

Idaho Division of Vocational Rehabilitation & Idaho State Rehabilitation Council

**2016 Calendar
2015 Annual Report**



- Our Vision -

Your success at work means our work is a success.



Idaho State Rehabilitation Council

2015 MESSAGE FROM THE STATE REHABILITATION COUNCIL CHAIR



Gordon Graff

Innovation. Opportunity. These two words hold great impact not only for the council and its partnership with the Idaho Division of Vocational Rehabilitation, but for any job seeker with a disability. Indeed, the stories, the accomplishments, even the graphs of facts and figures showcased on the following pages tell a tale of seizing opportunities wherever they may be found and finding innovative ways to put them to the customer's advantage.

How fitting, then, that the Workforce Innovation and Opportunity Act, passed by Congress last year, has become the focus for so much of the council's and the agency's activities. This collaboration becomes increasingly important as the vocational rehabilitation community takes proactive steps of continued integration with the broader workforce system as envisioned by the act.

Benefits abound! This will help ensure all eligible Idahoans with disabilities have the opportunity to work and contribute to the state's economy and tax base. Idaho businesses profit through access to a trained and eager workforce. And as job seekers obtain employment, they become more independent and rely less on public assistance and other support programs. All of which helps stabilize the economic well-being of the state.

My thanks go to the members of the council, the staff at the Idaho Division of Vocational Rehabilitation with their tremendous passion for customers, and to the Idaho State Board of Education, all working together to make a better future for Idahoans with disabilities.

Gordon Graff
Chair, Idaho State Rehabilitation Council

STATE REHABILITATION COUNCIL ACCOMPLISHMENTS FFY 2015

The Workforce Innovation and Opportunity Act (WIOA) was passed into law in July 2014. The council is proactively working with the Idaho Division of Vocational Rehabilitation (IDVR) in moving toward WIOA's higher emphasis on youth/students, pre-employment transition services, workforce partnerships and connecting with businesses.

The council provided IDVR the FFY 2016 State Plan Section 4.2c (Input of the SRC for FFY 2015 activities) and reviewed goals and priorities for the plan.

The council assisted IDVR in assessing the removal of the Field Services policy from IDAPA Rule. The Council continues to collaborate with IDVR to maintain an understanding of VR fiscal policy and direction.

The State Rehabilitation Council (SRC) partnered with IDVR in publishing the FFY 2015 annual report and elected to use a calendar format. This was well received by various stakeholders.



SRC BOARD MEMBERS

Left to right: *Back row* - Rachel Damewood, Gordon Graff, Suzette Whiting, Judy James, Angela Lindig, Mike Hauser, and Lonnie Pitt.

Front row – Jane Donnellan, Lucas Rose, Dina Flores-Brewer, Lori Gentillon, Jacque Truax, Molly Sherpa and Mel Leviton.

2015 MESSAGE FROM THE IDAHO DIVISION OF VOCATIONAL REHABILITATION ADMINISTRATOR



JANE DONNELLAN

It is with great pleasure I present this Annual Report. Through this combined report with the State Rehabilitation Council (SRC) and the Idaho Division of Vocational Rehabilitation (IDVR), we are able to showcase some of our success stories from each of our regions. Furthermore, it is an opportunity to highlight some of our performance outcomes, accomplishments, and statewide partnerships.

IDVR had 2,185 participants who achieved an employment outcome this year, an 11% increase from last. The average wage of those participants obtaining or maintaining employment was \$11.74 per hour. In addition, 85% of participants who achieved or maintained employment reported their wages as their primary means of support instead of depending on public benefits or family support. This increase in personal income contributes to Idaho's economy through tax revenue and increases in personal spending.

This past year has seen the enactment of the Workforce Innovation and Opportunity Act (WIOA). WIOA increases access to education, training, and employment, particularly for people with barriers. A few highlights of WIOA include: the alignment with other core workforce programs, the emphasis on competitive integrated employment for individuals with disabilities and the expansion of transition service provision.

I am proud of all the success IDVR has demonstrated over the past year. It is an honor to work with a team of professionals who are dedicated to providing employment opportunities to enhance the lives of individuals with disabilities in the State of Idaho. I want to thank the SRC, the State Board of Education, our valued partners, all the staff of IDVR and most importantly all the individuals who participate in our program. Enjoy!

Jane Donnellan, MA, CRC
Administrator

January 2016

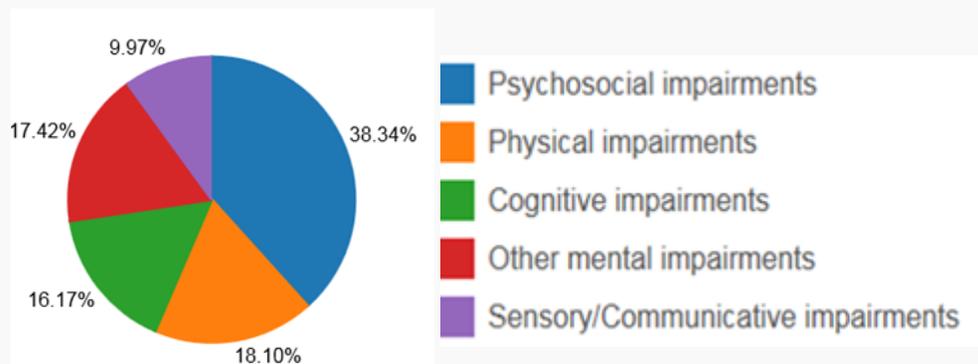
National Mentoring Month
National Volunteer Blood Donor Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 New Year's Day	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18 Martin Luther King Jr. Day Idaho Human Rights Day	19	20	21	22	23
24 31	25	26	27	28	29	30

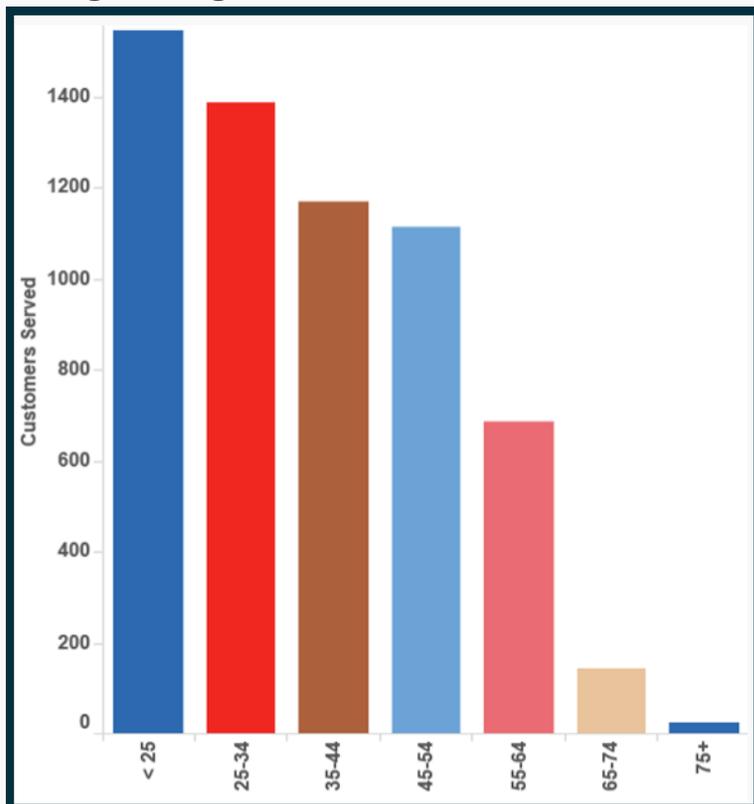
" Staff was always very courteous ."

BY THE NUMBERS - FFY 2015

Impairment Type



Age Ranges of Customers Served



Average Customer Weekly Earnings

Average weekly earnings of customers before and after rehabilitation.



Before
\$51.53



After
\$376.24

This represents an increase of **730%**

Return on Investment

In FFY 2015, 2,185 VR customers achieved a successful vocational outcome. Their average weekly earnings equates to an estimated **\$9,999,693** in state sales taxes paid over their remaining working life.

February 2016

American Heart Month
National Cancer Prevention Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Groundhog Day	3	4	5	6
7	8	9	10	11	12	13
14 Valentine's Day	15 President's Day	16	17	18	19	20
21 28	22 29	23	24	25	26	27

"Thank you for all of your help and never giving up on me."

Matt sustained physical injuries while working as a lineman. His accident resulted in lower leg and ankle injuries that substantially impacted his ability to return to work in the field in which he was trained. Matt attempted to work as a long haul truck driver following his injuries; however, the physical aspects of the job - clutching, chaining up, hooking, and unhooking trailers - were too much for him. The following services were provided to Matt while participating in the IDVR program in order to gain employment:

- Vocational guidance and counseling
- Career assessment
- Job shadowing in the airline industry
- Completion of a 14-month training program in avionics
- Tuition assistance
- Book assistance
- Transportation assistance

Through vocational guidance and counseling and other significant services provided by his vocational rehabilitation counselor, Matt has been successfully employed in the field of avionics since March 2015. Matt currently works for RAVN Airlines full-time earning a competitive salary plus benefits.



REGION 1
Coeur d' Alene
Matt McCrum

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**Dennis Thibault - VRC**  
**Donna Williams - VRA**

# March 2016

Developmental Disabilities Awareness Month  
Women's History Month  
American Red Cross Month

| Sun                             | Mon | Tue | Wed | Thu                  | Fri            | Sat |
|---------------------------------|-----|-----|-----|----------------------|----------------|-----|
|                                 |     | 1   | 2   | 3                    | 4              | 5   |
| 6                               | 7   | 8   | 9   | 10                   | 11             | 12  |
| 13 Daylight Savings Time Begins | 14  | 15  | 16  | 17 St. Patrick's Day | 18             | 19  |
| 20 Spring Begins                | 21  | 22  | 23  | 24                   | 25 Good Friday | 26  |
| 27 Easter                       | 28  | 29  | 30  | 31                   |                |     |

"Thanks to the Voc Rehab program, I am much better."



## **REGION 2**

**Lewiston**

**Josh Jonas**

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Ali McCall - VRS

Jeremy Hawkins - VRA

Josh was referred to IDVR as a transition student by Lewiston High School in June of 2011. As a result of learning disabilities as well as Attention Deficit Hyperactivity Disorder (ADHD), Josh required support and guidance in obtaining and maintaining employment. He was enrolled in the Student and Professional Accessing Resources in the Community (SPARC) program to learn independent living skills. Josh and his vocational rehabilitation counselor agreed on the following services:

- Vocational guidance and counseling
- Vocational evaluation
- Job coaching

Josh participated in a work evaluation at Goodwill Industries sorting donations. Through the support of a job coach as well as his coworkers, Josh was successful in his evaluation. He was hired as a permanent employee and states he loves his job. Josh has become a great leader and helps his friends in the SPARC program navigate the world and the supports available to them. Josh's transition from school to work is a great example of effective teamwork between a school and IDVR.

April 2016

National Autism Awareness Month
Volunteer Appreciation Month
National Humor Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 April Fool's Day	2
3	4	5	6	7 World Health Day	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22 Earth Day	23
24	25	26	27 Administrative Professionals' Day	28	29	30

"My counselor was so nice and helpful to me. She was my angel."



REGION 3

Treasure Valley Special Programs

Terry Flowers

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**Tara Richardson - VRC**

**Dana Mather - VRA**

Due to multiple physical injuries as a result of a serious motorcycle accident as well as mental health disabilities, Terry was unable to return to the type of work he had once done. In March 2010, Terry came to IDVR to find work that was less physically strenuous. Terry expressed a passion for working in the field of radio broadcasting. He worked with his vocational rehabilitation counselor to identify resources and services to reach his goal. The following services were provided to Terry while working with IDVR:

- Vocational guidance and counseling
- Medical evaluation
- Medication monitoring
- Information and referral to TRIO Educational Opportunity Center, benefits counseling, Medicaid for Workers, Work Opportunity Tax Credit (WOTC)
- Job search assistance

Terry attended the College of Western Idaho and obtained an Associate's degree in Communication. Through collaboration with the Idaho Department of Labor and IDVR, Terry gained employment with Treasure Valley Broadcasting where he records and edits radio commercials and other radio programming. Terry has an optimistic outlook on his future.

# May 2016

National Mental Health Month  
Military Appreciation Month  
National Bike Month

| Sun            | Mon             | Tue | Wed | Thu             | Fri | Sat                 |
|----------------|-----------------|-----|-----|-----------------|-----|---------------------|
| 1 May Day      | 2               | 3   | 4   | 5 Cinco de Mayo | 6   | 7                   |
| 8 Mother's Day | 9               | 10  | 11  | 12              | 13  | 14                  |
| 15             | 16              | 17  | 18  | 19              | 20  | 21 Armed Forces Day |
| 22             | 23              | 24  | 25  | 26              | 27  | 28                  |
| 29             | 30 Memorial Day | 31  |     |                 |     |                     |

"Voc Rehab is an asset to all who fit the criteria and need the help."



## **REGION 4**

**Twin Falls**

**Dane Siggaard**

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Denise Chapin - VRC

Kelly Poston - VRA

Mental health and developmental disabilities impacted Dane's employment success. Prior to working in the community, Dane prepared for employment by learning how to be a good worker, communicate effectively with coworkers and supervisors, and to build positive work habits. He applied for IDVR services in May of 2013 and the following services were provided for his success:

- Vocational guidance and counseling
- Community-based work evaluation to determine suitable employment
- Job site development
- Job coaching to transition into his job
- Follow-along to assure job success

Through the efforts noted above, Dane was able to secure employment as a security guard at C3/Customer Contact Channels, a global provider of contact center services for corporations. Dane began his employment on August 1, 2014. He is earning a competitive wage with full benefits including medical and dental insurance, paid holidays, and sick and vacation leave. Dane reports loving his job and the overnight shift because he is a "night owl".

June 2016

PTSD Awareness Month
National Safety Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14 Flag Day	15	16	17	18
19 Father's Day	20 Summer Begins	21	22	23	24	25
26	27	28	29	30		

"They were always helpful, and a great group of people to work with."



REGION 5

Pocatello

Christy Jimenez

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**Trina Staffon - VRC**

**Amber Fernandez - VRA**

As a result of multiple disabilities including mental illness, seizure disorder and substance abuse, Christy was unable to continue her work as a certified nurse's aide. Christy applied for IDVR services in October 2014. She had been working in an entry level position at Carl's Jr., but this was not meeting her economic needs. Furthermore, she was unable to advance in her position due to a hearing loss. Christy and her vocational rehabilitation counselor agreed on the following services for her success:

- Vocational guidance and counseling
- Employer interaction and advocacy
- Hearing evaluation
- Hearing aids
- Medication and medication monitoring
- Work clothing
- Probation compliance

Christy's vocational rehabilitation counselor worked with Christy's manager at Carl's Jr. to get the training and accommodations Christy needed to help her succeed at her current employment. Christy completed training and was promoted to assistant general manager. She works full time with medical, retirement and paid time off. She is currently training to replace the general manager when her manager opens a new store next year.

# July 2016

National Picnic Month  
National Parks Month

| Sun      | Mon                | Tue | Wed | Thu | Fri              | Sat |
|----------|--------------------|-----|-----|-----|------------------|-----|
|          |                    |     |     |     | 1 SFY2017 Begins | 2   |
| 3        | 4 Independence Day | 5   | 6   | 7   | 8                | 9   |
| 10       | 11                 | 12  | 13  | 14  | 15               | 16  |
| 17       | 18                 | 19  | 20  | 21  | 22               | 23  |
| 24<br>31 | 25                 | 26  | 27  | 28  | 29               | 30  |

“VR staff was consistent, honest, and aware of my disability, with respect.”



**REGION 6**  
**Idaho Falls**  
**Kylan Covington**

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Dennis Whitmer - VRC
Julie Steele - VRA

Since he was a child, Kylan Covington has been around horses. His father participated in rodeo and Kylan started riding horses at a young age. He participated in high school rodeo and won a number of bull riding competitions. Kylan came to VR shortly after he graduated from high school knowing he wanted to work with horses. He was comfortable around animals and the idea of learning more about horses excited him. Kylan considered the idea of becoming a veterinarian. However, he struggled academically in school so the idea of going to school for another eight years did not excite him. Kylan felt that learning to be a farrier would be a good fit for him. He could become trained in a relatively short time, the student teacher ratio would be small, and there would be virtually no written assignments.

The following services were provided by IDVR:

- Vocational guidance and counseling
- Disability evaluation
- Career exploration
- Tuition and books for farrier training

Kylan successfully completed his training. He travels throughout western Wyoming and eastern Idaho shoeing horses. He enjoys working with horses and the challenges of growing his business. He is truly in his element and is thankful for the support IDVR gave him in reaching his goal.

August 2016

National Immunization Awareness Month
Water Quality Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

"I always felt like I was a part of every aspect of my plan."

Shakeem applied for IDVR services in June of 2014. Shakeem had experienced a difficult and challenging life including a substance abuse history and mental health and legal issues. Shakeem is a bright man with a good heart, determined to change his life, make a difference, and become the role model he dreamed he could be for his son. After being determined eligible for IDVR, Shakeem and his vocational rehabilitation counselor set out to identify a vocational goal that would meet his disability, economic, and personal needs. The following services were provided:

- Vocational guidance and counseling
- Career exploration
- Tuition for truck driver training
- Books for training
- Department of Transportation (DOT) physical
- Collaborative job search with the Department of Labor

Shakeem works full-time for Richardson Transit, a long haul company based out of Boise. Shakeem states he loves everything about his job. His employer says he is an exceptional employee and wishes he had more employees like Shakeem.



**REGION 7
Caldwell**

Shakeem Larkin

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**Jered Holder - VRC  
Socorro Pastor - VRA**

# September 2016

National Alcohol & Drug Addiction Recovery Month  
National School Success Month

| Sun                  | Mon         | Tue | Wed | Thu            | Fri | Sat |
|----------------------|-------------|-----|-----|----------------|-----|-----|
|                      |             |     |     | 1              | 2   | 3   |
| 4                    | 5 Labor Day | 6   | 7   | 8              | 9   | 10  |
| 11 Grandparents' Day | 12          | 13  | 14  | 15             | 16  | 17  |
| 18                   | 19          | 20  | 21  | 22 Fall Begins | 23  | 24  |
| 25                   | 26          | 27  | 28  | 29             | 30  |     |

"I could not have reached my goals and dreams without Voc Rehab."



## **REGION 8**

**Boise**

**Atticus McCoy**

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Theresa Munkres - VRC

Cathy Biggs - VRA

Atticus applied for IDVR services in May of 2010. As a result of multiple disabilities, Atticus needed an occupation that would allow him to work in a low stress environment. Through career exploration, he chose the field of computer support specialist. In collaboration with his vocational rehabilitation counselor, the following services were agreed upon to meet his vocational goal:

- Vocational guidance and counseling
- Tuition assistance
- Books
- Counseling
- Documentation support for a federal hiring initiative

Atticus successfully completed his Bachelor of Arts degree in Networking and Telecommunication. He worked for a period of time for a local Boise technology company; however, through assistance from his vocational rehabilitation counselor he was able to secure a federal job with the U.S. Census Bureau as an IT Specialist. Atticus is a veteran who has a passion for serving his country and is grateful for his opportunity to work for the federal government. He is earning nearly \$22.00 per hour and receives comprehensive benefits.

October 2016

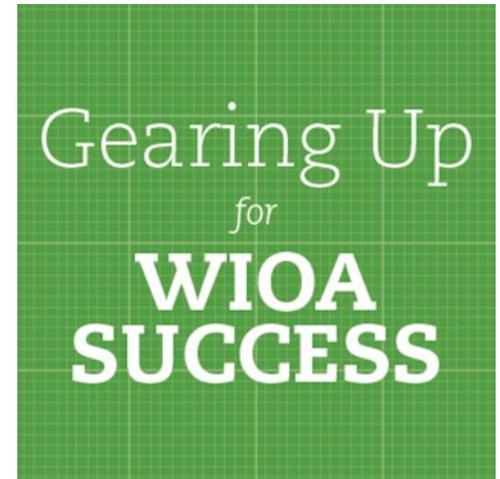
National Disability Employment Awareness Month
Breast Cancer Awareness Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 FFY 2017 Begins
2	3	4	5	6	7	8
9	10 Columbus Day	11	12	13	14	15
16	17 Boss's Day	18	19	20	21	22
23 30	24 31 Halloween	25	26	27	28	29

"You guys did an amazing job."

The Workforce Innovation and Opportunity Act (WIOA)

- Is the first major reauthorization of the workforce development system in more than 15 years.
- Amends the Rehabilitation Act by significantly revising requirements for the program.
- Fosters new opportunities for innovation and collaboration across public and private organizations.
- Increases access to employment, education, training, and support services to assist individuals with disabilities.



How WIOA Improves Employment Outcomes for Individuals with Disabilities

1. Strengthens the alignment of the VR program with other partners in the workforce development system.
2. Emphasizes the achievement of competitive integrated employment for individuals with disabilities, including individuals with the most significant disabilities.
3. Expands services to support the transition of students and youth with disabilities to post-secondary education and employment.

November 2016

National Family Caregivers Month
Native American Indian Heritage Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6 Daylight Savings Time Ends	7	8 Election Day	9	10	11 Veteran's Day	12
13	14	15	16	17	18	19
20	21	22	23	24 Thanksgiving	25	26
27	28	29	30			

“ The counselor and assistant were always kind and considerate.”

SERVICES TO STUDENTS AND YOUTH WITH DISABILITIES



The Workforce Innovation and Opportunity Act (WIOA) places special emphasis on services to students and youth with disabilities. VR programs are required to expend 15% of their federal funds on pre-employment transition services specifically for students with disabilities. These services are designed to be an early start at job exploration.

Student with a disability: an individual with a disability who is eligible for and receiving special education services or is a 504 student, and between the ages of 16 and 21.

Youth with a disability: an individual with a disability who is between 14 and 24 years old.

What's the real difference? Students are a subset of youth who are actively participating in school and are eligible for and receiving services under an IEP or 504 plan. Youth are not formally participating in school.

Pre-Employment Transition Services include:

- Job exploration counseling
- Work-based learning experiences
- Counseling on opportunities for enrollment in comprehensive transition or post-secondary training
- Workplace readiness training to develop social and independent living skills
- Instruction in self-advocacy, which may include peer mentoring

December 2016

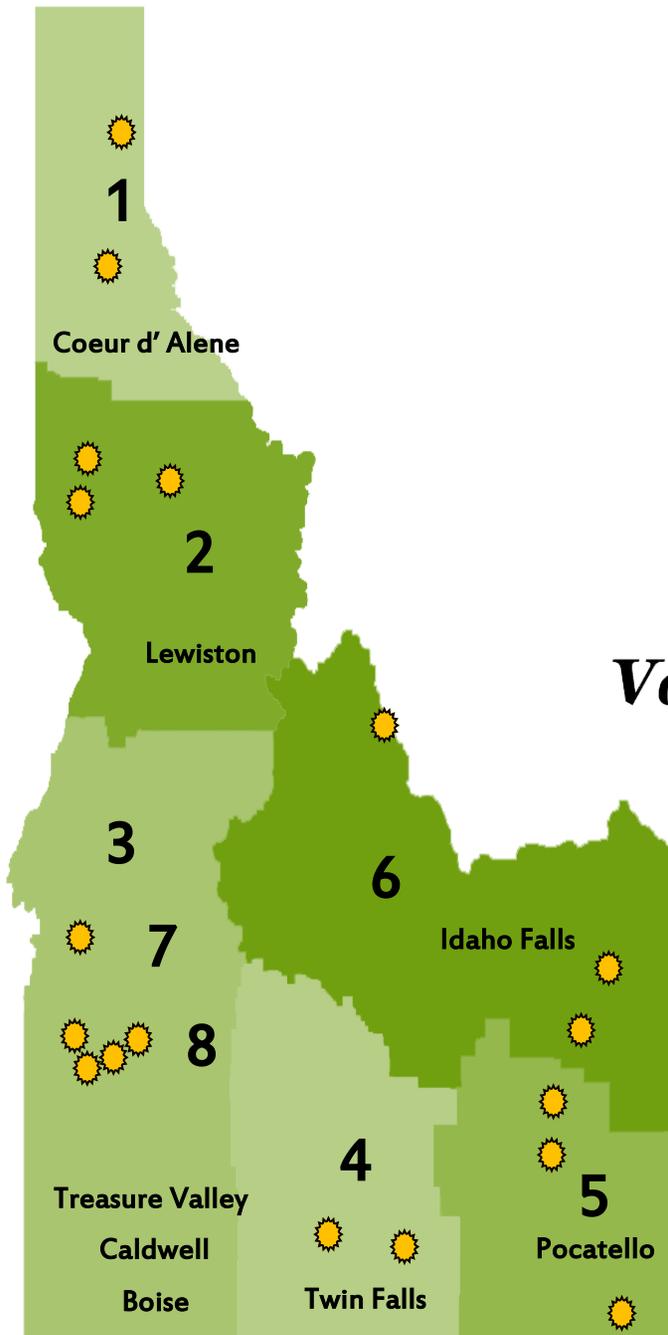
International AIDS Awareness Month
Universal Human Rights Month

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3 International Day of Persons with Disabilities
4	5	6	7 Pearl Harbor Remembrance Day	8	9	10
11	12	13	14	15	16	17
18	19	20	21 Winter Begins	22	23	24 Hanukkah
25 Christmas	26	27	28	29	30	31 New Year's Eve

"I was treated with respect and as an individual each visit."



Idaho Division of Vocational Rehabilitation



IDVR has offices located around the state.
Please contact your local office for more
information about services available from VR.

Region 1, Coeur d' Alene

Regional Office	208-769-1441
Post Falls School-Work Transition	208-769-1555
Lake City Mental Health	208-769-2763
Sandpoint	208-263-2911
Panhandle School-Work Transition	208-263-2911

Region 2, Lewiston

Regional Office	208-799-5070
Orofino	208-476-5574
Moscow	208-882-8550
River City Mental Health	208-799-4448
EES School-Work Transition	208-799-5070

Region 3, Treasure Valley Special Programs

Regional Office/Juvenile Corrections	208-327-7017
Boise School-Work Transition	208-854-6710
Meridian School-Work Transition	208-350-5146
Nampa School-Work Transition	208-498-0590
Canyon County Mental Health	208-455-7049
Westgate Mental Health	208-334-0802
SWIC School-Work Transition	208-585-5974
Mountain View School-Work Transition	208-350-5146
Boise Corrections	208-327-7008 Ext.292

Region 4, Twin Falls

Regional Office	208-736-2156
Burley	208-678-3838

Region 4, Twin Falls-(continued)

Magic Valley Mental Health	208-732-1598
Twin Falls Corrections	208-736-3080 ext. 35

Region 5, Pocatello

Regional Office	208-236-6333
Blackfoot	208-785-6649
Blackfoot Corrections	208-234-2883 ext. 132
Preston	208-852-0092
Gate City Mental Health	208-234-7964

Region 6, Idaho Falls

Regional Office	208-525-7149
Salmon	208-756-2114
Rexburg	208-356-4190
GOALS/EITC School-Work Transition	208-535-5391
Skyview Mental Health	208-528-5795

Region 7, Caldwell

Regional Office	208-454-7606
Caldwell Corrections	208-454-7601 ext. 258
Nampa	208-465-8414
Meridian – Deaf/Hard of Hearing	208-888-0648
Payette	208-642-4762

Region 8, Boise

Regional Office	208-327-7411
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MISSION STATEMENTS

Idaho Division of Vocational Rehabilitation

Preparing individuals with disabilities for employment and community enrichment.



Idaho State Rehabilitation Council

To review, analyze, and advise the Idaho Division of Vocational Rehabilitation regarding services and functions that affect the ability of individuals with disabilities to achieve individual rehabilitation goals.

2015 IDVR & SRC Annual Report

A publication of:

The Idaho State Board of Education

**To request this publication in alternate format,
please contact the Idaho Division of Vocational Rehabilitation.**

**IDVR can be reached at 1-208-334-3390. This publication
is also available on our website at www.vr.idaho.gov.**

This Annual Report was coordinated by IDVR and the SRC.

Idaho Division of Vocational Rehabilitation

650 W. State Street, Room 150

Boise, Idaho 83720

208-334-3390 / 208-334-5305 (fax)