

# **Minnesota Day Training and Habilitation Survey Results**

Disability Services Division

September 2011



Minnesota Department of **Human Services**

## **Introduction**

Day services support a person's employment or work, self-care, communication skills, socialization, community orientation, transportation needs, emotional development, development of adaptive behavior, cognitive development and physical mobility. Day services include Day Training and Habilitation (DT&H) services. Day services are provided by state-licensed providers.

Day services include training, supervision, assistance and other support activities designed and implemented in accordance with a person's individual service plan. These services help the person attain and maintain the highest level of independence, productivity and integration into the community where the person lives and works. There are 296 licensed DT&H provider sites or operations located in 84 of Minnesota's 87 counties.

The Minnesota Department of Human Services through its Disability Services Division collected programmatic and fiscal information from DT&H providers on DT&H services delivered during calendar year 2009. Many of the DT&H providers also provided other types of day services. DHS captured information on the other types of day services as well.

DHS gathered in the information in accordance with Minnesota Statute section 252.46, subdivision 10 and with the cooperation of the Minnesota Developmental Achievement Centers Association and the Minnesota Habilitation Coalition. DHS collected the information between the months of June 2010 and February 2011 through an online tool.

DHS used the information to produce this report. DHS will also use the information to respond to inquiries from the Minnesota Legislature, Centers for Medicare & Medicaid Services and nationally renowned research study projects. One such research project is the National Report of Day and Employment Programs produced by the Institute for Community Inclusion at the University of Massachusetts-Boston.

## **Service Population and Funding Sources**

DT&H providers report that 16,235 people access services. 81% have a diagnosis of developmental disability. 7.3% of the people served receive services funded through the Community Alternatives for Disabled Individuals (CADI) Waiver. This is followed by the Department of Employment and Economic Development (DEED)/Vocational Rehabilitation funding (4.7%); county funding (2.7%); Brain Injury (BI) Waiver (2.4%); and public school/special educational funding (1.1%).

Funding is also provided through Community Alternative Care (CAC) Waiver; private financing; Social Security Administration (SSA) through the Employment Network-Ticket to Work programs; Veterans' Affairs (VA) funding; and workers' compensation. Each funds less than 1% of service recipients.

**Table 1: DT&H Service Population/Funding Sources**

<b>Service Population/Funding Source</b>	<b>Number of Providers Responding</b>	<b>Number of Recipients</b>	<b>Percent of Recipients</b>
Number served with a developmental disability	179	13,148	81.0%
CAC Waiver recipients	179	19	0.1%
CADI Waiver recipients	179	1,179	7.3%
BI Waiver recipients	179	387	2.4%
County funded recipients	179	445	2.7%
Private pay recipients	179	52	0.3%
Public school recipients	179	180	1.1%
SSA recipients	179	59	0.4%
VA recipients	179	6	0.0%
DEED/Vocational rehabilitation recipients	179	760	4.7%
Worker's compensation recipients	179	0	0.0%
<b>Total</b>		<b>16,235</b>	

### Services and Supportive Programs

Of the 16,235 people reported as receiving services, 9,605 or 59% were reported as receiving social skills training. 9,102 or 56% were reported as receiving community integration training. 8,569 or 53% were reported as receiving leisure activities training. 8,522 or 52% received self-preservation training. Find a detailed list of these and other services and supportive programs in Table 2. These numbers represent a duplicative count. Each individual may have received more than one of the listed services.

**Table 2: Service/Supportive Program Utilization**

<b>Service/Supportive Program</b>	<b>Number of Providers Responding</b>	<b>Number of Recipients</b>	<b>Percent of Recipients</b>
Community integration/utilization skills training	178	9,102	56%
Fine arts training	178	4,695	29%
Independent living skills	178	6,243	38%
Intensive behavioral training	177	1,949	12%
Intensive medical/physical health training	179	1,873	12%
Leisure activities training	179	8,569	53%
Personal hygiene training	179	6,755	42%
Remedial academic training	179	2,818	17%
Social skills training	179	9,605	59%
Speech therapy/adaptive communication	179	1,853	11%
Transportation/mobility training	179	6,810	42%
Vulnerability self-preservation/maltreatment self-protection skills training	179	8,522	52%

## Work Experiences for People Receiving Program Services and Supports

In the survey, employment and work experiences were defined as follows:

**Facility-based employment:** Paid tasks and work performed within the building and/or on the grounds of the facility.

**Group community employment:** Paid work crews or job enclaves within community businesses or organizational settings.

**Independent placement:** One person occupying and working at a single, paid job position at any given time within a community employer's business or organizational premises receiving intensive-to-no employment coaching and support.

**Self-employment:** Sole proprietorship businesses, entrepreneurial micro-enterprise owners/operators, etc., within the community.

9,834 positions held by participants of DT&H services or 61% are facility-based jobs or work experiences. 34% of positions (5,594) occur in group community employment. 12% or just over 1,900 are independent placements within the community. 1% of positions are based in self-employment. Data represented in Table 3 is not mutually exclusive. A person may take part in multiple types of work experiences. In total, DT&H recipients perform 17,425 positions of employment.

**Table 3: Work and Non-paid Work Experiences or Volunteer Positions**

Type of Work/Work Experience/Volunteer Position	Number of Providers Responding	Number of Recipients	Percent of Recipients
Facility-based jobs or employment experiences; pre-vocational training	179	9,834	61%
Group community employment	178	5,594	34%
Individual job placement - community	178	1,909	12%
Self-employment	178	88	1%
Non-paid community work/volunteer	178	1,351	8%
Non-paid DT&H work	177	472	3%
Non-paid community and DT&H work	177	786	5%
Non-paid only (work/volunteering)	177	724	4%
<b>Total</b>		<b>16,235</b>	

As shown in Table 3, 16% of those receiving services perform non-paid work experiences or volunteer work. Of the 16%, 8% only in the community; 3% only within the DT&H facility; and 5% in both settings. For 724 people or 4% of the total receiving services, unpaid or work experiences or volunteering are the only type of community-based work they complete.

Providers reported 1,677 participants as not pursuing any involvement in work experiences, jobs or vocational training. This represents 10% of all individuals receiving DT&H services.

**Table 4: Recipients with No Employment Interest**

Type of Employment	Number of Providers Responding	Number of Recipients	Percent of Recipients
Community work only	175	362	22%
Community and DT&H work	179	1,315	78%
<b>Total</b>		<b>1,677</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>10%</b>

## **Paid Wages for People Receiving Program Services and Supports**

### **Facility-based work**

As shown in Table 5, of the 10,354 surveyed facility-based employment positions:

- 8,803 or 85% of facility-based employment positions pay at a commensurate special or sub-minimum wage
- 1,360 (13%) pay at least the minimum wage, and
- 191 (2%) pay competitively more than the minimum wage.

**Table 5: Wage Levels for Facility-Based Work**

Wage Level	Number of Providers Responding	Number of Recipients	Percent of Recipients
Commensurate special or sub-minimum wage	178	8,803	85%
Minimum wage	176	1,360	13%
Above minimum wage	177	191	2%
<b>Total</b>		<b>10,354</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>63.8%</b>

### **Community-based group employment**

As shown in Table 6, of the 7,154 surveyed group community employment positions:

- 4,375 or 61% of group employment positions pay at a commensurate special or sub-minimum wage
- 2,279 (32%) pay at least the minimum wage, and
- 500 (7%) pay competitively more than the minimum wage.

**Table 6: Wage Levels of Community-Based Group Employment**

<b>Wage Level</b>	<b>Number of Providers Responding</b>	<b>Number of Recipients</b>	<b>Percent of Recipients</b>
Commensurate special or sub-minimum wage	178	4,375	61%
Minimum wage	177	2,279	32%
Above minimum wage	178	500	7%
<b>Total</b>		<b>7,154</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>44.1%</b>

### **Community-Based Independent Placement**

Of the 2,904 surveyed community-based independent placements:

- 268 or 9% of independent job placements pay at a commensurate special or sub-minimum wage
- 1,583 (55%) pay at least the minimum wage, and
- 1,053 (36%) pay competitively more than the minimum wage.

**Table 7: Wage Level of Community-Based Independent Placements**

<b>Wage Level</b>	<b>Number of Providers Responding</b>	<b>Number of Recipients</b>	<b>Percent of Recipients</b>
Commensurate special or sub-minimum wage	177	268	9%
Minimum wage	177	1,583	55%
Above minimum wage	178	1,053	36%
<b>Total</b>		<b>2,904</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>17.9%</b>

### **Self-Employment**

As shown in Table 8, of the 22 self-employment positions:

- 2 or 9% of self-employed pay at a commensurate special or sub-minimum wage
- 11 (50%) pay at least the minimum wage, and
- 9 (41%) pay competitively more than the minimum wage.

**Table 8: Wage Level of Self-Employed**

<b>Wage Level</b>	<b>Number of Providers Responding</b>	<b>Number of Recipients</b>	<b>Percent of Recipients</b>
Commensurate special or sub-minimum wage	175	2	9%
Minimum wage	175	11	50%
Above minimum wage	178	9	41%
<b>Total</b>		<b>22</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>0.1%</b>

## Benefits

As shown in Table 9, 2,571 participants or 15.8% of all DT&H recipients receive some form of employment benefits. Of those that receive benefits, 49 receive health benefits only, while nearly all (97%) receive fringe benefits (such as paid leave), while 20 (1%) receive both health and fringe benefits.

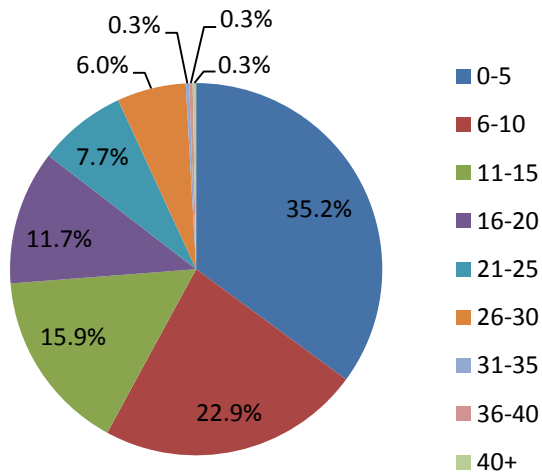
**Table 9: Benefits Received by DT&H Recipients**

<b>Type of Benefit</b>	<b>Number of Providers Responding</b>	<b>Number of Recipients</b>	<b>Percent of Recipients</b>
Health benefits	177	49	2%
Fringe benefits	178	2,502	97%
Both health and fringe benefits	176	20	1%
<b>Total</b>		<b>2,571</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>15.8%</b>

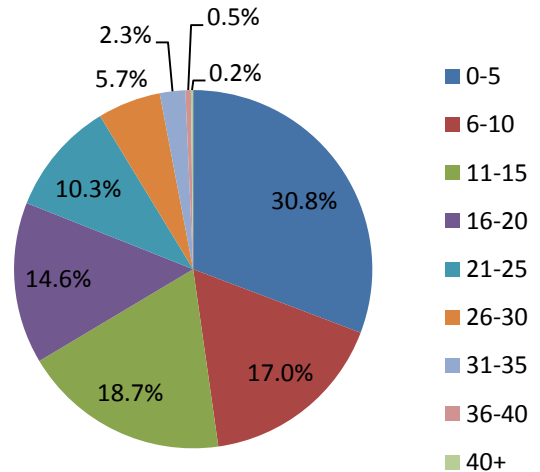
## Weekly Hours Worked

The weekly hours worked vary significantly by type of employment. A majority of facility-based employment positions are 10 hours a week or less, while a slim majority of independent placements are 20 hours a week or more. Figures 1-4 show weekly hours worked by DT&H recipients by type of employment.

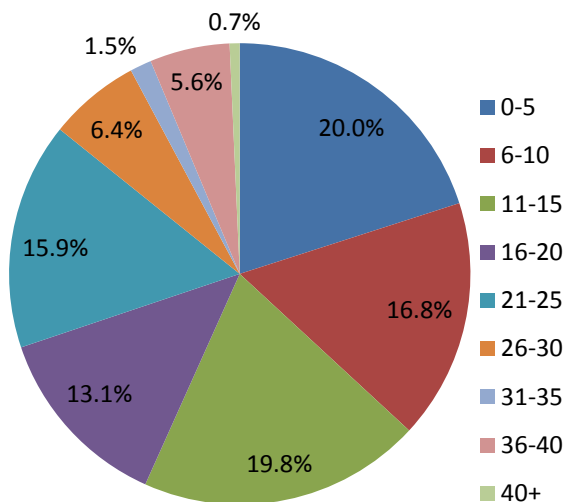
**Figure 1. Weekly Hours Worked: Facility-Based Employment**



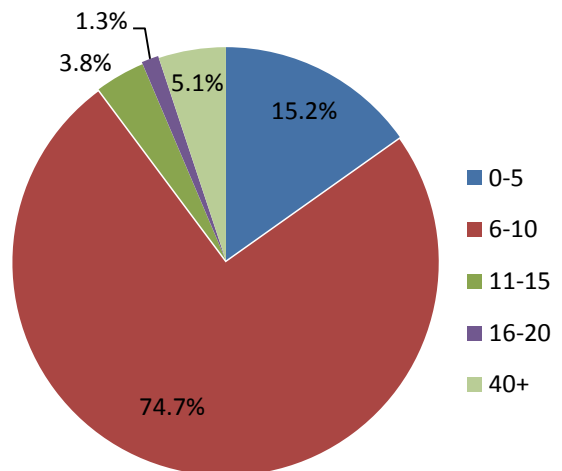
**Figure 2. Weekly Hours Worked: Group-Based Employment**



**Figure 3. Weekly Hours Worked: Independent Placement**



**Figure 4. Weekly Hours Worked: Self-Employment**



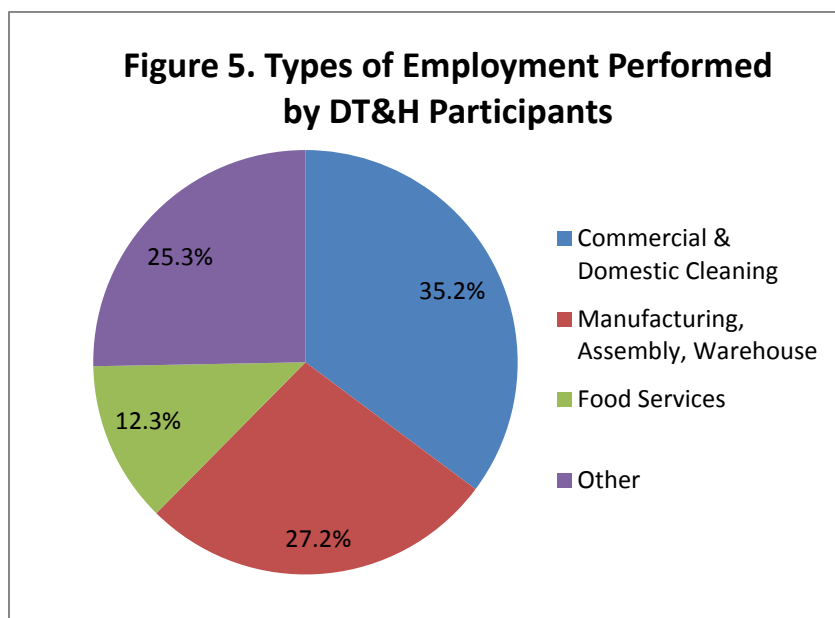
NOTE: No participant was reported as performing self-employed work between 20 and 40 hours weekly.



## Occupational Areas

DT&H participants who work are employed predominantly in the areas of:

- Commercial and domestic cleaning and maintenance (35%)
- Manufacturing, assembly, packaging and other warehouse-related services (27%), and
- Food and beverage services (12%).



NOTE: “Other” in Figure 5 above includes office administrative support (7.2%); construction (4.7%); creative arts (2.8%); farm labor (2.8%); customer service (2.8%); direct care service (1.7%); hospitality services (1.7%); other unspecified types (1.7%); and automotive trade services (0.7%).

The remaining occupational classifications employ less than 10% of recipients respectively: office and administrative support at 7%; construction at 5%; creative arts and farm labor services at 3% each; customer services and direct care services at 2% each; and hospitality services and automotive trade services at 1% each.

## Transportation

As shown in Table 10, 79% of people receiving services (10,447 people) use provider-operated transportation as their primary source of transit when receiving services through a DT&H provider. Only 21% (2,701 people) use public transit as a primary source of transit. Providers report spending over \$33 million on transportation services. \$28.3 million of this cost is paid by Medical Assistance (which includes Medical Assistance [Medicaid] funding and home and community-based waiver services).

**Table 10: Transportation Utilization by DT&H Participants**

<b>Transportation Type</b>	<b>Number of Providers Responding</b>	<b>Number of Participants</b>	<b>Percent of Participants</b>
Provider transportation	179	10,447	79%
Public transportation	177	2,701	21%
<b>Total</b>		<b>13,148</b>	<b>100%</b>
<b>Percent of all DT&amp;H participants</b>			<b>81%</b>

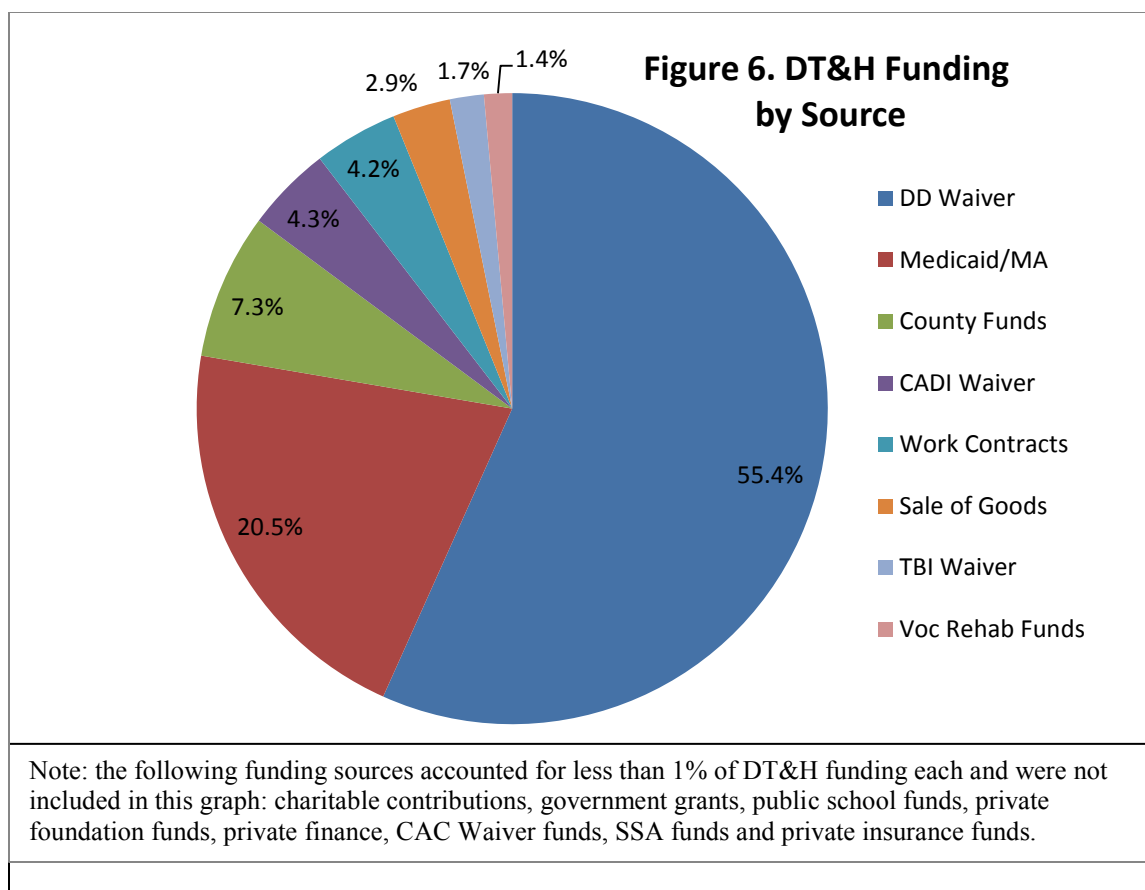
## DT&H Funding

### Total Funding

As shown in Table 11 and Figure 6, in 2009, DT&H providers received \$296,762,941 in funding from various sources.

**Table 11: 2009 DT&H Funding by Source**

<b>Funding Source</b>	<b>Number of Providers Responding</b>	<b>Funds Received</b>	<b>Percent of Total Funds Received</b>
DD Waiver	165	\$ 164,285,092	55.4%
Medical Assistance (MA)	111	\$ 60,813,813	20.5%
County	121	\$ 21,701,367	7.3%
CADI Waiver	105	\$ 12,881,328	4.3%
Work contracts	83	\$ 12,403,090	4.2%
Sale of goods	70	\$ 8,625,836	2.9%
BI Waiver	68	\$ 5,069,934	1.7%
Vocational Rehabilitation	33	\$ 4,280,267	1.4%
Charitable contributions	70	\$ 2,477,872	0.8%
Government grants	10	\$ 1,683,085	0.6%
Public school	59	\$ 1,060,564	0.4%
Private foundation	26	\$ 896,582	0.3%
Private finance	28	\$ 457,593	0.2%
Social Security Administration	1	\$ 50,000	0.0%
Private insurance	6	\$ 39,921	0.0%
CAC Waiver	3	\$ 36,595	0.0%
Veterans Affairs	0	-	0.0%
Workers compensation	0	-	0.0%
<b>Total</b>		<b>\$ 296,762,941</b>	



## Funding by Support Program

The DT&H survey asked providers to specify the percentage of funding for various support programs that came from both MA and home and community-based waiver funds, and the percentage that came from other funding streams (all remaining funding not captured through MA or HCBS waivers).

Facility-based employment experiences receive over \$81 million in total funding. Providers reported that 84% of that funding, or approximately \$68.3 million, is paid by MA.

**Table 12: Facility-based Employment Funding by Source**

Funding Source	Number of Responding Providers	Amount of Funds	Percent
MA	117	\$ 68,329,020	84%
Other	96	\$ 12,735,648	16%
<b>Total</b>		<b>\$ 81,064,668</b>	<b>100%</b>

Community-based group employment arrangements receive \$79.3 million in total funding. 80%, or about \$63.8 million, is paid by MA.

**Table 13: Group Community-Based Employment Funding by Source**

<b>Funding Source</b>	<b>Number of Responding Providers</b>	<b>Amount of Funds</b>	<b>Percent</b>
MA	117	\$ 63,795,866	80%
Other	89	\$ 15,547,534	20%
<b>Total</b>		<b>\$ 79,343,399</b>	<b>100%</b>

Community-based independent or individual placements receive over \$15.5 million in total funding. 61%, or approximately \$9.4 million, is paid by MA.

**Table 14: Independent Community-Based Employment Funding by Source**

<b>Funding Source</b>	<b>Number of Responding Providers</b>	<b>Amount of Funds</b>	<b>Percent</b>
MA	65	\$ 9,432,107	61%
Other	48	\$ 6,093,884	39%
<b>Total</b>		<b>\$ 15,525,992</b>	<b>100%</b>

As shown in Table 15, support programs (that do not directly involve work experiences or vocational training) receive \$80.8 million in total funding. 91%, or about \$73.4 million, is paid by MA.

**Table 15: Support Program Funding by Source**

<b>Funding Source</b>	<b>Number of Responding Providers</b>	<b>Amount of Funds</b>	<b>Percent</b>
MA	78	\$ 73,436,922	91%
Other	164	\$ 7,384,879	9%
<b>Total</b>		<b>\$ 80,821,801</b>	<b>100%</b>

Transportation services receive \$33.3 million in total funding. 85%, or nearly \$28.3 million, is paid by MA.

**Table 16: Transportation Funding by Source**

<b>Funding Source</b>	<b>Number of Responding Providers</b>	<b>Amount of Funds</b>	<b>Percent</b>
MA	134	\$ 28,269,807	85%
Other	96	\$ 5,036,019	15%
<b>Total</b>		<b>\$ 33,305,826</b>	<b>100%</b>

Lastly, as shown in Table 17, of the approximately \$290 million spent in total on DT&H programs in 2009, about \$243.3 million (or 84%) is funded through Medical Assistance. \$46.8 million or 16% is funded from other sources.

**Table 17: Total 2009 DT&H Funding by Source**

<b>Funding Source</b>	<b>Number of Providers Responding</b>	<b>Amount of Funds</b>	<b>Percent</b>
MA	78	\$ 243,263,722	84%
Other	59	\$ 46,797,964	16%
<b>Total</b>		<b>\$ 290,061,686</b>	<b>100%</b>

### **DT&H Provider Assets and Expenses**

NOTE: Some DT&H facilities provide both day and residential services. The latter's costs are not included.

Respondents were asked to provide data in the following areas: real estate holdings, including estimated worth, rent and mortgage payments; staff compensation including employment levels, wages and benefits; and transportation information, including number of vehicles leased or owned and all annual expenditures directed towards providing transportation services.

### **Building and Property Expenses**

In aggregate, DT&H providers estimate \$181,699,114 in value for their total owned real estate holding. They also estimate \$7.9 million in annual mortgage payments and \$8.6 million in annual rent payments.

**Table 18: DT&H Provider Building and Property Values and Expenses**

<b>Type of Value/Expense</b>	<b>Number of Providers Responding</b>	<b>Amount</b>
Value Real estate	98	\$ 181,699,114
Facility Mortgage Cost	49	\$ 7,916,398
Facility Rent Cost	90	\$ 8,655,632

In aggregate, DT&H providers employed 6,832 staff in 2009, paying a combined \$169.3 million in wages and \$35.3 million in benefits (including health and dental coverage, paid leave, etc.). With the full number estimates, the average annual wage per staff person is \$24,781, with an additional \$5,165 in benefit compensation. Assuming 2,000 hours per person annually, DT&H staff earns an average wage of \$12.39 per hour, with an additional \$2.58 per hour in benefit compensation.

**Table 19: DT&H Staff, Wages, & Benefits**

<b>Staff</b>	<b>Number of Providers Responding</b>	<b>Total</b>	<b>Annual Amount Per Staff Member</b>	<b>Hourly Amount Per Staff Member (2,000 hours/year)</b>
Staff employed	176	6,832		
Staff wages	164	\$ 169,305,413	\$ 24,781	\$ 12.39
Staff benefits	161	\$ 35,284,372	\$ 5,165	\$ 2.58

DT&H providers report 1,870 transportation vehicles the organizations in aggregate lease or own. \$33,141,574 is spent annually to provide transportation services. This results in an average cost of \$17,723 per vehicle. This figure includes purchase or lease payments, depreciation, insurance costs, taxes and fees, maintenance, fuel and all other transportation related expenses. However, it does not include wages and benefits of drivers or any other staff.

**Table 20: DT&H Transportation Costs**

<b>Transportation</b>	<b>Number of Providers Responding</b>	<b>Amount</b>
Number of transportation vehicles	158	1,870
Amount spent transportation	163	\$ 33,141,574
<b>Cost Per Vehicle</b>		<b>\$ 17,723</b>

Of the providers surveyed, 97 providers reported an aggregate total of \$5,220,762 in annual expense relating to capital investment for substantial material, equipment, or supply purposes, resulting in an average annual capital investment cost of \$53,822. This figure represents only those providers that made capital investments during 2009.

## **Data Sources**

Disability Services Division staff compiled data via the results of the Day Training and Habilitation Vendor Report on Program Operations, Services and Work Opportunities, Calendar Year 2009. DT&H providers were given between June 2010 and February 2011 to complete the [online tool](#). If you have questions regarding this report or its contents, please contact the Department of Human Services at (651) 431-2400.

## Appendix 1: DT&H Vendor Survey 2005 and 2009 Comparable Data Fields

### I. People receiving services

	2005	2009
DD	13,878	13,148
CADI/BI	893	1,566
School	224	180
Other	154	1,341
<b>Total</b>	<b>15,149</b>	<b>16,235</b>

### II. People working

	2005	2009
Facility based	8,580	9,834
Group community	9,832	5,594
Independent placement	1,417	1,909
<b>Total</b>	<b>11,748</b>	<b>10,697</b>

### III. People not pursuing work

	2005	2009
<b>Total</b>	<b>2,130</b>	<b>1,677</b>

### IV. Comparative budget indices

	2005	2009
DD Waiver Revenue	\$137,127,596	\$164,258,092
ICF/DD (MA) Revenue	\$33,403,153	\$60,813,813
CCSA Revenue	\$21,846,276	\$21,701,367
CADI/BI Waiver Revenue	\$2,794,249	\$17,951,263
Contract Revenue	\$23,722,168	\$12,403,090
Fundraising Revenue	\$2,151,262	\$5,057,540 <sup>1</sup>
Total Staff Wage Costs <sup>2</sup>	\$79,520,891	\$169,305,413
Average Hourly Staff Wage <sup>3</sup>	\$9.49	\$12.39
Transportation Costs	\$26,464,733	\$33,141,574
<b>Total Budget Expenditures</b>	<b>\$200,651,886</b>	<b>\$259,524,151</b>

<sup>1</sup> 2009 amount includes charitable contributions: \$2,477,872; government grants: \$1,683,085; and private foundation grants: \$896,582

<sup>2</sup> 2005 staff wage data examined only direct care service staff wages. 2009 staff wage data looked at all levels of staff, minus benefit expenses (\$2.58/hour per person or a total cost of \$35,284,372).

<sup>3</sup> Ibid.