

2018 Annual Report

State Rehabilitation Council

In Partnership with



**Office of
Vocational
Rehabilitation**

**Office of
Vocational
Rehabilitation
for the Blind**

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MISSISSIPPI REHABILITATION COUNCIL

CHAIR LETTER

Dear Governor Bryant and Members of the Mississippi Legislature:

On behalf of the State Rehabilitation Council (SRC), I am happy to share the annual report of the Mississippi Department of Rehabilitation Services' Office of Vocational Rehabilitation and Office of Vocational Rehabilitation for the Blind (OVR/OVRB).



The State Rehabilitation Council is a body mandated by The Rehabilitation Act and its resulting regulations at CFR 361.16. Members, described in these regulations, represent a broad range of individuals with disabilities across the state.

Our mandated functions include:

- Reviewing, analyzing, and advising OVR/OVRB on the performance of their responsibilities related to eligibility and order of selection; the extent, scope, and effectiveness of vocational rehabilitation services; and functions that affect the ability of individuals with disabilities in achieving employment outcomes
- Partnering with OVR/OVRB in developing goals and priorities; and evaluating the effectiveness in obtaining these goals
- Advising OVR/OVRB in the vocational rehabilitation portion of the Unified State Plan
- Conducting a review and analysis of consumer satisfaction
- Submitting this report and making it available to the public
- Coordinating activities with other named Councils within the state, to include the Statewide Independent Living Council
- Performing other relevant functions the SRC determines appropriate consistent with the purpose of OVR/OVRB

This year, the Mississippi Department of Rehabilitation Services' OVR/ OVRB has supported thousands of Mississippians who experience disability to achieve their career goals. This is good news for both those individuals' quality of life, and their ability to be self-supporting individuals. As well, their career success is good news for all of us in the state of Mississippi! With these needed services, these individuals are able to add their skills and abilities to our workforce for the betterment of us all.

The State Rehabilitation Council is happy to continue to advise the agency in regards to the individual stakeholder groups we represent.

Sincerely,

Mary Lundy Meruvia, Chairperson
State Rehabilitation Council

MISSISSIPPI REHABILITATION COUNCIL MEMBERS

STATE REHABILITATION COUNCIL MEMBERSHIP

January 1, 2018 to December 31, 2018

<p>Mary Meruvia Chairman Northeast Mississippi Area American Indian VR Program</p> <p>Josh Bower Member Central Mississippi Area Business, Industry and Labor</p> <p>Donald Brown Member West Central Mississippi Area Advocacy Group</p> <p>Lee Cole Member Central Mississippi Area Advocacy Group Former VRB Client</p> <p>Pam Dollar Member Southeast Mississippi Area Parent Training Program Parent of Child with Disabilities</p> <p>Shannon Hillman Member Business, Industry and Labor Central Mississippi Area</p> <p>John McGinn Member CAP, Former VR Client Central Mississippi Area</p>	<p>Chris Howard Member Central Mississippi Area Ex-Officio, Director, MDRS</p> <p>Presley Posey Member, Past Chairman Central Mississippi Area Former VR Client</p> <p>Cassandra Singleton Member East Central Mississippi Business, Industry and Labor</p> <p>Augusta Smith Member State Independent Living Council, Parent of Child with Disabilities Central Mississippi Area</p> <p>Jean Walley Member OVR Counselor Southwest Mississippi</p>
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Current Member list as of 10/01/2017 – 9/30/2018

ABOUT THE COUNCIL

Partnership and Purpose

Mission and Responsibilities

In July 2014, the Workforce Innovation and Opportunity Act (WIOA), or Public Law 113-128, was passed to reauthorize the former public law known as the Workforce Investment Act (WIA). The Rehabilitation Act is part of WIOA with Title IV of WIOA amending the Rehabilitation Act of 1973. Under WIOA, the Statewide Rehabilitation Council (SRC) is required to participate in the following activities related to OVR and OVRB's provision of vocational rehabilitation services:

- To review, analyze, and advise the OVR unit regarding performance in areas that impact the ability of individuals with disabilities to achieve employment outcomes using services under this program,
- Advise and assist OVR in the preparation of the state plan based on the needs assessment, reports and evaluations,
- Work in Partnership with the OVR unit to *develop, agree to and review* State Goals and Priorities,
- Work jointly with OVR to prepare and submit an annual progress report to the Governor and Rehabilitation Services Administration(RSA) Commissioner on the status of the vocational rehabilitation programs operated within the state,
- Coordinate the work of the SRC with the activities of other disability-related councils.

OVR and the SRC work collaboratively to ensure that all new requirements under WIOA are met while continuing to maintain high quality services for people with disabilities in Mississippi.

SRC members are appointment by the Governor and members include:

- Individuals with physical, cognitive, sensory and mental disabilities
- Parents, family members, guardians, advocates, or authorized representatives of people with disabilities who have difficulty representing themselves or are unable to represent themselves due to their disabilities
- Current or former applicants for, or recipients of, vocational rehabilitation services
- Business, industry and labor representatives

The SRC meets quarterly (4 times per year) and performs several functions as outlined in the Rehabilitation Act of 1973, amendments under the Workforce Innovation and Opportunity Act (WIOA) of 2014, and the SRC by-laws.

MISSISSIPPI DEPARTMENT OF REHABILITATION SERVICES

*Welcome from the Executive Director,
Chris Howard*



Dear Governor Bryant, Members of the Mississippi Legislature and Fellow Mississippians:

Thank you for the opportunity through this report to share a few of the many accomplishments of the Mississippi Department of Rehabilitation Services and the State Rehabilitation Council during Fiscal Federal Year 2018.

The partnership this agency has with each of you and the State Rehabilitation Council is vital to carrying out our mission of providing quality services to individuals with disabilities in a timely and effective manner. Thank you to each and every one of you for your service, guidance and valuable input to this agency's work to assist Mississippians with disabilities to become successfully employed.

In Federal Fiscal Year 2018, the MDRS Offices of Vocational Rehabilitation and Vocational Rehabilitation for the Blind served **13,335** job seekers with disabilities while at the same time achieving outstanding ratings in client satisfaction surveys. We successfully helped **2,616** individuals with disabilities enter the workforce and become successfully employed, leading them to greater economic self-sufficiency.

The key to any success we experience as an agency is to be credited to our outstanding staff at MDRS who consult with the members of the State Rehabilitation Council and the consumers we serve.

We look forward to this continued partnership and another year of successful outcomes.

Sincerely,

A handwritten signature in blue ink, appearing to read "Chris Howard". The signature is fluid and cursive, written over a light blue circular stamp or watermark.

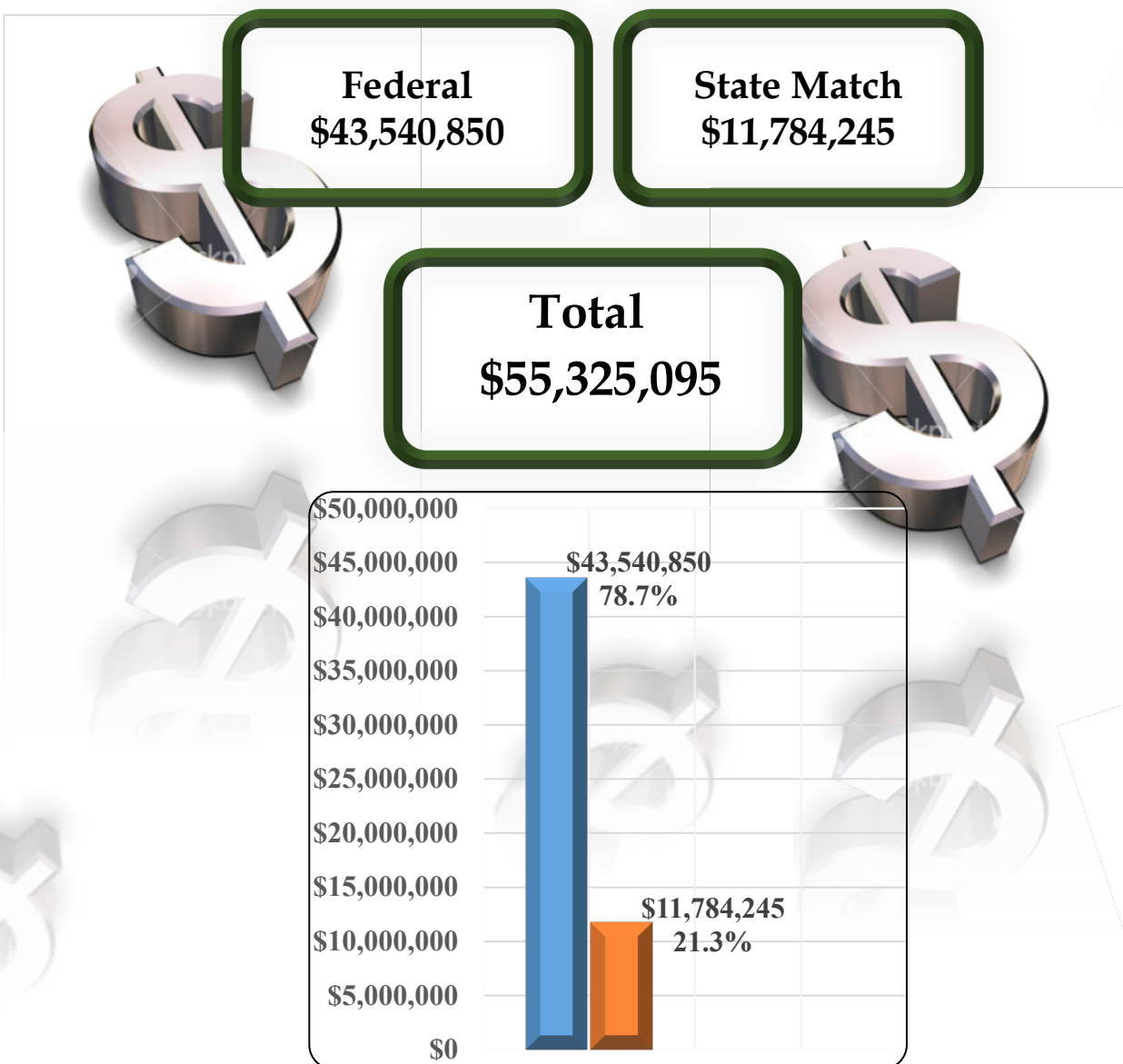
Chris M. Howard
Executive Director

OFFICE OF VOCATIONAL REHABILITATION PROGRAM FUNDING

Funding Sources

The Mississippi Department of Rehabilitation Services receives approximately 78.7 percent of its funding from the U.S. Department of Education and a required 21.3 percent of match from the State of Mississippi for the Vocational Rehabilitation program. In federal fiscal year 2018, MDRS for Vocational Rehabilitation received \$43,540,850 in federal funding and an additional \$11,784,245 state match dollars.

In addition, Mississippi has the ability to apply for Social Security Cost Reimbursement dollars. These funds are earned when VR services have helped to place a consumer in a job that pays a high enough wage that the consumer no longer qualifies for Social Security Income (SSI) or Social Security Disability Income (SSDI). When this occurs, the Social Security Administration (SSA) reimburses OVR for the cost of case services provided to the consumer.



OFFICE OF VOCATIONAL REHABILITATION



Message from LaVonda Hart

Director of Vocational Rehabilitation

In 2018, the Mississippi Department of Rehabilitation Services, Office of Vocational Rehabilitation (OVR) managed over **11,700** active consumer cases during the federal fiscal year.

OVR continued to implement and provide extensive training to staff to provide, collect and document new information as required by the Workforce Innovation and Opportunity Act (WIOA).

Staff training is a continuous process and we will continue to ensure that OVR staff, specifically Counselors who provide direct services, possess a 21st century knowledge of the labor market. Therefore, quality competitive employment outcomes will be achieved by the consumers we serve.

OVR has increased its percentage of new IPEs developed for the first time since 2013. Counselors have been placed on new performance development appraisals that are designed to ensure consumers are moving through the process for the first time in 15 years. Our consumers are provided quality services that direct them to developing skills to be able to compete in today's competitive labor market. The focus on outreach efforts ensure individuals in the state are aware of where and how to apply for the services offered by VR.

OVR has increased the focus on students with disabilities to concur with the WIOA requirements. Counselors are continuing to establish relationships with schools throughout the state. School personnel are assisted in understanding the nature and scope of the Pre-Employment Transition Services, how these services are designed to assist student with disabilities to understand careers, make career decisions, and explore opportunities. Students are then ready to make an informed decision regarding post-secondary training and employment opportunities.

We will continue to create awareness of the OVR program. With continued outreach in our communities we will assist individuals with disabilities attain their career goals thereby increasing their ability to live a self-sufficient life.

We are pleased to have the Mississippi State Rehabilitation Council as an important partner in the success of the OVR program and the consumers we serve. We appreciate the continued support of our MDRS Executive Director as we continue our mission to provide vocational rehabilitation services. We look forward to the continued partnership and support to provide Mississippi job seekers with disabilities with the highest quality employment and training services.

A handwritten signature in blue ink, appearing to read 'LaVonda Hart'.

LaVonda C. Hart, MS, CRC
Director, Office of Vocational Rehabilitation
Mississippi Department of Rehabilitation Services

OFFICE OF VOCATIONAL REHABILITATION

OVERVIEW

The Office of Vocational Rehabilitation (OVR) serves:

- Eligible individuals with disabilities, except those who have blindness and visual impairment, by assisting individuals discover and develop their skills to compete in today's labor market and maximize their opportunities for competitive integrated employment.

OVR's primary services for individuals with disabilities include, but are not limited to:

- Career counseling and guidance
- Pre-Employment Transition Services (Pre-ETS) for students with disabilities in high school
- Time-limited physical restoration/medical services
- Job Preparation, Job Search and Job Placement Services
- Supported Employment services
- OVR training services which include college/university training, on-the-job training, work based learning experiences, internships and apprenticeships
- OVR Employment support services which includes: time-limited on the job supports, Assistive Technology, Occupational licenses, tools and other equipment

In 2018, OVR Served Mississippi Job-Seekers with Disabilities.

- More than **11,700 individuals** with disabilities were referred to and/or applied for and received VR Pre-ETS, VR Career Services and/or VR Training Services.
- **2,281 individuals** with disabilities successfully reached their job goal and entered the workforce.
- More than **3,800 individuals with disabilities** developed a new Individualized Plan for Employment (IPE) designed to reach a competitive employment outcome.
- **1,738** individuals with disabilities who were receiving services at a Sheltered Workshop were provided VR Career Counseling Information and Referral Services.
- **705 potentially eligible students** with disabilities ages 14-21 were provided Pre-ETS and **3,181** were provided OVR career and training services. **326 students with disabilities obtained competitive integrated employment** upon transitioning from high school.
- To meet the needs of students, OVR/OVRB collaborates with education and workforce programs to assist students with disabilities with making the transition from school to career goals.
- **2,629 individuals who are Deaf or Hard of Hearing** were served resulting in **1,078** being successfully employed.
- **1,659 clients received assessments** and/or Work Adjustment Services.

OFFICE OF VOCATIONAL REHABILITATION

Districts Served - Map

District I

Kenisha Black, District Manager

(Calhoun, Coahoma, Desoto, Lafayette, Marshall, Panola, Tate, Tunica, Quitman, Yalobusha)

51 County Road 166

Oxford, MS 38655

(662) 234-3171

District II

Keely Green, District Manager

(Alcorn, Benton, Itawamba, Lee, Pontotoc, Prentiss, Tippah, Tishomingo, Union)

2620 Traceland Drive

Tupelo, MS 38801

(662) 842-1010

District III

Gaylin Matthews, District Manager

(Bolivar, Carroll, Grenada, Holmes, Humphreys, Issaquena, Leflore, Sharkey, Sunflower, Tallahatchie, Washington, Yazoo)

104 Professional Plaza

Greenwood, MS 38930

(662) 453-6172

District IV

Shondra Gathings, District Manager

(Clay, Chickasaw, Choctaw, Lowndes, Monroe, Montgomery, Oktibbeha, Webster)

207 Industrial Park Road

Starkville, MS 39759

(662) 323-9594

District V

Janet Darden, District Manager

(Hinds, Warren)

3895 Beasley Road

Jackson, MS 39213

(601) 898-7004

District VI

Donny Frazier, District Manager

(Attala, Leake, Madison, Rankin, Scott, Simpson, Smith)

1032 Center Pointe Blvd.

Pearl, MS 39208

(601) 706-5600

District VII

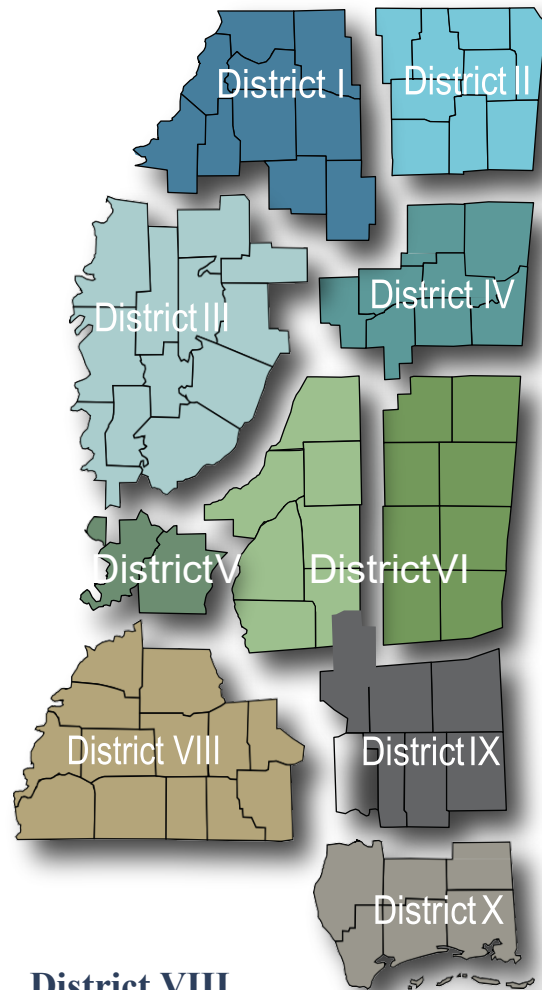
Sandra Sanders, District Manager

(Clarke, Jasper, Kemper, Lauderdale, Neshoba, Newton, Noxubee, Winston)

1003 College Drive

Meridian, MS 39304

(601) 483-3881



District VIII

Jeanette Yates, District Manager

(Adams, Amite, Claiborne, Copiah, Franklin, Jefferson, Jefferson Davis, Lincoln, Lawrence, Marion, Pike, Walthall, Wilkinson)

1221 Parklane Road, NE

McComb, MS 39648

(601) 249-2498

District IX

Shelia Mills, District Manager

(Covington, Forrest, Greene, Jones, Lamar, Perry, Wayne)

17 J.M. Tatum Industrial Drive, Suite 130

Hattiesburg, MS 39401

(601) 545-5619

District X

Kathy Woodard, District Manager

(George, Hancock, Harrison, Jackson, Pearl River, Stone)

13486 Fastway Lane

Gulfport, MS 39503

(228) 575-3789

MDRS COMMUNITY REHABILITATION PROGRAM

ABILITYWORKS

MDRS operates a statewide system of **15 Community Rehabilitation Programs (CRPs)** known as AbilityWorks, Inc. These CRP's are located throughout the state to provide individualized Vocational Assessment and Work Adjustment Services to individuals.

All services at the CRPs are individualized to meet the needs of the clients and assist in preparing for entry into competitive integrated employment. Vocational assessment services are designed to assess the abilities, assets, interests, and needs of the clients. Work Adjustment services is to promote the development of physical, mental, social and work skills; as well as appropriate work habits required by the clients to be successful in the competitive labor markets.

All of the CRP's referrals are received from Vocational Rehabilitation Counselors. During FFY 2018, AbilityWorks served a total of **1,657 OVR clients**.

Valpar Pro 3000

Career Scope

Transferrable Skills Assessment

Envision Your Career

Community Based Work Experience

MECA Work Samples

OFFICE OF VOCATIONAL REHABILITATION DEAF AND HARD OF HEARING SERVICES

DEAF AND HARD OF HEARING PROGRAM

In FFY 2018, OVR services were provided to **2,629** Deaf, Hard of Hearing, Late-Deafened, or Deaf-Blind resulting in **1,078** individuals becoming successfully employed.

The Deaf and Hard of Hearing Program provides quality services to individuals who are Deaf, Hard of Hearing, Late-Deafened or Deaf-Blind. These services are provided by professionals who are trained in the unique communication issues, technology, and culture of this population.

Any Deaf, Hard of Hearing, Late-Deafened, or Deaf-Blind individual who has a substantial barrier to employment and needs assistance in preparing for a job, getting a job, and/or keeping a job is eligible for services.

REHABILITATION COUNSELORS FOR THE DEAF (RCDs)

Rehabilitation Counselors for the Deaf and Hard of Hearing (RCDs) provide a wide range of vocational rehabilitation services to persons who are Deaf, Hard of Hearing or Late-Deafened.

The Deaf Services Program continues to promote excellence by striving to assist new Rehabilitation Counselors for the Deaf (RCDs) to reach the required communication skills level on the Signed Communication Proficiency Interview (SCPI), an American Sign Language (ASL) assessment developed by the Rochester Institute of Technology. Adequate communication skills are a prerequisite to meaningful counseling and guidance with people who are Deaf and use manual communication. The RCDs are qualified as being proficient in ASL to ensure direct communication access with consumers who use ASL as their primary mode of communication. This skill, along with other specialized training, is a vital factor in the successful rehabilitation of individuals with Deafness or significant hearing loss.

OFFICE ON DEAF AND HARD OF HEARING SERVICES

Office on Deaf and Hard of Hearing (ODHH) is a division of Mississippi Department of Rehabilitation Services (MDRS). ODHH's purpose is to provide a wide variety of services to Deaf/Hard of Hearing people, organizations, state agencies, and private and public businesses.

There are four fundamental missions that ODHH provides to public and private settings:

- Community Outreach
- Public Awareness
- Communication Services
- Advocacy

ODHH'S objectives focus on educating, training, partnering, sponsoring, and participating in issues that relate to Deaf and Hard of Hearing individuals.

ODHH is mandated by Mississippi's legislation to authorize certified interpreters to perform services in the state. Approximately **200 interpreters** in the state are currently with the Office on Deaf and Hard of Hearing.

Services Statistics

- ✱ Over **800 hours** of interpreting services provided
- ✱ Advised over **200 individuals**
- ✱ Participated in over **30 community outreach activities**
- ✱ Provided communication that included:
 - **500+ Voice Calls**
 - **300+ Videophone Calls**
 - **3,000+ Emails**
- ✱ ODHH provides services to individuals who are Deaf and Hard of Hearing in all **82 counties** in the state of Mississippi.

SUPPORTED EMPLOYMENT AND CAREER COUNSELING INFORMATION AND REFERRAL SERVICES (CCIR)

SUPPORTED EMPLOYMENT

The *Supported Employment Program* is a specialized placement and training program to assist those individuals with the most significant disabilities in training for, obtaining and maintaining employment. Working together, Vocational Rehabilitation Counselors and Vocational Training Instructors provide job skills training and support services. During 2018, **379 individuals received Supported Employment services** and **29 obtained competitive integrated employments**. MDRS received **\$150,000** from RSA for the Supported Employment Program.

SECTION 511 - CCIR PROGRAM

Section 511 of WIOA requires that individuals engaged in or seeking to engage in subminimum wage employment receive *Career Counseling Information and Referral* (CCIR) services.

OVR is identified in the law as the agency responsible for administering the delivery of CCIR services and assuring such services are available to employers approved to offer subminimum wage employment. Individuals employed in subminimum wage must receive CCIR services two times during their first year and at least annually thereafter.

A key component of CCIR services is to inspire individuals to think about, pursue, and obtain competitive integrated employment. During CCIR, individuals should come to understand that there are competitive integrated employment opportunities available throughout their community.

In fiscal year 2018, **1,738** individuals received CCIR services. These services are ongoing and available throughout Mississippi.

OFFICE OF VOCATIONAL REHABILITATION TRANSITION AND YOUTH SERVICES

SERVING STUDENTS AND YOUTH: PRE-EMPLOYMENT TRANSITION SERVICES

Students with disabilities ages 14-21 receive the Pre-Employment Transition Services (Pre-ETS) listed below, as needed, to help prepare for post-secondary education and employment opportunities:

1. Vocational counseling, including counseling in job exploration and post-secondary training opportunities
2. Counseling on opportunities for post-secondary education such as college, vocational schools, etc.
3. *Work-Based* learning experiences, including internships and *On-the-Job Training*
4. Training in workplace and employer expectations
5. Training in self advocacy and social skills

In 2018, **705** potentially eligible students with disabilities were provided Pre-Employment Transition Services and **3,181** were provided OVR career and training services. **326** students with disabilities obtained competitive integrated employment upon transitioning from high school.

OFFICE OF VOCATIONAL REHABILITATION

SOCIAL SECURITY PROGRAMS

The **Employment Network (EN) Program** of the *Ticket to Work Program* provides beneficiaries choices for receiving employment services while increasing the providers to serve these individuals. The Social Security Administration provides disability beneficiaries with a “*ticket*” that may be used to obtain Vocational Rehabilitation (VR) services and/or support from an *Employment Network* of their choice. In FFY 2018, **181** were assigned to **MDRS’ OVR Employment Network Program**.

The Social Security Administration reimburses the **Cost Reimbursement Program** to Vocational Rehabilitation Agencies for the cost of services provided to eligible SSI/SSDI recipients. The services must result in the individuals return to work for at least (9) nine continuous months at a substantial earnings level, which is referred to as *substantial gainful activity* (SGA). The Social Security beneficiary must have their ticket assigned to Vocational Rehabilitation.

2018
Amount collected in Cost Reimbursement
\$1,851,238

This fiscal year, **101 Mississippi residents with disabilities earned** enough income to no longer qualify or reduce the amount of Supplemental Security Income (SSI) and/or Social Security Disability Income (SSDI). This demonstrates the positive economic impact that the Office of Vocational Rehabilitation and the Office of Vocational Rehabilitation for the Blind has had not only on these individual consumers, but also on the State of Mississippi as a whole.

OFFICE OF VOCATIONAL REHABILITATION

PRIMARY DISABILITY

IMPAIRMENT AND CAUSE FFY2018

DISABILITY IMPAIRMENT	COUNT
TOTAL - OTHER PHYSICAL IMPAIRMENTS NOT LISTED ELSEWHERE	2,511
TOTAL - HEARING LOSS, COMMUNICATION AUDITORY	2,327
TOTAL - OTHER MENTAL IMPAIRMENTS	1,876
TOTAL - COGNITIVE IMPAIRMENTS	1,698
TOTAL - OTHER ORTHOPEDIC IMPAIRMENTS	591
TOTAL - PSYCHOSOCIAL IMPAIRMENTS	568
TOTAL - MOBILITY ORTHOPEDIC / NEUROLOGICAL IMPAIRMENTS	555
TOTAL - DEAFNESS, COMMUNICATION VISUAL	305
TOTAL - COMBINATION OF ORTHOPEDIC/NEUROLOGICAL IMPAIRMENTS	170
TOTAL - MANIPULATION ORTHOPEDIC/NEUROLOGICAL IMPAIRMENTS	144
TOTAL - GENERAL PHYSICAL DEBILITATION	103
TOTAL - OTHER HEARING IMPAIRMENTS	90
TOTAL - RESPIRATORY IMPAIRMENTS	58
TOTAL - HEARING LOSS, COMMUNICATION VISUAL	34
TOTAL - COMMUNICATIVE IMPAIRMENTS (EXPRESSIVE/RECEPTIVE)	33
TOTAL - DEXTERITY ORTHOPEDIC / NEUROLOGICAL IMPAIRMENTS	20
TOTAL - OTHER VISUAL IMPAIRMENTS	15
TOTAL – BLINDNESS	4
TOTAL - LEGALLY BLIND (EXCLUDING TOTALLY BLIND)	3
TOTAL - DEAF-BLINDNESS	1
TOTAL - VR	11,106

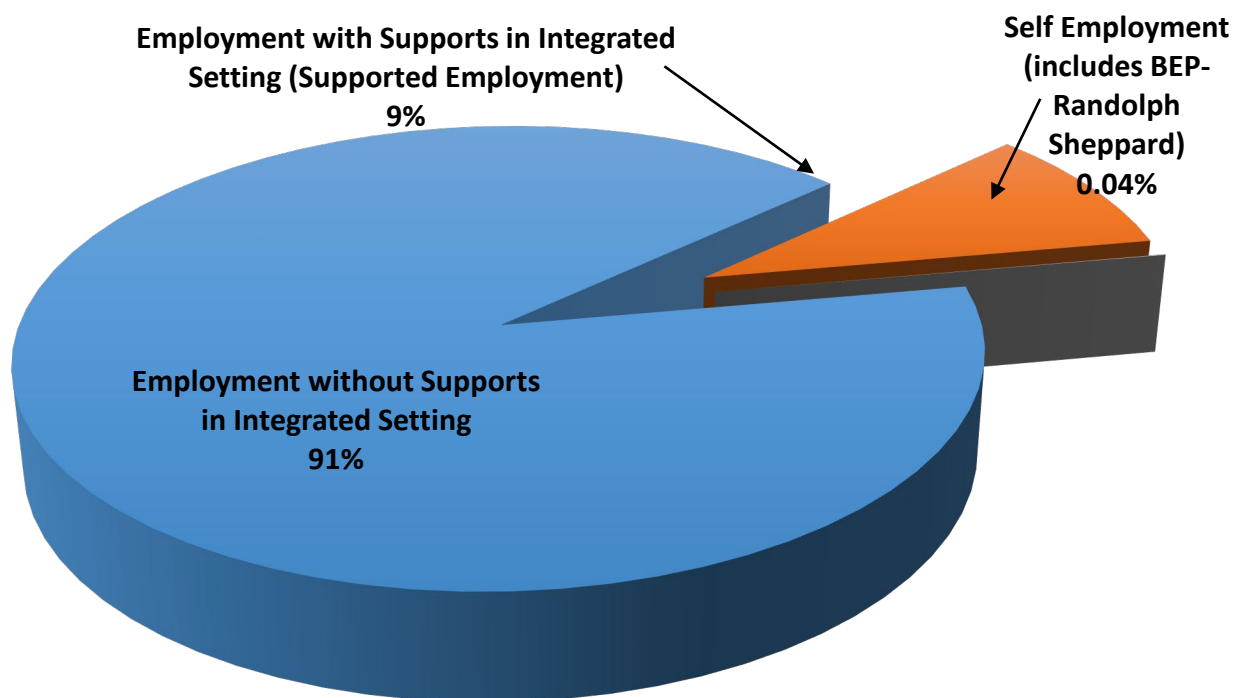
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EMPLOYMENT OUTCOMES

The success of a VR Program is in direct relation to the number of individuals with disabilities who leave the program having achieved their employment goal. The employment categories below use the terms found in the federal reporting on outcomes.

Employment without Supports in Integrated Setting	2,072
Employment with Supports in Integrated Setting (Supported Employment)	208
Self-Employment (includes BEP-Randolph Sheppard)	1

Reporting Data: October 1, 2017 – September 30, 2018



*Employment without supports refers to traditional employment where a consumer is hired by a business

*Employment with supports refers to consumers who are hired by a business and receive some supports, such as job coaching funded by a source other than the business or VR.

*Integrated setting refers to competitive jobs in the community. VR services must be directed toward obtaining competitive jobs in the community.

*Self-employment involves starting one's own business or receiving help to accommodate the disability so a business owner can continue to operate their business.

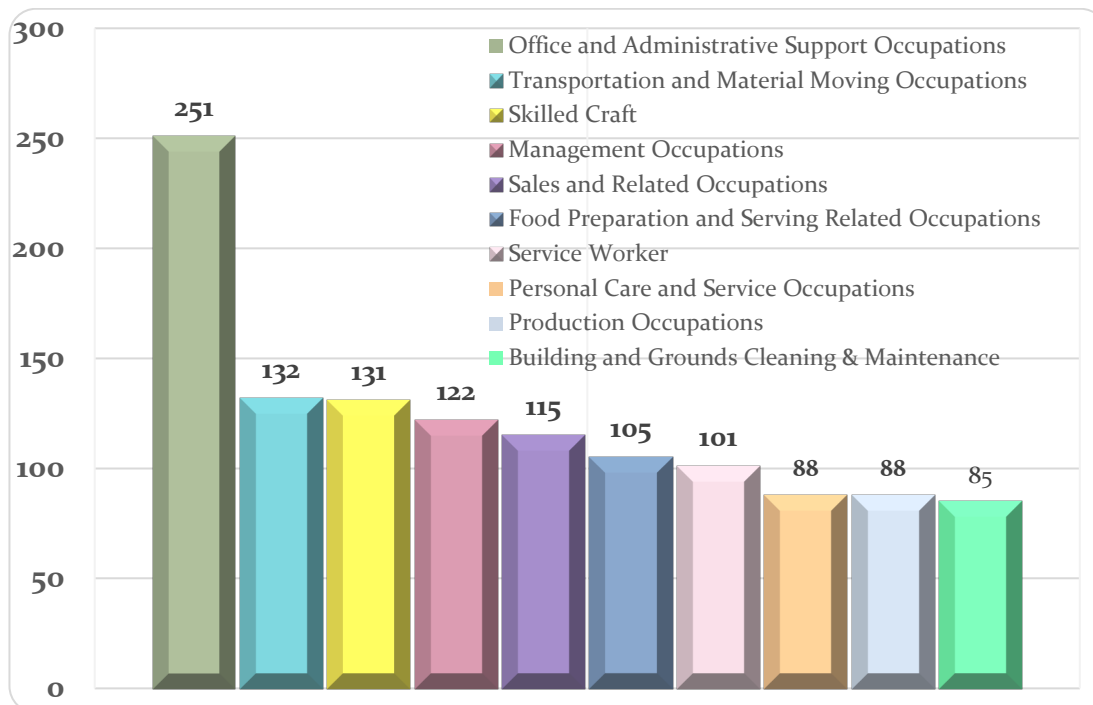
OFFICE OF VOCATIONAL REHABILITATION

JOB TYPES OBTAINED BY OVR CONSUMERS:

2018 TOP 10 OCCUPATIONS IN INTEGRATED SETTING

Job Table below shows the ‘Top 10 Occupations’ obtained by the **2,281 OVR Consumers** who successfully achieved their employment goal in Federal Fiscal Year 2018.

OCCUPATION	NUMBER OF CLIENTS
OFFICE WORKER	251
TRANSPORTATION & MATERIAL MOVING	132
SKILLED CRAFT	131
MANAGEMENT	122
SALES & RELATED OCCUPATIONS	115
FOOD PREPARATION & FOOD SERVICES	105
SERVICE WORKER	101
PERSONAL CARE	88
PRODUCTION OCCUPATIONS	88
BUILDING/GROUNDS CLEANING & MAINTENANCE	85

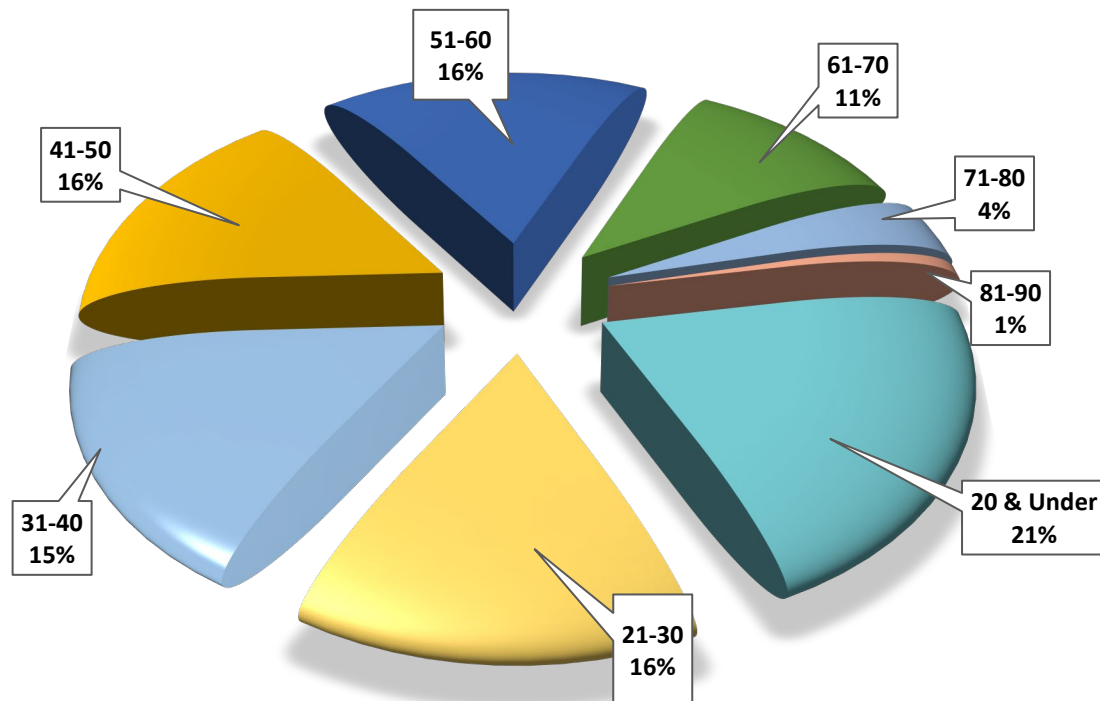


OFFICE OF VOCATIONAL REHABILITATION

DEMOGRAPHICS OF CLIENTS SERVED 2018

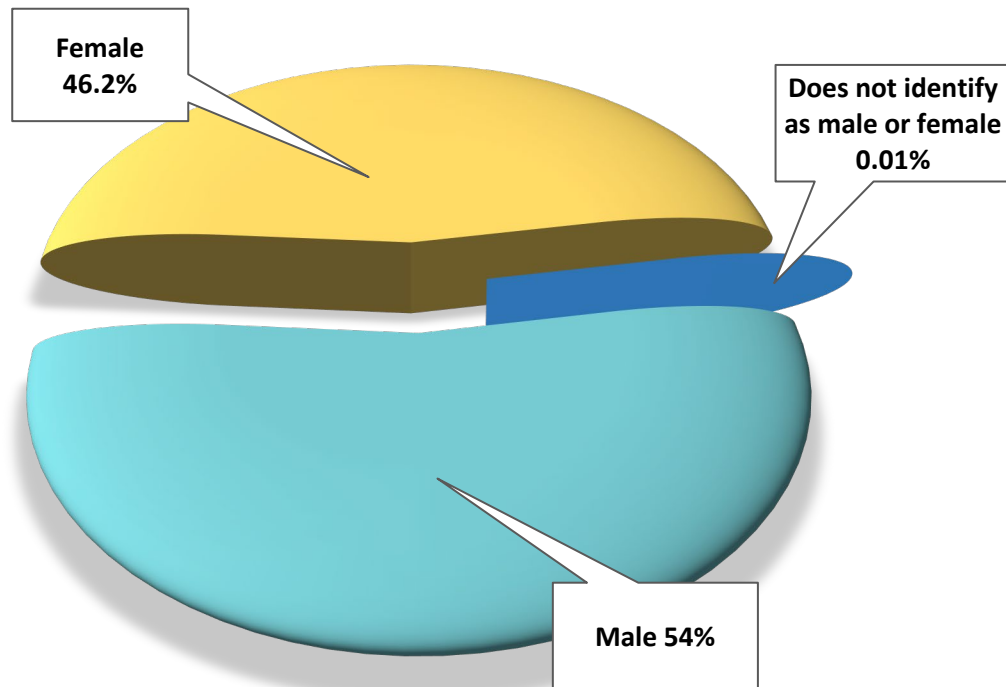
AGE RANGE

AGE RANGE	CLIENTS	%
20 & Under	2297	20.68 %
21-30	1765	15.89 %
31-40	1728	15.56 %
41-50	1766	15.90 %
51-60	1819	16.38 %
61-70	1209	10.89 %
71-80	432	3.89 %
81-90	90	.81 %
TOTAL	11,106	



OFFICE OF VOCATIONAL REHABILITATION
DEMOGRAPHICS OF CLIENTS SERVED 2018
GENDER

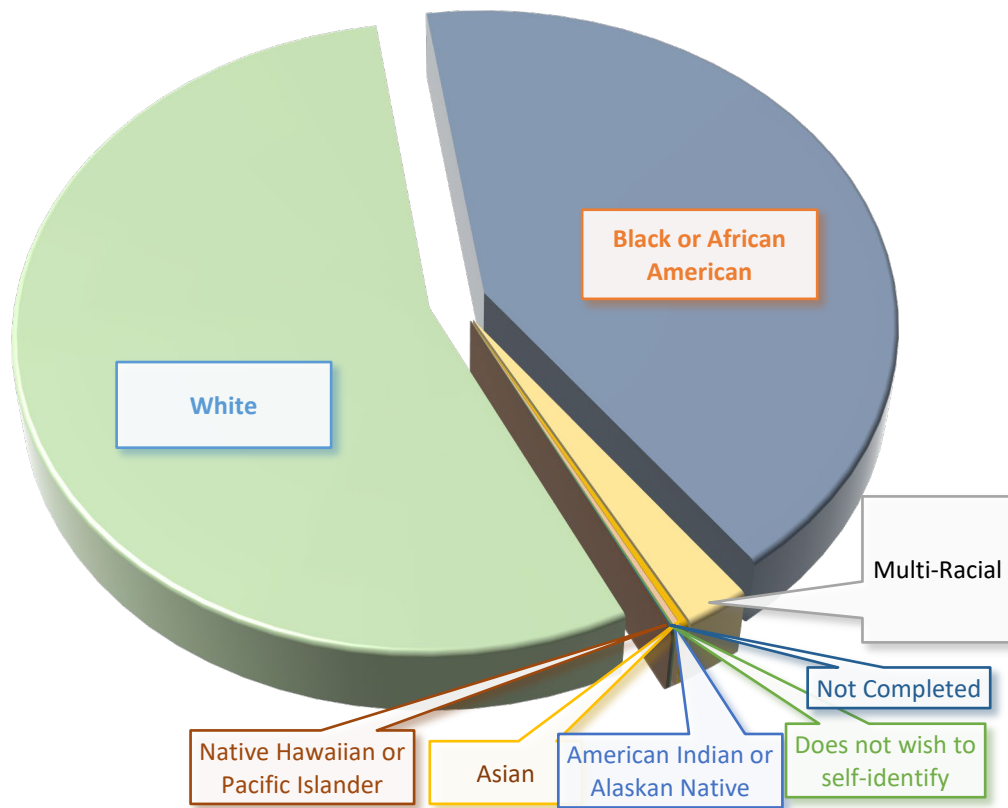
GENDER	CLIENTS	%
Male	5,979	53.84
Female	5,126	46.16
Does not identify as male or female	1	.01
TOTAL	11,106	



OFFICE OF VOCATIONAL REHABILITATION
DEMOGRAPHICS OF CLIENTS SERVED 2018
ETHNICITY/RACE

ETHNICITY/RACE	CLIENTS	%
White	6,094	54.87%
Black or African American	4,677	42.11%
Multi-Racial	261	2.35%
Asian	29	0.26%
American Indian or Alaskan Native	24	0.22%
Does not wish to self-identify	8	0.07%
Not Completed	7	0.06%
Native Hawaiian or Pacific Islander	6	0.05%

Note: Can have more than one ethnicity.

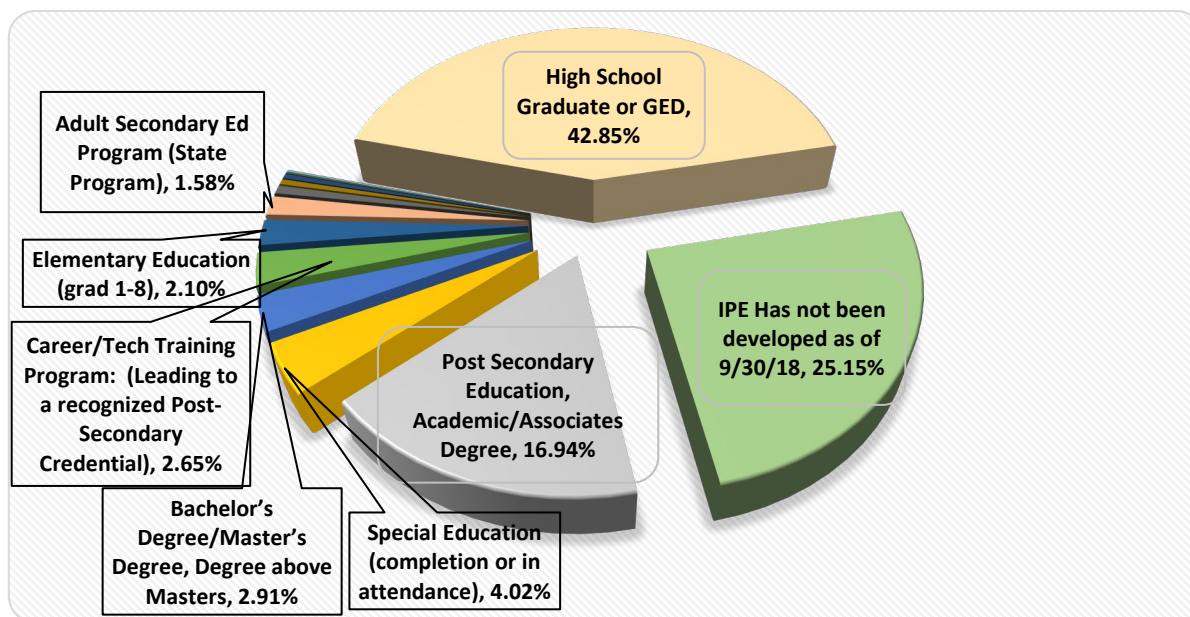


OFFICE OF VOCATIONAL REHABILITATION AND OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND CLIENTS SERVED 2018

EDUCATIONAL LEVEL AT APPLICATION (IPE)

Reporting: October 1, 2017 to September 30, 2018

Bachelor's Degree/Master's Degree, Degree above Masters	2.91%
Elementary Education (grad 1-8)	2.10%
High School Graduate or GED	42.85%
No Formal Schooling	.44%
Post-Secondary Education, Academic/Associates Degree	16.94%
Special Education (completion or in attendance)	4.02%
Technical or Occupation Skills Program (not provided by employer)	.13%
Adult Secondary Ed Program (non-State Program)	.13%
Adult Secondary Ed Program (State Program)	1.58%
Career/Tech Training Program: (Leading to a recognized Post-Secondary Credential)	2.65%
Career/Tech Training Program: (Not leading to a recognized Post-Secondary Credential)	.69%
Employer Training Program	.01%
Education not listed	.40%
IPE Has not been developed as of 9/30/18	25.15%
TOTAL	100%



OFFICE OF VOCATIONAL REHABILITATION OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND CONSUMER SATISFACTION SURVEY

Annual FY 2018 Results for the Closed Ended Questions

The ratings for the various services consumers received are presented below using the average (mean) score given to each item by all respondents interviewed. If an item did not apply to a particular respondent or if the consumer did not know or refused to rate an item the consumer's response is not included in calculating the average score for that item. The seven items rated are in Table 1 (for verbiage, reference questionnaire.) Chart 1 is included for an easy visual comparison. The respondents were asked to rate the items (Questions Q1 to Q4 and questions Q7 to Q9) on a scale of 1 to 5, with 1 being poor and 5 being very good. Thus, a high score indicates that the service was good and a low score that it was poor.

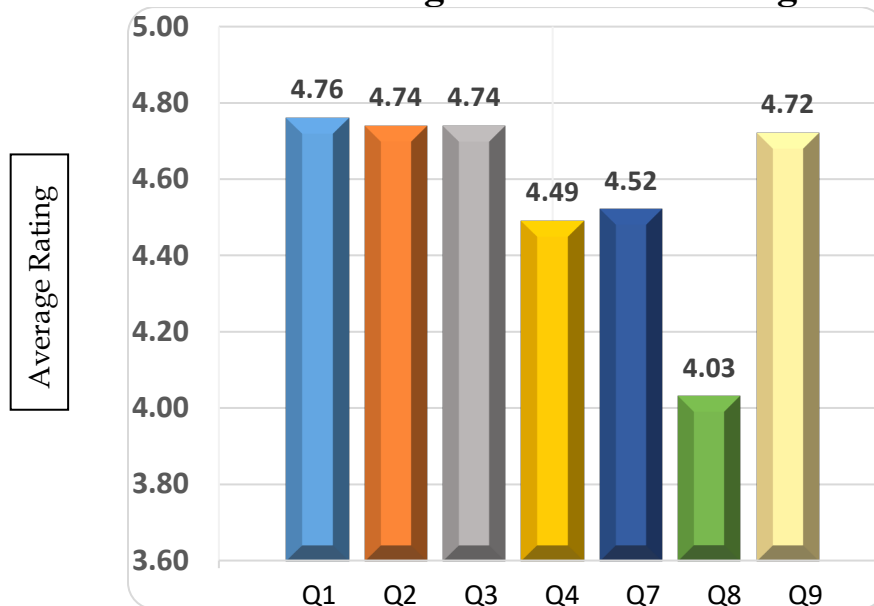
Table 1

Service ratings by consumer

Rate the following items on a scale of '1 to 5', with '1' being poor and '5' being very good.

	# of Consumers	Average Rating Mean
Q1 The help the OVR staff provided at the time you applied for VR services	1,000	4.76
Q2 The help from the OVR staff during the planning of your services	999	4.74
Q3 The help from the OVR staff when you were receiving your VR Services	996	4.74
Q4 The help you received from other agencies or service providers	259	4.49
Q7 Your employment outcome	876	4.52
Q8 Employment benefits provided by your new employer	480	4.03
Q9 Overall, how do you rate the services you received?	994	4.72

Chart 1 - Average Consumer Ratings 2018



SRC 2017-2018

COMMENTS AND RECOMMENDATIONS

1. Comments and Recommendations regarding Service Delivery

- *Informing school systems of available services. Marketing to Businesses.*
- *The quarterly reports provided by VR and VRB indicate success outcomes for those served, those closed after employments, as well as, new IPEs written to initiate services.*
- *Congratulations for the outcome as well as the new ventures planned.*
- *I am very grateful this service exists.*
- *I like the back to basics training described. Please invite the SRC members*
- *New approaches are always introduced to the SRC for input. Each new approach seems to be beneficial to the consumers.*
- *Help the client understand the difference between VR and AW Counselors better. Also, sometimes clients think they are “fired” from AW.*

2. Comments and Recommendations regarding Consumer Satisfaction Survey

- *The only issue that concerns me are reports of inability to contact VR Counselors in 2 districts because of phone issues. Also, addressing the issues of unprofessionalism would recommend customer service training both internal and external and reminders to Professional Standards.*
- *It seems from the survey results that consumers are satisfied with services. This is extremely encouraging.*
- *The surveys indicate that those served are overall satisfied. CAP report was received, with staff voicing intent to delve into areas of concern.*
- *Consumer satisfaction is high. Any past concerns regarding timely contact appears to have been corrected per this quarter’s results.*
- *Agree with Kevin and Mary – looking into the low numbers of benefits – provided by the employer. May need to break that section to review. FT/PT employees*
- *Maybe surveys should not be completed or turned in at the facility it concerns.*
- *I suggest to use the same questions and scale for the interim and final satisfaction questionnaires.*
- *All reports are positive. Employer benefits remains the lowest (while still good). Consumers may be seeking part-time employment (without benefits) due to SSA benefits.*

3. Comments and Recommendations regarding potential service providers or discussions on the performance of service providers

- *Marketing to Physicians offices possibly by leaving brochures in Administration and Patient Advocacy offices with other facilities.*
- *Satisfaction surveys indicate that current providers are effective. The grant discussed for new and innovative providers for pre-employment transition services is exciting.*
- *Satisfaction with current ones is high per the consumer surveys. The DSU is developing new relationships with providers as the need arises.*

4. Comments and Recommendations regarding potential service providers or discussions on the performance of service providers

- *Marketing to Physicians offices possibly by leaving brochures in Administration and Patient Advocacy offices with other facilities.*
- *Satisfaction surveys indicate that current providers are effective. The grant discussed for new and innovative providers for pre-employment transition services in exciting.*
- *Satisfaction with current ones is high per the consumer surveys. The DSU is developing new relationships with providers as the need arises.*
- *Deaf Camp – I look forward to hearing more about it. Good information.*
- *By the consumer satisfaction surveys, it appears that service providers are satisfactory with consumers.*
- *OVR & OVRB provides most services themselves but the ones contracted to seem to do a good job per the consumer satisfaction surveys.*

5. Comments and Recommendations regarding presentation of information on policy

A. Peer Mentoring?

- *Informing Student Services and Student Body Relations to get the word out. Introducing program to Education/Special Education Majors.*
- *Great presentation! This is an exciting new program.*
- *I like how you define peer as like age or having a shared disability. It would be great to extend to high school juniors and seniors to increase the number of students with disabilities. Who progresses to post-secondary education?*

B. OVR/OVRB Practicum and Internship Program?

- *Skilled staff is the most important indicator of success. I think your practices of having students to practicums and internships is an excellent practice.*

6. Comments and Recommendations regarding presentative of information on Combined State Plan?

- *Please invite the SRC to view the RSA Evaluation agenda*
- *The staff training described in the state plan sounds great.*
- *The use of a statewide needs assessment is good.*
- *Would like for it to be put on the NFB line.*

7. Comments and Recommendations regarding State Goals and Priorities?

- *SRC appointments are necessary to fill vacant positions. Could MDRS Advocate with the Governor's office for timely appointments to be made?*
- *Council Member questions:*
 - 1) *About how many "new" cases are opened every year (VR,VRB)?*
 - 2) *Same as above but all branches of MDRS?*

OFFICE OF VOCATIONAL REHABILITATION
OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND
CLIENTS SERVED BY COUNTY - FFY 2018 10/1/17 – 9/30/18

Adams	182	Leflore	323
Alcorn	154	Lincoln	150
Amite	69	Lowndes	291
Attala	176	Madison	418
Benton	29	Marion	137
Bolivar	160	Marshall	74
Calhoun	70	Monroe	81
Carroll	82	Montgomery	58
Chickasaw	52	Neshoba	92
Choctaw	64	Newton	108
Claiborne	32	Noxubee	52
Clarke	66	Oktibbeha	270
Clay	90	Panola	124
Coahoma	65	Pearl River	168
Copiah	123	Perry	45
Covington	75	Pike	232
Desoto	269	Pontotoc	77
Forrest	449	Prentiss	90
Franklin	74	Quitman	32
George	80	Rankin	674
Greene	30	Scott	91
Grenada	105	Sharkey	30
Hancock	108	Simpson	105
Harrison	768	Smith	62
Hinds	1,117	Stone	65
Holmes	88	Sunflower	109
Humphreys	61	Tallahatchie	113
Issaquena	7	Tate	60
Itawamba	79	Tippah	78
Jackson	417	Tishomingo	69
Jasper	79	Tunica	11
Jefferson	36	Union	104
Jefferson Davis	68	Walthall	61
Jones	396	Warren	248
Kemper	46	Washington	239
Lafayette	243	Wayne	80
Lamar	245	Webster	95
Lauderdale	363	Wilkinson	43
Lawrence	64	Winston	109
Leake	59	Yalobusha	59
Lee	355	Yazoo	156

**TOTAL CLIENTS SERVED BY
COUNTY (IN-STATE) 12,578**

OUT-OF-STATE SERVED: 52

TOTAL 12,630



Message from Dorothy Young ***Director of Office of Vocational Rehabilitation for the Blind***

Dear Friends,

Thank you for making 2018 another remarkable year for MDRS Office of Vocational Rehabilitation for the Blind (OVRB)! I would like to personally thank MDRS Executive Director Mr. Chris Howard, the State Rehabilitation Council (SRC) and the General Office of Vocational Rehabilitation Program for working in a joint effort to maintain the same agency mission, goals, and vision for our fellow Mississippians with disabilities.



OVRB's main focus is to continue to assist our fellow Mississippians who are Blind, Deaf-Blind, and Visually Impaired be prepared to secure, retain, advance in, or regain competitive integrated employment. Their unique strengths, resources, priorities, concerns, abilities, interests, and informed choice will be considered.

OVRB's primary services for Mississippians who are Blind, Deaf-Blind, and Visually Impaired are:

- Vocational and adjustment counseling
- Vocational Assessment
- Vocational and Personal Adjustment Training
- Pre-Employment Transition Services
- Post-secondary school or vocational training
- Adaptive equipment for training or employment
- Rehabilitation engineering services to modify training and or job sites
- Customized and supported employment services
- Job placement and follow up services
- Orientation and Mobility

We thank you for taking a few minutes to review the 2018 SRC OVRB annual report produced by the State Rehabilitation Council. Hopefully after reading the array of services, client success stories and successful employment outcomes, you will understand the endeavors of the OVRB mission in ensuring that every eligible person who is Blind, Deafblind, or Visually Impaired succeeds. I am proud of the work and service OVRB provides on a daily basis in making a difference in our great state.

Best Regards,

A handwritten signature in blue ink that reads "Dorothy L. Young". The signature is fluid and cursive.

Dorothy L. Young, M.S.
VRB Director
Office of Vocational Rehabilitation for the Blind
Mississippi Department of Rehabilitation Services

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND OVERVIEW

Of the **2,616** successful employment outcomes by MDRS, **335** were achieved through **Office of Vocational Rehabilitation for the Blind (OVRB)**. OVRB provides necessary services for eligible individuals who are Blind, Deaf-Blind, and Visually Impaired who want to achieve success in employment with their strengths, abilities, and capabilities. Our counselors, instructors, and managers directly travel to the consumers to their homes, jobs, and schools in providing individualized services. Each client works with their own VR Counselor to develop their own Individualized Plan of Services (IPE) that matches their strengths, abilities, and capabilities for a successful employment outcome. OVRB offers clients further support through our Addie McBryde Center, Older Blind Program, Randolph Sheppard Program, Assistive Technology Services, counseling and guidance, vocational exploration, orientation and mobility training, and job training.

Northern/Southern Region:

OVRB is divided in to two region located north and South. Each region is staffed with qualified professionals who provide vocational rehabilitation counseling, education, independent living skills, orientation and mobility training, low vision rehabilitation technology and Deaf-Blind services.

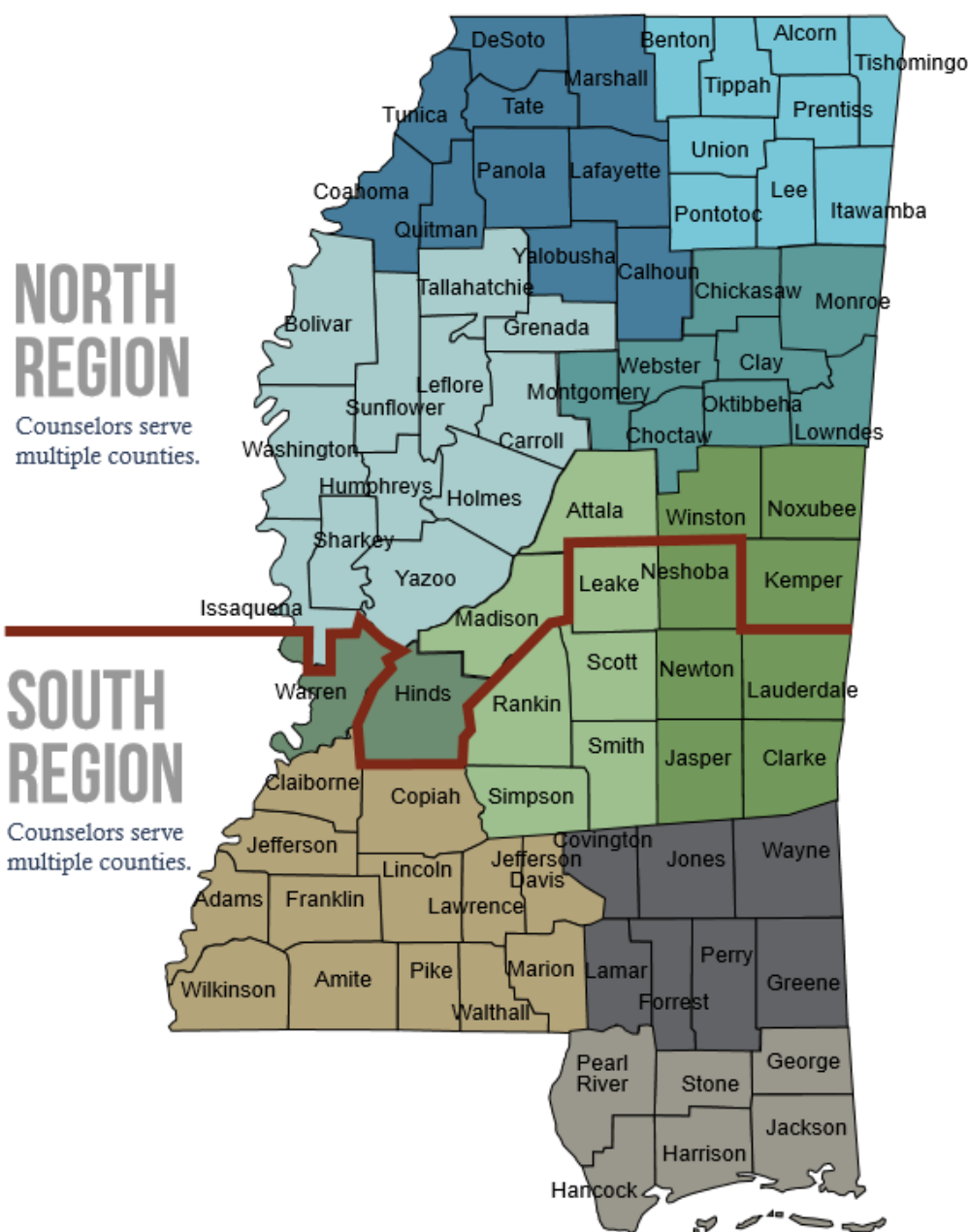
Below are some of the key program highlights of FFY 2018:

- OVRB implemented **Mississippi 1st National Federation of the Blind (NFB)** and **OVRB Career Mentoring program**: The goal is to match students who Blind ages 14-21 with successful, committed, and caring Blind mentors. Peer mentors work with the students to expand and practice their blindness and self-advocacy skills, provide work readiness training, engage in career exploration, and participate in a wide variety of activities to prepare them to pursue educational opportunities and find fulfilling employment. **Outcome:** By the end of FFY18, eight **(8)** more students between the ages 14-21 participated for the first time with successful Blind role models matched with their career goal. There have been 2 retreats, the 1st retreat was held in Florida and the 2nd was held in Pearl, MS, focusing on the five federally requirements from the Workforce Innovation and Opportunity Act
- **Twenty-three (23) individuals** who are Blind or who have visual impairments participated in OVRB 5th Summer Internship Program
- **913 individuals** with disabilities received benefits counseling which promotes employment and financial stability of Social Security Beneficiaries with Disabilities. This service is an additional pre-employment transition service

OVRB partners with the MS General Vocational Rehabilitation Program in meeting the requirements of the Workforce Innovation Opportunity Act (WIOA) of 2014. Our partnership works to increase access to opportunities for employment, education, and supports services for eligible Mississippians who have disabilities.

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

REGIONAL OFFICES



NORTH REGIONAL MANAGER

Bryce Upshaw
PO Box 5314
Jackson, MS 39296
(601)-987-7407
1-800-443-1000 (State Office)

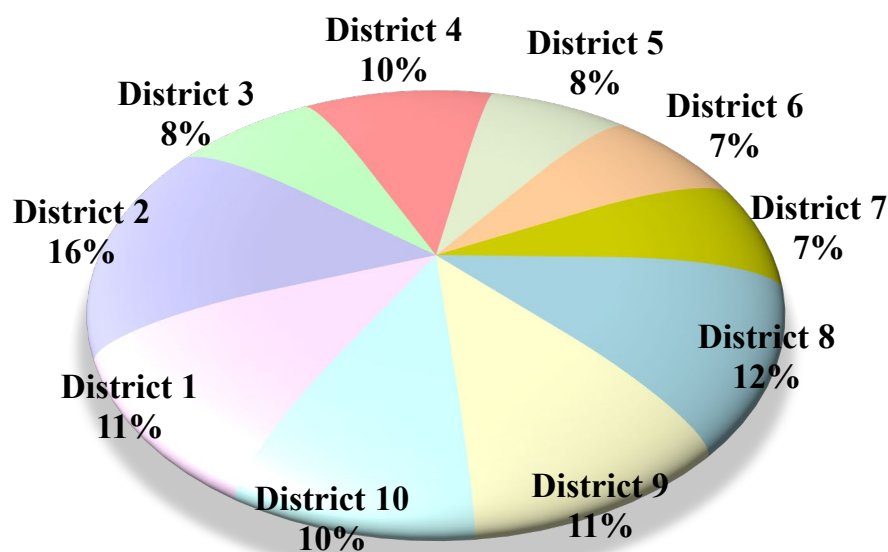
SOUTH REGIONAL MANAGER

Stacie Stinson
1221 Parklane Rd.
McComb, MS 39648
(601) 249-4644

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

DISTRICTS SERVED

1	Calhoun, Desoto, Lafayette, Marshall, Panola, Tate, Tunica, Quitman, Yalobusha
2	Alcorn, Benton, Itawamba, Lee, Pontotoc, Prentiss, Tippah, Tishomingo, Union
3	Bolivar, Carroll, Grenada, Holmes, Humphreys, Issaquena, Leflore, Sharkey, Sunflower, Tallahatchie, Washington, Yazoo
4	Clay Chickasaw, Choctaw, Lowndes, Monroe, Montgomery, Oktibbeha, Webster
5	Hinds, Warren
6	Attala, Leake, Madison, Rankin, Scott, Simpson, Smith
7	Clarke, Jasper, Kemper, Lauderdale, Neshoba, Newton, Noxubee, Winston
8	Adams, Amite, Claiborne, Copiah, Franklin, Jefferson Davis, Lincoln, Lawrence, Marion, Pike, Walthall, Wilkinson
9	Covington, Forrest, Greene, Jones, Lamar, Perry, Wayne
10	George, Hancock, Harrison, Jackson, Pearl River, Stone



***1,524 Mississippians
who are Blind, Deaf-Blind, and Visually Impaired received services throughout***

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

ADDIE MCBRYDE REHABILITATION CENTER

FOR THE BLIND

Established in 1972, the **Addie McBryde Rehabilitation Center for the Blind** is located in Jackson, Mississippi on the campus of the University of Mississippi Medical Center (UMMC). The Addie McBryde Center provides traditional intensive evaluation, training, and adjustment services on the campus of UMMC. In 2018, Addie McBryde Center provided training to **116 consumers**.

The facility has a dormitory capacity for 28 clients, a gymnasium, a client library and classrooms equipped with specialized technology for the blind and Visually Impaired. Certified instructors provide individualize training to meet a client's needs during the class day from 8:00 AM to 3:00 PM. Clients participate in additional activities in the *Achieving Milestones* class focusing on adjustment to vision loss, confidence building, resume writing, interviewing and utilizing resources in the community.

SNAPSHOT OF SERVICES:

▪ O & M	32															
▪ Job-Ready	2 Classes (1 st class one attendee; 2 nd class 4 attendees)															
▪ Braille	33															
▪ VRB Client Ages Served	<table><tr><td colspan="2">Ages</td></tr><tr><td>16-21</td><td>31</td></tr><tr><td>22-28</td><td>13</td></tr><tr><td>29-35</td><td>12</td></tr><tr><td>36-55</td><td>32</td></tr><tr><td>56+</td><td>23</td></tr><tr><td>TOTAL</td><td>116</td></tr></table>	Ages		16-21	31	22-28	13	29-35	12	36-55	32	56+	23	TOTAL	116	
Ages																
16-21	31															
22-28	13															
29-35	12															
36-55	32															
56+	23															
TOTAL	116															
▪ College Services																
▪ Summer Program	June Total	12														
	July Total	10														
▪ Mobile Technology Class		22														
▪ Summer College Fairs <i>(how many colleges and resources available)</i>	1 College Fair (July)	✱ Jackson State University ✱ University of Southern Mississippi ✱ Hinds Community College ✱ Mississippi State University														

Classes offered include:

- Orientation and Mobility - training in use of the long white mobility cane, residential and business travel, use of public transportation, sighted guide and protective techniques
- Communication/Advanced Communication - training in Braille, adaptive equipment, handwriting, keyboarding, use of the personal computer utilizing both magnification and screen readers
- Personal Management - meal planning and preparation, nutrition, shopping, storing and labeling, including organization and safety in the kitchen
- Techniques of Daily Living - laundry and housekeeping, grooming, hand sewing
- Recreation and Leisure Education - physical conditioning, arts and crafts, community activities

In 2018, The Addie McBryde Center served **116 OVRB clients** and provided career services & college services such as:

- Braille Courses serving 33 clients
- Orientation and Mobility training for 22 clients
- Mobile Technology Courses for 22 clients
- One successful college fair with multiple accredited college and/or universities
- Summer Program for 22 Mississippi Mentor students

Additional services provided include GED Preparation, Vocational Evaluation, Low Vision Assessment, Diabetic and Medical Management, and Vocational Training in Emergency Dispatch. This training is offered in collaboration with the Health Care Institute in Jackson.

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

INDEPENDENT LIVING SERVICES

FOR THE BLIND (ILB)

The **VRB/Independent Living for the Blind Program** provides services to assist legally Blind individuals adjust to their Blindness. Older Blind Program eligibility requirements are age 55+ and legal blindness. The Part B eligibility requirements are legal Blindness and significant secondary disability. For both programs, gainful employment may not be feasible but independent living goals are feasible.

The Itinerant Teacher Program began in 1994 to provide services to consumers served by VRB who could not attend the community rehabilitation program (Addie McBryde Center) or who did attend and needed follow-up services in the home or on the job site. Itinerant teachers provide services in the consumer's home, community or work environment. Teachers work closely with the VRB counselors to coordinate services, evaluate client needs, develop living-needs plans, and provide instructional materials and on-site training.

Some services include:

- low vision assessments – evaluations for magnifiers, portable CCTVs, and other optical devices;
- marking office equipment or home appliances;
- non-optical adaptive devices – check and signature guides, talking clocks, money identifiers, cooking items, large button phones, etc;
- orientation and mobility services or travel training – sighted guide and protective techniques and training in the use of a cane; and/or
- follow-up training after services have been provided.

Independent Living Services for the Blind (ILB) enables eligible consumers to receive peer group counseling, assistive technology evaluation, adjustment services, orientation and mobility training, personal adjustment instruction and training in techniques for daily living. In 2018, **ILB served over 821 seniors** through indirect services such as health fairs, vision screening, peer groups, and outreach. Furthermore, ILB **provided direct services to 1,094 consumers** who are legally blind and either over the age of 55 or have a significant secondary disability by providing a variety of independent living services.

Progress Made by the Clients Who Received ILB Services

	<u>Total</u>	<u>Progress</u>	<u>No Progress</u>
Daily Living Skills	609	41	197
Orientation & Mobility	66	43	23
Assistive Technology	774	774	0

ASSISTIVE TECHNOLOGY FOR OLDER PERSONS		
Assistive Tech: Devices	\$16,261	36 consumers served
Assistive Tech: Hardware/Software	\$318	1 consumer served
Home Appliances	\$293	2 consumers served
Low Vision Aids	\$54,925	259 consumers served
Other Goods and Services	\$1,461	2 consumers served
Phy/Men Rest	\$29	2 consumers served
TOTAL	\$73,287	<i>302 Consumers Served</i>

A Day in the Work Life of an Older Blind Instructor

Each day, MDRS Instructors teach new ways to accomplish daily routine task that enable our fellow older Blind Mississippians to live more independent lives. It is because of the Older Blind Services individuals have an opportunity to learn ways to live and minimize the need for more costly in-home or nursing home care.

Training Rehabilitation Instructors teach the following skills that are vital keys to older person's independence:

- Independent living skills – using specialized adaptive devices and techniques for personal and household management.
- Communication skills – using large print, writing guides, time-telling devices and using braille for reading or labeling and making notes.
- Mobility skills – using specific orientation and mobility techniques, long canes, and other mobility tools for safe and independent travel.
- Low-vision devices – using special low-vision optical and adaptive devices.

821 SENIORS SERVED

- 291 New Applications submitted
- 291 Seniors started services for the first time
- 530 Carry over from previous year(s)

Providing Services that Promote Independent Living

Private Residence	784
Senior Community	6
Assisted Living	25
Nursing Home	6

“Serving Seniors Across the State”

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

MISSISSIPPI PARTNERS FOR INFORMED CHOICE

(M-PIC)

The *Mississippi Partners for Informed Choice (M-PIC)* program provides **Work Incentives Planning and Assistance (WIPA)** services funded by the Social Security Administration (SSA) under the *Ticket to Work and Work Incentives Improvement Act of 1999*.

Work Incentives Planning and Assistance (WIPA)

The purpose of M-PIC/WIPA is to enable and serve all SSA beneficiaries with disabilities (including transition-to-work aged youth) to make informed choices about work and provide ‘benefits planning’ and assistance services on request or as resources permit. There are more than 100 WIPA grantees in the United States. The programs employ certified Community Work Incentive Coordinators (CWICs) and each serve a specific region of the state.

Community Work Incentives Coordinators (CWIC)

If you receive Social Security benefits and you have a job or are looking for a job, there are specially trained professionals known as Community Work Incentive Coordinators (CWIC) to help you make sense of complex employment and benefit-related issues. CWICs provide confidential services to people with disabilities who receive Supplemental Security Income (SSI) and/or Social Security Disability Income (SSDI.) CWICs educate beneficiaries on how employment will affect their public benefits such as SSI, SSDI, Medicare, Medicaid, subsidized housing and food stamps. CWICs provide individual counseling to beneficiaries seeking employment and intensive follow-up services to ensure that they are using the work incentives appropriately.

For FFY 2018, **913 individuals** with disabilities received benefits counseling which promotes employment and financial stability of Social Security beneficiaries with disabilities. This serves is an additional Pre-Employment Transition Service (Pre-ETS).

SNAPSHOT OF SERVICES:

Goal	500 (July 1, 2017 – June 30, 2018)
Information/Referral Services:	876 (July 1, 2017 – June 30, 2018)
WIPA Services	362 (July 1, 2017 – June 30, 2018)
Referrals	557 (July 1, 2018 – November 30, 2018)

Achievements:

- **362 Consumers** with an employment goal received individualized WIPA services
- CWICs provided WIPA presentations at **42 Career Counseling Information and Referral Services (CCIR) trainings** throughout the state with 915 consumers receiving information

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

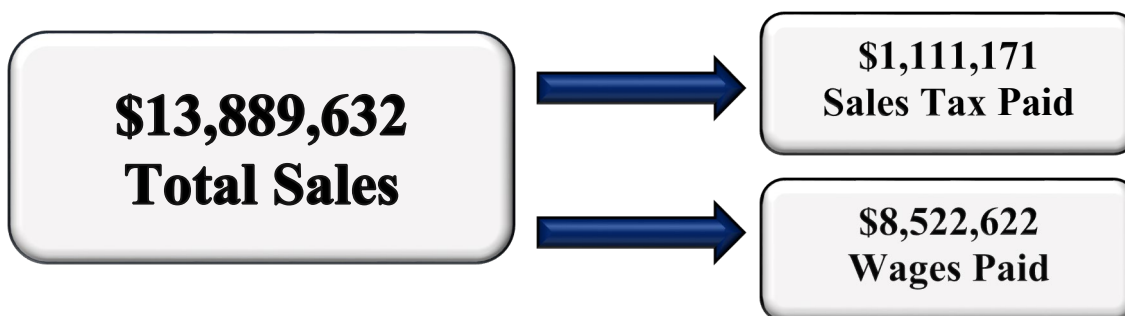
THE BUSINESS ENTERPRISE PROGRAM (BEP)

The Business Enterprise Program (BEP) provides support for self-employment opportunities in the food service industry for Mississippians who are legally Blind. These BEP entrepreneurs operate a variety of businesses including vending machine routes, snack bars and military base cafeterias.

In 2018, **38 Blind Entrepreneurs** operated successful businesses as BEP vendors:

- ❖ **45 individuals** employed supported by BEP operators
- ❖ **133 sites** in 33 cities across the state
- ❖ **3 BEP** students graduated and became a licensed BEP operator
- ❖ **3 Military dining facilities** supported by 95 employees with total sales of \$11,000,000

Contributed More than \$1 Million to Mississippi Economy



Business Enterprise Program Introduces...

Patrina Pendarvis, BEP Vendor/Manager

Patrina Pendarvis, BEP Vendor/Manager at the MDRS Café, has been busy catering lunches and providing coffee service for several training events at the MDRS State Office Complex.

Erica McClellan, BEP Counselor, and Patrina work closely with MDRS Office Directors and the Training Department to coordinate menus from full service luncheons to breakfast biscuits to hot coffee. Patrina focuses on providing choices to make the training more welcoming and relaxing for the participants.



OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

OVRB WORKFORCE DEVELOPMENT - SERVING MISSISSIPPI

OVRB Workforce Development by the Numbers Serving Mississippi Blind and Visually Impaired Job Seekers

- **1,524** Mississippians who are Blind and Visually Impaired were served
- **731** new applications submitted
- **589** individuals who are Blind and Visually Impaired started a new Individualized Plan for Employment (IPE) designed to reach a competitive employment outcome for the first time
- **335** individuals who are Blind, Visually Impaired, and Deaf-Blind reached their career goal and entered the Mississippi workforce

By the end of FFY 2018, OVRB had an increase in services for our youth ages 14-21 for Pre-Employment Transition Services. **Result: 95 new first time recipients** had an opportunity to learn about services for employment.

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

PRIMARY DISABILITY IMPAIRMENT AND CAUSE FFY 2018

DISABILITY IMPAIRMENT	Count
TOTAL - OTHER VISUAL IMPAIRMENTS	1,304
TOTAL - LEGALLY BLIND (EXCLUDING TOTALLY BLIND)	116
TOTAL - BLINDNESS	86
TOTAL - OTHER PHYSICAL IMPAIRMENTS NOT LISTED	8
TOTAL - PSYCHOSOCIAL IMPAIRMENTS	3
TOTAL - DEAF-BLINDNESS	2
TOTAL - COGNITIVE IMPAIRMENTS	1
TOTAL - HEARING LOSS, COMMUNICATION AUDITORY	1
TOTAL - OTHER HEARING IMPAIRMENTS	1
TOTAL - OTHER MENTAL IMPAIRMENTS	1
TOTAL - OTHER ORTHOPEDIC IMPAIRMENTS	1
TOTAL - VRB	1,524

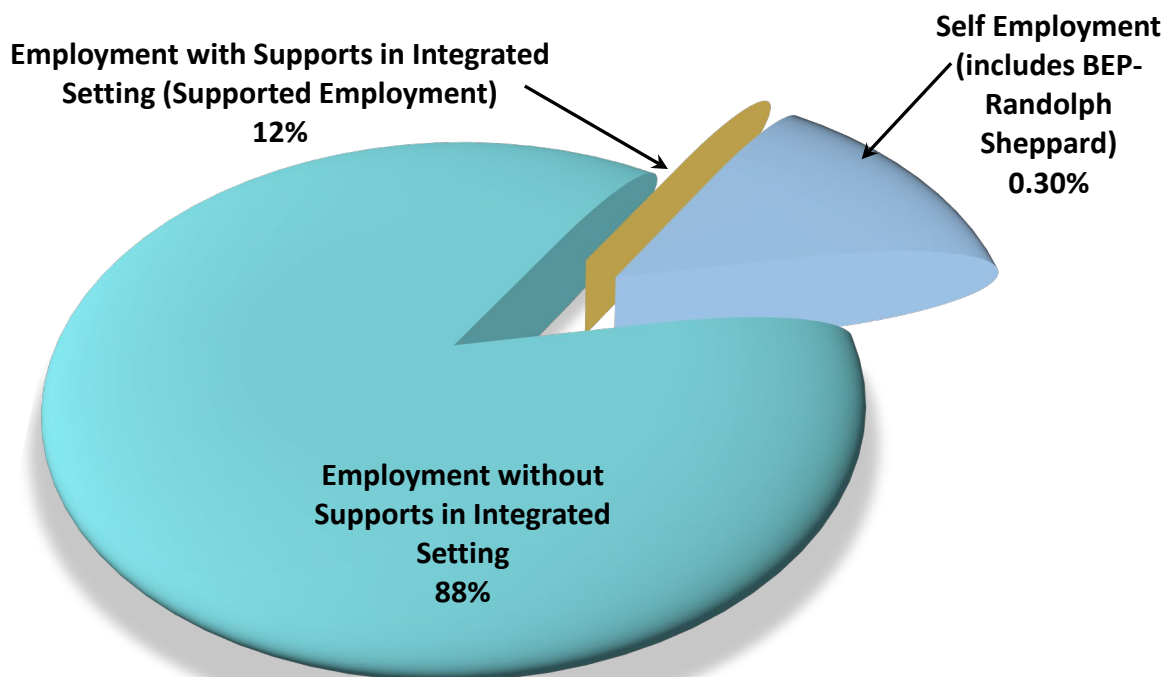
OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

EMPLOYMENT OUTCOMES

The success of a OVRB Program is the job seekers with disabilities who leave the program having achieved their employment goal. The employment categories below use the term found in the federal reporting on outcomes.

Employment without Supports in Integrated Setting	294
Employment with Supports in Integrated Setting (Supported Employment)	40
Self-Employment (includes BEP-Randolph Sheppard)	1

Reporting Data: October 1, 2017 – September 30, 2018



**Employment without supports refers to traditional employment where a consumer is hired by a business*

**Employment with supports refers to consumers who are hired by a business and receive some supports, such as job coaching funded by a source other than the business or VR.*

**Integrated setting refers to competitive jobs in the community. VR services must be directed toward obtaining competitive jobs in the community.*

**Self-employment involves starting one's own business or receiving help to accommodate the disability so a business owner can continue to operate their business.*

OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

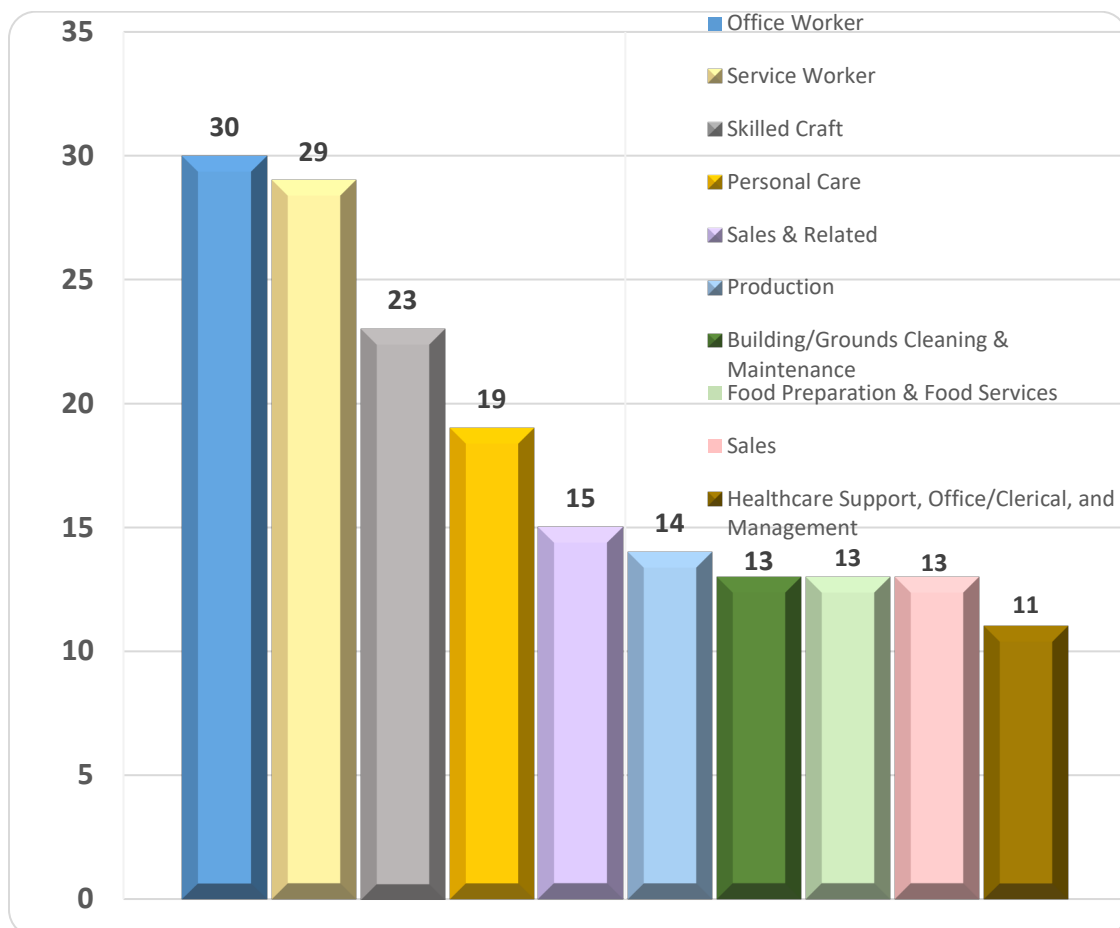
JOB TYPES OBTAINED BY OVRB CONSUMERS:

2018 TOP 10 OCCUPATIONS

IN INTEGRATED SETTINGS

Job Table below shows the ‘Top 10 Occupations’ obtained by the OVRB **327 Consumers** who successfully achieved their employment goal in Federal Fiscal Year 2018.

OCCUPATION	NUMBER OF CLIENTS
OFFICE WORKER	30
SERVICE WORKER	29
SKILLED CRAFT	23
PERSONAL CARE	19
SALES & RELATED OCCUPATIONS	15
PRODUCTION OCCUPATIONS	14
BUILDING/GROUNDS CLEANING & MAINTENANCE	13
FOOD PREPARATION & FOOD SERVICES	13
SALES	13
HEALTHCARE SUPPORT, OFFICE CLERICAL, AND MANAGEMENT	11

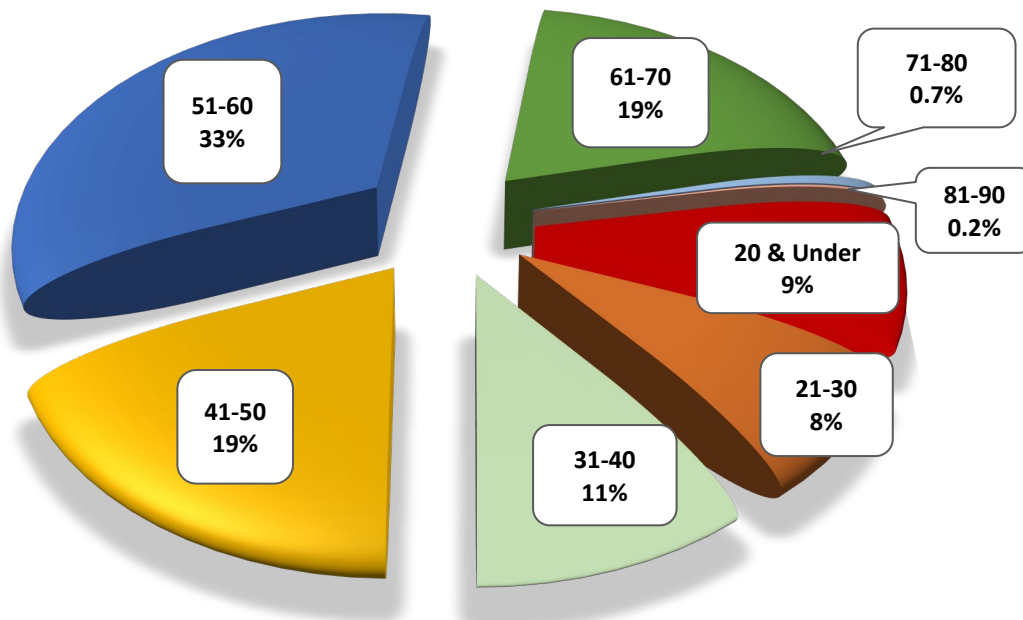


OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

DEMOGRAPHICS OF CLIENTS SERVED 2018

AGE RANGE

AGE RANGE	CLIENTS	%
20 & Under	133	8.7 %
21-30	126	8.3 %
31-40	166	10.9 %
41-50	288	18.9 %
51-60	507	33.3 %
61-70	290	19.0 %
71-80	11	.7 %
81-90	3	.2 %
TOTAL	1,524	

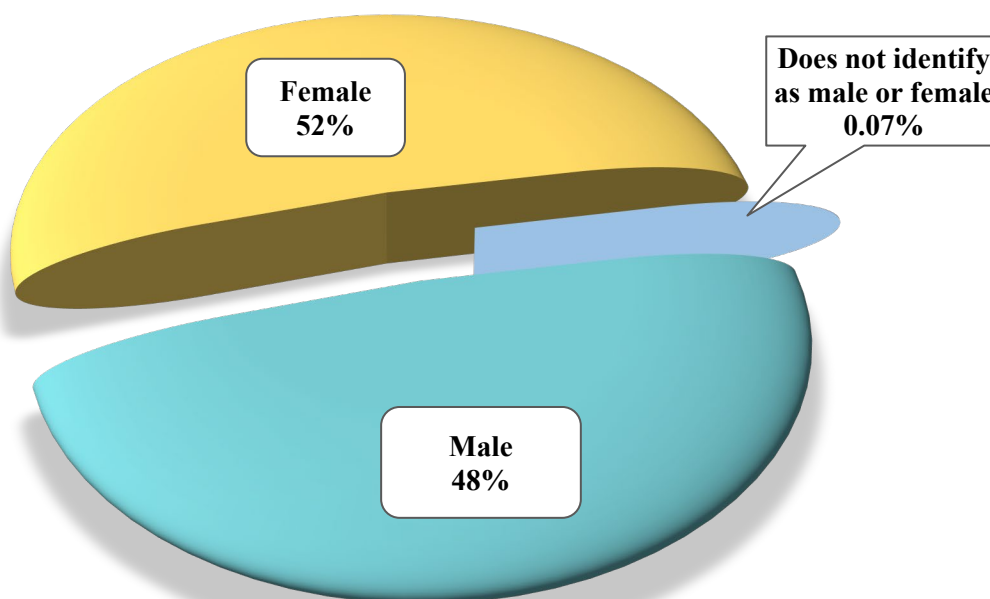


OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

DEMOGRAPHICS OF CLIENTS SERVED 2018

GENDER

GENDER	CLIENTS	%
Female	786	51.57 %
Male	737	48.36 %
Does not identify as male or female	1	.07 %
TOTAL	1,524	



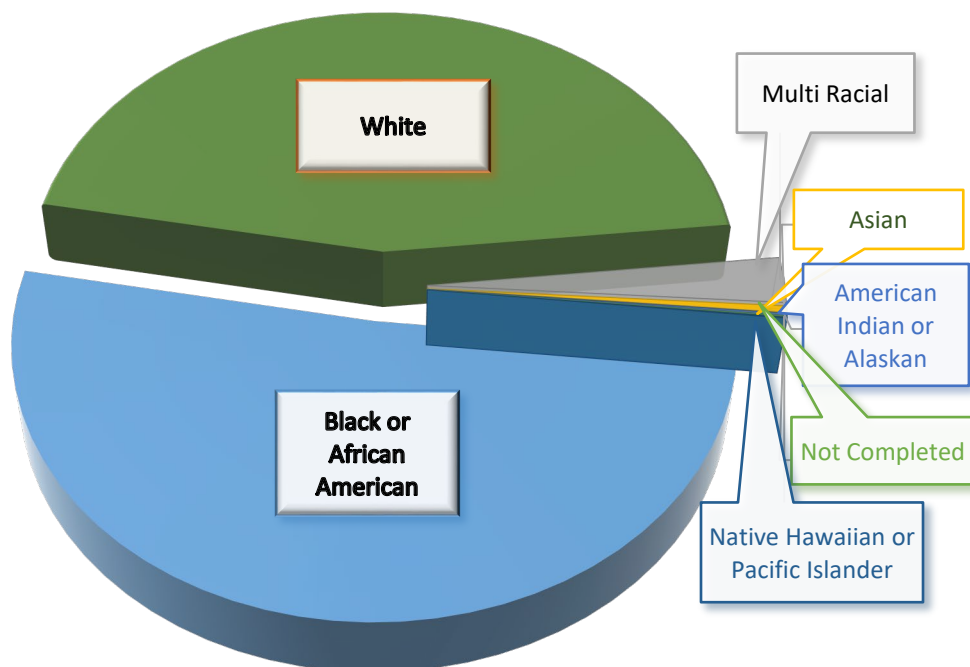
OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

DEMOGRAPHICS OF CLIENTS SERVED 2018

ETHNICITY/RACE

ETHNICITY/RACE	CLIENTS	%
Black or African American	782	51.31%
White	691	45.34%
Multi-Racial	41	2.69%
Asian	6	0.39%
American Indian or Alaskan Native	2	0.13%
Not Completed	1	0.07%
Native Hawaiian or Pacific Islander	1	0.07%

Note: Can have more than one ethnicity.



OFFICE OF VOCATIONAL REHABILITATION FOR THE BLIND

SUCCESS STORIES

OVRB Southern Region

Mr. Day, a referral from Dr. Fontenot, came to the Gautier OVRB with Community Services for Vision Rehabilitation. He is a current customer sales representative at Lowe's in D'Iberville, Mississippi. Even though he was a retired Vocational Rehabilitation Counselor, he wanted to continue working through his older age. Mr. Day was diagnosed with macular degeneration and was having difficulty assisting customers with locating items to purchase, especially due to the small print on price stickers. He came to OVRB believing that he may have to quit his job in which he treasured. Thankfully, Mr. Day was referred to CSVr and had gained some working knowledge of vocational rehabilitation from his previous occupation. The agency was able to assist Mr. Day with services through low vision aids that helped him to complete the job requirements successfully and more efficiently. Mr. Day was able to retain his employment and maintain the additional income to supplement his retirement. He shared his MDRS' experience and testified to a fellow coworker who was struggling with vision complications. Mr. Day was able to benefit from MDRS' services as well as spread the word of the opportunities that MDRS can afford those who are dealing with a disability and in need of occupational assistance.

Addie McBryde Center

Glen Brown, a former client of the Addie McBryde Center for the Blind, gained the confidence to move forward after losing his eyesight. Glen stated, "There I was fresh out of prison, blind and without any real skills to make a living for myself." He recalled being destitute and bewildered. All he could do was pray and then the answer came to him. He remembered the Addie McBryde Center for the Blind providing assistance for him in the past so he decided to give them a call. "It was one of the wisest decisions I ever made," Brown said. "After meeting with my Counselor, he assured me that together we would come up with a cohesive strategy that would work for me. I started with mobility training, which gave me the confidence and independence to maneuver around any obstacle by utilizing the cane methods: touch and drag, two-point touch and other techniques." Glen said, "Advanced Communications (AC) took me on a journey that I had never conceived such as the JAWS software, which talks when the desired key is pressed and where you combine different key strokes so the computer will react accordingly, just as sighted people do with the mouse." Glen accredits these skills, as well as learning Braille, reading and writing, and assisted-living as the basis for regaining his confidence. Glen is now a second year student at Hinds Community College and currently participating in an internship program at Hinds Behavioral Health Center. He will receive his Associate's Degree in Sociology and plans to attend Jackson State University to pursue a Bachelor's Degree in Sociology. Glen shared that without the skills he received at Addie McBryde Center it would not have been possible for him to pursue his education.

*Your perspective is extremely valuable,
and we greatly appreciate any and all feedback!
(A digital copy of this report can be found at www.mdrs.ms.gov)*

Please send direct comments or questions to:
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