Vocational Rehabilitation Overview
Ways and Means Human Services Subcommittee
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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
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

Top five primary disabilities:

- Cognitive impairments: 35%
- Psychosocial impairments: 25%
- Other physical impairments: 17%
- Other mental impairments: 16%
- Other orthopedic impairments: 7%
VR Consumer demographics: Cognitive impairments

Top ten causes of cognitive impairment disability:

- **31%** Intellectual Disability
- **18%** Specific learning disabilities
- **14%** Autism
- **10%** Attention-Deficit Hyperactive Disorder (ADHD)
- **8%** Cause unknown
- **8%** Congenital condition/birth injury
- **5%** Traumatic brain injury
- **4%** Accident/injury
- **2%** Depressive and other Mood Disorders
- **<1%** Anxiety disorder
VR Consumer demographics: Gender and age

Gender
- 56% Male
- 44% Female

Age
- 22% 20-29
- 23% 50-59
- 7% 60 Plus
- 17% 30-39
- 11% Under 20
VR Consumer demographics:
Race/Ethnicity

- 81% White
- 7% African American
- 5% Asian
- 4% American Indian or Alaskan Native
- 2% Hispanic or Latino
- 1% Native Hawaiian or other Pacific Islander
- <1% Unknown
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
- 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

- Applications: 7,679
- Eligibilities: 6,849
- Plans: 4,019
- Employments: 2,649
- Rehabilitations: 2,376

Supported employment: 269 people
Youth Transition Program: 3,440 people
Basic services: 12,350 people
Independent Living: 18,394 people
Centers for Independent Living (CIL)
CIL program performance

Numbers served:
- 2009: 5,688
- 2010: 7,358
- 2011: 11,863
- 2012: 14,791
- 2013: 16,497
- 2014: 18,940

Consumer goals:
- 2009: 4,317
- 2010: 3,533
- 2011: 4,225
- 2012: 3,853
- 2013: 2,913
- 2014: 3,015

Percent of satisfied consumers:
- 2009: 92%
- 2010: 89%
- 2011: 87%
- 2012: 73%
- 2013: 74%
- 2014: 81%
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
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

Employment outcomes

Supported employment outcomes

YTP

Rehab rate*

* 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

- Program Delivery: $44.73 / 46%
- Program Design: $4.37 / 4.5%
- Basic Rehab Services: $45.77 / 47.1%
Budget: 96% in Direct Payment and Service Delivery

- $44.73 / 46% Direct Client Services
- $48.07 / 49.5% Direct payment
- $4.37 / 4.5% Program Design
Budget: By Fund Type – 76.3% Federal Funds

- Federal Fund: $74.16 / 76.3%
- General Fund: $20.69 / 21.3%
- Other Fund: $2.32 / 2.4%
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