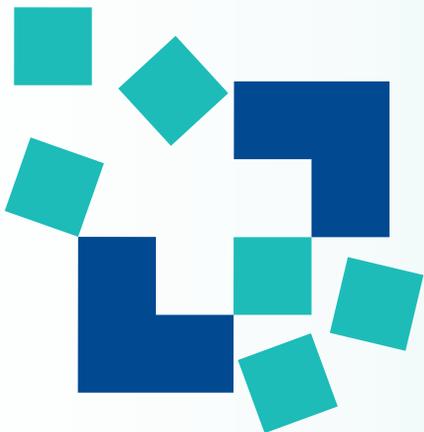


2009



Iowa

Vocational
Rehabilitation
Services

Finding solutions. Generating success.



Iowa
Vocational
Rehabilitation
Services

Finding solutions. Generating success.

Our mission is to work for and with individuals with disabilities to achieve their employment, independence, and economic goals. Economic independence and more and better jobs are what we are about for Iowans with disabilities.

IVRS History

Iowa Vocational Rehabilitation Services was established in 1920 to provide services to individuals with disabilities.

Since that time, more than 16 million individuals have been assisted in acquiring gainful employment - our primary goal.

IVRS is a state agency within the Department of Education and receives 78.7 percent of funds from the federal government that's matched by a state share of 21.3 percent.

Initially individuals with physical disabilities were the only ones eligible for rehabilitation services, primarily training. However, over the years amendments to the Vocational Rehabilitation Act (1943, 1954, 1973, 1986 and 1992) have broadened the comprehensive definition of disability and enhanced services to expand employment opportunities.

In 1998 the Rehabilitation Act was reauthorized as Title IV of the Workforce Investment Act with ties to workforce development programs.

Dr. Richard E. Brown



Dr. Richard Brown wrote to us this year thanking Iowa Vocational Rehabilitation Services for the help he received in 1952.

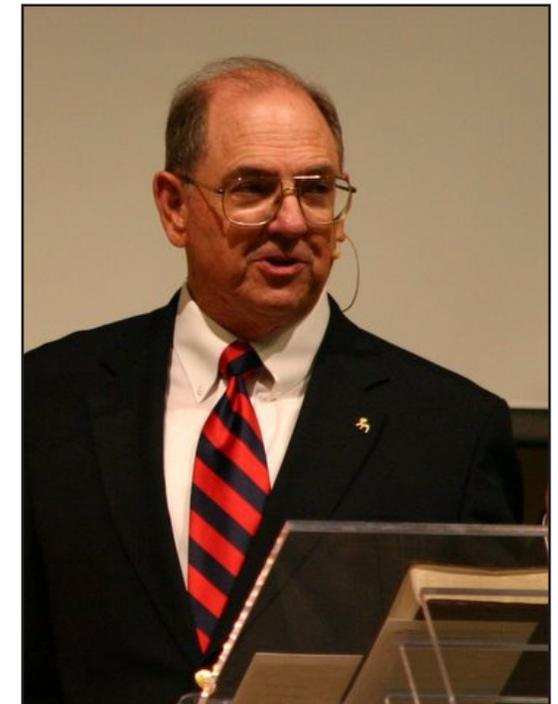
Richard Brown contracted polio as a teenager and saw his dream of becoming an Air Force Pilot vanish. IVRS provided educational assistance to help him earn a Bachelor of Arts Degree, a Master of Divinity Degree and a Doctor of Ministry Degree.

Dr. Brown has enjoyed a 50-year career as a Pastor,

Christian College Professor and a Christian College Administrator.

He said in a letter, "I am aware that much of this would not have been possible if the Iowa Division of Vocational Rehabilitation had not been willing 52 years ago to make a personal and financial investment in the life of a teenager in southwest Iowa that had been felled by polio."

He adds, "Thank you! I am more grateful than you will ever know. I am one life in whom your department made a huge difference."



IVRS Strategic Objectives

- 1 Develop and foster an engaging work environment that promotes innovation and continual improvement to achieve organizational priorities.
- 2 Develop a workforce that identifies and responds to changing workforce and work place needs.
- 3 Develop and deliver customer service that addresses customer needs and requirements.
- 4 Increase efficiency and customer value through performance accountability and continuous quality improvement.
- 5 Build external relationships that contribute to improved services that better the lives of Iowans with disabilities.

IVRS Today

IVRS is made up of three core programs: Vocational Rehabilitation, Disability Determination and Independent Living.

IVRS currently employs 256 staff in addition to 116 in Disability Determination Services Bureau. There are 14 area offices and 32 service units across the state.

Vocational Rehabilitation Services can provide vocational training, counseling, prosthetics, assistive technology, assessment, advanced education, training, hearing aids, transportation, interpreter services for people with hearing impairments and help finding a job.

Iowa Vocational Rehabilitation Services helped place 1,173 individuals into employment as of June 30, 2008.

The IVRS Self-Employment Program helps consumers whose goal is complete self-sufficiency through the operation of a profit-making business in Iowa.

IVRS assists the Iowa business community in employment of persons with disabilities by providing no cost placement service, pre-screened qualified applicants, employer support and consultation, post-employment follow-up services, tax benefits, consultation services and training.

IRSS Implemented

Case Number	Client Name	Client DOB	Client SSN	Case Status	Effective Date	Days Remaining	Days Exceeded	Goal Date	Review Date	Waiting List
-------------	-------------	------------	------------	-------------	----------------	----------------	---------------	-----------	-------------	--------------

IRSS is a case management and financial services software system for Iowa Vocational Rehabilitation Services.

After design and testing of the new system was completed, IRSS was implemented in 2008. IVRS staff have been training on the new system and conversion is underway. The new system will allow a streamlined way to process and store information in the years ahead.

Business Hy-Vee

Pat Ohlerking

Pat Ohlerking, store director of Hy-Vee in Charles City, is known to help open doors for those who want to work.

“He is so great to work with,” said Mary Ott, counselor for Iowa Vocational Rehabilitation Services. “Pat will try to find something they can do - he doesn’t give up on people. He never hesitates to look at a person’s individual abilities.”

Pat has provided opportunities for nearly half a dozen IVRS clients.

“I’m just hiring good people to do good work,”



Ohlerking said. “I think everybody deserves a chance and if you work with people and pay attention you can find a niche that serves them well and serves you well.”

Pat does not hesitate to make accommodations to help his employees succeed. A special phone system was installed to allow one blind

employee to answer multiple telephone lines.

He also ensures his employees receive the training they need to succeed.

Creating a supportive working environment is something Pat does for all his employees.

“If there are things they do really well, we try to find the right opportunity suited to their talents,” Pat said.

In the 22 years Pat has worked for Hy-Vee he has put into practice the role an employer plays in helping those with disabilities provide valuable contributions to the community.

“I see them as an asset to us,” Pat said. “They are an important part of our society and they deserve the opportunity to be an important part of our staff.”

Hy-Vee
employs
more than
54,000
people.

www.hy-vee.com



January 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
				1 New Year's Day	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19 Dr. Martin Luther King's Birthday	20 Inauguration Day	21	22	23	24
25	26	27	28	29	30	31

*Iowa Vocational
Rehabilitation
Services helped
2,146 Iowans
with disabilities
successfully
secure employment
in 2008.*

This Month

IVRS Consumers

Marvin Van Beek named Entrepreneur of the year

What is Marvin Van Beek's secret to becoming a successful entrepreneur?

"If you put your mind to it you can do whatever you want to," he said.

Nearly four years ago, this Inwood resident started his own business raising exotic water fowl and pheasants.

Running his own business fulfills one of Van Beek's goals, but he had many obstacles to overcome.

Because he has no arms, initially Van Beek had to carry sacks of feed and pails in his teeth.

Counselor April Stotz from Iowa Vocational Rehabilitation Services, Sheldon Office, coordinated with Easter Seals to provide an automatic feeding system, a cleaning system and an automatic watering system in the nursery.

"She helped me really grow it," Van Beek said of Stotz.

Now Van Beek can focus on raising 300 to 400 exotic ducks from as far away as Africa, South America and Russia. He also raises pheasants for hunting preserves and has the ability to incubate up 30,000 eggs.

To provide ideal conditions for waterfowl, Van Beek maintains 11 ponds that use water pumps to recycle the water to keep them fresh.

Van Beek admits that it's a unique business endeavor.

"There's not many of us doing it," he said.

But Van Beek can't imagine doing anything else.

"That's one thing I like - you're not doing the same thing day after day," he said. "You never know what you get to do."

At a given time, Van Beek could be doing research on one of the 71 breeds of ducks he raises, putting in new nest boxes or performing a duck rescue.

Much of his business is conducted on the Internet – whether it's finding a new exotic breed to purchase or selling ducks and pheasants for taxidermy or hunting preserves.

Iowa Vocational Rehabilitation Services Counselor April Stotz said she enjoyed working with Van Beek.

"He has such a positive outlook on life and is well-liked by everyone," she said.

Van Beek finds his work both challenging and fulfilling.

"It takes patience and time and sometimes it's frustrating – there's new wrinkles every day," Van Beek said. "But it's rewarding being your own boss – it's been good."



In October, the Commission of Persons with Disabilities named Marvin Van Beek the 2008 Entrepreneur of the Year.

February 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
1	2 Groundhog Day	3	4	5	6	7
8	9	10	11	12 Lincoln's Birthday	13	14 Valentine's Day
15	16 Presidents' Day	17	18	19	20	21
22 Washington's Birthday	23	24	25	26	27	28

*More than 100
IVRS
consumers are
ready for
employment
each month.*

This Month

IVRS Consumers

Fields Dream grows from Coffee Beans

When Carl Fields set out on his quest for the perfect cup of coffee it marked the beginning of a business venture. Initially Fields started experimenting with coffee beans in his kitchen.

“My wife threw me out,” Fields laughed. “So we built a little barn in the back and called it the Coffee Barn.”

That is how the business was born and it has since outgrown the barn and has moved to a new larger location at 120 First Avenue North in Altoona.

What remains the same is the name and the high quality of coffee Fields originally sought.

Fields starts by purchasing beans from all over the world.

“We get the top 30 percent of the crop – the best quality of coffee,” Fields said.

The next part of the process is roasting the beans and Fields has perfected that process.

“I know our coffee is fresher than anyone’s because of the way we do it,” he said.

Fresh quality beans, roasted to perfection, then freshly ground and shipped immediately make the recipe for a perfect cup of coffee.



It took a long time before Fields would even consider adding any type of flavoring to his coffee, but the market pushed him in a new direction.

“The biggest growing part of business is in the flavored coffee,” he said. “Now we have 40 different flavors we offer,” Fields said. “They’re fun to do but it took awhile to learn to do that right.”

One of the most appreciative audiences was a group of soldiers. Fields had coffee donated and provided roasting and shipping so families could send coffee and other treats to those serving in Iraq.

Fields said Iowa Vocational Rehabilitation Services has helped his business grow by providing a consultant to look at the profit margin and different ways to market the



business. They also helped with website development.

“We were able to assist him to more than double his net sales,” said Debbie Grace at the IVRS Polk County Office.

Now the new Hy-Vee in Altoona plans to stock coffee from the Coffee Barn.

Part of the secret of Fields’ success is his dedication to producing the highest quality of product.

“We’re going to get it right,” Fields said. “I don’t like to do anything if we can’t do it properly.”

Fields has the highest standards for freshness and his coffee is shipped as soon as it comes out of the grinder.

But that’s only one of the secrets of his success.

His advice to others is, “make sure the business you pick out is something you really love to do - you have to have a passion for it.”

March 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
Daylight Savings Time Begins						
15	16	17	18	19	20	21
		St. Patrick's Day				
22	23	24	25	26	27	28
29	30	31				

Those who applied for IVRS services realized a wage increase of 62.79% upon closure.

This Month

Business



Caroline Rasmussen and Stephen Finn of Sodexo.

Sodexo

The Commission of Persons with Disabilities awarded Sodexo the Large Employer of the Year Award for 2008. Sodexo is a business with more than 200 employees that has shown a positive attitude and philosophy toward recruiting, accommodating, employing and advancing persons with disabilities.

Sodexo is the leading provider of integrated food and facilities management services in the U.S., Canada and Mexico. Each year, DiversityInc. Magazine names the top 50 companies for diversity in their workforce. In 2008, Sodexo ranked No. 12 overall in all aspects of Diversity and No. 6 on the list of Top 10 Companies for People with Disabilities.

Sodexo employee Caroline Rasmussen nominated her long-time employer. Caroline has worked for Sodexo at their St. Ambrose University location in Davenport since 1989 and throughout her employment has seen Sodexo partner with Iowa Vocational Rehabilitation Services, the Handicapped Development Center, the local Transition Alliance Program and Central High School's Co-Op Program. She notes that employees hired from these programs have been with the team for as long as ten years and are a vital part of the food service they provide to the student population.

In 2005, Caroline experienced Sodexo's commitment to the employment of individuals with disabilities in a whole new light. In February of that year she was paralyzed while skiing in Colorado.

The Family Medical Leave Act only protected her job for 12 weeks, but after being off for 13 months Caroline had a job waiting for her when she was ready to return.

April 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
			1 April Fool's Day	2	3	4
5	6	7	8	9	10 Good Friday	11
12 Easter	13	14	15	16	17	18
19	20	21	22 Earth Day	23	24	25
26	27	28	29	30		

*The average
hourly wage
for IVRS
consumers
in 2008 was
\$11.38.*

This Month

IVRS Consumers

Cheri Blauwet

When Cheri Blauwet sets her sights on the finish line, nothing can stop her.

Born in Larchwood, Blauwet, who graduated from West Lyon High School in Inwood, competed in the Paralympics in Beijing this year.



It's a long journey for the girl who started her life in small-town Iowa and became a paraplegic at 15 months following a farm accident.

By the time she reached high school, Blauwet had already set her sights on winning an Olympic Medal in addition to earning a medical degree.

Iowa Vocational Rehabilitation Services was proud to be part of helping Blauwet achieve her educational goals by providing financial assistance for her to attend the University of Arizona where she earned her Bachelor's Degree in Biology and Stanford University where she is currently a medical student. Blauwet plans to graduate in June 2009 and pursue a residency in Physical Medicine and Rehabilitation.

Blauwet has already competed at the collegiate level in the International Paralympic Games and took a Silver Medal at the 2002 International Paralympic World Championships. She went on to win Gold and Bronze Medals at the 2004 Athens Paralympic Games and she has won first place in the New York City, Los Angeles and Boston marathons in the wheelchair division.

In Beijing, Blauwet is on the threshold of accomplishing her athletic goals.

"I compete for this reason - to promote the potential within all athletes if given the opportunity to dream long distance," she said.

Blauwet is currently featured in a Visa Go World commercial that can be viewed at <http://www.ivrs.iowa.gov/SuccessStories/blauwet.html>.

Her fans in Iowa, who have watched as she competed from Athens to Australia to Beijing, applaud Blauwet as she continues on her track of success.



May 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5	6	7	8	9
		Cinco de Mayo				
10	11	12	13	14	15	16
Mother's Day						Armed Forces Day
17	18	19	20	21	22	23
24	25	26	27	28	29	30
	Memorial Day					
31						



In Iowa, more than 210,000 working age people reported having a disability in 2007.

American Community Survey



This Month

IVRS Consumers



Ashley Lerch

Ashley Lerch is the winner of the 2008 Ms. Wheelchair Iowa competition.

When Ashley was three she was in a farming accident that paralyzed her from the waist down. She graduated from Anamosa High School in 2002. Ashley was an excellent student and was involved in band, choir and track.

Iowa Vocational Rehabilitation Services partnered with Ashley when she enrolled at Iowa State University where she graduated with a double major in Genetics and Psychology in 2007.

Ashley has served as delegate, staff and mentor for the Iowa Youth Leadership Forum for the past seven years.

Ashley currently works at the University of Northern Iowa's Student Disabilities Services Office and serves as the advisor for the student organization "Awareness for Individuals with Disabilities," taking charge of Disability Awareness Month activities on campus.

June 2009



Iowa
Vocational
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SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
Flag Day						
21	22	23	24	25	26	27
Father's Day						
28	29	30				



In 2007, an estimated 53% of working-age people in Iowa with disabilities were unemployed.



American Community Survey

This Month

New Beginnings Day Care Center



Amie Troyer receives her award from Lieutenant Governor Patty Judge.

Business

New Beginnings Day Care Center located in Madrid, Iowa owned by Amie Troyer was given the 2008 Small Employer of the Year Award from the Commission of Persons with Disabilities.

In her nomination letter for Amie and New Beginnings, Iowa Vocational Rehabilitation Services Counselor Marsha Burright noted Amie had only been open a short time when she was approached to work with a student receiving special education services. This student had a love of children, babysitting experience and a desire to have a job. Amie was very open to this proposal and decided to give the student a chance.

The first thing Amie did was to seek out disability information and accommodation strategies from IVRS and other resources and provided disability education to her staff so they would be able to work well with this student. Amie also sought out and gained the support of the parents of the children in her day care in order to provide this opportunity to the student.

Amie took the time to visit with Counselor Burright and the student's mother to review progress, identify other possible accommodations needed and set clear expectations for the student, who is now an employee of the day care, working 30 hours a week.

This is a wonderful example of how teamwork and a positive working relationship between local school staff, an IVRS Counselor and an employer can be a winning combination for successful employment outcomes for individuals with disabilities.

July 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3 State Holiday	4 Independence Day
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

*In Iowa, 15.8%
of people with a
high school
diploma have a
disability.*

American Community Survey

This Month

IVRS Consumers

In the summer of 1998, I was diagnosed with Goodpasture's Syndrome. For two long years I was bedridden by a disease that ravaged my body, entrapping a healthy mind that longed for escape. All I had to keep me going during this time were my dreams.

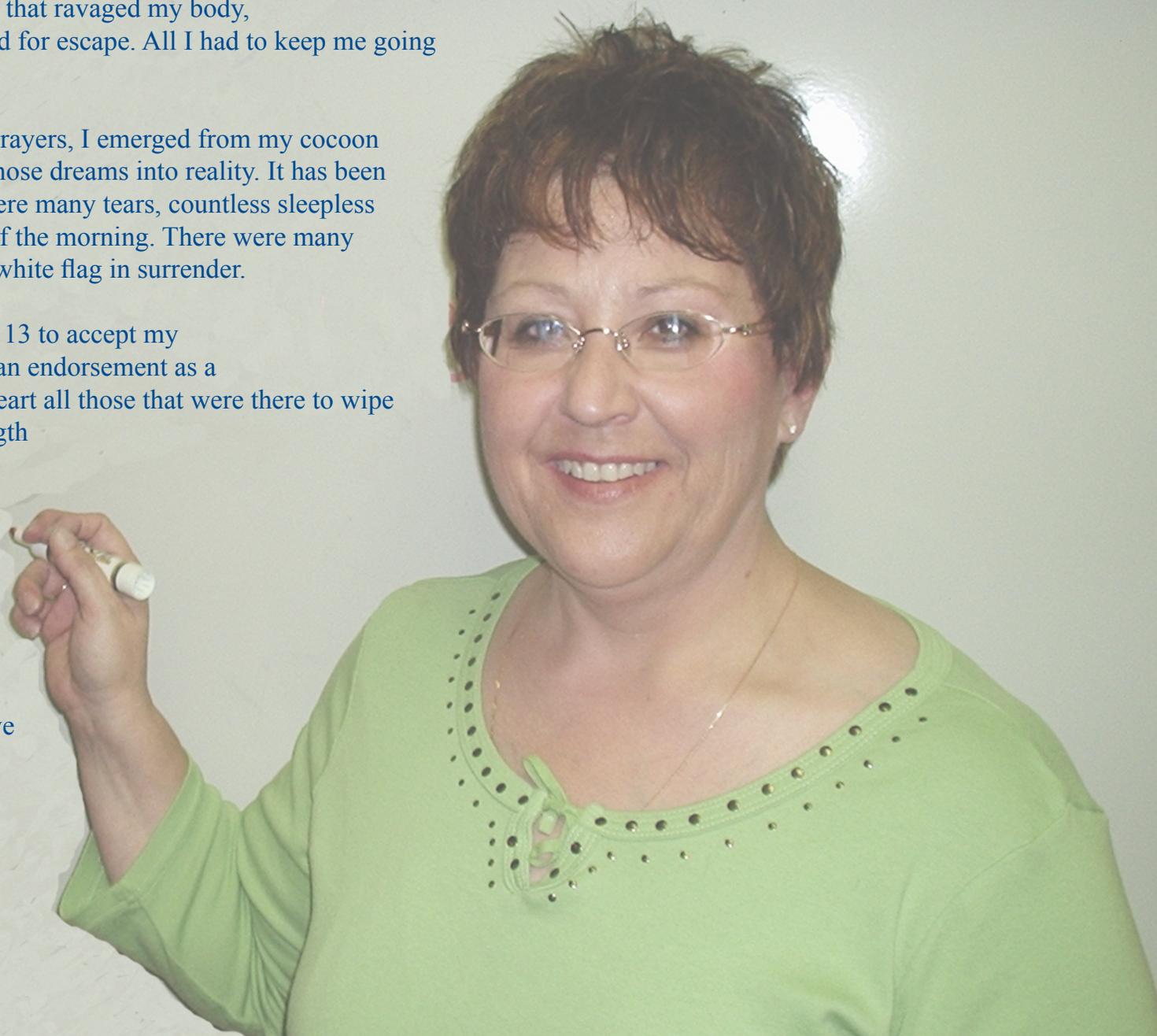
In the fall of 2000, after many kind prayers, I emerged from my cocoon and step by step, I began to change those dreams into reality. It has been a long and arduous journey. There were many tears, countless sleepless nights studying until the wee hours of the morning. There were many days when I just wanted to raise the white flag in surrender.

As I walked across the stage on May 13 to accept my Bachelor Degree in Education, with an endorsement as a Reading Specialist, I carried in my heart all those that were there to wipe the tears, and who gave me the strength not to surrender.

I wish to personally thank you, Michelle and all those who have been a part of my educational journey at Vocational Rehabilitation. I don't think I could have done it without your help. All of you will always have a special place in my heart.

Thank you,

Mary B. Keller



August 2009



Iowa
**Vocational
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SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

*The IVRS
 Self-Employment
 program helps
 those with
 disabilities
 operate their own
 businesses in
 Iowa.*

This Month

IVRS Consumers

From High School, to College to Graduate School to Employment – Youth to Adult - Transitioning into the Workplace

Stephanie Hill

Can a high school student with a learning disability and an acquired disability after an automobile accident move through the system toward successful employment? You bet! Meet Stephanie Hill.

As a young student, Steph found out early that she could not comprehend written information as easily as her peers. Then in her sophomore year of high school her learning disability was compounded by an additional acquired disability from a car accident. Through physical therapy and rehabilitation, and after several operations, Stephanie was able to go back and finish high school.

Stephanie credits using the resources available to her through her IEP in high school and the accommodations offered by the student disability service center in her college as helping her achieve her goal of a teaching degree. She also acknowledges her relationship with Iowa Vocational Rehabilitation Services in helping her accomplish her goal of a graduate degree so that she can work with persons with disabilities.

Steph will have her Masters Degree in Rehabilitation Counseling in early 2009 and just recently became employed as a Vocational Rehabilitation Counselor for the same agency that helped to drive her to employment success.



Youth with disabilities are a resilient, viable, energetic and employable core of available physical resources– they bring great skills and a vast breadth of life experiences to your organization.

September 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7 Labor Day	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

On average,
IVRS
consumers saw
their wages
increase 65 cents
per hour from
2007 to 2008.

This Month

IVRS Consumers

Molly Rezac Giddings

Molly Rezac Giddings was born with Spina Bifida; however she has never let it slow her down. She has become known across the state as a Champion wheelchair racer.

Molly attended Armstrong Ringsted High School when she began working with Iowa Vocational Rehabilitation Services.

She attended Iowa Lakes Community College in Early Childhood Education, then Molly refined her career path and decided to get her AA Degree. Molly transferred to UNI to complete her education, getting a degree in Social Work and went on to get her Master's Degree in Counseling.

All of the time Iowa Vocational Rehabilitation Services continued to support Molly with partial funding and provided other supports she might need.

Molly's first job was a Case Manager at the Larabee Center in Waverly. A position became

available at Iowa Lakes Community College in the Aspires Program (a federally funded student support services program) as a Program Specialist, and Molly applied for the position. She competed for the position on a level playing field and was hired for the job.

Also during this time she became engaged and was going to be married soon. She and her future husband were buying a house and remodeling it to accommodate Molly's wheelchair height and needs. Her counselors advised her about Abilities Loans and other possible help for accommodations for her new home.

Molly did very well until her old vehicle, which had been driven since the age of 16, went on the blink and was involved in an accident.

Molly discussed her options with Counselor Ann Petersen at IVRS and, with the help of Supervisor Mary Augustus, it was decided that Molly could receive help to



maintain employment at her position at Iowa Lakes Community College.

Molly needed to replace the worn out vehicle but would need conversion equipment so that she could access it with her wheelchair. Molly shopped around and found two companies close by that would be able to install conversion equipment for the Town and Country van she had purchased. IVRS was able to help purchase the conversion equipment - a ramp, swivel chair and hand controls.

Molly is very proud of her gold

Town and Country van and IVRS is incredibly proud of Molly.

Her supervisor, Mary Faber, at Iowa Lakes says, "Molly is a very hard worker and relates so well with students in her role as Program Specialist, advising students for tutoring or college transfer. She is a huge asset to Iowa Lakes Community College."

Mary also said that as an employer she was so pleased that IVRS was able to help with Molly's conversion equipment, as it makes life and work more manageable for Molly.

October 2009



Iowa
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SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12 Columbus Day (Observed)	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31 Halloween

IVRS helps companies that hire persons with disabilities acquire placement services, on-the job training, disability etiquette training and work site consultation.

This Month

National Disability Awareness Month

IVRS Consumers

Kathy Norris

As she neared completion of her Doctorate Degree, Kathy Norris found herself struggling.

She had already completed a Master's Degree in Speech and Education and had spent ten years teaching speech and public speaking earning the "most memorable teacher award" from Iowa State University.

Kathy went on to pursue a Ph.D. in Multicultural, Anti-racist and International Education.

"I went into teaching because I want every child to find their genius," Kathy said.

Yet she had little support herself as she worked on a project to complete her doctorate. At one point she felt she could not longer function and decided to quit.

"I had no belief in myself," Kathy said. She didn't know where to turn to for help. Then someone suggested she meet with a counselor at Iowa Vocational Rehabilitation Services.

After undergoing testing, Kathy was able to begin to understand what obstacles she had been facing.

"I didn't know about disabilities and depression," she admits.

Yet those issues had been a life-long struggle for Kathy. She grew up in a home where she watched one parent succumb to depression and the other to alcoholism. In spite of a lack of self-confidence, Norris graduated from high school one year early and went to Iowa State to study music, speech and comedy.

On the surface, Kathy had everything going for her. She launched a successful 15-year career earning leads in theater, comedy and dance performing from Chicago to Disneyland. Between stints, she paid the bills as a make-up artist.

But on the inside Kathy didn't see herself as a diva.

"I don't like to be the center of attention," she explains.

That prompted her to return to school to pursue teaching.

"I want to be a trusted adult for kids so they feel safe, respected and not judged," Kathy said.

Kathy completed her Master's Degree in Speech and Education and became a mentor to others during her ten years teaching Speech Communication.



Then everything fell apart as Kathy took on her next goal - a Doctorate Degree. Her support systems seemed to vanish and her self-esteem nose-dived.

"I lost my sense of hope about functioning," she said. "I no longer felt I had something to share or the ability to mentor others."

A referral to the Iowa State University Service Unit of IVRS turned a new page for Kathy.

"They saved my life," she said simply.

IVRS Counselor Lynette Plander, Rehabilitation Associate Kristi Frohwein and Bobbi Borich stepped in to provide Kathy with help she needed to get on her feet again.

"It was an awesome team effort," Kathy said. "They turned my life around."

With the encouragement she received, Kathy is back on track and looks forward to a new teaching position in Florida.

She says her own experiences will help her to understand the difficulties her own students may be facing.

"I'll try to help them figure it out," Kathy said. "I want to be sure no one feels anything but respected."

November 2009



Iowa
Vocational
Rehabilitation
Services

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SUN	MON	TUE	WED	THU	FRI	SAT
1 Daylight Savings Time Ends	2	3 Election Day	4	5	6	7
8	9	10	11 Veterans' Day	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26 Thanksgiving Day	27 State Holiday	28
29	30					

*IVRS exceeded
Federal
Standards in
employment
outcome and
wage
categories.*

This Month

IVRS Staff



Randy Van Zee

1952 - 2008

Randy Van Zee (center) is pictured with his wife Denise (right) and one of his daughters.

He is survived by three children; Sara, Steve and Rachel and six grandchildren.

Randy Van Zee received the Golden Dome Team Award in 2005 as part of Rehabilitation Services Bureau Management Team and the Golden Dome Governor's Excellence Award in 2007.

Randy Van Zee was a counselor with Iowa Vocational Rehabilitation Services who touched many lives during his 33-year career. Van Zee spent 27 years with Hope Haven Inc. before joining Iowa Vocational Rehabilitation Services in the Sheldon Service Unit of the Sioux City Area Office.

His work didn't stop when he left the office. Van Zee was an avid bicyclist who combined his passion for racing with a cause to raise money for wheelchairs for children.

Van Zee had already run eight marathons before he started cycling in the early 1990s and got involved in long distance racing.

"In the back of my mind I had always thought about doing that Race Across America," Van Zee said.

That opportunity came in 2004, when Van Zee rode his bicycle nearly 3000 miles from San Diego, California to Atlantic City, New Jersey to raise more than \$10,000 for Hope Haven to purchase wheelchairs for children in other countries who couldn't afford them.

Van Zee's experience in bicycle racing was documented in a video clip that can be found at <http://www.ivrs.iowa.gov/SuccessStories/RandyVanZeew-video.ppt>.

Van Zee was killed when a vehicle struck the bicycle he was riding near Sheldon on April 4, 2008.

December 2009



Iowa
Vocational
Rehabilitation
Services

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SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25 Christmas Day	26
27	28	29	30	31 New Year's Eve		

*IVRS, in collaboration
with the State
Rehabilitation Council
and the Statewide
Independent
Living Council, help
Iowans with
disabilities achieve
their personal and
professional goals.*

This Month

IVRS Consumers

Penny Ledbeter in the news

By LAURA ANDREWS

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MASON CITY — A year ago Penny Ledbeter never would have thought that she'd be among those honored Wednesday by the Iowa Vocational Rehabilitation Services Mason City office.

The Charles City woman came to the IVRS Mason City office in August 2007 after being fired from numerous jobs.

“I went through job after job,” she said. “I'd tell them I have a disability and they'd tell me it's OK and would work with me. But then when it showed a few times I'd be out the door.

“They didn't take the time to help me work through things,” she said.

Ledbeter has a reading disability and problems with short-term memory.

“Bosses don't like it when you can't remember what they told you five minutes ago,” she said.

Being fired from job after job left her with very little confidence and self-esteem — her biggest problem, said Mary Ott, her IVRS counselor.

They worked together and figured out what her needs were and what type of job she would like. Ledbeter was trained as a medical assistant but found the job very challenging. She still wanted to pursue something medical-related, however.

“So she applied at Hy-Vee and we talked with the manager there,” Ott said. There was an opening in the pharmacy right up Penny's alley.”

She started the job Aug. 27, 2007, and has been working there since.

“I love it,” Ledbeter said. “Anything having to do with the medical field I love it.”



Her job involves being a cashier and pulling drugs for the pharmacists. It took her a while and a lot of repetition to catch onto the job but once she gets something she “can do it blindfolded,” she said.

“I'm proud that she stuck with it,” said Tom, her husband.

IVRS is proud, too, and honored her with a certificate of excellence in achievement.

Also honored Wednesday was William Stuflick, workforce navigator, for his work with IVRS. He helps employees and clients navigate through all the information available to them. He also provides labor information.

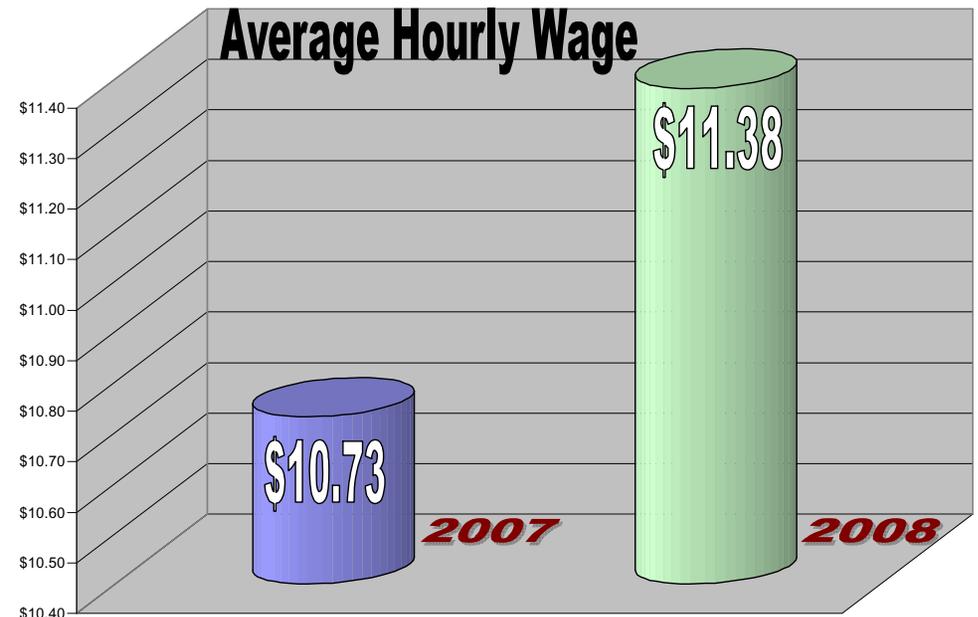
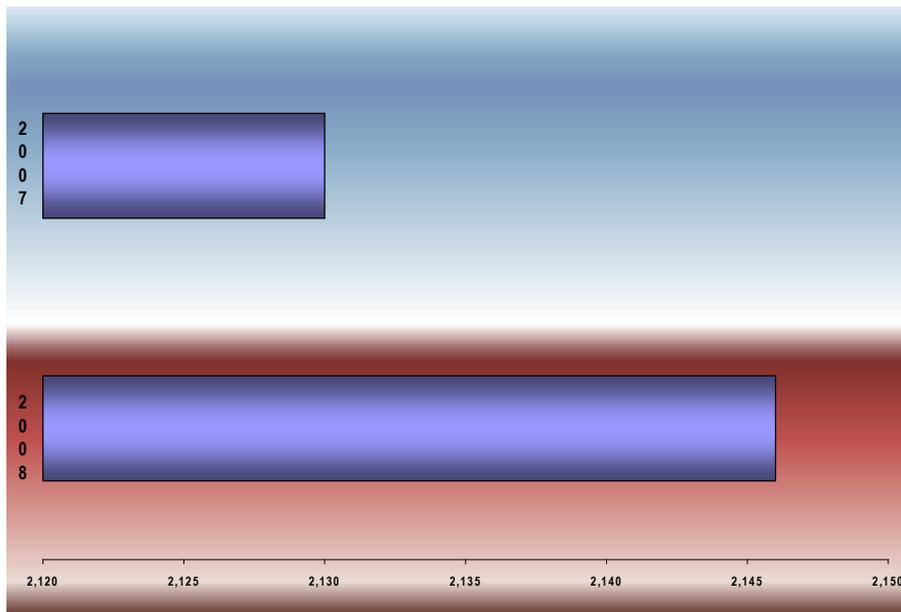
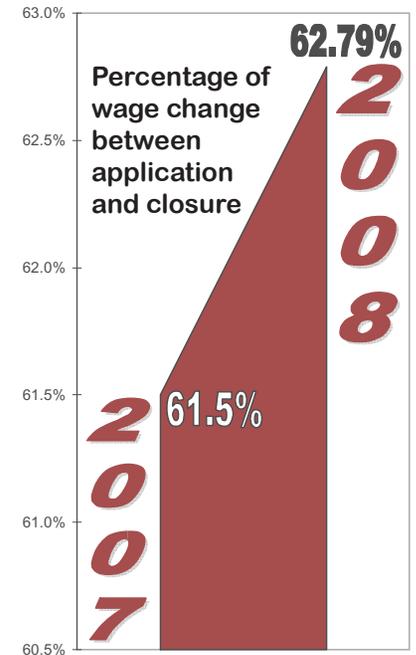
Employers honored for working with disabled people were the regional director of Subway restaurants in North Iowa and Dimensional Group, Mason City.

The IVRS Mason City office itself was recognized with the 2008 Leadership Award. It led the state by helping 211 people find employment this year.

IVRS Employment Statistics

Results of RSA Performance Indicators

PERFORMANCE INDICATOR	RSA Standard	Federal Fiscal	Federal Fiscal
		YTD Total	YTD Total
		2007	2008
Number of Persons With Employment Outcome (status 26) for Current Year		2,130	2,146
Number of Persons With Employment Outcome (status 26) for Prior Year		2,126	2,130
Change in Number	Equal or exceed last year	4	16
Percentage of Persons With Employment Outcomes	55.8%	58.9%	63.30%
Percentage of Persons With Employment Outcomes In the Target Group	72.6%	98.8%	99.07%
Percent of Competitive Employment Outcomes that were for Individuals with Significant Disabilities	62.4%	93.4%	96.00%
Average Hourly Rate		\$10.73	\$11.38
Ratio of Average VR wage to Average State	0.52	0.68	0.66
Percent Change Between Application and Closure	53.0%	61.5%	62.79%
Ratio of Minorities Serve Rate Over Non-Minorities Service Rate	0.80	0.74	0.76



Mission

“Iowans in partnership with IVRS to assure that people with disabilities meet their employment, independence, and economic goals.”

State Rehabilitation Council

The Iowa State Rehabilitation Council (SRC) is a body of citizens, in partnership with Iowa Vocational Rehabilitation Services (IVRS), appointed by Governor Chester J. Culver, under the authority of the Rehabilitation Services Act of 1973, as amended, to provide guidance and advice on issues impacting rehabilitation in the State of Iowa. The Council reviews, analyzes, and advises IVRS regarding the state’s vocational rehabilitation programs.

The Iowa State Rehabilitation Council (SRC) was established in 1993 as mandated by the 1992 amendments to the Rehabilitation Act. The SRC was originally established as an advisory council, and later the name was changed with the 1998 amendments to the Rehabilitation Act of 1973.

Members

Joan Bindel	Matthew Milner
Craig Cretsinger	Mari Reynolds
Tamara Fujinaka	Steve Slater
Angela Gandrud	Christine Urish
Barbara Guy	Vivian Ver Huel
Terry L. Johnson	Jacqueline Wipperman
Joe Mara	Steve Wooderson
Jeff Mikkelsen	

Council Duties

Review, analyze, and advise Iowa Vocational Rehabilitation Services (IVRS) regarding the performance of the responsibilities relating to:

- Eligibility;
- Services and functions performed by IVRS that affect or that potentially affect, the ability of individuals with disabilities to achieve employment outcomes under Title I.

Prepare and submit an annual report to the Governor and the Secretary on the status of vocational rehabilitation programs operated within the State, and make the report available to the public.

To avoid duplication of efforts and enhance the number of individuals served, coordinate activities with the activities of other councils within the State, including:

- The Statewide Independent Living Council;
- The advisory panel of the Individuals with Disabilities Education Act;
- The State Developmental Disabilities Council of the Developmental Disabilities Assistance and Bill of Rights Act;
- The State Mental Health Planning Council; and
- The State Workforce Investment Board.

Provide for coordination and the establishment of working relationships between IVRS and the Statewide Independent Living Council and centers for independent living within the State.

Perform such other functions, consistent with the purpose of the Vocational Rehabilitation Act, Title I, as the State Rehabilitation Council determines to be appropriate, that are comparable to the other functions performed by the Council.



Join Us

The State Rehabilitation Council is very interested in your involvement and participation in the council. The council is comprised of volunteers appointed by the Governor.

We are extremely interested in individuals who would like to become an SRC member specifically from:

- Diverse Backgrounds
- Persons with Disability
- Business and Industry
- Advocacy Groups

For more information, please contact SRC Chairperson Craig Cretsinger craig.cretsinger@iwd.iowa.gov

IVRS Contacts



Finding solutions. Generating success.

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515-281-7645 Fax
Toll Free: 1-800-532-1486

Area Offices

Burlington Area Office:
319-753-2231 (Voice/TTY)

Cedar Rapids Area Office:
319-294-9308 (Voice/TTY)

Council Bluffs Area Office:
712-328-3821 (Voice/TTY)

Davenport Area Office:
563-445-3280 (Voice/TTY)

Dubuque Area Office:
563-588-4697 (Voice/TTY)

Fort Dodge Area Office:
515-573-8175 (Voice/TTY)

Iowa City Area Office:
319-354-4766 (Voice/TTY)

Mason City Area Office:
641-422-1551 (Voice/TTY)

North Central Area Office:
515-233-5753 (Voice/TTY)

Ottumwa Area Office:
641-682-7569 (V/TTY)

Polk County Area Office
515-281-4211 (Voice/TTY)

Sioux City Area Office:
712-255-8871 (Voice/TTY)

Waterloo Area Office:
319-234-0319 (Voice/TTY)

West Central Area Office:
515-281-4211 (Voice/TTY)

For a detailed listing visit our website at www.ivrs.iowa.gov

For TTY, call Iowa Relay at 711 or 1-800-735-2942, and ask for the phone number you wish to contact.



EDRN is a collaboration of state, federal and private partner agencies working together to identify, develop and mobilize resources, supports and services that add value to Iowa businesses hiring persons with disabilities.

- Provide Iowa employers access to qualified applicants.
- Enhance the available labor market by combining on-the-job training, internships and classroom experiences for high-demand occupations.
- Be a resource for up-to-date information about disability employment issues for the business community.

Visit our website at www.EDRNetwork.org

Disability Determination Services

The Social Security Administration (SSA) administers two programs that provide benefits based on disability: the Social Security Disability Insurance program (Title II of the Social Security Act (the Act)) and the Supplemental Security Income (SSI) program (Title XVI of the Act).

You must file for disability benefits at your local federal Social Security Office or you may call toll free at 1-800-772-1213.

Independent Living Program

Iowa Statewide Independent Living Council

www.iowasilc.org

IVRS partners with the Iowa Department for the Blind (IDB) and the Iowa Statewide Independent Living Council (SILC) to help promote the expansion of services for independent living throughout

Iowa. The Independent Living program is designed to complement the vocational component of the agency's mission; independence and inclusion of persons with significant disabilities.