Department of Human Services

Vocational Rehabilitation Overview Ways and Means Human Services Subcommittee February 2015

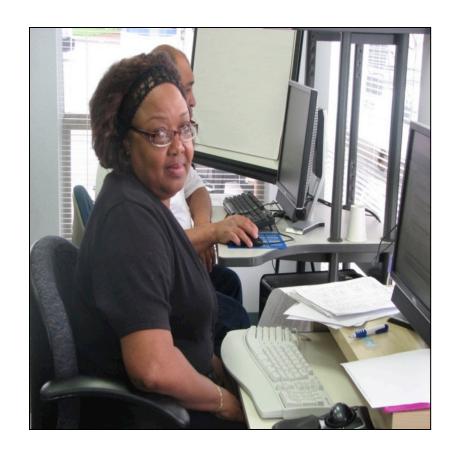
Erinn Kelley-Siel, Director, DHS
Trina M. Lee, Interim Director, Vocational Rehabilitation





Mission statement

Assist
Oregonians
with disabilities
to achieve and maintain
employment and
independence





Types of consumer services

Supported employment 254 people

Youth Transition Program 3,449 people

Basic services 12,150 people

Independent living 18,940 people



Meet Nick...

Excited to learn job skills through VR's collaboration with employers

- On-the-job training in welding
- Provided with occupational tools and clothing
- Placed into permanent employment at Ochoco Manufacturing, a company producing water trucks

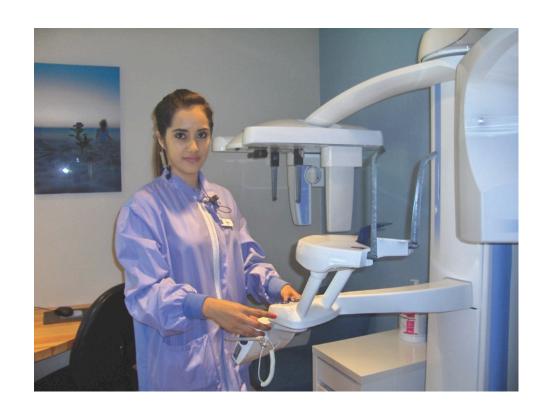




Meet Icela...

Realizes her vocational dream with the help of VR

- Accommodating her learning disabilities
- Completing her Practical Dental Assisting Program
- Placed into permanent employment at Hood River Dental Office





Meet Myron...

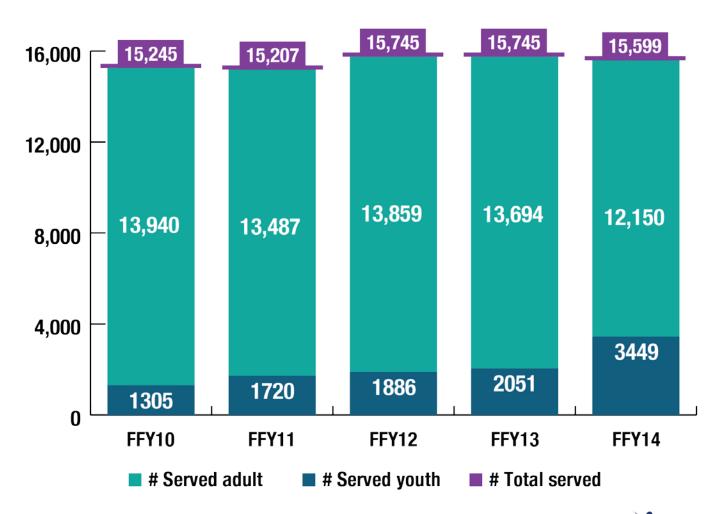
Determination leads to his own contracting business using VR's Self-Employment Plan

- Stamina and medical issues from a head injury
- Prior work history as a plumber
- Wanting a job he could physically tolerate rather than at home living on Social Security Disability Benefits
- Assisted in obtaining a contractor's license
- Provided with classes for microbusinesses
- Able to work at his own pace to maximize physical capacities





Oregonians served



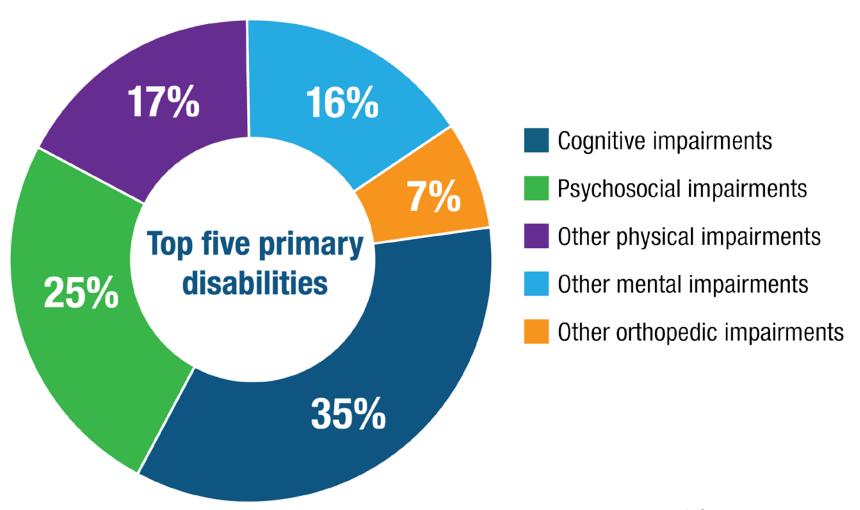


Why Vocational Rehabilitation matters

- 214,393 working-age Oregonians experience a disability
- Only 34% of individuals with disabilities work vs. 72% of individuals without disabilities (US Census)
- \$18,408 is the median wage for an individual with a disability; median wage for non-disabled individuals is \$27,701
- 9,310 youth exited special education last year

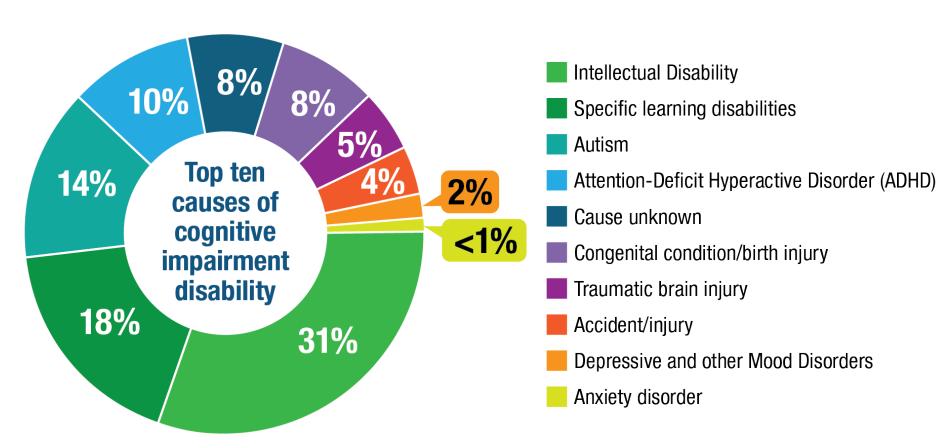


VR Consumer demographics: Disabilities



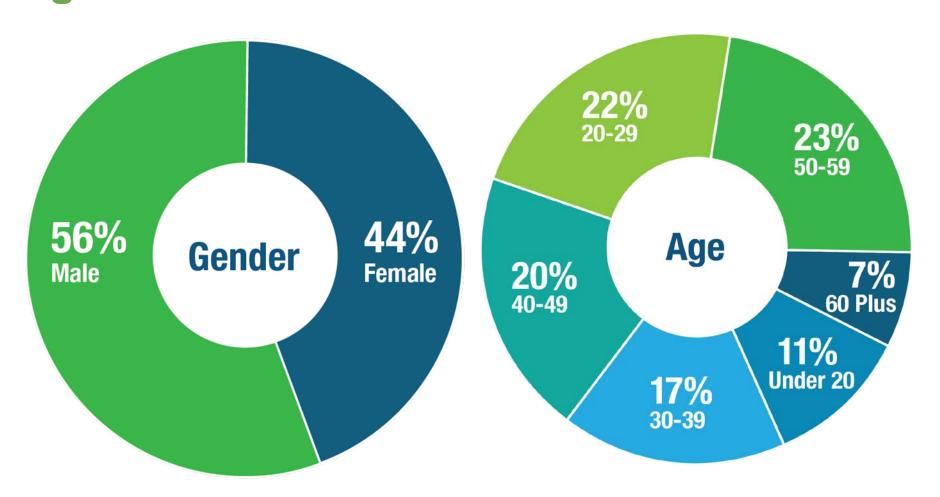


VR Consumer demographics: Cognitive impairments



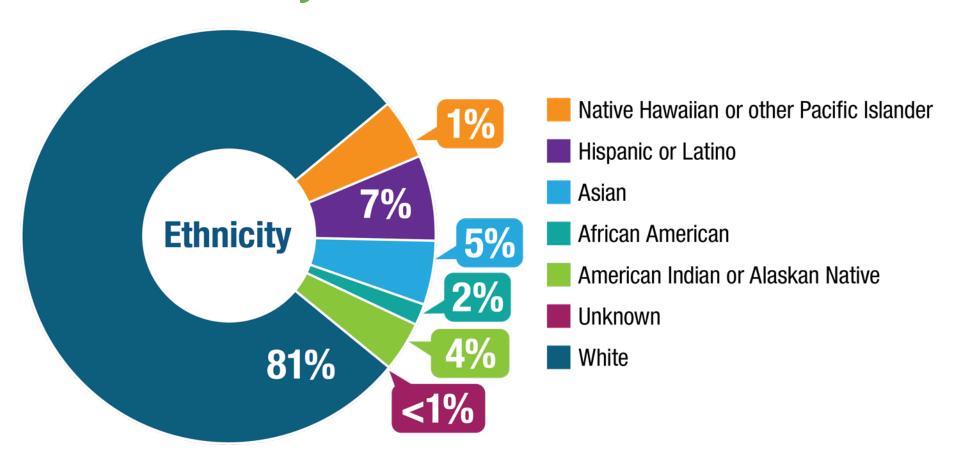


VR Consumer demographics: Gender and age





VR Consumer demographics: Race/Ethnicity





Services



Vocational Rehabilitation provides services to:

- Consumers
- Employers
- Providers



2,156 Oregonians went to work in SFY 14 because of Vocational Rehabilitation services



The four stages of the VR process

60 days 90 days

Application

- Intake meeting w/VRC
- VR workshops
- Records review
- Medical/Psychological evaluations
- Work assessment or Trial Work

Eligibility

- Vocational and interest testing
- More VR workshops
- Evaluate barriers
- Look at interests and capacities
- Research jobs
- Job shadow and information interviews
- Narrow choices

Plan

- Choose job goal
- Decide services needed to achieve goal
- Write and sign IPE
- Proceed with plan services to achieve job goal

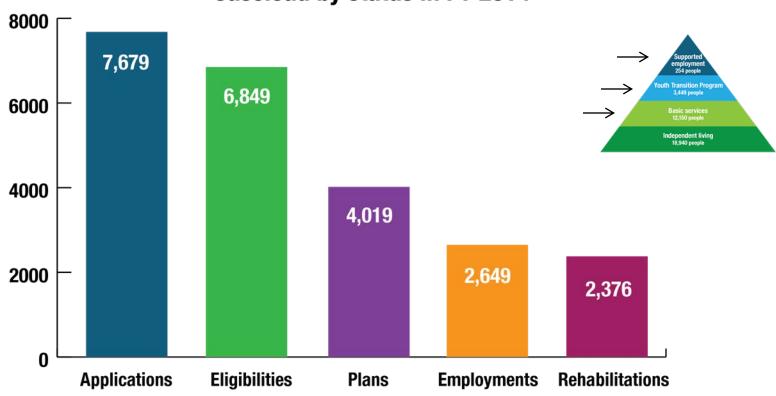
Employment (closure)

- Get a job
- Successful employment for 90 days
- File closed as rehabilitated!



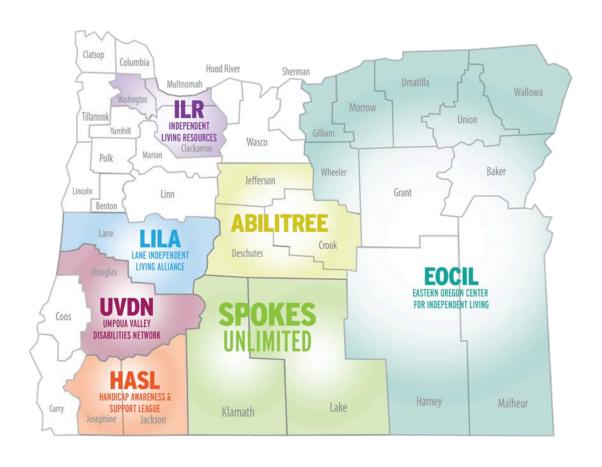
VR Caseload along the Service Continuum

Caseload by status in FY 2014



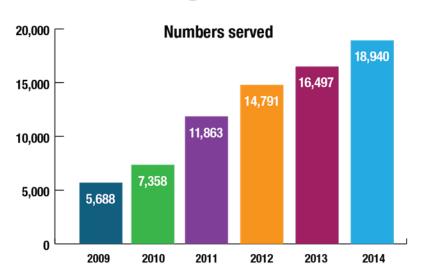


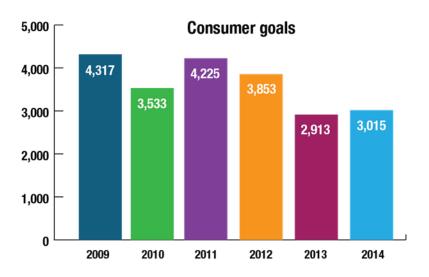
Centers for Independent Living (CIL)

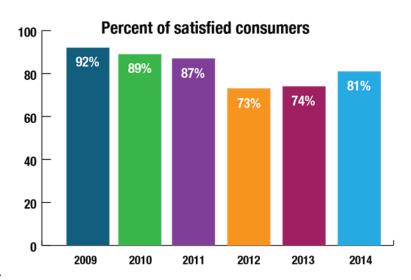


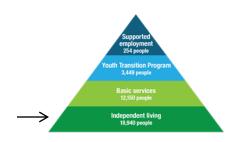


CIL program performance











VR "Basic Services"

Serves:

 Individuals with disabilities to find, enter and maintain employment

Provides:

- Intensive counseling
- Intervention and support services
- Assistive technology





Youth Transition Program

th Transition Progr

Independent living

Serves:

 High school youth with disabilities

Provides:

- Preparation for employment or careerrelated, post-secondary education
- A new pattern of service within schools and communities



Supported employment

Serves:

- Individuals with the most significant disabilities who can obtain competitive employment in the community with intensive training and job coaching
- Individuals who need on-going support to retain employment

VR and contracted services, including:

- Job placement and job coaching at the worksite
- Follow-along services that support the individual and maintain employment are provided by other local human services and workforce partners



VR Services for Providers

Training, sharing information and support

- 20 Enhancing Employment Outcomes Trainings
- Employment webinars
- Annual Vocational Rehabilitation In-Service
- Benefits and work incentives training

Diversity, inclusion consultation and support

- Disability awareness training
- Americans with Disabilities Act
- 503 compliance support



VR Services for Employers

- Employer engagement activities
 - Live resume
 - Meet business
 - Tapping Fresh Talent Job Fair
 - Options Conference
- Workforce training and supports
- Diversity and inclusion consultation and support
 - Disability awareness
 - Americans with Disabilities Act
 - 503 compliance support
 - Accommodation assessment and support



Flexible solutions for your business needs.





What we've done

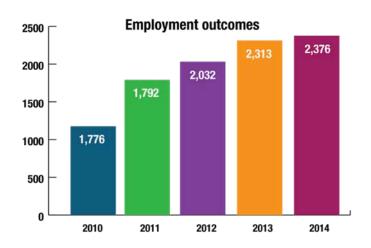
Increased employment outcomes for clients Decreased in cost per outcome

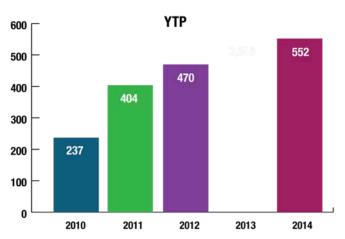
- Performance-based job development contracts
 - Required agency-provided job development training
 - Established minimum qualifications
 - Shifted from fee-for-service to benchmark payments
 - Fixed fees for job preparation

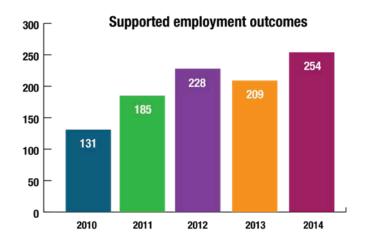
- Performance Audit
 - Comprehensive policy manual revision completed
 - Enhanced use of performance data
 - Reduction in cost per case
 - Increased feedback to counselors

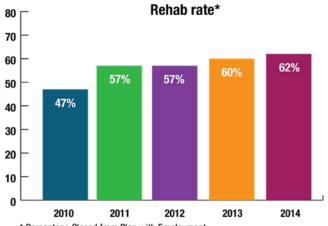


Employment outcomes













What's next

- Employment First services for individuals with intellectual and developmental disabilities
- Workforce Investment and Opportunity Act (WIOA) changes
- Leverage and align partnership opportunities
- Continue efforts to improve efficiency and financial sustainability





WIOA priorities for VR agencies

H.R.803

One Hundred Thirteenth Congress United States of America

AT THE SECOND SESSION

Begun and held at the City of Washington on Friday, the third day of January, two thousand and fourteen

An Act

To amend the Workfiree Investment Act of 1908 to strengthen the United States workfiree development system through innovation in, and adigment and improve-ment of, employment, training, and education programs in Aurile States, and to promote individual and national economic growth, and for other purposes, and to promote individual and national economic growth, and for other purposes,

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE: TABLE OF CONTENTS.

(a) SHORT TITLE—This Act may be cited as the "Workforce Innovation and Opportunity Act to be 70.02 of CONTENTS.—The table of contents for this Act (b) TORLE OF CONTENTS.—The

Sec. 1. Short title; table of contents. Sec. 2. Purposes. Sec. 3. Definitions.

TITLE I-WORKFORCE DEVELOPMENT ACTIVITIES

Subtitle A—System Alignment CHAPTER 1-STATE PROVISIONS

tate workforce development boards.

CHAPTER 2—LOCAL PROVISIONS

CHAPTER 3-BOARD PROVISIONS

Sec. 111. Funding of State and local boards. CHAPTER 4—PERFORMANCE ACCOUNTABILITY

Sec. 116. Performance accountability system. Subtitle B.—Workforce Investment Activities and Providers

CHAPTER 1—WORKPORCE INVESTMENT ACTIVITIES AND PROVIDERS Sec. 121. Establishment of one-otip delivery systems.
Sec. 122. Identification of eligible providers of training services.
Sec. 123. Eligible providers of youth workforce investment activities.

CHAPTER 2—YOUTH WORKFORCE INVESTMENT ACTIVITIES

Sec. 125. General authorization.
Sec. 127. State allotments.
Sec. 128. Within State allocations.
Sec. 129. Use of funds for youth workforce investment activities. CHAPTER 3-ADELT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING

Sec. 131. General authorization.

- Collaboration with all workforce agencies
- Youth in transition
- Efficient client services
- Work-based learning and credentials
- Competitive integrated employment



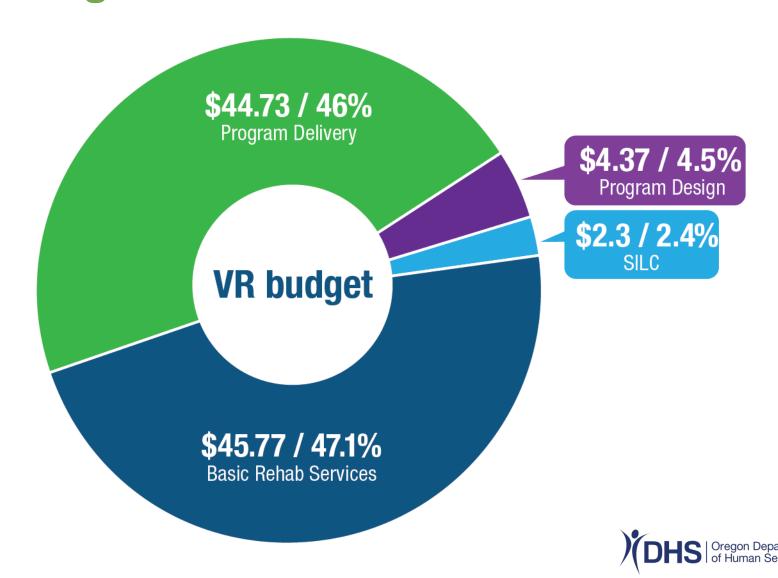
WIOA impacts to Oregon VR

Changes will be implemented over time:

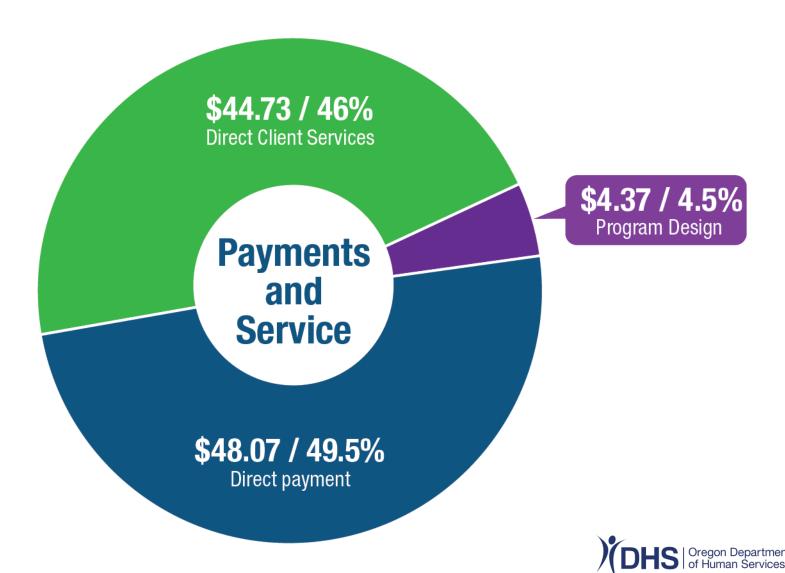
- 90 days to plan
- Program performance metrics
- Pre-Employment Transition Services
- Changes to definitions of Supported/Customized Employment/Competitive Employment
- Local Workforce Investment Board redistricting
- State and local plans
- Subminimum wage changes
- Changes to Order of Selection (who is priority)
- Services to employers



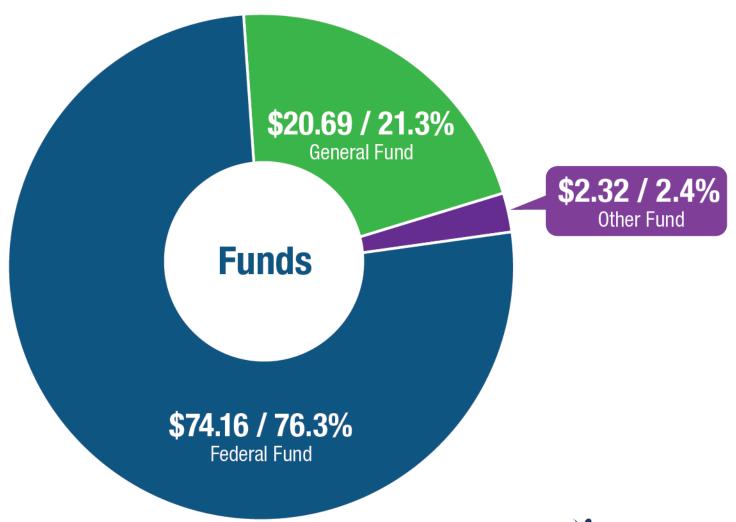
VR Budget: \$97.17 Million Total Funds



Budget: 96% in Direct Payment and Service Delivery



Budget: By Fund Type – 76.3% Federal Funds



Vocational Rehabilitation summary

Mission: Assist Oregonians with disabilities to achieve and maintain employment and independence

- Part of the State's workforce system that meets the needs of a complex population
- Builds on and extends upon the work of other state programs in and out of DHS
- Leverages resources
- Creates innovative programs that can serve as models for other programs



Wrap-up

DHS 2015-17 Budget Themes:

- Finish what we've started
- Impact of federal changes
- Outcomes & prioritization
- Upstream investments
 & long term financial
 sustainability
- Partnership alignment

Coming Up Next:

- Public Testimony
 - February 19
- Oregon Commission for the Blind
 - February 24
- Self Sufficiency Program Overview
 - February 25
- Child Welfare Overview
 - February 26



Department of Human Services

www.oregon.gov/dhs

Safety, Health and Independence for all Oregonians

