

# Georgia Vocational Rehabilitation Services (GVRS) Board Meeting

*Wednesday, January 8, 2020*

James H. 'Sloppy' Floyd Building | 200 Piedmont Ave. SE., Atlanta, GA 30334 | East Tower,  
Room 860 | 1PM-3PM | Conference line: 1-866-528-2256, participant code: 2546571



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# Chairman's Welcome

- Welcome & Remarks
- Roll Call and Agenda
- Previous Board Meeting Minutes Approval

**Table 1**

# Success Story

Katie Hearn, Atlanta Braves





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## Table 1

# Success Story | Katie Hearn



Katie Hearn  
Digital and Accessible  
Services Coordinator  
Atlanta Braves  
[Full Success Story](#)

# Executive Director's Report

Shawn Ryan



# Human Resources | Hiring Process Update

Jennifer Statham



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# Human Resources

- Admin Positions Currently Posted - 28
- December 16 – January 2
  - 13 Admin positions filled
- January 16
  - Anticipate filling 14 additional Admin positions
- February 15 - Admin Completely Staffed



# Human Resources

- Explore use of alternate applicant tracking system
  - NeoGov
- Streamline recruitment and hiring process
  - Expand role of programs in recruitment process
  - Prevent “bottle-necking” with Central HR
  - Identify and train program liaisons
  - Identify and eliminate unnecessary steps
  - Streamline and automate approval process
  - Improve turn-around time on background checks
    - Work with state-wide vendor to address current issues





# Human Resources

- Relationship building campaign
  - Partner with programs to build more efficient recruitment and hiring process
  - Recruiters collaborate with programs to identify best candidates
  - Recruiters develop a more “hands on” approach with programs
    - Participate with on-site interview panels
    - Job shadow
    - Establish a consistent presence
- Develop comprehensive training program for hiring managers

# Vocational Services Report

## Dr. Christine Fleming



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# Vocational Services | Vocational Rehab.

- Submitted

- Next update  
January  
2020
- Corrective  
Action Plan  
Quarterly  
update

- RSA 2020  
Monitoring

- State Plan  
due January  
10th

## Corrective Action Plan Update

1. Ensure eligibility determined within 60-days
  - Oct: 2018 at 44% 2019 at 85%
2. Ensure IPEs developed within 90-days of eligibility
  - Oct: 2018 at 38% 2019 at 58%
3. Ensure service record closure documentation complete
  - Policy & Employment teams
4. Ensure prior approval
  - Fiscal developing system
5. Ensure internal controls
  - Fiscal & AWARE defining system



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# Vocational Services | Vocational Rehab.

## Field Services (as of December 30, 2019)

- Approximately 83 counselors and 112 career specialists
  - 27,013 individuals being served
    - 7,942 potentially eligible students
  - Closures to date
    - 1,027 individual successfully secured employment and maintained for 90 days
    - 4,457 individuals exited without employment
    - 23% employment rate
- Ensure that authorized services are reasonable, appropriate and necessary.
  - Assistant Field Services Directors were provided quarterly budget for 2020 case service funds (projected to spend 50% of budget first half of year).



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# Vocational Services | Case Expenditures

Spending	7/1/18-12/30/18	7/1/19-12/30/19	Delta
Original Authorized	\$27,262,328.71	\$17,864,649.80	<\$9,397,678.91>
Current Authorized	\$21,510,975.67	\$16,118,654.70	<\$5,392,320.97>
Net Paid	\$21,505,934.15	\$13,629,019.37	<\$7,876,914.78>
Outstanding	\$4,729.40	\$2,490,079.73	N/A



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# Vocational Services | Performance Goals

Status	SFY 20 Goal	12/31 Goal	Actual (as of 12/31)
Applicants	9,600	4,800	4,329
Eligibility	6,400	3,200	3,680
IPE	4,267	2,134	2,850
Closed	2,250	1,125	1,027

PTS to VR not able to report yet



## Vocational Services | Provider Mgmt.

- Moved to 200 Piedmont (Dec. 23, 2019)
- Reviewing input from Providers and VR staff as we update the Providers Outsourcing Manual
- Assisted Accenture with two Provider Workshops
- Assisting VR Transition Team in rolling out new contract amendments for Pre-ETS Work
  - Planning a Providers Summit in late February for all Pre-ETS Providers
- Supporting the GVRA Administrations' efforts to improve the agency's procurement operation



## Vocational Services | Sensory Services

- Sensory training provided in Nov.
  - Now online for all staff. CRC credits. Ongoing Technical Assistance
- GIB received 488 referrals & 157 applications (July - Nov)
- Developing recruitment plan with HR for qualified candidates for sensory positions
- Executed *Alliance* accessibility workshop for staff with vision loss.



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## Vocational Services | Sensory Services

- Collaborating with GISN to be better stewards of expenditures for interpreters (now over \$300K)
- Efforts to recruit internal interpreters unsuccessful
- Working with transition team to address needs of students with sensory disabilities

# Fiscal Operations Report | Financial Performance

Monica Bradshaw



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# Financial Performance | Nov. 2019

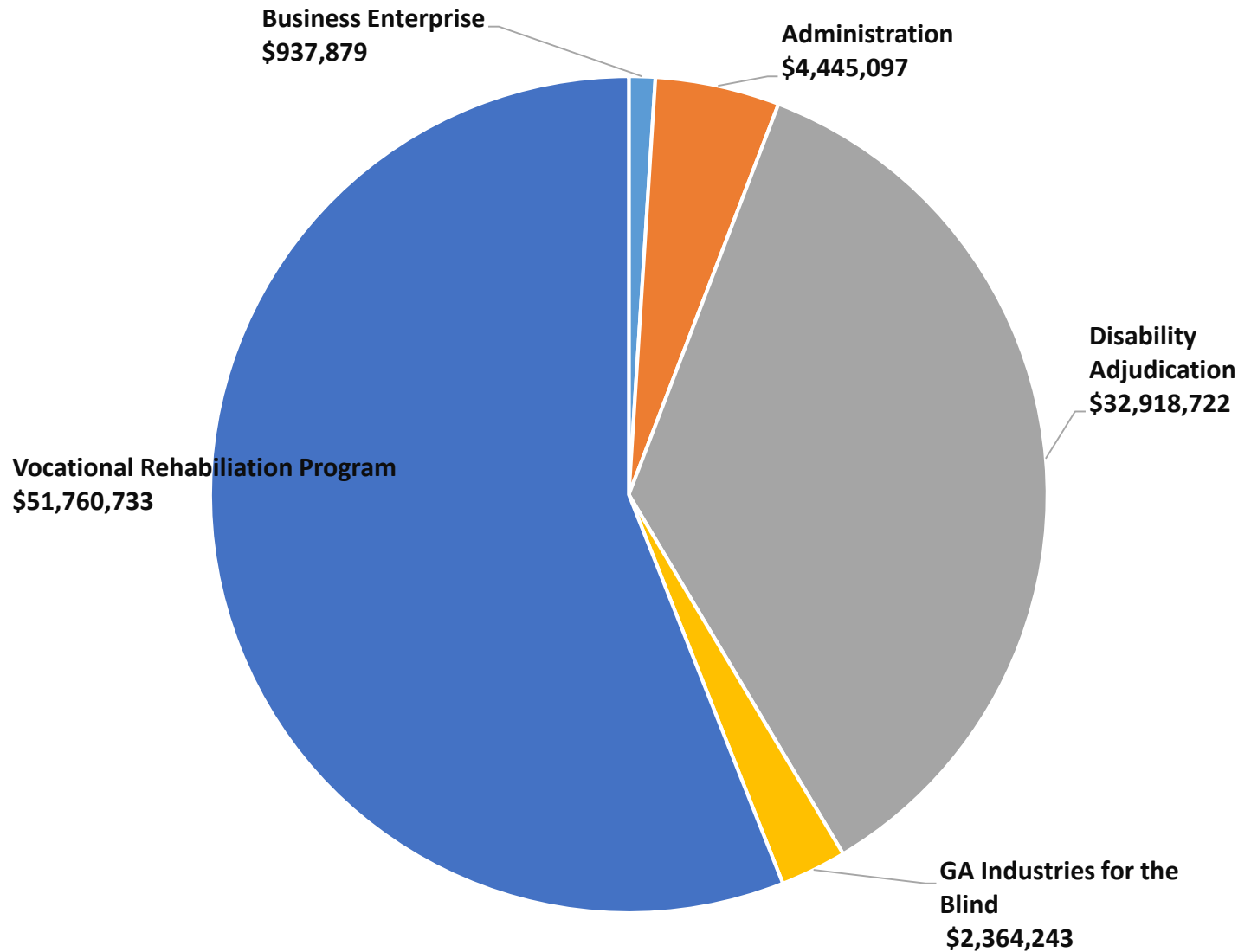
GVRA Programs	Actual Expenditures (Nov.30, 2019)	Budget Funds	% of Bud
<b>Admin Programs</b>	\$4,445,097	\$14,428,551	31%
<b>VR Program</b>	\$51,760,733	\$111,532,791	46%
<b>BEP Program</b>	\$937,879	\$3,163,472	30%
<b>GIB Program</b>	\$2,364,243	\$6,845,755	35%
<b>DAS Program</b>	\$32,918,722	\$73,148,166	45%
<b>TOTAL PROGRAMS:</b>	\$92,426,674	\$209,118,735	44%

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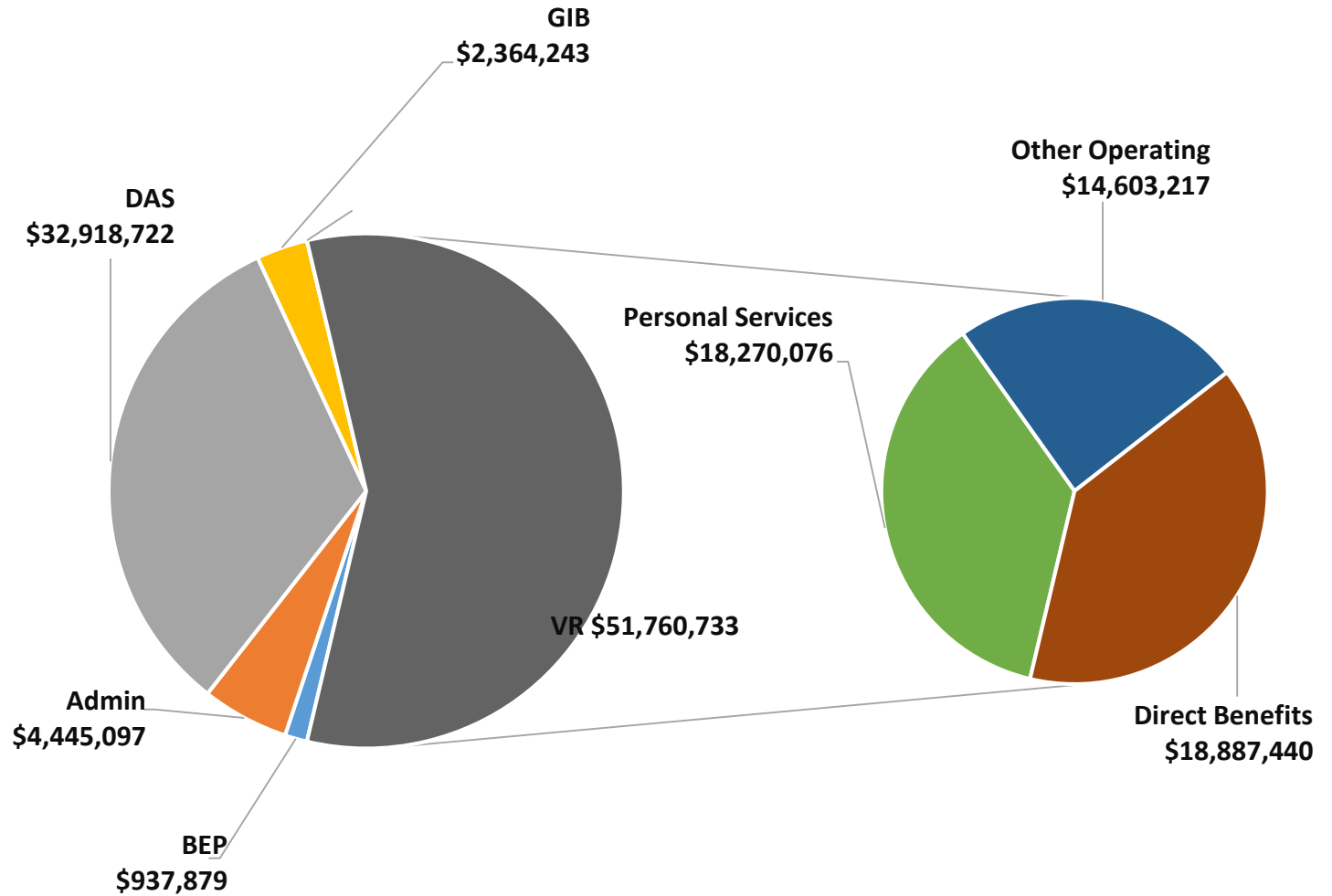
# Fiscal Operations | Nov. 2019





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# Fiscal Operations | Nov. 2019





## Fiscal Operations | Fiscal Headliners

- Reorganization update as of 12/31/19
  - *Accounting Manager* Raymond Lanier
    - (formerly in Grant Reporting at GVRA, 10 years at GSU as Accounting Director)
  - *Purchasing & Procurement Manager* Joseph Jones
    - (former military Procurement/Contracts/Budget Manager)
- Filled the following Specialist positions
  - 2 Contracts, 1 Procurement, 1 Accounts Payable, 1 Grants
  - 1 General Ledger Accountant, 1 Grants Manager (not in re-org - 10 positions remain unfilled)



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# Fiscal Operations | Fiscal Headliners

## Internal Controls/Process Improvement

- **Purchasing/Procurement:** implementing an interim tracking tool for contracts;
  - actively closing out FY 2019 contracts >
  - establishing new policies and procedures for approval and routing of contracts for FY 2020
  - refining roles in the purchasing process
- **Accounts Payable:** working to clear the backlog of invoice payments and vendor approvals
  - Implementing tracking system for documents from the field (invoices and voucher uploads)
  - Establishing an internal digital process for voucher processing (reduction in current paper process)

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## Fiscal Operations | Fiscal Headliners

- **Grants** Submitted all FY 19 Grant reporting timely and accurately
- **Budget** Working with Budget Officer to understand “carryover” funds and cost allocation issues



# Old Business

Tom Wilson, Chairman



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# Old Business

- Ratification of Budget Motion
- Ratification of Public Comments Procedures

# New Business

Tom Wilson, Chairman





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# New Business

## GVRS Board Resolution

**Brian Kemp**  
Governor



**Thomas Wilson**  
Chairman

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### Georgia Vocational Rehabilitation Services Board

#### A Resolution Recognizing the Contributions of the Honorable Greg Kirk

**WHEREAS**, State Sen. Greg Kirk passed away on December 23, 2019, following a brave battle with cancer, after dedicating his life to others through ministry and public service, and

**WHEREAS**, he was integral in the passage of House Bill 1146, which created the Georgia Vocational Rehabilitation Agency (GVRA) to assist individuals with disabilities in their pursuits of employment and independence, and

**WHEREAS**, he was sworn in as founding member of the Georgia Vocational Rehabilitation Services (GVRS) board in 2012 and served in that capacity with honor and distinction, and

**WHEREAS**, he continued to advocate tirelessly for Georgians with disabilities after his election to the State Senate's 13<sup>th</sup> District in 2014,

**THEREFORE**, the GVRS Board hereby unanimously approves this resolution in appreciation of Sen. Greg Kirk and in recognition of the rich legacy he leaves because of his many significant and impactful contributions. It is the heartfelt conviction of Thomas Wilson, Board Chairman, and the members of the Board, that citizens with disabilities and their families have opportunities for better lives owing to Sen. Kirk's leadership and service.

This resolution is hereby adopted Wednesday, the 8<sup>th</sup> day of January, 2020.

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*Thomas Wilson, Chairman*

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*Faye Perdue, Vice Chairman*

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*Sandy Adams, Secretary*



# Statewide Independent Living Council Update

## Shelley Simmons



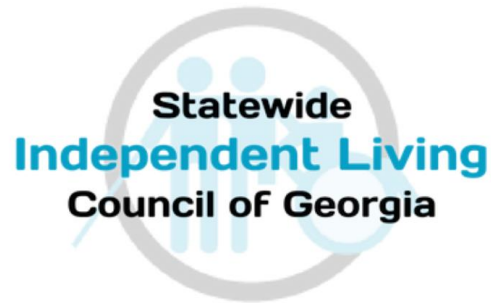
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# SILC Update



## WINTER BOARD MEETING

THURSDAY, JANUARY 9TH, 2020 AT 1:00PM  
ONLINE: [JOIN.FREECONFERENCECALL.COM/SILCBOARD\\_GILN](https://join.freeconferencecall.com/SILCBOARD_GILN) | MEETING ID: SILCBOARD\_GILN  
TO JOIN OVER THE PHONE DIAL: (844) 844-0414 | ACCESS CODE: 235873#



## SILC Update

- SILC & GCDD are collaborating to do “Advocacy Days Support for Self-Advocacy/Transportation.”
- SILC will travel the state to do self-advocacy training and provide transportation to GCDD & SILC Advocacy Days.
- Advocacy Days begin January 29<sup>th</sup> and end on March 11<sup>th</sup>.



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# SILC Update

SILCGA CORDIALLY INVITES YOU TO

**NOTHING ABOUT  
US WITHOUT US**

**ADA  
30  
SILCGA**

A Celebration of the 30th Anniversary  
of the Americans With Disabilities Act



**FEBRUARY 20 2020**

**NATIONAL CENTER  
FOR CIVIL & HUMAN RIGHTS**  
100 Ivan Allen Jr Blvd NW | Atlanta, GA 30313  
THE GLENN ROOM - LOCATED ON THE LOWER LEVEL

**THURSDAY  
6-9  
EVENING**

Join the Statewide Independent Living Council of Georgia for this once in a lifetime celebration of the 30th anniversary of the ADA featuring a documentary premiere of "Inclusion: The Story of the Americans With Disabilities Act", photography exhibit by Robin Rayne, entertainment, a delicious gala dinner prepared by Wolfgang Puck Catering, and access to the powerful exhibits of the National Center for Civil and Human Rights.

Please RSVP no later than February 1st, 2020 by visiting  
[WWW.TINYURL.COM/ADA30SILCGA](http://WWW.TINYURL.COM/ADA30SILCGA)





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# SILC Update



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## **SILC Update**

- State Plan for Independent Living will be submitted in end of June.
- Sub-committees are being developed and we will have a draft by April ready for public comment.

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## SILC Update

- *There are 11 SILCs/CILs (including 9 main offices & 2 satellite offices) across Georgia.*
- Please visit your local SILC/CIL to experience our services for yourself.

# Public Comment

## Tom Wilson, Chairman



# Adjournment

Tom Wilson, Chair



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