



2016 Annual Report

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Message from the SRC Chair

Honorable Doug Burgum
Governor of North Dakota
600 E Boulevard Ave
Bismarck, ND 58505

Dear Governor Burgum:

The ND State Rehabilitation Council (SRC) is proud to present the 2016 Annual State Report for the Vocational Rehabilitation Division. The report highlights the activities of the SRC and the ND Division of Vocational Rehabilitation in the provision of quality vocational rehabilitation services to individuals with disabilities throughout North Dakota. The report fulfills the requirements of 34 CFR Part 361.17 (h)(5).

We look forward to working with the North Dakota Department of Human Service's Division of Vocational Rehabilitation in the coming year to advocate for and assist North Dakotans with disabilities to obtain employment.

Sincerely,

Vickay Gross
ND SRC Chair

Vision, Purpose and Guiding Principles of DVR

Vision

North Dakota Division of Vocational Rehabilitation is the leader in disability-related solutions.

Purpose

We assist individuals with disabilities to be successfully employed.

Guiding Principles

- ▼ Serving our consumers is the primary focus of everything we do.
- ▼ Collaborative partnerships with employers are essential to our success.
- ▼ All people have value regardless of age, race, creed, color, gender, or disability.
- ▼ Good communication is essential to delivering quality rehabilitation services.
- ▼ Quality outcomes are a result of the commitment of consumers and qualified staff working together towards mutually agreed upon goals.
- ▼ Change is inevitable and provides opportunities for innovation and creativity.
- ▼ Effective partnerships are critical in achieving results for consumers.
- ▼ Informed choice is central to sound decision-making and allows decisions to be based on all relevant information, options, and consequences.
- ▼ When all things are equal, legal, and based on good rehabilitation counseling, decisions will be made in favor of the consumer.

Division of Vocational Rehabilitation Scope of Services

EMPOWERING INDIVIDUALS AND BUSINESSES

Vocational Rehabilitation services include:

- ▼ **Professional Vocational Rehabilitation Counseling & Guidance** – evaluations of strengths and how your disability may affect your ability to work, a comprehensive assessment of your rehabilitation needs, planning and implementing strategies to overcome barriers and helping you adjust to and live with a disability.
- ▼ **Employment** – identification of an employment goal that is consistent with your strengths, resources, abilities, capabilities, priorities, concerns, interests and informed choice.
- ▼ **Accommodations** – adaptive aids, assistive technology, accessibility and work site evaluations to assist you in achieving your employment goal.
- ▼ **Training** – tailored to meet your individual rehabilitation needs and attain your employment goal. This may include on-the-job training, internships, job mentoring, job coaching and/or academic training.
- ▼ **Job Placement** – develop resume writing skills and interview strategies, job referral, placement, and follow-up services.

Through a “dual client” approach, the division also assists business owners and employers through a variety of business and disability-related services, including:

- ▲ Staff Retention
- ▲ Accessibility and ADA Consultation
- ▲ Recruitment Source
- ▲ Financial Incentives
- ▲ Disability Consultation
- ▲ On-the-Job Training/Job Coach Services
- ▲ On-Site Consultation and Recommendations

These services are available to a legally operated and registered North Dakota business, non-profit organization, or government agency. There are no costs associated with services except for those accommodations or modifications chosen as a result of DVR recommendations.

State Rehabilitation Council Overview

FFY 2016

The purpose of the North Dakota State Rehabilitation Council (SRC) is to advise the Division of Vocational Rehabilitation (DVR) on issues concerning policy and program, delivery of services, and methods for reaching potential consumers.

The Council

- ▼ Informs and advises DVR on the effects its programs may be having on North Dakota communities and consumers
- ▼ Facilitates public input into the Vocational Rehabilitation State Plan
- ▼ Advocates for consumer rights and services
- ▼ Communicates to public and community leaders the purpose and need for vocational rehabilitation

The council members are selected to serve on the SRC by the Governor of North Dakota. They are selected to serve based on their interest, knowledge, and understanding of the needs of individuals with disabilities. Members are advocates for equal opportunities for persons with disabilities in their communities and throughout North Dakota.

The Council must have at least 15 members representing:

- ▲ 4 Business, Industry & Labor Sectors
- ▲ 1 Statewide Independent Living Council
- ▲ 1 Parent Training & Information Center
- ▲ 1 Client Assistance Program
- ▲ 1 Disability Advocacy Group Advocate
- ▲ 1 Community Rehabilitation Program Service Provider
- ▲ 1 State Workforce Investment Board
- ▲ 1 Current or Former VR Applicant or Recipient
- ▲ 1 American Indian VR Program
- ▲ 1 Department of Public Instruction
- ▲ 1 Vocational Rehabilitation Counselor
- ▲ 1 Vocational Rehabilitation Agency Director

State Rehabilitation Council Overview

SRC Committees

- ▼ Planning/Evaluation Committee
- ▼ Resource Committee
- ▼ Membership/Public Relations Committee

SRC Recommendations

- ▼ SRC reviewed DVR policy and provided input which was accepted.
- ▼ A committee reviewed and selected the 2016 Statewide DVR Employer of the Year from eight regional employers of the year. The committee chair presented the awards at the Vocational Rehabilitation Annual Training.

SRC MEMBERSHIP AS OF SEPTEMBER 30, 2016

▲ RUSS CUSACK, DIRECTOR
Division of Vocational Rehabilitation
Bismarck, ND

▲ KIRSTEN DVORAK
Pathfinder, Parent Center
Bismarck, ND

▲ VICKAY GROSS, CHAIR
Client Assistance Program
Bismarck, ND

▲ BECKI HOFF
Division of Vocational Rehabilitation
Bismarck, ND

▲ MARSHALL LONGIE
Spirit Lake Vocational Rehabilitation
Fort Totten, ND

▲ KEVIN MCDONOUGH
Department of Public Instruction
Bismarck, ND

▲ GILLIAN PLENTY CHIEF
Standing Rock Vocational Rehabilitation
Fort Yates, ND

▲ SHERRY SHIREK
 Fargo, ND

▲ JASON SUTHEIMER
ND Department of Transportation
Bismarck, ND

▲ TIM DAVENPORT
BEK Communications
Steele, ND

▲ RODNEY GILLUND
Statewide Independent Living Council
Crosby, ND

▲ JOSEPH HALL
Job Service North Dakota
Bismarck, ND

▲ DEBORAH JENDRO
The Federation of Families for Children's Mental Health
 Fargo, ND

▲ JULIE MAGNUS
Strata Corporation
Bismarck, ND

▲ DARREN MOOS
New Salem, ND

▲ DARCY SEVERSON
Pride, Inc.
Bismarck, ND

▲ SUSAN SISK
KLJ Solutions
Bismarck, ND

Committee on Employment of People with Disabilities

The purpose of the Committee on Employment of People with Disabilities is to further the goal of considering competitive and integrated employment as the first option when supporting individuals with disabilities who are of working age to obtain employment.

The Committee was reconstituted through 2013 Senate Bill 2271, which expanded membership and placed a greater emphasis on competitive and integrated employment for people with disabilities.

The Committee must have the following members:

FIVE EX OFFICIO MEMBERS – DIRECTOR OR DESIGNEE OF:

1. Department of Commerce
2. DHS Division of Vocational Rehabilitation
3. Department of Public Instruction – Special Education
4. Protection and Advocacy Project
5. DHS Developmental Disabilities

FOUR MEMBERS OF THE PUBLIC APPOINTED BY THE GOVERNOR:

1. ND Association of Community Providers
2. One community employer representative
3. One individual with a disability
4. One family member of an individual with a disability

ACTIVITIES OF THE COMMITTEE:

The Committee provided recommendations to the North Dakota Center for Persons with Disabilities on the replication of the 2012 Survey of Employment Services Offered by ND Community Rehabilitation Providers (CRP). The replicated survey was completed in the summer of 2016 and received a 71.24 percent response rate.

The main goal of the 2015/16 follow-up research study was to replicate the baseline survey conducted in 2012 and to gather a new “snapshot” of the current level, types and outcomes of pre-employment and employment services provided and available to individuals with disabilities in ND.

The Committee will strategize how to best use the final employment survey report and will draft a one-page summary for the Governor.

COMMITTEE MEMBERSHIP

▲ TINA BAY

Division of Developmental Disabilities
Bismarck, ND

▲ VICKAY GROSS

Client Assistance Program
Bismarck, ND

▲ BRUCE MURRY, CHAIR

ND Association of Community Providers
Bismarck, ND

▲ LOUANN NIDER

Division of Vocational Rehabilitation
Bismarck, ND

▲ GERRY TEEVENS

ND Department of Public Instruction
Bismarck, ND

▲ RYAN VOLK

ND Department of Commerce
Bismarck, ND

▲ ERIC WITTLIFF

Minot, ND

2016 Award Recipients

Businesses honored for supporting employment of people with disabilities

The North Dakota Department of Human Services' Division of Vocational Rehabilitation (DVR) announced that **Bethel Lutheran Nursing and Rehabilitation Center** of **Williston** has been named the *2016 North Dakota State DVR Employer of the Year*.

The State Rehabilitation Council and the division selected the nursing facility from among eight regional employer award recipients. Bethel representatives accepted the award during a recognition luncheon at the DVR annual training in Bismarck.

The annual award honors North Dakota business owners and employers for their efforts to support, develop, and inspire individuals with disabilities to achieve employment goals and to reach their full potential in their community.

Regional award recipients included: Auto Therapy, Bismarck; **Drayton Foods, LLC**, Fargo; **Big Sioux Cafe**, Grand Forks; **Valley City Barnes County Public Library**, Valley City; **K-Mart**, Devils Lake; **Taco John's**, Dickinson; and **Somerset Court**, Minot. Award nominees and recipients have established ongoing partnerships with the division and its eight regional offices.

"Award recipients include a variety of businesses who each have demonstrated a commitment to recruiting and retaining individuals with disabilities to meet their workforce needs," said DVR Division Director Russ Cusack. "Their inclusive recruitment strategies have created outstanding opportunities for individuals with disabilities to become employed and engaged within their communities."

Paradiso of Fargo received a new award recognizing youth employment. DVR officials presented the "You Make a Difference" award to Paradiso for providing work experience opportunities for students with disabilities and for consistently recognizing 'ability' in disability.

"Employers can make a huge difference in the path students will follow as they transition out of school and into the adult world," Cusack said.

Vocational rehabilitation services help people with disabilities find meaningful work and also help employers connect with a valuable, often untapped workforce, as well as retain trained workers whose abilities have changed. Rehabilitation counseling and consultation is available at no cost to qualifying individuals and businesses, non-profits, and government agencies.

FFY 2016 at a Glance

PROGRAM EXPENDITURES

Program Expenditures	\$10 Million
People completing training and becoming employed	537
Average weekly earnings before rehabilitation	\$156.43
Average weekly earnings after rehabilitation	\$437.38
People receiving training and other services	3371
Percent of individuals served who have a significant disability	90%

SOCIAL SECURITY REIMBURSEMENT PROGRAM

The Social Security Administration (SSA) administers a Vocational Rehabilitation (VR) Reimbursement Program. Under this program, VR agencies are reimbursed by SSA for the cost of services VR provided to individuals who were current recipients of Social Security disability benefits. The services must have resulted in the individuals achieving work at or above a specified earnings level for a given period of time.

During FFY 2016, DVR received \$466,380 to further assist individuals with disabilities.

OCCUPATIONAL CATEGORIES OF INDIVIDUALS ACHIEVING EMPLOYMENT

Service	21%
Office/Admin. Support	19%
Management, Business, Professional	18%
Healthcare Support, Personal Care	9%
Sales	9%
Production	7%
Installation, Maintenance, Repair	5%
Transportation	5%
Construction	4%
Agriculture	3%

FFY 2016 at a Glance

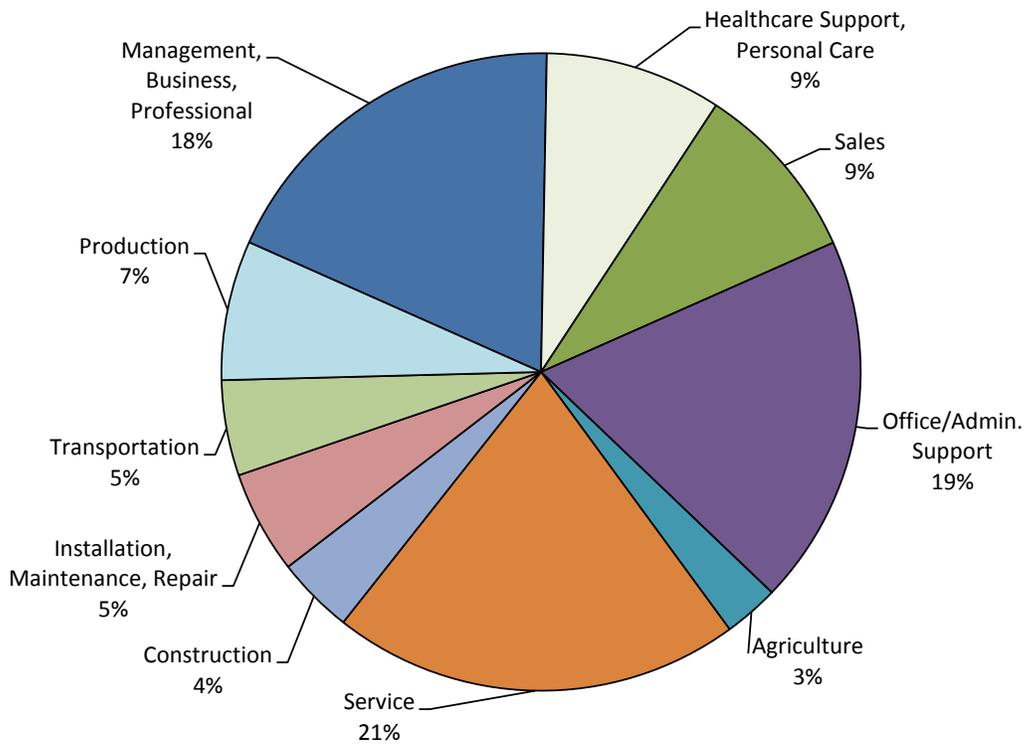
PRIMARY IMPAIRMENTS OF INDIVIDUALS ACHIEVING EMPLOYMENT

Cognitive Impairments	31%
Psychosocial Impairment	21%
Hearing Impairments	18%
Physical Impairments	16%
Other Mental Impairments	8%
Visual Impairments	4%
Communicative Impairments	2%

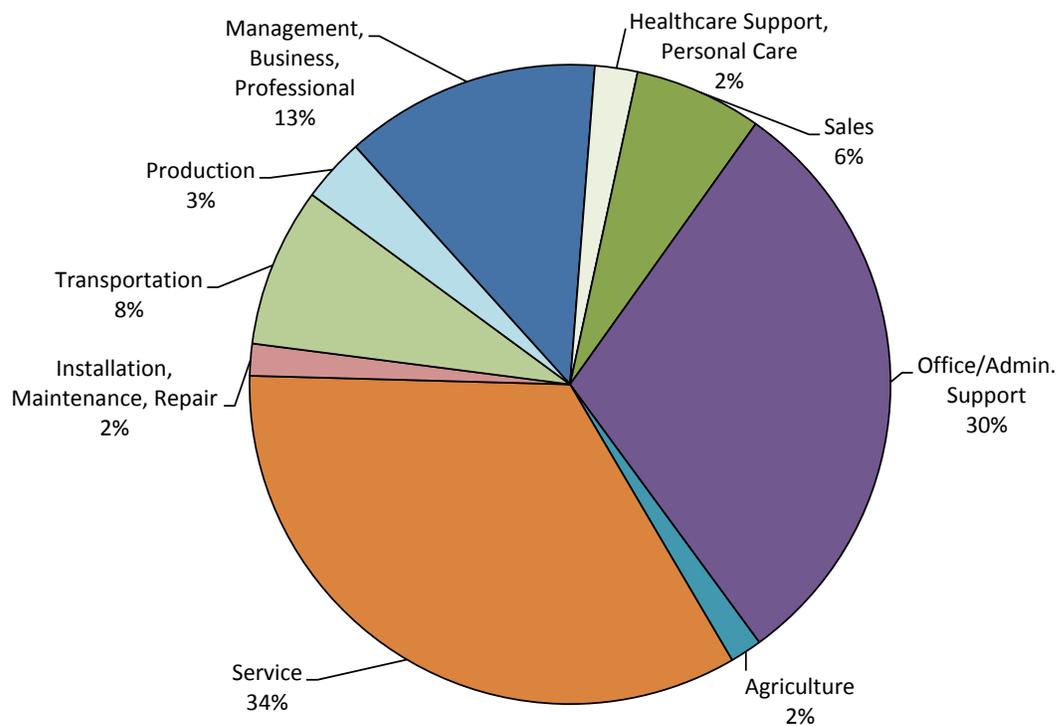
CASE SERVICE EXPENDITURES

Tuition for Post-Secondary Education	20%
Treatment/Restoration	19%
Specialized Job Placement	18%
On-the-Job Training/Other Training	16%
Assessment/Evaluation	11%
Adaptive Aids and Equipment	4%
Maintenance	3%
Tool/Supplies and Small Business	3%
Transportation	3%
Supplies for Training	2%
Other	1%

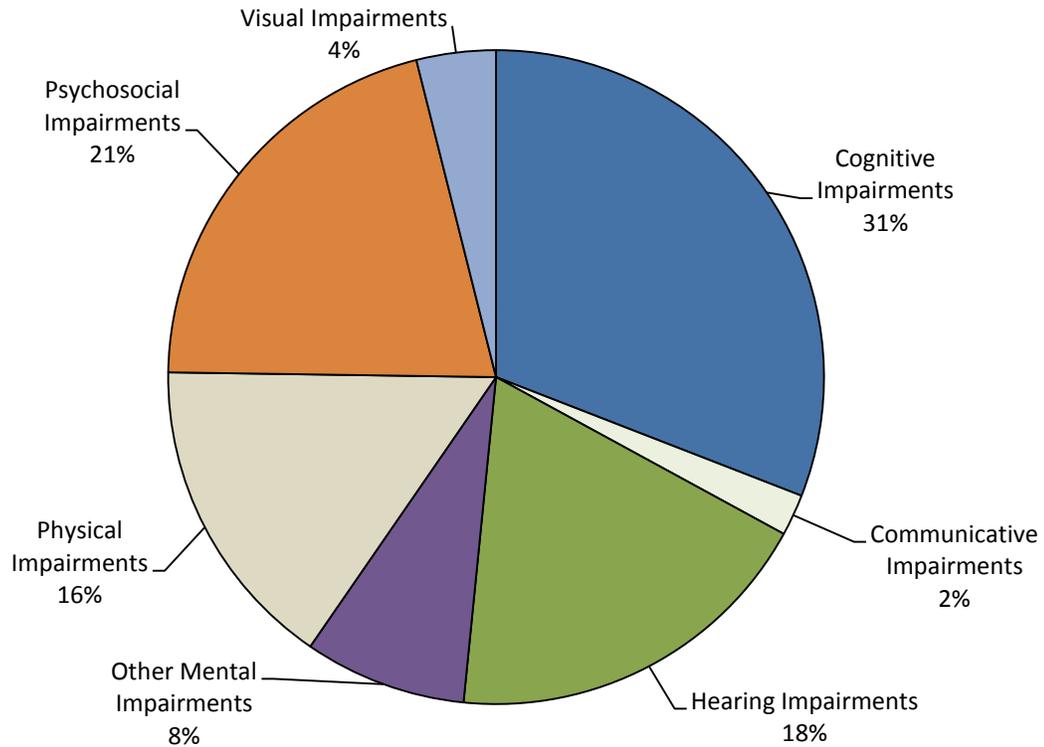
Occupational Categories of Individuals Achieving Employment



Occupational Categories of Individuals Achieving Employment Age 21 and Younger at time of Application

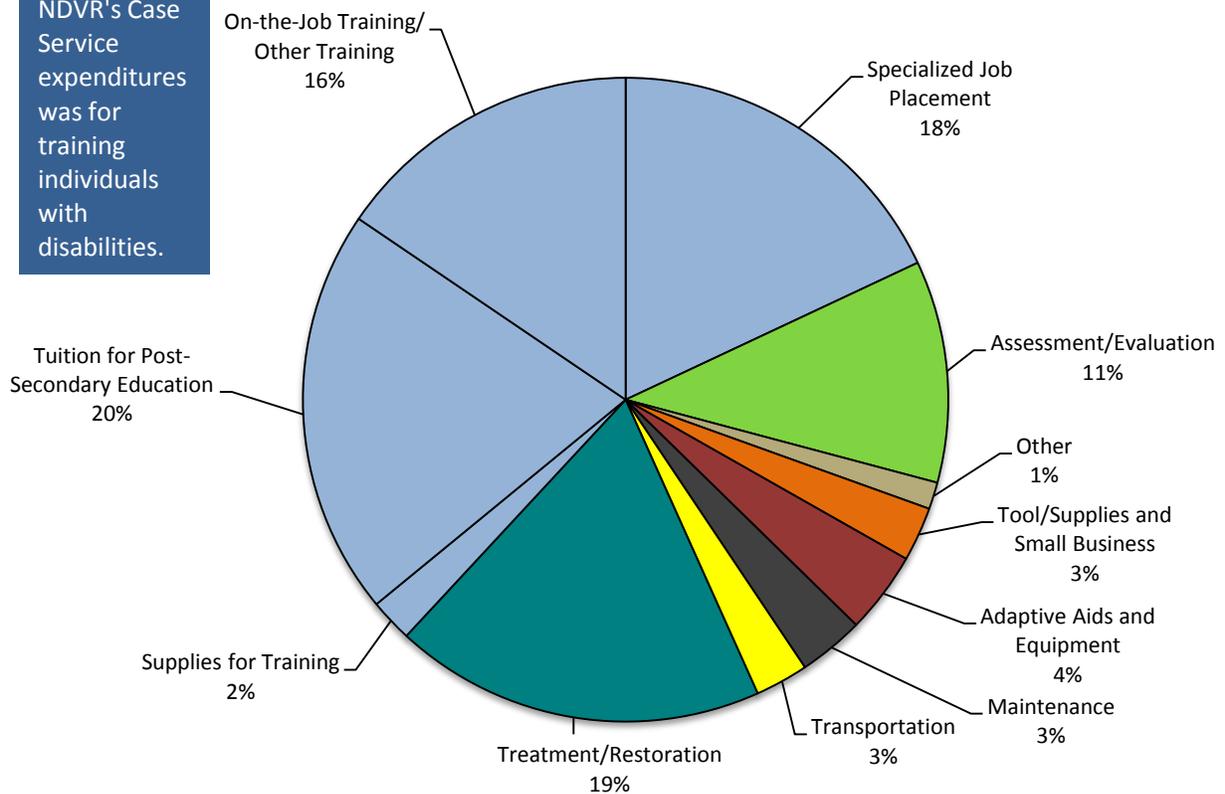


Primary Impairments of Individuals Achieving Employment



Case Service Expenditures

56% of NDVR's Case Service expenditures was for training individuals with disabilities.



To learn more about the North Dakota State Rehabilitation Council and the North Dakota Division of Vocational Rehabilitation,

visit www.nd.gov/dhs/dvr

DVR is a partner in



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