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Rehabilitation Services Administration

Annual Report

Fiscal Year 2000

Report on Federal Activities Under the Rehabilitation Act

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November 2003

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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 year 2000 (October 1999 through September 2000). To that end, the report identifies major activities that occurred during this fiscal year, 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 has responsibility 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.

The Rehabilitation Act

An Overview

The Rehabilitation Act
An Overview

Federal interest and involvement in rehabilitation issues and policy dated initially 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 the 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. The agency 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, RSA 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, the 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. Over 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 (WIA), the Act was reauthorized for another five years. This report covers fiscal year 2000, 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 Year 2000

Highlights of Fiscal Year 2000

By law, RSA is responsible for the formulation, development and implementation of regulations, policies and guidelines for programs designed to provide assistance and services to individuals with disabilities. In its effort to provide that lead, RSA and its partner agencies are continually striving to change and improve programs under the Act. During fiscal year 2000, 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.

Implementing the 1998 Amendments to the Act

With passage of WIA, the Act was reauthorized for another five years. The Rehabilitation Act Amendments of 1998 (1998 Amendments), contained in Title IV of WIA, introduced far-reaching changes in VR programs nationwide. They place particular emphasis on high-quality employment outcomes for individuals assisted by the VR program; strategically link the VR program to the statewide workforce investment system and the one-stop centers; enhance the exercise of informed choice; reduce administrative burdens on the states; and ensure accountability for results. To breathe life into these changes, in fiscal year 2000 RSA undertook a variety of policy development, technical assistance and monitoring initiatives to ensure the 1998 Amendments were translated into effective practices and measurable outcomes by the states.

Collaboration Among Federal Employment Programs

Many activities initiated by RSA in fiscal year 2000 were designed to link the Act to three important pieces of legislation: WIA, the Ticket to Work and Work Incentives Improvement Act (TWWIIA) and the Temporary Assistance to Needy Families (TANF) Program.

Under WIA, employment and training programs are coordinated in a unified statewide workforce investment system. The one-stop system established by WIA creates demands at the state and local levels for partner programs, such as the state VR program, to provide core services, coordinate common functions and share costs. Beginning July 1, 2000, all states were required to have fully implemented WIA requirements.

For individuals with disabilities, TWWIIA provides health care, employment preparation and placement services to reduce their dependency on cash benefits; Medicaid

coverage needed to maintain employment; the option of maintaining Medicare coverage while working; and return-to-work tickets allowing them access to services.

The TANF Program provides assistance and work opportunities to needy families by granting states the federal funds and wide flexibility to develop and implement their own welfare programs. The focus is on moving recipients to work and self-sufficiency and on ensuring that welfare is a short-term, transitional experience, not a way of life.

Focusing on Results To Improve Program Outcomes

During fiscal year 2000, 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: implementation of Title I evaluation standards and performance indicators for the State VR Services Program; establishment of methods for collecting and reporting results-oriented information required under the Government Performance and Results Act (GPRA); and funding of an ongoing, long-term Longitudinal Study.

Celebrating Innovation in the VR System

During fiscal year 2000, RSA sponsored or was directly involved in a number of projects designed to foster innovation. Projects presented in this section were designed to foster collaboration and partnering, disseminate information and effective practices and introduce the use of technology to improve consumer choice and access to services.

A more detailed discussion of progress made in each of these important areas during the fiscal year 2000 reporting period follows.

Implementing the 1998 Amendments

The 1998 Amendments introduced far-reaching changes in the State VR Services Program. In fiscal year 2000, RSA undertook a variety of policy development, technical assistance and monitoring activities designed to ensure that the Amendments were effectively implemented by state VR agencies.

Emphasizing High-Quality Employment Outcomes

The 1998 Amendments place increased emphasis on the attainment of high-quality employment outcomes, including competitive employment, by individuals with disabilities, particularly those 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 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.

The 1998 Amendments to the Act

- Increase the focus on high-quality employment outcomes and services to individuals with significant disabilities
- Mandate 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 further 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.

To implement the emphasis on the attainment of high-quality employment outcomes in fiscal year 2000, RSA published proposed regulations to ensure that this statutory intent is translated into effective VR policies and practices. The regulations proposed the elimination of sheltered employment as an allowable employment outcome under the VR program; however, the regulations do not prohibit an individual from pursuing sheltered employment as a service under the VR program. The proposed regulations do not affect an individual's ability to pursue supported employment as an allowable outcome under the VR program.

The objective of the proposed regulations is to provide eligible individuals with expanded employment opportunities that will help them prepare for and achieve employment in settings typically found in the community and for which they receive the same wages that are paid to non-disabled people doing the same type of or similar work. The proposed regulations are based on the principle that individuals with disabilities should have the same scope of employment opportunities available to them as non-disabled persons. The proposed regulations became final in January 2001 and took effect in October of that same year.

Establishing Program Accountability

A major focus of the 1998 Amendments is on increasing accountability in VR programs under the Act. To implement this important aspect of the 1998 Amendments, in fiscal year 2000, RSA implemented Title I program evaluation standards and performance indicators to measure state VR agency performance. The 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.

The standards and indicators will be supplemented in future years to assist in evaluating other aspects of state VR agency performance and program administration.

Collaborating for Unified Workforce Planning

The 1998 Amendments included 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 obtain gainful employment. The intent is to establish a seamless service delivery network through partnerships among the agencies, organizations and institutions focused on employment in the state.

The 1998 Amendments also lay the foundation for the participation of state VR agencies, as WIA partners, in the development of unified state plans. In 2000, the agency worked closely with its federal partners to establish guidance for developing and submitting a unified state plan. Throughout fiscal year 2000, RSA provided ongoing guidance and direction to state VR agencies to ensure appropriate and effective VR participation in the workforce development system created by WIA.

Incorporating Choice in the VR Process

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 nature and scope of informed choice to be exercised by applicants and individuals eligible for VR services. The statute envisions individuals with disabilities as active and full partners in the VR process with respect to assessments for determining eligibility and VR needs and in the selection of employment goals, services and service providers. To address these requirements, state VR agencies have had to rethink their policies and practices to reflect this major reorientation in the relationships between the individual and the VR counselor.

To assist VR agencies, and particularly VR counselors in this regard, in fiscal year 2000 RSA issued a Policy Directive on the exercise of informed choice in the VR process. In that same year, the agency conducted a national technical assistance conference bringing state VR agency staff, individuals with disabilities, educators, researchers and service providers together to share model practices and policies on the exercise of choice in the VR process.

Reducing the Administrative Burden on the States

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. Streamlining administrative procedures will 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.

In fiscal year 2000, RSA issued proposed regulations for implementing this aspect of the 1998 Amendments. According to the proposed regulations, all VR state plan provisions that had originally been required solely by the regulations were deleted. The federal documentation requirements for an individual's record of services also were deleted, with the nature and scope of such requirements to be established by each state VR agency.

The proposed regulations also clarify various provisions of the 1998 Amendments, such as the procedures related to due process in the VR program; the participation of the VR program in the one-stop centers; collaboration with schools in the transition of students with disabilities from school to post-school activities; state matching requirements; and assessment and eligibility considerations.

Promoting Collaboration Among Federal Employment Programs

Systemic collaboration among federal, state and local entities is needed on a national scale to remove barriers, make links and combine resources. Welfare, education and workplace reforms need to be connected, especially for individuals with disabilities who are or have been previously eligible for public assistance programs. During fiscal year 2000, RSA participated in many collaborative activities to effectively implement three major pieces of legislation, WIA, TWWIIA and TANF. The agency's focus was on establishing strong ties between the VR programs under the Rehabilitation Act and the program activities to be carried out by these legislative initiatives. Administered by the U.S. Department of Labor (DOL), the Social Security Administration (SSA) and the Department of Health and Human Services (DHHS), respectively, all three pieces of legislation focus on increasing access to job training and employment and breaking down institutional barriers among federal agencies addressing similar national employment issues and concerns.

The Workforce Investment Act

Throughout fiscal year 2000, RSA worked on several fronts to promote collaboration in the new workforce development system and facilitate effective implementation of WIA. First, the agency collaborated with the DOL Employment and Training Administration (ETA) to ensure a strong federal link between WIA and VR programs under the Act. ETA is the administrative entity responsible for oversight of programs under WIA that are funded through DOL. Secondly, RSA provided ongoing guidance and direction to the state VR agencies to ensure appropriate and effective VR participation in the workforce development system created by WIA. Finally, the agency conducted a variety of activities designed to educate other one-stop partners on the needs of individuals with disabilities and how best to meet those needs.

Collaborative efforts between RSA and ETA during fiscal year 2000 included:

- Conduct of national, regional and state meetings to address WIA implementation
- RSA input to ETA regulations governing WIA implementation, published August 11, 2000
- Ongoing meetings of the RSA-ETA Interagency workgroup as the primary national forum for resolving WIA implementation issues
- Issuance of a "Dear Colleague" letter clarifying requirements for state VR agency participation on the State Workforce Investment Boards
- RSA input to ETA draft guidance entitled "Resource Sharing for WIA One-Stop Centers", published for comment in the Federal Register on June 27, 2000

- RSA participation in the 2000 ETA Joint Employment and Training Technology Conference to highlight the role of state VR agencies and improve accessibility in the one-stop system

Collaboration between the two federal agencies is paying off. Since passage of WIA in 1998, state VR agency participation on State and Local Workforce Investment Boards increased. In addition, the percentage of total participants who self-identify as VR professionals at the annual ETA Joint Employment and Training Technology Conference steadily climbed from eight percent in 1997 to 16 percent in 2000. The increased participation and involvement of VR professionals in forums such as this has contributed to an improved understanding by one-stop partners of the mission of the VR program and the specific needs of individuals with disabilities.

During fiscal year 2000, RSA also continued to work with state VR agencies to ensure their participation in the one-stop framework. RSA monitoring and technical assistance activities used uniform guidance to ensure state VR agency compliance to WIA legislative requirements.

In addition, a working group composed of RSA professionals and representative State VR Directors, established in 1998, continued to discuss and problem-solve issues related to WIA implementation and the appropriate role of state VR agencies. One product of that working group was RSA Information Memorandum 00-09, dated December 17, 1999, entitled: "Guide for Developing Memoranda of Understanding with Local Workforce Investment Boards as Required by the Workforce Investment Act." The Guide provides a framework for negotiations among the various partners involved in developing the Memorandum of Understanding and contains agreements to be addressed in the Memorandum, as well as other items recommended for inclusion, to promote effective practices in serving individuals with disabilities.

Finally, throughout fiscal year 2000, RSA provided training to other one-stop center partners on the special needs of individuals with disabilities and how to best provide services to those individuals that will lead to gainful employment. Specific training was provided to state VR agency staff and other one-stop partners on: the Vocational Rehabilitation Program; the Vocational Rehabilitation Program in the Workforce Investment Act; and the Workforce Investment Act. In addition, RSA participated with other federal partner agencies in the conduct of Unified State Plan Reviews held prior to the July 1, 2000 national implementation date for WIA. Those meetings contributed to a broader understanding of each partner's programs and improved the cohesiveness of the State Plans.
On a national basis, the expertise and community-based resources of VR programs under the Act were shared with the one-stop centers and other one-stop partners enabling those providers to access interpreter services, operate special computer programs and obtain other specialized services.

State VR program staff members are the primary resource for the one-stop system regarding disability issues and will continue to provide guidance, technical assistance

and training to address the accessibility problems that prevent some individuals with disabilities from obtaining services through the new workforce system.

The Ticket to Work and Work Incentives Improvement Act

TWWIIA was established through the bipartisan efforts of the administration, Congress and the disability community. This landmark legislation modernizes the employment services system for people with disabilities and makes it possible for millions of Americans with disabilities to join the workforce without fear of losing their Medicare and Medicaid coverage. The legislation does this by creating new options and incentives for states to offer a Medicaid buy-in for workers with disabilities; extending Medicare coverage for an additional four and one-half years for individuals on disability insurance who return to work; and creating a $250 million Medicaid buy-in demonstration to individuals whose disabilities have not yet progressed so far that they cannot work.

TWWIIA has Four Purposes:

- To provided health care and employment preparation and placement services to individuals with disabilities that will enable those individuals to reduce their dependency on cash benefit programs
- To encourage states to allow individuals with disabilities to purchase Medicaid coverage necessary to enable such individuals to maintain employment
- To provide individuals with disabilities the option of maintaining Medicare coverage while working
- To establish a return-to-work ticket program that will allow individuals with disabilities to seek the services necessary to obtain and retain employment and reduce their dependency on cash benefit programs

The legislation also includes a Ticket-to-Work program, which enables 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. State VR agencies will have the option of participating in the Ticket-to-Work program as an employment network. Services provided by state VR agencies participating in the Ticket-to-Work program will continue to be governed by State Plans for the delivery of VR services under Title I of the Act. Under the ticket concept, providers will be paid on an outcome or milestone basis linked to the employment of the beneficiary and the beneficiary's ongoing success. At this time, it is difficult to predict what impact the ticket concept will have on the State VR Services Program.

In fiscal year 2000, SSA reimbursed a total of $103,789,000 to the VR program for providing services to 8,194 SSDI beneficiaries and SSI recipients. While over 60,000 SSDI and SSI beneficiaries exited the State VR Services Program after achieving an employment outcome, SSA only reimburses VR when an individual is terminated from receipt of cash benefits. Funds reimbursed to state VR agencies represent program revenue, which can be used to enhance programs and services. These funds now represent almost five percent of the total case service dollars available nationally.

Throughout fiscal year 2000, RSA continued to work with state VR agencies to prepare for implementation of the Ticket-to-Work program. In addition, the agency worked closely with SSA to clarify the role of state VR agencies as employment networks and define how the cost reimbursement program would work. In fiscal year 2002, subsequent to the reporting period covered by this report, SSA issued regulations guiding the establishment of agreements between the State VR Services Program and other employment networks. Finally, in fiscal year 2000, RSA initiated plans for a major technical assistance conference to be held in 2001 for those 13 states where the tickets would be first issued.

Under TWWIIA, states receiving Medicaid Infrastructure Grants from the Health Care Financing Administration will use the funds to remove barriers to employment for people with disabilities by creating health systems change through the Medicaid program. The development or enhancement of certain core Medicaid components in each state will enable individuals with disabilities not only to work but to sustain adequate health coverage if they find they need to relocate to another state for employment purposes.

The Rehabilitation Act and the Americans with Disabilities Act 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.

This grant program provides money to the states to develop these core elements. Twenty-five states were awarded Medicaid Infrastructure Grants in 2000 during the first grant cycle. All 25 of these states plan to use a portion of their grant award to study, implement, or improve a Medicaid Buy-in program. In addition, 19 of these states will use a portion of their grant award to study or improve Medicaid services designed to support the competitive employment of people with disabilities.

The Temporary Assistance to Needy Families Program

The Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) was enacted in 1996 and fully implemented at the state level in the fall of 1997. This legislation replaced the Aid to Families with Dependent Children (AFDC) program with a new, capped TANF block grant and shifted the emphasis of welfare reform activities from a "human capital" to a "work first" philosophy. The TANF Program provides assistance and work opportunities to needy families by granting states the federal funds and flexibility to develop and implement their own welfare programs.

At the time of PRWORA enactment, 12.2 million people received AFDC. By August 1999, the number of TANF recipients had declined to 7.3 million. Current data indicate that between 30 and 40 percent of TANF recipients have disabilities. Often described as the "hardest to serve," many of these individuals face multiple and complex barriers to

steady employment because of learning disabilities, mental retardation and emotional or behavioral problems. Individuals with physical, sensory, mental, cognitive or emotional impairments often require support and/or accommodation in order to succeed in the workplace. Given its long history in providing services to individuals with disabilities, the State VR Services Program is, in many respects, a valuable asset to welfare reform efforts on the federal, state and local levels.

> The focus of TANF is to move recipients to work and self-sufficiency, and ensure that welfare is a short-term, transitional experience, not a way of life.

In fiscal year 2000, RSA entered into a formal partnership with DHHS as part of a continuing effort to promote better relationships between VR programs under the Act and the TANF program. The partnership resulted in a joint letter signed by both the Commissioner of RSA and the Commissioner of the Administration on Children and Families. The letter was designed as a means of introducing the two programs, discussing possible points of linkage or partnership, explaining the factors that distinguish each program and providing contact information for state agencies in both VR and TANF. The letter also supported a continuing technical assistance effort that provides periodic updates of written summaries of some existing VR/TANF partnerships at the state and local levels. This updated document is routinely disseminated throughout the field and is available through several sites on the Internet.

While it may be too early in some areas to gauge the success of these partnerships, early evaluations indicate that they are proving extremely beneficial to the overall success of welfare reform.

Focusing on Results to Improve Outcomes

During fiscal year 2000, RSA 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: implementation of Title I evaluation standards and performance indicators for the State VR Services Program to drive state VR program consistency and accountability; establishment of methods for collecting and reporting results-oriented information required under the Government Performance and Results Act (GPRA); and funding of an ongoing, long-term Longitudinal Study that provides very focused information about specific consumer groups and program delivery mechanisms.

Title I Standards and Indicators Build Accountability In the State VR Services Program

For the purposes of improving program management and effectiveness, RSA has established a variety of methods for collecting program data and using that data to evaluate programs and hold grantees accountable for their performance. In recent years, the Department has worked to establish evaluation standards and performance indicators as critical measures of program success. During fiscal year 2000, preliminary Title I program evaluation standards and performance indicators were implemented to measure performance under the State VR Services Program. The standards and indicators are considered a crucial part of a comprehensive, integrated system of accountability for that program.

RSA developed the Title I standards and indicators with input from state VR agencies, related professional and consumer organizations, recipients of VR services and other interested parties. They focus on employment outcomes and equal access to services and are designed to drive program consistency, focus and accountability at the state level. In their current form, the standards and indicators include measures of program performance that will assist in implementing VR program policies and accomplishing the program's strategic objectives.

The 1998 Amendments require state VR agencies to use the Title I standards and indicators as a basis for developing goals and priorities. Each state VR agency must report to RSA at the end of each fiscal year the extent to which it is in compliance with the standards and indicators. In the future, for those states that are found to be performing below the standards, RSA will provide technical assistance, conduct monitoring activities and work directly with the state VR agency to develop a program improvement plan outlining the specific actions to be taken for the agency to improve program performance.

In developing the program improvement plan, RSA will take into consideration all available data and information related to the performance of the state VR agency. Should a state VR agency with less than a satisfactory performance level fail to develop and implement a program improvement plan, or fail to comply substantially with the terms and conditions of a program improvement plan, RSA may modify payments to the state VR agency until performance requirements are met.

Evaluation Standards

RSA established two standards to evaluate the performance of each state VR agency that receives federal funds under the State VR Services Program. A state VR agency must achieve successful performance on both evaluation standards each fiscal year.

The two evaluation standards are as follows:

> **Evaluation Standard 1 — Employment Outcomes.** Each state VR agency must assist eligible individuals, including individuals with significant disabilities, to obtain, maintain or regain high-quality employment.
>
> **Evaluation Standard 2 — Equal Access to Services.** Each state VR agency must ensure that individuals from minority backgrounds have equal access to VR services.

Performance Indicators

Performance indicators establish what constitutes minimum compliance with the evaluation standards established for the State VR Services Program. They are more specific than the standards and provide the focus that helps identify the kinds of information required to see if state VR agencies are complying with each standard.

Since they are standard–specific, RSA established two sets of performance indicators, one for each of the two standards. The first set, for Standard 1, consists of six performance indicators. Of these, three have been designated as primary indicators: 1.3, 1.4 and 1.5. The second set, for Standard 2, has one performance indicator.

The six indicators for **Evaluation Standard 1 — Employment Outcomes**, include the following:

> **Performance Indicator 1.1:** The number of individuals exiting the VR program who achieved an employment outcome (got a job) during the current performance period compared with the number of individuals exiting the VR program after achieving an employment outcome during the previous performance period.

Performance Indicator 1.2: Of all the individuals who exit the VR program after having received services, the percentage who are determined to have achieved an employment outcome.

Performance Indicator 1.3: Of all individuals determined to have achieved an employment outcome, the percentage who exit the VR program and enter into competitive, self-, or BEP (Business Enterprise Program, also known as the Vending Facility Program) employment with earnings equivalent to at least the minimum wage.

Performance Indicator 1.4: Of all individuals who exit the VR program and enter into competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage, the percentage who are individuals with significant disabilities.

Performance Indicator 1.5: The average hourly earnings of all individuals who exit the VR program and enter into competitive, self- or BEP employment with earnings levels equivalent to at least the minimum wage as a ratio of the state's average hourly earnings for all individuals in the state who are employed (as derived from the Bureau of Labor Statistics report, "State Average Annual Pay," for the most recent available year).

Performance Indicator 1.6: Of all individuals who exit the VR program and enter into competitive, self-, or BEP employment with earnings equivalent to at least the minimum wage, the difference between the percentage who report their own income as the largest single source of economic support at the time they exit the VR program and the percentage who report their own income as the largest single source of support at the time they apply for VR services.

The performance indicator established for **Evaluation Standard 2 — Equal Access to Services**, is as follows:

Performance Indicator 2.1: This indicator is a ratio of the service rate for all individuals with disabilities from minority backgrounds to the service rate for all non-minority individuals with disabilities. The minority service rate in this context refers to the result obtained by dividing the number of individuals of minority status who exit the State VR Services Program after having received one or more services under an IPE (Individualized Plan for Employment) during any reporting period by the total number of minority individuals who exit the program during that reporting period. The non-minority service rate is calculated in a similar manner.

Fiscal Year 2000 Performance

At the close of fiscal year 2000, RSA collected and analyzed data related to the Title I evaluation standards and performance indicators from each of the 80 state VR agencies. This includes 56 general/combined agencies, which are both 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. Due to the nature of the populations served, there are different performance expectations for general and combined agencies and those agencies serving the blind and visually impaired.

The purpose of **Evaluation Standard 1 — Employment Outcomes** is to emphasize high-quality employment outcomes, including competitive employment outcomes and employment outcomes of individuals with the most significant disabilities. In fiscal year 2000, 73 of the 80 state VR agencies (52 general and combined agencies and 21 agencies serving individuals who are blind) passed Standard 1. To meet Standard 1 performance, VR agencies must pass at least four of the six performance indicators and two of the three primary performance indicators.

Of the 73 agencies, 26 state VR agencies met performance criteria on all six Standard 1 performance indicators. Forty-seven agencies failed some performance indicators but still met the Standard 1 performance criteria. Some agencies, may, for example, place a very high priority on serving individuals with the most significant disabilities, and as a result, not pass another indicator. The measurement system was designed to allow limited state flexibility in meeting the standard. Agencies failing one or more of the six performance indicators, but not failing Standard 1 criteria, are not required to participate in the intensive self-analysis and joint development of a Program Improvement Plan. However, these agencies will be involved in discussing agency performance on Standard 1 indicators as part of the annual monitoring conducted as required by the Act. In fiscal year 2000, seven state VR agencies (four general and combined agencies and three agencies serving individuals who are blind or visually impaired), failed Standard 1. Failure on Standard 1 can occur either by failing two of the three primary indicators (indicators 1.3, 1.4 and 1.5), or by failing three or more of the six Standard 1 performance indicators.

Each agency that failed to meet the Standard 1 criteria has its own pattern of good and poor performance on the six indicators. Likewise, each agency will have its own pattern of policies, resource utilization and other issues that may affect performance on the Standard 1 indicators. To help identify the unique reasons for each agency's poor performance, RSA Regional Office staff and others who are involved in monitoring activities will be provided with a significant array of data, training and other monitoring guidance to work with the agency to identify key performance issues. RSA and the state VR agency will then jointly develop a Program Improvement Plan that will lead to improved performance regarding Standard 1.

The purpose of **Evaluation Standard 2 — Equal Access to Services** is to increase access to VR services for unserved, underserved and non-traditional populations. Two factors are taken into consideration when calculating performance indicator 2.1. First, state VR agencies that served fewer than 100 individuals from minority backgrounds exiting the State VR Services Program are distinguished from state VR agencies that

served 100 or more such individuals exiting the program. For the agencies that had 100 or more individuals from minority backgrounds exiting the program, the passing value is a ratio of .80 or higher. In fiscal year 2000, 57 of the 60 state VR agencies that had 100 or more individuals from minority backgrounds exiting the program had a ratio of minority to non-minority service rates of .80 or higher. Of those, 49 were general and combined VR agencies and 8 were agencies serving the blind. Twenty of the 80 agencies had fewer than 100 individuals from minority backgrounds exiting the program. Of these agencies, five were general and combined agencies and fifteen were agencies for the blind.

State VR agencies that had 100 or more individuals from minority backgrounds exiting the program and that did not meet the .80 ratio may pass Standard 2 by submitting a description of the policies they will adopt and the steps they will take to ensure that individuals with disabilities from minority backgrounds have equal access to VR services in the future. Agencies with fewer than 100 such individuals exiting the program may pass the standard by submitting a similar description.

A state-by-state breakdown of VR agency performance for both Title I evaluation standards is provided in Appendix 1 of this report.

GPRA and Its Relationship to the Standards and Indicators

The purpose of GPRA, much like the evaluation standards and performance indicators, is to provide program officials and decision-makers with accurate and timely information that will permit them to assess the extent to which national programs are producing tangible public benefits. While the standards and indicators measure performance at the state level, GPRA indicators measure the aggregate performance of all state VR agencies.

The programs administered by RSA are at different stages of GPRA implementation. Some of the agency's 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 for assessing program outcomes and results. Still others are using outside contractors to assist in the effort to develop measures and better monitor what is happening in the field.

States have a primary role in measuring program performance and their cooperation is critical in order to produce consistent national data. RSA has developed a series of strategies and goals to develop new databases and improve data quality.

U.S. Department of Education GPRA Scorecard

GPRA required federal agencies to produce their first performance report by March 2000. In all, 24 departments and agencies submitted their initial report. The Mercatus Center at George Mason University conducted a review to assess the quality of the 24 reports focused on answering three basic questions:

- Does the agency report its accomplishments in a clear and understandable fashion
- Does the report focus on documenting tangible public benefits the agency produced
- Does the report show evidence for forward-looking leadership that uses performance information to devise strategies for improvement

The Department of Education ranked fourth among the 24 departments and agencies with a total score of 37. The top-ranked agency scored 52. In addition, the Department was singled out as a role model for producing reliable, credible and verifiable performance data.

Longitudinal Study Measures Impact of Vocational Rehabilitation Services on Individuals with Disabilities

The Longitudinal Study is designed to examine the success of the State VR Services Program in providing services and assisting individuals with disabilities to achieve gainful and sustainable improvements in employment, earnings, independence and quality of life. Since its inception, the study has tracked over 8,000 individuals with disabilities participating in the VR program at 37 locations. The study will provide RSA with comprehensive information on the VR program, including types of persons served, resources available, services provided, costs for services and short- and long-term outcomes.

The Research Triangle Institute (RTI), under contract with RSA, has been conducting the study since its start in 1992. Since then, RTI has produced four interim reports and a variety of sub-study reports.

During fiscal year 2000, RTI released two reports: the Fourth Interim Report, called the ***Characteristics and Outcomes of Transitional Youth in Vocational Rehabilitation*** (April 2000); and a sub-study entitled ***Vocational Rehabilitation Experiences Among Individuals Who Achieved a Supported Employment Outcome*** (April 2000). The following are highlights of the two studies.

Report on Transitional Youth

The *Transitional Youth* report addresses questions concerning the characteristics, services and outcomes of youth who applied for VR services during the *Longitudinal Study's* sample acquisition period, November 1994 through December 1996. For the purposes of this report, transition-aged youths are defined as individuals with disabilities between the ages 18 and 25, which are typically those youth transitioning from school to work.

The study focused on two groups of these transition-aged youths: those who received special education services in high school and those who did not receive special education services in high school. The study compares the two groups on a range of selected variables. Study findings are nationally representative and can be generalized for transition-aged VR consumers nationwide.

Study findings show that transition-aged youths who received special education services were slightly more likely to get jobs after receiving VR services than those youths that did not receive special education services. On the other hand, 99 percent of transition-aged youths who did not receive special education while in high school entered into competitive employment, as compared to 81 percent of those youths who did receive

Transitional Youth Study Highlights

According to the Study:

Transition-aged youths represent over 13 percent of all VR consumers

Nearly two-thirds of transition-aged youths entering the VR program participated in special education programs in high school

Sixty-three percent of transition-aged youths in the VR program got a job after receiving services

Of those transition-aged youths who applied for VR services:

- Over 66 percent applied for job placement services
- 60 percent applied for vocational training services
- 51 percent applied for support for education

Of the occupational fields selected by transition-aged youth who received VR services:

- 40 percent picked the professional, managerial and technical field
- 24 percent picked the service field
- 12 percent picked the clerical or sales field

Transition-aged youths generally provided high ratings for services and providers

special education services. In addition, transition-aged youths who received special education services earned less income per hour and worked fewer hours. For both groups, however, receipt of specific VR services was strongly associated with getting a job and entering competitive employment.

Transition-aged youths who had been in special education programs in high school are more likely to have mental retardation or learning disabilities than those who had not been in special education programs. While both groups have disabilities classified as significant or most significant, the disabilities of youths who had been in special education programs are more frequently congenital rather than acquired. They often have lower self-esteem and perceive themselves to be more controlled by chance and by other people.

The study also shows that transition-aged youths who received special education services in high school were more likely to have completed fewer years of school at the time of application to the VR program, and to have lower grade level equivalent achievement in reading and mathematics.

The two groups also differ in work history. Nearly 25 percent of the youths who received special education in high school had never worked, compared with nearly 15 percent of the other group. In addition, fewer were working at application to the VR program.

While nearly all of both groups obtained counseling, guidance, and placement services, more of those consumers who had received special education services in high school obtained diagnostic and evaluation services, and transportation, housing and maintenance services. More of the consumers who had not received special education services obtained support for education.

Both transition-aged consumer groups expressed a high level of satisfaction with VR choices in terms of services and providers. Predictably, the transition-aged youth who achieved employment tended to rate their VR experience more highly than those youths who failed to achieve employment.

Report on Supported Employment

The sub-study of the Longitudinal Study titled ***Vocational Rehabilitation Experiences Among Individuals Who Achieved a Supported Employment Outcome*** was designed primarily to produce descriptive information on individuals served by the VR program who transitioned into a work environment and received ongoing support services. The study compares the findings with information on other consumers of VR services with significant disabilities who obtained other types of employment.

The supported employment (SE) program has been one of the most popular approaches in the rehabilitation of persons with significant disabilities over the last

decade. It was developed originally to help in the transition of persons with mental retardation and other developmental disabilities into a work setting through the use of on-site job coaches and other supports. By federal regulation, the state VR agency provides ongoing support services needed by individuals with significant disabilities to maintain supported employment, including monitoring at the work site, from the time of job placement until transition to extended services.

Study findings show that mental retardation is the primary disability for one-half of all SE consumers, and individuals with mental illness account for an additional 18 percent. Over 50 percent of SE consumers have disabilities that qualify as most significant, while another 42 percent have a significant disability. On average, they perform below the fifth grade level in both reading and math and have had limited prior work experience.

Supported employment consumers with mental retardation share more characteristics with other mentally retarded consumers of other VR services than they do with other SE consumers, including age, receipt of special education, academic achievement levels, referral sources and prior earnings. Overall, SE consumers tend to be more significantly disabled, to have relied on financial assistance and to have had a more limited work history than other significantly disabled VR consumers who obtained employment.

Jobs obtained by SE consumers, and the income and benefits derived from them, differ from those obtained by other former VR consumers. Nearly half of all the jobs that SE consumers obtained are in the service industry, more than double the percentage among other former VR consumers with significant disabilities who work in service occupations. Overall, SE consumers work fewer hours and earn less per hour, are less likely to receive medical insurance, vacation and sick pay or other job-related benefits than other employed former VR consumers.

Supported Employment Study Highlights

According to the Study:

- Half of all SE consumers have mental retardation as a primary disability
- More than 50 percent of SE consumers have disabilities that qualify as “most significant”
- On average, SE consumers perform below the fifth-grade level in both reading and math
- Nearly half of the jobs that SE consumers attain are in the service industry
- Eighty-four percent of SE consumers were still working one year after exiting VR services; 74 percent in the same job
- Over half of former SE consumers received a raise in pay during the first year of work

Generally, SE consumers with mental retardation reported satisfaction with various aspects of their employment one year after exiting VR. However, 45 percent reported being “not satisfied” with their earnings, 59 percent reported being “not satisfied” with their benefits and 47 percent reported they were “not satisfied” with opportunities for advancement.

Celebrating Innovation in The VR Program

During fiscal year 2000, RSA sponsored or was directly involved in a number of projects designed to promote innovation in the delivery of VR services. Specific projects highlighted in this section of the report were designed to foster collaboration and partnering with other programs and agencies focused on employment; disseminate information and effective practices to improve VR service delivery; and introduce the use of technology to expand consumer choice and access to services.

Sharing Information and Practices

In fiscal year 2000, 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," was the most successful one to date. The conference took place in Philadelphia, Pennsylvania and brought together over 800 VR professionals and other professionals in the field of workforce development.

The primary theme of the conference focused on sharing information and practices designed to build the relationship and linkage between VR programs and private sector employers. Other topics covered over the three days related to federal hiring and establishing effective partnerships with organizations involved in workforce development. The conference provided an excellent forum for networking and sharing ideas on model procedures.

On evaluation feedback forms, the majority of participants characterized the conference as relevant, timely and an excellent source of information.

Using Technology to Improve Consumer Access

RSA is funding a project through the National VR Technical Assistance Center to assist the Minnesota Rehabilitation Services Branch to develop video-conferencing technology within its one-stop centers. The objective of the project is to provide consumers and employers at the one-stops with remote access to sign language interpreters and real time captioning services.

When sign language interpreter services are required to serve a deaf consumer at a one-stop site, video-conferencing technology allows the center to reach an interpreter on an as-needed basis at a remote location. The audio link feature of the technology allows the interpreter to hear the conversation, while the video link feature broadcasts the American Sign Language (ASL) interpretation back to the

deaf consumer. When real-time captioning services are preferred by the consumer at a one-stop site, video-conferencing technology allows the center access to a captioner at a remote location, again, on an as-needed basis. The technology allows the remote captioner to transcribe the conversation real-time. The transcribed conversation is then broadcast back to the one-stop site and appears as text on the video screen.

The long-term goal of the Minnesota Rehabilitation Services Branch is to have remote interpreter and captioning services available through all 53 one-stop centers in the state.

Conducting Succession Planning Now To Plan For the Future

In fiscal year 2000, RSA funded a project through the National VR Technical Assistance Center to assist the Connecticut Bureau of Rehabilitation Services in the development of a Succession Plan for the future. The objective of the project is to prepare, in advance, for any potential shortages of experienced staff due to attrition, state budgetary problems, unexpected buy-outs and hiring freezes.

In 1997, the Bureau experienced a sudden loss of ten percent of its workforce as the result of an early retirement opportunity offered to employees of the state. Further compounded by state budgetary problems and hiring freezes, it took the Bureau nearly 18 months to return to full staffing and optimal levels of service delivery. A review of its current staffing revealed that by the year 2008, the Bureau could lose up to 65 percent of its staff as a result of attrition and retirements. The Succession Plan developed through this project will be designed to establish the necessary priorities, activities and resource allocation strategies to ensure optimal levels of performance in preparation of this loss. The 1997 experience will be used as the basis for identifying lessons learned, and using that information to proactively prepare the Bureau to continue to operate effectively, while replacing lost staff.

The loss of experienced staff has been forecasted in many professions and organizations as the “baby boomers” edge toward retirement. This project is therefore forward thinking and timely in planning today for the challenges of tomorrow.

Forging Effective Links Between VR and The Workforce Investment System

In coordination with the National VR Technical Assistance Center, RSA sponsored a series of facilitated discussions to seek input to the design of a service delivery system that will further integrate activities of the Rehabilitation Act and the Workforce Investment Act. Participants of those discussions included representative federal professionals, directors of state VR agencies, chairpersons of state rehabilitation councils, VR consumers, community

rehabilitation programs, representatives of national advocacy organizations and other key stakeholders comprising the rehabilitation community.

As a result of the discussions, a report was produced in November 2000 entitled, ***Enhancing the Delivery of VR Services Within the Workforce Investment Act.*** The report identified 127 recommendations to enhance employment results of individuals with disabilities. The recommendations range from governance issues, to one-stop implementation, and transition from school-to-work. Each recommendation is directed toward the specific organizational entity that has the authority to change regulation, policy or resource priorities in order to implement the recommendation. The recommendations will also be used in the development of language and priorities to be included in the 2003 reauthorization of the Act.

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 publications 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 2000

- Succession Planning in a Customer-Focused VR Environment
- Effective Strategies for Improving Employment Outcomes for Persons with Kidney Failure
- Providing Vocational Rehabilitation Services in a Workforce Environment

The IRI's primary purposes are to identify and discuss current issues of importance to the VR community; 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 VR 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 documented in IRI publications that are then disseminated by the IRI to the rehabilitation community in hard copy documents and via the Internet.

The National IRI Forum is held 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 directly funds or supports through partnerships with other federal and nonfederal agencies, approximately 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, the report provides a description of the discrete programs and/or initiatives under that category. Each program description includes a budget allocation for fiscal year 2000; changes related to the 1998 Amendments, and major outcomes and accomplishments.

Employment

- State VR Services
- State Supported Employment Services
- American Indian VR Services
- Demonstration and Training
- Migrant and Seasonal Farmworkers
- 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 Programs

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.

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

Federal Funding
2000 $2,315,587,000

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

This formula grant program provides financial assistance to states to cover 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 and territories, 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. All 56 states and territories have VR agencies. Twenty-four states also have separate agencies serving individuals who are blind or visually impaired.

> The State VR Services 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.

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.

The VR program is 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. Over 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 employment. These individuals often require multiple services over an extended period of time. For them, the State VR Services Program is indispensable to their becoming employed and reducing their reliance on public support.

Nationwide, state VR agencies employ nearly 14,000 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 overall independence.

In fiscal year 2000, RSA implemented preliminary Title I program evaluation standards and performance indicators, as required by the 1998 Amendments. The standards and indicators are considered a crucial part of a comprehensive, integrated system of accountability for the VR program. Section II of this report provides a more detailed discussion of the evaluation standards and performance indicators.

During the fiscal year 2000 reporting period, RSA collected and analyzed data related to both evaluation standards and their corresponding indicators from the 80 state VR agencies. Table 1 on the following page presents a breakdown of state VR agency performance against the six performance indicators developed for **Evaluation Standard 1 – Employment Outcomes** and the performance factors developed for **Evaluation Standard 2 – Equal Access to Services.**

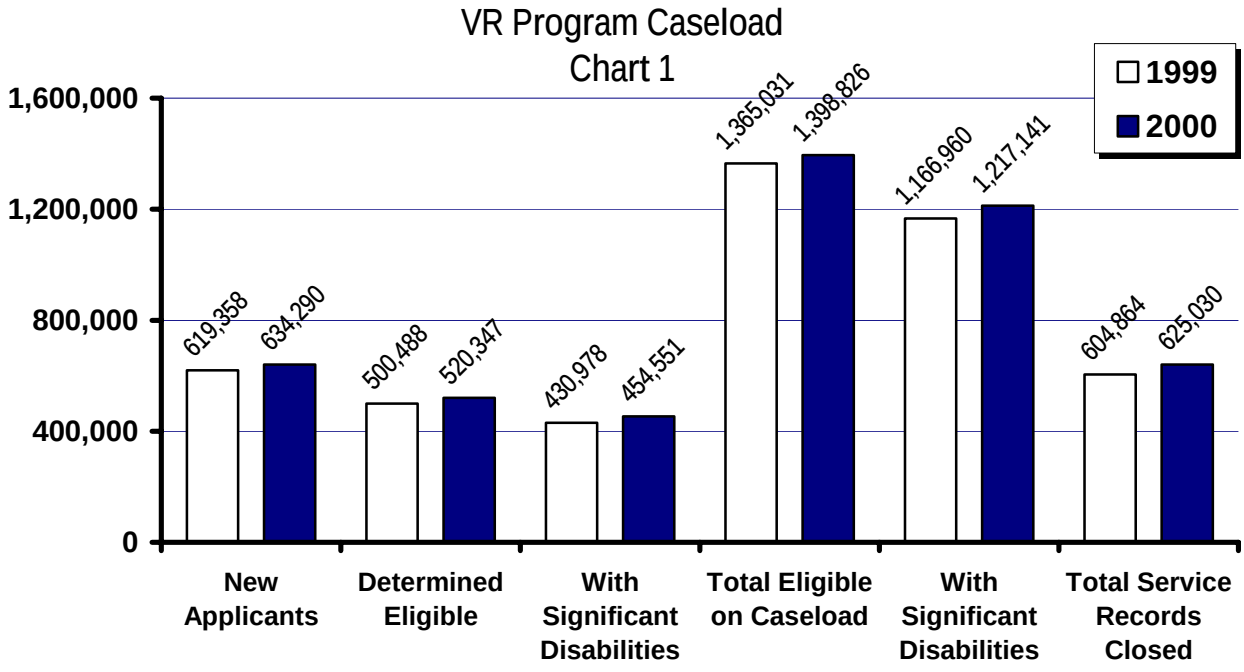
Evaluation Standard and Performance Indicators State VR Agency Performance Table 1				
Evaluation Standard 1 — Employment Outcomes				
Performance Indicators	General/Combined VR Agencies		VR Agencies Serving the Blind	
	Pass	Fail	Pass	Fail
1.1 Change in Employment Outcome	40	16	15	9
1.2 Percent of Outcomes Employed After Services	50	6	18	6
1.3 Percent of Employment Outcomes in Competitive Employment	51	5	21	3
1.4 Percent of Competitive Employment Outcomes with Significant Disability	52	4	18	6
1.5 Ratio of Competitive Employment Earnings to State Average Weekly Wage * No state wage data exists for Guam, Northern Marianas and American Samoa. Therefore, Indicator 1.5 cannot be computed.	40*	13*	19	5
1.6 Percent Difference Earnings as Primary Source of Support at Competitive Employment Outcome Versus Application	46	10	17	7
Evaluation Standard 2 — Equal Access to Services				
Performance Factors	General/Combined VR Agencies		VR Agencies Serving the Blind	
Ratio of .80 or Higher	49		8	
Ratio of Less than .80	2		1	
Fewer than 100 Individuals from Minority Backgrounds Exiting the State VR Services Program	5		15	

A state-by-state breakdown of VR agency performance for both evaluation standards is provided in Appendix 1 of this report.

In fiscal year 2000, RSA also collected and analyzed data submitted by state VR agencies in the Quarterly Cumulative Caseload Report (RSA 113 Report) and Case Service Report (RSA 911 Report). As Chart 1 shows, data collected in the RSA 911 Report indicate that over 630,000 individuals with disabilities applied for VR services in fiscal year 2000. Of those, state VR agencies, following the eligibility determination

process, accepted 82 percent of the applicants as eligible to participate in the VR program.

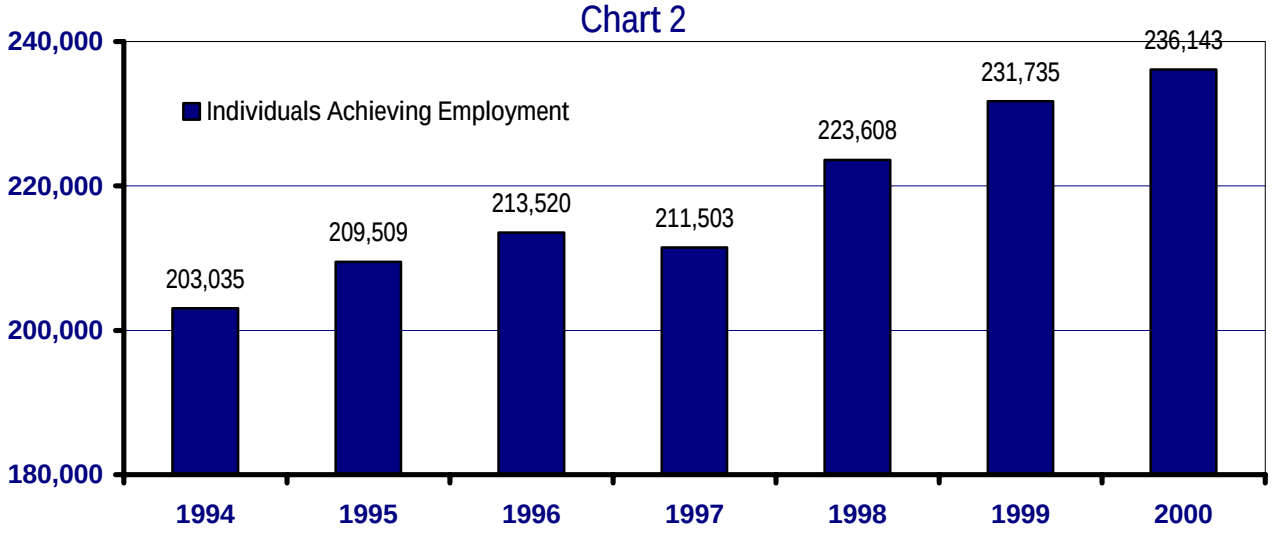
The number of individuals with significant disabilities determined eligible for VR services also increased from 430,978 in fiscal year 1999 to 454,551 in fiscal year 2000. They represented 87 percent of individuals with disabilities determined eligible for VR services in fiscal year 2000. In that same year, of those individuals found ineligible for VR services, 2,931 individuals were determined to be too significantly disabled to benefit from VR services.



In fiscal year 1999, state VR agencies provided services to more than 1.3 million individuals. In fiscal year 2000, that number increased to nearly 1.4 million. In that same year, the number of individuals with significant disabilities who received services increased to more than 86 percent of all individuals receiving services.

Success in the rehabilitation of individuals with significant disabilities is reflected in data from the RSA 113 Report provided in Chart 2 below. Chart 2 shows the number of individuals who achieved an employment outcome after receiving services through the State VR Services Program each year from 1994 to 2000. The number of persons with disabilities placed in jobs rose in every year from 1994 to 2000, except for a small decline in 1997. In fiscal year 2000, 236,143 individuals obtained an employment outcome.

Individuals Achieving an Employment Outcome
Chart 2

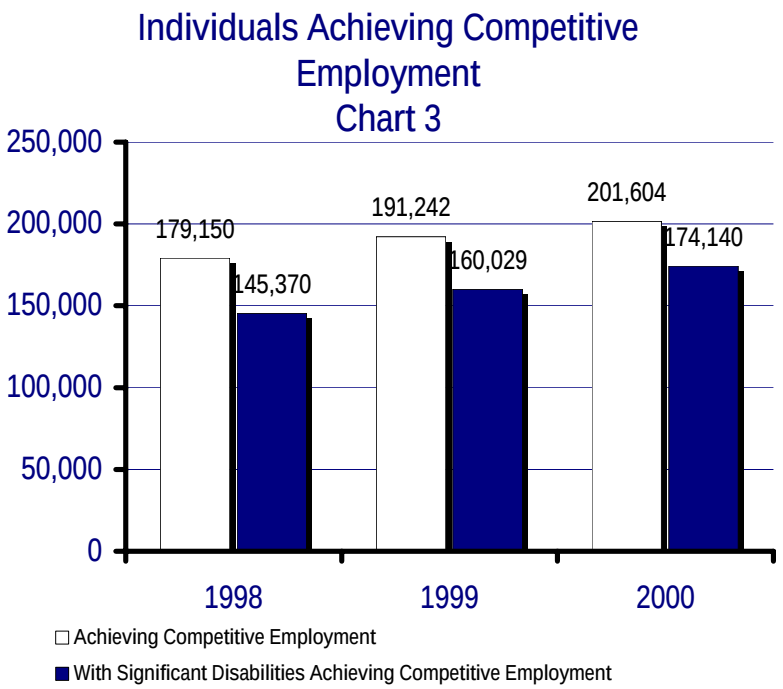


Using data collected in the RSA 113 Report, Table 2 shows the number of individuals who obtained an employment outcome after receiving at least one VR service and leaving the State VR Services Program. The number of individuals with significant disabilities who obtained employment increased each year since 1995. In that year, individuals with significant disabilities represented 76 percent of all individuals with disabilities who got jobs after receiving VR services. By fiscal year 2000, more than 87 percent of individuals who got jobs after receiving VR services were individuals with significant disabilities.

Individuals Obtaining Employment
After Exiting VR
Table 2

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
2000	205,444	30,699	87.0

In addition, since 1992 the State VR Services Program realized an increase in competitive employment outcomes. As Chart 3 shows, data obtained from the RSA 911 Report indicates the number of individuals achieving competitive employment increased in 1998, 1999 and again in fiscal year 2000, including competitive employment outcomes of individuals with significant disabilities. Program regulations defined competitive employment 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. In fiscal year 2000, there was also an increase in the number of individuals who obtained jobs in competitive employment with medical benefits. In that year, more than 146,000 individuals got competitive jobs with medical benefits, over 126,000 of whom were individuals with significant disabilities.



To accomplish those and other outcomes, during fiscal year 2000, RSA made significant investments in the vocational rehabilitation of individuals with disabilities. Including both state and federal funds, in fiscal year 2000 the VR program spent $3,588,554,307 on services to individuals with disabilities, $136,053,870 on services to groups of individuals and $434,366,380 on administration of the program. Services provided in the services to individuals category included: $315,546,425 for physical and mental restoration services, $1,054,011,670 for training of all kinds, $28,503,764 in personal assistance services and $109,431,954 for rehabilitation technology services.

A more detailed, state-by-state breakdown of information regarding the State VR Services Program for fiscal year 2000 has been provided in Appendix 2 of this report. Additional information is also available by calling the RSA Basic State Grants Branch at (202) 205-8719.

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

Federal Funding
2000 $38,152,000

The State Supported Employment Services Program has been one of the most popular approaches in the rehabilitation of persons with significant disabilities over the last decade. It was developed to help in the transition of persons with mental retardation and other developmental disabilities into a work setting through the use of on-site job coaches and other supports. By federal regulation, state VR agencies must provide ongoing support services needed by individuals with significant disabilities to maintain supported employment, including monthly monitoring at the work site, from the time of job placement until transition to extended services.

Under the program, state VR agencies collaborate with appropriate public and private nonprofit organizations to provide supported employment services. State VR agencies provide individuals with disabilities time-limited services for a period not to exceed 18 months, unless a longer period to achieve job stabilization has been established in the IPE. Once this period has ended, the state VR agency must arrange for "extended services" to be provided by other appropriate state agencies, private nonprofit organizations or other sources for the duration of that employment. Supported employment placements are achieved when the short-term VR services are augmented with extended services by other public or nonprofit agencies or organizations.

An individual's potential need 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 State VR Services Program and the Title VI-B State Supported Employment Services Program. 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. Based on data related to those individuals achieving an employment outcome in fiscal year 2000, 11,370 individuals received funding for supported employment services solely under the Title I State VR Services Program and 13,016 received funding for supported employment services through the Title VI-B supplement. These numbers do not include those individuals who were still receiving supported employment services at the close of the fiscal year.

RSA data also demonstrate that in fiscal year 2000, 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 2000, 76 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.

During fiscal year 2000, RTI released a sub-study of the Longitudinal Study titled ***Vocational Rehabilitation Experiences Among Individuals Who Achieved a Supported Employment Outcome.*** The sub-study was designed primarily to produce descriptive information on individuals served by the VR program who transitioned into a work environment and received ongoing support services. The study compares the findings with analogous information on other consumers of VR services with significant disabilities who obtained other types of employment. More information regarding the Longitudinal Study and specific findings of the sub-study is included in the Highlights section of this report:

As state VR agencies serve an increasing number of individuals with significant disabilities, the number of individuals receiving supported employment services will likely continue to increase.

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

Federal Funding
2000 $23,390,000

The American Indian Vocational Rehabilitation Services Program (AIVRS) provides grants to governing bodies of Indian tribes and other consortia to deliver VR services to American Indians with disabilities who live on or near federal or state reservations. The term reservation includes 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.

Awards are made through competitive applications for a period of up to five years to provide VR services designed to assist American Indians with disabilities to prepare for and engage in gainful employment. Applicants assure that efforts will be made to provide a broad scope of rehabilitation services, to the maximum extent feasible,

comparable to the rehabilitation services provided by the state VR agencies, and that effort will be made to provide VR services in a manner and at a level of quality at least comparable to those services provided by the state agencies.

The AIVRS program is supported through funds reserved by the RSA Commissioner from funds allocated under Title I, Part B of the Act. As Table 3 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 reserved for the program.

Number of Grants Funded
Table 3

Fiscal Year	Total Grants
1996	35
1997	39
1998	47
1999	53
2000	64

The number of grantees funded increased from 31 in 1996, to 64 in fiscal year 2000. In addition, the 1998 Amendments increased the grant period from three years to up to five years, providing more program stability. Eighty-eight percent of Tribal VR project staff are American Indians.

As Table 4 shows, the number of American Indians with disabilities achieving employment outcomes increased from 530 in fiscal year 1997 to 951 in fiscal year 2000. In addition, the percentage of American Indians with disabilities, receiving services under an IPE through the program and achieving an employment outcome increased from 57 percent in 1998 to 62 percent in 2000.

Number of Individuals Achieving Employment
Table 4

Fiscal Year	Number Served	Number Exiting after Receiving Services but not Achieving Employment	Number Achieving Employment
1997	2,617	289	530
1998	3,243	449	598
1999	3,186	431	678
2000	4,148	579	951

Technical assistance to the Tribal VR projects is provided from a variety of sources, including: RSA, state VR agencies, Regional Continuing Education Programs, NIDRR and its grantees and the capacity building grantees funded under Section 21 of the Act. 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, the technical assistance network sponsors 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.

RSA continues monitoring Tribal VR projects, but has changed its monitoring strategy from the conduct of on-site reviews to the provision of self-assessment tools designed to assist Tribal projects to identify issues and needs requiring training and technical assistance. In fiscal year 1999, RSA awarded a two-year study to initiate the first comprehensive evaluation of the AIVRS program. The study was designed to 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 study will result in a final report to be completed and published in fiscal year 2002. Study findings will be used in the future to assist RSA in evaluating program performance and developing appropriate strategies for program improvement.

Demonstration and Training Program
Special Projects Division
Section 303

Federal Funding
2000 $21,672,000

Demonstration and Training Programs provide competitive grants or contracts to eligible entities to expand and improve the provision of rehabilitation and other services authorized under the Act. Section 303(b) of the Act authorizes the support of projects that provide activities to demonstrate and implement methods of service delivery for individuals with disabilities. Other types of projects authorized under this section include activities such as technical assistance, systems change, special studies and evaluation and dissemination and utilization of findings from successful, previously-funded projects. A number of projects funded under this section of the Act are designed to expand and improve services to individuals with disabilities, including those individuals who were unserved or underserved by programs under the Act. In addition, seven Congressionally mandated projects were funded.

Sections 303(a), (c) and (d) authorize demonstration projects designed specifically to increase client choice in the rehabilitation process, make information and training available to parents of individuals with disabilities and provide Braille training. The 1998 Amendments broadened the program's mission, roles and project activities, and shifted the responsibility of other programs under Section 303. For example, Braille Training and the Parent Information and Training Program used to be funded under Section 803.

Entities eligible for grants under Section 303(b) of this program include state VR agencies, community rehabilitation programs, Indian tribes or tribal organizations, or other public or nonprofit agencies or organizations. Competitions may be limited to one or more type of entity. The program supports projects for up to 60 months.

During the project period, project managers may provide comprehensive services that can demonstrate the application of innovative procedures leading to the successful achievement of employment outcomes. As another example of projects funded under

this program, project managers may document exemplary procedures and best practices for dissemination and replication that provide best methods for resolving or alleviating rehabilitation barriers that are nationally significant or common to several states or specific geographical areas. Other projects are designed to expand or improve VR 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.

In fiscal year 2000, the program implemented a newly designed web-based performance report protocol. The information submitted by grantees provided a baseline of data. The program had 26 continuation projects funded and 22 projects that were in the final year of their project. For purposes of this report, data has been extracted from those 26 projects in continuation status, since data is not yet available from grantees who were in their final year. In fiscal year 2000, 919 individuals were placed in employment through the 26 projects providing services under the program. In addition, in that same year, beginning base line data were collected for GPRA.

In fiscal year 2000, RSA made 23 new awards under Section 303(b). New awards addressed priorities in the following areas: increasing employment outcomes, especially self-employment; telecommuting or business ownership for American Indians with disabilities who reside in or near reservations or in urban settings; providing affordable transportation services to individuals with disabilities and career advancement. One new award was also made to implement a National Technical Advisory Center for Native Americans with Disabilities.

In addition, RSA awarded continuation grants to projects that had made significant progress in meeting their specific goals and objectives. These continuation awards included six systems change projects, 23 field-initiated projects, two Braille training projects, seven parent information and training projects, one technical assistance center for parent information and training and one supported employment national scope project.

Migrant and Seasonal Farmworkers Program
Special Projects Division
Section 304

Federal Funding
2000 $2,350,000

The Migrant and Seasonal Farmworkers Program makes comprehensive VR services available to migrant and seasonal farm workers with disabilities. Projects under the 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 farmworkers 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.

Projects funded in fiscal year 2000 trained migrant and seasonal farmworkers with disabilities in self-employment and in developing 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 employers to create opportunities for on-the-job training and job placement. As Table 5 indicates, although the number of projects funded under the program leveled off following fiscal year 1998, the number of individuals served by these projects continued to rise each year from 9,000 in fiscal year 1998 to 9,800 in fiscal year 2000. The estimated number of individuals served include individuals to whom information was disseminated through the 14 projects.

Number of Projects Funded and Individuals Served
Table 5

Fiscal Year	1998	1999	2000
Total Projects Funded	14	14	14
Estimated Number of Individuals Served	9,000	9,500	9,800

For program participants who wish to continue doing farmwork, 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
Special Projects Division
Section 611-612

Federal Funding
2000 $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 VR 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 businesses and industrial corporations, community rehabilitation programs, labor organizations, trade associations, Indian tribes, tribal organizations, designated state units and foundations. Grants are awarded for a period of up to five years and the federal share 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 evaluation standards and performance indicators. Specifically, RSA established seven standards to evaluate the performance of a PWI grant.

> **Evaluation Standard 1**: The primary objective of the project must be to assist individuals with disabilities to obtain competitive employment. The activities carried out by the project must support the accomplishment of this objective.
>
> **Evaluation Standard 2**: The project must serve individuals with disabilities that impair their capacity to obtain competitive employment. In selecting persons to receive services, priority must be given to individuals with significant disabilities.
>
> **Evaluation Standard 3**: The project must ensure the provision of services that will assist in the placement of individuals with disabilities.
>
> **Evaluation Standard 4**: Funds must be used to achieve the project's primary objective at minimum cost to the Federal Government.
>
> **Evaluation Standard 5**: The project's advisory council must provide policy guidance and assistance in the conduct of the project.
>
> **Evaluation Standard 6**: Working relationships, including partnerships, must be established with agencies and organizations to expand the project's capacity to meet its objectives.
>
> **Evaluation Standard 7**: The project must obtain positive results in assisting individuals with disabilities to obtain competitive employment.

RSA established nine compliance indicators by which to measure the effectiveness of individual grants.

Compliance Indicator 1: Percent of individuals served whose disabilities are significant. A minimum of 50 percent of individuals served by the project are individuals who have significant disabilities.

Compliance Indicator 2: Percent of individuals served who have been unemployed for at least six months at the time of project entry. A minimum of 50 percent of individuals served by the project have been unemployed for at least 6 months at the time of project entry.

Compliance Indicator 3: Cost per placement. The average cost per placement of individuals served by the project does not exceed $1,600.00.

Compliance Indicator 4: Projected cost per placement. The actual average cost per placement of individuals served by the project does not exceed 140 percent of the projected average cost per placement in the grantee's application.

Compliance Indicator 5: Placement rate. A minimum of 40 percent of individuals served by the project are placed in competitive employment.

Compliance Indicator 6: Projected placement rate. The actual number of individuals served by the project that are placed into competitive employment is at least 50 percent of the number of individuals that the grantee projected in its grant application would be placed.

Compliance Indicator 7: Change in earnings. The earnings of individuals served by the project who are placed into competitive employment have increased by an average of at least $75.00 a week over earnings at project entry.

Compliance Indicator 8: Percent placed who have significant disabilities. At least 50 percent of individuals served by the project who are placed into competitive employment are individuals who have significant disabilities.

Compliance Indicator 9: Percent unemployed placed. At least 50 percent of individuals served by the project who are placed into competitive employment are individuals who were unemployed for at least 6 months at the time of project entry.

In order to receive continuation funding for the third and subsequent years, PWI grantees must demonstrate compliance with the standards and indicators by submitting data for the most recent complete project year. If a grantee does not demonstrate compliance on the basis of the previous year's data, the grantee has an opportunity to demonstrate compliance with the standards by submitting data from the first six months of the current project year.

Table 6 below presents selected performance information for the PWI program for fiscal years 1998, 1999 and 2000. As the table demonstrates, both the percentage of persons placed who have significant disabilities and the percentage of persons placed who were previously unemployed for at least six months at the time of project entry have increased annually since 1998. In fiscal year 2000, the percentage of individuals who were placed into employment by the program was 62 percent, an increase over the 1999 level of performance.

Projects With Industry Program Outcomes Table 6			
Fiscal Year	1998	1999	2000
Total projects funded	104	101	99
Total persons served (new this period)	13,811	13,9458	13,083
Percentage served with significant disabilities	85%	7%	87%
Percentage served who were unemployed 6 months or more	69%	70%	72%
Percentage of total persons placed in employment	49%	59%	62%
Percentage of individuals with significant disabilities placed in employment	84%	85%	86%
Percentage of previously unemployed individuals placed in employment	67%	69%	71%
Placement rate of previously unemployed individuals	48%	58%	61%
Placement rate of individuals with significant disabilities	48%	58%	62%

In fiscal year 2000, PWI projects also reported that 87 percent of individuals served, and 86 percent of individuals placed, were individuals with significant disabilities. In addition, in fiscal year 2000, 72 percent of the individuals served, and 71 percent of individuals placed, had been unemployed at least six months at the time of project entry.

To continue to improve program outcomes in the provision of PWI services to individuals with the most need, RSA will work with other federal agencies to provide opportunities for PWI grantees to identify and exchange information addressing work disincentives affecting previously unemployed individuals with disabilities. RSA will also provide technical assistance to PWI grantees with poor performance in this area.

PWI Program Output Measures Table 7		
	1999	2000
Continuation Projects	$21,518,731	$19,452,574
Number	97	89
Average Award	$221,843	$218,568
New Projects	$331,559	$2,292,117
Number	1	12
Average Award	$165,780	$191,010
Peer Review	0	$105,599
Minority Outreach	$220,710	$220,710
Total Funding	$22,071,000	$22,071,000
Total Projects	99	101

Table 7 provides PWI output measures for fiscal years 1999 and 2000. In fiscal year 2000, RSA initiated an evaluation of the program.

The Department's goal in conducting this study is to: 1) identify the unique role that the PWI program currently plays in increasing the employment of individuals with disabilities, including an examination of its relationship to the State VR Services Program, and 2) 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.

The broad purpose of the evaluation was to examine the role and performance of the PWI program as one component of the broader set of employment-related services available to individuals with disabilities, with a particular focus on the extent to which PWI projects fulfilled their intended goal to create and expand job opportunities for individuals with disabilities at the project level.

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. Section 103(b) provides that VR services, when provided to groups, can include management, supervision and other services to improve businesses operated by significantly disabled individuals. Under the BEP program, state VR agencies can use funds under the State Vocational Rehabilitation Services Program to support the Vending Facility Program, which is authorized under the Randolph-Sheppard Act. 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 selling such items as newspapers, magazines, candies and tobacco products. Through the years, the program has grown and broadened from Federal locations to also include state, county, municipal and private installations as well as interstate highway rest areas. Operations have expanded to include military mess halls, cafeterias, snack bars, miscellaneous shops and facilities comprised of vending machines.

A primary focus of RSA is on increasing the number of vendors, the number of facilities, and the average annual earnings of vendors. RSA has established standards and performance indicators to encourage state agencies to increase average earnings of individuals in the program.

As Table 8 shows, total vendor gross income and overall average earnings increased from fiscal year 1999 to fiscal year 2000. On the other hand, the number of vending facilities and the number of vendors operating vending facilities decreased during the same reporting period.

BEP Program Outcomes
Table 8

	1999	2000
Income and Earnings		
Gross Income	$448,142,701	$469,395,355
Vendor Earnings	$90,613,880	$93,273,607
Average Earnings	$32,544	$34,298
Number of Vendors		
Federal Locations	925	897
Non-federal Locations	1,884	1,819
Total Vendors	2,809	2,716
Number of Vending Facilities		
Federal Locations	1,120	1,114
Non-federal Locations	2,232	2,178
Total Facilities	3,352	3,292

Independent Living and Community Integration

All programs and activities authorized under the Act are intended to promote independence for individuals with disabilities. However, the four grant programs described in this section of the report are specifically designed to maximize the leadership, empowerment and independence of individuals with disabilities, and provide opportunities for inclusion and integration of those individuals into the mainstream of American society.

Independent Living Services Program
Special Projects Division
Title VII, Chapter I
Section 711, Part B

Federal Funding
2000 $22,296,000

The Independent Living Services Program provides formula grants to states, with funds allotted based on population. Funds are used to provide independent living services, to support the operation of centers for independent living, to demonstrate ways to expand and improve independent living services, and to support other activities that promote independent living. To be eligible for financial assistance, 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 and signed by the director of the designated state VR unit and the chairperson of the SILC.

The 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, other programs funded under the Act and other relevant federal and non-federal programs.

Program Accomplishments

In fiscal year 2000, independent living programs nationwide served over 131,726 individuals with disabilities. Those individuals received services in one or more of the following areas:

- 1,372 individuals were relocated from nursing homes or other institutions to community-based living arrangements
- 18,036 individuals were reported as having received services that prevented the necessity of their entering into nursing homes or other institutions
- 52,883 individuals received independent living skills training and life skills training
- 33,270 individuals received independent living services related to securing housing or shelter
- 35,322 individuals received services related to transportation
- 36,594 individuals received personal assistance services

Centers for Independent Living Programs
Special Projects Division
Title VII, Chapter I
Part C

Federal Funding
2000 $48,000,000

The Centers for Independent Living Program provides grants for consumer-controlled, community-based, cross-disability, non-residential private nonprofit agencies to provide independent living services. At a minimum, all centers funded by the program are required to provide the core services of information and referral, independent living skills training, peer counseling, and individual and systems advocacy. Centers may also provide: community awareness; school-based peer counseling, role modeling and skills training; personal assistance services; transportation; training in use of public transportation vehicles and systems; and recreational events.

The Act establishes a set of standards and assurances that centers must meet. 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 the independent living goals that have been 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, including community advocacy, technical assistance and outreach.

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 comply with the standards and assurances. New centers in a state are funded on a competitive basis, based on the availability of funds and the state's priority designation 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
2000 $15,000,000

The Independent Living Services for Older Individuals Who Are Blind Program delivers independent living services to 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. Services are designed to assist an older individual who is blind in coping with activities of daily living. Examples of services provided include: 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.

Under the Act, in any fiscal year in which program appropriations exceed $13 million dollars, grants to states will be made on a formula basis rather than a discretionary basis. In fiscal year 2000, appropriations reached $15 million dollars and RSA authorized formula grants based on population aged 55 and older to state agencies for the blind, or in states that have no such agency, to state VR agencies. 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.

The program experienced several major accomplishments in fiscal year 2000. First, state funding in support of Title VII, Chapter 2 programs increased, leading to sustainability of the program and increases in program capacity to meet the needs of consumers. The average overall non-federal support per program increased from approximately $117,169 in fiscal year 1999 to almost $201,515 in fiscal year 2000, a 72 percent increase. Second, the program served more consumers who have other severe or multiple disabilities in addition to a significant visual impairment. Finally, states reported that in fiscal year 2000, 50 percent of all consumers served under the Title VII, Chapter 2 program were 80 years of age and older.

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

Federal Funding
2000 $3,521,000*
* Includes one-year award of $925,000

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

Grants are available for periods of up to three years. 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.

Grantees must demonstrate in their applications the manner in which the program will be continued after federal funding has ended. Some recreational programs continue for lengthy periods of time after federal funding ends by relying on other funding sources. By the end of fiscal year 2000, of the 71 projects initiated since fiscal year 1993, 86 percent continued after federal funding ended.

Technical Assistance, Training and Support Programs

RSA operates and provides funding for a number of programs that support the central work of the vocational rehabilitation program. Support programs frequently are discretionary programs that have been established to provide funding for addressing new and emerging needs of individuals with disabilities. They 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 foster competitive employment. They 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 2000 $1,900,000

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 issues of national significance in achieving the purposes of the Act. Program funds are awarded through grants and contracts and may be used to procure expertise to provide short-term technical instruction, conduct special demonstrations, develop and disseminate educational or information materials and carry out monitoring and evaluation activities.

Under this section of the Act, the RSA Commissioner is authorized to provide technical assistance and consultative services to public and non-profit private agencies and organizations, including assistance to agencies and organizations to facilitate meaningful and effective participation by individuals with disabilities in workforce investment activities under WIA.

During fiscal year 2000, RSA undertook several program improvement projects that were particularly innovative in their way of addressing previously under-explored problem areas, or in addressing, as an aggregate, the common technical assistance needs of multiple state VR agencies simultaneously.

One program improvement effort established a collaborative project with the Department of Health and Human Services. The project was designed to develop and implement a five-year training and technical assistance program aimed at building a cadre of disability leaders from the field of independent living. This expertise would then be used to assist states in developing post-Olmstead plans for delivering consumer-

directed home and community-based long-term services for individuals with significant disabilities.

The agency also supported an independent living international exchange program, designed to provide opportunities for independent living practitioners and policy experts to observe and interact with similar programs in other countries.

RSA funded a project to develop video-conferencing technology within a state's one-stop centers, providing consumers and employers at the one-stops with remote access to sign language interpreters and real time captioning services.

In support of the findings and recommendations from a southeastern region-wide employer survey completed in 1998, RSA took action on a proposal supported by a consortium of twelve state VR agencies that focused on a proactive regional approach to employer outreach that pooled resources and skills in the development of major strategies and tools, which could promote long-term positive relationships with employers.

In fiscal year 2000, the National Vocational Rehabilitation Technical Assistance Center (TA Center), established by RSA in 1998, funded eleven projects, for a total of $779,659. Of those, seven were state-directed projects, representing a total of $499,659, and four projects were RSA-directed, representing a total of $280,000. The TA Center funds projects for providing technical assistance to state VR agencies and the American Indian Vocational Rehabilitation Services Program grant recipients, as well as RSA-directed projects. Several of the projects funded through the TA 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
2000 $2,126,905

To ensure that individuals with disabilities from minority backgrounds have equal access to programs authorized by the Act, RSA is carrying out a plan to improve services to individuals with disabilities from minority backgrounds. To help carry out this plan, one percent of funds from 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) are used to support capacity building projects designed to provide outreach and technical assistance to minority entities and American Indian tribes.

1999 and 2000 Outcomes

- Increased grant awards to minority-serving institutions of higher education and American Indian tribes
- Established new rehabilitation training programs at undergraduate and master's levels designed to increase the number of minority rehabilitation professionals
- Awarded projects to American Indian Tribes under the American Indian Vocational Rehabilitation Services Projects
- Increased knowledge among thousands of minority-serving higher education staff about RSA, VR programs, and legislation related to disability
- Established offices of student disability affairs on many college and university campuses
- Forged collaborative relationships between VR agencies and minority-serving institutions of higher education

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.

Capacity building projects are designed to expand the service-providing capabilities of these entities and increase their participation in activities funded under the Act.

Training and technical assistance activities funded under the Act may include training on the mission of RSA, RSA-funded programs, disability legislation, and other pertinent subjects, thus helping to increase awareness of RSA and its programs. Through efforts under the Capacity Building Program, there was a nearly 30 percent increase in the number of grant applications submitted by minority entities to the Rehabilitation Training Program in fiscal year 2000. In addition, in that same year RSA awarded 11 continuation grants to minority entities.

Rehabilitation Training Program
Resource Development Division
Section 302

Federal Funding
2000 $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 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 non-profit 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 DOL. 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 Rehabilitation Training Program, 15 percent must be used to support in-service training. In-service training is intended to assist state VR agencies in the training of their 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 fiscal year 2000, RSA awarded more than 2 million dollars in CSPD grants to help retrain VR counselors to the Master's level standard. Through in-service training grants, the Rehabilitation 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 program also sponsors an annual conference of educators and state agencies to discuss human resource issues and solutions. Program managers also meet 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 1999 and 2000 is shown in Table 9 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. The rows indicating number of grants and funding levels show a dramatic increase in the fields of rehabilitation counseling and CSPD, despite level funding of the training program.

Rehabilitation Training Projects Funding and Awards Fiscal Years 1999 and 2000 Table 9				
	Number of Awards 1999	Grants Amount	Number of Awards 2000	Grants Amount
Long Term Training				
Medical Rehab	7	699,640	7	699,640
Rehab Nursing	2	200,000	1	100,000
Prosthetics/Orthotics	4	600,000	4	600,000
Rehab Counseling	69	6,597,661	67	6,558,075
Rehab Administration	5	575,172	5	499,918
Physical Therapy	3	256,311	0	0
Occupational Therapy	4	399,846	0	0
Rehab Technology	8	782,224	5	482,289
Voc Eval/Adjustment	10	982,201	8	796,929
Rehab of Mentally Ill	7	690,254	7	695,992
Rehab Psychology	3	293,071	2	199,970
Undergrad Education	17	1,190,505	17	1,264,283
Independent Living	2	200,000	0	0
Speech Path/Audiology	4	289,755	2	149,982
Rehab of Blind	16	1,581,400	12	1,198,708
Rehab of Deaf	14	1,399,970	11	1,099,968
Job Dev/Placement	10	992,864	9	899,834
CSPD	8	2,187,914	14	3,953,040
Long Term Training Totals	193	19,918,788	171	19,950,147
Short Term Training	2	449,916	2	449,916
Continuing Education	21	10,114,516	24	10,696,366
In-Service Training	79	5,991,675	79	5,821,525
Interpreter Training	12	2,086,421	12	2,103,842

Table 9 does not reflect costs associated with peer review of applications, RSA support for NIDRR-funded Research and Training Centers (at $200,000 per year), support for Section 21 efforts (one percent of program funding level, or $396,290 per year), and support for a Clearinghouse of Rehabilitation Training Material ($300,000 per year).

It is important to note that RSA shifted the funding of projects in the independent living category of long-term training to the area of continuing education to better reflect the nature of the training being provided under those grants. Likewise, RSA split the funding of rehabilitation technology projects between long-term training and continuing education. RSA remains committed to funding these areas of importance. The shift was to fund them under the appropriate authority.

Evaluation, Research and Information Dissemination

To improve the delivery of services to individuals with disabilities, the 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
2000 $1,587,000

Section 14 mandates that RSA evaluate all programs authorized by the Act using appropriate methodology and evaluative research design. The purpose is to evaluate program effectiveness in relation to program cost; impact on related programs and overall structure and mechanisms for delivery of services. The Act further requires that standards be established and used for evaluations and that evaluations be conducted by individuals who are not immediately involved in the administration of the program or project to be evaluated. RSA relies significantly on evaluation studies to obtain information on the operations and effects of the programs it administers and to help make judgments about the programs' levels of success and decisions on how to improve them.

Under this section of the Act, RSA is funding a Longitudinal Study designed to examine 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. The study tracks 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 fiscal year 2000, RSA released two Longitudinal Study reports: ***Characteristics and Outcomes of Transitional Youth in Vocational Rehabilitation*** and ***Vocational Rehabilitation Experiences Among Individuals Who Achieved a Supported Employment Outcome***. Both reports are discussed in more detail in Section 2 of this report.

In addition, three new evaluation studies were initiated by the agency in fiscal year 2000. The first study, ***Evaluation of the RSA Training Program,*** evaluates the Rehabilitation Training Program, authorized under Title III of the Act. Specifically, the study examines the effectiveness of long-term training activities in response to the need for qualified rehabilitation personnel, with a focus on the profession of rehabilitation counseling. The final report is expected in fiscal year 2003.

The second study, ***Evaluation of the Projects With Industries (PWI) Program,*** was designed to assess the effectiveness of the PWI program in increasing the employment of individuals with disabilities, including an examination of its relationship to the State Vocational Rehabilitation Services Program. The study also evaluates 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. That study's final report is expected in fiscal year 2003.

The third study, ***Evaluation of Workforce Investment Act (WIA) Implementation: A Disability Perspective,*** is designed to supplement a larger study funded by DOL. The DOL study gathers information regarding compliance with Title I of WIA, and is designed to provide a broad overview of WIA implementation. This study does not address issues specific to consumers with disabilities or requirements under Title IV of WIA. The RSA study will provide a more in-depth picture of WIA implementation as it relates to the State VR Services Program and consumers with disabilities.

RSA will utilize findings of all its evaluative studies to initiate program change and improvement.

American Rehabilitation Magazine
Section 12(a)(4)

The ***American Rehabilitation*** magazine disseminates information on new and successful approaches to providing rehabilitation services to individuals with disabilities that can and should be replicated. The magazine addresses topics related to VR, such as best practices in the performance of professional duties, innovative programs, agency administrative practices and research findings. The magazine also features book and film reviews, resources on disability and rehabilitation, information regarding what individual states are doing and other items of interest to rehabilitation professionals.

In recent years, the magazine has devoted a number of issues to cover one specific disability or a specific approach to rehabilitation. Articles appearing in fiscal year 2000 issues focused on high-quality employment; math, computers and the internet; consumer involvement in the rehabilitation process; employment trends; basic skills for labor market success: and findings from the Longitudinal Study.

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

The Clearinghouse of Disabilities Information responds to inquires and provides the public with information about what is going on in the rehabilitation community. 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. Most inquiries are related to federal funding, legislation affecting individuals with disabilities and federal programs and policies. Clearinghouse staff refers callers to other appropriate sources of disability-related information and assistance.

Periodically, the Clearinghouse staff will analyze inquiries to assess current information needs. Based on that analysis, fact sheets and other relevant publications are prepared and made available to the public.

National Institute on Disability and Rehabilitation Research
U.S. Department of Education
Sections 200-204

Federal Funding
2000 $87,500,000

Created in 1978, the National Institute on Disability and Rehabilitation Research (NIDRR) conducts comprehensive and coordinated programs of research, demonstration projects, training and related activities that promote full inclusion and 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.

A primary role of NIDRR is to ensure the widespread distribution of practical scientific and technological information related to rehabilitation and disability, in useable formats to appropriate user populations, and to increase opportunities for disabled individuals, including those who are members of underserved minority groups.

To address these purposes, 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.

NIDRR supports the following centers and projects:

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 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 also 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. Types of activities supported by RERCs include: the development and dissemination of innovative methods of applying advanced technology, scientific achievements and psychological and social knowledge to rehabilitation problems and the removal of environmental barriers; demonstrations and dissemination of scientific research to assist in meeting the employment and independent living needs of individuals with severe disabilities; service delivery systems change projects; and the stimulation of the production and distribution of equipment in the private sector, as well as clinical evaluations of equipment. Each RERC must provide training opportunities to enable individuals, including individuals with disabilities, to become researchers and practitioners of rehabilitation technology. 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.

Disability and Rehabilitation Research and Related Projects

Disability and Rehabilitation Research and Related Projects (DRRPs) are aimed at fulfilling NIDRR's overarching goals of inclusion, integration, employment and self-sufficiency. Projects may 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. Others 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. Specifically, some DRRPs provide technical assistance and training to state and local governments

and private businesses regarding the ADA. DRRPs also include 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 also responsible for providing technical assistance, disseminating information and providing training to individuals or entities with responsibilities and rights under the Act on the requirements of the ADA and developments in ADA case law, policy and implementation. The DBTACs 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. The DBTACs also promote awareness of the ADA and the availability of services provided by the DBTACs, other NIDRR grantees working on ADA issues and other federal information sources on 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. The program funds the process of taking an idea from development to market readiness.

Field-Initiated Projects

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

Mary E. Switzer Fellowships

This fellowship program supports 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 (ARRTs) Projects support 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 (MSCIS) support projects that provide innovative and effective approaches to the delivery and evaluation of comprehensive medical, psychological, vocational and other rehabilitation services and 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 1999 and 2000 is shown on Table 10 on the following page.

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. In fiscal year 1999, a standing panel model was adopted for field-initiated competitions. In fiscal year 2000, NIDRR continued to utilize the standing panel model as well as explore additional enhancements to the program review process in order to raise the quality of research funded by the agency.

In fiscal year 1999, NIDRR also completed 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. In fiscal year 2000, priorities established in the Long-Range Plan were incorporated into grant announcements to encourage innovative research in those important areas.

NIDRR Funded Centers and Projects Fiscal Years 1999 and 2000 Table 10				
	Number of Awards 1999	Grants Amount	Number of Awards 2000	Grants Amount
RRTCs				
Continuations	31	$23,300,000	33	$21,248,000
New Awards	7	$3,050,000	5	$2,820,000
Total	38	$26,350,000	38	$24,068,000
RERCs				
Continuations	11	$9,900,000	13	$11,890,000
New Awards	4	$750,000	2	$1,300,000
Total	13	$10,650,000	15	$13,190,000
Disability and Rehabilitation Research and Related Projects				
Continuations	32	$10,000,000	38	$11,888,000
New Awards	9	$1,350,000	8	$5,181,000
Total	41	$17,450,000	46	$17,450,000
DBTACs				
Continuations	10	$6,100,000	10	$6,415,000
Small Business Innovative Research		$1,600,000		$1,409,000
Field-Initiated Research				
Continuations	57	$6,625,000	56	$7,614,000
New Awards	30	$4,500,000	29	$4,410,000
Total	87	$11,125,000	85	$12,024,000
Mary Switzer Fellowships				
New Awards	10	$450,000	10	$490,000
Research Training Grants				
Continuations	7	$1,500,000	12	$1,768,000
New Awards	5	$450,000	2	$288,000
Total	13	$1,950,000	14	$2,056,000
Spinal Cord Injury Centers				
Continuations	18	$7,000,000	0	0
New Awards	0	0	15	$5,415,000
Database	1	0	1	0
Total	19	$7,000,000	17	$5,415,000
Outreach to Minority Colleges and Universities				
New Awards	10	$810,000	6	$865,000

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 the Secretary of 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. These 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. They design appropriate and equitable affirmative action remedies. Orders of compliance may include the withholding of or suspension of federal funds.

Client Assistance Program
Program Administration Division
Section 112

Federal Funding
2000 $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 those 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.

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" CAPs already housed within state agencies providing services. In the event that one of these state agencies providing services under the Act restructures, the Act requires the governor to redesignate the CAP in an agency that does not provide services under the Act.

CAPs also conduct systemic 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 state VR agencies and other programs funded under the Act to improve policies and procedures that affect the quality of the service delivery system.

For example, in fiscal year 2000, the Louisiana CAP successfully pressured Louisiana Rehabilitative Services (LRS) to revise a policy which had substantially limited the ability of many LRS consumers to pursue post-secondary education. The state of Louisiana awards TOP scholarships to the highest-achieving high school graduates throughout the state. Prior LRS policy required that LRS consumers bound for college use their TOP scholarships to pay their tuition. However, other restrictive LRS policies prohibited these consumers from receiving support for additional educational related expenses.

Through systemic and individual advocacy, CAP convinced LRS to revise this policy, permitting consumers to exercise choice in the use of TOPs scholarships for other educational related expenses. Consequently, these consumers are now eligible to receive LRS funding for tuition. CAP utilized a combination of strategies in order to bring about this change, including: collaboration with RSA; and the representation of individual clients, both in due process hearings and actions in state court.

Also, in fiscal year 1999, the Governor of Nevada instituted a personnel decision, which, in effect, required the Bureau of Vocational Rehabilitation (BVR) to hire industrial rehabilitation counselors possessing lesser qualifications than permitted by the Act. In fiscal year 2000, the Nevada CAP, through systemic advocacy, persuaded the Governor to change this policy, bringing it into conformity with the requirements of the Act. Thus, BVR now can fill vacancies with professional rehabilitation counselors eligible to sit for the Certified Counselor Examination.

Overall, in fiscal year 2000, CAPs nationwide responded to 58,600 requests for information and provided extensive services to 8,594 individuals. Slightly more than 93 percent of those cases in which extensive services were provided involved applicants for or recipients of services from the state VR program. In nearly 41 percent of those cases, issues related to the delivery of VR services.

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

Federal Funding
2000 $11,894,000

The purpose of the Protection and Advocacy of Individual Rights Program (PAIR) 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 of 2000, the Protection and Advocacy for Individuals with Mental Illness Act, or who need protection and advocacy services that are beyond the scope of the CAP.

States 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 U.S. Department of Education Secretary 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.

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.

During fiscal year 2000, PAIR programs reported serving 78,900 individuals, including 11,800 cases and 67,143 non-cases (individuals provided with routine information or referral services). Of the cases handled by PAIR programs in that year, the greatest number of specified issues involved employment, education and architectural barriers.

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. These priorities and objectives cover a wide variety of issues that affect individuals with disabilities in their daily lives.

For example, in New York, Disability Advocates, Inc. (DAI) represented the plaintiffs in Pallozzi V. Allstate Life Insurance Co., a lawsuit filed in Federal District Court alleging that Allstate had improperly denied a married couple with a history of mental illness a life insurance policy in violation of Title III of the ADA. The District Court dismissed the suit and DAI appealed on behalf of the plaintiffs to the Second Circuit Court of Appeals. In fiscal year 2000, the Second Circuit reversed the lower court ruling, holding that Congress had clearly intended to provide a clear and comprehensive mandate for the elimination of discrimination based on disabilities. The Court further found that Congress had explicitly prohibited insurance companies from denying policies to persons with disabilities based on their disabilities. The issue of whether the ADA applies to insurance companies has been hotly contested throughout the courts and this decision is expected to affect the practices of insurance companies nationwide.

Also, in South Carolina, Protection and Advocacy for Persons with Disabilities, Inc. (PandA) was approached by several deaf parents who were being denied the right to effective communication during meetings with school district officials regarding their children. The PandA educated district officials regarding their obligations under the ADA to provide effective communication. As a result of these efforts the district has ended its practice of denying effective communication to deaf parents.

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 individuals 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

Section 502 of the Act created the Architectural and Transportation Barriers Compliance Board, also known as the Access Board. The Access Board is charged with ensuring federal agency compliance with the Architectural Barriers Act (ABA), and developing accessibility requirements under other laws. Section 502 lays out the duties of the Board under the ABA, which include: ensuring compliance with standards issued under the ABA, developing and maintaining guidelines upon which the standards are based and promoting access throughout all segments of society. The Access Board also has the primary responsibility for developing and maintaining accessibility guidelines under the Americans with Disabilities Act (ADA). These include guidelines for facilities and transportation vehicles covered by the ADA. 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.

Composed of 25 members, 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 from federal departments; the other thirteen are private citizens appointed by the president. Key responsibilities of the Access Board include: developing and maintaining accessibility requirements for the built environment, transit vehicles, telecommunications equipment and for electronic and information technology; providing technical assistance and training on these guidelines and standards; and enforcing accessibility standards for federally funded facilities.

The 1998 Amendments to the Rehabilitation Act expanded the Access Board's role and gave it responsibility for developing access standards for electronic and information technology under Section 508 of the Act. Information regarding those standards and the expanded role of the Access Board is provided in the description of Section 508. 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.

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

Section 508 of the Act requires federal agencies when they develop, procure, maintain, or use electronic and information technology to ensure that disabled employees and members of the public have 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.

The 1998 Amendments charge the Access Board with responsibility for developing electronic and information standards to support effective implementation of Section 508. In July of fiscal year 2000, President Clinton signed into law a military appropriations bill that included an amendment to Section 508. Under the new amendment, the effective date of Section 508's enforcement provisions was delayed to allow more time for compliance with the Access Board's standards once they become final. The amended language revises the effective date of the enforcement provisions to six months from publication of the Access Board's final standards.

The Section 508 standards, published in final form by the Access Board in December 2000, cover electronic and information technology including computers, software and electronic office equipment. They provide criteria that spell out what makes these products accessible to people with disabilities, including those with vision, hearing, speech and mobility impairments. The new standards provide technical criteria specific to various types of technologies and performance-based requirements, which focus on the functional capabilities of covered technologies. Specific criteria cover software applications and operating systems; web-based information or applications; telecommunications functions; video or multi-media products; self contained, closed products such as information kiosks and transaction machines and computers. Also covered is compatibility with adaptive equipment people with disabilities commonly use for information and communication access.

Sub-part B of the Section 508 standards are organized into six sections:

- Software applications and operating systems
- Web-based Intranet and Internet information and applications
- Telecommunications products
- Video and multi-media products
- Self-contained, closed products
- Desktop and portable computers

Title II of the Assistive Technology Act requires the Access Board to provide training and technical assistance to state entities on Section 508. In addition, NIDRR has funded various projects to provide technical assistance to state entities. In addition, the

Access Board and the General Services Administration (GSA) provide training and technical assistance to federal entities. Final standards will be incorporated into the federal government's procurement regulations.

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. In fiscal year 2000, OCIO, in partnership with the Office of Management and Budget, established the Section 508 Executive Steering Committee, an executive level forum made up of representatives from eight major federal departments and agencies. This group developed technical guidance, procurement-related FAQ's, Section 508 coordinators' guidelines, an industry-approved Section 508 compatibility and conformance template and a website where all this information is available to federal agencies, industry and the general public. In addition, the OCIO Assistive Technology Team delivered over 50 assistive technology workshops, presentations and demonstrations to other federal agencies, to state and local educational institutions and at assistive technology and information technology industry seminars and conferences.

In fiscal year 2000, the Department provided a five-year, $7.5 million grant to the Georgia Institute of Technology's Center for Rehabilitation Technology. This grant will provide training and technical assistance on universal design to technology manufacturers, product designers and purchasers of information technology to help facilitate implementation of Section 508.

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) looks into the employment practices of employers with federal contracts or subcontracts to make sure they do not discriminate against individuals with disabilities. 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 of 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 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 and 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. The Council makes recommendations to the President, the Congress, the Secretary of Education, RSA's Commissioner and officials of federal agencies based on those evaluations.

In fiscal year 2000, the Council conducted a number of activities designed to increase consumer input and awareness regarding policy issues affecting individuals with disabilities. Those activities included dissemination of information through the conduct of hearings, forums and conferences throughout the country and through response to thousands of telephone, e-mail and written inquiries on ADA and other disability civil rights issues.

During fiscal year 2000, NCD continued its Disability Civil Rights Monitoring Project and released three independent analyses of federal enforcement of disability civil rights laws***: Enforcing the Civil Rights of Air Travelers with Disabilities***; ***Back to School on Civil Rights*** and ***Promises to Keep: A Decade of Federal Enforcement of the Americans with Disabilities Act***. The Council also released the following reports that same year: ***Implementation of the National Voter Registration Act by State Vocational Rehabilitation Agencies***; ***From Privileges to Rights: People with Disabilities Speak for Themselves***; ***National Disability Policy: A Progress Report*** and ***Federal Barriers to Assistive Technology***.

Planning
For the Future

Planning For The Future

In its Operational Plan for fiscal year 2001, RSA set out to accomplish five major strategic objectives through a broad range of program activities. The five strategic objectives are designed to: promote improved and expanded employment opportunities for individuals with disabilities; ensure the effective and efficient implementation of the 1998 Amendments; conduct monitoring of and provide technical assistance to RSA-funded programs to ensure effective program management and strengthen accountability; promote excellence in rehabilitation practices through national leadership activities; and promote accomplishments of VR programs.

Improve Employment Opportunities

RSA plans to engage in four sets of program activities to improve employment opportunities for individuals with disabilities. First, the agency will continue to facilitate key linkages between WIA and the Act to optimize effectiveness of state VR agency services and programs in a WIA environment. The agency will convene workgroup meetings, conduct monthly teleconferences with RSA and WIA liaisons, conduct meetings with the Department of Labor's ETA staff to discuss and resolve implementation issues and help state VR agencies improve their performance in the one-stop centers. Second, RSA will facilitate state and Tribal VR agency involvement in the Welfare-to-Work and TANF programs to help former welfare recipients with disabilities achieve quality employment outcomes.

Next, RSA plans to develop and distribute information describing effective practices, model cooperative agreements and policies regarding school-to-work programs and transition services, including those operated by Tribal VR agencies. Finally, RSA will establish and maintain linkages with the SSA, the Council of State Administrators of Vocational Rehabilitation (CSAVR) and the Consortia of Administrators of Native American Rehabilitation to facilitate effective implementation of TWWIIA.

Implement Reauthorization Changes

The agency plans to revise current systems, policies and procedures, as needed to ensure the 1998 Amendments are effectively implemented. To that end, RSA will conduct briefings and training sessions on new Part 361 regulations.

In addition, RSA plans to continue to monitor state VR agency performance against the two Title I evaluation standards established for the State VR Services Program. The agency also plans to implement a third evaluation standard under Section 106 of the Act: **Standard 3: Acquisition and Retention of Employment with Increases in**

Earnings. Implementation of Standard 3, however, rests heavily on state VR agency ability to use the unemployment insurance wage databases that will provide data for Standard 3 indicators. Should state agencies encounter significant difficulties in obtaining unemployment insurance wage data, implementation of Standard 3 will be adversely affected.

Monitor and Provide Technical Assistance

RSA will continue to conduct reviews and on-site monitoring, using the Monitoring and Technical Assistance Guide as its uniform monitoring instrument. As in previous years, RSA has selected focus areas to determine the level of implementation of specific requirements and national initiatives on a state-by-state basis and to assess the nature and scope of technical assistance needed by the VR program.

For fiscal year 2001, RSA selected four focus areas:

- **State VR agency in the Workforce Investment Act and the impact on eligible individuals with disabilities**. RSA review and monitoring activities will initially assess statewide workforce investment policies and issues and then gradually focus on the impact of WIA at the local level.

- **Evaluation standards and performance indicators**. RSA will review performance of state VR agencies on the evaluation standards and performance indicators published in final regulations in fiscal year 2000.

- **Comprehensive system of personnel development.** RSA reviewers will determine if a state VR agency has established a personnel development standard for VR counselors that complies with the provisions of the Act and assess progress toward meeting that standard.

- **Eligibility determination process.** RSA will use a service review instrument to monitor state VR agency practices in determining the eligibility of individuals with disabilities.

In addition to conducting reviews and monitoring activities, RSA will update the Monitoring and Technical Assistance Guide, develop and issue guidance to state VR agencies on the use of the Standards and Indicators Performance Report and on the development of Program Improvement Plans and strengthen the management of its monitoring and technical assistance system.

Promote Excellence in Rehabilitation Practices

In fiscal year 2001, RSA will promote excellence in the vocational rehabilitation program through national conferences, forums and the delivery of training and technical

assistance. The agency will conduct the 11th Annual Rehabilitation Education Conference and plan for the 12th annual conference. In conjunction with CSAVR, RSA will continue funding activities of the Institute on Rehabilitation Issues (IRI), including forums, publishing and disseminating documents and conducting continuing education activities. In conjunction with the ETA, RSA will be actively involved in planning and conducting the Joint Employment and Training Technology Conference. The agency will also host the fiscal year 2001 National Financial Management Conference, which marks the second national training conference for the leadership and key personnel employed at state-operated comprehensive rehabilitation centers and the Annual American Indian Rehabilitation Conference.

RSA will also continue its efforts to improve services to individuals with disabilities from minority backgrounds. The agency will provide training and technical assistance to minority institutions and organizations to make it easier for individuals with disabilities from minority backgrounds to gain access to VR services. Training and technical assistance activities will also focus on expanding the capacity of those institutions and organizations to successfully compete for discretionary grants and establish effective cooperative agreements.

Showcase Accomplishments of VR Programs

To accomplish this objective, RSA will, in conjunction with CSAVR, develop a brochure and exhibit to increase visibility and showcase accomplishments of VR programs under the Act. The agency will also develop appropriate materials and conduct necessary forums to disseminate findings of the Longitudinal Study, beginning with a conference that will be scheduled for fiscal year 2001. Finally, RSA will disseminate a consumer's guide to the Rehabilitation Act and other related brochures.

APPENDICES

APPENDIX 1

State VR Agency Performance Title 1 Evaluation Standards and Performance Indicators Fiscal Year 2000

Summary Table 1
Title I Standards and Indicators
State VR Agencies Serving the Blind and Visually Impaired
Standard 1 Performance
Fiscal Year 2000

Must Pass at least 4 of 6 Indicators and 2 of 3 Primary Indicators

Agency	Ind 1.1: Change in Total Employment Outcomes After an IPE (>= 0)	Ind 1.2: Percent of Employment Outcomes After Services Under an IPE (>= 68.9%)	Ind 1.3: Percent of Employment Outcomes for all Individuals that were Competitive Employment (>= 35.4%)	Ind 1.4: Percent of Competitive Employment Outcomes that were for Individuals with Significant Disabilities (>=89.0%)	Ind 1.5: Ratio of Average VR Wage to Average State Wage (>= .59)	Ind 1.6: Difference Between Self-Support at Application and Closure (>= 30.4)	Number of primary indicators (1.3 to 1.5) in standard 1 that were failed. (Can fail no more than 1)	Number of indicators in standard 1 that were failed. (Can fail no more than 2)
Arkansas	23	79.74	47.84	100.00	0.684	35.76	0	0
Connecticut	40	85.98	38.11	100.00	0.627	13.87	0	1
Delaware	3	62.34	79.17	97.37	0.532	34.21	1	2
Florida	115	58.63	78.93	80.96	0.683	37.28	1	2
Idaho	16	63.13	60.18	50.00	0.677	35.29	1	2
Iowa	57	85.91	70.35	99.55	0.868	29.60	0	1
Kentucky	49	84.51	69.53	99.80	0.691	40.37	0	0
Maine	54	78.44	19.88	97.06	0.686	27.94	1	2
Massachusetts	7	73.69	51.39	99.51	0.607	44.83	0	0
Michigan	-51	72.08	47.30	96.78	0.727	30.12	0	2
Minnesota	-385	71.14	31.39	94.15	0.674	35.11	1	2
Missouri	8	70.66	49.59	100.00	0.735	32.10	0	0
Nebraska	23	76.01	43.20	100.00	0.830	43.82	0	0
New Jersey	-36	78.49	66.62	90.63	0.535	47.05	1	2
New Mexico	2	45.93	89.87	92.96	0.848	47.89	0	1
New York	111	81.80	22.67	99.76	0.571	29.16	2	3
North Carolina	-130	67.14	80.01	81.22	0.583	37.98	2	4

Oregon	-30	77.81	49.79	97.44	0.812	35.04	0	1
South Carolina	-54	72.98	71.76	86.17	0.633	52.13	1	2
South Dakota	6	78.46	90.67	82.86	0.750	34.86	1	1
Texas	425	71.58	56.52	99.78	0.663	27.95	0	1
Vermont	-3	77.89	59.46	96.59	0.812	26.14	0	2
Virginia	-11	78.70	70.45	86.80	0.585	43.70	2	3
Washington	-19	64.03	92.03	98.27	0.709	36.80	0	2

Performance level criteria are shown in parentheses for each indicator.

Summary Table 2
Title I Standards and Indicators
State VR Agencies – General and Combined
Standard 1 Performance
Fiscal Year 2000

Must Pass at least 4 of 6 Indicators and 2 of 3 Primary Indicators

Agency	Ind 1.1: Change in Total Employment Outcomes After an IPE (>= 0)	Ind 1.2: Percent of Employment Outcomes After Services Under an IPE (>= 55.8%)	Ind 1.3: Percent of Employment Outcomes for all Individuals that were Competitive Employment (>= 72.6%)	Ind 1.4: Percent of Competitive Employment Outcomes that were for Individuals with Significant Disabilities (>= 62.4%)	Ind 1.5: Ratio of Average VR Wage to Average State Wage (>= .52)	Ind 1.6: Difference Between Self-Support at Application and Closure (>= 53.0)	Number of primary indicators (1.3 to 1.5) in standard 1 that were failed. (Can fail no more than 1)	Number of indicators in standard 1 that were failed. (Can fail no more than 2)
Alabama	115	71.79	91.14	85.57	0.529	80.69	0	0
Alaska	32	59.56	93.28	72.60	0.700	58.60	0	0
American Samoa	6	88.89	16.67	50.00	.	100.00	2	2
Arizona	7	44.17	83.37	65.92	0.559	67.49	0	1
Arkansas	379	68.77	79.47	91.79	0.654	69.09	0	0
California	571	49.98	76.28	94.78	0.489	71.70	1	2
Colorado	-369	56.07	83.76	59.11	0.515	57.80	2	3
Connecticut	33	64.23	90.74	100.00	0.472	37.63	1	2
Delaware	17	63.52	92.11	77.39	0.477	74.44	1	1
District of Columbia	-71	79.91	85.20	74.43	0.384	77.54	1	2
Florida	-382	58.88	92.35	79.69	0.583	54.74	0	1
Georgia	83	64.58	77.81	92.49	0.475	68.10	1	1
Guam	2	50.00	58.33	80.95	.	71.43	1	2
Hawaii	-17	47.50	83.67	57.70	0.585	64.64	1	3

Idaho	173	63.04	89.72	87.03	0.634	49.48	0	1
Illinois	576	56.62	76.71	99.79	0.445	51.17	1	2
Indiana	474	60.11	83.25	93.93	0.609	39.36	0	1
Iowa	237	54.86	82.67	86.26	0.660	56.66	0	1
Kansas	-258	65.52	82.04	75.10	0.547	66.42	0	1
Kentucky	100	65.40	82.31	98.61	0.627	74.51	0	0
Louisiana	-1024	60.29	93.42	97.81	0.707	73.05	0	1
Maine	118	52.83	85.83	97.78	0.613	57.60	0	1
Maryland	83	68.85	87.39	98.89	0.511	46.38	1	2
Massachusetts	217	70.06	85.07	99.31	0.475	53.47	1	1
Michigan	-406	61.00	92.15	89.51	0.516	60.60	1	2
Minnesota	209	69.87	84.21	97.32	0.553	56.64	0	0
Mississippi	26	71.36	86.22	91.65	0.664	56.85	0	0
Missouri	122	70.72	73.44	67.11	0.550	55.64	0	0
Montana	60	60.95	79.90	70.78	0.716	66.20	0	0
Nebraska	-492	58.61	88.84	100.00	0.599	49.75	0	2
Nevada	-26	56.03	93.71	86.15	0.585	64.22	0	1
New Hampshire	50	81.66	90.03	92.22	0.524	52.70	0	1
New Jersey	93	66.37	89.24	87.24	0.465	69.29	1	1
New Mexico	109	57.49	89.44	76.54	0.619	71.44	0	0
New York	-415	65.67	78.62	88.27	0.414	69.98	1	2
North Carolina	369	60.47	91.70	76.46	0.545	59.76	0	0
North Dakota	88	69.18	90.52	76.95	0.739	61.02	0	0
Northern Marianas	18	66.67	21.43	83.33	.	50.00	1	2
Ohio	771	62.21	93.43	99.58	0.559	59.12	0	0
Oklahoma	1037	65.83	89.89	83.18	0.646	69.77	0	0
Oregon	196	66.13	94.16	94.95	0.579	64.02	0	0
Pennsylvania	1518	60.68	89.67	98.96	0.531	65.05	0	0
Puerto Rico	-225	58.59	54.44	49.73	0.852	80.35	2	3
Rhode Island	104	67.79	70.81	98.68	0.529	42.32	1	2
South Carolina	-245	60.28	93.33	86.51	0.638	64.54	0	1

South Dakota	70	66.89	93.84	75.66	0.616	67.42	0	0
Tennessee	2	59.24	88.71	80.40	0.545	82.89	0	0
Texas	346	63.52	93.99	75.11	0.524	61.79	0	0
Utah	-291	68.69	90.31	82.00	0.655	67.93	0	1
Vermont	176	67.56	94.13	98.85	0.578	45.45	0	1
Virgin Islands	-2	67.24	84.62	63.64	0.565	75.76	0	1
Virginia	-152	56.72	83.00	86.71	0.488	57.26	1	2
Washington	88	68.87	79.72	93.18	0.532	85.57	0	0
West Virginia	-299	68.21	84.25	67.47	0.642	56.85	0	1
Wisconsin	454	59.49	91.10	86.31	0.622	59.01	0	0
Wyoming	82	71.01	86.76	71.86	0.623	57.39	0	0
Performance level criteria are shown in parentheses for each indicator.								

Summary Table 3
Title I Standards and Indicators
State VR Agencies Serving the Blind and Visually Impaired
Standard 2 Performance
Fiscal Year 2000

Minority Service Ratio and Number of Minorities Exiting			
Agency	Ind 2.1: Minority service rate ratio (> = .80)	Minorities Exiting the VR Program	1 = Fewer than 100 minorities exiting *
Arkansas	1.022	159	
Connecticut	0.791	68	1
Delaware	0.660	20	1
Florida	1.055	757	
Idaho	0.859	15	1
Iowa	0.703	12	1
Kentucky	1.010	65	1
Maine	1.353	2	1
Massachusetts	0.828	76	1
Michigan	0.837	114	
Minnesota	0.607	52	1
Missouri	0.962	171	
Nebraska	0.688	27	1
New Jersey	0.848	318	
New Mexico	0.923	73	1
New York	0.812	877	
North Carolina	0.948	530	
Oregon	0.933	25	1
South Carolina	0.735	91	1
South Dakota	0.758	23	1
Texas	0.766	2,948	
Vermont	1.253	2	1
Virginia	0.877	122	
Washington	0.845	53	1

Performance level criteria are shown in parentheses for each indicator.

Summary Table 4
Title I Standards and Indicators
State VR Agencies – General and Combined
Standard 2 Performance
Fiscal Year 2000

Minority Service Ratio and Number of Minorities Exiting			
Agency	Ind 2.1: Minority service rate ratio (> = .80)	Minorities Exiting the VR Program	1 = Fewer than 100 minorities exiting *
Alabama	1.026	5362	
Alaska	0.989	452	
American Samoa	.	53	1
Arizona	0.874	2510	
Arkansas	0.924	1983	
California	1.042	17406	
Colorado	0.957	2533	
Connecticut	0.867	1200	
Delaware	0.935	798	
District of Columbia	0.858	1159	
Florida	0.908	10650	
Georgia	0.823	5062	
Guam	0.889	153	
Hawaii	1.175	1274	
Idaho	0.940	521	
Illinois	0.881	6024	
Indiana	0.937	1697	
Iowa	0.829	478	
Kansas	0.885	655	
Kentucky	0.908	1971	
Louisiana	0.848	3048	
Maine	0.843	53	1
Maryland	0.821	4852	
Massachusetts	0.844	2209	
Michigan	0.867	4976	
Minnesota	0.834	1999	
Mississippi	0.929	4746	
Missouri	0.790	3407	

Summary Table 4 (continued)			
Montana	0.828	440	
Nebraska	0.970	379	
Nevada	0.964	837	
New Hampshire	0.992	84	1
New Jersey	0.855	5263	
New Mexico	0.859	3216	
New York	0.853	16070	
North Carolina	0.981	11907	
North Dakota	0.909	236	
Northern Marianas	1.231	65	1
Ohio	0.853	5474	
Oklahoma	0.886	2211	
Oregon	0.872	1464	
Pennsylvania	0.907	4424	
Puerto Rico	0.915	6744	
Rhode Island	0.825	303	
South Carolina	0.984	10287	
South Dakota	0.907	253	
Tennessee	1.106	4662	
Texas	0.968	30115	
Utah	0.984	1146	
Vermont	0.698	47	1
Virgin Islands	2.591	110	
Virginia	1.024	3472	
Washington	0.985	2297	
West Virginia	0.864	369	
Wisconsin	0.613	3605	
Wyoming	1.003	186	
Performance level criteria are shown in parentheses for each indicator.			

APPENDIX 2

State VR Agency
Employment Outcomes
Fiscal Years 1999 and 2000

Table 1
Grant Awards and Employment Outcomes Achieved by Individuals with Disabilities Including Individuals with Significant Disabilities
Fiscal Years 1999 and 2000

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	**2000**	**$2,313,807,350.00**	**236,218**	**206,167**	**87.28%**
	1999	**$2,287,128,000.00**	**231,697**	**196,561**	**84.84%**
	Percent change	**1.17%**	**1.95%**	**4.89%**	
Total - General/ Combined Agencies	**2000**	**$2,139,869,489.00**	**226,913**	**197,301**	**86.95%**
	1999	**$2,113,179,320.00**	**222,376**	**187,703**	**84.41%**
	Percent change	**1.26%**	**2.04%**	**5.11%**	
Total - Agencies for the Blind	**2000**	**$173,937,861.00**	**9,305**	**8,866**	**95.28%**
	1999	**$173,948,680.00**	**9,321**	**8,858**	**95.03%**
	Percent change	**-0.01%**	**-0.17%**	**0.09%**	
General/ Combined Agencies					
Alabama	2000	$49,074,778.00	7,687	6,623	86.16%
	1999	$48,438,087.00	7,572	6,182	81.64%
	Percent change	1.31%	1.52%	7.13%	
Alaska	2000	$7,692,381.00	536	393	73.32%
	1999	$7,428,886.00	504	342	67.86%
	Percent change	3.55%	6.35%	14.91%	
American Samoa	2000	$848,787.00	24	13	54.17%
	1999	$823,279.00	18	6	33.33%
	Percent change	3.10%	33.33%	116.67%	
Arizona	2000	$39,278,979.00	2,147	1,499	69.82%
	1999	$35,778,718.00	2,140	1,560	72.90%
	Percent change	9.78%	0.33%	-3.91%	

Table 1 (continued)					
Arkansas	2000	$25,997,906.00	2,805	2,535	90.37%
	1999	$25,951,232.00	2,426	2,204	90.85%
	Percent change	0.18%	15.62%	15.02%	
California	2000	$226,483,375.00	11,663	11,181	95.87%
	1999	$223,834,688.00	11,092	10,385	93.63%
	Percent change	1.18%	5.15%	7.66%	
Colorado	2000	$28,519,543.00	2,365	1,426	60.30%
	1999	$28,519,621.00	2,734	1,732	63.35%
	Percent change	--	-13.50%	-17.67%	
Connecticut	2000	$14,500,638.00	1,684	1,684	100.00%
	1999	$14,449,344.00	1,651	1,651	100.00%
	Percent change	0.35%	2.00%	2.00%	
Delaware	2000	$6,575,099.00	773	601	77.75%
	1999	$6,513,725.00	756	556	73.54%
	Percent change	0.94%	2.25%	8.09%	
District of Columbia	2000	$10,830,456.00	716	544	75.98%
	1999	$10,798,035.00	787	528	67.09%
	Percent change	0.30%	-9.02%	3.03%	
Florida	2000	$94,027,841.00	9,631	7,672	79.66%
	1999	$90,327,050.00	10,013	8,003	79.93%
	Percent change	4.10%	-3.82%	-4.14%	
Georgia	2000	$66,708,371.00	3,988	3,662	91.83%
	1999	$66,250,177.00	3,905	3,618	92.65%
	Percent change	0.69%	2.13%	1.22%	
Guam	2000	$2,032,158.00	36	30	83.33%
	1999	$2,085,463.00	34	26	76.47%
	Percent change	-2.56%	5.88%	15.38%	
Hawaii	2000	$6,771,173.00	551	330	59.89%
	1999	$7,818,169.00	568	329	57.92%
	Percent change	-13.39%	-2.99%	0.30%	
Idaho	2000	$10,752,962.00	1,615	1,422	88.05%
	1999	$10,194,155.00	1,442	1,288	89.32%
	Percent change	5.48%	12.00%	10.40%	

Table 1 (continued)					
Illinois	2000	$84,910,548.00	6,800	6,788	99.82%
	1999	$84,703,656.00	6,224	6,204	99.68%
	Percent change	0.24%	9.25%	9.41%	
Indiana	2000	$55,485,506.00	4,825	4,561	94.53%
	1999	$54,370,773.00	4,351	4,074	93.63%
	Percent change	2.05%	10.89%	11.95%	
Iowa	2000	$21,786,070.00	2,562	2,262	88.29%
	1999	$21,578,286.00	2,325	2,007	86.32%
	Percent change	0.96%	10.19%	12.71%	
Kansas	2000	$22,845,999.00	1,826	1,417	77.60%
	1999	$22,253,796.00	2,084	1,500	71.98%
	Percent change	2.66%	-12.38%	-5.53%	
Kentucky	2000	$37,953,061.00	4,975	4,914	98.77%
	1999	$37,363,493.00	4,875	4,790	98.26%
	Percent change	1.58%	2.05%	2.59%	
Louisiana	2000	$39,435,841.00	2,097	2,054	97.95%
	1999	$48,825,985.00	3,121	3,048	97.66%
	Percent change	-19.23%	-32.81%	-32.61%	
Maine	2000	$10,791,924.00	1,157	1,130	97.67%
	1999	$10,476,970.00	1,039	1,004	96.63%
	Percent change	3.01%	11.36%	12.55%	
Maryland	2000	$ 34,414,030.00	3,094	3,063	99.00%
	1999	$ 33,677,166.00	3,011	2,986	99.17%
	Percent change	2.19%	2.76%	2.58%	
Massachusetts	2000	$35,973,233.00	4,924	4,892	99.35%
	1999	$36,812,321.00	4,707	4,654	98.87%
	Percent change	-2.28%	4.61%	5.11%	
Michigan	2000	$72,255,839.00	6,985	6,297	90.15%
	1999	$69,811,328.00	7,391	6,692	90.54%
	Percent change	3.50%	-5.49%	-5.90%	
Minnesota	2000	$31,448,463.00	3,990	3,898	97.69%
	1999	$31,542,709.00	3,781	3,662	96.85%
	Percent change	-0.30%	5.53%	6.44%	

Table 1 (continued)					
Mississippi	2000	$35,577,124.00	4,223	3,852	91.21%
	1999	$35,266,108.00	4,197	2,840	67.67%
	Percent change	0.88%	0.62%	35.63%	
Missouri	2000	$44,719,298.00	5,734	4,176	72.83%
	1999	$43,822,141.00	5,612	3,871	68.98%
	Percent change	2.05%	2.17%	7.88%	
Montana	2000	$9,467,591.00	985	746	75.74%
	1999	$8,986,603.00	925	682	73.73%
	Percent change	5.35%	6.49%	9.38%	
Nebraska	2000	$12,689,083.00	1,120	1,120	100.00%
	1999	$12,497,644.00	1,612	1,612	100.00%
	Percent change	1.53%	-30.52%	-30.52%	
Nevada	2000	$10,891,039.00	1,017	884	86.92%
	1999	$9,872,082.00	1,043	875	83.89%
	Percent change	10.32%	-2.49%	1.03%	
New Hampshire	2000	$8,886,633.00	1,585	1,472	92.87%
	1999	$8,887,350.00	1,535	1,293	84.23%
	Percent change	-0.01%	3.26%	13.84%	
New Jersey	2000	$37,312,773.00	4,320	3,818	88.38%
	1999	$37,110,373.00	4,227	3,629	85.85%
	Percent change	0.55%	2.20%	5.21%	
New Mexico	2000	$15,338,373.00	1,601	1,250	78.08%
	1999	$14,894,744.00	1,492	912	61.13%
	Percent change	2.98%	7.31%	37.06%	
New York	2000	$101,771,830.00	16,373	14,714	89.87%
	1999	$102,023,229.00	16,788	14,224	84.73%
	Percent change	-0.25%	-2.47%	3.44%	
North Carolina	2000	$59,858,022.00	9,858	7,596	77.05%
	1999	$60,311,208.00	9,489	7,207	75.95%
	Percent change	-0.75%	3.89%	5.40%	
North Dakota	2000	$7,718,624.00	992	778	78.43%
	1999	$7,623,760.00	904	679	75.11%
	Percent change	1.24%	9.73%	14.58%	

Table 1 (continued)					
Northern Marianas	2000	$824,768.00	28	22	78.57%
	1999	$788,661.00	10	6	60.00%
	Percent change	4.58%	180.00%	266.67%	
Ohio	2000	$102,942,627.00	7,336	7,307	99.60%
	1999	$101,867,152.00	6,565	6,538	99.59%
	Percent change	1.06%	11.74%	11.76%	
Oklahoma	2000	$35,764,238.00	3,433	2,905	84.62%
	1999	$35,072,640.00	2,396	1,961	81.84%
	Percent change	1.97%	43.28%	48.14%	
Oregon	2000	$24,191,037.00	3,510	3,334	94.99%
	1999	$23,827,271.00	3,314	3,166	95.53%
	Percent change	1.53%	5.91%	5.31%	
Pennsylvania	2000	$104,602,482.00	10,986	10,883	99.06%
	1999	$103,711,597.00	9,468	9,331	98.55%
	Percent change	0.86%	16.03%	16.63%	
Puerto Rico	2000	$62,196,812.00	2,412	1,300	53.90%
	1999	$61,301,657.00	2,637	1,494	56.66%
	Percent change	1.46%	-8.53%	-12.99%	
Rhode Island	2000	$8,576,669.00	644	637	98.91%
	1999	$8,488,546.00	540	534	98.89%
	Percent change	1.04%	19.26%	19.29%	
South Carolina	2000	$36,045,883.00	9,065	7,857	86.67%
	1999	$35,280,535.00	9,310	7,988	85.80%
	Percent change	2.17%	-2.63%	-1.64%	
South Dakota	2000	$6,147,852.00	893	682	76.37%
	1999	$5,766,458.00	823	625	75.94%
	Percent change	6.61%	8.51%	9.12%	
Tennessee	2000	$53,795,721.00	6,154	5,033	81.78%
	1999	$53,324,872.00	6,152	5,024	81.66%
	Percent change	0.88%	0.03%	0.18%	
Texas	2000	$134,710,474.00	25,613	19,276	75.26%
	1999	$134,816,385.00	25,267	18,010	71.28%
	Percent change	-0.08%	1.37%	7.03%	

Table 1 (continued)					
Utah	2000	$20,909,035.00	3,118	2,582	82.81%
	1999	$20,639,672.00	3,409	2,763	81.05%
	Percent change	1.31%	-8.54%	-6.55%	
Vermont	2000	$6,809,281.00	1,108	1,096	98.92%
	1999	$6,739,783.00	932	919	98.61%
	Percent change	1.03%	18.88%	19.26%	
Virginia	2000	$46,176,078.00	3,699	3,262	88.19%
	1999	$45,668,004.00	3,851	3,360	87.25%
	Percent change	1.11%	-3.95%	-2.92%	
Virgin Islands	2000	$1,839,621.00	39	25	64.10%
	1999	$1,789,062.00	41	22	53.66%
	Percent change	2.83%	-4.88%	13.64%	
Washington	2000	$35,648,003.00	3,807	3,583	94.12%
	1999	$27,658,826.00	3,719	3,399	91.40%
	Percent change	28.88%	2.37%	5.41%	
West Virginia	2000	$22,732,058.00	2,470	1,688	68.34%
	1999	$21,956,542.00	2,769	1,577	56.95%
	Percent change	3.53%	-10.80%	7.04%	
Wisconsin	2000	$47,734,659.00	4,609	3,999	86.77%
	1999	$46,710,295.00	4,155	3,659	88.06%
	Percent change	2.19%	10.93%	9.29%	
Wyoming	2000	$ 6,596,840.00	725	533	73.52%
	1999	$ 5,849,008.00	643	472	73.41%
	Percent change	12.79%	12.75%	12.92%	
Agencies for the Blind					
Arkansas	2000	$3,545,170.00	310	310	100.00%
	1999	$3,538,804.00	292	292	100.00%
	Percent change	0.18%	6.16%	6.16%	
Connecticut	2000	$2,558,971.00	250	250	100.00%
	1999	$2,549,884.00	204	204	100.00%
	Percent change	0.36%	22.55%	22.55%	

Table 1 (continued)					
Delaware	2000	$1,157,794.00	27	26	96.30%
	1999	$ 1,143,563.00	21	21	100.00%
	Percent change	1.24%	28.57%	23.81%	
Florida	2000	$19,258,715.00	849	697	82.10%
	1999	$19,252,359.00	755	603	79.87%
	Percent change	0.03%	12.45%	15.59%	
Idaho	2000	$1,466,314.00	56	28	50.00%
	1999	$1,390,110.00	57	33	57.89%
	Percent change	5.48%	-1.75%	-15.15%	
Iowa	2000	$5,110,311.00	171	170	99.42%
	1999	$5,061,572.00	146	145	99.32%
	Percent change	0.96%	17.12%	17.24%	
Kentucky	2000	$6,178,406.00	371	370	99.73%
	1999	$6,314,986.00	338	337	99.70%
	Percent change	-2.16%	9.76%	9.79%	
Maine	2000	$2,449,701.00	190	182	95.79%
	1999	$2,377,810.00	152	139	91.45%
	Percent change	3.02%	25.00%	30.94%	
Massachusetts	2000	$6,477,503.00	186	186	100.00%
	1999	$6,496,290.00	209	205	98.09%
	Percent change	-0.29%	-11.00%	-9.27%	
Michigan	2000	$9,853,070.00	350	322	92.00%
	1999	$9,519,725.00	373	373	100.00%
	Percent change	3.50%	-6.17%	-13.67%	
Minnesota	2000	$6,903,321.00	196	188	95.92%
	1999	$6,924,009.00	403	391	97.02%
	Percent change	-0.30%	-51.36%	-51.92%	
Missouri	2000	$6,656,590.00	507	506	99.80%
	1999	$6,548,135.00	473	473	100.00%
	Percent change	1.66%	7.19%	6.98%	
Nebraska	2000	$2,379,219.00	107	107	100.00%
	1999	$2,292,466.00	99	99	100.00%
	Percent change	3.78%	8.08%	8.08%	

Table 1 (continued)					
New Jersey	2000	$8,799,229.00	364	329	90.38%
	1999	$8,785,931.00	373	333	89.28%
	Percent change	0.15%	-2.41%	-1.20%	
New Mexico	2000	$3,554,931.00	45	44	97.78%
	1999	$3,512,343.00	34	30	88.24%
	Percent change	1.21%	32.35%	46.67%	
New York	2000	$19,385,109.00	1,906	1,903	99.84%
	1999	$19,432,994.00	1,756	1,756	100.00%
	Percent change	-0.25%	8.54%	8.37%	
North Carolina	2000	$11,779,716.00	661	567	85.78%
	1999	$11,124,762.00	790	646	81.77%
	Percent change	5.89%	-16.33%	-12.23%	
Oregon	2000	$3,606,345.00	114	111	97.37%
	1999	$3,589,884.00	121	120	99.17%
	Percent change	0.46%	-5.79%	-7.50%	
South Carolina	2000	$5,386,166.00	99	87	87.88%
	1999	$5,271,803.00	163	146	89.57%
	Percent change	2.17%	-39.26%	-40.41%	
South Dakota	2000	$1,724,463.00	92	82	89.13%
	1999	$1,824,751.00	101	79	78.22%
	Percent change	-5.50%	-8.91%	3.80%	
Texas	2000	$33,233,782.00	2,026	2,022	99.80%
	1999	$33,704,095.00	2,006	2,002	99.80%
	Percent change	-1.40%	1.00%	1.00%	
Vermont	2000	$928,538.00	75	69	92.00%
	1999	$919,060.00	73	71	97.26%
	Percent change	1.03%	2.74%	-2.82%	
Virginia	2000	$6,873,813.00	237	196	82.70%
	1999	$6,775,884.00	247	227	91.90%
	Percent change	1.45%	-4.05%	-13.66%	
Washington	2000	$4,670,684.00	116	114	98.28%
	1999	$ 5,597,460.00	135	133	98.52%
	Percent change	-16.56%	-14.07%	-14.29%	

Table 2 State VR Agencies Competitive Employment Outcomes Fiscal Years 1999 and 2000				
State or Territory		Total Employment Outcomes	Competitive Employment Outcomes for All Individuals	Percent of Total Employment Outcomes that Were Competitive Employment
U.S. Total	**2000**	**236,218**	**201,604**	**85.35%**
	1999	**231,697**	**191,242**	**82.54%**
	Percent change	**1.95%**	**5.42%**	
Total - General/Combined Agencies	**2000**	**226,913**	**196,489**	**86.59%**
	1999	**222,376**	**186,460**	**83.85%**
	Percent change	**2.04%**	**5.38%**	
Total - Agencies for the Blind	**2000**	**9,305**	**5,115**	**54.97%**
	1999	**9,321**	**4,782**	**51.30%**
	Percent change	**-0.17%**	**6.96%**	
General/Combined Agencies				
Alabama	2000	7,687	7,006	91.14%
	1999	7,572	6,831	90.21%
	Percent change	1.52%	2.56%	
Alaska	2000	536	500	93.28%
	1999	504	464	92.06%
	Percent change	6.35%	7.76%	
American Samoa	2000	24	4	16.67%
	1999	18	4	22.22%
	Percent change	33.33%	--	
Arizona	2000	2,147	1,790	83.37%
	1999	2,140	1,695	79.21%
	Percent change	0.33%	5.60%	
Arkansas	2000	2,805	2,229	79.47%
	1999	2,426	1,958	80.71%
	Percent change	15.62%	13.84%	
California	2000	11,663	8,896	76.28%
	1999	11,092	8,511	76.73%
	Percent change	5.15%	4.52%	

Table 2 (continued)				
Colorado	2000	2,365	1,981	83.76%
	1999	2,734	2,211	80.87%
	Percent change	-13.50%	-10.40%	
Connecticut	2000	1,684	1,528	90.74%
	1999	1,651	1,494	90.49%
	Percent change	2.00%	2.28%	
Delaware	2000	773	712	92.11%
	1999	756	707	93.52%
	Percent change	2.25%	0.71%	
District of Columbia	2000	716	610	85.20%
	1999	787	620	78.78%
	Percent change	-9.02%	-1.61%	
Florida	2000	9,631	8,894	92.35%
	1999	10,013	9,057	90.45%
	Percent change	-3.82%	-1.80%	
Georgia	2000	3,988	3,103	77.81%
	1999	3,905	3,050	78.10%
	Percent change	2.13%	1.74%	
Guam	2000	36	21	58.33%
	1999	34	30	88.24%
	Percent change	5.88%	-30.00%	
Hawaii	2000	551	461	83.67%
	1999	568	472	83.10%
	Percent change	-2.99%	-2.33%	
Idaho	2000	1,615	1,449	89.72%
	1999	1,442	1,240	85.99%
	Percent change	12.00%	16.85%	
Illinois	2000	6,800	5,216	76.71%
	1999	6,224	4,579	73.57%
	Percent change	9.25%	13.91%	
Indiana	2000	4,825	4,017	83.25%
	1999	4,351	3,527	81.06%
	Percent change	10.89%	13.89%	
Iowa	2000	2,562	2,118	82.67%
	1999	2,325	1,854	79.74%
	Percent change	10.19%	14.24%	

Table 2 (continued)				
Kansas	2000	1,826	1,498	82.04%
	1999	2,084	1,734	83.21%
	Percent change	-12.38%	-13.61%	
Kentucky	2000	4,975	4,095	82.31%
	1999	4,875	3,926	80.53%
	Percent change	2.05%	4.30%	
Louisiana	2000	2,097	1,959	93.42%
	1999	3,121	2,780	89.07%
	Percent change	-32.81%	-29.53%	
Maine	2000	1,157	993	85.83%
	1999	1,039	852	82.00%
	Percent change	11.36%	16.55%	
Maryland	2000	3,094	2,704	87.39%
	1999	3,011	2,576	85.55%
	Percent change	2.76%	4.97%	
Massachusetts	2000	4,924	4,189	85.07%
	1999	4,707	4,021	85.43%
	Percent change	4.61%	4.18%	
Michigan	2000	6,985	6,437	92.15%
	1999	7,391	6,451	87.28%
	Percent change	-5.49%	-0.22%	
Minnesota	2000	3,990	3,360	84.21%
	1999	3,781	3,098	81.94%
	Percent change	5.53%	8.46%	
Mississippi	2000	4,223	3,641	86.22%
	1999	4,197	3,406	81.15%
	Percent change	0.62%	6.90%	
Missouri	2000	5,734	4,211	73.44%
	1999	5,612	3,905	69.58%
	Percent change	2.17%	7.84%	
Montana	2000	985	787	79.90%
	1999	925	710	76.76%
	Percent change	6.49%	10.85%	
Nebraska	2000	1,120	995	88.84%
	1999	1,612	1,191	73.88%
	Percent change	-30.52%	-16.46%	

Table 2 (continued)				
Nevada	2000	1,017	953	93.71%
	1999	1,043	964	92.43%
	Percent change	-2.49%	-1.14%	
New Hampshire	2000	1,585	1,427	90.03%
	1999	1,535	1,334	86.91%
	Percent change	3.26%	6.97%	
New Jersey	2000	4,320	3,855	89.24%
	1999	4,227	3,724	88.10%
	Percent change	2.20%	3.52%	
New Mexico	2000	1,601	1,432	89.44%
	1999	1,492	1,372	91.96%
	Percent change	7.31%	4.37%	
New York	2000	16,373	12,873	78.62%
	1999	16,788	12,832	76.44%
	Percent change	-2.47%	0.32%	
North Carolina	2000	9,858	9,040	91.70%
	1999	9,489	8,490	89.47%
	Percent change	3.89%	6.48%	
North Dakota	2000	992	898	90.52%
	1999	904	755	83.52%
	Percent change	9.73%	18.94%	
Northern Marianas	2000	28	6	21.43%
	1999	10	2	20.00%
	Percent change	180.00%	200.00%	
Ohio	2000	7,336	6,854	93.43%
	1999	6,565	6,072	92.49%
	Percent change	11.74%	12.88%	
Oklahoma	2000	3,433	3,086	89.89%
	1999	2,396	1,755	73.25%
	Percent change	43.28%	75.84%	
Oregon	2000	3,510	3,305	94.16%
	1999	3,314	2,614	78.88%
	Percent change	5.91%	26.43%	
Pennsylvania	2000	10,986	9,851	89.67%
	1999	9,468	8,474	89.50%
	Percent change	16.03%	16.25%	

Table 2 (continued)				
Puerto Rico	2000	2,412	1,313	54.44%
	1999	2,637	1,240	47.02%
	Percent change	-8.53%	5.89%	
Rhode Island	2000	644	456	70.81%
	1999	540	397	73.52%
	Percent change	19.26%	14.86%	
South Carolina	2000	9,065	8,460	93.33%
	1999	9,310	8,187	87.94%
	Percent change	-2.63%	3.33%	
South Dakota	2000	893	838	93.84%
	1999	823	763	92.71%
	Percent change	8.51%	9.83%	
Tennessee	2000	6,154	5,459	88.71%
	1999	6,152	5,275	85.74%
	Percent change	0.03%	3.49%	
Texas	2000	25,613	24,073	93.99%
	1999	25,267	23,412	92.66%
	Percent change	1.37%	2.82%	
Utah	2000	3,118	2,816	90.31%
	1999	3,409	3,043	89.26%
	Percent change	-8.54%	-7.46%	
Vermont	2000	1,108	1,043	94.13%
	1999	932	798	85.62%
	Percent change	18.88%	30.70%	
Virginia	2000	3,699	3,070	83.00%
	1999	3,851	3,235	84.00%
	Percent change	-3.95%	-5.10%	
Virgin Islands	2000	39	33	84.62%
	1999	41	28	68.29%
	Percent change	-4.88%	17.86%	
Washington	2000	3,807	3,035	79.72%
	1999	3,719	3,070	82.55%
	Percent change	2.37%	-1.14%	
West Virginia	2000	2,470	2,081	84.25%
	1999	2,769	1,636	59.08%
	Percent change	-10.80%	27.20%	

Table 2 (continued)				
Wisconsin	2000	4,609	4,199	91.10%
	1999	4,155	3,512	84.52%
	Percent change	10.93%	19.56%	
Wyoming	2000	725	629	86.76%
	1999	643	522	81.18%
	Percent change	12.75%	20.50%	
Agencies for the Blind				
Arkansas	2000	310	156	50.32%
	1999	292	132	45.21%
	Percent change	6.16%	18.18%	
Connecticut	2000	250	96	38.40%
	1999	204	77	37.75%
	Percent change	22.55%	24.68%	
Delaware	2000	27	19	70.37%
	1999	21	19	90.48%
	Percent change	28.57%	--	
Florida	2000	849	704	82.92%
	1999	755	562	74.44%
	Percent change	12.45%	25.27%	
Idaho	2000	56	37	66.07%
	1999	57	31	54.39%
	Percent change	-1.75%	19.35%	
Iowa	2000	171	120	70.18%
	1999	146	103	70.55%
	Percent change	17.12%	16.50%	
Kentucky	2000	371	260	70.08%
	1999	338	233	68.93%
	Percent change	9.76%	11.59%	
Maine	2000	190	41	21.58%
	1999	152	27	17.76%
	Percent change	25.00%	51.85%	
Massachusetts	2000	186	95	51.08%
	1999	209	108	51.67%
	Percent change	-11.00%	-12.04%	
Michigan	2000	350	192	54.86%
	1999	373	150	40.21%
	Percent change	-6.17%	28.00%	

Table 2 (continued)				
Minnesota	2000	196	76	38.78%
	1999	403	112	27.79%
	Percent change	-51.36%	-32.14%	
Missouri	2000	507	274	54.04%
	1999	473	212	44.82%
	Percent change	7.19%	29.25%	
Nebraska	2000	107	50	46.73%
	1999	99	39	39.39%
	Percent change	8.08%	28.21%	
New Jersey	2000	364	254	69.78%
	1999	373	237	63.54%
	Percent change	-2.41%	7.17%	
New Mexico	2000	45	43	95.56%
	1999	34	28	82.35%
	Percent change	32.35%	53.57%	
New York	2000	1,906	436	22.88%
	1999	1,756	394	22.44%
	Percent change	8.54%	10.66%	
North Carolina	2000	661	534	80.79%
	1999	790	627	79.37%
	Percent change	-16.33%	-14.83%	
Oregon	2000	114	60	52.63%
	1999	121	57	47.11%
	Percent change	-5.79%	5.26%	
South Carolina	2000	99	66	66.67%
	1999	163	122	74.85%
	Percent change	-39.26%	-45.90%	
South Dakota	2000	92	84	91.30%
	1999	101	91	90.10%
	Percent change	-8.91%	-7.69%	
Texas	2000	2,026	1,176	58.05%
	1999	2,006	1,103	54.99%
	Percent change	1.00%	6.62%	
Vermont	2000	75	53	70.67%
	1999	73	35	47.95%
	Percent change	2.74%	51.43%	

Table 2 (continued)				
Virginia	2000	237	182	76.79%
	1999	247	159	64.37%
	Percent change	-4.05%	14.47%	
Washington	2000	116	107	92.24%
	1999	135	124	91.85%
	Percent change	-14.07%	-13.71%	

Table 3 State VR Agencies Competitive Employment Outcomes Achieved by Individuals with Disabilities Including Individuals with Significant Disabilities Fiscal Years 1999 and 2000				
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	**2000**	**201,604**	**174,140**	**86.38%**
	1999	**191,242**	**160,029**	**83.68%**
	Percent change	**5.42%**	**8.82%**	
Total - General/Combined Agencies	**2000**	**196,489**	**169,364**	**86.20%**
	1999	**186,460**	**155,598**	**83.45%**
	Percent change	**5.38%**	**8.85%**	
Total - Agencies for the Blind	**2000**	**5,115**	**4,776**	**93.37%**
	1999	**4,782**	**4,431**	**92.66%**
	Percent change	**6.96%**	**7.79%**	
General/Combined Agencies				
Alabama	2000	7,006	5,995	85.57%
	1999	6,831	5,520	80.81%
	Percent change	2.56%	8.61%	
Alaska	2000	500	363	72.60%
	1999	464	311	67.03%
	Percent change	7.76%	16.72%	
American Samoa	2000	4	2	50.00%
	1999	4	1	25.00%
	Percent change	--	100.00%	
Arizona	2000	1,790	1,180	65.92%
	1999	1,695	1,160	68.44%
	Percent change	5.60%	1.72%	
Arkansas	2000	2,229	2,046	91.79%
	1999	1,958	1,767	90.25%
	Percent change	13.84%	15.79%	
California	2000	8,896	8,432	94.78%
	1999	8,511	7,848	92.21%
	Percent change	4.52%	7.44%	

Table 3 (continued)				
Colorado	2000	1,981	1,171	59.11%
	1999	2,211	1,349	61.01%
	Percent change	-10.40%	-13.19%	
Connecticut	2000	1,528	1,528	100.00%
	1999	1,494	1,494	100.00%
	Percent change	2.28%	2.28%	
Delaware	2000	712	551	77.39%
	1999	707	517	73.13%
	Percent change	0.71%	6.58%	
District of Columbia	2000	610	454	74.43%
	1999	620	393	63.39%
	Percent change	-1.61%	15.52%	
Florida	2000	8,894	7,088	79.69%
	1999	9,057	7,235	79.88%
	Percent change	-1.80%	-2.03%	
Georgia	2000	3,103	2,870	92.49%
	1999	3,050	2,836	92.98%
	Percent change	1.74%	1.20%	
Guam	2000	21	17	80.95%
	1999	30	22	73.33%
	Percent change	-30.00%	-22.73%	
Hawaii	2000	461	266	57.70%
	1999	472	264	55.93%
	Percent change	-2.33%	0.76%	
Idaho	2000	1,449	1,261	87.03%
	1999	1,240	1,094	88.23%
	Percent change	16.85%	15.27%	
Illinois	2000	5,216	5,205	99.79%
	1999	4,579	4,563	99.65%
	Percent change	13.91%	14.07%	
Indiana	2000	4,017	3,773	93.93%
	1999	3,527	3,280	93.00%
	Percent change	13.89%	15.03%	
Iowa	2000	2,118	1,827	86.26%
	1999	1,854	1,556	83.93%
	Percent change	14.24%	17.42%	
Kansas	2000	1,498	1,125	75.10%
	1999	1,734	1,199	69.15%
	Percent change	-13.61%	-6.17%	
Kentucky	2000	4,095	4,038	98.61%
	1999	3,926	3,851	98.09%
	Percent change	4.30%	4.86%	

Table 3 (continued)				
Louisiana	2000	1,959	1,916	97.81%
	1999	2,780	2,709	97.45%
	Percent change	-29.53%	-29.27%	
Maine	2000	993	971	97.78%
	1999	852	825	96.83%
	Percent change	16.55%	17.70%	
Maryland	2000	2,704	2,674	98.89%
	1999	2,576	2,554	99.15%
	Percent change	4.97%	4.70%	
Massachusetts	2000	4,189	4,160	99.31%
	1999	4,021	3,973	98.81%
	Percent change	4.18%	4.71%	
Michigan	2000	6,437	5,762	89.51%
	1999	6,451	5,768	89.41%
	Percent change	-0.22%	-0.10%	
Minnesota	2000	3,360	3,270	97.32%
	1999	3,098	2,980	96.19%
	Percent change	8.46%	9.73%	
Mississippi	2000	3,641	3,337	91.65%
	1999	3,406	2,307	67.73%
	Percent change	6.90%	44.65%	
Missouri	2000	4,211	2,826	67.11%
	1999	3,905	2,422	62.02%
	Percent change	7.84%	16.68%	
Montana	2000	787	557	70.78%
	1999	710	487	68.59%
	Percent change	10.85%	14.37%	
Nebraska	2000	995	995	100.00%
	1999	1,191	1,191	100.00%
	Percent change	-16.46%	-16.46%	
Nevada	2000	953	821	86.15%
	1999	964	800	82.99%
	Percent change	-1.14%	2.63%	
New Hampshire	2000	1,427	1,316	92.22%
	1999	1,334	1,106	82.91%
	Percent change	6.97%	18.99%	
New Jersey	2000	3,855	3,363	87.24%
	1999	3,724	3,136	84.21%
	Percent change	3.52%	7.24%	
New Mexico	2000	1,432	1,096	76.54%
	1999	1,372	816	59.48%
	Percent change	4.37%	34.31%	

Table 3 (continued)				
New York	2000	12,873	11,363	88.27%
	1999	12,832	10,500	81.83%
	Percent change	0.32%	8.22%	
North Carolina	2000	9,040	6,912	76.46%
	1999	8,490	6,402	75.41%
	Percent change	6.48%	7.97%	
North Dakota	2000	898	691	76.95%
	1999	755	544	72.05%
	Percent change	18.94%	27.02%	
Northern Marianas	2000	6	5	83.33%
	1999	2	1	50.00%
	Percent change	200.00%	400.00%	
Ohio	2000	6,854	6,825	99.58%
	1999	6,072	6,049	99.62%
	Percent change	12.88%	12.83%	
Oklahoma	2000	3,086	2,567	83.18%
	1999	1,755	1,377	78.46%
	Percent change	75.84%	86.42%	
Oregon	2000	3,305	3,138	94.95%
	1999	2,614	2,484	95.03%
	Percent change	26.43%	26.33%	
Pennsylvania	2000	9,851	9,749	98.96%
	1999	8,474	8,340	98.42%
	Percent change	16.25%	16.89%	
Puerto Rico	2000	1,313	653	49.73%
	1999	1,240	624	50.32%
	Percent change	5.89%	4.65%	
Rhode Island	2000	456	450	98.68%
	1999	397	391	98.49%
	Percent change	14.86%	15.09%	
South Carolina	2000	8,460	7,319	86.51%
	1999	8,187	7,019	85.73%
	Percent change	3.33%	4.27%	
South Dakota	2000	838	634	75.66%
	1999	763	567	74.31%
	Percent change	9.83%	11.82%	
Tennessee	2000	5,459	4,389	80.40%
	1999	5,275	4,249	80.55%
	Percent change	3.49%	3.29%	
Texas	2000	24,073	18,082	75.11%
	1999	23,412	16,614	70.96%
	Percent change	2.82%	8.84%	

Table 3 (continued)				
Utah	2000	2,816	2,309	82.00%
	1999	3,043	2,436	80.05%
	Percent change	-7.46%	-5.21%	
Vermont	2000	1,043	1,031	98.85%
	1999	798	788	98.75%
	Percent change	30.70%	30.84%	
Virginia	2000	3,070	2,662	86.71%
	1999	3,235	2,773	85.72%
	Percent change	-5.10%	-4.00%	
Virgin Islands	2000	33	21	63.64%
	1999	28	14	50.00%
	Percent change	17.86%	50.00%	
Washington	2000	3,035	2,828	93.18%
	1999	3,070	2,772	90.29%
	Percent change	-1.14%	2.02%	
West Virginia	2000	2,081	1,404	67.47%
	1999	1,636	917	56.05%
	Percent change	27.20%	53.11%	
Wisconsin	2000	4,199	3,624	86.31%
	1999	3,512	3,031	86.30%
	Percent change	19.56%	19.56%	
Wyoming	2000	629	452	71.86%
	1999	522	372	71.26%
	Percent change	20.50%	21.51%	
Agencies for the Blind				
Arkansas	2000	156	156	100.00%
	1999	132	132	100.00%
	Percent change	18.18%	18.18%	
Connecticut	2000	96	96	100.00%
	1999	77	77	100.00%
	Percent change	24.68%	24.68%	
Delaware	2000	19	18	94.74%
	1999	19	19	100.00%
	Percent change	--	-5.26%	
Florida	2000	704	573	81.39%
	1999	562	452	80.43%
	Percent change	25.27%	26.77%	
Idaho	2000	37	17	45.95%
	1999	31	17	54.84%
	Percent change	19.35%	--	
Iowa	2000	120	120	100.00%
	1999	103	102	99.03%

	Percent change	16.50%	17.65%	

Table 3 (continued)

Kentucky	2000	260	260	100.00%
	1999	233	232	99.57%
	Percent change	11.59%	12.07%	
Maine	2000	41	40	97.56%
	1999	27	26	96.30%
	Percent change	51.85%	53.85%	
Massachusetts	2000	95	95	100.00%
	1999	108	107	99.07%
	Percent change	-12.04%	-11.21%	
Michigan	2000	192	181	94.27%
	1999	150	150	100.00%
	Percent change	28.00%	20.67%	
Minnesota	2000	76	71	93.42%
	1999	112	106	94.64%
	Percent change	-32.14%	-33.02%	
Missouri	2000	274	274	100.00%
	1999	212	212	100.00%
	Percent change	29.25%	29.25%	
Nebraska	2000	50	50	100.00%
	1999	39	39	100.00%
	Percent change	28.21%	28.21%	
New Jersey	2000	254	237	93.31%
	1999	237	208	87.76%
	Percent change	7.17%	13.94%	
New Mexico	2000	43	42	97.67%
	1999	28	24	85.71%
	Percent change	53.57%	75.00%	
New York	2000	436	434	99.54%
	1999	394	394	100.00%
	Percent change	10.66%	10.15%	
North Carolina	2000	534	450	84.27%
	1999	627	493	78.63%
	Percent change	-14.83%	-8.72%	
Oregon	2000	60	57	95.00%
	1999	57	57	100.00%
	Percent change	5.26%	--	
South Carolina	2000	66	55	83.33%
	1999	122	107	87.70%
	Percent change	-45.90%	-48.60%	
South Dakota	2000	84	75	89.29%
	1999	91	70	76.92%
	Percent change	-7.69%	7.14%	

Table 3 (continued)				
Texas	2000	1,176	1,174	99.83%
	1999	1,103	1,100	99.73%
	Percent change	6.62%	6.73%	
Vermont	2000	53	50	94.34%
	1999	35	35	100.00%
	Percent change	51.43%	42.86%	
Virginia	2000	182	146	80.22%
	1999	159	150	94.34%
	Percent change	14.47%	-2.67%	
Washington	2000	107	105	98.13%
	1999	124	122	98.39%
	Percent change	-13.71%	-13.93%	

Table 4 State VR Agencies Competitive Employment Outcomes Achieved by Individuals with Significant Disabilities Fiscal Years 1999 and 2000				
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	**2000**	**206,167**	**174,140**	**84.47%**
	1999	**196,561**	**160,029**	**81.41%**
	Percent change	**4.89%**	**8.82%**	
Total - General/Combined Agencies	**2000**	**197,301**	**169,364**	**85.84%**
	1999	**187,703**	**155,598**	**82.90%**
	Percent change	**5.11%**	**8.85%**	
Total - Agencies for the Blind	**2000**	**8,866**	**4,776**	**53.87%**
	1999	**8,858**	**4,431**	**50.02%**
	Percent change	**0.09%**	**7.79%**	
General/Combined Agencies				
Alabama	2000	6,623	5,995	90.52%
	1999	6,182	5,520	89.29%
	Percent change	7.13%	8.61%	
Alaska	2000	393	363	92.37%
	1999	342	311	90.94%
	Percent change	14.91%	16.72%	
American Samoa	2000	13	2	15.38%
	1999	6	1	16.67%
	Percent change	116.67%	100.00%	
Arizona	2000	1,499	1,180	78.72%
	1999	1,560	1,160	74.36%
	Percent change	-3.91%	1.72%	
Arkansas	2000	2,535	2,046	80.71%
	1999	2,204	1,767	80.17%
	Percent change	15.02%	15.79%	
California	2000	11,181	8,432	75.41%
	1999	10,385	7,848	75.57%
	Percent change	7.66%	7.44%	

Table 4 (continued)				
Colorado	2000	1,426	1,171	82.12%
	1999	1,732	1,349	77.89%
	Percent change	-17.67%	-13.19%	
Connecticut	2000	1,684	1,528	90.74%
	1999	1,651	1,494	90.49%
	Percent change	2.00%	2.28%	
Delaware	2000	601	551	91.68%
	1999	556	517	92.99%
	Percent change	8.09%	6.58%	
District of Columbia	2000	544	454	83.46%
	1999	528	393	74.43%
	Percent change	3.03%	15.52%	
Florida	2000	7,672	7,088	92.39%
	1999	8,003	7,235	90.40%
	Percent change	-4.14%	-2.03%	
Georgia	2000	3,662	2,870	78.37%
	1999	3,618	2,836	78.39%
	Percent change	1.22%	1.20%	
Guam	2000	30	17	56.67%
	1999	26	22	84.62%
	Percent change	15.38%	-22.73%	
Hawaii	2000	330	266	80.61%
	1999	329	264	80.24%
	Percent change	0.30%	0.76%	
Idaho	2000	1,422	1,261	88.68%
	1999	1,288	1,094	84.94%
	Percent change	10.40%	15.27%	
Illinois	2000	6,788	5,205	76.68%
	1999	6,204	4,563	73.55%
	Percent change	9.41%	14.07%	
Indiana	2000	4,561	3,773	82.72%
	1999	4,074	3,280	80.51%
	Percent change	11.95%	15.03%	
Iowa	2000	2,262	1,827	80.77%
	1999	2,007	1,556	77.53%
	Percent change	12.71%	17.42%	
Kansas	2000	1,417	1,125	79.39%
	1999	1,500	1,199	79.93%
	Percent change	-5.53%	-6.17%	
Kentucky	2000	4,914	4,038	82.17%
	1999	4,790	3,851	80.40%
	Percent change	2.59%	4.86%	

Table 4 (continued)				
Louisiana	2000	2,054	1,916	93.28%
	1999	3,048	2,709	88.88%
	Percent change	-32.61%	-29.27%	
Maine	2000	1,130	971	85.93%
	1999	1,004	825	82.17%
	Percent change	12.55%	17.70%	
Maryland	2000	3,063	2,674	87.30%
	1999	2,986	2,554	85.53%
	Percent change	2.58%	4.70%	
Massachusetts	2000	4,892	4,160	85.04%
	1999	4,654	3,973	85.37%
	Percent change	5.11%	4.71%	
Michigan	2000	6,297	5,762	91.50%
	1999	6,692	5,768	86.19%
	Percent change	-5.90%	-0.10%	
Minnesota	2000	3,898	3,270	83.89%
	1999	3,662	2,980	81.38%
	Percent change	6.44%	9.73%	
Mississippi	2000	3,852	3,337	86.63%
	1999	2,840	2,307	81.23%
	Percent change	35.63%	44.65%	
Missouri	2000	4,176	2,826	67.67%
	1999	3,871	2,422	62.57%
	Percent change	7.88%	16.68%	
Montana	2000	746	557	74.66%
	1999	682	487	71.41%
	Percent change	9.38%	14.37%	
Nebraska	2000	1,120	995	88.84%
	1999	1,612	1,191	73.88%
	Percent change	-30.52%	-16.46%	
Nevada	2000	884	821	92.87%
	1999	875	800	91.43%
	Percent change	1.03%	2.63%	
New Hampshire	2000	1,472	1,316	89.40%
	1999	1,293	1,106	85.54%
	Percent change	13.84%	18.99%	
New Jersey	2000	3,818	3,363	88.08%
	1999	3,629	3,136	86.41%
	Percent change	5.21%	7.24%	
New Mexico	2000	1,250	1,096	87.68%
	1999	912	816	89.47%
	Percent change	37.06%	34.31%	

Table 4 (continued)				
New York	2000	14,714	11,363	77.23%
	1999	14,224	10,500	73.82%
	Percent change	3.44%	8.22%	
North Carolina	2000	7,596	6,912	91.00%
	1999	7,207	6,402	88.83%
	Percent change	5.40%	7.97%	
North Dakota	2000	778	691	88.82%
	1999	679	544	80.12%
	Percent change	14.58%	27.02%	
Northern Marianas	2000	22	5	22.73%
	1999	6	1	16.67%
	Percent change	266.67%	400.00%	
Ohio	2000	7,307	6,825	93.40%
	1999	6,538	6,049	92.52%
	Percent change	11.76%	12.83%	
Oklahoma	2000	2,905	2,567	88.36%
	1999	1,961	1,377	70.22%
	Percent change	48.14%	86.42%	
Oregon	2000	3,334	3,138	94.12%
	1999	3,166	2,484	78.46%
	Percent change	5.31%	26.33%	
Pennsylvania	2000	10,883	9,749	89.58%
	1999	9,331	8,340	89.38%
	Percent change	16.63%	16.89%	
Puerto Rico	2000	1,300	653	50.23%
	1999	1,494	624	41.77%
	Percent change	-12.99%	4.65%	
Rhode Island	2000	637	450	70.64%
	1999	534	391	73.22%
	Percent change	19.29%	15.09%	
South Carolina	2000	7,857	7,319	93.15%
	1999	7,988	7,019	87.87%
	Percent change	-1.64%	4.27%	
South Dakota	2000	682	634	92.96%
	1999	625	567	90.72%
	Percent change	9.12%	11.82%	
Tennessee	2000	5,033	4,389	87.20%
	1999	5,024	4,249	84.57%
	Percent change	0.18%	3.29%	
Texas	2000	19,276	18,082	93.81%
	1999	18,010	16,614	92.25%
	Percent change	7.03%	8.84%	

Table 4 (continued)				
Utah	2000	2,582	2,309	89.43%
	1999	2,763	2,436	88.17%
	Percent change	-6.55%	-5.21%	
Vermont	2000	1,096	1,031	94.07%
	1999	919	788	85.75%
	Percent change	19.26%	30.84%	
Virginia	2000	3,262	2,662	81.61%
	1999	3,360	2,773	82.53%
	Percent change	-2.92%	-4.00%	
Virgin Islands	2000	25	21	84.00%
	1999	22	14	63.64%
	Percent change	13.64%	50.00%	
Washington	2000	3,583	2,828	78.93%
	1999	3,399	2,772	81.55%
	Percent change	5.41%	2.02%	
West Virginia	2000	1,688	1,404	83.18%
	1999	1,577	917	58.15%
	Percent change	7.04%	53.11%	
Wisconsin	2000	3,999	3,624	90.62%
	1999	3,659	3,031	82.84%
	Percent change	9.29%	19.56%	
Wyoming	2000	533	452	84.80%
	1999	472	372	78.81%
	Percent change	12.92%	21.51%	
Agencies for the Blind				
Arkansas	2000	310	156	50.32%
	1999	292	132	45.21%
	Percent change	6.16%	18.18%	
Connecticut	2000	250	96	38.40%
	1999	204	77	37.75%
	Percent change	22.55%	24.68%	
Delaware	2000	26	18	69.23%
	1999	21	19	90.48%
	Percent change	23.81%	-5.26%	
Florida	2000	697	573	82.21%
	1999	603	452	74.96%
	Percent change	15.59%	26.77%	
Idaho	2000	28	17	60.71%
	1999	33	17	51.52%
	Percent change	-15.15%	--	
Iowa	2000	170	120	70.59%
	1999	145	102	70.34%
	Percent change	17.24%	17.65%	

Table 4 (continued)				
Kentucky	2000	370	260	70.27%
	1999	337	232	68.84%
	Percent change	9.79%	12.07%	
Maine	2000	182	40	21.98%
	1999	139	26	18.71%
	Percent change	30.94%	53.85%	
Massachusetts	2000	186	95	51.08%
	1999	205	107	52.20%
	Percent change	-9.27%	-11.21%	
Michigan	2000	322	181	56.21%
	1999	373	150	40.21%
	Percent change	-13.67%	20.67%	
Minnesota	2000	188	71	37.77%
	1999	391	106	27.11%
	Percent change	-51.92%	-33.02%	
Missouri	2000	506	274	54.15%
	1999	473	212	44.82%
	Percent change	6.98%	29.25%	
Nebraska	2000	107	50	46.73%
	1999	99	39	39.39%
	Percent change	8.08%	28.21%	
New Jersey	2000	329	237	72.04%
	1999	333	208	62.46%
	Percent change	-1.20%	13.94%	
New Mexico	2000	44	42	95.45%
	1999	30	24	80.00%
	Percent change	46.67%	75.00%	
New York	2000	1,903	434	22.81%
	1999	1,756	394	22.44%
	Percent change	8.37%	10.15%	
North Carolina	2000	567	450	79.37%
	1999	646	493	76.32%
	Percent change	-12.23%	-8.72%	
Oregon	2000	111	57	51.35%
	1999	120	57	47.50%
	Percent change	-7.50%	--	
South Carolina	2000	87	55	63.22%
	1999	146	107	73.29%
	Percent change	-40.41%	-48.60%	
South Dakota	2000	82	75	91.46%
	1999	79	70	88.61%
	Percent change	3.80%	7.14%	

Table 4 (continued)				
Texas	2000	2,022	1,174	58.06%
	1999	2,002	1,100	54.95%
	Percent change	1.00%	6.73%	
Vermont	2000	69	50	72.46%
	1999	71	35	49.30%
	Percent change	-2.82%	42.86%	
Virginia	2000	196	146	74.49%
	1999	227	150	66.08%
	Percent change	-13.66%	-2.67%	
Washington	2000	114	105	92.11%
	1999	133	122	91.73%
	Percent change	-14.29%	-13.93%	

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