

MRS Adults, Youth with Disabilities, and Students with Disabilities

How do Age Groups Compare in Terms of Characteristics, Services and Outcomes?

Prepared by Ifeoma Iyioke & Jinhee Park

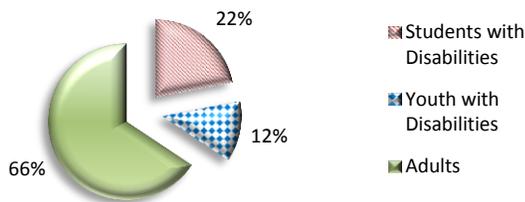
Section 1: Introduction

The purpose of this Brief is to provide an overview of the Michigan Rehabilitation Services (MRS) customer characteristics, Vocational Rehabilitation (VR) service patterns, and outcomes in FY 2014 by age groups. Notably, the labels and definitions for the age groups that immediately follow constitute revisions. The changes reflect the latest decision of the MT-21 Policy Team, following the meeting held in December 2014, to align MRS descriptors with those of the Workforce Innovation and Opportunity Act (WIOA).

- Students with Disabilities** Individuals who at time of application are between the ages of 14 and 26 and are enrolled in K-12 education.
- Youth with Disabilities** Individuals who at time of application are between the ages of 14 and 24, but not enrolled in K-12 education.
- Adults** All customers who are ages 24 or older and who are not enrolled in the K-12 education.

A total of 17,633 customers exited MRS in FY 2014. As shown in *Figure 1*, a majority of the customers, about two-thirds were Adults ($n = 11,571$). Meanwhile, a higher proportion of Students with Disabilities ($n = 3,857$) exited than Youth with Disabilities ($n = 2,200$).

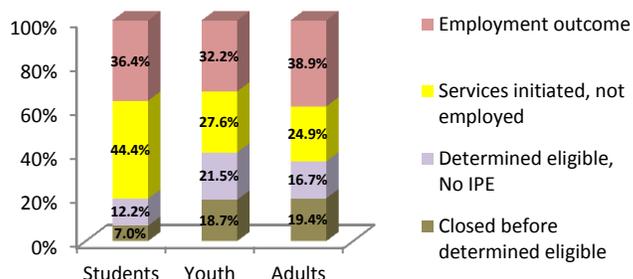
Figure 1: Customers by Age Groups



Note: missing data = 5

Figure 2 presents closure outcomes by the age groups. Compared to other age groups, a higher proportion of Adults (38.9%) were closed with an employment outcome. On the other hand, a higher proportion of Students with Disabilities (44.4%) were closed after services were initiated, but without an employment outcome.

Figure 2: Closure Type by Age Groups

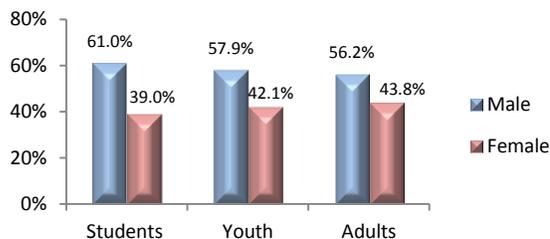


Also examined were the “reasons for closure.” Excluding customers with an employment outcome, the pattern of reasons was similar for the age groups. Specifically, the three most frequently reported reasons were “unable to locate or contact” (40.6%), “no longer interested in receiving services or further services” (32.5%) and “all other reasons” (17.7%).

Section 2: Customer Characteristics

Gender: Across all the age groups, there were more males than females. As shown in *Figure 3*, the gender gap was more prominent for Students with Disabilities.

Figure 3: Gender by Age Groups



Race: As shown in *Table 1*, across all age groups, a higher proportion of the customers were Whites.

Table 1: Race by Age Groups

	Students	Youth	Adults
White	75.9%	64.7%	61.3%
African American	20.7%	31.5%	36.1%
Other Minorities	1.7%	3.8%	1.6%

Ethnicity: The proportions of customers of Hispanic or Latino origin within the age groups were as follows: Students (3.9%), Youth (3.2%), and Adults (2.5%).

Source of Referral: Table 2 shows the top three referral sources for the age groups. As expected, a significantly higher percentage of the Student customers were referred by elementary or secondary educational institutions than the customers in the Youth and Adult age groups. Meanwhile, Youth and Adult customers were more likely to be self-referred or from other sources.

Table 2: Referral Sources by Age Groups

	Students	Youth	Adults
1	Elementary/Secondary Education (89.5%)	Other Sources (31.6%)	Other Sources (26.8%)
2	Other sources (4.0%)	Self-Referral (21.9%)	Self-Referral (26.0%)
3	Post-secondary Education (2.7%)	Elementary/Secondary Education (14.1%)	Medical Health Provider (20.3%)

Disability Type: As Table 3 illustrates, the most frequently reported primary disability of Students with Disabilities were LD (50.0%) and Intellectual Disability (8.7%). The highest for Youth with Disabilities were Mental illness (23.7%) and LD (22.6%). For Adults, the highest proportion reported was mental illness (30.9%), followed by physical impairments (19.9%), and then deafness/hearing impairments (17.4%).

Table 3: Primary Disability Type by Age Groups

	Students	Youth	Adults
No Impairment	1.5%	3.4%	3.5%
Blindness/Visual	0.2%	0.5%	0.9%
Deafness/Hearing	2.7%	5.0%	17.4%
Physical (e.g., Orthopedic)	1.1%	2.0%	5.7%
Other Physical (e.g., Cancer)	6.2%	10.9%	19.9%
LD	49.8%	22.6%	4.6%
ADHD	8.1%	8.2%	1.0%
Intellectual Disability	8.7%	7.2%	3.4%
Autism	8.1%	6.7%	0.9%
Mental illness	7.6%	23.7%	30.9%
Substance abuse	0.1%	2.3%	7.8%
TBI	0.6%	1.2%	1.3%
Communicative/Other Mental	5.2%	6.3%	2.6%

Disability Eligibility Priority: As shown in Table 4, compared to other age groups, a higher percentage of Students with Disabilities reported having significant or most significant disabilities.

Table 4: Disability Eligibility Priority by Age Groups

	Students	Youth	Adults
Most Significant Disability	72.1%	75.2%	62.7%
Significant Disability	25.0%	19.5%	24.8%
No Significant Disability	2.9%	5.3%	12.4%

Employment Status at Application: About a quarter of Adults (25.7%) reported being employed in integrated setting with or without supports and self-employed at the time of application (vs. 8.2% of Students with Disabilities and 13.7% of Youth with Disabilities).

Primary Source of Support at Application: The majority of Students with Disabilities (84.2%) and Youth with Disabilities (71.8%) customers reported family/friends as their primary support at application. As expected, the reported primary source of support for Adults was more varied, with the top three being family/friends (49.7%), public support (29.4%), and personal income (15.6%).

Public Support at Application: As shown in Table 5, a higher proportion of Students with Disabilities (16.9%) and Youth with Disabilities (20.7%) received SSI than Adults (11.3%), while Adults were more likely to receive SSDI (20.2%) and other public support benefits than the other two groups.

Table 5: Support at Application by Age Groups

	Students	Youth	Adults
SSDI	2.4%	4.5%	20.2%
SSI	16.9%	20.7%	11.3%
TANF	0.6%	2.5%	2.7%
General Assistance	0.6%	2.2%	4.4%
Veterans	0.0%	0.1%	0.8%
Workers' Comp	0.0%	0.0%	0.3%
Other Public Support	13.8%	13.7%	27.5%

Involvement with Other Agencies: Table 6 indicates that 86.6% of Students with Disabilities were provided services that were funded by elementary or secondary educational institutions at the time of application. On the other hand, 82.2% of Youth and 75.3% of Adults customers were not provided services or funding from any programs or organizations at the time of application.

Table 6: Top Three Agencies by Age Groups

	Students	Youth	Adults
1	Elementary/Secondary Education (86.6%)	Not Provided Services or Funding (82.2%)	Not Provided Services or Funding (75.3%)
2	Not Provided Services or Funding (12.0%)	Mental Health Provider (11.5%)	Mental Health Provider (13.9%)
3	Mental Health Provider (0.9%)	Community Rehab (3.3%)	Community Rehab (5.5%)

Section 3: Service Patterns

Table 7 shows the results of analyses, in order to examine if services were provided in a proportionally different way for the age groups. In consideration were only the customers whose services were initiated after developing their employment plan. A higher proportion of Student and Youth customers, when compared against Adults received training services, such as occupational/vocational, miscellaneous, job readiness, on-the-job, and four year college/university. Also, a higher proportion received assessment, VR counseling and guidance and employment related services, including job placement and on-the-job supports – short term services. Adults received diagnosis/treatment, maintenance, and rehabilitation technology services at a much higher rate than Student and Youth customers.

Table 7: Proportion Getting Service by Age Groups for Customers who Received VR Services

	Students	Youth	Adults
Assessment	61.1%	62.8%	47.5%
Diagnosis/Treatment	2.7%	6.5%	12.3%
VR Counseling/ Guid.	13.1%	13.1%	11.8%
4yr College/University Trn.	4.4%	4.9%	1.0%
Occupational/Voc. Trn.	21.6%	18.2%	5.7%
On-the-job Trn.	7.3%	4.3%	2.5%
Basic Remedial/Literacy	11.2%	8.1%	0.4%
Job Readiness Trn.	15.8%	10.5%	5.6%
Disability-related Skills Trn.	0.7%	0.4%	0.4%
Miscellaneous Trn.	32.4%	24.0%	11.6%
Job Search Assistance	6.7%	5.4%	3.8%
Job Placement Ast.	43.0%	45.1%	34.4%
On-the-job Supports-Short	9.3%	10.7%	4.2%
Transportation	22.7%	27.2%	22.3%
Maintenance	30.0%	33.4%	35.2%
Rehabilitation Tech	4.7%	8.2%	26.5%
Reader	0.0%	0.0%	0.1%
Interpreter	0.6%	1.1%	1.0%
Personal Attendant	0.2%	0.2%	0.1%
Technical Assistance	0.1%	0.2%	1.0%
Information/Referral	0.8%	1.1%	1.5%
Other	20.7%	12.2%	12.1%

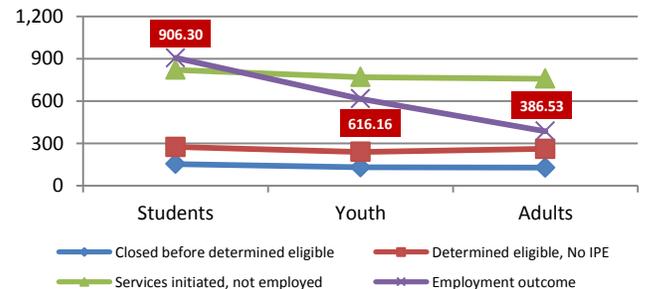
Table 8 displays the Adjusted Rehab rates for age groups by service received. It is noticeable that, regardless of age, customers who received on-the-job support services – short term were more likely to exit MRS with an employment outcome. Meanwhile, there were several services for which employment rates were higher for Students and Youth customers compared to Adults, such as, assessment, occupational/voc. training, four year college or university training, job placement assistance, and basic remedial or literacy training services. Conversely, Adults that received diagnosis/treatment, maintenance, and rehabilitation technology services showed a higher employment rate compared to Students and Youth customers.

Table 8: Proportion Employed by Age Groups for Customers who Received VR Services

	Students	Youth	Adults
Diagnosis/Treatment	54.2%	61.6%	65.6%
VR Counseling/ Guid.	56.0%	59.0%	58.4%
4yr College/University Trn.	62.0%	59.4%	43.1%
Occupational/Voc. Trn.	59.2%	56.7%	43.4%
On-the-job Trn.	61.0%	63.2%	61.0%
Basic Remedial/Literacy	62.0%	52.8%	39.4%
Job Readiness Trn.	50.6%	57.2%	51.0%
Disability-related Skills Trn.	63.6%	40.0%	42.4%
Miscellaneous Trn.	54.4%	55.7%	50.8%
Job Search Assistance	63.5%	54.9%	59.0%
Job Placement Ast.	66.8%	65.6%	57.7%
On-the-job Supports-Short-Term	68.7%	79.4%	75.6%
Transportation	52.3%	58.1%	55.8%
Maintenance	59.7%	63.9%	60.8%
Rehabilitation Tech	56.2%	70.4%	90.6%
Information/Referral	53.8%	66.7%	59.1%
Other	51.6%	60.2%	52.8%

Length of Time in MRS (Days): Figure 4 illustrates the average length of time (in days), spent in MRS (from application to closure) by closure type and age group. There was a prominent difference in the average length of time for the age groups. Specifically, it took an average of 2.5 years from the date of application for Students with Disabilities versus approximately one year for Adults to be closed as successfully rehabilitated.

Figure 4: Length of Time in MRS by Age Groups



As presented in the Table 9, it took longer to serve Students with Disabilities and Youth with Disabilities compared to Adults.

Table 9: Service Times by Age Groups

	Students	Youth	Adults
Days from App to Elig.	43.0	48.5	45.0
Days from Elig. to Plan	86.2	69.7	51.5
Days from Plan to Clo.	731.1	570.6	439.5

VR Services Cost and Number: Table 10 shows the average cost and number of services received by age groups, for customers who exited MRS with VR services initiated.

Table 10: Cost and Number of Services by Age Groups for VR Service Recipients

Received VR Services	Students	Youth	Adults
Number of Services	3.1	3.0	2.4
Cost of Services	\$3,706.10	\$3,309.16	\$2,780.63

Table 11 shows the average cost and number of services for the vocational rehabilitation service recipients, and for customers who did not achieve an employment outcome vs. those who did. As shown in Table 11, for customers who achieved an employment outcome, the average number of services received is about four for Students with Disabilities and about three for Youth with Disabilities, and their average service costs are \$4,915.80 and \$3,918.41, respectively. Adults received a slightly lower number of services on average (i.e., 2.4) with service costs of \$3,139.00.

Table 11: Cost and Number of Services by Age Groups for Employed/Unemployed VR Service Recipients

Not Rehabilitated	Students	Youth	Adults
Number of Services	2.4	2.6	2.5
Cost of Services	\$2,714.62	\$2,599.71	\$2,219.92
Rehabilitated	Students	Youth	Adults
Number of Services	3.9	3.3	2.4
Cost of Services	\$4,915.80	\$3,918.41	\$3,139.00

To further elaborate the findings on service provision for the age groups, Student and Youth customers on average received more training and job-related services. Presumably, because they are younger and less experienced, Student and Youth customers are more likely to require a greater number of services, in order to achieve successful employment outcomes. In terms of specifics, occupational/vocational training, four year college or university training, and basic remedial or literacy training services were equally more effective for Students with Disabilities and Youth with Disabilities. The findings suggested overall effectiveness of job-related services. Meanwhile, diagnosis/treatment and rehabilitation technology were more effective for Adults.

Section 4: VR Outcomes

Employment Status at Closure: Of customers with an employment outcome, 97.7% of Students with Disabilities, 95.5% of Youth customers, and 93.9% of Adults reported being placed at an integrated setting without further supports or as self-employed. In addition, 94.9% of rehabilitated customers reported being competitively employed, regardless of age groups.

Hourly Wage/Hours Worked a Week: The median hourly wage for Students with Disabilities, Youth with Disabilities, and Adults at the time of closures was \$8.00 (mean=\$8.74), \$8.00 (mean=\$8.94), and \$10.00 (mean=\$13.61), respectively. On average, Student

customers reported working for 28.6 hours a week (vs. 28.9 hours for Youth; 32.1 hours for Adults).

Primary Source of Support at Closure: The primary source of support for persons closed with an employment outcome was personal income for the three age groups (Students: 91.9%, Youth: 93.1%, and Adult: 90.8%). However, family and friends were also utilized as a source of support by Students and Youth (3.3% and 1.8%, respectively) more than Adults (0.2%). Adults reported public support as a source of income (8.6%) at higher rate than Students (4.3%) and Youth (5.1%).

Type of Occupations: The Standard Occupational Classification (SOC) categories refer to the type of occupation that is recorded at closure. Table 12 provides the top 5 SOC categories for Students with Disabilities, Youth with Disabilities, and Adults who achieved an employment outcome. As indicated, the Students and Youth customers held similar occupations. Approximately half of Students and Youth customers reported having a job in the occupational categories of building/grounds cleaning and maintenance, food preparation and serving, and production. As expected, the Adult group showed a wider distribution of occupations.

Table 12: Type of Occupations by Age Groups

	Students	Youth	Adults
1	Building and Grounds Cleaning and Maintenance (21.2%)	Building and Grounds Cleaning and Maintenance (19.2%)	Building and Grounds Cleaning and Maintenance (13.8%)
2	Food Preparation/ Serving (17.0%)	Food Preparation/ Serving (16.0%)	Production (13.1%)
3	Production (14.2%)	Production (15.5%)	Office/ Admin. Support (12.5%)
4	Sales (10.7%)	Sales (10.6%)	Sales (9.6%)
5	Installation, Maintenance, Repair (8.6%)	Office/ Admin. Support (8.5%)	Food Preparation and Serving (8.9%)

Supported Employment: 341 out of the 663 (51.4%) who received supported employment (SE) services achieved an employment outcome. About 50% of them reported working in an integrated setting with supports and 49.3% without supports. In addition, 296 (86.8%) were competitively employed. The most frequently reported types of occupations include: building/grounds cleaning and maintenance (33.1%), food preparation and serving (24.0%), production (12.6%), and sales and related occupations (10.6%). As shown in Table 13, Student customers were less likely to obtain employment.

Table 13: SE Outcomes by Age Groups

	Students	Youth	Adults
Number of SE Customers	188	100	375
Number of Employed SE Customers	72	57	212
Adjusted Rehab Rate	38.3%	57.0%	56.5%