The Florida Senate
COMMITTEE MEETING EXPANDED AGENDA
APPROPRIATIONS SUBCOMMITTEE ON EDUCATION
Senator Gaetz, Chair
Senator Montford, Vice Chair

MEETING DATE: Wednesday, October 7, 2015
TIME: 10:00 a.m.—12:00 noon
PLACE: Pat Thomas Committee Room, 412 Knott Building

MEMBERS: Senator Gaetz, Chair; Senator Montford, Vice Chair; Senators Bullard, Galvano, Legg, Ring, Simmons, and Stargel

TAB BILL NO. and INTRODUCER BILL DESCRIPTION and SENATE COMMITTEE ACTIONS COMMITTEE ACTION

1 Update and Discussion on the Florida Vocational Rehabilitation Program: Discussed
- Presentation by the Office of Program Policy Analysis Government Accountability (OPPAGA)
- Presentation by the Division of Vocational Rehabilitation

Other Related Meeting Documents
Vocational Rehabilitation

Senate Education Appropriations Committee
October 7, 2015

Emily Sikes, Chief Legislative Analyst, OPPAGA
Overview

1. Background on Vocational Rehabilitation
2. Vocational Rehabilitation in Florida
3. Comparison to Other States
Background on Vocational Rehabilitation
Background

What is Vocational Rehabilitation?

Vocational Rehabilitation (VR)

A federal-state program that works with people with disabilities so they can prepare for, gain, or retain employment in meaningful careers

Federal

• The U.S. Department of Education’s Rehabilitation Services Administration (RSA) oversees and administers the program
• RSA provides funds to state VR agencies to provide services for individuals with disabilities

State

• The Florida Department of Education’s Division of Vocational Rehabilitation and the Division of Blind Services are the designated state agencies
• The Legislature appropriates the state funding portion of this program
Background

Federal Changes to VR From Workforce Innovation and Opportunity Act (WIOA) of 2014

Unified State Plan

- Starting March 2016, states will submit a unified plan to the U.S. Departments of Education & Labor with selected performance measures and benchmarks
- Florida’s unified plan will cover the Division of Career and Adult Education (DOE), Division of Vocational Rehabilitation (including Division of Blind Services)(DOE), and CareerSource Florida

Youth Programs

- Requires VR agencies to set aside 15% of their federal allocation for youth in high school
- Florida VR counselors will begin taking applications from youth in high school starting at age 15
- Florida Division of Vocational Rehabilitation will provide additional pre-employment transition services to students in high school

Youth Programs
### Background

**Accountability Measures**

VR accountability requirements are directed by both federal and state law.

#### U.S. Department of Education’s Rehabilitation Services Administration (RSA)

- Change in employment outcomes
- Closed cases with employment
- Closed cases with competitive employment
- Individuals with significant disabilities who are employed
- Comparison of earnings to all employed individuals
- Use of income to self-support


- Number and percentage of customers receiving services (active cases)
- Number and percentage of customers receiving postsecondary education
- Number and percentage of customers receiving Career and Professional Education (CAPE) industry certifications
- Number and percentage of customers gainfully employed
- Average earnings of customers at placement
- Number of students receiving preemployment transition services
- Average wait list time
- Number of persons receiving services
- Change in employment outcomes
- Closed cases with employment
- Closed cases with competitive employment
- Individuals with significant disabilities who are employed
- Comparison of earnings to all employed individuals
- Use of income to self-support
Vocational Rehabilitation in Florida
Vocational Rehabilitation in Florida
Overview of the Division of Vocational Rehabilitation

**Designated State Agency**

- In Florida, the Department of Education, [Division of Vocational Rehabilitation](#) is the designated state agency for vocational rehabilitation services (except for services to blind individuals).
- There are 6 Vocational Rehabilitation regions, with 89 field locations throughout the state.
- The Division has 931 FTE (State FY 2015-16) and includes administrative staff, counselors, and other staff (also includes vacancies).
Vocational Rehabilitation in Florida
Overview of Services

The Division provides individually tailored services and job training to people with disabilities who want to work; these include:

- Client Assessment
- Work Experience While in High School
- Career Counseling & Guidance
- Training & Education After High School
- Supported Employment
- Job Assessment & Accommodations
- On-the-Job Training
- Job Placement & Coaching
- Medical and/or Psychological Treatment
- Vocational Evaluation & Planning
- Assistive Technology & Devices
Vocational Rehabilitation in Florida
Changes in Staffing From Federal Fiscal Year (FFY) 2008-2013

<table>
<thead>
<tr>
<th></th>
<th>FFY 2008 Before OOS²</th>
<th>FFY 2013 After OOS²</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Staff</td>
<td>892</td>
<td>886</td>
</tr>
<tr>
<td>Counselors¹</td>
<td>49% (434)</td>
<td>44% (388)</td>
</tr>
<tr>
<td>Support Staff¹</td>
<td>37% (330)</td>
<td>39% (345)</td>
</tr>
<tr>
<td>Administrative Staff¹</td>
<td>14% (128)</td>
<td>17% (153)</td>
</tr>
</tbody>
</table>

¹Based on the federal classifications of staff for vocational rehabilitation
²OOS is order of selection, which is a prioritization methodology to serve individuals with the most significant disabilities

The Division of Vocational Rehabilitation operates under a prioritization methodology called the **Order of Selection (OOS)** (2008).

- Federal law requires that individuals with the **most significant disabilities** be served first.
- All eligible individuals who are in a closed category are placed on a **prioritized waiting list**.

**Order of Selection Categories in Florida**

1. Individuals with the MOST Significant Disabilities
2. Individuals with Significant Disabilities
3. Individuals with Disabilities
Florida’s Waiting Lists for Vocational Rehabilitation

- DVR has reduced the waiting list by 5,056 individuals between July 2014 and July 2015
- As of July 2015, there was no waiting list for Category 1 (Most Significant Disabilities)
- DVR expects all individuals on the waiting list in Category 2 to be served by January 2016
- Average wait time for individuals to receive services in Category 2 was more than 200 days; Category 3 was more than 500 days

Source: Florida Division of Vocational Rehabilitation
Vocational Rehabilitation in Florida
Clients Served That Had Significant Disabilities

The percentage of clients served that had significant disabilities has **increased in the last 5 years**

**Before OOS**
- 83% of Clients Served Had Significant Disabilities
- N = 42,311
- FFY 2008 Total served = 51,099

**After OOS**
- 99% of Clients Served Had Significant Disabilities
- N = 58,722
- FFY 2013 Total served = 59,223

39% Increase in Number of Clients with Significant Disabilities in FL

Vocational Rehabilitation in Florida
Individuals Served by Florida Vocational Rehabilitation

The Types of Individuals Served in Florida Has Changed in the Last 10 Years

In FFY 2013, DVR served more individuals with cognitive and psychosocial disabilities

- Cognitive: +54%
- Psychosocial: +27%

In FFY 2013, DVR served fewer individuals with communicative and physical disabilities

- Communicative: -46%
- Physical: -29%

Types of Disabilities Served by Florida Vocational Rehabilitation in FFY 2013

- Psychosocial: 5,484 (36%)
- Cognitive: 3,097 (20%)
- Physical: 4,695 (30%)
- Communicative: 1,162 (8%)
- Visual: 216 (1%)
- Other Mental: 772 (5%)
- Psychological: 1,462 (9%)
- Environmental: 98 (1%)
- Speech/Language: 21 (1%)

Note: The numbers reflect an individual’s primary disability.

The Percentage of Cases Closed Successfully (Employed) Has Decreased Since FFY 2007, From 62% to 37%
Comparison to Other States
Comparison to Other States

Background

Data Source

- Used data from the Rehabilitation Services Administration at U.S. Department of Education (USDOE)
- Most recent available is Federal Fiscal Year (FFY) 2013 (October 2012-September 2013)

Comparison Points

- Order of Selection Status
- Percentage of Clients With Significant Disabilities
- Types of Services Provided
- Percentage of Clients Served That Were Closed With Employment
- Percentage of Staff That Were Administrative and Counselors
- Percentage of Client Services Funding Spent on Purchased Services

Peer States

Peer states were selected based on population (U.S. Census)

- California
- Texas
- New York
- Illinois
- Michigan
- Pennsylvania
- Ohio
- Georgia
- North Carolina
Comparison to Other States

27 States Operated Under Order of Selection in FFY 2013

18
AZ
CA
CO
FL
IL
IA
KS
KY
LA
MN
MO
NM
ND
OH
OK
PA
SD
TN
VT
VA
WI
DE
MD
NJ
RI
HI

5 of 27 states that were on OOS did not have a waiting list

*Georgia did not report information on the status of OOS in FFY 2013. However, it is on OOS in FFY 2015.

Comparison to Other States
Percentage of Clients Served That Had Significant Disabilities

Similar to Florida, in Most Peer States, a High Percentage of Clients Served Had Significant Disabilities

<table>
<thead>
<tr>
<th>State</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>IL</td>
<td>100%</td>
</tr>
<tr>
<td>PA</td>
<td>100%</td>
</tr>
<tr>
<td>OH</td>
<td>99.9%</td>
</tr>
<tr>
<td>CA</td>
<td>99.2%</td>
</tr>
<tr>
<td>FL</td>
<td>99.2%</td>
</tr>
<tr>
<td>NY</td>
<td>98.8%</td>
</tr>
<tr>
<td>MI</td>
<td>93.9%</td>
</tr>
<tr>
<td>TX</td>
<td>91.5%</td>
</tr>
<tr>
<td>NC</td>
<td>83.8%</td>
</tr>
</tbody>
</table>


*Georgia did not report information on the percentage of clients served with significant disabilities in FFY 2013.
Comparison to Other States
Percentage of Clients Served That Had Significant Disabilities

Other States Also Served a High Percentage of Clients That Had Significant Disabilities

More than half of all states (31) served high (95%+) percentages of clients that had significant disabilities.

Specifically, the % of clients served that had significant disabilities was:
- 100% for 4 states
- 99% for 12 states (including FL)
- 95%-98% for 15 states

Two services that Florida provided to a large percentage of clients were diagnosis and treatment, and transportation; Peer states varied in the extent to which they provided these services to clients.

<table>
<thead>
<tr>
<th>State Name</th>
<th>Percentage of Clients Receiving Diagnosis and Treatment of Impairments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florida</td>
<td>88%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>60%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>57%</td>
</tr>
<tr>
<td>Texas</td>
<td>56%</td>
</tr>
<tr>
<td>Georgia</td>
<td>42%</td>
</tr>
<tr>
<td>US average</td>
<td>40%</td>
</tr>
<tr>
<td>California</td>
<td>36%</td>
</tr>
<tr>
<td>Ohio</td>
<td>28%</td>
</tr>
<tr>
<td>Michigan</td>
<td>22%</td>
</tr>
<tr>
<td>Illinois</td>
<td>22%</td>
</tr>
<tr>
<td>New York</td>
<td>2%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>State Name</th>
<th>Percentage of Clients Receiving Transportation Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>71%</td>
</tr>
<tr>
<td>Florida</td>
<td>51%</td>
</tr>
<tr>
<td>Ohio</td>
<td>44%</td>
</tr>
<tr>
<td>New York</td>
<td>40%</td>
</tr>
<tr>
<td>US average</td>
<td>33%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>31%</td>
</tr>
<tr>
<td>Michigan</td>
<td>23%</td>
</tr>
<tr>
<td>Georgia</td>
<td>22%</td>
</tr>
<tr>
<td>Texas</td>
<td>13%</td>
</tr>
<tr>
<td>Illinois</td>
<td>10%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>9%</td>
</tr>
</tbody>
</table>

Peer states varied in the percentage of clients that received educational services (college or university training and occupational/vocational training).

<table>
<thead>
<tr>
<th>State</th>
<th>Percentage of Clients That Received College or University Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>24%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>14%</td>
</tr>
<tr>
<td>US average</td>
<td>14%</td>
</tr>
<tr>
<td>New York</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Florida</strong></td>
<td><strong>12%</strong></td>
</tr>
<tr>
<td>Texas</td>
<td>12%</td>
</tr>
<tr>
<td>Georgia</td>
<td>12%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>7%</td>
</tr>
<tr>
<td>Illinois</td>
<td>6%</td>
</tr>
<tr>
<td>Ohio</td>
<td>6%</td>
</tr>
<tr>
<td>Michigan</td>
<td>5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>State</th>
<th>Percentage of Clients That Received Occupational/Vocational Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>17%</td>
</tr>
<tr>
<td>New York</td>
<td>16%</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>13%</td>
</tr>
<tr>
<td>US average</td>
<td>11%</td>
</tr>
<tr>
<td><strong>Florida</strong></td>
<td><strong>10%</strong></td>
</tr>
<tr>
<td>Texas</td>
<td>11%</td>
</tr>
<tr>
<td>Illinois</td>
<td>9%</td>
</tr>
<tr>
<td>Ohio</td>
<td>9%</td>
</tr>
<tr>
<td>Georgia</td>
<td>7%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>6%</td>
</tr>
<tr>
<td>Michigan</td>
<td>6%</td>
</tr>
</tbody>
</table>

Comparison to Other States

Florida’s National Ranking of the Percentage of Successful (Employed) Cases Closed Over the Past 10 Years

Prior to Order of Selection, Florida ranked 22nd in the nation in terms of percentage of cases closed with employment.

Since Order of Selection, Florida has ranked in the bottom across all states in terms of percentage of cases closed with employment, with the most recent rank of 42nd.

Comparison to Other States

Percentage of Successful Case Closures (Employed) in FFY 2013 by State

Federal Benchmark for FFY 2013 was 55.8%

- Exceeded federal benchmark for employment rate (31)
- Below (within 10%) federal benchmark for employment rate (9)
- Significantly below (10% or more) federal benchmark employment rate (10)

Comparison to Other States
Percentage of Successful Case Closures (Employed) in FFY 2013 Across Peer States

Percentage of Successful Case Closures Varied by Peer States

<table>
<thead>
<tr>
<th>State</th>
<th>Employment Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>NY</td>
<td>62.4%</td>
</tr>
<tr>
<td>TX</td>
<td>59.4%</td>
</tr>
<tr>
<td>PA</td>
<td>55.4%</td>
</tr>
<tr>
<td>IL</td>
<td>53.6%</td>
</tr>
<tr>
<td>MI</td>
<td>51.6%</td>
</tr>
<tr>
<td>NC</td>
<td>50.4%</td>
</tr>
<tr>
<td>FL</td>
<td>44.0%</td>
</tr>
<tr>
<td>OH</td>
<td>40.3%</td>
</tr>
<tr>
<td>CA</td>
<td>37.1%</td>
</tr>
<tr>
<td>GA</td>
<td>35.0%</td>
</tr>
</tbody>
</table>

NY & TX exceeded federal benchmark
PA, IL, MI, NC had rates of 50% employed or higher
OH, CA, GA had rates lower than FL

## Comparison to Other States

Percentage of Staff Who Were Administrative and Counselors, and Rank Among 50 States

Compared to most peer states, FL had a higher percentage of administrative staff and ranked as the 7th highest state nationally.

While FL was similar to peer states in the percentage of staff that were counselors, it ranked in the bottom third of all states at 36th.

<table>
<thead>
<tr>
<th>State</th>
<th>Admin Staff</th>
<th>Counselors</th>
<th>Rank</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>TX</td>
<td>40th</td>
<td>41%</td>
<td>3rd</td>
<td>41%</td>
</tr>
<tr>
<td>CA</td>
<td>5th</td>
<td>18%</td>
<td>5th</td>
<td>40%</td>
</tr>
<tr>
<td>FL</td>
<td>7th</td>
<td>17%</td>
<td>7th</td>
<td>41%</td>
</tr>
<tr>
<td>PA</td>
<td>10th</td>
<td>16%</td>
<td>10th</td>
<td>36th</td>
</tr>
<tr>
<td>GA</td>
<td>21st</td>
<td>12%</td>
<td>26th</td>
<td>43%</td>
</tr>
<tr>
<td>NC</td>
<td>22nd</td>
<td>12%</td>
<td>35th</td>
<td>44%</td>
</tr>
<tr>
<td>NY</td>
<td>34th</td>
<td>9%</td>
<td>8th</td>
<td>67%</td>
</tr>
<tr>
<td>OH</td>
<td>38th</td>
<td>8%</td>
<td>41st</td>
<td>63%</td>
</tr>
<tr>
<td>MI</td>
<td>4th</td>
<td>7%</td>
<td>54%</td>
<td></td>
</tr>
<tr>
<td>IL</td>
<td>47th</td>
<td>5%</td>
<td>47th</td>
<td></td>
</tr>
</tbody>
</table>

The amount of client services funding spent on purchased services from other providers varied among peer states. In FFY 2013, Florida spent 62% of funds devoted to client services on purchased services, the remainder (38%) of funds were spent on services provided by state employees.

Contact Information

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Vocational Rehabilitation Appropriation (Proviso Language SB 2500-A)

2015 Budget Allocation

FROM GENERAL REVENUE FUND . . . . . $31,226,986
FROM FEDERAL REHABILITATION TRUST FUND . . . . . $97,493,999
### Performance Measures for Vocational Rehabilitation

*(Proviso Language SB 2500-A)*

<table>
<thead>
<tr>
<th>Measure</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Average wait list time;</td>
<td></td>
</tr>
<tr>
<td>(2) Number of persons receiving services (active cases);</td>
<td></td>
</tr>
<tr>
<td>(3) Number and percentage of customers receiving postsecondary education;</td>
<td></td>
</tr>
<tr>
<td>(4) Number and percentage of customers receiving CAPE industry certifications;</td>
<td></td>
</tr>
<tr>
<td>(5) Number and percentage of customers gainfully employed;</td>
<td></td>
</tr>
<tr>
<td>(6) Average earnings of customers at placement;</td>
<td></td>
</tr>
<tr>
<td>(7) Number of students receiving pre-employment transition services</td>
<td></td>
</tr>
</tbody>
</table>
## Proviso Measure 1: Average Waitlist Time

<table>
<thead>
<tr>
<th>Category</th>
<th>Average Days on Waitlist (by Category)</th>
<th>Number of Individuals on Waitlist (by Category)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Category 1 - Most Severe</td>
<td>89</td>
<td>56</td>
</tr>
<tr>
<td>Category 2 - Severe</td>
<td>204</td>
<td>257</td>
</tr>
<tr>
<td>Category 3 - All other individuals with disabilities</td>
<td>416</td>
<td>469</td>
</tr>
<tr>
<td>Total</td>
<td>14201</td>
<td>13190</td>
</tr>
</tbody>
</table>
# Proviso Measure 2: Number of Persons Receiving Services (Active Cases)

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of persons receiving services (active cases in assessment)</td>
<td>The number of individuals with disabilities who have applied for services and who have received services to determine eligibility.</td>
<td>10968</td>
<td>13514</td>
<td>15213</td>
<td>14291</td>
<td>23449</td>
<td>16613</td>
</tr>
<tr>
<td>Number of persons receiving services (active cases with IPE)</td>
<td>The number of individuals with disabilities who have been determined eligible and who have received services under an Individualized Plan for Employment (IPE).</td>
<td>29871</td>
<td>27670</td>
<td>27601</td>
<td>28451</td>
<td>39126</td>
<td>28407</td>
</tr>
<tr>
<td>Number of persons receiving services (All Active Cases)</td>
<td>The Number of individuals with disabilities who applied for, and received services, to either determine eligibility or under an IPE. This is a count of active cases at any point in the period.</td>
<td>40839</td>
<td>41184</td>
<td>42814</td>
<td>42742</td>
<td>62575</td>
<td>45020</td>
</tr>
</tbody>
</table>

IPE = Individualized Plan for Employment
### Proviso Measure 3: Number and percentage of customers receiving postsecondary education

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(3) Number and percentage of customers receiving postsecondary education</td>
<td>The number of individuals for whom VR made a tuition payment to a college or university (unduplicated count).</td>
<td>2261</td>
<td>1906</td>
<td>2178</td>
<td>2546</td>
<td>5102</td>
<td>1581</td>
</tr>
<tr>
<td></td>
<td>The percentage of individuals receiving services under an IPE for whom VR made a tuition payment to a college or university (unduplicated count).</td>
<td>5.54%</td>
<td>4.63%</td>
<td>5.09%</td>
<td>5.96%</td>
<td>13.04%</td>
<td>5.57%</td>
</tr>
</tbody>
</table>
Proviso Measure 4: Number and percentage of customers receiving CAPE industry certifications

• New measure for VR. The data originates from reports submitted by the K-12 system and the postsecondary school system.

• Data is reported to DOE and housed in the Division of Accountability, Research, and Measurement (ARM).

• The schools do not currently report data on a quarterly basis, and a specific certification date is not reported. It is likely that VR will only be able to report this metric for the entire year after all data is submitted to DOE / ARM.

• Preliminary data for SFY 14-15 not be available till mid-October. Final data will not be available till February 2016. The report on this measure will be updated and re-submitted when data becomes available.

• Submitted CAPE data will be matched with VR customers for SFY 14-15 SFY to get a count. The percentage will be calculated by dividing the count of customers receiving a CAPE certification during the year by the total number of customers served.
## Proviso Measure 5: Number and percentage of customers gainfully employed

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(5) Number and percentage of customers gainfully employed</td>
<td>The number of individuals with disabilities who were successfully rehabilitated (retained employment for 90 or 150 days after hiring).</td>
<td>1793</td>
<td>1298</td>
<td>1267</td>
<td>1402</td>
<td>5760</td>
<td>1070</td>
</tr>
<tr>
<td></td>
<td>This is the rehabilitation rate. It is the percentage of the total number of individuals whose cases were closed under an IPE who were successfully rehabilitated. This number fluctuates based on many factors, including initiatives that inflate the number of case closures (better managing caseloads by closing cases that are no longer active).</td>
<td>44%</td>
<td>40%</td>
<td>37%</td>
<td>36%</td>
<td>39%</td>
<td>37%</td>
</tr>
</tbody>
</table>
## Proviso Measure 6: Average earnings of customers at placement

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<tr>
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<tr>
<td>(6) Average earnings of customers at placement</td>
<td>The average hourly wage earned by individuals with disabilities upon being hired.</td>
<td>$11.09</td>
<td>$11.47</td>
<td>$11.64</td>
<td>$11.41</td>
<td>$11.38</td>
<td>$11.39</td>
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</tbody>
</table>
## Proviso Measure 7: Number of students receiving pre-employment transition services

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<tbody>
<tr>
<td>(7) Number of students receiving pre-employment transition services</td>
<td>Additional information from VR: The number of students with disabilities (age 15 - 21) receiving services under an IPE.</td>
<td>12175</td>
<td>11584</td>
<td>11791</td>
<td>12534</td>
<td>15766</td>
<td>12611</td>
</tr>
<tr>
<td></td>
<td>The number of students with disabilities (age 15 - 21) receiving specific pre-employment transition services under an IPE (career exploration and assessment, work readiness training, work experience, peer mentoring, self-advocacy training, post-secondary educational counseling).</td>
<td>1</td>
<td>35</td>
<td>45</td>
<td>547</td>
<td>621</td>
<td>837</td>
</tr>
</tbody>
</table>
Performance Improvement – Implementing Workforce Innovation and Opportunity Act (WIOA)

- Pre-Employment Transition Services (15-21 year olds)
  - Pre-Employment Training
  - Peer Mentoring
  - Expanded Work Experience for youth, increased emphasis on CAPE certifications
- Customized Employment – training and expansion
- Assessing VR Service Category 3 – new ability to serve under WIOA
- Business Relations Program – better understand and meet the needs of Florida’s employers
- Working more closely with core partners - CareerSource, Career and Adult Education, and Blind Services
- Working with Agency for Persons with Disabilities and Department of Children and Families to implement new Section 511 of the Rehabilitation Act
Performance Improvement – Improving Staff & Contractor Skills

• Performance Transparency with VR Staff
• IMAP – Individualized Mentoring Action Plan
• VR Learning Management System
• Certified Public Manager (CPM) Track
• Succession Planning Project
• Improving the Field Quality Assurance Process
• Training for Employment Contractors on VR Expectations
• Working with Agency for Persons with Disabilities and the DD Council to identify and support best practices, outreach, better coordination
• Revisiting ‘Ready to Work’ customer status and creating / sharing improved tools to use in the case process
• Re-looking Benchmarks and Structure of Employment Services Contracts
Performance Improvement – Improving the VR Process

- ‘VR Works’ Project
- Vendor Profile Application
- Abilities Work Help Desk / Talent Acquisition Portal (TAP)
- New Customer Satisfaction Contract
- Managing with Performance Data
Performance Improvement – Improving VR Infrastructure

• Waiting List Tool / Release Schedule Strategy
• Data Validation Team
• Administrative Pool
• Centralized Supply
• Improved Safety
• Improved Budget Projections
• Re-write of Aging Data Systems and Creation of New Systems to Support WIOA Requirements
• Up-to-date Hardware and Software / Security Measures
• Data Warehouse Development
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The Florida Senate

Appearance Record

(10-7-15)

Meeting Date

Vocational Rehabilitation

Topic

Emily Sikes

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Chief Leg. Analyst

Job Title

32311

Address

Phone 850-717-0531

Tallahassee, FL

City State Zip

Email Sikes.Emily@opppga.fl.gov

Speaking: □ For □ Against □ Information

Waive Speaking: □ In Support □ Against
(The Chair will read this information into the record.)

Representing OPPAGA

Appearing at request of Chair: □ Yes □ No

Lobbyist registered with Legislature: □ Yes □ No

While it is a Senate tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this meeting. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard.

This form is part of the public record for this meeting.
10/07/2015

Meeting Date

Topic Vocational Rehabilitation

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Speaking: ☐ For ☐ Against ☑ Information

Waive Speaking: ☐ In Support ☐ Against
(The Chair will read this information into the record.)

Representing Florida Department of Education

Appearing at request of Chair: ☐ Yes ☐ No
Lobbyist registered with Legislature: ☐ Yes ☐ No

While it is a Senate tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this meeting. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard.

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