

Georgia Vocational Rehabilitation Services (GVRS) Board Meeting

Wednesday, January 12th, 2022





Chairman's Welcome

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

Executive Director's Report

Chris Wells, Executive Director

Chris.wells@gvs.ga.gov





Governor's Budget Highlights

- Providing a \$5,000 pay increase for full-time, benefit eligible state employees for AFY 2022.
- Annualizing the \$5,000 cost-of-living adjustment for full time for benefit eligible state employees for FY 2023.
- Increasing the employer [match](#) for 401(k) contributions from a maximum of three (3) percent to a maximum of nine (9) percent.
- Allowing employees to withdraw up to forty hours of eligible leave as pay on an annual basis; and
- Establishing through an ERS contribution the payout of forfeited leave so it will not create a liability for your agency as an employee retires.



Program Highlights

Counselor Impacts

SFY	Average Caseload	Total Counselors	Turnover Rate Counselors	Turnover Rate (CA)	State Turnover Rate
2019	204	155	5%	6%	23.20%
2020	225	120	16%	8%	21.50%
2021	155	127	16%	21%	23.50%
2022	150	101	13%	21%	



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Program Highlights

Vocational Services

- As of this week, the Rapid Response Team has successfully removed all “waiting” clients on the Delayed Status list and continue to pull new additions off weekly.
- Length of time on “Wait List” as of January 15th, 2022 is anticipated to be a week.
- Estimated 70 clients are now on the waiting list
- 737 clients have been closed successfully since July 1, 2021
- All school systems, via Special Ed Directors, will be contacted this month to offer services, in person and virtual, based on schools need and preferences as part of our on going efforts to coordinate with the schools to ensure Pre-ETS delivery.



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Program Highlights

Pre-ETS Expenses

Pre-Employment Transition Services	FFY20	FFY21	FFY22
Case Management	1,143,537	1,231,444	126,048
Services Not in Aware	963,306	200,510	
RWS Costing	2,542,152	1,541,869	
Career Specialists	320,688	214,218	
Education Program Specialist	259,669	0	
VR Transition Specialist	72,113	0	
Case Activity by Staff	202,600	790,468	72,458
High School High Tech	401,218	148,835	
Virtual Job Shadowing	2,205	84,328	105,000
Nobis Works	0	47,450	
QE09.30.2021 Report	5,969,905	4,259,106	303,506
Award	100,000,000	90,000,000	
15%	15,000,000	13,500,000	
Estimated Expense with Obligations	71,389,947	63,092,786	
15% based on the total expenses	10,708,492	9,463,918	



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Program Highlights

Vocational Services

	2019	2020	2021	2022
Total Closed	14,145	13,538	8,797	3,605
Total Closed Rehab	1,796	2,235	1,170	709
Employment Rate	13%	17%	13%	20%
Average hourly wage	\$10.56	\$11.12	\$11.69	\$12.02
Median hourly wage	\$13.25	\$13.44	\$9.75	\$10.00
Average hours worked	27	29	30	29
Most Frequent Occupations (% of total)				
Food Prep/Servers/Cooks	15%	15%	14%	15%
Stockers/Order Fillers	11%	12%	16%	16%
Janitors/Housekeeping	10%	10%	11%	11%
Retail Sales/Cashiers	7%	5%	8%	5%
Customer Service Representative	6%	7%	7%	6%



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Program Highlights

Vocational Services

- RSA Monitoring Due by January 31, 2022
- State Plan Updates Due
- GVRA Referral Portal
 - Testing January 14th – January 27th
- Residential Services Impacted by COVID-19
- Supply Chain continues to impact GIB Revenues
- Updating Provider Contracts to include travel



Program Highlights

Georgia Industries for the Blind - Updates

Recommendations

- Hire a Plant and Business Development Manager
- Re-evaluate current piece rate model
- Diversify product lines
- Renegotiate current product pricing
- Increased training and business accommodations



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Program Highlights

Employee of the Month

- November 2021 – Nancy Goodwin
 - DAS Supervisor
- October 2021 – Matthew Salmon
 - VR Supervisor
- September 2021 – Linda Yawn
 - Counselor Assistant
- August 2021 – Lakeittshia Gibbs
 - VR Counselor
- July 2021 – Georgia Industries for the Blind



Departmental Administration

Jonathon Buxton, Director of Administration

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GVRA





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Administrative Highlights

- **Information Technology Continuing Initiatives**
 - Equipment Refresh
 - Network Infrastructure Upgrades
 - Microsoft Voice Transition
- Backend Systems Maintenance and Security Enhancements

- **Facilities**
 - Cumming Office Location Update
 - 200 Piedmont Floor Consolidation Update
 - Capital Projects Update
 - RWS Portico
 - RWS HVAC
 - CSC Regrading



Administrative Highlights

- **Legislative Update**
 - Board and Legislative Liaison Update
 - Monitoring Proposed Legislation
- **Fiscal and Budget**
 - 1099 Reporting
 - Staffing Update
 - Contract Monitoring Process Development



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Agency Expenditures

GVRA	Total Expenditures	Current Budget	Percent of Budget
300-Personal Services	\$34,932,314	\$85,737,574	41%
301-Operating Expenses	4,028,201	7,143,790	56%
303-Vehicle Purchases	521,175	521,176	100%
304-Equipment	863,307	176,754	488%
305-Computer Charges	4,801,232	5,721,228	84%
306-Real Estate Rentals	3,501,543	9,630,661	36%
307-Telecommunications	1,116,802	2,930,896	38%
309-Capital Outlay	6,664,140	0	
312-Contractual Services	12,353,577	13,414,295	92%
314-Transfers	0	155,000	0%
315-Grants and Benefits	2,999,610	3,681,340	81%
319-Other	714,375	1,476,985	48%
320-DAS CE/ME	11,457,412	21,060,000	54%
321-VR Case Services	8,365,616	23,781,189	35%
Total Expenditures	\$92,319,304	\$175,430,888	53%

Supported Employment with GVRA

Sharon DeMille

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Georgia Department of Behavioral and Developmental Disabilities (DBHDD)

Vernell Jones and Christine Gudgeon





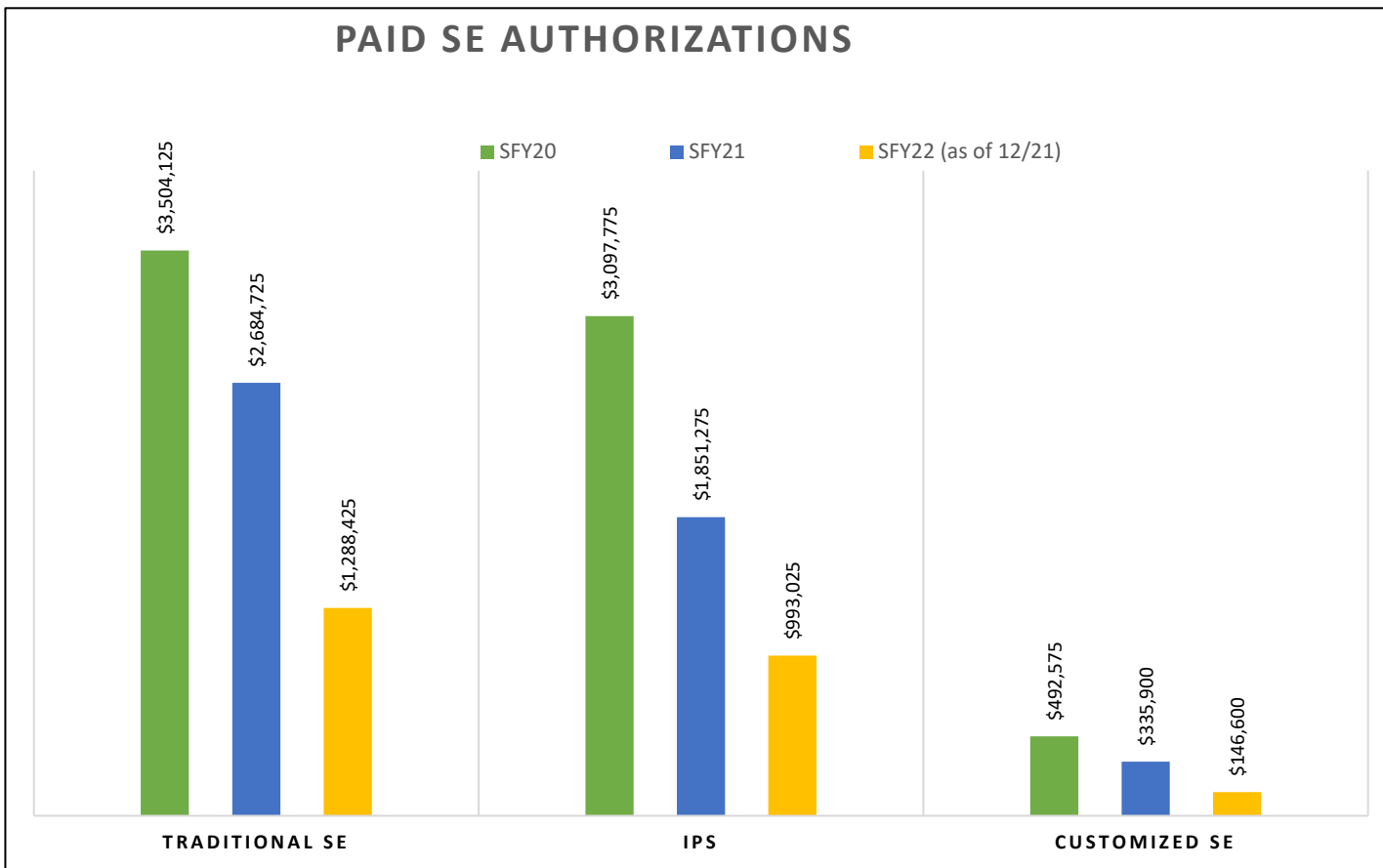
What is Supported Employment?

Supported Employment is competitive integrated employment for individuals with the most significant disabilities for whom such employment has not traditionally occurred, or as the result of a significant disability, requires intensive support services along with extended follow up for the life of the job in order to achieve and maintain meaningful employment.



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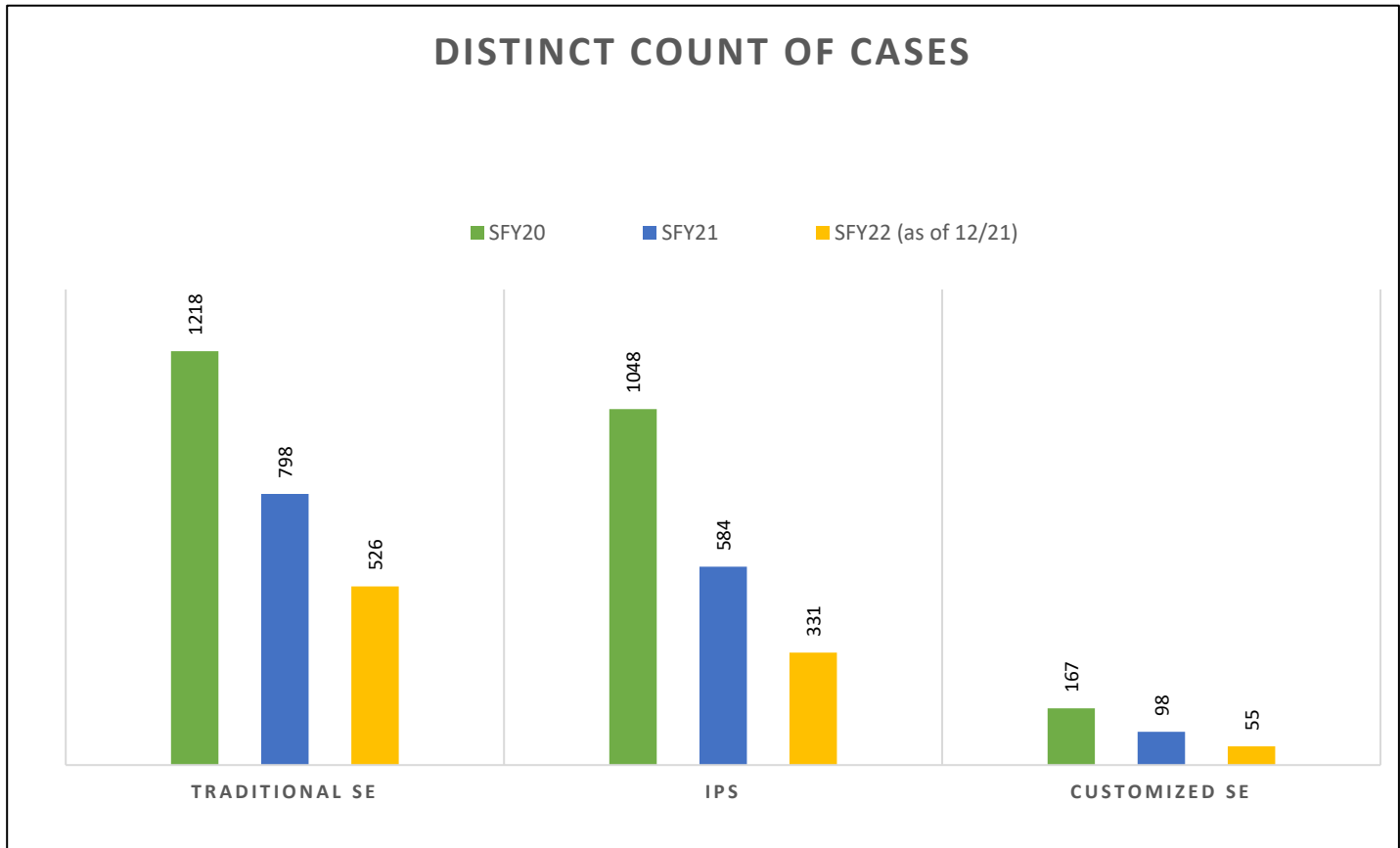
Expenditures





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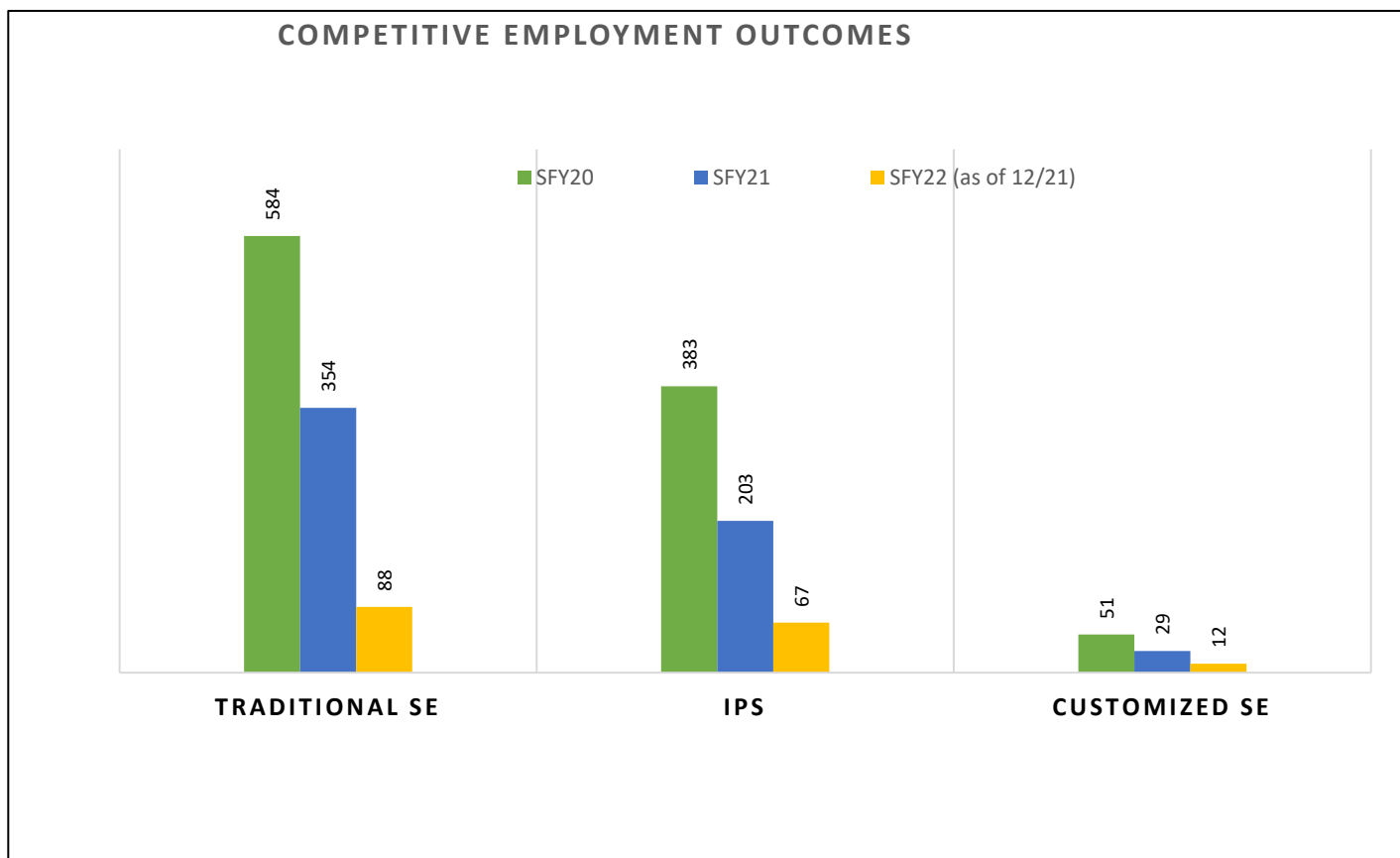
Distinct Count of Cases





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Competitive Employment Outcomes



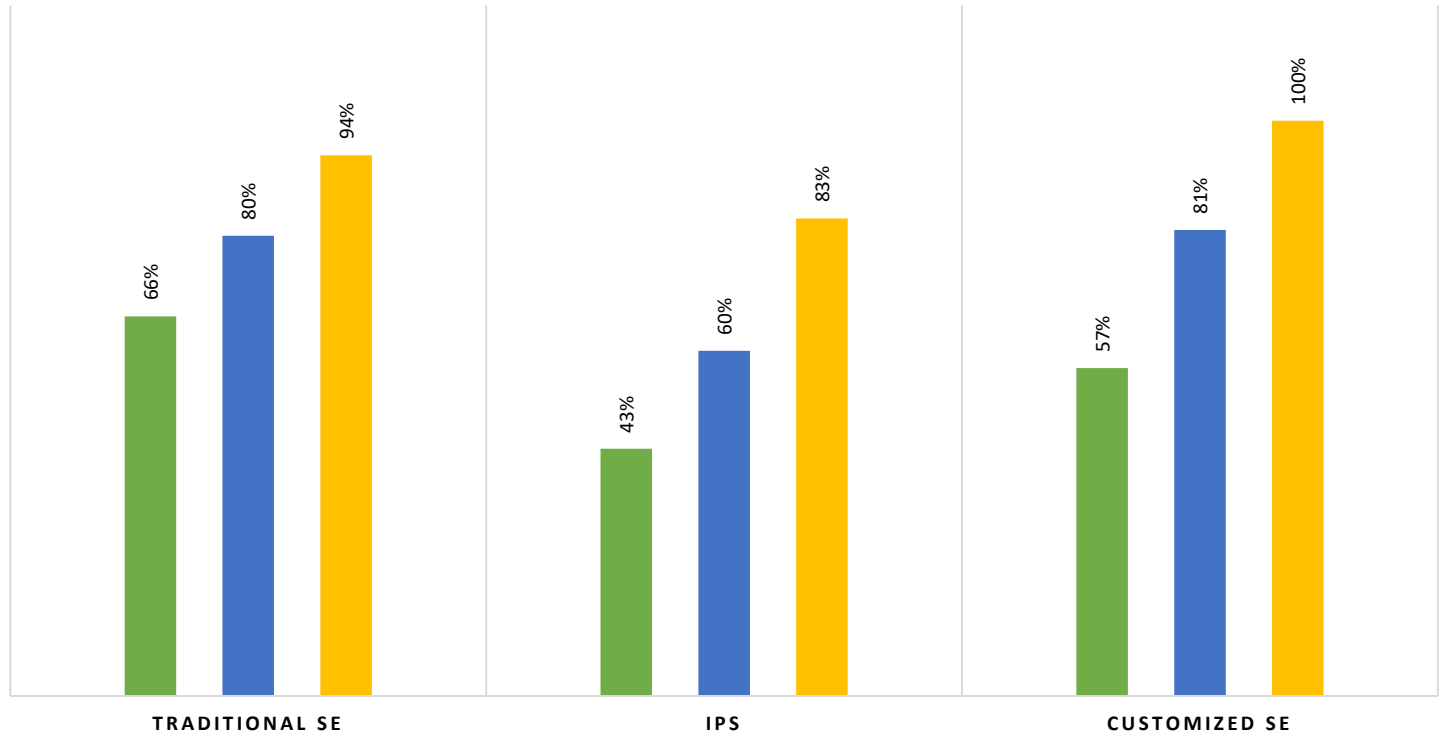


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Rehab Rate

REHAB RATE

■ SFY20 ■ SFY21 ■ SFY22 (as of 12/21)





What is Customized Supported Employment?

Individualizing the employment relationship between employees and employers in ways that meet the needs of both.

It is based on individualized determination of the strengths, needs, and interests of the person with a disability, and is also designed to meet the specific needs of the employer.



Collaboration with DHBDD around Developmental Disabilities

- GVRA has DD counselors assigned to the counties to accept these referrals
- Referrals come from the Support Coordinators, through a referral process designed by GVRA/DBHDD
- These cases typically use Traditional SE & Customized SE
- These cases are tracked by both agencies and once GVRA closes, they return to DBHDD for waiver funded services

Christine Gudgin, Division of Developmental Disabilities, Supported Employment Manager



Individual Placement and Support (IPS)

IPS is a model of **supported employment** for people with **serious mental illness** (e.g., schizophrenia spectrum disorder, bipolar, depression), or a qualifying mental health diagnosis. IPS supported employment helps people living with behavioral health conditions work at **regular jobs** of their choosing. Although variations of supported employment exist, IPS refers to the evidence-based practice of supported employment.



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Individual Placement & Supports Supported Employment

- DBHDD approves IPS providers and these are the only ones we work with
- Referrals are one way – FROM the providers TO a specifically assigned GVRA counselor
- GVRA counselors are assigned to specific providers in their area and develop a teamwork relationship
- The time frames in these cases are shortened in order to accommodate IPS principle of rapid job placement
- Zero Exclusion means that employment is part of their recovery journey-not the destination. We meet them where they are and work with them regardless

*Vernell Jones, Program Manager DBHDD
Judicial Services Unit & Supported Employment Unit*



Sharon De Mille, Strategic Initiatives Coordinator

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Success With IPS

Robert Howell, CPS, CPRP

State Director for Supported Employment

Robert.Howell@pathways.com



GVRA





The 7 Principles of IPS

1. Rapid job placement
2. Benefits planning
3. Frequent treatment team meetings
4. Client choice
5. Zero exclusion
6. Competitive employment
7. Continuing supports





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A Success Story





Board Announcements

- Old Business

- New Business

Public Comment and Adjournalment



GVRA

