

EVALUATION AND REPORT OF PROGRESS IN ACHIEVING IDENTIFIED GOALS AND PRIORITIES AND USE OF TITLE I FUNDS FOR INNOVATION AND EXPANSION ACTIVITIES

The DSU utilizes several strategies for evaluating and reporting the achievement of its goals and priorities and outcomes of Innovation and Expansion (I & E) activities.

The DSU continues to use the evaluation standards found in 34 CFR 361.82 and the performance indicators found in 34 CFR 361.84. Since these evaluation standards remain constant over time, they were chosen for our goals and priorities. These two standards allow the DSU to track its program performance year-by-year using consistent standards that do not change.

In addition, the DSU seeks program evaluation and monitoring assistance from the Wisconsin Rehabilitation Council (WRC). The WRC regularly solicits input on VR services and priorities through public comment and hearings, from WRC members and expert panels of consumers and providers invited to WRC meetings as well as the public at large. The WRC Evaluation Committee studies the performance of the DSU in serving specific groups and disabilities by requesting direct input from those consumers and studying available data from the DSU's Integrated Rehabilitation Information System (IRIS). The DSU complies with requests from the WRC for specific, but intensive, evaluation reports on disability groups that the Council wishes to review for potential as underserved. The WRC further reviews consumer satisfaction with VR services by interaction with consumers and studying the results of the DSU's Consumer Satisfaction Survey. In addition to the WRC, other disability specific state councils, such as the Council for the Blind and Visually Impaired, regularly request and review DSU reports on service delivery to specific groups of persons with disabilities and provide feedback to the DSU.

The WRC/DSU partnership is intended to improve the performance of the DSU with respect to the evaluation standards and performance indicators established pursuant to section 106 of the Act. The WRC issues an annual report reviewing the activities and performance of the DSU as well as offering WRC advice on goals and priorities. The DSU and WRC jointly submit the report to RSA. Input from the WRC is part of the DSU's comprehensive Needs Assessment which is essential for the development of annual goals.

Priority #1: Employment Outcomes

Strategies:

- The DSU has set a goal in FFY10 of 2,800 to exceed the FFY09 actual successful employment outcomes but is challenged in meeting the goal due to the FFY09 and FFY10 downturn in the economy and historically high unemployment rates throughout many areas of Wisconsin.
- The DSU continues to place a priority on directing its fiscal and human resources to the case service budget and services to support individualized plans for employment (IPEs). The federal American Recovery and Reinvestment Act (ARRA) funds

received in FFY'09 will be used to invite 2,500 individuals from the wait list and fund their employment plans during FFY10.

Throughout FFY10, the DSU anticipates immediately activating and developing employment plans for eligible consumers with the most significant disabilities. Consumers with significant disabilities will experience a wait of no more than 6 months. Consumers with other disabilities are not being activated at this time. This is expected to continue through FFY '10.

- The DSU requires at least monthly VRC contact with consumers in an employment ready status (Status 20).
- The DSU employs an outcome-based fee schedule for job placement activities that rewards vendors for a consumer's success on a new job.
- The DSU will continue to focus increased time and attention in FFY '10 on improving VR services in conjunction with long-term supports for consumers in need of supported employment services. The DSU is working on an inter-organizational team to identify and deploy new strategies to increase employment outcomes for persons in need of long term employment supports.
- In FFY 10 and FFY11 WDVR will use ARRA funds to provide On-the-Job Training (OJT) affirmative hiring incentives to private sector employers who hire and provide temporary as well as permanent work opportunities to WDVR consumers. The WDVR will also support paid OJT internships within state agencies willing to hire and provide temporary as well as permanent employment opportunities to WDVR consumers. The goal of the OJT affirmative hiring and paid internship initiatives is to increase on-the-job training hires and resume building opportunities in the private as well as public employment sectors. Another purpose is to affirmatively target and increase the number of qualified candidates with significant disabilities in the employer's pool for permanent hires

Goal 1.1. Total employment outcomes (RSA target: increase over previous year).

FY 2004 - 3,293
FY 2005 - 3,080
FY 2006 - 2,616
FY 2007 - 3,165
FY 2008 – 3,641

The DSU expects that the FFY09 outcome for Goal 1.1 will decline to slightly above the FY 2006 level due to low caseload levels, a very challenging economic environment and high unemployment rates in Wisconsin.

Goal 1.2. Percent achieving an employment outcome (RSA target: 55.8%).

FY 2004 - 45%
FY 2005 - 43%
FY 2006 - 43%
FY 2007 - 42%
FY 2008 – 47%

The DSU, in accordance with federal OOS regulation, is focused on serving consumers with the most significant impairments who, on the average, require more time and intensive multiple rehabilitation services. The DSU's intent is that the FFY09 outcome for Goal 1.2 will be higher than in FFY 08. The DSU recognizes that the downturn in the economy may negatively impact this goal in FFY09.

Goal 1.3. Percent achieving an employment outcome at or above minimum wage (RSA target: 72.6%).

FY 2004 - 97%
FY 2005 - 96%
FY 2006 - 99%
FY 2007 - 96%
FY 2008 – 99%

The DSU expects to continue to significantly exceed RSA target in FFY09.

Goal 1.4. Percent of individuals with significant disabilities (RSA target: 62.4%).

FY 2004 - 95%
FY 2005 - 98%
FY 2006 - 99%
FY 2007 - 97%
FY 2008 – 97%

The DSU expects to continue to significantly exceed the RSA target in FFY09.

Goal 1.5. Average hourly earnings divided by state average hourly earnings (RSA target: 52%).

FY 2004 - 54%
FY 2005 - 50%
FY 2006 - 49%
FY 2007 - 50%
FY 2008 – 53%

The DSU expects to meet the RSA target in FFY09.

Goal 1.6. Percent with own income as primary source of support (RSA target: 53%)

FY 2004 - 53%
FY 2005 - 52%
FY 2006 - 44%
FY 2007 - 48%
FY 2008 - 50%

The DSU expects that the FFY09 outcome for Goal 1.6 will be higher than in FFY08.

Priority #2: Equal Access to Services

Goal 2.1. Service rate for minorities divided by service rate for non-minorities (RSA target: 0.80).

FY 2004 - 72%
 FY 2005 - 82%
 FY 2006 - 65%
 FY 2007 - 73%
 FY 2008 – 68%

The DSU expects that the FFY09 outcome for Goal 2.1 will be higher than in FFY 08. The DSU continues to affirmatively recruit a diverse workforce to better serve minority consumers.

USE OF TITLE I FUNDS FOR INNOVATION AND EXPANSION ACTIVITIES

FFY 09 I & E Activities

The DSU contributed Title I and Social Security Reimbursement funding to four innovation and expansion projects in FFY09. The table and narratives highlight the innovation and expansion activities supported by WDVR funds. Innovation and expansion activities are generally funded in accordance with WDVR's state fiscal year (i.e., July 1 – June 30). SFY10 and FFY10 I & E activities scheduled for SFY/FFY 10 are identified in the next section.

Contract / Agreement	Start/End	Amt/Type	Fiscal Arrangement and Type
Milwaukee Public Schools - Transition Project	7/1/08-6/30/09	\$17,000	Collaborative funding for transition work experiences leading to employment with Milwaukee Public School and other partners.
Department of Transportation (DOT) Rural Transportation Services	2/1/07-6/30/09	\$500,000	Collaborative grant funding with DOT for transportation coordination and expansion model building and local transit coordination and expansion projects – funding source Social Security Reimbursement funds
Employment & Training Association - Employer-Based Customized Training	1/1/08-6/30/09	\$50,000	50/50 collaborative funding with Madison Community Foundation to create training modules to prepare DVR consumers for employment testing.
WDA 11 Health Care Jobs Project	9/1/08-6/30/09	\$25,000	Co-fund customized training to transition individuals from work center employment to community employment in the health care field. Workforce Development Board funding = \$17,000

Milwaukee Public Schools (MPS) - Transition Project

- *\$17,000 in DVR Title 1 funds co-funded a collaborative agreement for an innovation and expansion project with Milwaukee Public Schools to connect high school transition students with internship and employment opportunities in the Milwaukee business community. MPS matched the DVR funding for a total budget of \$34,000 for the project period 6/1/08 – 6/30/09.*

MPS contracted with the Metro Milwaukee Society for Human Resource Management (SHRM) and Adecco, a private sector employment agency, to obtain employer commitments for internship opportunities for transitioning students with disabilities. Adecco established business relationships with 300 local employers. Twenty-three MPS students participated in the project. Internships were provided to ten students.

Wisconsin Department of Transportation (DOT) – Rural Transportation Grants Project.

- *\$500,000 DVR SSA reimbursement funds to co-fund a services-to-groups of individuals with disabilities statewide interagency transportation project supported by a Memorandum of Understanding between WDVR and the Wisconsin Department of Transportation. The Department of Transportation co-funded the project. The funding period was 2/1/07- 6/30/09.*

The purpose of the project was to research and develop models for transportation coordination among transit agencies followed by implementation through local transit service providers. The goal was to expand transportation options for the transportation disadvantaged with an emphasis on increasing transportation to persons with disabilities living in rural areas.

Employment & Training Association (EATA) - Employer-Based Customized Training

- *\$50,000 in DVR Title 1b funds co-funded an innovation and expansion project with the Employment and Training Association (EATA) for the period 1/1/08-6/30/09. A local community foundation contributed \$50,000 to the project.*

The EATA created and provided individualized training modules for DVR consumers to assist in their efforts to take examinations for employment in state government positions and other private employment examinations. There were 45 classes taken by 36 DVR consumers and 8 of those individuals obtained employment.

Workforce Development Area (WDA) 11 Health Care Customized Employment

- *\$25,000 in DVR Title 1b funds co-funded an innovation and expansion project to provide short term customized health care provider training for individuals formerly working in segregated workshop settings. The local Workforce Development Board contributed \$17,000 to the project. Other collaborative partners in the project were the local community rehabilitation programs, Blackhawk Technical College, the local disability navigator, Board and several local health care employers. The project period was 9/30/08-6/30/09. Four permanent positions were created as a result of this project.*

FFY10 Planned I & E Activities

All Wisconsin State Agency Departments - Agreements

During FFY10, WDVR will seek collaborative agreements with all State Agency Departments to target and increase paid internship opportunities for DVR job-seekers in state positions. This initiative is designed to expand the number of state employment opportunities that contribute to the skills and work experience of persons with disabilities served by DVR. The goal of the OJT paid internship is that upon successful completion, the DVR sponsored intern will have valuable experience and references for their resume and will be ready for consideration to fill available LTE or permanent positions on a competitive basis. DVR will use ARRA funds to financially support 6 month paid internships for DVR consumers who are employed as OJT interns. As agreed to by the intern and requested by the partner agency, include a renewable option up to one year. Funding for internships is available through 12/30/11.

Marquette University – Milwaukee

The DSU is working with Marquette University in Milwaukee to develop and implement an innovation and expansion program designed to identify the causes of the high dropout rate of minority students with disabilities in the Milwaukee Public School System. The program will then develop intervention strategies designed to reduce the dropout rate. It is expected that the program will be implemented later in FFY10.

Annual Report

As required under section 101(a)(15)(E)(ii) of the Act, the Wisconsin Rehabilitation Council (WRC) and the DSU annually jointly prepare the WRC Annual Report, agree to and submit to the Commissioner a report on the activities and progress of the DSU in meeting its goals and priorities.

The report will available on-line in FFY09 and, upon request, the report is available from either the WRC or the DSU in print and alternative formats. The DSU uses funds to support the operation and activities the Wisconsin Rehabilitation Council, and consistent with the state plan prepared under section 705(e) (1), the State Independent Living Council.