

North Carolina  
Department of Health  
and Human Services  
Division of Vocational  
Rehabilitation

IMAGES of SUCCESS

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***Mission Statement:*** *To promote employment and independence for people with disabilities through customer partnership and community leadership.*

***Vision Statement:*** *North Carolinians with disabilities will live and work in the communities of their choice with economic and other supports available to help them achieve and maintain optimal self-sufficiency and independence.*

# Together We Get the Job Done!

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- Agency Director
- State Office Specialists
- Regional Directors/Assistant Regional Directors
- Quality Development Specialists
- Unit Managers/Assistant Unit Managers
- Counselors in Charge
- Rehabilitation Engineers
- Counselors
- Vocational Evaluators
- Human Service Coordinators
- Business Relations Representatives
- Casework Technicians
- Processing Assistants

# Who We Serve

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- Individuals with a diagnosed, chronic physical or mental disability which constitutes a significant barrier to employment
- The individual must be able to benefit from services in terms of an employment outcome.
- The individual must require VR services in order to prepare for, secure, or retain gainful employment.

# Services We Provide

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- Guidance and Counseling
- Diagnosis and Treatment
- Post Secondary, Technical Vocational, or other Training
- Supported Employment and Work Adjustment/Job Coaching
- Rehabilitation Engineering
- Worksite, Vehicle, or Home Modifications
- Other Support Services to empower/enable individuals to go to work

# Accomplishments as of July 31, 2009

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- 21,878 new applications taken in 08-09 FFY
- 12,019 new Individualized Plans for Employment written in 08-09 FFY
- 5,029 successful employment outcomes in 08-09 FFY (status 26)

# 2009 SFY Results

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- Average Salaries at closure Range from **\$197.29 to \$715.53** per week
- Average Total Cost per Successful Outcome this year = **\$3,966**
- Average Number of Months in Service = **24.88**
- Average Hours Worked per week at Closure = **29.0**

# Successful Consumers Work in these Occupational Types

- MANAGEMENT
- BUSINESS & FINANCIAL OPERATIONS
- COMPUTER & MATHEMATICAL
- ARCHITECTURE & ENGINEERING
- LIFE, PHYSICAL, & SOCIAL SCIENCE
- COMMUNITY & SOCIAL SERVICES
- LEGAL
- EDUCATION, TRAINING, & LIBRARY
- ARTS, DESIGN, ENTERTAINMENT, SPORTS, & MEDIA
- HEALTHCARE PRACTITIONERS & TECHNICAL
- HEALTHCARE SUPPORT
- PROTECTIVE SERVICES
- FOOD PREPARATION & SERVING RELATED
- BUILDING & GROUNDS CLEANING & MAINTENANCE
- PERSONAL CARE & SVC
- SALES & RELATED
- OFFICE & ADMINISTRATIVE SUPPORT
- FARMING, FISHING, & FORESTRY
- CONSTRUCTION & EXTRACTION
- INSTALLATION, MAINTENANCE, & REPAIR
- PRODUCTION
- TRANSPORTATION & MATERIAL MOVING
- MILITARY SPECIFIC

# Current North Carolina Labor Market Information

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- Population: **9,222,414** (2008 US Census Bureau Estimates)
- Labor Force: **4,556,761** (June 2009 Estimates, ESC of NC)
- Unemployment Rate: **11%** (ESC of NC)

# Images of Success – Mr. Jones

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- We have worked with Mr. Jones since 1994. He has Cerebral Palsy which affects his ability to move and walk. He must use a scooter to get around and requires assistance with his personal needs. We helped Mr. Jones with guidance and counseling, tuition and fees, books and supplies, personal attendant services, and other ancillary needs. Mr. Jones graduated from Law School in May of 2008. He passed the Bar Exam in July of 2008. Mr. Jones is now a practicing Attorney with his own law firm.

# Image of Success - Sara's Story

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- Sara had Carpal Tunnel Syndrome that worsened into Reflex Sympathetic Dystrophy. RSD is a chronic, neurologic pain syndrome which affects her ability to lift, grasp, write, type, and perform other typical hand motions. This is a devastating diagnosis for a professional in the customer service/administrative field. She lost her job and felt she would be unable to work again. She was forced to seek Social Security Disability benefits. VR assisted her with diagnosis and treatment of her illness, assistive technology (voice recognition software that allows her to speak into a headset instead of manually typing on the computer) job readiness training, and job placement. We arranged an interview for her with a human services agency, installed the computer software, and she is happily working today. She will be a 26 by the end of this fiscal year.

# Disability Employment Statistics

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In July 2009, the percentage of people with disabilities in the labor force was **23.0 %** compared with **71.8 %** for persons with no disability. The unemployment rate for those with disabilities was **15.1 %**, compared with **9.5 %** for persons with no disability, not seasonally adjusted.

(US DOL)

# Return on Investment in 2008:

- 6,218 of our consumers achieved successful employment goals.
- The average weekly earnings of our consumers before receiving employment services was **\$40**. Upon achieving employment, that average increased to **\$293**.
- Successfully employed individuals earned a combined total of **\$1.8 million per week** through employment gained with VR assistance.
- Nationally, for every VR dollar spent, **\$5** will be returned in taxes from subsequent employment of consumers, and **\$14 to \$18** will be returned to the local economy.
- Tax incentives are available to employers for hiring people with disabilities and for adapting the workplace to accommodate an employee's specific disability.

# Questions?

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- Please feel free to contact our agency with any questions. State Office 1-919-855-3500 or visit our website at <http://dvr.dhhs.state.nc.us/>
- My corrected email address: [toni.king@dhhs.nc.gov](mailto:toni.king@dhhs.nc.gov)