

NEW HAMPSHIRE DEVELOPMENTAL SERVICES



EMPLOYMENT DATA REPORT

QUARTERLY REPORT

7/1/2022-9/30/2022

New Hampshire Department of Health & Human Services
Division of Long Term Supports and Services
Bureau of Developmental Services
Phone: 800.852.3345 ext. 5034 (NH only) or 603.271.5034
<https://www.dhhs.nh.gov/programs-services/disability-care/employment-individuals-disabilities>
Available in alternative formats on request

Institute on Disability/UCED





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STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF LONG TERM SUPPORTS AND SERVICES

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Dear Friends and Colleagues,

Thank you for your leadership and support to individuals with developmental disabilities and acquired brain disorders. Thank you especially for your dedication and support for advancing inclusion of individuals with disabilities in the workforce during the COVID-19 pandemic. These are difficult times for employment managers, direct support staff, job coaches, and many other employment professionals who are working tirelessly to support individuals in our state.

Please see the attached Employment Data Report (EDR). The purpose of the EDR is to increase awareness, serve as a resource, and leverage employment supports across the state. The EDR is packed with great information, while providing opportunities for in-depth discussions on our state's successes and challenges in supporting individuals in the workplace.

The EDR is provided by the NH Department of Health and Human Services (DHHS), Bureau of Developmental Services (BDS), and in partnership with the NH Employment Leadership Committee (ELC). The mission of the ELC is to advance inclusion of individuals with disabilities in the workforce through collaboration, education, and advocacy. The EDR is prepared by the Institute on Disability (IOD) at the University of New Hampshire (UNH) through data collection efforts from NH's ten area agencies and numerous service providers.

The target audience for the EDR includes area agencies, service providers, board members, employers, state agencies, and other interested individuals and organizations. Advocates and family members are encouraged to use the EDR as a tool to understand and learn about employment efforts across the state. Previous editions of the EDR can be found on the DHHS, BDS website at <https://www.dhhs.nh.gov/programs-services/disability-care/employment-individuals-disabilities>.

Thank you for your support to individuals with disabilities in the workforce. If you would like more information on our employment efforts at the Division of Long Term Supports and Services, contact Abigail Conger at abigail.p.conger@dhhs.nh.gov.

Sincerely,

Sandy Feroz
Bureau Chief, Bureau of Developmental Services

Introduction & Highlights

Welcome to the latest edition of the Employment Data Report on employment information of individuals with developmental disabilities and acquired brain disorders served by the Area Agency system of New Hampshire. Area Agencies and contracted service providers and employment vendors record employment-related data for adults aged 21-64 who receive community care waived services. Employment data is recorded to include demographics, hourly wages, weekly hours worked, job titles, industry codes and more. This data is analyzed and reported to stakeholders who have a vested interest in the labor force participation of people with disabilities in New Hampshire. This report represents Quarter 1 of the 2023 State Fiscal Year (SFY) gathered from employment records updated between July 1 and September 30, 2022. Highlights are provided below.

During Q1, 1,322 total jobs were held by 1,173 workers. 1,162 of these jobs existed before the quarter and continued through the end of the quarter, while 89 new jobs began during the quarter, 66 existing jobs ended, and 5 jobs started and ended in the same quarter. 26.5% of individuals served by Area Agencies were employed by traditional wages (excluding self-employment), slightly more than a 1% increase from Q4 of SFY 2022 (25.4%). The employment rate remains lower than before the pandemic. Within regions, rates ranged from 14.1 to 36.4%. 16 workers were self-employed (2 held wage-employment in addition to being self-employed, 14 reported self-employment only). The employment rate for wage or self-employment was 26.8%.

On average, individuals earned \$10.90 an hour per job, an increase from \$10.61 an hour in Q4 of 2022, with averages in some regions as high as \$11.88, and worked on average 13.0 hours a week. 62% of workers were male, mirroring gender demographics of individuals served by Area Agencies. The majority of workers were 40 or younger, with workers aged 26 to 30 making up the largest age category of workers (21.4%). The statewide median workers age was 33 years, less than the US median worker age of 42 years (BLS, 2022). Job characteristics of this workforce are largely representative of the “essential” worker, with the largest numbers of jobs in the industries of Retail and Customer Service (30.7%), Food Preparation and Services (17.7%), and Building, Grounds, and Maintenance (11.1%).

In this quarter, a 1.1% increase in employment rate was observed, a positive sign given that rates have increased by smaller amounts in recent quarters. Still, the employment rate for this population has not rebounded to pre-pandemic levels in the mid 30% range. The elimination of positions, health and safety concerns, and support staffing issues may still be impacting the ability of individuals with disabilities to enter or return to the workforce. Again, wages have increased slightly (by \$0.29 on average) from the previous quarters, and average hourly wages have risen slowly over time. However, achieving wage and employment equity remains a goal, given that many people with disabilities did not have full-time work or earn a living wage pre-pandemic and continue to experience lower wages and employment rates than those who do not have disabilities. Future reports will be used to monitor progress as the pandemic continues, and as many individuals (with and without disabilities) have changed jobs, and employee compensation has shifted rapidly.

Jobs Starting and Ending During the Quarter 5
New Jobs Started this Quarter 89
Continuing Jobs with Start Dates Before the Quarter 1,162
Jobs Ending During the Quarter 66
Employment Rate Excluding Self-Employment 26.5% ↑
Average Hourly Wage \$10.90 ↑
Median Age 33

How to Use the Employment Data Report

1. Share this Employment Data Report (EDR) with Families, Self-Advocates, Board Members, Family Support Councils, Employers, Community Leaders, State Agencies, Staff and/or Others.

The EDR is meant to be a tool to be used for more in-depth discussions about employment efforts regionally and statewide. Please ask questions if there is any information you do not understand. The EDR provides an important opportunity for each Area Agency or service provider to share information about how it promotes employment and what opportunities and services are available.

This data can also be helpful to individuals and families in trying to select an employment services provider. However, it is important to understand that there are more factors to consider when selecting an employment provider than just performance data alone.

Here are some things to consider:

- Does this provider promote employment?
- Does this provider have staff who have been trained using the statewide curriculum called ACRE or who hold a national certification as a Certified Employment Support Professional?
- Does this provider specialize in employing people in specific industries?
- Does this provider serve a high number of people with the most significant disabilities?
- Does this provider offer career development services?
- Does this provider offer any structured skills training opportunities?
- Talk to other families about their satisfaction with various providers.

2. Use this report to set goals with Staff, Board Members, Regional Teams and/or for your Strategic Plans.

Don't forget! Area Agencies can generate their own regional report at any time using the employment data system. The Bureau will generate Employment Data Reports on a quarterly basis.

3. Host an employment event. Invite a panel of employed self-advocates to talk about their work experience, the process they went through to achieve employment, and the impact that being employed has had in their life.

Additional panel opportunities may include:

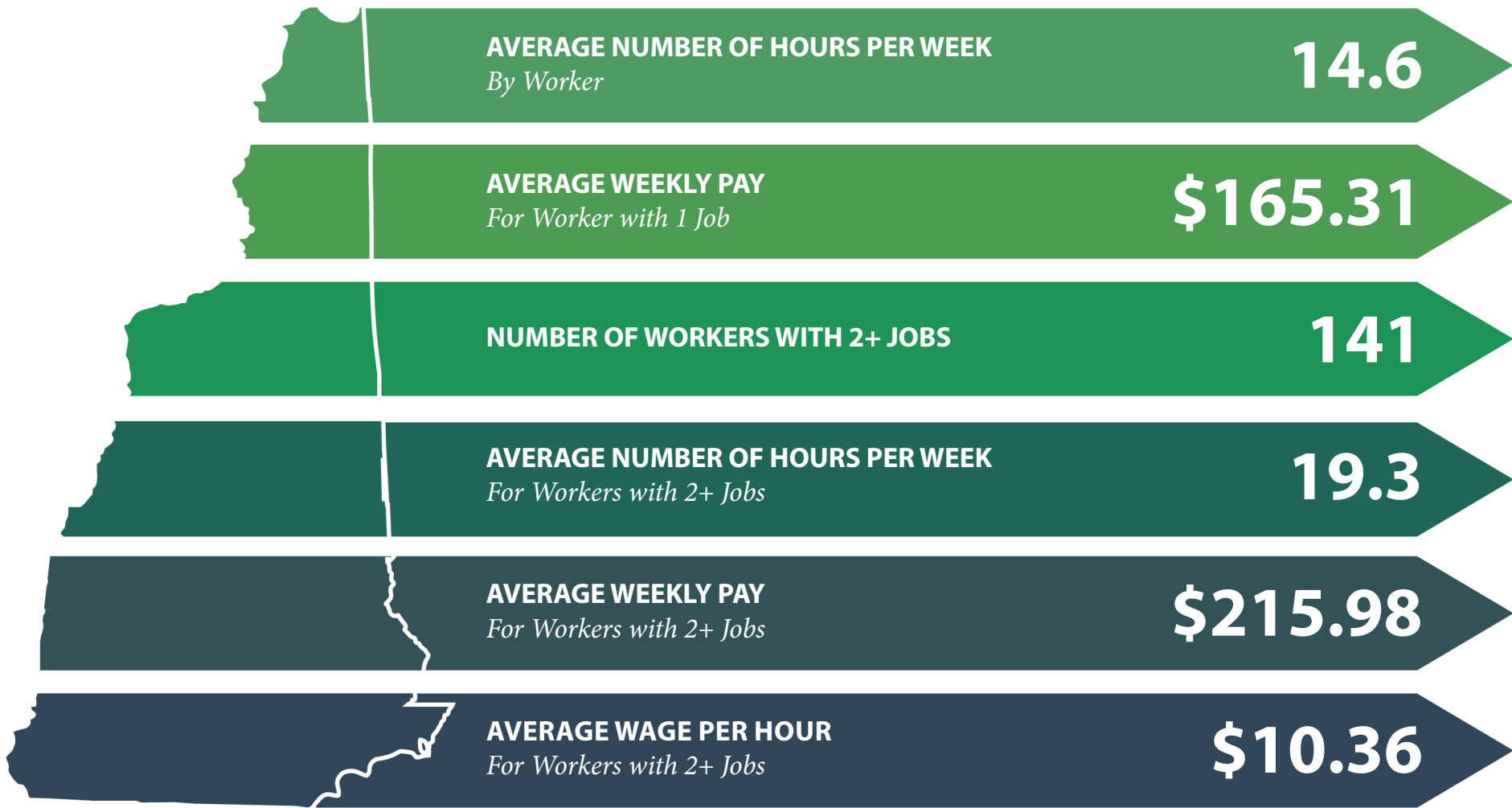
- Engaging employment staff to talk about their region's efforts and commitment to employment.
- Inviting a panel of local employers to talk about how hiring an inclusive workforce makes good business sense.
- Including work incentives specialists to talk about the impact of earning income rather than just receiving benefits.

Overall, individuals who work are financially better off earning income than just receiving benefits. Talk to an employment specialist, who can refer you to a benefits counselor or work with you to better understand your benefits and financial situation.

Employment Overview by Jobs












Employment Overview by Worker



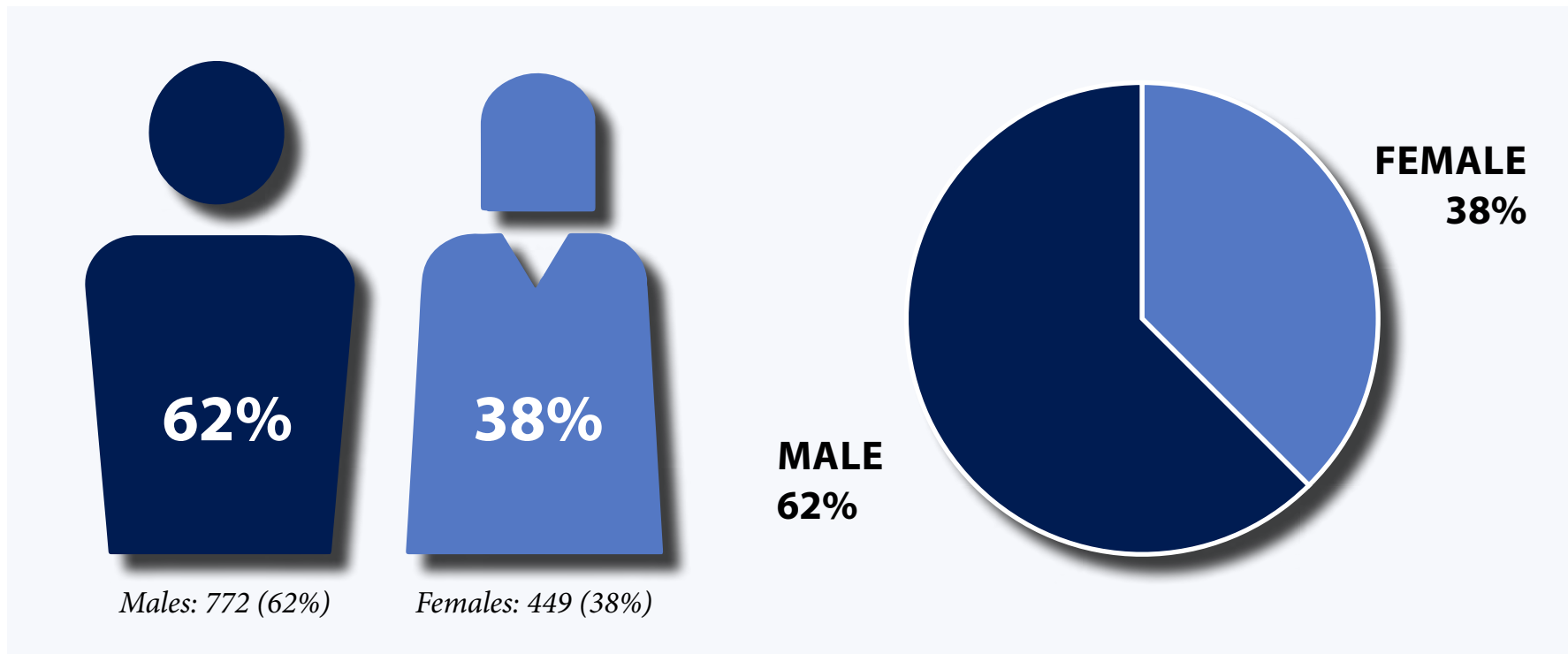
New Hampshire Worker Demographics

Age Breakdown

61 to 64		3.8%
56 to 60		4.4%
51 to 55		6.8%
46 to 50		6.4%
41 to 45		9.2%
36 to 40		12.4%
31 to 35		20.3%
26 to 30		21.4%
25 and Under		15.4%

Median Worker Age by Region	
Region 1	35
Region 2	35
Region 3	39
Region 4	29
Region 5	33
Region 6	33
Region 7	34
Region 8	32
Region 9	34
Region 10	34
Statewide Median	33

Gender Breakdown

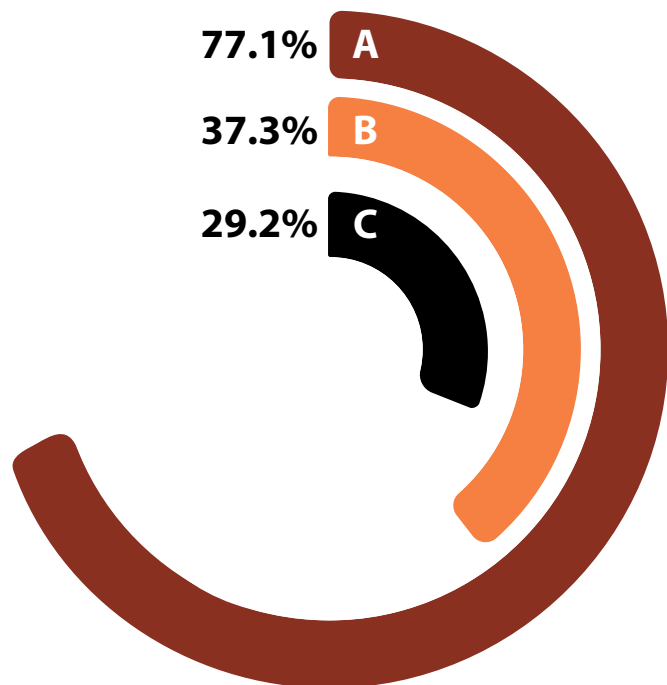


Data was missing on gender for 2 workers. These gender percentages mirror the gender percentages regarding the gender demographics of the individuals served by Area Agencies.

Comparing National & State Employment Rates for Workers Aged 21-64

- A. Individuals without disabilities who work
- B. Individuals with disabilities who work
- C. Individuals with cognitive disabilities who work

United States



The New Hampshire Difference

- A. 4.7% pts
- B. 7.2% pts
- C. 5.8% pts

New Hampshire



Note. Authors' calculations using the U.S. Census Bureau American Community Survey, Public Use Microdata Sample with Experimental Weights, 2020, which is subject to sampling variation.

References:











Paul, S., Rafal, M., & Houtenville, A. (2021). Annual Disability Statistics Compendium: 2021. Durham, NH: University of New Hampshire, Institute on Disability.

NH Developmental Services Employment Rates

Total Number of Individuals Served and Employed (21-64 Years Old), Excluding Self Employment

Area Agency	Individuals Working	Individuals Served	Employment Rate	Ranking
Region 1: Northern Human Services	96	372	25.8%	6
Region 2: Pathways of the River Valley	85	246	34.6%	3
Region 3: Lakes Region Community Services	124	343	36.2%	2
Region 4: Community Bridges	142	581	24.4%	7
Region 5: Monadnock Developmental Services	160	439	36.4%	1
Region 6: Gateways Community Services	202	640	31.6%	4
Region 7: The Moore Center	113	641	17.6%	9
Region 8: One Sky Community Services	117	407	28.7%	5
Region 9: Community Partners	82	386	21.2%	8
Region 10: Community Crossroads	52	369	14.1%	10
Statewide Total	1,173	4,424	26.5%	

Industry Breakdown

Job Category	Jobs	% of Total Jobs	Mdn Hours Per Week	Mdn \$ Per Hour	Mdn Tenure at Current Job (In Years)
 Arts, Entertainment & Media	6	<1%	12.5	\$14.13	2.5
 Building, Grounds & Maintenance	147	11.1%	10.0	\$10.00	5.2
 Business & Finance	4	<1%	11.0	\$12.50	2.2
 Community & Social Services	16	1.2%	10.0	\$10.50	2.3
 Computer	2	<1%	31.3	\$17.73	0.3
 Construction	2	<1%	21.0	\$13.48	3.1
 Education & Training	11	1%	9.0	\$8.00	4.9
 Farming & Forestry	16	1.2%	6.0	\$7.55	2.3
 Food Preparation & Service	234	17.7%	13.8	\$10.50	3.2
 Healthcare Support	15	1.1%	10.0	\$14.00	2.5
 Housekeeping & Laundry	120	9.1%	9.0	\$10.40	5.6
 Office & Administrative	51	3.9%	6.0	\$8.50	2.4
 Personal Care	5	<1%	15.0	\$9.00	2.1
 Production & Manufacturing	88	6.7%	12.0	\$10.00	2.6
 Retail & Customer Service	406	30.7%	12.0	\$11.50	2.1
 Transportation	3	<1%	22.0	\$14.00	7.3
 Unknown	196	14.8%	10.0	\$8.50	7.6

Note. Avg=Average; Mdn=Median

Regional Employment Data Glossary

Inclusion Criteria

To be included as “employed” in the dataset used to create this report, individuals:

- Must have received a service within the past 90 days.
- Must be employed by traditional wages (those who reported self-employment are excluded from the wage and hourly statistics).
- Must be between 21 and 64 years old.
- Must work a minimum of 2 hours a week.
- Must earn at least minimum wage (\$7.25 per hour in New Hampshire).
- Must have complete data on: Start date of current position, hourly wages, number of hours worked per week.
- Must have an employment record that has been updated during the reporting period (Q1 FY2023; July 1, 2022 - September 30, 2022).

Glossary

- “Per Job” statistics are calculated based on data specific to positions/jobs, not to individual workers.
- “Per Worker” statistics are calculated based on all data for a given individual combined into a single measure of “Total Employment.” This accounts for the combined earnings and hours worked for those who have multiple, distinct jobs.
- “Tenure” represents number of years someone has worked in their current position as of the end of the quarter.
- Regions and Area Agencies - New Hampshire is divided into 10 geographic regions, each served by an Area Agency. An Area Agency is defined as an entity established as a nonprofit corporation in the state of New Hampshire which is established by rules adopted by the NH DHHS Commissioner to provide services to eligible people with developmental disabilities and acquired brain disorders.
- Vendors – In the state of New Hampshire, Area Agencies may provide employment services directly to individuals with disabilities or may contract with vendors to provide these services. When vendor is specified as “none,” individuals are primarily served by the Area Agency for their employment needs, not a dedicated vendor.
- In tables, abbreviations: Avg = Average; Mdn = Median.
- New, Ending, and Continuing Jobs (note that all of these categories are mutually exclusive).
 - Jobs Starting & Ending During the Quarter are defined as positions that have a hire date within the 1st quarter and were also terminated before the end of the quarter.
 - Jobs Ending During the Quarter are defined as positions that have hire dates before the start of the 1st quarter that were terminated during the quarter.
 - New Jobs are defined as positions that have hire dates within the 1st quarter that continued through the end of the quarter.
 - Continuing Jobs are defined as positions that have hire dates before the start of the 1st quarter that continued through the end of the quarter.

Towns and Cities by Region

<u>Region 1</u>		<u>Region 2</u>	<u>Region 3</u>	<u>Region 4</u>	<u>Region 5</u>	
Northern Human Services	Littleton	Pathways of the River Valley	Lakes Region Community Services	Community Bridges	Monadnock Developmental Services	Temple
Albany	Livermore	Acworth	Alexandria	Allenstown	Alstead	Troy
Bartlett	Lyman	Canaan	Alton	Andover	Antrim	Walpole
Bath	Madison	Charlestown	Ashland	Boscawen	Bennington	Westmoreland
Benton	Milan	Claremont	Barnstead	Bow	Chesterfield	Winchester
Berlin	Millsfield	Cornish	Belmont	Bradford	Dublin	
Bethlehem	Monroe	Croydon	Bridgewater	Canterbury	Fitzwilliam	
Brookfield	Moultonboro	Dorchester	Bristol	Chichester	Francestown	
Carroll	Ossipee	Enfield	Campton	Concord	Gilsum	
Chatham	Piermont	Goshen	Center Harbor	Danbury	Greenfield	
Clarksville	Pittsburg	Grafton	Ellsworth	Deering	Greenville	
Colebrook	Randolph	Grantham	Gilford	Dunbarton	Hancock	
Columbia	Sanbornville	Hanover	Gilmanton	Epsom	Harrisville	
Conway	Sandwich	Langdon	Groton	Franklin	Hinsdale	
Dalton	Shelburne	Lebanon	Hebron	Henniker	Jaffrey	
Dixville	Stark	Lempster	Holderness	Hill	Keene	
Dummer	Stewartstown	Lyme	Laconia	Hillsboro	Lyndeborough	
Easton	Sugar Hill	Newport	Meredith	Hopkinton	Marlborough	
Eaton	Tamworth	Orange	New Hampton	Loudon	Marlow	
Effingham	Tuftonboro	Orford	Plymouth	Newbury	Nelson	
Errol	Union	Plainfield	Rumney	New London	New Ipswich	
Franconia	Wakefield	Springfield	Sanbornton	Northfield	Peterborough	
Freedom	Warren	Sunapee	Thornton	Pembroke	Richmond	
Gorham	Waterville Valley	Unity	Tilton	Pittsfield	Rindge	
Groveton	Wentworth	Washington	Wentworth	Salisbury	Roxbury	
Hart's Location	Location			Sutton	Sharon	
Haverhill	Whitefield			Warner	Spofford	
Jackson	Wolfeboro			Weare	Stoddard	
Jefferson	Woodstock			Webster	Sullivan	
Lancaster	Woodsville			Wilmot	Surry	
Landaff				Windsor	Swanzey	
Lincoln						
Lisbon						

Region 6

Gateways Community

Services

Amherst
Brookline
Hollis
Hudson
Litchfield
Mason
Merrimack
Milford
Mont Vernon
Nashua
Wilton

Region 7

The Moore Center

Auburn
Bedford
Candia
Goffstown
Hooksett
Londonderry
Manchester
New Boston

Region 8

One Sky Community

Services

Brentwood
Deerfield
East Kingston
Epping
Exeter
Fremont
Greenland
Hampton
Hampton Falls
Kensington
Kingston
New Castle
Newfields
Newington
Newmarket
North Hampton
Northwood
Nottingham
Portsmouth
Raymond
Rye
Seabrook
South Hampton
Stratham

Region 9

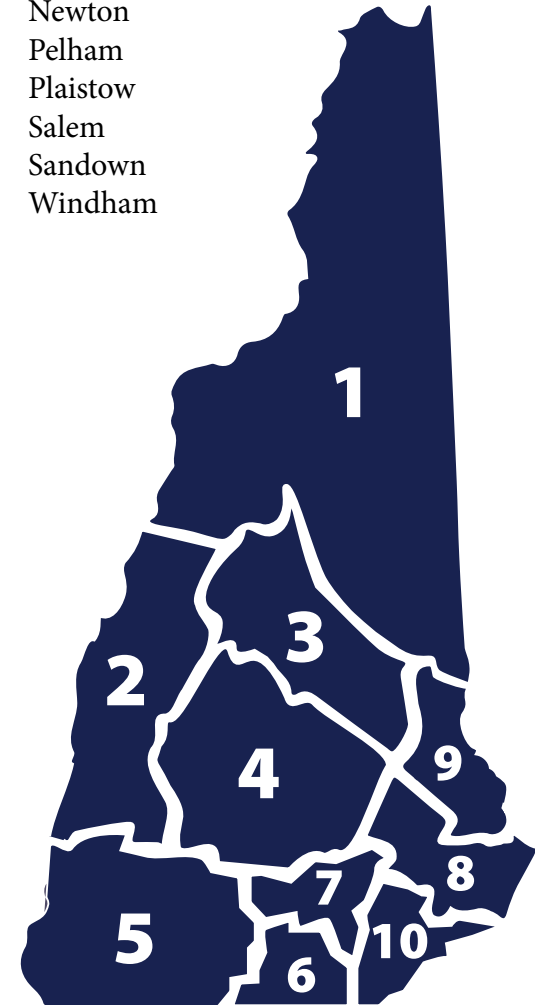
Community Partners

Barrington
Dover
Durham
Farmington
Lee
Madbury
Middleton
Milton
New Durham
Rochester
Rollinsford
Somersworth
Strafford

Region 10

Community Crossroads

Atkinson
Chester
Danville
Derry
Hampstead
Newton
Pelham
Plaistow
Salem
Sandown
Windham



Map of New Hampshire's Regions

Regional and Statewide Employment Totals

Region	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>
1	96	115	11.5	12.0	\$10.78	\$10.50	13.7	13.8	\$159.27	\$148.95
2	85	93	15.3	14.5	\$12.55	\$12.00	16.7	15.0	\$224.11	\$171.60
3	124	147	11.6	9.0	\$9.07	\$8.50	13.8	11.8	\$133.27	\$110.32
4	142	161	14.0	12.0	\$11.23	\$10.00	16.1	15.0	\$196.80	\$150.50
5	160	182	12.5	10.0	\$10.68	\$10.00	14.2	12.0	\$166.25	\$129.50
6	202	219	13.0	12.0	\$11.02	\$10.00	14.1	12.5	\$170.66	\$141.00
7	113	127	12.9	12.0	\$10.96	\$10.00	14.5	13.5	\$164.64	\$150.00
8	117	131	12.7	12.0	\$11.73	\$11.60	14.2	12.0	\$172.62	\$150.00
9	82	85	14.5	13.0	\$9.85	\$9.50	14.7	13.3	\$152.85	\$126.50
10	52	62	12.4	10.0	\$11.88	\$12.21	14.8	12.0	\$189.23	\$146.16
TOTAL STATEWIDE	1,173	1,322	13.0	12.0	\$10.90	\$10.00	14.6	12.0	\$171.41	\$142.50

Note. Avg=Average; Mdn=Median

Region 1: Northern Human Services

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>
6	10	3	7	4	10	3	8	5	8

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>
Becket Family Services	1	1	20.0	20.0	\$12.00	\$12.00	20.0	20.0	\$240.00	\$240.00
Life Transition Services	6	7	19.6	20.0	\$13.61	\$13.50	22.8	20.0	\$311.17	\$294.50
North Country Independent Living	5	5	14.6	15.0	\$11.10	\$11.00	14.6	15.0	\$167.60	\$180.00
Southwestern Community Services	1	1	16.0	16.0	\$14.29	\$14.29	16.0	16.0	\$228.64	\$228.64
No Vendor	83	101	10.6	9.0	\$10.52	\$10.15	12.9	12.0	\$145.98	\$135.00
REGIONAL TOTAL	96	115	11.5	12.0	\$10.78	\$10.50	13.7	13.8	\$159.27	\$148.95

Note. Avg=Average; Mdn=Median

Region 2: Pathways of the River Valley

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>
3	1	1	1	2	1	1	1	1	1

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>
Becket Family Services	2	3	15.7	10.0	\$12.00	\$10.00	23.5	23.5	\$352.50	\$352.50
Brain Injury Association	1	1	15.0	15.0	\$11.50	\$11.50	15.0	15.0	\$172.50	\$172.50
Community Strategies for NH	1	1	6.0	6.0	\$9.00	\$9.00	6.0	6.0	\$54.00	\$54.00
Crotched Mountain	1	2	10.0	10.0	\$10.00	\$10.00	20.0	20.0	\$200.00	\$200.00
Easterseals NH	2	2	14.0	14.0	\$11.80	\$11.80	14.0	14.0	\$164.40	\$164.40
Farmsteads of New England, Inc.	1	1	2.0	2.0	\$7.25	\$7.25	2.0	2.0	\$14.50	\$14.50
Independent Services Network	11	12	10.1	8.0	\$10.86	\$10.15	11.0	10.0	\$132.21	\$100.00
Life Transition Services	5	5	15.8	16.0	\$11.80	\$13.00	15.8	16.0	\$186.95	\$176.00
Pathways Vendor Agency	25	26	19.3	15.5	\$14.60	\$14.50	20.0	16.0	\$299.18	\$210.25
Pathways of the River Valley	7	7	15.1	12.0	\$11.80	\$12.50	15.1	12.0	\$181.16	\$100.00
Siddharth Services Inc.	1	1	15.0	15.0	\$10.00	\$10.00	15.0	15.0	\$150.00	\$150.00
Visions for Creative Housing Solutions, Inc.	12	14	13.5	13.5	\$12.93	\$12.86	15.8	16.0	\$206.58	\$199.15
No Vendor	16	18	16.2	13.5	\$12.08	\$11.88	18.3	15.5	\$238.04	\$191.50
REGIONAL TOTAL	85	93	15.3	14.5	\$12.55	\$12.00	16.7	15.0	\$224.11	\$171.60

Note. Avg=Average; Mdn=Median

Region 3: Lakes Region Community Services

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>
2	9	10	10	10	9	10	10	10	10

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>
Easterseals NH	8	12	6.9	4.0	\$10.70	\$10.00	10.3	5.0	\$118.32	\$52.00
North Country Independent Living	1	1	12.0	12.0	\$10.00	\$10.00	12.0	12.0	\$120.00	\$120.00
Siddharth Services Inc.	1	1	9.0	9.0	\$15.00	\$15.00	9.0	9.0	\$135.00	\$135.00
Work Opportunities Unlimited, Inc.	10	10	14.4	12.0	\$12.49	\$12.30	14.4	12.0	\$185.34	\$159.00
No Vendor	104	123	11.9	8.0	\$8.58	\$7.90	14.1	11.3	\$129.52	\$86.25
REGIONAL TOTAL	124	147	11.6	9.0	\$9.07	\$8.50	13.8	11.8	\$133.27	\$110.32

Note. Avg=Average; Mdn=Median

Region 4: Community Bridges

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg
7	3	3	4	5	2	1	2	2	2

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Aspire Living and Learning	3	3	23.7	27.0	\$11.92	\$13.00	23.7	27.0	\$315.17	\$405.00
Becket Family Services	2	2	11.5	11.5	\$12.50	\$12.50	11.5	11.5	\$160.00	\$160.00
Community Bridges	43	49	12.6	10.0	\$10.79	\$10.00	14.4	10.0	\$160.15	\$120.00
Community Choices	30	32	19.7	19.0	\$12.31	\$11.28	21.1	20.0	\$279.79	\$204.02
Community Partners for Change	3	3	6.7	8.0	\$9.33	\$9.00	6.7	8.0	\$62.67	\$72.00
Crotched Mountain	1	1	6.0	6.0	\$9.50	\$9.50	6.0	6.0	\$57.00	\$57.00
Easterseals NH	15	20	8.9	6.5	\$11.19	\$10.00	11.7	9.0	\$138.51	\$107.50
Farmsteads of New England, Inc.	1	3	4.3	3.0	\$7.45	\$7.45	13.0	13.0	\$96.85	\$96.85
Independent Services Network	8	8	11.8	12.0	\$9.47	\$9.33	11.8	12.0	\$113.92	\$115.13
J. Cook Workforce Solutions	3	3	20.7	16.0	\$16.42	\$16.57	20.7	16.0	\$357.21	\$265.12
Life Transition Services	1	1	22.0	22.0	\$9.25	\$9.25	22.0	22.0	\$203.50	\$203.50
Living Innovations	1	1	2.0	2.0	\$15.00	\$15.00	2.0	2.0	\$30.00	\$30.00
Residential Resources Inc.	1	1	15.0	15.0	\$7.25	\$7.25	15.0	15.0	\$108.75	\$108.75
Siddharth Services Inc.	4	4	5.0	3.0	\$10.00	\$10.00	5.0	3.0	\$56.00	\$32.00
Work Opportunities Unlimited, Inc.	10	13	12.0	12.0	\$10.55	\$11.00	15.6	16	\$183.16	\$178.55
No Vendor	16	17	18.4	18.0	\$12.22	\$12.12	22.0	19.0	\$287.52	\$241.50
REGIONAL TOTAL	142	161	14.0	12.0	\$11.23	\$10.00	16.1	15.0	\$196.80	\$150.50

Note. Avg=Average; Mdn=Median

Region 5: Monadnock Developmental Services

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg
1	7	8	8	5	6	7	6	8	6

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Aspire Living and Learning	1	1	21.0	21.0	\$14.73	\$14.73	21.0	21.0	\$309.33	\$309.33
Chesco Employment	23	25	12.7	10.0	\$10.47	\$10.00	13.8	10.0	\$153.10	\$124.56
Comfort Keepers	7	9	13.3	10.0	\$11.05	\$11.00	17.1	16.0	\$205.18	\$208.00
Community Strategies for NH	4	4	4.0	4.0	\$10.94	\$10.38	4.0	4.0	\$43.38	\$48.00
Crotched Mountain	1	2	4.0	4.0	\$9.63	\$9.63	8.0	8.0	\$77.00	\$77.00
Easterseals NH	2	2	6.5	6.5	\$13.00	\$13.00	6.5	6.5	\$92.00	\$92.00
Life Transition Services	1	1	12.0	12.0	\$13.50	\$13.50	12.0	12.0	\$162.00	\$162.00
Monadnock Developmental Services	33	37	15.3	13.0	\$10.48	\$10.00	17.2	16.0	\$183.93	\$204.00
Monadnock Developmental Services - ISO	1	1	2.0	2.0	\$8.34	\$8.34	2.0	2.0	\$16.68	\$16.68
Monadnock Developmental Services - MCST	33	35	16.7	15.0	\$12.96	\$12.00	17.7	16.0	\$241.81	\$179.36
Monadnock Worksource	14	16	6.3	4.0	\$8.67	\$7.38	7.2	5.0	\$71.02	\$44.75
Opportunity Networks	4	4	8.5	6.0	\$10.82	\$11.25	8.5	6.0	\$101.84	\$67.50
Perfect Peace, Inc.	1	1	25.0	25.0	\$7.50	\$7.50	25.0	25.0	\$187.50	\$187.50
Psalm 33	1	1	3.0	3.0	\$9.00	\$9.00	3.0	3.0	\$27.00	\$27.00
Residential Resources Inc.	1	1	15.0	15.0	\$14.00	\$14.00	15.0	15.0	\$210.00	\$210.00
Southwestern Community Services	19	26	8.4	4.0	\$8.33	\$7.50	11.5	6.0	\$112.60	\$44.00
Summit NH, LLC	2	2	4.0	4.0	\$10.75	\$10.75	4.0	4.0	\$46.50	\$46.50
Work Opportunities Unlimited, Inc.	3	4	12.1	12.3	\$12.10	\$11.70	16.2	20.0	\$202.37	\$200.00
No Vendor	9	10	15.9	15.0	\$11.63	\$11.00	17.7	15.0	\$222.78	\$150.00
REGIONAL TOTAL	160	182	12.5	10.0	\$10.68	\$10.00	14.2	12.0	\$166.25	\$129.50

Note. Avg=Average; Mdn=Median

Region 6: Gateways Community Services

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>
4	4	3	5	5	8	6	5	7	5

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>
Aspire Living and Learning	4	4	5.5	5.0	\$11.83	\$11.00	5.5	5.0	\$70.25	\$54.00
Crotched Mountain	1	1	6.0	6.0	\$10.00	\$10.00	6.0	6.0	\$60.00	\$60.00
Easterseals NH	19	19	13.3	15.0	\$10.45	\$9.90	13.3	15.0	\$129.65	\$149.40
Gateways Community Services - CDS	11	11	9.6	8.0	\$10.87	\$10.50	9.6	8.0	\$103.36	\$90.00
Independent Services Network	6	6	8.6	6.5	\$10.97	\$11.17	8.6	6.5	\$101.44	\$67.68
Nashua Center for the Multiply Handicapped	7	7	2.0	2.0	\$7.39	\$7.50	2.0	2.0	\$14.79	\$15.00
Opportunity Networks	34	40	10.3	9.0	\$9.43	\$8.00	12.1	11.0	\$128.24	\$120.00
PLUS Company	110	120	15.6	15.0	\$11.67	\$10.75	17.0	16.0	\$217.20	\$182.80
Siddharth Services Inc.	1	1	12.0	12.0	\$15.00	\$15.00	12.0	12.0	\$180.00	\$180.00
Summit NH, LLC	3	4	14.6	16.3	\$14.50	\$13.50	19.5	20.0	\$285.33	\$250.00
Toward Independent Living and Learning	6	6	7.6	7.8	\$11.73	\$12.00	7.6	7.8	\$88.60	\$91.80
REGIONAL TOTAL	202	219	13.0	12.0	\$11.02	\$10.00	14.1	12.5	\$170.66	\$141.00

Note. Avg=Average; Mdn=Median

Region 7: The Moore Center

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg
9	5	3	6	5	5	4	7	3	7

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Aspire Living and Learning	1	1	25.0	25.0	\$13.00	\$13.00	25.0	25.0	\$325.00	\$325.00
Becket Family Services	5	5	14.8	12.0	\$10.40	\$10.50	14.8	12.0	\$155.80	\$126.00
Chesco Employment	1	2	12.0	12.0	\$7.25	\$7.25	24.0	24.0	\$174.00	\$174.00
Community Integrated Services, LLC	1	1	20.0	20.0	\$10.00	\$10.00	20.0	20.0	\$200.00	\$200.00
Easterseals NH	10	11	13.4	17.5	\$11.82	\$10.00	14.7	17.8	\$178.92	\$212.50
Farmsteads of New England, Inc.	1	1	5.0	5.0	\$7.25	\$7.25	5.0	5.0	\$36.25	\$36.25
Independent Services Network	7	8	6.9	6.0	\$11.07	\$10.00	7.9	8.0	\$100.59	\$72.00
Life Visions	5	5	9.8	10.0	\$9.78	\$9.00	9.8	10.0	\$100.86	\$90.00
Moore Center Services, Inc.	46	49	14.6	13.5	\$11.10	\$10.00	15.6	15.0	\$171.19	\$160.50
Opportunity Networks	10	12	9.6	6.0	\$8.70	\$8.25	11.6	7.5	\$108.73	\$67.13
PLUS Company	1	1	20.0	20.0	\$14.50	\$14.50	20.0	20.0	\$290.00	\$290.00
Siddharth Services Inc.	6	8	10.1	8.0	\$11.79	\$12.65	13.5	9.0	\$172.51	\$100.04
Work Opportunities Unlimited, Inc.	17	21	13.3	12.0	\$11.66	\$13.00	16.4	12.0	\$201.34	\$180.00
No Vendor	2	2	16.0	16.0	\$12.63	\$12.63	16.0	16.0	\$191.50	\$191.50
REGIONAL TOTAL	113	127	12.9	12.0	\$10.96	\$10.00	14.5	13.5	\$164.64	\$150.00

Note. Avg=Average; Mdn=Median

Region 8: One Sky Community Services

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg
5	6	3	3	3	6	7	4	3	4

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Aspire Living and Learning	3	3	4.7	2.0	\$10.75	\$12.50	4.7	2.0	\$54.83	\$25.00
Becket Family Services	7	7	10.3	9.0	\$10.86	\$10.10	10.3	9.0	\$119.65	\$96.00
Community Integrated Services, LLC	8	8	13.8	12.0	\$11.39	\$11.25	13.8	12.0	\$166.76	\$105.00
Easterseals NH	21	25	11.6	9.0	\$12.00	\$10.00	13.8	13.5	\$168.44	\$135.00
Farmsteads of New England, Inc.	3	3	5.7	3.0	\$9.00	\$7.25	5.7	3.0	\$62.08	\$21.75
Life Visions	1	1	2.0	2.0	\$8.50	\$8.50	2.0	2.0	\$17.00	\$17.00
Living Innovations	16	18	11.8	11.0	\$12.84	\$13.48	13.2	13.5	\$163.88	\$164.05
One Sky Community Services, Inc.	36	42	13.1	13.5	\$11.09	\$10.50	15.2	15.0	\$175.98	\$170.00
Work Opportunities Unlimited, Inc.	17	19	15.8	12.0	\$12.63	\$12.00	17.7	12.0	\$229.72	\$162.00
Vendor None	5	5	19.0	20.0	\$13.10	\$14.25	19.0	20.0	\$251.50	\$285.00
REGIONAL TOTAL	117	131	12.7	12.0	\$11.73	\$11.60	14.2	12.0	\$172.62	\$150.00

Note. Avg=Average; Mdn=Median

Region 9: Community Partners

Rankings and Regional Employment Totals



PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>
8	2	2	9	9	4	5	9	9	9

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>	<i>Avg</i>	<i>Mdn</i>
Aspire Living and Learning	1	1	15.0	15.0	\$14.09	\$14.09	15.0	15.0	\$211.35	\$211.35
Community Partners	70	73	14.5	12.0	\$9.73	\$9.25	14.8	12.0	\$151.36	\$125.00
Easterseals NH	7	7	14.4	15.0	\$10.61	\$10.00	14.4	15.0	\$159.11	\$150.00
Great Bay Services	2	2	16.0	16.0	\$9.63	\$9.63	16.0	16.0	\$166.38	\$166.38
North Country Independent Living	1	1	18.0	18.0	\$12.00	\$12.00	18.0	18.0	\$216.00	\$216.00
No Vendor	1	1	9.0	9.0	\$7.25	\$7.25	9.0	9.0	\$65.25	\$65.25
REGIONAL TOTAL	82	85	14.5	13.0	\$9.85	\$9.50	14.7	13.3	\$152.85	\$126.50

Note. Avg=Average; Mdn=Median

Region 10: Community Crossroads

Rankings and Regional Employment Totals

PERCENT EMPLOYED	PER JOB				PER WORKER				
	Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week		Gross Earnings Per Year
	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg
10	8	8	2	1	3	7	3	6	3

Vendor	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Becket Family Services	2	3	4.3	3.0	\$9.23	\$9.25	6.5	6.5	\$60.68	\$60.68
Community Crossroads	5	5	15.6	12.0	\$12.96	\$12.36	15.6	12.0	\$202.56	\$148.32
Easterseals NH	10	12	11.3	10.0	\$11.65	\$10.75	13.5	11.0	\$153.48	\$138.00
Farmsteads of New England, Inc.	4	5	4.9	4.5	\$9.09	\$7.60	6.1	6.3	\$64.73	\$46.45
Independent Services Network	1	1	4.0	4.0	\$12.75	\$12.75	4.0	4.0	\$51.00	\$51.00
Kimi Nichols Center, Inc.	2	2	11.5	11.5	\$11.79	\$11.79	11.5	11.5	\$147.66	\$147.66
Life Visions	6	6	9.1	6.3	\$10.67	\$9.50	9.1	6.3	\$97.75	\$61.49
Living Innovations	2	3	16.4	9.0	\$12.51	\$12.50	24.6	24.6	\$347.64	\$347.64
Nashua Center for the Multiply Handicapped	1	2	5.0	5.0	\$14.50	\$14.50	10.0	10.0	\$142.00	\$142.00
Opportunity Networks	1	1	6.0	6.0	\$10.00	\$10.00	6.0	6.0	\$60.00	\$60.00
Residential Resources Inc.	1	1	16.8	16.8	\$12.81	\$12.81	16.8	16.8	\$214.57	\$214.57
Work Opportunities Unlimited, Inc.	15	19	18.0	16.0	\$13.28	\$14.25	22.8	21.0	\$318.32	\$285.00
No Vendor	2	2	5.5	5.5	\$8.45	\$8.45	5.5	5.5	\$46.30	\$46.30
REGIONAL TOTAL	52	62	12.4	10.0	\$11.88	\$12.21	14.8	12.0	\$189.23	\$146.16

Note. Avg=Average; Mdn=Median

Regional Vendor Statistics

Vendors and Regions	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Aspire Living and Learning										
Region 4	3	3	23.7	27.0	\$11.92	\$13.00	23.7	27.0	\$315.17	\$405.00
Region 5	1	1	21.0	21.0	\$14.73	\$14.73	21.0	21.0	\$309.33	\$309.33
Region 6	4	4	5.5	5.0	\$11.83	\$11.00	5.5	5.0	\$70.25	\$54.00
Region 7	1	1	25.0	25.0	\$13.00	\$13.00	25.0	25.0	\$325.00	\$325.00
Region 8	3	3	4.7	2.0	\$10.75	\$12.50	4.7	2.0	\$54.83	\$25.00
Region 9	1	1	15.0	15.0	\$14.09	\$14.09	15.0	15.0	\$211.35	\$211.35
Becket Family Services										
Region 1	1	1	20.0	20.0	\$12.00	\$12.00	20.0	20.0	\$240.00	\$240.00
Region 2	2	3	15.7	10.0	\$12.00	\$10.00	23.5	23.5	\$352.50	\$352.50
Region 4	2	2	11.5	11.5	\$12.50	\$12.50	11.5	11.5	\$160.00	\$160.00
Region 7	5	5	14.8	12.0	\$10.40	\$10.50	14.8	12.0	\$155.80	\$126.00
Region 8	7	7	10.3	9.0	\$10.86	\$10.10	10.3	9.0	\$119.65	\$96.00
Region 10	2	3	4.3	3.0	\$9.23	\$9.25	6.5	6.5	\$60.68	\$60.68
Brain Injury Association										
Region 2	1	1	15.0	15.0	\$11.50	\$11.50	15.0	15.0	\$172.50	\$172.50
Chesco Employment										
Region 5	23	25	12.7	10.0	\$10.47	\$10.00	13.8	10.0	\$153.10	\$124.56
Region 7	1	2	12.0	12.0	\$7.25	\$7.25	24.0	24.0	\$174.00	\$174.00
Comfort Keepers										
Region 5	7	9	13.3	10.0	\$11.05	\$11.00	17.1	16.0	\$205.18	\$208.00
Community Bridges										
Region 4	43	49	12.6	10.0	\$10.79	\$10.00	14.4	10.0	\$160.15	\$120.00
Community Choices										
Region 4	30	32	19.7	19.0	\$12.31	\$11.28	21.1	20.0	\$279.79	\$204.02

Vendors and Regions	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Community Crossroads										
Region 10	5	5	15.6	12.0	\$12.96	\$12.36	15.6	12.0	\$202.56	\$148.32
Community Integrated Services, LLC										
Region 7	1	1	20.0	20.0	\$10.00	\$10.00	20.0	20.0	\$200.00	\$200.00
Region 8	8	8	13.8	12.0	\$11.39	\$11.25	13.8	12.0	\$166.76	\$105.00
Community Partners										
Region 9	70	73	14.5	12.0	\$9.73	\$9.25	14.8	12.0	\$151.36	\$125.00
Community Partners for Change										
Region 4	3	3	6.7	8.0	\$9.33	\$9.00	6.7	8.0	\$62.67	\$72.00
Community Strategies for NH										
Region 2	1	1	6.0	6.0	\$9.00	\$9.00	6.0	6.0	\$54.00	\$54.00
Region 5	4	4	4.0	4.0	\$10.94	\$10.38	4.0	4.0	\$43.38	\$48.00
Crotched Mountain										
Region 2	1	2	10.0	10.0	\$10.00	\$10.00	20.0	20.0	\$200.00	\$200.00
Region 4	1	1	6.0	6.0	\$9.50	\$9.50	6.0	6.0	\$57.00	\$57.00
Region 5	1	2	4.0	4.0	\$9.63	\$9.63	8.0	8.0	\$77.00	\$77.00
Region 6	1	1	6.0	6.0	\$10.00	\$10.00	6.0	6.0	\$60.00	\$60.00
Easterseals NH										
Region 2	2	2	14.0	14.0	\$11.80	\$11.80	14.0	14.0	\$164.40	\$164.40
Region 3	8	12	6.9	4.0	\$10.70	\$10.00	10.3	5.0	\$118.32	\$52.00
Region 4	15	20	8.9	6.5	\$11.19	\$10.00	11.7	9.0	\$138.51	\$107.50
Region 5	2	2	6.5	6.5	\$13.00	\$13.00	6.5	6.5	\$92.00	\$92.00
Region 6	19	19	13.3	15.0	\$10.45	\$9.90	13.3	15.0	\$129.65	\$149.40
Region 7	10	11	13.4	17.5	\$11.82	\$10.00	14.7	17.8	\$178.92	\$212.50
Region 8	21	25	11.6	9.0	\$12.00	\$10.00	13.8	13.5	\$168.44	\$135.00
Region 9	7	7	14.4	15.0	\$10.61	\$10.00	14.4	15.0	\$159.11	\$150.00
Region 10	10	12	11.3	10.0	\$11.65	\$10.75	13.5	11.0	\$153.48	\$138.00

Vendors and Regions	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Farmsteads of New England, Inc.										
Region 2	1	1	2.0	2.0	\$7.25	\$7.25	2.0	2.0	\$14.50	\$14.50
Region 4	1	3	4.3	3.0	\$7.45	\$7.45	13.0	13.0	\$96.85	\$96.85
Region 7	1	1	5.0	5.0	\$7.25	\$7.25	5.0	5.0	\$36.25	\$36.25
Region 8	3	3	5.7	3.0	\$9.00	\$7.25	5.7	3.0	\$62.08	\$21.75
Region 10	4	5	4.9	4.5	\$9.09	\$7.60	6.1	6.3	\$64.73	\$46.45
Gateways Community Services - CDS										
Region 6	11	11	9.6	8.0	\$10.87	\$10.50	9.6	8.0	\$103.36	\$90.00
Great Bay Services										
Region 9	2	2	16.0	16.0	\$9.63	\$9.63	16.0	16.0	\$166.38	\$166.38
Independent Services Network										
Region 2	11	12	10.1	8.0	\$10.86	\$10.15	11.0	10.0	\$132.21	\$100.00
Region 4	8	8	11.8	12.0	\$9.47	\$9.33	11.8	12.0	\$113.92	\$115.13
Region 6	6	6	8.6	6.5	\$10.97	\$11.17	8.6	6.5	\$101.44	\$67.68
Region 7	7	8	6.9	6.0	\$11.07	\$10.00	7.9	8.0	\$100.59	\$72.00
Region 10	1	1	4.0	4.0	\$12.75	\$12.75	4.0	4.0	\$51.00	\$51.00
J. Cook Workforce Solutions										
Region 4	3	3	20.7	16.0	\$16.42	\$16.57	20.7	16.0	\$357.21	\$265.12
Kimi Nichols Center, Inc.										
Region 10	2	2	11.5	11.5	\$11.79	\$11.79	11.5	11.5	\$147.66	\$147.66
Life Transition Services										
Region 1	6	7	19.6	20.0	\$13.61	\$13.50	22.8	20.0	\$311.17	\$294.50
Region 2	5	5	15.8	16.0	\$11.80	\$13.00	15.8	16.0	\$186.95	\$176.00
Region 4	1	1	22.0	22.0	\$9.25	\$9.25	22.0	22.0	\$203.50	\$203.50
Region 5	1	1	12.0	12.0	\$13.50	\$13.50	12.0	12.0	\$162.00	\$162.00

Vendors and Regions	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Life Visions										
Region 7	5	5	9.8	10.0	\$9.78	\$9.00	9.8	10.0	\$100.86	\$90.00
Region 8	1	1	2.0	2.0	\$8.50	\$8.50	2.0	2.0	\$17.00	\$17.00
Region 10	6	6	9.1	6.3	\$10.67	\$9.50	9.1	6.3	\$97.75	\$61.49
Living Innovations										
Region 4	1	1	2.0	2.0	\$15.00	\$15.00	2.0	2.0	\$30.00	\$30.00
Region 8	16	18	11.8	11.0	\$12.84	\$13.48	13.2	13.5	\$163.88	\$164.05
Region 10	2	3	16.4	9.0	\$12.51	\$12.50	24.6	24.6	\$347.64	\$347.64
Monadnock Developmental Services										
Region 5	33	37	15.3	13	\$10.48	\$10.00	17.15	16	\$183.93	\$204.00
Monadnock Developmental Services - ISO										
Region 5	1	1	2.0	2.0	\$8.34	\$8.34	2.0	2.0	\$16.68	\$16.68
Monadnock Developmental Services - MCST										
Region 5	33	35	16.7	15.0	\$12.96	\$12.00	17.7	16.0	\$241.81	\$179.36
Monadnock Worksource										
Region 5	14	16	6.3	4.0	\$8.67	\$7.38	7.2	5.0	\$71.02	\$44.75
Moore Center Services, Inc.										
Region 7	46	49	14.6	13.5	\$11.10	\$10.00	15.6	15.0	\$171.19	\$160.50
Nashua Center for the Multiply Handicapped										
Region 6	7	7	2.0	2.0	\$7.39	\$7.50	2.0	2.0	\$14.79	\$15.00
Region 10	1	2	5.0	5.0	\$14.50	\$14.50	10.0	10.0	\$142.00	\$142.00
North Country Independent Living										
Region 1	5	5	14.6	15.0	\$11.10	\$11.00	14.6	15.0	\$167.60	\$180.00
Region 3	1	1	12.0	12.0	\$10.00	\$10.00	12.0	12.0	\$120.00	\$120.00
Region 9	1	1	18.0	18.0	\$12.00	\$12.00	18.0	18.0	\$216.00	\$216.00
One Sky Community Services, Inc.										
Region 8	36	42	13.1	13.5	\$11.09	\$10.50	15.2	15.0	\$175.98	\$170.00

Vendors and Regions	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Opportunity Networks										
Region 5	4	4	8.5	6.0	\$10.82	\$11.25	8.5	6.0	\$101.84	\$67.50
Region 6	34	40	10.3	9.0	\$9.43	\$8.00	12.1	11.0	\$128.24	\$120.00
Region 7	10	12	9.6	6.0	\$8.70	\$8.25	11.6	7.5	\$108.73	\$67.13
Region 10	1	1	6.0	6.0	\$10.00	\$10.00	6.0	6.0	\$60.00	\$60.00
PLUS Company										
Region 6	110	120	15.6	15.0	\$11.67	\$10.75	17.0	16.0	\$217.20	\$182.80
Region 7	1	1	20.0	20.0	\$14.50	\$14.50	20.0	20.0	\$290.00	\$290.00
Pathways Vendor Agency										
Region 2	25	26	19.3	15.5	\$14.60	\$14.50	20.0	16.0	\$299.18	\$210.25
Pathways of the River Valley										
Region 2	7	7	15.1	12.0	\$11.80	\$12.50	15.1	12.0	\$181.16	\$100.00
Perfect Peace, Inc.										
Region 5	1	1	25.0	25.0	\$7.50	\$7.50	25.0	25.0	\$187.50	\$187.50
Psalm 33										
Region 5	1	1	3.0	3.0	\$9.00	\$9.00	3.0	3.0	\$27.00	\$27.00
Residential Resources Inc.										
Region 4	1	1	15.0	15.0	\$7.25	\$7.25	15.0	15.0	\$108.75	\$108.75
Region 5	1	1	15.0	15.0	\$14.00	\$14.00	15.0	15.0	\$210.00	\$210.00
Region 10	1	1	16.8	16.8	\$12.81	\$12.81	16.8	16.8	\$214.57	\$214.57
Siddharth Services Inc.										
Region 2	1	1	15.0	15.0	\$10.00	\$10.00	15.0	15.0	\$150.00	\$150.00
Region 3	1	1	9.0	9.0	\$15.00	\$15.00	9.0	9.0	\$135.00	\$135.00
Region 4	4	4	5.0	3.0	\$10.00	\$10.00	5.0	3.0	\$56.00	\$32.00
Region 6	1	1	12.0	12.0	\$15.00	\$15.00	12.0	12.0	\$180.00	\$180.00
Region 7	6	8	10.1	8.0	\$11.79	\$12.65	13.5	9.0	\$172.51	\$100.04

Vendors and Regions	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Southwestern Community Services										
Region 1	1	1	16.0	16.0	\$14.29	\$14.29	16.0	16.0	\$228.64	\$228.64
Region 5	19	26	8.4	4.0	\$8.33	\$7.50	11.5	6.0	\$112.60	\$44.00
Summit NH, LLC										
Region 5	2	2	4.0	4.0	\$10.75	\$10.75	4.0	4.0	\$46.50	\$46.50
Region 6	3	4	14.6	16.3	\$14.50	\$13.50	19.5	20.0	\$285.33	\$250.00
Toward Independent Living and Learning										
Region 6	6	6	7.6	7.8	\$11.73	\$12.00	7.6	7.8	\$88.60	\$91.80
Visions for Creative Housing Solutions, Inc.										
Region 2	12	14	13.5	13.5	\$12.93	\$12.86	15.8	16.0	\$206.58	\$199.15
Work Opportunities Unlimited, Inc.										
Region 3	10	10	14.4	12.0	\$12.49	\$12.30	14.4	12.0	\$185.34	\$159.00
Region 4	10	13	12.0	12.0	\$10.55	\$11.00	15.6	16.0	\$183.16	\$178.55
Region 5	3	4	12.1	12.3	\$12.10	\$11.70	16.2	20.0	\$202.37	\$200.00
Region 7	17	21	13.3	12.0	\$11.66	\$13.00	16.4	12.0	\$201.34	\$180.00
Region 8	17	19	15.8	12.0	\$12.63	\$12.00	17.7	12.0	\$229.72	\$162.00
Region 10	15	19	18.0	16.0	\$13.28	\$14.25	22.8	21.0	\$318.32	\$285.00
No Vendor										
Region 1	83	101	10.6	9.0	\$10.52	\$10.15	12.9	12.0	\$145.98	\$135.00
Region 2	16	18	16.2	13.5	\$12.08	\$11.88	18.3	15.5	\$238.04	\$191.50
Region 3	104	123	11.9	8.0	\$8.58	\$7.90	14.1	11.3	\$129.52	\$86.25
Region 4	16	17	18.4	18.0	\$12.22	\$12.12	22.0	19.0	\$287.52	\$241.50
Region 5	9	10	15.9	15.0	\$11.63	\$11.00	17.7	15.0	\$222.78	\$150.00
Region 7	2	2	16.0	16.0	\$12.63	\$12.63	16.0	16.0	\$191.50	\$191.50
Region 8	5	5	19.0	20.0	\$13.10	\$14.25	19.0	20.0	\$251.50	\$285.00
Region 9	1	1	9.0	9.0	\$7.25	\$7.25	9.0	9.0	\$65.25	\$65.25
Region 10	2	2	5.5	5.5	\$8.45	\$8.45	5.5	5.5	\$46.30	\$46.30

Vendor Statistics Statewide

Vendors	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Aspire Living and Learning	13	13	12.9	10.0	\$12.09	\$12.50	12.9	10.0	\$172.05	\$125.00
Becket Family Services	19	21	11.9	10.0	\$10.89	\$10.10	13.1	10.0	\$158.05	\$100.00
Brain Injury Association	1	1	15.0	15.0	\$11.50	\$11.50	15.0	15.0	\$172.50	\$172.50
Chesco Employment	24	27	12.7	10.0	\$10.23	\$10.00	14.2	10.0	\$153.97	\$124.78
Comfort Keepers	7	9	13.3	10.0	\$11.05	\$11.00	17.1	16.0	\$205.18	\$208.00
Community Bridges	43	49	12.6	10.0	\$10.79	\$10.00	14.4	10.0	\$160.15	\$120.00
Community Choices	30	32	19.7	19.0	\$12.31	\$11.28	21.1	20.0	\$279.79	\$204.02
Community Crossroads	5	5	15.6	12.0	\$12.96	\$12.36	15.6	12.0	\$202.56	\$148.32
Community Integrated Services, LLC	9	9	14.5	12.0	\$11.23	\$10.50	14.5	12.0	\$170.46	\$108.00
Community Partners	70	73	14.5	12.0	\$9.73	\$9.25	14.8	12.0	\$151.36	\$125.00
Community Partners for Change	3	3	6.7	8.0	\$9.33	\$9.00	6.7	8.0	\$62.67	\$72.00
Community Strategies for NH	5	5	4.4	4.0	\$10.55	\$10.25	4.4	4.0	\$45.50	\$54.00
Crotched Mountain	4	6	6.7	6.0	\$9.79	\$10.00	10.0	7.0	\$98.50	\$68.50
Easterseals NH	94	110	11.2	10.0	\$11.31	\$10.00	13.0	13.3	\$148.68	\$135.00
Farmsteads of New England, Inc.	10	13	4.7	3.0	\$8.41	\$7.45	6.2	5.5	\$59.28	\$39.88
Gateways Community Services - CDS	11	11	9.6	8.0	\$10.87	\$10.50	9.6	8.0	\$103.36	\$90.00
Great Bay Services	2	2	16.0	16.0	\$9.63	\$9.63	16.0	16.0	\$166.38	\$166.38
Independent Services Network	33	35	9.3	8.0	\$10.66	\$10.00	9.9	9.0	\$113.01	\$80.00
J. Cook Workforce Solutions	3	3	20.7	16.0	\$16.42	\$16.57	20.7	16.0	\$357.21	\$265.12
Kimi Nichols Center, Inc.	2	2	11.5	11.5	\$11.79	\$11.79	11.5	11.5	\$147.66	\$147.66
Life Transition Services	13	14	17.9	20.0	\$12.64	\$13.38	19.2	20.0	\$243.63	\$203.50
Life Visions	12	12	8.8	6.3	\$10.12	\$9.00	8.8	6.3	\$92.31	\$61.49
Living Innovations	19	22	11.9	9.5	\$12.89	\$13.48	13.8	13.0	\$176.18	\$161.00
Monadnock Developmental Services	33	37	15.3	13.0	\$10.48	\$10.00	17.2	16.0	\$183.93	\$204.00

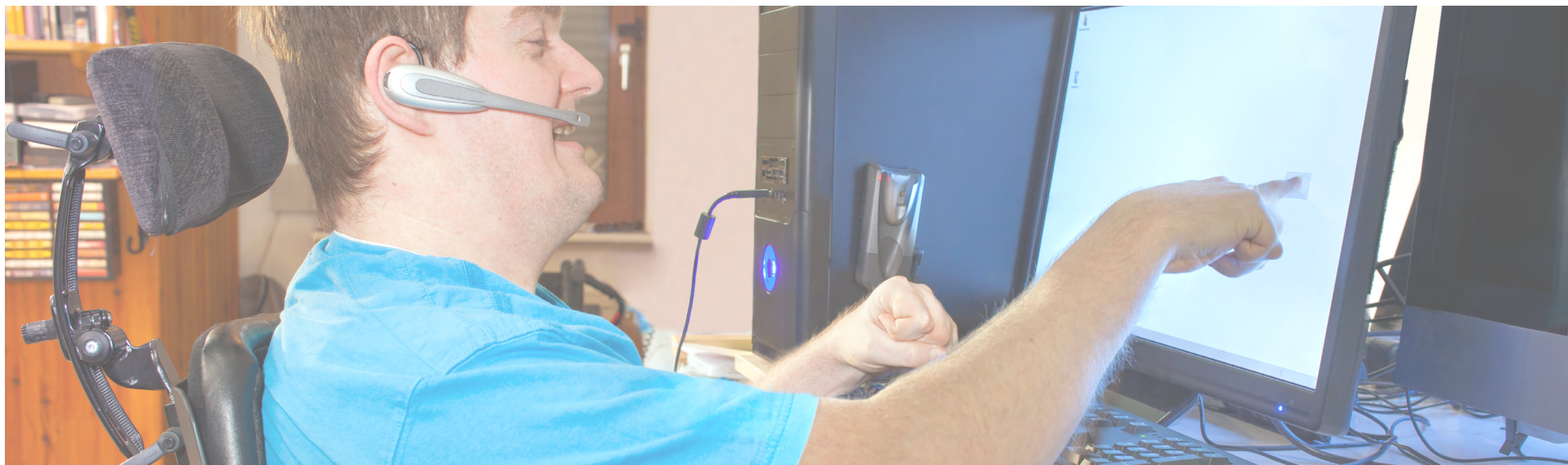
Note. Avg=Average; Mdn=Median; **Data** = top 3 vendors in each area

Vendor Statistics Statewide

Vendors	Workers	Jobs	PER JOB				PER WORKER			
			Hours Per Week		Wages Per Hour		Hours Per Week		Wages Per Week	
			Avg	Mdn	Avg	Mdn	Avg	Mdn	Avg	Mdn
Monadnock Developmental Services - ISO	1	1	2.0	2.0	\$8.34	\$8.34	2.0	2.0	\$16.68	\$16.68
Monadnock Developmental Services - MCST	33	35	16.7	15.0	\$12.96	\$12.00	17.7	16.0	\$241.81	\$179.36
Monadnock Worksource	14	16	6.3	4.0	\$8.67	\$7.38	7.2	5.0	\$71.02	\$44.75
Moore Center Services, Inc.	46	49	14.6	13.5	\$11.10	\$10.00	15.6	15.0	\$171.19	\$160.50
Nashua Center for the Multiply Handicapped	8	9	2.7	2.0	\$8.97	\$7.50	3.0	2.0	\$30.69	\$15.00
North Country Independent Living	7	7	14.7	15.0	\$11.07	\$11.00	14.7	15.0	\$167.71	\$180.00
One Sky Community Services, Inc.	36	42	13.1	13.5	\$11.09	\$10.50	15.2	15.0	\$175.98	\$170.00
Opportunity Networks	49	57	10.0	6.0	\$9.38	\$8.50	11.6	10.0	\$120.71	\$90.00
PLUS Company	111	121	15.6	15.0	\$11.70	\$11.00	17.0	16.0	\$217.85	\$183.60
Pathways Vendor Agency	25	26	19.3	15.5	\$14.60	\$14.50	20.0	16.0	\$299.18	\$210.25
Pathways of the River Valley	7	7	15.1	12.0	\$11.80	\$12.50	15.1	12.0	\$181.16	\$100.00
Perfect Peace, Inc.	1	1	25.0	25.0	\$7.50	\$7.50	25.0	25.0	\$187.50	\$187.50
Psalm 33	1	1	3.0	3.0	\$9.00	\$9.00	3.0	3.0	\$27.00	\$27.00
Residential Resources Inc.	3	3	15.6	15.0	\$11.35	\$12.81	15.6	15.0	\$177.77	\$210.00
Siddharth Services Inc.	13	15	9.1	9.0	\$11.62	\$12.00	10.5	9.0	\$132.62	\$135.00
Southwestern Community Services	20	27	8.7	4.0	\$8.55	\$7.50	11.8	6.0	\$118.40	\$47.38
Summit NH, LLC	5	6	11.1	9.3	\$13.25	\$12.50	13.3	6.0	\$189.80	\$75.00
Toward Independent Living and Learning	6	6	7.6	7.8	\$11.73	\$12.00	7.6	7.8	\$88.60	\$91.80
Visions for Creative Housing Solutions, Inc.	12	14	13.5	13.5	\$12.93	\$12.86	15.8	16.0	\$206.58	\$199.15
Work Opportunities Unlimited, Inc.	72	86	14.8	12.0	\$12.18	\$12.50	17.7	16.0	\$227.71	\$182.50
No Vendor	238	279	12.4	10.0	\$9.94	\$9.75	14.6	12.0	\$158.82	\$134.25

Note. Avg=Average; Mdn=Median; **Data** = top 3 vendors in each area

About the Bureau



The Bureau of Developmental Services (BDS) joins communities and families in providing opportunities for citizens with developmental disabilities or acquired brain disorders to achieve health and independence. In partnership with individuals, families, and community-based service networks, BDS affirms the vision that all citizens should participate in the life of their community while receiving the supports they need to be productive and valued community members.

Provided by:

NH Department of Health and Human Services

NH Division of Long Term Supports and Services, Bureau of Developmental Services

Contact: Abigail Conger, abigail.p.conger@dhhs.nh.gov

Supported by:

Employment Leadership Committee

The mission of the Employment Leadership Committee is to advance inclusion of individuals with disabilities in the workforce through collaboration, education, and advocacy.

Prepared by:

Institute on Disability, University of New Hampshire

Dr. Kelly Doran

This document is available in alternative formats upon request.