

Adult Career and Continuing Education Services

Vocational Rehabilitation

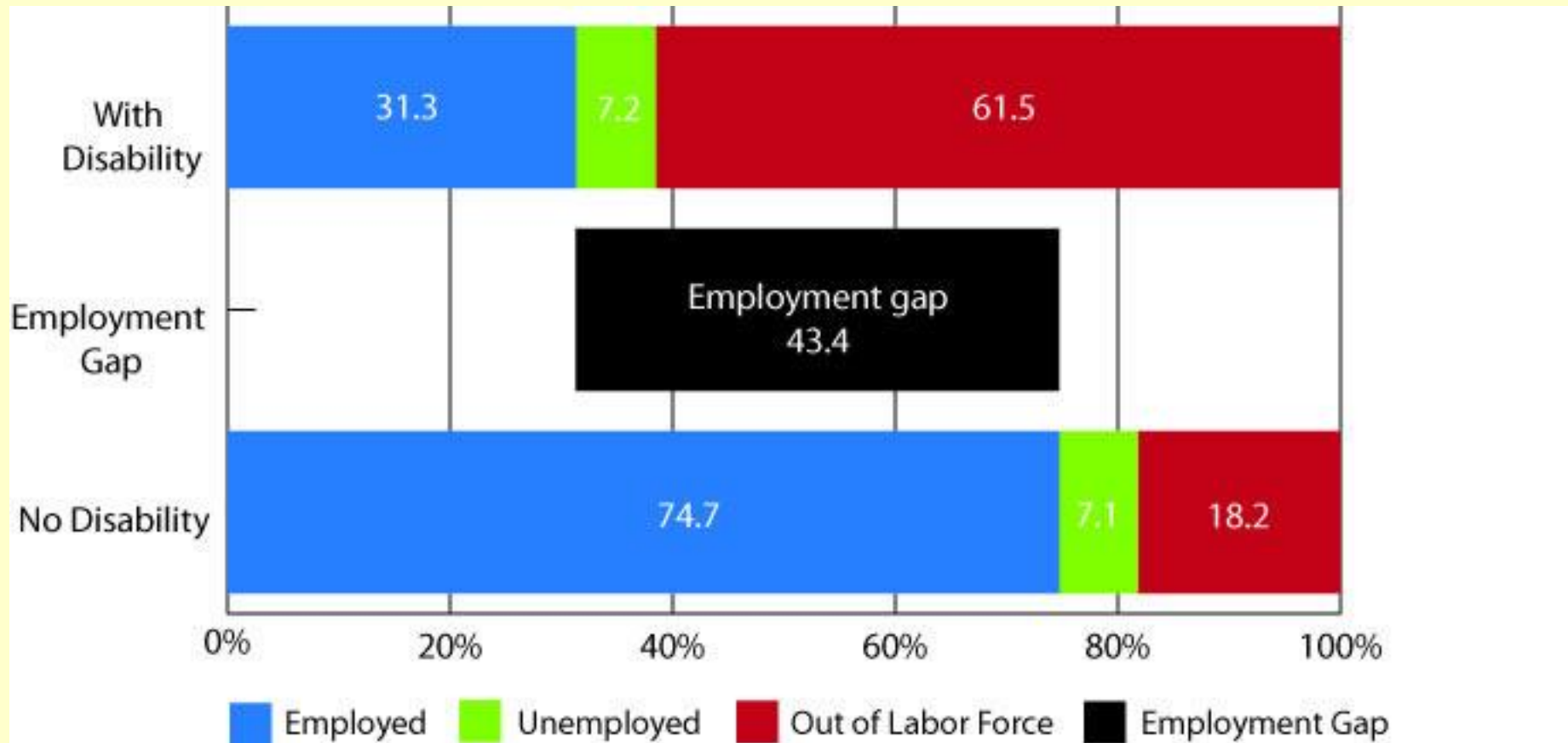
Strategic Planning Update

February 2014

Context for Strategic Planning

- Addressing gaps in labor force participation by people with disabilities
- Improving success rates for individuals participating in NY's vocational rehabilitation program
- Improving the quality of jobs for people with disabilities
- Bringing a focus to transition age youth

Employment Situation of New Yorkers, by Disability Status (2010)



- Source: Calculations by Cornell University, Employment and Disability Institute, 2010 American Community Survey, Public Use Microdata Samples (PUMS). Estimates are for New York State working age (21-64) civilian non-institutionalized population.

Is the Nation Closing the Work Status Gap for People with and without Disabilities?

A recent report by Senator Harkin, *High Expectations: Transforming the American Workforce as the ADA Generation Comes of Age*, September 2013 states,

“the gap in the labor force participation rate between young adults with disabilities and their non-disabled peers is 40%.”

National Initiatives

- In August 2013, the US Department of Labor, Office for Federal Contract Compliance Programs (OFCCP) established a hiring goal:
 - 7% of federal contractors' workforce must be people with disabilities
 - In addition, contractors must take specific actions in certain areas --- similar to those that promote workplace equity for women and minorities

National Initiatives

- The National Governors Association issued a 2012-2013 *Better Bottom Line Report* calling for governors to:
 - Make disability employment part of each state's workforce development strategy
 - Find and support businesses in their efforts to employ people with disabilities
 - Be a model employer by increasing the number of people with disabilities in state government
 - Prepare youth with disabilities for careers that use their full potential
 - Make the best use of limited resources to advance employment opportunities for people with disabilities

National Initiatives – NYS Focus

- PROMISE Grant – Promoting the Readiness of Minors in Supplemental Security Income
 - Is a research grant – 2,000 children ages 14-16 who receive SSI, and their families, over a 5-year period will participate. Coordinated services will be provided to 1,000 children; 1,000 will be the control group.
- NYS Partnerships in Employment Systems Change
 - Institute for Innovative Transition at the University of Rochester
 - \$500,000 per year for 5 years
 - Project purpose – develop and sustain activities that improve opportunities for integrated, competitive employment

National Initiatives – NYS Focus

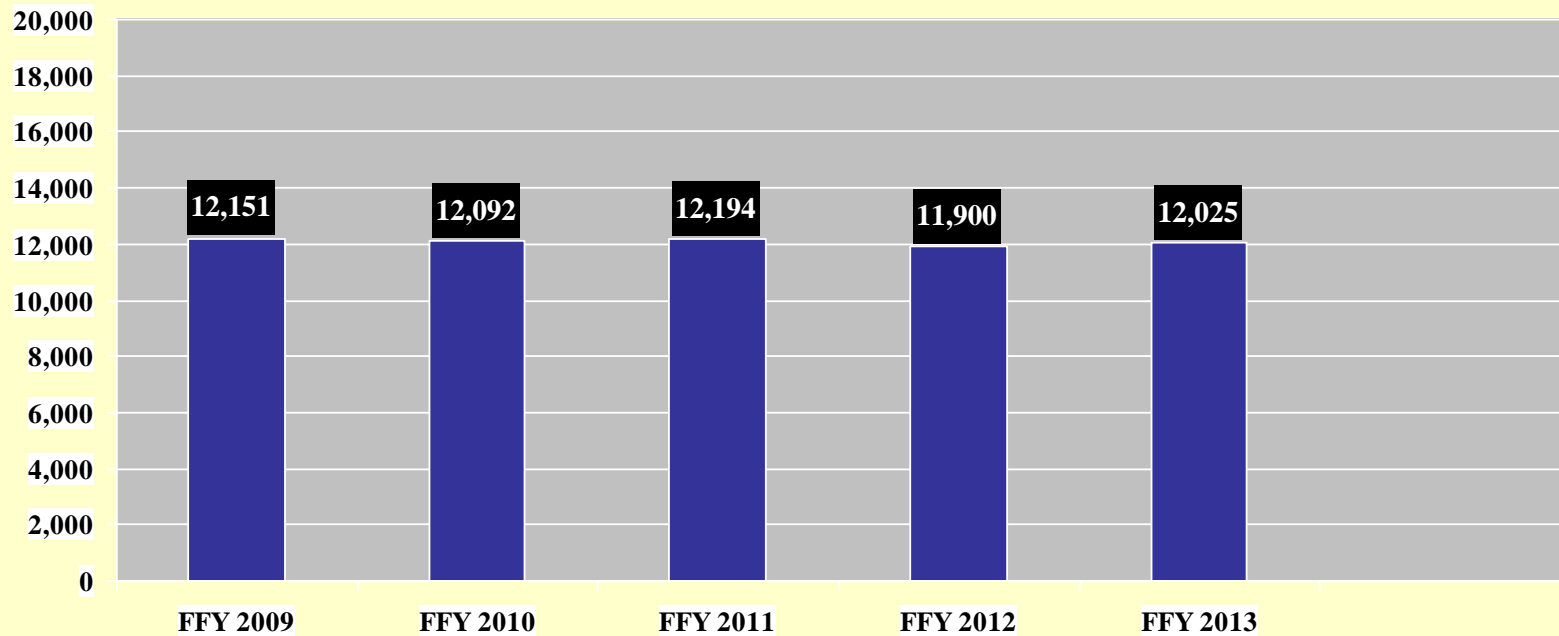
- OLMSTEAD Cabinet Report – NYS *Employment* Section
 - Calls for a strengthening of coordination among agencies
 - Identifies DOL as the agency responsible for coordination among state agencies
 - Use of NYESS for comprehensive data analysis

Report may be accessed at: <http://www.governor.ny.gov/assets/documents/olmstead-cabinet-report101013.pdf>

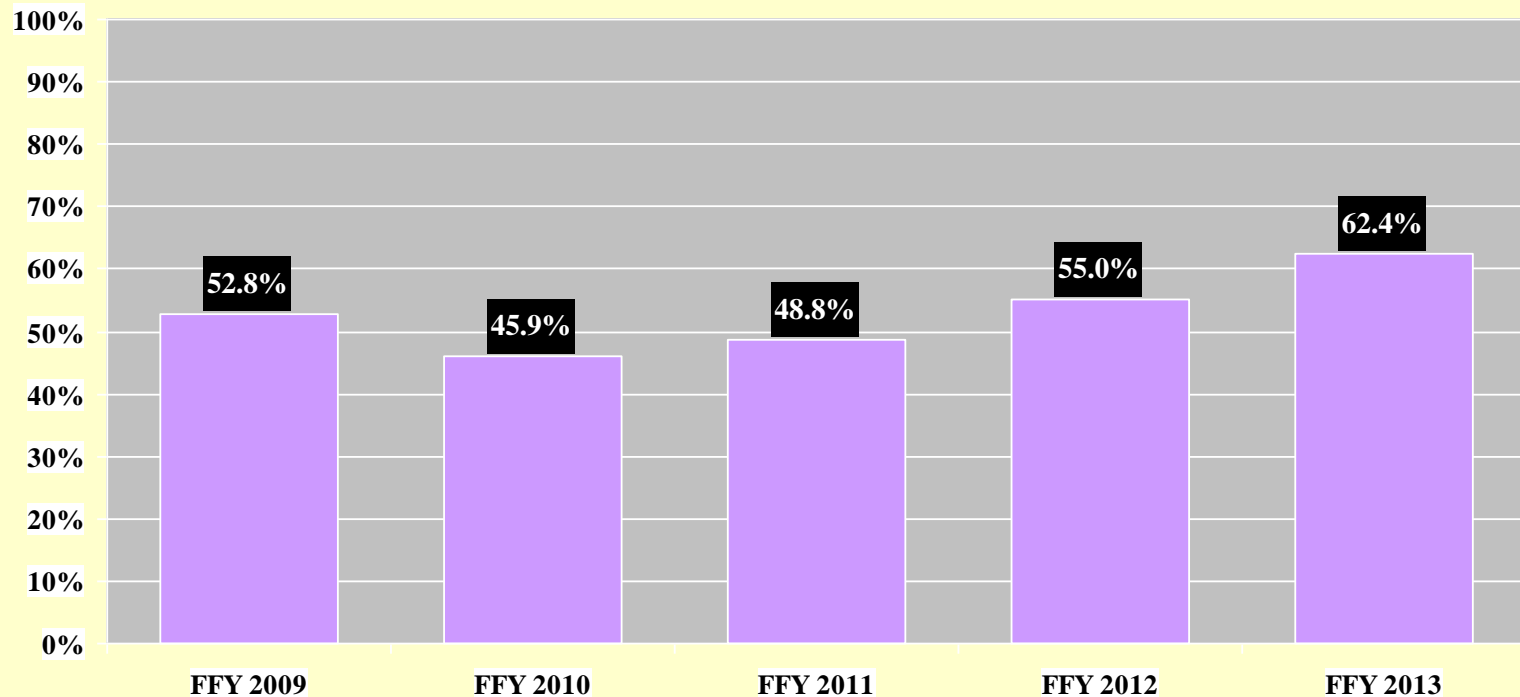
NYS Initiatives

- Youth Employment Services (YES)
- Joint RFP – Part 3
 - With Special Education
 - Total \$25M over a 5 year period
- Transition Team
 - ACCES-VR adding 15 Senior Counselors – 1 in each District Office
 - Central Office - 5 additional staff
- Advisory Council on Higher Education
- Improved Intra- and Inter- Agency Coordination

Number of Employment Outcomes for ACCES-VR Consumers



Percent of ACCES-VR Consumers who Achieved an Employment Outcome in New York State



Focus of Strategic Planning

- Increase the number of applicants for vocational rehabilitation services
- Improve service delivery
- Explore technology
- Improve coordination and collaboration with key partners
- Improve the quality of services
- Improve the quality of employment outcomes

Process

- A cross-section of staff from all district offices and central office formed a Design Team – facilitated by a consultant.
- Values, mission, and vision were identified.
- Priority topics were identified and work teams were assigned to assess the issues within those areas.
- Work teams made preliminary recommendations and are continuing to finalize action plans.
- The Design Team, which includes management, reviews the recommendations and will approve action plans

Values

- Meaningful careers
- Greater self-sufficiency
- Individualized
- Self-direction
- Responsibility
- Empowerment
- Career and independent living outcomes consistent with the individual's unique strengths and informed choice.
- Full community inclusion
- Equal opportunities
- Innovative rehabilitation professionals
- Collaborative partnerships

Proposed Mission

- ACCES-VR assists New Yorkers with disabilities to achieve meaningful employment and independent living outcomes through education, rehabilitation and placement services.

Proposed Vision

- All individuals with disabilities who want to work will have the opportunity to achieve meaningful work.

Strategic Initiative Work Teams

- Redesign the Consumer Service Delivery System
- Technology Applications
- Human Resource and Staff Accountability System
- Planning and Fiscal Management Systems
- Aligning Partnerships and Alliances to Support
- Consumer Outcomes
- Marketing and Agency Public Information

Transformational Strategies

- Strategies are being identified as short-term or long-term
- Teams will identify innovative opportunities
- One example of an activity that is currently moving forward:
 - With Technology Team leadership a Request for Information will shortly be issued on features for a new case management system to better integrate program, fiscal and data functions.

Next Steps

- Functional teams refine recommendations
- Identify action items that leverage significant transformational opportunities
- Statewide needs assessment of the underserved and unserved