

Virginia Department of Rehabilitative Services

Disability Commission Meeting

October 11, 2006



Virginia Department of Rehabilitative Services

- Community Based Services Division
- Woodrow Wilson Rehabilitation Center
- Disability Determination Services Division
- **Field Rehabilitation Services Division**

Today's Focus

Field Rehabilitation Services and EMPLOYMENT

Statistics

- The August unemployment rate for Virginia was 3.2%, tying it for the second lowest rate in the country with South Dakota and Utah. (Hawaii was first with 2.8%)

(Richmond Times Dispatch 9/28/06)

➤ “It’s a myth that most disabled people are unemployable. More than 55% have jobs.”
(Parade Section, Richmond Times Dispatch 10/8/06)

- The unemployment for all Virginians is 3.2% and the (national) unemployment rate for people with disabilities is between 45-65%.

- Only 26% of people with SEVERE disabilities are employed; Less than 15% of African-American with a severe disability are employed.

➤ 53% of people without a disability work full-time year-round. 13% of people with severe disabilities work full-time year round.

(U.S. Census Bureau, 7/26/06)

➤ 18.1% of Virginia's population of 7,078,515 have a disability. That's over 1,280,000 people. (2/3rds of them - 12% of the total population of Virginia - have severe disabilities.)

✓ That 18.1% breaks down as follows:

Sensory Disability - 3.3%

Mental Disability - 4.7%

Self Care Disability- 2.3%

Physical Disability- 7.8%

(U.S. Census Bureau, 7/26/06)

➤ 19% of the required job accommodations cost nothing;

- ✓ 50% cost less than \$500; and
- ✓ 80% cost less than \$1,000.

(Job Accommodation Network)

➤ 97% of employers who had hired someone with a disability in the past indicated that they would hire an individual with a disability again in the future.

(R.L. Morgan and M. Alexander, The employer's perception: Employment of individuals with developmental disabilities, Journal of Vocational Rehabilitation.)

➤ Once hired, employees with disabilities are perceived by employers as more reliable and as having better attendance than non-disabled employees

(J. Graffam, K. Smith, A. Shinkfield, and U. Polzin, Employer benefits and costs of employing a person with a disability, Journal of Vocational Rehabilitation 17.)

- 91% of the participants who had reported working with a person with a disability felt that the job performance of their disabled coworker was “very good” or “good”
- 98% of participants who had been served by a person with a disability were “very satisfied” or “satisfied” with the services they received.
- 92% of participants were “more favorable” or “much more favorable” towards companies that hire people with disabilities.
- Almost all the public agreed that they would prefer to give their business to companies that hire people with disabilities.

(Siperstein, Romano, Mohler and Parker, A national survey of consumer attitudes towards companies that hire people with disabilities).

- Why are state agencies, local governments and private businesses so reluctant to hire people with disabilities?
- Why can't the Commonwealth of Virginia (as well as other government entities) establish an effective system to encourage government purchases of goods and services from organizations that employ people with severe disabilities?

Field Rehabilitation Services Division

- 36 Field Offices
- 224 Vocational Rehabilitation Counselors
 - ✓ National Commission on Rehabilitation Counseling or Certified Rehabilitation Counselor
- 78 Other Direct Service Staff
 - ✓ Evaluators, Rehabilitation Engineers, Technicians and Business Services

Who We Served in 2005

- 91% Significantly Disabled
- 60% Caucasian
- 35% African American
- 2.3% Hispanic
- 1.3% Asian
- <1% Other

Disability Groups Served

Disability	Frequency	Percentage (%)
Cognitive or Other Impair.	11,664	50%
Psychosocial Impairment	4,646	20%
Orthopedic Impairment	3,646	16%
Respiratory / physical	2,101	9%
Deafness/hearing impairment	1,198	5%
Blindness/other visual impair.	126	0.5%
Communication impairment	110	0.5%

Not recorded: 1,194

Funding Vocational Rehabilitation Services

➤ Field Rehabilitation Services Division

✓ \$52,965,797 – Federal

✓ \$14,335,089 – State

✓ \$67,300,886 – Total

VR Services Purchased for Consumers

Supported Employment	\$6,961,803
Academic Training	\$1,618,826
Diagnostics	\$1,322,803
Transportation	\$931,084
Work Adjustment	\$887,245
Other Services	\$840,818
Adaptive Technology	\$721,320
Other Training	\$694,276
Physical Restoration/Med	\$413,313
Total	\$14,391,488

2005 Accomplishments

- Served 25,000
- Successfully Employed 3,612
- Employed in competitive work 92.2%
- Significantly Disabled 94.3%
- Average Hourly earnings were \$8.86

Earnings Impact

With Supports \$17,830,600

Earnings Impact

Without Supports \$44,424,600

Earnings Impact

With Supports	\$17,830,600
<u>Without Supports</u>	<u>\$44,424,600</u>
Total Earnings	\$62,255,200

Business Development Efforts

- Through our five Business Development staff, DRS helps employers:
 - ✓ Gain access to prescreened, qualified job applicants who meet employers' specific job requirements.
 - ✓ Learn about disability issues and best practices for hiring, accommodating, and communicating with people with disabilities.
 - ✓ Discover the various tax incentives applicable to businesses who hire and/or accommodate persons with disabilities in their place of business.

Programming

- Supported Employment
- Long Term Supports
- Employment Services Organizations

Supported Employment

➤ Long Term Follow Along

- ✓ DRS counselors need to identify funding streams other than the basic grant funds

➤ Time Limited Services

- ✓ DRS Counselors purchase the assessment, job placement and training with basic grant funds

➤ Long Term Supports

- ✓ Primarily State Sponsored

DRS Funding Long Term Supports

➤ State

- ✓ Extended Employment Services - Initially long term supports came from Social Services Title XX funding
- ✓ Long Term Employment Support Services – Supported Employment programming further increased the demand for long term supports

Total Long Term Supports - \$7,916,495

**Consumers Served
in
DRS Long Term Supports**

2,878

Employment Services Organizations (ESOs)

www.vadrs.org



Sheltered Workshops
or
Rehabilitation Facilities
or
Community Rehabilitation Programs

in Virginia
Employment Services Organizations
(ESOs)

Virginia ESOs

- 87 Vendors

 - ✓ Providing Facility Based and Community services and employment

- Accredited by **CARF...Commission on Accreditation of Rehabilitation Facilities**

- Covering Virginia statewide

Employment Services Organizations

- Valuable Local Resources
- Service Providers
 - ✓ Supported Employment providers
 - To VR Counselors
 - Long Term Support providers
- Employers
- Contractors
 - ✓ NISH - Employment Opportunities through federal government contracts
 - ✓ Private Companies
 - ✓ State Agency Contracts

Individual Impact

- On the Person with a Significant Disability







(2) Windows Explorer









(2) Windows Explorer

Eggleston Services

Comments and DVD Introduction
by
Paul Atkinson, CEO Eggleston Services,
Norfolk

DVD

State Code

www.vadrs.org



Code Section § 2.2-1111

Purchases to be made in accordance with the Virginia Public Procurement Act (§ [2.2-4300](#) et seq.) and regulations of Division; exempt purchases.

- A. All purchases made by any department, division, officer or agency of the Commonwealth shall be made in accordance with the Virginia Public Procurement Act (§ [2.2-4300](#) et seq.) and such regulations as the Division may prescribe.
- B. The regulations adopted by the Division shall:
 - 6. Establish conditions under which a public body shall demonstrate a good faith effort to ensure that state contracts or subcontracts for goods or services that involve the manual packaging of bulk supplies or the manual assemblage of goods where individual items weigh less than 50 pounds be offered to nonprofit sheltered workshops or other nonprofit organizations that offer transitional or supported employment services serving the handicapped.

Code Section § 2.2-1118

Purchases from nonprofit sheltered workshops of Virginia serving the handicapped.

- A. The Division shall publish annually a list of materials, supplies, services and equipment which, in the opinion of the Division, would be beneficial to the Commonwealth to procure from a sheltered workshop. The list shall exclude items currently produced by schools or workshops under the supervision of the Virginia Department for the Blind and Vision Impaired or by inmates confined in state correctional institutions.
- B. Any item or service included on the list required by subsection A may be purchased by the Division from nonprofit sheltered workshops serving the handicapped without competitive procurement, if the Division is satisfied that the items and services (i) can be purchased within ten percent of their fair market value, (ii) will be of acceptable quality, and (iii) can be produced in sufficient quantities within the time required.
- C. Nothing in this section shall prohibit the Division from amending the list required under subsection A by adding categories to the list after it has been published.

Virginia Research on State Use

www.vadrs.org



State Use

- The concept is quite simple – State (and sometimes local) government agencies purchase products and services they already need at a fair price from a community organization which employs people with disabilities.

State Use

- In a recent survey of those states it was found that state use programs:
 - ✓ Reduced the need for government entitlements by \$31,847,141
 - ✓ Increased tax payments to the government by \$35,896,592
 - ✓ Resulting in an annual savings of \$2,200 per worker employed through a state use program

WEST VIRGINIA

- The West Virginia State Use program was established in 1984 and strengthened in 1989 and is administered by the West Virginia Association of Rehabilitation Facilities.

WEST VIRGINIA

➤ The WVARF

- ✓ Coordinates purchases between the community rehabilitation programs and state agencies;
- ✓ Researches new product development;
- ✓ Lists products for sale by the CRP;
- ✓ Oversees quality assurance;
- ✓ Negotiates on behalf of the CRPs.

WEST VIRGINIA

- The Committee for the Purchase of Commodities and Services from the Handicapped.
 - ✓ Establishes the procurement list;
 - ✓ Sets the Fair Market Price of products and services offered under the program;
 - ✓ Assures that the interest of individuals with disabilities is advanced within the program;
 - ✓ Monitors quality assurance;
 - ✓ Resolves grievances;
 - ✓ Reports to the legislature.

OREGON

- The Oregon state use program, which is modeled on the federal program, has been in place since 1977 and provides work for at least 2,000 people. Purchases by hundreds of Oregon businesses that copy the state and federal practice create more than 3,000 additional jobs.
- Purchasing officers are directed to buy from the nonprofit groups if they can show that specific goods and services compete in quality, price, delivery time and fair payment to workers.
- The state allocates half of one job to monitor \$29 million in purchases and those purchases are estimated to reduce public subsidies and increase payroll taxed by \$4.6 million.

LOUISIANA

- The Governor of Louisiana issued a press release stating “I enthusiastically endorse the (State Use) program and encourage all state agencies and political subdivisions across Louisiana to use the services and products provided by the State Use Program.”
- “The State Use Program offers training and job opportunities for the severally disabled. This unique program has been effective in lowering the high rates of unemployment among person with disabilities. At the same time, the program’s participants have achieved a greater degree of self sufficiency and self-reliance.”

Options

- **Legislation Options**
- **Administrative Options**
- **Funding options**