

KENTUCKY OFFICE OF VOCATIONAL REHABILITATION: AN OVERVIEW OF CONSUMER SERVICES

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What is Vocational Rehabilitation?

- **The Vocational Rehabilitation (VR) program helps people with disabilities prepare for, enter, engage in or advance in competitive employment.**
- **The program also helps businesses and employers recruit, retain and accommodate employees with disabilities.**
- **Our customers are adults with disabilities, youth and students with disabilities and businesses/employers.**

OVR Mission Statement

To empower
Kentuckians with
disabilities to maximize
independence and
economic security
through competitive,
integrated
employment.



Vocational Rehabilitation in Kentucky

- 17.4% of people in Kentucky have disabilities.
- 32.3% employment rate for individuals with disabilities.
- 76.5 % employment rate for people without disabilities.



Vocational Rehabilitation Funding

- For every 22 cents funded by the Commonwealth, 78 cents in federal funds are received.
- For example FFY 2023:
 - \$17,121,540 General
 - \$63,261,278 Federal



Other Funding Sources

- State Supported Employment Services Program – Federal (\$150,000 x's 2 + \$16,666.67 Youth Match at 10%)
- KATS Network - \$433,077 – no match
- RETAIN
- KATLC (mention PA Assistive Technology Foundation)
- Independent Living/Older Blind Services – Federal (\$422,130 + \$46,903 State Match)
- Program Income

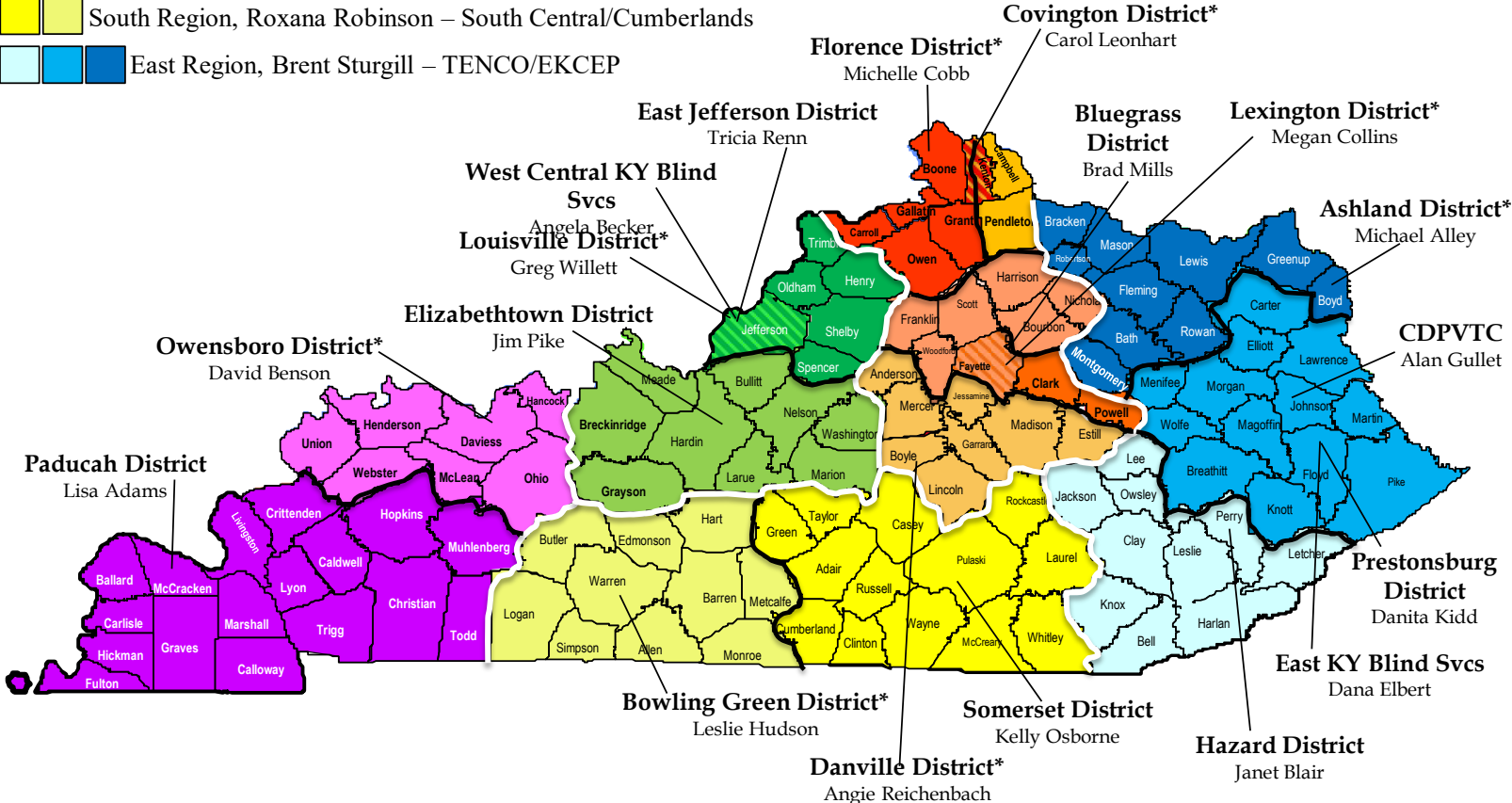
2023 Calendar Year Program Metrics

- **Numbers Served – 45,277**
- **Exited in Successful Employment – 4,626**
- **Average Wage - \$23.14**

OVR Statewide Map-Regional

Regional Program Managers:

- West Region, Jason Cole – Green River/West KY
- West Central Region, Jenny Lampton – Kentuckiana Works/Lincoln Trail
- East Central Region, Ryan Henson – Northern KY/Bluegrass
- South Region, Roxana Robinson – South Central/Cumberlands
- East Region, Brent Sturgill – TENCO/EKCEP



* Denotes RCD position located within the District (Amanda Friend RCD District Manager)

Revised 5/3/2023

Top 10 SOC Titles for the 2nd quarter

Top 10 SOC Titles within Employment Outcomes of the Quarter				
No.	SOC Title	Number of Participants	Median Hourly Earnings	Median Hours Worked
1	Stockers and Order Fillers	47	\$13.00	24
2	Registered Nurses	38	\$32.75	40
3	Customer Service Representatives	35	\$13.00	30
4	Retail Salespersons	31	\$12.00	25
5	Heavy and Tractor-Trailer Truck Drivers	30	\$22.65	40
6	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	30	\$12.98	24
7	Driver/Sales Workers	18	\$13.17	38
8	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	17	\$16.21	38
9	Production Workers, All Other	15	\$20.00	40
10	Laborers and Freight, Stock, and Material Movers, Hand	15	\$19.66	36
Percentage of all outcomes in the quarter represented in the top 10:		23%		

Consumer Disability Type

- Sensory 33.3%
- Physical 14.2%
- Cognitive 21.2%
- Psychological/Mental 30.9%



Consumer Geographical Demographics

- 54.4% were from state's metropolitan area
- 45.5% were from rural Counties
- Just one-third (34%) were from the state's Appalachian region.



Consumer Gender

- 54.1% identified as males
- 45.9% identified as females



Consumer Ages

- Ages range from 15-97
- Transition-age youth (15-25) were one-third (34%) of OVR consumers.
- Mid-Career consumers (40-59) were 27.1% of OVR consumers.
- Early Career (26-39) were 23% of OVR consumers.
- Late Career Consumers (60 – 70) were 11.4% with over 70 were 4.5% of OVR consumers.



Race

- **79.9% White**
- **10% Black or African American**
- **8.8% Hispanic/Latino**
- **0.3% Asian**
- **0.2% Native American or Alaskan Native**
- **0.1% Hawaiian or Pacific Islander**
- **0.6% Other Races.**



Councils & Committee

- **Statewide Council for Vocational Rehabilitation
Employment First Council**
- **KATS Network Council**
- **KATLC Council**
- **Blind Vendor Committee**

Agency Divisions

- **There are four Divisions**
 - **Division of Field Services**
 - **Division of Carl D. Perkins Vocational Training Center**
 - **Division of Blind Services/McDowell Center**
 - **Division of Business Enterprises**

Carl D Perkins Vocational Training Center Programs

The Center currently operates several programs and services that enable consumers to achieve their vocational goals. Our brochure can be found at this <https://kcc.ky.gov/Vocational-Rehabilitation/cdpvtc/Documents/brochure.pdf> and will give an excellent overview of our many programs and services.

Division of Blind Services - Programs

- Our programs and services provide individuals with visual disabilities the tools they need to become more independent in their homes, schools, workplaces and communities.
- These programs include
 - McDowell Rehabilitation Center (training in low vision and blindness skills)
 - [Charles W. McDowell Center for the Blind - Kentucky Career Center](#)
 - Independent Living and Older Blind Program
 - Orientation and Mobility Services
 - Deaf Blind Program
 - Bioptic Driving Program.

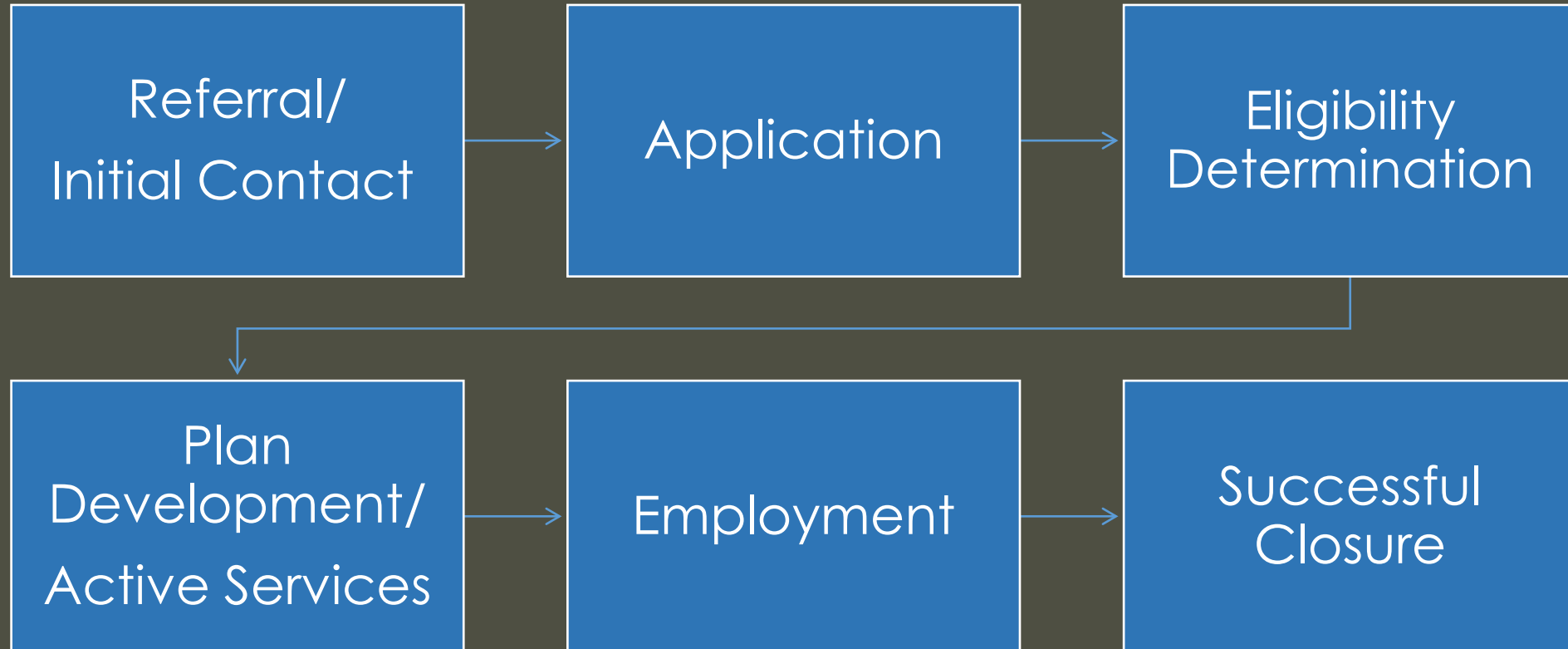
Division of Kentucky Business Enterprises

Kentucky Business Enterprises (KBE) is one of the nation's leading vending and food service programs operated by people who are visually impaired or blind. The program trains and places individuals as self-employed operators of snack bars, dining facilities and automated vending facilities in public and private buildings across the state. <https://kcc.ky.gov/Vocational-Rehabilitation/seeking-services/KBE/Pages/default.aspx>

Division of Field Services VR Basics

- VR is an eligibility program not an entitlement program.
- Income is not a factor in eligibility but may be considered as part of the cost of certain services.
- Once a person has completed the application for services VR has 60 days to determine eligibility.
- We are not an emergency services provider.
- Our services are not intended to be long-term, but if supports are needed long-term the agency will work to identify alternatives and provide referrals for potential resources.

VR Process At-A-Glance



Eligibility Criteria for VR Services

- The individual must have a disability (physical, mental or sensory).
- The disability has to result in a significant barrier to employment.
- The individual must require VR services to prepare for, enter, engage in, or advance in competitive employment.

Functional Limitations

- **Self Care**

The ability to perform activities of daily living as they affect the individual's ability to participate in training and/or work activities

- **Work Skills**

The ability to learn and/or perform work functions

- **Interpersonal Skills**

The ability to interact in an acceptable and mature manner with co-workers, supervisors, and others to facilitate the normal flow of work activities (not due to cultural or language factors)

Functional Limitations (cont.)

- **Communication**

The accurate and efficient transmission and/or reception of information, either verbally or non-verbally due to physical, sensory, emotional or cognitive impairments. This does not include communication difficulties related to foreign language or cultural differences

- **Mobility**

The physical, cognitive, sensory or psychological ability to move efficiently from place to place, including community, school, home, and work

- **Self-Direction**

The ability to plan, initiate, organize, and carry out goal directed activities related to job preparation and employment

- **Work Tolerance**

The ability to carry out required physical and cognitive work tasks in an efficient and effective manner over a sustained period of time

Attendant Factors

Not a direct result of the disability. Impact the individual's ability to obtain, maintain or advance in employment.

- low educational or academic levels
- long-term unemployment or sporadic work history
- criminal record
- lack of transportation or childcare
- lengthy history of dependence on others
- residence in areas of poverty or limited employment opportunity
- disincentives – reliance on financial or medical benefits
- unstable or inadequate living arrangements
- poor personal or social adjustment
- appearance – grooming and hygiene

Individualized Plan for Employment (IPE)

- Specific Job Goal
- Services required to achieve job goal
- Informed Choice

Services Available

- Vocational Guidance and counseling (the foundation of our services)
- Job Placement Assistance and Job Readiness Training
- College or Vocational Training
- Supported Employment Services
- Benefits Counseling
- Transition Services
- Skills Training or On the Job Training
- Job Coaching or Tutoring
- Transportation
- Interpreter/Translator Services
- Assistive Rehabilitation Technology
- Referral Services

Supported Employment

- **Supported employment is a means to assist individuals with the most significant disabilities become competitively employed in an integrated work setting. The core values are:**
 - **Integrated (inclusive) work environment;**
 - **Consumer choice and involvement, with services and supports based on individual interests and abilities;**
 - **A career path made possible through the provision of on-going support and extended follow-up services; and**
 - **Parity in wages and other employment benefits.**

Cost of VR Services to the Consumer

- There is no cost to apply for VR services and to find out if you are eligible for the program.
- Depending on financial resources you may be asked to help contribute to the cost of certain services

**Office of Vocational Rehabilitation,
Executive Director**

Statewide Council, Employment 1st Council,
Deputy Executive Director & Support Staff

Program, Policy & Support Branch

Support Section

Grants Management Section

Division of Field Services

Division of Blind Services

Independent Living/Older Blind Branch

Charles McDowell Center

Customer Services Section

Vocational Prep Section

Division of Kentucky Business Enterprises

Carl D. Perkins Vocational Training Center

Buildings & Grounds Section

Student Services Branch

Security & Dormitory Section

Counseling & Recreation Section

Case Management Services Branch

Assisted Living Branch

Vocational Services Branch

OVR West Central Region

West Ctrl Blind Services

Louisville District

East Jefferson District

Elizabethtown District

OVR East Region

East Ctrl Blind Services

Ashland District

Prestonsburg District

Hazard District

OVR South Region

Bowling Green District

Somerset District

OVR West Region

Paducah District

Owensboro District

OVR East Central Region

Covington District

Florence District

Lexington District

Bluegrass District

Danville District

Assistant Director

Transition Branch

Assistive Tech Branch

Community Rehab
Program Branch

Assistant Director

Deaf Services Branch

Employer Services
Branch

Social Security Adm

Personnel Stats

- As of March 1, 2024
 - Employees Merit/Non-Merit
 - 439 employees
 - 134 VR Counselors
 - 50 vacancies (some in process of being filled)
 - Temporary Service Employees
 - Clerical positions
 - Food Service Staff
 - Security at the centers
 - Contracted Services due to non-competitive salaries for these professional services
 - ASL Interpreters
 - Rehabilitation Technologists
 - Medical Services (Psychologist, Psychiatrists)

Locations

- 40 Physical Locations
- Includes two residential facilities
 - Carl D. Perkins Vocational Training Center
 - Charles McDowell Center

Increased Referrals and Services

10.9% increase in referrals this year as compared to this same time last year and 28% more competitive integrated employment outcomes.

Statewide			
	3/17/2024		
	2023	2024	% Change
Referrals	3,547	3,933	10.9%
Applications	2,530	2,741	8.3%
Eligibilities	2,133	2,277	6.8%
IPE	2,015	2,166	7.5%
Average Days Application to IPE	63	62	-1.6%
Credentials	63	40	-36.5%
MSG	693	704	1.6%
Successful (CIE)	806	1,034	28.3%

Kentucky Office of Vocational Rehabilitation

Central Office

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<https://kcc.ky.gov/Vocational-Rehabilitation/Pages/aboutus.aspx>

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