

Vocational Rehabilitation

January 5, 2015

Scope

The Legislature directed OPPAGA to compile vocational rehabilitation information, including specific metrics, from Florida and the nine other most populous states.¹ To conduct this research, OPPAGA requested information from state vocational rehabilitation programs; for those programs that did not respond, OPPAGA compiled information from the federal Rehabilitation Services Administration and vocational rehabilitation state plans and annual reports. Information ranges from federal Fiscal Year 2012 to federal Fiscal Year 2015. Appendix A provides a summary table with all of the metrics, and Appendix B provides a detailed profile for each state.

Vocational Rehabilitation Programs

Vocational rehabilitation (VR), as administered by the U.S. Department of Education Rehabilitation Services Administration, provides individually tailored rehabilitation and job training services to disabled people who are able and willing to work. The program's goal is to enable individuals to become self-sufficient through long-term employment. Under federal law, the program must give priority to serve individuals with the highest level of need. Annually, states must prepare a state plan that describes how the state will provide rehabilitation services that comply with the federal Rehabilitation Act. State plans have two parts—the preprint and the attachments. The preprint lists the basic legal requirements about how states should administer VR programs, and in the attachments the state gives more details about how it carries out the law.

Organizational Placement and Administration

Organizational placement of VR programs varies across states. Four states administer their programs in a specific rehabilitation agency, three states through a state health and human services agency, two states, including Florida, through the state education agency, and one state through the state workforce agency. (See Exhibit 1.) In 1999, oversight of Florida's program moved from the Department of Labor and Employment Security to the Occupational Access and Opportunity Commission. The commission was abolished in 2002, and the program was moved to the Department of Education.²

¹ The ten most populous states are California, Florida, Georgia, Illinois, Michigan, New York, North Carolina, Ohio, Pennsylvania, and Texas.

² Please see *Responsibilities Not Fulfilled by Occupational Access and Opportunity Commission; Program Performance Declines*, OPPAGA [Report No. 02-06](#), January 2002; and *Vocational Rehabilitation Program's Performance Has Been Mixed Since the Abolishment of Occupational Access and Opportunity Commission*, OPPAGA [Report No. 05-14](#), March 2005.

**Exhibit 1
Organizational Placement of Vocational Rehabilitation Program**

State	Vocational Rehabilitation Program	Organizational Placement
California	Department of Rehabilitation	Rehabilitation Agency
Florida	Division of Vocational Rehabilitation; Department of Education	Education Agency
Georgia	Vocational Rehabilitation Division; Vocational Rehabilitation Agency	Rehabilitation Agency
Illinois	Division of Rehabilitation Services; Department of Human Services	Health and Human Services Agency
Michigan	Rehabilitation Services; Department of Human Services	Health and Human Services Agency
New York	Adult Career and Continuing Education Services- Vocational Rehabilitation; Department of Education	Education Agency
North Carolina	Division of Vocational Rehabilitation Services; Department of Health and Human Services	Health and Human Services Agency
Ohio	Bureau of Vocational Rehabilitation; Opportunities for Ohioans with Disabilities	Rehabilitation Agency
Pennsylvania	Office of Vocational Rehabilitation; Department of Labor and Industry	Workforce Agency
Texas	Division for Rehabilitation Services; Department of Assistive and Rehabilitative Services	Rehabilitation Agency

Source: State Vocational Rehabilitation Programs.

States’ VR programs are funded through a state and federal matching agreement. Funds are distributed to states using a formula that takes into account population, per capita income, and 1978 funding allocations. The match rate does not vary across states—a federal government grant provides 78.7% of program funds while states contribute a 21.3% match.³ States can use private funding as part of state match; private funding must be earmarked for establishing a community rehabilitation program, particular geographic areas within the state, or any other purpose under the state plan as part of the state match.⁴ Total program funds also include federal carry over from the prior year, program income, and a federal award for supported employment.⁵ As shown in Exhibit 2, in 2013, total funding ranged from \$525 million in California to \$119 million in Michigan; Florida’s total funding was \$206.7 million.

³ Not all states provide a full match for their VR allocations; in these cases, these states’ federal grants are reduced accordingly.

⁴ Funds may not be used to benefit the private donor.

⁵ Supported employment means competitive work in integrated settings or employment in integrated work settings in which individuals are working toward competitive work.

**Exhibit 2
State Vocational Rehabilitation Funding**

State	Total 2013 Funding ¹	2013 Federal Award	2013 State Match
California	\$525,123,818	\$289,882,431	\$77,628,202
Texas	316,344,160	186,606,938	51,316,744
New York	295,451,556	121,132,416	55,276,641
Illinois	255,857,466	109,148,062	29,807,831
Ohio	213,911,947	110,716,058	29,419,874
Florida	\$206,700,281	\$111,285,655	\$30,127,473
Pennsylvania	186,332,725	111,450,404	30,163,832
Georgia	144,766,083	100,223,410	17,455,801
North Carolina	129,512,962	89,288,587	28,223,721
Michigan ²	119,032,502	74,723,029	20,112,537

¹ In addition to the federal award and state match, total funding also includes federal carry over, program income, and a federal award for supported employment.

² Michigan’s funding is from federal Fiscal Year 2014.

Source: State vocational rehabilitation programs and federal Fiscal Year 2013 state annual review reports.

VR services traditionally have been delivered by a mix of state employees and private providers. Federal regulations require that state employees must deliver and conduct certain program services and activities, including

- all decisions affecting program eligibility, the nature and scope of available services, and provision of those services;
- the decision to close a case;
- policy formulation and implementation;
- allocating and expending program funds; and
- participation as a partner in the One-Stop service delivery system under Title I of the Workforce Investment Act of 1998.

State program staff ranged from 1,238 FTEs in Texas to 411 in Ohio; Florida has the fourth highest number of FTEs with 931. Of its 931 FTEs, 47% (438) are administration positions, 45% are field supervisors (415), and 8% are counselors (78). Total FTE vacancy rates ranged from 24.7% (138) in Georgia to 1.6% (18) in California; Florida reported a vacancy rate of 8.1% (75). The percentage of funds for client services provided by state employees varied from 69.0% in Georgia to 24.3% in Ohio; 38.1% of Florida’s VR funds were used for client services provided by state employees, while 61.9% were used to purchase services from other providers. (See Exhibit 3.)

**Exhibit 3
Full-Time Equivalents, Vacancies, and Percentage of Funds for Services Provided by State Employees and Purchased from Other Providers**

State	Total FTEs
Texas	1,238
California	1,155
Pennsylvania	967
Florida	931
New York	626
North Carolina	607
Georgia	559
Illinois	561
Michigan	439
Ohio	411

State	Total Vacancies (Vacancy Percentage)
Georgia	138 (24.7%)
Michigan	61 (12.2%)
Pennsylvania	113 (11.7%)
Illinois	64 (11.4%)
North Carolina	55 (9.1%)
Florida	75 (8.1%)
Ohio	26 (6.3%)
Texas ¹	34.7 (3.6%)
California	18 (1.6%)
New York	Not Available

State	Percentage of Funds for Client Service	
	Provided by State Employees	Purchased from Other Providers
Georgia	69.0%	31.0%
Pennsylvania	63.4%	36.6%
Michigan	63.0%	37.0%
California	50.0%	50.0%
North Carolina	45.9%	54.1%
New York	43.6%	56.4%
Texas	42.4%	57.6%
Illinois	40.3%	59.7%
Florida	38.1%	61.9%
Ohio	24.3%	75.7%

¹ Texas' vacancy percentage is based on 971.5 FTEs for direct services; vacancies were not provided for the total 1,238 FTEs.

Source: State vocational rehabilitation programs, federal Fiscal Year 2013 state annual review reports, and federal Fiscal Year 2015 state plans.

Program Operations

To be eligible to receive VR services, an individual must be disabled and require services to prepare for, secure, retain, or regain employment. Recipients of Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) are presumed to be eligible for services, provided they intend to achieve an employment outcome. However, individuals’ disabilities need not be so severe as to qualify the person for SSDI or SSI benefits; rather, disabilities must only be a substantial impediment to employment. With limited exceptions, the VR program must determine eligibility within a reasonable period of time, not to exceed 60 days, after the individual submits an application.

States include all individuals with a program record when reporting the total number of individuals served; thus, even individuals who have only applied are tracked and reported by states as being served. The total number of individuals served ranged from 80,475 in Texas to 17,455 in Georgia; Florida reported serving a total of 60,085 individuals. States’ ratio of FTEs to total individuals served ranged from 1:92 in New York to 1:31 in Georgia; Florida’s ratio of FTEs to individuals served was 1:65. (See Exhibit 4.)

Exhibit 4 Total Individuals Served

State	Total Individuals Served	FTEs: Total Individuals Served
Texas	80,475	1:65
California	72,030	1:62
Florida	60,085	1:65
Pennsylvania	58,025	1:60
New York	57,890	1:92
North Carolina	46,419	1:76
Illinois	45,200	1:81
Michigan	34,435	1:78
Ohio	22,692	1:55
Georgia	17,455	1:31

Source: State vocational rehabilitation programs, federal Fiscal Year 2013 state annual review reports, and federal Fiscal Year 2015 state plans.

After eligibility is established, federal regulations require VR programs to develop a written Individualized Plan for Employment (IPE) for each individual. The IPE lists the individual’s employment goal and specific services to be provided to assist the individual in reaching that goal. According to federal regulations, vocational rehabilitation services include any service identified in an IPE that is necessary to assist an individual with a disability in preparing for, securing, retaining, or regaining an employment outcome. In each case, employment outcomes must be consistent with individuals’ strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices. As such, VR services are broad and varied, and state VR programs must ensure that all necessary services to equip the individual are provided. (See Appendix C for a detailed list of required services.)

Because employment is the ultimate outcome, training is a major component of VR programs. Training can be provided at schools, colleges, or universities; at community rehabilitation programs; and in on-the-job training programs. Training services include academic training, job readiness or disability-related augmentative skills, and occupational, vocational, and job skills.

As shown in Exhibit 5, in 2013, the number of individuals who received postsecondary education training ranged from 14,168 in California to 1,076 in Ohio; Florida provided postsecondary education to 2,337 individuals. The number of individuals who received other training and education ranged from 17,287 in California to 2,350 in Georgia; Florida provided these services to 9,336 individuals. Transportation is another primary service provided. The number of individuals receiving transportation services ranged from 41,316 in California to 1,897 in Georgia; Florida provided transportation services to 11,002 individuals.

Exhibit 5
Number of Individuals Receiving Services

Services	State	Number of Individuals Served
Postsecondary Education Training	California	14,168
	New York	6,206
	North Carolina	1,651
	Texas	5,999
	Pennsylvania	5,733
	Florida	2,337
	Illinois	2,022
	Michigan	1,840
	Georgia	1,666
	Ohio	1,076
Other Training and Education	California	17,287
	New York	17,568
	North Carolina	11,614
	Florida	9,336
	Ohio	9,548
	Texas	6,965
	Michigan	6,633
	Illinois	3,423
	Pennsylvania	2,877
	Georgia	2,350
Transportation	California	41,316
	New York	15,066
	Florida	11,002
	Ohio	7,858
	North Carolina	7,163
	Texas	4,071
	Pennsylvania	3,590
	Michigan	3,577
	Illinois	1,966
	Georgia	1,897

Source: Federal Fiscal Year 2013 state annual review reports.

To close a case for an individual who has achieved an employment outcome, the individual must achieve the employment objective listed in the IPE and maintain the outcome for no less than 90 days. In addition, the individual and VR counselor must agree that the employment outcome is satisfactory and that the individual is performing well. The VR program also must notify the individual that post-employment services may be available even after the case is closed. Cases may be closed for reasons other than achieving employment, such as closing without

employment or while still in applicant status prior to receiving services. There are various reasons why case closure may occur for a reason other than job achievement. For example, individuals may decide to not pursue program participation or may move to another state or his or her condition may decline, making the individual no longer eligible for rehabilitation services. Exhibit 6 shows the total number of cases closed and, of these, the number closed with employment and the number closed without employment. Florida’s VR program closed a total of 29,828 cases. Of these, 6,057 were closed with employment and 7,174 without employment. Both Florida and Ohio closed a higher number of cases without employment compared to cases closed with employment. The individual state profiles in Appendix B provide detail by type of case closed.

**Exhibit 6
Cases Closed**

State	Total Cases Closed
New York	38,033
Texas	31,960
California	31,183
Florida	29,828
Pennsylvania	25,888
North Carolina	24,338
Ohio	21,560
Michigan	17,633
Illinois	16,945
Georgia	13,739

State	Cases Closed with Employment
Texas	13,136
New York	11,900
California	11,187
Pennsylvania	9,939
North Carolina	6,758
Michigan	6,618
Florida	6,057
Illinois	5,324
Ohio	3,510
Georgia	4,702

State	Cases Closed without Employment
New York	9,721
Pennsylvania	8,545
California	8,120
Florida	7,174
Texas	6,690
North Carolina	5,233
Michigan	5,201
Illinois	4,477
Ohio	3,660
Georgia	2,813

Source: State vocational rehabilitation programs and information from the federal Rehabilitation Services Administration.

Average cost per person served (total client service expenditures divided by the total number of individuals served) ranged from \$5,436 in Ohio to \$2,192 in Michigan; the average per person cost for Florida’s VR program was \$2,690. Average cost per employment outcome (the cost of services for individuals who exited with an employment outcome divided by the total number of these individuals) ranged from \$10,104 in Ohio to \$3,319 in Michigan; Florida has the second highest average cost per employment outcome at \$8,135. (See Exhibit 7.)

**Exhibit 7
Average Cost per Person and Employment Outcome**

State	Average Cost per Person Served
Ohio	\$5,436
Illinois	5,426
California	4,307
New York	3,875
Georgia	3,626
Florida	2,690
Texas	2,685
North Carolina	2,337
Pennsylvania	2,284
Michigan	2,192

State	Average Cost per Employment Outcome
Ohio	\$10,104
Florida	8,135
Texas	7,287
California	6,439
North Carolina	5,895
New York	5,616
Georgia	5,272
Pennsylvania	5,016
Illinois	4,678
Michigan	3,319

Source: State vocational rehabilitation programs and federal Fiscal Year 2013 state annual review reports.

If a state does not have the resources to provide VR services to all eligible individuals who apply, it must specify in its state plan the order to be followed in selecting those individuals who will receive services once resources become available; this is known as the Order of Selection and functions as a waitlist. When a state is operating under an Order of Selection, eligible individuals are evaluated for their functional limitation, anticipation of services, and duration of services and are classified as meeting the criteria for one of three priority categories, with the individuals with the highest level of need being placed in Priority Category 1 so that they will receive services first. Five of the 10 states, including Florida, operate an Order of Selection. See Exhibit 8 for the total number of individuals on Order of Selection.

**Exhibit 8
Order of Selection Status**

State	Total Individuals on Order of Selection
Illinois	25,391
Florida	1,408
Ohio	700
Pennsylvania	29
California	21
Georgia	No Order of Selection
Michigan	No Order of Selection
New York	No Order of Selection
North Carolina	No Order of Selection
Texas	No Order of Selection

Source: State vocational rehabilitation programs and federal Fiscal Year 2015 state plans.

Federal Performance Measures

The federal Rehabilitation Services Administration is required to establish performance indicators for the VR program that include outcome and related measures of program performance. State plans must include program performance data. State agencies that do not meet the minimum levels of performance must develop a Program Improvement Plan that outlines specific actions to improve program performance. In addition, the Rehabilitation Services Administration provides technical assistance to state agencies that perform below established performance levels. If a program fails to enter into or comply with an improvement plan, that program’s funding may be reduced or withheld. The federal performance measures include six standards. See Exhibit 9 for each standard’s range among the 10 states.

- **Change in employment outcomes** is the difference between the number of individuals exiting the VR program who achieved an employment outcome during the current performance period and the number of individuals exiting the VR program who achieved an employment outcome during the previous performance period. The federal change in employment outcomes performance level is greater than or equal to the previous year’s performance. The change in employment outcomes ranged from +1,052 in California to -1,469 in Georgia; Florida ranked second with a performance of +736.
- **Percentage of employment outcomes** is the percentage of individuals exiting the program during the performance period who have achieved an employment outcome after receiving services. The federal percentage of employment outcomes performance level is 55.8%. The percentage of employment outcomes measure ranged from 62.4% in New York to 35.0% in Georgia; Florida ranked seventh with a performance of 44.0%.
- **Competitive employment outcomes** measures the percentage of individuals who exit the VR program in employment in integrated settings with or without ongoing support services, self-employment, or Business Enterprise Program employment with hourly rate earnings equivalent to at least the federal or state minimum wage, whichever is higher. This measure is based on all individuals exiting the program who have achieved an employment outcome after receiving services. The federal competitive employment outcomes performance level is 72.6%. Competitive employment outcomes percentage ranged from 99.8% in Florida to 89.2% in California.

- **Significance of disability** is the percentage of those individuals who exit the VR program with competitive employment who have significant disabilities. The federal significance of disability performance level is 62.4%. The significance of disabilities percentage ranged from 100% in Pennsylvania to 79.7% in North Carolina; Florida ranked fifth with 98.7%.
- **Earnings ratio** is the ratio of the average hourly earnings of all individuals in competitive employment to the average hourly earnings of all employed individuals in the state. The federal earnings ratio performance level is 0.52. This means that VR clients who achieved competitive outcomes are earning, on average, at least 52 cents for every dollar earned hourly by all employed individuals in the state. Programs’ earnings ratios ranged from 0.53 in Michigan to 0.36 in New York; Florida’s VR program ranked third with a ratio of 0.51.
- **Self-support percentage** examines those individuals who exit the VR program in competitive employment. The self-support percentage is the difference between the percentage of individuals who at program entry reported their income as the largest single source of support and the percentage that reported their personal income as the largest single source of support at program exit. The federal self-support percentage performance standard is 53.0%. Programs’ self-support percentages ranged from 70.5% in California to 53.4% in Texas; Florida ranked seventh, with a 58.8% self-support percentage.

**Exhibit 9
Federal Performance Measures**

State	Change in Employment Outcomes
California	+1,052
Florida	+736
Texas	+430
Ohio	+204
Illinois	+187
New York	+125
Pennsylvania	+11
North Carolina	-35
Michigan	-990
Georgia	-1,469

State	Percentage of Employment Outcomes
New York	62.4%
Texas	59.4%
Pennsylvania	55.4%
Illinois	53.6%
Michigan	51.6%
North Carolina	50.4%
Florida	44.0%
Ohio	40.3%
California	37.1%
Georgia	35.0%

State	Competitive Employment Outcomes
Florida	99.8%
North Carolina	99.8%
Michigan	99.2%
Texas	98.7%
Ohio	96.6%
Georgia	96.3%
New York	96.2%
Pennsylvania	95.1%
Illinois	93.5%
California	89.2%

State	Significance of Disability
Pennsylvania	100%
Ohio	100%
Illinois	100%
California	99.2%
Florida	98.7%
New York	98.3%
Georgia	89.5%
Michigan	87.7%
Texas	85.4%
North Carolina	79.7%

State	Earnings Ratio
Michigan	0.53
Pennsylvania	0.52
Florida	0.51
Texas	0.49
Ohio	0.48
Georgia	0.47
North Carolina	0.45
California	0.43
Illinois	0.42
New York	0.36

State	Self-Support Percentage
California	70.5%
Georgia	70.2%
Michigan	68.3%
Ohio	67.3%
North Carolina	62.8%
New York	60.5%
Florida	58.8%
Illinois	56.0%
Pennsylvania	55.4%
Texas	53.4%

Source: State vocational rehabilitation programs and federal Fiscal Year 2013 state annual review reports.

Appendix A

State Vocational Rehabilitation Programs

State and Organizational Placement	Total FTEs	Total Vacancies (Vacancy Percentage)	Total Funding (Millions)	Individuals Served (Total and by Priority Category)	Cost per Person Served	Total Cases Closed	Order of Selection Status	Federal Performance Measures
California, Department of Rehabilitation	1,155	18 (1.6%)	\$525.1	Total: 72,030	<i>Average cost per person:</i> \$4,307 <i>Average cost per employment outcome:</i> \$6,439	31,183	Total: 21	<i>Change in employment outcomes:</i> +1,052 <i>Percentage of employment outcomes:</i> 37.1% <i>Competitive employment outcomes:</i> 89.2% <i>Significance of disability:</i> 99.2% <i>Earnings ratio:</i> 0.43 <i>Self-support percentage:</i> 70.5%
Florida, Department of Education	931	75 (8.1%)	\$206.7	Total: 60,085 <i>Priority Category 1:</i> 33,396 <i>Priority Category 2:</i> 26,469 <i>Priority Category 3:</i> 220	<i>Average cost per person:</i> \$2,690 <i>Average cost per employment outcome:</i> \$8,135	29,828	Total: 1,408 <i>Priority Category 1:</i> 0 <i>Priority Category 2:</i> 0 <i>Priority Category 3:</i> 1,408	<i>Change in employment outcomes:</i> +736 <i>Percentage of employment outcomes:</i> 44.0% <i>Competitive employment outcomes:</i> 99.8% <i>Significance of disability:</i> 98.7% <i>Earnings ratio:</i> 0.51 <i>Self-support percentage:</i> 58.8%

State and Organizational Placement	Total FTEs	Total Vacancies (Vacancy Percentage)	Total Funding (Millions)	Individuals Served (Total and by Priority Category)	Cost per Person Served	Total Cases Closed	Order of Selection Status	Federal Performance Measures
Georgia, Vocational Rehabilitation Agency	559	138 (24.7%)	\$144.8	Total: 17,455	<i>Average cost per person:</i> \$3,626 <i>Average cost per employment outcome:</i> \$5,272	13,739	NA	<i>Change in employment outcomes:</i> -1,469 <i>Percentage of employment outcomes:</i> 35.0% <i>Competitive employment outcomes:</i> 96.3% <i>Significance of disability:</i> 89.5% <i>Earnings ratio:</i> 0.47 <i>Self-support percentage:</i> 70.2%
Illinois, Department of Human Services	561	64 (11.4%)	\$255.9	Total: 45,200 <i>Priority Category 1:</i> 23,275 <i>Priority Category 2:</i> 19,210 <i>Priority Category 3:</i> 2,715	<i>Average cost per person:</i> \$5,426 <i>Average cost per employment outcome:</i> \$4,678	16,945	Total: 25,391 <i>Priority Category 1:</i> 12,468 <i>Priority Category 2:</i> 10,913 <i>Priority Category 3:</i> 2,010	<i>Change in employment outcomes:</i> +187 <i>Percentage of employment outcomes:</i> 53.6% <i>Competitive employment outcomes:</i> 93.5% <i>Significance of disability:</i> 100% <i>Earnings ratio:</i> 0.42 <i>Self-support percentage:</i> 56.0%

State and Organizational Placement	Total FTEs	Total Vacancies (Vacancy Percentage)	Total Funding (Millions)	Individuals Served (Total and by Priority Category)	Cost per Person Served	Total Cases Closed	Order of Selection Status	Federal Performance Measures
Michigan, Department of Human Services	439	61 (12.2%)	\$119.0	Total: 34,435 <i>Priority Category 1:</i> 23,139 <i>Priority Category 2:</i> 8,700 <i>Priority Category 3:</i> 2,596	<i>Average cost per person:</i> \$2,192 <i>Average cost per employment outcome:</i> \$3,319	17,633	NA	<i>Change in employment outcomes:</i> -990 <i>Percentage of employment outcomes:</i> 51.6% <i>Competitive employment outcomes:</i> 99.2% <i>Significance of disability:</i> 87.7% <i>Earnings ratio:</i> 0.53 <i>Self-support percentage:</i> 68.3%
New York, Department of Education	626	Not Available	\$295.5	Total: 57,890	<i>Average cost per person:</i> \$3,875 <i>Average cost per employment outcome:</i> \$5,616	38,033	NA	<i>Change in employment outcomes:</i> +125 <i>Percentage of employment outcomes:</i> 62.4% <i>Competitive employment outcomes:</i> 96.2% <i>Significance of disability:</i> 98.3% <i>Earnings ratio:</i> 0.36 <i>Self-support percentage:</i> 60.5%

State and Organizational Placement	Total FTEs	Total Vacancies (Vacancy Percentage)	Total Funding (Millions)	Individuals Served (Total and by Priority Category)	Cost per Person Served	Total Cases Closed	Order of Selection Status	Federal Performance Measures
North Carolina, Department of Health and Human Services	607	55 (9.1%)	\$129.5	Total: 46,419	<i>Average cost per person:</i> \$2,337 <i>Average cost per employment outcome:</i> \$5,895	24,338	NA	<i>Change in employment outcomes:</i> -35 <i>Percentage of employment outcomes:</i> 50.4% <i>Competitive employment outcomes:</i> 99.8% <i>Significance of disability:</i> 79.7% <i>Earnings ratio:</i> 0.45 <i>Self-support percentage:</i> 62.8%
Ohio, Opportunities for Ohioans with Disabilities	411	26 (6.3%)	\$213.9	Total: 22,692	<i>Average cost per person:</i> \$5,436 <i>Average cost per employment outcome:</i> \$10,104	21,560	Total: 700 <i>Priority Category 1:</i> 0 <i>Priority Category 2:</i> 0 <i>Priority Category 3:</i> 700	<i>Change in employment outcomes:</i> +204 <i>Percentage of employment outcomes:</i> 40.3% <i>Competitive employment outcomes:</i> 96.6% <i>Significance of disability:</i> 100% <i>Earnings ratio:</i> 0.48 <i>Self-support percentage:</i> 67.3%

State and Organizational Placement	Total FTEs	Total Vacancies (Vacancy Percentage)	Total Funding (Millions)	Individuals Served (Total and by Priority Category)	Cost per Person Served	Total Cases Closed	Order of Selection Status	Federal Performance Measures
Pennsylvania, Department of Labor and Industry	967	113 (11.7%)	\$186.3	Total: 58,025	<i>Average cost per person:</i> \$2,284 <i>Average cost per employment outcome:</i> \$5,016	2588	Total: 29	<i>Change in employment outcomes:</i> +11 <i>Percentage of employment outcomes:</i> 55.4% <i>Competitive employment outcomes:</i> 95.1% <i>Significance of disability:</i> 100% <i>Earnings ratio:</i> 0.52 <i>Self-support percentage:</i> 55.4%
Texas, Department of Assistive and Rehabilitative Services	971.5 ¹	34.7 (3.6%)	\$316.3	Total: 80,475	<i>Average cost per person:</i> \$2,685 <i>Average cost per employment outcome:</i> \$7,287	31,960	NA	<i>Change in employment outcomes:</i> +430 <i>Percentage of employment outcomes:</i> 59.4% <i>Competitive employment outcomes:</i> 98.7% <i>Significance of disability:</i> 85.4% <i>Earnings ratio:</i> 0.49 <i>Self-support percentage:</i> 53.4%

¹ The Texas FTE and vacancy figures only include direct service employees. Texas VR employs 1,238 total FTEs.

Source: State vocational rehabilitation programs, federal Fiscal Year 2013 state annual review reports, federal Fiscal Year 2015 state plans, and U.S. Rehabilitation Services Administration.

Appendix B

State Profiles

Profiles on the following pages include information on vocational rehabilitation programs in Florida and the nine other most populous states—California, Georgia, Illinois, Michigan, New York, North Carolina, Ohio, Pennsylvania, and Texas. The profiles include the organizational placement and administration of the programs and performance on specific metrics. Profiles are based on information reported by state vocational rehabilitation programs, data from the U.S. Rehabilitation Services Administration, and vocational rehabilitation state plans and annual reports. Information ranges from federal Fiscal Year 2012 to federal Fiscal Year 2015.

California

POPULATION: 37,253,956

ORGANIZATIONAL STRUCTURE	The California Vocational Rehabilitation program is located within the Department of Rehabilitation.	
FTEs AND VACANCIES ¹	1,155 FTEs <ul style="list-style-type: none"> • VR counselors: 536 • Teachers, orientation and mobility: 6 • Medical consultants: 3 • Dental consultants: 1 • Team managers: 104 • Service coordinators: 208 • Employment coordinators: 84 • Case support staff: 208 • Consulting psychologists: 5 	18 Vacancies (Vacancy Percentage: 1.6%) <ul style="list-style-type: none"> • VR counselors: 6 • Teachers, orientation and mobility: 0 • Medical consultants: 0 • Dental consultants: 0 • Team managers: 3 • Service coordinators: 4 • Employment coordinators: 0 • Case support staff: 0 • Consulting psychologists: 5
PROGRAM FUNDING ²	Total Funding: \$525,123,818 <ul style="list-style-type: none"> • Federal award: \$289,882,431 • State match: \$77,628,202 • Program income: \$10,916,878 • Prior year federal carryover: \$143,941,859 • Federal supported employment award: \$2,754,448 	
INDIVIDUALS SERVED ²	Total served: 72,030	Individuals receiving specific services <ul style="list-style-type: none"> • Postsecondary education: 14,168 • Other training and education: 17,287 • Transportation: 41,316
COST PER PERSON SERVED ²	Average cost per person <ul style="list-style-type: none"> • \$4,307 	Average cost per employment outcome <ul style="list-style-type: none"> • \$6,439
CASES CLOSED BY STATUS TYPE ³	<ul style="list-style-type: none"> • Closed with employment: 11,187 • Closed without employment: 8,120 • Closed from Order of Selection: 63 • Closed from trial work/extended evaluation: 599 • Closed as applicant: 4,238 • Total closed: 31,183 	
ORDER OF SELECTION STATUS ⁴	The California Vocational Rehabilitation program operates an Order of Selection. As of October 15, 2014, 21 individuals were on the waitlist.	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • +1,052 	Significance of Disability <ul style="list-style-type: none"> • 99.2%
	Percentage of Employment Outcomes <ul style="list-style-type: none"> • 37.1% 	Earnings Ratio <ul style="list-style-type: none"> • 0.43
	Competitive Employment Outcomes <ul style="list-style-type: none"> • 89.2% 	Self-Support Percentage <ul style="list-style-type: none"> • 70.5%

¹ Federal Fiscal Year 2015 estimate.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2012.

⁴ Information as of October 15, 2014.

Source: OPPAGA analysis of California federal Fiscal Year 2013 annual review report, California federal Fiscal Year 2015 vocational rehabilitation state plan, and information from the federal Rehabilitation Services Administration.

Florida

POPULATION: 18,801,310

ORGANIZATIONAL STRUCTURE	The Florida Vocational Rehabilitation program has been located in the Department of Education since 2002. From 1999-2002, the program was located under the oversight of the Occupational Access and Opportunity Commission. Prior to that time, the program was located in the Department of Labor and Employment Security.	
FTEs AND VACANCIES ¹	931 FTEs <ul style="list-style-type: none"> • VR counselors: 415 • Field supervisors: 78 • Administration: 438 	75 Vacancies (Vacancy Percentage: 8.1%) <ul style="list-style-type: none"> • VR counselors: 47 • Field supervisors: 1 • Administration: 27
PROGRAM FUNDING ²	Total Funding: \$206,700,281 <ul style="list-style-type: none"> • Federal award: \$111,285,655 • State match: \$30,127,473 • Program income: \$3,235,408 • Prior year federal carryover: \$60,895,815 • Federal supported employment award: \$1,155,930 	
INDIVIDUALS SERVED	Total served: 60,085 ¹ <ul style="list-style-type: none"> • Priority Category 1: 33,396 • Priority Category 2: 26,469 • Priority Category 3: 220 	Individuals receiving specific services² <ul style="list-style-type: none"> • Postsecondary education: 2,337 • Other training and education: 9,336 • Transportation: 11,002
COST PER PERSON SERVED ²	Average cost per person <ul style="list-style-type: none"> • \$2,690 	Average cost per employment outcome <ul style="list-style-type: none"> • \$8,135
CASES CLOSED BY STATUS TYPE ³	<ul style="list-style-type: none"> • Closed with employment: 6,057 • Closed without employment: 7,174 • Closed from Order of Selection: 2,098 • Closed from trial work/extended evaluation: 519 • Closed as applicant: 6,937 • Total closed: 29,828 	
ORDER OF SELECTION STATUS ⁴	<ul style="list-style-type: none"> • Priority Category 1: 0 • Priority Category 2: 0 • Priority Category 3: 1,408 	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • +736 Percentage of Employment Outcomes <ul style="list-style-type: none"> • 44.0% Competitive Employment Outcomes <ul style="list-style-type: none"> • 99.8% 	Significance of Disability <ul style="list-style-type: none"> • 98.7% Earnings Ratio <ul style="list-style-type: none"> • 0.51 Self-Support Percentage <ul style="list-style-type: none"> • 58.8%

¹ Federal Fiscal Year 2015 estimate.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2012.

⁴ As of April 14, 2014.

Source: OPPAGA analysis of Florida federal Fiscal Year 2013 annual review report, Florida federal Fiscal Year 2015 vocational rehabilitation state plan, and information from the federal Rehabilitation Services Administration.

Georgia

POPULATION: 9,687,653

ORGANIZATIONAL STRUCTURE	The Georgia Vocational Rehabilitation Division was moved to the Georgia Vocational Rehabilitation Agency in July 2012. Previously, the VR program was located within the Department of Labor.	
FTEs AND VACANCIES ¹	559 FTEs <ul style="list-style-type: none"> • Regional directors: 10 • Rehabilitation unit managers: 45 • Certified rehabilitation counselors: 207 • Rehabilitation counselors for the deaf and blind: 29 • Provisional rehabilitation counselors: 34 • Rehabilitation case work associates: 3 • Rehabilitation employment specialists: 62 • Rehabilitation job readiness specialists: 40 • Rehabilitation assistants: 109 • Assistive work technology positions: 20 	138 Vacancies (Vacancy Percentage: 24.7%) <ul style="list-style-type: none"> • Regional directors: 2 • Rehabilitation unit managers: 11 • Certified rehabilitation counselors: 65 • Rehabilitation counselors for the deaf and blind: 7 • Provisional rehabilitation counselors: 14 • Rehabilitation case work associates: 3 • Rehabilitation employment specialists: 8 • Rehabilitation job readiness specialists: 7 • Rehabilitation assistants: 12 • Assistive work technology positions: 9
PROGRAM FUNDING ²	Total Funding: \$144,766,083 <ul style="list-style-type: none"> • Federal award: \$100,223,410 • State match: \$17,455,801 • Program income: \$1,798,292 • Prior year federal carryover: \$24,571,304 • Federal supported employment award: \$717,276 	
INDIVIDUALS SERVED ²	Total served: 17,455	Individuals receiving specific services <ul style="list-style-type: none"> • Postsecondary education: 1,666 • Other training and education: 2,350 • Transportation: 1,897
COST PER PERSON SERVED ²	Average cost per person <ul style="list-style-type: none"> • \$3,626 	Average cost per employment outcome <ul style="list-style-type: none"> • \$5,272
CASES CLOSED BY STATUS TYPE ³	<ul style="list-style-type: none"> • Closed with employment: 4,702 • Closed without employment: 2,813 • Closed after eligibility, before IPE: 3,262 • Closed after IPE, before services: 56 • Closed from Order of Selection: 0 • Closed from trial work/extended evaluation: 35 • Closed as applicant: 2,871 • Total closed: 13,739 	
ORDER OF SELECTION STATUS	The Georgia Vocational Rehabilitation Division does not operate an Order of Selection.	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • -1,469 Percentage of Employment Outcomes <ul style="list-style-type: none"> • 35.0% Competitive Employment Outcomes <ul style="list-style-type: none"> • 96.3% 	Significance of Disability <ul style="list-style-type: none"> • 89.5% Earnings Ratio <ul style="list-style-type: none"> • 0.47 Self-Support Percentage <ul style="list-style-type: none"> • 70.2%

¹ Federal Fiscal Year 2015 estimate.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2011.

Illinois

POPULATION: 12,830,632

ORGANIZATIONAL STRUCTURE	The Illinois Vocational Rehabilitation Program has been located in the Department of Human Services, Division of Rehabilitation Services since 1997. Prior to that, the division was a separate state agency. During federal Fiscal Year 2014, approximately 37% of the program's competitive outcomes were purchased from community rehabilitation programs, with the remaining outcomes being due to the efforts of staff employed by the program.	
FTEs AND VACANCIES ¹	561 FTEs <ul style="list-style-type: none"> • Rehabilitation counselors: 235 • Rehabilitation case coordinators: 134 • Rehabilitation and mobility instructors: 26 • Field office supervisors: 41 • Field office support positions: 37 • Business enterprise for the blind staff: 13 • Central office staff: 67 • Assistant bureau chiefs: 6 • Bureau chiefs: 2 	64 Vacancies (Vacancy Percentage: 11.4%) <ul style="list-style-type: none"> • Rehabilitation counselors: 30 • Rehabilitation case coordinators: 10 • Rehabilitation and mobility instructors: 5 • Field office supervisors: 2 • Filed office support positions: 9 • Business enterprise for the blind staff: 0 • Central office staff: 6 • Assistant bureau chiefs: 1 • Bureau chiefs: 1
PROGRAM FUNDING ²	Total Funding: \$255,857,466 <ul style="list-style-type: none"> • Federal award: \$109,148,062 • State match: \$29,807,831 • Program income: \$4,339,217 • Prior year federal carryover: \$111,621,896 • Federal supported employment award: \$940,460 	
INDIVIDUALS SERVED	Total served: 45,200 ¹ <ul style="list-style-type: none"> • Priority Category 1: 23,275 • Priority Category 2: 19,210 • Priority Category 3: 2,715 	Individuals receiving specific services² <ul style="list-style-type: none"> • Postsecondary education: 2,022 • Other training and education: 3,423 • Transportation: 1,966
COST PER PERSON SERVED ²	Average cost per person <ul style="list-style-type: none"> • \$5,426 	Average cost per employment outcome <ul style="list-style-type: none"> • \$4,678
CASES CLOSED BY STATUS TYPE ³	<ul style="list-style-type: none"> • Closed with employment: 5,324 • Closed without employment: 4,477 • Closed from Order of Selection: 29 • Closed from trial work/extended evaluation: 108 • Closed as applicant: 3,133 • Total closed: 16,945 	
ORDER OF SELECTION STATUS ⁴	Illinois Vocational Rehabilitation has operated under an Order of Selection for more than 30 years. <ul style="list-style-type: none"> • Priority Category 1: 12,468 • Priority Category 2: 10,913 • Priority Category 3: 2,010 	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • +187 	Significance of Disability <ul style="list-style-type: none"> • 100%
	Percentage of Employment Outcomes <ul style="list-style-type: none"> • 53.6% 	Earnings Ratio <ul style="list-style-type: none"> • 0.42
	Competitive Employment Outcomes <ul style="list-style-type: none"> • 93.5% 	Self-Support Percentage <ul style="list-style-type: none"> • 56.0%

¹ Federal Fiscal Year 2015 estimates.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2012.

⁴ As of November 24, 2013.

Michigan¹

POPULATION: 9,883,640

ORGANIZATIONAL STRUCTURE	Michigan Rehabilitation Services (MRS) has been located within the Department of Human Services, Field Operations Administration since October 2012. Prior to that time, MRS had previously been a part of the Department of Licensing and Regulatory Affairs, the Department of Energy, Labor, and Economic Growth, and the Department of Labor and Economic Growth. MRS does not use contracted providers to offer services.	
FTEs AND VACANCIES	439 FTEs <ul style="list-style-type: none"> • Activities therapy aide: 2 • Departmental analyst: 6 • Departmental manager: 3 • Departmental specialist: 2 • Departmental technician: 8 • Division administrator: 3 • Domestic services aide: 8 • Electrician-master licensed: 1 • Executive secretary: 3 • Financial analyst: 1 • Fire safety officer: 5 • General office assistant: 2 • Maintenance mechanic: 3 • Occupational safety advisor: 3 • Registered nurse: 4 • Rehabilitation consultant: 9 	16 Vacancies (Vacancy Percentage: 12.2%) <ul style="list-style-type: none"> • In process of being filled: 45 • Unassigned (no plans to fill at this time): 16
PROGRAM FUNDING	Total Funding: \$119,032,502 <ul style="list-style-type: none"> • Federal award: \$74,723,029 • State appropriated: \$14,339,964 • Local match: \$5,772,573 • Federal carry forward: \$24,196,935 	
INDIVIDUALS SERVED	Total served: 34,435 <ul style="list-style-type: none"> • Priority Category 1: 23,139 • Priority Category 2: 8,700 • Priority Category 3: 2,596 	Individuals receiving specific services² <ul style="list-style-type: none"> • Postsecondary education: 1,840 • Other training and education: 6,633 • Transportation: 3,577
COST PER PERSON SERVED	Average cost per person¹ <ul style="list-style-type: none"> • \$2,192 	Average cost per employment outcome² <ul style="list-style-type: none"> • \$3,319
CASES CLOSED BY STATUS TYPE	<ul style="list-style-type: none"> • Closed with employment: 6,618 • Closed without employment: 5,201 • Closed after eligibility, before IPE: 2,865 • Closed after IPE, before services: 16 	<ul style="list-style-type: none"> • Closed from Order of Selection: 0 • Closed from trial work/extended evaluation: 325 • Closed as applicant: 2,608 • Total closed: 17,633
ORDER OF SELECTION STATUS	Michigan has established but has never implemented an Order of Selection.	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • -990 	Significance of Disability <ul style="list-style-type: none"> • 87.7%
	Percentage of Employment Outcomes <ul style="list-style-type: none"> • 51.6% 	Earnings Ratio <ul style="list-style-type: none"> • 0.53
	Competitive Employment Outcomes <ul style="list-style-type: none"> • 99.2% 	Self-Support Percentage <ul style="list-style-type: none"> • 68.3%

¹ Information from federal Fiscal Year 2014.

² Information from federal Fiscal Year 2013.

Source: Michigan Rehabilitation Services and Michigan federal Fiscal Year 2013 annual review report.

New York

POPULATION: 19,378,102

ORGANIZATIONAL STRUCTURE	The New York Vocational Rehabilitation program is located within the Education Department's Office of Adult Career and Continuing Education Services.	
FTEs AND VACANCIES ¹	626 FTEs <ul style="list-style-type: none"> • Administrative staff: 56 • Counselor staff: 420 • Support staff: 150 	Vacancies Not available
PROGRAM FUNDING ¹	Total Funding: \$295,451,556 <ul style="list-style-type: none"> • Federal award: \$121,132,416 • State match: \$55,276,641 • Program income: \$2,791,464 • Prior year federal carryover: \$115,056,153 • Federal supported employment award: \$1,194,882 	
INDIVIDUALS SERVED ¹	Total served: 57,890	Individuals receiving specific services <ul style="list-style-type: none"> • Postsecondary education: 6,206 • Other training and education: 17,568 • Transportation: 15,066
COST PER PERSON SERVED ¹	Average cost per person <ul style="list-style-type: none"> • \$3,875 	Average cost per employment outcome <ul style="list-style-type: none"> • \$5,616
CASES CLOSED BY STATUS TYPE ²	<ul style="list-style-type: none"> • Closed with employment: 11,900 • Closed without employment: 9,721 • Closed from Order of Selection: 0 • Closed from trial work/extended evaluation: 340 • Closed as applicant: 6,444 • Total closed: 38,033 	
ORDER OF SELECTION STATUS	New York does not operate an Order of Selection.	
FEDERAL PERFORMANCE MEASURES ¹	Change in Employment Outcomes <ul style="list-style-type: none"> • +125 	Significance of Disability <ul style="list-style-type: none"> • 98.3%
	Percentage of Employment Outcomes <ul style="list-style-type: none"> • 62.4% 	Earnings Ratio <ul style="list-style-type: none"> • 0.36
	Competitive Employment Outcomes <ul style="list-style-type: none"> • 96.2% 	Self-Support Percentage <ul style="list-style-type: none"> • 60.5%

¹ Information from federal Fiscal Year 2013.

² Information from federal Fiscal Year 2012.

Source: OPPAGA analysis of New York federal Fiscal Year 2013 annual review report, information from the federal Rehabilitation Services Administration, and information provided by the New York Department of Education.

North Carolina

POPULATION: 9,535,483

ORGANIZATIONAL STRUCTURE	The North Carolina Division of Vocational Rehabilitation Services is located within the Department of Health and Human Services.	
FTEs AND VACANCIES¹	607 FTEs <ul style="list-style-type: none"> • Rehabilitation counselor I: 181 • Rehabilitation counselor II: 106 • Counselor-in-charge: 59 • Rehabilitation administrative counselor I: 3 • Rehabilitation administrative counselor II: 14 • Rehabilitation Counselor III: 14 • Vocational evaluator II: 45 • Human resources placement specialist: 67 • Human services coordinator: 19 • Rehabilitation casework technician: 99 	55 Vacancies (Vacancy Percentage: 9.1%) <ul style="list-style-type: none"> • Rehabilitation counselor I: 21 • Rehabilitation counselor II: 10 • Counselor-in-charge: 4 • Rehabilitation administrative counselor I: 0 • Rehabilitation administrative counselor II: 2 • Rehabilitation Counselor III: 0 • Vocational evaluator II: 2 • Human resources placement specialist: 65 • Human services coordinator: 0 • Rehabilitation casework technician: 11
PROGRAM FUNDING²	Total Funding: \$129,512,962 <ul style="list-style-type: none"> • Federal award: \$89,288,587 • State match: \$28,223,721 • Program income: \$2,704,414 • Prior year federal carryover: \$8,696,433 • Federal supported employment award: \$599,807 	
INDIVIDUALS SERVED²	Total served: 46,419	Individuals receiving specific services <ul style="list-style-type: none"> • Postsecondary education: 1,651 • Other training and education: 11,614 • Transportation: 7,163
COST PER PERSON SERVED²	Average cost per person <ul style="list-style-type: none"> • \$2,337 	Average cost per employment outcome <ul style="list-style-type: none"> • \$5,895
CASES CLOSED BY STATUS TYPE³	<ul style="list-style-type: none"> • Closed with employment: 6,758 • Closed without employment: 5,233 • Closed from Order of Selection: 0 • Closed from trial work/extended evaluation: 34 • Closed as applicant: 4,424 • Total closed: 24,338 	
ORDER OF SELECTION STATUS	North Carolina has not implemented an Order of Selection	
FEDERAL PERFORMANCE MEASURES²	Change in Employment Outcomes <ul style="list-style-type: none"> • -35 Percentage of Employment Outcomes <ul style="list-style-type: none"> • 50.4% Competitive Employment Outcomes <ul style="list-style-type: none"> • 99.8% 	Significance of Disability <ul style="list-style-type: none"> • 79.7% Earnings Ratio <ul style="list-style-type: none"> • 0.45 Self-Support Percentage <ul style="list-style-type: none"> • 62.8%

¹ Information as of December 23, 2014.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2012.

Source: OPPAGA analysis of North Carolina federal Fiscal Year 2013 annual review report, North Carolina federal Fiscal Year 2015 vocational rehabilitation state plan, information provided by the North Carolina Division of Vocational Rehabilitation, and information from the federal Rehabilitation Services Administration.

Ohio

POPULATION: 11,536,504

ORGANIZATIONAL STRUCTURE	The Ohio Bureau of Vocational Rehabilitation is part of the Ohio Rehabilitation Services Commission known as Opportunities for Ohioans with Disabilities.	
FTEs AND VACANCIES ¹	411 FTEs <ul style="list-style-type: none"> • Account Examiners, Office Assistants, and Public Information Officers: 60 • Administrative professionals: 9 • Business Enterprise specialists and program coordinators: 9 • Deputy directors: 5 • Program administrators and Senior analysts: 16 • Rehabilitation program specialists: 8 • VR counselors: 242 • VR assistant counselors: 25 • VR supervisors and managers: 37 	26 Vacancies (Vacancy Percentage: 6.3%) <ul style="list-style-type: none"> • Account Examiners, Office Assistants, and Public Information Officers: 1 • Administrative professionals: 0 • Business Enterprise specialists and program coordinators: 1 • Deputy directors: 2 • Program administrators and Senior analysts: 0 • Rehabilitation program specialists: 0 • VR counselors: 19 • VR assistant counselors: 3 • VR supervisors and managers: 0
PROGRAM FUNDING ²	Total Funding: \$213,911,947 <ul style="list-style-type: none"> • Federal award: \$110,716,058 • State match: \$29,419,874 • Program income: \$6,821,529 • Prior year federal carryover: \$66,110,804 • Federal supported employment award: \$843,682 	
INDIVIDUALS SERVED ²	Total served: 22,692 <ul style="list-style-type: none"> • Closed with employment: 3,510 • Closed without employment: 3,660 • Closed from Order of Selection: 175 • Closed from trial work/extended evaluation: 0 • Closed as applicant: 6,415 • Total closed: 21,560 	Individuals receiving specific services <ul style="list-style-type: none"> • Postsecondary education: 1,076 • Other training and education: 9,548 • Transportation: 7,858
COST PER PERSON SERVED ²	Average cost per person <ul style="list-style-type: none"> • \$5,436 	Average cost per employment outcome <ul style="list-style-type: none"> • \$10,104
CASES CLOSED BY STATUS TYPE ³	<ul style="list-style-type: none"> • Priority Category 1: 0 • Priority Category 2: 0 • Priority Category 3: 700 	
ORDER OF SELECTION STATUS ⁴	<ul style="list-style-type: none"> • Priority Category 1: 0 • Priority Category 2: 0 • Priority Category 3: 700 	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • +204 Percentage of Employment Outcomes <ul style="list-style-type: none"> • 40.3% Competitive Employment Outcomes <ul style="list-style-type: none"> • 96.6% 	Significance of Disability <ul style="list-style-type: none"> • 100% Earnings Ratio <ul style="list-style-type: none"> • 0.48 Self-Support Percentage <ul style="list-style-type: none"> • 67.3%

¹ Federal Fiscal Year 2015 estimate.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2012.

⁴ Information as of May 2014.

Pennsylvania

POPULATION: 12,702,379

ORGANIZATIONAL STRUCTURE	The Pennsylvania Office of Vocational Rehabilitation is located within the Department of Labor and Industry.	
FTEs AND VACANCIES ¹	462 Direct Service FTEs; 967 Total FTEs <ul style="list-style-type: none"> • VR counselors: 405 • VR counselors deaf and hard of hearing: 18 • VR counselor placement: 1 • Rehabilitation teachers: 23 • Orientation and mobility instructors: 15 	44 Direct Service Vacancies; Total Vacancies: 113 (Vacancy Percentage: 11.7%) <ul style="list-style-type: none"> • VR counselors: 38 • VR counselors deaf and hard of hearing: 3 • VR counselor placement: 0 • Rehabilitation teachers: 0 • Orientation and mobility instructors: 3
PROGRAM FUNDING ²	Total Funding: \$186,332,725 <ul style="list-style-type: none"> • Federal award: \$111,450,404 • State match: \$30,163,832 • Program income: \$6,888,801 • Prior year federal carryover: \$36,898,463 • Federal supported employment award: \$931,225 	
INDIVIDUALS SERVED ²	Total served: 58,025	Individuals receiving specific services <ul style="list-style-type: none"> • Postsecondary education: 5,733 • Other training and education: 2,877 • Transportation: 3,590
COST PER PERSON SERVED ²	Average cost per person <ul style="list-style-type: none"> • \$2,284 	Average cost per employment outcome <ul style="list-style-type: none"> • \$5,016
CASES CLOSED BY STATUS TYPE ³	<ul style="list-style-type: none"> • Closed with employment: 9,939 • Closed without employment: 8,545 • Closed from Order of Selection: 62 • Closed from trial work/extended evaluation: 232 • Closed as applicant: 3,994 • Total closed: 25,888 	
ORDER OF SELECTION STATUS ¹	The Pennsylvania Office of Vocational Rehabilitation operates an Order of Selection. As of December 31, 2013, 29 individuals were on the waitlist in either priority categories 2 or 3.	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • +11 Percentage of Employment Outcomes <ul style="list-style-type: none"> • 55.4% Competitive Employment Outcomes <ul style="list-style-type: none"> • 95.1% 	Significance of Disability <ul style="list-style-type: none"> • 100% Earnings Ratio <ul style="list-style-type: none"> • 0.52 Self-Support Percentage <ul style="list-style-type: none"> • 55.4%

¹ Information as of December 31, 2013.

² Information from federal Fiscal Year 2013.

³ Information from federal Fiscal Year 2012.

Source: OPPAGA analysis of Pennsylvania federal Fiscal Year 2013 annual review report, Pennsylvania federal Fiscal Year 2015 vocational rehabilitation state plan, and information from the federal Rehabilitation Services Administration.

Texas

POPULATION: 25,145,561

ORGANIZATIONAL STRUCTURE	The Texas Division for Rehabilitation Services is one of four divisions within the Department of Assistive and Rehabilitative Services (DARS). DARS is one of five agencies within the Health and Human Services Commission.	
FTEs AND VACANCIES ¹	971.5 Direct Service FTEs; 1,238 Total FTEs <ul style="list-style-type: none"> • VR counselors: 466.6 • Transition VR counselors: 93 • Program specialists: 80.6 • Rehabilitation services technicians: 331.3 	34.7 Direct Service FTE Vacancies (Vacancy Percentage: 3.6%) <ul style="list-style-type: none"> • VR counselors: 15.5 • Transition VR counselors: 5 • Program specialists: 4.5 • Rehabilitation services technicians: 9.7
PROGRAM FUNDING ²	Total Funding: \$316,344,160 <ul style="list-style-type: none"> • Federal award: \$186,606,938 • State match: \$51,316,744 • Program income: \$16,901,323 • Prior year federal carryover: \$56,920,638 • Federal supported employment award: \$1,598,517 	
INDIVIDUALS SERVED	Total served: 80,475 ³	Individuals receiving specific services² <ul style="list-style-type: none"> • Postsecondary education: 5,999 • Other training and education: 6,965 • Transportation: 4,071
COST PER PERSON SERVED	Average cost per person³ <ul style="list-style-type: none"> • \$2,685 	Average cost per employment outcome² <ul style="list-style-type: none"> • \$7,287
CASES CLOSED BY STATUS TYPE ⁴	<ul style="list-style-type: none"> • Closed with employment: 13,136 • Closed without employment: 6,690 • Closed from Order of Selection: 0 • Closed from trial work/extended evaluation: 346 • Closed as applicant: 5,522 • Total closed: 31,960 	
ORDER OF SELECTION STATUS	Texas has not implemented an Order of Selection	
FEDERAL PERFORMANCE MEASURES ²	Change in Employment Outcomes <ul style="list-style-type: none"> • +430 	Significance of Disability <ul style="list-style-type: none"> • 85.4%
	Percentage of Employment Outcomes <ul style="list-style-type: none"> • 59.4% 	Earnings Ratio <ul style="list-style-type: none"> • 0.49
	Competitive Employment Outcomes <ul style="list-style-type: none"> • 98.7% 	Self-Support Percentage <ul style="list-style-type: none"> • 53.4%

¹ Information as of August 31, 2014.

² Information from federal Fiscal Year 2013.

³ State Fiscal Year 2014. The Texas fiscal year is September through August.

⁴ Information from federal Fiscal Year 2014.

Source: OPPAGA analysis of Texas federal Fiscal Year 2013 annual review report and information provided by the Texas Division for Rehabilitation Services.

Appendix C

Required Vocational Rehabilitation Services are Broad

Exhibit C-1 lists the required vocational rehabilitation services.

Exhibit C-1

Vocational Rehabilitation Required Services

Required Service and Description
Assessment to determine eligibility and needs, including, if appropriate, by someone skilled in rehabilitation technology
Counseling, guidance, and job placement services, and if appropriate, referrals to the services of Workforce Investment Act providers
Vocational and other training , including higher education and the purchase of tools, materials, and books
Diagnosis and treatment of physical or mental impairments to reduce or eliminate impediments to employment, to the extent financial support is not available from other sources, including health insurance or other comparable benefits. This may include <ul style="list-style-type: none"> ▪ corrective surgery; ▪ therapeutic treatment; ▪ necessary hospitalization; ▪ prosthetic and orthotic devices; ▪ eyeglasses and visual services; ▪ services for individuals with end-stage renal disease, including dialysis, transplants, and artificial kidneys; and ▪ diagnosis and treatment for mental or emotional disorders.
Maintenance for additional costs incurred during rehabilitation
Transportation , including adequate training in the use of public transportation vehicles and systems, that is provided in connection with the provision of any other service described and needed by the individual to achieve an employment outcome
Personal assistance services while receiving VR services
Interpreter services for individuals who are deaf; readers, rehabilitation teaching, and orientation and mobility services for individuals who are blind
Occupational licenses , tools, equipment, initial stocks, and supplies
Technical assistance for those who are pursuing telecommuting, self-employment, or small business operation
Rehabilitation technology , including telecommunications, sensory, and other technological aids and devices
Transition services for students with disabilities to facilitate the achievement of the employment outcome identified in the IPE
Supported employment , defined as competitive work in integrated work settings or employment in integrated work settings in which individuals are working toward competitive work
Services to the family to assist an individual with a disability to achieve an employment outcome
Other goods and services determined necessary to enable the individual with a disability to achieve an employment outcome
Post-employment services necessary to assist an individual to retain, regain, or advance in employment

Source: 29 USC 723 and 29 USC 705.