

## ***Part I – Agency Profile***

### **Agency Overview**

The Idaho Division of Vocational Rehabilitation (IDVR) is an agency under the oversight of the Office of the State Board of Education. Jane Donnellan is the Administrator for the Division. IDVR is charged with several major responsibilities: Management of the State/Federal Vocational Rehabilitation Program, Extended Employment Services (EES) and the fiscal management of the Council for the Deaf and Hard of Hearing (CDHH). It should be noted that nationally, under the Federal Vocational Rehabilitation Program, each state has the ability to choose to have a combined or separate agency to serve the blind and visually impaired. In Idaho, a separate state agency (the Idaho Commission for the Blind and Visually Impaired) provides vocational rehabilitation services for those who have a primary disability of blind and visually impaired.

The Public Vocational Rehabilitation program is one of the oldest and most successful Federal/State programs in the United States. Vocational Rehabilitation serves individuals with severe disabilities that impose significant barriers to gainful employment. In FFY 2014, the average time needed for a person to complete a rehabilitation plan and become employed was 22 months. Furthermore, employment of individuals with disabilities resulted in a 412% increase in customer weekly earnings and significant decreases in the need for public support.

The structure of IDVR includes a Field Services unit as well as a Planning and Evaluation, Fiscal, Information Technology and Extended Employment Services units. Under the Field Services unit, there are eight (8) regional managers who supervise field staff in the following regions: Coeur d'Alene, Lewiston, Boise, Treasure Valley Special Programs, Twin Falls, Pocatello, Idaho Falls, and Caldwell.

IDVR is comprised of 150 employees, of which 142 are full time positions serving in forty (40) offices throughout the state. Offices are located throughout the state to include: Boise, Meridian, Coeur d'Alene, Sandpoint, Lewiston, Orofino, Moscow, Twin Falls, Burley, Pocatello, Blackfoot, Preston, Idaho Falls, Salmon, Rexburg, Caldwell, Nampa, and Payette. There is one (1) Central Office, eight (8) Regional Offices, ten (10) general Sub-Offices, seven (7) Mental Health Sub-Offices, nine (9) School-Work Sub-Offices, and five (5) Corrections Sub-Offices.

### **Core Functions/Idaho Code**

**Legal Authority for the Idaho Division of Vocational Rehabilitation** is Idaho Code, 33-2301 and the Rehabilitation Act of 1973, as amended by the Workforce Innovation and Opportunity Act (WIOA), 29 U.S.C. 720, and is augmented by proposed regulations promulgated and set forth at 34 CFR § 361.

Services that may be available include evaluation of rehabilitation potential, vocational guidance and counseling, physical and mental restoration, vocational, academic and other training, job placement and other services, which can reasonably be expected to benefit the individual in terms of employment.

The Extended Employment Services (EES) program provides funding to individuals with severe disabilities who are deemed unable to maintain employment without on-going support. A state financial allotment is provided annually to be distributed by the EES Program Manager to contracted Community Rehabilitation Programs who subsequently provide the long term support to eligible customers (IDAPA 47.01.02 Rules and Minimum Standards Governing Extended Employment Services under the authority of Idaho Code 33-2303).

CDHH is an independent agency. This is a flow-through council for budgetary and administrative support purposes only with no direct programmatic implication for IDVR. The Council's vision is to ensure that individuals who are deaf, hard of hearing, or hearing impaired have a centralized location to obtain resources and information about services available (Idaho Code, Title 67, Chapter 73, Idaho State Council for the Deaf and Hard of Hearing 67-7301 – 67-7308).

**Revenue and Expenditures**

Revenue	FY 2012	FY 2013	FY 2014	FY 2015
General Fund	\$7,041,985	\$7,222,720	\$7,350,178	\$7,344,535
Rehab Rev & Refunds	\$304,959	\$586,887	\$653,069	\$310,456
Federal Grant	\$12,198,556	\$11,316,948	\$12,473,938	\$13,710,931
ARRA	\$1,573,231		\$8,567	
Miscellaneous Revenue	\$407,250	\$729,208	\$467,798	\$755,359
<b>Total</b>	<b>\$21,525,981</b>	<b>\$19,855,763</b>	<b>\$20,953,550</b>	<b>\$22,121,281</b>
Expenditure	FY 2012	FY 2013	FY 2014	FY 2015
Personnel Costs	\$8,271,464	\$7,903,578	\$8,577,431	\$9,168,672
Operating Expenditures	\$2,132,119	\$1,543,577	\$1,553,005	\$1,831,248
Capital Outlay	\$189,651	\$23,025	\$99,255	\$50,271
Trustee/Benefit Payments	\$11,871,729	\$10,096,090	\$10,852,261	\$11,503,155
<b>Total</b>	<b>\$22,464,963</b>	<b>\$19,566,270</b>	<b>\$21,081,952</b>	<b>\$22,553,346</b>

**Profile of Cases Managed and/or Key Services Provided**

Cases Managed and/or Key Services Provided	FY 2012	FY 2013	FY 2014	FY 2015
The Number of Individuals Served by Vocational Rehabilitation	14,076	13,129	11,324	11,704
The Number of Individuals Who Went to Work After Receiving VR Services	2083	1814	1827	1978

*\*IDVR is primarily a federally funded program that assesses finances and performance on a Federal Fiscal Year basis (October 1-September 30). For this reason, chart data represents figures that are different from State Fiscal year data. Example, FY2014 represents FFY2013.*

**Performance Highlights**

IDVR continues to strive to increase the opportunities for employment for individuals with disabilities by developing new strategies for future success. The following highlights efforts to increase successful rehabilitations:

In FFY 2014, IDVR had an 8% increase in successful employment outcomes from FFY2013. This increase demonstrates a positive trajectory in maintaining or returning Idahoans with disabilities back to work. Furthermore, 83% of VR customers who achieved or maintained employment reported their wages as their primary means of support. This demonstrates an increase in self-sufficiency and decrease in dependency on public assistance and family support.

IDVR continues to support and grow Project SEARCH. Project SEARCH is a high school transition collaborative effort between school districts, the IDVR, Community Rehabilitation Programs (CRPs) and host businesses. It is a national/international training effort to prepare transition students identified as requiring long term supports for the world of work thus helping them move into community employment after high school graduation. Idaho currently has one active project in the Coeur d'Alene area which is a joint effort with VR, Coeur d'Alene school district, TESH, and Kootenai Health. The Project SEARCH program combines two hours of daily classroom training along with four hours of unpaid internship. These internship experiences are done in three different eight week rotations and can include: housekeeping, dietary, laundry, child care, and equipment transportation. Even though the students may not be hired by the host business, they are better prepared for work and better able to access employment after Project SEARCH completion.

The State Department of Education, IDVR and the Idaho Commission for the Blind and Visually Impaired (ICBVI) held collaborative statewide trainings throughout the month of September 2014. Idaho school districts, Special Education Directors, IDVR Regional Managers, IDVR School-Work transition and a representation from the State of Idaho

general caseload counselors, and ICBVI participated. Through this collaborative training, the SDE/IDVR/ICBVI transition plans were developed to increase local team effectiveness. This training enhanced the collaborative efforts in transition age youth both internal and external to the School-Work projects.

In FFY2014, IDVR expanded its' collaboration with the Department of Corrections (IDOC) beyond the Treasure Valley to provide cooperative comprehensive vocational rehabilitation services to both male and female offenders leaving the prison system that have been identified as at risk of revocation, thus needing more intense reentry services than those being supervised by IDOC. The expansion included a vocational counselor and vocational assistant co-located in the Coeur d'Alene, Twin Falls and Blackfoot offices of IDOC.

Significant changes impacting the Vocational Rehabilitation program came into light on July 22, 2014, with the enactment of the Workforce Innovation and Opportunity Act (WIOA). This law replaces the Workforce Investment Act (WIA), which formerly governed the Vocational Rehabilitation program. WIOA includes many substantial changes aimed to improve the nation's workforce development system to help states and local areas better align workforce programs with each other and with the needs of employers for a skilled workforce.

While all of the implications of WIOA are still unclear, IDVR is taking steps to strategize and incorporate those changes that can be implemented now. IDVR is also working with the core WIOA partners to develop strategies on initiatives that require joint collaboration, such as the combined plan and common performance measures.

WIOA will require IDVR to implement substantial programmatic changes. These changes will impact policy development, staff training, and compliance reporting requirements. Fiscal and programmatic requirements to increase and expand services to students and youth with disabilities will be challenges the division will need to prioritize and strategically evaluate.

**Part II – Performance Measures**

Performance Measure	FY 2012	FY 2013	FY 2014	FY 2015	Benchmark
Number of Individuals Exiting the VR Program Who Achieved an Employment Outcome	2083	1814	1827	1978	1827
Percentage of Individuals Who Exit the VR Program After Receiving Services Who Are Determined to Have Achieved an Employment Outcome	59.8%	42.36%	60.04%	58.19%	55.8%
Number of transition age youth exiting the IDVR program who achieved an employment outcome will exceed the previous year's performance	638	542	553	546	554
Increase the number of different occupational areas/categories employers are hiring IDVR customers**	8	10	13	16	13

**Performance Measure Explanatory Notes:**

The benchmark of 55.8% for individuals who exit the VR program after receiving services who are determined to have achieved an employment outcome is a minimum requirement of the agency set by the Federal Rehabilitation Services Administration.

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*\*\* Occupational categories are defined by the Bureau of Labor Statistics, Federal Occupational Employment Statistics (OES) program which produces employment and wage estimates annually for over 800 occupations.*

**For More Information Contact**

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