



Chair Priorities for the Interim
and Unanswered Questions
Back-up Materials

Utah State Office of Rehabilitation - Performance Measures - FY05 Through FY 12

FY10 Total Expenditures	FY11 Total Expenditures	FY12 Total Expenditures	Appropriation Unit	Unit	Performance Measure	Measure Target	Measure FY 05	Measure FY 06	Measure FY 07	Measure FY 08	Measure FY 09	Measure FY 10	Measure FY 11	Measure FY 12	Measure can be benchmarked to performance by others?	If yes, who are you using to benchmark against?
565,163,000	576,085,600	576,645,297	UTAH STATE OFFICE OF REHABILITATION													
\$2,064,100	\$2,100,900	\$2,132,912	PBA DHS EXECUTIVE DIRECTOR	3570 USOR EXECUTIVE DIRECTOR												
\$5,703,600	\$7,575,900	\$5,959,837	PBD DUMB AND VISUALLY IMPAIRED	3441 SVI ADMINISTRATION												
				3443 SERVICES TO INDIVIDUALS	Combined results reported below (3172)											
				3444 SVIR COUNSELING AND PLACEMENT	Combined results reported below (3172)											
				3445 TRAINING AND ADJUSTMENT SERVICES	1 # of Children screened for vision problems (a)	> previous yr	48,000	57,792	60,319	61,700	68,910	68,172	56,507	58,850	no	
					2 # individuals provided low vision services	> previous yr	3,391	6,950	8,434	8,525	8,790	6,999	7,020	10,469	no	
					3 # of Attendees training and adjustment classes (b)	> previous yr	169	221	294	271	1,174	1,700	1,720	1,722	no	
				3446 BUSINESS ENTERPRISES												
\$41,526,600	\$52,287,900	\$51,041,566	PBC REHABILITATION SERVICES	3171 REHAB ADMINISTRATION												
				3172 REHAB COUNSELING AND PLACEMENT	4 Change in # of employment outcomes	1 additional	3,109	3,186	3,156	3,310	3,116	3,486	3,587	3,427	yes	other similar state/federal programs
					5 % Earnings increase weekly after closure	> 40%	500%	524%	488%	510%	415%	418%	436%	553%	yes	other similar state/federal programs
					6 Total successful placements per counselor USOR (U) compared to national average (N) (a)	> national		U= 20.56 /N=18.71	U= 20.19 /N=18.90	U= 25.23 /N=19.90	U= 23.09 /N=18.85	U= 26	U= 28	U= 27	yes	other similar state/federal programs
					7 Average cost per rehabilitation outcome USOR (U) compared to national average (N)	< national		U= \$416 /N= \$51.02	U= \$439 /N= \$52.96	U= \$468 /N= \$54.16	U= \$496 /N= \$57.74	U= \$420 /N= \$54.07	U= \$418 /N= \$54.10	U= \$419 /N= \$54.07	yes	other similar state/federal programs
				3175 SPECIAL SUPPORT SERVICES	8 BPOA (Benefits Planning) Number of referrals (a)	> previous yr	595	543	721	900	1,002	1,202	1,454	1,720	no	
					9 UCAT/JAACT (Utah Center for Assistive Technology) # of services provided (a)	> previous yr			1,528	1,525	1,833	1,686	1,896	2,152	no	
					10 UCAT/JAACT New clients served (a)	> previous yr			329	341	354	279	427	531	no	
				3176 FACILITIES/ VOCATIONAL EVALUATION	11 # of Evaluations performed	> previous yr			1,406	1,613	1,938	2,117	1,852	1,844	no	
				3177 INDEPENDENT LIVING	12 Total consumers served	> previous yr		4,822	5,261	5,215	5,468	5,495	5,632	6,459	no	
\$10,740,600	\$11,855,400	\$12,104,450	PBD DISABILITY DETERMINATION	3274 DISABILITY DETERMINATIONS	13 Initial claims processed (b)	FY 2011 14484	11,200	9,843	11,093	11,162	11,705	12,973	14,736	15,222	no	
					14 Continuing disability reviews processed	FY 2011 1715	2,040	1,277	780	1,177	1,410	1,514	1,707	2,534	no	
					15 Total claims processed		17,655	14,971	16,270	16,429	17,481	19,625	22,261	22,964	no	
\$2,120,100	\$2,265,900	\$2,341,532	PBE DEAF AND HARD OF HEARING	3178 SERVICES TO THE HEARING IMPAIRED	16 Total # of individuals served (a)	> previous yr	4,520	5,034	5,070	5,922	6,050	6,025	6,025	6,076	no	
					17 # of ASL certification exams given (count for previous calendar year)	> previous yr	375	301	324	299	303	290	356	247		
					18 Total # of certified ASL interpreters in Utah (a)								264	283	no	

NOTES:

- (a) - not all districts reported for 2011
- (b) - types of attendees counted changed in 09 due to audit finding
- (c) - 2012 data is agency determined figures, national data not available until RSA analysis and final report
- (d) - data is based on calendar years, # for January - July 2011 only is 1,030
- (e) - data is based on state fiscal year
- (f) - goal set each year by regional SSA office
- (g) - use state fiscal year for collection. Agency states, "we have no control over who wants to be tested. We respond to whoever applies."
- (h) - changed measure recorded in 2011, thought to be better tracking #

Table 2.13: Employment: Full-Time, Year-Round (FTYR) Gap—Civilians Ages 18 to 64 Years Living in the Community for the United States and States, by Disability Status: 2011

State	Gap (Between No Disability and Disability)		
	Disability (%)	No Disability (%)	Gap Change (% pts)
U.S.	18.8	49.1	30.4
AL	16.5	49.2	32.7
AK	24.7	49.7	25.0
AZ	18.6	47.0	28.4
AR	19.1	50.6	31.5
CA	17.0	44.6	27.6
CO	24.2	50.9	26.7
CT	19.9	50.4	30.5
DE	20.0	51.8	31.8
DC	17.7	55.0	37.4
FL	17.0	47.8	30.8
GA	17.1	48.1	30.9
HI	23.8	52.9	29.0
ID	21.2	45.8	24.6
IL	18.4	49.2	30.8
IN	20.1	49.2	29.2
IA	21.6	55.6	34.0
KS	25.9	54.9	28.9

State	Gap (Between No Disability and Disability)		
	Disability (%)	No Disability (%)	Gap Change (% pts)
KY	14.9	48.6	33.7
LA	19.7	49.4	29.6
ME	17.7	50.9	33.2
MD	22.5	54.9	32.4
MA	15.8	50.5	34.7
MI	15.2	44.0	28.8
MN	21.4	52.6	31.2
MS	16.2	47.6	31.4
MO	18.8	51.5	32.7
MT	21.4	48.8	27.4
NE	26.5	57.0	30.6
NV	23.7	47.7	24.0
NH	21.1	54.1	33.0
NJ	19.9	51.1	31.2
NM	18.7	47.1	28.4
NY	18.0	49.6	31.5
NC	18.1	49.1	31.0
ND	32.2	57.4	25.3

State	Gap (Between No Disability and Disability)		
	Disability (%)	No Disability (%)	Gap Change (% pts)
OH	17.6	49.8	32.2
OK	21.7	52.6	30.9
OR	17.4	43.6	26.2
PA	17.8	50.4	32.6
RI	17.7	50.1	32.5
SC	15.7	48.2	32.5
SD	29.5	58.6	29.1
TN	17.0	50.0	33.0
TX	23.1	51.7	28.6
UT	23.7	46.9	23.2
VT	17.6	52.5	35.0
VA	20.8	54.7	33.9
WA	19.4	47.9	28.5
WV	15.4	48.7	33.3
WI	20.6	51.6	31.0
WY	31.9	56.3	24.4
PR	14.8	35.0	20.2%

Table 2.13: In 2011, the FTYR employment rate for individuals with disabilities ages 18 to 64 years living in the community was 18.8 percent, while the FTYR employment rate for individuals without disabilities ages 18 to 64 years living in the community was 49.1 percent—a gap of 30.4 percentage points. The FTYR employment gap was greatest in the District of Columbia (37.4 percentage points) and **smallest in Utah (23.2 percentage points).**

Source: U.S. Census Bureau, 2011 American Community Survey, American FactFinder, Table C23023; <<http://factfinder2.census.gov>>; (accessed 27 September 2012). Based on a sample and subject to sampling variability.



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	UTAH	Colorado	Idaho (General)	Montana	Nevada	North Dakota	Oregon	S. Dakota (General)	S. Dakota (Blind/Visually Impaired)	Wyoming
Number of Clients Place in Jobs	3,587	2,348	2,083	776	947	76	1,793	719	115	676
Average Number Placed in Jobs per Counselor	28	17	29	19	21	18	14	19	18	23
Cost per Client Rehabilitated	\$10,559	\$17,108	\$7,432	\$15,154	\$19,659	\$13,348	\$21,784	\$14,127	\$22,258	\$13,196
Average Caseload Size	232	144	130	197	139	165	123	157	102	189

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	UTAH	Colorado	Idaho (General)	Montana	Nevada	North Dakota	Oregon	S. Dakota (General)	S. Dakota (Blind/Visually Impaired)	Wyoming
Number of Clients Place in Jobs	3,427	2,496	1,814	830	852	708	2,032	823	120	678
Average Number Placed in Jobs per Counselor	27	20	25	20	19	17	17	21	17	23
Cost per Client Rehabilitated	\$10,760	\$16,245	\$8,966	\$16,239	\$14,596	\$14,519	\$19,368	\$10,039	\$19,419	\$13,650
Average Caseload Size	230	157	182	194	130	139	124	147	81	190

Table 4. Performance of Combined VR Agencies, FY 2011

State	Number of Eligible Individuals	Number of Eligible Individuals per Million of State Population	Number of Plans	Number of Cases Closed with Employment	Rehabilitation Rate	Percent Transition Age	Percent Working 35 or More Hours per Week	Mean Hourly Wage	Percent Closed in Supported Employment	Mean Cost per Rehabilitation
California (OOS)	40,643	1,078	70,987	11,602	43.30%	33.80%	46.20%	\$12.07	15.20%	\$5,340.55
Pennsylvania (OOS)	27,268	2,140	64,594	9,887	50.90%	34.40%	60.00%	\$12.36	3.40%	\$4,736.75
Illinois (OOS)	21,421	1,665	24,392	4,982	54.60%	44.70%	36.80%	\$10.43	10.00%	\$4,257.09
Georgia (OOS)	17,270	1,760	24,403	4,702	62.60%	44.40%	62.10%	\$9.46	10.90%	\$3,247.64
Mississippi (OOS)	9,733	3,268	15,243	4,559	73.70%	24.20%	63.70%	\$11.03	2.40%	\$4,045.94
Alabama	9,948	2,071	25,317	4,547	58.60%	51.50%	56.00%	\$9.71	6.30%	\$4,345.69
Indiana (OOS)	14,071	2,159	17,485	4,404	53.40%	30.80%	44.60%	\$11.34	22.40%	\$6,784.55
Utah	13,485	4,787	20,502	3,587	61.10%	27.90%	63.90%	\$11.10	3.40%	\$4,188.50
Ohio (OOS)	17,687	1,532	18,901	3,373	46.00%	33.80%	44.10%	\$11.16	0.00%	\$8,221.52
Wisconsin (OOS)	22,184	3,884	21,438	2,973	58.50%	32.50%	36.20%	\$11.15	12.00%	\$8,564.82
Oklahoma (OOS)	11,147	2,940	18,137	2,812	56.20%	36.30%	64.80%	\$11.02	87.80%	\$6,453.10
Puerto Rico	13,418	3,620	30,359	2,711	72.50%	67.60%	46.00%	\$8.71	7.40%	\$7,139.82
West Virginia	8,385	4,519	11,002	2,537	74.30%	39.00%	68.00%	\$11.69	4.50%	\$5,024.05
Combined Agency Average	9,601	2,724	14,962	2,522	52.90%	36.10%	52.10%	\$11.22	13.00%	\$5,406.93
Maryland (OOS)	9,089	1,559	14,758	2,437	44.50%	34.10%	40.40%	\$10.97	24.00%	\$4,040.15
Colorado (OOS)	10,093	1,973	10,489	2,349	53.90%	32.30%	42.00%	\$11.98	21.30%	\$4,182.22
Louisiana (OOS)	8,127	1,776	18,323	2,313	48.40%	37.40%	60.00%	\$12.17	17.10%	\$7,654.84
National Average	8,165	1,947	12,616	2,229	54.00%	34.60%	51.30%	\$11.31	12.50%	\$5,149.12
Tennessee (OOS)	7,981	1,246	14,324	1,734	42.10%	44.30%	42.70%	\$10.26	14.20%	\$8,378.75
Kansas (OOS)	7,757	2,702	9,857	1,624	48.40%	28.80%	45.00%	\$9.83	9.10%	\$6,878.45
New Hampshire	5,298	4,019	5,250	1,085	61.20%	25.80%	43.50%	\$12.61	6.20%	\$4,117.29
Nevada	4,405	1,618	3,918	947	52.50%	21.70%	53.80%	\$11.96	4.20%	\$3,271.82
Arizona (OOS)	6,712	1,035	10,022	945	36.40%	44.90%	60.90%	\$11.09	11.60%	\$10,633.45
Montana	4,188	4,196	4,514	776	47.80%	21.20%	42.00%	\$10.88	10.40%	\$5,930.43
North Dakota	3,533	5,166	3,729	761	62.20%	37.50%	61.60%	\$12.07	6.20%	\$5,682.04
Rhode Island (OOS)	2,764	2,629	4,383	717	60.70%	38.90%	34.70%	\$10.89	14.50%	\$4,650.84
Wyoming	2,784	4,900	3,549	675	60.40%	24.80%	53.90%	\$11.97	24.90%	\$4,525.90
District of Columbia (OOS)	2,777	4,494	4,756	660	35.50%	26.20%	70.30%	\$13.46	27.40%	\$3,488.41
Alaska	2,340	3,238	2,369	634	65.30%	19.60%	63.00%	\$14.39	6.20%	\$5,488.30
Hawaii (OOS)	1,798	1,308	4,526	240	34.60%	36.90%	44.50%	\$12.01	2.50%	\$6,935.17
Virgin Islands	427	3,897	465	57	65.50%	37.90%	61.20%	\$11.77	5.30%	\$11,536.35
Northern Marianas	89	1,996	111	36	81.80%	11.40%	81.80%	\$16.13	0.00%	\$4,264.56
American Samoa	199	2,924	428	24	100.00%	12.50%	25.00%	\$11.90	0.00%	\$4,701.04
Guam	198	1,066	256	21	42.00%	42.00%	61.50%	\$15.12	23.80%	\$9,528.10

Table 4. Performance of Combined VR Agencies, FY 2011

State	Number of Eligible Individuals	Number of Eligible Individuals per Million of State Population	Number of Plans	Number of Cases Closed with Employment	Rehabilitation Rate	Percent Transition Age	Percent Working 35 or More Hours per Week	Mean Hourly Wage	Percent Closed in Supported Employment	Mean Cost per Rehabilitation
Northern Marianas	89	1996	111	36	81.80%	11.40%	81.80%	\$16.13	0.00%	\$4,264.56
District of Columbia (OOS)	2,777	4,494	4,756	660	35.50%	26.20%	70.30%	\$13.46	27.40%	\$3,488.41
West Virginia	8,385	4,519	11,002	2,537	74.30%	39.00%	68.00%	\$11.69	4.50%	\$5,024.05
Oklahoma (OOS)	11,147	2,940	18,137	2,812	56.20%	36.30%	64.80%	\$11.02	87.80%	\$6,453.10
Utah	13,485	4,787	20,502	3,587	61.10%	27.90%	63.90%	\$11.10	3.40%	\$4,188.50
Mississippi (OOS)	9,733	3,268	15,243	4,559	73.70%	24.20%	63.70%	\$11.03	2.40%	\$4,045.94
Alaska	2,340	3,238	2,369	634	65.30%	19.60%	63.00%	\$14.39	6.20%	\$5,488.30
Georgia (OOS)	17,270	1,760	24,403	4,702	62.60%	44.40%	62.10%	\$9.46	10.90%	\$3,247.64
North Dakota	3,533	5,166	3,729	761	62.20%	37.50%	61.60%	\$12.07	6.20%	\$5,682.04
Guam	198	1,066	256	21	42.00%	42.00%	61.50%	\$15.12	23.80%	\$9,528.10
Virgin Islands	427	3,897	465	57	65.50%	37.90%	61.20%	\$11.77	5.30%	\$11,536.35
Arizona (OOS)	6,712	1035	10,022	945	36.40%	44.90%	60.90%	\$11.09	11.60%	\$10,633.45
Pennsylvania (OOS)	27,268	2,140	64,594	9,887	50.90%	34.40%	60.00%	\$12.36	3.40%	\$4,736.75
Louisiana (OOS)	8,127	1,776	18,323	2,313	48.40%	37.40%	60.00%	\$12.17	17.10%	\$7,654.84
Alabama	9,948	2,071	25,317	4,547	58.60%	51.50%	56.00%	\$9.71	6.30%	\$4,345.69
Wyoming	2,784	4,900	3,549	675	60.40%	24.80%	53.90%	\$11.97	24.90%	\$4,525.90
Nevada	4,405	1,618	3,918	947	52.50%	21.70%	53.80%	\$11.96	4.20%	\$3,271.82
Combined Agency Average	9,601	2,724	14,962	2,522	52.90%	36.10%	52.10%	\$11.22	13.00%	\$5,406.93
National Average	8,165	1,947	12,616	2,229	54.00%	34.60%	51.30%	\$11.31	12.50%	\$5,149.12
California (OOS)	40,643	1,078	70,987	11,602	43.30%	33.80%	46.20%	\$12.07	15.20%	\$5,340.55
Puerto Rico	13,418	3,620	30,359	2,711	72.50%	67.60%	46.00%	\$8.71	7.40%	\$7,139.82
Kansas (OOS)	7,757	2,702	9,857	1,624	48.40%	28.80%	45.00%	\$9.83	9.10%	\$6,878.45
Indiana (OOS)	14,071	2,159	17,485	4,404	53.40%	30.80%	44.60%	\$11.34	22.40%	\$6,784.55
Hawaii (OOS)	1,798	1308	4,526	240	34.60%	36.90%	44.50%	\$12.01	2.50%	\$6,935.17
Ohio (OOS)	17,687	1,532	18,901	3,373	46.00%	33.80%	44.10%	\$11.16	0.00%	\$8,221.52
New Hampshire	5,298	4,019	5,250	1,085	61.20%	25.80%	43.50%	\$12.61	6.20%	\$4,117.29
Tennessee (OOS)	7,981	1,246	14,324	1,734	42.10%	44.30%	42.70%	\$10.26	14.20%	\$8,378.75
Colorado (OOS)	10,093	1,973	10,489	2,349	53.90%	32.30%	42.00%	\$11.98	21.30%	\$4,182.22
Montana	4,188	4,196	4,514	776	47.80%	21.20%	42.00%	\$10.88	10.40%	\$5,930.43
Maryland (OOS)	9,089	1,559	14,758	2,437	44.50%	34.10%	40.40%	\$10.97	24.00%	\$4,040.15
Illinois (OOS)	21,421	1,665	24,392	4,982	54.60%	44.70%	36.80%	\$10.43	10.00%	\$4,257.09
Wisconsin (OOS)	22,184	3,884	21,438	2,973	58.50%	32.50%	36.20%	\$11.15	12.00%	\$8,564.82
Rhode Island (OOS)	2,764	2,629	4,383	717	60.70%	38.90%	34.70%	\$10.89	14.50%	\$4,650.84
American Samoa	199	2,924	428	24	100.00%	12.50%	25.00%	\$11.90	0.00%	\$4,701.04

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State	Number of Eligible Individuals	Number of Eligible Individuals per Million of State Population	Number of Plans	Number of Cases Closed with Employment	Rehabilitation Rate	Percent Transition Age	Percent Working 35 or More Hours per Week	Mean Hourly Wage	Percent Closed in Supported Employment	Mean Cost per Rehabilitation
Georgia (OOS)	17,270	1,760	24,403	4,702	62.60%	44.40%	62.10%	\$9.46	10.90%	\$3,247.64
Nevada	4,405	1,638	3,918	947	52.50%	21.70%	53.80%	\$11.96	4.20%	\$3,271.82
District of Columbia (OOS)	2,777	4,494	4,756	660	35.50%	26.20%	70.30%	\$13.46	27.40%	\$3,488.41
Maryland (OOS)	9,089	1,559	14,758	2,437	44.50%	34.10%	40.40%	\$10.97	24.00%	\$4,040.15
Mississippi (OOS)	9,733	3,268	15,243	4,559	73.70%	24.20%	63.70%	\$11.03	2.40%	\$4,045.94
New Hampshire	5,298	4,019	5,250	1,085	61.20%	25.80%	43.50%	\$12.61	6.20%	\$4,117.29
Colorado (OOS)	10,093	1,973	10,489	2,349	53.90%	32.30%	42.00%	\$11.98	21.30%	\$4,182.22
Utah	13,485	4,787	20,502	3,587	61.10%	27.90%	63.90%	\$11.10	3.40%	\$4,188.50
Illinois (OOS)	21,421	1,665	24,392	4,982	54.60%	44.70%	36.80%	\$10.43	10.00%	\$4,257.09
Northern Marianas	89	1996	111	36	81.80%	11.40%	81.80%	\$16.13	0.00%	\$4,264.56
Alabama	9,948	2,071	25,317	4,547	58.60%	51.50%	56.00%	\$9.71	6.30%	\$4,345.69
Wyoming	2,784	4,900	3,549	675	60.40%	24.80%	53.90%	\$11.97	24.90%	\$4,525.90
Rhode Island (OOS)	2,764	2,629	4,383	717	60.70%	38.90%	34.70%	\$10.89	14.50%	\$4,650.84
American Samoa	199	2,924	428	24	100.00%	12.50%	25.00%	\$11.90	0.00%	\$4,701.04
Pennsylvania (OOS)	27,268	2,140	64,594	9,887	50.90%	34.40%	60.00%	\$12.36	3.40%	\$4,736.75
West Virginia	8,385	4,519	11,002	2,537	74.30%	39.00%	68.00%	\$11.69	4.50%	\$5,024.05
National Average	8,165	1,947	12,616	2,229	54.00%	34.60%	51.30%	\$11.31	12.50%	\$5,149.12
California (OOS)	40,643	1,078	70,987	11,602	43.30%	33.80%	46.20%	\$12.07	15.20%	\$5,340.55
Combined Agency Average	9,601	2,724	14,962	2,522	52.90%	36.10%	52.10%	\$11.22	13.00%	\$5,406.93
Alaska	2,340	3,238	2,369	634	65.30%	19.60%	63.00%	\$14.39	6.20%	\$5,488.30
North Dakota	3,533	5,166	3,729	761	62.20%	37.50%	61.60%	\$12.07	6.20%	\$5,682.04
Montana	4,188	4,196	4,514	776	47.80%	21.20%	42.00%	\$10.88	10.40%	\$5,930.43
Oklahoma (OOS)	11,147	2,940	18,137	2,812	56.20%	36.30%	64.80%	\$11.02	87.80%	\$6,453.10
Indiana (OOS)	14,071	2,159	17,485	4,404	53.40%	30.80%	44.60%	\$11.34	22.40%	\$6,784.55
Kansas (OOS)	7,757	2,702	9,857	1,624	48.40%	28.80%	45.00%	\$9.83	9.10%	\$6,878.45
Hawaii (OOS)	1,798	1308	4,526	240	34.60%	36.90%	44.50%	\$12.01	2.50%	\$6,935.17
Puerto Rico	13,418	3,620	30,359	2,711	72.50%	67.60%	46.00%	\$8.71	7.40%	\$7,139.82
Louisiana (OOS)	8,127	1,776	18,323	2,313	48.40%	37.40%	60.00%	\$12.17	17.10%	\$7,654.84
Ohio (OOS)	17,687	1,532	18,901	3,373	46.00%	33.80%	44.10%	\$11.16	0.00%	\$8,221.52
Tennessee (OOS)	7,981	1,246	14,324	1,734	42.10%	44.30%	42.70%	\$10.26	14.20%	\$8,378.75
Wisconsin (OOS)	22,184	3,884	21,438	2,973	58.50%	32.50%	36.20%	\$11.15	12.00%	\$8,564.82
Guam	198	1,066	256	21	42.00%	42.00%	61.50%	\$15.12	23.80%	\$9,528.10
Arizona (OOS)	6,712	1035	10,022	945	36.40%	44.90%	60.90%	\$11.09	11.60%	\$10,633.45
Virgin Islands	427	3,897	465	57	65.50%	37.90%	61.20%	\$11.77	5.30%	\$11,536.35



CHOOSE TO WORK UTAH

Increasing Employment Opportunities for People with Disabilities

Utah State Office of Rehabilitation & Utah Department of Workforce Services



What Is Choose to Work Utah?

Choose to Work (CTW) is a partnership program between the Utah State Office of Rehabilitation (USOR) and the Utah Department of Workforce Services (DWS). This project is designed to meet the employment needs of Utah businesses by providing them with qualified and job ready individuals. CTW Employment Specialists provide statewide job development and placement services to Utah job seekers with disabilities, offering employers a source of job applicants. Applicants' skills range from entry level to professional in virtually all job categories.

Services Offered to Employers

- **Job Development:** Providing a personalized match for employers' needs with qualified job seekers.
- **Job Placement Services:** Linking employers with qualified applicants.
- **Employer Assistance:** Consultations on topics such as ADA, accommodations, barriers and sensitivity training.
- **Employment Preparation:** Prepares job seekers to meet employers' needs by providing employment readiness services.
- **On-The-Job Training:** Funds are available through the two agencies to financially assist employers when an employee needs training at the job site.
- **Employment Support Services:** Enables persons with disabilities to adapt to the employers' needs by providing assistive technology, assisting with accommodations and offering employment supports.
- **Bonding:** The Department of Workforce Services can provide fidelity bonding insurance for job seekers at no cost as needed.

Financial Incentives and Resources

- **Supported Job-Based Training (SJBT)**
- **Work Opportunity Tax Credit (WOTC)**
- **Job Accommodation Network (JAN)**
- **Welfare to Work Tax Credit (WTW)**
- **Disability and Business Technical Assistance Center (DBTAC)**
- **Employment Personal Assistance Services (EPAS)**
- **Medicaid Work Incentive (MWI)**
- **Supported Employment (SE)**

Hiring Your Workforce

- Contact us about posting your positions and prescreening your applicants through the Using People with Disabilities Network (PWDNET).
- Contact us to participate in bi-annual workshops and job fairs

Benefits of Hiring Through Choose to Work Utah

- Employees with disabilities can ease concerns about workforce labor supply.
- People with disabilities have equal or higher job performance rates, higher retention rates and lower absenteeism.
- A diverse workforce can create better solutions to business challenges.
- Companies that hire and accommodate people with disabilities in their workplace can receive tax credits.
- A person with a disability can motivate workgroups and increase productivity.
- People with disabilities bring unique characteristics and skills to the workforce.
- Employees with disabilities represent a large customer base, and can give businesses an inside advantage on marketing to that customer base.

What Utah Employers Are Saying

“Employing persons with disabilities is not what we do. What we do is hire persons with abilities.” - Chuck Krivanek, HR Manager, InterContinental Hotels Group

“I liked all the support that was provided to the employers.” - Valerie Taylor, Recruiter, Wells Fargo

“The individuals we have hired... have proven to be well qualified and an excellent match for our company!” - Staci Ditzer
HR Specialist, Marriott

Choose to Work Utah

250 East 500 South
Salt Lake City, Utah 84111
PH: (801) 538-7590
FAX: (801) 538-7522
PH: (801) 526-9730
FAX: (801) 526-9709
WWW.JOBS.UTAH.GOV

Support Work Independence

Summary: Supported Work Independence (SWI) is a program designed to assist individuals with the most significant disabilities to obtain and maintain competitive employment while waiting for DSPD services. Previously a pilot program, SWI became an ongoing program in 2011 with an annual budget of \$250,000. The SWI program is not supported by Medicaid funds and is not part of a Medicaid waiver. Monthly oversight and coordination are provided by privately contracted supported employment providers and Community Service Brokers. The goal of the program is to support 200 people in finding and maintaining employment.

Progress to Date

- **156 open/active participants**
- **84/ 156 (53.8%) currently employed**
- **15.07 average hours / week**
- **\$7.60 average wage / hour**

Types of Employment

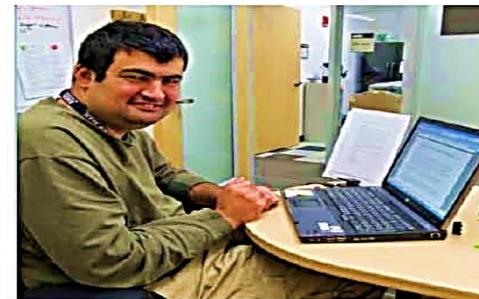
- **Office Assistant**
 - **Membership coordinator**
 - **Greeter**
 - **Janitorial**
 - **Restaurant and Food Service**
 - **Contractor's Assistant**
 - **Document Scanning Technician**
-

Support Work Independence Highlights



Russ: Russ is a 39 year old man with intellectual disabilities and severe and persistent mental illness. He has been on the DSPD waiting list since 2008 and lives in Utah County. Russ has worked through most of his adult life, but recently found himself unemployed and homeless. Without a home and routine, Russ would forget to take his medication. He was hospitalized, but once stabilized on medication, was referred to Utah State Office of Rehabilitation. Russ was referred to the SWI program as he needed extended support to stay employed. Russ is now employed as a dishwasher at the Center Street Bistro in Provo, living in his own apartment and doing well with minimal support. Without the support from the SWI program, Russ would have been identified as someone who needed intense, expensive long term services. The small amount of funds that keep him employed diffused the need for Medicaid waiver services.

Goran :Goran is a 29 year old man who experiences autism. He has been on the DSPD waiting list since 2004 and lives in Salt Lake County. Goran moved to Utah from Bosnia with his family when he was 11 years old. He is fluent in both Bosnian and English, but only speaks to his family. After graduating high school in 2001, Goran had a difficult time finding meaningful activities. He would spend a lot of his time sleeping and riding the bus around town during the day. Goran began working after getting connected to USOR in 2004. He has been part of the SWI program since April of 2012. Goran currently works for the Division of Services for People with Disabilities for the State of Utah as an office assistant. Goran is always on time, works very hard, is a perfectionist, and has a great sense of humor. He assists several DSPD employees with filing and organizing projects. He is always willing to learn and take on new challenges. For Goran, a job isn't just about work and money; it is about the importance of being equal with the rest of his family and community through working and contributing.



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HISTORY



The U.D.O.W.D. Task Force was established in the fall of 2009. It consists of members from state, federal and local law enforcement and non-profit and religious organizations whose primary goal is to assist ex-offenders obtain employment and to learn how to become productive members of society. Some of these include:

- Utah Department of Corrections
- U.S. Probation/ Pretrial Services
- Utah State Office of Rehabilitation
- Utah Department of Workforce Services
- Federal Bureau of Prisons
- Local Law Enforcement Agencies
- Utah Federal Defender's Office

Hiring Incentives

Work Opportunity Tax Credit: Employers can receive up to \$2,400.00 for each ex-offender they employ. For more information about this program: www.jobs.utah.gov/employer/business/wotc.asp

Federal Bonding Program: This program provides employers with free bonding insurance from \$5,000.00 to \$25,000.00 for certain perceived "high risk" applicants. For more information regarding this program go to www.bonds4jobs.com
Additional tax credits, incentives and support may be available. To learn more, contact the U.D.O.W.D. representative in your community.

Employee Incentive

Ex-offenders are commonly more motivated than most employees as they feel they have something to prove to themselves, their families and society in general. Being under supervision also mandates they maintain stable employment and undergo counseling and random drug testing, which is commonly an ultimate savings to most employers.

Be part of the "cycle of success"

<http://corrections.utah.gov/programs/documents/UDOWDFlyerfinal.pdf>



Utah Defendant/Offender Workforce Development Taskforce (UDOWD)

Partnership Members: Utah State Office of Rehabilitation (USOR), Utah State Department of Corrections (UDC), Department of Workforce Services (DWS), U.S. Federal Probation and Pretrial Services, L.D.S. Employment Services, Federal Bureau of Prisons, and other law enforcement, and other faith-based organizations)

Mission Statement (UDOWD): We unite to facilitate collaboration between federal, state, and local agencies in an effort to eliminate barriers between agencies, increase community awareness, assist offenders with increased employment opportunities, and reduce recidivism.

Employer Development/Employment Placement Statistics:

Salt Lake County:

Employer/Business	Positions Offered	Positions Filled
Thermal Processing	5	4*
Western Architectural	4	4
Gold's Gym	Currently Screening	1
Rastar	4 plus	*Screening
Speeds Auto	1	0
Premier Mentoring	Current Development	
Tooele Autobody	3	3/*1
Elite Tile	2	*Screening
Gottschall Engraving	1	0
Brahma Group	13	*Screening
Molding Box	6	6/*2
Mid City Salon	1	*Screening
Design Ink	12	12/*Screening
Fast Buck	Current Development	Current Development
Intermountain Rigging and Heavy Haul	Current Development	Current Development
Computer Bytes	Current Development	Current Development
UPS	Current Development	1
City Cab	1	1
Winco Foods	Current Development	Current Development
Mountain Care Pharmacy	Current Development	1
ECO Scraps	1	1
Bonneville Lumber	Current Development	Current Development
Tharco Industries	Current Development	Current Development
Mrs. Fields	Current Development	Current Development

Total	37	63	43
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*Indicates positions filled through joint case management through UDOWD collaboration

Utah County:

Employer/Business	Positions Offered	Positions Filled
AA Machine	4	3
Best Deal Spring	2	0
Big T Lube	1	1
Brereton Auto	2	2
Central Utah Refrigeration	1	1
CimTech	2	2
CR Doors	4	4
Dairy Queen	1	1
Honest 1 Auto	1	1
Intermountain Valve	1	0
Macco of Orem	1	1
Meineke	1	1
R-4 Construction	1	1
RMWT Telecom	2	0
Steps of Payson	1	1
Utah Valley University	1	1
Total	16	20

*Indicates positions filled through joint case management through UDOWD collaboration

These statistics represent employer development and/or job placements for the past three (3) months of the UDOWD program. The Ogden and Weber Counties service areas are starting to compile data as their county groups are formed and this collaboration occurs. The Utah County and Salt Lake/Tooele Counties are comprised of establish county groups to coordinate services (including job development/placement, employer work incentives, on-the-job training, and other case management and/or support services by the partners through collaboration and partnering.



State Office of Rehabilitation
Base Allocations for Fiscal Year 2013
 10/4/2012

Schedule of Programs	State Appropriations (I&G Funds)	Dedicated Credits/Misc. Rev Transfers	Federal Voc Rehab, title 1	Federal Supported Employment	Federal Voc Rehab, Title 3	Federal Independent Living	Federal Social Security Admin.	Federal Independent Living - Older Blind	Federal Disability Determination	Federal Stimulus (ARRA)	USOR Total Base Budget FY11	FTE
Personnel Services	\$ 1,123,098		\$ 574,000		\$ 40,000						\$ 1,737,098	19.0
Operations	\$ 95,000		\$ 48,100		\$ 9,500						\$ 152,600	
PBB Blind and Visually Impaired												
Personnel Services	\$ 2,082,407		\$ 1,870,400					\$ 16,000			\$ 3,968,807	51.0
Operations	\$ 845,567	\$ 43,000	\$ 1,200,700				\$ 41,970				\$ 2,131,237	
Client Services			\$ 1,568,000				\$ 77,230				\$ 1,645,230	
PBC Rehabilitation Services												
Personnel Services	\$ 8,081,442	\$ 227,300	\$ 2,387,500								\$ 10,696,242	260.7
Operations	\$ 90,000	\$ 500,000	\$ 2,625,000				\$ 26,233				\$ 3,241,233	
Client Services			\$ 34,904,316	\$ 300,000			\$ 148,767			\$ 1,827,200	\$ 37,180,283	
PBC Independent Living												
Personnel Services	\$ 162,725										\$ 162,725	2.0
Operations	\$ 18,581										\$ 18,581	
Pass-through	\$ 2,764,555					\$ 312,984				\$ -	\$ 3,077,539	
PBD Disability Determination												
Personnel Services									\$ 9,528,600		\$ 9,528,600	98.0
Operations	\$ 1,500							\$ 2,323,900			\$ 2,325,400	
PBE Deaf and Hard of Hearing												
Personnel Services	\$ 1,577,000	\$ 305,000									\$ 1,882,000	25.0
Operations	\$ 691,391										\$ 691,391	
PBC Other Programs												
Ind. Living - Blind Individuals	\$ 25,000							\$ 209,000			\$ 234,000	1.8
UT Ctr for Assistive Tech.	\$ 723,953										\$ 723,953	
Assistive Technology	\$ 309,978										\$ 309,978	6.5
Benefits	\$ 116,903										\$ 116,903	0.8
Total Utah State Office of Rehabilitation	\$ 18,709,100	\$ 1,075,300	\$ 45,178,016	\$ 300,000	\$ 49,500	\$ 312,984	\$ 294,200	\$ 225,000	\$ 11,852,500	\$ 1,827,200	\$ 79,823,800	464.8

Estimated FY 2013 Vocational Rehabilitation State Grants with 5.1% Reduction from FY 2013 Mandatory Level

<u>State</u>	<u>FY 2013 Mandatory Level</u>	<u>FY 2013 Less 5.1% Reduction</u>	<u>5.1 Percent Reduction</u>
South Carolina	59,346,778	56,303,049	3,043,729
South Dakota	10,639,160	10,096,563	542,597
Tennessee	77,101,819	73,227,127	3,874,692
Texas	253,091,580	239,276,821	13,814,759
Utah	32,320,263	30,528,711	1,791,552
Vermont	10,639,160	10,096,563	542,597
Virginia	69,234,032	65,768,166	3,465,866
Washington	56,581,092	53,534,343	3,046,749
West Virginia	27,469,342	26,200,332	1,269,010
Wisconsin	63,397,417	60,274,415	3,123,002
Wyoming	10,639,160	10,096,563	542,597
American Samoa	986,612	934,752	51,860
Guam	2,979,793	2,830,946	148,847
Northern Mariana Islands	888,447	838,112	50,335
Puerto Rico	74,018,770	70,556,817	3,461,953
Virgin Islands	2,111,901	2,012,521	99,380
Total VR State Grants	\$3,191,748,000	\$3,028,968,852	\$162,779,148
Indian set-aside	\$ 39,224,000	\$ 37,223,576	\$2,000,424
Total	\$3,230,972,000	\$3,066,192,428	\$164,779,572

\$ 30,528,711 2013 after cuts before re-allotment
 \$30,873,493 2012 total before re-allotment
 \$(344,782) Difference

Agency	Program/Grant Name	Est. FFY 12 impact FFIS	FY 2013	FY 2014	Brief Description of Services Provided
USOR	Independent Living	\$ -	\$ (16,307)	\$ -	Provide services to help Utahns with disabilities to live independently in their homes and communities. 2014 FIGURE FROM OSERS/RSA VR STATE GRANTS WORKSHEET
USOR	Rehab. Services - Basic State Grant	\$ -	\$ (344,782)	\$ 3,286,997	Provide services to People with disabilities to enable them to gain and maintain employment. 2014 FIGURE FROM OSERS/RSA VR STATE GRANTS WORKSHEET
USOR	Services for Older Blind Individuals	\$ -	\$ -	\$ -	Provide services to help older blind Utahns to live independently in their homes and communities. 2014 FIGURE FROM OSERS/RSA VR STATE GRANTS WORKSHEET
USOR	Supported Employment State Grants	\$ -	\$ -	\$ -	Provides Supported Job based training , and placement services. 2014 FIGURE FROM OSERS/RSA VR STATE GRANTS WORKSHEET

Social Security Payments in Utah

Social Security Payments, March 2013				
	Numbr of Beneficiaries	Type of Beneficiary	Payments	Payment Period
	231,748	Retired Workers	\$270,538,400	Monthly
	21,560	Spouses and Children	\$25,168,800	Monthly
	38,115	Widows, Widowers and Surviving Children	\$44,494,800	Monthly
	47,132	Disabled Workers	\$55,021,100	Monthly
	12,886	Spouse and Children of Disabled Workers	\$15,042,900	Monthly
	351,441	Total	\$410,266,000	Monthly

SSI Payments, March 2013				
	Numbr of Beneficiaries	Type of Benefit	Payments	Payment Period
	2,674	Aged Resident	\$1,345,600	Monthly
	27,617	Blind and Disabled Resident	\$13,897,400	Monthly
	30,291	Total	\$15,243,000	Monthly

Monthly actual payments for disabilities:

Monthly Social Security Payments, March 2013:

Disabled Workers	\$55,021,100
Spouse and Children of Disabled Workers	<u>\$15,042,900</u>
Total Social Security Payments	<u>\$70,064,000</u>

Monthly SSI Payments, March 2013

\$15,243,000

Total Monthly Disability Payments, March 2013	<u>\$85,307,000</u>	Monthly
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Yearly estimated payments for disabilities:

March 2013 total times 12 months

X 12 months

Estimated yearly Disability Payments	<u>\$1,023,684,000</u>	Yearly
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