

REPORT OF THE NEBRASKA

State Rehabilitation Council

2 0 1 7 - 2 0 1 8

A consumer controlled council committed to ensuring quality rehabilitation services



CONTACT INFORMATION:

The State Rehabilitation Council (SRC) values the input and involvement of all citizens in Nebraska regarding rehabilitation services. All SRC meetings are open to the public and are a great opportunity for the public to voice concerns and opinions.

MEETINGS:

Meeting dates, times, and locations are posted on the Nebraska VR website at vr.nebraska.gov

WRITE:

State Rehabilitation Council Chairperson
Nebraska Department of Education
301 Centennial Mall South
P.O. Box 94987
Lincoln, NE 68509

CALL:

Angela Fujan
402.679.6298
877.637.3422

FAX:

402.471.0788

TABLE OF CONTENTS

Letter from the SRC Chairperson..... 1

SRC Committee Reports..... 2-3

SRC Members 2-4

Message from the Nebraska VR Director..... 4

Nebraska VR Funding..... 5

Return on Investment 5

Annual Program Costs 5

Nebraskans Served by Nebraska VR..... 6

Partnerships with Employers & Nebraska VR 7

Nebraska VR Successful People..... 8



State Rehabilitation Council

Nebraska Department of Education

October 1, 2018

As Chair of the Nebraska State Rehabilitation Council (SRC), I'm honored to present this report that summarizes the accomplishments the SRC made in fiscal year 2018.

During this past year's quarterly meetings, SRC members heard reports from the Client Assistance Program Director, the Statewide Independent Living Council, Assistive Technology Partnership and the Nebraska Youth Leadership Council. At each meeting Nebraska VR's Director provided an up-to-date report of current projects and partnerships, providing the council with opportunities to contribute feedback.

Actions supported by the SRC:

- Disability Employment & Inclusion Awards in October, 2017.
- Focused on the Workforce Innovation and Opportunity Act's provision to reserve 15% of allotted funds for the delivery of pre-employment transition services.
- Senator outreach at the Nebraska State Capital in March.

This year was a time for growth and change. It could not have been successful without the collaboration, advocacy, and support from the dedicated members of the Nebraska SRC and Nebraska VR Staff. As the chair of the SRC, I would like to recognize the work of the SRC and the commitment the members have in working to ensure Nebraskans with disabilities have access to meaningful employment opportunities.

Sincerely,

Kipp Ransom

Kipp Ransom, Chairperson
Nebraska State Rehabilitation Council



Shari Bahensky-Lincoln

Representing the Client Assistance Program, Shari served on the Council the first half of the year.



Crystal Booker-Lincoln

Crystal works for Ameritas as an HR Administrator Manager.



Jerry Bryan-Lincoln

A required council member, Jerry is the recently appointed Client Assistance Program Director.



Michael Bursaw-Ravenna

HR Director for West Pharmaceutical Services, Michael serves on the SRC as a business, industry, and labor representative.



Michael Chittenden-Lincoln

Michael is the Executive Director of The Arc of Nebraska. He is a member of an advocacy group who assist people with disabilities.



Christine Gaspari-Kearney

Chris serves as a current or former applicants for, or recipients of vocational rehabilitation services.

SRC Committees and Accomplishments

Transition Services Committee

Members: Sandy Peterson, Alice Senseney, JD Simmons (chair), Cami West, Carly Weyers, and Brigid Griffin, Nebraska VR Advisor.

The Transition Services Committee discussed current progress and challenges in transition services. Some of the discussions centered around the Workforce Investment and Opportunity Act (WIOA) requirement to spend 15% of the budget providing pre-employment transition services to students. The committee was supportive of the 28 funded summer transition programs including one which included benefits awareness. Support was also given for planned benefits training workshops for students, aged 14-21, and their families.

The committee reviewed the increased collaboration between the Nebraska Department of Education (NDE), PTI Nebraska (Parent, Training, and Information), and Nebraska VR. One committee focus was about how to improve transition assessments. NDE will be providing statewide transition training and distribute an informational document for transition planning. An NDE coordinator was hired to provide Individualized Education Program training to schools. Topics will include information about available Pre-Employment Transition Services provided by Nebraska VR.

The committee expressed concerns in school districts where Nebraska VR coverage is limited. The committee recommended outreach and training in schools and the creation of a flow chart to explain the role of Nebraska VR and Division of Developmental Disabilities (DHHS-DD).

An update of the Project SEARCH Pre-Employment Transition Services Job Fair held in April of 2018 was also provided to the committee in conjunction with the Employer Services Committee.



J.D. Simmons-Doniphan

Transition Services Committee Chairperson – J.D. Simmons

J.D, a retired Nebraska VR counselor, represents the category of member at large on the council.

Client Services Committee

Members: Shari Bahensky, Jerry Bryan, Gayle Hahn (chair), Jonathan Moeller, Diane Owen- Downs, Kipp Ransom, Michael Reed, Adriana Springer and Angela Fujan, Nebraska VR Advisor.

The Client Services Committee continued to review the Client Satisfaction Surveys. The survey results were very positive but the committee wanted to be sure there is counselor follow-up when concerns are reported through the survey.

Client Satisfaction Surveys are conducted by Nebraska VR associates from a different office than where the client received services to assure unbiased results. The committee was in support of this as it was a cost saving measure to perform the surveys in house rather than by contracting with an external source.

The committee also heard updates from a SRC Client Services committee member who serves as a liaison for the Deaf & Hard of Hearing Committee, which meets quarterly to coordinate activities with Nebraska VR, the Nebraska Commission for the Deaf and Hard of Hearing, and other community organizations.



Client Services Committee
Chairperson – Jonathan Moeller

Jonathan is a current or former applicants for, or recipients of, vocational rehabilitation services.

Jonathan Moeller—Grand Island

Employer Services Committee

Members: Crystal Booker, Michael Bursaw, Michael Chittenden, Lindy Foley, Chris Gaspari, John McNally (chair), Vicki Newman, Tobias Orr, Mark Schultz, David Scott and Mary Matusiak, Nebraska VR Advisor.

The Employer Services Committee provided ongoing feedback about Nebraska VR's partnerships with businesses and Project SEARCH sites. In addition, they were encouraged by the update of the Project SEARCH Pre-Employment Transition Services Job Fair held in April of 2018. The Omaha event was very successful with 365 student participants. The job fair will be held in Lincoln the next time and suggestions were made to find a larger event center to accommodate more student and business participation.

Some discussion focused on defining award criteria and a nomination form for the SRC's Disability Employment and Inclusion Awards. They determined each award category may not be awarded annually dependent on nominations. They will continue to consider other categories.

The committee, who recruited two new business representatives, also discussed recommendations for recruitment of additional business representatives to join the State Rehabilitation Council.



Employer Services Committee Chairperson
– John McNally

John, Deputy Director for the Nebraska Department of Veterans Affairs, is the State Workforce Investment Board representative.

John McNally—Lincoln



Gayle Hahn-Hastings

As a Community Benefits & Benefits Coordinator for Easterseals, Gayle serves as a community rehabilitation program service provider.



Vicki Newman-Lincoln

Vicki is on the SRC having been a former recipient of vocational rehabilitation services.



Tobias Orr-Lincoln

In his role as Director of Assistive Technology Partnership, Tobias is a provider of community rehabilitation program services.



Diane Owen-Downs-Norfolk

Diane works at the Norfolk Nebraska VR office. She serves on the SRC as a qualified vocational rehabilitation counselor.



Sandy Peterson-Omaha

Sandy works for the Parent Training and Information Center (PTI). PTI Nebraska is a required member of the council.



Kipp Ransom-Lincoln

Director of ThinkFirst Madonna, Kipp serves as a representative of business, industry, and labor. He is also a former Nebraska VR client.



Michael is a member of the Statewide Independent Living Council (SILC). He joined the SRC this year.

Michael Reed-Sutherland



Adriana works with the Omaha tribes. She is a community rehabilitation program service provider.

Adriana Springer-Macy



Alice is an Education Specialist with the Nebraska Department of Education Office of Special Education.

Alice Senseney-Lincoln



David is the Director of Sales & Marketing for the Embassy Suites Omaha-La Vista. The site is one of many for the Project SEARCH program in Nebraska.

David Scott-LaVista



Camie is a representative of a disability advocacy group and member at large on the SRC. She is a Senior Lecturer at UNK in the field of special education.

Camie West-Elm Creek



Behavioral Health Coordinator with the Commission for the Deaf and Hard of Hearing, Carly is a trained disability advocate.

Carly Weyers-Lincoln

Director's Message



Lindy Foley-Director
Nebraska VR

When the Workforce Innovation and Opportunity Act (WIOA) was passed, it required us to look to the future and assure our priorities and resources were in-line to strengthen partnerships within the workforce system. We were able to build on the program strengths, grow strong and meaningful partnerships with businesses, and serve those with the most significant disabilities. This was accomplished with the support and guidance of the Nebraska State Rehabilitation Council (SRC).

The Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA) requires a state vocational rehabilitation services agency to implement an Order of Selection policy when it does not have sufficient resources to serve all eligible individuals. Meanwhile, due to limited funding and with approval of the Rehabilitation Services Administration (RSA), Nebraska VR entered into Order of Selection closing priority groups 2 and 3 on December 13, 2017. On April 23, 2018 priority group 1 was closed.

Entering into Order of Selection was a serious blow to the momentum we were building. My predecessor quoted Frank Zappa in the previous annual report when speaking of change. I will quote Professional Surfer Bethany Hamilton to speak of the year's challenges who said, "I don't need easy. I just need possible." To make opportunities possible for those we serve we will continue to stay mission-driven, foster leadership, seek stakeholder collaboration including the SRC, use evidence-based practices and data driven decision making, enhance and build relationships, be fiscally responsible, and innovate for continuous improvement.

Staying true to these themes allows clients, staff members, and partners to navigate the future. Examples include:

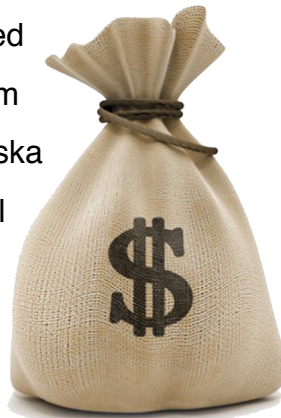
- Order of Selection Policy
- Updated Orientation Video with written guidance for staff members on communication
- Partner training with a built-in survey to collect feedback for continuous improvement
- Monthly Order of Selection budget meetings with multiple stakeholders
- Fact sheets in the question and answer format for staff members, partners, and clients
- Training made available from internal experts

As we move forward we will continue working closely with the SRC to provide opportunities to those we serve.

Lindy Foley
Director, Nebraska VR

Nebraska VR Funding

Every \$1.00 appropriated to Nebraska VR from the State of Nebraska earns \$3.69 in Federal Funding for services to Nebraskans with disabilities.



Return on Investment for the Nebraska VR Program

Average Cost of Nebraska VR Services per Person:	\$ 19,759.51
Average Annual Earnings after Nebraska VR Services:	\$23,422.57
Estimated Annual Taxes on Earnings:	
Federal Income Tax	\$ 1,180.00
State Income Tax	\$ 547.00
State/Local Sales Tax	\$ 488.00
Social Security Tax	\$ 1,792.00
Average Total Taxes per Year	\$ 4,007.00
Average Return to Taxpayers over 30 Remaining Years of Employment	\$ 120,210.00

On average, a successfully employed person **Returns \$6.08** to the taxpayers for every **\$1 Spent** through Nebraska VR services.

Annual Program Costs

	Cost of Program
Administration	\$2,126,411

Client Services

	Cost of Program
Provided by VR Staff	\$12,828,601
Purchased from Community Rehab Programs	\$1,719,398
Purchased from Other Vendors	\$6,324,189
Total	\$20,872,193

Purchased for Clients

	Cost of Program
Assessment	\$1,545,161
Diagnosis & Treatment of Impairments	\$31,453
Graduate College or University Training	\$59,924
Four-Year College or University Training	\$724,915
Junior or Community College Training	\$313,408
Occupational or Vocational Training	\$71,915
On-the-Job Training	\$88,600
Apprenticeship Training	\$115,973
Job Readiness Training	\$900
Disability Related Skills Training	\$5,120
Miscellaneous Training	\$15,265
On-the-Job Supports-Time Limited	\$644,275
On-the-Job Supports-Supp. Employment	\$2,076,182
Transportation	\$188,421
Maintenance	\$82,890
Rehabilitation Technology	\$1,616,824
Reader	\$2,018
Interpreter	\$41,133
Technical Assistance	\$678
Benefits Counseling	\$164,659
Customized Employment	\$173,500
All Other Services	80,380
Total	\$8,043,592

Nebraskans Served by Nebraska VR

2018 Nebraska VR Employment Program

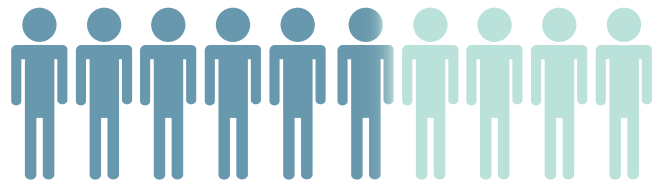
Clients Served by County

County	Total	County	Total
Adams	212	Jefferson	25
Antelope	10	Johnson	1
Arthur	1	Kearney	20
Banner	0	Keith	11
Blaine	4	Keya Paha	0
Boone	15	Kimball	7
Box Butte	20	Knox	15
Boyd	6	Lancaster	870
Brown	6	Lincoln	173
Buffalo	224	Logan	3
Burt	18	Loup	6
Butler	63	Madison	247
Cass	24	McPherson	3
Cedar	22	Merrick	24
Chase	3	Morrill	15
Cherry	9	Nance	15
Cheyenne	26	Nemaha	13
Clay	23	Nuckolls	13
Colfax	32	Otoe	42
Cuming	19	Pawnee	5
Custer	30	Perkins	1
Dakota	16	Phelps	22
Dawes	14	Pierce	21
Dawson	76	Platte	175
Deuel	2	Polk	22
Dixon	12	Red Willow	41
Dodge	106	Richardson	10
Douglas	810	Rock	4
Dundy	3	Saline	48
Fillmore	14	Sarpy	166
Franklin	14	Saunders	39
Frontier	5	Scotts Bluff	141
Furnas	9	Seward	35
Gage	40	Sheridan	2
Garden	5	Sherman	9
Garfield	11	Sioux	0
Gosper	5	Stanton	11
Grant	3	Thayer	17
Greeley	3	Thomas	2
Hall	295	Thurston	6
Hamilton	34	Valley	16
Harlan	1	Washington	26
Hayes	1	Wayne	27
Hitchcock	9	Webster	12
Holt	31	Wheeler	0
Hooker	4	York	49
Howard	10	Out of State	41

Total Served.....4751

Applied for Services	3117
Received Services	4751
Successfully Employed	1571

Successfully Employed Nebraska VR Clients



57.4% of clients are employed full-time.

Average hourly wage for 2018 is **\$13.61**

2018 Occupation & Earnings for Competitively Employed Clients

Occupations	Percent	Average Hourly Earnings
Service	30.1%	\$10.97
Professional	18.0%	\$17.57
Office Support	12.3%	\$11.96
Sales	8.9%	\$11.01
Transportation & Material Moving	8.5%	\$14.61
Production	8.3%	\$13.34
Installation, Maintenance, & Repairs	4.7%	\$15.15
Management, Business, & Finance	3.6%	\$22.98
Construction & Extraction	3.6%	\$14.10
Farming, Fishing, & Forestry	2.2%	\$15.18

Partnerships with Employers & Nebraska VR

You Make a Difference Business Award Recipients

Presented to partners who provided real-life skills and experiences to develop employability for students with disabilities.

AA-1 United Heating & Air Conditioning
American Butchers
Ameristar Casino Inc.
Animal Shelter of Northeast NE
Antelope Memorial Hospital
Applebee's RMH Franchise
Bakers - Fremont
Baxter Auto
Beatrice Ford
Behlen Technology & Manufacturing
Blair Library
Blue Print Engines



Blue Print Engines - Kearney

Broken Mug
Bureau of Sociological Research
Butler-Gast YMCA
Cabela's
Carpenter Center
CHI Health St. Francis
City of Lexington
Cobblestone Hotel & Suites
Columbus Community Hospital/
Premier Physical Therapy
Cozad Child Care
Dusters
Eaton Corporation
Elwood Market
Entrap Games
Family Fresh Market



Family Fresh Market - Norfolk

Fast Forward/MS Forward
Furst McNess
Game and Parks - Fremont
Glenn's True Value
Goodwill Lexington
Graham Tire
Gretchen's Grooming
Grocery Mart
H&H Automotive
Harvest Moon Farm
Huddle House
HyVee - Fremont
Ideal Linen North Platte
Johnson's Lake State Rec Area/
NE Game & Parks-Lexington
Kniedler Automotive - Gothenburg



H&H Automotive - Omaha

Lee's Market - Scribner
Lincoln Children's Zoo
Lincoln County Fairgrounds
Linden Court North Platte
Lindon Court Retirement Center
Little Miracles
Lunchtime Solutions
McDonald's South
Military Museum Lexington
Millard Lumber
Multiple Choices Afterschool
Program



McDonald's - Hastings

Mutual of Omaha
Myers Salvage
Nebraska Department of Transportation
Noah's Arc
Open Door Mission
Orthman's Lexington
Plains Equipment Group
Platte Valley Bank
Quality Inn North Platte
Ramada



Ramada - Columbus

Red Bird Bakery
Ross Automotive
Sapp Brothers Travel Center
Sayler Screenprinting
Sears
Seeker Transport
Sehnert's Bakery
Sehnerts
Sempeck's Bowling and Entertainment
Sid Dillon
Sisters' Eats & Sweets



Sisters' Eats & Sweets - N. Platte

Sodbusters
Striv
Subway
The Thrift Connection
Todd's BBI
Tractor Supply
Walgreens
Walmart North Platte
YMCA
York General Hospital
YWCA

Successful People

DISABILITY EMPLOYMENT & INCLUSION AWARDS OCTOBER 2018

The Nebraska State Rehabilitation Council (SRC) honored two businesses for their role in creating inclusive workplaces and advocacy for disability employment. The annual event was held on October 10, 2017 at the State Capitol in Lincoln.

The Strategic Partnership for Disability Employment and Inclusion Award recognized Old Chicago and its work as a partner in Nebraska VR's Project SEARCH program. Old Chicago began working with Nebraska VR in April of 2017 after Regional Manager Scott Parrill learned about employment services for businesses at a Project SEARCH information night. From the beginning the company has been on board in fostering an inclusive workplace by training the restaurant group's seven General Managers in Omaha and Lincoln regarding the business need for the partnership. Opportunities have been made available to individuals with autism, mental health disabilities, physical limitations, and developmental disabilities. The company has provided opportunities to both student and adult clients by providing work-based learning experiences, part-time positions, informational interviews, and hosted career pathway tours during the school year.



Pictured left to right: SRC Chairperson Kipp Ransom and Old Chicago Regional Manager Scott Parrill.



Pictured left to right: Deputy Commissioner of Education/Nebraska VR Director Mark Schultz, Nebraska State Board of Education member Patsy Koch Johns, SRC Chairperson Kipp Ransom, Champion for Disability Inclusion Award recipient Judy Daniell and Deputy Commissioner of Education Deb Frison.

The Champion for Disability Employment and Inclusion Award was given to Judy Daniell, owner of Ricardo's Mexican Restaurant in Norfolk. She has been a Nebraska VR disability employment partner for over 10 years. She was recognized for her work to create employment opportunities for people with disabilities by customizing jobs to match an individual's strengths, skills, and abilities. Through staff training, she has created an inclusive culture at the restaurant where all team members are appreciated and valued for their unique assets. Opportunities offered include job shadows, work-based learning experiences, and direct hires. Judy has been in business since 1975 and partners with other community organizations, schools, and developmental disability providers.



OFFICE LOCATIONS

Columbus serves counties:

Butler, Colfax, Nance, Platte and Polk
3100 23rd Street, Ste. 5, Columbus, NE 68601
(402) 562-8065, (877) 505-0866
VR.InfoColumbus@nebraska.gov

Fremont serves counties:

Dodge and Washington
827 North D St , Fremont, NE 68025
(402) 727-2900, (888) 585-5439
VR.InfoFremont@nebraska.gov

Grand Island serves counties:

Fillmore, Greeley, Hall, Hamilton, Howard, Merrick,
Nuckolls, Thayer and York
203 E Stolley Park Rd, Ste. B
Grand Island, NE 68801
(308) 385-6200, (800) 862-3382
VR.InfoGrandIsland@nebraska.gov

Hastings serves counties:

Adams, Clay and Webster
2727 W. 2nd Street, Ste 326
Hastings, NE 68901-4683
402-462-0160, 800-852-3382
VR.InfoHastings@nebraska.gov

Kearney serves counties:

Blaine, Buffalo, Custer, Franklin, Furnas, Garfield,
Harlan, Kearney, Loup, Phelps, Sherman and Valley
315 W 60th Street, Ste 400, Kearney, NE 68845
(308) 865-5343, (800) 262-3382
VR.InfoKearney@nebraska.gov

Lincoln serves counties:

Gage, Jefferson, Johnson, Lancaster, Nemaha, Otoe,
Pawnee, Richardson, Saline, Saunders and Seward
3901 N 27th Street, Ste 6, Lincoln, NE 68521
(402) 471-3231
(800) 472-3382
VR.InfoLincoln@nebraska.gov

Norfolk serves counties:

Antelope, Boone, Boyd, Brown, Burt, Cedar, Cuming,
Dixon, Holt, Keya Paha, Knox, Madison, Pierce, Rock,

Stanton, Wayne and Wheeler

1212 W. Benjamin Avenue, Norfolk, NE 68701
(402) 370-3200, (800) 442-3382
VR.InfoNorfolk@nebraska.gov

North Platte serves counties:

Arthur, Chase, Cherry, Dawson, Dundy, Frontier, Gosper,
Grant, Hayes, Hitchcock, Hooker, Keith, Lincoln, Logan,
McPherson, Perkins, Red Willow and Thomas
200 South Silber, Bldg. #2, North Platte, NE 69101
(308) 535-8100, (800) 272-3382
VR.InfoNorthPlatte@nebraska.gov

Omaha-Downtown serves counties:

Cass, Douglas and Sarpy
1313 Farnam on the Mall, Omaha, NE 68102
(402) 595-2100, (402) 595-2107
(800) 554-3382
VR.InfoOmahaDowntown@nebraska.gov

Omaha-West serves counties:

Douglas
12011 Q Street, Omaha, NE 68137
(402) 595-1212, (877) 240-4445
VR.InfoOmahaWest@nebraska.gov

Scottsbluff serves counties:

Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden,
Kimball, Morrill, Scotts Bluff, Sheridan and Sioux
505A Broadway, Ste 500, Scottsbluff, NE 69361
(308) 632-1321, (800) 292-3382
VR.InfoScottsbluff@nebraska.gov

South Sioux City serves counties:

Dakota and Thurston
510 W. 13th Street, Suite C
South Sioux City, NE 68776
(402) 494-2265, (877) 659-7899
VR.InfoSouthSiouxCity@nebraska.gov

State Office (located in Lincoln):

301 Centennial Mall South, PO Box 94987,
Lincoln, NE 68509-4987
(402) 471-3644, (877) 637-3422
VR.InfoStateOffice@nebraska.gov



State Rehabilitation Council

Department of Education

State of Nebraska

P.O. Box 94987

Lincoln, Nebraska 68509-4987