



Legislative Report

Employment Outcomes Data Plan: Monitoring Outcomes for People with Disabilities

Disability Services Division

May 2025

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انتباه. إذا احتجت الى مساعدة مجانية في ترجمة هذه الوثيقة، اتصل بالرقم الموجود في المربع أعلاه. Arabic

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သတိပြုရန်။ ဤစာတမ်းကို ဘာသာပြန်ဆိုင်ရန်အတွက် အခမဲ့အကူအညီ လိုအပ်ပါက၊ အထက်ဖော်ပြပါ အကွက်ရှိ နံပါတ်ကို ခေါ်ဆိုပါ။ Burmese

ការយកចិត្តទុកដាក់។ ប្រសិនបើអ្នកត្រូវការជំនួយឥតគិតថ្លៃ ដើម្បី បកស្រាយឯកសារនេះ សូមហៅទូរសព្ទទៅលេខ ៨៦៦ ២៦៧ ៧៦៥៥ ។ Cambodian

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wánj. héćinhanj niyé wačínjyAnj wayúiyeska ki de wówapi sutá, ečýA kin wóiyawa ed ophiye wanj. Dakota

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સાવધાન. જો તમને આ દસ્તાવેજને સમજવા માટે નિ:શુલ્ક મદદની જરૂર હોય, તો ઉપરના બોક્સ પૈકીના નંબર પર કોલ કરો. Gujarati

ध्यान दें। यदि आपको इस दस्तावेज़ की व्याख्या में निशुल्क सहायता की आवश्यकता है, तो ऊपर बॉक्स में दिए गए नंबर पर कॉल करें। Hindi

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Lus Ceeb Toom. Yog tias koj xav tau kev pab txhais lus dawb ntawm cov ntaub ntawv no, ces hu rau tus nab npawb xov tooj nyob hauv lub npov plaub fab saum toj no. Hmong

ဟ်သုဉ်ဟ်သး. နမ့ၢ်လိာ်ဘဉ် တၢ်မၤစၢၤကလီၤလၢ ကကျိးထံလံာ်တီၢ်မိတဖၣ်အယိ, ကိးနီၣ်ဂံၢ်လၢ အအိၣ်ဖဲတၢ်လွံၢ်နၢၣ် လၢတၢ်ဖီၣ်ခိၣ်အပူၤတက့ၢ်. Karen

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تکایه سه‌رنج بده. ئەگەر بۆ وەرگیرانی ئەم بەلگەنامەیە پێویستت بە یارمەتی بێبەرامبەرە، ئەوا پەیوەندی بەو ژمارەیەوه بکە کە لە بۆکسەکەی سەر موەدایە. Kurdish Sorani

Baldarî. Ger ji bo wergerandina vê belgeyê hewcedariya we bi alîkariya belaş hebe, ji kerema xwe bi hejmara li qutîya jorîn re telefon bikin. Kurdish Kurmanji

Hoǰpín. Tóhán wanǵí thí wíyukčanpi kin yuhá níyunspe hécha chéya, lé tkíčhun kin k'é nánpa opáwinyan. Lakota

ເອົາໃຈໃສ່. ຖ້າທ່ານຕ້ອງການຄວາມຊ່ວຍເຫຼືອພຣີໃນການຕີຄວາມເອກະສານນີ້, ໃຫ້ໃບຫາເບີທີ່ຢູ່ໃນບ່ອງຂ້າງເທິງ. Lao

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Mandarin (Simplified Chinese)

P̄alɛ ɾɔ piny: Mi gööri luäk lɔrä kɛ luɔɕ kä mɛmɛ, yɔtni nāmbär ɛmɔ tēē nhial guāth ɛmɛ. Nuer

Mah Biz'sin'dan.

Keesh'pin nan'deh'dam'mun chi'wee'chi'goo'yan chi'nis'too'ta'man oo'weh ooshii'be'kan.

Ishi'kidoon ah'kin'das'soon ka'ooshi'bee'kadehk ish'peh'mik ka'shi ka'ka'kak. Ojibwe

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Hubachiisa:-Yoo barreeffama kana hiikuuf gargaarsa bilisaa barbaaddan, lakkoofsa saanduqa armaan olii keessa jirun bilbilaa Oromo

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Fiiro gaar ah. Haddii aad u baahan tahay caawimo bilaash si laguugu turjumo dukumiintigan, wac lambarka ku jira sanduuqa sare. Somali

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Zingatia. Iwapo unahitaji msaada usio na malipo wa kutafsiri hati hii, piga simu kwa namba iliyo kwenye kisanduku hapo juu. Swahili

ልቢ በሉ፡ ነዚ ሰነድ ንምትርጓም ነፃ ሓገዝ እንተ ደልዮም፣ በቲ ኣብ ላዕሊ ኣብ ውሽጢ ሰደቓ ተቐሚጡ ዘሎ ቁጽሪ ይደውሉ። Tigrinya

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Àkíyèsí. Tí o bá nílò ìrànlówó pẹ̀lú tí tú mò àkòṣẹ̀ yìí, pe nọmbà tó wà nínú àpótí tí wà ló kẹ. Yoruba

LB (7-24)



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(ADA1[9-15])

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I. Executive summary

The Minnesota Legislature directed the departments of Human Services (DHS), Employment and Economic Development (DEED) and Education (MDE) to develop a plan for tracking employment outcomes for people with disabilities served across programs administered by the agencies.

This document encompasses the agencies' employment outcomes data plan. It summarizes the data and action steps necessary for the state to track two employment outcomes over time:

1. People with disabilities obtain competitive, integrated employment (CIE).
2. People with disabilities retain CIE over time (i.e., after exit from services).

The data plan outlines a high-level plan with a phased approach. The plan's key activity is obtaining access to unemployment insurance (UI) quarterly wage detail report data for DHS. Once DHS has this access to employment and wage outcome data, DHS, DEED and MDE will develop an updated E1MN employment outcomes dashboard that shares employment outcomes for all three agencies' employment service customers.

This employment outcomes data plan concludes with legislative changes that may be required to implement the plan.

II. Legislation

[Minnesota Session Laws 2023, chapter 61, article 1, section 80](#) mandated the creation of this plan. The authorizing language reads as follows:

Sec. 80. MONITORING EMPLOYMENT OUTCOMES.

By January 15, 2025, the Departments of Human Services, Employment and Economic Development, and Education must provide the chairs and ranking minority members of the legislative committees with jurisdiction over health, human services, and labor finance and policy with a plan for tracking employment outcomes for people with disabilities served by programs administered by the agencies. This plan must include any needed changes to state law to track supports received and outcomes across programs.

III. Introduction

The state's [Employment First Policy \(PDF\)](#), adopted by the Olmstead Subcabinet in 2014, envisions “a future where all people with disabilities can achieve competitive, integrated employment.” The policy defines competitive employment as:

- Full-time, part-time or self-employment with and without supports.
- In the competitive labor force.
- On the payroll of a competitive business or industry.
- Paying at least minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by workers without a disability.

Integrated employment means employees with disabilities “should be fully integrated physically, functionally and socially within the workplace.” For example, the person’s work must present opportunities to interact with people who do not have disabilities and offer the same opportunities for advancement as for workers who do not have disabilities.

This vision serves as the overarching goal of the employment outcomes data plan. The tracked outcomes that comprise this data plan will help Minnesotans understand the extent to which students, youth and adults with disabilities achieve CIE.

The data plan focuses on employment outcomes for people served by DHS, DEED and MDE in areas related to employment for people with disabilities. The following people are included in this population:

- People with disabilities aged 16 to 64 who receive one of the following:
 - Medical Assistance (MA) [home and community-based waiver services \(HCBS\)](#).
 - Select [mental health services](#).
 - [Medical Assistance for Employed Persons with Disabilities \(MA-EPD\)](#).
- Students, youth and adults aged 14 to 64 who receive one of the following:
 - [Vocational Rehabilitation Services \(VRS\)](#).
 - [State Services for the Blind \(SSB\)](#).
- Students and youth aged 14 to 22 who receive [special education services](#) in high school, including [work-based learning](#) or [transition programming](#).

The employment outcomes data plan builds on work done through the E1MN partnership between DHS, DEED and MDE as they work to advance the state’s [Employment First Policy](#) (2014), with a shared vision of participation in the workforce for working-age people with disabilities. The three agencies developed this plan with the intention that it be implemented and maintained with existing resources.

The data plan proposes a phased approach that will result in a coordinated, interagency report of employment outcomes for people served across the three agencies. Implementing this phased approach will allow the state to benefit in the short term from improvements to data collection and reporting while working toward full implementation of the data plan. It will provide the state with a single source of information about the employment status of all people served by the three agencies' employment-related services for people with disabilities.

The outcomes in the employment outcomes data plan are:

1. People with disabilities obtain CIE.
2. People with disabilities retain CIE over time (i.e., after exit from services).

IV. The data plan: a phased approach

The three agencies currently monitor employment outcomes for the people they serve consistently, but they limit their focus to the service populations of specific programs within each agency.

At DEED, VRS and SSB collect hourly wages, hours and employer information reported by people who participate in the program or their counselors at program exit, then again six and twelve months later.

MDE accesses data in the [Minnesota Statewide Longitudinal Education Data System \(SLEDS\)](#) about employment, hours, and earnings to help understand whether secondary students obtain CIE. One year after leaving school, MDE surveys a sample of recent special education graduates to follow up on their employment.

DHS asks people who participate in programs to report the names of their employers, but not to indicate if their jobs are CIE. Other than this reporting, DHS has historically measured service usage but not the outcomes of those services. To get a sense of CIE outcomes, DHS staff compare individual's reports to records of employment service providers. If an employer is not a service provider, the position is categorized as CIE. If an employer is licensed as a service provider, DHS presumes that person is not in a competitive and integrated position. These positions are listed as "provider employed." For providers who also employ people in CIE roles, the competitive, integrated nature of those positions could be masked by the employer's licensure as a service provider.

The employment outcomes data plan outlines a phased approach to developing a more robust and integrated tracking system. Under this phased approach, the state will benefit quickly from incremental improvements to data collection and reporting while also developing more complex systems and processes.

Phase 1: Update the current DHS Employment First dashboard

DHS has historically used a proxy measure of earned income less than \$600 per month to represent subminimum wages. Beginning in 2024, DHS employment service providers are mandated to report annually to DHS on people who earned below the minimum wage. For the first time, DHS will now have detailed information on which individuals are receiving subminimum wages. DHS will use this data to update the existing [Employment First dashboard](#), eliminate the subminimum wage proxy measure and report on the actual number of people receiving services who receive subminimum wages. This new data set is a first step to accurate reporting. However, it does not automatically provide corresponding data on who has CIE, as people may receive minimum wages for non-competitive or non-integrated work (e.g., in a sheltered workshop or enclave). As such, DHS will continue to report on people who are in CIE and provider-paid positions.

Phase 2: Access UI data for people who receive DHS services

DHS has requested access to [UI quarterly wage detail report](#) data. Federal law requires that employers, with few exceptions, report the wages and hours for their employees. People in provider-paid positions do not qualify for UI, so the provider is not required to report wages or hours to UI. As such, the UI wage detail report only contains data for people in CIE and would provide definitive, conclusive information on how many people receiving DHS services have CIE.

In December 2024, DHS requested authorization to access this data under [Minnesota Statutes, Chapter 268, Section 19](#). Although the data in question is a combination of private data on people and non-public data not on people, this statutory language currently permits DHS to access and use it for several narrowly defined purposes. In particular, the tenth-named permission for accessing the data reads:

“the Department of Human Services for the purpose of evaluating medical assistance services and supporting program improvement”

DEED granted DHS access to quarterly wage detail report data about people who receive HCBS waiver services, mental health services and MA-EPD. DHS is in the process of accessing this data, which includes entering into a data-sharing agreement with DEED’s UI Division. This agreement will define:

- The specific data to be accessed.
- How the private/non-public data will be stored.
- Who will have access to the data.
- Retention and destruction of the data.

Once this data sharing agreement is in place, DHS will work with Minnesota Information Technology Services to build the data system. Once complete, DHS will update the Employment First dashboard to reflect, for the first time, conclusive data on who has CIE.

Phase 3: Develop an interagency outcome reporting system

The goal of this phase is to provide a transparent reporting of employment outcomes for shared customers across all three state agencies accessible to stakeholders and the general public. The anticipated reporting mechanism would be an E1MN outcome dashboard, a new tool designed similarly to the existing [E1MN youth outcome dashboard](#). DHS, DEED and MDE would update the dashboard annually to report on two employment outcomes for the agencies’ customers:

- Employment in CIE roles at a single point in time.
- People’s retention of CIE over time.

It is challenging to monitor outcomes for people after their exit from services. One important factor is the ethical question of people’s right to privacy and independence after they are no longer receiving

state services. The E1MN partner agencies are in active discussion about how long to monitor outcomes after people leave services for the purpose of reporting on CIE retention over time. Similarly, the agencies must decide how long to retain data about people—especially those who no longer receive services—to understand both CIE retention and change to both outcomes over time. The final determination must also consider the needs of partners who would use the dashboard, such as the Minnesota Olmstead Implementation Office.

VI. Implementation language

DHS is submitting this plan on behalf of DHS, DEED, and MDE. Minnesota Session Laws 2023 directs DHS to “include any needed changes to state law to track supports received and outcomes across programs.” Following DEED’s approval of DHS’s request to access unemployment information for people who receive services, no changes to state law are needed.

VII. Appendix A

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