

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.*

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

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



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

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