



Iowa Vocational Rehabilitation Services Investing in Iowans FFY 2014

Vocational Rehabilitation is an
Investment in Iowa

The Investment Pays Off

- ◆ IVRS assisted 2,205 Iowans with disabilities in obtaining employment in the 2014 federal fiscal year.
- ◆ Approximately 96 percent of successful IVRS job candidates remain in Iowa, working, paying taxes, and contributing to their communities.
- ◆ A total of 571 IVRS job candidates were on public support for living expenses (SSI, SSDI, TANF, General Assistance). Of those, 122 are now self-sufficient, a savings of \$890,390.04 annually for the state.
- ◆ Of those, 12 job candidates received Temporary Assistance to Needy Families (TANF) at the time of their applications. Rehabilitation of these individuals saves Iowa \$72,264 per year. That's nearly \$361,320 over 5 years!
- ◆ Iowans with disabilities served by IVRS in FFY 2014 have an income that is an estimated \$46.3 million annually.
- ◆ IVRS helps increase individual/family earnings in Iowa by more than \$36.9 million.
- ◆ Iowans with disabilities served by IVRS in FFY 2014 earned \$14.6 million more than was spent on the entire vocational rehabilitation program.
- ◆ After 10 years, Iowa receives an average \$326 return on every \$100 of State Appropriation originally invested in IVRS job candidates.



200,000 New jobs In 2014, IVRS placed 2,205 Iowans with disabilities into competitive employment. Thirty-eight new businesses were started or expanded, and from 2008-2014 345 new businesses were started or expanded by IVRS.

15% Reduction in government IVRS provides services to individuals with disabilities that cross many fields including partnering with the Department of Education, Department of Corrections, Department of Human Services, Department of Veterans Affairs, Iowa Department of Aging and the Department of Labor. Through the provision of vocational rehabilitation services, individuals with disabilities earned \$14.6 million more than was spent on the entire VR Program. There were 122 individuals on public support for their living expenses who are now supporting themselves, a savings of \$890,390 annually for the state.

25% Increase in family incomes For those successful IVRS employment outcomes, there was an increase of \$36.9 million from their application status. This is a 390% increase in their income as reported at application.

#1 Schools in the nation Forty-two percent of IVRS referrals come from Iowa school districts for youth in transition. In 2014, 922 students were successfully rehabilitated, working 35 hours a week with average earnings of \$11.23/hour. More than \$5.34 million was spent on tuition assistance for students in our post-secondary training programs to obtain educational and occupational skills training to help compete in today's labor market.

Agencywide

FFY	Job Candidates Referred	Closed, Rehabilitated	Hours Worked per Week	Average Hourly Wage
2014	6,036	2,205	32	\$11.88
2013	5,980	2,185	33	\$11.61

Veterans

FFY	Veterans Referred	Closed, Rehabilitated	Hours Worked per Week	Average Hourly Wage
2014	188	60	34	\$15.23
2013	182	62	35	\$12.50

Transition

FFY	Transition Students Referred	Closed, Rehabilitated	Hours Worked per Week	Average Hourly Wage
2014	2,504	922	35	\$11.23
2013	2,525	872	35	\$10.72

Businesses hiring more than 5 IVRS Job Candidates in FFY2014

Business	Number of Hires
Hy Vee	78
Walmart	70
McDonald's Restaurant	46
Self Employed	38
Casey's	27
Mercy	22
Fareway Stores	20
Burger King	15
Pizza Ranch	15
Menards	14
Goodwill Industries	13
Federal Government	13
Winnebago Industries	12
University of Iowa	11
Walgreens	11
State of Iowa	10
Subway	10
Tyson	9
Unity Point	9
Dollar General	8
Pizza Hut	8
ABM	7
Hiawatha Care Center	7
John Deere	7
Veterans Administration	7
Cost cutters	6
Fed Ex	6
Kmart	6
Securatas Security Services	6
Target	6
YMCA	6

What services are available?

- Training for employment
- Technological assessment
- Vocational assessment
- Counseling and guidance
- Transition services for students
- Physical and/or mental restoration services that may include therapy, wheelchairs, hearing aids, etc.
- Special adaptive equipment or devices
- Medical and psychological assessment
- Occupational tools, equipment or licenses
- Planning for self-employment
- Personal assistance
- Supported Employment
- Job coaching
- Job placement
- Follow-up after placement to assist with work and employer satisfaction

Iowa Employment First



Employment First facilitates the full inclusion of people with the most significant disabilities in the workplace community. Iowa Vocational Rehabilitation Services has been the lead agency during the past three years with an Employment First grant through the Office of Disability and Employment Policy. This is a collaborative effort with other state systems, private community providers, and family/parent coalitions. Funding has been leveraged not only through Employment First monies, but with the Disability Employment Initiative through Iowa Workforce and the Iowa Coalition for Integrated Employment. Employment First efforts are focused on increasing options for community integrated employment for individuals with the most significant disabilities.

Specific outcomes have led to systems change in a number of different areas. An example was in 2014, 427 consumers were placed into integrated employment from participating community providers in the pilot project effort. Eighty-six of those consumers were identified as customized employment cases benefiting from business negotiation resulting in competitive employment. The average wage for these individuals was \$7.81 per hour and the average number of hours per week worked was 17.27. This is significant because this represents a population of individuals who had not had previous success in competitive integrated employment. These individuals were typically served in segregated employment or day habilitation settings.



Students Transitioning to the Workforce with Project Search

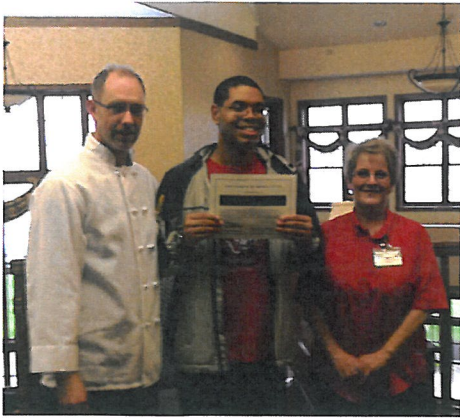
Project Search students attended the signing of the proclamation declaring October as National Disability Employment Awareness Month at the State Capitol. Project Search is a joint program between Des Moines Public Schools, Mercy Hospital Medical Center, Iowa Vocational Rehabilitation Services and Easter Seals of Iowa. Students are given a nine month training opportunity at Mercy Hospital Medical Center in a variety of areas to explore potential careers and receive training. Some of the students are hired after their training period and are already qualified to begin working.

See the segment that KCCI did on Project Search student, Austin Lee, at this link: <http://www.kcci.com/news/project-search-helps-students-train-for-real-world-jobs/29607590>. In the photo above, Austin is pictured seated to the left of Governor Branstad.

PROJECT SEARCH EMPLOYMENT OUTCOMES

Client Name:	Employer:	Job Title:	Hourly Wage:	Hours/Week:	Start Date	End Date	Job Responsibilities/Reason For Leaving:	
CLASS OF 2013	x	McDonald's	Lobby Attendant/Cashier	7.50	30	5/15/13	Still Employed Provides customer service, runs cash register mops, sweeps, empties garbages, cleans tables in lobby	
	x	Menards	Stocker	8.45	24-27	6/12/13	Still Employed Stocks items in store, provides customer service	
	x	Mercy Medical Center	Gift House & Flowers Customer Service	9.45	40	9/19/13	Still Employed Provides customer service, runs cash register, cleans and stocks store	
	x	Mercy Medical Center	Starbucks Barista	9.45	30	6/17/13	Still Employed Makes coffee, provides customer service, stocks back of house	
	x	Lowe's	Maintenance	10.00	40	10/20/14	Still Employed Provides customer service, brings in carts, wheels appliances to customer's cars	
		World Class Industries	Warehouse Associate	10.00	25	3/7/14	9/15/14 Cleaned warehouse, collapsed boxes, light assembly	
	x	Glen Oaks	Dietary Aide	8.50	4-7	1/29/14	Still Employed Sets tables, serves drinks and food to residents, washes dishes, preps food	
		HyVee	Table Busser	8.00	6	10/7/14	Still Employed Wipes down tables, takes customers trays, sweeps lobby	
	x	CVS Pharmacy	Stocker	9.00	15	9/16/14	Still Employed Stocks items in store, provides customer service, receives items off trucks	
		Embassy Suites	Laundry Attendant	8.50	40	11/20/13	4/1/14 Washed, dried, folded and distributed laundry	
	x	Maxie's	Dishwasher	9.00	12	10/21/13	Still Employed Washes, dries and stocks dishes	
	x	Younkers	Dock Worker	8.00	25	9/15/14	Still Employed Prepares clothes and merchandise for the sales floor	
	x	37-3011 Landscaping & Groundskeeping	Lawn Care Worker	12.50	30	4/1/14	Still Employed Lawn care and snow removal.	
	x	DID NOT PARTICIPATE IN SUPPORTED EMPLOYMENT						
	x	Fareway	Courtesy Clerk	8.00	30	6/6/13	Still Employed Bags groceries and pushes carts out to cars, provides customer service	
	x	KMart	Cashier	7.25	30	2/6/14	Still Employed Runs cash register, provides customer service, supervises layaway	
	Marshall's	Cashier	7.50	20	10/21/13	2/6/14 Ran cash register, provided customer service		
x	Delta Dental	Mailroom Clerk	11.00	40	5/5/14	Still Employed Opens and sorts mail based on claim information, prepares mail for distribution in office		
CLASS OF 2014	x	Easter Seals	Custodian	7.50	40	2/27/14	Still Employed Mops, sweeps, vacuums, cleans bathrooms, empties garbage's, and completes various maintenance tasks as assigned	
		Our Lady Catholic Church	Custodian	12.00	20	11/11/13	2/27/14 Mops, sweeps, vacuums, cleans bathrooms, empties garbage's, and completes various maintenance tasks as assigned	
	x	MOVED TO COLORADO						
	x	DID NOT PARTICIPATE IN SUPPORTED EMPLOYMENT						
	x	ENDED THE PROJECT SEARCH PROGRAM EARLY TO WORK FOR HIS PARENT'S COMPANY						
	x	Des Moines Public Schools	Dietary Aide	11.69	25	8/11/14	Still Employed Washes dishes, serves lunch for students, prepares lunch for students	
	x	HCR Manor	Dietary Aide	9.00	30	6/16/14	Still Employed Transports food carts to patients, washes dishes, stocks pantry, completes other cleaning tasks as assigned	
	x	Bear Basics	Childcare Associate	7.25	30	6/10/13	Still Employed Plays with children, feeds children, provides hygienic assistance as necessary	
	x	DID NOT PARTICIPATE IN PROJECT SEARCH						
	x	Mercy Medical Center	Sterile Processing Tech	12.50	40	5/5/14	Still Employed Sterilizes surgical equipment for the hospital, distributes surgical equipment throughout the hospital	

AVERAGES	\$9.22	27.5
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Highland Ridge receives award from state agency

by Brathjen on May 8, 2014

Reprinted courtesy of:

Your Weekly Paper

By **BENJAMIN S. EVANS**

A small group of about seven people gathered in the entry way of Highland Ridge Care Center, 100 Village View Circle. One woman, whose name was Cindy Kurtz Hopkins, gave a short speech about the quality of the staff at the care center.

"I've probably placed close to 300 clients, but this is my proudest placement," the job coach from Iowa Vocational Rehabilitation Services said. "The group here at Highland Ridge has been great."

An award changed hands, given to Highland Ridge from Iowa Vocational Rehabilitation Services, Cedar Rapids, for the care center's support of the professional development of a young man named Ben Kapple.

Over the past five months, since his official hire on Nov. 5, 2013, Kapple has moved up from a dishwasher to a server to now helping with baking desserts — angel food cake and a variety of cookies in particular — as Kapple has a degree in culinary arts from Kirkwood Community College. He is upbeat, smiling and obviously beloved by the people surrounding him.

Kapple also happens to be autistic.

Brian Phillips, the campus administrator for Highland Ridge Senior Living Community, said his staff came to him with the idea to hire Kapple and Phillips said he knew the corporation would be behind it.

"For me, personally, my little sister has Down Syndrome and she worked in a similar situation where she had a job coach and I knew that people with disabilities do a great job. I felt like this would be a great fit with what Highland Ridge is all about and how we're here to serve the community," Phillips said.

Kapple comes into the care center at 11 a.m. and leaves at 3 p.m. leaving joy in his wake as he washes dishes and serves during the day.

Jamie Leonard, director of nutrition and culinary services at Highland Ridge, said the staff is hoping to move Kapple into more responsibility.

"We don't want him to just be a dishwasher, we want him to continue moving up and have more and more responsibility," Leonard said.

Iowa Vocational Rehabilitation Services is an agency under the Department of Education that provides job placement and training for the disabled throughout Iowa.

"We work with individuals that are in high schools on up to individuals who are adults," Holly Mateer, a rehabilitation supervisor with the agency said. "We help realize what the individuals' visions and goals are for career development and that aspect really drives the process."

The service wanted to capture Kapple's interest in the culinary arts, which the service is helping him realize by moving up the ladder at Highland Ridge.

"(Kapple) has optimized his opportunities (at Highland Ridge), as he's come in here with his skill sets and is looking to grow," Mateer said. "He's really meeting a need and they are finding ways to put him to work."

Mateer also commented that it takes excellent employers, like Highland Ridge, to put the effort into adapting and growing the individual and the workplace.

"It's a true partnership that's involved," she said. "We get to know the individual, their career aspirations, how can we make that happen and how can we team with businesses to help accomplish that task. And the partnership with Highland Ridge has truly been a full fruition of that concept."

Hopkins, Kapple's job coach who helps him on the job when he needs it, said words can barely describe the effort and excellence Highland Ridge has put into this partnership.

"I've placed people in Burger King and high tech jobs and, by far, this has been the most enjoyable one," she said. "(The staff at Highland Ridge) is always great to (Kapple) and me — just so positive."

And, for the staff at Highland Ridge, the feeling is mutual.

"I have employees comment all the time on how Ben is so outgoing and fun," Phillips said. "He just brings joy to the workplace."

For more information visit our website at

www.ivrs.iowa.gov

Visit us on Facebook at www.facebook.com/IowaVocationalRehabilitationServices

	SFY 2014	SFY 2015	SFY 2016
Appropriation I67 Vocational Rehabilitation			
Revenue			
Federal Support	\$23,644,660	\$27,232,554	\$27,506,437
Intra State Transfers	\$160,000	\$160,000	\$160,000
Gov Transfers In Other Agencies	\$1,659,610	\$1,509,140	\$1,594,299
Other	\$9,395	\$13,212	\$13,231
	\$25,473,666	\$28,914,906	\$29,273,967
State Appropriation	\$5,146,200	\$5,911,200	\$5,911,200
Total Revenue	\$30,619,866	\$34,826,106	\$35,185,167
Non-Cash Match Generated from Contracts	\$534,794	\$677,563	\$739,059
Expenditures			
Personnel	\$18,390,370	\$19,472,598	\$19,279,773
Operating Costs	\$2,519,461	\$2,412,200	\$2,656,311
Contract Costs	\$564,727	\$1,416,342	\$1,412,489
Aid to Individuals (Case Service) Costs	\$9,145,309	\$11,524,966	\$11,836,594
Total Expenditures	\$30,619,866	\$34,826,106	\$35,185,167
Budgeted FTE	241.00	241.00	245.00
Actual FTE Used	223.01	NA	NA

Appropriation I68 Independent Living			
Revenue			
Federal Support	\$235,610	\$318,769	\$318,769
State Appropriation	\$39,128	\$89,128	\$89,128
Total Revenue	\$274,738	\$407,897	\$407,897
Expenditures			
Personnel	\$72,404	\$110,326	\$110,326
Operating Costs	\$23,001	\$23,063	\$23,063
Contract Costs	\$113,165	\$120,684	\$120,684
Aid to Individuals (Case Service) Costs	\$66,168	\$153,824	\$153,824
Total Expenditures	\$274,738	\$407,897	\$407,897
Budgeted FTE	1.00	1.00	1.00
Actual FTE Used	0.82	NA	NA

Appropriation I80 Entrepreneurs With Disabilities			
Revenue			
State Appropriation	\$145,535	\$145,535	\$145,535
Expenditures			
Personnel	\$137,740	\$117,883	\$117,883
Operating Costs	\$7,795	\$27,652	\$27,652
Total Expenditures	\$145,535	\$145,535	\$145,535
Budgeted FTE	0.00	0.00	0.00
Actual FTE Used	1.50	NA	NA

Appropriation I92 Independent Living Center Grants			
Revenue			
State Appropriation	\$40,294	\$90,294	\$90,294
Expenditures			
Contract Costs	\$40,294	\$90,294	\$90,294
Budgeted FTE	0.00	0.00	0.00
Actual FTE Used	0.00	0.00	0.00

Transition Alliance Programs

Through collaborative school district partnerships, IVRS and eight school districts have worked together to develop Transition Alliance Programs (TAPs).

TAP's primary goal is helping students with disabilities prepare for and succeed in employment, academic and independent living settings. Services vary as collaboration occurs in student-centered meetings that address specific needs to help participants develop career goals. Key principles include: integrated work and learning opportunities; citizenship and leadership development; improvement in educational attainment and dropout prevention; and community and resource awareness. Year-round services help fill in the gaps for students in transition by providing them necessary support to gain economic self-sufficiency and independence. A specific focus is on integrating work skill development through community work experiences and/or post-secondary education.

FFY 14 TAP

	Ankeny	Cedar Falls	Charles City	Fort Dodge	Galva-Holstein	Mount Ayr	Sioux City	Waterloo	TOTAL
PARTICIPATION									
# Referrals in FFY14	14	45	15	31	48	6	57	63	279
# in Plan Development	35	7	11	7	20	1	57	38	176
# in Service Status (IPE implemented)	5	76	29	58	140	30	154	131	623
# Follow-Along	0	14	0	4	26	6	19	24	93
# Follow-Up	0	35	0	0	49	15	74	94	267
Total Participants	40	132	40	69	235	52	304	287	1159
TRAINING									
# Students taking PSEO Classes	0	1	1	12	9	3	17	1	44
# Students in Post-Secondary Training	3	27	8	22	47	9	41	24	181
WORK EXPERIENCE									
# Students in Paid Work Experience	16	46	9	32	96	17	144	4	364
# Students in Non-Paid Work Exp.	5	8	8	17	19	8	27	41	133
EMPLOYMENT OUTCOMES									
Successful Closures (26) in FFY14	0	14	0	4	23	5	18	22	86
Average Wages	N/A	\$9.38	N/A	\$8.25	\$10.11	\$10.24	\$9.62	\$9.03	\$9.44
Average Hours Worked	N/A	34	N/A	26	37	35	39	33	34
New Business Partnerships	22	60	12	4	20	5	24	12	159
Rehab Rate	N/A	82%	N/A	50%	88%	83%	90%	92%	85%

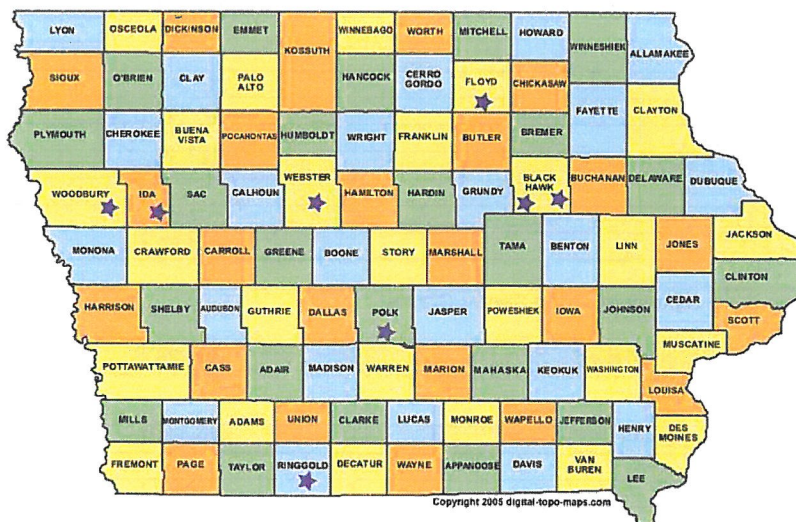
Fort Dodge TAP began 7/1/12

Charles City and Ankeny TAP began 7/1/13

TAP Locations in Iowa

TAP Services

- Career Exploration
- Job Placement
- Vocational Instruction
- Post-Secondary Training Options
- Independent Living Skills
- Paid Work Experiences
- Follow-Up and Monitoring (until age 25)



- Ankeny
- Cedar Falls
- Charles City
- Fort Dodge
- Galva Holstein
- Mt. Ayr
- Sioux City
- Waterloo