



## ***Senate Bill 2012***

Senate Appropriations Committee | HR Section  
Senator Dever, Chairman

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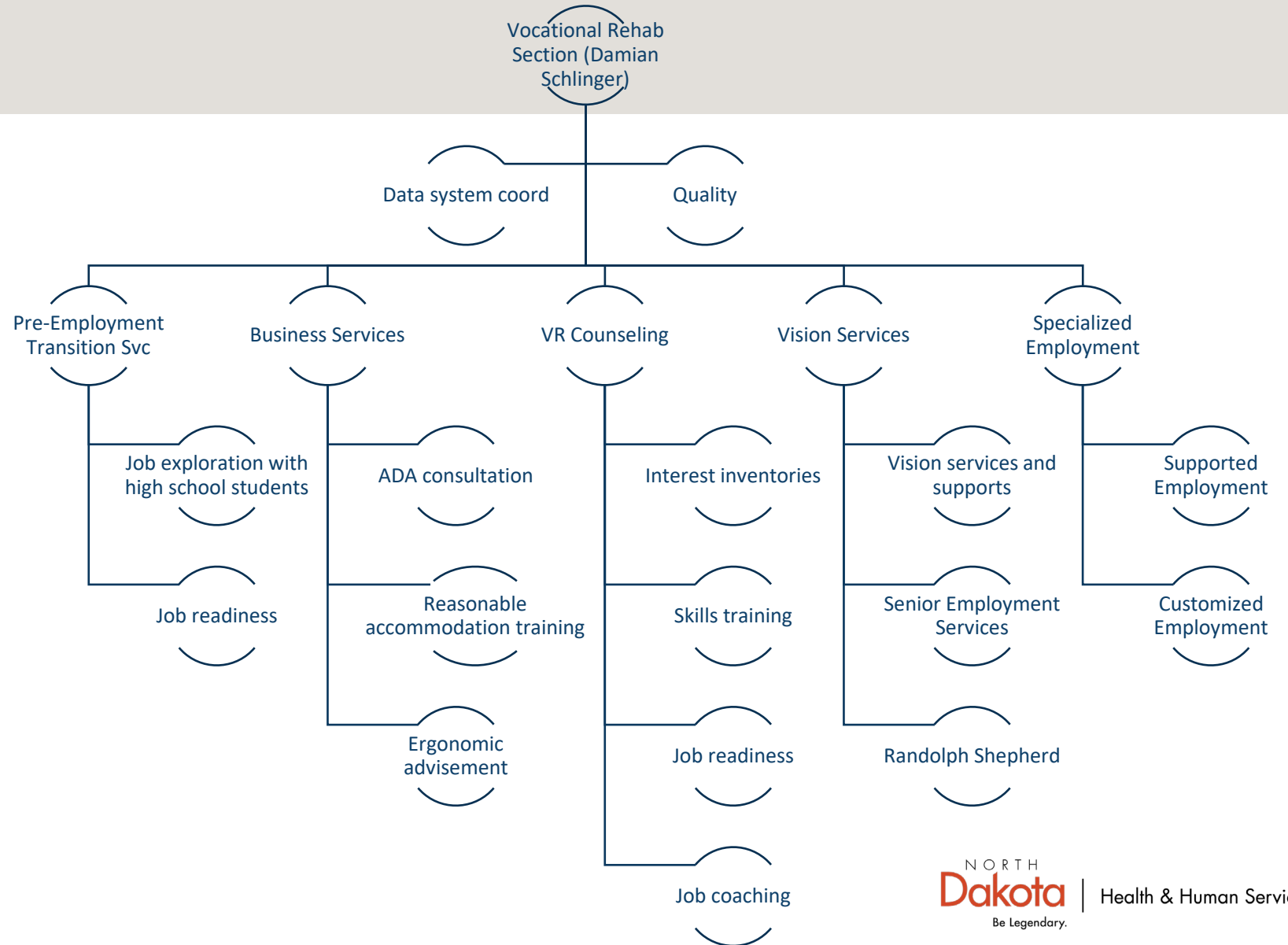
**Vocational Rehabilitation, Damian Schlinger, Director**  
*January 31, 2023*

NORTH  
**Dakota**  
Be Legendary.

Health & Human Services

# Vocational Rehab: Staffing and Team Structure

The purpose of Vocational Rehab is to assist North Dakotans with disabilities to enter or re-enter the workforce through individualized services



Vocational Rehab		
21-23 Authorized FTE Base	23-25 Executive Budget FTE	12-31-22 Vacancies (from base)
85.0	85.0	2.0

Avg Age	Avg Yrs of Service	Turnover 2021	Turnover 2022
<b>48</b>	<b>9</b>	<b>22.7%</b>	<b>18.8%</b>



# Who might choose to seek services from Voc Rehab?

- Individual seeking service can have a congenital or acquired disability
- Services are inclusive of all types of disability – learning, developmental, physical, cognitive, behavioral
- Barrier to seeking, maintaining, or advancing in employment due to disability
- Jobs acquired are from entry-level to professional
- Clients can come back through the process for career progression, change in career goal or job situation

# What VR Does

## Pre-employment Transition Services (Pre-ETS)

- Students ages 14-21
- Job exploration
- Job readiness training
- VR has contracts w/ 71 school in ND

## Services to Business

- Connect to qualified applicants
- Retaining existing employees w/ developed or have a worsening disability
- ADA accommodation consultation
- Education on disability awareness, tax incentives

## Supported Employment/ Customized Employment

- Additional support during Rehab Process
- Job search, interviewing skills, resume writing, tuition assistance, negotiate job tasks w/employer, on-the-job training, etc.
- Coordinate supports once VR case is closed

## Vision Services (OIB-Older Individuals who are Blind)

- Individuals 55+ with a significant visual impairment
- Home or environmental accommodations/ equipment
- Assistive technology – magnifiers, lighting
- Communication skills

## Specialized Programs

- Senior Community Service Employment Program (SCSEP) – part of Older Americans Act – 55+, unskilled
- Randolph-Sheppard – blind vendors in cafeteria settings in federal buildings



# The Voc Rehab Process



# Service Delivery Improvements – 21-23

## Sound Investments

- Doubled Client Financial Participation limits = more working families qualify
- Increased hourly rate to Community Rehab Providers (CRPs) by 15%
- Increased client tuition assistance from \$600 to \$1,000 per semester

## Satisfaction and Engagement

- Client satisfaction – 90% in 2022
- Re-imagined eligibility process – 32% faster engagement

# About Voc Rehab Contracts

- Independent Living Centers
- ND Assistive
- Pre-Employment Transition Students
- Market Decisions - satisfaction surveys
- Motivational Interviewing
- Customized Employment – NDCPD
- Benefits Planning – RSI
- Client Assistive Program (CAP)
- VR Development Group – online training
- World of Work Inventory (WOWI)



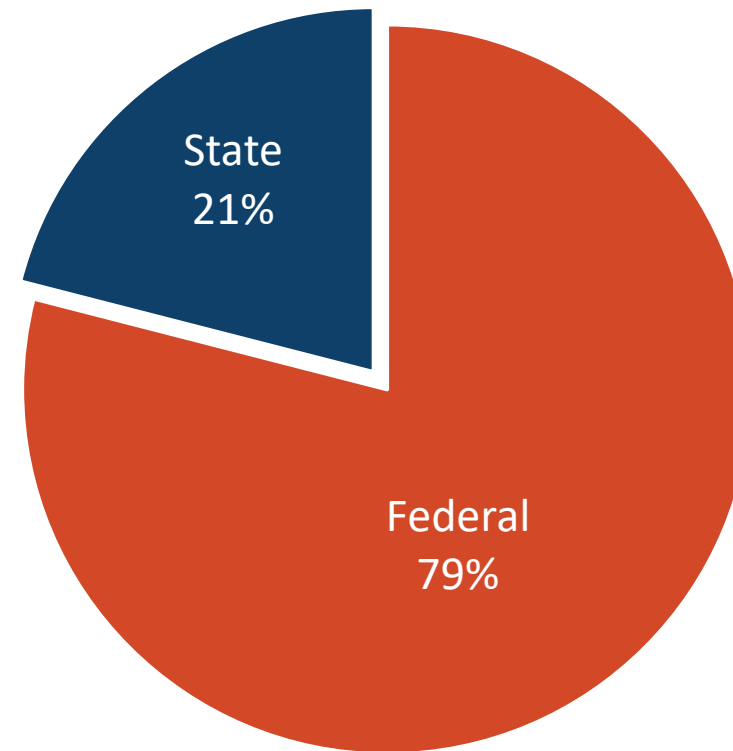
# Vocational Rehabilitation Section

## Return on Investment

For every **one dollar spent**  
on Vocational Rehab services  
Clients **earnings increase by**  
**\$10.43/hour**

For every **one dollar spent**  
on Vocational Rehab services  
Clients **pay \$2.09 in taxes**

**ND is #1 in employing  
individuals with disabilities**





# Voc Rehab: Overview of budget changes

Description	2021 - 2023 Budget Base		Increase/ (Decrease)		2023 - 2025 Executive Budget
Salaries and Benefits	\$	14,756,463	\$	3,022,033	\$ 17,778,496
Operating		7,379,680		906,012	8,285,692
IT Services		12,708		(4,708)	8,000
Grants		11,204,626		(404,943)	10,799,683
<b>Total</b>	<b>\$</b>	<b>33,353,477</b>	<b>\$</b>	<b>3,518,394</b>	<b>\$ 36,871,871</b>

<b>General Fund</b>	<b>\$</b>	<b>9,060,209</b>	<b>\$</b>	<b>637,033</b>	<b>\$ 9,697,242</b>
<b>Federal Funds</b>		<b>24,098,266</b>		<b>2,740,464</b>	<b>26,838,730</b>
<b>Other Funds</b>		<b>195,002</b>		<b>140,897</b>	<b>335,899</b>
<b>Total Funds</b>	<b>\$</b>	<b>33,353,477</b>	<b>\$</b>	<b>3,518,394</b>	<b>\$ 36,871,871</b>

Full Time Equivalent (FTE)		85.00		-	85.00
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# Voc Rehab: Overview of budget changes (IN MILLIONS)

INCREASE FROM BASE TO EXECUTIVE RECOMMENDATION  
**\$3.5 MILLION**

Salaries – \$3.0M

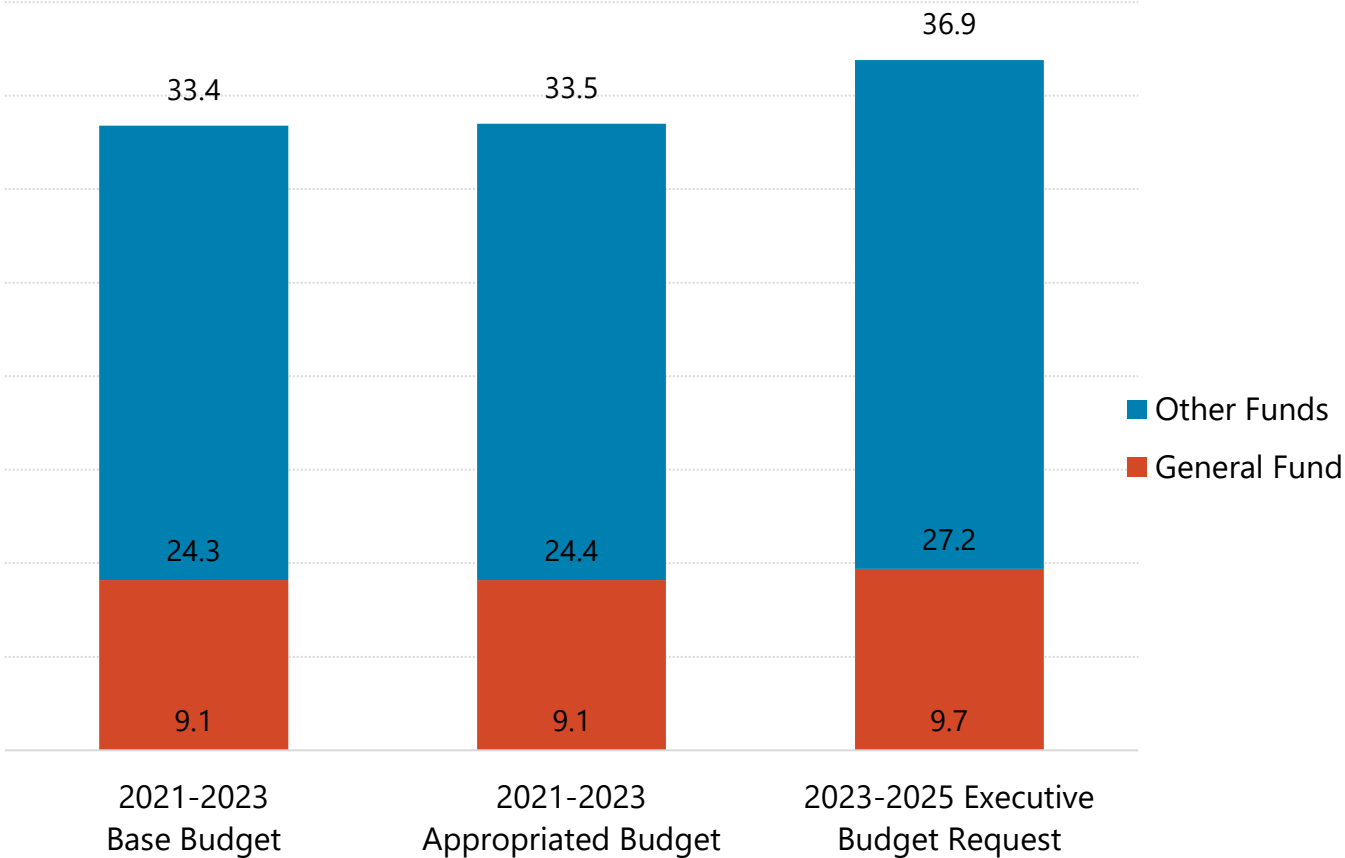
*Senior Community Service Employment Program/SCSEP* - \$900k (transfer from Aging section)

Wage Equity - \$2M

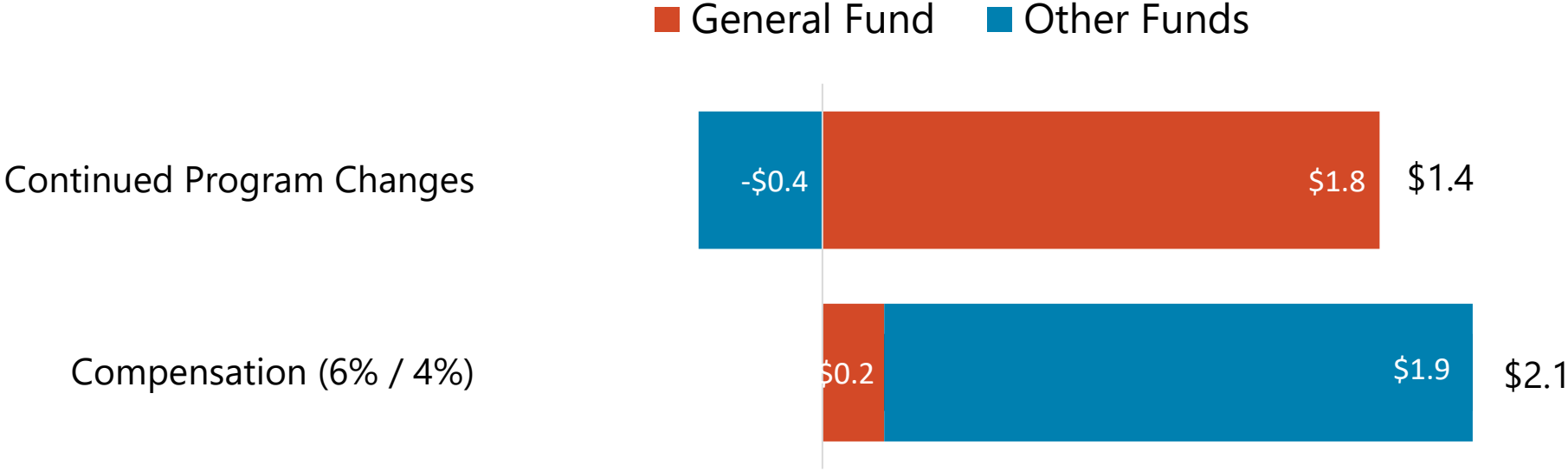
Operating Fees and Services – \$384k

Increased Pre-Employment Transition Service – young adults into workforce; required to provide services statewide

Rents/Leases – \$394k increase (shift from HSC budget)



# Voc Rehab: Overview of budget changes (IN MILLIONS)



# Voc Rehab: Overview of budget changes

## Budget detail by account

Description	2021 - 2023 Budget Base	Increase/ (Decrease)	2023 - 2025 Executive Budget
511x Salaries - Regular	\$ 9,809,078	\$ 1,230,092	\$ 11,039,171
512x Salaries - Other	-	1,371,618	1,371,618
513x Salaries Temp	12,960	130,361	143,321
516x Salaries Benefits	4,934,424	289,962	5,224,386
<b>Total Salaries &amp; Benefits</b>	<b>\$ 14,756,463</b>	<b>\$ 3,022,033</b>	<b>\$ 17,778,496</b>
52x Travel	411,154	61,470	472,624
53x Supply	70,752	12,390	83,142
54x Postage & Printing	39,999	7,001	47,000
55x Equipment under \$5,000	9,465	2,535	12,000
56x Utilities	6,900	(1,500)	5,400
58x Rent/Leases - Bldg/Equip	704,631	413,149	1,117,780
59x Repairs	8,774	19,268	28,042
61x Professional Development	403,918	13,047	416,965
62x Fees - Operating & Professional	5,724,087	378,652	6,102,739
53x Supplies	12,020	(4,020)	8,000
60x IT Expenses	688	(688)	-
71x Grants, Benefits, & Claims	11,204,626	(404,943)	10,799,683
<b>Total Operating</b>	<b>\$ 18,597,014</b>	<b>\$ 496,361</b>	<b>\$ 19,093,375</b>
<b>Total</b>	<b>\$ 33,353,477</b>	<b>\$ 3,518,394</b>	<b>\$ 36,871,871</b>

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<b>Total Funds</b>	\$	<b>33,353,477</b>	\$	<b>3,518,394</b>	\$	<b>36,871,871</b>



# Vocational Rehabilitation: What's on the horizon?

- Continue drive to 1,000 job placements annually
- Expand DOCR pilot to more correctional institutions
- Establish/re-establish connections and outreach w/traditional and non-traditional partners
- Electronic/digital processes for efficiency
- Team member development





# Contact information

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