

ANNUAL GOALS AND PRIORITIES

To align with the requirements and performance expectations of the Rehabilitation Act and the implementing regulations, the DVR, in conjunction with the DSA (the Department of Workforce Development), Governor Scott Walker, and the Wisconsin Rehabilitation Council (WRC) has developed annual goals and priorities that are consistent with the provisions and requirements of section 106 of the Act and with the regulations found in 34 CFR, parts 361.80 through 361.89.

DVR believes that all individuals that apply and seek assistance have the ability and desire to work. DVR commits itself to assisting disabled individuals with achieving dignity through work. DVR, as expressed in public hearings and stakeholder feedback sessions, agrees that “employment first” reflects DVR’s core set of principles and practices that promote individualized planning and support for employment options for all disabled individuals and that it is the primary goal of our services.

The WRC assists the DVR in the preparation of the State plan and amendments to the plan, applications, reports, needs assessments and evaluations required by the Rehabilitation Act of 1998, as amended.

The WRC has committees that assume duties assigned to the Council in the Rehabilitation Act. The WRC Evaluation Committee studies VR performance in serving specific groups of disabled individuals and reviews consumer satisfaction survey responses. The WRC Reports Committee develops the WRC Annual Report and assists with the development of the State Plan. The Executive Committee oversees the work of the Council and assures that Council functions and responsibilities are carried out.

The Council, as a whole, monitors DVR goals and priorities by reviewing service and fiscal data and the waiting list, and advising on systemic issues, such as how the DVR works with Job Centers and other state agencies. Based on its monitoring activities, the WRC provides on-going advice to the DVR on performance and service priorities. The DVR’s Policy Academy, a key body of direct services and management which meets monthly to shape policies around goals and priorities, includes a WRC liaison member.

The DVR and the State Rehabilitation Council jointly agree on any revisions to the goals and priorities submitted to the state plan and submit to the Commissioner a report containing information regarding revisions in goals and priorities, for any year in which revisions occur.

The goals and priorities identified in this attachment [4.11 (c) (1)] address the issues related to the results of the DVR and WRC comprehensive needs assessment activities. Progress in achieving the goals is described in Attachment 4.11(e) (2).

The goals also address the performance of the DVR on the federal VR program standards and indicators, on the WRC recommendations and the RSA annual reviews and periodic on-site monitoring of DVR’s program.

Priority #1: The DVR shall assist eligible individuals, including individuals with a significant disability, to obtain, maintain, or regain high quality employment. The following goals and performance targets are priorities for FFY15.

Goal 1.1 Increase the total number of individuals who achieve a successful employment outcome. (Performance Indicator 1.1) Target: 3800 for FFY14.

Goal 1.2 Increase temporary work, paid internship, and on-the-job training opportunities for job ready DVR consumers and for consumers who were transition age at application. (Performance Indicator 1.1) Target: In FFY13 at least 50 individuals who were transition age at application will engage in temporary work that will evolve into a successful employment outcome and at least 250 job-ready DVR consumers will engage in paid internships or an on-the-job training hire that will evolve into a successful employment outcome.

Goal 1.3 Increase the DVR's ability to interface successfully with private sector employers to increase employment opportunities for DVR job-ready consumers.

Targets: a) A DVR Business Service Lead Team with business experts will be established in the 11 workforce development areas; b) DVR will expand and promote its resources and services to employers through the DVR and DWD websites; c) DVR will establish a relationship with national companies to expand opportunities for private sector on-the-job training hire opportunities and serve as a point of contact for CSAVR's National Employment Team and its Talent Acquisition Portal; and, d) DVR will expand its business relations capability through increased staff dedicated to working directly with employers and the NET, and e) DVR will conduct outreach to 1000 additional employers.

Goal 1.4 Increase the percent of all individuals receiving services who achieve a successful employment outcome. (RSA Performance Indicator 1.2) Target: 55.8% or more of those receiving DVR services will achieve their employment outcome at case closure

Goal 1.5 Increase the percent of consumers that are successfully rehabilitated whose income from employment is their primary source of support. (RSA Performance Indicator 1.6) Target: 53% or more of those receiving DVR services will report their own income as the largest single source of support when they exit the program in competitive, self- or BEP employment.

Priority #2: To maintain a service rate for minorities that achieves or exceeds the rate of minority incidence in the state population.

Goal 2.1 DVR data indicates that the service rate for individuals with disabilities from a minority group exceeded the state population minority rate. The DVR will continue to make this target group a priority for outreach and service delivery in FFY13. (RSA Performance Indicator 2.1) Target: In FFY12 and FFY 13, the rate of individuals with disabilities from a minority group participating in DVR services before exiting the program will increase above FFY 13 levels.

Priority #3: To initiate employment plan services in a timely manner following eligibility determination for persons with the most significant disabilities and those with significant disabilities.

Goal 3.1 The DVR has developed and will continue to implement a plan to minimize and stabilize the OOS wait list time with the goal of maintaining immediate activation of employment plans for persons determined to have the most significant disabilities and maintaining the wait to begin employment plan engagement to no longer than 6 months for persons determined to have significant disabilities. This will also help the DVR achieve goals 1.1, 1.2, 1.3, 1.4 and 2.1.

Target 1: No wait for service provision to applicants with the most significant disabilities (OOS Category 1).

Target 2: No more than 6 months in OOS wait list for eligible applicants who have significant disabilities (OOS Category 2)

Target 3: at least 80% of consumers will have their employment plan developed and services initiated within 90 days of eligibility determination or activation from the OOS Wait List, whichever is latest.

Priority #4: To increase employment opportunities for consumers needing supported employment.

Goal 4.1: The DVR will continue to develop and implement activities leading to increased supported employment opportunities.

Target: Based on the Comprehensive Needs Assessment results increase the availability of Supported Employment Services (SES) and the successful interface with Long Term Employment Supports (LTES).

1. DVR will continue to engage in an interagency agreement to guide the collaborative efforts between the DVR, the Department of Health Services and the Department of Public Instruction to increase statewide supported employment resources and employment outcomes. Efforts will focus on increasing access to SES and LTES and financial coordination of these services among funding sources such as Wisconsin's county-based Family Care services, waiver county programs and IRIS (self-directed long-term care). Interagency efforts will aim to increase the number of supported employment providers in targeted areas of the State who provide integrated community-based SES and LTES in lieu of extended employment.