U.S. Department of Education
Office of Special Education and Rehabilitative Services
Rehabilitation Services Administration

Annual Report

Fiscal Years 1998 and 1999

Report on Federal Activities Under the Rehabilitation Act

FOREWORD

The Rehabilitation Act of 1973, as amended (the Act), provides the legislative basis for programs and activities that assist individuals with disabilities in the pursuit of gainful employment, independence, self-sufficiency and full integration into community life.

This report is intended to provide a description of accomplishments and progress made under the Act during fiscal years 1998 and 1999 (October 1997 through September 1998 and October 1998 through September 1999, respectively). To that end, the report identifies major activities that occurred during those two fiscal years, and the status of those activities during that specific time period.

The report provides a description of the activities of the Rehabilitation Services Administration (RSA), a component of the Office of Special Education and Rehabilitative Services, U.S. Department of Education. RSA is the principal agency for carrying out Titles I, III, VI, and VII, as well as specified portions of Title V of the Act. RSA is responsible for preparing and submitting this report to the President and Congress under Section 13 of the Act.

The Act also authorizes research activities that are administered by the National Institute on Disability and Rehabilitation Research (NIDDR) and the work of the National Council on Disability, and includes a variety of provisions focused on rights, advocacy and protections for individuals with disabilities. A description of those activities is also provided in this report.

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The Rehabilitation Act
An Overview

The Rehabilitation Act
An Overview

Federal interest and involvement in rehabilitation issues and policy dates from the Smith-Fess Act of 1920. The Smith-Fess Act marked the beginning of a federal and state partnership in the rehabilitation of individuals with disabilities. Although the law was passed shortly after the end of World War I, its provisions were specifically directed at the rehabilitation needs of persons who were industrially disabled rather than those of disabled veterans.

A major event in the history of the federal rehabilitation program was passage of the Rehabilitation Act of 1973, as amended (the Act). The Act provides the legislative basis for programs and activities that assist individuals with disabilities in the pursuit of gainful employment, independence, self-sufficiency and full integration into community life. Under the Act, the following federal agencies and entities are charged with administering a wide variety of programs and activities: the Departments of Education, Labor and Justice; the Equal Employment Opportunity Commission; the Architectural and Transportation Barriers Compliance Board; and the National Council on Disability.

The Department of Education has primary responsibility for administering the Act. Within that Department, the Office of Special Education and Rehabilitative Services (OSERS) is the administrative entity responsible for oversight of programs under the Act that are funded through the Department. Within OSERS, the Rehabilitation Services Administration (RSA) and the National Institute on Disability and Rehabilitation Research (NIDRR) share responsibility for carrying out those programs. RSA is the principal agency for carrying out Titles I, III, VI and VII, as well as specified portions of Title V of the Act. NIDRR is responsible for administering Title II of the Act.

RSA's Central Office and ten Regional Offices across the nation provide technical assistance and leadership to states and other grantees in carrying out the purposes and policy outlined in the Act. RSA administers grant programs that provide direct support for vocational rehabilitation, independent living and consumer advocacy and assistance. RSA also supports training and related activities designed to increase the number of qualified personnel trained in providing rehabilitation and other services and to upgrade the skills and credentials of employed personnel. In addition, the Agency conducts model demonstrations and systems change projects to improve services provided under the Act, and evaluates programs to assess their effectiveness and identify best practices. Finally, RSA provides consultative and technical assistance services and disseminates information to public and nonprofit private agencies and organizations to facilitate meaningful and effective participation by individuals with disabilities in employment and in the community.

By far, the largest program administered by RSA is the State Vocational Rehabilitation (VR) Services Program. This program provides funds to state VR agencies to provide employment-related services for individuals with disabilities in order to maximize their

employability, independence and integration into the workplace and the community. The program is designed to assess, plan, develop and provide VR services for individuals with disabilities so that those individuals may prepare for and engage in gainful employment consistent with their strengths, priorities, concerns, abilities, capabilities, interests and informed choice.

For nearly 80 years, VR programs under the Act have helped individuals with disabilities prepare for and enter into the workplace. Nationwide, VR programs serve more than one million people with disabilities each year. More than 80 percent of the people who use state VR services have significant physical or mental disabilities that seriously limit their functional capacities to achieve or maintain meaningful employment. These individuals often require multiple services over an extended period of time. For them, VR services are indispensable to their becoming employed and reducing their reliance on public support.

Under Title II, NIDRR conducts comprehensive and coordinated programs of research, demonstration projects, training and related activities. NIDRR-funded programs and activities are designed to promote employment, independent living, maintenance of health and function, full inclusion and integration into society and the transfer of rehabilitation technology to individuals with disabilities. The intent is to improve the economic and social self-sufficiency of individuals with disabilities and the effectiveness of programs and services authorized under the Act.

Toward that goal, NIDRR supports rehabilitation research and development, demonstration projects and related activities, including the training of persons who provide rehabilitation services, or who conduct rehabilitation research. In addition, NIDRR supports projects to disseminate and promote the use of information concerning developments in rehabilitation procedures, methods and devices. Information is provided to rehabilitation professionals, persons with disabilities and their representatives. NIDRR also supports data analyses on the demographics of disability and provides that information to policy makers, administrators and other relevant groups. Awards are competitive, with applications reviewed by panels of experts, including rehabilitation professionals, rehabilitation researchers and persons with disabilities.

The Act has been the driving force behind major changes that have since affected the lives of millions of individuals with disabilities in this country. With passage of the Workforce Investment Act of 1998, the Act was reauthorized for another five years. This report covers fiscal years 1998 and 1999, and describes all of the major programs and activities authorized under the Act and the success of the federal government in carrying out the purposes and policy outlined in the Act.

Highlights of
Fiscal Years 1998 and 1999

Highlights of Fiscal Years 1998 and 1999

During fiscal years 1998 and 1999, RSA undertook and participated in a number of activities that contributed to program change and improvement. This section of the report highlights and summarizes those activities in the following important areas.

Reauthorization of the Rehabilitation Act

With passage of the Workforce Investment Act of 1998 (WIA), the Rehabilitation Act was reauthorized for another five years. The Rehabilitation Act Amendments of 1998 (1998 Amendments), contained in Title IV of WIA, streamline administrative procedures and expand consumer choice. They link the State VR Services Program to the workforce development systems of the various states and increase opportunities for high-quality employment for individuals with disabilities.

Building the Federal Employment Framework

Many activities initiated by RSA in fiscal years 1998 and 1999 were designed to link the Act to two important pieces of legislation: WIA and the Ticket to Work and Work Incentives Improvement Act (TWWIIA). While WIA coordinates employment and training programs in a unified statewide workforce investment system, TWWIIA is designed to provide individuals with disabilities health care and employment preparation and placement services to reduce their dependence on cash benefits. This is accomplished through the provision of Medicaid coverage needed to maintain employment, the option of maintaining Medicare coverage while working and return-to-work tickets allowing them access to services needed to obtain and retain employment.

Focusing on Results

During the two-year reporting period, RSA increased its efforts to establish methods and processes for collecting and analyzing information that captures the extent to which program objectives are being achieved, helps define priorities and provides focus for the future.

Improving Program Outcomes

Efforts to collect and analyze program performance information and to use that information to direct and shape program priorities are paying off. During fiscal years 1998 and 1999, the State VR Services Program increased employment outcomes, including employment outcomes of individuals with significant disabilities, and increased Social Security Administration (SSA) reimbursement to the public VR system.

Celebrating Innovation in the VR System

During the same two years, RSA sponsored or was directly involved in a number of projects designed to foster innovation. Projects highlighted include dissemination of best practices, collaboration and partnering, use of technology and the introduction of methods for measuring performance in the public VR system.

A more detailed discussion of progress made in each of these important areas during the two-year reporting period follows.

Reauthorization of the Rehabilitation Act

The 1998 Amendments to the Act are the product of collaborative efforts between the legislative and executive branches of the federal government and the input of various constituencies, including individuals with disabilities, advocacy organizations and providers of services. The 1998 Amendments place particular emphasis on increasing opportunities for high-quality employment outcomes, link the VR program to a statewide workforce investment system, enhance the exercise of informed choice, streamline administrative procedures, establish provisions for presumptive eligibility and expand options for due process. Highlights in each of these important areas are provided below.

High-Quality Employment Outcomes

The 1998 Amendments to the Act emphasize high-quality employment, including competitive employment, and services to individuals with the most significant disabilities.

Through regulations issued by the agency, competitive employment is defined as employment in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting. In a competitive employment setting, an individual with a disability is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

To support the emphasis of high-quality employment, the 1998 Amendments authorize state VR agencies to provide technical assistance and other consultation services to assist eligible individuals who choose to pursue telecommuting, self-employment and small business operations.

The 1998 Amendments to the Act

- Increase the focus on high-quality employment outcomes and services to individuals with significant disabilities
- Participation of state VR agencies as one-stop partners under the Workforce Investment Act
- Strengthen the roles and participation of eligible individuals in developing their plans for employment
- Simplify procedures for determining eligibility by establishing presumptive eligibility for SSI recipients and SSDI beneficiaries
- Streamline state plan requirements by reducing them from 36 to 24
- Add voluntary mediation as an option for resolving disputes

To implement the emphasis on the attainment of high-quality employment outcomes, RSA planned to publish regulations to ensure that this statutory intent is translated into effective VR policies and practices.

Linking VR to a Statewide Workforce Investment System

The 1998 Amendments include numerous provisions that link the Act with WIA. Linking VR programs under the Act to a state's workforce investment system coordinates employment and training programs in a unified statewide system designed to help a greater number of people prepare for and maintain gainful employment. The intent is to establish a seamless delivery network through partnerships among the agencies, organizations and institutions focused on employment in the state.

Key to this collaboration is the provision of services through the one-stop service delivery model created under WIA. To respond to this provision in the 1998 Amendments, state VR agencies will participate as partners in the one-stop model through the establishment of cooperative agreements with other training and employment-focused agencies in the state.

Expanding Informed Choice

Disability, according to the Act, does not diminish the rights of individuals with disabilities to review their options and make choices about services and employment. The 1998 Amendments expand the informed choice provisions of the Act in several ways.

The provisions stipulate that individuals with disabilities are to be active and full partners in the rehabilitation process with respect to assessments for determining eligibility and VR needs, and in the selection of employment goals, services and service providers. To comply with the informed choice provisions of the 1998 Amendments, state VR agencies, in consultation with their State Rehabilitation Councils are required to develop and implement policies to ensure both applicants for services and eligible individuals have every opportunity to exercise informed choice throughout the entire rehabilitation process. These policies should include the provision of information and the necessary support services to assist applicants and eligible individuals in making informed choices.

> An important provision in the 1998 Amendments is designed to ensure that individuals with disabilities take an active part in making informed choices about their future.

The 1998 Amendments also rename the Individualized Written Rehabilitation Program the Individualized Plan for Employment (IPE), and expand the role of the eligible individual in the development, monitoring, implementation and evaluation of that Plan. Eligible individuals or their representatives now have the option of developing their own IPEs, or requesting technical assistance in the development of their IPEs with respect to the selection of employment goals, services, service providers and procurement methods. In addition, eligible individuals still have the option to develop their IPE jointly with a qualified VR counselor.

Establishing Provisions for Presumptive Eligibility

The 1998 Amendments include a provision that will make it easier for disabled SSA beneficiaries to access VR services. Under the 1998 Amendments, individuals with disabilities who are receiving benefits from the SSA are presumed to be eligible for VR services, as long as they intend to pursue an employment outcome, since they have already gone through a stringent eligibility-determination process for Social Security benefits.

Under presumptive eligibility, an individual who is receiving Supplemental Security Income (SSI) or Social Security Disability Insurance (SSDI) benefits is presumed eligible unless it can be demonstrated by clear and convincing evidence that the individual cannot benefit from services in terms of an employment outcome due to the severity of the individual's disability. Presumptive eligibility both speeds up and simplifies eligibility determination for these individuals.

Streamlining Administrative Procedures

The 1998 Amendments streamline the Title I state plan provisions by reducing the number of state plan requirements from 36 to 24 and by limiting the circumstances in which a new state plan, or an amendment to the plan, must be submitted to RSA. The intent behind steps to eliminate unnecessary administrative requirements and to streamline the administration of the State VR Services Program is to increase access to VR services for individuals with disabilities. The 1998 Amendments also establish the foundation for the participation of state VR agencies, as WIA partners, in the development of unified state plans.

Streamlining administrative procedures is intended to save monetary and personnel resources that state VR agencies can then use to provide services such as vocational exploration, job training and other employment-related services.

Expanding Options for Due Process

The 1998 Amendments expand the options available to resolve disputes between an individual with a disability and the state VR agency by authorizing mediation as a voluntary step before proceeding to a formal due process hearing. The appeal process may be handled by using one or a combination of three available procedures:

> **Informal procedure**, where applicants, eligible individuals or their representatives settle issues and concerns with the state VR agency through informal means, such as negotiation.

Mediation, where individuals or their representatives and the state agency voluntarily agree to work with a neutral third party to reach agreement.

Formal hearing, during which an impartial hearing officer hears the facts of the case and makes a decision based on provisions in federal and state laws, regulations and policies.

Building the Federal Employment Framework

During fiscal years 1998 and 1999, RSA participated in many collaborative activities with other federal agencies that led to the creation of two major pieces of legislation, WIA and TWWIIA. The agency's focus was on establishing strong ties between the VR program and the program activities to be carried out by both WIA and the TWWIIA. Administered by the U.S. Department of Labor (DOL) and SSA, respectively, both legislative initiatives focus on increasing access to job training and employment and breaking down traditional institutional barriers among federal agencies addressing similar national employment issues and concerns.

The Workforce Investment Act

Under WIA, employment and training programs are coordinated in a unified statewide workforce investment system. This one-stop system, as it is called, creates opportunities at the state and local levels for partner programs, such as the state VR program, to provide core services and to coordinate common functions. The local area one-stop centers will develop with a great deal of autonomy and flexibility and, therefore, may create an infinite variety of specific requests for partner program participation.

The early phase of WIA implementation was characterized by significant efforts on the part of RSA to collaborate with new federal partners at DOL and to provide technical assistance to state VR agencies regarding their new roles and responsibilities. State VR agencies, in turn, signed cooperative agreements with other components of the statewide workforce investment system in order to provide training and technical assistance on the availability and benefits of VR services, and to promote the equal, effective and meaningful participation of individuals with disabilities in the workforce activities of the state. At the local level, VR agencies worked with other mandatory partners in the one-stop system by implementing Memoranda of Understanding with state-level partners. In addition to participating in developmental activities as a partner, RSA made efforts to educate the state and local Workforce Investment Boards and other partners about the requirements of the Act and appropriate ways in which state VR agencies might participate in one-stop activities.

Although WIA is still in the formative stages, it is clear that RSA and the state VR agencies have made a significant impact on the new workforce development system by making the mandatory partners aware of the specific responsibilities of the VR program and its services. State VR agency staff members are recognized as the primary experts on issues pertaining to the rehabilitation and employment of individuals with disabilities.

1998-1999 Efforts to Improve One-Stop Performance

- RSA and OSERS leadership participated in a federal interagency workgroup to promote the one-stop system and to proactively address systematic barriers to full implementation of WIA
- As part of this interagency effort, the OSERS Assistant Secretary and RSA Commissioner visited several one-stop centers around the country to demonstrate the administration's support for the one-stop system
- Formal agreement signed by leadership of OSERS and Employment and Training Administration (ETA) committing the two federal agencies to work together
- RSA-ETA Interagency workgroup established to foster a productive partnership between the two systems; second RSA-ETA workgroup established to troubleshoot and solve issues that arise during the implementation of WIA
- State VR Directors and leads for state one-stop system collaborated to ensure access to one-stop centers by individuals with disabilities
- Burgeoning recognition on the part of the one-stop system partners of the importance of including state VR agency staff members and individuals with disabilities in workgroups to plan and design the one-stop centers in order to ensure full accessibility
- Workgroup with state VR Directors established to address implementation issues related to the passage of WIA
- RSA and ETA jointly funded more than $2 million in national systems change grants
- Participated in 1998 and 1999 ETA Joint Employment and Training Technology Conferences (JETT*CON) to highlight role of VR and improve accessibility in the one-stop system
- RSA presented pre-conference sessions and workshops at the JETT*CON that resulted in an improved understanding of the role of the VR program in the one-stop system
- Developed monitoring guidance for assessing state VR progress in implementing WIA requirements and for providing technical assistance to assist in resolving compliance problems
- Disseminated training modules on WIA, The Rehabilitation Act of 1973, as amended; and the role of VR in the Workforce Investment Environment
- Participated with other federal WIA partners in a workgroup to develop unified state plan guidance

The Ticket to Work and Work Incentives Improvement Act

During fiscal years 1998 and 1999, RSA participated in a series of discussions and forums leading to the creation of TWWIIA. This important legislation was ultimately passed in December 1999, subsequent to the reporting period covered by this report. The intent of TWWIIA is to provide individuals with disabilities health care and employment preparation and placement services to reduce their dependency on cash benefits; Medicaid coverage (through incentives to states to allow them to purchase it) needed to maintain employment; the option of maintaining Medicare coverage while working; and return to work tickets allowing them access to services needed to obtain and retain employment and reduce dependence on cash benefits.

The legislation includes a Ticket-to-Work program, which will enable SSDI beneficiaries and SSI recipients to obtain VR and employment services from their choice of participating public or private providers. Nationally, according to the U.S. General Accounting Office, there are about 2.3 million individuals with disabilities receiving SSI and SSDI who will get a ticket under TWWIIA.

Once the new law is passed, state VR agencies will have the option of participating in the Ticket-to-Work program as an employment network or remaining in the current reimbursement system. Services provided by state VR agencies participating in the program will continue to be governed by state plans for the delivery of VR services under Title I of the Act. The providers will be paid on an outcome or milestone basis linked to the employment of the beneficiary and the beneficiary's ongoing success.

The Rehabilitation Act and the Americans with Disabilities Act (ADA) have helped to create a societal expectation that individuals with disabilities can and should have the opportunity to work. Once its provisions are implemented, TWWIIA will provide the health care support essential to individuals with disabilities who want to work.

Focusing on Results

During fiscal years 1998 and 1999, RSA increased attention on ensuring that programs yield high-quality outcomes and results. To that end, the agency expanded efforts to collect and analyze information that captures the extent to which program objectives are being achieved. The intent is to use that information to define future priorities and areas of focus.

In this portion of the report, several efforts are highlighted including: funding of an ongoing, long-term Longitudinal Study that provides comprehensive information on the VR program; development of standards and indicators to drive state VR program consistency and accountability; and establishment of methods for collecting and reporting information required under the Government Performance and Results Act (GPRA).

Through the Longitudinal Study and implementation of the standards and indicators, RSA laid the foundation for collecting results-oriented data to allow managers to better assess program accomplishments. In addition to those efforts, GPRA requirements, as they will be implemented in fiscal year 2000, set the stage for holding RSA program managers accountable for achieving program results. Through GPRA, program managers are clarifying their missions, setting program goals and measuring performance toward achieving those goals.

Longitudinal Study Provides Comprehensive Information on VR Programs Under the Act

The Longitudinal Study tracks more than 8,000 VR consumers at 37 locations. It provides comprehensive information on VR programs under the Act, including types of persons served, resources available, costs, services provided and short- and long-term outcomes. In 1998 and 1999, RSA expanded the original scope of the three-year Longitudinal Study to allow for two additional years of follow-up.

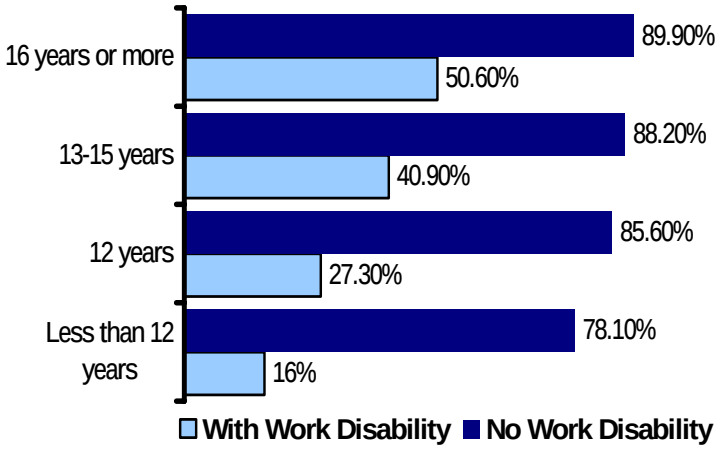
Longitudinal Study findings emerging during the fiscal year 1998 and 1999 reporting period show that competitively employed individuals with disabilities with more than a high school education average 44 percent higher earnings than individuals not completing high school. The Longitudinal Study also shows that reading and math achievement levels are strongly correlated with the amount earned. Those competitively employed workers with disabilities who read less than the fourth grade level barely earn the federal minimum wage, while those who read above the twelfth grade level had 36 percent more in earnings than the poor readers.

The disparity between earnings and math achievement levels is even more dramatic. Those individuals with disabilities with math achievement levels above the twelfth grade level earn an average hourly wage that is 50 percent greater than those individuals with disabilities with math achievement levels at less than fourth grade.

In addition to correlating academic achievement to higher earnings, the Longitudinal Study also shows that higher paying jobs are more likely to offer health benefits. While only 35 percent of employed individuals with disabilities earning between $5.00 and $7.00 per hour received health benefits, 65 percent of individuals who earned more than $11.00 per hour also received health benefits.

As the level of education rises, so does workforce participation. This is true for individuals with and without a disability. However, labor force participation increases much more slowly for people with work disabilities than for those without.

Percentage of Individuals in Workforce by Work Disability Status and Years of Education Persons 25 to 64 Years of Age Chart 1



As shown here on Chart 1, the U.S. Census Bureau found in the 1998 CPS Survey (Table 298) that among the disabled population, 25 to 64 years of age, only 16 percent of those individuals with less than 12 years of education were in the labor force. Labor force participation rises to slightly more than 27 percent for those individuals who completed 12 years of school, increases again to nearly 41 percent for those with 13 to 15 years of education, and reaches more than 50 percent for individuals with 16 or more years of education.

Individuals with disabilities must be encouraged to seek high-quality employment, not simply stereotypic jobs or the most readily available jobs (e.g., entry-level and low paying jobs in the service industry). For these individuals to prepare for high-quality employment, they must have basic reading and math skills to be able to pursue advanced training.

Toward that goal, RSA will continue to support policy and programs that assist individuals with disabilities in obtaining the reading and math skills necessary to pursue advanced academic or technical training. In addition, the VR program will assist those individuals who are underemployed to acquire the additional skills or education they need to achieve true social and economic integration.

The Longitudinal Study findings will be used now and in the future to examine the success of VR programs under the Act in providing necessary services and assisting individuals with disabilities, including individuals with significant disabilities, to achieve gainful and sustainable improvements in employment, earnings, independence and quality of life.

The Research Triangle Institute (RTI), to which the Department of Education awarded the contract for conducting the Longitudinal Study in 1992, produced the **Third Interim Report** on consumer outcomes in 1998, and will produce a **Fourth Interim Report** on transitioning youth and a special sub-study on **Supported Employment** in 2000**.** RTI will issue a **Final Report** in 2002.

Longitudinal Study Highlights

According to the Third Interim Report of the Longitudinal Study:

- 42 percent of individuals who received VR services thought services were excellent
- 33 percent rated VR services as good
- 78 percent work in professional, managerial, technical, clerical, sales or service jobs
- 84 percent were still working one year after leaving the public VR program
- 78 percent were still working three years later
- 67 percent were satisfied or very satisfied with their jobs
- 67 percent were satisfied or very satisfied with the opportunity for advancement with their jobs
- 61 percent of graduates were satisfied with fringe benefits provided through their jobs

Other highlights of that report include:

- Increase in weekly earnings of consumers achieving employment outcomes over the time of the study
- Increase in percentage of consumers who cited earnings from their job as their primary source of support

Relying on Performance Measurement Data To Make Decisions

RSA has continued to collect program data and use that data to hold state VR agencies and other grantees accountable for their performance. During the two-year reporting period covered by this report, RSA developed preliminary Title I program evaluation standards and performance indicators to measure state VR agency performance. The Title I standards and indicators are considered a crucial part of a comprehensive, integrated system of accountability for the State VR Services Program. They focus on employment outcomes and equal access to services and are designed to drive program consistency, focus and accountability at the state and local level.

The 1998 Amendments require state VR agencies to use the standards and indicators as a basis for developing goals and priorities. RSA monitoring will measure state VR agency performance to determine whether a state is complying with the standards and indicators. Results will be presented in future issues of this report.

In developing the standards and indicators, RSA consulted with the rehabilitation community, published a Notice of Intent to Regulate, held a public meeting and published a Notice of Proposed Rulemaking inviting public comments. The standards and indicators were published for comment in the Federal Register in June of 1999.

RSA's effort to develop and implement standards and indicators was further prompted by the passage of GPRA. While the standards and indicators measure performance at the state VR agency level, GPRA indicators measure the aggregate performance of all state VR agencies.

The various programs administered by RSA under the Act are at different stages of implementation of GPRA. Some programs are still gathering preliminary information by which to establish program goals and measures - other programs have already developed standards and indicators to be used in assessing program outcomes and results. Still other programs are using outside contractors to assist in the effort to develop appropriate measures and better monitor what is happening in the field.

Improving Program Outcomes

During fiscal years 1998 and 1999, VR programs under the Act achieved higher quality employment outcomes and increased overall SSA reimbursement to states. Highlights of program outcomes in these two important areas demonstrate the success of the VR system in placing individuals with disabilities, including individuals with significant disabilities, into productive jobs that provide both economic and personal independence. Today more individuals with disabilities are in the workplace earning competitive wages than ever before.

Higher Quality Employment Outcomes

The VR program is ultimately about employment. But the program is not only about getting jobs. It is about helping individuals with disabilities get jobs they find satisfying–jobs that anyone in society would be glad to have. The 1998 Amendments describe this concept in terms of employment outcomes consistent with an individual's strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice–in other words, jobs that individuals with disabilities want, value and can carry out.

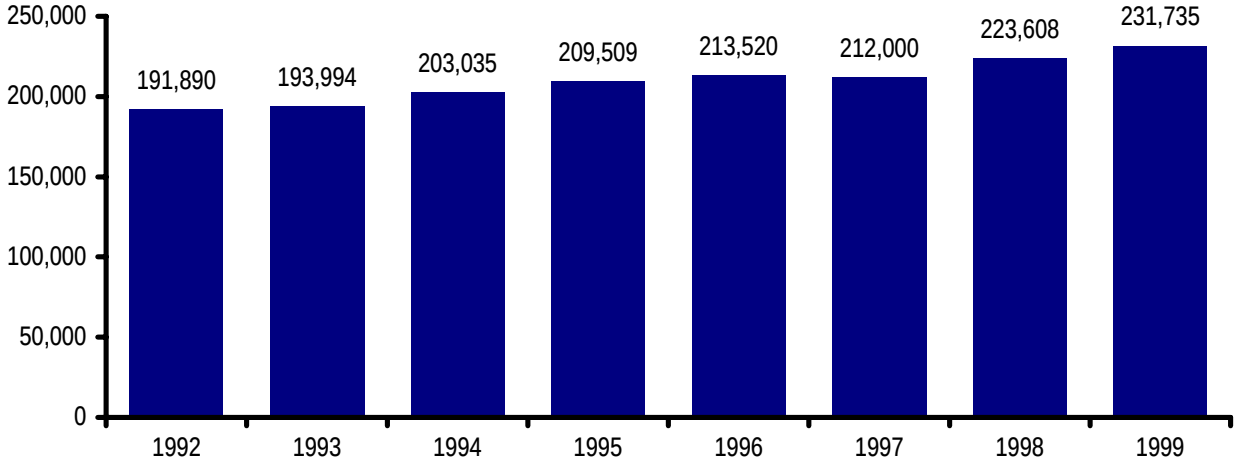
The VR programs carried out under the Act are committed to assisting each consumer to achieve the best outcome possible. To that end, RSA has continued to emphasize high-quality employment outcomes and increased services to individuals with significant disabilities. Through guidance and regulation, RSA provides leadership and focus for state VR programs in these two important areas. Efforts have already begun to pay off.

Success in the rehabilitation of individuals with significant disabilities is reflected in data from the Quarterly Cumulative Caseload Report (RSA 113 Report) provided in Table 1 on the following page. The number of individuals with significant disabilities who gained employment after receiving at least one VR service and leaving the State VR Services Program increased each year since 1995. In that year, individuals with significant disabilities who got jobs represented 76 percent of all individuals with disabilities who got jobs after receiving VR services. By 1999, nearly 85 percent of individuals who got jobs after receiving VR services were individuals with significant disabilities.

Individuals Obtaining Employment After Exiting VR Table Table 1			
Fiscal Year	Individuals With Significant Disabilities	Individuals Without Significant Disabilities	Percent with Significant Disabilities
1995	159,138	50,371	76.0
1996	165,686	47,834	77.6
1997	168,422	43,093	79.6
1998	184,651	38,957	82.6
1999	196,832	34,903	84.9

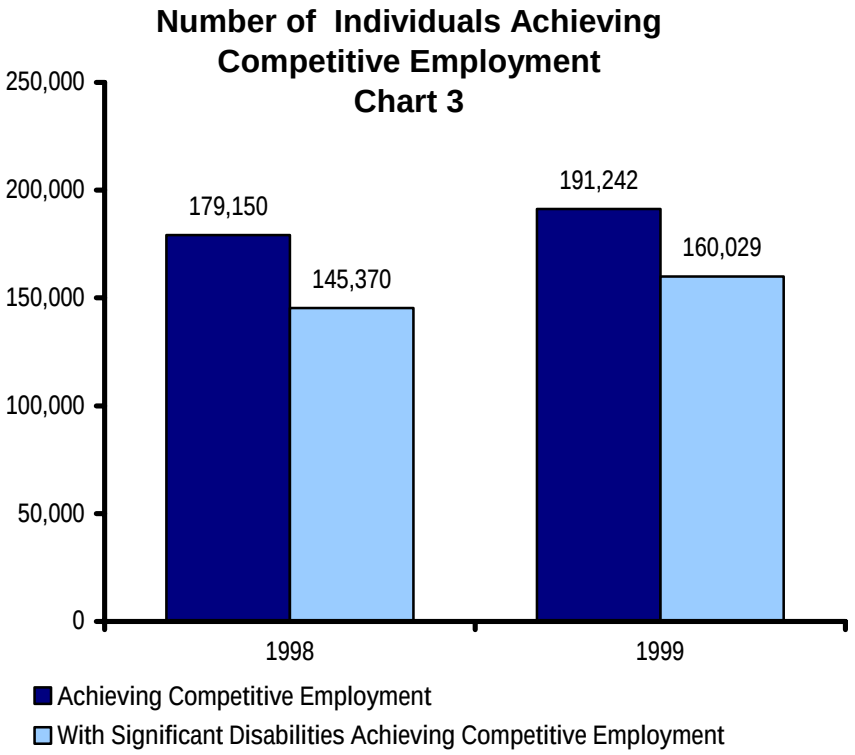
Using data collected in the RSA 113 Report, Chart 2 below shows the number of individuals who achieved employment through the State VR Services Program from 1992 to 1999. As the data indicate, the number of individuals with disabilities placed in jobs rose each year from 191,890 in 1992 to 231,735 in fiscal year 1999.

Number of Individuals Obtaining Employment
Chart 2



In addition, since 1992, the State VR Services Program realized an increase in competitive employment outcomes. Through regulation issued by the agency, competitive employment is defined as employment in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting. In a competitive employment environment, an individual with a disability is compensated at or above the minimum wage, but not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals who are not disabled.

As Chart 3 shows, data obtained from the Case Service Report (RSA 911 Report) indicates that competitive employment outcomes increased from 1998 to 1999, including competitive employment outcomes of those individuals with significant disabilities.

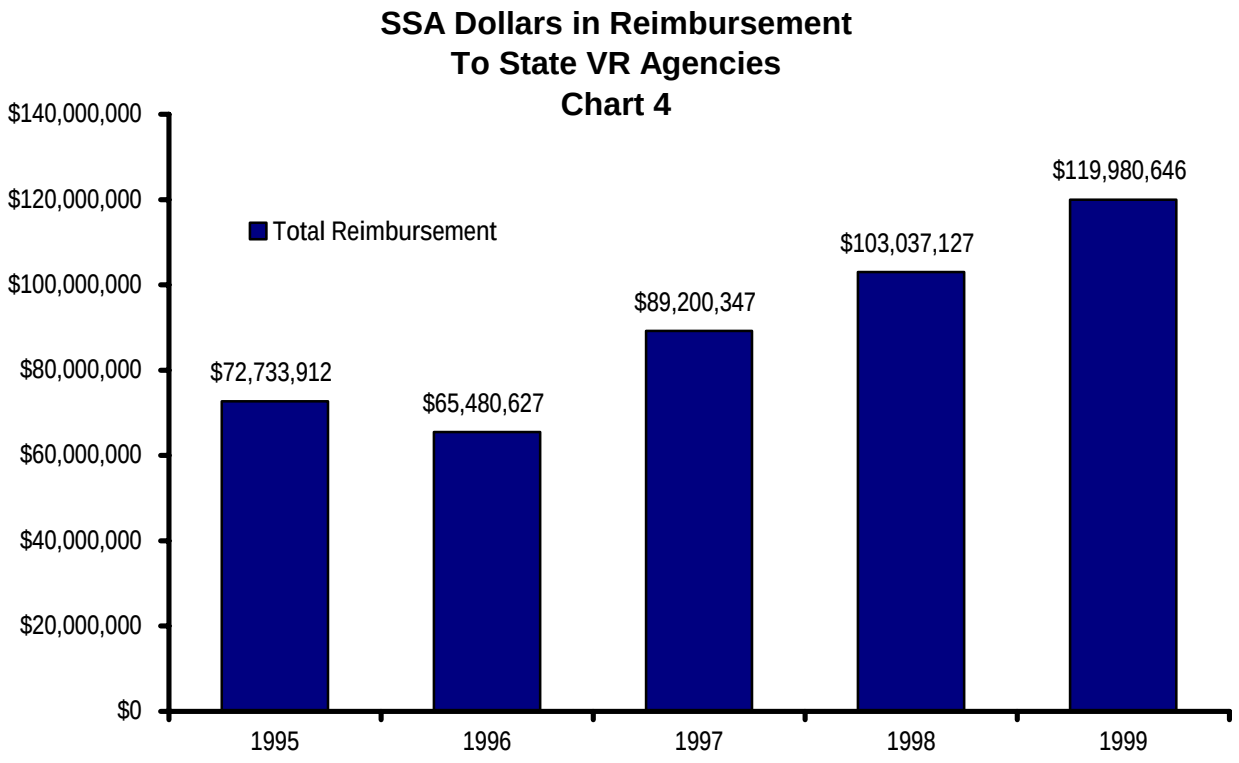


To accomplish those and other outcomes, during fiscal years 1998 and 1999, VR programs under the Act made significant investments in the vocational rehabilitation of individuals with disabilities. State and federal expenditures for administration combined totaled $324,106,009 in fiscal year 1998. Another $186,762,453 was spent on eligibility needs assessment; $986,266,713 in counseling and guidance; and $1,609,743,802 in purchased services. In fiscal year 1999, administration totaled $330,828,212. Another $183,708,089 was spent on eligibility needs assessment; $998,251,133 in counseling and guidance; and $1,663,620,218 in purchased services.

A more detailed, state-by-state breakdown of VR costs for fiscal years 1998 and 1999 is available by calling the Basic State Grants Branch at (202) 205-8719, or through the RSA website at: http://www.ed.gov/offices/OSERS/RSA.

Increase in Reimbursement from SSA

As is indicated in Chart 4, reimbursement dollars paid by SSA for providing services to a growing number of SSDI beneficiaries and SSI recipients increased significantly during fiscal years 1998 and 1999, a trend that began in 1997.



The source of the information in Chart 4 is SSA's Vocational Rehabilitation Reimbursement Management System (VRRMS). The VRRMS is an automated claims control, cost reimbursement payment and management information system. The system controls and processes all claims for cost reimbursement submitted by state vocational rehabilitation agencies and private service providers for their costs incurred in providing services to SSA beneficiaries with disabilities that have enabled those individuals to return to gainful employment.

Funds reimbursed to state VR agencies represent program income, which can be used to enhance programs and services. These funds now represent almost five percent of the total case service dollars available.

Celebrating Innovation in The VR Program

During fiscal years 1998 and 1999, RSA sponsored or was directly involved in a wide variety of projects and activities designed to foster collaboration, partnering and innovation through the dissemination of effective practices, the use of technology and the introduction of methods for measuring performance in the VR program. A number of those projects and activities are highlighted in more detail below.

Sharing Information and Practices

In fiscal year 1998, RSA held, in conjunction with the Council of State Administrators of Vocational Rehabilitation (CSAVR), its biannual National Employment Conference. The three-day event, titled "Building Effective Relationships With Employers," took place in Washington, DC and brought together over 800 rehabilitation professionals from across the country.

Workshop planners designed sessions for presentation through a nomination process which led to the selection of five theme areas: labor market trends; effective working relationships; marketing strategies and sales training for VR; technology and employment; and self-employment opportunities. Conference sessions produced a variety of strategies for delivering services to different consumer populations from the community of people with disabilities. The conference also provided an excellent forum for networking and sharing ideas on effective practices. On conference evaluation feedback forms, a majority of participants characterized the conference as relevant, timely and an excellent source of practical information.

A Collaborative Approach to Employer Outreach

RSA is funding a two-year employer outreach project through the National VR Technical Assistance Center to foster collaboration and partnership building among twelve state VR agencies in Region IV. The regional Rehabilitation Continuing Education Program at the University of Tennessee, the Region IV Employment Partner's Team and the Program for Rehabilitation Leadership at Georgia State University also participate in the effort.

Products of the effort include: a regional outreach plan to assist in building effective employer relationships, a guide on how to approach business, audio and video-tapes to help build partnerships, training materials on forging business relationships and a website of other pertinent information.

The target date for the completion of the project is the spring of 2002.

Measuring Performance at a State VR Agency

Also funded through the National VR Technical Assistance Center is a three-year project with the New Jersey Commission for the Blind and Visually Impaired. The project is designed to foster program improvement through the introduction of innovative approaches to strategic planning, annual program planning, performance measurement and evaluation and the use of technology.

Now nearing its final year of completion, the state VR agency has successfully institutionalized a tiered planning process and developed planning documents in three critical areas: a five-year Strategic Plan, Annual Program Performance Plans in each primary program area and Unit Operating Plans that allow for differences in labor market and population. Two complete cycles of quarterly meetings have been conducted to report on progress at each of the three levels and to make decisions regarding priorities and the best use of resources.

The project utilizes RSA guidance and regulation, Title I standards and indicators, and feedback from RSA monitoring site visits as the foundation for its VR planning activities. The state agency actively engages in reviewing practices in place in other state VR programs to identify best practices and improve operations.

Improving Employment Outcomes Through the Use of Technology

Also funded through the National Vocational Technical Assistance Center are projects in several states to implement integrated case management and client tracking systems in the State VR Services Program. Currently, many state VR agencies operate mainframe systems which are outdated, expensive to maintain and difficult to use. To provide more effective, efficient and timely service to customers, several state VR agencies have embarked upon a modernization effort. These agencies are upgrading their computer architecture to establish a wide area network to better handle increased network traffic and enhance communication and the use of available technology to serve customers.

Disseminating Innovative Solutions Throughout the VR Community

During its 52 years of operation, the Institute on Rehabilitation Issues (IRI) has been an important resource for developing and disseminating products of great value to VR professionals. The IRI represents a unique partnership between the federal government, state VR agencies and the RSA Regional Rehabilitation Continuing Education Programs (RRCEPs), and persons served by the state VR agencies. RSA funds the IRI by supplementing the grants to two of the RRCEPs. Over the years, several different RRCEPs have participated as coordinators for the IRI study groups. Currently, the RRCEPs responsible for this task are The George Washington University and the University of Arkansas.

Publications Disseminated

In 1998

- Field Service Managers and Supervisors: Strategic Leaders in Achieving Employment Outcomes
- Achieving Successful Employment Outcomes with the Use of Technology
- Developing Self-employment and Small Business Opportunities for Persons with Disabilities

In 1999

- Improving Employment Outcomes Through VR Counselors who Meet the Comprehensive System of Personnel Development Requirements
- Improving Rehabilitation Services and Employment Outcomes for Individuals who are Deaf and Low Functioning
- Meeting Future Workforce Needs

The IRI's primary purposes are to identify and discuss current issues of importance to stakeholders of VR programs; develop materials which can be used by state VR agencies and others concerned about staff development and rehabilitation; and publish and disseminate the materials widely to professionals who provide rehabilitation services to individuals with disabilities. The IRI publications are also provided to rehabilitation counselor training programs, disability advocacy groups and other key stakeholders.

The IRI provides an effective forum for addressing concerns raised by VR professionals. The IRI can rapidly form workgroups to address issues and develop solutions. Innovative solutions are then documented in IRI publications and disseminated by the Institute to the rehabilitation community in hard copy documents and through the Internet.

The IRI holds the National IRI Forum each May in Washington, D.C., at which time the two draft IRI documents are discussed by Forum participants with expertise in the subject areas. At this time, the IRI scholars who actually wrote the IRI publications are recognized for their achievements.

Programs Under
The Rehabilitation Act

Programs Under The Rehabilitation Act

RSA funds directly or, through partnerships with other federal and nonfederal agencies, supports close to 30 initiatives or programs that fall under the Act. For the purpose of this report, these initiatives or programs are organized into five major areas. Within each area, a description of the discrete programs and/or initiatives under that category is provided. Each program description includes a budget allocation for fiscal years 1998 and 1999, changes related to the 1998 Amendments and a summary of major outcomes and accomplishments.

Employment

- State VR Services
- State Supported Employment Services
- American Indian VR Services
- Demonstration and Training
- Migrant and Seasonal Farm Workers
- Projects With Industry
- Business Enterprise

Independent Living and Community Integration

- Independent Living Services and Centers for Independent Living
- Independent Living Services for Older Individuals Who are Blind
- Projects for Initiating Recreational Programs for Individuals with Disabilities

Technical Assistance, Training and Support

- Program Improvement
- Capacity Building for Traditionally Underserved Populations
- Rehabilitation Training

Evaluation, Research and Information Dissemination

- Evaluation
- American Rehabilitation Magazine
- Clearinghouse for Disabilities Information
- National Institute on Disability and Rehabilitation Research

Advocacy, Enforcement and Compliance

- Client Assistance Program
- Protection and Advocacy of Individual Rights Program
- Employment of People with Disabilities in the Federal Government
- Architectural and Transportation Barriers Compliance Board
- Federal Contracts Compliance Programs
- Nondiscrimination in Federally Assisted and Federally Contracted Programs
- National Council on Disability
- Electronic and Information Technology

Employment

RSA administers seven programs whose overall goal is to assist individuals with disabilities to prepare for, obtain or maintain employment. These employment programs, either directly or indirectly, provide VR and related services to individuals with disabilities. Two of these programs, the State Vocational Rehabilitation Services Program and the State Supported Employment Services Program, are state formula grant programs. The American Indian Vocational Rehabilitation Services, Demonstration and Training, Migrant and Seasonal Farm Workers and the Projects With Industry programs are discretionary grant programs that make competitive awards for up to a five-year period. RSA also provides oversight of the Business Enterprise Program operated by state VR agencies for individuals who are blind or visually impaired. Each of these programs is described below.

The State Vocational Rehabilitation Services Program
Program Administration Division
Sections 100-111

Federal Funding	
1998	$2,231,528,000
1999	$2,287,128,000

The State Vocational Rehabilitation Services Program assists states in operating a statewide, comprehensive, coordinated, effective, efficient and accountable VR program as an integral part of a statewide workforce investment system. The program is designed to assess, plan, develop and provide VR services for individuals with disabilities so that those individuals may prepare for, engage in and maintain gainful employment consistent with their strengths, priorities, concerns, abilities, capabilities and interests.

This formula grant program provides financial assistance to states to assist in covering the cost of direct services and program administration. An allotment formula that takes into account population and per capita income is used to distribute funds among the states, including the District of Columbia, Puerto Rico, the Virgin Islands, Guam, American Samoa and the Commonwealth of the Northern Marianas Islands. Grant funds are administered by VR agencies designated by each state.

Nationwide there are 56 general and combined agencies, which are agencies serving all individuals with disabilities in the state and agencies serving all individuals with disabilities except those who are blind or visually impaired; and 24 state agencies for the blind, which are agencies that provide services only for individuals who are blind or visually impaired. All states and the District of Columbia, Puerto Rico, the Virgin Islands, Guam, Northern Marianas and American Samoa have VR agencies.

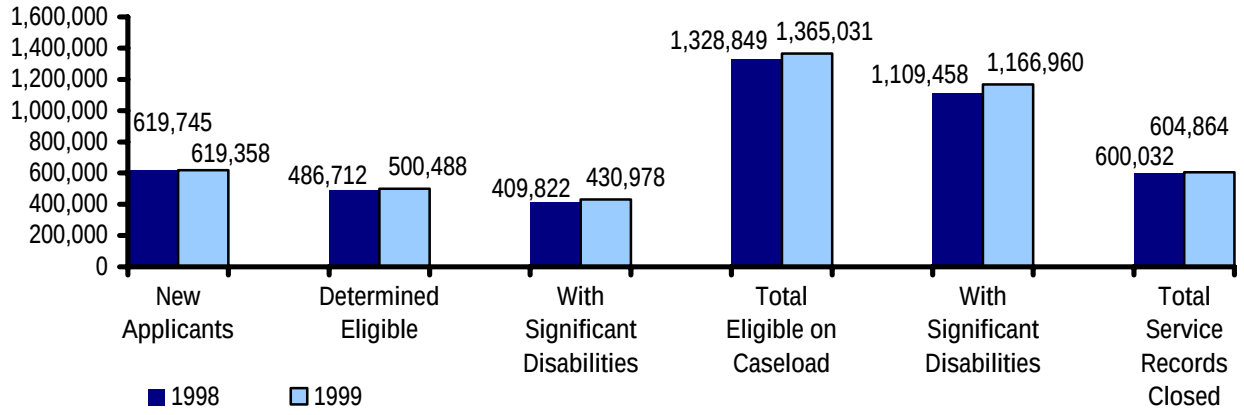
Across the nation, state VR agencies employ nearly 10,000 professional VR counselors who help individuals with disabilities prepare a plan for employment and obtain job training and placement services. The program may provide a variety of services, such

as vocational evaluation, counseling, training, job placement, mental and physical restoration, education, rehabilitation technology and supported employment services. These services help individuals with disabilities maximize their employability, economic self-sufficiency and integration into society. Priority is given to serving individuals with the most significant disabilities.

Each state works toward establishing a seamless service delivery system that can provide uninterrupted services to eligible individuals. For that purpose, state VR agencies establish collaborative relationships and partnerships with a broad spectrum of public agencies and the private sector to improve the efficiency and effectiveness of services.

State VR agencies have been providing services to more than a million individuals with disabilities each year from 1995 through 1999. As shown in Chart 5 below, in both fiscal years 1998 and 1999, state VR agencies provided services to more than 1.3 million individuals according to data from the RSA 113 Report. In 1998, more than 83 percent of individuals receiving services from VR agencies nationwide had significant disabilities. In 1999, the number of individuals with significant disabilities who received services increased to more than 85 percent.

VR Program Caseload
Total Number of Consumers
Chart 5



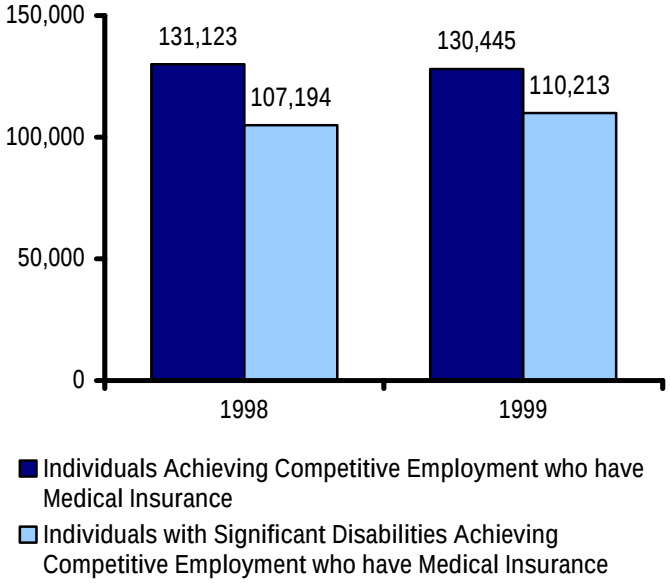
In fiscal years 1998 and 1999, well over half a million individuals with disabilities applied for VR services. Of those, state VR agencies, following the eligibility determination process, accepted more than three quarters of the applicants as eligible to participate in the VR program. Acceptance rates are the number of persons determined eligible for VR services as a percent of all applicants during that fiscal year.

The number of individuals with significant disabilities determined eligible for VR services rose from nearly 360,000 in fiscal year 1995 to more than 430,000 in fiscal year 1999.

They represented 76 percent of individuals with disabilities determined eligible for VR services in 1995, 84 percent in fiscal year 1998 and 86 percent in fiscal year 1999.

The number of individuals with disabilities who VR agencies determined not to be eligible for VR services declined from 151,715 in 1995 to 126,129 in 1998 and 116,858 in 1999. Of those individuals found ineligible for VR services, in 1998 and 1999 respectively, 3,472 and 3,162 individuals were determined too significantly disabled to benefit from VR services.

Number of Individuals Obtaining Competitive Employment With Medical Insurance
Chart 6



While RSA data indicate that the actual number of applicants to the state VR program did not increase significantly from 1998 to 1999, the number of employment outcomes did. In fact, competitive employment continued to be the primary outcome achieved by consumers, including individuals with significant disabilities. Based on data from the RSA 911 Report, as Chart 6 shows, in 1999 the number of individuals with significant disabilities who achieved competitive employment who have medical insurance as a benefit of the job increased from 1998.

In planning for the future, RSA will continue its leadership and guidance to state VR agencies to focus on high-quality outcomes, the provision of services to individuals with the most significant disabilities and increased opportunities for consumer choice and involvement. A more detailed, state-by-state breakdown of information regarding outcomes of the State VR Services Program for fiscal years 1998 and 1999 has been provided in the Appendix to this report. Additional information is also available by calling the Basic State Grants Branch of RSA at (202) 205-8719.

The State Supported Employment Services Program
Program Administration Division
Sections 621-628

Federal Funding	
1998	$38,152,000
1999	$38,152,000

The purpose of the State Supported Employment Services Program is to assist states in developing collaborative programs with appropriate public and private nonprofit organizations to provide supported employment services for individuals with the most significant disabilities. The program assists individuals with the most significant disabilities to achieve the employment outcome of supported employment. The term "*supported employment*" includes both individuals in competitive work and individuals working in an integrated setting toward competitive work. Individuals in competitive employment must earn at the least the minimum wage.

Supported employment placements are achieved by augmenting short-term VR services (supported employment services) with ongoing support provided by other public or nonprofit agencies or organizations (extended services). State VR agencies provide time-limited services for a period not to exceed 18 months, unless a longer period to achieve job stabilization has been established in the individualized plan for employment. Once this period has ended, the state VR agency must arrange for "extended services" provided by other appropriate state agencies, private nonprofit organizations or other sources for the duration of that employment.

An individual's potential for supported employment must be considered as part of the assessment to determine eligibility for the State VR Services Program. The requirements pertaining to individuals with an employment goal of supported employment are the same in both the Title I VR program and the Title VI-B State Supported Employment Services Programs. A state VR agency may support an individual's supported employment services solely with State VR Services (Title I) grant funds, or it may fund the cost of supported employment services in whole or in part with State Supported Employment Services (Title VI-B) grant funds. Title VI-B supported employment funds may only be used to provide supported employment services and are essentially used to supplement Title I funds.

Since 1996, more individuals have been receiving supported employment services using funds under the Title I program than with funds under the Title VI-B program. The number of individuals receiving funding for their supported employment services through the Title VI-B program from 1995 to 1999 increased by eight percent, while the number of individuals receiving funding for their supported employment services solely through the Title I program increased by 42 percent. Fiscal year 1999 data show that 49,228 individuals received funding for supported employment services solely under the Title I program and 39,046 received funding for supported employment services through the Title VI-B supplement. This reflects a six percent increase in fiscal year 1999 from fiscal year 1998 in the number of individuals who received funding for supported employment services through the Title VI-B program.

RSA data also demonstrate that in fiscal year 1999, 79 percent of individuals receiving funding for supported employment services through the Title VI-B program and achieving an employment outcome, obtained a supported employment outcome. Of those individuals who obtained other types of employment outcomes, seven percent were employed in a non-integrated employment setting such as extended or “sheltered” employment.

Some individuals with an initial goal of supported employment achieve an employment outcome other than a supported employment outcome, such as competitive employment, without supports or non-competitive employment. In fiscal year 1999, slightly more than 72 percent of individuals with a supported employment goal, including consumers who received support for supported employment services under both Title I and Title VI-B, achieved a competitive employment outcome.

As state VR agencies serve an increasing number of individuals with significant disabilities, the number of individuals receiving supported employment services through Title I or Title VI-B will likely continue to increase.

American Indian Vocational Rehabilitation Services Program
Special Projects Division and Program Administration Division
Section 121

Federal Funding	
1998	$15,360,000
1999	$17,283,000

The American Indian Vocational Rehabilitation Services (AIVRS) Program supports projects that deliver vocational rehabilitation services to American Indians with disabilities who live on or near the Indian reservation served by the project. The term "*reservation*" includes federal or state Indian reservations, public domain Indian allotments, former Indian reservations in Oklahoma, and land held by incorporated Native groups, regional corporations, and village corporations under the provisions of the Alaska Native Claims Settlement Act.

Number of Grants Funded
Table 2

Fiscal Year	Continuing Grants	New Grants	Total Grants
1996	32	3	35
1997	35	4	39
1998	38	11	47
1999	47	6	53

Projects under the program, funded through competitive grant awards for a period of up to five years, provide a broad range of VR services designed to assist American Indians with disabilities to prepare for, engage in and maintain employment. The AIVRS project provides services designed to meet the individual and unique needs of the American Indians residing on the reservation served by the project. Only the governing bodies of American Indian tribes or consortia of those governing bodies located on federal and state reservations may apply for funding under this program, and the applicants must show that effort will be made to provide a broad scope of VR services in a manner and at a level of quality comparable to those services provided by state VR agencies.

The AIVRS program is funded through a set-aside from funds allocated under Title I of the Act. As Table 2 shows, the program has grown substantially in the last several years as a result of increases in the minimum amount of funds required to be set aside for the program. The 1998 Amendments increased the project period from three years to five years, providing more program stability.

As Table 3 shows, the number of American Indians with disabilities achieving employment outcomes increased from 530 in fiscal year 1997 to 679 in 1999. In addition, the percentage of American Indians with disabilities who received services through the program and obtained an employment outcome increased from 57 percent in 1998 to 61 percent in 1999.

Number of Individuals Achieving Employment Table 3		
Fiscal Year	Number Served	Number Achieving Employment
1997	2,617	530
1998	3,243	598
1999	3,071	679

Technical assistance from a variety of sources, including RSA, NIDRR and their grantees, supported the AIVRS projects in capacity building, training and research. Other initiatives are underway. The Tribal VR projects, for example, are building strong relationships with the state VR agencies. These relationships, in turn, are promoting cross training where state VR agencies are training the Tribal VR staff on techniques of VR service delivery, and the Tribal project staff are providing training on VR services designed to be delivered in diverse cultures. As another example, program officials hold annual conferences for the AIVRS projects, focusing on training and networking. Other grantees funded under the Act participate in the conferences as both trainers and learners, further promoting strong partnerships within the program and among RSA grantees.

In fiscal year 1999, RSA awarded a contract to initiate the first comprehensive evaluation of the AIVRS program. The study will examine consumer characteristics, services provided, outcomes and management of the AIVRS program. The study will also compare AIVRS program performance to the performance of the State VR Services Program. The information obtained from the two-year study will assist RSA in evaluating program performance and developing appropriate strategies for program improvement.

Demonstration and Training Program
Special Projects Division
Section 303

Federal Funding	
1998	$15,942,000
1999	$14,942,000

* *Reflects $4 million transferred to NIDRR*

Each year, RSA provides financial assistance to state and other public and private agencies and organizations to expand and improve vocational rehabilitation services in their areas. A number of projects funded under this special demonstration program are usually directed at serving individuals who are members of unserved or underserved population groups.

The Demonstration and Training Program supports projects for up to 60 months. During that period, project managers design comprehensive services that can demonstrate the application of new procedures and the successful achievement of employment outcomes. As part of program activities, project managers document exemplary procedures and best practices for dissemination and replication that have the best potential of resolving or alleviating rehabilitation problems that are nationally significant or common to several states. Projects are designed to expand or improve vocational rehabilitation services that prepare individuals with disabilities to move toward fully integrated competitive employment with a carefully designed support system including job coaching, job search assistance, job development and placement, worksite modification and co-worker training.

Program Highlights	
8,856	individuals with disabilities served
3,509	individuals with disabilities placed
1,934	presentations to potential providers

The 1998 Amendments broadened program mission, roles and project activities and placed activities from the Special Demonstration Programs, Section 802(g) and part of Section 803, under Section 303. The 1998 Amendments also shifted the responsibility of other programs to the Demonstration and Training Program. For example, Braille Training and Parent Training projects are now funded under this program.

Migrant and Seasonal Farm Workers Program
Special Projects Division
Section 304

Federal Funding	
1998	$2,350,000
1999	$2,350,000

The Migrant and Seasonal Farm Workers Program makes comprehensive VR services available to migrant or seasonal farm workers with disabilities. Projects under this program develop innovative methods for reaching and serving this population. Emphasis is given in these projects to outreach, specialized bilingual rehabilitation counseling and coordination of VR services with services from other sources. Projects provide VR services to migrant and seasonal farm workers and to members of their families when such services will contribute to the rehabilitation of the worker with a disability.

The program is administered in coordination with other programs serving migrant and seasonal farm workers, including programs under Title I of the Elementary and Secondary Act of 1965, Section 330 of the Public Health Service Act, the Migrant and Seasonal Agricultural Worker Protection Act and the Workforce Investment Act. In addition, RSA participates as a member of the Federal Interagency Committee on Migrants to share information and develop strategies to improve the coordination and delivery of services to this population.

Number of Projects Funded and Individuals Served
Table 4

Fiscal Year	1996	1997	1998	1999
Total Projects Funded	9	11	14	14
Estimated Number of Individuals Served	6,600	8,000	9,000	9,500

Funded projects in fiscal years 1998 and 1999 trained migrant and seasonal farm workers with disabilities in self-employment and other skills that can be applied outside the agricultural area to increase their chances of entering new occupations. In addition, funded projects worked directly with job providers to create opportunities for on-the-job training and job placement. As Table 4 demonstrates, although the number of projects funded under this program leveled off in fiscal year 1998, the estimated number of individuals served continued to rise each year from 6,600 in fiscal year 1996 to 9,500 in fiscal year 1999.

For program participants who wish to continue doing farm work but have medical or other problems that prevent them, Section 304 projects use VR resources to provide them with medical and other services for a quick return to work. These services have contributed significantly to the attainment of employment outcomes for participants.

Projects with Industry Program
Special Projects Division
Section 611-612

Federal Funding	
1998	$22,071,000
1999	$22,071,000

The Projects with Industry (PWI) Program creates and expands job and career opportunities for individuals with disabilities in the competitive labor market by engaging the participation of business and industry in the rehabilitation process. PWI projects promote the involvement of business and private industry through Business Advisory Councils (BAC) that identify jobs and careers available in the community and provide advice on the appropriate skills and training. BACs are required to identify job and career availability within the community, consistent with the current and projected local employment opportunities identified by the local workforce investment board for the community under WIA.

PWI grants are made to a variety of agencies and organizations, including business and industrial corporations, community rehabilitation programs, labor organizations, trade associations and foundations. Grants are awarded for a period of up to five years and may not exceed 80 percent of the total cost of a project. New awards may be made only to projects proposing to serve geographic areas that are unserved or underserved by the PWI program

PWI grantees must provide to RSA an annual evaluation of project operations in accordance with established program standards and compliance indicators. Program compliance indicators place an emphasis on services to individuals who are considered most in need of PWI services due to their impaired capacity to obtain competitive employment. These indicators, established under program regulations, evaluate a project's performance in serving and placing individuals with significant disabilities and individuals who were unemployed at the time of project entry.

As Table 5 on the following page demonstrates, both the percentage of persons served who have significant disabilities and the percentage of persons served who were previously unemployed for at least six months at the time of project entry have increased annually since 1997. In fiscal year 1999, the percentage of individuals who were placed into employment by the program was 59 percent, an increase over the 1998 level of performance and the same as the 1997 level. For fiscal year 1999, PWI projects also reported that 87 percent of individuals served and 85 percent of individuals placed were individuals with significant disabilities. In addition, 70 percent of the individuals served and 69 percent of individuals placed had been unemployed at least six months at the time of project entry.

Projects with Industry Program Outcomes Table 5				
Fiscal Year	1996	1997	1998	1999
Total projects funded	110	119	104	101
Total persons served (new this period)	19,336	19,109	13,811	13,726
Percentage served with significant disabilities	81%	82%	85%	87%
Percentage served who were unemployed 6 months or more	71%	65%	69%	70%
Percentage of total persons placed	62%	59%	49%	59%
Percentage with significant disabilities placed	79%	89%	84%	85%
Percentage of previously unemployed individuals placed	68%	66%	67%	69%

Fiscal year 1997 was the final year of the five-year period for 94 projects. Fiscal year 1998 was the first year of a new five-year project period for 87 projects.

In June 1998, RSA published proposed regulations governing the program compliance indicators in the Federal Register. The objective of the new regulations is to focus more on project outcomes and increase grantee accountability. In September 1999, technical amendments to the regulations were published. Final performance indicators for the program are expected early in fiscal year 2000. The 1998 Amendments also changed some of the program requirements, including information collection requirements.

In fiscal year 2000, RSA plans to initiate an evaluation study of the PWI program. The primary goals of the planned study are to identify the unique role that the PWI program plays in increasing the employment of individuals with disabilities, including an examination of its relationship to the state VR program, and to evaluate the extent to which the PWI program has been successful in meeting its statutory purposes, in particular, engaging the talent and leadership of private industry as partners in the rehabilitation process.

Business Enterprise Program
Blind and Visually Impaired Division
Section 103(b)

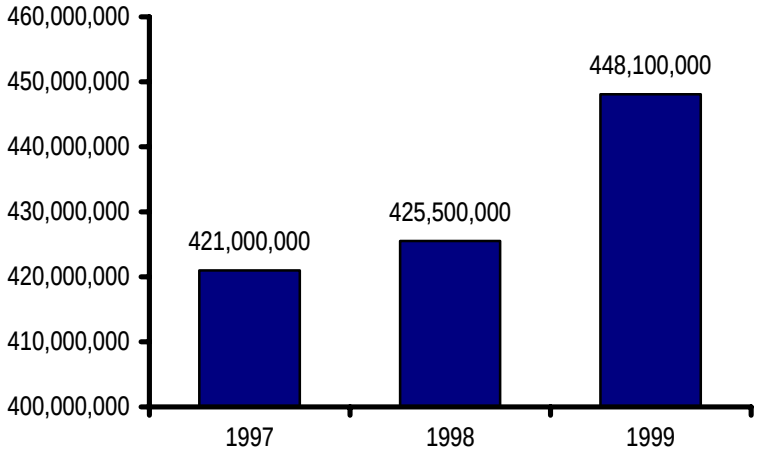
The Business Enterprise Program (BEP) is authorized under Section 103(b) of the Act. Under the BEP program, state agencies can use funds under the State VR Services Program to support the Vending Facility Program, which is authorized under the Randolph Sheppard Act of 1936. The original intent of the Randolph Sheppard Act was to enhance employment opportunities for blind individuals who are trained and licensed to operate vending facilities.

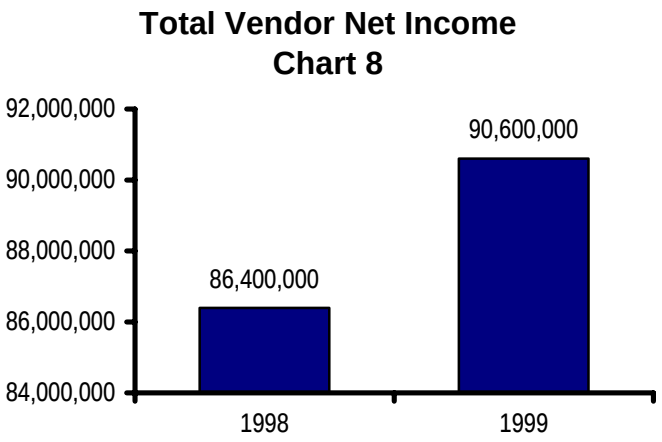
Supported by a combination of RSA program funds, state appropriations, federal vending machine income and levied set-asides from vendors, the BEP provides persons who are blind with remunerative employment and self-support through the operation of vending facilities on federal and other property. The program recruits qualified individuals who are blind, trains them on the management and operation of small business enterprises and then licenses graduates to operate the facilities.

At the outset, the program placed sundry stands in the lobbies of federal office buildings and post offices. Since then, operations have expanded to include military mess halls, cafeterias, snack bars, miscellaneous shops and facilities comprised of vending machines. In recent years, the program has broadened to include state, county, municipal and private installations and interstate highway rest areas.

A primary focus of RSA is on increasing the number of vendors, the number of locations with facilities and the average annual earnings of vendors. Through standards and performance indicators RSA has established at the federal level, the agency is encouraging states to increase average earnings of individuals in the program. Average vendor earnings in 1998 were $29,815, increasing in 1999 to $32,544. As Chart 7 indicates, gross program earnings also rose each year since 1997.

Total BEP Dollars in Gross Income
Chart 7





Nationally, total vendor net income increased from fiscal year 1998 to fiscal year 1999, as Chart 8 indicates. The number of vending facilities and the number of vendors operating vending facilities, on the other hand, decreased during the same two-year reporting period.

Independent Living and Community Integration

All programs and activities authorized under the Act are intended to promote independence for individuals with disabilities. However, the three grant programs described in this section of the report are specifically designed to maximize the leadership, empowerment and independence of individuals with disabilities, and to provide opportunities for inclusion and integration of those individuals into the mainstream of American society. Independent living programs provide financial assistance to provide, expand and improve independent living services; develop and support statewide networks of centers for independent living; and improve working relationships among state independent living rehabilitation programs, Centers for Independent Living, Statewide Independent Living Councils, Rehabilitation Act programs outside of Title VII and other relevant federal and non-federal programs.

Independent Living Services and Centers for Independent Living Programs Special Projects Division Title VII, Chapter I, Parts B and C

	Federal Funding	
	Section 711- Part B	Section 721-Part C
1998	$21,859,000	$45,205,000
1999	$22,296,000	$46,109,000

The goal of these two important programs is to maximize the leadership, empowerment, independence and productivity of individuals with disabilities, and to integrate these individuals into the mainstream of American society. To be eligible for financial assistance under the Independent Living Program, a state administered formula grant program, states are required to establish a Statewide Independent Living Council (SILC). Each state must also submit a state plan for independent living that is jointly developed by the state agency and the SILC, and signed by both the director of the state agency and the chairperson of the SILC.

The Independent Living Program provides financial assistance to expand and improve independent living services; develop and support statewide networks of centers for independent living; and improve working relationships among state independent living rehabilitation programs, Centers for Independent Living, SILCs, Rehabilitation Act programs outside of Title VII and other relevant federal and non-federal programs.

The Centers for Independent Living Program provides grants for consumer-controlled, community-based, cross-disability, nonresidential, private nonprofit agencies that are designed and operated within a local community by individuals with disabilities and provide an array of independent living services.

At a minimum, independent living centers are required to provide the core services of information and referral, independent living skills training, peer counseling and individual and systems change advocacy. Most centers are also actively involved in providing one or more of the following services: community awareness programs; school-based peer counseling, role modeling and skills training; personal assistance services; transportation and training in use of public transportation vehicles and systems; and staging recreational events that integrate individuals with disabilities with their non-disabled peers.

The Act establishes a set of standards and assurances that centers for independent living must meet and requires RSA to develop and publish indicators of minimum compliance with those standards. The standards and assurances are used in evaluating compliance in the following areas: independent living philosophy, including consumer control and equal access; provision of services on a cross-disability basis; support of the development and achievement of independent living goals chosen by consumers; advocacy to increase the quality of community options for independent living; provision of independent living core services; resource development; and community capacity-building activities, such as community advocacy, technical assistance and outreach.

Program Accomplishments Fiscal Years 1998 and 1999

Based on data collected by RSA in the 704 Annual Performance Report, in fiscal year 1998, centers and SILCs nationwide served over 185, 000 individuals with disabilities. These individuals received services in one or more of the following areas:

- 1,671 individuals were relocated from nursing homes or other institutions to community-based living arrangements
- 18,343 individuals received services that prevented the necessity of entering into nursing homes or other institutions
- 85,416 individuals received independent living skills training and life skills training
- 42,948 individuals received independent living services related to securing housing or shelter
- 33,732 individuals received services related to transportation
- 44,725 individuals received personal assistance services

In fiscal year 1999, centers and SILCs nationwide served 172,951 individuals with disabilities. These individuals received services in one or more of the following areas:

- 2,563 individuals were relocated from nursing homes or other institutions to community-based living arrangements
- 21,354 individuals received services that prevented the necessity of entering into nursing homes or other institutions
- 64,070 individuals received independent living skills training and life skills training
- 42,163 individuals received independent living services related to securing housing or shelter
- 31,015 individuals received services related to transportation
- 33,815 individuals received personal assistance services

As required by the 1998 Amendments, RSA must award grants to any eligible agency that had been awarded a grant as of September 30, 1997. In effect, all Centers for Independent Living funded by the end of fiscal year 1997 are "grandfathered in," and thus guaranteed continued funding as long as they continue to meet program and fiscal

standards and assurances. New centers in a state are funded, on a competitive basis, based on the availability of funds and the state's identification of unserved or underserved areas within the state.

Independent Living Services for Older Individuals Who Are Blind
Special Projects Division
Title VII, Chapter 2

Federal Funding	
1998	$10,950,000
1999	$11,169,000

RSA authorizes discretionary grants to state VR agencies for the blind, or to the state VR agency when the agencies are combined, for establishing programs that provide independent living services for individuals who are 55 years of age or older and whose significant visual impairment makes competitive employment extremely difficult to attain, but for whom independent living goals are feasible. States participating in this program must match every $9 of federal funds with $1 in non-federal cash or in-kind resources in the year for which the federal funds are appropriated. In addition, the law provides that in any fiscal year in which appropriations to the program exceed $13 million, grants to states will be made on a formula basis rather than a discretionary one.

The services the program delivers are designed to improve the ability of elderly individuals who are blind to maintain a desired level of personal independence. They include services designed to assist an older individual who is blind in conducting activities of daily living; services to help correct vision loss; the provision of adaptive aids and services; delivery of orientation and mobility training; training in communication skills and Braille instruction; and provision of information and referral services, peer counseling and individual advocacy training.

The program experienced two major accomplishments in 1998 and 1999. The first was a marked trend toward an increase of state funding in support of Title VII, Chapter 2 programs, which leads to sustainability of the program and increases its capacity to meet the needs of consumers. The average overall non-federal support per program increased from approximately $88,000 in fiscal year 1997 to almost $94,000 in fiscal year 1999. Secondly, the program saw an increase in services delivered by state programs to consumers that have separate severe or multiple disabilities in addition to a significant visual impairment. States reported that between fiscal years 1998 and 1999, 49 percent of all consumers served under the Title VII, Chapter 2 program were 80 years of age and up.

Projects for Initiating Recreational Programs for Individuals with Disabilities
Special Projects Division
Section 305

Federal Funding	
1998	$2,596,000
1999	$2,596,000

Recreational programs provide recreation and related activities for individuals with disabilities to aid in their employment, mobility, independence, socialization and community integration. Programs are designed to promote the development of social skills that are necessary in order to integrate individuals with disabilities into the community.

The program awards discretionary grants on a competitive basis to states, public agencies and nonprofit private organizations, including institutions of higher education. Projects funded under this program must provide recreational activities for individuals with disabilities in settings with peers without disabilities when possible and appropriate. Successful integration can greatly benefit an individual with a disability by developing skills, building self-esteem and reducing social barriers that can prevent the individual from seeking employment in settings where there may not be any individuals with apparent disabilities. Individuals without disabilities also benefit from integrated recreational activities through opportunities to learn about the abilities that individuals with disabilities possess.

The federal share of the costs of the Recreational Program is 100 percent for the first year, 75 percent for the second year and 50 percent for the third. Projects funded under this program authority are required to provide a non-federal match (cash and/or in-kind contribution) for year two, at 25 percent of year one federal funding, and for year three, at 50 percent of year one federal funding.

Recreational Programs may continue for lengthy periods of time after federal funding ends, as long as they have other funding sources. Some become other types of recreation programs and are not counted as continuing projects under Section 305 of the Act. For fiscal year 1998, of the 65 projects initiated since fiscal year 1993, 79 percent continued after federal funding ended. For fiscal year 1999, of the 74 projects initiated since fiscal year 1993, 90 percent are continuing.

Technical Assistance, Training and Support

RSA operates and provides funding for a select number of programs that support the central work of the vocational rehabilitation program. Support programs frequently are discretionary grant programs to provide funding for addressing new and emerging needs of individuals with disabilities. These programs may, for example, provide technical assistance for more efficient management of service provision, open opportunities for previously underserved populations, initiate partnerships with the business community and help establish an atmosphere of independence and self-confidence among individuals with disabilities that fosters competitive employment. Program activities include training efforts designed to qualify new personnel and expand the knowledge and skills of current professionals through recurrent training, continuing education and professional development.

Program Improvement Section 12

Federal Funding	
1998	$2,900,000
1999	$1,900,000

The Act authorizes the Commissioner of RSA to provide technical assistance and consultative services to public and non-profit private agencies and organizations, including assistance to enable agencies and organizations to facilitate meaningful and effective participation by individuals with disabilities in workforce investment activities under WIA. In addition, Section 12 funds may be used to provide short-term technical instruction, conduct special demonstrations, develop and disseminate educational or information materials and carry out monitoring and evaluation activities.

Program improvement funds allocated under Section 12 are used to support activities that increase program effectiveness, improve accountability and enhance the agency's ability to address critical areas of national significance in achieving the purposes of the Act. Program funds are awarded through grants and contracts to procure expertise in identified problem areas of national significance and technical support in order to improve the operation of VR programs under the Act and the provision of services to individuals with disabilities.

Under the leadership of the Office of the Commissioner, RSA's central and regional offices provide technical assistance and administrative directorship to assist states and other grantees in strengthening programs that provide services to individuals with disabilities. In fiscal years 1998 and 1999, the Office of the Commissioner undertook a number of special initiatives, including: implementing projects to streamline the state VR system and processes; holding a national conference on effective employment strategies for individuals with disabilities; revitalizing the Institute on Rehabilitation

Issues; implementing the cooperative agreement between RSA and the National Endowments for the Arts to promote careers in the arts as viable options for persons with disabilities; and funding a number of technical assistance projects.

In addition, in February 1998, RSA established the National Vocational Rehabilitation Technical Assistance Center to organize resources for providing technical assistance to state VR agencies and the American Indian Vocational Rehabilitation Services Program grant recipients. The creation of the Center allows RSA much greater flexibility in addressing the technical assistance needs of requesting agencies without the complications or constraints sometimes associated with the federal procurement process.

Subject only to funding availability, the Center accepts proposals on an on-going basis without submission deadlines. In fiscal year 1998, seven preliminary proposals were approved by RSA and funded through the Center for a total of $346,363. In fiscal year 1999, fourteen preliminary proposals were approved by RSA and funded through the Center for a total of $947,373.

RSA contracted with DTI Associates of Arlington, Virginia to manage the day-to-day operation of the Center. Several projects funded through the Center are highlighted in the “Celebrating Innovation in the VR Program” section of this report.

Capacity Building for Traditionally Underserved Populations
Resource Development Division
Section 21

Federal Funding	
1998	$1,947,540
1999	$2,013,105

Capacity Building for Traditionally Underserved Populations projects are designed to ensure that individuals with disabilities from minority backgrounds have equal access to programs authorized by the Act. To that end, program managers use one percent of funds from Title II (Research and Training), Title III (Professional Development and Special Projects and Demonstration), Title VI (Employment Opportunities for Individuals with Disabilities, Part A, Projects with Industry, Part B, Supported Employment) and Title VII (Independent Living Services and Centers for Independent Living) to support capacity building projects designed to provide outreach and technical assistance to minority entities and Indian Tribes.

The purpose of capacity building projects is to expand the service-providing capabilities of these organizations and increase their participation in activities funded under the Act. The 1998 Amendments define minority entities, the organizations to which the program reached out, as historically Black colleges and universities, Hispanic-serving institutions of higher education, American Indian tribal colleges or universities and other institutions of higher learning whose minority student enrollment is at least 50 percent.

Training and technical assistance activities funded under the Act may include training on the mission of RSA, the RSA programs, disability legislation and other pertinent subjects, thus helping to increase awareness of RSA and its programs. Through efforts under this important program area, there was a nearly 30 percent increase in the number of grant applications submitted by minority entities to the Rehabilitation Training Program.

NIDRR also operates a grant to provide Outreach to Minority Colleges and Universities under Section 21 of the Act. In fiscal years 1998 and 1999 respectively, NIDRR allocated $768,000 and $810,000 to this grant.

Capacity Building for Traditionally Underserved Populations

1998 and 1999 Outcomes

- Increase by 30 percent in the number of proposals submitted by minority-serving institutions of higher education and American Indian tribes
- Increase in grant awards to minority-serving institutions of higher education and American Indian tribes
- Establishment of new rehabilitation training programs at undergraduate and master's levels in several minority-serving institutions of higher education designed to increase the number of minority rehabilitation professionals
- Increase in knowledge among thousands of minority-serving higher education staff about RSA, VR programs, and legislation related to the area of disability
- Establishment of offices of student disability affairs on many college and university campuses
- Establishment of closer and more collaborative relationships between VR agencies and minority-serving institutions of higher education

Rehabilitation Training Program
Resource Development Division
Sections 302 and 803

Federal Funding	
1998	$39,629,000
1999	$39,629,000

The purpose of the Rehabilitation Training Program is to ensure that skilled personnel are available to serve the rehabilitation needs of individuals with disabilities assisted through VR, supported employment and independent living programs. To that end, the program supports training and related activities designed to increase the number of qualified personnel trained in providing rehabilitation services.

Grants and contracts under this program authority are awarded to states and other public and nonprofit agencies and organizations, including institutions of higher education, to pay all or part of the cost of conducting training programs. Awards may be made in any of 31 long-term training fields, in addition to awards for continuing education, short-term training, experimental and innovative training and training interpreters for persons who are deaf or hard of hearing and persons who are deaf-blind. These training programs vary in terms of content, methodology and audience.

The long-term training program supports academic training grants that must direct 75 percent of the funds to trainee scholarships. The statute requires trainees who receive assistance either to work for a period of time in public or private nonprofit rehabilitation agencies or related agencies, including professional corporations or professional practice groups that have service arrangements with a state agency, or to pay back the assistance they received.

Grant recipients under the long-term training program are required to build closer relationships between training institutions and state VR agencies, promote careers in VR, identify potential employers who would meet the student's payback requirements and assure that data on the employment of students are accurate. Training of statewide workforce systems personnel is authorized under this program and may be jointly funded by the Department of Labor. Statewide workforce systems personnel may be trained in evaluative skills to determine whether an individual with a disability may be served by the State VR Services Program or another component of the statewide workforce system.

Of the funds appropriated for the Training Program, 15 percent must be used to support the in-service training. In-service training is intended to assist state VR agencies in the training of state agency staff consistent with the state's Comprehensive System of Personnel Development (CSPD). Under Title I, each state is required to: establish procedures to ensure there is an adequate supply of qualified staff for the state agency; assess personnel needs and make projections for future needs; and address current and projected personnel training needs.

States are further required to develop and maintain policies and procedures for job-specific personnel standards that are consistent with certification, licensure or other state personnel requirements for comparable positions. If a state's current personnel do not meet the highest requirements for personnel standards within the state, the CSPD must identify the steps a state will take to upgrade the qualifications of their staff, through retraining or hiring. Funds under the State VR Services Program also may be used to comply with these requirements

In 1999, RSA awarded more than $2 million in CSPD grants to help train VR counselors to the Master's level standard. Through in-service training grants, the RSA training program continued to play a pivotal role in helping state VR agencies develop and implement their CSPD and establish standards for hiring and training qualified rehabilitation professionals in their respective states.

In addition, the RSA training program is very active in leading universities and state VR agencies in an effort to increase the pool of qualified VR counselors available to state agencies. As large numbers of existing counselors are reaching retirement age, the RSA training program is targeting more of its resources toward pre-service counselor training to expand the pool of potential candidates.

The RSA training program also sponsors an annual conference of educators and state agencies to discuss human resource issues and solutions, and meets regularly with educators, accrediting bodies and state agencies to develop and implement effective strategies for increasing the recruitment pool for state VR agencies.

The allocation of rehabilitation training funds for fiscal years 1998 and 1999 is shown in Table 6 on the following page. The table clearly reflects a shift in funding of programs designed to meet the critical need of training current counselors to levels required by the Act and training of new counselors to meet the needs of state agencies as retirement rates increase.

Rehabilitation Training Projects Funded in 1998 and 1999 Table 6				
	Number of Awards 1998	Grants Amount	Number of Awards 1999	Grants Amount
Long Term Training				
Medical Rehabilitation	7	699,984	7	699,640
Rehab Nursing	2	199,656	2	200,000
Prosthetics/Orthotics	5	700,173	4	600,000
Rehabilitation Counseling	62	5,946,306	69	6,597,661
Rehabilitation Administration	5	575,530	5	575,172
Physical Therapy	3	293,190	3	256,311
Occupational Therapy	5	499,445	4	399,846
Rehabilitation Technology	9	881,413	8	782,224
Vocational Evaluation/Adjustment	10	982,164	10	982,201
Rehabilitation of Mentally Ill	7	688,592	7	690,254
Rehabilitation Psychology	3	293,071	3	293,071
Undergrad Education	18	1,312,849	17	1,190,505
Independent Living	2	200,000	2	200,000
Speech Pathology/Audiology	4	289,755	4	289,755
Rehabilitation of Blind	15	1,480,940	16	1,581,400
Rehabilitation of Deaf	14	1,386,880	14	1,399,970
Job Development/Placement	10	983,378	10	992,864
CSPD	0	0	8	2,219,273
Long Term Training Totals	181	17,413,326	193	19,950,147
Short Term Training	2	449,916	2	449,916
Continuing Education	21	9,448,306	21	10,114,516
In-Service Training	79	6,051,097	79	5,991,675
Experimental/Innovative	5	498,335	0	0
Interpreter Training	12	2,105,298	12	2,086,421
Title VIII	14	1,978,880	0	0

Evaluation, Research and Information Dissemination

To improve the delivery of services to individuals with disabilities and increase the effectiveness of strategies that are designed to enhance their employment opportunities, the Rehabilitation Act requires the distribution of practical and scientific information regarding state-of-the-art practices, scientific breakthroughs and new knowledge regarding disabilities. To address those requirements, RSA funds and promotes a variety of research and demonstration programs, training programs and a range of information dissemination projects designed to generate and make available critical data and information to appropriate audiences.

Evaluation
Immediate Office of the Commissioner
Planning, Policy and Evaluation
Section 14

Federal Funding	
1998	$1,587,000
1999	$1,587,000

Section 14 of the Act mandates that the Commissioner of RSA evaluate all programs authorized by the Act; their effectiveness in relation to their cost; their impact on related programs; and their structure and mechanisms for delivery of services, using appropriate methodology and evaluative research design. The Act further requires that standards be established and used for evaluations and that the evaluations be conducted by persons who are not immediately involved in the administration of the program or project evaluated.

RSA relies significantly on evaluation studies to obtain information on the operations and effectiveness of the programs it administers and help make judgments about the programs' levels of success and decisions on how to improve them. A current Longitudinal Study, conducted by Research Triangle Institute, is examining the success of the State VR Services Program in assisting individuals with disabilities to achieve sustainable improvements in employment, earnings, independence, and quality of life. RSA will utilize study findings to initiate program change and improvement. As part of the study's key accomplishments, the agency's Planning, Policy and Evaluation staff issued the Third Interim Report of the Longitudinal Study: *Characteristics and Outcomes of Former VR Consumers with an Employment Outcome* in August of 1998. The Longitudinal Study is discussed in more detail in the Focusing on Results Section of this report.

RSA Planning, Policy and Evaluation staff also initiated two major evaluation studies in 1999: an evaluation of the Independent Living Program and an evaluation of the American Indian Vocational Rehabilitation Program. The contract to conduct an evaluation of the Independent Living Program was awarded to Cherry Engineering

Support Services, Inc. The purpose of the study was to examine Centers for Independent Living operations and consumer services and to focus on measuring access to services, process and outcomes, including consumer satisfaction. The contract to evaluate the American Indian Vocational Rehabilitation Services Program was awarded to Development Associates, Inc. That study's purpose was to describe and analyze the characteristics, services received, and outcomes of American Indians with disabilities.

American Rehabilitation Magazine
Section 12(a)(4)

RSA designed *American Rehabilitation* (AR) to disseminate information on topics related to vocational rehabilitation, such as best practices in the performance of professional duties, innovative programs, agency administrative practices, research, and technique. In recent years, the magazine has devoted a number of issues to cover one specific disability or a specific approach to rehabilitation. In particular, the magazine focuses on new and successful approaches to providing rehabilitation services to individuals with disabilities that can and should be replicated. AR divides its magazine into sections, or departments, to feature books, audiovisual materials, and other resources on disability and rehabilitation, present materials on what individual states are doing and disseminate other items of interest to rehabilitation professionals.

Capping several years of gradually improving the appearance and quality of the magazine, the AR staff introduced full color for the journal's cover. Issues for 1998 and 1999 focused on community rehabilitation programs, personal assistance services, employment for people with disabilities, and high-quality employment.

The Clearinghouse of Disabilities Information
Office of Special Education and Rehabilitation Services
Section 15

The primary responsibility of the Clearinghouse is to respond to inquiries and provide the public with information about what's going on in the rehabilitation community. Most of the inquiries ask questions about federal funding, federal legislation affecting individuals with disabilities, programs and policies, and identification of and referral to other information sources. Inquiries usually come from individuals with disabilities, their families, national organizations, other federal and state agencies, information providers, the news media, and the general public. The Clearinghouse also analyzes the requests and inquiries, summarizes the information in publications and fact sheets, and issues the fact sheets and publications to the public. Its staff members are trained to serve as experts in referring requests to other sources of disability-related information.

National Institute on Disability and Rehabilitation Research
Sections 200-204

Federal Funding	
1998	$76,800,000
1999	$81,000,000

Created in 1978, NIDRR conducts comprehensive and coordinated programs of research, demonstration projects, training and related activities that promote integration into society, employment; independent living; maintenance of health and function; and the transfer of rehabilitation technology to individuals with disabilities. NIDRR activities are designed to improve the economic and social self-sufficiency of these individuals, with particular emphasis on improving the effectiveness of services authorized under the Act.

To address these purposes, NIDRR supports rehabilitation research and development, demonstration projects and related activities, including training of persons who provide rehabilitation services or who conduct rehabilitation research. A primary role of the agency is to ensure the widespread distribution of practical scientific and technological information related to rehabilitation and disability. To that end, NIDRR supports projects to disseminate and promote the use of information concerning developments in rehabilitation procedures, methods and devices. Information is provided to rehabilitation professionals and individuals with disabilities and their representatives.

NIDRR also supports projects designed to analyze data related to population demographics and other information vital to understanding the needs of individuals with disabilities. That information is disseminated to policy makers, administrators and other relevant groups.

Projects are awarded by NIDRR to grantees through a competitive application process. Each application is reviewed by a panel of experts that includes in its membership rehabilitation professionals, rehabilitation researchers and individuals with disabilities.

NIDRR-Funded Projects and Centers

Rehabilitation Research and Training Centers

Rehabilitation Research and Training Centers (RRTCs) conduct coordinated, integrated and advanced programs of research targeted toward the production of new knowledge. Specifically, projects are designed to improve rehabilitation methodology and service delivery systems, to alleviate or stabilize disabling conditions and to promote maximum social and economic independence of individuals with disabilities. RRTCs provide training, including graduate, pre-service and in-service training to assist rehabilitation personnel to more effectively provide rehabilitation services to individuals with disabilities. Awards are for five years, except that grants to new recipients or to support new or innovative research may be made for less than five years.

Rehabilitation Engineering Research Centers

Rehabilitation Engineering Research Centers (RERCs) focus on issues dealing with rehabilitation technology, including rehabilitation engineering and assistive technology devices and services. Specifically, the Centers support activities and projects designed to develop and disseminate innovative methods for applying technology, scientific achievements and psychological and social knowledge to rehabilitation problems and the removal of environmental barriers. The Centers conduct demonstrations and facilitate the dissemination of scientific research to assist in meeting the employment and independent living needs of individuals with severe disabilities. Projects also focus on identifying opportunities for systems change to improve the delivery of services. Centers also conduct activities to promote the production and distribution of equipment in the private sector, as well as clinical evaluations of new and emerging equipment.

The RERCs also provide training to individuals, including individuals with disabilities, to become researchers and practitioners of rehabilitation technology. Awards are for five years, except grants to new recipients or grants to support new or innovative research, which may be less than five years.

Disability and Rehabilitation Research and Related Projects

The Disability and Rehabilitation Research and Related Projects (DRRPs) are aimed at fulfilling NIDRR's overarching goals of inclusion, integration, employment and self-sufficiency. Some projects support short-term research relating to the development of methods, procedures and devices to assist in the provision of rehabilitation services, particularly to persons with severe disabilities. Other projects support information utilization and dissemination, including state-of-the-art assessments and diffusion centers, to ensure that knowledge generated from research is available and can be fully used to improve services, opportunities and conditions for persons with disabilities. Projects that provide technical assistance and training to state and local governments

and private businesses regarding the ADA and facilitate implementation of the ADA without litigation or undue difficulty are also included under this activity, as are the Traumatic Brain Injury Model Systems and the Burn Injury Model Systems.

Disability and Business Technical Assistance Centers

The Disability and Business Technical Assistance Centers (DBTACs) are responsible for providing technical assistance, disseminating information and training individuals and entities on responsibilities and rights under the Act, the requirements of the ADA and developments in ADA case law, policy and implementation. The DBTACs also are responsible for increasing the capacity of organizations at the state and local level to provide technical assistance, disseminate information, provide training and promote awareness of the ADA.

Small Business Innovative Research

Small Business Innovative Research projects support the development of ideas and projects that are useful to persons with disabilities by inviting the participation of small business firms with strong research capabilities in science, engineering or educational technology. Projects are designed to take an idea from development to market readiness.

Field-Initiated Projects

Field-Initiated Projects (FIPs) support research and development activities that address important issues that are not included in NIDRR's announced priorities. These projects allow NIDRR to expand the scope of its research activities as needed in order to be responsive to emerging developments in the field.

Mary E. Switzer Fellowships

The Mary E. Switzer Fellowship program provides one-year fellowships to highly qualified individuals to carry out discrete research activities that are related to NIDRR's research priorities, or to pursue studies of importance to the rehabilitation community.

Advanced Rehabilitation Research Training Projects

Advanced Rehabilitation Research Training Projects (ARRTPs) award grants to institutions providing advanced training in research to physicians, nurses, engineers, physical therapists and other professionals.

Model Spinal Cord Injury Systems

Model Spinal Cord Injury Systems (SCIS) provide innovative and effective approaches to the delivery and evaluation of comprehensive medical, psychological, vocational and other rehabilitation services, as well as conduct site-specific and collaborative research to meet the wide range of needs of individuals with spinal cord injuries.

The allocation of NIDRR funds for fiscal years 1998 and 1999 is shown on Table 7 on the following page.

NIDRR-Funded Centers and Projects Fiscal Years 1998 and 1999 Table 7				
	Number of Awards 1998	Grants Amount	Number of Awards 1999	Grants Amount
RRTCs				
Continuations	20	$10,350,000	32	$23,300,000
New Awards	18	$14,150,000	6	$3,050,000
Total	38	$24,500,000	38	$26,350,000
RERCs				
Continuations	5	$3,600,000	12	$9,900,000
New Awards	9	$8,300,000	1	$750,000
Total	14	$11,900,000	13	$10,650,000
Disability and Rehabilitation Research and Related Projects				
Continuations	18	$5,310,000	24	$10,000,000
New Awards	14	$6,550,000	2	$1,350,000
Total	42	$17,960,000	36	$17,450,000
DBTACs				
Continuations	10	$6,100,000	10	$6,100,000
Small Business Innovative Research		$1,300,000		$1,600,000
Field Initiated Projects				
Continuations	46	$5,315,000	55	$6,625,000
New Awards	30	$3,750,000	30	$4,500,000
Total	76	$9,065,000	85	$11,125,000
Mary Switzer Fellowships				
New Awards	10	$450,000	10	$450,000
Research Training Grants				
Continuations	5	$750,000	8	$1,500,000
New Awards	3	$450,000	5	$450,000
Total	8	$1,200,000	13	$1,950,000
Spinal Cord Injury Systems				
Continuations	18	$6,714,000	18	$7,000,000
New Awards	0	0	0	0
Database	1	$6,714,000	1	0
Total	19	$13,428,000	19	$7,000,000
Outreach to Minority Colleges and Universities				
New Awards	10	$768,000	10	$810,000

Following the publication of the 1997 report of the Institute of Medicine on disability and rehabilitation research, “Enabling America,” NIDRR significantly enhanced its evaluation processes. A standing panel model was adopted for the field initiated projects competition beginning in fiscal year 1999. Program Review, a reverse site visit format, was strengthened and used to comprehensively evaluate all of the major centers funded by NIDRR. This information was used to review and refocus the RERC and RRTC competitions in fiscal years 1998 and 1999.

In fiscal years 1998 and 1999, NIDRR also finalized and published the Long-Range Plan for the years 1999 to 2003. This plan identified major priority areas for NIDRR, including Technology for Access and Function, Health and Function, Employment Outcomes, Community Integration and Independent Living. In addition, other important areas of focus were identified, including Capacity-Building, Disability Statistics and Knowledge Dissemination and Utilization. For each priority and focus area, a research agenda was identified.

Advocacy, Enforcement And Compliance

Requirements under the Act call for continuous reviews of policies and practices related to the nondiscrimination and affirmative employment of individuals with disabilities and their access to facilities and information. To carry out the responsibilities stemming from those requirements, RSA funds and supports a number of advocacy and advisory programs operating at national and state levels. Such programs conduct periodic reviews of existing employment policies and practices, and develop and recommend policies and procedures that facilitate the nondiscrimination and affirmative employment of individuals who have received rehabilitation services to ensure compliance with standards prescribed by Congressional legislation. Advocacy programs also develop advisory information and provide appropriate training and technical assistance, as well as make recommendations to the President, the Congress and key leaders and decision makers in the U.S. Department of Education.

Several programs established under the Act have been given the authority to go beyond dispensing advisory and advocacy services. Agencies administering these programs use enforcement and compliance techniques to ensure that government agencies and private firms doing business with the government subscribe to and implement legislative provisions related to the employment of individuals with disabilities. Enforcement agencies review complaints, conduct investigations, conduct public hearings and issue orders. These agencies participate or appear, when necessary, as amicus curiae in any United States or state courts in civil actions and design appropriate and equitable affirmative action remedies. Orders of compliance may include the withholding or suspension of federal funds.

Client Assistance Program
Program Administration Division
Section 112

Federal Funding	
1998	$10,714,000
1999	$10,928,000

The Client Assistance Program (CAP) provides grants to states for services to assist eligible individuals and applicants of the State VR Services Program and other programs, projects and services funded under the Act. Services are provided to help eligible individuals and applicants understand the services and benefits available under the Act and to advise them of their rights and responsibilities in connection with the benefits. Assistance may also be provided to help eligible individuals and applicants in their relationships with those entities providing services under the Act, including assistance and advocacy in pursuing legal and administrative remedies to ensure the protection of their rights. State VR agencies must inform VR consumers about the services available from the CAP and how to contact the CAP. States must operate a CAP in order to receive state VR grant funds. There are currently 56 CAPs operating around the country.

States and outlying areas have adopted different organizational structures for meeting the requirement to establish a CAP in each state. Each governor designates a public or a private agency to operate a CAP. This designated agency must be independent of any agency that provides services under the Act, except in cases where the Act "grandfathered" agencies providing services under the Act. In the event one of these "grandfathered" agencies restructured, the Act requires the governor to redesignate the CAP in an agency that does not provide services under the Act. CAPs also engage in systems advocacy to benefit large numbers of individuals facing a similar issue. Systemic advocacy can take a variety of forms, but most often CAPs engage in discussions with VR and other programs funded under the Act to improve policies and/or procedures that affect directly or indirectly the quality of the service delivery system.

In fiscal year 1998, CAPs responded to 61,654 requests for information and provided extensive services to 9,893 individuals. Of those cases in which extensive services were provided, 94 percent involved applicants for or recipients of services from the state VR program. In 83 percent of the cases, the state VR agency was the sole source of concern. In 46 percent of those cases, the issues related to the delivery of VR services. Likewise, in fiscal year 1999, CAPs responded to 65,504 requests for information and provided extensive services to 9,149 individuals. Of those cases in which extensive services were provided, 95 percent involved applicants for or recipients of services from the state VR program. In 82 percent of these cases, the state VR agency was the sole source of concern. In nearly 46 percent of those cases, the issues related to the delivery of VR services.

Protection and Advocacy of Individual Rights Program
Program Administration Division
Section 509

Federal Funding	
1998	$9,894,000
1999	$10,894,000

The purpose of the Protection and Advocacy of Individual Rights (PAIR) Program is to provide assistance and information to eligible individuals with disabilities and conduct advocacy to ensure the protection of their rights under federal law. PAIR supports a system in each state to protect the legal and human rights of individuals with disabilities who are ineligible for protection and advocacy services provided under Part C of the Developmental Disabilities and Bill of Rights Act or the Protection and Advocacy of Individuals with Mental Illness Act, or who need protection and advocacy services that are beyond the scope of the CAP.

States may use PAIR funds to plan and carry out protection and advocacy programs for eligible individuals with disabilities and to develop outreach strategies to make individuals with disabilities aware of their rights. Funds must be set aside under this program for two activities before awarding grants to eligible states and outlying areas with the remaining appropriation. During any fiscal year in which the appropriation is equal to or exceeds $5.5 million, the Secretary of the U.S. Department of Education must first set aside not less than 1.8 percent and not more than 2.2 percent of the amount appropriated for training and technical assistance to eligible systems established under this program.

Another requirement, if appropriations are sufficient (any fiscal year in which the total appropriation exceeds $10.5 million), is that the Secretary must award $50,000 to the eligible system established under the Developmental Disabilities Act to serve the American Indian consortium. The Secretary then distributes the remainder of the appropriation to the eligible systems within the states and outlying areas on a population basis after satisfying minimum allocations.

The Act also requires the Secretary to increase the minimum allotments for states and outlying areas by a percentage not greater than the percentage increase in the total amount appropriated for this program from the previous fiscal year when the level of the appropriation increases. The Act establishes a minimum allotment of $100,000 for states or one-third of one percent of funds remaining after the technical assistance set-aside and grant for the American Indian consortium, whichever is greater. The outlying areas receive a minimum allotment of $50,000. States and outlying areas may carry over unobligated federal funds for an additional year.

As part of the protection and advocacy structure in each state and territory, the program investigates, negotiates, or mediates solutions to problems expressed by individuals with disabilities. It provides information and technical assistance to requesting individuals and organizations. PAIR also provides legal counsel and litigation services.

Each year, PAIR programs, with public comment, must develop a statement of objectives and priorities, including a rationale for the selection of the objectives and priorities, and a plan for achieving them. These objectives and priorities will define the issues that PAIR will work on during the year, thus defining the types of cases that PAIR will accept.

In fiscal year 1998, PAIR programs reported serving more than 72,000 individuals, including 15,000 cases and 57,000 non-cases (individuals provided with routine information or referral services). Of cases handled by PAIR programs in that year, the greatest number of specified issues involved employment, education and architectural barriers. In fiscal year 1999, PAIR programs reported serving more than 80,000 individuals, including 15,000 cases and 65,000 non-cases (individuals provided with routine information or referral services). Again, of the cases handled by PAIR programs in 1999, the greatest number of specified issues involved employment, education and architectural barriers.

Employment of People with Disabilities in the Federal Government
Equal Employment Opportunity Commission
Section 501

The Act authorizes the Equal Employment Opportunity Commission (EEOC) to enforce the nondiscrimination and affirmative employment provisions of laws and regulations concerning the employment of people with disabilities. As part of its oversight responsibilities, EEOC conducts onsite reviews of federal agency affirmative action employment programs. Based on its findings, the agency submits findings and recommendations for federal agency implementation. The EEOC then monitors the implementation of these findings and recommendations by performing follow-up onsite reviews.

Architectural and Transportation Barriers Compliance Board
Access Board
Section 502

Composed of 25 members, the Architectural and Transportation Barriers Compliance Board, also known as the Access Board, is structured to function as a representative of the general public and as a coordinating body among federal agencies. Twelve of its members are senior managers selected from federal departments; the other thirteen members are private citizens appointed by the president.

The Access Board has the primary responsibility for developing and maintaining accessibility guidelines and standards under several different laws, including the Americans with Disabilities Act (ADA). These include guidelines for facilities and transportation vehicles covered by the ADA as well as federally-funded facilities covered by the Architectural Barriers Act (ABA). Under the Telecommunications Act of 1996, the Access Board is also responsible for developing and periodically updating guidelines that ensure access to various telecommunication products.

The Access Board provides training and technical assistance on all its guidelines and standards. With its publications, hotline, and training sessions, the Access Board also provides a range of services to private as well as public organizations. In addition, the Board enforces the provisions of the ABA through the investigation of complaints. The law requires access to facilities designed, built, altered, or leased with federal funds. The Access Board conducts its investigations through the responsible federal agencies and strives for amicable resolution of complaints.

The 1998 Amendments expanded the Access Board's role and gave it responsibility for developing access standards for electronic and information technology. The Section 508 standards will cover various means for disseminating information, including computers, software, and electronic office equipment in the federal sector. The standards will also provide technical criteria specific to various types of technologies and performance-based requirements, which focus on the functional capabilities of covered technologies. The standards cover software applications and operating systems; web-based information or applications; telecommunications products; video or multi-media products; self-contained, closed products such as information kiosks and transaction machines; and computers.

Electronic and Information Technology
Office of the Secretary, Department of Education
Section 508

With reauthorization of the Act in 1998, Section 508 was reauthorized and now requires that when federal departments or agencies develop, procure, maintain or use electronic and information technology, they must ensure that the technology is accessible to individuals with disabilities, unless an undue burden would be imposed on the department or agency. Under the 1998 Amendments, federal agencies must give disabled employees and members of the public access to information that is comparable to the access available to others. The intention is to eliminate barriers in information technology, make new opportunities available for individuals with disabilities, and encourage development of technologies that will help achieve these goals.

Because of its long-standing experience as the chief procurement agency, the General Services Administration (GSA) was designated as the lead agency to implement Section 508. In that lead role, GSA launched the Federal Information Technology Accessibility Initiative (FITAI) to help federal agencies provide access to electronic and information technology and to meet the requirements of Section 508. The initiative is designed to coordinate the federal government's efforts to comply with the law through outreach, training and information sharing. The Department of Education, Office of Chief Information Officer (OCIO), also plays a lead role in the implementation of Section 508. OCIO worked closely with GSA to establish FITAI, and the OCIO Assistive Technology Team devoted both resources and staff to the effort.

The 1998 Amendments charge the Access Board with responsibility for developing electronic and information standards to support effective implementation of Section 508. In September 1998, the Access Board created an Electronic and Information Technology Access Advisory Committee to make recommendations on the standards to be developed. The Committee included 27 members representing industry, various disability organizations, and other groups with an interest in the issues to be addressed.

The Section 508 standards will cover various means for disseminating information, including computers, software and electronic office equipment in the federal sector. The standards will also provide technical criteria specific to various types of technologies and performance-based requirements, which focus on the functional capabilities of covered technologies. The standards cover software applications and operating systems; web-based information or applications; telecommunications products; video or multi-media products; self-contained, closed products such as information kiosks and transaction machines; and computers. The Committee presented its final report to the Access Board in May 1999.

Federal Contracts Compliance Programs for Individuals with Disabilities, U.S. Department of Labor Employment Standards Administration Section 503

Using up-front affirmative action methods, the Department of Labor's Office of Federal Contract Compliance Program (OFCCP) reviews employment practices of employers with federal contracts or subcontracts to make sure they do not discriminate against individuals with disabilities. Under this Section of the Act, employers with federal contracts or subcontracts are required to analyze their workforce, evaluate the entire scope of their personnel practices and identify barriers to equal employment opportunities. Where such barriers are disclosed, the contractor, as part of its contractual obligation, must take corrective action. OFCCP investigators conduct several thousand or more compliance reviews and investigate hundreds of complaints each year. OFCCP also issues policy guidance to private companies and develops innovative ways to gain compliance with the law.

Nondiscrimination in Federally Assisted and Federally Conducted Programs and Activities Department of Justice, Civil Rights Division Department of Education, Office for Civil Rights Section 504

Section 504 prohibits discrimination on the basis of disability in federally assisted programs and activities. This provision of the Act is designed to protect the rights of any person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of an impairment or is regarded as having such an impairment. Major life activities include walking, seeing, hearing, speaking, breathing, learning, working, caring for oneself and performing manual tasks.

The U.S. Department of Justice, Civil Rights Division (CRD) has overall responsibility for enforcing compliance with Section 504 of the Act. As part of its regulatory and review efforts, the CRD responds to ad hoc requests from federal agencies on their disability rights regulations and contributes to the Access Board's continuing development of the guidelines for the accessible design of facilities subject to the Architectural Barriers Act or the ADA. The CRD also participates in the delivery of technical assistance to improve disability rights enforcement programs, promote interagency information sharing and cooperation and eliminate redundant requirements. In conjunction with the CRD, the Office for Civil Rights (OCR) in the U.S. Department of Education has responsibility for enforcing Section 504 of the Act for federally-funded education programs. Specifically, Section 504 applies to all programs, projects, and activities funded by the Department of Education, including all education agencies,

elementary and secondary school systems, colleges and universities, vocational schools, proprietary schools, state VR agencies, libraries, and museums. Such programs, projects or activities may include, but are not limited to: admissions, recruitment, financial aid, academic programs, student treatment and services, counseling and guidance, discipline, classroom assignment, grading, vocational education, recreation, physical education, athletics, housing, and employment. Examples of the types of discrimination prohibited by Section 504 include access to educational programs and facilities, denial of a free and appropriate public education for elementary and secondary students, and academic adjustments in higher education. Section 504 also prohibits employment discrimination and retaliation for filing an OCR complaint or for advocating for a right protected by this provision of the law.

National Council on Disability
Section 400

As an independent agency, the National Council on Disability (NCD) promotes policies, programs, procedures that guarantee equal opportunity for all individuals with disabilities that lead to their economic self-sufficiency, independent living, and inclusion and integration into all aspects of society. More specifically, the NCD reviews and evaluates laws, policies, programs, practices and procedures at all levels to see if they meet the needs of individuals with disabilities. It makes recommendations to the President, the Congress, the Secretary of Education, RSA's Commissioner, and officials of federal agencies. The NCD also prepares reports on progress, including the annual report entitled: *National Disability Policy: A Progress Report.*

During 1998 and 1999, NCD broadened the participation of youth and minorities with disabilities in the policy process, worked to monitor and improve the enforcement of civil rights laws for people with disabilities, and brought a disability perspective to generic policy discussions. NCD also planned and conducted hearings, forums, and conferences, and established a national fellowship program to identify new leaders with disabilities.

In addition, NCD, as part of its other responsibilities under the Rehabilitation Act, designed and launched the Disability Civil Rights Monitoring Project to monitor and evaluate the implementation and enforcement of the Americans with Disabilities Act and other civil rights laws. NCD released its first report under the project, *Enforcing the Civil Rights of Air Travelers with Disabilities: Recommendations for the Department of Transportation and Congress*, one in a series of reports on the enforcement of federal laws protecting the civil rights of people with disabilities.

Planning for the Future

Planning for the Future

To continue the course explicitly outlined in the 1998 Amendments to the Act, RSA has established four strategic objectives and a set of program activities to provide strategic direction for fiscal year 2000. The four objectives are designed to: open up new employment and independent living opportunities for individuals with disabilities; implement programmatic changes contained in the reauthorization of the Rehabilitation Act; strengthen monitoring and technical assistance services to state VR agencies and grantees; and promote excellence in VR programs under the Act.

Under the first strategic objective to ensure increased employment and independent living opportunities for individuals with disabilities in the future, RSA managers and administrators will carry out activities in the following key areas:

- Collaborate to establish linkages between the Act and WIA and the Rehabilitation Act to expand the effectiveness of programs and services delivered by state VR agencies in the environment created under WIA
- Plan and conduct the National Employment Conference to be held in the fourth quarter of fiscal year 2000
- Facilitate the involvement of state VR agencies and tribal VR projects in state welfare-to-work programs designed to help former welfare recipients with disabilities achieve employment outcomes
- Develop and disseminate information describing effective practices, model cooperative agreements and policies regarding school-to-work programs and transition services, including those operated by tribal VR projects
- Establish and maintain linkages with the Social Security Administration (SSA) and the Council of State Administrators of Vocational Rehabilitation to reduce work disincentives and enable SSA recipients and beneficiaries to secure and maintain employment outcomes
- Create working partnerships between Projects With Industry (PWIs), state VR agencies and tribal VR projects

The agency's second strategic objective, to ensure the effective and efficient implementation of the 1998 Amendments, includes the following primary activities:

- Issue final regulations to implement the 1998 Amendments
- Conduct briefings and training sessions on new regulations
- Revise current systems, policies and procedures as needed to make sure that the Amendments are appropriately implemented

The third objective for fiscal year 2000 is focused on the provision of monitoring and technical assistance to RSA-funded programs to ensure effective program management and to strengthen accountability. In support of this objective, RSA will:

- Conduct formula and discretionary grant reviews, provide technical assistance to state VR agencies and grantees, and develop and revise self-assessment tools for use by the state agencies and grantees
- Strengthen RSA's monitoring and technical assistance system
- Improve the system for using information derived from monitoring activities
- Expand opportunities for developing and disseminating program data tables
- Revise and implement the RSA VR program monitoring system in accordance with input from key stakeholders
- Develop strategies for the monitoring and technical assistance provision related to the Comprehensive System of Personnel Development

Finally, as a fourth objective, RSA will promote excellence in rehabilitation practices through a range of activities that will include conferences and meetings of a national scope and a state-of-the-art publication. To accomplish that objective, the agency will:

- Plan and conduct the 11th Annual Rehabilitation Education Conference
- Continue to support the Institute on Rehabilitation Issues in conjunction with CSAVR and Regional Rehabilitation Continuing Education Programs
- Plan and conduct the National Conference on American Indian Rehabilitation
- Plan and conduct a National Conference on Informed Choice in the VR Process
- Publish a special issue of the American Rehabilitation on "High-quality Employment"

RSA will present progress and accomplishments related to each of these four objectives and the activities identified to support them in its Annual Report for fiscal year 2000.

APPENDIX

State VR Agencies
Grant Awards and Employment Outcomes Achieved by Individuals with Disabilities Including Individuals with Significant Disabilities
Fiscal Years 1998 and 1999
TABLE 1

State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
U.S. Total	1999	$2,287,128,000.00	231,697	196,561	84.84%
	1998	$2,232,475,969.00	223,686	184,828	82.63%
	Percent change	2.45%	3.58%	6.35%	
Total - General/ Combined Agencies	1999	$2,102,808,162.00	222,000	187,333	84.38%
	1998	$2,053,555,130.00	214,223	175,824	82.08%
	Percent change	2.40%	3.63%	6.55%	
Total - Agencies for the Blind	1999	$184,319,838.00	9,697	9,228	95.16%
	1998	$178,920,839.00	9,463	9,004	95.15%
	Percent change	3.02%	2.47%	2.49%	
General/ Combined Agencies					
Alabama	1999	$ 48,438,087.00	7,572	6,182	81.64%
	1998	$ 47,298,011.00	7,471	5,984	80.10%
	Percent change	2.41%	1.35%	3.31%	
Alaska	1999	$7,428,886.00	504	342	67.86%
	1998	$7,344,538.00	590	401	67.97%
	Percent change	1.15%	-14.58%	-14.71%	
American Samoa	1999	$823,279.00	18	6	33.33%
	1998	$ 806,492.00	51	15	29.41%
	Percent change	2.08%	-64.71%	-60.00%	
Arizona	1999	$35,778,718.00	2,140	1,560	72.90%
	1998	$36,183,857.00	2,048	1,445	70.56%
	Percent change	-1.12%	4.49%	7.96%	
Arkansas	1999	$25,951,232.00	2,426	2,204	90.85%
	1998	$25,412,181.00	2,784	2,516	90.37%
	Percent change	2.12%	-12.86%	-12.40%	
California	1999	$223,834,688.00	11,092	10,385	93.63%
	1998	$217,332,327.00	11,920	10,694	89.71%
	Percent change	2.99%	-6.95%	-2.89%	
Colorado	1999	$28,519,621.00	2,734	1,732	63.35%
	1998	$27,611,567.00	2,821	1,990	70.54%
	Percent change	3.29%	-3.08%	-12.96%	
Connecticut	1999	$14,449,344.00	1,651	1,651	100.00%
	1998	$14,228,127.00	1,723	1,678	97.39%
	Percent change	1.55%	-4.18%	-1.61%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
Delaware	1999	$6,513,725.00	756	556	73.54%
	1998	$6,355,564.00	713	524	73.49%
	Percent change	2.49%	6.03%	6.11%	
District of Columbia	1999	$10,798,035.00	787	528	67.09%
	1998	$10,789,855.00	656	504	76.83%
	Percent change	0.08%	19.97%	4.76%	
Florida	1999	$ 90,327,050.00	10,013	8,003	79.93%
	1998	$87,399,520.00	9,597	7,814	81.42%
	Percent change	3.35%	4.33%	2.42%	
Georgia	1999	$66,250,177.00	3,905	3,618	92.65%
	1998	$64,233,621.00	3,096	3,078	99.42%
	Percent change	3.14%	26.13%	17.54%	
Guam	1999	$2,085,463.00	34	26	76.47%
	1998	$2,085,463.00	5	4	80.00%
	Percent change	0.00%	580.00%	550.00%	
Hawaii	1999	$7,818,169.00	568	329	57.92%
	1998	$7,654,692.00	462	292	63.20%
	Percent change	2.14%	22.94%	12.67%	
Idaho	1999	$10,194,155.00	1,442	1,288	89.32%
	1998	$9,884,052.00	1,464	1,259	86.00%
	Percent change	3.14%	-1.50%	2.30%	
Illinois	1999	$84,703,656.00	6,224	6,204	99.68%
	1998	$82,916,867.00	6,184	6,153	99.50%
	Percent change	2.15%	0.65%	0.83%	
Indiana	1999	$54,370,773.00	4,351	4,074	93.63%
	1998	$44,769,184.00	4,141	3,746	90.46%
	Percent change	21.45%	5.07%	8.76%	
Iowa	1999	$21,578,286.00	2,325	2,007	86.32%
	1998	$21,187,941.00	2,615	2,125	81.26%
	Percent change	1.84%	-11.09%	-5.55%	
Kansas	1999	$22,253,796.00	2,084	1,500	71.98%
	1998	$21,711,620.00	1,862	1,349	72.45%
	Percent change	2.50%	11.92%	11.19%	
Kentucky	1999	$37,363,493.00	4,875	4,790	98.26%
	1998	$36,571,357.00	4,429	4,151	93.72%
	Percent change	2.17%	10.07%	15.39%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
Louisiana	1999	$48,825,985.00	3,121	3,048	97.66%
	1998	$47,977,231.00	3,216	3,124	97.14%
	Percent change	1.77%	-2.95%	-2.43%	
Maine	1999	$10,476,970.00	1,039	1,004	96.63%
	1998	$10,306,830.00	875	841	96.11%
	Percent change	1.65%	18.74%	19.38%	
Maryland	1999	$33,677,166.00	3,011	2,986	99.17%
	1998	$32,978,517.00	2,831	2,814	99.40%
	Percent change	2.12%	6.36%	6.11%	
Massachusetts	1999	$36,812,321.00	4,707	4,654	98.87%
	1998	$36,142,695.00	4,737	4,656	98.29%
	Percent change	1.85%	-0.63%	-0.04%	
Michigan	1999	$69,811,328.00	7,391	6,692	90.54%
	1998	$67,783,672.00	7,063	6,273	88.81%
	Percent change	2.99%	4.64%	6.68%	
Minnesota	1999	$31,542,709.00	3,781	3,662	96.85%
	1998	$30,860,984.00	3,780	3,557	94.10%
	Percent change	2.21%	0.03%	2.95%	
Mississippi	1999	$35,266,108.00	4,197	2,840	67.67%
	1998	$34,554,648.00	3,448	2,368	68.68%
	Percent change	2.06%	21.72%	19.93%	
Missouri	1999	$43,822,141.00	5,612	3,871	68.98%
	1998	$42,875,361.00	5,420	3,247	59.91%
	Percent change	2.21%	3.54%	19.22%	
Montana	1999	$8,986,603.00	925	682	73.73%
	1998	$8,819,631.00	936	697	74.47%
	Percent change	1.89%	-1.18%	-2.15%	
Nebraska	1999	$12,497,644.00	1,612	1,612	100.00%
	1998	$12,247,159.00	1,333	1,332	99.92%
	Percent change	2.05%	20.93%	21.02%	
Nevada	1999	$9,872,082.00	1,043	875	83.89%
	1998	$9,318,315.00	876	707	80.71%
	Percent change	5.94%	19.06%	23.76%	
New Hampshire	1999	$8,887,350.00	1,535	1,293	84.23%
	1998	$8,683,498.00	1,490	1,303	87.45%
	Percent change	2.35%	3.02%	-0.77%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
New Jersey	1999	$37,110,373.00	4,227	3,629	85.85%
	1998	$36,386,147.00	4,040	3,370	83.42%
	Percent change	1.99%	4.63%	7.69%	
New Mexico	1999	$14,894,744.00	1,492	912	61.13%
	1998	$14,514,495.00	1,329	761	57.26%
	Percent change	2.62%	12.26%	19.84%	
New York	1999	$102,023,229.00	16,788	14,224	84.73%
	1998	$100,495,809.00	14,890	11,937	80.17%
	Percent change	1.52%	12.75%	19.16%	
North Carolina	1999	$60,311,208.00	9,489	7,207	75.95%
	1998	$58,131,313.00	9,070	6,738	74.29%
	Percent change	3.75%	4.62%	6.96%	
North Dakota	1999	$7,623,760.00	904	679	75.11%
	1998	$7,438,427.00	869	638	73.42%
	Percent change	2.49%	4.03%	6.43%	
Northern Marianas	1999	$788,661.00	10	6	60.00%
	1998	$651,704.00	4	1	25.00%
	Percent change	21.02%	150.00%	500.00%	
Ohio	1999	$101,867,152.00	6,565	6,538	99.59%
	1998	$100,017,972.00	5,896	5,892	99.93%
	Percent change	1.85%	11.35%	10.96%	
Oklahoma	1999	$35,072,640.00	2,396	1,961	81.84%
	1998	$34,317,523.00	2,758	2,127	77.12%
	Percent change	2.20%	-13.13%	-7.80%	
Oregon	1999	$23,827,271.00	3,314	3,166	95.53%
	1998	$23,355,245.00	3,018	2,830	93.77%
	Percent change	2.02%	9.81%	11.87%	
Pennsylvania	1999	$93,340,439.00	9,092	8,961	98.56%
	1998	$92,004,984.00	8,890	8,671	97.54%
	Percent change	1.45%	2.27%	3.34%	
Palau	1999	Fiscal year 1998 was the last year Palau received federal funding for VR			
	1998	$52,031.00	20	6	30.00%
Puerto Rico	1999	$61,301,657.00	2,637	1,494	56.66%
	1998	$60,234,477.00	2,646	1,437	54.31%
	Percent change	1.77%	-0.34%	3.97%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
Rhode Island	1999	$8,488,546.00	540	534	98.89%
	1998	$8,360,975.00	463	448	96.76%
	Percent change	1.53%	16.63%	19.20%	
South Carolina	1999	$35,280,535.00	9,310	7,988	85.80%
	1998	$34,283,442.00	8,924	6,568	73.60%
	Percent change	2.91%	4.33%	21.62%	
South Dakota	1999	$5,766,458.00	823	625	75.94%
	1998	$5,988,998.00	727	539	74.14%
	Percent change	-3.72%	13.20%	15.96%	
Tennessee	1999	$53,324,872.00	6,152	5,024	81.66%
	1998	$52,095,288.00	6,215	4,855	78.12%
	Percent change	2.36%	-1.01%	3.48%	
Texas	1999	$134,816,385.00	25,267	18,010	71.28%
	1998	$130,881,082.00	23,548	16,299	69.22%
	Percent change	3.01%	7.30%	10.50%	
Utah	1999	$20,639,672.00	3,409	2,763	81.05%
	1998	$19,808,675.00	3,607	2,870	79.57%
	Percent change	4.20%	-5.49%	-3.73%	
Vermont	1999	$6,739,783.00	932	919	98.61%
	1998	$6,576,406.00	867	851	98.15%
	Percent change	2.48%	7.50%	7.99%	
Virginia	1999	$45,668,004.00	3,851	3,360	87.25%
	1998	$44,580,179.00	3,935	3,313	84.19%
	Percent change	2.44%	-2.13%	1.42%	
Virgin Islands	1999	$1,789,062.00	41	22	53.66%
	1998	$1,599,693.00	24	17	70.83%
	Percent change	11.84%	70.83%	29.41%	
Washington	1999	$27,658,826.00	3,719	3,399	91.40%
	1998	$34,227,288.00	3,888	3,448	88.68%
	Percent change	-19.19%	-4.35%	-1.42%	
West Virginia	1999	$ 21,956,542.00	2,769	1,577	56.95%
	1998	$21,663,787.00	2,677	1,195	44.64%
	Percent change	1.35%	3.44%	31.97%	
Wisconsin	1999	$46,710,295.00	4,155	3,659	88.06%
	1998	$45,834,509.00	4,643	3,951	85.10%
	Percent change	1.91%	-10.51%	-7.39%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
Wyoming	1999	$5,849,008.00	643	472	73.41%
	1998	$5,781,335.00	638	421	65.99%
	Percent change	1.17%	0.78%	12.11%	
Agencies for the Blind					
Arkansas	1999	$3,538,804.00	292	292	100.00%
	1998	$3,465,299.00	287	287	100.00%
	Percent change	2.12%	1.74%	1.74%	
Connecticut	1999	$2,549,884.00	204	204	100.00%
	1998	$2,510,847.00	210	210	100.00%
	Percent change	1.55%	-2.86%	-2.86%	
Delaware	1999	$1,143,563.00	21	21	100.00%
	1998	$1,115,764.00	24	24	100.00%
	Percent change	2.49%	-12.50%	-12.50%	
Florida	1999	$19,252,359.00	755	603	79.87%
	1998	$17,901,107.00	734	681	92.78%
	Percent change	7.55%	2.86%	-11.45%	
Idaho	1999	$1,390,110.00	57	33	57.89%
	1998	$1,336,834.00	40	24	60.00%
	Percent change	3.99%	42.50%	37.50%	
Iowa	1999	$5,061,572.00	146	145	99.32%
	1998	$4,970,011.00	114	114	100.00%
	Percent change	1.84%	28.07%	27.19%	
Kentucky	1999	$6,314,986.00	338	337	99.70%
	1998	$6,186,034.00	322	278	86.34%
	Percent change	2.08%	4.97%	21.22%	
Maine	1999	$2,377,810.00	152	139	91.45%
	1998	$2,339,588.00	136	132	97.06%
	Percent change	1.63%	11.76%	5.30%	
Massachusetts	1999	$6,496,290.00	209	205	98.09%
	1998	$6,378,122.00	179	177	98.88%
	Percent change	1.85%	16.76%	15.82%	
Michigan	1999	$9,519,725.00	373	373	100.00%
	1998	$9,178,458.00	401	399	99.50%
	Percent change	3.72%	-6.98%	-6.52%	
Minnesota	1999	$6,924,009.00	403	391	97.02%
	1998	$ 6,774,363.00	581	567	97.59%
	Percent change	2.21%	-30.64%	-31.04%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
Missouri	1999	$6,548,135.00	473	473	100.00%
	1998	$6,362,376.00	499	498	99.80%
	Percent change	2.92%	-5.21%	-5.02%	
Nebraska	1999	$2,292,466.00	99	99	100.00%
	1998	$2,246,521.00	84	84	100.00%
	Percent change	2.05%	17.86%	17.86%	
New Jersey	1999	$8,785,931.00	373	333	89.28%
	1998	$8,543,307.00	400	343	85.75%
	Percent change	2.84%	-6.75%	-2.92%	
New Mexico	1999	$3,512,343.00	34	30	88.24%
	1998	$3,423,544.00	43	42	97.67%
	Percent change	2.59%	-20.93%	-28.57%	
New York	1999	$19,432,994.00	1,756	1,756	100.00%
	1998	$19,142,058.00	1,795	1,762	98.16%
	Percent change	1.52%	-2.17%	-0.34%	
North Carolina	1999	$11,124,762.00	790	646	81.77%
	1998	$11,397,888.00	791	620	78.38%
	Percent change	-2.40%	-0.13%	4.19%	
Oregon	1999	$ 3,589,884.00	121	120	99.17%
	1998	$3,310,454.00	144	141	97.92%
	Percent change	8.44%	-15.97%	-14.89%	
Pennsylvania	1999	$10,371,158.00	376	370	98.40%
	1998	$10,157,415.00	378	367	97.09%
	Percent change	2.10%	-0.53%	0.82%	
South Carolina	1999	$5,271,803.00	163	146	89.57%
	1998	$5,122,813.00	153	140	91.50%
	Percent change	2.91%	6.54%	4.29%	
South Dakota	1999	$1,824,751.00	101	79	78.22%
	1998	$1,497,248.00	86	73	84.88%
	Percent change	21.87%	17.44%	8.22%	
Texas	1999	$33,704,095.00	2,006	2,002	99.80%
	1998	$33,429,747.00	1,601	1,598	99.81%
	Percent change	0.82%	25.30%	25.28%	
Vermont	1999	$919,060.00	73	71	97.26%
	1998	$896,783.00	78	72	92.31%
	Percent change	2.48%	-6.41%	-1.39%	

TABLE 1					
State or Territory		Amount of Grant Award	Total Employment Outcomes	Employment Outcomes of Individuals with Significant Disabilities	Percent of Individuals with Employment Outcomes who have Significant Disabilities
Virginia	1999	$6,775,884.00	247	227	91.90%
	1998	$6,614,196.00	248	238	95.97%
	Percent change	0.02	-0.40%	-4.62%	
Washington	1999	$5,597,460.00	135	133	98.52%
	1998	$4,620,062.00	135	133	98.52%
	Percent change	21.16%	0	0	

State VR Agencies
Competitive Employment Outcomes
Fiscal Years 1998 and 1999
TABLE 2

State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
U.S. Total	1999	231,697	191,242	82.54%
	1998	223,686	179,150	80.09%
	Percent change	3.58%	6.75%	
Total - General/Combined Agencies	1999	222,000	186,265	83.90%
	1998	214,223	174,754	81.58%
	Percent change	3.63%	6.59%	
Total - Agencies for the Blind	1999	9,697	4,977	51.33%
	1998	9,463	4,396	46.45%
	Percent change	2.47%	13.22%	
General/Combined Agencies				
Alabama	1999	7,572	6,831	90.21%
	1998	7,471	5,906	79.05%
	Percent change	1.35%	15.66%	
Alaska	1999	504	464	92.06%
	1998	590	552	93.56%
	Percent change	-14.58%	-15.94%	
American Samoa	1999	18	4	22.22%
	1998	51	15	29.41%
	Percent change	-64.71%	-73.33%	
Arizona	1999	2,140	1,695	79.21%
	1998	2,048	1,697	82.86%
	Percent change	4.49%	-0.12%	
Arkansas	1999	2,426	1,958	80.71%
	1998	2,784	2,153	77.33%
	Percent change	-12.86%	-9.06%	
California	1999	11,092	8,511	76.73%
	1998	11,920	9,230	77.43%
	Percent change	-6.95%	-7.79%	
Colorado	1999	2,734	2,211	80.87%
	1998	2,821	2,134	75.65%
	Percent change	-3.08%	3.61%	
Connecticut	1999	1,651	1,494	90.49%
	1998	1,723	1,639	95.12%
	Percent change	-4.18%	-8.85%	
Delaware	1999	756	707	93.52%
	1998	713	642	90.04%
	Percent change	6.03%	10.12%	

TABLE 2				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
District of Columbia	1999	787	620	78.78%
	1998	656	565	86.13%
	Percent change	19.97%	9.73%	
Florida	1999	10,013	9,057	90.45%
	1998	9,597	8,198	85.42%
	Percent change	4.33%	10.48%	
Georgia	1999	3,905	3,050	78.10%
	1998	3,096	2,326	75.13%
	Percent change	26.13%	31.13%	
Guam	1999	34	30	88.24%
	1998	5	5	100.00%
	Percent change	580.00%	500.00%	
Hawaii	1999	568	472	83.10%
	1998	462	359	77.71%
	Percent change	22.94%	31.48%	
Idaho	1999	1,442	1,240	85.99%
	1998	1,464	1,203	82.17%
	Percent change	-1.50%	3.08%	
Illinois	1999	6,224	4,579	73.57%
	1998	6,184	4,211	68.10%
	Percent change	0.65%	8.74%	
Indiana	1999	4,351	3,527	81.06%
	1998	4,141	3,148	76.02%
	Percent change	5.07%	12.04%	
Iowa	1999	2,325	1,854	79.74%
	1998	2,615	2,038	77.93%
	Percent change	-11.09%	-9.03%	
Kansas	1999	2,084	1,734	83.21%
	1998	1,862	1,401	75.24%
	Percent change	11.92%	23.77%	
Kentucky	1999	4,875	3,926	80.53%
	1998	4,429	3,590	81.06%
	Percent change	10.07%	9.36%	
Louisiana	1999	3,121	2,780	89.07%
	1998	3,216	2,662	82.77%
	Percent change	-2.95%	4.43%	
Maine	1999	1,039	852	82.00%
	1998	875	669	76.46%
	Percent change	18.74%	27.35%	

TABLE 2				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
Maryland	1999	3,011	2,576	85.55%
	1998	2,831	2,288	80.82%
	Percent change	6.36%	12.59%	
Massachusetts	1999	4,707	4,021	85.43%
	1998	4,737	4,039	85.26%
	Percent change	-0.63%	-0.45%	
Michigan	1999	7,391	6,451	87.28%
	1998	7,063	5,970	84.52%
	Percent change	4.64%	8.06%	
Minnesota	1999	3,781	3,098	81.94%
	1998	3,780	2,920	77.25%
	Percent change	0.03%	6.10%	
Mississippi	1999	4,197	3,406	81.15%
	1998	3,448	2,704	78.42%
	Percent change	21.72%	25.96%	
Missouri	1999	5,612	3,905	69.58%
	1998	5,420	3,450	63.65%
	Percent change	3.54%	13.19%	
Montana	1999	925	710	76.76%
	1998	936	711	75.96%
	Percent change	-1.18%	-0.14%	
Nebraska	1999	1,612	1,191	73.88%
	1998	1,333	900	67.52%
	Percent change	20.93%	32.33%	
Nevada	1999	1,043	964	92.43%
	1998	876	804	91.78%
	Percent change	19.06%	19.90%	
New Hampshire	1999	1,535	1,334	86.91%
	1998	1,490	1,271	85.30%
	Percent change	3.02%	4.96%	
New Jersey	1999	4,227	3,724	88.10%
	1998	4,040	3,531	87.40%
	Percent change	4.63%	5.47%	
New Mexico	1999	1,492	1,372	91.96%
	1998	1,329	1,163	87.51%
	Percent change	12.26%	17.97%	
New York	1999	16,788	12,832	76.44%
	1998	14,890	11,071	74.35%
	Percent change	12.75%	15.91%	

TABLE 2				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
North Carolina	1999	9,489	8,490	89.47%
	1998	9,070	7,875	86.82%
	Percent change	4.62%	7.81%	
North Dakota	1999	904	755	83.52%
	1998	869	727	83.66%
	Percent change	4.03%	3.85%	
Northern Marianas	1999	10	2	20.00%
	1998	4	0	0%
	Percent change	150.00%	NA	
Ohio	1999	6,565	6,072	92.49%
	1998	5,896	5,320	90.23%
	Percent change	11.35%	14.14%	
Oklahoma	1999	2,396	1,755	73.25%
	1998	2,758	1,857	67.33%
	Percent change	-13.13%	-5.49%	
Oregon	1999	3,314	2,614	78.88%
	1998	3,018	2,850	94.43%
	Percent change	9.81%	-8.28%	
Pennsylvania	1999	9,092	8,279	91.06%
	1998	8,890	8,007	90.07%
	Percent change	2.27%	3.40%	
Palau	1999	Fiscal year 1998 was the last year Palau received federal funding for VR		
	1998	20	3	15.00%
Puerto Rico	1999	2,637	1,240	47.02%
	1998	2,646	1,156	43.69%
	Percent change	-0.34%	7.27%	
Rhode Island	1999	540	397	73.52%
	1998	463	359	77.54%
	Percent change	16.63%	10.58%	
South Carolina	1999	9,310	8,187	87.94%
	1998	8,924	7,130	79.90%
	Percent change	4.33%	14.82%	
South Dakota	1999	823	763	92.71%
	1998	727	681	93.67%
	Percent change	13.20%	12.04%	
Tennessee	1999	6,152	5,275	85.74%
	1998	6,215	5,187	83.46%
	Percent change	-1.01%	1.70%	

TABLE 2				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
Texas	1999	25,267	23,412	92.66%
	1998	23,548	22,430	95.25%
	Percent change	7.30%	4.38%	
Utah	1999	3,409	3,043	89.26%
	1998	3,607	3,184	88.27%
	Percent change	-5.49%	-4.43%	
Vermont	1999	932	798	85.62%
	1998	867	770	88.81%
	Percent change	7.50%	3.64%	
Virginia	1999	3,851	3,235	84.00%
	1998	3,935	3,189	81.04%
	Percent change	-2.13%	1.44%	
Virgin Islands	1999	41	28	68.29%
	1998	24	12	50.00%
	Percent change	70.83%	133.33%	
Washington	1999	3,719	3,070	82.55%
	1998	3,888	3,460	88.99%
	Percent change	-4.35%	-11.27%	
West Virginia	1999	2,769	1,636	59.08%
	1998	2,677	1,448	54.09%
	Percent change	3.44%	12.98%	
Wisconsin	1999	4,155	3,512	84.52%
	1998	4,643	3,438	74.05%
	Percent change	-10.51%	2.15%	
Wyoming	1999	643	522	81.18%
	1998	638	506	79.31%
	Percent change	0.78%	3.16%	
Agencies for the Blind				
Arkansas	1999	292	132	45.21%
	1998	287	142	49.48%
	Percent change	1.74%	-7.04%	
Connecticut	1999	204	77	37.75%
	1998	210	78	37.14%
	Percent change	-2.86%	-1.28%	
Delaware	1999	21	19	90.48%
	1998	24	23	95.83%
	Percent change	-12.50%	-17.39%	
Florida	1999	755	562	74.44%
	1998	734	488	66.49%
	Percent change	2.86%	15.16%	

TABLE 2				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
Idaho	1999	57	31	54.39%
	1998	40	16	40.00%
	Percent change	42.50%	93.75%	
Iowa	1999	146	103	70.55%
	1998	114	62	54.39%
	Percent change	28.07%	66.13%	
Kentucky	1999	338	233	68.93%
	1998	322	225	69.88%
	Percent change	4.97%	3.56%	
Maine	1999	152	27	17.76%
	1998	136	26	19.12%
	Percent change	11.76%	3.85%	
Massachusetts	1999	209	108	51.67%
	1998	179	94	52.51%
	Percent change	16.76%	14.89%	
Michigan	1999	373	150	40.21%
	1998	401	159	39.65%
	Percent change	-6.98%	-5.66%	
Minnesota	1999	403	112	27.79%
	1998	581	61	10.50%
	Percent change	-30.64%	83.61%	
Missouri	1999	473	212	44.82%
	1998	499	180	36.07%
	Percent change	-5.21%	17.78%	
Nebraska	1999	99	39	39.39%
	1998	84	25	29.76%
	Percent change	17.86%	56.00%	
New Jersey	1999	373	237	63.54%
	1998	400	214	53.50%
	Percent change	-6.75%	10.75%	
New Mexico	1999	34	28	82.35%
	1998	43	37	86.05%
	Percent change	-20.93%	-24.32%	
New York	1999	1,756	394	22.44%
	1998	1,795	381	21.23%
	Percent change	-2.17%	3.41%	
North Carolina	1999	790	627	79.37%
	1998	791	538	68.02%
	Percent change	-0.13%	16.54%	

TABLE 2				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for all Individuals	Percent of Total Employment Outcomes that were Competitive Employment
Oregon	1999	121	57	47.11%
	1998	144	77	53.47%
	Percent change	-15.97%	-25.97%	
Pennsylvania	1999	376	195	51.86%
	1998	378	206	54.50%
	Percent change	-0.53%	-5.34%	
South Carolina	1999	163	122	74.85%
	1998	153	116	75.82%
	Percent change	6.54%	5.17%	
South Dakota	1999	101	91	90.10%
	1998	86	73	84.88%
	Percent change	17.44%	24.66%	
Texas	1999	2,006	1,103	54.99%
	1998	1,601	839	52.40%
	Percent change	25.30%	31.47%	
Vermont	1999	73	35	47.95%
	1998	78	49	62.82%
	Percent change	-6.41%	-28.57%	
Virginia	1999	247	159	64.37%
	1998	248	161	64.92%
	Percent change	-0.40%	-1.24%	
Washington	1999	135	124	91.85%
	1998	135	126	93.33%
	Percent change	0	-1.59%	

State VR Agencies
Competitive Employment Outcomes Achieved by Individuals with Disabilities Including Individuals with Significant Disabilities
Fiscal Years 1998 and 1999
TABLE 3

State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
U.S. Total	1999	191,242	160,029	83.68%
	1998	179,150	145,370	81.14%
	Percent change	6.75%	10.08%	
Total - General/Combined Agencies	1999	186,265	155,408	83.43%
	1998	174,754	141,292	80.85%
	Percent change	6.59%	9.99%	
Total - Agencies for the Blind	1999	4,977	4,621	92.85%
	1998	4,396	4,078	92.77%
	Percent change	13.22%	13.32%	
General/Combined Agencies				
Alabama	1999	6,831	5,520	80.81%
	1998	5,906	4,636	78.50%
	Percent change	15.66%	19.07%	
Alaska	1999	464	311	67.03%
	1998	552	372	67.39%
	Percent change	-15.94%	-16.40%	
American Samoa	1999	4	1	25.00%
	1998	15	6	40.00%
	Percent change	-73.33%	-83.33%	
Arizona	1999	1,695	1,160	68.44%
	1998	1,697	1,155	68.06%
	Percent change	-0.12%	0.43%	
Arkansas	1999	1,958	1,767	90.25%
	1998	2,153	1,937	89.97%
	Percent change	-9.06%	-8.78%	
California	1999	8,511	7,848	92.21%
	1998	9,230	8,080	87.54%
	Percent change	-7.79%	-2.87%	
Colorado	1999	2,211	1,349	61.01%
	1998	2,134	1,464	68.60%
	Percent change	3.61%	-7.86%	
Connecticut	1999	1,494	1,494	100.00%
	1998	1,639	1,597	97.44%
	Percent change	-8.85%	-6.45%	
Delaware	1999	707	517	73.13%
	1998	642	467	72.74%
	Percent change	10.12%	10.71%	

TABLE 3				
State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
District of Columbia	1999	620	393	63.39%
	1998	565	424	75.04%
	Percent change	9.73%	-7.31%	
Florida	1999	9,057	7,235	79.88%
	1998	8,198	6,660	81.24%
	Percent change	10.48%	8.63%	
Georgia	1999	3,050	2,836	92.98%
	1998	2,326	2,312	99.40%
	Percent change	31.13%	22.66%	
Guam	1999	30	22	73.33%
	1998	5	4	80.00%
	Percent change	500.00%	450.00%	
Hawaii	1999	472	264	55.93%
	1998	359	208	57.94%
	Percent change	31.48%	26.92%	
Idaho	1999	1,240	1,094	88.23%
	1998	1,203	1,017	84.54%
	Percent change	3.08%	7.57%	
Illinois	1999	4,579	4,563	99.65%
	1998	4,211	4,183	99.34%
	Percent change	8.74%	9.08%	
Indiana	1999	3,527	3,280	93.00%
	1998	3,148	2,778	88.25%
	Percent change	12.04%	18.07%	
Iowa	1999	1,854	1,556	83.93%
	1998	2,038	1,567	76.89%
	Percent change	-9.03%	-0.70%	
Kansas	1999	1,734	1,199	69.15%
	1998	1,401	968	69.09%
	Percent change	23.77%	23.86%	
Kentucky	1999	3,926	3,851	98.09%
	1998	3,590	3,339	93.01%
	Percent change	9.36%	15.33%	
Louisiana	1999	2,780	2,709	97.45%
	1998	2,662	2,572	96.62%
	Percent change	4.43%	5.33%	
Maine	1999	852	825	96.83%
	1998	669	639	95.52%
	Percent change	27.35%	29.11%	

TABLE 3				
State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
Maryland	1999	2,576	2,554	99.15%
	1998	2,288	2,272	99.30%
	Percent change	12.59%	12.41%	
Massachusetts	1999	4,021	3,973	98.81%
	1998	4,039	3,963	98.12%
	Percent change	-0.45%	0.25%	
Michigan	1999	6,451	5,768	89.41%
	1998	5,970	5,222	87.47%
	Percent change	8.06%	10.46%	
Minnesota	1999	3,098	2,980	96.19%
	1998	2,920	2,713	92.91%
	Percent change	6.10%	9.84%	
Mississippi	1999	3,406	2,307	67.73%
	1998	2,704	1,840	68.05%
	Percent change	25.96%	25.38%	
Missouri	1999	3,905	2,422	62.02%
	1998	3,450	1,661	48.14%
	Percent change	13.19%	45.82%	
Montana	1999	710	487	68.59%
	1998	711	503	70.75%
	Percent change	-0.14%	-3.18%	
Nebraska	1999	1,191	1,191	100.00%
	1998	900	899	99.89%
	Percent change	32.33%	32.48%	
Nevada	1999	964	800	82.99%
	1998	804	638	79.35%
	Percent change	19.90%	25.39%	
New Hampshire	1999	1,334	1,106	82.91%
	1998	1,271	1,094	86.07%
	Percent change	4.96%	1.10%	
New Jersey	1999	3,724	3,136	84.21%
	1998	3,531	2,884	81.68%
	Percent change	5.47%	8.74%	
New Mexico	1999	1,372	816	59.48%
	1998	1,163	639	54.94%
	Percent change	17.97%	27.70%	
New York	1999	12,832	10,500	81.83%
	1998	11,071	8,389	75.77%
	Percent change	15.91%	25.16%	

TABLE 3				
State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
North Carolina	1999	8,490	6,402	75.41%
	1998	7,875	5,781	73.41%
	Percent change	7.81%	10.74%	
North Dakota	1999	755	544	72.05%
	1998	727	509	70.01%
	Percent change	3.85%	6.88%	
Northern Marianas	1999	2	1	50.00%
	1998	0	0	NA
	Percent change	NA	NA	
Ohio	1999	6,072	6,049	99.62%
	1998	5,320	5,316	99.92%
	Percent change	14.14%	13.79%	
Oklahoma	1999	1,755	1,377	78.46%
	1998	1,857	1,305	70.27%
	Percent change	-5.49%	5.52%	
Oregon	1999	2,614	2,484	95.03%
	1998	2,850	2,670	93.68%
	Percent change	-8.28%	-6.97%	
Pennsylvania	1999	8,279	8,150	98.44%
	1998	8,007	7,792	97.31%
	Percent change	3.40%	4.59%	
Palau	1999	Fiscal year 1998 was last year Palau received federal funding for VR		
	1998	3	1	33.33%
Puerto Rico	1999	1,240	624	50.32%
	1998	1,156	570	49.31%
	Percent change	7.27%	9.47%	
Rhode Island	1999	397	391	98.49%
	1998	359	344	95.82%
	Percent change	10.58%	13.66%	
South Carolina	1999	8,187	7,019	85.73%
	1998	7,130	5,242	73.52%
	Percent change	14.82%	33.90%	
South Dakota	1999	763	567	74.31%
	1998	681	494	72.54%
	Percent change	12.04%	14.78%	
Tennessee	1999	5,275	4,249	80.55%
	1998	5,187	3,968	76.50%
	Percent change	1.70%	7.08%	

TABLE 3				
State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
Texas	1999	23,412	16,614	70.96%
	1998	22,430	15,486	69.04%
	Percent change	4.38%	7.28%	
Utah	1999	3,043	2,436	80.05%
	1998	3,184	2,501	78.55%
	Percent change	-4.43%	-2.60%	
Vermont	1999	798	788	98.75%
	1998	770	754	97.92%
	Percent change	3.64%	4.51%	
Virginia	1999	3,235	2,773	85.72%
	1998	3,189	2,621	82.19%
	Percent change	1.44%	5.80%	
Virgin Islands	1999	28	14	50.00%
	1998	12	9	75.00%
	Percent change	133.33%	55.56%	
Washington	1999	3,070	2,772	90.29%
	1998	3,460	3,044	87.98%
	Percent change	-11.27%	-8.94%	
West Virginia	1999	1,636	917	56.05%
	1998	1,448	652	45.03%
	Percent change	12.98%	40.64%	
Wisconsin	1999	3,512	3,031	86.30%
	1998	3,438	2,805	81.59%
	Percent change	2.15%	8.06%	
Wyoming	1999	522	372	71.26%
	1998	506	326	64.43%
	Percent change	3.16%	14.11%	
Agencies for the Blind				
Arkansas	1999	132	132	100.00%
	1998	142	142	100.00%
	Percent change	-7.04%	-7.04%	
Connecticut	1999	77	77	100.00%
	1998	78	78	100.00%
	Percent change	-1.28%	-1.28%	
Delaware	1999	19	19	100.00%
	1998	23	23	100.00%
	Percent change	-17.39%	-17.39%	
Florida	1999	562	452	80.43%
	1998	488	445	91.19%
	Percent change	15.16%	1.57%	

TABLE 3				
State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
Idaho	1999	31	17	54.84%
	1998	16	10	62.50%
	Percent change	93.75%	70.00%	
Iowa	1999	103	102	99.03%
	1998	62	62	100.00%
	Percent change	66.13%	64.52%	
Kentucky	1999	233	232	99.57%
	1998	225	189	84.00%
	Percent change	3.56%	22.75%	
Maine	1999	27	26	96.30%
	1998	26	26	100.00%
	Percent change	3.85%	0	
Massachusetts	1999	108	107	99.07%
	1998	94	93	98.94%
	Percent change	14.89%	15.05%	
Michigan	1999	150	150	100.00%
	1998	159	158	99.37%
	Percent change	-5.66%	-5.06%	
Minnesota	1999	112	106	94.64%
	1998	61	58	95.08%
	Percent change	83.61%	82.76%	
Missouri	1999	212	212	100.00%
	1998	180	180	100.00%
	Percent change	17.78%	17.78%	
Nebraska	1999	39	39	100.00%
	1998	25	25	100.00%
	Percent change	56.00%	56.00%	
New Jersey	1999	237	208	87.76%
	1998	214	189	88.32%
	Percent change	10.75%	10.05%	
New Mexico	1999	28	24	85.71%
	1998	37	36	97.30%
	Percent change	-24.32%	-33.33%	
New York	1999	394	394	100.00%
	1998	381	366	96.06%
	Percent change	3.41%	7.65%	
North Carolina	1999	627	493	78.63%
	1998	538	399	74.16%
	Percent change	16.54%	23.56%	

TABLE 3				
State or Territory		Competitive Employment Outcomes for all Individuals	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Competitive Employment Outcomes who are Individuals with Significant Disabilities
Oregon	1999	57	57	100.00%
	1998	77	76	98.70%
	Percent change	-25.97%	-25.00%	
Pennsylvania	1999	195	190	97.44%
	1998	206	196	95.15%
	Percent change	-5.34%	-3.06%	
South Carolina	1999	122	107	87.70%
	1998	116	105	90.52%
	Percent change	5.17%	1.90%	
South Dakota	1999	91	70	76.92%
	1998	73	60	82.19%
	Percent change	24.66%	16.67%	
Texas	1999	1,103	1,100	99.73%
	1998	839	837	99.76%
	Percent change	31.47%	31.42%	
Vermont	1999	35	35	100.00%
	1998	49	45	91.84%
	Percent change	-28.57%	-22.22%	
Virginia	1999	159	150	94.34%
	1998	161	156	96.89%
	Percent change	-1.24%	-3.85%	
Washington	1999	124	122	98.39%
	1998	126	124	98.41%
	Percent change	-1.59%	-1.61%	

State VR Agencies
Competitive Employment Outcomes
Achieved by Individuals with Significant Disabilities
Fiscal Years 1998 and 1999
TABLE 4

State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
U.S. Total	1999	196,561	160,029	81.41%
	1998	184,828	145,370	78.65%
	Percent change	6.35%	10.08%	
Total - General/Combined Agencies	1999	187,333	155,408	82.96%
	1998	175,824	141,292	80.36%
	Percent change	6.55%	9.99%	
Total - Agencies for the Blind	1999	9,228	4,621	50.08%
	1998	9,004	4,078	45.29%
	Percent change	2.49%	13.32%	
General/Combined Agencies				
Alabama	1999	6,182	5,520	89.29%
	1998	5,984	4,636	77.47%
	Percent change	3.31%	19.07%	
Alaska	1999	342	311	90.94%
	1998	401	372	92.77%
	Percent change	-14.71%	-16.40%	
American Samoa	1999	6	1	16.67%
	1998	15	6	40.00%
	Percent change	-60.00%	-83.33%	
Arizona	1999	1,560	1,160	74.36%
	1998	1,445	1,155	79.93%
	Percent change	7.96%	0.43%	
Arkansas	1999	2,204	1,767	80.17%
	1998	2,516	1,937	76.99%
	Percent change	-12.40%	-8.78%	
California	1999	10,385	7,848	75.57%
	1998	10,694	8,080	75.56%
	Percent change	-2.89%	-2.87%	
Colorado	1999	1,732	1,349	77.89%
	1998	1,990	1,464	73.57%
	Percent change	-12.96%	-7.86%	
Connecticut	1999	1,651	1,494	90.49%
	1998	1,678	1,597	95.17%
	Percent change	-1.61%	-6.45%	
Delaware	1999	556	517	92.99%
	1998	524	467	89.12%
	Percent change	6.11%	10.71%	

TABLE 4				
State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
District of Columbia	1999	528	393	74.43%
	1998	504	424	84.13%
	Percent change	4.76%	-7.31%	
Florida	1999	8,003	7,235	90.40%
	1998	7,814	6,660	85.23%
	Percent change	2.42%	8.63%	
Georgia	1999	3,618	2,836	78.39%
	1998	3,078	2,312	75.11%
	Percent change	17.54%	22.66%	
Guam	1999	26	22	84.62%
	1998	4	4	100.00%
	Percent change	550.00%	450.00%	
Hawaii	1999	329	264	80.24%
	1998	292	208	71.23%
	Percent change	12.67%	26.92%	
Idaho	1999	1,288	1,094	84.94%
	1998	1,259	1,017	80.78%
	Percent change	2.30%	7.57%	
Illinois	1999	6,204	4,563	73.55%
	1998	6,153	4,183	67.98%
	Percent change	0.83%	9.08%	
Indiana	1999	4,074	3,280	80.51%
	1998	3,746	2,778	74.16%
	Percent change	8.76%	18.07%	
Iowa	1999	2,007	1,556	77.53%
	1998	2,125	1,567	73.74%
	Percent change	-5.55%	-0.70%	
Kansas	1999	1,500	1,199	79.93%
	1998	1,349	968	71.76%
	Percent change	11.19%	23.86%	
Kentucky	1999	4,790	3,851	80.40%
	1998	4,151	3,339	80.44%
	Percent change	15.39%	15.33%	
Louisiana	1999	3,048	2,709	88.88%
	1998	3,124	2,572	82.33%
	Percent change	-2.43%	5.33%	
Maine	1999	1,004	825	82.17%
	1998	841	639	75.98%
	Percent change	19.38%	29.11%	

TABLE 4				
State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
Maryland	1999	2,986	2,554	85.53%
	1998	2,814	2,272	80.74%
	Percent change	6.11%	12.41%	
Massachusetts	1999	4,654	3,973	85.37%
	1998	4,656	3,963	85.12%
	Percent change	-0.04%	0.25%	
Michigan	1999	6,692	5,768	86.19%
	1998	6,273	5,222	83.25%
	Percent change	6.68%	10.46%	
Minnesota	1999	3,662	2,980	81.38%
	1998	3,557	2,713	76.27%
	Percent change	2.95%	9.84%	
Mississippi	1999	2,840	2,307	81.23%
	1998	2,368	1,840	77.70%
	Percent change	19.93%	25.38%	
Missouri	1999	3,871	2,422	62.57%
	1998	3,247	1,661	51.15%
	Percent change	19.22%	45.82%	
Montana	1999	682	487	71.41%
	1998	697	503	72.17%
	Percent change	-2.15%	-3.18%	
Nebraska	1999	1,612	1,191	73.88%
	1998	1,332	899	67.49%
	Percent change	21.02%	32.48%	
Nevada	1999	875	800	91.43%
	1998	707	638	90.24%
	Percent change	23.76%	25.39%	
New Hampshire	1999	1,293	1,106	85.54%
	1998	1,303	1,094	83.96%
	Percent change	-0.77%	1.10%	
New Jersey	1999	3,629	3,136	86.41%
	1998	3,370	2,884	85.58%
	Percent change	7.69%	8.74%	
New Mexico	1999	912	816	89.47%
	1998	761	639	83.97%
	Percent change	19.84%	27.70%	
New York	1999	14,224	10,500	73.82%
	1998	11,937	8,389	70.28%
	Percent change	19.16%	25.16%	

TABLE 4				
State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
North Carolina	1999	7,207	6,402	88.83%
	1998	6,738	5,781	85.80%
	Percent change	6.96%	10.74%	
North Dakota	1999	679	544	80.12%
	1998	638	509	79.78%
	Percent change	6.43%	6.88%	
Northern Marianas	1999	6	1	16.67%
	1998	1	0	0
	Percent change	500.00%	NA	
Ohio	1999	6,538	6,049	92.52%
	1998	5,892	5,316	90.22%
	Percent change	10.96%	13.79%	
Oklahoma	1999	1,961	1,377	70.22%
	1998	2,127	1,305	61.35%
	Percent change	-7.80%	5.52%	
Oregon	1999	3,166	2,484	78.46%
	1998	2,830	2,670	94.35%
	Percent change	11.87%	-6.97%	
Pennsylvania	1999	8,961	8,150	90.95%
	1998	8,671	7,792	89.86%
	Percent change	3.34%	4.59%	
Palau	1999	Fiscal year 1998 was the last year Palau received federal funding for VR		
	1998	6	1	16.67%
Puerto Rico	1999	1,494	624	41.77%
	1998	1,437	570	39.67%
	Percent change	3.97%	9.47%	
Rhode Island	1999	534	391	73.22%
	1998	448	344	76.79%
	Percent change	19.20%	13.66%	
South Carolina	1999	7,988	7,019	87.87%
	1998	6,568	5,242	79.81%
	Percent change	21.62%	33.90%	
South Dakota	1999	625	567	90.72%
	1998	539	494	91.65%
	Percent change	15.96%	14.78%	
Tennessee	1999	5,024	4,249	84.57%
	1998	4,855	3,968	81.73%
	Percent change	3.48%	7.08%	

TABLE 4				
State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
Texas	1999	18,010	16,614	92.25%
	1998	16,299	15,486	95.01%
	Percent change	10.50%	7.28%	
Utah	1999	2,763	2,436	88.17%
	1998	2,870	2,501	87.14%
	Percent change	-3.73%	-2.60%	
Vermont	1999	919	788	85.75%
	1998	851	754	88.60%
	Percent change	7.99%	4.51%	
Virginia	1999	3,360	2,773	82.53%
	1998	3,313	2,621	79.11%
	Percent change	1.42%	5.80%	
Virgin Islands	1999	22	14	63.64%
	1998	17	9	52.94%
	Percent change	29.41%	55.56%	
Washington	1999	3,399	2,772	81.55%
	1998	3,448	3,044	88.28%
	Percent change	-1.42%	-8.94%	
West Virginia	1999	1,577	917	58.15%
	1998	1,195	652	54.56%
	Percent change	31.97%	40.64%	
Wisconsin	1999	3,659	3,031	82.84%
	1998	3,951	2,805	70.99%
	Percent change	-7.39%	8.06%	
Wyoming	1999	472	372	78.81%
	1998	421	326	77.43%
	Percent change	12.11%	14.11%	
Agencies for the Blind				
Arkansas	1999	292	132	45.21%
	1998	287	142	49.48%
	Percent change	1.74%	-7.04%	
Connecticut	1999	204	77	37.75%
	1998	210	78	37.14%
	Percent change	-2.86%	-1.28%	
Delaware	1999	21	19	90.48%
	1998	24	23	95.83%
	Percent change	-12.50%	-17.39%	

TABLE 4				
State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
Florida	1999	603	452	74.96%
	1998	681	445	65.35%
	Percent change	-11.45%	1.57%	
Idaho	1999	33	17	51.52%
	1998	24	10	41.67%
	Percent change	37.50%	70.00%	
Iowa	1999	145	102	70.34%
	1998	114	62	54.39%
	Percent change	27.19%	64.52%	
Kentucky	1999	337	232	68.84%
	1998	278	189	67.99%
	Percent change	21.22%	22.75%	
Maine	1999	139	26	18.71%
	1998	132	26	19.70%
	Percent change	5.30%	0	
Massachusetts	1999	205	107	52.20%
	1998	177	93	52.54%
	Percent change	15.82%	15.05%	
Michigan	1999	373	150	40.21%
	1998	399	158	39.60%
	Percent change	-6.52%	-5.06%	
Minnesota	1999	391	106	27.11%
	1998	567	58	10.23%
	Percent change	-31.04%	82.76%	
Missouri	1999	473	212	44.82%
	1998	498	180	36.14%
	Percent change	-5.02%	17.78%	
Nebraska	1999	99	39	39.39%
	1998	84	25	29.76%
	Percent change	17.86%	56.00%	
New Jersey	1999	333	208	62.46%
	1998	343	189	55.10%
	Percent change	-2.92%	10.05%	
New Mexico	1999	30	24	80.00%
	1998	42	36	85.71%
	Percent change	-28.57%	-33.33%	
New York	1999	1,756	394	22.44%
	1998	1,762	366	20.77%
	Percent change	-0.34%	7.65%	

TABLE 4				
State or Territory		Employment Outcomes of Individuals with Significant Disabilities	Competitive Employment Outcomes for Individuals with Significant Disabilities	Percent of Employment Outcomes for Individuals with Significant Disabilities that were Competitive
North Carolina	1999	646	493	76.32%
	1998	620	399	64.35%
	Percent change	4.19%	23.56%	
Oregon	1999	120	57	47.50%
	1998	141	76	53.90%
	Percent change	-14.89%	-25.00%	
Pennsylvania	1999	370	190	51.35%
	1998	367	196	53.41%
	Percent change	0.82%	-3.06%	
South Carolina	1999	146	107	73.29%
	1998	140	105	75.00%
	Percent change	4.29%	1.90%	
South Dakota	1999	79	70	88.61%
	1998	73	60	82.19%
	Percent change	8.22%	16.67%	
Texas	1999	2,002	1,100	54.95%
	1998	1,598	837	52.38%
	Percent change	25.28%	31.42%	
Vermont	1999	71	35	49.30%
	1998	72	45	62.50%
	Percent change	-1.39%	-22.22%	
Virginia	1999	227	150	66.08%
	1998	238	156	65.55%
	Percent change	-4.62%	-3.85%	
Washington	1999	133	122	91.73%
	1998	133	124	93.23%
	Percent change	0	-1.61%	