix, AZ 85005

California Department of Rehabilitation  
830 K Street Mall  
Sacramento, CA 95814

Kentucky Office of Vocational Rehabilitation  
Capital Plaza Tower, 9th Floor  
Frankfort, KY 40601

Maryland State Department of Education  
Division of Vocational Rehabilitation  
200 West Baltimore Street  
Baltimore, MD 21201

Michigan Department of Education  
Michigan Rehabilitation Services  
P.O. Box 30010  
Lansing, MI 48909

Minnesota Department of Jobs & Training  
Division of Rehabilitation Services  
390 North Robert Street, 5th Floor  
St. Paul, MN 55101

Utah State Office of Education  
Division of Rehabilitation Services  
250 East 500 South  
Salt Lake City, UT 84111

Virginia Department of Rehabilitative Services  
4901 Fitzhugh Avenue  
Richmond, VA 23230

Washington Department of Social & Health Services  
Division of Vocational Rehabilitation  
Mail Stop 0B-21C  
Olympia, WA 98504

## APPENDIX B

SUPPORTED EMPLOYMENT DEMON  
(Current funding authority: T

TON PROJECTS INITIATED IN 1986  
III, Part B, Section 311(d)(1)(A))

GRANTEE NAME

Arkansas Division of Reha-  
bilitation Services  
Box 3781  
Little Rock, AR 72203

New York Office of Voca-  
tional Rehabilitation  
99 Washington Ave., R-1907  
Albany, NY 12234

Colorado Division of Reha-  
bilitation  
1575 Sherman Street, 4th Floor  
Denver, CO 80218

North Carolina Division of  
Vocational Rehabilitation  
Services  
P.O. Box 26053  
Raleigh, NC 27611

Connecticut Division of Reha-  
bilitation Services  
600 Asylum Avenue  
Hartford, CT 06105

North Dakota Office of  
Vocational Rehabilitation  
State Capitol Building  
Bismarck, ND 58505

Delaware Division of Vocational  
Rehabilitation  
321 E. 11th Street, 4th Floor  
Wilmington, DE 19801

Oklahoma Division of Reha-  
bilitation Services  
P.O. Box 25332  
2409 N. Kelly  
Oklahoma City, OK 73125

Florida Association of Reha-  
bilitation Facilities  
1605 Plaza Drive, Suite 8  
Tallahassee, FL 32308

Oregon Mental Health  
Division  
DD Program Office  
2575 Bittern Street, N.E.  
Salem, OR 97310

Illinois Department of Reha-  
623 E. Adams Street  
P.O. BOX 19429  
Springfield, IL 62705

Pennsylvania Office of Voca-  
tional Rehabilitation  
Labor & Industry Building  
7th & Forster Streets  
Harrisburg, PA 17120

Kansas Department of Social &  
Rehabilitation Services  
300 Southwest Oakley Street  
Biddle Building, 2nd Floor  
Topeka, KS 66606

Vermont Division of Vocational  
Rehabilitation  
103 S. Main Street  
Waterbury, VT 05676

Montana Department of Social &  
Rehabilitation Services  
P.O. Box 4210, 111 Sanders  
Helena, MT 59620

Wisconsin Division of Voca-  
tional Rehabilitation  
P.O. BOX 7852  
1 West Wilson, 8th Floor  
Madison, WI 53707

New Hampshire Division of  
Vocational Rehabilitation  
78 Regional Drive  
Concord, NH 03301

APPENDIX C

SUPPORTED EMPLOYMENT DEMONSTRATION  
 (Current funding authority: Title :

PROJECTS INITIATED IN 1991  
 , Part B, Section 311(d)(1)(A))

GRANTEE NAME

California Department of  
 Rehabilitation  
 830 K Street  
 Sacramento, CA 95814

Nebraska Department of Education  
 P.O. Box 94987  
 Lincoln, NE 68509

St. John's Child Development  
 Center  
 4880 MacArthur Boulevard, NW  
 Washington, DC 20007

Nevada Rehabilitation Division  
 505 East King Street  
 Room 501  
 Carson City, NV 89710

Georgia Department of Human Resources  
 878 Peachtree Street, NE  
 Room 712  
 Atlanta, GA 30308

New Jersey Department of  
 Labor  
 CN 398, Room 1005  
 Trenton, NJ 08625

Indiana Family and Social Services  
 Administration  
 Division of Aging and Rehabilitative  
 Services  
 Vocational Rehabilitation Section  
 P.O. Box 7083  
 Indianapolis, IN 46207

New Mexico Department of  
 Education  
 Division of Vocational  
 Rehabilitation  
 604 West San Mateo  
 Sante Fe, NM 87503

Iowa Department of Human Services  
 Hoover State Office Building  
 Des Moines, IA 50319

Oregon Vocational Rehabili-  
 tation Division  
 Rehabilitation Services  
 2045 Silverton Road, NE  
 Salem, OR 97310

Louisiana State Department of  
 Social Services  
 P.O. Box 94371  
 Baton Rouge, LA 70804

Tennessee Department of  
 Human Services  
 Rehabilitation Services  
 Department  
 400 Deaderick Street  
 Citizens Plaza  
 Nashville, TN 37219

Maine Department of Human Services  
 Bureau of Rehabilitation  
 35 Anthony Avenue  
**Augusta, ME 04333-0011**

Wisconsin Department of Health  
 and Social Services  
 Division of Vocational Reha-  
 bilitation  
 Box 7852  
 1 W. Wilson Street, 8th Floor  
 Madison, WI 53707

Maryland State Department of  
 Education  
 2301 Argonne Drive  
 Baltimore, MD 21218

Wyoming Department of Employment  
 1100 Herschler Building  
 Cheyenne, WY 82002

Montana Department of Social and  
 Rehabilitation Services  
 P.O. Box 4210  
 Helena, MT 59620

APPENDIX D

NATIONWIDE COMMUNITY-BASED PROJECTS

(Current funding authority: Title III, Part B, Section 311(d)(B))

National Association of Rehabilitation  
Facilities  
P.O. Box 17675  
Washington, D.C. 20041

United Cerebral Palsy Association, Inc.  
1522 K Street, N.W., Suite 1112  
Washington, D.C. 20005

NATIONWIDE COMMUNITY-BASED PROJECTS

(Current funding authority: Title III, Part B, Section 311(d)(1)(A))

SAGE Employment and Community Services 3518 East Grant Road Tucson, AZ 85716	Pioneer, Inc. 8516 Lodi Street Syracuse, NY 13208
The Jay Nolan Center Programs for the Developmentally Handicapped, Inc. 26841-A Reuther Avenue Canyon Country, CA 91351	Helen Keller Services f/t Blind 57 Willoughby Street Brooklyn, NY 11201
Schwab Rehabilitation Center STEPS Industrial Rehab Clinic 5420 West Roosevelt Road Chicago, IL 60650	Teaching Res Division/OR State System of Higher Education 345 N. Monmouth Avenue Monmouth, OR 97361
Boston University Saregent Collete 25 Buick Street Boston, MA 02115	University of Oregon Eugene Campus Specialized Training Program 135 Education Building Eugene, OR 97403
Training & Research Institute for People with Disabilities Children's Hospital of Boston 300 Longwood Avenue, Gardner #4 Boston, MA 02115	Employment Assistance Project O'Neill and Associates 1601 2nd Avenue, Suite 901 Seattle, WA 98101
In Touch, Inc. 1111 Third Ave., South-Suite 30 Minneapolis, MN 55404	Milwaukee Ctr for Independence 1339 North Milwaukee Street Milwaukee, WI 53202

TECHNICAL ASSISTANCE PROJECTS INITIATED IN FY 1990  
(Current funding authority: Title III, Part B, Section 311(d)(2)(A))

University of Oregon  
Specialized Training Program  
135 Education Building  
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PUBLICATIONS IN SUPPORTED EMPLOYMENT\*o Exemplary Supported Employment Practices

November, 1989, National Association of Rehabilitation Facilities. This publication was funded under a grant from the Rehabilitation Services Administration. The publication reviews eight sites selected for their exemplary outcomes and services to supported employment employees.

o 1990 Supported Employment Resources Guide

January, 1990, National Association of Rehabilitation Facilities. This publication was funded under a grant from the Rehabilitation Services Administration. The guide contains an updated description of technical assistance, training, research and other related resources. It also includes audiovisual resources and bibliographic information for the past five years. The bibliography is divided into four broad areas: administration and business concerns; future, global and policy issues; techniques; and outcomes.

o The Corporate Initiative on Supported Employment Manual

January, 1990, Nat Jackson and Associates/O'Neill and Associates. This initiative was jointly funded by the Office of Special Education and Rehabilitative Services and the Administration on Developmental Disabilities. This manual contains information on supported employment and the Corporate Initiative, expanding corporate involvement in supported employment and resources in supported employment. Also included in this Manual are case studies which are examples of innovative approaches and relationships between businesses and supported employment providers. This creativity has enabled the businesses to increase participation in providing support to their employees with disabilities.

o The Corporate Initiative on Supported Employment; National Resource Directory on Supported Employment

January, 1990, Nat Jackson and Associates/O'Neill and Associates. This Directory was jointly funded by the Office of Special Education and Rehabilitative Services and the Administration on Developmental Disabilities. The Resource Directory contains three major sections: Supported Employment Organizations, State Agency Resource List and a Corporate Exemplars Listing.

"These publications were funded in whole or in part under grants from the Office of Special Education and Rehabilitative Services.

### Getting the Job Done: Supported Employment for Persons with Severe Physical Disabilities

May, 1990, United Cerebral Palsy Associations (UCPA). This publication was funded under a grant from the Rehabilitation Services Administration. This manual is designed for United Cerebral Palsy affiliates and other professional organizations which provide employment services to individuals with severe physical and multiple disabilities. The purpose of this manual is to provide an overview of the successful components and strategies used in the UCPA Demonstration Project on Supported Employment.

### The Role of Voluntary Self-Assessment in Quality Assurance

July, 1990, National Association of Rehabilitation Facilities. This publication was funded under a grant from the Rehabilitation Services Administration. This publication describes current approaches to monitoring quality, two alternate proposals for self-monitoring, and a self-monitoring system based on a search of business practices and NARF's review of exemplary supported employment programs. It also includes a suggested format—the Six Guiding Principles—and a completed example of how to use the system. It is designed for program managers and supervisors, State agency personnel, evaluators and policy-makers.

### Consumer Choice and Satisfaction

August, 1990, National Association of Rehabilitation Facilities. This publication was funded under a grant from the Rehabilitation Services Administration. This publication presents a historical overview of consumer choice, a brief description of current approaches to measuring consumer satisfaction, and measurement issues and concerns. It includes a description of the Consumer Job Satisfaction Scale which NARF has developed and the consumer satisfaction outcomes from NARF's review of Exemplary Supported Employment practices. Also included are suggestions for measurement for persons with various abilities and disabilities including head injury, mental illness, physical disabilities, and limited verbal skills. This is a valuable resource for evaluators, counselors, supervisors, and trainers.

### Effective Management of Supported Employment

August, 1990, National Association of Rehabilitation Facilities. This publication was funded under a grant from the Rehabilitation Services Administration. This publication contains state-of-the-art information for executive, mid-level and supervisory rehabilitation managers, vocational counselors, and disability agency personnel. It presents procedures for strategic planning, resource allocation, staffing, fiscal planning, and stress management. Also

included are examples from NARF's review of exemplary supported employment programs as well as practical, step-by-step procedures for shifting resources to supported employment or starting up separate supported employment programs.

#### Alternative Paths to Implementation

January, 1991, National Association of Rehabilitation Facilities. This publication was funded in part under a grant from the Rehabilitation Services Administration. This publication provides a format for surveying alternatives for expansion of activities into integrated community settings. It is designed for administrators and supervisors who are considering expanding services to new populations, adding on supported employment, or providing other community services such as jobs mentoring or independent living. It provides a procedure for matching administrative style with community alternatives. It is designed in a practical workbook format and guides the reader through strategic planning into implementation.

#### A National Analysis of Supported Employment Implementation; Fiscal Years 1986-1989

April, 1991, The Rehabilitation Research and Training Center on Supported Employment, Virginia Commonwealth University. This publication was primarily supported by a grant from the National Institute on Disability and Rehabilitation Research. It summarizes a FY 1989 update of an ongoing national study of supported employment implementation. The purpose of the study is to: (1) gauge the progress that has been made in incorporating supported employment into the existing rehabilitation service system; (2) identify national trends regarding major policy issues; and (3) identify the amount and sources of funds that States have obligated to operate supported employment programs.

#### Rural Supported Employment; Issues and Strategies

December, 1991, The Employment Network Technical Assistance Project, University of Oregon. This publication was funded under a cooperative agreement from the Rehabilitation Services Administration. It summarizes the discussions of the Forum on Rural Supported Employment: Issues and Strategies held in Boise, Idaho on December 10-11, 1991. The purpose of the Forum was to bring together people interested in identifying, developing and discussing effective employment strategies for people with severe disabilities who live in rural areas.

#### Resources for Long-Term Support in Supported Employment

April, 1992, The Employment Network Technical Assistance Project, University of Oregon. This publication was funded under a cooperative agreement from the Rehabilitation Services Administration. It summarizes the discussions of the forum on

long-term supports held in Metairie, Louisiana on March 18-19, 1992. Included in the publication are: (1) Visions and Challenges for Long-Term Support in Supported Employment; (2) Potential Resources List; (3) Resource Strategy "Fact Sheets"; and (4) Materials List.

**Table 1*****Supported Employment Participants by State for FY 1990:  
Time-Limited and Extended Services***

<b>State</b>	<b>Time-Limited Svcs</b>	<b>Extended Svcs</b>	<b>Total</b>
Alabama	711	0	711
Alaska	164	421	585
Arizona	714	266	980
Arkansas	242	112	354
California	5,216	2,463	7,679
Colorado	1,015	871	1,886
Connecticut	143	4,108	4,251
Delaware	56	132	188
DC	13	25	38
Florida	1,811	2,441	4,252
Georgia	612	1,040	1,652
Hawaii	49	226	275
Idaho	351	147	498
Illinois	776	1,306	2,082
Indiana	471	538	1,009
Iowa	NA	NA	NA
Kansas	282	335	617
Kentucky	374	424	798
Louisiana	286	259	545
Maine	235	63	298
Maryland	837	600	1,437
Massachusetts	1,263	2,452	3,715
Michigan	1,651	876	2,527
Minnesota	700	4,697	5,397
Mississippi	441	293	734
Missouri	516	500	1,016

Table 1, continued

<b>State</b>	<b>Time-Limited Svcs</b>	<b>Extended Svcs</b>	<b>Total</b>
Montana	281	57	338
Nebraska	197	NA	197
Nevada	26	51	77
New Hampshire	150	657	807
New Jersey	553	622	1,175
New Mexico	47	0	47
New York	1,522	6,344	7,866
North Carolina	649	727	1,376
North Dakota	109	335	444
Ohio	760	250	1,010
Oklahoma	400	75	475
Oregon	570	1,300	1,870
Pennsylvania	705	599	1,304
Rhode Island	176	578	754
South Carolina	141	1,153	1,294
South Dakota	337	65	402
Tennessee	343	93	436
Texas	1,772	4	1,776
Utah	121	305	426
Vermont	158	408	566
Virginia	1,050	2,193	3,243
Washington	774	1,000	1,774
West Virginia	76	286	362
Wisconsin	876	2,088	2,964
Wyoming	150	NA	150
<b>Totals</b>	<b>30,872</b>	<b>43,785</b>	<b>74,657</b>
<b>Systems Reporting</b>	<b>50</b>	<b>48</b>	<b>50</b>

**Table 2***New Clients in Supported Employment for FY 1990 by State \**

<b>State</b>	<b>New Clients</b>
<b>Alabama</b>	<b>219</b>
<b>Alaska</b>	<b>NA</b>
<b>Arizona</b>	<b>714</b>
<b>Arkansas</b>	<b>242</b>
<b>California</b>	<b>2,500</b>
<b>Colorado</b>	<b>500</b>
<b>Connecticut</b>	<b>80</b>
<b>Delaware</b>	<b>30</b>
<b>DC</b>	<b>13</b>
<b>Florida</b>	<b>700</b>
<b>Georgia</b>	<b>125</b>
<b>Hawaii</b>	<b>70</b>
<b>Idaho</b>	<b>NA</b>
<b>Illinois</b>	<b>381</b>
<b>Indiana</b>	<b>905</b>
<b>Iowa</b>	<b>90</b>
<b>Kansas</b>	<b>134</b>
<b>Kentucky</b>	<b>469</b>
<b>Louisiana</b>	<b>165</b>
<b>Maine</b>	<b>63</b>
<b>Maryland</b>	<b>NA</b>
<b>Massachusetts</b>	<b>33</b>
<b>Michigan</b>	<b>652</b>
<b>Minnesota</b>	<b>486</b>
<b>Mississippi</b>	<b>137</b>
<b>Missouri</b>	<b>306</b>

\* Data combined for General and Blind Vocational Rehabilitation Agencies.

Table 2, continued

<b>State</b>	<b>New Clients</b>
Montana	107
Nebraska	160
Nevada	23
New Hampshire	46
New Jersey	NA
New Mexico	NA
New York	321
North Carolina	375
North Dakota	NA
Ohio	265
Oklahoma	NA
Oregon	NA
Pennsylvania	339
Rhode Island	NA
South Carolina	375
South Dakota	NA
Tennessee	343
Texas	51
Utah	130
Vermont	117
Virginia	1,000
Washington	302
West Virginia	94
Wisconsin	365
Wyoming	NA
<b>Total</b>	<b>13,427</b>
<b>Systems Reporting</b>	<b>40</b>



Table 3

*Supported Employment Closures for FY 1990 by State \**

State	Rehabilitated	Not Rehabilitated
	<b>Status 26</b>	<b>Status 28</b>
Alabama	247	<b>43</b>
Alaska	58	<b>23</b>
Arizona	328	<b>58</b>
Arkansas	65	<b>42</b>
California	1,742	791
Colorado	276	57
Connecticut	127	<b>16</b>
Delaware	22	<b>4</b>
DC	8	<b>0</b>
Florida	403	130
Georgia	122	<b>5</b>
Hawaii	31	<b>4</b>
Idaho	135	<b>52</b>
Illinois	398	51
Indiana	155	<b>45</b>
Iowa	NA	<b>NA</b>
Kansas	97	<b>24</b>
Kentucky	NA	<b>NA</b>
Louisiana	125	15
Maine	67	<b>40</b>
Maryland	359	<b>60</b>
Massachusetts	300	<b>1</b>
Michigan	352	156
Minnesota	370	<b>34</b>
Mississippi	64	<b>56</b>
Missouri	173	<b>38</b>

\* Data combined for General and Blind Vocational Rehabilitation Agencies.

Table 3, continued

<b>State</b>	Rehabilitated	Not Rehabilitated
	<b>Status 26</b>	<b>Status 28</b>
Montana	58	18
Nebraska	66	14
New Hampshire	120	4
Nevada	NA	NA
New Jersey	74	NA
New Mexico	9	1
New York	684	50
North Carolina	371	91
North Dakota	NA	NA
Ohio	250	26
Oklahoma	NA	NA
Oregon	181	21
Pennsylvania	91	40
Rhode Island	49	5
South Carolina	51	27
South Dakota	111	34
Tennessee	125	76
Texas	524	172
Utah	831	NA
Vermont	102	37
Virginia	440	152
Washington	263	153
West Virginia	56	19
Wisconsin	117	59
Wyoming	70	35
<b>Totals</b>	10,667	2,779
<b>Systems Reporting</b>	46	44

Table 4

***Supported Employment Participants for FY 1990:  
Relative Percents Across Primary Disability Groups by State  
(49 Systems Reporting)***

<b>State</b>	<b>MR</b>	<b>LTMI</b>	<b>CP</b>	<b>TBI</b>	<b>Sensory</b>	<b>Other</b>
Alabama	57.4%	23.6%	<b>19%</b>	<b>3.1%</b>	<b>6.2%</b>	<b>7.9%</b>
Alaska	57.1%	39.8%	<b>0.8%</b>	<b>0.8%</b>	<b>0.6%</b>	<b>0.8%</b>
Arizona	40.2%	47.0%	<b>19%</b>	<b>3.9%</b>	<b>6.7%</b>	<b>0.2%</b>
Arkansas	61.0%	33.1%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>5.9%</b>
California	76.5%	<b>9.5%</b>	<b>3.0%</b>	<b>1.6%</b>	<b>1.0%</b>	<b>8.4%</b>
Colorado	66.6%	<b>19.5%</b>	<b>3.1%</b>	<b>3.3%</b>	<b>2.2%</b>	<b>5.2%</b>
Connecticut	56.1%	43.2%	<b>0.1%</b>	<b>0.0%</b>	<b>0.1%</b>	<b>0.6%</b>
Delaware	76.1%	13.8%	<b>0.0%</b>	<b>4.3%</b>	<b>5.9%</b>	<b>0.0%</b>
DC	51.4%	48.6%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>8.6%</b>
Florida	59.9%	<b>29.4%</b>	<b>4.7%</b>	<b>0.4%</b>	<b>2.1%</b>	<b>3.6%</b>
Georgia	86.9%	<b>6.6%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>2.2%</b>	<b>3.9%</b>
Hawaii	32.2%	63.4%	<b>0.0%</b>	<b>1.8%</b>	<b>0.0%</b>	<b>2.6%</b>
Idaho	61.3%	26.4%	<b>1.6%</b>	<b>0.6%</b>	<b>6.6%</b>	<b>3.5%</b>
Illinois	64.8%	<b>20.9%</b>	<b>4.2%</b>	<b>1.0%</b>	<b>7.1%</b>	<b>2.1%</b>
Indiana	79.7%	15.3%	<b>1.0%</b>	<b>0.0%</b>	<b>0.8%</b>	<b>3.2%</b>
Iowa	NA	NA	NA	NA	NA	NA
Kansas	68.2%	19.6%	<b>0.0%</b>	<b>1.0%</b>	<b>4.9%</b>	<b>6.3%</b>
Kentucky	59.8%	27.0%	<b>1.1%</b>	<b>2.2%</b>	<b>2.5%</b>	<b>7.4%</b>
Louisiana	74.2%	16.0%	<b>1.4%</b>	<b>3.1%</b>	<b>1.0%</b>	<b>4.4%</b>
Maine	40.2%	41.2%	<b>0.0%</b>	<b>2.7%</b>	<b>5.1%</b>	10.8%
Maryland	NA	NA	NA	NA	NA	NA
Massachusetts	65.0%	33.3%	<b>0.1%</b>	<b>0.2%</b>	<b>1.2%</b>	<b>0.3%</b>
Michigan	67.8%	24.4%	<b>2.3%</b>	<b>1.1%</b>	<b>1.9%</b>	<b>2.6%</b>
Minnesota	56.5%	23.5%	<b>2.0%</b>	<b>0.0%</b>	<b>2.2%</b>	15.7%
Mississippi	92.3%	<b>3.4%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>1.0%</b>	<b>2.7%</b>

Table 4, continued

<b>State</b>	<b>MR</b>	<b>LTMI</b>	<b>CP</b>	<b>TBI</b>	<b>Sensory</b>	<b>Other</b>
Missouri	75.5%	14.9%	<b>2.2%</b>	<b>5.1%</b>	<b>0.0%</b>	<b>2.3%</b>
Montana	52.7%	28.5%	<b>0.0%</b>	<b>8.2%</b>	<b>3.2%</b>	<b>7.5%</b>
Nebraska	51.3%	48.7%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Nevada	68.8%	<b>3.9%</b>	<b>2.6%</b>	<b>7.8%</b>	<b>7.8%</b>	<b>9.1%</b>
New Hampshire	59.1%	37.7%	<b>0.0%</b>	<b>0.0%</b>	<b>0.6%</b>	<b>2.6%</b>
New Jersey	51.0%	25.7%	<b>0.0%</b>	<b>7.1%</b>	<b>8.3%</b>	<b>0.7%</b>
New Mexico	90.0%	<b>0.0%</b>	<b>2.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>7.5%</b>
New York	59.8%	25.8%	<b>1.4%</b>	<b>0.5%</b>	<b>2.4%</b>	10.0%
North Carolina	65.3%	18.3%	<b>2.8%</b>	<b>3.1%</b>	<b>3.9%</b>	<b>6.6%</b>
North Dakota	74.6%	21.8%	<b>0.7%</b>	<b>2.7%</b>	<b>0.2%</b>	<b>0.0%</b>
Ohio	<b>44.5%</b>	37.4%	<b>3.1%</b>	<b>0.0%</b>	<b>0.0%</b>	15.1%
Oklahoma	56.8%	43.3%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Oregon	79.2%	16.4%	<b>1.8%</b>	<b>0.0%</b>	<b>1.2%</b>	<b>1.4%</b>
Pennsylvania	55.0%	26.1%	<b>5.2%</b>	<b>3.6%</b>	<b>4.6%</b>	<b>5.4%</b>
Rhode Island	70.8%	29.2%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
South Carolina	96.5%	<b>2.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.7%</b>	<b>0.0%</b>
South Dakota	66.2%	16.0%	<b>3.0%</b>	<b>1.2%</b>	<b>7.4%</b>	<b>6.2%</b>
Tennessee	76.2%	16.1%	<b>0.7%</b>	<b>0.5%</b>	<b>0.7%</b>	<b>6.0%</b>
Texas	54.7%	24.5%	<b>2.2%</b>	<b>2.2%</b>	10.7%	<b>5.8%</b>
Utah	77.2%	<b>6.2%</b>	<b>4.4%</b>	<b>0.7%</b>	<b>4.4%</b>	<b>7.3%</b>
Vermont	59.1%	32.3%	<b>1.6%</b>	<b>2.2%</b>	<b>0.4%</b>	<b>4.5%</b>
Virginia	73.7%	22.3%	<b>0.5%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>0.0%</b>
Washington	55.2%	32.4%	<b>1.9%</b>	<b>0.5%</b>	<b>1.0%</b>	<b>8.9%</b>
West Virginia	71.0%	23.5%	<b>1.4%</b>	<b>0.0%</b>	<b>3.9%</b>	<b>0.3%</b>
Wisconsin	56.4%	22.5%	<b>1.7%</b>	<b>4.9%</b>	<b>2.4%</b>	12.1%
Wyoming	54.8%	34.8%	<b>5.8%</b>	<b>0.0%</b>	<b>4.5%</b>	<b>0.0%</b>
<b>Totals</b>	65.0%	24.4%	<b>1.9%</b>	<b>1.1%</b>	<b>2.2%</b>	<b>5.5%</b>

**Table 5*****Supported Employment Provider Agencies for FY 1990 by State***

<b>State</b>	<b>Agencies</b>
Alabama	<b>30</b>
Alaska	<b>NA</b>
Arizona	<b>55</b>
Arkansas	<b>32</b>
California	190
Colorado	<b>71</b>
Connecticut	<b>92</b>
Delaware	<b>17</b>
DC	<b>2</b>
Florida	112
Georgia	<b>71</b>
Hawaii	<b>8</b>
Idaho	<b>14</b>
Illinois	<b>97</b>
Indiana	<b>40</b>
Iowa	<b>35</b>
Kansas	<b>37</b>
Kentucky	<b>44</b>
Louisiana	<b>55</b>
Maine	<b>18</b>
Maryland	<b>90</b>
Massachusetts	<b>40</b>
Michigan	<b>95</b>
Minnesota	<b>140</b>
Mississippi	<b>32</b>
Missouri	<b>40</b>

Table 5, continued

<b>State</b>	<b>Agencies</b>
Montana	19
Nebraska	18
Nevada	3
New Hampshire	34
New Jersey	20
New Mexico	22
New York	180
North Carolina	73
North Dakota	17
Ohio	45
Oklahoma	21
Oregon	97
Pennsylvania	49
Rhode Island	14
South Carolina	4
South Dakota	30
Tennessee	50
Texas	106
Utah	28
Vermont	47
Virginia	59
Washington	153
West Virginia	13
Wisconsin	75
Wyoming	13
<b>Total</b>	<b>2,647</b>
<b>Systems Reporting</b>	<b>50</b>

**Table 6**

*Supported Employment Model Utilization for FY 1990 by State:  
Relative Percentages of Participants Across Models*

<b>State</b>	<b>Model Known</b>	<b>Indiv</b>	<b>Enclave</b>	<b>Work Crew</b>	<b>Small Business</b>	<b>Other</b>
<b>Alabama</b>	<b>95.5%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Alaska</b>	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Arizona</b>	<b>12.7%</b>	<b>96.0%</b>	<b>3.2%</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Arkansas</b>	<b>68.4%</b>	<b>65.5%</b>	<b>0.0%</b>	<b>2.8%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>California</b>	<b>100%</b>	<b>60.6%</b>	<b>29.3%</b>	<b>10.1%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Colorado</b>	<b>95.0%</b>	<b>66.4%</b>	<b>14.0%</b>	<b>15.6%</b>	<b>2.0%</b>	<b>2.1%</b>
<b>Connecticut</b>	<b>58.0%</b>	<b>66.3%</b>	<b>16.9%</b>	<b>6.0%</b>	<b>10.8%</b>	<b>0.0%</b>
<b>Delaware</b>	<b>100%</b>	<b>44.1%</b>	<b>30.9%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>DC</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>Florida</b>	<b>96.5%</b>	<b>60.7%</b>	<b>19.9%</b>	<b>18.6%</b>	<b>0.0%</b>	<b>0.8%</b>
<b>Georgia</b>	<b>1.9%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Hawaii</b>	<b>48.7%</b>	<b>95.5%</b>	<b>4.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Idaho</b>	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Illinois</b>	<b>99.0%</b>	<b>62.8%</b>	<b>31.3%</b>	<b>6.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Indiana</b>	<b>100%</b>	<b>89.2%</b>	<b>5.6%</b>	<b>5.3%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Iowa</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Kansas</b>	<b>17.8%</b>	<b>65.5%</b>	<b>29.1%</b>	<b>5.5%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Kentucky</b>	<b>100%</b>	<b>97.0%</b>	<b>0.0%</b>	<b>3.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Louisiana</b>	<b>100%</b>	<b>56.5%</b>	<b>10.3%</b>	<b>33.2%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Maine</b>	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Massachusetts</b>	<b>53.5%</b>	<b>44.5%</b>	<b>55.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Michigan</b>	<b>34.7%</b>	<b>59.4%</b>	<b>32.4%</b>	<b>7.4%</b>	<b>0.0%</b>	<b>0.8%</b>
<b>Minnesota</b>	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
<b>Mississippi</b>	<b>100%</b>	<b>100%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Missouri</b>	<b>100%</b>	<b>72.5%</b>	<b>17.7%</b>	<b>9.7%</b>	<b>0.0%</b>	<b>0.0%</b>

Table 6, continued

<b>State</b>	<b>Model Known</b>	<b>Indiv</b>	<b>Enclave</b>	<b>Work Crew</b>	<b>Small Business</b>	<b>Other</b>
Montana	66.9%	93.8%	<b>4.4%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>0.4%</b>
Nebraska	100%	100%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Nevada	100%	100%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
New Hampshire	94.1%	62.2%	19.2%	<b>6.7%</b>	<b>2.1%</b>	<b>9.7%</b>
New Jersey	100%	83.2%	10.1%	<b>4.9%</b>	<b>1.9%</b>	<b>0.0%</b>
New Mexico	100%	95.7%	<b>4.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
New York	76.2%	74.3%	<b>9.4%</b>	<b>12.1%</b>	<b>4.2%</b>	<b>0.0%</b>
North Carolina	97.1%	78.9%	<b>14.8%</b>	<b>6.1%</b>	<b>0.2%</b>	<b>0.0%</b>
North Dakota	100%	84.9%	<b>2.5%</b>	<b>12.6%</b>	<b>0.0%</b>	<b>0.0%</b>
Ohio	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Oklahoma	100%	100%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Oregon	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Pennsylvania	98.4%	<b>94.9%</b>	<b>1.2%</b>	<b>3.9%</b>	<b>0.0%</b>	<b>0.0%</b>
Rhode Island	24.0%	48.6%	39.8%	<b>8.3%</b>	<b>0.0%</b>	<b>3.3%</b>
South Carolina	11.8%	100%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
South Dakota	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA-</b>	<b>NA</b>
Tennessee	38.1%	86.7%	<b>8.4%</b>	<b>3.0%</b>	<b>0.0%</b>	<b>1.8%</b>
Texas	<b>2.3%</b>	100%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Utah	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
Vermont	100%	81.1%	<b>2.3%</b>	16.6%	<b>0.0%</b>	<b>0.0%</b>
Virginia	97.6%	81.0%	12.1%	<b>6.3%</b>	<b>0.6%</b>	<b>0.0%</b>
Washington	<b>0%</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>	<b>NA</b>
West Virginia	100%	53.0%	<b>8.0%</b>	36.7%	<b>2.2%</b>	<b>0.0%</b>
Wisconsin	100%	100%	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
Wyoming	100%	64.7%	<b>8.7%</b>	24.7%	<b>2.0%</b>	<b>0.0%</b>
<b>Aggregates</b>	<b>57.8%</b>	<b>73.1%</b>	<b>17.1%</b>	<b>8.6%</b>	<b>0.9%</b>	<b>0.4%</b>



Table 7

***Annual Mean Cost for Persons in the Individual  
Placement Model of Supported Employment for FY 1990***

<b>State</b>	<b>Time-Limited Svcs</b>	<b>Extended Svcs</b>
California	\$4,306	\$2,544
Delaware	\$7,583	\$3,500
DC	\$9,100	\$11,600
Indiana	\$3,000	\$2,600
Kentucky	\$3,673	\$2,550
Massachusetts	\$7,649	\$1,618
Missouri	\$4,970	\$1,920
North Carolina	\$1,956	\$3,264
North Dakota	\$6,300	\$3,600
New Jersey	\$5,278	\$2,650
Nevada	\$9,616	\$1,765
Pennsylvania	\$8,417	\$3,265
Vermont	\$5,490	\$5,378

Table 8

*Availability of Extended Services Funding for FY 1990 by State*

<b>State</b>	<b>CP</b>	<b>MI</b>	<b>HI</b>	<b>MR</b>	<b>TBI</b>	<b>VI</b>	<b>Autism</b>	<b>Other</b>
Alabama	N	N	N	N	N	N	N	N
Alaska	Y	Y	Y	Y	Y	Y	Y	Y
Arizona	Y	Y	Y	Y	Y	Y	Y	Y
Arkansas	NA	Y	NA	Y	NA	NA	NA	N
California	Y	N	N	Y	N	N	Y	N
Colorado	Y	N	N	Y	N	N	Y	N
Connecticut	Y	Y	Y	Y	Y	Y	Y	Y
Delaware	NA	Y	NA	Y	N	N	NA	NA
DC	NA	Y	NA	Y	NA	NA	Y	NA
Florida	Y	Y	N	Y	N	N	N	N
Georgia	NA	Y	N	Y	N	N	N	N
Hawaii	NA	Y	NA	Y	N	NA	NA	N
Idaho	Y	Y	Y	Y	Y	Y	Y	Y
Illinois	Y	Y	Y	Y	Y	Y	Y	Y
Indiana	Y	N	N	Y	NA	N	Y	N
Iowa	NA	NA	NA	NA	NA	NA	NA	NA
Kansas	Y	Y	N	Y	N	N	N	N
Kentucky	Y	Y	N	Y	N	NA	NA	N
Louisiana	Y	Y	Y	Y	Y	Y	Y	Y
Maine	NA	Y	N	Y	N	N	NA	N
Maryland	Y	Y	N	Y	N	N	Y	N
Massachusetts	Y	Y	Y	Y	Y	Y	Y	Y
Michigan	Y	Y	N	Y	Y	N	Y	N
Minnesota	NA	NA	NA	NA	NA	NA	NA	NA
Mississippi	N	Y	N	Y	NA	Y	Y	Y
Missouri	N	Y	NA	Y	Y	NA	Y	NA

Table 8, continued

<b>State</b>	<b>CP</b>	<b>MI</b>	<b>HI</b>	<b>MR</b>	<b>TBI</b>	<b>VI</b>	<b>Autism</b>	<b>Other</b>
Montana	NA	Y	N	Y	N	N	NA	N
Nebraska	NA	Y	NA	Y	NA	NA	NA	NA
Nevada	Y	Y	Y	Y	Y	Y	Y	Y
New Hampshire	N	Y	N	Y	NA	N	NA	N
New Jersey	Y	Y	Y	Y	Y	Y	Y	NA
New Mexico	N	NA	NA	Y	NA	NA	NA	N
New York	Y	Y	Y	Y	Y	Y	Y	Y
North Carolina	Y	Y	Y	Y	Y	Y	Y	Y
North Dakota	Y	Y	NA	Y	Y	NA	NA	NA
Ohio	Y	Y	Y	Y	NA	NA	NA	NA
Oklahoma	NA	Y	NA	Y	NA	NA	NA	NA
Oregon	Y	Y	Y	Y	NA	Y	Y	Y
Pennsylvania	Y	Y	Y	Y	Y	Y	Y	Y
Rhode Island	Y	Y	N	Y	N	Y	Y	NA
South Carolina	NA	Y	NA	Y	NA	N	NA	NA
South Dakota	Y	Y	N	Y	N	N	NA	N
Tennessee	N	Y	N	Y	N	N	N	N
Texas	NA	NA	NA	NA	NA	N	NA	NA
Utah	Y	Y	Y	Y	Y	Y	Y	NA
Vermont	Y	Y	Y	Y	Y	NA	Y	Y
Virginia	Y	Y	Y	Y	Y	Y	Y	NA
Washington	Y	Y	Y	Y	N	Y	NA	Y
West Virginia	N	Y	N	Y	NA	N	N	NA
Wisconsin	Y	Y	Y	Y	Y	Y	Y	Y
Wyoming	Y	N	N	Y	NA	N	NA	NA
<b>Totals</b>	<b>31</b>	<b>42</b>	<b>19</b>	<b>47</b>	<b>19</b>	<b>19</b>	<b>26</b>	16

Table 9

*Supported Employment Funding from Non-RSA Sources for FY 1990*

<b>State</b>	<b>Gen Rev*</b>	<b>MR/DD Agency</b>	<b>MH Agency</b>	<b>Medicaid</b>	<b>Education</b>	<b>DDPC</b>	<b>Other</b>
Alaska	NA	NA	NA	NA	NA	NA	NA
Alabama	\$0	NA	NA	NA	NA	\$119,265	\$1,166,807
Arkansas	\$165,000	\$278,656	\$300,000	NA	\$0	\$0	\$0
Arizona	\$234,413	NA	\$337,167	\$34,762	\$0	\$0	\$0
California	\$2,417,000	NA	NA	NA	NA	\$0	\$11,270,000
Colorado	\$960,000	\$5,650,000	NA	NA	NA	NA	NA
Connecticut	\$43,085	\$24,964,710	\$9,700,000	NA	NA	\$0	NA
Delaware	\$46,205	\$1,523,348	\$0	\$0	\$0	\$48,498	\$0
DC	\$208,000	\$0	\$6,000	\$0	\$0	\$0	\$0
Florida	\$389,831	\$6,551,305	\$275,000	NA	\$500,000	\$275,000	NA
Georgia	\$148,320	\$6,447,840	NA	\$0	\$0	\$160,000	\$0
Hawaii	\$53,653	NA	NA	\$0	\$0	\$0	\$62,000
Iowa	NA	NA	\$0	\$0	\$0	NA	\$0
Idaho	\$40,626	\$400,000	\$150,000	\$0	\$0	\$0	\$0
Illinois	\$1,041,246	\$4,569,336	\$0	NA	NA	\$0	\$2,583,333
Indiana	\$670,000	\$2,110,000	\$990,000	\$0	\$0	\$0	\$0
Kansas	\$110,168	\$1,060,000	NA	NA	\$0	NA	\$0

Table 9, continued

<b>State</b>	<b>Gen Rev*</b>	<b>MR/DD Agency</b>	<b>MH Agency</b>	<b>Medicaid</b>	<b>Education</b>	<b>DDPC</b>	<b>Other</b>
Kentucky	\$24,292	\$551,365	\$50,000	NA	NA	\$78,000	\$0
Louisiana	\$204,000	NA	NA	\$0	\$0	\$0	\$0
Massachusetts	\$4,268,951	\$9,622,716	\$160,471	NA	NA	\$0	\$0
Maryland	\$0	\$7,000,000	\$800,000	\$0	\$0	\$161,792	\$0
Maine	\$340,000	\$461,170	\$1,000,000	NA	\$40,000	\$0	\$24,000
Michigan	\$296,998	\$1,665,650	\$316,750	NA	\$0	\$0	\$691,813
Minnesota	\$3,965,427	\$4,000,000	NA	NA	NA	\$0	\$0
Missouri	\$360,000	\$100,000	\$150,000	\$100,000	\$50,000	\$100,000	\$2,000,000
Mississippi	\$17,089	\$369,800	\$10,000	\$0	\$0	\$0	\$0
Montana	\$67,133	\$410,725	NA	\$0	\$0	\$0	\$0
North Carolina	\$155,760	\$2,105,280	NA	NA	\$0	\$114,745	\$0
North Dakota	\$1,400,214	\$0	\$0	\$203,591	\$0	\$0	\$235,000
Nebraska	NA	NA	NA	NA	NA	NA	NA
New Hampshire	NA	\$5,847,692	\$3,438,498	\$550,000	\$0	\$0	\$0
New Jersey	\$450,000	\$2,300,000	\$0	\$0	\$0	\$0	\$0
New Mexico	\$0	\$557,334	\$0	\$0	\$0	\$0	\$0
Nevada	\$0	\$0	\$0	\$0	\$0	\$60,000	\$30,000
New York	\$3,258,293	\$7,852,000	\$5,889,188	NA	NA	\$0	\$763,024
Ohio	\$384,000	\$37,700	\$40,000	\$0	NA	\$350,000	NA

Table 9, continued

<b>State</b>	<b>Gen Rev*</b>	<b>MR/DD Agency</b>	<b>MH Agency</b>	<b>Medicaid</b>	<b>Education</b>	<b>DDPC</b>	<b>Other</b>
Oklahoma	\$360,000	\$250,000	\$300,000	NA	NA	NA	\$600,000
Oregon	\$145,959	\$5,259,011	\$384,298	\$1,694,423	\$50,000	\$0	\$0
Pennsylvania	\$1,148,600	\$424,116	\$500,000	\$600,000	\$0	\$0	\$0
Rhode Island	\$29,380	\$650,000	\$524,208	\$0	\$0	\$0	\$0
South Carolina	\$0	\$1,449,703	NA	\$0	\$0	\$0	\$0
South Dakota	\$0	\$176,566	\$40,766	\$0	\$0	\$0	\$22,946
Tennessee	\$120,000	\$267,840	NA	\$0	\$0	\$0	\$0
Texas	\$62,700	NA	NA	NA	\$5,000,000	\$1,387,509	\$0
Utah	\$26,424	\$1,538,396	\$90,800	\$0	\$0	\$0	\$0
Virginia	\$564,391	\$8,415,000	\$842,000	NA	NA	NA	\$400,000
Vermont	\$145,613	\$556,647	\$374,093	\$2,000,000	\$500,000	\$0	\$565,730
Washington	\$205,972	\$6,000,000	NA	NA	NA	\$0	NA
West Virginia	\$0	\$135,000	\$170,000	NA	NA	\$125,000	\$0
Wisconsin	\$362,731	\$7,510,161	NA	\$0	NA	\$0	\$0
Wyoming	\$2,375	\$1,050,000	\$85,000	\$0	\$0	\$0	\$0
<b>Totals</b>	<b>\$24,893,849</b>	<b>\$130,119,037</b>	<b>\$26,924,239</b>	<b>\$5,182,776</b>	<b>\$6,140,000</b>	<b>\$2,979,809</b>	<b>\$20,414,653</b>

•Includes state match to Title I program.

Table 10

***Vocational Rehabilitation Funding for Supported Employment  
by State for FY 1990***

<b>State</b>	<b>Title 111</b>	<b>Title VI(C)</b>	<b>Title I</b>	<b>Identified RSA</b>
Alabama	\$0	\$359,214	\$0	\$359,214
Alaska	\$0	NA	NA	\$0
Arizona	\$0	\$285,110	\$742,308	\$1,027,418
Arkansas	\$421,501	\$250,000	\$335,000	\$1,006,501
California	\$0	\$3,895,000	\$10,070,000	\$13,965,000
Colorado	\$469,732	\$327,908	\$4,000,000	\$4,797,640
Connecticut	\$429,836	\$320,530	\$3,567	\$753,933
Delaware	\$330,173	\$213,240	\$146,318	\$689,731
DC	\$0	\$200,000	\$0	\$200,000
Florida	\$500,992	\$1,614,000	\$1,234,000	\$3,348,992
Georgia	\$0	\$506,367	\$469,680	\$976,047
Hawaii	\$0	\$250,000	\$169,900	\$419,900
Idaho	\$0	\$248,771	\$128,651	\$377,422
Illinois	\$356,000	\$1,200,000	\$605,613	\$2,161,613
Indiana	\$0	\$550,000	\$2,680,000	\$3,230,000
Iowa	\$0	\$240,000	NA	\$240,000
Kansas	\$444,169	\$250,000	\$348,865	\$1,043,034
Kentucky	\$0	\$362,096	\$45,259	\$407,355
Louisiana	\$0	\$816,470	\$646,000	\$1,462,470
Maine	\$0	\$250,000	\$760,000	\$1,010,000
Maryland	\$0	\$459,131	\$0	\$459,131
Massachusetts	\$0	\$377,307	NA	\$377,307
Michigan	\$0	\$792,890	\$940,495	\$1,733,385
Minnesota	\$0	\$356,340	\$265,832	\$622,172
Mississippi	\$0	\$214,670	\$54,116	\$268,786
Missouri	\$429,433	\$444,000	\$1,440,000	\$2,313,433

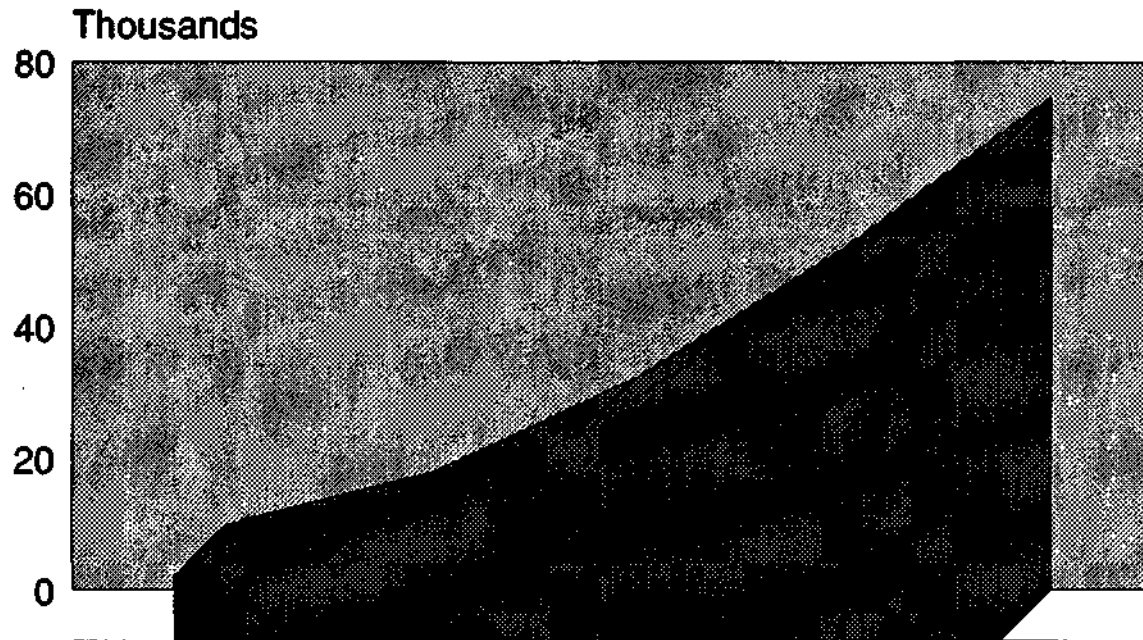
Table 10, continued

<b>State</b>	<b>Title HI</b>	<b>Title VI(C)</b>	<b>Title I</b>	<b>Identified RSA</b>
Montana	\$0	\$250,000	\$212,587	\$462,587
Nebraska	\$0	NA	NA	\$0
Nevada	\$0	\$250,000	\$0	\$250,000
New Hampshire	\$477,840	\$230,731	NA	\$708,571
New Jersey	\$0	\$890,000	\$0	\$890,000
New Mexico	\$0	\$193,510	\$0	\$193,510
New York	\$601,616	\$1,915,358	\$1,410,794	\$3,927,768
North Carolina	\$505,787	\$1,405,000	\$493,240	\$2,404,027
North Dakota	\$411,998	\$250,000	\$246,558	\$908,556
Ohio	\$0	\$1,300,000	\$1,216,000	\$2,516,000
Oklahoma	\$451,483	\$314,000	\$1,140,000	\$1,905,483
Oregon	\$436,826	\$260,479	\$218,787	\$916,092
Pennsylvania	\$433,861	\$1,273,000	\$790,400	\$2,497,261
Rhode Island	\$0	\$226,618	\$90,038	\$316,656
South Carolina	\$0	\$278,579	\$0	\$278,579
South Dakota	\$0	\$250,000	\$0	\$250,000
Tennessee	\$0	\$880,000	\$380,000	\$1,260,000
Texas	\$0	\$1,672,919	\$1,387,221	\$3,060,140
Utah	\$0	\$237,500	\$83,676	\$321,176
Vermont	\$394,830	\$220,000	\$582,450	\$1,197,280
Virginia	\$0	\$710,443	\$768,315	\$1,478,758
Washington	\$0	\$474,534	\$823,889	\$1,298,423
West Virginia	\$0	\$250,000	\$0	\$250,000
Wisconsin	\$519,736	\$501,000	\$958,649	\$1,979,385
Wyoming	\$0	\$496,204	\$9,498	\$505,702
<b>Totals</b>	<b>\$7,615,813</b>	<b>\$29,512,919</b>	<b>\$35,897,706</b>	<b>\$73,026,438</b>



Figure 1

### Total Number of Participants in Supported Employment (FY 1986 - FY 1990)



	FY 1986	FY 1987	FY 1988	FY 1989	FY 1990
<b>Systems reporting</b>	21	36	48	49	50
<b>Total (thousands)</b>	9.882	17.915	32.36	52.023	74.657

■ Total (thousands)

Figure 2

## Case Closures in Supported Employment (FY 1986 - FY 1990)

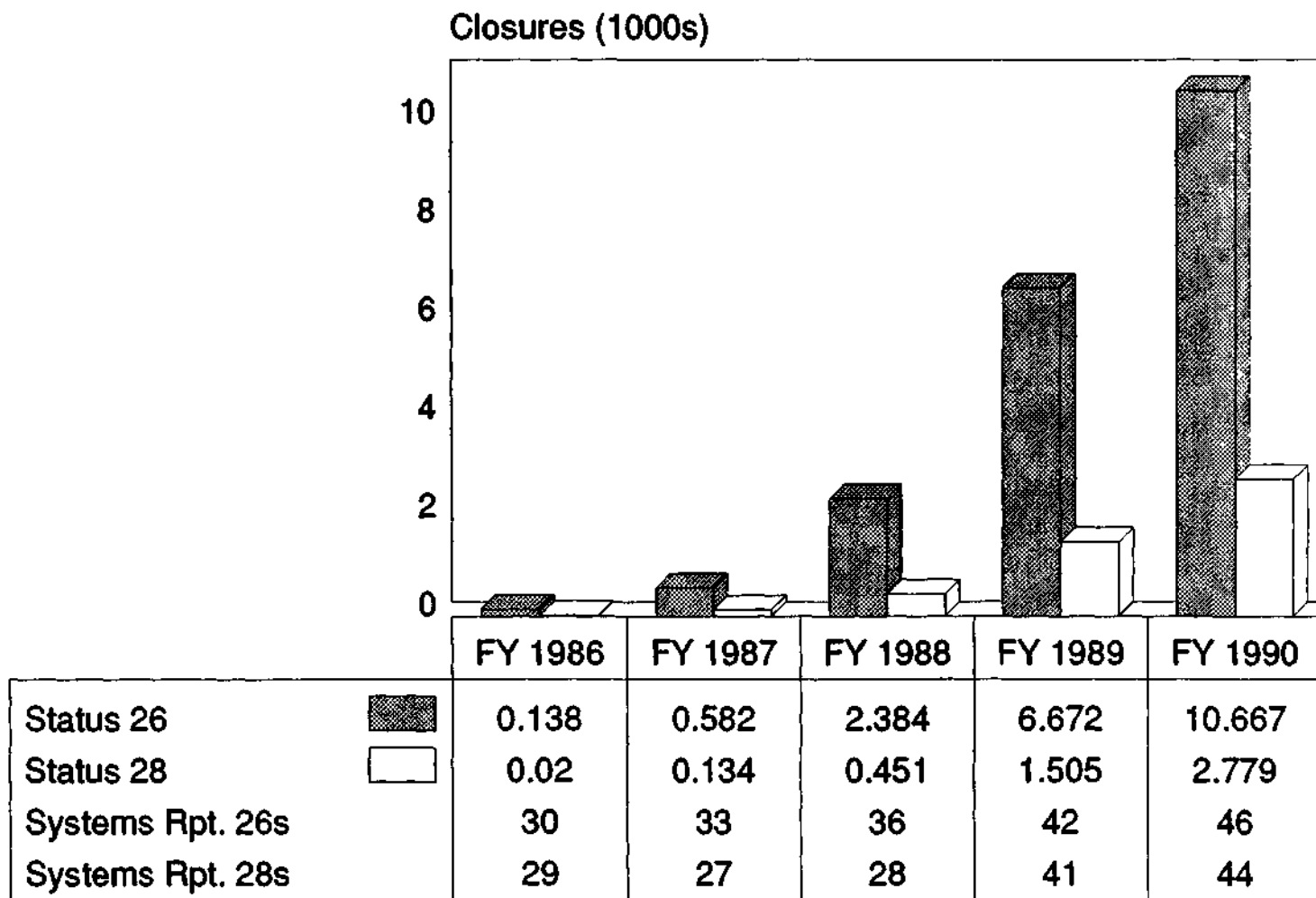


Figure 3

### Primary Disability of Supported Employment Participants (FY 1988 vs FY 1990)

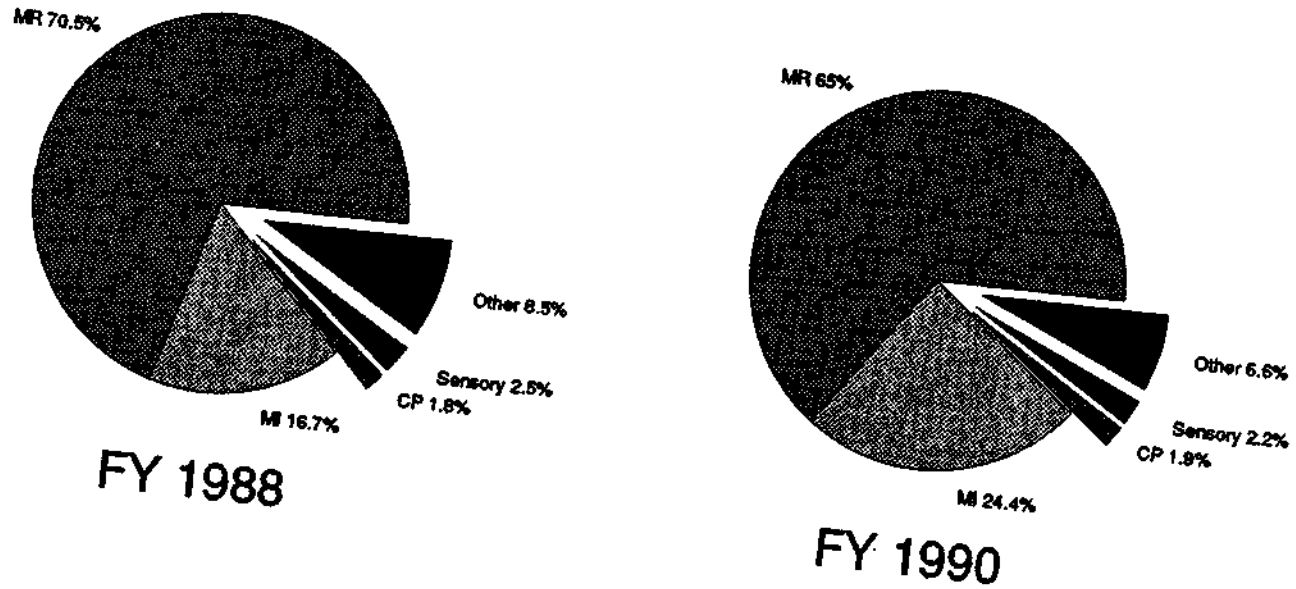


Figure 4

### Levels of Retardation for Participants with Mental Retardation as Their Primary Disability (FY 1988 vs FY 1990)

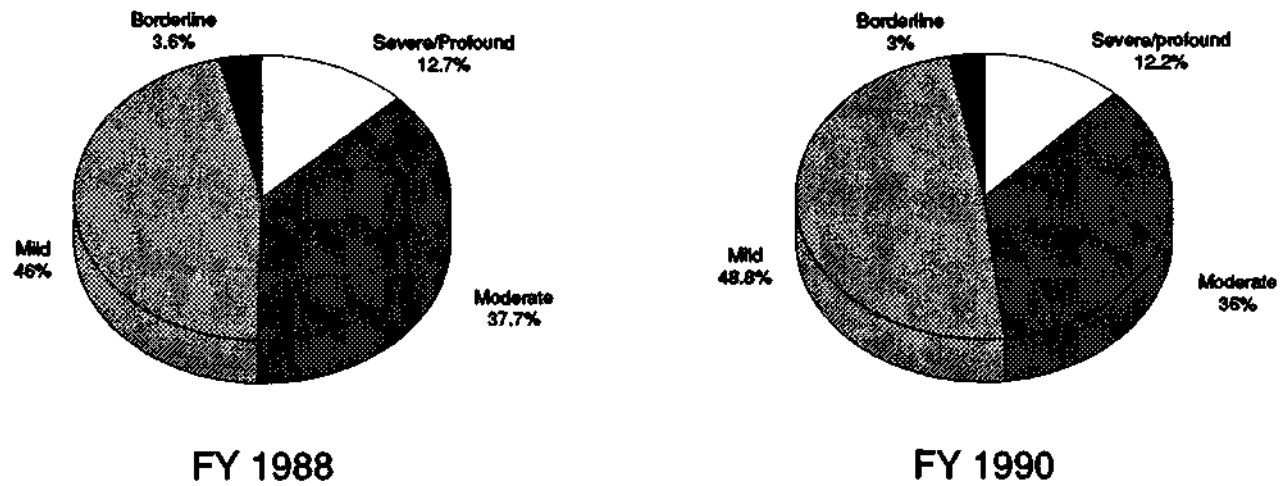


Figure 5

# Primary Disability of Supported Employment Participants (FY 1990)

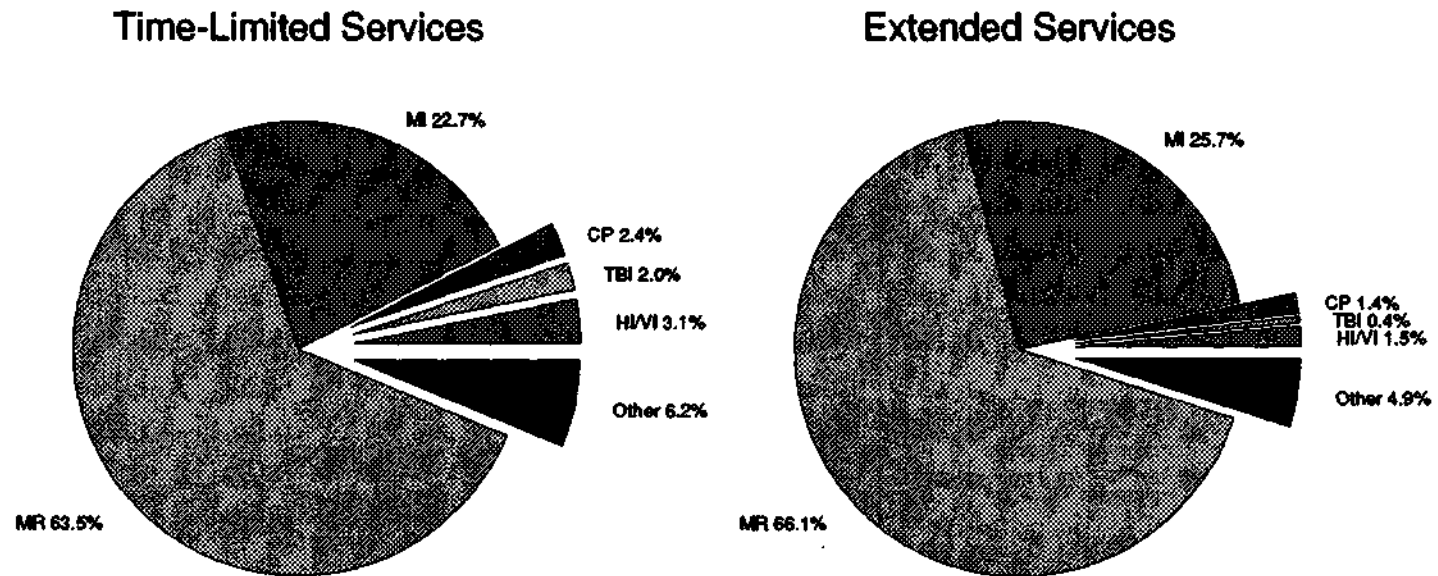
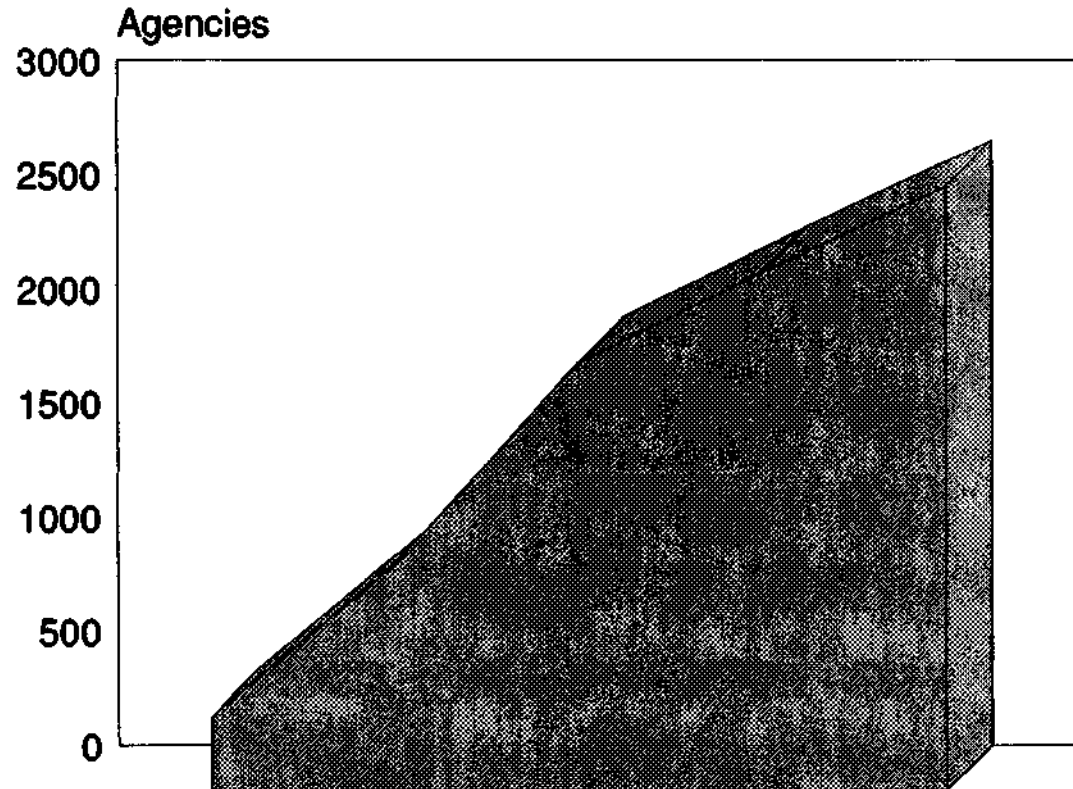


Figure 6

## Total Identified Supported Employment Provider Agencies (FY 1986 - FY 1990)




		FY 1986	FY 1987	FY 1988	FY 1989	FY 1990
Total agencies		324	986	1877	2273	2647
Systems reporting		18	23	34	49	50

Figure 7

## Supported Employment Model Utilization (FY 1988 vs FY 1990)

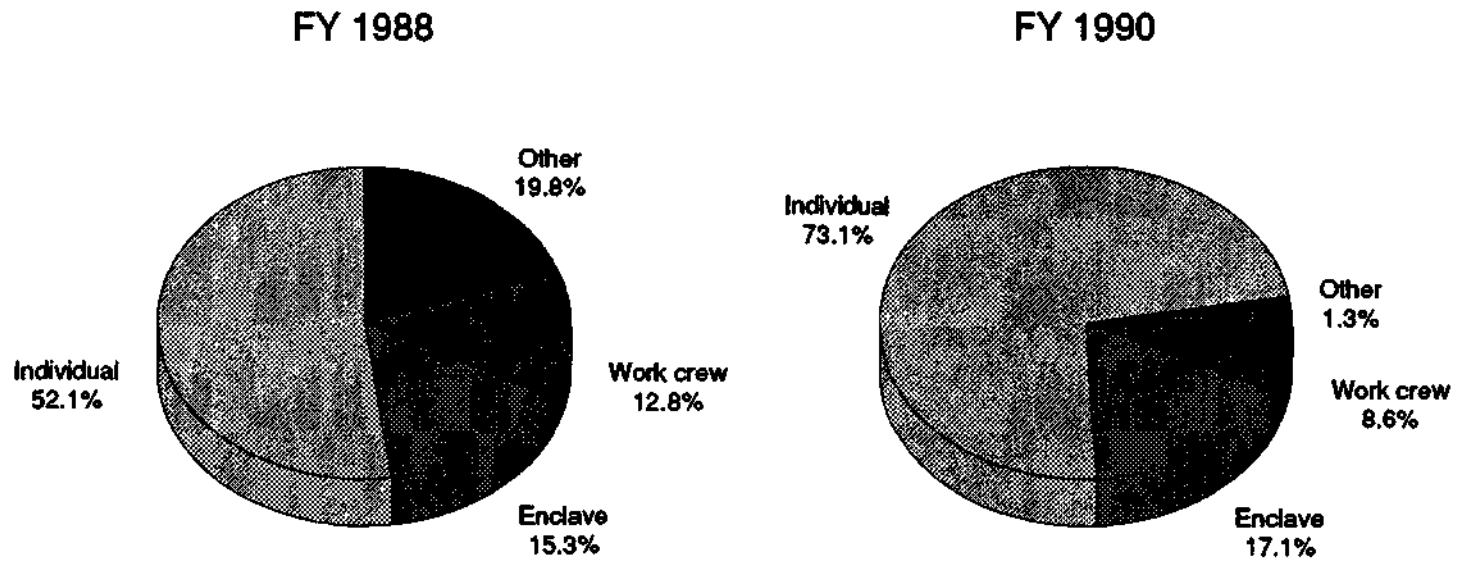
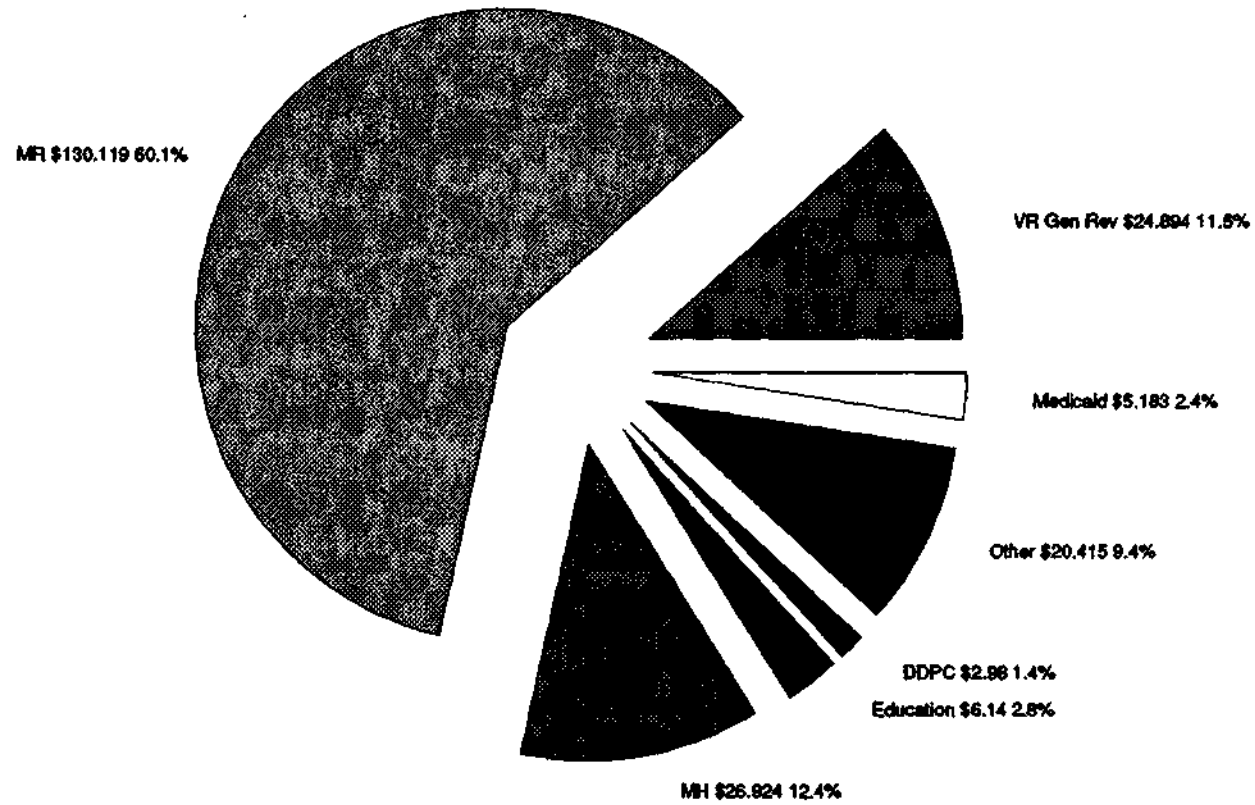


Figure 8

### Funding of Supported Employment by Non-RSA Sources for FY 1990 (in millions of dollars)



Note: VR General Revenue includes state match to Title I.



Figure 9

## RSA Expenditures for Supported Employment (FY 1986 - FY 1990)

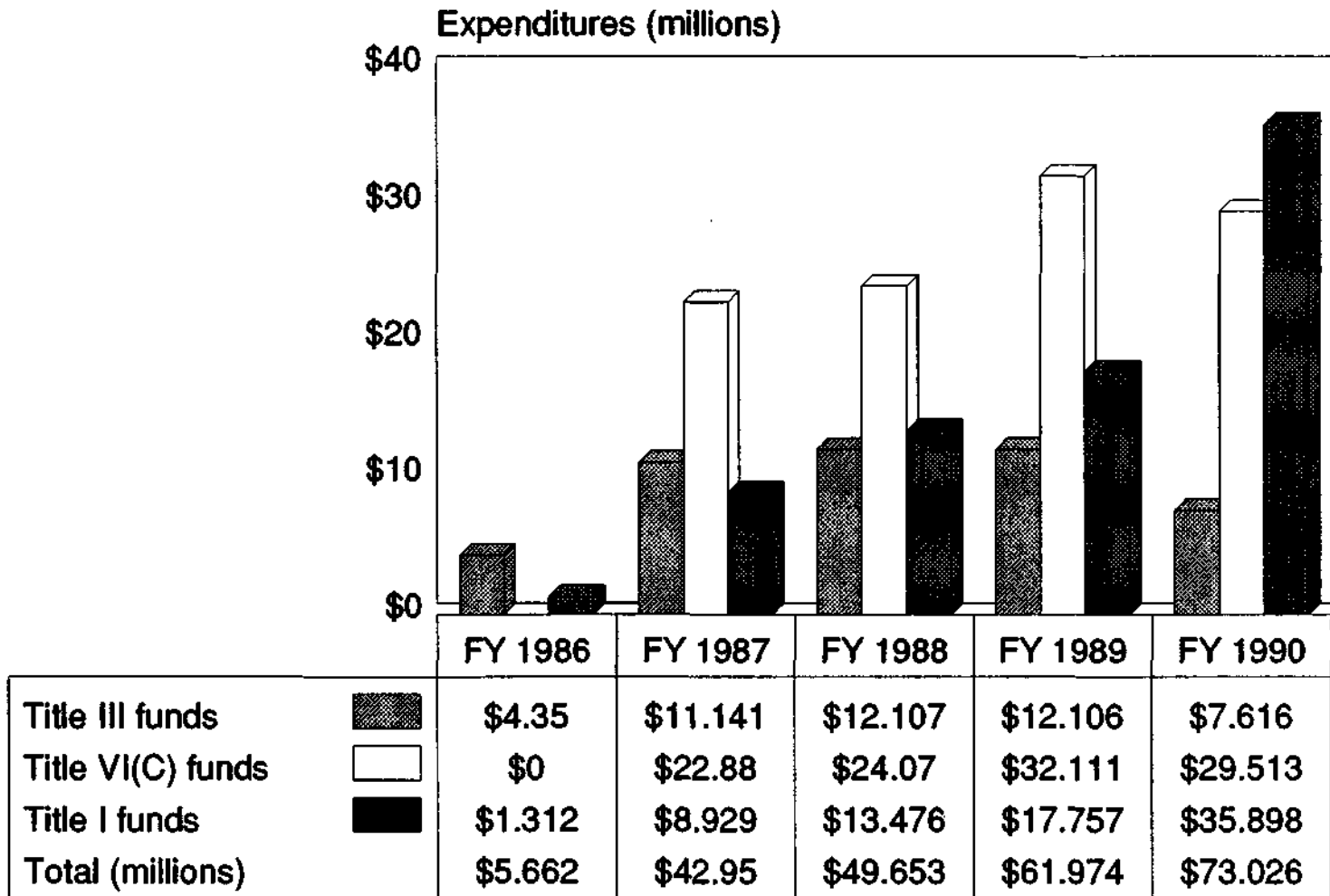
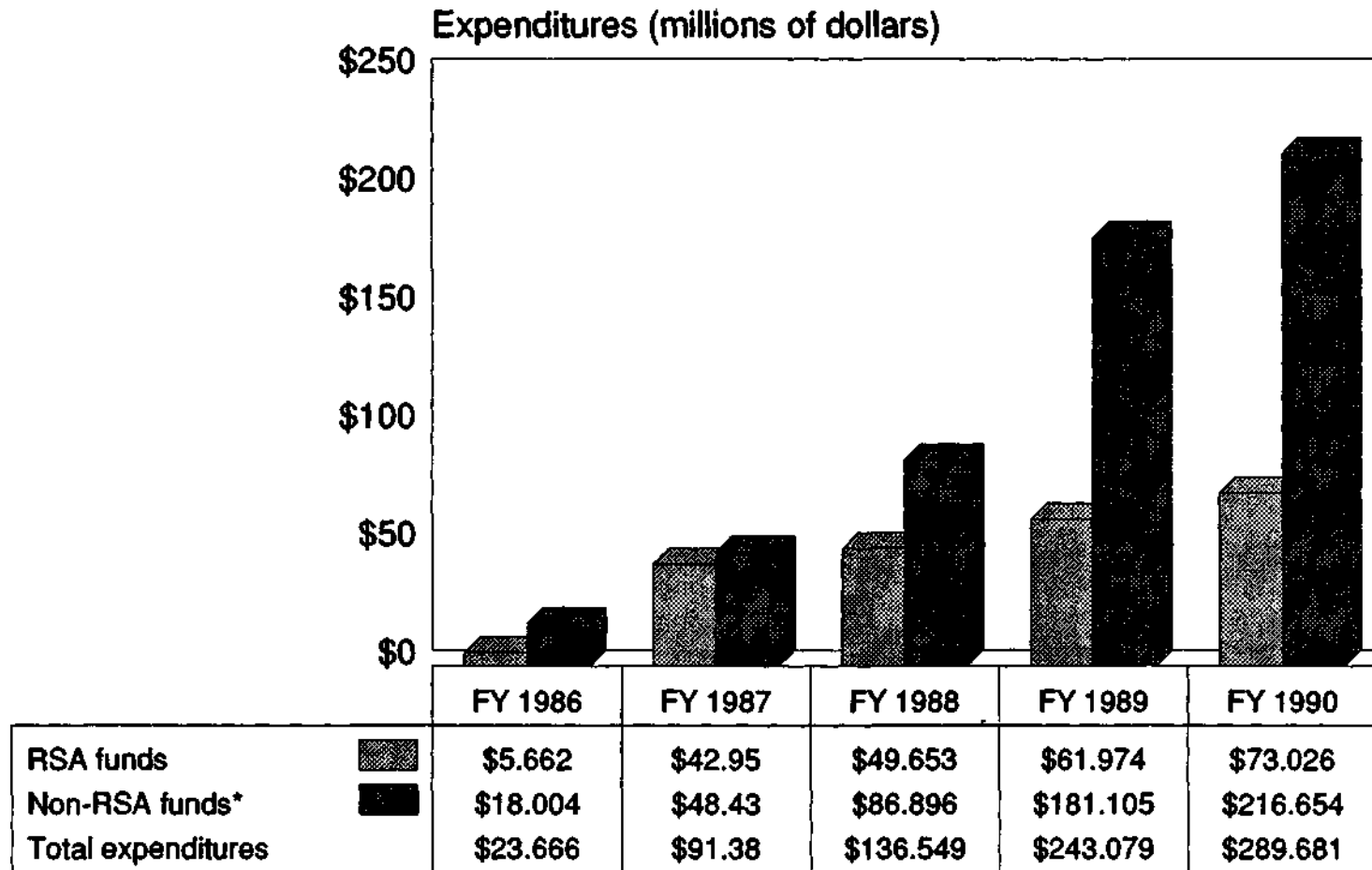


Figure 10

## Funding for Supported Employment by RSA and Non-RSA Sources (FY 1986 - FY 1990)



\* Includes state match to Title I program