

The Changing Face of Vocational Rehabilitation

VOCATIONAL
SELF-ADVOCACY **TRAINING**
GOALS **TECHNOLOGY**
ASSISTIVE DUAL CUSTOMER
INDUSTRY **CAREER** WAGES
COMPETITIVE ABILITY **PATHWAYS**
TRANSITION FINANCIAL
IN-DEMAND
SERVICES **PRE-EMPLOYMENT**
SKILLS **APPRENTICESHIPS**
CREDENTIALS CERTIFICATIONS
ENGAGEMENT LITERACY
WIOA
TICKET-TO-WORK **PARTNERS**
LIVING COMMUNITY

Virginia State Rehabilitation Council Annual Report 2019



DARS | VIRGINIA DEPARTMENT FOR AGING
AND REHABILITATIVE SERVICES

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MESSAGE FROM SRC CHAIRPERSON

It is again my pleasure to share with you the Annual Report of the State Rehabilitation Council (SRC). I was honored to serve as the chairperson of the SRC for the past two years. I have seen the amazing partnership between the council and the department and the work of the talented and committed staff of the department in serving Virginians with significant disabilities to help them achieve successful employment in their chosen career field and achieve independence in their personal lives.

This year's report focuses on the "changing face" of vocational rehabilitation with the amendments to the Rehabilitation Act enacted several years ago. With the enhanced focus on Pre-Employment Transition Services, career pathways, competitive employment and higher wages, the vocational rehabilitation program, including the Wilson Workforce and

Rehabilitation Center, is investing in Virginia's workforce, both current and future. Congratulations to our vocational rehabilitation consumers on their path to employment! They are truly inspirational.

I thank the council members for their commitment and enthusiasm and invite you to review this report and visit the council's website at www.va-src.org to learn more about the membership and activities of the council. I also invite you to become a member! Information on the application process is available at the end of this report.



MESSAGE FROM DARS COMMISSIONER

The Changing Face of Vocational Rehabilitation (VR) is the theme of this year's State Rehabilitation Council Annual Report. What an appropriate theme for an ever-changing and improving program that provided a career pathway for the 23,857 individuals served this past Federal Fiscal Year.

The path to successful employment for our consumers continues to be a partnership between the consumer, VR staff and community partners, with services tailored to each individual's needs and their chosen employment goal.

With this partnership, 2,371 consumers became successfully employed this past year. Also importantly, over 7,000 youth were provided Pre-Employment Transition Services (Pre-ETS) as they begin on their path to eventual employment.

Change is innovative and exciting in effectively addressing the needs of our consumers who want good jobs with sustainable wages and the employers in Virginia who want trained, skilled and motivated employees.

With the implementation of Pre-ETS for students with disabilities, the delivery of training to provide

workforce credentials and skills training for our consumers, and the focus on career pathways that enhance consumer earnings and eventual advancement in employment, the VR program is on a positive path!!

Some of the efforts and programs addressing our changing VR program are addressed in this report. I so appreciate the partnership, collaboration, advice and guidance provided by the committed members of our State Rehabilitation Council.

I serve as a member of this council and have personally witnessed their dedication to their responsibilities and mission, their commitment to enhance our VR program and their own amazing individual efforts to enhance the lives of Virginians with disabilities.

I hope that you will take the time to review the full report that outlines their activities this past year as well of the VR program performance.



CONSUMER SUCCESS STORIES

Rose Hilderbrand has always been fascinated with how wood can be crafted into beautiful furniture. This interest sparked her natural curiosity for how things are made and led her to explore possible career pathways in manufacturing. Rose enrolled in a Computer Numerically Controlled (CNC) career academy in partnership with the Career Pathways for Individuals with Disabilities grant. This academy not only introduced her to manufacturing processes but also made her realize the full potential of a career in manufacturing.



After enrolling in the Wilson Workforce and Rehabilitation Center's Manufacturing Technology Training (MTT) program, Rose obtained industry-recognized workforce credentials as a Manufacturing Specialist (MS) and Manufacturing Technician One (MT1). She now works at Masco Cabinetry in Culpeper constructing Masco's signature quality cabinets. Rose said, "I'm very excited, because they're known internationally. It's an amazing place and I couldn't have gotten to this point without WWRC helping me out with all of the skills that I achieved."

Rose says that she developed a variety of strategies that have helped her be effective on the job as a person who has an attention deficit disorder and autism. When asked if she would recommend vocational rehabilitation or an academy to someone else she said, "Absolutely. Go for it. It is a great experience; you will not regret it, and you will learn a whole bunch of things you wouldn't even realize."



Andy Poole admits he did not want to go to college, but he always aspired to work with computers. He also did not want to be "stuck" doing computer repair for the rest of his life.

Andy received transition services from DARS while in high school. His VR counselor recommended him for the PERT and PREP programs at Wilson Workforce and Rehabilitation Center (WWRC) to assist in transitioning from school to work. He later returned to WWRC, completed the Life Skills Transition Program and entered the Computer Support Specialist Training Program.

Diagnosed with ADHD and Asperger's Syndrome, Andy struggled with social situations in the past. "[WWRC] helped prepare me for the all-important job interview with mock practice sessions. This really helped reduce my stress and made me feel more at ease when interviewing," Andy said. He also credits WWRC for hands-on training as a computer technician and helping him obtain the CompTIA A+ certification – widely recognized by the IT industry.

After graduating from WWRC, Andy worked several IT contractor jobs, with companies including Wells Fargo, Northrop Grumman, SAIC and Iron Bow Technologies. In September 2019, he landed a full-time position as an information security officer with the Virginia Department of Historic Resources and the Virginia Museum of Fine Arts, earning \$60,000 a year with full benefits.

At just 24 years old, Andy said his new job will enable him to have a family in the future. He recently bought a new car and has his own apartment. As for college, he is now pursuing a bachelor's degree at Penn State in security and risk analysis.

SRC MEMBERS, ACTIVITIES AND RECOMMENDATIONS

2019 SRC Members

Shaquwanda Baker – Manassas
Linda Garris-Bright – Virginia Beach
Garrett Brumfield – Roanoke
Tammy Burns – Richmond
Pamela Cobler – Martinsville
Nichole Drummond – Springfield
Brian Evans – Richmond
Kathryn A. Hayfield – Richmond
David Head – Moseley
Daniel Irwin – Mechanicsville
Deloris Johnson – Harrisonburg
Angela Leonard – Blue Ridge
Bruce Phipps – Roanoke
Justin Spurlock – Richmond
Julie Triplett – Richmond
Shawn Utt – Pulaski
Jennifer Witteborg - Rixeyville



Newly Appointed Members

Aaron Bossard – Henrico
Joliefawn Liddell – Richmond
Daniel Lufkin – Smithfield
Dawn Mosley – Midlothian
Madeline Nunnally – Richmond

SRC Activities for 2019

The SRC held four meetings, plus its annual Planning Retreat when the SRC reviewed the effectiveness of the VR program during 2018, developed their recommendations for the program, and received an in-depth review of Pre-Employment Transition Services (Pre-ETS) which included a presentation by Duquan Brown, a Pre-ETS consumer, on his experiences and goals in life.

All of the meetings were held in Richmond to reduce meeting spending costs. At each meeting, the Council members individually report on the activities of the constituency they represent and their advocacy efforts.

Attend a Meeting

The quarterly SRC meetings are open to the public. Meeting locations, dates and times are posted at:

www.va-src.org

www.vadars.org/NewCalendarEvent.html

<https://commonwealthcalendar.virginia.gov>

The SRC approved the annual Memorandum of Agreement between DARS and the SRC on the conduct of the consumer satisfaction survey and approved the annual report on the satisfaction survey results. A subcommittee, chaired by Daniel Irwin, continued to provide guidance on means to enhance the satisfaction survey, particularly reducing the number of mail surveys and incorporating a stratified survey sample based on the office where the consumer was served.

The Council's Statewide Comprehensive Needs Assessment Subcommittee, chaired by Bruce Phipps, provided advice and guidance to DARS on

the implementation of the assessment. The Council reviewed the findings of the assessment at its March meeting.

The Council began working on the development of the next Vocational Rehabilitation Services Portion of the Combined State Plan. Current sections of the Plan were presented and explained to the Council for their input.

Chair Linda Garris-Bright presented the 2019 Chairperson's Recognition Award to Julie Triplett in recognition of her many years of service on the Council as the representative of the Client Assistance Program. Dr. Bright received an award for her leadership as the Council Chair for two consecutive

years.

The SRC reached out to members of the Virginia General Assembly and other policy makers to provide information on the value of the vocational rehabilitation program through the distribution of their 2018 Annual Report.

The Council responded to a survey requested from the National Coalition of State Rehabilitation Councils on ways the Federal Rehabilitation Council can better support the Councils.

The Council voted on the contract renewals for three vocational rehabilitation Hearing Officers and received a report on the status of consumer appeals during 2018.

SRC Recommendations on VR Program Improvements for 2020

The median hourly wage for vocational rehabilitation (VR) consumers for Federal Fiscal Year 2019 was \$10, which is an improvement from previous years and exceeds the minimum wage. The SRC supports DARS in their commitment, in partnership with consumers and their informed choice, to provide services to prepare consumers to enter the workforce in jobs with sustainable wages that decrease poverty, improve their economic quality of life and independence, and address their reliance on public benefits.

The SRC would like to continue to be informed on the WIOA performance measures, including the goals and targets established for these measures and DARS achievement towards those goals. DARS should examine the performance, in particular, median wage performance, looking at the demographics of our clients. EQUITY in the provision of VR services is imperative. Equity includes excellence in services all across the Commonwealth. This will be important information for VR employees to have to provide effective services and the SRC also recommends that this information be shared with them.

The SRC would like to seek the assistance of DARS staff in helping the SRC better fulfill its responsibility to coordinate its activities with other councils in Virginia, in particular the Statewide Independent Living Council and the Council is willing to help in this regard.

Having been informed about the barriers to employment of VR consumers, the SRC would like to learn more about the demographics of consumers (ethnicity, gender, disability, job classifications, socio-economic factors and geography) who have these barriers.

The SRC would like to learn more about DARS' outreach to Virginia's employers on informing them about the unemployment of Virginians with disabilities, their value to Virginia's economic development, and the incentives to employers in hiring vocational rehabilitation consumers.

Parents of youth with disabilities do not always know about the services of the VR program and work incentive assistance available to them (including financial literacy). The SRC would welcome assistance, in partnership with DARS, on "how to get the word out," not only to these parents, but also to the general public, on these available and valuable resources through social media.

This year's Comprehensive Statewide Needs Assessment showed a substantial increase, based on the Census Data, of American Indians/Native Americans with a prevalence of disabilities. The SRC encourages DARS to reach out to federally approved tribes to ascertain their interest in VR services.

Changing Face of VR Programs that Enhance Employment

Pre-Employment Transition Services

Pre-Employment Transition Services (Pre-ETS) enrich transition planning and help empower students with disabilities, beginning at age 14, to maximize their future employment, economic self-sufficiency, and independence.

The federal Workforce Innovation and Opportunity Act (WIOA) requires vocational rehabilitation (VR) agencies to set aside and spend at least 15% of their federal funds to provide these services to students with disabilities. Students only need to be potentially eligible for VR services to receive Pre-ETS; they are not required to apply to the full VR program. There is no cost to a student or their family for Pre-ETS.

Pre-ETS services include the following:

- Job exploration counseling
- Work-based learning experiences
- Counseling on postsecondary education and training opportunities
- Workplace readiness training
- Instruction in self-advocacy

DARS has embraced an agency-wide approach to the delivery of Pre-ETS and the program continues to grow. Fifty-five counselors are dedicated to this program and many other DARS staff contribute to the variety of “in-house” Pre-ETS activities provided to students.

The Wilson Workforce and Rehabilitation Center (WWRC) offers Pre-ETS through its PERT and PREP programs and its expanded Pre-ETS career exploration activities.

DARS also partners with Virginia’s local school divisions, community providers and employers to identify Pre-ETS needs and deliver services. In February, Job Shadowing Month was a great example of this. DARS, school and community provider staff collaborated with 50 local businesses to support over 350 students with valuable job shadowing activities.

During Federal Fiscal Year 2019, DARS served over 7,000 students with disabilities. DARS opened about 4,300 new potentially eligible cases and nearly 1,200 potentially eligible students went on to apply to the VR program so they may access the full continuum

of services offered by the agency. DARS staff provided over 22,000 “in-house” Pre-ETS services and about 1,400 students also participated in Pre-ETS activities provided by DARS vendors. DARS anticipates services to continue to grow, as the agency is currently serving over 8,100 students with disabilities.

Virginia’s Career Pathways for Individuals with Disabilities: Project Overview

Virginia is one of four states, along with Kentucky, Georgia and Nebraska, awarded the 5-year Career Pathways for Individuals with Disabilities (CPID) grant through the federal Rehabilitation Services Administration/Department of Education.

The grant was awarded to DARS and the Virginia Department for the Blind and Vision Impaired (DBVI).

The purpose of the CPID Model is to demonstrate promising practices in the use of career pathways to improve employment outcomes for individuals with disabilities.

Specifically, the projects promote State VR agency partnerships in the development of and the use of career pathways to help individuals with disabilities eligible for VR services, including youth with disabilities, to acquire marketable skills and recognized postsecondary credentials and secure competitive integrated employment in high-demand, high-quality occupations.

Virginia’s CPID Project Goals include:

- Help individuals with disabilities acquire marketable skills and credentials that enable them to secure competitive integrated employment in high-demand, high-quality occupations
- Enhance the capacity of existing career pathways programs in Virginia to effectively serve individuals with disabilities
- Enhance access to and use of existing career pathways in selected occupational clusters (including advanced manufacturing and information technology) by individuals with disabilities

- Strengthen the alignment of Virginia’s VR programs with the other core programs authorized by the Workforce Innovation and Opportunity Act and other Federally-funded career pathways initiatives
- Disseminate project findings and knowledge gained from the project evaluation

Project results as of September 30, 2019 (FFY 2019):

- Number of Vocational Rehabilitation participants served by CPID grant: Proposed Goal: 470 To Date: 948
- Aggregate Number of Credentials earned by CPID project participants: Proposed Goal: 150 To Date: 222
- Number of CPID participants closed with competitive, integrated employment in a CPID career pathway: Proposed Goal: 150 To Date: 268

CPID recently awarded WWRC a \$26,000 grant to support information technology instruction within the Computer Support Services training program.

Targeted Communities

Because of the multi-faceted nature of poverty, VR programs are often unable to address all of the needs of an individual living in poverty in a way that mitigates the instability of living in poverty.

The Targeted Communities project supports VR agencies at the local level by helping them to develop new, and enhancing existing, partnerships to address the needs of consumers living in poverty. Thereby, increasing the likelihood of successful long-term outcomes for the consumer (i.e., employment and credential attainment).

Enhanced collaboration achieved through the following activities include:

- Community Academies, which bring together any organization, agency, non-profit, government or non-governmental organization, community-based agency, etc. that work with or serve people who experience poverty to share info about their programs, services and outcomes
- Practical Model for Direct Service Providers (including and led by DARS Counselors) to work together to ensure the consumer will be successful in pursuing employment

by looking at all of consumer’s connections to other agencies/programs or potential connections based on unique resource needs and circumstances.

- Community Financial Empowerment Training Provides training on Social Security Work Incentives and Community Financial Empowerment Strategies to any agency working with people who experience poverty to increase the capacity for addressing financial security with consumers while creating a shared learning experience.

Financial Empowerment as a Gateway to Community Participation (ABLEnow grant)

The Financial Engagement as Gateway to Community Participation: A Multi-Level Intervention Study is a collaborative project by National Disability Institute with funding from the U.S. Department of Health and Human Services, Administration on Community Living, National Institute on Disability, Independent Living, and Rehabilitation Research (Grant No. #90DPCP0003-01-00).

The project is a partnership between National Disability Institute, Virginia DARS, Burton Blatt Institute at Syracuse University, Virginia’s ABLEnow program, and the Institute on Disability at University of New Hampshire.

The research study will examine the extent to which ABLE accounts increase community participation for people with “cognitive impairments.” This is a two-study project that is the first empirical longitudinal study of the impact of ABLE implementation and the first large-scale survey of ABLE account holders.

The study will focus on transition age youth in the Capitol, Northern and Eastern regions of the state. Individual’s selected for the treatment group will receive targeted futures planning using the LifeCourse framework; financial education using Money Smart, including money management, saving strategies and a financial well-being assessment; and ABLEnow accounts, with assistance in opening and managing the account and financial coaching, to support new knowledge/skills, maintain motivation and support new financial behaviors.

Virginia's Disability Employment Initiative: Project Overview

Since 2010, the U.S. Department of Labor (DOL) has awarded grants to 55 projects in 30 states to improve education, training, and employment outcomes of youth and adults with disabilities. The Disability Employment Initiative (DEI) is jointly funded with the DOL's Office of Disability Employment Policy and administered by the Employment and Training Administration.

Virginia has been awarded three rounds of the DEI and currently implements the DEI along with five other states. The purpose of this project is to expand the capacity of American Job Centers, also known as Virginia Career Works, to promote the use of existing career pathways and focus on improvements needed

to make their existing 'career pathways' systems fully inclusive of and accessible to individuals with disabilities.

The DEI seeks to:

- Increase access to and the participation of individuals with disabilities in WIOA-funded employment and training services in partnership with Vocational Rehabilitation programs; community colleges and other education entities; human service agencies; and business partners;
- Improve training and employment outcomes for individuals with disabilities and support businesses; and
- Increase the number of workforce entities functioning as Employment Networks (ENs).

VR 2019 PERFORMANCE OUTCOMES AND HIGHLIGHTS

The vocational rehabilitation (VR) program empowers Virginians with significant disabilities to receive the training and skills that they need to enter the workforce or to retain employment. During the past year, 2,371 consumers with most significant disabilities became employed after receiving VR services.

With the federal Workforce Innovation and Opportunity Act (WIOA), DARS instituted and began reporting on the WIOA new performance indicators. The data currently comes from the Virginia Employment Commission and does not include federal employment, out of state employment or employers with five or fewer employees.

Closure information is for cases closed in State Fiscal Year 2018 (July 1, 2017-June 30, 2018), the second and fourth quarter after closure. Credentials and measurable skills gains are for cases open in Federal Fiscal Year (FFY) 2019 (October 1, 2018-September 30, 2019) with an educational goal that begins in FFY 2019 or before FFY 2019 and ends in FFY 2019 or later.

The following are other significant outcomes for the VR program during the past year:

- Applications increased with the influx of potentially eligible consumers (those receiving Pre-ETS).
- Of the 2,371 consumers who became employed, 100% were employed in the community at minimum wage or above.
- Median hourly wage was \$10.
- 23,857 consumers were served. A decrease of 9.3% due to order of selection and staff changes caused by Pre-ETS implementation, which should result in increased numbers of consumers served in the coming years as the waiting list is addressed and Pre-ETS consumers enter the VR program.
- 91% of the consumers served were considered most significantly disabled.
- The majority of clients served have cognitive or other mental impairments or psychosocial impairments.
- The number of clients with autism increased by 1.4% to 4,063
- \$17.1 million was spent on client services.
 - 66.3%, or \$11.3 million were spent on supported employment and job coach training services
 - The second highest category in expenditures was training, including tuition, at \$978,000.

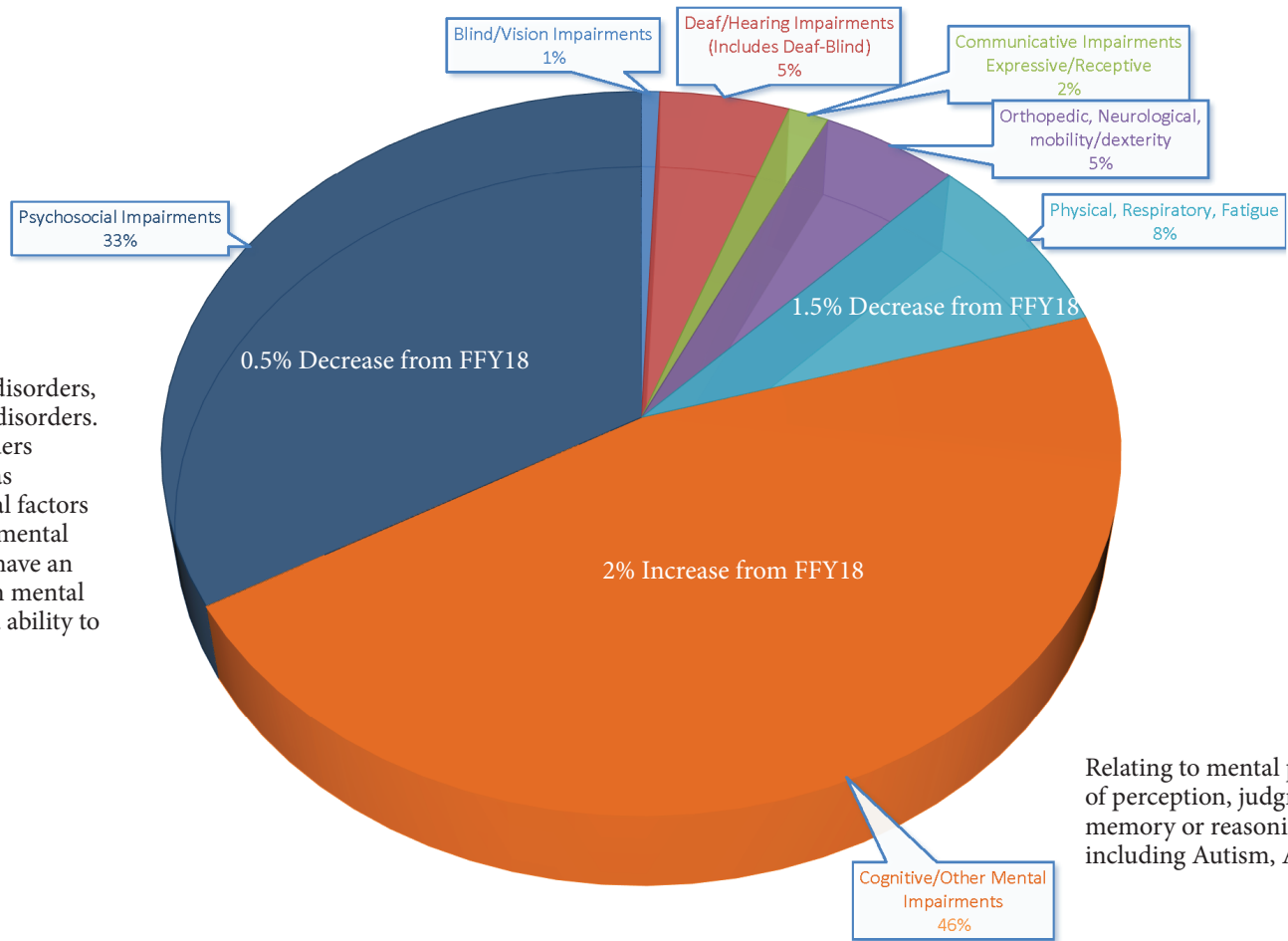
VR 2019 PERFORMANCE OUTCOMES AND HIGHLIGHTS

1. % of program participants who are in unsubsidized employment during the 2nd quarter after exit from the VR program.
DARS Goal: 47%
DARS Achievement: 50.8%
2. % of program participants who are in unsubsidized employment during the 4th quarter after exit from the VR program.
DARS Goal: 45%
DARS Achievement: 48.5%
3. Median earnings of program participants who are in unsubsidized employment during the 2nd quarter after exit from the VR program.
DARS Goal: \$3,200
DARS Achievement: \$2,971.50
4. Median earnings of program participants who are in unsubsidized employment during the 4th quarter after exit from the VR program.
DARS Goal: \$3,200
DARS Achievement: \$3,287
5. % of program participants who obtain a recognized post-secondary credential, or secondary school diploma or its equivalent during participation or 1 year from exit.
DARS Goal: 32%
DARS Achievement: 22%
6. % of program participants who during a program year are in an education or training program that will lead to a recognized postsecondary credential or employment and who are achieving measureable skills gains towards a credential or employment.
DARS Goal: 32%
DARS Achievement: 95.2%

Order of Selection

DARS remained in Order of Selection with efforts continuing throughout the year to serve those on the waiting list. However, the agency was not able to consistently serve all individuals determined eligible for services. All newly eligible individuals are placed on the wait list, which was 2,362 as of September 30, 2019.

IMPAIRMENTS OF CLIENTS SERVED IN 2019



Ex: Anxiety, personality disorders, compulsive disorders. These disorders are defined as psychological factors and environmental factors that have an influence on mental wellness and ability to function.

Relating to mental processes of perception, judgment, memory or reasoning: including Autism, ADHD, TBI

BARRIERS TO EMPLOYMENT - CLIENTS OPEN IN FFY19

Long Term Unemployed ≥ 27 weeks	8,883	42.70%
Criminal Background History	3141	15.7%
Limited English Proficiency	1373	6.20%
Cultural Barriers	966	5.40%
Homeless	576	2.60%
Is or has been in Foster Care	491	2.2%
Exhausted TANF ≥ 24 months in VA, 60 months federal	473	2.10%

WWRC 2019 PERFORMANCE OUTCOMES AND HIGHLIGHTS

The Wilson Workforce and Rehabilitation Center (WWRC), located in Fishersville, is a key resource for DARS, providing comprehensive medical and vocational rehabilitation services to assist vocational rehabilitation consumers to become gainfully employed. During 2019, 230 consumers participated

in vocational training and became successfully employed following their training with an average hourly wage of \$11.25. The average daily census during 2019 was 341.

WWRC supports WIOA and DARS performance measures, especially those involving workforce credentials, measurable skills gains, and business engagement. WWRC has evolved a WIOA recognized workforce credential in almost every training program. By year's end, WWRC will offer a credential in every training program. This, combined with the laser focus on employment in WWRC's "Medical-to-Work Program", ensures close alignment with WIOA. WWRC continues to focus on helping consumers find a Career Pathway, through Pre-ETS, that leads to employment that is retained over time with advancement and good wages.

Learn more about WWRC at www.wwrc.net and visit one of our podcasts at vrworkforcestudio.com.

The following are the number of consumers served by service area during 2019:

Vocational evaluation	1185
Vocational evaluation (non-Pert)	606
PERT	547
PERT Transition Academy	32
Vocational Training	379
Pre-Employment Readiness	
Camp Education Program	487
Medical Rehabilitation Services	1242
Primary Medical Rehabilitation Services	615

SFY 2019 All Credentials/Certifications Obtained

Driver's License	94
Career Readiness Certificate (CRC)	
Platinum	23
Gold	23
Silver	49
Bronze	61
ServSafe Food Handler	42
Learner's Permit	70
CPR and First Aid	25
OSHA 10	34
VDOT Flagger	46
NRF Customer Service and Sales	11
Microsoft Office Specialist (MOS)	18
Other Industry Total	496

SFY 2019 WIOA Credentials Obtained

Certified Nursing Assistant (CNA)	7
CompTIA A+	14
Manufacturing Specialist (MS)	21
Manufacturing Technician I (MT1)	21
Microsoft Technology Associate (MTA)	17
Certified Logistics Associate (CLA)	8
Praxis ParaPro	3
Microsoft Office Suite*	4
CompTIA Security+	1
NRF Customer Service and Sales - Business	27
WIOA Recognized Total	123
<i>*Includes consumers who passed three or more Microsoft Office Specialist exams.</i>	

VR CONSUMER SATISFACTION SURVEY

The SRC works in partnership with DARS to assess VR consumers' perspective of their VR services. The survey captures feedback from consumers during service delivery (following development of the Individualized Plan for Employment, but prior to employment). This methodology has provided several opportunities:

- More real time assessment of services
- Issues may be addressed prior to case closure
- Encourage consumer engagement while allowing consumers to contact survey staff with updates or specific requests

Highlights from the FFY 2018 survey are provided below. Percentages are similar to the previous four-year average (FFY 2014-2017) and indicative of real time assessment (what was happening at the time of survey completion).

SURVEY ITEM	Percentage of "Yes" Responses
Have you and your counselors agreed on your plans for reaching your job goal?	72%
Is your counselor helpful in connecting you with people and services you need to reach your job goal?	69%
Has your counselor kept in contact with you throughout the process?	68%
Is your counselor meeting the timetables for reaching your job goal?	60%
Is your counselor doing what he/she said they would do to help you reach your job goal?	70%
Do you believe everyone is working together to help you reach your job goal?	71%

STATE REHABILITATION COUNCIL

Contact Us

CALL:

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 Videophone: (804) 325-1316
 Fax: (804) 662-7663

WRITE:

Chair, State Rehabilitation Council
 Department for Aging and Rehabilitative Services
 8004 Franklin Farms Drive
 Henrico, VA 23229
 Email: dars@dars.virginia.gov
www.va-src.org

Upon request, this report may be made available in Spanish or another language.

Please contact:
Elizabeth.Patacca@dars.virginia.gov |
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Our Mission

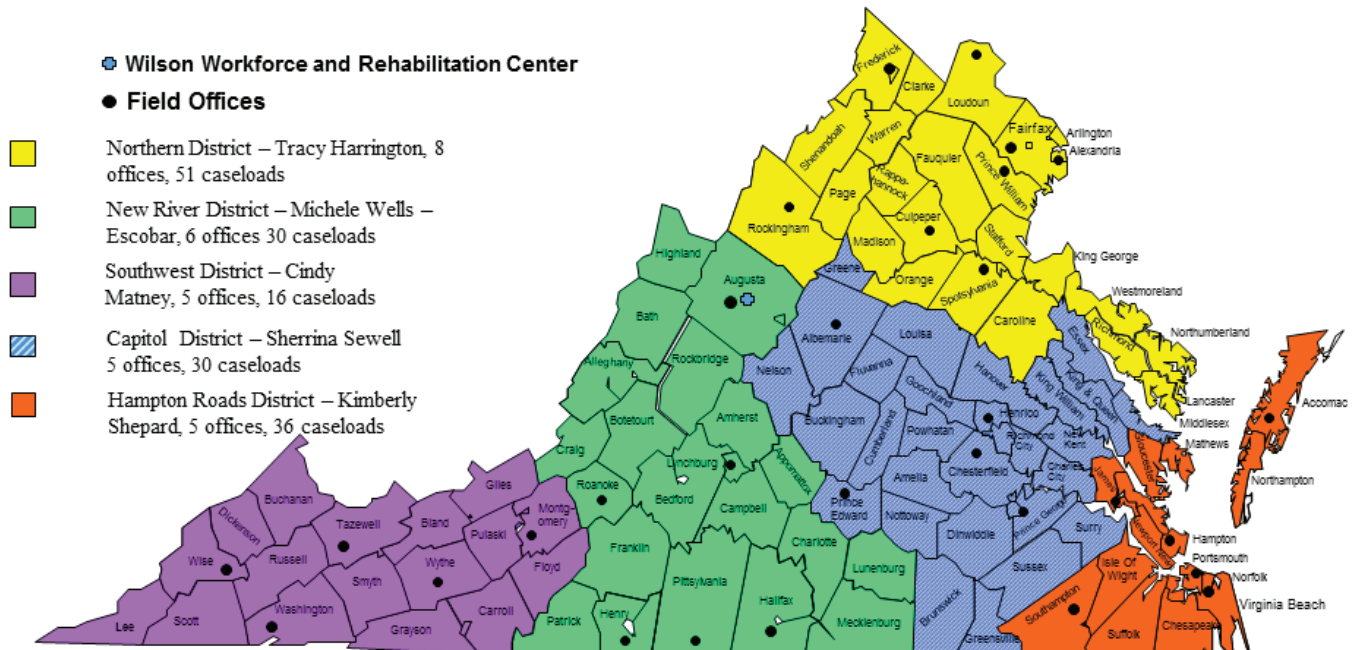
The mission of the Virginia State Rehabilitation Council, in partnership with the Virginia Department for Aging and Rehabilitative Services, and in collaboration with advocacy groups, consumers and their families, is to ensure that Virginians with disabilities receive quality services while seeking to achieve meaningful employment, self-sufficiency and independence.

Our Vision

All Virginians with disabilities will have access to quality services leading to meaningful employment, self-sufficiency and independence.



Virginia Dept. for Aging and Rehabilitative Services Division of Rehabilitative Services



STATE REHABILITATION COUNCIL MEMBERSHIP APPLICATION

If you are interested in a gubernatorial appointment to the Council, you may begin the application process with this form by indicating your:

Name: _____

Phone: _____

Address: _____

Please email, fax or mail this form to the SRC administrative assistant at:

Elizabeth.Patacca@dars.virginia.gov

Elizabeth Patacca

DARS/State Rehabilitation Council

8004 Franklin Farms Drive

Henrico, VA 23229

Upon receipt, someone from the SRC will contact you to discuss your interest. However, to officially apply for this appointment, you must contact the Secretary of the Commonwealth's Office. You may obtain information about the formal application process by calling the Secretary's office at (804) 786-2441 or applying [online](#).

Thank you for your interest in the SRC.