



# Impacts of Investment

## Employment Success Outcomes for Adults with IDD

### About Dutton Farm

Dutton Farm, a behavioral health provider headquartered in Rochester, MI since 2010, offers Adult Education, Workforce Development, Art Without Limits, and Community Involvement programming for adults with intellectual and developmental disabilities.

### Dutton Farm Program Services

Adult Education



Community Involvement



Art Without Limits



Workforce Development



### 2024 Program Highlights

- ✓ Over 150 individuals in both Oakland and Macomb Counties.
- ✓ Over 74,000 hours of combined program service provided.
  - ✓ Over 14,500 rides into the community.
- ✓ 14 new supported employment job placements in Oakland and Macomb Counties.
  - ✓ Over 14,500 hours of job coaching provided.
  - ✓ Over \$182,000 participant earned income.

### Statistical Summary

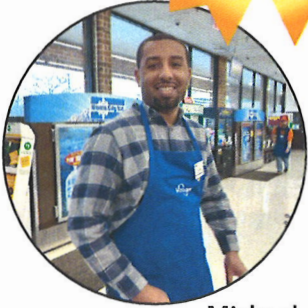
IDD Population (aged 18-64)	Oakland	Macomb
	32,940	26,954
Student Population	Oakland	Macomb
Total Special Education	25,675	20,120
Cognitive Impairment	1,371	1,448
ALICE IDD Population	Oakland	Macomb
At or Below ALICE (aged 18-64):	26,671 individuals	20,564 individuals

### IDD Unemployed

State: 62% County: Unavailable

94%  
Retention  
Rate

## Successful Outcomes



Michael

After losing a long-held warehouse job due to a lack of support, Michael came to Dutton Farm with a clear goal: to find meaningful, supported employment. Despite months of rejections and even rescinded offers, Michael never gave up—and neither did we. When a Courtesy Clerk position opened at Kroger Co., Michael embraced the opportunity. He felt at home right away, calling the store “like family.” Now a proud and familiar face to customers and coworkers, Michael is thriving, and even calls himself the “local Kroger celebrity.” His mom says he’s full of confidence and purpose again. With his first paycheck, he treated his family to pizza—his favorite. Michael’s story is a powerful reminder that employment means more than work—it means belonging.

Kristine first came to Dutton Farm in 2019, drawn by her deep love for animals. Inspired by friends who had become employed, she set her sights on a job in animal care, but hesitated, unsure how she’d be supported in a loud, fast-paced environment. When Dutton Farm partnered with Leader Dogs for the Blind, we saw the perfect opportunity for Kristine to pursue her dream.

The process wasn’t easy—three interviews over eight weeks, followed by a challenging training period—but Kristine never gave up. With the support of her job developer, she pushed through every barrier and has now been proudly employed at Leader Dogs for over 3.5 years. Her coworkers praise her knowledge and compassion, and Kristine says the best part of her job is having her own money to spend on outings with friends and her boyfriend. Her journey is a testament to what’s possible when determination meets opportunity.



Kristine

In October 2024, Zachary came to Dutton Farm with a unique and enthusiastic goal: to clean fire trucks and be “taught smart things.” Inspired by his clarity and drive, our Workforce Development team partnered with the City of Rochester to make his dream a reality. With support from Fire Chief John Cieslik, City Manager Nik Banda, and HR Director Joellen, a custom role was created just for Zach.

In April 2025, he proudly became the Rochester Fire Department’s first-ever Equipment Detailer. Now, Zach helps keep the department’s fire trucks in top shape, work that directly supports the safety of his community. His mom says the job has boosted his confidence and shown him what he’s capable of. And as for Zach? “I just LOVE it!” His story is a powerful example of how inclusive employment opens doors to purpose, pride, and belonging.



Zach

In 2014, Shomae began her dream job as a courtesy clerk at Kroger—a role where she quickly became known and loved for her hard work and warm personality. Her job gave her more than a paycheck; it gave her dignity, independence, and the joy of treating her family to small acts of kindness. Though her cerebral palsy and epilepsy require long-term job coaching, limited Medicaid services forced her to give up the position she cherished. After nearly a decade of setbacks and resilience through surgeries and seizures, Shomae returned to Dutton Farm for support—and her determination once again opened doors.

Thanks to the compassion of Kroger’s Cam Barrett, Shomae rejoined the Kroger team, where she now thrives and is celebrated by coworkers and customers alike. Her uncle says this job gives her what all people deserve: the chance to feel useful, valued, and included. Still, without Medicaid support for a job coach, Shomae’s employment remains at risk—despite her proven ability and the love her community has for her. Her story is a powerful call for change: no one should lose the opportunity to work simply because they need support.



Shomae