

HEALTHCARE AND REGULATORY SUBCOMMITTEE

South Carolina Vocational Rehabilitation Department

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# AGENDA



SOUTH CAROLINA  
HOUSE OF REPRESENTATIVES  
GOVERNMENT EFFICIENCY &  
LEGISLATIVE OVERSIGHT COMMITTEE

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Healthcare and Regulatory  
Subcommittee

Chairman John R. McCravy, III

The Honorable Lucas Atkinson

The Honorable Kathy Landing

The Honorable Annie E. McDaniel

The Honorable Marvin “Mark” Smith

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AMENDED AGENDA

Tuesday, April 14, 2026

10:00 AM

Room 108 – Blatt Building

- I. Approval of Minutes of February 12, 2026 meeting
- II. Discussion of the study of SC Vocational Rehabilitation Department
- III. Adjournment

# MINUTES



**SOUTH CAROLINA  
HOUSE OF REPRESENTATIVES  
GOVERNMENT EFFICIENCY &  
LEGISLATIVE OVERSIGHT COMMITTEE**

Chair Jeffrey E. “Jeff” Johnson

Vice-Chair Chris Wooten

|                                    |                                           |                                    |
|------------------------------------|-------------------------------------------|------------------------------------|
| Lucas Atkinson                     | Wendell K. Jones                          | Scott Montgomery                   |
| William H. Bailey                  | Kathy Landing                             | Michael Rivers                     |
| Phillip Bowers                     | John R. McCravy III                       | Richard B. “Blake” Sanders         |
| Gary S. Brewer Jr.                 | Annie E. McDaniel                         | Marvin “Mark” Smith                |
| Kambrell H. Garvin                 | Timothy A. “Tim” McGinnis                 | Robert Williams                    |
| Leon Douglas “Doug” Gilliam        | Travis A. Moore                           | Paul B. Wickensimer                |
| Lewis Carter<br>Research Director  | Cathy Greer<br>Administrative Coordinator | Roland Franklin<br>General Counsel |
| Charlie LaRosa<br>Research Analyst | Riley McCullough<br>Research Analyst      |                                    |

Post Office Box 11867  
Columbia, South Carolina 29211  
Telephone: (803) 212-6810 Fax: (803) 212-6811  
Room 228 Blatt Building

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## MEETING MINUTES

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Thursday, February 12, 2026  
Upon adjournment  
Room 110 – Blatt Building

### Archived Video Available

- I. Pursuant to House Legislative Oversight Committee Rule 6.7, South Carolina ETV was allowed access for streaming the meeting. You may access an archived video of this meeting by visiting the South Carolina General Assembly’s website (<http://www.scstatehouse.gov>) and clicking on Committee Postings and Reports, then under House Standing Committees click on Legislative Oversight. Then, click on Video Archives for a listing of archived videos for the Committee.

### Attendance

- I. The Healthcare and Regulatory Subcommittee meeting was called to order by Chair John R. McCravy III on Thursday, February 12, 2026, in Room 110 of the Blatt Building. All subcommittee members (Chair McCravy; Representative Lucas Atkinson; Representative Marvin “Mark” Smith; Representative Annie E. McDaniel) were present for all or a portion of the meeting. Representative Kathy Landing was not present.

### Minutes

- I. House Rule 4.5 requires standing committees to prepare and make available to the public the minutes of committee meetings, but the minutes do not have to be verbatim accounts of meetings.

## Approval of Minutes

I. Representative Smith made a motion to approve the meeting minutes from the two prior meetings together; September 23, 2025 and November 18, 2025. A roll call vote was held, and the motion passed.

| Rep. Smith's motion to approve meeting minutes. | Yea | Nay | Not Voting |
|-------------------------------------------------|-----|-----|------------|
| Rep. Atkinson                                   | ✓.  |     |            |
| Rep. Landing                                    |     |     | ✓.         |
| Rep. McCravy                                    | ✓.  |     |            |
| Rep. McDaniel                                   |     |     | ✓.         |
| Rep. Smith                                      | ✓.  |     |            |

## Discussion of the Department of Insurance (DOI) Executive Summary

- I. Prior to beginning, Chair McCravy discusses the executive summary/ draft findings and recommendations for inclusion in the study report.
- II. Chair McCravy and Representative Smith both share their comments with the agency, acknowledging agency staff efforts during this process.
- III. Representative Smith made a motion that the subcommittee study votes to approve the draft findings and recommendations for inclusion in the study report. A roll call vote was held, and the motion passed.

| Rep. Smith's motion to approve the findings & recommendations for inclusion in the study report. | Yea | Nay | Not Voting |
|--------------------------------------------------------------------------------------------------|-----|-----|------------|
| Rep. Atkinson                                                                                    | ✓.  |     |            |
| Rep. Landing                                                                                     |     |     | ✓.         |
| Rep. McCravy                                                                                     | ✓.  |     |            |
| Rep. McDaniel                                                                                    | ✓.  |     |            |
| Rep. Smith                                                                                       | ✓.  |     |            |

## Adjournment

- I. There being no further business, the meeting is adjourned.

# AGENCY OVERVIEW



# SOUTH CAROLINA VOCATIONAL REHABILITATION DEPARTMENT OVERVIEW

## MISSION

To prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment.

## VISION

We will be the leader in quality employment outcomes for our consumers and business partners through our people, partnerships, and performance.

## AGENCY VALUES

- Persons with disabilities who strive to achieve competitive employment
- A consumer-focused culture
- Quality service provision
- Highly qualified and committed employees
- Mutually beneficial partnerships with business and industry
- Professional, coordinated, results-driven relationships with other government agencies and organizations
- An environment of continuous improvement and learning
- Accountability to tax-payers

## HISTORY

Vocational Rehabilitation (VR) has a long history of helping individuals with disabilities achieve and maintain employment. Established in 1927, it was one of the first agencies in the United States to deliver services under the federal Vocational Rehabilitation Act of 1920. The department was housed within the SC Department of Education.

The program initially focused on serving veterans with disabilities but quickly expanded to include civilians. It provides job training, placement, and support to help individuals with disabilities enter and remain in the workforce

In 1957, South Carolina Vocational Rehabilitation (SCVRD) became a stand-alone agency under Act No. 114 of the 1957 legislative session.

## EMPLOYEES

FY 25-26

**1,371** AUTHORIZED FTE'S

## TOTAL FUNDING

FY 25-26

**\$169,342,546**

GENERAL FUNDING: \$20,157,088

## COMMISSIONER

**Felicia W. Johnson**

27 years of service

- MA in Rehabilitation Counseling
- Licensed Professional Counselor (LPC)
- Licensed Alcohol and Drug Counselor (LADC)
- Immediate Past National President, Council of State Administrators of Vocational Rehabilitation (CSAVR)
- Member, Coordinating Council for Workforce Development (CCWD)

## BOARD

The members are appointed by the governor and confirmed by the Senate and serve seven-year terms.

**Dr. Roxzanne Breland**  
Board Chair  
Greenville 4<sup>th</sup> District

**Timothy W. Evatt**  
Anderson 3<sup>rd</sup> District

**Rhonda J. Presha**  
Board Vice Chair  
Elgin 2<sup>nd</sup> District

**Lori Bell**  
Walterboro 6<sup>th</sup> District

**Ira L. Banks**  
North Charleston 1<sup>st</sup> District

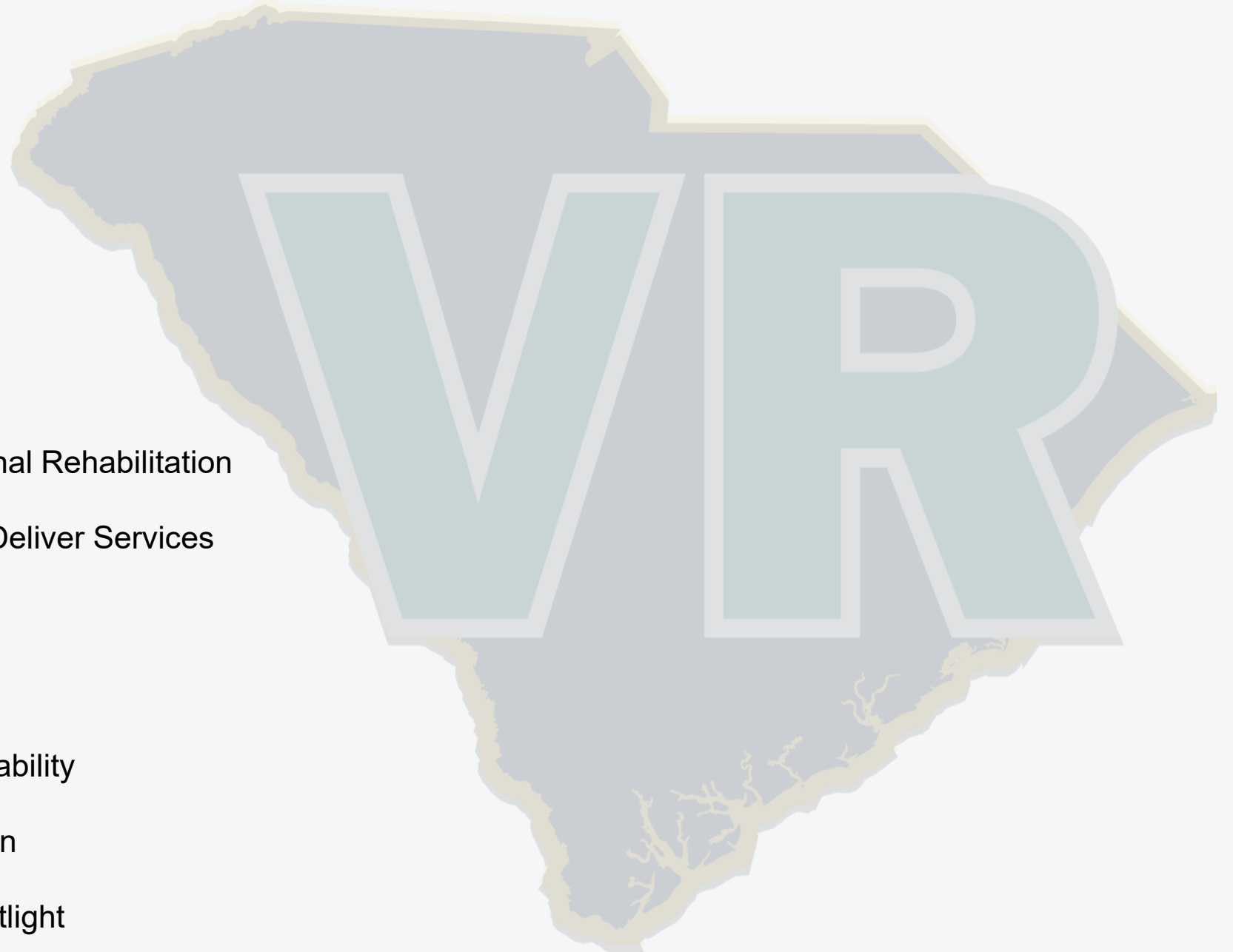
**Felicia W. Johnson**  
Board Secretary  
VR Commissioner

# AGENCY PRESENTATION



# Agenda

- Introduction
- Governance
- Leadership Team
- Video – Consumer Spotlight
- History & Evolution of Vocational Rehabilitation
- Who We Serve and How We Deliver Services
- Mission, Vision & Core Values
- Impact & Performance
- Oversight, Funding & Accountability
- Partnerships & Future Direction
- Closing Video – Business Spotlight



# Felicia W. Johnson, Commissioner

## 27 years of service

**MA** in Rehabilitation Counseling  
Licensed Professional Counselor (LPC)  
Licensed Alcohol and Drug Counselor (LADC)

Immediate Past National President,  
Council of State Administrators of Vocational Rehabilitation (CSAVR)

Member, Coordinating Council for Workforce Development (CCWD)  
Member, State Workforce Development Board (SWDB)

The Commissioner of SCVRD provides strategic leadership across all agency operations and service delivery.

Internally, Commissioner Johnson manages resources, staff, programs, and technology to fulfill the agency's mission.

Externally, the Commissioner champions consumer-focused services, fosters partnerships, and represents the agency in legislative, public, and interagency settings, ensuring individuals with disabilities receive effective support for employment and independence.

The Commissioner also serves as the Board Secretary.

***Fun Fact:*** The Commissioner started with VR as an intern in 1997, while an undergrad at the University of South Carolina.



# Rehabilitation Act of 1973

The Rehabilitation Act of 1973, as amended by the *Workforce Innovation and Opportunity Act (WIOA)*, mandates state vocational rehabilitation (VR) agencies to provide disability employment services.

Specifically, 34 CFR S 361.13(a) requires each state to designate a state agency (DSA) to administer the VR program, ensuring they are the primary providers for employment services for people with disabilities.

# VR Board



**Dr. Roxzanne Breland**, Chair  
Greenville, 4th District



**Rhonda J. Presha**, Vice Chair  
Elgin, 2nd District



**Ira L. Banks**  
North Charleston, 1st District



**Vacant**  
3rd District



**Vacant**  
5th District



**Lori Bell**  
Walterboro, 6th District



**Vacant**  
7th District

# VR Board



# VR Board

Current **challenges** include **three** district vacancies and members serving under **expired** terms.

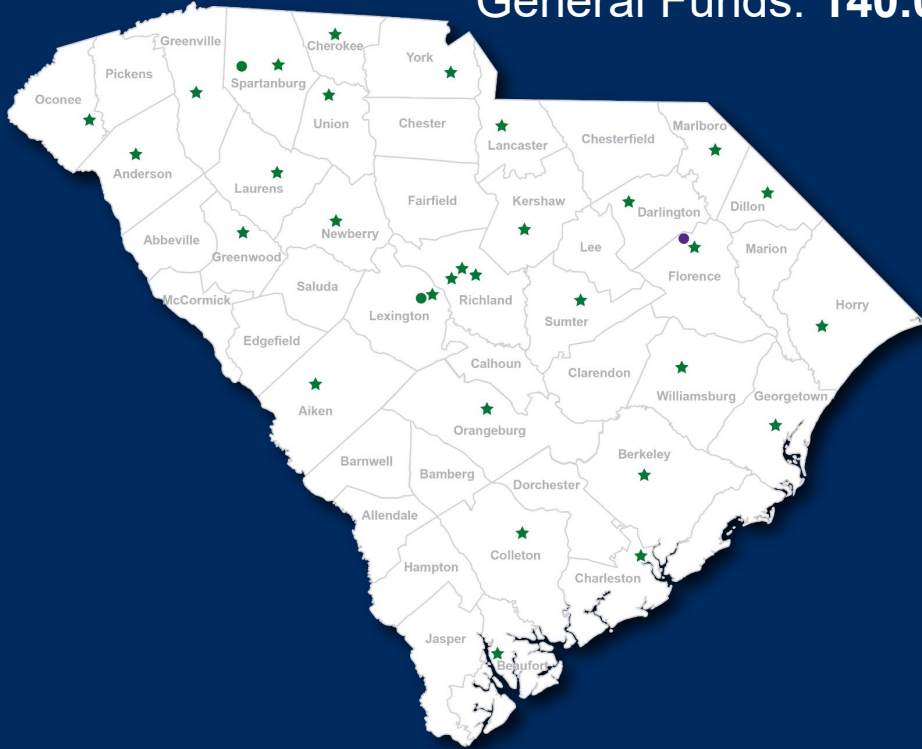
| District        | Member               | Initial Appointment | Initial Appointment made by: | Current Term Expires/Expired |
|-----------------|----------------------|---------------------|------------------------------|------------------------------|
| 1 <sup>st</sup> | Ira Banks            | March 2011          | Governor Haley               | Expired                      |
| 2 <sup>nd</sup> | Rhonda Presha        | June 2001           | Governor Hodges              | Expired                      |
| 3 <sup>rd</sup> | Vacant               |                     |                              |                              |
| 4 <sup>th</sup> | Dr. Roxzanne Breland | June 2002           | Governor Hodges              | Expired                      |
| 5 <sup>th</sup> | Vacant               |                     |                              |                              |
| 6 <sup>th</sup> | Lori Bell            | February 2018       | Governor McMaster            | Expired                      |
| 7 <sup>th</sup> | Vacant               |                     |                              |                              |

## Employee Count (as of 1/1/26\*)

Total Full-Time: (FTE's) **927.50**

Federal/Other: **787.492**

General Funds: **140.008**



- **34** Area Offices
- **27** Training Centers
- **2** Evaluation Centers
- **1** Recovery Center

## Agency Budget (SFY26)

*VR General Program and DDS*

Federal Total **\$117,335,157**  
**43,601,197** is for the DDS program

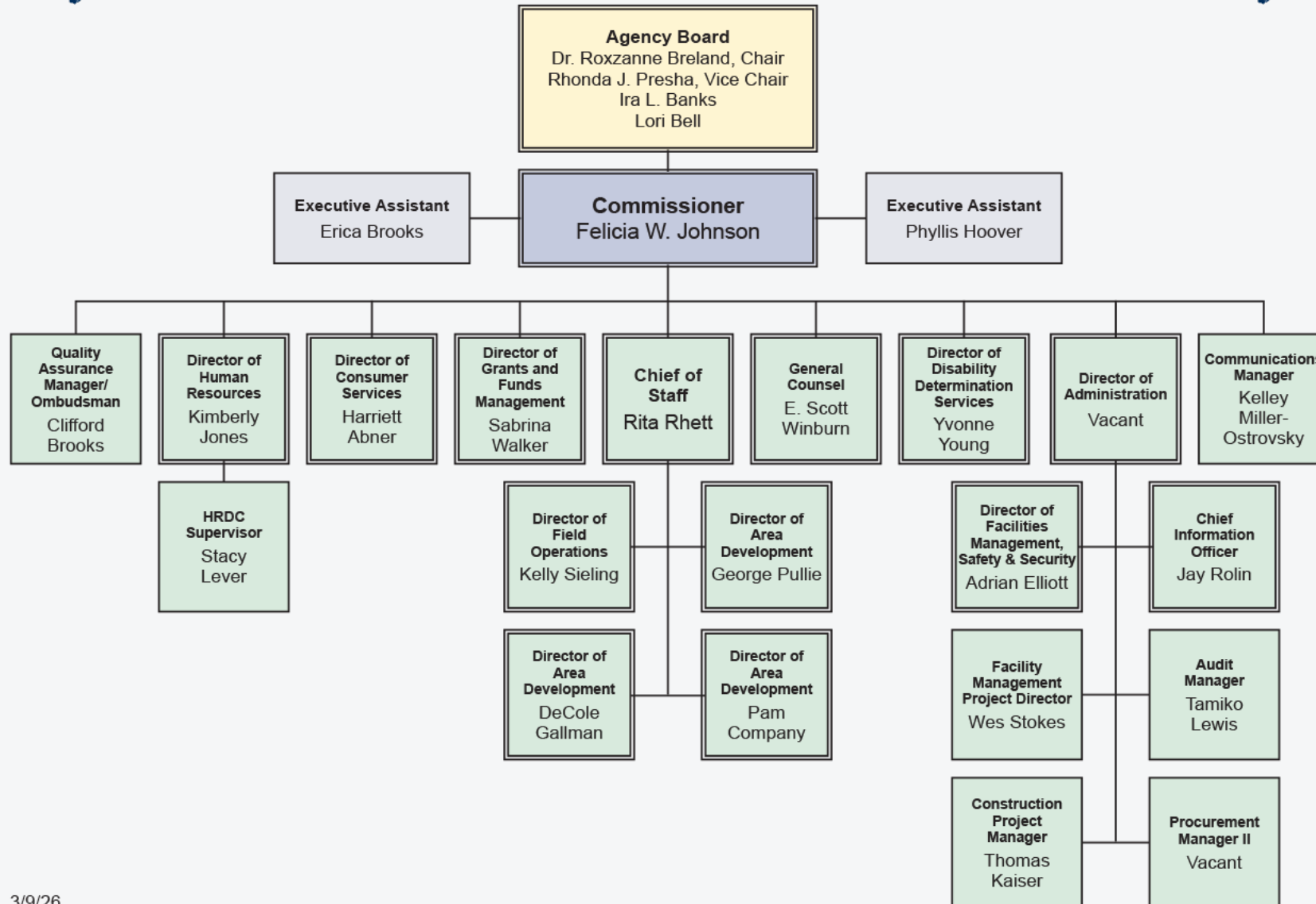
Other **\$31,850,301**  
**\$3,214,572** is for the DDS program

State **\$20,501,326**  
**DDS does not receive state funding\***

**Total \$169,686,784**



# South Carolina Vocational Rehabilitation Department Organizational Chart



# Executive Leadership



**Rita Rhett**  
**Chief of Staff**



**Scott Winburn**  
**General Counsel**



**Sabrina Walker**  
**Director**  
**Grants & Funds**  
**Management**

# Executive Leadership



**Vacant  
Director  
Administration**



**Jason Colson  
Chief of  
Information Technology**



**Kim Jones  
Director  
Human Resources**

# Executive Leadership



**Yvonne Young**  
**Director**  
**Disability Determination**  
**Services (DDS)**



**Harriett Abner**  
**Director**  
**Consumer Services**



**Kelly Sieling**  
**Director**  
**Field Operations**

# Executive Leadership



**DeCole Gallman**  
**Director**  
**Area Development**  
**Region I**



**George Pullie**  
**Director**  
**Area Development**  
**Region II**

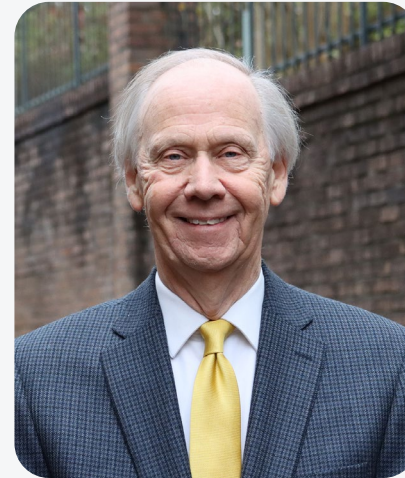


**Pam Company**  
**Director**  
**Area Development**  
**Region III**

# Senior Staff



**Adrian Elliott**  
**Director**  
**Facilities, Maintenance, Security &**  
**Safety**



**Wes Stokes**  
**Senior Project Manager**  
**Facilities**

# Senior Staff



**Kelley Miller-Ostrovsky**  
**Communications Manager**



**Clifford Brooks**  
**Manager Quality Assurance**  
**/Ombudsman**





# **History and Understanding Disability**

# A Century of Progress for People with Disabilities

The United States has built a comprehensive framework of disability rights protections over more than 100 years. Beginning with vocational rehabilitation for veterans in 1918, this legislative journey reflects evolving societal understanding of disability, shifting from charity-based models to rights-based protections. This timeline chronicles the major federal laws that established accessibility standards, prohibited discrimination, guaranteed educational opportunities, and secured economic supports for millions of Americans with disabilities. Each milestone represents hard-won advocacy, expanded civil rights, and progressive recognition that inclusion benefits society as a whole.

## 1918–1920: Foundational Rehabilitation Era

**Smith–Sears Veterans Rehabilitation Act (1918)** provided vocational rehabilitation for disabled WWI veterans, establishing the first federal commitment to disability services. **Smith–Fess Act (1920)** expanded vocational rehabilitation to civilians, creating state–federal partnerships that remain foundational today.

## 1965–1968: Healthcare & Physical Access

**Medicare & Medicaid (1965)** established healthcare coverage for seniors and low–income individuals, including those with disabilities. **Architectural Barriers Act (1968)** mandated accessibility in federally funded buildings, marking the first federal accessibility requirements for the built environment.

## 1984–1988: Expanding Protections

**Social Security Disability Benefits Reform Act (1984)** reformed eligibility criteria and appeals processes. **Air Carrier Access Act (1986)** prohibited discrimination in air travel. **Fair Housing Amendments Act (1988)** extended housing protections, requiring accessibility features in new multifamily housing.

## 1996–2008: Modernization & Clarification

**Telecommunications Act (1996)** required accessible telecommunications equipment and services. **DD Act Reauthorization (2000)** updated developmental disabilities programs. **IDEA Improvement Act (2004)** aligned special education with standards–based reform. **ADA Amendments Act (2008)** reversed restrictive court interpretations, broadening the definition of disability and restoring legislative intent.

1

2

3

4

5

6

7

8

## 1935–1936: Economic Security & Employment

**Social Security Act (1935)** introduced disability provisions, establishing the basis for federal disability insurance programs. **Randolph–Sheppard Act (1936)** created employment opportunities for blind individuals to operate vending facilities in federal buildings, pioneering set–aside employment programs.

## 1973–1975: Civil Rights Breakthrough

**Rehabilitation Act Section 504 (1973)** prohibited discrimination by federal agencies and contractors, becoming the first federal disability civil rights law. **Education for All Handicapped Children Act (1975)** guaranteed free appropriate public education, transforming access to K–12 schooling. **Developmental Disabilities Assistance Act (1975)** established support systems for individuals with developmental disabilities.

## 1990: The ADA Revolution

**Americans with Disabilities Act (1990)** enacted comprehensive civil rights protections across employment, public services, public accommodations, and telecommunications. This landmark legislation transformed American society. **IDEA (1990)** reauthorized and renamed education law, strengthening special education requirements and parental rights.

## 2014–2020s: Workforce & Ongoing Evolution

**Workforce Innovation & Opportunity Act (2014)** reformed employment and training programs, emphasizing competitive integrated employment. **Regulatory Updates (2020s)** continue refining ADA and Section 504 implementation, addressing emerging issues in web accessibility, service animals, and reasonable accommodations in evolving workplaces.

# Soldiers' Rehabilitation Act 1918

*"This nation has no more solemn obligation than healing the hurts of our wounded and restoring our disabled men to civil life and opportunity."*

*– President Woodrow Wilson, 1918*

Throughout WWI, **224,000** soldiers sustained injuries that rendered them unfit for front-line duty.

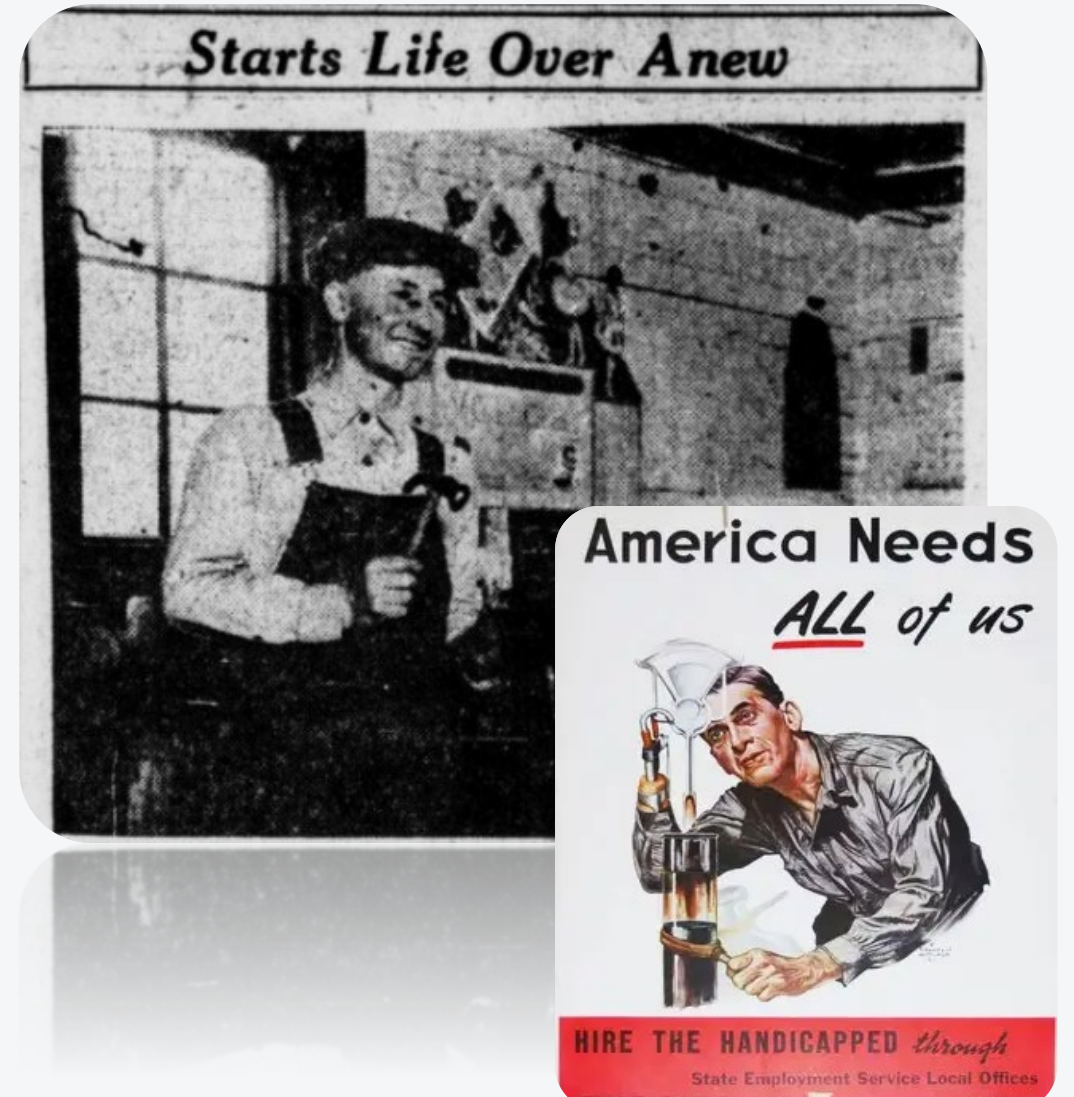
Approximately **4,400** individuals returned home with partial or complete limb loss.

**1918 Soldiers' Rehabilitation Act** was enacted in 1918 to provide vocational rehabilitation and support for disabled veterans returning from World War I.



# Smith-Fess Act 1920

The Smith-Fess Act, also known as the "National Civilian Vocational Rehabilitation Act," established the civilian vocational rehabilitation program, the first federally funded program to assist civilians with disabilities. The program was an expansion of the 1918 "Soldiers' Rehabilitation Act," which provided matching federal funds to states for primarily vocational services such as vocational guidance, training, occupational adjustment, prosthetics, and placement services.

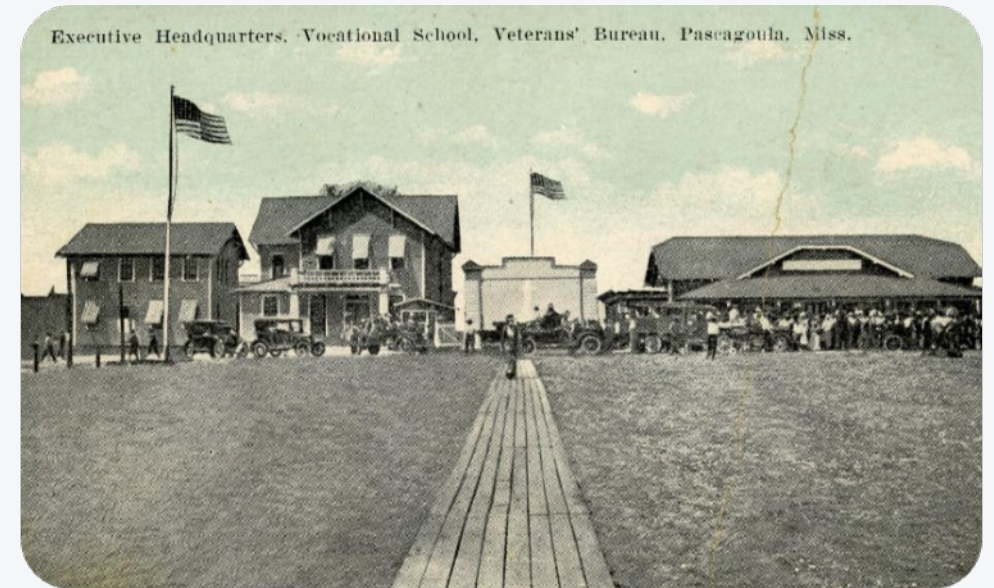


# 1927

The **South Carolina Vocational Rehabilitation Department (SCVRD)** has a long history of helping individuals with disabilities achieve employment and independence.

Established in **1927**, the agency was among the first in the United States to provide vocational rehabilitation services under the federal **Vocational Rehabilitation Act of 1920**.

It was housed within the **SC Department of Education**.



Postcard of the Veterans Bureau's vocational school in Pascagoula, Mississippi.  
In the early 1920s, the bureau operated over a dozen residential schools for disabled Veterans.  
[Source: (da.mdah.ms.gov)]

# 1957

Initially focused on serving veterans with disabilities, the vocational rehabilitation program quickly expanded to include **civilians**, offering job training, placement, and support to help individuals with disabilities enter the workforce.

South Carolina Law > Code of Laws > Title 43

**South Carolina Code of Laws  
Unannotated**

**Title 43 - SOCIAL SERVICES**  
CHAPTER 31  
Vocational Rehabilitation

SECTION 43-31-10. Short title.

This chapter shall be cited as “The Vocational Rehabilitation Act of South Carolina.”

HISTORY: 1962 Code SECTION 71-271; 1957 (50) 114.

SECTION 43-31-20. Declaration of policy.

It is hereby declared to be the policy of this State to rehabilitation services to the extent needed and feasible, to eligible handicapped individuals throughout the State, to the end that they may engage in useful and remunerative occupations to the extent of their capabilities, thereby increasing their social and economic well-being and that of their families, and the productive capacity of this State and nation, also thereby reducing the burden of dependency on families and taxpayers.

Under South Carolina Law > Code of Laws > Title 43, the **South Carolina Vocational Rehabilitation** program became a stand-alone agency in **1957**.



# Modernization and Innovation

*The next 100 years...*





# **VR Mission**

**To prepare and assist eligible  
South Carolinians  
with disabilities to achieve and maintain  
competitive employment.**



**“Disability does not mean inability!”**

..Disability does not mean inability..



# Understanding “Disability”

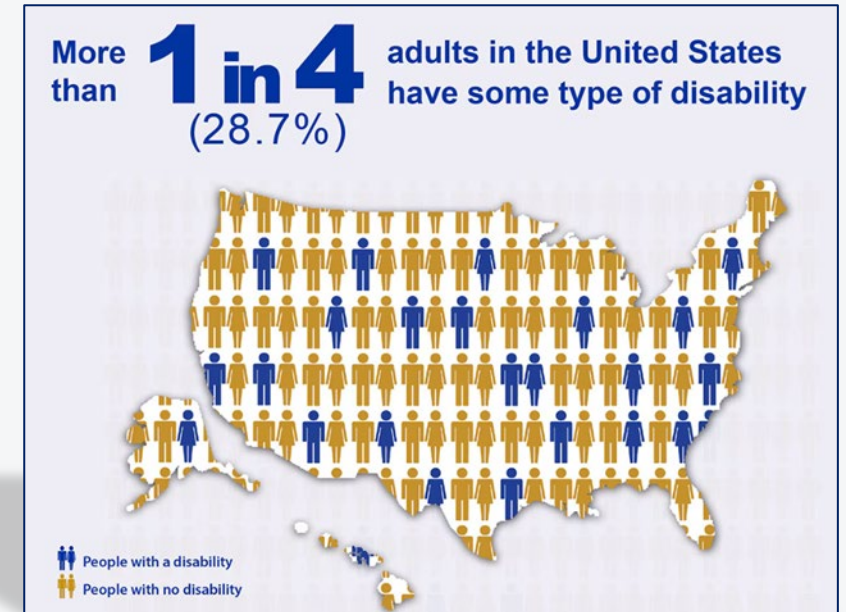
According to the CDC a disability is any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions).

In the United States, over **1 in 4 adults (28.7%)** have a disability, which translates to approximately **70 million** Americans.

These conditions, whether present at birth or acquired later, can be visible (mobility challenges) or invisible (chronic pain, ADHD), and significantly limit major life activities.

The Americans with Disabilities Act (ADA) also recognizes conditions like autism, bipolar disorder, diabetes, intellectual disability, and PTSD.

In South Carolina, over **378,000** working-age residents live with disabilities, representing about **10.1%** of the population under **65**.



Source: [Disability and Health Overview](#) | [Disability and Health](#) | CDC

# Competitive Employment



The **Workforce Innovation and Opportunity Act (WIOA)** defines **competitive integrated employment (CIE)** as work that is performed on a full-time or part-time basis for which an individual is:

- 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;
- Receiving the same level of benefits provided to other employees without disabilities in similar positions;
- At a location where the employee interacts with other individuals without disabilities, and
- presented opportunities for advancement like those of other employees without disabilities in similar positions.

[Competitive Integrated Employment \(CIE\) | U.S. Department of Labor](#)

# VR Economic Impact

SFY 2025 (24-25)



2019 VR **Consumer Achievement Award Winner**  
**Pamela McIntosh** - Finance Administrator  
Habitat for Humanity (Berkeley/Dorchester) - Employer  
*Had been on disability for 10 years stemming from a car accident.  
Came to VR at age 65!*

## \$3.40

**Return on Investment**

Every dollar spent on rehabilitation services is recouped in tax payments as rehabilitated consumers enter the workforce and discontinue reliance on public assistance.

## 76.68%

**Consumers working 30+ hours weekly**

## 57.68%

**Consumers with \$0 income at program entry**

# Good Business

Beyond the positive economic impact on communities, employing people with disabilities delivers measurable business advantages. Companies that embrace inclusive hiring practices consistently report stronger performance metrics, reduced costs, and enhanced workplace culture.

The data reveals compelling reasons why disability employment is not just socially responsible—it's strategically smart.

## Higher Retention Rates

Employers report significantly higher employee retention among workers with disabilities, dramatically reducing costly turnover expenses and preserving institutional knowledge.

## Enhanced Productivity

Employees with disabilities bring innovative problem-solving approaches that lead to measurable improvements in quality, safety protocols, and operational efficiency.

## Stronger Team Morale

Inclusive workforces demonstrate improved morale through strengthened collaboration, increased engagement, and a culture of mutual respect across all teams.

## Financial Performance Advantage

Companies prioritizing disability inclusion consistently outperform their peers. Research demonstrates that businesses employing people with disabilities are **1.6 times more likely to achieve higher revenue** and an impressive **2.6 times more likely to report higher net income**. These aren't marginal gains—they represent substantial competitive advantages in today's marketplace.

## Cost-Effective Accommodations

A common misconception is that workplace accommodations require significant investment. **Most accommodations cost less than \$500**, with many costing nothing at all. Additionally, employers can benefit from Work Opportunity Tax Credits, further offsetting any minimal expenses.

**Source:** U.S. Department of Labor research demonstrates that workers with disabilities are loyal, reliable, and dedicated employees who contribute meaningfully to organizational success while requiring minimal accommodations.

# VR Statistics

SFY 2025 (24-25)



Business Partner BPO American  
Greenville, and Anderson

**23,828**

Total Consumers Served

**200+**

Business Partners

SCVRD averages **4,000+** successful employment outcomes each year.

# **VR Vision**

**We will be the leader in quality employment outcomes for our consumers and business partners through our people, partnerships, and performance.**

# **VR Values**

- **Persons with disabilities who strive to achieve competitive employment**
- **A consumer-focused culture**
- **Quality service provision**
- **Highly qualified and committed employees**
- **Mutually beneficial partnerships with business and industry**
- **Professional, coordinated, results-driven relationships with other government agencies and organizations**
- **An environment of continuous improvement and learning**
- **Accountability to taxpayers**

# Federal Oversight

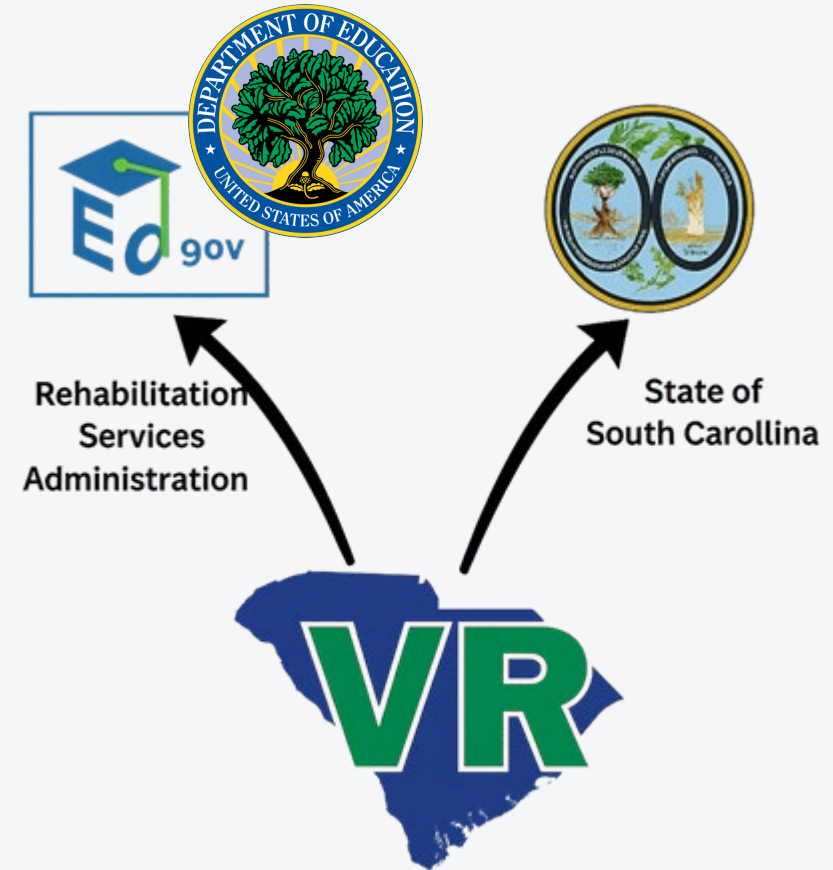
## *Dual Accountability*

South Carolina Vocational Rehabilitation (SCVRD) reports to both the federal and state levels.

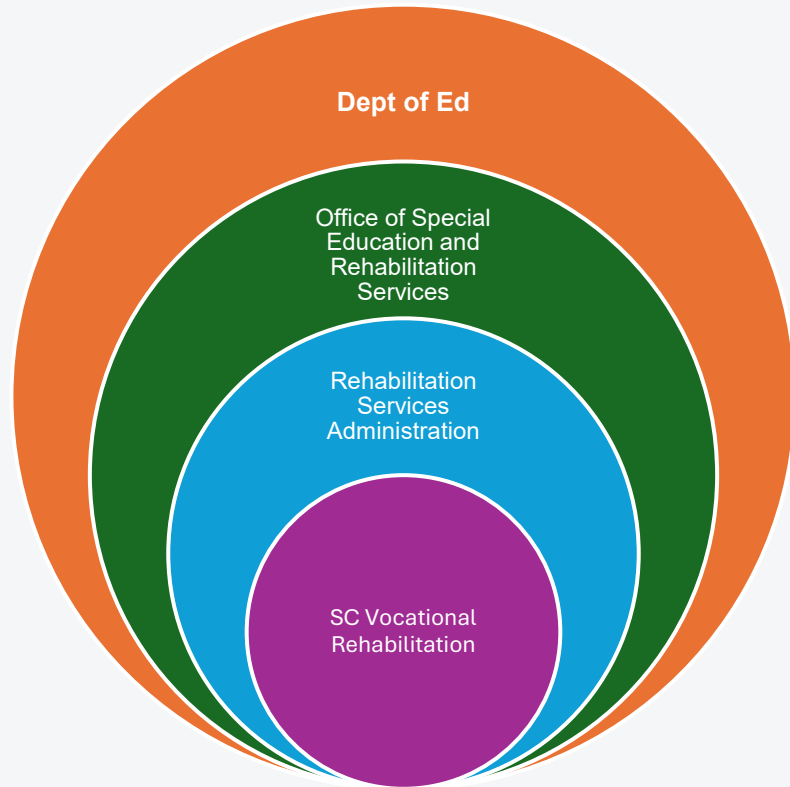
Federally, SCVRD is directly overseen by **Rehabilitation Services Administration** (RSA), which provides funding, sets regulations, and monitors compliance.

At the same time, SCVRD is accountable to the **State of South Carolina**, which provides state match funding, appoints agency leadership, and ensures alignment with state laws and priorities.

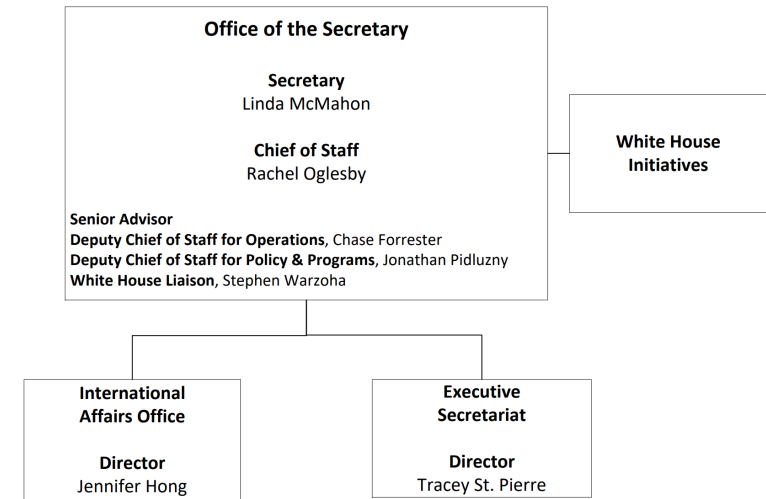
This **dual accountability** ensures that SCVRD meets both national VR standards and state-specific needs.



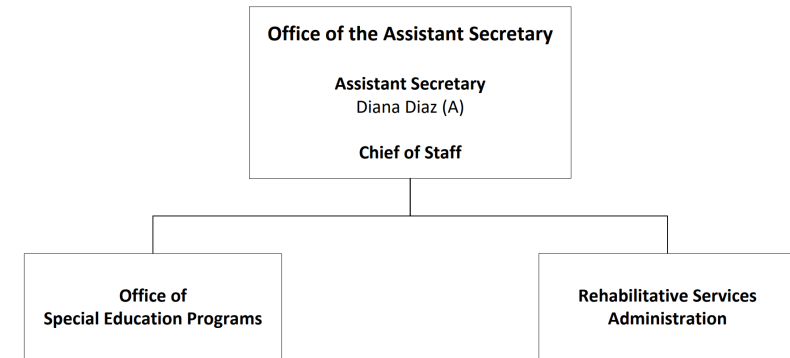
# U.S. Department of Education Office of Special Education and Rehabilitation Services (OSERS) And the Rehabilitation Services Administration



## Office of the Secretary



## Office of Special Education and Rehabilitative Services



# The Role of RSA

The **Rehabilitation Services Administration (RSA)** serves as the **federal oversight agency** for all state Vocational Rehabilitation programs nationwide, including **SCVRD**. Operating under the U.S. Department of Education's **Office of Special Education and Rehabilitative Services (OSERS)**, RSA ensures that state VR agencies deliver high-quality services while maintaining compliance with federal standards.

RSA's comprehensive role encompasses **funding allocation, regulatory compliance monitoring, policy guidance, performance accountability, and continuous quality improvement**—forming the foundation of SCVRD's operational framework.

**Critical Impact:** Without RSA funding, SCVRD could not operate at its current scale or serve the thousands of South Carolinians who rely on vocational rehabilitation services annually.

## **Rehabilitation Services Administration (RSA) Commissioner (Acting) Christopher Pope**

In accordance with the **Rehabilitation Act of 1973** and the **Department of Education Organization Act of 1979**, the Rehabilitation Services Administration (RSA) is led by a Commissioner who is nominated by the President and confirmed by the Senate.

The Commissioner advises the Secretary of the U.S. Department of Education and Assistant Secretary for the **Office of Special Education and Rehabilitative Services** (OSERS) on programs and issues affecting individuals with disabilities.

**RSA Programs** develop and implement comprehensive systems of *vocational rehabilitation, supported employment, and independent living services* for older individuals who are blind through the provision of services, training, and advocacy to maximize the employment, independence, and integration of individuals with disabilities in their communities.



## **Rehabilitation Services Administration (RSA) Training and Services Programs Division (TSPD)**

**TSPD** is responsible for administering several programs under the Rehabilitation Act of 1973, as amended, and the Randolph-Sheppard Act. The programs are a mix of formula and discretionary grants and contracts.

**TSPD** consists of two Units:

- **The Training Programs Unit** administers the rehabilitation training and demonstration programs, including the Disability Innovation Fund projects.
- **The Service Programs Unit** administers the American Indian Vocational Rehabilitation Services program and leads Federal activities in support of the Randolph-Sheppard Vending Facility Program.



# **Rehabilitation Services Administration (RSA) State Monitoring and Program Improvement Division (SMPID)**

**SMPID** is responsible for the review and approval of **WIOA Unified and Combined State Plans** and the administration of RSA's five formula grant programs:

1. State Vocational Rehabilitation Services Program
2. State Supported Employment Services Program
3. Independent Living Services Program for Older Individuals who are Blind
4. Client Assistance Program
5. Protection and Advocacy for Individual Rights



# SC Vocational Rehabilitation Non-Delegable Duties

The SMPID unit also ensures that the VR agency is adhering to our non-delegable responsibilities. These are functions that are solely reserved for the staff of the VR program – these duties are not permitted to be delegated to any other agency or individual.

They include:

- **Determining Eligibility, and the nature and scope of services along with how those services are provided;**
- **The determination that individuals have achieved employment outcomes;**
- **Policy formulation and implementation;**
- **The allocation and expenditure of VR funds; and**
- **The participation of VR in the one-stop delivery system in accordance with Title I.**



# **Rehabilitation Services Administration (RSA) State Monitoring and Program Improvement Division (SMPID)**

SMPID **State Teams** provide technical assistance to and conduct **monitoring** of these programs to ensure consistency with Federal requirements and to ensure that States implement programs designed to improve results for individuals with disabilities.

## **SMPID consists of four Units:**

- **Vocational Rehabilitation Program Unit**
- **Technical Assistance Unit**
- **Fiscal Unit**
- **Data Collection and Analysis Unit**





Council of State Administrators of Vocational Rehabilitation

The **Council of State Administrators of Vocational Rehabilitation** is composed of the chief administrators of the public rehabilitation agencies serving individuals with physical and mental disabilities in the States, District of Columbia, and the territories.

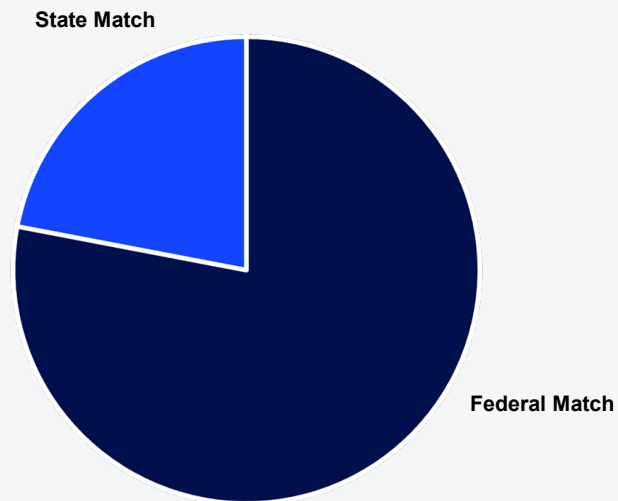
These agencies constitute the state partners in the State-Federal program of rehabilitation services provided under the Rehabilitation Act of 1973, as amended.

The Council's members supervise the rehabilitation of some 1.2 million persons with disabilities.

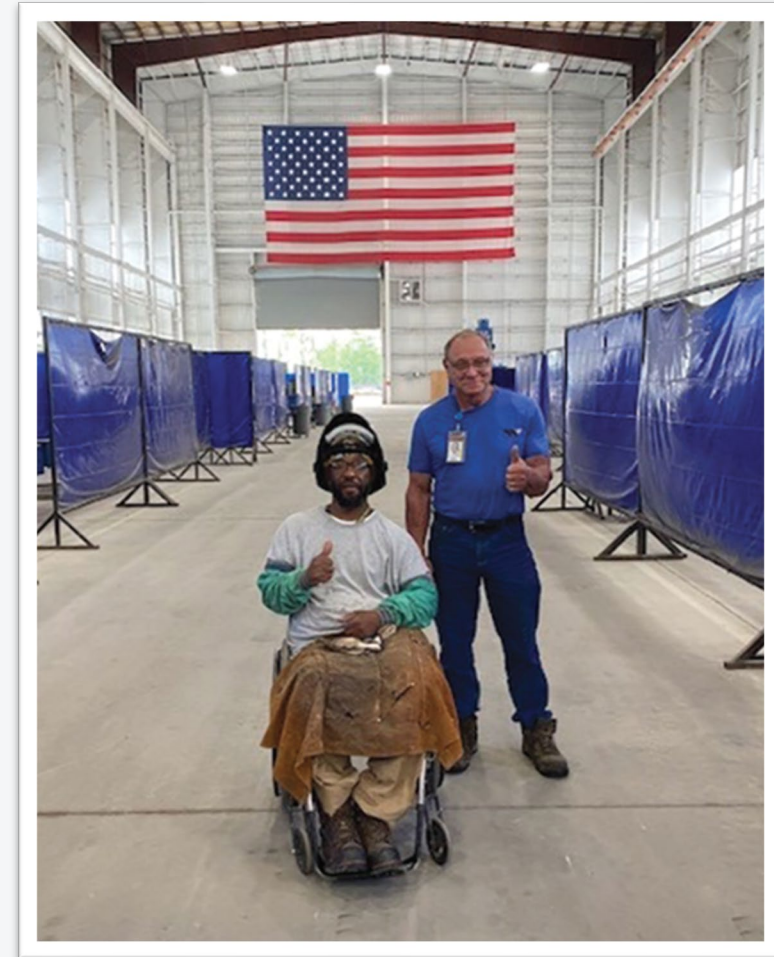
Commissioner Johnson is the Immediate Past National President.

# VR Funding

- **Federal-State Partnership**
  - 78.7% Federal / 21.3% State match
- **State Appropriations**
  - Required to access federal dollars



**Federal Leverage:** Every state dollar invested generates nearly \$4 in federal matching funds, maximizing taxpayer value.



2023 VR **Consumer Achievement Award Winner**  
**Larry Phillips - Welder**  
W International (Goose Creek) - Employer

# Funding and Grant Administration

## \$\$\$Title I VR Grant

RSA allocates federal VR funds annually to South Carolina, representing the majority of SCVRD's operational budget and enabling comprehensive service delivery statewide.

## \$\$\$State Match Requirements

Ensures SCVRD meets mandatory state match ratios to draw down federal dollars, typically requiring **21.3% state funding** to access **78.7% federal** support.

## \$\$\$Budget Oversight

Reviews and approves spending plans, budget amendments, and fiscal controls to ensure the appropriate use of federal funds and adherence to programmatic priorities.

## \$\$\$Supplemental Funding

Releases additional discretionary grants and special initiative funding when available, supporting innovation and expanded service capacity.

RSA provides the foundational financial support that enables SCVRD to serve South Carolinians with disabilities. Through strategic grant management and fiscal oversight, RSA ensures sustainable program operations.

# Federal Oversight and Compliance Monitoring

RSA maintains rigorous oversight to ensure SCVRD adheres to all federal requirements governing vocational rehabilitation services. This comprehensive monitoring protects consumer rights and ensures program integrity.

## Legislative Framework

SCVRD must comply with multiple federal statutes:

**Rehabilitation Act of 1973** – Core VR authority and consumer protections

**Workforce Innovation and Opportunity Act (WIOA)** – Modern workforce alignment requirements

**Federal regulations (34 CFR Part 361)** – Detailed implementation standards

## Monitoring Activities

RSA conducts thorough compliance reviews:

- Regular on-site monitoring visits
- Case record examinations
- Policy and procedure audits
- Fiscal controls assessment
- Performance metrics analysis
- Corrective action plan development when needed

# Federal Reporting

SCVRD reports comprehensive data to RSA through the **RSA-911 case management system**, enabling federal evaluation of program effectiveness and continuous quality improvement.

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## Services Provided

Detailed documentation of all VR services delivered, including assessments, counseling, training, job placement, and supported employment.

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## Consumer Characteristics

Demographic data, disability types, economic status, and other participant information to ensure equitable service delivery.

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## Employment Outcomes

Comprehensive employment data including wages, hours worked, benefits, job retention, and career advancement for individuals served.

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## Pre-ETS & Youth Services

Specialized reporting on Pre-Employment Transition Services and youth program participation, outcomes, and expenditures as required by WIOA.

# Agency Oversight and Performance Goals

Beyond federal Rehabilitation Services Administration (RSA) requirements, our agency establishes comprehensive internal performance targets each state fiscal year. These goals drive our mission to deliver successful employment outcomes for consumers while maintaining compliance with our state plan commitments. Our oversight framework ensures accountability across all program areas and enables us to track progress toward meaningful workforce rehabilitation results.

1

## Referrals

Monitor and optimize the intake pipeline to ensure timely processing of new consumer applications and referrals from partner agencies and community organizations.

2

## IPE Development

Track development and approval of Individualized Plans for Employment, ensuring each consumer receives a customized roadmap to their vocational goals.

3

## Successful Employment Outcomes

Measure consumers who achieve and maintain competitive integrated employment, demonstrating the effectiveness of our rehabilitation services.

4

## Direct Placements

Track immediate job placements for consumers who can enter the workforce quickly with minimal support services or training interventions.

5

## Eligibility Determination

Ensure timely and accurate eligibility decisions within federal timeframes, providing consumers with prompt access to needed vocational rehabilitation services.

**Regular monitoring of these key performance indicators allows program managers to identify trends, allocate resources effectively, and implement corrective actions when targets are not being met. This data-driven approach ensures continuous improvement in service delivery and consumer outcomes.**

# Partnerships



# Partnerships



South Carolina Department of  
Probation, Parole & Pardon Services



**BHDD** SOUTH CAROLINA  
DEPARTMENT OF BEHAVIORAL HEALTH  
AND DEVELOPMENTAL DISABILITIES  
OFFICE of INTELLECTUAL AND DEVELOPMENTAL DISABILITIES



SOUTH CAROLINA COMMISSION  
FOR COMMUNITY ADVANCEMENT  
AND ENGAGEMENT



# Public Awareness



## Community Resource Night

Join us for this free, educational event to learn more about community resources available for children and families!

**Learn more about services for:**

- Resources for Individuals with Disabilities
- Healthcare and Insurance Resources
- Assistive Technology
- Education
- Community Living
- Employment Resources
- Financial
- And More!!!!

**Thursday April 24, 2025  
6:00p.m to 7:30 pm**  
 Richland Two Institute of Innovation  
 Village at Sandhills  
 743 Fashion Drive  
 Columbia, SC 29229

**Hosted by:**  
 The Richland Two Interagency Team

**VR** Vocational Rehabilitation  
 Let's go to work

## Let's go to work

scvrd.net

/thescvrd  
 /thescvrd  
 /thescvrd

The Vocational Rehabilitation program makes 18.7 percent of its budget through a grant from the U.S. Department of Education. The Federal Fiscal Year 2022, the total amount of grant funds awarded was \$11,754,476. The following 23.3 percent of the costs (\$2,737,983) was funded by State appropriations.

**We help you overcome obstacles so you can get – or keep – a job.**

**Diabetes. Anxiety. ADHD. Long COVID. Mobility Issues. Cardiac Event. Depression.**

Every day, South Carolinians with these and other qualifying conditions come to VR for help. Fortunately, the process for getting help is easy.

**Start by contacting your local VR office and making an appointment with a Counselor today!**

**At VR, there is no "one size fits all" approach.**

PRRST STD  
 U.S. POSTAGE  
 PAID  
 COLUMBIA, SC  
 PERMIT NO. 590

\*\*\*\*\*ECRWSSEDDM\*\*\*\*  
 Residential Customer

**VR** VR Mission  
 To prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive employment.

## CAREER & RESOURCE FAIR

JOIN US FOR THE CHEROKEE COUNTY

Discover opportunities and make connections!

**Date:** Wednesday, July 23, 2025  
**Time:** 9 a.m. - 1:00 p.m.  
**Location:** Gaffney Middle School (Gymnasium)  
 808 East Frederick Street  
 Gaffney, SC 29340

For more information:  
 Larry Long - Business Development Specialist  
 LLong@scvrd.net • 864-488-3306

**SC WORKS**  
 GREATER UPSTATE  
 americanjobcenter

An Equal Opportunity Employer  
 Program. Audited and certified  
 employer upon request by individuals  
 with disabilities (EEO). For program  
 funding information contact:  
 The State's Assistive Technology  
 Infrastructure, participating agencies,  
 and providers at: www.vrsc.org.

## Let's go to work

scvrd.net

/thescvrd  
 /thescvrd  
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The Vocational Rehabilitation program makes 18.7 percent of its budget through a grant from the U.S. Department of Education. The Federal Fiscal Year 2022, the total amount of grant funds awarded was \$11,754,476. The following 23.3 percent of the costs (\$2,737,983) was funded by State appropriations.

**VR offers a variety of services and programs to help get you back on track.**

**Physical or Accessibility Barriers • Anxiety, Depression or Other Mental Health Struggles • Substance Abuse**

VR services are completely confidential and can help you stay employed while getting help and support.

**Start by contacting your local VR office and making an appointment with a Counselor today!**

**At VR, there is no "one size fits all" approach.**

PRRST STD  
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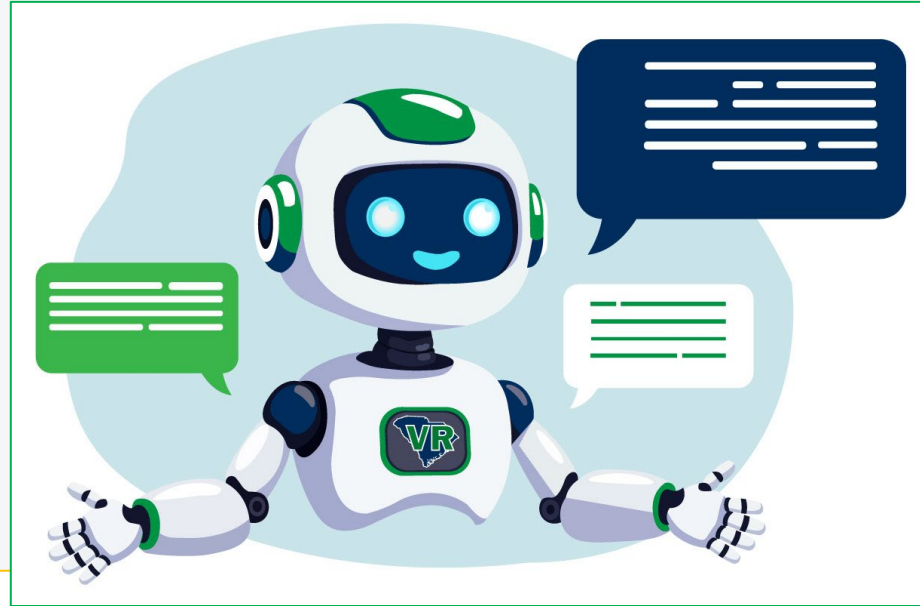
\*\*\*\*\*ECRWSSEDDM\*\*\*\*  
 Residential Customer

# ***The Future of SCVRD***

***THE FUTURE OF SCVRD***



# Workplace of Excellence



FIRST SUN  
EAP

We Help People **Be Better** at Work



THE W.R.I.G.H.T. SCHOOL FOR  
DISABILITY EDUCATION

*Building futures perfectly W.R.I.G.H.T.  
for every learner*

# Consumer Centered

## Mobile Outreach Unit

We're launching a mobile unit to bring services directly to rural and underserved communities across the state. This innovative approach eliminates transportation barriers and ensures that geography doesn't determine access to opportunity. By meeting consumers where they are, we're expanding our reach and demonstrating our commitment to serving all South Carolinians.



## Innovative Training Partnerships

Through our CCWD subcommittee collaboration with LLR and the State Technical College System, we're creating a strategic pipeline that connects consumer aspirations with employer needs. LLR identifies high-demand occupations requiring credentials, Tech develops or identifies training programs, and VR matches motivated consumers with these opportunities. We're also looking ahead to prepare consumers for emerging occupations, ensuring they're positioned to compete in tomorrow's job market.



## Expedited Eligibility Process

We've streamlined our eligibility determination process to reduce waiting times and accelerate service delivery. This means consumers can begin their journey toward employment faster, with fewer administrative delays standing in their way. By removing bureaucratic obstacles, we're demonstrating respect for consumers' time and urgency in pursuing their employment goals.



# Holmesview Rebuild

Upstate Substance Rehabilitation Facility destroyed by fire in November 2016.

SOUTH CAROLINA  
VOCATIONAL REHABILITATION  
HOLMESVIEW CENTER

3  
7  
9  
9



# A Talent Resource

We strive to be a strategic workforce partner. Our mission is to become the agency employers consistently rely on to meet their evolving talent needs. Through proactive outreach, customized training solutions, and unwavering commitment to long-term success, we bridge the gap between workforce demand and qualified talent supply.

## Amplified Visibility & Engagement

We're expanding our education and marketing outreach through strategic billboard campaigns, dynamic social media presence, and direct employer engagement. Our team hosts networking events and partners with leading organizations to coordinate targeted job fairs, ensuring we connect with the right employers at the right time.



## Custom Training Partnerships

We take time to truly understand your workforce gaps. Through comprehensive outreach and needs assessments, we identify critical skills shortages in your organization. Then, we leverage our Job Readiness Training Centers to build tailored training programs that prepare candidates with the exact competencies you need.



## Long-Term Success Focus

Placement is just the beginning. We emphasize building lasting employer relationships through dedicated follow-up services and comprehensive supported employment programs. Our commitment ensures that every placement doesn't just fill a position—it creates sustainable success for both employer and employee.





**Thank You!**