



Opportunities for Ohioans  
with Disabilities

9/30/2015

2015

## VOCATIONAL REHABILITATION

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## Acknowledgements

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- Consumer Advisory Committee (CAC) for providing valuable feedback on the Opportunities for Ohioans with Disabilities (OOD) Participant Survey. Special thanks to CAC members Victoria Baker-Willford and Shonda Causey, and OOD Commission Chair Jacqueline Romer-Sensky, for their time in helping administer the phone portion of the survey.
- Workforce Integration Taskforce for their focus on engaging in focus groups and surveys of employers and individuals that supported their work in making recommendations that specifically address the needs of individuals with visual and hearing impairments.
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Ohio Department of Veterans' Services - Danny Eakins, Veterans Programs Administrator

Ohio Development Services Agency - Dr. Jian He – State Demographer, Research Office

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*Research and Evaluation Bureau and The Center for Innovation in Transition and Employment*

Dr. Robert Baer, Dr. Deborah Shama, and Eddie Bolden “Transition-age Youth and Young Adults” analysis report.

## Executive Summary

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Opportunities for Ohioans with Disabilities (OOD), Division of Performance and Innovation (DPI), produced this 2015 Comprehensive Statewide Needs Assessment (CSNA) building upon the framework methodology developed from the 2012 CSNA, which was designed to assess the vocational rehabilitation (VR) service needs of individuals related to six primary disability categories. These disabilities include visual impairments, hearing impairments, communicative impairments, physical impairments, psychosocial impairments and cognitive impairments. This methodology focuses on penetration rates (of the extent to which OOD was serving prospective jobseekers with disabilities), and proportionality (how well OOD is balanced in serving the cross-section of individuals with disabilities who are seeking employment). In order to position OOD to effectively meet the workforce needs of employers, as well as the new federal Workforce Innovation and Opportunity Act (WIOA) of 2014, the methodology for this CSNA is being applied to focus on the working age population, as well as identifying success factors for serving youth and students with disabilities. OOD contracted with Kent State University, which has been on the forefront of the Ohio Longitudinal Transition Study, to analyze and make recommendations specifically related to serving youth and students with disabilities. Additions to the 2015 CSNA include:

- A summary evaluation of the progress made on the 12 recommendations from the 2012 CSNA.
- 2014 Workforce Integration Task Force - Data Analysis, Surveys and Focus Group Data, based on the Task Force Recommendations Report to the Governor that focuses on better outreach and services to advance employment outcomes for individuals with visual and hearing impairments.
- The automation of penetration and proportionality data, which will enable OOD's bureaus of Vocational Rehabilitation and Services for Visually Impaired to interactively analyze existing service levels with projected needs.

### Data Collection Strategies

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OOD developed 2016 projections of the number of individuals with disabilities by category and county of residence in Ohio. Similarly, service data from OOD's VR case management system and employment statistics were utilized to develop estimates of the number of individuals likely to need VR services by disability category and by county. This provided a basis for developing estimates of the number of individuals actively participating in the labor force that need services to assist them in finding a job and could benefit from OOD VR services. Information was used from other key agencies that serve individuals with disabilities through the analysis of a variety of reports, documents and service data.

As a follow-up to the 2012 CSNA recommendations, OOD has aggressively gathered and analyzed data through the Workforce Integration Taskforce (WIT), focused on services for individuals who are deaf and blind, as well as service delivery capacity available through Ohio's network of Community Rehabilitation Programs (CRPs). Data collection strategies, including surveys of individuals with disabilities and employers, is described in detail in later sections of this report and data collection instruments are included in Appendices. OOD contracted with Kent State University, as a compliment to the Ohio Longitudinal Transition Study, to specifically address the six questions regarding youth and students with disabilities. Finally, a Survey of Disability and Employment (SDE) (Mathematica, 2014), of over 1,000 OOD VR applicants was conducted to assist OOD to better understand the needs of individuals with disabilities.

## Need for Services

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**Review of Existing Data.** According to the American Community Survey (ACS), in 2013 more than 1.5 million (13.6 percent) Ohioans experience disabilities; which ranks Ohio 6th among states/territories in the number of residents with disabilities and 20th in the percentage of individuals with disabilities of total population. For Ohioans age 18 to 64, ambulatory disabilities are the largest category of disabilities (50.9 percent of individuals with disabilities) and visual impairments are the smallest (17.4 percent of individuals with disabilities). Approximately one-third (33.5 percent) of individuals with disabilities ages 18 to 64 were employed and 31.8 percent were living in poverty. As might be anticipated, individuals with disabilities tend to earn less than individuals without disabilities. The median annual income for individuals with disabilities was \$18,960 while the median annual income for individuals without disabilities was \$30,271. These patterns also hold true for veterans with disabilities. (Institute on Disability)

In 2014, as compared to 2011:

- OOD received \$15,706,680, which was a 21 percent increase, in General Revenue Funding;
- 4,580 OOD participants, or 36 percent more, achieved a successful employment outcome;
- 85 percent increase in the number new VR case service plans written.

**Race and Ethnicity.** ACS 2012 (Erickson, Lee, & von Schrader, 2014) data indicate that the estimated prevalence of disability for working age Ohioans (age 21-64) was:

- 11.7 percent among whites, estimated 647,300 individuals
- 17.0 percent among Black/African Americans, estimated 131,800 individuals
- 4.3 percent among Asians, estimated 5,600 individuals
- 29.1 percent among Native Americans, estimated 4,400 individuals
- 15.9 percent other race(s), estimated 23,400

In 2014, OOD served 27,227 individuals; 6,941 or 25.2 percent were African American. Estimates indicate that 17.0 percent of working age African Americans experience disabilities. This translates into 160,044 Ohioans. Other estimates indicate that of the more than 30 percent or 54,000 African Americans with disabilities, almost 31 percent (or 15,000), may be seeking employment at any particular point in time. Thus, OOD is serving approximately 46.3 percent of working age African Americans who are seeking employment and could benefit from VR services. More than eight (8) out of 10 working age African Americans (80.5 percent) reside in the following seven Ohio counties: Cuyahoga, Franklin, Hamilton, Montgomery, Lucas, Summit, and Mahoning. (U.S. Census - ACS, 2013) (Erickson, Lee, & von Schrader, 2014)

**Hispanic/Latino Population.** In 2013, 3.2 percent (or 367,394) of Ohio’s population was comprised of individuals with an ethnicity of Latino or Hispanic. Estimates indicate that 10.3 percent of Hispanics experience disabilities (Erickson, Lee, & von Schrader, 2014). Thus 37,842 individuals of all ages of individuals of Latino/Hispanic ethnicity experience a disability in Ohio; for working age population, the prevalence of disability is estimated to be 11.0 percent which translates into 25,382 individuals. Other estimates indicate that 13.9 percent, or 1,610 of Hispanic/Latino ethnicity actively participating in the labor force, but not employed, may be seeking employment at any specific point in time. Thus, OOD is serving approximately 34.7 percent of Hispanics who could benefit from OOD VR services. Almost two-thirds of Ohio’s Hispanic working population (230,742 individuals) reside in Butler, Cuyahoga, Franklin, Hamilton, Lorain, Lucas, Mahoning, and Montgomery counties. (U.S. Census - ACS, 2013)

**Age – Youth with Disabilities.** As OOD implements provisions of the 2014 Workforce Innovation and Opportunity Act (WIOA) and the new partnership with the Ohio Department of Education (ODE), a greater focus in producing outcomes for youth and students with disabilities must be addressed. U.S. Census and ODE data support the need for OOD’s services amongst youth with disabilities. In 2013, there were 1,583,227 youth in Ohio between the ages of 14 and 24. Estimates suggest that approximately 100,000 of this population may experience disabilities. In 2014, OOD served 11,959 youth between 14 and 24 years of age. (OOD - AWARE) In addition, the Ohio Department of Education estimates that there are more than 50,000 school-age youth (starting at age 14) with an individualized education program (IEP) and who also have identified disabilities, potentially qualifying them for OOD VR services. (ODE - EMIS, 2012-2013). As a result, there is a significant need to provide VR services to youth and students with disabilities throughout Ohio.

**Age - Older Adults.** There are 1,681,232 individuals in Ohio over age 65 (U.S. Census - ACS, 2013). Estimates suggest that 585,030 may experience disabilities. OOD served 303 individuals over age 65 in 2014. The network of providers for the federal Senior Community Service Employment Program (SCSEP) served 372 or 13.8 percent individuals with disabilities (Ohio Department of Aging , 2014). As of April 2015, more than 19.5 percent of individuals engaged with OOD were 55 and older, and 17.8 percent were between the ages of 50 and 64 (OOD - AWARE). This population age 50-64 is where OOD’s partnership with Ohio Department of Aging (ODA) can continue to have the greatest impact. It is important to note that less than two percent of individuals age 65 and older with a disability, who are not in the labor force, are actually seeking work (Bureau of Labor Statistics, 2013-2015). So although the vocational rehabilitation outcomes tied to competitive employment may not be a focus of Ohioans with disabilities age 65 and older, the expanded partnership with ODA, as well as OOD’s strategy in strengthening its Independent Living and Older Blind program, could further help address the needs of this population.

## Disability Categories

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**OOD VR Service Penetration Rates in Ohio Counties.** Maps and tables in Section V of this report indicate projected penetration rates for 2015 for the six major OOD disability categories for all 88 counties in Ohio. A penetration rate represents the number of working age Ohioans with disabilities who received OOD VR services out of the total number who want to work that could be served. Penetration rate data indicate that OOD has made significant progress in serving individuals with cognitive and psychosocial disabilities, and still needs to focus on individuals with hearing and visual impairments. The highest projected penetration rate of the six primary disability categories in 2013 was 45.3 percent for psychosocial impairment, while it is estimated that it was only 4.9 percent for individuals with communicative impairments.

**Number of Counties by Disability Category and OOD Service Penetration Rate Range - 2016**

Range	Cognitive	Communicative	Hearing	Physical	Psycho-Social	Visual
0 to 10%	3	68	61	8	2	17
10.1% to 25%	38	17	24	51	17	57
25.1% to 40%	29	3	2	17	26	13
Higher than 40%	18	0	1	12	43	1

**Counties with Low and High Penetration Rates.** Seven counties (Belmont, Clinton, Hardin, Holmes, Lake, Lorain, and Noble) did not have an OOD service penetration rate of more than 25 percent for any of the six primary disability impairment categories. The penetration rates for Allen and Auglaize counties stand out positively, in the fact that the rate of individuals with disabilities served by OOD were higher for three disability categories (cognitive, physical, and psychosocial), and was not below 10 percent for communicative, hearing or visual.

**Proportionality Rates.** The distribution and proportionality differences statewide suggests that OOD has been able to make significant progress in identifying and serving individuals with psychosocial and cognitive impairments, which has resulted in a greater gap for the other four disability categories, in particular those with hearing impairments. This can be explained by the fact that OOD has engaged in direct working relationships with local behavioral health authorities and the state and local developmental disabilities boards; all of which have representation in every county.

**Special Populations.** Prevalence estimates suggest that individuals with disabilities, within OOD’s disability categories, may also experience conditions that include (but are not limited to) developmental disabilities, autism, traumatic brain injury and/or alcohol and other drug use. There have been significant increases in the number of individuals impacted by autism over the last decade. For example, prevalence of autism in U.S. children increased by 119.4 percent, from 1 in 150 in 2000 to 1 in 68 in 2010 - (CDC - Autism & Developmental Disabilities Monitoring (ADDM) Network, 2014). This 1.5 percent prevalence estimate is reflective of children who are currently 13 years of age. Thus, in the next three years, OOD may see an increase in individuals served with autism.

**Individuals Served by Other State Agencies.** The Ohio Department of Education has identified over 50,000 youth, age 14 to 22, with an individualized education program (IEP) and identified disabilities, who could be eligible for OOD VR services. In 2014, 1,907 individuals could be served statewide via the federally funded Senior Community Service Employment Program (SCSEP), which is a 40 percent decrease from the 2,691 served in 2013. In state fiscal year 2014, the Ohio Department of Mental Health and Addiction Services reported that 212,808 Ohioans with severe mental illnesses and/or drug addiction were served, a subset of which might also benefit from OOD VR services. The Ohio Department of Developmental Disabilities (DODD), through local county boards, serves over 32,000 individuals with developmental disabilities, age 14-64, who are engaged in facility-based work, facility-based non-work, or integrated employment. According to the Veteran’s Benefits Administration, a total of 133,796 Veterans with disabilities received disability benefits in 2014.

## Perceptions of Individuals with Disabilities and Key Informants

### **OOD and Mathematica Surveys of OOD Participants**

Increased engagement should include the use of technology, with 75 percent of individuals surveyed indicating that they would be interested in working with their VR counselor online.

Unfortunately, with 35.9 percent of VR applicants surveyed indicating that they have taken advantage of OOD for help with employment, suggests most people who have recently applied for VR services do not understand that they are working with OOD. This may be a symptom of the need for increased engagement with individuals receiving services and better branding of our services.

### **Workforce Integration Taskforce Surveys and Focus Groups**

**Constituents** About 20 percent of the respondents said they had turned down work or extra hours to keep their SSI or SSDI benefits. In general, respondents reported less difficulty doing a job than they did finding a job. About 47 percent said their disability made it somewhat or very difficult to do a job, and about 18 percent said they had no difficulty or trouble doing a job. The commonly mentioned barrier was employer attitudes toward the disability (about 65 percent). Getting needed accommodations was mentioned by 31 percent. Reliable transportation was mentioned by about 39 percent.

**Providers** About 45 percent said that between 25 and 74 percent of their clients, associates or family had turned down work for benefits. The most common occupational challenge the business community sees is safety and liability issues – about 73 percent reported this. The providers thought that the most common non-occupational challenge was the cost of accommodations—about 73 percent mentioned this. A distant second was transportation cost mentioned by 40 percent. This was followed by health care costs, which was mentioned by 32 percent.

**Employers** About 66 percent of companies said they had experience hiring persons with disabilities. Seventy-three percent of the employers said the hearing or vision requirements of the jobs would pose challenges for those with hearing or vision impairments. Thirty-five percent said the physical demands of the work. The most commonly mentioned non-occupational challenge was 'lack of applicants,' with about 37 percent saying this. There are two points to consider here. First, from the focus groups we know that some people have problems with online applications (which could be due to the individual needs training or the website is not accessible). Second, many if not most employers probably don't know if an applicant has a disability unless the applicant discloses the need for reasonable accommodation when applying. Transportation was mentioned by about a third of the employers. Accommodation costs were mentioned by about 22 percent of employers.

## Trends and Other Considerations

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### **Social Security Disability Insurance (SSDI) and Labor Force Participation.**

**SSDI** - Workers with disabilities accounted for the group with the largest percent change for beneficiaries receiving SSDI during 2010 and 2013. There has been a 12.8 percent increase in the number of workers with a disability who are classified as beneficiaries as compared to the total population receiving federally administered payments.

**Labor Force Participation** - In 2014, the U.S. unemployment rate for working age (16-64) individuals with disabilities was 13.9 percent, while the U.S. Labor Force Participation Rate for individuals with a disability age 16-64 was 30.2 percent, down from 31.6 percent in 2012. Although unemployment has trended lower, so has the labor force participation of individuals with disabilities; meaning fewer individuals with disabilities are working and/or actively seeking work.

**Implications of the Workforce Innovation and Opportunity Act (WIOA).** Although final regulations for implementing the provisions of WIOA will not be available until 2016, the law is focused on ensuring Ohio's VR program is aligned with workforce development and employment strategies, which are funded through the U.S. Departments of Labor and Education. The three primary focus areas that OOD must be prepared to address and be a part of are: 1) A Unified State Workforce Plan; 2) Focus on Youth and Students with Disabilities; and 3) Common Workforce Performance Measures; which include outcomes for individuals served related to job retention, earnings, credential/skills gains, as well as employer satisfaction.

### **Elimination of Ohio's Wait List for VR Services.**

OOD was able to eliminate the wait list for individuals seeking VR services for all categories of disability (MSD, SD, and D). OOD will need to plan and manage its financial and human capital resources to effectively meet service delivery needs for all eligible applicants without interruption.

## Recommendations

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The data summarized above and in more detail in the following report suggested several formal recommendations. Recommendations were developed as a prelude to and support for formal planning activities. The recommendations are provided below and are accompanied by a brief explanation and reference of the data which support the recommendation.

**1. Actively engage OOD VR counselors in the early stages of a student’s Individualized Education Program (IEP) development and utilize the VR services that have yielded positive outcomes.**

OOD outcome data and the Ohio Longitudinal Transition Study results identify specific strategies that contribute to successful service delivery and outcomes for youth and students with disabilities. Ohio’s State Fiscal Year 2016/17 Budget provides the Ohio Department of Education (ODE) with funding that will allow OOD counselors to work with local education agencies to serve students with disabilities through partnership with local career technical planning districts. The number of youth who have an IEP, as well as a qualifying disability for OOD services, provide OOD and ODE a strategic foundation to identify immediate areas of need.

Sources:

Section VII – Youth and Students with Disabilities - Comprehensive Statewide Needs Assessment (CSNA) For Transition-age Youth and Young Adults (R. Baer, 2015)

**2. Formalize efforts to increase services to individuals with visual and hearing disabilities; specifically evaluate and prioritize identified recommendations cited in the Workforce Integration Task Force (WIT).** The penetration rate and proportionality rate data tables and maps suggest that additional opportunity and emphasis for individuals with hearing and visual impairments should be a priority. OOD should evaluate and prioritize the recommendations of the WIT as a roadmap for planning and implementation.

Sources:

Section IV. Prevalence & Penetration Rate Projections of Unmet Need

Map 3 and 6 Hearing & Visual Impairment - OOD Service Penetration Rate - 2016 Projection  
Table 24 - Number of Counties by Disability Category and OOD Service Penetration Rate Range – 2016 projection

Table 25 - OOD Service Penetration Rate Ranges – Counts by County – 2016 Projection

Section VIII. Workforce Integration Workforce Integration Task Force

Final Report to Governor John R. Kasich (Workforce Integration Task Force (WIT), 2014)

**3. Expand and leverage new employer and state agency partnerships to achieve Workforce Innovation and Opportunity Act common performance measure outcomes.** OOD should build upon the existing business engagement activities, as well as state partnerships facilitated by the Governor’s Office of Workforce Transformation, to promote labor exchange between OOD participants and employers seeking talent; with an emphasis on in-demand occupations.

Sources:

Section VIII. OhioMeansJobs.com and In-Demand Occupations

Section IX. Survey Results – Workforce Integration Task Force

- 4. Meet the workforce needs of employers by evaluating in-demand occupations as a standard approach of VR counselors' work in developing job goals and service plans for OOD job seekers.** OOD has emphasized employers as a dual customer and a critical component for the success of individuals with disabilities that are seeking employment. The Governor's Office of Workforce Transformation has diligently worked to strategically align Ohio's workforce programs to focus efforts in meeting employers' workforce needs. One strategy is through the identification and monthly monitoring of Ohio's in-demand occupations. It is recommended that VR counselors, as part of informed choice, review the in-demand occupations, and where appropriate, focus job goals and training around those. It is recommended that OOD utilize labor market information, Wanted Analytics, and OhioMeansJobs.com to facilitate this activity.

Sources:

Section VIII. OhioMeansJobs.com and In-Demand Occupations

Appendix C – OhioMeansJobs.com – All In-Demand Occupations

<http://jfs.ohio.gov/owd/OMJResources/State-AllOpenings.stm>

- 5. Work with the Social Security Administration to identify strategies for referring disability claimants to the Vocational Rehabilitation program.** As the trend of Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) recipients is continuing to rise, the trend for individuals with disabilities participating in the labor force is on the decline for working age (16-64) individuals with disabilities compared to individuals without disabilities. OOD and SSA should identify ways to stem and reverse this trend through collaborative efforts.

Sources:

Section IV. Disability Demographics and Employment Status:

Tables 4 - Annual U.S. Unemployment of Civilians Ages 16 to 64 by Disability Status – 2012-2014 Bureau of Labor Statistics (Table A-6):

Table 8 - Ohio: Number and Employment of SSI Beneficiaries: 2002-2012

Chart 1 - SSDI – U.S. Disabled Worker Beneficiary Trend Disabled Worker Data

Chart 2 - SSDI – U.S. Number in Current Payment Status at End of Month

- 6. Concentrate efforts to bring awareness and assist OOD VR served individuals to register with OhioMeansJobs.com (OMJ) as means to achieving their employment goals.** Data from ODJFS labor exchange registration in the OhioMeansJobs.com (OMJ) system suggests that more individuals that are served by OOD could be registered and take advantage of the tools in OMJ.

Sources:

Section VIII. OhioMeansJobs.com and In-Demand Occupations: A Focused Outcome Strategy for OOD

Map 14 OOD Participants\* Registered in OhioMeansJobs.com

Tables 32 and 33 - OOD Served and Rehab Compared to OMJ Registrants as of April 2015

**7. Utilize technology to increase access to OOD services and improve operational efficiencies.**

A survey of OOD participants supports the need for OOD to enhance its technological infrastructure as means for promoting access to VR services, as well as facilitating their interaction with their VR counselor. This will also promote efficiency and quality of service delivery.

Source: Section IX and Appendix B – Survey Results Opportunities for Ohioans with Disabilities (OOD) Participant Survey

**8. Design a formal business plan model that allows for agile deployment of human and financial resources across Ohio counties when new opportunities to expand VR services arise.**

With the elimination of the wait list for VR services, new WIOA regulations, and focus on WIT recommendations to meet the needs of hearing and visually impaired individuals, OOD needs to be prepared to deploy counseling staff and resources that correspond to changes designed to promote more balance across the system. When addressing significant discrepancies in the “balance” (proportionality) of services provided across counties in Ohio, it will require a methodical approach to achieve success, including efforts to access available federal funding which may be required to support the provision of expanded services.

Source: Section VI. Relative Proportionality: Comparison of Needs to Service Provision

**9. Re-evaluate the partnership with the Ohio Department of Aging, leveraging both Vocational Rehabilitation and the Independent Living and Older Blind programs.**

More than 19.5 percent of individuals engaged with OOD were 55 and older, and 17.8 percent were between the ages of 50 and 64. Only two percent of individuals age 65 and older with a disability, who are not in the labor force, are actually seeking work. Thus, OOD could also leverage the Independent Living and Older Blind program in meeting the needs of the 65+ population.

Sources:

Table 5 - Persons not in the labor force by disability status, age, and sex, 2014 annual averages  
Bureau of Labor Statistics (Table A-5)

Section X. Information from Other State Agencies Ohio

Appendix A - Department of Aging (ODA) Program Year 2014 Senior Community Service  
Employment Program (SCSEP)

## Executive Summary

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## I. Introduction

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This report provides the Opportunities for Ohioans with Disabilities (OOD) agency with findings and recommendations related to the vocational rehabilitation (VR) needs of Ohioans with disabilities.

### Recent Trends in Funding and Past and Current Needs Assessments

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The current needs assessment builds upon the methodologies developed from the 2012 CSNA by evaluating penetration rates and relative proportionality with projections estimated for 2016. These data were considered critical in order to develop policy and resource allocation recommendations responsive to future needs. Procedures and specific data were collected in response to recent change in funding trends. Responses to recommendations from the 2012 CSNA are highlighted, as well as financial and service trend data in sections of the CSNA.

### Purpose of the Comprehensive Statewide Needs Assessment (CSNA)

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The primary purpose of OOD's vocational rehabilitation CSNA is to provide a basis for allocating resources to support individuals with a variety of disabilities in Ohio. In order to make policy decisions about the optimal distribution of resources, this CSNA provides OOD information about the prevalence of disabilities in counties in Ohio. Prevalence is defined as the total number of estimated cases present in a specific population and location at a particular point in time (Green & Kreuter, 1991). Prevalence rate is calculated by dividing the number of individuals reporting a disability by the total number of individuals in the population (Erickson, Lee, & von Schrader, 2014). Individuals served by OOD's VR program are divided into one of the following categories: visual impairments, hearing impairments, communicative impairments, physical impairments, psychosocial impairments, or cognitive impairments.

OOD's 2012 CSNA provided the basis to find estimates of the prevalence of disabilities consistent with the classification system for disabilities used by OOD and defined by Rehabilitation Services Administration (RSA). Although definitions of a specific category of disability may not precisely match definitions used by OOD or definitions that facilitate clinical practice, the prevalence estimates used in the CSNA and corresponding definitions were the most appropriate for estimating the prevalence of disabilities consistent with the classification system used by OOD.

All prevalence figures and other projections cited in the CSNA are estimates and are intended to represent the magnitude of prevalence of specific disabilities in specific counties in Ohio. It is appropriate to use such figures and comparisons across counties and categories of disabilities in conjunction with other information to support planning and policy development. However, prevalence and other projections are not representative of the precise number of individuals with specific disabilities.

## Needs Assessment Questions

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As OOD has re-focused efforts on achieving outcomes through business engagement as well as planning to meet Workforce and Innovation Opportunity Act (WIOA) expectations, this CSNA is focused on addressing the following questions:

1. What is the projected number of individuals that will experience each category of disability in Ohio?
2. How many individuals with disabilities are projected to be seeking employment, who currently are not working?
3. How do prevalence estimates differ for individuals by race/ethnicity and age groups?
4. How many individuals with disabilities received services from OOD?
5. With the new Workforce innovation and Opportunity Act (WIOA), how can OOD better coordinate with other state agencies in serving individuals with disabilities?
6. What are the gaps in serving disability populations and how should gaps be prioritized?

### Questions specific to youth with disabilities:

7. What are the characteristics of youth with disabilities receiving various categories of rehabilitation services?
8. Which are the characteristics of youth with disabilities experiencing employment outcomes?
9. What are the characteristics of youth with disabilities experiencing postsecondary education outcomes?
10. What services predicted employment outcomes after controlling for other factors?
11. What services predicted participation in postsecondary education after controlling for other factors?
12. What services predicted supported employment outcomes after controlling for other factors?

## Focus Areas and Data Collection Strategies

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The 2015 CSNA focuses on six critical tasks:

1. Evaluation of the recommendations made in 2012 CSNA the 2014 Workforce Integration Taskforce Report;
2. Utilization of federal, state, and local data resources;
3. Analyzing service delivery needs for individuals with disabilities based on disability categories and geographic locations;
4. Identifying proportionately underserved and un-served populations;
5. Analysis of working-age population and students/youth with disabilities;
6. Make data informed recommendations to improve helping individuals with disabilities achieve competitive employment outcomes.

Building upon the foundation set from the 2012 CSNA methodology, OOD developed 2016 projections of the number of individuals with disabilities by category and county of residence in Ohio. Similarly, service data from OOD's VR case management system and employment statistics were utilized to develop estimates of the number of individuals likely to need VR services by disability category and by county. This provided a basis for developing estimates of the number of individuals actively participating in the labor force that need services to assist them in finding a job and could benefit from OOD VR services. As a follow-up to the 2012 CSNA recommendations, OOD has aggressively gathered and analyzed data through the Workforce Integration Taskforce, focused

on services for the deaf and blind, as well as service delivery capacity available through Ohio's network of Community Rehabilitation Programs (CRPs). Data collection strategies, including surveys of individuals with disabilities and employers, are described in detail in later sections of this report. OOD contracted with Kent State University, as a compliment to the Ohio Longitudinal Transition Study, to specifically address the six questions regarding youth and students with disabilities. Finally, Mathematica conducted a Survey of Disability and Employment (SDE), of over 1,000 OOD VR applicants, that will assist OOD to better understand the needs of individuals with disabilities.

Projections were made in the number of Ohioans with disabilities in need of vocational rehabilitation (VR) services by category of disability and by county of residence in Ohio were utilized using American Community Survey (ACS) population projections and Bureau of Labor Statistics labor force participation and employment statistics. Similarly, service data from Ohio's VR case management system and employment statistics were utilized to develop estimates of the number of individuals likely to need VR services. Information was used from other agencies that serve individuals with disabilities through the analysis of a variety of reports, documents, and service data.

## Content of the Needs Assessment Report

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The remainder of this report is divided into several sections corresponding to data collection strategies and other phases of the needs assessment project. Section II summarizes background information (secondary data) and other contextual factors. Information summarizing VR services provided by OOD and annual funding for OOD are summarized in this section. This information is viewed as a critical foundation for the needs assessment data summarized in this report. Section III provides a progress report on OOD's efforts to address recommendations made in the 2012 CSNA. Section IV reviews race, ethnicity, age, and disabilities in Ohio. Sections V and VI provide information related to the amount of service provided in Ohio counties. Section VII summarizes the findings and recommendations related to youth with disabilities produced by Kent State University, titled "Comprehensive Statewide Needs Assessment (CSNA) For Transition-age Youth and Young Adults"; the full report is contained in Appendix A. Section VIII provides a synopsis of the Workforce Integration Task Force analysis and recommendations specifically designed to address opportunities for individuals with hearing impairments and visual impairments, as well as an evaluation of OOD's use of OhioMeansJobs.com. Section IX provides a summary and analysis of consumer and employer surveys and focus groups commissioned by OOD and Mathematica. Information provided by other state agencies in Ohio related to the need for VR services is contained in Section X. Section XI of this report addresses formal recommendations. The final two sections (section XII and XIII) include a Bibliography and Appendices, which provide detailed background information and data collection instruments.

## II. Background Information and Methodology

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### Definition of Disability

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The definition of disability is based on a conceptualization developed by Nagi (Nagi, 1991), and also served as the foundation of the Americans with Disabilities Act (ADA). Nagi's approach defines a disability as a situation where a functional limitation leads to the inability to perform socially expected roles and activities, such as paid employment and stresses the interaction between physical and mental conditions and the environment as a precursor to disability. Adaptations such as "vocational rehabilitation" provide individuals with disabilities an opportunity to address functional limitations so that individuals can perform job related duties.

### Current System for Delivering Vocational Rehabilitation Services in Ohio

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Opportunities for Ohioans with Disabilities (OOD) is a state agency that provides support to increase employment and independent living outcomes for Ohioans with disabilities through partnerships with business, education, and non-profit organizations throughout Ohio. Approximately 290 OOD counselors deliver VR services via 14 field offices located across Ohio, as well as from embedded locations, such as schools and OhioMeansJobs Centers. OOD also provides VR services through established case management and service delivery contracts with local and state agencies. During FFY 2015, 27 contracts provided a basis for delivering VR services. In addition to employment and independent living support programs, OOD is responsible for making disability determinations for the Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) programs in Ohio.

OOD receives funding from the Rehabilitation Services Administration (RSA) for the following four programs: Basic vocational rehabilitation (VR) services (including supported employment), independent living initiatives for older individuals who are blind, and statewide independent living programs. VR services include activities designed to assist individuals with disabilities to engage in competitive employment capitalizing on their strengths, resources and abilities.

**Elimination of the VR Wait List.** Federal regulations require that when a State does not have sufficient resources to serve all VR eligible individuals in the State, it must implement an order of selection (OOS) that gives priority for services to individuals with the most significant disabilities (MSD). Individuals are determined to have an MSD if they are expected to need multiple VR services over an extended period of time and their disability seriously limits three or more functional capacities in terms of an employment outcome. Functional capacity areas include communication, interpersonal skills, mobility, self-care, self-direction, work skills, and work tolerance. "Over an extended period of time" means that services are likely to be needed for six months or more. Individuals are determined to have a Significant Disability (SD) if they are expected to need multiple VR services over an extended period of time and their disability seriously limits one or two functional capacities in terms of an employment outcome. Individuals are determined to have a Disability (D) if they are not expected to need multiple services over an extended period of time, or if their disability does not seriously limit any functional capacities in terms of an employment outcome.

OOD has been operating under an order of selection (OOS) policy since 1991 and had been operating a statewide waiting list since December of 2008. OOD eliminated the waiting list for individuals with SD in June of 2014. After eliminating this waiting list, OOD began providing services to individuals with D for the first time since 1991. In February 2015, the waiting list for all priority levels (MSD, SD and D) was eliminated.

**Business as a Customer.** OOD implemented a dual customer model with an emphasis on serving business as a customer. In 2013, OOD hired a business relations manager and regionally based business sourcing analysts to promote employment opportunities for individuals served by OOD's VR program through business focused engagement and education activities. From 2012 to 2015, the number of Ohio Business Leadership Network (BLN) member businesses increased from 19 to 75. In 2014, the Ohio BLN was recognized as the affiliate of the year by the United States Business Leadership Network. (Ohio Business Leadership Network (OHBLN), 2015)

**Implications of the Workforce Innovation and Opportunity Act (WIOA).** Although final regulations for implementing the provisions of WIOA will not be available until 2016, the law is focused on ensuring the VR program is aligned with workforce development and employment strategies, which are funded through the U.S. Departments of Labor and Education. The three primary focus areas that OOD must be prepared to address are: 1) A Unified State Workforce Plan; 2) Common Workforce Performance Measures; which include outcomes for individuals served related to job retention, earnings, credential/skills gains, as well as employer satisfaction; and 3) Youth and Students with Disabilities.

## Needs Assessment Methods

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Needs assessment is defined as a systematic and ongoing process of providing usable and useful information about the needs of a target population in order to make judgments about policy and programs (Shell, 2009) (Steinmetz, 2006). OOD is committed to using the data from the current needs assessment to inform future state plans and policy. As with any service delivered to a population in need, OOD acknowledges that there are gaps between the current reality of the VR system in Ohio and ideal conditions. The goal of current needs assessment activities is to assess the progress made since 2012 and continue to strategically identify gaps through the use of data and ultimately, expand services to unserved and underserved populations in Ohio. Many of the projection statistics referenced in this report are estimates of existing and/or future conditions. The existing sources used for generating estimates were vetted by individuals with expert knowledge through the 2012 CSNA process, and new sources were also vetted through experts.

**The Needs Assessment Process.** This needs assessment utilizes each of the strategies identified in the most current available *VR Needs Assessment Guide* (Shell, 2009) and the innovative methods designed in the 2012 CSNA that further meets the unique needs of Ohioans that could benefit from OOD VR services. The six basic steps described by Shell (2009) guided project activities:

- Step 1: Defining and Establishing CSNA Goals
- Step 2: Developing CSNA Plan for Information and Dissemination
- Step 3: Gathering the information
- Step 4: Analyzing the Results and Developing Findings
- Step 5: Develop the Conclusions: Potential Action Strategies
- Step 6: Informing State Plan, Goals, Priorities, and Strategies

The strategies for gathering and analyzing information and data in steps 3 and 4 included: 1) using existing disability population statistics; 2) creating disability population estimates from available data; 3) creating population projections; 4) Utilizing federal and state labor force statistics; 5) utilizing existing VR data; 6) incorporating state county level statistics; and 7) soliciting feedback from stakeholder groups.

Specifically, the stakeholder groups, such as the Consumer Advisory Committee, Workforce Integration Taskforce, Ohio Business Leadership Network, and OOD Commission contributed to needs assessment activities.

## Environmental Scan

The information in this section provides the foundation for the needs assessment activities described in this report. American Community Survey (ACS) data was used from the US Census Bureau, as well cited from the 2014 Disability Statistics Compendium and the 2012 Cornell Report Ohio Disability Statistics (Institute on Disability) (Erickson, Lee, & von Schrader, 2014). Other data sources include the Bureau of Labor Statistics, the Ohio Longitudinal Transition Study, and other administrative records of government programs (such as Social Security Disability Insurance, Supplemental Security Income and federal/state vocational rehabilitation programs). Highlights from these and other sources such as ACS and the 2010 Census follow.

**Population of Ohio Counties.** 2015 estimates suggest Ohio’s total population is at 11,549,140 (U.S. Census - Ohio Developmental Services Agency Projections). Sixty (60) of Ohio’s 88 counties have total populations of less than 100,000 residents. Vinton County, with 13,570 residents in the southeast part of Ohio has the smallest total population. Nineteen (19) Ohio counties have populations between 100,000 and 250,000 residents and the remaining nine (9) counties all have populations that exceed 300,000.

As shown in Table 1 below, the nine (9) counties with populations exceeding 300,000 are: Cuyahoga, Franklin, Hamilton, Summit, Montgomery, Lucas, Butler, Stark, and Lorain. Cuyahoga is Ohio’s largest county with 1,242,390 residents. These counties account for 50 percent of the state’s total population.

**Table 1 - Counties with Largest Populations in Ohio: 2015 Estimate**

County	Age 0-14	Age 15-64	Age 65+	Total Population	Percent of Total Population
Cuyahoga	216,450	817,050	208,890	<b>1,242,390</b>	<b>10.8%</b>
Franklin	248,880	815,150	134,350	<b>1,198,380</b>	<b>10.4%</b>
Hamilton	154,220	525,190	114,550	<b>793,960</b>	<b>6.9%</b>
Summit	93,880	355,990	87,360	<b>537,230</b>	<b>4.7%</b>
Montgomery	96,890	339,380	88,110	<b>524,380</b>	<b>4.5%</b>
Lucas	84,470	287,380	63,440	<b>435,290</b>	<b>3.8%</b>
Butler	76,230	252,960	49,190	<b>378,380</b>	<b>3.3%</b>
Stark	65,750	238,860	67,060	<b>371,670</b>	<b>3.2%</b>
Lorain	55,240	202,000	49,140	<b>306,380</b>	<b>2.7%</b>
<b>9-County Subtotal</b>	<b>1,092,010</b>	<b>3,833,960</b>	<b>862,090</b>	<b>5,788,060</b>	<b>50.1%</b>
<b>Ohio</b>	<b>2,161,720</b>	<b>7,592,560</b>	<b>1,794,860</b>	<b>11,549,140</b>	<b>100.0%</b>

**Prevalence of Disabilities.** The following data represent disability prevalence statistics reported in the American Community Survey (ACS) (Institute on Disability). The ACS is conducted by the U.S. Census Bureau and provides annual community profiles. The information is collected through a questionnaire mailed to a random sample of addresses. The data specific to disability are based on six questions. If individuals answer “yes” to any one of these six questions they are classified as having a disability. The disability categories identified in the ACS are ambulatory disability, cognitive disability, hearing disability, independent living disability, self-care disability and vision disability.

Definitions and descriptions of methodology are available at <http://www.factfinder.census.gov>.

According to the ACS, in 2013 Ohio had the 6th largest population of individuals with disabilities in the United States. Approximately 13.6 percent of the total population in the state was identified as having a disability (1,555,348 individuals). Table 2 illustrates the prevalence of disability by age groups and specific disability categories.

**Table 2 - Age of Ohioans with Disabilities: 2013**

Age Range	Number with Disabilities	Percent of Total Population by Age
Under 5	5,435	0.8 %
5-17	118,908	6.1 %
18-64	838,715	11.9 %
65+	592,290	35.2%
<b>All Ages</b>	<b>1,555,348</b>	<b>13.6%</b>

Table 3 provides the percent of Ohioans experiencing specific categories of disabilities as a percent of the total population and total number of disabilities.

**Table 3 - Disability Categories and Employment Status of Ohioans: 2013 (Age 18-64)**

Disability Category	Prevalence of Population by Category	Total	Employed	Percent Employment
Ambulatory Disability	6.0%	427,090	100,853	23.6%
Cognitive Disability	5.2%	368,834	89,668	24.3%
Independent Living	4.2%	296,075	47,559	16.1%
Hearing Disability	2.3%	159,576	79,440	49.8%
Self-Care Disability	2.1%	147,915	23,903	16.2%
Vision Disability	2.1%	145,907	53,942	37.0%

**U.S. Employment Statistics and Labor Force Participation**

Table 4 and Table 5 illustrate the U.S. labor force participation and unemployment rates for working age (16-64) individuals with disabilities compared to individuals without disabilities, as reported by the Bureau of Labor Statistics. In 2014, the U.S. unemployment rate for working age (16-64) individuals with disabilities was 13.9 percent. Although unemployment has trended lower, so has the labor force participation of individuals with disabilities; meaning fewer individuals with disabilities are working and/or actively seeking work.

**Table 4 - Annual U.S. Unemployment of Civilians Ages 16 to 64 by Disability Status – 2012-2014**  
Bureau of Labor Statistics (Table A-6) – Household Data (Not Seasonally Adjusted)

[Numbers in thousands]

Employment status - Age 16-64	Persons with a disability			Persons with no disability		
	Annual 2012	Annual 2013	Annual 2014	Annual 2012	Annual 2013	Annual 2014
Total Men & Women, 16 to 64 years						
Total Civilian labor force	4,854	4,858	4,718	142,393	142,415	142,847
Total Participation rate	31.6%	31.4%	30.2%	76.5%	76.2%	76.2%
Total Employed	4,146	4,146	4,061	131,078	132,102	134,272
Total Employment population ratio	27.0%	26.8%	26.0%	70.4%	70.7%	71.7%
Total Unemployed	708	713	655	11,316	10,313	8,574
Total Unemployment Rate	14.6%	14.7%	13.9%	7.9%	7.2%	6.0%
Total Not in labor force	10,484	10,593	10,895	43,683	44,402	44,528
Total Working Age Population	15,338	15,451	15,613	186,076	186,817	187,375

In 2014 the U.S. Labor Force Participation Rate for individuals with a disability age 16-64 was 30.2 percent, down from 31.6 percent in 2012. (Bureau of Labor Statistics, 2013-2015)

**Table 5 - Persons not in the labor force by disability status, age, and sex, 2014 annual averages  
Bureau of Labor Statistics (Table A-5) (numbers in thousands)**

Category	Total 16 years & Over	16 to 64 years			Total 65 years & Over
		Total	Men	Women	
<b>PERSONS WITH A DISABILITY</b>					
Total not in the labor force	23,520	10,895	5,201	5,694	12,625
Persons who currently want a job	717	510	258	252	207
<b>Marginally attached to the labor force(1)</b>	225	184	99	85	41
<b>Discouraged workers(2)</b>	68	52	34	18	16
<b>Other persons marginally attached to the labor force(3)</b>	157	132	65	66	25
<b>PERSONS WITH NO DISABILITY</b>					
Total not in the labor force	68,505	44,528	16,284	28,244	23,977
Persons who currently want a job	5,606	5,008	2,293	2,715	598
<b>Marginally attached to the labor force(1)</b>	1,983	1,828	936	891	155
<b>Discouraged workers(2)</b>	671	604	362	242	67
<b>Other persons marginally attached to the labor force(3)</b>	1,312	1,224	575	649	88
<b>Footnotes</b>					
(1) Data refer to persons who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.					
(2) Includes those who did not actively look for work in the prior 4 weeks for reasons such as thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.					
(3) Includes those who did not actively look for work in the prior 4 weeks for such reasons as school or family responsibilities, ill health, and transportation problems, as well as a number for whom reason for nonparticipation was not determined.					

(U.S. Department of Labor - Bureau of Labor Statistics, 2015)

<http://www.bls.gov/news.release/pdf/disabl.pdf>

### Ohio's Labor Force Participation and Employment

The discrepancy between the employment rate for individuals with and without disabilities in the U.S. is mirrored at the state level in Ohio. According to the ACS, in 2013, 33.5 percent of individuals with disabilities, age 18-64, in Ohio are employed compared to 75.9 percent of individuals without disabilities. These data reveal an employment gap of 42.4 percent between the two groups. Furthermore, only 19.0 percent of the total population of individuals with disabilities ages 16 and older were employed full time and year round, whereas 51.6 percent of the population 16 and over without disabilities were employed full time and year round in Ohio. This represents a gap of 32.5 percent. (Institute on Disability)

ACS 2013 data indicate that 24.3 percent of working age Ohioans with a cognitive disability were employed, compared to 23.7 percent nationally. Similarly, 10.9 percent of working age Ohioans with a cognitive disability who were receiving Social Security benefits were employed, as compared to 9 percent nationally.

In April 2015, the Ohio Department of Developmental Disabilities reported that 17,241 persons were employed in facility based workshops while 8,405 were employed in integrated employment settings. During that same time, OOD was actively engaged with about 1,500 individuals through the Employment First partnership, as well as additional DD eligible individuals served by OOD outside of the partnership.

**Poverty and Earnings.** Data regarding poverty are also collected through the ACS. A set of 14 standards are used to calculate poverty. Thresholds are based on family size and composition. In 2013, it is estimated that 31.8 percent of Ohioans with disabilities ages 18 to 64 are living in poverty as compared to 13.0 percent of individuals without disabilities (a gap of 18.8 percentage points. The average median earnings for individuals with disabilities in Ohio is approximately \$18,960, whereas individuals with no disability earn \$30,271 annually (a difference of \$11,311).

**Veterans.** 2013 ACS data indicate that there are 774,205 veterans residing in Ohio. Veterans with disabilities receive compensation or pensions at varying percentages. The ACS designates service connected disability rating status for individuals in the Reserves or National Guard or active duty military who have a disability as a result of a disease or injury incurred or aggravated during active military service. Detailed definitions regarding data collection for veterans are provided in the ACS.

Furthermore, 76,595 Ohio veterans age 18 to 64 are living with disabilities; of which 13,996 or 18.3 percent are living in poverty as compared to the 26,392 or 8.1 percent of the 326,512 Ohio veteran population without disabilities. This is a poverty gap of 10.2 percentage points between veterans without disabilities and veterans with disabilities.

**Insurance and Health.** According to the 2013 ACS, approximately 83.4 percent of Ohioans with disabilities ages 18 to 64 have health insurance, nationally this rate is 84.0 percent. Conversely, 84.5 percent of Ohioans with no disability have health insurance; which represents a one percentage point gap.

**Social Security Administration Programs.** The following information describes Ohio statistics regarding the number of beneficiaries and the amount spent on disability benefits by the Social Security Administration. Supplemental Security Income (SSI) pays benefits to adults and children with disabilities who have limited income or are 65 years of age or older who meet financial limits. Social Security Disability Insurance (SSDI) is paid to individuals and family members if they worked for a specific amount of time and paid taxes. Table 6 and Table 7 (Social Security Administration, 2013) provides the number of Ohioans who received federally administered SSDI and SSI payments, respectively, in 2010 and 2013.

**Table 6 - Ohio SSI - Number, Average Monthly Benefit Payments (in thousands of dollars), and Category of Disability Beneficiary: 2010 vs. 2013**

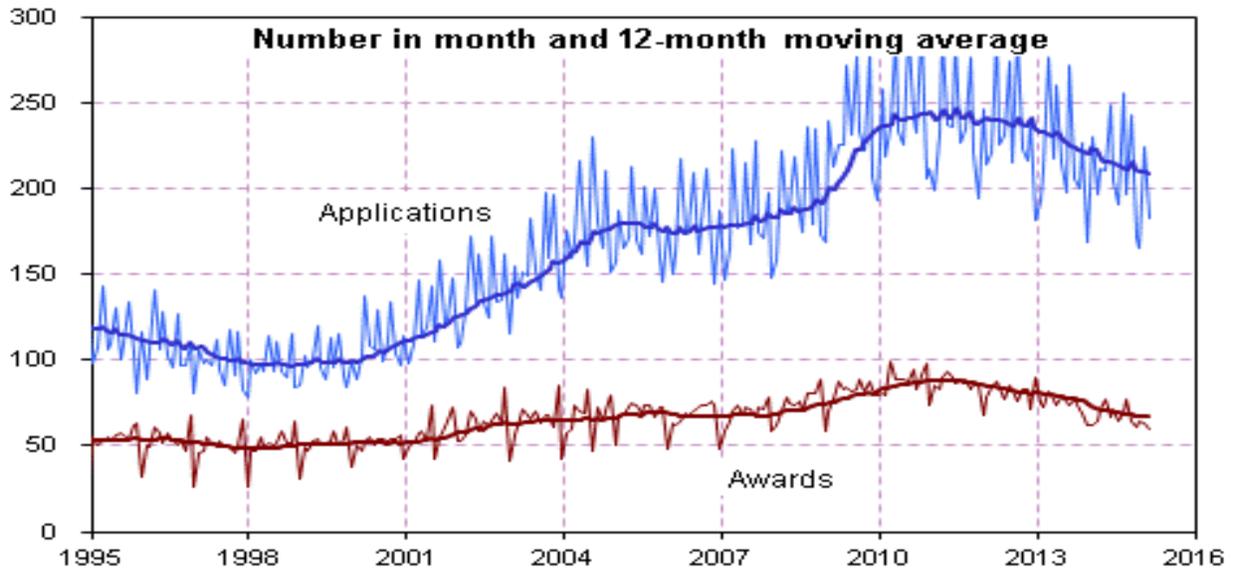
Classification	2010		2013		Change (2013 v 2010)	
	Number	Payments	Number	Payments	Number	Payments
Aged	14,769	\$56,623	14,924	\$62,120	1.0%	9.7%
Blind	1,732	\$9,441	1,810	\$10,597	4.5%	12.2%
Disabled	269,069	\$1,718,025	294,287	\$1,958,557	9.4%	14.0%
<b>Total</b>	<b>285,570</b>	<b>\$1,784,089</b>	<b>311,021</b>	<b>\$2,031,274</b>	<b>8.9%</b>	<b>13.9%</b>

**Table 7 - Ohio SSDI - Number, Average Monthly Benefit Payments (in thousands of dollars), and Category of Disability Beneficiary: 2010 v 2013**

Disability Benefit Classification	2010		2013		Change (2013 v 2010)	
	Number	Payments	Number	Payments	Number	Payments
Workers	313,105	\$1,037	353,033	\$1,109	12.8%	7.0%
Adult Children	42,394	\$708	45,144	\$744	6.5%	5.0%
Widowers	10,525	\$717	11,184	\$758	6.3%	5.7%
<b>Total</b>	<b>366,024</b>	<b>\$989</b>	<b>409,361</b>	<b>\$1,061</b>	<b>11.8%</b>	<b>7.2%</b>

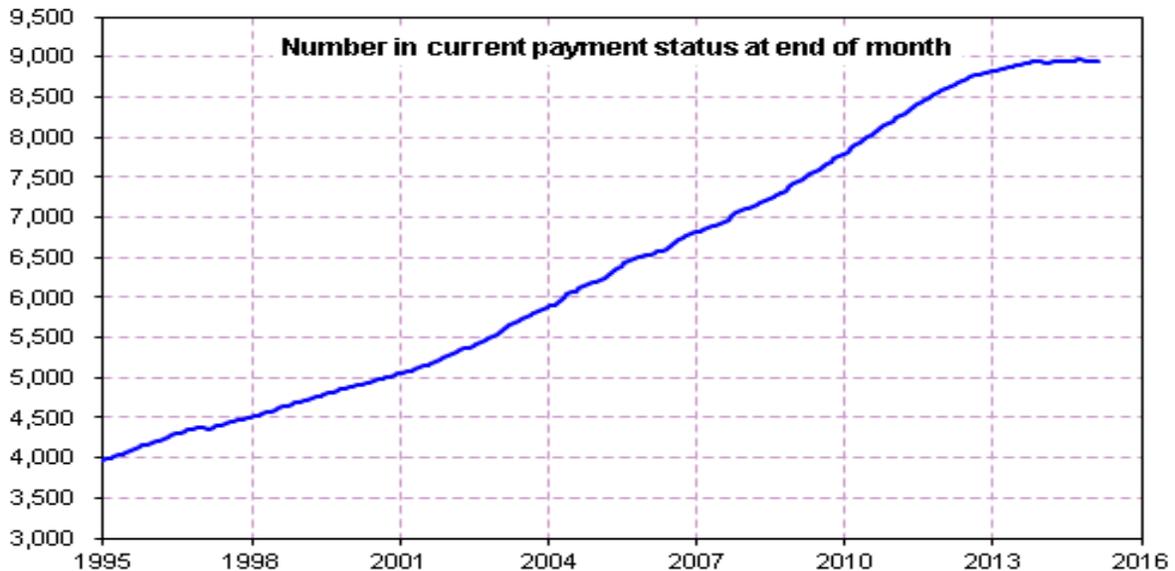
Workers with disabilities accounted for the group with the largest percent change for beneficiaries receiving SSDI during 2010 and 2013. There has been a 12.8 percent increase in the number of workers with a disability who are classified as beneficiaries, as compared to the total population receiving federally administered payments. The number of applications for benefits for workers with disabilities per month from 1995 through 2015 in the U.S. is displayed in Chart 1 on the following page. There has been a steady upward trend in the number of monthly applications for SSDI by workers with disabilities for the past two decades, with the number of applications slightly decreasing over the past two years. SSI applications have followed a similar pattern.

**Chart 1 - SSDI – U.S. Disabled Worker Beneficiary Trend Disabled Worker Data (in thousands)**



<http://www.ssa.gov/OACT/STATS/dibGraphs.html>

**Chart 2 - SSDI – U.S. Number in Current Payment Status at End of Month (in thousands)**



<http://www.ssa.gov/OACT/STATS/dibGraphs.html>

Chart 1 above represents the 20-year U.S. trend of SSDI applications and awards made as a twelve month moving average. Though the trend of these applications has declined between 2013 and 2015, Chart 2 shows the number of SSDI recipients currently receiving payments continues to steadily rise. (Social Security Administration, SSA, 2015). Table 8 on the following page shows the trends of Ohio’s SSI beneficiaries between 2000 and 2012, the percentage of SSI recipients working has continued to trend down from 7.7 percent in 2000 to 5.9 percent in 2012.

**Table 8 - Ohio: Number and Employment of SSI Beneficiaries: 2002-2012** (Social Security Administration, SSA, 2015)

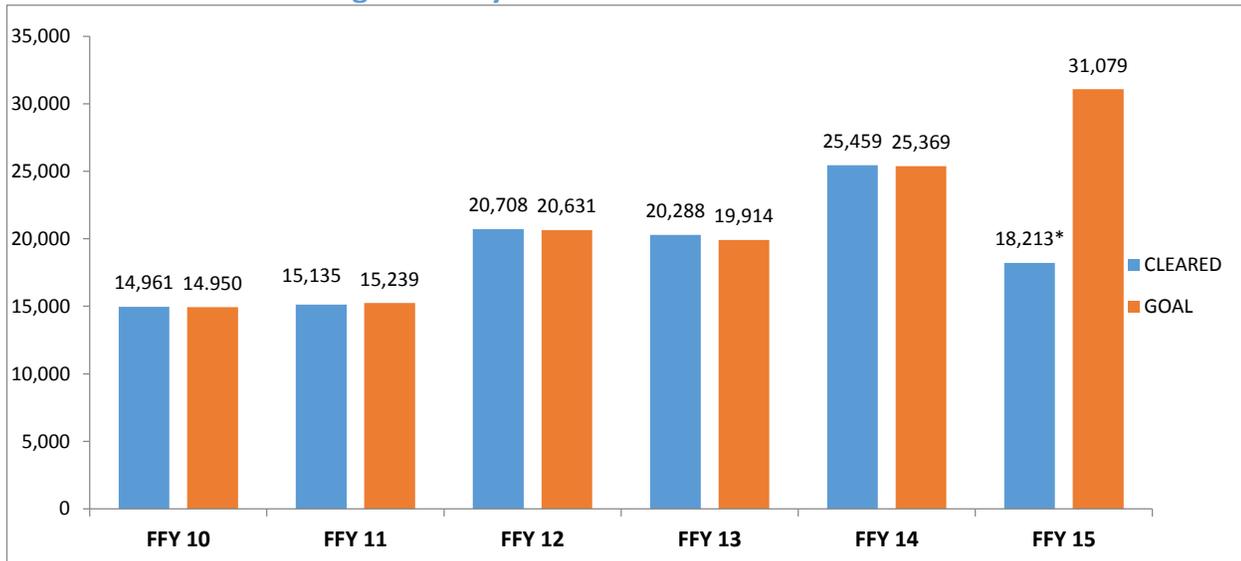
	2002	2004	2006	2008	2010	2012
# of SSI Recipients with Disabilities	228,836	233,052	242,316	254,015	273,627	292,153
# of SSI Recipients with Disabilities Working	17,579	16,741	17,170	17,366	16,573	17,415
% of SSI Recipients with Disabilities Working	7.7%	7.2%	7.0%	6.8%	6.1%	5.9%
SSI Recipients with Disabilities as a % of population	2.0%	2.0%	2.1%	2.2%	2.4%	2.5%
Population <sup>a</sup>	11,421,267	11,459,011	11,478,006	11,485,910	11,532,111	11,544,225
SSI Applications	67,260	80,180	93,024	97,242	107,724	94,548

a. Population estimates for the United States as of July 1, for each corresponding year as reported by the Census Bureau.

As part of the Disability Program, SSA completes Continuing Disability Reviews (CDR) each year to ensure that only those beneficiaries who are still disabled continue to receive monthly benefits. These reviews can result in cessation of benefits, mostly due to medical improvement and the ability to work.

Based on the *Social Security Administration Annual Performance Plan for 2014*, the target number of CDRs nationally was significantly increased from 650,000 in 2013 to 1,047,000 in 2014. Specifically, for the Ohio Disability Determination Services (DDS), Chart 3 below shows Ohio’s CDR targets and actual CDR’s completed from 2010 through week 29 of 2015. Ohio’s CDR target for 2015 has been increased 22.5 percent from 2014.

**Chart 3 - Ohio: Continuing Disability Reviews Goals and Actual Determinations 2010-2015**



\*Based on week 29 of FFY 2015

**Special Education.** According to the federal U.S. Department of Education’s Office of Special Education, in the 2012-2013 school year, more than 220,000 of Ohio’s student population ages 6 to 21 was served under the Individuals with Disabilities Education Act (IDEA). Students between the ages of 12 and 21, account for 53 percent or 136,713 served under IDEA. Table 9 below illustrates the number of Ohio students served by disability category in 2012. (U.S. DOE - IDEA Data Center, 2012-2013)

**Table 9 - Ohio: Number of Students Age 6-21 Served under IDEA, Part B by Disability Category in 2012**

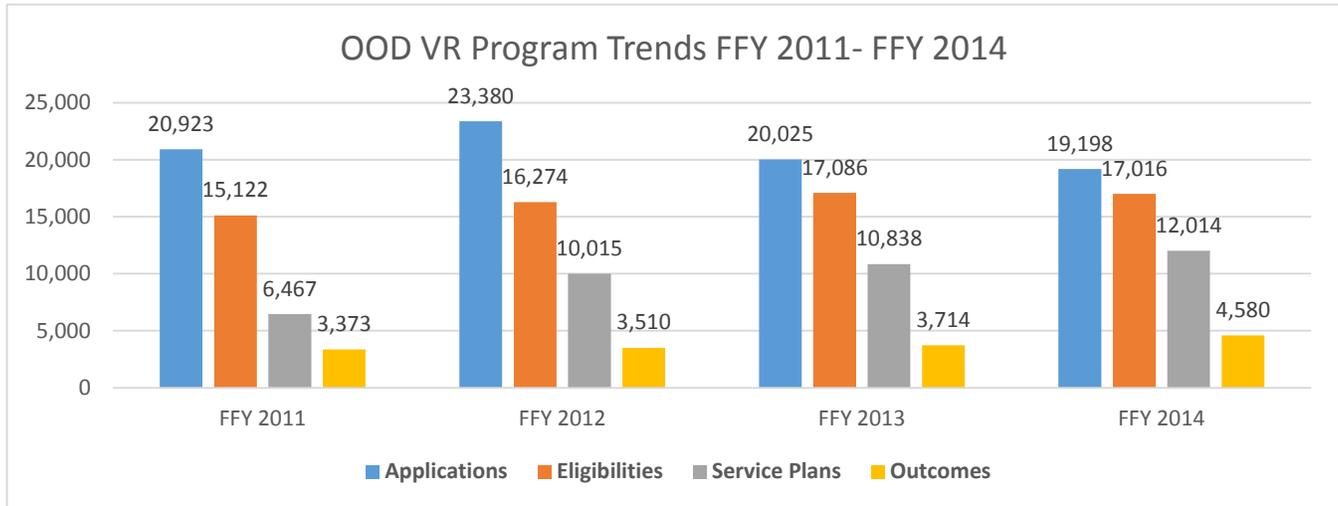
<b>Disability Category</b>	<b>Number Served</b>
Specific Learning Disability	97,440
Speech or Language Impairment	37,117
Other Health Impairments	34,131
Intellectual Disability	22,928
Autism	18,726
Emotional Disturbance	15,754
Multiple Disabilities	13,819
Hearing Impairment	2,428
Orthopedic Impairments	1,795
Traumatic Brain Injury	1,466
Visual Impairments	996
Deaf-Blindness	48

**Table 10 - Ages of Students Served Under IDEA: 2012**

<b>Ages</b>	<b>Number</b>	<b>Percent of Total Special Education</b>
3-5	23,401	9%
6-11	95,839	38%
12-17	118,476	46%
18-21	18,237	7%

**OOD VR Program Metrics.** The number of applications processed, eligibility decisions made, service plans written, and outcomes for individuals engaged in the VR program, from 2011 to 2014, are illustrated graphically in Chart 4. Though the number of applicants has declined slightly, the engagement and success outcomes have improved significantly; as evidenced by the continuous increase in the number of eligibilities (+12.5 percent), service plans written (+85.8 percent), and employment outcomes (+35.8 percent). Most importantly, the wait list for all eligible individuals receiving OOD VR services was eliminated in February 2015. (OOD - AWARE)

**Chart 4 - Number of applications, eligibility decisions, case service plans, and successful employment outcomes from 2011-2014.**



**Table 11 - Vocational Rehabilitation Program - as of August 31, 2015**

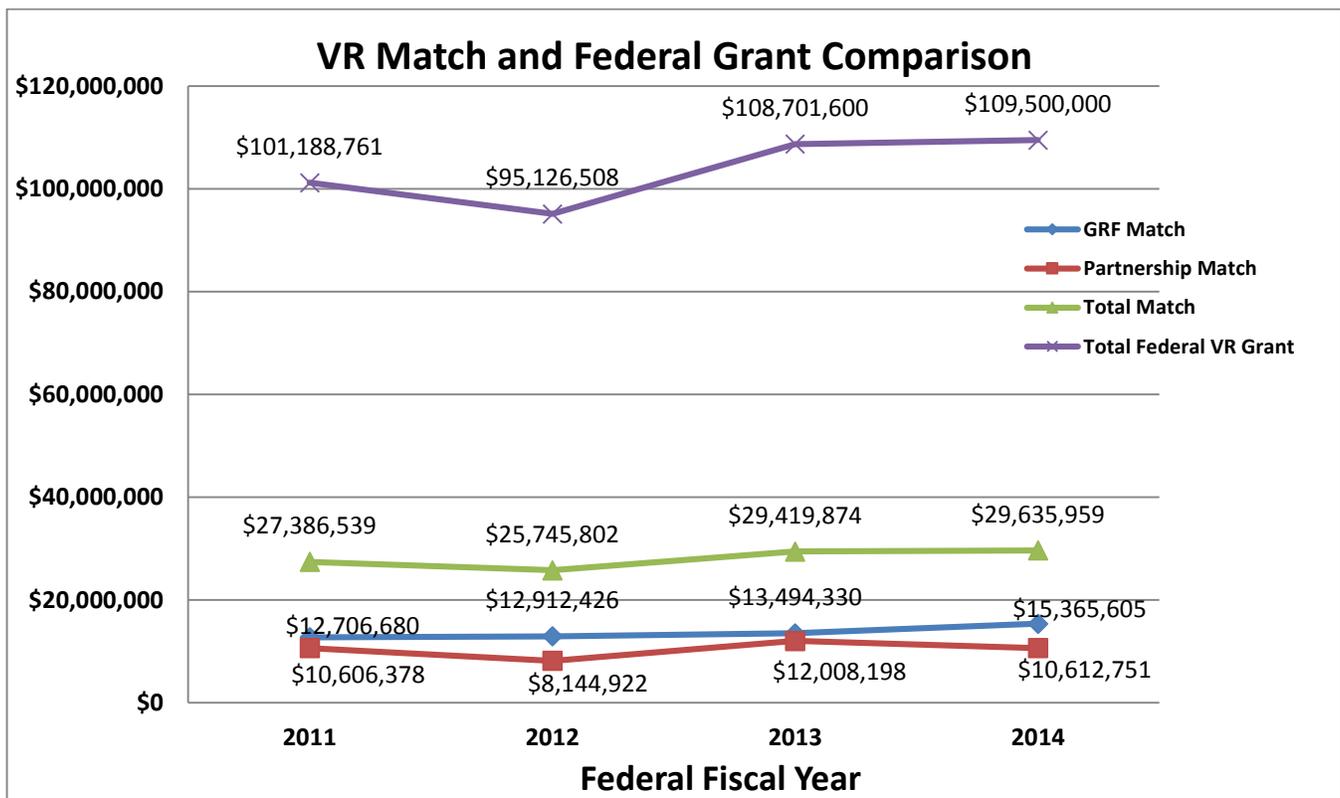
METRICS		FFY 2011	FFY 2012	FFY 2013	FFY 2014	YTD FFY 2015	FFY 11 v 14 (or YTD 15)
Financial	COST PER SERVED (Annual In Plan Only - Case Services)		\$3,555	\$3,378	\$2,800		-21.2%
	COST PER EMPLOYMENT OUTCOME (Life of Case)		\$10,187	\$10,150	\$9,758	\$8,796	-13.7%
Case Processing	WAIT LIST	4,364	2,236	1,393	704	0	-100.0%
	RELEASED FROM WAIT LIST	1,750	5,250	5,600	4,333	697	17,630 Total
	AVERAGE TIME TO ELIGIBILITY (Days from Application)	92	77	73	48	36	-60.4%
	ELIGIBILITY DECISIONS MADE	15,122	16,274	17,086	17,016		12.5%
	APPLICATIONS PENDING	4,727	5,425	3,315	1,990	1,520	-67.8%
	SERVICE PLANS WRITTEN	6,467	10,015	10,838	12,014		85.8%
	TIME TO REHABILITATION (Months from Application)	23.9	28.5	27.3	25.3	22.8	-3.8%
ELIGIBLES and SERVED	30,377	36,523	39,503	39,214		29.1%	
Outcomes	TOTAL REHABILITATIONS	3,373	3,510	3,714	4,580		35.8%
	REHABILITATION RATE	44.7%	45.0%	40.2%	41.2%	43.6%	-0.9 % points
	AVERAGE WAGE	\$11.11	\$10.58	\$10.27	\$10.07	\$10.36	-6.8%

Compared to FFY 2014 only because data is not currently available to conduct an accurate comparison to FFY 2015.

**Recent Funding for OOD.** For every dollar in state/local match funds provided, OOD is able to bring down an additional \$3.69 in federal VR funds. Over the past four federal fiscal years (FFYs), 2011 to 2014, match ranged from \$25.7 million in 2012 to a high of \$29.6 million in 2014.

The most significant changes in match over this period were in General Revenue Funds (GRF) and in Third Party Match which includes Vocational Rehabilitation Contracts. GRF increased from \$12.7 million, or 46% of all match in FFY 2011 to \$15.4 million, or approximately 52%, of all match in FFY 2014. Partnership match fluctuated a bit during this period. In FFY 2012, OOD implemented a new provision in its partnership contracts with local entities that capped the amount of time-limited funds (carry-over) that could be included in the contract the following year. This change resulted in less matching funds from partners that year. As a result of these changes in match, total VR federal funds drawn ranged from a low of \$95.1 million FFY 2012 to \$109.5 million in FFY 2014. OOD continues to identify opportunities to maximize the use of available federal funds. Funding information is illustrated graphically in Chart 5 below. (OOD - Fiscal)

**Chart 5 - OOD VR Funding Trends: 2011-2014**



## Findings

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The secondary data summarized in this section of the CSNA provides a variety of important findings. Findings indicate that Ohio is a large state with a number of urban areas. About half of the population resides in nine Ohio counties. Ohio ranks 6th among states/territories in the number of residents with disabilities and 20th in the percentage of individuals with disabilities of total population. (Institute on Disability)

National data suggests that there are significant gaps between employment rates for individuals with disabilities and individuals without disabilities, while the labor force participation rate for working age population (age 16 – 64) for individuals with disabilities has declined annually from 2012 to 2014. Furthermore, the poverty rate for individuals with disabilities is significantly higher than the poverty rate for individuals without disabilities. This also holds true for veterans with disabilities.

Other more specific findings are indicated as follows:

1. Ohio is a large state with a population of 11,549,140. Half (50.1 percent) of the population resides in the following nine, of Ohio's 88, counties: Cuyahoga, Franklin, Hamilton, Summit, Montgomery, Lucas, Butler, Stark, and Lorain. Cuyahoga is Ohio's largest county with 1,242,390 residents.
2. Ohio is ranked 6th among the states in the number of residents with disabilities, while more than 1.55 million individuals (13.6 percent of the total population) experience disabilities; of which 838,715 or 11.9 percent of Ohioans with disabilities were between the ages of 18 and 64.
3. Individuals with ambulatory and cognitive disabilities have the highest prevalence rates of disability, as well as the lowest employment rates amongst Ohioans with disabilities.
4. It is estimated that 31.8 percent of Ohioans with disabilities ages 18 to 64 are living in poverty, as compared to 13.0 percent of individuals without disabilities. The average annual median earnings for individuals with disabilities in Ohio is approximately \$18,960, whereas individuals with no disability earn \$30,271.
5. The number of workers with disabilities receiving social security disability insurance benefits has increased steadily in the last ten years, while the labor force participation rate of working age individuals with disabilities has declined annually since 2012.
6. More than 220,000 Ohio students ages 6 to 21, are served through the Individuals with Disabilities Education Act (IDEA).
7. As OOD's budget increased from 2011 through 2014, the wait list for OOD eligible individuals was eliminated, while 4,580 individuals with disabilities served by OOD achieved an employment outcome in 2014 (+35.8 percent since 2011).

### III. Progress and Follow-Up to 2012 CSNA Recommendations

As cited in Table 12, OOD has implemented six of the 2012 CSNA recommendations, and is currently working to address the five other recommendations. Activities planned for 2015 and 2016, include expanding state and business/provider partnerships statewide to improve services to youth, and individuals with cognitive, hearing, and visual disabilities.

**Table 12 – OOD Progress from 2012 CSNA Recommendations**

2012 CSNA Recommendations	Progress Made as of 2015	Status
Focus efforts to access available federal funding to provide services to individuals with disabilities.	OOD received two consecutive General Revenue Fund (GRF) increases, as well as GRF from the Department of Developmental Disabilities (DODD) for Employment First, and from the Ohio Department of Education (ODE) for Transition Youth Services. OOD secured private foundation grant funding targeting direct placement of served individuals to a network of Business Leadership Network employers.	
Formalize efforts in counties that demonstrate effective methods for conducting outreach and addressing the employment needs of individuals with disabilities.	The Employment First initiative with the Ohio Department of Developmental Disabilities (DODD) is focused on localized efforts in serving individuals that work with DD boards. This model approach is continuing through the Workforce Integration Taskforce and the Ohio Education agreement.	
Direct efforts toward establishing better alignment of the distribution of resources across counties in Ohio.	Through the Employment First Initiative, OOD counselors were strategically aligned to meet needs across counties. Realignment of OOD staff is now evaluated via a Healthy Caseload Dashboard.	
Expand VR services to transition age youth through a partnership agreement with ODE and by directing VR counselors to work closely with local education agencies.	A partnership with ODE, focused on serving students with disabilities, has been included as part of Ohio's State Fiscal Year 2016-2017 Budget. In FFY 2014, transition age youth represented 44 percent of individuals served by OOD.	
Explore the utilization of a resource investment system in which outcome achievement data is utilized to make decisions about resources.	A market based fee schedule was standardized in October 2012. An evaluation of a cost rate fee schedule is taking place in 2015.	

2012 CSNA Recommendations	Progress Made as of 2015	Status
Expand VR services to older adults through a partnership with the Ohio Department of Aging (ODA).	An interagency agreement with ODA is in place.	
Develop a formal plan to share current methods for collecting and disseminating data with stakeholder groups.	OOD is now part of a Unified State Workforce Plan, as required by the Workforce Innovation and Opportunity Act (WIOA) of 2014. OOD is a member of the Ohio Longitudinal Data Archive, which includes the following partner agencies: Job and Family Services, Board of Regents, and Education.	
Examine the need to capture additional data related to the use of state supported services at intake and for case management services.	Revisions to Rehabilitation Services Administration reporting requirements for the VR program have added requirements to track involvement with other systems at the time of application for services. These requirements were added in the AWARE case management system during FFY 2014. WIOA related activities with other state agencies will also support us to advance the capture of additional data.	
Evaluate the strategic use of “supported employment” services as a method of reducing recidivism.	OOD and the Ohio Department of Developmental Disabilities have implemented the Employment First partnership agreement that provides supported employment services to individuals with the developmental disabilities to assist them in moving from sheltered workshops and other segregated settings into community employment. In addition, OOD and the Ohio Department of Mental Health and Addiction Services have co-facilitated a Statewide Employment Committee that has drafted an Individualized Placement and Support procedure to implement this evidenced based supported employment model in Ohio.	
Direct efforts to use labor market information to assist individuals with disabilities and BVR/BSVI counselors in developing valid employment goals.	OOD hired a Business Relations Manager (BRM) and regionally based Business Sourcing Analysts (BSAs).  The BRM and BSAs have been trained on the Wanted Analytics tool. This data will be automated against OOD data in 2015, and made available to staff.	
Offer information and referral to individuals with disabilities waiting for services as efforts continue to eliminate the waiting list.	OOD eliminated the wait list for VR services.	

## Section IV. Disability Demographics and Employment Status

The information presented in the following section focuses on race, ethnicity and age. A review of a variety of data suggests that, for both age and race, OOD proportionately serves African Americans and youth at a higher rate than the demographic makeup of the state. As Ohio’s largest minority race and ethnic populations are African Americans and Hispanic/Latino, respectively, this analysis will first focus on statistics regarding the African American population and then a summary of needs data for Hispanics/Latinos residing in Ohio is presented. Finally, data and analysis related to age and disabilities are summarized.

### Need for Vocational Rehabilitation Services among Minorities

**Race.** ACS 2012 data indicate that the estimated prevalence of disability for working age Ohioans (age 21-64) was:

- 11.7 percent among whites, estimated 647,300 individuals
- 17.0 percent among Black/African Americans, estimated 131,800 individuals
- 4.3 percent among Asians, estimated 5,600 individuals
- 29.1 percent among Native Americans, estimated 4,400 individuals
- 15.9 percent other race(s), estimated 23,400

Chart 6

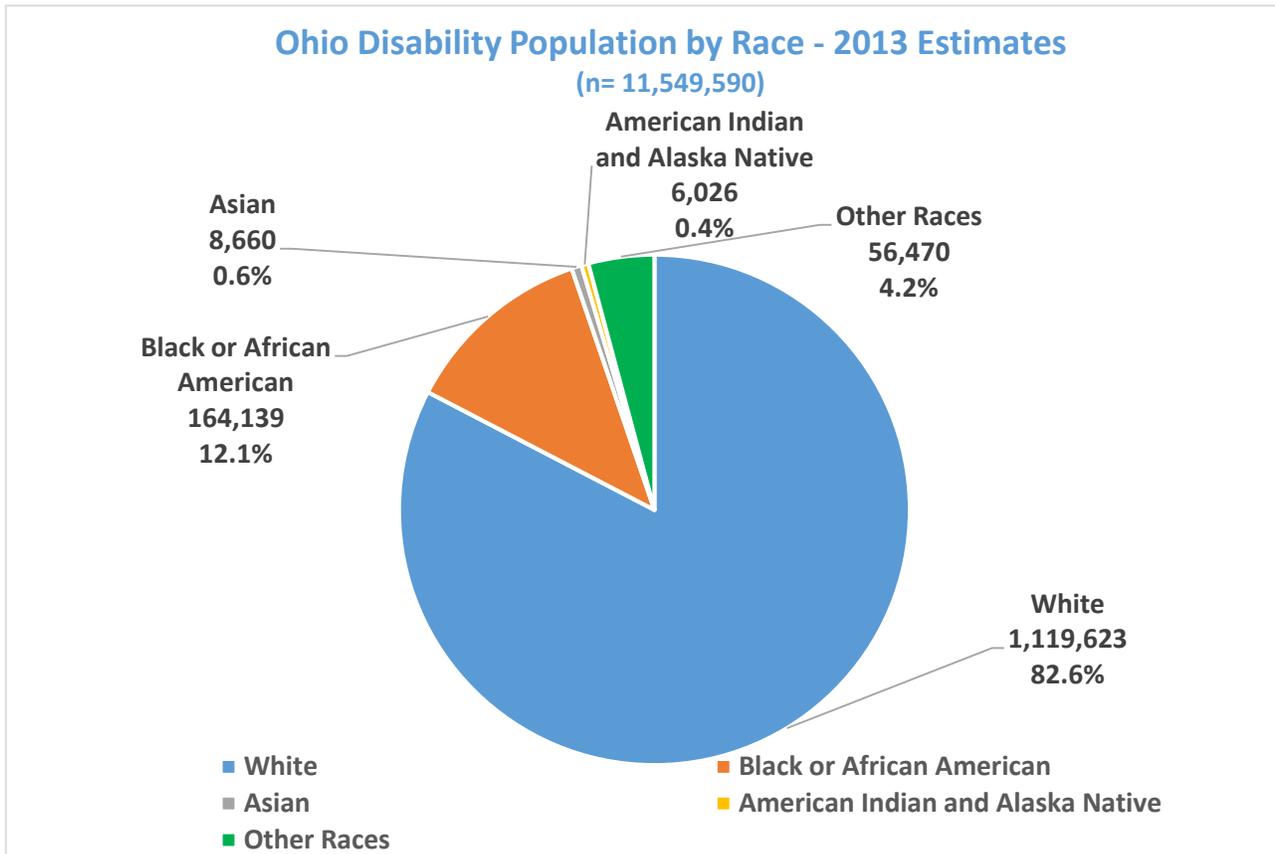
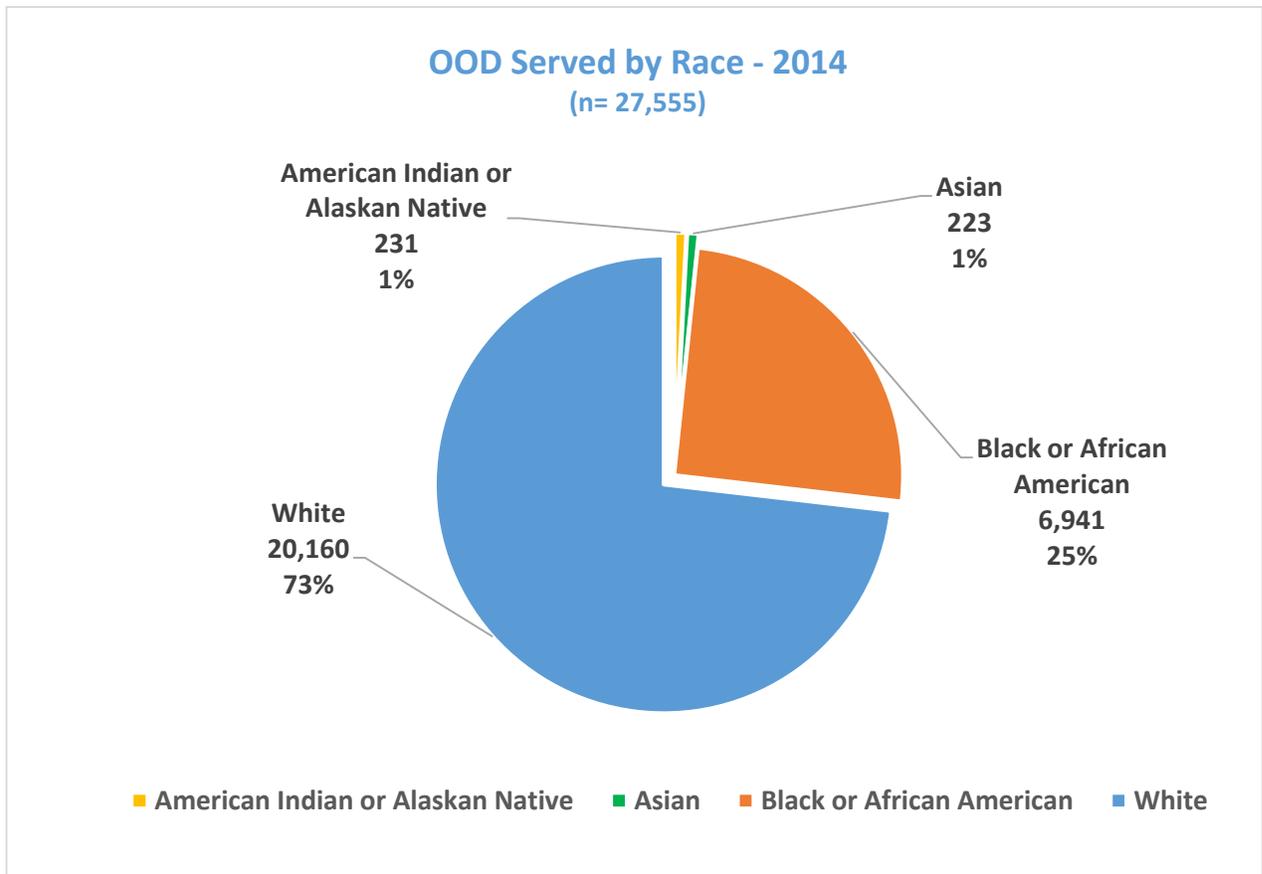


Chart 7



**African American Population.** The total African American population in Ohio is 1,402,897 or 12.1 percent of the state’s total population; of which 941,437 are of working age (age 15-64). Seven (7) of Ohio’s counties have African American working age populations of 20,000 or more, which combine to make up 80% of the state’s African American working age population (U.S. Census - ACS, 2013). The prevalence of disability for working age African Americans is 17 percent (Erickson, Lee, & von Schrader, 2014)

The total number of working age African Americans with disabilities in Ohio is estimated to be 160,044. Bureau of Labor Statistics further cites that 30.2 percent of individuals are actively engaged in the labor force. The unemployment rate for African Americans tends to be almost 2.3 times greater than that of the overall unemployment rate. Applying this to the unemployment rate of individuals with disabilities, we can estimate that 31 percent or almost 15,000, of the estimated 30 percent subset of African Americans engaged in the labor force, are seeking employment. (Bureau of Labor Statistics, 2013-2015) (U.S. Census - ACS, 2013)

**Table 13 – Seven (7) Counties with African American Working Age Population of 20,000+**

Counties with African American Working Age Population of 20,000+ (7)	Total African American Population	African American Population Age 15-64	African American Disability Prevalence Estimate	Estimated Seeking Employment	OOD 2014 Served	Penetration Rate
Cuyahoga County	377,415	249,453	42,407	3,970	1,825	46.0%
Franklin County	250,334	167,349	28,449	2,663	1,061	39.8%
Hamilton County	205,533	136,220	23,157	2,168	926	42.7%
Montgomery County	111,046	73,188	12,442	1,165	634	54.4%
Lucas County	83,604	55,988	9,518	891	341	38.3%
Summit County	77,402	51,363	8,732	817	476	58.2%
Mahoning County	37,132	23,963	4,074	381	262	68.7%
<b>Total</b>	<b>1,142,466</b>	<b>757,524</b>	<b>128,779</b>	<b>12,056</b>	<b>5,525</b>	<b>45.8%</b>
<b>Ohio Total</b>	<b>1,402,897</b>	<b>941,437</b>	<b>160,044</b>	<b>14,983</b>	<b>6,937</b>	<b>46.3%</b>
<b>Percent of Ohio Total</b>	<b>81.4%</b>	<b>80.5%</b>	<b>80.5%</b>	<b>80.5%</b>	<b>79.6%</b>	

**Table 14 – Eight (8\*) Counties with African American Working Age Population of 7,500 - 20,000**

Counties with African American Working Age Population of 7,500 - 20,000 (8)*	Total African American Population	African American Population Age 15-64	African American Disability Prevalence Est. of 17%	Estimated Seeking Employment	OOD 2014 Served	Penetration Rate
<b>Total</b>	<b>144,149</b>	<b>97,709</b>	<b>16,611</b>	<b>1,555</b>	<b>895</b>	<b>57.6%</b>
<b>Ohio Total</b>	<b>1,402,897</b>	<b>941,437</b>	<b>160,044</b>	<b>14,983</b>	<b>6,937</b>	<b>46.3%</b>
<b>Percent of Ohio Total</b>	<b>10.3%</b>	<b>10.4%</b>	<b>10.4%</b>	<b>10.4%</b>	<b>12.9%</b>	

Table 14 provides a summary of Butler, Stark, Lorain, Trumbull, Greene, Allen, Richland, and Clark counties\*, that have African American working age populations between 7,500 and 20,000. These counties combined make up 10.4 percent of this demographic for the state. The remaining 73 counties are represented by 9.2 percent or 86,000 working age African Americans, as summarized in Table 15 below.

**Table 15 – Seventy-three (73) Counties with African American Working Age Population of less than 7,500**

	Total African American Population	African American Population Age 15-64	African American Disability Prevalence Est. of 17%	Estimated Seeking Employment	OOD 2014 Served	Penetration Rate
<b>Total</b>	<b>116,282</b>	<b>86,204</b>	<b>14,655</b>	<b>1,372</b>	<b>517</b>	<b>37.7%</b>
<b>Ohio Total</b>	<b>1,402,897</b>	<b>941,437</b>	<b>160,044</b>	<b>14,983</b>	<b>6,941</b>	<b>46.3%</b>
<b>Percent of Ohio Total</b>	<b>8.3%</b>	<b>9.2%</b>	<b>9.2%</b>	<b>9.2%</b>	<b>7.5%</b>	

Of the more than 27,000 individuals served by OOD in 2014, 25.2 percent or 6,941 were African Americans. Penetration rate refers to the number of individuals with a specific disability likely to be served as a percentage of the total number who could potentially be served. It is estimated that OOD’s penetration rate for serving African Americans with disabilities who may be seeking employment was 46.3 percent, which is more than 11 percentage points higher than the estimated service rate for the Hispanic / Latino population.

**Ethnicity.** The prevalence of disability for the working age Hispanic/Latino population is 11 percent. The total number of working age Hispanic/Latinos with disabilities in Ohio is estimated to be 25,382, with 1,610 actively seeking employment. (Institute on Disability)

**Table 16 – Eight (8) Counties with Hispanic/Latino Working Age Population of 7,500+**

	Total Pop. Hispanic / Latino	Hispanic/Latino Population Age 15-64	Hispanic/Latino 11% Disability Prevalence	Estimated Seeking Employment	OOD 2014 Served	Penetration Rate
Cuyahoga	62,778	40,742	4,482	284	129	45.4%
Franklin	57,223	36,676	4,034	256	43	16.8%
Lucas	27,534	16,755	1,843	117	34	29.1%
Lorain	25,890	15,970	1,757	111	55	49.4%
Hamilton	21,239	13,490	1,484	94	15	15.9%
Butler	15,046	9,340	1,027	65	15	23.0%
Montgomery	12,730	7,998	880	56	13	23.3%
Mahoning	11,482	7,519	827	52	20	38.1%
<b>Total</b>	<b>233,922</b>	<b>148,490</b>	<b>16,334</b>	<b>1,036</b>	<b>324</b>	<b>31.3%</b>
<b>Ohio Total</b>	<b>367,394</b>	<b>230,742</b>	<b>25,382</b>	<b>1,610</b>	<b>558</b>	<b>34.7%</b>
<b>Percent of Ohio Total</b>	<b>63.7%</b>	<b>64.4%</b>	<b>64.4%</b>	<b>64.4%</b>	<b>58.1%</b>	

**Table 17 – Seven (7) Counties with Hispanic/Latino Working Age Population of 2,500 - 6,000**

	Total Pop. Hispanic / Latino	Hispanic/Latino Population Age 15-64	Hispanic/Latino 11% Disability Prevalence	Estimated Seeking Employment	OOD 2014 Served	Penetration Rate
<b>Total</b>	<b>43,983</b>	<b>27,506</b>	<b>3,026</b>	<b>192</b>	<b>84</b>	<b>43.8%</b>
<b>Ohio Total</b>	<b>367,394</b>	<b>230,742</b>	<b>25,382</b>	<b>1,610</b>	<b>558</b>	<b>34.7%</b>
<b>Percent of Ohio Total</b>	<b>12.0%</b>	<b>11.9%</b>	<b>11.9%</b>	<b>11.9%</b>	<b>15.1%</b>	

**Table 18 – Seventy-three (73) counties with Hispanic/Latino Working Age Population < 2,500 (OOD served 43 counties)**

	Total Pop. Hispanic / Latino	Hispanic/Latino Population Age 15-64	Hispanic/Latino 11% Disability Prevalence	Estimated Seeking Employment	OOD 2014 Served	Penetration Rate
<b>Total</b>	<b>89,489</b>	<b>54,746</b>	<b>6,022</b>	<b>382</b>	<b>150</b>	<b>39.3%</b>
<b>Ohio Total</b>	<b>367,394</b>	<b>230,742</b>	<b>25,382</b>	<b>1,610</b>	<b>558</b>	<b>34.7%</b>
<b>Percent of Ohio Total</b>	<b>24.4%</b>	<b>23.7%</b>	<b>23.7%</b>	<b>23.7%</b>	<b>26.9%</b>	

Table 16 shows the total Hispanic/Latino population in Ohio is 367,394 or 3.2 percent of the state’s total population, 230,742 are working age (15-64). Table 17 provides a summary of the eight (8) Ohio counties with Hispanic/Latino working age populations of 7,500 or more. Bureau of Labor Statistics further cites that 30.2 percent of individuals are actively engaged in the labor force. The unemployment rate for Hispanic/Latinos tends to be almost 0.5 times greater than that of the overall unemployment rate. Applying this to the unemployment rate of individuals with disabilities, we can estimate that 20 percent, or approximately 1,600, of the estimated 30 percent engaged in the labor force are seeking employment. In 2014, OOD provided vocational rehabilitation services to 558 Hispanic/Latinos with disabilities in 62 of 88 counties. This represents two percent of those served by OOD with a service penetration rate of 34.7 percent of Hispanic/Latino Ohioans that could benefit from OOD VR services. (U.S. Census - ACS, 2013)

## Age and Disabilities in Ohio

In 2013, Ohio’s population of youth ages 15-24 was 1,583,227. Estimates indicate that 6.3 percent of these individuals experience a disability (U.S. Census, 2012), which represents 99,743 individuals. Furthermore ODE has identified that there are over 50,000 youth with Individualized education programs (IEPs) with disabilities that could meet OOD eligible criteria. According to OOD, 44 percent or 11,959 individuals age 14-24 were served in 2014. Penetration rate refers to the number of individuals from a specific population likely to be served as a percentage of the total number who could potentially be served. (**Note: Section VII and Appendix A – ‘Transition-age Youth and Young Adults’, Kent State University’s analysis report, provides a more in-depth analysis and approach to address for serving youth and students with disabilities**). Census data indicate that there were 1,681,232 (14.4 percent) individuals in Ohio age 65 and over with a disability; it is estimated that this population represents 585,030 individuals in 2015. According to OOD, less than one percent (303) of the individuals served in 2014 were 65 or older, which can be explained by the fact, as cited in Table 5, that less than two percent of individuals with disabilities age 65 and older currently not in the labor force are actively seeking employment or marginally attached to the workforce. (U.S. Census - ACS, 2013) (OOD - AWARE).

Chart 8

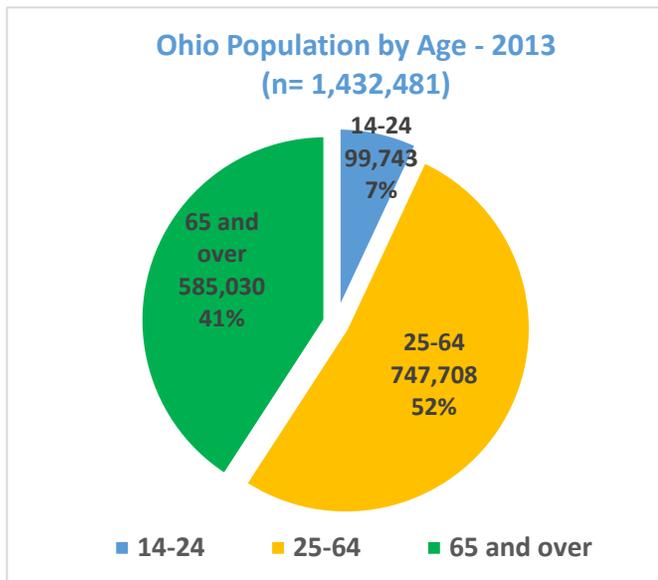
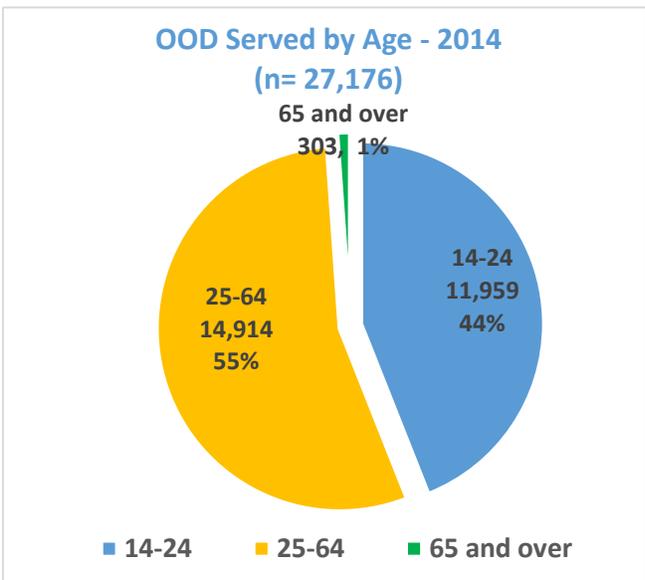


Chart 9



## Findings

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1. In 2014, OOD provided VR services to approximately 27,000 individuals; 6,941 or 25 percent were African Americans and 558 or two percent were Hispanics/Latinos.
2. Estimates indicate that 17.0 percent of working age African Americans (American Community Survey, 2012) experience disabilities. This translates into 160,044 Ohioans. Other estimates indicate that of the more than 30 percent or 54,000 African American with disabilities almost 31 percent, or 15,000, may be seeking employment at any particular point in time. Thus, OOD is serving approximately 46.3 percent of African Americans who could benefit from services.
3. More than eight (8) out of 10 working age African Americans (80.5 percent) reside in the following seven Ohio counties: Cuyahoga, Franklin, Hamilton, Montgomery, Lucas, Summit, and Mahoning.
4. Estimates indicate that 11 percent of Hispanic/Latino working age individuals experience disabilities. This translates into 25,382 individuals. Other estimates indicate that 21 percent (or 1,610) of Hispanics/Latinos not in the labor force may be seeking employment at any specific point in time. Thus, OOD is serving approximately 34.7 percent of Hispanics who could benefit from services. There would appear to be strategic value in enhancing services to the Hispanic population in Ohio.
5. Almost two-thirds of Ohio's Hispanic population with disabilities reside in the following counties: Butler, Cuyahoga, Franklin, Hamilton, Lorain, Lucas, Mahoning, and Montgomery.
6. In 2013, there were 1,583,227 youth in Ohio between the ages of 14 and 24. Estimates suggest that approximately 100,000 of this population may experience disabilities.
7. In 2014, OOD served 11,959 youth between 14 and 24 years of age.
8. There are 1,681,232 individuals in Ohio over age 65. Estimates suggest that 585,030 may experience disabilities.
9. OOD served 303 individuals over age 65 in 2014. It is important to note that less than two percent of individuals age 65 and older with a disability, who are not in the labor force, are actually seeking work. So although the vocational rehabilitation outcomes tied to competitive employment may not be a focus of older Ohioans with disabilities, the expanded partnership the Department of Aging, as well as OOD's strategy focused on the Independent Living and Older Blind program, may be helpful in meeting the needs of this population.

## V. Prevalence & Penetration Rate Projections of Unmet Need

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Projecting the number of Ohioans experiencing various categories of disability is a key tool for addressing the needs assessment questions. The purpose of developing such projections is to determine with as much accuracy as possible, the estimated number of individuals in each county is likely to experience a disability consistent with the categories of disability served by OOD. These projections assist planners to make resource allocation decisions based on reasonable estimates of the need for services.

### Limitations of the Data

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The findings summarized in this section of the CSNA are intended as estimates of the magnitude of need in any individual county in Ohio. The precision of these estimates is not sufficient to address questions about the actual numbers of individuals likely to experience specific disabilities. Rather, the estimates are used to categorize counties into one of four categories: highest need; high need; moderately high need; and lower need. It is important to point out that data reviewed in this section of the CSNA indicate that there are unmet needs in all counties in Ohio.

### Methods for Developing Prevalence Estimates

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As was utilized from the 2012 CSNA (Julian, 2012), OOD estimated county level prevalence rates based on multiplying population figures by a coefficient derived from a national or other reputable source. Estimates of prevalence from the ACS were considered when there was a close match with OOD categories of disability. Several categories of data were reviewed to identify appropriate prevalence estimates. The RSA CSNA manual (Shell, 2009) contained references to a number of reputable sources for prevalence estimates. When appropriate, these estimates were adopted. Secondary sources included research published in a variety of academic journals (i.e., *Journal of the American Medical Association*) (D.A. Reiger, 1990), as well as reports produced by national agencies (i.e., Center for Disease Control, National Institute of Mental Health).

## Prevalence of Disabilities

**Table 19 - Estimated Prevalence for Specific Categories of Disabilities in Ohio**

Disability Category	Prevalence Estimate	Source
Visual Impairment	2.1%	U.S. Census Bureau – 2013 American Community Survey (Institute on Disability)
Hearing Impairment	2.3%	U.S. Census Bureau – 2013 American Community Survey (as cited in 2014 Annual Disability Statistics Compendium)
Communicative Impairment	1.2%	Survey of Income and Program Participation (Steinmetz, 2006)
Physical Impairment	6.0%	U.S. Census Bureau – 2013 American Community Survey (Institute on Disability)
Psychosocial Impairment	4.6%	Substance Abuse and Mental Health Services Administration, (SAMHSA, 2014)
Cognitive Impairment	5.2%	U.S. Census Bureau – 2013 American Community Survey (Institute on Disability)

**Visual Impairment.** The 2013 ACS indicates that of the population ages 18-64, 2.1 percent in the U.S. and 2.3 percent in Ohio experience a vision impairment. Individuals were classified as having a vision disability if they answered yes when asked if they had serious difficulty seeing even when wearing glasses.

**Hearing Impairment.** The 2013 ACS indicates that of the population ages 18-64, 2.1 percent in the U.S. and 2.3 percent in Ohio experience hearing difficulties. Individuals were classified as having a hearing disability if they answered yes when asked if they were deaf or had serious difficulty hearing.

**Communicative Impairment.** Steinmetz (2006) indicates that 1.2 percent of the population ages 15 and older have a speech disability. This includes .09 percent with a non-severe disability and .03 percent with a severe disability.

**Physical Impairment.** The 2013 ACS indicates that of the population ages 18-64, 5.3 percent in the U.S. and 6.0 percent in Ohio experience ambulatory disabilities. Individuals were classified as having an ambulatory disability if they answered yes when asked if they had serious difficulty walking or climbing steps.

**Psychosocial Impairment.** According to the Substance Abuse and Mental Health Services Administration, as cited by Behavioral Health Barometer – Ohio 2014, 4.6 percent of the population 18 and older experienced severe mental illness per 2012-2013 estimates; the national prevalence rate was 4.1 percent.

**Cognitive Impairment.** The 2013 ACS indicated that 4.2 percent of the population in the U.S. and 5.2 percent of the population in Ohio experienced a cognitive disability. Individuals were classified as having a cognitive disability if they answered yes when asked if they had serious difficulty concentrating, remembering or making decisions due to a physical, mental or emotional condition.

## Conditions of Individuals with Disabilities

As noted in the “Introduction,” information about a variety of other conditions of individuals with disabilities was reviewed, including, but not limited to, developmental disabilities, autism, traumatic brain injury (TBI), and alcohol and drug use. The CSNA focuses on this subset of conditions of individuals with disabilities because these are the ones most often addressed by providers in the OOD service system. Table 20 below summarizes the literature that was consulted to develop prevalence estimates for conditions of individuals with disabilities.

**Table 20 - Estimated Prevalence for Conditions of Individuals with Disabilities**

Conditions of People with Disabilities	Prevalence Estimate	Source
Traumatic Brain Injury	Between 0.65% - 0.81%	Centers for Disease Control and Prevention – (Centers for Disease Control and Prevention, 2014)
Developmental Disability	1.8%	RSA Needs Assessment Manual (Shell, 2009)
Autism	1.5%	Centers for Disease Control - (CDC - Autism & Developmental Disabilities Monitoring (ADDM) Network, 2014) (The Autism Society of Ohio)
Illicit Drug Abuse and Dependency	2.9%	Substance Abuse and Mental Health Services Administration, (SAMHSA, 2014)
Heavy Drinkers	7.7%	Substance Abuse and Mental Health Services Administration, (SAMHSA, 2014)

## Methods and Procedures

The prevalence rates regarding conditions of individuals with disabilities were researched using the most current accurate estimates; and where available specific to Ohio estimates. The detail below also reviews the trend information regarding the conditions of disability, most notably that the rate of youth with autism diagnosis has more than doubled in the last ten years and that although the trend in illicit drug abuse and dependency and heavy alcohol abuse has remained steady in Ohio, it trends slightly above the national average.

**Traumatic Brain Injury (TBI).** TBI is damage to the brain caused by some category of trauma. It can cause mild to severe impacts and, in some cases, significant disability. As illustrated in Chart 10, The Centers for Disease Control has tabulated the number and frequency of TBIs in the U.S. The total combined rates of TBI-related hospitalizations, emergency department (ED) visits, and deaths climbed slowly from a rate of 521.0 per 100,000 in 2001 to 615.7 per 100,000 in 2005. After dipping in 2007, the rates then spiked sharply in 2008 and continued to climb through 2010 to a rate of 823.7 per 100,000. (Centers for Disease Control and Prevention, 2014)

**Table 21 - TBI-related Emergency Department Visits by Age Group and Injury Mechanism — United States, 2006–2010**

	Motor Vehicle Traffic	Falls	Assault	Struck by/Against	All Other Causes	Unknown
<b>0–4</b>	14,655	250,413	1,513	53,761	13,222	10,225
<b>5–14</b>	18,110	101,790	16,612	101,112	31,355	20,763
<b>15–24</b>	76,602	77,951	81,822	71,031	34,486	22,722
<b>25–44</b>	75,122	80,867	75,527	49,505	36,933	22,855
<b>45–64</b>	46,923	95,824	28,206	36,925	15,843	18,804
<b>≥ 65</b>	10,359	174,544	4,068	12,815	6,285	5,216

**Table 22 - Rates (per 100,000) of TBI-related Hospitalizations by Age Group (per 100,000) — United States 2001-2010**

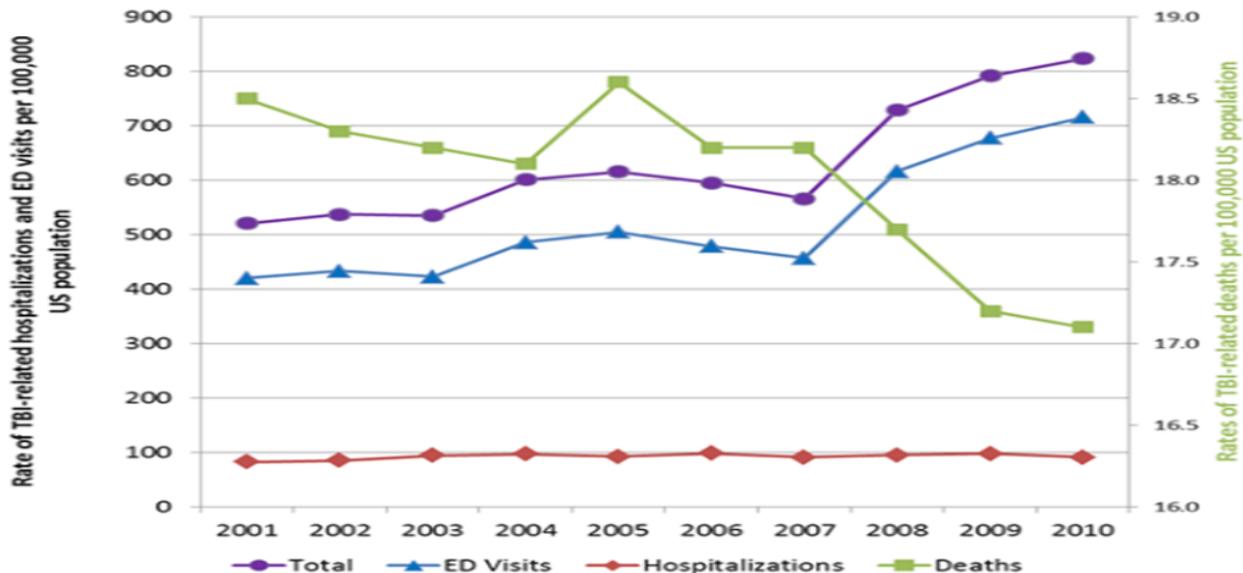
	0–4 yr	5–14 yr	15–24 yr	25–44 yr	45–64 yr	65+ yr
<b>2001–2002</b>	70.3	54.5	104.1	65.9	60.1	191.5
<b>2003–2004</b>	78.7	48.5	126.6	76.4	67.9	224.2
<b>2005–2006</b>	73.3	42.5	97.1	74.2	83.7	237.5
<b>2007–2008</b>	63.4	40.0	106.5	75.2	83.9	211.4
<b>2009–2010</b>	57.7	23.1	81.2	65.3	79.4	294.0

Source:

- National Hospital Discharge Survey — United States, 2001–2010 (Hospitalizations)

**Chart 10 -**

**Rates of TBI-related Emergency Department Visits, Hospitalizations, and Deaths — United States, 2001–2010**



**Developmental Disability.** Estimates suggest that two (2) individuals per 1,000 population, 18 years and older, experience intellectual disabilities (Larson, Lakin, Anderson, Kwak & Anderson, 2001 cited in Shell, 2009). Larson et al. (2001) indicate that the number of individuals with intellectual and developmental disabilities is seven (7) per 1,000 population. Shell (2009) suggests that many Developmental Disabilities Councils use the prevalence rate of 1.8 percent of the non-institutionalized population to estimate the rate of developmental disabilities. This estimate includes individuals younger than 18.

**Autism.** The Autism Society of Ohio estimates there are 60,000 individuals living with autism in Ohio. Table 23 shows that the prevalence of autism in U.S. children increased by 119.4 percent from 1 in 150 in 2000, to 1 in 68 in 2010. This 1.5 percent prevalence estimate is reflective of children who are currently 13 years of age (CDC - Autism & Developmental Disabilities Monitoring (ADDM) Network, 2014). Thus, in the next three years, OOD may see an increase in individuals served with autism. Autism is the fastest-growing developmental disability. Thirty-five percent of young adults (ages 19-23) with autism have not had a job or received postgraduate education after leaving high school. (Shattuck, 2006)

Table 23 -

<b>Identified Prevalence of Autism Spectrum Disorder</b> ADDM Network 2000-2010 Combining Data from All Sites				
Surveillance Year	Birth Year	Number of ADDM Sites Reporting	Prevalence per 1,000 Children (Range)	This is about 1 in X children...
2000	1992	6	6.7 (4.5 – 9.9)	1 in 150
2002	1994	14	6.6 (3.3 – 10.6)	1 in 150
2004	1996	8	8.0 (4.6 – 9.8)	1 in 125
2006	1998	11	9.0 (4.2 – 12.1)	1 in 110
2008	2000	14	11.3 (4.8 – 21.2)	1 in 88
2010	2002	11	14.7 (5.7 – 21.9)	1 in 68

Additional information related to autism can be found here:

<http://www.autismohio.org/index.php/information/statistics-facts>

<http://www.cdc.gov/ncbddd/autism/data.html>

**Behavioral Health**

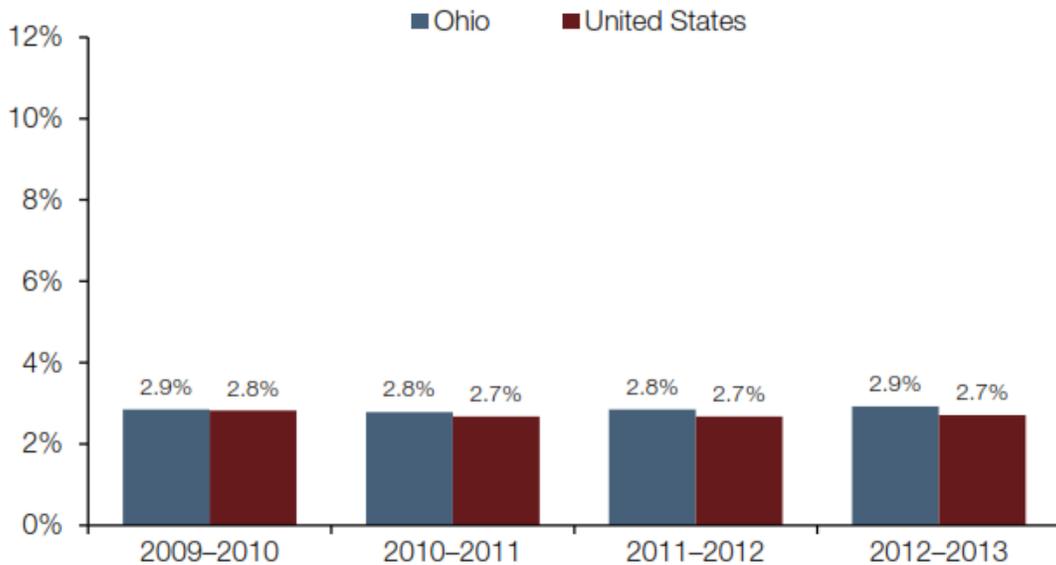
The Substance Abuse and Mental Health Services Administration (SAMHSA) publishes an annual Behavioral Health Barometer Report for each state. The information below cites Ohio’s 2014 report. (SAMHSA, 2014)

**Use of Illicit Drugs.**

Chart 11 shows that 2.9 percent of Ohioans age 12 or older in 2012-2013 were dependent on or abused illicit drugs within the year prior to being surveyed.

**Chart 11 -**

*Ohio’s percentage of illicit drug dependence or abuse among individuals aged 12 or older was similar to the national percentage in 2012–2013.*

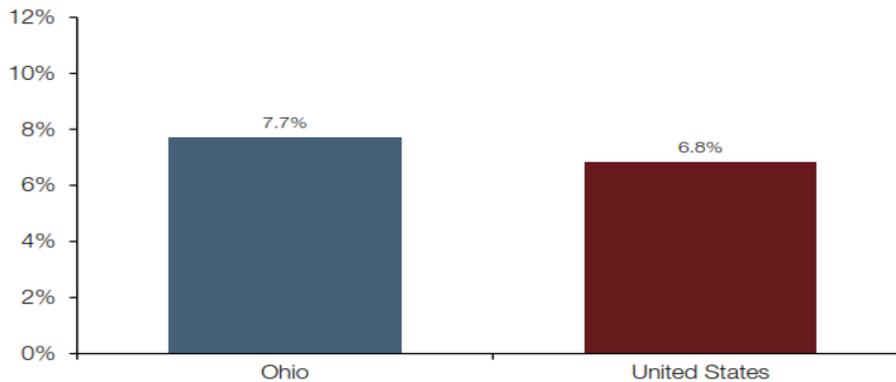


**Heavy Drinking.** Chart 12 shows that 631,000 of Ohioans age 21 or older (7.7 percent of all adults in this age group) per year, from 2009–2013, reported heavy alcohol use within the month prior to being surveyed. The rate was 6.8 percent nationally.

**Chart 12 -**

**Past-Month Heavy Alcohol Use Among Adults Aged 21 or Older in Ohio and the United States (2009–2013)<sup>2</sup>**

*Ohio's percentage of heavy alcohol use among adults aged 21 or older was higher than the national percentage in 2009–2013.*



For more information about the Ohio 2014 Behavioral Health Barometer, click here:

[http://www.samhsa.gov/data/sites/default/files/State\\_BHBarometers\\_2014\\_2/BHBarometer-OH.pdf](http://www.samhsa.gov/data/sites/default/files/State_BHBarometers_2014_2/BHBarometer-OH.pdf)

## Findings

**Findings Related to Conditions of Individuals with Disabilities.** A review was conducted of several other conditions of individuals with disabilities including developmental disabilities, autism, traumatic brain injury and/or alcohol and other drug use. This CSNA focuses on this subset of conditions of individuals with disabilities because these are the ones most often addressed by providers in the OOD service system. Additional findings include:

1. The Estimated prevalence of disabilities in the general population in Ohio ranges from 1.2 percent for communicative impairments to 6.0 percent for physical disabilities.
2. The total combined rates of TBI-related hospitalizations, emergency department (ED) visits, and deaths climbed slowly from a rate of 521.0 per 100,000 in 2001 to 615.7 per 100,000 in 2005. After dipping in 2007, the rates then spiked sharply in 2008 and continued to climb through 2010 to a rate of 823.7 per 100,000.
3. There have been significant increases in the number of individuals impacted by autism over the last decade. The Autism Society of Ohio estimates there are 60,000 individuals living with autism in Ohio. Prevalence of autism in U.S. children increased by 119.4 percent from 1 in 150 in 2000, to 1 in 68 in 2010.
4. There remains significant potential for alcohol and drug use to impact individuals with disabilities, thus OOD's partnerships with the Department of Mental Health and Addiction Services and local boards will continue to play a vital role in meeting their vocational rehabilitation needs.

## Penetration Rate of Primary Disability Categories

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“Penetration rate” refers to the number of individuals with a specific disability served as a percentage of the total number who could potentially be served. The total number who could potentially be served refers to estimates of working age (16-64) population individuals with disabilities looking for work. In order to accurately reflect the VR needs of individuals by disability that are actively seeking work, the working age population was utilized in these estimates because Bureau of Labor Statistics indicate that less than two percent of the population of individuals with disabilities ages 65 and older are actively seeking work, or even marginally attached to the labor force. The number of individuals that are looking for work is impacted by many factors. The formula for calculating penetration rate is: (U.S. Department of Labor - Bureau of Labor Statistics, 2015)

- **A x B = C**

A = Estimated population. Projected population 15 and older was obtained from the Ohio Development Services Agency and based on 2015 to 2020 census data estimates. (Ohio Development Services Agency, 2015)

B = Prevalence rate for a specific disability.

C = Estimated number of individuals who potentially experience a particular disability.

- **C x D = E**

D = Estimated % of individuals of working age population with disabilities not working.

Estimated % of individuals with disabilities not working was obtained by subtracting the estimated employment rate by disability from 100%.

E = Estimated number of working age (individuals with disabilities not working).

- **E x F = G**

F = Estimated % seeking employment that could benefit from OOD VR services. (U.S. Bureau of Labor Statistics estimates suggest that 13.6 percent of working age (16-64) individuals with disabilities who are not working are seeking employment at any particular point in time).

G = Estimated number of working age individuals with disabilities seeking employment that could benefit from OOD VR services.

- **Number served by OOD/G x 100 = Penetration rate**

## Findings

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**Findings Related to Penetration Rates.** Maps 1 through 6, and supporting Table 27, provide 2016 estimated penetration rates, for the six major OOD categories of disability, by county. Counties are classified in one of four categories: highest need; high need; moderately high need; and lower need. The blue shading on the maps represents better alignment of resources in meeting needs of a particular disability by county, whereas, the green represents the next level of meeting service needs, orange and red represent higher implied need/where greater opportunity exists for OOD.

So that the data and impact of OOD VR services, based on estimated needs, can be evaluated equally across the six primary disability categories, the categories were represented in these maps. In this report, the identified break function assures prevalence rates for counties in a particular category are similar across all disability categories to assess how OOD is meeting needs by primary disability category. The ranges do not overlap. A review of penetration rate data suggest that although significant progress has been made in serving individuals with psychosocial and cognitive disabilities, there is continued need for OOD VR services for all categories of disability in the coming years. (OOD - AWARE) (Ohio Development Services Agency , 2015 )

Map 1

Cognitive Impairments - OOD Service Penetration Rate - 2016 Projection

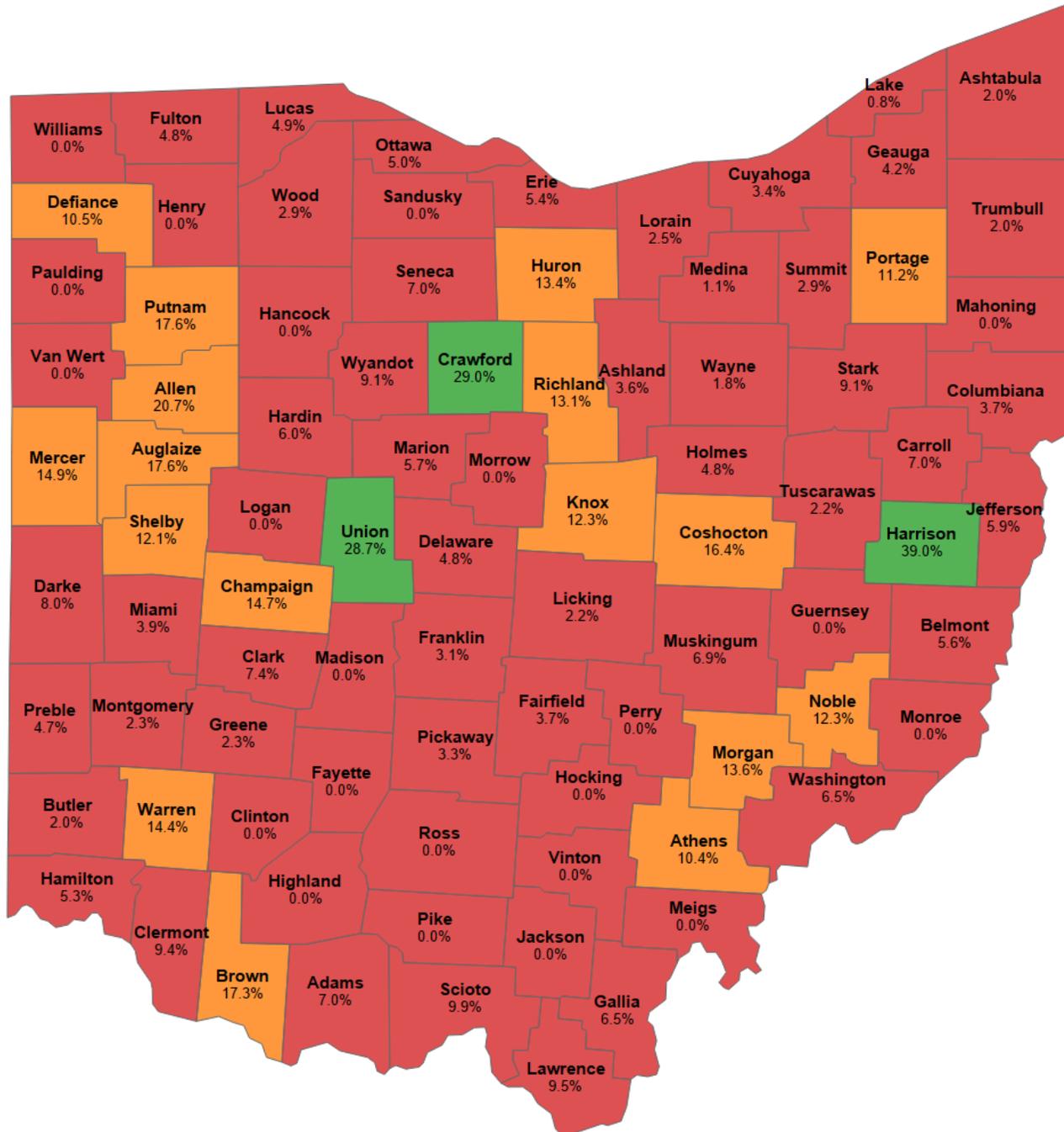


Penetration Rate Map Ranges

- 0 to 10%
- 10.1% to 25%
- 25.1% to 40%
- Higher than 40%

Map 2

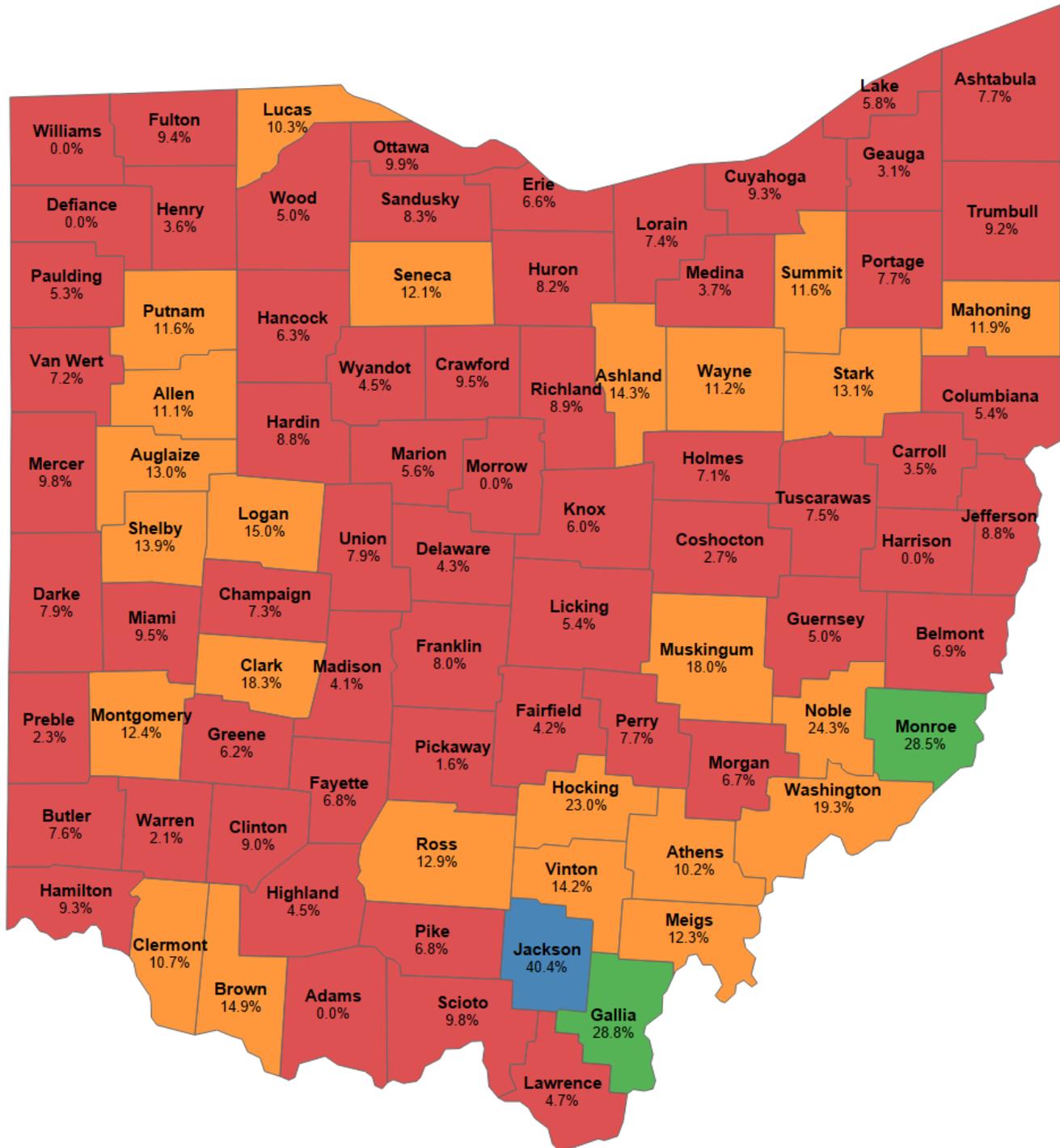
Communicative Impairments - OOD Service Penetration Rate - 2016 Projection



Penetration Rate Map Ranges

- 0 to 10%
- 10.1% to 25%
- 25.1% to 40%
- Higher than 40%

**Map 3**  
**Hearing Impairments - OOD Service Penetration Rate - 2016 Projection**



**Penetration Rate Map Ranges**

- 0 to 10%
- 10.1% to 25%
- 25.1% to 40%
- Higher than 40%







**Findings Related to OOD Service Provision by Disability.** The 2012 CSNA explored the relationship between location and volume of services and employment outcomes. Correlational analyses for each category of disability was based on the hypothesis that volume of service would be associated with higher penetration rates. However, results indicated no relationship between volume of services available and penetration rates. “Penetration rate” reflects the number of individuals served as a percentage of the total number who could benefit from OOD VR services. (Julian, 2012)

Other more specific findings are indicated below.

1. Table 24 below summarizes that statewide, in the vast majority of counties, OOD is currently serving a very small number, 0 to 10 percent, of individuals with communicative and hearing disabilities, as compared to the estimated need. In addition, the majority of counties with individuals with physical and visual service needs, have penetration rates from 10.1 to 25 percent.
2. OOD’s service provision is higher for individuals with psychosocial and cognitive impairments. This is most likely explained by the fact that OOD in the past four years has concentrated efforts through focused contracts with local Mental Health and Drug Addiction boards, local Developmental Disabilities boards, and most recently through the Ohio Department Developmental Disabilities funding for Employment First. Each of these populations has an organized representative presence through established county public agencies across the state.

**Table 24 - Number of Counties by Disability Category and OOD Service Penetration Rate Range – 2016 projection**

Range	Cognitive	Communicative	Hearing	Physical	Psycho-Social	Visual
0 to 10%	3	68	61	8	2	17
10.1% to 25%	38	17	24	51	17	57
25.1% to 40%	29	3	2	17	26	13
Higher than 40%	18	0	1	12	43	1

3. Fifteen (15) counties had penetration rates at or below 10 percent for three or more disability categories. These counties included: Adams, Clinton, Delaware, Geauga, Greene, Henry, Holmes, Lake, Lorain, Madison, Morgan, Morrow, Paulding, Sandusky, and Wood.
4. Belmont, Clinton, Hardin, Holmes, Lake, Lorain, and Noble were the only counties that did not have an OOD service penetration rate of more than 25 percent for any of the six primary disability impairment categories.

**Table 25 - OOD Service Penetration Rate Ranges – Counts by County – 2016 Projection**

County	0 to 10%	10.1% to 25%	25.1% to 40%	Higher than 40%	County	0 to 10%	10.1% to 25%	25.1% to 40%	Higher than 40%
Adams	3	2	1	0	Logan	2	1	0	3
Allen	0	2	1	3	Lorain	3	3	0	0
Ashland	2	3	1	0	Lucas	1	4	0	1
Ashtabula	2	3	0	1	Madison	3	1	2	0
Athens	0	2	2	2	Mahoning	1	3	1	1
Auglaize	0	2	1	3	Marion	2	2	1	1
Belmont	2	4	0	0	Medina	2	3	1	0
Brown	0	4	2	0	Meigs	1	4	1	0
Butler	2	3	1	0	Mercer	1	2	2	1
Carroll	2	2	2	0	Miami	2	1	3	0
Champaign	1	3	1	1	Monroe	2	3	1	0
Clark	1	3	1	1	Montgomery	1	3	1	1
Clermont	1	4	0	1	Morgan	3	2	0	1
Clinton	3	3	0	0	Morrow	3	2	1	0
Columbiana	2	2	1	1	Muskingum	1	2	3	0
Coshocton	1	4	0	1	Noble	2	4	0	0
Crawford	1	1	1	3	Ottawa	2	1	2	1
Cuyahoga	2	3	0	1	Paulding	3	1	2	0
Darke	2	0	1	3	Perry	2	2	2	0
Defiance	1	3	1	1	Pickaway	2	3	1	0
Delaware	4	1	0	1	Pike	2	3	0	1
Erie	2	1	2	1	Portage	1	4	0	1
Fairfield	2	2	2	0	Preble	2	2	2	0
Fayette	2	2	2	0	Putnam	0	3	2	1
Franklin	2	3	0	1	Richland	1	2	1	2
Fulton	2	3	1	0	Ross	1	1	3	1
Gallia	1	2	2	1	Sandusky	3	0	0	3
Geauga	4	1	1	0	Scioto	2	1	2	1
Greene	3	2	0	1	Seneca	1	2	1	2
Guernsey	2	3	1	0	Shelby	0	2	4	0
Hamilton	2	1	3	0	Stark	1	1	2	2
Hancock	2	3	1	0	Summit	1	4	0	1
Hardin	2	4	0	0	Trumbull	2	3	0	1
Harrison	2	2	2	0	Tuscarawas	2	2	1	1
Henry	3	2	1	0	Union	2	2	1	1
Highland	2	3	1	0	Van Wert	2	1	1	2
Hocking	1	2	1	2	Vinton	1	4	0	1
Holmes	5	1	0	0	Warren	2	3	1	0
Huron	1	2	0	3	Washington	1	2	1	2
Jackson	1	2	0	3	Wayne	1	3	2	0
Jefferson	2	2	2	0	Williams	2	3	0	1
Knox	2	3	0	1	Wood	3	2	0	1
Lake	4	2	0	0	Wyandot	2	1	2	1
Lawrence	2	1	0	3	<b>Ohio</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>
Licking	2	3	1	0					

5. Allen and Auglaize counties stand out positively, in the fact that the rate of individuals with disabilities served by OOD were higher for three disability categories (cognitive, physical, and psychosocial), and was not below 10 percent for communicative, hearing or visual.
6. Table 26 below provides a list of counties with highest and lowest penetration rates for each disability category.

**Table 26 - Counties with Highest and Lowest Penetration Rates by Disability Category- 2016**

Disability	Highest Penetration Rates	Lowest Penetration Rates
Cognitive	Morgan, Logan, Lawrence, and Allen	Morrow, Holmes, Geauga, and Monroe
Communicative	Harrison, Crawford, Union, and Allen	There are 22 counties at 0%
Hearing	Jackson, Gallia, Monroe, Noble, Hocking, and Washington	Adams, Defiance, Harrison, Morrow, and Williams (each at 0%)
Physical	Sandusky, Mercer, Lawrence, Jackson, Allen, and Putnam	Clinton, Geauga, Holmes, Monroe, Delaware, and Lake
Psychosocial	Ottawa, Wood, Crawford, Logan, Huron, and Richland	Morgan, Holmes, Preble, Monroe, and Coshocton
Visual	Darke, Allen, Meigs, Auglaize, Hamilton, and Montgomery	Harrison, Delaware, Madison, Union, Paulding, and Ashland

**Findings Related to County by County Analysis.** Table 27 on the following page color codes the range and provides the estimated penetration rates by county for each category of disability. This represents the number of individuals who receive services out of the total number who could be served by OOD. It is important to remember that penetration rates are projections for 2016. These data are also represented on the maps presented previously.

Other more specific findings include:

1. Based on the progress made in the past three years through targeted engagements, which resulted in significant increases in OOD VR services to individuals with psychosocial and cognitive impairments, OOD should evaluate policy initiatives directed to address providing similar focus to the other four disability categories. In particular, OOD should build upon the **Workforce Integration Taskforce** report that specifically evaluate serving individuals with visual and hearing impairments; to be discussed further in **Section VIII** of this report.
2. OOD should further examine through interviews with staff, who serve Allen and Auglaize counties, to determine what outreach or partnership strategies they utilize in providing services across all disability categories.

Table 27 - County Service Penetration Rates by Disability - 2016

County	Cognitive	Commun-icative	Hearing	Physical	Psycho-social	Visual	County	Cognitive	Commun-icative	Hearing	Physical	Psycho-social	Visual
Adams	20.2%	7.0%	0.0%	12.1%	31.2%	8.0%	Logan	72.6%	0.0%	15.0%	46.2%	86.5%	9.9%
Allen	64.3%	20.7%	11.1%	49.5%	52.9%	39.5%	Lorain	13.9%	2.5%	7.4%	12.3%	24.8%	7.8%
Ashland	14.6%	3.6%	14.3%	20.6%	25.6%	6.2%	Lucas	21.5%	4.9%	10.3%	21.4%	49.9%	17.4%
Ashtabula	16.9%	2.0%	7.7%	22.2%	52.2%	14.5%	Madison	27.6%	0.0%	4.1%	11.2%	25.8%	4.7%
Athens	40.1%	10.4%	10.2%	32.5%	59.5%	28.0%	Mahoning	21.7%	0.0%	11.9%	30.5%	72.2%	21.7%
Auglaize	50.6%	17.6%	13.0%	43.4%	79.4%	32.6%	Marion	31.8%	5.7%	5.6%	21.2%	68.8%	16.3%
Belmont	19.9%	5.6%	6.9%	15.2%	19.8%	12.8%	Medina	26.6%	1.1%	3.7%	11.9%	21.3%	12.8%
Brown	29.8%	17.3%	14.9%	23.4%	31.6%	17.2%	Meigs	15.9%	0.0%	12.3%	24.6%	19.6%	33.2%
Butler	21.0%	2.0%	7.6%	10.5%	26.2%	18.5%	Mercer	38.0%	14.9%	9.8%	57.5%	35.0%	22.6%
Carroll	31.0%	7.0%	3.5%	26.0%	18.4%	16.0%	Miami	38.1%	3.9%	9.5%	21.4%	34.8%	27.5%
Champaign	34.8%	14.7%	7.3%	21.8%	43.6%	14.0%	Monroe	11.1%	0.0%	28.5%	7.1%	11.3%	16.5%
Clark	33.8%	7.4%	18.3%	18.3%	52.4%	21.1%	Montgomery	18.9%	2.3%	12.4%	19.4%	55.4%	32.1%
Clermont	22.2%	9.4%	10.7%	20.5%	47.3%	16.1%	Morgan	86.0%	13.6%	6.7%	10.1%	7.1%	7.8%
Clinton	12.3%	0.0%	9.0%	4.5%	15.5%	10.4%	Morrow	7.2%	0.0%	0.0%	18.6%	39.5%	21.5%
Columbiana	26.4%	3.7%	5.4%	22.2%	42.3%	14.7%	Muskingum	32.4%	6.9%	18.0%	16.9%	32.8%	27.3%
Coshocton	63.9%	16.4%	2.7%	10.8%	14.3%	18.7%	Noble	23.6%	12.3%	24.3%	9.1%	16.1%	7.0%
Crawford	61.8%	29.0%	9.5%	45.2%	88.1%	19.2%	Ottawa	37.3%	5.0%	9.9%	28.4%	100.6%	17.1%
Cuyahoga	24.1%	3.4%	9.3%	22.5%	51.5%	24.0%	Paulding	34.8%	0.0%	5.3%	10.5%	39.1%	6.1%
Darke	49.9%	8.0%	7.9%	28.7%	48.2%	43.4%	Perry	37.9%	0.0%	7.7%	11.6%	25.9%	11.9%
Defiance	24.2%	10.5%	0.0%	28.6%	49.5%	15.0%	Pickaway	40.0%	3.3%	1.6%	22.9%	20.0%	11.3%
Delaware	21.1%	4.8%	4.3%	8.1%	41.9%	3.3%	Pike	55.2%	0.0%	6.8%	23.7%	16.1%	23.5%
Erie	30.8%	5.4%	6.6%	25.8%	70.8%	12.2%	Portage	16.7%	11.2%	7.7%	16.0%	49.5%	19.8%
Fairfield	26.1%	3.7%	4.2%	16.2%	32.1%	20.1%	Preble	29.8%	4.7%	2.3%	22.1%	11.1%	29.5%
Fayette	37.0%	0.0%	6.8%	15.3%	36.1%	19.7%	Putnam	28.1%	17.6%	11.6%	49.1%	39.8%	13.4%
Franklin	23.0%	3.1%	8.0%	17.8%	42.0%	16.9%	Richland	49.5%	13.1%	8.9%	27.8%	80.8%	14.9%
Fulton	12.7%	4.8%	9.4%	21.1%	32.2%	10.8%	Ross	28.6%	0.0%	12.9%	28.1%	50.8%	28.4%
Gallia	13.7%	6.5%	28.8%	11.2%	42.4%	25.9%	Sandusky	59.7%	0.0%	8.3%	57.9%	73.7%	7.6%
Geauga	9.6%	4.2%	3.1%	5.7%	33.3%	11.9%	Scioto	35.2%	9.9%	9.8%	29.4%	49.3%	19.8%
Greene	19.7%	2.3%	6.2%	16.6%	43.0%	9.1%	Seneca	41.5%	7.0%	12.1%	25.9%	78.5%	15.9%
Guernsey	18.5%	0.0%	5.0%	13.8%	31.8%	14.5%	Shelby	32.3%	12.1%	13.9%	31.7%	39.9%	25.2%
Hamilton	28.0%	5.3%	9.3%	15.1%	37.8%	32.2%	Stark	48.3%	9.1%	13.1%	28.9%	67.8%	26.7%
Hancock	20.0%	0.0%	6.3%	20.1%	33.9%	17.4%	Summit	21.7%	2.9%	11.6%	21.4%	57.0%	17.7%
Hardin	19.4%	6.0%	8.8%	19.1%	15.6%	10.2%	Trumbull	16.3%	2.0%	9.2%	16.4%	46.1%	12.8%
Harrison	37.2%	39.0%	0.0%	16.0%	20.3%	0.0%	Tuscarawas	20.1%	2.2%	7.5%	31.8%	47.4%	15.0%
Henry	12.5%	0.0%	3.6%	16.1%	26.6%	8.3%	Union	24.4%	28.7%	7.9%	20.4%	65.8%	5.4%
Highland	26.0%	0.0%	4.5%	13.4%	19.0%	20.7%	Van Wert	47.7%	0.0%	7.2%	41.5%	38.3%	16.7%
Hocking	34.5%	0.0%	23.0%	47.8%	55.8%	15.2%	Vinton	19.2%	0.0%	14.2%	14.2%	41.3%	16.4%
Holmes	9.2%	4.8%	7.1%	7.1%	10.0%	13.7%	Warren	27.6%	14.4%	2.1%	9.8%	15.5%	10.1%
Huron	43.4%	13.4%	8.2%	46.0%	83.6%	17.1%	Washington	48.2%	6.5%	19.3%	39.5%	41.0%	24.2%
Jackson	22.4%	0.0%	40.4%	51.9%	73.4%	23.3%	Wayne	12.4%	1.8%	11.2%	25.5%	32.5%	21.0%
Jefferson	33.5%	5.9%	8.8%	19.0%	34.1%	13.5%	Williams	19.9%	0.0%	0.0%	24.3%	40.1%	15.6%
Knox	15.3%	12.3%	6.0%	19.7%	78.5%	7.0%	Wood	19.6%	2.9%	5.0%	17.3%	94.6%	8.3%
Lake	12.9%	0.8%	5.8%	8.3%	20.2%	7.2%	Wyandot	46.7%	9.1%	4.5%	26.8%	33.1%	10.3%
Lawrence	67.2%	9.5%	4.7%	53.8%	70.3%	10.8%	<b>Ohio</b>	<b>26.2%</b>	<b>4.9%</b>	<b>8.9%</b>	<b>20.4%</b>	<b>45.3%</b>	<b>19.0%</b>
Licking	25.0%	2.2%	5.4%	11.6%	36.4%	13.1%							

## VI. Relative Proportionality: Comparison of Needs to Service Provision

This section evaluates ‘relative proportionality’ as another means to assess the discrepancy between needs for services and number of individuals served. Specifically, it evaluates the ‘balance’ of OOD’s investment in the provision of serving individuals amongst the six primary disabilities in relation to the distribution of those in need within the general population of Ohioans with disabilities. **Important Note:** When evaluating this data, it must be considered that since 2011 OOD has more than doubled the number served with cognitive and psychosocial impairments (from 9,000 to over 18,500) and increased the number served with visual impairments by more than 50 percent (from 1,236 to 1,999). Services to individuals with hearing impairments remained flat, and although those served with communicative impairments increased from 161 to 294, proportionality for that category has remained the same. (OOD - AWARE)

**Table 28 - Relative Proportionality for Ohio 2016 Projection - Working Age Population**

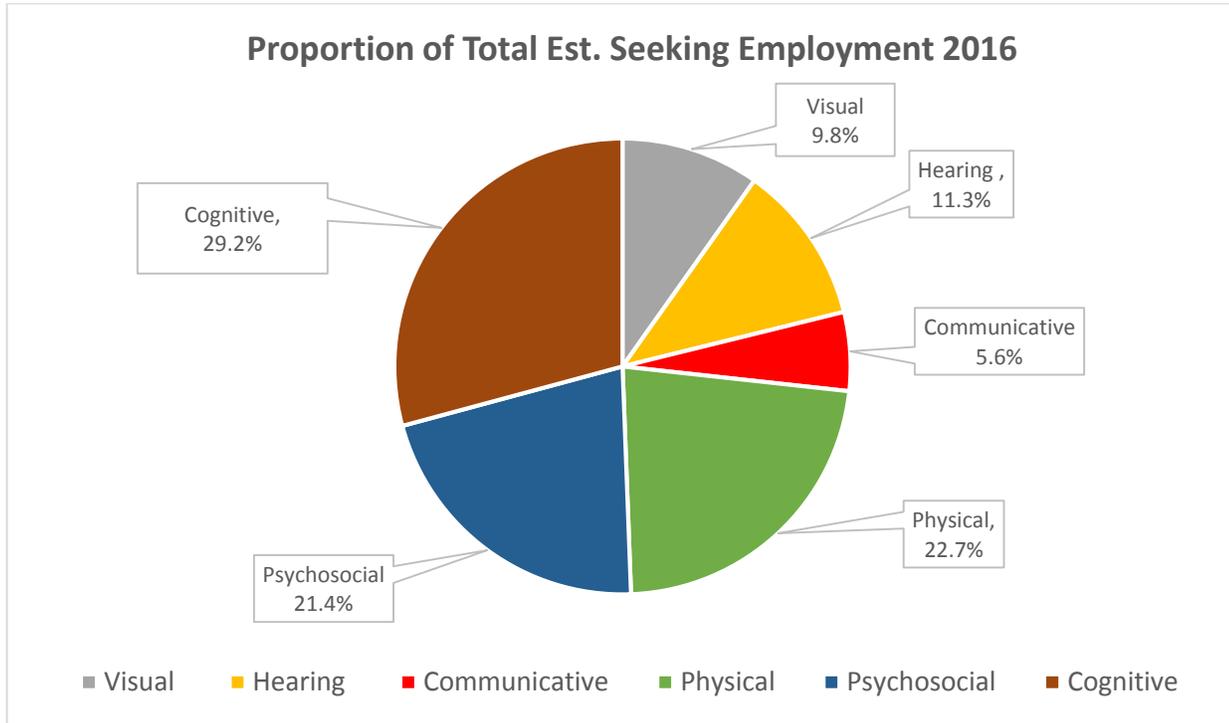
Impairment Category	Est. Seeking Employment 2016	Proportion of Total Est. Seeking Employment 2016	OOD VR served 2014	Proportion of OOD VR served 2014	Percentage Point Difference
Visual	10,499	9.8%	1,999	7.4%	-2.4
Hearing	12,130	11.3%	1,084	4.0%	-7.3
Communicative	5,971	5.6%	294	1.1%	-4.5
Physical	24,252	22.7%	4,946	18.4%	-4.3
Psychosocial	22,888	21.4%	10,374	38.6%	17.2
Cognitive	31,238	29.2%	8,177	30.4%	1.2
<b>Total</b>	<b>106,978</b>	<b>100.00%</b>	<b>26,874</b>	<b>100.00%</b>	<b>NA</b>

### Methods

**Relative Proportionality for Ohio for Six Disability Categories.** The second column in Table 28 above represents the estimated number of working age individuals, by disability category, who may be seeking employment. The third column is the number of individuals in the particular disability category seeking employment as a proportion of the total number of individuals with all categories of disabilities seeking employment. These figures are illustrated in the pie chart on the following page. For example, the number of individuals with visual impairments seeking employment as a proportion of the total number of individuals with all categories of disabilities equals 9.8 percent. This is calculated by dividing 10,499 by 106,978. The fourth column represents those served by OOD’s VR program, with the fifth column representing the rate of OOD’s VR program serving individuals within each disability category by the 26,874 total served by OOD’s VR program in 2014. The last column represents the percentage point difference in proportionality of the OOD proportion rate versus the projected seeking proportion rate. The values that are closer to zero (‘0’) would achieve OOD VR services being “in balance” with the projections of Ohio’s estimated proportion of individuals that could benefit from OOD services.

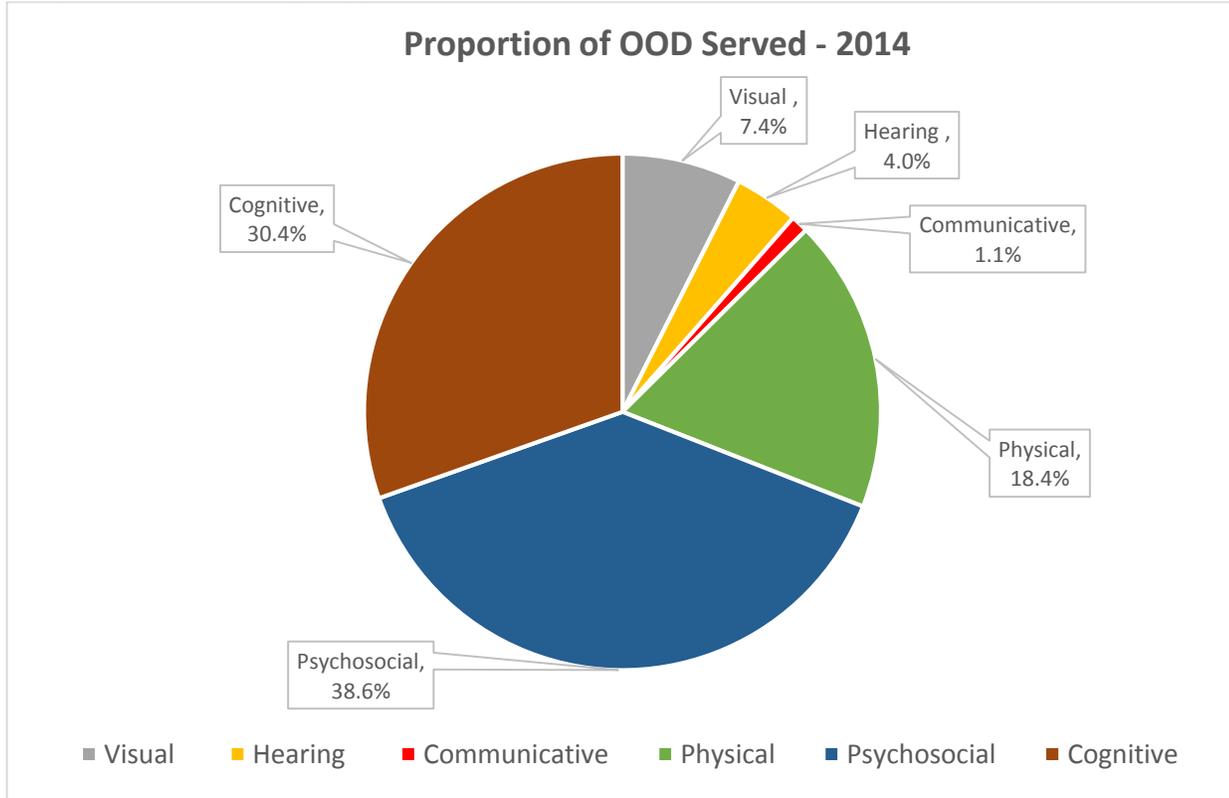
**Chart 13 –**

**Proportion of Ohioans with Disabilities Seeking Employment - 2016 Estimate (N = 106,978)**



**Chart 14 –**

**Proportion served by Opportunities for Ohioans with Disabilities (OOD) FFY 2014 (N = 26,874)**



**Relative Proportionality for Ohio's Counties of the Six Disability Categories.** The calculations summarized in Chart 13 and 14, on the previous page, were performed for each of Ohio's 88 counties, yielding relative proportionality data for each category of disability at the county level. These procedures enabled categorization of service delivery for each category of disability in a particular county into one of four groupings.

Maps 7 through 12, and supporting data in Table 31, illustrate county classification groupings for each of the six disability categories. The two middle groupings, orange and green, that range from -5 to +5 percent difference on the maps can be collapsed to form one grouping. If the difference in proportion seeking employment to proportion served at the county level was between -5 and +5 (orange and green), service delivery in that county was considered to be "in balance." If this difference was less than -5 (red), the volume of services delivered was considered to be out of balance in a negative direction. If this difference was more than +5 (blue), the volume of services delivered at the county level was considered to be out of balance in a positive direction. There are two primary implications of relative proportionality data. OOD might choose to enhance resources available to counties where differences in the proportion served to the proportion seeking employment in the county is negative. OOD could also choose to maintain resources available to counties where differences in the proportion seeking employment to the proportion served at the county is between -5 and +5 and in situations where relative proportionality exceeds +5. There are a variety of scenarios that might result in more balance in the system. (OOD - AWARE) (Institute on Disability)

Difference in proportionality, especially for counties with extreme rates and in outliers, should prompt additional evaluation, including but not limited to looking at the penetration rates or whether outreach activities or local partnerships (or lack thereof) are influencing those differences.



Map 8

Communicative Impairments - OOD Proportionality - 2016 Projection

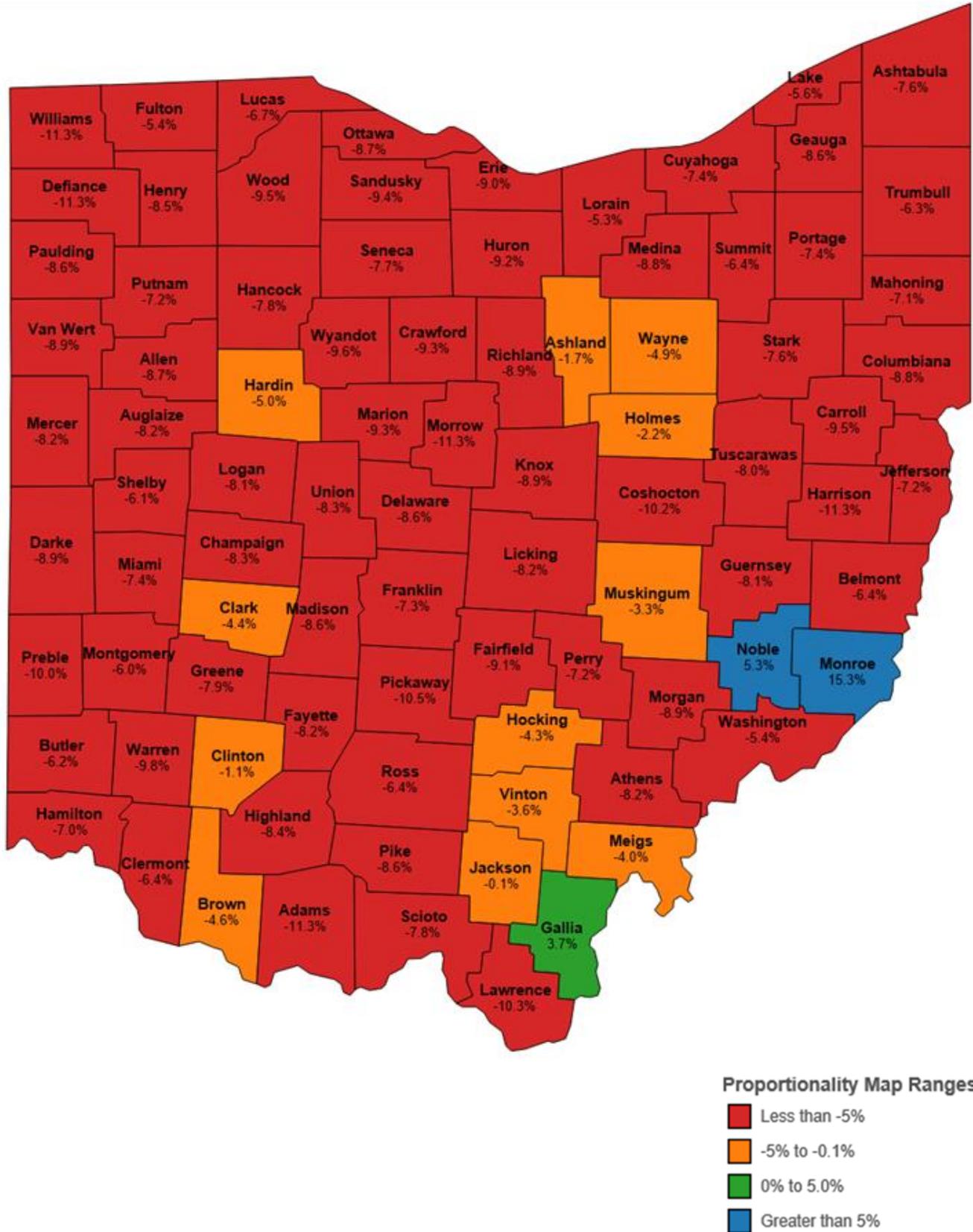


Proportionality Map Ranges

- Less than -5%
- 5% to -0.1%
- 0% to 5.0%
- Greater than 5%

Map 9

## Hearing Impairments - OOD Proportionality - 2016 Projection



## Map 10 Physical Impairments - OOD Proportionality - 2016 Projection



**Proportionality Map Ranges**

- Less than -5%
- -5% to -0.1%
- 0% to 5.0%
- Greater than 5%



Map 12

## Visual Impairments - OOD Proportionality - 2016 Projection



**Proportionality Map Ranges**

- Less than -5%
- -5% to -0.1%
- 0% to 5.0%
- Greater than 5%

## Findings

- Counties with the largest negative and positive differences, as indicated by proportionality rates, are summarized in Table 29 below.

**Table 29 - Counties with the Largest Negative and Positive Differences**

Disability	Counties with the Largest Negative Difference	Counties with the Largest Positive Difference
Cognitive	Morrow, Jackson, Knox, Wood, Gallia, Wayne, and Mahoning	Morgan, Coshocton, Pike, Perry, Harrison, Pickaway, and Warren
Communicative	22 counties at negative 5.6%	Harrison
Hearing	Adams, Defiance, Harrison, Morrow, and Williams	Monroe, Noble, and Gallia
Physical	Morgan, Coshocton, Geauga, Delaware, and Clinton	Mercer, Putnam, Meigs, Hocking, and Wayne
Psychosocial	Morgan, Coshocton, Preble, and Pike	Wood, Knox, Geauga, Ottawa, Morrow, and Delaware
Visual	Harrison, Sandusky, Delaware, Logan, and Union	Meigs, Holmes, Preble, Monroe, and Hamilton

**Table 30 - Number of Counties by Disability Category and OOD Proportionality Difference Range - 2016**

Range	Cognitive	Communicative	Hearing	Physical	Psychosocial	Visual
Less than -5%	15	30	73	34	4	24
-5% to -0.1%	20	56	12	29	8	49
0% to 5%	15	2	1	17	8	12
Greater than 5%	38	0	2	8	68	3

- The distribution and proportionality differences suggests that OOD has been able to make significant progress in identifying and serving individuals with psychosocial and cognitive impairments, which has created a greater gap for the other four disability categories, in particular those with hearing impairments. This can be explained by the fact that OOD has engaged in direct working relationships with local Alcohol and Drug Addiction Mental Health Boards and the state and local Developmental Disabilities agencies, which have representation in every county.
- While maintaining the momentum in serving those with cognitive and psychosocial impairments, it is recommended that OOD focus on overall agency strategies, building on recommendations from the Workforce Integration Task Force, to address services to individuals with hearing and visual impairments.
- The data suggests that OOD should also consider how it can better address outreach to increase services to individuals with physical impairments. Also, considering that approximately 60 percent of OOD VR served individuals with communicative impairments in 2014 were ages 14 to 25, working with youth could present opportunities to serve more individuals with this disability.

**Table 31 - County Proportionality Rates by Disability - 2016**

County	Cognitive	Communi- cative	Hearing	Physical	Psycho- social	Visual	County	Cognitive	Communi- cative	Hearing	Physical	Psycho- social	Visual
Adams	6.50%	-3.20%	-11.30%	-6.00%	19.10%	-5.10%	Logan	10.90%	-5.60%	-8.10%	-2.90%	13.60%	-8.00%
Allen	10.20%	-3.20%	-8.70%	0.90%	2.40%	-1.70%	Lorain	-0.10%	-4.60%	-5.30%	-2.60%	16.80%	-4.30%
Ashland	-3.90%	-4.40%	-1.70%	5.00%	11.10%	-6.20%	Lucas	-4.10%	-4.50%	-6.70%	-3.20%	21.40%	-3.00%
Ashtabula	-8.30%	-5.10%	-7.60%	-1.30%	26.00%	-3.80%	Madison	18.10%	-5.60%	-8.60%	-7.80%	11.00%	-7.10%
Athens	3.10%	-4.00%	-8.20%	-2.40%	13.70%	-2.20%	Mahoning	-9.50%	-5.60%	-7.10%	-1.20%	26.70%	-3.20%
Auglaize	2.00%	-3.50%	-8.20%	-1.80%	14.50%	-3.00%	Marion	0.40%	-4.60%	-9.30%	-7.40%	25.50%	-4.70%
Belmont	7.40%	-3.60%	-6.40%	-0.90%	5.30%	-1.90%	Medina	17.20%	-5.20%	-8.80%	-6.60%	5.70%	-2.30%
Brown	5.40%	-1.70%	-4.60%	-1.50%	5.50%	-3.10%	Meigs	-4.80%	-5.60%	-4.00%	6.60%	0.60%	7.30%
Butler	7.10%	-4.90%	-6.20%	-8.60%	11.80%	0.90%	Mercer	1.80%	-3.30%	-8.20%	13.80%	-0.50%	-3.60%
Carroll	13.40%	-3.70%	-9.50%	5.10%	-2.90%	-2.40%	Miami	11.40%	-4.80%	-7.40%	-5.00%	5.80%	0.00%
Champaign	7.80%	-2.60%	-8.30%	-4.70%	12.60%	-4.80%	Monroe	-2.50%	-5.60%	15.30%	-9.30%	-1.40%	3.50%
Clark	3.90%	-4.20%	-4.40%	-8.70%	16.20%	-2.90%	Montgomery	-8.30%	-5.10%	-6.00%	-6.10%	23.40%	2.10%
Clermont	-2.80%	-3.40%	-6.40%	-3.80%	19.80%	-3.40%	Morgan	51.30%	-3.10%	-8.90%	-15.40%	-16.50%	-7.40%
Clinton	6.70%	-5.60%	-1.10%	-12.40%	11.90%	0.40%	Morrow	-16.70%	-5.60%	-11.30%	2.30%	28.60%	2.70%
Columbiana	2.90%	-4.70%	-8.80%	-1.70%	16.20%	-3.80%	Muskingum	8.00%	-4.10%	-3.30%	-7.60%	6.20%	0.70%
Coshocton	39.30%	-2.20%	-10.20%	-13.70%	-10.20%	-3.10%	Noble	12.50%	-1.40%	5.30%	-10.20%	-0.60%	-5.60%
Crawford	5.70%	-2.50%	-9.30%	-2.90%	15.10%	-6.20%	Ottawa	-3.20%	-4.90%	-8.70%	-7.30%	29.90%	-5.80%
Cuyahoga	-2.90%	-4.90%	-7.40%	-3.60%	19.80%	-1.00%	Paulding	16.70%	-5.60%	-8.60%	-11.90%	16.40%	-7.10%
Darke	10.20%	-4.40%	-8.90%	-5.10%	6.50%	1.70%	Perry	22.90%	-5.60%	-7.20%	-10.30%	4.60%	-4.30%
Defiance	-2.20%	-3.30%	-11.30%	2.00%	19.10%	-4.20%	Pickaway	22.40%	-4.80%	-10.50%	0.30%	-2.50%	-4.90%
Delaware	4.90%	-4.10%	-8.60%	-12.50%	28.30%	-8.00%	Pike	28.30%	-5.60%	-8.60%	-3.50%	-9.10%	-1.60%
Erie	-1.30%	-4.70%	-9.00%	-4.50%	25.60%	-6.10%	Portage	-7.50%	-2.80%	-7.40%	-6.60%	25.50%	-1.20%
Fairfield	7.40%	-4.60%	-9.10%	-5.00%	11.60%	-0.30%	Preble	15.40%	-4.20%	-10.00%	3.00%	-9.20%	5.10%
Fayette	14.50%	-5.60%	-8.20%	-8.60%	9.90%	-2.00%	Putnam	-3.20%	-2.50%	-7.20%	12.70%	5.70%	-5.60%
Franklin	0.70%	-4.80%	-7.30%	-4.70%	18.60%	-2.50%	Richland	5.80%	-3.80%	-8.90%	-7.40%	20.50%	-6.30%
Fulton	-8.30%	-4.10%	-5.40%	4.20%	17.40%	-3.80%	Ross	-1.20%	-5.60%	-6.40%	-1.30%	15.00%	-0.50%
Gallia	-10.90%	-3.90%	3.70%	-11.00%	20.30%	1.90%	Sandusky	7.10%	-5.60%	-9.40%	4.70%	11.40%	-8.30%
Geauga	-7.60%	-3.80%	-8.60%	-12.80%	33.60%	-0.80%	Scioto	3.80%	-3.80%	-7.80%	-1.20%	12.50%	-3.60%
Greene	-1.10%	-5.00%	-7.90%	-4.20%	23.60%	-5.40%	Seneca	2.60%	-4.60%	-7.70%	-7.30%	22.70%	-5.70%
Guernsey	1.90%	-5.60%	-8.10%	-4.60%	17.90%	-1.60%	Shelby	2.40%	-3.30%	-6.10%	1.40%	7.20%	-1.50%
Hamilton	4.60%	-4.30%	-7.00%	-8.50%	12.00%	3.20%	Stark	6.20%	-4.30%	-7.60%	-6.20%	15.10%	-3.20%
Hancock	-0.10%	-5.60%	-7.80%	0.00%	14.80%	-1.30%	Summit	-5.40%	-5.00%	-6.40%	-4.40%	24.40%	-3.30%
Hardin	7.00%	-3.50%	-5.00%	5.00%	-0.10%	-3.40%	Trumbull	-6.20%	-5.10%	-6.30%	-4.70%	26.10%	-3.70%
Harrison	22.50%	4.80%	-11.30%	-5.40%	-0.70%	-9.80%	Tuscarawas	-6.30%	-5.10%	-8.00%	5.40%	18.10%	-4.10%
Henry	-3.50%	-5.60%	-8.50%	3.00%	18.60%	-4.10%	Union	-4.50%	0.00%	-8.30%	-6.60%	27.40%	-8.00%
Highland	14.90%	-5.60%	-8.40%	-5.00%	2.10%	2.00%	Van Wert	11.80%	-5.60%	-8.90%	5.00%	2.70%	-5.00%
Hocking	-1.90%	-5.60%	-4.30%	6.60%	10.90%	-5.80%	Vinton	-2.30%	-5.60%	-3.60%	-7.30%	20.90%	-2.10%
Holmes	1.10%	-2.60%	-2.20%	-4.50%	2.80%	5.30%	Warren	22.30%	-0.40%	-9.80%	-8.40%	-0.20%	-3.50%
Huron	-0.60%	-3.90%	-9.20%	0.90%	18.90%	-6.00%	Washington	9.10%	-4.60%	-5.40%	1.70%	2.50%	-3.30%
Jackson	-13.20%	-5.60%	-0.10%	6.10%	17.00%	-4.20%	Wayne	-10.90%	-5.10%	-4.90%	6.50%	13.80%	0.60%
Jefferson	11.50%	-4.20%	-7.20%	-4.70%	8.90%	-4.30%	Williams	-2.10%	-5.60%	-11.30%	3.00%	18.60%	-2.70%
Knox	-13.20%	-3.10%	-8.90%	-6.60%	39.10%	-7.30%	Wood	-11.00%	-5.10%	-9.50%	-10.20%	43.00%	-7.20%
Lake	3.90%	-5.20%	-5.60%	-6.10%	16.60%	-3.60%	Wyandot	18.20%	-3.80%	-9.60%	-1.60%	3.20%	-6.30%
Lawrence	10.90%	-4.50%	-10.30%	2.20%	9.30%	-7.60%	<b>Ohio</b>	<b>1.20%</b>	<b>-4.50%</b>	<b>-7.30%</b>	<b>-4.30%</b>	<b>17.20%</b>	<b>-2.30%</b>
Licking	7.80%	-5.00%	-8.20%	-9.30%	18.00%	-3.30%							

## VII. Youth and Students with Disabilities

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With a focus on youth and students with disabilities as required by the 2014 Workforce Innovation and Opportunity Act (WIOA), OOD contracted with Kent State University, as a compliment to the Ohio Longitudinal Transition Study (OLTS), to specifically address the following six questions regarding youth and students with disabilities (R. Baer, 2015):

1. What were the characteristics of youth with disabilities receiving various types of rehabilitation services?
2. What were the characteristics of youth with disabilities experiencing employment outcomes?
3. What were the characteristics of youth experiencing postsecondary education outcomes?
4. What services predicted employment outcomes after controlling for other factors?
5. What services predicted postsecondary education after controlling for other factors?
6. What services predicted supported employment outcomes after controlling for other factors?

**The “Comprehensive Statewide Needs Assessment (CSNA) For Transition-age Youth and Young Adults” full report produced by Kent State University is attached as Appendix A. A summary, including findings and answers to the questions cited from the report, are summarized as follows:**

**Data Sources.** This research was conducted through a secondary analysis of two databases: (a) OOD VR case closures ( $N = 10,316$ ) and (b) OLTS youth reporting receiving VR services in the year following high school exit ( $N = 642$ ). This first source of data for this evaluation was OOD case records for transition age youth with disabilities who applied at ages 14-24, received a purchased service, and whose cases were closed during federal fiscal years 2012 and 2013. The second source of data was OLTS surveys of services of high school special education students at graduation and then again one year after exiting high school in the years 2006-2013.

### Method

A sample was drawn from each of two secondary databases: (a) OLTS exit and follow-up interviews and (b) OOD VR case closure records. The OLTS data was drawn each year from one-fifth of the schools in Ohio for the period of 2006-2013. The OOD VR data included cases that were opened when students were transition age (14-24 inclusive) and exited (closed) during federal fiscal years 2012 and 2013.

The researchers conducted three types of analyses: (a) descriptive statistics of the samples, (b) cross-tabulations to disaggregate descriptive statistics, and (c) logistic regression (or Chi-Square analysis, where appropriate). The researchers used descriptive statistics and cross-tabulations to provide a detailed description of the study samples in terms of their disability category, services received, and outcome variables. Bivariate correlations were used on the OLTS data to identify potentially confounding independent variables and to determine the relationships among variables used in later analyses.

## Findings and Recommendations

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### 1. What were the characteristics of youth with disabilities receiving various types of rehabilitation services?

While the OLTS-VR and OOD VR databases showed no significant differences in gender or ethnicity, marked differences were observed in the number of OLTS-VR recipients who were categorized as having emotional disabilities and receiving an Individualized Education Program (IEP) in high school compared with the higher number of OOD youth with disabilities who fell in the similar category of psychosocial/emotional disabilities in the OOD database, but were not recipients of an IEP in high school. The primary purchased services for OOD youth with disabilities were Assessment and Training. However, national research on evidence-based practices suggests that the more significant disabilities of OOD youth may call for more emphasis on job development and on-site training. Research indicates individuals with these kinds of disabilities have trouble generalizing from training programs to performance in the actual settings.

One identified issue is a greater overlap between high school and post-school transition services for individuals with psychosocial disabilities (OOD) and emotional disabilities (OLTS). Psychosocial needs appear to be arising following the transition from high school to adulthood, possibly due to the fact that many mental illnesses are manifested after age 18. **Recommendation:** High school transition coordinators and VR counselors need to work together to identify psychosocial needs earlier to ensure seamless transition between child and adult mental health services.

A second issue that arose from an examination of the characteristics of VR youth with disabilities was the limited access African American youth have to mainstream programs, such as career-technical and general education that prepare them for careers and postsecondary education. This implies the need for additional VR services targeted to urban areas where high school services and employment opportunities are limited. Additionally, African American transition-age youth may have difficulty finding employment opportunities in their community and may need involvement in WIA and summer programs to make up for these disadvantages. **Recommendation:** To address this barrier to employment, VR counselors need to work with high school transition coordinators to ensure that early IEP transition planning (age 14) includes strategies for obtaining career-technical education for African American students who plan to enter employment or a two-year college program after graduation and general education participation for those entering postsecondary education.

### 1. What were the characteristics of youth with disabilities who achieved employment outcomes?

Characteristics of OOD youth with disabilities who entered full-time employment tended to be disproportionately (a) male, (b) categorized as having a cognitive disability, and (c) White. The characteristics of OOD youth with disabilities who entered part-time or any work engagement tended to be disproportionately individuals with cognitive disabilities. One possible area of intervention is for VR counselors to help females deal with gender-specific issues (such as child care) that stand in the way of employment. African American youth with disabilities will need additional supports to find jobs in urban areas where unemployment is high, possibly through collaboration between OOD and Workforce Investment Act programs. **Recommendation:** To deal with the disparity of employment outcomes for individuals with the most significant disabilities, African Americans, and females, VR counselors need to be involved in the early stages of IEP transition planning to ensure that students desiring employment after high school are engaged in general or career-technical education classes.

### 2. What are the characteristics of youth with disabilities who achieved postsecondary education outcomes?

According to OOD records, individuals receiving any of the purchased services of Assessment, Training, Job Development, and Personal Services were significantly less likely to pursue postsecondary education. The OOD data indicated that college and university training was only about five percent of the services received by OOD youth with disabilities and that these services were disproportionately focused on individuals with physical and sensory disabilities, and to a lesser degree on students with cognitive disabilities. Individuals with psychosocial disabilities were much less likely to receive college or university training. The OLTS-VR recipient data and the OOD data both showed that males and African American youth with disabilities lagged in this area as well. **Recommendation:** VR counselors and high school transition coordinators should work together on these issues during IEP transition planning when the student's post-school goals and course of study are determined.

### 3. What services predicted employment outcomes after controlling for other factors?

The OLTS data showed that career-technical education, general education, and work study programs were strong predictors of post-school full-time employment outcomes for OLTS-VR recipients. For OOD youth with disabilities, Vocational Rehabilitation Counseling and Guidance, Assessment, Training, and Job Development were all significant predictors of at least part-time work. **Recommendation:** VR counselors and high school transition coordinators need to ensure the availability of career-technical education and work study programs for students who plan to work following high school. For individuals with the most significant disabilities (i.e., multiple disabilities), school supervised community work programs need to be developed so that these individuals develop soft work skills (e.g., attendance, promptness, social skills) and occupational specific skills in the actual environments in which they will be expected to perform. After high school exit, VR counselors need to focus OOD services on the areas of counseling, training, and job development for youth with disabilities seeking employment outcomes.

#### 4. What services predicted postsecondary education outcomes after controlling for other factors?

The OLTS-VR recipient data indicated that four-year college outcomes were highly unlikely for youth with disabilities who did not participate in general education classes more than 80% of the day. Two-year college outcomes were more broadly predicted by both career-technical education and general education participation. This placed African American youth with disabilities at a particular disadvantage due to their lower rates of participation in both of these high school courses of study. **Recommendation:** VR counselors and high school transition coordinators can more positively improve outcomes by distinguishing between youth with disabilities planning to enter four- and two-year college programs. It is critical that VR counselors and high school transition coordinators ensure an alignment in the IEP transition plan between courses of study and postsecondary education goals to help improve outcomes. IEP transition goals need to be specific as to what type of postsecondary education (two vs. four-year) is desired by the student.

#### 6. What services predicted supported employment or any post-school engagement after controlling for other factors?

Initially, this question focused on supported employment outcomes, but the two databases did not include enough participants to analyze these outcomes statistically. The researchers decided to expand this outcome to include any work under 20 hours per week and/or any enrollment in any postsecondary education. For OLTS-VR recipients, participation in general education classes was the only predictor of employment or post-school engagement. For OOD youth with disabilities, career counseling, training, and job development were predictors. Personal Services was the only service category that did not enhance the likelihood of obtaining the desirable outcomes under investigation in any instance.

Overall engagement was more likely to be achieved when individuals were provided Vocational Rehabilitation Counseling and Guidance, Training, and Job Development. Individuals receiving Personal Services and status as an African American were significantly less likely to be engaged, with the exception of African Americans who had received Training services. African Americans were found to benefit the most from purchased training services. **Recommendation:** VR Counselors need to ensure that youth with disabilities remain linked and engaged. This implies the need for VR counselors to establish linkages with youth with disabilities who lack personal or family supports before they exit school. The VR counselor needs to develop a relationship with students before they graduate to improve follow-through with OOD referrals.

## Conclusion

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The results suggest purchased services offer some predictive utility when examining the outcome variables.

- Receiving Vocational Rehabilitation Counseling and Guidance was strongly predictive of any level of employment at closing.
- Assessment was predictive of work as well, as long as employment included less than full-time.
- Training and Job Development services were also predictive of a favorable employment outcome of work engagement or at least part-time employment.
- Individuals who identified as African Americans were significantly less likely to achieve the employment outcomes unless they were provided Training services, which enhanced their outcomes substantially.
- Individuals receiving any purchased services were much less likely to participate in postsecondary education, as were African Americans and males.

Overall, the results provide a useful picture in determining which services and characteristics are associated with each of the outcomes.

- There is a need to develop comprehensive and seamless career paths that are aligned with students' postsecondary goals.
- In the early stages of IEP transition planning, the VR counselor should ensure that students' courses of study align with their post-school goals and that students with more significant disabilities are included in general education and career-technical education to the greatest extent possible.
- The students' post-school goals should drive the transition planning to allow them access to higher education or employment to the greatest extent possible with the help of the VR counselor and high school transition coordinator.
- Prior to students exiting high school, the VR counselor should ensure that students with employment goals after high school have explored, experienced, and received training in real environments that are related to their career goals.
- Additionally, VR counselors need to work with high school transition coordinators in ensuring that disability benefits counseling and support in utilizing work incentives are provided to students who are SSI eligible and that financial aid counseling and supports are provided to students with postsecondary education goals.
- Ultimately, the VR counselor and high school transition coordinator should work together to help the student set post-school goals and to develop a comprehensive plan to achieve those goals, whether they are employment or post-secondary education.

### OOD Future Planning and Engagement with the Ohio Department of Education.

Map 13 on the following page represents youth (age 14-24) served as a percentage of more than 50,000 youth statewide with an individualized education program (IEP) who also have identified disabilities that could meet OOD eligibility criteria for VR services. Fifteen counties, 12 of which are located in the North Central and North West, have service rates higher than 40 percent. Three counties (Holmes, Monroe, and Clinton) have services rates below 10 percent. The remaining 70 counties have service rates between 10 and 40 percent. As OOD partners with the Ohio Department of Education and local education agencies, this information can be used to prioritize outreach efforts based on geographic areas. (OOD - AWARE) (ODE - EMIS, 2012-2013)

**Map 13**  
**Youth - OOD Service Penetration Rate - 2014 Estimate**



**Penetration Rate Map Ranges**

- 0 to 10%
- 10.1% to 25%
- 25.1% to 40%
- Higher than 40%

## VIII. Workforce Integration and OhioMeansJobs.com

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### Workforce Integration Task Force: Focus on Individuals with Hearing and Visual Impairments

#### Background

In September 2014, Governor John R. Kasich charged the Workforce Integration Task Force (WIT) with gathering data and in making recommendations regarding the employment challenges for individuals who are deaf, blind, or deaf/blind. A cross-section of individuals with disabilities, advocates, and employer representatives, and state policy makers comprised this workgroup. This workgroup's charge feeds directly into the prior findings of this needs assessment specific to meeting the needs of individuals with hearing and visual impairments. (Workforce Integration Task Force (WIT), 2014)

#### Methodology

In preparation for the work of the task force, staff at OOD and the Ohio Department of Job and Family Services (ODJFS) collected relevant data and information, as outlined in the enabling legislation, through a review of available literature, the development and deployment of a set of questionnaires/surveys, and by conducting focus groups throughout the state.

Surveys such as the *Current Population Survey* and the *American Community Survey*, conducted by the U.S. Census Bureau, provided high-quality relevant data. Agency staff also developed informal surveys targeted for three groups: members of the blind and deaf communities; employers; service providers, advocates and parents. Staff conducted 17 focus groups, in six different regions of the state, with Ohioans who are blind, deaf, or deaf/blind and working (or seeking work) to talk about barriers to employment and recommendations. (Further details available in Section IX and Appendix B). Task force members used this data, along with their own knowledge and experience, to identify the major barriers to employment and income parity for people who are deaf, blind, or deaf/blind.

#### Findings

1. WIT determined that the barriers to employment and income parity among blind, deaf, and deaf/blind Ohioans are symptoms of a larger issue: a fundamental lack of awareness and knowledge about individuals with disabilities, their culture, their strengths and weaknesses, the challenges they face, and the opportunities they can provide. This in turn fuels a lack of knowledge about the benefits of integrating these individuals into the workforce. Additionally, many blind, deaf, and deaf-blind Ohioans lack the necessary skills for developing a successful career path in today's economy and access to the training opportunities needed to acquire them.
2. WIT identified a clear need for increased education and training targeted towards employers on the benefits, available incentives, services, and successful practices involved in recruiting, hiring and retaining Ohioans who are blind, deaf, or deaf/blind. Currently, too many employers lack even basic knowledge about how to recruit, hire and promote people with disabilities.

3. Data from Opportunities for Ohioans with Disabilities shows that among those using OOD's services, average hourly wages upon employment averaged \$13.62 for those with a vision impairment and \$13.57 for those with a hearing impairment, both significantly below the average hourly wage of \$20.76 for all occupations in Ohio.<sup>1</sup>
4. According to the 2012 Cornell Report (ACS), income disparity for Ohio's full-time workers with a visual disability is more significant than for Ohioans with a hearing disability.
  - Median earnings for Ohioans with visual impairments are almost 25 percent lower than for individuals without a disability.
  - Median earnings for individuals with a hearing disability are almost equivalent to those without a disability. [Note: most people categorized as having a hearing disability developed hearing loss later in life, after already establishing careers prior to the onset of their disability.]
5. Not only do employers have much to learn about workers with disabilities and how to effectively integrate them into Ohio's workforce, but Ohio's deaf and blind communities need greater access to career training and development. Perhaps the most encouraging finding, however, was that although barriers to employment exist, many of them can be reduced through increased awareness and engagement on the part of employers. This means we are in a position to make a significant difference in the lives of Ohioans who are blind, deaf, or deaf/blind.

## Recommendations

1. OOD and ODJFS should work collaboratively to create, collect and communicate clear, uniform and comprehensive information to employers about integrating blind, deaf, and deaf/blind Ohioans into the workforce.
2. OOD and ODJFS should develop strategies to more effectively engage business leadership organizations and networks to facilitate business-to-business and peer-to-peer conversations on how best to address and reduce barriers to employment and income parity for blind, deaf, and deaf/blind Ohioans.
3. The state of Ohio should seek out ways to more effectively build a culture of inclusion and accessibility by including disability awareness in any required diversity and inclusion training programs; and through the development of mentoring and relationship-building opportunities.
4. Ohio should encourage and facilitate opportunities to connect blind, deaf, and deaf/blind Ohioans with employers and to connect employers interested in integrating individuals with disabilities into their workforce with those who have successfully implemented such integration.
5. All Ohio employers should commit themselves to developing standards and benchmarks for effectively serving individuals with disabilities in key areas including: communication and education; access and accommodation; and hiring and employment.
6. OOD should work with the Governor's Office of Workforce Transformation (OWT) to coordinate a working group of related agencies and programs to develop a unified plan to more effectively

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<sup>1</sup> OOD wage data on successful job outcomes from October 2010 to May 2014. Ohio 2013 average hourly wage from the Occupation Employment Statistics program of the U.S. Bureau of Labor Statistics.

align state of Ohio employment and workforce programs and services for Ohioans with disabilities.

7. State and federal governments should explore ways to remove disincentives to work that result from income and asset limits for blind, deaf, and deaf/blind Ohioans.
8. The state of Ohio should ensure that pre-vocational and vocational training is available and accessible for blind, deaf, and deaf/blind Ohioans throughout the state.
9. Ohio should explore ways to better leverage the facilities, programs, and services available in order to create immersive and hands on training opportunities for blind, deaf and deaf/blind communities across the state.
10. Ohio should continue to pursue a more integrated and wider-ranging system of transportation for individuals with disabilities in both urban and rural areas and to explore options to reduce transportation as a barrier to employment for blind, deaf, and deaf/blind Ohioans.

## OhioMeansJobs.com and In-Demand Occupations: A Focused Outcome Strategy for OOD

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With a dual customer focus on business engagement and meeting the needs of employers, OOD has successfully been able to increase the annual number of employment outcomes for individuals it served by more than 35%, from 2011 to 2014. Increasing employment outcomes for Ohioans has been a statewide strategy through efforts of the Governor's Office of Workforce Transformation (OWT). OWT has also been charged to coordinate Ohio's workforce programs, including vocational rehabilitation, to implement the new Workforce Innovation Opportunity Act (WIOA) requirements, which include the Unified State Workforce Plan and new common performance measures. This past year OOD has been intensely partnering with ODJFS, not only on the Workforce Integration Task Force and WIOA planning, but how OOD can better leverage the OhioMeansJobs.com website as a strategy to promote employment outcomes for individuals with disabilities.

OhioMeansJobs.com is Ohio's online career center for jobseekers and employers. Specifically students, adults, and veterans, including those with disabilities, can use the website to explore careers, take free practice GED and college entrance exams, write a resume and, most importantly, find a job. Employers can post jobs, search resumes and find the talent they need. Additional information about OhioMeansJobs.com can be found here:

<https://jobseeker.ohiomeansjobs.monster.com/home.aspx>

Map 14 on the following page shows the number of OOD participants who received services, from October 2013 through April 2015, and were actively registered in OhioMeansJobs.com. Map 15 shows the subset that got a job. (Ohio Department of Job and Family Services (ODJFS), 2014-2015) (OOD - AWARE)

**Ohio's In-Demand Occupations.** OOD has emphasized employers as a dual customer and a critical component for the success of individuals with disabilities that are seeking employment. OOD has developed targeted employer relationships, specifically:

- Expanding the Ohio Business Leadership Network (OHBLN) from 19 to 70 employers in just two years, and being recognized as the USBLN affiliate of the year in 2014.
- Recognized as a national model for a workplace initiative, funded by a foundation grant, which directly sources OOD jobseekers to a participating network of employers.

The Governor's Office of Workforce Transformation has diligently worked to strategically align Ohio's workforce programs to focus efforts in meeting employers' workforce needs. One strategy is through the identification and monthly monitoring of Ohio's in-demand occupations. As of July 2015, there were 196 in-demand occupations, covering a variety of skills and education levels. This information is updated through the Ohio Department of Job and Family Services Labor Market Information section and can be found at:

<http://jfs.ohio.gov/owd/OMJResources/State-AllOpenings.stm>

It is recommended that VR counselors, as part of informed choice, review the in-demand occupations, and where appropriate focus job goals and training around those. It is recommended that OOD utilize Wanted Analytics and Ohio Means Jobs.com to facilitate this activity.





## Summary

### Findings

1. Tier 1 counties, which represents six (6) counties that are estimated to have 25 percent or more of OOD individuals with disabilities registered in OMJ, have a combined successful employment rate of 56.4 percent. OOD VR served individuals that reside in Lawrence County are not only most frequently (53.7 percent) registered in OMJ, but their rehabilitation rate for the first six months of FFY 2015 was also 58.5 percent, or 15.1 percentage points above the overall OOD rehabilitation rate.

**Table 32 - OOD Served and Rehab Compared to OMJ Registrants as of April 2015**

OOD VR served Cohort is from 1st Half of FFY 2015 (October 2014 - March 2015)

Tier Comparison Quick Table	Served	Closed-Rehab	Rehab Rate	OMJ OOD Participants Registered	OMJ Registered as Percent of OOD VR served
<b>Combined Tier 1</b>	<b>753</b>	<b>102</b>	<b>56.4%</b>	<b>310</b>	<b>41.2%</b>
<b>Combined Tier 2</b>	<b>2,320</b>	<b>328</b>	<b>45.7%</b>	<b>420</b>	<b>18.1%</b>
<b>Combined Tier 3</b>	<b>2,398</b>	<b>302</b>	<b>43.8%</b>	<b>292</b>	<b>12.2%</b>
<b>Combined Tier 4</b>	<b>14,086</b>	<b>1,731</b>	<b>41.7%</b>	<b>1,086</b>	<b>7.7%</b>
<b>Combined Tier 5</b>	<b>1,791</b>	<b>241</b>	<b>49.9%</b>	<b>65</b>	<b>3.6%</b>
<b>Grand Total ALL TIERS COMBINED</b>	<b>21,348</b>	<b>2,704</b>	<b>43.4%</b>	<b>2,173</b>	<b>10.2%</b>

**Note: A 10 percent margin of error exists based on availability and accuracy of data matching fields in OMJ.**

2. Moving through the first four tiers, the data in Table 32 shows that as the rates of OOD VR served individuals that are registered in OMJ increase, the rehabilitation rate for individuals served in those counties increases as well. Specifically, as the average rate of OMJ registrants rose from 7.7 percent in Tier 4 to 41.2 percent in Tier 1, the rehabilitation rate ticked up from 41.7 percent to 56.4 percent. The only exception was in Tier 5, specifically Butler County, which had a 57.9 percent rehab rate, and also made up 25 percent of the cases in that Tier; thus driving up the average rehab rate for that group of counties.
3. A conservative estimate is that 25 percent (5,337) of the 21,348 individuals served by OOD, during the first six months of FFY 2015, had attained a 'job ready' status. Thus, the 2,173 who were registered in OMJ would only represent, at best (including a 10 percentage point margin of error for data integrity match), about half of the total who could be registered in OMJ.
4. Many factors contribute to an individual achieving employment and OOD should always be evaluating those factors; such as "What may be contributing to the rehab rate of Butler County residents?". The data also does not show how much faster individuals utilizing the tools in OMJ are able to match up with an employer versus those who are not using OMJ. However, as evidenced by Lawrence County, data suggests a positive relationship of greater success in outcomes with the utilization of OMJ. Thus, OOD should reinforce, with its counseling staff and providers, getting OOD VR served individuals registered in OMJ as a job seeking strategy to promote the achievement of their employment goals.

**Table 33 - OOD VR Served and Rehab Compared to OMJ Registrants as of April 2015**  
**OOD Served Cohort is from 1st Half of FFY 2015 (October 2014 - March 2015)**

<b>6 Counties Tier 1 - OMJ 25% +</b>	<b>OOD VR Served</b>	<b>Closed- Rehab</b>	<b>Rehab Rate</b>	<b>OMJ OOD Participants Registered</b>	<b>OMJ Registered as Percent of OOD VR Served</b>
Lawrence	270	38	58.5%	145	53.7%
Clinton	35	5	55.6%	14	40.0%
Erie	175	30	60.0%	69	39.4%
Henry	33	2	22.2%	13	39.4%
Huron	216	24	57.1%	63	29.2%
Noble	24	3	50.0%	6	25.0%
<b>Combined Tier 1</b>	<b>753</b>	<b>102</b>	<b>56.4%</b>	<b>310</b>	<b>41.2%</b>

Note: Tiers 2 through 5 Below Only Show Counties in which OOD VR Served 200+ Individuals

<b>13 Counties Tier 2 Combined - OMJ 15 to 24.9%</b>	<b>OOD VR Served</b>	<b>Closed- Rehab</b>	<b>Rehab Rate</b>	<b>OMJ OOD Participants Registered</b>	<b>OMJ Registered as Percent of OOD VR Served</b>
Lucas	807	114	47.1%	159	19.7%
Mahoning	466	73	42.4%	81	17.4%
<b>Combined Tier 2</b>	<b>2,320</b>	<b>328</b>	<b>45.7%</b>	<b>420</b>	<b>18.1%</b>

<b>15 Counties Tier 3 Combined - OMJ 10 to 14.9%</b>	<b>OOD VR Served</b>	<b>Closed- Rehab</b>	<b>Rehab Rate</b>	<b>OMJ OOD Participants Registered</b>	<b>OMJ Registered as Percent of OOD VR Served</b>
Greene	222	42	52.5%	28	12.6%
Scioto	225	36	53.7%	27	12.0%
Trumbull	268	37	37.0%	31	11.6%
Allen	352	34	37.4%	39	11.1%
Clark	250	30	42.9%	27	10.8%
<b>Combined Tier 3</b>	<b>2,398</b>	<b>302</b>	<b>43.8%</b>	<b>292</b>	<b>12.2%</b>

-----TABLE CONTINUED NEXT PAGE-----

**OOD VR Served and Rehab Compared to OMJ Registrants as of April 2015**  
**OOD Served Cohort is from 1st Half of FFY 2015 (October 2014 - March 2015)**

<b>39 Counties Tier 4 Combined - OMJ 5 to 9.9%</b>	<b>OOD VR Served</b>	<b>Closed- Rehab</b>	<b>Rehab Rate</b>	<b>OMJ OOD Participants Registered</b>	<b>OMJ Registered as Percent of OOD VR Served</b>
Summit	991	129	44.3%	97	9.8%
Wood	328	47	51.6%	32	9.8%
Portage	300	29	36.3%	28	9.3%
Licking	252	30	37.5%	23	9.1%
Richland	375	27	30.3%	33	8.8%
Lorain	332	47	39.5%	29	8.7%
Montgomery	918	143	46.6%	80	8.7%
Cuyahoga	2,634	271	37.4%	223	8.5%
Fairfield	255	34	47.9%	21	8.2%
Stark	924	121	34.5%	73	7.9%
Clermont	318	50	53.2%	23	7.2%
Hamilton	1,455	200	48.9%	95	6.5%
Medina	261	20	36.4%	17	6.5%
Franklin	2,081	244	40.7%	127	6.1%
<b>Combined Tier 4</b>	<b>14,086</b>	<b>1,731</b>	<b>41.7%</b>	<b>1,086</b>	<b>7.7%</b>

<b>15 Counties Tier 5 Combined - OMJ 0 to 4.9%</b>	<b>OOD VR Served</b>	<b>Closed- Rehab</b>	<b>Rehab Rate</b>	<b>OMJ OOD Participants Registered</b>	<b>OMJ Registered as Percent of OOD VR Served</b>
Butler	466	81	57.9%	17	3.6%
<b>Combined Tier 5</b>	<b>1,791</b>	<b>241</b>	<b>49.9%</b>	<b>65</b>	<b>3.6%</b>

<b>Grand Total ALL TIERS</b>	<b>21,348</b>	<b>2,704</b>	<b>43.4%</b>	<b>2,173</b>	<b>10.2%</b>
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## IX. Survey Results (OOD, WIT, and Mathematica)

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### Background

This section focuses on three sets of surveys that were conducted between August 2014 and May 2015. Survey instruments and results are attached in Appendix B.

#### Mathematica – Survey of Disability and Employment (*PENDING FINAL REPORT*)

Ohio was selected as one of a few states to participate in a Survey of Disability and Employment (SDE). The Kessler Foundation, in partnership with Mathematica Policy Research, an independent research company, conducted the SDE to learn about the barriers and facilitators to employment experienced by applicants of state vocational rehabilitation agencies. The Ohio cohort of over 1,000 applicants was selected from individuals who applied for OOD's VR services from August through December 2014. The SDE is sponsored by the National Institute on Disability and Rehabilitation Research (NIDRR) in the U.S. Department of Education (ED). The study's findings will assist policy makers, agencies, and providers in better understanding the needs of individuals with disabilities and the factors that lead to successful employment outcomes.

#### Workforce Integration Task Force Surveys

Opportunities for Ohioans with Disabilities and the Ohio Department of Job and Family Services conducted three surveys for the Workforce Integration Task Force for three groups: members of the blind and deaf communities; employers; and service providers, advocates and parents. Staff conducted 17 focus groups, in six different regions of the state, with Ohioans who are blind or deaf and working (or seeking work) to talk about barriers to employment and recommendations. The constituent survey was aimed at individuals who are blind, vision impaired, deaf or hearing impaired. The second online survey, called the provider survey, was aimed at service providers, advocates, parents and other family members. The third survey was of employers.

We received 427 useable responses to the constituents' survey. This survey was open to anyone on the internet; it was not based on random samples of the blind and deaf communities in Ohio. Having received feedback while in the field with the constituent survey, we developed a separate questionnaire. We received 84 responses from the service provider, advocate, and family survey; and 162 responses to the employer survey. (Workforce Integration Task Force (WIT), 2014)

#### Opportunities for Ohioans with Disabilities (OOD) Participant Survey

In May 2015, with support of the Consumer Advisory Committee and OOD Commissioners, OOD administered a survey to assess the needs of individuals actively being served by OOD's VR program. OOD's goal for this survey was to identify ways to better meet the needs of individuals receiving vocational rehabilitation services. This anonymous survey contained 12 questions which examined issues of how often individuals with disabilities would like contact from their counselor, the type of communication they preferred, and barriers in meeting with their counselor. An additional focus of the survey was the use of technology as a means of providing services to our individuals with disabilities.

The survey was distributed online to about 9,900 OOD VR participants with an email address. It was administered to a sample of the remaining 12,863 individuals with only phone numbers. In total, OOD received 1,031 responses, or a 10.4 percent response rate, for the emailed survey. For the phone survey over 602 calls were attempted, or a 14.5 percent response rate. Surveyed participants who had hearing or visual impairments received over a 21 percent response rate.

## Findings - OOD Participant and Mathematica SDE Surveys

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1. The assistance that OOD provides to individuals with disabilities to become employed is highly valued by the people we serve (and their families).
  - Mathematica Survey: 80 percent of applicants surveyed indicated it is very important or extremely important for them to work.
2. Individuals want to go to work as soon as possible.
  - OOD Survey: 91.4 percent of individuals surveyed said that getting a job as quickly as possible is important to them. 62.1 percent say it is very important to them.
3. It is important for OOD to properly assess as part of the intake process whether or not individuals who apply for services really want to work.
  - Mathematica Survey: 31.5 percent of applicants surveyed indicated that they did not apply for VR services in order to get a job.
4. Historically speaking, individuals with disabilities have tended to experience institutionalization or have been provided community-based services in segregated settings. Still today, individuals with disabilities often are isolated and lack social networks.
  - Mathematica Survey: Half of VR applicants surveyed have three or less people (family or friends) that they could call on for help or advice if they needed it; three quarters have less than five.
5. The VR program has a lot to offer individuals with disabilities to assist them in going to work. Individuals served by the program want regular ongoing contact with their counselor.
  - OOD Survey: 51.4 percent of individuals surveyed want to have contact with their counselor every week or every other week. 28.3 percent would like weekly contact.
  - OOD Survey: 38.3 percent of individuals surveyed have a first preference of face to face contact with their counselor, 25.4 percent have a first choice of phone calls.
6. Increased engagement should include the use of technology.
  - OOD Survey: 75 percent of individuals surveyed indicated that they would be interested in working with their counselor online.
  - In addition, Wright State University is piloting a study for remote counseling.
7. Unfortunately, some people who have recently applied for OOD VR services do not understand that they are working with OOD. This may be a symptom of the need for increased engagement with individuals receiving services and better branding of VR services.
  - Mathematica Survey: Only 35.9 percent of VR applicants surveyed indicated that they have taken advantage of OOD for help with employment.

## Findings - Workforce Integration Task Force

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### Constituent Responses

1. About 20 percent of the respondents said they had turned down work or extra hours to keep their SSI or SSDI benefits. About 25 percent of those not currently working said they had turned down work or hours to keep SSI/SSDI benefits compared to 15 percent for those currently working.
2. In general, respondents reported less difficulty doing a job than they did finding a job. About 47 percent said their disability made it somewhat or very difficult to do a job, and about 18 percent said they had no difficulty or trouble doing a job. There could be a couple of reasons for the difference between the perceptions of difficulty in finding a job and doing a job. First, it could be that respondents found jobs for which they were well- or even over- qualified. In general, this is a well-educated group of respondents. Another possibility is that finding a job is a different skill set than doing a job, and the respondents' work skills may be better than their job searching skills.
3. The commonly mentioned barrier was employer attitudes toward the disability (about 65 percent). Getting needed accommodations was mentioned by 31 percent. Reliable transportation was mentioned by about 39 percent. Problems with the application process, usually because of technology issues, was mentioned by 26 percent. All of these barriers were mentioned in the focus groups. About 58 percent mentioned the availability of jobs.

### Provider Responses

1. Some of the providers reported higher percentages had turned down work to keep benefits. About 45 percent said that between 25 and 74 percent of their clients, associates or family had turned down work for benefits. Considering that the providers could have multiple clients over many years, we might expect the percentage to be higher than reported by constituents.
2. The most common occupational challenge the business community sees is safety and liability issues – about 73 percent reported this. The next most common was the belief that the work had hearing or vision requirements – about 62 percent reported this. The third most (56 percent) commonly mentioned belief was a skills gap; or lack of skills to do the job.
3. The providers thought that the most common non-occupational challenge was the cost of accommodations—about 73 percent mentioned this. A distant second was transportation cost mentioned by 40 percent. This was followed by health care costs, which was mentioned by 32 percent.

### Employer Responses

1. About 66 percent of companies said they had experience hiring persons with disabilities.
2. About 30 percent of jobs currently hiring were in production jobs; 25 percent were in management, business, and financial operations; 22 percent were in sales; 20 percent in transportation and materials moving; and 26 percent in one of the health care occupations.
3. Seventy-three percent of the employers said the hearing or vision requirements of the jobs would pose challenges for those with hearing or vision impairments. Thirty-five percent said the physical demands of the work.

4. The most commonly mentioned non-occupational challenge was ‘lack of applicants,’ with about 37 percent saying this. There are two points to consider here. First, from the focus groups we know that some people have problems with online applications. Second, many, if not most, employers probably don’t know if an applicant has a disability unless the applicant discloses the need for reasonable accommodation when applying. Transportation was mentioned by about a third of the employers. Accommodation costs were mentioned by about 22 percent of employers.

## X. Information from Other State Agencies

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### Ohio Department of Aging (ODA)

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**Agency Background.** The mission of the Ohio Department of Aging (ODA) is “Ohio is on the leading edge of innovation and is responsive to the growing and changing aging population.” ODA continues to work with the Office of Workforce Transformation, the Ohio Department of Job and Family Services (ODJFS), the Ohio Board of Regents, OOD, and local partners to support and engage older workers in meeting Ohio’s workforce needs.

**Senior Community Service Employment Program (SCSEP)** is a key component of Ohio’s Integrated Workforce Plan. It is a paid community service and work-based program for income eligible job seekers age 55 and older. The program provides service-based training at local non-profit organizations in positions tailored to prepare participants for in-demand occupations such as health care and customer service.

SCSEP is the only federally-sponsored employment and training program targeted specifically to low-income older individuals who want to enter or re-enter the workforce. SCSEP provides priority for services to those most in need. These individuals: are veterans (or eligible spouses of veterans); are age 65 or older; have a disability; have limited English proficiency; have low literacy skills; reside in a rural area; have low employment prospects; have failed to find employment after using services provided through the OhioMeansJobs Centers; or are homeless or are at risk of homelessness.

The dual goals of the program are to promote useful opportunities in community service job training and to move SCSEP participants into unsubsidized employment where appropriate. An individual is eligible for SCSEP if he or she is not employed at the time of enrollment, is age 55 or older and has an income of no more than 125 percent of the federal poverty guidelines. Program participants receive work experience at local public or non-profit agencies and are paid the higher of the federal, state or local minimum wage or the prevailing wage for similar employment for approximately 20 hours per week while in community service, and other job training.

Grantees and sub-recipients must assess each SCSEP participant to determine his or her skills and employment-related needs and must develop an individual employment plan (IEP) to improve the participant’s employability. The initial IEP must include an appropriate employment goal as well. The grantee or sub-recipient must then provide or arrange for training and other supportive services identified in participants’ IEPs that are consistent with unsubsidized employment. Grantees must monitor the participant’s IEP progress regularly and are required to do a reassessment for each participant at least twice during a 12-month period. More information on SCSEP can be found at:

<http://aging.ohio.gov/services/seniorcommunityserviceemploymentprogram/>

**Current Partnerships with OOD.** OOD and ODA engaged in a partnership to promote the achievement of employment outcomes and independence of older adults with disabilities, as well as facilitate cross-training for regional adult service providers and local OOD VR staff regarding program requirement of each system. The data in Table 33 below provides a breakdown of Ohioans age 50 and older who were receiving services from OOD as of March 31, 2015. Almost 20 percent of all OOD participants were age 50 and older.

**Table 33 - Individuals with Disabilities age 50 and Older Engaged with OOD – March 31, 2015**

OOD Case Status YTD FFY 2015 (3/31/2015)	Age 50-54	Age 55-59	Age 60-64	Age 65-69	Age 70+	OOD Total	50 and Over % of OOD Participants
Current Open Cases	1,814	1,458	678	261	111	22,175	19.5%
Rehab Rate of Closed Cases	46%	43%	50%	45%	60%	44%	
Avg. Employment Hourly Wage	\$11.37	\$10.67	\$11.81	\$13.40	\$11.99	\$10.14	
Avg. Hours Work Per Week	25	26	26	23	17	26	

**Ohio Department of Aging (ODA) Data.**

ODA data in Table 34 indicates that 2,691 individuals were served by the Senior Community Services Employment Program (SCSEP) throughout Ohio in 2013. Only 13.8 percent, or 372, of individuals served by the SCSEP program were identified as having a disability. The 2014 SCSEP county data table is provided in Appendix C.

**Table 34 - SCSEP Population Served in PY 13 (July 1, 2013 -June 30, 2014)**

Provider	Total Participants	Individuals with Disabilities	Pct.	Individuals with Severe Disabilities	Pct.	Individuals who are Frail	Pct.
<b>National SCSEP</b>	<b>67,814</b>	<b>10,598</b>	<b>15.6%</b>	<b>1,387</b>	<b>2.0%</b>	<b>371</b>	<b>0.5%</b>
Ohio	2,691	372	13.8%	23	0.9%	5	0.2%
Ohio Department of Aging	506	66	13.0%	0	0.0%	0	0.0%
AARP	489	32	6.5%	0	0.0%	1	0.2%
Easter Seals	181	79	43.6%	18	9.9%	2	1.1%
Experience Works	483	79	16.4%	0	0.0%	0	0.0%
Mature Services	636	78	12.3%	0	0.0%	0	0.0%
National Caucus and Center on Black Aged	232	14	6.0%	1	0.4%	0	0.0%
Senior Service America	164	24	14.6%	4	2.4%	2	1.2%

## Ohio Department of Developmental Disabilities (DODD)

**Background.** DODD is responsible for overseeing a statewide system of supports and services for individuals with developmental disabilities and their families. Some of the general services that DODD provides include: residential support; Medicaid waivers and services; and reporting systems to ensure the health and safety of individuals with developmental disabilities.

### Programs and Services and Current Partnerships with OOD.

**Bridges to Transition** is a partnership between County Boards of Developmental Disabilities (CBDD) and OOD. Bridges focuses on transition aged youth ages 14 to 22, eligible for CBDD and OOD services. The goal of the project is to enhance career exploration options and increase employment outcomes by developing a collaborative network of services to assist students in achieving their employment goals. During Federal Fiscal Year (FFY) 2014, more than 130 youth served through Bridges achieved successful employment outcomes, 500 were newly served, and over 1,700 were on counselor caseloads.

DODD is the lead agency for Ohio’s **Employment First** initiative that promotes community employment within its system. Through Employment First funding, OOD and DODD have an interagency agreement to provide vocational rehabilitation counseling and to expand community employment by helping working-age adults, primarily those who are receiving services in facility-based work and non-work settings, to transition to competitive, integrated employment. Through this agreement, DODD’s state general revenue funds and resulting federal VR dollars, OOD is able to hire vocational rehabilitation counselors and benefits planners to achieve these objectives. A dual certification process for DODD-certified providers and existing OOD providers was also established. This dual certification ensures a continuity of service provision from career planning through job retention services, increases the qualified provider pool, allows for increased choices in providers, and reduces the frustration associated with changing providers. Just in the first year (FFY 2014) of this program, more than 1,000 individuals were determined eligible, 600 person-centered plans were written, and 85 integrated community employment placements were made.

**Table 35 -**

Performance Measure	Employment First	Agency Wide
Average Days to Determine Eligibility	25	42.9
Average Months to Closure	7.2	25.1
Average Cost per Employment Closure	\$5,440	\$9,724
Rehabilitation Rate	41.8%	41.2%

**Ohio Department of Developmental Disabilities (DODD) Data.** The data provided by DODD in Appendix C includes the average daily membership by county for developmental disabilities (DD) services. As DODD works with OOD and the local boards to set targets for Employment First, the main focus is to increase the number of individuals with integrated employment outcomes. The cognitive estimates used in this report, including the projected number of individuals seeking employment, were vetted and adjusted to account for the annual Employment First goals.

## Ohio Department of Education (ODE)

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**Mission/Orientation (Office for Exceptional Children).** The Office for Exceptional Children provides leadership, assistance and oversight to school districts and other entities that provide differentiated instruction for students with disabilities and gifted students.

Among its responsibilities, the office administers state and federal funds; coordinates and administers programs to improve outcomes for students with disabilities and gifted students; implements a statewide monitoring and complaint-resolution system designed to assess district/educational agency compliance with applicable federal and state laws and regulations; and provides technical assistance to districts and educational agencies around issues of compliance with the Individuals with Disabilities Education Improvement Act (IDEA).

**Partnership with OOD.** The Ohio Department of Education (ODE) and OOD are partnering to expand access to meaningful transition planning and career preparation services and supports for students with disabilities, beginning at age 14. Through this initiative, 26 OOD counselors located throughout the state will actively participate in IEP team meetings for OOD-eligible youth, and collaboratively plan with educators for seamless coordination and delivery of transition supports across multiple agencies. This greater access to person-centered career focused planning and increased participation in typical work experiences will better prepare students with disabilities for graduation and post-school success.

**Ohio Department of Education Data.** Ohio school year 2013-2014 data identified 50,839 youth age 14 and older with an IEP and identified disabilities that could who could be potentially eligible for OOD VR services. The disabilities considered for potential OOD VR eligibility are: cognitive, visual (including blindness), deafness, deaf/blindness, orthopedic, multiple disabilities, emotional disturbance, autism, hearing impairments, other health impairments, and traumatic brain injury (TBI), and some students with learning disabilities. The ODE county and disability information breakdown is provided in Appendix C.

## Ohio Department of Job and Family Services (ODJFS)

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**Mission.** ODJFS offers a variety of programs and services under the broad categories of job training, unemployment, Medicaid, food assistance, cash assistance, child support, protective services, foster care, adoption, and childcare. For the purposes of this needs assessment, the discussion regarding ODJFS services, programs and resources focuses on Wagner-Peyser (Labor Exchange Services through OhioMeansJobs.com), OhioMeansJobs Centers (*formerly One-Stop Centers*), and Bureau of Labor Market Information.

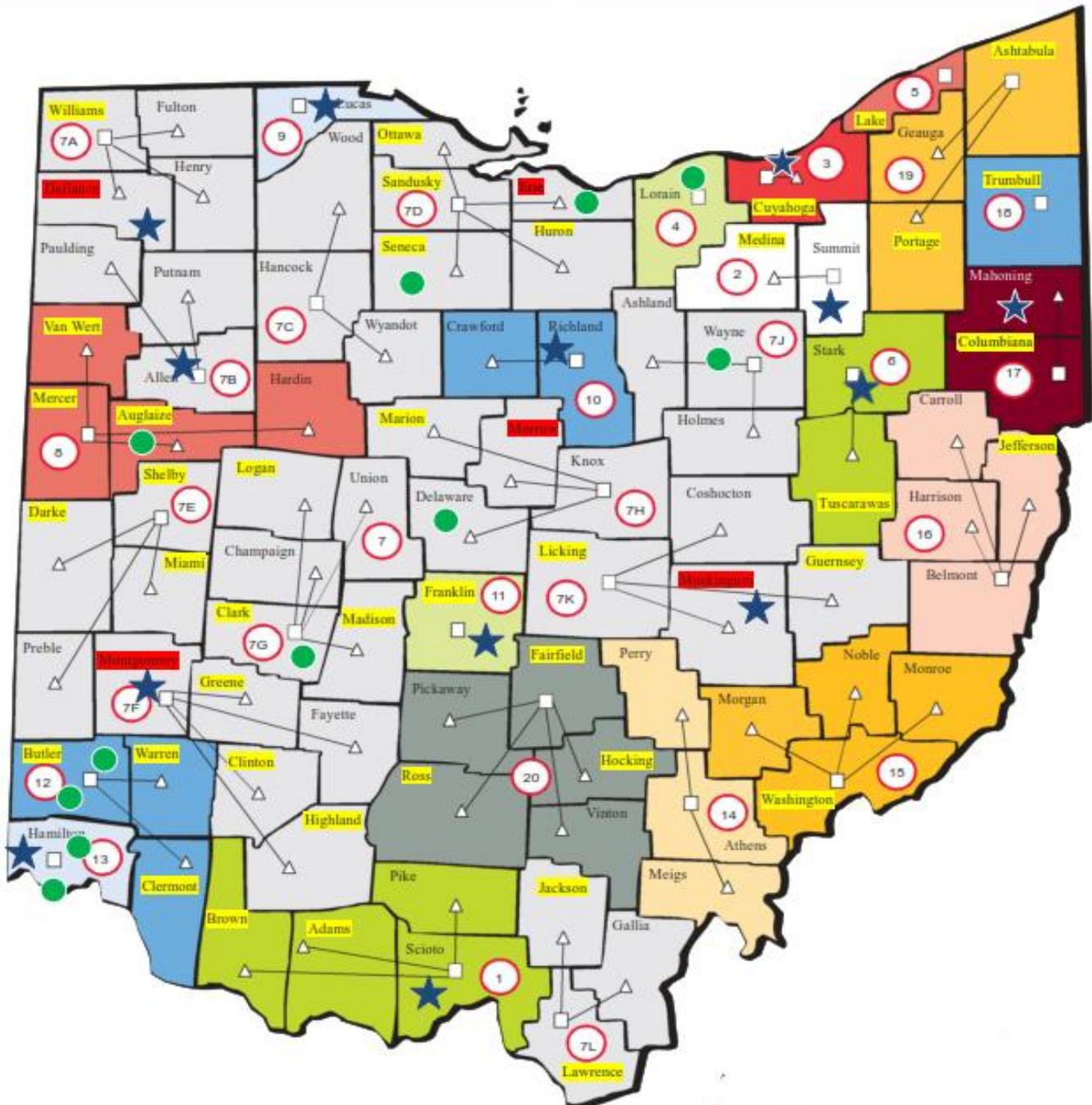
**Programs and Services.** Wagner-Peyser is a federally funded program to provide labor exchange services to employers and job seekers statewide. The goal of labor exchange services is to help job seekers obtain meaningful employment opportunities and to assist employers in obtaining skilled and productive employees. Services for job seekers include job placement, resume preparation, testing, job-seeking skills workshops, computer based job matching and labor market information. Services for employers include assistance in listing and filling job vacancies including basic screening and referral of qualified job seekers. Job seekers and employers may find services through OhioMeansJobs.com or the statewide network of local OhioMeansJobs (OMJ) Centers.

OMJ Centers provide services to local businesses and employed or unemployed job seekers in all 88 of Ohio's counties. OMJ Centers work with county agencies and other partners to deliver a variety of employment and training services to meet the needs of local customers. Business customers can expect services such as job posting, pre-screening, employee assessments, opportunities for job fairs, various training options, layoff aversion, rapid response, and mass recruitment. Job seeking customers can expect services such as access to resource rooms, job-related workshops, supportive services, individual training accounts and other activities that match job seekers to employment. Specific services available in OMJ Centers are designed to meet local needs.

The map on the following page details the counties that comprise the Local Workforce Investment Areas, are served by the various OMJ Centers, and where OOD VR staff are embedded that support and promote local labor exchange.

**Current Partnerships with OOD.** OOD's utilization of the Wage Record Data Sharing Agreement with ODJFS allows OOD to generate program revenue through the Social Security Ticket-to-Work Program. It also supports the VR program in conducting Wage Record employment verification requests which assist in identifying and verifying successful employment outcomes of individuals receiving OOD VR services. ODJFS staff, who support OhioMeansJobs.com (OMJ), have trained counselors on how to obtain labor market information for their region of the state, as well as having assisted OOD job seekers at OOD-sponsored job fairs, in registering with OMJ. Finally, with the Workforce Innovation and Opportunity Act, JFS and OOD have been collaboratively working to ensure alignment of labor exchange and common performance measure requirements.

## Map 16 Ohio Workforce Investment Areas and Local OhioMeansJobs Centers with OOD Embedded Staff



□ 30 Full Service OhioMeansJobs Centers (Level 2)

△ 59 Satellite OhioMeansJobs Centers (Level 1)

# 20 Workforce Investment Areas

■ 43 OMJ Centers—OOD Staff Headquartered  
■ 5 OMJ Centers—OOD w/ No MOU (No Cost)

★ 13 OOD Local Offices

● 11 Other Locations with OOD Staff

## Ohio Department of Mental Health and Addiction Services (ODMHAS)

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**Current Partnership with OOD.** ODMHAS and OOD have engaged in an expanded partnership through a state level agreement, to develop and implement improved coordination of supported employment initiatives for dual eligible individuals with disabilities with severe and persistent mental illness (SPMI). This includes both traditional supported employment services, as well as Evidenced-Based Practice in Supported Employment (also known as Individual Placement and Support—IPS). Through a statewide employment committee, the agencies will collaborate to identify and remove systematic barriers to promote a dual system approach toward achievement of recovery, rehabilitation, and self-sufficiency for individuals with SPMI.

In addition, this partnership will:

- Provide consultation and technical assistance to local mental health service agencies and vocational rehabilitation staff with enhanced emphasis on recovery, rehabilitation, and vocational successes.
- Provide consultation and technical assistance to local mental health service agencies and vocational rehabilitation staff on policies and procedures regarding the vocational rehabilitation process and community mental health engagement and rehabilitation programming.
- Collaborate to develop and implement innovative funding and community support opportunities to produce a statewide increase in the availability of services.
- Support continued collaboration in the identification of mutually served individuals with disabilities to track outcomes and impact future trends through policy development, consultation, and technical assistance in an effort to enhance rehabilitation success.

**Local Partnership and Statewide Data.** In federal fiscal year (FFY) 2014, OOD was fully engaged in partnerships with 19 local county boards that provide alcohol and drug addiction recovery, as well as mental health services in their communities. Through these partnerships in FFY 2014, more than 650 individuals achieved successful employment outcomes and over 1,850 received services. In addition, with county breakdowns cited in Appendix C, there were over 212,000 adults, ages 18 to 64, who were receiving ODMHAS services for mental health and/or addiction conditions.

## Ohio Department of Veterans' Services (ODVS)

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**Programs and Services.** ODVS is the state agency that provides support to veterans and their families. Specifically, ODVS is responsible for operational oversight of the 88 County Veterans Services Offices. The ODVS also monitors federal money that comes to Ohio from the U.S. Department of Veterans Affairs. Some of the services that the U.S. Department of Veterans Affairs provides include health care and benefits. Health care services include: hospitals, community clinics, community living centers, domiciliary support, readjustment counseling centers, and various other facilities. Major benefits that are provided through ODVS/VA include veterans' compensation, veterans' pension, survivors' benefits, rehabilitation and employment assistance, education assistance, home loan guaranties, and life insurance coverage.

Chalmers P. Wylie Ambulatory Care Center's **Compensated Work Therapy (CWT)** is the Veterans Administration's (VA's) VR program and is designed to assist veterans experiencing homelessness and/or severe mental illness in obtaining and maintaining employment. Services offered through this program include vocational counseling, transitional work experiences (temporary job placements that normally do not exceed six months), and Supported Employment (an intensive program to help veterans with severe employment barriers to keep employment). The services provided within the CWT program are highly aligned with the services provided by OOD. The primary audience for the CWT program includes Veterans who are experiencing homelessness and/or severe mental illness.

**Ohio Department of Veterans' Services (ODVS) Data.** The ability to identify veterans with disabilities in Ohio is largely dependent on the Veterans' Administration's (VA's) ability to connect them to compensation and is awarded to veterans who are under a certain income threshold and are disabled due to a non-military or non-service related condition. In 2014, there were 118,534 disability compensation recipients, 15,262 disability pension recipients for a total of 133,796 Ohio veterans with disabilities receiving benefits.

## Summary of State Agency Data

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### Findings and Impact of Other State Agency Programs and Data

The Ohio Department of Education has identified over 50,000 youth, age 14 and older, with an individualized education program (IEP) and identified disabilities, who could be eligible for OOD VR services. In 2014, 1,907 individuals could be served statewide via the Senior Community Service Employment Program (SCSEP), which is a 40 percent decrease from the 2,691 served in 2013. In state fiscal year 2014, the Ohio Department of Mental Health and Addiction Services reported that 212,808 Ohioans with severe mental illnesses and/or drug addiction were served, a subset of which might also benefit from OOD services. The Ohio Department of Developmental Disabilities (DODD), through local county boards, serves over 32,000 individuals with developmental disabilities, age 14-64, who are engaged in facility-based work, facility-based non-work, or integrated employment. Many would be considered individuals with cognitive impairments in the OOD classification system. According to the Veteran's Benefits Administration, a total of 133,796 Veterans with disabilities received disability benefits in 2014.

## XI. Recommendations

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The following Vocational Rehabilitation 2015 Comprehensive Statewide Needs Assessment recommendations are supported by the analysis and findings presented in this report.

**1. Actively engage OOD VR counselors in the early stages of a student’s Individualized Education Program (IEP) development and utilize the VR services that have yielded positive outcomes.**

OOD outcome data and the Ohio Longitudinal Transition Study results identify specific strategies that contribute to successful service delivery and outcomes for youth and students with disabilities. Ohio’s State Fiscal Year 2016/17 Budget provides the Ohio Department of Education (ODE) with funding that will allow OOD counselors to work with local education agencies to serve students with disabilities through partnership with local career technical planning districts. The number of youth who have an IEP, as well as a qualifying disability for OOD services, provide OOD and ODE a strategic foundation to identify immediate areas of need.

Sources:

Section VII – Youth and Students with Disabilities - Comprehensive Statewide Needs Assessment (CSNA) For Transition-age Youth and Young *Adults* (R. Baer, 2015)

**2. Formalize efforts to increase services to individuals with visual and hearing disabilities; specifically evaluate and prioritize identified recommendations cited in the Workforce Integration Task Force (WIT).** The penetration rate and proportionality rate data tables and maps suggest that additional opportunity and emphasis for individuals with hearing and visual impairments should be a priority. OOD should evaluate and prioritize the recommendations of the WIT as a roadmap for planning and implementation.

Sources:

Section IV. Prevalence & Penetration Rate Projections of Unmet Need

Map 3 Hearing Impairments - OOD Service Penetration Rate - 2016 Projection

Map 6 Visual Impairments - OOD Service Penetration Rate - 2016 Projection

Table 24 - Number of Counties by Disability Category and OOD Service Penetration Rate Range – 2016 projection

Table 25 - OOD Service Penetration Rate Ranges – Counts by County – 2016 Projection

Section VIII. Workforce Integration Workforce Integration Task Force

Final Report to Governor John R. Kasich (Workforce Integration Task Force (WIT), 2014)

**3. Expand and leverage new employer and state agency partnerships to achieve Workforce Innovation and Opportunity Act common performance measure outcomes.** OOD should build upon the existing business engagement activities, as well as state partnerships facilitated by the Governor’s Office of Workforce Transformation, to promote labor exchange between OOD participants and employers seeking talent; with an emphasis on in-demand occupations.

Sources:

Section VIII. OhioMeansJobs.com and In-Demand Occupations:

A Focused Outcome Strategy for OOD

Section IX. Survey Results – Workforce Integration Task Force

- 4. Meet the workforce needs of employers by evaluating in-demand occupations as a standard approach of VR counselors' work in developing job goals and service plans for OOD job seekers.** OOD has emphasized employers as a dual customer and a critical component for the success of individuals with disabilities that are seeking employment. The Governor's Office of Workforce Transformation has diligently worked to strategically align Ohio's workforce programs to focus efforts in meeting employers' workforce needs. One strategy is through the identification and monthly monitoring of Ohio's in-demand occupations. It is recommended that VR counselors, as part of informed choice, review the in-demand occupations, and where appropriate, focus job goals and training around those. It is recommended that OOD utilize labor market information, Wanted Analytics, and OhioMeansJobs.com to facilitate this activity.

Sources:

Section VIII. OhioMeansJobs.com and In-Demand Occupations  
Appendix C – OhioMeansJobs.com – All In-Demand Occupations  
<http://jfs.ohio.gov/owd/OMJResources/State-AllOpenings.stm>

- 5. Work with the Social Security Administration to identify strategies for referring disability claimants to the Vocational Rehabilitation program.** As the trend of Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) recipients is continuing to rise, the trend for individuals with disabilities participating in the labor force is on the decline for working age (16-64) individuals with disabilities compared to individuals without disabilities. OOD and SSA should identify ways to stem and reverse this trend through collaborative efforts.

Sources:

Section IV. Disability Demographics and Employment Status:  
Tables 4 - Annual U.S. Unemployment of Civilians Ages 16 to 64 by Disability Status – 2012-2014 Bureau of Labor Statistics (Table A-6):  
Table 8 - Ohio: Number and Employment of SSI Beneficiaries: 2002-2012  
Chart 1 - SSDI – U.S. Disabled Worker Beneficiary Trend Disabled Worker Data  
Chart 2 - SSDI – U.S. Number in Current Payment Status at End of Month

- 6. Concentrate efforts to bring awareness and assist OOD VR served individuals to register with OhioMeansJobs.com (OMJ) as means to achieving their employment goals.** Data from ODJFS labor exchange registration in the OhioMeansJobs.com (OMJ) system suggests that more individuals that are served by OOD could be registered and take advantage of the tools in OMJ.

Sources:

Section VIII. OhioMeansJobs.com and In-Demand Occupations: A Focused Outcome Strategy for OOD  
Map 14 OOD Participants\* Registered in OhioMeansJobs.com  
Tables 32 and 33 - OOD Served and Rehab Compared to OMJ Registrants as of April 2015

**7. Utilize technology to increase access to OOD services and improve operational efficiencies.** A survey of OOD participants supports the need for OOD to enhance its technological infrastructure as means for promoting access to VR services, as well as facilitating their interaction with their VR counselor. This will also promote efficiency and quality of service delivery.

Source: Section IX and Appendix B – Survey Results Opportunities for Ohioans with Disabilities (OOD) Participant Survey

**8. Design a formal business plan model that allows for agile deployment of human and financial resources across Ohio counties when new opportunities to expand VR services arise.** With the elimination of the wait list for VR services, new WIOA regulations, and focus on WIT recommendations to meet the needs of hearing and visually impaired individuals, OOD needs to be prepared to deploy counseling staff and resources that correspond to changes designed to promote more balance across the system. When addressing significant discrepancies in the “balance” (proportionality) of services provided across counties in Ohio, it will require a methodical approach to achieve success, including efforts to access available federal funding which may be required to support the provision of expanded services.

Source: Section VI. Relative Proportionality: Comparison of Needs to Service Provision

**9. Re-evaluate the partnership with the Ohio Department of Aging, leveraging both Vocational Rehabilitation and the Independent Living and Older Blind programs.** More than 19.5 percent of individuals engaged with OOD were 55 and older, and 17.8 percent were between the ages of 50 and 64. Only two percent of individuals age 65 and older with a disability, who are not in the labor force, are actually seeking work. Thus, OOD could also leverage the Independent Living and Older Blind program in meeting the needs of the 65+ population.

Sources:

Table 5 - Persons not in the labor force by disability status, age, and sex, 2014 annual averages  
Bureau of Labor Statistics (Table A-5)

Section X. Information from Other State Agencies Ohio

Appendix A - Department of Aging (ODA) Program Year 2014 Senior Community Service Employment Program (SCSEP)

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