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 2014 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 2014, DRS and its valued employees provided vocational rehabilitation services to 14,554 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 2,589 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**
- 14,554 individuals with disabilities served
- 2,589 successfully rehabilitated into employment
- 93 percent of individuals served had significant disabilities
- 100 percent increase in average annual earnings due to rehabilitation services
- Spent more than $9 million in tuition and other college expenses, helping 2,430 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 46,279 disability claims
- Met all productivity goals established by the Social Security Administration
- Processed 25,557 initial claims
- Processed 10,552 reconsideration claims
- Assisted Virginia DDS with Continuing Disability Review claims
- Assisted Maryland DDS with initial claims
- Hired 44 new employees providing training and ongoing mentoring

---

**Vocational Rehabilitation Accomplishments**

**Emerging Practices Recognized**
During its fiscal year 2013 monitoring review, the federal Rehabilitation Services Administration identified two emerging practices implemented by DRS to improve the performance and administration of the vocational rehabilitation program.

- Geographic Information System (GIS): DRS utilizes GIS software that compiles U.S. census information along with DRS client data to identify potential unserved consumers with minority backgrounds resulting in administrative cost savings for its outreach efforts.
- Student Transition to Employment Project (STEP): STEP has trained school system teachers and aides to become Community Rehabilitation Programs with DRS. This has enabled individuals with disabilities who are graduating from high school to receive job placement and training services from the teacher or aide who worked with them throughout their high school years.

**Presentation to European Platform**
DRS presented its Student Transition to Employment Project (STEP) at the European Platform for Rehabilitation Conference in Cologne, Germany. STEP utilizes special education teachers to provide vocational rehabilitation services, such as job development, job placement and job coaching, to youth with disabilities to help them transition from school to work.

**Diversifying Perspectives Art Contest and Exhibition Initiated**
DRS, in partnership with the West Virginia Office of the Secretary of Education and the Arts and the Division of Culture and History, initiated the first annual Diversifying Perspectives Art Contest and Exhibition, which 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.
Return on Investment

The DRS State Plan and Program Evaluation Unit developed methods to calculate the overall return on investment for the public vocational rehabilitation program in West Virginia. The innovative methods were incorporated into two studies¹ that were published in peer-reviewed rehabilitation research journals.

The major finding is that West Virginia’s public vocational rehabilitation program not only pays for itself, but continues to contribute to the economy for years to come.

Economic Benefits

- Vocational rehabilitation services increase the current and potential earnings of West Virginians with disabilities.
- Post-vocational rehabilitation earnings produce increased tax revenues for state and federal governments.
- Consumers with disabilities who are vocationally rehabilitated become more financially independent, resulting in reduced Social Security benefit payments (SSI and SSDI).

Return on Investment

- Every vocational rehabilitation dollar spent in West Virginia results in a return on investment of $1.86 just one year after an individual receives vocational rehabilitation services.
- Three years after receiving services, the return on investment increases to $5.51.
- When projecting the future earnings of vocational rehabilitation consumers over their work life, the anticipated return on investment increases to $19.42 for youth (ages 16-24) who received services from DRS.
- Older consumers with disabilities who received services resulted in a $13.39 return on investment over their work life.

¹Study #1 – Economic Impacts of West Virginia Division of Rehabilitation Services on Consumers with Significant Disabilities: Realistic Return-on-Investment Models for State-Federal VR Programs; published in the Journal of Rehabilitation (Volume 77, Number 3).

The study developed conservative, practical three-year streamlined and inclusive return-on-investment models. The streamlined model uses the vocational rehabilitation consumer’s wages, while the inclusive model incorporates federal and state tax revenue as well as Social Security savings.

Study #2 – Estimating Work Life Return on Investment of WVDRS Youth and Older Consumers with Significant Disabilities; published in the Journal of Rehabilitation Administration (Volume 35, Number 1).

This research expands on the streamlined return-on-investment model developed in the first study to include not only the consumer’s first three years of wages, but the potential work life earnings for those who receive public vocational rehabilitation services.
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 143 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 individual are determined by his or her unique employment barriers, his or her chosen employment goal and his or her 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 rehabilitation 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.
Investing in Futures...

Daniel Hill – Wheeling District

Daniel was born with a congenital, below-the-elbow amputation. In school and in his community, no one really treated him as different.

“Growing up, as far as disability goes, I never considered myself disabled,” explained Daniel. “Being a congenital amputee, you don’t really know any different. I tell people there was really no room to adapt when I was younger. I just kind of figured it out. I was tying my shoes one-handed at the age of four or five, so it wasn’t any different to me.”

After graduating from Parkersburg South High School in 2005, Daniel started his college career at West Virginia University Parkersburg. After two years, he transferred to WVU in Morgantown. It was during that transition from such a small community to a place where he had to meet new people and make new friends that Daniel began to notice a difference. People began to look at him differently.

During his time at WVU, Daniel started looking into prosthetics and considering what it meant to be an amputee. During his senior year his experiences led him to decide that he wanted to go into the field of prosthetics.

After graduating in 2010 with a bachelor’s degree in exercise science, Daniel started working on his master’s degree in prosthetics and orthotics at the University of Pittsburgh, which he completed in 2012.

As a student at Parkersburg South, Daniel was referred to DRS. Daniel received college financial assistance and DRS purchased a myoelectric prosthetic device that he used during his undergraduate program.

During his graduate program, Daniel had to work in the lab where he actually had to perform tasks that were difficult to do using his more “cosmetic” prosthetic device. He reverted back to using a device with a hook and continues to do so today.

“Being in graduate school for prosthetics, we were literally talking about prosthetics all day,” said Daniel. “Other students were asking me questions about being an amputee; it really opened me up to it. For the first time, I was truly secure about being an amputee.”

Daniel currently works as a certified prosthetist in Hanger Clinic’s Morgantown and Bridgeport offices and he loves what he does. “I think it’s important to not just love your job, but be interested in it. I love to learn about it.”

Daniel believes that his patients do benefit from his life experience. For someone who has lost a limb, there’s definitely an adjustment period.

“Not only do you not know how you’re going to perform some tasks, but a lot of these amputees can be afraid to go back out in public. They don’t know what people are going to think of them now. They don’t want to be disabled. So to be able to see me; I’m working. I guess I’m somewhat successful in the workforce. To see how fluent – how confident – I am with my prosthetic, I think it definitely provides some comfort to them.”
**Program Data**

**Economic Impact of Vocational Rehabilitation Services**

At referral: $31,891,652

After rehabilitation: $62,965,812

100 percent increase in average earnings

**West Virginians served by district**

- Charleston: 2,329
- Clarksburg: 1,967
- Wheeling: 2,555
- Beckley: 2,869
- Huntington: 2,866
- Martinsburg: 1,968

Total served: 14,554

Districts:

- Charleston
- Clarksburg
- Wheeling
- Beckley
- Huntington
- Martinsburg
After a car accident left him with a traumatic brain injury, Daniel Garletts (left) rebuilt his life and went back to school to become a certified occupational therapy assistant.

### 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>37</td>
<td>33</td>
</tr>
<tr>
<td>Secondary education, grades 9-12</td>
<td>367</td>
<td>131</td>
</tr>
<tr>
<td>Special education certificate</td>
<td>384</td>
<td>107</td>
</tr>
<tr>
<td>High school graduate or GED</td>
<td>850</td>
<td>864</td>
</tr>
<tr>
<td>Post-secondary education, no degree</td>
<td>390</td>
<td>384</td>
</tr>
<tr>
<td>Associate’s degree</td>
<td>187</td>
<td>294</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>155</td>
<td>353</td>
</tr>
<tr>
<td>Master’s degree or higher</td>
<td>88</td>
<td>121</td>
</tr>
<tr>
<td>Degree above a Master’s</td>
<td>3</td>
<td>17</td>
</tr>
<tr>
<td>Vocational/Technical certificate or license</td>
<td>127</td>
<td>281</td>
</tr>
<tr>
<td>Occupational credential beyond undergraduate degree work</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Occupational credential beyond graduate degree work</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>
Age, Gender and Race of Individuals Vocationally Rehabilitated

**Age**
- Under 20: 642
- 20 - 34: 466
- 35 - 44: 308
- 45 - 64: 960
- 65+: 213

**Gender**
- Female: 1,185
- Male: 1,404

**Race**
- White: 2,440
- Black or African American: 109
- American Indian or Alaska Native: 16
- Asian or Pacific Islander: 15
- Hispanic or Latino: 9
**Occupations of Individuals Vocationally Rehabilitated**

<table>
<thead>
<tr>
<th>Occupational Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office and Administrative Support</td>
<td>272</td>
</tr>
<tr>
<td>Production</td>
<td>249</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>198</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>197</td>
</tr>
<tr>
<td>Building and Grounds Cleaning and Maintenance</td>
<td>180</td>
</tr>
<tr>
<td>Management</td>
<td>165</td>
</tr>
<tr>
<td>Food Preparation and Serving Related</td>
<td>158</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>149</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>148</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>137</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>135</td>
</tr>
<tr>
<td>Education, Training and Library</td>
<td>124</td>
</tr>
<tr>
<td>Installation, Maintenance and Repair</td>
<td>114</td>
</tr>
<tr>
<td>Community and Social Services</td>
<td>106</td>
</tr>
<tr>
<td>Protective Service</td>
<td>56</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>52</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>43</td>
</tr>
<tr>
<td>Arts, Design, Entertainment, Sports and Media</td>
<td>26</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>19</td>
</tr>
<tr>
<td>Farming, Fishing and Forestry</td>
<td>19</td>
</tr>
<tr>
<td>Life, Physical and Social Science</td>
<td>18</td>
</tr>
<tr>
<td>Legal</td>
<td>14</td>
</tr>
<tr>
<td>Homemaker</td>
<td>6</td>
</tr>
<tr>
<td>Military Specific</td>
<td>3</td>
</tr>
<tr>
<td>Randolph-Sheppard Vending Facility Operator</td>
<td>1</td>
</tr>
</tbody>
</table>
Referral Sources of Individuals Vocationally Rehabilitated

- Educational Institutions (Elementary/Secondary): 496
- Educational Institutions (Post-Secondary): 113
- Medical Health Providers: 633
- Welfare Agency (State or Local Government): 17
- Community Rehabilitation Programs: 58
- Social Security Administration: 7
- Other Sources: 449
- Family/Friends: 7
- Self-Referral: 737
- One-Stop Employment/Training Centers: 72

Primary Disability of Individuals Vocationally Rehabilitated

- Hearing Impairments: 837
- Physical Impairments: 726
- Psychological Impairments: 397
- Cognitive Impairments: 503
- Visual Impairments: 126
Kayla Manley struggled throughout school. And, as high school graduation approached, Kayla recognized that she was lacking focus.

Throughout middle and high school, Kayla’s biggest challenge was trying to pay attention. She had to work so much harder than her classmates. Kayla would sit in the front row of class in order to make herself focus on the blackboard. However, she still fought to concentrate on the topic at hand.

According to Kayla, homework was a constant battle. “I would start one thing and never go back to it. I would pass back by it an hour or two later and remember, ‘oh that’s what I was doing, that’s right, I need to do this.’” She just couldn’t make herself sit down and do the work. She’d find herself doodling or getting sidetracked on other tasks.

A friend of Kayla’s suggested that she talk to someone at DRS. Medical testing and evaluations led to a diagnosis of attention deficit hyperactivity disorder, otherwise known as ADHD, which manifests itself through symptoms including difficulty staying focused and paying attention, trouble controlling behavior and hyperactivity.

Kayla graduated from Lincoln County High School in 2009. After exploring her vocational interests, Kayla really wanted to work in the medical field. Kayla ultimately enrolled at Huntington Junior College and she thrived in the dental assistant program, graduating in 2013.

Presently, 23-year-old Kayla is working as a certified dental assistant at Warnick and Semder Dentistry in St. Albans. She needed an internship and she reached out to them. After obtaining her internship hours, they hired her as a full-time dental assistant.

As part of her responsibilities, she prepares instruments for the different procedures scheduled during the day, makes sure the rooms are set up and everything is sterilized, as well as keeping inventory of supplies.

Melissa Warnick, dentist and owner of Warnick and Semder Dentistry, credits Kayla with being an excellent dental assistant. “She works with three different dentists here. She has to learn all of our skills and all of our procedures. We all do things differently.”

Kayla believes that people need to look differently at ADHD because some write it off as an excuse to get out of doing things.

“My mom always said that I just needed to pay attention and she didn’t understand that I couldn’t pay attention,” said Kayla. “After I was actually tested and diagnosed, I noticed a complete difference in what I was before and afterwards.”
The Rehabilitation Act Amendments of 1998 require the federal Rehabilitation Services Administration to establish program evaluation standards and performance indicators that DRS is expected to annually meet. 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 2014 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>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2014</td>
<td>2,589</td>
</tr>
<tr>
<td>FY 2013</td>
<td>3,831</td>
</tr>
<tr>
<td>FY 2012</td>
<td>3,393</td>
</tr>
<tr>
<td>FY 2011</td>
<td>2,537</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>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2014</td>
<td>68.1%</td>
</tr>
<tr>
<td>FY 2013</td>
<td>75.4%</td>
</tr>
<tr>
<td>FY 2012</td>
<td>74.8%</td>
</tr>
<tr>
<td>FY 2011</td>
<td>74.3%</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>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2014</td>
<td>99.7%</td>
</tr>
<tr>
<td>FY 2013</td>
<td>98.4%</td>
</tr>
<tr>
<td>FY 2012</td>
<td>98.7%</td>
</tr>
<tr>
<td>FY 2011</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>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2014</td>
<td>85.2%</td>
</tr>
<tr>
<td>FY 2013</td>
<td>82.1%</td>
</tr>
<tr>
<td>FY 2012</td>
<td>80.6%</td>
</tr>
<tr>
<td>FY 2011</td>
<td>88.7%</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>Year</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2014</td>
<td>.65</td>
</tr>
<tr>
<td>FY 2013</td>
<td>.68</td>
</tr>
<tr>
<td>FY 2012</td>
<td>.64</td>
</tr>
<tr>
<td>FY 2011</td>
<td>.62</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)

FY 2014 – 43.4%
FY 2013 – 36.8%
FY 2012 – 43.9%
FY 2011 – 54.2%

**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)

FY 2014 – .845
FY 2013 – .828
FY 2012 – .817
FY 2011 – .837

**DRS Vocational Rehabilitation Performance A National Comparison**

Each year, the U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration publishes performance data for the 80 vocational rehabilitation agencies that serve each state, the District of Columbia and the U.S. territories. The agencies are grouped by the populations they serve – blind, general and combined. DRS is a combined agency, as it serves individuals with all disabilities.

Fiscal year 2013 performance data, which is the most current available, clearly demonstrates that DRS is a national leader in vocational rehabilitation, with proven success in enabling individuals with disabilities to have access to vocational rehabilitation services in order to gain and maintain competitive employment. DRS’ performance on several of the key performance measures are particularly worth highlighting.

Among the 27 combined agencies (excluding U.S. territories):
- DRS had the highest rehabilitation rate with 75.38 percent, which was also the highest rehabilitation rate among all 55 general and combined agencies.
- DRS had the second highest number of eligible individuals per million of state population with 4,266.
- DRS ranked third among combined agencies with 72.66 percent of individuals working 35 or more hours per week at the time of successful case closure.
- DRS ranked fourth among combined agencies with employed consumers earning an average hourly wage of $13.60 at the time of case closure.

Transition Program

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 transition counselors begin working with students with disabilities in the 11th grade to help them determine their vocational and career directions in order to help them prepare for employment.

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. Throughout West Virginia, 66 rehabilitation counselors are assigned to work with public and private schools, 43 of whom serve local education agencies full time.

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

- **7,055** students (ages 16 to 21) with disabilities served, which is **48 percent** of the total number of individuals served by DRS.
- **5,085** transition students were referred directly from the schools to DRS.
- **1,172** students with disabilities developed individualized plans for employment.
- **728** transition clients gained employment, which is **28 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 **2,430** students with college education services they needed to meet their work-related educational goals.
- Authorized expenditures of more than **$9 million** in tuition and other college expenses.

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, 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 91 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.

DRS continues to monitor past expansion investments throughout the state in order to ensure necessary services are available to meet client service needs.
Kelly Sears – Beckley District

Kelly grew up in Raleigh County. After graduating from Independence High School, he started working in the construction business, building houses for about 15 years.

In his spare time, Kelly loved to hunt. In November 2010, Kelly went to his tree stand, a very routine occurrence for him. But that day was not routine and his life changed dramatically.

Kelly fell from his tree stand, hitting the ground about 20 feet below him. He lost consciousness and when he awoke, he was unable to move his legs. Lying on the ground for seven hours, he was unsure that anyone would even look for him. Luckily, his family found him and he was flown by helicopter to Charleston Area Medical Center.

Kelly had suffered a spinal cord injury, which left him paralyzed. About a year later, Kelly’s sister persuaded him to seek assistance from DRS. He had been a construction worker most of his life and was now unsure of what he wanted to do and what he was capable of doing. He also had a relatively new pickup truck that he was no longer able to get into or drive independently.

DRS was able to evaluate and modify Kelly’s home to make getting ready for work less challenging.

DRS assistance also helped Kelly to secure a truck that could be modified for his use. He received training on how to drive. He had to learn how to work mechanical hand controls and the equipment to get in and out of his vehicle on his own. Kelly was quick to make the adjustment to a new way of driving.

A community-based assessment at Lillian James Learning Center helped him to identify his capabilities and determine a vocational goal. According to Kelly, the work in the wood shop was right up his alley. The wood shop refurbishes and repairs antique furniture, restoring it to its original state. They also custom build antique-looking furniture and modern furniture.

Through an on-the-job training program, Kelly learned the skills he needed to be a woodworking assistant and he was ultimately hired by the learning center.

Tammy McKinney, who supervises the wood shop, believes Kelly’s experience building houses is an asset for the business, but one of the best things he brings to the table is his attitude. It’s his “well if you show me how to do that, I’ll do my best at it” approach to doing things that got their attention.

Kelly is happy at his job and is grateful for the services he received from DRS, especially with the modifications to his truck. “It makes a difference. You can just go out and get in your truck and come to work.”
**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 745 people with blindness or significant vision impairments.
- 163 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 and access technology, Braille, home economics, activities of daily living, 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 vision loss, providing individualized services such as low-tech adaptive aids and hand-held low vision aids, along with training in activities of daily living, orientation and mobility, computer-access technology, community integration and more. In fiscal year 2014, 1,200 consumers were served 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 3,184 clients who listed hearing impairments as their primary or secondary disability, which included people who are deaf or deaf-blind.
- 1,612 clients with hearing impairments achieved their employment goals.

During 2014, 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 and providing accessible smoke alarms to people with hearing disabilities.

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 prepare for employment.

Several training opportunities were provided to improve service delivery for clients.

The Helen Keller National Center provided in-depth training to DRS rehabilitation counselors on providing services to clients who are both deaf and blind. At the DRS annual training conference, nationally recognized Dr. Sam Trychin provided insight on the social aspects of hearing loss, while another speaker focused on job search strategies for people who are deaf and hard of hearing using social media networking sites.
When Cassie was just two, doctors discovered that she had bilateral profound hearing loss. The cause of which is unknown.

Cassie grew up in Weston, with a very supportive family. She attended West Virginia School for the Deaf in Romney, graduating in 2010.

During her senior year, she was chosen to be prom queen and her academic accomplishments earned her the honor of salutatorian. To help her transition from high school to employment, Cassie’s principal referred her to DRS.

After considering all the options, Cassie chose to further her education at Potomac State College in Keyser. She enrolled in the tourism and hospitality program, which has a strong emphasis on the culinary arts.

According to Cassie, DRS helped her to prepare for college and ultimately for getting a job. Her rehabilitation counselor helped her to learn about the things she needed to have for school and helped her access accommodations that would enable her to succeed in school. She earned her associate’s degree in 2012.

Cassie’s primary method of communication is American Sign Language, or ASL. She had sign language interpreters to assist with classroom instruction. DRS provided college financial assistance, as well as assistive technology, including a laptop and a video phone, to help with her education.

Cassie credits a chef and one of her mentors at Potomac State College for helping her to land her current job at West Virginia University Dining Services.

After she was hired, Cassie received on-the-job training to help her develop her skills and techniques. The university provides a sign language interpreter who comes to Cassie’s jobsite a couple of hours a day, five days a week to help communicate specific work tasks that are required of her during the day.

The biggest challenge she faced during her education and in trying to get a job was communication and not understanding people. She had to help people overcome the stigma associated with deafness. “People had to learn that we all had to learn how to communicate with one another,” explained Cassie.

“I really like having the ability to work hard and to help other people and see my work benefit other people.”
Employment Services Program

DRS employs a team of employment specialists who provide business owners and employers critical business options and assistance in staffing, employee retention strategies, education on disability-related issues, job accommodations and information about financial incentives for hiring individuals with disabilities.

Employment specialists are the link between DRS clients and employers. They specialize in providing instruction on résumé preparation, interviewing and job seeking skills, networking and local labor information to DRS clients as they prepare for and enter the workforce.

Technical skills and ongoing education are vital to providing high quality employment services. To better serve employers and DRS clients, DRS employment specialists received training from the George Washington University Technical Assistance and Continuing Education Center and are now certified National Employment Services Professionals. The program’s curriculum is approved by the National Association for Community Rehabilitation Educators and is designed to increase knowledge and skills of the employment workforce to support job seekers with disabilities.

DRS employment specialists received SSI and SSDI to understand the impact of employment on their earnings and benefits, including Medicaid and/or Medicare and how to maximize the use of work incentives to allow earnings above the Substantial Gainful Activity limits.

Randolph-Sheppard Program

DRS serves as the State Licensing Agency for the Randolph-Sheppard program in West Virginia. The purpose of the Randolph-Sheppard Act is to provide profitable employment for individuals who are 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 vending training program by DRS rehabilitation counselors. Other services include upward mobility training, in-service training, food service training, maintenance of equipment and inventory management.

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 vending 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 2014, one individual who is legally blind was trained and licensed through the program.

The program has 18 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 2014 was $48,589 with gross sales of $3.4 million.

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, mobility specialists and technicians who specialize in job accommodations, custom-designed assistive technology, product fabrication and driver education, including bioptic driving training, a specialized program for drivers whose vision falls below the normal legal limits that allows them to qualify for a Class G driver’s license.

- Served 668 people, providing 1,172 services which included 150 rehabilitation engineering services, 517 assistive technology services, 243 driver rehabilitation services, 63 environmental modification services, 42 bioptic driving services and 157 visually impaired services.
Margie grew up in Spencer, graduating from Spencer High School in 1989. She went on to Marshall University, earning a bachelor’s degree in accounting in 1993.

After college, she worked for a couple of accounting firms until she started her own accounting practice in 2008. In 2010, Margie took on a second job as site manager of Hart House, a 20-unit apartment complex for seniors with disabilities in Spencer.

Margie oversaw the property, processing applications, handling accounts payables and receivables and even performing some basic maintenance work for tenants.

In 2011, Margie began experiencing weakness in her right hand. She noticed that her speech seemed to be “thick,” and people were having difficulty understanding her.

She received the devastating diagnosis of ALS, or Lou Gehrig’s disease, a progressive neurodegenerative disease that affects nerve cells in the brain and the spinal cord.

Margie reached out to DRS because she quickly began having difficulty at work and was extremely concerned about losing her independence due to the nature of her disability.

Margie had always worked and she had a strong work ethic. She was in dire need of services that would enable her to keep working.

Sarah Wilfong, Margie’s best friend, explained that it was extremely important for Margie to continue working.

“She still wanted to contribute and help people,” said Wilfong. “With Lou Gehrig’s disease, it takes so much away from you, bit by bit, and you mourn and grieve different losses. She had to grieve her ability to write and her ability to drive. And it eventually takes all your privacy and all of your independence from you. And to be able to work gave her a sense of still being her and still helping people, but also a sense of independence and accomplishment.”

DRS provided some modifications at home to help her be able to get ready for work each day independently and also worksite accommodations to help her continue performing her work duties at Hart House.

With the assistance she received from DRS and her own extremely powerful strong will and determination, Margie continued working at Hart House until two weeks prior to her death in May 2014. She was just 42 years old.

Debbie Waldron, district manager of Encore Management, the property management company that owns Hart House, credits Margie for being an excellent employee. “She was dedicated. She could do anything. She was just so conscientious, even up until the last minute.”
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 $18.6 million to fund DDS for fiscal year 2014.

DDS cleared 46,279 claims in fiscal year 2014. Included in those clearances were work performed to assist the states of Maryland and Virginia. West Virginia under-realized receipts in one case category (initial claims) but met budgeted workload goals in all other categories. It was a particularly challenging year in the area of staffing. DDS lost 20 experienced staff members and hired 44 new employees after a long-term hiring freeze was briefly lifted by SSA. Training and mentoring the new employees began in fiscal year 2014 and will continue over the next one to two years.

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**

DRS is one of eight state agencies represented on the Interagency Collaborative Team (ICT) of WorkForce West Virginia. As the ICT identifies ways to more effectively serve citizens seeking employment and employers who need trained and qualified workers, DRS involvement ensures that people with disabilities are given due consideration.

During fiscal year 2014, the ICT continued its focus on expanding business services teams so that all seven workforce regions can better serve employers by coordinating visits and sharing resources. All DRS employment specialists are members of those teams, and they offer their unique abilities and expertise in helping individuals with disabilities to become employed and self-sufficient.

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.
In partnership 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.

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 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 461 consumers remained on waiting lists for CLSP services as of June 30, 2014, with a projected average waiting time of at least two years.

In state fiscal year 2014, a total of 148 consumers completed CLSP services and were successfully enabled to remain in their own homes at an average cost of $3,690 per consumer. At least 21 of the successful consumers were either diverted or transitioned from nursing homes. CLSP services to those 21 consumers resulted in estimated annual savings of $2 million in long-term care costs.
**Consumer Affairs Committees**

DRS has nine 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.

**West Virginia initiative presented to European Platform**

DRS presented its Student Transition to Employment Project (STEP) at the European Platform for Rehabilitation Conference in Cologne, Germany.

European Platform representatives selected DRS’ STEP project out of 12 proposals, using a competitive nomination and selection process. STEP utilizes special education teachers to provide vocational rehabilitation services, such as job development, job placement and job coaching, to youth with disabilities to help them transition from school to work.

STEP has previously been recognized as an innovative and emerging practice by the University of Massachusetts Rehabilitation Research and Training Center and the Rehabilitation Services Administration.

DRS Director Donna Ashworth and two additional staff attended the conference and presented information about STEP June 26-27. Their attendance was sponsored by the Council of State Administrators of Vocational Rehabilitation.

The European Platform for Rehabilitation is a network of service providers and professionals that provide vocational, medical and social rehabilitation services for people with disabilities and assists its member organizations to achieve continuous professional improvement, best practice and sustainable growth in every aspect of service delivery to people with disabilities.

Countries represented in the European Platform include France, Germany, Italy, the Netherlands, Ireland, Finland, Austria, the United Kingdom and Portugal. Over 130 delegates, including experts and professors from the United States, Canada and Austria, attended the event.

The conference consisted of six speed presentations followed by roundtable discussions to give participants the opportunity to further examine issues and different perspectives.

There were also five specific training sessions, including the STEP presentation by DRS, which offered concrete training and more in-depth analysis of different issues.

According to DRS Director Donna Ashworth, “This was a once-in-a-lifetime opportunity. It was surreal to participate in discussions with people from all over the globe about the common issues facing the vocational rehabilitation field.”

“Everyone had such energy and positive attitudes toward addressing issues that are monumental undertakings, such as the integration of people with disabilities into schools, communities and the workforce,” said Ashworth. “A lot of these countries still have separate schools for people with disabilities. They really valued the advice and information that we presented.”
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.

**Clay County Board of Education, Clay Charleston District Employer of the Year**

**Distinguished Employers:**
- Hardman’s Do It Center, Ripley
- Magic Years DayCare Center, Inc., Point Pleasant
- Save-A-Lot, Spencer
- Applebee’s, Hurricane

**Bruce Hardwood Flooring, Beverly Clarksburg District Employer of the Year**

**Distinguished Employers:**
- YMCA, Elkins
- Cubby’s Child Care Center, Bridgeport
- Fairmont State University, Fairmont

**Northwood Health Systems, Wheeling**
**Wheeling District Employer of the Year**

**Distinguished Employers:**
- Weirton Christian Center, Weirton
- Kmart, Parkersburg
- Wendy’s, New Martinsville and St. Marys

**Café One Ten, Oak Hill**
**Beckley District Employer of the Year**

**Distinguished Employers:**
- Kroger (Beckley Crossing location), Beckley
- West Virginia Division of Highways, Princeton
- Jackson’s Meat Shop, Summersville
- Four Jaks Inc., Lewisburg

**The Lifehouse, Inc., Huntington**
**Huntington District Employer of the Year**

**Distinguished Employers:**
- Clean Cutz Barber Shop, Huntington
- Welch Community Hospital, Welch
- Dignity Hospice, Chapmanville

**Humane Society of Morgan County, Berkeley Springs**
**Martinsburg District Employer of the Year**

**Distinguished Employers:**
- Food Lion, Romney
- Potomac Highlands Guild Inc., Petersburg

**The Lifehouse, Inc., Huntington**
**Huntington District Employer of the Year**

**Distinguished Employers:**
- Clean Cutz Barber Shop, Huntington
- Welch Community Hospital, Welch
- Dignity Hospice, Chapmanville

**Humane Society of Morgan County, Berkeley Springs**
**Martinsburg District Employer of the Year**

**Distinguished Employers:**
- Food Lion, Romney
- Potomac Highlands Guild Inc., Petersburg
Investing in FUTURES...

Daniel Garletts – Martinsburg District

What started as a routine day for Daniel Garletts abruptly changed direction and instantly turned his life into a living nightmare.

Daniel had a wife, four kids and a good job doing historic renovation work for nine months of the year and working with the Whittetall National Ski Patrol during the winter months.

On January 22, 1999, Daniel was headed to his daughter’s school to talk about his work with the ski patrol. He never made it. He was hit head-on by a drunk driver.

As a result of the automobile accident, Daniel sustained a traumatic brain injury, as well as soft tissue injuries to his neck, shoulder and knee. Daniel describes the first four years after his injury as a nightmare. His short-term memory was gone and he was lost for a long time in a state of confusion. He could no longer work or drive safely.

While involved in physical and cognitive therapies, Daniel was referred to DRS by some of his medical professionals.

Daniel wanted to get his life back, but didn’t know where to begin. A volunteer opportunity at City Hospital in Martinsburg helped him to find his path. He started working one day a week in the transitional care unit, where the patients received a lot of occupational therapy.

His visits with patients who had recently suffered a stroke inspired him. He felt himself identifying with the patients who frequently could not speak coherently due to effects of the stroke. He knew they were scared and feeling isolated, but he was able to provide them with some reassurance that things would get better.

This experience helped him to realize that he wanted to work in occupational therapy because it brings hope back to people who have suffered an injury or a trauma.

With assistance from DRS, Daniel went back to school to pursue his dream. He earned an associate’s degree in psychology from Hagerstown Community College.

In 2011, Daniel graduated from Allegany College in Maryland with an occupational therapy assistant degree.

When he was nominated for this award, Daniel was working as an occupational therapy assistant for Panhandle Home Health, a local home health agency in Berkeley County.

Daniel recently accepted an occupational therapy assistant position with the VA Medical Center in Fayetteville, North Carolina, where he can fulfill his dream of working with veterans.

According to Daniel, “I’m encouraged by the people I have been able to help… When you change somebody’s life for the better… that feels pretty good.”
DRS, in partnership with the West Virginia Office of the Secretary of Education and the Arts and the Division of Culture and History, initiated the first 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**
Benjamin DiGiorgi
South Charleston
The Magical Owl
Oil and Pastel

**Award of Excellence**
Greg Siegwart
Wheeling
Occupational Hazard
Oil Painting

**Award of Excellence**
John Panek
Shinnston
1920s Dirt Track Racing
Colored Pencil Drawing

**Award of Excellence**
Kelsey Bable
Follansbee
The Butterflies Are Free
Mixed Media
Financial Report

Source of Funds
State Appropriations 14,113,559
Federal Grants 53,109,604
Program Income 679,998
Special Revenue 6,008
Total Funds 67,909,169

Expenditures by Program Category
Administration 11,752,458
Rehabilitation Services:
  Case Services 21,166,983
  Counseling, Guidance and Placement 12,447,530
Disability Determination Program 17,192,233
Other:
  Employment Attendant Care Program 198,238
  Benefits Planning 189,010
  Independent Living 729,234
  Older Blind (VISIONS) 188,631
  Randolph-Sheppard Program 933,183
  Ron Yost Personal Assistance Fund 388,698
  Staff Development 89,332
  Supported Employment 600,000
  Supported Employment Extended Care 94,473
  Workshop Development 1,939,165
Total Expenditures 67,909,169

Classification of Expenditures
Personal Services 28,115,320
Current Expense 8,761,857
Repairs and Alterations 78,086
Equipment 99,373
Grants 3,650,594
Purchased Case Services 27,203,939
Total 67,909,169

Statement of Funds and Expenses for the year ended June 30, 2014
<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>DRS Administrative Offices</td>
<td>107 Capitol Street</td>
<td>304-356-2060</td>
</tr>
<tr>
<td>Charleston, WV 25301</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beckley</td>
<td>800 New River Town Center</td>
<td>304-256-6900</td>
</tr>
<tr>
<td>Beckley, WV 25801</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cabell Midland High School</td>
<td>2300 US Route 60 East</td>
<td>304-743-7496</td>
</tr>
<tr>
<td>Ona, WV 25545</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Charleston</td>
<td>4701 MacCorkle Avenue, SE</td>
<td>304-356-2311</td>
</tr>
<tr>
<td>Charleston, WV 25304</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clarksburg</td>
<td>107 Cambridge Place</td>
<td>304-356-2371</td>
</tr>
<tr>
<td>Bridgeport, WV 26330</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clarksburg</td>
<td>107 Cambridge Place</td>
<td>304-356-2371</td>
</tr>
<tr>
<td>Charleston, WV 25304</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elkins</td>
<td>1025 North Randolph Avenue</td>
<td>304-637-0205</td>
</tr>
<tr>
<td>Elkins, WV 26241</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fairmont One-Stop</td>
<td>Veterans Square</td>
<td>304-842-2991</td>
</tr>
<tr>
<td>Fairmont, WV 26554</td>
<td>320 Adams Street, Suite 106</td>
<td></td>
</tr>
<tr>
<td>Fairmont, WV 26554</td>
<td>304-367-0205</td>
<td></td>
</tr>
<tr>
<td>Huntington</td>
<td>2699 Park Avenue, Suite 200</td>
<td>304-528-5585</td>
</tr>
<tr>
<td>Huntington, WV 25704</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Huntington High School</td>
<td>Highlander Way</td>
<td>304-528-6511</td>
</tr>
<tr>
<td>Huntington, WV 25701</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Keyser</td>
<td>67 North Tornado Way</td>
<td>304-788-2313</td>
</tr>
<tr>
<td>Keyser, WV 26726</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lewisburg</td>
<td>777 North Jefferson Street, Suite 105</td>
<td>304-647-7515</td>
</tr>
<tr>
<td>Lewisburg, WV 26101</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Logan</td>
<td>P.O. Box 896</td>
<td>304-792-7060</td>
</tr>
<tr>
<td>Logan, WV 25601</td>
<td>304-792-7060</td>
<td></td>
</tr>
<tr>
<td>Marshall University</td>
<td>One John Marshall Drive</td>
<td>304-420-4580</td>
</tr>
<tr>
<td>Marshall University</td>
<td>113 Prichard Hall</td>
<td>304-420-4580</td>
</tr>
<tr>
<td>Huntington, WV 25755</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Martinsburg</td>
<td>489 Mid-Atlantic Parkway, Suite 2</td>
<td>304-696-2394</td>
</tr>
<tr>
<td>Martinsburg, WV 25404</td>
<td>304-696-2394</td>
<td></td>
</tr>
<tr>
<td>Moorefield</td>
<td>151 Robert C. Byrd Industrial Park Road</td>
<td>304-420-4580</td>
</tr>
<tr>
<td>Moorefield, WV 26836</td>
<td>304-420-4580</td>
<td></td>
</tr>
<tr>
<td>Morgantown</td>
<td>1415 Earl Core Road</td>
<td>304-767-0819 or 760-7082</td>
</tr>
<tr>
<td>Morgantown, WV 26505</td>
<td>304-767-0819 or 760-7082</td>
<td></td>
</tr>
<tr>
<td>Putnam County</td>
<td>115 Liberty Square</td>
<td>304-760-7082</td>
</tr>
<tr>
<td>Huntington, WV 25526</td>
<td>304-760-7082</td>
<td></td>
</tr>
<tr>
<td>Rehab Tech Department – North</td>
<td>5000 Greenbag Road F14 and F15</td>
<td>304-760-7082</td>
</tr>
<tr>
<td>Morgantown, WV 25501</td>
<td>304-760-7082</td>
<td></td>
</tr>
<tr>
<td>Rehabilitation Programs</td>
<td>10 McJunkin Road</td>
<td>304-760-7082</td>
</tr>
<tr>
<td>Nitro, WV 25143</td>
<td>304-760-7082</td>
<td></td>
</tr>
<tr>
<td>Ripley</td>
<td>206 Stone Drive</td>
<td>304-373-0313</td>
</tr>
<tr>
<td>Ripley, WV 25271</td>
<td>304-373-0313</td>
<td></td>
</tr>
<tr>
<td>Romney</td>
<td>P.O. Box 943</td>
<td>304-822-3957</td>
</tr>
<tr>
<td>Romney, WV 26757</td>
<td>304-822-3957</td>
<td></td>
</tr>
<tr>
<td>Sistersville</td>
<td>714 Wells Street</td>
<td>304-652-2354</td>
</tr>
<tr>
<td>Huntington, WV 26175</td>
<td>304-652-2354</td>
<td></td>
</tr>
<tr>
<td>Spencer</td>
<td>321 Market Street</td>
<td>304-425-1256</td>
</tr>
<tr>
<td>Spencer, WV 25276</td>
<td>304-425-1256</td>
<td></td>
</tr>
<tr>
<td>Summersville</td>
<td>830 Northside Drive, Suite 113</td>
<td>304-872-0813</td>
</tr>
<tr>
<td>Summersville, WV 26651</td>
<td>304-872-0813</td>
<td></td>
</tr>
<tr>
<td>Teays Valley</td>
<td>115 Liberty Square</td>
<td>304-760-7082</td>
</tr>
<tr>
<td>Hurricane, WV 25526</td>
<td>304-760-7082</td>
<td></td>
</tr>
<tr>
<td>Weirton</td>
<td>100 Municipal Plaza, Suite 200</td>
<td>304-723-5311</td>
</tr>
<tr>
<td>Weirton, WV 26062</td>
<td>304-723-5311</td>
<td></td>
</tr>
</tbody>
</table>

**Disability Determination Section**

<table>
<thead>
<tr>
<th>Location</th>
<th>Address</th>
<th>Phone Numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charleston</td>
<td>500 Quarrier Street</td>
<td>304-343-5055</td>
</tr>
<tr>
<td>Charleston, WV 25301</td>
<td>304-343-5055</td>
<td></td>
</tr>
<tr>
<td>Clarksburg</td>
<td>320 West Pike Street</td>
<td>304-624-0200</td>
</tr>
<tr>
<td>Clarksburg, WV 26301</td>
<td>304-624-0200</td>
<td></td>
</tr>
</tbody>
</table>