

# TENNESSEE STATE REHABILITATION COUNCIL

## 2011 ANNUAL REPORT

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TENNESSEE DEPARTMENT OF  
HUMAN SERVICES



*Helping shape Tennessee lives.*



**Division of Rehabilitation Services**

Tennessee Department of Human Services

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## VR AND SRC

*“REACHING NEW HEIGHTS AND NAVIGATING  
A NEW COURSE TO SUCCESS”*

PROVIDING LEADERSHIP ON BEHALF OF PERSONS WITH DISABILITIES  
AND PARTNERSHIP TO VOCATIONAL REHABILITATION PROGRAMS

# TENNESSEE STATE REHABILITATION COUNCIL

## 2011 ANNUAL REPORT

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## **TO THE HONORABLE GOVERNOR BILL HASLAM AND LYNNAE M. RUTTLEDGE, RSA COMMISSIONER AND THE CITIZENS OF TENNESSEE:**

December 2011

On behalf of the Tennessee State Rehabilitation Council, it is my privilege to present the 2011 Annual Report. To quote Charles Dickens from a *Tale of Two Cities*, this year has been "The best of times and the worst of times."

The Council conducted four quarterly meetings, which allowed us to come together and share information with Vocational Rehabilitation on how to best serve persons with disabilities in Tennessee.

We continued to be active nationally by sending representatives to the two national conferences of the Council of State Administrators of Vocational Rehabilitation (CSAVR) and the National Council of State Agencies for the Blind (NCSAB) held in November and April.

The council has presented to the leadership of Vocational Rehabilitation a dynamic resource plan that will allow the council to operate effectively in the coming year; being able to meet its federal and State mandates.

However, we have faced some serious challenges this year. Unemployment in our state continues to be at or around 9.8% and the struggle to find gainful employment for persons with disabilities is an effort in the best of economies. Despite the economic conditions, 1,734 Tennesseans with significant disabilities found gainful employment, a 5% increase from last year. However, numbers do not tell the whole story; therefore, a few of the many success stories are included in this report.

The Tennessee State Rehabilitation Council is aware of the administrative reorganization of Vocational Rehabilitation this year. There is a lot of work to be done, and we look forward to a new era of collaboration and cooperation with the Department/Division in the years to come.

Respectfully,

A handwritten signature in black ink that reads "Mark E. Montgomery".

Mark E. Montgomery  
SRC Chair



## MESSAGE FROM ASSISTANT COMMISSIONER FOR REHABILITATION SERVICES CHERRELL CAMPBELL-STREET

December 2011

The Tennessee State Rehabilitation Council has earned a reputation as one that expresses sincere advocacy on behalf of persons with disabilities. Its members demonstrate energy, commitment and intellect, and they will continue to make great strides to ensure that vocational rehabilitation remains a positive force in the lives of Tennesseans with disabilities.

Along with the partnership of the VR leadership team, the Council will assist the program in reaching new heights and navigate a new course to successful employment outcomes for our consumers. I am both honored and humbled to work with such an esteem group of people dedicated to one of life's most honorable duties, altruism.

As we move forward in fulfilling the mission of the Vocational Rehabilitation Program, I would like to state some of my goals for the upcoming year. In an effort to increase the number of successful outcomes for those with the most significant disabilities, the VR program will be retraining staff on how to determine eligibility using a myriad of functional capacities. The VR leadership team will be reevaluating TDRS' interpretation of the Order of Selection. Thorough fiscal reviews will be done on a weekly basis to assess the program's ability to serve more consumers with the use of the VR grant. The need for a Director of Deaf and Hearing Impaired Services will be addressed as well. We will also work to make the IPE more assessable for people with blindness and visual impairments. I am so excited about the changes that are on the horizon and I look forward to assisting the council in reaching our unified goal of assisting Tennesseans with disabilities go to work.

Sincerely,

A handwritten signature in black ink that reads "Cherrell Campbell-Street".

Cherrell Campbell-Street  
Assistant Commissioner  
Division of Rehabilitation Services



## THE SRC WELCOMES ASSISTANT COMMISSIONER FOR REHABILITATION SERVICES CHERRELL CAMPBELL-STREET

Ms. Campbell-Street is committed to a policy of open communication with the Council. This commitment will strengthen the partnership between the SRC and the DRS to improve the VR program in the State of Tennessee. The Council looks forward to working with Ms. Campbell-Street and to the many years of success ahead.

Ms. Campbell-Street has over 20 years of experience working with people with disabilities. She spearheaded and led several initiatives to improve and strengthen the Vocational Rehabilitation Program in Georgia. Cherrell began her career working with the Easter Seals Society of Southwest Georgia. She co-facilitated a program geared to decrease the dropout rate for students with disabilities in the local school systems. She was hired by the Georgia Division of Rehabilitation Services in 1993 as a Transition Counselor. She has managed caseloads for the blind and visual impaired, traumatic brain injuries, mental health as well as the general population. She has worked as a Job Placement Specialist with emphasis in placing the most significantly disabled in non-traditional jobs



In 1998, Cherrell was promoted to Unit Manager where she provided direct supervision for a team of vocational rehabilitation staff. Under her leadership, her team met or exceeded its goal for successful employment outcomes for six straight years. Serving on the state's policy committee, she helped shape policies on post-secondary training, case reviews and transitioning students from school to work. She has led contract negotiations with local CRPs' and personally recruited providers to work with the agency in various areas. In 2008, Cherrell was promoted to the position of Regional Director for the southeastern part of the state. In this role, she managed the hearing and appeal process for twenty-three counties. She also worked closely with the local Social Security Administration. She designed regional policies to ensure the maximum amount of dollars were secured through SSA reimbursement. Under her leadership, major business partnerships were formed that resulted in the mass hiring of people with disabilities in distributions centers at Lowe's, Target and Fuji Film throughout southern Georgia. She was also instrumental in working in the area of Assistive Work Technology and creating an Assistive Technology Resource Center.

Over the expanse of her career, Cherrell has received several awards for leadership and innovation. She has a B.S. in Communications and a M.S. in Rehabilitation Counseling. She is a member the National Rehabilitation Association and the National Employers for Persons with Disabilities Organization.

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## SRC RESPONSIBILITIES AND FUNCTIONS

The Tennessee State Rehabilitation Council (SRC) works in partnership with the Tennessee Division of Rehabilitation Services (DRS) to maximize employment and independent living for Tennesseans with disabilities. The SRC advocates for the Vocational Rehabilitation (VR) program as well as advises DRS on issues facing consumers of the VR program. The SRC acts as the voice of the consumer and other stakeholders in the VR program. The SRC's responsibilities and functions include:

- ⊕ Review, analyze, and advise DRS regarding responsibilities related to eligibility, including order of selection, effectiveness of services provided, and functions performed by State agencies that affect the employment of individuals with disabilities.
- ⊕ Partner with DRS to develop, agree to, and review VR goals and priorities. DRS and the SRC evaluate the effectiveness of the VR program and submit reports of progress to the Rehabilitation Services Administration (RSA) commissioner.
- ⊕ Advise DRS regarding activities carried out and assist in the preparation of the State plan and amendments to the plan, applications, reports, needs assessments, and evaluations. The SRC is responsible for Attachment 4.2(c) of the State Plan which contains recommendations from the annual report, review and analysis of consumer satisfaction, other council reports, DRS responses to the comments and recommendations, and explanations for DRS's rejection of input or recommendations.
- ⊕ Conduct a review and analysis of the effectiveness and consumer satisfaction with DRS, VR services provided, the employment outcomes achieved by eligible individuals.
- ⊕ Prepare and submit an annual report to the Governor and the RSA commissioner on the status of VR programs in the State. This report highlights the goals and achievements of the VR program, the Councils accomplishments for the year, VR program statistics, and VR client success stories.
- ⊕ Coordinate activities with other councils to avoid duplication of efforts and enhance the number of individuals served.
- ⊕ Coordinate and establish working relationships between DRS and the Statewide Independent Living Council (SILC) and centers for independent living within Tennessee.
- ⊕ Perform other functions consistent with VR services deemed appropriate by the SRC.

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*Every State has an SRC as established in Title I, Section 101(a) (21) of the Rehabilitation Act of 1973 and in Title 34 Part 361.16 of the Code of Federal Regulations (CFR).*

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## SRC MEMBERSHIP

Council members are appointed by the Governor to serve a term of three years and may not serve more than two consecutive full-terms. When making appointments, the Governor must consider individuals representing a broad range of individuals with disabilities and organizations interested in individuals with disabilities. The Governor, to the extent possible, must consider that minority populations are represented on the council. The majority of members must be individuals with disabilities not employed by DRS.

*CFR Title 34 Part 361.17 contains details on membership, appointments, terms, and electing of a chairperson.*

## OFFICERS FOR FY2011



Mark Montgomery, Chair  
Nashville  
Statewide Independent Living Council



Kim Williams, Vice Chair  
Soddy Daisy  
Business, Industry and Labor



Jean Saulsberry, Secretary  
Memphis  
Business, Industry and Labor

### Upcoming FY2012 Officers

Chair – Mark Montgomery  
Vice-Chair – Tricia Griggs  
Secretary – Rozann Downing

FY2011 runs from October 1, 2010 –  
September 30, 2011

FY2012 runs from October 1, 2011 –  
September 30, 2012

The SRC would like to commend the following members for their years of service on the council. We look forward to continue working with these members.

- ❖ Kim Williams
- ❖ John Majors
- ❖ Karen Harrison
- ❖ Sherry Hill
- ❖ Starr Cruise

The SRC would like to welcome our new incoming members.

- ❖ Mary Elizabeth Little
- ❖ Marianne Dale
- ❖ Esther McCoy

*The council must be comprised of at least 15 members from the following groups/organizations:*

*SILC, Parent Training and Information Center, Client Assistance Program (CAP), VR counselor (ex officio, non-voting member), community program service providers, business, industry, and labor representatives (at least 4), disability groups, current or former VR recipients, State educational agency, State workforce investment board, and the Director of DRS (ex officio, non-voting member).*

**MEMBERS FOR FY2011**



Norris Branick  
Jackson  
Former VR Recipient



Sharon Bryant  
Ooltewah  
Community Rehabilitation Program



Samuel Cole  
Nashville  
Liaison



Starr Cruise  
Columbia  
Disability Advocacy Group



Rozann Downing  
Big Sandy  
Business, Industry and Labor



Tricia Griggs  
Nashville  
Client Assistant Program



Karen Harrison  
Greeneville  
Parent Training and Info Center



Sherry Hill  
Humboldt  
VR Counselor



John Majors  
Nashville  
Workforce Investment Board



Michael McGrath  
Knoxville  
Business, Industry and Labor



Raymond Edward Neal  
Hendersonville  
Disability Advocacy Group



Maria Ramirez  
Nashville  
VR Recipient



Jody Ray Shaw  
Madison  
Disability Advocacy Group



Steve Sparks  
Nashville  
State Education Agency

## **SRC COMMITTEES**

The SRC in Tennessee has adopted a committee structure. The Council has a lot of responsibilities throughout the year. The committee structure allows the Council to divide up the work into smaller focused segments so the committees can address issues in-depth. Committees can do work outside of formal meetings and report back to the whole group. The SRC chair can appoint additional committees as necessary to carry out the purpose of the Council. All SRC members must serve on at least one committee.

### **CONSUMERS SATISFACTION AND NEEDS COMMITTEE (CSANC)**

CSANC is a standing committee that fulfills the requirements of the law and gathers reliable data to shape policy, procedures, and program accountability.

- Reviewed Statewide Needs Assessment with DRS to access the results that established the goals for the State Plan 2012.
- Collaborated with DRS to improve the consumer satisfaction survey for the upcoming year.
- Organized CSNAC Committee Members to develop and implement Focus Groups to be conducted in FY2012.

### **EXECUTIVE COMMITTEE**

Standing committee that consists of the Chair from each of the other committees and all officers of the SRC, including past SRC Chairs, if approved by the current Chair. The Executive Committee is also responsible for the duties of SPARC.

### **STATE PLAN AND REPORT COMMITTEE (SPARC)**

SPARC is a standing committee that in collaboration with DRS, prepares the State Plan, Annual Report, and Resource Plan.

- Participated in statewide public hearings on the FY 2012 Title I, Part B State Plan
- Distributed council appointment information and received increased consumer/public participation in the SRC nomination process
- Preparation of Annual Report with the DRS
- Attended CSAVR/NCSAB meetings

### **OUTREACH PUBLIC RELATION AND AWARENESS COMMITTEE (OPRA)**

OPRA is a standing committee that acts as the bridge between SRC/VR to the community and stakeholders with the primary purpose to gather and distribute information that impacts successful client employment outcomes.

- Continued to improve the SRC web-site accessibility through the Department of Human Services
- Continued to increase participation in the public hearing process by improving communication and outreach to clients

### **LEGISLATIVE COMMITTEE**

The Legislative Committee consists of no less than three Council members and is responsible for reporting to the SRC on legislation affecting persons with disabilities both statewide and nationally. This committee recommends actions to be taken under consideration by the full Council.

### **BY-LAWS COMMITTEE**

The By-Laws Committee consists of no less than three Council members and is chaired by one of the officers from the Executive Committee. This committee is responsible for proposing changes to the SRC by-laws that are voted on by the whole Council. This committee is formed when the Chair wants to further investigate by-laws that may need to be changed or added.

## SRC ACCOMPLISHMENTS

- The SRC collaborated with the Division of Rehabilitation Services (DRS) to complete and submit the approved FY 2012 Title I, Part B State Plan.
- The SRC and DRS submitted nominations for SRC members to the Governor and appointments are being made.
- The SRC worked with DRS to release 3,085 priority category 2 cases from the waiting list.
- The SRC held its annual in-service training on August 4, 2011 at the Holiday Inn Vanderbilt Hotel in Nashville.
- A representative of the SRC attended all CSAVR Conferences during FY 2011.
- A representative of the SRC attended NCSAB Conferences during FY 2011.
- Four (4) quarterly SRC meetings were held and appropriate public notices given.
- SRC and DRS continue to hold the Middle Tennessee state plan public hearing during the annual Tennessee Disability Mega Conference.
- SRC prepared the FY 2012 resource plan that was approved by the DRS.
- SRC collaborated with the DRS to revise the VR policy manual. Revisions to the policy manual are ongoing.
- Voted on and revised by-laws regarding the revision and dissemination of meeting minutes.
- The SRC met with RSA during their federal monitoring visit on June 20, 2011.

## SRC PRIORITIES FOR FY2012

- Work with the new administration to update and improve the SRC website. Start posting meetings minutes on the website, as well as add new features to facilitate more community involvement.
- Examine the roles of each committee and determine if new committees are needed. Reorganize committees making sure each member has a seat on a committee and each committee understands its role.
- Hold focus groups in collaboration with DRS to continue ongoing collection of data for the needs assessment.



Bell South Building Downtown Nashville

## SRC RECOMMENDATIONS

The following is a summary of the recommendations made by the SRC in Attachment 4.2(c) of the FY2012 State Plan. The State Plan is the contract between the Federal Government RSA and the State of Tennessee. The plan is necessary to receive federal funds for the VR program (CFR Title 34 Part 361.2). The Plan describes how the VR services will be provided in accordance to laws and regulations. It essentially acts as the blueprint for the State's VR program.

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*Attachment 4.2(c) of the State Plan (CFR Title 34 Part 361.16(b)(2)(C)(v)) contains recommendations from the annual report, review and analysis of consumer satisfaction, other council reports, DRS responses to the comments and recommendations, and explanations for DRS's rejection of input or recommendations.*

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- ✦ The SRC recommends that DRS implement a grade card system for job placement vendors in order to examine the vendor's success rate. The SRC believes that the implementation of this grade card system will provide ample information to the Division about its job placement vendors, which in turn will provide DRS with the information needed to implement changes to insure successful closures.
- ✦ The SRC recommends collaborating with DRS to hold focus groups necessary to collect data for the next needs assessment.
- ✦ The SRC recommends DRS implement a procedure to develop a student's Individualized Plan for Employment (IPE) shortly after priority category placement to provide career exploration and job placement services while the student is still in high school. The SRC encourages DRS to continue to increase the number of transition to

work counselors that would be available to eligible students.

- ✦ The SRC encourages the Division to adopt a consistent, comprehensive plan for career exploration with training to be provided to staff across the State. The SRC also encourages the Division to implement career exploration with individuals on employment tracks other than students destined for vocational school and college.



Fort Loudoun Dam, Lenoir City

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*The State Plan contains the model for achieving goals and priorities and is used to evaluate the State's performance over time. The goals and priorities are created by the results of the needs assessment, performance on program standards and indicators (indicated in the Rehabilitation Act of 1973, Title I, Section 106), results of consumer satisfaction surveys, and input from State Plan meetings and hearings. The Rehabilitation Act of 1973, Title I, Section 101(a) and CFR Title 34 Part 361.29 layout the requirements of the State Plan.*

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Great Smoky Mountains National Park

## WHAT IS VOCATIONAL REHABILITATION?

Vocational Rehabilitation is a federal/State program that helps people with disabilities enter, maintain, or return to employment. VR services include training, medical or psychological treatment that would increase and individual's ability to work, rehabilitation technology, auxiliary aids, job placement, and post-employment services. Clients receive counseling and guidance to help achieve their employment goals. In the State of Tennessee, VR is run by the Tennessee Department of Human Services (DHS), Division of Rehabilitation Services (DRS).

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*DRS operates on an Order of Selection (OOS). Due to funding constraints, only those persons with the most significant disabilities are served first. OOS contains four priority levels with 1 being the most significant and 4 being the least significant. To be considered Priority Category 1, client must limitations in two of seven areas (mobility, communication, self-care, self-direction, interpersonal skills, work tolerance, or work skills). Clients also need multiple vocational rehabilitation services at least over a 6-month period.*

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## DIVISION OF REHABILITATION SERVICES GOALS AND PRIORITIES FOR FY2012

The following are the goals and priorities developed and agreed to by DRS and the SRC for FY2012.

- ⊕ Increase the number of successful closures.
  - Retrain staff on how to determine eligibility using a myriad of functional capacities.
  - Reevaluate DRS interpretation of the Order of Selection.
  - Perform fiscal reviews to assess the program's ability to serve more consumers with the use of the VR grant.
- ⊕ Ensure that at least 92% of individuals served and closed with successful employment outcomes will be individuals with significant disabilities.
- ⊕ Achieve a 96% or higher satisfaction rating for the vocational rehabilitation program as reported by the consumer satisfaction survey program for successful outcome closures.
- ⊕ Increase employment opportunities for people with disabilities by establishing a stronger focus and recognition of employment related activities including:
  - Placing additional employment counselors in regions where needed.
  - Building a comprehensive network of employment resources across the state.
  - Continuing to develop and provide services to employers promoting the value of the Division and the hiring of people with disabilities.
- ⊕ Address the need for a Director of Deaf and Hearing Impaired Services.
- ⊕ Make the IPE more assessable for people with blindness and visual impairments.

## STATUS OF THE VOCATIONAL REHABILITATION PROGRAM

The status of the VR program examines statistics so see the changes from the previous fiscal year. The performance indicators determine how successful the program is. There have been several success stories and several advances in various VR programs throughout the year.

### VR PROGRAM STATISTICS

Statistic	FY2010	FY2011	% Change
New Applications	8,393	7,590	-9.57%
Total number of people with disabilities served	29,747	25,957	-12.74%
Number of persons obtaining employment/closed successfully	1,651	1,734	+5.03%
Annualized earnings before rehabilitation	\$2,999,880	\$3,467,412	+15.59%
Annualized earnings after rehabilitation	\$24,293,776	\$26,135,092	+7.58%
Net earnings increase	\$21,293,896	\$22,667,680	+6.45%
*Success rate	47.8%	42.11%	-5.69%

The number of successful closures is up from the previous year; however, the number of unsuccessful closures is also up. Therefore, the success rate has declined from the previous year.

\* The success rate is the number of successfully closed cases divided by the total number of closed cases (both successful and unsuccessful).



Great Smoky Mountains National Park

### TENNESSEE BUSINESS ENTERPRISE (TBE) PROGRAM STATISTICS

The TBE program operates 141 vending facilities and continues to generate millions in sales. TBE provides high quality products and customer service while maximizing employment and economic opportunities for legally blind individuals in vending/food service operations.



## LAST YEAR'S GOALS

- ⊕ Provide services to approximately 30,000 individuals.

**25,957 clients served in FY2011**

- ⊕ Achieve successful outcomes for at least 1,907 individuals with disabilities.

**1,734 successful outcomes in FY2011**

- ⊕ At least 92% of individuals served and closed with successful employment outcomes will be individuals with significant disabilities.

**93.8% of cases closed with successful outcomes in FY2011 were individuals with significant disabilities**

- ⊕ The success rate for individuals determined eligible and receiving services will be at least 56%.

**42.11% success rate in FY2011**

- ⊕ Achieve a 96% or higher satisfaction rating for the vocational rehabilitation program as reported by the consumer satisfaction survey program for successful outcome closures.

**96.9% satisfaction rating was achieved in FY2011**

## CLIENT SUCCESS STORIES

### Stephen Darrow

Mr. Darrow had a multiple disability diagnosis that resulted in communication and interpersonal skills deficits. Mr. Darrow was determined eligible for VR Services on 10/28/2003. He wanted to further his education in the Criminal Justice field after completing high school diploma. VR developed an individualized plan for employment to ensure his successful transition from high school to community college where he graduated with a 3.676 GPA from Motlow State Community College. VR continued to provide Mr. Darrow with the necessary accommodations while he continued his education at MTSU where he graduated Cum Laude with a Bachelor's of Science in Criminal Justice. He applied for graduate school and was accepted into the MTSU College of Graduate Studies and graduate degree program in Criminal Justice Administration.

The SAC commends Stephen for his hard work and determination on working full-time at the local Wal-Mart while completing his undergraduate studies at MTSU, and continuing the full-time work after graduation while attending graduate school in the evenings. He exemplified perseverance by overcoming many school and home challenges during this time period.

With the assistance of his TRC Employment Counselor, Mr. Stephen Darrow was able to apply on-line, interview, and secure full-time employment as Probation and Parole Officer I with the State of Tennessee.

## **Michael D. Mikosh**

Mr. Mikosh became a V.R. client in 2006 and started his training in the work adjustment program at TRC, Elizabethton. He developed a passion as a care giver after being one of the primary care givers for his grandmother. Mr. Mikosh's goal was to become a Certified Nursing Assistant (CNA). Vocational Rehabilitation provided the necessary assistance for him to attend the Tennessee Technology Center at Elizabethton where he received his CNA Certification on March 3, 2009.

Mr. Mikosh was then referred to the employment team to work on additional skills to include resume development, interview techniques, job club, self-determination and other job readiness skills. After receiving additional assistance from a SSI benefits work incentive coordinator and the DRS Corporate Connections, Mr. Mikosh was referred to Summer Youth with the Alliance for Business & Training. Several months later he received temporary employment with the Summer Youth Program in Baysmont, an assisted living center and nursing home facility, where he worked alongside CNA's. After successful interventions with Greystone by the VR Counselor and DRS Corporate Connections, Mr. Mikosh received permanent employment with Greystone as a CNA.

The VR Staff Advisory Council rewarded Mr. Mikosh as the Case of the Quarter because of his perseverance and determination to overcome many personal challenges which attributed to him being successful in his goal to be a certified nursing assistant. The entire employment team is commended for their excellent collaboration in the success of Mr. Michael D. Mikosh.



Walnut Street Bridge, Chattanooga

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*1,734 Tennesseans with disabilities in the VR program achieved gainful employment in FY2011.*

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## **Philip Cramer**

Mr. Cramer experienced many barriers to employment due to multiple disabilities and personal obstacles. He participated in many volunteer activities that translated into part-time employment with the Knoxville Area Rescue Mission (KARM) as a Hospitality Staff person working 32 hours a week to assist with checking in homeless individuals who are seeking shelter at the facility. The DRS staff utilized several resources, including Wage Reimbursement Incentive Program (WRIP) and Corporate Connections, to ensure a successful employment outcome for Mr. Cramer. He has been hired as a full-time employee and was given health benefits. Mr. Cramer supervises a new KARM apartment complex in addition to his current duties.

The WRIP offered through DRS was a big factor in Mr. Cramer reaching a positive turning point in his life. His case is one of those special ones that had just the right combination of client determination, enthusiasm, accommodating employer, and services through VR that resulted in life-changing circumstances.

Mr. Philip Cramer is satisfied with the support he received from the VR Staff, Corporate Connections, and KARM in assisting him with gainful employment.

## HELPFUL WEBSITES

- ❖ **Client Assistance Program** - [www.dlactn.org/cap.html](http://www.dlactn.org/cap.html) - helps individuals who have concerns or difficulties when applying for or receiving rehabilitation services funded under the Rehabilitation Act.
- ❖ **Code of Federal Regulations** - [www.gpo.gov/fdsys/search/home.action](http://www.gpo.gov/fdsys/search/home.action) - The Federal Digital System contains the Code of Federal Regulations. Title 34 Part 361 refers to the SRC.
- ❖ **eRehab** – [www.erehab.org](http://www.erehab.org) – online training series used by SRC members to get a better understanding of the VR program, the SRC’s roles and responsibilities, and the State Plan.
- ❖ **Rehabilitation Act of 1973, as amended** - [access-board.gov/enforcement/rehab-act-text/intro.htm](http://access-board.gov/enforcement/rehab-act-text/intro.htm) - contains all articles of the Rehabilitation Act of 1973, as amended. Title I covers the VR program and SRC.
- ❖ **Rehabilitation Services Administration** – [rsa.ed.gov](http://rsa.ed.gov) – contains information about the federal Rehabilitation Services Administration and includes various reports and VR statistics for each State (includes the State Plans).
- ❖ **Rehabilitation Services Features** - [www.tn.gov/humanserv/rehab/rehab\\_main.html](http://www.tn.gov/humanserv/rehab/rehab_main.html) - contains information on rehabilitation services such as the Tennessee Rehabilitation Center (TRC), Deaf and Hard of Hearing Services, and the Tennessee Technology Access Program (TTAP).
- ❖ **State Rehabilitation Council** - [www.tn.gov/humanserv/rehab/cc1.html](http://www.tn.gov/humanserv/rehab/cc1.html) - provides information on the SRC and contains last year’s annual report.
- ❖ **Statewide Independent Living Council of Tennessee** - [www.tnsilc.org](http://www.tnsilc.org) - promotes independent living in Tennessee.
- ❖ **Tennessee Business Enterprises** – [www.tnvend.org](http://www.tnvend.org) – provide high quality products and customer service while maximizing employment and economic opportunities for legally blind individuals in vending/food service operations.
- ❖ **Vocational Rehabilitation Services** - [www.tn.gov/humanserv/rehab/vrs.html](http://www.tn.gov/humanserv/rehab/vrs.html) - provides information on the Tennessee Division of Rehabilitation Services including client eligibility and local offices.



## FY2012 SRC QUARTERLY MEETING SCHEDULE

All meetings are held in Nashville. Exact locations are to be determined. Dates are subject to change.

- ✿ October 6, 2011
- ✿ January 5, 2012
- ✿ April 5, 2012
- ✿ June 13-14, 2012

## JOIN THE SRC

If you are a person with a disability or someone interested in having input regarding employment services to individuals with disabilities, the Tennessee State Rehabilitation Council may be for you!

If you are interested in learning more about this unique opportunity to serve, please contact Mark Montgomery, SRC Chair, at 615-255-0283 or [mark\\_m@tnsilc.org](mailto:mark_m@tnsilc.org).



Parthenon, Nashville

## COMMON ACRONYMS

<b>CAP</b>	Client Assistance Program
<b>CFR</b>	Code of Federal Regulations
<b>CSANC</b>	Consumers Satisfaction and Needs Committee
<b>CSAVR</b>	Council of State Administrators of Vocational Rehabilitation
<b>CSPD</b>	Comprehensive Systems of Personnel Development
<b>DHS</b>	Department of Human Services
<b>DRS</b>	Division of Rehabilitation Services
<b>FY</b>	Fiscal Year (runs from October 1 – September 30)
<b>IPE</b>	Individualized Plan for Employment
<b>NCSAB</b>	National Council of State Agencies for the Blind
<b>OPRA</b>	Outreach Public Relation and Awareness Committee
<b>OOS</b>	Order of Selection
<b>RSA</b>	Rehabilitation Services Administration
<b>SILC</b>	Statewide Independent Living Council
<b>SPARC</b>	State Plan and Report Committee
<b>SRC</b>	State Rehabilitation Council
<b>TBE</b>	Tennessee Business Enterprises
<b>TRC</b>	Tennessee Rehabilitation Center
<b>TTAP</b>	Tennessee Technology Access Program
<b>VR</b>	Vocational Rehabilitation
<b>WRIP</b>	Wage Reimbursement Incentive Program

# TENNESSEE STATE REHABILITATION COUNCIL

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[www.tn.gov/humanserv/rehab/cc1.html](http://www.tn.gov/humanserv/rehab/cc1.html)

Background Image: 18<sup>th</sup> Century Gristmill at Norris Dam State Park