

New York State Rehabilitation Council Annual Report 2017-2018



About the Cover



“Due to a Motor Vehicle Accident, I found myself with physical limitations. I had always been artistic and have gotten positive feedback on my art work. With ACCES-VR assistance I have been able to pursue my goal of self-employment with a mobile art studio (I go to the customer as opposed to them traveling). I know it will take a while to be very profitable, but I am excited about the future and grateful for ACCES-VR assistance. The event I recently did is Jeeps at the Beach in Sylvan, NY which is a Jeep show that all the proceeds go to Golisano's Children's Hospital in Syracuse NY. I did a live painting throughout the event and it was auctioned off at the end of the day. I got to meet thousands of people that passed by my table and watched me paint. Some of them took business cards and signed my email address book to receive information on paintings or events that they're interested in having me do. So far, I have done two commissioned paintings and one charity event from those contacts. Also, I have been invited to come back next year.”

Bonnie Paige

Table of Contents

ACCES-VR-Deputy Commissioner’s Message	4
Message from the Chair.....	5
I. Committee Summaries.....	8
A. Membership Committee	8
B. Quality Assurance and Improvement Committee	8
C. Transition from School to Work Life	9
D. Workforce Development Committee	9
E. Policy and Planning Committee	11
II. ACCES-VR Success Stories	12
Appendix A – Data elements.....	16
Appendix B – Performance Indicators.....	21
Appendix C – Common Priorities	23
Appendix D – Council Member List.....	25
Council Contact Information.....	27

ACCES Deputy Commissioner's Message



The State Rehabilitation Council (SRC) performs a vital role in advising ACCES-VR on the implementation of Federal regulations related to the Workforce Innovation and Opportunity Act (WIOA) and on carrying out our mission to assist individuals with disabilities to obtain competitive integrated employment. The SRC continues to provide valued advice to the New York State Board of Regents, the Commissioner of Education and ACCES-VR on vocational rehabilitation services.

Through collaboration with the SRC, the importance of self-advocacy and self-determination as an integral part of an individual's success was examined and best practices were shared. The SRC submitted recommendations on emerging opportunities in the Middle Skills Workforce, assisted in reviewing relevant updates to ACCES-VR policies, provided advice on strengthening our partnerships with businesses and on increasing services to students, youth and underserved populations.

The SRC continues to demonstrate a robust commitment to New York State's citizens with disabilities pursuit of competitive integrated employment. On behalf of Chancellor Rosa, the Board of Regents, and Commissioner Mary Ellen Elia please accept my deep appreciation for your service.

In November 2018, Assistant Commissioner Debora Brown-Johnson retired from ACCES-VR. For thirty-seven years, Debora played an integral role in New York State's Vocational Rehabilitation program, tirelessly working toward the advancement of individuals with disabilities. Debora lead the VR program through multiple legislative changes, improved our service delivery system and maintained focus on the needs of individuals with disabilities. I want to take this time to thank Debora and recognize her career that exemplified service to others.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kevin G. Smith'.

Kevin G. Smith, ACCES Deputy Commissioner

Message from the SRC Chair



For the past several years, I have been honored to serve on the State Rehabilitation Council (SRC), where I found similar passion burning just as bright with fellow SRC members — working in partnership with Adult Career & Continuing Education Services-Vocational Rehabilitation (ACCES-VR) Administration to ensure participants receive the appropriate services necessary to give them a step up towards greater independence through employment and the opportunity to give back to their community. It is my privilege to present the 2017-2018 Annual Report.

Members of the SRC include a diverse cross-section of volunteers dedicated to the improvement of the lives of citizens with disabilities in New York State. SRC members bring with them a multitude of skills developed in the public and private sectors that are most valuable in the advisory role which the SRC plays. Title IV of the Workforce Innovation and Opportunity Act (WIOA) requires that at least 51% of the Council's voting membership be made up of qualified persons with disabilities. In addition, ex-officio representatives from several state agencies add valuable input and typically serve as liaisons back to their respective agencies. This has greatly enabled and enhanced effective communication and sharing of ideas. The Council also includes active participation from a representative of SED'S P-12/Office of Special Education and a New York State Department of Labor (DOL) representative with linkages from the State Workforce Development Board. The SRC's business and industry members are continually recruited and actively contribute. This Annual Report provides an accurate picture of the important work being done by the Council.

The SRC has been very active this year in fulfilling its statutory responsibilities and serving as an advocate for the rehabilitation needs of individuals with disabilities throughout the State. This past year has been one of change as the ACCES-VR program continues to implement the Federal regulations under WIOA. Nonetheless, the program continues to gather momentum during this time and has provided information and consultation regarding WIOA requirements and worked with more youth and adults with significant disabilities throughout the State. Throughout the past year, ACCES-VR staff have been energized and optimistic in assisting people with significant challenges to gain and retain competitive integrated employment in the community. As the New York rehabilitation community works together, the objectives of WIOA will be strengthened and improved to provide the best possible employment assistance to youth with disabilities and to people with very significant barriers to employment.

This has been a year of change, transition and renewal. The SRC looks forward to the continued dedication of ACCES-VR to involve the SRC in the coming years to benefit all New Yorkers. The SRC has four standing committees that advise and work with ACCES-VR on policy and planning, workforce development, quality assurance and transitioning youth. The SRC focused its attention on responding

to ACCES-VR's plans and responses to WIOA and the implementation of the new regulations within our system.

Significant Activities in 2017-2018

The SRC held quarterly in-person meetings of the full Council in Albany, supplemented by monthly committee conference call meetings. In addition, members attended special events, participated on extra committees, and most importantly, attended activities in their local areas such as public forums and National Disability Employment Awareness Month (NDEAM) business recognition events. As a result of these activities, new ideas and opinions were brought back for the full Council's consideration. ACCES-VR responded to these recommendations at the following quarterly meetings or through the appropriate committee. The SRC continues to provide a forum for new ideas and offers advice on emerging issues. A few highlights of the extensive work of the SRC Standing Committees is presented below:

- Hosted quarterly guest speakers to discuss topics in the area of Transition, Policy, Quality Assurance and Workforce Development;
- Explored and identified best practices for mentoring and advocacy services for youth with disabilities in transition;
- Partnered on review of policies and gathering of feedback;
- Continued monitoring of current contracts;
- On-going review of data to assess where needs may lie, and focus should be turned; and
- Participated in Rehabilitation Services Administration (RSA) monitoring and review of ACCES-VR services.

As we look forward to another successful year of partnership in 2018-19, I want to take this opportunity to thank ACCES-VR staff for their unwavering efforts to assist pe with disabilities to obtain and maintain employment. I particularly want to acknowledge the work of recent retirees who were all strong supporters of the SRC and regular contributors to our meetings and whose passion and devotion will be greatly missed:

Debora Brown-Johnson, Assistant Commissioner
Frank Coco, Coordinator of District Office Administration
Lisa Van Ryn, Manager Resource Development
Amy Steiner, Manager Transition and Youth Services

I also want to thank Council members for their never-ending hard work, spirited conversation and dedication. The SRC could not perform our mandated duties and responsibilities without you all.

The State Rehabilitation Council shares an open invitation to join us for an SRC meeting. The meetings are open to the public and information on the SRC can be found on the ACCES-VR website. The members of the SRC are honored to provide leadership and work in partnership with ACCES-VR. SRC Members come from many walks of life and represent diverse parts of the State. If you care about the issue of employment for people with disabilities and want to make a difference, please consider applying for this council.

For more information regarding the SRC and ACCES-VR, please visit us at <http://www.acces.nysed.gov/vr>.

Thank you for the opportunity that you have given me to serve on the SRC Board.

Respectfully,
Tonya Robinson-Mayer, SRC Chair 2017-2018

I. Committee Summaries

A. Membership Committee

The effectiveness of the SRC is a testament to the dedication and commitment of Council members and their thoughtful engagement with ACCES-VR leadership. Members bring varied personal experiences and areas of professional expertise to the table, representing the full range of VR stakeholders including disability advocacy organizations, community rehabilitation programs, representatives of business and labor, current and former VR participants, Independent Living Centers, parent and family services, Transition Coordinators, and assistive technology specialists, among others. The primary function of the Membership Committee is to interview and recommend new members, annually, based on the needs of the Council.

B. Quality Assurance and Improvement Committee

The Quality Assurance and Improvement (QAI) Committee primarily provides advisory support to the ACCES-VR Quality Assurance and Monitoring Unit (QAMU), especially as it relates to the Unit's oversight and ongoing evaluation of the quality of services provided by ACCES-VR personnel, contracted vendors, and contracted providers.

Internal Collaboration Across SRC Committees

The QAI and the Policy and Planning Committees have committed to meeting, ad hoc, to facilitate processes between ACCES-VR's policy implementation and program implementation. The Committee reviewed and/or provided feedback on: ACCES-VR's draft Employment Outcome Policy and Supported Employment Policy; updates to the Combined State Plan; the "Emerging Opportunities in the Middle Skills Workforce - Recommendations to ACCES-VR" white paper (drafted by the SRC's Workforce Development Committee); and the draft Financial Need Review Policy. A QAI Committee member also sits on the Home Modification Policy Workgroup.

Information Collection and Evaluation

During the year, the QAI Committee continued monitoring the Potsdam Institute for Applied Research's (PIAR) efforts in collecting feedback from participants, providers, and business leaders about ACCES-VR. With QAI Committee guidance, the SRC provided feedback that led to an active workgroup formed by ACCES-VR. The results of this workgroup led to more effective outreach to its intended audience. A QAI Committee Member continues to represent the SRC on this workgroup. PIAR presented to the full SRC in September 2018 on survey results from years 2013 - 2018.

Due Process

The QAI Committee continues to monitor the QAMU's training efforts. Such trainings include Mediation Training for ACCES-VR staff; VR Training for Mediators; training for ACCES-VR's Impartial Hearing Officers; and ACCES-VR supervisory trainings. The Committee also supported the development of an Impartial Hearing (IH) Review workgroup. A QAI Committee member represents one of two SRC members on this workgroup. The Committee has also continued to review and discuss ACCES-VR's RSA-722 report on an annual basis with the QAMU.

Reviews

Throughout the year, the QAI Committee received regular updates from the QAMU regarding District Office (DO) Case Reviews, Specialty Reviews, Provider Reviews, and CDL Reviews. The QAI

Committee provided the QAMU recommendations for areas of improvement that have led or may lead to trainings for staff and or vendors.

Workforce Innovation and Opportunity Act (WIOA) of 2014

The QAI Committee continued its work on the Common Performance Indicators relating to WIOA. The QAI Committee provided recommendations relating to the WIOA Combined State Plan and future State Plan Needs Assessment initiatives. ACCES-VR's unserved and underserved populations continued to be a major focus. The Committee reviewed ACCES-VR's presentation called "Connecting the SRC to WIOA Priorities" and identified areas that aligned with QAI Committee Key Functions to ensure they were incorporated in the Committee's work plan.

C. Transition from School to Adult Life Committee (TC)

Upon receiving direction from ACCES leadership in March 2018, the Transition from School to Adult Life Committee (TC) revised their common priorities to reflect and align with the changes brought about through the Workforce Innovative and Opportunity Act (WIOA) of 2014. This close alignment allowed the committee to fulfill its role of advising and assisting ACCES-VR in the following areas:

- Increasing services to target populations: students with disabilities; and unserved and underserved groups.
- Improving the quality of NYSED/ACCES-VR services.
- Providing on-going supports to ACCES-VR by reviewing policies, upcoming and on-going RFPs, MOUs, Joint Agreements, etc. as they relate to services for transitioning youth.
- Providing comments and suggestions for the CRS 2.0 contract.
- Offering ongoing feedback/suggestions on the upcoming RFP for Pre-Employment Transition Services for students with disabilities.
- Reviewing the plan to deliver Pre-Employment Transition Services.
- Reviewing the Supported Employment Policy and providing comments, feedback and recommendations to the Policy and Planning Committee.
- Providing ACCES-VR information on Community Based Organizations and partnering organizations that can support their outreach for underserved communities.
- Exploring and identifying best practices for mentoring and advocacy services for youth with disabilities in transition.
- Facilitated a full council presentation by the Peer Mentoring Pilot program currently occurring in White Plains and Rochester.
- Exploring and identifying best practices related to self-determination.
- Ongoing review of data to review the effectiveness of ACCES-VR services for youth.

D. Workforce Development Committee (WDC)

The Workforce Development Committee Common Priorities for 2017-2018:

Finalize the Adult Middle Skills White Paper

At the June 2018 SRC Quarterly Meeting the WDC put forth a 4.2 Recommendation for the SRC to submit the "Emerging Opportunities in the Middle Skills Workforce: Recommendations for ACCES-VR" white paper to ACCES-VR for review and consideration. Feedback on the recommendations was requested as part of the agenda for the December 2018 SRC Meeting.

Acquisition and Usage of Employment Data

The WDC requested yearly data on ACCES-VR employment outcomes for years 2015 and 2016 to do comparisons between the years 2014, 2015 and 2016. This multi-year data would be used to identify middle skills employment trends, employer patterns and inform the Committee in making recommendations to ACCES-VR. This data was presented to the full SRC at the March 2018 quarterly meeting. The WDC agreed to review it and provide commentary at a future meeting. Current review of the data would indicate a wide variety (i.e., both high- and low-skill) of job placements during that time-range.

Entrepreneurship as an Option for People with Disabilities

Self-employment should be further explored and recognized as a pathway to employment. Areas needing additional research include: ACCES-VR's ability to provide supports, the validation of the participants' choice and the approval process. A request for an outline of the process that ACCES-VR completes with participants will be forthcoming.

The Minimum Wage Increase

New York State continues to roll out the historic increase in the minimum wage, ultimately reaching \$15 an hour for all workers in the State. The Workforce Development Committee will monitor the rollout and scaling up of the increased minimum wages throughout the State as it applies to employment and retention of people with disabilities. The WDC will pay attention to the small business owners and the type of jobs and number of hours worked to best understand both short-term and long-term effects. The WDC will also pay particular attention to the impact, if any, of the increased minimum wage on workers collecting means-tested benefits (i.e., Social Security Disability Insurance and Supplemental Security Income).

Office for People With Developmental Disabilities (OPWDD) Employment Training Program (ETP)

The WDC's work plan included an item to learn more about the OPWDD ETP and paid internship opportunities for the 2017-2018 period. At the June 2018 full SRC meeting, OPWDD provided an overview of its programs and services, thus accomplishing this goal. The WDC will continue to learn more about internships and other models (e.g. Work Experience Training (WET), Work Try-Out (WTO), On the Job Training (OJT) and apprenticeships) as tools to assist in the employment of people with disabilities.

Connecting with the Business Community – Business Engagement Unit

SRC guidelines suggest that at least four representatives of business, industry and labor are represented on the New York State Rehabilitation Council. Given the existing commitments that business owners face, recruiting these members is a stark challenge. The WDC reached out to several companies to expand business engagement. Seeking to expand the WDC's understanding of the needs of business when it comes to recruitment, training, hiring and onboarding, the WDC considered creating a business advisory group for the Committee in lieu of becoming members. After discussing this option with the Executive Committee, it was discovered that this is not necessary. The WDC will work more closely with the ACCES-VR Business Relations staff to provide this function. The WDC will continue its outreach and efforts to recruit and bring representatives of business, small and large, on to the full SRC.

Minority and Women-owned Business Enterprises

The WDC remains interested in opportunities to include people with disabilities in New York State's Minority and Women-Owned Business Enterprises (MWBE) Certification Campaign.

E. Policy and Planning Committee (PPC)

The mission of the SRC's Policy and Planning Committee (PPC) is to advise ACCES-VR on policy initiatives and to ensure that the policies are current and effective in facilitating competitive integrated employment, careers paths and self-advocacy for VR participants.

The Committee reviews, analyzes and advises ACCES-VR on the development and implementation of all relevant and significant policies. The PPC also supports ACCES-VR's development of annual updates to the Federal Combined State Plan and consults on special projects, interagency partnerships and legislative matters. The PPC collaborates with SRC sub-committees, key stakeholders and partners (participants of services, family members, vendors and businesses) to gather, analyze and disseminate information.

Committee Activities

- The PPC solicited feedback from other committees and reviewed the ACCES-VR portion of the Combined State Plan. The PPC did not recommend any modifications.
- The PPC requested a copy of the report generated after the RSA's visit in early 2018. The report was received in September. The PPC initiated review in collaboration with the QAI committee.

Policy Initiatives

- Supported Employment Policy- PPC gathered input from all committees and submitted recommendations to the Executive Committee for review in October 2018.
- The PPC will be reviewing the following policies:
 - Home Modification Policy
 - Employment Outcome Policy
 - Technology Policy
- The PPC has also requested additional data on expenditures related to the college policy, in response to expected forthcoming policy changes initiated by ACCES-VR.
- The PPC will present to the SRC Executive committee a first draft of all recommended revisions to the ACCES-VR Policies.

Coordinated a Presentation on “Comparing and Contrasting Pathway to Employment, Prevocational Services and Supported Employment”

This presentation was conducted by the Office for People With Developmental Disabilities (OPWDD) in June 2018. The OPWDD presentation provided a comparison of Pathway to Employment Services to Supported Employment Services for people with developmental disabilities.

Suggested Revisions to the Council's Guiding Principles

To clarify the role of the Committee in soliciting and aggregating policy feedback from other committees, the PPC has requested regular updates from all policy workgroups by their SRC liaisons. Those updates should include meeting minutes and the most current policy draft.

II. Success Stories

John: There's Never A Dull Moment



John began his career working for The United Way. He then sustained a spinal cord injury which resulted in quadriplegia and was referred to ACCES-VR. John was supported to attend computer classes and received placement assistance, obtaining a position as a customer service representative at UPS where he worked for three years. John returned to ACCES-VR and requested more training to ensure his financial independence. ACCES-VR helped pay for John's BA in Sociology at SUNY Purchase. The degree provided the background needed to be hired by Westchester Disabled on the Move, Inc. where he worked assisting people with disabilities to live independent lives. Some years later, John was in an automobile accident for which there was an extended period of recovery.

Once John recovered, he was again assisted by Phil Costanzo, an ACCES-VR placement provider, to reconnect with his former employer. John was rehired by Westchester Disabled on the Move, Inc. as a peer counselor for the Open Doors Program. John provides direct services and peer support to nursing home residents to assist participants toward independent living.

When John is not working as a Peer Advocate, he participates in housing advocacy and other activities through Westchester Disabled on the Move, Inc. He and other staff from the program recently met with State legislators in Albany to educate them about issues affecting the disability community.

There's never a dull moment!

Monique: Keep Calm and Speak Up



Monique owned and operated a construction remodeling business for five years before a fall from a rooftop resulted in an injury that prevented her from continuing in this field. After receiving appropriate medical and rehabilitation treatment for her injury, Monique continued to have a desire to be gainfully employed and she subsequently applied for ACCES-VR services. She and her Vocational Rehabilitation Counselor, Eric Locke, engaged in vocational counseling to identify her transferable skills and to develop an appropriate employment goal of Building Inspector. Monique felt confident about this decision. This field related to her interest, knowledge and expertise of the building trades industry and allowed her to remain employed within her current physical abilities. She was referred to a placement provider to update her resume, develop her interview skills and begin her job search.

In March of 2016, Monique was doing errands at her local City Hall. She decided to survey the posted civil service job openings and she located a posting for a Building Inspector. She had a copy of her resume with her and completed the application on site. She interviewed for the position and to her delight, she was notified that she had received a provisional appointment.

Monique's ACCES-VR counselor informed her that she might be made permanent under the 55-a program, which allows for the employment of qualified persons with disabilities by municipalities under the New York State Civil Service Law. With great motivation, initiative and ambition Monique spoke directly to the Commissioner of Permits and Inspection about her desire for a 55-a appointment. Recognizing her talent as a Building Inspector, the decision was made to convert Monique's civil service title to a permanent employee using the 55-a provision. Monique is an admirable example of fortitude and conviction in the face of what appears to be obstacles and hinderances.

Daniel: I Didn't Go Where I Intended, But I Ended Up Where I Needed to Be



Daniel was referred to ACCES-VR by his orthopedic physician in 2013. Two work related injuries prevented Daniel from returning to his previous employment as an iron worker. He and his ACCES-VR Counselor were able to work together to develop a vocational goal that matched his interest in working with people. He was sponsored for college at Rockland Community College and then transferred to Lehman College for a BS in Social Work (BSW) as his goal became a reality.

“Because of the financial and supportive assistance I received, I was able to make great academic achievements and connect with the community while pursuing my BSW. My endeavors contributed towards transforming my life in very significant and positive ways.”

These endeavors included graduating magna cum laude, graduating from Lehman's leadership class, serving in CUNY Service Corps, volunteering with three Bronx beautification projects, volunteering at the Susan Komen's Race for the Cure three years in a row, volunteering with the Department of Health's Homeless Outreach Population Estimate (HOPE) two years in a row, working for the Office of New Student Programs and Community Development, and participating in two Lehman Leaders Involved for Everyone (Lehman LIFE) volunteer service trips which included a community home building trip in Nicaragua and renovating the Fafu School in Nyrobi, Kenya.

“While interning at the Institute of Applied Human Dynamics, I worked with members of the OPWDD community and found this work to be highly rewarding. Unbeknown to me at the time, my life trajectory was altered once again. Like many others, I didn't go where I intended but I ended up where I needed to be. After I graduated, I pursued similar work. I was hired part-time by the Center for Human Development and Family Services to provide Community Habilitation. In April 2018, Jawonio, a community provider agency dedicated to advancing the independence of people with disabilities hired me on a full-time basis as a Job Developer.”

The Director of Community Employment Services, Stacey Kantrowitz, added to our story by saying “Daniel is doing so well, and we are so pleased to have him!”

“In part, working with people with disabilities is fulfilling because it hits home and a life in service of others is a life worth living. Lewis Carroll said, one of the deep secrets of life is that all that is really worth doing is what we do for others. Because a sad soul can kill someone faster than any germ, and life is about creating yourself, I'm grateful that the help I received allowed me to position myself to lighten the burdens of others while reinventing myself into the best version yet. So, thank you, thank you all so much!”

Frank: Helping Himself Through Helping Others



When Vocational Rehabilitation Counselor Abby Mason first met Frank, he had recently finished outpatient addictions treatment, was living at the YMCA, was unemployed and had no clear direction. Frank was full of anger about his situation but was motivated to find a way out. Abby provided Vocational Counseling and Guidance to identify Frank's interests and skills. He is incredibly caring and outgoing, always willing to lend an open hand to anyone who needed it. Frank was the most successful and happy in the medical field.

ACCES-VR sponsored Frank in an EKG & Phlebotomy course. Frank graduated the program with honors and earned his National EKG certificate, and National Phlebotomy certificate. Frank went on to complete his internship at Colonie EMS. This is where he found his love for the First Responder field. He discovered that there were more lucrative opportunities for employment in the EMT field and ACCES-VR was able to fund his EMT course. Frank attended classes regularly and completed the course with a 94.0 GPA and earned his New York State EMT certificate. Frank was able to secure full-time employment as a Patient Care Associate at Albany Medical Center where he has full medical benefits. He has an apartment and vehicle, so no more need to ride the bus.

Frank continues to work towards his goal of becoming a Paramedic, achieving the hours required to sit for the exam by volunteering for the Schodack Fire Department and Castleton Ambulance Service. Through these volunteer opportunities Frank has been able to secure his Basic Firefighting Certification and Hazardous Materials (Hazmat) Certification and is continuing his training to further upgrade his Firefighting Certification.

ACCES-VR's support allowed Frank to overcome the barriers presented by his disability. He has gained valuable skills that he is now using in his job at Albany Medical Center. We are truly proud of Frank!

Appendix A Data Elements

ACCES-VR DASHBOARD FFY 2018 (10/1/2017 – 9/30/2018)

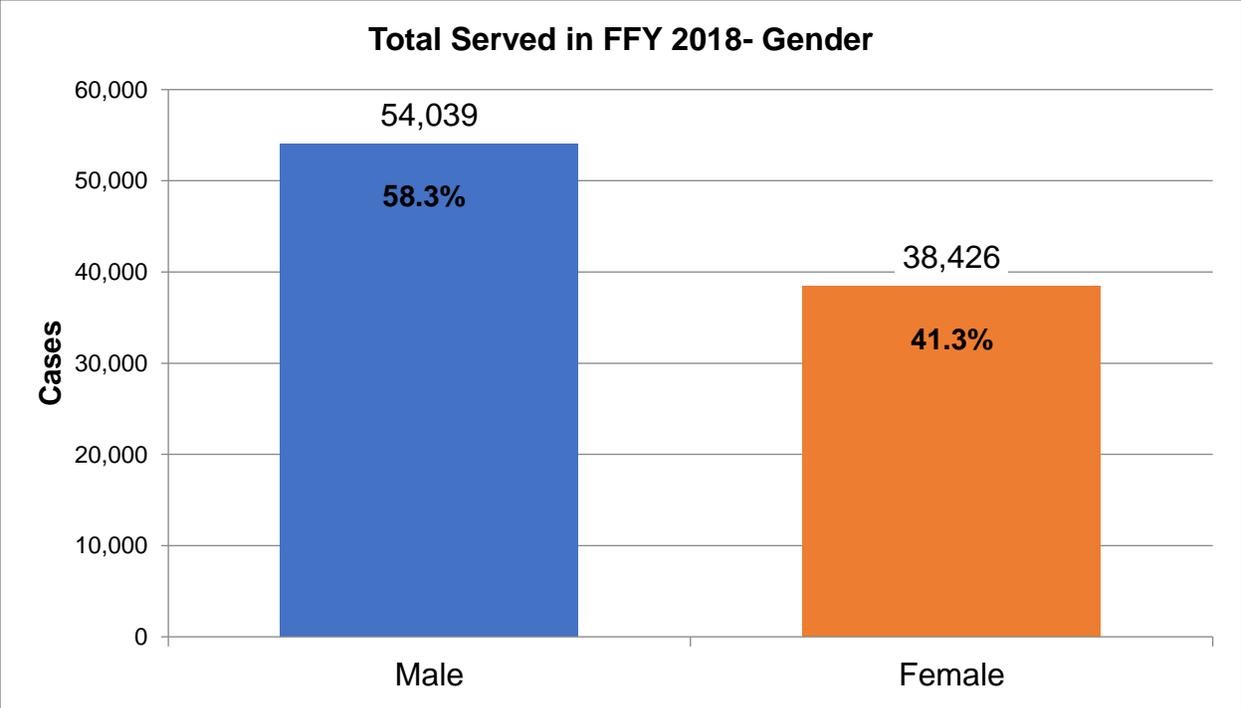
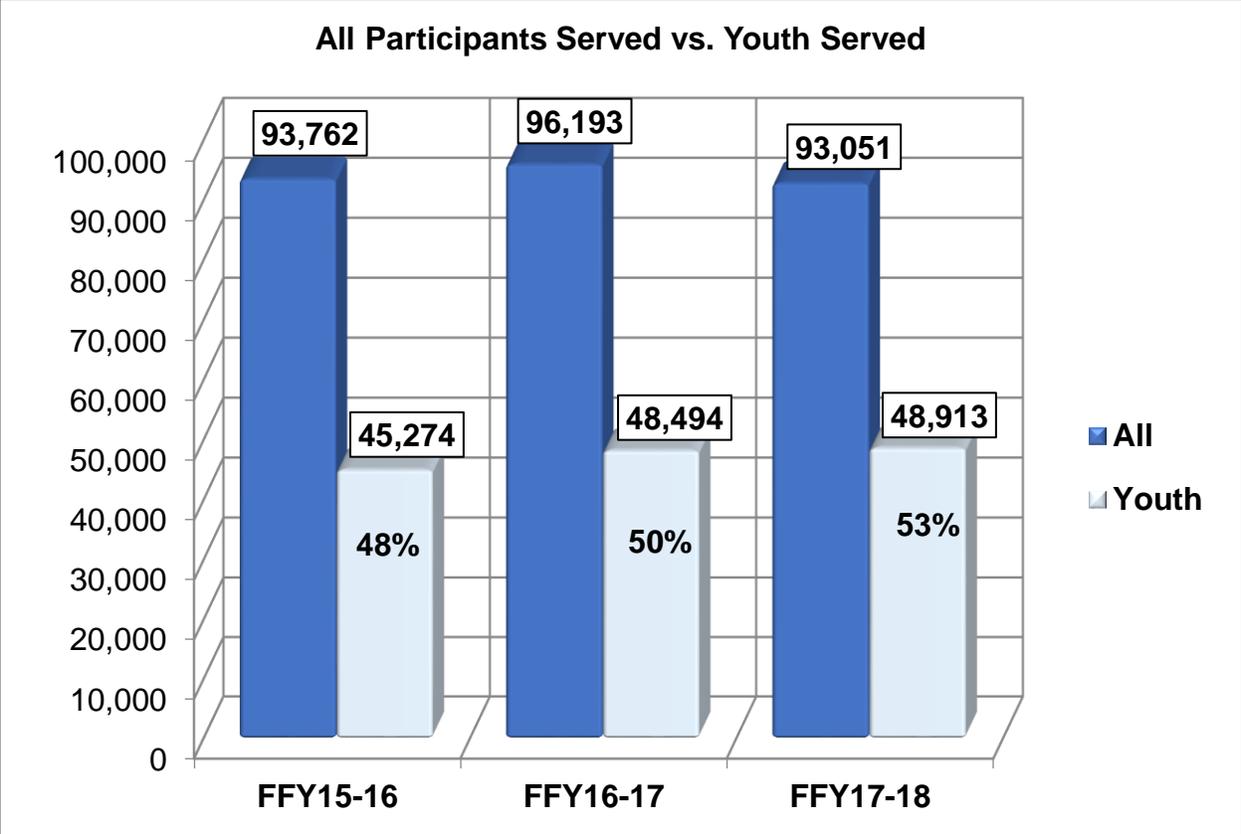
Federal Fiscal Year (FFY)	Employment Outcomes Achieved (Youth- under age 25 at application)*	New Applicants (Youth)	Total Caseload 02-24 (Youth)	Youth with Disability (Student with Disability**)	ACCES-VR Counselors ***	Vocational Rehabilitation Program Costs RSA-2; Line 4	Average Hourly Wage at Closure (Youth)
2017-18	8,962 (4,296 48%)	38,494 (18,858 49%)	54,357 (30,909 57%)	30,909 (22,861; 74%)	292	\$234,467,214^	\$13.44 (\$12.60)
2016-17	10,438 (4,851; 46%)	39,180 (19,207; 49%)	54,556 (30,052; 55%)	30,052 (22,163; 74%)	294	\$254,708,093	\$12.63 (\$11.64)
2015-16	11,272 (5,148; 46%)	40,865 (19,465; 48%)	57,010 (29,287; 51%)	29,287 (21,266; 73%)	286	\$261,437,696	\$11.96 (\$11.16)
2014-15	11,284 (5,091; 45%)	36,161 (16,563; 46%)	52,896 (25,803; 49%)	25,803 (18,470; 72%)	293	\$225,717,857	\$11.47 (\$10.59)

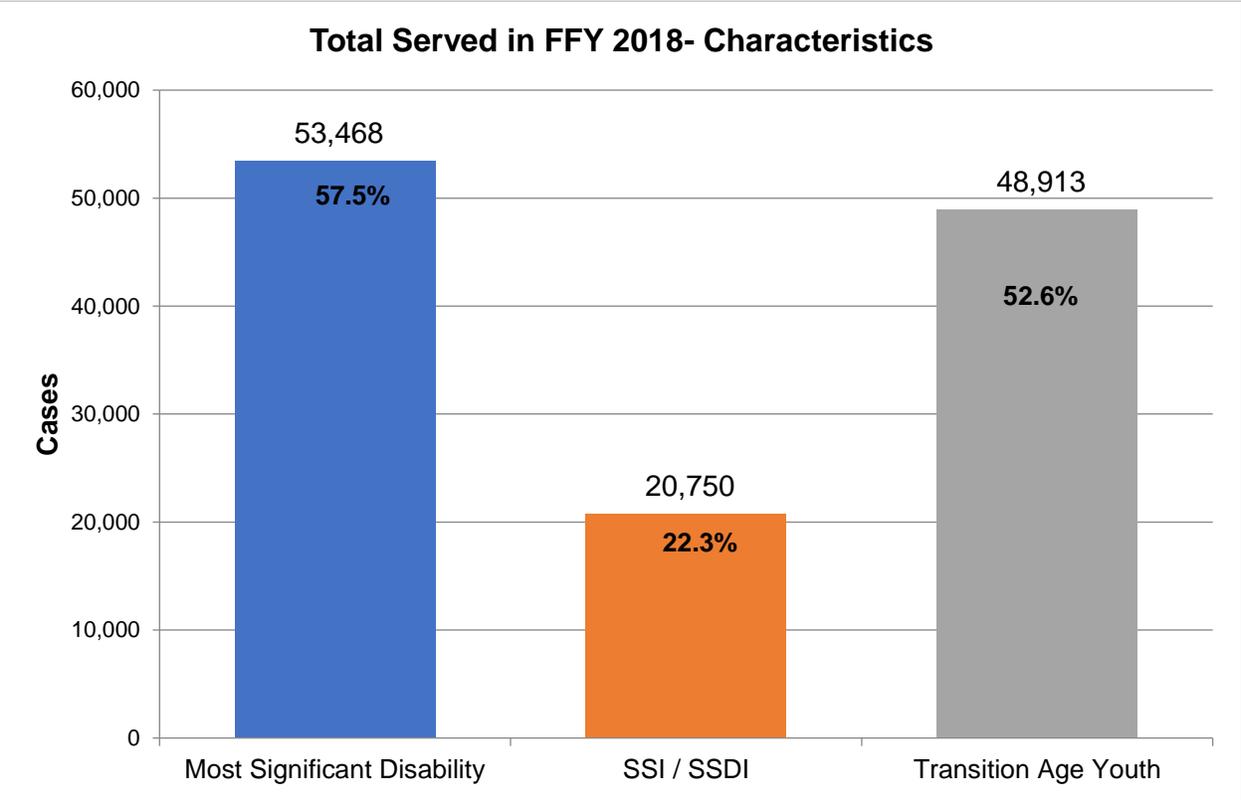
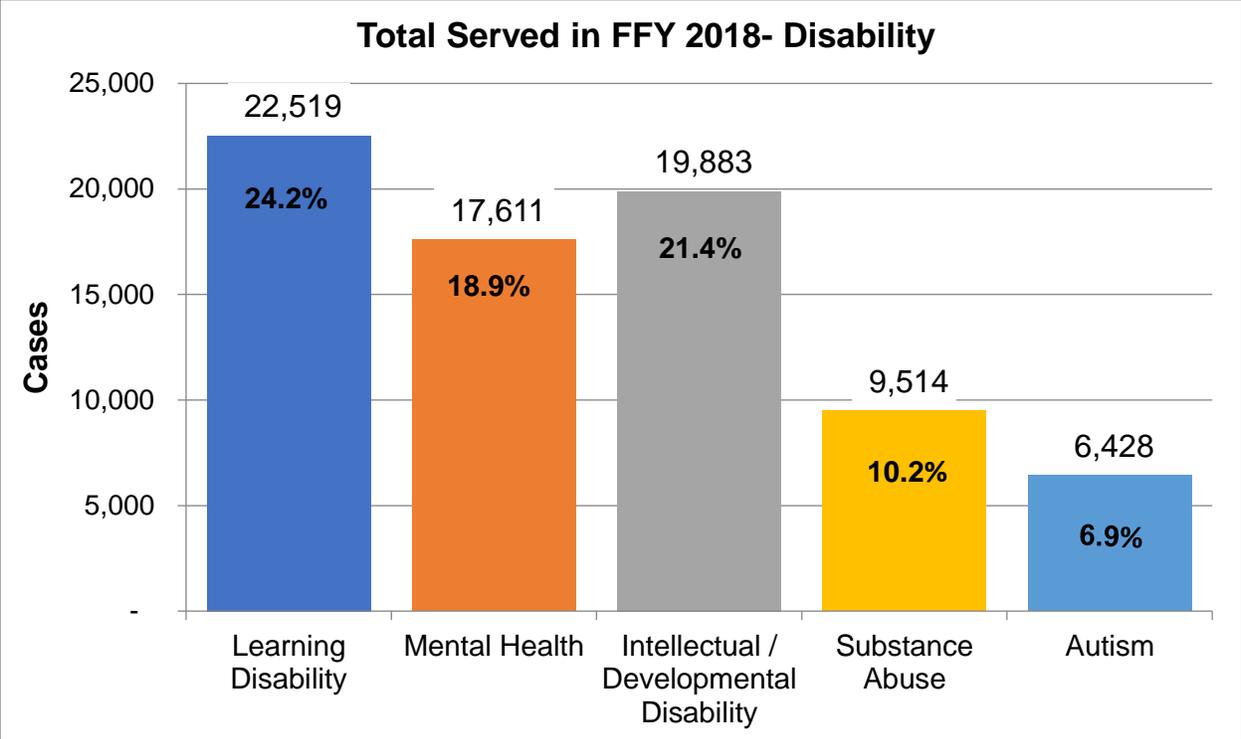
* Prior to 2013- Definition of Youth was 14- 21 years old at application

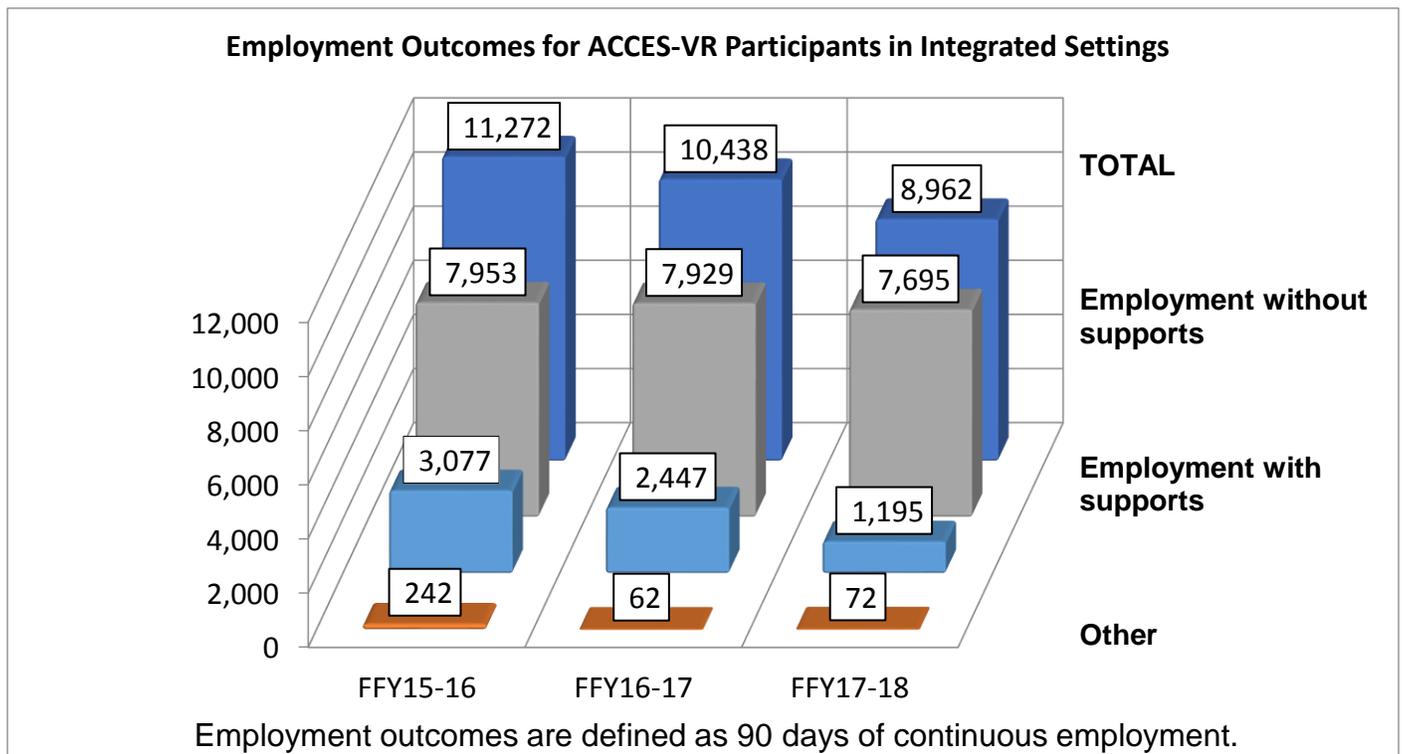
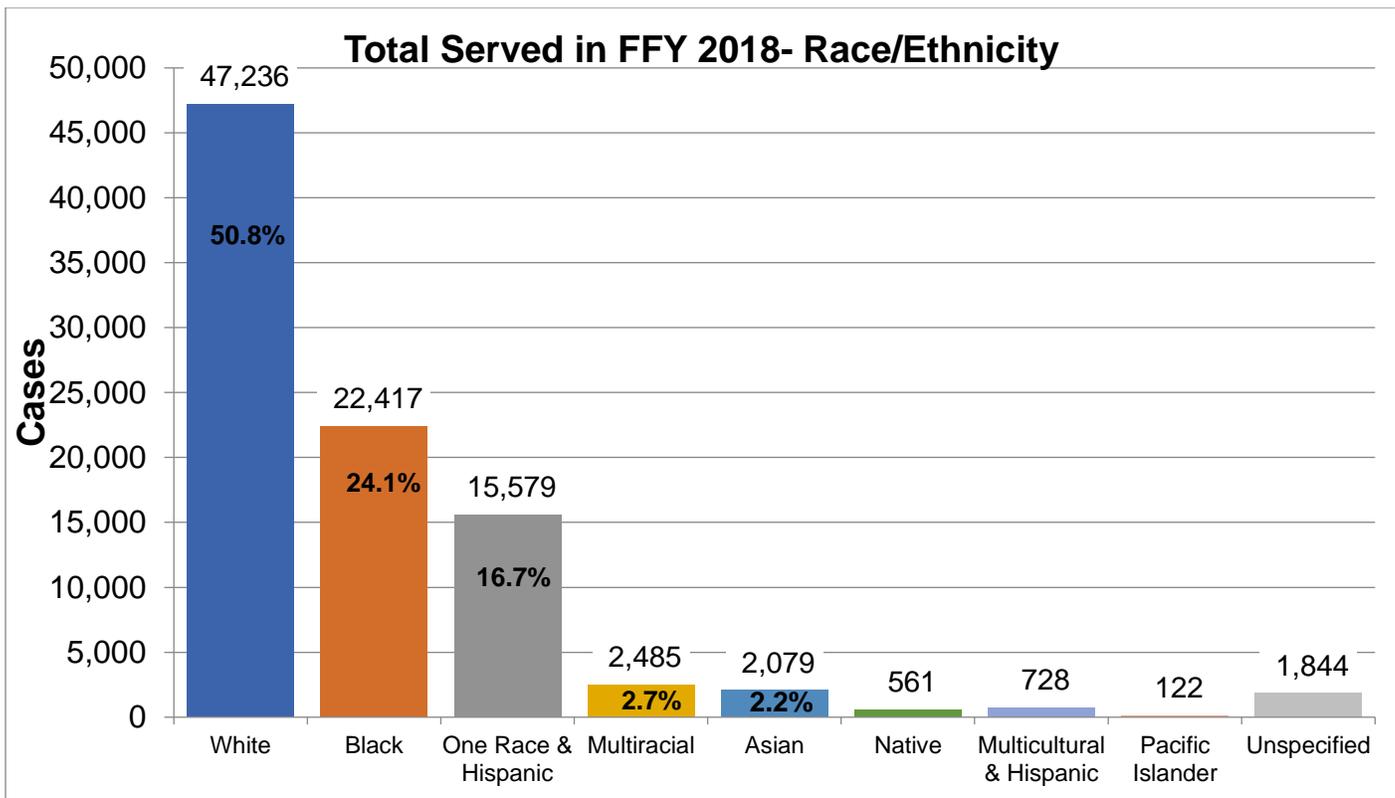
** Student with Disability- Student in secondary school with or without an IEP or 504 plan and 16-21 years old at application

***Data as of 10/16/2018

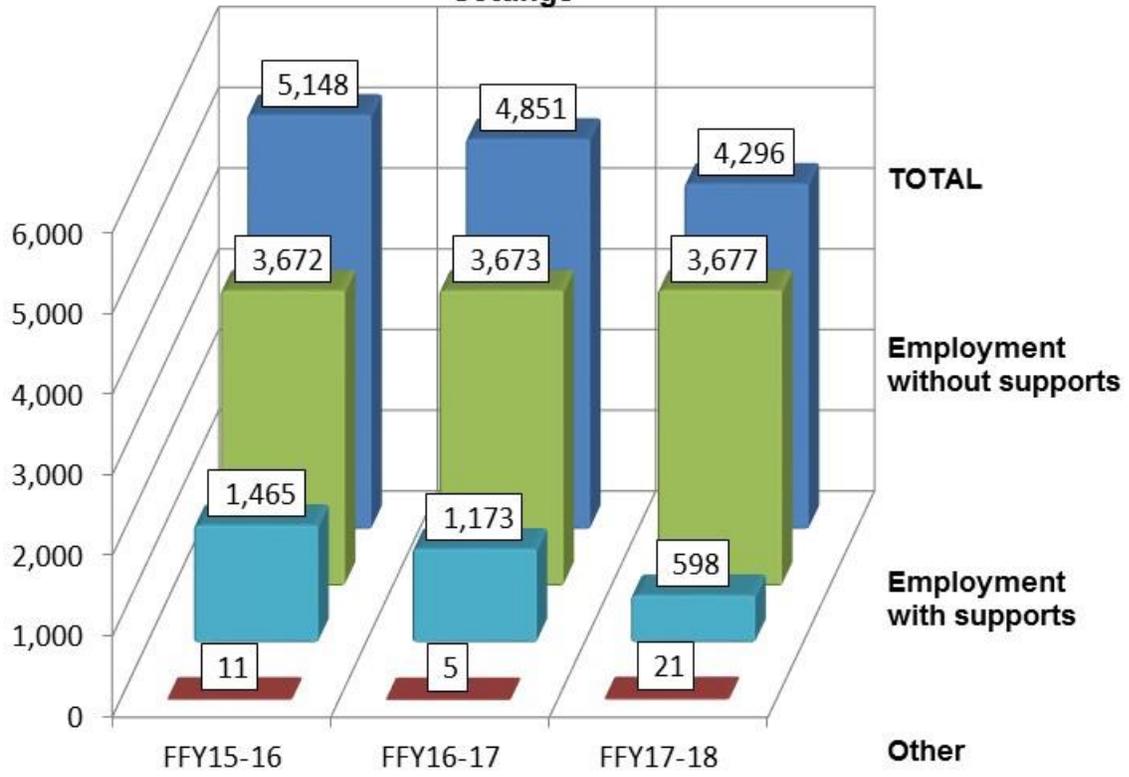
^ The 2017-18 figure in the column labeled Vocational Rehabilitation Costs RSA-2; Line 4 (From Expenditure Plan) – is a “to date” estimate. The figure includes actual plus projected expenditures for the period 10/1/2017 – 9/30/2018. The figures for the RSA-2 have not been finalized at this time.







Employment Outcomes for ACCES-VR Youth Participants in Integrated Settings



Employment outcomes are defined as 90 days of continuous employment.

Appendix B Performance Indicators

Performance Indicator & Performance Standard	ACCES-VR Data	Performance Successful?
<p>Performance Indicator 1.1 Change in employment outcomes</p> <p>Standard: Employment outcomes for individuals exiting the VR program must be equal or exceed the employment outcomes for individuals from the previous year.</p>	<p>Total employment outcomes FFY 2017: 10,438</p> <p>Total employment outcomes FFY 2018: 8,962</p>	NO
<p>Performance Indicator 1.2 Percent of employment outcomes</p> <p>Standard: A minimum of 55.8% of all ACCES-VR participants will have achieved an employment outcome.</p>	<p>48.6% of ACCES-VR participants that received services and exited the VR program achieved employment outcomes.</p>	NO
<p>Performance Indicator 1.3 Percent of competitive employment outcomes</p> <p>Standard: A minimum of 72.6% of all ACCES-VR participants that achieve an employment outcome will engage in competitive work at earnings equal to or above minimum wage.</p>	<p>97.8% of ACCES-VR participants achieving competitive employment outcomes with earnings above minimum wage.</p>	YES
<p>Performance Indicator 1.4 Percent of competitive employment with significant disabilities</p> <p>Standard: A minimum of 62.4% of all ACCES-VR participants that achieve an employment outcome at or above minimum wage are considered to have a significant disability.</p>	<p>98.7% of ACCES-VR participants that achieved competitive employment outcomes with earnings equal to or above minimum wage for individuals with significant disabilities.</p>	YES
<p>Performance Indicator 1.5 Ratio of average VR wage to average State wage</p> <p>Standard: The average hourly earnings of ACCES-VR participants that exit the VR program will be equal to or exceed the ratio of 0.52 (average VR wage/average State wage).</p>	<p>ACCES-VR participants earned an average wage of \$13.54 an hour as compared to the State average of \$34.31 per hour for a ratio of 0.39.</p>	NO

Performance Indicator & Performance Standard	ACCES-VR Data	Performance Successful?
<p>Performance Indicator 1.6</p> <p>Difference between self-support at application and closure</p> <p>Standard: The minimum of 53.0% or greater of all ACCES-VR participants who report a difference between self-support at application and closure.</p>	<p>57.9% of ACCES-VR participants reported the largest single source of economic support at closure to be their own income compared to their largest single source of economic support at application to be their own income.</p>	<p>YES</p>
<p>Performance Indicator 2.1</p> <p>Ratio of minority service rate</p> <p>Standard: The minimum of .80 or greater for the ratio of minority service rate to non-minority service rate of ACCES-VR participants.</p>	<p>0.82 ratio between the service rate for ACCES-VR participants from minority backgrounds and the service rate for ACCES-VR participants from non-minority backgrounds.</p>	<p>YES</p>

Appendix C

ACCES-VR & SRC Common Priorities

2016 Combined State Plan Considerations:

- SRC to provide advice and recommendations in connection with ACCES-VR administering a Comprehensive Statewide Needs Assessment in 2016/2017 (PPC/QAI & All)
- Jointly review past performance of current State Plan Goals & Objectives (PPC/QAI)
- Review and comment on implementation of new common performance measures across core programs (QAI & All)
- SRC will continue to review and recommend data collection to inform policy and program development (All)

Significant Policy Changes Anticipated:

- New supported employment policy
- New student and youth transition policy

Additional Opportunities for Collaboration:

- Final release of new VR regulations
- Strategic Plan Implementation
- SRC participation in ACCES-VR workgroups
- SRC engagement in promoting public forums

Executive Committee:

- Maintain open communication between SRC and ACCES-VR leadership
- Adopt annual and quarterly meeting themes and priorities
- Work with ACCES-VR to coordinate standing committee operations
- Work with ACCES-VR to support SRC leadership and succession planning

Workforce Development Committee:

- Maintain an ongoing dialogue with the ACCES-VR Statewide Business Relations Network/Integrated Employment Specialists (IES)
- Support ACCES-VR in scaling up innovative approaches to business engagement
- Advance recommendations on employer considerations associated with new customized employment services
- Promote and recommend improvements in employer incentives (Tax, WTO, OJT)

Transition from School to Adult Life Committee:

- Review and provide input on efforts to recruit and serve “out of school” youth (e.g. disenfranchised youth, high school drop outs, and justice involved youth).
- Receive updates on the effectiveness of the Career Development and Occupational Studies (CDOS) credential. Continue to assess barriers to employment for CDOS credentialed ACCES-VR participants.

Policy & Planning Committee:

- Participate in activities leading up to revisions in ACCES-VR policies
- Review and advance recommendations associated with implementation of new WIOA services (e.g., pre-employment transition, customized employment, assistive technology, post-secondary education)
- Review and advance recommendations on collaborations and other Combined State Plan provisions

Quality Assurance & Improvement Committee

- Review and advance recommendations on WIOA Common Performance Measures and VR State Plan Goals and Priorities.
- Review and advance recommendations on planned information gathering survey instruments under the SUNY Potsdam contract.
- Review and assess findings of Potsdam Information Collection and Satisfaction Surveys.

Appendix D
Current Membership State Rehabilitation Council (SRC)

SRC Chair

Tonya Robinson-Mayer, Partners in Transition Coordinator, Champlain Valley Educational Services, CV-TEC, 194 US Oval, Suite 228, Plattsburgh, NY 12903

SRC Vice-Chair

Chad Underwood, Chief Operating Officer, Access to Independence of Cortland County, Inc., 26 North Main St., Cortland, NY 13045

Representative of New York State Education Department

Megan Brown, Associate in Education of Children with Disabilities, Office of Special Education, New York State Education Department, 89 Washington Avenue, Room 309 EB, Albany, NY 12234

Representatives of Community Rehabilitation Program Service Providers

Valerie DeClara, OPWDD-Start-Up/Support Broker, Vision and Choice, 2832 Clark Avenue, Oceanside, NY 11572

Michael Godino, Malverne, NY 11565

Jennifer, M. Machucki, Williamsville, NY 14221

Joan Parker, Associate Vice President of Education and Employment, Heritage Christian Services, 349 West Commercial St, Suite 2795, East Rochester NY 14445

Susan Scheer, Chief Executive Officer, Institute for Career Development (ICD), 123 William Street, New York, NY 10038

Representatives of a Parent Training and Information Center Established Pursuant to the Individuals with Disability Education Act (IDEA)

Helene Fallon, Project Director, Center for Community Inclusion (LIPC), LIU 720 Northern Blvd. Brookville, NY 11548

Representatives of Disability Advocacy Groups

Paul Czech, Esq., Paul Czech & Associates, 68 Indian Pipe Drive, Wynantskill, NY 12198

Joseph Delgado, Chief Executive Officer, Suffolk Independent Living Organization (SILO) 755 Waverly Avenue, Holtsville, NY 11779

Mica Gonzales, Central Regional Youth Partner, Families Together in NYS (YOUTH POWER!) 906 Spencer Street, Syracuse, NY 13204

Representatives of Business, Industry, and Labor

Melissa Campbell, Owner, Creator Ultra Hoops and Wellness, Buffalo, NY 14213

Howard Gross, President, E-BizDocs, Inc., 85 Broadway, Menands, NY 12204

Ellice Switzer, Cornell University ILR School, 2021 Ellis Hollow Road, Ithaca, NY 14850

Representative of the New York State Independent Living Council

Lindsey Miller, Executive Director, New York Association on Independent Living (NYAIL) 155 Washington Ave, Suite 208, Albany, NY 12210

Representative of Native American Tribe

Melissa Schindler, Director, Seneca Nation Employment and Training Department, 88 Iroquois Drive, Irving, NY 14081

Current or Former Applicant/Recipient of Vocational Rehabilitation Services

Melissa Campbell, Owner, Creator Ultra Hoops and Wellness, Buffalo, NY 14213

Representative of the Client Assistance Program (CAP)

Erica Marie Molina, Esq., CAP Director, Disability Rights New York, 725 Broadway, Suite 450, Albany, NY 12207

Representative of the State Workforce Investment Board

Alan Gallagher, State Lead for the New York State Disability Employment Initiative (DEI) Division of Employment & Workforce Solutions, NYS Department of Labor (DOL), State Office Campus, Albany, NY 12240

Ex-Officio Members

Debora Brown-Johnson, Assistant Commissioner, New York State Education Department's Office of Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR), 89 Washington Ave, Albany, NY 12234

Ceylane Meyers-Ruff, Director of Central Office Administration, Office of Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR), 89 Washington Ave, Albany, NY 12234

Liam McNabb, Director of the Rehabilitation Services, NYS Office of Mental Health (OMH), 44 Holland Ave., Albany, NY 12229

Peter Herrig, Associate Vocational Rehabilitation Counselor, NYS Office of Children and Family Services, NYS Commission for the Blind (NYSCB), 52 Washington Street, South 201, Rensselaer, NY 43 Union Ave, 2nd Fl., New Windsor, NY 12553

Bronce Perez Matos, Special Assistant to the Executive Director, Office of the Executive NYS Justice Center for the Protection of People with Special Needs, 161 Delaware Avenue, Albany, New York 12054

Lynne Thibdeau, Office for People With Developmental Disabilities, 44 Holland Avenue, Albany, NY 12229

Angela Lockhart, NYS Office of Alcoholism and Substance Abuse Services (OASAS), Division of Practice Innovation and Care Management Statewide Coordinator:
VR and Employment Supports, 501 7th Avenue, 8th Floor, New York, NY 10018

ACCES-VR Liaisons

Michelle Barlow, Manager, Liaison to the SRC

Bryan Baszczuk, Integrated Employment Specialist, Liaison to the Workforce Development Committee

Robert Linton, Associate Vocational Rehabilitation Counselor, Resource Development, Liaison to the Policy and Planning Committee

Alesia Simco, Associate Vocational Rehabilitation Counselor, Liaison to the Quality Assurance & Improvement Committee

Laura Hartman, Senior Transition and Statewide Youth Services Vocational Rehabilitation Counselor, Liaison to the Transition from School to Adult Life Committee

Contact the State Rehabilitation Council (SRC)

By e-mail: accessrc@nysed.gov

By mail: SRC Chair c/o ACCES-VR New York State Education Department 89 Washington Avenue, Room 580 EBA, Albany, NY 12234