

# 2006 Annual Report

Wyoming  
Division of Vocational  
Rehabilitation

Department of Workforce Services



Jim McIntosh, Administrator



## **Department of Workforce Services MISSION**

**Building a workforce to meet the  
changing demands of Wyoming's  
diverse businesses, citizens and economy.**

## **Division of Vocational Rehabilitation**

**is dedicated  
to advance opportunities for persons with  
disabilities in Wyoming  
to be employed and independent.**

## **VALUES**

- I. We value people with disabilities;
- II. We value staff and their contributions;
- III. We value responsible leadership and management;
- IV. We value an efficient and effective rehabilitation program;
- V. We value financial and human resources that meet the needs of people with disabilities.



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

## From the Administrator

On behalf of the Wyoming Division of Vocational Rehabilitation (DVR), it is a pleasure to present the 2006 Annual Report. The accomplishments of this past year serve to substantiate the dedication, expertise and professionalism of staff in efficiently and effectively advancing opportunities for individuals with disabilities to enter into successful employment outcomes. With emphasis on quality outcomes for clients, performance management remains the cornerstone of DVR's continuous improvement process. Wyoming DVR exceeded all seven performance indicators in State Fiscal Year 2006.

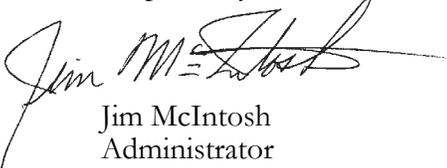
The public Vocational Rehabilitation (VR) Program remains one of the most cost effective programs ever created by Congress. It enables individuals with disabilities to work and become taxpaying citizens. In State Fiscal Year (SFY) 2006, a total of 3,759 Wyoming citizens with disabilities received a broad array of VR services, 555 of whom secured, regained or retained employment with estimated annualized earnings in excess of \$9,276,000. The Disability Determination Services (DDS) served 4,187 clients in Federal Fiscal Year (FFY) 2006. Claims processing times for Social Security and Supplemental Security Income disability applicants were significantly better than the national average while exceptional accuracy and productivity were maintained.

All eligible clients are being served with access to a broad array of individualized services. The growing demand for client services, spiraling medical costs, initiatives in Special Education, transition from school to work, Assistive Technology, Workforce Investment Act, Olmstead Decision, and Comprehensive Personnel Development Standards contribute to the mounting fiscal challenges confronting the VR program.

Increased focus on integration within the Department of Workforce Services, creating fluid teams, developing cross education philosophies, and shared access will further facilitate networking opportunities with colleagues, employers, individuals with disabilities, and members of the State Rehabilitation Council. Through ongoing effort, cooperative initiatives and partnerships will be forged and enhanced to provide comprehensive, client-centered services that promote opportunities for quality employment outcomes.

We encourage your review of this report, which demonstrates the positive impact DVR's programs have in Wyoming. Thank you for your continued support.

Respectfully,



Jim McIntosh  
Administrator



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

## CONTENTS

Success Stories .....	1
Program Highlights .....	6
Programs	
General Rehabilitation .....	7
Governor's Committee on Employment of People with Disabilities .....	7
Business Enterprise Program .....	8
Transition from School to Work .....	9
Post Secondary Education .....	10
Supported Employment .....	10
Acquired Brain Injury .....	11
Independent Living .....	12
Wyoming Relay Service .....	14
Resources	
Economic Benefit .....	16
Employment Data .....	17
Expenditures by Funding Source .....	18
Performance Standards .....	19
Social Security Disability Determination Services .....	20
State Rehabilitation Council .....	21
Wyoming DVR Offices .....	25
Wyoming Business Leadership Network .....	27

This Annual Report is a publication of the Wyoming Department of Workforce Services  
Division of Vocational Rehabilitation  
1100 Herschler Building, Cheyenne, WY 82002

Jim McIntosh, Administrator  
Merle Derdall, Editor  
Velta K. Spear, Production



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### What a Success!

Sonya D. Clark applied for services with the Division of Vocational Rehabilitation (DVR) on July 25, 2000. She was found eligible for DVR services in August 2000 after it was determined that she had a disability that was considered to be a substantial impediment to competitive employment. Sonya graduated from Green River High School where she received DVR services prior to relocating to Evanston, Wyoming.



**Sonya D. Clark**

Sonya worked with her Vocational Rehabilitation Counselor to explore vocational options and to develop her Individual Plan for Employment (IPE). She and her VR Counselor worked to identify ways she could progress and deal with rehabilitation issues in her IPE. Sonya became more and more determined to participate in treatment and to strive towards reaching her IPE goal to work in the Human Services' field. In January 2001, with the support of DVR, Sonya began to participate in college to obtain the skills that would enable her to one day work in her chosen field.

Sonya successfully completed four years of college and graduated from the University of Wyoming with a degree in Criminal Justice. She worked to meet all of the objectives identified in her IPE for treatment, training and employment throughout the time she worked with DVR. In August 2005, Sonya was hired to work as a Case Work Specialist at the Department of Family Services in Rock Springs, Wyoming. Her case file with DVR was closed successfully on February 9, 2006.

I had the privilege of speaking with Sonya via telephone on August 8, 2006, at her place of employment. She indicated that she loves her career as a Case Work Specialist. She earns \$2,907.00 per month in wages for an annual salary of \$34,884. She shared that she just purchased a new home and she thanked DVR for all the assistance this agency provided to help her gain the skills that now enable her to be self-sufficient in life.

What a success! This is the kind of good news that makes working as a DVR Counselor extremely rewarding and reminds us of the importance that all people with disabilities deserve the right to enter into and sustain gainful employment. Rehabilitation clients contribute significantly to the communities in which they live.

**“Congratulations Sonya  
for a job well done!”**

*(Submitted by Glenn Roach, MS, CRC, VR Counselor,  
Evanston, Wyoming.)* ■



## **Adaptive Equipment Brings Employment Success!**

Dawn Ragsdale applied for Vocational Rehabilitation (VR) services in July 2004. Dawn had been doing data entry and office assistant work, but gave up her position due to severe tendonitis in her elbow. Dawn's injury and unemployment caused her to experience psychological adjustment issues which presented her with barriers in her search for employment. Initially, Dawn focused on finding a different line of work due to her physical limitations. Her vocational rehabilitation counselor then redirected her to her original line of work, by using adaptive technologies to limit the physical pain and discomfort she experienced from working on the computer.



Dawn and her VR Counselor developed an Individualized Plan of Employment (IPE) with the vocational goal of becoming an office assistant. VR counseling, individual counseling, job development services, vocational site assessment and adaptive, ergonomically correct equipment were provided to assist Dawn in being successful as an office assistant. Equipment provided to Dawn included a finger trackball, wrist supports for the trackball, footrests, an ergonomically correct keyboard and a chair with lumbar support and armrests.

In December 2005, Dawn became employed as an office assistant earning \$13.30 an hour, with insurance and retirement benefits included. Having health insurance benefits through her employment was very important for Dawn and has given her some peace of mind, knowing that she will be able to provide the medical care her children may need.

Dawn has indicated she really likes her position and the people she works with. She feels she is a valued employee and her employer has been very willing to work with her limitations so she can be successful.

Dawn has expressed appreciation and gratitude for the services she received from Wyoming Vocational Rehabilitation. Dawn now sees a bright future as a result of being in an employment setting she's comfortable with. Dawn's case was closed in successful employment in May 2006, and she continues to remain employed in this position today.

*(Submitted by Clay Dokken, VR Counselor, Cheyenne, Wyoming). ■*





## Community Partners Create Community Employment

Worland, Wyoming, population 5,250 is the scene of a young man's success story. This story is a reflection of the teamwork, coordination and collaboration that came from many people. Congratulations to Tim Heckert for his dedicated efforts to continue on with his employment.

Tim Heckert, while previously living in Sheridan, Wyoming, received DVR services. It is true that Tim once struggled with employment situations and in 2004 Tim decided to relocate from Sheridan to his hometown of Worland.

Tim was referred to the Worland DVR office by Big Horn Enterprises, Inc. an area community rehabilitation program (CRP). Big Horn Enterprises has been an important partner in Tim's successful employment. Working together with Big Horn Enterprises staff, Tim and DVR were able to address critical rehabilitation issues. All through the course of a successful rehabilitation program, Tim addressed issues relating to his disability.

With the help of a job coach, his family and support staff, Tim was able to understand how impulsivity, lack of social awareness, hygiene and other issues might affect his employability.

Once Tim agreed to address his behavior issues, he and his VR Counselor were able to complete an Individual Plan for Employment (IPE). Tim did not want to work more than 20 hours per week and he was interested in work with limited customer contact because of his tendency to "talk too much."

Nevertheless, Tim also wanted a job where he could interact with co-workers and where he would be recognized for doing good work.

Tim was willing to learn new job skills for the sake of having employment. A work experience at the local Comfort Inn was planned, and Tim was pleased to be working.

Although not all initial work experiences were smooth, many thanks to the Comfort Inn staff and to Big Horn Enterprises staff in support of Tim learning the requirements of the job and moving him successfully through an on-the-job training.

Some additional job coaching was provided to help Tim "polish" his ability to fold towels, fold sheets, run commercial laundry machines, and maintain supply carts. Tim has been able to maintain his employment and secure gainful work activity.



Counselor Will Tempany (right) congratulates Tim (left) for staying with his work and taking pride in his ability to keep the Comfort Inn's laundry in order. *(Submitted by Will Tempany, VR Counselor, Worland, Wyoming).* ■



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### “Whole New Beginning”

Peggy Akin is a Registered Nurse successfully employed at Sage View Care Center in Rock Springs, Wyoming. She exudes an attitude of happiness and satisfaction with everyone she encounters.

Two years ago, Peggy was overwhelmed with the barriers facing her in her life and had reached a point of significant despair. Peggy would cover up her anxiety and depression with alcohol and methamphetamine abuse. A long employment history of strenuous heavy physical labor in the oilfield had taken its toll on her body. Peggy says that because Vocational Rehabilitation believed in her, she has received a “whole new beginning.” “Who would think that this 48 year old pipeline laborer would have the opportunity to obtain the nursing skills that allow me to go anywhere and find employment? If I would have been left to my own devices, I would have walked out and not taken on the challenges.”

Peggy is very committed to her rehabilitation and possesses a deep understanding of her disabilities and what part she plays in managing the symptoms. Peggy completed nursing school at Western Wyoming Community College.

The path to this employment goal was not always easy to navigate. In addition to attending school full time and maintaining part time employment, Peggy was required to attend counseling sessions and also Narcotics Anonymous meetings. As her Vocational Rehabilitation Counselor, I take great joy in knowing that Peggy is now doing something she truly loves. The lives of the patients she serves are enriched every day because of her dedication and commitment to her rehabilitation and the opportunity she seized for a “whole new beginning” in her life. *(Submitted by Marsha Krotz, VR Counselor, Evanston, Wyoming)* ■



**Peggy Akin, RN**





## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### Dreams Become Reality

Dennis Dudgeon is a successful DVR client from Glenrock, Wyoming. He first came to VR while living in Douglas, Wyoming. Dennis had fallen on the ice while carrying sheet rock. Since then he had jobs working as a driver for car dealerships, providing transportation to and from airports, and he had worked as a carpenter. Dennis had problems with his shoulder that prevented him from doing the heavy lifting needed as a carpenter/construction worker.

Dennis is very creative, which led him to consider working with small woodworking projects, such as picture frames. In this way, he would be able to use his woodworking skills, but not further injure himself by the heavy lifting. Dennis began working with DVR's Business Enterprise Program to develop a business plan. Dennis and his wife, J'Lynn, have created a wonderful business in Glenrock, Wyoming.

Here is what Dennis wrote about his experience with DVR:



"I have always loved working with wood and for the first time in my life I am getting paid to do something I love. The Division of Vocational Rehabilitation has made this possible for me. I had dreamed of having my own business for years, but was unable to decide how to go about bringing my dreams and ideas into reality. In June 2005, Earth Treasures became an operating business. Our specialty is creating custom picture frames and matting, but we also offer photographic services, jewelry, rocks, fossils, gems and gifts. Our company slogan is "Using Treasures of the Earth to create treasures for you!" Our website, [www.wyearthtreasures.com](http://www.wyearthtreasures.com), offers people a chance to look through an on-line portfolio of custom framing we have made for others, purchase walking sticks, canes, jewelry, jewelry boxes and frames already made.

Prior to seeking DVR services, I had been employed as a carpenter but was injured on the job and had to have surgery. I was told I would no longer be able to continue in that line of work. I had talked about going back to college, but became discouraged with the amount of remedial classes I would need. I began working with my counselor, Stephanie, at DVR. She was extremely helpful in assisting me to figure out what I wanted to do and helping it become a reality. Earth Treasures would not have come into being without her assistance." *(Submitted by Stephanie McCawley, VR Counselor, Douglas, Wyoming)* ■



# Program Highlights

## State Fiscal Year 2006

### July 1, 2005 through June 30, 2006

√ 3,759 Wyoming citizens with disabilities received services ranging from vocational rehabilitation evaluation and eligibility determination to medical treatment, counseling, training and job placement; 555 persons were successfully rehabilitated by DVR.

√ Sixty-two percent (62%) of the individuals served were significantly disabled.

√ Sixty-nine percent (69%) of the individuals who were successfully rehabilitated (returned to work) were significantly disabled.

√ The annualized earnings for 555 individuals rehabilitated during State Fiscal Year 2006 is estimated at \$9,276,000.

√ The annual savings to taxpayers, as a result of reduced public assistance payments to rehabilitated individuals, is estimated to be \$1,403,000.

√ Disability Determination Services (DDS) processed 4,187 claims during Federal Fiscal Year 2006. Processing times continue to be some of the lowest in the nation while processing accuracy remains exceptionally high.

√ 628 persons with the most significant disabilities received supported employment services; 174 supported employment clients were successfully rehabilitated this year.

√ The Wyoming Independent Living Programs directly served 1,312 individuals. These programs responded to 9,925 requests for information during the fiscal year.

√ 142 DVR clients received assistance in the planning and establishment of a small business through Business Enterprise Program services; 30 individuals were successfully self-employed. Twenty-one clients with a significant disabling condition received financial assistance through the Small Business Development Fund.

√ 15 text telephones (TTYs), 15 amplified telephones/devices, 10 captioned telephones (CapTel™), 2 Voice Carry Over (VCO) devices, and 34 signaling devices were distributed free of charge to individuals with communication impairments through the Telecommunications Relay Service (TRS) Program. ■



Wyoming Division of Vocational Rehabilitation  
2006 Annual Report

## General Rehabilitation

Employment for people with disabilities is the primary objective of the General Rehabilitation program. In this program, each State dollar is matched with approximately four Federal dollars.

The conditions of eligibility for the General Rehabilitation program are defined under the Rehabilitation Act as individuals having:

- ◆ a physical or mental impairment which constitutes or results in a substantial impediment to employment; and
- ◆ the ability to benefit in terms of an employment outcome from vocational rehabilitation services.

General Rehabilitation services are delivered through 16 field offices staffed by 29 VR counselors and 20 assistants. These offices are managed by area consultants in five service regions. Evaluation of rehabilitation needs, rehabilitation counseling and guidance, referral services, assistive technology, and job development are core services available to clients.

Other major services include diagnostics and evaluation, training, and transportation. The client and counselor work together to develop an Individualized Plan for Employment (IPE) that outlines the objectives and services required to accomplish the client's vocational goal. ■

## Governor's Committee on Employment of People with Disabilities

Creating a positive environment for the independence and employment of people with disabilities is the primary focus of the Governor's Committee on Employment of People with Disabilities (GCEPD). The GCEPD focuses on employment and the removal of barriers to employment for people with disabilities. This is accomplished in part by serving as a resource for employers, employees, and people who want information about the needs of persons with disabilities.

The GCEPD serves as a coordinating unit for mayors' and advocacy committees in communities throughout Wyoming. The GCEPD also serves as a liaison between DVR and the Independent Living Programs, the Visually Impaired Program and the State Independent Living Council.

The GCEPD provides Americans with Disabilities Act (ADA) technical assistance information to people with disabilities, employers, state and local governments, businesses and the general public. ■



*"We must scrupulously guard the civil rights and civil liberties of all citizens, whatever their background. We must remember that any oppression, any injustice, any hatred is a wedge designed to attack our civilization."*

--Quote from President Franklin D. Roosevelt



## **Business Enterprise Program**

The Business Enterprise Program (BEP) serves those DVR clients who are interested or involved in self-employment. Self-employment includes various types of business ventures, from home-based micro-enterprises to much larger ventures.

BEP can provide both technical and financial assistance, from helping a client start a new business that may be home-based to acquiring an existing business. Occasionally assistance in modifying a business for its owner is necessary when modifications are needed to accommodate the client's disability or improve accessibility.

BEP funds are obtained from the vending services in State buildings. These funds are matched by Federal dollars and comprise the Small Business Development Fund.

In State Fiscal Year 2006, training and self-employment assistance were provided to 142 clients. Thirty of these clients are now successfully employed.

### **The Many Hands of**



### **Self-Employment Success!**

### **Self-Employment Assistance**

The Business Enterprise Program (BEP) in State Fiscal Year 2006 provided training and self-employment assistance to 142 currently active DVR clients from 30 Wyoming communities. Twenty-one individuals started small businesses. The businesses include dog grooming, retail stores, saddle making and gun smithing.



### **Vending Services**

BEP is responsible for the management of vending machine services in State buildings. Vendor contracts are awarded to private enterprises through a competitive bid process. Commissions from the vending machines are the primary source of revenue for the Business Enterprise Program. Proceeds are held in a special Small Business Development Fund. These funds are available to individuals who have a significant disabling condition and want to operate their own business. ■



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### Transition from School to Work

The Wyoming Division of Vocational Rehabilitation maintains its commitment to transition services as defined by a Memorandum of Understanding (MOU) with the Wyoming Department of Education. The MOU serves as a guide to enhance working relationships between the two agencies.

Additionally, at the local school district level, local DVR counselors meet with teachers and students to help develop Individualized Plans for Employment (IPE's) with eligible students.

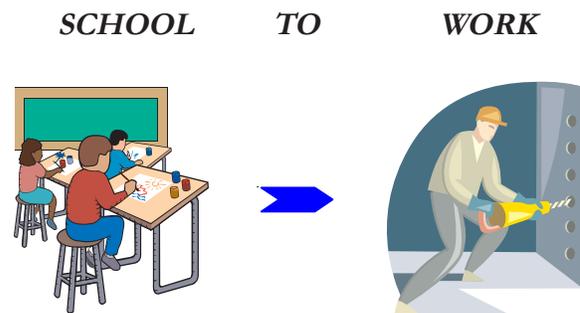
#### Seven key components of the Vocational Rehabilitation – Department of Education – Agreement:

- » Joint training for agencies' personnel;
- » Uniform referral procedures;
- » Technical assistance to school districts;
- » Monitoring transition students' progress;
- » Interagency sharing of client statistical data;

- » Transfer of ownership and shared payment for assistive technology devices and services; and
- » DVR provision and coordination of vocationally-related services which include situational assessment, career exploration, job shadowing, rehabilitation counseling, and work experience for students determined eligible for DVR services.

DVR collaborates with the Department of Education (DOE) in a number of ways:

- » DVR is a member of the Department of Education's Partnership Advisory Team concerning DOE's State Improvement Grant; and
- » DVR is a member of DOE's Wyoming Advisory Panel for Students with Disabilities. ■





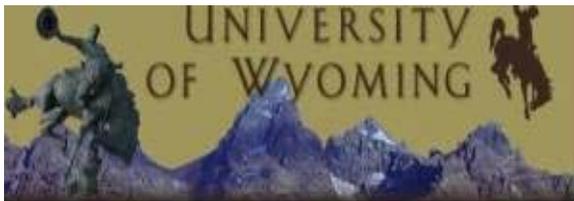
Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

## Post Secondary Education

During State Fiscal Year 2006, 673 DVR clients were enrolled in post secondary training at Wyoming’s Community Colleges, the University of Wyoming and other institutions of higher education:

<u>Institution</u>	<u># Enrolled</u>
Casper College	85
Central Wyoming College	34
Eastern Wyoming College	19
Laramie County Comm. College	99
Northwest College	50
Sheridan College	42
Western Wyoming Comm. College	106
University of Wyoming	82
Out of State Institutions	23
Other Institutions	133

DVR does not normally pay the full cost of a client’s post secondary education; maximum efforts are made to secure scholarships and grant assistance, and clients must apply for a Federal Pell Grant to assist with the cost of training. In addition, DVR’s rules and regulations on financial assistance require that if a training program is available in Wyoming, payment for out-of-state educational expenses will be calculated at the same rate available at public in-state institutions. ■



## Supported Employment

In the past ten years, 2,069 supported employment clients have been successfully employed:

<u>SFY</u>	<u>Number Clients</u>	<u>SFY</u>	<u>Number Clients</u>
2006	174	2001	260
2005	158	2000	255
2004	216	1999	219
2003	200	1998	150
2002	283	1997	154

The purpose of supported employment services is to provide rehabilitation services for individuals with the most significant disabilities to enable such individuals to achieve employment. An individual shall be eligible to receive supported employment services when:

- 1) The individual is eligible for vocational rehabilitation services;
- 2) The individual has a most significant disability; and
- 3) A comprehensive assessment of rehabilitation needs of the individual identifies supported employment as the appropriate employment outcome for the individual.

The State Vocational Rehabilitation Program is designed to assess, plan, develop and provide vocational rehabilitation services for individuals with most significant disabilities consistent with their strengths, resources, priorities, concerns, abilities, interests and informed choice, so that such individuals may prepare for and engage in gainful employment.

Interested qualifying individuals may apply for services at their nearest District Division of Vocational Rehabilitation Office. ■



## Acquired Brain Injuries

Studies indicate that individuals with Acquired Brain Injuries (ABI) in Wyoming do not receive optimal services on a sustained basis. The Acquired Brain Injuries (ABI) population is underserved in many areas of the state. This under service arises from several factors, including:

- ◆ a failure of other service providers (the medical community in particular) to identify and refer individuals with acquired brain injuries; and

- ◆ a lack of awareness of the existence of Vocational Rehabilitation services on the part of persons with Acquired Brain Injuries (ABI).

Presently there is no coordinated, statewide system serving individuals with ABI. There is a continuing need for a structured system to assure “early” identification and treatment planning for persons with ABI in Wyoming.

In 2006, the Wyoming Division of Vocational Rehabilitation (DVR) took action to support expansion and enhancement of the capacity to serve individuals with Acquired Brain Injuries.

In 2006, DVR accepted a comprehensive proposal with a five year timeline designed to address the statewide ABI rehabilitation needs.

The nationwide socio-economic impact of ABI is more significant than most citizens realize. According to the Centers for Disease Control and Prevention (2004), ABI's contribute to a substantial number of deaths and cases of permanent disability annually.

1. Each year in the United States, an estimated:

- ◆ 1.4 million people sustain an ABI,

- ◆ 50,000 people die from ABI; and

- ◆ 80,000 to 90,000 people experience the onset of a lifelong disability associated with an ABI.

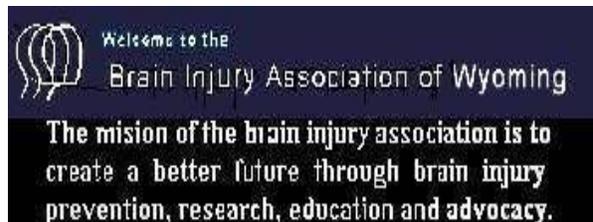
2. Among children ages 0 to 14 years, ABI results in an estimated:

- ◆ 2,685 deaths;

- ◆ 37,000 hospitalizations; and

- ◆ 435,000 emergency room visits.

3. An estimated 300,000 sports-related brain injuries, of mild to moderate severity, occur in the United States each year. ■





## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### Independent Living (IL)

Wyoming is served by two Centers for Independent Living (CIL): 1) Wyoming Independent Living Rehabilitation, Inc. (WILR) in Casper, Wyoming and 2) Wyoming Services for Independent Living (WSIL) in Lander, Wyoming. These CIL programs provide services to persons with significant disabilities that include maintaining employment. The purpose of the CIL is to help people with disabilities to continue living in their homes and communities. In Federal Fiscal Year 2005, the CIL programs directly served 1,312 people and provided another 9,925 with information. Independent Living services in Wyoming are funded by Title VII of the Rehabilitation Act of 1973, as amended.

**Chapter 1, Part B** funds are awarded to DVR as a formula grant based upon the State's population. The 90% Federal funds are matched by 10% State General funds and are contracted out to the two CIL programs in Wyoming. The two Centers use these funds to provide case services, information and referral, and consumer/system advocacy for people with significant disabilities throughout the State of Wyoming. Part B funds are also used by the Wyoming State Independent Living Council (SILC). These funds are used by SILC primarily to review, evaluate and monitor the Independent Living State Plan.

**Chapter 1, Part C** funds are granted to Wyoming's two independent living centers. The funds are used to cover administrative expenses, support benefits, and direct client services. This program is 100% Federally funded.

The Independent Living - **Chapter 2 - Visually Impaired Program (VIP)** provides independent living services to individuals age 55 and over who are blind or have a severe vision loss affecting their ability to live independently. The program provides support groups, orientation and mobility training, daily living training, personal counseling, and adaptive equipment. The Federal program is awarded to DVR with a required 10% State match. The match is provided by a combination of funds from DVR and the contracting agency. DVR contracts with WILR to deliver these services statewide. In State Fiscal Year 2006, 549 individuals received direct services from the VIP project and another 3,599 received information and referral services. ■



#### **For additional information contact:**

WY Services for Independent Living (WSIL)  
1156 South 2<sup>nd</sup> Street  
Lander, Wyoming 82520  
(307) 332-4889

WY Independent Living Rehabilitation, Inc.  
(WILR)  
305 West 1st Street  
Casper, Wyoming 82601  
(307) 266-6956  
<http://www.wilr.org>



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

## Wyoming State Independent Living Council Members

The State Independent Living Council (SILC) serves in an advisory capacity to Wyoming's DVR and its two Independent Living Centers. A majority of SILC members are individuals with disabilities representing various organizations and associations who assist people with disabilities. Members are appointed by the Governor and serve no more than two three-year terms. ■

### Terms Expiring January 2007

Dorothy Cronin  
Casper, Wyoming

Becky S. Holloway  
Sheridan, Wyoming

Edwin Heimer  
Cody, Wyoming

Ken Hoff  
Casper, Wyoming

Liz Ladeburg  
Casper, Wyoming

### Terms Expiring January 2008

Carol Fontaine  
Lander, Wyoming

Tom Andersen  
Casper, Wyoming

Louise Green  
Casper, Wyoming

William "Bill" Marsh  
Rawlins, Wyoming

### Terms Expiring January 2009

### Ex-Officio Members

Woody Absher  
Division of Vocational Rehabilitation  
Cheyenne, Wyoming  
January 2007

Lee Beidleman  
Client Assistance Program  
Protection and Advocacy  
Cheyenne, Wyoming  
January 2007

Carol Ann Marsh  
Rawlins, Wyoming

Dianne Culhane  
Sheridan, Wyoming

For more information on the State Independent Living Council, please visit their web site:  
<http://wyomingsilc.com>



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### Wyoming Relay Service

The Telecommunications Relay Service (TRS), pursuant to Title IV of the Americans with Disabilities Act (ADA), is designed to provide universal telephone service for all Americans, including people who are deaf, hard of hearing, deaf-blind, and/or speech-impaired. Wyoming law provides authorization for the Telecommunications Relay Service and an Equipment Distribution Program funded by a telephone line surcharge. The surcharge remained at six cents per access line.

The fastest growing Wyoming Relay Service is CapTel™. CapTel™ is an enhanced voice carry over service that allows individuals with hearing loss to view word-for-word captions of their telephone conversations. The average number of CapTel™ minutes of service each month increased from 1,487 in State Fiscal Year 2005 to 1,981 in State Fiscal Year 2006.

Hamilton Telecommunications was selected as Wyoming's Telecommunications Relay Service provider as the result of a competitive bidding process in 2004, and continues to provide relay services to the citizens of Wyoming.

In addition to Wyoming, Hamilton Telecommunications, based in Aurora, Nebraska, currently provides relay services to Nebraska, Idaho, Kentucky, Louisiana, Wisconsin, Rhode Island, Maine, Iowa, Georgia, Montana, the District of Columbia, Saipan and the Virgin Islands. Hamilton gives relay users more control in how their calls are processed through their customized "Relay Your Way" programs.

Wyoming Relay ran radio advertisements, newspaper advertisements and billboard advertising to educate the public about relay so they do not hang up when they get relay calls and also about 711 so they are aware of how easy it is to make a relay call. Wyoming Relay also ran radio advertisements to educate citizens who have recently lost their hearing about relay in general and about CapTel™. Wyoming Relay also had booths at health fairs around the state. Finally, Wyoming Relay worked with the Department of Education to provide information about relay statewide to students, their parents and service providers.

Individuals and organizations who would like more information, or training on the Wyoming Relay or specialized telephone equipment for individuals with hearing loss can call Wyoming Relay Customer Service at 1-888-694-4450 (V/TTY) or e-mail [wymrelay@hamiltonrelay.com](mailto:wymrelay@hamiltonrelay.com). ■





Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

## **Telecommunications Relay Service Advisory Committee**

In 1991, the Wyoming Statutes 16-9-202 through 16-9-204 created the Telecommunications Relay Service Advisory Committee. This is a seven member committee appointed by the Governor for three year terms. The Committee provides advice concerning the administration of the Wyoming Relay Program and annually determines the amount of the telephone surcharge per access line. Members are selected from appointment districts. ■

- Angela S. Joannides (Cheyenne) District 1 - Goshen, Platte & Laramie Counties
- Susan M. Fanning (Laramie) District 2 - Sweetwater, Carbon & Albany Counties
- Carma Jackman (Lyman) District 3 - Teton, Sublette, Lincoln & Uinta Counties
- John D. Cosner (Gillette) District 4 - Sheridan, Campbell & Johnson Counties
- Larry Paulsen (Powell) District 5 - Park, Big Horn, Hot Springs & Washakie Counties
- Paul S. Brooks (Sundance) District 6 - Crook, Weston & Niobrara Counties
- Heather Parsons (Casper) District 7 - Fremont, Natrona & Converse Counties

•  
**Wyoming Relay Numbers**  
**All Call Types 7-1-1 OR Dial:**

TTY (Text Telephone)	1-800-877-9965
Voice	1-800-877-9975
Voice Carry Over (VCO)	1-877-877-1474
To reach CapTel User	1-877-243-2823
Speech to Speech (STS)	1-877-787-0503
Spanish Language Service (Servicio en Español)	1-800-829-2783
Wyoming Relay State Office	1-800-452-1408
Relay Service Information	1-800-452-1408
24 Hour Customer Service Center	1-800-694-4450
Customer Service Email	<a href="mailto:wyrelay@hamiltonrelay.com">wyrelay@hamiltonrelay.com</a>
Internet Relay Service	<a href="http://www.hiprelay.com">www.hiprelay.com</a>
Video Relay Service	<a href="http://www.wyvrs.com">www.wyvrs.com</a>

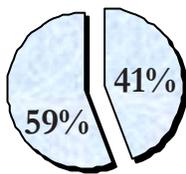


Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

## Wyoming Economic Benefit

In 2006, Wyoming DVR rehabilitated 555 individuals with disabilities, resulting in estimated annualized earnings of \$9,276,000. In addition, the annualized savings to taxpayers as a result of reduced public assistance payments to rehabilitated individuals is estimated to be \$1,403,000.

### Public Assistance



\$991,000  
 Remaining Public  
 Assistance

Prior to receiving DVR services, many people with disabilities rely on public assistance. With the help of Vocational Rehabilitation, these individuals can become employed and substantially reduce their dependence on public assistance.

\$1,403,000  
 Savings to Taxpayers  
 Post Rehabilitation

### Public Assistance Costs Go Down

	Public Assistance Recipients	Public Assistance Costs
Before DVR Services	269	\$ 2,394,000
After DVR Services	133	\$ 991,000
<b>Savings in Public Assistance</b>		<b>\$ 1,403,000</b>

### Characteristics of Individuals Served

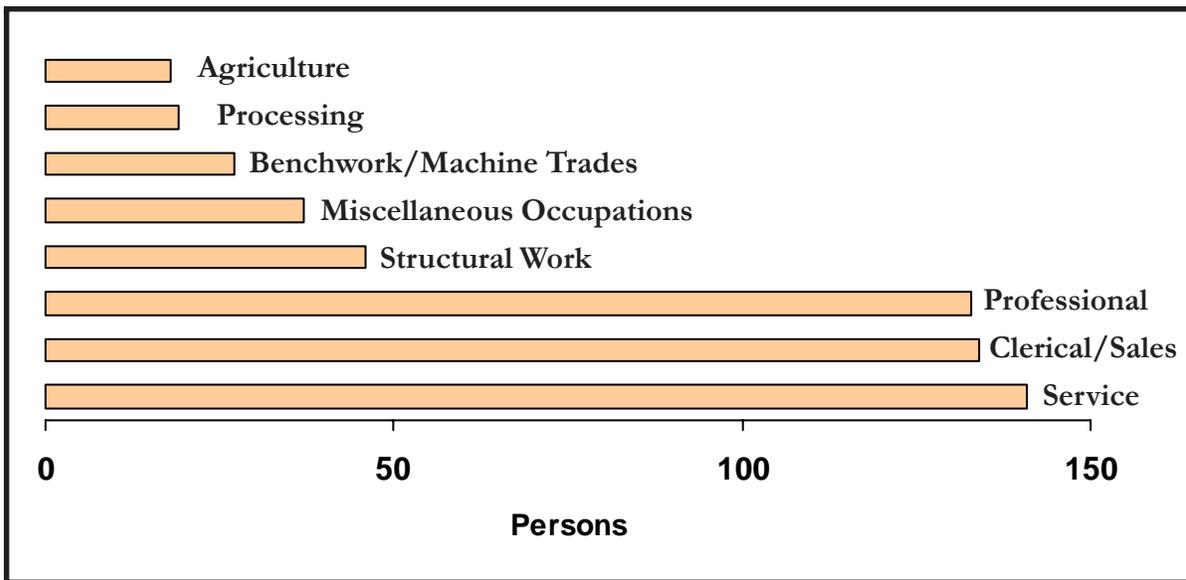
The following information describes characteristics of the 3,759 individuals who were served by the Wyoming Division of Vocational Rehabilitation Program during SFY 2006.

Major Disabling Condition	%	Race	%	Gender	%
Orthopedic	33.5	White	94.6	Male	52.7
Psychiatric	30.8	American Indian	3.1	Female	47.3
Developmental Disabilities	16.2	Black	1.8		
Hearing	4.7	Asian	0.4		
Visual	2.5	Hawaiian/Pacific Islander	0.1		
Other Conditions	12.3	Hispanic (any race)	7.1		



## Occupations of 555 Rehabilitated Individuals

Based on data from the 2000 Census, over 46,000 Wyoming residents between the ages of 21 and 64 have a disability; nearly 40% of these individuals are unemployed. The following chart illustrates the placement occupations for the 555 individuals employed during SFY 2006.



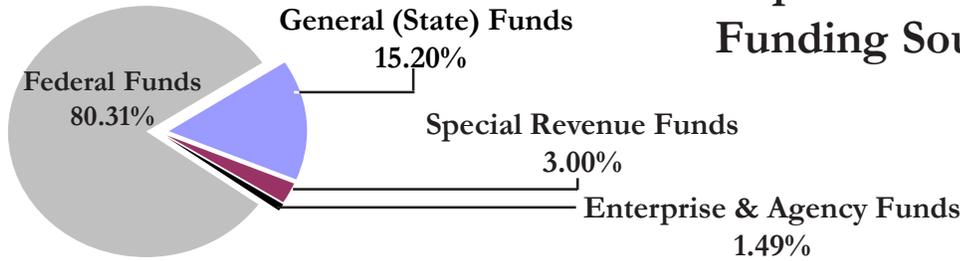
## Number of Individuals Employed

Occupation	Number Employed
Service	141
Clerical/Sales	134
Professional/Technical/Managerial	133
Structural Work	46
Benchwork and Machine Trades	27
Processing	19
Agriculture	18
Miscellaneous	37
<b>Total</b>	<b>555</b>



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

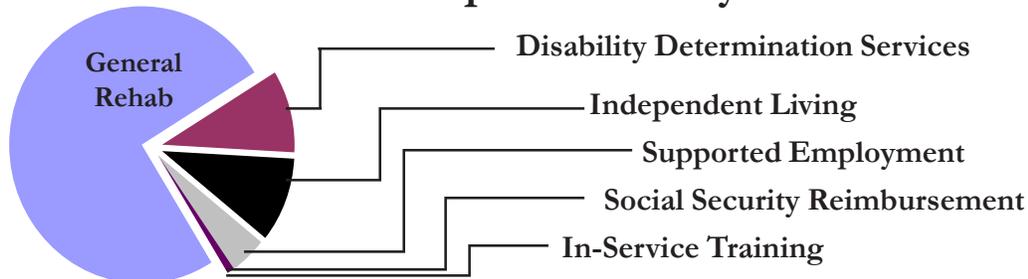
### Expenditures by Funding Source



Program Name	Federal Funds	General Funds	Special Rev. Funds	Enterprise Funds (WC)	Agency Funds (BEP & WBLN)	Total Expenditures	%of Grand Total Expend.
General Rehab w/Other Match	\$7,684,882	\$1,713,650	\$0	\$80,185	\$102,801	\$9,581,518	70.11%
Disability Determ. Services	\$2,387,199	\$0	\$0	\$0	\$0	\$2,387,199	17.47%
Telecom. Relay Svc.	\$0	\$0	\$409,965	\$0	\$0	\$409,965	3.00%
IL - Part B	\$336,007	\$37,229	\$0	\$0	\$0	\$373,236	2.73%
Administration	\$0	\$323,015	\$0	\$0	\$0	\$323,015	2.36%
Supported Employment	\$250,001	\$0	\$0	\$0	\$0	\$250,001	1.83%
IL - Chapter 2	\$220,100	\$1,011	\$0	\$0	\$0	\$221,111	1.62%
Social Security Reimbursement	\$74,198	\$0	\$0	\$0	\$0	\$74,198	0.54%
In-Service	\$22,961	\$1,904	\$0	\$0	\$0	\$24,865	0.18%
Business Enterprise	\$0	\$0	\$0	\$0	\$21,432	\$21,432	0.16%
<b>GRAND TOTAL</b>	<b>\$10,975,348</b>	<b>\$2,076,809</b>	<b>\$409,965</b>	<b>\$80,185</b>	<b>\$124,233</b>	<b>\$13,666,540</b>	<b>100.00%</b>
<b>% of Grant Total Exp.</b>	<b>80.31%</b>	<b>15.20%</b>	<b>3.00%</b>	<b>0.58%</b>	<b>0.91%</b>	<b>100.00%</b>	

WC: Workers' Compensation Funds  
 BEP: Business Enterprise Program Funds  
 WBLN: WY Business Leadership Network Funds

### Expenditures by Federal Funding





Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

## Performance Standards

The Rehabilitation Services Administration (RSA) has established Evaluation Standards and Performance Indicators for the Vocational Rehabilitation Program. Wyoming DVR exceeded all seven indicators in State FY 2006.

State Fiscal Year 2006	RSA Standard	WY DVR Results
<p><b>Evaluation Standard 1 - Employment Outcomes.</b> DVR must assist any eligible individual to obtain, maintain, or regain high quality employment.</p> <p><i>Performance Indicator 1.1.</i> The number of individuals who achieved an employment outcome in the current year must equal or exceed the number from the previous year.</p>	554	555
<p><i>Performance Indicator 1.2.</i> The percentage of individuals who exited the VR Program after receiving services who achieved an employment outcome.</p>	55.8%	71.8%
<p><i>Performance Indicator 1.3.</i> The percentage of individuals who achieved an employment outcome and are earning at least the minimum wage.</p>	72.6%	98.4%
<p><i>Performance Indicator 1.4.</i> Of those earning at least the minimum wage, the percentage who are individuals with significant disabilities.</p>	62.4%	68.1%
<p><i>Performance Indicator 1.5.</i> The average hourly earnings of individuals earning at least the minimum wage, as a ratio to the average hourly earnings for all individuals in Wyoming who are employed.</p>	52%	62%
<p><i>Performance Indicator 1.6.</i> Of those earning at least the minimum wage, the difference between the percentage whose own income is their largest source of support when they exited the VR Program, and the percentage whose own income was their largest source of support at the time they applied for VR services.</p>	53.0%	65.7%
<p><b>Evaluation Standard 2 - Equal Access to Services.</b> DVR must ensure that individuals from minority backgrounds have equal access to VR services.</p> <p><i>Performance Indicator 1.2.</i> The service rate for individuals with disabilities from minority backgrounds as a ratio to the service rate for all non-minorities with disabilities.</p>	80%	83%



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### Social Security Disability Determination Services

Disability Determination Services (DDS) makes decisions of disability and blindness for both Titles II and XVI of the Social Security Act on behalf of the Commissioner of the Social Security Administration (SSA). Following preliminary claim preparation, DDS completes the development and adjudication of the medical, psychological and vocational factors of eligibility. Two levels of appeal concerning denied claims are adjudicated in the agency. DDS provides a Certified Hearing Officer to adjudicate appeals when benefits are terminated related to continuing claim review and update showing cause for end of awarded benefits.

DDS is 100% federally funded. The 2006 Federal Fiscal Year budget was approximately \$2.3 million. The Federal government pays the State of Wyoming for administrative costs.

Wyoming DDS served 4,187 clients during Federal Fiscal Year 2006 and has the second highest production per work year in the region at this time. The Presumptive Disability Decision on Title XVI cases was in the top four in the country. SSA has migrated to a fully electronic processing system. This means that SSA and DDS records are being maintained in

an electronic folder that is entirely paperless. Wyoming DDS participated in an electronic certification process in September 2005 and was officially certified on October 19, 2005 to process all initial claims electronically. SSA has implemented the Electronic Records Express (ERE) initiative by which SSA is attempting to receive medical records from medical vendors electronically, thereby creating a paperless process. Wyoming DDS continues to market ERE effectively and continues to lead the region in ERE usage. Ree Lindgren, Disability Supervisor, received the Commissioner's Citation in April 2006, for her outstanding leadership. The Commissioner's Citation is the highest award given by SSA to an employee.

Several members of the Wyoming DDS staff are certified by the National Association of Disability Examiners (NADE). Recently, Karyn Speight, Disability Examiner, successfully completed the recertification process through NADE.

Wyoming DDS continues to implement specific protocols for the Homeless Initiative Program, terminal illness cases, and low birth weight cases. When a claim is received by DDS it is reviewed and expedited according to these initiatives and protocols. ■



What You Can Do Online [http://www.socialsecurity.gov/online\\_services/](http://www.socialsecurity.gov/online_services/)

- Apply for benefits: Social Security Retirement, Spouse's, or disability benefits;
- Begin or continue the Adult Disability and Work History Report;
- Continue the Online Appeal Disability Report;
- Apply for extra help with your Medicare prescription drug costs;
- Check the status of your online application;
- Find out what benefits you can apply for; plus much, much more....



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

**State Rehabilitation Council Members**

*July 1, 2005 - June 30, 2006*

**Debbie Smith-Terech, Chairperson**

Executive Committee  
Evanston, Wyoming

**Shannon Bodin, Chairperson Elect**

Executive Committee  
Casper, Wyoming

**Lee Beidleman, Vice Chairman**

Client Assistance Program  
Executive Committee  
Cheyenne, Wyoming

**Terri Dawson**

Parent Information Network  
Communications Committee  
Buffalo, Wyoming

**Kathy Emmons**

State Workforce Investment Board  
Communications Committee  
Cheyenne, Wyoming

**Nancy Geehan**

Review Committee  
Buffalo, Wyoming

**Louise Green**

State Independent Living Council  
Review Committee  
Casper, Wyoming

**Linda Kessler**

Review Committee  
LaGrange, Wyoming

**Jim McIntosh, Administrator (non-voting)**

Division of Vocational Rehabilitation  
Executive Committee  
Cheyenne, Wyoming

**Becky Taggart**

Communications Committee  
Lyman, Wyoming

**Donna Thompson**

Department of Education (IDEA)  
Communications Committee  
Riverton, Wyoming

**Joe Thomas**

Review Committee  
Reliance, Wyoming

**Martin V. Thone, Ph.D.**

Executive Committee  
Casper, Wyoming

**Jerry Voigt**

Review Committee  
Cheyenne, Wyoming

**Shawna Washakie**

Native American Rehab. (121 Project)  
Fort Washakie, Wyoming

**Christi While, VR Counselor**

Review Committee  
Rock Springs, Wyoming



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

**State Rehabilitation Council  
2006 Annual Report**

The responsibilities of the State Rehabilitation Council (SRC) are defined in Section 105 of the Rehabilitation Act of 1973. The SRC is authorized to review, analyze and advise the Wyoming DVR on the performance of the Vocational Rehabilitation program. In partnership with DVR, the SRC develops and reviews state goals and priorities, evaluates the effectiveness of the vocational rehabilitation program, assists in the preparation of the Unified State Plan, and reviews customer satisfaction.

Members are appointed by and serve at the pleasure of the Governor, and are based on personal qualifications and the needs of the Council. Members are a representation of persons with disabilities; disability advocacy organizations; current and former consumers of vocational rehabilitation services; medical professions; state educational agencies; and representatives of business, industry and labor.

The SRC meets four times per year on a quarterly basis. Meetings are held in various communities throughout Wyoming. All SRC meetings are open to the public. Locations and times are published in the Casper Star Tribune newspaper; one of Wyoming's statewide publications.

The SRC is dedicated to ensuring persons with disabilities, throughout the state of Wyoming, receive needed services by conducting and reviewing a needs assessment survey; reviewing programs and policies being implemented; developing a consumer friendly client satisfaction survey; and by working in cooperation with such groups as the Wyoming

Division of Vocational Rehabilitation, Wyoming Statewide Independent Living Council, Parent Training and Information Center, Client Assistance Program, and other agencies to develop a proactive approach for the betterment of persons with disabilities.

The State Rehabilitation Council invites you to become a member. If you are interested in becoming a member of the SRC, an application form can be obtained by calling (307) 777-7389.

**SRC Contact Information  
Shannon Bodin, Chairperson-Elect**

2045 S. Fairdale Avenue  
Casper, Wyoming  
Cowgirl\_up@bresnan.net  
(307) 234-4535



**Message from Debbie Terech, Immediate Past Chair:**

It has been an honor to serve the Governor and the people of Wyoming as your SRC Chairperson. I am proud of the strong partnership the SRC has forged with partners across the disability community. It is through these partnerships and a close and focused interaction that we will prevail despite current and future challenges. During this past year the SRC has continued to work closely with Vocational Rehabilitation (VR) to expand employment opportunities for individuals who experience a disability. As immediate past Chairperson, I want to thank the members of the SRC for their hard work and dedication that helped strengthen the VR program this past year. Our membership is comprised of caring people who desire to ensure that all citizens with



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

disabilities in Wyoming have fair and equal access to rehabilitation services. The past year has been very positive and productive, and the SRC looks forward to a continued partnership with VR. We are working together to provide quality services to ensure that the needs of Wyomingites who experience a disability are being met in the most effective manner.

### **Executive Committee Report**

The Executive Committee works toward the coordination and the establishment of working relationships between DVR and the SRC. Members of the committee discuss new nominations for the SRC, policies, and solutions to improve the communication between DVR and the SRC.

The goal of this committee is to facilitate a positive partnership between DVR and the SRC. Both entities are crucial in the success of the Division of Vocational Rehabilitation. The SRC's suggestions and advice are to provide a stronger and more effective DVR.

### **Communications Committee Report**

The Communications Committee, as required by the Rehabilitation Act, has the responsibilities of coordinating and communicating with other councils and human resource entities, performing and coordinating public relations; and maintaining the Employer Recognition Program. Staying informed of the activities of other organizations concerned with the disabled population provides powerful networking tools and helps to avoid duplication of efforts.

Promoting the awareness and function of Vocational Rehabilitation creates connections between VR consumers and the employers who can benefit from hiring them. The Communications Committee makes employment information available to employers, consumers and parents by participating in the annual Mega Conference, as well as other conferences and opportunities to increase SRC and DVR visibility.

The importance of the employer's efforts to utilize people of differing abilities cannot be overlooked. This committee, by collaborating with the Business Leadership Network, recognizes employers around the state who support employment of people with disabilities. Without employers' willingness to recognize people's talents, VR efforts and a willing workforce would go untapped.

The Communications Committee takes great pride in helping the SRC be an active partner in recognizing and utilizing Wyoming's often untapped workforces.

### **Review Committee Report**

The Review Committee has the yearly responsibility to review DVR's section of the State's Unified Plan. Other responsibilities are to make sure client satisfaction survey results are accounted for from DVR. This is a very important role of the SRC, and the Review Committee is reviewing client concerns regarding the DVR service delivery system. This committee reviews the State Plan and identifies any changes that may need attention.

Respectfully submitted by:  
Debbie Terech, Immediate Past Chairperson



Wyoming Division of Vocational Rehabilitation  
2006 Annual Report

---

**State Rehabilitation Council Membership**



Debbie Terech



Shannon Bodin



Lee Beidleman



Kathy Emmons



Linda Kessler



Jim McIntosh



Joe Thomas



Martin Thone,  
P.h.D.



Jerry Voigt



Shawna Washakie



Christi While

**Council Member not pictured:**

**Terri Dawson**

**Nancy Geehan**

**Louise Green**

**Becky Taggart**

**Donna Thompson**



Wyoming Division of Vocational Rehabilitation  
2006 Annual Report

---

**Wyoming Offices**  
**Department of Workforce Services**  
**Division of Vocational Rehabilitation**

***Central Office***

1100 Herschler Building, 1st Floor East  
Cheyenne, WY 82002  
(307) 777-7386

***Casper District Office - 01***

851 Werner Court, Suite 120  
Casper, WY 82601  
(307) 261-2172  
Area Served: Natrona County

***Cheyenne District Office - 02***

1510 E. Pershing Boulevard  
Cheyenne, WY 82002  
(307) 777-7364  
Area Served: Laramie County

***Cody District Office - 11***

1026 Blackburn, #3  
Cody, WY 82414  
(307) 527-7174  
\* 1-877-473-7207  
Area Served: Park & Big Horn Counties  
& Yellowstone National Park

***Douglas District Office - 13***

135 S. 3rd Street  
Douglas, WY 82633  
(307) 358-4688  
\* 1-866-217-1401  
Area Served: Converse & Niobrara Counties

***Evanston District Office - 19***

350 City View Drive, #205  
Evanston, WY 82930  
(307) 789-2766  
\*1-877-473-7208  
Area Served: Uinta County & WY State  
Hospital

***Gillette District Office - 17***

1901 Energy Court, #140  
Gillette, WY 82718  
(307) 682-2672  
\* 1-877-474-4086  
Area Served: Campbell, Weston  
& Crook Counties

***Jackson District Office - 22***

155 W. Gill, P. O. Box 2873  
Jackson, WY 83001  
(307) 733-6150  
\* 1-866-293-3742  
Area Served: Teton County

***Kemmerer District Office - 12***

P. O. Box 87 (*mailing address*)  
Kemmerer, WY 83101  
20 Adaville Road  
Diamondville, WY 83116 (*physical address*)  
(307) 877-9334  
\* 1-866-367-6143  
Area Served: Lincoln & Sublette Counties



Wyoming Division of Vocational Rehabilitation  
**2006 Annual Report**

---

***Lander District Office - 10***

259 Main Street  
Lander, WY 82520  
(307) 332-4465  
Area Served: Southern Fremont County

***Laramie District Office - 05***

710 Garfield, #110  
Laramie, WY 82070  
(307) 745-3160  
Area Served: Albany County

***Rawlins District Office - 06***

212 W. Buffalo, #312  
Rawlins, WY 82301  
(307) 324-2238  
\* 1-877-473-7209  
Area Served: Carbon County,  
State Penitentiary, Wamsutter,  
Medicine Bow, Hanna & Elk Mountain

***Riverton District Office - 09***

609 E. Madison, #3  
Riverton, WY 82501  
(307) 856-2393  
\* 1-866-335-3140  
Area Served: Northern Fremont County

***Rock Springs District Office - 04***

2451 Foothill Blvd., Suite 100  
Rock Springs, WY 82901  
(307) 362-2770  
\* 1-866-858-4125  
Area Served: Sweetwater County

***Sheridan District Office - 03***

61 S. Gould  
Sheridan, WY 82801  
(307) 674-7529  
\* 1-866-423-5989  
Area Served: Johnson & Sheridan  
Counties and Wyoming Girls School

***Torrington District Office - 07***

1618 East "M" Street  
Torrington, WY 82240  
(307) 532-4431  
\*1-877-474-7493  
Area Served: Goshen & Platte Counties

***Worland District Office - 20***

1702 Robertson  
Worland, WY 82401  
(307) 347-3396  
\*1-866-448-4703  
Area Served: Washakie & Hot Springs  
Counties and Wyoming Boys School

***Disability Determination  
Services (DDS)***

821 West Pershing Boulevard  
Cheyenne, WY 82002  
(307) 777-7341  
1-800-972-2372

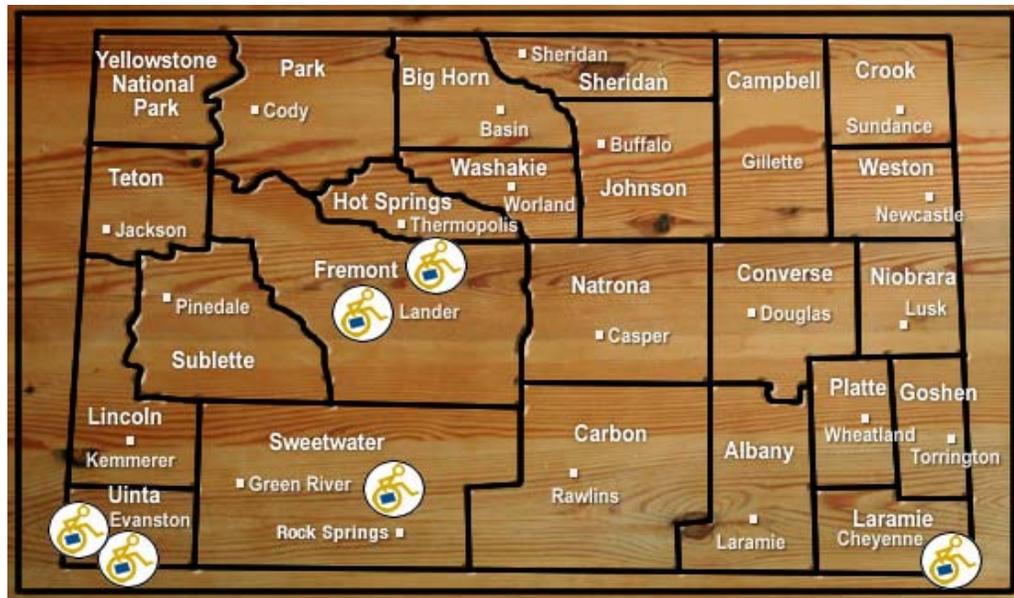
**\* Toll Free numbers restricted  
to use by in-state Wyoming  
callers.**



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

### Wyoming Business Leadership Network (WBLN) Established 1997

**Chapters:** Cheyenne (1997), Evanston (2000), Bridger Valley (2002),  
Lander-Riverton (2004) and Rock Springs (2005)



The Wyoming Business Leadership Network (WBLN) is an employer-led, statewide initiative helping to connect businesses to the emerging market of people with disAbilities. The WBLN mission is to assist businesses in hiring talented, motivated new employees, retaining employees who become disabled, and attracting new customers with disAbilities.

The WBLN is sponsored by the Wyoming Division of Vocational Rehabilitation in collaboration with local businesses, governments, school districts and community organizations - all sharing a common interest in promoting employment opportunities and community access for people with disAbilities. The WBLN is one of the oldest, largest and most active truly statewide BLN initiatives in the national BLN movement.

The Wyoming BLN is one of a handful of states in the nation to sponsor a disAbility Friendly Business Program. Businesses are nominated by individuals with disAbilities, their families, service agencies and other businesses for meeting at least one of the criteria:

- ◆ For making a commitment to hire persons with disAbilities or aid employees with disAbilities to further their career;
- ◆ For making a commitment to promote positive awareness among its employees of the need of customers with disAbilities; and
- ◆ For meeting the needs of employees and customers with disAbilities, in terms of accommodations and accessibility, in and around the place of business.



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### **Cheyenne BLN** *Established 1997*

- ◆ 20 Board Members (75% employer-led);
- ◆ In 2005 over 750 people attended events and activities hosted by the Cheyenne BLN;
- ◆ Over 75 businesses and individual(s) contributing financially to promote the employment of people with disAbilities;
- ◆ Annual activities include: EXPO, employer awards program, mentoring, disAbility awareness training, job referrals, disAbility Friendly Business Program, Peer to Peer Marketing, State Internship Program, and the Festival of Trees (advisory council fundraising activity).



CBLN Director Rich Gannon, Tom and Janis Wagneknecht, 2005 Carl Wagenknecht Employee of the Year Chip Halverson of Target and Cheyenne Mayor Jack Spiker.

**Contact the Cheyenne BLN:**  
**(307) 432-0110**  
**wbln@vcn.com &**  
**www.cheyenne-BLN.com**

### **Evanston & Bridger Valley BLN** **(EBV-BLN)** *Established in 1999*

Evanston DVR counselors continually work toward a productive partnership with the Business Leadership Network (BLN). The BLN is on schedule to meet, or surpass, the number of successful closures of previous years in the Evanston and Bridger Valley communities.

Over 130 employers have participated in the annual “Discovery Career and Lifestyles” EXPO since 2002. Over 750 job seekers with disAbilities have attended these annual EXPO events.

There is a record of 178 media recognitions/publications since 2002 (this does include chamber newsletters and hundreds of radio public service announcements, and the E-Newsletter that is distributed on a monthly basis). The BLN believes that reaching out to the general public, by means of the media, is an effective disability awareness tool.

- ◆ 25 Member Advisory Council, which includes Evanston & Bridger Valley (65% employer-led);
- ◆ Over 20 businesses provide financial support for the EBV-BLN to promote the employment of people with disAbilities;
- ◆ EBV-BLN annual activities include: EXPO, mentoring, awards program, disAbility Friendly Business Program, 2 special newspaper inserts, disAbility awareness training, ADA training and updates, resume assistance, job referrals, “Open House” for people of all abilities, and other business consultations as needed and/or requested.



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---



Smith's Food & Drug Center offers employment to an adult mentee after EBLN's first "Adult Mentoring Day" held in March, 2006.

**Contact the Evanston/  
Bridger Valley BLN:  
Debbie Terech (307) 783-6302  
ebln@vcn.com &  
www.EBV-BLN.com**



**Lander & Riverton BLN**  
*Established in 2004*

- ◆ 27 Member Advisory Council (65% employer-led);
- ◆ Over 100 businesses support the LR-BLN financially through various activities and events hosted by the local BLN;

◆ LR-BLN annual activities include: mentoring, awards program, disAbility awareness training, skills building workshops, employment expo, Spring Fondue Fling, Festival of Trees, resume assistance, job referrals, and other business consultations.

The Lander and Riverton Business Leadership Network facilitates regular Leadership Roundtable activities where job seekers are able to experience hands-on opportunities in a variety of businesses in addition to learning of the business's hiring requirements and available employment opportunities.



Mark Lambert, Lambert's Fishing Rods, (successful DVR client) displays his artistic design as he demonstrates the process of making a custom fishing rod.

**Contact the Lander & Riverton  
BLN:  
(307) 856-3033  
lr-blm@vcn.com &  
www.LR-BLN.com**



## Wyoming Division of Vocational Rehabilitation 2006 Annual Report

---

### Rock Springs BLN

*Established in 2005*

- ◆ 17 Member Advisory Council (59% employer-led);
- ◆ 25 businesses financially support the RS-BLN to promote the employment of people with disAbilities;
- ◆ In 2005/2006 over 400 employers have attended events and training seminars.
- ◆ More than 300 job seekers have attended World of Work Seminars, Worksite Tours, Mentoring Day and mock interviews.
- ◆ Annual activities include, World of Work Series Seminars, Mentoring Day, 5-Minute Mock Interviews, Mayor’s Leadership Awards Banquet, All Ways Welcome Disability Diversity Seminar, E-News Letters, Job Referrals, Community Partners Employer Discovery and Business Consultation.



35 employers and 70 job seekers participated in 5-Minute Mock Interviews. Job seekers moved from employer to employer, learned about proper interviewing techniques and learned about business and career opportunities available in the Rock Springs community.

Contact the Rock Springs BLN:  
(307) 362-3339  
RS-BLN@vcn.com &  
www.Rock Springs-BLN.com

## Access2Ability Job Seekers



Employers with Jobs  
A2AJobs.com is your  
recruitment connection  
to the disAbility community.





DVR is an equal opportunity employer with equal opportunity programs.  
Auxiliary aids and services are available to individuals with disabilities upon request.

The printing costs of this annual report are funded by the Workforce Investment Act of 1998, Title IV Rehabilitation Act Amendments of 1998, Section 403, Title I, Section 110, General Rehabilitation Basic Support Grant, Catalog of Federal Domestic Assistance (CFDA) 84.126A. These funds are 78.7% federal funds from the U.S. Department of Education, with 21.3% state general fund participation.



# Wyoming Department of Workforce Services

Kathy Emmons, Director