

WISCONSIN ACT 178

# INCREASING COMPETITIVE INTEGRATED EMPLOYMENT OUTCOMES



State Fiscal Year 2024 Annual Report



WISCONSIN DEPARTMENT  
of HEALTH SERVICES



Department of Workforce Development

Vocational Rehabilitation



WISCONSIN DEPARTMENT OF  
PUBLIC INSTRUCTION

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## EXECUTIVE SUMMARY

### Purpose

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



# Annual Report

## PERFORMANCE IMPROVEMENT

### Cross Agency Achievements to Date

The following information highlights achievements in State Fiscal Year (SFY) 2024, beginning July 1, 2023, and ending June 30, 2024. Department-specific data in the report is based on the most recent complete data, which begins July 1, 2021, and ends June 30, 2023.

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

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

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

A. Analyze baseline employment data of people with disabilities to address identified disparities in outcomes and or service delivery.

- Shared targeted data to build awareness with the following collaborators: Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE) Symposium, Division on Career Development and Transition National Conference, Wisconsin Statewide Transition Conference, DHS External Employment workgroup, Employment First Conference, and Association of People Supporting Employment First (APSE) Listen and Learn.
- Initiated conversations with Milwaukee Public Schools (MPS) to identify service delivery barriers with DVR, DPI Special Education Leadership, and MPS. The goal is to increase the level of DVR referrals in Milwaukee County for youth with disabilities.

B. Educate employers, school staff, families, advocacy organizations, and self-advocacy organizations that CIE is possible with collaboration and relationship building.

- The transition collaboration event was held in the spring of 2024. This event brought together DVR transition staff and special education transition staff to discuss the importance of collaboration and engaging youth in the transition process, specifically addressing when to refer youth to DVR. Barriers to collaboration and youth engagement were discussed and next steps were identified. See more details under 2.f.
- The Transition Action Guide (TAG) was shared at training and outreach events as best practice on collaboration and coordination of transition services. The TAG also serves as a resource to resolve conflict at the local level.

C. Annually review and update the [CIE website](#).

- The CIE Service Provider Capacity and Quality workgroup reviewed the CIE website and made recommendations to update information. Information was updated per the workgroup recommendations.

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

A. Develop joint CIE guiding principles for future CIE plans.

- The CIE workgroup developed joint CIE guiding principles to be used in the CIE SFY 2026-27 Plan.

B. Publish a web-based Adult Technical Assistance Guide (Adult TAG).

- The Adult TAG workgroup began meeting during the reporting period to update the Adult TAG and convert it to a web-based tool.

C. Finalize and implement a strategic five-year plan to broaden access to IPS including implementing three new IPS sites in each year of the joint plan.

- The IPS steering committee and expansion workgroup meets quarterly to discuss strategies to increase access to IPS throughout Wisconsin. In 2023, 19 of 72 counties had IPS programs, with 72 county behavioral health treatment teams and 12 vocational providers. So far in 2024, IPS has been implemented in one additional county with ongoing discussions to expand services into other counties.

The IPS 2024-25 plan activities focused on reaching new populations:

- Meet with DCTS sections to coordinate integrated services in new populations such as youth.
- Host an IPS youth workgroup to assist in supporting programs serving youth in transition.
- Host an IPS new populations workgroup to explore supporting programs serving new populations.

*Workgroup activity example: Pilot IPS with a co-occurring team on behavioral health and intellectual and developmental disabilities.*

*Workgroup goal example: Targeted outreach to three to six underserved populations such as Tribal Nations, Hmong, Latino, individuals with substance use disorders.*

- Wisconsin IPS partner agencies collaborated on a [poster](#) that summarizes outcome data for IPS programs in SFY 2023, with plans to produce a similar poster in subsequent years. The poster was displayed at the IPS annual meeting held in Chicago in May 2024.

D. As a result of the supported employment lean value stream mapping process completed in 2022, operationalize interagency sharing of supported employment assessments, and other information that supports individual employment outcomes.

- An interagency assessment mapping was completed to identify the assessments collected by each agency and to discuss a technical process for interagency sharing. It was determined that the cost of making technical changes to the DVR case management system for assessment sharing was not feasible.

E. Collaborate with the Wisconsin Non-Driver Advisory Committee (WiNDAC) to brainstorm transportation solutions for individuals working in CIE.

- The CIE workgroup received a presentation from the Wisconsin Non-Driver Advisory Committee (WiNDAC) statewide coordinator on April 4, 2024. The Wisconsin DOT

Non-Driver Data Tool, a clearing house of data for non-driver resource planning, was shared with the workgroup.

- The WiNDAC statewide coordinator presented the Non-Driver Advisory Committee website and the Non-Driver Data Tool to the DHS External Employment workgroup on May 15, 2024. The workgroup is composed of employment leads from managed care organizations (MCOs) and IRIS (Include, Respect, I Self-Direct) consulting agencies (ICAs), and staff from DVR, including Workforce Development Area directors and the transition and graduation consultant from DPI. The workgroup meets quarterly to communicate information regarding CIE initiatives across the state.

F. Continue to develop and provide joint training to educate interagency partners and stakeholders to increase knowledge of CIE.

- DHS contracted Employment Resources, Inc. to develop a series of trainings on topics related to CIE, positive behavioral supports in the workplace, Benefits and Work: The Impact of Work on Benefits, and workplace personal assistance services.
- As part of their contracted services, Employment Resources, Inc. provides access to the Think Possible web-based training required by CLTS support and service coordinators. The training is free and open to the public. Since inception, over 1,000 individuals have taken and passed the course, with 288 in the most recent year with a 92% average test score.
- The Wisconsin Community on Transition (WiCoT) held a transition collaboration event in Wisconsin Dells on April 18, 2024. It was a team-focused educational event designed to bring secondary school educators and DVR staff with a transition caseload together to connect and build stronger relationships between DVR and school districts to support successful transition planning for students with disabilities. Over 180 individuals across the state from DVR and local school districts attended the event. The following key topics were addressed:
  - Collaborative approaches to enhance transition planning between DVR staff and secondary educators.
  - Understanding transition planning for students with disabilities through the Individualized Employment Plan/Post-Secondary Transition Plan (IEP/PTP) and IPE.
  - Understanding transition service funding partnerships between DVR and school districts.
  - Identifying resources and support systems for successful transitions.
  - Best practices for supporting students with disabilities in the workplace.
- The CIE workgroup delivered a transition collaboration presentation at the Wisconsin Statewide Transition Conference on Feb. 15, 2024. The presentation focused on a series of infographics from the 2023 CIE Report. Presenters reviewed the most recent employment data trends and led a discussion with participants to inform future strategies to address employment outcome disparities. Over 200 individuals from across the state working on employment for youth in transition attended the conference. This presentation was repeated at the Employment First Conference on May 21, 2024, with over 250 individuals in attendance.
- The Wisconsin Community on Transition (WiCoT), in collaboration with the Transition Improvement Grant, will host a County Community on Transition (CCoT) capacity building event in October 2024. The event will feature the newly developed Community

Transition Innovation Tool (CTIP) and provide content to increase local collaboration among CCoT teams. Planning and content development for this event are underway.

- G. Investigate and identify innovative strategies and solutions to address service provider capacity gaps.
- The CIE Service Provider Capacity and Quality (SPCQ) workgroup adjusted its approach to emphasize updates on emerging capacity concerns. The group makeup was rebalanced by including additional service providers to better understand the root causes of the service provider capacity shortage.
  - The CIE SPCQ workgroup reviewed the CIE website and made recommendations to update information. The website was updated per the workgroup recommendations.
  - Andrea Elsmo from the Dane County Supported Employment Provider Coalition delivered a presentation to the CIE SPCQ workgroup on March 20, 2024. Her organization introduced a provider portal with hopes that it will assist with job development. The SPCQ workgroup may consider implementing this kind of portal statewide. The workgroup also received a presentation from the Disability Service Provider Network on April 17, 2024, which covered strategies for workforce attraction and retention. The presentation included tips on how to craft appealing job postings and effectively address the current job market.
- H. Create a roadmap for future 2024-25 CIE-Management Information System (MIS) data development work to include additional data elements. The current CIE-MIS now has robust enough data to start performing target analyses to understand what works to improve employment outcomes. Continuing to add data will help provide a more complete picture of individuals working toward or in CIE.
- DWD and DHS entered into a data sharing agreement to allow DHS-DCTS data to be integrated into the CIE Joint Data System. The data sharing agreement allows adding CIE-eligible individuals participating in DHS-DCTS programs.
  - During the reporting period, the CIE workgroup continued exploring the development of key performance indicators and building a data system to support reporting on these indicators. The workgroup is considering developing a public facing dashboard and supporting infographics for CIE data.
- I. Migrate CIE-MIS data from the current Oracle and BusinessObjects infrastructure to the newer Statistical Analysis System (SAS) analytics infrastructure at DHS.
- Migration to SAS analytics is in progress and anticipated to be completed by December 2024.
  - Post-SAS migration activities have been identified, which may include adding DHS-DCTS CIE eligibility, answers to employment-related functional screen questions, vocational rehabilitation service data, and long-term care encounter service data to the CIE-MIS.
  - Costs for the CIE-MIS will be allocated across partner agencies differently than in the past. A new cost allocation model to divide costs is being developed based on the number of CIE-eligible participants provided by each partner agency.
- J. Provide career counseling including Career Pathways and promote the opportunity to pursue technical employment opportunities.
- As of April 29, 2024, 705 consumers have enrolled in the Career Pathways grant. Of the enrollees, 87% have started training in the pathways of construction, manufacturing,

healthcare, and information technology. As of April 29, 2024, 34 individuals who participated in the grant have exited DVR with employment. Services to consumers enrolled in the grant include training, assistive technology, vocational guidance and counseling, work-related supplies, and job placement services.

**3. Prepare students for careers by participating in K-12 career pathways that include a sequence of Career and Technical Education (CTE) courses and work-based learning experiences while connecting them to support services both during and after high school.**

A. Promote work-based learning experiences for students with disabilities including youth apprenticeship, co-ops, temporary work experiences, Project SEARCH, and integrated school-based enterprises.

- The transition collaboration event held in April 2024 provided examples of a variety of work-based learning experiences students with disabilities can participate in, as well as strategies to fund and collaborate across transition partners for these experiences. In addition, presentations delivered during the Wisconsin Statewide Transition Conference focused on the impact of career and technical education, including work-based learning opportunities, on outcomes for students with IEPs.
- An interagency group including representatives from DPI, DHS, and DVR came together in February 2024 to discuss and address barriers to students accessing the Project SEARCH program. The group identified several next steps including pursuing unique funding options to increase Project SEARCH program participation and improving education and outreach.
- The DPI transition and graduation consultant represented the CIE workgroup and students with IEPs at a collaborative meeting between DPI and the Wisconsin Technical College System (WTCS) in April 2024. The day focused on understanding how students were accessing CTE experiences such as youth apprenticeships and dual enrollment courses. The group brainstormed strategies to increase collaboration and engage more students in CTE opportunities at WTCS campuses.

B. Train educators and practitioners who typically do not interact with students with disabilities about supporting students with disabilities to reach their employment goals.

- During the 2023-2024 school year, in collaboration with the Transition Improvement Grant, DPI published and hosted the [Career and Life Readiness Course](#). This course was created with interagency support and feedback from several CIE partners and was developed to ensure students with disabilities graduate from high school career and life ready. The overall objectives of the professional learning module are to gain a deeper understanding of career and life readiness; recognize and identify equity gaps; gain insights into creating best practice environments; connect students to outside agencies; learn how to use data, tools, and resources to increase outcomes; and increase participation in career and life readiness activities for students with disabilities.
- The CIE workgroup submitted a proposal and was accepted to present at the 2024 Career Readiness Summit. The CIE workgroup will present information to CTE educators on their role and impact for students with disabilities who engage in CTE programming. In addition, the Transition Improvement Grant will present bridging academic and career plans and transition planning for students with IEPs.

- A feature of the Wisconsin Career Readiness Summit will be the newly revised [Career Readiness Standards \(WCRS\)](#). The WCRS committee included CIE partners and provided a foundation on which the subject-specific standards were built. These employability or "future-ready" skills were founded on social-emotional learning, global competence, STEM skills, and digital literacy skills and include the following:
    - **Career ready:** Career awareness, exploration, planning, and preparation; postsecondary education and training preparation.
    - **Learning ready:** Academic skills; critical thinking and problem-solving; innovation mindset and skills; technology skills.
    - **Life ready:** Self-awareness, management, and responsibility; interpersonal communication and collaboration; global competence; responsive leadership.
  - The WCRS were mapped to several statewide and national initiatives including the 2023-25 Joint CIE Plan. The CIE workgroup sees this set of standards as a foundational resource for the preparation of students with disabilities for CIE.
- C. Encourage the inclusion of students with disabilities in career planning and discovery experiences before they enter high school through training and technical assistance to school staff. The [DPI Career Based Learning Experience Types](#) document provides examples of career planning and discovery experiences.
- Representatives from the CIE workgroup met with DPI CTE team representatives to brainstorm joint strategies for the inclusion of students with disabilities in career planning and discovery experiences before high school. Several assessment and data tools such as the Career-Based Learning Experiences (CBLE) Asset Map and tracking tools that may help identify areas for improvement. Data from these tools will be reviewed in year two of the Joint CIE plan.
- D. Showcase examples of collaboration between transition stakeholders representing all three agencies.
- CIE workgroup has held initial conversations with the Down Syndrome Association of Wisconsin (DSAW) to ask for their assistance in developing outreach and marketing materials that showcase examples of collaboration between transition partners that result in successful CIE outcomes.



# AGENCY-SPECIFIC COMPETITIVE INTEGRATED EMPLOYMENT ACTIVITIES

State Fiscal Years 2024-25

## DWD-DVR Activities

**Improve quality employment outcomes for DVR consumers by increasing the average wage earned per hour.**

- Median rehabilitation wages for all closed consumer cases have increased from \$15.86/hour in Program Year (PY) 2021 to \$17.55/hour in PY 2022 to \$17.88/hour in PY 2023 through May 17, 2024.
- Similarly, median rehabilitation wages for closed supported employment consumers increased from \$10.86/hour in PY 2021 to \$12.08/hour in PY 2022, to \$12.82 in PY 2023 through May 17, 2024.
- Likewise, median rehabilitation wages for non-supported employment consumers closed have increased from \$16.58/hour in PY 2021, to \$18.41/hour in PY 2022, to \$18.63/hour in PY 2023 through May 17, 2024.

**Focus on equitable experiences for consumers by race and ethnicity by improving access to education and training services and increasing the number of new Individualized Plans for Employment (IPEs) and successful employment outcomes for racial and ethnic minority consumers.**

- Since 2021, DVR has seen some success in increasing engagement with racial and ethnic minority populations. The racial and ethnic diversity of consumers served by DVR has grown in that time.
- In 2021, 76% of new IPEs were created for white consumers. As of June 14, 2024, this figure dropped to 72.9% of all new IPEs. Meanwhile, during the same period, the percentage of total new IPEs for the following consumer demographics either increased or remained level: American Indian/Alaska Native, Asian, Black/African American, Hawaiian/Pacific Islander, Hispanic/Latino, and Multi-race.
- DVR set a goal to increase the percentage of Pre-Employment Transition Services (Pre-ETS) delivered to racial and ethnic minority youth. In 2021, 19.7% of Pre-ETS were delivered to non-white consumers. In 2024, through June 14, the percentage of Pre-ETS to non-white consumers grew to 22.7%.
- The percentage of all Pre-ETS delivered to consumers from the following racial and ethnic groups increased or remained level during the reporting period: American Indian/Alaska Native, Asian, Black/African American, Hawaiian/Pacific Islander, Hispanic/Latino, and Multi-race.
- The percentage of consumers receiving education and training services through DVR during the reporting period through June 14, 2024, decreased for most racial and ethnic groups, with the exception of American Indian/Alaska Native consumers (0.6% increase) and Asian consumers (no change).
- The percentage of DVR consumers who were employed at time of DVR case closure increased or remained the same for most racial and ethnic groups between June 30, 2023, and June 14, 2024. The percentage of Asian, Black/African American, Hawaiian/Pacific Islander, and Hispanic/Latino consumers employed at DVR case closure increased or stayed the same during the period, while the percentage of American Indian/Alaska Native and white consumers employed at DVR case closure decreased.

**Increase the number of consumers achieving Measurable Skills Gains (MSGs) through participation in training programs that lead to quality employment outcomes. Examples of training programs include Project SEARCH, on-the-job training programs, and vocational and technical diploma training programs.**

- In PY 2021, DVR achieved a 54.5% MSG rate. In PY 2022, DVR increased its MSG rate to 60.3%.
- As of June 13, 2024, DVR has reached a 47.9% MSG rate for PY 2023, with data collection continuing through July 31, 2024. DVR expects the PY 2023 MSG rate to meet or exceed the PY 2022 rate.

# DHS Activities

## Division of Medicaid Services (DMS) for Adults

### **Publish DMS CIE data.**

- DMS has CIE data in the approval process and will publish it on the DHS Employment Initiative webpage once approved.

### **Develop and publish DMS CIE trainings.**

- DMS has developed four CIE trainings and published three. The published trainings are:
  - Workplace Personal Assistant (WPA) Training
    - <https://training.eri-wi.org/courses/wpa>
  - Positive Behavior Supports in the Workplace
    - <https://training.eri-wi.org/courses/positive-behavior-supports>
  - Benefits and Work: The Impact of Work on Benefits
    - <https://training.eri-wi.org/courses/benefits-and-work>
  - Competitive Integrated Employment for People with Physical Disabilities
    - <https://training.eri-wi.org/courses/employment-for-pwpd>

### **Update Family Care service definitions for 2025 waiver renewal.**

- DHS is in the process of updating the Family Care waiver service definitions as part of five-year Center of Medicaid waiver renewal process which will be implemented on Jan. 1, 2025.

## DMS Children's Home and Community Based Services

### **Explore pilot of IPS model for youth with ID/DD in conjunction with DCTS.**

- DHS has completed an initial crosswalk between IPS evidence-based employment service tasks and discovery, career planning, and competitive community employment services available through the Children's Long-Term Supports program. Phase II of this project is starting to identify, document, and develop materials via a pilot project where IPS would be offered to youth with intellectual, developmental, and physical disabilities in conjunction with an existing DCTS IPS Youth team. The discovery and career planning service continues to see a steady increase in usage with 171 individuals accessing the service in the last year, up from 43 in its first full year of implementation.

### **Publish myths vs. facts regarding impacts on benefits when transitioning or while working.**

- A test webpage for Youth Transition Planning Tool has been developed and has been tested by over 150 individuals. This tool allows youth to enter their age, graduation plans, and comfort with transition into a short web-based form (hosted by ERI) that generates an individualized, age-appropriate outline of next steps in the transition process.

### **Look at youth CIE data to identify and target gaps in employment.**

- Youth-specific CIE data has been evaluated and developed into a new infographic (Part II, "Better Together"). Additional data evaluation will be conducted as functional screen data repopulates post-public health emergency to examine percentage of youth working who express an interest in working and evaluate factors that may improve outcomes.

## DHS Activities (con't)

### Division of Care and Treatment Services (DCTS) Behavioral Health

#### **Begin working with Forward Health field representatives to assist counties, providers, and other partners on billing practices for IPS.**

- Training presentations and corresponding documents were created with consultation from the DHS Division of Medicaid Services and the DWD Division of Vocational Rehabilitation (DVR) that identifies program funding sources that may be available to fund IPS services, including accessing both Medicaid and DVR support. These resources have now completed all three agencies' approval processes. Training with local providers, counties, and regional area administration has begun. External training documents are to be shared solely to accompany the training.

#### **Create outline for IPS data report using new data fields.**

- The update of the program participation system (PPS) has been delayed at this time. Possible ways to better track IPS participation in DCTS data systems have been explored. This proves challenging with the current system and will continue to be discussed as plans for an updated system are explored.

#### **Increase average fidelity scores across IPS sites.**

- The average fidelity score in 2022 was 105 of a possible 125 points. Nine sites were reviewed. In 2023, eight fidelity reviews were completed using the original IPS fidelity score. In addition, one program was evaluated using the new IPS youth fidelity scale which includes 10 additional points related to education goals. The average score for the adult programs remained 105, and the youth score was 164 out of 175 possible points.

## DPI Activities

#### **Commit to investing in the Transition Improvement Grant (TIG) to provide training and resources to the field that promote increased CIE outcomes for students with disabilities.**

- DPI funded 10 full-time staff members as part of the Transition Improvement Grant (TIG). The TIG provides technical assistance and continuous improvement coaching to improve transition services and postschool outcomes of students with IEPs. Of the support provided to Wisconsin school districts, 21% of district and school teams received support to deepen engagement for students with IEPs in CTE programming. In addition, TIG published and hosted the Career and Life Readiness Course. The course focuses on strategies to increase engagement of students with IEPs in career and technical education coursework and work-based learning.

#### **Coordinate the Wisconsin Community on Transition (WiCoT) to support local engagement of transition stakeholders in County Communities on Transition (CCoTs).**

- The DPI transition and graduation consultant co-facilitates the Wisconsin Community on Transition (WiCoT) to support local engagement of transition stakeholders in County Communities on Transition (CCoTs). In the 2023-24 school year, the WiCoT implemented a liaison program to provide resources, connections, and support to local CCoTs. An in-person capacity building event for local CCoTs is scheduled for Oct. 30, 2024.

#### **Collaborate with career and technical education partners to increase engagement of students with IEPs in career pathways, Youth Apprenticeship, and academic and career planning.**

- The DPI transition and graduation consultant collaborated monthly with the academic and career planning (ACP) leadership team and was a technical writer in the updating of the Wisconsin Career Readiness Standards (WCRS). The ACP leadership team is currently designing a communication plan and implementation considerations for the WCRS.

# BARRIERS TO IMPLEMENTATION

2017 Wisconsin Act 178 requires the departments to set targeted outcomes to increase CIE. The previous section highlighted different ways the departments are working together to create best practices to provide CIE services for working-age individuals with disabilities jointly served by the departments. As the departments worked together to implement the plan, the following barriers have been identified and considered when creating the 2024-25 CIE Joint Plan.

## 1. Evolving Labor Force

- A. More individuals, including those with disabilities, are moving to remote work. This can create social isolation and access to accommodations issues.

## 2. System Challenges on Data Integration

- A. Migration of CIE-MIS IT infrastructure to a new statistical data warehouse system is in progress. This required a review of all current data sharing agreements, data migration quality assurance, and CIE-MIS report generation.
- B. Change in infrastructure funding from CMS that limits the use of enhanced CMS funding based on the number of non-waiver participant data in the CIE-MIS. This will require a future cost allocation plan between the departments to support further development and maintenance of the CIE-MIS.
- C. Obtaining data sharing agreements is a complex and time-consuming process. Additional data will require more data sharing agreements. The data sharing agreement process prolongs the forward progress of CIE-MIS.
- D. As new sources of people considered CIE-eligible continue to be added, matching those people to existing data will always be challenging because each agency collects varying levels of detail about a person's identity. For example, some agencies only collect a name and date of birth, whereas other agencies collect expanded information such as identification numbers, addresses, or phone numbers. Although the challenge exists, the current solution has been successful in effectively matching CIE-eligible individuals.

## 3. Service Provider Capacity Issues

- A. Shared providers use different service definitions and payment structures.
- B. Gaps exist in service provider capacity, workforce training, consistency in quality, and access to CIE programs statewide.
- C. Service implementation at the state level (DVR) vs. local level (MCO/ICA) is challenging in some areas due to service provider capacity.
- D. Caregiver shortage statewide impacts the ability of individuals with disabilities to work in CIE.

## 4. Expectations and Misconceptions about CIE

- A. Individuals with disabilities and their families have varying levels of understanding regarding the impact of employment on benefits.
- B. Employer education and exposure is needed on the ability and capability of individuals with disabilities in the workforce with the right services and supports.

## 5. Interagency Communication and Coordination

- A. It can be challenging for leadership to prioritize CIE initiatives due to limited time and resources. This can delay decision making and has impacted timelines of joint activities.
- B. Competing priorities and the distribution of tasks of CIE workgroup members create challenges in implementing and sustaining CIE joint strategies.

# CIE DATA ON COMMON CONSUMERS

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

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

## Count of CIE Eligible by Agency

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

State Fiscal Year	Count of CIE Eligible People by Agency		
	DHS-LTC CIE Eligible	DWD-DVR CIE Eligible	DPI CIE Eligible
2021 (2020-2021)	55,778	22,793	37,876
2022 (2021-2022)	59,352	22,517	37,632
2023 (2022-2023)	60,878	22,691	37,267

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

## Common Consumers by State Fiscal Year

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

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

Once each agency's unique person identities are assigned a uniform person identifier within the CIE management information system (MIS), the new identifier can be used to determine when an individual is served by one or more partnering agencies. The common consumer counts represent when a person is served by one or more agencies depending upon the measurement. When providing counts by demographics, such as age, race, and gender, if the information varies between agencies, demographic information from the agency system that collected it most recently is used.



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

Consumers Served by Any Agency <sup>1</sup>	
State Fiscal Year	Number of People
2021 (2020-2021)	101,181
2022 (2021-2022)	103,029
2023 (2022-2023)	103,640

<sup>1</sup> Agency is defined as Department of Health Services (DHS) Long Term Care (LTC) and Children's Long-Term Support (CLTS) Services, Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR), and Department of Public Instruction (DPI) special education. A person is counted as served in the fiscal year if they are CIE eligible and served by any of the above agencies within that state fiscal year.

Consumers Served by Any Agency by Age Range			
Age Range <sup>2</sup>	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)	State Fiscal Year 2023 (2022-2023)
Less Than 16 Years Old	11,605	11,853	12,011
16 – 17	17,246	17,008	17,527
18 – 21	15,096	15,129	14,689
22 – 24 <sup>3</sup>	3,943	4,126	4,240
25 – 50	27,696	28,360	28,977
51 – 64	25,595	26,553	26,196
<b>Total People</b>	<b>101,181</b>	<b>103,029</b>	<b>103,640</b>

<sup>2</sup> Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for the calculation is the date reported most recently across all agencies.

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

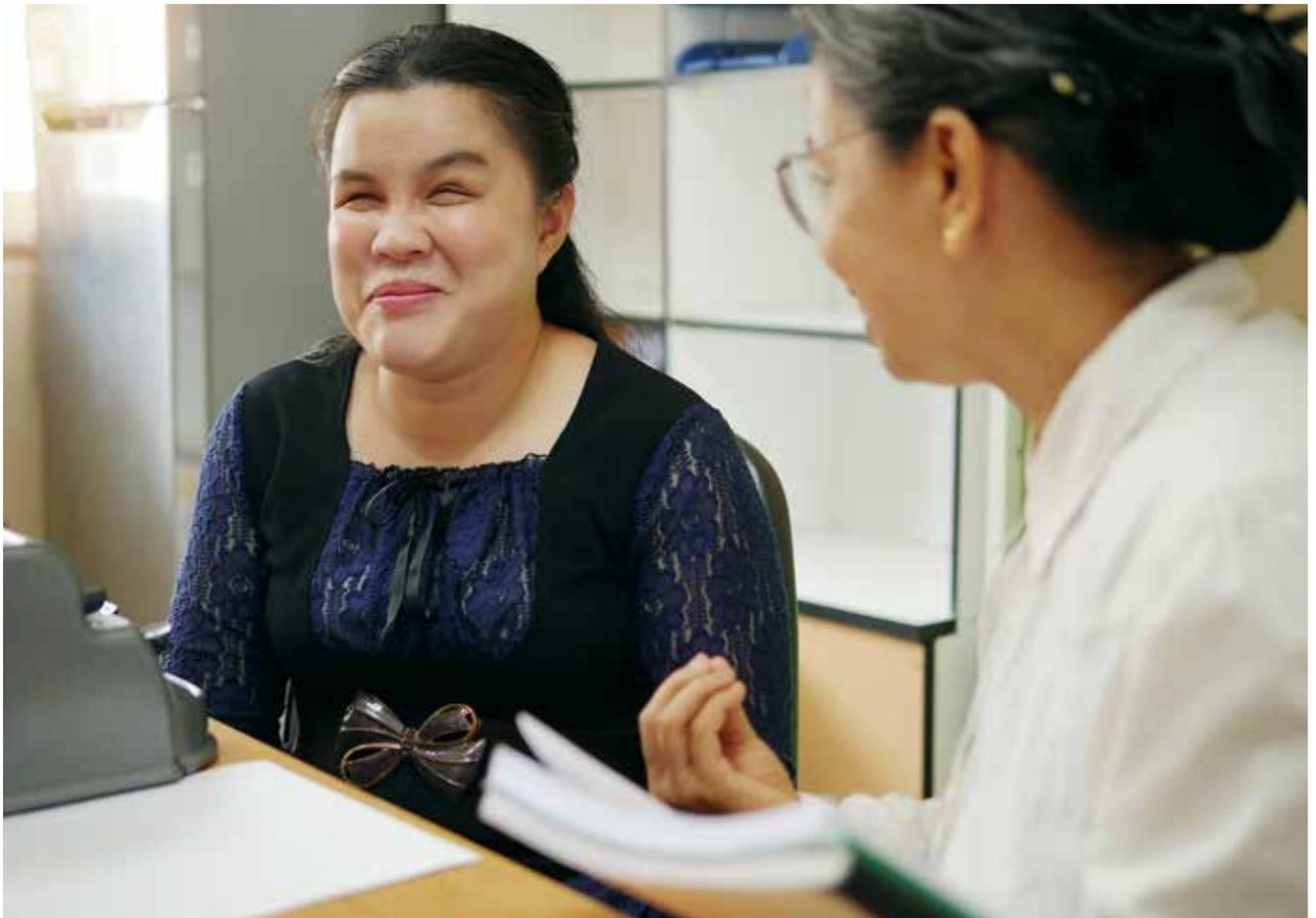
Consumers Served by Any Agency by Gender			
Gender <sup>4</sup>	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)	State Fiscal Year 2023 (2022-2023)
Female	43,545	44,486	44,679
Male	57,569	58,446	58,815
Not Reported	67	97	146
<b>Total People</b>	<b>101,181</b>	<b>103,029</b>	<b>103,640</b>

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

Consumers Served by Any Agency by Race			
Race <sup>5</sup>	State Fiscal Year 2021 (2020-2021)	State Fiscal Year 2022 (2021-2022)	State Fiscal Year 2023 (2022-2023)
American Indian or Alaska Native	1,658	1,735	1,676
Asian	1,875	1,989	2,064
Black	19,939	20,392	20,103
Hispanic or Latino	8,333	8,906	9,320
Native Hawaiian or Other Pacific Islander	91	89	82
White	65,645	66,364	66,566
Multi-race	2,888	3,042	3,231
Not Reported	752	512	598
<b>Total People</b>	<b>101,181</b>	<b>103,029</b>	<b>103,640</b>

<sup>5</sup>DHS-LTC and DPI collect race and ethnicity in a combined field. Both DHS-LTC and DWD-DVR were able to provide additional race and ethnicity data to use for reporting. Therefore, numbers of "not reported" are lower than the previous report and shift into the other race categories. For purposes of this report, the combined race/ethnicity is the race/ethnicity available and reported most recently across all agencies.

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



# CIE OUTCOME DATA

## Outcomes by Agency

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

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

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

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

**Note:** Appendices E through J provide median wage information by demographics for consumers.



Agency	Number of Working Age Individuals Served in the Community by Program	Number in CIE	Median Hours Worked per Week (if available)	Median Wages per Hour (if available)
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**Department of Health Services (DHS) Long Term Care (LTC) and Children’s Long-Term Support (CLTS) Services:** DHS-LTC Services uses the DHS Wage Collection System. DHS-LTC has a data sharing agreement with DWD for unemployment wage data. DHS-DMS continues to work to validate the wages earned, hours worked, and employer data received from MCOs and ICAs. DHS-LTC data represents data reported by MCOs and ICAs for SFY 2022-23. For the DHS-LTC data, working age is defined as 18-64 years old. DHS-CLTS is not reporting wage and hourly data for CLTS participants aged 14-18 in this table as Unemployment Insurance sources for competitive employment reports on quarterly earned wages and employer of record only. Median quarterly wages for individuals aged 14-21 are reported in Appendix H.

<b>DHS-LTC</b>	55,058	7,100	13	\$10.55
<b>DHS-CLTS</b>	6,483	1,359	(See Appendix H)	(See Appendix H)

**Department of Health Services (DHS) Division of Care and Treatment Services (DCTS):** Overall numbers are calculated from Wisconsin's 2022 Mental Health national Outcome Measures: Substance Abuse and Mental Health Services Administration (SAMHSA) Uniform Reporting System report<sup>1</sup>. Wisconsin's Individual Placement and Support (IPS) program numbers for 2023 are reported to the IPS Westat Data site.

<b>DHS-DCTS</b>	56,321	15,375	-	-
<b>IPS</b>	1,248	744 <sup>2</sup>	-	-

**Department of Workforce Development (DWD) Division of Vocational Rehabilitation (DVR):** Numbers are pulled from the Integrated Rehabilitation Information System (IRIS), DVR's case management system. Number of individuals served by DVR include people who had an active case at some point during the state fiscal year. The number in CIE includes individuals that had a closed case with employment recorded. Hours worked per week and hourly wage are captured at the time the case closes.

<b>DWD-DVR</b>	22,691	2,996	20	\$13.75
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**Department of Workforce Development (DWD) Youth Apprenticeship (YA):** Numbers are pulled from Youth Online Data Application (YODA), a database maintained by DWD to track participation in all grant-funded youth programs administered by DWD. Report "YA-01 Year-End Report," data pulled as of May 15, 2024, for FY 2022-23. Of the 8,304 youth participating in YA, 415 self-identified as having an Individual Education Program (IEP). Average wages for all YAs were \$13.54 per hour, and \$12.71 per hour for students who self-identified with an IEP. All students work a minimum of 450 hours.

<b>DWD-Youth Apprenticeship</b>	415	415	-	\$12.71
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**Department of Public Instruction (DPI):** This represents the number of students with Individualized Education Programs (IEPs) ages 14 to 21 in the 2022-23 school year per the CIE-MIS Joint Data System. Data for students working in CIE was pulled from the CIE-MIS Unemployment Information as DPI collects the employment data from the Indicator 14 Post School Outcome survey. The survey format includes a sample of former students with IEPs. Accessing CIE-MIS employment data for students with IEPs provides more comprehensive employment data for CIE-eligible students being served by DPI. 2023 Indicator 14 survey data is summarized under "2024 DPI Outcome Data" with information on wages and hours worked.

<b>DPI</b>	37,267	9,565	See "2024 DPI Outcome Data" below	
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<sup>1</sup> <https://www.samhsa.gov/data/sites/default/files/reports/rpt42788/Wisconsin.pdf>

<sup>2</sup> Due to the manner of data collection for "Number in CIE" in IPS, this number may be duplicative. DCTS took the total number of people working in Quarter 1 of 2023 and added "New Job Starts" for quarters 2-4 for the total number of those employed for the year. A person could be counted twice if they changed jobs throughout the year.

## 2024 DPI Outcome Data

### Competitive Integrated Employment Data<sup>3</sup>

The setting, wage and hours worked data from the 2023 Wisconsin Statewide Indicator 14 Survey are summarized below. This survey focuses on youth with disabilities who exited high school with a diploma, a certificate of attendance, reached maximum age of eligibility for services, or dropped out of high school during the 2021-22 school year and have been out of school for one year. The employment portion of the Wisconsin Statewide Indicator 14 survey assesses competitive and other employment, job setting, wages, and benefits within one year of leaving high school.

**5,359 of 7,627 (70%) exiters responded to the survey.** Note this data set represents only a portion of the students identified as working in CIE in the table on the previous page.

Of the 4,355 respondents who are or have been employed:

- 97% (4,232) of respondents are employed in a community setting, self-employed or work in a family business or in military.
- 1% (24) of respondents are employed in a sheltered workshop or community rehabilitation program.

83% (3,632) work 20 hours or more per week. Of those respondents:

- 55% (2,415) work 35 hours or more per week.
- 28% (1,217) work 20 to 34 hours per week.

95% (4,122) of those employed earn minimum wage or greater.

- 3% (138) earn the current minimum wage.
- 6% (249) earn between current minimum wage and \$10.00 per hour.
- 44% (1,796) earn between \$10.00 and \$15.00 per hour.
- 43% (1,786) earn above \$15.00 per hour.
- 4% (153) didn't know or preferred not to answer.
- >1% (20) earn less than minimum wage.

<sup>3</sup> Source: <https://www.indicator14wi.org/documents/2023/Wisconsin%20Summary%20Report%202023.pdf>



# Infographics

Individuals who are CIE-eligible in 2019 are ages 14-64 in 2023 and are served by DHS-LTC, DPI, and/or DWD-DVR. This cohort of individuals are used for analysis throughout all the infographics below. The data included below analyzes the CIE-MIS 2023 employment outcomes for individuals who were CIE-eligible in 2019 to determine effectiveness of services received four years after eligibility. These infographics indicate baseline CIE outcome data for the fourth quarter of SFY 2023.

**Note:** The initial group of infographics examined outcomes four years after the individuals were CIE eligible, individuals are reported in an age cohort four years later than the age they were when they became CIE eligible. This report includes a separate infographic for youth employment specific to the 17-year-old cohort from 2023 who had connected with DVR previously. Median wages for the 14 to 21-year-old cohort are reported in Appendix H.

## BETTER TOGETHER

Both youth in Home and Community-Based Services (HCBS)-CLTS and DPI had better employment rates when connected to VR. However, nearly two-thirds of students served by each program were not engaged with VR. This further highlights the need for youth to engage and connect with all agencies that provide employment supports.

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

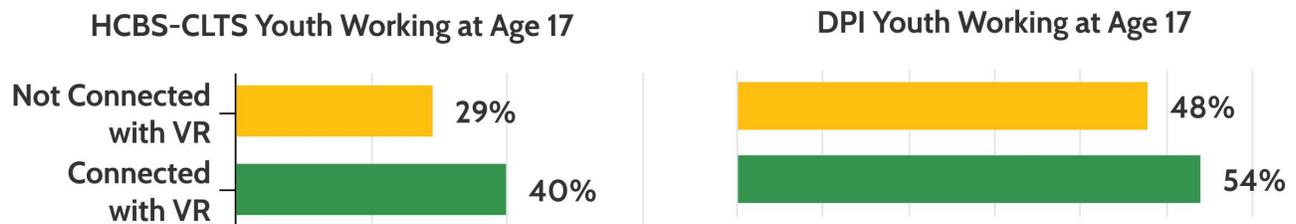
# BETTER TOGETHER

- Medicaid Home and Community Based Services (HCBS) for Children's Long-Term Support (CLTS)
- Department of Public Instruction (DPI)
- Vocational Rehabilitation (VR)



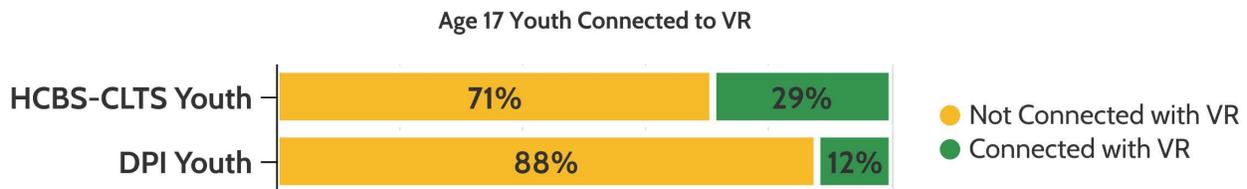
## CIE Eligible Youth Age 17 as of June 30th, 2022

### Youth Working with Wisconsin VR Have Better Employment Outcomes



Employment rates<sup>1</sup> in SFY 2023 for 17-year-olds with disabilities who previously connected to VR.

### Opportunity for More Interaction with VR



Percentage of youth in SFY 2022 for 17-year-olds with disabilities who previously connected to VR.

#### Explanation

Both youth in HCBS-CLTS and DPI had better employment rates when connected to VR. However, nearly two thirds of students served by each program were not engaged with VR.

#### Recommendation

It is critical that educators and professionals supporting youth with disabilities provide information on the benefits of accessing VR to students and families early in the transition process.

<sup>1</sup> Cohort includes youth considered to be CIE eligible at some point during SFY 2022 and are age 17 as of June 30th, 2022. Youth connected with VR are reported by VR as CIE eligible sometime before July 1st, 2022. Youth is considered employed when an Unemployment Insurance quarterly wage record excluding prevocational employer wages with a wage amount greater than \$0 is found sometime during SFY 2023.

# of People Connected with Vocational Rehabilitation	CLTS	DPI
	Working	107
Not Working	163	447
Total	270	981

# of People Not Connected with Vocational Rehabilitation	CLTS	DPI
	Working	192
Not Working	462	3,693
Total	654	7,155

# WISCONSIN COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

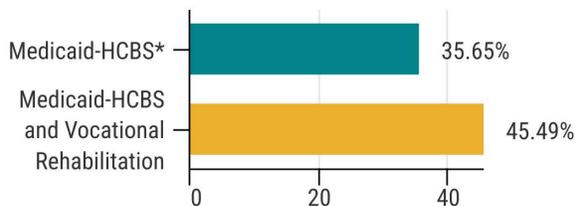
When We Work Together - Employment Rates Improve



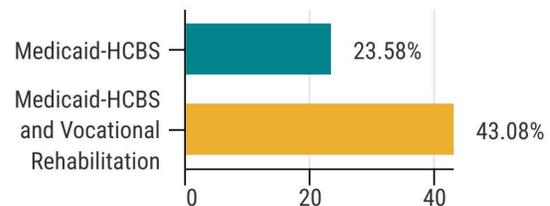
## CO-ENROLLMENT EMPLOYMENT RATES

People CIE Eligible in State Fiscal Year (SFY) 2019  
Employed Four Years Later (SFY 2023)

School Age (16 to 22)



Prime Working Age (25 to 44)



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

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

Source: Unemployment Insurance Wage data SFY 2023  
Ages as of June 30th, 2019



## EMPLOYMENT RATE ANALYSIS



### Explanation

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

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



### Opportunity

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



### Recommendation

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

Measure 1 v7

# EMPLOYMENT RATES

Overall, the data by gender shows nearly identical employment outcomes for women and men connected to vocational rehabilitation (VR), while both men and women who do not connect to VR have significantly lower employment rates than their VR-connected peers. Women not connected to VR had an 8% lower employment rate, while men had a 9% lower rate.

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

Employment rates for individuals ages 18-24 were roughly the same for those connected and not connected to VR. This age group accounts for the largest number of working individuals as it includes students receiving special education services. As students age out of school, the number of individuals eligible for support (i.e., VR or LTC) decreases. It may be hypothesized that many students with IEPs do not require or qualify for employment supports such as VR or LTC. As a result, the data does not show a significant difference in employment rates for this age group.

Individuals in prime working age (ages 25-54) have a 30% higher employment rate when they connect to VR. Individuals ages 55-64 who connect to VR have a 27% higher employment rate compared to individuals who do not connect to VR.

Individuals of all races who connect to VR have similar employment outcomes. Across all races, individuals who do not connect to VR have lower rates of employment overall. Regardless of race or ethnicity, we observed higher employment rates when individuals connect VR.

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

# Employment Rate Equity

Employment outcomes for individuals connected and not connected to VR services by age and gender

## 2023 Employment Rates of Individuals who were CIE Eligible in 2019<sup>1</sup> Individuals connected<sup>2</sup> to VR sometime between 2019 and 2023

### Employment Rates by Gender

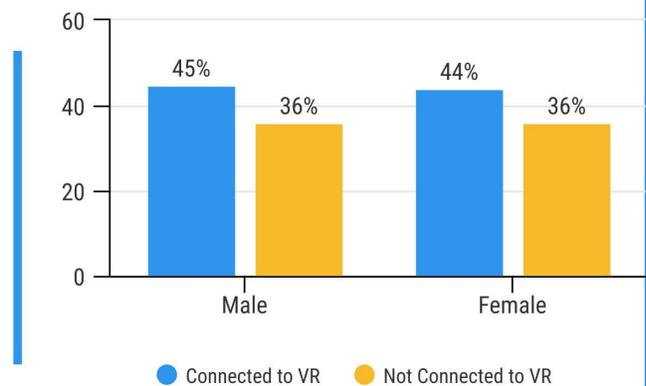


Male



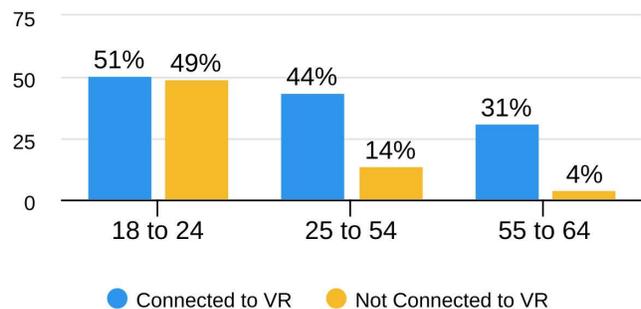
Female

Connected to VR



### Employment Rates by Age

Age Range	# Working out of Total Connected to VR	# Working out of Total Not Connected to VR
18 to 24	5,617 / 11,066	14,840 / 30,309
25 to 54	6,610 / 15,000	2,627 / 18,589
55 to 64	1,400 / 4,539	477 / 13,320



**Notes:**

<sup>1</sup> Individuals who are CIE eligible in 2019 are ages 18 to 64 in 2023 and served by DHS-LTC, DPI, and/or DWD-DVR.

<sup>2</sup> Connected to VR is defined as having a case opened with VR at some point between 2019 and 2023 and closed with competitive integrated employment.

**Source:**

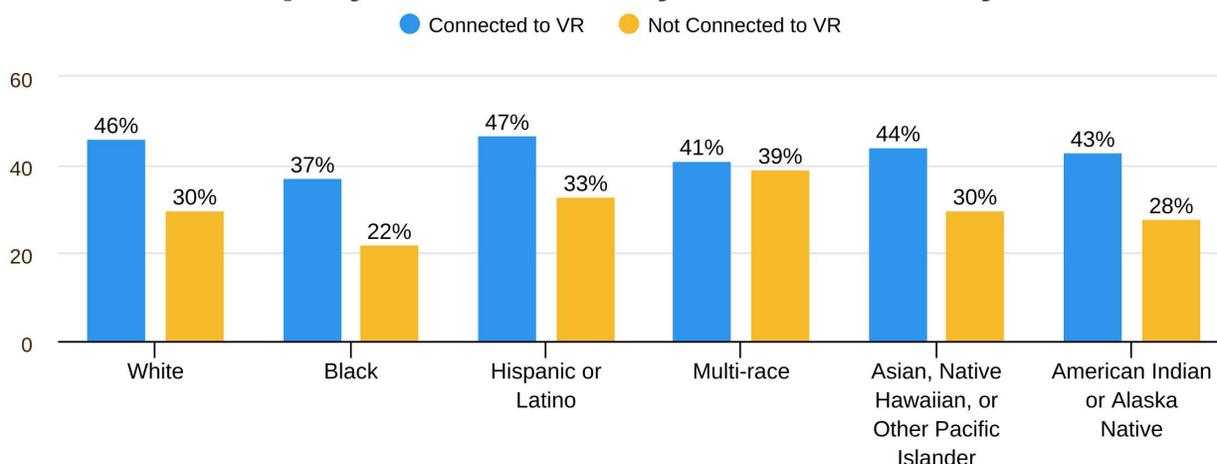
- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

# Employment Rate Equity

Employment outcomes for individuals connected and not connected to VR services by race and ethnicity

**2023 Employment Rates of Individuals who were CIE Eligible in 2019<sup>1</sup>**  
 Individuals connected<sup>2</sup> to VR sometime between 2019 and 2023

## Employment Rates by Race/Ethnicity



Race Ethnicity	# Working out of Total Connected to VR	# Working out of Total Not Connected to VR
White	10,226 / 22,164	10,369 / 35,100
Black	1,789 / 4,776	2,529 / 11,715
Hispanic or Latino	720 / 1,537	1,639 / 4,941
Multi-race	377 / 926	520 / 1,336
Asian, Native Hawaiian, or Other Pacific Islander	247 / 559	305 / 1,031
American Indian or Alaska Native	196 / 458	263 / 938



**Notes:**

<sup>1</sup> Individuals who are CIE eligible in 2019 are ages 18 to 64 in 2023 and served by DHS-LTC, DPI, and/or DWD-DVR.

<sup>2</sup> Connected to VR is defined as having a case opened with VR at some point between 2019 and 2023 and closed with competitive integrated employment.

**Source:**

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

# VOCATIONAL REHABILITATION PARTICIPATION

When comparing VR participation percentages to the overall state population based on reported race and ethnicity, VR participation mostly mirrors the state population breakdown. The data shows higher VR participation among individuals who identify as Black when compared to the state population (13% in VR services vs. 7% of overall state population).

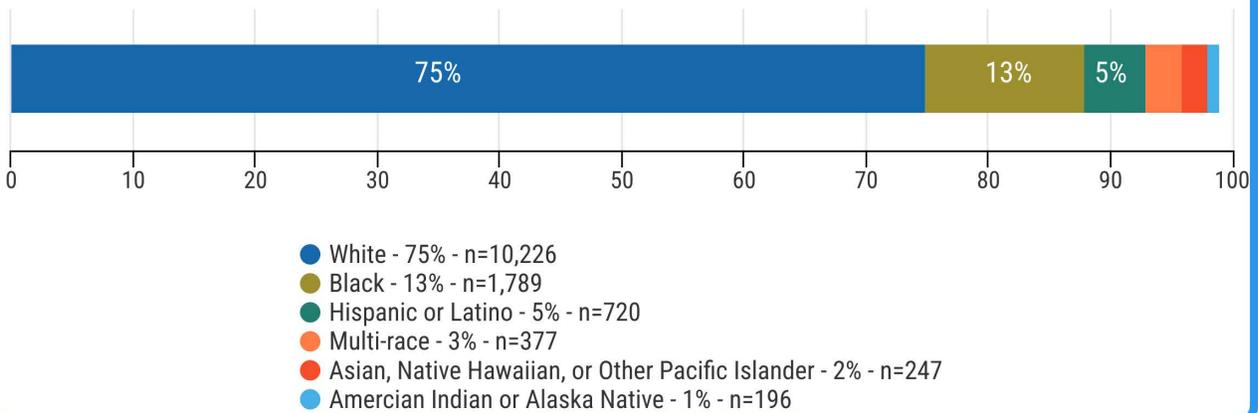
The data shows the opposite for individuals who identify as Hispanic or Latino (5% in VR services vs. 8% of overall state population). Other CIE data suggests that participation with VR services increases employment outcomes, indicating that the CIE team may consider increasing the availability and awareness of VR promotional materials in multiple languages, especially Spanish.

# Participant Percentages

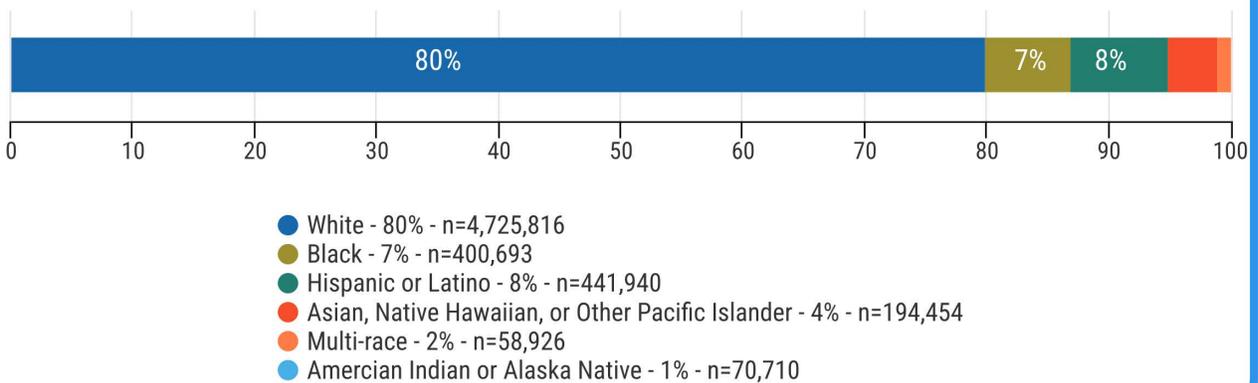
Comparing Vocational Rehabilitation (VR) participation rates by race and ethnicity to the population of Wisconsin

## 2023 Participation Rates of Individuals who were CIE Eligible in 2019<sup>1</sup> Individuals connected<sup>2</sup> to VR sometime between 2019 and 2023

### VR Participation Rates by Race and Ethnicity



### Wisconsin Population by Race and Ethnicity



**Notes:**

<sup>1</sup> Individuals who are CIE eligible in 2019 are ages 18 to 64 in 2023 and served by DHS-LTC, DPI, and/or DWD-DVR.

<sup>2</sup> Connected to VR is defined as having a case opened with VR at some point between 2019 and 2023 and closed with competitive integrated employment.

**Sources:**

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

# WAGE EQUITY

The data shows median wages for CIE-eligible individuals at DVR case closure on average are at or slightly above the Federal Poverty Level (FPL). According to [United Way's Asset Limited Income Employed \(ALICE\) calculation](#), wages that lead to financial stability can be as much as five times higher than FPL.

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

Median quarterly wages for CIE-eligible individuals across age, gender, race, and ethnicity varied slightly. Although differences were modest, women consistently earned lower wages than men across all categories.

The highest wages for CIE-eligible individuals were observed for the youngest cohort (18-24), which may be due to the inclusion of students in high school who did not require additional services from DVR or LTC. Higher wages for the oldest cohort (55-64) compared to individuals ages 25-54 are likely due to more employment experience or later onset of disability.

CIE-eligible individuals who worked with DVR, who were not provided supported employment services, and whose cases were closed successfully had significantly higher wages than individuals who worked with DVR and whose cases were closed successfully but did receive supported employment services while working with DVR.

The wage equity by gender chart was modified this year to report on individuals ages 18 to 64 in the specified year. The chart was updated to represent individuals moving in and out of each age cohort.

# Wage Equity

Median quarterly wages for individuals connected to VR services by age and gender

**2023 Employment Rates of Individuals who were CIE Eligible in 2019<sup>1</sup>**  
Individuals connected<sup>2</sup> to VR sometime between 2019 and 2023



**\$4,204**

Median Quarterly Wage<sup>3</sup> for Males



**\$3,891**

Median Quarterly Wage<sup>3</sup> for Females

## Median Quarterly Wage by Age

18 to 24



25 to 54



55 to 64



### Notes:

<sup>1</sup> Individuals who are CIE eligible in 2019 are ages 18 to 64 in 2023 and served by DHS-LTC, DPI, and/or DWD-DVR.

<sup>2</sup> Connected to VR is defined as having a case opened with VR at some point between 2019 and 2023 and closed with competitive integrated employment.

<sup>3</sup> Median quarterly wage taken from the last quarter of the state fiscal year 2023 ending on 6/30/2023.

### Sources:

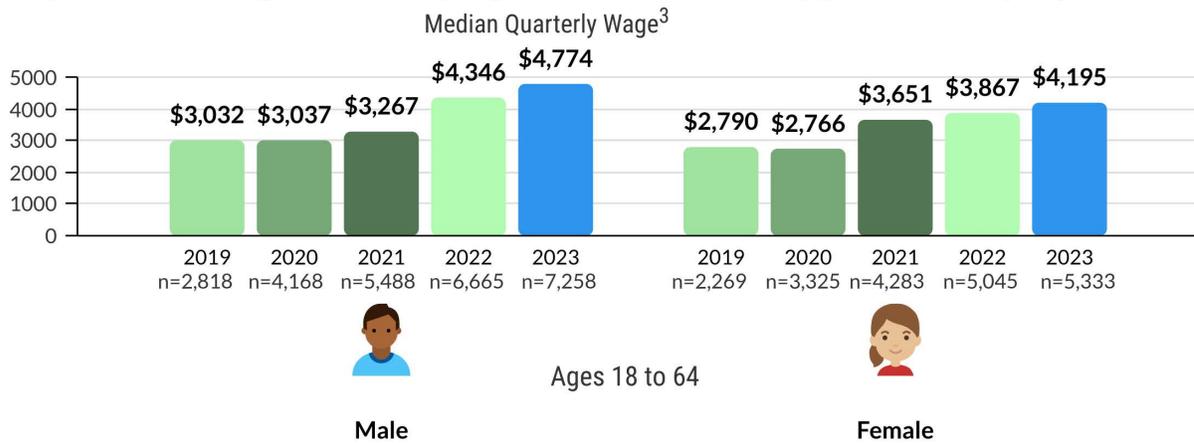
- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

# Wage Equity by Gender

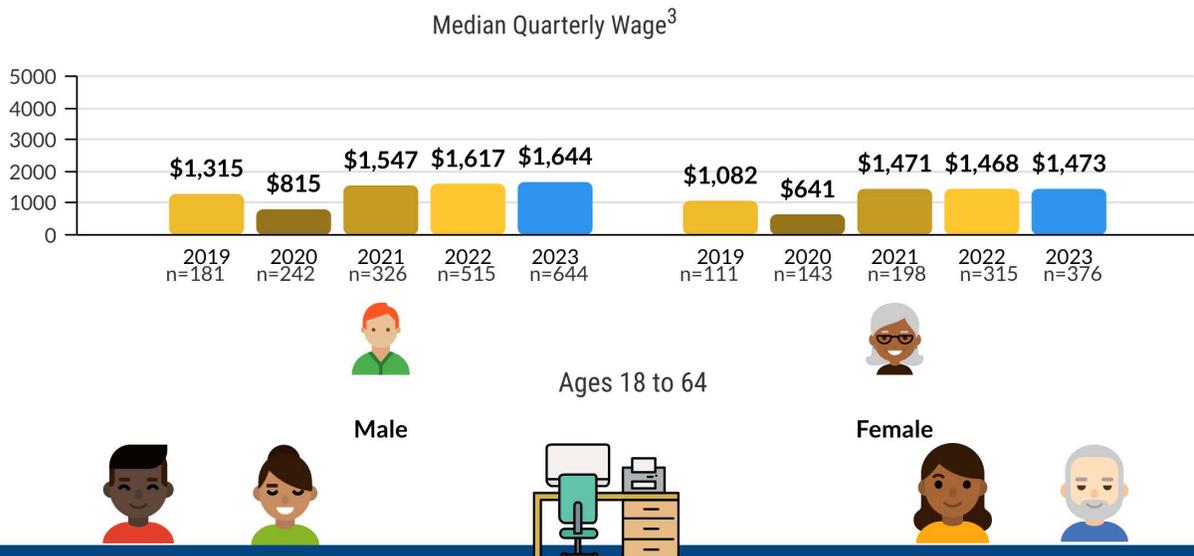
Competitive integrated employment (CIE) wages for consumers compared to individuals with CIE and supported employment services at Vocational Rehabilitation (VR) closure

## 2023 Employment Rates of Individuals who were CIE Eligible in 2019<sup>1</sup> Individuals connected<sup>2</sup> to VR sometime between 2019 and 2023

### Competitive Integrated Employment without Supported Employment<sup>4</sup>



### Competitive Integrated Employment with Supported Employment<sup>4</sup>



**Notes:**

<sup>1</sup> Individuals who are CIE eligible in 2019 are ages 18 to 64 within each year and served by DHS-LTC, DPI, and/or DWD-DVR. Numbers can shift as people younger than 18 years old will age into the 18 to 64 age range and people 64 years old will age out of the 18 to 64 age range.

<sup>2</sup> Connected to VR is defined as having a case opened with VR at some point between 2019 and 2024 and closed with competitive integrated employment.

<sup>3</sup> Median quarterly wage taken from the last quarter of the state fiscal year.

<sup>4</sup> Includes individuals that had supported employment identified on their vocational rehabilitation case.

**Sources:**

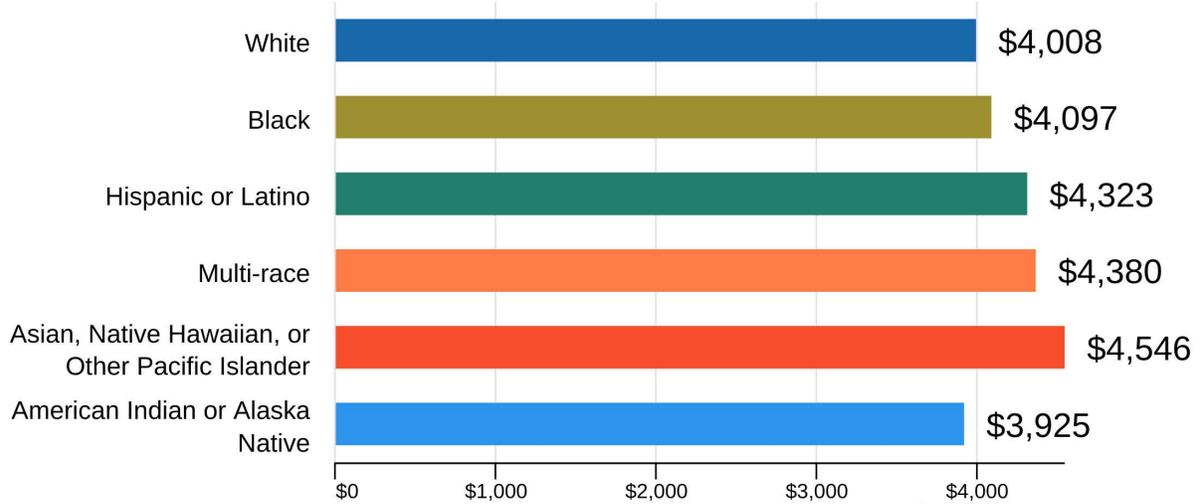
- Unemployment Insurance wage data is used to determine employment rates and median quarterly wages.

# Wage Equity

Median quarterly wages for individuals connected to VR services by race and ethnicity

**2023 Employment Rates of Individuals who were CIE Eligible in 2019<sup>1</sup>**  
 Individuals connected<sup>2</sup> to VR sometime between 2019 and 2023

## Median Quarterly Wage<sup>3</sup> After Connecting to VR



Race-Ethnicity	# Working out of Total Connected to VR
White	10,226 / 22,164
Black	1,789 / 4,776
Hispanic or Latino	720 / 1,537
Multi-race	377 / 926
Asian, Native Hawaiian, or Other Pacific Islander	247 / 559
American Indian or Alaska Native	196 / 458

Quarterly Federal Poverty Level (FPL)<sup>4</sup>  
**\$3,645.00**



**Notes:**

- <sup>1</sup> Individuals who are CIE eligible in 2019 are ages 18 to 64 in 2023 and served by DHS-LTC, DPI, and/or DWD-DVR.
- <sup>2</sup> Connected to VR is defined as having a case opened with VR at some point between 2019 and 2023 and closed with competitive integrated employment.
- <sup>3</sup> Median quarterly wage taken from the last quarter of the state fiscal year 2023 ending on 6/30/2023.
- <sup>4</sup> Quarterly FPL calculated by taking the annual FPL of \$14,580 / 4 qtrs. (\$14,580 = 2023 annual FPL)

**Sources:**

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

# Appendices

Appendix A: Common Consumers – DHS-LTC and DPI

Appendix B: Common Consumers – DHS-LTC and DWD-DVR

Appendix C: Common Consumers - DPI and DWD-DVR

Appendix D: Common Consumers – DHS-LTC, DPI, and DWD-DVR

Appendix E: CIE Median Quarterly Wage – Served by Any Agency

Appendix F: CIE Outcome – DHS-LTC

Appendix G: CIE Median Quarterly Wage – DHS-LTC

Appendix H: CIE Median Quarterly Wage – DHS-CLTS

Appendix I: CIE Median Quarterly Wage – DPI

Appendix J: CIE Outcome – DWD-DVR

Appendix K CIE Median Quarterly Wage – DWD-DVR

Appendix L: Definitions

**APPENDIX A:  
Common Consumers – DHS-LTC and DPI**

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

<b>Common Consumers Served by Both DHS-LTC and DPI<sup>1</sup></b>			
<b>State Fiscal Year</b>	<b>Number of People</b>		
2021 (2020-2021)	4,270		
2022 (2021-2022)	4,743		
2023 (2022-2023)	5,191		
<b>Common Consumers Served by Both DHS-LTC and DPI by Age Range</b>			
<b>Age Range<sup>2</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Less than 16 Years	996	1,099	1,193
16 – 17	1,389	1,591	1,933
18 – 21	1,885	2,051	2,061
22 – 24	-	2	4
<b>Total People</b>	<b>4,270</b>	<b>4,743</b>	<b>5,191</b>
<b>Common Consumers Served by Both DHS-LTC and DPI by Gender</b>			
<b>Gender<sup>3</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Female	1,462	1,660	1,846
Male	2,808	3,083	3,345
<b>Total People</b>	<b>4,270</b>	<b>4,743</b>	<b>5,191</b>
<b>Common Consumers Served by Both DHS-LTC and DPI by Race</b>			
<b>Race<sup>4</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
American Indian or Alaska Native	46	45	51
Asian	118	134	148
Black	383	424	473
Hispanic or Latino	419	481	540
Native Hawaiian or Pacific Islander	5	6	4
White	3,126	3,443	3,732
Multi-race	173	210	243
<b>Total People</b>	<b>4,270</b>	<b>4,743</b>	<b>5,191</b>

<sup>1</sup>A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DHS-LTC and DPI special education within that state fiscal year.

<sup>2</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

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

<sup>4</sup>DHS-LTC and DPI collect race and ethnicity in a combined field. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

**APPENDIX B:**  
**Common Consumers – DHS-LTC and DWD-DVR**

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

<b>Common Consumers Served by Both DHS-LTC and DWD-DVR<sup>1</sup></b>			
<b>State Fiscal Year<sup>1</sup></b>	<b>Number of People</b>		
2021 (2020-2021)	7,010		
2022 (2021-2022)	7,646		
2023 (2022-2023)	7,800		
<b>Common Consumers Served by Both DHS-LTC and DWD-DVR by Age Range</b>			
<b>Age Range<sup>2</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Less Than 16 Years	46	88	107
16 - 17	383	447	559
18 - 21	1,895	2,085	2,150
22 - 24	961	1,009	1,023
25 - 50	2,844	2,969	2,960
51 - 64	881	1,048	1,001
<b>Total People</b>	<b>7,010</b>	<b>7,646</b>	<b>7,800</b>
<b>Common Consumers Served by Both DHS-LTC and DWD-DVR by Gender</b>			
<b>Gender<sup>3</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Female	2,762	2,986	3,045
Male	4,248	4,660	4,755
<b>Total People</b>	<b>7,010</b>	<b>7,646</b>	<b>7,800</b>
<b>Common Consumers Served by Both DHS-LTC and DWD-DVR by Race</b>			
<b>Race<sup>4</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
American Indian or Alaska Native	72	86	95
Asian	155	171	167
Black	870	997	1,068
Hispanic or Latino	386	437	489
Native Hawaiian or Pacific Islander	13	14	12
White	5,337	5,734	5,752
Multi-race	176	205	214
Not Reported	1	2	3
<b>Total People</b>	<b>7,010</b>	<b>7,646</b>	<b>7,800</b>

<sup>1</sup>A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DHS LTC and DWD-DVR within that state fiscal year.

<sup>2</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

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

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

**APPENDIX C:  
Common Consumers – DPI and DWD-DVR**

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

<b>Common Consumers Served by Both DPI and DWD-DVR<sup>1</sup></b>			
<b>State Fiscal Year</b>	<b>Number of People</b>		
2021 (2020-2021)	4,174		
2022 (2021-2022)	4,282		
2023 (2022-2023)	4,512		
<b>Common Consumers Served by Both DPI and DWD-DVR by Age Range</b>			
<b>Age Range<sup>2</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Less Than 16 Years	111	163	205
16 - 17	1,317	1,375	1,518
18 - 21	2,746	2,743	2,785
22 - 24	-	1	4
<b>Total People</b>	<b>4,174</b>	<b>4,282</b>	<b>4,512</b>
<b>Common Consumers Served by Both DPI and DWD-DVR by Gender</b>			
<b>Gender<sup>3</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Female	1,450	1,493	1,639
Male	2,724	2,789	2,873
<b>Total People</b>	<b>4,174</b>	<b>4,282</b>	<b>4,512</b>
<b>Common Consumers Served by Both DPI and DWD-DVR by Race</b>			
<b>Race<sup>4</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
American Indian or Alaska Native	59	59	72
Asian	123	130	146
Black	474	468	526
Hispanic or Latino	421	431	460
Native Hawaiian or Pacific Islander	5	7	5
White	2,950	3,010	3,110
Multi-race	142	177	193
<b>Total People</b>	<b>4,174</b>	<b>4,282</b>	<b>4,512</b>

<sup>1</sup>A person is counted as served in the fiscal year if consumer was CIE eligible and received services from both DPI special education and DWD-DVR within that state fiscal year.

<sup>2</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

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

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

**APPENDIX D:  
Common Consumers – DHS-LTC, DPI, and DWD-DVR**

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

<b>Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR<sup>1</sup></b>			
<b>State Fiscal Year</b>	<b>Number of People</b>		
2021 (2020-2021)	1,492		
2022 (2021-2022)	1,665		
2023 (2022-2023)	1,783		
<b>Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Age Range</b>			
<b>Age Range<sup>2</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Less Than 16 Years	37	62	85
16 - 17	355	408	497
18 - 21	1,100	1,194	1,197
22 - 24	-	1	4
<b>Total People</b>	<b>1,492</b>	<b>1,665</b>	<b>1,783</b>
<b>Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Gender</b>			
<b>Gender<sup>3</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
Female	511	585	619
Male	981	1,080	1,164
<b>Total People</b>	<b>1,492</b>	<b>1,665</b>	<b>1,783</b>
<b>Common Consumers Served by All Agencies DHS-LTC, DPI and DWD-DVR by Race</b>			
<b>Race<sup>4</sup></b>	<b>State Fiscal Year 2021 (2020-2021)</b>	<b>State Fiscal Year 2022 (2021-2022)</b>	<b>State Fiscal Year 2023 (2022-2023)</b>
American Indian or Alaska Native	13	13	17
Asian	50	60	59
Black	120	136	143
Hispanic or Latino	127	142	159
Native Hawaiian or Pacific Islander	3	3	2
White	1,124	1,243	1,338
Multi-race	55	68	65
<b>Total People</b>	<b>1,492</b>	<b>1,665</b>	<b>1,783</b>

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

<sup>2</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies. No ages above 21 years old are reported because secondary special education services can be provided up to age 21.

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

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

**APPENDIX E:  
CIE Median Quarterly Wage – Served by Any Agency**

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

Number of Working Age Individuals Served by DHS-LTC		
State Fiscal Year	Number of People (#)	Median Quarterly Wage <sup>2</sup> (Wage)
2021 (2020-2021)	26,868	\$1,305.52
2022 (2021-2022)	27,489	\$1,416.98
2023 (2022-2023)	26,699	\$1,543.50

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

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

Median Quarterly Wage by Age Range						
Age Range <sup>3</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Less Than 16 Years	1,245	\$544.00	543	\$597.43	466	\$542.73
16 – 17	5,621	\$919.80	5,355	\$970.76	4,983	\$1,051.16
18 – 21	7,339	\$1,356.95	7,440	\$1,406.25	7,042	\$1,507.13
22 – 24	1,701	\$1,506.46	1,871	\$1,600.18	1,929	\$1,758.36
25 – 50	7,920	\$1,596.15	8,828	\$1,693.83	9,051	\$1,813.57
51 – 64	3,042	\$1,940.88	3,452	\$1,985.10	3,228	\$2,057.24
<b>Total People</b>	26,868		27,489		26,699	

<sup>3</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

Median Quarterly Wage by Gender						
Gender <sup>4</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Female	10,919	\$1,269.00	11,329	\$1,361.52	11,012	\$1,457.80
Male	15,911	\$1,326.15	16,098	\$1,456.40	15,614	\$1,603.78
Not Reported	38	\$1,791.82	62	\$1,875.85	73	\$2,115.66
<b>Total People</b>	26,868		27,489		26,699	

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

Median Quarterly Wage by Race						
Race <sup>5</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	390	\$1,422.84	427	\$1,583.18	419	\$1,738.28
Asian, Native Hawaiian, or Pacific Islander	418	\$1,557.16	493	\$1,596.26	510	\$1,665.37
Black	4,400	\$1,144.97	4,513	\$1,250.99	4,213	\$1,452.00
Hispanic or Latino	2,052	\$1,293.48	2,107	\$1,427.59	2,071	\$1,698.76
White	18,498	\$1,345.28	18,827	\$1,458.00	18,349	\$1,548.30
Multi-race	975	\$1,060.34	987	\$1,201.92	1,005	\$1,362.20
Not Reported	135	\$2,077.72	135	\$2,475.47	132	\$2,580.00
<b>Total People</b>	<b>26,868</b>		<b>27,489</b>		<b>26,699</b>	

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

**APPENDIX F:  
CIE Outcome – DHS-LTC**

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

Number of Working Age Individuals Served by DHS-LTC <sup>1</sup>			
State Fiscal Year	Number of People (#)	Median Hours Worked per Week (Hours/Week)	Median Hourly Wage (Wage)
2021 (2020-2021)	5,086	12.5	\$9.50
2022 (2021-2022)	6,508	13	\$10.00
2023 (2022-2023)	7,100	13	\$10.55

<sup>1</sup>A person is counted as served in the fiscal year if consumer was CIE eligible and a wage record was reported to DHS-LTC by a MCO or ICA within that state fiscal year.

Median Hours Worked and Hourly Wage by Age Range									
Age Range <sup>2</sup>	State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)			State Fiscal Year 2023 (2022-2023)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
18 – 21	543	12	\$10.00	787	13	\$10.00	764	12	\$11.25
22 – 24	699	15	\$9.50	843	13.25	\$10.00	916	13	\$11.00
25 – 50	3,214	13	\$9.50	4,001	13.5	\$10.00	4,426	13	\$10.50
51 – 64	630	11	\$9.00	877	12	\$9.95	994	12	\$10.25
<b>Total People</b>	5,086			6,508			7,100		

<sup>2</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

Median Hours Worked and Hourly Wage by Gender									
Gender <sup>3</sup>	State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)			State Fiscal Year 2023 (2022-2023)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Female	1,910	12	\$9.50	2,491	12	\$10.00	2,736	12	\$10.61
Male	3,176	13	\$9.50	4,017	14	\$10.00	4,364	14	\$10.52
<b>Total People</b>	5,086			6,508			7,100		

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

Median Hours Worked and Hourly Wage by Race									
Race <sup>4</sup>	State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)			State Fiscal Year 2023 (2022-2023)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
American Indian or Alaska Native	35	15	\$9.25	63	15.00	\$10.00	66	15	\$10.50
Asian, Native Hawaiian, or Pacific Islander	71	15	\$9.63	109	14	\$10.00	124	12	\$11.50
Black	358	16	\$10.00	467	16	\$10.00	530	15	\$11.00
Hispanic or Latino	145	15	\$9.90	217	13	\$10.00	252	15	\$10.99
White	4,372	12	\$9.50	5,509	12.50	\$10.00	5,969	12	\$10.50
Multi-race	82	15	\$9.18	122	13	\$10.00	137	14	\$10.84
Not Reported	23	12	\$9.13	21	13.25	\$11.00	22	12.5	\$12.00
<b>Total People</b>	<b>5,086</b>			<b>6,508</b>			<b>7,100</b>		

<sup>4</sup>Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

**APPENDIX G:  
CIE Median Quarterly Wage – DHS-LTC**

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

Number of Working Age Individuals Served by DHS-LTC		
State Fiscal Year	Number of People (#)	Median Quarterly Wage <sup>2</sup> (Wage)
2021 (2020-2021)	7,544	\$1,160.13
2022 (2021-2022)	9,223	\$1,299.84
2023 (2022-2023)	9,688	\$1,400.80

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

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

Median Quarterly Wage by Age Range						
Age Range <sup>3</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
18 – 21	908	\$917.73	1,140	\$998.91	1,221	\$1,089.86
22 – 24	933	\$1,147.88	1,084	\$1,273.70	1,168	\$1,429.11
25 – 50	4,382	\$1,210.50	5,307	\$1,367.52	5,634	\$1,476.37
51 – 64	1,321	\$1,150.70	1,692	\$1,315.82	1,665	\$1,385.00
<b>Total People</b>	7,544		9,223		9,688	

<sup>3</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

<sup>4</sup>If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

Median Quarterly Wage by Gender						
Gender <sup>5</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Female	3,036	\$1,146.14	3,764	\$1,244.85	3,982	\$1,323.02
Male	4,508	\$1,170.44	5,459	\$1,334.23	5,706	\$1,461.00
<b>Total People</b>	7,544		9,223		9,688	

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

Median Quarterly Wage by Race						
Race <sup>6</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	74	\$1,179.30	91	\$1,195.13	99	\$1,160.92
Asian, Native Hawaiian, or Pacific Islander	120	\$1,171.89	161	\$1,429.27	188	\$1,355.62
Black	1,128	\$1,316.20	1,461	\$1,443.48	1,506	\$1,605.88
Hispanic or Latino	294	\$1,091.70	377	\$1,332.37	409	\$1,637.55
White	5,744	\$1,143.08	6,913	\$1,271.96	7,254	\$1,366.96
Multi-race	142	\$1,200.66	190	\$1,257.97	203	\$1,397.81
Not Reported	42	\$1,353.48	30	\$2,056.72	29	\$1,925.37
<b>Total People</b>	<b>7,544</b>		<b>9,223</b>		<b>9,688</b>	

<sup>6</sup>Each agency collects race separately. For purposes of this report, the combined race/ethnicity is the race/ethnicity reported most recently across all agencies.

**APPENDIX H:  
CIE Median Quarterly Wage – DHS-CLTS**

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

Number of Working Age Individuals Served by DHS-CLTS <sup>1</sup>		
State Fiscal Year	Number of People (#)	Median Quarterly Wage <sup>2</sup> (Wage)
2021 (2020-2021)	640	\$723.98
2022 (2021-2022)	1,037	\$741.12
2023 (2022-2023)	1,359	\$831.38

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

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

Median Quarterly Wage by Age Range						
Age Range <sup>3</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Less than 16 Years	111	\$421.00	217	\$519.38	269	\$492.95
16 – 17	302	\$683.66	484	\$665.50	662	\$806.56
18 – 21	227	\$990.25	336	\$1,003.41	428	\$1,127.79
<b>Total People</b>	640		1,037		1,359	

<sup>3</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

Median Quarterly Wage by Gender						
Gender <sup>4</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Female	247	\$627.40	427	\$694.39	587	\$873.93
Male	393	\$789.52	610	\$762.96	772	\$799.44
<b>Total People</b>	640		1,037		1,359	

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

Median Quarterly Wage by Race						
Race <sup>5</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	*	*	*	*	*	*
Asian, Native Hawaiian, or Pacific Islander	*	*	*	*	*	*
Black	40	\$618.51	80	\$634.52	99	\$792.00
Hispanic or Latino	57	\$734.33	92	\$830.20	116	\$968.44
White	497	\$721.53	793	\$729.73	1,030	\$831.38
Multi-race	29	\$918.79	50	\$784.10	82	\$694.29
Not Reported	*	*	*	*	*	*
<b>Total People</b>	<b>640</b>		<b>1,037</b>		<b>1,359</b>	

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

\* Data suppressed due to low number of people

**APPENDIX I:  
CIE Median Quarterly Wage – DPI**

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

Number of Working Age Individuals Served by DPI <sup>1</sup>		
State Fiscal Year	Number of People (#)	Median Quarterly Wage <sup>2</sup> (Wage)
2021 (2020-2021)	11,528	\$998.22
2022 (2021-2022)	10,526	\$1,084.74
2023 (2022-2023)	9,565	1,184.40

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

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

Median Quarterly Wage by Age Range						
Age Range <sup>3</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Less than 16 Years	1,183	\$547.08	419	\$624.00	324	\$543.14
16 – 17	5,470	\$924.76	5,127	\$978.10	4,681	\$1,056.00
18 – 21	4,875	\$1,223.12	4,980	\$1,257.66	4,560	\$1,354.46
<b>Total People</b>	11,528		10,526		9,565	

<sup>3</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

Median Quarterly Wage by Gender						
Gender <sup>4</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Female	4,122	\$907.64	3,772	\$980.21	3,420	\$1,051.66
Male	7,406	\$1,050.20	6,754	\$1,157.45	6,145	\$1,276.58
<b>Total People</b>	11,528		10,526		9,565	

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

Median Quarterly Wage by Race						
Race <sup>5</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	182	\$989.50	172	\$1,045.23	151	\$1,244.33
Asian, Native Hawaiian, or Pacific Islander	188	\$1,217.25	209	\$1,334.15	198	\$1,250.17
Black	2,115	\$889.13	1,847	\$915.44	1,532	\$1,014.00
Hispanic or Latino	1,331	\$1,117.27	1,192	\$1,197.35	1,059	\$1,362.87
White	7,123	\$1,015.11	6,537	\$1,124.42	6,057	\$1,190.48
Multi-race	589	\$847.17	569	\$1,004.88	568	\$1,212.20
<b>Total People</b>	11,528		10,526		9,565	

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

**APPENDIX J:  
CIE Outcome – DWD-DVR**

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

Number of Working Age Individuals Served by DWD-DVR <sup>1</sup>			
State Fiscal Year	Number of People (#)	Median Hours Worked per Week (Hours/Week)	Median Hourly Wage (Wage)
2021 (2020-2021)	2,995	24	\$11.30
2022 (2021-2022)	3,318	20	\$12.00
2023 (2022-2023)	2,996	20	\$13.75

<sup>1</sup>A person is counted as served in the fiscal year if consumer was CIE eligible and the person had a DVR closed case with an employment recorded within that state fiscal year.

Median Hours Worked and Hourly Wage by Age Range									
Age Range <sup>2</sup>	State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)			State Fiscal Year 2023 (2022-2023)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
18 – 21	705	24	\$10.80	752	20	\$11.25	654	20	\$13.00
22 – 24	397	20	\$10.60	453	20	\$11.70	482	20	\$12.50
25 – 50	1,261	24	\$11.75	1,430	20	\$12.50	1,280	20	\$14.00
51 – 64	632	25	\$13.00	683	24	\$13.73	580	25	\$15.00
<b>Total People</b>	2,995			3,318			2,996		

<sup>2</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

<sup>3</sup>If a person was 64 at some point during the SFY and turned 65 before the end of the SFY, wage records are reported for that person.

Median Hours Worked and Hourly Wage by Gender									
Gender <sup>4</sup>	State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)			State Fiscal Year 2023 (2022-2023)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
Female	1,309	22	\$11.25	1,376	20	\$12.00	1,208	20	\$14.00
Male	1,677	25	\$11.30	1,936	20	\$12.09	1,780	20	\$13.50
Not Reported	9	*	*	6	*	*	8	*	*
<b>Total People</b>	2,995			3,318			2,996		

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

\*Data suppressed due to low numbers.

Median Hours Worked and Hourly Wage by Race									
Race <sup>5</sup>	State Fiscal Year 2021 (2020-2021)			State Fiscal Year 2022 (2021-2022)			State Fiscal Year 2023 (2022-2023)		
	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage	#	Hrs/Wk	Wage
American Indian or Alaska Native	24	20	\$10.75	58	33.5	\$14.75	45	25	\$13.00
Asian, Native Hawaiian, or Pacific Islander	58	24	\$12.00	62	20	\$13.40	72	23	\$14.00
Black	310	25	\$11.25	317	20	\$12.75	311	24	\$14.00
Hispanic or Latino	112	25	\$11.00	190	20	\$12.00	217	20	\$13.00
White	2,387	24	\$11.33	2,610	20	\$12.00	2,262	20	\$13.50
Multi-race	86	25	\$11.00	66	21	\$11.10	66	20	\$14.00
Not Reported	18	*	*	15	*	*	23	*	*
<b>Total People</b>	2,995			3,318			2,996		

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

\*Data suppressed due to low numbers.

**APPENDIX K:  
CIE Median Quarterly Wage – DWD-DVR**

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

Number of Working Age Individuals Served by DWD-DVR <sup>1</sup>		
State Fiscal Year	Number of People (#)	Median Quarterly Wage <sup>2</sup> (Wage)
2021 (2020-2021)	2,688	\$2,387.60
2022 (2021-2022)	3,003	\$2,412.05
2023 (2022-2023)	2,704	\$2,653.31

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

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

Median Quarterly Wage by Age Range						
Age Range <sup>3</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
18 – 21	606	\$2,221.12	672	\$2,354.57	562	\$2,459.20
22 – 24	356	\$1,997.66	406	\$2,027.40	433	\$1,988.00
25 – 50	1,163	\$2,321.64	1,316	\$2,331.00	1,192	\$2,704.12
51 – 64	563	\$2,984.74	609	\$2,994.00	517	\$3,700.80
<b>Total People</b>	2,688		3,003		2,704	

<sup>3</sup>Age is calculated as of the last day of the state fiscal year based on the individual's birth date. Each agency collects birth date separately – the date used for this calculation is the date reported most recently across all agencies.

Median Quarterly Wage by Gender						
Gender <sup>4</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
Female	1,164	\$2,304.85	1,249	\$2,317.99	1,092	\$2,709.87
Male	1,518	\$2,424.14	1,749	\$2,482.51	1,605	\$2,613.12
Not Reported	6	*	5	*	7	*
<b>Total People</b>	2,688		3,003		2,704	

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

\*Data suppressed due to low numbers.

Median Quarterly Wage by Race						
Race <sup>5</sup>	State Fiscal Year 2021 (2020-2021)		State Fiscal Year 2022 (2021-2022)		State Fiscal Year 2023 (2022-2023)	
	#	Wage	#	Wage	#	Wage
American Indian or Alaska Native	23	\$1,787.66	52	\$3,186.20	40	\$2,511.96
Asian, Native Hawaiian, or Pacific Islander	52	\$2,122.79	55	\$1,831.63	63	\$3,097.43
Black	285	\$2,186.20	291	\$2,516.31	278	\$2,891.80
Hispanic or Latino	98	\$2,330.14	166	\$2,489.43	192	\$2,811.98
White	2,141	\$2,402.53	2,365	\$2,404.49	2,051	\$2,590.25
Multi-race	76	\$2,835.00	62	\$1,848.09	62	\$2,600.05
Not Reported	13	*	12	*	18	*
<b>Total People</b>	<b>2,688</b>		<b>3,003</b>		<b>2,704</b>	

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

\*Data suppressed due to low numbers.

## **APPENDIX L:**

### Definitions

#### **Adult Long-Term Care Waivers**

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

#### **Best Practices**

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

#### **Children's Long Term Supports Waiver**

A Medicaid long-term care program for children with special needs. The program funds a wide array of community supports and services, including supports for employment.

#### **Common Individuals**

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

#### **Competitive Integrated Employment (CIE)**

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

#### **Competitive Integrated Employment Management Information System (CIE-MIS)**

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

#### **County Community on Transition (CCoT)**

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

#### **County Waiver Agency (CWA)**

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

#### **Family Care**

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

#### **Include, Respect, I Self-Direct (IRIS)**

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

#### **IRIS Consulting Agency (ICA)**

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

#### **Long-Term Care**

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

**Managed Care Organization (MCO)**

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

**Participant Performance System (PPS)**

Counties and Tribes with Coordinated Service Team initiatives are required to report data for children enrolled in the areas of education, juvenile justice involvement, living environment, and Child Adolescent Needs and Strengths Comprehensive scores. This data is entered on a regular basis into the web-based Program Participation System (PPS) data collection system.

**Pay for Performance**

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

**Personally Identifiable Information (PII)**

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

**Person-Centered Planning**

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

**Statistical Analysis System (SAS)**

The statistical software suite developed by SAS Institute for data management, advanced analytics, multivariate analysis, business intelligence, criminal investigation, and predictive analytics. The SAS analytical software is built upon artificial intelligence and uses machine learning, deep learning, and generative AI to manage and model data. The software is widely used in industries such as finance, insurance, health care, and education.

**Statewide Transition Action and Resource Team (START)**

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

**Transition Improvement Grant (TIG)**

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

**Wisconsin Community on Transition (WiCoT)**

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

**Work Incentive Benefits Counseling (WIBC)**

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

**Wisconsin Non-Driver Advisory Committee (WiNDAC)**

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

**Federal Funding Disclosure (Stevens Amendment)**

The Stevens Amendment is an appropriations provision that requires U.S. Department of Education grant recipients to acknowledge federal funding when publicly communicating any projects or programs. This requirement to reveal the costs financed with federal funds promotes transparency and accountability and ensures any federally funded research and work are properly credited.

The Wisconsin Department of Workforce Development's Division of Vocational Rehabilitation program receives 78.7% of its funding through a grant from the U.S. Department of Education. For federal fiscal year 2025 (FFY 2025), the total amount of grant funds awarded were \$87,214,145, including \$15,522,975 reserved for Pre-Employment Transition Services. The remaining 21.3% (\$23,604,337) of the costs were funded by Wisconsin state appropriations.

**Additional U.S. Department of Education program grants include:**

**Career Pathways:** The Career Pathways Program is supported by the U.S. Department of Education. A total of 100% (\$20,415,000) of the Career Pathways Program is financed with federal funds.

**Supported Employment – Adults with Disabilities:** Supported Employment Services for Adults with Disabilities are funded by the U.S. Department of Education. A total of 100% (\$226,734.50) of Supported Employment Services for Adults with Disabilities are financed with federal funds.

**Supported Employment – Youth with Disabilities:** Supported Employment Services for Youth with Disabilities are funded by the U.S. Department of Education. A total of 90% (\$226,734.50) of Supported Employment Services for Youth with Disabilities are financed with federal funds, and 10% is funded by other sources.

**STATE OF WISCONSIN**



**Department of Workforce Development**

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**WISCONSIN DEPARTMENT**  
*of* **HEALTH SERVICES**



**WISCONSIN DEPARTMENT OF**  
**PUBLIC INSTRUCTION**