



Senate Bill 2012

Senate Appropriations Committee | HR Section
Senator Dever, Chairman

Vocational Rehabilitation, Damian Schlinger, Director

January 31, 2023

NORTH
Dakota
Be Legendary.

Health & Human Services

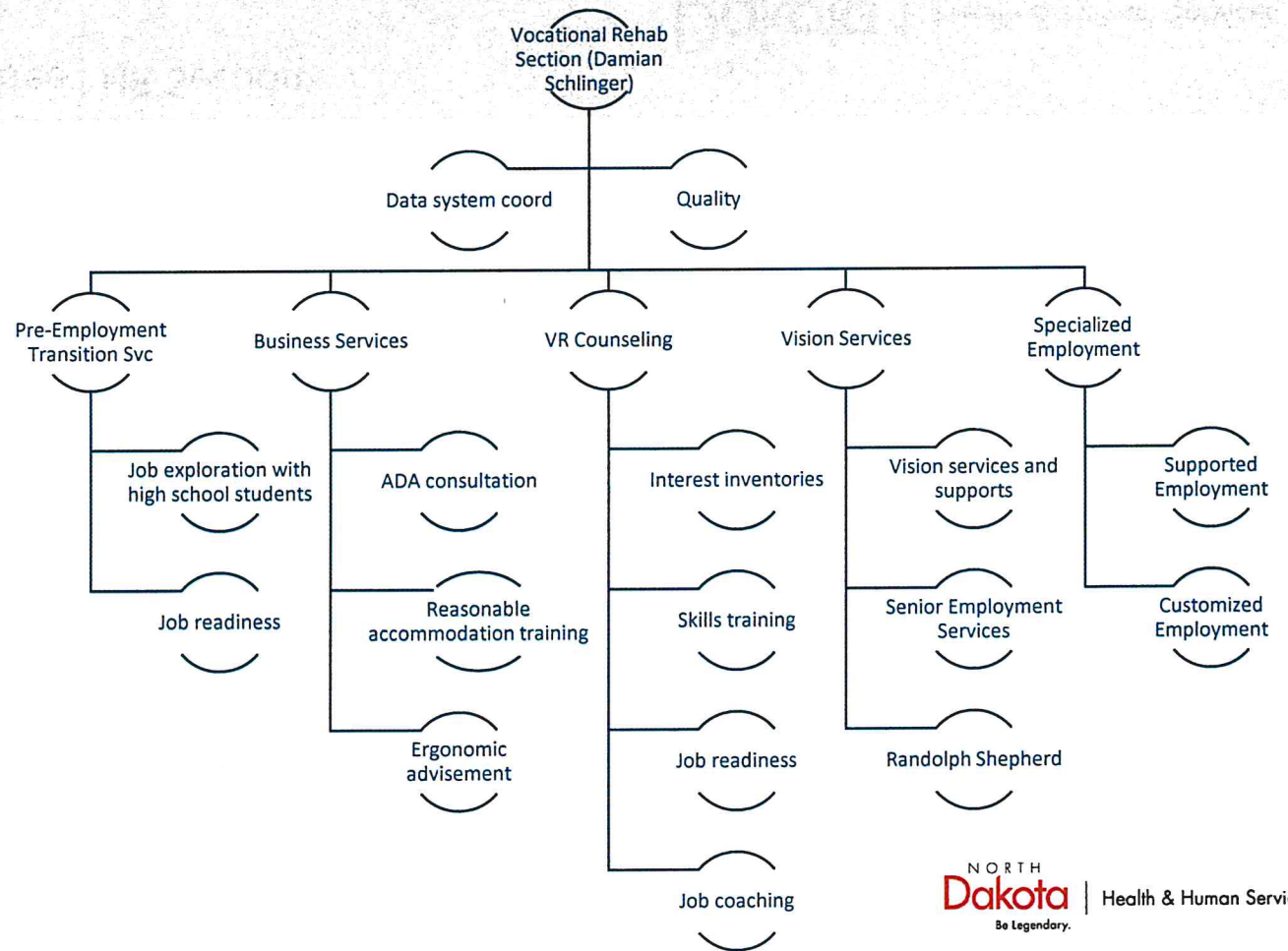
Vocational Rehab: Staffing and Team Structure

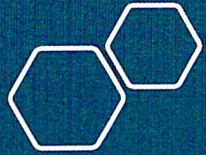
The purpose of Vocational Rehab is to assist North Dakotans with disabilities to enter or re-enter the workforce through individualized services

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
48	9	22.7%	18.8%





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

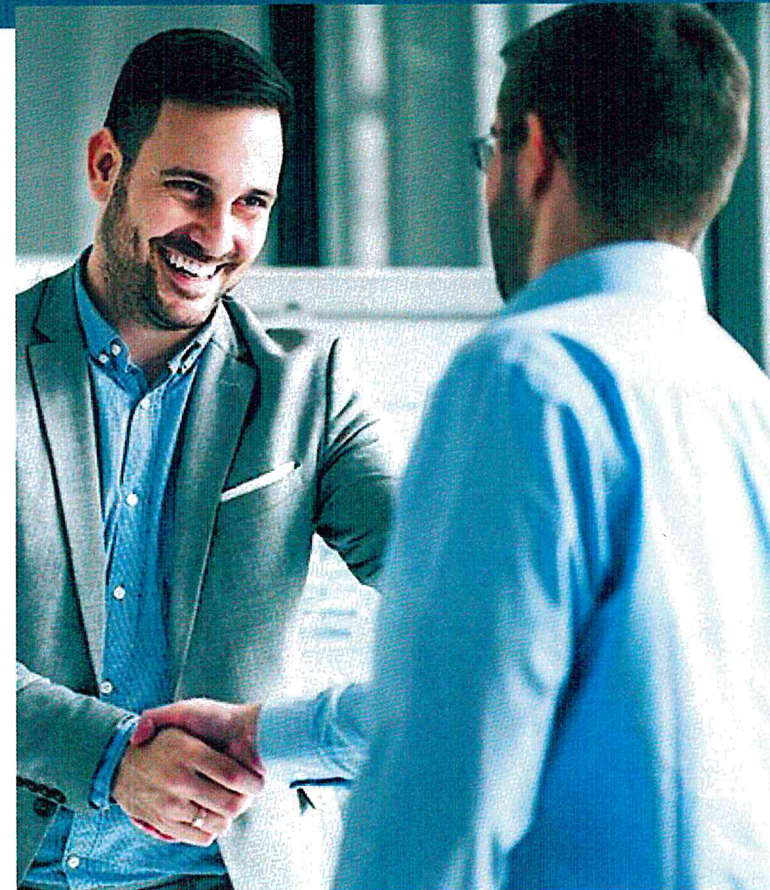
- Doubled Client Financial Participation limits = more working families qualify
- Increased hourly rate to Community Rehab Providers (CRPs) by 15%
- Increased client tuition assistance from \$600 to \$1,000 per semester

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)



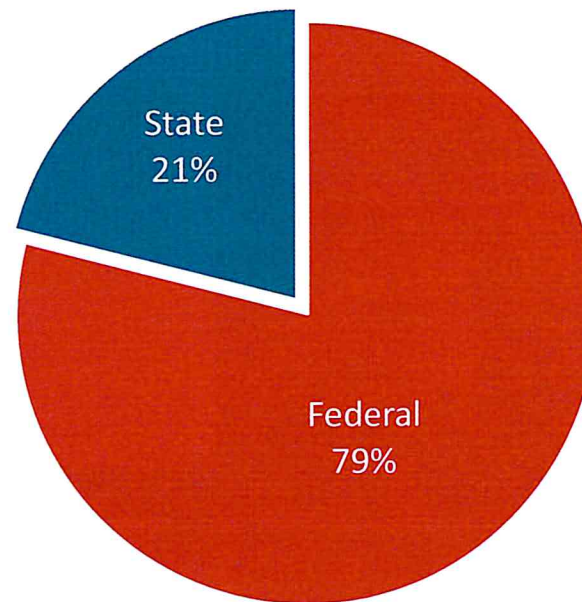
Vocational Rehabilitation Section

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
Total	\$ 33,353,477	\$ 3,518,394	\$ 36,871,871

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

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

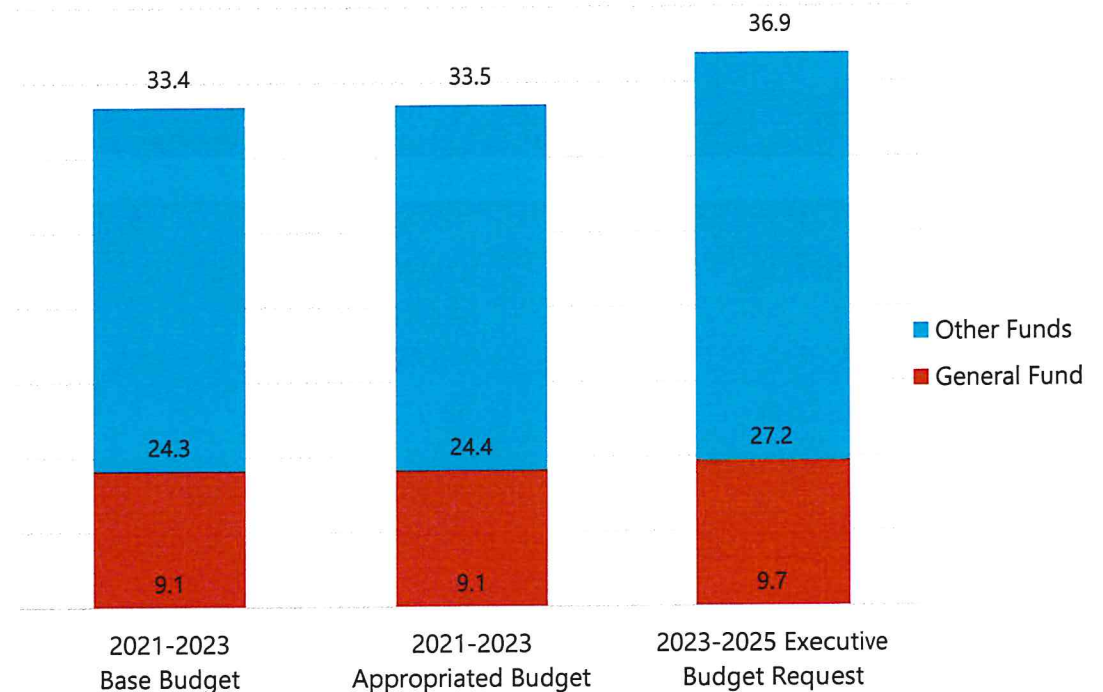
Senior Community Service Employment Program/SCSEP - \$900k (transfer from Aging section)

Wage Equity - \$2M

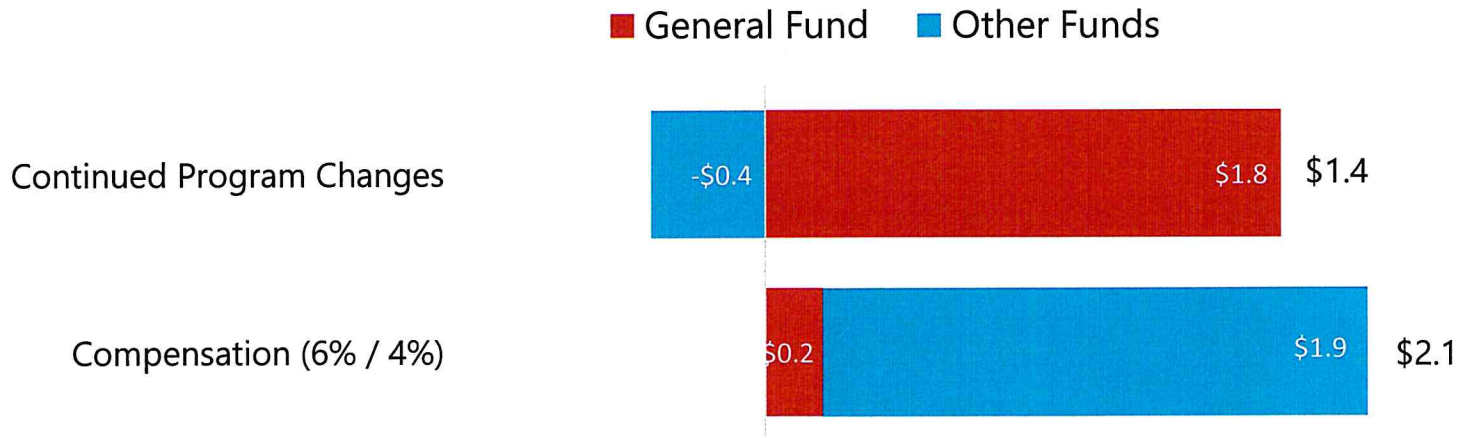
Operating Fees and Services – \$384k

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
Total Salaries & Benefits	\$ 14,756,463	\$ 3,022,033	\$ 17,778,496
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
Total Operating	\$ 18,597,014	\$ 496,361	\$ 19,093,375
Total	\$ 33,353,477	\$ 3,518,394	\$ 36,871,871

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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

Damian Schlinger

Director, Vocational Rehabilitation
daschlinger@nd.gov

<https://www.hhs.nd.gov/vr>