Initial Report from Evaluation and Monitoring Subcommittee of the

Taskforce on Eliminating Subminimum Wage

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The subgroup has discussed possible measures to achieve the intended goals. The focus has included potential measures we recommend for evaluation and monitoring, the process for data provision as well as recommended questions for inclusion in the consolidated survey that the taskforce has discussed developing.

We reviewed the measures and processes through which some other states address the issue we are focused on. This included publicly available information from Minnesota, Ohio, Maryland and Oregon. The measures we recommend for both initial evaluation of implementation of Act 209 (R237, S533) that prohibits the use of section 14(c) of the Fair Labor Standards Act of 1938 to pay subminimum wages in South Carolina and for ongoing monitoring are for individuals with disabilities:

* Wage per hour of work
* Gross wages per month
* Hours worked per month
* Benefits provided from job
	+ Paid time off
* Type of job ( job classification)
* Barriers and/or accommodations needed
* Type of disability

The process that this sub-committee recommends is that twice per year information on the seven measures are provided to a central database (new or existing but determined by this taskforce) by DDSN and/or their contract community-based provider and by Vocational Rehabilitation and Commission for the Blind. The subcommittee recognizes that further discussion is needed with the larger full taskforce related to what existing databases and reports may facilitate this process and who is designated to review, evaluate and report this information on a regular basis. Sources of existing may include VR program metrics for employment and wages; DDSN and contracted provider data (includes employer information, location, wage, hours per week, wage reporting responsibility, job end date and reason). For DDSN operated waivers, employment service data includes number of individuals receiving individual employment service, individuals newly admitted to service, individual count by job loss reason by year, individual count by duration of employment by year. Data is also available to track number of individuals referred from DDSN to SCVRD, number of individuals closed successfully and receiving State Funded Follow Along funding, number of individuals requesting SCVRD case closure, number of individuals closed successfully, number of individuals closed unsuccessfully, and individuals never referred to SCVRD.

For the survey that has been discussed by the taskforce our subcommittee recommends the following questions be included:

**For Consumers**

 **If you have a job**

* Do you have a job that pays you?
* Do you like the job you have?

**If you do not have a job**

* Do you want to work and get paid?
* What type of job would you like to have?
* What supports and assistance do you need to become employed?

**For Providers**

* Are you planning to monitor and track the outcomes of those who exit subminimum wage employment?
	+ If so, how?
	+ Are you already doing this monitoring?