



Pennsylvania Rehabilitation Council (PaRC)

Annual Report Fiscal Year 2023–2024

The Mission of the Council is to inform and advise the Office of Vocational Rehabilitation, the State Board of Vocational Rehabilitation, the Legislature and the Governor on the diverse issues affecting employment of people with disabilities.





This report covers the activities of the Pennsylvania Rehabilitation Council (PaRC) for the fiscal year beginning July 1, 2023 and ending June 30, 2024. Alternate formats and additional copies are available upon request.

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Current and past reports are also available on the PaRC website:



<https://parehabilitationcouncil.org>

Pennsylvania State Law requires the Office of Vocational Rehabilitation (OVR) publish an annual program report on a different timeline than this product. Therefore, the PaRC reports the most recently available OVR data. For a more detailed OVR report, you may request OVR's Program Report from:



Pennsylvania Office of Vocational Rehabilitation
651 Boas Street Room 700, Harrisburg, PA 17121

Memorial Tribute

PAUL FOGLE



We take a moment to honor the memory of Paul Fogle, whose unwavering support, commitment, and passion as a disability advocate continue to inspire us.

Paul served as a valued member of the Pennsylvania Rehabilitation Council (PaRC) from 2021-2024, dedicating his last two years to the role of Chair. His leadership and commitment advanced the mission of the Council, advocating for the rights and needs of individuals with disabilities across our state. Paul was also one of the Founding members of the Pennsylvania Youth Leadership Network, served on the Palmyra Area School Board, representing Palmyra on the Intermediate Unit 13 Board, and worked over a decade in the Centers for Independent Living in Allentown and Reading.

Paul was the owner and founder of PF Strategies, a disability focused consulting service company, assisting disabilities services nonprofit and community/educational organizations through trainings, advocacy support, project management, grant services, and social media management. He served as the Chair of the Board of Directors for the Pennsylvania Education Advocacy Leadership Center (PEAL), United Church of Christ Disabilities Ministries, and the Board of PA Vent Camp.

The loss of Paul will be felt deeply among those who had the privilege to work alongside him. His significant contributions to the Council, the Office of Vocational Rehabilitation (OVR) and the broader disability community will always be remembered. We extend our heartfelt condolences to his family and loved ones during this difficult time.

As we reflect on Paul's legacy, we strive to carry forward his commitment to advocacy and community support. Paul will always be remembered not just for what he accomplished, but for who he was – a champion for those who needed a voice.

Rest in peace Paul. You will forever hold a special place in our hearts and in the movement you so passionately served.

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MESSAGE FROM OUR CHAIR



William Paz De Melo

Chair of the Pennsylvania Rehabilitation Council (PaRC)

It has been an incredible journey over the past few years serving in various roles with the Pennsylvania Rehabilitation Council (PaRC), including Member at Large, Policy Chair, Legislative Chair, HGAC-CTI Sub-Committee Chair, and now as Chair. I am deeply honored to step into this role.

This year, I am eager to leverage my professional and lived experiences to further PaRC's mission. I look forward to working closely with my fellow council members, committee chairs, and the executive team to create incredible opportunities for individuals with disabilities. Together, we have the power to implement innovative initiatives and advocate for inclusive policies that will make a real and lasting impact. Collaboration and teamwork will be the foundation of our success, and I am confident we can achieve remarkable outcomes through our collective efforts.

I am optimistic about the future and excited to collaborate with our Governor, Legislators, the Office of Vocational Rehabilitation (OVR), and our community partners. While OVR still has significant work ahead, it is important to celebrate and acknowledge its successes. From its achievements in Pre-Employment Transition Services (Pre-ETS) to delivering services to Pennsylvanians with disabilities, OVR has made meaningful strides.

The PaRC remains committed to encouraging OVR to deepen community engagement, address issues with surveys, and ensure greater accessibility. This includes going beyond meeting federal requirements for public comments and making OVR more available and approachable to our communities. Improving language access and fostering collaborations with community stakeholders are also key priorities. OVR Executive Director Ryan Hyde has demonstrated exemplary leadership and shown a strong commitment to these priorities, inspiring confidence in the progress we can achieve together.

We are also in a period of transition, as federal administrations change every four to eight years. It's natural for many to feel nervous or uncertain during such times. However, we must remember that our role remains the same: to educate, empower, and ensure that everyone has a voice. Change presents an opportunity to build relationships and educate new leaders.

As advocates, we hold a responsibility to reach out to every legislator and educate them about the value of employment for people with disabilities and the contributions we all make to our communities. It's not just about ensuring services and policies remain strong but also about fostering understanding and breaking down barriers.

I am excited for what lies ahead as we continue working together to make Pennsylvania a leader in opportunities and inclusion for all people with disabilities.

"Change never happens at the pace we think it should. It happens over years of people joining together, strategizing, sharing, and pulling all the levers they possibly can. Gradually, excruciatingly slowly, things start to happen, and then suddenly, seemingly out of the blue, something will tip." – Judith Heumann, [Being Heumann: An Unrepentant Memoir of a Disability Rights Activist](#)

MESSAGE FROM OUR OVR EXECUTIVE DIRECTOR



Ryan Hyde, Ex-Officio Member

Executive Director of the Office of Vocational Rehabilitation (OVR)

The PA Rehabilitation Council has an active and reaching message in providing advocacy for persons with disabilities throughout Pennsylvania and supporting the Office of Vocational Rehabilitation (OVR). The Council's presence and involvement with OVR through workgroup and committee meetings with Agency staff and stakeholders, and best-practice consultation allows direct involvement to the development and provision of vocational rehab services within the Commonwealth of Pennsylvania.

The Council continues to maintain involved support with OVR District Offices as well. This past year, District Administrators from the Philadelphia, Altoona, Norristown, and New Castle District Offices attended quarterly Full Council meetings to present on office and regional highlights, updates, accomplishments and challenges. The support to OVR's local offices is appreciated as it created a direct avenue of reporting and sharing of feedback with the Council's subject matter experts and advocacy leaders with OVR's senior leaders.

PaRC has assisted in the development of several policy enhancement this past year, such as the OVR Audiological Services Policy, and continues involvement with the Financial Needs Test Policy development. The Rehab Council also conducts direct advocacy with Commonwealth legislators by informing and educating on topics regarding OVR Agency budgetary, program and service needs, the delivery and accountability needs, and community issues of priority interest impacting Pennsylvanians with disabilities. In an advisory and consultation capacity, feedback shared has supported OVR in determining the most sustainable, cost-effective measures to ensure the most sustainable, impactful vocational rehabilitation services are maintained for customers.



PaRC MEMBERS

Including Category of Representation July 2023 – June 2024



Ryan Hyde, Ex-Officio Member

Executive Director of the Office of Vocational Rehabilitation (OVR)

“The Rehab Council has an active and reaching message in advocating for persons with disabilities throughout Pennsylvania. The Council’s workgroups and committees provide input to the development and provision of vocational rehab services. The collective experience and knowledge on issues that impact persons with disabilities is invaluable to the administration of OVR’s programs, and we look forward to continuing the partnership as we pursue our mission to support persons with disabilities and competitive integrated employment.”



Jeanette Alexander

Category of Representation: State Department of Education

Committees: Transition/Education, Legislative/Public Awareness

“I joined PaRC as a representative of the Bureau of Special Education to utilize my knowledge and expertise to support students with disabilities during their transition to adult services and employment.”



Julia Grant Barol

Category of Representation: Community Rehabilitation Provider

Committees: Chair of Transition/Education, Vice Chair of OVR/Policy/State Plan, Vice Chair of CareerLink/WIOA, Executive, Governance, Legislative/Public Awareness, CTI at HGAC Ad Hoc

“I joined the PaRC as President of PA APSE to share my knowledge and experience to help advance the employment of people with disabilities.”



Lorie Brew

Category of Representation: Parent Training and Information Center (PEAL Center)

Committees: Legislative/Public Awareness, Transition & Education, HGAC Ad hoc

“I joined the Council as a Coordinator of PEAL Center, the Parent Training and Information Center (PTI) of Pennsylvania. I have direct contact with youth and families throughout the state. I help youth and families navigate the system and create vision and possibilities when transitioning from high school to adulthood. My own family’s experience with OVR was their support to my son’s gainful employment. This provided the pathway to a richer, community based, independent life he wanted and deserved.”

PaRC MEMBERS

Including Category of Representation July 2023 – June 2024



Sylenthia Dent-Siebenlist

Category of Representation: General Advocacy

Committees: Legislative/Public Awareness, Policy/State Plan/Customer Satisfaction, Transition/Education

"Imagine being told as a parent that your son won't live past the age of three because of his rare genetic disorder- that's what the doctors told me. Fast forward, 18 years later my son is currently attending college because of the support and efforts of the OVR programs. I joined the PaRC because it is important to me as an appointed district surrogate parent, disability educator, and most importantly as a mother. Being a part of the continuation of those positive efforts OVR foster is truly a gift that keeps giving for not just me but my community around me."



Paul Fogle, Council Chair 2023-2024

Category of Representation: Current/Former OVR Customer

Committees: Chair of Executive Committee and ex-officio member of each standing committee



Joan Goodman

Category of Representation: Business/Labor/Industry

Committees: Vice Chair of Social Media/Outreach, CareerLink/WIOA, Legislative/Public Awareness

"Joining PaRC seemed like a match for me. I was disabled as a teen, had positive experiences with OVR services and a career in human resources. It's time for me to give back."



Lynn Heitz

Category of Representation: Sensory Disabilities

Committees: Chair of OVR Policy/State Plan/Customer Satisfaction, Executive, Legislative/Public Awareness, Transition/Education, CTI at HGAC Ad Hoc, IHO/Mediator Ad Hoc

"As a person with a disability, I believe strongly in the phrase 'Nothing About Us Without Us.' So many times, decisions are made for people with disabilities without their input. I want to be part of this change!"

PaRC MEMBERS

Including Category of Representation July 2023 – June 2024



Passle Helminski

Category of Representation: Cognitive Disabilities

Committees: CareerLink/WIOA, Governance, Legislative/Public Awareness

"I want to make our mission statement a living, breathing part of everyday life, which is the reason I wanted to become a member of the PaRC."



Twana Jones

Category of Representation: Business/Labor/Industry

Committees: Vice Chair of CareerLink/WIOA, OVR Policy/State Plan/Customer Satisfaction

"Rob Wallington knew I would be an excellent candidate to pick up where he left off. I have served for over 25 years doing Union representation, and always ensure the Disability Act is being followed without prejudice in reference to work accommodations. The opportunity to assist in a broader aspect is exciting."



Jessica Keogh

Category of Representation: Intellectual Disabilities

Committees: Vice Chair of Legislative & Public Awareness, OVR Policy/State Plan/Customer, Transition/Education, IHO/Mediators Ad Hoc Satisfaction, Transition & Education, IHO/Mediator Ad Hoc



Michele Leahy

Category of Representation: Mental Health

Committees: Chair of Social Media/Outreach, Executive, Legislative/Public Awareness, CTI at HGAC Ad Hoc

"I believe that employment is imperative for people with disabilities to be considered equal in our society. As a person with a disability, it's important to me for employers and our community in general to realize our ability to contribute through competitive employment. PaRC's mission truly fits my personal philosophy of saying yes to access."

PaRC MEMBERS

Including Category of Representation July 2023 – June 2024



Michelle Mitchell, Member at Large 2023–2024, Vice Chair 2024–2025

Category of Representation: Rehabilitation Counselor

Committees: Executive, Governance, Legislative/Public Awareness, OVR Policy/
State Plan/Customer Satisfaction, Transition & Education

“My lifelong mission to assist folks in “Finding Their Own Way” led me to become a Certified Rehabilitation Counselor and open the doors of access to higher education for ALL individuals as they pursue their training to become who they are determined to be. Ensuring Pennsylvania maintains this commitment to individuals achieving their desired employment outcome is my purpose for being part of PaRC!”



Michelle Paonessa

Category of Representation: Sensory Disabilities

Committees: OVR Policy/State Plan/Customer Satisfaction, IHO/Mediator Ad Hoc



William Paz De Melo, Chair 2024–2025

Category of Representation: Physical Disabilities

Committees: Chair of Legislative/Public Awareness, Chair of CTI at HGAC Ad Hoc,
Executive, Governance



Andrew Pennington

Category of Representation: Client Assistance Program (CAP)

Committees: Chair of CareerLink/WIOA, Chair of IHO/Mediator Ad Hoc, Vice Chair
of Transition/Education, Executive

PaRC MEMBERS

Including Category of Representation July 2023 – June 2024



Kara Donatucci Pham

Category of Representation: Business/Industry/Labor

Committees: CareerLink/WIOA, Transition/Education

"I joined PaRC because I thought my experience in Human Resources and my experience as a parent of a child with an intellectual disability would complement the mission of the organization. My experience is employment and programs of inclusion would lend insight to other organizations like OVR that support inclusion in the workplace."



Susan Tomasic, Vice Chair 2023–2024

Category of Representation: Statewide Independent Living Council (SILC)

Committees: Chair of Governance, Executive, OVR Policy/State Plan/Customer Satisfaction, Social Media/Outreach, IHO/Mediator Ad Hoc

"I am the Chair of the PA SILC and serve as the SILC representative on the Council."

Council Openings



The Pennsylvania Rehabilitation Council (PaRC) is accepting applications for candidates to fill the following categories of representation:

- ◆ Mental Health
- ◆ State Department of Education
- ◆ Veteran
- ◆ Young Adult (ages 18 to 26)

As of July 2025, the categories of representation listed below will also be available. PaRC encourages all applicants to apply as early as possible to ensure a timely transition of membership:

- ◆ Business/Industry/Labor
- ◆ Physical Disabilities



Interested in joining the Council?
Visit the following link below or
QR code.



<https://parehabilitationcouncil.org/get-involved/become-a-member>

PARTNERSHIP WITH THE PA OFFICE OF VOCATIONAL REHABILITATION

The Pennsylvania Office of Vocational Rehabilitation (OVR), a State Agency under the department of Labor & Industry, provides vocational rehabilitation services to help persons with disabilities prepare for, obtain or maintain employment. OVR provides services to eligible individuals with disabilities, both directly and through a network of approved vendors. Statewide there are 21 District Offices staffed with trained, professional Vocational Rehabilitation Counselors who serve Pennsylvania in all 67 counties. The Hiram G. Andrews Center in Johnstown provides vocational training and comprehensive rehabilitation services to people from across the state. OVR's Bureau of Blindness and Visual Services provides specialized services to blind and visually impaired individuals. These services are designed to increase an individual's independence and employability.

OVR provides a wide range of services to eligible applicants that can help overcome or lessen a disability and / or directly help prepare for a career. These services include: **Diagnostic Services, Vocational Evaluation, Counseling, Training, Restoration Services, Placement Assistance, Assistive Technology, Support Services**

Funding for the "Transfer to the Vocational Rehabilitation Fund" must be adequate to ensure that OVR has sufficient funds to be able to match all available grant funds from the Rehabilitation Services Administration (RSA). Having adequate funds to ensure the continued operation of both the Pre-ETS and adult VR program is essential to the financial health of the agency and its ability to provide services across its multiple programs.

The PaRC proudly partners with OVR to promote full inclusion for people with disabilities. This collaborative effort aims to create equitable opportunities, foster independence, and support individuals in achieving competitive integrated employment while also enhancing their overall quality of life within the community.



PaRC ACCOMPLISHMENTS

Conducted a total of 4 Full Council meetings, 2 Special meetings, & 51 committee meetings during FY 2023-2024 which served as essential platforms to collaborate with OVR and engage in conversations aimed at assisting Pennsylvanians with disabilities in pursuit of their employment opportunities.

01

Reviewed and advised OVR regarding the performance of its responsibilities, particularly those related to eligibility; the extent, and scope and effectiveness of services provided; and the functions performed by State agencies that affect the ability of individuals with disabilities in achieving employment outcomes under VR services.

03

Participated in workgroups and made recommendations to OVR policies including Vehicle and Driving Services policy, OVR Audiological Services policy, and Financial Needs Test (FNT) policy.

05

Collaborated with staff from the Commonwealth Technical Institute (CTI) at Hiram G. Andrews Center (HGAC) to review & celebrate program successes, curriculum, accessibility, data, safety, facility upgrades, etc.

07

Engaged in discussion and made recommendations to the OVR Youth Ambassador Program, Transition Employment and Mentor (TEAM) Navigator Program, Early Reach Workgroup, Pre-Employment Transition Services (Pre-ETS), Bureau of Special Education (BSE) updates, Act 26 Reports, OVR Summer Programs, BBVS and ODHH Summer Academies.

02

Partnered with OVR to review the results of the Comprehensive Statewide Needs Assessment and use the findings to develop the goals and priorities for the WIOA VR Services Portion of the 2024-2028 Combined State Plan.

04

Conducted review of the effectiveness of VR services and consumer satisfaction and discussed ways to enhance response rates on surveys. A key component of this effort involved meeting with the Massachusetts Rehabilitation Commission (MRC) to gain insight into their successful survey revamping strategies.

06

Provided input and made recommendations on maintaining compliance with Federal Statutory requirements for OVR Impartial Hearing Officers and Mediators to ensure customer due process rights are being met.

08

Collaborated with OVR & PA State Workforce Development to discuss & review CareerLink accessibility, certifications, Assistive Technology and trainings, Workforce Development grants and programs, Workforce Coalition/ Developmental Disabilities Council grant, and Commonwealth DEIA efforts.

Program Year 2022-23¹ Vocational Rehabilitation Highlights



65,296 individuals engaged with OVR²



\$47.21 M estimated annual government savings⁴



17,619 new applicants



\$6,997 average per-person cost of services for an employment placement



19,247 students received Pre-Employment Transition Services³



10.1 months projected time to recover investment



5,654 individuals placed into employment

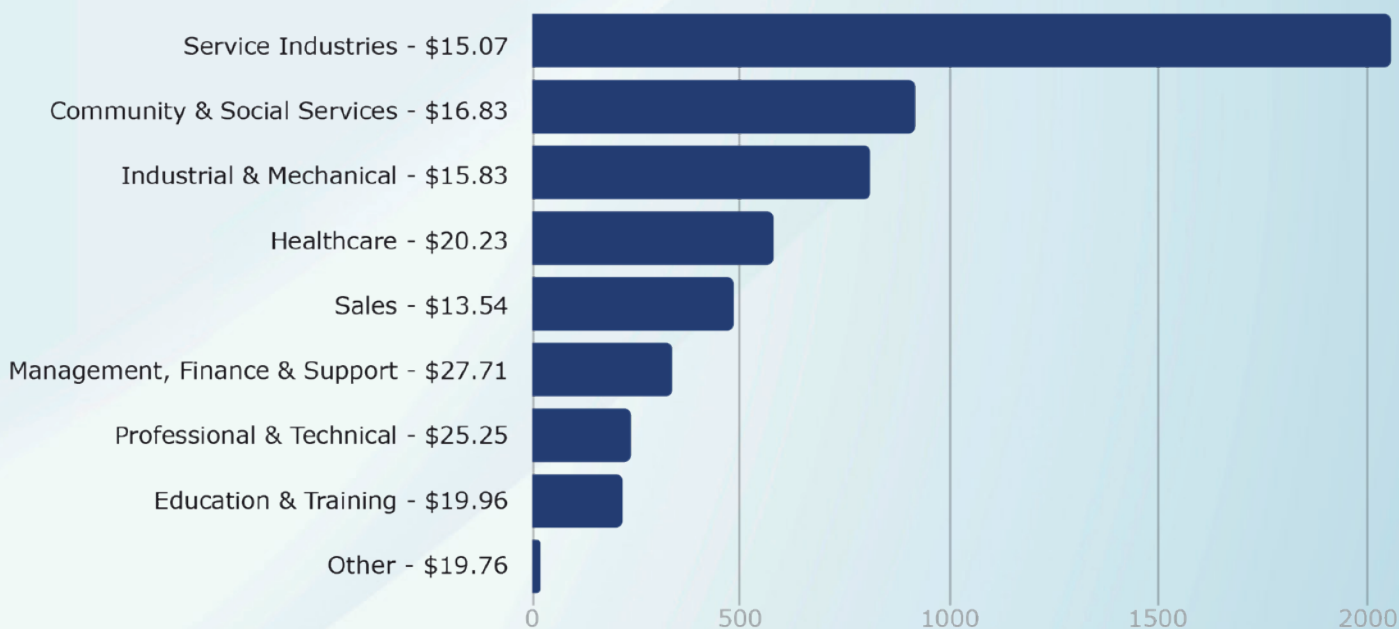


76% Hiram G. Andrews Center Employment Rate⁵



\$17.24 average hourly wage of individuals employed

Occupations OVR Customers Are Working in



¹ Program Year (PY) 2022 began 7/1/2022 and ended 6/30/2023.

² Number of OVR customers who had an open VR case as of June 30, 2023, or had their case closed during the Program Year 2022.

³ Includes potentially eligible students and students with OVR cases, and both purchased and staff-provided services.

⁴ Based on estimated income taxes, total average annual SSA reimbursement, and SSA benefits that may decrease or end due to employed individuals achieving SGA levels established by the SSA.

⁵ Six-year running average of program graduate employment.



OVR Staff attended **2,335** Individualized Education Plan meetings.



OVR provided **2,618** students **\$22,182,802** in financial aid for post-secondary training or education

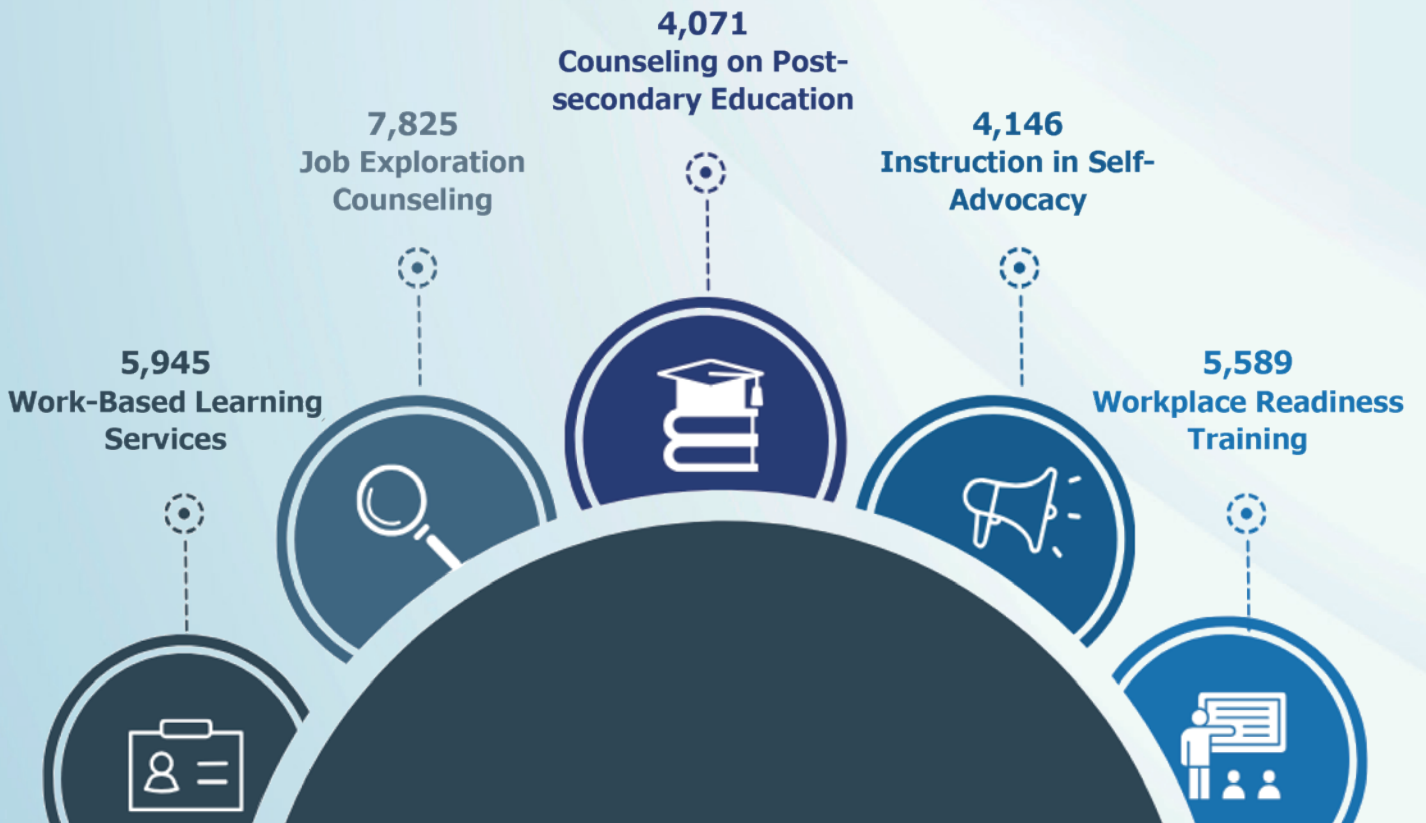


OVR staff conducted **3,819** individual Section 511 counseling sessions.

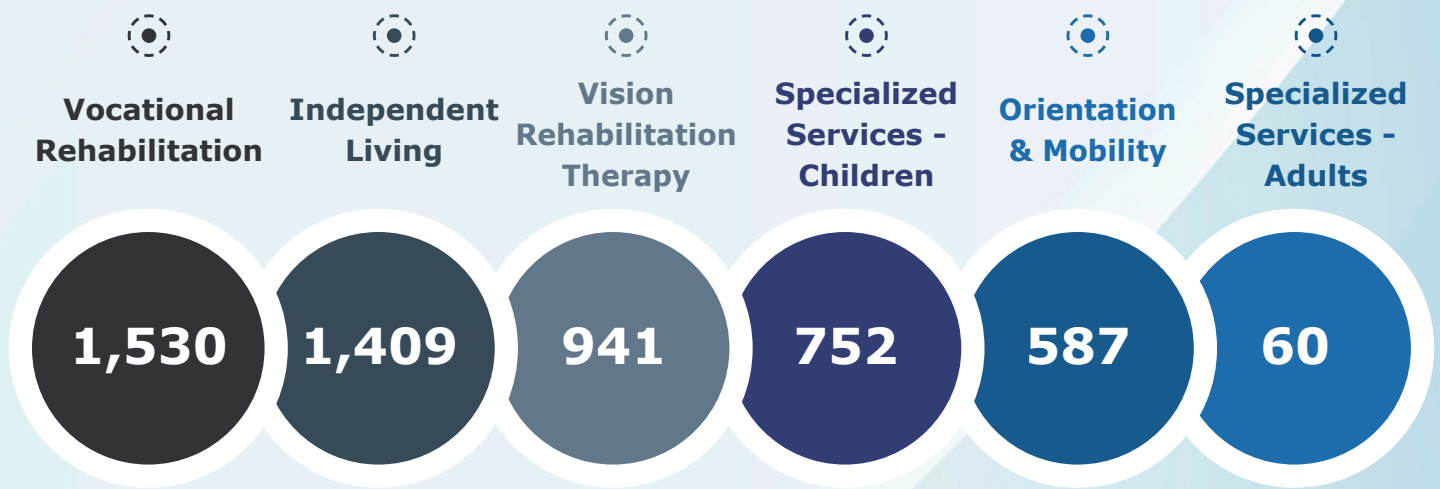


OVR arranged for **851** youth to have paid work experience through the MY Work Program at **165** sites across the Commonwealth.

Students who Received Pre-Employment Transition Services



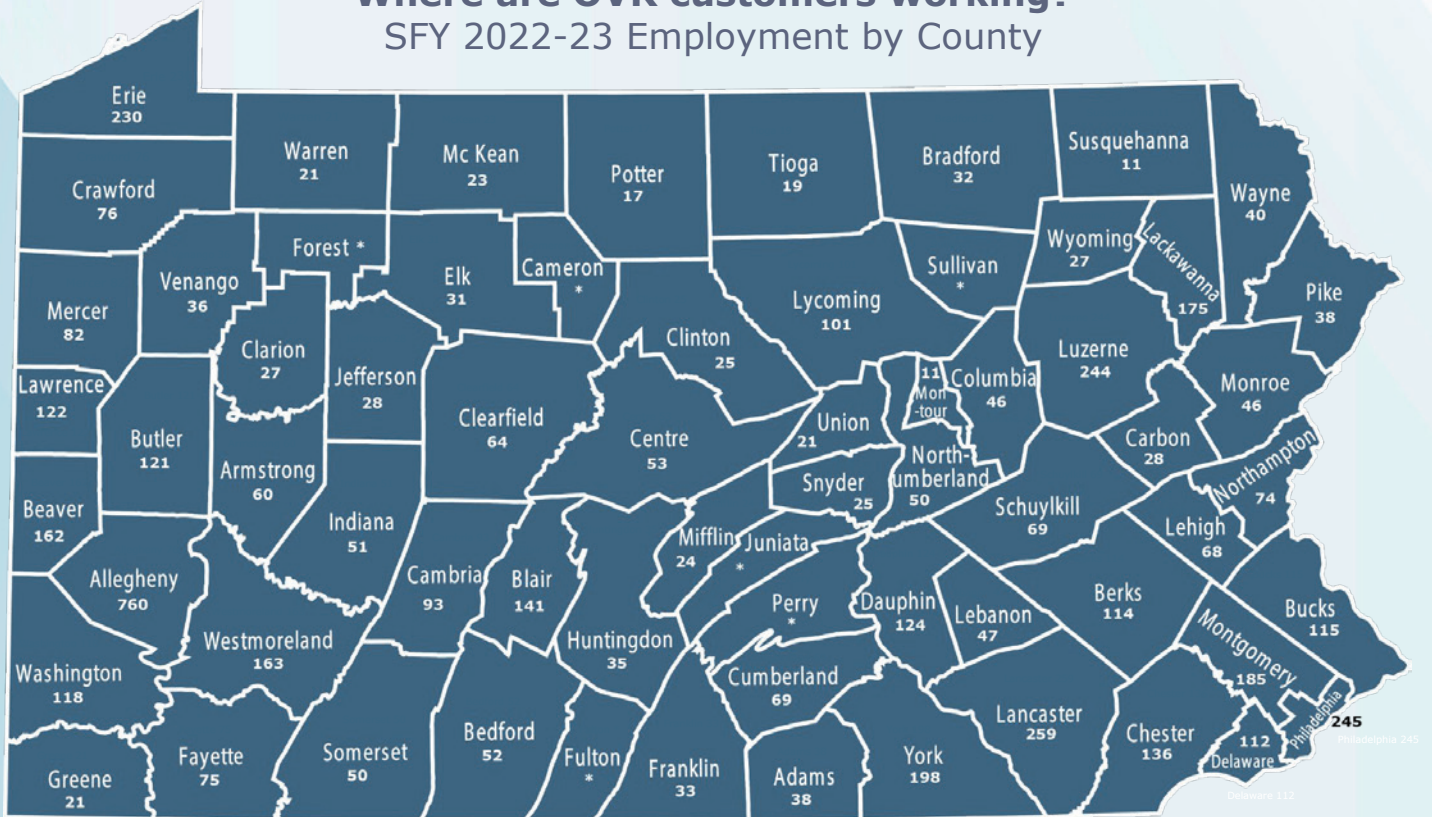
Customers Served in Bureau of Blindness & Visual Services Programs



The Business Enterprise Program (BEP)

- The Randolph-Sheppard BEP assists persons who are blind to operate their own food or other service businesses in commercial, industrial, or governmental locations.
- BBVS supported **315** BEP businesses.
- BEP can also assist interested persons with entrepreneurial business ventures other than food service.

Where are OVR customers working? SFY 2022-23 Employment by County



*Numbers were not provided for the counties having less than 10 OVR customers employed to protect customers' privacy.

The 36 CFR 361 regulations implementing the Workforce Innovation and Opportunity Act (WIOA) require that the employment outcomes satisfy the following criteria under the Vocational Rehabilitation program: (1) competitive earnings, (2) integrated location, and (3) opportunities for advancement.



PaRC MEMBER STORY

“Ask not what your country can do for you, but what you can do for your country.” – John Fitzgerald Kennedy



LYNN HEITZ

As early as eight years old, Lynn Heitz struggled with her vision. She had difficulty seeing the blackboard in school, seeing all the words on a page of text, and reading aloud. After years of one specialist’s opinion after another, she was diagnosed with Stargardt’s disease at age 18 and was told her condition would not lead to total blindness. So, like anyone else, she pursued life. She completed her education, got married, and started a family. In her thirties, Lynn noticed a decline, which led to another round of visits to specialists. It was then that she was diagnosed with retinitis pigmentosa inversa, a genetic disease that would likely lead to total blindness.

“Not only was I experiencing exactly what I was told would never happen, but it was terrifying that I could have shared this with my children.” So, Lynn, like many others who have lost their vision later in life, had to do some adjusting. “I didn’t know anybody who was blind or visually impaired, not in my family, friends, or anyone!”

Lynn started receiving vocational rehabilitation training and was both impressed and daunted by her counselor. “He sat at my dining room table using a slate and stylus (which I’d never seen anyone use before), and when he left, I still to this day remember standing on my steps watching him walk down the street using his white cane and thinking to myself that I’d never be able to do that.”

It was through that counselor that Lynn was first introduced to the National Federation of the Blind (NFB). The counselor arranged for Lynn to receive computer training with Ted Young, who at that time, was president of the NFB of Pennsylvania. “At the end of our sessions, Ted would talk about the Federation, and he’d always ask me to come to a Keystone Chapter meeting.”

“For the next three years, a very nice lady by the name of Pat would call me faithfully each month inviting me to the meetings.” That nice lady is Patricia Grebloski, an active Keystone member for over 30 years. Finally, in 1998, Lynn relented and sat in on a meeting, but she was not convinced that she needed to be part of this group since she still had a lot of vision. Lynn’s opinion changed just a few years later when she attended her first national convention. “I was amazed!” “I had no idea there were so many blind people around, not to mention how independent they all were.” This would prove to be a working convention for Lynn. She volunteered to help in

PaRC MEMBER STORY

continued

the hospitality suite as well as the information desk. Additionally, the Pennsylvania affiliate president presented Lynn with several copies of the book “Walking Alone, Marching Together,” an impressive tome chronicling the first 50 years of the Federation and tasked her with getting the autographs of the author, the current national president, and the presidents of the seven original states that met in Wilkes-Barre, PA to form the NFB.

“When I asked what the seven states were, I was asked to read the book to find out.” This scavenger hunt of sorts would prove to be a pivotal turning point for Lynn. “What impacted me the most was when I had to get the signature of then-national President Mark Maurer.” Once she found him and explained what she needed, Mr. Maurer warmly invited her onto the stage with him. “I thought, here I am, a lowly chapter member standing here with the president of the largest organization of blind people in the country, and he took time to talk with me.”

In 2002, Lynn was awarded her first national scholarship. This merit-based award comes with an arduous application process that includes two letters of recommendation, an interview with the state president, and a transcript. Candidates are also required to submit a personal statement. Receiving the award put Lynn in a position to be mentored by a host of successfully employed blind leaders within the Federation. Lynn explained, “This is really where my journey began.”

During this time, Lynn became first vice president of the Keystone Chapter and was elected as chapter president, a position she held until 2016. She went on to hold positions within the affiliate as the first and second vice president. She has held the position of affiliate president since 2017. On the national level, Lynn has been a part of the Resolutions Committee since 2018. In 2004 Lynn was named a Jacobus tenBroeke Fellow, a distinction awarded to second-time scholarship recipients. To receive a subsequent scholarship, candidates must have demonstrated successful leadership and fundraising efforts within their chapter.

The quote from John Fitzgerald Kennedy best defines Lynn’s transformation into a full-time servant and advocate. Having come full circle, and now a committed NFB leader, Lynn has big goals for her members. “Most important to me is working to enable the blind of Pennsylvania to become self-sufficient, employed members in their communities.” “I want them to feel comfortable in their own skin.” Lynn also stresses the importance of members engaging legislatively to affect change. “I want people to have the confidence to reach out to their local, state, and federal legislators to identify where there is a lack of accessibility.”

In her professional career, Lynn has worked in both government and private nonprofit agencies supporting the blind and visually impaired community. She holds a Master of Social Work degree with a specialization in gerontology, which she earned from the University of Pennsylvania.

Lynn is also a terrific crocheter, a skill she learned at the young age of 8. She often crochets blankets, scarves, and hats that are donated to the Salvation Army for the homeless. Additionally, she loves spending time with her family and reading—especially presidential biographies and romance novels.

Lynn and her husband Ray live in the Chester County area and have been married for 43 years. They have three daughters and four grandchildren.

THE FOLLOWING SUCCESS STORY IS FROM THE 2023 OVR ANNUAL REPORT

The Bureau of Blind and Visual Services (BBVS) provides assistance to Pennsylvanians who are blind or visually impaired gain the skills necessary to live and work independently in their communities. The PaRC remains committed to advocating for these services & training programs to maximize the potential of individuals and the attainment of competitive integrated employment.



BISHNU KHADKA

When Bishnu Khadka re-connected with our Erie Bureau of Blindness & Visual Services (BBVS) office, he had worked as a laundry attendant at a hotel and was interested in a training program that would lead to a better career path for him and his family.

Through his hard work and BBVS' assistance, including vision rehabilitation therapy, assistive technology evaluation and recommendations, academic training and tuition, and on-the-job training, he was able to reduce barriers in mobility, self-care, and work tolerance, as well as build his work and communication skills, to secure employment as a Defense Support Officer, making \$16.79/hour at InspiriTec, Inc. Bishnu likes that he can work from home, so he doesn't have to coordinate transportation and can spend more time with his family.

When asked what having a job means to him, Bishnu shared that it is "everything," and he credits both BBVS and his wife with helping him succeed. Speaking about his wife, he shared that "without her, I wouldn't be put in the position I'm in now." He also is grateful for BBVS services stating that "without your support, I wouldn't be here. I honestly don't know where my life would be without BBVS. You guys have helped me so much and my family."

Bishnu's advice for other individuals with visual impairments thinking about employment is "to never sell yourself short. I may not be able to see but I can utilize my other senses. I've heard many say just because we cannot see what others can doesn't mean we are not good at working. We are doing better than others without vision impairments, and as long as you're willing to do the work nothing else matters."

THE FOLLOWING SUCCESS STORY IS FROM THE PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY'S THIRD EDITION OF "THE STORY – CELEBRATING TEACHERS & NURSES"

"My advice to individuals with disabilities seeking employment would be to never give up, don't doubt yourself, and don't be afraid to ask for help (BBVS)." – Jonathan



JONATHAN DILICK

My story started in the summer of 2010. After completing my freshman year at Saint Francis University, I was planning on transferring to IUP the following year. During that summer, my life changed forever. I was diagnosed with a rare visual condition called Leber's Hereditary Optic Neuropathy (LHON). This condition severely altered my central vision and deemed me legally blind. After numerous ophthalmology appointments, I chose to take a semester off of college, to navigate this new journey. With the help of BBVS, I was provided with sponsorship and technology support (laptop, visual software, glasses, and others) that allowed me to return to school. The following spring, I attended IUP Northpointe to pursue a degree in education. After three semesters at Northpointe, I then attended IUP Main Campus (Indiana). For the next three and a half years, I worked tremendously hard, achieved a cumulative GPA of 3.55 (Magna Cum Laude), and received my

bachelor's degree in health and physical education. In addition to my degree and teacher certification, I minored in sport management, received an athletic coaching certification, and won my graduating class departmental award (Outstanding Senior in teacher education).

After graduation from IUP, I was hired as a part-time health and physical education teacher at Divine Redeemer School (Ford City) and subbed day-to-day in Armstrong School District. Along with subbing and working at DRS, I also worked at the RGS YMCA as an adaptive instructor (fall, winter, and spring) and a day camp counselor (summer).

Four years went by, and I had no luck getting hired full time in my local school district as a health and PE teacher. I then decided to contact BBVS to inform them that I planned on going back to school to pursue a master's degree in special education. BBVS reopened my case, and I was accepted to IUP's graduate program. In two and a half years, I received my master's degree and special education K-12 teacher certification. During that time, I maintained a 3.90 GPA. While pursuing my master's degree (online), I continued to substitute for Armstrong and work at the RGS YMCA.

In the fall of 2022, I was presented with the opportunity to work as a long-term special education teacher at Armstrong Jr./Sr. High School. It was a tremendous experience and part way through the year, a position became available. This was my third interview and I felt more prepared than ever! A few weeks went by, and I received one of the best phone calls of my life. The ASD HR director informed me that I got the job! The position was a 7-12 learning support job at West Shamokin Jr./Sr. High School. I finished the final marking period at West Shamokin, and I've been there since. My favorite part about my job as a learning support (special education) teacher is providing the support that my students need and my everyday interactions with them.

My dream of being a full-time teacher had come true! It may not have been the easiest journey, but it was well worth the ride. Having a full-time teaching job makes me feel accomplished and allows me to provide a stable income for my family. I don't have to worry about working multiple jobs just to get by. Thank you BBVS for being such a tremendous support throughout my journey!



Pennsylvania Rehabilitation Council (PaRC) 2024 – 2025 Federal Position Paper

The Council is mandated by statute with informing and advising the Office of Vocational Rehabilitation (OVR), the State Board of Vocational Rehabilitation, the Legislature, and the Governor in PA on the diverse issues affecting employment of people with disabilities. OVR's total participants served was 38,670 for Program Year 2022-2023. According to the most recent Act 26 Report, during the second quarter of the SFY 2023-2024, which reports data from 10/01/2023 to 12/31/2023, a total of 7,704 students with disabilities received Pre-ETS-related services. There are over 168,158 students with disabilities age 14-22 eligible for transition services in PA, with 4,438 customers aged 16 to 18, and 84 customers under the age of 16. This document summarizes the Council's position on key federal laws and policy issues.

The Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA) provides for programs that help people with disabilities achieve employment and independence, such as vocational rehabilitation (VR). In order to access federal funding for these programs, states must appropriate State funding to match Federal dollars at a 21.3% to 78.7% rate. This investment is good for taxpayers, for example, VR customers in PA who found competitive employment in state fiscal year 2022-2023 generated \$47,210,000 in savings¹, both from taxes paid and fewer benefits used.

WIOA, Title IV, can be strengthened if you support certain policy positions:

- Keep VR a mandatory program with State funding to match Federal dollars at a 21.3% to 78.7% rate.
- Increase funding substantially for providing VR services to veterans with disabilities returning to civilian life as well as continuing to screen injured veterans for traumatic brain injury and post-traumatic stress disorder.
- **SUPPORT:** [H.R.1263](#) and [S.533](#) *Transformation to Competitive Integrated Employment Act*, [H.R.2708](#) and [S.1193](#) *Latonya Reeves Freedom Act of 2023*, [S.100](#) and [H.R.547](#) *Better Care Better Jobs Act*, [H.R.1616](#) and [S.801](#) *CARE for Long COVID Act*, [H.R.2840](#) and [S.1270](#) *AID Youth Employment Act*, [H.R.2941](#) and [S.1332](#) *Recognizing the Role of Direct Support Professionals Act*, [H.R.4889](#) and [S.2488](#) *Raise the Wage Act of 2023*, [H.R.5102](#) and [S.2522](#) *ABLE MATCH (Making Able a Tool to Combat Hardship) Act*, [H.R.5408](#) and [S.2767](#) *SSI Savings Penalty Elimination Act*, [S.3076](#) *Disability Employment Incentive Act*, [H.R.6296](#) and [S.3118](#) *HCBS Relief Act of 2023*, [HR7208](#) *Dennis John Beningo Traumatic Brain Injury Program Reauthorization Act of 2024*
- Require all commercial health insurance providers to cover brain injury rehabilitation.
- Promote career development and job advancement by expanding the definition of post-employment services to include training and other services necessary for career advancement.
- The number of adults reporting vision loss will continue to increase especially as the nearly 75 million Americans who make up the Baby Boomer generation reach retirement age and beyond. The PaRC recommends an increase in funds for the Older Blind Program of 300% over the next 5 years to better service the growing aging, blind population.
- Implement changes to the Comprehensive System of Personnel Development (CSPD) to allow for the creation of a bachelor's level VRC position due to staffing shortages. Maintain the master's level position and recruit new staff using all available options to maintain highest quality service. Adjust CSPD requirements through the State Plan to include bachelor's level option as an entry point while retaining a master's level position, both of which would be considered VRC following designated training period. The PaRC recommends OVR focus on supporting staff through offering scholarships and specific funding to increase skills and credentials over time.

Transportation

Accessible, affordable, and safe public transportation is critical for ensuring that people with disabilities can participate in the workforce. Unfortunately, many communities (especially rural ones) lack disability-friendly and accessible public transportation options, even when states are required by law to provide them. Consequently, we encourage you to support changes to the public transportation system that promote and enforce equal access for people with disabilities. PaRC recommends an increase of 10% in public transportation funding and increased accessible public transportation including high speed, inter-city, commuter/regional, and rapid transit rail.

The Achieving a Better Life Experience (ABLE) Act

provides for the creation of savings accounts for those who experience a significant disability before age 26. Money in these accounts can pay for disability related expenses and are not subject to taxes or considered for means-tested benefits. We encourage you to support an amendment to the Able Act that would allow all people with significant disabilities (regardless of onset age) to have such accounts.

Insights Gained Regarding Mental Health and Accessibility

The lasting impacts of the COVID-19 pandemic combined with the Great Resignation have resulted in significant changes to our economy, employment, and workforce. The PaRC recommends an increase of 15% in funding for mental health services to continue to support employees impacted by severe isolation during the pandemic so that they may return to work. We encourage Legislators to provide increased awareness of the many benefits of providing remote work opportunities for people with disabilities and educating employers about workplace accessibility.

Full Funding of OVR will allow for the expansion of programs to maximize opportunity to support our businesses and meet workforce needs through the successful employment of people with disabilities. Furthermore, we have learned that flexibility in relation to the location of a workplace is possible for all Pennsylvanians, especially those with a disability, with so many opportunities to work remotely.

1 PENNSYLVANIA OFFICE OF VOCATIONAL REHABILITATION. "PROGRAM YEAR 2022-23 VOCATIONAL REHABILITATION HIGHLIGHTS". <https://parehabilitationcouncil.org/wp-content/uploads/2024/05/OVR-2023-Annual-Report.pdf>



Pennsylvania Rehabilitation Council (PaRC) 2024 – 2025 State Position Paper

The Pennsylvania Rehabilitation Council (PaRC) is mandated by the Rehabilitation Act of 1998, as amended by Workforce Innovation and Opportunity Act (WIOA) 2014, to review, analyze, and advise the Pennsylvania Office of Vocational Rehabilitation (OVR) regarding the performance of its responsibilities, particularly those related to eligibility (including order of selection); the extent, scope and effectiveness of services provided; and the functions performed by State agencies that affect the ability of individuals with disabilities in achieving employment outcomes under Vocational Rehabilitation (VR) services. The PaRC’s Legislative Committee respectfully submits, with approval by Executive Committee and/or Full Council, the following Position Paper for your review and consideration:

Sustain Full Funding for OVR Services to match all available Federal Funds

Action Requested:

- *Funding for the “Transfer to the Vocational Rehabilitation (VR) Fund” must be adequate to ensure that PA OVR has sufficient funds to match all available grant funds from the Rehabilitation Services Administration (RSA). Grant funds are matched at 21.3% (state) to 78.7% (federal). Changes made to the Workforce Innovation and Opportunity Act (WIOA) in 2014 required that PA OVR reserve a minimum of 15% of its federal funds specifically for Pre-Employment Transition Services (Pre-ETS) services to students with disabilities. Having adequate funds to ensure the continued operation of both the Pre-ETS and adult VR program is essential to the financial health of the agency and its ability to provide services across its multiple programs.*
- *VR Transfer should be \$50M for SFY24 to ensure PA OVR has adequate funding to manage operations and provide services.*
- *Additionally, lasting impacts of the COVID-19 pandemic combined with the Great Resignation have resulted in significant changes to our economy, employment, and workforce. Full Funding of OVR will allow for the expansion of programs to maximize opportunity to support our businesses and meet workforce needs through the successful employment of people with disabilities. Furthermore, we have learned that flexibility in relation to the location of a workplace is possible for all Pennsylvanians, especially those with a disability, with so many opportunities to work remotely.*

Expedited Employment

Action Requested:

- *The Commonwealth of Pennsylvania should review an Expedited Hiring System to be a model employer and to comply with the spirit and intent of the PA Employment First Act.*
- *The State should establish, through legislation or regulatory action, an Expedited Hiring System so that people with disabilities in Civil Service, Non-Civil Service, and State Contractor hiring positions have an alternative path to employment similar to Schedule A on the Federal level.*

Collaboration of Services for Persons with Neurological Injuries in Pennsylvania

Action Requested:

- *Collaboration is needed between all state agencies working with persons with neurological injuries to ensure that there is no break in services from in home services to employment services. Additional dedicated funding is needed for this population.*

- PaRC recommends an increase in funding of 25% for the PA Department of Health & Human Services Head Injuries Program (HIP), to support those with traumatic brain injuries attain and maintain employment.

Adequate Funding of the Office of Deaf and Hard of Hearing (ODHH)

Action Requested:

- The PaRC agrees with the Disability Budget Coalition's recommendation as follows: To the extent feasible, increase the state appropriation for the ODHH to \$650,000; authorize ODHH to increase its staff for all its offices or its contracting, or both, at its discretion, within the increased budgetary allocation; move ODHH's budget from the Labor and Industry General Government Operations line item to a separate line item within the overall Labor and Industry budget.
- Codify the ODHH Support Service Provider (SSP) Program into the budget by providing its own line item and continue to fund the SSP Program in the amount of at least \$300,000 annually.

PaRC supports the following regarding Centers for Independent Living (CILs)

Action Requested:

- Line item appropriation of \$2.7 million which will enable the CILs to: maintain quality staff and a stable location, effectively deliver services that facilitate transition from nursing homes and other institutions to the community, provide assistance to those at risk of entering institutions, and facilitate transition of youth to postsecondary life (the fifth IL Core service) and provide reasonable benefits; increase the number of individuals served; and lower the cost per individual.

Transportation

Action Requested:

- Transportation Network Providers, like Uber and Lyft as well as all taxi service providers must be required to provide accessible vehicles on demand to people with disabilities.
- Education or training must be provided to all Transportation Network Providers and taxi service providers on the requirements of the Pennsylvania Human Relations Act and the Americans with Disabilities Act; especially with respect to the provision of service to individuals who use service or guide dogs.
- The State must work with Amtrak and the Federal Government to ensure that all train stations in the Commonwealth are physically and programmatically accessible, which is not the case today.
- Providers of the Rural Shared Ride System should work jointly and collaboratively with Fixed Ride and Commuter Ride Systems to maximize transportation resources for individuals with disabilities.
- The Rural Shared Ride System should enable transportation providers to cross County lines to assist people with disabilities who use these rides to obtain, maintain, and/or regain employment.

Disabilities Caucus

Action Requested:

- Establish a bi-partisan and bi-cameral caucus to review and support legislation that would enable people with disabilities to have equal opportunity in all aspects of their lives and to be productive and contributing members of their communities.
- Hold a public hearing on the Commonwealth's disability services with PennDOT, Dept. of Human Services, PA Workforce Development, OVR, Office of Developmental Programs, Office of Long-Term Living, Office of Mental Health and Substance Abuse Services, Dept. of Corrections, Dept. of Health, and the Dept. of Community and Economic Development to educate the House and Senate on the importance of establishing a Disabilities Caucus inclusive of all people with disabilities.

- *Membership in the Caucus should be open to any Member of the PA Legislature who is interested in promoting and ensuring the independence, equal opportunity, full participation in community life, and the economic self-sufficiency of people with disabilities.*
- *Bi-cameral Disabilities Caucus should be co-chaired by a member of each major party and two vice-chairs to ensure bipartisan representation in both chambers.*
- *The “Disabilities Caucus” should meet on a quarterly basis.*

Employment First Oversight Commission (EFOC)

Action Requested:

- *The PaRC supports the EFOC recommendations made to the Executive Office, Legislature, and individual State agencies included within the most recent EFOC report.*
- *EFOC core values such as person-centered, holistic, equitable, collaborative and data informed approaches should be embedded throughout state agencies’ Employment First implementation.*

Service Dog Laws

Action Requested:

- *A Service Dog is any dog which has been or is in the process of being trained as a guide dog, signal dog or has been trained to do work or perform tasks for the benefit of an individual with a disability.*
- *The PaRC understands that Service Dogs are critical toward the attaining and maintaining of independent living especially in regard to employment and recommends that laws prohibiting any interference with Service Dogs be re-introduced and enforced.*
- *Harassment of or interfering with a Service Dog is detrimental to people with disabilities especially regarding their access to employment. The PaRC supports the education of people in our communities about the importance of Service Dogs and the harm interference with Service Dogs poses to people with disabilities. The Council supports real consequences for those that interfere with Service Dogs.*

Control and Contain Dog Laws

Action Requested:

- *PaRC supports legislation that would strengthen protections for any fully trained animal that supports an individual with a disability through specific trained tasks related to their needs to access employment and independent living.*

The Pennsylvania Rehabilitation Council’s Legislative and Public Awareness Committee support the following State Bills:

HB151 An Act amending the act of March 4, 1971 (P.L.6, No.2), known as the Tax Reform Code of 1971, in tax credit and tax benefit administration, further providing for definitions and for application and administration.

HB181 An Act establishing the Family and Medical Leave Insurance Program and the Family and Medical Leave Insurance Fund; conferring powers and imposing duties on the Department of Labor and Industry; and imposing penalties.

HB185 An Act amending Title 75 (Vehicles) of the Pennsylvania Consolidated Statutes, in registration of vehicles, further providing for person with disability plate and placard; in fees, further providing for exemption of persons, entities and vehicles from fees; and, in powers of department and local authorities, further providing for specific powers of department and local authorities.

HB348 An Act amending Title 71 (State Government) of the Pennsylvania Consolidated Statutes, in civil service reform, providing for excepted service hiring and promotion authority; and imposing duties on the Office of Vocational Rehabilitation.

HB661 An Act amending the act of June 13, 1967 (P.L.31, No.21), known as the Human Services Code, in public assistance, providing for intellectual disability and autism fee schedule rates.

HB1135 An Act amending the act of January 17, 1968 (P.L.11, No.5), known as The Minimum Wage Act of 1968, further providing for definitions and for minimum wages; providing for gratuities; further providing for enforcement and rules and regulations, for penalties and for civil actions; repealing provisions relating to preemption; and providing for taxpayer savings and reinvestment.

HB1834 An Act amending the act of June 19, 2018 (P.L.229, No.36), known as the Employment First Act, further providing for Employment First Oversight Commission.

HB2419 An Act amending Title 18 (Crimes and Offenses) of the Pennsylvania Consolidated Statutes, in trade and commerce, providing for the offense of fraudulent misrepresentation of a service animal.

HR174 A Resolution directing the Legislative Budget and Finance Committee to conduct a study and issue a report on the current status, management and implementation of mass or public transit in Pennsylvania's rural communities.

SB189 An Act amending Title 51 (Military Affairs) of the Pennsylvania Consolidated Statutes, in veterans' pensions and benefits, further providing for blind veteran's pension and for amputee and paralyzed veteran's pension.

SB438 An Act amending Title 51 (Military Affairs) of the Pennsylvania Consolidated Statutes, in veteran-owned small businesses, further providing for definitions; providing for miscellaneous provisions; and imposing a penalty.

SB451 An Act amending Title 71 (State Government) of the Pennsylvania Consolidated Statutes, in selection of employees for entrance to or promotion in classified service, providing for additional points in grading civil service examinations of applicants with disabilities.

SB452 An Act relating to the delivery of services and programs to individuals with disabilities; conferring powers and duties on the Office of the Governor; establishing the Office for Individuals with Disabilities and the Advisory Committee for Individuals with Disabilities; and providing for the powers and duties of the office and the committee and for funding of the office and the committee.

SB1094 An Act amending the act of May 17, 1921 (P.L.682, No.284), known as The Insurance Company Law of 1921, in casualty insurance, providing for coverage for post-acute neurorehabilitation.

For additional information or questions, please contact PaRC's support staff via email at parc@parehabilitationcouncil.org

PaRC ADVOCACY EFFORTS TO IMPROVE AND EXPAND EMPLOYMENT OPPORTUNITIES FOR PENNSYLVANIANS WITH DISABILITIES

Participated in 33 bipartisan meetings with State Legislators and/or their staff to inform and educate about OVR services and the critical importance of full funding, and the diverse issues impacting the employment of individuals with disabilities. This included a discussion on the federal level with Mr. Michael Gamel-McCormick, Senate Special Committee on Aging, Disability Policy Director for U.S. Senator Bob Casey regarding policies that cover employment and disability related topics. These engagements aimed to raise awareness and foster a deeper understanding among policymakers, advocating for enhanced support and resources to help individuals with disabilities secure and maintain meaningful employment.

Increased outreach and online presence through social media platforms and PaRC website to reach a broader audience. Created new brochures targeting businesses, prospective employers, and veterans and in addition to bi-monthly newsletters, Annual Reports, and other outreach material, disseminated to the disability community, stakeholders, legislature, the public, etc. to increase & strengthen connections, and spread awareness of OVR services.

Continued to support the Governor's initiative of increasing business opportunities and have subcontracted with Small Businesses, Small Diverse Businesses and Veteran Business Enterprise for services such as interpreting, printing, graphic design, translation, website maintenance, digital marketing, etc.

Engaged in discussions with various organizations and departments aimed to promote effective strategies and enhance employment opportunities for individuals with disabilities across the Commonwealth. Conversations were held with the Pa Office of Long-Term Living (OLTL) regarding their Employment First Initiative, Pa Office of Developmental Programs (ODP) focused on CIE efforts, Pa Office of Deaf and Hard of Hearing and Step Up, LLC on the Support Service Provider (SSP) Program, and Commonwealth Accessibility Officer concerning PA Civil Service employment, associated contact forms, and application processes.

Participated in meetings and networking opportunities with various stakeholders including PA Office of Deaf and Hard of Hearing (ODHH), Statewide Independent Living Council (SILC), Client Assistance Program (CAP), Employment First Oversight Commission (EFOC), State Workforce Development Board, PA Department of Education-Bureau of Special Education, PA OVR State Board, Citizen's Advisory Council, etc.

Participated in outreach events and several State and National conferences including Pennsylvania Department of Education (PDE), Community of Practice Transition, Council of State Administrators for Vocational Rehabilitation (CSAVR), National Coalition of State Rehabilitation Councils (NCSRC), and Home and Community Based Services (HCBS). “



Sign up to receive the PaRC Bi-Monthly Newsletter!

<https://parehabilitationcouncil.org/contact/parc@parehabilitationcouncil.org>

THE FOLLOWING SUCCESS STORY IS FROM THE 2023 OVR ANNUAL REPORT

The PaRC continues to collaborate with OVR to enhance programs that support young people with disabilities including Pre-Employment Transition Services (Pre ETS) and the Commonwealth Technical Institute (CTI) at the Hiram G. Andrews Center (HGAC)

MICKAYLA FRY

Meet Mickayla Fry, a Cooking Assistant/Kitchen Helper at Rose View Nursing Home and Facility.

Mickayla attended Life Skills classes at Montoursville Area School District and participated in our Williamsport Bureau of Vocational Rehabilitation Services Explore program, a work-based learning experience for students that includes in-school and community work experiences. Mickayla's work experiences included Little League Café, The Williamsport Home Nursing Facility, and Target. It was through these experiences that she discovered her love for culinary arts.

Mickayla learned about our Commonwealth Technical Institute at the Hiram G. Andrews Center (CTI at HGAC) through her high school teacher and OVR. She attended the two week-try out program and later enrolled in the Culinary Assistant Program.

During her time at CTI at HGAC, her culinary instructor Reece Deist shared that Mickayla had an excellent work ethic from day one and became a great peer mentor to others in her program.

Mickayla shared that her time at CTI at HGAC gave her the opportunity to live independently for the first time, attend social events, and work in the school's café and kitchen.

After she successfully completed the Culinary Assistant Program, Mickayla worked at Wolf Run Senior Assisted Living, an assisted living facility, for 18 months before finding her current job at a Rose View Nursing Home and Facility that was closer to home with more competitive pay. What she likes best about her job is that she gets to work with elderly residents.

Mickayla currently works 25-40 hours a week, owns her own home, lives independently, has her driver's license, and recently purchased a car.

Her advice for other individuals with disabilities considering employment is to "find what you like or enjoy doing and obtain employment in that field because if you love what you are doing the paycheck is a bonus."

For Mickayla, her "wonderful teachers, OVR, and family, especially my Mom" have helped her overcome barriers and succeed.



PROGRAM-SPECIFIC REQUIREMENTS FOR STATE VOCATIONAL REHABILITATION SERVICES PROGRAM

The Vocational Rehabilitation (VR) Services Portion of the Unified or Combined State Plan must include the following descriptions and estimates, as required by sections 101(a) and 606 of the Rehabilitation Act of 1973, as amended by title IV of the Workforce Innovation & Opportunities Act (WIOA).

State Rehabilitation Council.

All VR agencies, except for those that have an independent, consumer-controlled commission, must have a State Rehabilitation Council (Council or SRC) that meets the criteria in section 105 of the Rehabilitation Act. The designated State agency or designated State unit, as applicable, (select A or B):

- (A) is an independent State commission.
- (B) has established a State Rehabilitation Council.

In accordance with Assurance 3(b), please provide information on the current composition of the Council by representative type, including the term number of the representative, as applicable, and any vacancies, as well as the beginning dates of each representative's term.

Council Representative	Current Term Number/ Vacant	Beginning Date of Term Mo./Yr.
Statewide Independent Living Council (SILC)	2 nd Term	07/12/2023
Parent Training & Information Center	1 st Term	10/11/2022
Client Assistance Program	2 nd Term	07/12/2022
Qualified VR Counselor (Ex-Officio if Employed by the VR Agency)	1 st Term	10/11/2022
Community Rehabilitation Program (CRP) Service Provider	1 st Term	09/21/2021
Business, Industry & Labor	1 st Term	4/10/2023
Business, Industry & Labor	2 nd Term	07/12/2022
Business, Industry & Labor	1 st Term	08/28/2023
Business, Industry & Labor	Vacant	N/A
Disability Advocacy Groups (Physical Disabilities)	2 nd Term	07/12/2022
Disability Advocacy Groups (Sensory Disabilities)	1 st Term	9/21/2021
Disability Advocacy Groups (Mental Health)	2 nd Term	07/12/21

Council Representative	Current Term Number/ Vacant	Beginning Date of Term Mo./Yr.
Disability Advocacy Groups (Sensory Disabilities)	2 nd Term	07/12/2021
Disability Advocacy Groups (Intellectual Disabilities)	1 st Term	07/21/2022
Current or Former Applicants for, or Recipients of, VR Services	2 nd Term	07/12/2023
Section 121 (AIVRS) Project Directors in the State (as applicable)	N/A	N/A
State Educational Agency Responsible for Students with Disabilities Eligible to Receive Services under Part B of the Individuals with Disabilities Education Act (IDEA)	2 nd Term	07/12/2023
State Workforce Development Board (WDB)	Vacant	N/A
VR Agency Director (Ex Officio)	1 st Term	N/A

If the SRC is not meeting the composition requirements in section 105(b) of the Rehabilitation Act and/or is not meeting quarterly as required in section 105(f) of the Rehabilitation Act, provide the steps that the VR agency is taking to ensure it meets those requirements.

The PA Rehabilitation Council (PaRC) does not currently have a representative from the State Workforce Development Board (WDB); however, the Executive Director of the WDB is aware of the vacancy and supportive of filling it. He regularly reaches out to WDB members to encourage volunteers, as he is not able to serve due to the nature of his position with the Commonwealth. In the absence of an official member, the WDB Executive Director regularly assigns staff members from workforce-related Commonwealth agencies to attend PaRC committee meetings and share relevant information. OVR, PaRC and the WDB are in regular communication regarding the need to fill this position and will continue to pursue a representative. The PaRC is also actively seeking a fourth representative for Business, Industry & Labor.

In accordance with the requirements in section 101(a)(21)(A)(ii)(III) of the Rehabilitation Act, include a summary of the Council’s input (including how it was obtained) into the State Plan and any State Plan revisions, including recommendations from the Council’s annual reports, the review and analysis of consumer satisfaction and other Council reports.

The PaRC used the following sources to develop its recommendations to the PA Office of Vocational Rehabilitation (OVR):

1. PaRC Annual Report (State Fiscal Year [FY] 2021-2022)
2. OVR Customer Satisfaction Surveys
3. Review of items in the 2022 State Plan Attachment (Description A)
4. Comments received at 2022/2023 State Plan Meetings
5. Comprehensive Statewide Needs Assessment (CSNA) Program Years (PY) 2019-2022 OVR/Institute on Disabilities at Temple University
6. Local Citizen Advisory Committees (CAC) meetings and/or minutes
7. Quarterly reports received from OVR at PaRC Full Council meetings

Provide the VR agency's response to the Council's input and recommendations, including an explanation for the rejection of any input and recommendations.

Commendation: The Council commends OVR for reopening the Order of Selection (OOS) and their work on the Financial Needs Test (FNT) and College Policy, thus providing many more opportunities for people across the Commonwealth to participate in VR and secure Competitive Integrated Employment (CIE).

Recommendations:

1. Empower Individuals paid subminimum wages through 14(c) Waivers to obtain CIE.

Issue: Many individuals who are paid subminimum wages through employers that hold certificates issued under section 14(c) of the Fair Labor Standards Act have stated a desire to receive the supports necessary to move into CIE. Potential barriers may include lack of contacts available outside of the workshops for families and individuals, communication between workshops and families, family resistance or decisions being made by families on behalf of individuals, individuals determined in-eligible for services, and a lack of benefits counseling during initial contact with providers.

Recommendations/Measurable goals:

1. Expedite the Integrated Vocational Engagement & Support Team (InVEST) Project to assist individuals with disabilities, families, and community businesses with CIE engagement, supports and services/resource coordination.

OVR Response: Year One is in progress to establish foundation according to the proposal submitted to the Rehabilitation Services Administration (RSA) in preparation for Year Two when the InVEST Project will begin implementation.

2. Upon availability, OVR shares reports and data identifying the main cause of individuals remaining in 14(c) workshops.

OVR Response: Currently, there is no report as to why individuals choose to remain in 14(c) facilities; however, our Section 511 VR Specialists continue to conduct informational presentations to those individuals within the 14(c) facilities and complete applications for those interested in OVR services.

3. It is imperative that people with disabilities are: 1) included in the process of identifying how these barriers are removed, and; 2) provided creative solutions/presentations from people with full professional and lived experiences to ensure better outcomes for participants.

OVR Response: Our Section 511 VR Specialists will continue to provide information on how a person in a 14(c) facility can transition to CIE. They will also provide referrals to District Offices for any person interested in CIE. Through in InVEST Project, OVR is running advisory committees and will use the feedback to implement further strategies to help Customers in 14(c) facilities exit to CIE.

2. Leverage resources, heighten understanding, and provide additional staff trainings in OVR District Offices to better serve Customers with mental health needs

Issue: According to the findings listed in the CSNA, people with mental health needs have been identified as one of the most underserved communities in the Commonwealth of Pennsylvania (PA) because, "many individuals with mental health needs do not recognize themselves as part of the disability community and understand that they can access VR services. This lack of understanding coupled with stigma results in individuals not getting access to necessary accommodations. There is also a lack of training and funding for providers to support individuals with mental health needs."

Recommendations/Measurable Goals:

1. All OVR District Offices will collaborate with local mental health providers and obtain resources within their region to:
 - a. Provide necessary accommodations for people with mental health needs seeking VR services.
 - b. Perform community outreach and inform people with mental health needs about their rights to VR services.
 - c. Provide training, information, and resources to OVR counselors, staff, and VR providers to help identify behaviors that may exhibit the need for mental health services.

OVR Response: OVR will continue to provide outreach and onboard new providers to enhance services to those with mental health disorders. OVR will make training available to all staff through in-service trainings and outsource trainings as appropriate and collaborate with the PA Office and Mental Health & Substance Abuse Services (OMHSAS).

3. Recovery Efforts from the many impacts of COVID-19

Issue: Since March 2020, when physical distancing protocols began in PA, issues with VR services have been exacerbated on all sides, including those who have experienced the lasting effects from COVID-19 or long-COVID, delayed VR services, disruptions to Pre-Employment Transition Services (Pre-ETS), and the lack of communication, interaction, and response for those seeking services.

Recommendations/Measurable Goals:

1. Expedite all VR services/cases that have been delayed since March 2020 due to the impacts of COVID-19.

OVR Response: Currently all cases on the waitlist have been served and those who were not able to participate in OVR services during the pandemic for health, personal, or other reasons, will be encouraged to apply. The OVR OOS is open to all three categories based on internal priority selection policies.

2. Provide a timeline for expedited services for those who have experienced delays with Pre-ETS due to the impacts of COVID-19.

OVR Response: Rapid Engagement initiatives have been put into place since October 2022 to expedite the referral, application, and eligibility processes. OVR's referrals and Pre-ETS participation rates continue to increase steadily. OVR will continue to outreach to schools and other stakeholders to generate other referrals.

3. Within 30 days of the adoption of the State Plan, interact personally at least one time with individuals whose cases have been delayed or inactive since March 2020 either by phone, in-person meeting, or virtual meeting.

OVR Response: Through the months of April-June 2023, OVR conducted a Lean 5S Project requiring all staff to reach out to existing customers and ensure they are actively engaged. If they were not actively engaged, staff updated those cases to reflect current goals or closed cases when they were unable to connect with a customer. Customer engagement remains a central piece of OVR's Rapid Engagement strategy and staff will continue to make sure customers are continuously engaged with our system. Staff are also responsible for maintaining continued Rapid Engagement strategies to ensure cases progress timely, and office managers and supervisors have been tasked with developing monitoring and supervisory procedures to ensure compliance with federal service provision timeframes.

4. Strengthen Collaboration between Bureau of Vocational Rehabilitation Services (BVRS) and Bureau of Blindness and Visual Services (BBVS)

Issue: VR services that provide job readiness, training, education, and a pathway to competitive employment are not fully accessible to all customers, particularly BBVS customers.

Recommendations/Measurable goals:

1. OVR will provide a heightened level of cross training and resources between BBVS and BVRS staff to meet the capabilities of all customers.

OVR Response: OVR has initiated mandatory monthly in-service staff trainings which include topics that provide cross training and resources for staff in all Bureaus.

2. OVR will increase BBVS and BVRS staff to focus on providing additional services, programs, and resources for students and customers.

OVR Response: OVR continues to submit employment postings supported by existing complement positions and works with the Governors' Office of Talent Acquisition to assist with talent recruitment.

3. OVR will consult with credible sources outside the Agency to provide training related to specific disabilities to enhance current training provided by OVR.

OVR Response: OVR has initiated mandatory monthly in-service staff trainings which include topics that provide cross training and resources for staff in all Bureaus. Within these topics, outside presenters are often included to ensure staff are aware of the most current information.

4. OVR will provide Innovation & Expansion grant opportunities to entities interested in providing specific blindness skills training to Pre-ETS and BBVS customers enrolled in VR services.

OVR Response: OVR will explore the need for Innovation & Expansion opportunities and will also continue to do community outreach to encourage additional providers to work with OVR and provide services to customers.

5. Promoting Competitive Integrated Employment Workplace Settings

Issue: Organizations located within PA with the goal to hire a majority of employees with disabilities may be implementing hiring initiatives and policies detrimental to the continued development of competitive, integrated workplace settings, thus negatively impacting existing employment models.

Recommendations/Measurable goals:

1. WIOA defines CIE as work that is performed on a full-time or part-time basis for which an individual is: 1) compensated at or above minimum wage and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience; 2) receiving the same level of benefits provided to other employees without disabilities in similar positions; 3) at a location where the employee interacts with other individuals without disabilities; and 4) presented opportunities for advancement similar to other employees without disabilities in similar positions. OVR will provide education and outreach to organizations that it partners with to help ensure PA's workplace settings align with the WIOA definition of CIE.

OVR Response: OVR's policy and review process is aligned with WIOA's definition of CIE and OVR's Business Services & Outreach Division (BSOD) will be providing information and education materials to new employers with whom they engage. When necessary, OVR goes conducts site visits with employers to ensure they are compliant with the CIE policy.

2. OVR will collect and analyze customer data such as wages, location/interaction, natural supports, advancement opportunities, and equal pay and benefits to measure the competitive environments and economic opportunities for people with disabilities.

OVR Response: OVR utilizes RSA's data when analyzing pay and areas of placement. OVR's Business Services staff work to ensure the placement of persons with disabilities meets the above requirements. OVR collects data in accordance with requirements of the RSA-911 file. OVR can use this information to analyze this type of information to ensure OVR customers are obtaining sustainable employment opportunities that provide a living wage and career advancement opportunities.

3. OVR will inform and educate their partner organizations on the importance of, and opportunities for, upward mobility, career advancement, best practices, location with interaction, collaboration within the workplace, natural supports, and equal pay and benefits to ensure the workplace is maintaining CIE.

OVR Response: Provider trainings and other regularly scheduled meetings are held on an ongoing basis. Local District Offices maintain contact with their partner organizations to ensure they are aware of the above measures.

6. Customer Satisfaction Surveys

Issue: The PaRC reviews OVR Customer Satisfaction Surveys monthly to assist with developing the State Plan and evaluate and make recommendations regarding the effectiveness of PA's VR services; however, efforts to rectify concerns regarding low response rates and the lack of accessibility for customers to provide input on their experiences with VR services and programs remain insufficient.

Recommendations/Measurable goals:

1. OVR will increase Customer Satisfaction Survey accessibility and response rates by 10% each year.

OVR Response: OVR will continue to evaluate its Customer Satisfaction process and look for creative ways to increase the response rate.

2. To increase response rates, OVR will consider using Summer Interns to call customers and complete the surveys using the communication method which best meets the needs of the customer.

OVR Response: OVR currently has a devoted staff member who handles the above but will certainly consider additional resources to complete these tasks.

7. Identification of populations served by BVRS and BBVS.

Issue: There is no discrimination between employment outcomes specifically defined for customers of BVRS and BBVS, or separate fiscal reports provided for each Bureau.

Recommendations/Measurable Goals:

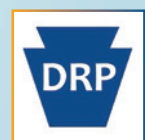
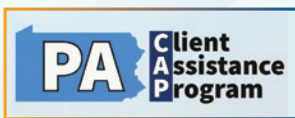
1. OVR will provide separate lists of employers for each BVRS and BBVS Bureau.

OVR Response: OVR District Offices work with employers that provide career services for all Pennsylvanians with disabilities. Each placement is unique to the individual's strength and abilities.

2. OVR will provide a fiscal report for each BVRS and BBVS Bureau outlining the expenditures for customers in their respective VR programs.

OVR Response: OVR will provide a fiscal report regarding expenditures of services.

PaRC PARTNERSHIPS



THE FOLLOWING SUCCESS STORY IS FROM THE PENNSYLVANIA DEPARTMENT OF LABOR & INDUSTRY'S THIRD EDITION OF "THE STORY – CELEBRATING TEACHERS & NURSES"

Throughout the year, the PaRC met with State and Federal Legislators and their staff to raise awareness and foster a deeper understanding among policymakers of the critical importance of full funding for OVR, advocating for enhanced support and resources to help individuals with disabilities secure and maintain meaningful employment.



MADISON CRUM

Madison Crum is passionate about special education because she has relatives with disabilities and decided to pursue a career in that field. After high school graduation, she overcame barriers with repeated health issues to obtain a bachelor's degree in special education and found employment as an autistic and emotional support teacher and transition coordinator at a local high school. What she loves about her job is that she gets to have a positive impact on students' futures. "Having a job means a lot to me," she shared. "Seeing how I can make a difference in student's lives is astounding."

Since high school, OVR's Johnstown BVRs office has worked with Madison to provide adaptive equipment to support her success in education and financial assistance with education, including continuing to support her as she

pursues her master's degree. For Madison, family, friends, and OVR have helped her succeed, but the biggest support in her life has been her mom and her best friend.

Madison shared that having a disability often has many hidden costs, copays, minor medical bills, time off for appointments, and travel to/from appointments. All of these can take their toll both emotionally and monetarily. OVR funding, she said, has helped level the playing field for her by providing adaptations and financial assistance.

Her advice for others with disabilities who would like to pursue employment is to "get in contact with OVR. They are truly an underutilized resource. They can often help with things you did not even originally know you needed."

THE FOLLOWING SUCCESS STORY IS FROM THE 2023 OVR ANNUAL REPORT

The PaRC has long prioritized CIE during legislative meetings and supports the InVEST Project designed to assist individuals transitioning from 14 (c) Certificate, Subminimum Wage Sheltered Workshops into Competitive Integrated Employment.



GERALD (PAT) FORD

Meet Gerald “Pat” Ford, a tip clerk at Dauphin County Courthouse!

Before accomplishing his goal of working in the community in competitive integrated employment (CIE), Pat worked in a sheltered workshop for over 20 years, earning subminimum wage. While employed with the workshop, Pat participated in four career information sessions presented by the OVR Central Region Section 511 Specialist. The sessions provided materials and resources about CIE, as well as guidance on next steps if individuals were interested in pursuing CIE. After these sessions and counseling and guidance with OVR, Pat was able to discuss his desire for CIE and the pros and potential challenges of moving from a sheltered workshop into CIE with respect to his Social Security benefits.

While participating in the OVR Cumberland/Perry MHIDD and Goodwill Project SEARCH program, Pat was able to develop his job skills, determine his interests and abilities, and diversify his skill set through custodial work at MHIDD, youth program preparation work at the Bossler Library, and data entry/mailroom work at the commissioner and treasurer’s offices.

After completing his internships at Project Search, Pat participated in supported employment with Goodwill where he worked with job coaches to assist him in finding employment. When he began his job at the Dauphin County Courthouse, he received on-site job coaching to ensure that he had the support needed to learn his job tasks and responsibilities. In addition, Pat received benefits counseling from Goodwill, allowing him and his family to learn about the available work incentives associated with being a social security beneficiary, as well as how best to manage Pat’s social security benefits while working.

Pat loves his job and is happy to be working in a competitive integrated setting! In his role as a tip clerk, some of his responsibilities include filing various court-related documents, validating parking, and couriering documents to other courthouse locations. He is a valued member of the staff at the Dauphin County Courthouse and is greatly appreciated by his supervisor and co-workers. Pat’s meticulous attention to detail, positive attitude,

GERALD (PAT) FORD continued

motivation, and ability to learn quickly and apply what he has learned to his job tasks have proven to be great assets for him in his job. He shared that he likes the independence that he has with his employment, allowing him to earn more income to spend on the things he enjoys, including Knoebel's Amusement Park, Harrisburg Senators and Hershey Bears' games, games for his Nintendo Switch and PS4, and going out to dinner.

Due to his experiences earning subminimum wage, his successful transition into competitive integrated employment, and his determination as a self-advocate, Pat is now serving as an advisor on the InVEST Project Advisory Panel to help others earning subminimum wage transition into competitive integrated employment. As an experienced self-advocate, Pat is giving back and helping others in the process!

For more information about the PA OVR InVEST Project you may visit the following link. <https://www.pa.gov/en/agencies/dli/programs-services/disability-and-vocational-rehabilitation/vocational-rehabilitation/invest-project.html>

MANY SPECIAL THANKS!

We express our sincere appreciation for all that made the sharing of OVR's success stories possible! We especially thank Madison, Jonathan, Mickayla, Bishnu, and Gerald (Pat) for sharing their experiences. In short, this is what it's all about.

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM) OVR STAFF INTERVIEWS



MEET STACIE ANDREWS

Commonwealth Technical Institute at the Hiram G. Andrews Center (CTI at HGAC) Director of Transition Programs

Tell us about your career journey.

I have been in the field of social services for over 30 years. I have a bachelor's degree in psychology and a master's degree in community counseling. Prior to working for CTI at HGAC, most of my experience was in private industry. I have done mental health therapy primarily with children and adolescents and psychometric testing with a large population of individuals, as well as working as the Director of Partial Hospitalization Programs within Cambria and Bedford Counties. At CTI at HGAC I have held several positions, starting in 2004 as a vocational evaluator, vocational evaluation unit supervisor in 2010 then to my current position as the Director of Transition Programs in 2012.

What do you like best about your job?

In my current role as a division manager I may not have as much one-on-one student interaction as previous positions; however, one of my favorite parts of my job is to see the literal change in our students from the days of their arrivals as vocational evaluation customers who may have never been away from home to watching the growth as they receive the supports our staff provide and the vocational training they receive. Some of my favorite days of the year are the graduation ceremonies and watching the pride in the eyes of the students, family and staff.

Who or what has helped you succeed in your career journey?

I think being open to learning and having a positive outlook has helped me over the years in my career.

What advice do you have for job seekers with disabilities?

My advice would be to know yourself and your abilities and interests because each of those have a role in helping you to find a job that you will succeed in. Also, my advice is to be both persistent and patient in your job search. Don't be afraid to start in a job that may not necessarily be your first pick but acknowledge it as one of the steps along your path to where you are going.

This year's NDEAM theme is Access to Good Jobs for All. What is one action you think others can do to help make a difference in this space?

Aside from employers being open to learning about hiring individuals with disabilities and all they can offer to an employer, I would also say that the co-workers of these individuals should realize how much of a positive impact they can have on another individual by simply being kind, inclusive and treating these individuals just as they would any other colleague.

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH (NDEAM) OVR STAFF INTERVIEWS

MEET MELISSA HAWKINS

Director for the Office for the Deaf & Hard of Hearing

Tell us about your career journey.

My career journey is wild! I worked as a vet technician in college and was studying to be a marine biologist. Of course you don't exactly see me saving the whales! I did a career change to behavior science and studied human resources and adult education in graduate school. I worked in HR for seven years before switching to the field of disability services. I have never looked back. In my previous job as Executive Director of a Center for Independent Living, I met so many incredible people at the Commonwealth. I knew it was the perfect place to work to help people. I am so happy to work with L&I. I have met so many incredible people!

What do you like best about your job?

I love my job! I love working to provide advocacy for everyone who is deaf, hard of hearing or DeafBlind. It's not always an accessible world. I'd like to think the hard work my team and I put in makes it better. When I get to educate others on making things more accessible for those who can't hear, it's really a powerful moment for me. Accessibility is something we don't always think about. I'd love to see it become second nature and the world become more universally accessible.

Who or what has helped you succeed in your career journey?

There are so many people who have had such an impact on my career. I don't think I could begin to name all of them. My parents have been a tremendous support always. They both retired from the Commonwealth themselves. My family has supported me 100 percent through all the challenges and transitions. I am lucky to have a great coworker, Jill Moriconi, to look to for support when things get challenging. Ryan Hyde has been a tremendous mentor. I think, as a person with a disability, having faith in yourself is very important. You can't succeed or go far without having faith in yourself.

What advice do you have for job seekers with disabilities?

Don't be afraid to change your path and never be afraid to ask for help. It's ok to admit things aren't easy. We all have different challenges, but only we (ourselves) know what we need to succeed.

This year's NDEAM theme is Access to Good Jobs for All. What is one action you think others can do to help make a difference in this space?

Not being so turned away by accessibility! It can be a lot to think about when you look at many types of accessibility needs written into a best practice guideline, but it's so important to use them. It makes everything more welcoming and more inclusive. Be aware of accessibility needs and open to having them/providing them. We aren't a "one size fits all" and we all want to be able to contribute.





Would you like to help support the Pennsylvania Rehabilitation Council (PaRC) fulfill its mission?

Sign up to receive the PaRC Newsletter and invite others to as well! The PaRC Newsletter is intended to broaden the conversation about the diverse issues affecting employment of people with disabilities. Please send an email to parc@parehabilitationcouncil.org with your contact info or fill out the contact form provided on the PaRC website at the following link:
<https://parehabilitationcouncil.org/contact/>

Are you interested in learning more about the work of the Council or other disability related resources?

Check out our website at the following link <https://parehabilitationcouncil.org/>! The PaRC News page is full of great content including past newsletters, OVR publications, success stories, and much more. PaRC's Disability Related Resources page is also full of helpful information and links to State and National organizations on everything from Advocacy to Veteran Resources.

If you are interested in learning more about Benefits Counseling, please visit PaRC's Benefits Corner webpage for a list of helpful resources of both benefits and counseling topics and OVR Services. Benefits Counseling can be one of the most important tools for the successful attainment and maintaining of employment of individuals with a disability.

How can you show your support and share your success?

The PaRC has continued to expand its Social Media outreach as part of fulfilling its mission to inform and educate on the diverse issues affecting employment of people with disabilities. Please show your support by following us on Instagram, LinkedIn, and Facebook.

The PaRC would like to continue to highlight additional OVR Employment Success Stories on the PaRC website, social media, Annual Report, and other communications. Such achievements may include attaining a dream job, a promotion, an important anniversary of successful integrated competitive employment, or other successes.

If you or someone you know would be interested in sharing an important employment related milestone achieved with the assistance of OVR services, please send your information, questions, or comments to parc@parehabilitationcouncil.org.

Spotlighting the important work and successful attainment of employment that is made possible through OVR services is the foremost mechanism for the PaRC to fulfill its mission!



Submitted To:

- ◆ The Citizens of Pennsylvania
- ◆ The Rehabilitation Services Administration
- ◆ Josh Shapiro, Governor of Pennsylvania
- ◆ The Pennsylvania Legislature
- ◆ The State Board of Vocational Rehabilitation
- ◆ The Pennsylvania Workforce Development Board
- ◆ The Pennsylvania Department of Education
- ◆ In compliance with the Rehabilitation Act of 1973 as amended by WIOA 2014.

Production of the Annual Report is supported by the Pennsylvania Department of Labor & Industry, Office of Vocational Rehabilitation, **Contract #4400027911**.

All PaRC meetings are open to the public. Full Council meetings are held virtually via Zoom in February and November and in May and August, a hybrid format is available with the option to attend either virtually or in-person. Meeting dates and on-site locations for the Calendar Year 2025 will be posted on the PaRC website at the following link:



<https://parehabilitationcouncil.org/get-involved/full-council-meetings/>

For additional meeting information, request reasonable accommodations, and submit public comment please contact the PaRC Office using one of the following options:



(888) 250-5175 (Phone)
(717) 737-0158 (TTY)



parc@parehabilitationcouncil.org



The PaRC is a member of the National Coalition of State Rehabilitation Councils, Incorporated (NCSRC).

#NDEAM
dol.gov/odep

Access to Good Jobs for All

National Disability Employment Awareness Month



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR



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