

Oregon State Rehabilitation Council



OREGON STATE REHABILITATION COUNCIL

2007 ANNUAL REPORT

Oregon State Rehabilitation Council

Office of Vocational Rehabilitation Services

Oregon Department of Human Services

500 Summer Street NE, E87

Salem, OR 97301-1120

Phone: 503-945-6256

Toll-free: 877-277-0513

TTY: 866-801-0130

FAX: 503-945-8991



State Rehabilitation Council

Office of Vocational Rehabilitation Services
500 Summer Street NE E87
Salem OR 97301-1120

Voice: (503) 945-6256
TTY: (866) 801-0130
Toll Free: (877) 277-0513
FAX: (503) 945-8991

December 2006

Honorable Governor Ted Kulongoski and Edward Anthony, RSA Deputy Commissioner:

On behalf of the members of the Oregon State Rehabilitation Council (SRC), I am honored to present the Oregon State Rehabilitation Council 2007 Annual Report. Throughout this report you will find an account of the status of the Oregon State Vocational Rehabilitation Services Program (OVRs) and a summary of the activities undertaken by the Oregon State Rehabilitation Council during this past year.

The SRC maintains a strong focus on positive employment outcomes for consumers with disabilities. The data below indicates the effectiveness of the services provided by OVRs staff for the past year.

During Federal Fiscal Year 2007, 16,997 people with disabilities received services, 94 percent had significant disabilities, and 2,871 people with disabilities completed Individual Plans for Employment and were successfully rehabilitated. The impact of these consumers being able to obtain and maintain meaningful work translated into approximately \$3,195,455 in new wages providing a substantial contribution to the Oregon economy. We would not achieve these accomplishments without the dedication of the OVRs staff members who work diligently to provide quality and timely services to Oregonians with disabilities.

Some of the work the SRC has successfully implemented this year is continued streamlining of its committee structures and diligence in achieving the goals each committee has established. This focused use of time and resources has allowed the SRC to increase our ability to focus on the required activities of the Council and maintain a cordial partnership with OVRs in all matters pertaining to policy and program. Oregon SRC along with others is noted as being a leader in the national SRC initiative and serves as a role model for other SRC's around the United States. The Oregon SRC strongly supports the ongoing development of the National Coalition of SRCs (NCSRC) and has been actively involved on the NCSRC Steering Committee and bi-monthly national conference calls. We see great value in having a strong national advocacy voice that will work to improve the public vocational rehabilitation system as well as benefit SRCs by the sharing of best practices.

The Executive Committee continues to work with OVRs on major program and policy issues. The more significant of those includes Order of Selection, 180 days to plan, Consumer Satisfaction Survey, Needs Assessment, National SRC Coalition, and the placement of OVRs within DHS or somewhere else in Oregon State Government.

The SRC Executive Committee continues to meet with the Director of DHS, Dr. Goldberg, regarding OVRs placement, accomplishments and budget.

SRC members continue to give over 1,068 hours of time and expertise to support the beliefs and the right of Oregonians with disabilities to obtain and maintain meaningful employment. Each SRC member is honored to be appointed to the Council and endeavors to fulfill the role and responsibility that comes with Council membership. And we remain committed to the principle that all Oregonians have fair and equal access to rehabilitation services.

It is an honor and privilege to chair the Oregon State Rehabilitation Council. It is a pleasure to provide leadership and work in partnership with the Office of Vocational Rehabilitation Services.

If we can be of service to your administration, we would welcome the opportunity.

Respectfully,

Lu Ann Anderson

TABLE OF CONTENTS

Oregon State Rehabilitation Council (SRC)

Purpose	1
Authority and Initiative	1
Structure	2
Council Members	3
Committee Structure	4
Executive Committee	5
Membership Committee.....	8
Public Advocacy Committee	9
Quality Assurance Committee.....	10
SRC Council Activities.....	12
National Recognition for an SRC Member	14
SRC Resource Plan	15

Success Stories.....	16
-----------------------------	-----------

Office of Vocational Rehabilitation Services (OVRS)

Overview.....	25
Locations and Staffing.....	26
2007 State Plan Updates Approved by RSA.....	27
Federal Standards and Indications.....	28
Employment Outcomes.....	28
2007 Key Policy Initiatives	28
Oregon Competitive Employment Project	28



Oregon Business Leadership Network	30
Enhancing Employment Pilot Project	30
Disability Navigator Program Initiative	31
Independent Living Alliance	31
Youth Transition Program.....	32
High School Completion	32
Employment.....	33
Career Workforce Skills Training Project.....	34
Supported Employment Activities	35
Annual Rehabilitation Training	36
Collaboration with Rehabilitation Counselor Education Programs	37
Workers' Compensation	37
2007 Employer and Business Outreach	37
Workforce Coordination	38
Oregon Statewide Disability Summary.....	39
FY 2006 Consumer Demographic Profiles	39
Vocational Rehabilitation Services Field Offices	41
Acknowledgments	44
SRC Quarterly Meetings	44

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 (SRC) 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 2007, with appointments by the Governor, the Council had 19 members representing persons with disabilities, advocates, service providers, former Vocational Rehabilitation consumers, employers, the State Independent Living Council, Workforce Investment Board, Department of Education, Client Assistance Program, Parent Training and Information Center and Vocational Rehabilitation program. In 2007, 58 percent of the council's members were persons with disabilities, 15 percent were former VR consumers and 26 percent minorities. The Council is committed to meeting the mandated membership requirements as outlined in the Rehabilitation Act.

"It has been my pleasure to serve on the State Rehabilitation Council as well as a valuable learning experience. I arrived with a strong "workforce background" but a limited view of the disability community and the people who serve individuals with disabilities. My experience to date has provided me with insights into the role individuals with disabilities can play in meeting some of the workforce needs of our state, regional, and local economies. Those insights will help in developing additional partnerships within my local workforce region."

- GARY LANCTOT

State Rehabilitation Council Members

NAME	TERM	REPRESENTATION / COMMUNITY
LuAnn Anderson	01/03 – 11/07	Advocate /Education/ McMinnville
Jackie Burr	12/04 – 11/09	Education / Statewide
Roxie Choroser	12/04 – 04/07	Advocate / Consumer / Portland
Bob Craft	12/04 – 11/07	Workforce Investment Board / Statewide
Cheryl Davis	08/05 – 11/07	Rehab Education / Advocate / Monmouth
Guy Goode	12/04 – 11/07	Vocational Rehab Counselor / Statewide
Scott Hatley	06/07 – 11/09	Business / Advocate / Portland
Georgia Isaia	12/06 – 11/09	Advocate / Portland
Bennett Johnson	03/00 – 07/07	Community Rehab Provider / Business / Boring
Jesse Kappel	08/05 – 11/07	Advocate / Gladstone
Gary Lanctot	08/05 – 11/09	Business / Salem
Kedma Ough	09/06 – 11/08	Business / Portland
Cynthia Owens	05/04 – 11/09	Developmental Disabilities Council / Family Member with Disability / Portland
Patti Tom-Martin	07/06 – 11/07	Business / Advocate / Salem
Ted Wenk	07/06 – 11/09	Client Assistance Program / Statewide
Scott Whetham	12/01 – 11/07	Community Rehab Program / Eugene
Jim Wigington	12/06 – 11/07	Native American Rehab Program Section 121 / Statewide
Ulee Yanok	03/07 – 11/07	Independent Living Council / Statewide
Jesus “Tony” Zarate	08/03 – 11/09	Advocate / Monmouth

Bold indicates primary representation

SRC COMMITTEE STRUCTURE

Executive Committee

CHAIR: Lu Ann Anderson

VICE-CHAIR: Jesse Kappel

MEMBERS: Cheryl Davis, Kedma Ough, Scott Whetham,

AD-HOC: Gary Lanctot, Cynthia Owens

Responsible for:

1. Conducts business of the Council, including policy matters, acts on matters referred to it by the Council.
2. Arranges meetings with OVRs, Governors office, Congressional Delegates, Legislators and others as needed.
3. Develops position papers and correspondence as needed.
4. Represents the Council at SRC conferences, forums, and events.
5. Public input at the SRC meetings.
6. Works closely with the Membership Committee on recruitment and member development and training, keeps informed of other committee activities.
7. Makes decisions on behalf of the SRC and reports 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.
8. Performs other duties necessary to conduct business between regular quarterly meetings.

Goals:

1. Work with OVRs on program and policy issues.
2. Work with OVRs to avoid Order of Selection.
3. Determine best placement for OVRs. Does an employment program belong in a social service agency?
4. Get feedback from OVRs Staff to partner with OVRs to improve services and outcomes for VR consumers.
5. Be involved in developing VR's policy packages.
6. Learn more about the OVRs Case File Review Findings and new Request for Proposal (RFP).
7. Develop a SRC Annual Plan – will help committees in developing their work plans.
8. Develop policy paper on how VR should handle budget cuts and strategic investments.
9. Get feedback from OVRs Consumers.

2007 Executive Committee Report

The Executive Committee (EC) continues to work with the Office of Vocational Rehabilitation Services (OVRs) on major program and policy issues. The more significant of those include Order of Selection, 180 days to plan, Consumer Satisfaction Survey, Needs Assessment, National Coalition of SRCs (NCSRC) and the placement of OVRs within the Department of Human Services (DHS) or somewhere else in Oregon State Government. The SRC Executive Committee periodically meets with the Director of DHS, Dr. Goldberg, regarding OVRs placement, accomplishments and budget.

Order of Selection:

The SRC includes Order of Selection (OOS) on the EC agenda every month to continue to note how important this issue is to the SRC. We want to assist OVRs with developing policy that is fair and legal and lobby for enough funding to avoid OOS. We continue to ask OVRs to establish a task force to study the issues that could lead to Order of Selection in order to be prepared well in advance should OOS be necessary.

180 days to plan:

The policy went into effect on October 1, 2006. The policy requires that OVRs write a plan within 180 days of finding the consumer eligible or provide documentation for an extension. It was recognized that self-employment and youth transition participants would likely exceed the 180-day requirement. RSA requires a 90 percent compliance with the policy. The Executive Committee continues to work with the OVRs Administrator to note that even though the standard for Individual Plan for Employment (IPE) is currently 180 days, OVRs agreed in 2006 to work in partnership with the SRC to establish an incremental timeline to achieve an internal agency standard of 90 days as an indicator of effective practice. After seven months, it seems appropriate to take a look at OVRs compliance in this area.

OVRs reports ninety five percent of individuals found eligible for services are either in plan within 180 days or have a documented extension in place: 70 percent are in plan; 25 percent have extensions. A review of 200 extensions revealed that 45 percent of the extensions indicated that client issues accounted for the delay; 27 percent of the extensions were due to program issues; 15 percent were due to self-employment and 13 percent were due to youth transition.

Consumer Satisfaction Survey:

As the SRC Executive Committee began to focus on preparing the next Consumer Satisfaction Survey in February 2007, they asked OVRs Administration to provide clear specifics as to how the data from the survey will be analyzed, digested and used. The Quality Assurance Committee (QAC) discussed with OVRs the scope of work for the Consumer Satisfaction Survey, previous surveys and the target audience. The SRC Consumer Satisfaction Workgroup will meet with the contractor to discuss time lines and review the draft survey. The SRC would like to have the survey completed by March 2007.

Needs Assessment:

The Executive Committee has worked with OVRs to establish a time line for the Needs Assessment, beginning in the Fall 2007 and completion in early 2008.

National Coalition of State Rehabilitation Councils (NCSRC)

The Executive Committee and the full SRC firmly believe in having a strong coalition of national SRCs. Our Council is proud to have representation on the NCSRC Steering Committee. This group has worked diligently to establish a format and structure for a national coalition which will allow SRCs to support each other, provide education and training, sharing best practices, access to a NCSRC web site and the opportunity to establish a strong national advocacy voice. We would like to thank our SRC Coordinator, Rhoda Hunter, Rehabilitation Services Administration (RSA) and Council of State Administrators of Vocational Rehabilitation (CSAVR) for their support of the NCSRC and the Michigan SRC for their assistance to host a NCSRC website. We applaud all SRCs who have generously donated time and resources to move this organization forward.

Placement of OVRs within DHS:

We have met with the OVRs Administrator and the DHS Director to discuss the placement of OVRs within the DHS structure and the need for more autonomy for the Office of Vocational Rehabilitation Services. We continue to have serious concerns about an employment program being housed within a social service agency, whose focus and mission is clearly not about employment. There is far less visibility for the public rehabilitation program than in previous division structure, envisioned in the Rehab Act and expected by the disability community. This issue remains a concern of the SRC.

Legislative Packets:

The Executive Committee and our Coordinator worked with OVRS to schedule appointments for SRC members to meet with their local legislators. OVRS developed a fact sheet that contained specific data for each legislator's geographic area of the state of Oregon. Similar packets were made for the Oregon Congressional visits in April 2007.

Other Executive Committee Work:

The Chair and Vice-Chair met with Dr. Goldberg, DHS Director, to request more OVRS press coverage in his weekly messages. He agreed to do so and wrote a nice update about OVRS exceeding their federal standards and indicators.

The OVRS Director requested the Council to consider holding all SRC quarterly meetings in Salem. It was noted that other DHS councils are not meeting outside of the Salem area. The Executive Committee studied the issue and determined it was appropriate to meet quarterly in areas around the state in order to connect with OVRS consumers, community partners and local OVRS staff. The Council advised OVRS that it would continue this practice until a directive from the Governor's office, pertinent to all appointed Councils was enacted to change this practice.

The SRC worked with OVRS to begin reviewing the Oregon Revised Statutes relating to OVRS, to bring the language into compliance with the Rehabilitation Act and Federal Regulations.

The Council gave input to RSA regarding the Redesign of the RSA Training Program and areas that could improve SRC's.

"The State Rehabilitation Council gives the many facets of the disability community a voice at a table where decisions are made about the policy direction and quality of Oregon Vocational Rehabilitation Services. It is with great respect for the importance of that calling I continually hope to fill my role as designated representative from the Client Assistance Program. Invariably, I have found both the OVRS staff attending the Council and the members themselves to be receptive and appreciative of the various individual voices serving on the SRC."

- TED WENK

Membership Committee

CHAIR: Scott Whetham

MEMBERS: Patti Tom-Martin and 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; and
3. Mentoring new Council members.

Goals:

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

2007 Membership Committee Report

The Membership Committee continues to focus on recruitment efforts that will ensure the Council meets the mandated membership requirements. The focus in 2007 has been on recruiting individuals who will represent the business community, increase ethnic diversity and gain representation from the eastern, southern and coastal areas of the state. The committee will continue to focus on recruiting the most qualified candidates to serve on the State Rehabilitation Council.

Public Advocacy Committee

CHAIR: Cynthia Owens

MEMBERS: Jackie Burr, Bob Craft, Scott Hatley, Jim Wigington,
and Ulee Yanok.

Responsible for:

1. Review and provide input on public policies (state, federal, possibly local) as they impact employment of people with disabilities.
2. Advocate for improved work incentives and reduced disincentives for employers who hire persons with disabilities.
3. Draft SRC position papers related to public policy for SRC consideration.
4. Provide back-up support to the Quality Assurance Committee.

Goals:

1. Have the greatest impact on policies effecting the employment and independence of people with disabilities through collaboration.
2. Increase the feasibility and profitability of work for persons with disabilities.
3. Educated SRC about needed policy changes external to OVRS which impact the employment and independence of people with disabilities.

2007 Membership Committee Report

The Public Advocacy Committee worked on defining their committee role and focus. It was decided the committee would: follow national issues they feel the SRC needs to respond to and draft correspondence to be sent on behalf of the Council; make a list of web resources to post on the Council's web site; advocate on behalf of the Council on local legislative issues and federal policy as needed; and provide additional support to the Quality Assurance Committee as needed.

“As a business representative it is an honor to serve on the State Rehabilitation Council. I am especially pleased to be part of a united group of professionals who share the perspective that disability and employment make a powerful partnership.”

- PATTI TOM-MARTIN

Quality Assurance Committee

CHAIR: Gary Lanctot

MEMBERS: Cheryl Davis, Guy Goode, Georgia Isaia, Bennett Johnson,
and Ted Wenk

Responsible for:

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

Goals:

1. Committee will meet on a regular basis to conduct business necessary to fulfill its responsibilities.
2. Committee will conduct Client Assistance Program (CAP) reviews through subcommittee of at least 3 members.
3. Committee will provide input and oversight for SRC field visits to OVRs offices.
4. Committee will provide input, guidance and over-sight 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.

2007 Quality Assurance Committee Report

The Quality Assurance Committee has worked with OVRs staff to approve the following rules and policies:

- Qualified Personnel Rule, recommended that OVRs adopt a rule requiring that the documentation submitted by applicants to substantiate the applicant's impairment be made by individuals licensed or certified by Oregon or another state to make the diagnosis.

- Client Vendor Rule, establishing who can qualify as a vendor and under what conditions that may occur.
- Vehicle Insurance Policy, establishing the conditions under which OVRs may cover a clients insurance premiums and the length of time for those premiums.
- Pell Grant Rules, requiring OVRs clients to pursue Pell Grants as the 1st step in supporting skill training.
- Client Travel, establishing terms and conditions under which clients can be reimbursed for travel and related expenses.
- Vehicle Modification Rule, establishes a waiver of the terms and conditions for paying for vehicle modifications.

The QA Committee, also worked with OVRs staff to establish the scope of work for the Consumer Satisfaction Survey and the Needs Assessment, and has provided frequent input to the SRC Executive Committee on other policy issues.

“It is an extreme pleasure serving on the State Rehabilitation Council because as a representative of the Veterans Administration Vocational Rehabilitation program, a person with disabilities and a minority advocate I can provide a conduit for cooperation between the federal government and the state rehabilitation services to better serve our veterans and their families.”

- TONY ZARATE

2007 STATE REHABILITATION COUNCIL IMPACT

SRC Activities

- SRC had representation at the January Employment Conference in Portland.
- SRC and OVRs administration staff participated in a facilitated training at the February quarterly meeting. The training focused on the role and responsibilities of the SRC and the legal responsibilities of the VR Agency to the SRC.
- SRC provided training for OVRs consumers to testify before the Oregon Legislature in February.
- SRC presented materials relating to OVRs outcomes, budget and successes to each legislative member during the 2007 legislative session.
- SRC began the partnership process with OVRs to develop a Comprehensive Needs Assessment process and outcomes.
- SRC worked closely with OVRs administration in reviewing the OVRs application process.
- SRC continues to monitor the OVRs budget and work closely with OVRs administration to keep informed of any possibility of the agency going into Order of Selection.
- SRC had representation at the 2007 CSAVR Spring Conference in Bethesda, Maryland. Oregon is one of two Region X representatives on the National Coalition of SRC Steering Committee. Assisted in development of SRC meeting agenda and visited Oregon Congressional Delegation on Capitol Hill.
- SRC began preparations to develop a Consumer Satisfaction Survey to be completed in 2008.
- SRC presented a Council overview at OVRs New Counselor Trainings.
- SRC participates in bi-monthly conference calls of the National Coalition of SRCs and the NCSRC bi-monthly Steering Committee conference calls.
- SRC representative attended the Transition Conference in May 2007.
- SRC Quality Assurance Committee worked with OVRs on the adoption of rules and policies regarding personnel, client travel, client vendors, Pell Grant, vehicle modification and vehicle insurance issues.
- SRC members participated on the selection committee to select new Independent Hearing Officers (IHO).
- SRC representatives attended the OVRs In-Service Conference August 7-8 in Salem.

- SRC conducted ongoing membership recruitment. The Governor appointed two new members and a third applicant is waiting appointment.
- SRC held quarterly meetings around the state in February, May, August and November.
- SRC had representation at the 2007 CSAVR Fall Conference in San Antonio, Texas. Assisted in conference planning for the SRC Sunday session and draft development of the NCSRC mission, vision and bylaws.
- SRC had representation at the November 2007 Region X ADA Symposium in Portland.
- SRC continues to partner with the State Independent Living Council, Client Assistance Program, Oregon Council of Developmental Disabilities and other advocacy groups.
- SRC has representation on the newly formed Oregon Disabilities Commission.
- SRC has two representatives actively involved on the Oregon Workforce Investment Board.

“It has been a wonderful opportunity and a pleasure to serve on the State Rehabilitation Council for the past three and a half years. I am now in my second term as a council member and still learn new things all the time about Vocational Rehabilitation Services that can benefit people with disabilities.

I represent the Oregon Council on Developmental Disabilities and also am the parent of a 27 year old man who has benefited from VR while we were designing the job he has at Powell’s Book Store. The assistance we received from VR made it possible for Andy to do the same job as other employees at Powell’s and has been the key to his employment and the success he has had there for the past 6 years.

I am thankful that I can represent individuals with developmental disabilities and their families on the SRC and be involved with thinking of ways to improve transition from high school to employment for Oregon’s young employees.”

- CYNTHIA OWENS

National Recognition for SRC Member



The national Association for Travel Instruction awarded Scott Whetham of Eugene, Oregon, the Jack and Helen Gorelick Scholarship Award at its annual conference held in Reno, Nevada, August 17-19, 2007. This award was established in recognition and appreciation of the praiseworthy work being done by hands-on trainers and travel instructors. Since 1992 Scott has worked for Alternative Work Concepts (AWC), a supported employment agency that helps people with multiple

disabilities find jobs.

In his current position as program coordinator, he oversees all of AWC's 20-plus job sites. One of those job sites is the local transit district in which AWC has placed two people with disabilities in a position called Transit Host. In addition to supervising the transit hosts, he is the manager of the entire travel training and transit host program. His success with this program has been phenomenal. Not only have more than 400 people gone through the program successfully, but Scott has played an integral role in training the majority of them through his hands-on approach -- from providing the actual assessment to creating and implementing individualized travel training programs. What started as a 10-person pilot project has turned into a program that has been recognized nationally, due in large part to Scott's hard work and perseverance.

Scott's success is due to his core belief that anyone can accomplish his or her dreams despite barriers. He lives this philosophy in all aspects of his life. As someone with significant visual limitations, he has been able to show others that the sky is the limit. His exemplary performance as a trainer and supervisor is evidenced by the results of the people he supports daily. He has radically changed the lives of numerous people by believing in their abilities and personally showing them strategies to make their dream a reality. Not only is this true of the people he supports in training but also when training others on staff. He is highly respected by his peers and a great role model for what a trainer really should be.

Scott is highly involved in community groups that focus on empowering people with significant disabilities. He is a member of the State Rehabilitation Council, the local community college's Adults with Special Needs Advisory Committee and the local transit district's Accessible Transportation Committee. He received the City of Eugene's Human Rights Committee Award of Individual Leadership and Barrier Awareness in recognition of his commitment to removing barriers and promoting employment for people with disabilities. In 1996 he received the Oregon Disability Commission's Governor's Award, the commission's highest recognition for someone with a disability who enhances the lives of all people with disabilities.

CONGRATULATIONS SCOTT!

SRC 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, \$95,427.
3. Annual budget for 2007 of \$41,723.

Resource Plan

EXPENDITURES	2006-2007 BUDGET
Quarterly Meetings Includes meals, meeting accommodations, facilitators, member travel, member per diem, attendant care, reasonable accommodations	\$26,210.80
Member Training and Involvement Includes teleconference calls, committee meeting costs, travel, regional and national meetings	\$7,488.80
Major Council Activities Includes annual report, member recruitment, client and employee surveys	\$3,744.40
Supplies and Services Includes materials and supplies, staff travel, postage and printing	\$4,279.00
TOTAL:	\$41,723.00

OVRS

Success Stories



CLIFTON ENNIS embodies the words of The Little Train That Could: "I think I can." He came in to the Madras VR office with a goal in mind: to become a computer geek. After tireless labor market research, informational interviews and training option research on the Internet, Clif brought a three-ring binder to his VR Counselor and pitched his plan. Clif attended Mountain View Systems boot camp-style training and achieved several certificates, while volunteering full time at the Jefferson County 509J School District. Needless to say, this employer hired him as a temporary when it had money and he attained a full time network specialist position even before he completed all of his training and certificates. While Clif battles the challenges of Chronic Fatigue Syndrome,

he holds a demanding job with a supportive team in which to learn and grow as far as he is willing to go. Within a few months, Clif will be earning too much to receive Social Security Disability Income. He proudly says he will be saving for retirement soon.

Submitted by Heather Lynch, VR Counselor (Bend)

OVRS *Success Stories*



My name is **DANIEL TURNBULL**. I am 29 years old and legally blind. I was born with retinitis pigmentosa. I have been working with Daryl Ackley and Randy Costello at the Commission for the Blind in Medford. They have been very helpful to me. Daryl told me about the WRAW (Work Readiness Alternatives Workshops) program. I found (WRAW program manager) Maureen (Bozeman) and the staff to be very helpful. They put a lot into it and help many people. I soon learned you get out of WRAW what you put into it. You use the wisdom they offer but you must apply it to yourself. It is hard work, but I must lead the way.

I attended WRAW for 16 weeks and continued to work for what I wanted, which was to have a job. Daryl and Randy were there for me, and they also connected me with a great job developer, Sharon Bryson. I also went to OVRS and met with Wayne Moak who explained how my employment and Social Security would work together and what options I had.

I have been working for a couple of months at the new Wal-Mart Superstore in Eagle Point. I handle all the incoming phone calls to the store and route them to the right people. I also handle the fitting rooms at the same time. All of my bosses and co-workers are really great. I am active in my church, Upper Rogue Full Gospel Fellowship. I traveled this year with friends to Puerto Vallarta, Mexico. I am now learning to play the guitar. It is great to take charge of your life.

Thanks to all the great people I have met along the way.

Maureen Bozeman adds: "Teresa Stoll and Lisa Fassler, Wal-Mart managers, said they are very glad to have Daniel as a Wal-Mart associate. They feel they made a great choice in hiring him."

Submitted by Maureen Bozeman, WRAW Program
Manager (Medford)

THIEN TRUONG came to the North Portland VR office looking for an office job that would use the skills he learned while earning his B.A. in fine arts at Portland State University. Like many new university graduates, Thien, an immigrant from Vietnam, had been struggling to find a job in his area of study. His situation was further complicated by the fact that employers were reluctant to hire him when he would disclose he suffered from seizures. Thien was understandably discouraged and VR worked with him to get his confidence back up so that he would be prepared when his opportunity arose. At the request of his counselor, Thien was given a chance to get his foot in the door in a Computer Office Support position at a graphic arts firm. Thien jumped on the opportunity and has not looked back since. He was ready and able to take advantage of this chance and his hard work has earned him the respect of both his employer and his friends at VR.

Submitted by Donna Lockett, VR Counselor (Portland)

DAVE is a young man with autism. He loves to work, and saves his money for traveling. His enthusiasm for life, winning smile and his incredible memory, especially for sports statistics, are only a few of his outstanding qualities.



After leaving high school, Dave and his mom came to Oregon Vocational Rehabilitation for help with employment. After an assessment to determine his strengths and the supports he needs for employment, he was placed in a volunteer custodial job in the kitchen of a local senior care center to gain needed work skills. One of the kitchen's employees taught him work skills, confidence, and gave him lots of real-world experience -- just the sort of natural supports he needed. In time, that volunteer job turned into a paid position that lasted for about a year, until budget cuts forced layoffs.

Dave needs structure in his life, so his mom called OVRS again, for help finding another job. Although it took some time, Dave ended up with two part-time jobs doing clean-up, but they were not competitive, nor at minimum wage, so his VR case was closed. In time, he was only working one job, a few hours a week, and starting to regress emotionally, so his mom called VR again. This time, she requested that the job search be widened to include competitive jobs at minimum wage, so Kris, a local job developer, was hired. It was difficult finding an employer willing to take a chance on Dave, but despite frequent setbacks, his enthusiasm rarely waned.

Just when his search seemed to have stalled, Dave himself spotted a potential job site, and with Kris's help, made contact. The employer seemed eager to work with a person with a disability, and Dave submitted an application. The following week, Dave was invited to work part time, on an as-needed basis. "I'll have to call my job developer!" he explained to them. When he called Kris to explain that he had just been offered a job, she was ecstatic! She explained to Dave that it was all right to go there to work, and try it out. She insisted that he go to his first day by himself, and he did, precisely on time.

During that first week, Dave earned the honor of being the No. 1 on-call part-time person, so he was called first when they had work. Kris was also on-call to help with any questions they had, and to teach Dave the tasks needed to fulfill the job. She was also teaching the employer how to work with Dave, because they had never employed a person with a disability before.

It soon became clear that this was turning into a very supportive environment for Dave. Many of the employees were starting to look out for him, teaching him what to do, and being motherly, similar to the environment that had worked so well in the past. With the support of his mom, Kris, and the wonderful people at 3D Plastics, Dave is still learning his new job. For both Dave and his mom, greater independence is becoming a reality.

Submitted by David King, VR Counselor (McMinnville)

OVRS Success Stories



LISA GRAY is winner of the 2007 CORE Entrepreneur Award and the 2003 Oregon Microentrepreneur Award. She is a member of The International Webmasters Association, HTML Writers Guild and Internet Professionals Northwest.

Here is her story:

"I am extremely thankful to Vocational Rehabilitation for helping me get back on my feet again financially following a disability. I had a caseworker who really believed in me, and that was part of helping me believe in myself. Over the past five years, my Web design business (www.grayswebdesign.com) has grown sharply, and last year I had the pleasure of paying \$8,000 in taxes, exactly twice what Vocation Rehabilitation devoted to my education and business equipment to get me started. I felt a huge sense of pride and accomplishment.

"I now have the assistive technology that I need (I'm using voice recognition software right now to write this story), and the educational background that I need for a successful business. My business continues to grow, as do I. I couldn't have done it without Vocational Rehabilitation and my excellent caseworker Mariah Forrest.

"Thank you very much!"

Submitted by Mariah Forrest, former VR Counselor

KAYTE MOORE, a VR consumer, spoke of the assistance she received through the VR program at a recent State Rehabilitation Council (SRC) meeting in Newport. Through her business, MorningStar Trading Post, she makes and sells quilts, lap robes and shoulder wraps. Reuben Johnson, local VR business expert, evaluated her business plan and helped her make business projections. Through her marketing research, Kayte identified and spoke with Native American trading posts and secured an acceptance from Northern Cheyenne Nation Gift Shop to carry her products. The Newport OVRS office assisted her with basic start-up costs, after benefits counseling revealed that a Social Security work incentive "plan to achieve self support" (PASS Plan) was not appropriate in her case.



Submitted by John
Anderson, VR
Counselor (Newport)

The first time **MATT** came to meet with me, he had no self confidence and was not sure if participating in a Vocational Rehabilitation program would make any difference whatsoever. He was depressed, he weighed 453 lbs., and he was drinking to cope with the blues. He had high blood pressure, was using supplemental oxygen and had used a C-Pap machine to treat his sleep apnea for nine years. He felt very frustrated, had a difficult time focusing and he was not getting past initial interviews in his job search. He told me he was too fat to be considered seriously for any job. His work history included temporary jobs, shipping and receiving, and painting.

Matt wanted to work, to feel better and to get training to pursue a career path. He did not know where to begin and was feeling hopeless about his circumstances. He started his rehabilitation process slowly, but his momentum steadily increased. He participated in an inpatient treatment program then support groups to address his alcohol abuse. He joined a gym and began taking weight off. He worked with his physicians to review his lifestyle and his health and discovered that he had the inner strength to make significant change in his life. He started attending Chemeketa Community College and learned about the Occupational Skill Training Program. He learned that he could take course work while getting experience in a work setting. He learned that office management and administrative assistant duties were good job matches.

Matt currently is in skill training with Driver and Motor Vehicles Division in Salem. He is sober and has improved health and confidence. His weight is down to 195 lbs., no longer needs medication for high blood pressure and his sleep apnea is under better control. He rides his bike to appointments with his Vocational Rehabilitation counselor. As he pursues work with the State of Oregon, he has positive work references from DMV. Matt in every way is a success!



Submitted by Leslie Thomas, VR Counselor (McMinnville)

OVRS

Success Stories

I'm **MICHELLE L. TAMBELLINI**, and I have just begun an exciting new career with the State of Oregon. In June 2007 I graduated from Lane Community College with a AS degree in human services and as a member of Phi Theta Kappa Honor Society. A little over four years ago my life was quite different and I would not have guessed in a million years that I would be where I am today...and this is all because of my Vocational Rehabilitation counselor, Melita Green.

I suffer from a hearing loss from a childhood illness. Having a hearing loss can bring not only some discrimination but communication problems in employment situations. Melita not only worked with me with my hearing loss, but also helped me obtain hearing aids and hearing classes through Eugene Hearing and Speech. She also introduced me to Linda Diaz, my SHHH Hard of Hearing Mentor.

In 2004, after 7 years of employment, I left my job because of a traumatizing and devastating event. I felt I had hit rock bottom and felt very vulnerable. Melita and I met and everything changed from then on! She introduced me to empowering tools to gradually gain my life back, become strong again and self-sufficient. Through Melita I met my counselor, Dr. Charlotte-Higgins-Lee. The counseling sessions helped me tremendously. Then I talked to Melita about how I could change my life and get back on my feet. She encouraged me to go to places like the Work Force Network Partnership at Lane Community College, where I met Toby Finkelstein and completed my career portfolio and was offered a \$3,500 scholarship for completing my Career Portfolio classes. I started classes at Lane Community College in the summer of 2004. Melita introduced me to Jerry King who works with the Vocational Rehabilitation HIRE Program. Jerry has been very instrumental in working with me in employment. He was always there to help me with all my job searching, resumes and any questions that I had.



I want to thank Melita for her professionalism, compassion, understanding and integrity in working with me and introducing me to Linda Diaz of SHHH, Dr. Charlotte-Higgins-Lee, Toby Finkelstein and Jerry King who have been there for me!

Submitted by Melita Green,
VR Counselor (Eugene)

MELONIE POWELL first came to Vocational Rehabilitation in September of 2000 and by April of 2001 she was working full time at Hawthorne Gardens Retirement Home in Portland as a nurse's aide. Three months later, Melonie's file was closed as a successful rehabilitation. As it turned out however, Melonie's path to today's happiness and well-being had only just begun.

While Melonie enjoyed her nurse's aide work, life events and internal drive impelled her to reach higher and better herself and her career. Thus, a still-employed and recently married Melonie Powell came back to the North Portland VR Office in October of 2002. Now with a family to help provide for, Melonie was ready to take the big step from being a nurse's aide to being a certified RN. She and her counselor, Robert Costello, worked together diligently to come up with a plan.

Through hard work and perseverance, Melonie graduated from the Portland Community College nursing program this summer and upon completing her certification and internship, she was quickly offered a position at Legacy Emanuel Hospital in the Acute Care Nursing Center. This full-time position has a family-friendly wage of more than \$30 per hour on top great benefits and a flexible schedule. Melonie remains grateful for the consistent support and assistance VR provided her through the ups and downs of such a rigorous program.



Submitted by Robert Costello, VR Counselor (Portland)

OVRS Success Stories



TERIANNE PETZOLD – I got my new hearing aids from Kenyon Audiology. It is incredible how different it is to hear the sound of my own voice clearly, as well as the nuances of the voices around me.

No matter what words I string together into a sentence, the expression of gratitude will still fall short of all that I feel inside. My appreciation runs deep and wide and as high as the sky. This job that I come to with new energy every day; the “CapTel” captioned telephone, a cell phone and housing; the clothing that I proudly wear to look professional... You’ve gone way above and beyond and there simply is no way to capture it all with a “thank you.”

I am here, right now, today because you all worked to make it happen. And I thank you with every ounce of feeling I can muster. I will endeavor to do my best and make you proud.

You may certainly pass on my words. I would hope others can be inspired by the extraordinary effort you folks make here in Deschutes County. I believe everyone who deals with something that separates them from the ability to function in “normal” society feels the frustration of being left out. What you did was provide a bridge – equipment, encouragement, support and hope that allowed me to make the trip back to some semblance of “normalcy” and triumph as I remember and relearn my skills -- and myself -- from a different perspective. And now, through my employment I’ll have the chance to help in so many ways.

Thank you again for everything.

Submitted by Bob Stevens, VR Counselor (Bend)

WANDA ALANIS needed something to keep her busy while visiting her husband in the hospital. She began by just crocheting borders on small fleece blankets. The hospital staff fell in love with her creations and started purchasing them from her. She didn’t think much of it until she fell and broke her ankle and couldn’t continue to work as an in home caregiver. Now Wanda’s Warm and Cozies is a full fledged business, and growing.

After realizing she couldn’t go back to caregiving, Wanda met with a Vocational Rehabilitation Counselor who referred her to Lane MicroBusiness.

“Martin has been a big help with my business plan and guidance,” she says; the hardest part about starting her business has been getting the word out and attending the right events.

While her business has grown, so has her product line. Wanda not only does fleece blankets, towels and dishrags, she also creates plastic bag holders, ponchos, and Indian wind belts. “No scrap of yarn goes to waste.” She sells her creations at the local farmers market and out of her home.

continue >>

Learning how to deal with chronic pain from arthritis and a back condition was a huge learning experience for **MYRA**, who was used to being independent. Myra moved to Hermiston from St. Helens, a little over a year ago. When Myra got here, she was homeless and lived from "couch to couch" for a while. OVRs provided referral services to get her a part-time job with the Title V older worker program through CAPECO, a local non-profit agency that helps people who are low-income, dislocated workers, and people with disabilities. Myra began volunteering, which allowed her to update her computer skills and develop a current work history. At the same time, her church helped her find a suitable place to live and helped with food and fellowship.



Myra also attended Work Readiness Alternatives Workshops (WRAW) classes through OVRs and was instrumental in referring other participants to join the class and become VR clients. OVRs assisted Myra with basic counseling and "cheerleading" services to help her develop confidence in her abilities. Volunteering for DHS and coordinating their transportation program gave Myra a chance to network with the local community, which ultimately led her to a full-time job through the Seniors Serving Oregon Coalition as a Vista Supervisor. OVRs also referred Myra to the Project with Industries Program (PWI) and the WIA adult program through CAPECO. Myra needed a little extra supportive service to help her get on her feet and partnering with these programs allowed Myra to get her car fixed, provided her with car insurance, clothes, help with rent and utilities and her phone bill. Myra has had such a positive attitude throughout this major change in her life. As a mature worker with multiple disabilities, Myra has refused to give up. She believes that "if you really want to do something, you will find a way; if you don't, you will find an excuse."

Submitted by Pennie Hartley, VR Counselor Hermiston)

Wanda says her biggest accomplishment is that she has been able to get herself out and known. She has one customer who purchases items every year to send home with her Japanese exchange students. "People are coming to me now," she says. Her next goal is to move her business onto the Web.

Wanda's Warm and Cozies sells handmade fleece blankets, crocheted towels, dishrags and other handmade household items. You can find Wanda at events such as the Pendleton Friday Market, the Hermiston Saturday Market, or through her Web site, www.warmandcozies.com.



Submitted by Albert Nuhu, VR Counselor
(Pendleton)

Overview

The Office of Vocational Rehabilitation Services' (OVRs) partnership and collaboration with community and state agency partners, business, education and others have resulted in significant accomplishments. OVRs served more than 16,997 Oregonians during the past federal fiscal year. Of these, 4,474 were placed into Individualized Plans for Employment (IPE) and 2,871 into permanent positions.

OVRs, in partnership with the Competitive Employment Project (CEP), Oregon's Medicaid Infrastructure Grant, the State Independent Living Council (SCIL), the Oregon Advocacy Center and the state's SSA Work Incentive Planning and Assistance grantee, began building a statewide network of benefit planners. It continues to partner with the Addictions and Mental Health Division and community mental health programs to expand the availability of evidence based supported employment services for individuals who experience significant psychiatric disabilities.

The success of the Enhancing Employment Pilot Project led to the decision to implement statewide the strategies learned during the past year. Staff who participated in the pilot learned new skill sets and strategies for placing individuals with significant barriers in employment. They also learned new techniques to address the motivational issues that some consumers confront in overcoming their disability-related barriers.

OVRs's continued partnership and collaboration with the State Independent Living Council and the state's seven Centers for Independent Living has resulted in increased capacity in both systems to assist individuals with disabilities to become independent and self sufficient.

The Competitive Employment Project collaboration with Oregon's Business Leadership Network resulted in the brief video My Abilities and an accompanying set of informational materials to promote employment of persons with disabilities.

The US Department of Education's Rehabilitation Services Administration awarded OVRs one of seven model demonstration projects to improve the postsecondary and employment outcomes for youth with disabilities. Project Access: Accelerated Career Counseling and Employment Support Services will enable OVRs to pilot a new service delivery model to provide transition services to youth with disabilities who are exiting postsecondary education.

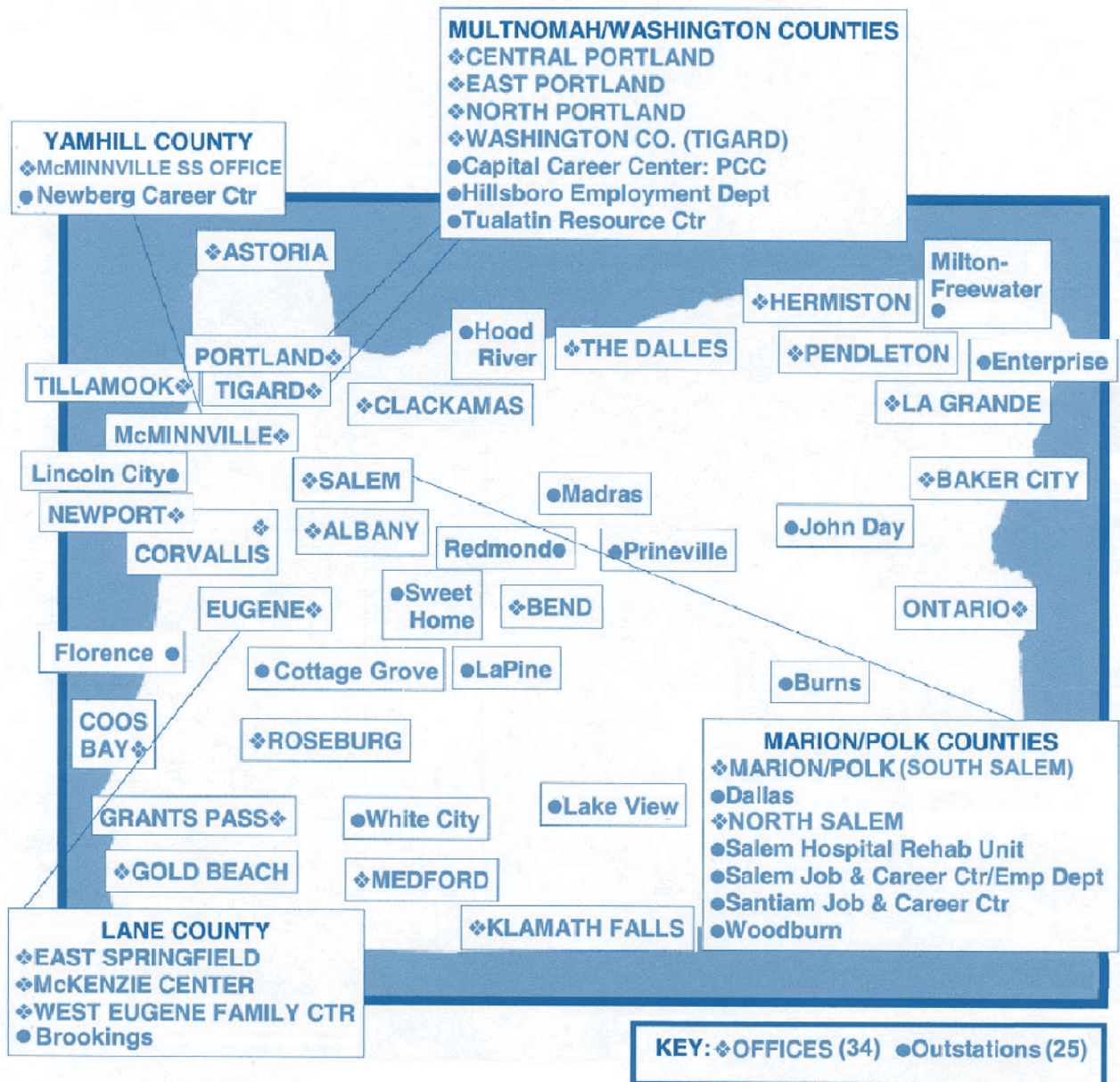
Locations and Staffing

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.

Statewide Programs

Location	Branch Off.	Out Station	Satellite Off.	HSAs	OS 1-2	VRCs	Managers
Albany	XX			4		5	1
Astoria			XX	1		1	
Baker City	XX			1		2	1
Bend	XX			2		4	1
C. Portland	XX			2	2	9	1
Clackamas	XX			3		9	1
Coos Bay			XX		1	2	
Corvallis			XX	1		3	
Dallas			XX			1	
E. Portland	XX			2	3	9	1
Gold Beach			XX	1			
Grants Pass			XX		1	3	
Hermiston			XX	1		1	
Kla. Falls			XX	1		2	
La Grande			XX	1		1	
Marion/Polk	XX			5	1	7	1
McMinnville			XX	2		4	
Medford	XX			2	2	6	1
Newberg			XX	2		1	
Newport			XX	1		2	
N. Portland	XX				4	10	1
N. Salem	XX			3		7	1
Ontario			XX	2		2	
Pendleton			XX		1	2	
E.Springfield	XX			2	1	6	1
Roseburg	XX			1	1	3	1
Salem Rehab Hospital						1	
Santiam Ctr.			XX			1	
St. Helens			XX			1	
Tillamook			XX	1		1	
The Dalles			XX	1		2	
Wa. County	XX			2	3	12	1
W. Eugene	XX			3		7	1
Woodburn			XX			1	

Field Office and Outstations (2007)



2007 State Plan Updates Approved by RSA

On June 21, 2007, OVRS submitted required annual updates to the Title I State Plan for Vocational Rehabilitation (VR) and the Title VI-B Supported Employment (SE) supplement to Rehabilitation 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. After minor changes, the State Plan for FY 2008 was fully approved by RSA on July 24, 2007.

Federal Standards and Indicators

Federal Year 2006 Standards and Indicators Summary Report	
Indicator 1.1 Change in employment outcomes (>0)	113
Indicator 1.2 Percent of employment outcomes (>=55.8 percent)	65.34 percent
Indicator 1.3 Competitive employment (>=72.6 percent)	99.90 percent
Indicator 1.4 Significant disability (>=62.4 percent)	84.84 percent
Indicator 1.5 Earnings ratio (>=.52)	0.563
Indicator 1.6 Self support (>=53.0)	76.65
Indicator 2.1 Minority services ratio (>= .80)	0.889
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

Employment Outcomes

OVRs passed all of the federal standards and indicators for FY 2006. Based on preliminary data, OVRs appears to have met all of the standards for FFY 2007 with the exception of Standard 1.1 which requires that OVRs exceed the number of closed cases with an employment outcome from the prior FFY by at least one closure. OVRs had 113 fewer closures with employment in FFY 2007 than in FFY 06. OVRs is currently researching to determine why we did not meet this indicator.

2007 Key Policy Initiatives

There were no significant policy initiatives or changes during the last year.

Oregon Competitive Employment Project

OVRs continued to administer the Oregon Competitive Employment Project (CEP), 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 including:

- In collaboration with State Independent Living Council and OVRs, implemented the Work Incentives Network (WIN). This system comprised of ten staff statewide who provide benefits and work incentives, planning supports and services to all persons with disabilities to assist them in their

return-to-work efforts; a project technical assistance advisor and WIN program coordinator; an integrated outcomes research system; and an on-line benefits calculator. WIN works in conjunction with the already established Planning for Work program, Oregon's Social Security-funded Work Incentives, Planning and Assistance program.

- As a result of CEP activities, Oregon was one of six states invited to be part of State-Federal Policy Exchange in Chicago, Illinois, in September 2007. Federal partners in attendance included the Council of State Administrators of Vocational Rehabilitation (CSAVR), Social Security Administration (SSA), Department of Labor (DOL), Office of Disability Employment Policy (ODEP), Substance Abuse & Mental Health Services Administration (SAMSHA) and Centers for Medicare & Medicaid Services (CMS). Federal-level policies that affect the state's ability to assist people with disabilities in achieving, maintaining and advancing employment were discussed, and specific issues were taken back to the federal level for further discussion. Oregon attendees included staff from the following service divisions -- Children, Adults and Families (CAF), Addictions and Mental Health (AMHD), Medical Assistance Programs (DMAP), and Seniors and People with Disabilities (SPD) and OVRS, along with the Executive Director of the Brain Injury Association of Oregon. As a result of the State-Federal Policy Exchange, DHS divisions and offices formed new partnerships around specific initiatives, including WIN.
- Partnered with AMHD to create a "Center for Excellence" for statewide training for county mental health departments and their contracted providers on evidence-based best practices in conversion from day treatment to supported employment. The center is slated to open in December 2007.
- Co-sponsored the 5th annual Pacific Northwest Brain Injury Conference with the Brain Injury Association of Oregon.
- Continued to work with SPD on the State Employment Leadership Network, a consortium of 14 states working to grow supported employment for people with developmental disabilities nationwide.
- Co-sponsored "Building Futures," Oregon's 2nd annual high school to work transition conference; presented on the WIN system and benefits and work incentives planning at the conference.

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. The OBLN, in collaboration with the Competitive Employment Project (CEP), developed **My Abilities**, a two-and-a-half-minute video and an accompanying set of informational materials that promote employment of persons with disabilities. The **My Abilities** video and information materials represent the first stage of a comprehensive campaign to engage and educate Oregon's businesses about the opportunities and advantages of hiring individuals with disabilities.

The OBLN organized, sponsored or participated in a number of employer engagement activities that included:

- Teleconferences, in collaboration with the Job Accommodation Network, to assist Oregon employers with specific job accommodation issues for their employees with disabilities.
- A summit preceding the Oregon Business Plan on diversity and disability that attracted more than 200 employers from the Portland metropolitan area.

In addition, the OBLN continued to publish the e-magazine **Inclusion at Work**, and to refine its nationally recognized Web site, which promotes employment of persons with disabilities. It does so by publishing topical articles and interviews, highlighting successful business practices, and providing employers with needed information, technical assistance and links to other resources.

Enhancing Employment Pilot Project

OVRs completed the pilot of the Enhancing Employment Project (EEP) and based on the outcomes of that effort, has decided to move forward with a broader implementation of the project. Pilot sites in eastern Oregon, the Portland metropolitan area, Salem and Roseburg all completed the training activities provided by Employment Management Professionals, Inc. and developed strategies that best fit local needs. Pilot project members met several times during the year to provide input on how to support the implementation of the new strategies learned through the training.

During the year, project staff received training on motivational intervention strategies from Liz Fabiano in order to gain additional skills to support the

implementation of EEP. Based on their positive response to the training and their recommendation that all staff could benefit from this training, it was extended to all staff statewide.

Work is currently underway to continue the expansion of EEP and bring additional training on motivational intervention strategies. A project manager will be named, an implementation team established, and a cadre of mentors to work with staff on the motivational strategies will be developed.

Disability Navigator Program Initiative

OVRs formed an advisory council with representatives from the Employment Department, the TANF program, OBLN, CEP, the Office of Community College and Workforce Development, the Oregon Consortium and the Lead Navigator to address the sustainability of the navigator program. Oregon currently has navigators in the following WorkSource Regions:

- 3 (Yamhill, Polk and Marion counties)
- 8 (Josephine and Jackson counties)
- 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)
- 14 (Grant, Harney and Malheur counties)

Oregon received funding to sustain the Disability Navigator Program efforts through June 2008.

The OVRs - Independent Living Alliance

OVRs, the State Independent Living Council (SILC) and the Oregon Centers for Independent Living (CILs) continued to collaborate and partner. The partnership continued to focus on the coordination of services, cross-education and the development of special projects that enhanced the capacity of independent living programs and local vocational rehabilitation branches. Consumers of both disciplines are seeing the advantages of the coordinated services, as are both agencies. We continued to use a creative leverage of state and federal funds to

provide clients with greater access to consumer-driven peer Independent Living services from the Oregon network of eight CILs.

Youth Transition Program

Since 1990, the Youth Transition Program (YTP) has operated as a partnership among OVRs, the Oregon Department of Education and local school districts, in concert with a technical assistance team from the University of Oregon. The program's purpose is to prepare high school students with disabilities for employment or career-related postsecondary education and training. In the past 17 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.

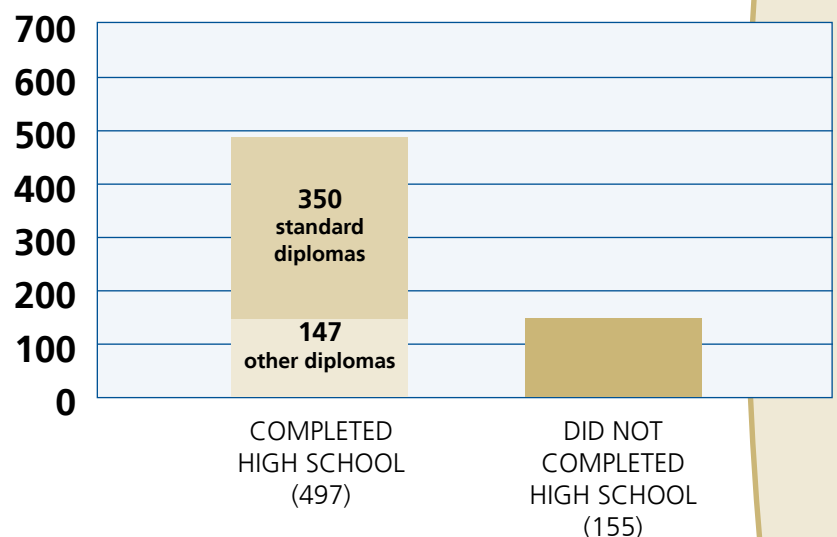
In early 2007, all Oregon school districts had an opportunity to submit a proposal for a YTP program. A total of 50 proposals were submitted and 38 were funded.

OVRs was awarded one of seven Model Demonstration Projects to Improve the Postsecondary and Employment Outcomes for Youth with Disabilities from the Rehabilitation Services Administration, U.S. Department of Education, Office of Special Education Programs. The five-year, \$2.8 million grant will allow OVRs to implement **Project ACCESS: Accelerated Career Counseling and Employment Support Services**, a pilot of a new service delivery model to provide transition services to youth with disabilities who are exiting secondary education. The model will enable OVRs staff to begin transition work with students earlier, strengthen the relationships with schools, and obtain improved outcomes for students with disabilities.

High school completion

Of 839 students who exited during the federal fiscal year:

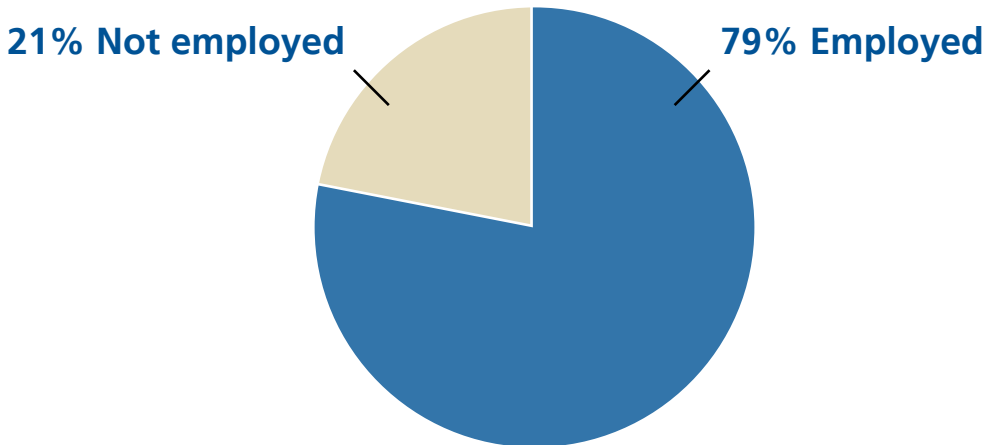
- 497 received a high school completion certificate (59 percent);
- 147 received "other" diplomas (17.5 percent); and
- 350 received standard diplomas (42 percent).



Employment

Rate of employment

Of the YTP youth who exited the program with employment, 79 percent were still employed one year later.



During the first year after completing the program, YTP youth work an average of 34 hours per week and earn an average of \$9.21 per hour.

This above data are consistent with national studies that have demonstrated that youth who participate in a formal 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 percent of YTP youth were employed and 80 percent 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 YTP request for proposals (RFP) was revised in 2005. The revisions resulted in improved tracking of students being served in the various YTPs, and 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, UO 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.

In March 2006, a survey of YTP sites and OVRs branch offices that collaborate in the YTP process asked if the YTP was meeting their expectations. The results of the survey clearly demonstrated that the YTP is seen as a positive service in serving 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 project (CWST), three community colleges are currently collaborating with OVRs counselors to support and serve OVRs consumers in entering, retaining and completing skills training programs and obtaining employment.

“This partnership was initially developed in 1998 and at the time of data collection was operating in four community colleges across Oregon. CWST was designed to improve employment outcomes for OVRs consumers. CWST is not a specific program, but rather the addition of staff and services in various community colleges to ensure that students with disabilities are successful in entering and completing short-term training programs.

“Through the CWST partnership, college and rehabilitation personnel have created a collaborative pattern of services that allows students with disabilities to access and benefit from short-term training programs in new ways. Over time, key personnel have advocated for individual flexibility and accommodations, paving the way for both subtle and substantive changes in policies and procedures. This unique partnership offers an ideal venue for individuals with disabilities to succeed in a college environment and ultimately enter high wage employment.” (*Career Workforce Skills Training Partnership – Systems Change Report; University of Oregon, October 2007*)

The purpose of the project 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, professional skills training, employment skills training, or other 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 three continue to participate. While these three community colleges are in the state's metropolitan areas, (Clackamas Community College, Portland; Chemeketa Community College, Salem; and Rogue Community College, Medford/Grants Pass), they have developed outreach programs in an attempt to provide statewide coverage for VR consumers.

The funding for this partnership comes from community college funds, OVRs federal match funds and the Earning for a Lifetime Grant. Over the last six years, CWST has provided direct service for more than 750 OVRs consumers. Currently 207 individuals are being served in four community college/VR regions. Service elements that distinguish the CWST include:

- short-term on-the-job training and basic literacy and other academic instruction, as needed, to fulfill the knowledge and skill requirement of the job and college requirements;
- support services during on-the-job training;
- instructional accommodations; and
- service coordination/crisis management.

Individuals who complete this unique, innovative program continue to be employed in jobs suitable to their capabilities and earning above minimum wage. Significantly, they have become productive individuals in their community, generating revenue through their employment.

Supported employment activities

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

OVRs also cooperates with the Addiction and Mental Health Division (AMH) to nurture new supported employment projects in county mental health programs around the state. CEP is partnering with AMH to fund a Center for Excellence for Supported Employment, to provide statewide technical assistance, training and evaluation services for the implementation of Individualized Placement and Support (IPS), an evidence-based supported employment practice. CEP also provided seed grants to several community-based mental health programs that have opted to implement IPS as a service component. OVRs will partner with AMH on the expansion of evidence-supported practices to an additional seven to ten sites statewide.

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 through training, planning and local collaboration,.

Annual Rehabilitation Training

This year OVRs partnered with the Oregon 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) to host a successful two-day statewide in-service conference. The conference drew more than 275 vocational rehabilitation professionals from around the state. This year's theme, "Building on the Basics to Build the Future," was well received and offered participants an array of educational opportunities included in more than 36 breakout sessions.

Much of the in-service focused on the DHS/OVRs core values. Presenters included Elizabeth A. Fabiano and Allen Anderson, instructors of the "Enhancing Employment Outcomes" project and a number of other speakers who focused on the basics, sometimes reinterpreting them in innovative ways.

Concurrent with the statewide conference, the OBLN's Salem chapter hosted an employer forum on Tuesday morning. This forum featured guest speakers from local businesses, who pointed out that businesses with recruitment challenges need to tap into fresh talents of people with disabilities. The OBLN invited local businesses to hear good practices from two small businesses on hiring and retaining employees with disabilities.

Collaboration with Rehabilitation Counselor Education Programs

OVRs has long been an active partner with local graduate programs in rehabilitation counseling. During 2007, OVRs was able to support a stipend for internships with the program. In September 2007, Oregon partnered with Washington, Idaho and Utah in an educational forum to address their pre-service and in-service training needs, as well as the shortage of qualified vocational rehabilitation counselors.

Workers Compensation

OVRs completed an 18-month interagency agreement targeting Preferred Worker Program (PWP) cardholders in Clackamas, Columbia, Multnomah and Washington counties with the Department of Consumer and Business Services Workers' Compensation Division. 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 and streamlined access to PWP benefits offered through Workers' Compensation. Based on the outcomes of the agreement, a second agreement has been negotiated and OVRs will continue to work with individuals who hold PWP cards.

2007 Employer and Business Outreach Employer Liaison

OVRs's Employer Liaison continued to develop positive business partnerships at the state and local levels. One emphasis was on performing outreach activities that educate and train employers on the employment and inclusion of employees with disabilities. In support of this goal, OVRs participated in the Department of Transportation's statewide Workforce Alliance Systems designed to meet its bridge building and road construction apprenticeship and employment needs over the next 10 years. Each of the alliance's five regions has developed a process to refer applicants to the WorkSource Oregon one-stop center where they can access these opportunities. Applicants will be registered and tracked through the Employment Department's iMatchSkills system.

OVRs established notification and referral linkages to several apprenticeship trades such as HVAC, pipe-fitters, construction laborers and construction carpenters.

OVRs provided outreach to five of the Oregon Employment Department's employer councils: Gresham and Washington County, North Portland, Lane County, Jackson County and Josephine County. The councils are nonprofit organizations that partner with OED for workforce development, training and retention services. Through this outreach OVRs provides disability awareness seminars to individual employer council members and further encourage OVRs field office staff to develop local connections for referrals and services.

OVRs also:

- Supported National Mentoring Day and October Disability Employment Awareness Month by developing and distributing tool kits to field managers and Youth Transition Program staff to assist with putting together programs with local employers. Tool kits included news release samples and tips on recruiting employers to participate, developing community partnerships and preparing job seekers and students for the event.
- Supports the National Employment Network (NET), an initiative of the Council of State Administrators of Vocational Rehabilitation. The NET will create a national network across public vocational rehabilitation programs to meet businesses' workforce needs.

Workforce Coordination

OVRs continues to participate as a full partner in all resource sharing agreements in each of the state's 15 Regional WorkSource areas for state fiscal year 2006-07. 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 has representatives from OVRs, the Oregon Employment Department, state Department of Community Colleges and Workforce Development, and the DHS TANF program.

Oregon Statewide Disability Summary

10/1/2005 through 9/30/2006

Disability Impairment	Primary Disability		Secondary Disability	
	Count	Percent	Count	Percent
Blindness	47	0.3	32	0.3
Cognitive Impairments	4,069	24.1	1,855	16.5
Communicative Impairments	222	1.3	184	1.6
Deaf-Blindness	6	0.0	1	0.0
Deafness, Communication Auditory	191	1.1	41	0.4
Deafness, Communication Visual	317	1.9	8	0.1
General Physical Debilitation	807	4.8	568	5.1
Hearing Loss, Communication	309	1.8	139	1.2
Hearing Loss, Communication Visual	40	0.2	8	0.1
Manipulation	383	2.3	302	2.7
Mobility	796	4.7	376	3.4
Mobility And Manipulation	742	4.4	271	2.4
Other Hearing Impairments	25	0.1	20	0.2
Mental Impairments	2,500	14.8	2118	18.9
Orthopedic Impairments	1,369	8.1	691	6.2
Physical Impairments	2,143	12.7	1,748	15.6
Other Visual Impairments	82	0.5	120	1.1
Psychosocial Impairments	2,716	16.1	2,605	23.2
Respiratory Impairments	111	0.7	136	1.2
Total Caseload Served	16,875	100	11,223	100

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

FY-2005 Consumer Demographic Profiles

GENDER	Frequency	Percent
Male	7,965	48.8
Female	8,342	51.2
Total	16,307	100

AGE

	Frequency	Percent
Under 20	1,107	6.8
20 to 29	3,385	20.8
30 to 39	2,989	18.3
40 to 49	4,383	26.9
50 to 59	3,595	22.0
60 Plus	848	5.2
Total	16,307	100

ETHNICITY ONLY

	Frequency	Percent
American Indian or Alaskan Native	712	4.1
Black	224	1.3
Asian	847	4.8
Hispanic or Latino	920	5.2
Native Hawaiian or Other Pacific Islander	87	0.5
White	14,785	84.1
Total	17,575	100

EDUCATION

	Frequency	Percent
No Formal Schooling	45	0.3
Special Ed (completion or attendance)	919	5.6
Elementary education (grades 1-8)	591	3.6
Secondary education, no HS diploma	2,666	16.2
Certificate	0	0.0
Post-secondary education, no degree	3,287	19.9
AA degree or VoTec Certificate	1,344	8.1
Bachelor's degree	1,045	6.3
Master's degree or higher	335	2.0
Total	16,493	100

RACE AND ETHNICITY

	Percent
Non-Hispanic and White	84.1
Hispanic and Non-White	15.9
Total	100.0

COUNTY

	Count
Baker	186
Benton	436
Clackamas	1,397
Clatsop	128
Columbia	243
Coos	315
Crook	43
Curry	96
Deschutes	389
Douglas	376
Gilliam	7
Grant	30
Harney	28
Hood River	73
Jackson	848
Jefferson	66
Josephine	332
Klamath	247
Lane	1,623
Lincoln	261
Linn	702
Malheur	145
Marion	1,735
Morrow	13
Multnomah	3,628
Out of State	83
Polk	301
Sherman	11
Tillamook	131
Umatilla	301
Union	140
Wallowa	18
Wasco	131
Washington	1,220
Wheeler	1
Yamhill	599
Total	16,307

Applicants can choose to be counted under more than one ethnic group.

OVRS FIELD OFFICES

ALBANY

1400 Queen Ave SE, Suite 107
Albany OR 97322
541-967-2022
541-967-2154 (Fax)
866-801-0146 (TTY)
Peter Norman – Branch Manager

CORVALLIS

545 SW 2nd St, Suite G
Corvallis OR 97333
541-757-4131
541-757-4241 (Fax)
866-808-4736 (TTY)
Peter Norman – Branch Manager

ASTORIA

450 Marine Dr, Suite 100
Astoria OR 97103
503-325-7335
503-325-5795 (Fax)
866-801-0501 (TTY)
Patrick Foster – Branch Manager

EAST PORTLAND

305 NE 102nd Ave, Suite 200
Portland OR 97220
971-673-5858
971-673-5831 (Fax)
866-808-4857 (TTY)
Robert Costello – Branch Manager

BAKER CITY

3165 10th St, Suite 500
Baker City OR 97814
541-523-8444 x358
541-523-5667(Fax)
866-801-0512 (TTY)
Renee Smith – Branch Manager

EAST SPRINGFIELD

101 30th St
Springfield OR 97478
541-726-3525
541-726-2535 (Fax)
866-808-5576 (TTY)
Ken Thorland – Branch Manager

BEND

1230 NE 3rd St, Suite A-152
Bend OR 97701
540-388-6336
541-388-6310 (Fax)
866-801-0515 (TTY)
Roger Lemstrom – Branch Manager

GOLD BEACH

94145 W 5th Pl – PO Box 1170
Gold Beach OR 97444
541-247-0290
541-247-6999 (Fax)
866-808-5868 (TTY)
Amy Kinkaid – Branch Manager

CENTRAL PORTLAND

3945 SE Powell Blvd
Portland OR 97202
971-673-2555
503-775-5696 (Fax)
866-801-3545 (TTY)
Nancy Conover, Interim Branch
Manager

CLACKAMAS

4382 International Way, Suite B
Milwaukie OR 97222
503-653-3024
503-653-3065 (Fax)
866-801-8848 (TTY)
Nancy DiPasquale – Branch Manager

COOS BAY

PO Box 1113
Coos Bay OR 97420
541-756-8467
541-756-1622 (Fax)
866-809-4735 (TTY)
Amy Kinkaid – Branch Manager

LA GRANDE

1607 Gekeler
La Grande OR 97850
541-963-2151
541-963-7968 (Fax)
866-812-8231 (TTY)
Renee Smith – Branch Manager

McMINNVILLE

368 NE Norton Ln
McMinnville OR 97128
503-472-2116
503-434-5867 (Fax)
866-812-8251 (TTY)
Sandy Cooper – Branch Manager

GRANTS PASS

725 NE 7th St, Suite C
Grants Pass OR 97526
541-474-3130
541-474-3135 (Fax)
866-808-6449 (TTY)
Angela Ewing – Branch Manager

HERMISTON

950 SE Columbia Dr, Suite A
Hermiston OR 97838
541-564-5673
541-567-3244 (Fax)
866-808-6604 (TTY)
Renee Smith – Branch Manager

KLAMATH FALLS

801 Oak Ave
Klamath Falls OR 97601
541-883-5614
541-883-5621 (Fax)
866-808-6878 (TTY)
Angela Ewing – Branch Manager

PENDLETON

1555 SW Southgate Pl
Pendleton OR 97801
541-278-4161
541-276-1942 (Fax)
866-813-2006 (TTY)
Renee Smith – Branch Manager

ROSEBURG

2020 NW Newcastle St
Roseburg OR 97470
541-440-3371
541-440-3493 (Fax)
866-813-2019 (TTY)
Amy Kinkaid – Branch Manager

MEDFORD

28 W 6th St, Suite A
Medford OR 97501
541-776-6035
541-776-6213 (Fax)
866-812-8265 (TTY)
Angela Ewing – Branch Manager

NEWPORT

119 NE 4th St, Suite 1
Newport OR 97365
541-265-7843
541-265-3652 (Fax)
866-812-8266 (TTY)
Peter Norman – Branch Manager

NORTH PORTLAND

4744 N Interstate Ave
Portland OR 97217
971-673-3055 / 971-673-3057(Fax)
866-812-8296 (TTY)
Nancy Conover – Branch Manager

NORTH SALEM

1210 Hawthorne NE
Salem OR 97301
503-378-3587 / 503-378-3750 (Fax)
866-814-1257 (TTY)
Sandy Cooper – Branch Manager

ONTARIO

186 East Lane, Suite 1
Ontario OR 97914
541-889-9148 / 541-889-9209 (Fax)
866-812-8340 (TTY)
Renee Smith – Branch Manager

SOUTH SALEM

1701 Liberty St S
Salem OR 97310
503-378-2483
503-373-7549 (Fax)
866-812-8233 (TTY)
Alex Usenko – Branch Manager

THE DALLES

700 Union St, Rm 128
The Dalles OR 97058
541-298-5573
541-298-1834 (Fax)
866-813-5877 (TTY)
Roger Lemstrom – Branch Manager

TILLAMOOK

4670 E Third St
Tillamook OR 97141
503-842-7873 / 503-842-3282 (Fax)
866-814-1250 (TTY)
Patrick Foster – Branch Manager

WASHINGTON COUNTY

10777 SW Cascade Ave
Tigard OR 97223
503-670-9575 / 503-670-0187 (Fax)
866-814-1251 (TTY)
Patrick Foster – Branch Manager

WEST EUGENE FAMILY CTR

2101 W 11th Ave
Eugene OR 97402
541-686-7722 / 541-686-7755 (Fax)
866-814-1253 (TTY)
Susan Hauk – Branch Manager

ACKNOWLEDGEMENTS

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: **Lu Ann Anderson**, **Roxie Choroser**, **Bennett Johnson**, and **Scott Whetham**.

Lu Ann Anderson, for her outstanding leadership as Chairwoman of the SRC.

OVRs Consumers who agreed to share their success stories and to the **OVRs Counselors** who submitted the stories and take pride in the success of their consumers.

SRC QUARTERLY MEETINGS

- February 1, 2008 – Keizer
- May 2, 2008 – Klamath Falls
- August 1, 2008 – Roseburg
- November 7, 2008 – Hood River

For more information please contact the State Rehabilitation Council or your local Vocational Rehabilitation Office.

Oregon State Rehabilitation Council

500 Summer Street NE E87, Salem, OR 97301-1120

Voice: (503) 945-6256

Toll Free: (877) 277-0513

Fax: (503) 945-8991

To request additional copies, or alternate formats of this publication, or for more information about the Oregon State Rehabilitation Council, please contact:

OREGON STATE REHABILITATION COUNCIL

500 Summer Street NE E-87

Salem OR 97301-1120

Voice: 503-945-6256

Toll-free: 877-277-0513

Fax: 503-945-8991

TTY: 886-801-0130

Web: www.orsrc.org