



**Annual Report
Federal Fiscal Year 2016
October 1, 2015 - September 30, 2016**

Message from the Past Chair

The Wisconsin Rehabilitation Council elected a new chairperson to lead our council through the changes, challenges, and opportunities of the Workforce Innovation and Opportunities Act (WIOA). Nancy Molfenter, Department of Public Instruction liaison to our council, is especially qualified to take the lead as the new law prioritizes services to high school students and youth with disabilities.



It has been my honor to serve as the chair of Wisconsin Rehabilitation Council during the years when Vocational Rehabilitation was funded by the Workforce Investment Act. That law brought VR agencies into the world of workforce development and provided access to Job Center resources, labor market expertise, and connection to business. VR brought knowledge of disability, accommodations, and an expectation that everyone – and I mean everyone – has the capability to work.

It is my sincere hope that the Department of Workforce Development and the Division of Vocational Rehabilitation will build on the partnership that developed under the previous law. We know there will be challenges as the workforce system, schools, and long term support programs attempt to meet the expectations of the new law. New responsibilities have been added without additional resources, so collaboration will be key. Fortunately, the collaboration was well underway in Wisconsin so we are ready for WIOA.

Linda Vegoe, Past Chair
Wisconsin Rehabilitation Council

Message from the New Chair

November 2016 marked my first meeting as the new chairperson of the Wisconsin Rehabilitation Council. I am pleased to be part of this critical stakeholder group at a time when state agencies are working closely together to implement the Workforce Innovation and Opportunity Act (WIOA) and other public policies that advance employment for people with disabilities. Former and long-time chair person, Linda Vegoe, led the Council through many initiatives, including the first two plus years of changes under WIOA. Her dedication and leadership will be long-remembered and not-soon-forgotten.



This is an exciting time for vocational rehabilitation services. Under relatively new leadership, the Wisconsin Division of Vocational Rehabilitation (DVR) is working diligently to partner with schools and families to provide required services to students while at the same time remaining committed to the provision of high quality services to adults who experience barriers to employment. In addition, the development of an electronic mapping and tracking tool is being built by DVR to support the identification of vocational support needs across the state.

Through the formation of targeted committees last year, the Council is utilizing a work group process to develop recommendations and guidance in several areas. Committee topics include: Executive, State Plan/Performance Measures, Services to Business, Pre-employment Transition Services, and Section 511. Each committee met at least three times in 2016 and will continue to meet a minimum of two times per year moving forward. With the tremendous and varied expertise of current members, I am confident that the Council will continue to support positive ideas and progress.

Nancy Molfenter, Chair
Wisconsin Rehabilitation Council

Letter from the DVR Administrator



In Federal Fiscal Year 2016, the Department of Workforce Development's (DWD) Division of Vocational Rehabilitation (DVR), helped 4,615 DVR job-seekers achieve their employment goal.

DVR is proud to have played a part in assisting these individuals to share their talents and skills in Wisconsin's workforce and to experience greater independence and self-sufficiency.

The Wisconsin Rehabilitation Council has been an important partner in the success of our agency and the customers we serve. Their thoughtful and dedicated review of DVR services and performance has been a key element of DVR's continued pursuit of innovations that provide high quality vocational rehabilitation services to Wisconsin citizens with disabilities.

That role in reviewing and analyzing DVR performance will continue to be valuable as DVR implements the Workforce Innovation and Opportunity Act (WIOA). We look forward to our continued partnership in ensuring that Wisconsin job seekers with disabilities have access to the highest quality employment and training services.

Delora Newton, Administrator
Wisconsin Division of Vocational Rehabilitation

Mission:

The Wisconsin Rehabilitation Council (WRC), (working on behalf of Wisconsin residents with disabilities) will review, analyze, and advise DVR regarding the performance of its responsibilities in providing quality services to people with disabilities.

Vision:

The Wisconsin Rehabilitation Council will endeavor to:

- **Build partnerships** among people with disabilities, providers of service, advocacy organizations, and those other groups that can and should participate in the accomplishment of the mission and vision of the organization.
- **Forge a spirit of trust and cooperation** with the administration and staff of DVR and advocacy organizations for people with disabilities so that the use of scarce resources for accomplishing the mission and vision are optimized and conditions are created for acquiring additional resources.
- **Reach out to people with disabilities** throughout the state so as to create a true spirit of inclusion for every citizen including an opportunity to contribute to the work of the Wisconsin Rehabilitation Council.
- **Hear and respond** to the concerns and issues raised by people with disabilities, their advocates, and other concerned individuals so that the work of the Wisconsin Rehabilitation Council is as effective as possible and we are able to truly be a catalyst for positive change.

WRC Members

Nancy Molfenter, Chair
State Education Agency
Madison

Rob Buettner, Secretary/Treasurer
Representative of persons with disabilities
Milwaukee

Julie Barker
Vocational Rehabilitation Counselor
Janesville

Jaclyn Borchardt
Former DVR Consumer
Milwaukee

Jim Dobrinska
Business, Industry and Labor
Milwaukee

Stephanie Drum
Representative of persons with disabilities
Madison

Jodi Hanna
Representative of persons with disabilities
Rice Lake

Chris Hendrickson
State Independent Living Council
Madison

Traci Jones
Business, Industry and Labor
Wisconsin Dells

Barb Klug
Representative of persons with disabilities
Beaver Dam

Gail Kolvenbach
Representative of persons with disabilities
St. Francis

Ramsey Lee
Representative of persons with disabilities
Madison

Patricia Lerch
Native American Vocational Rehabilitation
Lac du Flambeau

John Lui
Community Rehabilitation Program
Elk Mound

Tracy Mace
Business, Industry and Labor
Janesville

Robby McClain
Former DVR Consumer
Mountain

Delora Newton
Director of Designated State Unit
Council on Workforce Investment
Madison

Linda Vegoe
Client Assistance Program
Madison

Beth Swedeen
Representative of persons with disabilities
Madison

Patrick Young
Former DVR Consumer
Germantown

Matthew Zellmer
Parent Training and Information Center
Milwaukee

The WRC performs several functions to execute their duties, as outlined in the Rehabilitation Act. Each section of this report will highlight the activities of the WRC, and demonstrate how those functions fulfill the WRC's requirements under the Act.

1. Review, analyze, and advise DVR regarding the performance of its responsibilities (particularly regarding eligibility), the extent and effectiveness of services, and the functions performed by state agencies that affect or potentially affect the ability of individuals with disabilities to achieve employment outcomes under this title.
2. Advise and assist DVR in the preparation of the state plan and its amendments, applications, reports, needs assessments, and evaluations.
3. Conduct a review and analysis of the effectiveness of VR and consumer satisfaction.
4. Prepare and submit an annual report to the Governor and Rehabilitation Services Administration Commissioner on the status of vocational rehabilitation programs operated within the State.
5. Coordinate the work of the Council with the activities of other disability-related councils.
6. Establish a working relationship between DVR and the State Independent Living Council and the centers for independent living in the state.
7. Perform other functions, consistent with the purpose of this title, as the State Rehabilitation Advisory Council determines to be appropriate, that are comparable to the other functions performed by the Council.

Employment Outcomes

The primary measure of the success of a vocational rehabilitation program is the number of job seekers with disabilities who leave the program having achieved their employment goals.

Employment Outcomes Details

	FFY 13	FFY 14	FFY 15	FFY 16
Successful Outcomes	3,840	4,415	4,875	4,615
Return on Investment	206%	222%	205%	211%

The employment status categories use the terms used in the federal reporting on outcomes.

Employment Status	Total	Percent of Placements	Average Hourly Wage
Employment without Supports in Integrated Setting	3,981	86.3%	\$12.03
Employment with Supports in Integrated Setting	585	12.7%	\$8.26
Self-employment (except BEP)	49	1.1%	\$31.34
Total	4,615	100.0%	\$11.75

- Employment without supports refers to the typical hire, where a qualified candidate is hired by a business.
- Employment with supports refers to individuals who are hired by businesses. The individuals receive some supports, such as job coaching, that are funded by a source other than the business.

- Integrated setting is the term that refers to competitive jobs in the community. Vocational rehabilitation services must be directed toward obtaining competitive jobs in the community.
- Self-employment outcomes involve starting one's own business or receiving help to accommodate the disability so a business owner can continue to operate their business. This category includes farmers who have become disabled and want to continue farming through assistive technology or restructuring how the work is done.

Return on Investment

Wisconsin receives an impressive return on investment when a person with a disability joins our state's workforce. In FFY 2016, DVR invested \$38.8 million in the 4,615 DVR consumers who were successful in reaching their employment goal. The estimated annual earnings for that group were more than \$82.3 million. This table shows, county by county, the investment made in DVR services for the life of the case alongside the estimated first year annual earnings of the people with disabilities who were successful in reaching their employment goal.

County	Successful Closures	Total Cost of Services	Annual Wages
Adams	9	\$74,809.00	\$92,560.00
Ashland	17	\$124,254.00	\$282,932.00
Barron	54	\$601,440.00	\$759,772.00
Bayfield	7	\$84,729.00	\$154,856.00
Brown	181	\$1,189,548.00	\$3,279,588.00
Buffalo	11	\$98,014.00	\$494,156.00
Burnett	5	\$65,125.00	\$44,616.00
Calumet	19	\$248,812.00	\$934,856.00
Chippewa	48	\$414,504.00	\$699,972.00

Clark	16	\$346,575.00	\$472,316.00
Columbia	54	\$200,158.00	\$1,073,904.00
Crawford	7	\$150,191.00	\$96,200.00
Dane	400	\$3,112,364.00	\$6,528,808.00
Dodge	75	\$683,823.00	\$1,073,228.00
Door	11	\$64,404.00	\$157,456.00
Douglas	33	\$120,660.00	\$551,928.00
Dunn	42	\$412,667.00	\$586,716.00
Eau Claire	120	\$760,026.00	\$2,076,256.00
Florence	3	\$29,732.00	\$113,516.00
Fond Du Lac	87	\$767,872.00	\$1,537,796.00
Forest	3	\$24,112.00	\$25,844.00
Grant	23	\$140,186.00	\$533,832.00
Green	27	\$132,896.00	\$540,592.00
Green Lake	18	\$225,553.00	\$318,396.00
Iowa	14	\$112,199.00	\$204,100.00
Iron	1	\$10,105.00	\$5,096.00
Jackson	22	\$206,573.00	\$184,600.00
Jefferson	55	\$525,116.00	\$955,292.00
Juneau	29	\$317,856.00	\$647,608.00
Kenosha	148	\$770,620.00	\$2,498,652.00
Kewaunee	13	\$131,534.00	\$204,152.00
La Crosse	119	\$843,118.00	\$1,492,972.00
Lafayette	7	\$89,246.00	\$254,852.00
Langlade	17	\$160,190.00	\$146,380.00
Lincoln	21	\$159,941.00	\$227,916.00
Manitowoc	62	\$321,647.00	\$911,144.00
Marathon	149	\$1,614,022.00	\$2,454,140.00
Marinette	23	\$174,919.00	\$402,012.00
Marquette	4	\$21,512.00	\$42,640.00
Menominee	2	\$10,205.00	\$49,972.00

Milwaukee	742	\$5,176,584.00	\$12,812,696.00
Monroe	36	\$432,681.00	\$637,468.00
Oconto	23	\$123,722.00	\$290,732.00
Oneida	53	\$388,885.00	\$805,168.00
Outagamie	151	\$1,434,298.00	\$2,258,672.00
Ozaukee	85	\$949,546.00	\$1,568,736.00
Pepin	6	\$34,525.00	\$70,356.00
Pierce	8	\$85,974.00	\$132,132.00
Polk	13	\$250,460.00	\$360,880.00
Portage	42	\$355,444.00	\$484,588.00
Price	9	\$73,328.00	\$162,760.00
Racine	176	\$1,189,825.00	\$3,088,644.00
Richland	20	\$133,186.00	\$197,704.00
Rock	142	\$883,457.00	\$2,348,372.00
Rusk	14	\$71,590.00	\$247,104.00
Sauk	59	\$488,421.00	\$905,684.00
Sawyer	10	\$52,692.00	\$241,644.00
Shawano	35	\$568,796.00	\$1,721,460.00
Sheboygan	99	\$635,542.00	\$2,000,960.00
St Croix	41	\$485,239.00	\$510,796.00
Taylor	13	\$245,362.00	\$234,884.00
Trempealeau	12	\$80,241.00	\$195,884.00
Vernon	40	\$872,913.00	\$1,249,248.00
Vilas	5	\$60,605.00	\$127,296.00
Walworth	123	\$933,853.00	\$2,598,544.00
Washburn	3	\$16,437.00	\$48,776.00
Washington	132	\$1,359,167.00	\$2,298,660.00
Waukesha	348	\$3,414,868.00	\$7,714,564.00
Waupaca	11	\$273,469.00	\$186,108.00
Waushara	14	\$170,307.00	\$162,552.00
Winnebago	119	\$1,120,524.00	\$1,753,284.00

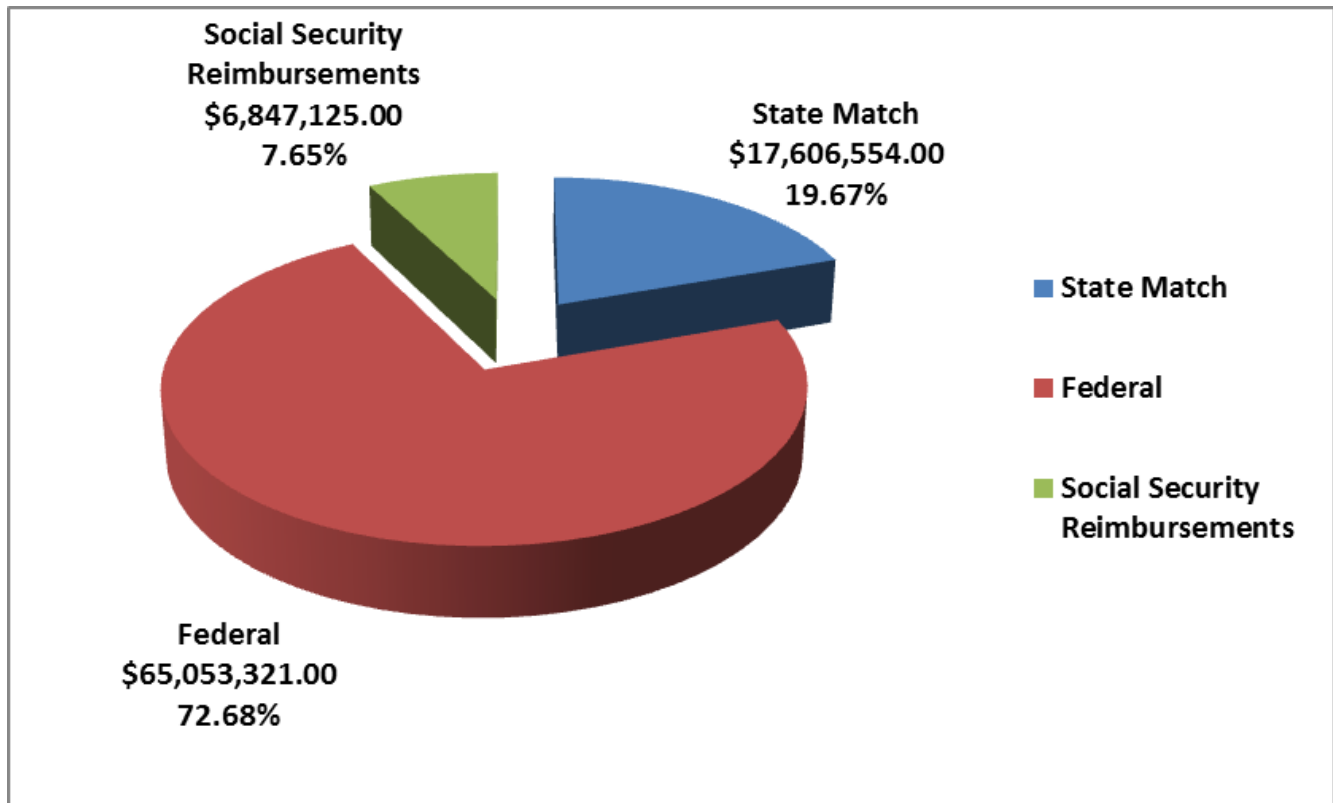
Wood	75	\$924,019.00	\$1,500,824.00
Total	4,615	\$38,827,217.00	\$82,028,804.00

Types of Jobs Obtained by DVR Consumers	Total
Office and Administrative Support	901
Food Preparation and Serving Related	645
Building and Grounds Cleaning and Maintenance	588
Production	508
Sales and Related	341
Transportation and Material Moving	295
Personal Care and Service	238
Management	151
Community and Social Service	124
Healthcare Support	122
Installation, Maintenance, and Repair	113
Education, Training, and Library	108
Healthcare Practitioners and Technical	95
Computer and Mathematical	68
Arts, Design, Entertainment, Sports, and Media	65
Business and Financial Operations	59
Protective Service	51
Construction and Extraction	43
Farming, Fishing, and Forestry	43
Architecture and Engineering	38
Life, Physical, and Social Science	12
Legal	7
Total	4,615

Disability Type (reported as primary disability)	Total	Percent
ADHD	1,669	4.9%
AODA	433	1.3%
Autism	2,335	6.9%
Blind/Visual	748	2.2%
Brain Injuries	687	2.0%
Cognitive	3,545	10.5%
Congenital Condition or Birth Injury	672	2.0%
Deaf/HH	1,285	3.8%
Eligibility Undetermined*	1,551	4.6%
Learning Disabilities	2,757	8.1%
Mental Illness	7,284	21.5%
Orthopedic	4,957	14.6%
Other	2,635	7.8%
Other Physical	3,357	9.9%
Total	33,915	100.0%

* Cases closed prior to eligibility determination.

Vocational Rehabilitation Funding Sources (All Sources)



- DVR receives approximately 78.7 percent of its funding from the US Department of Education and a required 21.3 percent match from State of Wisconsin General Purpose Revenues.
- In addition, Wisconsin has the ability to apply for Social Security Reimbursement dollars. These funds are earned when DVR services have helped to place a consumer in a job that pays a high enough wage that the consumer no longer qualifies for Social Security Income (SSI) or Social Security Disability Income (SSDI). When this occurs, Social Security reimburses DVR for the cost of case services provided to the consumer.
 - In Federal Fiscal Year 2016, DVR received \$6.84 million in reimbursements from the Social Security Administration.

Case Service Expenditures

Service	Amount
Assessment	\$3,792,925.44
Benefits Analysis	\$2,425,830.34
College/University Training	\$4,890,425.05
Disability Skills Training	\$363,781.17
Eligibility/OOS Assessment	\$913,826.96
Interpreter/Note-Taker for the Deaf	\$277,233.77
Job Development	\$11,144,463.40
Low Vision Aid/Adjustment Services	\$181,713.12
Maintenance	\$512,209.18
Occupational/Vocational Training	\$1,211,923.65
On-the-Job Supports	\$4,686,710.68
Others	\$97,365.86
Other Services	\$322,818.81
Personal Assistance	\$36,764.53
Promise Grant Services	\$959,899.26
Rehabilitation Technology	\$4,223,825.98
Restoration	\$315,470.52
Services/Family Members	\$70,425.32
Small Business Services	\$316,771.08
State LTE	\$355,562.91
Supported Employment	\$7,528,768.20
Temporary Work	\$5,771,561.90
Training	\$2,298,278.62
Transportation	\$2,422,434.63
Work-Related Materials/Tools	\$388,766.40
Youth OJT	\$322,127.47
Total	\$55,831,884.25

The Wisconsin Rehabilitation Council uses input from the public to advise the Division of Vocational Rehabilitation. The WRC welcomes input from the public through several sources:

Call:

(800) 442-3477 (Voice)
(888) 877-5939 (TTY)

E-mail:

dvrwirehabcouncil@dwd.wisconsin.gov

Fax:

(608) 266-1133

Write:

Wisconsin Rehabilitation Council
201 E. Washington Avenue
P.O. Box 7852
Madison, WI 53707-7852

Attend a meeting:

WRC meets quarterly in cities around Wisconsin. Meetings are open to the public. Meeting schedules are available online at:
<http://dwd.wisconsin.gov/dvr/wrc>.

Become a member:

If you are interested in becoming a WRC member, please call us at:
(800) 442-3477.

To learn more:

DVR services for job seekers with disabilities:

<http://dwd.wisconsin.gov/dvr/jobseek.htm>

DVR services for business:

http://dwd.wisconsin.gov/dvr/business_services/

The Wisconsin Rehabilitation Council:

<http://dwd.wisconsin.gov/dvr/wrc/default.htm>

Workforce Innovation and Opportunities Act:

<http://www.doleta.gov/wioa/>

Rehabilitation Services Administration:

<https://rsa.ed.gov/>

The National Coalition of State Rehabilitation Councils:

<http://www.ncsrc.net/>