

Attachment 4.11(c)(1) State Goals and Priorities

The goals and priorities are based on the comprehensive statewide assessment, on requirements related to the performance standards and indicators, and on other information about the state agency. (See section 101(a)(15)(C) of the Act.) This attachment is updated when there are material changes in the information that require the description to be amended. This attachment:

- Identifies the goals and priorities were jointly developed and agreed to by the state VR agency and the State Rehabilitation Council, if the state has a council;
- Identifies the state VR agency and the State Rehabilitation Council, if the state has such a council, jointly reviewed the goals and priorities and jointly agreed to any revisions;
- Identifies goals and priorities in carrying out the vocational rehabilitation and supported employment programs;
- Ensures that the goals and priorities are based on an analysis of the following areas:
 - The most recent comprehensive statewide assessment, including any updates;
 - The performance of the state on standards and indicators; and
 - Other available information on the operation and effectiveness of the VR program, including any reports received from the State Rehabilitation Council and findings and recommendations from monitoring activities conducted under Section 107.

ACCES-VR and the State Rehabilitation Council (SRC) jointly developed the State's goals and priorities. Together, the SRC and ACCES-VR reviewed and agreed upon priorities, goals, strategies and performance measures that are consistent with Section 106 of the Act and with regulations found in 34 CFR 361.

Priority 1: Increase the employment rate and earnings for individuals with disabilities served by ACCES-VR.

Goal 1.1: Increase the percentage of individuals exiting the VR program after receiving services that achieve an employment outcome and exceed the national standard of 55.8 percent.

RSA Performance Indicator 1.2: Of all closed cases after receiving vocational rehabilitation services, at least 55.8 percent will have achieved an employment outcome.

Baseline for FFY 2010: 45.9 percent which does not meet the RSA Performance Standard.

Target for FFY 2012: Meet the RSA Performance Standard of 55.8 percent.

Goal 1.1.A Youth: Increase the percentage of youth with disabilities (applicants prior to age 22) exiting the VR Program after receiving services that achieve an employment outcome and exceed the national standard of 55.8 percent.

Baseline FFY 2010: 42.5 percent which does not meet the RSA Performance Standard.

Target FFY 2012: Meet the RSA Performance Standard of 55.8 percent.

Goal 1.1.B Supported Employment: Increase the percentage of individuals who achieve an employment outcome after receiving supported employment (SE) services.

Baseline for FFY 2010: For all consumers who were closed during the year after having an SE Individualized Plan of Employment (IPE) and SE Authorization, the employment rate was 43.3 percent which does not meet the RSA Performance Standard.

Target FFY 2012: Meet the RSA Performance Standard of 55.8 percent.

Goal 1.1.C Social Security Participants: Increase the percentage of individuals who are recipients of SSI, SSDI or SSI/SSDI and achieve an employment outcome that exceeds the national standard of 55.8 percent.

Baseline 2010: Of all SSA participants who were closed during the year after receiving VR services the percentage who achieved an employment outcome was 39.4 percent

Target FFY 2012: Meet the RSA Performance Standard of 55.8 percent.

Related Measures:

RSA Performance Indicator 1.1 The number of individuals exiting the VR program who have achieved an employment outcome must equal or exceed performance in previous period.

Baseline FFY 2010: 12,092 individuals achieved an employment outcome, a decrease of 59 from the previous year.

Target for FFY 2012: ACCES-VR will exceed the final FFY2011 result for indicator 1.1.

RSA Performance Indicator 1.4 The percentage of individuals having significant disabilities who achieve competitive employment with earnings of at least minimum wage is 62.4 percent or higher.

Baseline for FFY 2010: 98.2 percent

Target for FFY 2012: 98.5 percent

Goal 1.2: Improve earnings of individuals achieving an employment outcome by increasing the percentage who earn at least 200 percent of the federal poverty level (\$416/week) at closure.

Baseline for FFY 2010: 23 percent of all individuals achieving an employment outcome (2,710 individuals) earned above 200 percent of the federal poverty level.

Target for FFY 2012: 28 percent of all individuals achieving an employment outcome will earn above 200 percent of the federal poverty level.

Related Measures:

RSA Performance Indicator 1.3 The percentage of individuals who achieve an employment outcome with earnings equivalent to at least minimum wage will be 72.6 percent or greater.

Baseline for FFY 2010: 95.4 percent

Target for FFY 2012: 97.5 percent

RSA Performance Indicator 1.6 Increase the percentage of individuals who report earned income as the largest single source of economic support at the time they exit the VR Program; the national standard is 53 percent or greater.

Baseline for FFY 2010: 59.8 percent

Target for FFY 2012: 64.8 percent

Goal 1.3: Increase the average hourly earnings of individuals employed after participating in postsecondary training when compared to the average hourly earnings of all employed individuals in the State and approach the national benchmark ratio of .52 (Variation on RSA Performance Indicator 1.5 - See *Related Measures* below.)

Baseline for FFY 2010: Average wage of individuals with postsecondary training is \$11.42 per hour; .40 of the State Average Wage.

Target for FFY 2012: \$11.99 per hour is .42 of the State Average Wage.

Related Measures:

RSA Performance Indicator 1.5 Average hourly earnings of individuals employed after receiving VR services will be equivalent to at least the minimum wage as a ratio to the State's average hourly earning for all individuals in NYS who are employed; wage equals .52 or more; (.52 x \$28.54 = \$14.84).

Baseline for FFY 2010: \$10.70 per hour is .37 of the State Average Wage.

Target for FFY 2012: \$14.84 per hour would equal .52 of the State Average Wage.

Priority 2: Increase services to unserved and underserved groups.

Goal 2.1: The service rate for identified unserved and underserved populations will be commensurate with the NYS population rates for those populations based on race, ethnicity and disability.

RSA Performance Indicator 2.1: The ratio of the percent of individuals with a minority background to the percent of individuals without a minority background exiting the program who received VR services; RSA Performance standard > or = .80

Baseline for FFY 2010: .87

Target for FFY 2012: Service ratio of all individuals with disabilities from minority backgrounds as a ratio to the service rate for all individuals with disabilities from non-minority backgrounds; .90

Priority 3: Improve the quality of ACCES-VR services.

Goal 3.1: Increase consumer satisfaction with VR Program services.

Baseline for FFY 2010: 76 percent

Target for FFY 2012: 90 percent of respondents expressing satisfaction on key questions contained in VR's consumer satisfaction surveys.

Goal 3.2: Increase collaboration with community partners, particularly the State agency partners who share responsibility for achieving employment outcomes for individuals with disabilities.

Baseline for 2010: ACCES-VR is in the process of developing a Memorandum of Understanding with the NYS Department of Labor (DOL) for a cooperative effort through its Disability Employment Initiative to improve service options and results for individuals with disabilities served through the one stop centers.

Target for 2012: NYS DOL and ACCES-VR will implement promising practices that improve service results for individuals with disabilities.

Goal 3.3: Increase collaboration with employers that may lead to employment outcomes.

Baseline 2011: The ACCES-VR Business Relations Unit is continuing to establish business relationships and develop business accounts. Collaborative projects with The NET and other national, state and regional resources have yielded quality employment outcomes.

Target for 2012: ACCES-VR will document the number of formal collaborative business relationships it establishes and the number of employment outcomes each of these relationships yields.