

# 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**

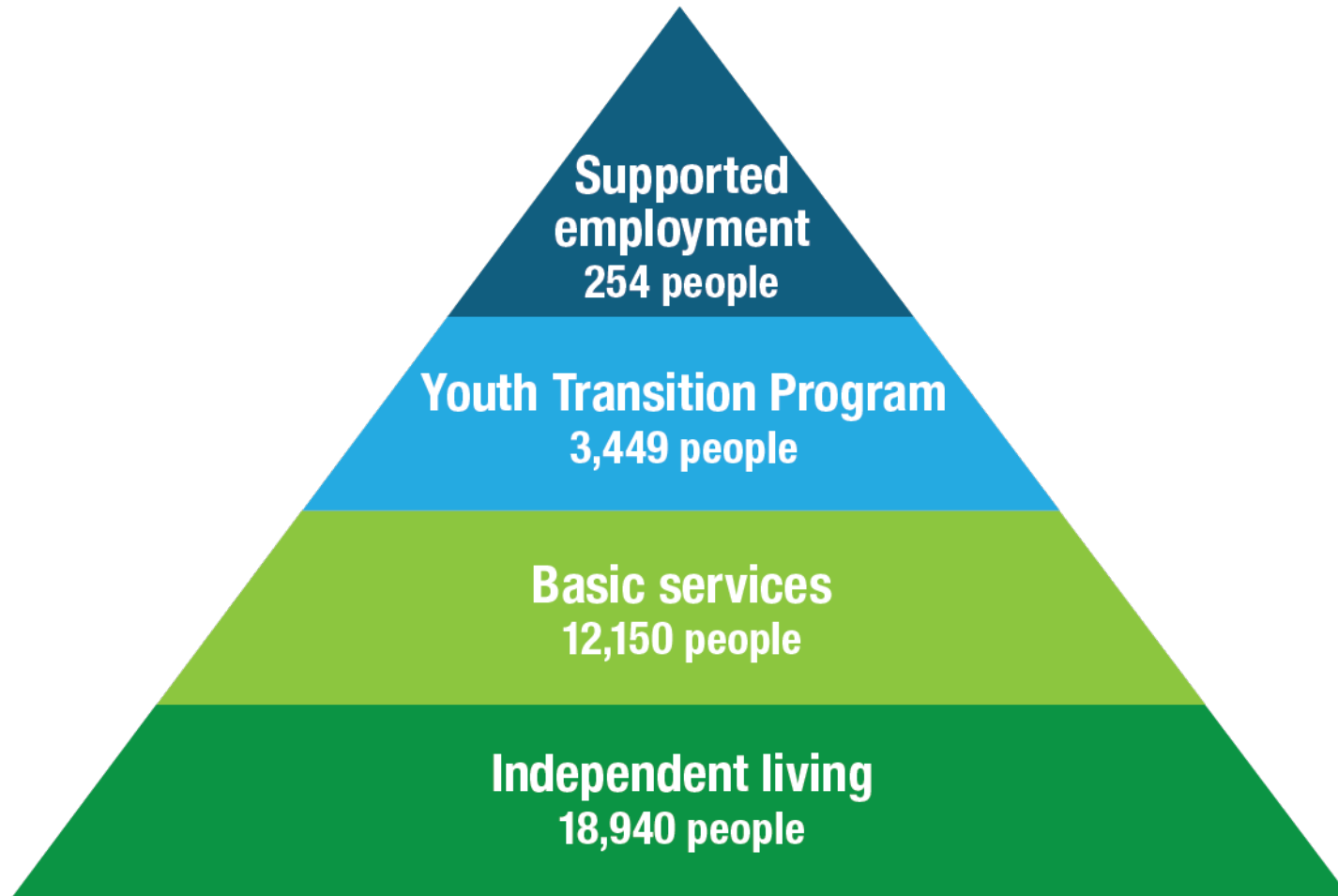


# Mission statement

Assist  
Oregonians  
with disabilities  
to achieve and maintain  
employment and  
independence



# Types of consumer services



# 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



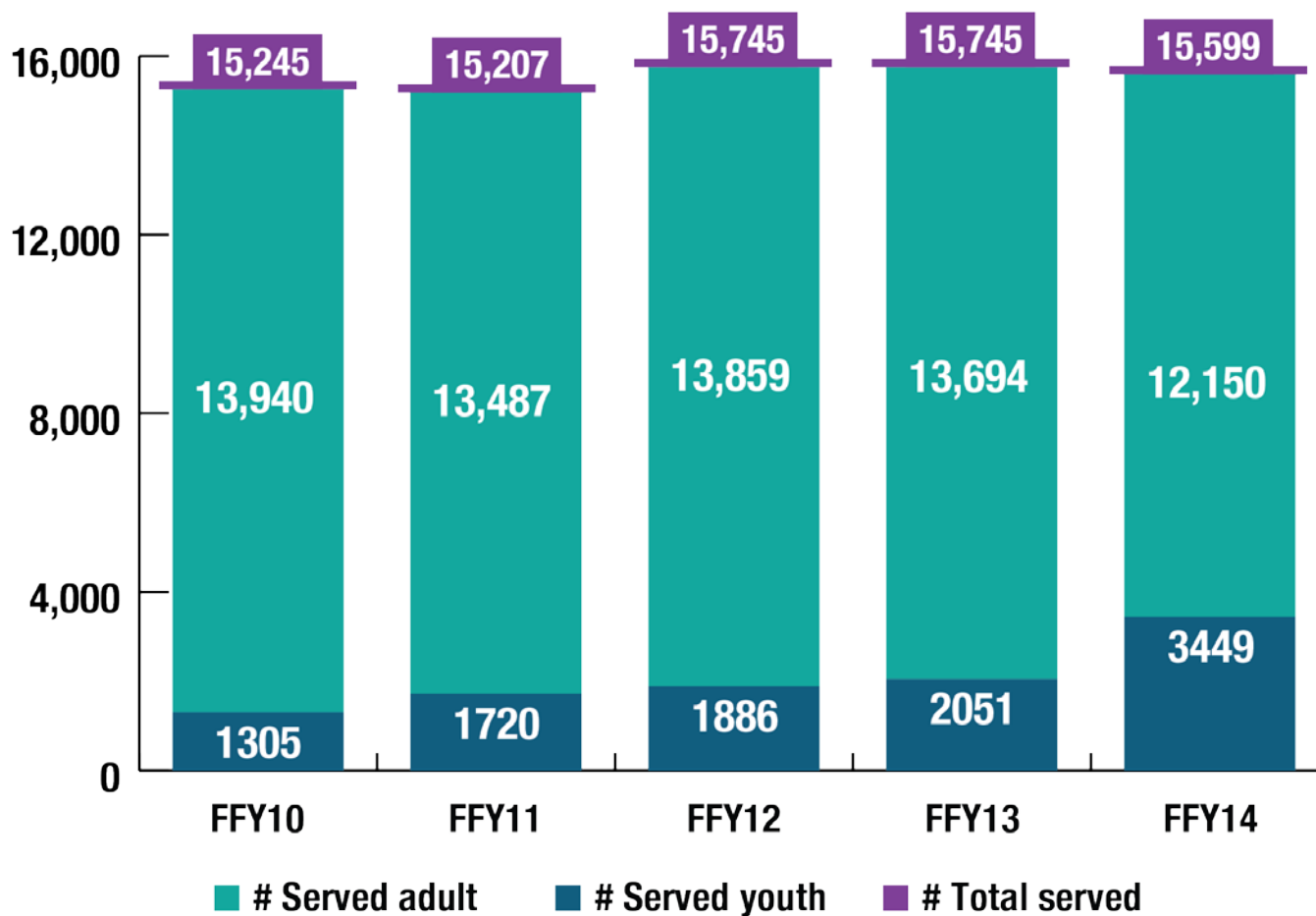
# Meet Myron...

*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

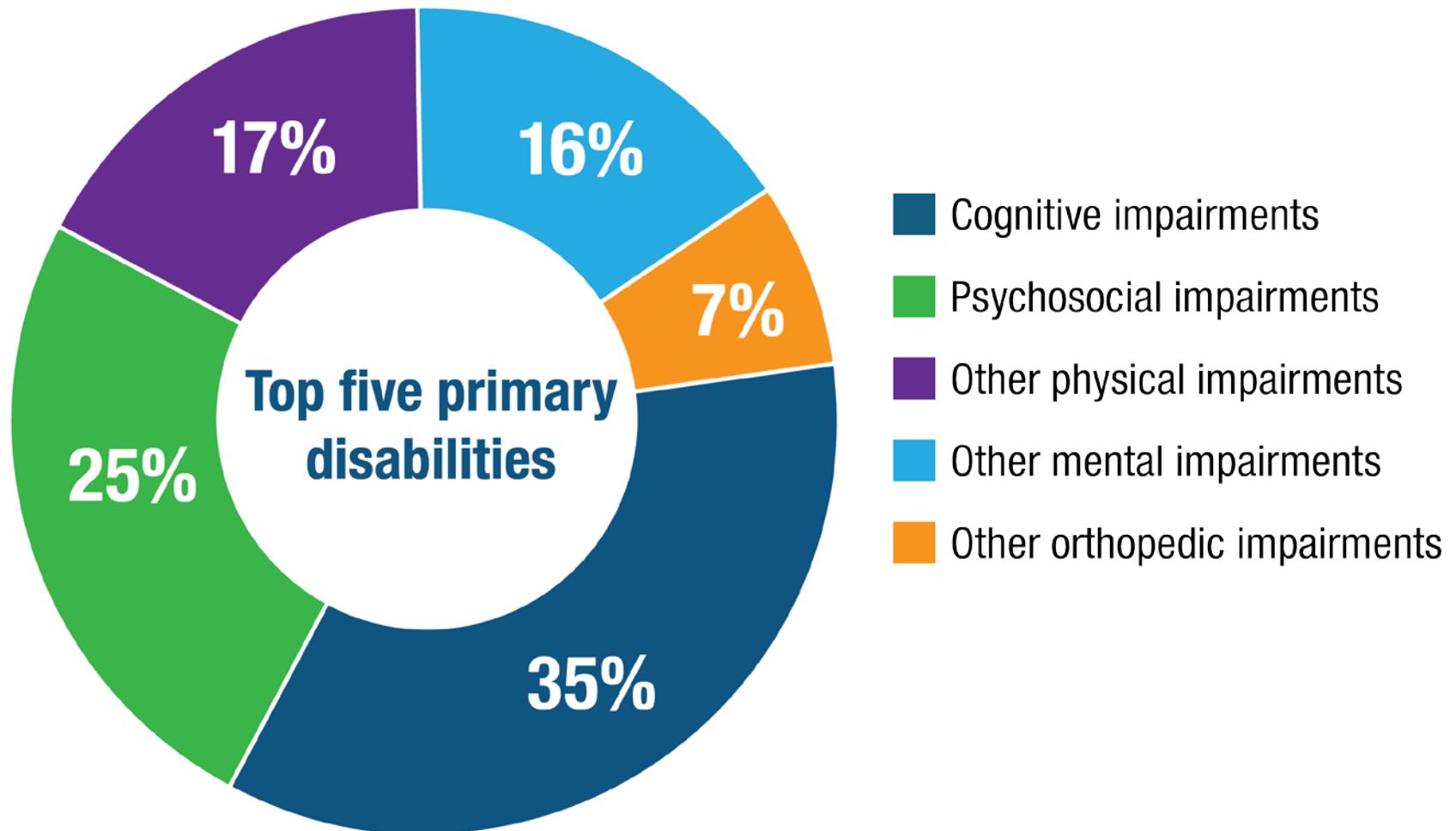


# Why Vocational Rehabilitation matters

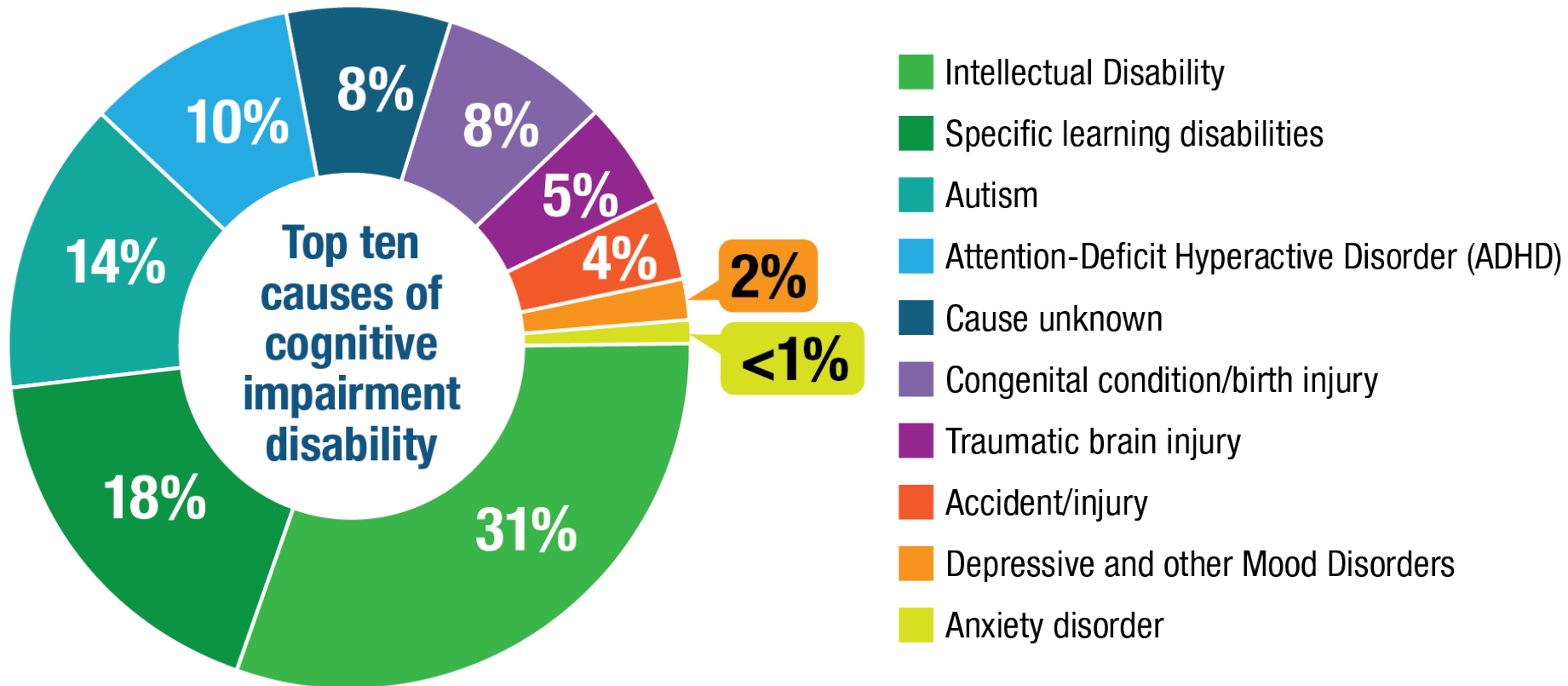
- 214,393 working-age Oregonians experience a disability
- Only 34% of individuals with disabilities work vs. 72% of individuals without disabilities (US Census)
- \$18,408 is the median wage for an individual with a disability; median wage for non-disabled individuals is \$27,701
- 9,310 youth exited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



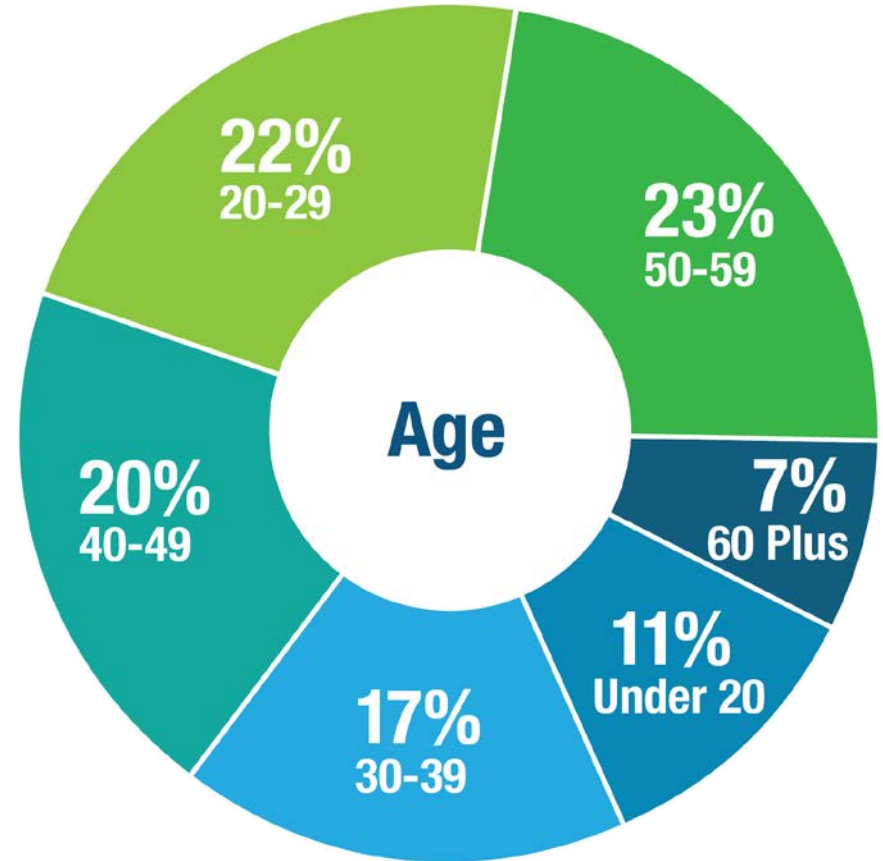
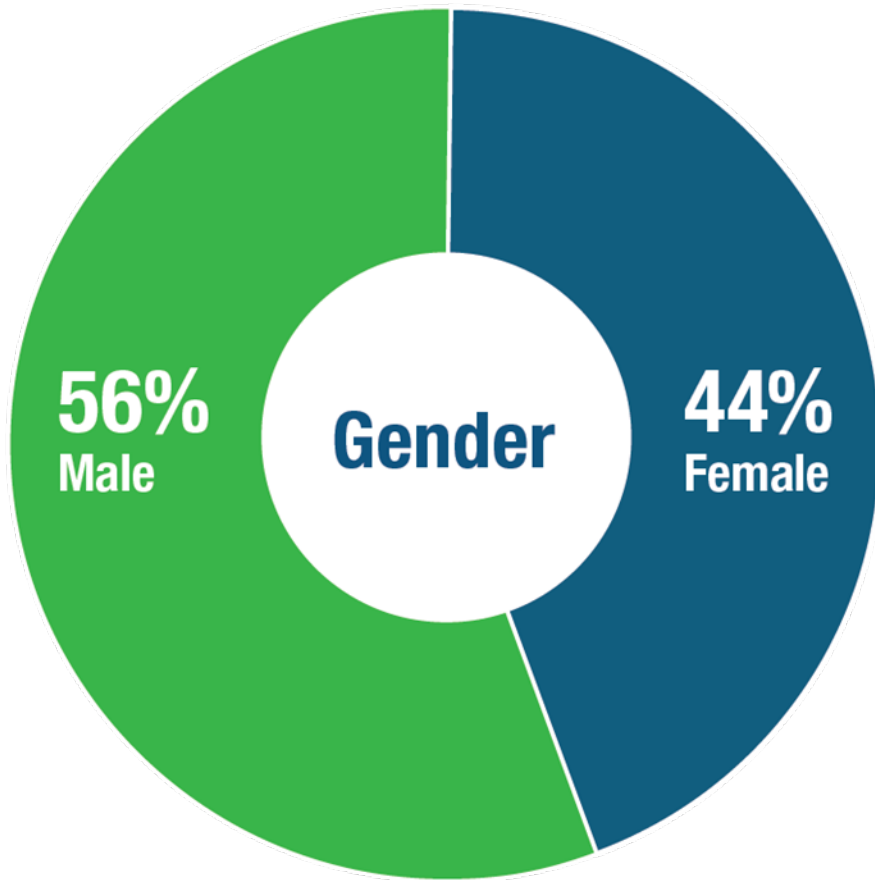
# VR Consumer demographics: Disabilities



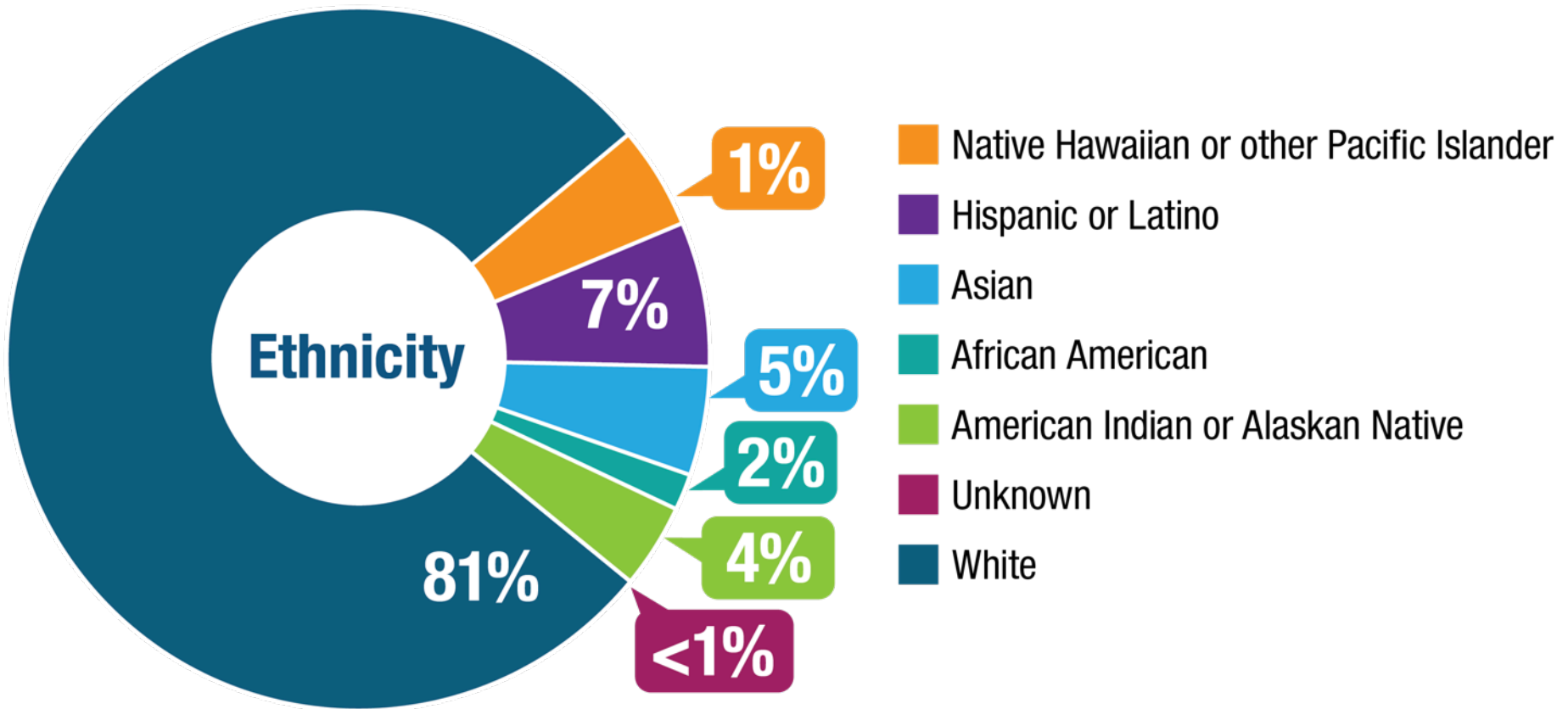
# VR Consumer demographics: Cognitive impairments



# VR Consumer demographics: Gender and age



# VR Consumer demographics: Race/Ethnicity

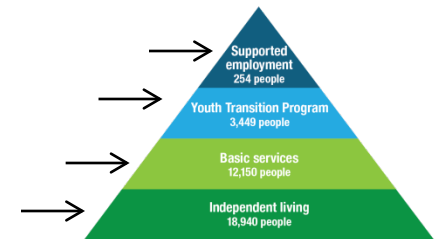


# Services



Vocational Rehabilitation provides services to:

- Consumers
- Employers
- Providers



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

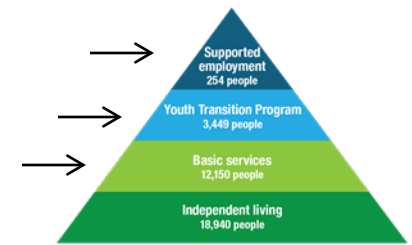
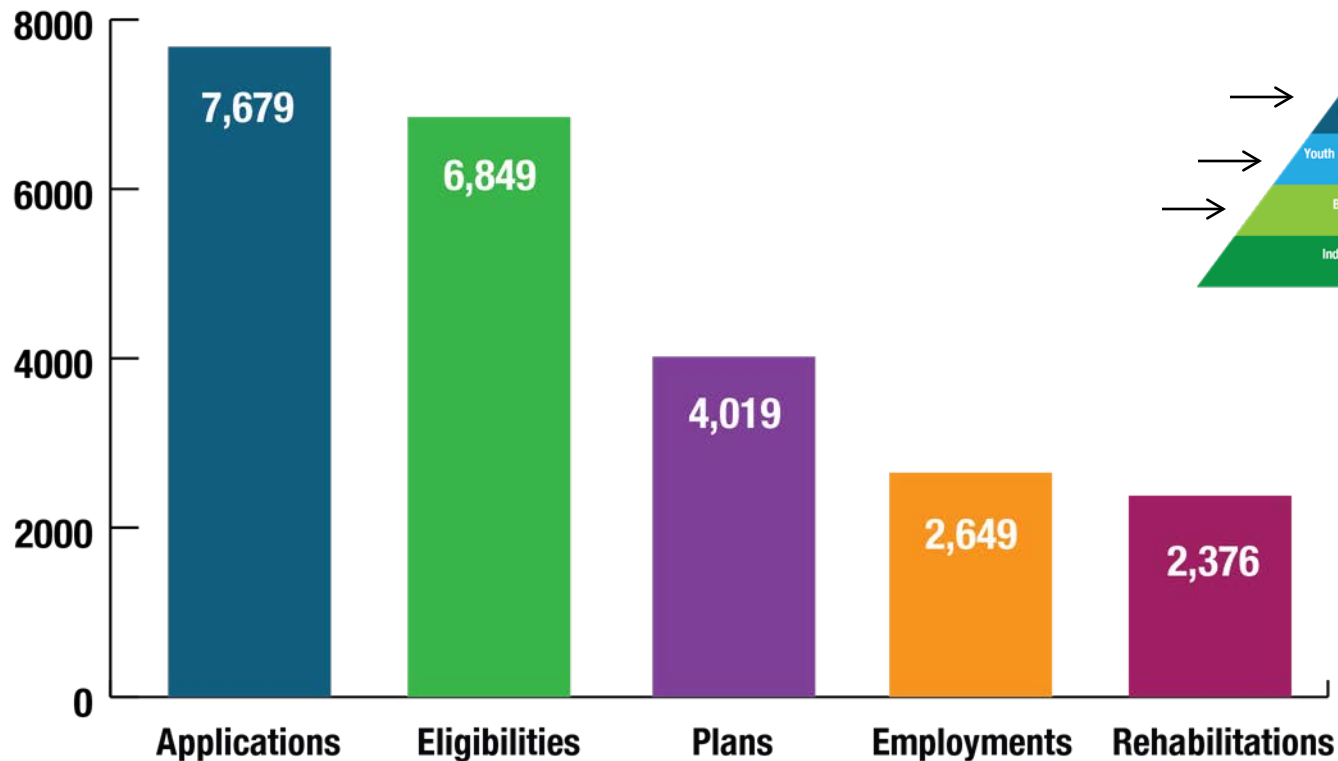
# The four stages of the VR process



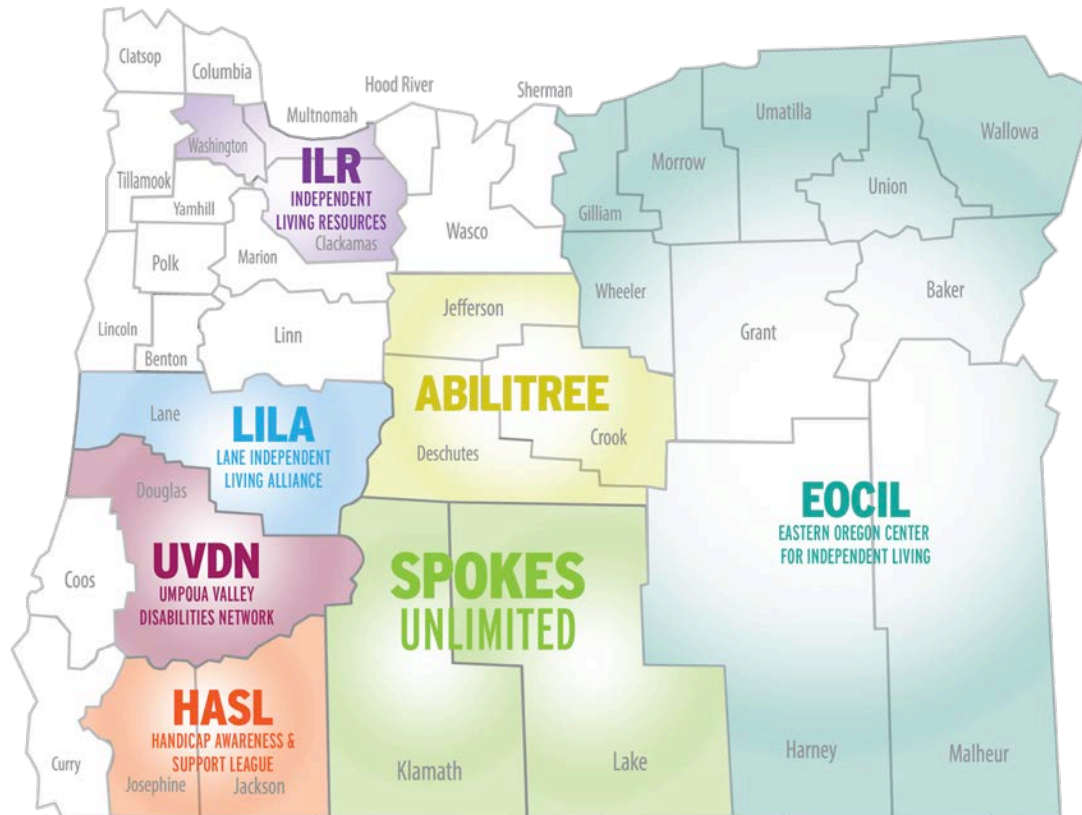
Application	Eligibility	Plan	Employment (closure)
<ul style="list-style-type: none"><li>• Intake meeting w/VRC</li><li>• VR workshops</li><li>• Records review</li><li>• Medical/Psychological evaluations</li><li>• Work assessment or Trial Work</li></ul>	<ul style="list-style-type: none"><li>• Vocational and interest testing</li><li>• More VR workshops</li><li>• Evaluate barriers</li><li>• Look at interests and capacities</li><li>• Research jobs</li><li>• Job shadow and information interviews</li><li>• Narrow choices</li></ul>	<ul style="list-style-type: none"><li>• Choose job goal</li><li>• Decide services needed to achieve goal</li><li>• Write and sign IPE</li><li>• Proceed with plan services to achieve job goal</li></ul>	<ul style="list-style-type: none"><li>• Get a job</li><li>• Successful employment for 90 days</li><li>• File closed as rehabilitated!</li></ul>

# VR Caseload along the Service Continuum

Caseload by status in FY 2014

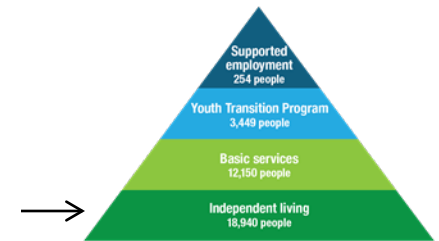
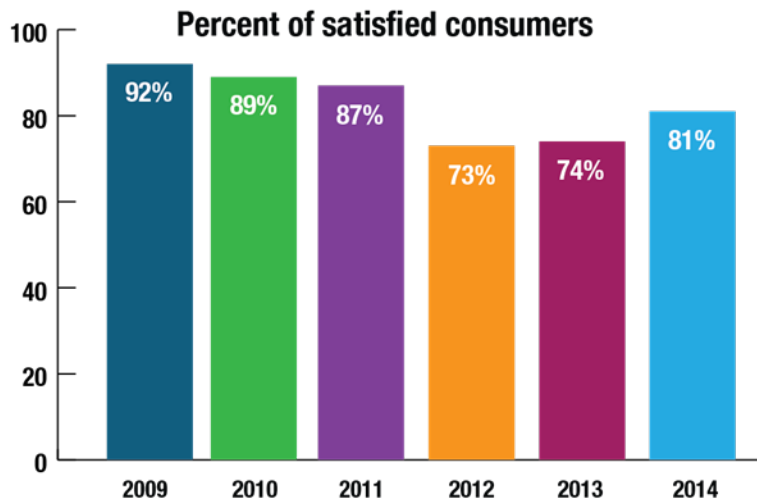
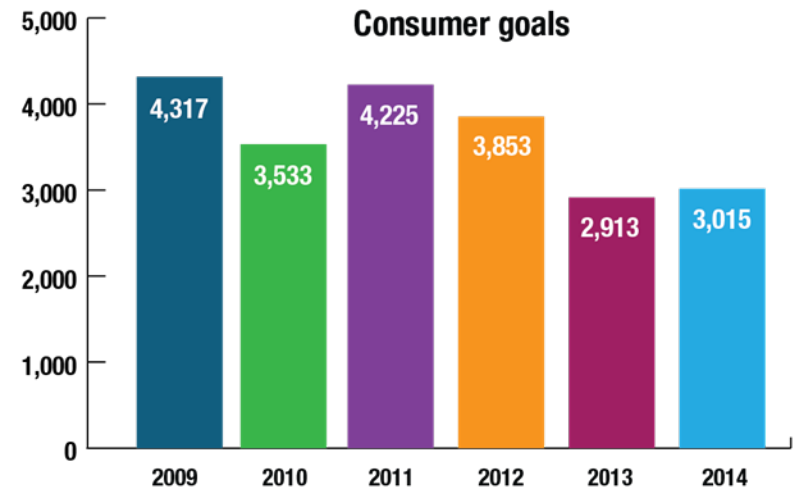
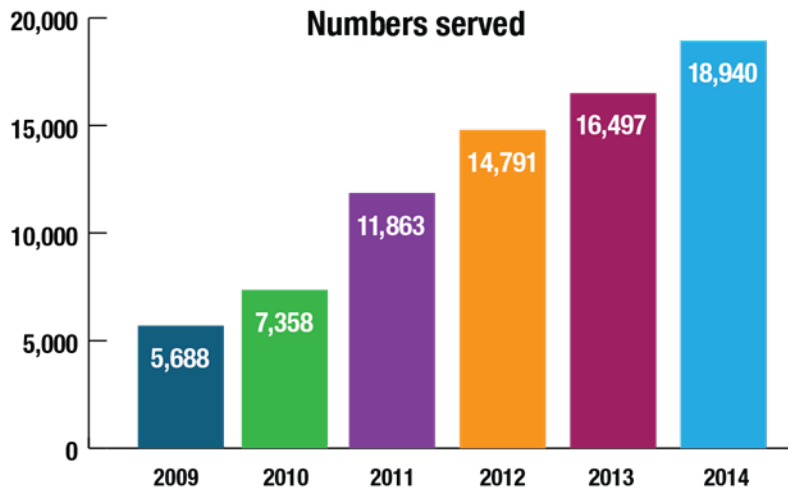


# Centers for Independent Living (CIL)





# CIL program performance



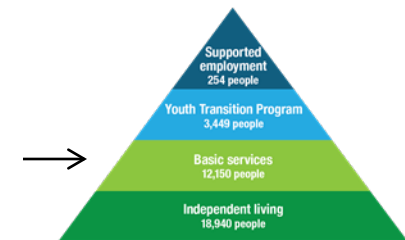
# VR “Basic Services”

Serves:

- Individuals with disabilities to find, enter and maintain employment

Provides:

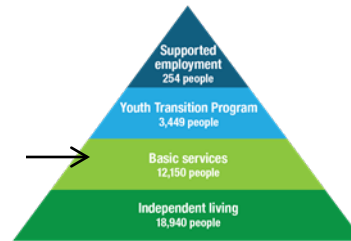
- Intensive counseling
- Intervention and support services
- Assistive technology



# Youth Transition Program

Serves:

- High school youth with disabilities



Provides:

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



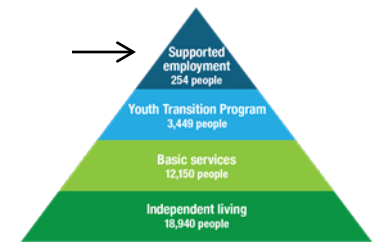
# Supported employment

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



*Proud partner of:*

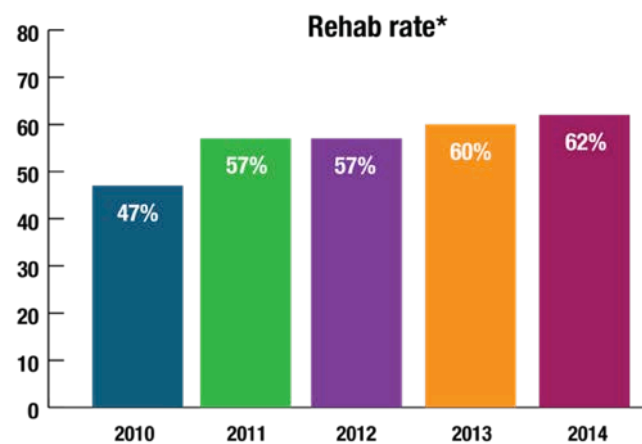
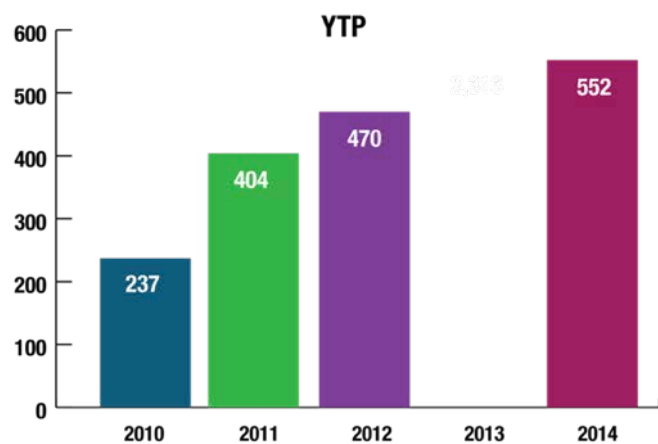
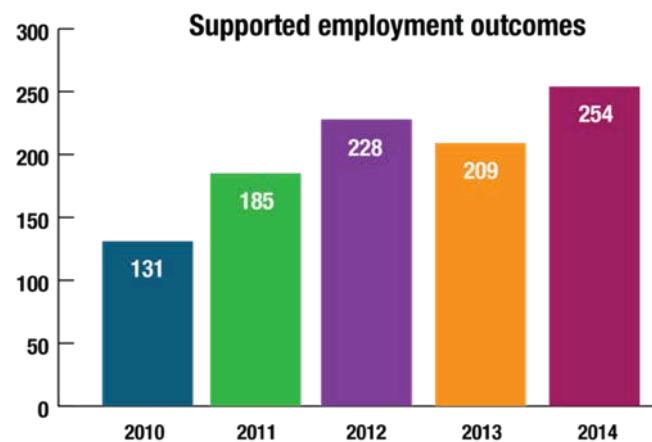
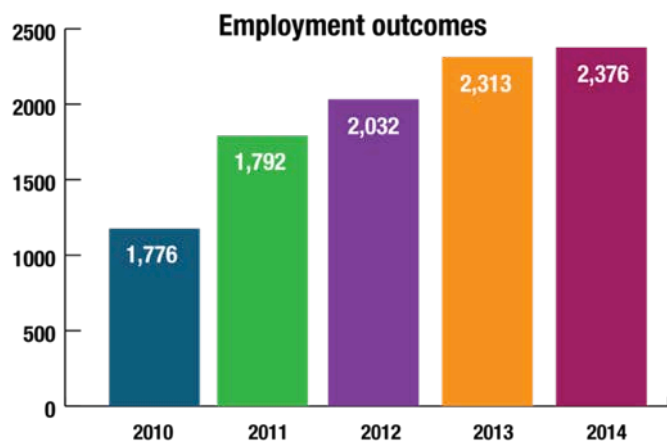


# What we've done

## **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



\* Percentage Closed from Plan with Employment

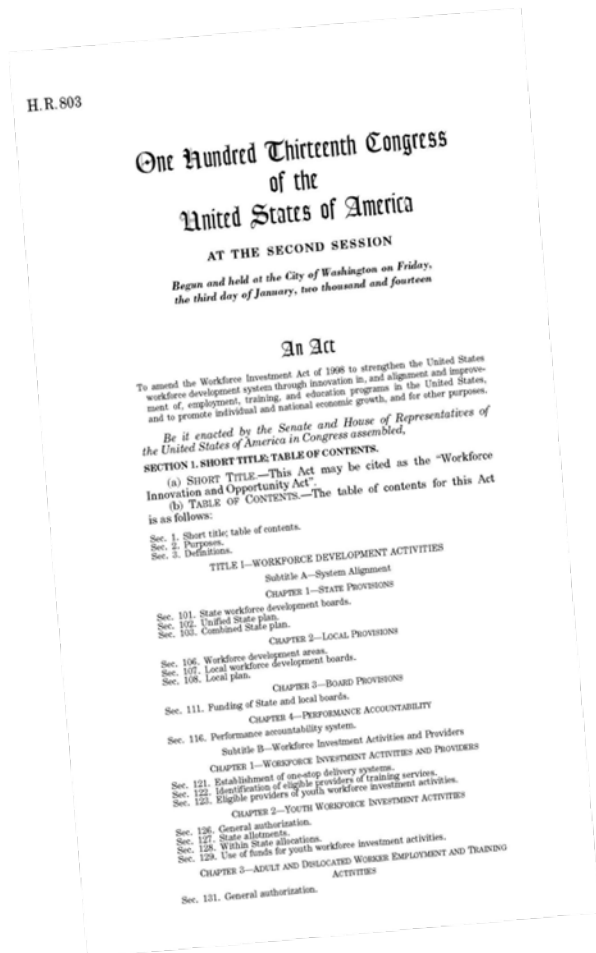


# What's next

- 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



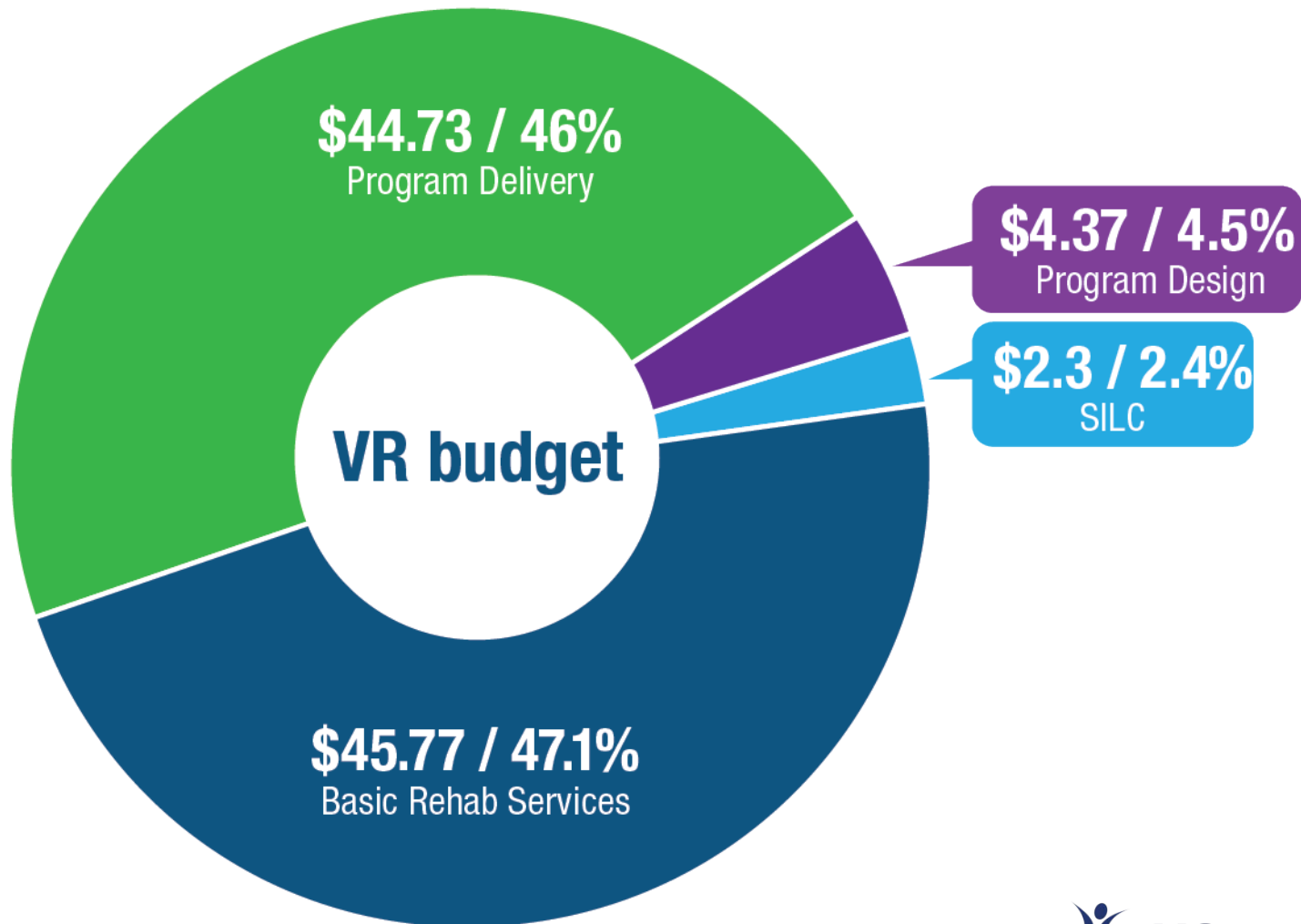
- Collaboration with all workforce agencies
- Youth in transition
- Efficient client services
- Work-based learning and credentials
- Competitive integrated employment

# WIOA impacts to Oregon VR

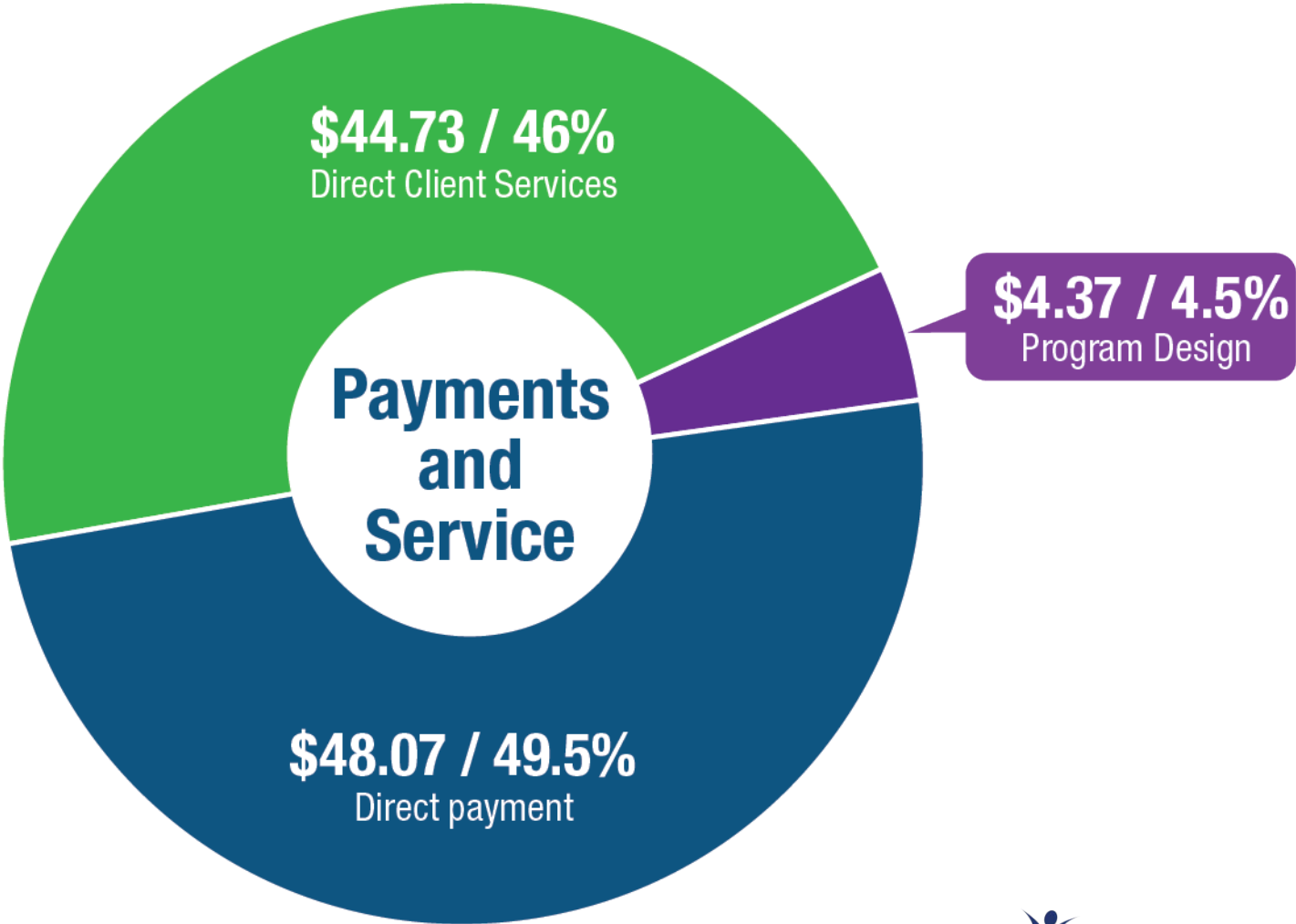
Changes will be implemented over time:

- 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

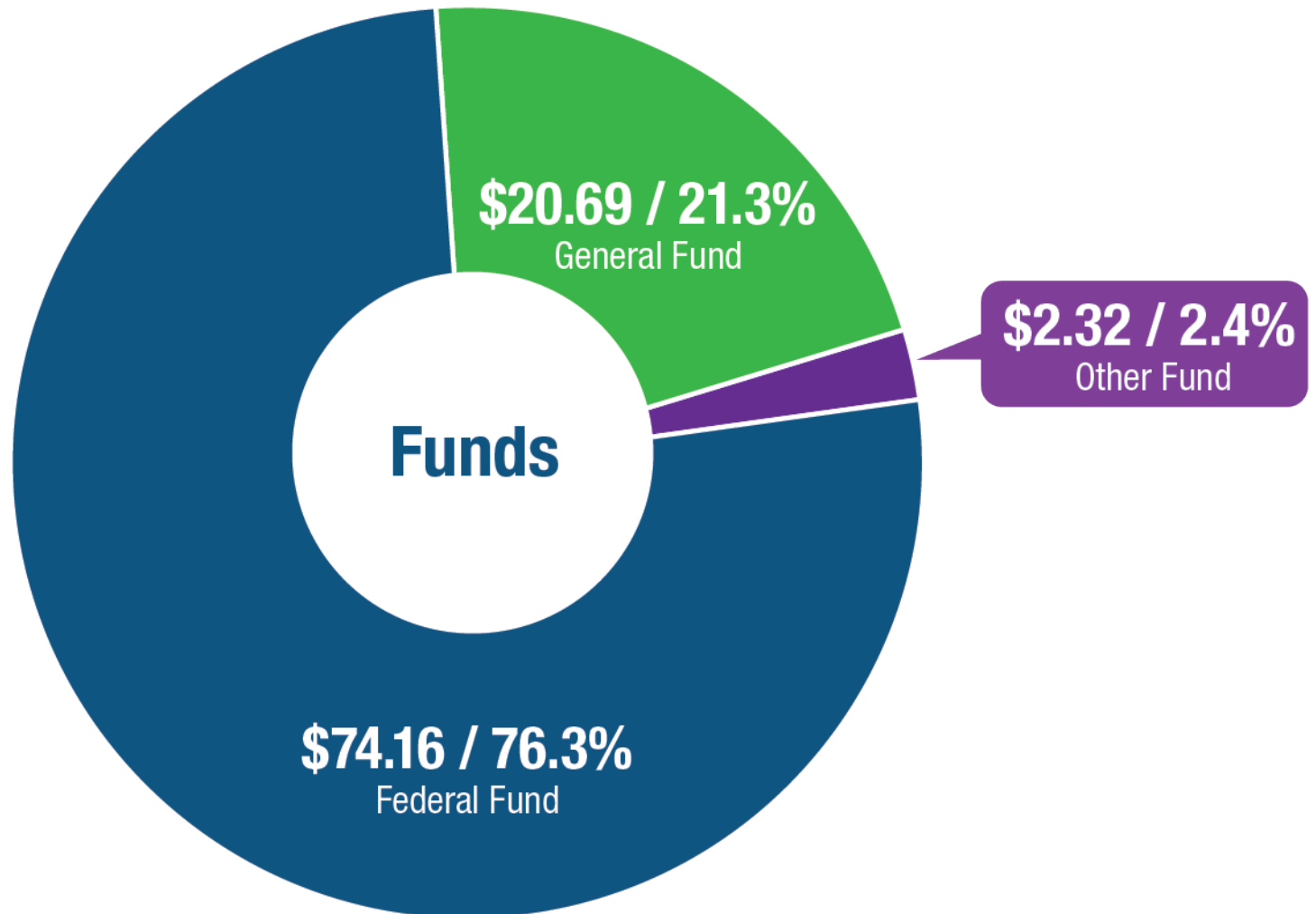
# VR Budget: \$97.17 Million Total Funds



# 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](http://www.oregon.gov/dhs)

***Safety, Health and Independence  
for all Oregonians***