

## Sheltered Workshops in Indiana Fact Sheet

### What is a sheltered workshop?

An environment in which:

- Work is performed by people with disabilities
- Limited opportunities are available to engage with non-disabled employees
- Work is often done by the piece, as is the calculation of wages
- Workers are not employees and are not entitled to employment benefits
- Wages are frequently below federal minimum of \$7.25/hr

### How many Hoosiers with disabilities are being paid below the federal minimum of \$7.25/hr?

More than 4,400 Hoosiers with disabilities are being paid subminimum wage in Community Rehabilitation Programs (CRPs).\*

### What are Community Rehabilitation Programs (CRPs)?

According to the Department of Labor, CRPs are “employers holding certificates issued under section 14(c) of the Fair Labor Standards Act.”\*

### How many CRPs are in Indiana?

There are 43 CRPs who hold a 14(c) certificate in Indiana.\*

\*Data retrieved on May 12, 2017 from <https://www.dol.gov/whd/specialemployment/CRPlist.htm>. Available data regarding the number of people with disabilities being paid subminimum wage includes 32 of the 43 CRPs in Indiana.



## **Why is sheltered work a hot topic?**

The Workforce Innovation and Opportunity Act (WIOA), was signed into law in 2014 and:

- Expressly states Vocational Rehabilitation (VR) can only support *competitive, integrated employment* outcomes
- Ensures people with disabilities receive career counseling and referral information
- Introduces new services for students with disabilities to prepare for competitive, integrated employment after graduation

## **What is competitive, integrated employment?**

An employment environment in which:

- Jobs are performed by those who are qualified—with or without a disability
- Employees with disabilities have opportunities to freely associate with non-disabled co-workers
- Work is done for at least minimum wage

## **What are the most common competitive, integrated employment sectors employing Hoosiers with disabilities?**

- Clerical
- Customer Service
- Entrepreneurship
- Food service
- Grocery
- Health services
- Janitorial/housekeeping
- Lawn care
- Manufacturing/factory
- Retail

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The Indiana Disability Rights Employment Team visited more than 75% of Indiana's sheltered workshops in 2016 to conduct interviews with more than 85 sheltered workshop management staff and more than 140 sheltered workers. These interviews create a rich data source regarding the state of sheltered workshops in Indiana and was used to create this informational resource. This resource does not constitute legal advice.



## **What barriers, according to workshop staff, keep Hoosiers with disabilities from obtaining community employment?**

Workshop staff state that the leading barriers are:

- Lack of job skills and education demanded by the local workforce
- Fear of losing benefits
- Lack of transportation
- Delay in or lack of VR services
- The disability itself

## **How do Hoosiers with disabilities begin working in sheltered workshops?**

They are referred through a number of sources including:

- Case managers
- Friends and family
- Residential providers
- VR
- Schools

## **What do Hoosiers with disabilities like about participating in sheltered work?**

- Interacting with coworkers and staff
- The job itself
- Earning money
- Having a purpose
- Getting out of the house
- Ease of effort

## **What don't Hoosiers with disabilities like about participating in sheltered work?**

- Poor pay
  - Segregation
  - Type of work
  - Uncomfortable environment
  - Workplace injuries
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