



Senate Bill 2012

Senate Appropriations Committee
Senator Bekkedahl, Chairman

Vocational Rehabilitation | January 17, 2023

NORTH
Dakota | Health & Human Services
Be Legendary.

HHS Goal: Help ND become the healthiest state in the nation

We'll focus on three actions to accomplish this:

Invest in the
FOUNDATIONS
of well-being



Economic
Health



Behavioral
Health



Physical
Health

Ensure everyone has the
opportunity to realize
their **POTENTIAL**



Strong, Stable
Families



Services Closer
to Home



Early Childhood
Experiences

Efficiency
Through
Redesign

High-
Performing
Team

Give everyone the
OPPORTUNITY to
decide to:



Be Healthy



Be Active



Find & Prevent
Disease Early

Communities are stronger when everyone has the opportunity to realize their full potential



DHHS serves people with Disabilities

Intellectual Disability

Fetal Alcohol Syndrome
Autism Spectrum
Down Syndrome

Physical or Sensory Disability

Mobility Impairment
Vision Impairment
Hearing Impairment

Behavioral Health Disability

Anxiety Disorders
Depression
Addiction

Cognitive or Neurological Disability

Learning Disability
Acquired Brain Injury
Multiple Sclerosis



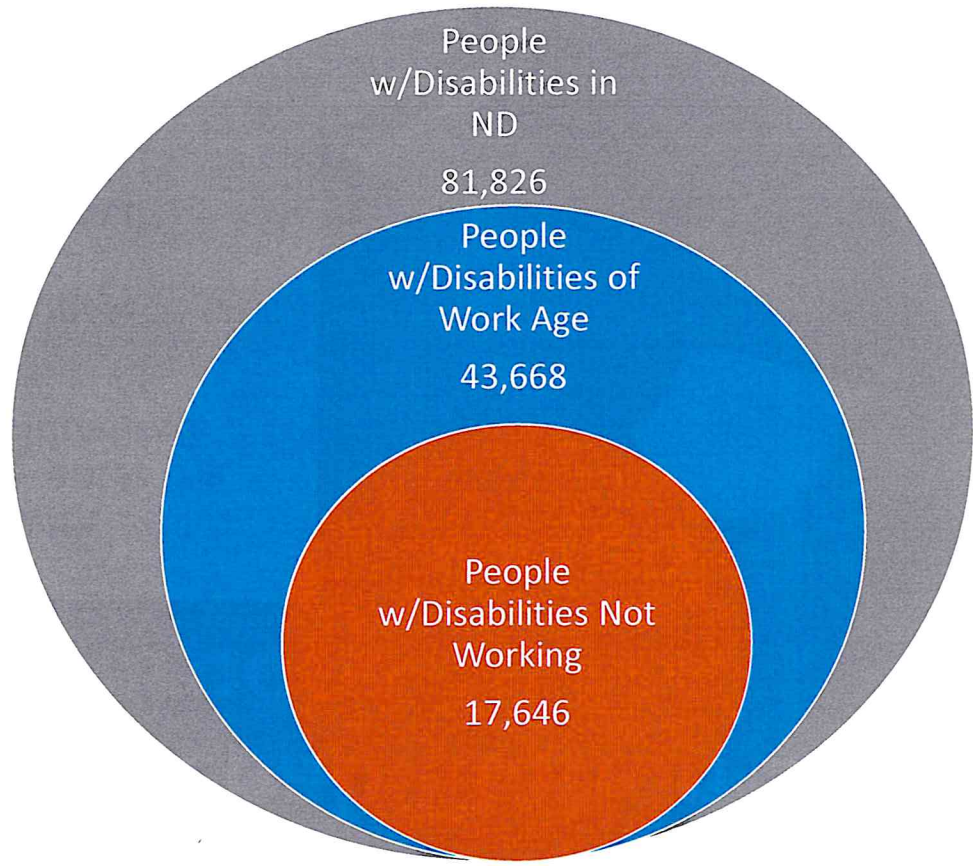
Vocational Rehabilitation Section Program Purpose

Assists North Dakotans with disabilities to enter or re-enter the workforce through individualized services

- Assess skills and abilities
- Identify a vocational goal
- Develop an individualized plan to achieve employment
- Provide services that result in competitive integrated employment

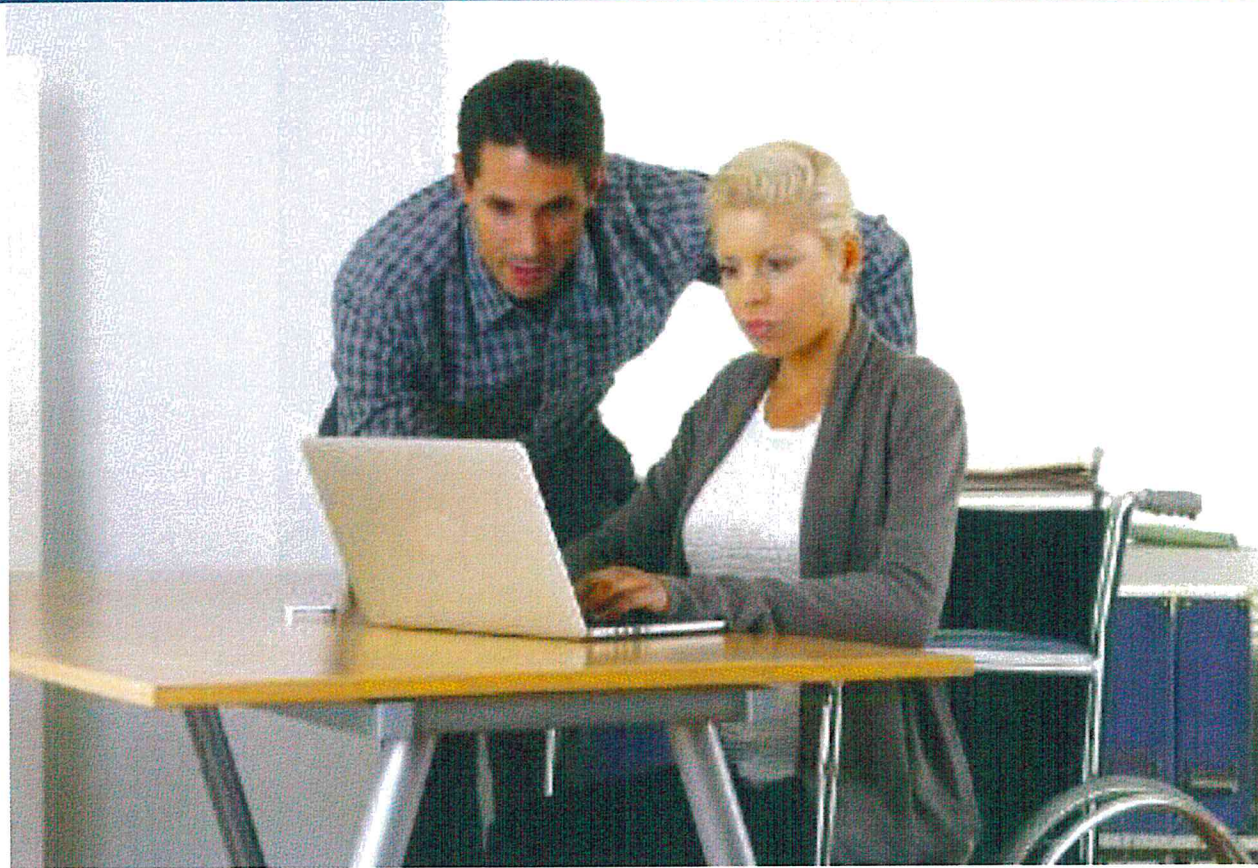


Vocational Rehabilitation – An Essential Part of the Workforce Solution



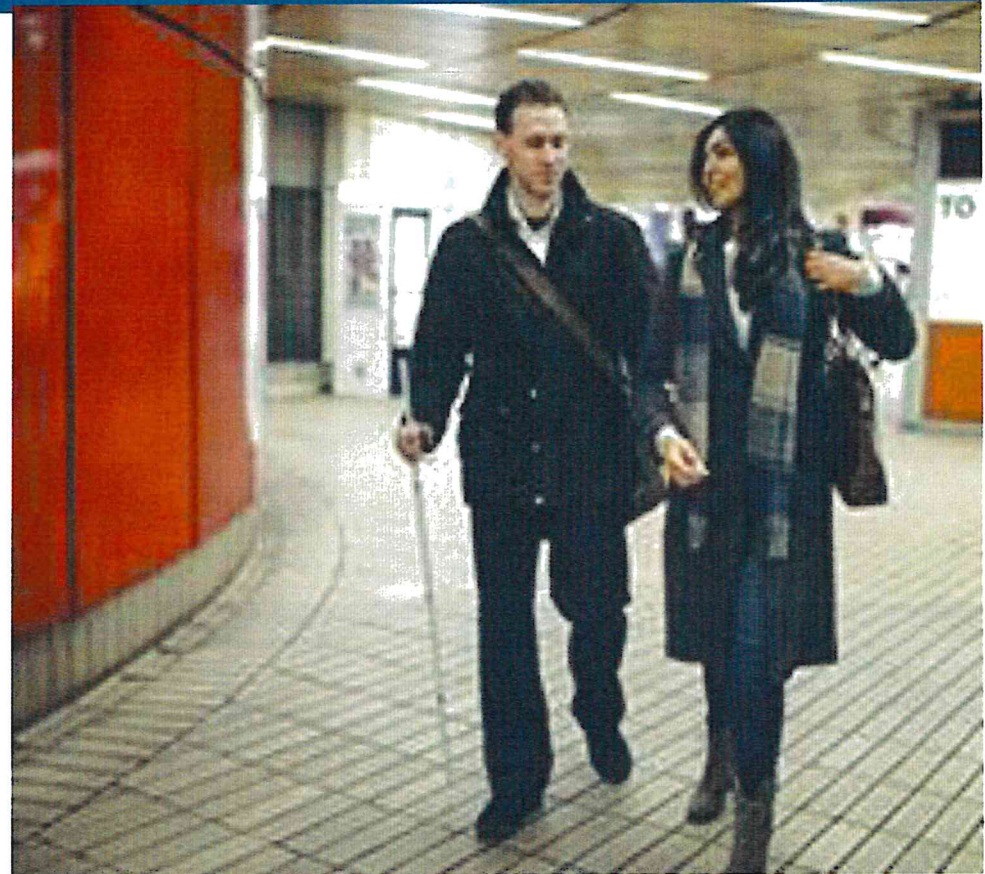
Vocational Rehabilitation Section Eligibility

- Physical or mental disability
- Barrier to seeking, maintaining, or advancing in employment due to disability
- Individual requires and will benefit from VR services



Vocational Rehabilitation Section Services

- Vocational Counseling and Guidance
- Pre-employment Transition Services to Students with Disabilities
- Vocational Training
- Assistive Technology
- Hearing and Vision Services
- ADA Consultation to Businesses
- Placement Site Recruitment
- Job Placement



Connecting in School: Pre-employment Transition Services (Pre-ets)

Assists students with disabilities in making the transition from high school to post secondary education programs and/or competitive integrated employment
(age 21 or younger and 9th grade or above)

2021-2022

Served students in
71 ND schools



Connecting with Employers: Services to Businesses

Any ND employer is eligible for VR services (non-profit or for-profit business or government agency)

- Assist employers in connecting to an untapped labor pool of people with disabilities
- Retaining existing, well-trained and productive workers who may have developed or have a worsening disability
- Providing education on disability awareness, tax incentives and the Americans with Disabilities Act

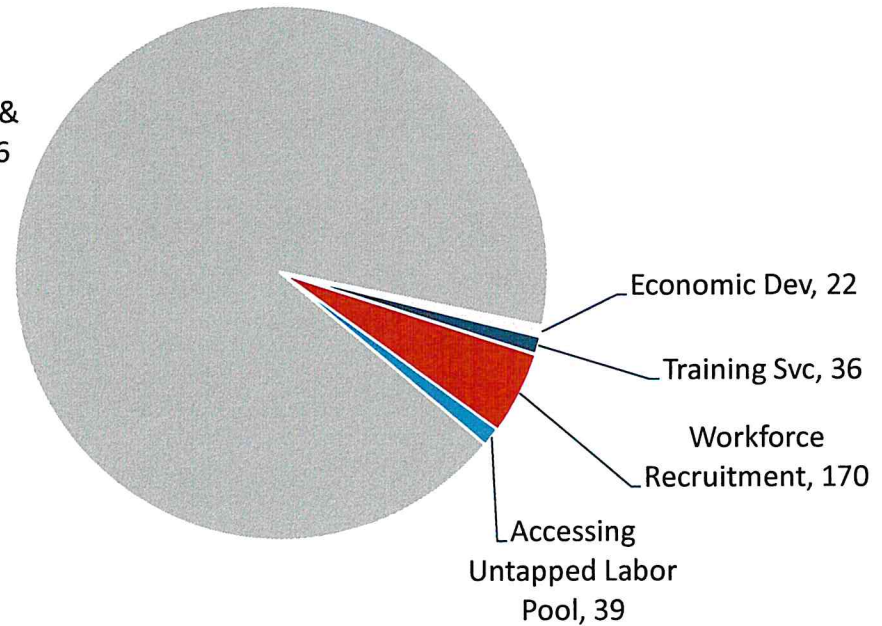


Connecting with Employers: Services to Businesses

In FFY 2022, VR staff
provided 3,383 services to
1,850 different businesses

- ✓ Oil and Gas
- ✓ Construction
- ✓ Hospitality
- ✓ Administrative & Support
- ✓ Education
- ✓ Health
- ✓ Finance
- ✓ Government
- ✓ Manufacturing
- ✓ Retail

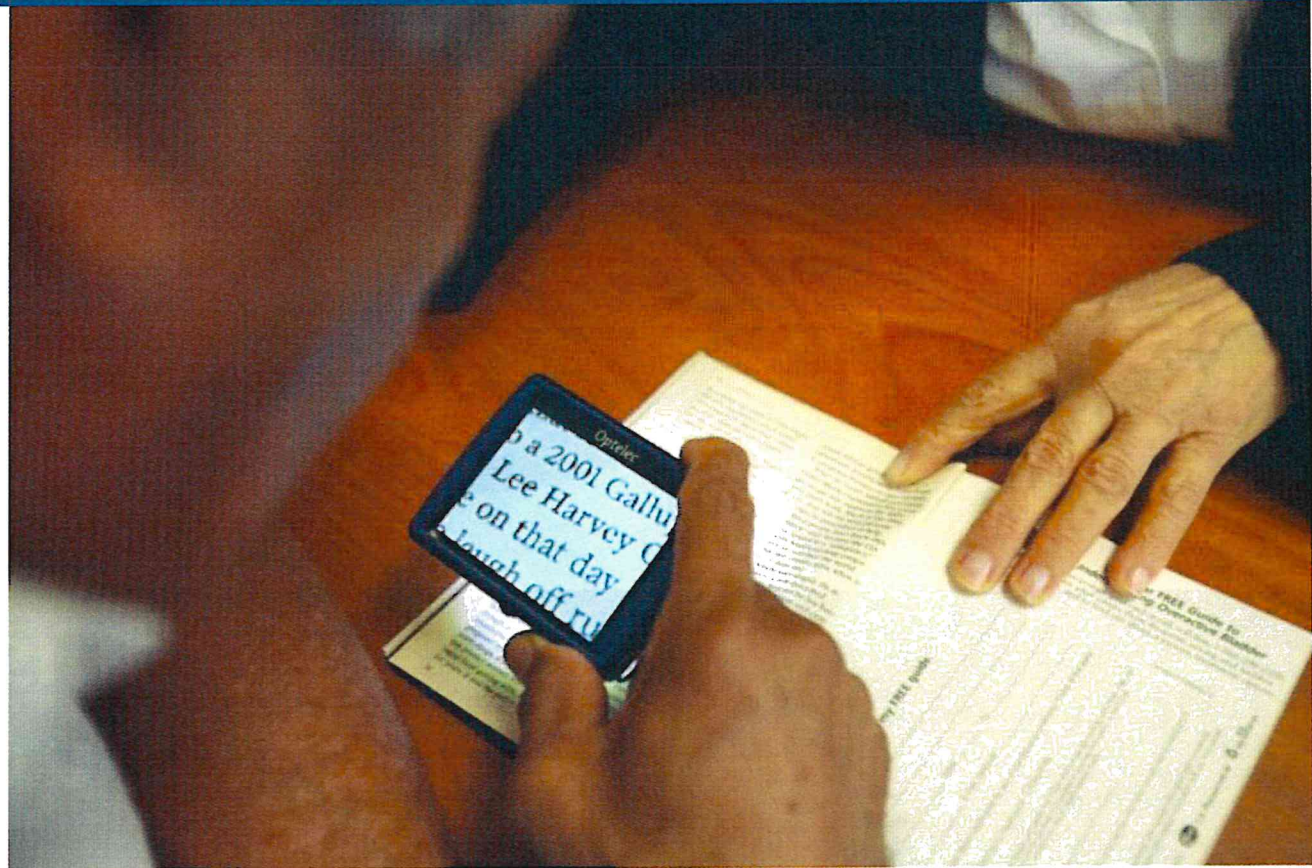
Employer Info &
Support, 3,116



Connecting at Home: Older Individuals who are Blind or Vision Impaired

Assessment of need for home modifications and equipment

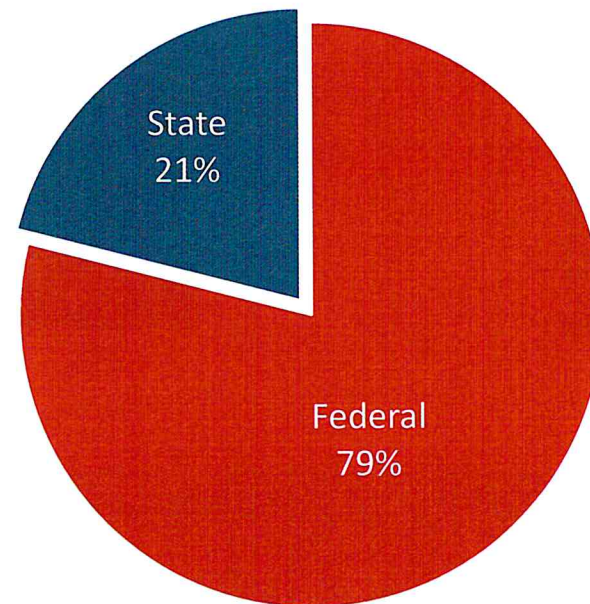
- Assistive Technology Devices and Training – magnifiers, lighting, etc.
- Communication Skills
- Independent Living Skills
- Home or environmental modifications/equipment
- Counseling, Advocacy, Training, and Support



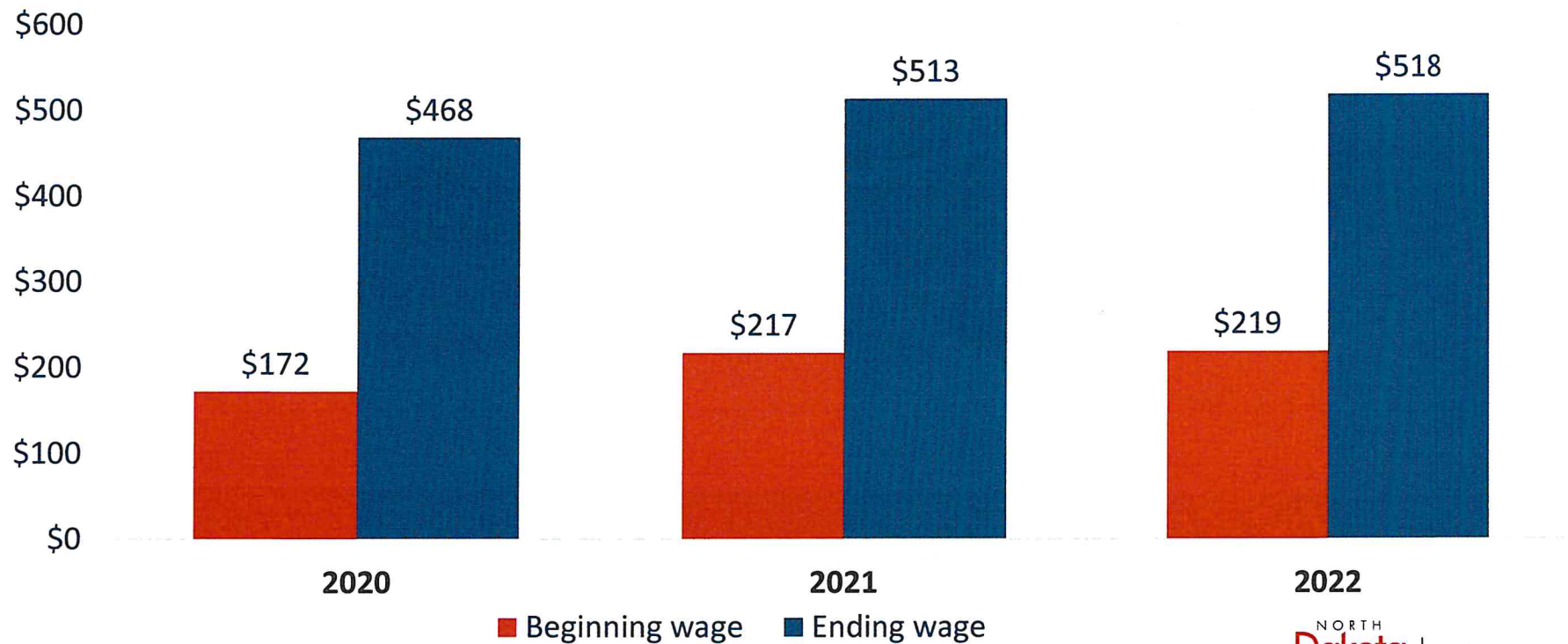
Vocational Rehabilitation Section Return on Investment

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

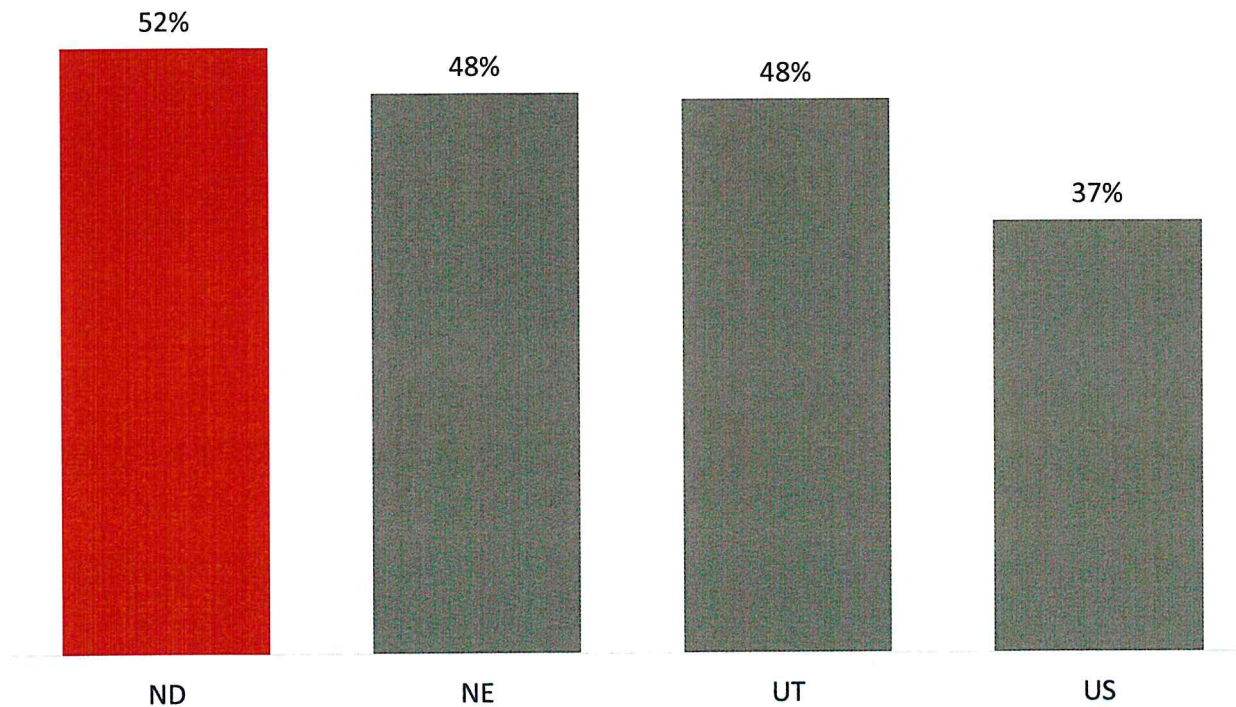
For every **one dollar spent**
on Vocational Rehab services
Clients **pay \$2.09 in taxes**



In FY22 the weekly wage of VR clients increased an average of 136% after receiving VR services

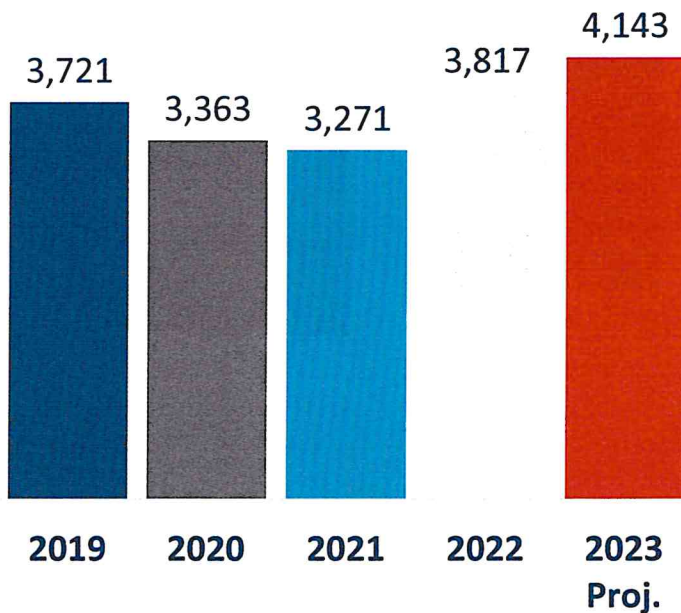


ND is 1st in the U.S. by % of People with disabilities who are employed

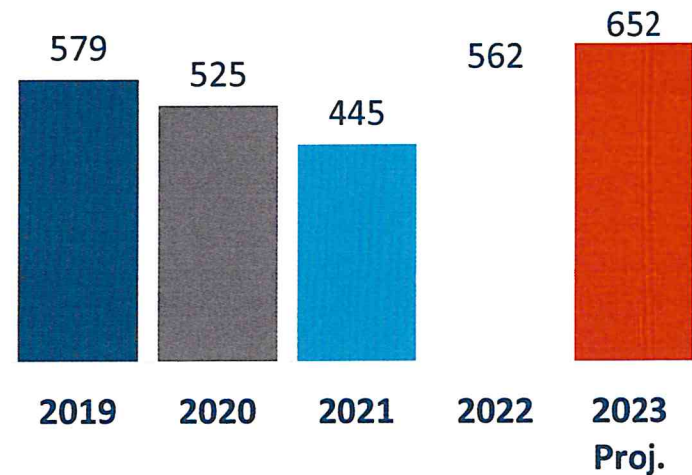


Successful Placements increased by 26% from 2021-2022

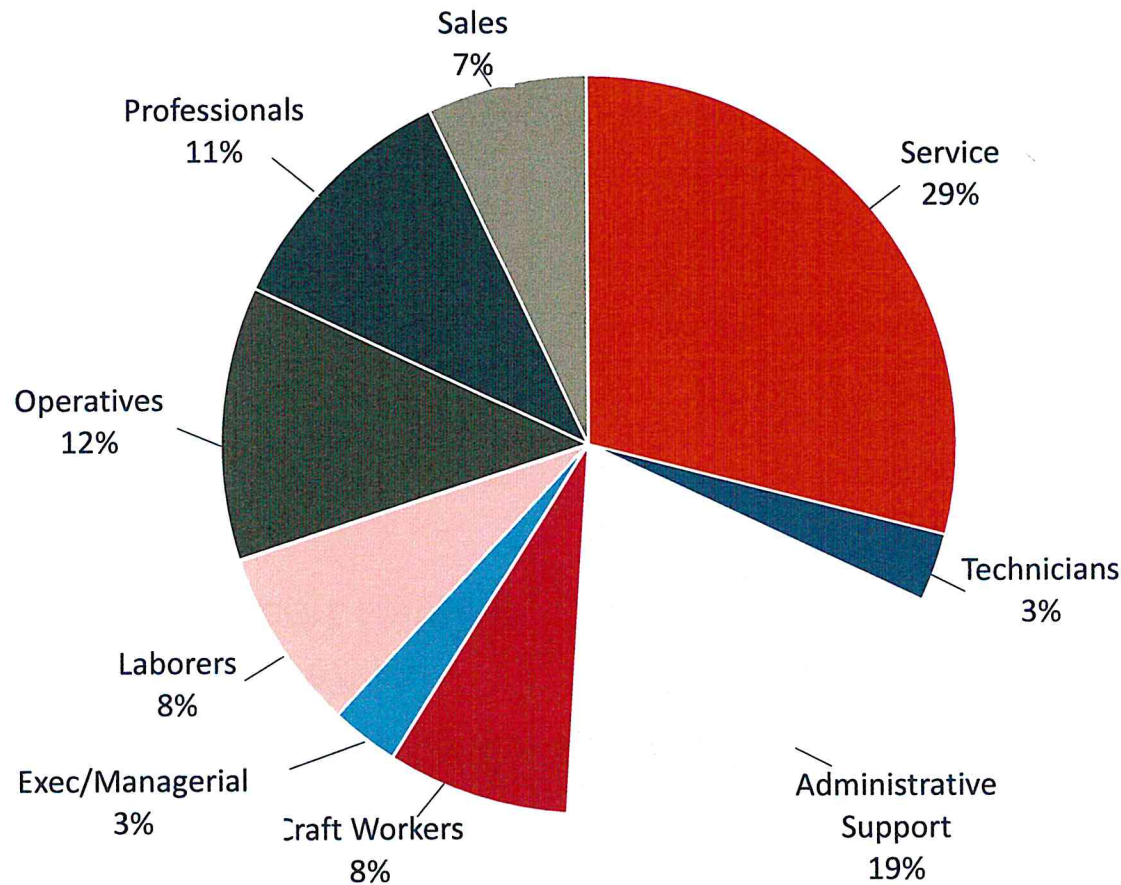
VR Clients Enrolled/In Process



VR Clients Successfully Placed



VR Client Job Types – FFY 2021



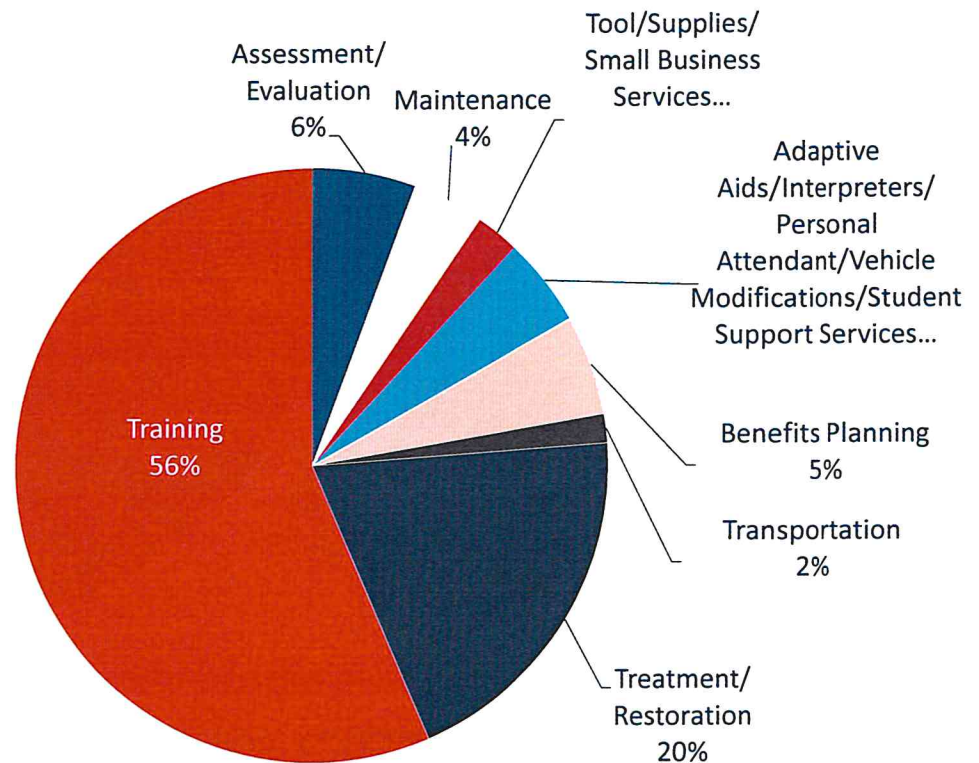
Case Service Expenditures FFY 2022 - \$2,685,887

The largest share of VR's service expenditures (56%) support training

- On-the-Job Training
- Work Experience
- Job Development
- Customized Employment
- Supported Employment
- Post-secondary Tuition

Treatment/Restoration services account for 20% of service expenditures

- Therapy/Medical visits (PT, OT, behavioral health)
- Hearing and vision aids



Supported Employment/Customized Employment Tax Credit

Tax Incentive (HB 1409 / 67th Legislative Assembly)

- Created a 'business income tax credit for employment of individuals with developmental disabilities or severe mental illness'
- Up to 100 businesses were eligible for 25% of up to \$6,000 in wages paid annually for each employee if the individual needed Supported Employment or has a significant disability requiring Customized Employment in order to obtain employment
 - Note: HB1409 modified bill passed in 2019-21 legislative session by adding supported employment

74

Tax credits approved

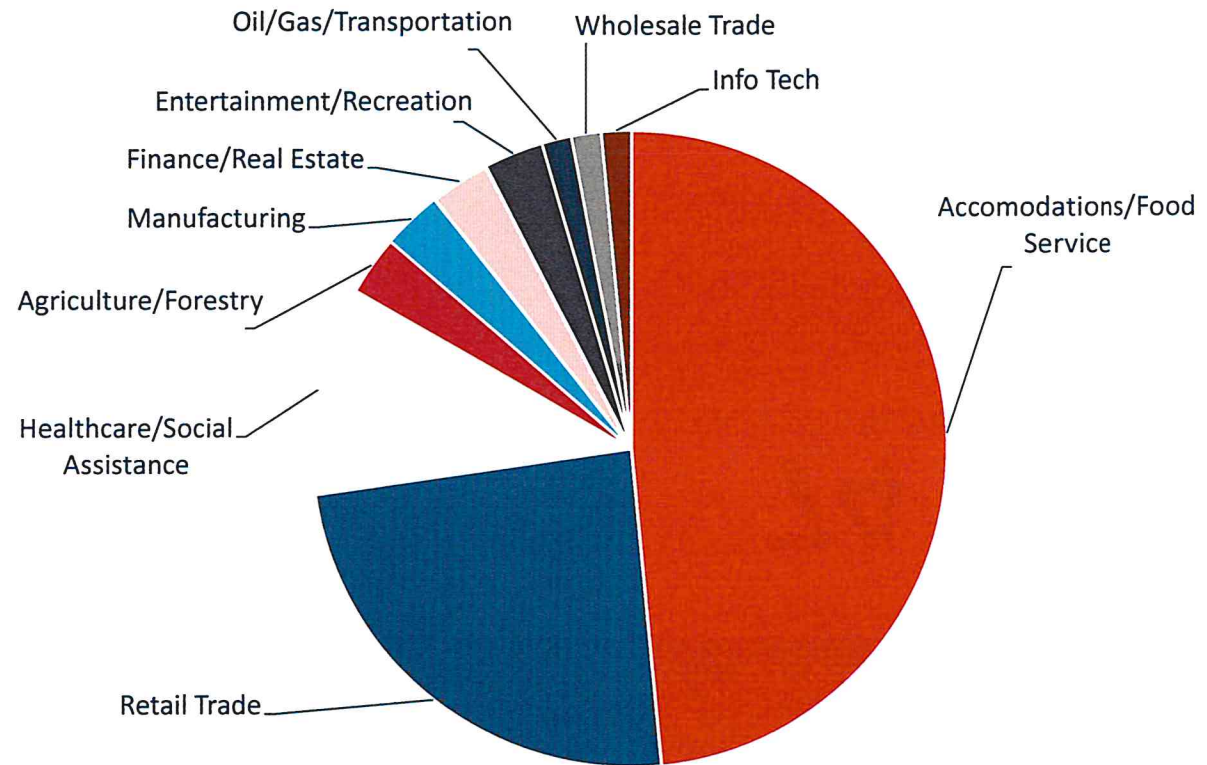
0	CY2019
0	CY2020
28	CY2021
46	CY 2022

Under consideration HB 1244

- Increases to 200 businesses
- Removes sunset clause

Supported Employment/Customized Employment Tax Credit

These industries have been identified as having high workforce needs by Job Service and Department of Commerce



Additional Programs

Senior Community Service Employment Program (SCSEP)

- Adults age 55+, and below 125% of poverty threshold, gain skills toward re-entering the workforce. Participants may not necessarily have a disability.

Federal Plan Responsibility

- WIOA Unified State Plan for Workforce – DOL (along with JSND, Adult Education and English Literacy, Dept of Commerce, and DPI)
- State Plan for Independent Living – Admin for Comm Living/HHS

North Dakota Assistive

Councils and Commissions

- Statewide Rehabilitation Council
- State Independent Living Council

Designated State Entity for Centers for Independent Living

- Independent living skills training
- Information and referrals for orientation and mobility
- Transition services – from institutions to home/community based; also youth transition to independent living
- Peer mentoring
- Advocacy

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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Vocational Rehab: Overview of budget changes (IN MILLIONS)

INCREASE FROM BASE TO EXECUTIVE
RECOMMENDATION
\$3.5 MILLION

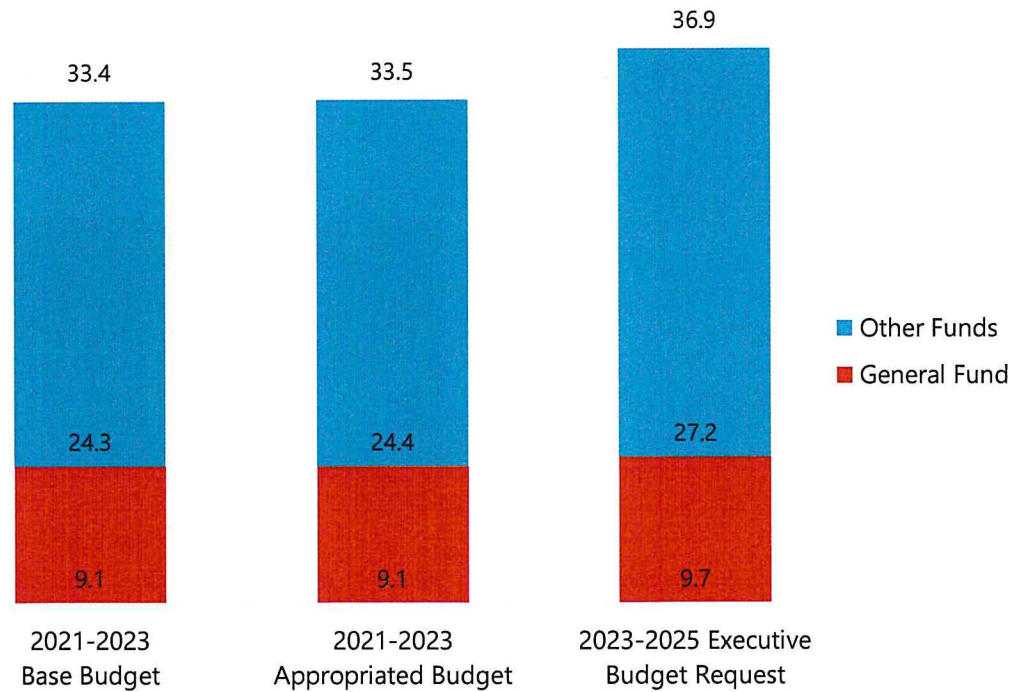
Salaries – \$3.0M

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

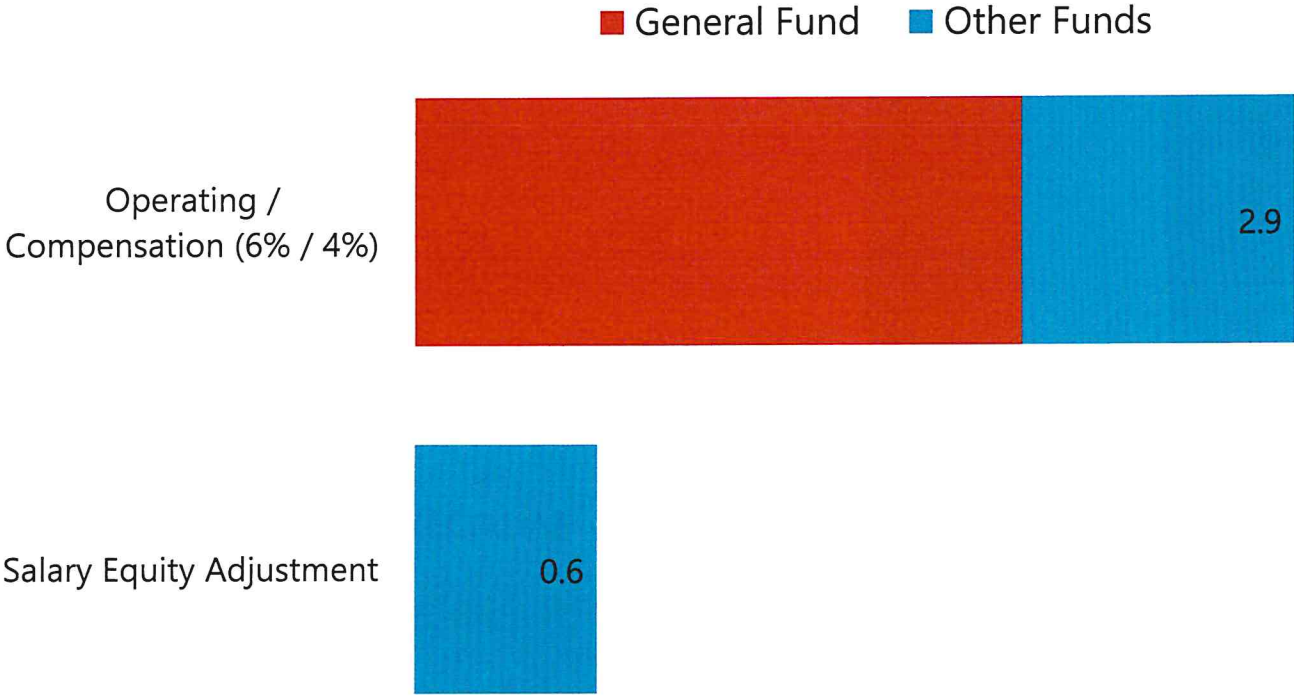
Operating Fees and Services – \$384k

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

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



Vocational Rehab: Overview of budget changes (IN MILLIONS)





Contact information

Damian Schlinger

Director, Vocational Rehabilitation
daschlinger@nd.gov

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