

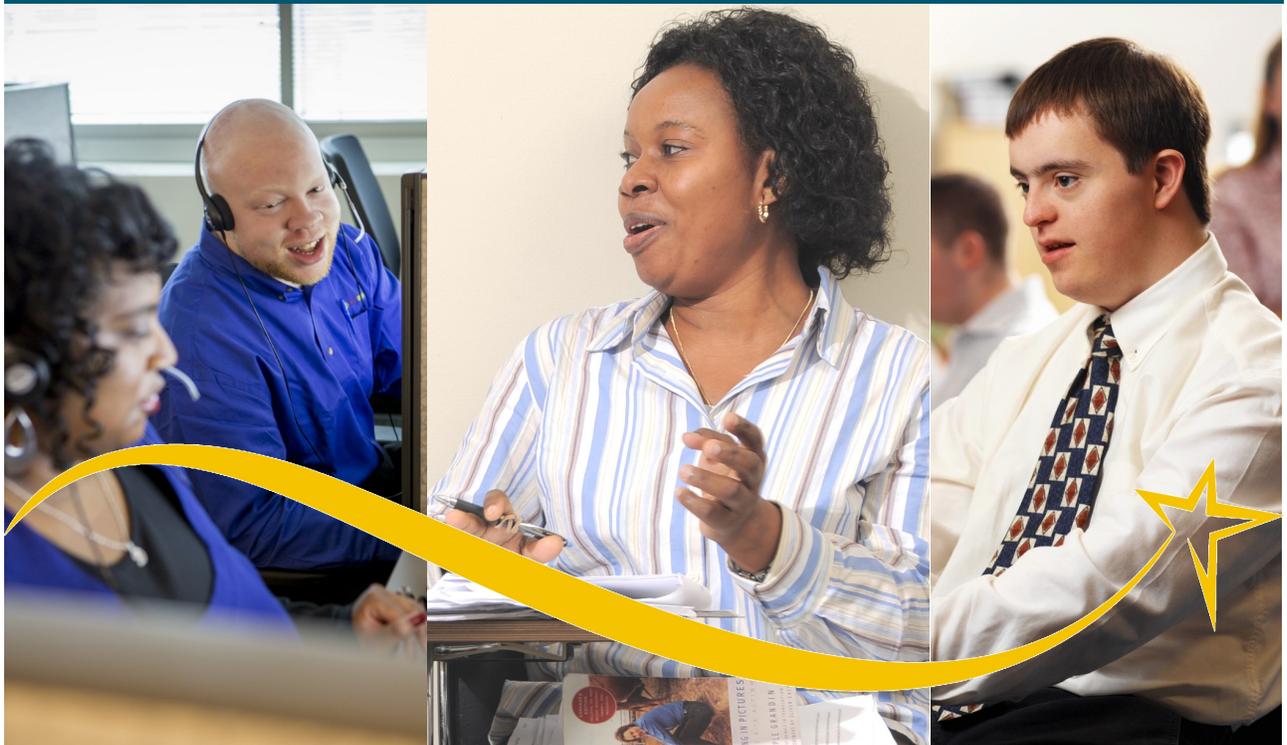
A light gray map of the state of Georgia, showing major cities and a network of roads. The map is positioned in the upper half of the page, behind the title text.

Georgia

State Rehabilitation Council

2013

Annual Report



Greetings from the State Rehabilitation Council (SRC) Chair

I am honored to be the Chair of Georgia's SRC. With the new appointments Governor Deal made in June 2013, we have 20 members representing all of the stakeholders required by the federal Rehabilitation Act. We are focused on assisting individuals with disabilities achieve their dreams for employment and are committed to our mission, vision and values printed on the last page of this report. We are excited by the opportunities in the upcoming year to partner with the Georgia Vocational Rehabilitation Agency (GVRA) and its Board to enhance services and outcomes for consumers.

We received training on our duties and functions and the GVRA programs that we collaborate with in planning services, evaluating effectiveness, and advocating to serve more people with disabilities. SRC members visited VR offices statewide to get a firsthand view of customer service and to obtain valuable input from staff. We plan to continue these visits to other GVRA programs that provide services leading to employment. A key for the SRC is to be the voice of the consumer; all of our meetings are open to the public, with time allotted to hear from GVRA customers. We are working to enhance our website and develop other methods to evaluate customer satisfaction and get suggestions for improvements. We look forward to working with you in 2014!

Kathy Carlisle, SRC Chair

Looking Back at 2013

Governor Deal appointed 14 new members to the SRC. These enthusiastic members represent the following regulatory composition categories: community rehabilitation programs, various disabilities, State Department of Education, businesses, State Workforce Investment Board, Client Assistant Program, Statewide Independent Living Council, former VR client, and qualified VR counselor. With these new members, the Georgia SRC is fully constituted with 20 members.

The SRC is grateful for the dedication of the following members whose terms expired in April, 2013: Chair Linda Shepard, Dexter Brown, Ashley Carraway, Virginia Harris, Charles W. Lamb, Jr., and Sheila Thomas.

The SRC collaborated with the VR Program throughout FY 13 to conduct a comprehensive needs assessment, develop goals and priorities, and hold five public hearings in locations across the state to allow for verbal and written comments and questions from people with disabilities and stakeholders regarding the FY 2014 VR State Plan and proposed Order of Selection. The SRC provided input to the VR Program regarding strategies to increase the success of VR clients whose work plans include post secondary education and for revisions of the policy on financial needs assessment.

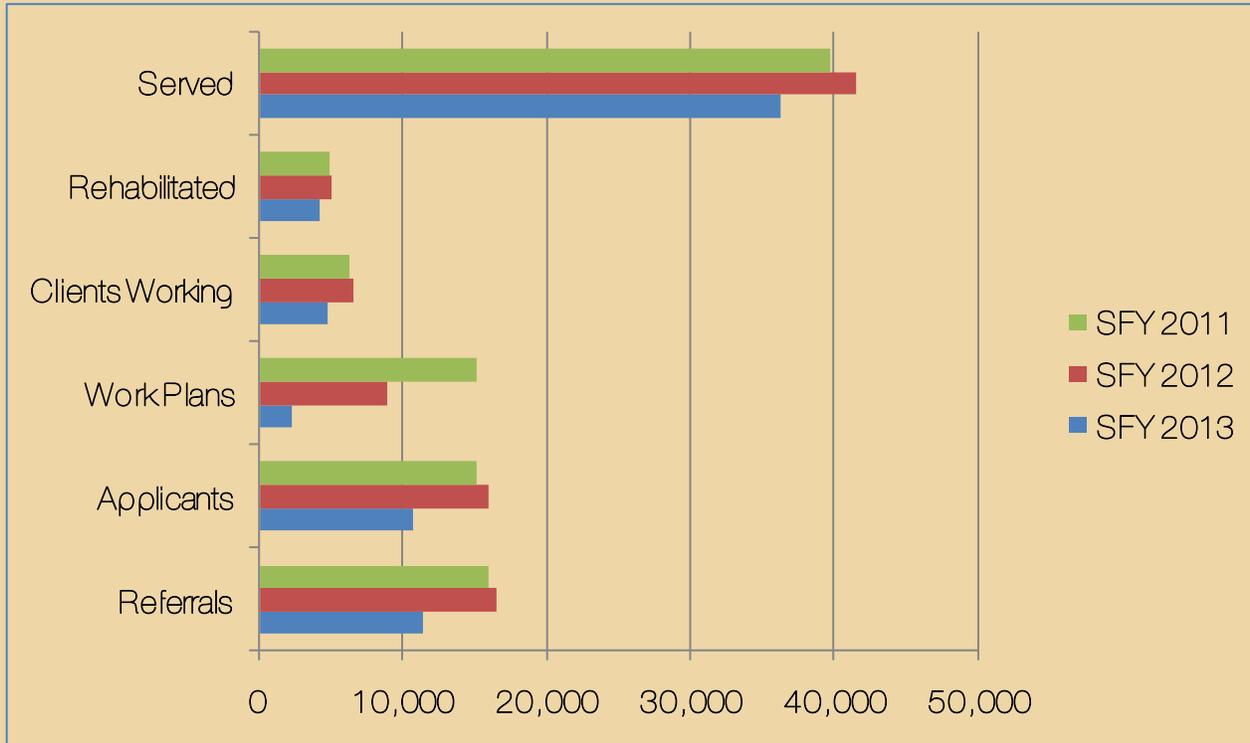
Looking Ahead to 2014

The Council anticipates working with GVRA to increase partnerships with other state agencies, service providers and private entities to maximize service delivery funds and collaborate to implement strategies to achieve the goals and objectives in the FY 14 VR State Plan.

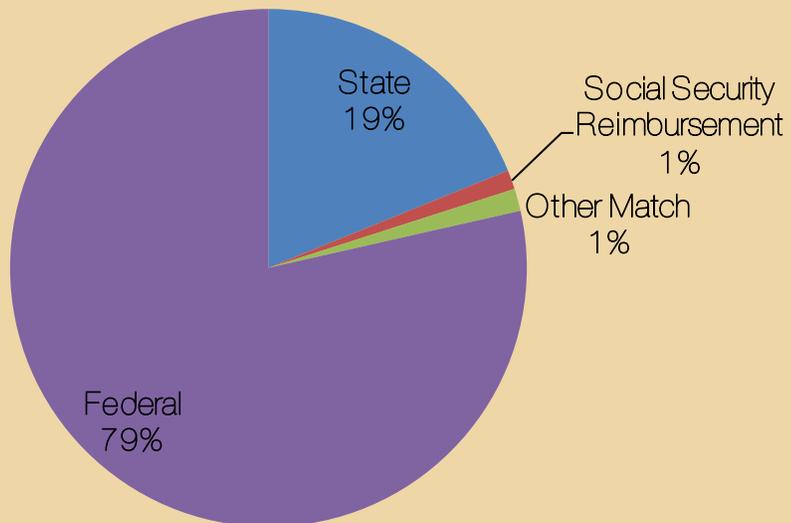
The SRC will bolster efforts to educate state legislators of the need for additional state funds to fully match the federal grant in order to invigorate the VR Program and expand its reach to assist more individuals with disabilities to go to work.

By the Numbers

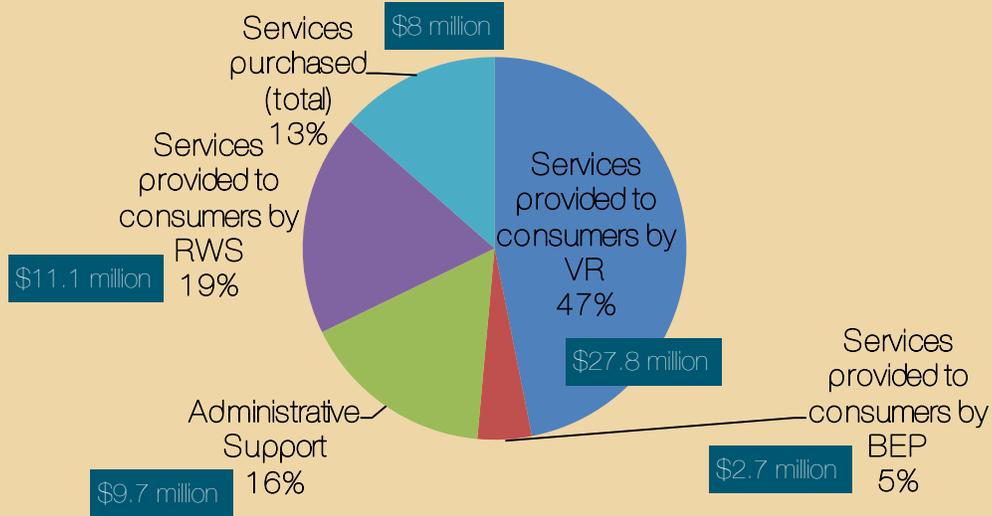
VR Program Service Trends SFY 2011 - SFY 2013



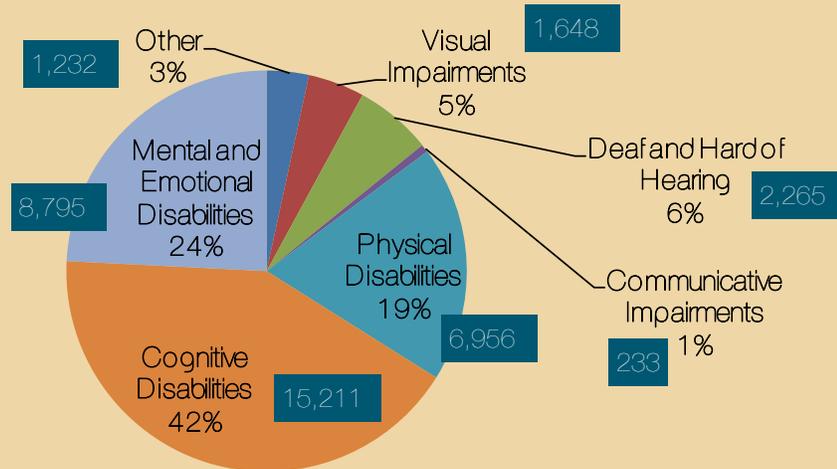
VR Division 110 Funding Sources SFY 2013



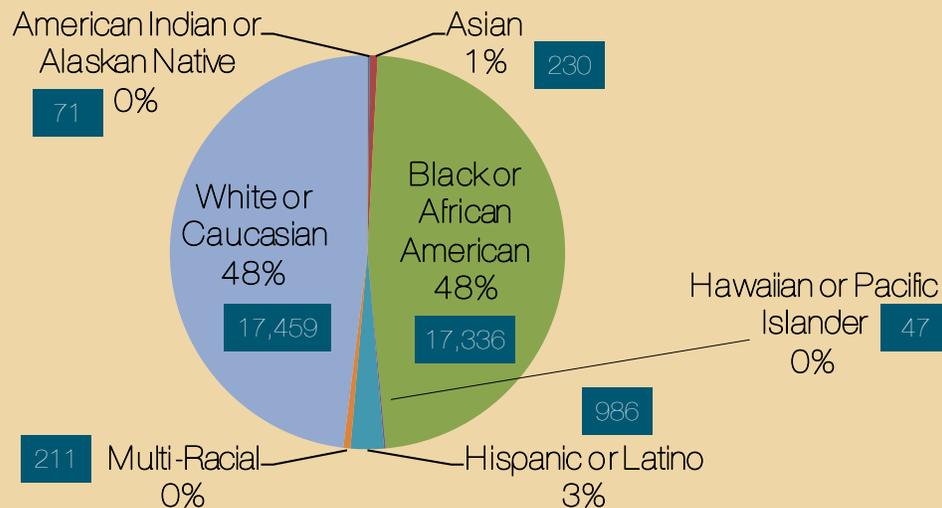
VR Division 110 Expenditures SFY 2013



Total Clients Served by Disability Category SFY 2013



Total Clients Served by Race/Ethnicity SFY 2013



Referral Sources for New Referrals SFY 2013

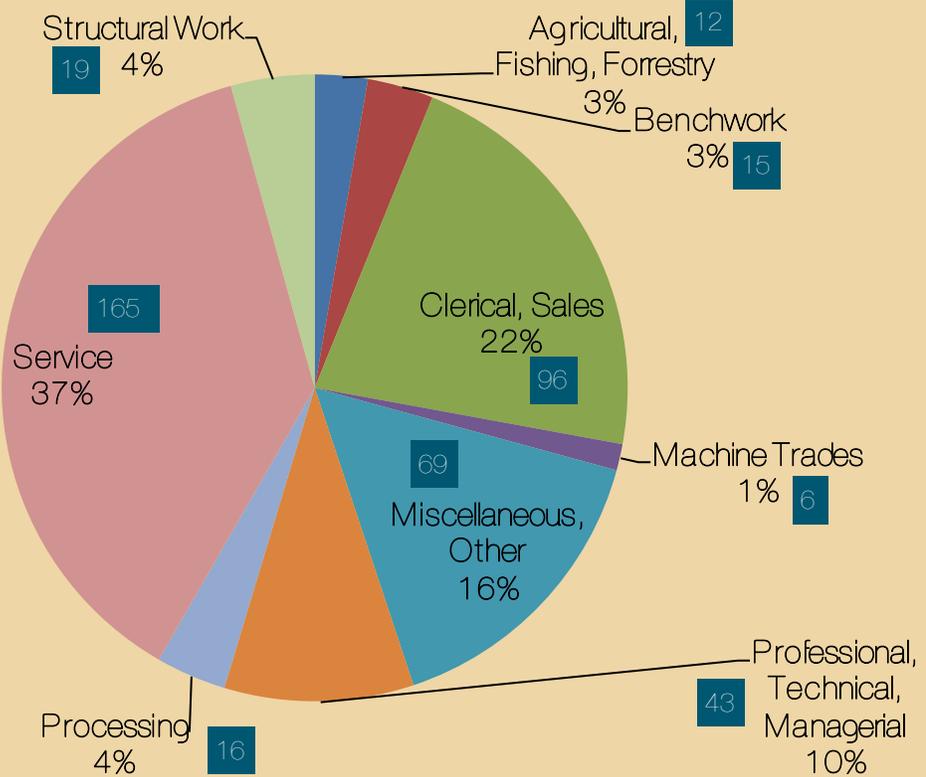
Educational Institutions (Elementary/Secondary)	2,957	26.05%
Educational Institutions (Post Secondary)	398	3.51%
Physician or Other Medical Personnel or Institutions	450	3.96%
Welfare Agency (State or Local)	65	0.57%
Community Rehabilitation Programs	851	7.50%
Social Security Administration	202	1.78%
One-Stop employment/ Training Centers	376	3.31%
Self-Referral	3,848	33.90%
Other Sources	2,204	19.42%
Total	11,351	100%



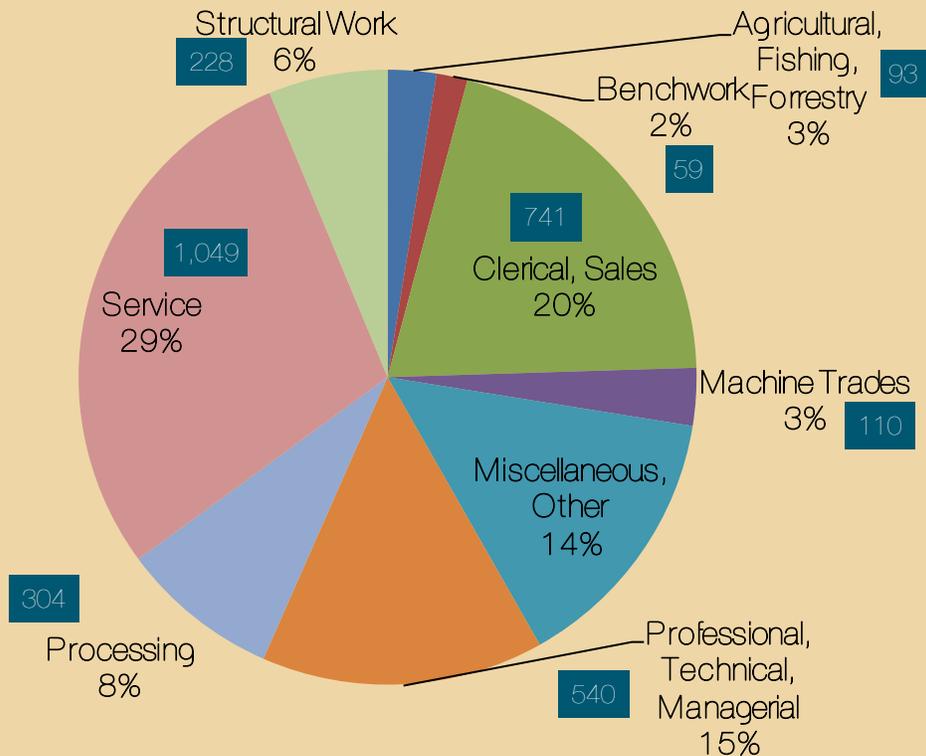
Total Clients Served by Age and Gender SFY 2013

Age	Served	Percentage	Female	Female Percentage	Male	Male Percentage
Under 18	715	1.97%	298	0.82%	417	1.15%
18-24	16,436	45.23%	6,484	17.84%	9,952	27.39%
25-30	4,330	11.92%	1,750	4.82%	2,580	7.10%
31-39	4,074	11.21%	1,720	4.73%	2,354	6.48%
40-54	7,278	20.03%	3,453	9.50%	3,825	10.53%
55 and Over	3,507	9.65%	1,779	4.90%	1,728	4.76%
Total	36,340	100%	15,484	42.61%	20,856	57.39%

Client Employment by Occupation SFY 2013 Successfully Closed With Supports



Client Employment by Occupation SFY 2013 Successfully Closed Without Supports

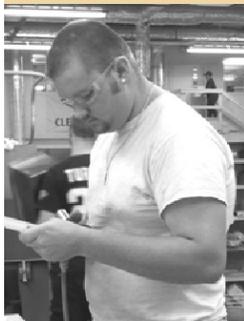


Numbers do not define the essence of Georgia's VR division, but they do help to paint a picture of its clients. In this way, each number represents an individual with a disability on a personal path of achievement. These three are as typical as they are unique.



Megan Kennedy was referred to the Vocational Rehabilitation program in 2005 as a student at Gainesville State College. When Megan was asked what she would like to be doing five years from now, Megan responded, "I want to be a teacher". Megan was capable of successfully completing the academics, but she encountered tremendous depression and anxiety.

Throughout the process she worked with her VR counselor to obtain services that would allow her to learn to cope and manage her depression and anxiety. Megan was able to successfully complete a program of study through the University of North Georgia. During her teaching internship, the stresses of teaching became apparent, so Megan worked with her VR counselor to consider a different career in business writing, an area in which she is gifted. She began working with VR Rehabilitation Employment Specialist Tamie Roper toward this goal and was successfully placed in a position on March 15, 2013. Megan is currently employed with ProCare RX in Gainesville as a proposal consultant earning \$14.75/hour including medical insurance with dental, vision and life insurance. Her final comments to her counselor, Teresa Leahey, before closing her case were: "Thank you so much for all your help! You have no idea how much it meant to me. I wouldn't have gotten this far without you and Ms. Roper, and I greatly appreciate everything you have both done for me."



Kenneth Boone, with the help of VR, currently works at Edwards Interiors Inc. in Pooler. Kenneth has overcome significant barriers to work since he was referred to VR during his senior year at Effingham County High School. Kenneth was on a special education diploma track and eligible to receive academic accommodations under an Individual Education Plan (IEP). During the VR counselor's first meeting with Kenneth, he disclosed his previous diagnosis of ADHD and that he takes medication to treat symptoms associated with his ADHD and has done so since he was in elementary school. Kenneth has trouble with processing spoken information and understanding what he has read. The VR counselor helped Kenneth identify his job goals and capabilities.

Kenneth's enthusiasm to prepare for and get a job doing "hands on work" captured the IEP team members and eventually led to discussion of a newly established opportunity in Effingham County called Project Search. The program is designed for transition-aged youth who are eligible for Supported Employment services, and the goal of the program for each student is competitive employment. Since Kenneth had no formal work experience, he needed to acquire transferable skills through training where applied practice dominates instead of classroom lecture. The VR Program provided multiple services to Kenneth including vocational counseling and guidance, work readiness assessment and training, medication management, supported employment and job placement with follow along services. He is currently working as a filer / sander at Edwards Interiors Inc. in a full time position with a complete benefit package.



Lewis Tankersley was born with a rare form of albinism resulting in a loss of sharpness of his vision. Lewis worked hard to be accepted to the University of South Carolina where he earned an Associate's Degree in commercial education and business in 1979. He became a licensed optician (LDO) in South Carolina and Georgia. Lewis is also an American Board of Opticianry Master in Ophthalmic Optics (ABOM). His career took him through several different companies until a major interruption for two knee replacement surgeries and a cataract procedure.

So, in 2008, Lewis began the process to restart his career when he met VR Counselor Beth Frey who encouraged Lewis to learn new skills and to explore the relatively new field of assistive technology for persons with disabilities. Beth referred Lewis to the Center for the Visually Impaired (CVI) in Atlanta for computer and customer service skills training. She also referred him to Rehabilitation Technologist Gigi Taylor of the VR Assistive Work Technology (AWT) Unit who analyzed Lewis's needs and made recommendations that Beth purchase assistive technology to enable Lewis to succeed on the job. These recommendations included items such as magnification computer software and devices.

With the help of VR counseling, job readiness services and AWT, along with skills he developed at CVI, Lewis got a job with Briot Visionix as a Technical Service Representative in June, 2012. His primary responsibilities involve assisting customers by telephone to quickly re-solve equipment and technical problems. Lewis troubleshoots over the phone, orders replacement parts or schedules field technicians on site as needed. Company President Matt Cevasco said, "It's not about the disability, it's about the person getting the job done. Lewis has the technical knowledge. It (his visual challenge) has all been completely transparent."

The Georgia State Rehabilitation Council (SRC) is a federally mandated council composed of Georgia citizens from across the state appointed by the Governor to represent a broad range of individuals with disabilities and stakeholders. The SRC collaborates with the Georgia Vocational Rehabilitation Agency to develop plans for services and make recommendations to assist individuals with disabilities achieve employment and independence.

SRC Mission

To collaborate with the Georgia Vocational Rehabilitation Agency in planning and providing comprehensive and effective services that assist individuals with disabilities to achieve their employment goals and contribute to Georgia's economy.

SRC Vision

To be a strategic partner with the Georgia Vocational Rehabilitation Agency to make Georgia the best state for people with disabilities to live, work and thrive.

SRC Philosophy and Values

We believe individuals with disabilities should have equal opportunity for employment and participation in their communities. All people deserve the best; therefore these are the cornerstones which we value:

- Meaningful Work
- Inclusion
- Informed Choice
- Self Determination
- Trust and Integrity
- Positive and Effective Change
- Purposeful Collaboration

Georgia State Rehabilitation Council
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GEORGIA VOCATIONAL REHABILITATION AGENCY

SRC Members and the Categories They Represent

- Robin Blount - Parent Training and Information Center
- Dorothea Cadet – Individuals with Disabilities who have Difficulty Representing Themselves
- Kathy Carlisle - Community Rehabilitation Programs
- David Cole – Business
- Anisio Correia - Individuals with Visual Impairments
- Deanie Fincher - Individuals with Cognitive Disabilities
- Deborah Gay - State Department of Education
- John Hall - Individuals with Physical Disabilities
- Liza Leiter - State Workforce Investment Board
- Christopher Moder – Business
- Joy Norman - Individuals with Hearing Impairments
- Steve Oldaker - Statewide Independent Living Council
- Jennifer Page - Client Assistant Program
- James Radford - Local Workforce Investment Board
- Greg Schmieg - Executive Director of the Designated State Unit, GVRA
- Dana Skelton-Sanders - Qualified VR Counselor
- Kenneth Slade - Business
- Christina Peggy Venable - American Indian VR Program
- Lewis Wheaton - Business
- Kayla Wilson - Former VR Client