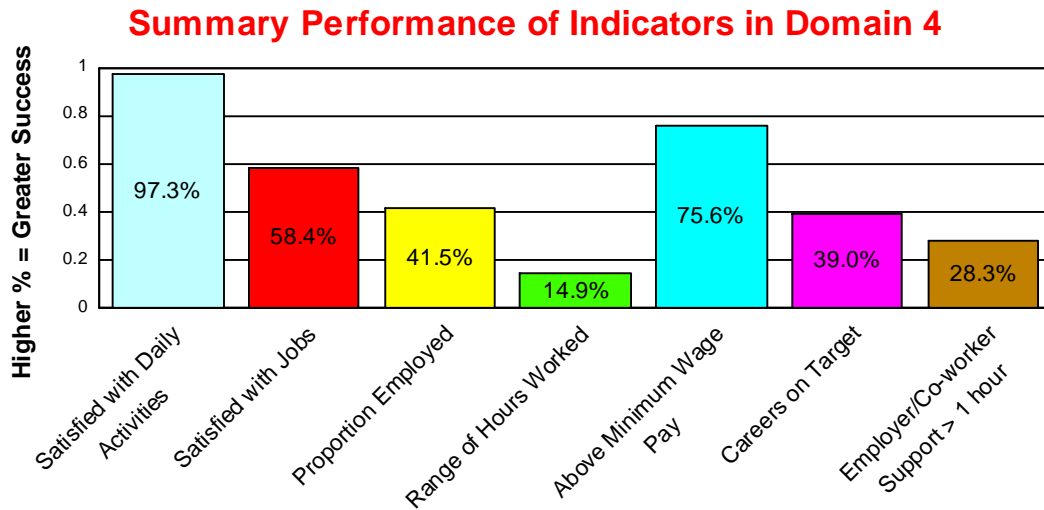


## Domain #4 PERSONAL GROWTH, ACCOMPLISHMENTS

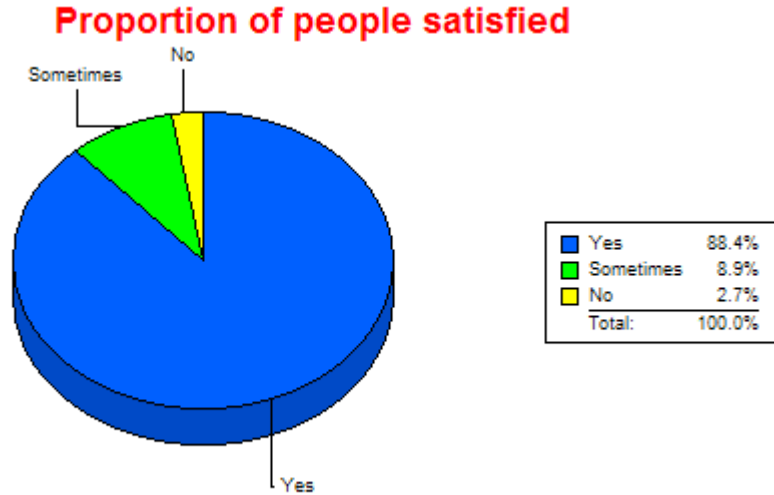


Domain Four, **Personal Growth & Accomplishments**, is about personal satisfaction with daily activities and job as well as state wide employment statistics. Information for this domain comes from the Adult Consumer Outcomes Survey and the Division of Developmental Services Employment Survey.

In FY 2005, 97.3% of individuals surveyed indicated they are very satisfied with their daily activities. The response to this indicator has been very high over the last six years.

Negative employment statistics have existed since the beginning of the NHQOP. In FY 2005, we find the trend continues. Of the people employed only 58.4% are satisfied with their job and 58.5% of the people are unemployed. People are working fewer hours. At it's highest in FY 2001, half of those surveyed (50.7%) worked 20 hours or more. In FY 2005, 14.9% work 20 hours or more. On a positive note, in FY 2005, 75.6% of people employed make minimum wage. This is the highest percentage in the past six years. FY 2005, only 39% of people surveyed have indicated that their career is on target. This is a significant drop since FY 2003 when 65.9% reported that their careers were on target. Finally, as with previous years reporting, there has been a decline in hours of co-worker support. In FY 200, 29.7% of people surveyed had greater than an hour of co-worker support on the job and FY 2005 it is now 28.3%. Employment will continue to be a significant area for improvement.

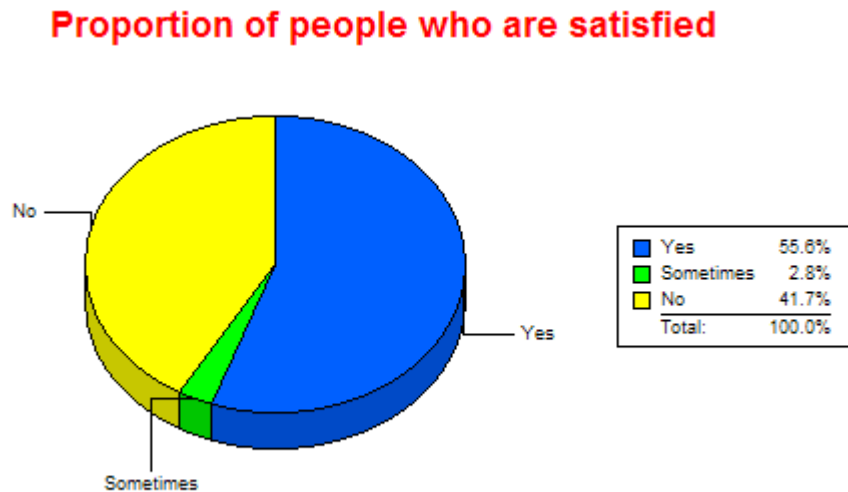
**Indicator #1: The proportion of people who are satisfied with their daily activities increases.**



Total All Answers  
225

**Comments:** The majority of people surveyed spend at least thirty five hours a week in funded day services. This can be work, volunteering and recreational activities. Since FY 2000, an average of 94.9% of the people surveyed have indicated that they are satisfied with the activities they are supported to do on a daily basis.

**Indicator #2: The proportion of people who work who are satisfied with their jobs increases.**



Total All Answers  
324

**Comments:** There has been a sharp downturn in FY 2005 (58.4% or 7.2 percentage points) in overall satisfaction with their jobs of people who are currently employed. Even more striking then the down trun is that 41.7% of these people are dissatisfied. It is now that the area agencies must analyze why people are reporting such a significantly high rate of dissatisfaction and determine what plans need to be in place to address this concern and improve the inidicator result.

**Indicator #3: The proportion of those employed out of all those desiring employment increases.**

**Proportion of those who desire employment and are employed**

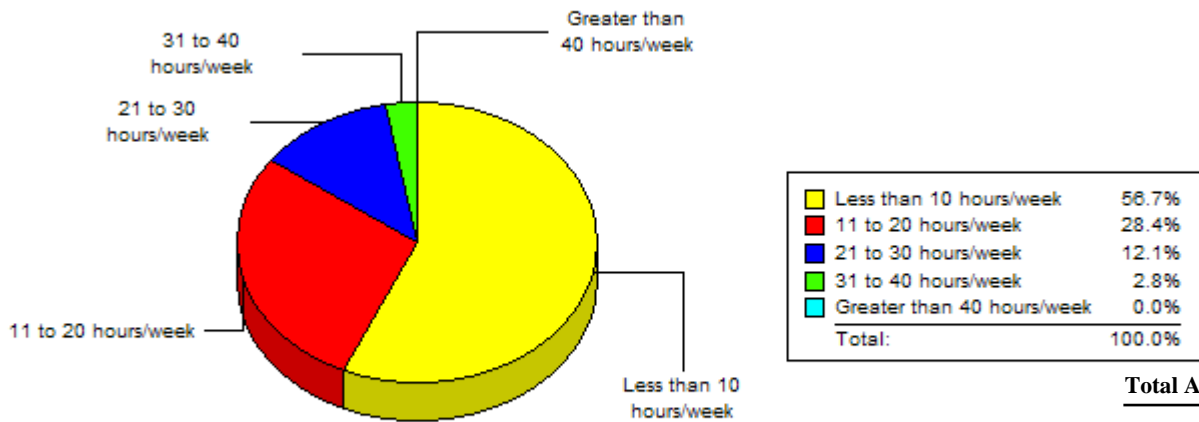


**Total All Answers**  
229

**Comments:** In FY 2005, we see that 58.5% or more than half of people desiring employment are not employed. Since FY 2000, there has been only slight upward and downward changes in the percentage of people employed. Employment is a key element to financial independence and the community developmental system must find out why half of the people it supports, who want to work are not working. Efforts both state wide and regionally need to be established to improve the results of this indicator.

**Indicator #4: Percentage of people working more than 20 hours per week increases.**

**Range of hours worked per week by individuals**

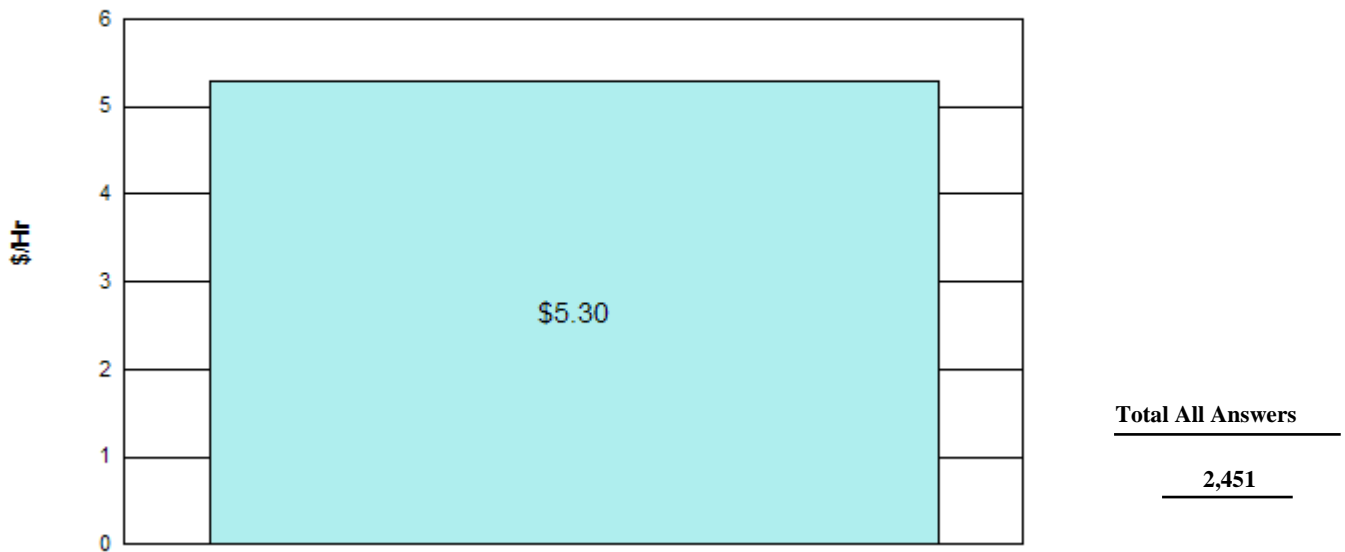


**Total All Answers**  
2,457

**Comments:** This indicator has shown a dramatic decrease in the percentage of individuals working more than 20 hours per week. Since 2001, the percentage has dropped from 50% to 16.6%. This may, in part, be due to the slumping economy but requires a renewed focus during this coming year.

**Indicator #5: The average hourly wage of jobs held by individuals increases.**

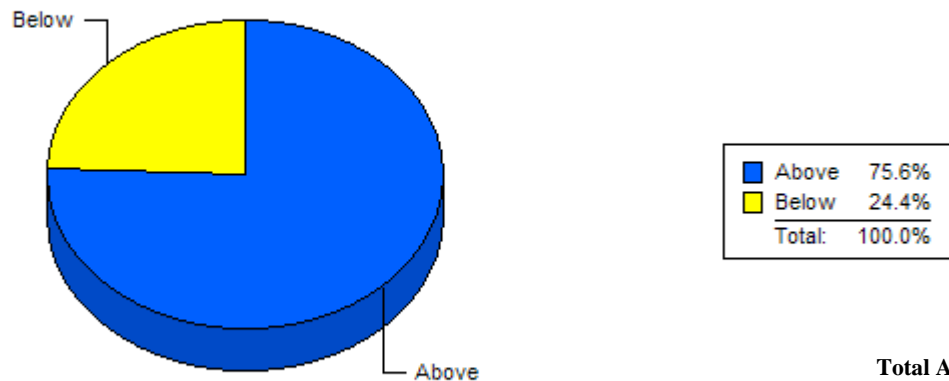
### Average hourly wage of jobs held by individuals



**Comments:** In FY 2005, we see that of those people employed an average hourly wage has increased by .30 cents. This is significant in that it's higher than the average state hourly wage of \$5.15 and shows that even though less people are working, those that are working are making slightly more money than in the past six years.

**Indicator #6: The percent of jobs paying individuals minimum wage and above increases.**

### Percent of jobs paying individuals above minimum wage

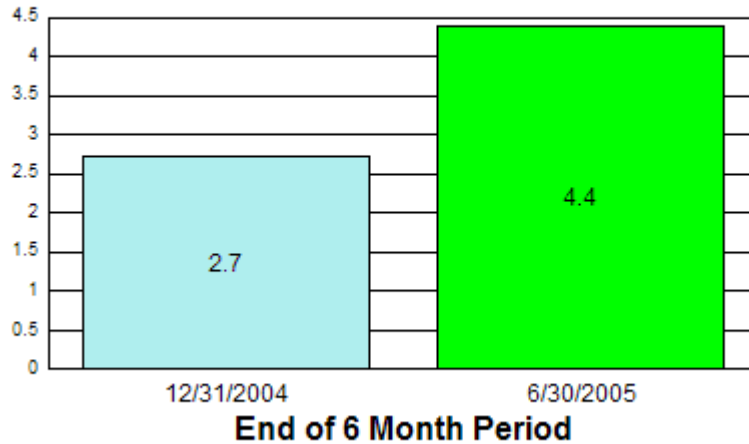


Total All Answers
<u>2,451</u>

**Comments:** In FY 2005, we have seen in Domain 4 Indicator 5 that of those people employed the average hourly wage has increased by .30 cents. As well, 75.6% of people employed are making an hourly rate above minimum wage. This is good news for the majority of worker but there continues to be a pressing need for the community developmental systems to assess employment of people it supports

**Indicator #7: The average duration of jobs terminated during a 6 month period increases.**

**Average duration (years) of jobs terminated**



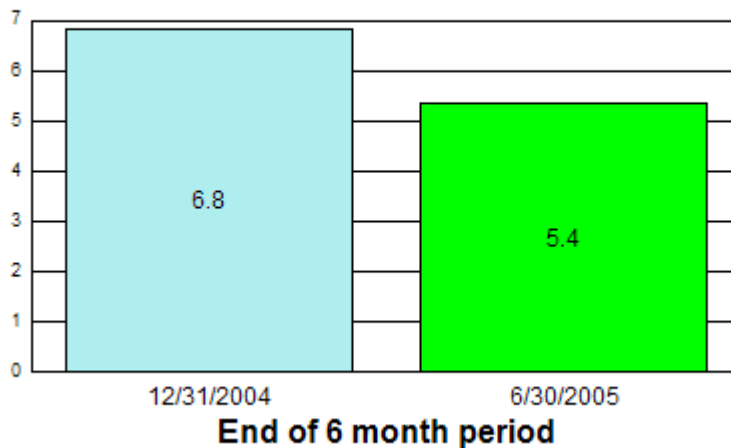
Total All Answers

329

**Comments:** There continues to be a positive upward trend toward jobs lasting for a longer period of time. Mid FY 2005 the average was 2.7 years were as at the end of FY 2005 the average was 4.4 years.

**Indicator #8: The average duration of continuing jobs during a sixth month period increases.**

**Average duration (years) of continuing jobs**



Total All Answers

2,315

**Comments:** There has been a slight decrease in the duration of continuing jobs from mid FY 2005 at 6.8 years to the end of FY 2005 with an average of 5.4 years. This trend appears to parallel the descending number of people employed from Domain 4 Indicator 3.

**Indicator #9: The proportion of individuals reporting that the focus of career planning/job search is own talents/gifts/interests increases.**

**Proportion of those who feel they are helped to find work they are good at or especially interested in**

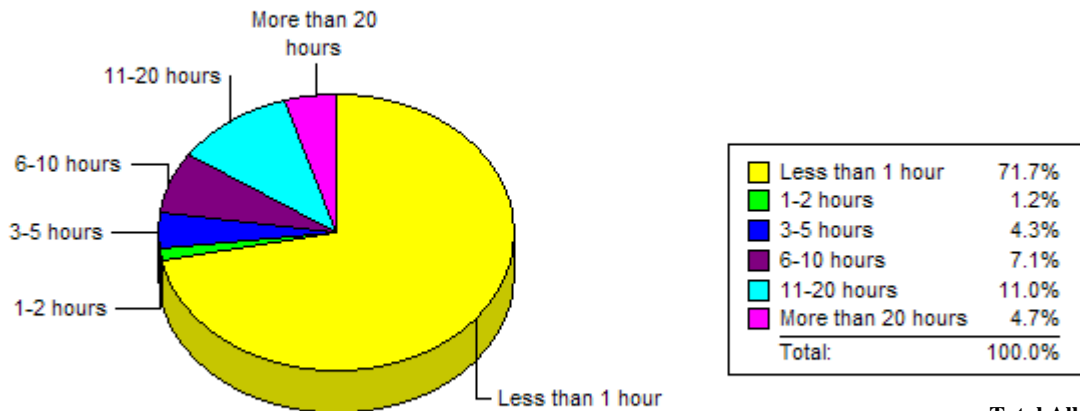


**Total All Answers**  
95

**Comments:** There has been a tremendous decline over the past six years in the area of career building. In FY 2005, 61.1% of people surveyed said that they do not feel they are helped to find work they are good at or especially interested in. This data correlates with all other indicators in this Domain. There is an unequivocal need to address employment supports and services.

**Indicator #10: The proportion of jobs that provide direct employer/co-worker support of one or more hours per week increases.**

**Proportion of jobs providing different hours of support**



**Total All Answers**  
2,453

**Comments:** FY 2005 follows the trends of the five previous years of data. In FY 2005 71.7% of people employed have an hour or less of direct employer/co-worker support. "Naturally Supported" work has been the emphasis for the community developmental systems for many years and this trend indicates that the system needs to review whether "naturally supported" work is an indicator of quality of service. Of the 2453 employees reported in FY 2005, it is noted that 15.7% have between 6 and 20 hours of "natural supports" per week.