

U.S. Department of Education
Office of Special Education and Rehabilitative Services
Rehabilitation Services Administration

Annual Report

Fiscal Year 2001

Report on Federal Activities
Under the Rehabilitation Act



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FOREWORD

The Rehabilitation Act of 1973, as amended, provides the legislative basis for programs and activities that assist individuals with disabilities in the pursuit of gainful employment, independence, self-sufficiency and full integration into community life.

This report is intended to provide a description of accomplishments and progress made under the act during FY 2001 (October 2000 through September 2001). To that end, the report identifies major activities that occurred during that fiscal year, and the status of those activities during that specific time period.

The report provides a description of the activities of the Rehabilitation Services Administration (RSA), a component of the Office of Special Education and Rehabilitative Services (OSERS), U.S. Department of Education. RSA is the principal agency for carrying out Titles I, III, VI and VII, as well as specified portions of Title V of the act. RSA has responsibility for preparing and submitting this report to the president and Congress under Section 13 of the act.

The act also authorizes research activities that are administered by the National Institute on Disability and Rehabilitation Research (NIDRR) and the work of the National Council on Disability, and includes a variety of provisions focused on rights, advocacy and protections for individuals with disabilities. A description of those activities also is provided in this report.

The Rehabilitation Act

An Overview

The Rehabilitation Act

An Overview

Federal interest and involvement in rehabilitation issues and policy dated initially from the enactment of the Smith-Fess Act of 1920. The Smith-Fess Act marked the beginning of a federal and state partnership in the rehabilitation of individuals with disabilities. Although the law was passed shortly after the end of World War I, its provisions were specifically directed at the rehabilitation needs of persons who were industrially disabled rather than those of disabled veterans.

A major event in the history of the federal rehabilitation program was passage of the Rehabilitation Act of 1973, as amended. The act provides the legislative basis for programs and activities that assist individuals with disabilities^a in the pursuit of gainful employment, independence, self-sufficiency and full integration into community life. Under the act, the following federal agencies and entities are charged with administering a wide variety of programs and activities: the departments of Education, Labor and Justice, the Equal Employment Opportunity Commission, the Architectural and Transportation Barriers Compliance Board and the National Council on Disability.

The Department of Education has primary responsibility for administering the act. The Department's Office of Special Education and Rehabilitative Services (OSERS) is responsible for the programs under the act. Within OSERS, the Rehabilitation Services Administration (RSA) and the National Institute on Disability and Rehabilitation Research (NIDRR) share responsibility for carrying out those programs. RSA is the principal agency for carrying out Titles I, III, VI and VII, as well as specified portions of Title V of the act. NIDRR is responsible for administering Title II of the act. (See Figure 1 for title names.)

Figure 1. The Rehabilitation Act of 1973, as Amended: Names of Titles

Title	Name
I	Vocational Rehabilitation Services
II	Research and Training
III	Professional Development and Special Projects and Demonstrations
IV	National Council on Disability
V	Rights and Advocacy
VI	Employment Opportunities for Individuals With Disabilities
VII	Independent Living Services and Centers for Independent Living

^a The program regulations at 34 CFR Section 361.5(b)(29) define an individual with a disability as an individual who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment or is regarded as having such an impairment.

RSA staff located in Washington, D.C. and 10 regional offices across the nation provide technical assistance and leadership to states and other grantees in carrying out the purposes and policy outlined in the act. RSA administers grant programs that provide direct support for vocational rehabilitation, independent living and consumer advocacy and assistance. The agency also supports training and related activities designed to increase the number of qualified personnel trained in providing rehabilitation and other services and to upgrade the skills and credentials of employed personnel.

In addition, RSA conducts model demonstrations and systems change projects in order to improve services provided under the act, and evaluates programs to assess their effectiveness and identify best practices. Finally, RSA provides consultative and technical assistance services and disseminates information to public and nonprofit private agencies and organizations to facilitate meaningful and effective participation by individuals with disabilities in employment and in the community.

By far, the largest program administered by RSA is the Vocational Rehabilitation (VR) Services Program. This program funds state VR agencies to provide employment-related services for individuals with disabilities in order to maximize their employability, independence and integration into the workplace and the community. The program is designed to assess, plan, develop and provide VR services for individuals with disabilities so that those individuals may prepare for and engage in gainful employment consistent with their strengths, priorities, concerns, abilities, capabilities, interests and informed choice.

For more than 80 years, the VR program has helped individuals with disabilities prepare for and enter into the workforce. Nationwide, the VR program serves more than one million people with disabilities each year. More than 80 percent of the people who use state VR services have significant physical or mental disabilities that seriously limit their functional capacities to achieve or maintain meaningful employment. These individuals often require multiple services over an extended period of time. For them, VR services are indispensable to their becoming employed and reducing their reliance on public support.

Under Title II, NIDRR conducts comprehensive and coordinated programs of research, demonstration projects, training and related activities. NIDRR-funded programs and activities are designed to promote employment, independent living, maintenance of health and function, full inclusion and integration into society, and the transfer of rehabilitation technology to individuals with disabilities. The intent is to improve the economic and social self-sufficiency of individuals with disabilities and the effectiveness of programs and services authorized under the act.

Toward that goal, NIDRR supports rehabilitation research and development, demonstration projects and related activities, including the training of persons who provide rehabilitation services, or who conduct rehabilitation research. In addition, NIDRR supports projects to disseminate and promote the use of information concerning developments in rehabilitation procedures, methods and devices. Information is provided to rehabilitation professionals, persons with disabilities and their representatives. NIDRR

also supports data analyses on the demographics of disability and provides that information to policy makers, administrators and other relevant groups. Awards are competitive, with applications reviewed by panels of experts, including rehabilitation professionals, rehabilitation researchers and persons with disabilities.

The act has been the driving force behind major changes that have since affected the lives of millions of individuals with disabilities in this country. With passage of the Workforce Investment Act of 1998 (WIA), the Rehabilitation Act of 1973 was reauthorized for another five years. This report, covering FY 2001, describes all of the major programs and activities authorized under the act, and the success of the federal government in carrying out the purposes and policy outlined in the act.

Highlights of Fiscal Year 2001

Highlights of Fiscal Year 2001

RSA is responsible for the formulation, development and implementation of regulations, policies and guidelines for major programs designed to provide assistance and services to individuals with disabilities. In its effort to provide that lead, RSA and its partner agencies are continually striving to change and improve programs under the act. During FY 2001, RSA initiated and participated in a number of activities that contributed to program change and improvement. This section of the report highlights and summarizes those activities.

Implementing the 1998 Amendments to the Act

The Rehabilitation Act Amendments of 1998, contained in Title IV of WIA, introduced far-reaching changes in the VR program. In FY 2001, RSA issued regulations for implementing important aspects of those amendments. The regulations clarify various provisions of the 1998 amendments, including: the focus on high-quality employment outcomes^b; participation of the VR program in WIA's One-Stop Service Delivery System, designed to bring training, education and employment programs together; collaboration with schools in the transition of students with disabilities; and assessment and eligibility considerations for the VR program.

Fulfilling the Promise of the New Freedom Initiative

In FY 2001, one of the earliest acts of the new administration under the leadership of President George W. Bush was the promulgation of the New Freedom Initiative (NFI). The goal of this ambitious undertaking was to promote the intent of the Americans with Disabilities Act (ADA) to ensure the integration of Americans with disabilities into the workforce and full participation in all facets of our society. The NFI is designed to assist individuals with disabilities by increasing access to assistive technologies, expanding educational opportunities for Americans with disabilities, increasing the ability of individuals with disabilities to integrate into the work force and increasing access into the community. RSA is committed to doing its part to achieve full implementation of the NFI.

^b Employment outcome means (according to the program regulations at 34 CFR Section 361(b)(16)), with respect to an individual, entering or retaining full-time or, if appropriate, part-time competitive employment in the integrated labor market to the greatest extent practicable; supported employment; or any other type of employment, including self-employment, telecommuting or business ownership, that is consistent with an individual's strengths, resources, priorities, concerns, abilities, capabilities, interest and informed choice.

Promoting Collaboration Among Federal Employment Programs

During FY 2001, RSA carried out a variety of activities designed to strengthen the link between the act and two important pieces of legislation: WIA and the Social Security Administration's Ticket to Work and Work Incentives Improvement Act of 1999 (TWWIIA 1999).

Under WIA, employment and training programs are coordinated in a unified statewide workforce investment system. The One-Stop Service Delivery System established by WIA facilitates state and local level partner programs, such as the state VR program, to provide core services, coordinate common functions and share costs. For individuals with disabilities, TWWIIA provides health care, employment preparation and placement services to reduce their dependency on cash benefits; Medicaid coverage needed to maintain employment; the option of maintaining Medicare coverage while working; and return-to-work tickets allowing them access to services. State VR agencies are major providers of services under TWWIIA.

Focusing on Results to Improve Program Outcomes

During FY 2001, RSA continued to focus attention on ensuring that programs yield high quality outcomes and results. To that end, the agency expanded efforts to collect and analyze information that captures the extent to which program purposes are being achieved. The intent is to use that information to define future priorities and areas of focus. In this portion of the report, one primary effort is highlighted: state VR agency performance in the implementation of Title I evaluation standards.

Fostering Innovation in the Vocational Rehabilitation System

During FY 2001, RSA sponsored or was directly involved in a number of projects designed to promote innovation in the public VR program. Projects presented in this section were designed to foster collaboration and partnering, disseminate information, and establish and share effective practices in the use of technology to improve consumer choice and access to services.

A more detailed discussion of progress made in each of these important areas during the FY 2001 reporting period follows.

IMPLEMENTING THE 1998 AMENDMENTS TO THE ACT

The 1998 amendments introduced far-reaching changes in the VR program. They place particular emphasis on high-quality employment outcomes for individuals assisted by the VR program; strategically link the VR program to the statewide workforce investment system and the one-stop centers established under WIA; enhance the exercise of informed choice; reduce administrative burdens on the states; and ensure accountability for results.

In FY 2001, RSA issued regulations for implementing important aspects of the 1998 amendments. The new regulations clarify various provisions of the 1998 amendments, including the focus on high-quality employment outcomes, participation of the VR program in the One-Stop service delivery system, collaboration with schools in the transition of students with disabilities, and assessment and eligibility considerations in the VR program. The final regulations implementing the 1998 amendments were published in the *Federal Register* on Jan. 17, 2001 (U.S. Department of Education 2001a).

The Rehabilitation Act Amendments of 1998

- Increase the focus on high-quality employment outcomes and services to individuals with significant disabilities
- Mandate participation of state VR agencies as one-stop partners under the Workforce Investment Act
- Strengthen the roles and participation of eligible individuals in developing their plans for employment
- Simplify procedures for determining eligibility by establishing presumptive eligibility for Supplemental Security Income (SSI) recipients and Social Security Disability Insurance (SSDI) beneficiaries
- Streamline state plan requirements
- Add voluntary mediation as an option for resolving disputes

Emphasizing High-Quality Employment Outcomes

A major focus of the new VR program regulations is the attainment of high-quality employment outcomes, including competitive employment,^c by individuals with disabilities, particularly those with the most significant disabilities. To this end, the regulations restrict employment outcomes under the VR program to those in integrated

^c According to the 1998 amendments, the program regulations at 34 CFR Section 361.5(b)(11) define competitive employment as work:

- (i) In the competitive labor market that is performed on a full-time or part-time basis in an integrated setting; and
- (ii) For which an individual is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

settings, thereby eliminating extended employment^d as an allowable employment outcome under the VR program. This change underscores the act's emphasis on competitive employment outcomes, that is, outcomes in integrated settings for which an individual with a disability is compensated at or above the minimum wage but not less than the customary wage and level of benefits paid to a nondisabled individual performing the same or similar work.

Although the regulations eliminate extended employment as an allowable outcome under the VR program, the regulations clarify that state VR agencies can serve individuals in extended employment settings so they can prepare for and achieve competitive or supported employment in the community. This approach establishes extended employment as an interim step in the rehabilitation process rather than an end point. The new regulations require the state VR unit to refer any individual with a disability who makes an informed choice to pursue extended employment, or nonintegrated or sheltered employment, as his or her long-term employment goal, to local extended employment providers.

Critical to the attainment of high-quality employment outcomes is the role of the VR counselor. Nationwide, state VR agencies employ more than 11,000 professional VR counselors to help individuals with disabilities, particularly individuals with significant disabilities,^e to achieve the high-quality employment outcomes to which they aspire. To ensure that VR counselors employed by state VR agencies possess the necessary skills and knowledge to carry out their responsibilities, each state is required to have in place a Comprehensive System of Personnel Development (CSPD). Each state VR agency is required to submit a written plan with respect to the training, recruitment, hiring and other strategies it will employ to ensure that VR agency personnel are

^d Extended employment is defined as work in a nonintegrated or sheltered setting for a public or private nonprofit agency or organization that provides compensation in accordance with the Fair Labor Standards Act. In addition, extended employment includes the provision of any needed support services to an individual with a disability to enable the individual to continue to train or otherwise prepare for competitive employment, unless the individual through informed choice chooses to remain in extended employment. See 34 CFR Section 361.5(b)(19).

^e The program regulations at 34 CFR Section 361.5(b)(31) defines an individual with a significant disability as an individual with a disability:

- (i) Who has a severe physical or mental impairment that seriously limits one or more functional capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance or work skills) in terms of an employment outcome;
- (ii) Whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time; and

Who has one or more physical or mental disabilities resulting from amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary dysfunction, mental retardation, mental illness, multiple sclerosis, muscular dystrophy, musculo-skeletal disorders, neurological disorders (including stroke and epilepsy), spinal cord conditions (including paraplegia and quadriplegia), sickle cell anemia, specific learning disability, end-stage renal disease, or another disability or combination of disabilities determined on the basis of an assessment for determining eligibility and vocational rehabilitation needs to cause comparable substantial functional limitation.

qualified and meet the CSPD standards established by the state. The new regulations expand requirements for the state's written CSPD plan.

Participation in the One-Stop Service Delivery System

The 1998 amendments include numerous provisions that link the VR program with requirements under WIA. The intent is to establish a seamless employment service delivery network in the state through partnerships among the relevant agencies, organizations and institutions. The new regulations are designed to ensure that this statutory intent is translated into effective VR policies and procedures. The regulations assign specific responsibilities, consistent with the requirements set forth in the act and WIA, to the designated state VR unit as a required partner in the One-Stop Service Delivery System. One such responsibility is the participation of state VR agencies in the development of unified state plans. RSA continues to work closely with its federal partners in refining the guidance for developing and submitting a unified state plan.

Reducing the Administrative Burden on the States

The 1998 amendments also streamline the Title I state plan provisions by reducing requirements and limiting the circumstances in which a new state plan or an amendment must be submitted to RSA. The new regulations further reduce the state plan burden by deleting those provisions that formerly had been required solely by regulations. In addition, the prescriptive federal documentation requirements for an individual's record of services also were deleted, thus reducing paperwork burden on the states. Now state VR agencies, with input from the State Rehabilitation Councils (SRCs), must determine the nature and scope of service record documentation to be maintained for each applicant and eligible individual served by the agency. The goal behind streamlining administrative procedures is to save monetary and personnel resources that state VR agencies can then use to expand employment-related services, such as vocational exploration and job training.

Collaborating With Schools in the Transition of Students With Disabilities

The regulations clarify the scope of authorized activities that the VR agency can undertake to ensure the smooth transition of students with disabilities from educational programs to VR services. The regulations make it clear that state VR agencies should begin working with students with disabilities in school settings as early as possible to ensure a smooth transition from the school setting to the workplace. Furthermore, the regulations clarify the steps the state VR agency must take, at a minimum, when conducting outreach to identify students with disabilities who are in need of transition services. The regulations also require that an approved Individualized Plan for Employment (IPE) must be in place as early as possible during the transition planning

process, but no later than when a student with a disability determined eligible for VR services leaves the school setting.

Improving Assessment and Eligibility Processes

The new regulations ensure that individuals who do not meet the state's order of selection criteria for receiving VR services have access to the VR agency's information and referral system, including the referral of such persons to components of the statewide workforce investment system best suited to meet an individual's employment needs. They further implement new statutory requirements regarding presumptive eligibility for Social Security recipients and beneficiaries and the use of trial work experiences as part of the assessment for determining eligibility. The new regulations also revise previous regulatory requirements concerning extended evaluations and clarify the personnel that must be part of the eligibility determination process.

Incorporating Choice in the VR Process

The 1998 amendments expand the nature and scope of informed choice to be exercised by applicants and individuals eligible for VR services. The statute describes individuals with disabilities as active and full partners in the VR process with respect to assessments for determining eligibility and VR needs and in the selection of employment goals, services and service providers. To address these requirements, the new regulations clarify the scope of informed choice that applicants and eligible individuals can exercise throughout the rehabilitation process. The intent is to ensure more substantive involvement and participation in the development, implementation and evaluation of the individual's plan for employment.

The new regulations include specific guidance related to the roles and responsibilities of applicants, eligible individuals, an individual's representative, the VR counselor and the state VR agency, particularly with respect to decision-making about an individual's employment goal, the VR services needed to achieve the goal, the providers of those services, the settings selected for the provision of the services and the methods to procure the services.

Exemptions From State Financial-Needs Testing

Finally, the new regulations expand the scope of VR services exempt from state financial-needs tests to include interpreter services for individuals who are deaf or hard of hearing, reader services for individuals who are blind, and personal assistant services. The regulations also prohibit states from applying financial needs tests to individuals receiving Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI).

FULFILLING THE PROMISE OF THE NEW FREEDOM INITIATIVE

In FY 2001, one of the earliest acts of the new administration under the leadership of President George W. Bush was the promulgation of the New Freedom Initiative (NFI). NFI's goal is to carry forward the intent of the ADA to ensure the integration of Americans with disabilities into the workforce and full participation in all facets of our society. The main principles of NFI include: increasing access to assistive and universally designed technologies; expanding education opportunities for Americans with disabilities; integrating Americans with disabilities into the workforce; and promoting full access to community life.

Increasing Access to Assistive and Universally Designed Technologies

Assistive and universally designed technologies can dramatically improve the lives of individuals with disabilities making it possible for them to engage in productive work and more fully participate in society. The president's NFI will help ensure that Americans with disabilities can access the best technologies available today and that even better technologies will be available in the future.

Expanding Educational Opportunities for Americans With Disabilities

One of the president's first actions was to release his education reform plan to ensure that all children succeed in school so that no child is left behind. Recognizing that a quality education is the key to future success, it is the goal of this administration to expand educational opportunities for children and adults with disabilities. RSA received data from a longitudinal study (RTI forthcoming, a) funded by the state VR services program, which indicate a link between the reading level of individuals served by VR and their level of earnings. RSA is using these data to design projects that will provide evidence-based guidance to state VR agencies planning to provide literacy training to the individuals they serve.

Integrating Americans With Disabilities Into the Workforce

The president believes that Americans with disabilities should have every opportunity to realize their potential and participate fully in the economic marketplace. He is committed to the elimination of barriers to employment and the promotion of full access and integration into the community. Many of the initiatives described in this report correlate to this NFI goal.

Promoting Full Access to Community Life

In many specific areas individuals with disabilities are impeded from full participation in American society. Barriers remain, for instance, in homeownership, accessing polling places and private facilities, and community integration. The president is committed to removing these obstacles and helping individuals with disabilities realize the American dream.

One of the main objectives of this section of the NFI is the implementation of the *Olmstead* decision. In 1999, the Supreme Court decided in *Olmstead v. L.C.* (1999) that the ADA requires the placement of persons with disabilities in a community-integrated setting whenever possible. The court concluded that “unjustified isolation” is discrimination based on disability and a violation of the ADA. RSA’s Independent Living Branch within the Special Projects Division is working to implement the *Olmstead* decision.

As 2001 marked the beginning of the NFI, RSA spent most of FY 2001 in the early implementation phases of many projects designed to support the effort. RSA is committed to continuing to play an active role in seeing the promise of the NFI realized for all Americans with disabilities.

Up-to-date information about the NFI, including activities and progress, is available at: <http://www.whitehouse.gov/contact>.

PROMOTING COLLABORATION AMONG FEDERAL EMPLOYMENT PROGRAMS

Systemic collaboration among federal, state and local entities is needed on a national scale to remove barriers to employment for individuals with disabilities, coordinate efforts and combine resources. To that end, during FY 2001, RSA carried out a variety of activities designed to strengthen the link between the act and two important pieces of legislation: WIA and TWWIA. Administered by the U.S. Department of Labor (DOL) and the Social Security Administration (SSA), respectively, both pieces of legislation focus on increasing access to job training and employment, and breaking down institutional barriers among federal agencies addressing similar national employment issues and concerns.

The Workforce Investment Act

Under WIA, employment and training programs are coordinated in a unified statewide workforce investment system. The one-stop system established by WIA facilitates local level partner programs, such as the state VR program, to provide core services, coordinate common functions and share costs. Throughout FY 2001, RSA worked on several fronts to promote collaboration in the new workforce development system and facilitate effective implementation of WIA.

First, RSA collaborated with the DOL Employment and Training Administration (ETA) to ensure a strong federal link between the WIA-governed one-stop system and the VR program governed by the act. The ETA is the administrative entity responsible for oversight of programs under WIA that are funded through DOL. RSA engaged in a number of collaborative activities with ETA during FY 2001 to facilitate the participation of the VR program in the one-stop system, including the following:

- Conducting national, regional and state meetings to address WIA implementation, including national meetings sponsored by ETA to address findings contained in their report “Status of WIA Readiness Implementation” (U.S. Department of Labor 2001);
- Participating in training activities on the ETA regulations governing WIA implementation, published Aug. 11, 2000 (U.S. Department of Labor 2000);
- Continuing 11 systems-change grants for a total of \$4,926,649;
- Participating in ongoing meetings of the RSA-ETA Interagency Workgroup as the primary national forum for resolving WIA implementation issues;
- Participating on the federal WIA Partners Workgroup, a cross-departmental task force to identify and resolve WIA implementation issues; and

- Participating in the July 2001 ETA Joint Employment and Training Technology Conference as speakers to highlight the role of state VR agencies in providing services to individuals with disabilities and assistance to improve accessibility in the one-stop system.

During FY 2001, RSA also continued to provide guidance and direction to state VR agencies to ensure appropriate and effective VR participation in the workforce development system created by WIA. This included extensive reviews of state VR agency plans to determine compliance with federal requirements established under WIA. RSA also reviewed state VR agency policies, procedures and guidance governing implementation of WIA at the state and local level, and conducted an on-site review of at least one one-stop center in each state to assess the level of participation of the respective state VR agency.

In FY 2001, RSA monitoring reviews included interviews with VR program staff members working at or with one-stop centers, other staff members working at the centers, as well as individuals with disabilities served by the VR program at a center. RSA also reviewed the service records of individuals with disabilities receiving services at the one-stop centers focusing on eligibility, timeliness of service delivery, substantiality of services provided (i.e., whether the VR services contributed to the employment outcome of the individual) and the employment outcomes achieved by the individuals.

RSA monitoring findings revealed an increase in state VR agency participation in the one-stop centers as more VR agency personnel collocated at the centers. The presence of the state VR agency personnel at the centers has helped to improve the knowledge and awareness of the other one-stop partners regarding disability-related issues. State VR agency staff members are largely viewed as the experts on matters concerning disability and are relied upon to give advice on accessibility, the impact of disabling conditions, disability etiquette, reasonable accommodations, working with employers and how to provide informed choice to individuals with disabilities. In addition, the presence of state VR agency representatives on the state and local workforce investment boards as the primary spokespersons on issues regarding disability has resulted in a better understanding of the skills and capacities of individuals with disabilities and their potential value to employers looking for skilled and dependable workers.

Finally, in FY 2001, RSA conducted a variety of activities designed to educate its federal WIA partners on the needs of individuals with disabilities and how best to meet those needs. The agency advocated for individuals with disabilities in its interactions with the other federal WIA partners, and worked closely with those partners to increase the overall capacity of the one-stop system to provide efficient and effective services to individuals with disabilities.

The Ticket to Work and Work Incentives Improvement Act

The TWWIIA was established through the bipartisan efforts of the administration, Congress and the disability community. For individuals with disabilities who are SSI recipients or SSDI beneficiaries, TWWIIA provides: health care; employment preparation and placement services to reduce their dependency on cash benefits; Medicaid coverage needed to maintain employment; the option of maintaining Medicare coverage while working; and return-to-work tickets allowing them access to services. This landmark legislation modernizes the employment services system for people with disabilities and makes it possible for millions of Americans with disabilities to join the workforce without fear of losing their Medicare and Medicaid coverage. The legislation does this by creating new options and incentives for states.

The legislation also included the Ticket-to-Work Program, which enables individuals receiving SSI or SSDI benefits to obtain VR and employment services from their choice of participating public or private providers. Nationally, according to the U.S. General Accounting Office (GAO), there are about 2.3 million individuals with disabilities receiving SSI and SSDI who will get a ticket under TWWIIA between FY 2001 and FY 2003. State VR agencies have the option of participating in the Ticket-to-Work Program as an employment network. Services provided by state VR agencies participating in the Ticket-to-Work Program continue to be provided pursuant to the requirements set forth in Title I of the act. Under the ticket concept, providers (including the state VR agencies) are paid on an outcome or milestone basis linked to the employment of the beneficiary and the beneficiary's ongoing success. In FY 2001, SSA reimbursed a total of \$103,892,717 to the state VR services program for providing services to 8,208 SSDI beneficiaries and SSI recipients. While more than 64,000 SSDI and SSI beneficiaries exited the state VR services program after achieving an employment outcome in 2001, SSA only reimburses VR when an individual is terminated from receipt of cash benefits. Funds reimbursed to state VR agencies represent program revenue to the VR agency, which are then used to enhance the VR program and its services.

Throughout FY 2001, RSA worked with state VR agencies to commence implementation of the Ticket-to-Work program. Thirteen states participated in the first phase of the Ticket-to-Work implementation. In May 2001, RSA sponsored a training and technical assistance conference in Seattle, for the state VR agencies in those 13

The Purpose of TWWIIA

- To provide health care and employment preparation and placement services to individuals with disabilities that will enable those individuals to reduce their dependency on cash benefit programs
- To encourage states to allow individuals with disabilities to purchase Medicaid coverage necessary to enable such individuals to maintain employment
- To provide individuals with disabilities the option of maintaining Medicare coverage while working
- To establish a return-to-work ticket program that will allow individuals with disabilities to seek the services necessary to obtain and retain employment and reduce their dependency on cash benefit programs

states. Approximately 225 participants attended the training, and representatives from RSA, SSA, employment networks and the Ticket Advisory Panel (created to provide feedback on the Ticket-to-Work Program) were in attendance.

In addition, RSA worked closely with SSA to clarify the role of state VR agencies as employment networks and define how the cost reimbursement program might work under the new system. In FY 2001, RSA provided comments to SSA about the impact the proposed regulations implementing the Ticket-to-Work program could have on the VR program.

FOCUSING ON RESULTS TO IMPROVE PROGRAM OUTCOMES

During FY 2001, RSA continued to collect and analyze data that captured the extent to which program objectives are achieved. The intent is to use that information to define future priorities and areas of focus for RSA's programs. In this portion of the report, one primary effort is highlighted: ongoing implementation of Title I evaluation standards and performance indicators for the State VR Services Program,.

Title I Standards and Indicators Continue to Build Accountability

Near the end of FY 2000, RSA implemented Title I program evaluation standards and corresponding performance indicators to measure performance for the state VR services program stipulated in recent regulations (under authority of 29 U.S.C. 726(a), U.S. Department of Education 2000). The two evaluation standards are: Evaluation Standard 1—Employment Outcomes and Evaluation Standard 2—Equal Access to Services. A state VR agency must achieve successful performance on both evaluation standards, as determined by the corresponding performance indicators, each fiscal year. Of the six performance indicators for Evaluation Standard 1, three are designated as “primary indicators” (1.3, 1.4 and 1.5) because these indicators give evidence of an agency's achievement of the most effective employment outcomes, especially for individuals with significant disabilities. Evaluation Standard 2 has one performance indicator. The evaluation standards and their corresponding performance indicators are listed on the following page.

The evaluation standards and performance indicators are considered a crucial part of a comprehensive, integrated system of accountability for the State VR Services Program. The 1998 amendments require state VR agencies to use the Title I standards and indicators as a basis for developing goals and priorities. Each state VR agency must report to RSA at the end of each FY the extent to which it is in compliance with the standards and indicators. In the future, for those states that are found to be performing below the standards, RSA will provide technical assistance, conduct monitoring activities and work directly with the state VR agency to develop a program improvement plan outlining specific actions for the agency to improve program performance.

Title I Evaluation Standards and Performance Indicators

Evaluation Standard 1—Employment Outcomes. Each state VR agency must assist eligible individuals, including individuals with significant disabilities, to obtain, maintain or regain high-quality employment.

Performance Indicator 1.1: The number of individuals exiting the VR program who achieved an employment outcome (got a job) during the current performance period compared with the number of individuals exiting the VR program after achieving an employment outcome during the previous performance period.

Performance Indicator 1.2: Of all the individuals who exit the VR program after having received services, the percentage who are determined to have achieved an employment outcome.

Performance Indicator 1.3: Of all individuals determined to have achieved an employment outcome, the percentage that exit the VR program and enter into competitive, self-, or Business Enterprise Program (BEP, also known as the Vending Facility Program) employment with earnings equivalent to at least the minimum wage.

Performance Indicator 1.4: Of all individuals who exit the VR program and enter into competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage, the percentage who have significant disabilities.

Performance Indicator 1.5: The average hourly earnings of all individuals who exit the VR program and enter into competitive, self- or BEP employment with earnings levels equivalent to at least the minimum wage as a ratio of the state's average hourly earnings for all individuals in the state who are employed (as derived from the Bureau of Labor Statistics report on state average annual pay, U.S. Department of Labor 2002).

Performance Indicator 1.6: Of all individuals who exit the VR program and enter into competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage, the difference between the percentage who report their own income as the largest single source of economic support at the time they exit the VR program and the percentage who report their own income as the largest single source of support at the time they apply for VR services.

Evaluation Standard 2—Equal Access to Services. Each state VR agency must ensure that individuals from minority backgrounds have equal access to VR services.

Performance Indicator 2.1: This indicator is a ratio of the service rate for all individuals with disabilities from minority backgrounds to the service rate for all nonminority individuals with disabilities.

Fiscal Year 2001 Performance

At the close of FY 2001, RSA collected and analyzed data related to the Title I evaluation standards and performance indicators from each of the 80 state VR agencies. This includes 56 general/combined agencies, which are both agencies serving all individuals with disabilities in the state and agencies serving all individuals with disabilities except those who are blind or visually impaired; and 24 state agencies for the blind, which are agencies that provide services only for individuals who are blind or visually impaired. Due to the nature of the populations served, there are different performance expectations for general and combined agencies and for those agencies serving the blind and visually impaired.

The purpose of **Evaluation Standard 1—Employment Outcomes** is to emphasize high quality employment outcomes for individuals with disabilities, including those with the most significant disabilities. To meet Evaluation Standard 1 performance, VR agencies must pass at least four of the six performance indicators and two of the three primary performance indicators. In FY 2001, 68 of the 80 state VR agencies (48 general and combined agencies and 20 agencies serving individuals who are blind) passed Evaluation Standard 1.

Of the 68 agencies, nine state VR agencies met performance criteria on all six Evaluation Standard 1 performance indicators. Fifty-nine agencies failed some performance indicators but still met the overall Evaluation Standard 1 performance criteria. Some agencies may, for example, place a very high priority on serving individuals with the most significant disabilities and, as a result, not pass a particular performance indicator. The measurement system was designed to allow limited state flexibility in meeting this evaluation standard. Agencies failing one or more of the six performance indicators, but not failing the overall Evaluation Standard 1 criteria, are not required to participate in the intensive self-analysis and joint development of a Program Improvement Plan. However, these agencies will be involved in evaluating agency performance on Evaluation Standard 1 performance indicators as part of the annual RSA monitoring required by the act.

In FY 2001, 12 state VR agencies (eight general and combined agencies and four agencies serving individuals who are blind or visually impaired), failed Evaluation Standard 1. Failure on Evaluation Standard 1 can occur either by failing two of the three primary indicators or by failing three or more of the six Evaluation Standard 1 performance indicators.

Each agency that failed to meet the Evaluation Standard 1 criteria has its own pattern of good and poor performance on the six indicators. Likewise, each agency will have its own pattern of policies, resource utilization and other issues that may affect performance on the Evaluation Standard 1 indicators. To help identify the unique reasons for each agency's poor performance, RSA regional office staff and others who are involved in monitoring activities will be provided with a significant array of data, training and other monitoring guidance to work with the agency to identify key performance issues. RSA and

the state VR agency will then jointly develop a Program Improvement Plan that will lead to improved performance regarding Evaluation Standard 1.

The purpose of **Evaluation Standard 2—Equal Access to Services** is to increase access to VR services for unserved, underserved and nontraditional populations. Two factors are taken into consideration when calculating performance indicator 2.1. First, state VR agencies that served fewer than 100 individuals from minority backgrounds exiting the state VR services program are distinguished from state VR agencies that served 100 or more such individuals exiting the program. For the agencies that had 100 or more individuals from minority backgrounds exiting the program, the passing value is a ratio of .80 or higher. Conversely, state VR agencies that served fewer than 100 individuals from minority backgrounds exiting the state VR service program do not have to meet a specific ratio to satisfy Evaluation Standard 2.

In FY 2001, 53 of the 61 state VR agencies that had 100 or more individuals from minority backgrounds exiting the program satisfied the performance criteria for Evaluation Standard 2. Of those, 45 were general and combined VR agencies and eight were agencies serving the blind. Nineteen agencies had fewer than 100 individuals from minority backgrounds exiting the program. Of these agencies, five were general and combined agencies and fourteen were agencies for the blind.

State VR agencies that had 100 or more individuals from minority backgrounds exiting the program and that did not meet the required .80 ratio may still pass Evaluation Standard 2 by submitting a description of the policies they will adopt and the steps they will take to ensure that individuals with disabilities from minority backgrounds have equal access to VR services in the future. Agencies with fewer than 100 such individuals exiting the program must submit a similar description to pass Evaluation Standard 2.

A state-by-state breakdown of VR agency performance for both Title I evaluation standards is provided in Appendix A of this report.

A proposed third evaluation standard, **Evaluation Standard 3—Acquisition and Retention of Employment With Increases in Earnings**, is under development. In FY 2001, a Notice of Proposed Rulemaking (NPRM) regarding Evaluation Standard 3 and its corresponding performance indicators was disseminated for review within the Department of Education. The NPRM emulates the core indicators of employment identified in Section 136(b) of WIA, which call for participant entry into and retention in unsubsidized employment for a minimum period of time (six months) and evidence of customer satisfaction on the part of both employers and participants. A data collection package also was drafted to test the ability of state VR agencies to obtain unemployment insurance data that would be required to support the proposed evaluation standard.

FOSTERING INNOVATION IN THE VOCATIONAL REHABILITATION SYSTEM

During FY 2001, RSA sponsored or was directly involved in a number of projects designed to promote innovation in the delivery of VR services. Specific projects highlighted in this section of the report were designed to foster collaboration and partnership with other programs and agencies focused on employment, disseminate information and effective practices to improve VR service delivery, and introduce the use of technology to expand consumer choice and access to services.

Disseminating Innovative Solutions Throughout the VR Community

For 53 years, the Institute on Rehabilitation Issues (IRI) has been an important resource for developing and disseminating publications that address challenges to the VR program. The IRI represents a unique partnership between the federal government, state VR agencies, RSA Regional Rehabilitation Continuing Education Programs (RRCEPs) and persons served by the VR program. Representatives from each of these groups come together to debate the issues related to a specific topical area, and then develop a publication that can be used in training VR professionals and also as a technical assistance resource for the many stakeholders in the VR program. The IRI publications also are provided to rehabilitation counselor training programs, disability advocacy groups and other key stakeholders.

The IRI's primary purpose is to identify and discuss current issues of importance to the VR community and to develop documents that are published and disseminated nationally, including via the Internet. The IRI provides an effective forum for addressing concerns raised by VR professionals and stakeholders. The IRI can rapidly form workgroups to address issues and develop solutions. Innovative solutions are documented in IRI publications that are then disseminated by the IRI to the rehabilitation community. The IRI scholars are recognized at the IRI forum each year for their contribution to the field of rehabilitation literature and in improving the lives of individuals with disabilities.

IRI Topics Studied in 2001

- Distance Education: Opportunities and Issues for the Public Vocational Rehabilitation Program
- Investing in the Transition of Youth with Disabilities to Productive Careers
- TANF and Vocational Rehabilitation: Partnering for Employment Success

At the Twenty-Seventh National IRI Forum, held May 7–8, 2001 in Washington, D.C., three separate workgroups of experts discussed the topics shown in the box above. For example, RSA devoted one IRI study topic to the interplay between VR and the Temporary Assistance to Needy Families (TANF) program. TANF was the program

created under the 1996 welfare reform to address the employment needs of TANF eligible recipients with disabilities. Conservative estimates indicate that nearly 40 percent of TANF recipients have a hidden or undiagnosed disability. The IRI study topic, *TANF and Vocational Rehabilitation: Partnering for Employment Success*, explored ways in which the two programs can work together to best serve individuals with disabilities.

Promoting Innovation Through the National Vocational Rehabilitation Technical Assistance Center

The National Vocational Rehabilitation Technical Assistance Center (TA Center), established by RSA in 1998, funds projects for providing technical assistance to state VR agencies and the American Indian Vocational Rehabilitation Services Program grant recipients, as well as RSA-directed projects. Three of the projects funded through the TA Center in FY 2001 are highlighted below as examples of RSA efforts to promote innovation in the delivery of VR services. More information about the TA Center and the projects it funds is available at: <http://www.dtiassociates.com/RSA/projects.cfm>.

Needs Analysis for an Information Management System

The objective of this project was to design a departmentwide information management system that will meet all requirements of a state VR agency for data collection, statistical analysis, case management, and tracking and utilization of equipment and funds. The ultimate goal is to improve the agency's capacity to track, report and measure the results of service-delivery activities.

Major tasks performed in carrying out this project included: identifying the functions and tasks currently being performed using the existing system; identifying the functions for automation; integrating and prioritizing functions previously identified into a cohesive plan; identifying and evaluating the hardware, networking software and ancillary programs, which will define the operating environment; developing and comparing criteria by which to evaluate various platform options; and evaluating platforms with a view to choosing one.

The outcome of the project included a written plan encompassing the analysis of the VR agency's management needs and development of a software package for the new system.

Implementing Efficient and Effective Practices in the Budgetary Process

The objective of this project was to re-engineer and simplify the budgetary process of a state VR agency to ensure executive decisions are made on a timely and accurate basis. Research was conducted to gather sufficient and competent evidence to provide a thorough analysis of the various methodologies that the agency should utilize to

effectively, efficiently and equitably administer the budgetary process. To this end, the technical assistance provider completed an assessment of the agency's budgetary process along with recommendations for change.

The technical assistance provider researched both the internal and external environment in which the agency operates, reviewed the available raw data, converted it into meaningful information, and offered a thorough analysis on the various methodologies the agency could use to develop and implement a budgetary policy that is easy, equitable and consistently applied. Outcomes for this project included: an evaluation of agency fiscal practices; a determination of the effectiveness of the VR program in its efforts to maximize the use of federal and state funds; a comparison of agency standards and practices with those of other states; and conclusions and recommendations.

Improve State VR Agency Case Service Management

The objective of this project was to improve a particular state VR agency's capability in predicting case service expenditures under Order of Selection whereby those with the most needs are served first. Under Order of Selection the agency found it difficult to anticipate the demand for services and to estimate case service costs in a way to ensure maximum use of the available resources. The agency also sought to enhance its financial tracking system as part of the effort. The technical assistance provider analyzed the VR agency's current financial management system, and provided a specific course of action and a model for the improved tracking and predictive capability. The provider also identified and analyzed relevant software for compatibility with the VR agency's current system.

With better tracking of client statistics, this state VR agency increased its ability to benefit the greatest number of VR clients possible. Two specific outcomes resulted from the project: more accurate tracking of case service expenditures and related costs with increased assurance that the information is valid and understandable, and increased capability to predict case service costs, allowing the agency to better plan uses of its financial resources under the Order of Selection parameters.

Programs Under The Rehabilitation Act

Programs Under The Rehabilitation Act

RSA funds directly or supports through partnerships with other federal and nonfederal agencies, a wide variety of initiatives or programs that fall under the act. The act also authorizes a variety of provisions focused on rights, advocacy and protections for individuals with disabilities. For the purpose of this report, these initiatives, programs and activities are organized into five major areas. Within each area, the report provides a description of the discrete program, initiative or activity. Each description includes a budget allocation for FY 2001 and a reporting of major outcomes and accomplishments. Programs, organized by these areas, are:

Employment Programs

- Vocational Rehabilitation Services Program
- Supported Employment Services Program
- American Indian Vocational Rehabilitation Services Program
- Demonstration and Training Program
- Migrant and Seasonal Farmworkers Program
- Projects With Industry
- Business Enterprise Program

Independent Living and Community Integration

- Independent Living Services Program
- Centers for Independent Living Program
- Independent Living Services for Older Individuals Who Are Blind
- Recreational Programs

Technical Assistance, Training and Support

- Program Improvement
- Capacity Building for Traditionally Underserved Populations
- Rehabilitation Training Program

Evaluation, Research and Information Dissemination

- Program Evaluation
- *American Rehabilitation Magazine*
- Information Clearinghouse
- National Institute on Disability and Rehabilitation Research

Advocacy, Enforcement and Compliance

- Client Assistance Program
- Protection and Advocacy of Individual Rights
- Employment of People With Disabilities
- Architectural and Transportation Barriers Compliance Board
- Electronic and Information Technology
- Employment under Federal Contracts
- Nondiscrimination under Federal Grants and Programs
- National Council on Disability

EMPLOYMENT PROGRAMS

RSA administers seven programs whose overall goal is to assist individuals with disabilities to prepare for, obtain, maintain or advance in employment. These employment programs either directly or indirectly provide VR and related services to individuals with disabilities. Two of these programs, the Vocational Rehabilitation Services Program and the Supported Employment Services Program, are formula grant programs. The American Indian Vocational Rehabilitation Services, Demonstration and Training, the Migrant and Seasonal Farmworkers and the Projects With Industry programs are discretionary grant programs that make competitive awards for up to a five-year period. RSA also provides oversight of the Business Enterprise Program operated by state VR agencies for individuals who are blind or visually impaired. Each of these programs is described below.

Vocational Rehabilitation Services Program Authorized Under Sections 100-111 of the Act Managed by the Program Administration Division of RSA

The Vocational Rehabilitation Services Program assists states in operating a VR program as an integral part of a coordinated, statewide workforce investment system. The program is designed to provide VR services to individuals with disabilities so they may prepare for and engage in gainful employment consistent with their strengths, priorities, concerns, abilities, capabilities, interests and informed choice.

**FY 2001 Federal Funding
\$2,375,792,000**

This formula grant program provides financial assistance to states to cover the cost of direct services and program administration. An allotment formula that takes into account population and per capita income is used to distribute funds among the states, the District of Columbia, the territories of the Virgin Islands, Guam, American Samoa, and the Commonwealths of Puerto Rico and the Northern Mariana Islands. Grant funds are administered by VR agencies designated by each state. All 56 states and territories have VR agencies. Twenty-four states also have separate agencies serving individuals who are blind or visually impaired.

Each state works toward establishing a seamless service delivery system that can provide uninterrupted services to eligible individuals. For that purpose, state VR agencies establish collaborative relationships and partnerships with a broad spectrum of public agencies and the private sector to improve the efficiency and effectiveness of services.

The state VR services program is committed to assisting each consumer to achieve the best outcome possible. To that end, RSA has continued to emphasize high quality

employment outcomes and increased services to individuals with significant disabilities. More than 80 percent of the people who use state VR services have significant physical or mental disabilities that seriously limit their functional capacities to achieve or maintain employment. These individuals often require multiple services over an extended period of time. For them, the state VR services program is indispensable to becoming employed and reducing reliance on public support.

Nationwide, state VR agencies employ more than 11,000 professional VR counselors who help individuals with disabilities prepare a plan for employment and obtain services necessary to achieve an employment outcome. The program may provide a variety of services, such as vocational evaluation, counseling, training, job placement, mental and physical restoration, education, rehabilitation technology and supported employment services. These services help individuals with disabilities maximize their employability, economic self-sufficiency and overall independence.

In FY 2000, RSA implemented program evaluation standards and performance indicators for the VR program, as required by the 1998 amendments. The standards and indicators are considered a crucial part of a comprehensive, integrated system of accountability for the VR program. The section, "Focusing on Results to Improve Program Outcomes," beginning on Page 21 of this report, provides a more detailed discussion of the evaluation standards and performance indicators.

During the FY 2001 reporting period, RSA collected and analyzed data related to Evaluation Standards 1 and 2 and their corresponding indicators from all 80 state VR agencies. Table 1 on the following page presents a breakdown of state VR agency performance with regard to each of the performance indicators developed for **Evaluation Standard 1—Employment Outcomes** and **Evaluation Standard 2—Equal Access to Services**.

Table 1. State Vocational Rehabilitation Agency Performance on Employment Outcomes and Equal Access to Services by Type of Agency and Performance Indicators, Fiscal Year 2001

Evaluation Standard 1—Employment Outcomes

Performance Indicators	General/Combined VR Agencies ^a		VR Agencies Serving the Blind ^b	
	Pass ^c	Fail	Pass	Fail
1.1 Change in Employment Outcome ^d	26	30	14	10
1.2 Percent of Employment Outcomes After Services ^e	42	14	18	6
1.3 Percent of Employment Outcomes in Competitive Employment ^f	51	5	22	2
1.4 Percent of Competitive Employment Outcomes of Individuals With Significant Disabilities	53	3	19	5
1.5 Ratio of Competitive Employment Earnings to State Average Weekly Wage ^g	37	16	19	5
1.6 Percent of Difference in Earnings as Primary Source of Support at Competitive Employment Outcome as Opposed to Time of Application ^h	45	11	16	8

Evaluation Standard 2—Equal Access to Services

Performance Factors	General/Combined VR Agencies	VR Agencies Serving the Blind
Ratio of .80 or Higher ⁱ	45	8
Ratio of Less than .80	6	2
Fewer than 100 Individuals From Minority Backgrounds Exiting the State VR Services Program ^j	5	14

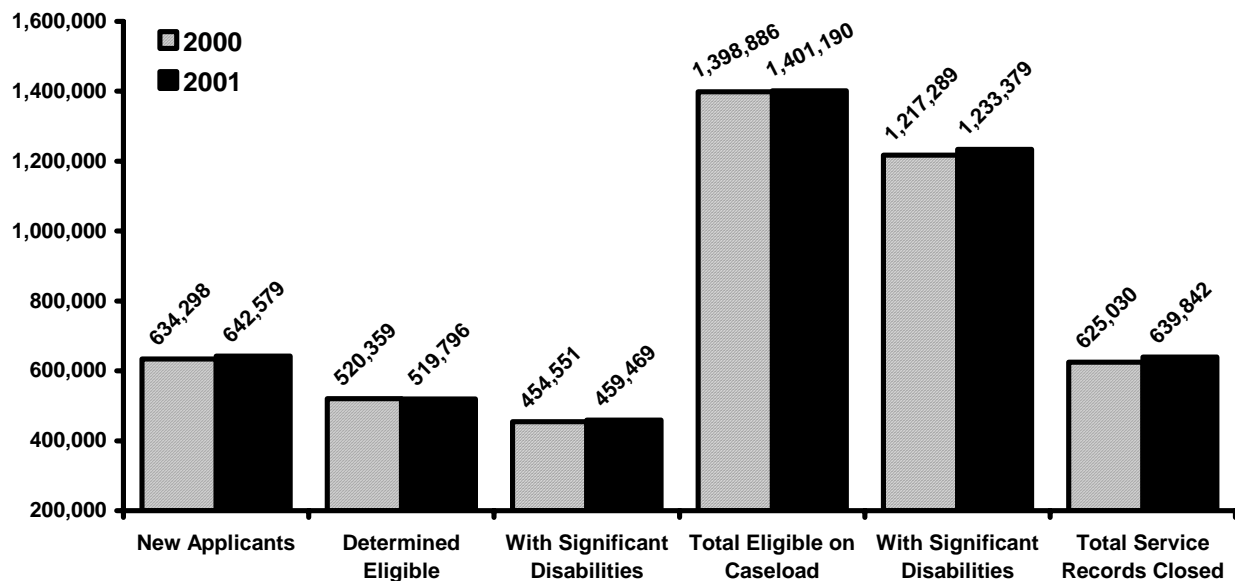
Source: U.S. Department of Education 2001b.

- ^a Agencies serving persons with various disabilities as well as providing specialized services to persons who are blind and visually impaired.
- ^b Agencies in certain states providing specialized services to blind and visually impaired persons.
- ^c To pass standard 1, agencies must pass at least 4 of the 6 performance indicators and 2 of the 3 primary performance indicators.
- ^d The number of individuals exiting the VR program securing employment during the current performance period compared with number of individuals exiting the VR program employed during the previous performance period.
- ^e Percent of those who have received employment outcomes after provision of VR services.
- ^f Percent of those exiting the VR program who obtained employment with earnings equivalent to at least the minimum wage.
- ^g No state wage data exists for Guam, Northern Mariana Islands and American Samoa. Therefore, Indicator 1.5 cannot be computed for these VR agencies.
- ^h Time frame from application for VR services to exiting the program with competitive employment.
- ⁱ For agencies that had 100 or more individuals from minority backgrounds exiting the program, the passing value is a ratio of .80 or higher.
- ^j Conversely state VR agencies that served fewer than 100 individuals from minority backgrounds exiting the VR program do not have to meet a specific ratio to satisfy standard 2.

A state-by-state breakdown of VR agency performance for both evaluation standards is provided in Appendix A of this report.

In FY 2001, RSA also collected and analyzed data submitted by state VR agencies in the *Quarterly Cumulative Caseload Report (Form RSA-113)* (U.S. Department of Education 2001c) and *Case Service Report (RSA 911)* (U.S. Department of Education 2001b). As Figure 2 shows, data collected in the RSA-113 report indicate that more than 640,000 individuals with disabilities applied for VR services in FY 2001. Of those, state VR agencies determined that 81 percent of the applicants were eligible for VR services. The remaining 19 percent constitutes individuals who were either deemed ineligible or did not complete the eligibility determination process.

Figure 2. Vocational Rehabilitation Program Caseload, Fiscal Years 2000 and 2001



Source: U.S. Department of Education 2001c.

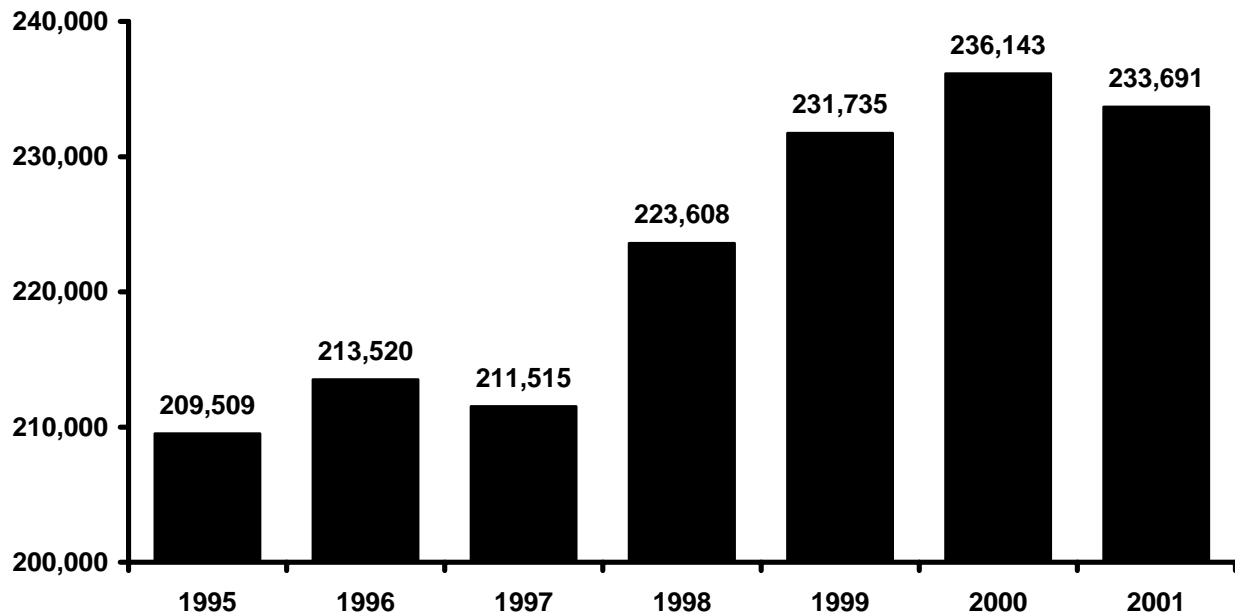
The number of individuals with significant disabilities determined eligible for VR services also increased from 454,551 in FY 2000 to 459,469 in FY 2001. They represented 88 percent of individuals with disabilities determined eligible for VR services in FY 2001. In that same year, of those individuals found ineligible for VR services, 2,968 individuals were determined too significantly disabled to benefit from VR services.

In FY 2001, state VR agencies provided services to more than 1.4 million individuals. In that same year, the number of individuals with significant disabilities who received services increased to 89 percent of all individuals receiving services.

Success in the rehabilitation of individuals with disabilities is reflected in data from the *Quarterly Cumulative Caseload Report* provided in Figure 3 below. Figure 3 shows the number of individuals who achieved an employment outcome after receiving services

through the VR Services Program from fiscal years 1995 through 2001. The number of persons with disabilities placed in jobs rose in every fiscal year from 1995 to 2001, except for small declines in fiscal years 1997 and 2001. In FY 2001, 233,691 individuals obtained an employment outcome. The slight decline in FY 1997 was followed by continued growth in subsequent years.

Figure 3. Number of Individuals With Disabilities Achieving Employment, Fiscal Years 1995–2001



Source: U.S. Department of Education 2001c.

Success in the rehabilitation of individuals with significant disabilities is reflected in data provided in Table 2 on the following page. The number of individuals with significant disabilities who gained employment after receiving at least one VR service and leaving the state VR services program increased each fiscal year since FY 1995. In that year, individuals with significant disabilities represented 76 percent of all individuals with disabilities who obtained jobs after receiving VR services. By FY 2001, 88 percent of individuals who obtained jobs after receiving VR services were individuals with significant disabilities.

Table 2. Number and Percentage of Individuals Obtaining Employment After Exiting Vocational Rehabilitation by Level of Disability, Fiscal Years 1995 – 2001

Fiscal Year	Individuals With Significant Disabilities ^a	Individuals Without Significant Disabilities	Percent With Significant Disabilities
1995	159,138	50,371	76.0
1996	165,686	47,834	77.6
1997	168,422	43,093	79.6
1998	184,651	38,957	82.6
1999	196,827	34,908	84.9
2000	205,444	30,699	87.0
2001	205,706	27,985	88.0

Source: U.S. Department of Education 2001c.

^a The program regulations at 34 CFR Section 361.5(b)(31) defines an individual with a significant disability as an individual with a disability

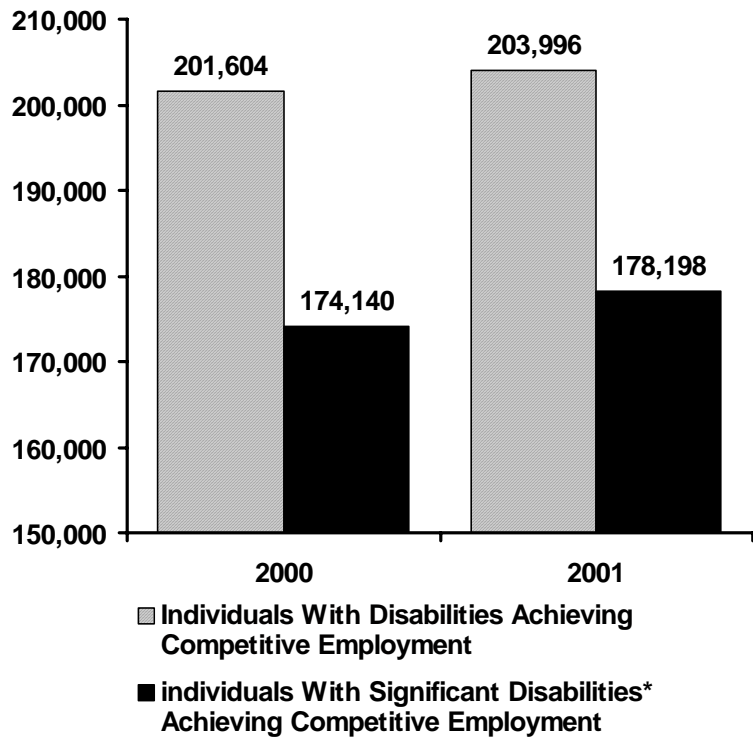
- (i) Who has a severe physical or mental impairment that seriously limits one or more functional capacities (such as mobility, communication, self-care, self-direction, interpersonal skills, work tolerance or work skills) in terms of an employment outcome;
- (ii) Whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time; and
- (iii) Who has one or more physical or mental disabilities resulting from amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, respiratory or pulmonary dysfunction, mental retardation, mental illness, multiple sclerosis, muscular dystrophy, musculo-skeletal disorders, neurological disorders (including stroke and epilepsy), spinal cord conditions (including paraplegia and quadriplegia), sickle cell anemia, specific learning disability, end-stage renal disease, or another disability or combination of disabilities determined on the basis of an assessment for determining eligibility and vocational rehabilitation needs to cause comparable substantial functional limitation.

In addition, since 1992 the state VR services program realized an increase in competitive employment outcomes. As Figure 4 shows, the number of individuals, including those with significant disabilities, achieving competitive employment increased in fiscal years 1999, 2000 and again in FY 2001. Program regulations defined competitive employment as employment in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting. In a competitive employment environment, an individual with a disability is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled. In FY 2001, there was also an increase in the number of individuals who obtained jobs in competitive employment with medical benefits. In that year, more than 123,000 individuals got competitive jobs with medical benefits, over 111,000 of who were individuals with significant disabilities.

In the agency's ongoing efforts to promote continuous quality improvement, each year RSA monitors selected focus areas to determine the level of implementation of certain requirements and national initiatives, and to assess the nature and scope of technical assistance needed by state VR agencies. In FY 2001, RSA focused its monitoring efforts on:

- State VR program participation in one-stop centers and the impact on eligible individuals with disabilities to determine the nature and scope of the benefit of VR agencies' participation in these centers with regard to assisting individuals with disabilities, particularly those with significant disabilities, to achieve high-quality employment outcomes;
- Evaluation standards and performance indicators to assess how well state VR agencies are fulfilling their mandate to empower individuals with disabilities, particularly those with significant disabilities, to achieve high-quality employment outcomes;
- A comprehensive system of personnel development to make certain that state VR agencies have in place personnel standards to ensure that staff are qualified and action steps to ensure all staff will meet those standards; and
- Eligibility of individuals for VR services to ensure that VR agencies are appropriately applying the statutory and regulatory provisions relating to VR program eligibility, particularly with respect to implementing the presumption of eligibility requirements for SSDI beneficiaries and SSI recipients.

Figure 4. Number of Individuals Achieving Competitive Employment by Degree of Disability, Fiscal Years 2000 and 2001



Source: U.S. Department of Education 2001b.
* See footnote a in Table 2.

Information gathered during RSA's monitoring efforts is used to initiate future priorities, technical assistance and guidance to states.

A more detailed, state-by-state breakdown of information regarding the state VR services program employment outcomes for FY 2001 as compared to FY 2000 has been provided in Appendix B of this report. Additional information is also available by calling the RSA Basic State Grants Branch at (202) 245-7258.

**Supported Employment Services Program
Authorized Under Sections 621–628 of the Act
Managed by the Program Administration Division of RSA**

The Supported Employment Services Program was developed to assist in the transition of persons with mental retardation and other disabilities into a work setting through the use of on-site job coaches and other supports. Under this program, state VR agencies provide ongoing support services needed by individuals with significant disabilities to maintain supported employment, including periodic monitoring at the work site, from the time of job placement until transition to extended services.⁶

**FY 2001 Federal Funding
\$38,152,000**

State VR agencies also collaborate with appropriate public and private nonprofit organizations to provide supported employment services. State VR agencies provide individuals with disabilities time-limited services for a period not to exceed 18 months, unless both the individual and VR counselor agree that special circumstances require a longer period to achieve an employment outcome and that agreement is reflected in the IPE. Once this period has ended, the state VR agency must arrange for extended services to be provided by other appropriate state agencies, private nonprofit organizations or other sources for the duration of that employment.

An individual's potential need for supported employment must be considered as part of the assessment to determine eligibility for the VR Services Program. The requirements pertaining to individuals with an employment goal of supported employment are the same in both the Title I VR Services Program and the Title VI-B Supported Employment Services Program. A state VR agency may fund an individual's supported employment services solely with a state VR services (Title I) grant, or alternatively, it may fund the cost of such services in whole or in part with a state supported employment services (Title VI-B) grant. Title VI-B supported employment funds may be used only to provide supported employment services and are essentially used to supplement Title I funds.

Data from the FY 2001 *Case Service Report* (RSA 911) (U.S. Department of Education 2001b) show that 36,330 individuals whose cases were closed that year after receiving

⁶ Program regulations at 34 CFR Section 361.5(b)(20) define "extended services" as ongoing support services and other appropriate services that are needed to support and maintain an individual with a most significant disability in supported employment and that are provided by a state agency, a private nonprofit organization, employer or any other appropriate resource, from funds other than funds received under this part and 34 CFR Part 363 after an individual with a most significant disability has made the transition from support provided by the designated state unit.

services had a goal of supported employment. About 66 percent of those individuals obtained an employment outcome. The data also show that 10,588 individuals received funding for supported employment services solely under the Title I state VR services program and 13,236 received funding for supported employment services through the Title VI-B supplement. These numbers do not include those individuals who were still receiving supported employment services at the close of FY 2001.

RSA data also demonstrate that in FY 2001, more than 75 percent of individuals receiving funding for supported employment services through the Title VI-B obtained a supported employment outcome. Of those individuals who obtained other types of employment outcomes, more than 7 percent were employed in a nonintegrated employment setting, such as extended employment.

Some individuals with an initial goal of supported employment achieved an outcome other than this, such as competitive employment. In FY 2001, 78 percent of individuals with a supported employment goal, including consumers who received support for such services under both Title I and Title VI-B, achieved a competitive employment outcome.

As state VR agencies serve an increasing number of individuals with significant disabilities, the number of individuals receiving supported employment services will likely continue to increase.

**American Indian Vocational Rehabilitation Services Program
Authorized Under Section 121 of the Act
Managed by the Special Projects Division and
The Program Administration Division of RSA**

The American Indian Vocational Rehabilitation Services Program (AIVRS) provides grants to governing bodies of Indian tribes to deliver vocational rehabilitation services to American Indians with disabilities that live on or near federal or state reservations. The term "reservation" includes Indian reservations, public-domain Indian allotments, former Indian reservations in Oklahoma, and land held by incorporated Native groups, regional corporations and village corporations under the provisions of the Alaska Native Claims Settlement Act.

**FY 2001 Federal Funding
\$23,998,000**

Awards are made through competitive applications for a period of up to five years to provide a broad range of VR services, including, where appropriate, services traditionally used by Indian tribes, designed to assist American Indians with disabilities to prepare for and engage in gainful employment. Applicants are to assure that the broad scope of rehabilitation services provided shall be, to the maximum extent feasible, comparable to the rehabilitation services provided by the state VR agencies, and that effort will be made to provide VR services in a manner and at a level of quality comparable to those services provided by the state agencies.

Table 3. Number of Grants Funded in the American Indian Vocational Rehabilitation Services Program, Fiscal Years 1996–2001

Fiscal Year	Total Grants
1996	35
1997	39
1998	47
1999	53
2000	64
2001	66

Source: U.S. Department of Education 2001d.

The AIVRS program is supported by funds allocated under Section 110 of Title I, Part B of the act and reserved by the RSA commissioner. An increase in the amount of funds allocated to the program has in turn increased the number of grants awarded and the number of individuals served. As Table 3 shows, the number of grants rose from 35 in 1996 to 66 in FY 2001.

In addition, the 1998 amendments increased the grant period from three years to five years, providing more program stability. Over 88 percent of the tribal VR agencies' staff are American Indians serving their own people.

As Table 4 shows, the number of American Indians with disabilities achieving employment outcomes more than doubled from 530 in FY 1997 to 1,088 in FY 2001. In addition, the percentage of American Indians with disabilities, receiving services through the program and achieving an employment outcome increased from 57 percent in FY 1998 to 65 percent in FY 2001.

Technical assistance to the tribal VR projects is provided from a variety of sources, including: RSA, state VR agencies, Regional Continuing Education Programs (RCEP), NIDRR and its grantees, and the capacity-building grantees funded under Section 21 of the act. The tribal VR project staff, for example, is building strong relationships with state VR agency staff that are promoting cross training. State VR agencies are training the tribal VR staff on service delivery techniques, and the tribal project staff is providing training on services designed for diverse cultures. As another example, the technical assistance network sponsors annual conferences for the AIVRS projects, focusing on training and networking. Other grantees funded under the act participate in the conferences as both trainers and learners, further promoting strong partnerships within the program and among RSA grantees.

Table 4. Number of American Indians With Disabilities Achieving Employment, Fiscal Years 1997–2001

Fiscal Year	Number Served	Number Exiting After Receiving Services but Not Achieving Employment	Number Achieving Employment
1997	2,617	289	530
1998	3,243	449	598
1999	3,186	431	678
2000	4,148	579	951
2001	4,473	595	1088

Source: U.S. Department of Education 2001d.

RSA continues monitoring tribal VR projects, but has changed its monitoring strategy from the conduct of on-site reviews to the provision of self-assessment tools designed to assist tribal projects to identify issues and needs requiring training and technical assistance. In FY 1999, RSA awarded a two-year study to initiate the first comprehensive evaluation of the AIVRS program. The study was designed to examine consumer characteristics, services provided, outcomes and management of the AIVRS program. The study also compared the performances of the AIVRS program to the state VR services program. Findings of the study, planned for a December 2002 completion, will then be used to assist RSA in evaluating program performance and developing appropriate strategies for program improvement.

Demonstration and Training Program Authorized Under Section 303 of the Act Managed by the Special Projects Division of RSA

The Demonstration and Training Program provides competitive grants to or contracts with eligible entities to expand and improve the provision of rehabilitation and other services authorized under the act. Sections 303(a), (c) and (d) of the act authorize demonstration projects designed specifically to increase client choice in the rehabilitation process, make information and training available to parents of individuals with disabilities and provide Braille training. Section 303(b) of the act authorizes the support of projects that provide activities to demonstrate and implement methods of service delivery for individuals with disabilities. Other types of projects authorized under this section include activities such as technical assistance, systems change, special studies, and evaluation and dissemination and utilization of findings from successful, previously funded projects. A number of projects funded under this section of the act are designed to expand and improve services to individuals with disabilities, including those individuals who were unserved or underserved by programs under the act. In addition, seven congressionally mandated projects were funded.

**FY 2001 Federal Funding
\$21,092,000**

Entities eligible for grants under Section 303(b) include state VR agencies, community rehabilitation programs, Indian tribes or tribal organizations, or other public or nonprofit agencies or organizations. Competitions may be limited to one or more types of entities. The program supports projects for up to 60 months. During that period, each project provides comprehensive services that can demonstrate the application of innovative procedures leading to the successful achievement of employment outcomes.

The long-term impact of Section 303(b) projects that successfully completed their final year, as demonstrated by projects that concluded during the reporting period, include changing the way rehabilitation services are delivered by community-based programs and state VR agencies in meeting the needs of underserved populations or underserved areas. Projects have been successful in creating intensive outreach and rehabilitation support systems including benefits counseling, career development and job placement assistance.

Under Section 303(b), two new technical assistance centers that reach out to traditionally underserved populations were funded in FY 2001 to provide technical assistance leading to employment outcomes. This funding brought the number of these centers to three, with one receiving continuation funding.

Five new systems change projects were funded under Section 303(b) in FY 2001, to bring the total number of projects up to eleven. These projects are designed to identify and eliminate barriers to competitive employment. Ten new model demonstration projects were also funded under Section 303(b) in FY 2001, with nineteen projects receiving continuation funding.

In FY 2001, the Demonstration and Training Program continued the use of the Web-based performance report protocol that was put into place in FY 2000. This report collects data from projects funded under Section 303(b) of the act. Of those projects that had job placement as a goal, the report shows a total of 827 job placements were obtained in the model demonstration program and 775 job placements were obtained through systems change grants in FY 2001. A total of 1,602 job placements, therefore, occurred through those program activities in that same year.

Migrant and Seasonal Farmworkers Program Authorized Under Section 304 of the Act Managed by the Special Projects Division of RSA

The Migrant and Seasonal Farmworkers Program makes comprehensive VR services available to migrant and seasonal farmworkers with disabilities. Projects under the program develop innovative methods for reaching and serving this population. Emphasis is given in these projects to outreach, specialized bilingual rehabilitation counseling and coordination of VR services with services from other sources. Projects provide VR services to migrant and seasonal farmworkers and to members of their families when such services will contribute to the rehabilitation of the worker with a disability.

**FY 2001 Federal Funding
\$2,350,000**

The program is administered in coordination with other programs serving migrant and seasonal farmworkers, including those under Title I of the Elementary and Secondary Act of 1965, Section 330 of the Public Health Service Act, the Migrant and Seasonal Agricultural Worker Protection Act, and the Workforce Investment Act. In addition, RSA participates as a member of the federal Interagency Committee on Migrants to share information and develop strategies to improve the coordination and delivery of services to this population.

Projects funded in FY 2001 trained migrant and seasonal farmworkers with disabilities to develop other skills that can be applied outside the agricultural area to increase their

chances of entering new occupations. In addition, collaborations of funded projects and employers created opportunities for on-the-job training and job placement.

For program participants who wish to continue doing farm work, but have medical or other problems that prevent them, Migrant and Seasonal Farmworkers Program projects use VR resources to provide them with medical and other services necessary to return to work. These services have contributed significantly to the attainment of employment outcomes for participants.

Projects With Industry Authorized Under Sections 611–612 of the Act Managed by the Special Projects Division of RSA

The Projects With Industry (PWI) program creates and expands job and career opportunities for individuals with disabilities in the competitive labor market by engaging the participation of business and industry in the VR process. PWI projects promote the involvement of business and private industry through Business Advisory Councils (BAC) that identify jobs and careers available in the community and provide advice on appropriate skills and training for program participants. BACs are required to identify job and career availability within the community, consistent with the current and projected local employment opportunities identified by the local workforce investment board for the community under WIA.

FY 2001 Federal Funding
\$22,071,000

PWI grants may be made to a variety of agencies and organizations, including employers, community rehabilitation programs, labor organizations, trade associations, Indian tribes, tribal organizations, designated state units and foundations. Grants are awarded for a period of up to five years and the federal share may not exceed 80 percent of the total cost of a project. To the extent practicable, new awards are made to projects proposing to serve geographic areas that are currently unserved or underserved by the PWI program.

PWI grantees must provide to RSA an annual evaluation of project operations in accordance with established program evaluation standards and compliance indicators. Specifically, there are seven standards to evaluate the performance of a PWI grant.

Evaluation Standard 1: The primary objective of the project must be to assist individuals with disabilities to obtain competitive employment. The activities carried out by the project must support the accomplishment of this objective.

Evaluation Standard 2: The project must serve individuals with disabilities that impair their capacity to obtain competitive employment. In selecting persons to receive services, priority must be given to individuals with significant disabilities.

Evaluation Standard 3: The project must ensure the provision of services that will assist in the placement of individuals with disabilities.

Evaluation Standard 4: Funds must be used to achieve the project's primary objective at minimum cost to the federal government.

Evaluation Standard 5: The project's advisory council must provide policy guidance and assistance in the conduct of the project.

Evaluation Standard 6: Working relationships, including partnerships, must be established with agencies and organizations to expand the project's capacity to meet its objectives.

Evaluation Standard 7: The project must obtain positive results in assisting individuals with disabilities to obtain competitive employment.

The PWI program also established compliance indicators to measure grantee performance. Initially nine categories of compliance indicators were developed with each category having a range of points assigned according to how well each indicator was met. In FY 2000, the program implemented new regulations that materially changed the compliance indicators. The new regulations reduced the number of indicators to five. There are now two primary compliance indicators and three secondary indicators. The two primary compliance indicators measure placement rate and change in earnings. The three secondary compliance indicators measure the percentage placed who have significant disabilities, percentage placed who were previously unemployed and average cost per placement. The regulations also eliminated the point system and introduced a pass/fail system so that each grantee must pass both of the primary indicators and at least two of the three secondary indicators.

In order to receive continuation funding for the third and subsequent years, PWI grantees must demonstrate compliance indicators have been met by submitting data for the most recent complete project year. If a grantee fails a primary indicator or more than one secondary indicator of the previous project year's data, the grantee is placed on probation and given an opportunity to demonstrate compliance with the compliance indicators by submitting data from the first six months of the current project year in order to pass the necessary indicators. For example, in order to receive continuation funding for the third year, the grantee must submit the compliance indicator report for the first year. This report is due two months into the second year. If the grantee fails the first year, then the grantee is placed on probation and given an additional four months (to total six months) to demonstrate compliance for the second year.

Table 5 presents selected performance information for the PWI program for fiscal years 2000 and 2001. In FY 2001, the percentage of individuals who were placed into employment by the program was 63 percent, representing an increase over the FY 2000 level of performance. PWI projects also reported that 86 percent of individuals served and 88 percent of individuals placed were individuals with significant disabilities;

71 percent of individuals served and 76 percent of individuals placed had been unemployed at least six months at the time of project entry. As the table demonstrates, both the percentage of persons placed who have significant disabilities and the percentage of persons placed that were previously unemployed for at least six months of the project entry increased in FY 2001.

**Table 5. Selected Performance Measures for the Projects With Industry Program
Fiscal Years 2000 and 2001**

Performance Measure	FY 2000	FY 2001
Total Projects Funded	99	102
Total Persons Served	13,083	11,585
Percentage of Individuals With Significant Disabilities Served ^a	87%	86%
Percentage Served Who Were Unemployed Six Months or More	72%	71%
Percentage of Total Persons Placed in Employment	62%	63%
Average Cost per Placement ^b	\$2,676	\$3,689
Percentage of Individuals With Significant Disabilities Placed in Employment	86%	88%
Placement Rate of Individuals With Significant Disabilities	62%	64%
Percentage of Previously Unemployed Individuals Placed in Employment	71%	76%
Placement Rate of Previously Unemployed Individuals	61%	67%

Source: U.S. Department of Education 2001e.

^a See Table 2, footnote a, for definition of individuals with significant disabilities

^b Includes federal and nonfederal funds.

Table 5 also shows that the actual number of individuals served under the PWI Program decreased from 13,083 in FY 2000 to 11,585 in FY 2001. However, the percentages of the various categories as compared to the number of persons served or placed has remained fairly constant with no more than a 5 percent change in any one area, except for the cost per placement. The cost per placement increased from \$2,676 in FY 2000 to \$3,689 in FY 2001.

There are a variety of reasons for the increase in cost per placement and the decreases in the actual numbers of persons with disabilities assisted under this program. One significant contributing factor was the changes made to the PWI program regulations that went into effect in FY 2001. The regulations materially changed the compliance indicators that measure grantee performance in key areas. As outlined on the previous page, under the new rules, two compliance indicators are designated as “primary”

(placement rate and change in earnings) and three compliance indicators are designated as “secondary” (percentage placed who have significant disabilities, percentage placed who were previously unemployed, and average cost per placement). All projects must meet the minimum performance levels on the two primary compliance indicators and any two of the three secondary compliance indicators to qualify for continued funding.

In addition, the Department of Education had funded several grants under an invitational priority to primarily assist persons with disabilities that met the welfare-to-work criteria. In FY 2001, more individuals who have never been employed and were long-term welfare recipients were recruited and served than in previous years. This population required longer-term pre-employment assistance, such as job readiness training, and often multiple employments before a placement was achieved, thereby driving up costs per placement.

Table 6. Selected Output Measures for the Projects With Industry Program by Project Type, Fiscal Years 2000 and 2001

	FY 2000	FY 2001
Continuation Projects	\$19,452,574	\$21,291,736
Number	89	100
Average Award	\$218,568	\$212,917
New Projects	\$2,292,117	\$558,554 ^a
Number	12	2
Average Award	\$191,010	\$182,871
Peer Review ^b	\$105,599	\$0 ^c
Minority Outreach ^d	\$220,710	\$220,710
Total Funding	\$22,071,000	\$22,071,000
Total Projects	101	102

Source: U.S. Department of Education 2001f.

^a One of two grants received two years of funding.

^b A review by panel(s) of peer experts in the field who make recommendations concerning funding.

^c New projects were funded from the FY 2000 competition slate.

^d Focused efforts to include and actively recruit persons of minority background as applicants.

In order to continue to improve program outcomes in the provision of PWI services to individuals with the most need, RSA will work with other federal agencies to provide opportunities for PWI grantees to identify and exchange information. The agency will also provide technical assistance to PWI grantees experiencing difficulty complying with the evaluation standards. Table 6 presents selected output measures for FYs 2000 and 2001.

Business Enterprise Program
Authorized Under Section 103(b) of the Act
Managed by the Blind and Visually Impaired Division of RSA

The Business Enterprise Program (BEP) is authorized under Section 103(b) of the act. Section 103(b) stipulates that VR services, when provided to groups, can include management, supervision and other services to improve businesses operated by significantly disabled individuals. Under the BEP program, state VR agencies can use funds under the state Vocational Rehabilitation Services Program to support the Vending Facility Program, which is authorized under the Randolph-Sheppard Act. The original intent of the Randolph-Sheppard Act was to enhance employment opportunities for blind individuals who are trained and licensed to operate vending facilities.

Supported by a combination of RSA program funds, state appropriations, federal vending machine income and levied set-asides from vendors, the BEP provides persons who are blind with remunerative employment and self-support through the operation of vending facilities on federal and other property. The program recruits qualified individuals who are blind, trains them on the management and operation of small business enterprises and then licenses graduates to operate the facilities.

At the outset, the program placed sundry stands in the lobbies of federal office buildings and post offices selling such items as newspapers, magazines, candies and tobacco products. Through the years, the program has grown and broadened from federal locations to also include state, county, municipal and private installations as well as interstate

**Table 7. Business Enterprise Program Outcomes,
Fiscal Years 2000 and 2001**

	FY 2000	FY 2001
Income and Earnings		
Gross Income ^a	\$469,395,355	\$466,301,168
Total Vendor Earnings	\$93,273,607	\$94,806,940
Average Earnings ^b	\$34,298	\$34,927
Number of Vendors		
Federal Locations	897	900
Nonfederal Locations	1,819	1,812
Total Vendors	2,716	2,712
Number of Vending Facilities		
Federal Locations	1,114	1,111
Nonfederal Locations	2,178	2,082
Total Facilities	3,292	3,193

Source: U.S. Department of Education 2001g.

^a Gross income is the total amount of money received from consumers for goods and services sold and vending machine income.

^b Average earnings = total vendor earnings divided by total number of vendor person years.

highway rest areas. Operations have expanded to include military mess halls, cafeterias, snack bars, miscellaneous shops and facilities comprised of vending machines.

A primary focus of RSA is on increasing the number of vendors, the number of facilities and the average annual earnings of vendors. RSA has established standards and performance indicators to encourage state agencies to increase average earnings of individuals in the program.

As Table 7 shows, total vendor earnings and overall average earnings increased from FY 2000 to FY 2001. On the other hand, the number of vending facilities and the number of vendors operating vending facilities decreased during the same reporting period. The original intent of the Randolph-Sheppard Act was to enhance employment opportunities for blind individuals who are trained and licensed to operate vending facilities.

INDEPENDENT LIVING AND COMMUNITY INTEGRATION

All programs and activities authorized under the act are intended to promote independence for individuals with disabilities. However, the four grant programs described in this section of the report are specifically designed to maximize the leadership, empowerment and independence of individuals with disabilities, and provide opportunities for inclusion and integration of those individuals into the mainstream of American society.

Independent Living Services Program Authorized Under Title VII, Chapter I, Part B of the Act Managed by the Special Projects Division of RSA

The goal of the Independent Living Services Program is to maximize the leadership, empowerment, independence and productivity of individuals with disabilities through the provision of services designed to integrate these individuals into American society. The program provides formula grants to states, with funds

**FY 2001 Federal Funding
\$22,296,000**

Selected Program Accomplishments, FY 2001 Independent Living Services

In FY 2001, independent living programs nationwide served over 156,750 individuals with disabilities. The number of individuals served and services received are as follows:

- 1,558 individuals were relocated from homes or other institutions to community-based living arrangements.
- 21,870 individuals received services that prevented the necessity of their entering into nursing homes or other institutions.
- 1,418 individuals received independent living skills training and life skills training.
- 45,838 individuals received independent living services related to securing housing or shelter.
- 41,965 individuals received services related to transportation.
- 31,013 individuals received personal assistance services.

allotted based on population. To be eligible for financial assistance, states are required to establish a Statewide Independent Living Council (SILC). Each state also must submit a state plan for independent living (IL) that is jointly developed and signed by the director of the designated state VR unit and the chairperson of the SILC. The program provides financial assistance to provide, expand and improve IL services; develop and support statewide networks of centers for IL, and improve working relationships among state IL programs, centers for IL, SILCs and other programs funded under the act.

**Centers for Independent Living Program
Authorized Under Title VII, Chapter I, Part C of the Act
Managed by the Special Projects Division of RSA**

The Centers for Independent Living Program are community-based, cross-disability,^f nonresidential, private nonprofit agencies. At a minimum, all centers funded by the program are required to provide the core services of information and referral, independent living skills training, peer counseling, and individual and systems advocacy. Most centers also provide: community awareness; school-based peer counseling, role modeling and skills training; personal assistance services; transportation; training in use of public transportation vehicles and systems; and recreational events.

**FY 2001 Federal Funding
\$58,000,000**

The act establishes a set of evaluation standards and performance indicators that centers must meet. The standards and indicators are used in evaluating compliance in the following areas: independent living philosophy, including consumer control, self-help and self-advocacy, development of peer relationships and peer role models, and equal access; provision of services on a cross-disability basis; support of the development and achievement of the independent living goals that have been chosen by consumers; work to increase the availability and quality of community options for independent living; provision of independent living core services; resource development; and community capacity-building activities, including community advocacy, technical assistance and outreach.

As required by the 1998 amendments, RSA must award grants to any eligible agency that had been awarded a grant as of Sept. 30, 1997. In effect, all centers for independent living funded by the end of FY 1997 are “grandfathered in” and, thus, guaranteed funding as long as they continue to meet program and fiscal standards and indicators. New centers in a state are funded on a competitive basis, based on the availability of funds and the state’s identification of unserved or underserved areas within the state. In FY 2001, there were 296 centers for independent living operating nationwide.

**Independent Living Services
For Older Individuals Who Are Blind
Authorized Under Title VII, Chapter 2
Managed by the Special Projects Division of RSA**

The Independent Living Services for Older Individuals Who Are Blind program delivers IL services to individuals who are 55 years of age or

**FY 2001 Federal Funding
\$20,000,000**

^f “Cross-disability” means (according to the program regulations at 34 CFR Section 364.4), with respect to a center for independent living, that a center provides IL services to individuals representing a range of significant disabilities and does not require the presence of one or more specific significant disabilities before determining that an individual is eligible for IL services.

older, and whose significant visual impairment makes competitive employment extremely difficult to attain, but for whom IL goals are feasible. The services the program delivers are designed to improve the ability of elderly, blind individuals to maintain a desired level of personal independence. The program offers services designed to assist such individuals in coping with activities of daily living; services to help correct vision loss; the provision of adaptive aids and related services; delivery of orientation and mobility training; training in communication skills and Braille; and provision of information and referral services, peer counseling and individual advocacy training.

The act provides that in any FY in which appropriations to this program exceed \$13 million dollars, grants to states will be made on a formula basis rather than on a discretionary basis. Grants have been made on a formula basis since FY 2000. States participating in this program must match every \$9 of federal funds with \$1 in nonfederal cash or in-kind resources in the year for which the federal funds are appropriated.

The program experienced two major accomplishments in FY 2000 and FY 2001. The first was a marked trend toward an increase of state funding in support of Title VII, Chapter 2 programs, thus promoting sustainability of this program and increasing its capacity to meet consumers' needs. The average overall nonfederal support per program in FY 2001 was \$187,969, a slight decrease from FY 2000, which reported \$201,515. Secondly, the program saw an increase in services delivered by state programs to consumers that have other severe or multiple disabilities in addition to a significant visual impairment. States reported that between FY 2000 and FY 2001, 53 percent of all consumers served under Title VII, Chapter 2 program were 80 years of age and up.

Recreational Programs Authorized Under Section 305 of the Act Managed by the Special Projects Division of RSA

Recreational Programs for Individuals With Disabilities provide recreation and related activities for individuals with disabilities to aid in their employment, mobility,

**FY 2001 Federal Funding
\$2,596,000**

independence, socialization and community integration. Projects are designed to promote the development of social skills that are necessary in order to integrate individuals with disabilities into the community. Successful integration can greatly benefit an individual with a disability by developing skills, building self-esteem and reducing social barriers that can prevent the individual from seeking employment in settings where there may not be any individuals with apparent disabilities. Individuals without disabilities also benefit from integrated recreational activities through opportunities to learn about the abilities that individuals with disabilities possess.

The program awards discretionary grants on a competitive basis to states, public agencies and nonprofit private organizations, including institutions of higher education. When possible and appropriate, projects funded under this program should provide recreational activities for individuals with disabilities in settings with peers without disabilities.

Grants are available for periods of up to three years. The federal share of the cost of the recreational program is 100 percent for the first year, 75 percent for the second year and 50 percent for the third.

Grantees must demonstrate in their applications the manner in which the program will be continued after federal funding has ended. Some recreational programs continue for lengthy periods of time after federal funding ends by relying on other funding sources. By the end of FY 2001, of the 77 projects initiated since FY 1993, 87 percent continued after federal funding ended.

TECHNICAL ASSISTANCE, TRAINING AND SUPPORT

RSA operates and provides funding for a number of programs that support the central work of the VR program. Support programs frequently are discretionary programs that have been established to provide funding to address new and emerging needs of individuals with disabilities. They may, for example, provide technical assistance for more efficient management of service provision, open opportunities for previously underserved populations, initiate partnerships with the business community, and help establish an atmosphere of independence and self-confidence among individuals with disabilities that foster competitive employment. They include training efforts designed to qualify new personnel and expand the knowledge and skills of current professionals through recurrent training, continuing education and professional development.

Program Improvement Authorized Under Section 12 of the Act Managed by the Office of the Commissioner of RSA

Program improvement funds allocated under Section 12 are used to support activities that increase program effectiveness, improve accountability and enhance the agency's ability to address issues of national significance in achieving the purposes of the act. Program funds are awarded through grants and contracts and may be used to procure expertise to provide short-term technical instruction, conduct special demonstrations, develop and disseminate educational or information materials and carry out monitoring and evaluation activities.

FY 2001 Federal Funding
\$1,900,000

Under this section of the act, the RSA commissioner is authorized to provide technical assistance and consultative services to public and nonprofit private agencies and organizations, including financial assistance to agencies and organizations to facilitate meaningful and effective participation by individuals with disabilities in workforce investment activities under WIA. During FY 2001, RSA continued to support several program improvement projects that were particularly innovative in their way of addressing previously underexplored problem areas, or in addressing, as an aggregate, the common technical assistance needs of multiple state VR agencies simultaneously.

In addition, in FY 2001, the National Vocational Rehabilitation Technical Assistance Center (TA Center), established in 1998, continued to fund projects for providing technical assistance to state VR agencies and the American Indian Vocational Rehabilitation Services Program grant recipients, as well as RSA-directed projects. In FY 2001, the TA Center received technical assistance requests from 16 state VR agencies. In that same year, 14 proposals were approved for funding (including some that were submitted in FY 2000) and five state agency technical assistance projects were completed. Several of the

projects funded through the TA Center are highlighted in the “Fostering Innovation in the Vocational Rehabilitation System” section on page 25 of this report.

Capacity Building for Traditionally Underserved Populations Authorized Under Section 21 of the Act Managed by the Resource Development Division of RSA

To ensure that individuals with disabilities from minority backgrounds have equal access to programs authorized by the act, RSA is carrying out a plan to improve services to individuals with disabilities from minority backgrounds. Program managers, as required

FY 2001 Federal Funding
\$2,261,860

Selected Outcomes of the Capacity Building for Traditionally Underserved Populations, FY 2000 and FY 2001

- Increased grant awards to minority-serving institutions of higher education and American Indian tribes.
- New rehabilitation training programs at undergraduate and master’s levels designed to increase the number of minority rehabilitation professionals.
- Increased knowledge among minority-serving higher education staff about RSA, VR programs, and legislation related to disability.
- “Wisdom of the Storyteller” conference focusing on training and research to build capacity in Indian country.
- Conducted workshops at the National Association of Multicultural Rehabilitation Concerns Conference.
- A fifth annual Visiting Scholars Program for Historically Black Colleges and Universities faculty to engage in training activities designed to facilitate the development and management of RSA grants.

by the act, use 1 percent of total funds from Title II (Research and Training), Title III (Professional Development and Special Projects and Demonstration), Title VI (Employment Opportunities for Individuals With Disabilities, Part A, Projects With Industry, and Part B, Supported Employment), and Title VII (Independent Living Services and Centers for Independent Living) to support capacity building projects designed to provide outreach and technical assistance and make awards to minority entities and American Indian tribes.

The 1998 amendments define minority entities as historically Black colleges and universities, Hispanic-serving institutions of higher education, American Indian tribal colleges or universities, and other institutions of higher learning whose minority student enrollment is at least 50 percent. Capacity building projects are designed to expand the service-providing capabilities of these entities and increase their participation in activities funded under the act.

Training and technical assistance activities funded under this section of the

act may include training on the mission of RSA, RSA-funded programs, disability legislation and other pertinent subjects, thus helping to increase awareness of RSA and its programs.

Through efforts under these capacity building projects, there was a nearly 15 percent increase in the number of grant applications submitted by minority entities to the Rehabilitation Training Program in FY 2001. In addition, in that same year, RSA awarded 11 continuation grants to minority entities. In FY 2001, RSA also provided Section 21 funds to NIDRR to carry out a leadership initiative, to be implemented through a grant awarded to Howard University. The goal of the project is to increase the leadership competencies of individuals with disabilities from underserved and underrepresented communities, thereby maximizing their full inclusion and integration into society, employment and independent living, and encouraging family support, as well as economic and social self-sufficiency.

Rehabilitation Training Program
Authorized Under Section 302 of the Act
Managed by the Resource Development Division of RSA

The purpose of the Rehabilitation Training Program is to ensure that skilled personnel are available to serve the rehabilitation needs of individuals with disabilities assisted through VR, supported employment and independent living programs. To that end, the program supports training and related activities designed to increase the number of qualified personnel providing rehabilitation services.

FY 2001 Federal Funding
\$39,629,000

Grants and contracts under this program authority are awarded to states and public and nonprofit agencies and organizations, including institutions of higher education, to pay all or part of the cost of conducting training programs. Awards may be made in as many as 31 long-term training fields provided for in regulations, in addition to continuing education, short-term training, experimental and innovative training, and training interpreters for persons who are deaf or hard of hearing and persons who are deaf-blind. These training programs vary in terms of content, methodology and audience.

The long-term training program supports academic grants that must direct at least 75 percent of the funds to trainee scholarships. The statute requires trainees who receive assistance either to 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 agency, or to pay back the assistance they received. Grant recipients under the long-term training program are required to: build closer relationships between training institutions and state VR agencies; promote careers in VR; identify potential employers who would meet the student's payback requirements; and assure that data on the employment of students are accurate.

Training of statewide workforce systems personnel is authorized under this program, and may be jointly funded by the DOL. Statewide workforce systems personnel may be trained

in evaluative skills to determine whether an individual with a disability may be served by the state VR services program, or another component of the statewide workforce system.

Of the funds appropriated for the Rehabilitation Training Program, at least 15 percent must be used to support in-service training. In-service training is intended to assist state VR agencies in the training of their staff consistent with the state's Comprehensive System of Personnel Development (CSPD).

Under the state VR services program, each state is required to establish procedures to ensure there is an adequate supply of qualified staff for the state agency, assess personnel needs and make projections for future needs, and address current and projected personnel training needs. States are further required to develop and maintain policies and procedures for job-specific personnel standards that are consistent with certification, licensure or other state personnel requirements for comparable positions. If a state does not meet the highest requirements for personnel standards within the state, the CSPD must identify the steps a state will take to upgrade the qualifications of their staff, through retraining or hiring. Funds under the state VR services program also may be used to comply with these requirements.

In FY 2001, RSA awarded more than 2 million dollars in CSPD grants to help retrain VR counselors to the master's degree level. Through in-service grants, the Rehabilitation Training Program continued to play a pivotal role in helping state VR agencies develop and implement their CSPD and establish standards for hiring and training qualified rehabilitation professionals in their respective states.

In addition, the Rehabilitation Training Program is very active in leading universities and state VR agencies in an effort to increase the pool of qualified VR counselors available to state agencies. As large numbers of existing counselors are reaching retirement age, this training program is targeting more of its resources toward preservice counselor training to expand the pool of potential candidates.

The program also sponsors an annual conference of educators and state agencies to discuss human resource issues and solutions. Program managers also meet regularly with educators, accrediting bodies and state agencies to develop and implement effective strategies for increasing the recruitment pool for state VR agencies.

The allocations of rehabilitation training funds for FY 2000 and FY 2001 are shown in Table 8 on the following page. The table clearly reflects a shift in funding of programs designed to meet the critical need of training current and new counselors to meet the needs of state agencies as retirement rates increase. The number of awards and the grant amounts of rehabilitation counseling and CSPD increased.

**Table 8. Rehabilitation Training Projects, Funding and Awards
Fiscal Years 2000 and 2001**

	Number of Awards FY 2000	Grant Amounts	Number of Awards FY 2001	Grant Amounts
Long-Term Training				
Medical Rehabilitation	7	\$699,640	7	\$699,640
Rehabilitation Nursing	1	\$100,000	1	\$10,000
Prosthetics/Orthotics	4	\$600,000	4	\$600,000
Rehabilitation Counseling	67	\$6,558,075	70	\$6,797,344
Rehabilitation Administration	5	\$499,918	5	\$434,918
Rehabilitation Technology ^a	5	\$482,289	5	\$482,289
Vocational Evaluation/Adjustment	8	\$796,929	8	\$747,033
Rehabilitation of Mentally Ill	7	\$695,992	7	\$699,340
Rehabilitation Psychology ^b	2	\$199,970	2	\$199,970
Undergraduate Education ^c	17	\$1,264,283	19	\$1,302,480
Speech Pathology/Audiology	2	\$149,982	2	\$110,982
Rehabilitation of Blind	12	\$1,198,708	13	\$1,209,034
Rehabilitation of Deaf	11	\$1,099,968	13	\$1,299,968
Job Development/Placement	9	\$899,834	9	\$849,832
CSPD ^d	14	\$3,953,040	14	\$4,194,952
Long-Term Training Totals	171	\$19,198,628	179	\$19,637,782
Short-Term Training^e	2	\$449,916	2	\$449,999
Continuing Education^f	24	\$10,696,366	24	\$10,696,366
In-Service Training	79	\$5,821,525	79	\$5,963,504
Interpreter Training	12	\$2,103,842	12	\$2,102,323
Project Totals	288	\$38,270,277	296	\$38,849,974

Source: U.S. Department of Education 2001g.

^a Rehabilitation technology involves the design, development and application of rehabilitative and assistive technology to assist persons with disabilities in achieving greater independence.

^b Rehabilitation psychology involves the psychological, neuropsychological, vocation and/or clinical evaluation of persons with disabilities to determine strengths and weaknesses that may affect long-term personal, social, and vocational adjustment and adaptation to disability.

^c Undergraduate Education: associate or bachelor level education for students in rehabilitation related fields.

^d Training that fulfills the requirements of the Comprehensive System of Personnel Development standards for vocational rehabilitation counselors.

^e Short-term training is training that deals with specific time-limited training needs and issues. There are no categories under this heading because there are only two grants funded herein.

^f Continuing Education maintains and upgrades the skills of currently employed staff, in this case, rehabilitation professionals.

Table 8 does not reflect costs associated with peer review of applications, RSA support for NIDRR-funded research and training centers (at \$200,000 per year), support for Section 21 efforts (which is to support minority capacity building efforts as required by the act, or \$396,290 per year), and support for the Clearinghouse of Rehabilitation Training Materials (\$300,000 per year).

It is important to note that RSA shifted the funding of projects in the independent living category of long-term training to the area of continuing education to better reflect the nature of the training being provided under those grants. Likewise, RSA split the funding of rehabilitation technology projects between long-term training and continuing education. While the shift was to fund projects under the appropriate authority, RSA remains committed to funding these areas of importance.

EVALUATION, RESEARCH AND INFORMATION DISSEMINATION

To improve the delivery of services to individuals with disabilities, the act requires the distribution of practical and scientific information regarding state-of-the-art practices, scientific breakthroughs and new knowledge regarding disabilities. To address those requirements, RSA funds and promotes a variety of research and demonstration programs, training programs and a range of information dissemination projects designed to generate and make available critical data and information to appropriate audiences.

Program Evaluation Authorized Under Section 14 of the Act Managed by the Immediate Office of the Commissioner and The Planning, Policy and Evaluation Service of RSA

Section 14 mandates that RSA evaluate all programs authorized by the act using appropriate methodology and evaluative research design. The purpose is to

**FY 2001 Federal Funding
\$1,587,000**

evaluate: program effectiveness in relation to cost; the impact on related programs and overall structure; and mechanisms for delivery of services. The act further requires that standards be established and used for evaluations. The act also requires that individuals who are not immediately involved in the administration of the program or project to be evaluated conduct the actual evaluations. RSA relies significantly on evaluation studies to obtain information on the operations and effects of the programs it administers and to help make judgments about the programs' levels of success and decisions on how to improve them.

In the fall of 1992, RSA initiated a longitudinal study (RTI forthcoming, a) designed to examine the success of the state VR services program in assisting individuals with disabilities to achieve sustainable improvements in employment, earnings, independence and quality of life. The study tracked 8,000 VR consumers at 37 locations. It provides comprehensive information on VR programs under the act, including types of persons served, resources available, costs, services provided and short- and long-term outcomes. A number of interim reports have been released.

In FY 2001, an interim report, entitled ***Functional Limitations of VR Consumers*** (RTI forthcoming, b) examined the functional limitations of VR consumers based on three primary scales: gross motor, cognitive and personal care functions. More detailed findings are in the highlights section of that report. Other interim reports to result from the longitudinal study can be found at www.ed.gov/policy/spced/leg/rehab/eval-studies.html. There will be two final reports published upon completion of the study.

In FY 2001, RSA continued to fund three existing evaluation studies:

- ***An Evaluation of the RSA Training Program*** (RTI forthcoming, c): The study's purpose is to identify the responsiveness of the long-term training program to the need of state VR agencies for qualified rehabilitation personnel, specifically focusing on the rehabilitation counselor
- ***An Evaluation of the Projects With Industries Program*** (RTI forthcoming, d): The study's purposes are to:
 1. Identify the unique role that the PWI program currently plays in increasing the employment of individuals with disabilities, including an examination of its relationship to the VR Services Program and
 2. Evaluate the extent the PWI program has been successful in meeting its statutory purposes, in particular, engaging the talent and leadership of private industry as partners in the rehabilitation process
- ***A Study of Implementation of the Workforce Investment Act: A Disability Perspective*** (RTI forthcoming, e): The study's purpose is to determine how well WIA is being implemented from a VR perspective and to identify strengths and weakness in WIA implementation as it affects the VR program.

In addition, two new evaluation activities were initiated by RSA in FY 2001. The first study, ***An Evaluation of the Florida Privatization Initiative*** (RTI forthcoming, f), is designed to examine a major service delivery system change being tested by the Florida VR agency. The state will enter into contracts with local service providers to provide core services in several local workforce regions. Under the Florida model, many of the responsibilities and functions of the VR counselor (e.g., development of individualized employment plan, counseling and guidance, and case management) typically performed (but not required by federal law and regulations to be done so) by state employees of the VR agency will be contracted out. The study will describe the early implementation of the Florida privatized service delivery model.

The second evaluation study is entitled: ***Preparation for an Evaluation of Demonstration Projects Designed to Improve the Literacy Skills, Employment, and Earnings of VR Consumers*** (RTI forthcoming, g). This is a limited evaluation project to prepare for, and assist in the design of, a subsequent five-year evaluation study of literacy demonstration projects. The longitudinal study of the state VR services program has demonstrated there is a strong linkage between the literacy levels and earnings of VR consumers. Thus, demonstration projects, utilizing strict research design, are planned that will test the use of special literacy services with low-literacy VR consumers to see if their earnings can be improved. The purpose of the current limited FY 2001 project is to design the parameters of these demonstration projects and their external evaluation. Design products from this project will be used as needed in the development of the notice of proposed priority for the demonstration projects and the

statement of work for the external evaluation contract. RSA will utilize findings of all its evaluative studies to initiate program change and improvement.

American Rehabilitation Magazine
Authorized Under Section 12(a)(4) of the Act
Managed by the Office of the Commissioner, RSA

The ***American Rehabilitation Magazine*** disseminates information on new and successful approaches to providing rehabilitation services to individuals with disabilities that can and should be replicated. The magazine addresses topics related to VR, such as best practices in the performance of professional duties, innovative programs, agency administrative practices and research findings. The magazine also features book and film reviews, resources on disability and rehabilitation, information regarding what individual states are doing and other items of interest to rehabilitation professionals.

In recent years, the magazine has devoted a number of issues to cover one specific disability or a specific approach to rehabilitation.

Information Clearinghouse
Authorized Under Section 15 of the Act
Managed by the Office of Special Education and
Rehabilitative Services

The Clearinghouse on Disabilities Information staff members respond to inquires and provide the public with information about what is going on in the rehabilitation community. Inquiries usually come from individuals with disabilities, their families, national organizations, other federal and state agencies, information providers, the news media and the general public. Most inquiries are related to federal funding, legislation affecting individuals with disabilities, and federal programs and policies. Clearinghouse staff members refer callers to other appropriate sources of disability-related information and assistance.

Periodically, the clearinghouse staff will analyze inquiries to assess current information needs. Based on that analysis, fact sheets and other relevant publications are prepared and made available to the public.

**National Institute on Disability and Rehabilitation Research
Authorized Under Sections 200-204 of the Act
Managed by the Office of Special Education
And Rehabilitative Services**

Created in 1978, the National Institute on Disability and Rehabilitation Research (NIDRR) conducts comprehensive and coordinated programs of research, demonstration projects, training and related activities that promote full inclusion and integration into society; employment; independent living; maintenance of health and function; and the transfer of rehabilitation technology to individuals with disabilities. NIDRR activities are designed to improve the economic and social self-sufficiency of these individuals, with particular emphasis on improving the effectiveness of services authorized under the act.

**FY 2001 Federal Funding
\$100,400,000**

A primary role of NIDRR is to ensure the development and widespread distribution of practical scientific and technological information related to rehabilitation and disability, in useable formats to appropriate user populations, and to increase opportunities for researchers who are individuals with disabilities. To address these purposes, NIDRR supports rehabilitation research and development, demonstration projects and related activities, including the training of persons who provide rehabilitation services, or who conduct rehabilitation research. In addition, NIDRR supports projects to disseminate and promote the use of information concerning developments in rehabilitation procedures, methods and devices. Information is provided to rehabilitation professionals, persons with disabilities and their representatives.

NIDRR also supports data analyses on the demographics of those with disabilities and provides that information to policy makers, administrators and other relevant groups. Awards are competitive, with applications reviewed by panels of experts, including rehabilitation professionals, rehabilitation researchers and persons with disabilities.

NIDRR supports the following centers and projects:

Rehabilitation Research and Training Centers

Rehabilitation Research and Training Centers (RRTCs) conduct coordinated, integrated and advanced programs of research targeted toward the production of new knowledge to: improve rehabilitation methodology and service delivery systems; alleviate or stabilize disabling conditions; and promote maximum social and economic independence of individuals with disabilities. RRTCs also provide training, including graduate, preservice and in-service training to assist rehabilitation personnel to more effectively provide rehabilitation services to individuals with disabilities. Awards are for five years, except that grants to new recipients or to support new or innovative research may be made for less than five years.

Rehabilitation Engineering Research Centers

Rehabilitation Engineering Research Centers (RERCs) focus on issues dealing with rehabilitation technology, including rehabilitation engineering and assistive technology devices and services. Types of activities supported by RERCs include: the development and dissemination of innovative methods of applying advanced technology, scientific achievements and psychological and social knowledge to rehabilitation problems and the removal of environmental barriers; demonstrations and dissemination of scientific research to assist in meeting the employment and independent living needs of individuals with severe disabilities; service delivery systems change projects; and the stimulation of the production and distribution of equipment in the private sector, as well as clinical evaluations of equipment. Each RERC must provide training opportunities to enable individuals, including those with disabilities, to become researchers and practitioners of rehabilitation technology. Awards are for five years, except that grants to new recipients or to support new or innovative research may be made for less than five years.

In FY 2001, NIDRR established a center to investigate and develop methods for increasing the safety of wheelchair users traveling in automotive vehicles. The center will develop universal wheelchair lock systems that would enable occupants to safely utilize a wide variety of both public and private transportation options. Another new center will work to develop new home-based monitoring and communication technologies to eliminate the barriers to health independence and community integration among older persons with disabilities.

Disability and Rehabilitation Research and Related Projects

Disability and Rehabilitation Research and Related Projects (DRRPs) are aimed at fulfilling NIDRR's overarching goals of inclusion, integration, employment and self-sufficiency. Projects may support short-term research relating to the development of methods, procedures and devices to assist in the provision of rehabilitation services, particularly to persons with severe disabilities. Others support information utilization and dissemination, including state-of-the-art assessments and diffusion centers, to ensure that knowledge generated from research is available and can be used fully to improve services, opportunities and conditions for persons with disabilities. Specifically, some DRRPs provide technical assistance and training to state and local governments and private businesses regarding the ADA. DRRPs also include the Traumatic Brain Injury (TBI) Model Systems and the Burn Injury Model Systems. TBI and burn injury-related projects under the DRRP component focus on the impact and complications of these two categories of injuries. The projects target certain medical and social interventions and test the effectiveness of the interventions to determine how they contribute to the health and function of burn and TBI survivors as well as enhancing their options for workplace and community reintegration.

Disability and Business Technical Assistance Centers

The Disability and Business Technical Assistance Centers (DBTACs) also are responsible for providing technical assistance, disseminating information and providing training to individuals or entities with responsibilities and rights under the act on the requirements of the ADA and developments in ADA case law, policy and implementation. The DBTACs are responsible for increasing the capacity of organizations at the state and local level to provide technical assistance, disseminate information, provide training and promote awareness of the ADA. The DBTACs also promote awareness of other NIDRR grantees working on ADA issues and other federal information sources on the ADA.

Small Business Innovative Research

Small Business Innovative Research (SBIR) projects support the development of ideas and projects that are useful to persons with disabilities by inviting the participation of small business firms with strong research capabilities in science, engineering or educational technology. The program funds the process of taking an idea from development to market readiness.

Field-Initiated Projects

Field-Initiated Projects (FIPs) support research and development projects that address important activities that are not included in NIDRR's announced priorities, thereby allowing NIDRR to expand the scope of its research as needed in order to be responsive to emerging developments in the field.

Mary E. Switzer Fellowships

This program supports one-year fellowships to highly qualified individuals to carry out discrete research activities that are related to NIDRR's research priorities or to pursue studies of importance to the rehabilitation community.

Advanced Rehabilitation Research Training Projects

Advanced Rehabilitation Research Training (ARRTs) projects support grants to institutions providing advanced training in research to physicians, nurses, engineers, physical therapists and other professionals.

Model Spinal Cord Injury Systems

Model Spinal Cord Injury Systems (MSCIS) support projects that provide innovative and effective approaches to the delivery and evaluation of comprehensive medical, psychological, vocational and other rehabilitation services and conduct site-specific and collaborative research to meet the wide range of needs of individuals with spinal cord injuries.

In FY 1999, NIDRR published a long-range plan for FY 1999–FY 2003, identifying major priority areas for NIDRR, including technology for access and function, health and function, employment outcomes, community integration and independent living (NIDRR 1999). In addition, other important areas of focus were identified, including capacity-building, disability statistics, and knowledge dissemination and utilization. For each priority and focus area, a research agenda was identified. In FY 2001, priorities established in the long-range plan were incorporated into grant announcements to encourage innovative research in those important areas.

NIDRR's program goals for FY 2001 focus on producing high-quality research that will help individuals with disabilities participate fully and productively in society. Program review has become a key element in NIDRR's quality assurance, and performance monitoring and evaluation systems, providing an opportunity for NIDRR staff and key stakeholders to learn more about the broad range of activities performed by grantees, to ask questions, and to provide feedback that will help improve the programs activities. The overall goal of program review is to move grantees toward becoming "centers of excellence" in administration, scientific rigor, relevance and productivity, and capacity building. Results of program review are used to guide program improvement activities, meet information needs, and contribute to future planning and priority development.

Outreach to Minority Colleges and Universities

Section 21 of the Rehabilitation Act instructs NIDRR to obligate 1 percent of the appropriated budget for minority colleges and universities.

The allocations of NIDRR funds for FYs 2000 and 2001 are shown on Table 9 on the next page.

**Table 9. NIDRR–Funded Centers and Projects,
Fiscal Years 2000 and 2001**

	Number of Awards FY 2000	Grant Amounts	Number of Awards FY 2001	Grant Amounts
RRTCs^a				
Continuations	34	\$21,477,687	37	\$24,548,223
New Awards	5	\$2,824,832	2	\$1,210,000
Total	39	\$24,302,519	39	\$25,758,223
RERCs^b				
Continuations	13	\$11,910,194	13	\$10,224,353
New Awards	2	\$1,305,000	4	\$3,703,757
Total	15	\$13,215,194	17	\$13,928,110
DRRPs^c				
Continuations	39	\$13,063,592	39	\$14,420,622
New Awards	3	\$1,999,999	17	\$5,633,494
Total	42	\$15,063,591	56	\$20,054,116
DBTACs^d				
Continuations	10	\$6,316,108	0	0
New Awards	0	0	11	\$11,829,633
SBIR^e	10	\$1,408,627	10	\$1,875,575
FIPs^f				
Continuations	56	\$7,345,900	61	\$9,283,567
New Awards	32	\$4,672,470	31	\$4,597,097
Total	88	\$12,018,370	92	\$13,880,664
Mary Switzer Fellowships				
New Awards	10	\$490,000	10	\$490,000
Research Training Grants				
Continuations	12	\$1,767,777	14	\$2,098,165
New Awards	2	\$288,006	0	0
Total	14	\$2,055,783	14	\$2,098,165
MSCICs				
Continuations	0	0	16	\$5,489,604
New	16	\$5,419,707	0	0
Outreach to Minority Colleges and Universities				
Continuations	7	\$864,625	8	\$1,004,000
Totals	241	\$81,154,524	263	\$96,408,090

Source: U.S. Department of Education 2001h.

- ^a Rehabilitation Research and Training Centers
- ^b Rehabilitation Engineering Research Centers
- ^c Disability and Rehabilitation Research and Related Projects
- ^d Disability and Business Technical Assistance Centers
- ^e Small Business Innovation Research
- ^f Field-Initiated Projects
- ^g Model Spinal Cord Injury Systems

ADVOCACY, ENFORCEMENT AND COMPLIANCE

Requirements under the act call for the continuous review of policies and practices related to the nondiscrimination and affirmative employment of individuals with disabilities and their access to facilities and information. To carry out the responsibilities stemming from those requirements, RSA funds and supports a number of programs operating at national and state levels. Such programs conduct periodic reviews of existing employment policies and practices. In addition, these programs develop and recommend policies and procedures that facilitate the nondiscrimination and affirmative employment of individuals with disabilities to ensure compliance with standards prescribed by Congressional legislation.

Advocacy programs funded under the act provide advice and assistance to individuals with disabilities to ensure that their legal rights are protected.

Several programs established under the act have been given the authority to use enforcement and compliance techniques to ensure that recipients of federal financial assistance understand and implement legislative provisions related to nondiscrimination on the basis of disability. These enforcement agencies review complaints, conduct investigations, conduct public hearings and issue orders.

Client Assistance Program Authorized Under Section 112 of the Act Managed by the Program Administration Division of RSA

The Client Assistance Program (CAP) provides grants to states and territories to assist eligible individuals and applicants of the state VR services program and other programs, projects and services funded under the act. Services are provided to help eligible individuals and applicants understand the services and benefits available under the act and to advise them of their rights and responsibilities in connection with those benefits. Assistance also may be provided to help eligible individuals and applicants in their relationships with those entities providing services under the act, including assistance and advocacy in pursuing legal and administrative remedies to ensure the protection of their rights. All programs and projects providing services under the act must inform consumers about the services available from the CAP and how to contact the CAP. States and territories must operate a CAP in order to receive state VR grant funds. There are 56 CAPs operating around the country, in the 50 states, the District of Columbia, Puerto Rico and four territories.

**FY 2001 Federal Funding
\$11,647,000**

Each governor designates a public or a private agency to operate a CAP. This designated agency must be independent of any agency that provides services under the act, except in cases where the act “grandfathered” CAPs already housed within state agencies providing services. In the event that one of these state agencies providing services under the act restructures, the act requires the governor to redesignate the CAP to an agency that does not provide services under the act.

CAPs also conduct systemic advocacy to benefit large numbers of individuals facing a similar issue. Systemic advocacy can take a variety of forms, but most often CAPs engage in discussions with state VR agencies and other programs funded under the act to improve policies and procedures that affect the quality of the service delivery system.

In FY 2001, specific examples of CAP activities included:

The Alaska CAP assisted an individual who was attempting to apply for services from the Alaska Division of Vocational Rehabilitation (DVR) after he was denied the opportunity to apply because he had a new worker’s compensation claim and the DVR counselor felt that he was approaching DVR too soon in the process. However, the individual had experience with both worker’s compensation and DVR in another state where it had taken him a number of years to get back to work, and in the meantime had lost everything. He did not want to return to that situation and was anxious to get back to work as soon as possible. Through CAP intervention, he did have his application for DVR accepted. He also developed an IPE with DVR that provided home modification so that he could independently meet his daily living needs to prepare for work, and support from DVR in working with his employer to identify the essential functions of his previous job and placement into a comparable job at the same pay and title. The individual was back to work within six months of his application to DVR.

The Missouri Protection and Advocacy Services (MPAS) assisted a client who lives in a very rural county and has no phone. She wanted to continue her studies toward a vocational goal in historic preservation. The Missouri Division of Vocational Rehabilitation (DVR) was reluctant to approve the needed training because it required some courses in out-of-state schools and they questioned the availability of employment in that field in the client’s geographic location. MPAS worked with the client and DVR counselor to encourage continued communication between them through established weekly contacts and to research options for the client. An in-state educational program was found. The MPAS advocate put the DVR counselor in touch with a local resource engaged in historic preservation. The client completed further evaluations requested by DVR and fulfilled preliminary requirements for the educational program. She also researched living arrangements for the school. The client requested that her CAP case be closed when she felt progress was being made in her VR services.

Overall, in FY 2001, CAPs nationwide responded to 48,359 requests for information and provided extensive services to 8,510 individuals. Slightly more than 94 percent of those

cases in which extensive services were provided involved applicants for or recipients of services from the state VR program. In nearly 65 percent of those cases, issues related to the delivery of VR services.

**Protection and Advocacy of Individual Rights
Authorized Under Section 509 of the Act
Managed by the Program Administration Division of RSA**

The purpose of the Protection and Advocacy of Individual Rights (PAIR) program is to provide assistance and information to eligible individuals with disabilities and conduct advocacy to ensure the protection of their rights under federal law. PAIR supports a system in each state to protect the legal and human rights of individuals with disabilities who are ineligible for protection and advocacy services provided under Part C of the Developmental Disabilities and Bill of Rights Act of 2000, or the Protection and Advocacy for Individuals with Mental Illness Act, or who need protection and advocacy services that are beyond the scope of the CAP.

**FY 2001 Federal Funding
\$14,000,000**

States use PAIR funds to plan and implement protection and advocacy programs for eligible individuals with disabilities and to develop outreach strategies to make individuals with disabilities aware of their rights. Prior to awarding grants to eligible states and outlying areas, funds must be set aside under this program for two activities as explained in the following two paragraphs.

The first set-aside activity is for training and technical assistance to eligible systems established under this program. Under this provision, in any fiscal year, if the total appropriation is equal to or exceeds \$5.5 million, the secretary of education must first set aside not less than 1.8 percent and not more than 2.2 percent of the amount appropriated for training and technical assistance to eligible systems.

The second activity for which funds are to be set aside is for service to the American Indian consortium. If appropriations are sufficient (any fiscal year in which the total appropriation exceeds \$10.5 million), the secretary must award \$50,000 to the eligible system established under the Developmental Disabilities Act to serve the American Indian consortium. The secretary then distributes the remainder of the appropriation to the eligible systems within the states and outlying areas on a population basis after satisfying minimum allocations.

The act also requires the secretary to increase the minimum allotments for states and outlying areas by a percentage not greater than the percentage increase in the total amount appropriated for this program from the previous FY when the level of the appropriation increases. The act establishes a minimum allotment of \$100,000 for states or one-third of 1 percent of funds remaining after the technical assistance set-

aside and grant for the American Indian consortium, whichever is greater. The outlying areas receive a minimum allotment of \$50,000.

The PAIR program has the authority to investigate, negotiate or mediate solutions to issues raised by individuals with disabilities. It provides information and technical assistance to requesting individuals and organizations. PAIR also provides legal counsel and litigation services.

During FY 2001, PAIR reported serving 78,721 individuals. Of that total, cases were opened for 11,312 individuals and 67,409 individuals were provided with information or referral services. Of the cases handled by PAIR in that year, 22 percent of issues related to education, 15 percent related to government benefits and services, and 14 percent to employment.

Each year, based on information provided by public comment, the PAIR program develops a statement of objectives and priorities, including a rationale for the selection of the objectives and priorities, and a plan for achieving them. These objectives and priorities define the issues that PAIR will work on during the year thus defining the types of cases that PAIR will accept. These priorities and objectives cover a wide variety of issues that affect individuals with disabilities in their daily lives.

In FY 2001, two specific examples of PAIR activities included:

The Ohio Legal Rights Service (OLRS) negotiated on behalf of five families attending a charter school who were not receiving special education services. The Ohio Department of Education had not designated a division to handle complaints and mediation when problems arose relating to a free appropriate public education for a student with a disability, causing delays and confusion for families. Through OLRS's advocacy efforts, the Department designated its Office of School Options to hear and decide complaints. As a result, parents and families with unresolved problems now have recourse from the Department to address issues and complaints.

In FY 1998, FY 1999, and part of FY 2000, Equip for Equality, Inc., the PAIR program in Illinois, utilized PAIR funds to develop a plan to gather and review complaints that people with disabilities have in accessing public transportation in Chicago. Complaints received through this effort, along with an extensive review of Chicago Transit Authority (CTA) documents, demonstrated violations of federal law. In February 2000, Equip for Equality and its cocounsel filed suit, *Access Living et al. v. Chicago Transit Authority* (U.S. District Court 2000), in federal district court against the CTA under the ADA and the Rehabilitation Act. In June 2001, the parties reached an agreement to convert the case into a class action and entered into a five-year settlement agreement that will result in the CTA investing \$15 million into the system, hiring new staff, and modifying practices and policies. The implementation of the settlement will be overseen by an independent monitor to be selected by mutual agreement of the parties. Because of limited PAIR resources, other program and advocacy programs

paid for the litigation component of this initiative. Any positive result from the trial, however, will certainly benefit PAIR clients.

**Employment of People With Disabilities
Authorized Under Section 501 of the Act
Managed by the Equal Employment Opportunity Commission**

The act authorizes the Equal Employment Opportunity Commission (EEOC) to enforce the nondiscrimination and affirmative employment provisions of laws and regulations concerning the employment of individuals with disabilities. As part of its oversight responsibilities, EEOC conducts onsite reviews of federal agency affirmative action employment programs. Based on its reviews, the agency submits findings and recommendations for federal agency implementation. The EEOC then monitors the implementation of these findings and recommendations by performing follow-up on-site reviews.

**Architectural and Transportation Barriers Compliance Board
(Access Board)
Authorized Under Section 502 and Section 508 of the Act**

Section 502 of the act created the Architectural and Transportation Barriers Compliance Board, now known as the Access Board. The Access Board is charged with ensuring federal agency compliance with the Architectural Barriers Act (ABA) and developing accessibility requirements under other laws. Section 502 lays out the duties of the board under the ABA, which include: ensuring compliance with standards issued under the ABA, developing and maintaining guidelines upon which the standards are based, and promoting access throughout all segments of society. The Access Board also has the primary responsibility for developing and maintaining accessibility guidelines under the ADA. These include guidelines for facilities and transportation vehicles covered by the ADA. Under the Telecommunications Act of 1996, the Access Board is also responsible for developing and periodically updating guidelines that ensure access to various telecommunication products.

Composed of 25 members, the Access Board is structured to function as a representative of the general public and as a coordinating body among federal agencies. Twelve of its members are senior managers from federal departments; the other thirteen are private citizens appointed by the president. Key responsibilities of the Access Board include: developing and maintaining accessibility requirements for the built environment, transit vehicles, telecommunications equipment and for electronic and information technology; providing technical assistance and training on these guidelines and standards; and enforcing accessibility standards for federally funded facilities.

The 1998 amendments charge the Access Board with responsibility for developing electronic and information standards to support effective implementation of Section 508. The Section 508 standards cover electronic and information technology including computers, software and electronic office equipment. They provide criteria that spell out what makes these products accessible to people with disabilities, including those with vision, hearing, speech and mobility impairments. The new standards also provide technical criteria specific to various types of technologies and performance-based requirements, which focus on the functional capabilities of covered technologies. Specific criteria cover software applications and operating systems; Web-based information or applications; telecommunications functions; video or multimedia products; self-contained, closed products such as information kiosks; and transaction machines and computers. Also covered is compatibility with adaptive equipment that people with disabilities commonly use for information and communication access.

Section 203(a) of the Assistive Technology Act amended Section 502 of the Rehabilitation Act to require the Access Board to provide training and technical assistance to state entities regarding Section 508. Also, NIDRR has funded various projects to provide technical assistance to state entities. In addition, the Access Board and the General Services Administration (GSA) provide training and technical assistance to federal entities.

With its publications, hotline and training sessions, the Access Board also provides a range of services to private as well as public organizations. In addition, the board enforces the provisions of the ABA through the investigation of complaints. The law requires access to facilities designed, built, altered or leased with federal funds. The Access Board conducts its investigations through the responsible federal agencies and strives for amicable resolution of complaints.

**Electronic and Information Technology
Authorized Under Section 508 of the Act
Managed by the Office of the Chief Information Officer
U.S. Department of Education**

The Department of Education, Office of Chief Information Officer (OCIO) plays a lead role in the implementation of Section 508. Section 508 deals with federal agencies developing, procuring, maintaining, or using electronic and information technology. These agencies are required to ensure that the electronic and information technology allows individuals with disabilities who are federal employees or members of the public seeking information or services from a federal agency to have access to and use of information and data that is comparable to the access to and use of information and data by those who are not individuals with disabilities, unless an undue burden would be imposed on the agency. The intention is to eliminate barriers in information technology, make new opportunities available for individuals with disabilities and encourage development of

technologies that will help achieve these goals. The 1998 amendments to the act significantly expand and strengthen the technology access requirements in Section 508.

The OCIO, in conjunction with the Access Board and the GSA, participates in the Federal Information Technology Accessibility Initiative (FITAI), a GSA-coordinated effort, to offer technical assistance and to provide an informal means of cooperation and sharing of information on implementation of Section 508. In FY 2001, OCIO, in partnership with the Office of Management and Budget (OMB), participated in activities carried out by the Section 508 Executive Steering Committee, an executive-level forum made up of representatives from eight major federal departments and agencies. This group continued efforts initiated in FY 2000 to develop technical guidance, procurement-related Frequently Asked Questions (FAQs), Section 508 coordinators' guidelines, an industry-approved Section 508 compatibility and conformance template and a Web site where all this information is available to federal agencies, industry and the general public.

In addition, the OCIO Assistive Technology Team delivered workshops, presentations and demonstrations to other federal agencies, to state and local education institutions, and at assistive technology and information technology industry seminars and conferences.

In FY 2001, the Department of Education continued to support a five-year, \$7.5 million grant to the Georgia Institute of Technology's Center for Rehabilitation Technology. This grant will provide training and technical assistance on universal design to technology manufacturers, product designers and purchasers of information technology. It will also help improve the implementation of Section 508.

**Employment Under Federal Contracts
Authorized Under Section 503 of the Act
Managed by the Employment Standards Administration
U.S. Department of Labor**

Using up-front affirmative action methods, the DOL's Office of Federal Contracts Compliance Programs (OFCCP) looks into the employment practices of employers with federal contracts or subcontracts to make sure they do not discriminate against individuals with disabilities. Where such barriers are disclosed, the contractor, as part of its contractual obligation, must take corrective action. OFCCP investigators conduct several thousand or more compliance reviews and investigate hundreds of complaints each year. OFCCP also issues policy guidance to private companies and develops innovative ways to gain compliance with the law.

**Nondiscrimination Under Federal Grants and Programs
Authorized Under Section 504 of the Act
Managed by the U.S. Department of Justice, Civil Rights Division and
The U.S. Department of Education, Office for Civil Rights**

Section 504 of the act prohibits discrimination on the basis of disability in federally assisted programs and activities. This provision is designed to protect the rights of any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of an impairment or is regarded as having such an impairment. Major life activities include walking, seeing, hearing, speaking, breathing, learning, working, caring for oneself and performing manual tasks.

The Department of Justice, Civil Rights Division (CRD) has overall responsibility for coordinating the implementation and enforcement of Section 504 of the act. As part of its regulatory and review efforts, the CRD responds to *ad hoc* requests from federal agencies on their disability rights regulations and contributes to the Access Board's continuing development of the guidelines for the accessible design of facilities subject to the ABA or the ADA.

The CRD also participates in the delivery of technical assistance to improve disability rights enforcement programs, promote interagency information sharing and cooperation, and eliminate redundant requirements.

In conjunction with the CRD, the Office for Civil Rights (OCR) in the Department of Education has responsibility for enforcing Section 504 of the act for the Department's recipients of federal financial assistance. Specifically, the Department's Section 504 regulations apply to all such recipients and to their programs and activities that receive federal financial assistance from the Department of Education, including all of the operations of state and local education agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state VR agencies, libraries and museums. Such operations of recipients may include, but are not limited to: admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing and employment.

Examples of the types of discrimination prohibited by Section 504 and its implementing regulations include access to educational programs and facilities, denial of a free appropriate public education for elementary and secondary students and academic adjustments in higher education. Section 504 and its implementing regulations also prohibit employment discrimination and retaliation for filing an OCR complaint or for advocating for a right protected by this provision of the law. OCR strives to communicate clearly how the civil rights laws apply in particular situations to help people understand their rights and educational institutions understand their obligations.

During FY 2001, OCR amended the regulations implementing Title VI, Title IX, Section 504 and the Age Discrimination Act to conform to the 1987 Civil Rights Restoration Act's definition of "program or activity." The regulatory amendments, which became effective on Dec. 13, 2000, clarify that OCR's jurisdiction over recipients of federal funds is institutionwide, not program-specific. The Department of Education was the first federal agency to amend its regulation to conform to the Civil Rights Restoration Act.

According to the Office for Civil Rights *Fiscal Year 2000 Annual Report to Congress* (Department of Education 2001i) submitted for FY 2001, the agency received 4,571 complaints in 2001. Over half of these were complaints on behalf of persons with disabilities. OCR initiated 21 compliance reviews in FY 2001 and brought 43 reviews to successful resolution, some of which had been started in previous years. OCR also conducted 2,234 monitoring activities in that same fiscal year.

National Council on Disability Independent Agency Authorized Under Section 400 of the Act

As an independent agency, the National Council on Disability (NCD) promotes policies, programs and procedures that guarantee equal opportunity for all individuals with disabilities that lead to their economic self-sufficiency, independent living, and inclusion and integration into all aspects of society. More specifically, the NCD reviews and evaluates laws, policies, programs, practices and procedures at all levels to see if they meet the needs of individuals with disabilities. The council makes recommendations to the president, the Congress, the secretary of education, RSA's commissioner and officials of federal agencies based on those evaluations.

In FY 2001, the council conducted a number of activities designed to increase consumer input and awareness regarding policy issues affecting individuals with disabilities. Those activities included dissemination of information through the conduct of hearings, forums and conferences throughout the country and through response to thousands of telephone, e-mail and written inquiries on ADA and other disability civil rights issues.

During FY 2001, NCD published the following documents: *Action Strategies for Effective Coalitions* (2001a); *Reconstructing Fair Housing* (2001b); "Brief *Amicus Curiae* of the National Council on Disability in Support of Respondents, *Toyota v. Ella Williams*" (2001c); *The Sandoval Ruling* (2001d); *The Accessible Future* (2001e); *National Disability Policy: A Progress Report, November 1999–November 2000* (2001f); "Position Paper on Patients' Bill of Rights Legislation" (2001g); *Inclusive Federal Election Reform* (2001h); *Applied Leadership for Effective Coalitions* (2001i); and *Investing in Independence: Transition Recommendations for President George W. Bush* (2001j).

Appendices

Appendix A

**State VR Agency Performance
Title 1 Evaluation Standards and
Performance Indicators,
Fiscal Year 2001**

Table A-1
Employment Outcomes (Evaluation Standard 1) of
State VR^g Agencies Serving the Blind and Visually Impaired, by
Indicator and Jurisdiction, Fiscal Year 2001

Must Pass at Least Four of Six Indicators and Two of Three Primary Indicators^h

Jurisdiction ⁱ	Indicator 1.1: Change in Total Employment Outcomes After an IPE ^j (≥ 0)	Indicator 1.2: Percent of Employment Outcomes After Services Under an IPE ^k (≥ 68.9%)	Indicator 1.3: Percent of Employment Outcomes for All Individuals that Were Competitive Employment ^l (≥ 35.4%)	Indicator 1.4: Percent of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities ^m (≥ 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .59)	Indicator 1.6: Difference Between Self- Support at Application and Closure (≥ 30.4)	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Failed (Can fail no more than one)	Number of Indicators in Standard 1 That Were Failed (Can fail no more than two)
<i>Performance level criteria are shown in parentheses for each indicator.</i>								
Arkansas	32	83.66	56.62	100.00	0.710	28.97	0	1
Connecticut	3	87.21	40.26	100.00	0.614	28.80	0	1
Delaware	-1	72.31	78.72	97.30	0.532	29.73	1	3
Florida	14	62.16	84.30	78.37	0.627	40.69	1	2
Idaho	17	68.42	53.85	62.86	0.666	35.71	1	2
Iowa	29	84.80	66.76	98.70	0.871	25.97	0	1
Kentucky	10	83.51	69.12	100.00	0.663	42.25	0	0

^g VR – Vocational Rehabilitation

^h Minimum performance level criteria for each standard and indicator were established by the Rehabilitation Services Administration (RSA) and published in the *Federal Register* on June 5, 2000 (34 CFR Part 361).

ⁱ Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

^j An individualized plan for employment (IPE) is a written document developed for each individual determined to be eligible for VR services. To pass this indicator the number of individuals exiting the VR program securing employment during current performance period must be at least the same as the number of individuals exiting the VR program employed during the previous performance period and, hence, comparison of the two elements must yield a number greater than or equal to zero.

^k Percent who have received employment outcomes after provision of VR services.

^l Percent of employed individuals that exit the VR program and are placed in an integrated setting, self-employment, or BEP (Business Enterprise Program, also known as the Vending Facility Program) with earnings equivalent to at least the minimum wage.

^m Significant disabilities are severe physical or mental impairments caused by certain conditions that seriously limit one or more functional capacities and require multiple VR services over an extended period of time.

Table A-1 (continued)

Jurisdiction ⁱ	Indicator 1.1: Change in Total Employment Outcomes After an IPE ^j (≥ 0)	Indicator 1.2: Percent of Employment Outcomes After Services Under an IPE ^k (≥ 68.9%)	Indicator 1.3: Percent of Employment Outcomes for All Individuals that Were Competitive Employment ^l (≥ 35.4%)	Indicator 1.4: Percent of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities ^m (≥ 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .59)	Indicator 1.6: Difference Between Self- Support at Application and Closure (≥ 30.4)	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Failed (Can fail no more than one)	Number of Indicators in Standard 1 That Were Failed (Can fail no more than two)
<i>Performance level criteria are shown in parentheses for each indicator.</i>								
Maine	41	77.37	21.93	97.62	0.709	38.10	1	1
Massachusetts	13	72.73	52.70	100.00	0.607	36.28	0	0
Michigan	-49	71.02	43.77	96.27	0.786	26.10	0	2
Minnesota	-289	60.43	45.48	95.74	0.634	39.72	0	2
Missouri	-65	72.33	60.22	99.64	0.726	31.94	0	1
Nebraska	-17	74.12	53.97	100.00	0.792	39.22	0	1
New Jersey	-54	76.91	71.74	94.90	0.566	46.33	1	2
New Mexico	11	40.54	93.33	98.81	0.764	64.29	0	1
New York	136	82.03	21.96	99.76	0.552	33.21	2	2
North Carolina	-126	67.74	81.13	87.35	0.586	34.70	2	4
Oregon	7	77.56	58.26	97.87	0.706	34.75	0	0
South Carolina	18	75.47	64.64	93.92	0.724	48.07	0	0
South Dakota	-11	77.45	90.66	89.70	0.773	28.48	0	2
Texas	-95	71.05	58.47	99.87	0.646	27.19	0	2
Vermont	2	82.42	70.00	96.19	0.772	27.62	0	1
Virginia	-24	76.03	75.22	81.50	0.572	44.22	2	3
Washington	1	61.76	92.86	99.15	0.717	37.61	0	1

Table A-2
Employment Outcomes (Evaluation Standard 1) of
State VRⁿ Agencies – General and Combined^o, by
Indicator and Jurisdiction, Fiscal Year 2001

Must Pass at Least Four of Six Indicators and Two of Three Primary Indicators^p

Jurisdiction	Indicator 1.1: Change in Total Employment Outcomes After an IPE ^q (≥ 0)	Indicator 1.2: Percent of Employment Outcomes After Services Under an IPE ^r (≥ 55.8%)	Indicator 1.3: Percent of Employment Outcomes for All Individuals That Were Competitive Employment ^s (≥ 72.6%)	Indicator 1.4: Percent of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities ^t (≥ 62.4%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .52)	Indicator 1.6: Difference Between Self- Support at Application and Closure (≥ 53.0)	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Failed (Can fail no more than one)	Number of Indicators in Standard 1 That Were Failed (Can fail no more than two)
<i>Performance level criteria are shown in parentheses for each indicator.</i>								
Alabama	5	69.25	93.28	87.51	0.531	83.34	0	0
Alaska	-20	63.31	93.22	76.51	0.683	61.54	0	1
American Samoa	6	88.24	50.00	80.00	u	60.00	1	1
Arizona	-54	42.41	84.04	62.65	0.568	66.06	1	3
Arkansas	-70	48.91	86.14	90.11	0.653	72.62	0	2
California	938	51.98	78.46	96.66	0.499	70.45	1	2

ⁿ VR – Vocational Rehabilitation

General agencies serve persons with various disabilities other than blindness and/or other visual impairments. Combined agencies serve all individuals with disabilities including persons who are blind and visually impaired.

Minimum performance level criteria for each standard and indicator were established by the Rehabilitation Services Administration (RSA) and published in the *Federal Register* on June 5, 2000 (34 CFR Part 361).

^q An individualized plan for employment (IPE) is a written document developed for each individual determined to be eligible for VR services. To pass this indicator the number of individuals exiting the VR program securing employment during current performance period must be at least the same as the number of individuals exiting the VR program employed during the previous performance period.

^r Percent who have received employment outcomes after provision of VR services.

^s Percent of employed individuals that exit the VR program and are placed in an integrated setting, self-employment, or BEP (Business Enterprise Program, also known as the Vending Facility Program) with earnings equivalent to at least the minimum wage.

^t Significant disabilities are severe physical or mental impairments caused by certain conditions that seriously limit one or more functional capacities and require multiple VR services over an extended period of time.

^u No state wage data exists for Guam, Northern Marianas and American Samoa. Therefore, Indicator 1.5 cannot be computed for these VR agencies.

Table A-2 (continued)

Jurisdiction	Indicator 1.1: Change in Total Employment Outcomes After an IPE ^a (≥ 0)	Indicator 1.2: Percent of Employment Outcomes After Services Under an IPE ^b (≥ 55.8%)	Indicator 1.3: Percent of Employment Outcomes for All Individuals That Were Competitive Employment ^c (≥ 72.6%)	Indicator 1.4: Percent of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities ^d (≥ 62.4%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .52)	Indicator 1.6: Difference Between Self- Support at Application and Closure (≥ 53.0)	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Failed (Can fail no more than one)	Number of Indicators in Standard 1 That Were Failed (Can fail no more than two)
	<i>Performance level criteria are shown in parentheses for each indicator.</i>							
Colorado	-41	51.38	85.71	65.91	0.535	56.43	0	2
Connecticut	103	64.28	96.03	100.00	0.499	55.71	1	1
Delaware	53	65.50	91.65	81.11	0.496	73.71	1	1
District of Columbia	77	47.97	89.03	63.46	0.383	87.39	1	2
Florida	-1262	57.00	94.06	77.87	0.606	51.78	0	3
Georgia	109	57.92	79.57	90.34	0.477	69.08	1	1
Guam	4	49.38	80.00	96.88	^h	62.50	0	1
Hawaii	41	33.13	83.61	61.41	0.607	63.23	1	2
Idaho	193	60.03	87.94	89.31	0.635	37.99	0	1
Illinois	1250	65.46	81.89	100.00	0.445	54.04	1	1
Indiana	5	48.69	85.92	95.40	0.617	36.60	0	2
Iowa	197	58.19	79.16	87.59	0.664	54.49	0	0
Kansas	-239	58.47	85.38	87.38	0.552	65.31	0	1
Kentucky	-102	67.98	84.81	98.94	0.636	71.93	0	1
Louisiana	-108	42.48	96.23	99.69	0.740	68.55	0	2
Maine	-135	51.41	89.14	97.80	0.630	57.08	0	2
Maryland	-23	70.65	89.97	99.02	0.513	53.31	1	2
Massachusetts	-156	68.25	90.27	99.44	0.496	52.53	1	3
Michigan	-105	58.51	93.58	88.23	0.527	56.14	0	1
Minnesota	285	67.35	84.09	99.92	0.536	51.49	0	1
Mississippi	197	82.17	93.98	83.73	0.697	55.30	0	0
Missouri	-586	70.55	73.89	69.64	0.552	55.60	0	1
Montana	-25	58.72	79.90	77.31	0.690	59.19	0	1

Table A-2 (continued)

Jurisdiction	Indicator 1.1: Change in Total Employment Outcomes After an IPE ^a (≥ 0)	Indicator 1.2: Percent of Employment Outcomes After Services Under an IPE ^c (≥ 55.8%)	Indicator 1.3: Percent of Employment Outcomes for All Individuals That Were Competitive Employment ^s (≥ 72.6%)	Indicator 1.4: Percent of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities ^t (≥ 62.4%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .52)	Indicator 1.6: Difference Between Self- Support at Application and Closure (≥ 53.0)	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Failed (Can fail no more than one)	Number of Indicators in Standard 1 That Were Failed (Can fail no more than two)
	<i>Performance level criteria are shown in parentheses for each indicator.</i>							
Nebraska	96	62.30	91.45	100.00	0.622	36.58	0	1
Nevada	-27	50.80	91.92	88.68	0.603	63.52	0	2
New Hampshire	13	80.18	92.05	83.28	0.555	48.40	0	1
New Jersey	43	69.25	86.87	89.37	0.479	67.63	1	1
New Mexico	-53	60.47	89.73	84.52	0.614	64.15	0	1
New York	268	61.85	79.46	92.78	0.417	67.61	1	1
North Carolina	8	54.59	92.79	75.64	0.556	58.35	0	1
North Dakota	-43	65.18	90.83	80.74	0.729	59.28	0	1
Northern Marianas	-1	52.94	55.56	100.00	^h	46.67	2	4
Ohio	-130	57.19	93.39	99.82	0.578	55.90	0	1
Oklahoma	-238	64.26	92.74	87.82	0.644	67.87	0	1
Oregon	-296	66.42	94.77	95.93	0.584	63.62	0	1
Pennsylvania	1003	64.16	89.06	99.54	0.545	64.92	0	0
Puerto Rico	-199	67.37	67.96	57.31	0.829	83.11	2	3
Rhode Island	-105	80.09	71.99	97.94	0.575	44.85	1	3
South Carolina	-166	60.93	98.62	85.27	0.633	61.98	0	1
South Dakota	27	69.96	95.87	82.20	0.640	66.55	0	0
Tennessee	21	66.39	89.51	78.94	0.555	83.03	0	0
Texas	-948	60.70	95.30	74.34	0.524	68.10	0	1
Utah	-204	60.53	92.14	82.57	0.659	65.88	0	1
Vermont	72	75.16	95.76	98.85	0.601	43.98	0	1
Virgin Islands	14	74.65	67.92	58.33	0.612	80.56	2	2
Virginia	382	56.10	83.83	88.42	0.486	54.55	0	1

Table A-2 (continued)

Jurisdiction	Indicator 1.1: Change in Total Employment Outcomes After an IPE ^a (≥ 0)	Indicator 1.2: Percent of Employment Outcomes After Services Under an IPE ^c (≥ 55.8%)	Indicator 1.3: Percent of Employment Outcomes for All Individuals That Were Competitive Employment ^s (≥ 72.6%)	Indicator 1.4: Percent of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities ^t (≥ 62.4%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .52)	Indicator 1.6: Difference Between Self- Support at Application and Closure (≥ 53.0)	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Failed (Can fail no more than one)	Number of Indicators in Standard 1 That Were Failed (Can fail no more than two)
	<i>Performance level criteria are shown in parentheses for each indicator.</i>							
Washington	-1124	56.21	91.20	94.16	0.530	83.04	0	1
West Virginia	-241	71.90	89.23	78.58	0.622	65.31	0	1
Wisconsin	-863	51.43	95.49	86.72	0.709	32.71	0	3
Wyoming	1	72.75	90.36	74.09	0.602	62.80	0	0

Table A-3
Equal Access to Service (Evaluation Standard 2) of
State VR^v Agencies Serving the Blind and Visually Impaired, by
Indicator and Jurisdiction, Fiscal Year 2001

Jurisdiction ^w	Indicator 2.1: Minority Service Rate Ratio ^x (> .80)	Minorities Exiting the VR Program ^y
Arkansas	0.970	171
Connecticut	0.842	45*
Delaware	0.889	17*
Florida	1.018	669
Idaho	0.619	7*
Iowa	0.876	22*
Kentucky	1.103	59*
Maine	1.315	1*
Massachusetts	0.900	60*
Michigan	0.925	136
Minnesota	0.740	46*
Missouri	0.864	202
Nebraska	0.973	26*
New Jersey	0.834	317
New Mexico	1.138	76*
New York	0.846	819
North Carolina	0.885	617
Oregon	0.679	25*
South Carolina	0.989	149
South Dakota	1.049	18*
Texas	0.764	2,675
Vermont	z	0*
Virginia	0.787	122
Washington	0.982	52*

* Indicates fewer than 100 individuals from minority populations exiting program.

^v VR – Vocational Rehabilitation

^w Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

^x Minority service rate ratio is the ratio of the percent of minorities exiting the VR program who received services to the percent of nonminorities exiting the program who received services. Minimum performance level criterion for this standard and indicator was established by the Rehabilitation Services Administration (RSA) and published in the *Federal Register* on June 5, 2000 (34 CFR Part 361).

^y Total number of individuals from minority populations exiting the VR program during the performance period.

^z Ratio not computed when service rate (minority or nonminority) equals 0.

Table A-4
Access to Service (Evaluation Standard 2) of
State VR^{aa} Agencies—General and Combined,^{bb}
By Indicator and Jurisdiction, Fiscal Year 2001

Jurisdiction	Indicator 2.1: Minority Service Rate Ratio ^{cc} (> .80)	Minorities Exiting The VR Program ^{dd}
Alabama	1.005	5730
Alaska	0.908	441
American Samoa	ee	53*
Arizona	0.919	2606
Arkansas	0.928	2757
California	1.026	18082
Colorado	0.912	2573
Connecticut	0.816	1195
Delaware	0.953	937
District of Columbia	0.865	3411
Florida	0.859	6919
Georgia	0.696	7492
Guam	0.888	119
Hawaii	1.171	1908
Idaho	0.944	609
Illinois	0.922	6160
Indiana	0.967	2134
Iowa	0.755	597
Kansas	0.936	670
Kentucky	0.887	1698
Louisiana	0.862	3569
Maine	0.948	50*
Maryland	0.792	4908
Massachusetts	0.825	2110

* Indicates fewer than 100 individuals from minority populations exiting program.

^{aa} VR – Vocational Rehabilitation

^{bb} General agencies serve persons with various disabilities other than blindness and/or other visual impairments. Combined agencies serve all individuals with disabilities including persons who are blind and visually impaired.

^{cc} Minority service rate ratio is the ratio of the percent of minorities exiting the VR program who received services to the percent of nonminorities exiting the program who received services. Minimum performance level criterion for this standard and indicator was established by the Rehabilitation Services Administration (RSA) and published in the *Federal Register* on Monday, June 5, 2000 (34 CFR Part 361).

^{dd} Total number of individuals from minority populations exiting the VR program during the performance period.

^{ee} Ratio not computed when service rate (minority or nonminority) equals 0.

Table A-4 (continued)

Jurisdiction	Indicator 2.1: Minority Service Rate Ratio ^{cc} (> .80)	Minorities Exiting The VR Program ^{dd}
Michigan	0.819	5569
Minnesota	0.842	2164
Mississippi	0.893	3932
Missouri	0.770	3208
Montana	0.938	446
Nebraska	0.941	408
Nevada	0.884	872
New Hampshire	0.956	90*
New Jersey	0.856	4996
New Mexico	0.913	3096
New York	0.915	16994
North Carolina	0.990	13637
North Dakota	0.938	276
Northern Marianas	1.062	52*
Ohio	0.875	6094
Oklahoma	0.965	2025
Oregon	0.905	1549
Pennsylvania	0.916	5010
Puerto Rico	1.070	5620
Rhode Island	0.719	251
South Carolina	1.006	10114
South Dakota	0.828	319
Tennessee	1.050	3909
Texas	0.973	32092
Utah	0.962	1194
Vermont	1.090	67*
Virgin Islands	2.557	219
Virginia	.999	4237
Washington	0.956	2101
West Virginia	0.948	370
Wisconsin	0.795	2837
Wyoming	.969	193

Appendix B

**State VR Agency
Employment Outcomes,
Fiscal Years 2000 and 2001**

Table B-1
Grant Awards to State VR^{ff} Agencies and Number and Percentage of Individuals With Disabilities Employed, by Type of Disability and Jurisdiction, Fiscal Years 2000 and 2001

Jurisdiction	Fiscal Year and Percent Change	Amount of Grant Awards (\$)	Total Employment Outcomes ^{gg}	Employment Outcomes of Individuals With Significant Disabilities ^{hh}	Percent of Individuals With Employment Outcomes Who Have Significant Disabilities ⁱⁱ
U.S. Total	2001	2,375,792,001	233,684	206,157	88.22
	2000	2,313,807,350	236,218	206,167	87.28
	Percent change	2.68	-1.07	0.00	
Total — General/ Combined Agencies ^{jj}	2001	2,196,769,882	224,760	197,559	87.90
	2000	2,139,869,489	226,913	197,301	86.95
	Percent change	2.66	-0.95	0.13	
Total — Agencies for the Blind ^{kk}	2001	179,022,119	8,924	8,598	96.35
	2000	173,937,861	9,305	8,866	95.28
	Percent change	2.92	-4.09	-3.02	
General/ Combined Agencies					
Alabama	2001	50,156,828	7,692	6,764	87.94
	2000	49,074,778	7,687	6,623	86.16
	Percent change	2.20	0.07	2.13	
Alaska	2001	7,941,315	516	393	76.16
	2000	7,692,381	536	393	73.32
	Percent change	3.24	-3.73	0.00	
American Samoa	2001	888,668	30	19	63.33
	2000	848,787	24	13	54.17
	Percent change	4.70	25.00	46.15	
Arizona	2001	41,133,595	2,093	1,389	66.36
	2000	39,278,979	2,147	1,499	69.82
	Percent change	4.72	-2.52	-7.34	

^{ff} VR – Vocational Rehabilitation.

^{gg} Total number of individuals with disabilities exiting the VR program securing employment during current performance period.

^{hh} Significant disabilities are severe physical or mental impairments caused by certain conditions that seriously limit one or more functional capacities and require multiple VR services over an extended period of time.

ⁱⁱ Percent =
$$\frac{\text{Employment outcomes of individuals with significant disabilities}}{\text{Total employment outcomes}}$$

^{jj} General agencies serve persons with various disabilities other than blindness and/or other visual impairments. Combined agencies serve all individuals with disabilities including persons who are blind and visually impaired.

^{kk} Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

Table B-1 (continued)

Jurisdiction	Fiscal Year and Percent Change	Amount of Grant Awards (\$)	Total Employment Outcomes ⁹⁹	Employment Outcomes of Individuals With Significant Disabilities ^{hh}	Percent of Individuals With Employment Outcomes Who Have Significant Disabilities ⁱⁱ
Arkansas	2001	26,601,547	2,735	2,471	90.35
	2000	25,997,906	2,805	2,535	90.37
	Percent change	2.32	-2.50	-2.52	
California	2001	234,214,418	12,601	12,257	97.27
	2000	226,483,375	11,663	11,181	95.87
	Percent change	3.41	8.04	9.62	
Colorado	2001	28,787,133	2,324	1,550	66.70
	2000	28,519,543	2,365	1,426	60.30
	Percent change	0.94	-1.73	8.70	
Connecticut	2001	14,781,446	1,787	1,787	100.00
	2000	14,500,638	1,684	1,684	100.00
	Percent change	1.94	6.12	6.12	
Delaware	2001	6,751,359	826	664	80.39
	2000	6,575,099	773	601	77.75
	Percent change	2.68	6.86	10.48	
District of Columbia	2001	10,936,297	793	513	64.69
	2000	10,830,456	716	544	75.98
	Percent change	0.98	10.75	-5.70	
Florida	2001	97,022,340	8,369	6,513	77.82
	2000	94,027,841	9,631	7,672	79.66
	Percent change	3.18	-13.10	-15.11	
Georgia	2001	68,699,947	4,097	3,704	90.41
	2000	66,708,371	3,988	3,662	91.83
	Percent change	2.99	2.73	1.15	
Guam	2001	1,585,783	40	38	95.00
	2000	2,032,158	36	30	83.33
	Percent change	-21.97	11.11	26.67	
Hawaii	2001	8,923,790	592	384	64.86
	2000	6,771,173	551	330	59.89
	Percent change	31.79	7.44	16.36	
Idaho	2001	11,143,236	1,808	1,631	90.21
	2000	10,752,962	1,615	1,422	88.05
	Percent change	3.63	11.95	14.70	
Illinois	2001	87,070,046	8,050	8,050	100.00
	2000	84,910,548	6,800	6,788	99.82
	Percent change	2.54	18.38	18.59	
Indiana	2001	56,975,533	4,830	4,628	95.82
	2000	55,485,506	4,825	4,561	94.53
	Percent change	2.69	0.10	1.47	
Iowa	2001	22,248,042	2,759	2,474	89.67
	2000	21,786,070	2,562	2,262	88.29
	Percent change	2.12	7.69	9.37	
Kansas	2001	23,459,628	1,587	1,402	88.34
	2000	22,845,999	1,826	1,417	77.60
	Percent change	2.69	-13.09	-1.06	
Kentucky	2001	38,856,277	4,873	4,828	99.08
	2000	37,953,061	4,975	4,914	98.77
	Percent change	2.38	-2.05	-1.75	

Table B-1 (continued)

Jurisdiction	Fiscal Year and Percent Change	Amount of Grant Awards (\$)	Total Employment Outcomes ⁹⁹	Employment Outcomes of Individuals With Significant Disabilities ^{hh}	Percent of Individuals With Employment Outcomes Who Have Significant Disabilities ⁱⁱ
Louisiana	2001	41,525,841	1,989	1,983	99.70
	2000	39,435,841	2,097	2,054	97.95
	Percent change	5.30	-5.15	-3.46	
Maine	2001	11,048,957	1,022	1,000	97.85
	2000	10,791,924	1,157	1,130	97.67
	Percent change	2.38	-11.67	-11.50	
Maryland	2001	35,284,567	3,071	3,043	99.09
	2000	34,414,030	3,094	3,063	99.00
	Percent change	2.53	-0.74	-0.65	
Massachusetts	2001	35,643,135	4,768	4,740	99.41
	2000	35,973,233	4,924	4,892	99.35
	Percent change	-0.92	-3.17	-3.11	
Michigan	2001	73,981,543	6,880	6,102	88.69
	2000	72,255,839	6,985	6,297	90.15
	Percent change	2.39	-1.50	-3.10	
Minnesota	2001	31,777,390	4,275	4,272	99.93
	2000	31,448,463	3,990	3,898	97.69
	Percent change	1.05	7.14	9.59	
Mississippi	2001	36,399,588	4,420	3,725	84.28
	2000	35,577,124	4,223	3,852	91.21
	Percent change	2.31	4.66	-3.30	
Missouri	2001	45,675,176	5,148	3,863	75.04
	2000	44,719,298	5,734	4,176	72.83
	Percent change	2.14	-10.22	-7.50	
Montana	2001	9,684,263	960	770	80.21
	2000	9,467,591	985	746	75.74
	Percent change	2.29	-2.54	3.22	
Nebraska	2001	11,692,188	1,216	1,216	100.00
	2000	12,689,083	1,120	1,120	100.00
	Percent change	-7.86	8.57	8.57	
Nevada	2001	11,477,465	990	886	89.49
	2000	10,891,039	1,017	884	86.92
	Percent change	5.38	-2.65	0.23	
New Hampshire	2001	9,135,750	1,598	1,345	84.17
	2000	8,886,633	1,585	1,472	92.87
	Percent change	2.80	0.82	-8.63	
New Jersey	2001	37,772,352	4,363	3,952	90.58
	2000	37,312,773	4,320	3,818	88.38
	Percent change	1.23	1.00	3.51	
New Mexico	2001	15,673,225	1,548	1,323	85.47
	2000	15,338,373	1,601	1,250	78.08
	Percent change	2.18	-3.31	5.84	
New York	2001	106,969,862	16,641	15,614	93.83
	2000	101,771,830	16,373	14,714	89.87
	Percent change	5.11	1.64	6.12	
North Carolina	2001	61,641,175	9,866	7,539	76.41
	2000	59,858,022	9,858	7,596	77.05
	Percent change	2.98	0.08	-0.75	

Table B-1 (continued)

Jurisdiction	Fiscal Year and Percent Change	Amount of Grant Awards (\$)	Total Employment Outcomes ⁹⁹	Employment Outcomes of Individuals With Significant Disabilities ^{hh}	Percent of Individuals With Employment Outcomes Who Have Significant Disabilities ⁱⁱ
North Dakota	2001	7,919,307	949	779	82.09
	2000	7,718,624	992	778	78.43
	Percent change	2.60	-4.33	0.13	
Northern Marianas	2001	847,230	27	27	100.00
	2000	824,768	28	22	78.57
	Percent change	2.72	-3.57	22.73	
Ohio	2001	105,036,683	7,206	7,193	99.82
	2000	102,942,627	7,336	7,307	99.60
	Percent change	2.03	-1.77	-1.56	
Oklahoma	2001	36,559,167	3,195	2,822	88.33
	2000	35,764,238	3,433	2,905	84.62
	Percent change	2.22	-6.93	-2.86	
Oregon	2001	25,033,825	3,214	3,087	96.05
	2000	24,191,037	3,510	3,334	94.99
	Percent change	3.48	-8.43	-7.41	
Pennsylvania	2001	106,539,697	11,989	11,938	99.57
	2000	104,602,482	10,986	10,883	99.06
	Percent change	1.85	9.13	9.69	
Puerto Rico	2001	63,568,767	2,213	1,292	58.38
	2000	62,196,812	2,412	1,300	53.90
	Percent change	2.21	-8.25	-0.62	
Rhode Island	2001	8,749,599	539	530	98.33
	2000	8,576,669	644	637	98.91
	Percent change	2.02	-16.30	-16.80	
South Carolina	2001	37,102,609	8,899	7,595	85.35
	2000	36,045,883	9,065	7,857	86.67
	Percent change	2.93	-1.83	-3.33	
South Dakota	2001	6,388,866	920	763	82.93
	2000	6,147,852	893	682	76.37
	Percent change	3.92	3.02	11.88	
Tennessee	2001	55,257,622	6,175	4,952	80.19
	2000	53,795,721	6,154	5,033	81.78
	Percent change	2.72	0.34	-1.61	
Texas	2001	137,500,890	24,665	18,377	74.51
	2000	134,710,474	25,613	19,276	75.26
	Percent change	2.07	-3.70	-4.66	
Utah	2001	21,605,953	2,914	2,428	83.32
	2000	20,909,035	3,118	2,582	82.81
	Percent change	3.33	-6.54	-5.96	
Vermont	2001	6,990,368	1,180	1,167	98.90
	2000	6,809,281	1,108	1,096	98.92
	Percent change	2.66	6.50	6.48	
Virginia	2001	47,512,458	4,081	3,655	89.56
	2000	46,176,078	3,699	3,262	88.19
	Percent change	2.89	10.33	12.05	
Virgin Islands	2001	1,896,389	53	28	52.83
	2000	1,839,621	39	25	64.10
	Percent change	3.09	35.90	12.00	

Table B-1 (continued)

Jurisdiction	Fiscal Year and Percent Change	Amount of Grant Awards (\$)	Total Employment Outcomes ⁹⁹	Employment Outcomes of Individuals With Significant Disabilities ^{hh}	Percent of Individuals With Employment Outcomes Who Have Significant Disabilities ⁱⁱ
Washington	2001	36,418,814	2,683	2,533	94.41
	2000	35,648,003	3,807	3,583	94.12
	Percent change	2.16	-29.52	-29.31	
West Virginia	2001	23,135,358	2,229	1,766	79.23
	2000	22,732,058	2,470	1,688	68.34
	Percent change	1.77	-9.76	4.62	
Wisconsin	2001	48,640,145	3,746	3,248	86.71
	2000	47,734,659	4,609	3,999	86.77
	Percent change	1.90	-18.72	-18.78	
Wyoming	2001	6,506,430	726	547	75.34
	2000	6,596,840	725	533	73.52
	Percent change	-1.37	0.14	2.63	
Agencies for the Blind					
Arkansas	2001	3,627,484	324	324	100.00
	2000	3,545,170	310	310	100.00
	Percent change	2.32	4.52	4.52	
Connecticut	2001	2,608,491	207	207	100.00
	2000	2,558,971	250	250	100.00
	Percent change	1.94	-17.20	-17.20	
Delaware	2001	1,187,896	20	20	100.00
	2000	1,157,794	27	26	96.30
	Percent change	2.60	-25.93	-23.08	
Florida	2001	19,872,045	769	590	76.72
	2000	19,258,715	849	697	82.10
	Percent change	3.18	-9.42	-15.35	
Idaho	2001	1,519,532	74	61	82.43
	2000	1,466,314	56	28	50.00
	Percent change	3.63	32.14	117.86	
Iowa	2001	5,218,676	175	172	98.29
	2000	5,110,311	171	170	99.42
	Percent change	2.12	2.34	1.18	
Kentucky	2001	6,325,441	348	348	100.00
	2000	6,178,406	371	370	99.73
	Percent change	2.38	-6.20	-5.95	
Maine	2001	2,508,045	193	185	95.85
	2000	2,449,701	190	182	95.79
	Percent change	2.38	1.58	1.65	
Massachusetts	2001	6,289,965	222	222	100.00
	2000	6,477,503	186	186	100.00
	Percent change	-2.90	19.35	19.35	
Michigan	2001	10,088,392	324	324	100.00
	2000	9,853,070	350	322	92.00
	Percent change	2.39	-7.43	0.62	
Minnesota	2001	6,975,525	114	109	95.61
	2000	6,903,321	196	188	95.92
	Percent change	1.05	-41.84	-42.02	

Table B-1 (continued)

Jurisdiction	Fiscal Year and Percent Change	Amount of Grant Awards (\$)	Total Employment Outcomes ⁹⁹	Employment Outcomes of Individuals With Significant Disabilities ^{hh}	Percent of Individuals With Employment Outcomes Who Have Significant Disabilities ⁱⁱ
Missouri	2001	6,806,408	408	405	99.26
	2000	6,656,590	507	506	99.80
	Percent change	2.25	-19.53	-19.96	
Nebraska	2001	2,375,981	82	82	100.00
	2000	2,379,219	107	107	100.00
	Percent change	-0.14	-23.36	-23.36	
New Jersey	2001	9,281,490	319	306	95.92
	2000	8,799,229	364	329	90.38
	Percent change	5.48	-12.36	-6.99	
New Mexico	2001	3,650,074	45	45	100.00
	2000	3,554,931	45	44	97.78
	Percent change	2.68	0.00	2.27	
New York	2001	20,375,212	1,892	1,892	100.00
	2000	19,385,109	1,906	1,903	99.84
	Percent change	5.11	-0.73	-0.58	
North Carolina	2001	12,118,651	664	609	91.72
	2000	11,779,716	661	567	85.78
	Percent change	2.88	0.45	7.41	
Oregon	2001	3,576,261	128	128	100.00
	2000	3,606,345	114	111	97.37
	Percent change	-0.83	12.28	15.32	
South Carolina	2001	5,544,068	181	180	99.45
	2000	5,386,166	99	87	87.88
	Percent change	2.93	82.83	106.90	
South Dakota	2001	1,631,473	90	82	91.11
	2000	1,724,463	92	82	89.13
	Percent change	-5.39	-2.17	0.00	
Texas	2001	34,375,223	1,911	1,909	99.90
	2000	33,233,782	2,026	2,022	99.80
	Percent change	3.43	-5.68	-5.59	
Vermont	2001	953,232	75	74	98.67
	2000	928,538	75	69	92.00
	Percent change	2.66	0.00	7.25	
Virginia	2001	7,066,352	223	188	84.30
	2000	6,873,813	237	196	82.70
	Percent change	2.80	-5.91	-4.08	
Washington	2001	5,046,202	136	136	100.00
	2000	4,670,684	116	114	98.28
	Percent change	8.04	17.24	19.30	

Table B-2
Employment Outcomes of State VR^{II} Agencies, by
Number and Percentage of Individuals With Disabilities
Employed, Type of Employment and Jurisdiction,
Fiscal Years 2000 and 2001

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
U.S. Total	2001	233,684	203,996	87.30
	2000	236,218	201,604	85.35
	Percent change	-1.07	1.19	
Total — General/Combined Agencies ^{pp}	2001	224,760	199,024	88.55
	2000	226,913	196,489	86.59
	Percent change	-0.95	1.29	
Total — Agencies for the Blind ^{qq}	2001	8,924	4,972	55.71
	2000	9,305	5,115	54.97
	Percent change	-4.09	-2.80	
General/Combined Agencies				
Alabama	2001	7,692	7,175	93.28
	2000	7,687	7,006	91.14
	Percent change	0.07	2.41	
Alaska	2001	516	481	93.22
	2000	536	500	93.28
	Percent change	-3.73	-3.80	
American Samoa	2001	30	15	50.00
	2000	24	4	16.67
	Percent change	25.00	275.00	
Arizona	2001	2,093	1,759	84.04
	2000	2,147	1,790	83.37
	Percent change	-2.52	-1.73	

^{II} VR – Vocational Rehabilitation

^{mm} Total number of individuals with disabilities exiting the VR program securing employment during current performance period.

ⁿⁿ Number of employed individuals that exit the VR program and are placed in an integrated setting, self-employment, or BEP (Business Enterprise Program, also known as the Vending Facility Program) with earnings equivalent to at least the minimum wage.

^{oo} Percent =
$$\frac{\text{Competitive employment outcomes for all individuals}}{\text{Total employment outcomes}}$$

^{pp} General agencies serve persons with various disabilities other than blindness and/or other visual impairments. Combined agencies serve all individuals with disabilities including persons who are blind and visually impaired.

^{qq} Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

Table B-2 (continued)

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
Arkansas	2001	2,735	2,356	86.14
	2000	2,805	2,229	79.47
	Percent change	-2.50	5.70	
California	2001	12,601	9,887	78.46
	2000	11,663	8,896	76.28
	Percent change	8.04	11.14	
Colorado	2001	2,324	1,992	85.71
	2000	2,365	1,981	83.76
	Percent change	-1.73	0.56	
Connecticut	2001	1,787	1,716	96.03
	2000	1,684	1,528	90.74
	Percent change	6.12	12.30	
Delaware	2001	826	757	91.65
	2000	773	712	92.11
	Percent change	6.86	6.32	
District of Columbia	2001	793	706	89.03
	2000	716	610	85.20
	Percent change	10.75	15.74	
Florida	2001	8,369	7,872	94.06
	2000	9,631	8,894	92.35
	Percent change	-13.10	-11.49	
Georgia	2001	4,097	3,260	79.57
	2000	3,988	3,103	77.81
	Percent change	2.73	5.06	
Guam	2001	40	32	80.00
	2000	36	21	58.33
	Percent change	11.11	52.38	
Hawaii	2001	592	495	83.61
	2000	551	461	83.67
	Percent change	7.44	7.38	
Idaho	2001	1,808	1,590	87.94
	2000	1,615	1,449	89.72
	Percent change	11.95	9.73	
Illinois	2001	8,050	6,592	81.89
	2000	6,800	5,216	76.71
	Percent change	18.38	26.38	
Indiana	2001	4,830	4,150	85.92
	2000	4,825	4,017	83.25
	Percent change	0.10	3.31	

Table B-2 (continued)

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
Iowa	2001	2,759	2,184	79.16
	2000	2,562	2,118	82.67
	Percent change	7.69	3.12	
Kansas	2001	1,587	1,355	85.38
	2000	1,826	1,498	82.04
	Percent change	-13.09	-9.55	
Kentucky	2001	4,873	4,133	84.81
	2000	4,975	4,095	82.31
	Percent change	-2.05	0.93	
Louisiana	2001	1,989	1,914	96.23
	2000	2,097	1,959	93.42
	Percent change	-5.15	-2.30	
Maine	2001	1,022	911	89.14
	2000	1,157	993	85.83
	Percent change	-11.67	-8.26	
Maryland	2001	3,071	2,763	89.97
	2000	3,094	2,704	87.39
	Percent change	-0.74	2.18	
Massachusetts	2001	4,768	4,304	90.27
	2000	4,924	4,189	85.07
	Percent change	-3.17	2.75	
Michigan	2001	6,880	6,438	93.58
	2000	6,985	6,437	92.15
	Percent change	-1.50	0.02	
Minnesota	2001	4,275	3,595	84.09
	2000	3,990	3,360	84.21
	Percent change	7.14	6.99	
Mississippi	2001	4,420	4,154	93.98
	2000	4,223	3,641	86.22
	Percent change	4.66	14.09	
Missouri	2001	5,148	3,804	73.89
	2000	5,734	4,211	73.44
	Percent change	-10.22	-9.67	
Montana	2001	960	767	79.90
	2000	985	787	79.90
	Percent change	-2.54	-2.54	
Nebraska	2001	1,216	1,112	91.45
	2000	1,120	995	88.84
	Percent change	8.57	11.76	

Table B-2 (continued)

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
Nevada	2001	990	910	91.92
	2000	1,017	953	93.71
	Percent change	-2.65	-4.51	
New Hampshire	2001	1,598	1,471	92.05
	2000	1,585	1,427	90.03
	Percent change	0.82	3.08	
New Jersey	2001	4,363	3,790	86.87
	2000	4,320	3,855	89.24
	Percent change	1.00	-1.69	
New Mexico	2001	1,548	1,389	89.73
	2000	1,601	1,432	89.44
	Percent change	-3.31	-3.00	
New York	2001	16,641	13,223	79.46
	2000	16,373	12,873	78.62
	Percent change	1.64	2.72	
North Carolina	2001	9,866	9,155	92.79
	2000	9,858	9,040	91.70
	Percent change	0.08	1.27	
North Dakota	2001	949	862	90.83
	2000	992	898	90.52
	Percent change	-4.33	-4.01	
Northern Marianas	2001	27	15	55.56
	2000	28	6	21.43
	Percent change	-3.57	150.00	
Ohio	2001	7,206	6,730	93.39
	2000	7,336	6,854	93.43
	Percent change	-1.77	-1.81	
Oklahoma	2001	3,195	2,963	92.74
	2000	3,433	3,086	89.89
	Percent change	-6.93	-3.99	
Oregon	2001	3,214	3,046	94.77
	2000	3,510	3,305	94.16
	Percent change	-8.43	-7.84	
Pennsylvania	2001	11,989	10,678	89.06
	2000	10,986	9,851	89.67
	Percent change	9.13	8.40	
Puerto Rico	2001	2,213	1,504	67.96
	2000	2,412	1,313	54.44
	Percent change	-8.25	14.55	

Table B-2 (continued)

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
Rhode Island	2001	539	388	71.99
	2000	644	456	70.81
	Percent change	-16.30	-14.91	
South Carolina	2001	8,899	8,776	98.62
	2000	9,065	8,460	93.33
	Percent change	-1.83	3.74	
South Dakota	2001	920	882	95.87
	2000	893	838	93.84
	Percent change	3.02	5.25	
Tennessee	2001	6,175	5,527	89.51
	2000	6,154	5,459	88.71
	Percent change	0.34	1.25	
Texas	2001	24,665	23,505	95.30
	2000	25,613	24,073	93.99
	Percent change	-3.70	-2.36	
Utah	2001	2,914	2,685	92.14
	2000	3,118	2,816	90.31
	Percent change	-6.54	-4.65	
Vermont	2001	1,180	1,130	95.76
	2000	1,108	1,043	94.13
	Percent change	6.50	8.34	
Virginia	2001	4,081	3,421	83.83
	2000	3,699	3,070	83.00
	Percent change	10.33	11.43	
Virgin Islands	2001	53	36	67.92
	2000	39	33	84.62
	Percent change	35.90	9.09	
Washington	2001	2,683	2,447	91.20
	2000	3,807	3,035	79.72
	Percent change	-29.52	-19.37	
West Virginia	2001	2,229	1,989	89.23
	2000	2,470	2,081	84.25
	Percent change	-9.76	-4.42	
Wisconsin	2001	3,746	3,577	95.49
	2000	4,609	4,199	91.10
	Percent change	-18.72	-14.81	
Wyoming	2001	726	656	90.36
	2000	725	629	86.76
	Percent change	0.14	4.29	

Table B-2 (continued)

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
Agencies for the Blind				
Arkansas	2001	324	203	62.65
	2000	310	156	50.32
	Percent change	4.52	30.13	
Connecticut	2001	207	88	42.51
	2000	250	96	38.40
	Percent change	-17.20	-8.33	
Delaware	2001	20	18	90.00
	2000	27	19	70.37
	Percent change	-25.93	-5.26	
Florida	2001	769	660	85.83
	2000	849	704	82.92
	Percent change	-9.42	-6.25	
Idaho	2001	74	33	44.59
	2000	56	37	66.07
	Percent change	32.14	-10.81	
Iowa	2001	175	111	63.43
	2000	171	120	70.18
	Percent change	2.34	-7.50	
Kentucky	2001	348	237	68.10
	2000	371	260	70.08
	Percent change	-6.20	-8.85	
Maine	2001	193	43	22.28
	2000	190	41	21.58
	Percent change	1.58	4.88	
Massachusetts	2001	222	120	54.05
	2000	186	95	51.08
	Percent change	19.35	26.32	
Michigan	2001	324	103	31.79
	2000	350	192	54.86
	Percent change	-7.43	-46.35	
Minnesota	2001	114	65	57.02
	2000	196	76	38.78
	Percent change	-41.84	-14.47	
Missouri	2001	408	277	67.89
	2000	507	274	54.04
	Percent change	-19.53	1.09	
Nebraska	2001	82	52	63.41
	2000	107	50	46.73
	Percent change	-23.36	4.00	

Table B-2 (continued)

Jurisdiction	Fiscal Year and Percent Change	Total Employment Outcomes ^{mm}	Competitive Employment Outcomes For All Individuals ⁿⁿ	Percent of Total Employment Outcomes That Were Competitive Employment ^{oo}
New Jersey	2001	319	236	73.98
	2000	364	254	69.78
	Percent change	-12.36	-7.09	
New Mexico	2001	45	41	91.11
	2000	45	43	95.56
	Percent change	0.00	-4.65	
New York	2001	1,892	398	21.04
	2000	1,906	436	22.88
	Percent change	-0.73	-8.72	
North Carolina	2001	664	541	81.48
	2000	661	534	80.79
	Percent change	0.45	1.31	
Oregon	2001	128	81	63.28
	2000	114	60	52.63
	Percent change	12.28	35.00	
South Carolina	2001	181	115	63.54
	2000	99	66	66.67
	Percent change	82.83	74.24	
South Dakota	2001	90	81	90.00
	2000	92	84	91.30
	Percent change	-2.17	-3.57	
Texas	2001	1,911	1,126	58.92
	2000	2,026	1,176	58.05
	Percent change	-5.68	-4.25	
Vermont	2001	75	52	69.33
	2000	75	53	70.67
	Percent change	0.00	-1.89	
Virginia	2001	223	164	73.54
	2000	237	182	76.79
	Percent change	-5.91	-9.89	
Washington	2001	136	127	93.38
	2000	116	107	92.24
	Percent change	17.24	18.69	

Table B-3
Competitive Employment Outcomes of State VR^{rr} Agencies, by
Number and Percentage of Individuals with Disabilities
Employed, Type of Disability and Jurisdiction,
Fiscal Years 2000 and 2001

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
U.S. Total	2001	203,996	178,198	87.35
	2000	201,604	174,140	86.38
	Percent change	1.19	2.33	
Total — General/Combined Agencies ^{vv}	2001	199,024	173,501	87.18
	2000	196,489	169,364	86.20
	Percent change	1.29	2.44	
Total — Agencies for the Blind ^{ww}	2001	4,972	4,697	94.47
	2000	5,115	4,776	93.37
	Percent change	-2.80	-1.65	
General/Combined Agencies				
Alabama	2001	7,175	6,279	87.51
	2000	7,006	5,995	85.57
	Percent change	2.41	4.74	
Alaska	2001	481	368	76.51
	2000	500	363	72.60
	Percent change	-3.80	1.38	
American Samoa	2001	15	12	80.00
	2000	4	2	50.00
	Percent change	275.00	500.00	

^{rr} VR – Vocational Rehabilitation.

^{ss} Number of employed individuals that exit the VR program and are placed in an integrated setting, self-employment, or BEP (Business Enterprise Program, also known as the Vending Facility Program) with earnings equivalent to at least the minimum wage.

^{tt} Significant disabilities are severe physical or mental impairments caused by certain conditions that seriously limit one or more functional capacities and require multiple VR services over an extended period of time.

^{uu} Percent =
$$\frac{\text{Competitive employment outcomes for individuals with significant disabilities}}{\text{Competitive employment outcomes for all individuals}}$$

^{vv} General agencies serve persons with various disabilities other than blindness and/or other visual impairments. Combined agencies serve all individuals with disabilities including persons who are blind and visually impaired.

^{ww} Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

Table B-3 (continued)

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
Arizona	2001	1,759	1,102	62.65
	2000	1,790	1,180	65.92
	Percent change	-1.73	-6.61	
Arkansas	2001	2,356	2,123	90.11
	2000	2,229	2,046	91.79
	Percent change	5.70	3.76	
California	2001	9,887	9,557	96.66
	2000	8,896	8,432	94.78
	Percent change	11.14	13.34	
Colorado	2001	1,992	1,313	65.91
	2000	1,981	1,171	59.11
	Percent change	0.56	12.13	
Connecticut	2001	1,716	1,716	100.00
	2000	1,528	1,528	100.00
	Percent change	12.30	12.30	
Delaware	2001	757	614	81.11
	2000	712	551	77.39
	Percent change	6.32	11.43	
District of Columbia	2001	706	448	63.46
	2000	610	454	74.43
	Percent change	15.74	-1.32	
Florida	2001	7,872	6,123	77.78
	2000	8,894	7,088	79.69
	Percent change	-11.49	-13.61	
Georgia	2001	3,260	2,945	90.34
	2000	3,103	2,870	92.49
	Percent change	5.06	2.61	
Guam	2001	32	31	96.88
	2000	21	17	80.95
	Percent change	52.38	82.35	
Hawaii	2001	495	304	61.41
	2000	461	266	57.70
	Percent change	7.38	14.29	
Idaho	2001	1,590	1,420	89.31
	2000	1,449	1,261	87.03
	Percent change	9.73	12.61	
Illinois	2001	6,592	6,592	100.00
	2000	5,216	5,205	99.79
	Percent change	26.38	26.65	

Table B-3 (continued)

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
Indiana	2001	4,150	3,959	95.40
	2000	4,017	3,773	93.93
	Percent change	3.31	4.93	
Iowa	2001	2,184	1,913	87.59
	2000	2,118	1,827	86.26
	Percent change	3.12	4.71	
Kansas	2001	1,355	1,184	87.38
	2000	1,498	1,125	75.10
	Percent change	-9.55	5.24	
Kentucky	2001	4,133	4,089	98.94
	2000	4,095	4,038	98.61
	Percent change	0.93	1.26	
Louisiana	2001	1,914	1,908	99.69
	2000	1,959	1,916	97.81
	Percent change	-2.30	-0.42	
Maine	2001	911	891	97.80
	2000	993	971	97.78
	Percent change	-8.26	-8.24	
Maryland	2001	2,763	2,736	99.02
	2000	2,704	2,674	98.89
	Percent change	2.18	2.32	
Massachusetts	2001	4,304	4,280	99.44
	2000	4,189	4,160	99.31
	Percent change	2.75	2.88	
Michigan	2001	6,438	5,680	88.23
	2000	6,437	5,762	89.51
	Percent change	0.02	-1.42	
Minnesota	2001	3,595	3,592	99.92
	2000	3,360	3,270	97.32
	Percent change	6.99	9.85	
Mississippi	2001	4,154	3,478	83.73
	2000	3,641	3,337	91.65
	Percent change	14.09	4.23	
Missouri	2001	3,804	2,649	69.64
	2000	4,211	2,826	67.11
	Percent change	-9.67	-6.26	
Montana	2001	767	593	77.31
	2000	787	557	70.78
	Percent change	-2.54	6.46	

Table B-3 (continued)

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
Nebraska	2001	1,112	1,112	100.00
	2000	995	995	100.00
	Percent change	11.76	11.76	
Nevada	2001	910	807	88.68
	2000	953	821	86.15
	Percent change	-4.51	-1.71	
New Hampshire	2001	1,471	1,225	83.28
	2000	1,427	1,316	92.22
	Percent change	3.08	-6.91	
New Jersey	2001	3,790	3,387	89.37
	2000	3,855	3,363	87.24
	Percent change	-1.69	0.71	
New Mexico	2001	1,389	1,174	84.52
	2000	1,432	1,096	76.54
	Percent change	-3.00	7.12	
New York	2001	13,223	12,268	92.78
	2000	12,873	11,363	88.27
	Percent change	2.72	7.96	
North Carolina	2001	9,155	6,925	75.64
	2000	9,040	6,912	76.46
	Percent change	1.27	0.19	
North Dakota	2001	862	696	80.74
	2000	898	691	76.95
	Percent change	-4.01	0.72	
Northern Marianas	2001	15	15	100.00
	2000	6	5	83.33
	Percent change	150.00	200.00	
Ohio	2001	6,730	6,718	99.82
	2000	6,854	6,825	99.58
	Percent change	-1.81	-1.57	
Oklahoma	2001	2,963	2,602	87.82
	2000	3,086	2,567	83.18
	Percent change	-3.99	1.36	
Oregon	2001	3,046	2,922	95.93
	2000	3,305	3,138	94.95
	Percent change	-7.84	-6.88	
Pennsylvania	2001	10,678	10,629	99.54
	2000	9,851	9,749	98.96
	Percent change	8.40	9.03	

Table B-3 (continued)

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
Puerto Rico	2001	1,504	862	57.31
	2000	1,313	653	49.73
	Percent change	14.55	32.01	
Rhode Island	2001	388	380	97.94
	2000	456	450	98.68
	Percent change	-14.91	-15.56	
South Carolina	2001	8,776	7,483	85.27
	2000	8,460	7,319	86.51
	Percent change	3.74	2.24	
South Dakota	2001	882	725	82.20
	2000	838	634	75.66
	Percent change	5.25	14.35	
Tennessee	2001	5,527	4,363	78.94
	2000	5,459	4,389	80.40
	Percent change	1.25	-0.59	
Texas	2001	23,505	17,474	74.34
	2000	24,073	18,082	75.11
	Percent change	-2.36	-3.36	
Utah	2001	2,685	2,217	82.57
	2000	2,816	2,309	82.00
	Percent change	-4.65	-3.98	
Vermont	2001	1,130	1,117	98.85
	2000	1,043	1,031	98.85
	Percent change	8.34	8.34	
Virginia	2001	3,421	3,025	88.42
	2000	3,070	2,662	86.71
	Percent change	11.43	13.64	
Virgin Islands	2001	36	21	58.33
	2000	33	21	63.64
	Percent change	9.09	0.00	
Washington	2001	2,447	2,304	94.16
	2000	3,035	2,828	93.18
	Percent change	-19.37	-18.53	
West Virginia	2001	1,989	1,563	78.58
	2000	2,081	1,404	67.47
	Percent change	-4.42	11.32	
Wisconsin	2001	3,577	3,102	86.72
	2000	4,199	3,624	86.31
	Percent change	-14.81	-14.40	

Table B-3 (continued)

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
Wyoming	2001	656	486	74.09
	2000	629	452	71.86
	Percent change	4.29	7.52	
Agencies for the Blind				
Arkansas	2001	203	203	100.00
	2000	156	156	100.00
	Percent change	30.13	30.13	
Connecticut	2001	88	88	100.00
	2000	96	96	100.00
	Percent change	-8.33	-8.33	
Delaware	2001	18	18	100.00
	2000	19	18	94.74
	Percent change	-5.26	0.00	
Florida	2001	660	496	75.15
	2000	704	573	81.39
	Percent change	-6.25	-13.44	
Idaho	2001	33	27	81.82
	2000	37	17	45.95
	Percent change	-10.81	58.82	
Iowa	2001	111	108	97.30
	2000	120	120	100.00
	Percent change	-7.50	-10.00	
Kentucky	2001	237	237	100.00
	2000	260	260	100.00
	Percent change	-8.85	-8.85	
Maine	2001	43	42	97.67
	2000	41	40	97.56
	Percent change	4.88	5.00	
Massachusetts	2001	120	120	100.00
	2000	95	95	100.00
	Percent change	26.32	26.32	
Michigan	2001	103	103	100.00
	2000	192	181	94.27
	Percent change	-46.35	-43.09	
Minnesota	2001	65	64	98.46
	2000	76	71	93.42
	Percent change	-14.47	-9.86	

Table B-3 (continued)

Jurisdiction	Fiscal Year and Percent Change	Competitive Employment Outcomes For All Individuals ^{ss}	Competitive Employment Outcomes For Individuals With Significant Disabilities ^{tt}	Percent of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities ^{uu}
Missouri	2001	277	275	99.28
	2000	274	274	100.00
	Percent change	1.09	0.36	
Nebraska	2001	52	52	100.00
	2000	50	50	100.00
	Percent change	4.00	4.00	
New Jersey	2001	236	228	96.61
	2000	254	237	93.31
	Percent change	-7.09	-3.80	
New Mexico	2001	41	41	100.00
	2000	43	42	97.67
	Percent change	-4.65	-2.38	
New York	2001	398	398	100.00
	2000	436	434	99.54
	Percent change	-8.72	-8.29	
North Carolina	2001	541	489	90.39
	2000	534	450	84.27
	Percent change	1.31	8.67	
Oregon	2001	81	81	100.00
	2000	60	57	95.00
	Percent change	35.00	42.11	
South Carolina	2001	115	115	100.00
	2000	66	55	83.33
	Percent change	74.24	109.09	
South Dakota	2001	81	73	90.12
	2000	84	75	89.29
	Percent change	-3.57	-2.67	
Texas	2001	1,126	1,125	99.91
	2000	1,176	1,174	99.83
	Percent change	-4.25	-4.17	
Vermont	2001	52	51	98.08
	2000	53	50	94.34
	Percent change	-1.89	2.00	
Virginia	2001	164	136	82.93
	2000	182	146	80.22
	Percent change	-9.89	-6.85	
Washington	2001	127	127	100.00
	2000	107	105	98.13
	Percent change	18.69	20.95	

Glossary

GLOSSARY

Abbreviation	Full Term
AART	Advanced Rehabilitation Research Training
ABA	Architectural Barriers Act
ADA	Americans with Disabilities Act
AIVRS	American Indian Vocational Rehabilitation Services
BAC	Business Advisory Councils
BEP	Business Enterprise Program
CAP	Client Assistance Program
CFR	Code of Federal Regulations
CRD	Civil Rights Division
CSPD	Comprehensive System of Personnel Development
DBTAC	Disability and Business Technical Assistance Center
DOL	Department of Labor
DRRP	Disability and Rehabilitation Research and Related Projects
DVR	Division of Vocational Rehabilitation
EEOC	Equal Employment Opportunity Commission
ETA	Employment and Training Administration
FAQs	Frequently Asked Questions
FIP	Field-Initiated Projects
FR	Federal Register
FY	Fiscal Year
GAO	U.S. General Accounting Office
GSA	General Services Administration
IL	Independent Living
IPE	Individualized Plan for Employment
IRI	Institute on Rehabilitation Issues
MPAS	Missouri Protection and Advocacy Services
MSCIS	Model Spinal Cord Injury Systems

Abbreviation	Full Term
NCD	National Council on Disability
NFI	New Freedom Initiative
NHIS	National Health Interview Survey
NIDRR	National Institute on Disability and Rehabilitation Research
NPRM	Notice of Proposed Rulemaking
OCIO	Office of Chief Information Officer
OCR	Office for Civil Rights
OFCCP	Office of Federal Contracts Compliance Programs
OLRS	Ohio Legal Rights Service
PAIR	Protection and Advocacy of Individual Rights
PWI	Projects With Industry
RERC	Rehabilitation Engineering Research Center
RRCEP	Regional Rehabilitation Continuing Education Programs
RRTC	Rehabilitation Research and Training Center
RSA	Rehabilitation Services Administration
SBIR	Small Business Innovative Research
SILC	Statewide Independent Living Council
SRC	State Rehabilitation Council
SSDI	Social Security Disability Insurance
SSI	Supplementary Security Income
TANF	Temporary Assistance to Needy Families
TWWIIA	Ticket to Work and Work Incentives Improvement Act
USC	United States Code
VR	Vocational Rehabilitation
WIA	Workforce Investment Act

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