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**U.S. DEPARTMENT OF EDUCATION**

**REHABILITATION SERVICES ADMINISTRATION  
ANNUAL REPORT, FISCAL YEAR 2002**

**REPORT ON FEDERAL ACTIVITIES UNDER  
THE REHABILITATION ACT**



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THE REHABILITATION ACT

OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES  
U.S. DEPARTMENT OF EDUCATION

**U.S. Department of Education**  
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**Rehabilitation Services Administration**  
Edward Anthony  
*Delegated the authority to perform the functions of commissioner of Rehabilitation Services Administration*

**February 2006**

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# FOREWORD

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

This report is intended to provide a description of accomplishments and progress made under the Act during fiscal year 2002 (October 2001 through September 2002). To that end, the report identifies major activities that occurred during that fiscal year and the status of those activities during that specific time period.

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

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



**THE *REHABILITATION ACT***  
**AN OVERVIEW**



# THE *REHABILITATION ACT*

## AN OVERVIEW

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

A major event in the history of the federal rehabilitation program was passage of the *Rehabilitation Act of 1973* (the Act). The Act, as amended, provides the legislative basis for programs and activities that assist individuals with disabilities<sup>1</sup> in the pursuit of gainful employment, independence, self-sufficiency and full integration into community life. Under the Act, the following federal agencies and entities are charged with administering a wide variety of programs and activities: the departments of Education, Labor and Justice, the Equal Employment Opportunity Commission, the Architectural and Transportation Barriers Compliance Board and the National Council on Disability.

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

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

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

<sup>1</sup> An individual with a disability is defined, for purposes of programs funded under the Act, at Section 7(20) of the Act (see Definition of "Individual With a Disability" as listed in Section 7(20) of the *Rehabilitation Act*, p.103).

RSA staff, who in fiscal year (FY) 2002 were located in Washington, D.C. and 10 regional offices across the nation, provided technical assistance and leadership to states and other grantees in carrying out the purposes and policy outlined in the Act. [These regional offices were closed on Sept. 30, 2005. RSA currently administers its programs from its headquarters office in Washington, DC.] RSA administers grant programs that provide direct support for vocational rehabilitation, independent living and individual advocacy and assistance. The agency also supports training and related activities designed to increase the number of qualified personnel trained in providing rehabilitation and other services. RSA also provides training grants to upgrade the skills and credentials of employed personnel.

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

By far, the largest program administered by RSA is the Vocational Rehabilitation (VR) Services Program, also known as the Vocational Rehabilitation State Grants Program (hereinafter referred to as the VR program). This program funds state VR agencies to provide employment-related services for individuals with disabilities so that they may prepare for and engage in gainful employment that is consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice.

For over 80 years, the VR program has helped individuals with disabilities prepare for and enter into the workplace. Nationwide, VR programs serve more than one million people with disabilities each year. Over 85 percent of the people who use state VR services have significant physical or mental disabilities that seriously limit one or more functional capacities. These individuals often require multiple services over an extended period of time. For them, VR services are indispensable to their becoming employed and reducing their reliance on public support.

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

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



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

The Act has been a driving force behind major changes that have since affected the lives of millions of individuals with disabilities in this country. With passage of the *Workforce Investment Act of 1998 (WIA)*, the Act was reauthorized for another five years. This report covers FY 2002 and describes all of the major programs and activities authorized under the Act and the success of the federal government in carrying out the purposes and policy outlined in the Act.



**Programs Under  
The *Rehabilitation Act***



# PROGRAMS UNDER THE *REHABILITATION ACT*

RSA funds directly or supports through partnerships with other federal and nonfederal agencies close to 30 initiatives, programs or activities that are authorized under the Act. For the purpose of this report, these initiatives, programs and activities are organized into five major areas. Within each area, the report provides a description of the discrete program, initiative or activity. Each description includes a budget allocation for FY 2002 and a reporting of major outcomes and accomplishments. Programs, organized by these areas, are:

## **Employment Programs**

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

## **Independent Living and Community Integration**

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

## **Technical Assistance, Training and Support**

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

## **Evaluation, Research and Information Dissemination**

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

## **Advocacy and Enforcement**

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

# Employment Programs

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

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

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

**FY 2002 Federal Funding:  
\$2,455,385,000**

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

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

The VR program is committed to providing services to individuals with significant disabilities<sup>2</sup> and assisting consumers to achieve high-quality employment outcomes.<sup>3</sup> Nationwide, state VR agencies employ over 11,000 professional VR counselors who help individuals with disabilities prepare an individualized plan for employment and obtain the services needed to achieve an agreed-upon employment outcome. The VR program is authorized to provide eligible individuals a variety of services, such as vocational evaluation, counseling, training, job placement, mental and physical restoration, education, rehabilitation technology, and supported employment services. These services help individuals with disabilities maximize their employability, economic self-sufficiency and overall independence.

## **Title I Evaluation Standards and Performance Indicators**

In FY 2000, RSA implemented Title I program evaluation standards and corresponding performance indicators to measure performance under the VR program. Final regulations implementing these program evaluation standards and performance indicators were published on June 5, 2000 (U.S. Department of Education 2000). The standards and indicators are considered a crucial part of a comprehensive, integrated system of accountability for the VR program.

RSA established two evaluation standards to evaluate the state VR agencies' performance in serving individuals with disabilities under the VR program. The two evaluation standards are: Evaluation Standard 1—Employment Outcomes and Evaluation Standard 2—Equal Access to Services. A state VR agency must achieve successful performance on both evaluation standards, as determined by the corresponding performance indicators, each fiscal year. The performance indicators establish what constitutes minimum compliance with the evaluation standards. There are six performance indicators for Evaluation Standard 1, three of which are designated

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<sup>2</sup> The program regulations at 34 CFR 361.5(b)(31) defines an individual with a significant disability as an individual with a disability:

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

<sup>3</sup> Employment outcome means (according to the program regulations at 34 CFR 361.5(b)(16)), with respect to an individual, entering or retaining full-time or, if appropriate, part-time competitive employment ... in the integrated labor market, supported employment, or any other type of employment in an integrated setting, including self-employment, telecommuting or business ownership, that is consistent with an individual's strengths, resources, priorities, concerns, abilities, capabilities, interest and informed choice.



as "primary indicators" (1.3, 1.4 and 1.5). To achieve successful performance on Evaluation Standard 1, the state VR agency must meet or exceed the performance levels established for four of the six performance indicators, including meeting or exceeding the performance levels for two of the three primary performance indicators. Evaluation Standard 2 only has one performance indicator. The evaluation standards and their corresponding performance indicators are listed on the following page.

The 1998 amendments to the Act required state VR agencies to use their performance under the Title I standards and indicators as a basis for identifying goals and priorities of the state in carrying out the VR program. Each state VR agency must report to RSA at the end of each fiscal year the extent to which it is in compliance with the standards and indicators. RSA works with those states that are found to be performing below the established standards, to develop a program improvement plan outlining the specific actions to be taken for the agency to improve program performance.

## Title I Evaluation Standards and Performance Indicators

(Source: Program regulations found at 34 CFR 361.82 and 361.84)

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

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

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

**Performance Indicator 1.3:** Of all individuals determined to have achieved an employment outcome, the percentage who exit the VR program in competitive, self-, or BEP [Business Enterprise Program] employment with earnings equivalent to at least the minimum wage.

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

**Performance Indicator 1.5:** The average hourly earnings of all individuals who exit the VR program in competitive, self- or BEP employment with earnings levels equivalent to at least the minimum wage as a ratio to the state's average hourly earnings for all individuals in the state who are employed (as derived from the

Bureau of Labor Statistics report on state average annual pay, U.S. Department of Labor 2002).

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

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

**Performance Indicator 2.1:** The service rate<sup>4</sup> for all individuals with disabilities from minority backgrounds as a ratio to the service rate for all nonminority individuals with disabilities.

During the FY 2002 reporting period, RSA collected and analyzed data related to both evaluation standards and their corresponding indicators from the 80 state VR agencies. Table 1 on the next page presents a breakdown of state VR agency performance with regard to each of the performance indicators developed for Evaluation Standard 1—Employment Outcomes and Evaluation Standard 2—Equal Access to Services.

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<sup>4</sup> Service rate is the number of individuals whose service records are closed after they receive services under an Individualized Plan for Employment (IPE) whether or not they achieved an employment outcome divided by the number of all individuals whose records are closed after they applied for services whether or not they had an IPE.

**Table 1. State Vocational Rehabilitation Agency Performance on Employment Outcomes and Equal Access to Services by Type of Agency and Performance Indicators, Fiscal Year 2002**

Performance Indicators	General/Combined VR Agencies <sup>a</sup>		VR Agencies Serving the Blind <sup>b</sup>	
	Pass <sup>c</sup>	Fail	Pass	Fail
<b>Evaluation Standard 1—Employment Outcomes</b>				
1.1 Change in Number of Employment Outcomes When Compared to Previous Year <sup>d</sup>	17	39	7	17
1.2 Percentage Employment Outcomes After Provision of VR Services <sup>e</sup>	42	14	18	6
1.3 Percentage Employment Outcomes in Competitive Employment <sup>f</sup>	54	2	22	2
1.4 Percentage Competitive Employment Outcomes of Individuals With Significant Disabilities <sup>g</sup>	54	2	23	1
1.5 Ratio of Competitive Employment Earnings to State Average Weekly Wage <sup>h</sup>	44	9	20	4
1.6 Percentage Difference in Earnings as Primary Source of Support at Competitive Employment Outcome as Opposed to Time of Application <sup>i</sup>	42	14	17	7
*Primary Indicator				
<b>Evaluation Standard 2—Equal Access to Services</b>				
Ratio of .80 or Higher <sup>j</sup>	44		8	
Ratio of Less than .80	7		2	
Fewer than 100 Individuals From Minority Backgrounds Exiting the VR Program <sup>k</sup>	5		14	

Source: U.S. Department of Education 2002a.

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

<sup>a</sup> Agencies serving persons with various disabilities as well as providing specialized services to persons who are blind and visually impaired.

<sup>b</sup> Agencies in certain states providing specialized services to blind and visually impaired persons.

<sup>c</sup> To pass standard 1, agencies must pass at least four of the six performance indicators and two of the three primary performance indicators.

<sup>d</sup> The number of individuals exiting the VR program securing employment during current performance period compared with number of individuals exiting the VR program employed during the previous performance period.

<sup>e</sup> Percentage of those who have received employment outcomes after provision of VR services.

<sup>f</sup> Percentage of those exiting the VR program that obtained employment with earnings equivalent to at least the minimum wage.

<sup>g</sup> See footnote 2 on page 12.

<sup>h</sup> No state wage data exists for Guam, Northern Mariana Islands and American Samoa. Therefore, Indicator 1.5 cannot be computed for these VR agencies.

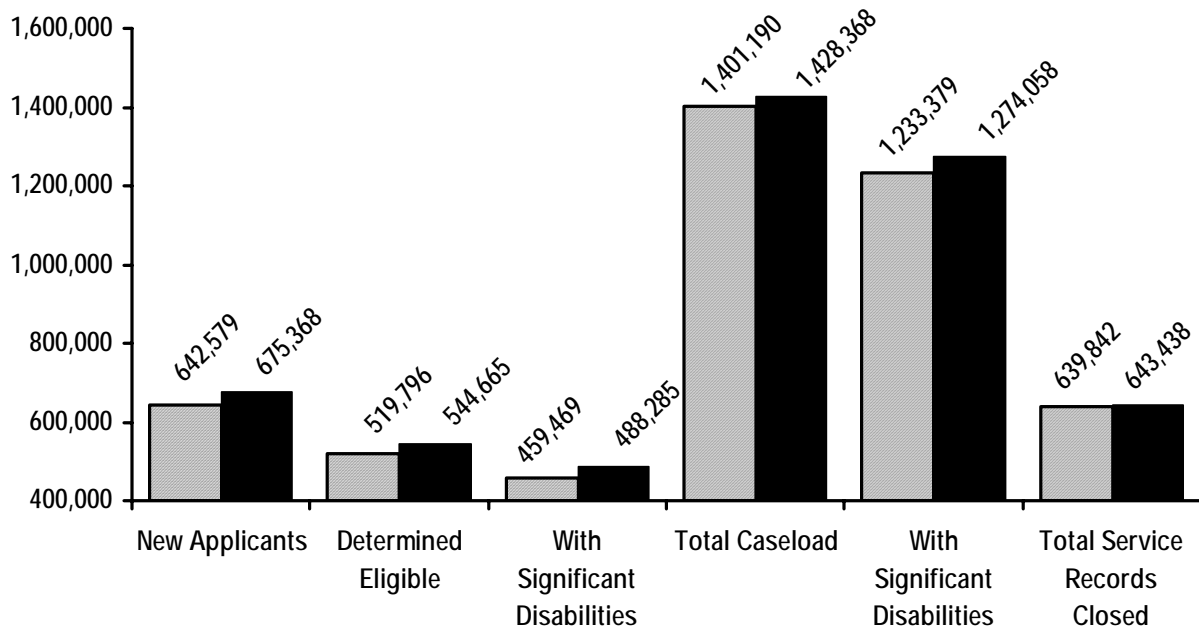
<sup>i</sup> Time frame from application for VR services to exiting the program with competitive employment.

<sup>j</sup> For agencies that had 100 or more individuals from minority backgrounds exiting the program, the passing value is a ratio of .80 or higher.

<sup>k</sup> Conversely state VR agencies that served fewer than 100 individuals from minority backgrounds exiting the VR program do not have to meet a specific ratio to satisfy standard 2.

In FY 2002, RSA also collected and analyzed data submitted by state VR agencies in the *Quarterly Cumulative Caseload Report, (Form RSA-113)* (U.S. Department of Education 2002b) and *RSA-911, Case Service Report,* (U.S. Department of Education 2002a). As figure 2 shows, data collected in the RSA-113 report indicate that over 675,000 individuals with disabilities applied for VR services in FY 2002. Of the 675,000 applicants for VR services, almost 81 percent completed the eligibility determination process and were determined eligible to participate in the VR program. The remainder of the applicants found ineligible were persons too significantly disabled to benefit from VR services, persons no longer available for various reasons and those who died during the determination process.

**Figure 2. Vocational Rehabilitation Program Caseload Fiscal Years 2001 and 2002**



Source: U.S. Department of Education 2002b.

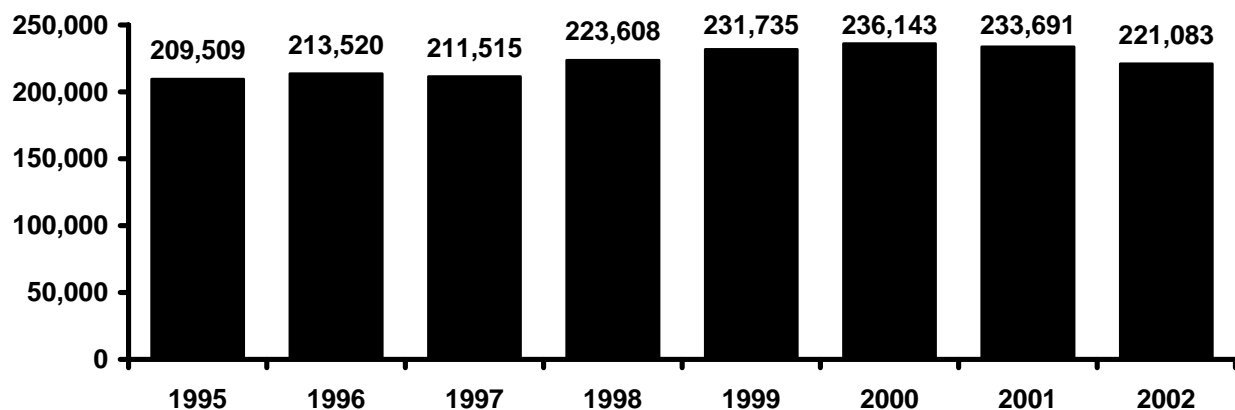
The number of individuals with significant disabilities determined eligible for VR services also increased from 459,469 in FY 2001 to 488,285 in FY 2002. They represented 89 percent of individuals with disabilities determined eligible for VR services in FY 2002.

In FY 2002, state VR agencies provided services to more than 1.4 million individuals. In that same year, the number of individuals with significant disabilities who received services was over 90 percent of all individuals receiving services under an Individualized Plan for Employment (IPE).

Success in the rehabilitation of eligible individuals with disabilities is reflected in data from the *Quarterly Cumulative Caseload Report* provided in figure 3 on the next page. Figure 3 shows the number of individuals who achieved an employment outcome after receiving services through the VR program each year from 1995 to 2002. The number

of persons with disabilities who obtained employment outcomes rose in every year from 1995 to 2001, except for small declines in 1997, 2001 and 2002.

**Figure 3. Number of Individuals With Disabilities Achieving Employment, Fiscal Years 1995–2002**



Source: U.S. Department of Education 2002b.

In FY 2002, 221,083 individuals obtained an employment outcome, down from 233,691 in FY 2001, a difference of 12,608 employment outcomes. The primary reason for this decline for FY 2002 is that, beginning with the FY 2002 reporting period, the definition of employment outcome was changed to exclude extended employment<sup>5</sup> as an allowable employment outcome for the VR program. Extended employment was retained as an allowable training and employment readiness development service, but state VR agencies could no longer report extended employment as an employment outcome for those individuals who chose to seek employment in an extended or sheltered setting.<sup>6</sup> The new definition of employment outcome requires the employment to be in an integrated setting, i.e., a setting typically found in the community in which the individual with a disability interacts with nondisabled individuals (other than nondisabled service providers) to the same extent that nondisabled individuals in comparable positions interact with other persons.

In FY 2001, 7,359 of the employment outcomes were in extended employment. By contrast, in FY 2002, only 561 employment outcomes were in extended employment, a decrease of 6,798. This decrease in extended employment accounts for about 54 percent of the decline in overall employment outcomes between FY 2001 and FY 2002. In addition, there was a notable decrease from FY 2001 to FY 2002 in the number of individuals achieving employment outcomes who earned less than the minimum wage.

<sup>5</sup> Extended employment is defined at 34 CFR 361.5(b)(19) as work in a nonintegrated or sheltered setting for a public or private nonprofit agency or organization that provides compensation in accordance with the *Fair Labor Standards Act*. Although extended employment is no longer an allowable employment outcome under the VR program, state VR agencies may continue to serve eligible individuals who choose to continue to train or otherwise prepare for competitive employment, unless the individual through informed choice chooses to remain in extended employment.

<sup>6</sup> Sheltered setting is defined in the *Javits Wagner O'Day (JWOD) Act* as employment in a JWOD facility.

**Table 2. Number and Percentage of Individuals Obtaining Employment After Exiting Vocational Rehabilitation by Level of Disability, Fiscal Years 1995–2002**

Fiscal Year	Individuals With Significant Disabilities*	Individuals Without Significant Disabilities	Percentage With Significant Disabilities
1995	159,138	50,371	76.0
1996	165,686	47,834	77.6
1997	168,422	43,093	79.6
1998	184,651	38,957	82.6
1999	196,827	34,908	84.9
2000	205,444	30,699	87.0
2001	205,706	27,985	88.0
2002	196,286	24,799	88.8

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

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

Source: U.S. Department of Education 2002b.

Success in the rehabilitation of individuals with significant disabilities is reflected in data provided in table 2 above. The number of individuals with significant disabilities who achieved employment after receiving at least one VR service and leaving the VR program increased each year from 1995 through FY 2001. In FY 1995, individuals with significant disabilities represented 76 percent of all individuals with disabilities who obtained jobs after receiving VR services. By FY 2001, 88 percent of individuals who obtained jobs after receiving VR services were individuals with significant disabilities. The number of individuals with significant disabilities achieving employment outcomes fell in FY 2002 as a result of elimination of extended employment as an allowable employment outcome for the VR program since individuals in extended employment typically are individuals with significant disabilities. However, individuals with significant disabilities still comprised more than 88 percent of all individuals who obtained jobs after receiving VR services.

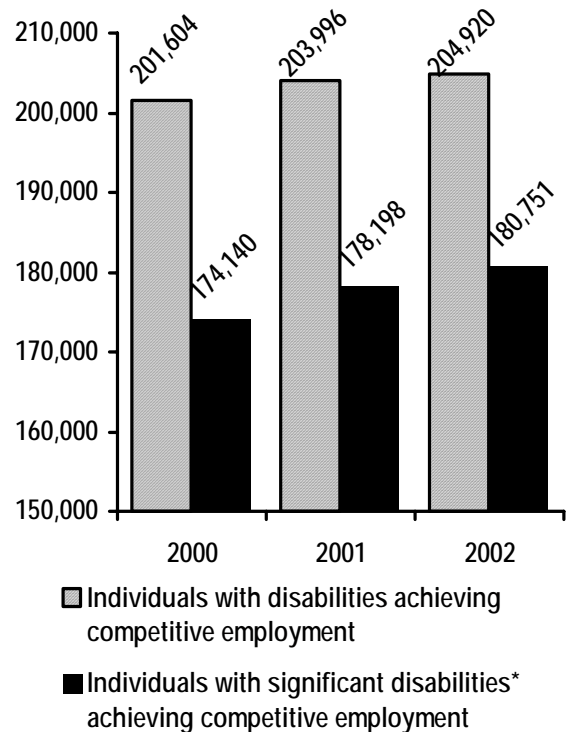
In addition, since 1992 the VR program realized an increase in competitive employment outcomes. As figure 4 shows, the number of individuals achieving competitive employment increased in 2000, 2001 and, again, in FY 2002. Competitive employment outcomes for individuals with significant disabilities also increased in these years. Program regulations defined competitive employment as employment in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting. In a competitive employment environment, an individual with a disability is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

An important aspect of employment for everyone, including individuals with disabilities, is employer-provided medical benefits. In FY 2002, more than 118,000 individuals got competitive jobs with medical benefits, over 105,000 of who were individuals with significant disabilities.

In the agency's ongoing efforts to promote continuous quality improvement regarding the performance of state VR agencies in assisting individuals with disabilities to achieve high-quality employment outcomes, each year RSA chooses monitoring focus areas to determine the level of implementation of certain requirements and national initiatives and to assess the nature and scope of technical assistance needed by state VR agencies. In 2002, RSA focused its monitoring efforts on the following areas:

- Cost allocation practices related to state VR program participation in One-Stop Centers established under the *Workforce Investment Act*,
- Evaluation standards and performance indicators to assess how well state VR agencies are fulfilling their mandate to empower individuals with disabilities, particularly those with significant disabilities, to achieve high-quality employment outcomes;
- Transition services and transition service partnerships for the provision of VR services to individuals transitioning from school to work; and

**Figure 4. Number of Individuals Achieving Competitive Employment by Degree of Disability, Fiscal Years 2000–02**



\* See footnote 2 on page 12.

Source: U.S. Department of Education 2002a.

- Service record reviews that, at the individual service record level, focus on VR program eligibility, timeliness of services, substantiality of services, employment outcomes, individuals served who did not obtain an employment outcome and provision of services to individuals transitioning from school to work.

The information gathered during RSA’s monitoring efforts is used to initiate future priorities, technical assistance and guidance to states.

A more detailed, state-by-state breakdown of information regarding the VR program employment outcomes for FY 2002 as compared to FY 2001 has been provided in Appendix B of this report. Additional information is also available by calling the RSA State Monitoring and Program Improvement Division’s Data Collection and Analysis Unit at (202) 245-7258.

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

The Supported Employment Services Program has proven to be one of the most popular approaches in the rehabilitation of individuals with the most significant disabilities<sup>7</sup> over the last decade. The program was developed to assist in the transition of persons with mental retardation and other developmental disabilities into a work setting through the use of on-site job coaches and other supports.

**FY 2002 Federal Funding  
\$38,152,000**

Under the program, state VR agencies collaborate with appropriate public and private organizations to provide supported employment services. State VR agencies provide eligible individuals with the most significant disabilities time-limited services for a period not to exceed 18 months, unless a longer period to achieve job stabilization has been established in the IPE. Once this period has ended, the state VR agency must arrange for extended services<sup>8</sup> to be provided by other appropriate entities for the duration of that employment. Supported employment placements are achieved when the short-term VR services are augmented with extended services by other public or nonprofit agencies or organizations.

<sup>7</sup> Individual with a most significant disability means an individual with a significant disability who meets the designated state unit’s criteria for an individual with a most significant disability. These criteria must be consistent with the requirements in Section 361.36(d)(1) and (2) of the program regulations. (See 34 CFR 361.5(b)(30).)

<sup>8</sup> Program regulations at 34 CFR 361.5(b)(20) define “extended services” as ongoing support services and other appropriate services that are needed to support and maintain an individual with a most significant disability in supported employment and that are provided by a state agency, a private nonprofit organization, employer or any other appropriate resource, from funds other than funds received under this part and 34 CFR Part 363 after an individual with a most significant disability has made the transition from support provided by the designated state unit. (See also 34 CFR 363.6(c)(2)(iv).)



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

Data from the *RSA-911, Case Service Report* (U.S. Department of Education 2002a) show that a total of 35,543 individuals whose cases were closed that year after receiving services had a goal of supported employment on their individualized plan for employment at some time during their participation in the VR program. About 54 percent of those individuals received at least some support for their supported employment services from Title VI-B funds. These numbers do not include those individuals who were still receiving supported employment services at the close of the fiscal year.

Approximately 21,000, or 59 percent of the total individuals with a supported employment goal (including those funded solely by Title I and those that received some Title VI-B support), achieved an employment outcome. Of those achieving an employment outcome, 8,876 individuals received funding for supported employment services solely under the Title I VR program and 12,201 received partial funding for supported employment services through the Title I VR program, with the remainder of their funding coming from the Title VI-B supplement. These numbers do not include those individuals who were still receiving supported employment services at the close of the fiscal year.

Fiscal year 2002 data also show that approximately 65 percent of individuals receiving funding for supported employment services through the Title VI-B program and achieving an employment outcome (7,971 individuals), obtained a supported employment outcome. Of those who obtained a supported employment outcome, 87 percent were in competitive employment. In FY 2002, the mean hourly wage for individuals with supported employment outcomes closed in competitive employment was \$6.81.

Some individuals who have an initial goal of supported employment achieve an employment outcome other than a supported employment outcome. Of those individuals who obtained other types of employment outcomes, 34 percent were employed in an integrated setting without supports and 1 percent was self-employed, employed in a state VR agency managed BEP, or was a homemaker or unpaid family worker. Beginning in FY 2002, state VR agencies could no longer consider individuals who are working in nonintegrated settings (e. g., extended employment) to have achieved an employment outcome under the VR program.

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

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

**FY 2002 Federal Funding  
\$25,575,000**

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

The AIVRS program is supported through funds reserved by the RSA commissioner from funds allocated under Section 110, Title I, Part B of the Act. As table 3 shows, the program has grown in the last several years as a result of increases in the minimum amount of funds required to be reserved for the program (amounts exclude peer review costs).

**Table 3. Number of Grants Funded In the American Indian Vocation Rehabilitation Services Program, Fiscal Years 1997–2002**

Fiscal Year	Total Projects	Funding Amount
1997	39	\$12,000,000
1998	47	\$15,318,634
1999	53	\$17,243,871
2000	64	\$23,343,067
2001	66	\$23,986,113
2002	69	\$25,552,272

The number of grantees funded increased from 39 in 1997, to 69 in 2002. In addition, the 1998 amendments increased the grant period from three years to five years, providing more program stability. Eighty-eight (88) percent of the tribal VR agencies staff are American Indians who are serving their own people. The number of American Indians with disabilities

Source: U.S. Department of Education 2002c.

who achieved employment outcomes increased from 530 in FY 1997 to 1,311 in FY 2002, as shown in table 4. In addition, the percentage of American Indians with disabilities receiving services through the program and exited the program after achieving an employment outcome increased from 57 percent in 1998 to 64 percent in FY 2002.

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

**Table 4. Number of American Indians With Disabilities Achieving Employment, Fiscal Years 1997–2002**

Fiscal Year	Number Served	Number Exiting After Receiving Services but not Achieving Employment	Number Achieving Employment
1997	2,617	289	530
1998	3,243	449	598
1999	3,186	431	678
2000	4,148	579	951
2001	4,473	595	1,088
2002	5,003	736	1,311

Source: U.S. Department of Education 2002c.

RSA continues to monitor tribal VR projects but has changed its monitoring strategy from the conduct of on-site reviews to the provision of self-assessment tools designed to assist tribal projects to identify issues and needs requiring training and technical assistance. In FY 1999, RSA awarded a two-year study to initiate the first comprehensive evaluation of the AIVRS program. The study was designed to examine consumer characteristics, services provided, outcomes and management of the AIVRS program. The study also compared AIVRS program performance to the performance of the VR program.

The study results were published in a final report on Dec. 11, 2002 (DAI 2003). Two significant findings related to the provision of VR services were: 1) 64 percent of AIVRS consumers who received services under an IPE had successful employment outcomes; and 2) common effective features of AIVRS projects were cultural sensitivity to consumers, consumer involvement in planning services, effective coordination with other agencies, cost-sharing and extensive staff training. Study findings are being used to assist RSA in evaluating program performance and developing appropriate strategies for program improvement.

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

Sections 303(a), (c) and (d) of the Act authorize demonstration projects designed specifically to increase client choice in the rehabilitation process, make information and training available to parents of individuals with disabilities, and provide Braille training.

**FY 2002 Federal Funding  
\$21,238,000**

Section 303(b) of the Act provides competitive grants to, or contracts with, eligible entities to expand and improve the provision of rehabilitation and other services authorized under the Act, or to further the purposes and policies of the Act by supporting activities that increase the provision, extent, availability, scope and quality of rehabilitation services under the Act, including related research and evaluation activities.

The programs that may be funded under this provision include special projects and demonstrations of service delivery, model demonstrations, technical assistance, systems change, special studies and evaluation, and dissemination and utilization of findings from projects. Entities eligible for grants under Section 303(b) include state VR agencies, community rehabilitation programs, Indian tribes or tribal organizations, or other public or nonprofit agencies or organizations. Competitions may be limited to one or more types of entities. The program may support projects for up to 60 months. During that period, many of the projects provide comprehensive services that can demonstrate the application of innovative procedures leading to the successful achievement of employment outcomes.

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

In FY 2002, 31 field-initiated grants were continued. These projects were model demonstration grants reflecting diverse and innovative approaches and methodologies that provided services for individuals with disabilities to increase employment outcomes.

Eleven systems change grants were continued in FY 2002. These projects were designed to identify and eliminate barriers to competitive employment.

Three technical assistance centers that provide outreach and training activities to traditionally underserved populations were continued in FY 2002 to provide technical assistance leading to employment outcomes.

Two Braille training grants received continuation funding. These projects provided training to youths and adults whom are blind and promoted capacity-building to service providers.

New funding went to seven parent information and training grants and one technical assistance center to support them. Congress also mandated 11 one-year projects for funding.

In FY 2002, the Demonstration and Training Programs continued the use of the annual web-based performance report instrument that was put into place in FY 2000 to collect data from projects funded under Section 303(b) of the Act. In this program, projects are judged to have successfully implemented strategies that contribute to the expansion of services for the employment of individuals with disabilities according to the percentage of individuals served and placed into employment by the projects. In FY 2002, of the projects that included an employment outcome as one of its objectives, almost 28 percent of individuals served under this program achieved an employment outcome. At first glance this figure may seem rather low. However, in accordance with the governing statute and regulations for this program, an employment outcome is not a requirement under the various competitions that may be funded. One of the purposes of the programs is to investigate the innovative practices that facilitate the VR services. Other allowable activities may include an education outcome or other type of rehabilitation service, such as transportation services. Therefore, the tracking of individuals who achieve an employment outcome is not going to have high percentage figures as in other programs.

In FY 2002, referrals to VR from projects were over 17 percent and referrals from VR to projects were over 37 percent. These percentages may seem low also, but so many projects are in a service area where the state agency has an order of selection. The order of selection limits the referrals from the state agencies whereas individuals these projects serve are in unserved and underserved areas. RSA anticipates that these percentages will increase over the years as intended performance indicators are more clearly communicated with project staff.

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

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

**FY 2002 Federal Funding  
\$2,350,000**

The program is administered in coordination with other programs serving migrant and seasonal farmworkers, including programs under Title I of the *Elementary and Secondary Education Act of 1965*, Section 330 of the *Public Health Service Act*, the *Migrant and Seasonal Agricultural Worker Protection Act*, and the *Workforce Investment Act of 1998 (WIA)*. In addition, RSA participates as a member of the Federal Migrant Interagency Committee to share information and develop strategies to improve the coordination and delivery of services to this population.

Projects funded in FY 2002 trained migrant and seasonal farmworkers with disabilities to develop other skills that can be applied outside the agricultural area to increase their chances of entering new occupations. In addition, collaborations of funded projects and employers created opportunities for on-the-job training and job placement. In FY 2002, the 15 funded projects served a total of 3,447 individuals and placed a total of 371 individuals into competitive employment. For program participants who wish to continue doing farmwork but have medical or other problems that prevent them from doing so, Section 304 grantees may use VR resources to provide them with medical and other services for a quick return to work.

This population faces barriers of language, transportation, health, culture and constant mobility so that the numbers of clients placed in employment are not as large as in other programs. However, this program is not primarily focused on vocational rehabilitation, but provides eligible consumers and family members with a package of education, vocational and life skills training services such as health and wellness, personal finances, job preparation skills, and English as a second language. These other services have contributed significantly to the eventual rehabilitation of the worker with a disability.

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

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

**FY 2002 Federal Funding  
\$22,071,000**

PWI grants are made to a variety of agencies and organizations, including businesses and industrial corporations, community rehabilitation programs, labor organizations, trade associations, Indian tribes, tribal organizations, designated state units and foundations.

Grants are awarded for a period of up to five years and the federal share may not exceed 80 percent of the total cost of a project. In making awards under this program, the secretary considers the equitable distribution of projects among the states.

PWI grantees must provide to RSA an annual evaluation of project operations in accordance with established program evaluation standards and performance indicators. Specifically, Appendix A to the program regulations at 34 CFR 379 established seven standards to evaluate the performance of a PWI grant.

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

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

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

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

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

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

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

RSA also established five compliance indicators by which to measure the effectiveness of individual grants found in the program regulations at 34 CFR 379.53. A grantee must meet the minimum performance levels on the two "primary" program compliance indicators identified below and any two of the three "secondary" compliance indicators identified below.

**Compliance Indicator 1 (Primary):** Placement rate. (A minimum of 51 percent of individuals served by the project during FY 2002 must be placed into competitive employment.)

**Compliance Indicator 2 (Primary):** Change in earnings. (Based upon hours worked, projects must have an average increase in earnings of at least \$125 a week per individual placed in employment or \$100 per week for projects in which

at least 75 percent of individuals placed into competitive employment are working fewer than 30 hours per week.)

**Compliance Indicator 3 (Secondary):** Percent placed who have significant disabilities. (At least 50 percent of individuals served by the project who are placed into competitive employment are individuals who have significant disabilities.)

**Compliance Indicator 4 (Secondary):** Percent placed who were previously unemployed. (At least 50 percent of individuals who are placed into competitive employment are individuals who were continuously unemployed for at least six months at the time of project entry.)

**Compliance Indicator 5 (Secondary):** Average cost per placement. (The actual average cost per placement of individuals served by the project does not exceed 115 percent of the projected average cost per placement in the grantee's application.)

In order to receive continuation funding for the third and subsequent years, PWI grantees must demonstrate compliance with the standards and indicators by submitting data for the most recent complete fiscal year. If a grantee does not demonstrate compliance on the basis of the previous fiscal year's data, the grantee has an opportunity to demonstrate compliance with the standards by submitting data from the first six months of the current fiscal year.

The following table presents selected performance information for the PWI program for fiscal years 2001 and 2002. In FY 2002, there was a reduction in the number of projects from 102 to 99. As a result of this reduction there was also a slight reduction in performance data. The 99 projects operating in FY 2002 placed 63 percent of the 11,270 individuals they served. In FY 2002, PWI projects reported that 89 percent of individuals served and 88 percent of individuals placed were individuals with significant disabilities. The percentage of individuals served with significant disabilities was substantially higher for FY 2002 than FY 2001. Even though the PWI program served fewer individuals in FY 2002 than the previous fiscal year, the total percent of persons placed in employment was the same for both years. In FY 2002, PWI projects also reported that 69 percent of individuals served and 71 percent of the individuals placed in employment were unemployed six months or more prior to program entry. The percentage of previously unemployed served and the percentage of previously unemployed placed decreased slightly in FY 2002.



**Table 5. Selected Performance Measures for the Projects With Industry Program, Fiscal Years 2001 and 2002**

Performance Measure	FY 2001	FY 2002
Total Projects Funded	102	99
Total Persons Served (new each period)	11,585	11,270
Percentage Served With Significant Disabilities	86%	89%
Percentage Served Who Were Unemployed Six Months or More	71%	69%
Percentage of Total Persons Placed in Employment	63%	63%
Percentage of Individuals With Significant Disabilities Placed in Employment	88%	88%
Percentage of Previously Unemployed Individuals Placed in Employment	76%	71%
Placement Rate of Individuals With Significant Disabilities	64%	62%
Placement Rate of Previously Unemployed Individuals	67%	65%

Source: U.S. Department of Education 2002d.

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

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

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

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

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

The data contained in table 6 were obtained from the Form RSA–15, Report on Vending Facility Program, for FY 2002. The total gross income for the program was \$453.6 million in FY 2002 compared to \$466.3 million in FY 2001, a 2.7 percent decrease. The total earnings of all vendors were \$94.8 million in FY 2001 and \$96.8 million in FY 2002, an increase of 2.1 percent. The national average annual earnings of vendors increased 6.9 percent, from \$34,927 the previous year to \$37,323 in FY 2002. The number of vendors in FY 2001 was 2,712, compared to 2,681 in FY 2002, a decrease of 31 operators. There were 3,193 vending facilities in FY 2001 and 3,129 in FY 2002, a decrease of 64 facilities.

**Table 6. Business Enterprise Program Outcomes,  
Fiscal Years 2001 and 2002**

Income & Earnings	2001	2002
Gross Income <sup>a</sup>	\$466,301,168	\$453,639,203
Vendor Earnings	\$94,806,940	\$96,824,362
Average Earnings <sup>b</sup>	\$34,927	\$37,323
<b>Number of Vendors</b>		
Federal Locations	900	912
Nonfederal Locations	1,812	1,769
Total Vendors	2,712	2,681
<b>Number of Vending Facilities</b>		
Federal Locations	1,111	1,097
Nonfederal Locations	2,082	2,032
Total Facilities	3,193	3,129

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

<sup>b</sup> Average earnings = total vendor earnings divided by total number of vendor person-years.

Source: U.S. Department of Education 2002e.

The decreases in the number of blind vendors and the number of vending facilities have been discussed with blind vendors, administrators of state agencies, and consumer organizations. The following issues have been cited as contributing factors:

- Many states have initiated efforts to close or consolidate smaller, less profitable facilities.

- It is more difficult to recruit licensed blind managers to such facilities.
- As many governmental agencies downsize, some office buildings are closing or no longer house the sufficient population to support the vending facility.
- Many private concerns are eliminating lunchrooms and operating vending machines with the proceeds going to the company.
- Several states believe federal and state entities are less receptive to *Randolph-Sheppard* facilities, and are looking to vending operations as a means of gaining revenue to offset budget reductions.
- The competition for revenue from vending and other concessions has increased from the public and private sectors resulting in efforts to establish new locations becoming more protracted and contentious, and, thus, more costly.
- There has been a slowdown in the numbers of persons who are blind entering the program and being licensed.

The slowdown in the numbers of new recruits can be attributed to such factors as:

- The historical perception of vending facility operation being an occupation of last resort for those who are unskilled or uneducated.
- The increased education and training opportunities for persons with disabilities has led to people who are blind exercising different career options.
- VR counselors do not understand the training and income potential associated with the program and, therefore, do not present it as an option to consumers who are blind.
- Many state agencies are reluctant to pursue new vending opportunities while being uncertain that there will be qualified blind vendors to operate the facilities and vice versa.

RSA is currently focused on various means to increase the number of vendors, the number of facilities and the average annual earnings of vendors. RSA has already established standards and performance indicators to encourage state agencies to increase average earnings of individuals in the program with data to be reported for the FY 2005 program year.



# INDEPENDENT LIVING AND COMMUNITY INTEGRATION

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

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

The Independent Living Services Program provides formula grants to states, with funds allotted based on population. To be eligible for financial assistance, states are required to establish a Statewide Independent Living Council (SILC). The SILC shall jointly develop and sign (in conjunction with the designated state unit) the state plan; monitor, review, and evaluate the implementation of the state plan; coordinate activities with the State Rehabilitation Council, if the state has such a council, or the commission described in Section 101(a)(21)(A) of the Act, if the state has such a commission, and councils that address the needs of specific disability populations and issues under other federal law; ensure that all regularly scheduled meetings of the SILC are open to the public and sufficient advance notice is provided; and submit to the commissioner such periodic reports as the commissioner may reasonably request, and keep such records, and afford such access to such records, as the commissioner finds necessary to verify such reports.

**FY 2002 Federal Funding  
\$22,296,000**

The program provides financial assistance to provide, expand and improve independent living services; support the operation of centers for independent living; develop and support statewide networks of centers for independent living; and improve working relationships among state independent living programs, centers for independent living, SILCs, other programs funded under the Act and other relevant federal and nonfederal programs. In FY 2002, the Independent Living Services Program served approximately 182,729 individuals with disabilities across the nation. Services provided this fiscal year focused mainly in the areas of independent living skills training, peer counseling, information and referral services, and housing, shelter and home modifications.

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

The Centers for Independent Living Program provides grants to consumer-controlled, community-based, cross-disability,<sup>9</sup> nonresidential, private nonprofit agencies to provide independent living services. At a minimum, all centers funded by the program are required to provide the core services of information and referral, independent living skills training, peer counseling, and individual and systems advocacy. Centers also may provide among other services: community awareness, school-based peer counseling, role modeling, and skills training; personal assistance services, transportation; training in use of public transportation vehicles and systems, and recreational events.

**FY 2002 Federal Funding  
\$62,500,000**

The Act establishes a set of standards and assurances that centers must meet. Compliance with the standards is measured by requiring centers to meet certain indicators in the following areas: independent living philosophy, including consumer control and equal access; provision of services on a cross-disability basis; support for the development and achievement of the independent living goals that have been chosen by consumers; efforts to increase the availability and quality of community options for independent living; provision of independent living core services; resource development; and community capacity-building activities, including community advocacy, technical assistance and outreach.

As required by the 1998 amendments, RSA must award grants to any eligible agency that had been awarded a grant as of Sept. 30, 1997. In effect, all centers for independent living funded by the end of FY 1997 are "grandfathered in" and, thus, guaranteed funding as long as they continue to comply with the standards and assurances. New centers in a state are funded on a competitive basis, based on the availability of funds and the state's priority designation of unserved or underserved areas within the state. In FY 2002, there were 310 centers for independent living operating nationwide.

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<sup>9</sup> "Cross-disability" means (according to the program regulations at 34 CFR Section 364.4), with respect to a center for independent living, that a center provides IL services to individuals representing a range of significant disabilities and does not require the presence of one or more specific significant disabilities before determining that an individual is eligible for IL services.

## Centers for Independent Living Program Accomplishments, FY 2002

In FY 2002, independent living programs nationwide served over 131,726 individuals with disabilities. The number of individuals and services received in one or more of the following areas were:

- 2,012 individuals were relocated from nursing homes or other institutions to community-based living arrangements;
- 21,439 individuals were reported as having received services that prevented the necessity of their entering into nursing homes or other institutions;
- 117,952 individuals received independent living skills training and life skills training;
- 52,398 individuals received independent living services related to securing housing or shelter;
- 35,887 individuals received services related to transportation; and
- 65,362 individuals received personal assistance services.

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

The Independent Living Services for Older Individuals Who Are Blind program delivers independent living services to individuals who are 55 years of age or older, and whose significant visual impairment makes competitive employment extremely difficult to attain, but for whom independent living goals are feasible. Services are designed to assist an older individual who is blind in coping with activities of daily living. Examples of services provided include: services to help correct vision loss; the provision of adaptive aids and services; delivery of orientation and mobility training; training in communication skills and Braille instruction; and provision of information and referral services, peer counseling and individual advocacy training.

**FY 2002 Federal Funding  
\$25,000,000**

Under the Act, in any fiscal year in which program appropriations exceed \$13 million dollars, grants to state agencies for the blind or, in states that have no such agency, to state VR agencies will be made on a formula basis rather than a discretionary basis. States participating in this program must match every \$9 of federal funds with \$1 in nonfederal cash or in-kind resources in the year for which the federal funds are appropriated.

The program experienced several major accomplishments in FY 2002. First, state funding in support of Title VII, Chapter 2 programs increased, leading to sustainability of the program and increases in program capacity to meet the needs of consumers. The average overall nonfederal support per program increased by 25 percent from approximately \$187,969 in FY 2001 to \$252,192 in FY 2002. Second, the program served more consumers who have other severe or multiple disabilities in addition to a significant visual impairment. Finally, states reported that in FY 2002, 54 percent of all consumers served under the Title VII, Chapter 2 program were 80 years of age and older.

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

Recreational Programs provide individuals with disabilities with recreational and related activities and experiences to aid in their employment, mobility, independence, socialization and community integration. Projects are designed to demonstrate ways in which such programs assist in maximizing the independence and integration of individuals with disabilities into the community. Successful integration into the community can greatly benefit an individual with a disability by developing skills, building self-esteem and reducing social barriers that can prevent the individual from seeking employment in settings where there may not be any individuals with apparent disabilities. Individuals without disabilities also benefit from integrated recreational activities through opportunities to learn about the abilities that individuals with disabilities possess.

**FY 2002 Federal Funding**  
**\$2,596,000**

The program awards discretionary grants on a competitive basis to states, public agencies and nonprofit private organizations, including institutions of higher education. When possible and appropriate, projects funded under this program must provide recreational activities for individuals with disabilities in settings with peers who are not disabled.

Grants are available for periods of up to three years. The federal share of the cost of the recreational programs is 100 percent for the first year, 75 percent for the second year and 50 percent for the third year. Projects funded under this program authority are required to provide a nonfederal match (cash or in-kind contribution or both) for year two at 25 percent of year one federal funding and for year three at 50 percent of year one federal funding.

Grantees must demonstrate in their applications the manner in which the program will be continued after federal funding has ended. Some recreational programs continue for lengthy periods of time after federal funding ends by relying on other funding sources. By the end of FY 2002, of the 70 projects initiated since FY 1993, 80 percent continued after federal funding ended.



# TECHNICAL ASSISTANCE, TRAINING AND SUPPORT

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

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

Program Improvement funds allocated under Section 12 are used to support activities that increase program effectiveness, improve accountability and enhance the agency's ability to

**FY 2002 Federal Funding  
\$1,900,000**

address issues of national significance in achieving the purposes of the Act. Program funds are awarded through grants and contracts and may be used to procure expertise to provide short-term training and technical instruction; conduct special projects and demonstrations; collect, prepare, publish and disseminate special educational or informational materials; and carry out monitoring and evaluation activities.

Under this section of the Act, the RSA commissioner is authorized to provide technical assistance and consultative services to public and nonprofit private agencies and organizations, including assistance to agencies and organizations to facilitate meaningful and effective participation by individuals with disabilities in workforce investment activities under WIA.

During FY 2002, RSA undertook several program improvement projects that were particularly innovative in their way of addressing previously underexplored problem areas or in addressing, as an aggregate, the common technical assistance needs of multiple state VR agencies simultaneously.

One program improvement effort established a collaborative project with the Department of Health and Human Services. The project was designed to develop and implement a five-year training and technical assistance program aimed at building a cadre of disability leaders from the field of independent living. This expertise would then be used to assist

states in developing post-*Olmstead* plans for delivering consumer-directed home and community-based long-term services for individuals with significant disabilities.

RSA also supported an independent living international exchange program, designed to provide opportunities for independent living practitioners and policy experts to observe and interact with similar programs in other countries.

RSA also funded a project to develop video-conferencing technology within a state's one-stop centers, providing consumers and employers at the one-stops with remote access to sign language interpreters and real-time captioning services.

In support of the findings and recommendations from a southeastern regionwide employer survey completed in 1998, RSA took action on a proposal supported by a consortium of 12 state VR agencies that focused on a proactive regional approach to employer outreach. The approach pooled resources and skills in the development of major strategies and tools, which could promote long-term positive relationships with employers.

Under a contract with RSA, the National Vocational Rehabilitation Technical Assistance Center (hereinafter referred to as the TA Center) funded 11 projects in FY 2002 totaling \$779,659. Of those, seven were state-directed projects, representing a total of \$499,659, and four projects were RSA-directed, representing a total of \$280,000. The TA Center arranges for the provision of technical assistance to state VR agencies and the American Indian Vocational Rehabilitation Services Program grant recipients, as well as RSA-directed projects.

## **Capacity-building for Traditionally Underserved Populations Authorized Under Section 21 of the Act Managed by the Resource Development Division of RSA**

Section 21 of the Act requires RSA and NIDRR to ensure that individuals with disabilities from minority backgrounds have equal access to programs authorized by the Act. In order to implement this mandate, program managers must use one percent of funds from Title II (Research and Training), Title III (Professional Development and Special Projects and Demonstration), Title VI (Employment Opportunities for Individuals with Disabilities, Part A, Projects With Industry and Part B, Supported Employment), and Title VII (Independent Living Services and Centers for Independent Living) to:

**FY 2002 Federal Funding  
\$2,558,320**

- (1) support capacity-building projects designed to provide outreach and technical assistance to minority entities and American Indian tribes; and
- (2) make awards to minority entities and Indian tribes to carry out activities authorized under the Act.

The 1998 amendments to the Act defined minority entities as historically Black colleges and universities, Hispanic-serving institutions of higher education, American Indian tribal colleges or universities, and other institutions of higher learning whose minority student enrollment is at least 50 percent.

Capacity-building projects are designed to expand the service provision capabilities of these entities and increase their participation in activities funded under the Act. Training and technical assistance activities funded under the Act may include training on the mission of RSA, RSA-funded programs, disability legislation and other pertinent subjects, thus helping to increase awareness of RSA and its programs.

In FY 2002, RSA awarded 11 new grants under the rehabilitation capacity-building program. One grant was awarded to a Hispanic-serving institution of higher education under the Capacity-Building Community Rehabilitation Program area; two were awarded to historically Black universities to establish new rehabilitation training programs; and eight were awarded in the area of Capacity-Building and Outreach to Minority Entities of which three are minority institutions of higher education and one is a minority-owned organization.

Two supplements were awarded to one of the newly funded capacity-building projects in FY 2002. One supplement was awarded to sponsor training workshops and traineeships at the annual conference of the National Association on Multicultural and Rehabilitation Concerns Conference. The second supplement was awarded to examine the impact that section 21 activities have had on VR since its inception with the 1992 amendments to the Act.

Finally, RSA transferred \$110,000 to NIDRR to carry out a joint effort. The Howard University Rehabilitation Research and Training Center, in collaboration with the Rocky Mountain Technical ADA & IT Center, conducted a Leadership Training Project that achieved outcomes over its five-year project period as follows:

- Trained 176 participants.
- Six participants became members of independent living councils.

### **Selected Outcomes of Capacity-building for Traditionally Underserved Populations, FY 2002**

- Increased grant awards to minority-serving institutions of higher education and American Indian tribes.
- Established new rehabilitation training programs at undergraduate and master's levels designed to increase the number of minority rehabilitation professionals.
- Increased the number of funded rehabilitation training projects at minority institutions of higher education by 25 percent.
- Awarded projects to American Indian tribes under the American Indian Vocational Rehabilitation Services Program.
- Increased knowledge among thousands of minority-serving higher education staff about RSA, VR programs and legislation related to disability.
- Established offices of student disability affairs on many college and university campuses.
- Forged collaborative relationships between VR agencies and minority-serving institutions of higher education.

- Participants who were unemployed, or volunteered in jobs, or both, transitioned into paid employment.
- Participants became active members of boards and disability consumer organizations, such as the National Foundation for the Blind and independent living centers.
- Twelve individuals were admitted to master's degree programs in rehabilitation counseling, having learned about such training opportunities during the leadership training.
- Participants carried out over 30 training activities within their respective communities that focused on the inclusion of individuals with disabilities.
- Participants played key roles in the initiation of new organizations in the areas of substance abuse, community advocacy, peer support and community inclusion.
- Participants completed projects within their communities that resulted in increased access to personal assistance services, improved access on commercial airlines, and the establishment of student support organizations on college campuses and advisory committees to local community-based organizations.

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

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

**FY 2002 Federal Funding**  
**\$39,629,000**

Grants and contracts under this program authority are awarded to states and public and nonprofit agencies and organizations, including institutions of higher education, to pay all or part of the cost of conducting training programs. Awards can be made in any of 31 long-term training fields (though less than one-half of those fields have actually been funded), in addition to awards for continuing education, short-term training, experimental and innovative training and training interpreters for persons who are deaf or hard of hearing and persons who are deaf-blind. These training programs vary in terms of content, methodology and audience.

The long-term training program supports academic training grants that must direct at least 75 percent of the funds to trainee scholarships. The statute requires trainees who receive assistance either to work two years for every year of assistance in public or private nonprofit rehabilitation agencies or related agencies, including professional corporations or professional practice groups that have service arrangements with a state agency, or to pay back the assistance they received.

Grant recipients under the long-term training program are required to build closer relationships between training institutions and state VR agencies; promote careers in VR; identify potential employers who would meet the trainee's payback requirements; and assure that data on the employment of students are accurate.

Training of statewide workforce systems personnel is authorized under this program, and may be jointly funded by the Department of Labor. Statewide workforce systems personnel may be trained in evaluative skills to determine whether an individual with a disability may be served by the VR program, or another component of the statewide workforce system.

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

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

In FY 2002, RSA awarded more than \$4 million in CSPD continuation grants to help retrain VR counselors to a master's degree level standard. Through in-service training grants, the Rehabilitation Training Program continued to play a pivotal role in helping state VR agencies develop and implement their CSPD and establish standards for hiring and training qualified rehabilitation professionals in their respective states.

In addition, the RSA training program is very active in leading universities and state VR agencies in an effort to increase the pool of qualified VR counselors available to state agencies. As large numbers of existing counselors are reaching retirement age, the RSA training program is targeting more of its resources toward preservice counselor training to expand the pool of potential candidates. It also initiated an effort in each federal region to develop "Rehabilitation Professional Recruitment Plans" to recruit students and rehabilitation counselors into counselor training programs, and to recruit graduates of those programs into state VR agencies.

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

The allocation of rehabilitation training funds for fiscal years 2001 and 2002 is shown in table 7 on the following page. While there is no data on those participating and those completing training broken down by specific area, the long-term training program supported a total of 2,232 scholars in FY 2002 with 817 scholars graduating. The percentage of FY 2002 graduates fulfilling their payback requirement through acceptable employment is 85 percent, an increase from 71 percent in FY 2001. The rehabilitation nursing item indicates that significant funding carryover from previous years led to transferal of funds to other programs in need of extra funding. The table also clearly reflects a shift in funding of programs designed to meet the critical need of training current and new counselors to meet the needs of state agencies as retirement rates increase. The rows indicating number of grants and funding levels show a dramatic increase in the fields of rehabilitation counseling and CSPD, despite level funding of the training program.

Also Table 7 does not reflect FY 2002 costs associated with peer review of applications, RSA support for NIDRR-funded research and training centers (at \$250,000 per year), support for Section 21 efforts (which is to support minority capacity-building efforts as required by the Act at one percent of program funding level, or \$396,290 per year), support for the National Clearinghouse of Rehabilitation Training Material (\$411,111 per year), support for conferences (\$314,864), and additional funding for an evaluation of the effectiveness of the RSA training program (\$5,290).

**Table 7. Rehabilitation Training Projects, Funding and Awards, Fiscal Years 2001 and 2002**

	Number of Awards FY 2001	Grant Amounts (\$)	Number of Awards FY 2002	Grant Amounts (\$)
<b>Long-Term Training</b>				
Medical Rehabilitation	7	699,640	4	349,890
Rehabilitation Nursing	1	10,000	1	*
Prosthetics/Orthotics	4	600,000	3	450,000
Rehabilitation Counseling	70	6,797,344	70	6,635,607
Rehabilitation Administration	5	434,918	4	399,514
Rehabilitation Technology <sup>a</sup>	5	482,289	4	382,305
Vocational Evaluation/Adjustment	8	747,033	8	766,997
Rehabilitation of Mentally Ill	7	699,340	7	699,283
Rehabilitation Psychology <sup>b</sup>	2	199,970	2	199,970
Undergraduate Education <sup>c</sup>	19	1,302,480	19	1,332,217
Speech Pathology/Audiology	2	110,982	2	45,563
Rehabilitation of Blind	13	1,209,034	13	1,055,385
Rehabilitation of Deaf	13	1,299,968	13	1,269,968
Job Development/Placement	9	849,832	9	869,705
CSPD <sup>d</sup>	14	4,194,952	14	4,007,060
<b>Long-Term Training Totals</b>	<b>179</b>	<b>19,637,782</b>	<b>173</b>	<b>18,463,465</b>
<b>Short-Term Training<sup>e</sup></b>	<b>2</b>	<b>449,999</b>	<b>2</b>	<b>465,992</b>
<b>Continuing Education<sup>f</sup></b>	<b>24</b>	<b>10,696,366</b>	<b>24</b>	<b>11,142,191</b>
<b>In-Service Training</b>	<b>79</b>	<b>5,963,504</b>	<b>80</b>	<b>5,948,530</b>
<b>Interpreter Training</b>	<b>12</b>	<b>2,102,323</b>	<b>12</b>	<b>2,104,067</b>

\*Sufficient funds from previous years existed to conduct the project without the additional FY 2002 funding.

Source: U.S. Department of Education 2002f.

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

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

<sup>c</sup> Undergraduate education: associate or bachelor's level education for students in rehabilitation-related fields.

<sup>d</sup> Training that fulfills the requirements of the Comprehensive System of Personnel Development standards for vocational rehabilitation counselors.

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

<sup>f</sup> Continuing education maintains and upgrades the skills of currently employed staff, in this case, rehabilitation professionals.





# EVALUATION, RESEARCH AND INFORMATION DISSEMINATION

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

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

Section 14 mandates that RSA evaluate all programs authorized by the Act using appropriate methodology and evaluative research designs. The purpose of this mandate is to evaluate: program effectiveness in

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

**FY 2002 Federal Funding  
\$1,000,000**

Under this section of the Act, RSA is funding a longitudinal study (RTI forthcoming, a) designed to examine the success of the VR program in assisting individuals with disabilities to achieve sustainable improvements in employment, earnings, independence and quality of life. The study tracks 8,000 VR consumers at 37 locations. It provides comprehensive information on VR programs under the Act, including types of persons served, resources available, costs, services provided, and short- and long-term outcomes.

In FY 2002, Section 14 funds also were used to continue to support a design study for an evaluation of literacy demonstration projects (DAI forthcoming). The study's purpose is to design an evaluation of RSA supported demonstration projects that will test the use of literacy interventions to enhance the literacy levels, post-secondary education participation and earnings of VR consumers who have low levels of literacy and who can profit from the interventions. The demonstration projects will have a rigorous research design.

In FY 2002, two evaluation studies, *Field Test of Evaluation Standard on Consumer Satisfaction With VR Services* (RTI 2002); and *Evaluation of the American Indian Vocational Rehabilitation Services Program* (DAI 2002) were completed.

### Field Test of Evaluation Standard on Consumer Satisfaction

The purpose of the study was to test the feasibility of developing an evaluation standard on consumer satisfaction. A variety of consumer satisfaction data collection instruments were examined, a technical review group was consulted, and a consumer satisfaction instrument was developed and pretested in several VR agencies. Key findings from the study are:

- Few agencies have sufficient staff available to administer a consumer satisfaction survey that utilizes all the methods necessary to ensure validity and reliability of results.
- Most agencies do not have funds allocated for a consumer satisfaction survey of this magnitude. Agencies are required to conduct consumer satisfaction inquiries; however, most gather information on a much smaller scale than the survey pilot tested. Further, although some agencies in the pretest already conducted a satisfaction survey, because of their funding limitations, none of them conducted a follow-up mailing or a telephone follow-up to try to increase their response rates.
- Many agencies either do not have the appropriate spreadsheet software or do not have sufficient staff with the time or expertise to set up spreadsheets and track responses. Further, many offices lack staff with knowledge of Internet search engines to help locate valid addresses for consumers who have moved.
- *Conclusion:* VR agencies will have difficulty routinely conducting thorough consumer satisfaction surveys of the type tested.

### Evaluation of the American Indian Vocational Rehabilitation Services Program (AIVRS)

In 1999, the department conducted an evaluation of the AIVRS program. As stated on page 22, the AIVRS program provides grants to governing bodies of Indian tribes located on federal and state reservations and to consortia of such governing bodies to provide VR services to American Indians with disabilities residing on or near such reservations. Data were collected utilizing a mail survey to representatives of the projects and site visits to a statistically representative sample. Some selected findings were:

- A typical consumer of an AIVRS project lived 43 miles from the closest state VR office and 52 miles from an urban area with a range of human service providers.
- The median unemployment rate in the AIVRS projects' service areas was nearly five times as high as the median rate in surrounding areas (32.5 percent versus 6.6 percent).

- Substance abuse was the most common disability of those consumers who were served.
- The most common implementation problems for AIVRS projects were recruiting and retaining staff, dealing with tribal governments, and developing methods and systems of operation.
- Sixty-four percent of AIVRS consumers who received services under an IPE had successful employment outcomes.
- At the project level, the professional staffs' years of VR experience was positively related to the proportion of successful outcomes. The number of years that projects had received federal funding was positively related to the number of successful outcomes.
- Common effective features of AIVRS projects, according to project directors, were cultural sensitivity to consumers, consumer involvement in planning services, a consumer-centered approach, teamwork among staff, effective coordination with other agencies, cost-sharing and extensive staff training.

In addition, two new evaluation activities were initiated by the agency in FY 2002. The first activity, ***Providing Technical Support for Reauthorization Issues and Standards and Indicators*** (RTI forthcoming, b), is designed to respond to requests for data, information and policy analyses related to the reauthorization of the Act, as well as to support current and new standards and indicators authorized by the Act.

The second project is ***Variables Related to State VR Agency Performance*** (RTI forthcoming, c). This study will examine the variables associated with high and low state performance on the indicators under VR Evaluation Standard 1. In addition, the study will seek to provide an enhanced understanding of factors related to measuring adequate use of resources and cost effectiveness of state VR agencies.

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

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

In recent years, the journal has devoted a number of issues to covering one specific disability or a specific approach to rehabilitation. Articles appearing in FY 2002 issues focused on high-quality employment; math skills and familiarity with computers and the internet for better employment opportunities for persons with disabilities; consumer involvement in the rehabilitation process; impact of market trends on the employment of persons with disabilities; basic skills for labor market success; and findings from the longitudinal study of the VR program (RTI forthcoming, a) on the success of the program in assisting individuals with disabilities to achieve sustainable improvements in employment. The circulation of 2,699 copies of the magazine went to various types of libraries; universities and colleges; state departments of vocational rehabilitation, education, labor, and CAP and PAIR offices; various national associations of different disabilities; various research centers and institutes; presidential committees and commissions on various disabilities; American Indian VR agencies; other federal agencies; and various individuals who work in disability areas. The magazine is distributed to all 56 states well as to various foreign countries.

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

The National Clearinghouse of Rehabilitation Training Materials (NCRTM) staff responds to inquiries and provides the public with information about what is going on in the rehabilitation community. Inquiries usually come from individuals with disabilities, their families, national organizations, other federal and state agencies, information providers, the news media and the general public. Most inquiries are related to federal funding, legislation affecting individuals with disabilities and federal programs and policies. Clearinghouse staff members refer callers to other appropriate sources of disability-related information and assistance.

Periodically, the clearinghouse staff will analyze inquiries to assess current information needs. Based on that analysis, fact sheets and other relevant publications are prepared and made available to the public. During FY 2002 the NCRTM shipped approximately 1,258 orders of training materials. The total newsletter print mailings totaled approximately 12,006. E-newsletter subscriptions totaled 1,157.

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

Created in 1978, the National Institute on Disability and Rehabilitation Research (NIDRR) conducts comprehensive and coordinated programs of

**FY 2002 Federal Funding**  
**110,000,000**

research, demonstration projects, training and related activities that promote full inclusion and integration into society; employment; independent living; maintenance of health and function; and the transfer of rehabilitation technology to individuals with disabilities. NIDRR activities are designed to improve the economic and social self-sufficiency of these individuals, with particular emphasis on improving the effectiveness of services authorized under the Act.

The primary role of NIDRR is to provide a comprehensive and coordinated program of research and related activities to advance knowledge, and inform and improve policy, practice and system capacity designed to maximize the inclusion and social integration, health and function, employment and independent living of individuals of all ages with disabilities.

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

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

## **NIDRR's Research Program Mechanisms**

NIDRR invests in the following types of centers and projects.

### **Rehabilitation Research and Training Centers**

Rehabilitation Research and Training Centers (RRTCs) conduct coordinated, integrated and advanced programs of research targeted toward the production of new knowledge to improve rehabilitation methodology and service delivery systems, to alleviate or stabilize disabling conditions, and to promote maximum social and economic independence of individuals with disabilities. RRTCs develop methods, procedures and rehabilitation technology that maximize the full inclusion and integration into society, employment, independent living, family support and economic and social self-sufficiency of individuals with disabilities especially those individuals with significant disabilities. RRTCs also provide training, including graduate, preservice and in-service training, to assist rehabilitation personnel to more effectively provide rehabilitation services to individuals with disabilities. Awards are for five years, except that grants to new recipients or to support new or innovative research may be made for less than five years. As an

example, with \$110,000 of funds transferred from RSA, the Howard University Rehabilitation Research and Training Center, in collaboration with the Rocky Mountain ADA & IT Center, conducted a “Leadership Training Project.” A more detailed description of this project is discussed on pages 39–40 in the section on Capacity-building for Traditionally Underserved Populations.

## Rehabilitation Engineering Research Centers

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

## Disability and Rehabilitation Research and Related Projects

Disability and Rehabilitation Research and Related Projects (DRRPs) are aimed at fulfilling NIDRR’s overarching goals of inclusion, integration, employment, and self-sufficiency. There are four types of DRRP projects: (1) Knowledge Dissemination and Utilization (KDU) projects; (2) research projects; (3) Model Systems in Traumatic Brain Injury and Burn Injury, described in more detail above under “Model Systems,” and (4) Disability and Business Technical Assistance Centers (DBTACs) projects, described in more detail below. KDU projects support information utilization and dissemination, including state-of-the-art assessments and diffusion centers, to ensure that knowledge generated from research is available and can be fully used to improve services, opportunities and conditions for persons with disabilities. Research DRRPs differ from RRTC and RERCs in that they have no training requirement and support short-term research relating to the development of methods, procedures and devices to assist in the provision of rehabilitation services, particularly to persons with significant disabilities. Awards are for five years, except that grants to new recipients or to support new or innovative research may be made for less than five years. Traumatic brain injury (TBI) and burn injury projects are both DRRPs, although they are operated model systems and therefore are described below. The DBTACs are also DRRPs, but they too are operated separately and described below.

## Model Systems

The model systems program conducts research activities across all of NIDRR's research domains. For example in the health and function area these projects address challenges to individual care, rehabilitation services and supports for people with spinal cord injury (SCI), traumatic brain injury (TBI) and burn injury. Other projects associated with these three systems target social interventions and test their effectiveness in terms of enhancing options for workplace and community reintegration for individuals with these disabilities. TBI and burn model systems are funded as Disability and Rehabilitation Research and Related Projects. The SCI Model System is funded under its own authority (34 CFR Part 359—Disability and Rehabilitation Research: Special Projects and Demonstrations for Spinal Cord Injuries).

## Disability and Business Technical Assistance Centers

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

## Field-Initiated Projects

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

## Small Business Innovation Research

Small Business Innovation Research (SBIR) projects, mandated under the *Small Business Reauthorization Act of 2000*, support the development of ideas and projects that are useful to persons with disabilities by inviting the participation of small business firms with strong research capabilities in science, engineering or educational technology. The program funds small businesses in three phases, covering the process required to take an idea from development to market readiness.

## Advanced Rehabilitation Research Training Projects

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

## Mary E. Switzer Fellowships

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

## NIDRR Management—Planning for and Demonstrating Results

NIDRR's management of its research investments involves long-term strategic planning, performance management and a multilevel evaluation process that includes independent expert review of the awards at the portfolio or programmatic level, corresponding to the primary domains of the agency's new long range plan, 2005–09.

In FY 2002, NIDRR began the development of its long-range plan for the years 2004 to 2009. The new plan was to build on the previous 1999–2003 plan, while responding to new developments in the disability and rehabilitation research field and in government, including the New Freedom Initiative and the President's Management Agenda with the focus on accountability for results. In the new plan, NIDRR was to continue to emphasize the same or similar research areas as those delineated in the 1999–2003 plan—employment, health and function, technology for access and function, community living and participation, and disability demographics. For each area, NIDRR will identify goals and objectives and will work at incorporating these in its priorities and grant announcements to encourage innovative research. (The final *Proposed Long-Range Plan for 2005–2009* was published in the *Federal Register* on July 27, 2005, 70 FR 43521.)

NIDRR's program goals for FY 2002 focused on producing high-quality research to help individuals with disabilities participate fully and productively in society. Accountability has been a major concern of NIDRR's efforts in the development and application of its Logic Model. The NIDRR Logic Model provides the organizing framework for the agency's new long-range plan as well as the theoretical base for the evaluation of program outcomes. NIDRR's multilevel evaluation process includes annual performance activities assessing the grantees' progress and the quality and relevance of research and development findings and accomplishments pertaining to short-term and intermediate outcomes. Data from the annual performance assessments and portfolio reviews are used to satisfy reporting under the *Government Performance Results Act (GPRA)*. Outcome evaluation occurs periodically and is focused on longer-term achievements of a portfolio area. Independent review panels comprised of representatives of NIDRR's constituencies perform both types of evaluation activities.



## Outreach to Minority Colleges and Universities

Section 21 of the Act instructs NIDRR and RSA to reserve one percent of the appropriated budget each year for programs authorized under subchapters II, III, VI and VII to carry out through grants, contracts, or cooperative agreement with minority entities and Indian tribes, colleges and universities programs under the Act, including ones focusing on: (1) research training, (2) professional development, special projects and demonstrations and (3) employment opportunities.

In FY 2002, some specific highlights of NIDRR accomplishments include:

- **RERC on Technology Transfer, State University of New York at Buffalo**  
Collaborated with developers to adapt and successfully transfer to industry three technologies that improve the utility, safety, ease of maintenance, and affordability of wheelchairs. These three collaborations involved: (1) improving the power and life span of wheelchair batteries that increase the average time between recharge periods; (2) the application of “electronic transmission capabilities” that improve wheelchair motors and drivetrains for startup and steep inclines; and (3) improving the manual propulsion system for a lever driven wheelchair.
- **RRTC on Arthritis, University of Missouri**  
Collaborated with AgrAbility, a network of U.S. Department of Agriculture-funded projects, on a first-time endeavor to disseminate valuable information on arthritis to farmers and ranchers in rural communities across America, so they can be better informed on the availability of resources and the management and treatment of this disabling condition, which has a high incidence among this occupational category.
- **RRTC on Disability Statistics, University of California, San Francisco**  
Contributed to the advancement of knowledge in disability and rehabilitation science through the discovery and analysis of the “digital divide,” which documents the gap between disabled and nondisabled Americans in access to and use of computer technology and the Internet. (For details go to: <http://dsc.ucsf.edu/main.php> and type in “digital divide” in the space next to the FIND box).
- **RRTC on Aging and Developmental Disabilities, University of Illinois at Chicago**
  - Identified and documented the extent of poverty and obesity among persons with intellectual and development disabilities (I/DD) and their caregivers, and the extent to which many lower-income Americans exist at the margins of current diagnostic conceptions of I/DD, which has advanced knowledge about the demographics of disability in the U.S. and has been widely reported on National Public Radio (July 9, 2002), and in the *Washington Post* (July 5,

- 2002), the *Chicago Tribune* (July 2001), *Rosie*, the magazine (May 2001) and *USA Today* (March 2001).
- Established new practice guidelines and recommendations for dementia care and produced a training video based on these guidelines, “Dementia and Adults with Intellectual Disabilities—What Can We Do?,” which has been distributed free upon request to hundreds of individuals and organizations by the New York State Developmental Disabilities Planning Council, and has been used by The Arc of the United States to help promote constructive approaches to community care for people with I/DD affected by dementia.
  - Future planning curriculum helps agencies and families to grapple with future planning issues. Life-care planning, also known as future planning allows families from all over Illinois to obtain a resource manual on how to obtain, assess and plan their future resources.
  - Developed a “future-planning” curriculum to help agencies and families grapple with life-planning and care issues, which has been used all over Illinois as a guide on how to obtain, assess and plan for future resources.

The allocation of NIDRR grant funds for fiscal years 2001 and 2002 is shown on table 8 on the following page. There are no figures in the FY 2001 columns for the three model systems grant programs because the data on the budget breakdown for those programs was not collected prior to FY 2002. However, beginning with FY 2002, the data will be broken down and shown in future reports.

**Table 8. NIDRR-Funded Centers and Projects, Fiscal Years 2001 and 2002**

Centers and Projects Continuation and/or New Awards	Number of Awards FY 2001	Grant Amounts (in thousands)	Number of Awards FY 2002	Grant Amounts (in thousands)
<b>RRTCs<sup>a</sup></b>				
Continuations	37	\$24,548	30	\$22,012
New Awards	2	\$1,210	0	0
<b>RERCs<sup>b</sup></b>				
Continuations	13	\$10,224	16	\$16,068
New Awards	4	\$3,704	5	\$4,406
<b>DRRPs<sup>c</sup></b>				
Continuations	39	\$14,421	12	\$1,402
New Awards	17	\$5,633	4	\$4,256
<b>Model Systems:</b>				
<b>Spinal Cord Injury</b>				
Continuations	NA	NA	21	\$6,922
New Awards	NA	NA	0	0
<b>Traumatic Brain Injury</b>				
Continuations	NA	NA	16	\$348
New Awards	NA	NA	1	\$5,838
<b>Burn Injury</b>				
Continuations	NA	NA	0	0
New Awards	NA	NA	5	\$1,449
<b>DBTACs<sup>d</sup></b>				
Continuations	0	\$0	11	\$11,804
New Awards	11	\$11,830	0	0
<b>SBIR<sup>e</sup></b>				
	17	\$1,876	22	\$5,027
<b>Field-Initiated Projects</b>				
Continuations	61	\$9,284	57	\$8,091
New Awards	31	\$4,597	35	\$5,186
<b>Mary Switzer Fellowships</b>				
New Awards	10	\$490	10	\$530
<b>Research Training Grants</b>				
Continuations	14	\$2,098	10	\$1,868
New Awards	0	\$0	6	\$834
<b>Outreach</b>				
Continuations	8	\$1,004	8	\$1,100
<b>Totals</b>	<b>264</b>	<b>\$90,919</b>	<b>269</b>	<b>\$97,141</b>

<sup>a</sup> RRTC—Rehabilitation Research and Training Centers

<sup>b</sup> RERC—Rehabilitation Engineering Research Centers

<sup>c</sup> DRRP—Disability and Rehabilitation Research and Related Projects

<sup>d</sup> DBTAC—Disability and Business Technical Assistance Centers

<sup>e</sup> SBIR—Small Business Innovation Research

Source: U.S. Department of Education 2002g.



## ADVOCACY AND ENFORCEMENT

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

Some of the advocacy programs also develop advisory information and provide appropriate training and technical assistance, as well as make recommendations to the president, the congress and the secretary of the U.S. Department of Education. Other advocacy programs authorized under the Act assist individuals with disabilities to obtain the services they need under the Act, or protect their legal human rights, or both.

Several federal agencies have been given the authority to use enforcement and compliance techniques to ensure that government agencies and private firms doing business with the government subscribe to and implement legislative provisions related to the employment of individuals with disabilities. These enforcement agencies review complaints, conduct investigations, conduct public hearings, and issue orders. These agencies participate, when necessary, as *amicus curiae* in any United States courts in civil actions. They design appropriate and equitable affirmative action remedies. Orders of compliance may include the withholding of or suspension of federal funds.

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

The Client Assistance Program (CAP) provides grants to states and territories to assist eligible individuals and applicants of the VR program and other programs, projects and services funded under

**FY 2002 Federal Funding  
\$12,068,000**

the Act. CAP assists eligible individuals and applicants to understand the services and benefits available under the Act and to advise them of their rights and responsibilities in connection with those benefits. Assistance also may be provided to help eligible individuals and applicants in their relationships with those entities providing services under the Act, including assistance and advocacy in pursuing legal and administrative remedies to ensure the protection of their rights. All programs funded under the Act must inform consumers and applicants about the services available from the CAP and

how to contact the CAP. States must operate a CAP in order to receive other allotments under the Act, including VR program funds. Currently there are 56 CAPs in operation.

Each governor designates a public or a private agency to operate a CAP. This designated agency must be independent of any agency that provides services under the Act, except in those cases where the Act “grandfathered” CAPs already housed within agencies providing services. The Act requires the governor to re-designate a CAP housed in a state VR agency to an agency that does not provide services under the Act when that agency undergoes an organizational change. Currently, very few “internal” CAPs (e.g., those housed within a state VR agency or other agency providing services under the Act) remain.

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

In FY 2002, specific examples of CAP activities include:

The South Dakota CAP played an active role in the change of a VR program guide. During the review of a client’s case in reference to comparable services and benefits, the CAP determined that the state VR agency was using a merit-based scholarship as a comparable benefit to help pay for the client’s education. Both the Act and its implementing federal regulations, defining the term “comparable services and benefits,” prohibit such an action. After further discussion and review, the state VR agency agreed to change their program guide to comply with federal requirements, and the client’s scholarship was not considered as a comparable benefit.

In Ohio, state regulations governing the VR program required that community rehabilitation facilities have accreditation by the Commission on Accreditation of Rehabilitation Facilities (CARF) or be in the process of obtaining such accreditation. However, the state administrative code section permitted area VR managers to waive the requirement in appropriate cases, while not defining the meaning of the term “appropriate cases.” Ohio Legal Rights Services (OLRS) was aware that there were efforts being made to require accreditation for orientation and mobility instructors for individuals who are blind or visually impaired and for rehabilitation engineers. OLRS was concerned that clients who wish to use smaller vendors would be denied their choice because these small vendors cannot afford the cost of CARF accreditation. During FY 2002, OLRS represented a client whose problems related to this issue. The client was a college student with a rapid loss of vision. While the client’s VR counselor wanted to send the client to an out-of-state center for the blind, she was unable to do so because of the state CARF certification requirement. OLRS challenged the regulation as being arbitrary and in violation of the informed-choice provisions of the Act. A compromise was reached when the state VR agency agreed to send the client to the out-of-state center as an exception to the policy. This client attended the center and experienced success.

Overall, in FY 2002, CAPs nationwide responded to 54,727 requests for information and provided extensive services to 8,856 individuals. Slightly more than 91 percent of those cases in which extensive services were provided involved applicants for or recipients of services from the VR program. In nearly 61 percent of those cases, issues related to the delivery of VR services.

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

The purpose of the Protection and Advocacy of Individual Rights (PAIR) program is to support a system in each state to protect the legal and human rights of eligible individuals with disabilities. The PAIR program is authorized to provide legal, administrative and other appropriate services to ensure the protection of, and advocacy for, the rights of eligible individuals with disabilities within the state; information on and referrals to programs and services addressing the needs of individuals with disabilities. The PAIR programs serves individuals with disabilities who are ineligible for protection and advocacy services provided under Part C of the *Developmental Disabilities Assistance and Bill of Rights Act of 2000*, the *Protection and Advocacy for Individuals with Mental Illness Act* or who need protection and advocacy services that are beyond the scope of the CAP.

**FY 2002 Federal Funding  
\$15,200,000**

States use PAIR funds to plan and carry out protection and advocacy programs for eligible individuals with disabilities and to develop outreach strategies to make individuals with disabilities aware of their rights. If PAIR appropriation reaches certain specified levels, funds must be set aside under this program for two activities before awarding grants to eligible states with the remaining appropriation. Under the first activity, during any fiscal year if the total appropriation is equal to or exceeds \$5.5 million, the secretary of the U.S. Department of Education must set aside not less than 1.8 percent and not more than 2.2 percent of the amount appropriated for training and technical assistance to eligible systems established under this program.

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For the second activity, if the total appropriation exceeds \$10.5 million the secretary must award no less than \$50,000 to the eligible system established under the *Developmental Disabilities Assistance and Bill of Rights Act of 2000* to serve the American Indian consortium. The secretary then distributes the remainder of the appropriation to the eligible systems within the states on a formula basis after satisfying minimum allocations.

The Act establishes a minimum allotment of \$100,000 for states or one-third of one percent of funds remaining after the technical assistance set-aside and grant for the American Indian consortium, whichever is greater, except for the jurisdictions of Guam, American Samoa, the United States Virgin Islands, and the Commonwealth of the Northern Mariana Islands which receive a minimum allotment of \$50,000.

During FY 2002, PAIR programs reported serving 80,276 individuals, including 14,595 cases and 65,317 non-cases (individuals received with routine information or referral services). Of the cases handled by PAIR programs in that year, the greatest number of specified issues involved education (16 percent), government benefits/services (14 percent) and employment (15 percent).

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

In FY 2002, specific examples of PAIR program activities include:

The Connecticut Office of Protection and Advocacy (OPA) received several telephone calls from parents who have young children with severe allergies that require an EpiPen or other auto injectable device to be available at all times and administered immediately upon exposure to the allergen. These parents had been rejected by day care facilities that either refused to serve the children or were unwilling to administer the EpiPen. In response to this problem, OPA engaged in systemic advocacy that resulted in a state legislative proposal that would prohibit child day care centers from denying services to a child because of a known or suspected allergy or a prescription for an automatic prefilled cartridge injector or similar device that administers medication to treat allergic reactions. Families and local physicians testified in favor of the bill and worked with OPA to educate legislators from all areas of the state. Beginning Jan. 1, 2003, the State's Public Act No. 02-84 (Substitute House Bill No. 5289), *An Act Concerning the Use of Automatic Injectables*, prohibits day care centers and group day care homes from denying such services.

In FY 2002, Kentucky Protection and Advocacy (P&A) initiated a facility presence project that included psychiatric hospitals, nursing homes, supports for community living programs and schools utilizing isolation or time-out rooms. During that year the P&A visited more than 100 facilities and schools. The P&A discovered that pressure applied the previous fiscal year to schools utilizing isolation or time-out rooms forced many of them to close the rooms. During visits to the facilities and community programs, the P&A advocates frequently found issues that they addressed with administrators and staff. Recommendations were made and generally followed. Systemically, all facilities and programs agreed to post information explaining how to contact the P&A if residents felt their rights were violated.



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

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

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

Section 502 of the Act created the Architectural and Transportation Barriers Compliance Board, also known as the Access Board. Section 502 lays out the duties of the board under the *Architectural Barriers Act (ABA)*, which include: ensuring compliance with standards issued under the *ABA*, developing and maintaining guidelines for complying with the *ABA*, and promoting access throughout all segments of society. The Access Board also has the primary responsibility for developing and maintaining accessibility guidelines and providing technical assistance under the *Americans with Disabilities Act (ADA)* with respect to overcoming architectural, transportation, and communication barriers. The Access Board is also responsible for developing and periodically updating guidelines under the *Telecommunications Act of 1996* that ensure access to various telecommunication products.

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

The 1998 amendments to the Act expanded the Access Board's role and gave it responsibility for developing access standards for electronic and information technology under Section 508 of the Act. Information regarding those standards and the expanded

role of the Access Board is provided in the description of Section 508. The Access Board provides training and technical assistance on all its guidelines and standards.

With its publications, hotline and training sessions, the Access Board also provides a range of services to private as well as public organizations. In addition, the board enforces the provisions of the *ABA*, the *ADA*, and the *Telecommunications Act* through the investigation of complaints. The Access Board conducts its investigations through the responsible federal agencies and strives for amicable resolution of complaints.

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

Section 508 requires that when federal agencies develop, procure, maintain, or use electronic and information technology, they shall ensure that the electronic and information technology allows federal employees with disabilities to have access to and use of information and data that is comparable to the access to and use of information and data by federal employees who are not individuals with disabilities, unless an undue burden would be imposed on the agency. Section 508 also requires that individuals with disabilities who are members of the public seeking information or services from a federal agency have access to and use of information and data that is comparable to the access to and use of information and data by members of the public who are not individuals with disabilities, unless an undue burden would be imposed on the agency. The intention is to eliminate barriers in information technology, make new opportunities available for individuals with disabilities, and encourage development of technologies that will help achieve these goals. The 1998 amendments to the Act significantly expand and strengthen the technology access requirements in Section 508.

The Department of Education, Office of Chief Information Officer (OCIO), in conjunction with the Access Board and the General Services Administration (GSA), participates in the Federal Information Technology Accessibility Initiative, an interagency effort coordinated by GSA, to offer technical assistance and to provide an informal means of cooperation and sharing of information on implementation of Section 508. In FY 2001, OCIO, in partnership with the Office of Management and Budget, participated in activities carried out by the Section 508 Executive Steering Committee, an executive-level forum made up of representatives from eight major federal departments and agencies. This group continued efforts initiated in FY 2000 to develop technical guidance, procurement-related frequently asked questions, Section 508 coordinators' guidelines, an industry-approved Section 508 compatibility and conformance template, and a Web site where all this information is available to federal agencies, industry and the general public. In addition, the OCIO Assistive Technology Team delivered assistive technology workshops, presentations and demonstrations to other federal agencies, to state and local education institutions, and at assistive technology and information technology industry seminars and conferences.

In FY 2002, the department provided funds to support the third year of a five-year, \$7.5 million grant to the Georgia Institute of Technology's Center for Rehabilitation Technology. This grant is providing training and technical assistance on universal design to technology manufacturers, product designers, and purchasers of information technology. It also helps improve the implementation of Section 508.

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

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) is responsible for ensuring that employers with federal contracts or subcontracts in excess of \$10,000 take affirmative action to employ and advance in employment qualified individuals with disabilities. OFCCP investigators conduct at least several thousand compliance reviews and investigate hundreds of complaints each year. OFCCP also issues policy guidance to private companies and develops innovative ways to gain compliance with the law.

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

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

The U.S. Department of Justice, Civil Rights Division (CRD), has overall responsibility for coordinating the implementation and enforcement of Section 504 of the Act. As part of its regulatory and review efforts, CRD responds to education agencies, elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state VR agencies, libraries and museums. Such programs, projects, or activities may include, but are not limited to: admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing, and employment.

Examples of the types of discrimination prohibited by Section 504 and its implementing regulations include access to educational programs and facilities, denial of a free appropriate public education for elementary and secondary students, and academic adjustments in higher education. Section 504 and its implementing regulations also prohibit employment discrimination and retaliation for filing an OCR complaint or for advocating for a right protected by this provision of the law.

For specific information on activities and accomplishments of OCR during FY 2002, visit OCR's annual report at: [www.ed.gov/about/offices/list/ocr/AnnRpt2002](http://www.ed.gov/about/offices/list/ocr/AnnRpt2002).

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

As an independent agency, the National Council on Disability (NCD) promotes policies, programs, practices, and procedures that guarantee equal opportunity for all individuals with disabilities and that empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society. More specifically, the NCD reviews and evaluates laws, policies, programs, practices, and procedures conducted or assisted by federal departments or agencies to see if they meet the needs of individuals with disabilities. The council makes recommendations to the president, the congress, the secretary of education, the commissioner of RSA, the director of NIDRR, and officials of federal agencies based on those evaluations.

In FY 2002, the council conducted a number of activities designed to increase consumer input and awareness regarding policy issues affecting individuals with disabilities. Those activities included dissemination of information through the conduct of hearings, forums, and conferences throughout the country and through response to thousands of telephone, e-mail and written inquiries on ADA and other disability civil rights issues.

During FY 2002, NCD published the following documents: *The Well-being of Our Nation: An Inter-Generational Vision of Effective Mental Health Services and Supports* (2002a); *An International Disability and Human Rights Convention: What you need to know about international human rights law and efforts to gain equality and justice for people with disabilities in the US and abroad* (2002b); *National Disability Policy: A Progress Report, December 2000-December 2001* (2002c); *Individuals with Disabilities Education Act Reauthorization: Where Do We Really Stand?* (2002d); *White Paper — Understanding the Role of an International Convention on the Human Rights of People with Disabilities* (2002e); *Annual Performance Report to the President and Congress Fiscal Year 2001* (2002f); and *Position Paper on Genetic Discrimination Legislation* (2002g).

# **APPENDICES**



# **Appendix A**

## **State VR Agency Performance Title 1 Evaluation Standards and Performance Indicators Fiscal Year 2002**

**Summary Table A-1. Employment Outcomes (Evaluation Standard 1) of State VR<sup>a</sup> Agencies Serving the Blind and Visually Impaired, by Indicator and Jurisdiction, Fiscal Year 2002**

Must Pass at Least Four of Six Indicators and Two of Three Primary Indicators<sup>b</sup>

*Performance level criteria are shown in parentheses for each indicator.*

Agency <sup>c</sup>	Indicator 1.1: Change in Total Employment Outcomes After An IPE <sup>d</sup> (> 0)	Indicator 1.2: Percentage of Employment Outcomes After Services Under An IPE <sup>e</sup> (> 68.9%)	Indicator 1.3: Percentage of Employment Outcomes for All Individuals That Were Competitive Employment <sup>f</sup> (> 35.4%)	Indicator 1.4: Percentage of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities <sup>g</sup> (> 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (> .59)	Indicator 1.6: Difference Between Self- Support at Application and Closure (> 30.4)	Number of Indicators in Standard 1 That Were Passed	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed
Arkansas	15	86.42	62.87	95.83	0.696	27.70	5	3
Connecticut	-46	85.27	45.26	100.00	0.640	34.95	5	3
Delaware	-5	57.53	95.24	100.00	0.574	22.50	2	2
Florida	-70	62.34	89.47	83.18	0.656	42.45	3	2
Idaho	9	75.96	41.01	89.47	0.679	36.84	6	3
Iowa	-31	80.56	64.44	98.52	0.856	25.12	4	3

<sup>a</sup> VR — Vocational Rehabilitation

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

<sup>c</sup> Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

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

<sup>e</sup> Percentage who have received employment outcomes after provision of VR services.

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

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



**Summary Table A-1. (continued)**

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

*Performance level criteria are shown in parentheses for each indicator.*

Agency	Indicator 1.1: Change in Total Outcomes After An IPE (> 0)	Indicator 1.2: Percentage of Employment Outcomes After Services Under An IPE (> 68.9%)	Indicator 1.3: Percentage of Employment Outcomes for All Individuals That Were Competitive Employment (> 35.4%)	Indicator 1.4: Percentage of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities (> 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (> .59)	Indicator 1.6: Difference Between Self- Support at Application and Closure (> 30.4)	Number of Indicators in Standard 1 That Were Passed	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed
Kentucky	-62	80.61	71.08	100.00	0.676	41.54	5	3
Maine	12	74.25	23.29	97.83	0.756	35.87	5	2
Massachusetts	-1	75.51	50.37	100.00	0.671	33.66	5	3
Michigan	-100	68.41	38.85	100.00	0.719	30.04	3	3
Minnesota	-13	51.56	81.82	97.53	0.656	31.28	4	3
Missouri	-172	72.49	72.14	99.63	0.706	29.66	4	3
Nebraska	-40	69.95	66.44	100.00	0.748	36.36	5	3
New Jersey	-44	77.08	78.87	93.06	0.564	43.85	4	2
New Mexico	-15	38.07	93.33	100.00	0.795	67.14	4	3
New York	-242	80.22	23.40	96.03	0.584	30.77	3	1
North Carolina	3	69.06	86.14	90.38	0.573	33.83	5	2
Oregon	-7	72.53	59.57	100.00	0.719	37.86	5	3
South Carolina	159	71.04	61.96	89.34	0.692	39.71	6	3
South Dakota	-18	77.73	91.46	91.33	0.829	34.67	5	3
Texas	-234	70.60	61.30	99.87	0.656	28.94	4	3
Vermont	2	76.38	61.84	93.62	0.841	24.47	5	3
Virginia	-14	69.91	75.78	91.72	0.596	42.90	5	3
Washington	4	63.68	92.97	98.74	0.706	40.76	5	3

**Summary Table A-2. Employment Outcomes (Evaluation Standard 1) of State VR<sup>a</sup> Agencies—General and Combined,<sup>b</sup> by Indicator and Jurisdiction, Fiscal Year 2002**

*Must Pass at least Four of Six Indicators and Two of Three Primary Indicators<sup>c</sup>*

*Performance level criteria are shown in parentheses for each indicator.*

Agency	Indicator 1.1: Change in Total Employment Outcomes After An IPE <sup>d</sup> (≥ 0)	Indicator 1.2: Percentage of Employment Outcomes After Services Under An IPE <sup>e</sup> (≥ 68.9%)	Indicator 1.3: Percentage of Employment Outcomes for All Individuals That Were Competitive Employment <sup>f</sup> (≥ 35.4%)	Indicator 1.4: Percentage of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities <sup>g</sup> (≥ 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .59)	Indicator 1.6: Difference Between Self Support at Application and Closure (≥ 30.4)	Number of Indicators in Standard 1 That Were Passed	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed
Alabama	7	72.84	94.32	88.28	0.520	82.35	6	3
Alaska	0	57.98	96.32	79.07	0.694	61.77	6	3
American Samoa	-10	76.92	65.00	84.62	N/A <sup>h</sup>	84.62	4	2
Arizona	-369	36.01	93.97	74.20	0.576	65.49	4	3
Arkansas	-732	60.22	95.46	90.48	0.696	65.69	5	3

<sup>a</sup> VR — Vocational Rehabilitation

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

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

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

<sup>e</sup> Percentage who have received employment outcomes after provision of VR services.

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

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

<sup>h</sup> No state wage data exists for Guam, Northern Mariana Islands and American Samoa. Therefore, Indicator 1.5 cannot be computed for these VR agencies.

**Summary Table A-2. (continued)**

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

*Performance level criteria are shown in parentheses for each indicator.*

Agency	Indicator 1.1: Change in Total Employment Outcomes After An IPE (≥ 0)	Indicator 1.2: Percentage of Employment Outcomes After Services Under An IPE (≥ 68.9%)	Indicator 1.3: Percentage of Employment Outcomes for All Individuals That Were Competitive Employment (≥ 35.4%)	Indicator 1.4: Percentage of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities (≥ 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .59)	Indicator 1.6: Difference Between Self Support at Application and Closure (≥ 30.4)	Number of Indicators in Standard 1 That Were Passed	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed
California	380	53.49	82.15	98.06	0.515	70.56	4	2
Colorado	-66	58.08	85.74	65.75	0.526	53.82	5	3
Connecticut	-138	63.55	99.39	100.00	0.543	50.76	4	3
Delaware	4	59.29	92.65	76.07	0.489	74.12	5	2
District of Columbia	-84	70.41	94.36	54.26	0.367	90.88	3	1
Florida	1,210	53.09	98.97	76.75	0.608	52.41	4	3
Georgia	-185	51.30	82.72	86.56	0.471	64.28	3	2
Guam	-30	43.48	80.00	87.50	N/A	62.50	4	3
Hawaii	-101	48.90	96.74	64.42	0.611	57.47	4	3
Idaho	-97	58.58	99.12	93.34	0.607	52.48	4	3
Illinois	1,221	67.42	90.15	99.98	0.434	52.09	4	2
Indiana	-850	56.45	90.58	95.78	0.637	41.05	4	3
Iowa	-98	56.23	93.80	84.21	0.669	53.57	5	3
Kansas	324	60.13	87.23	86.98	0.570	62.63	6	3
Kentucky	-316	65.89	95.13	99.61	0.633	72.02	5	3
Louisiana	-149	46.56	100.00	99.24	0.749	63.86	4	3
Maine	-52	52.12	96.19	97.11	0.650	50.59	3	3

**Summary Table A-2. (continued)**

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

*Performance level criteria are shown in parentheses for each indicator.*

Agency	Indicator 1.1: Change in Total Employment Outcomes After An IPE (≥ 0)	Indicator 1.2: Percentage of Employment Outcomes After Services Under An IPE (≥ 68.9%)	Indicator 1.3: Percentage of Employment Outcomes for All Individuals That Were Competitive Employment (≥ 35.4%)	Indicator 1.4: Percentage of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities (≥ 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .59)	Indicator 1.6: Difference Between Self Support at Application and Closure (≥ 30.4)	Number of Indicators in Standard 1 That Were Passed	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed
Maryland	-99	77.74	96.84	99.55	0.495	57.99	4	2
Massachusetts	-1,415	57.14	96.36	94.55	0.634	53.48	5	3
Michigan	-240	57.82	97.08	88.99	0.535	66.58	5	3
Minnesota	-704	60.72	94.37	100.00	0.529	52.76	4	3
Mississippi	28	78.27	95.93	82.87	0.706	65.64	6	3
Missouri	-23	71.62	95.96	75.78	0.531	56.53	5	3
Montana	-18	65.28	92.04	78.20	0.699	56.40	5	3
Nebraska	274	63.38	95.77	100.00	0.593	33.99	5	3
Nevada	-60	51.61	97.31	87.07	0.596	60.11	4	3
New Hampshire	-83	75.56	91.49	94.59	0.570	45.89	4	3
New Jersey	-574	62.23	99.58	90.46	0.481	70.42	4	2
New Mexico	-66	58.51	97.50	86.99	0.614	59.58	5	3
New York	-2,067	60.00	91.22	94.89	0.416	62.88	4	2
North Carolina	-1,131	53.93	93.92	73.67	0.549	64.03	4	3
North Dakota	-50	66.84	93.77	83.87	0.709	55.87	5	3
Northern Mariana Islands	-10	58.62	64.71	100.00	N/A	0.00	3	2
Ohio	-380	58.16	95.22	100.00	0.612	53.91	5	3

**Summary Table A-2. (continued)**

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

*Performance level criteria are shown in parentheses for each indicator.*

Agency	Indicator 1.1: Change in Total Employment Outcomes After An IPE (≥ 0)	Indicator 1.2: Percentage of Employment Outcomes After Services Under An IPE (≥ 68.9%)	Indicator 1.3: Percentage of Employment Outcomes for All Individuals That Were Competitive Employment (≥ 35.4%)	Indicator 1.4: Percentage of Competitive Employment Outcomes That Were for Individuals With Significant Disabilities (≥ 89.0%)	Indicator 1.5: Ratio of Average VR Wage to Average State Wage (≥ .59)	Indicator 1.6: Difference Between Self Support at Application and Closure (≥ 30.4)	Number of Indicators in Standard 1 That Were Passed	Number of Primary Indicators (1.3 to 1.5) in Standard 1 That Were Passed
Oklahoma	-184	53.69	94.32	86.58	0.658	60.95	4	3
Oregon	-471	63.13	96.32	95.95	0.584	74.68	5	3
Pennsylvania	-954	64.98	93.80	99.69	0.548	47.13	4	3
Puerto Rico	135	73.91	83.43	63.81	0.792	86.93	6	3
Rhode Island	32	77.58	89.67	98.24	0.553	50.59	5	3
South Carolina	-828	58.91	99.48	86.70	0.651	49.78	4	3
South Dakota	-80	67.25	97.98	86.15	0.628	61.97	5	3
Tennessee	-1,366	65.99	90.98	81.03	0.565	78.99	5	3
Texas	-590	58.71	98.95	77.16	0.522	63.13	5	3
Utah	217	63.19	93.61	83.76	0.680	66.12	6	3
Vermont	42	65.88	97.95	98.66	0.599	41.27	5	3
Virgin Islands	4	58.76	73.68	52.38	0.657	59.52	5	2
Virginia	31	54.48	89.25	87.30	0.486	55.99	4	2
Washington	-1,318	54.71	96.78	97.27	0.555	61.70	4	3
West Virginia	138	74.65	93.28	87.68	0.627	64.36	6	3
Wisconsin	-184	49.91	95.40	90.38	0.618	56.97	4	3
Wyoming	1	74.79	96.42	73.61	0.603	58.63	6	3

**Summary Table A-3 Equal Access to Service (Evaluation Standard 2) of State VR<sup>a</sup> Agencies Serving the Blind and Visually Impaired, By Indicator and Jurisdiction, Fiscal Year 2002**

Agency <sup>b</sup>	Indicator 2.1: Minority Service Rate Ratio <sup>c</sup> (≥ .80)	Minorities Exiting the VR Program <sup>d</sup>
Arkansas	0.890	157
Connecticut	0.842	43*
Delaware	0.725	37*
Florida	1.007	694
Idaho	0.732	12*
Iowa	0.785	13*
Kentucky	0.848	59*
Maine	1.007	4*
Massachusetts	0.921	58*
Michigan	0.743	176
Minnesota	0.665	89*
Missouri	0.930	140
Nebraska	1.208	35*
New Jersey	0.931	322
New Mexico	1.010	67*
New York	0.780	713
North Carolina	0.933	530
Oregon	0.852	28*
South Carolina	0.930	275
South Dakota	0.782	23*
Texas	0.810	2392
Vermont	1.092	1*
Virginia	0.973	158
Washington	1.040	58*

\* Have fewer than 100 minorities exiting

<sup>a</sup> VR – Vocational Rehabilitation.

<sup>b</sup> Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

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

<sup>d</sup> Total number of individuals from minority populations exiting the VR program during the performance period.

**Summary Table A-4 Access to Service (Evaluation Standard 2) of State VR<sup>a</sup> Agencies — General and Combined,<sup>b</sup> by Indicator and Jurisdiction, Fiscal Year 2002**

Agency	Indicator 2.1: Minority Service Rate Ratio <sup>c</sup> (≥.80)	Minorities Exiting the VR Program <sup>d</sup>
Alabama	0.999	5,550
Alaska	0.960	525
American Samoa	<sup>e</sup>	55*
Arizona	0.885	2,515
Arkansas	0.949	1,640
California	0.975	19,386
Colorado	0.890	2,401
Connecticut	0.783	1,179
Delaware	0.896	1,022
District of Columbia	1.035	1,658
Florida	0.753	10,236
Georgia	0.760	8,110
Guam	0.516	61*
Hawaii	1.099	1,111
Idaho	0.938	551
Illinois	0.921	7,234
Indiana	0.866	1,691
Iowa	0.744	818
Kansas	0.875	861
Kentucky	0.847	1,853
Louisiana	0.886	3,395
Maine	0.896	46*
Maryland	0.857	4,633
Massachusetts	0.827	2,513

<sup>a</sup> VR – Vocational Rehabilitation.

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

<sup>c</sup> Minority service rate ratio is the ratio of the percentage of minorities exiting the VR program who received services to the percentage of nonminorities exiting the program who received services. Minimum performance level criterion for this standard and indicator (as shown in parentheses) was established by the Rehabilitation Services Administration (RSA) and published in the *Federal Register* on Monday, June 5, 2000 (34 CFR Part 361).

<sup>d</sup> Total number of individuals from minority populations exiting the VR program during the performance period.

<sup>e</sup> Ratio not computed when service rate (minority or nonminority) equals 0.

**Summary Table A-4 (continued)**

Agency	Indicator 2.1: Minority Service Rate Ratio (≥.80)	Minorities Exiting the VR Program
Michigan	0.844	5,286
Minnesota	0.831	2,083
Mississippi	0.937	3,983
Missouri	0.742	3,574
Montana	0.781	398
Nebraska	0.758	494
Nevada	0.882	917
New Hampshire	0.974	123
New Jersey	0.850	4,707
New Mexico	0.829	2,997
New York	0.884	18,081
North Carolina	1.001	11,925
North Dakota	0.818	300
Northern Marianas	0.439	57*
Ohio	0.860	5,229
Oklahoma	0.959	2,667
Oregon	0.966	1,354
Pennsylvania	0.935	4,709
Puerto Rico	1.649	5,630
Rhode Island	0.870	253
South Carolina	0.976	9,463
South Dakota	0.847	379
Tennessee	0.934	3,271
Texas	0.978	34,622
Utah	0.979	1,280
Vermont	1.024	70*
Virgin Islands	0.820	191
Virginia	0.998	4,410
Washington	0.849	2,150
West Virginia	0.902	358
Wisconsin	0.904	2,795
Wyoming	1.019	196

\* Have fewer than 100 minorities exiting



# **Appendix B**

**State VR Agency  
Employment Outcomes  
Fiscal Years 2001 and 2002**

**Table B-1. Grant Awards to State VR<sup>a</sup> Agencies and Number and Percentage of Individuals With Disabilities Employed, by Type of Disability and Jurisdiction, Fiscal Years 2001 and 2002**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes <sup>b</sup> and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities <sup>c</sup> and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities <sup>d</sup>
U.S. Total	2002	2,455,385,000	221,031	195,918	88.64
	2001	2,375,792,001	233,684	206,157	88.22
	Percentage change	3.35	-5.41	-4.97	
Total—General/ Combined Agencies <sup>e</sup>	2002	2,267,191,481	212,636	187,836	88.34
	2001	2,196,769,882	224,760	197,559	87.90
	Percentage change	3.21	-5.39	-4.92	
Total—Agencies for the Blind <sup>f</sup>	2002	188,193,519	8,395	8,082	96.27
	2001	179,022,119	8,924	8,598	96.35
	Percentage change	5.12	-5.93	-6.00	
<b>General/Combined Agencies</b>					
Alabama	2002	52,055,981	7,699	6,821	88.60
	2001	50,156,828	7,692	6,764	87.94
	Percentage change	3.79	0.09	0.84	
Alaska	2002	8,227,957	516	412	79.84
	2001	7,941,315	516	393	76.16
	Percentage change	3.61	0.00	4.83	
American Samoa	2002	817,517	20	16	80.00
	2001	888,668	30	19	63.33
	Percentage change	-8.01	-33.33	-15.79	

<sup>a</sup> VR – Vocational Rehabilitation.

<sup>b</sup> Total number of individuals with disabilities exiting the VR program securing employment during current performance period.

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

<sup>d</sup> Percentage = 
$$\frac{\text{Employment outcomes of individuals with significant disabilities}}{\text{Total employment outcomes}}$$

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

<sup>f</sup> Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
Arizona	2002	44,081,357	1,724	1,293	75.00
	2001	41,133,595	2,093	1,389	66.36
	Percentage change	7.17	-17.63	-6.91	
Arkansas	2002	27,814,395	2,003	1,806	90.16
	2001	26,601,547	2,735	2,471	90.35
	Percentage change	4.56	-26.76	-26.91	
California	2002	243,137,267	12,981	12,767	98.35
	2001	234,214,418	12,601	12,257	97.27
	Percentage change	3.81	3.02	4.16	
Colorado	2002	24,746,412	2,258	1,533	67.89
	2001	28,787,133	2,324	1,550	66.70
	Percentage change	-14.04	-2.84	-1.10	
Connecticut	2002	15,333,259	1,649	1,649	100.00
	2001	14,781,446	1,787	1,787	100.00
	Percentage change	3.73	-7.72	-7.72	
Delaware	2002	7,017,836	830	638	76.87
	2001	6,751,359	826	664	80.39
	Percentage change	3.95	0.48	-3.92	
District of Columbia	2002	11,663,644	709	396	55.85
	2001	10,936,297	793	513	64.69
	Percentage change	6.65	-10.59	-22.81	
Florida	2002	92,370,892	9,579	7,356	76.79
	2001	97,022,340	8,369	6,513	77.82
	Percentage change	-4.79	14.46	12.94	
Georgia	2002	71,569,517	3,912	3,303	84.43
	2001	68,699,947	4,097	3,704	90.41
	Percentage change	4.18	-4.52	-10.83	
Guam	2002	1,600,000	10	9	90.00
	2001	1,585,783	40	38	95.00
	Percentage change	0.90	-75.00	-76.32	
Hawaii	2002	9,536,125	491	321	65.38
	2001	8,923,790	592	384	64.86
	Percentage change	6.86	-17.06	-16.41	

**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
Idaho	2002	11,693,864	1,711	1,598	93.40
	2001	11,143,236	1,808	1,631	90.21
	Percentage change	4.94	-5.37	-2.02	
Illinois	2002	90,466,913	9,271	9,269	99.98
	2001	87,070,046	8,050	8,050	100.00
	Percentage change	3.90	15.17	15.14	
Indiana	2002	58,483,200	3,980	3,819	95.95
	2001	56,975,533	4,830	4,628	95.82
	Percentage change	2.65	-17.60	-17.48	
Iowa	2002	22,901,685	2,661	2,261	84.97
	2001	22,248,042	2,759	2,474	89.67
	Percentage change	2.94	-3.55	-8.61	
Kansas	2002	24,101,168	1,911	1,674	87.60
	2001	23,459,628	1,587	1,402	88.34
	Percentage change	2.73	20.42	19.40	
Kentucky	2002	40,324,032	4,557	4,540	99.63
	2001	38,856,277	4,873	4,828	99.08
	Percentage change	3.78	-6.48	-5.97	
Louisiana	2002	44,152,601	1,840	1,826	99.24
	2001	41,525,841	1,989	1,983	99.70
	Percentage change	6.33	-7.49	-7.92	
Maine	2002	11,466,097	970	942	97.11
	2001	11,048,957	1,022	1,000	97.85
	Percentage change	3.78	-5.09	-5.80	
Maryland	2002	36,606,668	2,972	2,959	99.56
	2001	35,284,567	3,071	3,043	99.09
	Percentage change	3.75	-3.22	-2.76	
Massachusetts	2002	37,518,373	3,353	3,170	94.54
	2001	35,643,135	4,768	4,740	99.41
	Percentage change	5.26	-29.68	-33.12	
Michigan	2002	75,767,381	6,640	5,906	88.95
	2001	73,981,543	6,880	6,102	88.69
	Percentage change	2.41	-3.49	-3.21	

**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
Minnesota	2002	32,955,847	3,571	3,571	100.00
	2001	31,777,390	4,275	4,272	99.93
	Percentage change	3.71	-16.47	-16.41	
Mississippi	2002	37,775,682	4,448	3,705	83.30
	2001	36,399,588	4,420	3,725	84.28
	Percentage change	3.78	0.63	-0.54	
Missouri	2002	46,868,226	5,125	3,902	76.14
	2001	45,675,176	5,148	3,863	75.04
	Percentage change	2.61	-0.45	1.01	
Montana	2002	9,945,737	942	749	79.51
	2001	9,684,263	960	770	80.21
	Percentage change	2.70	-1.88	-2.73	
Nebraska	2002	13,545,566	1,490	1,490	100.00
	2001	11,692,188	1,216	1,216	100.00
	Percentage change	15.85	22.53	22.53	
Nevada	2002	12,039,030	930	812	87.31
	2001	11,477,465	990	886	89.49
	Percentage change	4.89	-6.06	-8.35	
New Hampshire	2002	9,627,257	1,515	1,434	94.65
	2001	9,135,750	1,598	1,345	84.17
	Percentage change	5.38	-5.19	6.62	
New Jersey	2002	40,157,346	3,789	3,428	90.47
	2001	37,772,352	4,363	3,952	90.58
	Percentage change	6.31	-13.16	-13.26	
New Mexico	2002	16,247,877	1,482	1,291	87.11
	2001	15,673,225	1,548	1,323	85.47
	Percentage change	3.67	-4.26	-2.42	
New York	2002	109,941,733	14,574	13,858	95.09
	2001	106,969,862	16,641	15,614	93.83
	Percentage change	2.78	-12.42	-11.25	
North Carolina	2002	64,183,990	8,735	6,470	74.07
	2001	61,641,175	9,866	7,539	76.41
	Percentage change	4.13	-11.46	-14.18	

**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
			Employment Outcomes and Percentage Change		
North Dakota	2002	8,188,563	899	760	84.54
	2001	7,919,307	949	779	82.09
	Percentage change	3.40	-5.27	-2.44	
Northern Mariana Islands	2002	883,289	17	17	100.00
	2001	847,230	27	27	100.00
	Percentage change	4.26	-37.04	-37.04	
Ohio	2002	108,977,377	6,826	6,826	100.00
	2001	105,036,683	7,206	7,193	99.82
	Percentage change	3.75	-5.27	-5.10	
Oklahoma	2002	36,787,678	3,011	2,619	86.98
	2001	36,559,167	3,195	2,822	88.33
	Percentage change	0.63	-5.76	-7.19	
Oregon	2002	26,040,865	2,743	2,634	96.03
	2001	25,033,825	3,214	3,087	96.05
	Percentage change	4.02	-14.65	-14.67	
Pennsylvania	2002	111,070,319	11,035	11,002	99.70
	2001	106,539,697	11,989	11,938	99.57
	Percentage change	4.25	-7.96	-7.84	
Puerto Rico	2002	65,596,494	2,348	1,550	66.01
	2001	63,568,767	2,213	1,292	58.38
	Percentage change	3.19	6.10	19.97	
Rhode Island	2002	9,053,337	571	562	98.42
	2001	8,749,599	539	530	98.33
	Percentage change	3.47	5.94	6.04	
South Carolina	2002	38,753,575	8,071	7,000	86.73
	2001	37,102,609	8,899	7,595	85.35
	Percentage change	4.45	-9.30	-7.83	
South Dakota	2002	6,683,968	840	725	86.31
	2001	6,388,866	920	763	82.93
	Percentage change	4.62	-8.70	-4.98	
Tennessee	2002	57,607,253	4,809	3,937	81.87
	2001	55,257,622	6,175	4,952	80.19
	Percentage change	4.25	-22.12	-20.50	

**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
Texas	2002	142,482,442	24,075	18,579	77.17
	2001	137,500,890	24,665	18,377	74.51
	Percentage change	3.62	-2.39	1.10	
Utah	2002	22,435,341	3,131	2,628	83.93
	2001	21,605,953	2,914	2,428	83.32
	Percentage change	3.84	7.45	8.24	
Vermont	2002	7,526,444	1,222	1,206	98.69
	2001	6,990,368	1,180	1,167	98.90
	Percentage change	7.67	3.56	3.34	
Virginia	2002	49,358,866	4,112	3,602	87.60
	2001	47,512,458	4,081	3,655	89.56
	Percentage change	3.89	0.76	-1.45	
Virgin Islands	2002	1,976,916	57	30	52.63
	2001	1,896,389	53	28	52.83
	Percentage change	4.25	7.55	7.14	
Washington	2002	36,598,501	1,365	1,327	97.22
	2001	36,418,814	2,683	2,533	94.41
	Percentage change	0.49	-49.12	-47.61	
West Virginia	2002	24,006,963	2,367	2,070	87.45
	2001	23,135,358	2,229	1,766	79.23
	Percentage change	3.77	6.19	17.21	
Wisconsin	2002	49,581,559	3,562	3,229	90.65
	2001	48,640,145	3,746	3,248	86.71
	Percentage change	1.94	-4.91	-0.58	
Wyoming	2002	6,839,299	727	539	74.14
	2001	6,506,430	726	547	75.34
	Percentage change	5.12	0.14	-1.46	
<b>Agencies for the Blind</b>					
Arkansas	2002	3,757,220	325	306	94.15
	2001	3,627,484	324	324	100.00
	Percentage change	3.58	0.31	-5.56	
Connecticut	2002	2,705,870	204	204	100.00
	2001	2,608,491	207	207	100.00
	Percentage change	3.73	-1.45	-1.45	

**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
Delaware	2002	1,234,894	22	22	100.00
	2001	1,187,896	20	20	100.00
	Percentage change	3.96	10.00	10.00	
Florida	2002	20,996,965	779	705	90.50
	2001	19,872,045	769	590	76.72
	Percentage change	5.66	1.30	19.49	
Idaho	2002	1,577,998	65	65	100.00
	2001	1,519,532	74	61	82.43
	Percentage change	3.85	-12.16	6.56	
Iowa	2002	5,372,000	140	140	100.00
	2001	5,218,676	175	172	98.29
	Percentage change	2.94	-20.00	-18.60	
Kentucky	2002	6,564,378	309	309	100.00
	2001	6,325,441	348	348	100.00
	Percentage change	3.78	-11.21	-11.21	
Maine	2002	2,602,734	202	200	99.01
	2001	2,508,045	193	185	95.85
	Percentage change	3.78	4.66	8.11	
Massachusetts	2002	6,532,877	185	185	100.00
	2001	6,289,965	222	222	100.00
	Percentage change	3.86	-16.67	-16.67	
Michigan	2002	10,756,339	250	250	100.00
	2001	10,088,392	324	324	100.00
	Percentage change	6.62	-22.84	-22.84	
Minnesota	2002	7,234,210	183	178	97.27
	2001	6,975,525	114	109	95.61
	Percentage change	3.71	60.53	63.30	
Missouri	2002	7,003,298	335	335	100.00
	2001	6,806,408	408	405	99.26
	Percentage change	2.89	-17.89	-17.28	
Nebraska	2002	2,428,891	67	67	100.00
	2001	2,375,981	82	82	100.00
	Percentage change	2.23	-18.29	-18.29	



**Table B-1 (continued)**

Agency	Fiscal Year and Percentage Change	Amount of Grant Awards and Percentage Change	Total Employment Outcomes and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Percentage of Individuals With Employment Outcomes Who Have Significant Disabilities
New Jersey	2002	10,039,336	320	287	89.69
	2001	9,281,490	319	306	95.92
	Percentage change	8.17	0.31	-6.21	
New Mexico	2002	3,867,737	30	30	100.00
	2001	3,650,074	45	45	100.00
	Percentage change	5.96	-33.33	-33.33	
New York	2002	20,789,308	1,664	1,612	96.88
	2001	20,375,212	1,892	1,892	100.00
	Percentage change	2.03	-12.05	-14.80	
North Carolina	2002	12,562,449	664	604	90.96
	2001	12,118,651	664	609	91.72
	Percentage change	3.66	0.00	-0.82	
Oregon	2002	3,712,019	107	106	99.07
	2001	3,576,261	128	128	100.00
	Percentage change	3.80	-16.41	-17.19	
South Carolina	2002	5,641,339	258	209	81.01
	2001	5,544,068	181	180	99.45
	Percentage change	1.75	42.54	16.11	
South Dakota	2002	1,636,923	74	69	93.24
	2001	1,631,473	90	82	91.11
	Percentage change	0.33	-17.78	-15.85	
Texas	2002	36,855,265	1,792	1,790	99.89
	2001	34,375,223	1,911	1,909	99.90
	Percentage change	7.21	-6.23	-6.23	
Vermont	2002	988,182	77	69	89.61
	2001	953,232	75	74	98.67
	Percentage change	3.67	2.67	-6.76	
Virginia	2002	7,275,392	223	223	100.00
	2001	7,066,352	223	188	84.30
	Percentage change	2.96	0.00	18.62	
Washington	2002	6,057,895	120	117	97.50
	2001	5,046,202	136	136	100.00
	Percentage change	20.05	-11.76	-13.97	

**Table B-2. Competitive Employment Outcomes of State VR<sup>a</sup> Agencies, by Number and Percentage of Individuals With Disabilities Employed, Type of Disability and Jurisdiction, Fiscal Years 2001 and 2002**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals <sup>b</sup> and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities <sup>c</sup> and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities <sup>d</sup>
U.S. Total	2002	204,920	180,791	88.23
	2001	203,996	178,198	87.35
	Percentage change	0.45	1.46	
Total—General/ Combined Agencies <sup>e</sup>	2002	199,696	175,821	88.04
	2001	199,024	173,501	87.18
	Percentage change	0.34	1.34	
Total—Agencies for the Blind <sup>f</sup>	2002	5,224	4,970	95.14
	2001	4,972	4,697	94.47
	Percentage change	5.07	5.81	
<b>General/Combined Agencies</b>				
Alabama	2002	7,262	6,411	88.28
	2001	7,175	6,279	87.51
	Percentage change	1.21	2.10	
Alaska	2002	497	393	79.07
	2001	481	368	76.51
	Percentage change	3.33	6.79	
American Samoa	2002	13	11	84.62
	2001	15	12	80.00
	Percentage change	-13.33	-8.33	

<sup>a</sup> VR – Vocational Rehabilitation

<sup>b</sup> Total number of individuals with disabilities exiting the VR program securing employment during current performance period.

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

<sup>d</sup> Percentage = 
$$\frac{\text{Competitive employment outcomes for all individuals}}{\text{Total employment outcomes}}$$

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

<sup>f</sup> Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
Arizona	2002	1,620	1,202	74.20
	2001	1,759	1,102	62.65
	Percentage change	-7.90	9.07	
Arkansas	2002	1,912	1,730	90.48
	2001	2,356	2,123	90.11
	Percentage change	-18.85	-18.51	
California	2002	10,664	10,457	98.06
	2001	9,887	9,557	96.66
	Percentage change	7.86	9.42	
Colorado	2002	1,936	1,273	65.75
	2001	1,992	1,313	65.91
	Percentage change	-2.81	-3.05	
Connecticut	2002	1,639	1,639	100.00
	2001	1,716	1,716	100.00
	Percentage change	-4.49	-4.49	
Delaware	2002	769	585	76.07
	2001	757	614	81.11
	Percentage change	1.59	-4.72	
District of Columbia	2002	669	363	54.26
	2001	706	448	63.46
	Percentage change	-5.24	-18.97	
Florida	2002	9,480	7,276	76.75
	2001	7,872	6,123	77.78
	Percentage change	20.43	18.83	
Georgia	2002	3,236	2,801	86.56
	2001	3,260	2,945	90.34
	Percentage change	-0.74	-4.89	
Guam	2002	8	7	87.50
	2001	32	31	96.88
	Percentage change	-75.00	-77.42	
Hawaii	2002	475	306	64.42
	2001	495	304	61.41
	Percentage change	-4.04	0.66	

**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
Idaho	2002	1,696	1,583	93.34
	2001	1,590	1,420	89.31
	Percentage change	6.67	11.48	
Illinois	2002	8,358	8,356	99.98
	2001	6,592	6,592	100.00
	Percentage change	26.79	26.76	
Indiana	2002	3,605	3,453	95.78
	2001	4,150	3,959	95.40
	Percentage change	-13.13	-12.78	
Iowa	2002	2,496	2,102	84.21
	2001	2,184	1,913	87.59
	Percentage change	14.29	9.88	
Kansas	2002	1,667	1,450	86.98
	2001	1,355	1,184	87.38
	Percentage change	23.03	22.47	
Kentucky	2002	4,335	4,318	99.61
	2001	4,133	4,089	98.94
	Percentage change	4.89	5.60	
Louisiana	2002	1,840	1,826	99.24
	2001	1,914	1,908	99.69
	Percentage change	-3.87	-4.30	
Maine	2002	933	906	97.11
	2001	911	891	97.80
	Percentage change	2.41	1.68	
Maryland	2002	2,878	2,865	99.55
	2001	2,763	2,736	99.02
	Percentage change	4.16	4.71	
Massachusetts	2002	3,231	3,055	94.55
	2001	4,304	4,280	99.44
	Percentage change	-24.93	-28.62	
Michigan	2002	6,446	5,736	88.99
	2001	6,438	5,680	88.23
	Percentage change	0.12	0.99	

**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
Minnesota	2002	3,370	3,370	100.00
	2001	3,595	3,592	99.92
	Percentage change	-6.26	-6.18	
Mississippi	2002	4,267	3,536	82.87
	2001	4,154	3,478	83.73
	Percentage change	2.72	1.67	
Missouri	2002	4,918	3,727	75.78
	2001	3,804	2,649	69.64
	Percentage change	29.28	40.69	
Montana	2002	867	678	78.20
	2001	767	593	77.31
	Percentage change	13.04	14.33	
Nebraska	2002	1,427	1,427	100.00
	2001	1,112	1,112	100.00
	Percentage change	28.33	28.33	
Nevada	2002	905	788	87.07
	2001	910	807	88.68
	Percentage change	-0.55	-2.35	
New Hampshire	2002	1,386	1,311	94.59
	2001	1,471	1,225	83.28
	Percentage change	-5.78	7.02	
New Jersey	2002	3,773	3,413	90.46
	2001	3,790	3,387	89.37
	Percentage change	-0.45	0.77	
New Mexico	2002	1,445	1,257	86.99
	2001	1,389	1,174	84.52
	Percentage change	4.03	7.07	
New York	2002	13,294	12,615	94.89
	2001	13,223	12,268	92.78
	Percentage change	0.54	2.83	
North Carolina	2002	8,204	6,044	73.67
	2001	9,155	6,925	75.64
	Percentage change	-10.39	-12.72	

**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
North Dakota	2002	843	707	83.87
	2001	862	696	80.74
	Percentage change	-2.20	1.58	
Northern Mariana Islands	2002	11	11	100.00
	2001	15	15	100.00
	Percentage change	-26.67	-26.67	
Ohio	2002	6,500	6,500	100.00
	2001	6,730	6,718	99.82
	Percentage change	-3.42	-3.25	
Oklahoma	2002	2,840	2,459	86.58
	2001	2,963	2,602	87.82
	Percentage change	-4.15	-5.50	
Oregon	2002	2,642	2,535	95.95
	2001	3,046	2,922	95.93
	Percentage change	-13.26	-13.24	
Pennsylvania	2002	10,351	10,319	99.69
	2001	10,678	10,629	99.54
	Percentage change	-3.06	-2.92	
Puerto Rico	2002	1,959	1,250	63.81
	2001	1,504	862	57.31
	Percentage change	30.25	45.01	
Rhode Island	2002	512	503	98.24
	2001	388	380	97.94
	Percentage change	31.96	32.37	
South Carolina	2002	8,029	6,961	86.70
	2001	8,776	7,483	85.27
	Percentage change	-8.51	-6.98	
South Dakota	2002	823	709	86.15
	2001	882	725	82.20
	Percentage change	-6.69	-2.21	
Tennessee	2002	4,375	3,545	81.03
	2001	5,527	4,363	78.94
	Percentage change	-20.84	-18.75	

**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
Texas	2002	23,822	18,382	77.16
	2001	23,505	17,474	74.34
	Percentage change	1.35	5.20	
Utah	2002	2,931	2,455	83.76
	2001	2,685	2,217	82.57
	Percentage change	9.16	10.74	
Vermont	2002	1,197	1,181	98.66
	2001	1,130	1,117	98.85
	Percentage change	5.93	5.73	
Virginia	2002	3,670	3,204	87.30
	2001	3,421	3,025	88.42
	Percentage change	7.28	5.92	
Virgin Islands	2002	42	22	52.38
	2001	36	21	58.33
	Percentage change	16.67	4.76	
Washington	2002	1,321	1,285	97.27
	2001	2,447	2,304	94.16
	Percentage change	-46.02	-44.23	
West Virginia	2002	2,208	1,936	87.68
	2001	1,989	1,563	78.58
	Percentage change	11.01	23.86	
Wisconsin	2002	3,398	3,071	90.38
	2001	3,577	3,102	86.72
	Percentage change	-5.00	-1.00	
Wyoming	2002	701	516	73.61
	2001	656	486	74.09
	Percentage change	6.86	6.17	
<b>Agencies for the Blind</b>				
Arkansas	2002	205	188	91.71
	2001	203	203	100.00
	Percentage change	0.99	-7.39	
Connecticut	2002	98	98	100.00
	2001	88	88	100.00
	Percentage change	11.36	11.36	

**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
Delaware	2002	22	22	100.00
	2001	18	18	100.00
	Percentage change	22.22	22.22	
Florida	2002	725	656	90.48
	2001	660	496	75.15
	Percentage change	9.85	32.26	
Idaho	2002	24	24	100.00
	2001	33	27	81.82
	Percentage change	-27.27	-11.11	
Iowa	2002	92	92	100.00
	2001	111	108	97.30
	Percentage change	-17.12	-14.81	
Kentucky	2002	230	230	100.00
	2001	237	237	100.00
	Percentage change	-2.95	-2.95	
Maine	2002	49	48	97.96
	2001	43	42	97.67
	Percentage change	13.95	14.29	
Massachusetts	2002	85	85	100.00
	2001	120	120	100.00
	Percentage change	-29.17	-29.17	
Michigan	2002	120	120	100.00
	2001	103	103	100.00
	Percentage change	16.50	16.50	
Minnesota	2002	178	173	97.19
	2001	65	64	98.46
	Percentage change	173.85	170.31	
Missouri	2002	259	259	100.00
	2001	277	275	99.28
	Percentage change	-6.50	-5.82	
Nebraska	2002	47	47	100.00
	2001	52	52	100.00
	Percentage change	-9.62	-9.62	



**Table B-2 (continued)**

Agency	Fiscal Year and Percentage Change	Competitive Employment Outcomes for All Individuals and Percentage change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage change	Percentage of Competitive Employment Outcomes Who Are Individuals With Significant Disabilities
New Jersey	2002	268	241	89.93
	2001	236	228	96.61
	Percentage change	13.56	5.70	
New Mexico	2002	29	29	100.00
	2001	41	41	100.00
	Percentage change	-29.27	-29.27	
New York	2002	434	401	92.40
	2001	398	398	100.00
	Percentage change	9.05	0.75	
North Carolina	2002	603	545	90.38
	2001	541	489	90.39
	Percentage change	11.46	11.45	
Oregon	2002	59	59	100.00
	2001	81	81	100.00
	Percentage change	-27.16	-27.16	
South Carolina	2002	157	128	81.53
	2001	115	115	100.00
	Percentage change	36.52	11.30	
South Dakota	2002	69	64	92.75
	2001	81	73	90.12
	Percentage change	-14.81	-12.33	
Texas	2002	1,144	1,142	99.83
	2001	1,126	1,125	99.91
	Percentage change	1.60	1.51	
Vermont	2002	42	37	88.10
	2001	52	51	98.08
	Percentage change	-19.23	-27.45	
Virginia	2002	174	174	100.00
	2001	164	136	82.93
	Percentage change	6.10	27.94	
Washington	2002	111	108	97.30
	2001	127	127	100.00
	Percentage change	-12.60	-14.96	

**Table B-3 Employment Outcomes of State VR<sup>a</sup> Agencies, by Number and Percentage of Individuals With Disabilities Employed, Type of Employment and Jurisdiction, Fiscal Years 2001 and 2002**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities <sup>b</sup> and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities <sup>c</sup> and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive <sup>d</sup>
U.S. Total	2002	195,918	180,791	92.28
	2001	206,157	178,198	86.44
	Percentage change	-4.97	1.46	
Total—General/ Combined Agencies <sup>e</sup>	2002	187,836	175,821	93.60
	2001	197,559	173,501	87.82
	Percentage change	-4.92	1.34	
Total—Agencies for the Blind <sup>f</sup>	2002	8,082	4,970	61.49
	2001	8,598	4,697	54.63
	Percentage change	-6.00	5.81	

**General/Combined Agencies**

Alabama	2002	6,821	6,411	93.99
	2001	6,764	6,279	92.83
	Percentage change	0.84	2.10	
Alaska	2002	412	393	95.39
	2001	393	368	93.64
	Percentage change	4.83	6.79	
American Samoa	2002	16	11	68.75
	2001	19	12	63.16
	Percentage change	-15.79	-8.33	

<sup>a</sup> VR – Vocational Rehabilitation.

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

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

<sup>d</sup> Percentage = 
$$\frac{\text{Competitive employment outcomes for individuals with significant disabilities}}{\text{Competitive employment outcomes for all individuals}}$$

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

<sup>f</sup> Separate agencies in 24 states providing specialized services to blind and visually impaired persons.

**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
Arizona	2002	1,293	1,202	92.96
	2001	1,389	1,102	79.34
	Percentage change	-6.91	9.07	
Arkansas	2002	1,806	1,730	95.79
	2001	2,471	2,123	85.92
	Percentage change	-26.91	-18.51	
California	2002	12,767	10,457	81.91
	2001	12,257	9,557	77.97
	Percentage change	4.16	9.42	
Colorado	2002	1,533	1,273	83.04
	2001	1,550	1,313	84.71
	Percentage change	-1.10	-3.05	
Connecticut	2002	1,649	1,639	99.39
	2001	1,787	1,716	96.03
	Percentage change	-7.72	-4.49	
Delaware	2002	638	585	91.69
	2001	664	614	92.47
	Percentage change	-3.92	-4.72	
District of Columbia	2002	396	363	91.67
	2001	513	448	87.33
	Percentage change	-22.81	-18.97	
Florida	2002	7,356	7,276	98.91
	2001	6,513	6,123	94.01
	Percentage change	12.94	18.83	
Georgia	2002	3,303	2,801	84.80
	2001	3,704	2,945	79.51
	Percentage change	-10.83	-4.89	
Guam	2002	9	7	77.78
	2001	38	31	81.58
	Percentage change	-76.32	-77.42	
Hawaii	2002	321	306	95.33
	2001	384	304	79.17
	Percentage change	-16.41	0.66	

**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
Idaho	2002	1,598	1,583	99.06
	2001	1,631	1,420	87.06
	Percentage change	-2.02	11.48	
Illinois	2002	9,269	8,356	90.15
	2001	8,050	6,592	81.89
	Percentage change	15.14	26.76	
Indiana	2002	3,819	3,453	90.42
	2001	4,628	3,959	85.54
	Percentage change	-17.48	-12.78	
Iowa	2002	2,261	2,102	92.97
	2001	2,474	1,913	77.32
	Percentage change	-8.61	9.88	
Kansas	2002	1,674	1,450	86.62
	2001	1,402	1,184	84.45
	Percentage change	19.40	22.47	
Kentucky	2002	4,540	4,318	95.11
	2001	4,828	4,089	84.69
	Percentage change	-5.97	5.60	
Louisiana	2002	1,826	1,826	100.00
	2001	1,983	1,908	96.22
	Percentage change	-7.92	-4.30	
Maine	2002	942	906	96.18
	2001	1,000	891	89.10
	Percentage change	-5.80	1.68	
Maryland	2002	2,959	2,865	96.82
	2001	3,043	2,736	89.91
	Percentage change	-2.76	4.71	
Massachusetts	2002	3,170	3,055	96.37
	2001	4,740	4,280	90.30
	Percentage change	-33.12	-28.62	
Michigan	2002	5,906	5,736	97.12
	2001	6,102	5,680	93.08
	Percentage change	-3.21	0.99	

**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
Minnesota	2002	3,571	3,370	94.37
	2001	4,272	3,592	84.08
	Percentage change	-16.41	-6.18	
Mississippi	2002	3,705	3,536	95.44
	2001	3,725	3,478	93.37
	Percentage change	-0.54	1.67	
Missouri	2002	3,902	3,727	95.52
	2001	3,863	2,649	68.57
	Percentage change	1.01	40.69	
Montana	2002	749	678	90.52
	2001	770	593	77.01
	Percentage change	-2.73	14.33	
Nebraska	2002	1,490	1,427	95.77
	2001	1,216	1,112	91.45
	Percentage change	22.53	28.33	
Nevada	2002	812	788	97.04
	2001	886	807	91.08
	Percentage change	-8.35	-2.35	
New Hampshire	2002	1,434	1,311	91.42
	2001	1,345	1,225	91.08
	Percentage change	6.62	7.02	
New Jersey	2002	3,428	3,413	99.56
	2001	3,952	3,387	85.70
	Percentage change	-13.26	0.77	
New Mexico	2002	1,291	1,257	97.37
	2001	1,323	1,174	88.74
	Percentage change	-2.42	7.07	
New York	2002	13,858	12,615	91.03
	2001	15,614	12,268	78.57
	Percentage change	-11.25	2.83	
North Carolina	2002	6,470	6,044	93.42
	2001	7,539	6,925	91.86
	Percentage change	-14.18	-12.72	

**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
North Dakota	2002	760	707	93.03
	2001	779	696	89.35
	Percentage change	-2.44	1.58	
Northern Mariana Islands	2002	17	11	64.71
	2001	27	15	55.56
	Percentage change	-37.04	-26.67	
Ohio	2002	6,826	6,500	95.22
	2001	7,193	6,718	93.40
	Percentage change	-5.10	-3.25	
Oklahoma	2002	2,619	2,459	93.89
	2001	2,822	2,602	92.20
	Percentage change	-7.19	-5.50	
Oregon	2002	2,634	2,535	96.24
	2001	3,087	2,922	94.66
	Percentage change	-14.67	-13.24	
Pennsylvania	2002	11,002	10,319	93.79
	2001	11,938	10,629	89.04
	Percentage change	-7.84	-2.92	
Puerto Rico	2002	1,550	1,250	80.65
	2001	1,292	862	66.72
	Percentage change	19.97	45.01	
Rhode Island	2002	562	503	89.50
	2001	530	380	71.70
	Percentage change	6.04	32.37	
South Carolina	2002	7,000	6,961	99.44
	2001	7,595	7,483	98.53
	Percentage change	-7.83	-6.98	
South Dakota	2002	725	709	97.79
	2001	763	725	95.02
	Percentage change	-4.98	-2.21	
Tennessee	2002	3,937	3,545	90.04
	2001	4,952	4,363	88.11
	Percentage change	-20.50	-18.75	

**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
Texas	2002	18,579	18,382	98.94
	2001	18,377	17,474	95.09
	Percentage change	1.10	5.20	
Utah	2002	2,628	2,455	93.42
	2001	2,428	2,217	91.31
	Percentage change	8.24	10.74	
Vermont	2002	1,206	1,181	97.93
	2001	1,167	1,117	95.72
	Percentage change	3.34	5.73	
Virginia	2002	3,602	3,204	88.95
	2001	3,655	3,025	82.76
	Percentage change	-1.45	5.92	
Virgin Islands	2002	30	22	73.33
	2001	28	21	75.00
	Percentage change	7.14	4.76	
Washington	2002	1,327	1,285	96.83
	2001	2,533	2,304	90.96
	Percentage change	-47.61	-44.23	
West Virginia	2002	2,070	1,936	93.53
	2001	1,766	1,563	88.51
	Percentage change	17.21	23.86	
Wisconsin	2002	3,229	3,071	95.11
	2001	3,248	3,102	95.50
	Percentage change	-0.58	-1.00	
Wyoming	2002	539	516	95.73
	2001	547	486	88.85
	Percentage change	-1.46	6.17	
<b>Agencies for the Blind</b>				
Arkansas	2002	306	188	61.44
	2001	324	203	62.65
	Percentage change	-5.56	-7.39	
Connecticut	2002	204	98	48.04
	2001	207	88	42.51
	Percentage change	-1.45	11.36	

**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
Delaware	2002	22	22	100.00
	2001	20	18	90.00
	Percentage change	10.00	22.22	
Florida	2002	705	656	93.05
	2001	590	496	84.07
	Percentage change	19.49	32.26	
Idaho	2002	65	24	36.92
	2001	61	27	44.26
	Percentage change	6.56	-11.11	
Iowa	2002	140	92	65.71
	2001	172	108	62.79
	Percentage change	-18.60	-14.81	
Kentucky	2002	309	230	74.43
	2001	348	237	68.10
	Percentage change	-11.21	-2.95	
Maine	2002	200	48	24.00
	2001	185	42	22.70
	Percentage change	8.11	14.29	
Massachusetts	2002	185	85	45.95
	2001	222	120	54.05
	Percentage change	-16.67	-29.17	
Michigan	2002	250	120	48.00
	2001	324	103	31.79
	Percentage change	-22.84	16.50	
Minnesota	2002	178	173	97.19
	2001	109	64	58.72
	Percentage change	63.30	170.31	
Missouri	2002	335	259	77.31
	2001	405	275	67.90
	Percentage change	-17.28	-5.82	
Nebraska	2002	67	47	70.15
	2001	82	52	63.41
	Percentage change	-18.29	-9.62	



**Table B-3 (continued)**

Agency	Fiscal Year and Percentage Change	Employment Outcomes of Individuals With Significant Disabilities and Percentage Change	Competitive Employment Outcomes for Individuals With Significant Disabilities and Percentage Change	Percentage of Employment Outcomes for Individuals With Significant Disabilities That Were Competitive
New Jersey	2002	287	241	83.97
	2001	306	228	74.51
	Percentage change	-6.21	5.70	
New Mexico	2002	30	29	96.67
	2001	45	41	91.11
	Percentage change	-33.33	-29.27	
New York	2002	1,612	401	24.88
	2001	1,892	398	21.04
	Percentage change	-14.80	0.75	
North Carolina	2002	604	545	90.23
	2001	609	489	80.30
	Percentage change	-0.82	11.45	
Oregon	2002	106	59	55.66
	2001	128	81	63.28
	Percentage change	-17.19	-27.16	
South Carolina	2002	209	128	61.24
	2001	180	115	63.89
	Percentage change	16.11	11.30	
South Dakota	2002	69	64	92.75
	2001	82	73	89.02
	Percentage change	-15.85	-12.33	
Texas	2002	1,790	1,142	63.80
	2001	1,909	1,125	58.93
	Percentage change	-6.23	1.51	
Vermont	2002	69	37	53.62
	2001	74	51	68.92
	Percentage change	-6.76	-27.45	
Virginia	2002	223	174	78.03
	2001	188	136	72.34
	Percentage change	18.62	27.94	
Washington	2002	117	108	92.31
	2001	136	127	93.38
	Percentage change	-13.97	-14.96	



**DEFINITION OF**  
**"INDIVIDUAL WITH A DISABILITY"**  
**AS LISTED IN SECTION 7(20) OF THE**  
***REHABILITATION ACT***



## **Individual with a disability**

### **(A) In general**

Except as otherwise provided in subparagraph (B), the term “individual with a disability” means any individual who—

- (i) has a physical or mental impairment which for such individual constitutes or results in a substantial impediment to employment; and
- (ii) can benefit in terms of an employment outcome from vocational rehabilitation services provided pursuant to Title I, III, or VI.

### **(B) Certain programs; limitations on major life activities**

Subject to subparagraphs ©, (D), (E), and (F), the term “individual with a disability” means, for purposes of Sections 2, 14 and 15, and Titles II, IV, V, and VII of this Act, any person who—

- (i) has a physical or mental impairment which substantially limits one or more of such person’s major life activities;
- (ii) has a record of such an impairment; or
- (iii) is regarded as having such an impairment.

### **(C) Rights and advocacy provisions**

(i) In general; exclusion of individuals engaging in drug use  
For purposes of Title V, the term “individual with a disability” does not include an individual who is currently engaging in the illegal use of drugs, when a covered entity acts on the basis of such use.

(ii) Exception for individuals no longer engaging in drug use  
Nothing in clause (i) shall be construed to exclude as an individual with a disability an individual who—

(I) has successfully completed a supervised drug rehabilitation program and is no longer engaging in the illegal use of drugs, or has otherwise been rehabilitated successfully and is no longer engaging in such use;

(II) is participating in a supervised rehabilitation program and is no longer engaging in such use; or

(III) is erroneously regarded as engaging in such use, but is not engaging in such use; except that it shall not be a violation of this Act for a covered entity to adopt or administer reasonable policies or procedures, including but not limited to drug testing, designed to ensure that an individual described in subclause (I) or (II) is no longer engaging in the illegal use of drugs.

(iii) Exclusion for certain services

Notwithstanding clause (i), for purposes of programs and activities providing health services and services provided under Titles I, II and III, an individual shall not be excluded from the benefits of such programs or activities on the basis of his or her current illegal use of drugs if he or she is otherwise entitled to such services.

**(iv) Disciplinary action**

For purposes of programs and activities providing educational services, local educational agencies may take disciplinary action pertaining to the use of possession of illegal drugs or alcohol against any student who is an individual with a disability and who currently is engaging in the illegal use of drugs or in the use of alcohol to the same extent that such disciplinary action is taken against students who are not individuals with disabilities. Furthermore, the due process procedures at Section 104.36 of Title 34, Code of Federal Regulations (or any corresponding similar regulation or ruling) shall not apply to such disciplinary actions.

**(v) Employment; exclusion of alcoholics**

For purposes of Sections 503 and 504 as such sections relate to employment, the term “individual with a disability” does not include any individual who is an alcoholic whose current use of alcohol prevents such individual from performing the duties of the job in question or whose employment, by reason of such current alcohol abuse, would constitute a direct threat to property or the safety of others.

**(D) Employment; exclusion of individuals with certain diseases or infections**

For the purposes of Section 503 and 504, as such sections relate to employment, such terms does not include an individual who has a currently contagious disease or infection and who, by reason of such disease or infection, would constitute a direct threat to the health or safety of other individuals or who, by reason of the currently contagious disease or infection, is unable to perform the duties of the job.

**(E) Rights provision; exclusion of individual on basis of homosexuality or bisexuality**

For purposes of Sections 501, 503, and 504—

- (i)** for purposes of the application of subparagraph (B) to such sections, the term “impairment” does not include homosexuality or bisexuality; and
- (ii)** therefore the term “individual with a disability” does not include an individual on the basis of homosexuality or bisexuality.

**(F) Rights provisions; exclusion of individuals on basis of certain disorders**

For the purposes of Sections 501, 503, and 504, the term “individual with a disability” does not include an individual on the basis of—

- (i)** transvestism, transsexualism, pedophilia, exhibitionism, voyeurism, gender identity disorders not resulting from physical impairments, or other sexual behavior disorders;
- (ii)** compulsive gambling, kleptomania, or pyromania; or
- (iii)** psychoactive substance use disorders resulting from current illegal use of drugs.

# **GLOSSARY**





# GLOSSARY

<b>Abbreviation</b>	<b>Full Term</b>
<b>AART</b>	Advanced Rehabilitation Research Training
<b>ABA</b>	<i>Architectural Barriers Act</i>
<b>ADA</b>	<i>Americans with Disabilities Act</i>
<b>AIVRS</b>	American Indian Vocational Rehabilitation Services
<b>BAC</b>	Business Advisory Councils
<b>BEP</b>	Business Enterprise Program
<b>CAP</b>	Client Assistance Program
<b>CARF</b>	Commission on Accreditation of Rehabilitation Facilities
<b>CFR</b>	Code of Federal Regulations
<b>CRD</b>	Civil Rights Division
<b>CSPD</b>	Comprehensive System of Personnel Development
<b>DBTAC</b>	Disability and Business Technical Assistance Center
<b>DOL</b>	Department of Labor
<b>DRRP</b>	Disability and Rehabilitation Research and Related Projects
<b>DVR</b>	Division of Vocational Rehabilitation
<b>EEOC</b>	Equal Employment Opportunity Commission
<b>ETA</b>	Employment and Training Administration
<b>FAPE</b>	Free Appropriate Public Education
<b>FIP</b>	Field-Initiated Projects
<b>FR</b>	<i>Federal Register</i>
<b>FY</b>	Fiscal Year
<b>GAO</b>	U.S. General Accounting Office
<b>GSA</b>	General Services Administration
<b>I/DD</b>	Intellectual and Developmental Disabilities
<b>IL</b>	Independent Living
<b>IPE</b>	Individualized Plan for Employment
<b>IRI</b>	Institute on Rehabilitation Issues
<b>KDU</b>	Knowledge Dissemination and Utilization

<b>Abbreviation</b>	<b>Full Term</b>
<b>MATO</b>	Multiple Award Task Order
<b>MPAS</b>	Missouri Protection and Advocacy Services
<b>MSCIS</b>	Model Spinal Cord Injury Systems
<b>NCD</b>	National Council on Disability
<b>NCRTM</b>	National Clearinghouse of Rehabilitation Training Materials
<b>NFI</b>	New Freedom Initiative
<b>NHIS</b>	National Health Interview Survey
<b>NIDRR</b>	National Institute on Disability and Rehabilitation Research
<b>NPRM</b>	Notice of Proposed Rulemaking
<b>OCIO</b>	Office of Chief Information Officer
<b>OCR</b>	Office for Civil Rights
<b>OFCCP</b>	Office of Federal Contracts Compliance Programs
<b>OLRS</b>	Ohio Legal Rights Service
<b>OPA</b>	[Connecticut] Office of Protection and Advocacy
<b>OSERS</b>	Office of Special Education and Rehabilitative Services
<b>P &amp; A</b>	[Kentucky] Protection and Advocacy
<b>PAIR</b>	Protection and Advocacy of Individual Rights
<b>PWI</b>	Projects With Industry
<b>RERC</b>	Rehabilitation Engineering Research Center
<b>RRCEP</b>	Regional Rehabilitation Continuing Education Programs
<b>RRTC</b>	Rehabilitation Research and Training Center
<b>RSA</b>	Rehabilitation Services Administration
<b>SBIR</b>	Small Business Innovative Research
<b>SCI</b>	Spinal Cord Injury
<b>SILC</b>	Statewide Independent Living Council
<b>SRC</b>	State Rehabilitation Council
<b>SSDI</b>	Social Security Disability Insurance
<b>SSI</b>	Supplementary Security Income
<b>TANF</b>	Temporary Assistance to Needy Families

<b>Abbreviation</b>	<b>Full Term</b>
<b>TBI</b>	Traumatic Brain Injury
<b>TWWIA</b>	<i>Ticket to Work and Work Incentives Improvement Act</i>
<b>USC</b>	United States Code
<b>VR</b>	Vocational Rehabilitation
<b>WIA</b>	<i>Workforce Investment Act</i>



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# REFERENCES

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