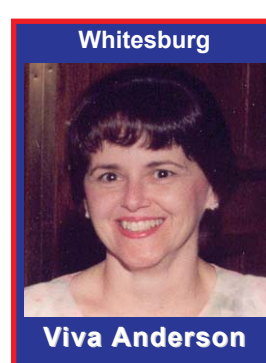
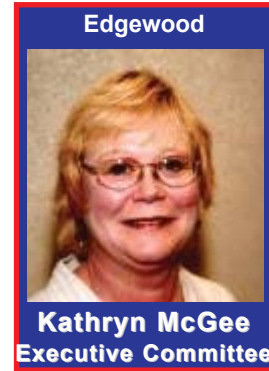


KENTUCKY DEPARTMENT OF VOCATIONAL REHABILITATION AND STATEWIDE COUNCIL FOR VOCATIONAL REHABILITATION

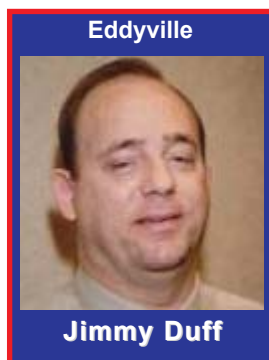
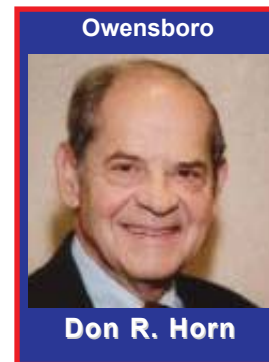


*Teamwork Promoting
Kentucky's Workforce*



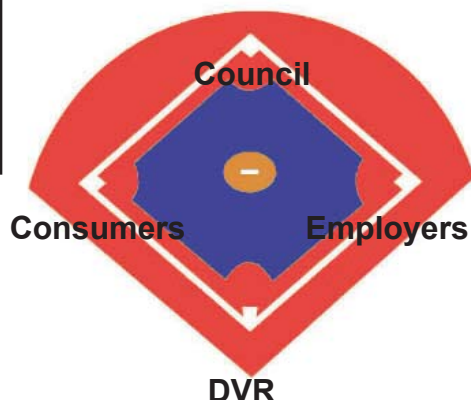
Statewide Council All-Stars

2001 Members Statewide Council for
Vocational Rehabilitation



Not pictured - Valerie Ellis, Frankfort; Danny Belcher, Preston; Carl Metz, New Castle; Benjamin Richmond, Louisville; Laurie Cottrell, Simpsonville.

**Teaming up for
employment**



December 2001

Opening Day

On opening day of almost any sport you will find a cheering crowd waiting for the favorite team. Excitement and energy run through the group like an electric current. The team enters the field with a mindset of success. Anticipation, preparation and dedication to the cause drive them to the goal. Finally, it is time to take the position that they have chosen and give everything they have to be successful.

In the same way a sports team works together to achieve goals, Department of Vocational Rehabilitation employees are members of a team that use individual knowledge and expertise to collectively help people with disabilities achieve their employment goals. The consumers are like the athletes and the Department of Vocational Rehabilitation is the coach that works with them to attain their goals.

Teamwork is about working together to discover strengths and weaknesses so that an Individual Plan for Employment can be established to use in the development of career goals. The goals are set and achieved by the consumers, and the Department is the catalyst that helps them reach the destination.

As consumers achieve positive employment outcomes, that is the roar of the Department that can be heard as the individual assumes his or her position in the world of work.

This report is about the 4,873 Kentuckians with disabilities who achieved positive employment outcomes in fiscal year 2001 with assistance from the Department. The content reflects

the contributions of these individuals who experienced an increase in earnings of \$62.1 million from earnings at the time of referral for services, an increase from fiscal year 2000. This figure represents approximately \$22.8 million in additional tax revenues. More than three out of four (76.4%) of the individuals who obtained positive employment outcomes were unemployed when they first came to the Department for services and of that number, only 18 percent supported themselves primarily from their own earnings.

There is satisfaction and an overwhelming sense of pride for the success of these 4,873 individuals. Pride is felt by all of the team members as the number of positive employment outcomes for people with disabilities increases and the victories are listed in the record books.

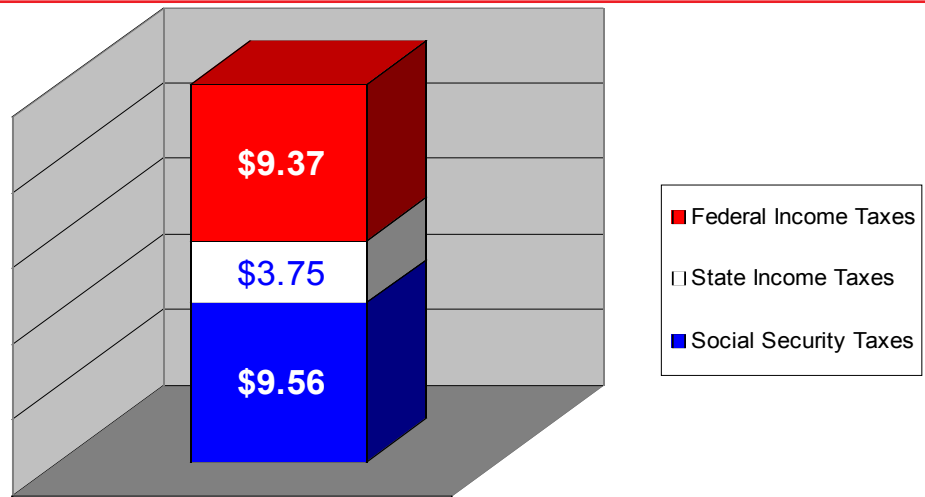
In this report you will read about some of the players, who with the help of the Department, have become great successes on the field of work. There is Judge Joe Ward who is successful everyday with the help of assistive technology. There is Corey, Dana, Sheri, Jonathan and Jeffrey who are realizing their potential as members of the Kentucky workforce. The stories are almost endless, but the results are consistent: One team, one goal, employment for all Kentuckians with disabilities who want to work.

A successful team and winning players are what the Department of Vocational Rehabilitation is all about. We are proud that the results reflect the dedication that each player has to this goal.

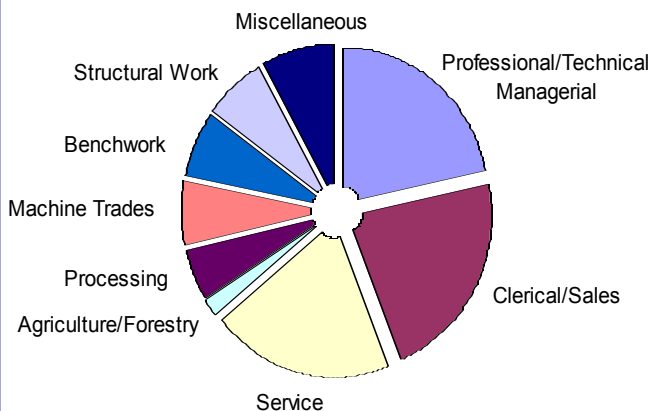


Going the Distance

**Estimated
Increased Annual
Tax Payments for
Individuals with
Positive
Employment
Outcomes, FY 2001
(In Millions)**



Positive Employment Outcome Occupations



Quick Hit

In FY 2001, the 4,873 individuals who obtained positive employment outcomes after receiving services from the Department earned an estimated \$75.7 million.



Standards and Indicators

The number of positive employment outcomes compared to the previous fiscal year. (4,873)

Rehabilitation rate: the percentage of those who received services who became employed. (67.98)

Of those who obtained jobs, the percentage competitively employed. (86.23)

Of those who obtained jobs, the percentage considered to have significant disabilities. (98.9)

The average hourly wage of those individuals competitively employed who make above minimum wage. (\$9.42)

Of those who are competitively employed making above minimum wage, the percentage difference in those who support themselves when their cases were closed to those supporting themselves at application. (71.9)

The ratio of individuals from minority backgrounds who received services compared to the ratio of non-minorities who received services. (.89)

Touchdown 2001!



Targeting Work

Success Story of Program Now Helping Others Go to Work

Sheri Hyden was referred to the Department of Vocational Rehabilitation and counselor Kathleen Hougham for assistance in obtaining employment. She was best able to benefit from supported employment, which provides job coaching and long-term follow-up in the workplace.

After many months of participating in a job club, Hyden began to seek employment. Her job coach taught her how to complete an application properly, how to dress for an interview, and how to be successful in an interview.

Ironically, she found her niche as a peer employment specialist with Recovery Network in Covington working with individuals with disabilities, teaching them how to overcome obstacles and find employment. She assists people with completing resumes and applications, and has



become a strong advocate for persons with mental illness who are homeless.

Hyden has also taken the initiative to learn about Social Security benefits and work incentives. She shares the information with the consumers of Recovery Network.

She has achieved the skills necessary to become self-sufficient. Now, Hyden helps others become successful.

Supported Employment Makes Dream Come True

Jonathan Treadway was 24 when he was referred by the Department of Vocational Rehabilitation to LifeSkills' Career Ventures, a supported employment provider.

He lived alone, had no transportation and stated he had problems getting along with people, including his father. Treadway says his dream job was to become a courtesy clerk at the local Kroger.

Career Ventures assisted him through job coaching and job placement. The benefits from Jonathan's dream job are not just paychecks. He is living independently with a roommate of his choice, and as a result of his changing life, the relationship with his father has improved. Recently, the Career Ventures job coach made

a follow-up visit. During the visit, Treadway stated he would not be at work for the next follow-up visit. With a broad grin on his face, he said, "I'm taking my very first paid vacation of my life!"



Quick Hit

The Department and the Kentucky Assisitive Technology Loan Corporation received a \$1.05 million grant from the National Insititute on Disability and Rehabilitation Research (NIDRR) to expand the loan program for low-interest assistive technology for persons with disabilities.



Postgame Comments From Employers

Cheryl Ellis
Customer Service Center



"DVR has exceeded our expectations in providing quality candidates."

Allen Larkin
Cumberland Millwork



"If we can continue to work with the result we've had in the past, count us in."

Bill Hubiak
Henderson County Govt.



"DVR is one of the only state agencies that you can see the long term benefits it offers its consumers."

Jodi Black
University of Kentucky



"When VR calls and says they have a good worker, I know they will do an excellent job."

Glendal Bray
Burnside Marina



"The (VR) employee is very dedicated, punctual ... everything an employee should be."

Chris Smithheart
Car Doctor



"I feel more employers should look at the program to satisfy their employee needs."

Sandy Watkins
Henderson Judge-Exec.



"DVR teaches people to be better self advocates and because of that the country has changed for the better."



Debbie Lottes
Council on Aging



"Cooperative, dependable, caring ... these are the qualities of our workers from VR."

Mike Hoar
New World Pasta



"VR consumers are loyal and dedicated."



Winning With Technology

Here Comes the Judge

Smithland in Livingston County is in a remote area of Western Kentucky on the banks of the Ohio River. County Judge-Executive Joe Ward may be geographically isolated, but he is up-to-date on technology. Ward has quadriplegia and has very limited use of the muscles below his neck.

Over the past year, working with a team that included four staff members of the Department of Vocational Rehabilitation, Judge Ward has designed and obtained a state-of-the-art work station that has greatly enhanced his independence on the job and helped him run the county government more effectively. The other team members were his rehabilitation counselor, Ronda Thomas; a rehabilitation technologist, Connie Talent; and two rehabilitation engineers, Ivy Alexander and Bret Hartzell.

Ward manages the county's affairs from behind a beautiful, custom-built, oak desk in his office in the tiny county seat of Smithland. The desk was built especially for him from a design developed by Ward, Talent and Alexander. The tilted tray on the desktop

holds his voice-activated telephone and any documents he needs. With this telephone, he answer calls and dials numbers using only his voice.

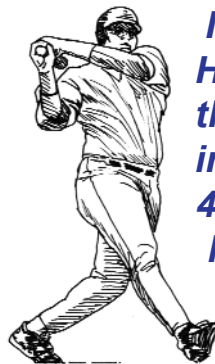
A laptop computer sits on his desk. The voice recognition software installed on the laptop allows him to dictate documents, use e-mail and search the Internet without assistance. He uses a mouthstick on a specialized keypad to assist him in operating the computer. His mail and other important documents can be converted into computer files with a scanner with a multiple document tray and special software. This allows him to view the documents and respond to any correspondence at his convenience.

At the end of his workday, Ward drives his electric wheelchair across the street to his new home. At the back door, a mat with a pressure plate rings his doorbell to tell his wife he is home. He plans to buy another mat for use at his office door. Another voice-activated telephone in his home has greatly increased his independence.

The Department, the county and Ward himself shared in the cost of the technology that he now uses to do his job. It has led to significant change for someone who had been very dependent on his office staff to do his job. With this technology and his tenacity and intelligence, Ward can perform his official duties efficiently and to a large extent independently.



Quick Hit



In FY 2001, the Deaf and Hard-of-Hearing Branch of the Department served 1,421 individuals who are deaf, 460 individuals who are hard-of-hearing and 49 individuals who are deafblind.



Winning at the Perkins Center

Award Winner Takes Center Court

Jeffrey Grant received the award for outstanding achievement from the Eastern Area Council of the Brain Injury Association in May 2001. There was only one problem. Grant was not at the presentation that took place at graduation exercises at the Carl D. Perkins Comprehensive Rehabilitation Center. He was too busy working at Hayden Electric in Owensboro, Kentucky to attend.



Injured in a motor vehicle accident in September 1994, Grant enrolled in the Brain Injury Program at the Perkins Center in July 1999. He made remark-

able progress and soon was ready to pursue his vocational goal of becoming an electrician.

He enrolled in the Construction Electricity program at Mayo Technical College in January 2000 and graduated from Mayo Technical College with honors on May 10, 2001.

He maintained a 3.8 GPA throughout his program and is a member of the National Vocational Technical Honor Society.

Through his academic achievements and successful employment, Jeff has become a role model for other students at the Perkins Center.

The Perkins Center Brain Injury program has received national distinction through accreditation from the Commission on Accreditation of Rehabilitation Facilities.

High school diplomas were awarded to 35 persons through the External Diploma program.

New computer equipment in graphic arts was installed for instruction in desktop publishing.

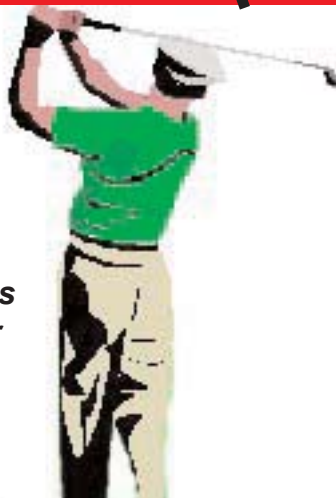
There were 76 new enrollees in the External Diploma program.

A distance learning program on American Sign Language was initiated for staff in cooperation with EKU.

The University of Kentucky awarded Master of Rehabilitation Counseling degrees to 14 employees.

A Workforce Investment Act Grant provided vocational training opportunities to 19 area residents.

2001 Wins at the Perkins Center



A total of 193 residents received skill training, 204 received vocational training and 179 received services for work adjustment.

Major facility renovations were completed with the installation of new heating/cooling units.

Consumer Satisfaction Hits Homerun



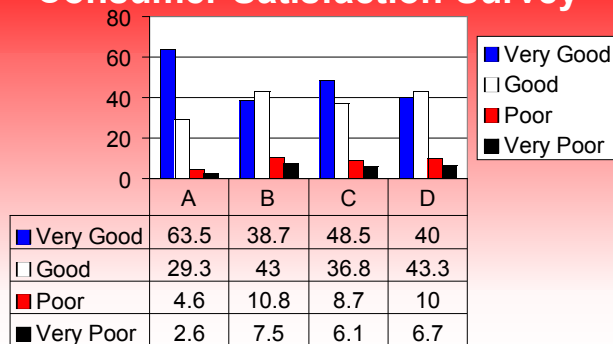
To measure consumer satisfaction as it is mandated to do by the Rehabilitation Act of 1973, the Statewide Council for Vocational Rehabilitation contracts with the University of Kentucky to complete a telephone survey. A statistically valid sample of consumers whose cases were closed in Fiscal Year 2000 were called. Consumers were asked 34 questions. The results were compiled and a report produced for the Council by the University's Human Development Institute.

A graph of the responses to the question "Overall, how would you rate the services you received from Vocational Rehabilitation?" is shown. More than nine out of 10 (92.8%) individuals who obtained positive employment outcomes rated the Department's services as "good" or "very good."

The survey also found that more than 27% of Kentuckians with significant disabilities who were not counted as achieving a positive employment outcome but who had a plan of vocational rehabilitation services actually report-

ed themselves as employed full or part time. Not surprisingly, ninety-five percent of consumers who achieved a positive employment outcome would return to the Department for additional services. Eighty-seven percent of consumers who did not achieve a positive employment outcome said they would return to the Department for additional services. The Council believes that this constitutes an excellent consumer endorsement of the quality of the

Consumer Satisfaction Survey



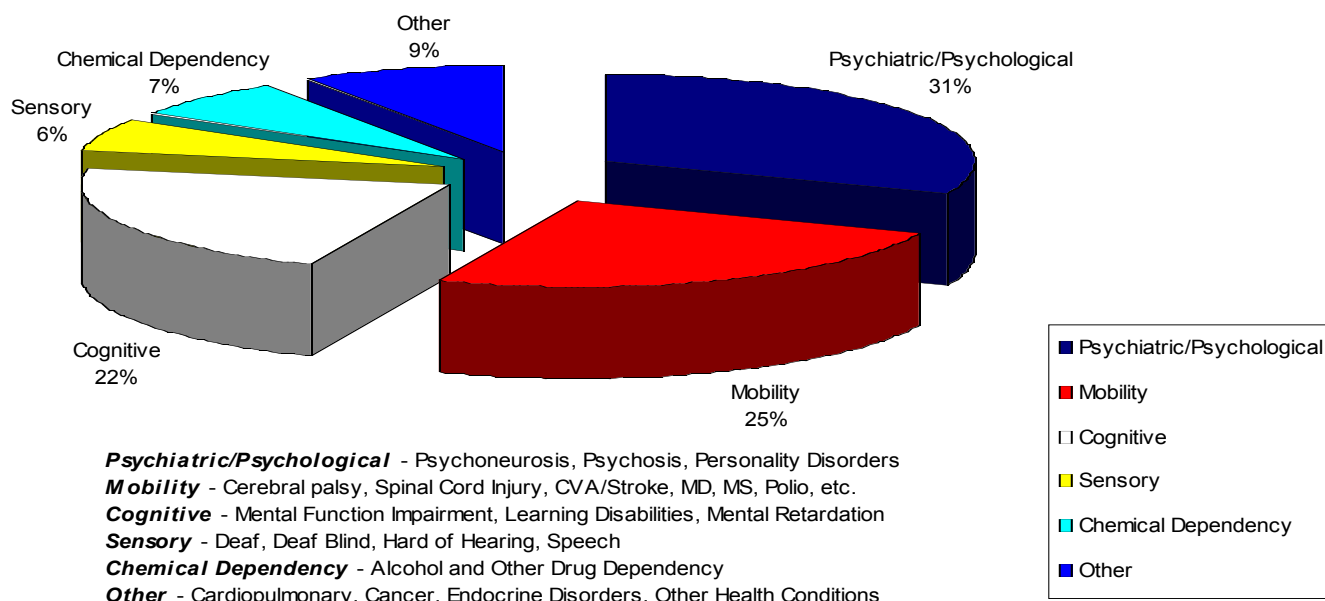
A - Positive employment outcomes

B - Cases closed after initiation of Individualized Plan for Employment (IPE)

C - Cases closed prior to IPE

D - Cases closed from referral, application, extended evaluation

Teammates



Fast Break from School to Work



Money in the Bank

At 16, Corey Godfrey was referred to the Community Based Work Transition Program (CBWTP), a collaborative effort between the Department of Education and the Department of Vocational Rehabilitation.

When his rehabilitation counselor, Tim Elam, asked Godfrey what he wanted to do upon graduation, without hesitation, Godfrey answered, "Work." Godfrey and a CBWTP job coach prepared for his workforce participation through community based work experience. He began work his senior year as a returns clerk at a Wal-Mart training site.



Godfrey successfully participated in a video self-modeling study and his video experience is now a key program component. Godfrey's strong work ethic has been the primary factor in his success. With the creative design of the Department's Rehabilitation Technology staff, Godfrey was able to work five days a week, five hours a day at a Super Wal-Mart. He has full benefits and money in the bank.

Godfrey says his success is attributable to his unflagging belief in himself and in the power of

DVR Sets the P.A.C.E.



Dana Haugsted came to the Department of Vocational Rehabilitation during a difficult time in her life. Fearful and lacking self-confidence, she was hesitant about working with the Department and ultimately embarking into employment. Her rehabilitation counselor referred her to the Department's job placement program - Preparing Adults for Competitive Employment (PACE).

Although Haugsted knew the information taught in the job preparation classes, it had been a very long time since she had utilized the skills. She said the classes immediately gave her hope. She added that the encouragement and friendships she developed during the PACE experience raised her self-esteem to a level sufficient to begin seeking employment.



A thorough resume was developed with the assistance of Brenda Eadens, her department employment specialist. The two then worked on preparing for interviews, applying for vacancies and networking with employers. Haugsted began employment in November 2000 with Kentucky's Department of Juvenile Justice, Commonwealth of Kentucky, as a secretary. Determined to overcome barriers, Haugsted worked diligently and received a substantial promotion after one year due to her proficiency, professionalism and dedica-

2001 BOX SCORE

County	* #EW	County	* #EW	County	* #EW
Adair	11	Henry	16	Rowan	50
Allen	28	Hickman	2	Russell	14
Anderson	17	Hopkins	70	Scott	32
Ballard	3	Jackson	15	Shelby	43
Barren	24	Jefferson	594	Simpson	14
Bath	11	Jessamine	39	Spencer	22
Bell	49	Johnson	49	Taylor	34
Boone	68	Kenton	125	Todd	14
Bourbon	10	Knott	21	Trigg	17
Boyd	112	Knox	16	Trimble	8
Boyle	44	Larue	11	Union	21
Bracken	5	Laurel	40	Warren	199
Breathitt	9	Lawrence	22	Washington	11
Breckinridge	6	Lee	9	Wayne	22
Bullitt	79	Leslie	6	Webster	22
Butler	7	Letcher	21	Whitley	49
Caldwell	16	Lewis	21	Wolfe	9
Calloway	37	Lincoln	32	Woodford	12
Campbell	126	Livingston	10		
Carlisle	8	Logan	19		
Carroll	13	Lyon	4		
Carter	79	Madison	102		
Casey	26	Magoffin	16		
Christian	85	Marion	18		
Clark	24	Marshall	14		
Clay	7	Martin	23		
Clinton	3	Mason	23		
Crittenden	9	McCracken	75		
Cumberland	8	McCreary	14		
Daviess	141	McLean	4		
Edmonson	8	Meade	19		
Elliott	14	Menifee	9		
Estill	17	Mercer	25		
Fayette	50	Metcalfe	14		
Fleming	36	Monroe	3		
Floyd	105	Montgomery	21		
Franklin	97	Morgan	27		
Fulton	1	Muhlenberg	32		
Gallatin	1	Nelson	36		
Garrard	8	Nicholas	22		
Grant	16	Ohio	26		
Graves	29	Oldham	23		
Grayson	25	Owen	1		
Green	11	Owsley	5		
Greenup	98	Pendleton	15		
Hancock	2	Perry	53		
Hardin	104	Pike	125		
Harlan	83	Powell	14		
Harrison	9	Pulaski	44		
Hart	11	Robertson	0		
Henderson	82	Rockcastle	9		

* # of Department Consumers
Entering Workforce



Starting Lineup



Central Office

Frankfort (502) 564-4440
(800) 372-7172
(888) 420-9874 (TTY)
(502) 564-6817 (TTY)

Carl D. Perkins Comprehensive

Rehabilitation Center
(606) 789-1440
(800) 443-2187
(877) 600-6111 (TTY)

Bowling Green
(270) 746-7489
(800) 443-6055
(800) 246-6193 (TTY)



Louisville
(502) 595-4173
(800) 456-3334
(888) 325-4180 (TTY)

Danville
(859) 239-7885
(800) 795-8481

Madisonville
(270) 824-7549
(888) 640-2713

Elizabethtown
(270) 766-5121

Morehead
(606) 783-1527
(877) 526-1897

Florence
(859) 371-9450
(859) 371-0803 (TTY)

Owensboro
(270) 687-7308
(888) 640-2811
(800) 241-5821 TTY

Harlan
(606) 573-3890

Lexington
(859) 246-2540
(877) 675-0195
(859) 246-2546 (TTY)



Paducah
(270) 575-7304

West Liberty
(606) 743-7978
(800) 440-2530

**District
Offices**

The Kentucky Department of Vocational Rehabilitation extends deep appreciation to the following organizations for the use of the photographs appearing on the front cover:

*National Disability Sports Alliance
USA Deaf Sports Federation*



The Kentucky Department of Vocational Rehabilitation does not discriminate on the basis of race, color, national origin, sex, religion, age, or disability in employment or the provision of services and provides, upon request, reasonable accommodation including auxiliary aids and services necessary to afford individuals with disabilities an equal opportunity to participate in all programs and activities. This document was printed with federal funds.