

**NEW YORK STATE REHABILITATION COUNCIL  
(SRC)  
2021-2022  
ANNUAL REPORT**

IN PARTNERSHIP WITH



**TOGETHER WHAT WE DO  
MAKES A DIFFERENCE!**

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## Message From The Deputy Commissioner

**Ceylane Meyers-Ruff**, Deputy Commissioner  
New York State Education Department  
Adult Career Continuing Education Services (ACCES)

*Deputy Commissioner*

The New York State Rehabilitation Council (SRC), representing New Yorkers with disabilities, works in partnership with ACCES-VR by providing thoughtful advice and guidance on vocational rehabilitation services to the New York State Board of Regents and the Commissioner of Education.

As we all collectively continue to manage life and work with COVID-19, this year signified both a slow return to some past practices as well as an adoption of our new normal routine. For the SRC, this meant both virtual meetings and for the first time since the start of the pandemic, in-person meetings. The return to in-person meetings was significant as new SRC members appointed in 2020 were finally able to meet their fellow members outside the confines of a virtual meeting. While the work of the SRC remained unparalleled throughout the pandemic, meeting in-person again reinforced the collaborations of the SRC members with each other and the meaningful review of the intersectionality between their representation of New Yorkers with disabilities and the work of ACCES-VR.

This year set into motion updates and changes to the SRC committee membership and structure. The effectiveness of these committees was evidenced in the thought-provoking presentations that were arranged for full council meetings. Robust discussions about the need for pre-apprenticeships were the result of a presentation on apprenticeships in advanced manufacturing, while learning about health workforce initiatives led to a better understanding of how businesses can embed in their culture the value of employing people with disabilities. Additionally, the SRC undertook systemic planning with ACCES-VR through their collaborations on the comprehensive statewide needs assessment, review, and input on the ACCES-VR section of the New York State Workforce Innovation and Opportunity Act (WIOA) Combined State Plan Modification, and dialogue on the provision of pre-employment transition services (Pre-ETS) across the state.

As this year closes, so do the terms on the SRC for both Megan Brown and Ellice Switzer. Ms. Brown represented the New York State Education Department's Office of Special Education. Throughout her time on the SRC, Ms. Brown provided insight and guidance as to ways to best support students with disabilities, identified opportunities for linkages between schools, the Office of Special Education and ACCES-VR, and was instrumental in the collaborations and advisement on the provision of transition services and Pre-ETS. I would like to thank Ms. Brown for invaluable contributions and years of service to the SRC.

Ms. Switzer's passion for supporting individuals with disabilities in competitive, integrated employment made her a natural fit for the SRC. Over her six-year tenure, Ms. Switzer shared a thoughtful perspective on ACCES-VR services, data-driven research to help move the needle on employment for people with disabilities, and access to national experts to assist the SRC and ACCES-VR in gaining insights into employment trends as well as the functions of an SRC. However, it was Ms. Switzer's last two years as the Chair of the SRC that provided the opportunity for her to not only instill her passion, but for her to also shape the structure of the SRC and to better ensure diverse representation on the full council. I offer thanks to Ms. Switzer for her dedicated service and tremendous commitment to the success of the SRC.

Partnership is at the heart of the relationship between the SRC and ACCES-VR. The SRC's guidance and support helps to shape the vocational rehabilitation services provided by ACCES-VR every year to thousands of New Yorkers with disabilities interested in obtaining, maintaining, or advancing in competitive, integrated employment. On behalf of Chancellor Young, the New York State Board of Regents, and Commissioner Betty Rosa, thank you for your dedication and service.

Sincerely,

A handwritten signature in blue ink, reading "Ceylane Meyers-Ruff". The signature is fluid and cursive, with the first name "Ceylane" being more prominent and the last name "Meyers-Ruff" following in a similar style.

Ceylane Meyers-Ruff, ACCES Deputy Commissioner

## Message From The Chair Of The New York State Rehabilitation Council



**Ellice Switzer,**  
Extension Associate, Workplace Disability Inclusion Associate  
Yang-Tan Institute on Employment and Disability  
Industrial and Labor Relations School - Cornell University

### *SRC Chair*

As 2022 comes to a close, I find myself nearing the end of six years of service on the New York State Rehabilitation Council (SRC). Although my second and final term comes to an end this year, I am so very proud to have had the opportunity to work closely with a broad coalition of stakeholders, dedicated to promoting excellence within the New York State vocational rehabilitation system. The SRC serves as a partner to ACCES-VR in an advisory capacity, working closely with Deputy Commissioner of ACCES, Ceylane Meyers-Ruff; Assistant Commissioner of ACCES, Linda Schramm; Diane Woodward, Coordinator of Workforce Development Strategies, and other ACCES-VR staff who dedicate extensive time and energy to the work of the SRC. I would especially like to thank Jennifer Semonite, ACCES-VR liaison to the SRC Executive Committee, whose tireless effort to support the SRC and its committees has been a driving force behind our work.

Over the past year, the world has begun a gradual return to “business as usual” after the devastating effects of the COVID-19 pandemic. This was also true for ACCES-VR, and as such, the objectives of the SRC this year were very much centered around that continued recovery and aligning the work of vocational rehabilitation to the new realities of the 21<sup>st</sup> century labor market. Among the SRC’s accomplishments in 2022, we:

- Conducted a targeted search for new members who represent the required composition of the SRC and will add seven new members whose terms begin in 2023. The Membership Committee succeeded in finding and electing a more diversified slate of new members, who can truly represent the varied perspectives of New Yorkers with disabilities.
- Established a structured, multi-phase dialogue intended to provide valuable feedback and recommendations to ACCES-VR on the implementation of Pre-Employment Transition Services (Pre-ETS) statewide.
- Invited leaders from business and industry to share information about job-driven, business-led initiatives that are aligned with the future of work and have the potential to improve employment and training opportunities for people with disabilities.
- Strengthen connections with other state agencies by sharing information about cross-systems initiatives and potential points of synergy to better align and maximize the provision of services to people with disabilities in New York. For example, a

presentation on the effective use of the Federal Bonding Program to assist previously justice involved jobseekers with disabilities receiving ACCES-VR services was an excellent opportunity for cross-agency partnerships with the SRC.

The SRC also gave input on a planned methodology for the Comprehensive Statewide Needs Assessment process and has kept a focus on updating the process for conducting the annual consumer satisfaction survey.

I have been honored to serve two terms as Chair of the New York State Rehabilitation Council, and I am confident that the SRC is on a path to continued success in advancing the interest of stakeholders and the quality-of-service delivery in the state vocational rehabilitation system. The SRC meetings are open to the public and we invite anyone who would like to join us or provide public comment. For more information about the SRC, its meetings and ACCES-VR, please visit us at <http://www.acces.nysed.gov/vr>.

Respectfully,

A handwritten signature in black ink, appearing to read "Ellice Switzer". The signature is fluid and cursive, with a long horizontal stroke at the end.

Ellice Switzer, Chair

## **COMMITTEE SUMMARIES**

### **Executive Committee**

#### **Purpose:**

The Executive Committee is empowered to act on behalf of the full SRC in all matters concerning the SRC when it is not possible for the full council to meet. The Executive Committee understands that any actions on behalf of the full SRC are subject to ratification at the next regularly scheduled quarterly meeting.

#### **Members:**

<b>Members</b>	<b>ACCES-VR Representation</b>
Ellice Switzer (Chair)	Ceylane Meyers-Ruff
Joseph Delgado (Vice-Chair)	Linda Schramm
Sebastian Chittilappilly	Diane Woodward
Kathleen Grosvenor	Pam Brehm-Bisaillon
Nancy Grant	Lorie Boyd
Hillary Nichols	Connie Glover
Andy Sink	Jennifer Semonite

#### **Committee Accomplishments:**

During the 2021-2022 year the Executive Committee planned to resume in-person quarterly meetings. However, as variants of COVID-19 emerged, the decision was made to continue meeting virtually for two of the four quarterly meetings (March/June). The Executive Committee planned and coordinated the four quarterly SRC meetings, and together with the SRC committees and ACCES-VR, organized and/or delivered presentations on:

- The ACCES-VR Comprehensive Statewide Needs Assessment (CSNA)
- The New York State Systems Change and Inclusive Opportunities Network (SCION) Initiative
- Overview of Order of Selection
- State Rehabilitation Council (SRC) Mission and Composition
- Membership Application Process
- Overview of the Federal Bonding Program
- Guided Discussion: Pre-Employment Transition Services (Pre-ETS) in NYS
- CVS Health Workforce Initiatives
- Careers, Apprenticeship Opportunities and Training for Advanced Manufacturing
- ACCES-VR's section of the NYS Workforce Innovation and Opportunity Act (WIOA) Combined State Plan Modification



**Ongoing Roles and Responsibilities:**

<b>Executive Committee Activities</b>	<b>ACCES-VR Role</b>
Considers and recommends actions to ACCES-VR that will facilitate achievement of the SRC mandates.	Provides updates, data, and information as needed to inform the activities of the Executive Committee.
Receives monthly reports from standing committee Chairs on the status of activities.	Provides actionable input and feedback on activities of the Executive Committee.
Provides support for the SRC quarterly meetings in the form of minutes, connection/explanation of information, and scheduling.	Informs the development of the quarterly SRC meeting agenda.

**Membership Committee**

**Purpose:**

The Membership Committee recruits, interviews, and recommends members to be appointed to the SRC. The SRC Vice-Chairperson chairs the committee, and it also includes the ACCES-VR Liaison to the Executive Committee. The Membership Committee is committed to diversity, equity and inclusion when identifying, recruiting, and recommending new members to the SRC, ACCES-VR, and the NYS Education Department’s Board of Regents.

**Members:**

<b>Members</b>	<b>ACCES-VR Representation</b>
Joe Delgado (Chair)	Jennifer Semonite
Sebastian Chittilappilly (Co-Chair)	
Megan Brown	
Evelyn Pugh	
Lafayette Williams	

**Committee Accomplishments:**

This year was a busy and success one for the Membership Committee. Working together, the committee and ACCES-VR finalized revisions to the recruitment process, received 13 new member applications, conducted interviews, and appointed 7 new SRC members. A new member orientation is under development and will include information on the SRC’s mission and guiding principles, vision, roles, responsibilities, and composition of stakeholders.

**Ongoing Roles and Responsibilities:**

<b>Membership Committee Activities</b>	<b>ACCES-VR Role</b>
Maintains and updates membership lists and term dates of all SRC members.	Initiates the application process and participates in interviewing candidates.
Annually solicits applications and recruits for recommended appointment to the SRC.	Creates application materials, forms, and other information to share with the Membership Committee.
Advertises the open SRC membership positions utilizing committee members, community leaders, and other appropriate means of communication to reach a wide variety of individuals throughout New York State.	Submits recommended candidates to the NYS Education Department's Board of Regents for appointment to the SRC.
Interviews candidates using a panel of at least two members of the Membership Committee and the ACCES-VR Liaison.	Maintains communication with candidates.
Reviews attendance, participation, and professional contributions of each SRC member whose first term is ending.	Supports the Membership Committee in developing the new member orientation, meeting agendas, materials, and information as needed.
When needed, solicits candidates to fill a vacated SRC position outside of the annual membership process.	
Plans and creates the agenda for new member orientations and leads the new member orientation on an annual basis.	
Plans and creates other trainings for new members as needed.	

**Quality Assurance and Improvement Committee**

**Purpose:**

The Quality Assurance and Improvement (QAI) Committee advises ACCES-VR on the Workforce Innovation and Opportunity Act's (WIOA) required priorities to improve the quality of ACCES-VR services as outlined in its section of the NYS WIOA Combined State Plan. Areas of focus for the QAI committee include collaborating and advising ACCES-VR on ways to improve:

- Services resulting in an increase in the number of individuals expressing satisfaction on ACCES-VR’s participant satisfaction surveys to at least 90% satisfaction with services.
- Vendors meeting or exceeding the established benchmarks for quality contract deliverables at 80% or more.

**Members:**

<b>Members</b>	<b>ACCES-VR Representation</b>
Hillary Nichols (Chair)	Connie Glover
Andy Sink (Co-Chair)	
Naomi Brickel	
Brenda Shannon	
Toni Sullivan	

**Committee Accomplishments:**

The 2021-2022 year was a transitional year for the QAI committee for its members and roles. After six years of dedicated service to the SRC, Jennifer Machucki’s two terms came to an end. Jennifer made many contributions to the SRC and was an integral member of the participant satisfaction survey work group where she provided insight and expertise in the delivery of quality vocational services. Brenda Shannon from Disability Rights New York was appointed from the QAI committee to service as the new participant satisfaction survey work group liaison. Long-term ACCES-VR liaison to the QAI committee, David Morgan, also ended his tenure with the SRC and new Quality Assurance Liaison, Connie Glover was welcomed.

The QAI committee continued to work towards its mission of providing advisory feedback to ACCES-VR at all SRC committee meetings. Throughout the year, the QAI committee worked collaboratively and developed a timeline of annual tasks, established a process for review of Due Process Reports and satisfaction surveys. These timelines and processes ensure tasks are completed in a timely manner and that relevant feedback is given to ACCES-VR and the SRC.

In addition to the ongoing and regular functions, this year the QAI committee reviewed and provided feedback on the New York State Office of the State Comptroller’s (OSC) audit of ACCES-VR’s supported employment services. The QAI committee asked a series of questions to ACCES-VR pertaining to the OSC audit. ACCES-VR was able to address these questions and provide feedback to the full SRC. The QAI committee also reviewed ACCES-VR’s response to the OSC audit’s findings.

**Ongoing Roles and Responsibilities:**

<b>QAI Committee Activities</b>	<b>ACCES-VR Role</b>
Reviews aggregated key indicators for vendor performance by region.	Provides aggregated key indicator reports for vendor performance by region.
At least one member of the QAI committee represents the SRC on the ACCES-VR participant, youth, and vendor satisfaction survey development committee.	Shares data collected on participant, youth, and vendor satisfaction surveys.
Reviews data collected from the participant, youth, and vendor satisfaction surveys.	Provides semi-annual summary of fair hearings related to due process.
Reviews semi-annual summary of due process fair hearings.	Shares data related to Impartial Hearing Officers (IHOs).
Annually initiates Order of Selection metrics report for review by the full SRC and makes recommendations for improving ACCES-VR performance.	Shares Order of Selection metrics report.
Reviews public data to advise on trends and needs within ACCES-VR and the state vocational rehabilitation system.	

**Business Engagement Committee**

**Purpose:**

The Business Engagement Committee advises ACCES-VR on how to meet the priorities to effectively serve businesses as identified in the ACCES-VR section of the New York State WIOA Combined State Plan. These priorities focus on increasing business penetration, increasing repeat services to business customers, and building effective community partnerships to better serve individuals with disabilities and improve employment outcomes.

**Members:**

<b>Members</b>	<b>ACCES-VR Representation</b>
Ellice Switzer (Chair)	Lorie Boyd
Nancy Grant (Co-Chair)	Pam Brehm-Bisaillon
Alan Gallagher	
Valarie Gambino-Carelli	
Peter Herrig	
Robert Statham	

### **Committee Accomplishments:**

As part of the Business Engagement Committee's responsibilities to provide advice to ACCES-VR on how to effectively serve businesses, this year the Business Engagement Committee coordinated and provided presentations on:

#### ***The New York State Systems Change and Inclusive Opportunities Network (SCION).***

Allan Gallagher, Workforce Programs Specialist Supervisor, Special Populations Unit of the NYS Department of Labor, provided an overview on workforce development funding to be used over the next three years to expand the network of Disability Resource Coordinators (DRCs) to all 33 local workforce development boards across New York State to better serve individuals with disabilities.

The DRCs will seek to increase business outreach and engagement, generate awareness of Career Center services, promote the Ticket-to-Work program, and foster partnerships by using an Integrated Resource Team (IRT) model. Additionally, training and assistance focused on strengthening employment outcomes for individuals with disabilities ages 18 and older will be provided for Career Center staff, businesses, and community organizations. To learn more about this NYS SCION, visit [https://dol.ny.gov/ny\\_scion](https://dol.ny.gov/ny_scion).

#### ***Overview of the Federal Bonding Program.***

Cindy Wrend, of the Program Development Unit/Special Populations Team of the NYS Department of Labor, shared information about the history and purpose of the program along with details about job seeker eligibility, fidelity bonds, the bonding process, and what bonds do and do not cover. The bonding program was developed to remove barriers to employment for individuals deemed "high risk" or "not bondable" by an employer's regular fidelity bond coverage for employees.

To learn more about this program, visit <https://dol.ny.gov/federal-bonding-program-0>.

#### ***CVS Health Workforce Initiatives: Building Partnerships for a Healthy Workforce.***

Joana Lisboa, Manager of Workforce Initiatives at CVS, and Gregory Schmidt, Director of Workforce Initiatives at CVS, presented on the ***Abilities and Abundance Program***, and their effort to help workers with disabilities access the security and prosperity that stable employment can provide.

This program, led by CVS Health's Workforce Initiatives team, has spent the past two decades developing relationships with vocational rehabilitation agencies, non-profit organizations, and schools on local, state, and national levels to provide training, externships/internships, mentoring, simulated training facilities, job coaching, and community-based assessments. These collaborations have resulted in highly successful skills development programs, job training, and placement opportunities for all individuals with disabilities.

To learn more about Abilities In Abundance, contact [WI.Info@cvshealth.com](mailto:WI.Info@cvshealth.com) or visit <https://www.cvshealth.com/about-cvs-health/diversity/workforce-initiatives/abilities-in-abundance>.

***Finger Lakes Youth Apprenticeship Program (FLYAP): Careers, Apprenticeship Opportunities and Training for Advanced Manufacturing.*** Richard Turner, Director of Workforce Development with the Rochester Technology and Manufacturing Association (RTMA) provided an in-depth review of how RTMA is closing the skills gap in advanced manufacturing in the Finger Lakes region of NYS. The apprenticeship program bridges the gap for high school juniors and seniors with the modern-day workforce to grow the pipeline for skilled workers in manufacturing industries.

To learn more about this initiative, visit <https://fingerlakesyouthapprenticeship.org/>

**Ongoing Roles and Responsibilities:**

<b>Business Engagement Committee Activities</b>	<b>ACCES-VR Role</b>
Arranges at least one presentation for the full SRC per calendar year on business engagement-related topics.	Provides business engagement data, as available.
Identifies new and emerging industries that are growing, industries in decline and how these changes impact career pathways. Relays information on current employment and industry trends to ACCES-VR.	Provides Information on existing business partnerships and initiatives around NYS.
Annually reviews data on the ACCES-VR priority for effectively serving business in the NYS WIOA Combined State Plan.	Supports business engagement presentations to the full SRC.
Encourages representatives of business and industry to become members of the SRC.	
Works collaboratively with ACCES-VR to understand the needs of businesses, Chambers of Commerce, Regional Economic Development Councils, and to each provide them with a better understanding of ACCES-VR services.	

## Annual Report Committee

**Purpose:**

The Annual Report Committee coordinates the preparation and submission of the New York State SRC annual report in collaboration with ACCES-VR.

**Members:**

<b>Members</b>	<b>ACCES-VR Representation</b>
Jenny Hutkowski (Chair)	Jennifer Semonite
Kathleen Grosvenor (Co-Chair)	
Melinda Dolezal	
Julia Kelly	
Anthony Morano	

**Committee Accomplishments:**

The Annual Report Committee coordinated and collected the information for the SRC’s 2021-2022 annual report. In collaboration with ACCES-VR, the Annual Report Committee revised the process to solicit the SRC committee summaries, success stories, and data included in the report. Additionally, the Annual Report Committee worked with SRC members to highlight the collaborative work among State partners and ACCES-VR as well as the partnerships developed among businesses and organizations providing support to individuals seeking employment opportunities.

**Ongoing Roles and Responsibilities:**

<b>Annual Report Committee Activities</b>	<b>ACCES-VR Role</b>
At the quarterly SRC meetings documents the work and activities of the full SRC.	Provides support in creating a template for the annual report.
Solicits and organizes information from each SRC committee for the annual report.	Provides Deputy Commissioner’s letter.
In partnership with ACCES-VR, develops the process to solicit success stories, and data to include in the annual report.	Provides ACCES-VR data.
Collaborates with ACCES-VR on timely completion of the annual report.	Assists in soliciting and gathering success stories.
	Provides technical support with review of final draft and accessibility requirements.

## SUCCESS STORIES

### Award-Winning Achievement

#### German



German is a talented artist attending the State University of New York (SUNY) Ulster studying Fine Arts. German aspires to be a graphic designer.

German began working with ACCES-VR as a junior in high school. He has participated in a variety of Pre-Employment Transition Services (Pre-ETS) including career counseling, counseling in postsecondary educational options, counseling in self-advocacy, work-based learning experiences including an internship experience. These services allowed German to find his voice, explore his interests, identify his marketable and transferable skills, and create a career goal based on his real-life work experience. Additionally, German was mentored by a professional artist and founder of a membership organization passionate about bringing art to the community. His mentor inspired him and gave him valuable insight into future opportunities in the field. This opportunity helped to facilitate his ability to design a realistic career pathway that incorporated the educational support services necessary for him to succeed. These services, combined with positive, caring, and compassionate professional mentors in both the community and in high school, fostered German's confidence and talents and resulted in multiple collegiate scholarships and awards.



## Speak Up!

### Taylor



Taylor connected with ACCES-VR in 2003 during his junior year in high school and began receiving guidance and counseling services to identify postsecondary goals and the supports needed for a successful transition to work. Upon graduating high school in 2004, ACCES-VR provided a continuum of supports and services to Taylor including assistive technology, assistance with college tuition, personal care assistants, and job placement services.

During Taylor's undergraduate studies in human resource management his hard work resulted in his graduating with honors. In 2009, Taylor participated in a Workforce Recruitment Program with the federal government as a human resources technician at Wright-Patterson Air Force Base in Ohio and in 2014 he again participated in a Workforce Recruitment Program opportunity as a human resources technician working for the New York State National Guard. Taylor began working for a non-profit organization in 2015 serving individuals with disabilities as a business developer. As a result of this work, Taylor enrolled at SUNY Buffalo's Graduate School of Education, where he pursued a master's degree in vocational rehabilitation counseling with the support of ACCES-VR. Taylor interned at ACCES-VR in January 2022 and was subsequently hired as an ACCES-VR Vocational Rehabilitation Counselor when he graduated in May of 2022.

When asked what advice he has for others, he stated "Do not be afraid to speak up. Life is easier with help!"

## Making A Difference

### Casey



Nearly a decade after a life-altering accident, Casey makes the best out of any situation and is making a difference. On June 1, 2013, the former athlete and then a college assistant director for intramurals and sport clubs, Casey was in a near-fatal accident while diving into the ocean. He fractured his C4, C5, and C6 vertebrae and required emergency spinal fusion surgery. The accident resulted in him becoming quadriplegic. Casey's journey of recovery required near round-the-clock care, including re-learning how to breathe and talk on his own. In 2018, determined to return to work, Casey came to ACCES-VR. While participating in ACCES-VR Casey was provided guidance and counseling, assistive technology, transportation services, on-the-job training, and job placement services.

Through his hard work, the support of his family, and ACCES-VR, Casey continued to prosper. In 2021 he became employed as a Community Recreational Assistant working with children with disabilities and participates in activities to raise money for spinal care rehabilitation and research. Recently, he and several friends organized a 10-mile run as part of Spinal Cord Awareness Month and donated a portion of the money to a not-for-profit organization that assisted him after his accident. The remaining funds will be used to help Casey find a home or an apartment to enhance his independence.

When asked what advice he would give to others Casey said, "Although I need help basically with every single activity that I do, through hard work, patience, and perseverance, you can regain independence. I have regained use of my arms and biceps. I try not to focus on the negative; I try to focus on the positive and just try to make the best out of any situation that gets thrown my way. I just want to be able to give back to people who are going through similar situations. I have been blessed with a fantastic support system with my family and friends. I always try to tell people that no matter what you experience, there is always someone who has it worse. So, I always try to look on the brighter side of things. I'm happy and I'm still here."

## Perseverance and Commitment

### Meagan



Meagan began working with ACCES-VR in 2020 when she was seeking employment in the media and communications field after the organization, she was working at closed during the COVID-19 pandemic. Despite the difficult times during the pandemic, Meagan desired to re-enter the world of work. Meagan had earned her Bachelor of Arts in journalism with a concentration in advertising and had acquired skills through previous positions at several advertising agencies which provided

a great foundation to become employed in the field of media arts.

Meagan was provided vocational counseling and support through job placement services to assist her in her career endeavors. Through her dedication and commitment to returning to work, and the support of job placement services, Meagan was hired as a junior publicist. She now works full-time earning \$40,000 per year and has full benefits. When asked, Meagan said, "I am very pleased with this position".

### Moses



Moses began working with ACCES-VR in 2014 seeking assistance in working in the field of civil engineering and construction management. He had earned a certificate in construction mechanics while in high school and aspired to advance in the construction industry. ACCES-VR provided Moses with guidance and counseling, benefits advisement, support for college as well as mileage and transportation and job placement services.

Through his hard work and dedication, along with the support of ACCES-VR, Moses overcame several obstacles throughout his training, including academic difficulties and a period of relapse. However, by maintaining a commitment to changing the things he could, Moses completed college earning his Associate Degree in Civil Engineering Technology and a certificate in AutoCAD software. Shortly after graduating from the civil engineering program, Moses decided to pursue a bachelor's degree in construction management so he could continue to advance in his chosen career. In May 2022, Moses graduated with a Bachelor of Science in construction management. Soon after, he obtained a full-time position as a construction superintendent, earning over \$60,000 a year with full benefits.

Moses expressed his appreciation to his Vocational Rehabilitation Counselor, Aimee Goodenough, with the following statement:

"I am grateful for the ACCES-VR Program and you Aimee for all the hard work you did for me. I am happy to announce that I recently started a CAREER at an engineering group as a Construction Superintendent! I am beyond excited. I believe change is possible, as a couple of years ago I was sitting in an alcoholic rehab not sure what direction my life was going. I changed my thinking and followed through with something until the end. Thanks for your encouragement!"

## Raising the Bar

### Hailey



Hailey began participating in ACCES-VR in 2014, while attending high school. Hailey was already on track to earn her Regents diploma and was interested in a job in business management and had begun to look at colleges that had this major.

To support Hailey and her employment goal, ACCES-VR provided vocational counseling, an updated evaluation to provide reasonable accommodations for college, driver training, assistive technology, and college support.

Hailey attended a college in Rochester where she excelled. She earned her Bachelor of Science degree graduating with a 3.45 grade point average and was named Law and Leadership Scholar as well as earning a significant scholarship for law school.

Hailey was accepted to law school and while there she was a member of Women in Law, the Associate Editor of the Canada-United States Law Journal and completed several internships. She completed a summer internship with a law firm in northwest New York, focusing on subpoenas and patents, and then worked as a judicial intern in the New York State Court of Claims. Hailey also interned at a Community Development Clinic assisting local not-for-profit organizations.

Hailey successfully completed her law degree and graduated in May of 2021. After passing the New York State Bar, she was hired as a first-year associate at a law firm as a member of their employee benefits and executive compensation practice group. Hailey provides advice and services to employers regarding corporate transactions, benefits integration, retirement plans, compensation arrangements, and health and welfare benefit programs.

### Sydney



Sydney came to ACCES-VR in 2017 while she was a high school student. During high school she enrolled in a school-to-work program which provided her opportunities to participate in several internships to develop and hone her work skills. Sydney began by participating in a world-of-work program where students are provided instruction on employment skills and given opportunities to learn workplace and transferable work skills in the community. In her final year of high school, Sydney worked with the school's transition specialist and participated in an internship working one day a week in a grocery store and

received one-on-one job coaching supports.

Throughout her high school experiences Sydney continued to achieve and set more goals for herself. For example, she always knew she wanted to work more hours, advance in her position and earn her driver license. To support Sydney, ACCES-VR, the NYS Office for People With Developmental Disabilities (OPWDD), and a supported employment program worked collaboratively together to provide her with supports to advance in her job.

Upon graduating high school, Sydney was hired part-time and began receiving supported employment services. She developed her work skills and increasingly began to work more independently. During the COVID-19 pandemic Sydney was an essential worker and learned to adjust to new ways of providing services to the public. Due to her continued work, Sydney earned enough to purchase her own car.

Through her hard work and resolve Sydney learned new skills and kept on growing. She takes great pride in working and continues to significantly increase responsibilities at work and earned a promotion.

When speaking with the director of vocational services at the supported employment program it was shared that Sydney's employment journey has come full circle as she has recently been asked to become a mentor for other students in the school-to-work transition program she attended four years ago.

## DATA ELEMENTS

### WIOA Dashboard: Program Year 2021-22

Program Year	Employment Outcomes Achieved (Youth*)	Total Served	Youth Served	Student with Disability** Served	Number of ACCES-VR Counselors	Vocational Rehabilitation Program Costs^
2021-22	4,825 (2,763 57%)	69,469	42,200	18,946	338	\$180,538,706
2020-21	4,415 (2,408 55%)	68,477	42,122	30,299	322	\$175,918,675
2019-20	6,709 (3,273 49%)	80,454	46,811	34,022	337	\$207,611,166
2018-19	8,089 (3,893 48%)	94,697	52,917	38,464	351	\$226,787,664
2017-18	9,111 (4,324 47%)	95,082	50,956	36,808	361	\$223,920,178

\*Youth is defined as under 25 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

^The 2017-22 figures in the column labeled Vocational Rehabilitation Costs includes actual expenditures ONLY.

Data as of 9/1/2022

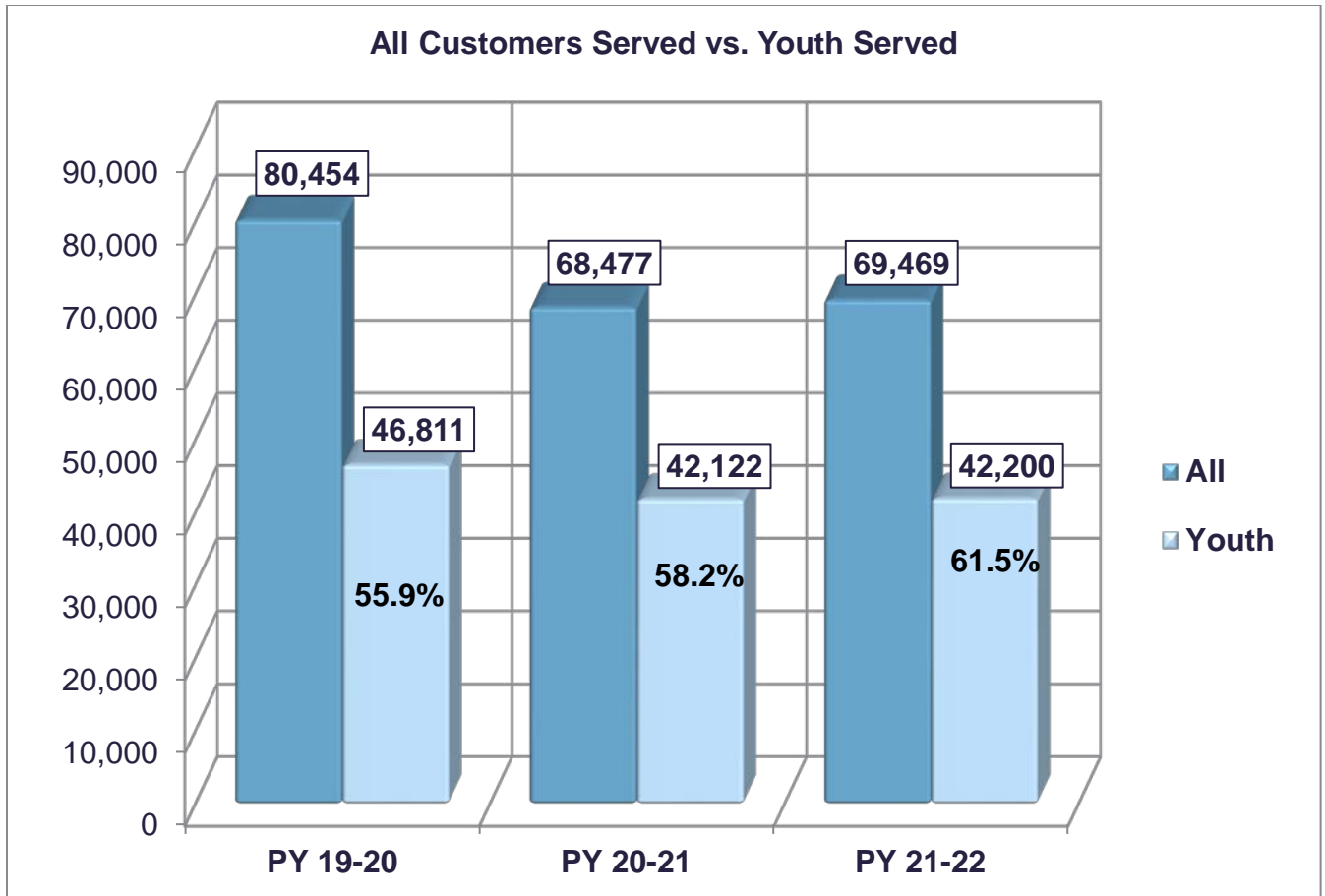
## WIOA PERFORMANACE MEASURES

### Program Year (PY) 2021-22 Performance Measures

<u>Performance Measure</u>	<u>Total Statewide - Actual</u>
Individuals employed during second quarter after exit	8,018
Employment rate of individuals employed during second quarter after exit	45.0%
Individuals employed during fourth quarter after exit	7,977
Employment rate of individual's employed during fourth quarter after exit	45.2%
Median earnings second quarter after exit	\$5,203.50
Credentials Earned (Number)	1,541
Credentials Earned (Rate)	24.7%
Measurable Skills Gains (Number)	8,115
Measurable Skills Gains (Rate)	44.0%

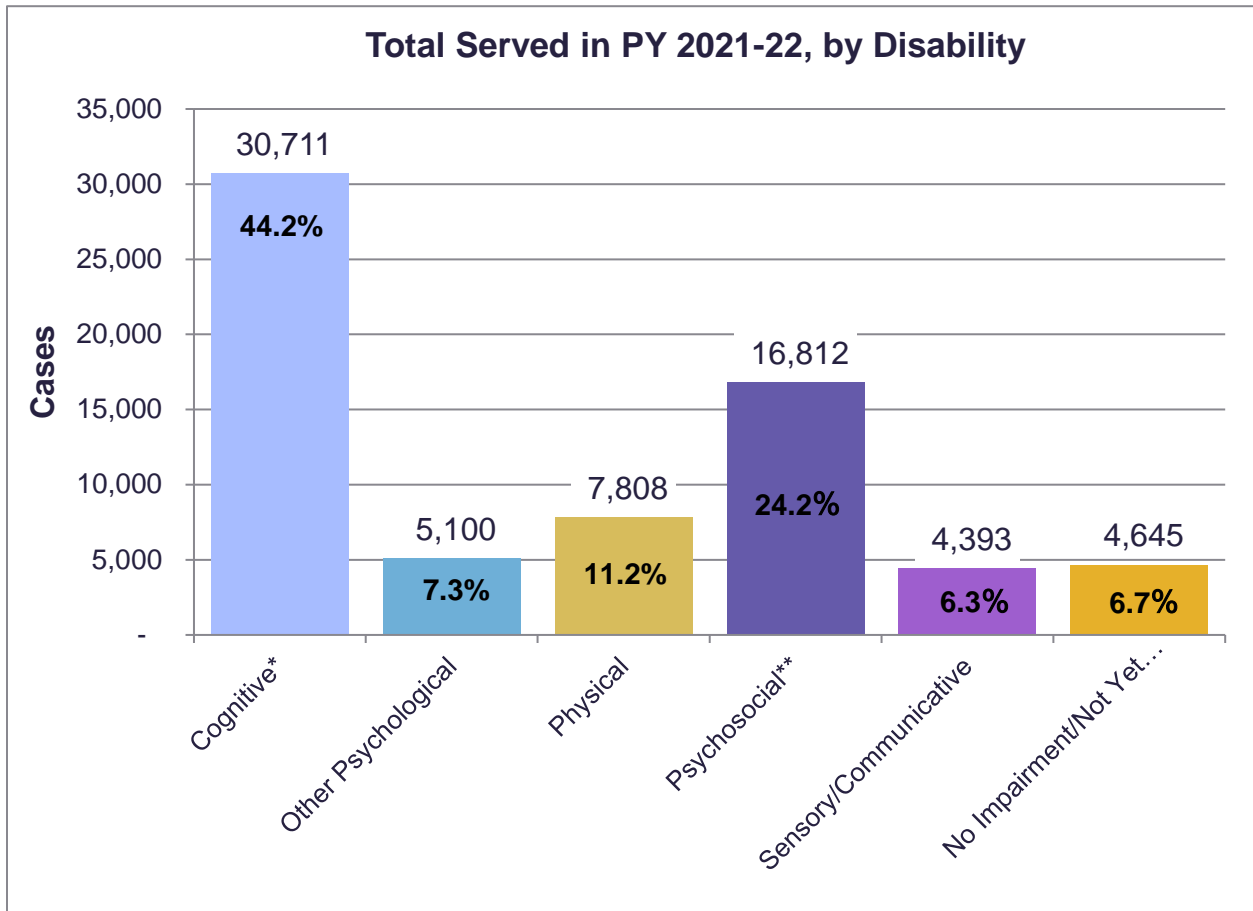


**ALL CUSTOMERS SERVED VS. YOUTH SERVED BY PROGRAM YEAR (PY)**



\*Data as of 9/1/2022

**TOTAL SERVED IN PROGRAM YEAR (PY) 2021-2022 BY DISABILITY TYPE**

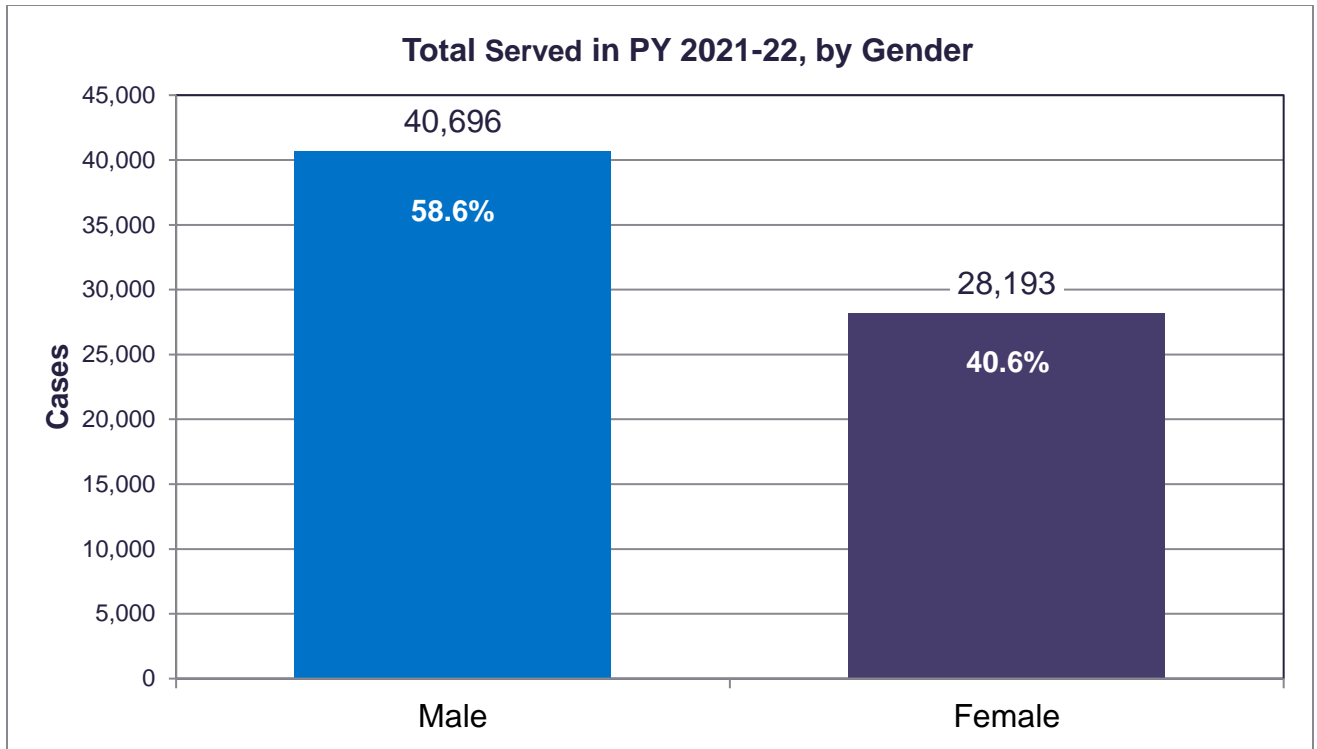


\*Cognitive Disabilities (e.g., Disabilities involving learning, thinking, processing information and concentration)

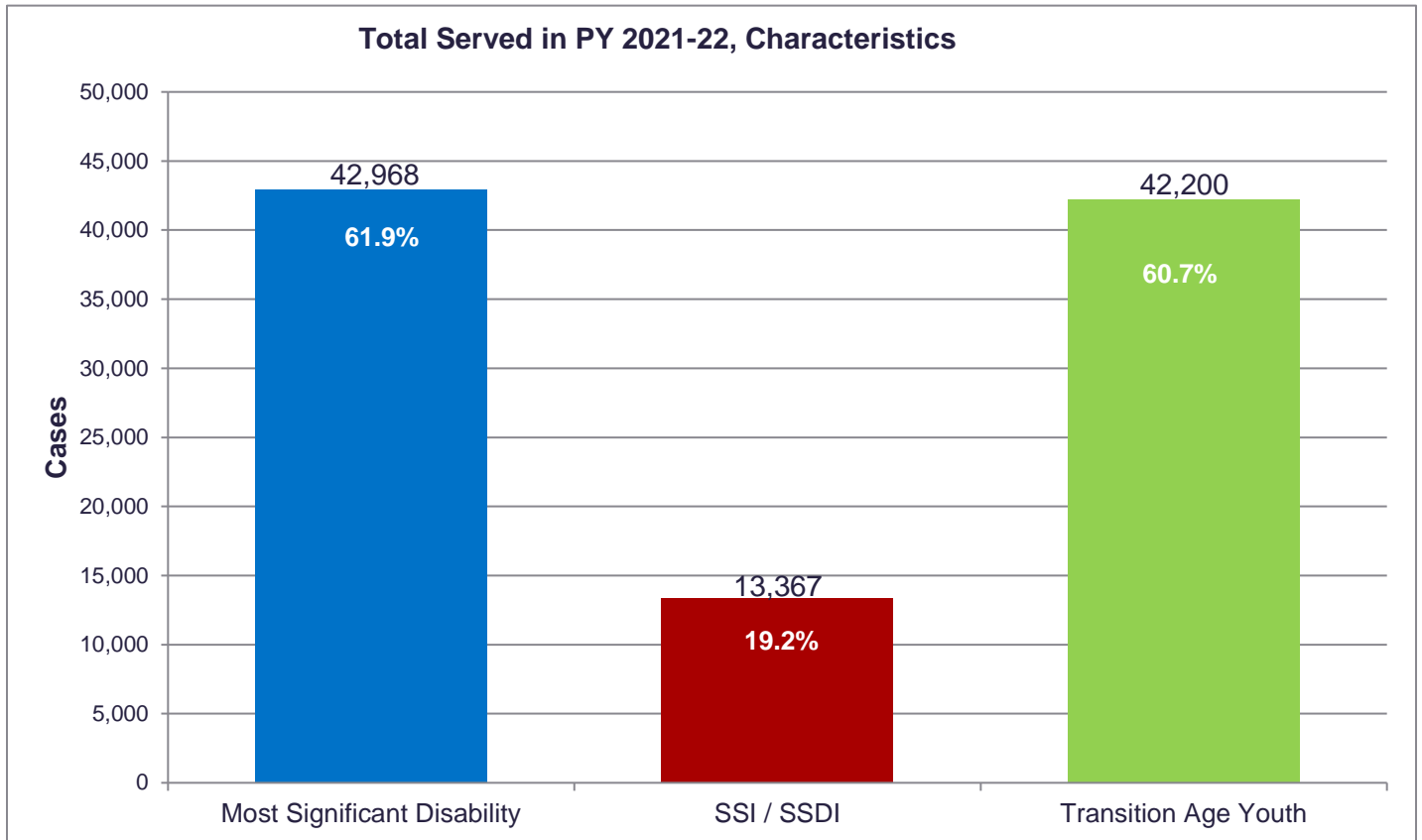
\*\*Psychosocial Disabilities (e.g., interpersonal, and behavioral Disabilities, difficulty coping)

\*Data as of 9/1/2022

**TOTAL SERVED IN PROGRAM YEAR (PY) 2021-2022, BY GENDER**

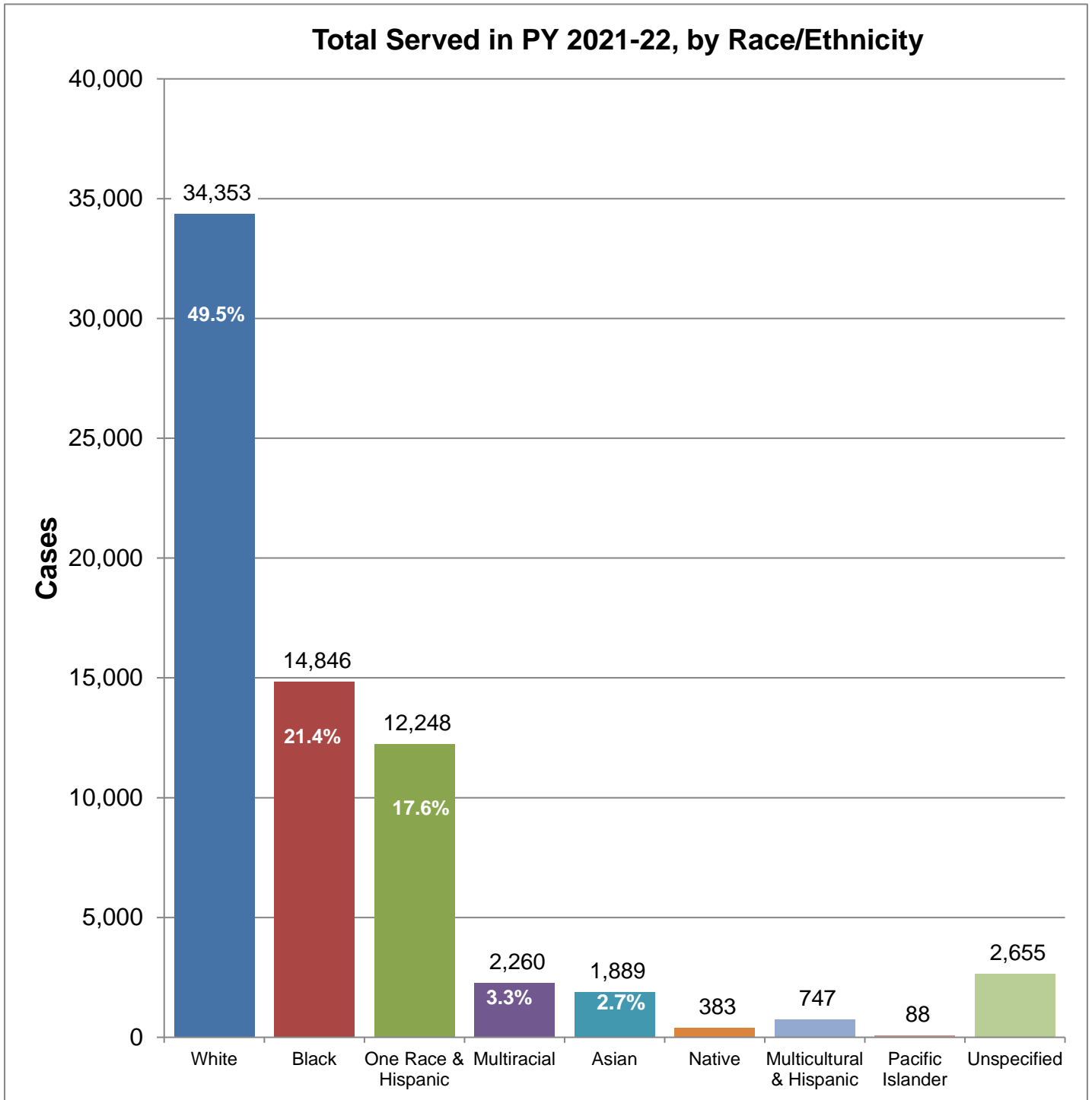


## TOTAL SERVED IN PROGRAM YEAR (PY) 2021-2022, BY CHARACTERISTICS

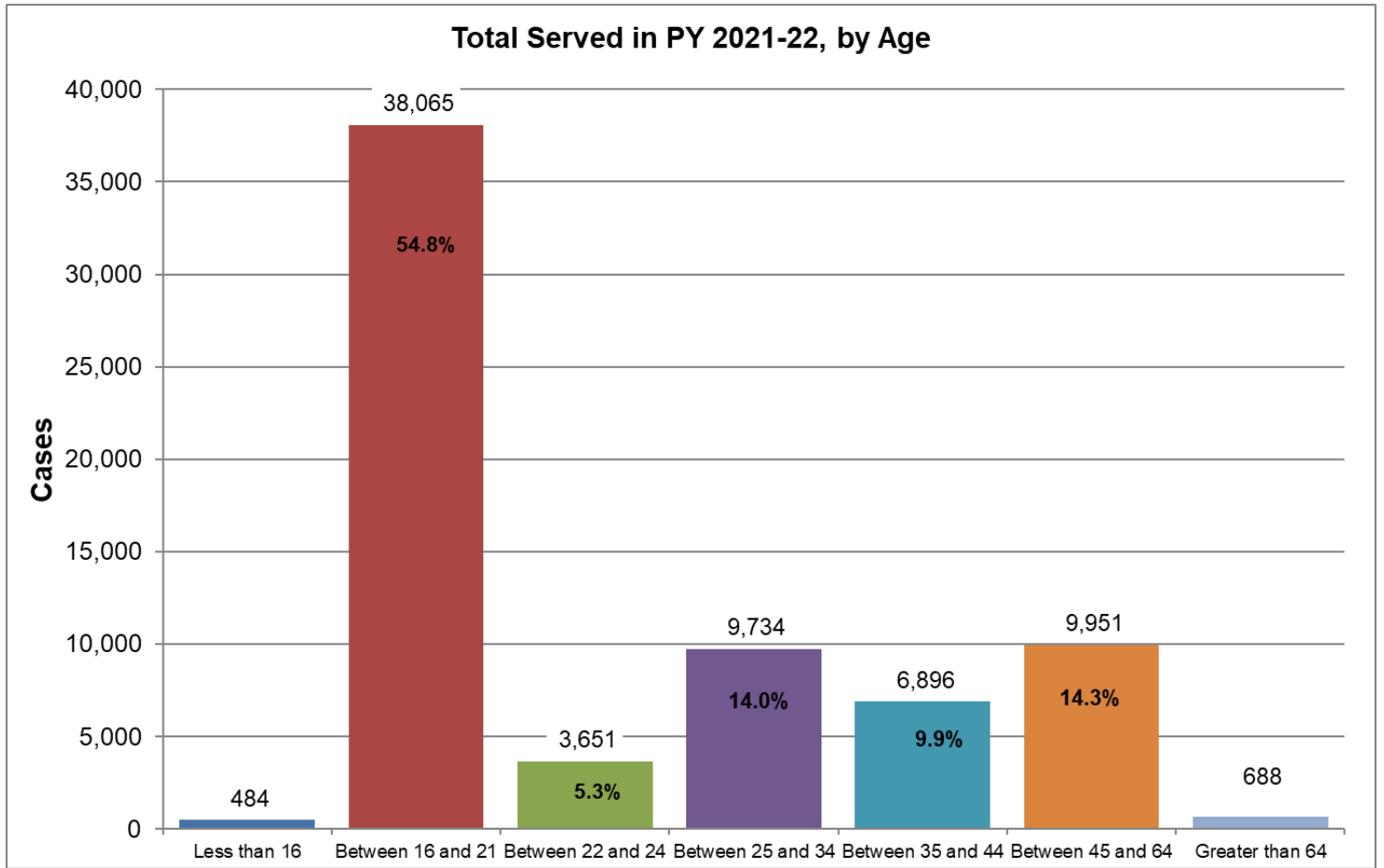


\*Data as of 9/1/2022

**TOTAL SERVED IN PROGRAM YEAR (PY) 2021-2022, BY RACE / ETHNICITY**

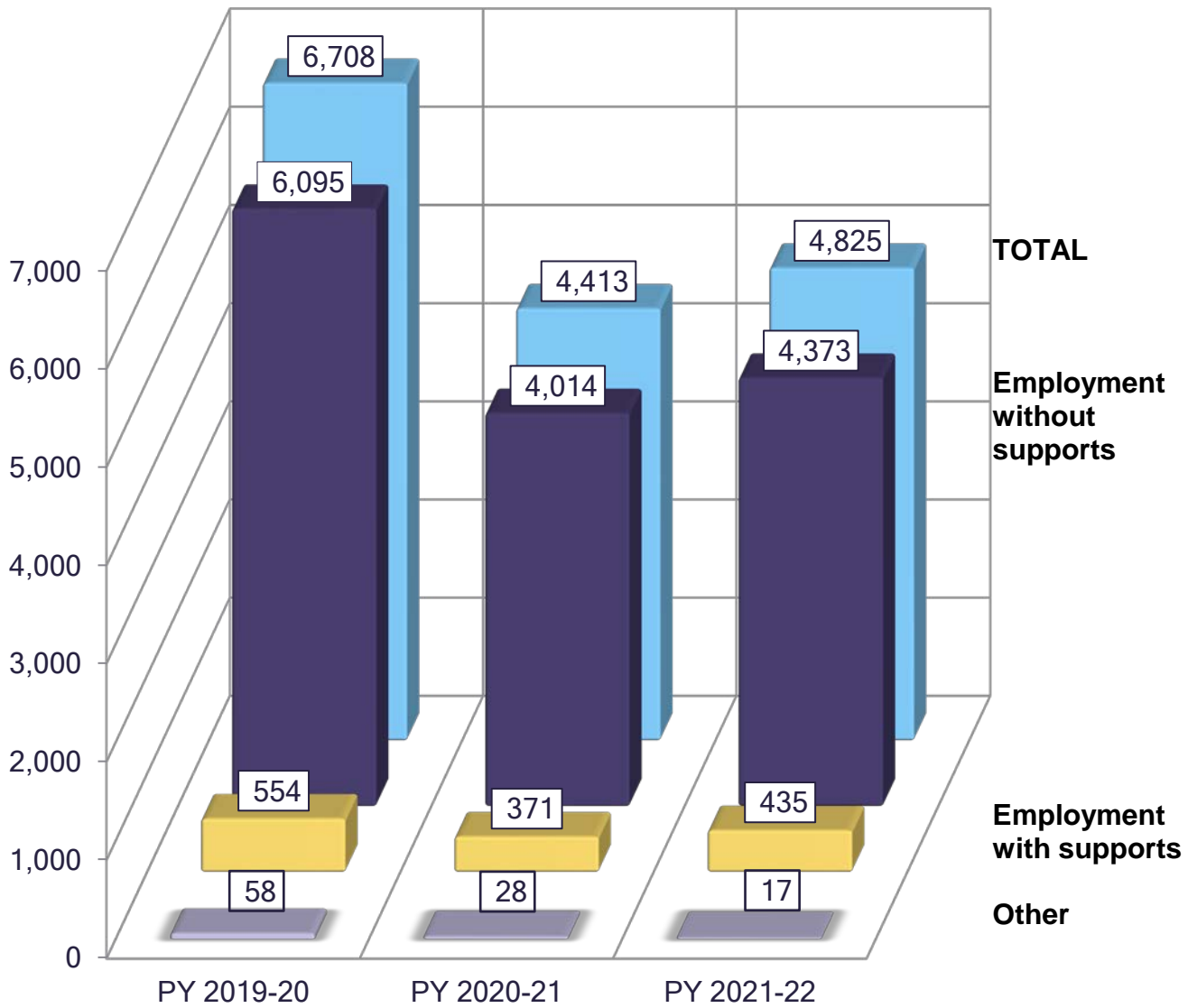


## TOTAL SERVED IN PROGRAM YEAR (PY) 2021-2022, BY AGE



**EMPLOYMENT OUTCOMES FOR ACCES-VR CUSTOMERS IN INTEGRATED SETTINGS BY PROGRAM YEAR (PY)**

**Employment Outcomes for ACCES-VR Participants in Integrated Settings**



Employment outcomes are defined as 90 days of continuous employment.

\*Data as of 9/1/2022

**EMPLOYMENT OUTCOMES FOR ACCES-VR YOUTH CUSTOMERS IN INTEGRATED SETTINGS BY PROGRAM YEAR (PY)**

**Employment Outcomes for ACCES-VR Youth Customers in Integrated Settings**



Employment outcomes are defined as 90 days of continuous employment.

\*Data as of 9/1/2022



## 2021-2022 NEW YORK STATE REHABILITATION COUNCIL MEMBERS

**Ellice Switzer**, Chair, representing Business, Industry, and Labor

**Joseph M. Delgado**, Vice Chair, representing Disability Advocacy Group

**Naomi Brickel**, representing Community Rehabilitation Service Providers

**Megan Brown**, representing the State Education Agency responsible for the Public Education of Students with Disabilities who are eligible to receive services

**Sebastian Chittilappilly**, representing Disability Advocacy Groups

**Valarie Gambino-Carelli**, representing Business, Industry, and Labor

**Kathleen Grosvenor**, representing Community Rehabilitation Service Providers

**Nancy Grant**, representing Community Rehabilitation Service Providers

**Jenny Hutkowski**, representing Parent Training and Information Centers

**Anthony Morano**, representing Community Rehabilitation Service Providers

**Hillary Nichols**, representing Community Rehabilitation Service Providers

**Evelyn Pugh**, representing Parent Training and Information Centers

**Brenda Shannon**, representing Client Assistance Program (CAP)

**Robert Statham**, representing Disability Advocacy Groups

**Toni Sullivan**, representing Community Rehabilitation Service Providers

**Lafayette Williams**, representing New York State Independent Living Council (NYSILC)

## **NON-VOTING MEMBERS, EX-OFFICIO MEMBERS, AND STATE PARTNERS**

**Melinda Dolezal**, representing the New York State Justice Center for the Protection of People with Special Needs - Technology Related Assistance for Individuals with Disabilities (TRAID)

**Alan Gallagher**, representing the New York State Department of Labor (DOL) State Workforce Investment Board

**Peter Herrig**, representing the New York State Commission for the Blind (NYSCB)

**Andrew Sink**, representing the New York State Office of Mental Health (OMH)

**Julia Kelly**, representing the New York State Office for People With Developmental Disabilities (OPWDD)

## **ACCES-VR SRC REPRESENTATIVES**

**Ceylane Meyers-Ruff**, Deputy Commissioner representing the New York State Education Department's (SED) Office of Adult Career and Continuing Education Services (ACCES)

**Linda Schramm**, Assistant Commissioner representing the New York State Education Department's (SED) Office of Adult Career and Continuing Education Services (ACCES)

**Pam Brehm-Bisailon**, ACCES-VR liaison to the SRC for Transition and Youth

**Lori Boyd**, ACCES-VR liaison to the Business Engagement Workforce Development Committee

**Connie Glover**, ACCES-VR liaison to the Quality Assurance and Improvement Committee

**Jennifer Semonite**, ACCES-VR liaison to the Executive, Annual Report, and Membership Committees

**Diane Woodward**, ACCES-VR Coordinator of Workforce Development Strategies