

KANSAS REHABILITATION SERVICES



Kansans on the job

Throughout this presentation, we feature photos of Kansans with disabilities who are successfully employed as a result of our services.



Our mission

Vocational Rehabilitation (VR): A program of the Rehabilitation Services (RS) Division

- Working in partnership with Kansans with disabilities to achieve their goals for employment, independence and self-sufficiency

The Rehabilitation Act

Vocational rehabilitation (VR) is authorized through the Rehabilitation Act of 1973, as amended (Title IV of the Workforce Innovation and Opportunity Act of 2014). The purpose of this program is to empower persons with disabilities to maximize:

- Employment
- Economic self-sufficiency
- Independence
- Inclusion and integration into society



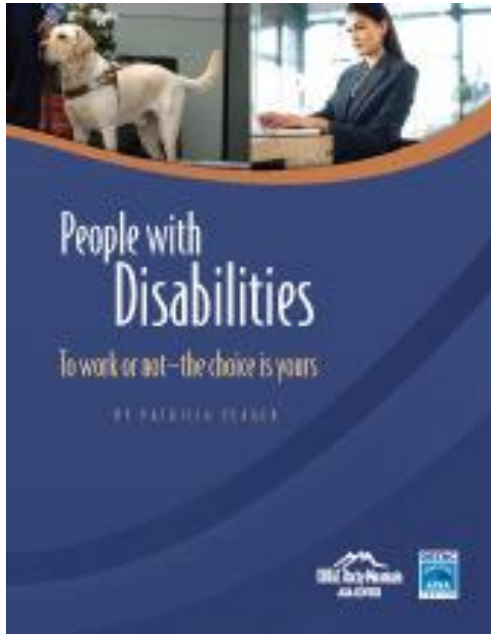
Congressional Findings

Work is a **valued activity**, both for individuals and society

- Work fulfills the need of an individual to be **productive**
- Work **promotes independence**
- Work **enhances self-esteem**
- Work allows for **participation in the mainstream of life**



Research on the Benefits of Work



Disabilities who participated in a research project called ” made strong statements about the significant impact of employment.

- Work “fills a big void in my life.”
- I feel more “interesting” because I work.
- Work contributes to a sense of identify.
How do you introduce yourself if you don't work?

Source: *“Because I work: A Phenomenological Inquiry of People with Disabilities;”* Patricia Yeager, MS, Michael Donnelly, BS, Jana Copeland, PhD, Rocky Mountain Disability and Business Technical Assistance Center; 2009

Because I Work . .

- Working gave me a “sense of accomplishment and self-pride.”
- I felt “on purpose,” “joy,” and the “confidence to learn new things.”
- Work gives people the opportunity to choose their own path.
- Work gives hope to be part of the world.
- *Source: “Because I work: A Phenomenological Inquiry of People with Disabilities;” Patricia Yeager, MS, Michael Donnelly, BS, Jana Copeland, PhD, Rocky Mountain Disability and Business Technical Assistance Center; 2009*

VR Emphasizes Employment

VR offers the opportunity to pursue work and self-sufficiency



Individuals with disabilities, including individuals with the most significant disabilities, are **presumed to be capable of engaging in gainful employment.**

The provision of **individualized VR services** can improve their ability to achieve competitive, integrated employment.

VR Core Principles

Community-based services and competitive, integrated employment outcomes are emphasized.

VR counselors work in partnership with consumers to help them assess their skills and interests, to develop Individual Plans for Employment, and to provide or purchase needed services.

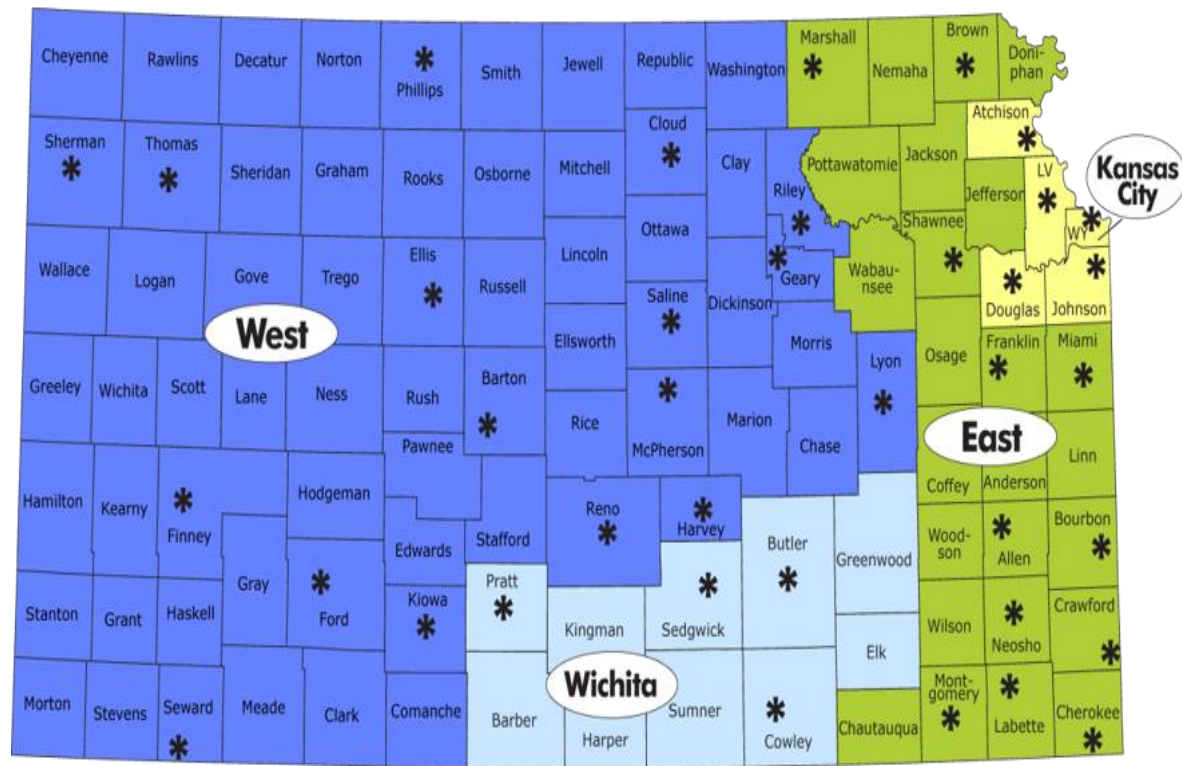
Services are customized according to each person's strengths, interests, skills, goals and informed choice.

State-Wide Service Delivery

73 Qualified VR counselors

Stationed in DCF offices throughout the State. Average Active caseload: 75

Network of more than 120 public and public service providers

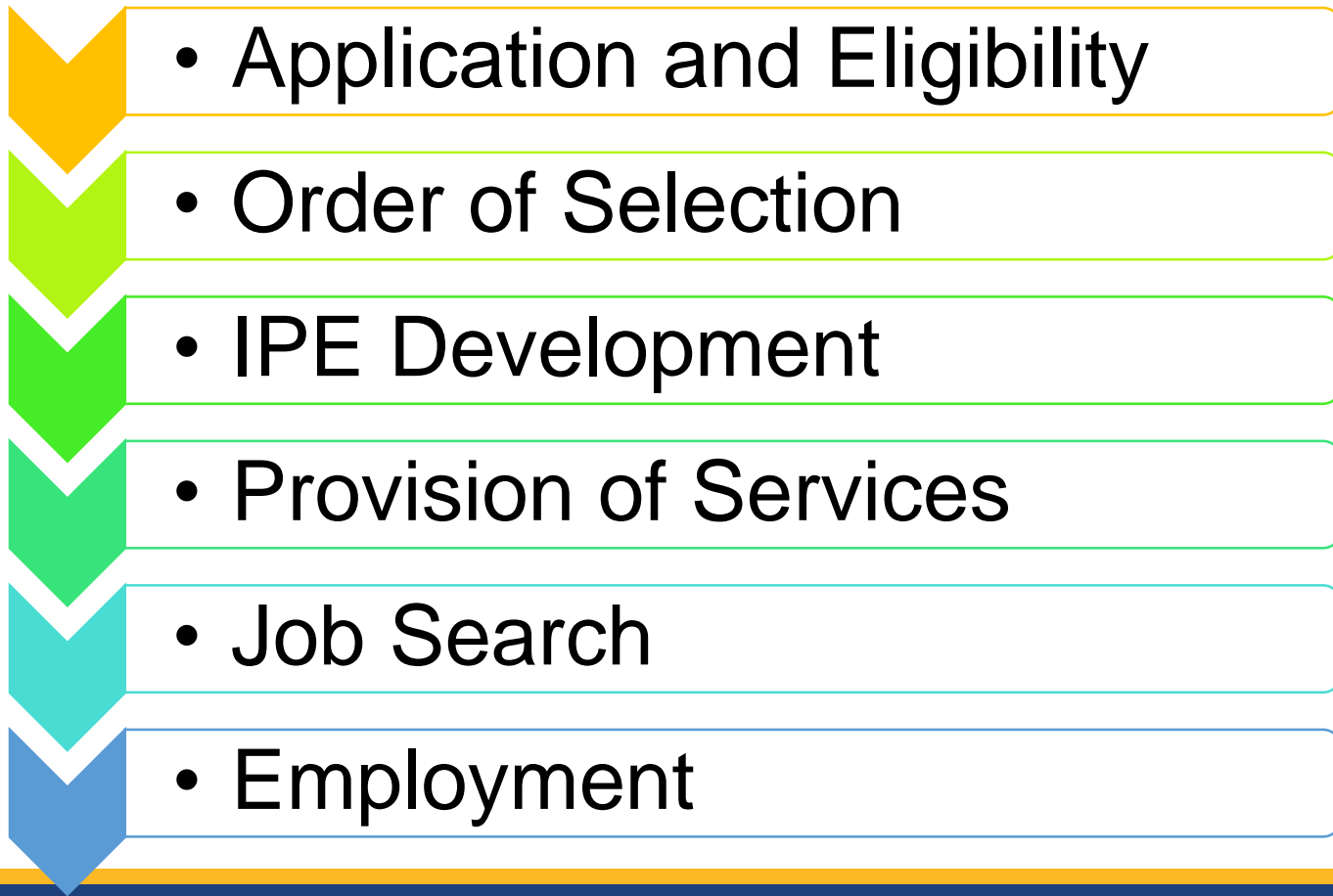


* DCF Service Center

Referrals to VR are Encouraged

- VR is an employment program, and individuals who participate are expected to become employed as a result of services.
- Individuals must be available to pursue employment.
- Persons referred and applicants may be unemployed, underemployed or in need of services to maintain employment.
- Individuals who have temporary health conditions, such as broken limbs or pregnancy, are not eligible for VR services on the basis of those conditions alone.
- VR is not a source for emergency medical or medical insurance coverage.
- VR works with persons with all types of disabilities.

VR PROCESS



Application and Eligibility

After a consumer applies for services, he or she will meet with a VR counselor or another staff person for an interview.

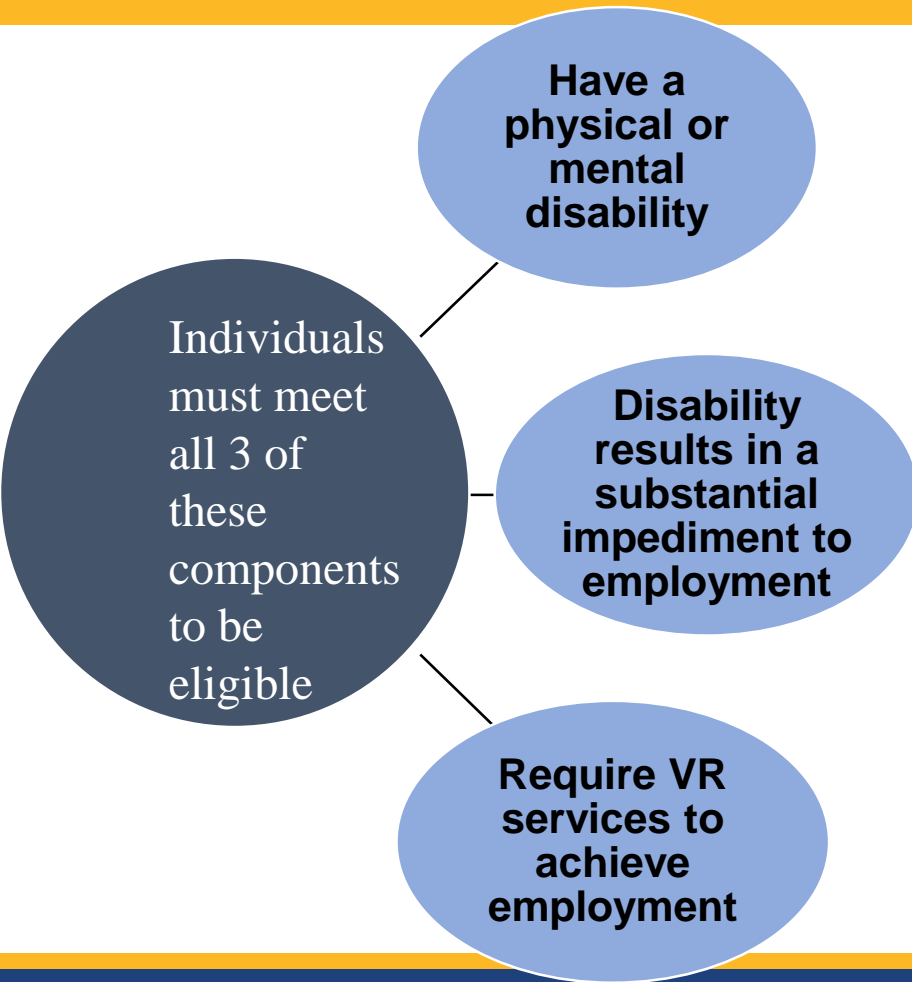
During this interview and other meetings, VR will collect information about:

- The individual's strengths
- The individual's employment skills and interests
- The individual's educational, disability and employment background

If more information is needed, then the consumer and the counselor may discuss participation in additional assessments.



Eligibility



This information is then analyzed by the Counselor to determine if an individual is eligible for services

IPE Development

Persons who are found eligible will develop an Individualized Plan for Employment (IPE). This is a plan of action that describes the steps and services a consumer will need to reach his or her employment goal.

One of the first steps is to identify what kind of job the consumer wants to get, and how soon he or she will be able to begin working. To help individuals think about this decision, the counselor will discuss:

- The kind of life the individual wants to build
- The individual's career interests and abilities
- Jobs that fit the individual's interests and abilities
- Available jobs in the labor market



Necessary Services are Identified

After an individual determines the employment goal, the next step is to identify the services needed to meet that goal.

There are many core VR services, including:

- Vocational counseling and guidance
- Employment-related training at a vocational school, community college or university
- Physical or mental restoration services
- Supported employment
- Job-seeking skills training
- Job development and placement
- On-the-job coaching
- Community-based job tryouts and on-the-job training funds
- Assistive technology, telecommunications devices or other tech aids

Services are Provided

Partnerships

VR collaborates with several partner agencies to expand the program and services available to persons with disabilities.

Our partners include:

State Agencies

Educational Institutions

Consumer & Advocacy Agencies

Community Partnerships

Business and industry are vital partners in what VR does also.

Pre-Employment Transition Services

Pre-Employment Transition Services (Pre-ETS) are designed to provide job exploration, counseling and other services to help youth people prepare for employment and self-reliance, rather than dependency on public benefits.

In collaboration with local education agencies and qualified community partners, RS will provide or arrange for the provision of Pre-ETS for students with disabilities who are in need of such services.

The services are designed to provide early start at job exploration and to assist students with disabilities in making the transition from secondary to post-secondary education/training and competitive, integrated employment.

Providing Service

Funding

A critical piece of VR is funding. The cost of the program is shared by state and federal governments.

78.3% coming from the Federal government

21.7% match by the state is required to pull down these federal funds.

When providing services to consumers, we work with our partners to blend funding to serve our mutual consumers.

Services are Provided

During the plan, the Counselor will meet with the individual from time to time to talk about progress, to make sure the plan is still working, and to discuss anything important for success.

Depending on individual needs, VR services may last from a few months to several years. Progress measures help assure that the plan for employment stays on track.

Services must be pre-authorized in writing by the VR counselor.

Job Search

Getting a job is the goal of the partnership between the individual receiving services and VR.

The job search and placement services the individual will receive will depend on individual needs. These services may include:

- Resume preparation
- Practice interviews
- Development of job leads
- Guided placement
- Customized placement

For some of these services, an individual may be referred to a service provider who will assist in seeking employment.

Service Provider Network

In addition to receiving direct services from staff, consumers may receive services through our extensive network of service providers.

- Independent living centers
- Assistive technology programs
- Mental health centers
- Community developmental disability organizations and affiliates
- Medical providers
- Other community rehabilitation programs
- Other private providers

Vocational Rehabilitation (VR)

PY 2019 Highlights

9,918

- Number of persons with disabilities served

3673

- Number of new applications processed

4892

- Number of active Individual Plans for Employment as of June 30, 2020

73

- Number of VR Counselors

Vocational Rehabilitation (VR)

PY 2019 Highlights

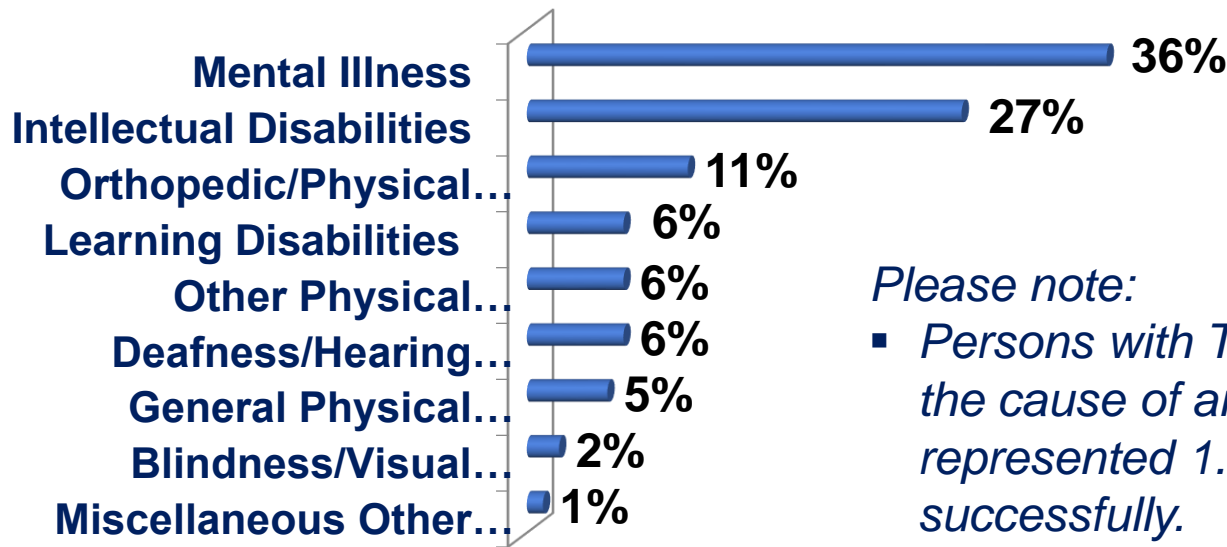
1,225

- Persons achieving stable competitive integrated employment

28%

- Percent of employment outcomes achieved by transition youth

Primary Disabilities of Persons Closed Successfully



Please note:

- *Persons with Traumatic Brain Injury as the cause of any primary disability represented 1.8% of persons closed successfully.*
- *Persons with Autism as the cause of a disability represented 10% of persons closed successfully.*

Vocational Rehabilitation (VR)

FY 2019 Highlights

\$11.04

- Average hourly wage

76%

- Percent of persons employed who report their own earnings as their largest source of support

79%

- Percent of persons employed who have health insurance through employment

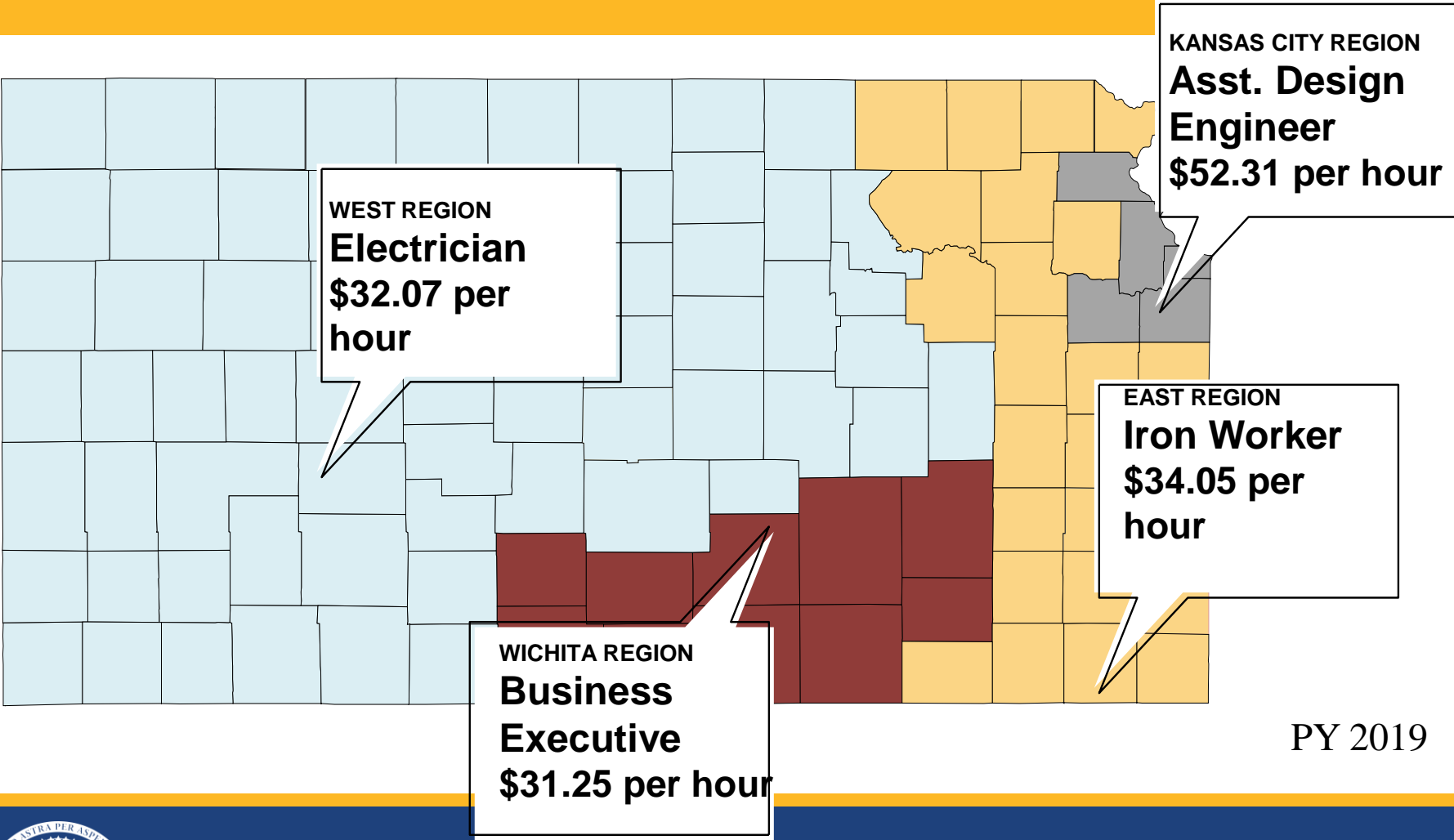
Vocational Rehabilitation (VR)

PY 2019 Highlights

1,633

- Number of students with disabilities participating in Pre-Employment Transition Services

Examples of High-Wage Jobs



PY 2019

2020 Policy Changes

- The maintenance policy was updated and effective 10-1-2020 related to the deeming calculation for normal costs. The excess expenses caused by participation in VR is allowable VR service. For persons receiving SSI or SSDI, their normal expenses would be deemed to be the lesser of 30% of their actual monthly SSI and/or SSDI, or 30% of the average monthly SSI amount (down from 75%)
- Economic need, also known as financial participation, requires VR consumers to contribute to the cost of services according to their ability to do so. The federal regulations give states the option of whether to apply an economic needs test. Effective 10-1-2020 the economic need policy was discontinued.

Rehabilitation Services Works

for Kelsey

Kelsey, who is working for Blue Cross/Blue Shield and earning \$16.89 an hour plus benefits, recently wrote the following statement about her experience with VR and her counselor, Angela Roberson, Topeka.

“So, what I have really appreciated about the services is mostly the support and understanding by you. I needed the aid absolutely, but it was more the willingness and assistance from you that I really appreciated. You have been the absolute best about this entire experience.

“What being employed means to me is independence. I have the freedom and financial ability to take care of myself and my son. I have always had a job but now I’m working on my career and that means the most to me.”

Rehabilitation Service Works

For Sean

Sean worked with Johnson County Developmental Supports (JCDS) and received Supported Employment services including job coaching. Sean is a very personable individual who is excellent at giving great customer service. As a courtesy clerk, Sean has multiple opportunities during each shift to provide customer service in a variety of ways to customers of Hy-Vee and his co-workers. Sean has accepted responsibility to be cross trained and add additional duties/tasks to his position. He continues to be a role model for all employees at Hy-Vee. Sean is humble about his achievements but admits that he takes initiative to assist co-workers and supervisors whenever possible.

Sean states he loves his job and loves going to his job. Sean believes this is a good fit for him and that he may be able to become an assistant manager at some point to maximize his employment even further. Sean loves both his job and the wonderful and supportive assistance he has received from JCDS to maximize his employment. Sean closed successfully making \$10/hour as a Courtesy Clerk at Hy-Vee.

Rehabilitation Services Works

For Masie

Maisie Whyte is an active junior at Maize High School. She currently participates in cross country, Fellowship of Christian Students and choir. Maisie began receiving services from The Pre-Employment Transition Services (Pre-ETS) program in February of 2020.

Over the course of several pandemic filled months, Maisie has taken advantage of the services offered to her. She has come to each meeting prepared to learn something new. During the summer, Maisie requested to receive services weekly! These services include job exploration, workplace readiness, post-secondary education counseling and self-advocacy. Although she has work-based learning on her plan, Maisie has not participated in a paid work-based learning experience, yet. She looks forward to seizing the opportunity, possibly this school year. She is interested in participating and wants to experience what it's like to have a job.

Rehabilitation Services Works

For Masie

Maisie has focused a lot on exploring careers of interest to her and identified the positions of child life specialist and kindergarten teacher as her top picks. Using the ONET job database and profiler, Maisie was able to identify her interest areas and learned about the education, job duties and skills needed for the jobs that she wants. She has also been introduced to several other jobs that may be of interest to her. Maisie believes that ONET is a good resource for those seeking to learn more about specific jobs. In her words, ONET is “cool and interesting.”

It has truly been a pleasure working with Maisie. She is bright, positive and dedicated – three attributes that will surely take her far! As I continue to work with her, I can tell that she has a passion for children and wants to serve them in some capacity. With her attitude, she can do just about anything! I look forward to helping her develop as she prepares for a career working with children someday.

Rehabilitation Services Works

In the WEST (Phillipsburg)

My client's last job was in 2008 due to significant health issues. Client informed me he was told by many people he would never be able to hold a job or work. Client completed a community-based work assessment in which he blew everyone away with his amazing work. He then became a part of the End-Dependence Kansas program where a work experience led to employment and a successful closure. Client's case was successfully closed in November 2019. At that time, he reminded me that so many people told him he would never be able to work, and he did it.

Fast forward one year later and this same client called me out of the blue. He wanted to let me know he is still working and doing great and appreciative of everything we have done for him.

Questions?



Kansas Rehabilitation Services

Working in partnership with Kansans with disabilities to achieve their goals for employment, independence and self-sufficiency

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