



Idaho State Rehabilitation Council
Idaho Division of Vocational Rehabilitation

Combined 2025 Annual Report





State Plan for Program Years 2024-2025?

Visit the [Publications and Agency Plans webpage](#) or scan the QR code for more information.

Information and data within this report are reflective of State Fiscal Year (SFY) 2025 and Program Year 2024 (July 1, 2024 through June 30, 2025). This document is partially funded by the Department of Education/ Rehabilitation Services Administration, Grant Award Numbers H126A240016 and H126A250016. The Idaho Division of Vocational Rehabilitation receives 78.7% of its funding through a grant from the United States Department of Education.

Landscape photographs provided by Mike MacGuffie, IDVR Sr. VR Counselor.

Idaho Division of Vocational Rehabilitation's History:

The Vocational Rehabilitation Act of 1920 was the start of the public rehabilitation program in the United States. The Vocational Rehabilitation Act of 1920 provided funds for people with physical disabilities for vocational guidance, training, occupational adjustment, prosthesis, and placement services. A series of amendments through the years expanded services to persons with other types of disabilities.

The Rehabilitation Act of 1973 emphasized priority services for persons with severe disabilities and incorporated civil rights protection for persons with disabilities. At the present time, the authority of the rehabilitation program is still under the Rehabilitation Act of 1973, as amended.

President Barack Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner- Peyser Act, and the Rehabilitation Act of 1973.

What is Vocational Rehabilitation

Vocational Rehabilitation (VR) is a state-federal program whose goal is to assist people with disabilities prepare for, secure, retain or regain employment.

IDVR's Vision:

An Idaho where all individuals with disabilities have the opportunity to participate in the workforce and employers value their contributions.

IDVR's Mission:

To prepare individuals with disabilities for employment and career opportunities while meeting the needs of the employer.

IDVR Agency Core Values are A.R.T

Accountability: Taking ownership and responsibility for our actions

IDVR values Accountability by taking ownership and responsibility for our actions. Accountability includes using a solution-focused approach to positive outcomes through individual awareness, integrity, and transparency.

Respect: Recognizing abilities, valuing professional judgement

IDVR promotes mutual Respect in the workplace. We recognize team members for their abilities and contributions, and value their professional judgement.

Teamwork: Working together to achieve a collective goal

IDVR values Teamwork that utilizes professional and mindful communication while working together to achieve a collective goal. We value the diverse experiences, skills, and perspectives that each team member brings to the Agency.

As IDVR lives in these values, we aspire to the outcomes of higher levels of participant service and satisfaction, increased team member satisfaction, engagement, trust, and retention, increased work-life balance, and improved communication agency wide.



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Message from State Rehabilitation Council Chair



I'm honored to continue leading this engaged council of Idahoans, all invested in guiding IDVR toward success. This work is personal for me, as an Idahoan with

a disability.

Our SRC—appointed by the State Board of Education with the Governor's approval—brings together former VR recipients, parents of people with disabilities, SILC and indigenous community representatives, small business owners, and large-employer staff. At each quarterly meeting, we dig deep, challenge the status quo, and offer the guidance IDVR needs to not just climb out of current challenges, but to set up a path for long-term success. I've seen IDVR navigate these waters with professionalism, moxie, and an unwavering will to not just recover—but to emerge as a national model.

It's no secret that IDVR has faced budget challenges, leading to increased oversight from Idaho's elected officials. In response, IDVR's staff has met the moment with determination and focus—not only working to resolve these challenges but also building a foundation for long-term success. With an incredible roster of professionals

across the state, IDVR connects Idahoans with disabilities to sustainable jobs while helping Idaho businesses access sustainable talent.

The labor market is tight—and the numbers tell the story:

- As of June 2025, Idaho's unemployment rate is **3.6%**, with a labor force participation rate near **63.4%**.
- In April 2025, Idaho recorded **49,000 job openings**, up from 43,000 in March—pushing the job openings rate to **5.3%**, compared to the national **4.4%**.
- Idaho's population passed the **2 million** mark in mid-2024, continuing to grow at about **1.5% annually**, fueling demand for skilled workers.

This surge in population and job availability — paired with tight unemployment — means employers are searching high and low for talent.

For Idahoans with disabilities, the opportunity is significant. While the general unemployment rate sits at **3.6%**, those with disabilities in Idaho experience unemployment at about **6.4%**, compared to **7.2%** nationally. When tens of thousands of jobs are open in Idaho, helping individuals with disabilities join and thrive in the workforce is both an economic necessity and the right thing to do.

Message from State Rehabilitation Council Chair

Here's where IDVR makes a difference. With 80% federal funding and a team of skilled professionals, IDVR provides education and credentials, workplace accommodations, and fosters inclusive environments that boost productivity. Its youth programs—spanning career readiness, trades, apprenticeships, and post-secondary education—equip the next generation for success.

Together, we can—and must—build a thriving, inclusive Idaho workforce.

By supporting IDVR's mission, we do more than help fill jobs—we create opportunities for people to build meaningful careers, strengthen communities, and ensure Idaho's economy continues to grow.

Thank you,

Timothy J. Blonsky
Chair, Idaho State Rehabilitation
Council

Excellent service and very respectful in guiding my goals. I learned and have a great path ahead of me.

VR Participant Response to Participant Satisfaction Survey

Very attentive and helpful, encourages me to do things I normally wouldn't or couldn't and I learn more whenever I go in.

VR Participant Response to Participant Satisfaction Survey

I couldn't be happier with the services provided to me by Voc Rehab. It was a very positive experience.

VR Participant Response to Participant Satisfaction Survey

The service is awesome. The staff does great work. I feel very blessed to have been helped at that office.

VR Participant Response to Participant Satisfaction Survey

Who is the State Rehabilitation Council?

State Rehabilitation Councils were created by amendments made to the Rehabilitation Act in 1993 when disability rights advocates succeeded at the federal level in persuading Congress to create a system supporting people with disabilities receiving vocational rehabilitation to take an active role in shaping the services they receive.

The Idaho State Rehabilitation Council (SRC) is a body of individuals appointed by the Idaho State Board of Education. The Council reviews, analyzes, and advises the Idaho Division of Vocational Rehabilitation (IDVR) regarding the performance, effectiveness, and objectives of the program.

The SRC is composed of a diverse group of volunteers including current or former participants, professionals, employers, advisors, and service providers who promote public awareness, advocacy, and support for the Vocational Rehabilitation program. The majority of the SRC members are themselves individuals with disabilities. SRC members are chosen for their interest in, and specialized knowledge of the disability community. The term of office for SRC members is three years, with the option of serving a second three-year term.

The SRC must be composed of at least 15 members including:

- 4 representatives from business, industry & labor

- 1 representative of Statewide Independent Living Council
- 1 representative of parent training & information center
- 1 representative of client assistance program
- 1 representative of community rehabilitation program service provider
- 1 representative of disability groups
- 1 current or former VR participant
- 1 American Indian VR Services program Representative
- 1 representative of the State Department of Education
- 1 representative of the Workforce Development Council
- 1 Vocational Rehabilitation Counselor (ex-officio)
- Vocational Rehabilitation Administrator (ex-officio)

The SRC communicates directly with participants, rehabilitation professionals, businesses, service providers, and other individuals interested in improving the services and programs provided by the VR program. SRC members provide critical support and guidance to IDVR (and to individuals with disabilities served by the Division) and communicate regularly with legislators, on both the state and national levels on their behalf.

Activities

State and Strategic Plans:

The SRC participates in disseminating the Division's draft of the State and Strategic Plans and solicits public comments on those plans. The SRC prepares written recommendations for the Plan and

Purpose of the Idaho State Rehabilitation Council

coordinates with IDVR during the planning process.

Meetings:

The SRC meets four times a year. Dates and locations are available on the [IDVR SRC Meeting Schedule webpage](#). Council members participate in local and state activities dealing with disability related issues.

Surveys:

The SRC conducts needs assessments and surveys. Some of these efforts are accomplished independently and while collaborating with IDVR.

Employer needs, client satisfaction and team member perceptions of IDVR are a few of the inquiries that have been conducted.

SRC members and IDVR team member agree that this strong partnership produces positive and lasting impacts for Idahoans with disabilities.

In order to accomplish the many activities and responsibilities, the SRC is comprised of two standing committees: Executive and Planning, Policy and Program Effectiveness Committee. All SRC members participate in committee activities based upon their strengths and area of interest.

Membership

If you enjoy learning, building relationships and advising for change in our systems,

the SRC provides a rewarding opportunity for volunteer public services.

Service on the SRC provides a unique opportunity to engage in the dialogue on the Vocational Rehabilitation services at the State level.

One Person Can Make a Difference!

To learn more about the Idaho State Rehabilitation Council (SRC) and the Idaho Division of Vocational Rehabilitation visit the [SRC Membership webpage](#), scan the QR code, or contact us at (208) 334-3390.



SRC 2026 Meeting Schedule

January 27th, 2026

April 21st, 2026

July 21st, 2026

October 20th, 2026

Executive Committee

This committee will exercise the overall governance of the Council subject to Council Bylaws. The Executive Committee will represent and guide the Council's efforts to advise for the VR program on behalf of the state agency, to state legislators, congressional delegation, and to the public at large. Advocacy efforts will focus on a partnership with the agency toward a common goal - maximizing employment and independent living for people with disabilities.

The Executive Committee will be composed of the Chair, Vice-Chair, the immediate past Chair, if available, and the co-chairs of the Planning, Policy and Program Effectiveness Committee. At least one member with a disability will be a member of the Executive Committee.

Planning, Policy and Program Effectiveness Committee

Activities of the Planning, Policy, and Program Effectiveness Committee strive to ensure that the VR program produces high quality outcomes for VR participants. Committee members will review, analyze, and advise IDVR on eligibility, including order of selection; the extent, scope, and effectiveness of services provided, policy

development; and functions performed by state agencies that affect or potentially affect the ability of individuals with disabilities in achieving employment outcomes. This Committee will have two co-chairs, one chairing the Comprehensive Statewide Needs Assessment (CSNA) and VR Portion of the State Plan and the other chairing the Policy Development and Survey Committees. Each subcommittee shall consist of at least two (2) additional members.

SRC Mission

Working on behalf of Idahoans with disabilities, the Idaho State Rehabilitation Council endeavors to provide consumers, service providers and others the opportunity to participate in constructive dialogue and public input to continually improve the quality of Vocational Rehabilitation services to residents of Idaho.

Council Chair	Tim Blonsky
Council Vice Chair	Diana Colgrove
Disability Advocacy Group Representatives	Amber Maxwell Janice Carson Tim Blonsky
Former Applicant or Recipient Representatives	Mark Reinhardt Stephanie Taylor-Thompson
Community Rehabilitation Program Representative.....	Danielle Larsen
Client Assistance Program Representative	Nancy Grant
Business/Industry & Labor Representatives.....	Angie Tuft Diana Colgrove Jeff DeForest Lucas Rose
American Indian Vocational Rehabilitation Services Representative	Feather Holt
Parent Training & Information Center Representative	Linda Thomas
State Independent Living Council Representative	Jami Davis
State Department of Education Representative	Randi Cole
Workforce Development Council Representative	Donna Butler
Idaho Division of Vocational Rehabilitation Representatives	
Ex-Officio	Judy B. Taylor, Interim Administrator
Ex-Officio	Kara Whitehouse, VR Counselor
Council Secretary	Wendy Page, Management Assistant

Administrator Message



I am pleased for the opportunity to highlight the outcomes of the Division of Vocational Rehabilitation. Idaho values transparency, efficiency, and return on investment of precious

Idaho taxpayer money. This report is organized related to these shared values.

Inside you will find three distinct sections in relation to the three program arms of the agency:

1. General services
2. Transition services to students
3. Business services

Although these three programs vary in scope, they are equally important and seamlessly built on each other. In that vein you will also find agency level data, often with comparisons to both our set targets and national benchmarks.

Lastly, I want to call out the people behind the numbers. First our talented and dedicated leadership and field team who have navigated a year of change with grace, and our participants. VR participants have one thing in common; they are on a quest to improve their independence and quality of life through employment. VR at its core is the classic hand-up not hand-out. I started this note by referencing shared Idaho

values, so it is appropriate to also end there. The Division of Vocational Rehabilitation is the agency dedicated to helping Idahoans with disabilities obtain and maintain integrated, competitive employment. **Work is dignity and independence, and we make that happen.**

In service,

Judy Bicknell Taylor, MSN, RN

Voc Rehab's team is very professional, knowledgeable and compassionate. Asking for help is not something I do very well, but their staff worked with me to get what I needed while displaying respect and allowing me to feel like I kept my dignity.

VR Participant Response to Participant Satisfaction Survey

Very appreciative of the services I received and the people I met and worked with.

VR Participant Response to Participant Satisfaction Survey

Vocational Rehabilitation is the largest and oldest program funded under the Rehabilitation Act. It is the state-federal eligibility vocational rehabilitation system which provides comprehensive vocational services to individuals with disabilities. Rehabilitation counselors provide vocational guidance counseling and other services as identified in an Individualized Plan for Employment (IPE) for each participant. The scope of rehabilitation services that may be provided is extensive and includes services that lead to employment which will also result in increasing an individual's independence and self-worth. Although each state adheres to the federal laws and regulations, each state has flexibility in determining its policy, procedures and business practices.

Who does the Idaho Division of Vocational Rehabilitation Serve?

IDVR assists Idahoans with disabilities to obtain, maintain or advance in employment.

IDVR provides various services to assist individuals with disabilities find work.

Vocational Rehabilitation is appropriate if an individual with a disability...

- Wants to work.
- Needs assistance in finding employment
- Needs assistance to keep their job
- Needs assistance to advance in their career
- Wants to be an active participant in the development of their career goals.



To schedule with an appointment with your local office, visit the VR [Contacts webpage](#) or scan the QR code for more information.

Individuals may be eligible for VR services if:

- They have a physical or mental diagnosis (disability) which creates difficulties with obtaining or maintaining a job.
- They have Social Security benefits for a disability (SSI or SSDI) and want to work.

Services

When developing a plan for getting work, individuals may require several different types of support. The types of support vary based on the employment goal and will be unique to meet specific needs.

Supports may include vocational counseling and guidance, job search, placement and other job supports to maintain employment, post-secondary education or vocational training, and disability related supports, to mention a few.



Thank you very much. Your services have blessed my employment and my life!

VR Participant Response to Participant Satisfaction Survey



Thank you for helping me get into a position that I can physically do. You helped give me my independence and feelings of self-worth back.

VR Participant Response to Participant Satisfaction Survey

Participant Satisfaction Survey

The State Rehabilitation Council (SRC) oversees the ongoing participant satisfaction survey of IDVR participants who leave/exit the program for various reasons.

In order to gauge the participants’ overall experience with program services, the participant satisfaction survey asks 12 questions in three domains. The SRC and Division use participant feedback to improve the VR experience and service delivery.

The survey was completed by 186 out of 2,492 participants with a 7.5% response rate. Percentages listed below represent the proportion of respondents who answered “agree” or “strongly agree” to each of the survey questions. Responses were collected from participants with cases closed from July 1, 2024 through June 30, 2025.

Overall Participant Satisfaction (N=186)

Percent of “Agree” or “Strongly Agree” Responses

General Participant Satisfaction

Treated me with respect	92%
Responded to my questions in timely manner	81%
Satisfied with my experience	76%
Would recommend VR to friends with disabilities	79%
Understood that employment was the goal	93%

Individual Plan for Employment (IPE)

Had the opportunity to choose service providers	87%
Services provided in a timely manner	79%
Worked with VR counselor to develop plan	91%

Services Provided by Community Rehabilitation Providers (CRPs)

Recommend providers	71%
Services were helpful	72%
Satisfied with the communication & interactions	73%
Had a choice when picking a provider	76%

Planning and Evaluation Manager's Message:



As I round out my 10-year tenure at IDVR, I am thankful for the opportunity to celebrate a talented team of dedicated contributors. Planning and Evaluation

focused this year on building infrastructure that supports smarter, more consistent services across the agency. Training and data systems were at the heart of this effort. While it would be impossible to fit the scope of work this year into a one-page document, I wanted to provide a couple key highlights:

The training team played a key role in executing training aligned with IDVR's Corrective Action Plan (CAP) during the year. Their sessions helped team members translate complex compliance requirements into practical application, building confidence and consistency in how services are delivered. These weren't one-size-fits-all sessions but were responsive, collaborative, and tailored to the moment.

On the data side, we launched and refined a risk management dashboard that now helps IDVR leadership monitor program risk with far more visibility than ever before and will continue to build on this foundational activity to drive data-

informed decision making. As our understanding of risk shifted, we repeatedly adapted the tool, making sure it stayed relevant and actionable.

Finally, the team has expanded to now include a new position for Quality Assurance & Compliance. This position will be instrumental in executing our newly expanded monitoring strategy to ensure compliance with state and federal requirements.

These efforts came at a critical time. As the agency entered Order of Selection, Planning and Evaluation tracked key indicators like the waitlist and fiscal capacity, providing leadership with information to make hard decisions about when and how to wrestle with Order of Selection and newly closed categories. Behind the scenes, our team worked to lay the foundation for a long-term internal control system, and expanded and enhanced monitoring tracks, mapping roles, risks, supports, and instruments that will help IDVR build resilience over time.

Together, these projects shaped the early framework for IDVR's State Fiscal Year (SFY) 2026–2030 Strategic Plan.

Matthew Markve, Ph.D., CRC, CRL



The Fiscal Team is composed of seven members: Financial Officer, two Senior Financial Specialists, one Senior Financial Technician, and three

Financial Vocational Rehabilitation Assistants.

The past year the Fiscal Team has focused on analyzing internal controls across all processes and identifying areas of improvement. The creation and implementation of the Financial Vocational Rehabilitation Assistant (FVRA) position was fairly recent, and they were focused on ensuring payments from the case management system were prepared to be entered into the State of Idaho's accounting system, Luma. Another process where internal controls were improved was the development of federal reports. An emphasis was placed on clear directions that can be repeated or followed, as well as documenting the review for accuracy.

The Fiscal Team has worked with a contractor on the creation of a Grants

Management Manual. This manual is a policy manual which encompasses both internal controls and grant requirements for guidance and processes to follow the set standard for IDVR's grant management practices. This is a comprehensive manual and developed specifically for the Division to ensure grant compliance and accurate reporting. The manual will also be reviewed by Rehabilitation Services Administration (RSA) to ensure IDVR is in full alignment with federal requirements for the VR program grant compliance.

Over this past year, the Fiscal team worked to create and develop a new set of improved financial reports and dashboards that improve communication between Fiscal and Program Managers. These reports include regular review of budget to actual expenses, current status of spending, and projection of grant expenses which combines data from Luma and the Agency's case management system. Reports showing the current and projected financial status are tools but are essential in managing Order of Selection to keep IDVR prepared to serve individuals seeking vocational rehabilitation services.

Eric Bjork, Fiscal Officer

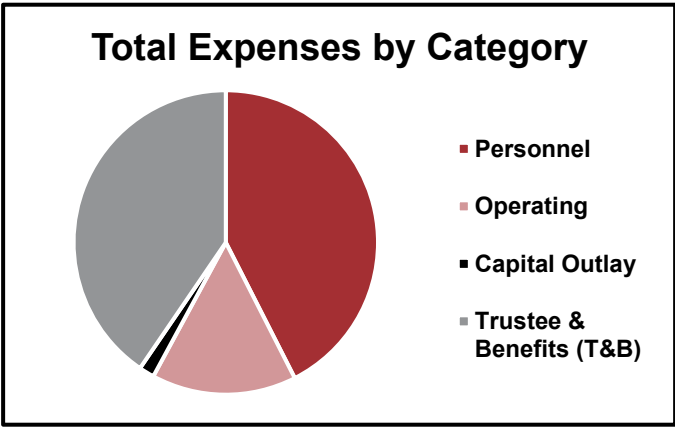
SFY2024 to SFY2025 IDVR
Actual Spend Comparison

Category	SFY 2024	SFY 2025
Personnel	11,399,103.57	10,692,546.53
Operating	2,308,030.92	3,872,566.77
Capital	401,444.32	409,847.75
Trustee & Benefit	11,776,789.41	10,178,539.87
	25,885,368.22	25,153,500.92

IDVR implemented austerity measures beginning in April 2024 to gain a better understanding of costs for cash management purposes. Overall, the results of these austerity measures led to the agency spending to decrease by \$731,000 as the Agency worked to contain spending within its appropriations. Personnel and Trustee & Benefits (T&B) reductions are directly related to Order of Selection and holding positions vacant during the period of reduction in services being delivered. There is increase in operating but that is related to a \$1.8 million in contracted consulting services utilized to assist IDVR in becoming federally compliant with grant activities and to support the work under IDVR’s Corrective Action Plan (CAP) with Rehabilitation Services Administration (RSA). Otherwise, Operating would also show a decrease in expenses due to the closure and reduction of office locations across the state.

State Fiscal Year
Overarching Agency Spend

The Agency had a breakdown in overall expenditures as outlined in the below graphic with roughly 42.5% spent on Personnel, 40.5% spent on Direct Services (T&B), 15.3% on Operating costs, and 1.6% spent on Capital Outlay.



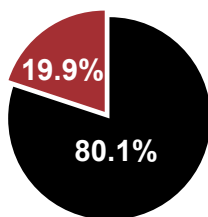
One-time Agency Financial
Outliers

The agency had a unique year fiscally as the Agency entered into Order of Selection in September 2024 which significantly reduced T&B by \$1.5M and Operating is significantly higher than typical years due to contracted consulting by \$1.8M.

Agency Direct Service Provision versus Administrative Personnel Expenditures

The Division of Vocational Rehabilitation provides direct services with its field team positions to meet the requirements of WIOA and the Rehabilitation Act of 1973, as amended. Many services that the field team provides are defined as non-delegable under the code of federal regulations, meaning that employees of the Agency that meet the standard of Qualified Rehabilitation Professionals (QRPs) are required under federal law to provide the defined non-delegable vocational rehabilitation services and these services cannot be contracted out or delivered by a vendor.

Agency Personnel Costs



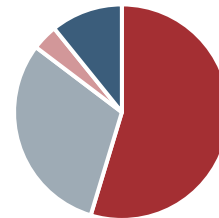
■ Direct Service ■ Administrative

The above graphic provides the breakdown of the Agency personnel costs divided by costs associated with the provision of direct services versus personnel costs tied to administrative responsibilities such as completion of fiscal tasks, federal reporting, and Agency operations.

IDVR Direct Service Spend Breakdown

In SFY25, IDVR focused most of its funding on helping people directly. About 42.5% of spending went toward personnel, and 40.5% went to benefits and services that directly support our three defined participants bases of job seekers with disabilities, students with disabilities, and employers.

IDVR Direct Service SFY25 Spend



■ General Personnel ■ General Trustee & Benefit
■ PreETS Personnel ■ PreETS Trustee & Benefit

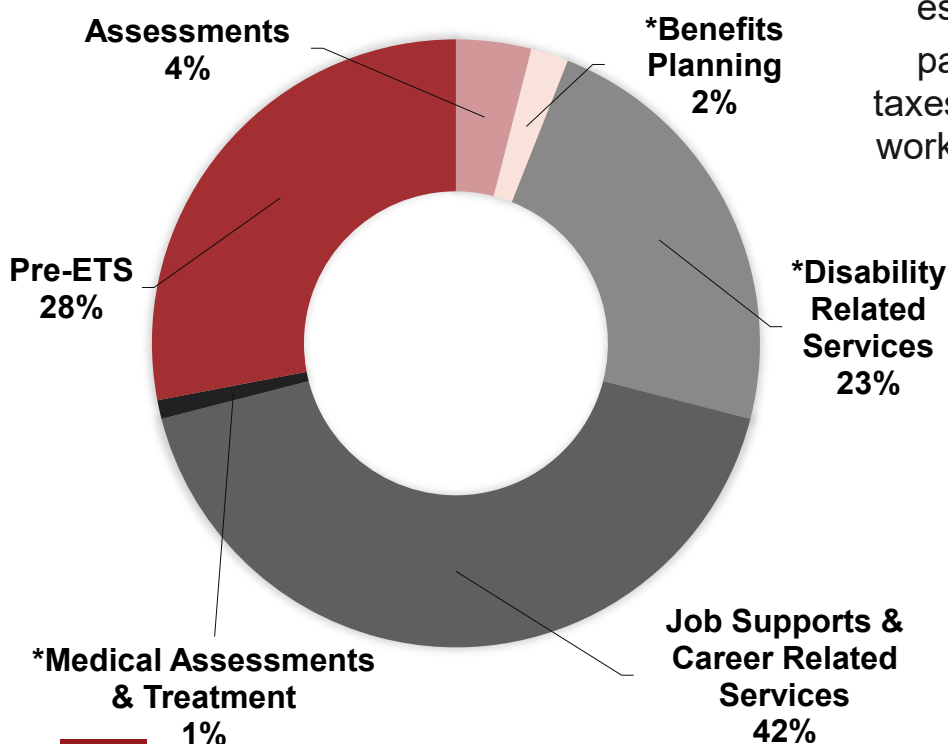
We invested about \$15.2 million in services for job seekers (including services for employers) and \$2.6 million in programs for students with disabilities. In total, about three-quarters (74.5%) of IDVR's budget went toward direct services, with the remaining 25.5% used for administration and operations, including management support.

Funds Expended Toward Participant Services/Support \$6,660,932.41

Expenditures on Job Training \$2,580,417.41

Training Type	Total Paid	Unique Participants
Apprenticeship	\$28,565.70	23
Four-Year	\$1,069,396.01	282
Graduate	\$262,291.89	44
Junior/Community College	\$124,087.95	100
Miscellaneous	\$132,866.50	108
Occupational/Vocational	\$762,000.98	327
On-the-Job	\$35,709.28	9
Truck Driving	\$165,518.72	87

Participant Expenditures



Return on Investment (ROI)

For General Funds spent by IDVR it is estimated that successfully employed participants will return \$20,908,338 in taxes to the State over the course of their working life (based on data from SFY25).

Expenditures in the following categories:

Pre-Employment Transition Services (Pre-ETS)

* Vocational Rehabilitation Traditional Service

Top 5 Referral Sources in State Year 2025

Self-Referral	817
Family and Friends	533
State Department of Correction/Juvenile Justice	374
Other Sources	286
Mental Health Providers (Public or Private)	224



Idaho Outcomes are Exceeding National Averages*:

Employment Rate in the Second Quarter after Exit – Program Year 2024: **10th** of 52 nationally

Median Earnings in the Second Quarter after Exit – Program Year 2024: **19th** of 52 nationally

Employment Rate in the Fourth Quarter after Exit – Program Year 2024: **7th** of 52 nationally

Credential Attainment Rate – Program Year 2024: **4th** of 52 nationally

Measurable Skills Gain Rate – Program Year 2024: **8th** of 52 nationally

Primary Performance Indicators PY24 (IDVR and ICBVI)

Employment 2 nd Quarter	61.3% (-3.2 PY23)
Employment 4 th Quarter	60.2% (-0.9 PY23)
Median Earnings 2 nd Quarter	\$5,936.00 (+\$556 PY23)
Credential Attainment	56.5% (-3.2 PY23)
Measurable Skill Gains	68.5% (N/A PY23)

Field Service Chief's Message:



Darrell was awarded his degree in Rehabilitation Counseling and started with IDVR in 1993. Initially working out of an office located in Salmon, Idaho and serving the Butte, Custer and Lemhi counties area. He then

moved to the Treasure Valley and was the IDVR counselor assigned to work with the Boise School District. In 1999 he became a Regional Manager for IDVR in supervising the team that served Boise, Gem, Valley, Adams, and most Ada counties. He has served as the Field Services Chief for the agency for the last few years providing leadership to the General VR services team statewide.

This past year has presented significant challenges for the agency and those needing VR services to obtain, maintain or advance in employment. The agency had to implement an Order of Selection for the first time which placed all new applicants on a waiting list for services following a determination of Eligibility. This allowed the agency to continue

providing necessary services to all eligible individuals that were currently receiving VR services based upon an approved Individual Plan for Employment (IPE) but has prevented the agency thus far from serving anyone from the waitlist. The agency has worked diligently to address the factors that led to the need for the action taken to implement an Order of Selection with both state and federal oversight bodies. Through the hard work of the IDVR team the agency is expecting to be able to begin to remove individuals from the waitlist and develop service plans with them before the end of the calendar year. In accordance with governing regulations individuals from the waitlist will be prioritized by disability priority and date of application. This ensures that those with the most significant disability are prioritized to receive VR services.

While this year has been filled with challenges for both the IDVR team and those waiting to be able to receive services, due to the work that has been done this year the agency is in a position to be able to provide IPE services to eligible individuals in an appropriate and effective manner.

Darrell Quist, MS, CRC

Devin's Success Story

"Voc Rehab helped me so much with getting my training and gaining the skills I need to grow our business and serve our community. The staff at Voc Rehab were great and helped me so much during the process."

Devin, VR Customer

Devin was referred to Vocational Rehabilitation by his teacher at Blackfoot High School in January 2022, which enabled him to participate in a variety of services to support his transition from high school to the workforce. During high school, Devin engaged in Job Exploration Counseling, Reality Town, and the Tools for Life programs with VR.

Devin and his counselor identified his vocational goal to become a RV service technician and registered him in the National RV Training Academy in Texas where he took part in the advanced RV Service Technician program, RV solar and generator training, and RV certified inspector program.

Upon Devin's return, he started working with his families RV Rental business in December 2024. They expanded the family business to include in-house fleet repair and the ability for RV owners to work with Devin for their private RV repairs. Because of Devin's specific set of skills and expertise, the family business has experienced significant growth. Since the expansion of the business, Devin has received numerous customer requests for RV repairs and pre-purchase inspections.



Devin is now also performing mobile repairs and is traveling to surrounding areas to perform work. He plans to continue expanding this side of the business and envisions

becoming a business partner in the future. His long-term goal is to sustain the growth of the business for many years to come.



Employment:

Austin RV, LLC

Current Status:

RV Technician & Inspector

Location:

Blackfoot, Idaho

It's been my absolute pleasure to work with Devin during high school, as well as throughout graduation and then completion of his RV training program. Seeing him grow and develop skills that he can immediately use in employment has been amazing and inspiring. Devin's skillset has already fulfilled a need in our community for skilled RV repair and inspection services. I can't wait to see what his future holds.

Becca Freeburne, VR Counselor

Morgan's Success Story



Employment:
Idaho Department of Labor

Current Status:
Apprenticeship Program Developer

Location:
Twin Falls, Idaho

Morgan was a pleasure to work with—always staying on top of her classes and promptly providing any necessary documentation to VR. Her motivation and strong work ethic helped her successfully complete her schooling and transition into full-time employment. It's no surprise that she has carried that same dedication into her career, achieving success in her role today.

Tia Amundson, VR Counselor

"I was connected to Vocational Rehabilitation shortly after undergoing brain surgery during my senior year of high school. Throughout my education, my VR Counselor worked with me to ensure I had the accommodations and tools I needed to succeed – not just academically, but in the workplace too. Today, I serve as the State of Idaho's Apprenticeship Program Developer after receiving a promotion last year. I know without a doubt that I wouldn't be where I am today without the incredible support I received from Vocational Rehabilitation."

Morgan, VR Customer

Morgan applied with VR services while attending Twin Falls High School in January of 2016 after being referred by the Twin Falls Department of Labor to obtain support to transition from school to the world of work after recently acquiring a disability. Her goal after high school was to continue her education in Business Administration at Boise State University through continued career exposure, she then changed her goal to work in Outdoor Recreation.

While continuing her education, Morgan accepted an employment opportunity as a part-time zipline guide and moved her way up into a management role. Due to industry challenges during the COVID-19 pandemic, Morgan joined the Idaho Department of Labor (IDOL) as a Workforce Consultant. In her role as a Workforce Consultant, Morgan worked with job seekers to help them to obtain employment much like how VR assisted her.

Morgan now serves as the IDOL's Apprenticeship Program Developer where she builds the standards for the U.S. Department of Labor Apprenticeship Programs and helps both job seekers and businesses across the state to create workforce solutions.



Karla's Success Story

"My experience with Voc Rehab has been nothing short of transformative. I've had the opportunity to go through the program twice, and each time, it played a crucial role in helping me secure meaningful employment. Their guidance and encouragement have been instrumental to my success, and I am so grateful for the opportunities they've helped me achieve."

Karla, VR Customer

Karla first worked with VR in 2021, and through VR assistance she obtained her first employment position, a part-time test administrator for a local testing center and worked in that position successfully for three years. She then re-applied for VR services in February 2023, seeking support with her goal of obtaining employment with more stable hours and schedule with the goal to continue to increase her independence.

Through counseling and guidance, Karla and her VR Counselor identified her vocational goal to become a receptionist. Karla and her VR Counselor worked together to ensure she was ready to begin her job search which included support to build her confidence and to increase her soft skills needed to support her in completing the application and interview process to support her goal of obtaining a receptionist position.

With support to find employment, Karla was offered employment as a morning receptionist for LINC. Because of her willingness to go above and beyond, she was then offered the opportunity to advance into a full-time position as the main administrative assistant for LINC in February 2024.



Karla has embraced growth opportunities and looks forward to coming to work every day. The culture is supportive and has stated that she is deeply fulfilled knowing that her work has a positive impact, and she takes pride in her interpersonal interactions and the ability to brighten someone's day and provide hope.



Employment:
Living Independence Network Corporation (LINC)

Current Status:
Administrative Assistant

Location:
Boise, Idaho

From day one, Karla brought an unmatched energy to our team. Her positivity & enthusiasm are contagious, creating an environment where everyone feels motivated & supported. She tackles every challenge with determination, resilience, and a genuine openness, inspiring those around her to do the same. Karla excels not only in her work but in shaping our office culture, demonstrating that success is driven as much by attitude & spirit as it is by ability. She's an essential part of our team, reminding us that the right mindset makes the difference.

*LeAnn Sullivan, HR Administrator,
LINC*

Brian's Success Story



Employment:
Brian's Rock N Boulders

Current Status:
Owner/ Operator

Location:
Deary, Idaho

We are so happy to have been a part of the team assessing and assisting Brian to obtain equipment needed to continue his chosen profession.

Mellowdee Brooks, Assistive
Technology Coordinator

“Vocational Rehabilitation has made a significant impact in my life by providing me with a way to gain back my independence by helping me return to the work. VR helped me immensely with the ability to navigate resources and other agencies who specialized in providing assistance to individuals with disabilities. This support was truly life changing.

Brian, VR Customer

Brian applied for VR services in June of 2023 after being referred by his medical care team. He wanted to continue his former career and self-employment with his prior experience as a business owner in Recreation and Excavation industry. Brian has significant physical limitations that impacted his ability to continue with his employment goals without assistance. Based on his employment goals and previous work experience, Brian and his VR Counselor were able to identify a plan for employment to support him to continue working in the Excavation industry.

For Brian to succeed within his chosen vocational goal, it was identified that he would require assistive technology to complete work within his desired industry. After evaluating assistive technology needs, VR supported Brian to have a lift installed to assist him with transferring to and from his machinery and truck to support him in completing his excavation work.

Brian started his company, Brian's Rock N Boulders in 2024. His company specializes in excavation, custom stone features, rock fountains, engravings, decorative rocks, and outcrops.



Top 10 Rural Idaho Counties Served

Counties Served	Number of Participants
Shoshone	75
Clearwater	58
Idaho	62
Boise	52
Owyhee	42
Washington	35
Caribou	32
Oneida	31
Benewah	28
Fremont	27

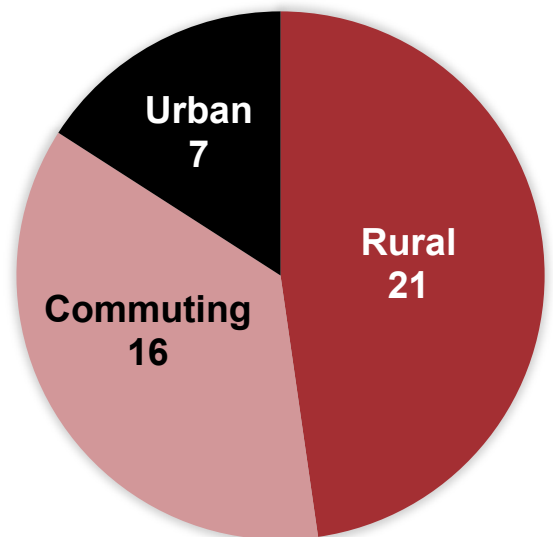
I am very impressed with the quality of service I received and continue to receive. My Counselor answered all my questions with clarity and in a timely manner. She worked around my schedule and always made herself available.

VR Participant Response to Participant Satisfaction Survey

Idaho's Top 5 Commuting Counties

Counties Served	Number of Participants
Bingham	368
Bonner	280
Madison	211
Cassia	179
Latah	178

Idaho Counties Served



Idaho's 7 Urban Counties Served

Counties Served	Number of Participants
Ada	2,699
Canyon	1,317
Kootenai	973
Bonneville	661
Twin Falls	539
Bannock	501
Nez Perce	327

Great Program. Super thankful for the help I received. I would recommend to whoever needs the help and meets the qualifications

VR Participant Response to Participant Satisfaction Survey

Federally Defined Participant Demographics

The Vocational Rehabilitation (VR) program is a federal program administered by the U.S. Department of Education to provide education, training, and career opportunities to individuals with disabilities to maximize their employment, independence, and integration into the community and competitive labor market.

To be eligible for the VR program, individuals must have a physical or mental disability that results in a barrier to employment and who require and can benefit from VR services to achieve employment and maximize career goals.



Participant Gender

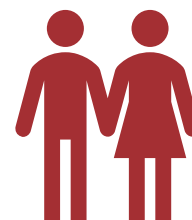
Male	2,340
Female	1,818

124 participants disclosed that they were a veteran.

1,202 participants had Social Security Benefits during application

Participant Background

Low Income	2,657
Long-term Unemployment	1,541
Justice Involved	819
Cultural Barriers	278
Single Parent	395
Homeless	126
English Learner	166
Skills Deficient	635



Low Income: Homeless, a youth living in a high poverty area, youth in foster care or the family they live with either receive now or received SSI, state or local income-based public assistance or food stamps (SNAP), an individual with a disability whose own income is below the poverty guidelines.

Long Term Unemployment: The individual is now unemployed and has been for the previous 27 (or more) consecutive weeks, excluding secondary education students.

Justice Involved: An individual who is convicted of committing a crime or offense.

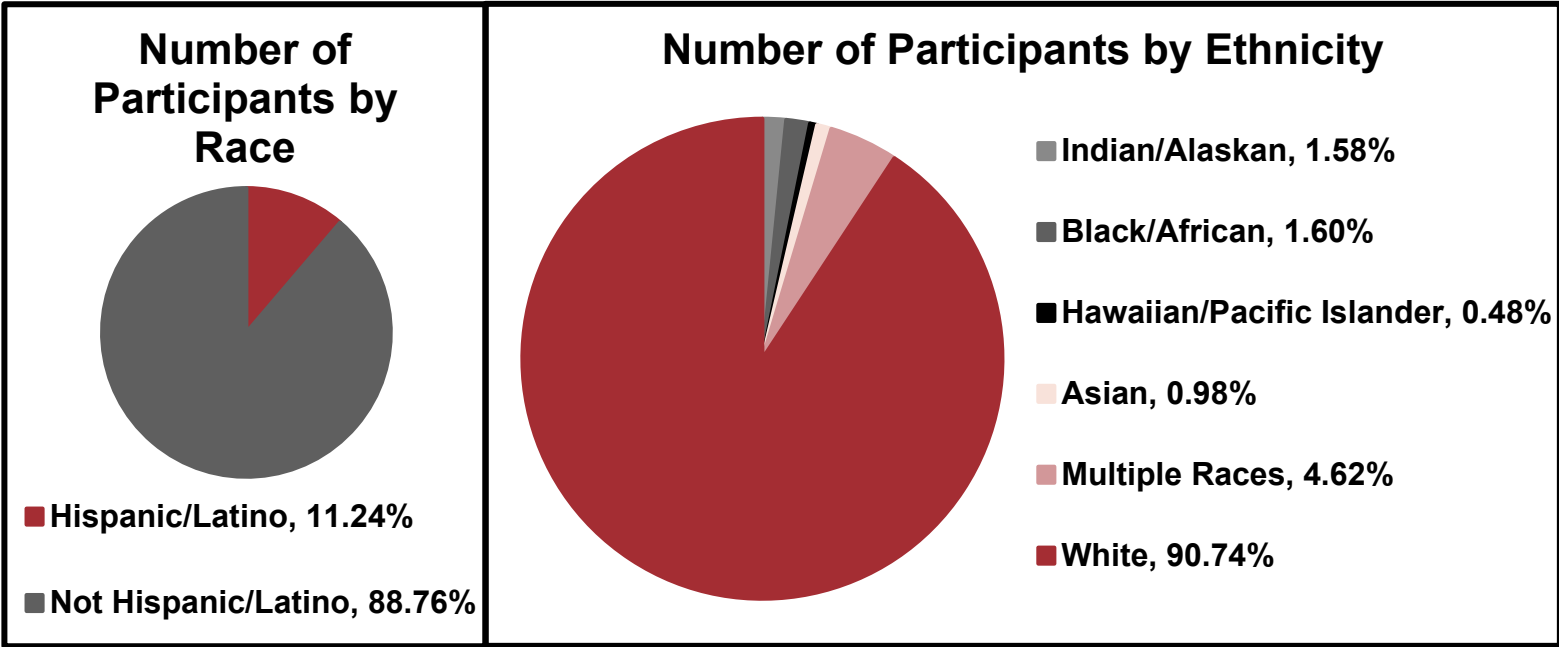
Homeless: Lacks a fixed, regular, and adequate nighttime residence, uses a public/private place not designed for regular sleeping accommodations for human beings.

English Language Learner: Limited ability to speak, read, write, or understand English.

Basic Skills Deficient: Individual is under the age of 25 with less than 8th grade reading, writing, or math skills on standardized school tests.

Cultural Barriers: The individual sees themselves as possessing attitudes, beliefs, customs or practices derived from their cultural experience which may influence a way of thinking, acting, or working.

Federally Collected Participant Demographics



Participants by Disability Type

Auditory and Communicative Disabilities	478
Learning and Intellectual Disabilities	660
Physical Disabilities	758
Psychological & Psychosocial Disabilities	2,311
Visual Impairments	22
Total	4,229

*Participants may have selected one or more of the labeled Disability Types.



751

Participants
Successfully Employed

4,229
Participants Served*

Participants by Age Range

Age Group	# of Participants
14 to 24	1,306
25 to 44	859
45 to 59	352
60 to 85	1,711
Over 85	1

*Individuals received Individualized Plan for Employment IPE services; typical participation (duration) is multiple years.

Transition Manager's Message:



I began my journey with the agency in 2014 as a Pre Employment Transition Services (Pre-ETS) Counselor. That same year, the Workforce Innovation and

Opportunity Act (WIOA) was passed, placing a new and important focus on supporting students with disabilities as they prepare for life after high school. I had the privilege of working directly with students in the Nampa School District, helping them explore career options, build job readiness skills, and take steps toward independence.

For five years, I had the absolute joy of walking alongside students and schools as they navigated the transition process. Some of the most rewarding moments of my career have been seeing students make breakthroughs, finding their strengths, building confidence, and connecting with opportunities that shift their outlook on the future.

In 2019, I moved into leadership roles, serving as an Assistant Regional Manager and later as a Supervisor. These roles allowed me to support the incredible professionals in our field—offering guidance and mentorship to counselors and assistants in the general VR program. In 2023, I became

the Transition Manager, where I now oversee Idaho's Pre-ETS program statewide.

Today, the Pre-ETS team includes 17 dedicated counselors, 8 skilled assistants, and 3 experienced supervisors. Together, we work with schools and communities across Idaho to deliver individualized services that support students with disabilities as they plan for meaningful, competitive futures. These services help students with disabilities increase self-advocacy skills, build workplace readiness skills, pursue post-secondary education, engage in job exploration counseling, and participate in work-based learning experiences.

Each year, thousands of Idaho students benefit from Pre-ETS, gaining the confidence, tools, and real-world experiences they need to successfully transition into adulthood. The Pre-ETS program plays a vital role in ensuring that all students—regardless of ability—are prepared and have access to meaningful, competitive employment and the opportunity to live full, self-directed lives.

The Career Exploration Fair was a resounding success, providing students with disabilities valuable exposure to a wide range of local career opportunities and postsecondary pathways. The event was highly attended and received overwhelmingly positive feedback from both students and teachers, who shared how meaningful and engaging the experience was. It helped open students' minds to possibilities for their future and gave them insight into the steps they may need to take after high school.

Samantha Minert, CDA School District

Transition Manager's Message:



- Increasing collaboration with school districts and community partners to enhance service coordination and student support
- Streamlining processes to make service delivery more efficient, responsive, and student-centered
- Expanding the variety of Pre-ETS activities to better align with student interests, learning styles, and skill levels
- Reaching more students who have historically faced barriers to access, including those in rural or underserved areas
- Ensuring services are delivered based on each student's individual needs and focused on meaningful skill development

I am excited to lead a program that empowers students with disabilities to take confident steps toward employment, independence, and a fulfilling future after high school.

Lauren Noble, M.Ed., CRC

Pre-ETS provides a structured pathway for students with disabilities to move from high school into the working world or higher education. The program's five core services, job exploration counseling, work-based learning experiences, workplace readiness training, counseling on postsecondary enrollment opportunities, and instruction in self-advocacy, work together to give students practical experience and the confidence to apply their skills in real-life situations. Rather than facing the leap from school to adulthood without preparation, students can build knowledge and strategies in a safe, supportive environment.

A key focus of Pre-ETS is teaching concrete, transferable skills. For example, job exploration activities can help a student identify their strengths and interests, while mock interviews teach them how to communicate clearly and answer questions effectively.



Pre-Employment Transition Services (Pre-ETS)

Pre-ETS team members ensure that these skill-building activities are hands-on and relevant, turning theoretical knowledge into workplace-ready abilities. When students enter the workforce with these skills, they are more competitive candidates and better equipped to adapt to new environments.

262 Schools in Idaho impacted by Pre-ETS

Core Pre-ETS Activities & Skills Gained

Pre-ETS includes five required services designed to prepare students with disabilities for successful transition from high school to adulthood:

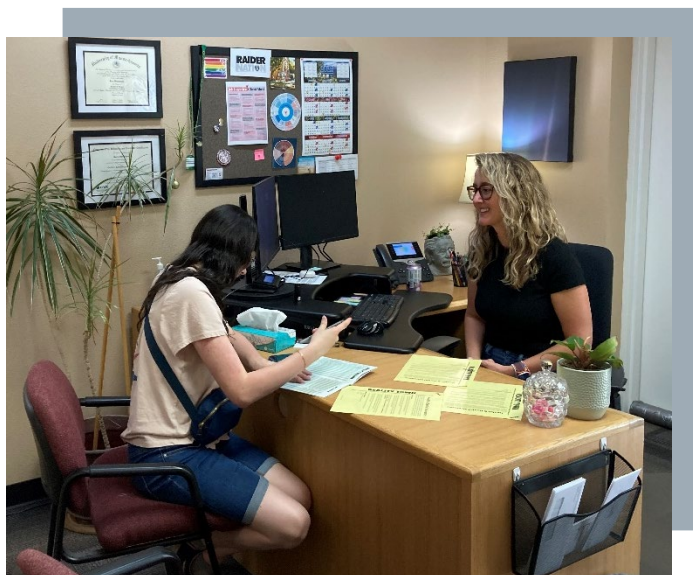
Job Exploration Counseling:

Helping students discover career options is one of the most critical steps in preparing them for life after high school. Job Exploration Counseling provides structured opportunities for students to learn about a range of occupations, understand the skills required for each, and explore how their own interests and abilities connect to potential career paths. This service ensures that students with disabilities have access to accurate information about labor market trends, education requirements, and pathways to employment in fields that match their strengths.

Through guided discussions, interest inventories, and career research

activities, IDVR helps students develop skills in decision-making, goal setting, and self-awareness. Students learn how to assess their strengths and identify any areas for growth. They also gain experience in evaluating whether a career's physical, social, and cognitive demands are a good fit for them. This exploration helps them take ownership of their future and builds confidence in making informed choices, leading to higher engagement and better long-term employment outcomes.

Idaho students often engage in group classroom activities such as exploring the "Top Jobs in Idaho" list, discussing local industries like agriculture, healthcare, or technology, and analyzing career videos or virtual tours of Idaho businesses. IDVR team members may facilitate mock interviews or career panels where students practice asking questions and reflecting on workplace expectations, often within the school environment, preparing them for hands-on work-based learning later.



“I just really want to say thank you for everything you have done. I don't know what the future is going to look like. But you have helped me so much and I am so appreciative of what you have done for me. I don't know how many people can say this, but you changed the way my life was going for the better I wanted to drop out at one point and the times I talked to you made me change my mind. I just want to say thank you, you have had a big impact” – Student directly impacted by VR engagement in Pre-ETS

Work-Based Learning

Experiences (WBLE): Work-Based Learning Experiences offer students the chance to apply skills in real workplace settings, whether through short-term paid opportunities, job shadowing, informational interviewing, mentoring, volunteering, or internships. These experiences bridge the gap between classroom learning and actual job requirements, helping students understand workplace expectations, routines, and culture. For students with disabilities, WBLEs are especially valuable because they provide a safe and supported environment to practice job skills before entering competitive integrated employment.

Through IDVR-facilitated WBLEs, students gain practical abilities such as time management, following multi-step instructions, workplace communication, and problem-solving under real conditions. They also develop professional behaviors like reliability, adaptability, and appropriate workplace



etiquette. By experiencing a variety of job settings, students discover what types of environments help them thrive and which roles might be less suitable, allowing them to refine their career goals before graduation.

In Idaho, WBLEs can take many forms. A student in Idaho Falls might participate in a seasonal position with a local recreation department, learning participant service and maintenance skills. Another in Pocatello could complete a job shadow at a hospital, gaining exposure to healthcare careers while learning about patient confidentiality and teamwork. Partnerships with local employers — from small businesses to large organizations, create opportunities tailored to each student's abilities and career interests.

Are you a student between the ages of 14-21? Visit the [Students webpage](#) or scan the QR code for more information.



Pre-Employment Transition Services (Pre-ETS)

Counseling on Postsecondary Education:

Preparing for life after high school often means pursuing additional training or education, whether through college, trade school, apprenticeships, or industry-specific certifications.

Counseling on Postsecondary Enrollment Opportunities ensures that students understand the full range of options available to them and the steps required to succeed in those environments. For students with disabilities, this includes learning how to request accommodations, manage increased independence, and accessing the resources necessary to persist and complete their programs.

IDVR team members help students build skills in planning, organization, and resource navigation. Students learn how to evaluate different training pathways, compare program requirements, and align them with their career goals. They also practice self-advocacy by identifying the accommodations they may need and learning how to communicate these needs effectively to college disability services or training program staff. These skills set the foundation for success in higher education and specialized training programs.

In Idaho, postsecondary counseling might include connecting students to programs at institutions such as Boise State University, the College of Southern Idaho, or Lewis-Clark State College. Students might tour campuses, meet with admissions staff, or explore apprenticeship opportunities with

Idaho's growing energy and construction sectors. By understanding the training options available to them, students can make informed choices that align with both their career goals and personal circumstances.



Workplace Readiness Training:

Workplace Readiness Training focuses on preparing students with the soft skills and life skills they will need to succeed in any job. These skills include communication, problem-solving, teamwork, and managing responsibilities outside of work, such as transportation and budgeting. For students with disabilities, this training is especially crucial because it helps them navigate the transition from the structured environment of school to the dynamic expectations of the workplace. Through hands-on activities, role-playing scenarios, and targeted instruction, IDVR helps students master workplace behaviors that employers value most. This might include learning how to greet participants professionally, work through conflicts, or adapt to

changes in schedules and tasks. Students also practice essential life skills like time management, workplace safety, and personal financial literacy, ensuring they can maintain stability in both their professional and personal lives.

Across Idaho, workplace readiness training may take place in classrooms, community centers, or through employer partnerships. For example, a training session in Sandpoint might include role-playing participant interactions for tourism-based businesses, while a session in Nampa could focus on safety protocols and teamwork for food processing plants. By tailoring these trainings to local industries, IDVR ensures that students are learning skills that will directly benefit them in the state's job market.

“Working with students in pre-employment transition, is not just teaching them skills. We are helping them uncover their confidence, their strengths, and the possibilities ahead of them. This work matters and is important because these moments of guidance can shape how they see themselves, how they step into opportunities, and how boldly they move toward their futures. Every small step reminds them they are capable, prepared, and worthy of the path they are building.” – Kellsie Meade, Pre-ETS Team Member

Instruction in Self-Advocacy:

Instruction in Self-Advocacy empowers students to speak up for themselves,

understand their rights, and take an active role in their education and career planning. For students with disabilities, this skill is vital for long-term independence and success. Self-advocacy allows students to request needed supports, make informed decisions, and take responsibility for their goals.

IDVR provides students with tools to identify their strengths, understand their needs, and practice communicating these effectively in a variety of settings. Students might learn how to explain their accommodations to a supervisor, express concerns to a teacher, or ask clarifying questions during a job interview. By building confidence in these interactions, students are better prepared to navigate challenges and maintain progress toward their career objectives.

Self-advocacy instruction often takes place during individualized or small group sessions. These experiences give students real-world opportunities to apply their skills and see the positive impact of self-advocacy in action.

“Pre-ETS is designed to support students with disabilities as they prepare for life after high school, and to supplement activities in a student's school and outside experiences. Pre-ETS services focus on supporting students to develop specific employment knowledge, skills, to explore career options, and to build confidence in their transition into adulthood, higher education, or employment. It's a great way to help

students plan for life after high school and dream big!” – Nancy Schmidt, Pre-ETS VR Counselor

Effective Partnerships

Strong partnerships between IDVR and Idaho’s school districts make it possible to bring Pre-ETS directly to where students are learning. Collaboration allows IDVR team members and educators to align with career readiness goals, ensuring that skill development is not an afterthought but an intentional part of a student’s education.

These partnerships often lead to creative programming that builds employability skills. For instance, a special education teacher might coordinate with IDVR to have students run a school-based coffee cart. In doing so, students learn participant service, inventory tracking, and money handling—skills that transfer to many different industries. Teachers can then reinforce these skills in the classroom by incorporating related math, communication, and problem-solving lessons.

In Idaho, this coordination has resulted in unique opportunities such as career exploration fairs, student-led business enterprises, apprenticeship pathways, and even partnerships with local hospitals to provide volunteer experiences for students interested in healthcare.

Through these collaborations, IDVR helps students practice workplace behaviors while also demonstrating to schools the value of career-based skill

development in preparing students for their futures.

Impact in Idaho

- Enhanced Employment Readiness: Students leave school with practical, transferable skills that prepare them for competitive employment and greater independence.
- Expanded Career Awareness: Exposure to varied work-based learning experiences broadens students’ understanding of potential career paths in Idaho’s diverse economy.
- Improved Community Integration: By building partnerships between schools, employers, and families, IDVR helps students with disabilities become active, contributing members of their communities.

SFY25 Number of Students Served

Counseling on Enrollment Opportunities	741
Instruction in Self-Advocacy	1,086
Job Exploration Counseling	1,350
Work Based Learning Experience	709
Workplace Readiness Training	1,370
Total Cases Receiving Pre-ETS	2,426
Total Number of Individual Services Provided to Students	9,721

Skill Development

Skill development is at the heart of every Pre-ETS activity. IDVR ensures that students are not just exposed to workplace environments but actively engaged in learning and practicing skills that will help them thrive. This includes both “hard skills” like operating specific tools or using workplace technology, and “soft skills” such as teamwork, time management, and adaptability.

Many Idaho students have benefited from targeted skill training designed around their individual needs. For example, a student in Coeur d’Alene might receive training in how to tailor their resume based on positions applied for, while another in Twin Falls might work on communication and conflict resolution skills to prepare for participant-facing roles in retail. These experiences directly impact a student’s employability and ability to navigate the social and professional expectations of the workplace.

IDVR also emphasizes that skill-building is not a one-time event but an ongoing process. By introducing skills in school-based settings and reinforcing them during community-based work experiences, students have multiple opportunities to practice, refine, and apply their abilities in varied environments. This approach gives them the confidence and competence to pursue their career goals.

Variety in Work-Based Learning Experiences

Exposure to different types of work-based learning experiences allows students to discover their interests and understand the wide range of careers available to them. IDVR supports job shadowing, internships, workplace tours, paid work experiences, and more, each offering distinct benefits and skill-building opportunities. Job shadowing can help a student decide whether they truly want to pursue a specific occupation, while internships and paid positions provide the deeper, hands-on training needed to master workplace tasks.

These opportunities can be as varied as working at a ski resort in McCall, participating in seasonal agricultural work in the Magic Valley, or interning with a technology company in Boise. Each setting teaches a unique set of skills, from participant interaction and equipment maintenance to data entry and quality control. The variety ensures that students are not limited to a narrow view of what employment can look like and helps them find roles that match both their abilities and their passions.

By rotating through different experiences, students learn how to adapt their skills to new contexts. For example, a student who learns time management in a retail job can apply the same skill in a manufacturing setting. This adaptability is critical for long-term employment success, particularly in Idaho’s diverse and changing economy.

Pre-Employment Transition Services (Pre-ETS)

“I just wanted to thank you for everything! I really appreciate all the time and effort you’ve put into helping me, especially in finding mentors. That was a lot of hard work on your end, and I truly appreciate it. What you’ve done for me has been incredibly helpful, and I honestly haven’t had opportunities like this before. Thanks again—I really appreciate it!” – Student who engaged in Mentoring as a Work Based Learning Experience through VR Pre-ETS



Individualized Student Needs

Recognizing and addressing individual needs is essential to making Pre-ETS effective. IDVR works closely with each student to identify their strengths, challenges, and personal career goals. This can include providing assistive technology, customizing training materials, or arranging specialized coaching.

For example, a student with a hearing impairment in Idaho Falls may receive workplace accommodations to participate in a local manufacturing internship, while a student with autism in Nampa might have a gradual introduction to work tasks in a smaller, low-stimulation environment to build comfort and confidence. Meeting students where they are allows them to engage fully in skill-building without unnecessary barriers.

Increasing Coordination and Information for Parents

Parents play a central role in supporting their child’s career development. IDVR recognizes that informed and engaged parents can reinforce skills at home, encourage independence, and help their child navigate employment opportunities. To that end, IDVR has hosted information sessions, provided clear written guides, and maintained open communication with families.

Parent engagement activities have included workshops on understanding workplace readiness, connections to Idaho Parents Unlimited, and one-on-one meetings to explain available services and next steps. These interactions give parents practical tools, such as how to help their child practice interview skills or manage transportation, to support success beyond the classroom.

Pre-Employment Transition Services (Pre-ETS)

When parents understand the skills their child is developing and how those skills connect to career pathways, they become advocates and motivators. This family involvement strengthens the connection between school-based learning, community work experiences, and long-term employment outcomes.

Pre-ETS Expenditures in SFY25

Counseling on Enrollment Opportunities	\$47,184.82
Instruction in Self-Advocacy	\$52,663.09
Job Exploration Counseling	\$215,169.20
Pre-ETS Personnel Costs	\$694,072.74
Work Based Learning Experience	\$1,277,158.76
Workplace Readiness Training	\$1,606,061.85
Total	\$3,892,310.46

"Most organizations focus on one thing. It might be the specialization of preparing students for college or specific training for a trade. If students ultimately don't stay in those paths, it can be looked at as "wasted time" or "failure". I believe the powerful, unique ability of Pre-ETS is that we do them all. In my opinion, this is a huge benefit for our students with disabilities. There is an earnest attempt to truly find what works for them. There is no hidden bias or pressure that a student will choose one path over another. Pre-ETS is about finding ways for students to get good information and have relevant experiences so they can decide what is a good fit for them given their interests, abilities, and labor market outlook." – Jurene Willett, Pre-ETS Team Member

Voc Rehab was extremely helpful and assisted me in a way that I can be more successful in the classroom and life. My Counselor was friendly and professional. I was extremely happy with the help she provided.

VR Participant Response to Participant Satisfaction Survey

I thank God for you. You have assisted me twice for this opportunity and one other time maybe two times prior. I wouldn't be where I'm at with my life without you. Thank you so much!!!!

VR Participant Response to Participant Satisfaction Survey

VR



Coeur d'Alene Career Exploration Fair ***IDVR Bringing Together CDA School District, Local Businesses, and Community Members to Assist Students with Disabilities to Explore Careers***

Bringing the Career Exploration Fair to life was a collaborative and focused effort between IDVR and the Coeur d'Alene School District. Building an impactful student experience required intentional communication and strong coordination between IDVR and the School District. IDVR was able to obtain the involvement of 23 local business and community organizations, and other businesses who provided donations for the event.

The students were organized into rotating groups allowing the 48 students to attend classroom-style sessions with speakers and then also have time to engage in one-on-one conversations with professionals from various industries. This structure required detailed

scheduling and ongoing communication with both schools within the district that participated and business partners to ensure the event ran smoothly for both the students and businesses.

This event gave the students a rare opportunity to engage directly with professionals and see firsthand the variety of careers available to them. What made it so impactful was how it challenged their assumptions — many walked in thinking they knew what they were or weren't interested in but left with entirely new ideas and possibilities. It also allowed the businesses to meet their future workforce. It's exactly the kind of real-world exposure we strive to provide to the students that IDVR serves under our Pre-Employment Transition Services Program.

The Career Quest event offered a higher level of engagement than we've experienced at other career fairs. We were especially impressed by the students' professionalism, preparedness, and curiosity—they came ready with thoughtful questions and showed genuine interest in our industry. We appreciated the opportunity to connect with such promising talent. What made this event even more valuable was the environment, allowing us to engage with students of all abilities and backgrounds. We look forward to future opportunities to participate.

Alan Longley, Bunker Hill Mine

VR



Money Matters and Career Choices: A Reality Town Experience

This summer, the Meridian Vocational Rehabilitation (VR) office hosted its first-ever in-office *Reality Town* event—an immersive financial literacy experience designed to help students with disabilities better understand the real-world cost of living and the importance of career planning.

Led entirely by the VR team across programs, the event welcomed 23 students from Boise, Kuna, McCall, Nampa, and Meridian, along with some of their parents. The event was split into two sessions: one focused on financial literacy and budgeting, and the other offered the hands-on Reality Town simulation.

The Reality Town at the Meridian office was a success! It was the first time we have ran it in a more intimate office setting and included a financial literacy presentation as well. We had students attend from several Treasure Valley high schools; students even came down from Garden Valley and McCall to attend. It was an amazing partnership between Business Services, Adult Program, and the Pre-ETS teams to make this event a success!

*Mackenzey Starkey, Pre-ETS VR
Counselor*

Students began with a ‘reality check’ activity using Next Steps Idaho, sparking meaningful discussions about income, expenses, and the limits of earning minimum wage. This naturally led into conversations about the value of post-secondary educational paths and long-term career planning.

In the Reality Town simulation, students rotated through various booths set up throughout the VR office—purchasing cars, managing housing costs, and planning for childcare. Unlike traditional large-scale events, this intimate office setup allowed for more personalized interactions, with counselors taking time to engage students in thoughtful discussions about choices, goals, and consequences of decisions made.



Behind the Mic for Career Exploration

IDVR Partners with Iliad Media Group for a tour and informational interview for students with disabilities interested in broadcast and communications careers.

What started as a virtual informational interview during IDVR's *Workday Wednesday* series has grown into a dynamic, hands-on career exploration opportunity for students with disabilities. Local radio personality, Twitty, invited students working with VR to come for an exclusive behind-the-scenes tour of the station.

The tour gave students working with VR an inside look at how a radio station really operates. From the production studio to the control room, students got to see every moving part of a live radio show including how it's produced, how playlists are curated, and what it takes to be on air 24/7 without skipping a beat.

Giving tours at the radio station is always fine but the students and even the staff at VR were by far the most engaging and exciting group this year that I gave a tour to. Very curious as well as informed with some of the technology we use in radio. Could definitely see the wheels turning in their brains both for the students and adults on just how all the working parts come together to make radio seem like a flawless and easy job to do.

Twitty, Iliad Media Group

Twitty also pulled back the curtain on the business side of broadcasting, explaining how multiple stations can operate under one company umbrella, each targeting different listener preferences. Students were introduced to staff members in various roles, giving them insight into the wide range of career paths available in radio from marketing and music programming to engineering and on-air talent.

One of the most valuable takeaways? Understanding that career journeys don't always follow a straight line. Students learned how developing a diverse set of skills can open doors to many roles within the industry—and how seemingly unrelated jobs can build toward a dream career.

Stakeholder Relations Manager's Message:



This past year has marked a period of growth and momentum for IDVR's Business Services. Since the Workforce Innovation and Opportunity Act (WIOA)

elevated the importance of business engagement within the VR model in 2014, IDVR has been committed to not only meeting but exceeding those expectations. I've had the privilege of being part of this journey first as Business Relations Manager, and now as Stakeholder Relations Manager.

With the expansion of our dedicated business services team, we've increased our capacity to serve Idaho's business community. This growth has allowed us to fully embrace the vision for Business Services outlined in WIOA and position IDVR as a valued partner to businesses across the state.

It has been inspiring to witness our Business Specialists as they make meaningful connections in their communities, creating opportunities for job seekers and students with disabilities through relationship building that didn't exist just a few short years

ago. Their work has brought our vision for Business Services to life in tangible, lasting ways.

One of the most exciting advancements this year has been the evolution of our *Disability, Recruiting, Employment, and Access Matters (DREAM)* training series. What began as a pilot is now a robust service with free monthly training available to the business community. Through partnerships with subject matter experts and peer agencies, we've enriched these training sessions and delivered even more value to the businesses we serve.

Our collaboration has also deepened with our workforce partners, internal general services team, and our Pre-ETS team to ensure our efforts are fully aligned — not just preparing businesses to welcome individuals with disabilities but preparing our participants to confidently meet employer expectations. This dual approach is fostering stronger connections between job seekers, students, and businesses, and strengthening Idaho's workforce on both sides of the equation.

I look forward to continuing this work, expanding business partnerships, and advancing the business services program.

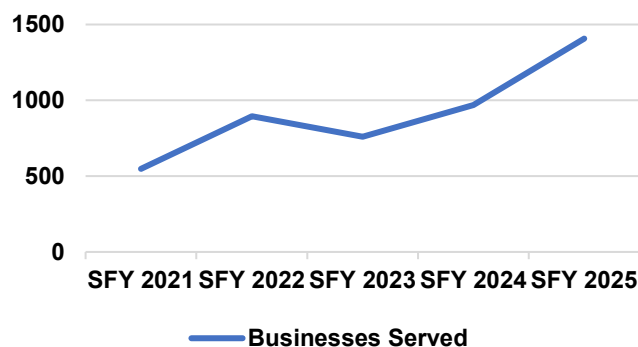
MiKayla Monaghan, M.Ed., CRC, CRL

Business Services Data

IDVR provides no-cost support and services to the business community to address the needs of businesses to include training, education, and the hiring and maintaining of qualified employees with disabilities.

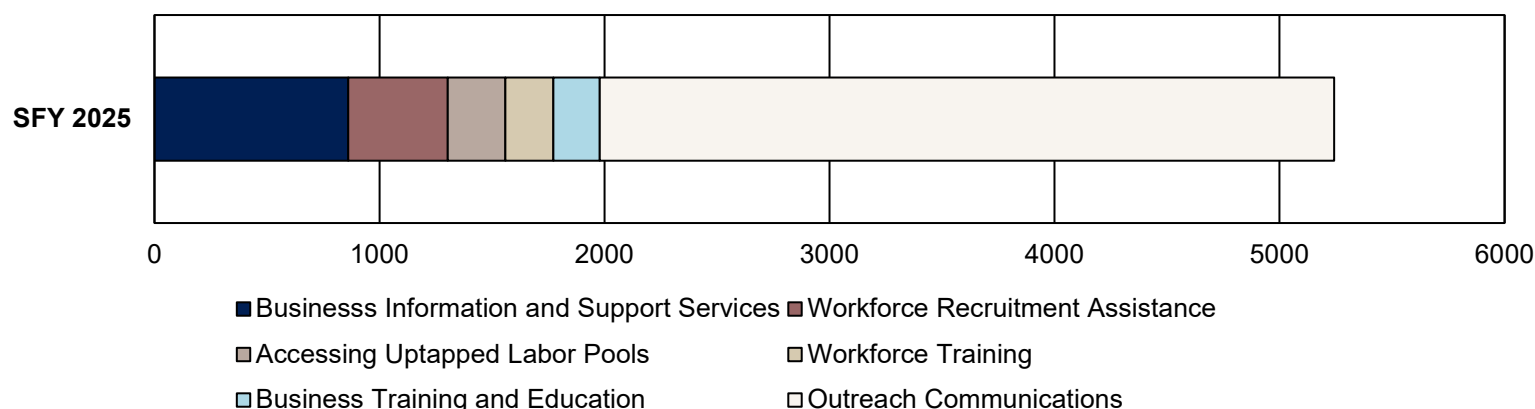
Business Can Receive Support to Build Their Talent Pipeline by partnering with VR to connect with the next generation of employees by providing students opportunities to learn about the world of work.

Businesses Served



1,411 Businesses Engaged with IDVR

Services Provided to Business by Type



Recruitment Assistance & Candidate

Pre-Screening is provided to businesses as a service to assist them to tap into the talented VR job seeker pool who are seeking employment opportunities.

Training and Education is provided as a service to businesses to provide learning opportunities for their employees on disability etiquette and the Americans with Disabilities Act (ADA) to support employers in their goals to create inclusive workplaces.

Employee Training Support is a service that VR can partner with your business to support and assist in skill development of your employees for

positions through an on-the-job training agreement.

Information and Support Services

are available to businesses to request assistance, to answer their questions, provide resources, and support them to maintain individuals with disabilities as part of their workforce.

To [request services](#) for your business, please select the link or scan the QR code and complete the request for services form.



Opening Doors Across Idaho Through Business Tours

Over the past year, the Idaho Division of Vocational Rehabilitation (IDVR) worked with businesses and workforce partners statewide to bring career exploration directly into local communities. One key effort was organizing **36 business tours** across Idaho, giving workforce professionals firsthand exposure to industries such as manufacturing, healthcare, logistics, and forestry.



One-Stop Partners Tour of Idaho Forest Group

These tours offered more than just a look inside workplaces—they created opportunities to **learn, connect, and collaborate**. By seeing job sites in action, partners gained a deeper understanding of industry needs, helping them better guide job seekers toward meaningful, lasting employment.

“Workplace tours offer more than just a look at job roles—they provide meaningful insight into the people, culture, and evolving needs of a business. These up-close experiences open the door to deeper conversations with employers, helping us build

stronger relationships and tailor our services to align with their goals. In doing so, we’re better equipped to connect them with the right talent and deliver workforce solutions that truly work.” - Tate Sanders, IDVR Business Services Specialist

More than **167 professionals** from IDVR and partner organizations—including the Idaho Department of Labor, Adult Education programs, Equus Workforce Solutions, the Community Council of Idaho, and the Idaho Commission for the Blind and Visually Impaired—participated in these tours. Many described the experience as transformative for how they support job seekers.

“The workplace tours have been invaluable in deepening our understanding of local industry and economic needs. These tours help us align our educational offerings with real-world demands and strengthen the connection between Adult Education and our WIOA partners—ultimately supporting our students in securing sustainable employment.” - Jac Webb, Director of Adult Education at the College of Western Idaho

“This experience was beneficial to me to better understand potential employment opportunities for the people we serve. Being able to visit the worksites and ask questions helped me gain a visual perspective on job roles and work environments. It also gave me

Connecting Business and Workforce Professionals Through Business Tours

a clearer idea of what these employers are seeking in candidates, which will help us better meet both the needs of job seekers and the hiring goals of local businesses.” - Logan Lewis, IDVR General Program Supervisor



One-Stop Partners Tour of Buck Knives

Employers also benefited from the tours by showcasing their operations and connecting directly with workforce professionals who help guide potential candidates. These conversations often spark **ongoing partnerships and innovative workforce solutions.**

“Hosting workplace tours is a meaningful and rewarding way for employers to share the career path opportunities and company culture of their organization.” - Jay Washburn, Owner of Dixon Container

As IDVR continues to strengthen connections between educators, employment specialists, and employers, these workplace tours remain a **cornerstone of career awareness and workforce development**—opening



doors for more Idahoans to find success in the workplace.

If your business would like to host a tour for workforce professionals, VR job seekers, or students to learn more about your business and career opportunities, reach out to arrange a tour of your business by contacting VR's business services team at.

I am incredibly grateful for the program and the people that helped to make it happen. I am successfully working in a new field & would not be here without the opportunity that VR provided. Thank you for investing in me!

VR Participant Response to Participant Satisfaction Survey

The IDVR Business Services team hosted businesses across various industries that were spotlighted and able to share about their businesses with IDVR's Counselors and WOIA Workforce program partners.

16 Businesses Spotlighted

Participating businesses represented various industries including healthcare, manufacturing, City Government, Banking and Finance, and more!

"I thoroughly enjoyed the opportunity to present on Idaho Power's career opportunities and share what makes our workplace unique! It was a pleasure connecting with the attendees and highlighting what career paths are available at our organization." - Maria Marshall, Senior HR Specialist- Recruiting for Idaho Power

The virtual business spotlights to allow businesses the chance to share information about their business and their current needs, career ladders, and positions open for recruitment. The business spotlights foster information sharing and discussions about the specific business to allow the team members working with job seekers to better understand the business structure, types of positions, and what the business is looking for in a qualified applicant. These services are designed to ensure positive matches are made from the job seeker to the business side of the recruitment and talent matching relationship.



During the year, IDVR invited partners from Equus Workforce Solutions, Idaho Department of Labor, and Idaho Commission for the Blind and Visually Impaired employees that support job seekers to obtain employment to attend the various business spotlights.

421 Total Attendees at the Business Spotlights

IDVR has been able to expand this service to include more businesses across the state presenting to IDVR team members and our workforce partners to increase the collaboration and understanding of business recruitment needs and processes to better support job seekers to obtain employment with these businesses.

"The spotlights help me get connected with businesses that are hiring. Seeing a hiring path helps me give better information to my participants when they are looking for work. The information shared by businesses helps me better guide participants in their career steppingstones." - Chelsea Barrett, IDVR Counselor

Collaboration Leads to Student Successes



Preparing students for the workforce is a priority for the collaboration between the business services and the Pre-ETS teams. The collaboration has proven to be a powerful partnership that connects students with real-world experiences, skill-building opportunities, and industry professionals.

Partnership has made a direct impact on students' lives: "The collaboration between the Pre-ETS and the Business Services teams has been successful this year from helping students in Mock Interview, Job Applications, and Resume Workshops resulting in my students gaining employment for the first time." Mackenzy Starkey, LPC, VR Pre-ETS Counselor

Another example of this collaboration in action comes from an 18-21 program, where students completed their food handling certification and then were able to tour a real commercial kitchen and meet a professional chef.

"This allowed them to see how a professional kitchen operates and to connect directly with a professional

chef. Opportunities like these help students visualize the workplace and engage meaningfully with industry professionals." - Gulru Sen, VR Pre-ETS Counselor

Beyond tours and certifications, the teams have also worked together to enhance students' knowledge of their rights and workplace expectations. In partnership with CEI Disability Services, a self-

advocacy workshop was offered at a local charter school. This workshop focused on self-advocacy, disability disclosure, and accommodations in college and the workplace.

"The Business Services Team played a key role in making complex topics such as ADA, disability disclosure, and workplace accommodations more relatable and accessible. Their contributions helped students better understand their rights and responsibilities and become more prepared for future employment settings."- Gulru Sen, VR Pre-ETS Counselor

These combined efforts demonstrate how the Business Services and Pre-ETS teams are creating meaningful pathways for students with disabilities to transition from education into employment. By offering practical experiences, skill development, and knowledge about workplace rights, this collaboration supports our mission of empowering Idahoans to achieve successful and lasting employment.

Collaboration Leads to Employment Outcomes

The mission of IDVR is clear: to help Idahoans with disabilities obtain and maintain meaningful employment that leads to greater independence and improved quality of life. One way we accomplish this is through the dedicated efforts of our Business Services Program.

"I worked with our Center's Business Services Specialist, to help one of my participants find employment in a position they have stated 'feels like a job that was meant for me.'" - Corrie Clark, General VR Counselor

The Business Specialist connected directly with the employer to learn about the opportunity and provided detailed information about the application process back to the Counselor. Meanwhile, the participant's Counselor worked with them to update their resume and prepare for the interview.



Throughout the process, the Business Specialist remained available to answer questions and provide ongoing support.

The participant was ultimately hired and is now confidently learning new job duties while growing in their new role.

"One of the most rewarding aspects of my role is supporting counselors in achieving positive placements for their participants. Knowing that these opportunities have the potential to change the trajectory of someone's career, independence, and life is deeply meaningful and reminds me why we do this work," - Tate Sanders, IDVR Business Services Specialist

This partnership between counselors and Business Services Specialists exemplifies how IDVR's programs work hand-in-hand to build bridges between Idaho employers and job seekers with disabilities. By fostering employer relationships, identifying tailored job opportunities, and providing personalized support throughout the employment process, the Business Services Program plays a vital role in helping Idahoans reach their employment goals.

If your business has open positions you would like to obtain support from VR's business team to fill, please email your job description and information on how to apply to business@vr.idaho.gov.



Local Careers Live connects Idahoans with Local Industries

in Idaho Falls through a dynamic, two-day career exploration event developed by IDVR's Business Services team in partnership with the Greater Idaho Falls Chamber of Commerce and local employers.

This event was designed to introduce students and job seekers to in-demand industries and featured guided tours at multiple business locations throughout Idaho Falls, employer panels, and interactive learning opportunities.

Participants explored a variety of workplaces, engaged directly with industry professionals, and gained firsthand insight into company cultures, career pathways, and hiring expectations.

More than 150 students and job seekers participated, learning what it takes to succeed in fields such as advanced manufacturing, skilled trades,



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and technical careers. These experiences introduced participants to career options they may not have previously considered, while giving employers the opportunity to showcase the diversity of roles within their organizations.

"Idaho Steel was proud to participate in Local Careers Live and share our story with the community. It's always a pleasure to see the surprise and curiosity on people's faces when they realize the global reach of our work—right here in Idaho! Events like this remind us how important it is to stay connected to our roots while celebrating the impact we have around the world," - Heidi Oyola, Director of HR at Idaho Steel Products



If your business would like to host students for a work-based learning experience, please email

business@vr.idaho.gov
for more information on how to partner.



From Curiosity to Career with Local Careers Live

“Local Careers Live are about building bridges—between job seekers, students, educators, workforce partners, and employers. When we open the doors of our businesses to the community, we create powerful moments of connection and possibility.”

- Kirby Rider, IDVR Business Services Specialist

Several high schools from across the region took part. School districts provided transportation, bringing busloads of students to participating businesses.

For many students, this was their first opportunity to engage with local industries outside the classroom, offering a powerful glimpse into future career paths and sparking new potential career interests for the students that participated.

“We’re incredibly grateful to the employers who welcomed us into their workplaces. By investing a little time to share what they do, these businesses are helping shape the future workforce of Idaho. They’re showing students and job seekers that opportunity doesn’t have to mean leaving their community, it can be found right here at home.”

- Kirby Rider, IDVR Business Services Specialist



Following the success of the Idaho Falls event, IDVR is expanding the **Local Careers Live** model to other regions across the state.

Plans are already underway to engage employers in industries such as health care, agriculture, manufacturing, and technology in the coming year.

These ongoing efforts reflect IDVR’s commitment to strengthening Idaho’s workforce pipeline, enhancing career awareness, and ensuring that every individual—regardless of ability—has the opportunity to find their place in Idaho’s economy.

No-Cost Business Training & Education



Training topics IDVR Business Specialists can provide education to your employees include:

- Disability Awareness & Etiquette
- ADA Basics
- ADA & Employment
- Reasonable Accommodations
- Service Animals
- Serving Customers with Disabilities
- Public Services & the ADA
- Public Accommodations
- Accessible Technology

“We had 45 staff members attend the live *Debunking Disability* training, and it left a lasting impression. The session challenged assumptions, encouraged honest reflection, and reinforced the importance of seeing each person as an individual, especially when it comes to employment opportunities.” - Taylor Stump, Career Technical Education

In addition to IDVR’s ongoing Virtual Training offerings, we also offer customized trainings for your business. IDVR is able to collaborate to provide training on customized topics to meet your business needs, and the schedule for sessions to occur either during another scheduled training or as independent sessions. Additionally, with VR’s Business Specialists across the state, IDVR can also provide a customized training at your next in-person business meeting.

At the core of the training, our message was the understanding that every person with a disability is unique, and decisions should be made based on individual talent and ability, not diagnosis. It was inspiring to witness the team’s genuine engagement and openness to reflection.
– Tate Sanders, IDVR Business Services Specialist

If you would like to request training for your business, please visit the included link or scan the QR code to complete the [training request form](#).

One of the Business Specialists will reach out to you to discuss your training request.





The Idaho Division of Vocational Rehabilitation moved the Disability, Recruitment, Employment, and Access Matters (D.R.E.A.M.) Training series from the pilot of 5 sessions that completed in October of 2024 into a monthly installment of free training for businesses with various industry experts as co-presenters for the different topics. The Business 2025 Training Series offered the following sessions:

- Disability Etiquette
- Employer Requirements under the ADA
- Debunking Disability Stereotypes
- Mental Health Etiquette 101
- Disability Language
- Reasonable Accommodations 101
- Service Animals 101
- Deeper Dive into Reasonable Accommodations
- Assistive Technology Basics
- Disability Fact or Fiction

“Well presented, informative and helpful.”

DREAM Session Attendee

Was a great refresher course. Thought I knew the answers to most of the questions. Was a little shocked a couple that I missed.

DREAM Session Attendee

It was really great to hear the firsthand experiences from the guest presenter.

DREAM Session Attendee

“Very informative and professionally presented.”

DREAM Session Attendee

Over these sessions, IDVR has had co-presenters from NAMI, Idaho Human Rights Commission, Idaho Council for the Blind and Visually Impaired, Chair of the State Rehabilitation Council and more.

IDVR’s partnership with experts in addition to the expertise brought by the Business Specialists has increased topics that IDVR has offered over the second year of the DREAM series sessions.

If you are interested in attending a virtual training offered by IDVR, visit the [No-Cost Business Training webpage](#) to register for an upcoming training.

Pathways Created Through Partnerships

IDVR Expanding Access to Competitive Integrated Employment Through Training and Partnership

In 2025, IDVR partnered with the Idaho Competitive Integrated Employment Center (ICIE) to host targeted training sessions aimed at expanding access to competitive, integrated employment (CIE) for students with disabilities. These sessions helped **educators, families, students, and businesses** better understand how to support successful school-to-work transitions.

"When we connect employers, educators, and families, we open doors for students with disabilities to access meaningful careers. These conversations help everyone involved see that inclusive hiring isn't just possible—it's good business and good for our communities." - Kirby Rider, Business Services Specialist at IDVR.

Empowering Educators

Over 30 educators participated in virtual training on inclusive work-based learning. The sessions provided actionable strategies on teaching self-advocacy, preparing students for workplace expectations, and applying the Americans with Disabilities Act (ADA) in employment settings. Educators also learned how partnerships with local businesses can expand real-world learning opportunities for students.

Engaging Students and Families

A separate session reached 47 students and parents, offering guidance on how school supports like IEPs and 504 Plans translate into workplace accommodations. The session emphasized the benefits of

employment, including financial independence, social connection, and improved mental health. Families also learned about the importance of early career exploration for long-term success.

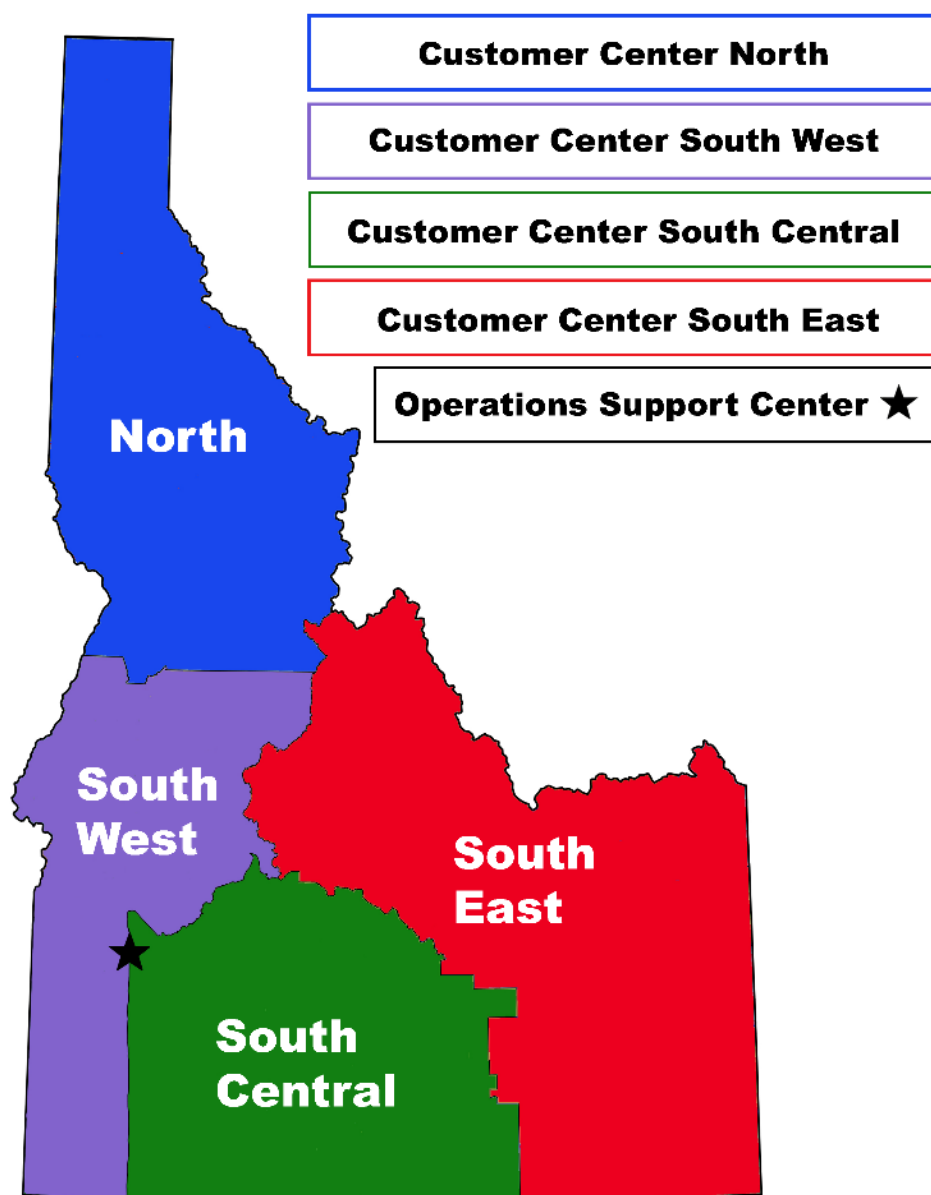
Educating Businesses

A third session focused on helping employers build inclusive workplaces, covering topics like workplace accommodations, inclusive hiring strategies, and partnering with schools for career-connected learning. It also served as a lead-in to a follow-up session with the U.S. Department of Labor on child labor laws and hiring minors.

Impact and Recognition

The success of these efforts led to an invitation for IDVR and ICIE to present at the Idaho Career & Technical Education CONNECT Conference in July 2025, showcasing this initiative as a statewide model for workforce development collaboration.

"This whole project has been a team effort from the start. It's been incredible to see what happens when the IDVR Business Services team and ICIE all pull in the same direction. Together we've created an opportunity to connect with students, families, teachers, and businesses—breaking down what Competitive Integrated Employment is and why it matters. Whether it's helping parents understand the ADA, supporting teachers with real-world tools, or showing businesses how to grow young talent, we're making CIE real, relatable, and exciting. And we're just getting started!" - Carol Carnahan, Associate Director, Idaho Competitive Integrated Employment Center



Visit the [Contacts webpage](#) or scan the QR code for more information.

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