TRAINING PROGRAM

Goal: To Provide the public vocational rehabilitation (VR) sector with well-trained staff and to maintain and upgrade the skills of current staff.	Funding History ($ in millions)			
	Fiscal Year	Appropriation	Fiscal Year	Appropriation
Legislation: Section 302 of the Rehabilitation Act of 1973, as amended by PL 105-220 (29 USC 772).	1985	$22	2000	$40
	1990	$31	2001	$40
	1995	$40	2002 (Requested)	$40

Program Description

The Training program ensures that skilled personnel are available to serve the rehabilitation needs of individuals with disabilities assisted through vocational rehabilitation (VR), supported employment, and independent living programs. The program supports training and related activities designed to increase the number of qualified personnel trained in providing rehabilitation services. Grants and contracts are awarded to States, public, nonprofit agencies, and organizations, including institutions of higher education, to pay all or part of the cost of conducting training programs.

Training programs are accomplished through two types of grants: long-term training (preservice), and post employment-training grants (inservice, continuing education and short-term training). The long-term training program awards grants to academic institutions that must direct 75 percent of the funds to scholarships. Students who receive these scholarships must either pay back the assistance they received or work for a period of time in public or private nonprofit rehabilitation agencies or related agencies, including professional corporations or professional practice groups that have service arrangements with a State VR agency.

The focus of the program is on providing rehabilitation counselors, and the many rehabilitation disciplines, to the State-federal vocational rehabilitation (VR) program. Currently, RSA funds Long-Term Training grants in the following areas: Rehabilitation Counseling, Undergraduate Education in the Rehabilitation Services, Rehabilitation of Individuals who are Blind or Have Vision Impairment, Rehabilitation of Individuals who are Deaf or Hard of Hearing, Vocational Evaluation and Work Adjustment, Rehabilitation Job Development and Job Placement, Rehabilitation Technology, Rehabilitation Medicine, Rehabilitation of Individuals that are Mentally Ill, Rehabilitation Administration, Prosthetics and Orthotics, Occupational Therapy, Speech-Language Pathology and Audiology, Physical Therapy, Rehabilitation Psychology, Independent Living, and Rehabilitation Nursing. Most graduates fulfill their payback obligation through employment. However, only 35 to 40 percent do so in state vocational rehabilitation agencies. In the specialty programs, approximately 55 to 60 percent of scholars pay back their obligation through work with state vocational rehabilitation agencies.

Program Performance

OBJECTIVE 1: TO PRODUCE GRADUATES WHO WORK WITHIN THE VR SYSTEM TO HELP INDIVIDUALS WITH DISABILITIES ACHIEVE THEIR GOALS.

Indicator 1.1 Numbers trained: The number of students supported by RSA scholarships and the number of RSA scholars graduating will remain stable per constant $1 million invested.

Targets and Performance Data			Assessment of Progress	Sources and Data Quality
Scholars supported			**Status:** Targets likely to be met.	**Source:** Annual grantee reporting form. Baseline data collected for academic year 1997-1998.
Year	**Actual Performance**	**Performance Targets**		Updated data collected for 1998-1999
1997-98:	1,600		**Explanation:** To date, we have baseline data and 1997-1998 data. The 1998-1999 data are based upon a better data gathering instrument and a higher return of "usable" forms.	*Frequency:* Annually.
1998-99:	1,550	No specific target set		*Next collection update:* 1999-2000.
1999-00:	**Data Available 5/01**	**1,473**		*Date to be reported:* May 2001.
2000-01:		1,391		
2001-02:				**Validation Procedure:** Data supplied by grantees. No formal verification procedure applied.
Scholars supported per $1 million				
1997-98:	101			
1998-99:	96	No specific target set		**Limitations of Data and Planned Improvements:** We are using a new reporting system, which is being refined. Second year submission (1998-1999) is much improved. We expect web-based data entry for the 2000-2001 submissions.
1999-00:	**Data Available 5/01**	**93**		
2000-01:		90		
2001-02:				
Scholars graduating				
1997-98:	800			
1998-99:	817	No specific target set		
1999-00:	**Data Available 5/01**	**729**		
2000-01:		688		
2001-02:				
Scholars graduating per $1 million				
1997-98:	50			
1998-99:	50.5	No specific target set		
1999-00:	**Data Available 5/01**	**50**		
2000-01:		50		
2001-02:				
Investment				
Year	**Actual Performance**	**Performance Targets**		
1997-98:	$15.835 M			
1998-99:	$16.182 M	No specific target set		
1999-00:	**Data Available 5/01**	**$15.265M ($14.585)***		
2000-01:		$15.205M ($13.771)*		
2001-02:				
* In constant dollars				

Indicator 1.2 Percentage working: The percentage of graduates fulfilling their payback requirements through acceptable employment will increase annually.

Targets and Performance Data			Assessment of Progress	Sources and Data Quality
Year	**Actual Performance**	**Performance Targets**	**Status:** Positive movement towards target.	**Source:** Annual grantee reporting form. Baseline data collected for academic year 1997-98. Updated data collected for 1998-1999. *Frequency:* Annually. *Next collection update:* 1999-2000. *Date to be reported:* April 2001.
1997-98:	87%			
1998-99:	87%	No specific target set	**Explanation:** To date, we have baseline data (1997-1998) and 1998-99 data. 1999-2000 data are reported by grantees in January 2001 and will be available in April 2001.	
1999-00:	**Data Available 5/01**	**89%**		
2000-01:		90%		**Validation Procedure:** Data supplied by grantees. No formal verification procedure applied.
2001-02:		90%		
				Limitations of Data and Planned Improvements: We are using a new reporting system, which is being refined.

OBJECTIVE 2: MAINTAIN AND UPGRADE THE KNOWLEDGE AND SKILLS OF PERSONNEL CURRENTLY EMPLOYED IN THE PUBLIC VR SYSTEM.

Indicator 2.1 Qualified personnel: The percent of currently employed VR state agency counselors who meet their State's Comprehensive System of Personnel Development (CSPD) standard will increase annually.

Targets and Performance Data			Assessment of Progress	Sources and Data Quality
Year	**Actual Performance**	**Performance Targets**	**Status:** Unable to judge.	**Source:** Evaluation. *Frequency:* One-time. *Next collection update:* One-time. *Date to be reported:* Early 2002.
FY 1999:	No Data Available	No target set		
FY 2000:	**No Data Available**	No target set	**Explanation:** In FY 2000, RSA began an evaluation of the Training program that will collect data on each state's CSPD current standard and the number of staff that meet that standard. Many external factors could affect the ongoing collection of data for this indicator. Preliminary data suggest approximately 60% of the current counselors meet the state standard. An actual figure is expected in mid-2001.	Future source: Ongoing collection could be through the In-Service Training program's annual performance report.
FY 2001:	Data available early in 2002	No target set		
FY 2002:		Target will be set once a baseline is established.		**Validation Procedure:** Data would be supplied through external RSA contractor. No formal verification procedure applied.
				Limitations of Data and Planned improvement: Numerous external factors may pose limits to current collection and ongoing collection. Future data source, In-Service Program's annual performance report.