Dear Colleagues:

The Office of the Secretary for West Virginia’s Department of Education and the Arts and the West Virginia Division of Rehabilitation Services (DRS) are pleased to present this 2015 Annual Report, Investing in Futures. We are proud of the accomplishments reflected herein, and the DRS mission of enabling and empowering individuals with disabilities to work and to live independently.

This report illustrates how DRS programs and services are not only an investment in our citizens with disabilities, but they are an investment in the economic development of West Virginia.

In fiscal year 2015, DRS and its valued employees provided vocational rehabilitation services to 13,209 West Virginians with disabilities. Those services are stepping stones that ultimately empower people with disabilities in their quest to work and thrive as productive, self-sufficient community members.

We acknowledge with pride the 2,090 determined individuals who, after receiving services from DRS, secured employment during the past year. These new on-the-job citizens represent the powerful impact of vocational rehabilitation with an average increase in annual earnings of 100 percent!

This report highlights the essential partnerships that assist DRS in serving West Virginians with disabilities. These include strong relationships with secondary and post-secondary schools, WorkForce West Virginia, Community Rehabilitation Programs, the Statewide Independent Living Council and the State Rehabilitation Council.

This report also emphasizes how the vital partnerships developed with West Virginia employers play a crucial role in empowering people with disabilities to work.

Through continued investment of resources for positive change, DRS is assisting West Virginians with disabilities in achieving successful, integrated employment and better lives.
MISSION

To enable and empower individuals with disabilities to work and to live independently.
**Highlights**

**Vocational Rehabilitation Program**

- **13,209** individuals with disabilities served
- **2,090** successfully rehabilitated into employment
- **94 percent** of individuals served had significant disabilities
- **177 percent** increase in average annual earnings due to rehabilitation services
- Spent more than **$9.8 million** in tuition and other college expenses, helping **2,320** students get the education needed to meet their work-related educational goals
- Met all required federal benchmarks for program evaluation standards and performance indicators

**Disability Determination Section**

- Cleared **42,977** disability claims
- Exceeded all workload goals established by the Social Security Administration
- Assisted Maryland DDS with **1,700** cases
- Improved the state’s claims accuracy as measured by Federal Quality Assurance reviews
- Continued training and mentoring for more than **40** employees hired during fiscal year 2014
- Partnered with the Social Security Administration, Office of the Inspector General and the West Virginia Attorney General in the beginning phases of establishing a Cooperative Disability Investigation Unit in Charleston, which will assist in the prevention of fraud in SSA disability claims once fully operational
Through our statewide field services program, one-to-one effective personal service is what clients receive from DRS. In 30 offices across the state, DRS rehabilitation counselors carefully evaluate clients’ skills and interests. Vocational success is achieved by providing the services and comprehensive support each client needs to meet his or her employment goal.

DRS employs approximately 101 extensively trained vocational rehabilitation counselors who work directly with individuals with disabilities throughout the vocational rehabilitation process. Vocational rehabilitation counselors are required to meet a stringent certification criterion, which requires a master’s degree in rehabilitation counseling or a related field.

Each of the field offices has a supervisor who, in addition to providing leadership and guidance to employees, takes the lead in developing partnerships with area employers, workforce centers, schools and other public and private service agencies within the community.

Through our statewide quality assurance program, DRS strives to ensure that the same level of high quality services is delivered to individuals with disabilities throughout West Virginia. Quality assurance specialists work in each DRS district, and as a team, to develop client services policy, review casework practices, assure consistent interpretation of policy throughout the state and provide training on policy and casework.
The vocational rehabilitation process begins when an individual applies for DRS services. An application is completed and an intake interview is held to explore the individual’s medical, social, financial, educational and vocational experiences. This is an opportunity to explore the applicant’s skills, abilities and interests and to understand his or her specific vocational rehabilitation needs. Further assessment of the individual's employment barriers is conducted when necessary to establish eligibility for services.

Once eligibility is established, the client and his or her vocational rehabilitation counselor work together to develop an individualized plan for employment (IPE). This plan describes the services that will be needed so the individual can reach his or her employment goal.

Each IPE is tailored to assure the client receives the services necessary to achieve his or her goals. The anticipated outcome of the individual's vocational rehabilitation program is competitive employment in a career of the individual's choice.

Depending on the services needed, the individual’s involvement with DRS can last anywhere from a few months to several years.

Follow-up services are provided by the rehabilitation counselor to assure that the individual's employment is stable and satisfactory. Advocacy and support services are available through the Client Assistance Program throughout the term of the individual’s involvement with DRS.
To help people with disabilities achieve their employment goals, DRS is able to provide a variety of services to eligible individuals. The client and the vocational rehabilitation counselor work together to determine the necessary and appropriate services to enable the client to meet his or her identified employment goal. The services provided to any eligible person are determined by his or her unique employment barriers, chosen employment goal and individual circumstances.

DRS services include:

- **Evaluation and diagnostic services** may be provided to determine eligibility and the services needed for the individual to become employed.

- **Vocational counseling and guidance** is provided directly by a vocational rehabilitation counselor during the client’s plan of services to accomplish a variety of objectives leading to successful employment.

- **Training services** may be provided to meet the employment goal and may include vocational training, college or other academic training, personal and vocational adjustment training, job coaching, on-the-job training, job-seeking skills training, as well as books, tools and other training materials.

- **Rehabilitation technology services** may include assistive technology devices, driver evaluation and education services, assistive technology services and rehabilitation engineering services to address barriers encountered by an individual in obtaining or retaining employment.

- **Physical and mental therapeutic services** may be provided to correct or substantially modify an individual’s physical or mental condition.

- **Specialized services** for individuals who are blind, deaf and deaf-blind may include orientation and mobility training, interpreter services, note-taking services and reader services.

- **Placement services** may be provided to assist an individual with a disability to find adequate and suitable employment in his or her chosen field.

- **Support services** such as maintenance, transportation assistance, personal care assistance and services to family members may be provided, if necessary.

- **Post-employment services** may be provided to previously rehabilitated individuals when needed to maintain or regain suitable employment.
Faced with a bad situation, Matt Burch chose to take advantage of opportunity to turn his life around.

After graduating from Thomas Johnson High School in Frederick, Maryland, Matt enlisted in the U.S. Navy in 1994. During his Navy career, he served as a sonar technician on a submarine where he monitored underwater conditions and other vessels using sonar equipment.

After getting out of the Navy, Matt relocated to Arizona, where he worked primarily in the construction field. During his time there, Matt was involved in an altercation, where he was attacked by a group of men, causing him to sustain a traumatic brain injury.

Matt’s situation was serious. He was badly injured and was living in a state where he had no real ties. His injuries left him with serious vision problems, as well as problems with speech and cognition. It was going to take months, if not years, for him to completely recover.

Matt needed help and his parents were there for him. “Through my own faults, my relationship with my parents wasn’t the greatest after I’d gotten out of the military,” explained Matt. “After this injury, they opened up their home to me and told me the only thing I had to worry about was healing. That was great for me.”

Matt moved back to Paw Paw, West Virginia, with his parents. After his injury, Matt set two very important goals for himself. First, he wanted to get stronger. And second, he wanted to find a blue-collar job.

During his recovery, he focused on getting better by lifting weights and doing cardio exercise. One of his doctors in Winchester, Virginia, believed Matt could benefit from assistance from DRS. His doctor made the referral to DRS and coordinated Matt’s first meeting with his vocational rehabilitation counselor in her office.

Working with DRS, Matt identified a vocational goal, setting his sights on heating, ventilation and air-conditioning (HVAC) technician.

DRS helped him get the services he needed to achieve that goal. They visited James Rumsey Technical Institute in Martinsburg and Matt decided to enroll. They worked together to secure him a dorm room at the school because Matt was still unable to drive.

In the beginning, Matt was worried that he wouldn’t be able to handle learning and going to school. His severe vision problems caused reading to be extremely difficult, especially when reading more than a few words at a time. But, he did not let his fear stop him.

Matt excelled in his program. During his training, he achieved his universal HVAC certification.

While he was still in school, Matt started looking for a job. He met a representative from Complete Building Services at a job fair and was invited to interview with the company in Washington DC.

Currently, Matt is a building engineer for Complete Building Services, which does facilities maintenance and operations, primarily dealing with HVAC, troubleshooting and preventive maintenance. His goal is to expand on his training and licenses so he can become even better at what he does.
**Economic Impact of Vocational Rehabilitation Services**

- **At referral:** $17,320,888
- **After rehabilitation:** $48,089,808

177 percent increase in average earnings

**West Virginians served by district**

- Charleston: 2,207
- Clarksburg: 1,599
- Wheeling: 2,147
- Beckley: 2,700
- Huntington: 2,906
- Martinsburg: 1,650

Total served: 13,209

**Districts**

- Charleston
- Beckley
- Huntington

**Map of West Virginia with districts highlighted**
# Educational Attainment of Individuals Vocationally Rehabilitated

<table>
<thead>
<tr>
<th>Education</th>
<th>At Application</th>
<th>At Closure</th>
</tr>
</thead>
<tbody>
<tr>
<td>No formal schooling</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Elementary education, grades 1-8</td>
<td>33</td>
<td>28</td>
</tr>
<tr>
<td>Secondary education, grades 9-12</td>
<td>622</td>
<td>110</td>
</tr>
<tr>
<td>Special education certificate</td>
<td>101</td>
<td>77</td>
</tr>
<tr>
<td>High school graduate or GED</td>
<td>556</td>
<td>584</td>
</tr>
<tr>
<td>Post-secondary education, no degree</td>
<td>345</td>
<td>279</td>
</tr>
<tr>
<td>Associate’s degree</td>
<td>138</td>
<td>217</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>127</td>
<td>367</td>
</tr>
<tr>
<td>Master’s degree or higher</td>
<td>55</td>
<td>96</td>
</tr>
<tr>
<td>Degree above a Master’s</td>
<td>3</td>
<td>21</td>
</tr>
<tr>
<td>Vocational/Technical certificate or license</td>
<td>108</td>
<td>307</td>
</tr>
<tr>
<td>Occupational credential beyond undergraduate degree work</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Occupational credential beyond graduate degree work</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

Justin Gerber was hit by a car when he was 12 years old. He was in a coma and the left side of his body was completely paralyzed. He worked hard to regain his strength and to walk again. DRS assistance helped Justin earn a bachelor’s degree in mining engineering and an associate’s degree in electrical engineering.
Age, Gender and Race of Individuals Vocationally Rehabilitated

**Gender**
- Female: 982
- Male: 1,108

**Race**
- White: 1,923
- Black or African American: 126
- American Indian or Alaska Native: 16
- Asian or Pacific Islander: 14
- Hispanic or Latino: 11

**Age**
- 65+: 78
- 45 - 64: 599
- 35 - 44: 295
- 20 - 34: 457
- Under 20: 661
### Occupations of Individuals Vocationally Rehabilitated

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office and Administrative Support</td>
<td>242</td>
</tr>
<tr>
<td>Production</td>
<td>238</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>146</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>133</td>
</tr>
<tr>
<td>Building, Grounds Cleaning and Maintenance</td>
<td>137</td>
</tr>
<tr>
<td>Management</td>
<td>110</td>
</tr>
<tr>
<td>Food Preparation and Serving Related</td>
<td>138</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>169</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>106</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>145</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>83</td>
</tr>
<tr>
<td>Education, Training and Library</td>
<td>112</td>
</tr>
<tr>
<td>Installation, Maintenance and Repair</td>
<td>45</td>
</tr>
<tr>
<td>Community and Social Services</td>
<td>90</td>
</tr>
<tr>
<td>Protective Service</td>
<td>56</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>30</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>27</td>
</tr>
<tr>
<td>Arts, Design, Entertainment, Sports and Media</td>
<td>27</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>20</td>
</tr>
<tr>
<td>Farming, Fishing and Forestry</td>
<td>11</td>
</tr>
<tr>
<td>Life, Physical and Social Science</td>
<td>14</td>
</tr>
<tr>
<td>Legal</td>
<td>7</td>
</tr>
<tr>
<td>Homemaker</td>
<td>3</td>
</tr>
<tr>
<td>Military Specific</td>
<td>4</td>
</tr>
<tr>
<td>Randolph-Sheppard Vending Facility Operator</td>
<td>1</td>
</tr>
</tbody>
</table>

Diagnosed with a learning disability in fourth grade, Andy Shamblin now teaches history at Nitro High School, his alma mater. DRS assisted Andy with college expenses.
Referral Sources of Individuals Vocationally Rehabilitated

- Educational Institutions (Elementary/Secondary): 570
- Medical Health Providers: 248
- Educational Institutions (Post-Secondary): 118
- Medical Health Providers: 248
- Other Sources: 378
- Self-Referral: 655
- One-Stop Employment/Training Centers: 42
- Community Rehabilitation Programs: 79

Primary Disability of Individuals Vocationally Rehabilitated

- Physical Impairments: 556
- Psychological Impairments: 440
- Hearing Impairments: 438
- Visual Impairments: 92
- Cognitive Impairments: 554
- Physical Impairments: 556
DRS is expected to annually meet program evaluation standards and performance indicators established by the federal Rehabilitation Services Administration. To successfully meet these requirements, DRS must pass four of the six employment outcome indicators (Indicators 1.1 to 1.6) and pass two of the three primary indicators (Indicators 1.3, 1.4 and 1.5). DRS must also pass the equal access indicator (Indicator 2.1).

Fiscal year 2015 data shows that DRS exceeded the required federal benchmarks. Federal performance requirements assure a trend of successful employment outcomes for West Virginians with disabilities, benefiting taxpayers and rehabilitation clients alike.

**Evaluation Standard 1 – Employment Outcomes.** DRS assists eligible individuals to obtain, maintain or regain high-quality employment.

**Performance Indicator 1.1 — Change in Employment Outcomes**
The number of individuals who achieved an employment outcome in the current year must equal or exceed the number from the previous year. (Federal Requirement – equal to or greater than prior year)

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2,090</td>
<td>3,831</td>
<td>2,589</td>
<td>3,393</td>
</tr>
</tbody>
</table>

**Performance Indicator 1.2 — Percent of Employment Outcomes**
The percentage of individuals exiting the program during the current year who have achieved an employment outcome after receiving services. (Federal Requirement – 55.8%)

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>58.0%</td>
<td>75.4%</td>
<td>68.1%</td>
<td>74.8%</td>
</tr>
</tbody>
</table>

**Performance Indicator 1.3 — Competitive Employment Outcomes**
The percentage of individuals who achieved an employment outcome and are earning at least the minimum wage. (Federal Requirement – 72.6%)

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>99.8%</td>
<td>98.4%</td>
<td>99.7%</td>
<td>98.7%</td>
</tr>
</tbody>
</table>

**Performance Indicator 1.4 — Significance of Disability**
Of those earning at least the minimum wage, the percentage who have significant disabilities. (Federal Requirement – 62.4%)

<table>
<thead>
<tr>
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<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>86.7%</td>
<td>82.1%</td>
<td>85.2%</td>
<td>80.6%</td>
</tr>
</tbody>
</table>

**Performance Indicator 1.5 — Earnings Ratio**
The ratio of the average hourly earnings of all individuals earning at least the minimum wage to the average hourly earnings of all employed individuals in the state. (Federal Requirement – Ratio of .52)

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.63</td>
<td>.68</td>
<td>.65</td>
<td>.64</td>
</tr>
</tbody>
</table>

**Performance Indicator 1.6 — Self-Support**
Of those earning at least the minimum wage, the difference in the percentage of individuals who at program entry reported their income as the largest single source of support, and the percentage that reported their personal income as the largest single source of support at program exit. (Federal Requirement – 53% mathematical differences)

<table>
<thead>
<tr>
<th></th>
<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>52.0%</td>
<td>36.8%</td>
<td>43.4%</td>
<td>43.9%</td>
</tr>
</tbody>
</table>

**Evaluation Standard 2 – Equal Access to Services.** DRS must ensure that individuals from minority backgrounds have equal access to services.

**Performance Indicator 2.1 — Minority Background Service Rate**
The service rate for individuals with disabilities from minority backgrounds as a ratio to the service rate for all non-minorities with disabilities. (Federal Requirement – Ratio of .80)

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<thead>
<tr>
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<th>FY 2015</th>
<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2012</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>.883</td>
<td>.828</td>
<td>.845</td>
<td>.817</td>
</tr>
</tbody>
</table>
She may have been born and raised in California, but West Virginia was in Michele Howard’s heart.

Michele’s parents were originally from Fairmont, West Virginia, but the Marine Corps took them to California.

When she was in first or second grade, Michele’s teacher noticed that she wrote notes backwards. Soon after that, she was diagnosed with dyslexia. After the diagnosis, Michele became involved with the school’s special education program to help her with learning.

After graduating from El Toro High School in 1993, Michele wasn’t sure what she wanted to do with her life. Michele decided to work while taking classes as she could. She worked at various jobs, including an after-school daycare and a residential youth lockdown facility.

She also decided to pursue early childhood education courses at a community college in California while she was trying to figure out what she wanted to do. She took classes at two sister community colleges, Irvine Valley and Saddleback, in Orange County, California.

Michele graduated in 2009, earning her associate’s degree in human services and family counseling. She also obtained mediation certification for California. But, Michele still didn’t have a concrete plan for her future.

During summers, she often got to spend time with her grandparents in Fairmont and she loved the change from city life to country life. She decided to uproot herself and move to West Virginia to spend more time with them.

Michele received vocational counseling and guidance from Diane Heldreth, her vocational rehabilitation counselor. After an assistive technology evaluation, DRS provided Michele with some equipment and software that would make learning easier for her, as well as college financial assistance.

After graduating in 2013 with her bachelor’s degree in criminal justice, DRS also helped Michele with job placement assistance. Guidance from Heldreth reassured Michele that she was completing job applications correctly. Assistance with preparing for interviews provided Michele with different perspectives on how to best respond to the questions being asked.

Michele is currently working at a private, nonprofit comprehensive behavioral health center that serves Harrison, Marion, Lewis, Taylor, Braxton, Doddridge and Gilmer Counties in North Central West Virginia.

Specifically, she is a service coordinator for the Title XIX Waiver Program, which is a federal and state-funded program through Medicaid that provides support and assistance to people with intellectual and developmental disabilities.

She loves working with her clients. She believes the services and encouragement she received from DRS played a significant role in her accomplishments.

While working on her education, Michele frequently struggled with the stigma associated with having a learning disability, but she refused to give up.

She is thankful for the teachers who served as positive influences in her life.
A successful and seamless transition from high school into appropriate vocational training, post-secondary education or employment is the goal of the transition program.

DRS maintains cooperative agreements with the state Board of Education, each of the 55 county school systems and the WV Schools for the Deaf and the Blind to ensure effective collaboration for school-aged youth with disabilities.

RESULTS

Comprehensive vocational rehabilitation services and careful planning that involved students, their families and school personnel garnered the following results:

- 6,814 students (ages 16 to 21) with disabilities served, which is 51 percent of the total number of individuals served by DRS.
- 4,904 transition students were referred directly from the schools to DRS.
- 1,161 students with disabilities developed individualized plans for employment.
- 757 transition clients gained employment, which is 41 percent of the total number of rehabilitation closures.

COLLEGE EDUCATION SERVICES

A college education provides increased opportunities for vocational success and independent living. DRS counselors are assigned liaison responsibilities with public and private colleges and universities throughout West Virginia.

- Assisted 2,320 students with college education services they needed to meet their work-related educational goals.
- Authorized expenditures of more than $9.8 million in tuition and other college expenses.

INITIATIVES

PETS

Since the enactment of Workforce Innovation and Opportunity Act (WIOA), DRS has begun to focus on expanding its Transition Program by providing services, particularly pre-employment transition services (PETS), to high school students with disabilities starting in the 10th grade. To accomplish this, DRS assigned 44 PETS counselors to work solely with high school students with disabilities. Upon a client's exit from high school, a transition counselor is assigned to the case.

Pre-employment transition services are mandated under WIOA and include the following:

- Job exploration counseling
- Work-based learning experiences, which may include in-school or after-school opportunities or experience outside the traditional school setting (including internships), that are provided in an integrated environment to the maximum extent possible
- Counseling on opportunities for enrollment in comprehensive transition or post-secondary educational programs at institutions of higher education
- Workplace readiness training to develop social skills and independent living
- Instruction in self-advocacy, which may include peer mentoring

POWER

DRS debuted the POWER (Positive Outcomes within Education and Rehabilitation) program in 2015. POWER is a job shadowing program that offers transitioning students, who may be having a difficult time choosing a career path, the opportunity to experience an occupation by spending time with a professional working in the students’ vocational field of interest. The POWER program allows the student the opportunity to experience an occupation so a more informed choice about committing to training can be made.

STEP

The Student Transition to Employment Program (STEP) utilizes school personnel to facilitate a more seamless transition from high school to post-secondary activities (employment or training) for students with disabilities. By allowing the student to continue working with an individual who has provided them with classroom instruction and/or transition services while in high school, they are working with people who are most familiar with their interests, skills and barriers to employment.
When she was six months old, Ashley Freeland was diagnosed with cerebral palsy. She was born at 28 weeks and experienced a loss of oxygen during the birth, which damaged the cerebellum region of her brain. As a result, Ashley has some physical limitations. She has problems with balance and coordination and it often takes her longer to accomplish some tasks.

But, Ashley has not let her limitations stop her from excelling in what she wants to do. When she was in the fifth grade, she got involved in cheerleading, continuing through little league, middle school and high school. In high school, she had the opportunity to perform with her squad during halftime at the Peach Bowl in Georgia in front of 70,000 people.

In high school, Ashley was referred to DRS to help transition from school to post-secondary education and employment. Marsha Spiker, her vocational rehabilitation counselor, worked very closely with Ashley to help her identify her strengths, abilities and interests in order to ultimately set a vocational goal.

After graduating from Wirt County High School in 1990, Ashley went to West Virginia University, where she majored in criminology.

After graduating in 2013, finding a job became her top priority. She worked with a DRS employment specialist who helped her with her résumé and boosted her self-confidence through mock interviews.

To assist her in her job search, Ashley was referred to SW Resources to work with a job coach. Ashley worked with a SW Resources case manager for a couple of months, applying for jobs and going to interviews. Unbeknownst to Ashley, her case manager planned to leave the organization and believed Ashley would make a good replacement for her. After applying for and interviewing for the job, Ashley earned her current case manager position.

“The person that was trying to help me find employment recommended me to take her place,” Ashley said, “and that meant a lot to me.”

According to April Pennell, director of rehabilitation at SW Resources, Ashley’s compassion for others puts her above and beyond everybody else.

Ashley is very happy at her job, where she manages about 110 cases. She loves working with people with disabilities and is an avid proponent of DRS. She frequently refers her clients to DRS, using her personal experiences to encourage them in their search for employment.

Her parents, friends, teachers and Spiker were instrumental in her success. She appreciates all the help she received, “cheering” her on, along the way.

Ashley used this support to motivate her through difficult times. “People don’t realize, when you’re living with a disability and you have people who are always saying positive things to you,” Ashley explained, “... No matter what was going on, I heard those voices saying, ‘you can do it.’”
Community Rehabilitation Programs

The state network of Community Rehabilitation Programs (CRP) is critical to the effective and efficient delivery of vocational rehabilitation services to West Virginians with significant disabilities.

DRS maintains strong working relationships with CRPs in West Virginia that provide supported and direct employment, community-based assessment, work skills assessment, job coach training, work adjustment and/or life skills training. These services are commonly purchased by DRS to assist individuals with significant disabilities to achieve successful employment outcomes.

There are 65 DRS-acknowledged CRPs with 95 total service locations throughout West Virginia.

To better meet the needs of DRS and its clients, DRS works closely with the CRPs and other local community providers to expand programs, such as pre-vocational training, employment-readiness services and job coaching.

DRS has ongoing collaboration with the CRPs and other local community providers to identify needs, available resources, training opportunities and best practices to enable positive changes to assist West Virginians with disabilities to achieve successful, integrated employment outcomes.

DRS continues to cultivate and expand the Student Transition to Education Program (STEP) to directly assist transitioning youth with obtaining needed CRP services.

Two specially trained employees, one in northern West Virginia and the other in the southern region, generate ongoing communication between DRS and CRPs. They also address training needs for new CRPs and existing CRP staff.

Employment Services Program

DRS’ team of employment specialists work closely with local employers to help them determine their workforce needs and then relay current and future job openings to our vocational rehabilitation clients and counselors. As a result, our clients have real-time labor market information that will assist them in planning their careers.

To ensure that we are providing quality services to employers, DRS employment specialists received job analysis training from Human Resource Respond. Hiring is of key importance to the overall productivity of employers. By providing job analysis services, we are supporting employers’ recruitment and selection of new employees and increasing employment opportunities for individuals with disabilities.

To better serve individuals with disabilities, DRS employment specialists received training from Dick Gaither, the recipient of the prestigious Wegman Award and winner of the National Association of Workforce Development’s Professional of the Year. Mr. Gaither’s training focuses on how to assist individuals with disabilities in seeking and retaining employment.

DRS employment specialists are currently working on developing a youth summer workshop that will provide high school youth with disabilities pre-employment transition services, including career exploration, work-based learning experiences, workplace readiness and self-advocacy.

Ashley Freeland has cerebral palsy and works as a case manager at SW Resources, helping others with disabilities to find employment.
Justin grew up in Lashmeet, a small town on the outskirts of Princeton. He loved music and sports. He started playing guitar when he was just six years old. After school, he’d do his homework, then play his guitar and play basketball until it was too dark to see.

On June 8, 2002, Justin’s life was torn apart. He rode his bike across the street to a neighbor’s house. On his ride back home, Justin was hit by a car and thrown about 50 feet through the air. It was later estimated that the car was traveling between 48 and 52 mph in a 25 mph speed zone.

As a result, he had a blood clot on the right side of his brain and the left side of his body was completely paralyzed. He was in a coma for 11 days and on life support for about half that time. He was only 12 years old and doctors told his parents that he probably would not survive and if he did, he would never walk or talk again.

When he finally came out of the coma and his mother told him what had happened, his response was, “Man, it’s going to take a long time to get ready for ball season.”

Justin spent 49 days in three separate hospitals that summer. He came home from the University of Virginia Child Development and Rehabilitation Center with a wheelchair and a walker that had a platform to support his left arm.

Justin fought to regain his strength and to walk again, at first using a wheelchair for support and then progressing to a cane.

Justin graduated from Pikeview High School in 2008. In high school, he was referred to DRS to help him with his transition from school to post-secondary education or employment. DRS provided driver evaluation and driver’s education services, and taught Justin how to use adaptive driving aids.

Justin chose to go to Bluefield State College, enrolling in the mining engineering program. DRS assisted with his college expenses.

About two years into his program, Justin got an internship with ArcelorMittal Princeton, a coal mine. He worked with their mining engineering and safety department. After encouragement from his boss there, Justin decided to double major, earning a bachelor’s degree in mining engineering and an associate’s degree in electrical engineering.

After graduating in 2013, Justin had a hard time finding a job. He worked at a sporting goods store while he was looking for something in his field. A DRS employment specialist also helped Justin with his job search, sending him leads as they became available.

A lead paid off. Justin works as a transmission construction representative for a company called Tech Serve, which is an engineering company out of Texas, but he works at AEP Transmissions in Bluefield. “I work with project management and construction management to manage, plan and coordinate substation construction projects,” explained Justin.

The job is very demanding, but Justin loves what he does and he plans to continue with the company, moving up in his field as he can.
Blind and Visually Impaired Services

DRS has specially trained rehabilitation counselors to meet the vocational rehabilitation needs of people with blindness and significant vision impairments.

- Served 590 people with blindness or significant vision impairments.
- 114 individuals obtained or retained employment after completing their vocational rehabilitation programs.

DRS offers individualized and intensive training to those clients who need to learn skills to effectively compensate and live independently with blindness or limited vision. This training may include orientation and mobility, computer literacy, assistive technology, Braille, independent living skills (meal preparation, laundry and cleaning), individual and group counseling, and career development.

In addition to compensatory skills training, blind and visually impaired clients may receive job training, job placement, or access technology to assist in training or to help them function on the job.

DRS also administers and operates the Visually Impaired Seniors In-home Outreach and Networking Services (VISIONS) program, through an independent living grant from the federal Rehabilitation Services Administration. VISIONS serves individuals age 55 and older with permanent vision loss. The purpose of the program is to enable individuals to live as independently as possible within their home and community. Training focuses on activities of daily living such as identifying money, using large print and maximizing remaining vision. Low-vision adaptive aids, including magnifiers, writing equipment, talking watches and large-button telephones, may be provided to help individuals become more self-sufficient. Referrals to the Talking Book library (audio books and Braille) may also be made. In fiscal year 2015, 966 consumers were served statewide through the VISIONS program.

Deaf and Hard of Hearing Services

DRS has specially trained rehabilitation counselors to meet the vocational rehabilitation needs of people who are deaf and hard of hearing.

- Served 1,483 clients who listed hearing impairments as their primary or secondary disability, which included people who are deaf or deaf-blind.
- 457 clients with hearing impairments achieved their employment goals.

During 2015, DRS implemented several initiatives to enhance and improve this specialized service area.

Ongoing collaboration between DRS and the West Virginia Commission for the Deaf and Hard of Hearing has focused on increasing the number of certified interpreters in West Virginia.

Concentrated efforts have been made to strengthen the partnership with the West Virginia Schools for the Deaf and Blind in order to reach students transitioning from the schools to help them to prepare for employment.

DRS, in partnership with the state Department of Education, has been instrumental in spearheading a transition team specifically geared towards students with low-incidence disabilities, such as deaf/hard of hearing, to assist our state’s youth with making the transition to further education and employment.

DRS has obtained the ability to provide video remote interpreting to help clients meet their vocational goals.
Finding a job wasn’t easy for Betty, but now she works as a quality assurance associate, a job that she loves and hopes to keep for a long time.

Betty has been deaf her entire life and has low vision that has progressively gotten worse over time, which puts her in the category as someone who has deaf-blindness.

Betty uses American Sign Language to communicate. She attended the West Virginia Schools for the Deaf and the Blind, graduating in 1996.

Because she wanted to find work and it was not going to be easy to accomplish, Betty approached DRS to help her. Her first attempt was unsuccessful. But, according to Alyce Almond, Betty’s vocational rehabilitation counselor, after reapplying for services with DRS, her job search took about two years, but Betty didn’t give up.

“Globally, people probably think her deafness is her biggest barrier because she requires an interpreter for some things like meetings,” explained Almond. “But, Betty I believe, did not see her deafness as her biggest barrier, it was her vision loss.”

According to Betty, she uses sign language or writes notes to communicate with people. But when it comes to her vision, “I have to have about four feet to talk to people ... I can’t see past that.”

Working with DRS, Betty received a multitude of services, including vocational counseling and guidance throughout the process, as well as assessments to help identify her interests and abilities.

During this time, Almond teamed up with Ken Harer, an employment specialist with Mountain State Centers for Independent Living, which provides community rehabilitation program services to some DRS clients.

Harer worked directly with Betty, helping her with her job search and identifying potential employment opportunities for her. Harer helped Betty with her résumé and with her job interviewing skills. And, he began approaching local businesses about potential job opportunities for Betty.

“Harer probably went to 20 different employers and advocated for Betty,” said Almond.

All the hard work paid off when he met Don Smith, Food Lion’s store manager. After Harer and Smith met, things started coming together for Betty.

Smith worked very closely with Almond and Harer to determine what accommodations Betty would need in the workplace.

One thing Betty insisted on was having a name badge that indicated to customers that she was deaf. She did not want people to assume that she was rude when she didn’t respond because she couldn’t hear what they were saying to her.

Betty’s quality assurance responsibilities include making sure the store and its perimeter are clean and neat looking. This involves everything from cleaning the windows to the parking lot and the employee break room. Her job is a lot of work, but she does not complain.

While Smith believes he has a store full of good associates, he refers to Betty as his “go-to lady for quality assurance.”
Behavioral Health and Corrections Program

The Behavioral Health and Corrections program was established in 2014 to help DRS better serve individuals with behavioral health conditions, as well as persons with disabilities and criminal histories. The program focuses on collaborating with other state agencies, including the Division of Corrections and the Bureau for Behavioral Health and Health Facilities, to provide information about DRS services to those who may make new client referrals and to those who may be eligible for vocational rehabilitation services.

Employment is a critical part of the recovery process for those with behavioral health conditions. Formerly incarcerated individuals with disabilities are less likely to return to prison if they complete the vocational rehabilitation process and achieve employment.

Through this program, DRS has collaborated with a variety of agencies to facilitate a coordinated approach to service delivery, engage in cross-training efforts and share existing resources. In cooperation with the new Parole Services’ employment coordinator, on-site visits to each of the Residential Substance Abuse Treatment Units across the state have occurred to educate staff regarding the availability of DRS services, resulting in several referrals. DRS also participates in the Behavioral Health Planning Council, the Olmstead Council and the Governor’s Regional Substance Abuse Task Force meetings.

The program is also dedicated to providing high quality technical assistance to our vocational rehabilitation counselors who directly serve our clients. We steadily engage in training activities to stay current on best and evidence-based practices related to behavioral health and corrections.

Rehabilitation Technology Services

The rehabilitation technology unit travels statewide to provide services to improve DRS clients’ independence in the workplace, home and community. This unit consists of a group of experienced engineers, computer specialists, driving instructors and technicians who specialize in job accommodations, custom-designed assistive technology, product fabrication and driver education.

- Served 528 people, providing 810 services which included 113 rehabilitation engineering services, 399 assistive technology services, 232 driver rehabilitation services and 66 environmental modification services.

Randolph-Sheppard Program

DRS serves as the State Licensing Agency for the Randolph-Sheppard program in West Virginia. The purpose of the federal Randolph-Sheppard Act and West Virginia state law (WVC §18-10G) is to provide gainful employment for individuals who are legally blind. In carrying out the intent of Congress and the West Virginia Legislature, the Randolph-Sheppard program promotes economic opportunity and profitability through self-employment for people who are legally blind.

The Randolph-Sheppard program provides training in food service management to DRS clients who are blind and who meet eligibility requirements under the Randolph-Sheppard Act. These individuals are referred to the Randolph Sheppard training program by DRS rehabilitation counselors. Other services include upward mobility training, in-service training, food service training, maintenance of equipment and inventory management.

Randolph-Sheppard vendors are self-employed and must possess the aptitude and abilities required to function as a business owner and manager. In fiscal year 2015, one individual who is legally blind was trained and licensed through the program.

The program has 16 licensed, self-employed blind vendors providing concession services to 210 governmental facilities throughout the state. Average income for vendors in West Virginia for fiscal year 2015 was $54,883 with gross sales of $3.3 million.

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Stacey grew up in Huntington, attending Beverly Hills Middle School and Huntington East High School, graduating in 1996. She was a good student, made good grades and loved art.

Starting in her early teens and going on for nearly 20 years, Stacey struggled with depression and addiction that dramatically influenced her life. “It really affected my life, sometimes more than others,” explained Stacey. “It did keep me from being able to have any consistent ongoing success and happiness until I got involved in the recovery community about five years ago.”

That’s when her life started changing for the better. She connected with a mentor in the recovery community, who was also a client of DRS. Stacey admired her for being able to pursue her education and getting a job in her chosen profession, which encouraged and motivated Stacey to reach out to DRS for assistance.

With her vocational rehabilitation counselor’s assistance, she worked through the process of applying for services and trying to determine what her interests and strengths were and ultimately what job might suit her.

Stacey had an interest in the parks and recreation field. “Having had a negative impact on myself and those around me, and even society, for a number of years due to the destructive nature of my disability,” she said, “I wanted to be in a profession that was going to have a positive impact.”

DRS provided college financial assistance for her to attend Marshall University, where she earned her Bachelor of Science in natural resources and recreation management in 2014.

To earn her degree, Stacey completed an internship with the Greater Huntington Park and Recreation District. She worked with the activities coordinator doing events.

Her internship opportunity ultimately led to an opportunity for full-time employment.

According to Kevin Brady, executive director of the Greater Huntington Park and Recreation District, they manage and maintain 14 parks and four cemeteries, doing landscaping, maintenance and building maintenance. They’ve recently gotten back into the recreation aspect, hosting activities and events for people in Cabell and Wayne counties.

Stacey is their new recreation coordinator.

In her new role, Stacey has the responsibility of coordinating all the activities and recreation programs for the park district, including supervising employees assisting with the events.

Stacey loves her job and believes she is making a positive impact. “When I am out here hiking in the park with people or I’m holding a little kid’s hand at an event, I know I’m doing something good and I know that I have landed right where I’m supposed to be,” said Stacey.

Stacey is proud that she seized the opportunity to make a transformation in her life. “I was self-destructive for many years and I made a lot of mistakes and I hurt a lot of people, myself the most,” she said. There was a turning point in Stacey’s life where she knew she had to make a change and she believes that some sort of divine intervention played a role in that revelation. She had to make a commitment and work hard and she’s proud of her choices.
Under contract with the Social Security Administration (SSA), Disability Determination Section (DDS) makes eligibility determinations on disability claims filed by West Virginians for Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI). SSA, which fully funds DDS, authorized $19 million to fund DDS for fiscal year 2015.

DDS cleared 42,977 claims in fiscal year 2015. DDS exceeded the workload goals established by the Social Security Administration in all case categories. In addition, the agency assisted Maryland by processing 1,700 of the state’s cases.

Other accomplishments during the year included establishing processes, as an “interfacing” agency, to implement the state’s new fiscal system; improving the state’s accuracy as measured by Federal Quality Assurance reviews; hosting training and fiscal meetings with our federal partners; and continuing training and mentoring for a large number of hires from fiscal year 2014. Finally, DDS participated in training meetings and beginning the process of establishing of a Cooperative Disability Investigation Unit in Charleston. This unit, once fully operational, will assist in the prevention of fraud in SSA disability claims. DDS is partnering with SSA, the Office of the Inspector General and the West Virginia Attorney General in this endeavor.

SSDI and SSI disability benefits have a significant economic impact for West Virginians with disabilities and their families. In 2010, an estimated 170,000 disabled West Virginians and 24,000 spouses and dependent children of disabled workers received $2 billion in Social Security and/or Supplemental Security Income payments based on disability or blindness.

Individuals eligible for SSI disability payments also receive Medicaid, and those eligible for Social Security disability payments for more than 24 months receive Medicare. The $2 billion in cash payments and the health insurance entitlement significantly affect the state’s economy and the quality of life for recipients.
Partnerships

WorkForce West Virginia

The DRS director sits on the state Workforce Investment Board and is part of the collaborative team developing a state plan that will enhance the capacity and performance of the workforce development system, align and improve workforce programs and investments and promote economic growth.

DRS is also represented on WorkForce West Virginia’s Interagency Collaborative Team (ICT), a group centered around providing ongoing attention to addressing issues that will build and continually improve the overall workforce development system. DRS participates in regular, monthly meetings of the ICT, and is one of the signatories of the ICT Memorandum of Understanding.

DRS has a Memorandum of Understanding with and is represented within each of the seven local Workforce Investment Boards.

DRS actively supports and assists WorkForce West Virginia in honoring the commitment of seamless access to employment services for all citizens. Formal agreements among DRS and its WorkForce partners specify how DRS will contribute needed expertise, share costs and otherwise support the WorkForce West Virginia infrastructure.

State Rehabilitation Council

The West Virginia State Rehabilitation Council (SRC) is a federally mandated partner with DRS and assists in the development of goals and priorities, programs and policies. The SRC also contributes toward the development of DRS’ State Plan for Vocational Rehabilitation and Supported Employment.

The SRC is responsible for reviewing and analyzing the effectiveness and satisfaction of rehabilitation services provided by DRS from information gathered from the clients. The SRC conducts two consumer satisfaction surveys, one of which targets youth with disabilities who are transitioning from high school to post-secondary education or employment and another that targets the remaining client population, asking consumers to rate the effectiveness of services received through DRS. This information is copulated by an independent consultant and reports are disseminated to RSA, the SRC and DRS staff.

Keeping abreast of national trends, trainings, legislative agendas and innovative networking is vital to the success of the SRC. To assure this aspect is met, the SRC participates in the Council of State Administrators of Vocational Rehabilitation (CSAVR) and is an active trainer for the National Coalition of State Rehabilitation Councils (NCSRC). The SRC executive director serves as the Region 3 liaison for the SRC and as vice chair of the NCSRC.

SRC members are appointed by the governor, according to the provisions of the federal Rehabilitation Act Amendments of 1998 and are dedicated to helping ensure that people with disabilities identify and achieve their individual vocational rehabilitation goals.
Statewide Independent Living Council

The council, in cooperation with DRS and the centers for independent living, coordinates an annual survey of consumer satisfaction of all individuals who receive independent living services. Through collaboration and systems advocacy, the council works to ensure the development of appropriate services and public policies affecting people with disabilities.

DRS contracts with the council to administer the Ron Yost Personal Assistance Services Program, which reimburses West Virginians with various disabilities an hourly rate to hire a personal assistant to help them live independently.

The council in cooperation with DRS, the Statewide Independent Living Council is responsible for jointly planning and submitting the State Plan for Independent Living (SPIL) every three years. The council also monitors and evaluates the implementation and effectiveness of the plan.

The council’s mission is to ensure that people with disabilities have access to community-based resources that promote personal choice and facilitate the fulfillment of their independent living goals.

Consumer Affairs Committees

DRS has six Consumer Affairs Committees that support its mission by working to empower people with disabilities in making informed choices and achieving equality of opportunity, meaningful employment, independent living and economic and social self-sufficiency.

With local leadership, the Consumer Affairs Committees work independently as concerned citizens to plan and carry out a wide variety of activities in cooperation with community leaders in business, government, healthcare, education and others. Committee activities address a broad range of shared goals, including public awareness and support for the rights, individual dignity, personal responsibility, full inclusion, equal access, self-determination and community involvement for all people with disabilities.

DRS provides guidance, information and other resources to committees statewide through its consumer affairs office and district offices. Membership is open to anyone wishing to participate. All members are volunteers, and all meetings are open to the public.

The council also conducts the Disability History Essay Contest, which is open to all West Virginia high school seniors. This is a collaborative initiative of DRS, the Statewide Independent Living Council and the State Rehabilitation Council.

Community Living Services Program

The Community Living Services Program (CLSP) assists eligible individuals with disabilities to return to or remain in their homes and communities by enabling them to function more independently.

As provided in the West Virginia State Plan for Independent Living, state and federal funds for this program provide services such as home modifications, assistive devices and equipment, communication services, vehicle modifications and durable medical equipment.

Under administrative oversight by DRS, in partnership with the West Virginia Statewide Independent Living Council, CLSP services are provided statewide through the four state-recognized centers for independent living (CIL) in West Virginia: Appalachian CIL-Charleston, Mountain State CIL-Beckley, Mountain State CIL-Huntington and Northern West Virginia CIL-Morgantown.

When requests are received for services, CIL employees make every effort to locate needed resources, including donations by third parties. If the necessary funds are not available, applicants are prioritized in order of request and are served as funds are received. A total of 404 consumers remained on waiting lists for CLSP services as of June 30, 2015, with a projected average waiting time of at least two years.

In state fiscal year 2015, a total of 159 consumers completed CLSP services and were successfully enabled to remain in their own homes. At least 59 of the successful consumers were either diverted or transitioned from nursing homes. CLSP services to those 59 consumers resulted in estimated annual savings of $6 million in long-term care costs.
To show appreciation to local businesses and employers who support DRS, a nomination process is utilized to select employers to receive Employer of the Year and Distinguished Employer awards in each district.

The selected employers recognize the abilities and the positive contributions individuals with disabilities bring to the workplace. Many of those selected demonstrate extraordinary consideration in providing accommodations that help an individual perform the tasks associated with his or her job, while other employers consistently provide employment opportunities to DRS clients.

**Kelly Services, Charleston**
Employer of the Year
Charleston District

**Distinguished Employers:**
- Paramount Surveying LLC, Ripley
- Home Depot, Teays Valley
- Thornhill GM Superstore, Chapmanville
- Kroger, Ripley

**Stonewall Jackson Memorial Hospital, Weston**
Employer of the Year
Clarksburg District

**Distinguished Employers:**
- Taco Bell, Westover
- Big Lots, Bridgeport
- Cracker Barrel, Fairmont
- City of Parsons

**SAL Chemical, Weirton**
Employer of the Year
Wheeling District

**Distinguished Employers:**
- Wells Inn, Sistersville
- Social Security Administration, Parkersburg
- Ponderosa Steakhouse, Glen Dale

**Delfino’s Pizza and Ice Cream, Oak Hill**
Employer of the Year
Beckley District

**Distinguished Employers:**
- Friends R Fun Child Development Center, Summersville
- Snowshoe Mountain Resort, Snowshoe
- MAC Contractors LLC, Bluefield
- Just For Kids, Inc., Beckley

**HER Place, Huntington**
Employer of the Year
Huntington District

**Distinguished Employers:**
- M&R Restaurant, Hamlin
- Welch Community Hospital, Welch
- Logan Regional Medical Center, Logan

**Food Lion, Romney**
Employer of the Year
Martinsburg District

**Distinguished Employers:**
- Automated Packaging Services, Keyser
- Morgan County Schools, Berkeley Springs
- Central Tie & Lumber Company, Petersburg
When he was in fourth grade, Andy started having difficulty with learning, especially math. He was eventually diagnosed with a learning disability, and began receiving some support through an individualized education plan through the school system.

But, the most essential support started at home. Andy and his younger sister were raised by their father. His mother passed away when he was just 11 years old.

Despite her illness, Andy’s mother could see that he needed some help with learning. “When I was in fourth grade and I started having so much difficulty in math and my mother was sick, she recognized that she didn’t have the math ability to help me with my homework,” explained Andy. So, she made arrangements with neighbors, who just happened to be a school teacher and a principal, to help Andy with his studies.

“Looking back, in retrospect, they were instrumental in my early success academically in school,” said Andy. “I mean, they devoted the time and put the effort into ensuring that I was successful in school.”

It was also during his senior year at Nitro High School that Andy was encouraged to meet with a vocational rehabilitation counselor from DRS. Andy was a little hesitant because he wasn’t exactly sure how DRS might be able to help him. But, he met with Jennifer Gillenwater, senior rehabilitation counselor for DRS, before he graduated from high school.

Andy already had plans to attend West Virginia State University and he already knew that he wanted to be a school teacher. DRS was able to assist Andy with tuition and fees, as well as expenses for books and supplies while attending college, and provided vocational counseling and guidance throughout the process.

In May 2014, Andy graduated from West Virginia State University with a Bachelor of Science in teaching.

Andy didn’t waste time applying for jobs. After a short job search, he was hired as a history teacher at Nitro High School, his alma mater.

In his second year at Nitro, Andy is teaching 12th grade civics and three sections of current events, which is an elective class. During his first year, he taught three world history classes, a community service class, a computer applications class and a law and legal class. After such a varied schedule during his first year of teaching, Andy appreciates the simplicity of his schedule this year because of the work that goes into planning and preparing for the classes.

Andy is currently working on a Master’s degree in educational leadership, an online program through Marshall University. He has his future sights set on becoming a vice principal or principal.

Andy enjoys teaching where he once went to school. “The fact that I get to talk about things that I’m interested in on a daily basis,” Andy explains, “and the fact that, hopefully, I can make a difference in someone’s life, just like some of my teachers did for me.”
DRS, in partnership with the West Virginia Office of the Secretary of Education and the Arts and the Division of Culture and History, sponsored the second annual Diversifying Perspectives Art Contest and Exhibition. The contest and exhibition featured the artistic abilities of West Virginia artists with disabilities during National Disability Employment Awareness Month and played an important role in bringing awareness to disability-related employment issues.

**Grand Exhibitor**
Greg Siegwart
Wheeling
1865
Colored Pencil

**Award of Excellence**
Forrest Ash
Mineral Wells
Luck
Mixed Media

**Award of Excellence**
Carli Ratliff
Oak Hill
Moonlight Stalker
Mixed Media

**Award of Excellence**
John Panek
Shinnston
Rodeo Bull Fighter
Colored Pencil
# Financial Report

## Source of Funds

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<tr>
<th>Source</th>
<th>Amount</th>
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<tr>
<td>State Appropriations</td>
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<tr>
<td>Federal Grants</td>
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<td>Program Income</td>
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<td>Special Revenue</td>
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<td><strong>Total Funds</strong></td>
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## Expenditures by Program Category

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<td>Administration</td>
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<td>Rehabilitation Services:</td>
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<td>Case Services</td>
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<td>Counseling, Guidance and Placement</td>
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<td>Disability Determination Program</td>
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<td>Other:</td>
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<td>Randolph-Sheppard Program</td>
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<td>Ron Yost Personal Assistance Fund</td>
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<td>Workshop Development</td>
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<td><strong>Total Expenditures</strong></td>
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## Classification of Expenditures

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Statement of Funds and Expenses for the year ended June 30, 2015
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<td>304-356-2060</td>
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<td>Beckley, WV 25801</td>
<td>304-256-6900</td>
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<td>Cabell Midland High School</td>
<td>2300 US Route 60 East, Ona, WV 25545</td>
<td>304-743-7496</td>
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<tr>
<td>Charleston</td>
<td>4701 MacCorkle Avenue, SE, Charleston, WV 25304</td>
<td>304-356-2371</td>
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<td>Clarksburg</td>
<td>107 Cambridge Place, Bridgeport, WV 26330</td>
<td>304-842-2951</td>
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<td>Elkins</td>
<td>1025 North Randolph Avenue, Elkins, WV 26241</td>
<td>304-637-0205</td>
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<td>Fairmont</td>
<td>WV State Office Building, 416 Adams Street, Suite 240, Fairmont, WV 26554</td>
<td>304-367-2714</td>
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<td>Huntington</td>
<td>2699 Park Avenue, Suite 200, Huntington, WV 25704</td>
<td>304-528-5585</td>
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<td>Huntington High School</td>
<td>Highlander Way, Huntington, WV 25701</td>
<td>304-528-6511</td>
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<td>Keyser, WV 26726</td>
<td>304-788-2313</td>
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<td>Lewisburg, 3293 Jefferson Street North, Suite 105, Lewisburg, WV 24901</td>
<td>304-647-7515</td>
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<td>Logan, P.O. Box 896, Logan, WV 25501</td>
<td>304-792-7060</td>
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<td>Marshall University, One John Marshall Drive, 113 Prichard Hall, Huntington, WV 25755</td>
<td>304-696-2394</td>
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<td>Martinsburg, 489 Mid-Atlantic Parkway, Suite 2, Martinsburg, WV 25404</td>
<td>304-267-0005</td>
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<td>Moorefield, 151 Robert C. Byrd Industrial Park Road, Suite 3, Moorefield, WV 26836</td>
<td>304-538-2701</td>
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<td>Morgantown, 1415 Earl Core Road, Morgantown, WV 26505</td>
<td>304-285-3155</td>
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<td>Mullens, 316 Howard Avenue, Mullens, WV 25882</td>
<td>304-294-5653</td>
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<td>Oak Hill, 549 Mall Road, Oak Hill, WV 25010</td>
<td>304-465-3025</td>
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<td>Parkersburg, State Office Building, 400 5th Street, Parkersburg, WV 26101</td>
<td>304-420-4580</td>
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<td>Parkersburg South High School, State Office Building, 400 5th Street, Parkersburg, WV 26101</td>
<td>304-420-4916 or 4580</td>
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<td>Point Pleasant, 209 5th Street, Point Pleasant, WV 25550</td>
<td>304-675-0867</td>
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<td>Princeton, 195 Davis Street, Princeton, WV 24739</td>
<td>304-425-1256</td>
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<td>Putnam County, 115 Liberty Square, Hurricane, WV 25526</td>
<td>304-767-0819 or 760-7082</td>
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<td>Rehab Tech Department – North, 5000 Greenbag Road F14 and F15, Morgantown, WV 26501</td>
<td>304-285-3163</td>
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<td>Rehabilitation Programs, 10 McJunkin Road, Nitro, WV 25143</td>
<td>304-760-7166</td>
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<td>Ripley, 206 Stone Drive, Ripley, WV 25271</td>
<td>304-373-0313</td>
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<td>Romney, P.O. Box 943, Romney, WV 25757</td>
<td>304-822-3957</td>
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<td>Sistersville, 714 Wells Street, Sistersville, WV 26175</td>
<td>304-652-2354</td>
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<td>Spencer, 321 Market Street, Spencer, WV 25276</td>
<td>304-927-0954</td>
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<td>Summersville, 830 Northside Drive, Suite 113, Summersville, WV 26651</td>
<td>304-872-0813</td>
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<td>Teays Valley, 115 Liberty Square, Hurricane, WV 25526</td>
<td>304-760-7082</td>
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<td>Weirton, 100 Municipal Plaza, Suite 200, Weirton, WV 26062</td>
<td>304-723-5311</td>
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<td>Welch, 110 Park Avenue, Suite 200, Welch, WV 24801</td>
<td>304-436-3175</td>
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<td>Weston, 306 Market Place Mall, Weston, WV 26452</td>
<td>304-269-0547</td>
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<td>Wheeling, 1324 Chapline Street, Suite 200, Wheeling, WV 26003</td>
<td>304-238-1092</td>
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**Disability Determination Section**

Charleston
500 Quarrier Street
Suite 500
Charleston, WV 25301
304-343-5055

Clarksburg Federal Center
320 West Pike Street
Suite 120
Clarksburg, WV 26301
304-624-0200