

Minnesota Day Training and Habilitation Survey Results

Disability Services Division

September 2011



Minnesota Department of **Human Services**

Introduction

Day services support a person's employment or work, self-care, communication skills, socialization, community orientation, transportation needs, emotional development, development of adaptive behavior, cognitive development and physical mobility. Day services include Day Training and Habilitation (DT&H) services. Day services are provided by state-licensed providers.

Day services include training, supervision, assistance and other support activities designed and implemented in accordance with a person's individual service plan. These services help the person attain and maintain the highest level of independence, productivity and integration into the community where the person lives and works. There are 296 licensed DT&H provider sites or operations located in 84 of Minnesota's 87 counties.

The Minnesota Department of Human Services through its Disability Services Division collected programmatic and fiscal information from DT&H providers on DT&H services delivered during calendar year 2009. Many of the DT&H providers also provided other types of day services. DHS captured information on the other types of day services as well.

DHS gathered in the information in accordance with Minnesota Statute section 252.46, subdivision 10 and with the cooperation of the Minnesota Developmental Achievement Centers Association and the Minnesota Habilitation Coalition. DHS collected the information between the months of June 2010 and February 2011 through an online tool.

DHS used the information to produce this report. DHS will also use the information to respond to inquiries from the Minnesota Legislature, Centers for Medicare & Medicaid Services and nationally renowned research study projects. One such research project is the National Report of Day and Employment Programs produced by the Institute for Community Inclusion at the University of Massachusetts-Boston.

Service Population and Funding Sources

DT&H providers report that 16,235 people access services. 81% have a diagnosis of developmental disability. 7.3% of the people served receive services funded through the Community Alternatives for Disabled Individuals (CADI) Waiver. This is followed by the Department of Employment and Economic Development (DEED)/Vocational Rehabilitation funding (4.7%); county funding (2.7%); Brain Injury (BI) Waiver (2.4%); and public school/special educational funding (1.1%).

Funding is also provided through Community Alternative Care (CAC) Waiver; private financing; Social Security Administration (SSA) through the Employment Network-Ticket to Work programs; Veterans' Affairs (VA) funding; and workers' compensation. Each funds less than 1% of service recipients.

Table 1: DT&H Service Population/Funding Sources

Service Population/Funding Source	Number of Providers Responding	Number of Recipients	Percent of Recipients
Number served with a developmental disability	179	13,148	81.0%
CAC Waiver recipients	179	19	0.1%
CADI Waiver recipients	179	1,179	7.3%
BI Waiver recipients	179	387	2.4%
County funded recipients	179	445	2.7%
Private pay recipients	179	52	0.3%
Public school recipients	179	180	1.1%
SSA recipients	179	59	0.4%
VA recipients	179	6	0.0%
DEED/Vocational rehabilitation recipients	179	760	4.7%
Worker's compensation recipients	179	0	0.0%
Total		16,235	

Services and Supportive Programs

Of the 16,235 people reported as receiving services, 9,605 or 59% were reported as receiving social skills training. 9,102 or 56% were reported as receiving community integration training. 8,569 or 53% were reported as receiving leisure activities training. 8,522 or 52% received self-preservation training. Find a detailed list of these and other services and supportive programs in Table 2. These numbers represent a duplicative count. Each individual may have received more than one of the listed services.

Table 2: Service/Supportive Program Utilization

Service/Supportive Program	Number of Providers Responding	Number of Recipients	Percent of Recipients
Community integration/utilization skills training	178	9,102	56%
Fine arts training	178	4,695	29%
Independent living skills	178	6,243	38%
Intensive behavioral training	177	1,949	12%
Intensive medical/physical health training	179	1,873	12%
Leisure activities training	179	8,569	53%
Personal hygiene training	179	6,755	42%
Remedial academic training	179	2,818	17%
Social skills training	179	9,605	59%
Speech therapy/adaptive communication	179	1,853	11%
Transportation/mobility training	179	6,810	42%
Vulnerability self-preservation/maltreatment self-protection skills training	179	8,522	52%

Work Experiences for People Receiving Program Services and Supports

In the survey, employment and work experiences were defined as follows:

Facility-based employment: Paid tasks and work performed within the building and/or on the grounds of the facility.

Group community employment: Paid work crews or job enclaves within community businesses or organizational settings.

Independent placement: One person occupying and working at a single, paid job position at any given time within a community employer’s business or organizational premises receiving intensive-to-no employment coaching and support.

Self-employment: Sole proprietorship businesses, entrepreneurial micro-enterprise owners/operators, etc., within the community.

9,834 positions held by participants of DT&H services or 61% are facility-based jobs or work experiences. 34% of positions (5,594) occur in group community employment. 12% or just over 1,900 are independent placements within the community. 1% of positions are based in self-employment. Data represented in Table 3 is not mutually exclusive. A person may take part in multiple types of work experiences. In total, DT&H recipients perform 17,425 positions of employment.

Table 3: Work and Non-paid Work Experiences or Volunteer Positions

Type of Work/Work Experience/Volunteer Position	Number of Providers Responding	Number of Recipients	Percent of Recipients
Facility-based jobs or employment experiences; pre-vocational training	179	9,834	61%
Group community employment	178	5,594	34%
Individual job placement - community	178	1,909	12%
Self-employment	178	88	1%
Non-paid community work/volunteer	178	1,351	8%
Non-paid DT&H work	177	472	3%
Non-paid community and DT&H work	177	786	5%
Non-paid only (work/volunteering)	177	724	4%
Total		16,235	

As shown in Table 3, 16% of those receiving services perform non-paid work experiences or volunteer work. Of the 16%, 8% only in the community; 3% only within the DT&H facility; and 5% in both settings. For 724 people or 4% of the total receiving services, unpaid or work experiences or volunteering are the only type of community-based work they complete.

Providers reported 1,677 participants as not pursuing any involvement in work experiences, jobs or vocational training. This represents 10% of all individuals receiving DT&H services.

Table 4: Recipients with No Employment Interest

Type of Employment	Number of Providers Responding	Number of Recipients	Percent of Recipients
Community work only	175	362	22%
Community and DT&H work	179	1,315	78%
Total		1,677	100%
Percent of all DT&H participants			10%

Paid Wages for People Receiving Program Services and Supports

Facility-based work

As shown in Table 5, of the 10,354 surveyed facility-based employment positions:

- 8,803 or 85% of facility-based employment positions pay at a commensurate special or sub-minimum wage
- 1,360 (13%) pay at least the minimum wage, and
- 191 (2%) pay competitively more than the minimum wage.

Table 5: Wage Levels for Facility-Based Work

Wage Level	Number of Providers Responding	Number of Recipients	Percent of Recipients
Commensurate special or sub-minimum wage	178	8,803	85%
Minimum wage	176	1,360	13%
Above minimum wage	177	191	2%
Total		10,354	100%
Percent of all DT&H participants			63.8%

Community-based group employment

As shown in Table 6, of the 7,154 surveyed group community employment positions:

- 4,375 or 61% of group employment positions pay at a commensurate special or sub-minimum wage
- 2,279 (32%) pay at least the minimum wage, and
- 500 (7%) pay competitively more than the minimum wage.

Table 6: Wage Levels of Community-Based Group Employment

Wage Level	Number of Providers Responding	Number of Recipients	Percent of Recipients
Commensurate special or sub-minimum wage	178	4,375	61%
Minimum wage	177	2,279	32%
Above minimum wage	178	500	7%
Total		7,154	100%
Percent of all DT&H participants			44.1%

Community-Based Independent Placement

Of the 2,904 surveyed community-based independent placements:

- 268 or 9% of independent job placements pay at a commensurate special or sub-minimum wage
- 1,583 (55%) pay at least the minimum wage, and
- 1,053 (36%) pay competitively more than the minimum wage.

Table 7: Wage Level of Community-Based Independent Placements

Wage Level	Number of Providers Responding	Number of Recipients	Percent of Recipients
Commensurate special or sub-minimum wage	177	268	9%
Minimum wage	177	1,583	55%
Above minimum wage	178	1,053	36%
Total		2,904	100%
Percent of all DT&H participants			17.9%

Self-Employment

As shown in Table 8, of the 22 self-employment positions:

- 2 or 9% of self-employed pay at a commensurate special or sub-minimum wage
- 11 (50%) pay at least the minimum wage, and
- 9 (41%) pay competitively more than the minimum wage.

Table 8: Wage Level of Self-Employed

Wage Level	Number of Providers Responding	Number of Recipients	Percent of Recipients
Commensurate special or sub-minimum wage	175	2	9%
Minimum wage	175	11	50%
Above minimum wage	178	9	41%
Total		22	100%
Percent of all DT&H participants			0.1%

Benefits

As shown in Table 9, 2,571 participants or 15.8% of all DT&H recipients receive some form of employment benefits. Of those that receive benefits, 49 receive health benefits only, while nearly all (97%) receive fringe benefits (such as paid leave), while 20 (1%) receive both health and fringe benefits.

Table 9: Benefits Received by DT&H Recipients

Type of Benefit	Number of Providers Responding	Number of Recipients	Percent of Recipients
Health benefits	177	49	2%
Fringe benefits	178	2,502	97%
Both health and fringe benefits	176	20	1%
Total		2,571	100%
Percent of all DT&H participants			15.8%

Weekly Hours Worked

The weekly hours worked vary significantly by type of employment. A majority of facility-based employment positions are 10 hours a week or less, while a slim majority of independent placements are 20 hours a week or more. Figures 1-4 show weekly hours worked by DT&H recipients by type of employment.

Figure 1. Weekly Hours Worked: Facility-Based Employment

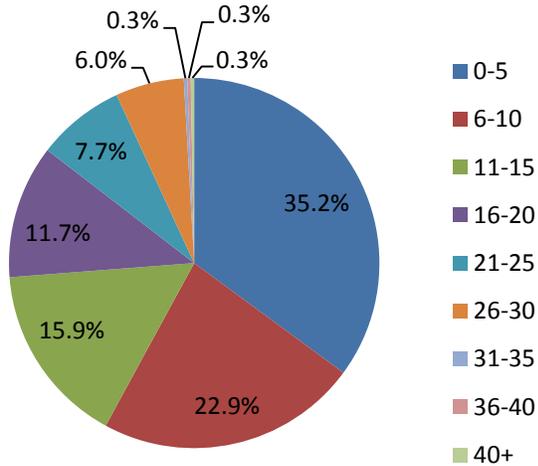


Figure 2. Weekly Hours Worked: Group-Based Employment

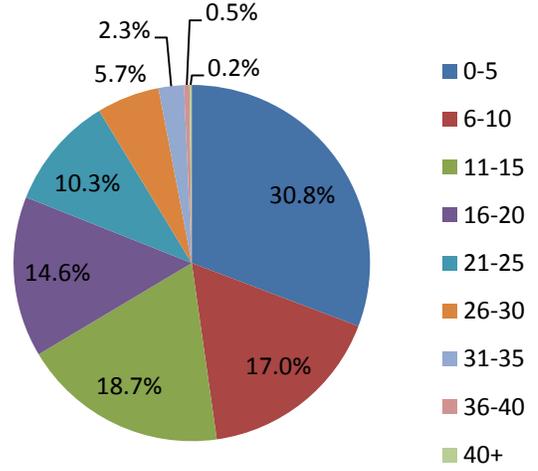


Figure 3. Weekly Hours Worked: Independent Placement

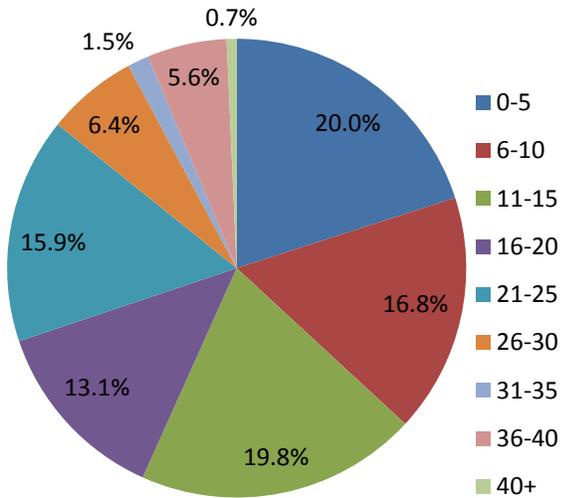
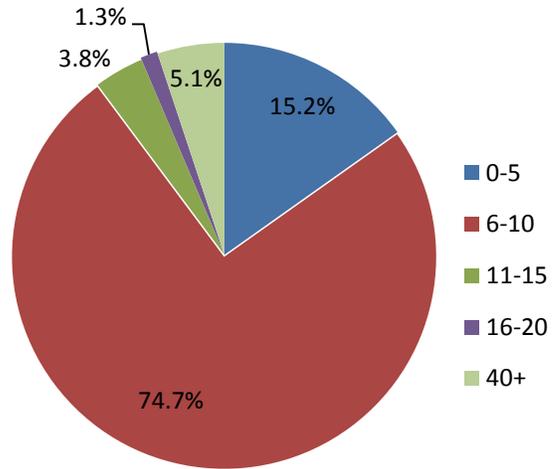


Figure 4. Weekly Hours Worked: Self-Employment

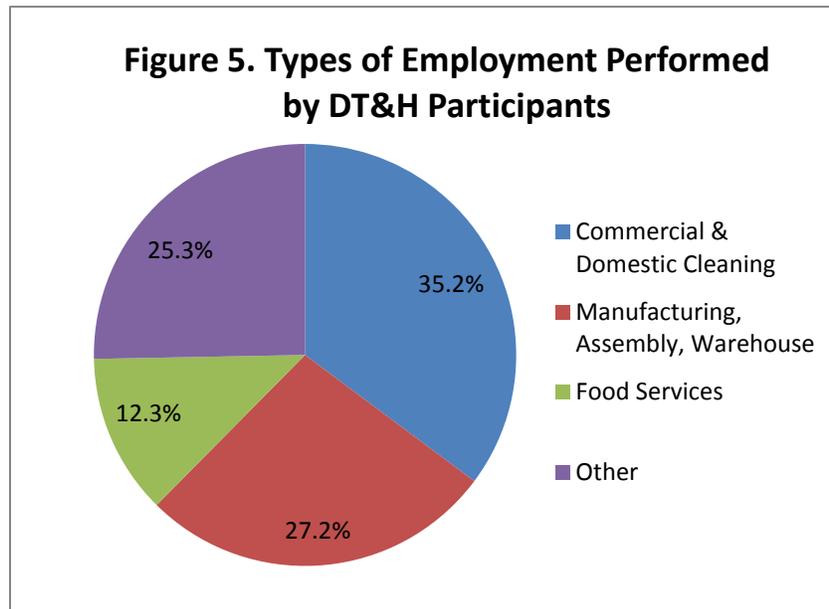


NOTE: No participant was reported as performing self-employed work between 20 and 40 hours weekly.

Occupational Areas

DT&H participants who work are employed predominantly in the areas of:

- Commercial and domestic cleaning and maintenance (35%)
- Manufacturing, assembly, packaging and other warehouse-related services (27%), and
- Food and beverage services (12%).



NOTE: “Other” in Figure 5 above includes office administrative support (7.2%); construction (4.7%); creative arts (2.8%); farm labor (2.8%); customer service (2.8%); direct care service (1.7%); hospitality services (1.7%); other unspecified types (1.7%); and automotive trade services (0.7%).

The remaining occupational classifications employ less than 10% of recipients respectively: office and administrative support at 7%; construction at 5%; creative arts and farm labor services at 3% each; customer services and direct care services at 2% each; and hospitality services and automotive trade services at 1% each.

Transportation

As shown in Table 10, 79% of people receiving services (10,447 people) use provider-operated transportation as their primary source of transit when receiving services through a DT&H provider. Only 21% (2,701 people) use public transit as a primary source of transit. Providers report spending over \$33 million on transportation services. \$28.3 million of this cost is paid by Medical Assistance (which includes Medical Assistance [Medicaid] funding and home and community-based waiver services).

Table 10: Transportation Utilization by DT&H Participants

Transportation Type	Number of Providers Responding	Number of Participants	Percent of Participants
Provider transportation	179	10,447	79%
Public transportation	177	2,701	21%
Total		13,148	100%
Percent of all DT&H participants			81%

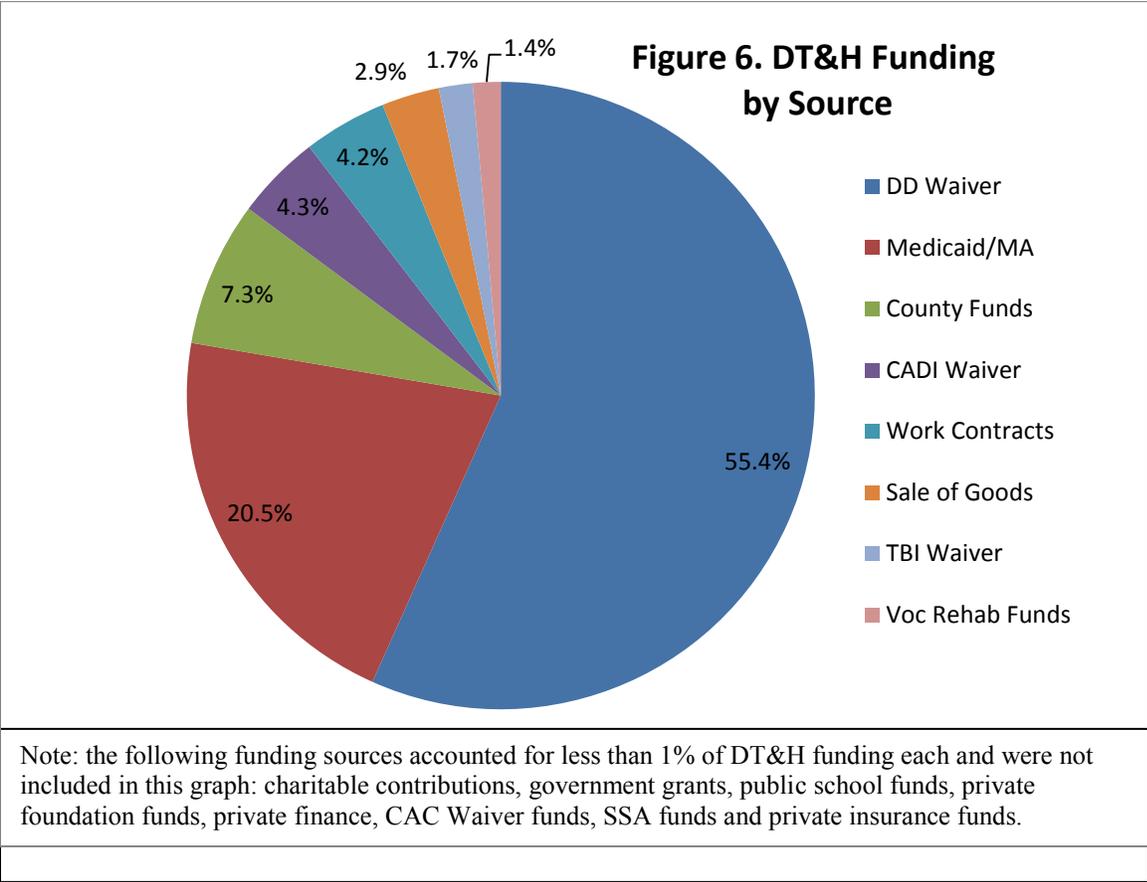
DT&H Funding

Total Funding

As shown in Table 11 and Figure 6, in 2009, DT&H providers received \$296,762,941 in funding from various sources.

Table 11: 2009 DT&H Funding by Source

Funding Source	Number of Providers Responding	Funds Received	Percent of Total Funds Received
DD Waiver	165	\$ 164,285,092	55.4%
Medical Assistance (MA)	111	\$ 60,813,813	20.5%
County	121	\$ 21,701,367	7.3%
CADI Waiver	105	\$ 12,881,328	4.3%
Work contracts	83	\$ 12,403,090	4.2%
Sale of goods	70	\$ 8,625,836	2.9%
BI Waiver	68	\$ 5,069,934	1.7%
Vocational Rehabilitation	33	\$ 4,280,267	1.4%
Charitable contributions	70	\$ 2,477,872	0.8%
Government grants	10	\$ 1,683,085	0.6%
Public school	59	\$ 1,060,564	0.4%
Private foundation	26	\$ 896,582	0.3%
Private finance	28	\$ 457,593	0.2%
Social Security Administration	1	\$ 50,000	0.0%
Private insurance	6	\$ 39,921	0.0%
CAC Waiver	3	\$ 36,595	0.0%
Veterans Affairs	0	-	0.0%
Workers compensation	0	-	0.0%
Total		\$ 296,762,941	



Funding by Support Program

The DT&H survey asked providers to specify the percentage of funding for various support programs that came from both MA and home and community-based waiver funds, and the percentage that came from other funding streams (all remaining funding not captured through MA or HCBS waivers).

Facility-based employment experiences receive over \$81 million in total funding. Providers reported that 84% of that funding, or approximately \$68.3 million, is paid by MA.

Table 12: Facility-based Employment Funding by Source

Funding Source	Number of Responding Providers	Amount of Funds	Percent
MA	117	\$ 68,329,020	84%
Other	96	\$ 12,735,648	16%
Total		\$ 81,064,668	100%

Community-based group employment arrangements receive \$79.3 million in total funding. 80%, or about \$63.8 million, is paid by MA.

Table 13: Group Community-Based Employment Funding by Source

Funding Source	Number of Responding Providers	Amount of Funds	Percent
MA	117	\$ 63,795,866	80%
Other	89	\$ 15,547,534	20%
Total		\$ 79,343,399	100%

Community-based independent or individual placements receive over \$15.5 million in total funding. 61%, or approximately \$9.4 million, is paid by MA.

Table 14: Independent Community-Based Employment Funding by Source

Funding Source	Number of Responding Providers	Amount of Funds	Percent
MA	65	\$ 9,432,107	61%
Other	48	\$ 6,093,884	39%
Total		\$ 15,525,992	100%

As shown in Table 15, support programs (that do not directly involve work experiences or vocational training) receive \$80.8 million in total funding. 91%, or about \$73.4 million, is paid by MA.

Table 15: Support Program Funding by Source

Funding Source	Number of Responding Providers	Amount of Funds	Percent
MA	78	\$ 73,436,922	91%
Other	164	\$ 7,384,879	9%
Total		\$ 80,821,801	100%

Transportation services receive \$33.3 million in total funding. 85%, or nearly \$28.3 million, is paid by MA.

Table 16: Transportation Funding by Source

Funding Source	Number of Responding Providers	Amount of Funds	Percent
MA	134	\$ 28,269,807	85%
Other	96	\$ 5,036,019	15%
Total		\$ 33,305,826	100%

Lastly, as shown in Table 17, of the approximately \$290 million spent in total on DT&H programs in 2009, about \$243.3 million (or 84%) is funded through Medical Assistance. \$46.8 million or 16% is funded from other sources.

Table 17: Total 2009 DT&H Funding by Source

Funding Source	Number of Providers Responding	Amount of Funds	Percent
MA	78	\$ 243,263,722	84%
Other	59	\$ 46,797,964	16%
Total		\$ 290,061,686	100%

DT&H Provider Assets and Expenses

NOTE: Some DT&H facilities provide both day and residential services. The latter's costs are not included.

Respondents were asked to provide data in the following areas: real estate holdings, including estimated worth, rent and mortgage payments; staff compensation including employment levels, wages and benefits; and transportation information, including number of vehicles leased or owned and all annual expenditures directed towards providing transportation services.

Building and Property Expenses

In aggregate, DT&H providers estimate \$181,699,114 in value for their total owned real estate holding. They also estimate \$7.9 million in annual mortgage payments and \$8.6 million in annual rent payments.

Table 18: DT&H Provider Building and Property Values and Expenses

Type of Value/Expense	Number of Providers Responding	Amount
Value Real estate	98	\$ 181,699,114
Facility Mortgage Cost	49	\$ 7,916,398
Facility Rent Cost	90	\$ 8,655,632

In aggregate, DT&H providers employed 6,832 staff in 2009, paying a combined \$169.3 million in wages and \$35.3 million in benefits (including health and dental coverage, paid leave, etc.). With the full number estimates, the average annual wage per staff person is \$24,781, with an additional \$5,165 in benefit compensation. Assuming 2,000 hours per person annually, DT&H staff earns an average wage of \$12.39 per hour, with an additional \$2.58 per hour in benefit compensation.

Table 19: DT&H Staff, Wages, & Benefits

Staff	Number of Providers Responding	Total	Annual Amount Per Staff Member	Hourly Amount Per Staff Member (2,000 hours/year)
Staff employed	176	6,832		
Staff wages	164	\$ 169,305,413	\$ 24,781	\$ 12.39
Staff benefits	161	\$ 35,284,372	\$ 5,165	\$ 2.58

DT&H providers report 1,870 transportation vehicles the organizations in aggregate lease or own. \$33,141,574 is spent annually to provide transportation services. This results in an average cost of \$17,723 per vehicle. This figure includes purchase or lease payments, depreciation, insurance costs, taxes and fees, maintenance, fuel and all other transportation related expenses. However, it does not include wages and benefits of drivers or any other staff.

Table 20: DT&H Transportation Costs

Transportation	Number of Providers Responding	Amount
Number of transportation vehicles	158	1,870
Amount spent transportation	163	\$ 33,141,574
Cost Per Vehicle		\$ 17,723

Of the providers surveyed, 97 providers reported an aggregate total of \$5,220,762 in annual expense relating to capital investment for substantial material, equipment, or supply purposes, resulting in an average annual capital investment cost of \$53,822. This figure represents only those providers that made capital investments during 2009.

Data Sources

Disability Services Division staff compiled data via the results of the Day Training and Habilitation Vendor Report on Program Operations, Services and Work Opportunities, Calendar Year 2009. DT&H providers were given between June 2010 and February 2011 to complete the [online tool](#). If you have questions regarding this report or its contents, please contact the Department of Human Services at (651) 431-2400.

Appendix 1: DT&H Vendor Survey 2005 and 2009 Comparable Data Fields

I. People receiving services

	2005	2009
DD	13,878	13,148
CADI/BI	893	1,566
School	224	180
Other	154	1,341
Total	15,149	16,235

II. People working

	2005	2009
Facility based	8,580	9,834
Group community	9,832	5,594
Independent placement	1,417	1,909
Total	11,748	10,697

III. People not pursuing work

	2005	2009
Total	2,130	1,677

IV. Comparative budget indices

	2005	2009
DD Waiver Revenue	\$137,127,596	\$164,258,092
ICF/DD (MA) Revenue	\$33,403,153	\$60,813,813
CCSA Revenue	\$21,846,276	\$21,701,367
CADI/BI Waiver Revenue	\$2,794,249	\$17,951,263
Contract Revenue	\$23,722,168	\$12,403,090
Fundraising Revenue	\$2,151,262	\$5,057,540 ¹
Total Staff Wage Costs ²	\$79,520,891	\$169,305,413
Average Hourly Staff Wage ³	\$9.49	\$12.39
Transportation Costs	\$26,464,733	\$33,141,574
Total Budget Expenditures	\$200,651,886	\$259,524,151

¹ 2009 amount includes charitable contributions: \$2,477,872; government grants: \$1,683,085; and private foundation grants: \$896,582

² 2005 staff wage data examined only direct care service staff wages. 2009 staff wage data looked at all levels of staff, minus benefit expenses (\$2.58/hour per person or a total cost of \$35,284,372).

³ Ibid.