Presentation to the
House Business and Labor Committee

Vocational Rehabilitation Overview

Keith Ozols, VR Director
Melissa Glover, Salem-Keizer Public Schools
Anthony Davis, student
Deb Smith, Employment Services Coordinator
Iraiah Estrada, General Manager, Burger King

January 13, 2020
Today’s Presentation

• Program overview
• Services
• Client and Business Success Stories
• Accomplishments
Our Vision

Every Oregonian with a disability who desires to work is given the means and opportunity.
Our Mission

Assist Oregonians with disabilities to achieve, maintain and advance in employment and independence.
VR’s 100th Year Anniversary

VISION 2020
WIOA introduction

Workforce Innovation and Opportunity Act

- Passed in 2014
- Amends the Rehabilitation Act of 1973
- Strengthens and improves public workforce system
- Focus on helping youth and those with significant barriers to employment
- Help employers hire and retain skilled workers.
- New performance measures for states
WIOA Core Partners
VR Field Offices
VR Demographics

- I/DD Clients, 29%
- Psychosocial, 17%
- Mental health, 10%
- Hearing or Blindness, 5%
- Deafness or Blindness, 4%
- Cognitive, 14%
- Respiratory, 0.4%
- Orthopedic, 5%
- Physical health, 11%
- Other, 5%
VR Clients with Planned Services

Total clients served

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>SFY 2014</td>
<td>15,657</td>
</tr>
<tr>
<td>SFY 2015</td>
<td>16,020</td>
</tr>
<tr>
<td>SFY 2016</td>
<td>16,566</td>
</tr>
<tr>
<td>SFY 2017</td>
<td>16,661</td>
</tr>
<tr>
<td>SFY 2018</td>
<td>17,204</td>
</tr>
<tr>
<td>SFY 2019</td>
<td>16,907</td>
</tr>
</tbody>
</table>
### Demographics by age

#### Number and percent of clients served by age group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aged 15–19</td>
<td>1,606</td>
<td>9.5%</td>
</tr>
<tr>
<td>Aged 20–29</td>
<td>4,764</td>
<td>28.2%</td>
</tr>
<tr>
<td>Aged 30–39</td>
<td>2,993</td>
<td>17.7%</td>
</tr>
<tr>
<td>Aged 40–49</td>
<td>2,760</td>
<td>16.3%</td>
</tr>
<tr>
<td>Aged 50–59</td>
<td>3,015</td>
<td>17.8%</td>
</tr>
<tr>
<td>Aged 60+</td>
<td>1,769</td>
<td>10.5%</td>
</tr>
</tbody>
</table>
WIOA Program Performance

Rates of retention in employment*, second and fourth quarters after exit

<table>
<thead>
<tr>
<th>SFY</th>
<th>2nd Quarter</th>
<th>4th Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>43.7%</td>
<td>51.1%</td>
</tr>
<tr>
<td>2013</td>
<td>49.7%</td>
<td>55.1%</td>
</tr>
<tr>
<td>2014</td>
<td>53.1%</td>
<td>55.4%</td>
</tr>
<tr>
<td>2015</td>
<td>57.5%</td>
<td>56.3%</td>
</tr>
<tr>
<td>2016</td>
<td>58.7%</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>59.8%</td>
<td></td>
</tr>
</tbody>
</table>

*Percent employed
VR Program Services

- Employer Services
- VR Youth Services
- VR Basic Services
- VR Supported Employment
Pre-Employment Transition Services (Pre-ETS)

• Workforce Innovation and Opportunity Act
  – Requires VR to spend 15 percent of federal grant on Pre-ETS

• Pre-ETS are:
  – Job exploration counseling
  – Work-based learning experiences
  – Counseling on post-secondary education and transition programs
  – Workplace readiness training
  – Instruction in self-advocacy

Noah participated in the Summer Work Internship for Transition.
Summer Work Experiences

Meet Melissa Glover, Coordinator of Student Services for Salem Keizer Public Schools, and student Anthony Davis

Salem Heights Summer School Program
Youth Transition Program

- 120 school districts across Oregon
- Collaboration with Oregon Department of Education, the University of Oregon and local school districts
- Served more than 1,800 students with disabilities in 2019.
- Accomplishments:
  - 75 percent of YTP students exiting school were employed or enrolled in post-secondary education
  - Working an average of 28 hours per week

Ross got his dream job as a school bus driver through his YTP program in La Grande.
Comprehensive VR Services

- Identifying disability-related barriers to employment
- Develop an individualized plan
- Labor market research and counseling
- Accommodations and other assistive technology
- Training, post-secondary education and other advancement opportunities
- Job development
Supported Employment

- The full array of VR Services with additional supports including:
  - Customized employment
  - Job coaching
  - Identification of “long-term” or “natural” supports for ongoing employment
  - Benefits planning

Linda (center) is supported by VR counselor Penny (left) and her job coach Alexander at her job at Portland State University.
Services for Employers

• Recruit and refer qualified applicants
• Help with accommodation needs
• On-The-Job-Training agreements
• Establish long-term business relations and supports
• Provide disability awareness, etiquette and tailored trainings
• Diversity and inclusion education resources
• No cost to employers
Employer Success Story

Deb Smith, Employment Services Coordinator with Supported Employment Services Inc.

Iraiah Estrada, General Manager of Burger King restaurant

(Left to right) Deb Smith of Supported Employment Services, VR Counselor Kelly Nobles, Burger King employee Greg Johnson, Services Coordinator Thomas Hussong-Christian and Stephanie Lieuallen, house manager at Greg’s residence.
VR Accomplishments

- VR is turning 100 years old in 2020
- Served more than 20,000 Oregonians with disabilities
- Provided over 21,000 Pre-ETS
- 2,500 employment outcomes
- Helping youth transition from high school to work: both a federal requirement and the right thing to do
- Work Opportunity Tax Credit – $1.3 million in tax credits received by Oregon Employers based on VR participation
- 2nd and 4th quarter consumer employment retention rate has increased
Contacts

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