



2023 Comprehensive Statewide Needs Assessment

MCRS Quarterly Meeting

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Overview of CSNA

-Jointly conducted by the Designated State Units and the State Rehabilitation Council

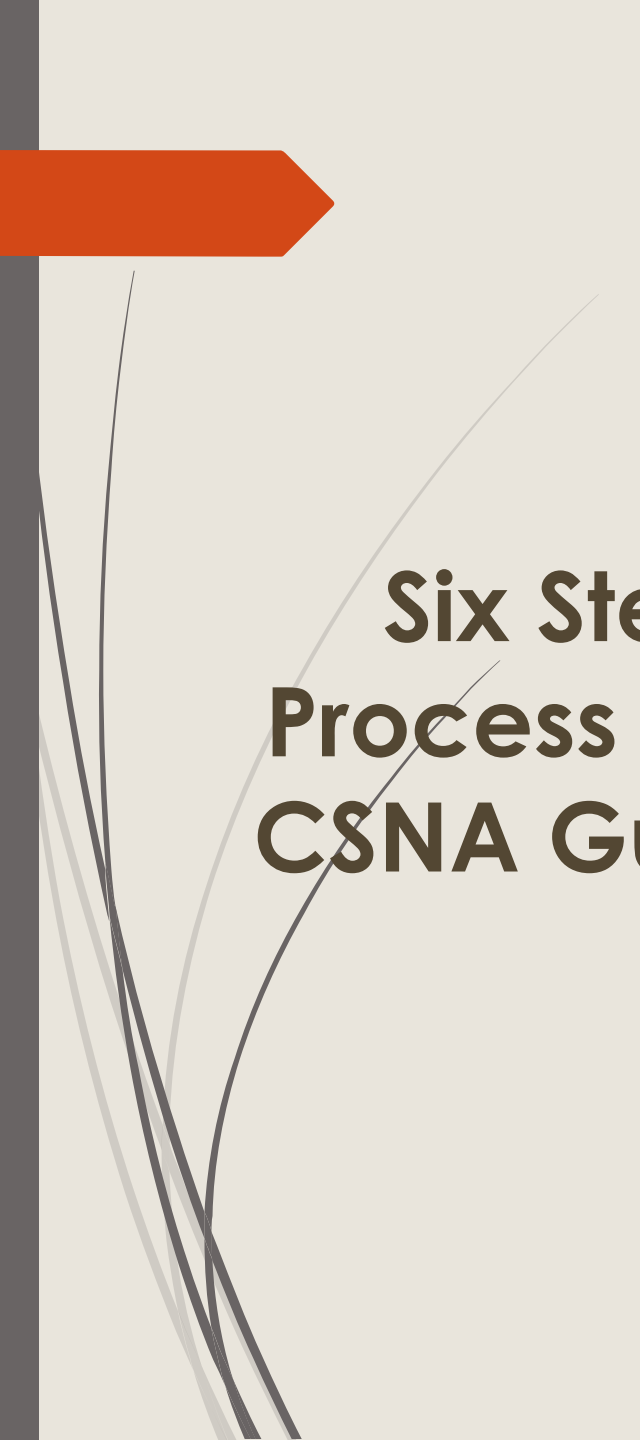
-Results to be included in the VR portion of the Unified State Plan (USP) – Goals and Priority

- Rehabilitation Act of 1973, as amended, mandates a Comprehensive Statewide Needs Assessment (CSNA) every three years to identify needs of individuals with disabilities (IWD) who reside in the state of, especially their need for vocational rehabilitation services of: (§361.29 (a))
 - (A) Individuals with the most significant disabilities, including their need for supported employment services;
 - (B) IWD who are minorities and IWD who have been unserved or underserved by the VR program;
 - (C) IWD served through other components of the statewide workforce development system as identified by those individuals and personnel assisting those individuals through the components of the system; and
 - (D) Youth and students with disabilities



Unserved vs. Underserved

- The definitions used to determine if a population of people with disabilities is unserved or underserved by the public Vocational Rehabilitation agencies are:
 - **Unserved** – any category of individuals with disabilities (of working age, interested in working) in the state's population that are not receiving VR/IL services from BSBP/CIL/MRS.
 - **Underserved** – the percentage of those served by BSBP/CIL/MRS that is less than the percentage of the group in the general population.



Six Step Process (RSA CSNA Guide)

1. Defining and establishing CSNA goals
2. Developing CSNA plan for information and dissemination
3. Gathering the information
4. Analyzing the results and developing findings
5. Developing the conclusions:
Potential action strategies
6. Informing state plan goals, priorities, and strategies

2023 CSNA Committee Members

- **Michigan Rehabilitation Services (MRS):** Claudia Pettit, Eric Bachmann, Jenny Piatt, Joe Champion, Maureen Webster, Nickco Dixon, Sigrid Adams, Tammi Williams, Tina Fullerton, Venita King
- **Bureau of Services for Blind Persons (BSBP):** Amy Lamiman, Bill Robinson, Diamalyn Caston, Gwen McNeal, Lisa Kisiel, Mary Williams, Rosemarie Van Ham, Shannon Mcvoy, Sharday Lawrence, Susan Root, Wilda Haney
- **Center for Independent Living (CIL) / Statewide Independent Living Council (SILC):** Alanna Lahey, Steven Locke
- **Michigan Council for Rehabilitation Services (MCRS):** Carol Bergquist
- **Client Assistance Program (CAP):** Elham Jahshan, John Sloat
- **Workforce Development (WD):** Chelsea Mates
- **Michigan Dept. of Education:** Jeanne Anderson Tippet
- **Global:** Karen Phillippi
- **Veteran's Affairs (VA):** John McCarty
- **Community Mental Health (CMH):** Elizabeth Parker
- **Community Rehabilitation Organizations (CROs):** Todd Culver (Incompass), Jill Bonthuis (Pioneer Resources), Tim Hatfield (New Horizons)
- **Employer Representative:** Andrea Munzenberger
- **Michigan State University (MSU):** Sukyeong Pi

Step 1: Target Populations (Identified by 37 Multi-agency Committee Members)

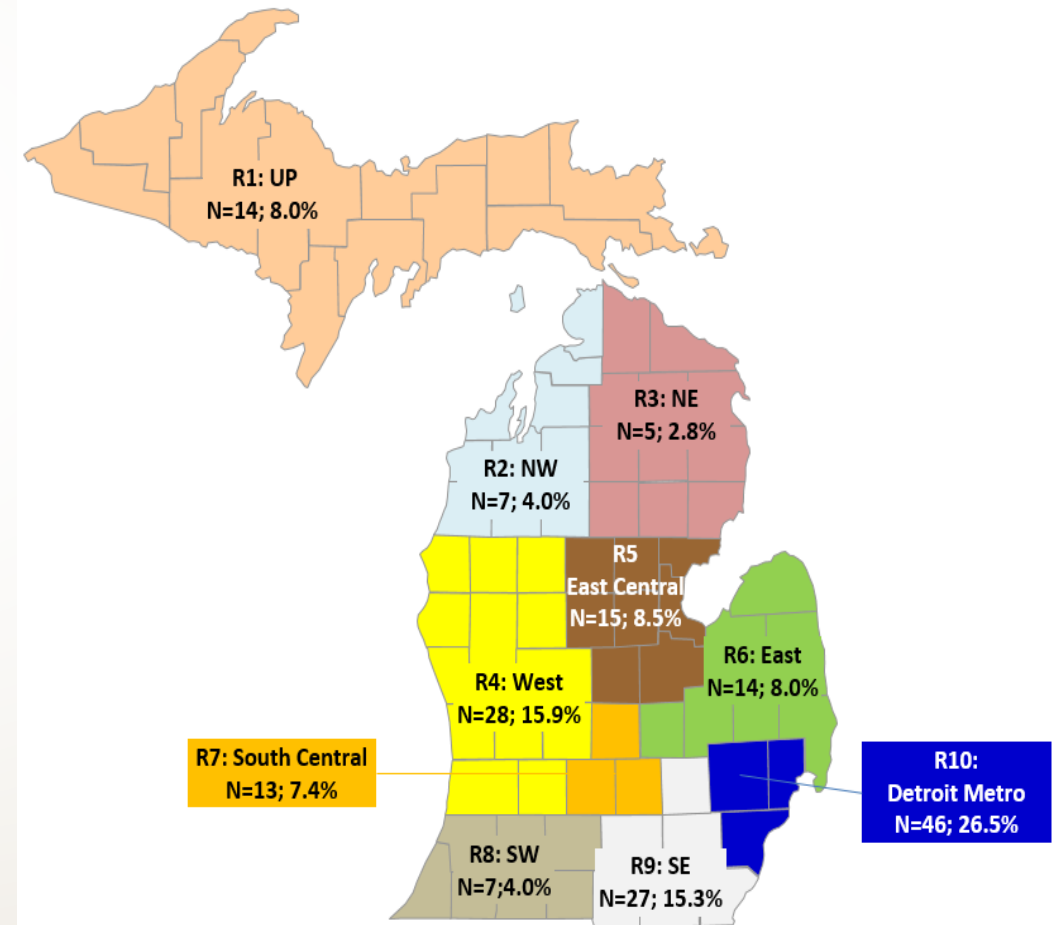
- Students/Youth with Disabilities (e.g., foster care, aged out)
- Mental Illness / Substance Abuse
- Intellectual/Developmental Disabilities, incl. autism
- Veterans with Disabilities (esp., PTSD)
- Blindness / Visual Impairments
- Multiple Disabilities
- Cultural Minorities (Mid-Eastern/Arab/Muslims, Hispanic, Native Am, Asians)
- Those in Poverty (e.g., homeless, public assistance)
- Returning Citizens
- Geographical Area (Rural)
- Etc: LGBTQ, Domestic Abuse/Violence

Step 2: CSNA Planning for Information

- ▶ Michigan Disability Statistics
 - ▶ Population Data: ACS, BRFSS, & CPS
 - ▶ SSA
 - ▶ Special Ed Data: IDEA & Section 504
 - ▶ Emp Services: Wagner-Peyser, WIOA Perf. Ind. & RSA 911 Data
- ▶ Secondary Data Analyses (MRS, BSBP, DN)
- ▶ Staff Survey (MRS, BSBP, DN, CMH, MDA, CRO staff)
- ▶ Key Informant Interviews
- ▶ Consumer & Family Surveys (IWD, Family/Friends)

Step 3-5: Data Collection & Results

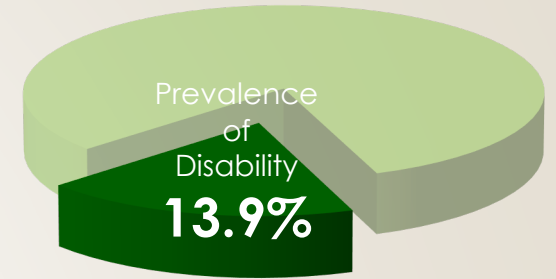
- 191 Agency Staff
 - 81 MRS, 7 BSBP, 17 CIL/DN, 15 CMH, 53 WD & 18 CRO staff
 - *2020: 625 Agency Staff (198 MRS, 42 BSBP, 69 DN, 56 CMH, 238 MDA, & 22 CRO staff)*
- 52 Key Informants Interviewed
- 105 IWD & 71 Family/Friends for Consumer Survey
 - *2020: 509 IWD & 188 Family/Friends*



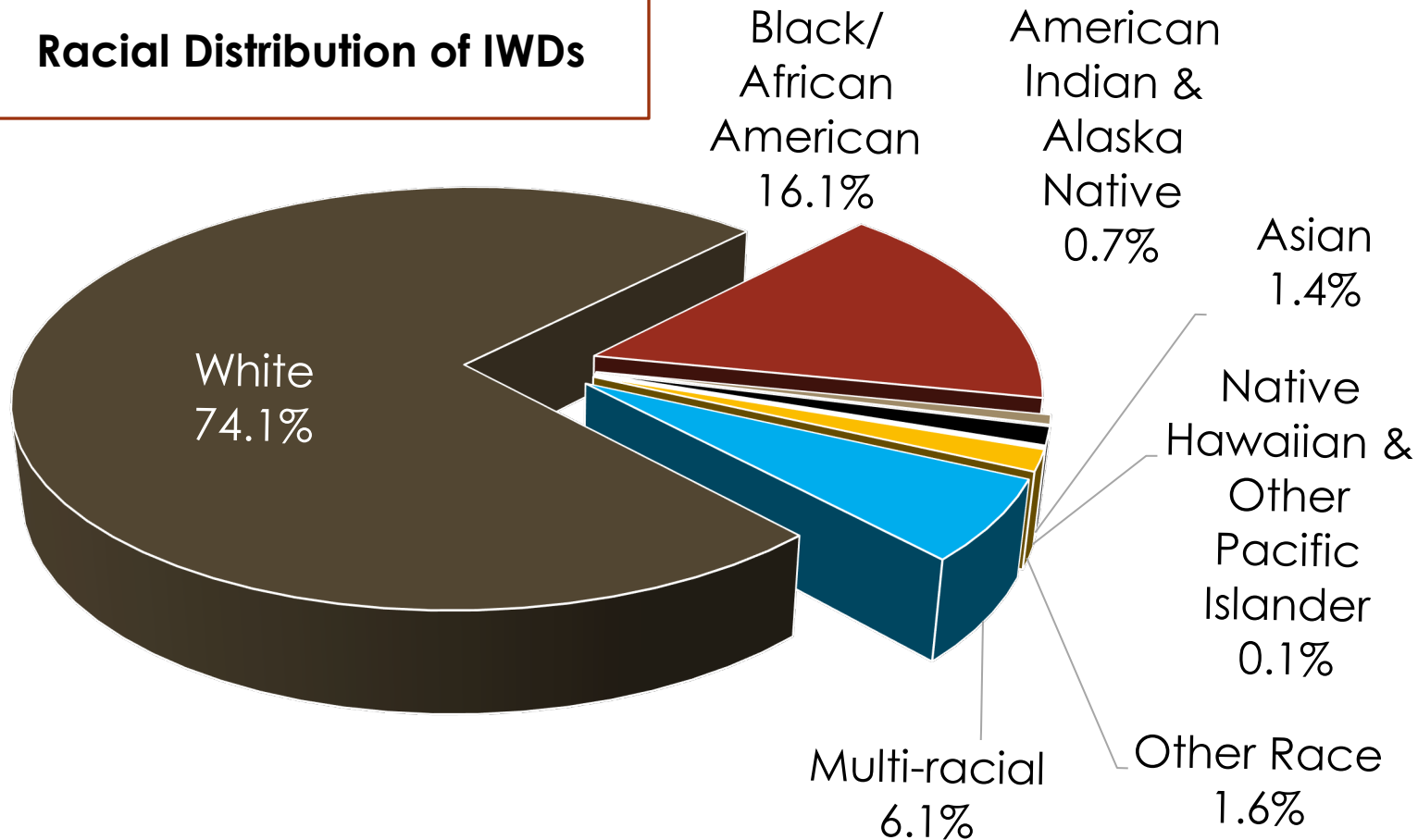
Michigan Disability Statistics (2021 ACS)

	U.S.	MI
Total Number	326,912,547	9,949,959
Individuals with Disabilities	42,485,034	1,379,813
% of Total	13.0%	13.9%

MI

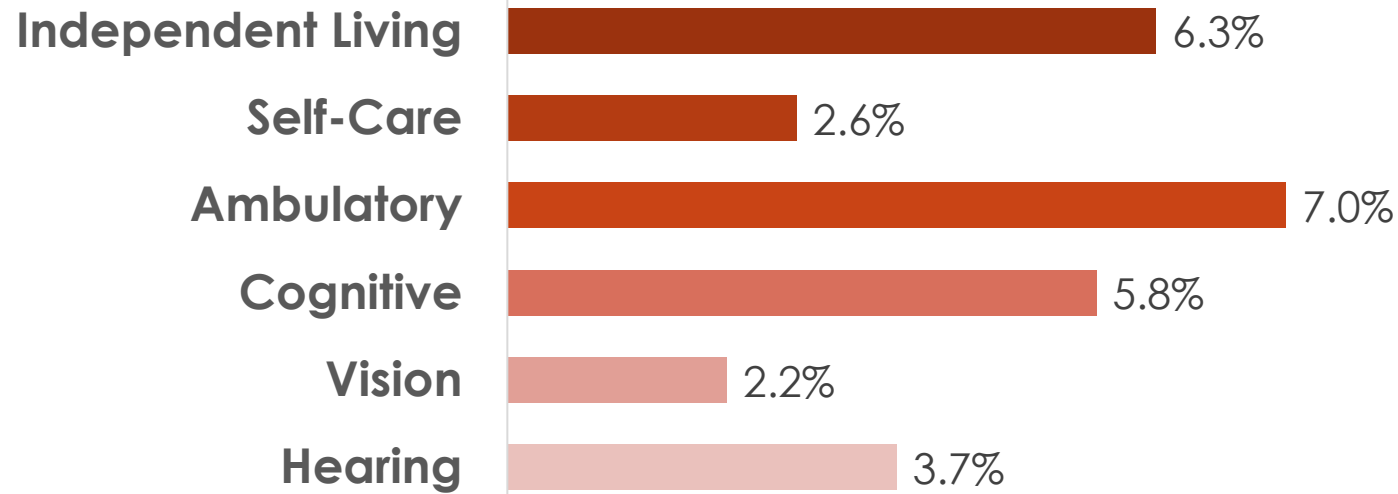


Racial Distribution of IWDs

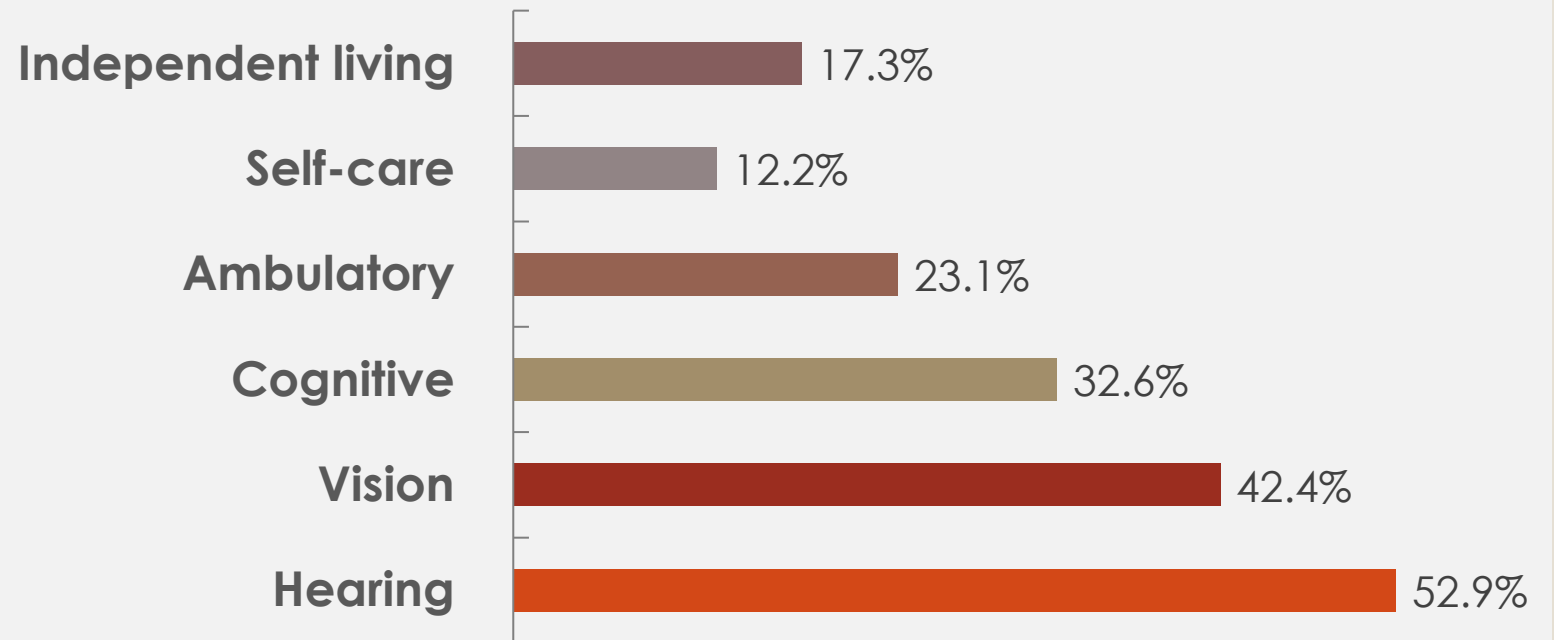


Hispanics with Disabilities
4.0%

Michigan Disability Statistics (2021 ACS)

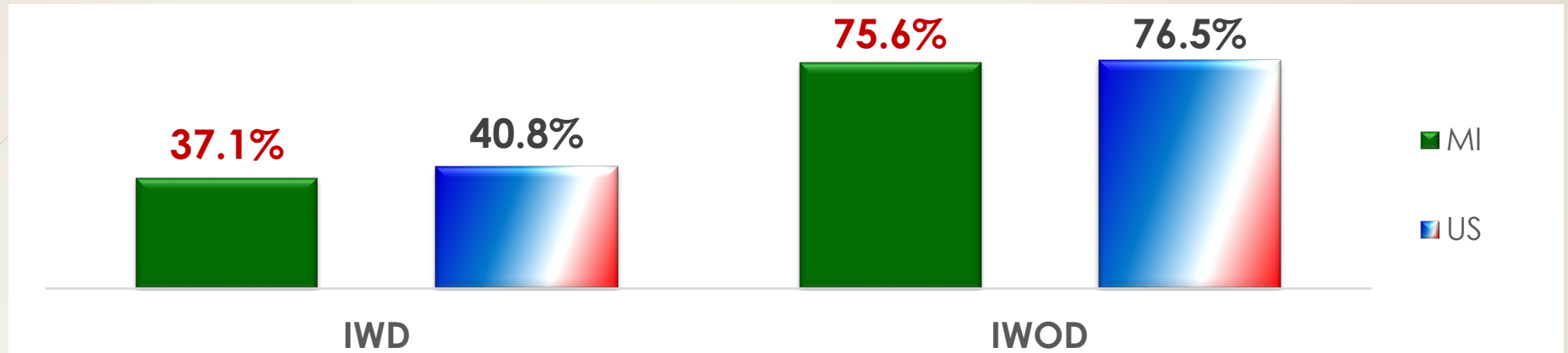


Employment
Rate
by Disability



Michigan Disability Statistics (2021 ACS)

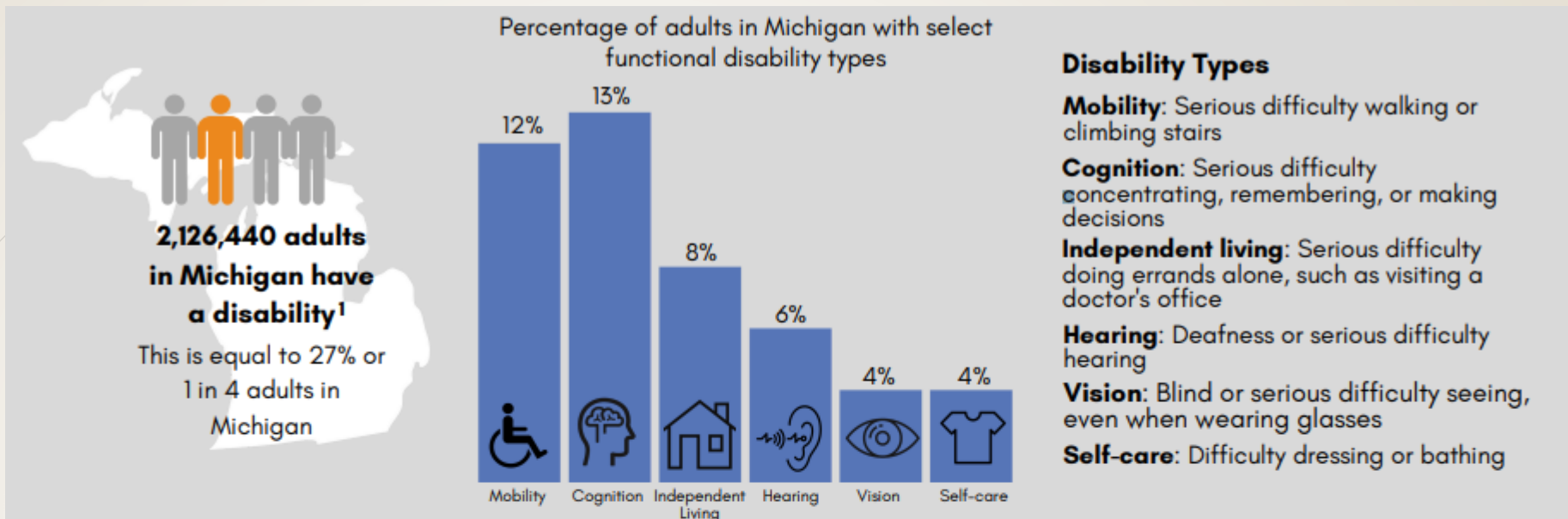
Employment Rate by Disability Status



	US		MI	
	IWOD	IWD	IWOD	IWD
Employment Rate (Full-time/All Year)	68.0%	54.3%	63.5%	48.8%

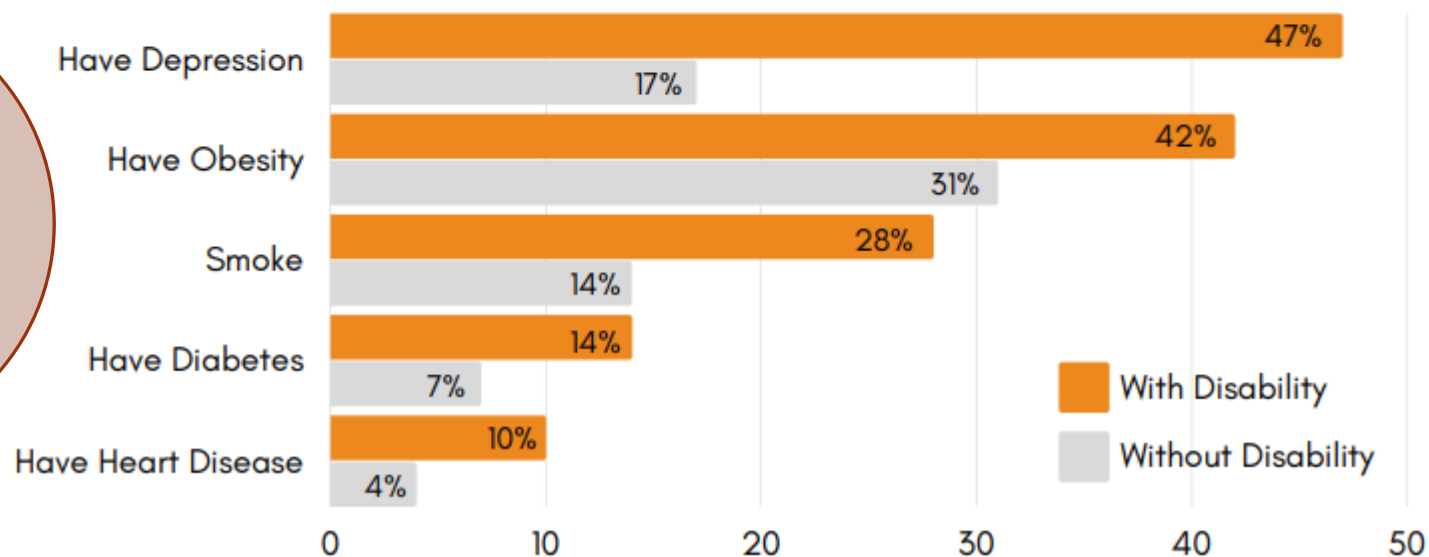
	US		MI	
	IWOD	IWD	IWOD	IWD
Poverty Rate	10.5%	24.4%	10.8%	25.7%
Median Earnings	\$40,948	\$28,438	\$38,654	\$25,427

Michigan Disability Statistics (2020 CDC)



Adults with disabilities in **Michigan** experience health disparities and are more likely to...¹

Adults
with
Disabilities
27%

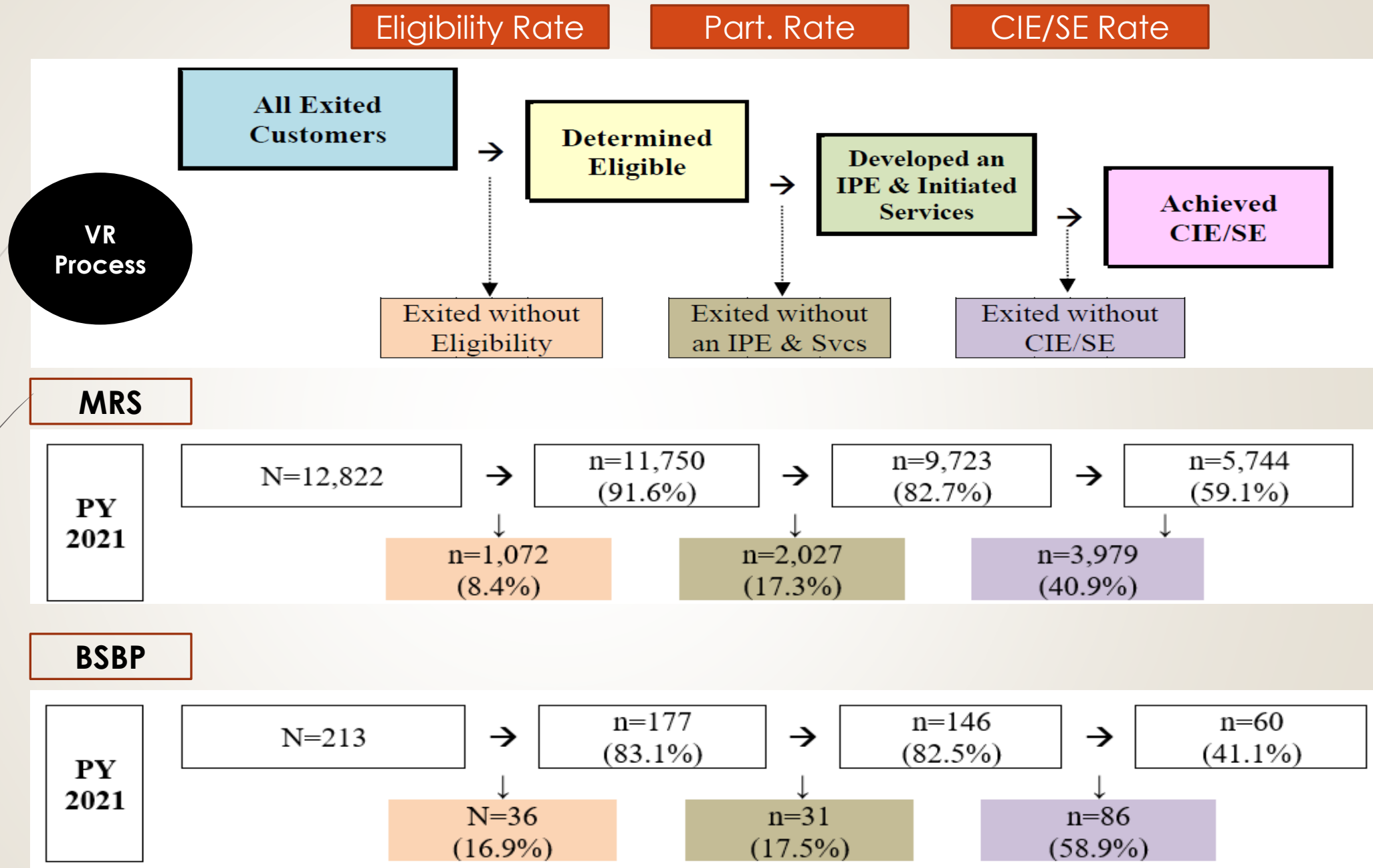


Visit dhds.cdc.gov for more disability and health data across the United States.

Statewide Performance Accountability Measures (PY 2020)

	Adult	Dislocated Worker	Youth	Wagner- Peyser	VR (MRS &BSBP)
Total Participants Served	6,366	2,740	4,219	59,375	21,901
Total Participants Exited	2,516	915	1,435	20,971	9,153
Emp 2nd Qt after Exit	80.0%	87.8%	76.1%	66.4%	57.3%
Emp 4th Qt after Exit	76.9%	86.4%	71.8%	66.4%	54.7%
Median Earnings 2nd Qt after Exit	\$7,108	\$8,745	\$3,963	\$6,465	\$5,508
Credential Attainment	83.8%	83.1%	71.9%	na	23.9%
Measurable Skill Gains	60.3%	62.8%	44.8%	na	48.7%

Extant Data Analysis (PY 2021 RSA-911 Data)



Underserved Populations Identified

- Individuals with Mental Illness
 - Cultural Minority Residents with Disabilities
 - Students and Youth with Disabilities
 - Individuals with Developmental/Intellectual Disab.
 - Individuals with Blindness and/or Visual Impairments
 - Individuals in Poverty (e.g., homeless, low income)
 - Other Groups: Veterans with Disabilities, Returning Citizens, etc.
-
- ❖ Relevant Data (population & service agency data)
 - ❖ Issues & Recommendations
 - ❖ Utilizations of CSNA results



Common Issues

- **Basic Needs Unmet & Lack of Skills**
 - Accessible and affordable housing options
 - Transportation: different transportation issues/needs by geographic location
 - Lack of skills (self-adv, social skills, etc.)
- **Limited Access to Services or Lack of Services/Resources**
 - e.g., mental health services, employment services, and training programs



Common Issues

➤ **Staffing Issues**

- A high turnover rate, lack of qualified and knowledgeable staff, and the need for staff development

➤ **Shortage of Community Outreach**

- Community visibility; lack of knowledge on how to access services and where to seek assistance



Common Issues

➤ **Lack of Interagency Collaboration**

- Lack of resources/funding
- COVID impact
- Marketing Issue

➤ **Public Attitudes**

- Especially, individuals with mental illness and returning citizens

Target Population 1 Individuals with Mental Illness

- ▶ **CMH/SE** served in 2019
 - ▶ 154,227 individuals with mental illness
 - ▶ 2,454 with substance abuse disorder
 - ▶ 16,708 with dual diagnosis of MI & developmental disabilities
- ▶ **MRS (PY 2021)**
 - ▶ 2,655 (27.3%; 40% in 2018) with MI as their primary or secondary disability
 - ▶ High prevalence in African American (37.6%)
 - ▶ Lower CIE/SE rate
- ▶ **Staff Survey:** “affordable mental health services” as unavailable and/or insufficient (52.3%)

MRS
59.1%

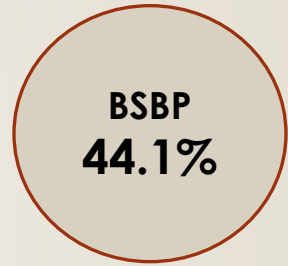
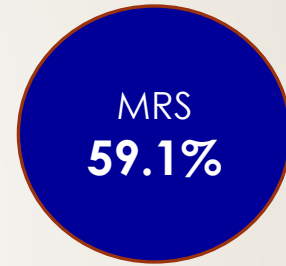
		CIE/SE Rate
MRS	Mental Illness (27.3%)	42.9%
	No Mental Illness	65.1%

Target Population 1 Individuals with Mental Illness

Unmet Needs/Issues & Recommendations

- Lack of mental health services available (e.g., psychoeducation, health services)
- Lack of skills of individuals with mental illness (e.g., personal advocacy, disability management skills)
- Individuals with mental illness having limited or no work history and/or not addressing co-occurring conditions
- Issues concerning staff and providers (e.g., lack of expertise, high turnover)
- Negative attitudes towards individuals with mental illness
- Disconnect between policy and service delivery
- **Address client-specific concerns and needs**
- **Develop stronger working alliances and address client-specific concerns and needs**
- **Provide one-on-one employment services (e.g., job coaching)**
- **Collaborate with different community partners (Share and expand local employment programs identified as promising or effective for this population)**
- **Use technology and innovation to expand agency initiatives and services**
- **Expand funding for mental health services for individuals with mental illness**

- **African American:** MRS (24.7%; 31.7% in 2018) and BSBP (29.6%; 29.3% in 2018) [2021 ACS estimates 16.1%]
 - CIE/SE rates of participants (MRS=47.7%; BSBP=29.8%)
- **Hispanic:** MRS (3.8%) and BSBP (4.7%) [2021 ACS estimates: 4.0% IWDs]
 - CIE/SE rates (MRS=48.7%; BSBP=29.6%)
- **Multiracial and Native American**
 - CIE/SE rates (MRS=46.3% & 42.7%; BSBP=n/a; small N)
 - Caution: low number served
- **Arab American:** 1.6% of residents identify their ancestry as Arab (39.1% of respondents reported their English as less than very well: 2021 ACS).
 - 6.6% in Wayne, 2.9% in Macomb and 1.5% in Oakland Co.



Unmet Needs/Issues & Recommendations

- Language barriers (customers)
- Difficulty accessing services (e.g., lack of awareness about services, unwillingness to seek help, distrust of gov.)
- Difficulty transferring education and training to U.S. workforce (e.g., refugees, Immigrant status)
- Lack of culturally sensitive services (esp., services for refugees or specific racial groups)
- Lack of qualified interpreters or bilingual staff
- **Engage cultural minorities in advocacy**
- **Develop outreach strategies, crucial components to successful results with the culturally minority consumers**
- **Provide professional development training to staff**
- **Hire bilingual staff**
- **Develop liaisons with other agencies to strengthen cross-agency collaborations with core and strategic partners (effective)**
- **Conduct needs assessments to better identify and address barriers and service gaps (Local level)**

Students and Youth with Disabilities

➤ School Data (IDEA/SPP)

Compared to students WO disabilities, SWD had:

- a lower graduation rate (57.0% vs. 83.6%)
- a had higher dropout rate (12.7% vs. 7.0%)

BSBP
44.1%

MRS
59.1%

➤ VR Data (<25 years at application)

		Eligibility Rate	Part. Rate	CIE/SE Rate
MRS	Stu/Youth (38.5%)	93.5%	84.0%	42.6%
	Adults	90.5%	82.0%	69.2%
BSBP	Stu/Youth (31.5%)	93.1%	92.5%	24.1%
	Adults	83.8%	82.2%	51.5%

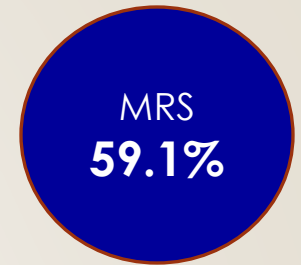
- MRS Freq: Cognitive (51.9%); Mental-Psychosocial (30.1%)
- MRS FREQ; Male (61.8%) vs. Female (37.6%)
- MRS CIE/SE rate: Male (44.2%) vs. Female (41.2%)
- MRS CIE/SE rate for white male (45.8%) vs African female (36.5%)

Unmet Needs/Issues & Recommendations

- Inadequate skills training programs
- Limited access to services and resources
- Difficulty navigating multiple systems
- Inadequate staffing
- Need to improve pre-employment transition services (PRE-ETS)
- Service discrepancies across agencies and local offices
- Lack of interagency collaboration
- **Better engage students and youth using an individualized approach**
- **Develop and provide a variety of transition services and programs**
- **Educate and support stakeholders (e.g., families, school teachers)**
- **Provide professional development training and quality supervision to staff**
- **Focus on community outreach**
- **Improve interagency collaborations (COVID impact - VRCs in school & correctional facilities)**
- **Improve systemic issues for service discrepancies**

Target Population 4 Individuals with Developmental / Intellectual Disabilities

➤ MRS (PY 2021)



➤ Distributions & CIE/SE rates:

- 15.8% participants with LD -- 42.2% CIE/SE
- 10.7% with ASD -- 54.4% CIE/SE
- 11.5% with ADHD -- 48.5% CIE/SE
- 9.2% with intellectual disabilities -- 46.3% CIE/SE

- Of 3,859 students and youth participants (younger than 26 years at application), the most frequent causes/sources of disabilities included LD (34.4%), ASD (22.2%), ADHD (23.5%), and ID (14.0%).

- Compared to the overall CIE/SE rate of 43.0% for students and youth with disabilities, the ASD group (51.8%) showed the highest CIE/SE rate, followed by ADHD (43.5%), LD (40.6%), and ID (39.1%) groups.

- **CIL/DN:** 32% with cognitive disabilities; 26% with multiple disabilities

Target Population 4 Individuals with Developmental / Intellectual Disabilities

Unmet Needs/Issues & Recommendations

- Lack of breadth and depth of services (e.g., employment, assessment)
- Lack of social and daily living skills
- Being underemployed or underpaid
- Lack of family involvement and support
- Lack of qualified professionals
- Time-consuming service processes
- Lack of outreach
- Negative attitudes or misunderstanding toward individuals with disabilities
- **Develop and provide individualized/customized supports**
- **Provide comprehensive training**
- **Educate individuals with IDD and their families**
- **Develop and implement advocacy and outreach strategies**
- **Provide education and training to professionals**
- **Secure more funding**
- **Collaborate with other agencies**

Individuals with Blindness and/or Visual Impairments

2021 BSBP Data

- 213 customers exited BSBP. Of them, 47.9% were male; 59.2% White; 29.6% African American; 4.7% Hispanic; 31.5% Students and youth; 8% older than 64 years at application.
- Eligibility rate (83.1%); Participant rate (82.5%); and CIE/SE rate (41.4%)
- A lower proportion of participants with the following characteristics achieved CIE/SE: male, African American, Hispanic, students and youth, those without high school diploma, those having secondary disabilities (e.g., physical, cognitive impairments), and those with barriers such as long-term unemployment, low income, and cultural barriers

Individuals with Blindness and/or Visual Impairments

Unmet Needs/Issues & Recommendations

- Lack of services and support
- Lack of accessibility (e.g., documents, technology)
- Limited transportation
- Sub-Populations
 - 55+ unemployed
 - Working from home
 - Med. aspects of blindness
 - Rural, Poverty, Homeless, Racial Minorities, etc.
- **Provide useful resources or training**
 - e.g., early training for assistive technology, literacy (from 14 yrs), self advocacy training
 - Individualized & Needs-based approach
 - Virtual services
 - Transportation
- **Accessible Tech/Doc**
- **Marketing** (esp., medical)

Adults in Poverty (Age>=25)

- **Potential Indicators related to poverty:** SSI, WO high school diploma, or having barriers (i.e., low income, unemployment, homeless)
- **Poverty Rates:** 49.7% (MRS) and 62.0% (BSBP) of participants with at least one Poverty Indicator
 - Lower CIE rates than those with no poverty indicator

	MRS (CIE/SE)		BSBP (CIE/SE)	
WO Poverty	3,022	87.0%	35	77.1%
W/ Poverty	2,989	51.2%	57	45.0%
1 indicator	1,312	63.2%	21	38.1%
2 ind.	1,024	45.5%	21	42.9%
3 ind.	537	38.0%	11	9.1%
4 ind.	105	26.7%	4	50.0%
5 ind.	11	36.4%	-	-

MRS
59.1%

BSBP
44.1%

Individuals in Poverty,
incl. Homeless, Low Income, etc

Adults in Poverty (Age \geq 25; MRS)

	N	Poverty Rate	CIE/SE Rate
Ann Arbor	347	49.3%	51.5%
Northern	266	23.3%	53.2%
Southwest	520	55.0%	46.2%
West Central	401	38.2%	55.6%
Lansing	298	58.1%	54.9%
Detroit	997	76.1%	45.7%
Mid-Michigan	416	33.2%	58.7%
Wayne	810	48.1%	53.3%
Oakland	528	28.2%	59.1%
Macomb	376	45.2%	66.5%
Eastern	494	54.0%	47.9%
Grand Rapids	375	40.3%	45.7%
Marquette	183	65.6%	53.3%
Total	6,011	49.7%	51.2%

Individuals in Poverty, incl. Homeless, Low Income, etc

Unmet Needs/Issues & Recommendations

Homeless Population

- Lack of affordable and accessible housing
- Lack of services/funding
- Consideration of intersectionality

Geographic Implications

- Rural: Limited services/resources (incl. tech, business)
- Metropolitan: Ed, poverty
- Both: Transportation, Access to health services

Homeless Population

- **Provide Wraparound Services**
- **Collaborate with Other Agencies**
- **Train Service Staff**
- **Family involvement in VR process**

Geographic Implications

- **Interagency Collaboration**
- **Services based on individualized needs**
- **Alignment & Flexibility with the Social and Systems Changes**

Barriers to Employment

	MRS			BSBP		
	N	%	CIE/SE (59.1%)	N	%	CIE/SE (41.1%)
Low Income	3,726	38.3%	46.4%	77	39.7%	27.6%
Long Term Unemployed	2,271	23.4%	39.2%	58	52.7%	31.2%
Basic Skills Deficient or Low Levels of Literacy	2,120	21.8%	46.7%	0	-	-
Ex-Offender	694	7.1%	40.2%	8	5.5%	0.0%
English Language Learner	462	4.8%	45.5%	0	-	-
Single Parent	408	4.2%	50.0%	6	4.1%	50.0%
Cultural Barriers	393	4.0%	42.0%	26	17.8%	23.1%
Homeless	384	3.9%	41.7%	3	2.1%	66.7%
Foster Care Youth	143	1.5%	46.9%	0	-	-
Displaced Homemaker	46	0.5%	54.3%	0	-	-
Exhausting TANF Within Two Years	25	0.3%	40.0%	0	-	-
Migrant and Seasonal Farmworker	8	0.1%	62.5%	0	-	-



Future Trends

- **Advance in Technology:**
utilization in service delivery
- **Education and Training:**
Governors' initiative (60 by 30), equity issues, and service staff
- **Interagency Collaboration** with business, state departments & community organizations
- **Importance of Quality Core Services:** person centered approach, inclusion, social justice



Questions or
Comments?

THANK YOU!