



DEI Evaluation Team Bulletin #7¹

Collection of an Expanded List of Disability Categories and Activities of Daily Living

Why is an expanded list of disability categories and activities of daily living needed for the DEI Rounds 5-6 evaluation?

The purpose of the collection of an expanded list of disability categories and activities of daily living is to ensure that the DEI evaluation team can accurately match treatment group individuals with comparison group individuals, so that the two groups are similar in terms of their disability and related characteristics.

As you may already know, the evaluation for Rounds 5-6 will not use random assignment, as we did with Rounds 1-4. Random assignment ensures that the treatment and control groups are similar in terms of their disability and related characteristics. In the absence of random assignment, another approach is needed to ensure that the characteristics of the treatment group and comparison group are similar. We will do this by “matching” treatment group individuals that receive services in the LWIAs that are provided with DEI funds, to those in the LWIAs that are not provided with DEI funds, to form a comparison group.

In order to *accurately* match treatment group individuals with comparison group individuals, we will need to have access to participant characteristics that are critical to the objectives of the DEI Rounds 5-6 evaluation. Two critical pieces of information that are not available in WIASRD are **an expanded list of disability categories and a measure of disability severity, in the form of activities of daily living (ADL).**

While WIASRD includes disability categories, they are extremely limited. For example, WIASRD data element 203 (WIASRD version 39) asks if the customer has a Physical Impairment, Mental Impairment, or Both Physical and Mental Impairments. These three

¹ To access Bulletins 1-5, go to <http://socialdynamicsllc.com>, click on the “DEI” button (top of screen), “DEI Forum” and then DEI Document Library (top of screen).

disability categories do not provide adequate coverage of the some of the most common types of disabilities such as Blindness/Low Vision, Medical and Learning Disabilities, and Deaf/Hard of Hearing. For example, using the existing disability categories, we would need to match individuals with Physical Disabilities to participants with Blindness/Low Vision, Deaf/Hard or Hearing and/or Medical Disabilities, three disability categories that have much different implications for employment and training. Without an accurate match between the two groups, findings from the evaluation may be imprecise and fail to capture the true impact of DEI on participants' outcomes.

Due to the limited information available in WIASRD, we selected the disability categories provided by the Americans with Disabilities Act. This list includes nine categories of disability:

1. Attention-Deficit/Hyperactivity Disorders;
2. Blindness or Low Vision;*
3. Brain Injuries;
4. Deaf/Hard-of-Hearing;*
5. Learning Disabilities (ADA/WIOA);
6. Medical Disabilities (e.g. muscular sclerosis);
7. Physical Disabilities;
8. Psychiatric Disabilities (ADA/WIOA);**
9. Speech and Language Disabilities

*WIOA combines Vision and Hearing

**Combines Psychiatric and Mental

Disability Severity

Currently, there is no measure of disability severity in WIASRD. ADLs are basic tasks, such as eating, driving, managing finances, walking and shopping that influence the likelihood of a successful job placement (Loisel & Anema, 2013).² Because of the limited information on disability type and ADLs in WIASRD, it is necessary to add to the DEI Evaluation for Rounds 5-6, the collection of these new data elements.

The following list contains six activities of daily living adapted from the United States Social Security Administration Form FUNCTION REPORT - ADULT - Form SSA-3373-BK. These questions are designed to provide a basic assessment of disability severity of DEI Rounds 5-6 participants.

1. Do you need any special reminders to attend to your daily activities or chores? (Yes/No)
2. Do you take care of anyone else such as a wife/husband, children, grandchildren, parents, friend, other? (Yes/No)
3. Does your disability affect your ability to:
 - a. Dress? (Yes/No)

² Patrick, L. & Anema, J.R. (2013). *Handbook of work disability: Prevention and management*. Springer: New York, NY.

- b. Go shopping? (Yes/No)
 - c. Prepare your own meals? (Yes/No)
 - d. Drive a car? (Yes/No)
 - e. Find a job and return to work? (Yes/No)
4. Do you need help or encouragement attending to your daily activities and chores?³
(Yes/No)

How will the expanded list of disability categories and ADLs be collected?

In order to collect the expanded list of disability categories and ADLs on each treatment and comparison group individual, Social Dynamics/Abt Associates will use two data collection methods. The preferred method of obtaining the information is to have the AJC Disability Resource Coordinator (DRC) enter the data for each treatment group individual at enrollment, into the PTS/Web-Portal or the grantee's existing data system. In order to collect the same information from comparison group individuals, Abt Associates will design and implement a telephone survey. The survey will also be used to mitigate non-response among treatment group individuals who did not provide the information at enrollment. Comparison group individuals will be surveyed only and will not be included in the Participant Tracking System. This data collection effort will provide a more accurate match across treatment and comparison groups in impact analyses in terms of disability type and severity, which are key concerns of the US Department of Labor.

For example, if a DEI participant that reports having a physical disability, answers "No" to the question, 'Does your disability affect your ability to Dress?' and "Yes" to all of the other questions on activities of daily living, she/he can be matched to one or more comparison group members with the same characteristics. This matching process will ensure that the treatment and comparison group are similar with regard to these characteristics.

³ See Appendix A: United States Social Security Administration Form FUNCTION REPORT - ADULT - Form SSA-3373-BK.