

# **REPORT TO THE GOVERNOR**

**IN ACCORDANCE WITH THE PROVISIONS OF SECTION 348-8(c), HAWAII REVISED  
STATUTES, THE ANNUAL REPORT OF THE STATE REHABILITATION COUNCIL**

**DEPARTMENT OF HUMAN SERVICES,  
DIVISION OF VOCATIONAL REHABILITATION  
December 2015**

# **2015 State Rehabilitation Council Annual Report to the Governor**

## **STATE REHABILITATION COUNCIL**

Welcome to the State Rehabilitation Council 2015 Annual Report to the Governor. Section 348-8(c), Hawaii Revised Statute (HRS), requires the State Rehabilitation Council (SRC) to submit an annual report to the governor on the status of vocational rehabilitation programs within the State and make the report available to the public. The Annual Report highlights the Council's past fiscal year's activities and accomplishments.

The SRC was created and mandated by the Federal Rehabilitation Act of 1973 as amended in 1998; implemented by the Hawaii State Legislature in section 348-8, HRS, to support individuals with disabilities. The SRC works in partnership with the Department of Human Services (DHS), Division of Vocational Rehabilitation (DVR) and carries out its purpose by performing the following duties and responsibilities:

- Review, analyze and advise the Vocational Rehabilitation (VR) agency regarding its performance of responsibilities that affect the ability of consumers to achieve employment outcomes;
- Develop, agree to and review State goals and priorities of the VR program;
- Assist VR in the preparation of the VR State Plan, amendments to the plan and needs assessment;
- Review and analyze the effectiveness of the VR Program and consumer satisfaction;
- Prepare and submit a VR annual report to the Governor and Commissioner of the Rehabilitation Services Administration; and
- Coordinate its activities with the activities of other disability-related councils within the State.

The SRC members' composition shall include:

- 1) At least one representative of the client assistance program (CAP);
- 2) At least one representative of the Statewide Independent Living Council of Hawaii (SILC);
- 3) At least one representative of a parent training and information center;
- 4) At least one representative of the state educational agency Department of Education (DOE) responsible for the public education of students with disabilities;
- 5) At least one representative of community rehabilitation program service providers;
- 6) At least one qualified vocational rehabilitation counselor from a private agency with knowledge of and experience with vocational rehabilitation programs;
- 7) At least one representative of the state workforce development council;
- 8) Four representatives of business, industry, and labor;

- 9) Representatives of disability advocacy groups representing a cross section of individuals with physical, cognitive, sensory, and mental disabilities, and parents, family members, guardians, advocates, or authorized representatives of individuals with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves;
- 10) Current or former applicants for or recipients of vocational rehabilitation services;
- 11) The administrator of the DVR, who shall be an ex officio, nonvoting member;

With at least one member from each county; and provided further that a majority of the council members shall be persons who have disabilities and are not employed by the DVR. Council members shall serve without compensation (voluntary) but shall be reimbursed for reasonable expenses, including travel expenses, necessary for the performance of their duties. The SRC consists of diverse memberships, who are advocates for individuals with disabilities.

#### **HAWAII STATE REHABILITATION COUNCIL MEMBERS**

1. Rene Berthiaume (Business, Industry & Labor) Oahu
2. Arthur Cabanilla (Advocacy Group) Oahu
3. Jonathan Chun (Business, Industry & Labor) Kauai
4. Gwen Kelihoomalua (Business, Industry & Labor) Hawaii
5. John Kuwaye (Advocacy Group) Oahu
6. Vivian Landrum (Business, Industry & Labor) Hawaii
7. Gretchen Lawson (Chair/ Community Rehabilitation Program) Hawaii
8. Ann Lemke (State Independent Living Council) Oahu
9. Howard Lesser (Client Assistant Program) Oahu
10. George Massengale (Advocacy Group) Oahu
11. Roderick Macdonald (Recipient of Vocational Rehabilitation Services) Oahu
12. Roland Prieto (Workforce Development Council)
13. Kristine Takekawa (Department of Education) Oahu
14. Mark Travalino (Advocacy Group) Hawaii
15. Lanelle Yamane (Vocational Rehabilitation Counselor) Hawaii
16. Vacant (Parent Training & Information Center)
17. Vacant (Recipient of Vocational Rehabilitation Services)
18. Vacant (Recipient of Vocational Rehabilitation Services)
19. Vacant (Advocacy Group)
20. Vacant (Advocacy Group)
21. Vacant (Advocacy Group)
22. Albert Perez, Administrator, DVR, (non-voting ex-officio) Oahu

The SRC has collaborated with DVR to develop a contract with City & County Department of Community Services to institute a new SRC Coordinator, effective in July 2015. The SRC Coordinator will provide staff support for the SRC including recruiting new members.

The SRC meets quarterly (4 or more meetings a year) and all meetings are publicly announced and accessible to the general public.

Anyone interested in becoming a member of the State Rehabilitation Council may apply by completing the following steps:

1. Go to Boards & Commissions Application website;  
<https://forms.ehawaii.gov/pages/board-survey/>
2. Scroll down to: Department of Health and Human Services (DHS) and click for drop-down menu
3. Check box: REHABILITATION Council, State
4. Scroll down to bottom and click SUBMIT
5. Complete application
6. Attach Resume and Letter of Interest
7. Click SUBMIT

Applicants will need a resume and a Letter of Interests stating why they would like to be a member of the State Rehabilitation Council. The members are appointed by the governor that serve three-year term but cannot serve more than two consecutive terms (with the exception of the Client Assistance Program and American Indian Vocational Rehabilitation Program). Applicants are advised to inform SRC Coordinator Gregg Van Camp at 808-636-3136 or email at [gvancamp@honolulu.gov](mailto:gvancamp@honolulu.gov) to facilitate the process and for follow-ups.

The SRC performs several functions to execute their duties, as outlined in the Rehabilitation Act; mainly to monitor the performance of DVR. The DHS DVR is the state agency with a sole purpose of assisting individuals with disabilities to obtain, maintain, and advance in employment. The SRC meets quarterly in partnership with DVR to discuss and make recommendations to support the effectiveness of services administered by DVR. The DVR's mission is to work as a team so participants can achieve their hopes and aspirations for meaningful employment through timely and individualized services.

#### **SRC ACCOMPLISHMENTS**

- The SRC gathered quarterly and if quorum was established, advised DVR on any issues in regards to how best serve individuals with disabilities.
- The SRC gained six new members during FY 2015 period, two in March and four in May, 2015.
- The SRC Chair retired in June and a new Chair, Vice Chair, and Secretary were selected.
- The Workforce Development Council terminated his appointment. The WDC Executive Director has selected a new candidate whose application is pending.
- The SRC members provided DVR with partnering council reports from Workforce Development Council (WDC), Client Assistant Program (CAP), State Independent Living Center (SILC), and Department of Education (DOE).

- The SRC formed committees so they could convene on topics of concerns requiring more research and scrutiny. The committee members presented their efforts to the council for final approval at quarterly meetings.
- The SRC Committee revised the SRC Bylaws.
- The SRC participated in National Coalition of State Rehabilitation Council (NCSRC) and Council of State Administrators of Vocational Rehabilitation (CSAVR) Conferences; two SRC council representatives went to the Fall, 2014 which was held Miami, Florida and two went in Spring, 2015 which was held in Bethesda, Maryland and related information learned to the council.
- The SRC collaborated with DVR to sponsor an Employer/Employee Awards Luncheon that awarded employers who have hired and supported people with disabilities and former recipients of DVR services that have been successfully employed.
- SRC members provided input for the current Comprehensive Statewide Needs Assessment conducted by San Diego State with the results pending.

## **VOCATIONAL REHABILITATION PROGRAM (VR)**

**VR MISSION** – The Division of Vocational Rehabilitation (DVR) exists to serve its participants. Staff works as a team so participants can achieve their hopes and aspirations for meaningful employment through timely and individualized vocational rehabilitation services.

### **VR VISION** – To Move Forward to Work

VR provides vocational rehabilitation services to assist individuals with disabilities to prepare for, obtain and maintain/regain employment. The economic benefits of VR are significant. They include increased earnings and purchasing power, increased taxes paid, and a decreased dependency on public assistance.

VR is a cost effective program that pays for itself. Within the first two years of employment, the average rehabilitated individual will have repaid the full cost for their vocational rehabilitation services. This means going forward, the rehabilitated individual will contribute to the State's economy.

## **FY 2015 VR PROGRAM ACHIEVEMENTS**

### **DVR Working with Partners**

- DVR is a core partner for the Workforce Innovation & Opportunity Act (WIOA) enacted on July 22, 2014 with Department of Labor Workforce Development Division and Department of Education Adult Education & Family Literacy to develop the Unified State Plan.

## **Student Services**

- DVR partnered with Department of Education so students can participate in the Ho'okipa Workforce Academy. The academy provides job readiness skills and technical skills work experience in the Hospitality industry at local hotels.
- DVR executed contracts with the City & County of Honolulu Department of Community Services to form a Summer Youth Program to teach students with disabilities soft skills needed to transition to work which will satisfy WIOA requirements for PETS (Pre-Employment Transition Services).
- DVR is in the planning stages to implement an agreement with PROJECT SEARCH

## **Business Engagements**

- Employment Section provided Disability Etiquette training for employers.
- Employment Section organized the Access + Ability Recruitment Fairs at the Sheraton that matched employer's with qualified candidates of DVR services.
- Employment Section created mini-recruitment fairs held at DVR offices with employers like Home Depot, Flying Food Groups, and Popeye's.
- Employer/Employee Awards Luncheon rewarded exceptional businesses who supported recipients of DVR services
- DVR is collaborating with Department of Labor and Industrial Relations (DLIR) to assist in the starting Business Leadership Network (BLN) affiliates on Oahu and Kauai and revitalizing the BLN affiliate on Maui. US Business Leadership Network (USBLN), is a national non-profit that helps business drive performance by leveraging disability inclusion in the workplace, supply chain, and marketplace. BLN are currently active in Hilo and Kona on the Big Island.

The vocational rehabilitation program's primary measure of the success is the number of job seekers with disabilities who have successfully achieved their employment goals.

- Employment without supports refers to the typical hire, where a qualified candidate is hired by a business in a competitive, integrated setting.
- Employment with supports refers to individuals who are hired by businesses and they receive some supports, such as job coaching by a Community Rehabilitation Provider (CRP).
- Integrated setting is the term that refers to competitive jobs in the community.
- Vocational rehabilitation services must be directed to obtaining competitive jobs in the community. "Sheltered" employment in a community based work center is funded through sources other than DVR.
- Self-employment outcomes involve starting one's own business or receiving help to accommodate the disability so a business owner can continue to operate their business. This category includes farmers who have become disabled and want to continue farming through assistive technology or restructuring how the work is done.

- State agency business enterprise is a program that assists individuals who are blind or visually impaired to operate food service or vending operations in federal or state owned buildings.

**DVR PERFORMANCE STATISTICS**

<b>DVR STATE FISCAL YEAR 2015</b>	<b>TOTAL</b>
<b>Applications</b>	<b>984</b>
<b>Eligibility</b>	<b>789</b>
<b>Plan</b>	<b>604</b>
<b>Rehabs</b>	<b>226</b>

DVR received 984 new applications.

DVR served 4514 individuals with disabilities.

<b>Disability Status</b>	<b>Total</b>	<b>Percentage</b>
<b>Most significantly disabled</b>	<b>2652</b>	<b>59%</b>
<b>Significantly disabled</b>	<b>1486</b>	<b>33%</b>
<b>Non-significantly disabled</b>	<b>178</b>	<b>4%</b>