



2025 Annual Accountability Report

**Vocational Rehabilitation Department
Agency Code: H730**

Table of Contents

Agency’s Discussion and Analysis	1
Agency Organization Chart	11
Reorganization and Compliance	12
Strategic Plan Results	14
Strategic Plan Development	21
Budget Data	27
Legal Data	28
Services Data.....	36
Partnerships Data.....	38
Reports Data	43
Submission Form.....	46

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

AGENCY'S DISCUSSION AND ANALYSIS

The Vocational Rehabilitation Department's (SCVRD, VR, or the Agency) mission to prepare and assist eligible South Carolinians with disabilities to achieve and maintain competitive, integrated employment is being accomplished through an emphasis on timely, efficient service delivery and continuous improvement. Service planning focuses on long-term success for individuals served by the Agency. The state-federal partnership funds the program, contributing 21.3 percent from state sources and 78.7 percent from federal sources.

Significant Projects:

- The Workforce Innovation and Opportunity Act (WIOA) requires State VR agencies to reserve at least 15 percent of their Federal VR grant for the provision of Pre-Employment Transition Services (Pre-ETS). In South Carolina, any student with a disability, ages 13-21, can receive Pre-ETS. Over the past 11 years, since the implementation of WIOA, VR has actively worked to provide these required services and to build a focused program for service provision. This program provides services consistently across the state. SCVRD employs over 80 staff members, including counselors and job coaches, who deliver direct services to students and ensure they receive reliable support. Students as young as 13, including those in middle school, can access these services upon request. However, this program remains less structured compared to the services offered to high school students. Currently, SCVRD is working on a pilot program to roll out more intentional and structured services to middle school students. SCVRD is partnering with the State Department of Education to identify better ways to connect with local administrators and teachers to assist with improving service provision for these students.

- SCVRD has decided to pilot the Customized Employment Program for one year to evaluate whether contracting this service effectively benefits the consumers participating in the program. To prepare for the pilot, SCVRD is participating in the Association of Community Rehabilitation Education (ACRE) certification course with VRTAC-QE. ACRE is a nationally recognized certification of achievement for providers of employment services to individuals with disabilities. This certification has an emphasis on Customized Employment, which will be a required qualification for the provider organization that participates in our pilot demonstration. SCVRD has identified 16 agency staff (Counselors and Job Coaches) to participate in the 12-week ACRE certification course from May 2025 through July 2025. SCVRD's next steps includes completing a Request for Preproposal to pilot Customized Employment.

- The Agency has launched a new program to track customized training that meets the needs of both employers and consumers. The program was rolled out on August 1st. beginning at the Agency's Comprehensive Evaluation Center in Lyman, SC. The new program will allow the Agency to monitor consumers' progress as they achieve training milestones more effectively. Area office staff will collaborate with a business partner to establish the appropriate milestones for completion. Once a consumer completes a milestone, the area staff will update it in the tracking program, enabling the Agency to automatically document when a consumer achieves Measurable Skill Gains (MSGs) during customized training.

- Based on our most recent Comprehensive Statewide Needs Assessment, SCVRD has identified the need to focus on targeted populations in our state, referred to as The Big Five. These targeted populations are individuals with Autism Spectrum Disorders, Mental Illness, Traumatic Brain Injury (TBI) and Spinal Cord Injuries, Deaf and Hard of Hearing (DHH), and individuals receiving Social Security Insurance (SSI) and/or Social Security Disability Insurance (SSDI). SCVRD has specialty caseloads dedicated to providing services to individuals with TBI/Spinal Cord Injuries and those who are DHH. Additionally, to improve service

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

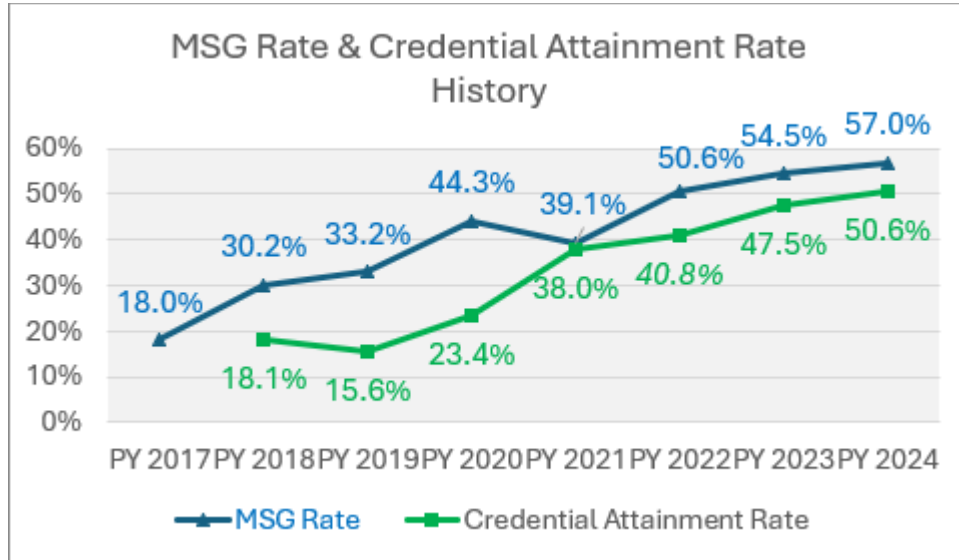
provision for DHH consumers, SCVRD has hired an additional regional counselor for the Deaf and added two in-house American Sign Language (ASL) interpreters. SCVRD also provides Individualized Placement and Support (IPS) services in coordination with the Department of Mental Health for individuals with significant Mental Health concerns. To address SSI/SSDI, SCVRD is focused on connecting all students receiving these benefits with a Benefits Specialist and is increasing training for Transition Counselors.

- The SCVRD has initiated a significant project to establish a comprehensive training and educational institution focused on preparing professionals and supporting people with disabilities effectively. We have completed the foundational curriculum for the autism training module, and our next phase involves developing modules for additional disabilities. The WRIGHTSchool for Disability Education is more than a training program; it is a long-term strategic investment that will elevate our entire vocational rehabilitation system by ensuring a highly skilled workforce focused on improving outcomes for individuals with disabilities.
- The SCVRD Information Technology department has developed an internal Consumer Services Text Messaging System designed to provide an additional method of communication with Agency consumers. This system provides text notifications for scheduled appointment confirmation, appointment changes and upcoming appointment reminders. In addition, the Consumer Services Text Messaging system provides an interface for ad-hoc text messaging for direct consumer interaction from within the VR Case Management System.

Agency Successes:

- *Referrals:* In SFY 2025, SCVRD services received referrals for 11,138 individuals, marking a 6.4% increase from SFY 2024. Additionally, the number of eligible individuals who developed an Individualized Plan for Employment (IPE) rose by 3.1% in SFY 2025.
- *Timeliness:* The median number of days for an applicant to establish eligibility, complete a vocational assessment, establish a vocational objective, and develop an Individualized Plan for Employment was 56 days, which is well below the maximum federally permitted timeframe of 150 days.
- *Training Leading to Recognized Credentials:* RSA will publish the combined Measurable Skill Gains (MSG) rate and Credential Attainment rate for the state’s two VR programs in the WIOA Annual Performance Report this Fall. However, SCVRD, as a single agency, achieved a 57% MSG rate for the year (statewide target is 52.3%). The Agency’s Credential Attainment Rate was 50.56% (statewide target is 42.7%)

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32



- Successful Employment Outcomes:** The Agency exceeded its Successful Employment Outcomes (SEO) goal by assisting 3,937 consumers with overcoming barriers to employment faced due to their disabling conditions, ultimately achieving competitive integrated employment. Each of these successful outcomes demonstrates an individual who was either newly engaged in or retained from leaving the state's labor force. On the local level, 21 of the Agency's 23 Areas achieved 100% or more of their SEO goals. On average, the Agency's successfully rehabilitated consumers worked 34 hours per week.
- Median Earnings:** At case closure, consumers of the Agency who were employed achieved median quarterly earnings of \$7,280, reflecting a 1% increase compared to SFY 2024. In SFY 2024, our Agency reported median earnings of \$6,519 for program participants employed during the second quarter after exit. South Carolina ranked 15th in the nation among all state Vocational Rehabilitation Agencies for this measure.
- Participant Employment after Program Exit:** SCVRD tracks the success of participants for up to 12 months after they exit the program. In PY 2024, 63.81% of program participants maintained employment during the second quarter after exit. By the fourth quarter after exiting, 61.42% of individuals maintained employment. Only the top quartile states achieve national rankings this high.
- Return on Investment:** People with disabilities who exit the program with a Successful Employment Outcome enhance the quality of their lives and their families' lives by earning income, lessening their reliance on government assistance, and stimulating the state's economy by paying taxes, making purchases, and ultimately contributing to the state's return on its investment in their services. Based on a cost-benefit analysis of SFY 2025 successful outcomes, we conservatively estimate that rehabilitated consumers will repay a minimum of \$3.40 in taxes for every dollar spent on their services. They will cover the cost of those services in approximately 4.02 years, representing a 24.90% annual rate of return.
- Employer Services:** In keeping with the Agency's dual customer approach, SCVRD provided employer engagement services to 1,750 business establishments in SFY 2025. The engagement services included, but are not limited to, educational training and informational presentations about SCVRD services, candidate referrals and interviewing, strategic planning, training opportunities including work-based learning experience, occupational/vocational training, internships, and direct job placement services.

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

- Starting with State Fiscal Year 2021-2022, SCVRD adopted a formal agency departmental budget process. The departmental budgets are presented and voted on by the Board at each June meeting for the upcoming state fiscal year. Since SFY2021-2022, the Agency has remained under budget in all categories (Salaries & Fringes, Operating, Case Services, and Capital Projects) at the close of each state fiscal year. The budget process enables the Agency to ensure expenditures do not exceed revenues, aligns fiscal resources with strategic plans, and enhances program efficiency and effectiveness while serving as a tool for financial planning. We are also excited to announce that our SFY2025 Agreed Upon Procedures Audit resulted in no audit findings. Administrative costs as a percentage of the Agency's total operating expenditure remained low at only 6.72%.
- Data security remained a top priority as the Agency's Information Technology department conducted mock phishing campaigns. These exercises train employees to identify and report suspicious emails safely, without exposing them to real threats. Throughout the fiscal year, employees clicked on simulated phishing emails at a rate of 5.9%, which is significantly lower than the industry average of 30%. This achievement came despite a higher volume of phishing tests and the introduction of more realistic AI-generated phishing simulations compared to the previous fiscal year.
- Disability Determination Services continued to excel in performance. This unit adjudicated 63,998 Social Security disability claims and reduced initial staged claims by over 19,000 since the beginning of the federal fiscal year. This unit also achieved a 95.8% rate for documentation accuracy on quality reviews in the most recent quarter, which was above the national and regional rates. Processing time once assigned to a Disability Examiner remains consistent at less than 60 days. The SC DDS Consultative Exam rate has continued to be one of the lowest in the nation at approximately 25%.
- The SCVRD Human Resources department successfully launched an Employee Assistance Program (EAP) in partnership with FirstSun. On May 7, 2025, the agency hosted a kickoff event for the Wellness Program Expansion, which included a statewide Teams Town Hall led by the Commissioner. The new EAP provides employees with resources to support work-life balance and enhance overall well-being.

Factors Impacting Performance:

- As a result of the COVID-19 pandemic and the emphasis put on Pre-ETS by WIOA, participation in the full breadth of SCVRD services beyond the five Pre-ETS categories saw a slight decrease. This year, the proportion of youth participating in the full range of SCVRD services decreased by 0.4 percentage points from SFY 2024-25. However, the total number of youth participants increased during this same period by 363 as demand for SCVRD services for all age groups increased. Demand for SCVRD services from adults increased by 781.

AGENCY NAME:

Vocational Rehabilitation Department

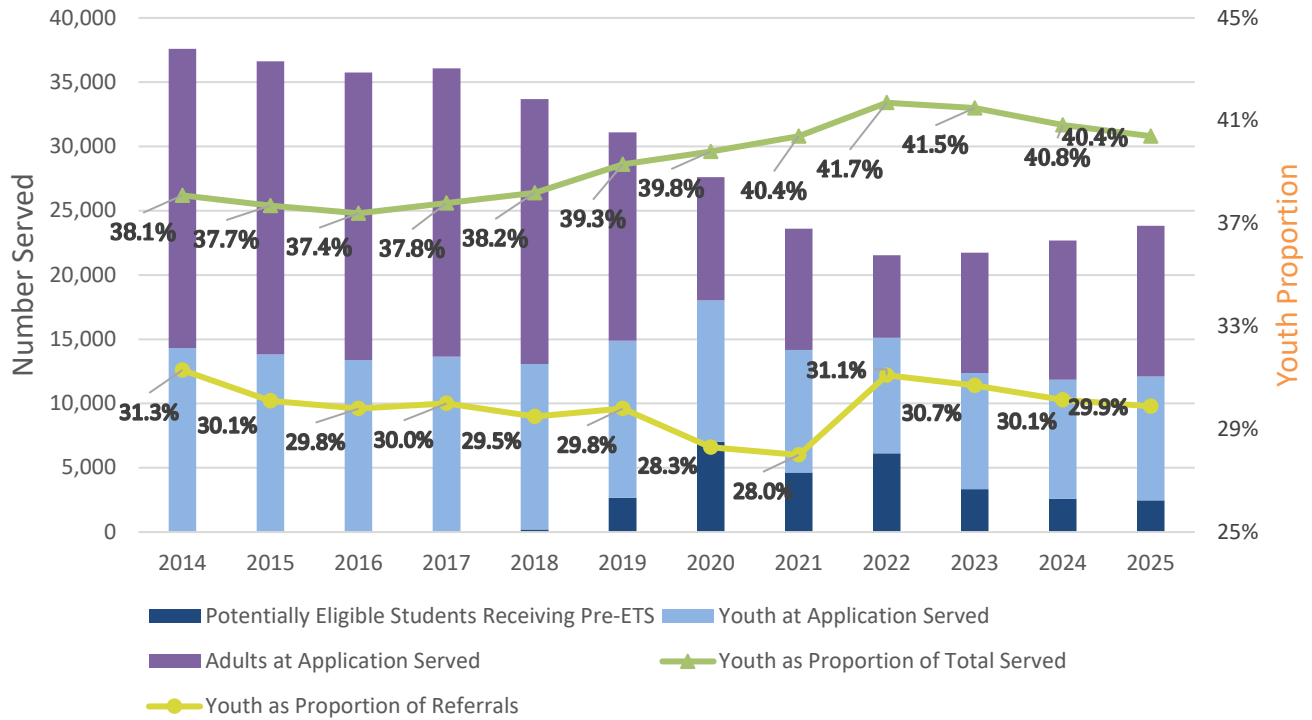
AGENCY CODE:

H730

SECTION:

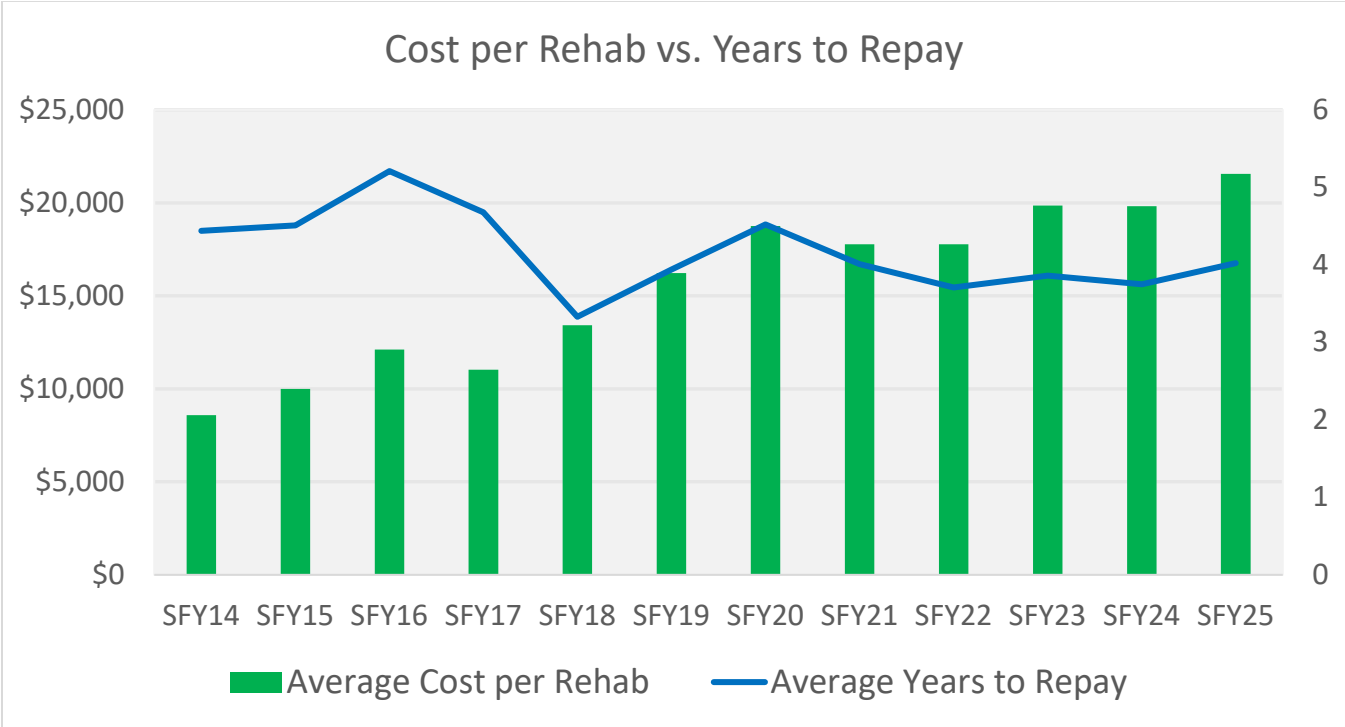
32

Youth vs. Adult at Referral Numbers Served & Potentially Eligible Pre-ETS



- The average cost of rehabilitation increases each year, but as average consumer wages rise, consumers can repay the cost within a similar timeline. Conservative cost-benefit estimates indicate that, on average, consumers need \$21,558.33 for rehabilitation and typically repay this amount within 4.02 years.

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32



Finally, the staff turnover rate at SCVRD increased from 11.7% in SFY 2024 to 12.4% in SFY 2025. In response, the Administration, Human Resources, and Field Operations departments are implementing various strategies to address the issue. These strategies include reviewing common reasons for employee departures, prompting flexible scheduling and wellness programs, enhancing training opportunities for career development, evaluating salary benchmarks and benefits packages, and strengthening employee recognition efforts to acknowledge contributions and foster a culture of appreciation.

Current Efforts:

The Agency and its national vocational rehabilitation colleagues remain focused on implementation of the federal Workforce Innovation and Opportunity Act (WIOA). For several years, SCVRD piloted the Effectiveness in Serving Employers Performance Measures as Employer Penetration Rate and Repeat Business Customer Rate. The Agency will begin reporting the Effectiveness in Serving Employers measure, along with the five other core programs as Retention with the Same Employer 2nd and 4th quarters after exit. State fiscal year 2026 will be the first year that the Agency reports on all six WIOA Performance Indicators; they include:

- Program participants achieve employment during the second quarter after exiting.
- Program participants find employment during the fourth quarter after exit.
- Median earnings of program participants who are employed during the second quarter after exit.
- Percentage of program participants enrolled in education or training during participation who obtain a recognized credential during participation or within one year of exit.
- Percentage of program participants enrolled in education or training during a program year who achieve Measurable Skill Gains (MSGs).
- Effectiveness in Serving Employers (retention with the same employer).

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

The U.S. Department of Education's Rehabilitation Services Administration (RSA) negotiated performance targets for each measure (except for Effectiveness in Serving Employers), which apply in aggregate to SCVRD and the SC Commission for the Blind for SFYs 2025 and 2026.

The Communications department continued a multi-pronged effort to increase awareness of and referrals to the Agency. The Agency used digital billboards and instituted a series of postcard mailers within a geographic radius of area offices. We have focused on developing our social media accounts as a primary tool for outreach, recognition, and awareness. We have been happy to share success stories from consumers, businesses, and partnerships, and we have used social media as a tool to advertise events throughout the state. We have seen a general increase in followers and feedback overall, and we feel it has been a valuable tool in increasing referrals and SCVRD's overall visibility. The Agency's social media audience showed an overall increase in engagements, including an 86% increase in post link clicks and 25% growth of followers on LinkedIn.

We have refocused our outreach efforts to concentrate on a more grassroots, in-person approach. We redesigned our event displays to be more welcoming and informative, and we developed a range of promotional tools to draw interest in our table or booth. We encourage our field staff to attend more local events with these tools and engage with the public. We know that once someone has the opportunity to speak with our staff, they can find the help or guidance they need.

As part of SCVRD's ongoing efforts to expand consumer reach, the purchase of a mobile unit has been requested to serve rural communities. This unit will allow staff to bring resources directly to individuals who may otherwise face barriers to accessing them. While finalizing the purchasing process, a mobile outreach plan is being developed to guide implementation. This plan will:

- Identify priority regions and communities most in need of outreach.
- Establish partnerships with local organizations, schools, and employers to maximize impact.
- Outline staffing, scheduling, and service delivery strategies to ensure consistent engagement.
- Incorporate communication and promotional efforts to raise awareness of the mobile unit's availability.

Information about SCVRD that may be helpful when reviewing the Annual Accountability Report for SFY 2024-25:

Main Products, Services, and Delivery Methods:

- Eligible applicants with disabilities have a program of services coordinated by their Counselors or Vocational Case Managers (VCM) at one of 31 offices located throughout the state. Together, the consumer and VR Counselor or VCM develop an Individualized Plan for Employment. We actively explore career options through vocational assessments and provide comprehensive counseling and guidance to consumers. Additional services may include physical restoration services, rehabilitation technology, and job preparedness classes to enhance employability. Job Readiness Training focuses on foundational skills, while occupational and vocational training leads to industry-recognized credentials. The ultimate goal is to secure employment that aligns with the consumer's interests and is both successful and suitable.
- The Agency's 27 Training Centers serve as a vital link between businesses, industries, and a pool of skilled talent. They ensure consumers gain valuable hands-on experience while providing critical training services to consumers. For employers, these centers offer a cost-effective outsourcing solution and a reliable pipeline of qualified workers. In addition, they deliver occupational and vocational training programs specifically designed to meet employer needs and align with in-demand jobs in the local labor markets. This approach not only supports workforce development but also leads to measurable skill gains and

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

recognized credential attainments for consumers. During SFY 2025, our training centers served 2,040 consumers and worked with 226 business partners, of which 41 hired our consumers.

- In SFY 2025, SCVRD had 226 business partners outsourcing work on several hundred product lines to VR Training Centers. These agreements enabled businesses to optimize their facility utilization while providing valuable job readiness training to thousands of SCVRD consumers annually, including skills for in-demand local occupations and soft skills to enhance employability. Additionally, SCVRD Business Development Specialists (BDS) engage in sector strategies and partnerships to develop a system that supports strong regional economies. Aligning the resources of all partners, public and private, toward developing a workforce supply chain that enhances the development of consensus-based, targeted industry sectors, creates meaningful career pathways for a range of workers with various skill levels. They collaborate and integrate their efforts to address skill gaps and fully develop talent pipelines. The BDSs also participate in Integrated Business Services teams in all 12 of the State’s Workforce Development Areas, along with staff from SC Works and other workforce development partners, to provide a coordinated approach to business development activities.
- As a core partner in the public workforce system under WIOA, the SCVRD has staff co-located at SC Works centers in all 12 Workforce Development Areas of the state and shares in the infrastructure costs of operating those centers.
- Many consumers from all areas of the State, who have significant physical disabilities, benefit from services at the Comprehensive Evaluation Center in West Columbia. Services include: a comprehensive evaluation to determine vocational potential; pain management; brain injury sessions to learn coping skills; physical therapy, aquatic therapy, muscular development; and a rehabilitation technology program, which uses an engineering approach to overcoming employment and independent living barriers. The Agency’s Bryant Center in Lyman provides many of these same services to Upstate consumers.
- The Agency offers Job Retention Services (JRS) for employees across the State whose jobs are at risk due to disabling conditions. JRS provides supported employment, rehabilitation technology services, and deliver on-site instruction to help individuals achieve proficiency in their job duties. Additionally, substance abuse recovery services are offered at the Palmetto Center, SCVRD’s residential recovery center located in Florence, SC.
- The Agency continues to maintain its focus on school-to-work transition services and has devoted significant resources to maintaining a strong presence in schools over the years. WIOA supports this focus and has strengthened it by identifying a specific set of Pre-Employment Transition Services (Pre-ETS). In addition to the other transition services provided by SCVRD, these Pre-ETS enhance career opportunities for students with disabilities as they finish high school and transition to employment, post-secondary education, or other career training.
- Benefits Specialists employed by the Agency provide Benefits Counseling services to Agency consumers at various points throughout their case. These services enable consumers to make informed employment decisions, understanding the effects on any Federal and/or State public benefits they receive, including but not limited to SSI, SSDI, Early Retirement, Spousal Benefits, Medicaid, SNAP, and Medicare. Just as important, this counseling educates consumers about their responsibility to report earnings to the Social Security Administration (SSA) and how to do so. SCVRD Benefits Specialists also assist with reporting wages and maintaining records of reported earnings. As a result, if SSA sends consumers letters informing

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

them of an overpayment due to failure to submit wages, our Benefits Specialists can assist in disputing the overpayment by providing documentation of timely reporting.

- The Social Security Disability Determination Services (DDS) program, located in the Columbia, Greenville, and Charleston metro areas, processes Supplemental Security Income and Social Security Disability Insurance claims for the Social Security Administration, and Medicaid disability claims for the SC Department of Health and Human Services.
- As of June 2025, the Agency had 927 employees in full-time equivalent positions.

Key customer segments and stakeholders:

- **Primary customers (consumers):** The Agency’s mission centers on preparing people with disabilities to secure, retain, or regain employment. It does not provide lifelong services. To be eligible, applicants must have a physical or mental impairment that substantially interferes with their ability to work. They must also require and be able to benefit from vocational rehabilitation services that would lead to permanent, competitive employment or advancement in their career. The Agency is unique in that its primary customers are people with more than 135 different physically and mentally disabling conditions. Consumers expect to receive services that lead to successful employment, aligning with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choices.
- **Business and industry partners:** Employers expect the Agency to provide well-qualified, reliable employees. Companies offer training opportunities for in-demand careers and outsource work for consumers in the Job Readiness Training Centers, which require high-quality, timely, and cost-effective production. Businesses utilize job retention services to assist individuals whose jobs may be at risk due to disabling conditions. Additionally, companies participate in SCVRD work assessment, training, mentoring, and job shadowing services. Business partners also include vendors who assist the Agency in providing needed goods and services that contribute to successful employment outcomes for consumers.
- **State and local agencies and private, non-profit organizations:** SCVRD has hundreds of cooperative agreements with organizations throughout the state and nation. These agency partners expect SCVRD to provide the competitive employment component that their consumers need to round out the scope of services that bring newfound independence for people with disabilities.
- **Taxpayers/Legislators:** The Agency must be accountable in its service delivery and its practices, and provide results that show efficiency and effectiveness, as well as a return on the investment of taxpayer dollars in VR programs.

Risk Assessment and Mitigation Strategies

The South Carolina Vocational Rehabilitation Department strives to assist consumers with disabilities to achieve and maintain competitive employment opportunities. To support improved employment outcomes, SCVRD offers a range of training, effective job search strategies, and job placement opportunities, enabling people with disabilities to grow, develop, and thrive in society. SCVRD also promotes successful transition into the workforce for students with disabilities by offering work-based learning and work-based training programs, which include post-secondary training as an option in agreement with the Workforce Innovation and Opportunity Act.

To continue to have a successful outcome of competitive employment opportunities for consumers with disabilities. SCVRD is constantly recruiting qualified employees to the team to assist with developing and

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

implementing various techniques to achieve Successful Employment Outcomes for our consumers. SCVRD continues to build excellent working relationships with the Rehabilitation Services Administration (RSA), US Department of Education, SC Legislative Committee, state and local organizations, charities, clubs, etc., to continuously promote and improve competitive employment opportunities for consumers with disabilities.

SCVRD develops strategic plans each year to achieve the Agency’s goals of successful employment throughout the state. Each year, various trainings are offered to employees to ensure they are competent in supporting consumers by providing the services, training, and resources required to be competitive in the workplace. SCVRD is constantly exploring new technology to enhance and encourage the advancement of people with disabilities in the workplace. SCVRD also works closely with the Vocational Rehabilitation Technical Assistance Center for Quality Management (VRTAC-QM), which provides technical assistance and training for the Agency to enhance service delivery and maximize Successful Employment Outcomes for consumers with disabilities.

In serving South Carolina’s citizens with disabilities and working with business partners throughout the state, it is critical that SCVRD’s data is protected. SCVRD has servers on the premises of the State Office campus, as well as a backup server in Lyman, SC. In addition, the Agency has disaster recovery servers in a different state. In the event of a disaster resulting in damage to the central server, SCVRD would be able to maintain access to data and continue agency operations with the use of the backup server.

AGENCY NAME:

Vocational Rehabilitation Department

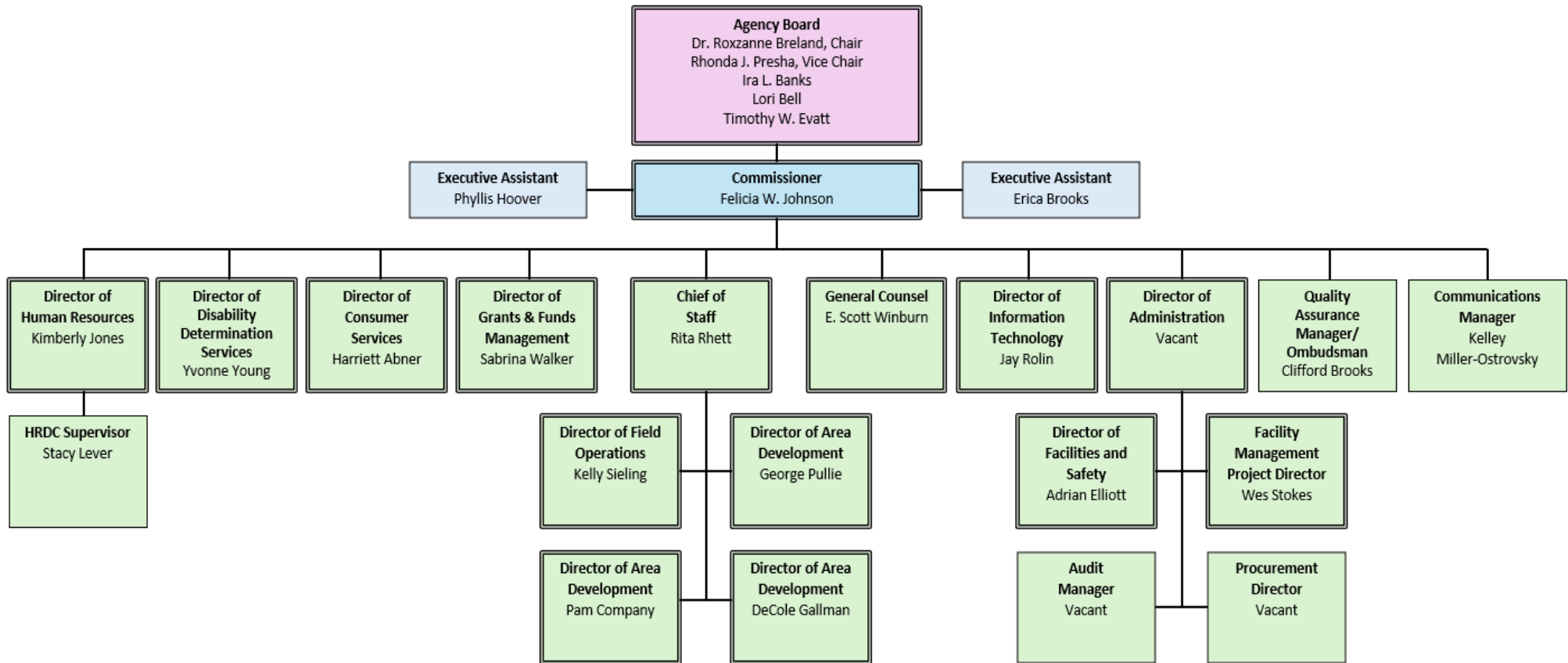
AGENCY CODE:

H730

SECTION:

32

Agency Organizational Chart



2025

Reorganization and Compliance

as submitted for the Accountability Report by:

H730 - VOCATIONAL REHABILITATION

Primary Contact

First Name	Last Name	Role/Title	Email Address	Phone
Rita	Rhett	Chief of Staff	rrhett@scvrd.net	803-896-6813

Secondary Contact

First Name	Last Name	Role/Title	Email Address	Phone
Felicia	Johnson	Commissioner	fjohnson@scvrd.net	803-896-6504

Agency Mission

Adopted in:

2014

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

Agency Vision

Adopted in:

2014

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

Recommendations for reorganization requiring legislative change:

None

Agency intentions for other major reorganization to divisions, departments, or programs to allow the agency to operate more effectively and efficiently in the succeeding fiscal year:

None

Significant events related to the agency that occurred in FY2025

Description of Event	Start	End	Agency Measures Impacted	Other Impacts
No significant events affected performance measures.				

Is the agency in compliance with S.C. Code Ann. § 2-1-220, which requires submission of certain reports to the Legislative Services Agency for publication online and the State Library? (See also S.C. Code Ann. § 60-2-20).

Yes

Reason agency is out of compliance: (if applicable)

Is the agency in compliance with various requirements to transfer its records, including electronic ones, to the Department of Archives and History? See the Public Records Act (S.C. Code Ann. § 30-1-10 through 30-1-180) and the South Carolina Uniform Electronic Transactions Act (S.C. Code Ann. § 26-6-10 through 26-10-210).		Yes
Does the law allow the agency to promulgate regulations?		Yes
Law number(s) which gives the agency the authority to promulgate regulations:	§ 43-31-80 of the SC Code	
Has the agency promulgated any regulations?		No
Is the agency in compliance with S.C. Code Ann. § 1-23-120 (J), which requires an agency to conduct a formal review of its regulations every five years?		Yes
(End of Reorganization and Compliance Section)		

FY2025

Strategic Plan Results

as submitted for the Accountability Report by:
H730 - VOCATIONAL REHABILITATION

- Goal 1 Improve the quality of employment outcomes for eligible individuals with disabilities.
- Goal 2 We will be a team of highly-qualified professionals who have the commitment, accountability and opportunity to excel.
- Goal 3 Accountability to taxpayers through efficient and effective use of resources entrusted to us
- Goal 4 Maintain a dynamic network of partnerships to shape a better future for all stakeholders.

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.1 Plan and deliver specialized, individualized services that lead to career paths.														
State Objective: Education, Training, and Human Development														
1.1.1	Percentage of program participants who are employed during 2nd quarter after exit	64.60%	66%	62%	Percent	Equal to or greater than	State Fiscal Year	Percentage of program participants who are in unsubsidized employment during second quarter after exit from program	Unemployment Insurance wage record matches; State Wage Interchange System (SWIS) wage record matches; supplemental wage verification survey; The Work Number (Equifax) wage record searches	SCVRD internal Reports Hub (Home > WIOA Common Performance Measures > Post Exit Employment and Wage Summary)	Sustained employment after case closure	Direct consumers of agency services whose cases have closed	0502.100000.000 Basic Service Program	Target is federally set and includes SCCB who supplement SCVRD rate.
1.1.2	Percentage of program participants who are employed during 4th quarter after exit	61.30%	62%	61%	Percent	Equal to or greater than	State Fiscal Year	Percentage of program participants who are in unsubsidized employment during fourth quarter after exit from program	Unemployment Insurance wage record matches; State Wage Interchange System (SWIS) wage record matches; supplemental wage verification survey; The Work Number (Equifax) wage record searches	SCVRD internal Reports Hub (Home > WIOA Common Performance Measures > Post Exit Employment and Wage Summary)	Sustained employment after case closure	Direct consumers of agency services whose cases have closed	0502.100000.000 Basic Service Program	Target is federally set and includes SCCB who supplement SCVRD rate. Difference between target and actual is negligible. Not meeting 1.1.1 but being closer for 1.1.2 indicates that consumers who we are looking for more long-term jobs for are staying in them for longer periods of time.
1.2 Enhance school-to-work transition services.														
State Objective: Education, Training, and Human Development														
1.2.1	Percentage of individuals served by agency who are in transition age range (14-24) at application	40.80%	40%	40%	Percent	Equal to or greater than	State Fiscal Year	Total number of individuals served who were between the ages of 14 and 24 at application, divided by the total number of individuals who received services	SCVRD Case Management System	Transition Trend report on SCVRD Reports Hub (Home > Service Delivery > Consumer Services > Pre-ETS and Transition)	Supports transition from school to careers	Agency consumers who were age 14-24 at application	0502.100000.000 Basic Service Program	
1.2.2	Proportion of students served who received Pre-Employment Transition Services (Pre-ETS) as defined by the Workforce Innovation and Opportunity Act (WIOA)	93.62%	95%	95.77%	Percent	Equal to or greater than	State Fiscal Year	Number of students receiving one or more of the five Pre-Employment Transition Services (Pre-ETS) defined in the Workforce Innovation and Opportunity Act, divided by the total number of students reported to the Rehabilitation Services Administration as being served (includes both VR consumers with open cases and potentially eligible students)	Case service documentation in SCVRD Case Management System and Pre-ETS contractors' PARS reporting sheets	SCVRD internal Reports Hub (Home > Planning and Program Evaluation Internal Reports > RSA-911 Pre-ETS Service Summary)	Preparation for employment/career prior to exit from secondary school setting	Students with disabilities who have open VR cases or who are potentially eligible	0502.100000.000 Basic Service Program	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.3 Increase participation in education and training programs that lead to recognized credentials and advanced career paths.														
State Objective: Education, Training, and Human Development														
1.3.1	Percentage of participants in education or training programs who achieve Measurable Skill Gains, as defined by WIOA	54.50%	52.30%	57%	Percent	Equal to or greater than	State Fiscal Year	Of participants who, during a program year, are in an educational or training program that leads to a recognized postsecondary credential or employment, percentage who are achieving documented academic, technical, occupational, or other forms of progress, towards such a credential or employment	School transcripts, exam scores and training progress reports	Program Integrity Report on SCVRD Reports Hub (Home > Program Integrity)	Education and postsecondary training leading to industry-recognized credentials and/or skilled employment	Agency consumers who were enrolled during the year in an education or training program leading to a recognized credential or skilled employment	0502.100000.000 Basic Service Program	
1.3.2	Percentage of consumers in plan status during the year (i.e., WIOA participants) enrolled in education/training leading to a recognized credential	11.51%	15%	16.92%	Percent	Equal to or greater than	State Fiscal Year	Number of VR consumers enrolled in education/ training leading to a recognized credential while in plan status for any portion of the SFY, divided by total number of cases served during the SFY in plan status (i.e., WIOA participant)	Case service documentation in SCVRD Case Management System	Number enrolled: Measurable Skill Gain and Credential Attainment Report on SCVRD Reports Hub (Home > WIOA Common Performance Measures) Total served in plan status: Caseload Activity Report - sum of year-end statuses 12, 26 & 28	Education/ training leading to industry-recognized credentials and skilled jobs	Agency consumers	0502.100000.000 Basic Service Program	
1.3.3	Percentage of consumers enrolled in education/training leading to a recognized credential during participation who attain a recognized credential by case closure	47.50%	43%	51%	Percent	Equal to or greater than	State Fiscal Year	Number of consumers who earn a recognized credential by case closure, divided by the number of consumers whose cases closed during the year and who were enrolled in an education/training program that leads to a recognized credential during program participation	School transcripts/ diplomas, exam scores, licenses, and certifications	Program Integrity Report on SCVRD Reports Hub (Home > Program Integrity)	Education and postsecondary training leading to industry-recognized credentials and/or skilled employment	Agency consumers who, while their VR case was open, were enrolled in an education or training program leading to a recognized credential or skilled employment	0502.100000.000 Basic Service Program	
2.1 Provide training to equip staff to enhance their ability to provide quality vocational rehabilitation services.														
State Objective: Government and Citizens														
2.1.1	Percentage of new employees who completed all assigned training in their first year of employment	57%	90%	76%	Percent	Equal to or greater than	State Fiscal Year	Number of employees who completed all assigned training, divided by number of employees who completed their first year of employment with the agency during the year	Training record system	Human Resource Development department	Qualified staff with competencies needed to perform their duties	New agency employees	0100.000000.000 Administration	While the completion rate is strong, we did not meet the target date because of the way hire dates overlap the reporting cycle. Specifically employees who are hired later in the year may have training requirements that roll over into the next year. As a result, their progress was not fully captured in this year's data, even though they are still on track to complete training within the first 12 months of employment. We will strengthen our monitoring and tracking to align with hire dates to ensure we are in compliance and meeting our goals.

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
2.1.2	Percentage of Professional Development class attendees who evaluate the course as "useful" or "very useful" for their development and job performance	99.66%	95%	93%	Percent	Equal to or greater than	State Fiscal Year	Number of attendees who evaluate the course as "useful" or "very useful," divided by total number of returned surveys, across all classes	Derived from post-training evaluation surveys	Human Resource Development department	Professional development training that is relevant and enhances skills	Agency employees	0100.000000.000 Administration	While professional development trainings received strong overall ratings, averaging 93% we did not meet fully meet the 95% target. Several factors that may have contributed to include variation in training topics, delivery methods, and audience diversity. However, we are committed to continuing to gather more specific feedback on sessions that scored lower, tailor training topics more closely to participant needs, and enhancing training courses and follow up on course evaluations; while updating our departments' Learning Management System (LOTIS) to allow for tracking of Computer Based Learning opportunities.	
2.2 Foster an environment promoting opportunity, staff stability and professional development for future leadership needs.							State Objective: Government and Citizens								
2.2.1	Level of Goal Attainment Toward Equal Employment Opportunity	93.00%	100%	91%	Percent	Equal to or greater than	Federal Fiscal Year	Average percentage of goals met based on adjusted availability by category	SC Human Affairs Commission	Human Resources	Diversity and longevity of agency staff	Agency employees	0100.000000.000 Administration	The agency achieved a 91 percent level of goal attainment for SFY 2024. Progress toward the equal opportunity goal remains ongoing, with continued emphasis on broadening outreach to qualified applicant pools, ensuring equitable and consistent hiring practices, and implementing measures to support employee retention. The agency is committed to maintaining compliance with applicable requirements and to pursuing further advancement toward full achievement of this objective. In SFY 2025, the agency will continue to evaluate its practices, implement targeted strategies for recruitment and retention, and monitor outcomes to support measurable progress toward full attainment of the plan's goals.	
2.2.2	Agency staff turnover rate	11.75%	11%	12.50%	Percent	Equal to or less than	State Fiscal Year	Number of employees separated from employment with the agency, divided by total number employed by the agency	SCVRD personnel records, SCEIS	SCVRD Human Resources Department	Experienced staff with institutional knowledge	Agency customers (job seekers and employers)	0100.000000.000 Administration	Our agency recognizes that staff turnover presents challenges and opportunities. To foster a supportive environment and ensure long-term organizational stability, we are committed to addressing the root cause of turnover while strengthening opportunities for growth and development by promoting opportunities for advancement, enhancing employee engagement, and investing in professional development. Through these efforts, the agency will not only work hard to reduce turnover but also build a strong workforce prepared to meet future leadership needs as well as the needs of individuals with disabilities we serve.	
3.1 Efficient service delivery that positively impacts long-term outcomes							State Objective: Government and Citizens								

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
3.1.1	Median quarterly earnings of program participants who are employed at case closure	\$7,215	\$7,548.67	\$7,280	Dollar Amount	Equal to or greater than	State Fiscal Year	Median quarterly earnings of program participants who are in unsubsidized employment at the time of case closure	Unemployment Insurance wage record matches; State Wage Interchange System (SWIS) wage record matches; supplemental wage verification survey; The Work Number (Equifax) wage record searches	SCVRD internal Reports Hub (Home > Program Integrity)	Competitive wages sustained after case closure	Agency consumers	0502.100000.000 Basic Service Program		
3.1.2	Amount each successfully rehabilitated consumer will repay in taxes for each dollar spent on his or her rehabilitation	\$3.72	\$3.00	\$3.40	Dollar Amount	Equal to or greater than	State Fiscal Year	Validated Formula - factors include: total overhead cost; adjustment rate for wage change; unemployment rate; mortality rate; underestimation of referral earnings; gain not attributable to VR services; fringe benefits factor; discount rate; tax factor; retirement age	Internal Economical Analysis Report (M7)	Planning & Program Evaluation department	Return on investment	Taxpayers	0502.100000.000 Basic Service Program		
3.1.3	Median days from application to eligibility	21	21	24	Count	Equal to or less than	State Fiscal Year	Median value for number of days elapsed between date of application and date eligibility determined for all applicants determined eligible during the SFY	Case service documentation in SCVRD Case Management System	Time in Status report on SCVRD Report Hub (Home > Service Delivery > Consumer Services > Time in Status - Application to IPE)	Timely determination of eligibility for agency services	Applicants for agency services	0502.100000.000 Basic Service Program	An increase in the number of consumers with most significant disabilities because of the elimination of subminimum wage cause some eligibility determinations to take longer.	
3.1.4	Median days from eligibility to vocational objective	13	11	14	Count	Equal to or less than	State Fiscal Year	Median value for number of days elapsed between date of eligibility and date vocational objective established for all consumers who set a vocational objective during the SFY	Case service documentation in SCVRD Case Management System	Time in Status report on SCVRD Report Hub (Home > Service Delivery > Consumer Services > Time in Status - Application to IPE)	Timely establishment of a vocational objective	Applicants determined eligible for agency services	0502.100000.000 Basic Service Program		
3.1.5	Median days from vocational objective to Individualized Plan for Employment (IPE)	5	5	5	Count	Equal to or less than	State Fiscal Year	Median value for number of days elapsed between date vocational objective established and date IPE developed for all applicants who have a plan developed during the SFY	Case service documentation in SCVRD Case Management System	Time in Status report on SCVRD Report Hub (Home > Service Delivery > Consumer Services > Time in Status - Application to IPE)	Timely development of individualized plans for services	Consumers who have an individualized plan for employment developed during the year	0502.100000.000 Basic Service Program		
3.2	Continued evaluation and improvement of key processes							State Objective: Government and Citizens							

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
3.2.1	Agreed Upon Procedures audit findings	0	0	0	Count	Equal to or less than	State Fiscal Year	Application of agreed-upon procedures to internal controls and accounting records as audited by independent contractor of the State Auditor office	Office of State Auditor	Finance department	Internal controls in accounting	Taxpayers	0100.000000.000 Administration	
3.2.2	Program Integrity Compliance Assurance results	95.13%	95%	90.93%	Percent	Equal to or greater than	State Fiscal Year	Total number of correct procedural and substantial questions, divided by total number of correct and incorrect questions	State Office Quality Assurance reviews	Program Integrity report on SCVRD Reports Hub (Home > Program Integrity)	Adherence to Consumer Services policy	Field office staff	0502.100000.000 Basic Service Program	Results for measure have not been historically valid because of reviewing too few cases, but with a larger QA team, they will be reviewing more cases and so this measure in the future will be valid.
3.2.3	Proportion of compliant eligibility determination cases that used an extension letter to stay compliant with required timeframe	20.30%	15%	22.40%	Percent	Equal to or less than	State Fiscal Year	Number of cases for which an extension letter was used, divided by total number of eligibility determinations made	Case service documentation in SCVRD Case Management System	Noncompliance Report on SCVRD Reports Hub (Home > Planning and Program Evaluation Internal Reports > Noncompliance Report)	Timely determination of eligibility for agency services	Applicants for agency services	0502.100000.000 Basic Service Program	The agency recognizes that the use of extension letters can delay the timely progression of cases and create frustration for both staff and consumers. While extension letters are sometimes necessary, particularly when we are awaiting additional information to determine eligibility or to develop an appropriate plan, it is our commitment to reduce their use whenever possible. To achieve this, the agency will work diligently to decrease both the number of extensions letters issued and the number of days cases remain in a pending status. Through these efforts, the agency is committed to strengthening accountability, improving the consumer experience, and ensuring cases are handled in a timely manner while still allowing for the flexibility needed to gather critical information.
3.2.4	Proportion of compliant IPE development cases that used an extension letter to stay compliant with required timeframe	17.80%	13%	18.11%	Percent	Equal to or less than	State Fiscal Year	Number of cases for which an extension letter was used, divided by total number of IPEs developed	Case service documentation in SCVRD Case Management System	Noncompliance Report on SCVRD Reports Hub (Home > Planning and Program Evaluation Internal Reports > Noncompliance Report)	Timely development of individualized plans for services	Consumers who have an individualized plan for employment developed during the year	0502.100000.000 Basic Service Program	The agency recognizes that the use of extension letters can delay the timely progression of cases and create frustration for both staff and consumers. While extension letters are sometimes necessary, particularly when we are awaiting additional information to determine eligibility or to develop an appropriate plan, it is our commitment to reduce their use whenever possible. To achieve this, the agency will work diligently to decrease both the number of extensions letters issued and the number of days cases remain in a pending status. Through these efforts, the agency is committed to strengthening accountability, improving the consumer experience, and ensuring cases are handled in a timely manner while still allowing for the flexibility needed to gather critical information.
3.3	Ensure safety, security and adequacy of infrastructure.									State Objective: Government and Citizens				

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
3.3.1	Experience Modifier (E-mod) used for insurance premium levels	1.79	1.50	1.56	Count	Equal to or less than	State Fiscal Year	E-mod for all 25 Job Readiness Training Centers added to E-mod for agency employees, then averaged	State Accident Fund	Legal, Safety and Risk Management department	Safe environment, cost containment	Agency staff and customers	0100.000000.000 Administration	
3.3.2	Percentage of SOC alert incidents addressed and reported within 24 hours	100%	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of Security Operations Center (SOC) alerts successfully addressed and reported to DIS, divided by the total number of SOC alerts	State Division of Information Security (DIS)	Information Technology department	Prevention of invasions of network firewall	Information Technology department	0100.000000.000 Administration	
3.3.3	Employee click rate on mock phishing email attempts	2.80%	15%	5.90%	Percent	Equal to or less than	State Fiscal Year	Aggregated count of employee clicks on links in mock phishing emails, divided by the aggregated count of mock phishing emails sent across all campaigns during the SFY	Phishing Security Tests administered by agency IT department	Information Technology department	Prevent malicious attacks and scams while using networked devices	Information Technology department	0100.000000.000 Administration	
4.1 Mutually beneficial partnerships with business and industry that provide employment/training opportunities for consumers and a talented, skilled workforce for the business community														State Objective: Public Infrastructure and Economic Development
4.1.1	Repeat business customer rate	22.91%	25%	21.86%	Percent	Equal to or greater than	State Fiscal Year	Number of employers in the state who utilized Agency services during the report year AND previously in the past three years, divided by the number of employers in the state who received Agency services during the past three years	Service records created by agency personnel in SCVRD Universal Business System (UBS)	SCVRD Effectiveness in Serving Employers dashboard on internal SCVRD Reports Hub (Home > Service Delivery > Business Services > SCVRD Effectiveness in Serving Employers)	Continuing support for employers	South Carolina Employers served in the previous 3 years	0502.100000.000 Basic Service Program	This measure is no longer being piloted, so strategic importance of the measure has decreased.
4.1.2	Employers/businesses served	1,799	2,100	1,766	Count	Equal to or greater than	State Fiscal Year	Total, unduplicated count of unique business establishment locations served	Service records created by agency personnel in SCVRD Universal Business System (UBS)	SCVRD Effectiveness in Serving Employers dashboard on internal SCVRD Reports Hub (Home > Service Delivery > Business Services > SCVRD Effectiveness in Serving Employers)	Employer Services aimed at accessing untapped labor pools, information and support, engagement in strategic planning/ economic development, training, and workforce recruitment assistance	South Carolina employers	0502.100000.000 Basic Service Program	The effectiveness in serving employer measures that we piloted rely on increases in the number of employers that we served. While we still wish to serve a certain number of employers, the quality of employer services is what has been a higher priority.
4.2 Enhance direct outreach to and development of referral sources for targeted populations.														State Objective: Public Infrastructure and Economic Development
4.2.1	Proportion of referrals and applicants with brain injury and spinal cord injury	1.35%	1%	1.11%	Percent	Equal to or greater than	State Fiscal Year	Number of referrals/ applicants from the target population (primary or secondary disability), divided by the total number of referrals/ applicants who had a trial work experience or were determined eligible for services	Case service documentation in SCVRD Case Management System	Source query on SCVRD Reports Hub (Home > Consumer Services Development Testing > Cases Served by Cause or Impairment)	Outreach to a potentially underserved population	Job seekers with brain or spinal cord injuries	0502.100000.000 Basic Service Program	

Perf. Measure Number	Description	Base	Target	Actual	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
4.2.2	Proportion of referrals and applicants with Intellectual Disability and Autism Spectrum Disorders	12.52%	13%	13.24%	Percent	Equal to or greater than	State Fiscal Year	Number of referrals/ applicants from the target population (primary or secondary disability), divided by the total number of referrals/ applicants who had a trial work experience or were determined eligible for services	Case service documentation in SCVRD Case Management System	Source query on SCVRD Reports Hub (Home > Consumer Services Development Testing > Cases Served by Cause or Impairment)	Outreach to a potentially underserved population	Job seekers with Intellectual Disability or Autism Spectrum Disorders	0502.100000.000 Basic Service Program	
4.2.3	Proportion of referrals and applicants who identify as Hispanic/Latino	3.59%	3%	3.84%	Percent	Equal to or greater than	State Fiscal Year	Number of referrals/ applicants from the target population (primary or secondary disability), divided by the total number of referrals/ applicants who had a trial work experience or were determined eligible for services	Case service documentation in SCVRD Case Management System	Source query on SCVRD Reports Hub (Home > Consumer Services Development Testing > Cases Served by Cause or Impairment)	Outreach to a potentially underserved population	Job seekers with disabilities who identify as Hispanic/Latino	0502.100000.000 Basic Service Program	

FY2026

Strategic Plan Development

as submitted for the Accountability Report by:
H730 - VOCATIONAL REHABILITATION

- Goal 1 Improve the quality of employment outcomes for eligible individuals with disabilities.
- Goal 2 We will be a team of highly-qualified professionals who have the commitment, accountability and opportunity to excel.
- Goal 3 Accountability to taxpayers through efficient and effective use of resources entrusted to us
- Goal 4 Maintain a dynamic network of partnerships to shape a better future for all stakeholders.

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
1.1 Plan and deliver specialized, individualized services that lead to career paths.													State Objective: Education, Training, and Human Development	
1.1.1	Percentage of program participants who are employed during 2nd quarter after exit	62%	66%	Percent	Equal to or greater than	State Fiscal Year	Percentage of program participants who are in unsubsidized employment during second quarter after exit from program	Unemployment Insurance wage record matches; State Wage Interchange System (SWIS) wage record matches; supplemental wage verification survey; The Work Number (Equifax) wage record searches	SCVRD internal Reports Hub (Home > WIOA Common Performance Measures > Post Exit Employment and Wage Summary)	Sustained employment after case closure	Direct consumers of agency services whose cases have closed	0502.100000.000 Basic Service Program		
1.1.2	Percentage of program participants who are employed during 4th quarter after exit	61%	62%	Percent	Equal to or greater than	State Fiscal Year	Percentage of program participants who are in unsubsidized employment during fourth quarter after exit from program	Unemployment Insurance wage record matches; State Wage Interchange System (SWIS) wage record matches; supplemental wage verification survey; The Work Number (Equifax) wage record searches	SCVRD internal Reports Hub (Home > WIOA Common Performance Measures > Post Exit Employment and Wage Summary)	Sustained employment after case closure	Direct consumers of agency services whose cases have closed	0502.100000.000 Basic Service Program		
1.2 Enhance school-to-work transition services.													State Objective: Education, Training, and Human Development	
1.2.1	Percentage of individuals served by agency who are in transition age range (14-24) at application	40%	40%	Percent	Equal to or greater than	State Fiscal Year	Total number of individuals served who were between the ages of 14 and 24 at application, divided by the total number of individuals who received services	SCVRD Case Management System	Transition Trend report on SCVRD Reports Hub (Home > Service Delivery > Consumer Services > Pre-ETS and Transition)	Supports transition from school to careers	Agency consumers who were age 14-24 at application	0502.100000.000 Basic Service Program		

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
1.2.2	Proportion of students served who received Pre-Employment Transition Services (Pre-ETS) as defined by the Workforce Innovation and Opportunity Act (WIOA)	95.77%	95%	Percent	Equal to or greater than	State Fiscal Year	Number of students receiving one or more of the five Pre-Employment Transition Services (Pre-ETS) defined in the Workforce Innovation and Opportunity Act, divided by the total number of students reported to the Rehabilitation Services Administration as being served (includes both VR consumers with open cases and potentially eligible students)	Case service documentation in SCVRD Case Management System and Pre-ETS contractors' PARS reporting sheets	SCVRD internal Reports Hub (Home > Planning and Program Evaluation Internal Reports > RSA-911 Pre-ETS Service Summary)	Preparation for employment/career prior to exit from secondary school setting	Students with disabilities who have open VR cases or who are potentially eligible	0502.100000.000 Basic Service Program	
1.3 Increase participation in education and training programs that lead to recognized credentials and advanced career paths. State Objective: Education, Training, and Human Development													
1.3.1	Percentage of participants in education or training programs who achieve Measurable Skill Gains, as defined by WIOA	57%	54.90%	Percent	Equal to or greater than	State Fiscal Year	Of participants who, during a program year, are in an educational or training program that leads to a recognized postsecondary credential or employment, percentage who are achieving documented academic, technical, occupational, or other forms of progress, towards such a credential or employment	School transcripts, exam scores and training progress reports	Program Integrity Report on SCVRD Reports Hub (Home > Program Integrity)	Education and postsecondary training leading to industry-recognized credentials and/or skilled employment	Agency consumers who were enrolled during the year in an education or training program leading to a recognized credential or skilled employment	0502.100000.000 Basic Service Program	
1.3.2	Percentage of consumers in plan status during the year (i.e., WIOA participants) enrolled in education/training leading to a recognized credential	16.92%	15%	Percent	Equal to or greater than	State Fiscal Year	Number of VR consumers enrolled in education/training leading to a recognized credential while in plan status for any portion of the SFY, divided by total number of cases served during the SFY in plan status (i.e., WIOA participant)	Case service documentation in SCVRD Case Management System	Number enrolled: Measurable Skill Gain and Credential Attainment Report on SCVRD Reports Hub (Home > WIOA Common Performance Measures) Total served in plan status: Caseload Activity Report - sum of year-end statuses 12, 26 & 28	Education/ training leading to industry-recognized credentials and skilled jobs	Agency consumers	0502.100000.000 Basic Service Program	
1.3.3	Percentage of consumers enrolled in education/training leading to a recognized credential during participation who attain a recognized credential by case closure	51%	45%	Percent	Equal to or greater than	State Fiscal Year	Number of consumers who earn a recognized credential by case closure, divided by the number of consumers whose cases closed during the year and who were enrolled in an education/training program that leads to a recognized credential during program participation	School transcripts/ diplomas, exam scores, licenses, and certifications	Program Integrity Report on SCVRD Reports Hub (Home > Program Integrity)	Education and postsecondary training leading to industry-recognized credentials and/or skilled employment	Agency consumers who, while their VR case was open, were enrolled in an education or training program leading to a recognized credential or skilled employment	0502.100000.000 Basic Service Program	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
2.1 Provide training to equip staff to enhance their ability to provide quality vocational rehabilitation services.													
State Objective: Government and Citizens													
2.1.1	Percentage of new employees who completed all assigned training in their first year of employment	76%	90%	Percent	Equal to or greater than	State Fiscal Year	Number of employees who completed all assigned training, divided by number of employees who completed their first year of employment with the agency during the year	Training record system	Human Resource Development department	Qualified staff with competencies needed to perform their duties	New agency employees	0100.000000.000 Administration	
2.1.2	Percentage of Professional Development class attendees who evaluate the course as "useful" or "very useful" for their development and job performance	93%	95%	Percent	Equal to or greater than	State Fiscal Year	Number of attendees who evaluate the course as "useful" or "very useful," divided by total number of returned surveys, across all classes	Derived from post-training evaluation surveys	Human Resource Development department	Professional development training that is relevant and enhances skills	Agency employees	0100.000000.000 Administration	
2.2 Foster an environment promoting opportunity, staff stability and professional development for future leadership needs.													
State Objective: Government and Citizens													
2.2.1	Level of Goal Attainment Toward Equal Employment Opportunity	91%	100%	Percent	Equal to or greater than	Federal Fiscal Year	Average percentage of goals met based on adjusted availability by category	SC Human Affairs Commission	Human Resources	Diversity and longevity of agency staff	Agency employees	0100.000000.000 Administration	
2.2.2	Agency staff turnover rate	12.50%	11%	Percent	Equal to or less than	State Fiscal Year	Number of employees separated from employment with the agency, divided by total number employed by the agency	SCVRD personnel records, SCEIS	SCVRD Human Resources Department	Experienced staff with institutional knowledge	Agency customers (job seekers and employers)	0100.000000.000 Administration	
3.1 Efficient service delivery that positively impacts long-term outcomes													
State Objective: Government and Citizens													
3.1.1	Median quarterly earnings of program participants who are employed at case closure	\$7,280	\$7,856.33	Dollar Amount	Equal to or greater than	State Fiscal Year	Median quarterly earnings of program participants who are in unsubsidized employment at the time of case closure	Unemployment Insurance wage record matches; State Wage Interchange System (SWIS) wage record matches; supplemental wage verification survey; The Work Number (Equifax) wage record searches	SCVRD internal Reports Hub (Home > Program Integrity)	Competitive wages sustained after case closure	Agency consumers	0502.100000.000 Basic Service Program	
3.1.2	Amount each successfully rehabilitated consumer will repay in taxes for each dollar spent on his or her rehabilitation	\$3.40	\$3.00	Dollar Amount	Equal to or greater than	State Fiscal Year	Validated Formula - factors include: total overhead cost; adjustment rate for wage change; unemployment rate; mortality rate; underestimation of referral earnings; gain not attributable to VR services; fringe benefits factor; discount rate; tax factor; retirement age	Internal Econoical Analysis Report (M7)	Planning & Program Evaluation department	Return on investment	Taxpayers	0502.100000.000 Basic Service Program	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes	
3.1.3	Median days from application to eligibility	24	21	Count	Equal to or less than	State Fiscal Year	Median value for number of days elapsed between date of application and date eligibility determined for all applicants determined eligible during the SFY	Case service documentation in SCVRD Case Management System	Time in Status report on SCVRD Report Hub (Home > Service Delivery > Consumer Services > Time in Status - Application to IPE)	Timely determination of eligibility for agency services	Applicants for agency services	0502.100000.000 Basic Service Program		
3.1.4	Median days from eligibility to vocational objective	14	11	Count	Equal to or less than	State Fiscal Year	Median value for number of days elapsed between date of eligibility and date vocational objective established for all consumers who set a vocational objective during the SFY	Case service documentation in SCVRD Case Management System	Time in Status report on SCVRD Report Hub (Home > Service Delivery > Consumer Services > Time in Status - Application to IPE)	Timely establishment of a vocational objective	Applicants determined eligible for agency services	0502.100000.000 Basic Service Program		
3.1.5	Median days from vocational objective to Individualized Plan for Employment (IPE)	5	5	Count	Equal to or less than	State Fiscal Year	Median value for number of days elapsed between date vocational objective established and date IPE developed for all applicants who have a plan developed during the SFY	Case service documentation in SCVRD Case Management System	Time in Status report on SCVRD Report Hub (Home > Service Delivery > Consumer Services > Time in Status - Application to IPE)	Timely development of individualized plans for services	Consumers who have an individualized plan for employment developed during the year	0502.100000.000 Basic Service Program		
3.2	Continued evaluation and improvement of key processes						State Objective: Government and Citizens							
3.2.1	Agreed Upon Procedures audit findings	0	0	Count	Equal to or less than	State Fiscal Year	Application of agreed-upon procedures to internal controls and accounting records as audited by independent contractor of the State Auditor office	Office of State Auditor	Finance department	Internal controls in accounting	Taxpayers	0100.000000.000 Administration		
3.2.2	Program Integrity Compliance Assurance results	90.93%	90%	Percent	Equal to or greater than	State Fiscal Year	Total number of correct procedural and substantial questions, divided by total number of correct and incorrect questions	State Office Quality Assurance reviews	Program Integrity report on SCVRD Reports Hub (Home > Program Integrity)	Adherence to Consumer Services policy	Field office staff	0502.100000.000 Basic Service Program		
3.2.3	Proportion of compliant eligibility determination cases that used an extension letter to stay compliant with required timeframe	22.40%	15%	Percent	Equal to or less than	State Fiscal Year	Number of cases for which an extension letter was used, divided by total number of eligibility determinations made	Case service documentation in SCVRD Case Management System	Noncompliance Report on SCVRD Reports Hub (Home > Planning and Program Evaluation Internal Reports > Noncompliance Report)	Timely determination of eligibility for agency services	Applicants for agency services	0502.100000.000 Basic Service Program		

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
3.2.4	Proportion of compliant IPE development cases that used an extension letter to stay compliant with required timeframe	18.11%	13%	Percent	Equal to or less than	State Fiscal Year	Number of cases for which an extension letter was used, divided by total number of IPEs developed	Case service documentation in SCVRD Case Management System	Noncompliance Report on SCVRD Reports Hub (Home > Planning and Program Evaluation Internal Reports > Noncompliance Report)	Timely development of individualized plans for services	Consumers who have an individualized plan for employment developed during the year	0502.100000.000 Basic Service Program	
3.3 Ensure safety, security and adequacy of infrastructure.													State Objective: Government and Citizens
3.3.1	Experience Modifier (E-mod) used for insurance premium levels	1.56	1.50	Count	Equal to or less than	State Fiscal Year	E-mod for all 25 Job Readiness Training Centers added to E-mod for agency employees, then averaged	State Accident Fund	Legal, Safety and Risk Management department	Safe environment, cost containment	Agency staff and customers	0100.000000.000 Administration	
3.3.2	Percentage of SOC alert incidents addressed and reported within 24 hours	100%	100%	Percent	Equal to or greater than	State Fiscal Year	Number of Security Operations Center (SOC) alerts successfully addressed and reported to DIS, divided by the total number of SOC alerts	State Division of Information Security (DIS)	Information Technology department	Prevention of invasions of network firewall	Information Technology department	0100.000000.000 Administration	
3.3.3	Employee click rate on mock phishing email attempts	5.90%	15%	Percent	Equal to or less than	State Fiscal Year	Aggregated count of employee clicks on links in mock phishing emails, divided by the aggregated count of mock phishing emails sent across all campaigns during the SFY	Phishing Security Tests administered by agency IT department	Information Technology department	Prevent malicious attacks and scams while using networked devices	Information Technology department	0100.000000.000 Administration	
4.1 Mutually beneficial partnerships with business and industry that provide employment/training opportunities for consumers and talented, skilled workforce for the business community													State Objective: Public Infrastructure and Economic Development
4.1.1	Repeat business customer rate	21.86%	15%	Percent	Equal to or greater than	State Fiscal Year	Number of employers in the state who utilized Agency services during the report year AND previously in the past three years, divided by the number of employers in the state who received Agency services during the past three years	Service records created by agency personnel in SCVRD Universal Business System (UBS)	SCVRD Effectiveness in Serving Employers dashboard on internal SCVRD Reports Hub (Home > Service Delivery > Business Services > SCVRD Effectiveness in Serving Employers)	Continuing support for employers	South Carolina Employers served in the previous 3 years	0502.100000.000 Basic Service Program	

Perf. Measure Number	Description	Base	Target	Value Type	Desired Outcome	Time Applicable	Calculation Method	Data Source	Data Location	Stakeholder Need Satisfied	Primary Stakeholder	State Funded Program Number Responsible	Notes
4.1.2	Employers/businesses served	1,766	1,700	Count	Equal to or greater than	State Fiscal Year	Total, unduplicated count of unique business establishment locations served	Service records created by agency personnel in SCVRD Universal Business System (UBS)	SCVRD Effectiveness in Serving Employers dashboard on internal SCVRD Reports Hub (Home > Service Delivery > Business Services > SCVRD Effectiveness in Serving Employers)	Employer Services aimed at accessing untapped labor pools, information and support, engagement in strategic planning/ economic development, training, and workforce recruitment assistance	South Carolina employers	0502.100000.000 Basic Service Program	
4.2 Enhance direct outreach to and development of referral sources for targeted populations.												State Objective: Public Infrastructure and Economic Development	
4.2.1	Proportion of referrals and applicants with brain injury and spinal cord injury	1.11%	1%	Percent	Equal to or greater than	State Fiscal Year	Number of referrals/ applicants from the target population (primary or secondary disability), divided by the total number of referrals/ applicants who had a trial work experience or were determined eligible for services	Case service documentation in SCVRD Case Management System	Source query on SCVRD Reports Hub (Home > Consumer Services Development Testing > Cases Served by Cause or Impairment)	Outreach to a potentially underserved population	Job seekers with brain or spinal cord injuries	0502.100000.000 Basic Service Program	
4.2.2	Proportion of referrals and applicants with Intellectual Disability and Autism Spectrum Disorders	13.24%	13%	Percent	Equal to or greater than	State Fiscal Year	Number of referrals/ applicants from the target population (primary or secondary disability), divided by the total number of referrals/ applicants who had a trial work experience or were determined eligible for services	Case service documentation in SCVRD Case Management System	Source query on SCVRD Reports Hub (Home > Consumer Services Development Testing > Cases Served by Cause or Impairment)	Outreach to a potentially underserved population	Job seekers with Intellectual Disability or Autism Spectrum Disorders	0502.100000.000 Basic Service Program	
4.2.3	Proportion of referrals and applicants who identify as Hispanic/Latino	3.84%	3%	Percent	Equal to or greater than	State Fiscal Year	Number of referrals/ applicants from the target population (primary or secondary disability), divided by the total number of referrals/ applicants who had a trial work experience or were determined eligible for services	Case service documentation in SCVRD Case Management System	Source query on SCVRD Reports Hub (Home > Consumer Services Development Testing > Cases Served by Cause or Impairment)	Outreach to a potentially underserved population	Job seekers with disabilities who identify as Hispanic/Latino	0502.100000.000 Basic Service Program	

2025

Budget Data

as submitted for the Accountability Report by:
H730 - VOCATIONAL REHABILITATION

State Funded Program No.	State Funded Program Title	Description of State Funded Program	(Actual) General	(Actual) Other	(Actual) Federal	(Actual) Total	(Projected) General	(Projected) Other	(Projected) Federal	(Projected) Total
0100.000000.000	Administration	Administrative functions of the Agency (Cost Allocation Plan calculations)	\$ 685,539.38	\$ 287,608.43	\$ 7,187,961.61	\$ 8,161,109.42	\$ 1,581,589.00	\$ 115,000.00	\$ 6,180,268.00	\$ 7,876,857.00
0502.100000.000	Basic Service Program	Delivery of services to eligible South Carolinians with disabilities to prepare and assist them to achieve and maintain competitive employment	\$ 14,149,823.27	\$ 13,316,749.61	\$ 47,497,636.13	\$ 74,964,209.01	\$ 12,615,862.00	\$ 26,492,218.00	\$ 47,600,412.00	\$ 86,708,492.00
0502.250000.000	Special Projects	Special grant programs and contracts targeted to specific areas, including In-Service Training and Supported Employment	\$ 8,708.74	\$ 56,356.91	\$ 179,673.77	\$ 244,739.42	\$ 66,557.00	\$ -	\$ 1,502,619.00	\$ 1,569,176.00
2504.000000.000	Disability Determination Div	Adjudication of SSI/SSDI claims for the Social Security Administration	\$ -	\$ 3,713,709.45	\$ 28,786,829.12	\$ 32,500,538.57	\$ -	\$ 3,214,572.00	\$ 43,601,197.00	\$ 46,815,769.00
9500.050000.000	State Employer Contributions	Employee fringe benefits	\$ 5,313,631.61	\$ 1,049,804.08	\$ 21,359,313.57	\$ 27,722,749.26	\$ 5,893,080.00	\$ 2,028,511.00	\$ 18,450,661.00	\$ 26,372,252.00
9812.100000X000	Equestrian Center PTSD Program	Pilot program to assist veterans with PTSD	\$ 23,115.25	\$ -	\$ -	\$ 23,115.25	\$ 176,696.50	\$ -	\$ -	\$ 176,696.50
9825.130000X000	Technology Infrastructure	Data Protection & Backup System Replacement. Network Switch Upgrades for Security and Phone System Upgrades.	\$ 63,850.14	\$ -	\$ -	\$ 63,850.14	\$ 54,912.94	\$ -	\$ -	\$ 54,912.94

2025

Legal Data

as submitted for the Accountability Report by:

H730- VOCATIONAL REHABILITATION

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
(A221, R263, H4698) Amending Section S.C. Code §40-47-32, Code of Laws of South Carolina	State	Statute	Waives licensing requirement of an additional state examination for physicians employed by SCVRD's Disability Determination Services as medical consultants who review records and do not perform clinical duties.	Requires a manner of delivery		No Change
(A54, R80, S462) Amending Section S.C. Code §59-39-100, Code of Laws of South Carolina	State	Statute	Requires SCVRD to collaborate with the state Department of Education, the Department of Employment and Workforce, businesses and stakeholders, to develop criteria for a uniform state-recognized employability credential that is aligned with the program of study for students with a disability whose Individualized Education Program (IEP) team determines that a diploma pathway would not provide a free appropriate public education.	Requires a manner of delivery		No Change
§12-37-250	State	Statute	Requires SCVRD to, upon request of the person, evaluate any person for total and permanent disability, based upon SCVRD standards, for the purpose of claiming a homestead exemption from property taxes.	Requires a service	Evaluation of disability claims for homestead exemption	No Change
§24-13-2110	State	Statute	Requires SCVRD to collaborate and adopt a memorandum of understanding with the South Carolina Department of Corrections, Probation, Parole and Pardon Services, Department of Employment and Workforce, Alston Wilkes Society, and other private sector entities to establish each agency's responsibilities in assisting inmates in preparing for meaningful employment upon release from confinement.	Requires a manner of delivery		No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
§24-19-60	State	Statute	Permits SCVRD to operate reception and evaluation centers for youthful offenders, in cooperation with and pursuant to a cooperative agreement with the Department of Corrections Youthful Offender Division, utilizing Department of Corrections funds that are appropriate for matching with Federal Vocational Rehabilitation funds	Requires a manner of delivery		No Change
§24-19-80	State	Statute	Permits SCVRD to operate reception and evaluation centers for youthful offenders to make a complete study of each committed youthful offender, including a mental and physical examination, to ascertain his personal traits, his capabilities, pertinent circumstances of his school, family life, any previous delinquency or criminal experience, and any mental or physical defect or other factor contributing to his delinquency, and make recommendations as to the offender's treatment.	Requires a service	Examine youthful offenders and make recommendations as to treatment	No Change
§43-5-1125	State	Statute	Requires SCVRD, upon request of the SC Department of Social Services, to perform a disability assessment of an AFDC recipient or a person for whom an AFDC recipient is caring if the recipient or the person for whom they are caring are incapacitated.	Requires a service	Disability assessment	No Change
§44-22-190	State	Statute	Requires SCVRD to work with SC DEW and SC DMH in a coordinated effort to find employment for mentally disabled citizens and provide services including, but not limited to, counseling, referral, timely notification of job listings, and other services provided by SCVRD.	Requires a service	Counseling, referral, timely notification of job listings and other services provided by SCVRD	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
§44-26-200	State	Statute	Requires SCVRD to work with SC DEW and SC DMH in a coordinated effort to find employment for intellectually disabled citizens and provide services including, but not limited to, counseling, referral, timely notification of job listings, and other services provided by SCVRD.	Requires a service	Counseling, referral, timely notification of job listings and other services provided by SCVRD	No Change
§44-28-360 & 370	State	Statute	Requires SCVRD to provide care or treatment for eligible beneficiaries of a Disability Trust Fund created under Title 44, Chapter 28 and to be one of three agencies to promulgate regulations for the fund.	Requires a service	Care or treatment for eligible beneficiaries	No Change
§44-28-40	State	Statute	Requires SCVRD to provide care or treatment for a beneficiary of a Self-Sufficiency Trust Fund created under Title 44, Chapter 28	Requires a service	Care or treatment for eligible beneficiaries	No Change
§59-51-20	State	Statute	Requires SCVRD to cooperate with Wil Lou Gray Opportunity School to provide personal and social adjustment and prevocational and vocational courses for persons with disabilities.	Requires a service	Personal and social adjustment and prevocational and vocational courses for persons with disabilities	No Change
§9-1-1540	State	Statute	Allows the SC Retirement System to contract with SCVRD to evaluate medical evidence for disability retirement applications submitted by members of SCRS, and provide recommendations to the Retirement System regarding the member's vocational rehabilitation. SCRS may condition the approval of a disability requirement application upon the member's participation in VR services.	Requires a service	Evaluation of disability retirement applications submitted by members of SCRS	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
§9-11-80	State	Statute	Allows the SC Police Officers Retirement System to contract with SCVRD to evaluate medical evidence for disability retirement applications submitted by members of SCRS, and provide recommendations to the Retirement System regarding the member's vocational rehabilitation. SCRS may condition the approval of a disability requirement application upon the member's participation in VR services.	Requires a service	Evaluation of disability retirement applications for SC Police Officers Retirement System	No Change
§9-9-68	State	Statute	Allows the SC Retirement System to contract with SCVRD to evaluate medical evidence for disability retirements for members of the General Assembly elected prior to the general election of 2012, provide vocational rehabilitation services to members on disability retirement, and provide recommendations to the Retirement System regarding the member's vocational rehabilitation.	Requires a service	Evaluation of disability retirement applications submitted by members of the General Assembly elected prior to the general election of 2012; provide vocational rehabilitation services to members on disability retirement; provide recommendations on vocational rehabilitation	No Change
20 CFR 404 Subpart Q (for Disability Determination Services)	Federal	Regulation	Describes the standards of performance and administrative requirements and procedures for States making determinations of disability for the SSA Commissioner under the Social Security Act.	Requires a service	Adjudication of claims for Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) benefits for individuals with disabling conditions.	No Change
20 CFR 404.1503 (for Disability Determination Services)	Federal	Regulation	Permits State Agencies to make disability and blindness determinations for the SSA Commissioner for most persons living in the State. These determinations are made under regulations containing performance standards and other administrative requirements relating to the disability and blindness determination function.	Requires a service	Adjudication of claims for Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) benefits for individuals with disabling conditions.	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
South Carolina Code of Laws: Title 43, Chapter 31	State	Statute	Statutorily required to provide vocational rehabilitation services to every "eligible physically handicapped individual," except those qualifying under vocational rehabilitation for the blind, all as defined by law. The statutes, among other things, authorize SCVRD to enter into contractual arrangements with the Federal Government and other departments, agencies and institutions, both public and private, for performance of services related to vocational rehabilitation, and to conduct research and compile statistics relating to the provision of services to individuals with a disability.	Requires a service	Vocational rehabilitation services for individuals with physical or mental impairments to employment to prepare and assist them in achieving and maintaining competitive, integrated employment.	No Change
State Appropriations Act 69, 2025-2026 (R97, H4025) Section 32 - H730- Department of Vocational Rehabilitation; Section 32.1	State	FY25-26 Proviso	(VR: Production Contracts Revenue) All revenues derived from production contracts earned by people with disabilities receiving job readiness training at the agency's Work Training Centers may be retained by the State Agency of Vocational Rehabilitation and used in the facilities for Client Wages and any other production costs; and further, any excess funds derived from these production contracts may be used for other operating expenses and/or permanent improvements of these facilities.	Not related to agency deliverable	Previously State Appropriations Act 226, 2024-2025(R252, H5100)	Amended Proviso Number Only
State Appropriations Act 69, 2025-2026 (R97, H4025) Section 32 - H730- Department of Vocational Rehabilitation; Section 32.2	State	FY25-26 Proviso	(VR: Reallotment Funds) To maximize utilization of federal funding and prevent the loss of such funding to other states in the Basic Service Program, the State Agency of Vocational Rehabilitation be allowed to budget reallotment and other funds received in excess of original projections in following State fiscal years.	Not related to agency deliverable	Previously State Appropriations Act 226, 2024-2025(R252, H5100)	Amended Proviso Number Only

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
State Appropriations Act 69, 2025-2026 (R97, H4025) Section 32 - H730- Department of Vocational Rehabilitation; Section 32.3	State	FY25-26 Proviso	(VR: User/Service Fees) Any revenues generated from user fees or service fees charged to the general public or other parties ineligible for the department's services may be retained to offset costs associated with the related activities so as to not affect the level of service for regular agency clients.	Not related to agency deliverable	Previously State Appropriations Act 226, 2024-2025(R252, H5100)	Amended Proviso Number Only
State Appropriations Act 69, 2025-2026 (R97, H4025) Section 32 - H730- Department of Vocational Rehabilitation; Section 32.4	State	FY25-26 Proviso	(VR: Meal Ticket Revenue) All revenues generated from sale of meal tickets may be retained by the agency and expended for supplies to operate the agency's food service programs or cafeteria.	Not related to agency deliverable	Previously State Appropriations Act 226, 2024-2025(R252, H5100)	Amended Proviso Number Only
State Appropriations Act 69, 2025-2026 (R97, H4025) Section 32 - H730- Department of Vocational Rehabilitation; Section 32.5	State	FY25-26 Proviso	(VR: Deferred Maintenance, Capital Projects, Ordinary Repair and Maintenance) The Department of Vocational Rehabilitation is authorized to establish an interest bearing fund with the State Treasurer to deposit funds appropriated for deferred maintenance and other one-time funds from any source. After receiving any required approvals, the department is authorized to expend these funds for the purpose of deferred maintenance, capital projects, and ordinary repair and maintenance. These funds may be carried forward from the prior fiscal year into the current fiscal year to be used for the same purpose.	Not related to agency deliverable	Previously State Appropriations Act 226, 2024-2025(R252, H5100)	Amended Proviso Number Only
State Appropriations Act 84, 2023-2024 (R102, H4300) Section 103 - E500-Revenue and Fiscal Affairs; 103.3-RFAO: SC Health & Human Services Data Warehouse	State	FY25-26 Proviso	Establishes within the Revenue and Fiscal Affairs Office, the South Carolina Health and Human Services Data Warehouse. The purpose of the Warehouse is to ensure that the operation of health and human services agencies may be enhanced by coordination and integration of client information. Designates SCVRD as one of the state agencies/programs that is required to report client information to the Warehouse.	Requires a service	Previously State Appropriations Act 226, 2024-2025(R252, H5100)	Amended Proviso Number Only

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
The Rehabilitation Act of 1973 (PL 93-112, as amended); Federal Regulations, 34 CFR Part 361	Federal	Statute	Entitled the State Vocational Rehabilitation Program (VR program), the law and regulations establish the framework for providing grants to assist States in operating a statewide comprehensive, coordinated, effective, efficient and accountable program, as an integral part of a statewide workforce investment system designed to assess, plan, develop, and provide VR services for individuals with disabilities, consistent with their strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice, so that they may prepare for and engage in gainful employment.	Requires a service	Previously State Appropriation Act 84, 2023-2024 (R102, H4300)	No Change
Workforce Innovation and Opportunity Act (WIOA), signed into law July 22, 2014. Public Law #113-128; 34 CFR Parts 361, 363, 397,463.	Federal	Statute	Replaces the Workforce Investment Act of 1998 and amends the Rehabilitation Act of 1973. Places significant emphasis on individuals with disabilities obtaining competitive integrated employment. The VR State plan must ensure that priority is given to individuals who are otherwise eligible for VR program services and who are at imminent risk of losing their jobs unless they receive additional necessary post-employment services. Requires the core programs of the Workforce Innovation System, including VR, to submit a Unified State Plan that includes common goals and strategies for fulfilling Federal requirements. Specifies requirements for VR in providing pre-employment transition services for students with disabilities.	Requires a service	Vocational rehabilitation services provided in accordance with a Unified State Plan submitted in cooperation with other core partner entities of the act, with an emphasis on competitive, integrated employment outcomes, pre-employment transition services, measurable skills gains, employment credential gains, and effectiveness in serving the business community.	No Change

Law number	Jurisdiction	Type	Description	Purpose the law serves:	Notes:	Changes made during FY2025
S. 533 (R237, Act 209)	State	Statute	To prohibit the use of Section 14(c) of the Fair Labor Standards Act of 1938 to pay subminimum wages to individuals with disabilities, establish the South Carolina Task Force on Eliminating the Subminimum Wage, and also enact the "Employment First Initiative Act" to encourage state agencies to encourage competitive employment for individuals with disabilities.	Board, commission, or committee on which someone from our agency must/may serve	Establishes the SC Task Force on Eliminating the Subminimum Wage, comprised of 13 members, one of which is the "Director of the SCVRD, or his designee." The first duty of the Task Force is to develop a plan to phase out the use of the subminimum wage by August 1, 2024. Included in S. 533 is a version of the Employment First Initiative Act which encourages all state agencies to adopt a policy that encourages competitive integrated employment for individuals with disabilities.	No Change
H.3726, (Act 67, R84) Statewide Workforce Development Act	State	Statute	To amend the South Carolina code of laws by adding Chapter 30 to Title 41 so as to enact the "Statewide Education and Workforce Development Act", to state the purpose of the chapter, to create the Office of Statewide Workforce Development in the Department of Employment and Workforce and provide for the management and functions of the office, to transfer the Coordinating Council for Workforce Development to the department and provide for the composition and functions of the council, to create an executive committee of the coordinating council and provide for the composition and functions of the committee	Board, commission, or committee on which someone from our agency must/may serve	Effective 5-19-23	Added

2025

Services Data

as submitted for the Accountability Report by:
H730 - VOCATIONAL REHABILITATION

Description of Service	Description of Direct Customer	Customer Name	Others Impacted by Service	Division or major organizational unit providing the service.	Description of division or major organizational unit providing the service.	Primary negative impact if service not provided.	Changes made to services during FY2025	Summary of changes to services
Counseling and guidance; vocational assessment; physical and mental restoration; physical, occupational, aquatic therapies; pre-employment transition services; job readiness and skills training; assistive technology; job retention services; substance abuse recovery; supported employment (job coaching); post secondary training; apprenticeships and on-the-job training; job placement.	Eligible individuals with a physical or mental impairment that hinders them from working and who require and are able to benefit from vocational rehabilitation services that would lead to competitive, integrated employment	Adults and youth with disabilities in the labor force	Families and employers of individuals with disabilities	Area (Field) Offices	Direct service provision to Department consumers and business partners	Individuals with disabilities would not have services needed to obtain and maintain competitive employment and would instead rely more heavily upon taxpayer-funded public benefits for their support.	No Change	
Provision of qualified, well-prepared candidates for employment, internships or apprenticeships; supported employment services (on-site job coaching), on-the-job training; rehabilitation technology applications such as job site modifications to accommodate employees with disabilities; job retention services for employees whose jobs are jeopardized by disabling conditions, including substance abuse recovery; outsource opportunities at SCVRD work training centers, where agency consumers in job readiness training perform tasks outsourced by industry.	Several hundred employers throughout South Carolina who hire VR consumers, provide work training opportunities for consumers, or both.	South Carolina businesses/ employers	Job seekers with disabilities	Area (Field) Offices	Direct service provision to Department consumers and business partners	Employers with hiring and outsourcing needs would have fewer qualified applicants and miss out on opportunities to build talent pipelines.	No Change	
Process initial claims for Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI), as well as claims at the first level of appeals (reconsideration). Perform continuing disability reviews (CDR) to monitor whether disability beneficiaries' medical conditions have improved relative to their ability to work.	To be eligible an individual must not be able to engage in any substantial gainful activity because of a physical or mental impairment that is expected to last for a continuous period of 12 months or result in death. For SSI Disabled Child's benefits a child must have a medically determinable impairment that results in marked and severe functional limitations. Demographics range from children at birth up to individuals under full-retirement age (currently age 66).	Social Security and Supplemental Security Income claimants	Families of Social Security and Supplemental Security Income claimants	Disability Determination Services (DDS)	Adjudication of disability claims for the Social Security Administration and for customers of other partner agencies.	Eligible individuals with disabilities would not access benefits to which they are entitled.	No Change	
Processes claims for Medicaid disability benefits.	South Carolina residents who apply for Medicaid disability benefits through the South Carolina Department of Health and Human Services (SCDHHS).	Medicaid applicants with disabilities	Families of Medicaid applicants with disabilities	Disability Determination Services (DDS)	Adjudication of disability claims for the Social Security Administration and for customers of other partner agencies.	Eligible individuals with disabilities would not access benefits to which they are entitled.	No Change	

Description of Service	Description of Direct Customer	Customer Name	Others Impacted by Service	Division or major organizational unit providing the service.	Description of division or major organizational unit providing the service.	Primary negative impact if service not provided.	Changes made to services during FY2025	Summary of changes to services
Process disability claims by South Carolina state employees.	South Carolina state employees who apply for disability benefits through the South Carolina Public Employee Benefit Authority (PEBA).	State employees with disabilities	Families of state employees with disabilities	Disability Determination Services (DDS)	Adjudication of disability claims for the Social Security Administration and for customers of other partner agencies.	Eligible individuals with disabilities would not access benefits to which they are entitled.	No Change	

2025

Partnerships Data

as submitted for the Accountability Report by:
H730 - VOCATIONAL REHABILITATION

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Higher Education Institute	USC Rehabilitation Counseling Program	Master's level instruction for staff; in-service training for staff.	No Change
Federal Government	Veterans Administration	Agreement for VR to provide work evaluations for the VA's Vocational Rehabilitation and Employment program; local VR office referrals from the VA's community based outpatient clinics. DDS has partnership for expedited processing of Social Security and Supplemental Security Income Disability applications for veterans who are inpatients at VA facilities.	No Change
Non-Governmental Organization	Walton Options for Independent Living	Consumer referrals for Independent Living services; referrals to SCVRD for vocational rehabilitation services; information sharing pertaining to Social Security benefits.	No Change
State Government	Wil Lou Gray Opportunity School	To provide vocational rehabilitation services for "at risk" youth with disabilities.	No Change
State Government	Commission for Minority Affairs	Provides translation of SCVRD forms; Resource for consumers	No Change
Non-Government Organization	Able SC	Consumer referrals for Independent Living services; referrals to SCVRD for vocational rehabilitation services; information sharing pertaining to Social Security benefits.	No Change
Non-Government Organization	Accessibility	Consumer referrals for Independent Living services; referrals to SCVRD for vocational rehabilitation services; information sharing pertaining to Social Security benefits.	No Change
State Government	Adult Education	WIN instruction and testing; WIOA core partner.	No Change
Non-Government Organization	Brain Injury Association of SC	Mutual referrals of persons with traumatic brain injuries; education and awareness activities.	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Higher Education Institute	Center for Disability Resources	Mutual referrals; education and awareness; training and technical assistance.	No Change
Professional Association	Council of State Administrators of Vocational Rehabilitation (CSAVR)	CSAVR 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	No Change
State Government	Department of Commerce	Regional education centers connecting employers to school districts; SC Talent Pipeline Project focused on industry sector strategies.	No Change
State Government	Department of Corrections	To provide vocational rehabilitation services to inmates with disabilities in preparation for employment upon release.	No Change
State Government	Department of Employment and Workforce	Unified planning for implementation of Workforce Innovation and Opportunity Act (WIOA); coordinated business services teams; youth programs. DEW coordinates the State Workforce Development Board and Local Workforce Development Boards, as well as the SC Works system. WIOA core partner.	No Change
State Government	Department of Health and Human Services	To provide complementary services leading to competitive employment of consumers; provide Medicaid disability claims processing.	No Change
State Government	Department of Juvenile Justice	To provide vocational rehabilitation services to youth with disabilities with DJJ involvement.	No Change
State Government	Department of Probation, Pardon and Parole Services	To provide vocational rehabilitation services to persons with disabilities for transition into employment upon release from correctional facilities.	No Change
State Government	Department of Disabilities and Special Needs	VR provides complementary, non-duplicative services leading to competitive employment of consumers; DDSN is an extended complementary service provider beyond the term of VR involvement; also partner in assistive technology services.	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	Department of Mental Health	To provide complementary, non-duplicative services leading to competitive employment of consumers. To process pre-release applications for Social Security and Supplemental Security Income Disability benefits to assist in the release and placement of DMH patients. To provide expedited processing of SOAR Social Security and Supplemental Security Income Disability applications for homeless individuals with mental illnesses.	No Change
State Government	Department of Social Services	To provide complementary services leading to competitive employment of consumers; WIOA state plan collaboration.	No Change
State Government	Developmental Disabilities Council	Referrals of persons with developmental disabilities for vocational rehabilitation services; education and awareness activities.	No Change
Non-Government Organization	Diabetes Outreach Council	Mutual referrals of persons with diabetes; education and awareness activities.	No Change
Non-Government Organization	Disability Rights South Carolina	Advocacy for people with disabilities and resolution of service issues. Operates the Client Assistance Program, representing and advocating for SCVRD's consumers.	No Change
State Government	Division of State Human Resources	Staff training resources; classification and compensation; professional growth training such as Certified Public Manager Program. HR policy approvals and delegation audits related to salary, classification, and temporary salary adjustments.	No Change
State Government	Emergency Management Division	Planning in coordinated agency response to emergencies; SCVRD provides crisis counselors, transportation, emergency materials storage.	No Change
Non-Government Organization	Multiple Sclerosis Society of South Carolina	Mutual referrals of persons with multiple sclerosis; education and awareness activities.	No Change
Non-Government Organization	National Employment Team (The NET)	National and regional collaboration of the public vocational rehabilitation program and major companies/businesses to generate employment opportunities for people with disabilities. Coordinated by Council of State Administrators of Vocational Rehabilitation.	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
Non-Government Organization	Project HOPE Foundation	Mutual referrals of individuals across the autism spectrum; foundation provides wide range of services including family support, Applied Behavior Analysis therapy, education, training, social groups and adult programs. SCVRD provides employment services.	No Change
Federal Government	Rehabilitation Services Administration (RSA)	Administers the formula grant program for state vocational rehabilitation agencies. Is charged with evaluating, monitoring, and reporting on the implementation of Federal policy and programs and the effectiveness of vocational rehabilitation, supported employment, and other related programs for individuals with disabilities;	No Change
Higher Education Institute	S.C. Assistive Technology Program	Education and awareness; provision of assistive technology devices for persons with disabilities.	No Change
State Government	S.C. Commission for the Blind	To provide complementary services for individuals who may have disabilities in addition to visual impairments and could benefit from specific services or guidance from the partner agency. WIOA core partner.	No Change
K-12 Education Institute	S.C. School Districts/Dept. of Education	Pre-employment transition services in all districts.	No Change
Higher Education Institute	S.C. State University Rehabilitation Counseling Program	Master's level instruction for staff; in-service training for staff.	No Change
State Government	S.C. Technical College System	Demand-driven vocational training for persons with disabilities; manufacturing certification to enhance marketability of SCVRD consumers.	No Change
State Government	S.C. Workers' Compensation Commission	Referrals of persons with disabling conditions for SCVRD services.	No Change
Non-Government Organization	SC Association for the Deaf	Mutual referrals of persons who are d/Deaf or hard of hearing for services; education and awareness activities.	No Change
Professional Association	SC Industry Liaison Group	Promotion of employment of SCVRD consumers and exposure to federal contractors seeking qualified job candidates with disabilities.	No Change

Type of Partner Entity	Name of Partner Entity	Description of Partnership	Change to the partnership during the past fiscal year
State Government	SC School for the Deaf and the Blind	Mutual referrals of persons who are d/Deaf or hard of hearing for services; education and awareness activities.	No Change
Federal Government	Social Security Administration (SSA)	Adjudication of initial and reconsideration claims for Social Security and Supplemental Security Income disability benefits; continuing disability reviews; participation in Cooperative Disability Investigations Unit.	No Change
Non-Government Organization	SOS Healthcare	Mutual referrals of individuals across the autism spectrum; foundation provides wide range of services including family support, Applied Behavior Analysis therapy, education, training, social groups and adult programs. SCVRD provides employment services.	No Change
Non-Government Organization	Spinal Cord Injury Association of SC	Mutual referrals of persons with spinal cord injuries; education and awareness activities.	No Change
State Government	State Accident Fund	Insurance issues and advisory capacity.	No Change
Non-Government Organization	State and Local Chambers of Commerce	Development of business relationships to enhance employment opportunities for SCVRD consumers.	No Change
State Government	State Auditor's Office	Provision of audits.	No Change
Non-Government Organization	Transition Alliance of South Carolina	Brings multiple agencies and organizations together to enhance school-to-work transition services.	No Change
Non-Government Organization	Unumb Center	Mutual referrals of individuals across the autism spectrum; foundation provides wide range of services including family support, Applied Behavior Analysis therapy, education, training, social groups and adult programs. SCVRD provides employment services.	No Change

Reports Data

as submitted for the Accountability Report by:
H730 - VOCATIONAL REHABILITATION

Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	Explanation why a report wasn't submitted
Agency Accountability Report	§1-1-810	The report "must contain the agency's or department's mission, objectives to accomplish the mission, and performance measures that show the degree to which objectives are being met." Agencies must "identify key program area descriptions and expenditures and link these to key financial and performance results measures."	September 2024	Annually	Governor or Lt. Governor AND Legislative entity or entities AND South Carolina state agency or agencies	Provided to LSA for posting online	https://www.scstatehouse.gov/reports/ar2022/H730.pdf	No Change	
Agreed Upon Procedures		Agreed upon procedures audit.	May 2025	Annually	South Carolina state agency or agencies	Available on another website	http://osa.sc.gov/reports/	No Change	
Bank Account Transparency and Accountability		Information on all transactions in accounts containing public funds which are not included in the Comptroller General's Statewide Accounting and Reporting System or SCEIS	October 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Sabrina Walker, Director of Grants and Funds Management Swalker@scvrd.net 803-896-6504	No Change	
Debt Collection Report		Amount of agency's outstanding debt and all methods it has used to collect that debt.	February 2025	Annually	Legislative entity or entities AND South Carolina state agency or agencies	Electronic copy available upon request	Sabrina Walker, Director of Grants and Funds Management Swalker@scvrd.net 803-896-6504	No Change	
EEO Report		Affirmative action and diversity in personnel practices (hiring, promotions, etc.)	November 2024	Annually	South Carolina state agency or agencies	Provided to LSA for posting online	https://dc.statelibrary.sc.gov/handle/10827/11987	No Change	
Energy Conservation Annual Progress Report		Energy conservation measures; energy consumption data; purchase of energy conservation products; energy retrofit financing; energy plan update	September 2024	Annually	South Carolina state agency or agencies	Available on another website	https://energy.sc.gov/sites/energy/files/Documents/view/State%20Energy%20Use%20Report%202022.pdf	No Change	
Federal Project Review	Title 2, Chapter 65 of the SC Code of Laws	Detailed statements on sources of federal funds	November 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Sabrina Walker, Director of Grants and Funds Management Swalker@scvrd.net 803-896-6504	No Change	

Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	Explanation why a report wasn't submitted
Internal Audits		Perform independent assurance and consulting engagements in compliance with Institute of Internal Audit Standards; Federal and State laws; and Vocational Rehabilitation Policy and Procedures. Audit engagements are derived from an annual enterprise risk assessment that incorporates feedback from all levels of the agency. Types of engagements to be performed include financial audits, compliance audits, information technology audits, process audits. Internal audits also conducts special request audits as directed by the Commissioner or Director of Administration.	July 2024	Other	South Carolina state agency or agencies	Electronic copy available upon request	Keri Dowd-Pugh, Senior Administrative Manager Kdowd-Pugh@scvrd.net 803-896-4838	No Change	
Minority Business Enterprise Utilization Plan		Establishment of goal for spending a certain percentage of each governmental body's total dollar amount of funds expended with minority business enterprises (MBEs) certified by the Office of Small and Minority Business Assistance	August 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Latitia Trezevaant, Procurement Director ltrezevant@scvrd.net 803-896-6500	No Change	
RSA-722 Annual Report on Appeals Process	Public Law 93-112, as amended in P.L. 114-95 34 CFR Part 361	Data on complaints received from SCVRD clients and the resolution/results of appeals	November 2024	Annually	Entity within federal government	Available on another website	https://rsa.ed.gov/data/view-submission:rsa-722	No Change	
RSA-911 Case Services Report	Public Law 113-128 34 CFR 361	Captures a variety of demographic and service data for each individual who applies for and receives services during the fiscal year	May 2025	Quarterly	Entity within federal government	Available on another website	https://rsa.ed.gov/performance/rsa-911-policy-directive	No Change	
Schedule of Expenditures of Federal Awards		Schedule of federal program expenditures to ensure timely completion of Statewide Single Audit	August 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Sabrina Walker, Director of Grants and Funds Management Swalker@scvrd.net 803-896-6504	No Change	
State Fiscal Year Closing Packages		Multiple reports required for the year-end reporting process to assist in the completion of the state's Comprehensive Annual Financial Report (CAFR)	September 2024	Annually	South Carolina state agency or agencies	Electronic copy available upon request	Sabrina Walker, Director of Grants and Funds Management Swalker@scvrd.net 803-896-6504	No Change	
State Information Technology Plan		Information about state technology purchases	July 2024	Other	South Carolina state agency or agencies	Electronic file available upon request	Jay Rolin, Chief Information Officer Information Technology department jrolin@scvrd.net 803-896-6825	No Change	
Travel Report		Agency travel expenses for the prior fiscal year.	September 2024	Annually	South Carolina state agency or agencies	Available on another website	https://dc.statelibrary.sc.gov/handle/10827/42038	No Change	

Report Name	Law Number (if applicable)	Summary of information requested in the report	Date of most recent submission DURING the past fiscal year	Reporting Frequency	Type of entity/entities	Method to access the report	Direct access hyperlink or agency contact (if not provided to LSA for posting online)	Changes to this report during the past fiscal year	Explanation why a report wasn't submitted
Vocational Rehabilitation Financial Report (RSA-17)		The RSA-17 collects data on VR program activities for agencies funded under the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by title IV of the Workforce Innovation and Opportunity Act (WIOA).	April 2025	Quarterly	Entity within federal government	Available on another website	https://rsa.ed.gov/data/view-submission-rsa-17	No Change	
WIOA Annual Performance Report (ETA-9169)	Public Law 113-128 34 CFR 361	Statewide performance report that captures participants served, participants exited, funds expended, cost per participant served, participant characteristics, and WIOA common performance measures	September 2024	Annually	Entity within federal government	Available on another website	https://rsa.ed.gov/wioa-resources/wioa-annual-reports	No Change	

AGENCY NAME:	Vocational Rehabilitation Department		
AGENCY CODE:	H730	SECTION:	32

**2025
Accountability Report**

SUBMISSION FORM

I have reviewed and approved the data submitted by the agency in the following templates:

- Data Template
 - Reorganization and Compliance
 - FY2025 Strategic Plan Results
 - FY2026 Strategic Plan Development
 - Legal
 - Services
 - Partnerships
 - Report or Review
 - Budget
- Discussion Template
- Organizational Template

I have reviewed and approved the financial report summarizing the agency’s budget and actual expenditures, as entered by the agency into the South Carolina Enterprise Information System.

The information submitted is complete and accurate to the extent of my knowledge.

AGENCY DIRECTOR <i>(SIGN AND DATE):</i> <i>(TYPE/PRINT NAME):</i>	SIGNATURE ON FILE	Signature Received: 09/15/2025
	Felicia W. Johnson	

BOARD/CMSN CHAIR <i>(SIGN AND DATE):</i> <i>(TYPE/PRINT NAME):</i>	SIGNATURE ON FILE	Signature Received: 09/15/2025
	Dr. Roxanne Breland	