

New York State Rehabilitation Council Annual Report 2016-2017



Art work by Yeshua Jadon Makkonnen



About the Cover

The artwork on the cover of this year's State Rehabilitation Council Report was graciously provided by Yeshua Jadon Makkonnen, a participant of ACCES-VR services.

"I was an artist before I can remember. I was diagnosed with dyslexia in elementary school. Dyslexia affected my academics and it still does today, but I am growing past it. As a kid I drew to escape the real world of Math and English. As of now being considered as an adult I draw for the same reason. I feel like my dyslexia formed how I approach art because I love stories as a kid, but I could never write a book. I still feel like I can't write a book only because I can say more with a paint brush then words on Google Docs which I am using right now. If you think this paragraph is lacking, you see what I mean. ACCES-VR funding my education has been a huge relief allowing me to focus on my education and my growth as an artist. With them allowing me to get the best equipment to make more quality pieces like the one you see on this cover."

Yeshua Jadon Makkonnen

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ACCES Deputy Commissioner's Message

The State Rehabilitation Council (SRC) is an essential partner in carrying out the New York State Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) mission of providing New Yorkers with Disabilities individualized services and supports for success in employment, careers and independent living. The SRC continues to advise the New York State Board of Regents, the Commissioner of Education and ACCES-VR on the provisions of vocational rehabilitation services. The SRC represents the vast diversity of New Yorkers, bringing years of experience and expertise to encourage, support and challenge ACCES-VR.

The SRC has assisted ACCES-VR in the implementation of the Federal Workforce Innovation and Opportunity Act (WIOA), supporting our efforts to improve students with disabilities access to training and employment opportunities by: building partnerships to develop and enhance the local youth workforce system: increase access to the Workforce system to serve all customers better, and deliver business services to provide more and better employment opportunities for all system customers. The SRC has provided guidance on the development and execution of our Comprehensive Needs Assessment and Strategic Plan.

The SRC has demonstrated an outstanding commitment to the continuous improvement of our services for New Yorkers with disabilities. On behalf of Chancellor Rosa, the Board of Regents, and Commissioner Mary Ellen Ella, please accept my gratitude for your service.

In March 2017, ACCES-VR and the SRC lost an esteemed colleague and a tireless advocate for people with disabilities. Michael Peluso served as ACCES-VR's liaison to the SRC through the decade. He encouraged all of us to celebrate our successes, discuss differences, and challenge what others thought could not be done. Michael's compassion, leadership and comradery are missed. We dedicate the 2017 SRC report to Michael's memory and tireless advocacy on behalf of New Yorkers with disabilities.

Sincerely,



Kevin G. Smith, ACCES Deputy Commissioner

Message from the SRC Chair

As the Chair of the New York State Rehabilitation Council (SRC), I am delighted to have this opportunity to celebrate with you the achievements of our SRC. We have had a very busy, productive year with strong support from our liaisons, our exceptional membership, and our outstanding relationship with New York State Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) leadership. It is my privilege to present the 2016-17 Annual Report.

The SRC serves as a partner to ACCES-VR in an advisory capacity, working closely with the ACCES Deputy Commissioner, Kevin Smith and ACCES-VR staff to promote the organization's mission: to assist New Yorkers with disabilities to achieve meaningful employment and independent living outcomes through education, rehabilitation and placement services.

Members of the SRC include a diverse cross-section of volunteers dedicated to the improvement of the lives of citizens with disabilities in New York State. SRC members bring with them a multitude of skills developed in the public and private sectors that are most valuable in the advisory role which the SRC plays. Title IV of WIOA (Rehabilitation Act) requires that at least 51% of the Council's voting membership be made up of qualified persons with disabilities. In addition, ex-officio representatives from a number of state agencies add valuable input and typically serve as liaisons back to their respective agencies. This has greatly enabled and enhanced effective communication and sharing of ideas. The Council also includes active participation from a representative of SED'S

P-12/Office of Special Education and a New York State Department of Labor (DOL) representative with linkages from the State Workforce Development Board. The SRC's business and industry members are continually recruited and actively contribute. This Annual Report provides an accurate picture of the important work being done by the Council.

Several projects and initiatives were launched this year that will have a positive, long lasting impact on workforce development, transition from school to work, and job placement. If there is one word that describes the theme for this year's annual report, it would be Partnership.

The partnership has been "collaboration in action", and the SRC looks forward to the continued dedication of ACCES-VR to involve the SRC in the coming years to benefit all New Yorker's. The SRC has four standing committees that continue to advise and work with ACCES-VR on policy and planning, workforce development, quality assurance and transitioning youth.

The SRC continued to focus its attention on responding to ACCES-VR's plans and responses to the Federal Workforce Innovation and Opportunity Act (WIOA) and the implementation of the new regulations in our system.

Significant Activities in 2016-2017

The SRC held quarterly in-person meetings of the full Council in Albany, supplemented by monthly committee conference call meetings. In addition, members attended special events, participated on extra committees, and most importantly, attended activities in their local areas such as public forums and National Disability Employment Awareness Month (NDEAM) business recognition events. As a result of these activities, new ideas and opinions were brought back for the full Council's consideration. Highlights of several of the SRC formal recommendations for improved ACCES-VR effectiveness are included among the SRC committee summaries that follow. In all cases, ACCES-VR responded to these recommendations at the following quarterly meetings or through the appropriate committee.

The SRC continues to provide a forum for new ideas and offering advice on emerging issues. The extensive work of SRC Standing Committees is presented below in their individual reports and will not be repeated here, although a number of highlights should be noted:

- innovations in youth oriented programs to focus on readiness for work, collaboration with workplace partners, the intense work around reorientation to the new Federal regulations and guidelines, and providing feedback to the State Plan;
- partnered on development and implementation of consumer satisfaction surveys, needs assessments, and focus groups;
- building on business engagement opportunities;
- on-going review of data to assist with recommendations;
- hosted quarterly guest speakers to discuss topics in the area of Transition, Policy, Quality Assurance and Workforce Development;
- continued monitoring the Potsdam Institute for Applied Research's (PIAR) efforts as it related to securing feedback from consumers, providers, and business leaders on ACCES-VR services; and,
- feedback regarding statewide needs assessments.

The State Rehabilitation Council shares an open invitation to join us for an SRC meeting. The meetings are open to the public and information on the SRC can be found on the ACCES-VR website. The members of the State Rehabilitation Council are honored to provide leadership and work in partnership with ACCES-VR. Thank you for the opportunity that you have given me to serve on the SRC Board. For more information regarding the SRC and ACCES-VR, please visit us at <http://www.acces.nysed.gov/vr>.

Respectfully,
Tonya Robinson-Mayer
SRC Chair, 2016-2017

I. Committee Summaries

A. Membership Committee

The effectiveness of the SRC is a testament to the dedication and commitment of Council members and their thoughtful engagement with ACCES-VR leadership. Members bring varied personal experiences and areas of professional expertise to the table, representing the full range of VR stakeholders including disability advocacy organizations, community rehabilitation programs, representatives of business and labor, current and former VR participants, independent living centers, parent and family services, transition coordinators, and assistive technology specialists, among others. The primary function of the Membership Committee is to interview and recommend new members, annually, based on the needs of the Council.

B. Workforce Development Committee

The Workforce Development Committee focused on the Common Priorities agreed upon for 2016-2017:

- Finalize the Adult Middle Skills White Paper
- Connecting with the Business Community – Business Engagement Unit
- Entrepreneurship as an option for people with disabilities
- Using current economic incentives to include People with Disabilities within the mix of Women and Minority Owned Businesses.
- The Minimum Wage Increase and its effect on hiring people with disabilities
- Summer Youth Employment
- WIOA
- Acquisition and Usage of Employment Data
- 14c Sub- Minimum Wage

Finalize the Adult Middle Skills White Paper

The paper was submitted to ACCES-VR for response. Suggested revisions are being incorporated into the paper and will be submitted to ACCES for final approval. In addition to the paper, the Workforce Development Committee has continued to monitor and discuss other ways that Middle Skills programs can be implemented and promoted. The increased employment need, as well as the rapid speed of job consolidation, has made this a priority.

Connecting with the Business Community – Business Engagement Unit

The WDC continued to monitor business engagements across the State. These interactions are a result of the relationships and hard work of the ACCES-VR Business Relations Unit and the Integrated Employment Services.

The WDC reached out to several companies throughout the State. In New York City, CVS Health has now created a mock training store in a Brooklyn transitional high school. Provider agencies develop the curriculum based on participant needs for internships. Some hires have happened as a result. This concept is serving as a model for other companies that are seeking to create internships and train-to-place models.

Region 2 (Rochester/Buffalo) created two Price Chopper Hiring AdvantEdge events to date, where 20-22 transition students participated in learning about many aspects of competitive employment including the use of online applications, creating effective resumes and preparing for interviews. Students toured the stores talking with managers throughout the many departments. Approximately 70% of attending students have been hired by this company or other businesses within the past year. Due to the great success of this program Price Chopper/Market 32 is preparing to conduct similar events in stores throughout New York State.

Price Chopper/Market 32 was also the featured business on a panel with ACCES-VR staff at the September 2017 N.Y. Alliance for Inclusion and Innovation Transition Age Youth

Institute session “Effective Supports to Employers and Youth with Disabilities Engaged in Early Work Experience.” The session was very well-received, and Price Chopper/Market 32 positioned themselves as a corporation willing to mentor other businesses to increase the employment of people with disabilities.

The past year WDC and ACCES-VR Region 1(New York City/ Long Island) partnered in several convenings to explore opportunities for college students and recent graduates including: A roundtable of HR and recruitment professionals in the financial services industry met to discuss how to engage and provide access to students and recruiters on campus. Most of the companies indicated that they do not meet nor receive applications from students with disabilities; even though they are actively pursuing recruits in order to create a more diverse talent pool for internships and jobs. They have clearly stated that the Career Development and Student Services offices often don’t interact and share career resources, resulting in our constituents being left out. In response:

- A “college connection” event held in summer of 2017 to introduce private colleges to ACCES services. The universities that participated are Fordham, St. John’s, Pace, NYU, St Francis, The New School and Touro. ACCES-VR staff presented an overview of all services, how to access these services and ways to partner with the colleges throughout the year. Discussions included how best to present services to current and prospective students and their families; the barriers each face in connecting their students to opportunities for internships and jobs; and, establishing an ACCES point of contact at each college to partner going forward.
- WDC in Region 1 partnered with CUNY, the Financial Services Abilities Roundtable, to convene a career exploration event (job prep, resume review, social media workshops, etc.). Sixty-five students interacted with 12 financial services companies. These companies provided career readiness overviews, resume review, interviewing skills, social media and a panel of peers with disabilities who have been hired by these companies shared their experiences.
- Workforce Development Co-chair Martha Jackson attended the US Business Leadership Network (BLN) conference in Orlando. Over 100 students, including ACCES-VR students, participated in the USBLN Rising Leaders Program for the weeklong event held in Orlando in August where the students had the opportunity to meet and learn from many major corporations including Boeing, JPM Chase, Microsoft, Google, McKesson and other corporations and Federal contractors. WDC will work with ACCES-VR with the intent to develop an awareness campaign with USBLN to expand awareness and assist with additional student participation

Summer Youth Employment needs to be expanded as an exploration option to students. ACCES-VR is actively working to promote and increase summer youth employment. One example. is that the Rensselaer County Summer Youth Program, a 5-week program supported by the ARC of Rensselaer County where 40 or more students work approximately 25 hours/week at the prevailing entry-level wage (NYS minimum wage), with the option to choose between several participating businesses.

WDC has reached out to several companies to expand business engagement on the committee. Seeking to expand the WDC's understanding of the needs of business when it comes to recruitment, training, hiring and onboarding. We are recommending that a business's advisory group be created for our committee. These business leaders would provide an essential function to the committee. In September, we began our outreach to several companies with statewide, regional and local presence. Our efforts have garnered interest in the following sectors: retail, healthcare, finance and hospitality. We hope to host convenings in 2018 with regular participation during each quarterly meeting period. Respectful of the nature of the business and limited time to participate in full two-day conferences, we have agreed to meet during WDC meetings, hold breakfast meetings or convene after hours and host conference calls, all based on the availability of the business participants.

Businesses have told us they seek training and support to understand basic disability knowledge when it comes to employment requirements: awareness training, reasonable accommodations and how to communicate feedback to an employee with a disability. They are often unsure of the roles of job coaches, feel overwhelmed at times by the paperwork that they are being asked to complete and would like a simpler and more streamlined approach. Businesses are looking for employees with ease of transition into the workforce; they are not always taking advantage of the incentives due to the effort to process.

Our Committee will focus on these issues in the upcoming year:

Entrepreneurship as an Option for People with Disabilities

Currently, there are four entrepreneurs on the committee three of whom have a disability. There is a strong feeling in the group that self-employment should be further explored and recognized as a pathway to employment. Areas needing additional research include: ACCES-VR's ability to provide supports, the validation of the participants' choice and the approval process. The committee is interested in this topic and will continue to review. We are currently awaiting NYS DOL data and NYSED data to review the successes over the Statewide population.

Customized Employment and Incentives

This priority is based on the results from last year's report indicating low participation rates among businesses training and hiring people with disabilities utilizing available incentives such as the Work-Tryout (WTO), On- the-Job Training (OJT) and Salary Re-imbusement.

We have identified the main reason for low participation to be the time and cost for businesses to complete the paperwork, apply for funds and become a vendor. Businesses indicated that the process needs to be reconsidered and streamlined. As a result of these findings, we will be reviewing new ways to package these services.

At the same time, the WDC felt that the lack of recognition on People with Disabilities in large scale NYS economic development projects was discouraging. We are exploring ways to engage the state in discussions about including hiring percentages similar to those that exist for Women and Minority Owned Businesses in future NYS economic development projects.

The \$15 Minimum Wage

NYS continues to roll out the historic increase in the minimum wage, ultimately reaching \$15 an hour for all workers in all industries across the State. The Workforce Development Committee will monitor the rollout and scale up of the increased minimum wages throughout the state as it applies to employment and retention of people with disabilities. We will pay attention to the small businesses owners, the type of jobs and number of hours worked to best understand both short-term and long-term effects, as well as WIOA changes as they apply to transitioning youth, business engagement and the effect on sub-minimum wage jobs.

Acquisition and Usage of Employment Data

The WDC requested additional yearly data on ACCES-VR employment outcomes for years 2015 and 2016 in order to do comparisons between the 2014-2016 years. The original data from 2014 included the following fields: District Office Employer, Employer City, SOC code, job description, weekly earnings, weekly hours and wages. This multi-year data would be used to identify middle skills employment trends, employer patterns and inform the Committee in making recommendations to ACCES-VR.

The Committee was informed that requests for data would need to come from the full SRC in a written form. An internal recommendation was proposed and approved in June 2017 by the full SRC. In response to this recommendation in September 2017, ACCES-VR indicated that they would not be able to create new data reports, but current data could be shared. The Committee will follow up as needed to acquire the needed data and complete its analysis.

14c Sub-Minimum Wage

The WDC continues to be strongly in support of people working. We think that it is critical that continuation of the sub-minimum wage provision stay in place. Removal of this provision will remove people from working to the best of their ability.

C. Transition from School to Adult Life Committee (TC)

The Transition Committee has been operational since 2014 with eight key and distinct objectives:

- Identify concerns related to youth with disabilities in the transition years of their life (ages 14 to 25)
- Learn about current research, data driven successful practices that lead to the best possible outcomes for youth with disabilities.
- Share and recommend to ACCES-VR identified practices and services that would be relevant to ACCES-VR to use when working with Transition Age Youth.
- Review and support ACCES-VR Transition and Youth Services Statewide team (TAYS).
- Review TAYS yearly Youth Action Plans (YAP) as well as their analysis of data collected for YAP.
- Review any changes to goals, strategies and targeted outcomes and evaluation methods for Youth Action Plans.

- Provide committee recommendations to TAYS Team as well as ACCES-VR regarding Youth with Disabilities.
- Review research and recommend best practices on Self-Determination and Self-Advocacy programs and protocols.

The Workforce Innovative and Opportunity Act signed in to law July 2014, recognizes that youth with disabilities, as a group, require services that will enable them to develop a stronger perception of the world of work and their place in it, as well as independence. With this recognition comes the realization that strong and solid experiential learning needs to be provided to ensure youth are prepared for the workforce. The Transition from School to Adult Life Committee was created to identify and promote positive proactive recommendations that will help ACCES-VR improve vocational outcomes for youth with disabilities and promote their independence as they move into the adult world. The committee also will review, evaluate and provide comment on Transition and Youth Services provided by ACCES-VR for students and youth with disabilities.

Current Common Priorities

The Transition from School to Adult Life Committee (TC) focused on the Common Priorities agreed upon for 2017-2018

- Participate in activities leading up to the revision of the Transition and Youth Policy to be compliant with The Workforce Innovation and Opportunity Act.
- A committee member served as an SRC representative on the Youth and Transition Policy Update Workgroup and provided feedback and suggestions.
- Review and provide input on efforts by ACCES-VR to recruit and serve “out-of-school” youth (e.g. disenfranchised youth, high school drop outs, and justice involved youth).
- Accordingly, ACCES-VR TAYS team has for 2017-2018 set a priority on developing Statewide projects to engage and improve vocational outcomes for out of school youth with disabilities.
- Receive updates on the effectiveness of the Career Development and Occupational Studies (CDOS) credential. Continue to assess continuing barriers to employment for CDOS credentialed ACCES-VR consumers/participants.
- Ask for updates and provide feedback on ACCES-VR’s Workforce Innovation and Opportunity Act implementation.
- Review, research, and share best practices on Self Determination and Self-Advocacy.

Transition and Youth Policy

In preparation of reviewing ACCES-VR’s Youth Transition policy the Committee reviewed and referenced the 2020 Federal Youth Transition Plan, WIOA and the current ACCES-VR Youth Transition Policies as well as the draft of the new policy. After reviewing the above documents, the Committee presented recommendations to the ACCES-VR Youth Transition Policy workgroup.

The Transition Committee needs to review the final policy draft to ascertain if any of the Committees comments and recommendations/suggestions were incorporated into the final draft.

Recruitment and Serving Youth

- The full Council received ACCES-VR updates on the activities underway with the Statewide Transition team. The Transition and Youth Services Unit is comprised of 15 Senior Vocational Rehabilitation Counselors who serve as District Office Transition Specialists.
- The committee arranged presentations on Project Search, Think College.
- The committee asked the Community Employment Specialists (CES) to present on their activities.
- There was a presentation from Dave Brewer of Cornell University on Transition Source.
- Presentations will continue on best practices in transition including but not limited to Self Determination and Self-Advocacy, Social Security Promise Grant and Assistive Technology in Transition and the workplace. The Committee continues to provide relevant speakers on these programs and other areas that relate to improving outcomes for Transition Age Youth with disabilities.

The Transition Committee remains committed to supporting ACCES-VR as they roll out specific Pre-employment Transition Services (Pre-ETS) mandated by Workforce Innovative and Opportunity Act for students 14-21 years-old in secondary or post-secondary school (HS, College or technical) with an IEP or 504 plans. Pre-ETS are mandated for all students with IPEs or 504 Plans including those who are participants in ACCES-VR and those students who may become applicants to ACCES-VR (Potential Applicants). ACCES-VR is expecting to release a Request for a Proposal (RFP) to provide Pre-ETS services to all students with IEP or 504 plans that are potentially eligible for ACCES-VR. The Committee continues to promote and support ACCES-VR's collaboration with various Workforce Innovative and Opportunity Act stakeholders as well as the collection, maintenance and use of relevant data when available from ACCES-VR or other sources such as the New York State Department of Labor (DOL) to guide service delivery for students and out of school youth.

State Education Changes and Impacts on ACCES-VR services

The New York State Education Department Office of Special Education (OSE) continues to revise the multiple pathways to track student progress and diploma/credential options to exit students from school-age services. These new, and complicated various changes impact youth that are entering ACCES-VR services. The Transition from School to Adult Life Committee has acquired data and updates on the effectiveness of the Career Development and Occupational Studies (CDOS) credential. The Transition Committee continued to assess continuing barriers to employment for CDOS credentialed ACCES-VR consumers/ participants.

Workforce Innovation and Opportunity Act (WIOA)

- The Committee has familiarized itself with data related to ACCES-VR's service to youth and welcomes WIOA's call for an expanded set of services and strategies to improve the number and the quality of employment outcomes for youth in transition from school to adult life.
- The Committee continues to assess current programs that effect positive transitions for youth, discussing pros and cons and exploring how the identified data driven effective practices can be implemented within ACCES-VR's plan for service delivery.

- The Committee continues to review and provide input on efforts to recruit and serve “out of school” youth (e.g. disenfranchised youth, high school drop outs, and justice involved youth).

State Plan Recommendations

This year the Transition from School to Adult Life Committee provided feedback to members of the new upcoming NYS Combined State Plan. The Committee would like to continue to learn about the various initiatives and opportunities that arise within the new plan, discuss them and make recommendations to reflect supports that would enhance services for and to Transition Age Youth. Current recommendations included:

- Review resources to ensure that data is both measurable and retrievable to measure growth in a timely fashion.
- Enhancements to benefits advisement to include: the need for increased significant training for individuals and families; explore the addition of parent trainers regarding benefits providing the parent to parent connection; explore the addition of peer trainers; and, encourage ACCES-VR to ensure that those individuals providing advisement are competently trained with an emphasis on parent perspective.
- Suggestion that ACCES-VR develop capacity to ensure the inclusion of an IES in every district office to promote and engage employer partnerships.
- Exploration/implementation of a longer-term internship for individuals where the individual is paid by the community provider while working in an employment setting leading to a job placement.
- Continue to grow and enhance relationships with Department of Labor (DOL) staff including the One Stop/American Job Centers to further the mission of ACCES-VR.
- Encourage all VR Counselors to become familiar with the importance of implementing programs to increase self-determination and self-advocacy skills.

Other ongoing activities include but are not limited to:

- The review of ACCES-VR’s Regional Vocational Rehabilitation Community Employment Specialist (CES) activities.
- Review and make suggestions for the new Regional Vocational Rehabilitation Community Employment Specialist RFP when the current CES contracts are over.
- Review protocol for managing referrals from school systems.
- Identifying parent groups and youth organizations that could benefit from learning more about ACCES-VR services.
- Identifying new and current best practices within the provision of vocational transition services for youth.
- Identifying transition-related topics that the SRC would benefit from learning more about.
- Remain informed on graduation, diploma and credentialing options for HS students with disabilities.
- Continue to review and research best practices on self-determination and self-advocacy.

D. Quality Assurance and Improvement Committee

The State Rehabilitation Council's (SRC) Quality Assurance & Improvement (QAI) Committee primarily provides advisory support to the ACCES-VR Quality Assurance & Monitoring Unit (QAMU), especially as it relates to the Unit's oversight and ongoing evaluation of the quality of services provided by ACCES-VR personnel, contracted vendors, and contracted providers.

Between October 1, 2016 and September 30, 2017, the QAI Committee met 11 times.

Internal Collaboration across SRC Committees

During the year, the QAI Committee continued collaboration with the Policy & Planning Committee by sharing committee meeting minutes with one another and agreeing to meet ad hoc, as necessary. This is in an effort to facilitate smoother processes between ACCES-VR's policy implementation and program evaluation.

Information Collection and Evaluation

During the year, the QAI Committee continued monitoring the Potsdam Institute for Applied Research's (PIAR) efforts as it related to securing feedback from consumers, providers, and business leaders on ACCES-VR services. After a presentation, at the QAI Committee's request of PIAR's preliminary findings, a workgroup was formed by ACCES-VR to better assist PIAR in reaching out to its intended pool and obtaining feedback in an effective manner. A QAI Committee member is the SRC representative on this workgroup.

Impartial Hearing Officer Process

In keeping with efforts from last fiscal year, the QAI Committee worked with the QAMU to develop an evaluation tool for Impartial Hearing Officer (IHO) trainings provided by the unit. To help ensure the IHOs are up to date on changes in the realm of VR law and policy, the Committee successfully advocated that time be set aside for relevant WIOA updates (for example the addition of new definitions, such as "customized employment") during these trainings.

Reviews

Throughout the year, the QAI Committee received regular updates from various representatives of the QAMU regarding District Office (DO) Case Reviews, Specialty Reviews, and Provider Reviews, as well as trainings. Notably, the QAI Committee provided feedback to ACCES-VR on its evaluation tool to be used in QAMU's Commercial Driver's License (CDL) specialty review, which took place in July 2017. The QAMU regularly provided monthly updates to the QAI Committee on its recommendations for areas of improvement that may lead to training for staff and/or vendors.

Performance Standards and Indicators

ACCES-VR presents to the SRC on the annual standards and indicators report related to the VR agency's Order of Selection plan at the end of the calendar year. This past year, the Coordinator of District Office Administration and an Associate Vocational Rehabilitation Counselor presented first to the QAI Committee. At that time, the Committee provided

feedback to ACCES-VR on its proposed standards and indicators, in light of WIOA's newest reporting requirements. The report-out to the full SRC took place in September 2017.

Workforce Innovation and Opportunity Act

The QAI Committee continued its work on the Common Performance Indicators relating to the WIOA. The Committee provided recommendations relating to the WIOA Combined State Plan and future state plan needs assessment initiatives. The unserved and underserved populations continue to be a major focus. Additionally, one of the QAI Committee Co-Chairs communicated regularly with the New York State Commission for the Blind SRC QA committee for potential collaboration efforts.

Next Steps

Looking ahead to FFY 2018, the QAI Committee will continue to focus its efforts on WIOA-related initiatives, especially concerning the implementation of a Combined State Plan. The Committee looks forward to ACCES-VR's awarding of its newest set of VR service provider contracts, as well as its initiative to construct a new case management and reporting program. The QAI Committee will continue to assist in the development and tracking of common performance indicators, as well as provide guidance in the evaluation of new programming and outcomes going forward. The QAI Committee will continue its collaboration with QAMU with the oversight of the Information Collection grant. It will also provide support and advice on the development of the review processes for IHO and DO reviews, as well as CRS 2.0, Youth Employment Service and Supported Employment provider reviews.

E. Policy & Planning Committee (PPC)

The role of the SRC Policy & Planning Committee (PPC) is to advise the State Education Department's Office of Adult and Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) on policy initiatives, to ensure its policies are current and effective in facilitating employment and careers for VR participants. The Committee reviews, analyzes and advises ACCES-VR on the development and implementation of all significant policies. The PPC also supports ACCES-VR's development of annual updates to the Federal VR State Plan and consults on special projects, interagency partnerships and legislative matters. To that end, the PPC collaborates with SRC subcommittees, key stakeholders and partners (participants of services, family members, vendors and businesses) to gather and disseminate information.

Between October 1, 2016 and September 30, 2017, the PPC held 11 meetings and engaged in the following activities:

Operational updates

The PPC worked with ACCES-VR on significant policy initiatives. In March of 2017, the PPC presented the Executive committee with a first Draft of recommended policy revisions to the following ACCES-VR Policies

- Limitation on use of Subminimum Wage Policy
- Employment Outcome Policy

- Supported Employment Policy
- Student and Youth Transition Policy

The draft documents were reviewed by the full SRC Membership. Feedback from the membership was reviewed and finalized by the PPC in April 2017.

Combine State Plan

The PPC coordinated with the other sub-committees of the SRC to provide advice and recommendations regarding ACCES-VR's administration of a Comprehensive State-Wide Needs Assessment. As a result, the PPC's efforts, coordination and recommendations, input from all SRC committees was shared with ACCES-VR. Upon review and consideration of these recommendations, ACCES-VR implemented recommendations related to accessibility, the number of meetings and locations.

II. Success Stories

Dustie... Peer Driven Occupation

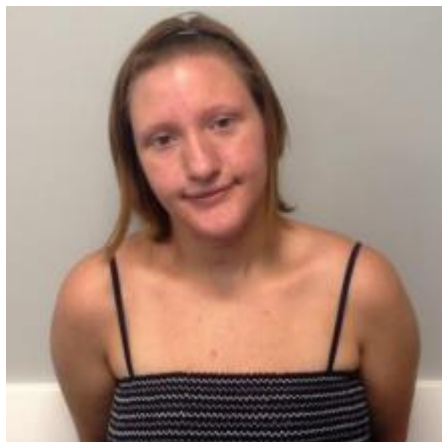


Dustie was referred to ACCES-VR in 2013 by her vocational coordinator at a community agency. At the time that she applied to ACCES-VR, the only career that she had ever known was working at fast food restaurants, but she was no longer able to do this type of work due to her disability. Dustie wanted a career that would allow her to continue working with people while providing her with the income that would enable her to live independently and provide for her children. With guidance from her ACCES-VR counselor, combined with the results of a vocational assessment, Dustie decided to become a counselor.

To achieve her career goal, she had to earn an Associate's degree in counseling. She applied and was accepted to Finger Lakes Community College and she began her studies in the Spring of 2014. With the support of her ACCES-VR and EOP (Educational Opportunity Program) counselors, Dustie graduated with an Associate's degree in May 2016. Upon graduation from college, her ACCES-VR counselor provided her with Job Placement services. These services helped Dustie refine her interview skills, develop a professional resume, and apply to a variety of businesses.

Around the time that Dustie graduated from college, the Regional Center for Independent Living (RCIL) was selected to provide the Rochester ACCES-VR office with peer integrated services through a pilot program. In June 2016, RCIL hired Dustie as a full time Peer Counselor, working out of the Rochester ACCES-VR office. In her new position, Dustie assists individuals with transportation coordination, health care management, housing navigation, and provides food and clothing referrals so that ACCES-VR participants may overcome these barriers and fully engage in services. Dustie reports that she finds her new job rewarding and fulfilling because it allows her to learn daily and expand her professional knowledge. She states, "I've grown personally and professionally these last three years, thank you ACCES-VR!"

Courtney... She found her calling!



From a young age, Courtney was cautioned to take care in the activities she participated in. Diagnosed with Hyper IGE Syndrome, an immunodeficiency disease, Courtney is susceptible to infections and prone to getting pneumonia. Courtney was referred to ACCES-VR by her high school guidance counselor in September 2015. At that time, due to the severity of her medical condition, Courtney attended the High School Learning Center, which was considered to be an "Alternative School." She graduated in February 2016 with a Regents Diploma. Courtney struggled to find a realistic employment goal given her medical condition. She worked at a local fast

food restaurant but was let go from her position due to a chemical reaction from the cooking grease. At that point, Courtney realized that seeking a suitable position might be challenging.

In May 2016, Courtney's ACCES-VR Counselor, Rashonda Mike, referred her to AIM Independent Living Center for direct placement services. "She originally wanted a job as a cashier or waitress," said Tammy Scott, an employment specialist at AIM. "We had to keep in mind her diagnosis, so we didn't put her in a situation that might exacerbate her symptoms."

Courtney worked with Tammy to complete her resume and begin her job search. Not long into the process, Courtney and Tammy received word that a local home health care provider was conducting open interviews. After practicing her interviewing skills, Courtney felt confident to attend.

After her interview, things moved quickly. Courtney was accepted into a Personal Care Assistant (PCA) training program - a rigorous few days - and she was then hired as a PCA. On 6/6/16 Courtney began her new job, working an average of 25 hours per week. Her job duties include assisting clients, who are elderly or have a disability, with activities of daily living, self-care and other tasks, as well as providing them companionship.

It didn't take long after being hired for Courtney to find joy in her job. She values the knowledge that her position helps people remain in their own homes, rather than going to nursing homes. When asked what she enjoys most, she said, "Knowing that the people I work with are happy and taken care of means a lot to me. "Working as a Personal Care Assistant has sparked an interest in the medical field, and Courtney hopes to attend medical school someday.

Zachary... A True Success Story



When Zachary first applied for ACCES-VR services, he was a student at Altmar-Parish-Williamstown High School. Zach was seeking help to pay his college training expenses to earn a certificate in Respiratory Therapy. During guidance and counseling sessions with his Vocational Rehabilitation Counselor (VRC), Zach revealed that a career in Automotive Technology was what he really desired. His VRC referred him to the Onondaga-Cortland-Madison BOCES for a Diagnostic Vocational Evaluation (DVE) and the results from the evaluation supported an Auto Mechanic goal. Zach and his VRC agreed that this was an appropriate goal, and with ACCES-VR support, he enrolled in the Jefferson-Lewis BOCES Automotive Technology program. Zach did very well in the program. After completing a work study program at Dick's Auto Specialties, located in Pulaski, New York, he graduated with honors from the National Honor Society.

Zachary reported that he loved his internship at Dick's Auto Specialties and he learned many skills that would prove to be useful in his future employment in the field. The owner of Dick's Auto Specialties, Dick Krebs, was so impressed with Zach's work ethic and attention to detail, that he approached ACCES-VR about the possibility of hiring Zach. Local Business Relations Specialist, Barry Tatters, met with Dick to discuss the hiring incentives that ACCES-VR can offer businesses. Since Zach had additional automotive skills to learn, Barry offered to provide Dick with On-The-Job Training (OJT) funding as an incentive to hire Zach and continue his training.

Business owner Dick Krebs states that Zach is a valued employee. In fact, Dick has given Zach two raises since he started his employment. As a result of Zach's success and the seamless support that Dick received from ACCES-VR, Dick said that he would consider hiring other ACCES-VR participants in the future.

Cameron... Reaching for success with Transition Services!



Cameron grew up in California, moving to Rome, NY in 2015. Cameron and his mother were introduced to ACCES-VR and VRC Ashley Paciello while attending a college night at Cameron's high school. He applied to ACCES-VR for assistance with college training, benefits advisement and assistance with obtaining a driver's license. He graduated from Westmoreland High School with a Regents Diploma in June 2016. Cameron describes his ACCES-VR experience as follows:

"I applied to ACCES-VR shortly following the beginning of my senior year of high school, after the program was presented to my school. My reason for applying was because my Autism Spectrum Disorder made it difficult for me to interact with others and to advocate for myself. I soon began working with my Vocational Rehabilitation Counselor, Ashley Paciello, who helped to arrange for an

internship. She assigned me a job coach, Wayne, from Upstate Cerebral Palsy, who negotiated with businesses within the community in search for an internship for me in Mechanical Engineering. After quite an extensive search, during which I was provided with a Work Readiness training program through Upstate Cerebral Palsy, Wayne was able to find an internship for me with a local mechanical engineering company that specialized in hydraulic turbine components called Riverhawk Company.

I was a bit nervous at first, as I am in any new and unfamiliar situation, but that did not last long. It turned out to be the perfect fit. I worked in the quality department, where my meticulous nature was most welcome. Through that company, I earned lots of experience that I am sure I could not have gotten otherwise; an understanding of the applications of mechanical engineering that will surely be an invaluable asset in the classroom. I learned how parts go through multiple stages in the manufacturing process, how each department has its unique role in ensuring that each and every part that rolls out the doors is perfectly and precisely designed and crafted. I checked dimensions, tested hardness, and measured the thickness of the protective coating of hundreds of specialized parts over the three months that I worked, and learned about how critical and sensitive those measured values are (down to the ten-thousandth of an inch.) The staff was friendly, and they were quick to accept me and include me in their social groups and employee events. I felt like I was truly one among them, a feeling I had not felt since I had left my extended family in California.

I am now a sophomore at SUNY Polytechnic Institute, enrolled in the Mechanical Engineering program. ACCES-VR is assisting me with funding for college tuition, books and transportation, and my ACCES-VR Counselor makes sure that whatever support and services I need are readily available by connecting me with the Disabilities Office on campus. I am very grateful to ACCES-VR for the incredible opportunity they made possible for me. I would recommend anyone with a disability to consider applying and I would gladly recommend this agency to assist in preparing for a career. ACCES-VR works miracles!"

Gary... The Past Does Not Always Predict the Future



When Gary applied for ACCES-VR services, he had a number of barriers to employment. He had been on public assistance for almost 20 years, was on probation, and lacked a high school diploma. All of these could seem to be insurmountable barriers to employment, yet the day Gary met with Nancy Conniff, Vocational Rehabilitation Counselor at ACCES-VR, he knew that no barrier was completely insurmountable.

Gary has a learning disability, a history of addiction, adult onset diabetes and recurring mental health issues. Gary applied for ACCES-VR services because he was interested in becoming gainfully employed. Ms. Conniff remembers being impressed by Gary said during their first meeting. Gary said that he was flexible in considering different types of jobs and that he was determined and goal-directed. As a result, Nancy felt confident that Gary was capable of pursuing his work goals.

Gary was referred to Restoration Society /Ace Employment Services for supported employment. It was agreed that he would benefit from individualized support in the job search process and short-term job coaching. Finding employment was challenging but Gary remained optimistic, showing up for all scheduled appointments, completing numerous job applications and going on several interviews. ACCES-VR provided Gary with funding for transportation to meet with his job coach for his job search activities. ACCES-VR also provided a clothing allowance for interview attire.

Gary learned of an opportunity to become a NYS Security Officer at CDJ Investigations. He interviewed for the position and was allowed to shadow a guard on duty. Gary liked what he saw and decided to pursue the job. ACCES-VR purchased work boots and slacks for Gary, and also paid for Gary to attend classes to become certified as a NYS Security Officer. Because of Gary's difficulty with reading comprehension, his employer arranged for the accommodation of having Gary's job coach in class with him. Gary passed the required tests and seemed to be on his way to a new career. However, his application for licensure was denied due to his probationary status. His employer then stepped in and assisted in requesting an administrative hearing to appeal the denial of licensure. With the support of Gary's Probation Officer, the appeal was granted, and Gary received his NYS Security Officer license.

Gary has been employed as a full-time security guard with CDJ Investigations since February of 2014. He eagerly accepts any overtime he can get and is no longer in need of public assistance. Gary successfully completed his probation almost a year ago. His employment played a major role in early release from his probationary status. His job duties include providing security for an assigned building, including screening visitors, detaining visitors if necessary, completing required paperwork and alerting staff to potential problems or concerns. With the assistance of ACCES-VR, Gary was able to overcome the limitations of his past and walk confidently into his future.

Dylan - Encouraging the Success of Others



Dylan was referred to ACCES-VR in his senior year by his guidance counselor at Binghamton High School. When he met with his Vocational Rehabilitation Counselor (VRC) they discussed the challenges that he has experienced as an individual with Asperger's Syndrome. Dylan and his VRC worked together to develop a realistic career goal based upon his aptitudes and interests. They agreed upon a career goal of Foreign Language Translator, which could lead him to his long- term goal of becoming a College Professor.

Dylan was in a good position to achieve these goals. He had a reliable support network of family, educators, and friends to help him. ACCES-VR provided financial contribution to tuition, room and board, text books and transportation expenses. The results of an ACCES-VR Technology Evaluation recommended that he use a laptop computer with programs that would help him organize and manage his college coursework. In order to ensure a successful college experience,

his ACCES-VR counselor provided ongoing guidance through graduate school. Dylan studied creative writing at Ithaca College and graduated Magna Cum Laude with a 3.8 overall GPA. Dylan went on to earn his Masters in Fine Arts in Nonfiction Writing at Sarah Lawrence College.

Upon completion of his degree, Dylan was referred to Search for Change in Valhalla, NY for job placement services. He began tutoring at Westchester Community College and now teaches writing courses there as well. His memoir, ***Living in Two Worlds: On Being a Social Chameleon with Asperger's*** was released in March 2016. Dylan has also consulted for organizations that provide services to individuals with disabilities. He has worked as an Autism Advocate for an Independent Living Center in the Southern Tier and has worked as a consultant for an Arc. Dylan leads workshops and trainings for parents, teachers, and professionals in hopes of encouraging the success of others on the Autism Spectrum.

Jeff...His Dream Came True



Ever since Jeff graduated in 1984 from the culinary program at Job Corps in Oneonta, his dream was to own his own eatery/deli. His dream was finally realized when he opened Grumbellies Eatery in Fort Ann, NY in July 2016. “Grumbellies” got its unusual name as it was a funny expression his wife’s family had always used when their bellies grumbled when they were ready to eat.

Jeff came to ACCES-VR after being injured on the job as a delivery driver, resulting in permanent significant physical limitations. Jeff had already moved forward with his dream to open Grumbellies as a deli eatery. His aunt had rented the building to him and Jeff was fortunate to be given many unused restaurant items and equipment from people he knew. He also

had his family working alongside him.

Although the business was initially successful, Jeff realized that the business would do better with an expanded menu. He was seeking funding assistance to expand the business from a deli to a deli/pizzeria. ACCES-VR assisted with obtaining a pizza oven and related equipment.

After receiving the ACCES-VR-funded equipment and becoming a pizzeria, the business excelled. Things really took off when he added live country music and dancing one evening each week. Country music is part of Jeff’s family as his father is a well-known, award-winning fiddler and Jeff plays guitar. On music night, area musicians come to play, and the place is packed, so much so that a second music night has been added to the weekly calendar! Grumbellies has become an eating, entertainment and social center in Fort Ann. With growing interest from the community Jeff has continued to upgrade and expand his kitchen, and has even done some catering. He hopes to open another location in time and recruit qualified employees through ACCES-VR.

Jeff recently was honored with a 2017 National Disability Employment Awareness Month (NDEAM) Regional Award for Entrepreneur. Jeff always knew he wanted to own his own eatery. His resourcefulness and creativity are remarkable and enviable. His resiliency and determination demonstrate what a person facing challenges resulting from disability can accomplish.

Appendix A Data Elements

ACCES-VR Dashboard

Federal Fiscal Year	Employment Outcomes Achieved (Youth- under age 25 at application)*	New Applicants (Youth)	Total Caseload 02-24 (Youth)	Youth with Disability (Student with Disability)**	Total Caseload with SSI/SSDI (All VR participants)***	ACCES-VR Counselors	Counselor/ Participant Ratio 02-24	Vocational Rehabilitation Program Costs RSA-2; Line 4	Average Hourly Wage at Closure (Youth)	Participant Satisfaction (survey completed every 3 years)
2016-17	10,438 (4,851; 46%)	39,180 (19,207; 49%)	54,556 (30,052; 55%)	30,052 (22,163; 74%)	12,709 (23%)	294	186	\$222,329,733 [^]	\$12.59 (\$11.61)	NA
2015-16	11,272 (5,148; 46%)	40,865 (19,465; 48%)	57,010 (29,287; 51%)	29,287 (21,266; 73%)	14,294 (25%)	286	199	\$261,437,696	\$11.96 (\$11.16)	NA
2014-15	11,284 (5,091; 45%)	36,161 (16,563; 46%)	52,896 (25,803; 49%)	25,803 (18,470; 72%)	14,312 (27%)	293	181	\$225,717,857	\$11.47 (\$10.59)	85%
2013-14	12,059 (5,407; 45%)	32,807 (14,260; 43%)	50,504 (23,813; 47%)		14,838 (29%)	289	175	\$211,163,146	\$11.10 (\$10.27)	NA
2012-13	12,025 (5,374; 45%)	33,570 (14,282; 43%)	52,361 (21,438; 41%)		15,199 (29%)	289	181	\$242,602,238	\$10.92 (\$9.97)	86%
2011-12	11,900 (5,135; 43%)	36,012 (12,976; 36%)	52,341 (21,474; 41%)		14,692 (28.1%)	318	165	\$215,656,645	\$10.95	NA
2010-11	12,194 (4,504; 37%)	37,866 (13,070; 35%)	54,359 (22,086; 41%)		14,542 (26.75%)	328	166	\$198,751,487	\$10.88	NA
2009-10	12,092 (4,318; 36%)	39,384 (14,469; 37%)	58,904 (25,154; 43%)		15,095 (25.63%)	336	175	\$228,401,437	\$10.70	77%

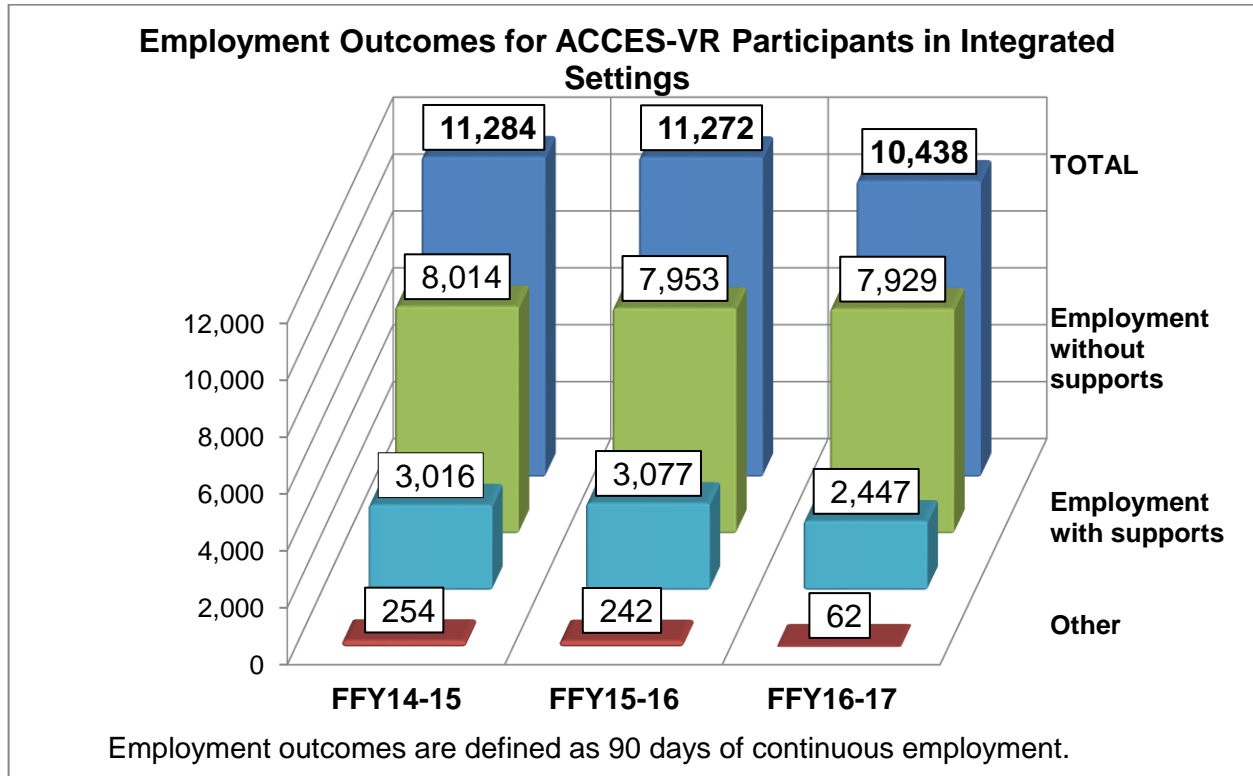
* Prior to 2013; definition of Youth was 14- 21 years old at application

** Student with Disability- student in secondary school with or without an IEP or 504 plan and 16-21 years old at application

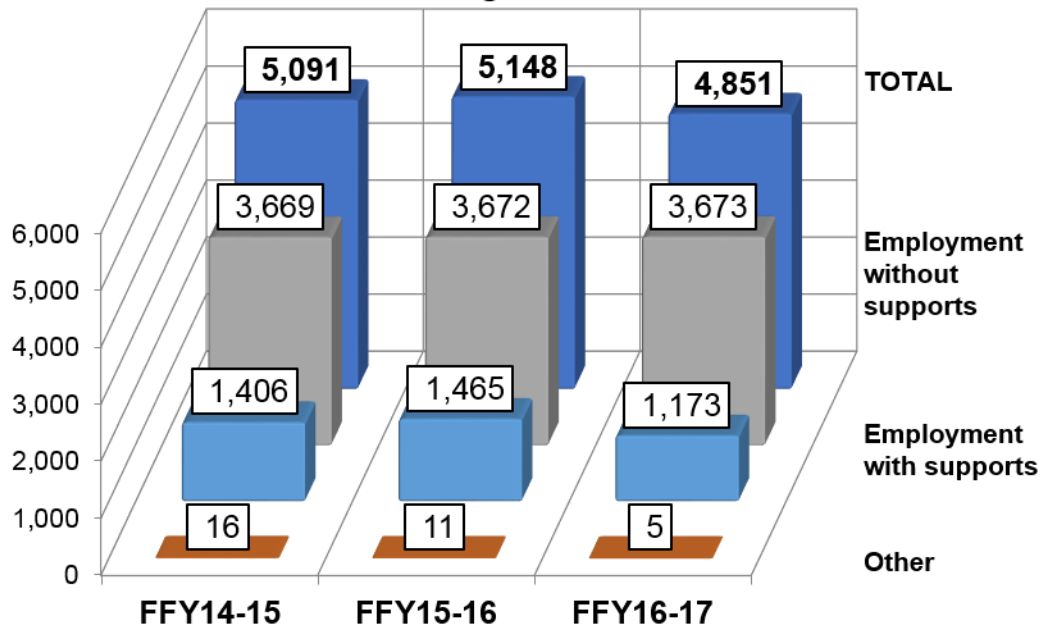
*** Supplemental Security Income (SSI)/ Social Security Disability Insurance (SSDI)- may include duplicate counts

[^] The 2016-17 figure in the column labeled Vocational Rehabilitation Costs RSA-2; Line 4 – is a “to date” estimate. The figures for the RSA-2 have not been finalized at this time.

ACCES-VR Employment Outcomes & Participant Characteristics

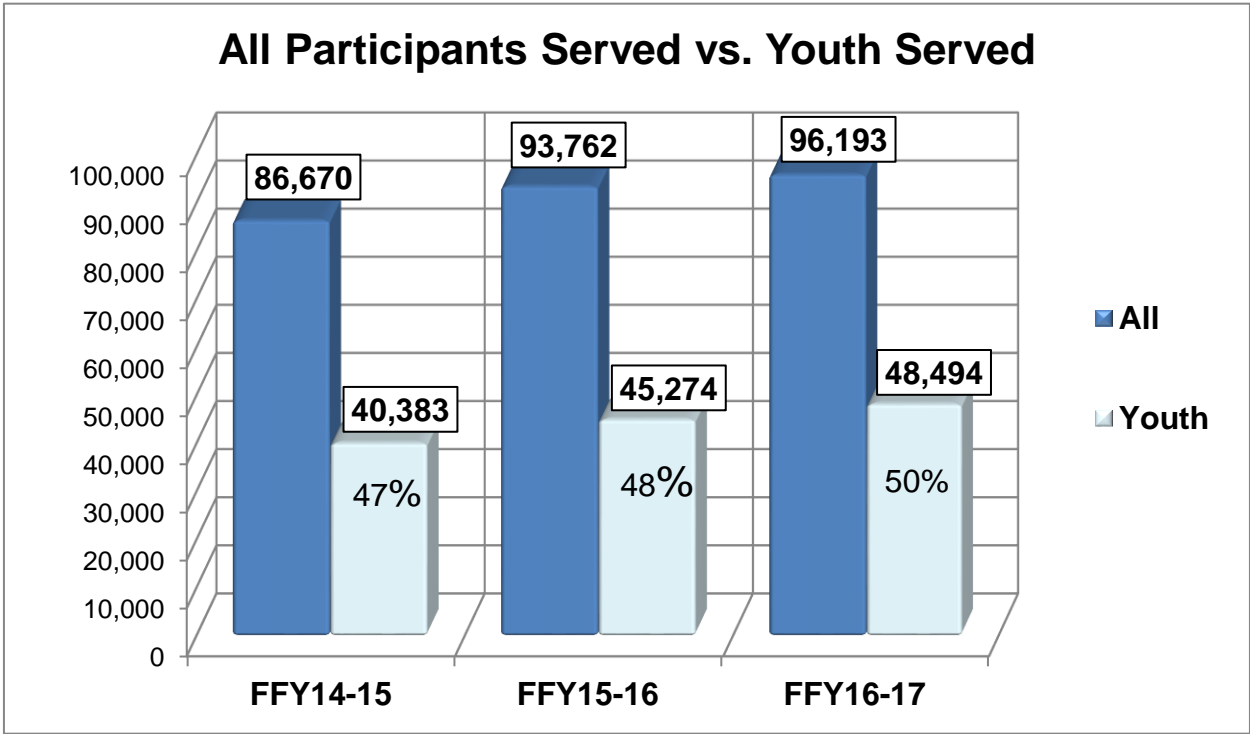


Employment Outcomes for ACCES-VR Youth Participants in Integrated Settings

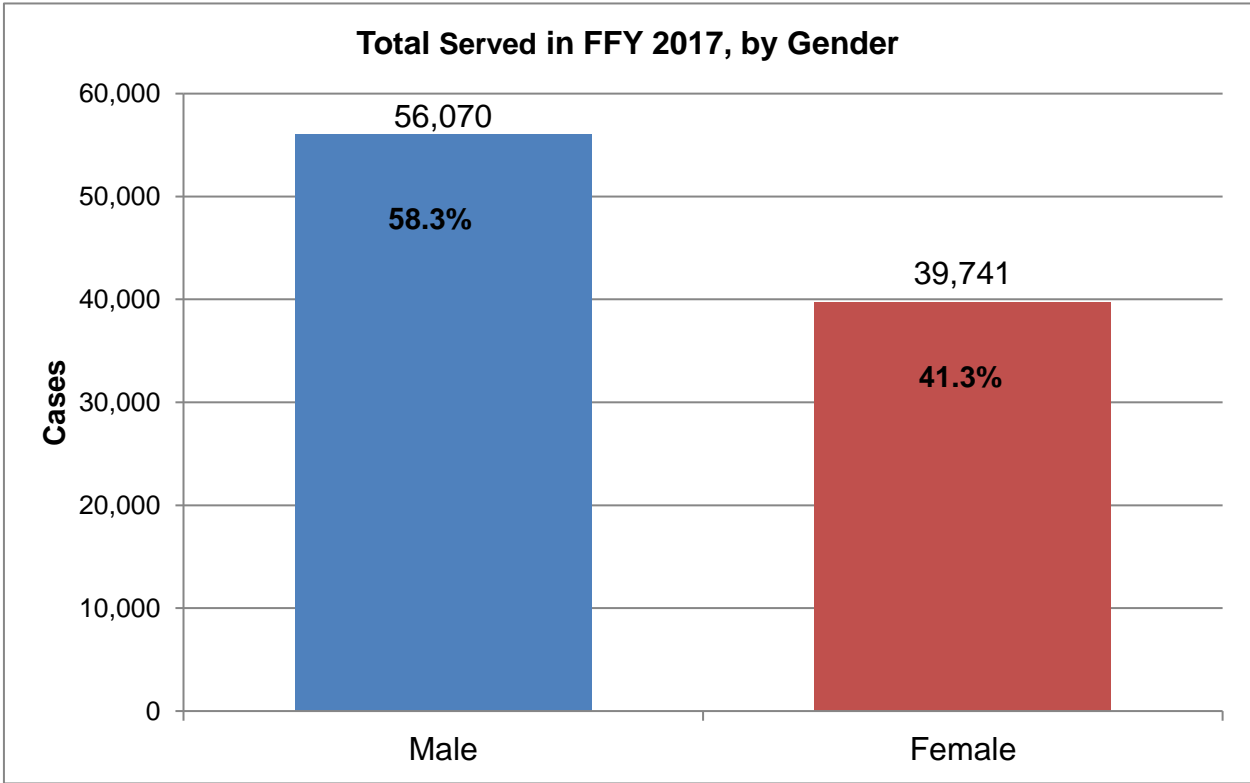


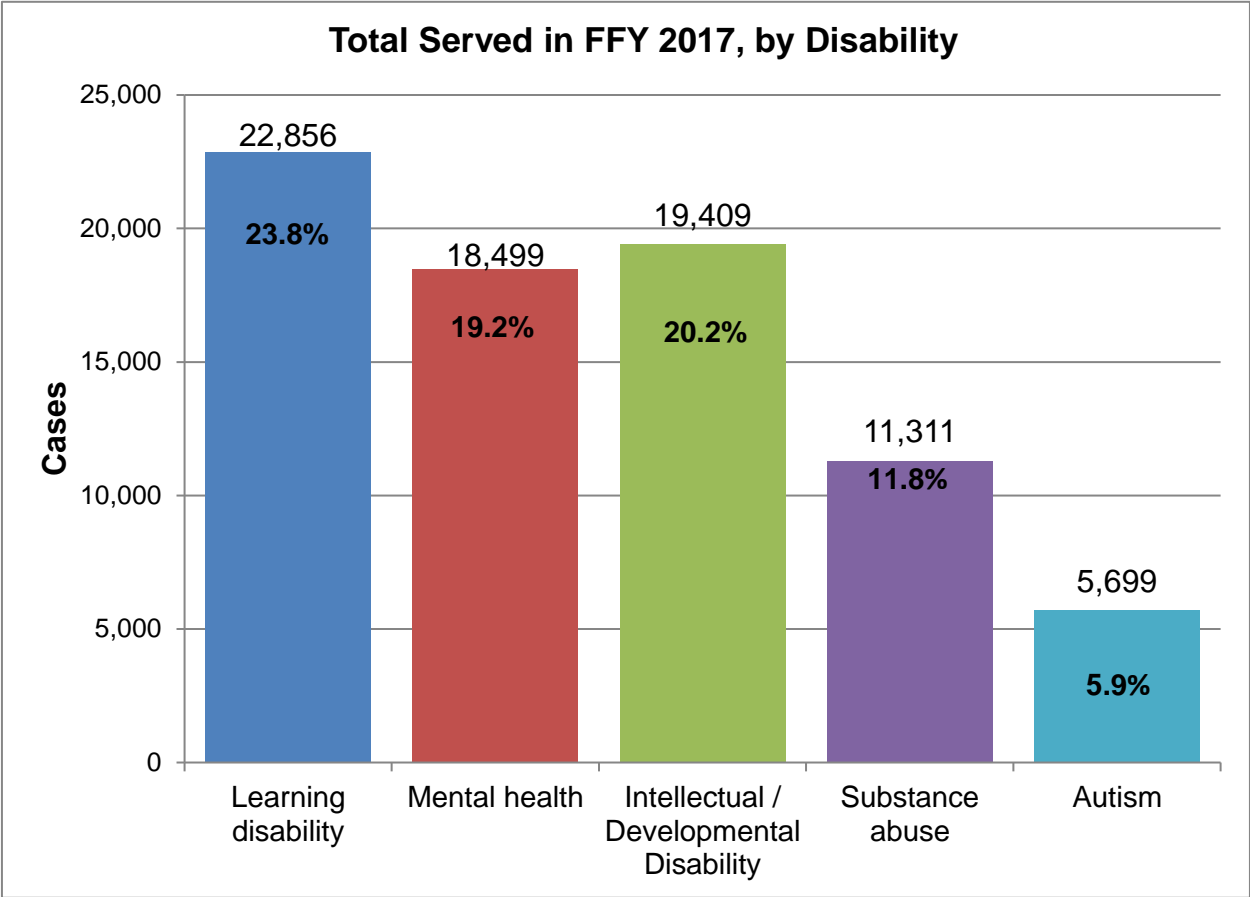
Employment outcomes are defined as 90 days of continuous employment.

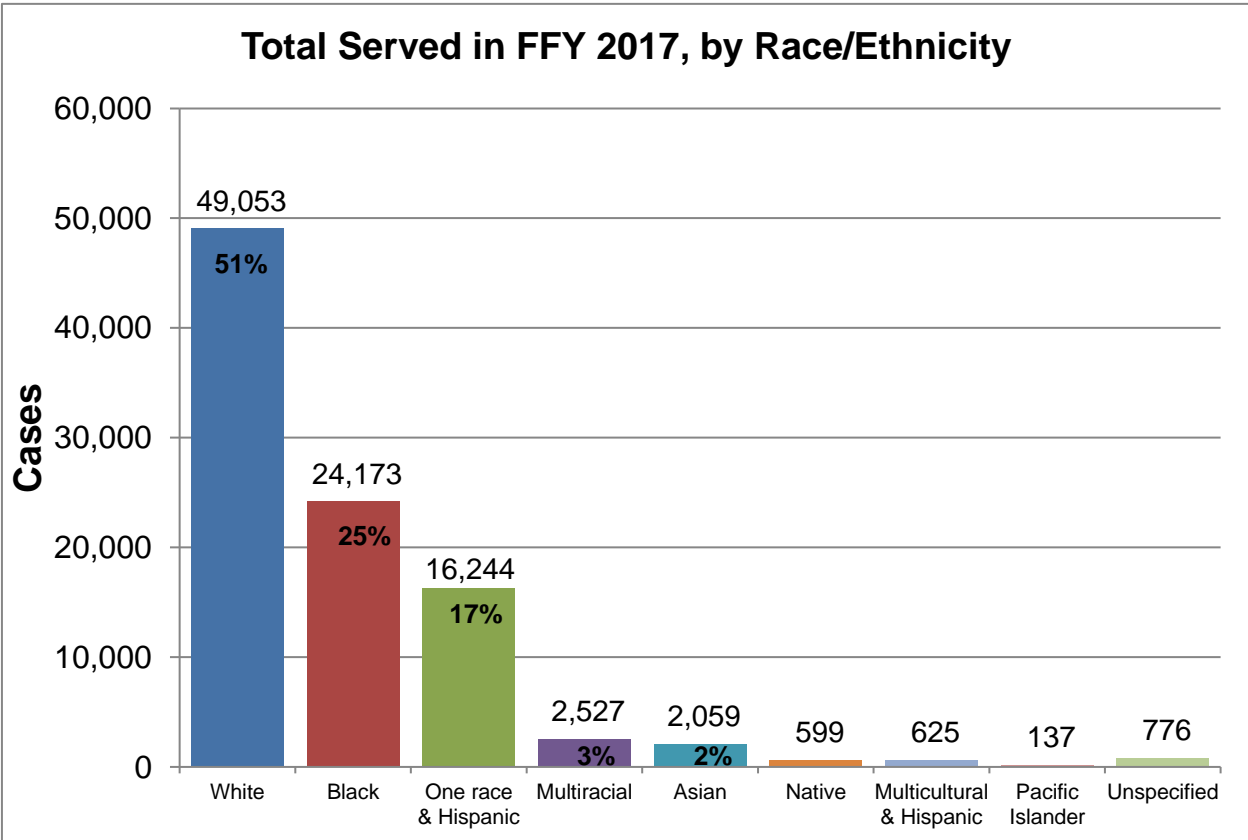
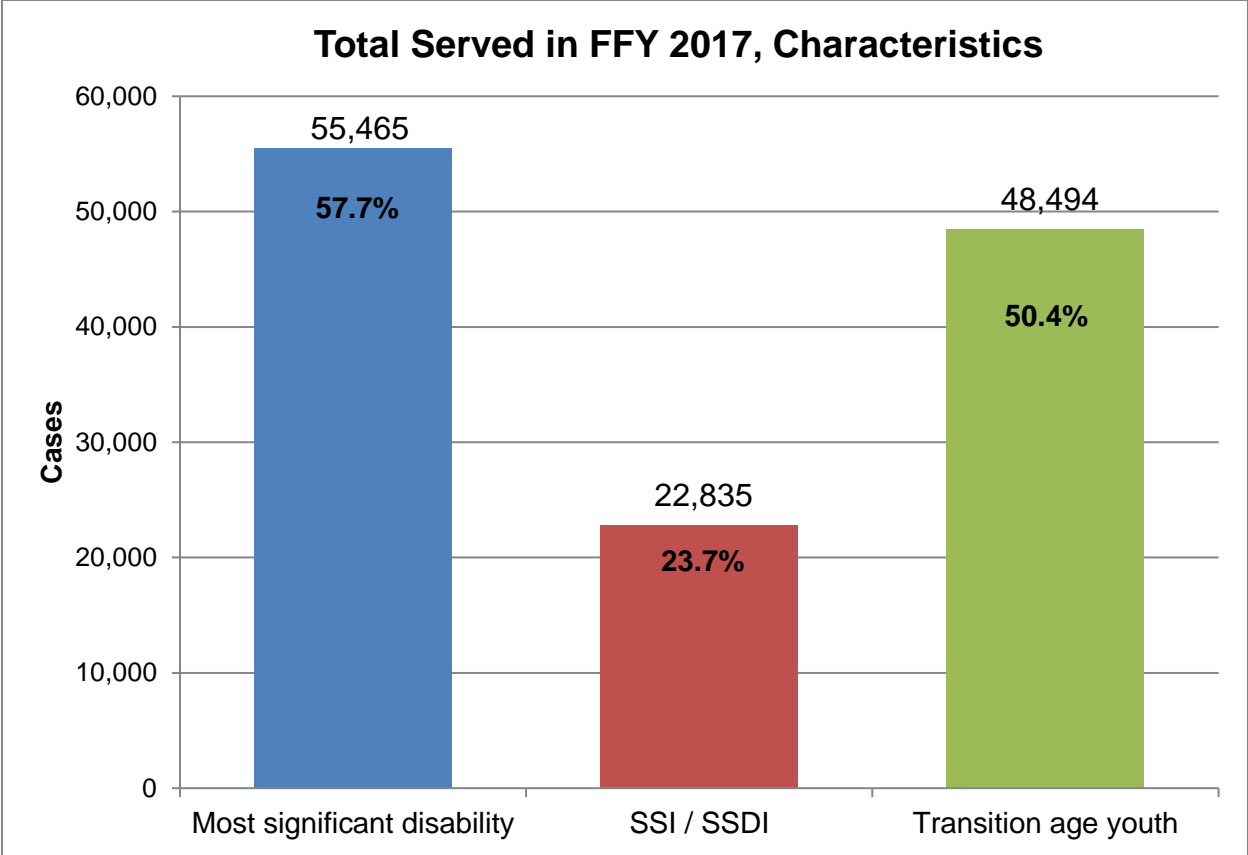
All Participants Served vs. Youth Served



Total Served in FFY 2017, by Gender







Appendix B
ACCES-VR Performance Standards

Performance Indicator & Performance Standard	ACCES-VR Data	Performance Successful?
<p>Performance Indicator 1.1 Change in employment outcomes</p> <p>Standard: Employment outcomes for individuals exiting the VR program must be equal or exceed the employment outcomes for individuals from the previous year.</p>	<p>Total employment outcomes FFY 2016 11,272</p> <p>Total employment outcomes FFY 2017 10,438</p>	NO
<p>Performance Indicator 1.2 Percent of employment outcomes</p> <p>Standard: A minimum of 55.8% of all ACCES-VR participants will have achieved an employment outcome.</p>	<p>44.4% of ACCES-VR participants that received services and exited the VR program achieved employment outcomes</p>	NO
<p>Performance Indicator 1.3 Percent of competitive employment outcomes</p> <p>Standard: A minimum of 72.6% of all ACCES-VR participants that achieve an employment outcome will engage in competitive work at earnings equal to or above minimum wage.</p>	<p>97.9% of ACCES-VR participants achieving competitive employment outcomes with earnings above minimum wage</p>	YES
<p>Performance Indicator 1.4 Percent of competitive employment with significant disabilities</p> <p>Standard: A minimum of 62.4% of all ACCES-VR participants that achieve an employment outcome at or above minimum wage are considered to have a significant disability.</p>	<p>98.6% of ACCES-VR participants that achieved competitive employment outcomes with earnings equal to or above minimum wage for individuals with significant disabilities.</p>	YES
<p>Performance Indicator 1.5 Ratio of average VR wage to average State wage</p> <p>Standard: The average hourly earnings of ACCES-VR participants that exit the VR program will be equal to or exceed the ratio of 0.52 (average VR wage/average State wage).</p>	<p>ACCES-VR participants earned an average wage of \$12.66 an hour as compared to the State average of \$33.20 per hour for a ratio of 0.38.</p>	NO
<p>Performance Indicator 1.6 Difference between self-support at application and closure</p> <p>Standard: The minimum of 53.0 or greater of all ACCES-VR participants who report a difference between self-support at application and closure.</p>	<p>57.4% of ACCES-VR participants reported the largest single source of economic support at closure to be their own income compared to their largest single source of economic support at application to be their own income.</p>	YES
<p>Performance Indicator 2.1 Ratio of minority service rate</p> <p>Standard: The minimum of .80 or greater for the ratio of minority service rate to non-minority service rate of ACCES-VR participants.</p>	<p>0.89 ratio between the service rate for ACCES-VR participants from minority backgrounds and the service rate for ACCES-VR participants from non-minority backgrounds.</p>	YES

Appendix C

ACCES-VR & SRC Common Priorities

2016 Combined State Plan Considerations:

- SRC to provide final advice and recommendations in connection with ACCES-VR administering a Comprehensive Statewide Needs Assessment in 2016/2017 (PPC/QAI & All)
- Jointly review past performance of current State Plan Goals & Objectives (PPC/QAI)
- SRC & ACCES-VR will collaborate in the development of new Goals & Objectives late in 2017 (Ad Hoc Work Group)
- Review and comment on implementation of new common performance measures across core programs (QAI & All)
- SRC will continue to review and recommend data collection to inform policy and program development (All)

Significant policy changes anticipated:

- New supported employment policies in early/mid 2017 (PPC)
- New youth policy – late 2016/early 2017 (PPC & Transition Committee)
- Contribution to Justice Involved Technical Assistance Brief – TAB (PPC)

Additional opportunities for collaboration:

- Final release of new VR regulations
- Strategic Plan Implementation
- SRC participation in ACCES-VR work groups.
- SRC engagement in promoting the public forums and/or is service options.

Executive Committee:

- Maintain open communication between SRC and ACCES-VR leadership
- Adopt annual and quarterly meeting themes and priorities
- Work with ACCES-VR to coordinate standing committee operations
- Work with ACCES-VR to support SRC leadership and succession planning

Workforce Development Committee:

- Maintain an ongoing dialogue with the ACCES-VR Statewide Business Relations Network/Integrated Employment Specialists (IES)
- Support ACCES-VR in scaling up innovative approaches to business engagement.
- Advance recommendations on employer considerations associated with new customized employment services.
- Review and advance recommendations associated with trainings for businesses on hiring and supervising employees with disabilities.
- Promote and recommend improvements in employer incentives (Tax, WTO, OJT)
- Continue to develop an Adult Middle Skills White Paper (Part II).

Transition from School to Adult Life Committee:

- Participate in activities leading up to the revision of the Transition and Youth Policy slated to be revised in early 2017.
- Review and provide input on efforts to recruit and serve “out of school” youth (e.g. disenfranchised youth, high school drop outs, and justice involved youth).
- Receive updates on the effectiveness of the Career Development and Occupational Studies (CDOS) credential. Continue to assess continuing barriers to employment for CDOS credentialed ACCES-VR consumers/participants.

Policy & Planning Committee:

- Participate in activities leading up to revisions in Youth Policy, supported employment policies and Justice Involved Technical Assistance Brief (TAB).
- Review and advance recommendations associated with implementation of new WIOA services, e.g., pre-employment transition, customized employment, assistive technology, post-secondary education.
- Review and advance recommendations on collaborations and other Combined State Plan provisions.
- Receive updates on ACCES-VR’s relationship with the NYS Employment First Council and advance recommendations for improved collaboration.

Quality Assurance & Improvement Committee

- Review and advance recommendations on WIOA Common Performance Measures and VR State Plan Goals and Priorities.
- Review and advance recommendations on planned information gathering survey instruments under the SUNY Potsdam contract.
- Review and assess findings of Potsdam Information Collection and Satisfaction Surveys.

Appendix D Current Membership

State Rehabilitation Council (SRC)

SRC Chair

Tonya Robinson-Mayer, Partners in Transition Coordinator, Champlain Valley Educational Services, CV-TEC, 194 US Oval, Suite 228, Plattsburgh, NY 12903

State Rehabilitation Council (SRC) Co Vice-Chairs

Michael Irwin, Program Director, Greater Syracuse Works, 516 Burt Street, Syracuse, NY 13202

Chad Underwood, COO, Access to Independence of Cortland County, Inc., 26 North Main St., Cortland, NY 13045

Representative of NYS Education Department

Megan Brown, Associate in Education of Children with Disabilities, Office of Special Education, New York State Education Department, 89 Washington Avenue, Room 309 EB, Albany, NY 12234

Representatives of Community Rehabilitation Program Service Providers

Michael Godino, Malverne, NY 11565

Yvette Goorevitch, Director of Special and Alternative Education in New Rochelle, 515 North Avenue, New Rochelle, NY 10801

Jennifer, M. Machucki, Williamsville, NY 14221

Joann Marshall, Rehabilitation Counselor II, Central New York Psychiatric Center, 9005 Old River Road, Marcy, NY 13403

Joan Parker, Associate Vice President of Education and Employment, Heritage Christian Services, 349 West Commercial St, Suite 2795, East Rochester NY 14445

Fredda Rosen, Executive Director, Job Path, 256 W. 38th St., 2nd floor, New York, NY 10018

Michael A Sherman, Peer Counselor Coordinator/IL Specialist, North Country Center for Independence, 80 Sharron Ave, Plattsburgh, NY 12901

Representatives of a Parent Training and Information Center established pursuant to the Individuals with Disability Education Act (IDEA)

Helene Fallon, Project Director, Center for Community Inclusion (LIPC), LIU 720 Northern Blvd. Brookville, NY 11548

Lourdes Rivera-Putz, Executive Director, United We Stand of New York, 91 Harrison Avenue, Brooklyn, NY 11206

Representatives of Disability Advocacy Groups

Shain Anderson, Center for Independence of the Disabled-NY (CIDNY), 841 Broadway, Suite 301, New York, NY 10003

Paul Czech, Esq., Paul Czech & Associates, 68 Indian Pipe Drive, Wynantskill, NY 12198

Roger Purdy, Director, Disability Support Services, Le Moyne College, 4158 Cherrywood Drive, Syracuse, NY 13215

Lourdes Rosa-Carrasquillo, Esq., Director of Advocacy/Community Organizer, Center for Independence of the Disabled, 841 Broadway, Suite 301, New York, NY 10003

Representatives of Business, Industry, and Labor

Melissa Campbell, Owner, Creator Ultra Hoops and Wellness, Buffalo, NY 14213

Howard Gross, President, E-BizDocs, Inc., 85 Broadway, Menands, NY 12204

Martha Jackson, Disability Employment & Business Relations, Mayor's Office for People with Disabilities, 100 Gold Street, 2nd Floor, New York, NY 10038

Ellice Switzer, Cornell University ILR School, 2021 Ellis Hollow Road, Ithaca, NY 14850

Craig Wolfson, Esq., Partner, Rosicki, Rosicki & Associates, 51 East Bethpage Road, Plainview NY 11803

Representative of the Statewide Independent Living Council (NYSILC)

Lindsey Miller, Executive Director, New York Association on Independent Living(NYAIL) 155 Washington Ave, Suite 208, Albany, NY 12210

Representative of Native American Tribe

Melissa Schindler, Director, Seneca Nation Employment and Training Department, 88 Iroquois Drive, Irving, NY 14081

Current or former Applicant/recipient of Vocational Rehabilitation Services

Shain Anderson, Disability Advocate, Kew Gardens, NY 11415

Representative of the Client Assistance Program (CAP)

Erica Marie Molina, Esq., CAP Director, DISABILITY RIGHTS NEW YORK, 725 Broadway, Suite 450, Albany, NY 12207

Representative of the State Workforce Investment Board

Alan Gallagher, State Lead for the New York State Disability Employment Initiative (DEI) - Division of Employment & Workforce Solutions, NYS Department of Labor (DOL), State Office Campus, Albany, NY 12240

Ex-Officio Members

Debora Brown-Johnson, Assistant Commissioner, New York State Education Department's Office of Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR), 89 Washington Ave, Albany, NY 12234

Julie Hovey, Senior Vocational Rehabilitation Counselor, NYS Office of Children and Family Services, NYS Commission for the Blind (NYSCB), 843 Union Ave, 2nd Fl., New Windsor, NY 12553

Ceylane Meyers-Ruff, Director, Employment & Meaningful Community Activities, NYS Office for People with Developmental Disabilities (OPWDD), 44 Holland Ave., Albany, NY 12229

Liam McNabb, Director of the Rehabilitation Services, NYS Office of Mental Health (OMH), 44 Holland Ave., Albany, NY 12229

Lisa Rosano-Kaczowski, Director, TRAIID/AH Programs, NYS Justice Center, 161 Delaware Avenue, Albany, New York 12054

ACCES-VR Committee Liaisons

Bryan Baszczuk, Integrated Employment Specialist, liaison to the Workforce Development Committee

Robert Linton, Associate Vocational Rehabilitation Counselor, Resource Development, liaison to the Policy and Planning Committee

Alesia Simco, Senior VR Counselor, QA/Monitoring Unit, liaison to the Quality Assurance & Improvement Committee

Laura Hartman, Senior Transition and Statewide Youth Services Vocational Rehabilitation Counselor, liaison to the Transition from School to Adult Life Committee

Contact the State Rehabilitation Council (SRC)

By e-mail: accessrc@nysed.gov

By mail: SRC Chair
c/o ACCES-VR-
New York State Education Department
89 Washington Avenue, Room 580 EBA
Albany, NY 12234



Art work by Aubrey Hill

Aubrey was referred to ACCES-VR in 2015 by the Hammondspport School District. Aubrey has a diagnosis of Profound Bilateral Sensorineural Hearing Loss and has Cochlear Implants in both ears. Aubrey attended Explore Your Future through the National Technical Institute for the Deaf (NTID). Her strongest interest scores are in social and artistic areas. Values are relationships, achievement and independence. In meeting with Aubrey, she wants to learn and seeks to be her best in her subjects. Aubrey is studying to become an Artist /Art Teacher at NTID.

Art work by Katie Goodwin

Katie was referred to ACCES-VR by Canisteo Greenwood School. She has Diabetes and impaired vision. Katie has been doing artwork for several years; she participates in art shows and has sold her art privately. Katie is at the State University of New York (SUNY) Alfred where she is pursuing her goal as a Multimedia Artist / Animator.

