



Iowa State Rehabilitation Council

2004-2005 Annual Report



Iowa
**Vocational
Rehabilitation**
Services

Finding solutions. Generating success.

State Rehabilitation Council
Iowa Vocational Rehabilitation Services
510 East 12th Street
Des Moines, Iowa 50319



From the Chair

Kathryn Baumann-Reese



December 31, 2005

To the Honorable Thomas J. Vilsack, Governor, State of Iowa:

The Iowa State Rehabilitation Council (SRC) is pleased to present to you the 2005 Annual Report.

The SRC continues to work closely with Iowa Vocational Rehabilitation Services (IVRS), Department of Education, to improve and expand employment services for Iowans with disabilities. During the past year the SRC has been active in providing guidance to IVRS, supporting IVRS staff, and representing the agency in communities throughout the state. The Council continues to increase its awareness and seeks new approaches to service delivery.

During the past year the SRC has used a committee structure to improve our ability to provide meaningful input to both IVRS and the State of Iowa. The agency has continued to seek ways to maximize the use of resources while enhancing services to clients. These initiatives demonstrate our accountability to Iowa and the consumers we serve.

As always, the SRC continues to focus on consumer satisfaction, opportunities for collaboration, and ways to improve the quality of life and economic outcomes of Iowans with disabilities. We look forward to another successful year in 2006.

Sincerely,

Kathryn Baumann-Reese
Chair



From the Division Administrator

Stephen A. Wooderson



December 31, 2005

To the Honorable Thomas J. Vilsack, Governor, State of Iowa:

It is my pleasure to submit this Annual Report for Iowa Vocational Rehabilitation Services (IVRS). IVRS, a division of the Iowa Department of Education, is committed to working for and with individuals who have disabilities to achieve their employment, independence and economic goals. This document contains information highlighting the accomplishments of IVRS this year.

Federal Fiscal Year 2005 has been a good year for Iowa Vocational Rehabilitation Services. Due in part to additional funds appropriated by the legislature, IVRS was able to serve larger numbers of eligible persons with disabilities this year. That resulted in an increase of persons becoming employed and a decrease on the burden of public assistance. In cooperation with the State Rehabilitation Council (SRC), we continue to see positive trends in customer satisfaction. Additionally, the quality improvement efforts of our field offices are resulting in measurable improvements in service delivery.

In 2005, all IVRS service staff has received specialized training in employer development. As we move forward in our vision of achieving equal access for all Iowans, IVRS is increasing the staff skills needed and expectations for developing new and expansive relationships with business and industry. The shift in thinking requires IVRS staff to understand that we have valuable expertise we can offer to employers which enhances their bottom line. By offering our services first, it also permits us to link employers with the qualified applicants needed to fill their human capital needs.

This past year has also seen heightened awareness and increased activities with partner agencies. No public service agency is able to meet the needs of all citizens. IVRS has actively sought out opportunities to lead and participate in collaborative efforts which benefit leveraging of resources and expanding services to persons with disabilities across the state.

It is exciting to end a year on such a positive note. With that in mind, I wish to express my appreciation for the support of the SRC. The SRC has been chaired by Ms. Kathryn Baumann-Reese of Des Moines, and our vice-chair has been Mr. Terry Johnson from Jefferson, Iowa. Under their leadership the SRC has

increased their knowledge and understanding of their roles and responsibilities and assisted IVRS in communicating the goals and objectives of our agency to lawmakers and members of the larger community.

I also cannot pass up the opportunity to express my pride for the staff of IVRS. Their work is clearly driven by the Agency Mission, Vision and Values. They are dedicated to providing quality services leading toward quality outcomes. As we move into a new year, it is my pledge that we will continue to challenge old beliefs, meet higher standards and expectations, work closely with our partners, improve communications, utilize our resources wisely, and celebrate our achievements.

Sincerely,

IOWA VOCATIONAL
REHABILITATION SERVICES

Stephen A. Wooderson
Administrator



State Rehabilitation Council

2004 - 2005



Mission

“Iowans in partnership with IVRS to assure that people with disabilities meet their employment, independence, and economic goals.”

Introduction

The Iowa State Rehabilitation Council (SRC) is a body of citizens, in partnership with the Iowa Vocational Rehabilitation Services (IVRS), appointed by Governor Thomas Vilsack, under the authority of the Rehabilitation Services Act of 1973, as amended, to provide guidance and advice on issues impacting rehabilitation in the State of Iowa. The Council reviews, analyzes, and advises the IVRS regarding the state’s vocational rehabilitation programs.

Establishment of the SRC

The Iowa State Rehabilitation Council (SRC) was established in 1993 as mandated by the 1992 amendments to the Rehabilitation Act. The SRC was originally established as an advisory council, and later the name was changed with the 1998 amendments to the Rehabilitation Act of 1973.

Council Duties

Review, analyze, and advise the Iowa Vocational Rehabilitation Services (IVRS) regarding the performance of the responsibilities of IVRS under Title I, particularly responsibilities relating to:

- Eligibility;
- The extent, scope and effectiveness of services provided; and functions performed by IVRS that affect, or that potentially affect, the ability of individuals with disabilities to achieve employment outcomes under Title I.

In partnership with IVRS:

- Develop, agree to, and review State goals and priorities in the State Plan.
- Evaluate the effectiveness of the vocational rehabilitation program and submit reports of progress to the Commissioner in accordance with the State Plan.

Advise IVRS regarding the activities authorized to be carried out and assist in the preparation of the State Plan and amendments to the plan, applications, reports, needs assessments, and evaluations required by Title I.

Conduct a review and analysis (to the extent possible) of the effectiveness of, and consumer satisfaction with:

- The functions performed by IVRS;
- Vocational rehabilitation services provided by State VR agencies and other public and private entities responsible for providing vocational rehabilitation services to individuals with disabilities under the Vocational Rehabilitation Act; and
- Employment outcomes achieved by eligible individuals receiving services under Title I, including the availability of health and other employment benefits in connection with such employment outcomes.

Prepare and submit an annual report to the Governor and the Secretary on the status of vocational rehabilitation programs operated within the State, and make the report available to the public.

To avoid duplication of efforts and enhance the number of individuals served, coordinate activities with the activities of other councils within the State, including:

- The Statewide Independent Living Council;
- The advisory panel of the Individuals with Disabilities Education Act;
- The State Developmental Disabilities Council of the Developmental Disabilities Assistance and Bill of Rights Act;
- The State Mental Health Planning Council; and
- The State Workforce Investment Board.

Provide for coordination and the establishment of working relationships between IVRS and the Statewide Independent Living Council and centers for independent living within the State.

Perform such other functions, consistent with the purpose of the Vocational Rehabilitation Act, Title I, as the State Rehabilitation Council determines to be appropriate, that are comparable to the other functions performed by the Council.



Membership of the SRC

The Council must be composed of at least 15 members who are appointed by Governor Thomas Vilsack. Membership includes representatives from:

- ◆ Statewide Independent Living Council;
- ◆ The Parent Training and Information Center;
- ◆ Client Assistance Program;
- ◆ Qualified vocational rehabilitation counselor;
- ◆ Community rehabilitation program service providers;
- ◆ Four representatives of business, industry, and labor;
- ◆ Disability groups that include: individuals with physical, cognitive, sensory, and mental disabilities; and representatives of individuals with disabilities who have difficulty representing themselves;
- ◆ Current or former applicants for, or recipients of, vocational rehabilitation services;
- ◆ State educational agency responsible for the public education of students with disabilities;
- ◆ State Workforce Investment Board;

- ◆ Administrator of the Iowa Vocational Rehabilitation Services as an ex-officio, non-voting member.

Activities of the SRC

(October 1, 2004 – September 30, 2005)

Committee Activities

The SRC established three committees in its Bylaws: Outreach, Finance, and Planning and Evaluation. Each committee established Objectives and Activities/Tasks to reach those objectives. The ones for this time period are set out below.

OUTREACH COMMITTEE

COMMITTEE OBJECTIVES FOR FY'05:

1. Request additional state funds to meet federal match.
2. Continue development and assist local offices in receptions for employers, legislators, etc.
3. Continue to develop success stories for distribution.
4. Recruit new SRC members.
5. Disseminate information to members that requires attention.

ACTIVITIES/TASKS TO REACH OBJECTIVES:

1. Legislative Reception is scheduled for February 15, 2005.
2. Determine amount of state dollars needed to meet federal match.
3. Position paper will be sent to members for approval.
4. Determine waiting list significance on economic development and Return on Investment.
5. Map display for personnel and waiting list.
6. Develop position paper – color coded with above map.
7. In conjunction with the Finance Committee, do a visual on where the federal money goes when Iowa does not meet match.
8. Share responsibility for recruitment with all Council members and other councils, commissions, and boards.
9. Incorporate new branding into displays.
10. Send letters of recognition to all IVRS staff or other groups who assist with success.

FINANCE COMMITTEE

COMMITTEE OBJECTIVES FOR FY'05:

1. Provide general education to the Council on financial operations.

2. Influence state funding decisions.

ACTIVITIES/TASKS TO REACH OBJECTIVES:

1.
 - a. Explain "Request for Results" budget offers.
 - b. Describe non-federal match shortage and its impact.
 - c. Provide brief history of recent IVRS budget issues.
2.
 - a. Governor, legislators.
 - b. Provide data to committee members in July.
 - c. Which buying team "owns" the IVRS offers and who on Governor's staff represents that team?
 - d. Estimate VR capacity if fully funded, calculate return on investment.

PLANNING AND EVALUATION COMMITTEE

COMMITTEE OBJECTIVES FOR FY'05:

1. Review and recommend changes to the client satisfaction survey.
2. Review and recommend changes to the State Plan.
3. Complete Annual Report.
4. Review and become knowledgeable of Agency policy.
5. Conduct needs assessment survey.

ACTIVITIES/TASKS TO REACH OBJECTIVES:

1.
 - Distribute copy of survey to committee.
 - Distribute results data to committee.
 - Discuss at next SRC meeting and recommend changes.
 2.
 - Copy of State Plan attachments.
 - Discuss goals and objectives at February meeting and recommendations at spring meeting.
 3.
 - Annual Report due in December. Kathryn will e-mail members to decide what to include in report.
 - Review other state reports. Kathryn will send list of websites.
 4.
 - Ralph will share his work on "Reading the Regulations".
 - Each member will review the policies for discussion at the summer/fall meeting.
 5.
 - Determine target audience.
 - Develop survey.
 - Hold public hearings.
 - Contact Governor's DD Council to partner.
- } - Look at existing activities.
Spring

Input and Recommendations to IVRS

- IVRS should be prepared to educate the SRC on the State Plan and update the status of the goals and priorities at each SRC meeting.
- IVRS needs to work closely with the SRC to identify goals and objectives that align more closely with IVRS and client needs.
- SRC recommends that administrative costs be included in reporting financial information.
- SRC recommends that IVRS request enough money from the Iowa Legislature to match all available federal VR dollars.

The SRC membership hosted a legislative reception to educate members of the Iowa Legislature and others about IVRS, its services, and those whom we serve. Seventy legislators attended the reception. Information on IVRS successful clients was presented on a county basis, which the legislators appeared to find helpful. A data sheet about each IVRS area office had been prepared and was presented to each legislator representing one or more of the counties served by that area office. A position paper (found at the end of this report) spelling out what the SRC would like the legislature to do was also passed out.

Impartial Hearing Officer Recruitment

Due to a variety of factors IVRS' corps of Impartial Hearing Officers (IHOs) had fallen to one. We recognize that this limits availability and any choice on the part of the client. The SRC provided some suggestions on potential places to look for IHOs, and individually they indicated that they would make recommendations if they became aware of persons who might be appropriate individuals. This did result in the location and contracting with a new IHO, who has already begun hearing cases. The SRC will continue to inform IVRS of potential IHOs.

SRC Member Recruitment and Appointments

SRC members recognized the importance of having a full council meeting the requirements of the Rehabilitation Act. They recruited individuals with disabilities to ask the Governor to be appointed to the SRC. Some members contacted the Governor's Office encouraging that appointments be made in a timely manner. This has resulted in a full council, fully meeting the requirements in the Rehabilitation Act.

Desirable Traits in the Director of the Iowa Department of Education

IVRS is a part of the Iowa Department of Education. During the year the position of Director of the Department came open. The SRC developed a paper detailing their recommendations on the traits that would be desirable in the new appointee. This paper was sent to the Governor for his consideration. The Council believes the person who was appointed is fully in line with the traits they recommended.

Regional Continuing Education Program (RCEP) Training Modules

During the year RCEP 7 released a set of four training modules in PowerPoint with the overall general title of "The Public Mandate: A Federal Overview". The modules were:

1. History of Vocational Rehabilitation;
2. The Rehabilitation Act;
3. Principles and Policies;
4. The Role of SRCs.

The SRC viewed and discussed all four of the modules and in general found them very useful. Each member was given a copy and several indicated that they planned to use it with other groups with whom they work.

Dr. Christine Lewis – The Role of the SRC

A couple of the members had heard Dr. Lewis present on the role of the SRC at a regional forum. They felt that the training would be useful to all of the SRC. Arrangements were made to bring Dr. Lewis to Iowa to meet with as many of the SRC as could make themselves available. A significant number attended and found the presentation useful.

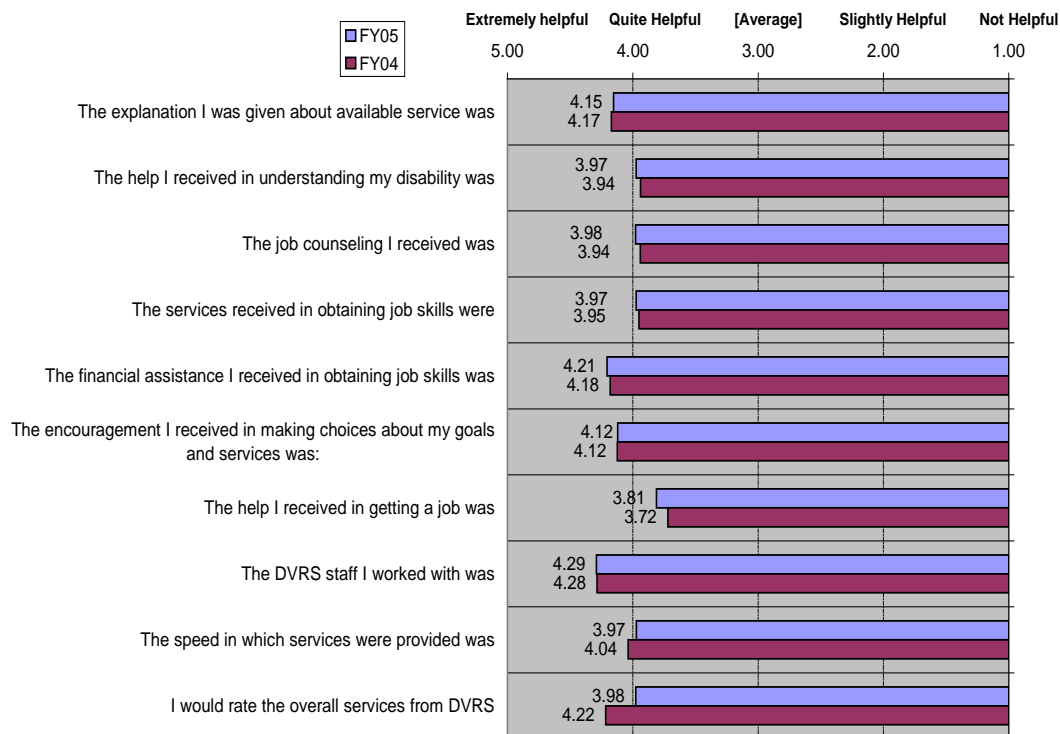
Waiting List

Through effective resource management IVRS has been able to continue to place persons who qualify as Most Significantly Disabled (MSD) directly into the active caseload as soon as eligibility is determined. During the year a number of persons who qualify as Significantly Disabled (SD) have been taken off the waiting list and placed into services.

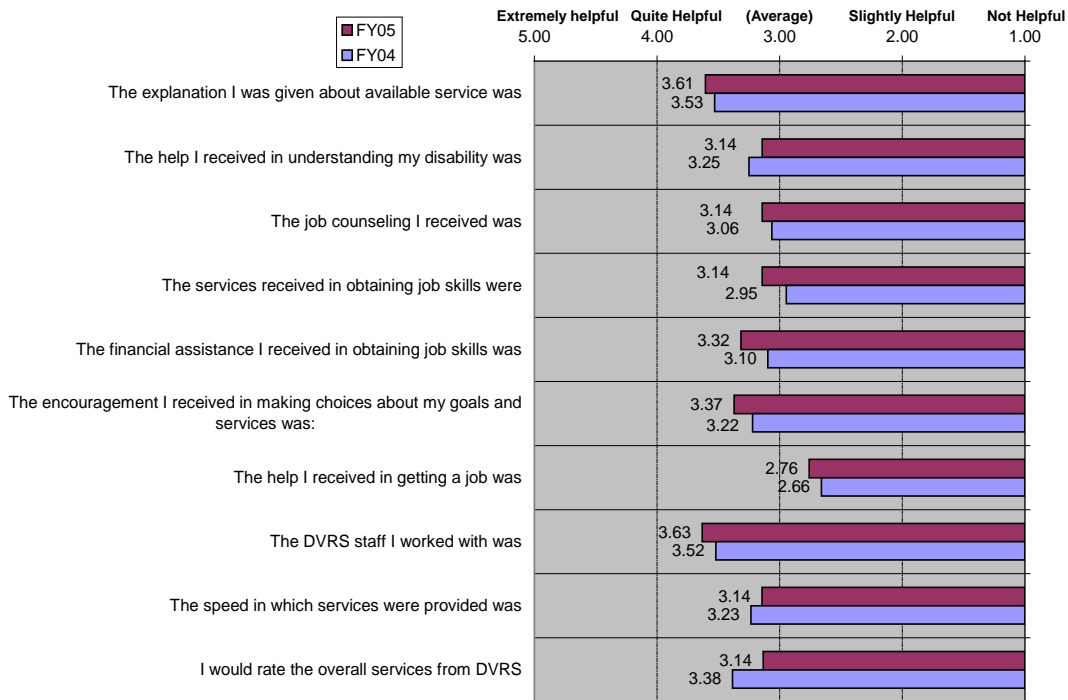
Customer Satisfaction Survey

In Fiscal Year 2005 the State Rehabilitation Council continued conducting a Client Satisfaction Survey. The survey was developed in FY '01 and distributed at the end of the year. In FY '02, the process was changed so that the survey was mailed out at the end of the month in which the client's file was closed. This change was implemented in the hope that it would increase the response rate. The overall response rate in FY '05 was 26%, down slightly from 26.6% the previous year. Thirty-two (32%) of the employed (successfully rehabilitated) clients returned a completed survey, and eighteen (18%) of the not successfully rehabilitated client surveys were completed and returned.

Consumer Satisfaction Survey Results - Successfully Rehabilitated



Consumer Satisfaction Survey Results - Not Successfully Rehabilitated



IRSS

IRSS stands for the Iowa Rehabilitation Services System. The purpose of the first phase is to modernize systems used to help serve our clients and to improve those client services by making IVRS more efficient.

We have developed technical business requirements, diagrams for web pages, and a framework of the system. These materials are now being used as a foundation for building the rest of IRSS.

For IRSS to be completely successful, it must do an excellent job of meeting the needs of the business. No one knows those needs better than the IVRS staff. All agency staff involved in rehabilitation services, financial services, planning and development have been encouraged to influence the design of IRSS. Key members of the staff have participated in numerous planning and design sessions. Most additional staff members had face-to-face opportunities to influence the IRSS design when key project leaders visited each area office and each support organization in Des Moines.

Two IVRS employees are working full-time on the development team. Frank de Lathouder, of Quality Consulting, Inc. (QCI), was hired under a staff augmentation contract and serves as project manager. The rest of the development team is staffed by Quilogy, who was awarded a contract after their proposal was competitively selected in 2003.

IVRS Leadership in the Nation

Fiscal year 2005 was a year for national leadership for Iowa Vocational Rehabilitation Services

Ticket to Work

A Past Chair (Sherry Becker) and Dr. Ralph L. Childers, one of the IVRS staff supports for the SRC, continue to participate in national programs, teleconferences, and listservs. IVRS continues to assign Tickets and has one of the highest per capita rates in the country. Also on a per capita basis, Iowa has one of the highest rates of Employment Networks (ENs). This is due largely to the work of IVRS staff. Staff continue to recruit ENs by providing information and assisting in the application process. The SRC has been very supportive of IVRS' leadership role in the Ticket to Work program.

Iowa Paths

IVRS facilitated the activities of this federal systems change grant through a partnership with seven state agencies from 1998-2004. Through their collaborative efforts, multi-agency working groups observed and responded to activities and lessons learned from over twenty Iowa communities as they identified and addressed barriers to competitive employment for individuals with disabilities also receiving public assistance.

A final report delivered to RSA in January of 2005 recommended a focus on improved processes and a call for federal, state, and local government, private enterprise, and local communities to work together to create systemic change within the necessary disciplines that can address identified barriers to employment for individuals with disabilities. A significant outcome from this grant was Iowa's ability to demonstrate a commitment to collaboratively strengthen employment services for Iowans with disabilities through a Memorandum of Agreement that established an infrastructure that will sustain and move forward the lessons learned from this grant.

NGA Institute on Youth Transitioning Out of Foster Care

Upon the request of the Iowa Department of Human Services, Barb McClannahan traveled with the Administrator of the Division of Behavioral, Developmental and Protective Services, Mary Nelson and Julie Molenberg of the

Iowa College Student Aid Commission, to a National Governor's Association Conference focusing on youth in foster care. Twenty-seven states were represented at this conference that highlighted best practices for improving the outcomes for youth who transition out of foster care at age 18.

The Iowa delegates learned that there are a significant number of youth who have been living in foster care that are impacted by disability and therefore may be appropriate referrals to IVRS (in Iowa this could be 200 – 260 referrals per year). Therefore, IVRS and DHS administration will continue discussions on opportunities to partner with DHS and foster care transition specialists so that IVRS will be better positioned to deliver effective and timely rehabilitation services that will positively impact the long-term well-being of these future customers.

The Significance to IVRS as Iowa Youth Transition Out of Foster Care:

- On an annual basis, Iowa has approximately 550 youth age out of foster care.
- 47.3% of those youth have received special education services.
- Mental Health – One psychologist was particularly concerned about the significance of Post-Traumatic Stress Disorder (PTSD), as well as Conduct Disorders that emerge from a trauma perspective for this population.
- IVRS staff should be aware of Employment Training Vouchers, Opportunity Passports and Independent Living resources that are available to this target population of youth.

VR-Business Network

On August 8, 2005, the Council of State Administrators of Vocational Rehabilitation (CSAVR) Executive Committee sent all State Directors a message announcing the development of the National VR-Business Network. The goal of this initiative is "to create a 'one company' approach to serving business customers through a national VR team that specializes in employer development, business consulting and corporate relations." This National Network is based on a dual customer strategy designed to enhance business connections for VR agencies and to improve employer access to qualified candidates and support services through the VR system.

IVRS Leadership in Iowa

In 2004 – 2005, IVRS undertook new ventures to provide innovative services to persons with disabilities

Menu of Services

The Menu of Services is a collaborative effort with Community Rehabilitation Programs to improve the provision of services to IVRS clients and to establish a payment system that provides a shared risk approach for the outcomes identified. We are in the third year of using the Menu of Services to purchase services from Community Rehabilitation Programs. As with any new system or process, we are beginning to identify areas of concern and the need for follow-up training with both IVRS staff and Community Rehabilitation Programs. Information relating to the cost of providing the Menu of Services is being gathered by eighteen Community Rehabilitation Programs during the period, October 2005 through March 2006. This data will be used to establish new fee agreements for the next three years.

Iowa Youth Leadership Forum

In partnership with the Iowa Division of Persons with Disabilities and the Iowa Department for the Blind, IVRS sponsors the Iowa Youth Leadership Forum (YLF). YLF is an innovative leadership training program for high school juniors and seniors with disabilities. Thirty-two individuals participated from across the State of Iowa in this intense five-day training program.

Information is shared on occupational and career choices, the history of disability legislation and advocacy, and assistive technology for independence. Barriers to personal and professional success are identified and individual plans are developed to deal with those barriers. Individual participants develop a personal leadership plan that will be implemented to assist with their successful transition into the world of work or into a post-secondary environment.

Goals for the forum are to increase employment and self-sufficiency for young people with disabilities, improve each participant's knowledge of the resources available to assist them in becoming successful adults, and expose the participants to professionals with disabilities who are recognized leaders and role models.

New programming was also initiated this year involving college juniors and seniors and vocational/technical undergraduates focusing on a college leadership forum (CLF). Fifteen participants were involved in a four-day training program located at Iowa State University. Participants were students with disabilities, and the training was targeted at empowering them to reach their employment goals. Forum topics included setting goals toward transition and independence, ADA and self-advocacy, principles of leadership, the experience of disability, technology and resources, reasonable accommodations, resume writing and job search skills.

Entrepreneurs with Disabilities

The Entrepreneurs with Disabilities Program (EWD) is designed for the IVRS or Iowa Department for the Blind client whose goal is to achieve self-sufficiency through the operation of a business. The EWD program is a collaborative effort between the Iowa Department of Education, IVRS, Iowa Department for the Blind, and the Iowa Department of Economic Development. During the year the Legislature changed the funding source from the Department of Economic Development to the Iowa Finance Authority.

The purpose of the EWD program is to provide technical and financial assistance to qualified individuals with disabilities who are seeking self-sufficiency by establishing or expanding a small business. Through the EWD program, IVRS provides clients with:

- feasibility studies and market research;
- technical assistance;
- business and marketing consultants (who work directly with the entrepreneur);
- assistance in leveraging money to establish a business;
- post-business support and follow-up;
- equipment purchase for starting or expanding a business.

Technical assistance is provided to each applicant as he/she works to start, expand, or acquire a business. The applicant works cooperatively with the consultant(s) to ensure active participation in the business planning/development process.

Financial assistance may be provided for the purpose of purchasing business equipment, rent, or other start-up, expansion, or acquisition costs identified in an approved business plan. Total financial assistance provided to an individual shall not exceed 50% (up to \$10,000) of the financial package.

Corrections Re-entry Project

The Governor has indicated that one of his priorities is to improve the success of individuals leaving the prison system. With the Iowa Department of Corrections as the lead agency, he has asked all of the departments in state government that have an employment component to work together to improve outcomes for prisoners re-entering the population. IVRS has several individuals who are part of one of the sub-committees working on this effort.

Local Office Employment Plans

In support of the national business network efforts discussed above, each of the IVRS area offices is developing and moving forward with a local business initiative. These are designed to meet local needs and priorities. Each office has a committee which meets on a regular basis to plan and implement strategies to improve placement efforts and outcomes. These plans are things that can be accomplished over a three to five year time span.

State Employment Network Efforts

As CSAVR has worked this past year to expand the capacity of VR agencies to connect with one another and with employers on a national level, Iowa Vocational Rehabilitation Services has committed time and attention to developing a strategic plan and vision for our own in-state network. This summer all staff attended employer development training and also provided input into the vision for Iowa's Business Network. IVRS' vision of "assisting business and industry to meet their human capital needs by establishing mutually reciprocal relationships to place/retain qualified individuals in employment" will be strengthened by the action steps identified in the strategic plan for 2006. Through these action steps the Agency will build structure and capacity to increase direct business connections and employment outcomes for all area offices, as well as have the capacity to link to the resources of the national network.

Assistive Technology

Many IVRS clients can benefit from assistive technology, but it is difficult for staff to know where to find individuals qualified to provide this service. During the last year IVRS has entered into a contract with the Assistive Technology Laboratory at Iowa State University to assist IVRS staff to find AT solutions for client problems.

IVRS Partnerships in Education

As a division of the Department of Education, IVRS continues to serve students with disabilities at all levels of secondary and postsecondary education. Partnering with education professionals is an important activity of the division to effectively provide rehabilitation services.

Iowa High School Districts

Recognizing the need to assist youth with disabilities transition into the world of work, IVRS assigns a rehabilitation counselor to every high school in Iowa. High schools refer students with disabilities for vocational rehabilitation services in their junior or senior year.

Iowa Regents, Private and Community Colleges

IVRS maintains a staffed office on the campus of thirteen of the fifteen community colleges in Iowa and maintains intensive service arrangements with the three Regents institutions. IVRS college counselors work closely with college personnel to ensure that IVRS students with disabilities receive necessary accommodations.

State Alignment Grant-Improving Transition Outcome

A Governance Group of state agencies, collaborating to improve employment outcomes for Iowans with disabilities, received grant funding from the Department of Labor, Office of Disability Employment Policy, to improve transition outcomes for youth with disabilities through the use of local intermediaries.

With Iowa Vocational Rehabilitation Services taking the lead, the Department for the Blind, Department of Education, Department of Human Rights, Division of Persons with Disabilities, Department of Human Services, Governor's Developmental Disabilities Council and Iowa Workforce Development monitor this effort. Operating as Improving Transition Outcomes (ITO), this project is charged with 1) developing a State Transition Plan, 2) conducting statewide Resource Mapping, 3) sponsoring local demonstrations and 4) sustaining these accomplishments. First year highlights show that VR is a critical partner.

Transition Alliance Programs (TAP)

The Transition Alliance Program (TAP) was established as a result of recommendations from the Iowa Transition Project and is designed to address identified gaps in services to youth with disabilities. The TAP is a joint venture between the Iowa Vocational Rehabilitation Services and local school districts, area education agencies, the Department of Human Services, community colleges, and the business community. Together these partners develop the structure of the program, monitor its implementation in participating schools, and evaluate each program's procedures and outcomes, consistent with the requirements of the Rehabilitation Act of 1973, as amended, and the Individuals with Disabilities Education Act.

The program focuses on assisting individuals with disabilities to transition from school to employment by providing career exploration, paid and unpaid work experience, post-secondary planning, vocational skills training, job skills preparation, life skills training, job coaching supports, job development and job placement. The goal of the TAP is that through the development and implementation of a new pattern of services for youth with disabilities, individual participants will increase their opportunities for successful employment in the competitive labor market.

Special features of the program include:

- year round (12 month) services;
- services provided in community based settings;
- provision of necessary and individualized job supports to achieve competitive employment;
- follow-along for a minimum of one year after employment;
- follow-up per individual need through age 25;
- community based independent living skills training;
- community based workplace social skills training;
- connection of work and school to promote a course of study that is meaningful and motivating.

In Fiscal Year '05, approximately 600 IVRS clients received services through the Transition Alliance Programs. IVRS successfully rehabilitated 79 students through the provision of these services.

Due to staff capacity issues and restrictions in funding, no additional TAPs have been added this fiscal year. There have been requests from other districts to enter into an agreement with IVRS to provide TAP services. The staff capacity issue remains a limiting factor in being able to expand. There are currently fourteen active TAP programs.

Iowa Department of Education

IVRS and the Bureau of Children, Family and Community Services (BCFCS) collaborate extensively on meeting the needs of students with disabilities. IVRS is a member of the Special Education Advisory Panel, which is composed of educators, parents, students, and interested community members. IVRS and the BCFCS developed an interdepartmental agreement to enhance collaboration and communication at the local level in serving students as they transition from school to post-school activities.

Olmstead Real Choices Executive Order

The Council is assisting IVRS in the identification of policies, actions, and processes that could be carried out in ways that will encourage services being provided in the least restrictive environment possible. Within the Department of Education, IVRS has taken the lead in developing the strategies to move Olmstead ideals forward throughout the whole of the Department of Education. During this past year, the Department of Education has completed its Olmstead plan and submitted it to the Olmstead Real Choices Committee for approval.

IVRS Partnerships with Iowa Communities

Iowa IVRS continues to strengthen and expand services to Iowans with disabilities by establishing solid partnerships with local community programs.

Community Rehabilitation Programs

IVRS continues to work closely with the Community Rehabilitation Programs (CRPs) to maintain a close partnership to insure clients are provided quality services in a timely manner. IVRS also uses twice yearly meetings of the Community Rehabilitation Advisory Board to receive feedback on the effect actions of IVRS have on the CRPs and to identify emerging issues for the CRPs.

Iowa County System

At one time or another IVRS has established contractual partnerships with one-third of Iowa's 99 counties to increase or improve services to clients with mental retardation and/or mental illness. Through these partnerships, IVRS has explored new methods of service delivery, trial methods for transportation in local areas, increased collaboration in local school districts, coordination of community programs and a number of other service issues. IVRS continues to explore opportunities to improve services through the county system. IVRS administration regularly meets with the Iowa State Association of Counties and their partners to work toward the resolution of funding and programmatic issues. Several IVRS staff participated in work groups established to redesign the way services are provided to persons with disabilities through the county system.

IVRS Continuous Quality Improvement

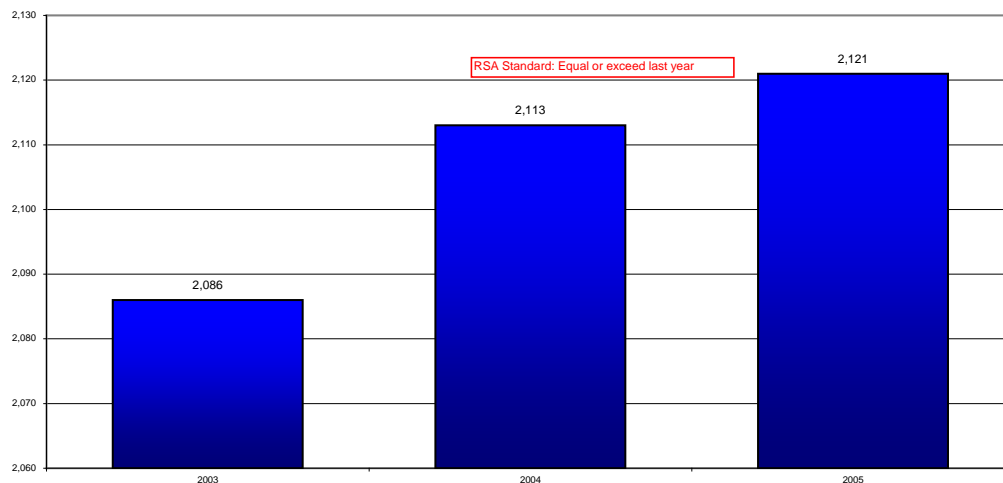
For the past three years, Iowa IVRS has seen steady and significant improvement in successful outcomes.

IVRS continues to see an increase in services to individuals with most significant disabilities. Average Hourly Earnings for clients who enter competitive employment exceeded the federal standard for the last three years. After rehabilitation, a majority of IVRS clients consistently show their own earnings as their primary source of support.

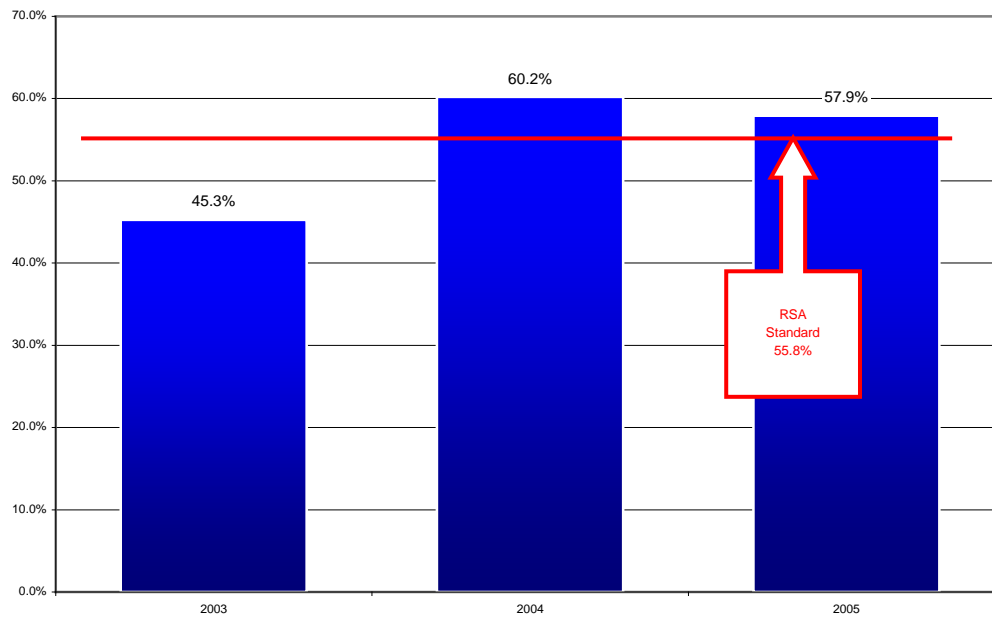
RSA Performance Standards and Indicators

VR Standard 1 = Employment Outcomes

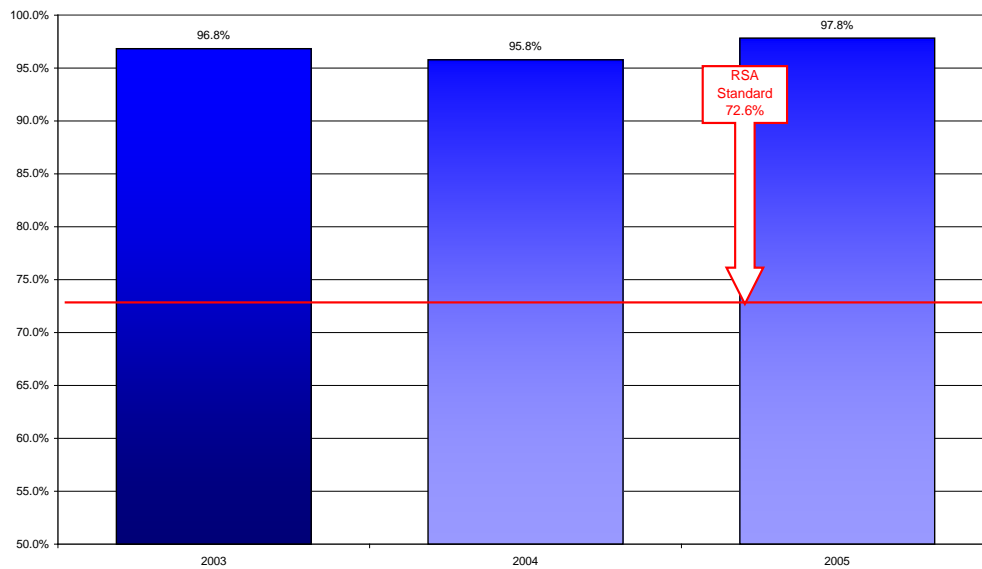
1.1 Number of Employment Outcomes



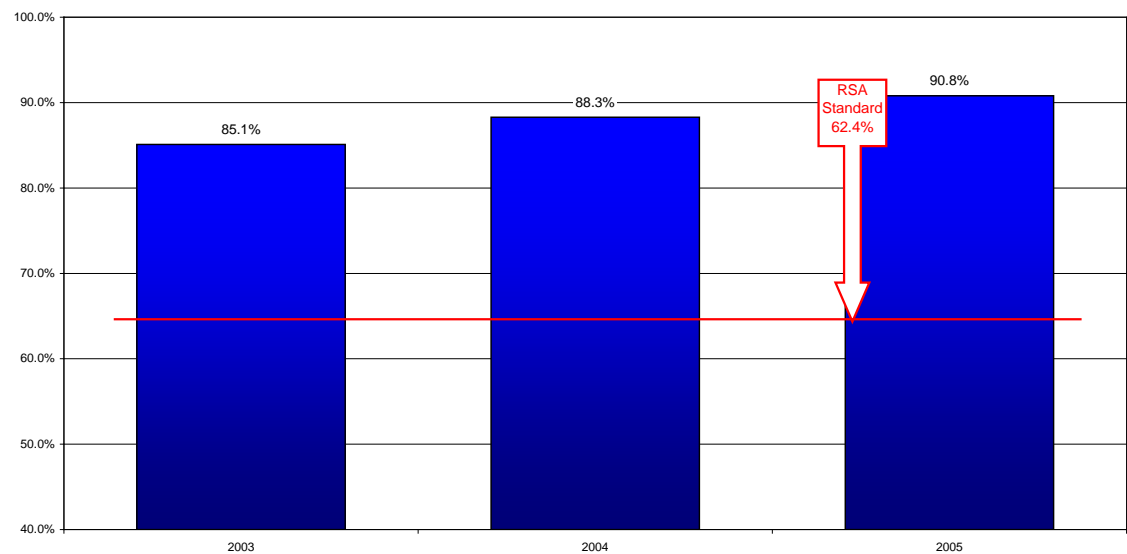
1.2 Percent of Successfully Employed



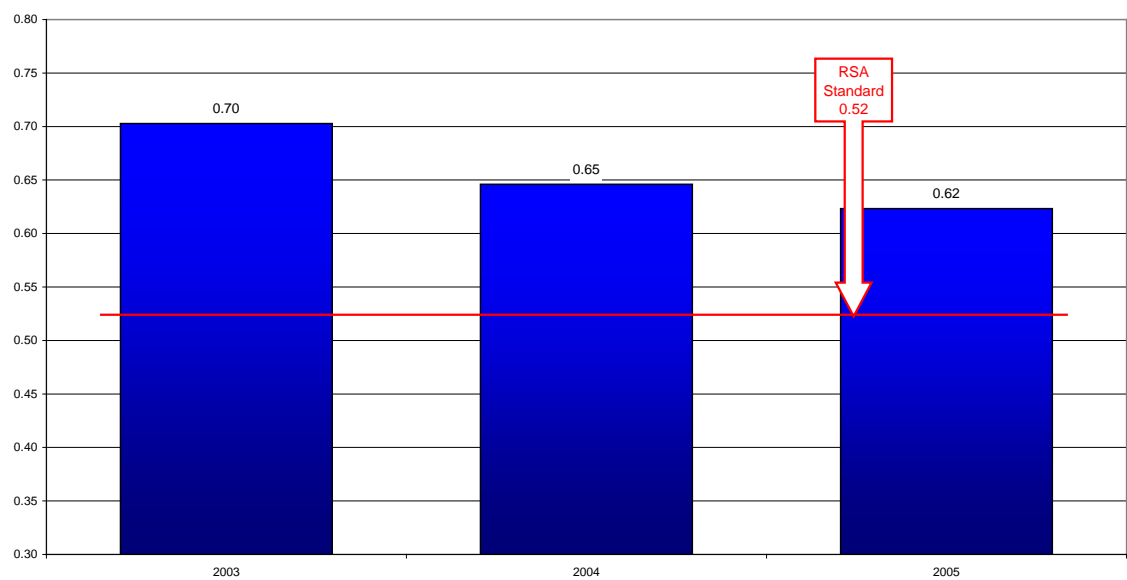
1.3 Percent of Employed Competitively



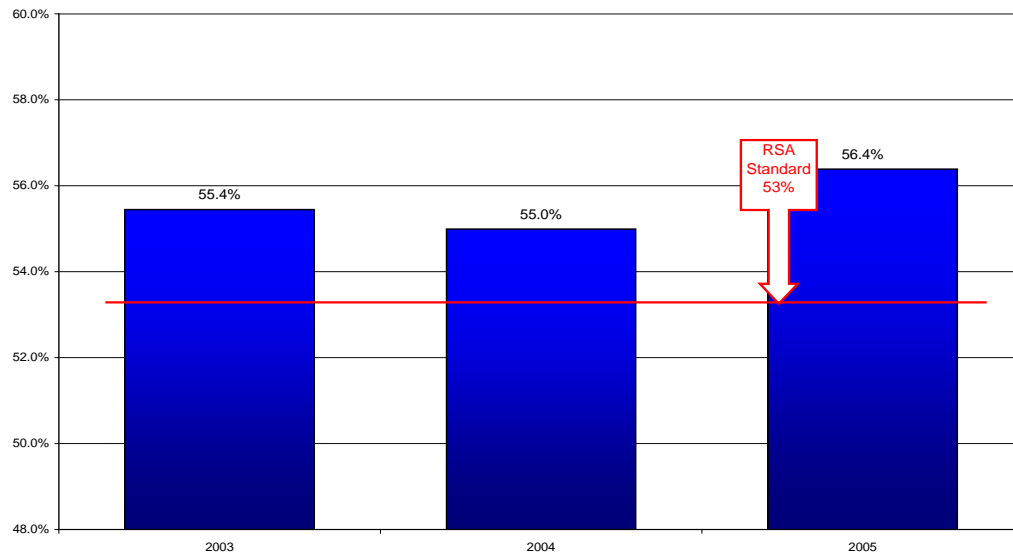
1.4 Percent of Individuals With Significant Disabilities



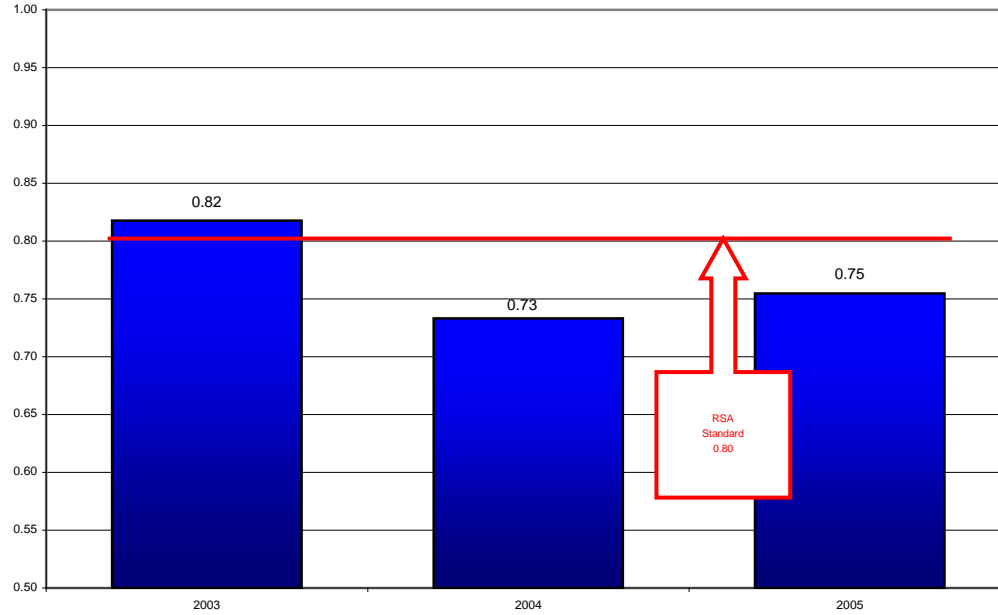
1.5 Earnings as a Ratio to the State Average Hourly Earnings



1.6 Self-Support at Closure Compared to the Figure at Application



2.1 Minorities as a Ratio to the Service Rate for Non-Minorities



SAVING TAX DOLLARS - INVESTING IN IOWA'S FUTURE

State Rehabilitation Council



Position Paper

The State Rehabilitation Council is a body of citizens, appointed by the Governor, in partnership with the Iowa Vocational Rehabilitation Services (IVRS), under the authority of the Rehabilitation Act of 1973, as amended in the Workforce Investment Act. The Council reviews, analyzes, and advises the Iowa Vocational Rehabilitation Services, Department of Education, regarding its programs.

IVRS makes available individualized services to lowans with disabilities

- counseling on adjusting to a specific disability
- making the environment usable with a disability
- partnering with community resources
- preparing for work skills required in Iowa's economy
- identifying and using job placement services
- transitioning from tax user to tax payer

IVRS invests in lowans with disabilities

- **2,113** lowans with disabilities obtained competitive employment in FFY 2004.
- It is estimated that in their first year of employment, these lowans will cumulatively earn \$34,337,888.
- The **5 year return on investment per client is \$11.70 for every \$1 in tax dollars.**

IVRS saves Iowa tax dollars

- Approximately 80% of successful clients remain in Iowa to work and pay taxes.
- **236** of the successful clients were using Iowa tax dollars as their primary support before being rehabilitated. Of those, **73** were receiving Temporary Assistance to Needy Families (TANF) at application.

- Rehabilitation of those individuals **saves Iowa \$986,388 per year** in tax expenditures. In the next 5 years, this will be **\$4,931,940 saved** in tax expenditures.

Based on increased demand for services and cost of services provided, the Council urges the Governor and the Iowa Legislature appropriate an additional \$640,000.00 in FY 2006 in order to fully match the federal dollars available.

Steve Wooderson, Administrator
Iowa Vocational Rehabilitation Services
515-281-6731
www.IVRS.state.ia.us

SRC Member Biographies

2004 - 2005

Kathryn Baumann-Reese

Ms. Baumann-Reese is serving her second full term on the SRC. She lives in Des Moines and serves as the Administrator of the Deaf Services Commission of Iowa, Department of Human Rights. She represents disability groups on the SRC.

David Bertling

Mr. Bertling resides in Mt. Pleasant and represents business and industry on the SRC. David finished his second term on the SRC. He is an independent business person who has enjoyed hiring people with disabilities. Mr. Bertling also has a daughter with a disability.

Angela Creech

Ms. Angela Creech (Angie) is a native Iowan, now living in Eastern Iowa, who graduated from the University of Iowa with an MA in Rehabilitation Counseling (2004). She is a member of the Iowa Self-Advocacy & Leadership for Youth with the Disabilities Council. Appointed to the State Independent Living Council, she is the SRC representative on behalf of the SILC. She is employed at the Evert Conner Center in Iowa City.

Craig Cretsinger

Mr. Cretsinger graduated from Spencer High School in 1970. From there he proceeded to Iowa Lakes Community College where he graduated in 1972 with an A.S. degree. In June of 1972 he was involved in a semi-truck accident while working construction for Spencer Construction Company. As the result of the accident, he is now a C-6 partial quadriplegic, uses a manual chair and is quite self-sufficient. He received a degree in Architectural Drafting and Design Technology in Minneapolis, Minnesota. After doing architectural work for four years, he opened and ran a retail sporting goods store in Spencer. Currently, he is the IWD Disability Navigator in Spencer.

[Dennis Dykstra](#)

Mr. Dykstra lives in Urbandale and serves as an Administrative Consultant in the Bureau of Children, Family, and Community Services, Iowa Department of Education. He represented the state education agency responsible for the public education of students with disabilities. Dennis served on the SRC through June of 2005.

[Barbara Guy](#)

Dr. Barbara Guy is the Transition and Work Experience Consultant for the Bureau of Children, Family, and Community Services in the Iowa Department of Education. She joined the Department of Education from the University of Minnesota, where she was the Director of the National Transition Network. While at the University of Minnesota, she also served as principle investigator of several research and technical assistance projects related to the secondary transition of youth with disabilities. She represents the Department of Education on the SRC.

[Lisa Heddens](#)

Ms. Heddens is the Family Support Coordinator for the Parent Training and Information Center of Iowa (PTI), which is a federally-funded grant of the U.S. Department of Education which advocates on behalf of children and their families under the provisions of the Individuals with Disabilities Education Act (IDEA). She represents PTI on the SRC. Lisa is a member of the Iowa House of Representatives. Her background experience is in elementary education and as an advocate with Iowa Protection and Advocacy, as the Project PRIDE and Partners in Policymaking Coordinator. Lisa resides in Ames, Iowa with her husband, Jeff, and their two children, Makenzie and Paul, who has Down Syndrome.

[Harlietta Helland](#)

Ms. Helland is the Client Assistance Program (CAP) representative to the SRC. As the CAP representative, she has no term limit. Harlietta has served on the SRC since 1995. As a client advocate, she represents applicants and clients of IVRS. Ms. Helland's office is in Des Moines; however, she serves the entire state of Iowa and travels frequently. Ms. Helland resides in Marshalltown.

[Terry L. Johnson](#)

Mr. Johnson of Jefferson, Iowa was appointed to the SRC in 2003. He is the CEO of Genesis Development, a rehabilitation organization. His 30 years in the disability field has led to many experiences and interests in the needs of people

with disabilities. Mr. Johnson represents community rehabilitation programs on the SRC.

[Thomas Jolas](#)

Mr. Jolas completed his service on the SRC during this year. He is an attorney as well as a partner in RE/MAX Results Realty in Mason City. He is a former Deputy Director of the Iowa Department of Economic Development and a former Mayor of Mason City. He represented business, labor and industry on the SRC.

[Karen Keninger](#)

Ms. Keninger is a Program Administrator at the Iowa Library for the Blind. Karen has been blind since birth. Ms. Keninger is in her second term on the SRC. She has worked for the Iowa Department for the Blind for ten years. Karen served as a Rehabilitation Consultant for five of those years.

[Curtis Lindholm](#)

Mr. Curtis Lindholm began his first term on the SRC in July 2004. Mr. Lindholm is a quadriplegic and lives in Ames. Mr. Lindholm represents disability advocacy groups. Due to health issues Mr. Lindholm resigned in July, 2005.

[Joe Mara](#)

Mr. Mara is a first-term member of the SRC. He is a person with a disability and represents a disability group on the Council. Mr. Mara is very actively involved with various disability issues.

[Marsha Mott](#)

Ms. Mott is in her second term as an appointee to the SRC. She lives in Clear Lake with her husband, Russ, and family. She is beginning her eleventh year as a Vocational Rehabilitation Counselor in the Mason City Area Office. She has a general caseload and is the office Transition Counselor. Marsha will represent VR counselors.

[Allan Oberlander](#)

Mr. Oberlander began his tenure on the SRC in 2000. He resides in Des Moines and represents business and industry on the SRC. He served on the Board of VSA Iowa (providing arts opportunities to individuals with disabilities) for six years, including one year as chair. He has recently been elected to the Special Olympics of Iowa Board. Al is an architect with RDG Planning & Design of Des Moines.

Donald Rowen

Mr. Rowen is in his second term to the SRC. He represents labor. Mr. Rowen has worked in the labor movement for over 45 years. He is the retired Executive Vice President of the Iowa Federation of Labor, AFL-CIO. He is a Korean War Army veteran. He has served 12 years as a board member of Des Moines Area Community College. He is serving his fifth three year term on the Polk County Health Services.

Norma Schmoker

Mrs. Schmoker represented the Iowa Workforce Development Board on the SRC for two terms. She resides in Fort Dodge. From a workforce standpoint, Norma is interested in the “untapped resources” that people with disabilities offer. Mrs. Schmoker is a former business owner who employed people with disabilities who she believes were some of her best employees. Norma also has a grandson with a disability. She feels her work on the SRC is a way to ensure that he has a place in the workforce when he is ready.

Ellen Sokolowski

Ms. Sokolowski resides in Atlantic and represents the Iowa Rehabilitation Association, an advocacy group, on the SRC. Ellen is employed with IVRS in Council Bluffs as a Vocational Rehabilitation Counselor at IWCC. She was reappointed to the SRC in July of 2005.

Marcia Stasch

Ms. Stasch lives with her husband, Jesse, in Mason City. She represents business and industry on the SRC. She started her first term in July, 2005. She is an independent business owner and a person with a disability. She was the chairman of the Statewide Independent Living Council for four years.

LaVerne Tutson

Ms. Tutson is a graduate of the University of Iowa, with a Master's degree in Rehabilitation Counseling. She has served as an intern for the Iowa Vocational Rehabilitation on two occasions; once as an intern in the Iowa City office as a Counselor in Training, and once as an intern in the Diversity Outreach training program at the University of Missouri, Columbia. She is the mother of six children. She completed her service on the SRC in June, 2005.

Robert Watson

Mr. Watson is the Marketing Specialist for the Great River Regional Waste Authority. He is the founder of Lee County Works, a program which establishes a work training environment for individuals with mental disabilities.

[James \(Jimmy\) Weber](#)

Mr. Weber is a Disability Navigator with Iowa Workforce Development in Sioux City. He started working as a Navigator with the roll out of the position in October, 2003. Prior to working as a Navigator, Jimmy was on SSDI for several years because of Multiple Sclerosis. Prior to his personal experience with disability, Jimmy worked as an Assistant Manager for Hy-Vee Grocery Stores in Sioux City and served as a Pastor for a number of years. He continues to assist churches as possible. He also serves on the Board of Directors of the Sioux City Transit Advisory Board and the Three Rivers Independent Living Center.

[Stephen A. Wooderson](#)

Mr. Wooderson has worked in the vocational rehabilitation profession since 1981. He began his career as a counselor and has served at all levels of supervision and management prior to his appointment as Administrator of the Iowa Vocational Rehabilitation Services on December 6, 2002.