



DIVISION of
VOCATIONAL REHABILITATION
State of Colorado

Bridging business and ability.



Division of Vocational Rehabilitation

Program Overview

Mission Statement

The Division of Vocational Rehabilitation assists individuals whose disabilities result in barriers to employment to succeed at work and live independently.

DVR Vision:

- ✓ Individuals with disabilities are ***essential*** to the success of Colorado's workforce and communities

Program Purpose: to assist eligible individuals with disabilities to prepare for, obtain, perform and maintain successful employment leading to independence and increased self-sufficiency

DVR Program Details:

- **DVR serves approximately 16,000 individuals each year**
- **Wait list ended in April, 2015**
- **Geographic service area is statewide**
 - Administrative offices: 1575 Sherman, Denver
 - 4 Regions
 - 28 Offices (7 “co-locations” with Workforce Centers)
 - Approximately 227 FTE
 - Approximately 112 Rehabilitation Counselors

DVR Office Locations



Overview

■ Vocational Rehabilitation:

- Eligibility program (not entitlement)
- Provides *individualized* vocational services through a joint planning process between the counselor and client based on informed choice
- Partnerships with community providers and resources is critical

Eligibility Criteria

- **VR Counselor** must determine
 - The presence of a physical or mental impairment
 - Whether the identified impairment results in a substantial impediment to employment
 - Whether the applicant requires VR services to prepare for, secure, retain or regain suitable employment

Eligibility Criteria - Continued

- **The VR Counselor *presumes***
 - That the individual can benefit from VR services in terms of an employment outcome
- **Individuals who are eligible for SSI/SSDI benefits for disability or blindness are presumed to be eligible.**

Individualized Plan for Employment (IPE)

- Developed jointly by VR Counselor & Client (Informed Choice)
- Specifies Employment Goal - consistent with the individual's unique strengths, resources, priorities, concerns, abilities, capabilities, career interests and informed choice
- Describes all required services & timelines
- Constitutes a commitment between client and DVR

Service Delivery

- Focus on employment:
 - All services and activities conducted should have a discernible connection to the individual's ability to successfully achieve his/her employment goal.

**Necessary
Appropriate
Least possible cost**

Examples of VR Services

- Assessment
- Vocational Counseling and Guidance
- Personal Adjustment Training
- Assistive Technology
- Reader/Note taker
- Mental Restoration
- Physical Restoration
- Formal Vocational Training
 - College/University
 - Vocational School
- Job Seeking Skills Training
- Job Placement
- Job Coaching/OJT
- Supportive Services

Note:

Some VR services are subject to the client's financial participation.



DVR Critical Partnerships

- **Workforce Centers**
- **Colorado Department of Education**
- **Local School Districts & BOCES**
- **Independent Living Centers**
- **Community Centered Boards**
- **Colorado Mental Health Centers**
- **Many other community providers**

Impacts of WIOA

- DVR is a mandatory core program under WIOA
- Strengthens existing partnerships
- Unified state planning process with partners
- Common performance indicators
- ***Strengthened focus on employers as customers***
- Stronger focus on providing pre-employment transition services to youth
- Establishes 90 days to develop Individualized Plan for Employment
- Removes any sub-minimum wage employment from being a viable outcome

DVR – Future Areas of Focus

- Seamless implementation of WIOA & integration into CDLE
- Continuous improvement of quality of service delivery
- Continued increase in the quantity and quality of employment outcomes
- Fiscally responsible provision of services
- Continued strengthening of partnerships

= Colorado Workforce Excellence & Inclusion



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Discussion . . .

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