

Congress finds that--  
(1) millions of Americans have one or more physical or mental disabilities and the number of Americans with such disabilities is increasing;  
(2) individuals with disabilities constitute one of the most disadvantaged groups in society;  
(3) disability is a natural part of the human experience and in no way diminishes the right of individuals to--  
(A) live independently; (B) enjoy self-determination; (C) make choices; (D) contribute to society; (E) pursue meaningful careers; and (F) enjoy full inclusion and integration in the economic, political, social, cultural, and educational mainstream of American society;  
(4) increased employment of individuals with disabilities can be achieved through implementation of statewide workforce investment

## The Public Mandate: A Federal Overview

### Module 3: Principles & Policies

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## Principles of the Rehab Act

- Section 2c
  - Principles for all programs, projects, and activities receiving assistance
- 1) Respect for People With Disabilities
  - Individual Dignity
  - Personal Responsibility
  - Self-determination
  - Pursuit of Meaningful Careers Based on Informed Choice

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## Principles of the Rehab Act

- 2) Respect for the Privacy, Rights, and Equal Access of People
- 3) Inclusion, Integration, and Full Participation of Individuals
  - Covers all Activities and Programs of the Rehab Act

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## Principles of the Rehab Act

- 4) Inclusion of Representative
  - If the Person With a Disability Asks, Wants, or Needs That Person Included.
- 5) Support for Individual Advocacy, Systemic Advocacy, and Community Involvement

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## Title I of the Rehab Act

- Authorizes State VR Agencies
  - Funding
  - Responsibilities
- Principles for the Public Rehab System
  - Used as Agencies Assess, Plan, Develop, and Provide VR Services

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## Title I Principles

- 1) Presume People With Disabilities Can Achieve Employment Outcomes
  - Includes people with most significant disabilities
  - Individualized VR services improves ability to find a job
- 2) Employment Opportunities Must Include Integrated Settings
  - Workplace in the community
  - Regular contact with non-disabled people

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## Title I Principles

- 3) Applicants & Consumers Must Be Active and Full Partners in Process
  - Informed Choice starts with application
  - Once eligible, person must be a partner in choices on
    - employment outcome
    - services to reach that outcome
    - service providers
    - how to obtain the services.

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## Title I Principles

- 4) Families and Other Natural Support Systems Can Be Important Parts of the VR Process
  - If the person with a disability wants or needs them involved
- 5) Process Works Better When Counselors and Other Staff are Trained and Qualified

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## Title I Principles

- 6) Include People With Disabilities and Their Representatives When Developing and Implementing State VR Policies
  - Involved in a regular and meaningful way
- 7) Use Accountability Measures that Facilitate the Goals and Objectives
  - Including providing services to people with the most significant disabilities

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## Title I Principles

- Principles
  - Presumed employability, benefit from services
  - Integrated employment
  - Partnership in decision-making
  - Natural support systems
  - Trained service staff
  - Partnership in policy-making
  - Accountability

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## RSA

- Monitor, Advise, & Support the Public Rehab System
- 6 Policy Principles
  - Echo & elaborate those of the Rehab Act

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## RSA Policy Principles

- 1) All People with Disabilities Can Work
  - Including those with the most significant disabilities
  - Work in competitive, high-quality, integrated, jobs
  - Live full and productive lives as part of their community

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## RSA Policy Principles

- 2) Some of Major Barriers to Employment are People's Biases and Misunderstandings
  - About the abilities, capacities, commitment, creativity, interests, and ingenuity of people with disabilities.
  - Can be in the minds of the general public, VR service providers, or people with disabilities.

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## RSA Policy Principles

- 3) People With Disabilities Can Make Informed Choices and Take Responsibility for the Results
  - Employment options
  - Types of services to reach employment goals
  - Which service providers to use

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## RSA Policy Principles

- 4) Primary Goal of VR is Empowering People With Disabilities to Make Informed Choices About Their Professional & Personal Lives
  - Accomplished by providing
    - Information
    - Skills training
    - Education
    - Confidence
    - Support services

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## RSA Policy Principles

- 5) Provide Services with the Least Administrative Burden, Allowing Accountability
- 6) Collaboration With Community-Based Disability Groups Enhances the Quality of VR Services and Employment Outcomes.

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## Policy Principles

- Three Interlocking Sets of Policy
  - Rehab Act, Section 2c
  - Rehab Act, Section 100 (a)(3)
  - RSA Policy
- RSA Emphasizes Additional Key Issues
  - High-Quality Employment Outcomes
  - Competitive Employment Outcomes
  - Informed Choice
  - Program Accountability

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## Employment Outcomes

- The Career Goal Specified in the IPE
- Counselor and Person Choose Goal as a Team
- Must be Consistent with the Person's Primary Employment Factors:
  - Interests, Strengths, Resources, Priorities, Concerns, Abilities, Capabilities, Informed Choice
- Applies Even if Person has a Job but Needs Help to Advance in Career

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## Competitive Employment

- Salary of at Least Minimum Wage
- Salary and Benefits Equal to Those for Employees Without Disabilities Doing Similar Work
- Integrated Setting
  - Typical for jobs in the community
  - Regular interaction with non-disabled people

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## Informed Choice

- Provide Opportunity for Choice
- Provide Any Information, Support, and Assistance Needed to Make an Informed Choice
- Provide throughout VR Process
  - Employment goal
  - What VR services are needed
  - Which service providers
  - Settings for services & employment
  - How to procure services

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## Informed Choice

- Provide to
  - Eligible Consumers with disabilities
  - Applicants not yet evaluated

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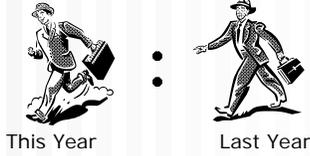
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## Standards and Indicators

- Required by Section 106
  - 6 performance indicators for standard on Employment Outcomes
- Performance Indicator 1.1
  - Number of Status 26 closures current year and last



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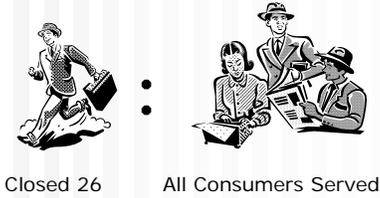
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## Standards and Indicators

- Performance Indicator 1.2
  - % reaching status 26 of all consumers served



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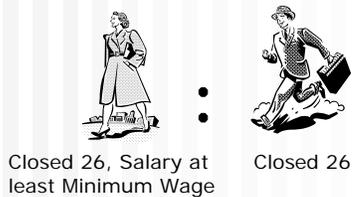
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## Standards and Indicators

- Performance Indicator 1.3
  - % of consumers reaching Status 26 with salaries at or above minimum wage.
  - **One of three Primary Indicators**



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## Standards and Indicators

- Performance Indicator 1.4
  - % reaching Status 26 who had a significant disability & earned at least minimum wage
  - **Also a Primary Indicator**



Closed 26, w/  
significant disability



Closed 26

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## Standards and Indicators

- Performance Indicator 1.5
  - Average hourly pay of people reaching Status 26 & earning at least minimum wage compared to average hourly pay of state population
  - **Also a Primary Indicator**



Consumers'  
hourly pay



Public's  
hourly pay

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## Standards and Indicators

- Performance Indicator 1.6
  - % who, at the time of application, had own income as largest source of support compared to the % who, at exit, had own income as largest source of support



Own income  
largest support at  
entry



Own income  
largest support at  
exit

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## Standards and Indicators

- Agencies Must:
  - Meet or exceed expected levels on four of the six indicators
  - Including two of the three Primary Indicators
- If Not, Must Work With RSA on a Program Improvement Plan

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## Standards and Indicators

- Keep VR focused on High-Quality Employment Outcomes
- Embody the Philosophies of the Rehab Act
  - 80 years of experience providing VR services
  - Emphasis on Human Dignity, Program Accountability, and Flexibility

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## Ask Your Regional Office

Policies and policy interpretations change over time. Please consult with your RSA Regional Office for the latest statement of policy from RSA.

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