Indiana Day and Employment Services Outcomes System (DESOS) Report

2026

INDIANA INSTITUTE ON
DISABILITY AND COMMUNITY

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INDIANA INSTITUTE ON DISABILITY AND COMMUNITY

The mission of the Indiana Institute on Disability and Community is to work with communities to welcome, value, and support the meaningful participation of people of all ages and abilities through research, education, and service. The Institute collaborates with community agencies, schools, advocacy organizations, government, institutions of higher education, and other community partners to effect improvements in quality of life. To accomplish this, our work is conducted through seven Centers that address issues across the lifespan and major life areas.

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The Day and Employment Services Outcomes Systems Report
is submitted to:

Bureau of Disabilities Services
Bureau of Rehabilitation Services
Division of Disability, Aging, and Rehabilitative Services
Indiana Family and Social Services Administration

Definitions

1. **Facility-based employment** – (aka sheltered employment, work centers) where work-oriented services are provided by people with disabilities. The majority of people working there are people with disabilities. Paycheck comes from the Rehabilitation Provider.

2. **Off-site group employment placemen**t – (aka community-based sheltered employment) employment as a member of a group of eight or fewer individuals with disabilities who perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew which moves from contract site to contract site performing services.

3. **Competitive integrated employment/Individual job (CIE)** – individual performs work tasks in a local business or industry alongside non-disabled coworkers. Individuals are paid the prevailing wage by the employer.

4. **Self-employed** – individual operates his or her own business to perform a paid service or produce a marketable item.

5. **Non-employment day program** – facility-based services with an emphasis on teaching daily living skills where individuals are engaged in non-work activities.

6. **Alternative to employment (ATE)** – individuals are spending most of their day based on one of the following choices:

- **Choice** – the individual chooses not to receive community employment or facility-based services.
- **Community access** – the individual spends most of their time accessing community resources and services (e.g., swimming at the local community center, therapeutic horseback riding, taking a computer class at the local college, going to the bank).
- **Looking for a job** – the individual is receiving pre-placement services (e.g., work-based learning, community-based vocational assessment, Discovery activities, job development services).
- **Retired** – the individual considers himself/herself to be retired from work and is not interested in employment.
- **Volunteer** – the individual chooses to volunteer time without pay to engage in activities of assistance to others.

Executive Summary

- One hundred and seven providers **(107) providers** offer day and/or employment services to individuals. Eighty-five (85) or **(80%) of the providers participated in this year's report**. The end of this report (pages 17-21) lists providers participating in this year's report with a comparison of their entries from 2025. Data is based on **11,233 individuals**.

- Over **3,500 individuals** were no longer receiving services. However, **35% (1,984)** individuals had their cases closed by VR for a successful employment outcome or moved to extended services, most likely from another provider.

- Where individuals spend the majority of their day is shown on pages 7 and 8. Facility-based services have steadily declined to **5% of all participants**; **Competitive Integrated Employment (CIE)** has remained relatively stable **(21%)**; and, **Nonemployment Day Programs** have steadily increased and now represents **50% of all individuals**. The question now is, *how are individuals meaningfully engaged in nonemployment day programs?*

- Twenty-three percent (23% or n=2,577) of individuals were in Alternatives to Employment, with **77% engaged in looking for a job (e.g., Discovery, work-based learning)**. This high number of individuals looking for a job may be an indication of the staffing shortages impacting providers.

- Age groups for each setting are included with a focus on transition-age youth (18-24 year olds) more likely to be looking for a job **(42%)** and the impact of Pre-employment Transition Services (Pre-ETS). For the age **group 30-39 year olds (2,617), over half or 1,339 were in Nonemployment Day programs**. These age groups were also more engaged in looking for a job (ATE) as shown in Tables 5 and 6, page 10 and 11.

- There is an increase from 2024 (**6% to 16%**) of paying individuals **above minimum wage** in facility-based employment (see page 12).

- **Case managers** have a great deal of influence about services with individuals and families (see page 13 under Referral Source). The data suggest it may warrant an deeper understanding of the conversations on what and how employment and other community activities are presented.

- The majority of those in **CIE are their own guardian (68%)**. Please see page 14.

- **Ten percent (10%) or 1,099** of the 11,233 individuals reported spending time in a secondary environment. Regardless of the primary setting, there is an increase from 2025 of individuals spending more time in nonemployment day programs (page 15).

- Seventy-five percent **(75%) of the 11,233 individuals** had a primary disability with IDD and/or Autism. However, 75% (n=8,430) had a secondary disability with **other health impairments (24%), mental illness (20%) and IDD (13%) making up over half of the secondary disabilities** (see page 16).

As always, this report could not happen without the ongoing support and partnership with the community providers and staff at the Division of Disability, Aging, and Rehabilitative Services, especially Shelly Thomas and Jessica Harlan-York.

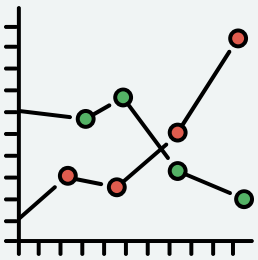
By the Numbers . . .

14,750

Individual Data Entered

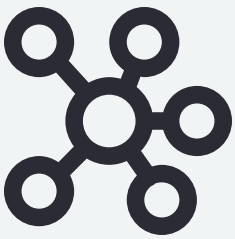
3,517 (24%)

No Longer Receiving Services



11,233 (76%)

Data Used for Analysis



85 (80%)

Providers Participating in Data Entry

Reasons for No Longer Receiving Services

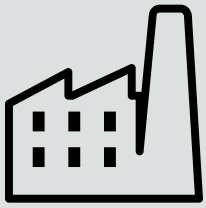
Table 1. Reasons for No Longer Receiving Services

Reason	Number	Percent
Choice	1,852	53%
Moved	343	10%
Death	246	7%
Other	1,076	30%
TOTAL	**3,517**	**100%**

Table 2. List of "Other" Reasons

Reason	Number	Percent
Achieved desired goal	25	2%
Attendance	52	5%
Behavior concerns/Incarcerated	26	2%
Case closed due to lack of participation, lack of staffing, not receiving services, or unknown	72	7%
Change of providers due to staffing, lack of staffing, change of location, individual choice, or provider choice	69	6%
Didn't return after COVID or other health, mental health or medical related issues; nursing home	99	9%
Loss of Medicaid Waiver or Medicaid issues	19	2%
Retired or Senior Program	21	2%
PAC only services	32	3%
Successful employment outcome/VR case closed successful, entered extended services	**382**	**35%**
VR case closed due to noncompliance or unknown reason; VR case on hold, job loss; or closed by provider	133	12%
Other (e.g., duplicate entries, education, dropped out, had a baby, group home) and unknown	146	14%
TOTAL	**1,076**	**100%**

By the Primary Setting and By the Numbers

	**549 (5%)** **Individuals in facility-based services**	Facility-based employment where work-oriented services are provided by people with disabilities. The majority of people working there are people with disabilities.The paycheck is provided by the rehabilitation organization.
	2,400 (21%) **Individuals working in Competitive Integrated Employment (CIE)**	Individuals perform work tasks in a local business or industry alongside nondisabled coworkers for competitive wages. The paycheck is provided by the local employer or business.
	5,650 (50%) **Individuals participating in non-employment day programs**	Individuals in these facility-based services learn daily living skills and engage in non-work activities
	2,577 (23%) **Individuals engaged in Alternatives to Employment (ATE)**	Individuals are spending most of their day based on one of the following: Looking for a Job - Choice - Retired - Community Access
	48 (.4%) **Individuals participating in off-site group employment**	Employment as a member of a group of eight or fewer individuals with disabilities who perform work and receive ongoing supervision while on the job within a local business or as part of a mobile crew at a contract site performing services.
	9 (.08%) **Individuals engaged in Self-Employment**	Individual operates his or her own business to perform a paid service or produce a marketable item.

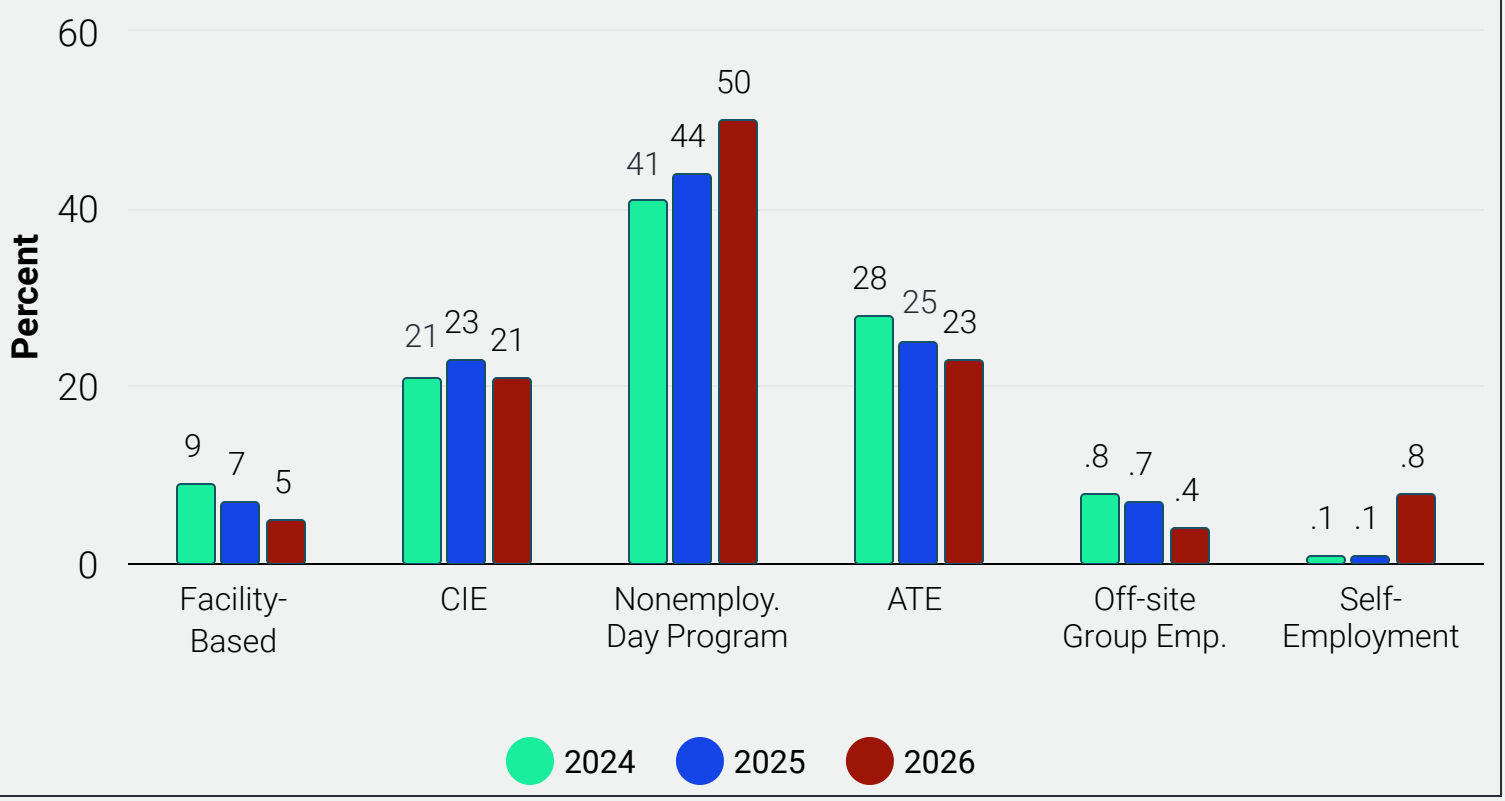
DESOS 2026

Primary Question: Where do individuals with intellectual and developmental disabilities spend the majority of their day?

As shown in Figure 1, a comparison of the past three years indicates the following trends:

- Facility-based services have steadily declined to 5% of participants.
- Competitive Integrated Employment (CIE) has remained relatively stable.
- Participation in non-employment day programs has steadily increased and now represents 50% of all individuals.
- Among individuals participating in Alternative to Employment (ATE), 77% are engaged in job seeking or job exploration activities, such as Discovery, work-based learning, and work experiences (see Table 4, page 9).

Figure 1. Where Individuals Spend the Majority of Their Time



Nonemployment Day Services Location

Table 3. Where Nonemployment Day Programs are Located

Location	Number	Percent
Stand Alone Building	**3,978**	**70%**
Within Office or Shopping Area	476	8%
Within the facility of work center or sheltered work	769	14%
Other	427	8%
TOTAL	**5,650**	**100%**

Alternatives to Employment Activities (ATE)

Table 4. ATE Activities Individuals Are Engaged In

Activity	Number	Percent
Choice	168	6%
Community Access	254	10%
Looking for a Job	**1,984**	**77%**
Retired	19	.7%
Volunteer	14	.5%
Other	138	5%
TOTAL	**2,577**	**100%**

Age and Primary Environment

Tables 5 and 6 present participants by age group and primary environment to better understand where individuals spend the majority of their time. Table 5 examines the primary environment within each age group, while Table 6 examines the age distribution within each primary environment. Key findings include:

- The transition-age youth category is divided into the 18–24 and 25–29 age groups because individuals ages 18–24 are more likely to be participating in school programs and/or Vocational Rehabilitation Pre-Employment Transition Services (Pre-ETS).
- A small group of individuals who are self-employed (n = 9) are excluded from these tables due to the small sample size.
- Among individuals participating in the Alternative to Employment (ATE) program, those who are looking for a job are concentrated primarily in the 18–24 age group (Table 5).
- As facility-based services continue to be phased out, participation has declined to just 5% of respondents. In contrast, non-employment day programs now represent the most common primary environment, serving 50% of participants.
- Individuals ages 30–39 make up the largest age group within non-employment day programs (Table 6). Looking across age groups (Table 5), non-employment day programs are also the most common primary environment for most age categories.

Table 5. Age Group and Primary Environment

Age Group	Facility-based	CIE	Non-Employ. Day Program	ATE	Group Empl.
18-24 yrs (n=2,103)	1% (27)	24% (502)	32% (677)	**42% (892)**	.2%. (5)
25-29 yrs (n=1,645)	2% (42)	28% (466)	**49% (803)**	20% (331)	.1% (3)
30-39 yrs (n=2,617)	4% (119)	24% (625)	**51% (1,339)**	20% (518)	.6% (16)
40-49 yrs (n=1,865)	7% (121)	21% (384)	**53% (994)**	19% (357)	.5% (9)
50-59 yrs (n=1,368)	8% (109)	18% (242)	**56% (768)**	18% (242)	.5% (7)
60 + (n=1,626)	8% (131)	11% (181)	**66% (1,069)**	14% (237)	.6% (8)
TOTAL: 99% (11,224)	**5% (549)**	**21% (2,400)**	**50% (5,650)**	**23% (2577)**	**.4 %(48)**

Age and Primary Environment

Table 6. Primary Environment and Age Group

Primary Environment	18-24 yrs	25-29 yrs	30-39 yrs	40-49 yrs	50-59 yrs	60+
Facility-based (n=549)	5% (27)	8% (42)	22% (119)	22% (121)	20% (109)	**24% (131)**
CIE (n=2,400)	21% (502)	19% (466)	**26% (625)**	16% (384)	10% (242)	7% (181)
Day Program (n=5,650)	12% (677)	14% (803)	**24% (1,339)**	18% (994)	14% (768)	19% (1,069)
ATE (n=2,577)	**35% (892)**	13% (331)	20% (518)	14% (357)	9% (242)	9 % (237)
Group Empl. (n=48)	10% (5)	6% (3)	**33% (16)**	19% (9)	13% (7)	17% (8)
TOTAL: 99% (11,224)	**19% (2,103)**	**15% (1,645)**	**23% (2,617)**	**17% (1,865)**	**12% (1,368)**	**14% (1,626)**

Primary Environment, Wages, and Hours Worked

Average Weekly Hours Worked and Hourly Wages

19 hrs	Facility-based Employment (n=549)	$4.46
19 hrs	Competitive Integrated Employment (n=2,400)	$12.51
15 hrs	Off-Site Group Employment (n=48)	$9.21
14 hrs	Self-Employment (n=9)	$10.48

Facility-Based Employment

9%	Above Minimum Wage
16%	At Minimum Wage
75%	Below Minimum Wage

Paycheck Issued By

Employer		Rehabilitation Organization	No Paycheck
16%	Facility-based Employment	77%	7%
98%	Competitive Integrated Employment	2%	0%
85%	Off-Site Group Employment	10%	4%

Primary Environment, Social Interaction and Referral Source

Social Interaction

47%

Facility-based Employment (n=549)

Percent Reporting: Engages frequently and ongoing with a variety of people

64%

Competitive Integrated Employment (n=2,400)

52%

Off-Site Group Employment (n=48)

43%

Non-Employment Day Program (n=5,650)

Referral Source

The primary referral source to the setting is shown below. Sources include case managers, families, group homes, own agency, schools, and Vocational Rehabilitation.

47%

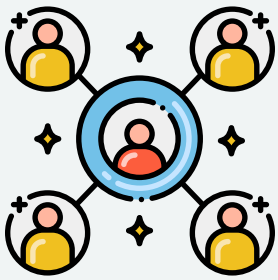
Case manager or residential provider

Facility-based Employment (n=549)

86%

Vocational Rehabilitation

Competitive Integrated Employment (n=2,400)



50%

Vocational Rehabilitation

Off-Site Group Employment (n=48)

36%

Family

29%

Case Manager/Team

Non-Employment Day Program (n=5,650)

Primary Environment and Guardianship

Data on guardianship across different settings shows number of individuals who are or are not their own legal guardian. **YES** = own guardian; **NO**=are not their own guardian. The percent difference (100%) are individuals who have partial guardianship where family members or another person has guardianship over finances and/or medical.

YES		NO
43%	Facility-based Employment (n=549)	55%
68%	Competitive Integrated Employment (n=2,400)	30%
47%	Off-Site Group Employment (n=48)	52%
30%	Non-Employment Day Program (n=5,6508)	67%
66%	Alternative to Employment (n=2,577)	33%

Secondary Environment

- **Ten percent (10%), or 1,099** of the 11,233 individuals, reported spending time in a secondary environment in addition to their primary environment.
- Table 7 shows how individuals in each primary environment also participated in secondary environments. For example, 253 individuals identified Competitive Integrated Employment (CIE) as their primary environment. Of those individuals, 45% (115 individuals) also spent time in a non-employment day program as their secondary environment.
- These findings demonstrate that while most individuals have one primary setting where they spend the majority of their time, many also participate in additional services or activities across multiple environments.

Table 7. Primary Environment and Secondary Environment

Primary Environment (n=1,099)		Secondary Environment (n=640)
Competitive Integrated Employment (n=253)	45% →	Nonemployment Day Program (n=115)
Facility-Based Work Center/Sheltered Work (n=140)	58% →	Nonemployment Day Program (n=81)
Nonemployment Day Program (n=695)	63% →	Alternative to Employment (n=439) - Community Access
Group Employment (N=11)	45% →	Nonemployment Day Program (n=5)

Demographics

Of all respondents to the 2026 DESOS report, 75% (8,430) reported having a secondary disability. Primary Disability includes the highest 4 identified.

Gender

60% Male

39% Female

.1% Other

Race

81% White

12% Black

3% Hispanic

Ambulatory

86%

Communication

77% Verbal

13% Limited Verbal Skills

Behaviors Challenges and Related Support Need

43% None

37% Mild

18% Moderate Level

26% Occasional Support

18% Continuous Support

15% Intermittent

Primary Disability

52% IDD

22% Autism

5% Mental Illness

5% Other Health Imp.

53% Mild IDD

33% Moderate IDD

8% Severe IDD

5% Profound IDD

Scondary Disability

24% Other Health Imp.

20% Mental Illness

13% IDD

Provider Participation

Program Name	No. of Individuals 2025	No. of Individuals 2026
A New Level	12	12
Achieve Community Services, Inc.	0	0
ADEC Inc.	490	427
APEX Behavioral Services, LLP	81	40
Arc of Boone County	157	156
Arc of Southwest	152	0
Arc of Vigo County	25	23
Arc of Wabash, Inc.	97	51
Arc Opportunities, Inc. Legrange County	0	41
Archer Consultation Services	0	0
Arrow Services of Indiana, Inc.	0	19
Assisted Independence	0	21
Assured Residential and Consulting LLC	22	35
Benchmark Human Services	559	500
Best Buddies International, Inc.	0	29
Bi-County Services, Inc.	55	48
Bosma Industries for the Blind	108	106
Bridges of Indiana (Sevita/Mentor)	0	0
Cardinal Services	297	197
Carey Services, Inc.	155	162
Caring Services	6	0

Provider Participation

Program Name	No. of Individuals 2025	No. of Individuals 2026
Center for Life Transitions	0	0
Child-Adult Resource Services	362	318
CORE	87	152
Corvilla, Inc	197	43
Crossroads Rehabilitation Center	279	265
Damar	0	57
Developmental Disabilities Systems, Inc.	63	72
Developmental Services, Inc.	343	764
Dungarvin Indiana	0	22
Easterseals Arc of Northeast Indiana	496	332
Easterseals Rehabilitation Services	94	87
Embracing Abilities	167	171
Enhance, Inc	15	0
Evansville Arc, Inc.	181	180
Evansville Goodwill Industries	28	23
First Chance	85	77
Forte Residential Inc.	14	0
Gateway Services, Inc.	90	96
Goodwill Industries of Michiana, Inc.	50	0
Goodwill Industries of Northeast Indiana	82	72
Happiness Bag Players, Inc.	0	58

Provider Participation

Program Name	No. of Individuals 2025	No. of Individuals 2026
Helping Hands In-home Services Inc.	0	12
Hillcroft Services Inc.	246	241
Hopewell Center Inc.	151	136
Imprint Therapy	3	0
IN-Pact, Inc.	38	42
InCare Solutions LLC	0	7
Innovations in Learning, PC	97	111
Janus Developmental Services	148	0
Jay-Randolph Developmental Services	41	44
Key Minds	90	0
KH Special Care, Inc.	13	13
Kindred Consulting LLC	0	11
Knox County Arc, Inc.	10	104
LEL Home Services LLC	0	83
Life Choices LLC	28	20
Life Has No Boundaries	13	0
Lirio Resources, Inc.	100	116
Logan Community Resources, Inc.	328	383
Marshall-Starke Development Center	154	154
Meaningful Day Services	101	59
New Hope of Indiana	181	182
New Hope Services, Inc.	155	133
New Horizons Rehabilitation, Inc.	307	308

Provider Participation

Program Name	No. of Individuals 2025	No. of Individuals 2026
Noble of Indiana	356	336
Normal Life of Indiana	101	99
Opportunities for Positive Growth	11	123
Opportunity Enterprise, Inc.	461	201
Outside the Box, Inc.	207	183
Paladin Inc	72	0
Partners in Autism	37	0
Partners in Christ Inc, LLC	3	4
Partners in Opportunities, Inc.	35	31
Pathfinders Services, Inc.	299	289
Peak Community Services, Inc.	187	188
Personal Quality Care	0	7
Phoenix Community Services	19	0
Plans to Prosper	0	1
Planting Possibiliteis, Inc.	23	14
Prairie Quest Inc.	149	123
Prime Care Residential Services, LLC	34	36
Putman County Comprehensive Services.	108	112
Quality Living Solutions, LLC	5	0
RBR Aliance - Blue Rivers Services, Inc.	178	146
RBR- Rauch, Inc.	139	143
REACH Columbus Inc.	0	0
ResCare, Inc.	124	108

Provider Participation

Program Name	No. of Individuals 2025	No. of Individuals 2026
Rising Pursuit Services	27	0
Sertoma Star Services	8	8
Shares, Inc.	292	312
Shine On University Day Services, Inc.	44	44
SIRS, Inc.	208	106
Sky Point Social Services, LLC	10	13
Starline Community Services	8	0
Stone Belt Arc, Inc.	375	377
Sweet Owens Industries, Arc	34	31
Sycamore Services, Arc, Inc.	672	772
Tangram	34	83
Tender Loving Home Services	0	18
The Arc of Noble County Foundations	0	70
Tradewinds, Inc.	253	243
ViaQuest Community Solutions LLC	53	53
Volunteers of America Mid-States, Inc.	0	0
Wabash Center, Inc.	234	226
Watch Us Farm	0	0
Working Adults Learning Lifelong Skills, Inc.	0	0