



**Annual Report
Federal Fiscal Year 2015
October 1, 2014-September 30, 2015**

Message from the Chair

The past year has been one of transition and change for vocational rehabilitation (VR) programs in the United States. The Workforce Innovation and Opportunity Act (WIOA) introduced new priorities and performance measures that will continue to be implemented in 2016.

While we applaud the intent behind WIOA, we also recognize that, as with other states, Wisconsin will face challenges with implementation, given the mandate to serve a dramatic increase in the VR population without a corresponding increase in federal funding. ..

Congress, impressed with VR outcomes around the nation, added mandates to serve high school students with disabilities and to assist individuals working in sheltered workshops to obtain jobs in the community. While we certainly support these goals, it added 39,000 potentially eligible individuals to a program that has the capacity to serve 17,000. Wisconsin will need strong partnerships and shared responsibility to meet the needs of our citizens with disabilities who are eager to join the workforce.

To fulfill our responsibilities to the Division of Vocational Rehabilitation (DVR) and to the individuals served by DVR, our council made the decision to restructure our committees to align with the WIOA focus areas. Our members will work closely with DVR staff members and other subject matter experts as Wisconsin continues WIOA implementation.

In these committees, our council's focus will, as always, be that Wisconsin job seekers with disabilities receive vocational rehabilitation services that allow them to reach their employment goals and achieve economic self-sufficiency.

Linda Vegoe, Chair
Wisconsin Rehabilitation Council



Letter from the DVR Administrator



In Federal Fiscal Year 2015, the Department of Workforce Development's (DWD) Division of Vocational Rehabilitation (DVR), once again, exceeded every federal performance indicator of success. Most notably, 4,875 DVR job-seekers achieved their employment goal.

This represents the highest number of successful year-end case closures on current record. DVR is proud to have played a part in assisting these individuals to share their talents and skills in Wisconsin's workforce and to experience greater independence and self-sufficiency.

The Wisconsin Rehabilitation Council has been an important partner in the success of our agency and the customers we serve. Their thoughtful and dedicated review of DVR services and performance has been a key element of DVR's continued pursuit of innovations that provide high quality vocational rehabilitation services to Wisconsin citizens with disabilities.

That role in reviewing and analyzing DVR performance will continue to be valuable as DVR implements the Workforce Innovation and Opportunity Act (WIOA). We look forward to our continued partnership in ensuring that Wisconsin job seekers with disabilities have access to the highest quality employment and training services.

Delora Newton, Administrator
Wisconsin Division of Vocational Rehabilitation

Mission:

The Wisconsin Rehabilitation Council (WRC), (working on behalf of Wisconsin residents with disabilities) will review, analyze, and advise DVR regarding the performance of its responsibilities in providing quality services to people with disabilities.

Vision:

The Wisconsin Rehabilitation Council will endeavor to:

- **Build partnerships** among people with disabilities, providers of service, advocacy organizations, and those other groups that can and should participate in the accomplishment of the mission and vision of the organization.
- **Forge a spirit of trust and cooperation** with the administration and staff of DVR and advocacy organizations for people with disabilities so that the use of scarce resources for accomplishing the mission and vision are optimized and conditions are created for acquiring additional resources.
- **Reach out to people with disabilities** throughout the state so as to create a true spirit of inclusion for every citizen including an opportunity to contribute to the work of the Wisconsin Rehabilitation Council.
- **Hear and respond** to the concerns and issues raised by people with disabilities, their advocates, and other concerned individuals so that the work of the Wisconsin Rehabilitation Council is as effective as possible and we are able to truly be a catalyst for positive change.

WRC Members

Linda Vegoe, Chair
Client Assistance Program
Madison

Jim Dobrinska, Vice Chair
Business, Industry and Labor
Milwaukee

Rob Buettner, Secretary/Treasurer
Representative of persons with disabilities
Milwaukee

Cayte Anderson
Representative of persons with disabilities
Madison

Julie Barker
Vocational Rehabilitation Counselor
Janesville

Stephanie Drum
Representative of persons with disabilities
Madison

Janet Etervig
Representative of persons with disabilities
Madison

Michael A. Greco
Director of Designated State Unit
Madison

Jodi Hanna
Representative of persons with disabilities
Rice Lake

Alvin Hill
Community Rehabilitation Services Provider
Milwaukee

Ron Jansen
State Independent Living Council
North Hudson

Barb Klug
Representative of persons with disabilities
Beaver Dam

Gail Kolvenbach
Representative of persons with disabilities
St. Francis

Patricia Lerch
Native American Vocational Rehabilitation
Lac du Flambeau

John Lui
Community Rehabilitation Program
Elk Mound

Robby McClain
Former DVR Consumer
Mountain

Nancy Molfenter
State Education Agency
Madison

Kristin Stern
Representative of persons with disabilities
Milwaukee

Beth Swedeen
Representative of persons with disabilities
Madison

Matthew Zellmer
Parent Training and Information Center
Milwaukee

The WRC performs several functions to execute their duties, as outlined in the Rehabilitation Act. Each section of this report will highlight the activities of the WRC, and demonstrate how those functions fulfill the WRC's requirements under the Act.

1. Review, analyze, and advise DVR regarding the performance of its responsibilities (particularly regarding eligibility), the extent and effectiveness of services, and the functions performed by state agencies that affect or potentially affect the ability of individuals with disabilities to achieve employment outcomes under this title.
2. Advise and assist DVR in the preparation of the state plan and its amendments, applications, reports, needs assessments, and evaluations.
3. Conduct a review and analysis of the effectiveness of VR and consumer satisfaction.
4. Prepare and submit an annual report to the Governor and Rehabilitation Services Administration Commissioner on the status of vocational rehabilitation programs operated within the State,
5. Coordinate the work of the Council with the activities of other disability-related councils.
6. Establish a working relationship between DVR and the State Independent Living Council and the centers for independent living in the state.
7. Perform other functions, consistent with the purpose of this title, as the State Rehabilitation Advisory Council determines to be appropriate, that are comparable to the other functions performed by the Council.

Employment Outcomes

The primary measure of the success of a vocational rehabilitation program is the number of job seekers with disabilities who leave the program having achieved their employment goals. Federal Fiscal Year 2015 was the most successful year in recent memory, with DVR exceeding its goal for successful employment outcomes by 455.

	FFY 12	FFY 13	FFY 14	FFY 15
Successful Outcomes	3,250	3,840	4,415	4,875
Return on Investment	210%	206%	222%	205%

Employment Outcomes Details

Employment Status	Total	Percent of Placements	Hourly Wage
Employment without Supports in Integrated Setting	4,386	90.0%	\$11.59
Employment with Supports in Integrated Setting	432	8.9%	\$8.29
Self-employment (except BEP)	56	1.1%	\$33.94
State agency business enterprise (BEP)	1	0.0%	\$45.00
Total	4,875	100.0%	\$11.56

The employment status categories use the terms used in the federal reporting on outcomes.

- Employment without supports refers to the typical hire, where a qualified candidate is hired by a business.
- Employment with supports refers to individuals who are hired by businesses and they receive some supports, such as job coaching, that are funded by a source other than the business.

- Integrated setting is the term that refers to competitive jobs in the community. Vocational rehabilitation services must be directed to obtaining competitive jobs in the community. “Sheltered” employment in a community based work center is funded through sources other than DVR.
- Self-employment outcomes involve starting one’s own business or receiving help to accommodate the disability so a business owner can continue to operate their business. This category includes farmers who have become disabled and want to continue farming through assistive technology or restructuring how the work is done.
- State agency business enterprise is a program that assists individuals who are blind or visually impaired to operate food service or vending operations in federal or state owned buildings.

Return on Investment

Wisconsin receives an impressive return on investment when a person with a disability joins our state’s workforce. In FFY 2015, DVR invested \$41.6 million in the 4,875 DVR consumers who were successful in reaching their employment goal. The estimated annual earnings for that group were more than \$85.5 million. This table shows, county by county, the investment made in DVR services alongside the estimated annual earnings of the people with disabilities who were successful in reaching their employment goal.

County	Successful Closures	Total Cost of Services	Annual Wages
Adams	4	\$10,790	\$47,580
Ashland	28	\$345,599	\$477,204
Barron	38	\$618,226	\$643,552
Bayfield	7	\$64,940	\$107,276
Brown	188	\$990,803	\$3,380,624
Buffalo	9	\$227,072	\$541,632

Burnett	4	\$40,929	\$63,544
Calumet	30	\$196,761	\$486,252
Chippewa	61	\$456,264	\$736,060
Clark	12	\$359,038	\$522,860
Columbia	54	\$470,100	\$790,504
Crawford	19	\$266,939	\$400,868
Dane	409	\$3,604,889	\$6,673,472
Dodge	118	\$1,002,027	\$1,855,984
Door	19	\$111,957	\$227,188
Douglas	40	\$198,730	\$621,452
Dunn	31	\$424,717	\$579,696
Eau Claire	132	\$1,284,532	\$2,906,384
Florence	7	\$16,477	\$167,180
Fond Du Lac	100	\$733,513	\$1,863,264
Forest	1	\$48,988	\$35,880
Grant	38	\$374,849	\$718,796
Green	24	\$264,510	\$434,512
Green Lake	10	\$100,359	\$125,996
Iowa	23	\$290,351	\$402,688
Iron	3	\$65,068	\$23,192
Jackson	18	\$194,825	\$308,464
Jefferson	68	\$779,052	\$999,024
Juneau	27	\$294,595	\$405,236
Kenosha	107	\$818,770	\$1,966,900
Kewaunee	11	\$67,888	\$192,764
La Crosse	119	\$972,558	\$1,649,960
Lafayette	8	\$172,529	\$152,412
Langlade	15	\$213,538	\$196,924
Lincoln	18	\$199,046	\$340,912
Manitowoc	96	\$525,532	\$1,479,556
Marathon	183	\$2,320,879	\$2,963,324
Marinette	34	\$187,451	\$567,372
Marquette	9	\$59,830	\$115,388
Menominee	5	\$27,997	\$150,436
Milwaukee	804	\$5,125,151	\$12,924,288

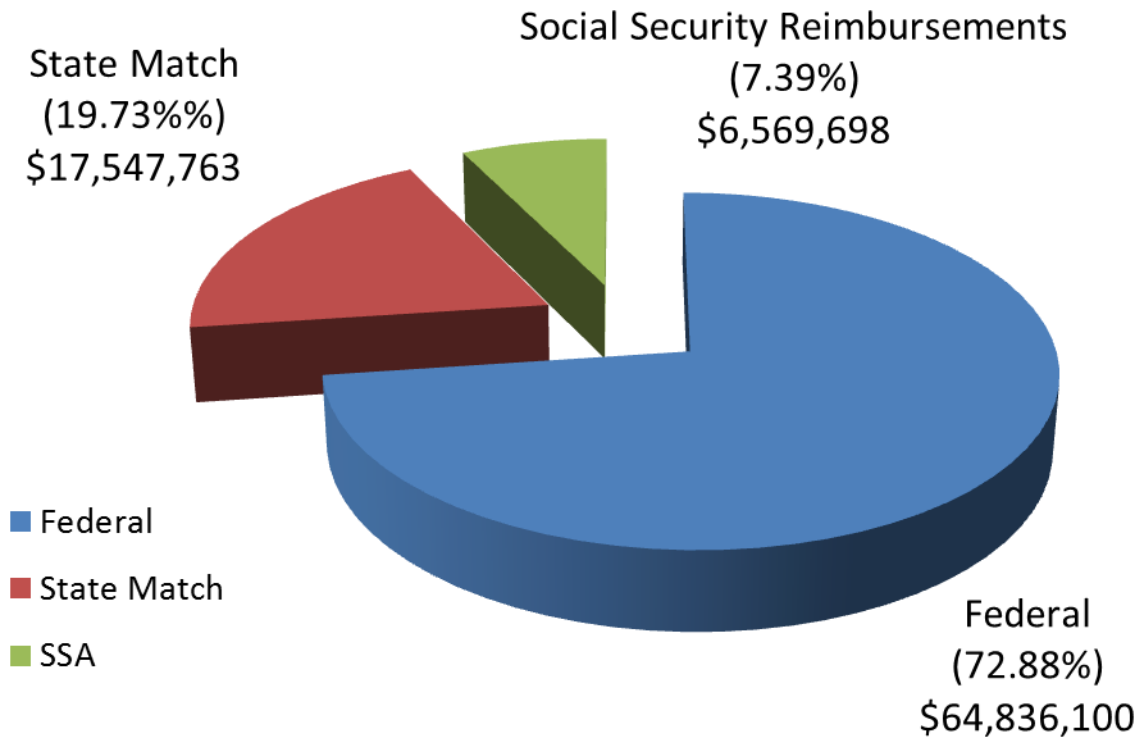
Monroe	42	\$546,859	\$1,295,580
Oconto	22	\$210,405	\$540,644
Oneida	46	\$407,393	\$734,604
Outagamie	141	\$930,333	\$1,965,600
Ozaukee	75	\$831,266	\$1,279,408
Pierce	18	\$329,881	\$780,364
Polk	17	\$164,756	\$249,392
Portage	37	\$175,993	\$536,952
Price	12	\$288,126	\$214,968
Racine	170	\$1,282,185	\$2,949,336
Richland	40	\$403,291	\$801,944
Rock	157	\$1,108,804	\$2,372,864
Rusk	12	\$138,262	\$224,744
St. Croix	37	\$472,058	\$493,168
Sauk	68	\$677,061	\$1,504,204
Sawyer	11	\$39,383	\$171,704
Shawano	12	\$39,073	\$108,888
Sheboygan	103	\$547,574	\$1,613,352
Taylor	15	\$268,061	\$393,952
Trempealeau	26	\$214,608	\$355,680
Vernon	45	\$1,019,912	\$1,377,792
Vilas	5	\$24,714	\$100,880
Walworth	113	\$934,409	\$2,048,592
Washburn	8	\$75,577	\$187,096
Washington	119	\$817,759	\$2,146,404
Waukesha	343	\$3,121,545	\$7,319,780
Waupaca	24	\$177,571	\$314,392
Waushara	14	\$75,853	\$254,020
Winnebago	136	\$1,113,874	\$2,242,448
Wood	76	\$665,884	\$1,250,704
Total	4,875	\$41,630,539	\$85,076,056

Types of Jobs Obtained by DVR Consumers	Total
Office and Administrative Support	896
Food Preparation and Serving Related	652
Building and Grounds Cleaning and Maintenance	637
Production	511
Sales and Related	387
Transportation and Material Moving	366
Personal Care and Service	297
Management	198
Healthcare Support	133
Community and Social Service	110
Installation, Maintenance, and Repair	105
Education, Training, and Library	90
Healthcare Practitioners and Technical	88
Construction and Extraction	76
Business and Financial Operations	60
Computer and Mathematical	56
Farming, Fishing, and Forestry	55
Protective Service	52
Arts, Design, Entertainment, Sports, and Media	43
Architecture and Engineering	39
Life, Physical, and Social Science	19
Legal	4
Military	1
Total	4,875

Disability Type (reported as primary disability)	Total	Percent
ADHD	1,515	4.2%
AODA	550	1.5%
Autism	2,035	5.7%
Blind/Visual	779	2.2%
Brain Injuries	741	2.1%
Cognitive	3,157	8.8%
Congenital Condition or Birth Injury	589	1.6%
Deaf/HH	1,375	3.8%
Eligibility Undetermined*	1,923	5.4%
Learning Disabilities	2,812	7.8%
Mental Illness	8,042	22.4%
Orthopedic	5,464	15.2%
Other	3,147	8.8%
Other Physical	3,763	10.5%
Total	35,892	100.0%

* Cases closed prior to eligibility determination.

Vocational Rehabilitation Funding Sources



* In Federal Fiscal year 2015, DVR received \$6.6 million in reimbursements from the Social Security Administration. Reimbursed funds are folded back into the program to offer additional job seeker and business services.

Case Service Expenditures

Service	Amount
Assessment	\$4,384,956.94
Benefits Analysis	\$2,358,104.59
College/University Training	\$4,456,227.08
Disability Skills Training	\$462,305.38
Interpreter/Note-Taker for the Deaf	\$368,992.35
Job Development	\$11,555,254.33
Low Vision Aid/Adjustment Services	\$205,798.07
Maintenance	\$687,647.68
Occupational/Vocational Training	\$1,082,033.42
On-the-Job Supports	\$4,394,897.42
Others	\$33,091.56
Other Services	\$257,829.46
Personal Assistance	\$46,499.14
Promise Grant Services	\$459,790.79
Rehabilitation Technology	\$9,690,861.47
Restoration	\$1,049,392.34
Services/Family Members	\$81,870.14
State LTE	\$784,266.88
Supported Employment	\$7,160,835.46
Temporary Work	\$6,186,069.92
Training	\$2,121,627.62
Transportation	\$4,123,450.18
Work-Related Materials/Tool	\$822,080.39
Youth OJT	\$166,859.61
Total	\$62,940,742.22

The Wisconsin Rehabilitation Council uses input from the public to advise the Division of Vocational Rehabilitation. The WRC welcomes input from the public through several sources:

Call:

(800) 442-3477 (Voice)
(888) 877-5939 (TTY)

E-mail:

dvr@dwd.wisconsin.gov

Fax:

(608) 266-1133

Write:

Wisconsin Rehabilitation Council
201 E. Washington Avenue
P.O. Box 7852
Madison, WI 53707-7852

Attend a meeting:

WRC meets quarterly in cities around Wisconsin. Meetings are open to the public. Meeting schedules are available online at:
<http://dwd.wisconsin.gov/dvr/wrc>.

Become a member:

If you are interested in becoming a WRC member, please call us at:
(800) 442-3477.

To learn more:

DVR services for job seekers with disabilities:

<http://dwd.wisconsin.gov/dvr/jobseek.htm>

DVR services for business:

http://dwd.wisconsin.gov/dvr/business_services/

The Wisconsin Rehabilitation Council:

<http://dwd.wisconsin.gov/dvr/wrc/default.htm>

Workforce Innovation and Opportunities Act:

<http://www.doleta.gov/wioa/>

Rehabilitation Services Administration:

<https://rsa.ed.gov/>

The National Coalition of State Rehabilitation Councils:

<http://www.ncsrc.net/>