

BENCHMARKS AND DESIRED OUTCOMES

Benchmarks: through the phase-out:

- (1) 14c certificates status
- (2) Wages
- (3) unemployment rates
- (4) competitive integrated employment
- (5) non-work activities

Resources: to ensure that individuals receive support according to their needs and preferences in an integrated setting, regardless of the nature or severity of the individuals' disabilities

- (1) Best practices and resources for accessing funding and resources, including for staffing, transportation, and other needed services and supports;
- (2) Best practices and resources for decision making by the individual or the individual's representative, as appropriate;
- (3) Best practices and resources for accessing medical or behavioral support needs; and
- (4) Best practices and resources for addressing family members' concerns or opposition

Outcomes:

- (1) Wages
- (2) Unemployment rates
- (3) The number of individuals who move from subminimum wage positions to competitive, integrated employment; and
- (4) The number of individuals who move from subminimum wage positions to nonpaying activities

14c Certificate Method and Plan:

To track 14c certificates, partners gathered data from the United States Department of Labor (DOL), and DDA to verify 14c certificate status paying close attention to the expiration date of each certificate. The certificates are reissued on a two-year cycle. Legally, the current 14c certificate providers can renew until October 1st 2020 which includes an option for partial renewal in 2019.

The plan has been to track each year how many 14c certificates are in use in Maryland using a collaborative interagency approach.

The baseline data was provided through DOL's yearly revised spreadsheet listing all registered 14c certificates at the beginning of each calendar year. MDOD, Maryland Labor, and DDA collaborated to update any known changes annually before October 1st of 2017-2020 and provide a summary and identify trends.

This information was updated on a yearly basis.

Application for and use of all federal and state funding programs, including programs available under Medicaid waiver amendments and resources under the Workforce Innovation and Opportunities Act, to assist individuals with disabilities to obtain competitive, integrated employment; and

Plan: for each of the 4 years in the phase-out, track year how many 14c certificates are in use in Maryland, using a collaborative interagency approach.

- (1) 14c certificates status,
- (2) wages,
- (3) unemployment rates,
- (4) competitive integrated employment and
- (5) non-work activities throughout the four-year phase-out.

Baseline data was provided through DOL's yearly revised spreadsheet listing all registered 14c certificates at the beginning of each calendar year. MDOD, Maryland Labor, and DDA collaborated to update any known changes annually before October 1st of 2017-2020 and provide a summary and identify trends.

ANNUAL BENCHMARK SUMMARIES

2017 BENCHMARK SUMMARY

Reduction of total number of Maryland 14c certificate for 2017

- In January 2017, there were 41 Maryland providers with registered 14c certificates. The Active certificates status depends on the expiration date of the 14c certificate. 14c certificates expire every two years. In 2017, all registered 14c certificates were scheduled to expire within the year. Under Maryland law the providers are legally allowed to renew their 14 c certificate until October 1, 2020. This includes a partial renewal.

At the time of 2017 plan submission, 10/1/17

- 18 out of the 41 providers or 44% had chosen to not renew their 14c certificates.
- 17 out of the 41 providers or 41% had chosen to renew their 14c certificates.
- There were 6 providers or 15% who had not informed Maryland Labor whether they would renew or not renew at the time of plan submission in October 2017.
- The 17 providers listed in the 2017 plan submission renewed their certificates
- The six providers listed unknown at the time of the 2017 plan submission, all renewed their certificates.

- (1) Linwood Center,
- (2) Arc of Southern MD
- (3) Rehabilitation Opportunity Inc.

- (4) Opportunity Builders Inc.
- (5) Bayside Community Network
- (6) Chesapeake Center

Total 2017 percentages

- ✓ 18 out of the 41 providers or 44% had chosen to not renew their 14c certificates.
- ✓ 23 out of the 41 providers or 56% had chosen to renew their 14c certificates.

2018 BENCHMARK SUMMARY AND ADDITIONAL DATA

- (1) Reduction in Total Number of Maryland 14c certificates from 2017
- (2) Number of 2018 Maryland 14c certificates in active use and not in active use
- (3) Average wage of individuals working in various categories of employment
- (4) Number of people working in various categories of employment

Number of 2018 Maryland 14c certificates in active use and not in active use:

In the 2018 report the number of 14c certificate providers has reduced from 41 providers to 23 providers or by 44%

- ✓ Of the twenty-three 14c certificate providers: Eighteen 14c Certificates were in active use³ or 78%
- ✓ Of the twenty-three 14c certificate Providers: Four 14c Certificates are not in active use or 17%
- ✓ As a result of being in between years in terms of 14c licensing cycle, DDA conducted interviews with all the majority of DDA 14c certificate holding providers.
- ✓ According to agency self-reports, it is anticipated by the time of the submission of the 2019 annual report, only seven DDA provider agencies and one non-DDA provider agency will be utilizing a 14c certificate.
- ✓ The majority of 14c providers have a formalized plan customized to their specific needs.
- ✓ Those that did not have a formalized plan in place said they were creating a plan.
 - The majority of the providers have a target date to phase-out their 14c certificates.
 - All responding providers communicated that all people working under 14c certificates have been notified.
- ✓ This seems to typically be happening during people's annual person centered planning times.
 - Most providers mentioned multiple strategies to notify families, including person centered planning meetings and town hall type sessions. Several providers described communication with families about this issue to be complicated due to the multi-faceted approaches needed depending on each provider organization's unique business models and needs of people supported.

The Average wage of individuals working in various categories of employment

Overall, the hourly wage increased across all categories over four data collection periods in 2018.

The number of people in various categories of employment

2018 data showed an increase in the percentage of people taking part in competitive integrated employment, 19.9 % in October 2017 to 21.4% in May 2018. While the percentage of people taking part in sheltered work continued to decrease from 16% in October 2017 to 12.8% in May 2018.

2019 BENCHMARK SUMMARY

- ✓ Reduction in Total Number of Maryland 14c certificates from 2018
- ✓ Number of 2019 Maryland 14c certificates expired by time of annual report
 - Number of 2019 Maryland 14c certificates partial renewal
 - Number of 2019 Maryland 14c certificates expired and not renewed will be a larger percentage than the Number of 2019 Maryland 14c certificates partial renewed
- ✓ The Average wage of individuals working in various categories of employment
- ✓ The number of people in various categories of employment

All benchmarks were met for 2019, please see the summary below.

Reduction in Total Number of Maryland 14c certificates from 2018

In 2019 the number of 14c certificate providers will reduce from 23 providers in 2018 to four providers by the end of 2019 or by 83%

Number of 2019 Maryland 14c certificates expired by time of annual report

In the 2019 report the number of 14c certificate providers reduced from 23 providers in 2018 to eight providers in 2019 or a reduction of 65%

Number of 2019 Maryland 14c certificates partial renewal

The number of 2019 Maryland 14c certificates expired and not renewed 19 (83%) is a larger percentage than the Number of 2019 Maryland 14c certificates partial renewed 4 (17%)

- ✓ The number of 2019 Maryland 14c certificates expired and not renewed is 19 providers out of the 23 providers or 83% either have expired or will expire by the end of 2019 and will not renew
- ✓ Four out of the 23 14c providers or 17% have or will partially renew

The Average wage of individuals working in various categories of employment

Overall, the hourly wage has continued to increase across all categories

The number of people in various categories of employment

Data over the past three years shows an increase in the percentage of people taking part in competitive integrated employment, 20.1 % in October 2017 to 22.2% in May

2019. While the percentage of people taking part in sheltered work continued to decrease from 20.5 % in October 2017 to 9.2 % in May 2019.

2020 BENCHMARK SUMMARY

• NOTE ABOUT 2020 EMPLOYMENT DATA

Due to COVID-19 data points used in the 2017-2019 EEA legislative reports were not available. DDA typically tracks individual employment outcome data, including wages, hours worked and types of employment in May of each year.

Instead, aggregate-level data was collected related to individuals and their employment status in June of 2020. The individual level employment data will be collected next in October 2020 and will provide a more accurate picture of the current employment outcomes for people supported in DDA services.

Maryland phased – out subminimum wage for people with disabilities and met all benchmarks. The benchmarks are as follows: Reduction in Total Number of Maryland 14c certificates from 2019

- (1) Number of 2020 Maryland 14c certificates by October 1, 2020
- (2) Number of Maryland 14c certificates expired
- (3) The average wage if individuals working in various categories of employment
- (4) The number of people in various categories of employment

REDUCTION IN TOTAL NUMBER OF MARYLAND 14C CERTIFICATES FROM 2019

The reduction in total number of Maryland 14c certificates is the remaining 14c Certificates from 2019 and 2020 (10)

NUMBER OF 2020 MARYLAND 14C CERTIFICATES BY OCTOBER 1, 2020

The number of Maryland 14c certificates by October 1st, 2020 is zero

NUMBER OF MARYLAND 14C CERTIFICATES EXPIRED

The number of Maryland 14c certificated expired is 10