

Attachment 4.11(c)(1)

Goals and Priorities

The Mississippi Department of Rehabilitation Services (MDRS) derived the goals listed below from the needs identified through the FFY 2012 Comprehensive Needs Assessment as seen in Attachment 4.11(a). MDRS has attempted to develop goals that will address the transportation and job training needs of consumers and improve public awareness of disability. Through these goals and priorities MDRS anticipates an impact that will improve services and outcomes for people with disabilities. During FFY 2013, MDRS met all the standards and indicators. MDRS continues to strive to meet these goals annually through the management of the Vocational Rehabilitation (VR) and Vocational Rehabilitation for the Blind (VRB) Programs.

Goal I: Improve access to transportation for employment for individuals with disabilities.

Strategies:

1. Continue to identify current transportation resources at the local and state level.
2. Update a Community Transportation Resource Guide that will be distributed to VR staff, VRB staff, and consumers through accessible media, including the agency website, as needed.
3. Continue to identify local transportation boards and/or initiatives to bring awareness regarding need and access to accessible transportation for individuals with disabilities at local meetings.
4. Participate on and become involved in local transportation boards and/or initiatives to bring awareness regarding the needs for accessible transportation for individuals with disabilities at local meetings.
5. Measure the amount of transportation services planned on the Individualized Plan for Employment (IPE) for clients during the FFY
6. Provide strategies to assist VR/VRB staff and consumers in developing transportation support networks.

Goal II: Increase training opportunities for VR/VRB consumers, including community rehabilitation program services, customized employment, apprenticeships, and internships.

Strategies:

1. Provide professional development training to VR and VRB staff regarding the available training resources (vocational and educational) and what training is appropriate for clients of various disabilities.

2. Increase utilization of the state's personal adjustment center for the blind, the Addie McBryde Rehabilitation Center for the Blind, as measured by annual census of the center, as well as develop and implement an outcome-based system for measuring the overall success of this Rehabilitation Residential Center.
3. Training opportunities for VR and VRB consumers will be measured by automated case management system data to include vocational, post-secondary, specialized classes, community rehabilitation program services, and job coach services.
4. Policies specific to Internships and Apprenticeships will be developed for implementation for case services. Training will be provided on the new policies.
5. Work with the Mississippi Small Business Association to develop and implement the new Blind and Visually Impaired Work From Home Program targeting the underserved areas of the state.
6. Vendors providing Customized Employment services will be sought out for service delivery.
7. Increase successful job outcomes in the Business Enterprise Program.
8. Develop and implement an Employment Skills Training Program at the Rehabilitation Residential Center.

Goal III: Improve public awareness of disability to the general public, employers, and other stakeholders.

Strategies:

1. Obtain and distribute educational resources and reference materials regarding disabilities through MDRS.
2. Develop a campaign to enhance employment opportunities for persons with disabilities.
3. Provide speakers at relevant meetings, functions, and events to discuss disability.
4. MDRS will help to host at minimum one EmployAbility Job Fair that will focus on jobs for people with disabilities.
5. MDRS will host and participate in public awareness activities for Disability Employment Awareness events in Mississippi.
6. MDRS will collaborate with community stakeholders to host a Career Fair for Transition students.

7. Coordinate and collaborate with businesses around the state to demystify workplace accommodations as it pertains to the blind and visually impaired by providing training on the Americans With Disabilities Act, Assistive Technology, and disability sensitivity/disability etiquette.