

**STATE'S USE OF TITLE I FUNDS FOR  
INNOVATION AND EXPANSION ACTIVITIES****Georgia Department of Labor  
110 Program Vocational Rehabilitation  
Strategies to Achieve Goals and Priorities****Introduction:**

The Georgia Department of Labor (GDOL) Rehabilitation Services (RS) 110 Program includes the Vocational Rehabilitation (VR) Program, the Roosevelt Warm Springs Institute for Rehabilitation (RWSIR) Vocational Rehabilitation Unit, and the Business Enterprise Program (BEP). In order to achieve its priorities as described in the mission, vision, goals and objectives in Attachment 4.11(c) (1), the 110 Program will implement a variety of strategies statewide including those described under the following categories.

These strategies were developed with input from the State Rehabilitation Council, the RWSIR Executive Committee, the RWSIR Advisory Committee, the BEP Committee of Blind Vendors, advocacy groups and constituents, public and private partners (including those in the Workforce Investment Act system). The 110 Program formulated many of these strategies in response to the comprehensive needs assessment, internal analysis of the results of the federal evaluation standards and performance indicators, and to suggestions by the Rehabilitation Services Administration (RSA) monitoring team. Also, these strategies were affirmed by comments received at the public comment hearings (attached in Appendix I).

Some of the strategies listed under distinct categories will be more applicable to one goal than another, but ultimately all strategies will coalesce to contribute to the 110 Program successfully accomplishing these goals described in Attachment 4.11(c) (1):

- Goal I - Assist People with Disabilities to Go to Work,
- Goal II - Enhance Services to Unserved and Underserved Populations,
- Goal III - Enhance Transition Services for Students with Disabilities, and
- Goal IV - Help Employers Meet Their Human Resources Needs.

**Strategies:****Expand and Improve Services to Individuals with Disabilities, including the Most Significant Disabilities:****Strategies to Enhance Services Resulting in Employment Outcomes for People with Disabilities**

- The 110 Program will increase its efforts to recruit, train and retain qualified staff to provide quality services that will result in people with disabilities becoming successfully employed. Leadership will work to improve the recruitment and selection process and make it as efficient as possible.

- The 110 Program will continue to provide quality training statewide that is job specific and targeted to address any deficiencies identified in quality assurance reviews, federal performance indicators results or training needs assessments.
- The VR Policy Unit will lead Quality Assurance case reviews and provide technical assistance to improve efficiency and effectiveness so that VR will be able to maximize services and employment outcomes within the available budget. The VR Program will enhance its Quality Assurance System to assist managers and staff to improve services so that more people with disabilities will go to work. As part of this QA System, VR will include a consumer satisfaction survey and will ensure client involvement in the QA process.
- The 110 Program will expand capacity for comprehensive vocational assessments in areas of the state that have insufficient vocational evaluation resources. There are little or no vocational evaluation resources available in northwest and middle Georgia. As described below, the 110 Program will convert some staff positions to perform these functions and will work with Community Rehabilitation Programs to further develop resources.
- As described in Attachment 4.8(b)(4), VR will continue to work with public and private, non-profit partners (including the Georgia Association of Persons in Supported Employment) to provide supported employment services to meet the needs of individuals with the most significant disabilities.
- The 110 Program will further develop relationships with the State and Local Workforce Investment Boards and will coordinate strategies to accomplish mutual goals, objectives and initiatives described in this State Plan and in the Strategic Plan for the Development of Georgia's Workforce that was prepared by the State Workforce Investment Board.
- The 110 Program Leadership will work with GDOL Field Services and Employment Services Leadership to enhance the continuum of employment services available to individuals with disabilities through the One Stops, Career Centers and VR Offices.
- The 110 Program will enhance services for individuals with disabilities who are minorities and for those who have been unserved and underserved and will increase outreach efforts as described below to increase the number served.
- VR will continue to explore ways to expand home-based work opportunities for people with the most significant disabilities who need and choose them.
- VR will expand the Employability Program in Albany, Georgia to increase employment outcomes for people with the most significant disabilities.
- BEP staff members will perform detailed site analyses, add staff positions and increase marketing efforts to open at least two new facilities during the fiscal year to provide viable employment opportunities for licensed blind vendors.

- The 110 Program will participate in planning and presenting the GDOL Annual Workforce Conference, other state conferences, local Career Day Workshops, etc to educate clients, (particularly transition clients), about higher paying high demand jobs and to provide training and information on services available to assist clients in obtaining those jobs.
- The 110 Program will use Assistive Technology (AT) to improve rehabilitation services for people with disabilities and enhance their employment outcomes.
- The 110 Program Leadership will analyze budget allocations and explore all available funding sources to determine whether case services funds could be increased to serve additional people with disabilities. \*
- The VR Program will continue to analyze VR Counselor caseloads and staff allocations and reallocate positions to achieve an efficient and effective service delivery system within the available budget. \*
- The VR Program administration will continue to work to improve the management information systems, correct coding issues, and improve the efficient and effective processing and payment of authorizations and invoices for services so that the system will provide the support needed for the field staff to assist more individuals with disabilities to go to work. \*

\* These strategies were added subsequent to comments from the RSA monitoring team during their on-site program review.

#### Strategies to Improve Transition Services for Students with Disabilities

- The VR Program will collaborate with local school systems and the Georgia Department of Education (GDOE) to increase the number of dedicated rehabilitation counselors located in the schools by at least two new cooperative agreements per year. VR will track service outcomes to determine the effectiveness of these agreements.
- As described in Attachment 4.8(b) (3) Coordination with Education Officials, the VR State Transition Coordinator will collaborate with GDOE special education and other public and private, non-profit partners to enhance VR transition services.
- VR will provide additional training to VR Transition Counselors regarding disabilities such as Autism, Asperger's Syndrome, Learning Disabilities, Attention Deficit/Hyperactive Disorders to improve outcomes for students with those disabilities.
- VR will sponsor joint training with VR and school staff to enhance the understanding of federal requirements of each program and develop ways to assist each group to meet mutual goals.
- RWSIR will initiate plans to replace the dormitory, enhance staffing patterns and improve training to increase capacity and improve services for transition students.

- RWSIR will collaborate with the West Georgia Technical College to develop two new certificate skills training programs at the Greenville campus and with the Flint River Technical College to offer at least one new certificate skills training program to prepare RWSIR VR Unit students for jobs that are in demand.
- BEP will collaborate with the Committee of Blind Vendors and VR to create internships or mentoring opportunities for students who are blind to work with licensed blind vendors and/or explore careers in that field.
- The High School High Tech (HS/HT) Program will cultivate relationships with employers in higher paying, technology, scientific and professional fields to increase the number of those employers who offer internships and mentoring opportunities to transition students.
- The VR Program will increase marketing efforts with parents, school nurses, school counselors, teachers and administrators to increase referrals of students with disabilities, including Section 504 students.
- The VR Program will work with Supported Employment providers to enhance services and increase capacity.

#### Strategies to Help Employers Meet Their Workforce Needs

- VR Rehabilitation Employment Specialists will continue to collaborate with the Employment Marketing Representatives in the Career Centers to expand relationships, avoid duplication of contacts with employers, and maximize employment opportunities for people with disabilities.
- The 110 Program Leadership will work with GDOL Field Services and Employment Services Leadership to develop a more coordinated process and consistent, systematic approach statewide for these activities as well as to develop and provide the information technology programs needed to support this effort.
- The 110 Program will cultivate relationships with the State Employer Committee and Local Employer Committees by continuing to attend their meetings, participate in their initiatives, and educate them about the potential that people with disabilities have to be great employees for their businesses. This includes participation and attendance at the Annual State Employer Committee Conference. Through these relationships, the 110 Program will enlist Employer Committees' support to increase the number of employers who hire VR clients for the first time. Usually once employers experience people with disabilities as excellent employees, they will hire more VR clients.
- BEP will collaborate with VR to facilitate having the BEP licensed blind vendors hire more qualified people with disabilities as helpers in the BEP facilities.

- VR will collaborate with Georgia Industries for the Blind to refer clients who are blind and assist with job placement for those who choose to work in manufacturing and packaging jobs.
- RWSIR will participate in the Meriwether County manpower and employer coalitions and will identify the local employers who would benefit most from employing VR students in the RWSIR skills training programs. RWSIR will then develop a new customized skills training program to meet the workforce needs of each unique employer.

**Provide a Broad Range of Assistive Technology Services and Devices to Individuals with Disabilities During the Rehabilitation Process:**

Strategies Using Assistive Technology (AT)

- The VR AT Unit has state office managers, administrative and technical staff plus field service personnel forming a comprehensive, statewide AT team that includes Rehabilitation Engineers, Occupational Therapists, Rehabilitation Technologists, Rehabilitation Technicians and Braille Production staff who are available to all 110 Programs. Upon referrals from the VR Counselors, these staff members will provide customized services to VR clients to assist them in successfully completing their individual plans for employment. The AT team will continue to assist clients throughout the rehabilitation process, including providing services to employers for specific job placement or to assist an individual with disabilities in retaining employment.
- The VR AT team will continue to conduct continuing education sessions such as the successful lunch and learn presentations that inform VR field personnel about how AT can assist at all stages of the rehabilitation process, particularly at evaluation. In order to develop a more valid evaluation and assessment of a client's work potential and to identify a feasible vocational goal, the AT team can provide useful recommendations, for example - first obtain a low vision evaluation and provide appropriate devices if recommended for more accurate results in other types of evaluations and assessments.
- VR will continue activities as the lead agency implementing the AT Act and two federal grants (the National Pass It On Center for the Reutilization and Coordination of AT and the Southeastern Assistive Technology Reuse (STAR) Network) to coordinate and increase reutilization of AT devices and to increase access to and acquisition of AT services and devices for individuals with disabilities who need them to achieve employment and independence.
- The VR AT Unit will assist RWSIR to develop an AT service component to complement its vocational rehabilitation services. This includes plans for establishing a lending library of AT devices, updating and upgrading computers, software and other AT devices, and an AT reutilization center to make sure a broader range of AT is available to clients. The AT Unit will also ensure that RWSIR personnel are properly trained in using this equipment to assist clients.

- The VR AT Unit will provide technical assistance and training to BEP, including collaboration to ensure that appropriate AT devices are installed in BEP facilities and that AT services and devices are provided as needed for licensed blind vendors to be able to maintain and improve operations.
- VR will continue to use Video Interpreting technology to assist clients who are Deaf and Hard of Hearing at all stages of the rehabilitation process, as well as to alleviate potential concerns of employers who are considering hiring those clients.

**Provide Assistive Technology Services and Devices to Individuals with Disabilities on a Statewide Basis**

**Strategies for Statewide Assistive Technology (AT)**

- As described above, the VR AT team will continue to provide statewide services to all VR clients as needed upon referrals from the VR Counselors.
- The VR AT Unit Tools for Life staff members will continue to provide disability sensitivity training with an AT focus at GDOL orientation classes including all new 110 Program staff.
- The VR AT Unit will provide technical assistance and training to assist employers statewide in providing accommodations in order to obtain or retain employees with disabilities.
- The VR AT Unit will continue to collaborate with the VR Performance Improvement Coordinators and the GDOL Office of Training and Staff Development to use technology to streamline the delivery of staff training to meet needs of employees with disabilities.
- The VR AT Unit will maintain efforts with GDOL Information Technology and other departmental staff to identify appropriate computer hardware, software and other AT devices for upgrades and replacements statewide at all Career Centers, VR Offices, and One Stops.
- The VR AT Unit will provide information and referrals to Credit-Able, the Georgia Assistive Technology Loan Guarantee Program, for low interest loans to Georgians with disabilities for AT devices, home modifications or vehicle modifications and to employers who want to accommodate their worksites for employees when such AT devices, modifications or accommodations are not covered under VR policy.

**Perform Outreach to Identify and Serve Individuals with Disabilities who are Minorities:**

The 2004 U. S. Census Bureau American Community Survey estimates Georgia's population to be 8,581,489. A comparison of the race and ethnicity breakdown of the population percentages compared to percentages of VR clients served is below:

Race/Ethnicity	% 2004 Population	% FFY 2006 VR served
Caucasian	63.6	51.6
African American	28.7	45.8
Hispanic or Latino	6.7	1.5
Asian	2.8	0.6
American Indian or Alaskan Native	0.2	0.3
Hawaiian Native or Other Pacific Islander	0.0	0.1

### Service Strategies

- VR will continue to intensify recruitment efforts for Spanish-speaking VR Counselors. Also, VR will expand opportunities for VR staff to attend four-week training sessions on basic Spanish phrases.
- The 110 Program and the Georgia Rehabilitation Association will continue to provide multicultural training and other activities to increase sensitivity and awareness, celebrate diversity and improve services for all clients.
- The 110 Program will continue to provide specialized staff training and resources to improve customer service for individuals with limited English proficiency, including those who use sign language. GDOL developed a resource manual that is updated annually listing all GDOL employees who are proficient in other languages and willing to assist other staff as needed for customer service. It lists various useful websites, ways to convert required forms into other languages, and contact information for sign language interpreters. Also, VR uses Network Omni Translation Telephone Services that provides multilingual translation services in 150 languages. The staff training will ensure all are aware that these resources are available.
- VR will continue to collaborate with the Section 121 Muscogee VR (MVR) Program in Whigham, Georgia. Through this collaboration, VR provides disability assessment, evaluation and referral services to consumers of the Muskogee Creek Tribe. VR has several staff members dedicated to assist the MVR in providing services to its tribal members with disabilities that will maximize employment, self-sufficiency and independence.
- VR will continue its campaign with Historically Black Colleges and Universities to develop degree programs for Rehabilitation Counselors and conduct special recruitment efforts among minority students, including students with disabilities.
- VR will continue to explore innovative approaches to increase and expand program services to Georgia's minority populations, including Hispanic/Latino, Asian, Native American, and African American persons.
- VR will continue to provide services at the GDOL state-of-the-art Career Center in Gwinnett County which provides multi-lingual services. In addition to English, the primary languages

used are Spanish, Vietnamese and Mandarin. Interpretive services for American Sign Language and other languages are also available. This location is particularly conducive to serve the large Hispanic and Asian workforce in the Gwinnett County area.

#### Outreach Strategies

VR will continue to have its Project Director of Statewide Initiatives/Outreach Coordinator conduct research to assess services to people with disabilities, who are minorities, perform outreach and develop relationships in minority communities, and coordinate the VR field outreach efforts that include the following strategies:

- Continue to identify the pockets of diverse communities based on the current Census;
- Specifically identify the number of potential clients (people known to have disabilities) within those communities through the census and through local information sources, such as community-based organizations, housing authorities, churches, temples, etc.
- Collaborate with community leader contacts through religious and civic organizations and non-profit organizations that are close to the pulse of the minority community;
- Use the above entities to distribute VR informational literature and other materials regarding potential services;
- Continue conducting various local activities such as the Hispanic Disability Awareness community job fairs or workshops that many local areas coordinate during the month of October.
- Coordinate and participate in community workshops for 110 Program representatives to educate the public on the services and programs available for people with disabilities;
- Establish and/or continue local Public Service Announcements, newspaper and newsletter announcements, Public Broadcasting System Teleconferences, and any other media opportunity to get the word out to ethnic communities about VR services.
- Place posters in places likely to be visited by members of ethnic communities such as at the Muskogee Tribal Administrative Building, Church, Tribal Workshop, and Pow-Wow sessions and many other locations.
- Participate in job fairs such as those sponsored by Metropolitan Employers Network Association, Department of Corrections, various colleges, and universities, Graduate Rehabilitation Programs, Mental Health and Rehabilitation Programs, Latino Job Fairs, and many others.
- Place informational materials in Spanish at all VR and GDOL Career Center offices, GDOL job fairs, Supplemental Security Income and Social Security Disability Income benefits sessions, public workshops, etc.
- Make presentations at GDOL Career Centers, Georgia Council on Developmental Disabilities meetings, Asian and Hispanic/Latino Community Organizations, religious organizations, Youth Rallies, Drug Court Programs, Job Readiness Training Programs, Physical Therapy Institutions, Statewide Transition Centers, Parent/Teacher/Student Association meetings, Ameri-Corps, Families First, Office of Aging, and AGAPE (Latino advocacy representation) meetings.

**Perform Outreach to Identify and Serve Individuals with Disabilities who have been Unserved or Underserved:**

The 110 Program will augment services for customers who are Blind, Deaf or Deaf-Blind to increase employment outcomes for this population. Strategies to provide a continuum of specialized services including:

- Create a State VR Sensory Unit that will be lead by Directors of Deafness and Blindness and a Coordinator of Deaf/Blindness to provide leadership, quality assurance and technical assistance to the field staff and community partners;
- Establish and fill specialized staff positions for Rehabilitation Counselors, Assistive Work Technology (AWT) and other staff statewide;
- Provide specialized sensory disability training (such as American Sign Language, Deaf Culture and specialized service techniques) for new specialized staff positions as well as current positions;
- Provide specialized transition services for young adults through specialized staff working with local school systems and at RWSIR and Cave Spring Rehabilitation Center (CSRC);
- Supply specialized AT: specialized equipment, computers and software for learning labs at RWSIR and CSRC, augmentative communication devices, etc;
- Increase specialized services: Provide more interpreters, orientation and mobility (O & M) training, rehabilitation teachers, specialized needs assessments, communication skills training, leadership and self-advocacy skills, etc;
- Increase recruitment activities to attract more people to become interpreters, O & M specialists and rehabilitation teachers in Georgia. Also, perform recruitment activities to fill the specialized staff positions.
- Provide specialized training for clients: life skills assessments and training, employment training including work adjustment, job readiness, etc, and BEP specific training;
- Enhance education for students with sensory disabilities through RWSIR, CSRC, partnering with local school systems, Department of Technical and Adult Education and universities and colleges;
- Emphasize job development for clients with sensory disabilities
- Enhance residential services for education and training at RWSIR, CSRC and other Community Partners; and
- Increase outreach and marketing.

The 110 Program will design customized vocational rehabilitation services for veterans including the following strategies:

- RWSIR will expand its partnership with Fort Benning for veterans at the Martin Community Hospital.
- VR leadership will meet with the Veterans Administration (VA) to develop a Memorandum of Understanding to provide services for eligible veterans with disabilities.
- VR will designate a special VR Counselor to coordinate services with each VA Hospital.
- VR will coordinate services with GDOL Local Veteran Employment Representatives and Disabled Veteran Outreach Program Specialists.
- The 110 Program will participate in GDOL job fairs aimed for veterans.

The 110 Program will improve services for individuals with traumatic brain injury (TBI) and spinal cord injuries including the following strategies:

- RWSIR will develop transitional residential services for persons with traumatic brain injuries and spinal cord injuries by renovating the Options Cottage and Spencer Cottage.
- RWSIR will engage local community partners in the identification, planning and development of other community-based transitional living residences for these clients.
- VR will analyze the need for a State TBI Services Coordinator.
- VR and RWSIR will provide specialized training opportunities (including those provided by the Center for the Visually Impaired) for staff members to increase their knowledge and expertise in the latest trends, technology, and techniques to improve services for clients with TBI and spinal cord injuries.

#### Outreach Strategies

In addition to the Outreach Strategies described above, the 110 Program will implement the following strategies for outreach for these unserved and underserved populations:

- The VR State Director for Deafness and the State Director for Blind Services and the State Coordinator for Deaf-Blind Services will provide leadership in developing and continuing relationships with advocacy groups and coalitions to identify specific ways to improve services and to reach unserved potential clients.
- The 110 Program will continue to perform outreach with potential referral sources, particularly physicians, hospitals and other service providers for people who are Deaf, Blind, Deaf-Blind, have spinal cord injuries or TBI.
- The VR Program will continue to participate on the Brain and Spinal Injury Trust Fund Commission and conduct outreach as appropriate through that entity.
- The 110 Program will conduct outreach as part of the collaborative activities described above with the veterans programs.
- Through the Social Security Administration Work Incentive Planning Assistance Program grant, the VR Georgia Rehabilitation Outreach Program has Community Work Incentives Coordinators in 109 mostly rural counties who will provide outreach, work incentives information and benefits planning to potential clients.

#### **If Applicable, Improve Community Rehabilitation Programs:**

- The VR State Office Provider Standards Unit and Regional Contract Specialists will continue to collaborate with Community Rehabilitation Providers (CRPs) to maximize resources and ensure quality services. As part of this effort, VR will complete the updated VR Program Outsourcing Manual that provides written service standards, requirements and guidelines.
- The VR Program Leadership will continue to participate in joint statewide training meetings with CRP Directors and their staff to identify and resolve issues and share best practices to improve services for individuals with disabilities, including the most significant disabilities.

An example of this is the subcommittee that is working on the need for interpreters to assist with clients who are Deaf and Hard of Hearing while receiving CRP services.

**Meet or Exceed Federal Evaluation Standards and Performance Indicators:**

The strategies described throughout this attachment will contribute to the Georgia 110 Program meeting or exceeding the federal evaluation standards and performance indicators. Also, VR state office and field managers will continue to monitor the Federal Performance Indicators report on a monthly basis to address deficiencies in a timely manner. Specific strategies to address the two indicators that did not meet the federal standard as described in Attachment 4.11 (e)(2) include:

**Performance Indicator 1.1:** The number of individuals exiting the VR Program who achieved an employment outcome during the current performance period compared to the number of individuals who exited the VR Program after achieving an employment outcome during the previous performance period.

*Required Performance Level:* Equal or exceed previous performance period.

<b>Actual Performance:</b> (did not pass with a decrease of 237 individuals served).	
○ # of Employment Outcomes for FY2005	4,828
○ # of Employment Outcomes for FY2006	4,591

Target Strategies:

- As described in Attachment 4.10, Comprehensive System of Personnel Development, VR will increase its efforts to recruit and retain quality staff in order to provide quality services that will result in successful employment for VR clients.
- VR will provide ongoing targeted training for both new and veteran staff to enhance their abilities to provide quality services that assist clients to become successfully employed. Specifically, all new staff will attend case management training. The VR Policy Unit will work closely with regional and local management to ensure all personnel are properly trained on all aspects of the VR process.
- VR will enhance the Quality Assurance System to maximize efficient and effective services.
- VR will implement the strategies described in the above categories to increase successful employment outcomes for individuals with disabilities.

**Performance Indicator 1.5:** The average hourly earnings of all individuals who exit the VR program in competitive, self-, or BEP employment with earning levels equivalent to at least the minimum wage as a ratio to the State's average hourly earnings for all individuals in the State who are employed (as derived from the Bureau of Labor Statistics report "State Average Annual Pay" for the most recent available year).

*Required Performance:* 0.52

<b><i>Actual Performance:</i></b> 0.464 (did not pass)
○ Average Hourly Wage for Individuals with Competitive Employment Outcomes- \$8.06
○ Average Hourly Wage for State- \$16.88

Target Strategies:

- VR will continue to promote supported employment services and other supports to assist individuals with the most significant disabilities.
- VR will maintain collaborative relationships with corporations and government agencies in Georgia that promote equal employment opportunities for people with disabilities. As described above, VR will enhance relationships and services for employers so that more will offer jobs to people with disabilities at better salaries.
- VR will implement Quality Assurance procedures for proper coding of consumers' employment wages to ensure an accurate calculation of the average hourly wage.
- As described above, the BEP will strive to open at least two new facilities, creating viable employment opportunities for people who are blind.
- VR will continue to hold Career Day workshops and conduct other activities that highlight higher paying, high demand jobs that may not require extensive academic training for clients.

**Coordinate with Other Components of the Statewide Workforce Investment System to Assist Individuals with Disabilities:**

As described in the strategies above, the 110 Program will continue to collaborate with partners in the Workforce Investment System to provide a continuum of services in a comprehensive service delivery system. The 110 Program provided input into the Workforce Investment Act (WIA) Unified State Plan Updates for Program years 2007 and 2008. VR will continue to work with WIA partners at the local level to address specific local needs, develop integrated strategies for job seekers, and maximize resources to meet challenges within communities.

**Support Innovation and Expansion Activities:**

- The 110 Program will expand capacity for comprehensive vocational assessments in areas of the state (northwest and middle Georgia in particular) that have insufficient vocational evaluation resources. VR has successfully piloted efforts in the Rome Region to have a VR Counselor work fulltime as a vocational consultant performing vocational assessments, targeted evaluations and more complete vocational evaluations. The CSRC will add a staff member to specialize in providing vocational evaluations and assessment for individuals who are Deaf and Hard of Hearing. The RWSIR will complete the training and certification of several staff members who have studied to become Certified Vocational Evaluators. They will be able to provide vocational evaluations and assessment for RWSIR clients and VR clients in this region that did not have any vocational evaluation resources. As part of this effort, RWSIR staff will provide vocational evaluations and assessment as needed at remote

RWSIR outpatient clinics and at other sites in the region that would be convenient for the VR clients.

- VR will assess the success of the 90 Day Trial Employment Skills Training for Construction Trades with Motivation, Inc. and extend that contract as appropriate. Motivation, Inc. provides training for VR referrals who meet the prescribed physical qualifications in trades such as framing, drywall installations and painting to window and door replacement, siding installation, etc. Participants who successfully complete the program receive a certificate of training and may be selected for immediate, permanent employment and continued training, usually at \$10 per hour. Early results of the trial included five clients participating with four of the five successfully placed in jobs.
- VR will continue to support the Albany Advocacy Resource Center (AARC) EmployAbility Program that provides work adjustment and job readiness training to individuals with the most significant disabilities, and assists in job placement, providing job coaching and other supports needed to maintain successful employment in integrated settings. The EmployAbility Program has its official opening ceremony in October, 2006 as a result of an excellent collaborative effort between VR, ARC and the Wiregrass Program in Alabama. In the first six months of operations, EmployAbility served 59 VR clients resulting in successful employment closures for 18 individuals with the most significant disabilities.
- The 110 Program will continue to support the functions of the State Rehabilitation Council.

#### **Overcome Identified Barriers to Equitable Access and Participation**

The GDOL has not identified or received any report of barriers to equitable access and participation in the State VR Program Services Program and the State Supported Employment Services Program.