

Division for the Blind and Visually Impaired
Director's Report
October 29, 2014

I. Staffing:

a. Vacancies:

- i. Orientation & Mobility Instructor in the Bangor office. This position became vacant in early November. Recruiting through contacting various university personnel preparation programs and professional O&M organizations continue.
- ii. VR Counselor position in Bangor will become vacant on October 31 as William Fenn has submitted his retirement papers.

b. New Hires:

- i. Railey Guthrie has accepted the RC1 in Portland. She began work with DBVI on Oct. 6. Railey is currently a Certified Rehab. Counselor.
- ii. Tim Small accepted the VR Counselor position in Lewiston. He began working with DBVI on Oct. 20. Tim is currently pursuing a master's degree in Rehab. Counseling.

II. Employability Skills Program (ESP):

DBVI is holding its third offering of the ESP November 2-7 in Bangor. As a reminder, this program is designed to assist those clients who are chronically unemployed or underemployed, or are otherwise stuck in their efforts to obtain a job. We have 10 participants confirmed for this program.

III. Budget:

DBVI put two funding initiatives for consideration into the 2016-2017 DOL budget. The initiative that seeks funding for adding two more Teacher of Visually Impaired Children (TVI) positions and related costs succeeded in being included in the department's request to the Governor. The other initiative, which sought funding for one more Blindness Rehab. Specialist did not get included in this round. As a reminder, the two TVI positions are being funded by DOE for this current fiscal year. All three of these positions were part of the recommended additions resulting from the stakeholder resolve work group in 2009.

IV. Business Enterprise Program (BEP) Update:

- a. The new self-serve market place operation in the new DHHS/Career Center building is slated to be open early in the upcoming calendar year.
- b. A new self-serve market place operation is being built in the DHHS building on Anthony Ave. in Augusta.

- c. Three prospective new operators are beginning the process of entering the BEP.
- d. Appendix B contains information related to BEP sales and associated data.

V. Current VR Program Data:

At the end of the federal fiscal year for 2014, DBVI has recorded 45 individuals closed as successfully achieving competitive employment. This compares to 37 for FFY 2013.

Appendix A contains year-end information pertaining to the six major standards and indicators used by the Rehabilitation Services Administration to measure success of VR programs.

VI. Comprehensive Statewide Needs Assessment:

Karen Wolffe, Ph. D., was awarded a contract to conduct our triennial Comprehensive Statewide Needs Assessment. She will be in Maine the week of November 17 conducting focus groups, interviewing staff, and gathering data from other sources.

VII. Workforce Innovation and Opportunity Act/Rehabilitation Act:

Major changes in the newly reauthorized Rehab. Act include:

- a. Downgrading the definition of "highly qualified" from that of a master's degree level.
- b. Dedicate 15% of VR funds to transition-aged students.
- c. Homemakers no longer an acceptable closure.

VIII. Director Activities:

- A. Clinton Lions Club in September.
- B. White Cane Safety Day in Augusta, August 18.
- C. Maine Special Education Directors Conference, October 31.
- D. American Council of the Blind of Maine, November 1.
- E. Pine Tree Dog Guide Users, November 8.
- F. Council of State Administrators of Vocational Rehabilitation, November 11-12.
- G. National Council of State Agencies for the Blind, November 12-14.

Respectfully Submitted by
John Mc Mahon, Ph.D.
DBVI Director

Appendix A
Rehabilitation Services Administration

DBVI Vocational Rehabilitation Program

Performance Standards

Federal fiscal year 2014

Evaluation Standard and Performance Indicators for the Division for the Blind and Visually Impaired's VR program

GOAL: To achieve successful performance on Evaluation Standard 1 (Employment outcomes) by meeting or exceeding the performance levels established for four of the six performance indicators in the evaluation standard, including meeting or exceeding the performance level for two of the three primary indicators (Performance Indicators 1.3, 1.4, 1.5)

Standard 1: Employment Outcomes

Performance 1.1 Change in Employment Outcomes

DBVI is showing 116 closures at the end of the fourth quarter for FFY14. This is 7 more than the same time period a year ago and the same number as two years ago. Since this is an aggregate of two years for agencies serving blind consumers, DBVI has met this performance indicator.

Quarter/Year	# of closures	Perf. Level needs to be same or +1 of the previous two years	Standard 1.1
Two year aggregate	225	225	MET
Oct 1 2013 – Sept 30 2014	116		
Oct 1 2012 – Sept 30 2013	109		

Performance 1.2 Percent of Employment Outcomes

This indicator seeks to compare successful closures against all closures after receiving services. The prescribed indicator for DBVI is 68.9%. DBVI annual

performance level is 71.17%, and 69.02% for the two year aggregate. Therefore, DBVI has met this performance indicator.

Quarter/Year	# of 26's	# of 26 & 28's	Perf. Level s/b+/>68.9%	Standard 1.2
Two year aggregate	225	326	69.02%	MET
Oct 1 2013 – Sept 30 2014	116	163	71.17%	
Oct 1 2012 – Sept 30 2013	109	163	66.87%	

Performance 1.3 Competitive Employment Outcomes

This indicator is the first of three **primary** indicators. This indicator is to measure what % of all successful closures represent closures in competitive, self-, or BEP with hourly rate of earnings equivalent to at least the federal or state minimum wage. The prescribed % for DBVI is 35.4%. Through the fourth quarter of FFY14, DBVI had 45 closures that represent competitive, self-, or BEP with the hourly rate of earnings equivalent to at least the federal or state minimum wage. This gives DBVI a performance level of 39.79% for FFY14 with a two year aggregate of 36.44%, which exceeds the standard of 35.4%.

Quarter/Year	# of 26's	# of 26's in specified category	Perf. Level S/b => 35.4%	Standard 1.3
Two year aggregate	225	82	36.44%	MET
Oct 1 2013 – Sept 30 2014	116	45	38.79%	
Oct 1 2012 – Sept 30 2013	109	37	33.94%	

The jobs fell into various categories: foodservice, social work, retail, computer systems analyst, administrative support, customer service representative, school teacher, audio/visual equipment technician and housekeeping. New this quarter: engineer manager, farmer, fundraiser, and cashier.

Some of the employers were: UNUM, Home Depot, Anthem, TJ Maxx, Social Security Administration, Tractor Supply, Eastport Memorial Hospital, MSAD 53 & 61 and Maine General. 4th Q – Some new employers: BroadReach Family and Community, McDonalds, Richoh USA, Market Basket, USM, Tyler Technologies, Brixham Montessori Friends School, BIW and the Iris Network

Performance indicator 1.4 Significance of Disability

This is the 2nd primary indicator, which measures the % of closures in competitive, self-, or BEP with the hourly rate of earnings equivalent to at

least the federal or state minimum wage that were individuals with significant disabilities. The prescribed indicator for DBVI is 89%. For the fourth quarter of FFY14, DBVI met this standard with 100% of the performance level. DBVI was at 100% of the performance level at this same time period a year ago.

Quarter/Year	# of 26's in specified category	# of 26's in specified category w/ sign. dis.	Perf. Level S/b => 89%	Standard 1.
Two year aggregate	82	82	100%	MET
Oct 1 2013 – Sept 30 2014	45	45	100%	
Oct 1 2012 – Sept 30 2013	37	37	100%	

Performance indicator 1.5 Earnings Ratio

This is the 3rd primary indicator and is used to measure the average earnings of exiting VR clients (in competitive, self-, or BEP with the hourly rate of earnings equivalent to at least the federal or state minimum wage) to the State of Maine average earnings (as derived from the Bureau of Labor Statistics report “State Average Annual Pay” for the most recent available year).

In order to meet this indicator, DBVI must meet a performance level of 59%. Through the fourth quarter of FFY14, DBVI has a performance level with 84% which is exceeding the required level. The two year performance level is 83.4%.

Quarter/Year	# of 26's in specified category	# of 26's in spec category – ave hrly earn	ME's Ave hrly	Perf. Level S/b => 59%	Standard 1
Two year aggregate	82			78%	MET
Oct 1 2013 – Sept 30 2014	45	\$14.61	\$19.64	74%	
Oct 1 2012 – Sept 30 2013	37	\$15.95	\$19.32	83%	

The hourly wages for this period ranged from \$7.50 to \$43.25.

Performance indicator 1.6 Self-Support

This indicator measures the difference between the percentage of individuals identified in PI 1.3, who report their own income as the largest single source of economic support at the time they exit the program and the percentage who report

their own income as the largest single source of support (SOS) at the time they apply for VR services.

DBVI must have a performance level of 30.4 in order to meet this indicator. DBVI reached an annual performance level of 44.44 by the end of the fourth quarter of FFY14 and reached a two year aggregate of 46.34. Therefore, DBVI has met this performance indicator.

Quarter/Year	# of 26's in specified category	Primary SOS At application	Primary SOS At closure	Perf. Level S/b 30.4 (math diff)	Standards
Two year aggregate	82	26	64	46.34	MI
Oct 1 2013 – Sept 30 2014	45	17	37	44.44	
Oct 1 2012 – Sept 30 2013	37	9	27	48.65	

Appendix B

Business Enterprise Program

Here's what has been happening in the BEP over this past year:

The Maine BEP, with our federal partners in Limestone, have established a vending operation at the Defense and Finance Accounting Service Center. This will include the addition of a probationary Manager from Presque Isle joining the BEP serving over 500 federal employees.

The Maine BEP probationary Manager in Calais, operating vending at Washington County Community College, has just expanded her operations by taking over the Avanti micro-market site at the Homeland Security Boarder Crossing in Calais.

The Maine BEP recently reviewed, with the Portsmouth Naval Shipyard, a new vending site at their recently renovated Building #174 that will have over 1200 employees. The initial plan is to install a snack bar vending facility to serve the employees. This location will offer new business opportunities to Maine Business Enterprise Managers.

The Maine BEP, the National Association of Blind Merchants, and the National Federation of the Blind's Entrepreneurs Initiative have entered into a partnership with the Hadley School for the Blind. One of the most exciting projects we are undertaking is the development of a national curriculum for entry level training and an on-line platform for making that training available to prospective blind licensees. We are scheduled to complete the curriculum design next month and are planning to be on-line ready in January 2015.

The Maine BEP is negotiating with DHHS to install our 7th Micro Market at their offices on Anthony Avenue in Augusta and we will be expanding our operations at DHHS's new facility located by the Portland Jetport, scheduled for opening in January 2015.

Year End Data for BEP Avanti Markets (two year comparison)

	10/1/12-9/30/13	10/1/13-9/30/14	Diff
Gross Sales	269,152	345,224	28.3%
Taxes Paid	9,171	13,629	48.6%
# Orders	112,957	139,918	23.9%
# Items	167,620	212,900	27%

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Monday, November 17th, 1:30 – 3:30pm – Focus Group, Bangor Career Center, Penobscot Room
(Staff feedback will be same place from 11-1 prior to the focus group)

Wednesday, November 19th, 9am – 4 pm – Focus Group, Augusta Career Center, Conference Room ES

Friday, November 21st, Morning, Portland Career Center, Conference Room A (near DBVI), and
Afternoon, Portland Career Center, Conference B (upstairs)

What is the CSNA called: