

What the NCI data tells us about

# Working in Colorado

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**NATIONAL CORE  
INDICATORS®**  
NASDDDS & HSRI

For more information

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## This report tells us about:

- What NCI tells us about people who work or want to work
- Why employment is important
- Where to find out more about employment in Colorado

## What is NCI?

Each year, NCI asks people with intellectual and developmental disabilities (IDD) and their families how they feel about their lives and the services they get. NCI uses surveys so that the same questions can be asked to people in all NCI states.

## Who is surveyed?

Each year people in many states take part in an NCI meeting. Every year a new group of people are asked to meet. During the meeting, people are asked the NCI survey questions. Questions are asked to the person who gets services from the state. For some questions, a family member, friend, or staff member who knows the person well can answer.

# How are data shown?

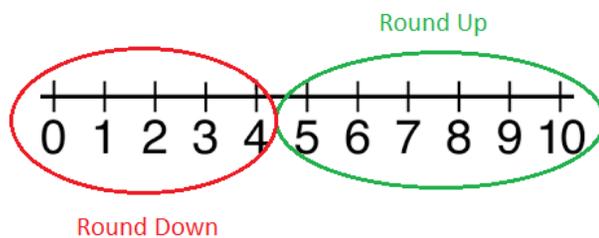
NCI asks questions about employment and other things people do during the day, like if they work in the community, go to a day program or volunteer. In this report, we show how people answered questions about employment. There are also questions about taking classes or training. Like “Do you take classes, training, or do something to help you get a job, get a better job, or do better at the job you have now?”

Each page shows a different question and the answers. Each page also has a pie graph. It shows how many people said **yes** and how many said **no** to the question. There are also words and stick figures that show how many **yes** and **no** answers there were for each question. The answers are whole numbers (like 60% or 90%).

Due to the COVID-19 Pandemic the 2019-20 In-Person Survey (IPS) survey data collection period was unexpectedly abbreviated with all data collection stopped on April 15, 2020. At the time IPS surveying was ended, states were in many different stages of survey administration. Very few states had completed data collection.

Ultimately, NCI decided that, **to create a state report on the IPS data for a state this year, we would use a 10% Margin of Error (MoE) threshold.** This means that states will receive a state report if the number of surveys collected prior to the IPS surveying shut-down reach a threshold of 10% MoE (based on the sample frame number reported in the state work-plan). Previous years of IPS reporting have used a 5% MoE threshold. CO conducted 304 valid surveys, the MoE is 5.54%.

For this report we round percentages to the nearest ten percent. To round, we look at the last digit in a number. If the digit is 5 or more, we “round up” to the next highest number with a zero. If the digit is 4 or less, we “round down” to the next lowest number with a zero.



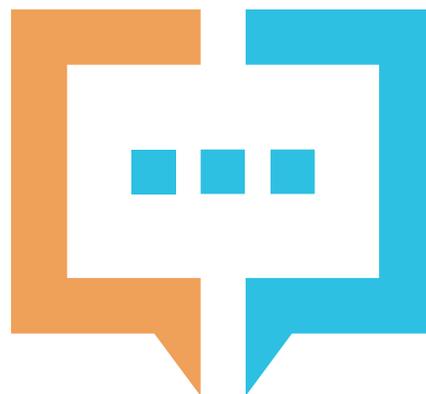
For example:

If 87% of people say they would like a job, we “round up” to 90%.

If 12% of people say they have a paid job, we “round down” to 10%.

This report can help people talk about services and supports. If you want more information, you can look up the full report at:

<http://www.nationalcoreindicators.org>



## Making Connections – Why Is Community Employment Important?

Community employment means working with and around people who do not have disabilities. People with disabilities are much less likely to have a paid job in the community than people who do not have disabilities.<sup>1</sup> Working is an important part of life for many people.

Work helps people pay for things they need (like rent and food). It also helps people pay for things they like to do for fun (like going to the movies or out to dinner). They get to spend more time with people in their community and meet people. People who work say that working makes them feel better about themselves.<sup>2</sup>

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<sup>1</sup> Winsor, J. et al (2017). State Data: The national report on employment services and outcomes 2016. Boston, MA: University of Massachusetts Boston, Institute on Community Inclusion. [www.StateData.info](http://www.StateData.info)

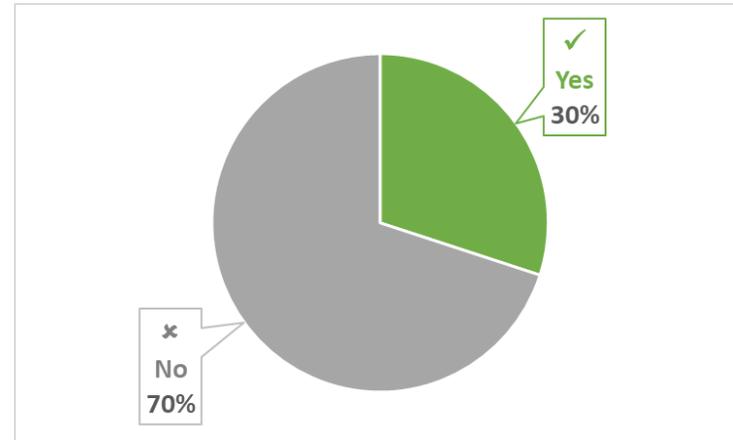
<sup>2</sup> Self-Advocates Becoming Empowered & Green Mountain Self-Advocates (2018). A Purpose in Life: Why Employment First Matters to Self-Advocates. Boston, MA: UMass Boston, Institute for Community Inclusion. <https://www.thinkwork.org/purpose-life-why-employment-first-matters-self-advocates>

# Paid Community Job

NCI asks if people have a **paid community job**. A **paid community job** is work that is done in the community, around people who do not have disabilities. A paid community job can be done individually (meaning on your own or on your own with a coach) or with a group of people with disabilities in the community (like a work crew).

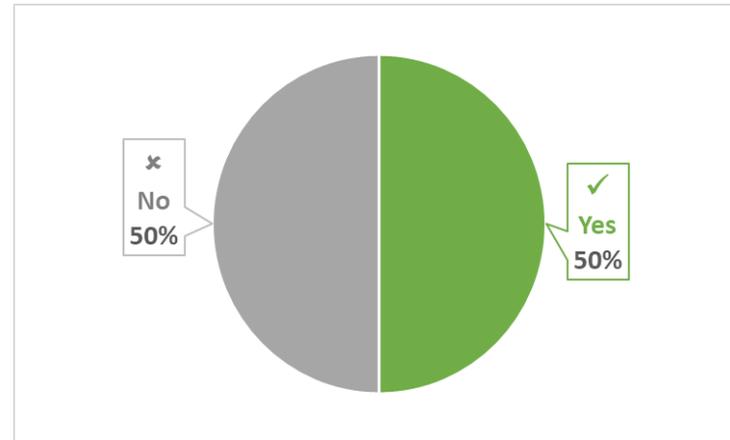


# Do you have a paid community job?



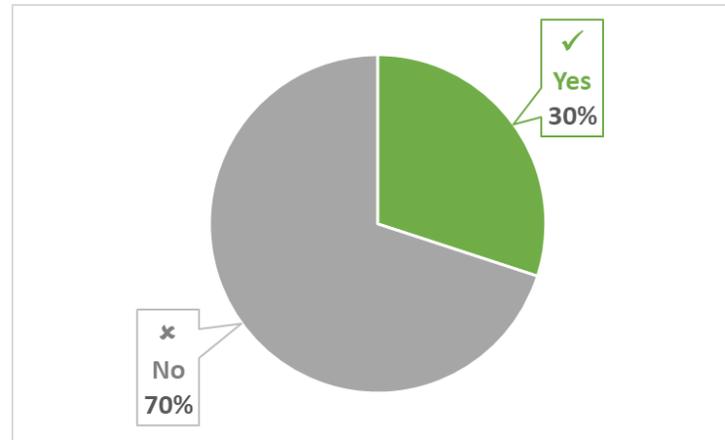
NCI tells us **3** out of every **10** people have a paid community job.

# If you don't have a paid job in the community, do you want one?



NCI tells us **5** out of every **10** people who don't have a paid community job said **they want one.**

# Is community employment a goal in your service plan?



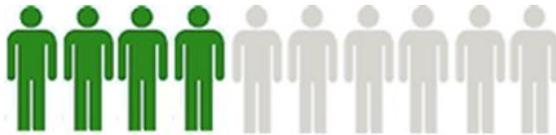
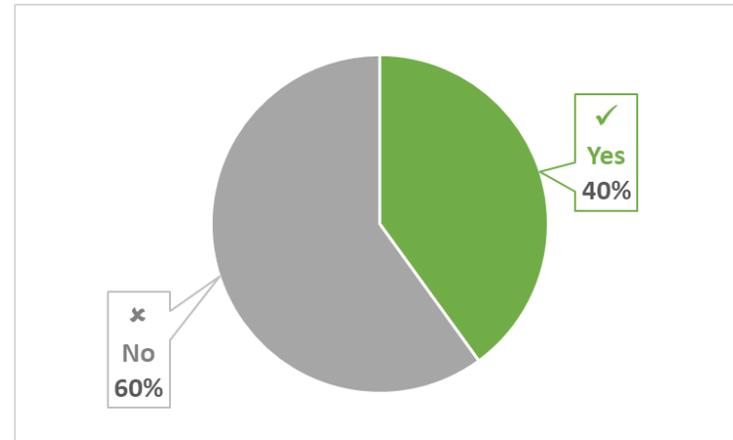
NCI tells us **3** out of every **10** people have community employment as a goal in their service plan.

# Classes, Training and Volunteering

NCI asks people if they do things to help get a job or do better at the job they have (like if they have a job coach or do skills training). NCI also asks people if they volunteer. Taking classes or volunteering are some ways that can help people learn skills to get a job.

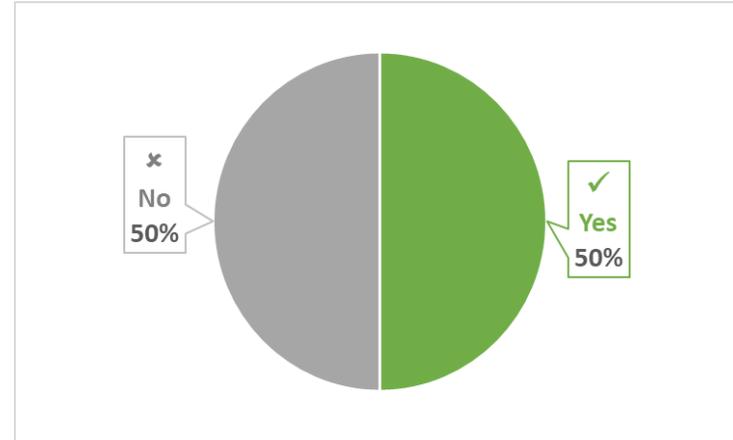


Do you take classes, training, or do something to help you get a job, get a better job, or do better at the job you have now?



NCI tells us **4** out of every **10** said **they take classes or do training to help them get a job, get a better job or do better at the job they have now.**

# Do you volunteer?



NCI tells us **5** out of every **10** people said **they volunteer**.



## What Did We Learn?

NCI tell us about people in Colorado:

**30%** Have a paid community job

**50%** Who don't have a paid community job want one

**28%** Have community employment as a goal in the service plan

**38%** Take classes, training, or do something to get a job or do better at the job they have now

**49%** Volunteer

# Learn More About Employment in Colorado

- [Health First Colorado \(Colorado's Medicaid program\)](#)
- [Health First Colorado "Find a Provider" Tool](#)
- [HCBS Waiver Critical Incident Reporting](#)
- [Consumer Directed Attendant Support Services \(CDASS\)](#)
- [Community Centered Boards \(CCBs\) Case Management Services](#)
- [Colorado National Core Indicator \(NCI\) Surveys](#)
- [Vital Research National Core Indicator webpage](#)
- [Developmental Disabilities Waiver \(DD\)](#)
- [Supported Living Services Waiver \(SLS\)](#)
- [Colorado Buy-In Program for Working Adults with Disabilities](#)

*Have questions or comments, email us at: [Sarah.Hoerle@state.co.us](mailto:Sarah.Hoerle@state.co.us)*