

Georgia Vocational Rehabilitation Services (GVRS) Board Meeting

Tom Wilson, Board Chair

Wednesday, March 9th, 2022



GVRA





Chairman's Welcome

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

Executive Director's Report

Chris Wells, Executive Director

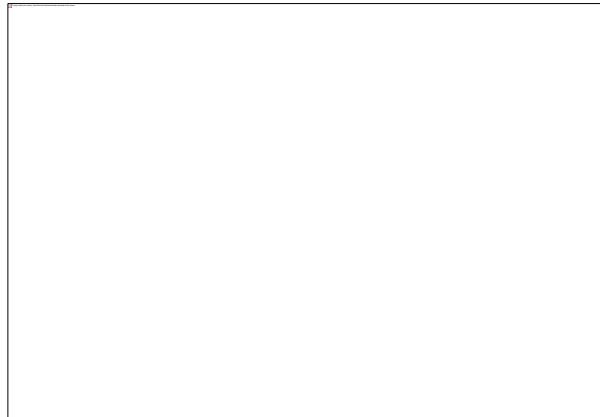
Chris.wells@gvs.ga.gov





Employee of the Month

- January 2022 Employee of the Month Award is Monalisa White.
- Program Associate with the Counseling and Case Management Department at Roosevelt Warm Springs.
- Mona services all of the clients at RWS, because she is the keeper of the files. She also sends out information to help out clients receive continuity of care when they leave RWS.





Program Highlights

Disability Adjudication Services

- Closed **38,441** total cases through February 18, 2022 – on target to meet budgeted workload goal for FFY22
- Hired 23 new employees since October 2021 – next Adjudicator Trainee Class scheduled for May/June 2022
- Operating under a new Continuing Resolution (CR), which funds DAS through March 11, 2022



Program Highlights

Provider Management

- Contract Amendments
- Hosted Provider Information Forum
- Pilot - Group Authorizations
- Begin enrolling all providers into CMS Vendor Portal



Georgia Vocational
Rehabilitation Agency

Program Highlights

Residential Services (Admissions)

Roosevelt Warm Springs (RWS)

- Registration March 21st and March 28th
 - Projection: 17 admissions
- Registration April 25-27
 - Projection: 30 admissions

Cave Springs (CS)

- Anticipating 10 admissions following Spring Break
- Goal of 133 students enrolled students by June 1 2022.



Program Highlights

Transition Services

- Virtual Job Shadowing (VJS)- Working with the Georgia Department of Education on a targeted rollout to 9th graders.
- Getting Ready for Opportunities in Work (GROW)
 - Planning for Spring Break and Summer sessions have already begun.
- Developing Entrepreneurial Training for youth and young adults
 - Working with RWS and BEP on the development and implementation
 - Twice monthly Transition forum, with the next forum to be hosted from 6 p.m. to 7 p.m. on Feb. 22



Program Highlights

Business Enterprise Services

- Business Enterprise Program
 - FRRP submission from program is 99% complete, totaling \$570,198.33
 - Set Aside (recent RSA approval) decreased to 8% from 12% on Vendor net proceeds
 - Working diligently with the GDOT to get into the Electric Vehicle (EV) business
- Georgia Industries for the Blind
 - Received the second mask machine
 - Looking to bring commercial business to GIB Griffin and hire more blind employees as well as other VR clients
 - In the process of pursuing Level II certification



Program Highlights

Client Services

- Counselor Career Ladder developed and rolled out
- Internship opportunities with graduate programs being reinstated
- Overflow team continues to contact clients, list has been worked down from 1200 to 300 with clients that are still interested in services, being transferred to active counselors so they can continue with service delivery
- Coordination with Transition team and weekly meetings have been established with field supervisors to address topics related to transition service delivery
- Weekly meetings with Pre-ETS providers to allow open discussion between providers and field supervisors to improve direct service delivery

Departmental Administration

Jonathon Buxton, Director of Administration

Jonathon.Buxton@gvs.ga.gov



GVRA





Administrative Highlights

- Information Technology
- Facilities
- Legislative Update
- Fiscal and Budget
- Hiring
- Policies and Procedures



Georgia Vocational
Rehabilitation Agency

Agency Expenditures

GVRA	Total Expenditures	Current Budget	Percent of Budget
300-Personal Services	\$42,935,303	\$85,737,574	50%
301-Operating Expenses	4,526,662	7,143,790	63%
303-Vehicle Purchases	521,175	521,176	100%
304-Equipment	871,802	176,754	493%
305-Computer Charges	4,894,632	5,721,228	86%
306-Real Estate Rentals	4,193,715	9,630,661	44%
307-Telecommunications	1,622,862	2,930,896	55%
309-Capital Outlay	6,504,431	0	
312-Contractual Services	12,406,560	13,414,295	92%
314-Transfers	0	155,000	0%
315-Grants and Benefits	3,206,519	3,681,340	87%
319-Other	714,375	1,476,985	48%
320-DAS CE/ME	13,826,353	21,060,000	66%
321-VR Case Services	10,639,923	23,781,189	45%
Total Expenditures	\$106,864,311	\$175,430,888	61%

Agency Highlighted Topic

Employment Services



GVRA





Agency Highlighted Topic

Employment Services

- VR Statewide Coordinator who works with Employment Service Consultants as the subject matter expert.
- Develops local job opportunities for clients through job search and placement assistance.
- Services provided by Employment Services staff may include assisting in job preparation, resume development, conducting mock interviews and assisting with completing applications.
- Works with employers directly to ease transition into competitive integrated employment for clients



Agency Highlighted Topic

Residential Employment Services at RWS

- Individualized services/supports to assist students in achieving positive employment outcomes
- Community and campus worksites offer work-based learning opportunities
- Coaching and counseling to support students developing worker traits and characteristics
- Leads the CVS partnership and RWS Mock Store
- Classes and services to support the development of job seeking skills
- Provide employment related expertise as a member of the RWS interdisciplinary team
- Responsiveness to support realizing employment goals through workshops, field collaboration, etc.

Agency Highlighted Topic

Business Development

Teresa Eggleston, Assistant Director of Business Enterprise Program

Teresa.Eggleston@gvs.ga.gov





Agency Highlighted Topic

Business Development

- The Business Enterprise Program was authorized by the federal Randolph-Sheppard Act of 1936 and was established in Georgia in 1944.
- GVRA is recognized as the State Licensing Agency (SLA) and has priority for operating businesses on federal property and may also operate sites on other properties.
- Sites include snack bars, cafes, cafeterias, coffee bars, food courts, gift and sundry shops, military dining facilities, vending routes, interstate rest areas and welcome centers.



Agency Highlighted Topic

Business Development

- Assist with Sole Proprietorship and Legal Liability Company Incorporation
- Provide remunerative employment and self support opportunities to citizens of Georgia with the disability of blindness
- Designated as the State Licensing Agency (SLA)
- Receive client referrals from VR Field Services
- Administer and oversee the Blind Vendor training program
- The State Licensing Agency shall issue licenses for the operation of a vending facility



Agency Highlighted Topic

Business Development

- The State Licensing Agency selects the location of the facility and the type of facility
- The State Licensing Agency provides vending facility equipment and initial stock for each Blind Vendor
- Provides to each Blind Vendor access to all relevant financial data
- Conducts biennial election of a Committee of Blind Vendors (CBV) for full representation
- Ensures active participation by the Committee of Blind Vendors in major administrative decisions, policy and program development



Agency Highlighted Topic

Business Development

1937 - House Bill 114 established the Georgia Factory for the Blind.

1949 - GIB's first plant opened in Bainbridge.

1953 - Second plant was opened in Griffin.

1982 - Name was changed by the legislature to Georgia Industries for the Blind.

2010 - GIB opened its first service site at Robins Air Force Base in Warner Robins



Georgia Vocational
Rehabilitation Agency

Agency Highlighted Topic

Business Development

Business Enterprise KPI's

	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
% increase in # of blind vendors	3.00%	1.00%	5.60%			2.00%	1.00%	
				1.00%	1.00%			
Amount collected in total sales	\$8,179,695.00	\$8,533,213.00	\$8,325,949.00		\$7,890,913.00	\$8,787,429.00	\$7,338,990.00	
				\$8,219,916.00				
% increase in Vending Sites/Oportunities	1.00%	1.00%	1.00%			1.00%	1.00%	
				2.00%	1.00%			
# of blind vendors	67	66	71			64	63	
				67	63			

Technical College System of Georgia

Karen Kirchler, Deputy Commissioner, Workforce Development

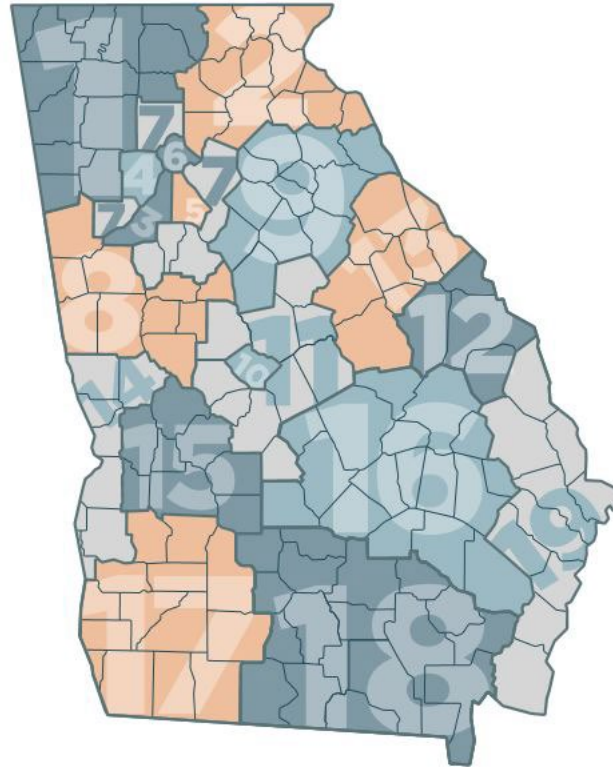
kkirchler@tcsg.edu





Service Delivery Structure

**WorkSource Georgia Local Workforce
Development Area Map**





Georgia Vocational
Rehabilitation Agency

Workforce Development Programs and Eligibility

Adults

- Ages 18+
- Authorized to work in the U.S.
- Registered for Selective Service
- Unemployed or Underemployed
- Priority of service applies

Dislocated Workers

- Ages 18+
- Authorized to work in the U.S.
- Registered for Selective Service
- Terminated through no fault of their own or laid off and unlikely to return to same job/industry

Out-of-School Youth

- Ages 16-24
- Not attending school
- One or more barriers to employment
- 75% expenditure on OS Youth

In-School Youth

- Ages 14-21
- Attending school
- Low income
- One or more barriers to employment



Workforce Development Level of Services

- Basic career services – available to all
 - Eligibility determinations
 - Initial skills assessments – literacy, numeracy, English language proficiency, etc.
 - Labor Exchange Services (job search & placement)
 - Labor Market Information (job postings, information on skills necessary, earning potential, etc.)
 - Referrals to other programs & services



Workforce Development Level of Services (cont.)

- Individualized Career Services – requires eligibility determination
 - Individual and/or group counseling & mentoring
 - Career planning (case management)
 - Developing Individual Employment Plan
 - Workforce preparation activities
 - Financial literacy
 - Internships & work experience
 - Short-term pre-vocational services



Workforce Development Level of Services (cont.)

- Training Services – requires eligibility & suitability determinations
 - Individual Training Accounts (ITAs)
 - Work-Based Learning
 - Apprenticeships
 - On-the-Job Training
 - Incumbent Worker Training



WIOA Systemic Alignment

- Workforce and Vocational Rehabilitation Fiscal Alignment:
- Title I – 75% Out of School Youth
- Title IV – 15% In-School Youth



Georgia Vocational
Rehabilitation Agency

State-level Collaboration

- Partnership Meetings
 - WIOA core partners: TCSG OWD & Adult Ed, GVRA, GDOL
 - Additional partners: SNAP E&T, TANF, DECAL
 - Deliverables
 - WIOA Resources Catalogue
 - Referral Tool
- State Planning Efforts
 - Joint development of Unified State Plan
- State Workforce Development Board representation



Local Collaboration

- Presence in One-Stops & local Memorandums of Understanding
- Local/Regional Planning Efforts
- Local Workforce Development Board representation



Opportunities

- Low Unemployment & Engagement of Strategic Populations
- Engagement with Employers: OWD Business Services
- Cross Training
- Leverage Resources

Goodwill of North Georgia



Jenny Taylor, Vice President of Career Services

jtaylor@ging.org



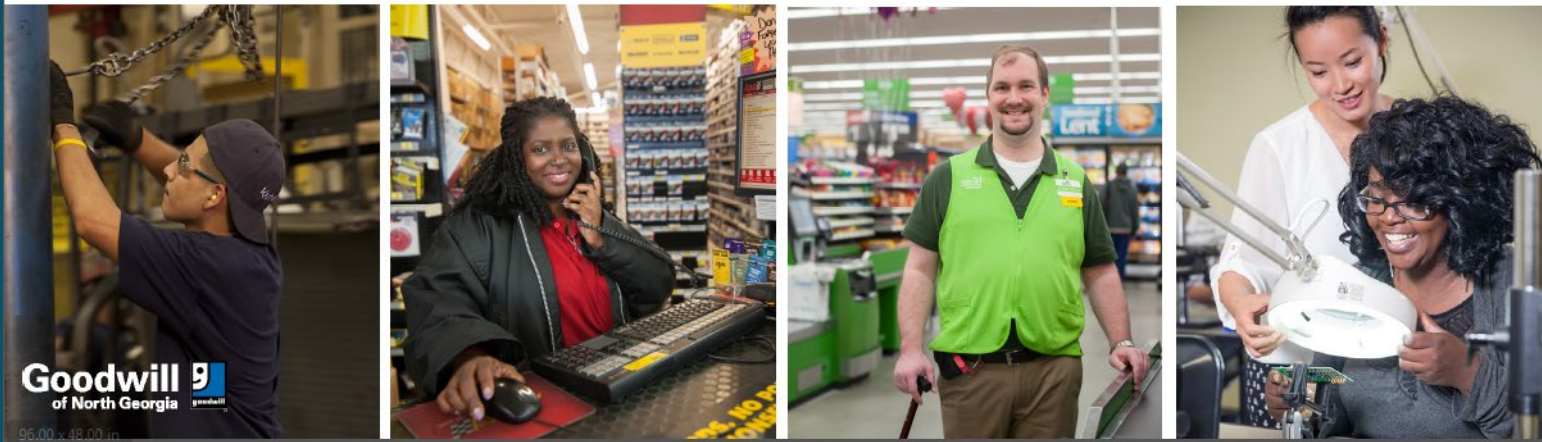
GVRA





Georgia Vocational
Rehabilitation Agency

We Put **100,000** People To Work From 2013-2018!



- # 1 for Persons Employed Nationwide among the 150+ Goodwill Agencies
- #1 for People of Color Employed
- Largest non-profit workforce development agency in the Southeast
- 1,483 People with Disabilities Served in 2020



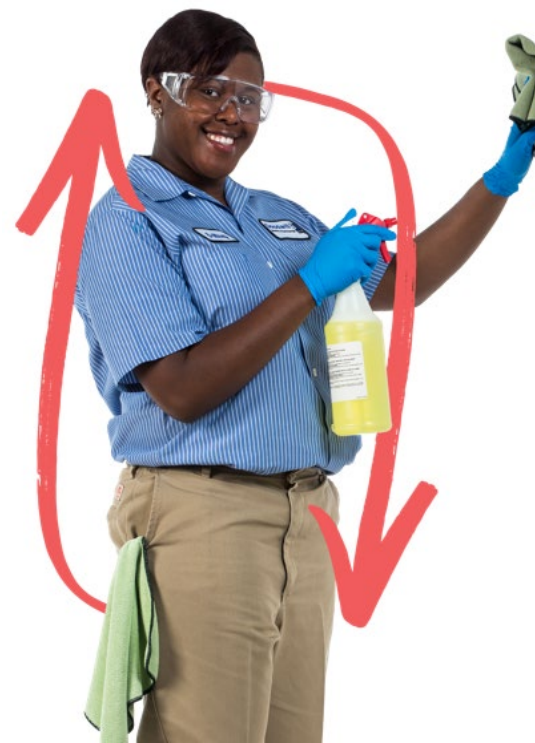
Georgia Vocational
Rehabilitation Agency

We Create Jobs

2,800+ in Goodwill stores

735+ in Ability One

federal
facilities
services





Georgia Vocational
Rehabilitation Agency

We Train People for Jobs

Over
30,000
people served
in North Georgia
job training
last fiscal year
for jobs in
industries from
construction to customer
service to
logistics to I.T.





Georgia Vocational
Rehabilitation Agency

We Serve All Job-Seekers

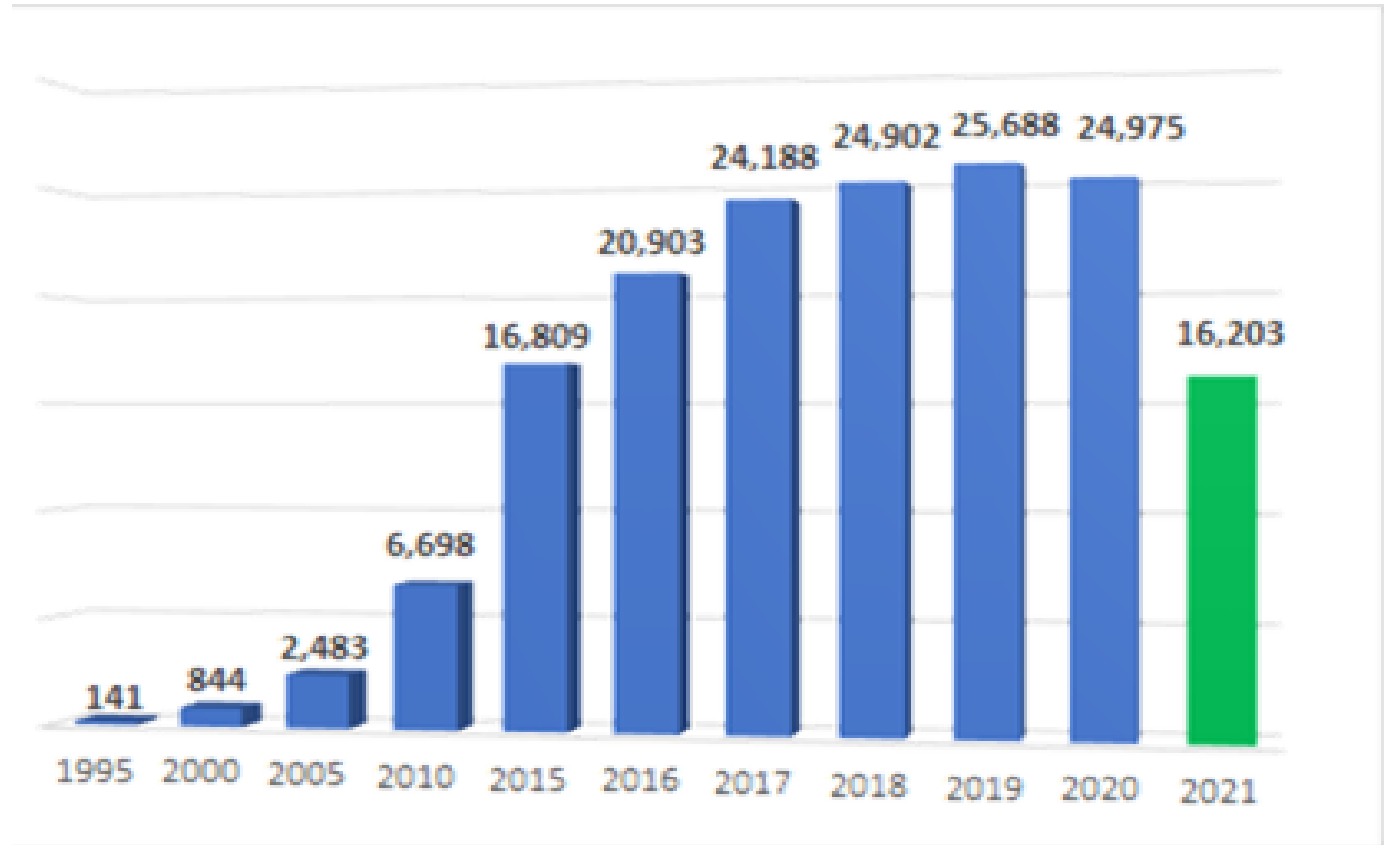


- People with Disabilities • Veterans
- Older Workers • People Receiving Public Benefits
Non-Custodial Parents • Returning Citizens
- People Experiencing Homelessness • Refugees
- Opportunity Youth



Georgia Vocational
Rehabilitation Agency

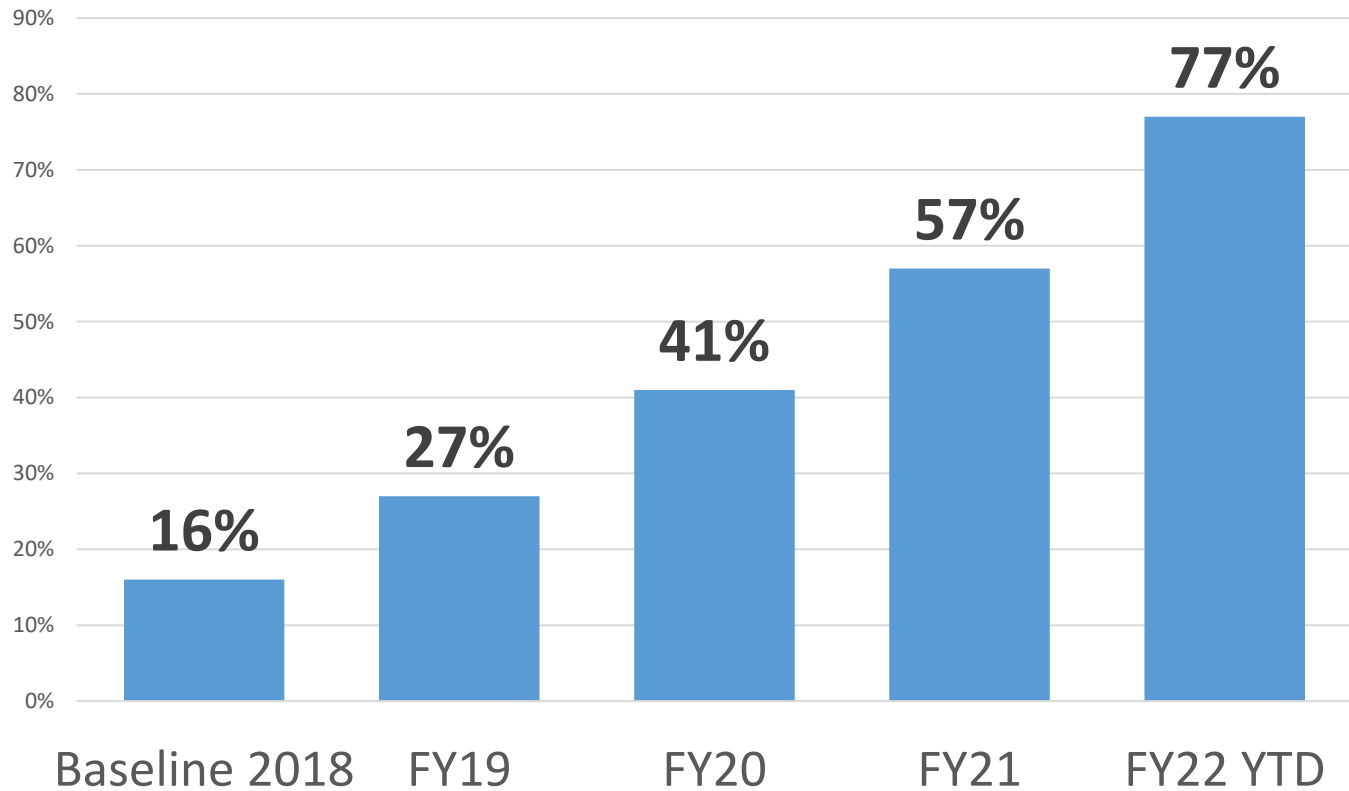
Quality



We Put People to Work



% of Persons Employed in Jobs with Family-Sustaining Wages





Georgia Vocational
Rehabilitation Agency

IMPACT Data:

Return on Investment

3rd Party Evaluations



JOB TRAINING IS
**HIGHLY
SUCCESSFUL**

93%

Program
Completion Rate

85%

Employment Rate at
an Average Hourly Wage
of \$12.67

78%

Retention of Employment
After Six Months



JOB TRAINING
**STIMULATES
ECONOMIC
GROWTH**

600%

Increase in Pre-Tax
Annual Earnings

453%

Increase in
Taxes Paid

68%

Annual Decrease in
SNAP & TANF Benefits



JOB TRAINING IS A SOUND
INVESTMENT IN INCREASING
**ECONOMIC
OPPORTUNITY**

103%

One Year ROI of
Direct Training Costs

\$2.3M

Public Benefits Savings +
New Taxes Paid Annually



Georgia Vocational
Rehabilitation Agency

3rd Party Evaluation: Public Assistance Outcomes

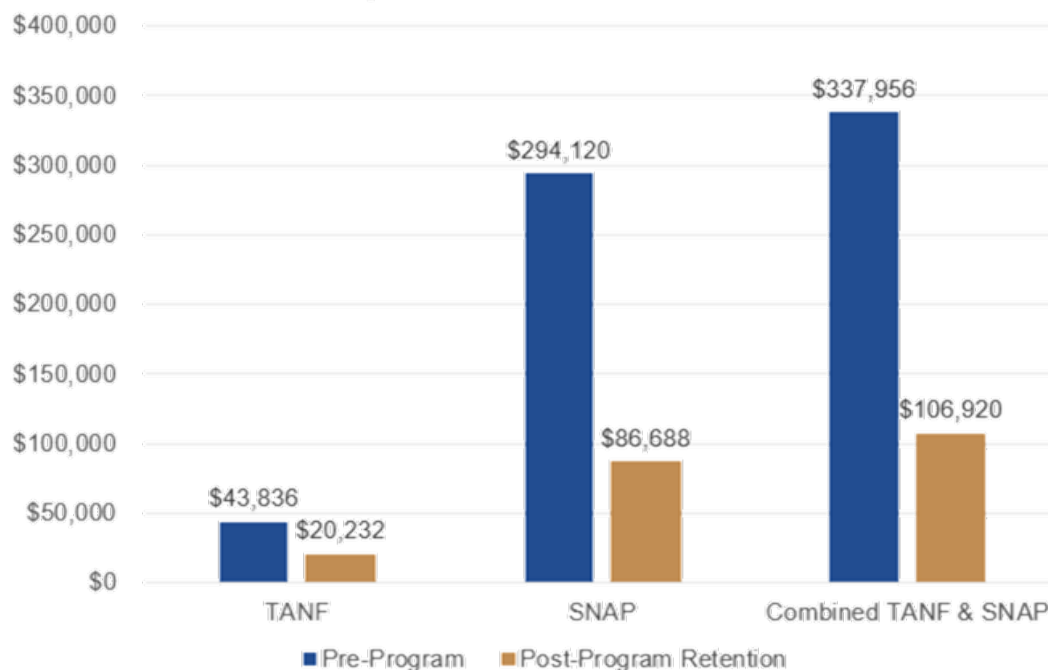
68%↓

Total Benefits Received
(SNAP & TANF)

\$231,036
SAVINGS

(203 individuals)

Comparison of TANF & SNAP





Our Model

- Average 6-8 week vocational training with PAID work activity integrated EARN-WHILE-YOU-LEARN
- Job training programs focus on core competencies for industry and career pathways
- One Goodwill Career Center capacity = 4,000 people annually
- Community-based programs, tailored to local jobs
- Comprehensive case management with work supports



Georgia Vocational
Rehabilitation Agency

Job Training with Industry- Recognized Credentials



**Maintenance
Technician**



**Highway
Construction**



**Logistics
Technician**



**Transportation
Specialist**



**Technology
Careers**



Welding



**General
Construction**



Georgia Vocational
Rehabilitation Agency

Job Training in High Demand Career Pathways



Phlebotomy



**Medical Billing
and Coding
Technician**



**Healthcare
Environmental
Services**



**Floor Tech/
Custodial**



**Forklift
Training**



**Advanced
Manufacturing**



**Retail
Customer Service**



**Customer Service
Contact Center**



Self Employment



GoodBIZ! **Microenterprise**

Business Feasibility Evaluation
Business Plan
Implementation
Advanced Coaching



Goodwill Career Services

Registered Apprenticeship Program Sponsor Pre-Apprenticeship Program Provider

- Prepare a skilled and certified workforce
- Largest non-profit employer in Metro Atlanta
- Largest non-profit workforce development agency in the Southeast
- Talent pipeline expertise to help employers easily onboard new staff
- All the red tape taken care of by Goodwill as the RAP sponsor.



We Work Better Together

Network and Partnerships

- 10 college co-enrollment partnerships
- 26 high school co-enrollment partnerships
- 39 public sector partnerships
- 65 non-profit and community-based partnerships
- 93 philanthropic partnerships
- 5,000+ employer partnerships





Goodwill / College Co-Enrollment Partnerships





More than 5,000 employers in North Georgia
partnered with our Goodwill to provide
training and hire our graduates last year



GVRA



Georgia Vocational
Rehabilitation Agency



GVRA



GEORGIA VOCATIONAL
REHABILITATION AGENCY

How might we partner better
together to serve our Georgia neighbors with
disabilities
who want to work?



Georgia Vocational
Rehabilitation Agency

Thank you!

Jenny Taylor

Vice President, Career Services

706-540-5221

jtaylor@ging.org

Goodwillng.org

Careerconnector.org





Board Announcements

- Old Business
- New Business

Public Comment and Adjourment



GVRA

