

The Office of Vocational Rehabilitation

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- Findings show hiring people with disabilities includes improvements in profitability (e.g., profits and cost-effectiveness; turnover and retention; reliability and punctuality; employee loyalty and company image).
- Competitive advantage (e.g., diverse customers; customer loyalty and satisfaction; innovation; productivity; work ethic and safety), inclusive work culture and ability awareness
- Secondary benefits for people with disabilities includes improved quality of life and income, enhanced self-confidence, expanded social network and a sense of community (according to U.S. Census).

1. Is performed on a full-time or part-time basis (including self-employment) and for which an individual is compensated at a rate that –

- i. Is not less than the higher of the rate specified in section 6(a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)) or the rate required under the applicable State or local minimum wage law for the place of employment;
- ii. Is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; and
- iii. In the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities and who are self-employed in similar occupations or on similar tasks and who have similar training, experience, and skills; and
- iv. Is eligible for the level of benefits provided to other employees; and

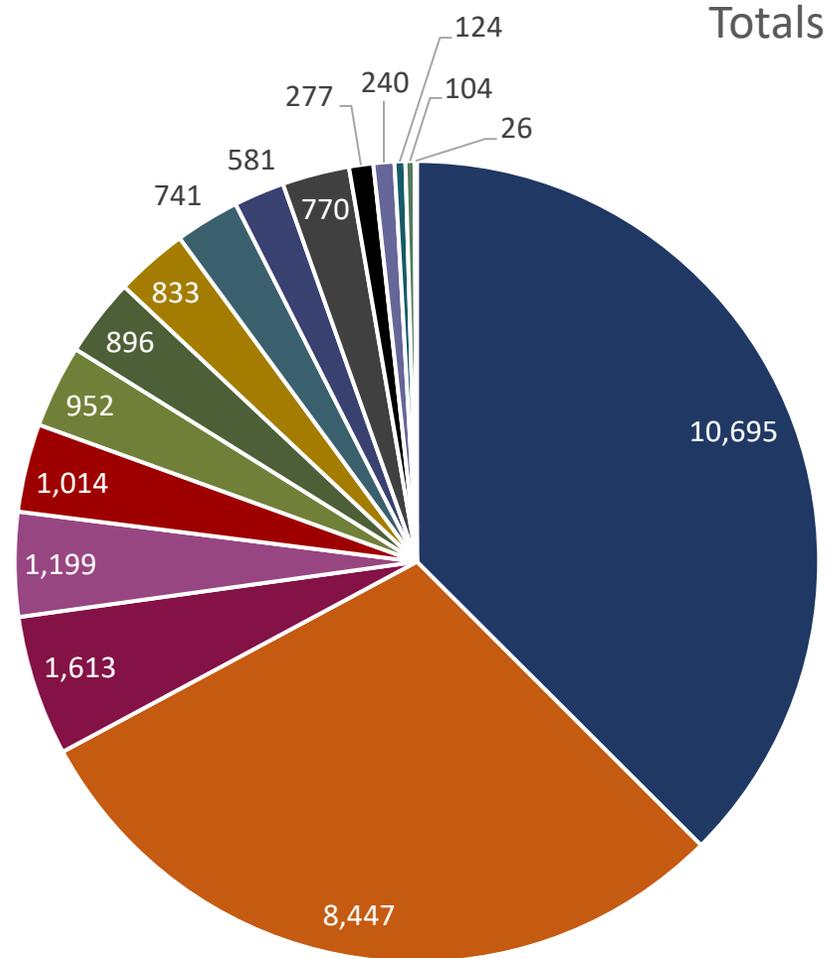
2. Is at a location -

- i. Typically found in the community; and
- ii. Where the employee with a disability interacts for the purpose of performing the duties of the position with other employees within the particular work unit and the entire work site, and, as appropriate to the work performed, other persons, who are not individuals with disabilities to the same extent that employees who are not individuals with disabilities and who are in comparable positions interact with these persons; and

3. Opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

- **Nearly 30 million** individuals with disabilities ages 18–64, 27 percent, or more than 4 million people, live in poverty. This is more than double the rate of 12.5 percent for the entire population (Office of Disability Employments Policy, 2013).
- The **U.S. Department of Labor 2013 Report** indicated that only 26 percent of students with disabilities are employed after high school compared to almost 64 percent of their peers without disabilities.
- Research has demonstrated that **employment is a major factor** associated with an individual's overall quality of life or assessment of their well-being (Canha, Simoes, Owens, & Matos, 2013).
- Persons with disabilities experience the highest rates of poverty in all categories (according to U.S. Census).
- Employment outcomes of students with disabilities transitioning from school to work: they persistently are lagging behind their peers without disabilities (Fogg, Harrington, & McMahon, 2010).

Disability Categories



- Cognitive Impairments
- Psychosocial Impairments
- Hearing Loss, Primary Communication-Auditory
- Other Physical Impairments (not listed above)
- Mobility Orthopedic/Neurological Impairments
- Other Visual Impairments
- BOTH Mobility and Manipulation/Dexterity Orthopedic/Neurological Impairments
- General Physical Debilitation
- Other Mental Impairments
- Blindness
- Deafness/Hard of Hearing
- Manipulation/Dexterity Orthopedic/Neurological Impairments
- Other Orthopedic Impairments
- Communication Impairments
- Respiratory Impairments
- DeafBlindness

- **39,270** Individuals that engaged with OVR
- **8,180** New applicants
- **35,025** Students received Pre-Employment Transition Services
- **\$14.36** Average hourly wage of individuals employed
- **\$9,005.55** Average per-person cost of services for an employment placement
- **13,093** VR consumers released from the waiting list
- **\$37.0M** Estimated annual government savings

Competitive Integrated Employment Numbers: April 2020 – March 2021



Bureau	Office	2020										2021			Total
		April	August	December	July	June	May	November	October	September	February	January	March		
BBVS	Altoona OVR (BBVS)	5	1	2		3	2					4	1	3	21
	Erie OVR (BBVS)			2	3				5	2	1	1	1	1	16
	Harrisburg OVR - BBVS	2	1	1	3	1			1	3	1	1	1	1	16
	Philadelphia OVR (BBVS)	1	1	4	1	4	1	1	1	7	3	3	6	6	38
	Pittsburgh OVR (BBVS)			1		1	8	4				1		1	16
	Wilkes-Barre OVR (BBVS)	1	3	2	1	4		2			4	3	3	1	24
Total for BBVS		9	6	12	8	13	11	13	12	9	13	12	13	131	
BVRs	Allentown OVR - BVRs	8	7	16	5	15	4	10	9	7	20	10	23	134	
	Altoona OVR (BVRs)	15	37	25	46	15	6	33	48	24	19	12	19	299	
	DuBois OVR (BVRs)	9	2	7	1	24	2	11	3	4	21	9	14	107	
	Erie-BVRs	51	27	41	49	8	22	43	44	39	31	35	28	418	
	Harrisburg OVR - BVRs	15	10	17	18	6	7	21	26	11	9	18	6	164	
	Johnstown OVR - BVRs	19	4	21	6	4	4	26	12	16	22	24	29	187	
	New Castle OVR - BVRs	32	31	43	48	46	22	29	62	37	42	35	30	457	
	Norristown OVR - BVRs	6	36	25	31	15	21	32	42	30	34	37	52	361	
	Philadelphia OVR - BVRs	19	7	19	11	31	17	23	14	14	31	13	20	219	
	Pittsburgh OVR - BVRs	38	28	69	48	25	24	29	55	35	69	61	48	529	
	Reading OVR - BVRs	13	9	20	4	14	9	17	10	6	10	13	15	140	
	Washington OVR - BVRs	16	9	11	10	33	10	11	8	10	25	23	25	191	
	Wilkes-Barre OVR (BVRs)	24	18	43	16	5	11	65	36	19	33	33	47	350	
	Williamsport OVR - BVRs	5	12	17	19	6	4	18	19	22	30	9	23	184	
	York OVR - BVRs	30	23	27	32	22	8	32	37	46	45	34	22	358	
Total for BVRs		300	260	401	344	269	171	400	425	320	441	366	401	4,098	
Total for OVR		309	266	413	352	282	182	413	437	329	454	378	414	4,229	

Collaborations

- ODP-OVR Joint Bulletin
- ODP: CIE Executive Employment Discussion
- Memorandum of Understanding (ODP, BSE, OLTL)
 - Funding and quarterly data exchange

Stakeholder Groups

- PA Developmental Disabilities Council
- Statewide Leadership Team on Transition
- Special Education Advisory Council (SEAP)

Trainings

- Provider Transformation Training
- Jointly funded ACRE Approved Training for mutual providers
- Joint presentations/panels for stakeholders
- Effective placement and business strategies for Business Outreach Professionals
- Experience the Employment Connection (COMING SOON!) with key partners

Closed Order of Selection (OOS)

- Green light to open - July 1, 2021

Continued Education and Awareness

- Connecting people to programs and services
- Anticipating changes to the future of work
- Ensuring employment is part of everyday conversations
- Providing better information and resources to people who fear losing their benefits

Continuing efforts regarding diversity, equity and inclusion

- Continued analysis of data to identify disparities or gaps in program delivery and services
- Trainings, lunch n' learns and resources
- Launching Employee Resource Groups
- Cultural Brokers within District Offices

Increased Partnership, Collaborations and Outreach to Employers

- Pre-screened candidates who have the appropriate skills, abilities, training and qualifications to perform essential job duties
- Consultation services to help retain current employees
- Accommodation solutions to allow new or current employees to achieve productive employment
- Job analysis and worksite modification consultation
- Information about assistive technology and available resources