

Oregon State Rehabilitation Council



2006 Annual Report



State Rehabilitation Council

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Honorable Governor Ted Kulongoski and Dr. Edward Anthony, Acting Commissioner, Rehabilitation Services Administration:

On behalf of the members of the Oregon State Rehabilitation Council (SRC), I am honored to present the Oregon State Rehabilitation Council 2006 Annual Report. Throughout this report you will find an account of the status of the State Office of Vocational Rehabilitation Services (OVRs) and a summary of the activities undertaken by the SRC during this past year.

The SRC has maintained a strong focus on positive employment outcomes for consumers with disabilities. The data below indicates the effectiveness of the services provided by OVRs staff: During Federal Fiscal Year 2006, 18,104 people with disabilities received services, 87.7 percent had significant disabilities, and 2,985 people with disabilities completed Individual Plans for Employment and successfully rehabilitated.

The impact of these consumers being able to obtain and maintain meaningful work translated into \$25,053,973 in new wages, providing a substantial contribution to the Oregon economy. We would not achieve these accomplishments without the dedication of the OVRs staff who work diligently to provide quality and timely services to Oregonians with disabilities.

Although the Council continues to have concerns with the placement of the Agency within the DHS structure, there have been positive changes that have given the Agency greater autonomy to conduct its business.

Regarding Council business, the SRC successfully completed a restructuring of the Council committees which has increased our ability to focus on the required activities of the Council and improved our ability to partner with OVRs in all matters pertaining to policy and program. Oregon SRC and OVRs continue to be viewed as a model for effective Agency and Council partnership. Also of note is the role the Oregon SRC is playing in the potential development of a national SRC organization. The Oregon SRC is represented on the National SRC Steering Committee and has assisted in facilitating SRC sessions at two national CSAVR Conferences.

SRC members are honored to be appointed to the Council and work hard to fulfill the roles and responsibilities that come with Council membership. We are committed to the principle that all Oregonians have fair and equal access to rehabilitation services.

It is an honor and privilege to serve as chair of the Oregon State Rehabilitation Council. Please consider us a resource to you as you encounter issues related to employment for Oregonians with disabilities. We would welcome the opportunity to be of service to your administration.

Respectfully,

Lu Ann Anderson

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Oregon State Rehabilitation Council

Council Purpose

The *Oregon State Rehabilitation Council (SRC)* is established in Section 105 of the Rehabilitation Act of 1973, as amended. The SRC gives advice to and works in partnership with the Office of Vocational Rehabilitation Services. The Council provides OVRS with an external, consumer-oriented perspective when discussing program and policy. It also provides rehabilitation services consumers with a formal mechanism to influence the direction of rehabilitation programs in Oregon at the systemic and policy levels.

Council Authority and Initiative

The State Rehabilitation Council is authorized under the Rehabilitation Act of 1973, as amended. This federal legislation identifies the required functions of the Council, which include:

- **Work** in partnership with the Office of Vocational Rehabilitation Services (OVRS) regarding essential planning and service delivery intended to result in meeting the employment potential of Oregonians with disabilities.
- **Review and analyze** program effectiveness, create and analyze consumer satisfaction materials, render concerns and recommendations to OVRS derived from performance standards and measurements of rehabilitation services.
- **Advise** the governor and state agencies on the performance of vocational rehabilitation in Oregon regarding eligibility, program effectiveness and effect on individuals with disabilities. This includes preparation and distribution of this annual report.
- **Coordinate** the work of the State Rehabilitation Council with the activities of other disability-related councils in the state. This includes establishing and maintaining a positive working relationship with the State Independent Living Council (SILC).

Council Structure

The full Council meets four times a year. These sessions occur throughout the state and are structured in order to:

- **Listen** to and hear from consumers and others;
- **Learn** about programs, activities and needs specific to each region of the state;

- **Build/Support** collaborations with public and private partners involved in rehabilitation and employment in Oregon; and
- **Conduct** the business of the Council in a public setting.

During 2006, with appointments by the governor, the Council had 24 members representing persons with disabilities, advocates, service providers, former VR consumers, employers, State Independent Living Council, Workforce Investment Board, Department of Education, Client Assistance Program, Parent and Training Information Center and Vocational Rehabilitation program. The 2006 Council had 54% persons with disabilities, 29% former VR Consumers and 12% minority representation. The Council is committed to meeting the mandated membership requirements as outlined in the Rehabilitation Act.

State Rehabilitation Council Members

Red indicates primary representation

NAME	TERM	REPRESENTATION / COMMUNITY
LuAnn Anderson	01/03 - 11/07	Advocate /Education/ McMinnville
Carol Bennett	08/05 - 11/07	Advocate / Redmond
Jackie Burr	12/04 - 11/07	Education / Statewide
Jan Campbell	04/01 – 11/06	Advocate / Portland
Roxie Choroser	12/04 - 12/07	Advocate / Consumer / Portland
Bob Craft	12/04 - 11/07	Workforce Investment Board / Statewide
Cheryl Davis	08/05 - 11/07	Rehab Education /Advocate / Monmouth
Barbara Fields	10/00 - 11/06	Client Assistance Program / Statewide
Donald Ford	05/04 - 11/07	Mental Health Service Provider / Business / Banks
Guy Goode	12/04 - 11/07	Voc Rehab Counselor / Statewide
Bennett Johnson	03/00 - 11/08	Community Rehab Provider / Business / Boring
Jesse Kappel	08/05 - 11/07	Advocate / Gladstone
Gary Lanctot	08/05 - 11/06	Business / Salem
Kedma Ough	09-06 - 11/08	Business / Portland
Cynthia Owens	05/04 - 11/06	Advocate / Family Member w/ Dis. / Portland
Martha Simpson	02/01 - 11/06	Advocate / Portland
Kirsten Thompson	05/04 - 11/06	Parent and Training Info Center / Statewide
Patti Tom-Martin	07/06 - 11/07	Business / Advocate / Salem
Tina Treasure	07/04 - 11/07	Independent Living Council / Statewide
Ted Wenk	07/06 - 11/09	Client Assistance Program / Statewide
D. Scott Whetham	12/01 - 11/04	Community Rehab Program / Eugene
Rebecca Woods	12/04 - 11/07	Advocate / Rehab Education/ Salem
Jesus “Tony” Zarate	08/03 - 11/06	Advocate / Monmouth

SRC Committee Structure

Executive Committee

Chair: LuAnn Anderson; **Vice-Chair:** Jesse Kappel

Members: Cheryl Davis, Kedma Ough, Scott Whetham

Ad-hoc: Gary Lanctot, Cynthia Owens

Responsible for:

1. Conducting business of the Council, including policy matters, acting on matters referred to it by the Council.
2. Arranging meetings with OVRs, Governors office, Congressional Delegates, Legislators and others as needed.
3. Developing position papers and correspondence as needed.
4. Representing the Council at SRC conferences, forums and events.
5. Working closely with the Membership Committee on recruitment and member development and training, keeping informed of other committee activities.
6. Making decisions on behalf of the SRC and reporting those decisions to the full Council. The Executive Committee is not authorized to set or change policy for the Council, but is responsible for referring proposed changes to the Council.
7. Performing other duties necessary to conduct business in between regular quarterly meetings.

Goals:

1. Work with OVRs on program and policy changes to avoid Order of Selection.
2. Determine best placement for OVRs. Does an employment program belong in a social service agency?
3. Get feedback from OVRs Staff to partner with OVRs to improve services and outcomes for VR consumers.
4. Be involved in developing VR's policy packages.
5. Learn more about the OVRs Case File Review Findings and new RFP.

6. Develop a SRC Annual Plan – will help committees in developing their work plans.
7. Develop policy paper on how VR should handle budget cuts and strategic investments. (Suggestion made by the VR Administrator.)
8. Get feedback from OVRS Consumers.

Membership Committee

Chair: Scott Whetham

Members: Roxie Choroser, Patti Tom-Martin, Tony Zarate

Responsible for:

1. Recruitment of new members, including assessment of population sectors representation and skills needed to fill gaps.
2. Council member development and training.
3. Mentoring new Council members.

Goals:

1. Recruit for and fill the following positions:
 - a. 121 Program
 - b. Eastern Oregon
 - c. Coast
 - d. Business
 - e. Ethnic Diversity
2. Possible free advertising
3. Recruitment updates

“

The SRC collectively represents the interests of the disability community working together to create positive impact and remove barriers that keep us from our core mission. It is an honor to be a part of a Council that doesn't put a 'Band-Aid' on an issue but actually moves forward to 'fix' the issue. Without the SRC, check and balances on state initiatives would be difficult to accomplish. Through each member's contribution, our voice can continue to be heard!

---**Kedma Ough**

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Public Advocacy Committee

Chair: Cynthia Owens

Members: Jackie Burr, Bob Craft, Kedma Ough

Ad-hoc Member: Jim Wigington

Responsible for:

1. Reviewing and providing input on public policies (state, federal, possibly local) as they impact employment of people with disabilities.
2. Interacting with the Oregon Workforce Investment Board.
3. Advocating for improved work incentives and reduced disincentives for employers who hire persons with disabilities.
4. Drafting SRC position papers related to public policy for SRC consideration.
5. Educating employers/businesses about the skills and value of employing people with disabilities and learning about employer/business needs and expectations of workers.

Goals:

1. Have the greatest impact on policies effecting the employment and independence of people with disabilities through collaboration.
2. Increase utilization of One-Stops by people with disabilities.
3. Increase the feasibility and profitability of work for persons with disabilities.
4. Educate SRC about needed policy changes external to OVRs which impact the employment and independence of people with disabilities.
5. Enhance the relationship between employers and the business community and people with disabilities seeking to gain or retain employment.

“

It is indeed an honor and a pleasure to serve as a member of the state of Oregon's Rehabilitation Council. Our Council consists of a very diverse group of individuals who are incredibly dedicated to partnering with VR to provide input around systemic and policy issues in an effort to create the highest quality of support to the individuals we serve. ---**Scott Whetham**

”

Quality Assurance Committee

Chair: Gary Lanctot

Members: Cheryl Davis, Guy Goode, Bennett Johnson, Ted Wenk

Ad-hoc Members: Georgia Isaia

Responsible for:

1. SRC field visits to OVRs offices.
2. Consumer Satisfaction Survey.
3. Public input at the SRC meetings.
4. Client Assistance Program (CAP) reviews.
5. OVRs State Plan development and compliance reviews, including the resource plan.
6. Work with OVRs regarding policy and implementation of Order of Selection.
7. SRC responsibilities for the 107 review process.
8. OVRs staff surveys.
9. OVRs internal policies review and comment.

“

It is a pleasure to serve on this Board. Members are so willing to give of their time. It is an SRC that is dedicated in working with people who have disabilities and partnering with OVRs.

---*Jesse Kappel*

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Goals:

1. Committee will meet regularly to conduct business necessary to fulfill its responsibilities.
2. Committee will conduct Client Assistance Program (CAP) reviews through subcommittee of at least three members.
3. Committee will provide input and oversight for SRC field visits to DUPS offices.
4. Committee will provide input, guidance and oversight into the design and execution of a consumer survey.
5. Committee will review and comment on OVRs internal policies.
6. Committee will participate in the OVRs plan development and compliance reviews.

Office of Vocational Rehabilitation Services (OVRs)

Overview

During the last year, the Office of Vocational Rehabilitation Services (OVRs) has focused on rejuvenating, innovating and collaborating, the theme of its annual statewide in-service. New Counselor training was redesigned to meet the needs of new counselors who continue to join our ranks in record numbers.

The Youth Transition Program was revisited as OVRs continued to work to improve programs, including one that has been nationally recognized and praised by Assistant Secretary John Hager during a visit to Oregon.

OVRs' work in innovation has focused on the Enhancing Employment Outcomes Project and the Workers' Compensation Project. Collaboration continues with a number of key partners as evidenced by the continued work with local school districts, higher education, mental health and brokerages.

OVRs had an opportunity to strengthen its partnership with the Rehabilitation Service Administration when Fred Isbister visited the program this summer.

Locations and Staffing

OVRs services were provided at 56 locations throughout Oregon. These included 34 field offices, multiple single-employee outstations in one-stop career centers, educational centers, and other human services agencies.

Over 18,000 Oregonians received our services during the 2005 Federal Fiscal Year (FFY). Of these, 5,052 were placed into Individualized Plans for Employment (IPEs) and 2,984 were placed into permanent jobs. Data is still being compiled and analyzed for FFY 2006.

Statewide Program

Location	Branch Office	Out-station	Satellite Office	HSAs	OS 1-2	VRCs	Mgrs
Albany	xx	2		2	2	5	1
Astoria			xx	1		1	
Baker City	xx			1		2	1
Bend	xx	5		1	1	3	1
Central Portland	xx			1	2	9	1
Clackamas	xx	4		3		9	1
Coos Bay			xx		1	2	
Corvallis			xx	1		3	
Dallas			xx			1	
East Portland	xx			2		8	1
Gold Beach			xx	1		1	
Grants Pass			xx			3	
Hermiston			xx	1		3	
Klamath Falls			xx	1		2	
La Grande			xx		1	1	
Marion/Polk	xx				1	7	1
McMinnville			xx	4		4	
Medford	xx	9		2		8	1
Newberg			xx	2		1	
Newport			xx		1	2	
North Portland	xx					7	1
North Salem	xx			2	2	4	1
Ontario			xx	1	2	2	
Pendleton			xx		1	2	
Redmond			xx			1	
East Springfield	xx			2	1	5	1
Roseburg	xx			1	1	3	1
Santiam Center			xx			1	
St. Helens			xx			2	
Tillamook			xx	1		1	
The Dalles			xx	1		2	
Washington County	xx	8		2	3	11	1
West Eugene	xx			2	1	8	1

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2006 State Plan Updates Approved by RSA

On May 1, 2006, OVRS submitted the required annual updates to the Title I State Plan for Vocational Rehabilitation (VR) and the Title VI-B Supported Employment (SE) supplement to our Regional Services Administration (RSA) in Washington, D.C. The State Plan attachments, including a summary of State Rehabilitation Council input for both the Title I and Title VI-B programs, were reviewed by RSA for conformity with statutory provisions of the Act in June.

During RSA's review, they advised OVRS to implement three key actions prior to approval. Those key actions were:

- 1) Oregon must develop a time standard for the number of days between eligibility determination and signing an employment plan; 2) Oregon's cooperative agreement with community colleges must include a dispute resolution process; and 3) Oregon's cooperative agreement with the Oregon University System must develop a dispute resolution process, address agency financial responsibility and provide conditions, terms and procedures of reimbursement.

Program and Policy Unit staff were able to address these action items from RSA before the October 1, 2006 date, which resulted in a fully approved State Plan for FY 2007.

Employment Outcomes

OVRS passed all federal standards and indicators for FY 2005 and anticipates doing so again in FY 2006.

Federal Year 2005 Standards and Indicators Summary Report	
Indicator 1.1 Change in Employment Outcomes (>0)	147
Indicator 1.2 Percent of Employment Outcomes (>=55.8%)	64.50%
Indicator 1.3 Competitive Employment (>=72.6%)	97.35%
Indicator 1.4 Significant Disability (>=62.4%)	92.45%
Indicator 1.5 Earnings Ratio (>=.52)	0.582
Indicator 1.6 Self Support (>=53.0)	79.46
Indicator 2.1 Minority Services Ratio (>= .80)	0.911
Number of Indicators in Standard 1 That Were Passed	6 of 6
Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed	3 of 3

2006 Key Policy Initiatives

OVRs worked in collaboration with SRC to develop an Individualized Plan for Employment (IPE) standard. Federal regulations require that states develop a time standard for the number of days between eligibility determination and signing an employment plan. OVRs chose 180 days based on a variety of factors, including workload, budget and consumer need. SRC suggested, and OVRs agrees, that this standard be revisited within the next year. In the meantime, counselors have been advised that they must obtain supervisor approval to extend an IPE plan signature beyond 180 days.

Oregon Competitive Employment Project

OVRs continued to administer the Oregon Competitive Employment Project (or Project), a four-year system-change initiative funded by a Medicaid Infrastructure Grant that was awarded to OVRs in 2005. The Project is being carried out in collaboration with persons with disabilities, government and employers. This year the Project and its partners began to implement its strategic plan through a number of initiatives and activities in order to achieve the following objectives:

- **Expand** the availability of supported employment for persons with serious and persistent mental illness, severe developmental disabilities and acquired traumatic brain injuries.
- **Develop** the benefits and work incentives planning services needed by persons with disabilities in order to obtain and maintain employment.
- **Increase** employment of persons with disabilities by reducing disincentives to work and assisting individuals in obtaining needed work incentives.
- **Support** youth with disabilities in transitioning into adult competitive employment.
- **Develop** and implement a comprehensive education and marketing strategy to support and promote employment of persons with disabilities with public and private employers.
- **Foster** development of transportation services needed by persons with disabilities to work, especially in areas of Oregon where such services are limited or non-existent.

Additional information about the Oregon Competitive Employment Project and its initiatives and activities can be found on the Project's Web site at <http://www.oregon.gov/DHS/vr/cep/> or by calling its office at (503) 947-5469.

OVRS Road Show

This past summer, OVRS' central office began to make a series of formal visits or "road shows" to its branch offices. The primary purpose of these road shows is to provide training to staff on policy and procedures and to gather feedback on additionally needed training and policy. However, it is anticipated that the road shows will also enhance communication between central office staff and the field as the existing workforce continues to age out and new hires become increasingly frequent.

Oregon Business Leadership Network

OVRS continued its partnership and provision of grant support to the Oregon Business Leadership Network (OBLN), a business-led initiative that promotes competitive employment of persons with disabilities through business-to-business networking, education and technical assistance. Over the past year, OBLN:

- *Facilitated* incorporation of "inclusion of workers with disabilities" as a competitive business strategy within the Oregon Business Plan.
- *Designed* and began implementation of a business internship and summer hire center for youth with disabilities.
- *Collaborated* with the City of Wilsonville, OVRS' Youth Transition Program and the Oregon Competitive Employment Project to produce a promotional video about internship opportunities for persons with disabilities.
- *Worked* with the Employment Department, the Department of Consumer and Business Services and the Oregon Competitive Employment Project to analyze workplace accommodations by different industry "clusters" in order to demonstrate the benefit of accommodations. Analysis of other clusters is under way.
- *Worked* with the Oregon Competitive Employment Project to develop a plan to develop a comprehensive campaign for marketing employment of persons with disabilities.

Enhancing Employment Pilot Project

Based on the results of a 2005 organizational assessment performed by Employment Management Professionals, Inc., OVRS has contracted with them to implement a one-year pilot project called the "Employment Enhancement Project."

This project is training staff on an exciting new approach to consumers obtaining employment. The model is designed specifically for consumers with the most severe disabilities in mind.

Participants in the project are learning the ABCs of motivation and change, as well as receiving training on how to analyze their caseload for using new strategies in motivating clients into employment. They are practicing job development strategies based on training material presented during each of five separate workshops.

Participants in the one-year pilot include staff from administration, field management, field office counselors and counselor assistants. The project will train over 40 staff.

Field offices represented are Tillamook, St. Helens, Tigard, Central Portland, North Portland, Hermiston, Milton-Freewater, Ontario, Milwaukie, McMinnville, Salem, Sweet Home, Corvallis, Eugene, Springfield, Grants Pass, Medford, Roseburg and Klamath Falls.

The five workshops, which began in September 2006 and will conclude in March 2007, include:

- An Introduction and Overview
- “The Model” for Managers
- Employment Outcomes - Ideas and Professional
- Job Development - Employment Outcomes Management Professional
- Motivation Development
- Reframing the Hiring Decision

In addition to the workshops, personalized coaching and technical assistance on the implementation of any of the skills taught in the employment workshops are being provided by EMP, Inc., throughout the year.

OVRs’s goals for the Enhancing Employment pilot are to determine if EMP’s job placement model will work to both streamline job placement practices and increase the number and quality of employment outcomes.

Disability Navigator Program Initiative

Oregon added three new Navigator positions in 2006. Navigators are now present in WorkSource Regions 3 (Yamhill, Polk and Marion counties), 5 (Lane County), and 8 (Josephine and Jackson counties).

These new Navigators bring a wealth of knowledge and resources to the Initiative and have been a good fit for their local communities as well as for the seven other Navigators already working in Regions 2 (Multnomah and Washington counties), 4 (Linn, Benton and Lincoln counties), 5 (Lane County), 10 (Jefferson, Crook and Deschutes counties), 11 (Klamath County), 12 (Umatilla and Morrow counties), and 14 (Grant, Harney and Malheur counties).

In June 2006, DOL approved the request for a budget modification to the Disability Program Navigator grant, which they used to purchase assistive technology equipment for WorkSource Oregon One-Stop Centers throughout the state. Unallocated funds in PY05 provided the Navigator initiative with this opportunity.

Some of the equipment that was purchased included screen-reading software, accessible/adjustable workstations, literacy programs, large computer monitors, closed circuit TVs and screen magnification for low vision, FM systems and specialized keyboards.

Confirmation also arrived from DOL in August 2006 that the national office had received approval to initiate the process for awarding their remaining federal funds for PY 2006. Oregon received funding to sustain our DPN efforts from October 1, 2006, through June 30, 2007, at a rate equal to our budget of PY 2005.

The OVRS Independent Living Alliance

This year was yet another tremendous year for the collaboration between OVRS and the State Independent Living Council (SILC) and Oregon Centers for Independent Living (CILs). Consumers of both disciplines are seeing the advantages of the coordinated services, as are both agencies.

We continued to use a creative leverage of both state and federal funds, to provide clients greater access to consumer-driven peer IL services from the Oregon Network of nine CILs. By providing cross-education about the others' services, policies, procedures, etc., both found new and innovative ways to partner.

The beauty of the maturing of this alliance has been that each local area has developed special projects, services, contracts and relationships that are unique to their own local needs.

Many CILs are now vendors of the WRAW workshops, provide job development, coaching and site evaluations as well as individualized IL skills training, peer counseling and other essential life skill building needed for successful employment. Many other states continue to call upon us with their interest in how VR and IL have developed such a mutually beneficial relationship here in Oregon.

We've provided a lot of technical assistance and training on not merely co-existing with each other, but working toward building that holistic system for consumers who need and want both types of services. We now are in the beginning stages of coming together to assemble a network of work incentive planning services statewide and are eager to enter the new year with such an exciting goal.

Youth Transition Program

The YTP continues to be a very focused and successful collaboration between OVRS, the Oregon Department of Education, local school districts and the University of Oregon. Transition for youth necessitates **collaboration** between service providers at multiple levels (e.g., public schools, State Departments of Education, Vocational Rehabilitation, Developmental Disability Services, community colleges, etc.) on a consistent, ongoing basis.

The YTP continues to enjoy a very positive relationship with many community partners such as the Department of Education, the University of Oregon, the Oregon Parent Training Information Center, (OrPTI), and local school districts. It is because of this collaborative process that YTP continues to demonstrate successful outcomes 16 years since its inception.

In early 2005, all Oregon school districts were notified of the RFP and asked to submit a letter of intent to respond to the RFP. A total of 47 RFPs were received, and of those, 43 grants were awarded.

Beginning in 1990, YTP has operated as a partnership between OVRS and local school districts, in concert with a technical assistance team from the University of Oregon. The purpose of the program is to prepare high school youth who have disabilities for employment or career-related post secondary education/training.

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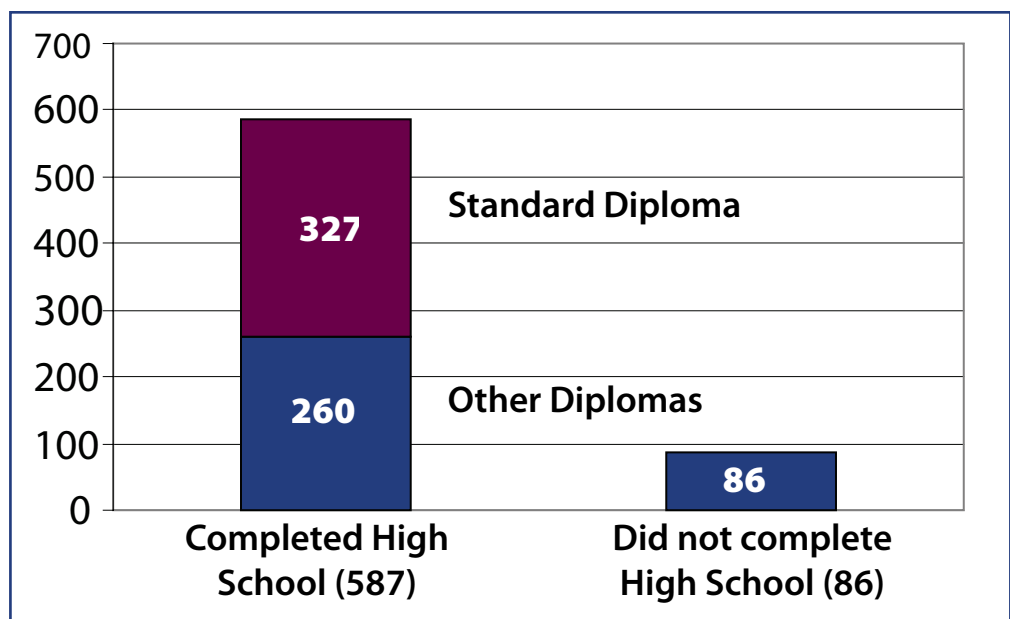
In the past 16 years, YTP has served more than 8,000 youth with results that demonstrate the effectiveness of this program: During the 2005-2007 biennium, YTP operated in 43 local sites, serving 120 high schools and 1,463 youth.

For the biennium ending June 30, 2005 data collected from the YTP sites demonstrated the following:

High School Completion

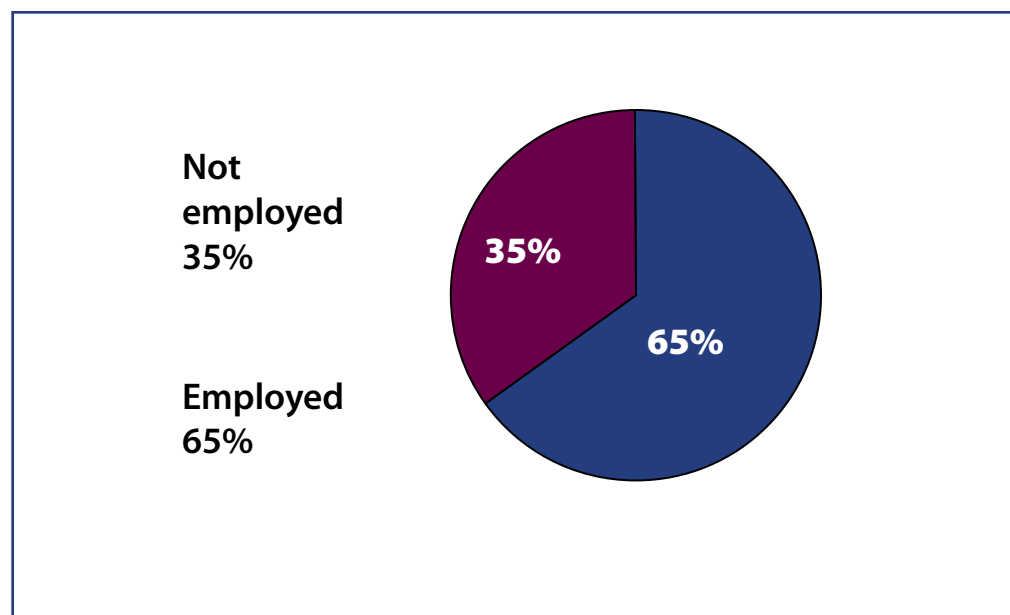
Out of 673 students that exited during the biennium:

- 587 received a high school completion certificate (87%),
- 260 received “Other” Diplomas (38%), and
- 327 received “Standard” Diplomas (49%).



Employment *Rate of Employment*

During the first year after completing the program, an average of 65% of YTP youth are employed.



During the first year after completing the program, YTP youth work an average of 32 hours per week and earn an average of \$8.42 per hour.

This above data is consistent with national studies that have demonstrated that youth who participate in a formalized transition program, such as YTP, have higher graduation rates, higher rates of employment, and higher wages than their peers.

One effective method to document the success of this program is through a review of post secondary status of the students served. For those completing the program between July 2005 and June 2006, 78% of YTP youth were employed and 80% of YTP were “engaged” 12 months after exiting. “Engaged” is defined as either working 30 hours per week, being enrolled in at least nine credit hours of training, or some combination of work and training.

The revisions to the Request for Proposal (RFP) that were implemented in 2005 have resulted in improved tracking of students being served in the various YTPs. Further, the participating schools have demonstrated their willingness to collaborate with OVRs in achieving the desired outcomes.

OVRs, in collaboration with the University of Oregon and the Department of Education, has continued to provide statewide training on changes in the Individuals with Disabilities in Education Act and the VR process. These trainings have been well attended by both education and VR personnel.

OVRs, the U of O, and the Department of Education continue to look for opportunities to speak to or train community partners on matters relevant to youth in transition. Also, the OVRs Youth Transition Programs Coordinator continues to participate in the planning. Trainings were conducted in the fall of 2005, February 2006, and throughout the fall of 2006. Additional trainings are scheduled for February 2007.

In March of 2006, a letter and a survey document were submitted to YTP sites, as well as OVRs branch offices that collaborate in the YTP process. The survey asked both school district and OVRs staff if the YTP was meeting their expectations. The results of the survey clearly demonstrated that the YTP is seen as a positive service for youth with disabilities and is a value added service in both school districts and OVRs offices.

Career Workforce Skills Training Project (CWST)

Through a partnership known as Career Workforce Skills Training (CWST), four community colleges are working collaboratively with OVRs counselors to provide support and services for OVRs consumers to be successful in entering, retaining and completing skills training programs and obtaining employment. The purpose of the program is to prepare individuals with disabilities for employment through career related post secondary education and training. Each college has identified specific short-term training programs that are included in the partnership, so the participating short term training programs may differ across colleges. These short-term training programs may include Occupational Skill Training (OST), Professional Skills Training (PST), Employment Skills Training (EST), or a number of others.

Career Workforce Skills Training (CWST) efforts increase the access and success of individuals with disabilities in employment training by providing support and retention services through the colleges' short-term training programs (one year or less). In each participating college region, employment-training services are provided in close conjunction with community employers, as well as with OVRs and local secondary schools serving transition-age youth with disabilities.

OVRs counselors and the community college staff work with the consumers to identify goals and supports, and obtain employment. The University of Oregon provides technical assistance, training and evaluation. Since 1998, five different community college regions across Oregon have participated, and four continue to participate. While these four community colleges are in the metropolitan areas of the state, they have developed outreach programs in an attempt to provide statewide coverage for VR consumers.

The funding for this partnership between OVRs, Community Colleges and the University of Oregon comes from community college funds, OVRs federal match funds and the Earning for a Lifetime Grant.

Over the last five years, CWST has provided direct service for approximately 750 OVRs consumers. Currently 207 individuals are being served in four community college/VR regions.

A number of service elements distinguish the CWST. Briefly, they are assisting consumers in identifying and enrolling in short-term training options that match consumer/student interests, strengths and abilities; short-term training that includes occupationally specific classroom and on-the-job-training and basic literacy and

other academic instruction, as needed, to fulfill the knowledge and skills of the job and college requirements; support services during on-the-job training that include working with consumers/student supervisors/co-workers, instructional accommodations, service coordination/crisis management; ongoing collaboration between OVRS counselors and community college OST faculty and staff; and job placement. After training, follow-up services are available for 90 days to ensure graduates retain employment.

To date, 173 individuals have gained employment in the career area of their choice. On average, those individuals are working 32 hours per week and earning \$10 per hour. Based on average wage and hours worked per week, the estimated annual tax revenue generated through this employment was \$662,106.

Supported Employment Activities

Supported employment (SE) efforts assist people with severe disabilities, whose limitations pose significant barriers to employment, and who have the need for ongoing support to stay employed. OVRS supports multiple SE projects serving Oregonians with severe and persistent mental illness. Oregonians with developmental disabilities who are eligible for services under the Staley Settlement are also recipients of OVRS supported employment programs.

Highlights of programs for 2006

- ***Dartmouth Project:*** Grant support for this project has concluded, but OVRS continues to be actively engaged with DHS' Addictions and Mental Health Division (AMH). These services continue to nurture new SE projects in county mental health programs around the state.
- ***Options for Southern Oregon Program:*** OVRS extended this contract to June 30, 2007, due to OSOP's high success rate in assisting consumers to attain employment. Approximately 260 consumers are eligible to enroll in "Employment Works," which is administered by Options for Southern Oregon, one of Josephine County Mental Health Department's primary subcontractors. The program currently employs 3.5 FTE employment coordinators and a 0.5 FTE program supervisor.

Twenty-eight consumers have been jointly served by OVRS and "Options" in this fiscal year to date (July 1, 2005 – June 30, 2006). Eight consumers have become competitively employed with important supports in place.

- **LifeWorks NW:** OVRs extended this contract to June 30, 2007, due to LifeWorks NW high success rate in assisting consumers to attain employment. From July 1, 2005, until June 30, 2006, 82 individuals from the “LifeWorks NW IPS+” program were either new referrals or carried over from the previous quarter with OVRs employment services. This compares to 70 individuals served within the fourth quarter of 2005. Seventeen individuals have obtained competitive employment with important supports in place. All of those carried over or referred have active diagnoses of severe and persistent mental illness while many also experience physical disabilities or also diagnosed as having issues with drug and/or alcohol abuse.

- **VR/DD Partnership Project:** Through training, planning and local collaboration, OVRs, the Self-Directed Support Brokerages, and a network of personal agents, continue to focus on better serving the needs of individuals with developmental disabilities. Last year, OVRs contracted with a vendor to provide short-term progress evaluation and technical assistance to field staff and their Brokerage partners; this resulted in customized local plans and supports which have led to even more successful service partnerships.

Annual Rehabilitation Training

This year OVRs, the Commission for the Blind, the Oregon Business Leadership Network (OBLN), and the Center for Continuing Education in Rehabilitation Counseling at Western Washington University (Region X RCEP) partnered to host a successful two-day statewide conference. The conference drew more than 289 vocational rehabilitation professionals from around the state. This year’s theme was well received, “Rejuvenate, Innovate, Collaborate” and offered participants an array of educational opportunities included in over 36 breakout sessions.

Concurrent with the statewide conference the Oregon Business Leadership Network (OBLN) hosted an employer forum. This two-hour disability awareness-training called “POWER Workshop” was attended by more than 20 local businesses on Tuesday morning of the conference. These Salem area employers participated in hands-on activities and gained critical insights into the experience that people with disabilities encounter when applying for a job.

New Counselor Training

OVRs spent 2006 retooling the New Counselor Training program and will launch the new training model during a five-day training session to be held in December. The new training model’s curriculum includes: vocational rehabilitation methods, caseload management skills, employment strategies, and how to find other service provision

resources. New counselors will be given caseload management examples and hands-on training activities to enhance their learning experience. In addition, they will be given the opportunity to discuss and interact with the training team of counselor specialists, office managers, branch managers and administrative staff.

OVRs staff have also been involved in the development and provision of a nationally recognized case management course offered at Western Oregon University. This course has been the subject of presentations at both the National Council on Rehabilitation Education (NCRE) and the Rehabilitation Services Administration (RSA) State Coordinators for the Deaf and Hard of Hearing's national conferences held in 2006. Presentations on the curriculum were well received at each conference.

OVRs staff attended the National Training Conference on Rehabilitation Education in Washington, DC in October 2006. This conference was co-sponsored by RSA, NCRE and the Council of State Administrators of Vocational Rehabilitation (CSAVR), and emphasized recruitment strategies for state vocational rehabilitation programs. Following the conference, OVRs staff were able to visit both the University of Maryland's Eastern Shore campus and Gallaudet University to conduct recruitment and information sharing sessions with graduate students in rehabilitation counseling. OVRs plans to include similar recruiting visits during future staff travel schedules in the coming year.

Collaboration with Rehabilitation Counselor Education Programs

While OVRs has long been an active partner with local graduate programs, providing educational opportunities in rehabilitation counseling, 2006 has shown a marked increase in this collaboration. This is especially apparent in the relationship that has been forged with Western Oregon University. OVRs field offices have hosted several students for both practicum and internship experiences. OVRs staff have also been involved in the development and provision of the Case Management and Medical Aspects of Disability in Rehabilitation courses, as well as three other one-credit seminars offered throughout the school year that target both graduate students and OVRs rehabilitation counselors. Efforts to engage in similar relationships with other Rehabilitation Counselor Education programs in the region, and across the nation, continues to be a priority in the coming year.

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NexTalk

OVRs continued implementation of the NexTalk project throughout 2006, in partnership with DHS' Office of Information Services (OIS). All OVRs staff presently have the TTY replacement software installed and activated on their computers. Training was provided in the field throughout April and May 2006, with a follow-up session offered at the annual in-service training in August. Training and reference materials have been made available on OVRs' "Tools for Staff" Web page. OVRs Administration Unit staff have provided follow-up training at the request of local branch managers.

This project has also received attention in the press. DHS' Office of Communications issued a press release on the project late in October, which was immediately picked up by news outlets across the state.

The Oregon Association of the Deaf (OAD) also sent the press release information to hundreds of recipients via its email listserv. OVRs purchased a full-page ad in OAD's 2006-07 TTY Directory, listing the new TTY numbers for each OVRs location, and OVRs has shared the same listing with the Hearing Loss Association of Oregon (HLAG), the organization formerly known as Self-Help for Hard-of-Hearing People of Oregon.

OVRs and OIS staff made a follow-up presentation to DHS' Information Technology Governance Council (ITGC) in November 2006 at that Council's request. The response of the Council was very positive and it is expected that representatives from other programs in DHS will approach OVRs for guidance on developing an implementation plan for their own adoption of this software.

Workers' Compensation

OVRs has initiated an 18-month long interagency agreement with the Department of Consumer and Business Services' Workers' Compensation Division, which targets Preferred Worker Program (PWP) Cardholders in Clackamas, Columbia, Multnomah and Washington counties.

Staff members in the North Portland and East Portland branches assigned to the project contact PWP-eligible individuals and offer them fast-track vocational rehabilitation services in addition to streamlined access to Preferred Worker Program benefits offered through Workers' Compensation.

Employer Liaison

The OVRs Employer Liaison continues to develop positive business partnerships at the state and local levels throughout 2006 with an emphasis on performing outreach activities that educate and train employers on the employment and inclusion of employees with disabilities.

Following is a list of activities OVRs participated in with the above position's goals in mind:

- *OVRs participated* in statewide Workforce Alliance System's efforts by the Oregon Department of Transportation to meet its bridge building and road construction apprenticeship and employment needs over the next 10 years.
- *OVRs established* linkages for notification and referral to several apprenticeship trades such as HVAC, pipe-fitters, construction laborers and construction carpenters.
- *Outreach was provided* to the Oregon Employment Department's 20 local councils. The purpose for this outreach is to provide Disability Awareness seminars to individual Councils during 2006, and to schedule similar trainings for 2007. Outreach also works to encourage OVRs field office staff to develop their local connections for referrals and services.

Workforce Coordination

OVRs continues to participate as a full partner in all of the SFY 2006-07 Resource Sharing Agreements in each of the state's 15 WorkSource regions.

A state-level team of technical assistants and trainers provides operational guidance for all mandatory partner programs implementing cost allocation and resource sharing agreements.

The state team is made up of representatives from OVRs, the Oregon Employment Office, Community Colleges and Workforce Development, and the Department of Human Services' TANF program. Their focus continues to be developing and approving Resource Sharing Agreements in each of Oregon's 15 WorkSource regions.

2006 Annual Report

Oregon Statewide Disability Summary

10/1/2005 through 9/30/2006

Disability Impairment	Primary Disability		Secondary Disability	
	#	%	#	%
Blindness	50	0.3	82	0.4
Cognitive impairments	4,240	24.0	3,367	14.6
Communicative impairments	209	1.2	321	1.4
Deaf-blindness	3	0.0	5	0.0
Deafness, communication auditory	217	1.2	68	0.3
Deafness, communication visual	305	1.7	8	0.0
General physical debilitation	884	5.0	1,246	5.4
Hearing loss, communication	368	2.1	269	1.2
Hearing loss, communication visual	53	0.3	17	0.1
Manipulation	425	2.4	686	3.0
Mobility	833	4.7	766	3.3
Mobility and manipulation	826	4.7	570	2.5
Other hearing impairments	27	0.2	42	0.2
Mental impairments	2,721	15.4	4,243	18.4
Orthopedic impairments	1,439	8.1	1,443	6.3
Physical impairments	2,208	12.5	4,102	17.8
Other visual impairments	107	0.6	293	1.3
Psychosocial impairments	2,654	15.0	5,071	22.0
Respiratory impairments	117	0.7	413	1.8
TOTAL CASELOAD SERVED	17,686	100.0	23,012	100.0

Many individuals served by OVRS have multiple disabilities. Disability is not established until eligibility is completed.

Federal Fiscal Year 2005 Demographic Profiles

Gender	Frequency	Percentage
Male	9,159	50.6%
Female	8,945	49.4%
TOTAL	18,104	100%

Age	Frequency	Percentage
Under 20	1,180	6.5%
20-29	3,826	21.1%
30-39	3,316	18.3%
40-49	5,049	27.9%
50-59	3,864	21.3%
60 Plus	869	4.8%
TOTAL	18,104	100%

Federal Fiscal Year 2005 Demographic Profiles Cont...

Education	Frequency	Percentage
No formal schooling	53	0.3%
Special Ed. (Completion or attendance)	1,180	6.5%
Elementary Ed. (Grades 1-8)	557	3.1%
Secondary Ed., no high school diploma	2,235	12.3%
Certificate	6,903	38.1%
Post-secondary ed., no degree	3,924	21.7%
AA degree or VoTec cert.	1,591	8.8%
Bachelor's	1,231	6.8%
Master's or higher	431	2.4%
TOTAL	18,104	100%

Race and Ethnicity	Percentage
Non-Hispanic and White	87.4%
Hispanic and Non-White	12.6%

Ethnicity Only	Frequency	Percentage
Am. Indian/Alaskan Native	618	3.4%
Black	800	4.4%
Chinese	19	0.1%
Filipino	14	0.1%
Hawaiian	14	0.1%
Japanese	34	0.2%
Korean	48	0.3%
Laotian	19	0.1%
White	16,537	91.3%
TOTAL	18,104	100%

*County	Count
Baker	205
Benton	452
Clackamas	1,541
Clatsop	138
Columbia	281
Coos	317
Curry	116
Deschutes	382
Douglas	483
Hood River	73
Jackson	949
Jefferson	49
Josephine	368
Klamath	305
Lane	1,836
Lincoln	293
Linn	727
Malheur	160
Marion	1,903
Multnomah	3,970
Out of state	80
Polk	313
Tillamook	171
Umatilla	401
Union	138
Wasco	145
Washington	1,431
Yamhill	691

*Counties not listed have insufficient numbers (40 or less) to report findings.

Office of Vocational Rehabilitation Services (OVRs) Success Stories

Job Erickson first came to OVRs when he was a senior in high school. He liked to draw and his favorite was Bob the River Rat. When he was 14 years old he, was assaulted, hit in the head several times and suffered a subdural hemotoma and a traumatic posterior cerebral artery aneurysm. He was in a coma for almost 18 months that resulted in severe cognitive deficits, aphasia and limited use of his right arm and hand; he



now uses a walker. OVRs did an assessment at Integration and Independence (I + I) regarding his art skills and found he would need long-term support. He received DD services, had a paid slot for vocational services through Clackamas County Mental Health (CCMH), and started taking an art class at I+I. A computer was donated with Paint Pro installed on it. His file was closed as unable to benefit and he was told that

“**People without hope believed I would never be able to do anything to bring beauty and joy to my life and to the world.**”

OVRs would reopen his file if and when he wanted to review marketing his product. Job has limited use of his hands and uses computer graphics to draw. When his file closed it took him almost five hours to create greeting cards; now it's down to two hours or less. His file was reopened July 2006, and his mother emailed that they recently attended the Brain Injury Association Convention where Job sold

\$120 worth of cards in four hours! One of Job's pictures is displayed in the local OVRs branch office. The following is written on the back of Job's greeting cards:

“Since you picked one of my cards, I would like to share with you a vision of hope, because hope sustains life. When I was 14 yrs old, I was assaulted and I received a severe head injury which left me in a coma for many months. People without hope believed I would never be able to do anything to bring beauty and joy to my life and to the world. I was resolved to not accept that belief and with great determination and my family's love, I defeated all the odds and I was able to regain the function of my left hand. Inspiration and the aid of technology helped me to resume drawing and following my passion. I hope this card will bring joy, beauty and humor to you and to the recipient.” —Job Erickson

Russell Williams came to OVRS with a severe lower back injury from a work-related accident and an injury to his hand from a table-saw accident, both resulting in physical limitations. OVRS supported Russell by providing training and the necessary funding to obtain certification as a state certified building inspector. He is currently in his last term, completing his AA program at a local community college and already obtained several certifications by studying and passing state and federal exams.

“

This is me...look at what I can now do.

”

When his VR counselor asked how his summer term had been Russell said “Let me show you,” and proceeded to pull up a builder’s code criteria Web site. Russell explained that he had worked with an instructor to research and update the Oregon Manufactured Housing Association’s Web site. He showed his counselor the numerous updates and changes he had helped to make to bring the site up to state and national standards. He smiled proudly and said “this is me...look at what I can now do.” Russell will soon graduate and has job opportunities through the contacts he has made at school and the professional organizations he is associated with. He is thankful that VR assisted him in helping him meet his personal and vocational goals.



Michelle Mazon is the owner of Hanson’s Health Center where she works as the only certified colon hydrotherapist on the Oregon Coast. Colon hydrotherapy or colonics is a process in which warm, purified, filtered water is used to gently cleanse the large intestine. Michelle discovered colonics after her body was wracked from a car accident in 2005. Colonics was so effective for Michelle’s pain that it ignited her dream of opening her own business. She has always been interested in natural medicine, and her own

struggles with pain created a desire to help others. Michelle’s determination and motivation have been simply amazing throughout the vocational rehabilitation process. As a business owner and colon hydrotherapist, she has the flexibility to manage her own pain and limitations while bringing health and education to the public. Michelle’s VR counselor said it was wonderful watching Michelle’s vocational goals come to fruition.

“

Michelle’s determination and motivation have been simply amazing throughout the vocational rehabilitation process

”

2006 Annual Report

Billy T. returned from Iraq an injured veteran. He is receiving medical services from the VA. He came to OVRs because he was advised that OVRs could help him become employed. At that time OVRs reviewed his medical records, his work history with the military and the training he had received. They compared his work experience, skill sets, and overall interests with possible public service and found out that he could qualify for a number of jobs with state and county agencies.

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Billy was hired and working within three months of his application to OVRs.

”

Billy plans to attend college and get a degree while he works. Billy was hired and working within three months of his application to OVRs. His current supervisor has assisted him in applying for another position which has more responsibility and would lead to a long-term career path.

“

It is rewarding to watch Erica's personal growth and the confidence she has gained from her employment....

”

Erica has Landau-Kleffner syndrome, a hearing processing disorder. Thus, she has normal hearing but cannot function as others do. She uses American Sign Language (ASL) to communicate and function as a deaf person. OVRs placed Erica with a job developer who uses ASL, and because Erica has an excellent fashion sense and dresses impeccably, the job developer helped to find her part-time

employment at Ross Dress for Less. She works in stocking, sorting clothing and taking clothes back to the correct rack by size and category, and is doing very well. It is rewarding to watch Erica's personal growth and the confidence she has gained from her employment with Ross Dress for Less.





I am **Steve Maynard**, and when I was asked if I would like to tell my story to the SRC about the great people and services I met along the way on my recovery, I was more than happy to do it. Because of these people I now have my life back.

I came to Medford, Oregon about eight months after having brain surgery to remove a lemon-sized benign tumor from my brain. I needed at least another six months of resting with relatives, and friends before embarking on a new start and career.

When I was ready I found the Education Resource Center (ERC, a one stop) in the Rogue Valley Mall. They told me about Vocational Rehabilitation Services, so I went there and that is where I met my counselor Brad. He introduced me to the WRAW (Work Readiness Alternatives Workshop) program. Everyone was very helpful to me, along with the people at the ERC from the employment office. I also needed people who could deal with my disability and that is where WRAW came in. They were very helpful with the classes and all of their materials were very helpful tools to show me what and how I had to do things to get a job. It was great that they rotated the workshops.

“

...Because of these people, I now have my life back. The staff of WRAW is the biggest asset as they weren't just someone doing their job but they became friends.

”

The staff of WRAW is the biggest asset as they weren't just someone doing their job, but they became friends. I know that I will always be a part of WRAW even though I am working now. I am an assembler at ICW - we make mounting brackets for dental equipment and hospital equipment.

I have been employed there since July. I also just got a letter from the DMV to give me permission to drive without continual medical checks. (I was taking anti-seizure meds). I highly recommend WRAW to everyone, even

people without disabilities, because it works and it is well worth the expense it takes to have it. I will always be a testimonial for them.

2006 Annual Report

“

“...Faith in God and support from people like OVRs has been the life-changing, empowering factor in my life. There is ‘life after disability’ – Thank you OVRs!”

”

Five years ago, **Judith Pothier** moved to a small town in Oregon to die. Her life was basically moving from a recliner to the bed. Progressing disabilities, effects of medication, being alone and without support or purpose had taken its toll on her life. Miraculously, with one last effort, Judith set out with determination to find a way to turn her life around.

“Through a course of events, I found myself in a job that connected me with OVRs. When I explained it took 25 hours in transportation

to work 20 hours a week and that I couldn’t keep this schedule up much longer, my VR counselor was so understanding. This was just the beginning of an upward spiral in my life and a positive, supporting relationship with VR. My counselor helped me to move into town and was patient as I struggled with finding a work solution that was adaptive to my disabilities and times of productiveness. The answer was self-employment with a twist, as I now own a business that sells products I have invented and designed. (Waterproof ultimate blanket with zip on foot cover and control cover for a motorized wheelchair).

Three years after moving into town and just over two years since I started my business, VR has encouraged and assisted me in so many ways. I am on my way to self-sufficiency, selling my product to Japan as well as in the USA and close to a major breakthrough in the business. My physical and mental health have improved tremendously. I use an assistance dog instead of a wheelchair, ride a three-wheel bike, and work with an occupational therapist in an effort to start driving a car again. I am most appreciative to the OVRs counselors, manager, and support staff who have worked with me and extended their vision “outside of the box” while supporting and assisting me.

I am well on my way toward making this business a success, becoming financially independent and giving back something to the community and others with disabilities. Faith in God and support from people like OVRs has been the life-changing, empowering factor in my life.

There is ‘life after disability’ --- thank you OVRs!

“

“I was able to expect more of myself, and I believe I can achieve higher goals...”

”

When **Tara** came to OVRS she wanted to work in an office, develop long-term vocational goals and receive help in learning how to work. OVRS assisted by identifying the skills and supports she needed to become competitive as an administrative secretary. OVRS and Tara determined that the DePaul Office Training offered the courses and support she needed to learn these skills. After just six weeks, Tara completed a four-month program. She followed that up with an advanced program for Office Specialist I and finished the six-month course in only four months. Once her training was complete, Tara got a job with the Salvation Army. She has since enrolled at Portland Community College to become a drug and alcohol counselor. Tara says “I was able to expect more of myself, and I believe I can achieve higher goals since completing my courses at DePaul.” Tara is thankful for the support and assistance she received from the Office of Vocational Rehabilitation Services.

Rick Ashley Read had been working as a network technician, setting up computer equipment, running cables, and checking equipment to make sure it operated properly. His left knee was injured on the job, which forced him to do sedentary work. Since it was an on-the-job injury, he was assisted by the insurance company and a private rehabilitation agency to upgrade his skills and find another job. The private rehabilitation agency located a job for him through a temp service. Even though the job was temporary, it lasted long enough for the private agency to close his file. When he came to OVRS he was running out of money and needed a job.

His VR counselor helped him revamp his resume and focus on jobs he could do, teaching him about effective Internet job searches, interviewing skills, and following up after interviews. As a result, he found a wonderful job in Vancouver working with NW NetCom in a sedentary job as a Cisco Networking Technician making \$16.82/hr, with benefits. OVRS provided him with an ergonomic chair that allows him to elevate his injured left leg as needed. Rick is enjoying his new job and appreciates the assistance he received from OVRS.

“

Rick discussed with his counselor how to do effective job search, how to document where you have been, how to identify where you want to go, interviewing skills, and how to follow up after interviewing.

”

2006 Annual Report

Josh first came to VR because the Clatskanie High School special ed director and Dan McLain referred him for assistance to obtain and maintain employment. Josh is receiving support from Dan who is contracted with the Clatskanie High School Special Ed program as a tutor. Effective October 2006, Josh began a job with Fultano's Pizza in Clatskanie. Josh's job duties include washing dishes in a commercial machine, bussing tables and assisting customers. VR helped with the purchase of job placement services, a food handler's card, and an on-the-job Training and Work Opportunity Tax Credit agreement.



His VR counselor recently set Josh up with the Cowlitz Driving School for driver's ed classes. Josh has a car he can use and wants a driver's license in order to gain more independence and the ability to take care of his own transportation needs. He lives a couple miles outside of Clatskanie, which does not have public transportation options available. Dan recently told his job developer that

his new job has already been an amazing boost to his self-esteem. Josh did not know "where he fit into the world" before and sometimes even cried when he was with his tutor. Josh now feels like he does fit in somewhere.

“**Dan recently told his job developer that his new job has already been an amazing boost to his self-esteem.**”

“**“I want to give to others what I have been given.”**”

Justin has Keratoconus, a condition involving progressive thinning and steepening of the cornea, which over time distorts and blurs vision. Gas permeable contact lenses are required as the condition progresses, and many with this disability eventually require corneal transplants. OVRs purchased the contacts and glasses through Pacific University Vision Center. Justin's larger challenge has been substance abuse. He has received treatment on multiple occasions and served prison time for charges related to his criminal activity involving drugs. His most recent recovery program, which began in March 2005, was at the Northwest Bible Training Center in North Portland. This program provides volunteer work experience in the recovery program in exchange for housing and mentorship support. After completing his treatment, Justin decided to stay at the center and work as an assistant counselor. He and his VR counselor used this work experience in the job search, and Justin began employment as a detox worker at Hooper Detox Center, part of Central City Concern, in October 2006, earning over \$12 an hour. VR helped him with job searches, applications, development of a resume, employment clothing, bus pass and a pager required for his job. As Justin says, "I want to give to others what I have been given."

My name is **Wilmer P. (Paul) Cook** and in 1987 I was living in San Diego,



California. On a rain slick road I had an automobile accident and six months later when I awoke from my coma, I was like a newborn baby. I didn't know how to speak, feed or dress myself, walk or remember. I had to learn my life all over again. They also had to put most of my bones back together and some of them still don't work right. With the help I received, my life slowly made progress and I was doing all that I could, with my wife taking care of me.

When my wife died I needed someone to care for me, as I still could not walk without assistance. My niece and nephew moved me to Medford to live with them. They helped with my therapy and I started making progress again and can now walk on my own.

My niece heard about Vocational Rehabilitation so I went to see them. They are wonderful people, and everyone is so nice. I have a wonderful counselor named Dan. I heard about the WRAW (Work Readiness Alternative Workshop) program and I went to that and it totally changed my attitude on life. I was able to be with people and I didn't have the doldrums anymore. I learned what I had to do to become employed again.

My counselor Dan worked with me and I am now working at Fred Meyer as a parcel clerk. I work three days a week and average 12 to 16 hours per week. My boss and everyone at work are very good to me and I really enjoy the customers. OVRs provided a three-wheeled bicycle so I ride my bike two miles to work and it is easier than walking.

My life is wonderful and I have dreams once again for my future.

Thank you,

Paul

“

I learned what I had to do to become employed again... my life is wonderful and I have dreams once again for my future.

”

2006 Annual Report

This is an update to the Melissa Anne Cranor story that was in the 2005 SRC Annual Report.

Melissa Anne Cranor is the owner and operator of Portraits by MAC. Her story was featured in the 2005 SRC Annual Report. Since then, Melissa has been commissioned by the Oregon Department of Justice to create a portrait of Chief Justice Wallace P. Carson, Jr. He served on the Oregon Supreme Court from 1991-2005. The portrait was unveiled on December 15 at Willamette University College of Law. The 39” x 52” portrait will hang in the Oregon Supreme Court building in the Supreme Court Conference Room, which is being renamed the Wallace P. Carson Jr. Room. Congratulations Melissa on your success!



The Community Transition Center (CTC) Program at Jefferson High School referred **Marlania** to the North Portland OVRs after she had successfully worked in several work experiences (including a school-based coffee cart business) in October 2005. Due to her developmental disabilities, she received job search support and job search skills training through YADS (Young Adults), a twice-weekly group meeting she attended at VR as part of her high school transition program during her school day, and she continued her attendance during summer break. YADS is run by two job developers and includes accompaniment to interviews, help with job applications, and in Marlania’s case, instruction on dressing and grooming for employment.

Marlania learned all these skills so well that she won the “Most Professional Look” award at the CTC year-end party in June! VR also helped her with a bus pass and clothing purchase, and her transition specialist took her shopping to choose the right clothes. All this hard work paid off, because Marlania is now employed at the Portland Rose Quarter as a food service attendant...her dream job, since she can attend events and work at the same time!

“

Marlania is now employed at the Rose Quarter as a Food Service Attendant...her dream job, since she can attend events and work at the same time!

”

“

Phyllis is happy that she can work from home and offer pet grooming and boarding services.

”

Thanks to the combined efforts of Lane Micro Business, the Community Action Program of East Central Oregon (CAPECO) and the Office of Vocational Rehabilitation Services (OVRs), **Phyllis Brewer** is now the proud owner and operator of “Doggy Spa and Hotel,” located in Hermiston.

After surviving both a heart attack and cancer, Phyllis is happy that she can work from her home and offer pet grooming

and boarding services. Phyllis is able to schedule her “clients” according to her physical needs.

OVRs assisted Phyllis with equipment for her dog grooming business and development of her marketing plan. CAPECO, a non-profit WIA (Workforce Investment Act) agency assisted her with additional supplies and training through the Project with Industries grant they received to help people with disabilities. CAPECO provided Phyllis with a one-year membership to the local Chamber of Commerce to enhance her advertising opportunities.

Phyllis is now working with Lane Micro Business, which received a grant to work with OVRs consumers on self-employment. Phyllis is being assisted with her ongoing business classes, and she will be awarded a \$4,000 stipend once she completes her requirements with them.

Phyllis is grateful for the assistance she has received through area partners.



2006 State Rehabilitation Council Impact SRC Activities

- As mandated policy partners, the SRC worked with OVRS regarding the adoption of a time standard for completion of the Individualized Plan of Employment (IPE). The State Rehabilitation Council upon recommendation from the SRC Executive and Quality Assurance Committees agreed with setting the standard for IPE at 180 days. However, this agreement was reached after discussion with OVRS administration that they work in partnership with the SRC to develop an incremental timeline to achieve an internal agency standard of 90 days as an indicator of effective practice.

The SRC Quality Assurance Committee will maintain this issue as part of its regular monthly meeting discussions and will anticipate receiving information from OVRS to partner in reviewing data and designing the agency standard timeline and implementation strategy.

In reference to the 180-day timeline, the committee requested OVRS to provide data and analysis that would identify:

1. The most recurring reasons a client takes more than 180 days to get to plan.
2. If there are a greater percentage of these cases in any particular branch.
3. If there are greater numbers in any one or two specific disability populations.
4. What other states have done to enable their VR systems to achieve a 90-day standard? Do they use their staff differently? How are human service assistants used in other states? In each branch of OVRS?
5. Other states that are similar in population to Oregon, and compare rural versus urban statistics around this issue.

The SRC also requested OVRS to conduct a case file review of all files that have taken longer than 180 days — answering in each case the questions listed above.

- SRC has discussed Order of Selection with the OVRs Management Team and noted the SRC is opposed to OVRs going into an Order of Selection. The SRC has requested to participate on a task force to study options to avoid Order of Selection.

- Submitted SRC State Plan Update.

- Completed 2005 SRC field visits in January 2006, submitted report to OVRs in February 2006.

- Oregon SRC is actively involved in the national SRC effort to form a national SRC organization that will create a strong national advocacy voice for the public vocational rehabilitation system and would also allow the SRCs the opportunity to establish a mechanism for ongoing training through the sharing of best practices. Oregon participates on the national SRC Steering Committee.

- The SRC Quality Assurance Committee worked with OVRs on Independent Hearing Officer contract extension and new contracts for March 2007.

- SRC reviewed and discussed the issue of OVRs placement within the Department of Human Services with OVRs management and the Director of the Department of Human Services. Ongoing discussion is scheduled for 2007.

- SRC representation at the 2006 CSAVR spring conference in Bethesda, Md. Assisted in development of SRC agenda and facilitated session.

- SRC Executive Committee met with RSA Technical Assistant Fred Isbister and Jameela Akbari of the Office of Management and Budget, August 2006.

“

I represent the Rehabilitation Counseling training programs at Western Oregon University. Serving on the SRC has been an opportunity to learn about the work and special projects that VR is involved in across the state, to hear their points of pride and their struggles, and to stay in touch with current issues that are important to our state agency, the field, and our counselors-in-training. I have been pleasantly surprised with the energy of each of our meetings, and I truly value being able to serve on an SRC with such an intelligent, thoughtful, and dedicated group of advocates.

—*Cheryl Davis*

”

2006 Annual Report

- SRC prepared comments for the “Future of VR” Conference, September 2006.
- SRC Executive Committee met monthly with OVRS administrator.
- SRC conducted ongoing membership recruitment and appointed two new members; three additional members are awaiting appointment by the governor.
- SRC responded to requests for information regarding OVRS services and to consumer complaints, referring them to the appropriate OVRS manager or the Client Assistance Program.
- SRC held quarterly meetings in various locations around the state, February, May, August, and November 2006.
- SRC began fall 2006 planning for Comprehensive Needs Assessment.
- SRC was represented at the 2006 CSAVR fall conference in San Francisco, Calif. SRC assisted in the development of SRC agenda and facilitated session.
- SRC works closely with the State Independent Living Council, Client Assistance Program, Oregon Council on Developmental Disabilities and other advocacy groups.

“

I am the representative of the Oregon Workforce Investment Board on the SRC. I appreciate the efforts that the board makes toward access to the statewide workforce training system for individuals with disabilities. I have always been impressed with the passion and dedication that members and staff have shown towards providing services to those who need it most.

Individuals with disabilities have demonstrated their value in the workforce, and there remains a need to address the rapidly changing global workplace so that individuals with disabilities can continue to access the training and education needed to stay competitive. —**Bob Craft**

”

- SRC has representation on the Oregon Workforce Investment Board and the Oregon Cross Disability Coalition.
- Members of the SRC met with Oregon Legislators to educate them about the role of the SRC and the public vocational rehabilitation program.
- Five SRC representatives attended the OVRs In-Service Conference, August 22-23 in Salem.

“

Under the guidelines of the Federal Rehabilitation Act, the appointed role of the State Rehabilitation Council is to be aware of and become informed as to the many faceted issues that impact the successful obtainment and maintenance of employment of persons with disabilities here in our community of Oregon.

In a mutually collaborative effort with the Office of Vocational Rehabilitation Services, the State Rehabilitation Council is charged with reviewing, critiquing and making recommendations for implementation of policies, procedures and protocols to OVRs that will assist Oregonians in achieving employment that is compatible with their strengths, skills and functional limitation posed by their disability(s).

It is a privilege to be associated with these two great organizations here in Oregon. —**Guy Goode**

”

Annual Report

State Rehabilitation Council Resource Plan

The Office of Vocational Rehabilitation Services has continued its commitment of resources to support the effective functioning of the State Rehabilitation Council. Resources include:

1. Adequate funding to support full member participation and consumer involvement across the state.
2. Continued dedicated staff support for full council and committee activities. Costs include salaries and benefits for council coordinator and clerical support. (These costs, totaling \$85,427, are reflected in another portion of the VR budget.)
3. Annual budget for 2006 is \$70,000

RESOURCE PLAN

2005-2006 BUDGET

Category

Expenditures

Quarterly Meetings.....\$35,190

Includes meals, meeting accommodations, facilitators, member travel, member per diem, attendant care, reasonable accommodations

Member Training and Involvement.....\$17,500

Includes teleconference calls, committee meeting costs, travel, regional and national meetings

Major Council Activities.....\$12,225

Includes annual report, member recruitment, client and employee surveys

Supplies and Services.....\$5,085

Includes materials and supplies, staff travel, postage and printing

2007 SRC Quarterly Meetings

Feb. 2, 2007—Salem

May 4, 2007—Salem

Aug. 17, 2007—Redmond

Nov. 2, 2007—Newport

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OVRS Field Offices continued on next page...

2006 Annual Report

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Acknowledgments

The council would like to make the following acknowledgments:

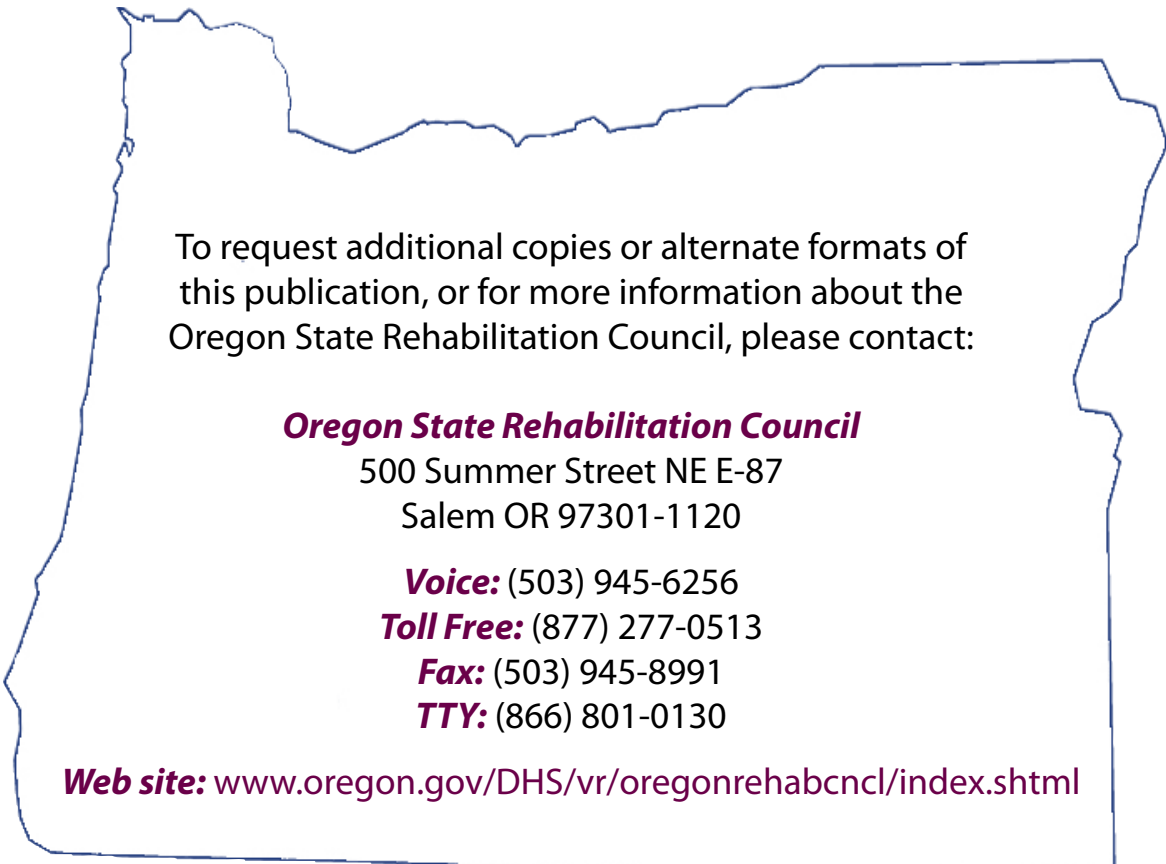
To the following SRC members who faithfully served on the SRC and have left due to term limits and/or personal reasons: *Carol Bennett, Jan Campbell, Barbara Fields, Donald Ford, Martha Simpson, Kirsten Thompson, Tina Treasure* and *Rebecca Woods*.

Tina Treasure, executive director of the State Independent Living Council (SILC), for her outstanding leadership as chair of the SRC.

Kelly Franklin for her outstanding dedication, commitment and leadership as OVRs branch manger in Southern Oregon. The SRC congratulates Kelly and wishes her the best in her new role as field services director for the Washington State Vocational Rehabilitation Program.

OVRs consumers who agreed to share their success stories and to the OVRs counselors who submitted the stories and have demonstrated pride in the success of their consumers.

Notes:



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