

Alaska State Vocational Rehabilitation Committee

# 2022 Annual Report



**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

Division of Vocational Rehabilitation

A Proud Partner of the American Job Center Network

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NOTE: This report covers the Federal Fiscal Year 2022 (FFY22) however, the Division of Vocational Rehabilitation's data compiled for this report reflects State Fiscal Year 2022 (SFY22).

# From the SVRC Chair and DVR Director

As the Chair of the State Vocational Rehabilitation Committee (SVRC) and the Director of the Division of Vocational Rehabilitation (DVR), we are excited about the strides the Division of Vocational Rehabilitation has made this past year to improve both employment outcomes for Alaskans with disabilities and helping Alaskan businesses hire great employees.

We both know that the guidance the SVRC provides to DVR leadership is a vital part of these improvements. We continue to see dividends from DVR's investment in the SVRC, ensuring it is well-supported and full of effective, diverse, and thoughtful members. Our longer-term members continue to develop and deepen their understanding of the complexities, challenges, and best practices in this field. They act as mentors to our newer SVRC members, who bring new ideas along with their passion and enthusiasm.

As Alaska continues to find its new footing in this post-pandemic world, it is vital we continue to build upon our progress. Good jobs can propel Alaskans with disabilities to a better standard of living and well-being. Good workers, including those with disabilities, can help lift Alaskan businesses to new heights. A thriving SVRC and DVR partnership provides some of the fuel.



*SVRC Chair, Travis Noah*



*DVR Director, Duane Mayes*

# SVRC Committee and Members

## **Travis Noah**

### **CHAIR**

*Anchorage*  
Consumer

## **Mandy Link**

### **VICE CHAIR**

*Anchorage*  
Parent Training and  
Information Center

## **Ann Anderson**

*Anchorage*  
Community Rehabilitation  
Provider

## **Dave Bérube**

*Anchorage*  
Client Assistance Program

## **Garrett Dominick**

*Kenai*  
Business

## **Doug Gryzbowski**

*Kenai*  
Vocational Rehabilitation  
Counselor

## **Cynthia Lovel**

*Wasilla*  
Business

## **Duane Mayes**

*Anchorage*  
Director, Division of  
Vocational Rehabilitation

## **Michael Merritt**

*Anchorage*  
Consumer

## **Alison Nielson-Bryant**

*Anchorage*  
Alaska Workforce Investment  
Board

## **Alicia Ore**

*Anchorage*  
Consumer

## **Coleen Shivers**

*Juneau*  
Alaska Dept. of Education &  
Early Development

## **Vacant**

Section 121

## **Vacant**

Business

## **Vacant**

State Independent Living  
Council

## **The Alaska State Vocational Rehabilitation Committee**

The State Vocational  
Rehabilitation Committee (SVRC)  
is composed of volunteers  
from around the state who are  
appointed by the Governor to  
both advise and partner with the  
Alaska Department of Labor and  
Workforce Development's Division  
of Vocational Rehabilitation (DVR).  
Members help shape policy by  
participating in strategic planning,  
needs assessments, consumer  
satisfaction surveys, and ongoing  
program evaluation.

Members include people  
with disabilities, community  
rehabilitation program service  
providers, representatives from  
independent living, Department of  
Education and Early Development,  
Tribal Vocational Rehabilitation  
(TVR) programs, advocates, VR  
participants, and business leaders.

Each year, the SVRC submits this  
report on the status of the DVR  
program to the Governor and to  
the United States Department  
of Education's Rehabilitation  
Services Administration.

# DVR Strategic Plan



## **Division of Vocational Rehabilitation Mission**

To assist individuals with disabilities to obtain and maintain employment.

The SVRC and DVR continuously work to improve the delivery of vocational rehabilitation (VR) services to Alaskans with disabilities. A keystone of this work is an ongoing, three-year cyclical strategic planning process, which is the responsibility of DVR and SVRC leadership. The strategic planning process utilizes data captured from the triennial Comprehensive Statewide Needs Assessment (CSNA) report. The results of the CSNA are used to develop DVR's priorities.

The strategic planning team includes the DVR management and leadership teams, SVRC members, the Client Assistance Program, and Tribal VR programs. The four goals listed below were identified for the 2020-2023 planning cycle and provide organizational direction and focus for DVR. Specific teams are tasked with duties that will ensure these goals are met. These assigned tasks are reviewed and updated quarterly.

### **Goal 1: Provide High-Quality Services**

DVR will deliver high-quality vocational rehabilitation services to people with disabilities and assist them with obtaining employment that is consistent with their career goals. This goal reflects DVR's continued focus on improving the VR service delivery system.

### **Goal 2: Provide Highly Skilled Staff**

DVR will recruit, employ, retain, and train the most qualified and highly skilled rehabilitation staff. This goal reflects the value that DVR places on well-trained staff and the need for succession planning.

### **Goal 3: Improve Organizational Systems**

DVR will continuously evaluate the efficiency and effectiveness of organizational systems and identify opportunities to develop innovative solutions for necessary changes. This will include implementing advancements in technology as resources allow, analyzing current business practices to improve service delivery systems, and ensuring critical applications/systems are current.

### **Goal 4: Provide Leadership in the Workforce System**

This goal is to strengthen our connection to other programs that serve individuals with disabilities. DVR will maintain a leadership role in expanding vocational opportunities for Alaskans with disabilities. DVR will continue to collaborate with other agencies to improve the delivery of VR services.



# DVR Director Update

**By Duane Mayes, DVR Director**

Much has happened over the past year that warrants recognition of our consumers; Division of Vocational Rehabilitation (DVR) staff; our community partners locally, regionally, and nationally; and the State of Alaska's administration. First and foremost, we have seen substantial increases across all areas of performance, including a 49% increase in the number of applications, a 57% increase in the number of eligible consumers, a 37% increase in the number of plans developed, and a 12% increase in the number of successful closures. Additionally, DVR has completely recovered the performance of our Pre-Employment Transition Services, exceeding our pre-pandemic numbers of the number of students with disabilities served statewide! Although there is much to celebrate with these numbers, we are still anticipating an increasing number of Alaskans with disabilities will pursue DVR services.

In early 2021, Alaska's Governor, Michael Dunleavy, initiated the formation of the Alaska Work Matters Task Force under the umbrella of the Governor's Council on Disabilities and Special Education (GCDSE) and the Alaska Mental Health Trust Authority (AMHTA). The Director of DVR and the Executive Director of the GCDSE were named as the chair and co-chair of the Task Force. Twenty-two individuals representing multiple state agencies and boards, Tribal Vocational Rehabilitation, Mental Health Trust Beneficiaries, employers, and educators were selected to participate.

The purpose of the Task Force was to review and analyze existing policies, practices, procedures, barriers, and work utilization data regarding the

employment of people with disabilities in the State of Alaska. The Task Force would then prepare a report with recommendations to be adopted by the Governor, applicable departments, agencies, and commissions of the executive branch, as well as policy options for consideration by the legislative branch to expand and improve employment opportunities and outcomes for Alaskans with disabilities. Twenty-two recommendations were identified by the Task Force. The recommendations covered eleven focus areas:

- State of Alaska as a Model Employer for individuals with disabilities, including DVR's Provisional Hire Program.
- Building the capacity of the private sector to enhance employment opportunities for individuals with disabilities.
- Designing Youth transition programs providing career development, work-based learning experiences, and parental involvement.
- Establishing Employment First initiatives recognizing that work in the general workforce (competitive, integrated employment) is the first and preferred outcome in the provision of publicly funded services and supports of all working age individuals with disabilities, including individuals with the most significant disabilities.
- Improving transportation policies to address options that are reliable and accessible for individuals with disabilities.
- Implementing stay at work, return to work



policies and programs for individuals who become ill or injured on the job.

- Supporting disability owned and disabled veteran-owned businesses through procurement and contracting systems.
- Enhancing rural traditional skill development such as subsistence, self-employment, etc.
- Expanding the use of the Individual Placement and Support (IPS) model.
- Developing a policy enhancement recommendation report relating to improving employment outcomes for Alaskans with disabilities.
- Promote telework as a core-employment strategy.

Employment is the most direct and cost-effective means to empower individuals with disabilities to achieve independence and economic self-sufficiency, and to revitalize Alaska's economy by growing the taxpayer base, while simultaneously lowering costs to the state for public assistance and medical benefits.

The Alaska Work Matters Task Force has concluded its work, complete with a final report that includes twenty-two recommendations along with sixty-eight action steps. Currently, meetings are occurring with state leadership to begin carrying out the recommendations and action steps, and an ad hoc committee of beneficiary board directors has been formed to track progress made. I have recorded a podcast that summarizes the work completed by the Task Force, and to highlight some of the recommendations that have already been

implemented. I encourage you to watch this podcast to learn more: [https://youtu.be/6-t2IC9\\_VQk](https://youtu.be/6-t2IC9_VQk)

In terms of my work with our national trade association, The Council of State Administrators of Vocational Rehabilitation (CSAVR), we have finalized the following national strategic priorities, which also align with the priorities identified by Alaska DVR:

- Recruitment and retention to build the VR workforce for the next 20 years.
- Streamline the VR process for the consumer to keep them engaged, leading to successful outcomes.
- Elevate the dual-customer approach (consumer and employer) and strengthen our relationships with the business community.
- Improve DVR's public image, moving away from "the best kept secret" and become a "household name".

In our efforts to reach more Alaskans with disabilities who need VR services, we have updated and modernized DVR's orientation video: <https://vimeo.com/775159588>. The beauty of Alaska and homage to its indigenous First People is reflected in this video, making it not only visually appealing, but culturally appropriate as well.

Although we were challenged by the arrival of the pandemic almost three years ago, this administration met that challenge head on and has come out stronger than ever before. As the Director for DVR, I am honored to serve Alaskans with disabilities.

My best,  
Duane Mayes



# DVR at a Glance

Individuals served by DVR represent demographics as vast as Alaska itself. Although each individual has their own unique story, looking at aggregate numbers can help provide the community with an understanding of the overall scope of Alaska's Vocational Rehabilitation (VR) program.

## **Vocational Rehabilitation Outcomes for State Fiscal Year (SFY) 2022**

- 1,926 individuals received services from the VR program
- \$2,862,812 was spent on direct services to individuals
- \$1,350,026 was spent on Pre-Employment Transition Services provided to students with disabilities under the Potentially Eligible program
- \$147,517 was spent on Pre-Employment Transition Services provided students with disabilities under the VR program
- 905 new individuals applied for services
- 1,910 individuals received information and referral services
- 281 individuals exited the program employed with an average wage of \$16.87/hr. The minimum wage in Alaska is \$10.85

### **Of the 281 individuals who exited the program:**

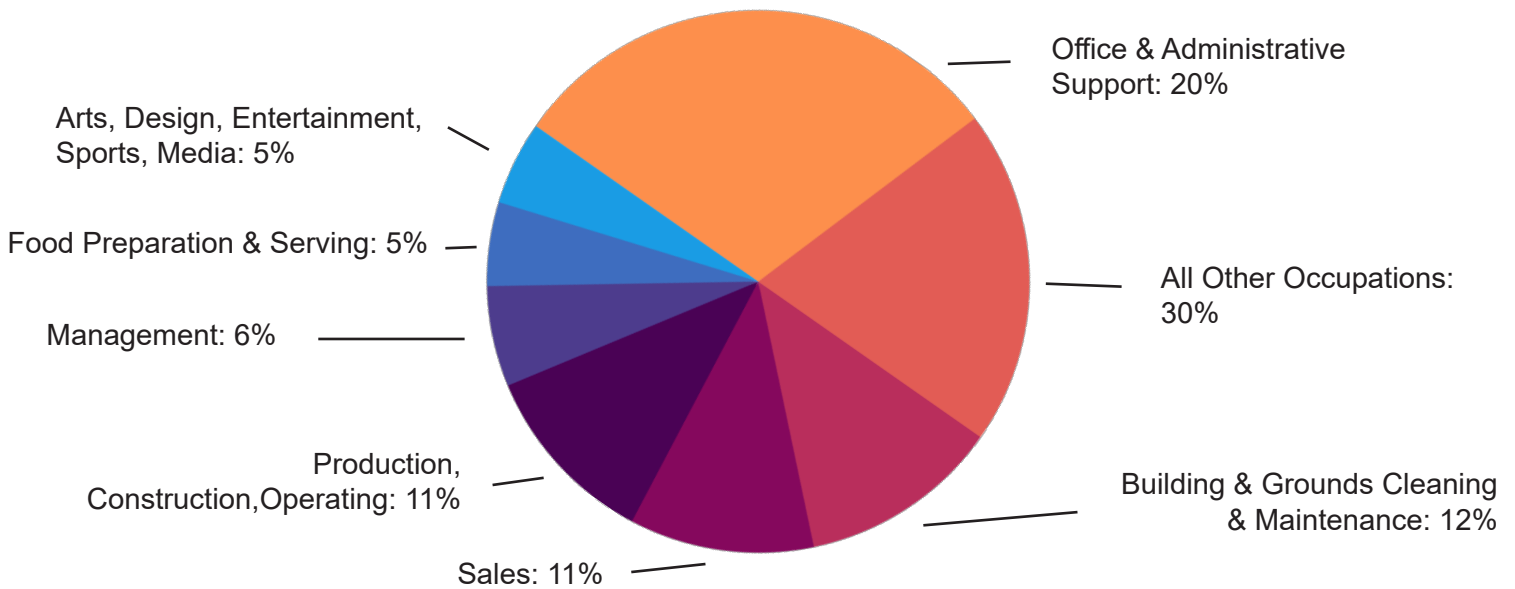
- 212 were employed in the private sector
- 44 were employed in Federal, State, or Local government
- 25 were self-employed

## **Who DVR Serves**

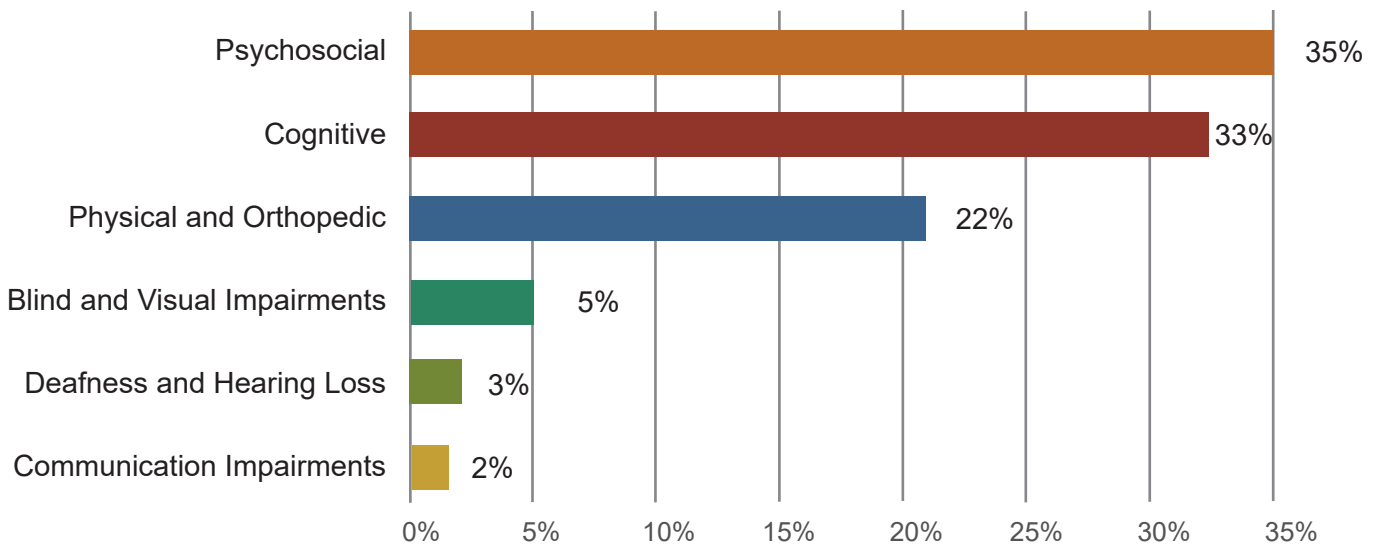
- 98% of individuals receiving services were significantly disabled, with multiple barriers to employment
- 64% were Caucasian; 23% were Alaska Native; 8% were Black or African American; 4% were Asian, and 1% were Pacific Islander or Native Hawaiian (participants may identify as one or more racial groups)
- 1,038 Students with a Disability (age 14-21) received Pre-Employment Transition Services from both the VR and Potentially Eligible programs, spanning 78 different communities across Alaska



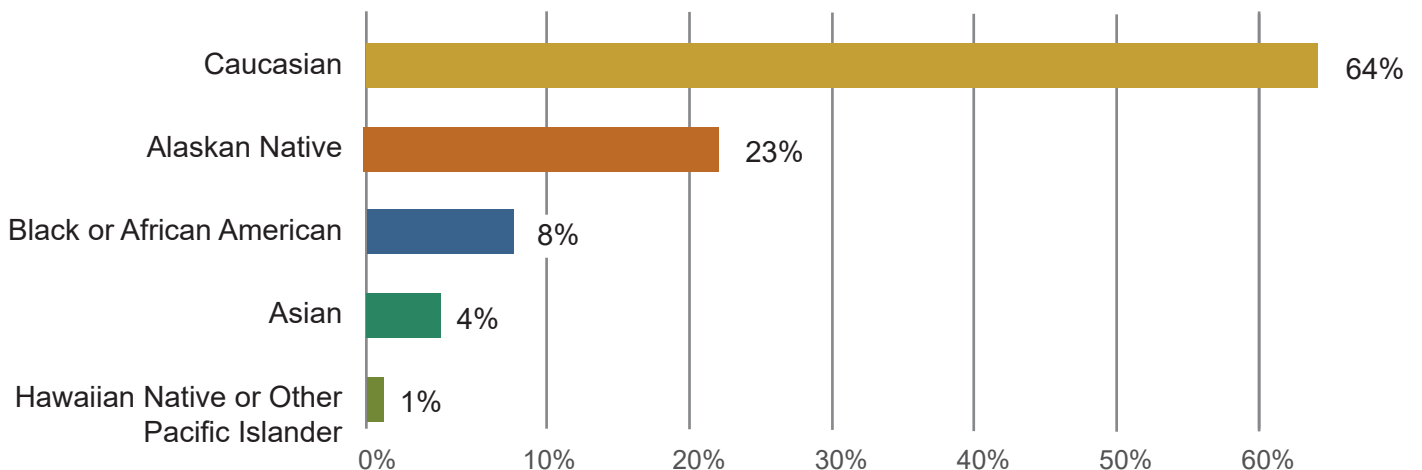
## Occupations of DVR Participants after Exiting the Program SFY 2022



## Disabilities of DVR Participants SFY 2022



## DVR Participants by Race SFY 2022





# DVR Purchased Services SFY 2022

The federal agency that oversees DVR is the Rehabilitation Services Administration (RSA). RSA identifies five specific service category focus areas provided to individuals with disabilities:

## Career Services

Career Services consists of identifying the needs of individuals as their Individualized Plan for Employment (IPE) is developed. Career Services includes services such as labor market information, vocational assessments, diagnosis and treatment, and counseling and guidance. Career Services are provided to assist individuals in obtaining or retaining employment.

## Training Services

Training Services are provided to assist individuals in accomplishing their vocational goals. Training Services are available for individuals who are unlikely or unable to obtain or retain employment that leads to self-sufficiency. Training Services includes services such as college/university enrollment (junior, four-year, and graduate levels), occupational/vocational training, on-the-job training, and apprenticeships. Training Services assist individuals in obtaining an education credential, such as

a degree or certificate, which will increase their probability of achieving competitive integrated employment.

## Other/Supportive Services

Other/Supportive Services are available to participants who are receiving career or training services and to assist in reduce barriers to employment. Other/Supportive Services includes services such as support for transportation, personal assistant services, maintenance, rehabilitation technology, reader services, and interpreter services.

## Pre-Employment Transition Services (Pre-ETS) Under the VR Program

Pre-ETS are a specialized group of services provided to Students With a Disability (SWD) to prepare them to transition from an educational setting to post-secondary education or employment. Pre-ETS under the VR program are delivered to SWD who have applied for VR services and can be provided at any stage in the VR process. These services are provided to a participant of the VR program who is 14-21 years old and currently enrolled in an educational program such as high school, college, or other recognized educational program. The Rehabilitation Act of 1973, as Amended, identifies five distinct Pre-ETS activities: Job Exploration Counseling; Work-Based Learning Experiences; Counseling on

### Consumer Quotes from Satisfaction Surveys

“Amazing.”

“I will advocate other families to reach out to DVR.”

“They do a great job.”



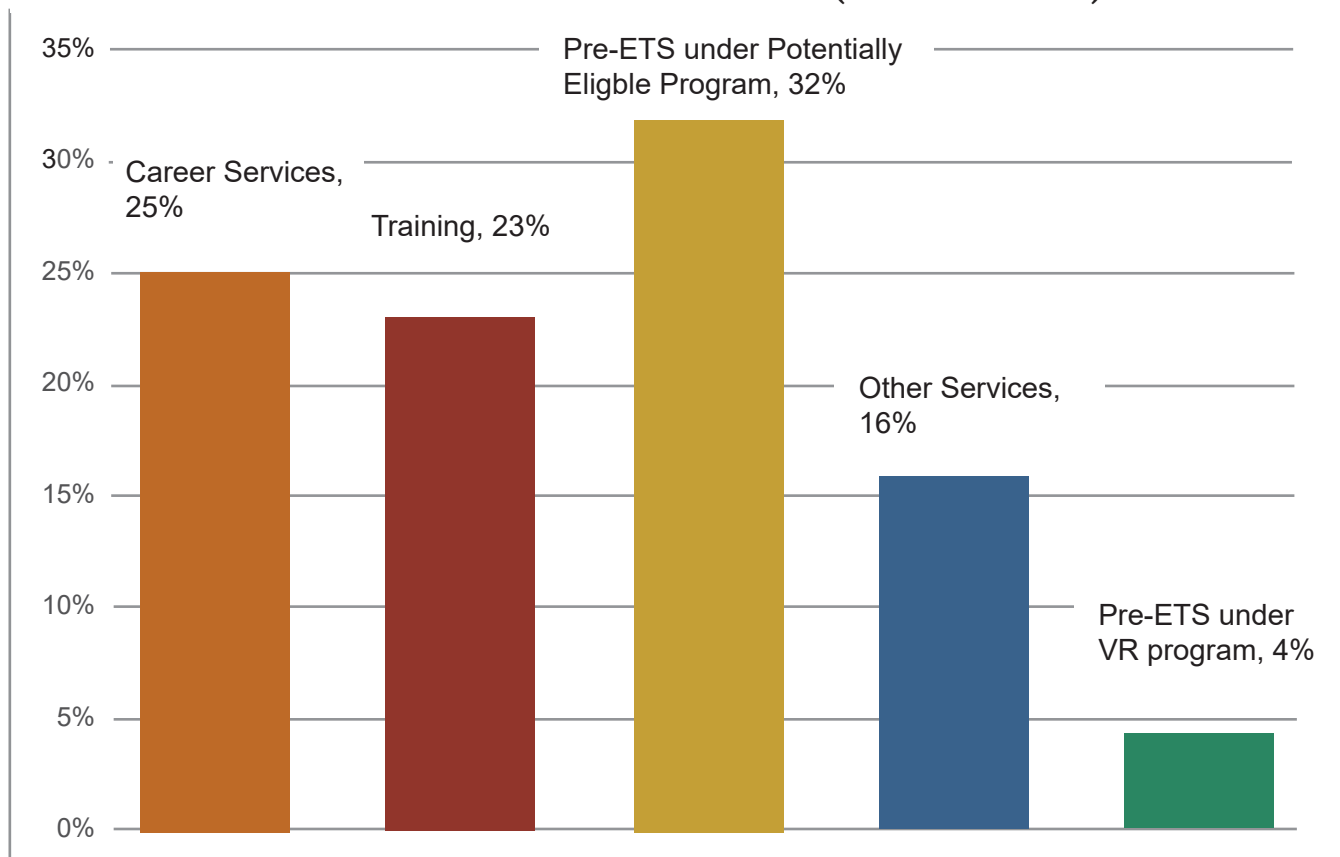
### *DVR Purchased Services continued...*

Enrollment Opportunities in Post-Secondary Education; Workplace Readiness Training and Independent Living; and Instruction in Self Advocacy. DVR provided Pre-ETS services to 62 SWDs under the VR program in SFY22.

### **Pre-Employment Transition Services (Pre-ETS) Under the Potentially Eligible Program**

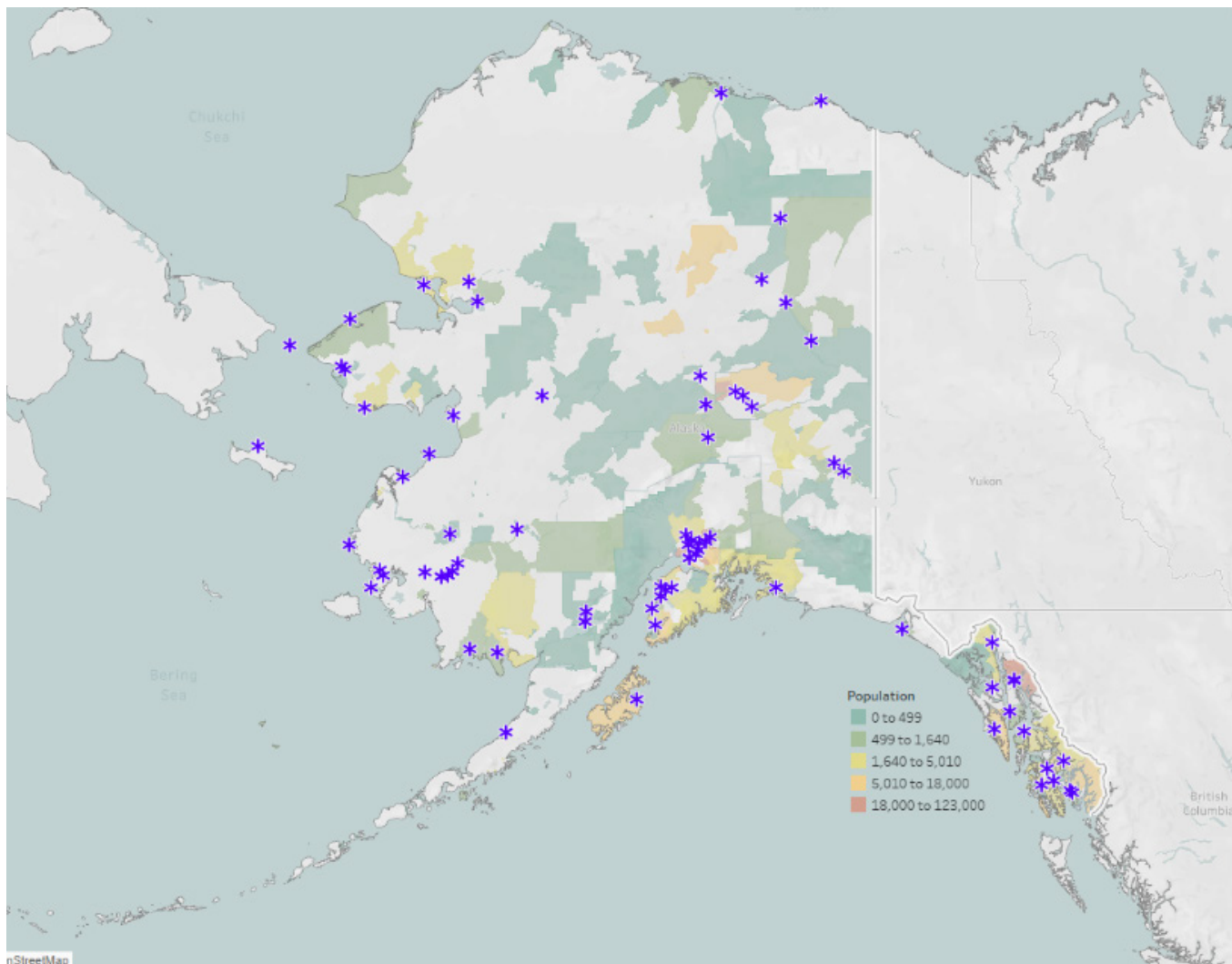
Similar to the Pre-ETS under the VR program described above, Pre-ETS under the Potentially Eligible program provides Pre-ETS to Students With a Disability (SWD) who are not applicants of the VR program, but who are considered to be potentially eligible for VR services. These services are provided SWD who are 14-21 years old and currently enrolled in an educational program such as high school, college, or other recognized educational program. These SWD are also provided with Job Exploration Counseling; Work-Based Learning Experiences; Counseling on Enrollment Opportunities in Post-Secondary Education; Workplace Readiness Training and Independent Living; and Instruction in Self Advocacy. DVR provided Pre-ETS services under the Potentially Eligible program to 976 SWDs in 76 different communities in SFY22.

### **Purchased Services SFY 2022 (\$4.2 million)**



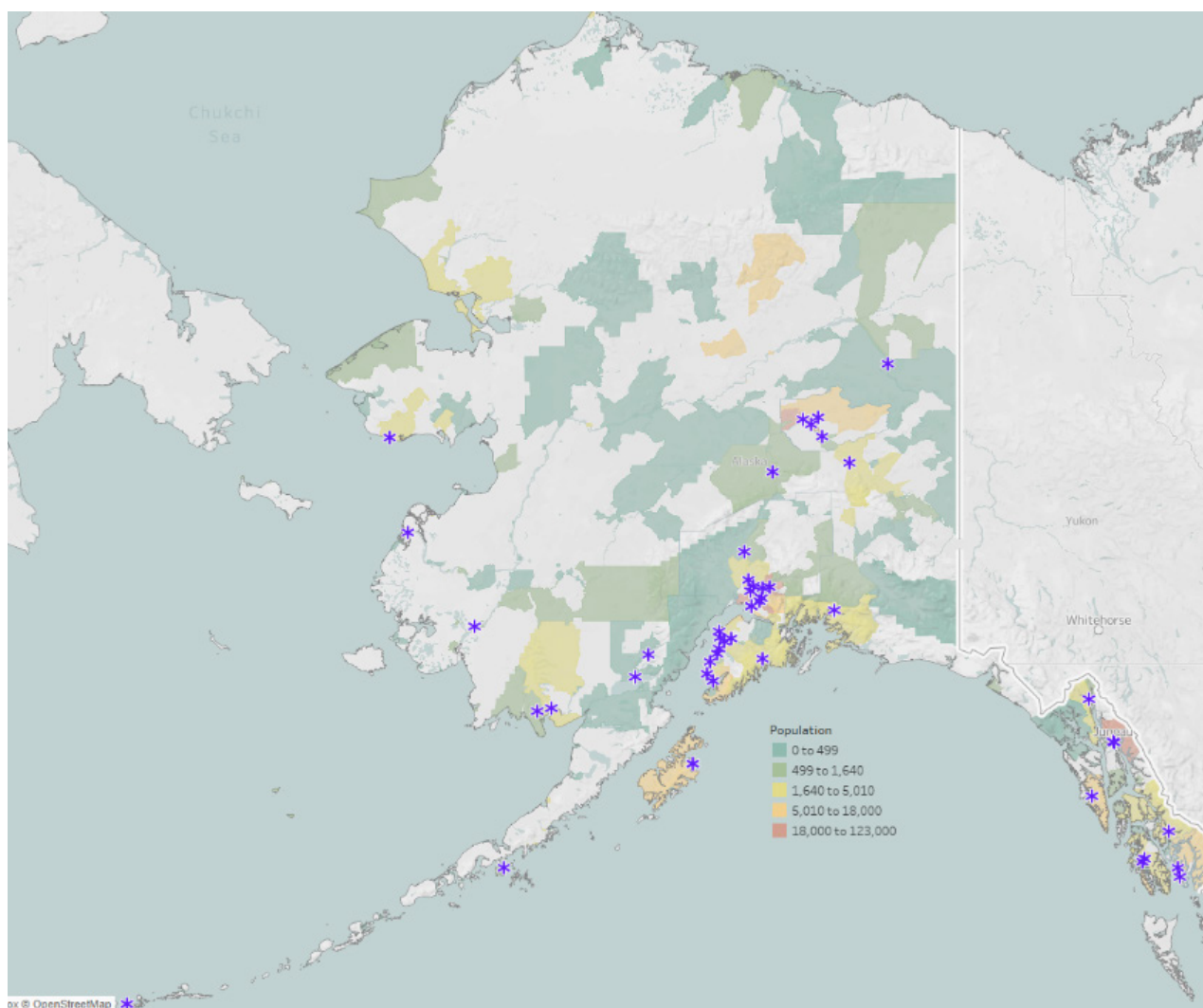
# Locations of Alaskans Served SFY 2022

## 1,038 Students With Disabilities Participants Served in 78 Communities (Potentially Eligible and Vocational Rehabilitation Program)



**Vocational Rehabilitation Program:** These are individuals who have applied for Vocational Rehabilitation Services and have been assigned a Vocational Rehabilitation Counselor to assist them towards achieving competitive integrated employment.

## 1,926 Participants Served by the Vocational Rehabilitation Program in 48 Communities



**Potentially Eligible Program:** Pre-Employment Transition Services are services provided only to Students With a Disability (SWD) who are not applicants of the VR program, but who are considered to be potentially eligible for VR services. These services are provided to SWD who are 14-21 years old and currently enrolled in an educational program such as high school, college, or recognized educational program.



# Consumer Satisfaction

## **Survey of Participants Who Exit DVR Services**

The SVRC oversees the on-going consumer satisfaction survey to DVR participants who were closed either employed or not employed, and after an Individualized Plan for Employment (IPE) was developed.

### **Consumer Satisfaction Survey Highlights**

DVR is a consumer-driven organization where a participant's self-involvement and informed choice during the vocational rehabilitation process are vital for success. The consumer satisfaction survey focuses on four points: Consumer and Staff Interaction, Consumer Involvement, Program Information, and Program Satisfaction.

Surveys are sent to participants' email addresses via the online survey tool, SurveyMonkey. The surveys are sent on a monthly basis to individuals who have exited the program after an IPE was developed. Currently, 93% of DVR participants who meet the established survey parameters have a valid email address, which is a 2% increase from last year. The average monthly response rate is 5%.

### **Treating the Consumer Participant with Respect**

Eighty-one percent of DVR participants who responded agreed that staff replied promptly to their questions, requests, and informed them of changes. Additionally, 81% of respondents felt staff were polite and helpful on an on-going basis during the life of their case.

### **Informed Choice and Involvement in the DVR Process**

Sixty-seven percent of respondents were pleased with their involvement in the decision-making process that led to their IPE. Additionally, 74% stated that Alaska DVR helped them understand their abilities so that they could choose a job consistent with their strengths, resources, priorities, concerns, capabilities, interests, and informed choice.

### **Referral of Others**

Overall, 74% of respondents stated they would recommend Alaska DVR to others. Respondents indicated a 67% satisfaction rate of the DVR program and the services they received.

### **Review**

The results of the surveys are reviewed on a quarterly basis and forwarded to Vocational Rehabilitation Managers for follow-up and further action, if needed.





## All Respondents SFY 2022 - Survey Categories

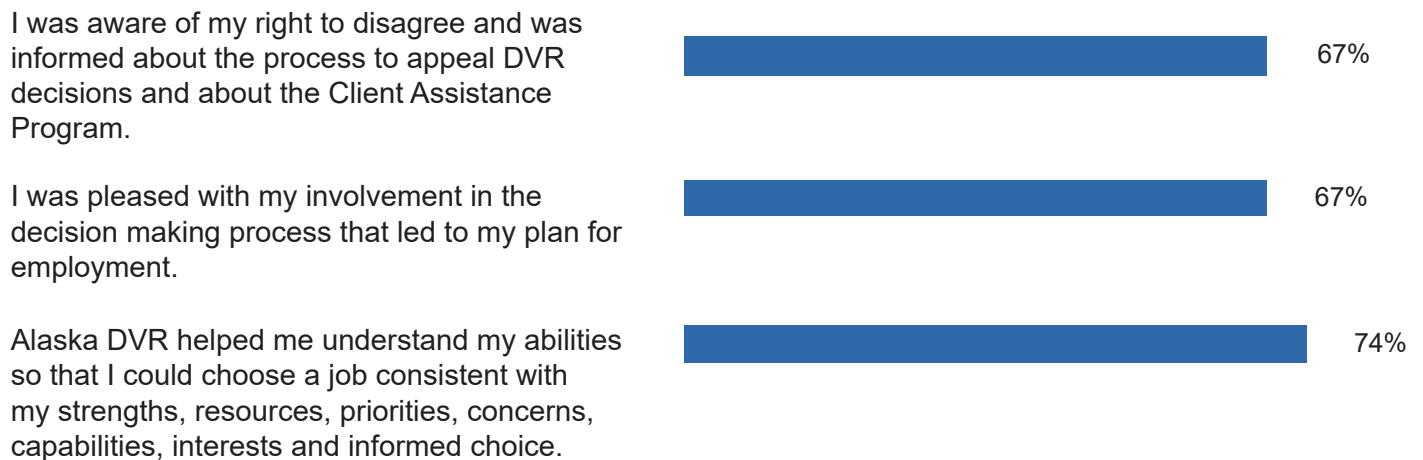
### 1. Program Satisfaction



### 2. Program Information



### 3. Consumer Involvement



### 4. Consumer and Staff Interaction



# SVRC Expenditures and Resources

## SVRC 2022 Expenditures

The SVRC FFY 2022 funds were used for expenses related to quarterly meetings and for a member to attend the virtual portion of the Council of State Administrators of Vocational Rehabilitation's Fall conference. Four quarterly meetings were held via video conference. Before the pandemic, the SVRC would meet face-to-face at least once during the year. However, due to COVID-19, all meetings were virtual in FFY 2022. Meeting costs included the use of a court reporter and the provision of accessibility options for the public and members with disabilities.

## 2023 Resource Plan

FFY 2023 funds will be used to support the SVRC's quarterly meeting expenses, including one face-to-face meeting to be held in Anchorage, Alaska, if health and safety concerns related to COVID-19 allow. This will involve travel and accommodations for members and staff, a court reporter, a sign language interpreter for public testimony, conference room rental, and meeting accessibility needs of the public and members. Funds will also be used to pay for travel, room, and conference registration for two members to attend a National Coalition of State Rehabilitation Councils conference.



*DVR Regional Manager, Jim Swanson speaks with Vocational Rehabilitation Counselor, Theresa Rouse*

# SVRC Activities



In partnership with DVR, the SVRC engaged in a broad range of activities during FFY 2022, October 1, 2021 to September 30, 2022, to help ensure the quality of DVR's services.

## SVRC Activities FFY 2022

- Collected public testimony from around the state via email, phone, and written letters.
- Held four meetings via video/teleconference. Each meeting focused on different regions: Anchorage/Mat-Su, Rural, Northern, and Southern.
- Increased new member recruitment efforts, in order to address challenges stemming from the pandemic. Feedback has been that many businesses are short staffed, and the staff they do have are stretched thin.

### Speakers

At each meeting, reports were given by the DVR Director, Duane Mayes; Chief of Vocational Rehabilitation Services, Mariah Krueger; DVR Rehabilitation Manager(s) and from the following partner members: Tribal Vocational Rehabilitation, the Alaska Workforce Investment Board, the Client Assistance Program, and the parent training organization "Stone Soup Group." There were also a variety of guest speakers from disability, community, tribal, and workforce development agencies.



*Dr. Tamika Ledbetter, the Commissioner of the Department of Labor and Workforce Development, Duane Mayes, the Director of the Division of Vocational Rehabilitation, and other Department leadership met with leadership from Allen Marine / Alaska Dream Cruises in Sitka Alaska as part of an effort to meet with businesses across Alaska.*

# SVRC Subcommittee Activities

The State Vocational Rehabilitation Committee (SVRC) has five standing subcommittees: Executive; Program Evaluation; Assistive Technology; Planning and Recruitment; and Policy, Public Relations, and Resources. The committee also has an ad-hoc Business Recognition Subcommittee. Below is a summary of each subcommittee's role and activities.

## Executive

The Executive subcommittee's role for the SVRC is to help all members and subcommittees work effectively as a team. The Executive subcommittee comprises the chair of the SVRC, the vice chair, and the chairs of the other subcommittee chairs.

The subcommittee held monthly teleconferences where members reviewed the work of the SVRC as a whole, assigned work to the other subcommittees, and planned the SVRC's quarterly meetings. The DVR Director attended the Executive subcommittee meetings as a nonvoting member, providing high-level updates on DVR priorities and initiatives.

This year, a major focus of the Executive subcommittee was the recruitment of new SVRC members, which has become more challenging since the 2020 pandemic. The work included developing strategies

and assigning the Evaluation subcommittee to work with the Planning and Recruitment subcommittee on this goal.

The Executive subcommittee also provided feedback to DVR on consumer surveys and planned the SVRC's quarterly meetings. The subcommittee has been following up with DVR on those suggestions as DVR works to implement them.

## Program Evaluation

The purpose of the Program Evaluation subcommittee is to review and analyze the Division of Vocational Rehabilitation, its functions, services, and outcomes. The subcommittee spent the past year reviewing public testimony and consumer satisfaction reports for both positive and negative patterns. Based on these reviews, the subcommittee made a key recommendation to DVR concerning DVR's "Consumer Feedback Survey". Currently, this survey is initiated upon exit from DVR program. The subcommittee recommended that DVR explore surveying customers throughout the DVR process, rather than just upon exit. The goal would be to get more accurate feedback by asking a consumer about a service or a part of the DVR process shortly after it has been experienced, rather than months, or years, later. DVR responded they agreed this was a good idea and that they had already started working on this. DVR is keeping the SVRC updated on progress towards this goal.



### *SVRC Subcommittee Activities continued...*

The Program Evaluation subcommittee also worked in collaboration with the Recruiting and Planning subcommittee on recruitment. Members from each subcommittee met to brainstorm recruitment ideas and review documentation for tracking recruitment options.

## **Assistive Technology**

The Assistive Technology (AT) subcommittee provides “consumer-responsive and consumer-driven” input and feedback on how the federal AT Act funds are used in the state of Alaska. The goal of the AT Act is to help individuals who experience a disability, get the AT needed to improve their quality of life and independence. The subcommittee’s goal is to promote the use and knowledge of AT for Alaskans with disabilities. This includes how AT provides improved access and independence and decreases barriers. The AT subcommittee brings formal recommendations to the SVRC for further actions.

This past year the AT subcommittee met virtually with ATLA’s Director, Mystie Rail, and the DVR AT Coordinator, Jason Caputo, every two months. Discussions included ways to promote AT to the public, concerns about increased inappropriate requests for technology and steps to alleviate this, and the difficulty people with disabilities in group living situations were having with access to the internet and technology.

DVR Director, Duane Mayes, also provided

an update on transferring funds from DVR’s AT Loan Fund to ATLA. The SVRC had previously suggested this to DVR, and DVR agreed this would be a more efficient use of the funds considering ATLA’s AT focus, diverse programs, and the restrictive nature of the rules governing the AT Loan Fund. The transfer of funds will require a statute change, and DVR is working with State fiscal staff and a legislative sponsor to support this change.

## **Planning and Recruitment**

The Planning and Recruitment subcommittee’s role is to collaborate with DVR on the preparation and renewal of the WIOA Combined State Plan, the triennial Comprehensive Statewide Needs Assessment, and recruitment of new committee members. This subcommittee held multiple meetings via videoconference where it reviewed the current member recruitment efforts for vacant committee seats, planned for when seats would become vacant, strategized how the SVRC could reach potential members with diverse perspectives, and limit vacancies while maintaining quality, active members.

Quality recruitment continues to be a priority for the SVRC, and the pandemic and consequent hiring challenges continue to make recruitment difficult. The SVRC increased the number of members focusing on recruitment. This subcommittee developed an online tracking system to better coordinate those efforts.



# SVRC Subcommittee Activities *continued*

## Policy, Public Relations, and Resources

The Policy, Public Relations, and Resources subcommittee's role is to provide guidance and recommendations to DVR on their policies as well as input to both the SVRC and DVR on their public relations efforts. This includes collaborating with the SVRC Planning and Recruitment subcommittee to coordinate SVRC member recruitment efforts.

This past year, DVR has had minimal policy updates. The subcommittee provided input to the DVR Communications Lead on how best to promote SVRC public testimony and meetings.



*Nate Kile, Program Director, Assistive Technology Specialist with the Alaska Center for the Blind and Visually Impaired*



# The Committee Seeks Your Input



**The State Vocational Rehabilitation Committee invites you to:**

## **Apply for Membership**

If you care about issues pertaining to disability and employment, the SVRC encourages you to apply for a seat on this committee. You may apply at: [www.gov.alaska.gov/services/boards-and-commissions/apply-for-a-board-appointment/](http://www.gov.alaska.gov/services/boards-and-commissions/apply-for-a-board-appointment/)

You may also apply by sending a completed Boards and Commissions application, resume, and a brief letter explaining your desire to serve the State of Alaska to:

### **Office of the Governor**

Attention: Director of Boards and Commissions  
P.O. Box 110001, Juneau, AK, 99811-0001

For more information, contact the Boards and Commissions office:

**Call:** 907-269-0006

**Fax:** 907-269-7463

**E-mail:** [Boards@Alaska.Gov](mailto:Boards@Alaska.Gov)

## **Attend a Meeting or Public Forum**

All State Vocational Rehabilitation Committee meetings and forums are open to the public. Meeting dates are available at [www.labor.alaska.gov/svrc/svrc-meeting-calendar.pdf](http://www.labor.alaska.gov/svrc/svrc-meeting-calendar.pdf). Notification of meeting times and agenda are posted 30 days prior to meetings at <https://aws.state.ak.us/OnlinePublicNotices/>.

More information about the SVRC is available at [www.labor.alaska.gov/svrc](http://www.labor.alaska.gov/svrc).

## **Share Your Thoughts and Ideas with SVRC**

**Call:** Voice/TDD 907-465-2814 or 1-800-478-2815

**Mail:** Chair, State Vocational Rehabilitation Committee

Division of Vocational Rehabilitation

PO Box 115516

Juneau, AK 99811-5516

**E-mail:** [dol.svrc@Alaska.Gov](mailto:dol.svrc@Alaska.Gov)

# Examples of DVR's Social Media Outreach

**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo • November 2 •

**This is what effective collaboration looks like**

This year's State Independent Living Conference was a smashing collaborative success. For the first time, it brought together both independent living and disability employment advocates and service providers.

Connections were made, ideas and plans were shared, and all left the conference charged up and ready to move forward and help Alaskans with disabilities improve their quality of life and work successes.

The Division of... [See more](#)

**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo • September 28 •

**Commissioner Ledbetter provides inspirational remarks to conference participants**

In this heartfelt welcome message and interview, Alaska Department of Labor and Workforce Development Commissioner, Dr. Tamika L. Ledbetter, shares her story and the important role that the Department's Division of Vocational Rehabilitation plays in helping Alaskans with disabilities get and keep good jobs.

The video was shown at the "Living, Working, and Playing Towards Independence" confe... [See more](#)

**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo • October 28 •

**Career Advice for Deaf Youth from Successful Deaf Professionals**

Prominent deaf professionals share their career advice and experience to help deaf youth. Introduction by the Division of Vocational Rehabilitation Director, Duane Mayes.

*Career Paths of  
Prominent Deaf  
Professionals*

**YOUTUBE.COM**

**Career Paths of Prominent Deaf Professionals**

To assist youth to consider options for their careers paths, we brought together some prom...

**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo • November 18 at 12:57 PM •

**Home Depot in Kenai Recognized for Hiring and Supporting Alaskans with Disabilities**

The Alaska Division of Vocational Rehabilitation recognizes the Home Depot in Kenai for their outstanding efforts in diversifying their workforce.

As Michael Jaeger, Manager, and Kimberly Neal, Associate Support Department Supervisor, explained, Home Depot supports a strong culture of helping employees to find their strengths and reach their potential, as well as service to the community, ... [See more](#)




# Examples of DVR's Social Media Outreach *continued*

**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo · September 15 ·

**Bill signed, requires that Alaskans with disabilities be paid the same wage as those without disabilities**

"This is huge for me as a professional in the field of Vocational Rehabilitation. This is also personal as it happened to my father. As a colleague would often say, the time is now!" – DVR Director Duane Mayes


Department of Labor and Workforce Development Commissioner Tamika Ledbetter and Division of Vocational Rehabilitation Director Duane Mayes joined Sen. Peter M... [See more](#)



**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo · October 12 ·

**Join our team and make a difference in the lives of Alaskans with disabilities**

We're hiring a Vocational Rehabilitation Assistant 1/2 in Juneau.  
Salary: \$19.72 - \$22.22 Hourly  
You will be joining a small team with a big goal of helping Ala... [See more](#)




**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo · October 24 ·

**Hiring people with disabilities does WHAT? Really?**

Did you know that companies that are "disability inclusive" have lower turnover AND higher revenue? It's true. As shown in the video below, studies consistently confirm this.

Despite that, some employers are still hesitant to hire people with disabilities. We find this is usually due to unfounded fears, such as cost for accommodations. The truth is that most accommodations are only around \$500. Another fear is that the di... [See more](#)



YOUTUBE.COM

**Advantages of a Diversified Workforce**

What secrets do successful businesses know about hiring people with disabilities? Would y...

**Alaska Division of Vocational Rehabilitation**  
Published by Jason Caputo · August 26 ·

**Coming Report Recommends Statewide Changes to Improve Work Opportunities for Alaskans with Disabilities**

We've long known that helping Alaskans with disabilities to get and keep good jobs is a wise investment, reducing the costs of support services and benefits and strengthening our economy. But Alaskans with disabilities still have very high unemployment rates and there are many things we can do to make these investments even more productive for Alaska and Alaskans with dis... [See more](#)



# **Alaska State Vocational Rehabilitation Committee**

## **2022 Annual Report**

Michael J. Dunleavy, Governor

Dr. Tamika L. Ledbetter, Commissioner of the Alaska Department of Labor  
and Workforce Development

### **Alaska Department of Labor and Workforce Development**

Division of Vocational Rehabilitation

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**ALASKA DEPARTMENT OF LABOR  
& WORKFORCE DEVELOPMENT**

**Division of Vocational Rehabilitation**

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