

FISCAL YEAR 2008
STATE USE PROGRAM ACTIVITY REPORT

Respectfully submitted by the
West Virginia Association of Rehabilitation Facilities

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Introduction

During the past year the West Virginia Association of Rehabilitation Facilities (WVARF) has gathered the information contained in this report to assist the Committee for the Purchase of Commodities and Services from the Handicapped (Committee) review the success of the State Use program (SUP) as it meets its mission to employ people with disabilities.

By code the Committee is directed to gather specific information about the people employed through the program. As the contracted Central Nonprofit Agency administering the State Use Program, WVARF is pleased to gather this information on behalf of the Committee. Additionally, WVARF and the Committee have included information they believe shows the success of the program.

The analysis and tables below will compare the last five state fiscal years (FY). This comparison enables one to evaluate trends in order to continue improvements to the program.

Number of People

The number of people employed reflects the total number of all workers that have worked on a SUP project during the year, regardless of the duration of their assignment on a project, or the number of hours worked. It does not reflect the number of "positions" that are created by the SUP. Community Rehabilitation Programs (CRPs) are free to utilize the best staffing patterns to meet the needs of both the customer and the individual worker's ability or need to work. Further, with the large number of small projects, full time employment is not always available to the individual worker, and not all workers are able to work a 40 hour work week.

As shown below in Table 1 the number of people employed through the SUP increased each year until FY2006. During the analysis of the numbers for FY2006 it was discovered that one of the largest participating Community Rehabilitation Programs (CRP) had mistakenly reported the total number of employees in their organization, whether employed under a SUP contract or non-SUP contract, for all of the previous years noted within this report. For this report, they should have only reported the number of individuals employed through the SUP. This error in reporting resulted in a reported drop of 147 people with disabilities from FY2005 to FY2006; and a reported drop of 213 people without disabilities for the same period. This reporting error has been corrected and it is worthy to note that there has been an increase in workers every year since.

Nevertheless it would appear that if an adjustment is made for all of the previous years, reflective of the new information available, the SUP has continued to employ more people each year.

Fiscal Year	Number of People w/ Disabilities	Number of People w/out Disabilities	Total number of people
2008	823	257	1080
2007	788	251	1039
2006	699	260	959
2005	787	349	1,136 *
2004	785	302	1,087 *

Table 1 -Number of people employed through the State Use Program

* Artificially high due to incorrect reporting by CRPs

Fiscal Year	Number of People w/ Disabilities	Number of Hours Worked by People with Disabilities	Average Number of Hours Worked per Person
2008	823	708,690	861.1
2007	788	721,927	916.2
2006	699	781,337	1,117.8
2005	787	781,337	972.4
2004	785	765,275	899.8

Table 1A -Average Number of Hours worked by people with disabilities

For the first time, the number of persons with disabilities placed in competitive employment and supervisory positions were tracked. There were a total of seven placements in competitive employment and one supervisory placement. Committee members believe these numbers reflect another important aspect of the program, people moving up one career ladder and increasing their income.

Disability Demographics

The information contained in Table 2 is designed to give a sense of who is being employed through the SUP based upon their stated disability. This information should be used by the CRPs and State funding agencies to develop new employment support programs. During the course of providing the state with needed commodities and services, the SUP employs a wide variety of individuals through the local CRPs.

The largest demographic group employed in the SUP is people with mental retardation or developmental disabilities (MR/DD). While this has been a long term focus group for CRPs, it is interesting to note that the combined total of the other groups is larger than the MR/DD group. This is significant, in that it dispels the notion that CRPs only employ individuals with MR/DD.

Fiscal Year	MR/DD	Mental Health	Substance Abuse	Physical Disability	Other	Total
2008	469	169	39	171	116	964**
2007	360	154	36	116	124	788
2006	289	143	36	136	95	699
2005	336	157	48	150	96	787*
2004	398	157	26	100	104	785*

Table 2 - Disability demographics

* Artificially high due to incorrect reporting by CRPs

** Workers with multiple disabilities are listed for each disability, resulting in a higher number than the total workers with disabilities of 823.

As reported by the United States Census Bureau, West Virginia has the largest percentage of its population comprised of people with disabilities compared to other States. Table 2A shows the percentage of non-institutionalized men and women, which are 21-64 years in age. The numbers consist of people of all races who reported disabilities between the years of 2003 and 2006 collected by the United States Census Bureau.

State	2003 Rank	2003 Percentage	2004 Rank	2004 Percentage	2005 Rank	2005 Percentage	2006 Rank	2006 Percentage
United States		12.0		12.1		12.7		13.0
Alabama	5	16.7	6	16.8	5	17.9	5	18.6
Alaska	15	14.4	12	14.2	13	14.5	13	15.0
Arizona	31	11.7	27	11.9	30	12.1	31	12.0
Arkansas	4	17.6	3	19.9	4	19.1	4	20.0
California	38	10.8	41	10.5	41	10.9	41	11.0
Colorado	51	9.1	45	10.1	46	10.2	44	10.9
Connecticut	46	9.3	50	9.2	48	10.1	46	10.6
Delaware	30	11.8	24	12.9	28	12.6	24	13.3
District of Columbia	32	11.4	36	10.9	38	11.2	34	11.3
Florida	28	12.1	27	11.9	27	12.8	28	13.3
Georgia	28	12.1	31	11.7	26	12.9	27	13.1
Hawaii	41	10.5	46	10.0	45	10.3	50	10.1
Idaho	10	14.7	15	13.3	19	13.6	23	13.4
Illinois	46	9.3	49	9.3	46	10.2	49	10.4
Indiana	17	13.3	26	12.5	22	13.4	23	13.4
Iowa	26	12.3	38	10.8	33	11.6	32	11.8
Kansas	35	11.0	30	11.8	30	12.1	30	12.4
Kentucky	3	18.0	2	20.1	2	19.8	3	20.2
Louisiana	8	15.1	10	14.6	8	16.4	9	16.9
Maine	6	15.7	8	15.3	9	15.7	7	17.6
Maryland	40	10.7	41	10.5	44	10.5	46	10.6
Massachusetts	44	9.9	47	9.8	42	10.7	38	11.2
Michigan	22	12.6	21	13.0	21	13.5	20	14.1

Minnesota	49	9.2	48	9.7	50	9.9	48	10.5
Mississippi	2	19.3	4	19.0	3	19.2	2	20.5
Missouri	23	12.5	14	13.7	12	15.2	13	15.0
Montana	12	14.5	17	13.2	15	13.9	11	15.4
Nebraska	24	12.4	27	11.9	36	11.4	36	11.3
Nevada	41	10.5	38	10.8	49	10.0	41	11.0
New Hampshire	43	10.2	33	11.3	33	11.6	33	11.7
New Jersey	49	9.2	51	9.1	51	9.4	51	9.7
New Mexico	12	14.5	9	14.9	11	15.5	13	15.0
New York	38	10.8	38	10.8	36	11.4	35	11.5
North Carolina	12	14.5	20	13.1	14	14.4	12	15.1
North Dakota	37	10.9	36	10.9	43	10.6	45	10.8
Ohio	17	13.3	21	13.0	16	13.8	19	14.2
Oklahoma	7	15.3	5	17.0	6	17.0	6	18.1
Oregon	19	13.2	13	14.0	16	13.8	16	14.5
Pennsylvania	24	12.4	17	13.2	25	13.1	22	13.7
Rhode Island	26	12.3	25	12.6	23	13.3	23	13.4
South Carolina	10	14.7	10	14.6	9	15.7	10	15.8
South Dakota	46	9.3	41	10.5	32	11.7	41	11.0
Tennessee	8	15.1	7	15.4	6	17.0	8	17.4
Texas	35	11.0	35	11.2	29	12.3	29	12.7
Utah	45	9.6	44	10.2	38	11.2	38	11.2
Vermont	16	13.6	21	13.0	24	13.2	17	14.4
Virginia	32	11.4	32	11.4	35	11.5	34	11.6
Washington	21	12.8	17	13.2	16	13.8	18	14.3
West Virginia	1	21.3	1	21.5	1	21.4	1	21.9
Wisconsin	34	11.3	33	11.3	40	11.0	38	11.2
Wyoming	20	13.0	15	13.3	19	13.6	21	13.8

Table 2A – Number of people with disabilities within the United States

Direct Labor Hours and the Ratio

Table 3 provides a strong indication of the overall success of the SUP. Since the mission of the program is to employ people with disabilities, it is critical to determine the actual impact of the SUP. A primary method is to measure the number of direct labor hours worked, and compare that number within itself to determine the number of hours worked by people with and without disabilities.

The purpose of measuring the direct labor hours is based on two primary factors. The first is due to the small number of projects. For example, there are over 180 janitorial projects and approximately 45% of these projects are less than 5,000 square feet. The second purpose is based on the need to provide workers with disabilities a limited work week if they desire.

CRPs often encounter circumstances that require them to engage workers in the performance of direct labor on a project who do not have a disability. Many of the workers without disabilities are supervisors of the direct labor workforce, including management staff. During the course of performing the service or the manufacture of a commodity, certain tasks may require a higher skill level that is beyond the typical routine or training of the average worker. Additionally, there are times when a supervisor must fill in for an absent worker. On occasion a CRP may need to hire non-disabled workers to provide the service. This is not the normal operational approach of CRPs, and generally these workers are replaced as soon as possible by workers who have a disability.

The ratio that results from comparing the two groups of workers has continued to trend upwards over the past few years. This is a very good indication of the program's success in employing people with disabilities, and this success must be contributed directly to the efforts of the CRPs. The program rules require that each CRP has a ratio of no less than 75% of its workers on its SUP projects be workers with disabilities. The overall ratio of over 80%, exceeds the mandated 75% ratio.

Fiscal Year	Hours worked by workers with disabilities	Hours worked by workers without disabilities	Total hours worked	Overall SUP Ratio of Workers w/Disabilities
2008	708,690	141,969	850,659	83.3%
2007	721,927	152,808	874,735	82.5%
2006	781,337	164,829	946,166	82.6%
2005	765,275	179,834	945,109	81.0%
2004	706,330	162,764	869,094	81.3%

Table 3 –Direct labor hours worked

Wages

A key measurement of success is the amount of wages paid to workers with disabilities as shown in Table 4 below. Regardless of the amount of pay, all work has value. However, much of the work performed under SUP contracts is typically low wage in nature, even when performed by a for-profit company on the open market. Despite this fact, the wages of the average SUP worker are slowly increasing.

In the table below, the average hourly wage for workers with disabilities has increased from \$6.04 per hour to \$6.83 per hour over the past five years. The higher wage for non-disabled workers is indicative of the supervisors and management staff that perform the work when needed. CRPs and state agencies as a whole have been able to help raise the wage for workers in the SUP. Additionally, with the mandated increase in federal minimum wage workers have experienced an increase in wages over the last two years, and will once again see a raise in July 2009.

Fiscal Year	Wages paid people with disabilities	Wages paid to people without disabilities	Total wages paid	Average hourly wage for people with disabilities	Average hourly wage for people without disabilities	Overall average hourly wage
2008	\$4,840,875	\$1,029,117	\$5,869,992	\$6.83	\$7.25	\$6.90
2007	\$4,711,713	\$1,047,593	\$5,759,307	\$6.53	\$6.86	\$6.58
2006	\$5,126,701	\$1,120,647	\$6,247,349	\$6.56	\$6.80	\$6.60
2005	\$4,914,319	\$1,401,625	\$6,315,945	\$6.42	\$7.79	\$6.68
2004	\$4,265,743	\$1,077,392	\$5,343,135	\$6.04	\$6.62	\$6.15

Table 4 –Wage paid to direct labor workers

Sales

Sales for Fiscal Year 2008 showed an increase of \$804,758 from Fiscal Year 2007 for an overall increase of 7.3%. This increase was in spite of experiencing a loss of some contracts this past year such as the DRS janitorial contract, closure of two rest areas for new construction, and a decrease in presort sales. There were increases in Data Imaging as well as minor increases in other contracts. However, the overall increase was mainly due to the Hancock County Sheltered Workshop's new laundry contract for state hospitals.

SALES BY SERVICES

Service	FY08	FY07	FY06	FY05	Fy04
Courier	\$30,652	\$33,323	\$30,538	\$29,780	\$28,585
Data Mgmt	\$295,121	\$338,859	\$493,054	\$796,816	\$1,076,328
Data Imaging	\$1,019,706	\$671,315	\$548,921	\$599,170	\$658,527
Grounds	\$4,165	\$15,100	\$11,075	\$4,379	\$51,965
Janitorial	\$5,414,764	\$5,701,482	\$5,702,379	\$5,425,695	\$4,923,665
Laundry	\$1,023,629	\$133,135	\$0	\$0	\$0
Low Impact Monitor	\$281,530	\$250,122	\$232,511	\$210,538	\$129,587
Microfilm	\$18,421	\$61,569	\$80,376	\$137,391	\$103,479
Presort	\$531,052	\$591,434	\$599,657	\$674,534	\$759,079
Rest Areas	\$2,619,739	\$2,629,178	\$2,541,889	\$2,530,732	\$2,349,545
Stream Access Sites	\$113,961	\$110,111	\$102,802	\$99,577	\$0
Temporary Services	\$386,228	\$398,581	\$603,251	\$579,346	\$385,219
Miscellaneous	\$0	\$0	\$1,899	\$1,869	\$1,793
TOTAL	\$11,738,967	\$10,934,209	10,948,352	\$11,089,827	\$10,466,772

Table 5 –Sales by service

SALES BY COMMODITIES

Commodity	FY08	FY07	FY06	FY05	FY04
Bottled Water	\$191,260	\$207,606	\$189,931	\$144,422	\$111,205
Condiment Kits	\$0	\$0	\$0	\$0	\$0
Fish Nursery Structures	\$4,581	\$6,435	\$17,330*	\$0	\$0
Liquid Hand Soap	\$136,055	\$101,404	\$120,248	\$93,588	\$92,381
Oil Absorbency Kits	\$8,868	\$10,515	\$16,103	\$19,818	\$15,912
Printing & Signs	\$0	\$0	\$0	\$0	\$61,836
Survey Stakes	\$16,432	\$9,888	\$19,510	\$15,105	\$15,399
Wiper Cloths	\$191,055	\$158,191	\$167,248	\$202,588	\$179,598
Miscellaneous	\$1,575	\$871	\$2,619	\$1,138	\$47,088
TOTAL	\$549,986	\$ 494,910	\$532,989	\$476,659	\$523,419

Table 6 –Sales by commodities

* Initial year of sales

Table 7 breaks down the sales by agency for the past five years, and also shows the total sales figures for each year.

SALES BY AGENCY

Agency	FY08	FY07	FY06	FY05	FY04
Auditor's Office	\$0	\$9,944	\$72,406	\$0	\$0
Bureau of Commerce	\$228,121	\$251,244	\$220,512	\$197,727	\$141,987
Bureau of Employment Programs	\$126,579	\$154,127	\$598,972	\$1,010,075	\$1,133,069
Dept of Administration	\$2,168,665	\$2,316,759	\$2,117,051	\$1,960,560	\$1,621,962
Dept of Education & the Arts	\$90,222	\$332,880	\$481,589	\$474,758	\$451,996
Dept of Environmental Protection	\$678,251	\$494,243	\$430,781	\$678,347	\$903,699
Dept of Health & Human Resources	\$2,782,502	\$1,699,808	\$1,555,474	\$1,556,324	\$1,524,418
Dept of Military Affairs and Public Safety	\$341,786	\$250,826	\$294,480	\$278,634	\$282,883

Dept of Tax and Revenue	\$332,519	\$406,839	\$429,432	\$372,160	\$370,141
Dept of Transportation	\$4,528,686	\$4,505,184	\$4,286,835	\$4,279,256	\$4,040,950
Public Service Commission	\$93,824	\$80,709	\$103,410	\$100,961	\$60,505
Sec. of State's Office	\$6,434	\$3,397	\$4,291	\$1,927	\$5,926
Miscellaneous Agencies	\$26,401	\$10,410	\$20,040	\$13,704	\$11,333
Political Subdivisions	\$56,456	\$53,532	\$45,798	\$45,469	\$46,227
Colleges & Universities	\$828,507	\$859,217	\$820,376	\$596,552	\$396,095
TOTAL	\$12,288,953	\$11,429,119	\$11,481,447	\$11,566,454	\$10,991,191

Table 7 - Sales by agency

Table 8 shows the break down in sales by participating CRP. Note that ARC of Harrison County ceased having SUP sales in FY04.

SALES BY COMMUNITY REHABILITATION PROGRAM

CRP	FY08	FY07	FY06	FY05	FY04
ARC of Harrison County	\$0	\$0	\$0	\$0	\$17,270
Buckhannon-Upshur Work Adjustment Center	\$110,080	\$123,222	\$100,589	\$100,218	\$87,169
Clay County Services Unlimited	\$252,379	\$251,225	\$239,081	\$234,973	\$224,976
Developmental Center & Workshop	\$668,948	\$628,078	\$654,281	\$253,600	\$111,115
Eastridge Health Systems	\$14,884	\$31,137	\$16,306	\$7,848	\$4,249
Gateway Industries	\$257,265	\$238,243	\$233,576	\$204,854	\$213,082
Goodwill Industries of Kanawha Valley	\$2,703,796	\$3,133,409	\$3,228,425	\$3,374,221	\$2,988,280
Goodwill Industries of KYOWVA	\$433,215	\$417,454	\$413,104	\$392,936	\$381,710
Green Acres Regional Center	\$5,457	\$8,072	\$16,936	\$101,600	\$81,304
Hancock County Sheltered Workshop	\$1,033,467	\$184,558	\$33,583	\$53,260	\$33,108
Harrison County Sheltered Workshop	\$302,864	\$212,958	\$283,950	\$208,366	\$124,861
Integrated Resources	\$382,790	\$294,324	\$307,575	\$275,495	\$238,587
Jackson County Developmental Center	\$466,396	\$493,662	\$637,608	\$999,372	\$1,172,671
Job Squad	\$519,555	\$563,485	\$581,830	\$1,001,253	\$803,409
Lillian James Learning Center	\$116,915	\$115,644	\$115,770	\$106,053	\$99,140

Mercer County Opportunity Industries	\$237,434	\$231,863	\$224,784	\$211,888	\$204,424
Northwood Health Systems (Mid-Valley Health Care)	\$24,630	\$24,630	\$25,588	\$25,377	\$19,482
PACE Training & Evaluation Center	\$175,618	\$171,398	\$209,066	\$158,509	\$151,954
Precision Services	\$1,291,001	\$1,014,045	\$932,874	\$1,038,016	\$1,107,186
Prestera Center	\$134,320	\$174,014	\$203,946	\$51,261	\$15,964
Preston County Sheltered Workshop	\$261,330	\$272,423	\$269,073	\$249,531	\$231,626
Randolph County Sheltered Workshop	\$110,086	\$112,300	\$105,900	\$106,053	\$118,542
Seeing Hand Assoc	\$0	\$4,397	\$2,748	\$0	\$0
Sheltered Workshop of Nicholas County	\$257,687	\$243,583	\$263,580	\$245,679	\$213,777
SW Resources	\$535,452	\$519,661	\$504,915	\$507,166	\$487,696
The Op Shop	\$1,216,944	\$1,212,413	\$1,117,199	\$946,639	\$744,728
WATCH	\$143,567	\$151,068	\$150,833	\$154,875	\$139,223
WVARF	\$135,903	\$168,021	\$174,158	\$188,314	\$560,205

Table 8 –Sales by community rehabilitation program

Counties Served

Table 9 below shows the various counties that each CRP serves by employing people with disabilities. Several CRPs perform work in more counties than show below. For example, Harrison County Sheltered Workshop provides monitors for the Low Impact Monitor program, which requires them to provide services throughout the northern part of the state. Those counties have not been counted in this table as the workers are from Harrison County; rather than from the county in which they sometimes provide services through this project.

COUNTIES SERVED

CRP	Counties Served FY08
Buckhannon-Upshur Work Adjustment Center	Lewis Upshur
Clay County Services Unlimited	Clay
Developmental Center & Workshop	Berkeley Grant Hampshire Hardy Mineral
Eastridge Health Systems	Berkeley Morgan
Gateway Industries	Greenbrier

	Monroe Pocahontas
Goodwill Industries of Kanawha Valley	Kanawha Putnam
Goodwill Industries of KYOWVA	Cabell Lincoln Mason Wayne
Green Acres Regional Center	Cabell
Hancock County Sheltered Workshop	Hancock
Harrison County Sheltered Workshop	Doddridge Harrison
Integrated Resources	Boone Logan McDowell Mingo Raleigh Summers Wyoming
Jackson County Developmental Center	Jackson
Job Squad	Kanawha
Lillian James Learning Center	Raleigh
Mercer County Opportunity Industries	Mercer
Northwoods Health Systems	Wetzel
PACE Training & Evaluation Center	Monongalia
Precision Services	Braxton Gilmer Lewis
Prestera Center	Kanawha
Preston County Sheltered Workshop	Preston
Randolph County Sheltered Workshop	Randolph
Seeing Hand Assoc	Ohio
Sheltered Workshop of Nicholas County	Fayette Nicholas Webster
SW Resources	Pleasants Wood
The Op Shop	Marion Harrison
WATCH	Barbour Calhoun Jackson Lincoln McDowell Ohio
WVARF	Barbour

	Calhoun Jackson Lincoln McDowell
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Table 9 –Counties served by community rehabilitation programs